

University Faculty Council Meeting Summary
September 20, 2016
3:15 – 5:00 PM
Winship Ballroom, DUC

Welcome and Orientation For the first meeting of the University Faculty Council (UFC), chair Kristin Wendland introduced the new members of the Council and gave a brief orientation about the organization structure. She outlined her goals as the chair of UFC this year: 1) Strengthening the communication and 2) Engaging more faculty members in shared governance.

Faculty-Peer Mediation Committee (FPMC) The UFC voted to give the Committee a hiatus in light of the nonrenewal of funding for administrative support and the resignation of the chair. It *passed a motion to form a Mediation and Conflict Resolution Task Force to assess what was learned from the goals set forth by the FPMC, assess what structure and procedures need to be in place to continue its mission, ascertain how outcomes can be assessed and measured, and report back to the UFC at its Jan 17, 2017 meeting with recommendations.*

RAS Task Force Report RAS Task force was charged to gather RAS (Research Administration Services) independent data last year. The Task force's main finding was high variability in service and satisfaction in different RAS units. Chair Tamara Caspary highlighted six (6) major lessons from the report including the observation that "many faculty received support and deeply appreciated the support they received." She noted several shortcomings of the system and highlighted the junior faculty's needs. She also said that one of the initial goals of RAS has yet to be realized: Saving money. She concluded with seven (7) broad recommendations (see the September 20, 2016 meeting minutes for details). *The UFC passed a motion to 1) endorse the RAS Task Force report and 2) that the Task Force continue its work this fall to facilitate the implementation of the report's recommendations, and to explore whether such on-going implementation could be absorbed into the work of the UFC by expanding a current standing committee's mission.*

Title IX. Lynell Cadray (Office of Equity and Inclusion) provided an overview of Title IX and Title VII (and the difference between them). She introduced the Title IX and the Title VII, EO/AA compliance officers from the OEI, Judith Pannell and Maurice Middleton respectively. Pannell summarized how the Title IX policy applies specifically to students and situations in which a student is alleged to have engaged in sexual misconduct.

Every University employee (excluding University employees serving in a confidential professional role) who is informed about an allegation of sexual misconduct involving any student is required to notify a Title IX Coordinator. Middleton, explained that Title VII is a policy for faculty, staff and students. It rejects any kind of discrimination, not only sexual harassment. The Equal Opportunity and Discriminatory Harassment Policy (1.3) prohibits harassment and discrimination as it pertains to all faculty, staff and students based on their protected characteristics (i.e., race, color, religion, gender, etc.). The discussion moved to

questions of privacy, academic freedom, and the Emory open expression policy. Due to time limitation, the discussion was tabled until the October meeting.

Emory Faculty Club: The UFC passed a motion to endorse further exploration of the feasibility of forming an Emory Faculty Club/facility by means of a university-wide faculty club/facility survey.