

Emory University Faculty Council Meeting Summary

October 18, 2016

3:15 p.m. – 5:00 p.m.

Jones Room, Woodruff Library

(For the details of these sessions, please refer to the October 18, 2016 meeting minutes on

<http://facultycouncil.emory.edu/meetings/2016-2017/index.html>)

Approval of September University Faculty Council Minutes The September 2016 minutes were amended to reflect two details, one about the establishment of a Faculty-Peer Mediation Task Force, and the other about the Title IX session as it relates to faculty concerns around issues of faculty as responsible parties, student privacy, and academic freedom. **UFC motion:** The amended minutes were approved.

Chair of the Board of Trustees Presentation, John F. Morgan Mr. Morgan emphasized how the role of trustees is to support faculty, and how the trustees understand this as their privilege, honor, duty. Mr. Morgan, who also served as the Chair of Presidential Search Committee (PSC), summarized last year's presidential search process, which should serve as a prototype for Emory as a place for freedom of speech including different voices towards a common purpose. Mr. Morgan stated that the top priority of the Board of Trustees for this year would be to support President Sterk. He is convinced that President Sterk will assert the will to lead; she is a great listener; she will preserve Emory's deep commitment to its values; will build on the strengths of the University; and will advance Emory in the rankings.

Communication Infrastructure I Presentation Initiating the Faculty Council's work to strengthen the communication channels between UFC representatives and their constituents, representatives Karen Scheib (Candler School of Theology), Judy Raggi Moore, and Juliette Stapanian Apkarian (both from Emory College of Arts and Sciences) outlined the governance and communication structures in their respective schools. Scheib outlined a simple structure in the CST that includes monthly faculty meetings. Judy Raggi Moore and Juliette Stapanian Apkarian outlined a more complicated ECAS Senate governance structure that spans a number of different departments and programs and thus more complicated channels of communication. ECAS representatives suggested two approaches to open the channels: 1) Provide the representative from the UFC to the ECAS Faculty Senate with a clearer mandate regarding content reporting and accountability and 2) Have the four ECAS representatives systematically report and attain feedback at the ECAS Dean's monthly meeting with chairs and directors. Moore presented a number of other ideas for improved communication and emphasized the importance of communication between the faculty and administration in the diverse ECAS.

Class & Labor II Report and Discussion Nadine Kaslow and Gray Crouse summarized the committee's charge following four issues of 1) the role of class, 2) the role of Emory as an employer in the academic labor market, 3) recruitment, promotion, advancement, and professional development, and 4) the role of non-tenure-track (NTT) faculty. They outlined some take-home messages and key recommendations organized around seven (7) guiding themes as (1) community and culture, (2) diversity, inclusivity, and equity, (3) workplace expectations, (4) recruitment and retention, (5) professional development and advancement, (6) workplace satisfaction, and (7) NTT faculty. Wendland added that the UFC can certainly take up and discuss certain issues in this report, such as the "culture of civility."

Title IX/VII/Open Expression Discussion The UFC continued the discussion from the September 2016 meeting with Lynell Cadray and Title IX and Title VII compliance officers from the OEI, Judith Pannell and

Maurice Middleton, respectively. The discussion points centered around including faculty as a responsible party, issues of academic freedom, and student privacy. Cadray, Pannell, and Middleton recapped the key points of Title IX and VII, including how all faculty are considered to be in a “leadership position.” Pamela Scully expressed concerns around Emory’s decision to make faculty responsible parties in terms of Title IX reporting. She proposed that the Faculty Council host a series of talks about the interpretation of Title IX to stimulate some discussions, and also the formation of a small working group. Volunteers came forward to serve in this new faculty Title IX and Title VII working group. **UFC motions:** 1) to continue the discussion of Title IX and Title VII policies and 2) to keep this as a UFC group conversation.

Emory University Interim Provost Remarks Interim Provost Zola added remarks to Title IX/VI/Open Expression discussion about the challenges of understanding whether an action constitutes a sexual misconduct, whether there was consent, etc. Dr. Zola suggested constructing a case-study scenario that would include all potential challenges to help UFC members sort through the decision-making process of responsible parties according to Title IX and Title VII policies.