University Faculty Council Meeting Minutes
January 16, 2018
3:15 – 5:00 PM
Jones Room, Woodruff Library
Approved February 20, 2018

Attended: Juliette Stapanian Apkarian, Kimberly Jacob Arriola, Henry Bayerle, Sarah Blake, Deborah Bruner, Tamara Caspary, Craig Castellino, Kewin Crowley, Erica Duncan, Carrie Cwiak, Andreas Fritz, Sandra Garraway, Peng Jin, Arun Jones, Andrea Joyner, Michelle Lampl, Joel LeMon, Ulemu Luhanga, Judy Raggi Moore, Jim Nagy, Mimi Newell, Nichole Powell, Ani Satz, Karen Scheib, Jason Schneider, Pamela Scully, Kristin Wendland, Claire E. Sterk, Aryeh Stein, Anand Swaminathan, Leslie Taylor, Holly York, Lynn Zimmerman, Kimber Williams.

Excused Absences: Jason Hockenberry, Astrid Prinz, Carla Berg, Janice Withycombe, Margaret Fleming.

Unexcused Absences: Matthew Klopman, Nicole Morris.

Ex Officio Absences: William Branch, Noel Erksine, Dwight A. McBride.

I. Call to Order
Emory University Faculty Council (UFC) Chair Henry Bayerle called the meeting to order at 3:15 p.m.

II. Approval of Meeting Minutes from November 2017 – Henry Bayerle
UFC motion: Bayerle requested to hear a motion to approve the November 2017 minutes, which were posted to the UFC Box folder. Judy Raggi Moore made this motion, and Erica Duncan seconded it. The motion carried unanimously.

III. Policy Committee Mission Statement – Henry Bayerle
UFC motion: Bayerle moved that the UFC approve the revised Policy Committee mission statement, which was posted to the Box folder for this meeting. Nichole Powell seconded this motion, and the motion passed unanimously. The revised mission statement is:

The Policy Committee shall review existing policies, proposed changes in existing policies, or proposals to establish new policies relating to matters of general interest to the University faculty, either at its own initiative or that of Faculty Council members or constituencies or when these policies are brought before the Council by the Provost, the President of the University, or the Board of Trustees. The goal of the Policy Committee is to create an interface between University policy makers and the Faculty Council and to facilitate informed discussions in Faculty Council meetings that lead to recommendations to advise the President and the Provost.

IV. Remarks from President Sterk – Claire E. Sterk
President Sterk's remarks focused on the crisis in confidence in American higher education. Her talk highlighted findings from recent literature that explores this subject. President Sterk encouraged the UFC to resist the urge to see the public as a monolithic group as the literature suggests that there are many "publics." She spotlighted some data that show how the public's confidence in the value of higher education is shaped by a variety of factors including religion, political affiliation and age.

President Sterk concluded by outlining the following actions that might help restore the public trust in higher education:
1. Building connections and coalitions within Emory and with other institutions especially in the Southeast, across alumni groups for instance, and with federal, state and international stakeholders.
2. Articulating and reflect what a real difference higher education at Emory makes in the state, country and globally at large.

3. Continuing to increase the accessibility of higher education at Emory and stay engaged in these kinds of conversations.
4. Better articulate non-economic benefits/values of higher education.
5. Engaging both with people who are in support of us and with those who are our biggest critics.

A small group from the UFC will be charged to have more conversation with President Sterk on this topic.

V. Learning Outcomes Assessment Committee – Ulemu Luhanga (Chair) and David Jordan (Member)
Luhanga presented their goals as supporting faculty education about learning outcomes assessment (LOA), highlighting best practices for LOA around campus, and recognizing LOA work via service award(s). Luhanga and Jordan next listed their proposed activites towards meeting those goals as follows.

1. Academic Learning Community in Fall 2018 for supporting faculty education
2. Panel discussion in Spring 2019 for sharing the best practices across campus.
3. Workshop in Spring 2019 for teaching faculty the best practices

VI. The John F. Morgan Sr. Distinguished Faculty Lecture Announcement – Henry Bayerle
Henry Bayerle reminded UFC members that this year's lecture will be delivered by Professor Carol Anderson on February 6, 4 pm – 6 pm, in the Cox Hall Ballroom, and requested their help to advertise this event.

VII. Commission on Racial and Social Justice: Academic Policy – Nancy Bliwise, Joanne Brzinski, and Arri Eisen
Bliwise, Brzinksi, and Eisen gave UFC their progress reports on the work they have been in charge of to act upon the three specific demands made by Black Students of Emory in November, 2015.

a. Demand 4, Faculty Evaluations: Nancy Bliwise
Bliwise said that a working group was formed, and this group has been reaching out to benchmark institutions to learn their practices, doing a literature review on microaggressions and bias in teaching evaluations, planning professional training, and reviewing training materials. Student members have joined the group and a work plan was developed. Next steps are completing the benchmark analysis, finalizing the review of training materials, and finalizing the wording of the questions.

b. Demand 5, Academic Support: Joanne Brzinski
Brzinski said that they identified a set of broader approaches in conversation with students such as focusing on peer mentors, and doing outreach to encourage participation by a broad range of students. As an outcome of their work, the STEM pathways program was established in August 2016 and functions with participation of 30 peer mentors and 84 students as of August 2017. Regarding their efforts to diversify the recruitment of peer mentors, evaluation of diversity of users and peer leaders is a part of the yearly program assessments submitted to University and ECAS leadership in 2017 – 2018.

c. Demand 13, Diversity Education Requirement: Arri Eisen
Eisen said that they have drafted a proposal to address diversity education requirement, and their next steps include detailing of their proposal and then presenting it to student groups (such as IDEAS fellows, SPEAR, IFC, SACNAS, FIRST), the Commission on Social and Racial Justice, and the College Senate for their feedback. Eisen stated that their proposal was built on the energy and work of many of our colleagues over the years in efforts such as the Transforming Community Project, the Campus Life Compact for Building an Inclusive Community, the recent cluster hire of STEM faculty in the College with expertise in minority mentoring, and Howard Hughes Medical Institute (28 years) and NIH funding via IMSD (nearly 5 years) and FIRST (18 years) that promote women and minority engagement in the sciences.

VIII. Research Administration Service (RAS) Working Group Initiative Update – Tamara Caspary

UFC motion: Jason Schneider moved the addition of a brief update by Tamara Caspary on Research Administration Services (RAS) Working Group Initiative to today's meeting agenda, and Kristin Wendland seconded it. The motion carried all in favor.

Dr. Caspary said that in response to the University Faculty Council RAS Task Force Report, a small, cross-functional working group of faculty and administrators was assembled at the request of the Provost's office to conduct a six-month RAS Task Force Improvement Study. The major purpose of the study is to address many of the recommendations in the RAS Task Force Report by exploring strategies to improve RAS services in two representative RAS units (those covering the Department of Medicine and the Basic Sciences in the Health Sciences). These changes will focus on improvements in the financial reporting processes to faculty, including integration of sponsored and non-sponsored activities, and will emphasize constructive engagement between RAS staff and faculty. Major activities of this study are:

1. Ensuring that faculty and RAS staff meet regularly
2. Providing regular and integrated sponsored and non-sponsored financial reports
3. Determining staffing needs in each RAS using data-driven, validated models
4. Training of RAS staff to meet faculty expectations

IX. Adjournment
The meeting was adjourned at 5:03 p.m.