

**University Faculty Council Meeting Minutes**  
**March 20, 2018**  
**3:15 – 5:00 PM**  
**Jones Room, Woodruff Library**

**Attended:** Juliette Stapanian Apkarian, Henry Bayerle, Sarah Blake, Tamara Caspary, Kevin Crowley, Erica Duncan, Margaret Fleming, Andreas Fritz, Sandra Garraway, Carrie Cwiak, Peng Jin, Joel LeMon, Ulemu Luhanga, Judy Raggi Moore, Nicole Morris, Andrea Joyner, Arun Jones, Jim Nagy, Nichole Powell, Karen Scheib, Pamela Scully, Ani Satz, Aryeh Stein, Janice Withycombe, Holly York, Lynn Zimmerman, Kristin Wendland

**Excused Absences:** Mimi Newell, Leslie Taylor, Astrid Prinz, Carla Berg, Michelle Lampl, Jason Schneider, Jason Hockenberry

**Unexcused Absences:** Deborah Bruner, Matthew Klopman, Anand Swaminathan, Kimber Williams

**Ex Officio Absences:** Dwight A. McBride, Noel Erksine, Kimberly Jacob Arriola, William Branch, Craig Castellino, Claire E. Sterk

**I. Call to Order**

Emory University Faculty Council (UFC) Chair Henry Bayerle called the meeting to order at 3:19 p.m.

**II. Approval of Meeting Minutes from February 2018** – Henry Bayerle (UFC Chair)

**UFC motion:** Bayerle requested to hear a motion to approve the February 2018 minutes, which have been posted to the UFC Box folder. Judy Raggi Moore made the motion, and Andreas Fritz seconded it. The motion carried unanimously.

**III. Waste Management Policy** – Ciannat Howett (Director of Sustainability Initiatives), Deena Keeler (Campus Services), and Matthew Early (Vice President for Campus Services)

Vice President Early spoke first giving an update about the success of this policy so far. He first reminded the UFC that the goal of this policy is to reach a 95% diversion rate for the campus landfill waste, which effectively means zero landfill waste, by 2025. Emory is nationally a unique example with this kind of a waste management policy in place. The current policy was guided by assessments and feedback from experts, that Emory would never achieve a 95% diversion rate with the previous programs and behavior of its constituents. Emory had only been able to reach a diversion rate of ~50%. Early then talked about how this policy has still been positively influential and how achievable this goal is. For example, a 500% increase was observed in compost as of February.

Howett spoke next. Her key message was that the policy can actually be seen as a way to reduce negative impacts to local and global communities in addition to the goal of waste reduction. It will reduce Emory's impact on neighboring communities and is environmentally beneficial as it reduces greenhouse gas emissions from landfilled waste.

Lastly, Keeler spoke. She said that they are now fine tuning the cost of this program to make it sustainable financially as well as environmentally. She concluded by thanking, on behalf of their committee, all the members of UFC for their support for this program.

Finally, the speakers answered questions and/or responded to the recommendations from UFC members. One common recommendation was having a lid on the compost bins to avoid unpleasant odors and to address associated health concerns. The speakers pointed out that the same waste was in open-topped landfill bins, in fact 67% of the open-topped landfill bins was food. Another recommendation was to reconsider the locations of these bins by consulting with the constituents of corresponding buildings. The speakers appreciated these and other recommendations. Their committee will consider these recommendations and act in the best possible way.

#### **IV. Faculty Counselor Report - Investment Committee of Board of Trustees – Tamara Caspary**

Caspary began by saying that this committee generally oversees the investments of Emory with a portfolio of about seven billion dollars. Caspary then talked about the 2018 Tax Reform which impose a 1.4% tax on income from endowment only applying to private schools with at least 500 students and at least \$500,000 of investment per student. “According to a January 2018 article that appeared in The Wall Street Journal, Emory is very close to being included with about \$475,000 of investment per student,” Caspary said. Dr. Caspary reported that Cameron Taylor, Vice President for Government and Community Affairs, foresees that Emory will eventually be included in the excise tax if not this year. Taylor’s office has been taking appropriate steps for a potential modification of the excise tax to provide the University with a credit for the financial aid that it provides. Caspary concluded by saying that her term as the faculty counselor of this committee is ending this academic year and encouraging nominations for this position.

#### **VI. Faculty Life Course Committee Annual Report – Andrea Joyner (Chair)**

Joyner first reminded the UFC members that their committee is in charge of addressing issues likely to enhance faculty life at Emory University. She said that their main concerns are improving academic productivity, facilitating retention, and augmenting the quality of life and sense of community for faculty at Emory. She then reported that their committee priorities in 2017 were implicit bias training for the classroom, reframing diversity to include arts/invited speakers, and enhancing the sense of community at Emory. One major outcome of their committee in 2017 was the “Emory Statement on Civil Discourse”, which was produced in response to the charge by the UFC to develop and disseminate a living document of community norms to foster a "culture of civility" that respects all persons, balances the aspirational standard of civility against the protection of academic freedom, and promotes voice safety and voice efficacy. This statement was subsequently endorsed by Emory University Senate.

Joyner then listed their 2018 priorities, which include obtaining more information about the Center for Faculty Development and Excellence, new faculty orientation program, following up to the faculty club initiative, changes in tenure requirements and salary transparency, and vacation accrual. Next, she summarized their current progress for each one of these priorities. Dr. Joyner then concluded by saying that they would also be looking forward to receiving any new charges from the UFC.

#### **VI. Learning Outcomes Assessment Committee Annual Report – Ulemu Luhanga (Chair)**

Luhanga began by saying that they have added six new members to their committee bringing the total number of their members to 17. Based on the feedback they previously received from the UFC they have been working on submitting an academic learning community proposal in April 2018. This proposal is to include developing in faculty a pedagogical content knowledge around assessment, providing a forum for debating the controversy around assessment in higher and professional education, and sharing best practices for assessment across Emory’s programs and schools. They are currently reviewing reports they received from the Law and Business Schools.

#### **VII. Discussion: Integration of Emory’s Educational Programs**

Henry Bayerle invited UFC members to comment on challenges, successes, opportunities, and visions associated with the integration of Emory’s educational programs. UFC members had a long discussion, and many comments and recommendations were made.

Challenges included:

- How to compensate faculty who teach across units with salary or leave time.
- Enrollment, financial aid, course credit, and accounting across schools.
- Differing understanding of a credit hour and expectations of work from students across schools.
- Regulations against including graduate and undergraduate students together in a travel course.

Successes included:

- University Courses sponsored by the CFDE.
- Travel courses sponsored across schools.
- Extant faculty exchange programs.

- Joint appointments.
- Faculty hosting students from other schools in research projects/labs.
- Extant institutional training grants.

Wishes included:

- Coordination of academic calendars.
- Internships to avoid administrative difficulties experienced by students.
- Classroom technologies to make remote lectures more accessible.
- Improved transportation options between Oxford and Emory campuses.
- Small-credit courses.
- 2-week courses.
- A clearinghouse for faculty willing to give guest lectures in courses across the university.

### **VIII. Adjournment**

The meeting was adjourned at 4:53 p.m.