

**University Faculty Council Meeting Minutes**  
**October 17, 2017**  
**3:15 – 5:00 PM**  
**Jones Room, Woodruff Library**

**Attended:** Angela Amar, Juliette Stapanian Apkarian, Henry Bayerle, Kimberly Jacob Arriola, Sarah Blake, Tamara Caspary, Craig Castellino, Kevin Crowley, Carrie Cwiak, Erica Duncan, Margaret Fleming, Andreas Fritz, Peng Jin, Arun Jones, Ulemu Luhanga, Dwight A. McBride, Judy Raggi Moore, Nicole Morris, Jim Nagy, Mimi Newell, Nichole Powell, Astrid Prinz, Ani Satz, Karen Scheib, Pamela Scully, Claire Sterk, Anand Swaminathan, Kristin Wendland, Kimber Williams, Janice Withycombe, Holly York, Lynn Zimmerman.

**Excused Absences:** Jason Schneider, Deborah Bruner, Sandra Garraway, Carla Berg, William Branch, Jason Hockenberry, Matthew Klopman.

**Unexcused Absences:** Michelle Lampl, Joel LeMon.

**Ex Officio Absences:** Noel Erskine, Leslie Taylor.

**I. Call to Order**

Emory University Faculty Council (UFC) Chair Henry Bayerle called the meeting to order at 3:18 p.m.

**II. Remarks from John Morgan – Chair, Board of Trustees**

Mr. Morgan began by briefly highlighting the search process that resulted in the appointment of Claire Sterk as the new president of the university last year, noting that the Board of Trustees heard a broad range of voices during the process. During meetings with constituents across the enterprise, common and repeatedly uttered main themes with which to charge the new president were 1) to build resources, 2) to engage broadly, and 3) to facilitate collaboration within the university. In her full capacity to achieve the university's goals by the recent changes and additions to her leadership team, President Sterk has already been fulfilling this charge. Mr. Morgan mentioned some of these achievements. The university completed a \$1.69 billion dollar fundraising campaign prior to President Sterk's appointment, and she has been meeting with donors to set the stage for achieving an even higher fundraising goal in the next campaign. Funding for education and research is currently at its highest level. President Sterk is building strong and collaborative relationships with an emerging young and talented group of trustees, and the Board of Trustees heartily supports her.

Mr. Morgan then said that Emory is truly diverse, yet it has a lot to do to move from diversity to inclusion. In conclusion, Mr. Morgan noted that is grateful to have served as the chair of Board of Trustees. As his term nears its end, he expressed gratitude for being able to support such a great US institution in delivering the possible, as good changes in the world usually emanate from US institutions like Emory.

**III. Criminal Background Check Policy Update – Del King, Associate Vice President for Human Resources**

Mr. King addressed the UFC on their draft guidelines, which have been posted to the UFC Box folder, for a criminal background check policy to be applied to all prospective faculty as well as existing faculty who work with minors or other sensitive groups. This was a follow-up to his previous report on drafting this policy at the April 2017 UFC meeting. Since that time, he has heard feedback and incorporated changes

suggested by a working group of UFC members. Several UFC members expressed appreciation for Mr. King's efforts and the changes made to the draft of the policy. In response to a question, Mr. King said that for the international hires who are currently in the US with a non-immigrant visa, the background check for the part before they came to the US must have already been done for the issuance of a visa, so that Emory would have to do a check only for the part they have spent here in the US.

#### **IV. Approval of Meeting Minutes from September 2017 – Henry Bayerle**

**UFC motion:** Bayerle requested to hear a motion to approve the minutes, which have been posted to the UFC Box folder, with one amendment: Noel Erskine would be moved to the attendees from the absences. Andreas Fritz made the motion, and Ani Satz seconded it. The motion carried unanimously.

#### **V. Committee Reports**

##### **a. Faculty Life Course Committee – Angela Amar, Chair (School of Nursing)**

Amar outlined their committee's aims: to improve academic productivity, to facilitate retention, and to augment the quality of life and sense of community for faculty at Emory. She then summarized their recent work: an initiative for the formation of a faculty club, mentoring programs, and drafting the Emory statement on civil discourse which was endorsed by University Senate last year. Moving forward they aim to participate in new faculty orientation, to do more work around civility, and to partner with the Center for Faculty Development and Excellence at Emory (CFDE).

##### **b. University Research Committee (URC) – Jim Nagy, Co-Chair (Emory College)**

Nagy first highlighted the structure and the organization of the committee. He then reminded UFC members that nominations for the annual Albert Levy Awards are due Nov. 17, 2017. Nagy provided an overview of URC grants including the application and review timelines. The grant period is one year, and an end of award report is required. He also outlined the review process for the grant proposal and said the online portal for URC grant applications will be much more efficient with fixes to some glitches identified last year. He next presented the 2017 proposal and awards allocations/statistics. Nagy said the committee has made improvements such as online portal upgrades, enhanced communication, and expansion of the partnership with the Halle Institute for Global Research and Learning for proposals having an international component (such as having an international collaborator or some field work such as archive research abroad.). Multiple UFC members requested clarifications to the review criteria, course release criteria as a part of proposals, and to direct reviewers for assessment of proposals independently of the rank/position of the applicants. In response, Nagy said they would certainly re-emphasize to the subcommittee chairs and reviewers that grant reviews should focus on scientific merit of proposals.

##### **c. Distinguished Faculty Lecture Committee – Henry Bayerle, Past-chair (Oxford College)**

Bayerle outlined the composition of this committee and the Distinguished Faculty Lecturer selection process. Bayerle next announced Carol Anderson (Charles Howard Candler Professor of African American Studies) as this year's lecturer; the lecture will be delivered on Feb 6, 2018 at 4 p.m. in the Cox Ballroom. The title of the lecture will be "White Rage: The Unspoken Truth of Our Racial Divide". Bayerle concluded by announcing that the UFC Executive Committee, in consultation with the President and the Provost, has decided to change the name of this lecture to the John F. Morgan Sr. DFL.

#### **VI. Class & Labor II Update – Henry Bayerle, Chair of UFC**

Bayerle said the Office of the Provost will share the Class & Labor II report, without appendices, with the entire Emory faculty before the November 2017 UFC meeting. A UFC-based steering committee will be charged by the Provost to assess recommendations, identify working groups, and foster communication.

#### **VII. Discussion: Policy Committee – UFC members**

Bayerle reminded UFC members that he had suggested forming a policy committee (consistent with the bylaws) in the September 2017 meeting as he believes having such a standing committee would help facilitate timely, informed discussions in UFC meetings on policy proposals, such as the criminal background check policy presented by Del King. Pamela Scully seconded this idea citing the work completed by the working group on the Title IX/VII policies last year as a successful example of this kind of work. Kristin Wendland also supported this idea saying it would allow the UFC to be at the table at the beginning of any such policy formation process in the future and would make discussions move more systematically.

**UFC motion:** Bayerle requested to hear a motion for the formation of a small UFC working group to explore the formation of a UFC standing policy committee. Erica Duncan made the motion, Judy Raggi Moore seconded it. The motion carried unanimously. Henry Bayerle, Pamela Scully, Anand Swaminathan, Judy Raggi Moore, and Nichole Powell volunteered to serve on this working group.

### **VIII. Adjournment**

The meeting was adjourned at 4:59 p.m.