

University Faculty Council Meeting Minutes

September 19, 2017

3:15 – 5:00 PM

Cox Ballroom, Cox Hall

APPROVED OCTOBER 17, 2017

Attended: Juliette Stapanian Apkarian, Sarah Blake, Deborah Bruner, Tamara Caspary, Kewin Crowley, Carrie Cwiak, Andreas Fritz, Sandra Garraway, Jason Hockenberry, James Hughes, Arun Jones, Matthew Klopman, Joel LeMon, Ulemu Luhanga, Dwight McBride, Judy Raggi Moore, Nicole Morris, Nichole Powell, Astrid Prinz, Ani Satz, Karen Scheib, Jason Schneider, Pamela Scully, Claire Sterk, Kristin Wendland, Janice Withycombe, Holly York, Noel Erskine, Henry Bayerle.

Excused Absences: Jim Nagy, Erica Duncan, Angela Amar, Carla Berg, Mimi Newell, Michelle Lampl.

Unexcused Absences: Anand Swaminathan, Cynthia Wetmore.

Ex Officio Absences: Kimberly Jacob Arriola, Craig Castellino, Leslie Taylor, Lynn Zimmerman.

Guests/Visitors/Correspondents: Kimber Williams, Jennifer E. Hobbs.

I. Call to Order

Emory University Faculty Council (UFC) Chair Henry Bayerle called the meeting to order at 3:20 p.m.

II. Opening Remarks and Introduction – Henry Bayerle

Bayerle outlined the UFC structure and its charge. The UFC serves as the chief representative body of the University faculty. The details of its structure and its bylaws can be found on the UFC website (facultycouncil.emory.edu). According to its bylaws the UFC shall, (a) consider and make recommendations to the President concerning the academic affairs of the University, (b) review all changes in existing policies or the establishment of new policies relating to matters of general interest to the University faculty, (c) monitor and review the terms and conditions of faculty employment, and (d) consider any suggestions or problems raised by any recognized faculty group. Bayerle said the charge of the UFC defined in the bylaws is consistent with the statements and principles espoused by academic organizations in the last century such as the AAUP, the American Council on Education, and the Association of Governing Boards of Universities and Colleges, which state that the role of faculty in university governance should be to participate in the determination of academic policies and of other policies that affect faculty status. Bayerle said the UFC meets monthly and that any faculty member may request that an item be considered for meeting agendas, which are created by the UFC executive committee. He then invited UFC members to participate in this process this year.

Bayerle next defined a key theme of the UFC for this academic year, as a follow-up to the past-chair Kristin Wendland's great achievement of shoring up the communication channels between the UFC and the faculty: how best to represent the faculty. The UFC functions best when committees and small working groups explore the nature and details of an issue and then present to the whole UFC body to allow for an informed discussion and vote, as in the successful work of the UFC working groups on the Title IX policy and Research Administration Services last year. For this reason Bayerle hopes to investigate how committees can be used best to advance the mission of the UFC, and he invited all committee chairs to review their mission statements.

Finally, UFC members introduced themselves upon Bayerle's invitation.

III. Approval of Meeting Minutes from April 2017 – Henry Bayerle

UFC motion: Bayerle requested to hear a motion to approve the April 2017 meeting minutes. Karen Scheib made the motion, and Jason Schneider seconded it. The motion passed unanimously.

IV. Approval of UFC Roster and Committee Rosters

UFC motion: Bayerle requested to hear a motion to approve the UFC roster. Pamela Scully made the motion, and Karen Scheib seconded it. The motion carried unanimously.

UFC motion: Bayerle requested to hear a motion to approve the Faculty Life Course Committee roster. Karen Scheib made the motion, and Judy Raggi Moore seconded it. The motion passed unanimously.

UFC motion: Bayerle requested to hear a motion to approve the Learning Outcomes Assessment Committee roster. Judy Raggi Moore made the motion, and Jason Schneider seconded it. The motion carried unanimously.

UFC motion: Bayerle requested to hear a motion to approve the University Research Committee roster. Judy Raggi Moore made the motion, and Karen Scheib seconded it. The motion passed unanimously.

VII. Remarks from President – Claire Sterk

President Claire Sterk addressed the UFC about two topics: 1) the Economic Impact Report released in May 2017 (<http://president.emory.edu/impact/>), and 2) legislative affairs.

President Sterk said the complex organization of Emory is essentially composed of Emory University and Emory Healthcare, and she encourages Emory faculty members to understand the challenges and opportunities in this organization. President Sterk encouraged UFC members to remain committed to internal coordination and to collaborate to ensure what they do is the best for Emory overall as both Emory University and Healthcare live in highly competitive environments. She then continued with some important numbers and facts from the report on Emory's economic, community, and social impact hoping to trigger discussion among Emory faculty about what great values Emory has. According to the report, Emory significantly contributes to building intellectual capital in Georgia, as 40% of its alumni stay in the state. Emory had 9.1 billion dollars of total economic impact on the state of Georgia by supporting 64,000 jobs generating 200 million dollars of in-state tax revenue. This makes Emory the largest employer in DeKalb County and the second largest in the Atlanta metropolitan area.

According to President Sterk the key take-away message for the UFC from the report is that Emory's intellectual capital (mostly faculty) is indeed a major economic driving force in Atlanta. University researchers received 575 million dollars of funding in 2900 grants in 2016. For the last seven years Emory has received half a billion dollars or more in annual funding. The funding attracted by Emory researchers has in turn had a great positive impact on the local economy in multiple aspects; over all, every dollar spent for research at Emory has produced an additional 63 cents of economic impact.

Regarding the community impact of Emory, President Sterk updated the UFC on the annexation efforts started by the filing of a petition in June 2017 to become a part of the City of Atlanta. DeKalb County filed a petition in August 2017 with the Georgia Department of Community Development against this annexation based on their concerns. Sterk said she personally believes that Emory will eventually obtain positive results regarding this annexation attempt.

Regarding legislative affairs, President Sterk talked about the Trump presidential executive order issued on March 6, 2017 to ban citizens of certain Muslim-majority countries' citizens from traveling to the United States and the Development, Relief, and Education for Alien Minors (DREAM) Act. In summary, she conveyed the travel ban hinders American universities' benefiting from international intellect at both the faculty and student levels, and the University signed an opposition declaration against this executive order last year together with tens of other peer institutions. Regarding the DREAM Act, President Sterk said the University, as a continuation of existing very robust policies, will continue to provide financial aid access and retain and develop initiatives to assess how community members would be affected by changes to the Deferred Action for Childhood Arrivals (DACA) program. The University will also make sure that legal services are available, and continue to protect the privacy of those community members as allowed within the law. President Sterk said the University hopes the six-month delay will result in congressional action, and her personal hope is DREAMers will have legal status in the U.S. and will have a path to gain citizenship.

President Sterk finally talked about the status of research funding in the country. She said that over all there have been positive changes since last summer, such as an increase in the NIH budget.

VI. Committee Reports

- a. Faculty Life Course Committee** – Henry Bayerle (for the committee chair Angela Amar, School of Nursing)

Bayerle said due to an excused absence of Angela Amar this report will be given at a later time.

- b. Learning Outcomes Assessment Committee** – Ulemu Luhanga, Chair (School of Medicine)
Luhanga briefly summarized the composition and mission of the committee. This committee, composed of tenured and non-tenured faculty from across Emory schools, provides faculty oversight of the University's assessment plans. Its missions are to review assessment plans from each of the schools and provide feedback, to share best practices and strategies, to help shape a culture of assessment that is uniquely Emory's and that informs and strengthens the SACS reaccreditation process, and to report to the Provost on key opportunities and challenges related to assessment at Emory. Luhanga said that under past-chair Jason Hockenberry's leadership the committee created a very smoothly-moving process on reviewing the assessment plans from across the University and providing feedback; their future goal is to focus on some of these other missions which the committee has not had a chance to look into so far.

- c. Faculty Hearing Committee** – James Hughes, Chair (School of Law)
Hughes summarized the charge of this committee and how it works: The Faculty Hearing Committee shall conduct hearings, make findings of fact, and make recommendations to appropriate university officers when a faculty member's employment is or may be suspended or terminated for any reason specified in Paragraph 12C or Paragraph 15 of the Statement of Principles Governing Faculty Relationships. This committee works on a need-based manner and has no other agenda. The committee is composed of tenured faculty members only. Several UFC members raised concerns about the absence of representation of non-tenure-track faculty. Bayerle acknowledged that the UFC can propose modifying the charge and structure of this committee. Hughes added that any changes to be made would need to be approved by the Board of Trustees.

VII. Discussion: Representing the University Faculty – UFC Members

Finally, Bayerle invited UFC members to discuss any issues freely and openly at the UFC meetings. Issues raised in this discussion included:

- Gender equity at the University.
- The Class and Labor II Report.
- Possible changes to the Faculty Hearing Committee's structure to allow more open representation of faculty members.
- A UFC Policy Committee that would consider and investigate all proposed new policies or alteration of existing policies related to our academic mission and faculty status.

VIII. Adjournment

The meeting was adjourned at 5:04 p.m.