



University Faculty Council
March 19, 2019
3:15-5:00 pm
Jones Room, Woodruff Library

Attended: Henry Bayerle, Amy Chen, Kevin Crowley, Elizabeth Downes, Andreas Fitz, Margaret Fleming, Sandra Garraway, Adam Glynn, Timothy Holbrook, Octavian Ioachimescu, Kimberly Jacob Arriola, Laura Kimble, Michelle Lampl, Joel LeMon, Ulemu Luhanga, Marilynne McKay, Nicole Morris, Jim Nagy, Giacomo Negro, Rafael Pardo, Ruth Parker, John Petros, Nichole Powell, Ani Satz, Jason Schneider, Juliette Stapanian Apkarian, Aryeh Stein, Leslie Taylor

Excused Absences: Astrid Prinz

Unexcused Absences: Douglas Ander, Carla Berg, Sarah Blake, Robert Craig Castellino, Hashem Dezhbakhsh, Noel Erskine, Jason Hockenberry, Dilek Huseyinzadegan, Peng Jin, Andrea Joyner, Matthew Klopman, Kendall Soulen, Janice Withycombe,

Ex-Officio Administration Absences: Jennifer Hobbs, Timothy Holbrook, Dwight McBride, Claire Sterk

Guests/Correspondents/Recorders: Kimber Williams

- I. University Faculty Council Meeting Called to Order at 3:20pm**
- II. Academic Affairs Faculty Counselor Report (Ani Satz)**



FOR POSTING

- a. Report available here: Faculty Counselor Rep

III. Real Estate, Business, and Grounds Faculty Counselor Report (Elizabeth Downes)



FOR POSTING

- a. Report available here: Faculty Counselors Re
- b. Questions?
 - i. Does the Real Estate, Business, and Ground Committee determine shuttle routes?
 - 1. No

IV. Woodruff Health Sciences Center Faculty Counselor (Ruth Parker)



FOR POSTING

- a. Report available here: Faculty Counselor Rej

V. Policy Committee Report (Henry Bayerle and Kris West)

- a. Policy Committee began investigating grievance procedure policies in place at Emory and found that working groups under Kris West, the Chief Compliance Officer, were doing similar work, so they discussed combining efforts.
- b. A draft consensual relationship policy, which outlines processes for disclosing relationships in employment and academic settings and prohibitions of certain of these relationships, has been submitted to the Policy Committee for review.
- c. West's office has been focusing on engaging Emory stakeholders in reviewing policies to ensure consistency across units.
- d. Questions?
 - i. Is there a central location where one could find Emory's policies?
 - 1. A new policy website has been developed that contains this information.
 - ii. What kinds of relationships are covered by the proposed consensual relationship policy?
 - 1. Relationships between faculty members and between students and faculty.

VI. Discussion of McKinsey and the Organizational Health Survey



Concerns regarding
McKinsey survey (Nec)

- a. See information here:

VII. Presentation from Senior VP for Research Deb Bruner



SVPR Research
Partnership Tour_v fc

- a. Presentation here:
- b. Questions?
- i. Q: It is often hard for faculty researchers to find answers to their questions, and it takes significant time. They often need to look to the online resources of other institutions.
A: The Faculty Advisory Board will help field such questions.
 - ii. Q: What will the aforementioned dashboards accomplish?
Allow units to look at their own progress? Is it for VP's office to compare programs?
A: Metrics will not be imposed university-wide. They will be tailored to different units. They will inform the answers to:
How does each unit compare itself to peer institutions?
 - iii. Q: Why are response letters shared with faculty, chairs, and deans?
A: For root cause analysis, it would have gone through all these levels. This would only happen for significant concerns or events.
 - iv. Q: What is out there in terms of innovative metrics?
A: It varies by discipline. The question for the VP is how to put this together, especially interfacing between disciplines.
Innovation is hard to define, but we want to set up a framework for innovation. Deans are focused more at the level of the individual school. VP is interested in university-wide approaches—One Emory.
 - v. Q: Is any of this coming from a third party? How are the terms being generated?

A: The metrics and dashboards would be coming from the heads of units at individual schools.

VIII. Executive Session

Members raised questions about who is responsible for the new water policy in campus buildings and further discussed the metrics mentioned by VP Bruner.