



Emory University Faculty Council Meeting
Convocation Hall
Room 204
April 16, 2019
3:15 P.M. – 5:00 P.M.

Attendees: Christa Acampora, Henry Bayerle, Carla Berg, Sarah Blake, Kevin M. Crowley, Andreas Fitz, Sandra Garraway, Adam Glynn, Timothy Holbrook, Octavian Ioachimescu, Laura Kimble, Joel LeMon, Marilynne McKay, Nicole Morris, Giacomo Negro, John Petros, Nichole Powell, Rafael Pardo, Astrid Prinz, Ani Satz, Jason Schneider, Kendall Soulen, Juliette Apkarian Stapanian, Aryeh Stein, Leslie Taylor, Kimber Williams, Janice Withycombe

Excused Absences: Michelle Lampl

Ex-Officio Absences: None

- I. **Consent agenda:** The agenda was approved unanimously without any extractions.
- II. **Report of the University Research Committee- Tom Clark, Robert Craig Castellino, and James Nagy**



URC Faculty
Council report 4-201

- a. 2019 Highlights: Version two of the BPM portal was launched along with the URC Halle Institute for Global Research & Learning Partnership, which funded proposals in Humanities, Social Sciences, and Interdisciplinary studies.
 - b. 2019 Levy Awards: The award recipients are Anna Woodbury for the Junior Award, and David S. Weiss for the Senior Award.
 - c. URC Exec Committee includes a chair, co-chair, and subcommittee chairs in the Biological & Health Sciences, Humanities, Mathematics & Natural Sciences, Performing Arts & Social Sciences
- III. **Report of the Faculty Life Course Committee- Andrea B. Joyner**



Faculty Life Course
Committee Update (

- a. Faculty engagement: New Faculty Orientation, uniform way of offering services, survey for recently hired faculty.
- b. The CFDE was in the process of developing a New Faculty Mentorship Network, which was launched in March.
- c. One goal is to publicize and spread information about CFDE efforts.
- d. In strengthening female faculty retention, there is a need for better transparency regarding the gender pay gap and concerns about child care resources.
- e. There are a group of representatives working on faculty club development and making progress on their projects.

IV. February 2019 meeting minutes



UFC-Minutes-2.19.2
019-FINAL.pdf

- a. Report from the Campus Life Committee -Leslie Taylor- The VP for Campus Life, Enku Gelaye will begin in August and the new student center will open during commencement.
- b. Presentation from Christa Acampora, Deputy Provost for Academic Affairs:
 - i. The deputy provost has been focusing on increasing shared governance regarding academic matters at the university level.
 - ii. The current project in place is to develop an Academic Review Committee to review proposals to create new majors, departments, and schools.
 - iii. There is a proposal to amend the document governing the FHC (Faculty Hearing Committee). The feedback for proposed changes includes defining the word procedural, a requirement to retain records for six years, and possibly changing the word "procedural" to "logistical."

V. Report of the Learning Outcomes Assessment Committee- Ulemu Luhanga



Report from
Learning Outcomes

- a. Three new members were brought onto the LOAC committee, including Jan Barton, Davide Fossati, and Taryn R. Taylor.
- b. The Committee is reviewing reports from the graduate school and working with previous non-compliant schools for improvement.
- c. The LOAC convened an Academic Learning Community (ALC) that was attended by 14 Emory participants and resulted in two infographics placed on the CFDE website.

VI. Policy Committee report -Henry Bayerle



UFC Policy
Committee Respons

- a. The initial review has raised several items:
- b. The terms “direct reporting line” and “same direct reporting line” need to be defined.
- c. The policy might greatly restrict spousal hires.
 - i. Pre-existing relationships between two faculty members in one department might create an issue.
- d. The document should mention the sexual harassment policy, and how the policies interrelate.
- e. Grandfathered-in relationships may lead to inequities with other couples, lead to the dismissal of one faculty member, or force the concealment of relationships.
- f. The document needs to clarify how the policy applies to non-traditional students.
- g. Is there policy regarding graduate and college students?
- h. Need more information about the rollout of new policies at peer institutions

VII. Class & Labor II update (Newman/Holbrook)



Towards Faculty
Eminence v.3NJN.pd

- a. The Committee has been charged with creating a process for implementing endorsed recommendations, discarding outdated recommendations,



- appointing and overseeing working groups, and gathering quarterly written reports from working groups, which are provided to the Steering Committee for a summary report for the Provost and Faculty Council.
- b. Working Groups include: Diversity and Inclusion, Workplace Extensions, Campus Climate, Faculty Recruitment and Retention, Faculty Development and Mentorship, and Sociodemographic Salary Equity.
 - c. Results: Seventeen Action Plans (some which combine multiple similarly themed recommendations), six completed/ongoing recommendations, one rejected recommendation, and one discontinued recommendation.
 - d. Some early successes include: implemented recommendations, salary equity analysis, Chief Diversity Officer, Interfolio rollout.
 - e. Path forward: Review with the Provost and University leadership, assess the aspects of the report that can be made public, and present to the Council of Deans and the Council of Associate Deans.

XI. Master planning update (Morey/Payne)

- a. Stewardship is a primary principle in terms of Master Planning.
- b. We must think about positioning our assets across campus strategically and deciding whether to invest in a higher premium by constructing new buildings or investing in a lesser premium by renovating already existing buildings.
- c. There are certain themes that have emerged in dialogue with the advisory committees. These themes include investing in the residential experience on campus, the incorporation of One Emory to support the research mission and innovation that has moved forward, establishing presence in midtown Atlanta, strengthening some of the academic buildings down Dickey Drive and strategically investing in Executive Park as well as the Oxford Campus.
- d. MARTA expansion has always been a part of the larger Master Planning process. The current plan for MARTA is that it would expand from the current Lindbergh station to three stops located throughout Emory's main campus. These stops would include the Center for Disease Control near Emory Point, the CSX rail line, and Druid Hills High School.
- e. Questions
 - a. Has the demand for graduate student housing been assessed?
 - i. There is work ahead to further evaluate the demand for this.
 - b. What is the timeline for planning for more MARTA stops?



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- i. We are looking to have work completed somewhere near the year 2027 or 2028.

XII. Adjournment

The meeting was adjourned at 5:00pm on Tuesday, April 16, 2019.