



Emory University Faculty Council
Convocation Hall, Room 208
September 17, 2019
3:00-4:30 p.m.
Meeting Minutes

Attendees: Christa Acampora, Joel Baumgart, Tom Clark, Andreas Fritz, Sandra Garraway, Timothy Holbrook, Dilek Huseyinzadegan, Octavian Ioachimescu, Laura Kimble, Ulemu Luhanga, Donna Maney, Marilynne McKay, Giacomo Negro, Rafael Pardo, Ani B. Satz, Jason Schneider, Virginia Oliva Shaffer, Aryeh Stein, Kelli Stidham Hall, Vaidy Sunderam, Leslie Taylor, Kimber Williams

Attendees (via Zoom): Amy Chen, Erin Tarver

Excused Absences: Elizabeth Downes

I. Welcome: Ani B. Satz, Incoming Chair

- A. Incoming Chair Ani B. Satz welcomed the Faculty Council body to the first meeting of the fall semester and introduced the new Administrative Assistant, Cathy Telfer.
- B. Professor Satz presented an overview of the Faculty Council and the 2019-20 agenda. [See Presentation Here.](#)
- C. The Faculty Council has a new meeting time for the fall semester to provide more inclusivity for members.
- D. Ms. Telfer demonstrated the use of Outlook 365 for Faculty Council business. [See Office 365 Here.](#)

II. Consent Agenda

Professor Giacomo Negro made a motion to approve the meeting minutes from March and April 2019, which was seconded by Professor Octavian Ioachimescu.

III. COACHE Survey: Christa D. Acampora, Deputy Provost for Academic Affairs

- A. [See Presentation Here](#)
- B. COACHE stands for The Collaborative on Academic Careers in Higher Education and includes two surveys focused on Faculty Job Satisfaction and Academic Workforce Mobility.
- C. The surveys are a direct outgrowth from Toward Faculty Eminence (previously Class and Labor II) and provide institutional recognition that faculty are the University's greatest assets and source of investments.
- D. Concrete results from the survey will be delivered for further dialogue about issues that need to be addressed.
- E. A Steering Committee and an Advisory Group of faculty from each school are being formed. Faculty interested in serving should contact Christa Acampora via email at christa.d.acampora@emory.edu.



- IV. Introduction of Vice Provost for Faculty Success: Tim Holbrook, Vice Provost for Faculty Affairs**
Timothy Holbrook, Vice Provost for Faculty Affairs, introduced the new Assistant Vice Provost for Faculty Success and Recognition, Dr. Joel P. Baumgart. Dr. Baumgart comes to Emory most recently from the University of Virginia, where he was a Senior Research Program Officer in the Office of the Vice President for Research. He will support the professional development, research, teaching, engagement, and recognition of faculty.
- V. University Benefits Update: Theresa Milazzo, Vice President of Human Resources and Felicia Smith, Director of Employee Benefits**
- A. Emory has a responsibility to oversee the retirement plans in the best interest of its employees.
 - B. The current University retirement plan offers three vendors, 72 investment options that are vendor specific, and has the participant select a vendor and subsequently choose funds under that vendor.
 - C. The primary goal of changing the 403(b) plan is to provide better retirement preparation by giving a fund menu that is streamlined and easy to navigate due to better choice architecture.
 - D. The investment lineup will change to offer new investment packages from the three current vendors.
 - E. The 403(b) plan changes include new investment options, a single target retirement fund family, and the removal of current investment options from the tiered lineup.
- VI. Senate Fringe Benefits Committee Report: Sidney Stein, Chair, Professor of Hematology and Medical Oncology**
- A. The Fringe Benefits Committee recently discussed the possibility of modifying the retirement plan to help employees with student debt. This would allow the two percent University match to be applied to student loans. This proposal received mixed reviews, as it would include administrative costs and contributions to various loan companies.
 - B. The Committee discussed the proposed changes to retirement benefits. Some concerns were raised about administration, added costs, and the ability to purchase all current funds not included in the new lineup. Most shares of currently available funds that will not be in the new plan can be migrated to the Brokerage Options (Windows) at Fidelity, TIAA and Vanguard. The exceptions to this general rule include closed Vanguard funds that are invested in the University 457(b) plan and closed Vanguard funds that are invested in Emory Clinic's two retirement plans. Employees with closed Vanguard funds that fall under these two exceptions must seek other fund options for the money they now have invested in those funds. Approximately \$16,000,000 in assets and 150 employees (predominantly Clinic employees) will be affected by these exceptions.
 - C. Faculty and residents in the School of Medicine have requested an expansion of childcare services to allow physicians whose children are sick to continue seeing patients. Non-



medical faculty and other employees also have a need for enhanced childcare services. Currently available options have significant limitations.

1. Bright Horizons will not administer medication, including life-saving medication.
2. The Clifton School has a long wait list.
3. The ideal solutions would be both an on-campus facility to provide quality childcare for sick children as well as enhanced in-home childcare services. These needs are being called to the attention of the Provost, but because site identification and construction will be required, it will take several years before a satisfactory solution will be available. The Fringe Benefits Committee will continue to work with Senate leadership to keep these childcare needs on a list of priority projects.

VII. Executive Session

The meeting transitioned to Executive Session at 4:21 p.m.

VIII. Adjournment

The meeting was adjourned at 4:31 p.m.