



Emory University Faculty Council

Zoom Meeting

March 17, 2020

3:00-4:30 p.m.

Meeting Minutes

Focus on the Academic Life Course

Attendees: Douglas Ander, Amy Chen, Rkia Cornell, Alicia DeNicola, Molly Epstein, Andreas Fritz, Sandra Garraway, Mindy Goldstein, Jill Hamilton, Timothy Holbrook, Ulemu Luhanga, Marilynne McKay, Megan McCool-Meyers, Carlos Moreno, Giacomo Negro, Lynne Nygaard, Rafael Pardo, Ruth Parker, Nichole Powell, Ani Satz, Jason Schneider, Virginia Oliva Shaffer, Kendall Soulen, Vaidy Sunderam, Juliette Apkarian Stapanian, Aryeh Stein, Erin Tarver, Leslie Taylor, Rocío Zambrana

Guests: Allison Adams, Kimberly Jacob Arriola, Jennifer R. Ayres, Gray Crouse, Carla Freeman, Stu Marvel, Megan McCool-Myers, Deboleena Roy, Eric R. Weeks

I. Approval of Consent Agenda

Professor Kendall Soulen moved to approve the consent agenda, consisting of the February 18, 2020 minutes, and Professor Giacomo Negro seconded the motion. The motion carried.

II. Board of Trustees, Academic Affairs Committee, Faculty Counselor Report, Giacomo Negro, Faculty Counselor and President Elect, University Faculty Council

- A. The Academic Affairs Committee of the Board of Trustees reviews academic matters such as the appointment of academic deans, continuous appointments for faculty, curriculum changes, and honorary degree candidates.
- B. The Faculty Counselors of the Committee are the Chair and Chair-Elect of the University Faculty Council and Senate. Faculty counselors participate in committee meetings and discussions and represent the interests and perspectives of the faculty.
- C. The roles and responsibilities of the Committee include reviews, annual updates, and reports of items such as financial aid, tuition and fees, enrollment, external assessments of schools and units, and faculty development and other matters. The Committee also votes on approvals and resolutions for promotion and tenure, degree programs, certifications, Honorary Degrees, and faculty matters arising from the Faculty Council and University Senate.
- D. Currently, the Board of Trustees is looking for nominations for faculty members to serve as Faculty Counselors to the Campus Life and Woodruff Health Sciences Center Committees. The Executive Committee of the Emory University Faculty Council invites nominations to be sent no later than April 6.



III. University Faculty Council, Policy Review Committee, Report, David Howard, Committee Chair and Professor of Health Policy and Management, Rollins School of Public Health

- A. The Policy Review Committee reviews existing and proposed policies relating to faculty interests.
- B. The Committee began under the leadership of Henry Bayerle. Professor Bayerle is now working with the newly created University-wide policy review committee. The two committees will coordinate their efforts.
- C. The Committee previously reviewed faculty hiring diversity statements.

IV. Faculty Council, Faculty Life Course Committee, Report, Megan McCool Myers, Committee Chair and Assistant Professor, Gynecology and Obstetrics, School of Medicine

- A. Megan McCool Myers was selected as the new chair of the Faculty Life Course Committee on February 21, after Andrea Joyner stepped down from the position.
- B. The Committee currently has members from the Emory College of Arts and Sciences, School of Nursing, and School of Medicine. Professor Meyers plans to diversity the Committee with respect to school representation and rank through more involvement of junior faculty members.
- C. The Committee's mission is to enhance faculty life at Emory across the academic career span by improving academic productivity and faculty retention and augmenting the quality of life and sense of community at Emory.
- D. This year, the Committee helped to improve the onboarding of junior and other new faculty members, hosted faculty luncheons at Emory College, and disseminated a survey to assess junior and other new faculty needs.
- E. The Committee has identified several other key areas of faculty interest including mentorship and female faculty retention, the latter being negatively affected by lack of childcare, a gender pay gap, and the need for more lactation rooms on campus.
- F. The Committee intends to collaborate with other faculty committees to reduce or avoid redundancy on projects, contact the Office of the Provost, and reconnect with members by relaunching monthly meetings.

V. RoundTable on the Academic Life Course

Allison Adams, Associate Director of Center for Faculty Development and Excellence

Kimberly Jacob Arriola, Executive Associate Dean for Academic Affairs and Charles Howard Candler Professor of Behavioral Sciences and Health Education, Rollins School of Public Health

Jennifer R. Ayres, Director of Doctor of Ministry Program and Associate Professor of Religious Education, Candler School of Theology

Gray Crouse, Director of Emory Emeritus College and Professor Emeritus of Biology, College of Arts and Sciences



Carla Freeman, Senior Associate Dean of Faculty and Goodrich C. White Professor, College of Arts and Sciences

Tim Holbrook, Vice Provost for Faculty Affairs and Asa Griggs Candler Professor of Law

Megan McCool-Myers, Chair of University Faculty Council Faculty Life Course Committee and Assistant Professor of Gynecology and Obstetrics, School of Medicine

Eric R. Weeks, Director of Center for Faculty Development and Excellence, Associate Vice Provost for Faculty Affairs, and Samuel Candler Dobbs Professor of Physics, College of Arts and Sciences

- A. Faculty candidates should familiarize themselves with the Center for Faculty Development and Excellence (CFDE) and other programmatic and funding faculty resources. CFDE recommends that faculty search committees include CFDE in their campus tours.
- B. New hires are encouraged to find multiple mentors both inside and outside their departments and schools. A mentoring community can offer a diversity of perspectives on scholarly profiles, teaching and service commitments, and reduce the possibility of advice that could harm a candidate's tenure chances. CFDE has a mentorship matching program that connects faculty interested in the same topics. Faculty members also can discuss mentorship with their associate deans. Mentors should ask about the expectations for advancement, particularly if there are unwritten guidelines.
- C. The National Center for Faculty Development and Diversity encourages faculty to think about their careers over a time horizon, emphasizing different considerations at various stages. Emory has an institutional membership to this organization, and faculty can activate their individual membership at <https://www.facultydiversity.org/>.
- D. Junior faculty should be mentored in their academic work and with respect to definition their career. Service is a great way for junior faculty to become involved with campus life at hone their own interests.
- E. The mid-career stage is usually when faculty consider relocating to another institution. Mid-career moves became a significant issue in Class and Labor II, resulting in a focus on retention.
- F. The Emeritus College and its members offer expertise in the retirement transition and help bridge units across campus.

VI. Adjournment

The meeting was adjourned at 4:33 p.m.