



Emory University Faculty Council

Zoom Meeting

September 15, 2020

3:00-4:30 p.m.

Meeting Minutes

Attendees: Douglas Ander, Amy Chen, Richard Castillo, Tom Clark, Rkia Cornell, Alicia DeNicola, Hashem Dezhbakhsh, Molly Epstein, Gregory L. Fenves, Mindy Goldstein, Nitika Gupta Arora, Curtis Henry, Dilek Huseyinzadegan, Jill Hamilton, Timothy Holbrook, David Howard, Octavian Ioachimescu, Laura Kimble, Jan Love, Ulemu Luhanga, Donna Maney, Megan McCool-Meyers, Carlos Moreno, Marilynne McKay, Giacomo Negro, Lynne Nygaard, Rafael Pardo, John Petros, Nichole Powell, Usha Ramakrishnan, Ani Satz, Aryeh Stein, Juliette Apkarian Stapanian, Vaidy Sunderam, Kimber Williams

I. Approval of Consent Agenda

Professor Donna Maney moved to approve the consent agenda, and Professor Marilynne McKay seconded the motion. The motion carried.

II. Welcome and Introduction, Giacomo Negro, Faculty Council Chair

Chair of the Faculty Council, Dr. Giacomo Negro welcomed the 2020-2021 University Faculty Council members and gave an overview of the structure of the Council.

The 2020-2021 agenda topics will focus on the effects of COVID-19, social justice, diversity and inclusion, Toward Faculty Eminence, and master planning.

III. Opening Remarks, Gregory L. Fenves, President

- Emory University President Gregory Fenves began by sharing that he appreciates the role of shared governance between the faculty and administration because great universities are built on successful collaboration to achieve major goals.
- Emory is a university competing for the best faculty and stars of the future. The administration will provide support for teaching and other initiatives of the Faculty Council. This is a time to begin thinking about future trends, the ideas that we have learned from the new online learning environment, and the long-term impact of COVID-19.
- We are living in a time that is on-par with the Civil Rights movement of the 1960s. The President's Office is making strides towards racial justice in understanding the history of university names and suggesting changes as needed, furthering work that centers on the role of enslaved peoples through the Task Force on Untold Stories and Disenfranchised Populations, working with Justice Sustainability Associates, and creating adequate memorial representations of the enslaved on both the Oxford and Atlanta campuses.

IV. Jan Love, Interim Provost and Executive Vice President for Academic Affairs

- Provost Love continues to congratulate the Presidential Selection Committee on the selection of President Fenves, as his networks in higher education will serve the



university well, and his experiences as a previous Provost, Dean, Department Chair, and faculty member are experiences both the faculty and administration can identify with and benefit from.

- Faculty governance is the key to a successful institution, and the Provost is happy with the partnerships the Office of the Provost has created with the Faculty Council. Provost Love has also been impressed with the high rates of participation in the COACHE Survey. The results from the survey will be shared widely soon; it displays areas that need improvement but also areas in which Emory stands above peer institutions. The survey will assist the administration in gauging faculty needs for faculty success.
- The current percentages of positive COVID-19 tests at Emory are low, and the intensive work of the faculty and staff COVID-19 task force groups in creating operational policies continue to assist in keeping viral spread off campus. The administration is working to decide by the end of September about the return to campus spring semester.
- Provost Love encourages the Emory community to think about great opportunities to distinguish ourselves in higher education. We should also think about what the workplace environment will look like in the future, the allocation of space on campus, and our responsibility to our students. Our core values will not change, but we may find new ways to uphold core values and support students who are curious and intellectually engaged.
- Emory purchased a special service, Timely MD, for all students to address mental health and other issues. This service will roll out late September or early October. See more information [here](#).

V. Lisa Tedesco, Dean, Laney Graduate School and Vice Provost, Academic Affairs—Graduate Studies

- The Laney Graduate School has the second highest enrollment rate after Emory College. Doctoral education and the strength of the research faculty are the heart of the research university in support of Emory's mission as a leading research university and member of the AAU, the American Association of Universities.
- The Laney Graduate School and its faculty and staff engaged in addressing what it means to be agile and flexible in this tragic time of the COVID-19 pandemic. It is important to think about developing programming to advance the University's strategic framework and to minimize duplication of effort, reducing silos, as we respond to the pandemic and advance the work of students and faculty and staff.
- Some graduate students have chosen to defer enrollment. Currently, the enrollment of international students is down nearly ten percent.
- Work on diversity and inclusion continues with strong support and positive results across areas in LGS. Programming supporting students and faculty to address climate, racial equity, and social justice will continue throughout the academic year.
- The Laney Graduate School's creation of videos for this next recruitment cycle will promote programs is expected to have a major positive impact on recruitment as we continue travel restrictions in response to the pandemic.
- The Career Planning and Professional Development Office in LGS is enhancing all it's programming and is virtual this term and in spring term in order to sustain our work



in support of doctoral and master's students as they prepare for academic and other opportunities in a variety of professional employment sectors.

VI. Senate Fringe Benefits Committee Update, Sidney Stein

- Peer institutions have recently been sued by the Schlichter law firm, alleging that these institutions breached their fiduciary duty to their employees. MIT had the largest settlement at \$18 million dollars, while Emory was second at \$16.75 million.
- Emory settled, agreeing to have a consultant design a new lineup of funds for investment and recommend a recordkeeper; both must be satisfactory to Schlichter. \$10 million will be distributed to the retirement accounts of approximately 74,000 employees and retirees of the University and Healthcare.

VII. Undergraduate Affairs, Update, Vice Provost, Pamela Scully

- The Office of Undergraduate Affairs was created in 2018 to focus on student success by ensuring a seamless and meaningful undergraduate experience across academic and co-curricular landscape by focusing on retention, graduation, and academic engagement since it is a key factor in student development.
- OUA also focused on the experience of first generation and low-income students, as graduation rates tend to be lower for this population. A committee of faculty members help enhance academic engagement with first generation students
- The Faculty Working Group on the Four-Year Student Pathway was created in 2019/2020 to create an intellectual framework for the efforts to enhance the undergraduate experience and student success. The office has worked with Undergraduate Admissions to create a compelling narrative about what sets Emory apart from other institutions. We have used Emory's Motto, "The Wise Heart Seeks Knowledge" to express Emory's commitment to this intellectual journey.

VIII. Adjournment

The meeting was adjourned at 4:55 pm.