



Emory University Faculty Council Meeting Minutes

Zoom Meeting

November 17, 2020

3:00-4:30 p.m.

Attendees: Christa Acampora, Douglas Ander, Juliette Apkarian, Doug Bowman, Richard Castillo, Amy Chen, Tom Clark, Dawn Comeau, Alicia DeNicolao, Hashem Dezhbakhsh, Elizabeth Downes, Michael Elliott, Michael Epstein, Molly Epstein, Gregory Fenves, Emily Fisher, Mindy Goldstein, Jodie Guest, Nitika Gupta, Jill Hamilton, Carol Henderson, Curtis Henry, Tim Holbrook, David Howard, Octavian Ioachimescu, Laura Kimble, Jonathan Layne, Jan Love, Ulemu Luhanga, Donna Maney, Jill Marie Martin, Marilynne McKay, Carlos Moreno, Giacomo Negro, Lynne Nygaard, Rafael Pardo, Nichole Powell, Usha Ramakrishnan, Ani Satz, Jack Scott, Rachelle Spell, Shanthi Srinivasan, Aryeh Stein, Vaidy Sunderam, Erin Tarver, Anjulet Tucker, Kimber Williams

I. Approval of Consent Agenda

Marilynn McKay moved to approve the consent agenda, and Carlos Moreno seconded the motion. The motion carried.

II. Provost Search Input Session, Gregory L. Fenves, President, Michael Elliott, Dean of Emory College of Arts and Sciences, Tim Holbrook, Law School, Jon Layne, Trustee, Giacomo Negro, Goizueta Business School, Shanthi Srinivasan, School of Medicine

President Fenves is the Chair of the Provost Search Committee. He made the decision to lead the search committee to have an opportunity to listen to the stakeholders of the university including faculty, staff, students, and alumni.

Senate President Giacomo Negro moderated the input session.

[There is a form on the Provost's website to provide input and feedback on this search.](#)

Question One: As you think about the key challenges and opportunities that Emory will face over the next five years, what do you see as the top three priorities for the incoming provost?

Question Two: What kinds of academic experience and track record of success should be prioritized in the search for the next provost?

Question Three: What aspirational goals do you believe the provost of Emory should seek to achieve in the future?

Question Four: Given that the provost will be assuming responsibility through and after Covid-19, are there particular skills and experience that the committee should consider?

Question Five: How would you describe what is unique and special about Emory to help attract a provost?

Senate members responded to each question.

III. Special Faculty Committee on Diversity, Equity, and Inclusion Proposal, Carol Henderson, Vice Provost for Diversity and Inclusion

A Diversity, Equity, and Inclusion (DEI) Committee is going to work within the already established governance channels to build towards strategic goals by establishing subcommittees to deliver action plans. The DEI Committee will focus on three themes: Professional Development and



Education Awareness; Accountability; and Climate and Culture. Carol Henderson has knowledge of past ongoing work, including the Class and Labor II (Toward Faculty Eminence) report.

Five actionable steps in the strategic plan will be built by the community. There will be benchmarks to reach as these are created and implemented. The process will begin January 2021. Seven subcommittees will comprise the full DEI Committee: Faculty, Staff, Undergraduate Students including Oxford Campus, Graduate and Professional Students, Post-Doc Students, Alumni, and the External Community. The University's investments and business relationships will be examined by the community committee. The seven subcommittees will have a one-year tenure.

The DEI Committee would like the assistance of the Faculty Council in forming a subcommittee on diversity, equity, and inclusion.

IV. Discussion on Special Faculty Committee on Diversity, Equity, and Inclusion Proposal, Giacomo Negro, Faculty Council Chair

Giacomo Negro opened the floor for discussion of the proposal.

Many words of support were given from faculty in the discussion.

There was a question raised about whether the University Senate ought to be involved in the process as the Faculty Council is creating the new subcommittee.

A question was raised about what would happen if there are more volunteers than there are slots for the Faculty Council DEI Committee. Giacomo explained the ways committees are elected from the Faculty Council Bylaws.

The motion reads: "The mission of the committee is to develop and formalize DEI goals for faculty based on three key themes: Climate and Culture; Professional Development and Education Awareness; and Accountability. Relevant materials that have shaped the DEI conversation at Emory, as well as the University mission and values, will guide this work. The committee will meet monthly. An action plan will be shared with the Emory community in late fall 2021.

This committee will have ten members: eight faculty from each school or college, the CDO ex-officio, and the Vice Provost for Faculty Affairs, who will serve as co-chair. The committee also will reflect the diversity of our campus community in terms of identity, rank, and faculty track. Members will be chosen from recommendations by leadership of the Faculty Council in consultation with the CDO and Office of the Provost."

Doug Bowman moved to consider the creation of a special committee for DEI in the Faculty Council to develop the goals of the faculty based on Carol Henderson's recommendations. Usha Ramakrishnan seconded the motion.

A vote was taken at 4:30pm, the motion passed unanimously.

V. Adjournment

The meeting was adjourned at 4:33pm.