



**Emory University Faculty Council Meeting Minutes**

**Zoom Meeting**

**February 16, 2021**

**3:00-4:30 p.m.**

**Attendees:** Christa Acampora, Juliette Apkarian, Doug Bowman, Lynell Cadray, Richard Castillo, Amy Chen, Dawn Comeau, Alicia DeNicola, Hashem Dezhbakhsh, Elizabeth Downes, Michael Epstein, Molly Epstein, Gregory Fennes, Emily Fisher, Nitika Gupta, Jill Hamilton, Curtis Henry, Timothy Holbrook, David Howard, Octavian Ioachimescu, Laura Kimble, 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, Kendall Soulen, Rachelle Spell, Amir St. Clair, Aryeh Stein, Vaidy Sunderam, Anjulet Tucker

**I. Approval of Consent Agenda and Minutes** *Giacomo Negro, Faculty Council Chair*

Donna Maney moved to approve the consent agenda; Marilynne McKay seconded the motion. The motion carried.

**II. Semi-Annual Address** *Jan Love, Interim Provost*

The University has passed the COVID recovery phase. We are working on overall response at the one-year mark of the pandemic. There are many faculty searches underway. Retention of current faculty is a focus of the Office of the Provost and all deans.

The pandemic has affected faculty productivity and development opportunities; a suite of mitigation efforts to combat this is being rolled out. The first initiative is sponsoring faculty cohorts in the faculty success program and the post-tenure Pathfinders program. The second initiative is providing funding to allow deans to back-fill pay raises due to faculty. Tenure clock extensions are being examined. Further initiatives include the creation of a post-doc program for the humanities and social sciences to provide research and sabbatical time to faculty and sponsoring writing retreats and funding for lost startup funds.

Counseling and psychology services have been extended to 12 sessions a year for students. Many mental health initiatives for students living through quarantine are being implemented.

Volunteers from across campus are being recruited to spend time with students while they are outside.

Plans for the next academic year include a goal of 70% capacity on campus. The Emory brand is residential learning; leadership is looking forward to bringing more of the community together again.

The 2021- 22 academic year has seen more applicants than ever before, including international applicants. The ACT and SAT tests will remain optional for applicants.

A question was raised about the critical factors in strategic hiring, particularly the factors that the University is considering when attracting the best faculty. Provost Love answered that keeping confidence among coworkers and offering a competitive salary are the top factors when conducting faculty searches.

**III. Board of Trustees Faculty Counselor Report- Real Estate, Buildings, and Grounds** *Elizabeth Downes*



Real Estate, Building, and Grounds makes recommendations to the full Board of Trustees about real estate, landscaping, traffic, and the master strategic plan of the University. A question was asked about the commitment of the University to hiring minority owned companies. Elizabeth answered that more information would have to be provided by Allison Dykes.

IV. **University Ombuds Office at One Year** *Lynell Cadray, University Ombudsperson and Senior Adviser to the President*

The University Ombuds Office was established in 2019 under a university charter found on their website [here](#). The Office opened in January 2020 and reports to the Office of the President. The Office offers impartial and informal services. No records are kept of complaints lodged. Ombudspersons act as advocates for better communication across the University and for fair practices. Confidentiality in complaints is strictly held unless there is a chance for harm.

Data is collected about visitors and issues brought up, a full report can be seen [here](#). Evaluative relationships were the top reason for visits to the Ombuds Office. Many visitors were staff members. The largest segment of visitors were women, a common trend in Ombuds offices across all universities nationally. A top concern overall was the COVID-19 pandemic.

A question was asked about the follow-up process for a complaint lodged with the Office. Lynell responded that when a pattern emerges, the Office informs the senior official of the relevant department or unit. If patterns are about that senior official, the next highest-ranked administrator will be contacted.

Another question was raised about tensions between COACHE survey and Ombuds Office data; will the differences be examined? Lynell answered that Campus Life and the Office of Diversity, Equity, and Inclusion are being consulted about all data collected.

V. **Board of Trustees Faculty Counselor Report- Academic Affairs** *Octavian Ioachimescu*

The Academic Affairs Committee is one of the ten committees within the Board of Trustees with Faculty Counselors representatives. Dr. Ioachimescu gave an overview of the issues about which the Committee reviews and consults the Board of Trustees.

VI. **COVID Response and Recovery Update and Discussion** *Amir St. Clair, Associate Vice President and Executive Director for COVID-19 Response and Recovery*

The three primary strategies for the spring semester are building a robust and comprehensive testing platform, developing a vaccine distribution process, and providing education and communication to empower active participation across all communities and populations at Emory.

Testing strategies include a scale-up plan to administer 30k tests each week by July 2021. Creating more testing sites and moving all testing in-house will lower test time results.

The campus population returned after winter break with low prevalence rates. Required weekly screening for students using a best-in-class test process has kept the campus safe and numbers of positive cases low.

Faculty and staff visiting campus are asked to test regularly. A new testing facility opens next week at Goizueta Business School.



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Vaccinations are underway with 51,000 already distributed through Emory Health Care. When the State of Georgia changes the vaccination status to the 1B group, Emory will be ready. Plans are being made to roll out the vaccine to the Emory community according to an equitable distribution model.

Communication about the vaccine is being coordinated by cross-campus partners. The most important partnerships involve individual student, faculty, or staff members and the administration to continue to keep the Emory community safe.

### **VII. Adjournment**

The meeting was adjourned at 4:20pm.