



Emory University Faculty Council Meeting Minutes

Zoom Meeting

April 13, 2021

3:00-4:30 p.m.

Attendees: Christa Acampora, Juliette Apkarian, Tara Bartelt, Doug Bowman, Hope Victoria Bussenius, Richard Castillo, Amy Chen, Tom Clark, Dawn Comeau, Hashem Dezhbakhsh, Alicia DiNicola, Michael Epstein, Molly Epstein, Gregory Fennes, Emily Fisher, Susan Gagliardi, Jodie Guest, Jill Hamilton, Carol Henderson, Curtis Henry, David Howard, Octavian Ioachimescu, Laura Kimble, Özgecan Koçak, Robert Liu, Jan Love, Ulemu Luhanga, Donna Maney, Jill Marie Martin, Marilynne McKay, Carlos Moreno, Giacomo Negro, Lynne Nygaard, Melissa Paa Redwood, Rafael Pardo, Nichole Powell, Kwok Pui Lan, Usha Ramakrishnan, Ani Satz, Rachelle Spell, Aryeh Stein, Vaidy Sunderam

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

Rachelle Spell moved to approve the consent agenda; Alicia DiNicola seconded the motion. The motion carried.

II. Anti-Asian Hatred and Violence—A Discussion, *Melissa Paa Redwood, Assistant Director of the Office of Racial and Cultural Engagement (RACE); Carol Henderson, Vice Provost for Diversity and Inclusion, Chief Diversity Officer, Adviser to the President; Robert Liu, ECAS Anti-Racism Working Group Co-Chair*

Racism and violence towards Asians and Asian Americans has grown since the beginning of the pandemic. We have witnessed recent acts of violence against Asians and Asian-Americans close to our community. These acts cannot be ignored; any harm deliberately inflicted on members of any community is an offence felt by all people. We want to denounce the acts and all forms of xenophobia, bigotry, and racism. We stand in solidarity with our Asian and Asian-American community members at Emory, in Atlanta, and in the country.

Melissa Paa Redwood discussed experience of Anti-Asian violence and discrimination as described by members of our community.

Dr. Carol Henderson discussed how addressing Anti-Asian violence and discrimination is an important part of anti-racist work.

Robert Liu discussed his own experience as an Asian Emory faculty member and the anti-racism work of the working group he co-chairs.

III. University Research Committee Report, *Tom Clark and Carlos Moreno, Co-Chairs*

Tom Clark explained the organization and role of the University Research Committee. The primary job of the Committee is to accept applications for small grants (less than \$30,000) from across the University. The co-chairs are responsible for finding Emory faculty to review the grant applications and to make recommendations about which proposals should be funded.

Two highlights of the Committee's work this year are implementing a new submissions portal and continuing to partner with the [Halle Institute](#).



The Committee received 53 applications in 2020, a much lower number than previous years. COVID-19 is the likely reason for this change, though outreach and research will be done to ensure it is not a more systemic problem.

The Committee selects the recipient of the annual [Levy Award](#). The Committee received five nominations, but the selection this year has not yet been made. The Committee encourages the Faculty Council to share information about this award to increase the number of applications.

IV. DEI Special Committee Input Session

Earlier this year the Faculty Council created a special committee to support the work of the Office of Diversity, Equity, and Inclusion. The charge of the special committee is to develop specific, achievable, and measurable goals regarding three themes: Professional Engagement and Development, Climate and Culture, and Accountability. The special committee has begun their work and today is seeking the input of the Faculty Council.

Discussion topics and questions included:

1. Professional development, education, and awareness

- What learning opportunities about diversity, equity, and inclusion have been available to you as a faculty member? What opportunities that are missing do you consider important to have?
- How are different dimensions of diversity acknowledged at Emory? How can these dimensions be made more significant, and what other dimensions should be considered?

2. Climate and culture

- How inclusive is our university community?
- What are the ways in which you would like Emory to foster a more inclusive, equitable and diverse faculty community?
- What barriers, if any, have you experienced that precluded advancement and/or equity at Emory? What barriers have others you know experienced?
- What are your suggestions for ways in which Emory can advocate more for equal employment opportunities for talented faculty?

3. Accountability

- How is Emory ensuring that faculty thrive? What measures should we prioritize for this assessment?
- How should career ladders be assessed in terms of diversity, equity, and inclusion?
- How would you recommend the University structure its diverse recruitment initiatives? What about retention and faculty development initiatives?
- How important is faculty mentoring for historically underrepresented groups? How do you recommend organizing mentoring for these groups?
- Please finish the sentence: Emory will be a leader in the diversity and inclusion space when....

V. Closing Remarks, *Giacomo Negro, Faculty Council Chair*

Professor Negro closed the meeting and the activities of the academic year by thanking all the members of the Faculty Council, administrative staff, University leadership, speakers, and many partners across the Emory community who contributed to the work of the governance group.



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VI. Adjournment

The meeting was adjourned at 4:30pm.