



**Emory University Faculty Council Meeting Minutes**  
**Zoom Meeting**  
**October 19, 2021**  
**3:00-5:00 p.m.**

**Attendees:** Octavian Ioachimescu, Grace Goh, David Payne, Susan Ray, Rachelle Spell, Carlos Moreno, M. Allison Burdette, Alicia DeNicola, Aryeh Stein, Ashima Lal, Caroline Driebe, Curtis Henry, Donna Maney, Elena Pesavento, Florian Pohl, George Shepherd, Gregory Fennes, Hashem Dezhbakhsh, Holly York, Jodie Guest, Joy McDougall, Kamina Pinder, Kate Yeager, Michael Epstein, Munish Luthra, Nick Everage, Pamela Scully, Patrick Sullivan, Ravi Bellamkonda, Richard Castillo, Susan Ray, Tim Holbrook, Ulemu Luhanga, Victoria Pak, Kimberly Arriola, Susan Bonifield, Belva White, Cynthia Whitehead-Laboo, Paula Gomes, Robert Elliott, Marilyn Lineberger, Doug Bowman

**Excused Absences:** Modele Ogunniyi

**Unexcused Absences:** Erin Bonning, Dawn Comeau, Rkia Cornell, Nitika Gupta, Giacomo Negro, Lynne Nygaard, Tom Clark, David Howard, John Petros, Dilek Huseynzadegan, Vaidy Sunderam, Erin Tarver, Salmon Shomade, Gustavo Pradilla

**I. Welcome and Approval of Consent Agenda, *Octavian Ioachimescu, Faculty Council Chair***

Dr. Rachelle Spell moved to approve the consent agenda; Dr. Donna Maney seconded the motion. The motion carried.

**II. Emory Graduate and Professional Student Housing Initiative, *David Payne, Associate Vice President for Planning and Engagement***

This project supports a pillar of Emory University's strategic framework: Academic Community of Choice, and a key Master Plan theme: Enhancing Student Experience. The building site is on the edge of Emory's campus, across from the Druid Hills High School on Haygood Triangle (Haygood Drive, North Decatur Road, and Ridgewood Drive). This project gives Emory graduate and professional students the opportunity to live in single occupancy private units at market competitive rates within close proximity to campus (15 minute or less walking distance to every academic school; adjacent to Emory shuttle routes) as a part of a dedicated community with other graduate and professional students. The project is split into two phases with approximately 500 beds each, for a total of a nearly 1000 beds. Other amenities include parking, coffee shops, Graduate Commons, individual study areas, group study areas, pedestrian and cyclist trails, and outdoor green recreational spaces.

Three ongoing key discussions on Target Resident Profile:

- 1) Who is the target population (first come first served vs. targeted demographics)?
- 2) How does Emory allocate/reserve beds (proportionate to school percentages vs admission calendars)?
- 3) How long can students live in the Property (one year lease terms vs unlimited renewals)?

Concerns from the floor include variety of unit floorplans; diversity of resident demographics (older, married, with children, etc.); ventilation and air circulation; preservation of existing tree canopy; student representatives on Project Executive Committee; inclusion of solar panels; traffic congestion.

**III. Update on Undergraduate Affairs, *Pamela Scully, Vice Provost for Undergraduate Affairs***



*Student Success:* Some of the current efforts by the Office of Undergraduate Affairs (OUA) to meet President Fennes' goal of a 97% retention rate for undergraduates include working on institutional survey alignment for insight into first year student experience; working actively with American Talent Initiative and Gardner Institute to improve equity in the curriculum; various student assistance programs in partnership with the library and the Emory Together fund (laptop loaner program, open educational resources, graduate regalia support, work study working group).

*First-Gen Forward:* Emory is one of the leading private universities in terms of percentage of Pell Grant eligible students, and around 600 students, 300 faculty, and 300 staff identify as first-generation at Emory. Emory has been recognized as "First-Gen Forward" by NASPA's Center for First Generation Student Success. Emory created the First-Generation Faculty Committee (comprised of faculty from across all undergraduate schools), and the First-Generation Low-Income Committee (comprised of faculty, staff, and student leaders from all offices across all undergraduate, graduate, and professional schools, as well as Oxford) in order to better advocate for and increase mentoring and programming support for first-generation faculty, staff, and students.

*Emory First-Gen Week:* Held during Nov 8-12, 2021, Emory First-Gen Week is a week-long celebration of the first-gen community scheduled around the National First-Generation College Celebration on November 8. This year, the focus is on enhancing graduate/professional and undergraduate student connections, with various panels and social activities planned.

**IV. Introduction and Presentation of the New Dean of Graduate Studies, Kimberly Jacob Arriola, Dean of Laney Graduate School and Vice Provost of Graduate Affairs**

Faculty Council Chair Dr. Ioachimescu introduced Dr. Kimberly Jacob Arriola as the new Dean of Laney Graduate School.

Dean Arriola expressed her excitement to take on her new role as Dean of Laney Graduate School, but also wanted to call attention to her other role as Vice Provost of Graduate Affairs. This role provides an opportunity to promote collaboration and enhance graduate and professional education across all schools, not just Laney. She invited everyone to reach out to her with thoughts and ideas to develop and advance connections across all schools. Dean Arriola shared that her vision and goal for the first year of her new role is to listen and learn from students about their experience and priorities, as well as exploring ways to support the interdisciplinary intersection of Humanities, Social Sciences, and Natural Sciences. A few of Dean Arriola's other priorities are collaborative and transparent leadership, better supporting career diversity for students, continuing to build equitable and inclusive excellence, systematic mentoring.

There was a question about the increasing cost of graduate students to faculty, to the point where supporting a graduate student costs the same amount as a postdoc or staff employee. Dean Arriola responded by emphasizing the value of graduate education and training future scholars, researchers, teachers, and practitioners. We must balance the cost of labor and the value and priority of teaching the next generation. She promised to continue advocating for additional resources for faculty to enable them to fully engage in graduate training.



- V. Update on Financial Impact of COVID-19 Pandemic**, *Susan Bonifield, Senior Vice Provost for Strategic Finance and Resource Planning; Belva White, University Vice President for Finance and Treasury*

*August 2020 Townhall:* Three primary concerns which are affecting our current operational and financial landscape: the needs of our students, the loss of revenue, and the increased cost and commitment to keep our community safe. Estimated financial impact of \$125M and limited federal support, but anticipated that things would be back to normal by now.

*Where we landed:* \$114M in actual financial impact (\$39.5M in 2020, \$74.5M in 2021). Ms. Bonifield and Ms. White went over some examples of COVID expenses and lost revenue. The good news is that we had a lower-than-expected financial impact, with more federal support than anticipated; the bad news is that the COVID-19 pandemic is still ongoing, and we don't yet know when or what it means to be done with COVID-19.

- VI. Wellness and Wellbeing**, *Cynthia Whitehead-Laboo, Interim Co-Executive Director of Counseling and Psychological Services (CAPS) and Associate Director of Clinical Services; Robert Elliott, Director of Psychiatry Services at Student Health; Paula Gomes, Executive Director of Faculty Staff Assistance Program (FSAP)*

Dr. Cynthia Whitehead-Laboo gave an overview of services offered at CAPS: students can schedule therapy appointments online after an initial phone consultation, and have access to Timely Care telehealth service, Talk Now 24/7 service, support groups and stress clinics. The Blue Folder is a guide for faculty and staff to support students in crisis [[link](#)].

Dr. Robert Elliott gave an overview of psychiatry services: as opposed to CAPS which focuses on talk therapy, psychiatry services offer medication management in collaboration with various other care units. No referrals are needed, students can start by contacting them directly. There are no provider charges during enrolled semesters, since the services are covered by student fees.

Dr. Paula Gomes gave an overview of services offered at FSAP: FSAP offers free and confidential services to Emory faculty and staff (including their immediate family members) in 3 core areas: behavioral health (assessments, individual and couple counseling and coaching up to 8 per episode, crisis intervention via appointments and after hours on call services, assistance with referrals), education and outreach (refresh from stress workshop, listening and resilience sessions, webinars and programming, anxiety toolbox session, wellbeing check-ins), team dynamics (organizational health, team intervention, mediation services, facilitated discussions).

- VII. Executive Session**

- VIII. Adjournment**

The meeting was adjourned at 4:56pm.