



Emory University Faculty Council Meeting Minutes
Zoom and Convocation Hall Room 204
November 16, 2021
3:00-5:00 p.m.

Attendees: Octavian Ioachimescu, Grace Goh, Aryeh Stein, George Shepherd, David Howard, Allison Burdette, Nitika Gupta, Florian Pohl, Holly York, Kate Yeager, Michael Epstein, Donna Maney, Modele Ogunniyi, Alicia DeNicola, Tim Holbrook, Ulemu Luhanga, Victoria Pak, Elena Pesavento, Rkia Cornell, Giacomo Negro, Richard Castillo, Vaidy Sunderam, Kamina Pinder, Jodie Guest, Lynne Nygaard, Christa Acampora, Doug Bowman, Kimber Williams, Ravi Bellamkonda, Ashima Lal, Erin Bonning, Joy McDougall, Clara Riddick, Deborah Bruner, Carol Henderson, Susan Ray, Nick Everage, Jordan Braunig

Excused Absences: Gregory Fenves, Hashem Dezhbakhsh, Rachelle Spell,

Unexcused Absences: Tom Clark, Carlos Moreno, John Petros, Dilek Huseynzadegan, Erin Tarver, Salmon Shomade, Dawn Comeau, Curtis Henry, Munish Luthra, Gustavo Pradilla, Patrick Sullivan

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

Dr. Giacomo Negro moved to approve the consent agenda; Dr. Donna Maney seconded the motion. The motion carried.

II. Updates on Faculty Affairs, Tim Holbrook, Vice Provost for Faculty Affairs

Vice Provost Holbrook gave an overview of the Office of Faculty Affairs and the various programs, committees, and appointments it coordinates, as well as its partnerships with other units on university-wide initiatives. He then highlighted COVID mitigation efforts by the Office of the Provost, which includes tenure clock extensions and salary backfill, postdoc program TA subsidies, sponsored programs through National Center for Faculty Development and Diversity (NCFDD) and CFDE writing retreats.

A concern was expressed from the floor regarding what faculty can do to help increase alumni giving. Vice Provost Holbrook encouraged faculty to engage alums when they travel to attend conferences. It is currently difficult for the Office of Alumni Advancement and Engagement (AAE) to facilitate these meetups because they do not know where and when faculty are travelling. He suggested that faculty communicate to their Deans or AAE directly about their travel plans and willingness to meet with alumni.

III. Updates on Research Strategy and Current State of Affairs, Deborah Bruner, Senior Vice President for Research

Senior Vice President Bruner elaborated on the various infrastructure improvements implemented by her office to provide Emory faculty a competitive advantage in research. Notable accomplishments in 2021 include launching Emory's first Training Grant Support Office, standing up separate Research Compliance Office and Export Control Office, as well as developing Research Mission Metrics dashboard and newsletter. Emory is experiencing a tremendous growth in number of proposals and amount of award funding. However, we are still underperforming compared to peer institutions in terms of growth in federal research funding. This is because of a staff shortage in Research Administrative Services (RAS) and



a research administration support budget that does not match the increased demand, which in turn limits the competitive advantage that Emory faculty receive for their grant proposals. The vision for 2022 is to build a robust research support infrastructure, reach operational efficiency, and recruit a strong and supported workforce. Other priorities of the Office of Research include: i) Leveraging priority investments in centers and institutes, priority initiatives, and Emory's strengths; ii) Focus on crosscutting initiatives; iii) Enhance culture of faculty voice and faculty service in research operations; iv) Create an environment for innovation to thrive; v) Be recognized as a leading research university.

IV. Report of the Faculty Council's Special Committee on DEI, Giacomo Negro and Tim Holbrook, Committee Co-Chairs, Carol Henderson, Vice Provost for Diversity and Inclusion, Chief Diversity Officer

Vice Provost Henderson started by setting the context within which this special committee was constituted. There were 7 communities that were involved in this committee. Dr. Negro then presented the charge and members of this committee, the three foci of the report (Professional Development, Education, and Awareness, Climate and Culture, and Accountability), as well as the work that the committee has completed, which includes taking inventory of existing information, collecting new information, and making recommendations to the Chief Diversity Officer. Vice Provost Holbrook emphasized that the recommendations put forward by this committee are just the first step in the plan to improve Diversity, Equity and Inclusion at Emory. The next step is making a strategic plan for the implementation of the recommendations.

They encouraged discussion on how to participate in the implementation of this report, which may include creating a permanent standing committee for DEI within Faculty Council.

V. Wellness and Wellbeing, Rabbi Jordan Braunig, Office of Spiritual and Religious Life (OSRL)

Rabbi Braunig reminded everyone that despite the hardships, grief, and loss of this past year, life still contains joyful moments and is worth savoring. There have been intentional changes to the Office of Spiritual and Religious Life, especially building a multifaith chaplaincy that reflects the diversity of Emory's community. Faculty, staff, and students already know they can turn to OSRL during difficult times, but he wants them to know that they are also there to celebrate holidays together with the community. There is a chaplain assigned to each school, but Rabbi Braunig extended an invitation to reach out to anyone at OSRL.

VI. Executive Session

VII. Adjournment

The meeting was adjourned at 5:00pm.