



Emory University Faculty Council Meeting Minutes

March 21, 2023

3:00-5:00 p.m. | Zoom

Attendees: Alicia DeNicola, Grace Goh, Richard Castillo, Hashem Dezhbakhsh, Nitika Gupta, Octavian Ioachimescu, Ursula Kelly, Benn Konsynski, Ashima Lal, Michelle Lampl, Lanny Liebeskind, Ulemu Luhanga, Babak Mahmoudi, Noelle McAfee, Joy McDougall, Carlos Moreno, Modele Ogunniyi, Kamina Pinder, Florian Pohl, Reza Saadein, Karen Sedatole, George Shepherd, Aryeh Stein, Kate Yeager, Holly York

Excused Absences: Roberto Franzosi

Unexcused Absences: Erin Bonning, Jodie Guest, Curtis Henry, Edjah Nduom, Giacomo Negro, Elena Pesavento, Usha Rackliffe, Susan Ray, Jessica Sales, Salmon Shomade, Patrick Sullivan, Phillip Wolff

I. Welcome and Approval of Consent Agenda, *Alicia DeNicola, Faculty Council Chair*

Dr. Benn Konsynski moved to approve the consent agenda; Dr. Michelle Lampl seconded the motion. The motion carried.

II. New University COVID Policy, *Amir St. Clair, Chief Resilience Officer*

Mr. St. Clair presented on Emory's COVID-19 governance structure, guiding principles, and the timeline of the transition plan. The primary decision-making objectives adopted by the leadership team are to: A) reduce severity of COVID-19 illness; B) limit COVID-19 transmission, and C) promote a vibrant campus community that supports our academic and research mission. The emphasis, weight, and role of each objective may evolve during course of pandemic. Policies would be guided by empirical data and medical evidence, comply with any applicable laws or regulations as needed, and be informed by public health agencies (CDC, GPH), associations (ACHA), and internal SMEs (SOM, SON, Rollins). Empirical data is constantly evolving but must be evaluated in real-time; thus, the guidance based on data may change/contrast over time. Another guiding principle is to assess regional and national benchmarks within academic, research, and healthcare systems. The leadership regularly evaluates policies, procedures, and challenges at peer institutions to help discern Emory's strategy. The characteristics of Emory's campus community, location, and influence on larger region must be considered relative to peer benchmarks. The final guideline is to move from crisis response to crisis recovery. We have arrived at a point where policies can transition away from restrictions and mandates to recommendations and guidelines. All mandates would be reassessed after initial crisis response stage and once community indicators allow. The objective is to move to an operating state where positive actions taken by the community, and conditions of the pandemic, can allow mandates to be lifted.

Several key decision indicators that informed the recent change in policy: recommendation from public health assessment teams based on most recent data for vaccine effectiveness, waning immunity, and immunity from previous infection; Emory community indicators; changing guidelines from federal government and ACHA; lack of uniform vaccine administration cadence, populations and standards; and peer benchmarking.



III. Learning Outcomes Assessment Committee Update, Ulemu Luhanga, Chair

Dr. Luhanga reported on membership and activities of the Learning Outcomes Assessment Committee. The committee has 13 members representing 9 schools/units (ECAS, EUSOM, GBS, LGS, NHWSN, RSPH, Law, Oxford, Office of Planning and Budgeting), and still needs a representative from Candler. In Fall 2022, the committee held a continuing professional development session with Kathleen Landy (Center for Teaching Innovation, Cornell University) titled “Structuring Equitable Learning Outcomes Assessment.” In Spring 2023, the committee reviewed 12 reports, and are preparing for a SACS accreditation site visit in Spring 2024. A major challenge faced by the committee is succession planning; given the difficulty in recruiting, they are considering moving to a chair-elect, chair, past-chair model.

IV. Emeritus College Post Retirement Titles, Ann Rogers, Director of the Emeritus College

Dr. Rogers presented on a proposed change to the emeritus status for faculty at Emory. Faculty members are eligible for emeritus appointment if they have reached age 55 at time of retirement, have served as a member of Emory faculty for at least 10 continuous years, and their total age and years of continuous service equal at least 75. The proposed change: starting Fall 2023, faculty applying for emeritus status will be given three options for their title post-retirement: Emeritus (male), Emerita (female), Emerit (gender neutral). The rationale for change: current titles of emeritus/emera is the only gendered title used in academia, and it forces a binary distinction that may be uncomfortable for some individuals. Peer institutions like California State University—Monterey Bay, University of Oregon, and University of Wisconsin-Madison have adopted similar changes.

V. Faculty Life Course Committee Update, Ashima Lal, Chair

Dr. Lal presented on the membership, mission, and activities of the committee. Past concerns include mentorship and FMLA policy; current concerns include the faculty lounge, dedicated space/time, and faculty appreciation. Some ideas being explored are invitation to special events, reminder of Emory Savings Marketplace, consideration of Atlanta Botanical Garden discounted membership, and meetups with faculty across campus. Faculty lounge updates: Previous Provost Dwight McBride was a champion of it, but his departure and the pandemic has interrupted the process. It is appropriate to bring it up again to Provost Ravi Bellamkonda with a formal proposal. There might be previous documentation in Faculty Council archives from 5-6 years ago; Mike Kutner was heavily involved and might still have records of previous work. Space suggestions: Houston Mill House or cafeteria, former Slice n Pint building in Emory Village (Savi Provisions intended to move in but might be backing out).

VI. Executive Session

VII. Adjournment

The meeting was adjourned at 4:37pm.