



EMORY  
UNIVERSITY

# Faculty Council

## Emory University Faculty Council Meeting Minutes

February 20, 2024

3:00 – 5:00 pm EDT

Convocation Hall, Room 208

**Attendees:** Nitika Gupta, Alicia DeNicola, George Shepherd, Noelle McAfee, Roberto Franzosi, Jessica Wells, Jodie Guest, Florian Pohl, Holly York, Susan Ray, Andrew Sherrill, Kajal Patel, Aryeh Stein, Philip Wolff, Roger Deal, Hashem Dezhbakhsh, Anne Marie McKenzie-Brown, Gregory Fenves, Ravi Bellamkonda, Pearl Dowe, Eric Lonsdorf

**Excused Absents:** Lars Ruthotto, Joy McDougall, Benn Konsynski, Ulemu Luhanga, Ashima Lal, Michelle Lampl

**Unexcused Absents:** Erin Bonning, Modele Ogunniyi, Babak Mahmoudi, Karen Sedatole, Usha Rackliffe, Edjah Nduom, Salmon Shomade, Reza Saadein, Elena Pesavento, Ursula Kelly, Patrick S. Sullivan, Thomas Wichmann, Henry Bayerle, Andra Gillespiem, Jill Hamilton, Elizabeth Bounds, Ian McCarthy, Kim Curseen, Weirong Shang, Collins Betsy

**Guest:** Office of the Provost - Director of Communications, Justin Abraham, Senior Vice Provost for Academic Affairs, Lanny Liebeskind, Assistant Vice President for Academic Communications, Minnie Glymph

### I. **Welcome, Approval of Consent Agenda, Dr. Nitika Gupta, Chair Faculty Council**

Dr. Gupta thanked members for their ongoing participation, reminded them of the importance of signing in and spoke on how well the hybrid format for meetings have worked this year. Her reflection topic was on the importance of offering, receiving and being open to feedback both as the one required to give feedback as well as the one receiving feedback. Dr. Gupta gave examples on how feedback has taken a life on its own. Her wish for all “is to incorporate empathy in your feedback and incorporate empathy while receiving feedback. It's difficult for both sides. Try it, it might just make a difference.”

The agenda and minutes were approved. Alicia DeNicola motioned to approve, and George seconded. The motion carried.

## **II. Semi-Annual Address, Provost Ravi Bellamkonda**

Provost Bellamkonda presentation covered three main topics:

- Unionization effort for Emory's approximately 17,142 doctoral students- Emory doctoral students voted overwhelmingly to support being unionized. The election results were certified by the NLRB in early December.
- Open Expression – There have been about 32 requests for open expression observers, more than in the last 3 years combined where the average is around 3-4/ year.
- Outline of the ways the Office of the Provost supports Emory's faculty and academic mission. There were four priorities highlighted in the presentation: Faculty Eminence & Scholarship, Student Learning & Experience, Strong Schools, and Operational Excellence. The Strategic Initiatives have three main areas, Student Flourishing, AI. Humanity, Arts & Humanistic Inquiry

The presentation, Provost's Update, is available on SharePoint.

## **III. Collaborative on Academic Careers in Higher Education COACHE Survey, Dr. Pearl Dowe, Vice Provost for Faculty Affairs**

Dr. Dowe gave a high-level overview of the newly released COACHE survey results. Announcing that she along with Justin Shepherd, Asc Vice Provost, IRDS will be doing a series of meetings throughout campus throughout the semester to discuss the results in detail. The overview was extensive. Areas covered included: What is COACHE, Response compared to the COACHE 2020 results, COACHE 2023 Response Rates, Collegiality, Facilities, Teaching and Students, Mentoring, Support for Diversity, Salary & Compensation, Observations, Balance (Teaching/ Research/ Service/ Work/ Life, Support for Clinical, Research and Teaching Faculty, Support for Assistant Professors, Grant Support

### **Collaborative on Academic Careers in Higher Education**

- Confidential faculty satisfaction survey
- Opportunity for faculty to share their work experience to impact policies and planning
- Generally, every two years
- COACHE cycle includes survey, results, recommendations, planning, action

**This is the second COACHE Survey at Emory. Dr. Dowe listed the following as responses to 2020 COACHE Survey:**

#### **New Parental Leave Policy**

- Minimum of six weeks of paid leave for faculty who experience the birth or adoption of a child.
- **Best Practices for Compensation**

- Opportunities to improve compensation practices with review of faculty compensation in partnership with each school.
- **Mentorship Opportunities**
  - Increased engagement with NCFDD programming and enhanced CFDD programming.
- **Tenure, Promotion, and Recognition**
  - Streamlined faculty titles, clear career trajectories for Clinical Research and Teaching faculty.
  - Prioritization of faculty nominations and external awards.

Dr. Dowe took questions and talked about next steps. Asking that faculty take time to review the website. The website will provide links to the actual report and data for specific schools. The presentation is available on SharePoint.

#### **IV. Faculty Hearing Committee, Dr. Aryeh D. Stein, Chair Faculty Hearing Committee**

Dr. Stein was happy to report there are no active cases. “Our purpose is to conduct a hearing when the appointment of a tenured faculty member subject to termination under one or more of the reasons specified in the gray book”

Membership consists of four-year appointments with two faculty being rotated each year. Each school is represented by one tenured faculty from each school. Except for Laney Graduate School who does not make appointments.

Dr. Steins overview is available on SharePoint.

#### **V. University Research Council Committee of the Faculty Council (URC), Dr. Phillip Wolff, Dr. Roger Deal**

Dr. Wolff started by explaining that the committee oversees annual research grant and annual research grant program that fosters scientific scholarly creative projects. There are six categories: the arts, visual and performing biological and health sciences, humanities, mathematics and natural sciences, social sciences, and interdisciplinary type of projects. In 2023 there were a total of 35 awards. Awards by gender were 51.4 % female and 48.6% male. The majority of the grants go to the biological and health sciences.

**Impact:** Based on the 2022 surveys, 66% of the people who had had a URC funding said it enabled them to make major progress, significant progress on a major project. Dr. Deal stated that there were 92 award grants applied for 49 of which were awarded, resulting in a total return of \$46 million.

**Suggestions from the committee:**

- Increase the amount of funding to match increases in the number of proposals
- The distance 30K goes isn't very far in life science. Increase to 40K
- Interdisciplinary proposals are doing well. Increase to 50K
- Offer special funding mechanism for people administering the URC grants
  - 1/3 of the committee co-chairs wished to submit a proposal
  - offer a special fund (~80k) with a separate award mechanism for chairs and co-chairs

**Conclusions:**

- Operates at a large scale (~ 200 faculty)
- Enables faculty at every stage of their career
- Involves every school in the University
- Facilitates faculty productivity
- Generates funding for the University

The URC PowerPoint presentation is available on SharePoint

4:45 – 5:25 **Executive Session and Adjournment**