



Emory University Faculty Council minutes

October 8, 2024

3:00 – 5:00 pm

Convocation Hall Room 208

**Attendees:**

George Shepherd, Gregory Fenves, Ravi Bellamkonda, Pearl Dowe, Noelle McAfee, Lisa Parker, Kurt Warncke, Michelle Lampl, Sean Meighoo, Roberto Franzosi, Sasha Volokh, Jehu Hanciles, Jodie Guest, Florian Pohl, Harold Simon, Jennifer Stapel-Wax, Kajal Patel, Andrew Sherrill, Jeffery Lichtman, Hashem Dezhbakhsh

**Excused Absents:** Benn Konsynski, Lars Ruthotto, Nichole Powell

**Unexcused Absences**

Jessica Wells, Babak Mahmoudi, Karen Sedatole, Usha Rackliffe, Edjah Nduom, Salom Shomade, Anne Marie McKenzie-Brown, Ashima Lal, , Phillip Wolff, Roger Deal, Aryeh Stein

**Summary**

The October meeting of the Faculty Council covered several key points. The open expression subcommittee is working on policy improvements. The minutes from previous meetings were approved. Provost Ravi Bellamkonda highlighted the recruitment of eight new deans and various strategic initiatives, including increased faculty recognition with ninety-one new endowed chairs and a record number of NSF career awards. Student flourishing was emphasized with new minors, AI initiatives, and support for student startups. Operational efficiency improvements include a unified data platform and a new grants management system. Future goals include increasing school endowments and strategic investments in Emory's strengths. The meeting discussed the university's approach to rankings, emphasizing the importance of US News rankings and focusing on factors like retention and graduation rates. The administration is addressing faculty and student advocacy following protests, ensuring fair processes. The Faculty Council reviewed a proposed revision to the tenure and promotion appeals process, highlighting the need for clear timelines and detailed grounds for appeals. Concerns were raised about the finality of decisions and the potential for successful appeals. The conversation also covered the role of endowments in financial health, global engagement, and the importance of community and student engagement.



### Proposed Action Items

- [ ] Increase endowments for schools to provide more resources and flexibility for deans to support faculty and strategic initiatives.
- [ ] Identify and invest in programs that are strengths for the university and each school.
- [ ] Continue efforts to retain and support top faculty.
- [ ] Provide a detailed analysis of the university's rankings and how the university addresses them.
- [ ] Follow up on the discussion about the administration's response to the faculty's concerns regarding the handling of student protests.
- [ ] Explore ways to make it easier for students to engage with the local community and collaborate across different schools and departments.
- [ ] Review the proposed revisions to the tenure and promotion appeals process and provide feedback.

### Outline

#### October Meeting of the Faculty Council Introduction

- George Shepherd welcomes everyone to the October meeting of the Faculty Council, noting the meeting is a week earlier due to the October break.
- An update on the open expression subcommittee is provided, focusing on improving the open expression policy with input from various constituent groups.
- The agenda includes consent items, remarks from Provost Bellamkonda, reports from standing committees, and a discussion led by Vice Provost Pearl Dowe on a new appeal process for tenure and promotion decisions.
- Luke Anderson, VP. Communication and Marketing reviewed best practices for communicating with constituents.
- The minutes from the September 17 meetings are approved without opposition.



### Provost Ravi Bellamkonda Remarks

- Provost Bellamkonda begins by expressing admiration for Jericho Brown's MacArthur Foundation award and highlights the breadth of faculty and academic scholarship at Emory.
- Discusses the recruitment of new deans and vice provosts, emphasizing the importance of leadership and strategic investments in schools.
- The Provost's Office supports faculty and students through various initiatives, including data availability, strategic recruitment, and faculty recognition programs.
- Provost Bellamkonda highlights the importance of faculty recognition, mentioning the increase in endowed chairs and national awards for faculty.
  
- Luke Anderson addresses concerns about the deactivation of large-scale listservs and the need for alternative communication mechanisms.
- Emory has moved to a more efficient mass mail system, and the Emory Report is a key platform for communication.
- Highlighting successful collaborations, such as honorary degree nominations, and the importance of working together to ensure messages are received.
- The university is committed to supporting faculty and student governance communication and is open to feedback on improving processes.

### Tenure and Promotion Appeals Process

- A new proposal for revisions to the tenure and promotion appeals process was introduced, seeking feedback from the Faculty Council.
- The proposal aims to provide clear timelines and processes for appeals, based on best practices from peer institutions and existing school processes.
- The appeals process would involve a detailed review by a committee of former TPAC members and the possibility of further review by the provost and president.
- The Faculty Council is invited to provide feedback on the draft proposal, with the goal of finalizing the process for review and implementation.



### Feedback and Next Steps

- The importance of feedback from the Faculty Council and the collaborative process in finalizing the appeals process is emphasized.
- The proposal includes detailed language on the grounds for appeals, timelines, and the role of the TPAC committee in reviewing cases.
- Members raise concerns about the potential for successful appeals and the need for clear standards and transparency.
- The discussion highlights the importance of ensuring fair and effective processes for faculty appeals, with ongoing collaboration and feedback from all stakeholders.