



Emory University Faculty Council
November 11, 2025
3:00 – 5:00 pm EDT in person
Rm 208 Convocation Hall
Minutes

Voting members in attendance: Noelle McAfee, Dabney Evans, Sarah Fankhauser, Caroline Fohlin, Jodie Guest, Aminah Hasan-Birdwell, Jeffery Lichtman, Sean Meighoo, Carlos Moreno, Kajal Patel (Z), Tracie Rosser, George Shepherd, Andrew Sherrill, Harold Simon, Jennifer Stapel-Wax, Kurt Warncke, Jessica Wells, Melissa Williams

Non-voting members: Lisa Parker, Badia Ahad, Jessica Barber, Henry Bayerle (Z), Deepa Das Acevedo, Roger Deal, Pearl Dowe, Mathew Pinson, Usha Rackliffe, Benjamin Reiss, Tom Rogers, Lars Ruthotto, Stefan Tigges, Deborah Mook, Daniel Weissman, Christopher Rogers, Kimberly Eck

Opening Remarks and Consent Agenda (October minutes): Noelle McAfee, Chair of the Faculty Council, provided a summary of significant events and challenges faced by the Emory community since the beginning of the academic year. These included the dismantling of DEI initiatives, faculty terminations, grant losses, administrative failures in upholding free expression policies, inadequate compensation, and rising benefit costs. McAfee summarized the Faculty Council and University Senate's ongoing efforts to address these issues, including the following:

- Our own ad hoc committee on executive orders, which we'll hear from today, started work over the summer interviewing members of the administration about Emory's response.
- After forming our own budget priorities committee, we called on the deans of all the academic units to form their own internal budget priorities committee.
- We have been trying to gather information about employee salaries in order to press for raises. I am also asking the budget-priorities committee if they will take this up or whether we should create a separate committee.
- Our CFOE found that the SOM violated our open expression policy in firing Anna Kenney.
- Motion passed on open expression: Whereas the Emory University Senate's Committee for Open Expression has found that the School of Medicine has violated Emory's Open Expression Policy 8.14 on at least three different occasions, the University Senate calls on Interim President Sears and the leadership of all units, including the School of Medicine, to follow university policies, namely open expression policy 8.14, and to reconsider in light of the policy recent disciplinary actions against faculty and students.
- Motion passed on the compact: BE IT RESOLVED THAT the Emory University Faculty Council commends the decision of those institutions that have rejected the compact and urges the Emory University Administration to reject the Compact in its entirety.
- At next week's meeting the SGA reps are introducing a resolution to restore some equivalent of DEI programs.



The consent agenda was passed.

Update from the University Research Committee: Roger Deal, a faculty co-director of the University Research Committee, presented an overview of the URC's annual research grant competition, highlighting its goals of supporting early career faculty, facilitating interdisciplinary research, and promoting innovative scholarship. He shared outcomes from 2019 to 2024, noting that most awardees published in professional journals or secured external funding, with a 9-fold return on investment. Deal emphasized the need for increased funding to address the rising number of proposals, particularly in the Biological and Health Sciences category, as success rates vary significantly across subject areas.

Based on data showing strong returns on URC investment, the Faculty Council moved and passed a motion to submit to the provost's office a proposal for an increase in funding.

Update from the Faculty Council Ad Hoc Committee on Executive Orders: Committee members, Deepa Das Acevedo and Benjamin Reiss, shared their mandate and challenges, particularly around balancing transparency with confidential consultations

Separately, the provost was asked about the decision to move graduation venues, which she clarified was made before her tenure, though she acknowledged the need for more faculty consultation in future decisions.