



EMORY
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Faculty Council

Emory University Faculty Council
January 20, 2026
3:00 – 5:00 pm Eastern Time in person
Rm 208 Convocation Hall

Voting members in attendance: Noelle McAfee, Dabney Evans, Sarah Fankhauser, Caroline Fohlin, Jodie Guest, Aminah Hasan-Birdwell, Jeffery Lichtman, Sean Meighoo, Carlos Moreno, 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, Deepa Das Acevedo, Emmanuel Lartey, Roger Deal, Pearl Dowe, Mathew Pinson, Usha Rackliffe, Benjamin Reiss, Tom Rogers, Lars Ruthotto, Stefan Tigges, Deborah Mook, Daniel Weissman, Christopher Rogers,

Excused: Kajal Patel

Opening Remarks, Updates, and Consent Agenda

Noëlle McAfee, Faculty Council Chair

The Faculty Council meeting covered several key topics, including compensation discussions, research grants, and admissions changes. Noëlle McAfee reported on a new subcommittee focusing on faculty compensation, noting that salaries have been lagging behind inflation. She also mentioned that the University Research Committee requested additional funding, which Provost Ahad is currently reviewing. McAfee expressed concern about Emory's shift from need-blind to need-aware admissions and inquired about the roles of John Latting and the recent organizational changes in the admissions and financial aid offices. The provost reported that John Latting's role in overseeing admissions remains unchanged, and the reorganization was intended to improve coordination across the admissions function at the university and suggested that the faculty council invite the new leaders in admissions and financial aid to address the faculty's questions and concerns.

Provost Update and Q&A

Badia Ahad, Emory University Provost and EVP of Academic Affairs

The provost emphasized Emory's commitment to meeting 100% of demonstrated need for all students, addressing financial aid concerns. She highlighted her recent engagement with faculty across disciplines, including discussions on pluralism curriculum, AI technologies, and biotech consulting. She expressed enthusiasm for the university's intellectual vitality and public relevance, while acknowledging recent academic leadership transitions. She plans to continue engaging with various academic units to better understand and support Emory's academic life. She also highlighted



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the importance of academic leadership and faculty excellence, outlining plans to address faculty compensation concerns and strengthen transparency through initiatives like the Finance Academy.

Emory's Tenure and Promotion Advisory Committee (TPAC)

James Morey, Chair of TPAC

Jim Morey, a professor of English and chair of the Tenure and Promotion Advisory Committee (TPAC), explained the committee's role in reviewing tenure and promotion cases across the university. TPAC, established in 2015, consists of representatives from eight schools and four at-large members, meeting monthly to evaluate candidates' teaching, research, and service based on comprehensive files. While the committee provides recommendations to the provost, the final decision rests with the president and ultimately the board of trustees. The process is confidential, and while reversals of decisions are rare, they can occur at any stage, with faculty members having the right to appeal if denied tenure or promotion.

Faculty Counselors Update and Distinguished Faculty Lecturer Nomination Processes

Noëlle McAfee, Faculty Counselors and Jodie Guest, Faculty Council Chair-elect

Guest and McAfee explained the nomination processes for the open Board of Trustees Faculty Counselor position and the Distinguished Faculty Lecture nomination process.

Executive Session

Adjournment