



Faculty Council Meeting Minutes

September 15, 2026

Convocation Hall Room 208

Attendance

Present

Voting: Jodie Guest (chair), Noelle McAfee (immediate past chair) Jehu Hanciles (chair-elect), Dabney Evans, Sarah Fankhauser, Caroline Fohlin, Dieter Jaeger, Sean Meighoo, Carlos Moreno, Matthew Reyna, Jeannie Rodriguez, Tracie Rosser, Sasha Volokh, Joshua Wallenstein, Stacy Westerman, Melissa Williams

University Administration

Non-Voting, Ex Officio

Chris Augostini, Pearl Dowe, Giacomo Negro, Mathew Pinson, Alison Short, Lisa Parker (*Faculty Council support*)

Non-Voting: Hashem Dezhbakhsh, Usha Rackliffe

Present via Zoom:

Henry Bayerle (v), Jeffrey Lichtman(v)

Absent

Voting: Aminah Hasan-Birdwell, Jennifer Stapel-Wax, David Wilkerson

Non-Voting: Patricia Brennan, Calli Cook, Deepa Das Acevedo, Reema Dbouk, Roger Deal, Ilya Nemenman, Benjamin Reiss, Lars Ruthotto, Eri Saikawa

University Administration

Non-Voting, Ex Officio: Badia Ahad, Joon Lee



Call to Order

Chair Jodie Guest called the meeting to order and welcomed new and returning members to the first Faculty Council meeting of the academic year.

Chair's Report

The Chair discussed priorities for the year, emphasizing communication, transparency, and shared governance. Members were informed of positive engagement with new university leadership and opportunities for enhanced collaboration.

Updates included:

- Approval of Senate-wide newsletters to be distributed twice each semester.
- Establishment of the Governmental Compliance Advisory Committee.
- Ongoing discussions with university leadership regarding budget processes and transparency.
- Plans for deans from the various schools and units to meet with Faculty Council throughout the year to provide updates and engage in discussion.

Faculty Affairs Report

Vice Provost for Faculty Affairs Giacomo Negro presented an overview of the Office of Faculty Affairs and its responsibilities, including:

- Tenure and promotion processes.
- Faculty development and leadership initiatives.
- Faculty leave policies.
- Faculty recruitment, advancement, and retention efforts.

Discussion focused on the development of a comprehensive faculty retention strategy that moves beyond reactive retention practices toward a more proactive and data-informed approach. Members discussed the importance of establishing consistent retention metrics across schools and units.

Faculty Climate and Assessment

Members learned that the COACHE Faculty Survey will no longer be available due to the program's discontinuation. Discussion centered on the value of prior survey results, which informed improvements in mentoring, faculty leave policies, and faculty support initiatives. Council members discussed the need to identify alternative approaches for assessing faculty experience and benchmarking Emory against peer institutions.



Faculty Retention Discussion

The Council discussed factors affecting faculty retention, including:

- Compensation competitiveness.
- Faculty development opportunities.
- Departmental climate and culture.
- Gender pay equity concerns.
- Institutional recognition and support.

Members noted the potential role of endowed professorships and similar recognition programs in strengthening faculty retention efforts.

Faculty Survey Development

Members reviewed several potential areas for future faculty assessment, including:

- Leadership communication and effectiveness.
- Accountability and transparency.
- Shared governance.
- Compensation and benefits.
- Faculty engagement and institutional commitment.

The use of survey instruments, focus groups, and Qualtrics-based assessment tools was discussed as possible alternatives to the COACHE survey.

Working Groups

The Council approved moving forward with the development of two faculty working groups and solicited volunteers for participation.

Faculty Misconduct and Due Process Working Group

The Council discussed the formation of a working group to partner with the Provost's Office on the development of a faculty misconduct and due process framework. The effort will be led by Deepa from the School of Law.

Faculty Retention Working Group

The Council discussed the formation of a working group focused on faculty retention issues and strategies to improve faculty engagement and long-term retention.



Bylaws Review

The Council reviewed proposed amendments to the Faculty Council Bylaws intended to improve clarity and address operational practices.

Discussion focused primarily on a proposal to permit faculty constituents to observe Faculty Council meetings both in person and via Zoom. Members expressed support for the proposal as a means of promoting transparency and shared governance.

Following discussion, it was agreed that a revised, marked-up draft would be distributed electronically for further review. Voting on the proposed amendments will occur electronically after the meeting.

Faculty Representation

The Council discussed a proposal to review and potentially revise faculty representation based on school size.

Discussion included:

- Potential increases in representation for the Rollins School of Public Health and the Nell Hodgson Woodruff School of Nursing.
- Questions regarding population thresholds and representation formulas.
- Consideration of the current representation structure of the Laney Graduate School.

The matter was referred for further discussion and review.

Communication with Constituents

Members discussed strategies for improving communication between Faculty Council representatives and the faculty within their respective schools and units. The Council emphasized the importance of establishing effective mechanisms for sharing information and gathering feedback from constituents.

Executive Session

The Council moved into executive session.

Adjournment

Respectfully submitted,

Lisa V. Parker

Senior Program Coordinator