

University Senate Meeting Attendance
April 18, 2017
3:15 – 5:00 PM
Jones Room, Woodruff Library

Attended: Juliette Stapanian Apkarian, Henry Bayerle, Mary Bingham, Carla Berg, Deborah Bruner, Hope Bussenius, Paul Byrnes, Amy Covington, Lauren Kent-Delany, Erica Duncan, Christine Dunham, Vanda Hudson, James B. Hughes, Linda Jackson, Matthew Klopman, Benn Konsynski, Chloe Lalonde, Jerry Lewis, David Lynn, Hiram Maxim, Judy Raggi Moore, Mimi Newell, Nichole Powell, Astrid Prinz, Scott Rausch, Fiona Riedl, Karen Scheib, Jason Schneider, Pamela Scully, Joey Shea, Sidney Stein, Anand Swaminathan, Vineet Tiruvadi, Sasha Volokh, Kristin Wendland, Cynthia Wetmore, Dona Yarbrough, Holly York, Stuart Zola, Nicole Nixon, Jared Greenbaum, Katie Hoppenjans.

Excused Absences: Richard Mendola, Jonathan Lewin, Melanie Kowalski, Madison Bader, Jessica Sales, Mark Lamb, Laurie Speed, Susan Cruse, Stephen Sencer, Jaffar Khan.

Unexcused Absences: Mikelyn Batiste, Noah Cole, Mishaal Gardezi, Kenyatta Greer, Margery McKay, Kelli Pittman, Marvin Poulson, Christine Richardson, Gurbani Singh, Shontell Stanford, Lisa Tedesco, Merete Tschokert.

Ex Officio Absences: Max Zoberman, Muhammad Naveed, Marlon Gibson, Joe Crespino, Lisa Underwood, Christopher Beck, Deena Keeler.

Ex Officio - University Administration Absences: Claire E. Sterk, Peter Barnes, Ajay Nair, Lynn Zimmerman, Allison Dykes, Micheal Andrechak.

Guests/Visitors/Correspondents: Casey D. Hall (for Jessica Sales), Theresa Milazzo.

I. Senate Meeting Call to Order: The April Senate meeting was called to order at 3:15 p.m.

II. Approval of Senate Meeting Minutes: The March 2017 Senate meeting minutes were approved by the Senate members. The March minutes have been posted for review in the Senate Box folder.

III. President Sterk's Call-to-Action Civil Discourse Update

Senate President Wendland provided the Senate members with an update about President Sterk's Courageous Moral Action and Community Engagement Call-to-Action. The working group formed as a result of President Sterk's call-to-action has met three times, during the course of the Spring semester; they have established short- and long-term goals. One goal is to create a clearinghouse of activities around the Emory campus that are aligned with the Call to avoid duplication of efforts. The working group is finalizing the criteria: to foster community building and/or selfcare; to bring contrasting views together with the intent to understanding the other side's viewpoint; to remain completely objective; to address subject matter that pertains to current events in relation to our university community; to include a skilled moderator for discussions; and to adhere to the Emory Statement on Civil Discourse.

The Emory Statement on Discourse was presented and approved by the Senate members during the March meeting. The update on the Courageous Moral Action and Community Engagement Call-to-Action, and the Emory Statement on Discourse can be viewed in the Senate Box folder.

IV. Senate President Wendland Closing Remarks

Senate President Wendland provided the Senate members with a brief summary of Senate's accomplishments in 2016-2017. She reviewed the Senate's duties, purpose, and responsibilities to the Emory administration and Emory community. She also addressed the goals set forth at the beginning of the 2016 – 2017 Senate session that centered around communication amongst the Senate members, Senate committees, and disseminating the Senate's discussions and actions to the Emory community. In addition, Wendland highlighted the various discussions, presentations, motions, resolutions, and actions taken during the 2016 -2017 year. She concluded by outlining some challenges around communication and engagement for the 2017-2018 year.

V. 2017 – 2018 New Senate Officer Installation

Senate President, Kristin Wendland, officially installed Dr. Henry Bayerle as the 2017 – 2018 Senate President, and Dr. Jason Schneider as the 2017 – 2018 Senate President-elect. Kelli Pittman was also installed as the 2017 – 2018 Senate Secretary.

VI. 2017 – 2018 Senate Committee Rosters

The 2017 - 2018 Senate Committee rosters were approved by the voting Senate members. The rosters have been posted for review in the Senate Box folder.

VII. Senate Committee Reports and Updates

Advisory Council on Community and Diversity (ACCD) Committee

Dona Yarbrough, Chair of the ACCD Committee, outlined for the Senate the ACCD's 2016 – 2017 goals. The ACCD is grounded in the theory and practice of continuous quality improvement. They monitor, support, and encourage Emory divisions to set SMART, evidence-based diversity and inclusion goals, create a plan of action and follow through with it, assess results and learn from them, and share challenges and successes with other divisions.

A comparison of 2015-16 reports with 2016-17 reports showed marked improvement in divisions' adherence to an evidence-based continuous improvement process, specifically in the realm of developing target outcomes for goals, planning assessments, and presenting assessment results.

This year's division goals were clustered in three overlapping domains: improving climate and culture for diverse groups through the strategies of education and training; recruitment and retention of diverse trustees, faculty, students, and staff using strategies of training, blind review, pipeline, and mentoring programs; strategic planning initiatives using strategies of holistic assessment, incorporation of D&I in strategic planning, and cross-division efforts. Yarbrough also stated the ACCD process has been increasingly integrated into Emory's organizational frameworks, resulting in a comprehensive and systematic approach to diversity and inclusion.

Athletics and Recreation Committee

Hope Bussenius, Co-chair of the Athletics and Recreation Committee, provided the Senate with several highlights relating to Emory's student athletes. The NCAA Postgraduate Scholarship Program was awarded to Sarah Maher BBA '17, Volleyball. Emory has been awarded 104 postgraduate scholarships over the school's history. Bussenius participated in the NCAA Faculty Athletics Representative Association Conference in November 2016, and was asked to represent the UAA. The Committee completed the NCAA substance abuse survey, and also continued to evaluate the Committee's mission statement and goals.

Campus Development Committee

Fiona Riedl, Chair of the Campus Development, addressed the Senate. Riedl indicated the Campus Development Committee of the University Senate is responsible for advising the Senate and administration for matters that affect the appearance and function of the campus environs. The Committee reviews the design and site selection for new buildings and reviews plans for remodeling existing buildings.

The Committee reviewed the renovations of Pierce Hall at Oxford College and the redevelopment of Oxford College's campus entrance, the Lullwater House porch addition, and Chappell Park locker room project. The Committee also created a Box site for Committee archives and resource materials, explored avenues for future coordination with the Senate Environment Committee and elected a new Committee Chair.

Campus Life Committee

Scott Rausch, outgoing Chair of the Campus Life Committee, provided the Senate with the Campus Life Committee 2016 – 2017 yearly report. Rausch spoke about the coordination with International Student Life and Office of Student Success Programs and Service to create seven locations for international students during the winter breaks, who are unable to travel to their home countries for various reasons. There was a meeting with Michael Shutt to help grasp a better understanding of Campus Life's role in Open Expression related to the effects of the current political environment on Emory's student body.

Another meeting involved Lenet Rivas, Complex Director of Residence Life, and Adrienne Slaughter, Director of Office of Student Success Programs and Services, to talk about DACA students and the Sanctuary Campus Initiative. Campus Life also addressed how the construction for the new dining hall and the Campus Life Center will affect the Campus Life experience for students over the next two years. There is a new Campus Life Committee Chair, Lisa Loveall, Director of Student Involvement, Leadership, and Transitions. The Committee has already met with AVP Dr. Suzanne Onorato to formalize the Committee's upcoming role and contributions.

Committee on the Environment

Dr. Hiram Maxim, Chair of the Committee on the Environment, provided the Senate with the Committee's yearly accomplishments. Maxim highlighted several presenters invited to speak to the Environment Committee members including James Johnson, University Landscape Architect; Clannat Howell, Director of Sustainability Initiatives; Matthew Early, Vice President of Campus Services; Al Herzog, Project Manager for Campus Life Center; Daniel Rochberg, Director of Climate@Emory Initiative; Jimmy Powell, Director of External Services.

Another highlight for the Committee this year was the Campus Life Center Resolution, unanimously endorsed by the University Senate on 24 January 2017. The resolution calls for a timeline to achieve net-zero energy by 2022 in the Campus Life Center, and for the goal to achieve LEED Gold certification for the Center. Included in the resolution is the evaluation of on-campus options for powering the Campus Life Center through additional renewable energy sources.

Governance Committee

Jim Hughes, Chair of the Senate Governance Committee, outlined the activities of the Governance Committee.

Hughes indicated the previous two academic years, the Senate bylaws have the subject of a comprehensive review and several amendments. This academic year the Committee did not initiate any proposed changes to the University Senate bylaws, and, after solicitation of input from the membership of the Senate, the Committee received no proposals for further modification of the Bylaws. However, proposed amendments to the Bylaws were raised from the floor of the Senate and thereafter approved. A summary of the amendments is as follows:

Article IV, Section 2 (a) was amended to require that (by February 1 of the third year of the then current committee chair's term) each committee recommend a person or persons to serve as the committee chair for the forthcoming year. Prior to the amendment, incumbent committee chairs were required to submit recommendations for their respective successors "near the close of the incumbent chair's term."

Article IV, Section 2 (c) was amended to require the distribution of requests for new committee members by November 1 of each year, with applications for committee membership being due by the following January 15. The section was further amended to require committee chairs to send to the President of the Senate (no later than March 1 of each year) a proposed list of committee members for the succeeding year. Prior to the amendment, the deadline for submission of the list of proposed committee members was August 20 of each year. Finally, the section was amended to require that the Senate vote to accept or deny proposed committee rosters at the last (April) Senate meeting of the year preceding the start of the first year of service for the rosters being voted upon. Prior to the

amendment, such rosters were voted upon at the first meeting of the Senate in the first year of service of the rosters being voted upon.

Fringe Benefits Committee

Dr. Sid Stein, Chair of the Fringe Benefits Committee, informed the Senate that the Committee had met two times during the current 2016 – 2017 academic year. The topics for discussion included the retirement plan litigation, the possibility of comprehensive leave replacing sick leave and vacation leave, and auto-enrollment for new hires into the Emory retirement plan. Stein addressed the Senate earlier in the year concerning the details of the lawsuit against the Pension Board of the University. U.S. District Court Judge Charles A. Pannell is hearing the University's motion to dismiss. If Emory's motion to dismiss is denied, the litigation would be expected to continue for several years.

Secondly, a Committee member expressed dissatisfaction with the inability of employees to convert large accumulations of sick leave to pay. The Committee initiated a discussion on the merits of the current University system of separate sick leave and vacation leave vs. the comprehensive leave model in place at Emory Healthcare. Emory Human Resources will be gathering some data on the programs in place at selected institutions, and the Committee will meet again at the beginning of the next academic year to resume this discussion.

In the Spring of 2015 the University Senate voted to support automatic enrollment for either all non-participating employees or just new hires in Emory's retirement program. This proposal was brought before the Ways and Means Committee, and the Ways and Means Committee decided that the University would not implement any form of auto-enrollment at this time.

The Fringe Benefits Committee discussed the response of the Ways and Means Committee. The Fringe Benefits Committee did not believe that the Ways and Means Committee had a satisfactory rationale for not proceeding with auto-enrollment for new-hires; it believed that the equities favored taking an action likely to improve retirement resources for University employees who were lower-paid and disproportionately minority. The Committee viewed auto-enrollment for new hires as a justice issue. The Fringe Benefits Committee asked the Senate to endorse the Committee's recommendation that the proposal to auto-enroll new-hires be sent back to the Ways and Means Committee for further consideration.

Senate Motion: The Senate unanimously voted to adopt the Fringe Benefits Committee's recommendation to send auto-enrollment for new-hires back to the Ways and Means Committee and made it a recommendation of the Senate that auto-enrollment in the university retirement program be offered to new-hires.

Library Policy Committee

Benn Konsynski, Chair of the Library Policy Committee, summarized the various 2016 – 2017 activities involving the Library Policy Committee. Several projects included the Library Service Center, Emory's Digital Library, the full implementation of Canvas as of 31 August 2017, and the Scholarly Communications Office.

Open Expression Committee

Sasha Volokh, the Open Expression Committee Chair, addressed the Senate. The University Senate Standing Committee for Open Expression is a working group of community members of faculty, staff, and students, who seek to promote and protect the rights of community members related to issues involving speech, debate, open expression, and protest.

The Committee's primary responsibilities involve educating and advising the Emory community about rights and responsibilities under this policy and investigating alleged infringements of those rights through mediation and informal conflict resolution. Its additional responsibilities include mediating, when possible, during campus incidents in order to prevent conflicts and violations of the policy, advising administrative officials when requested, and interpreting the policy at the request of any member of the university community.

Several activities of the Open Expression Committee involved building a strong relationship with Michael Shutt and Campus Life, especially with regard to the development of the Open Expression Observer program. They also attended events where Open Expression Observers were requested, e.g. Georgia Representative Earl Ehrhart's Town

Hall. The Committee also held an event on Open Expression with Sasha Volokh, Elizabeth Cox (Director of Residential Education), and Joe Cohn (Foundation for Individual Rights in Education). An opinion was published clarifying the definition of “Community members” for purposes of the Open Expression Policy.

The Committee was also working behind the scenes, ensuring that Emory policies are consistent with the Open Expression Policy, and discussing the appropriate response to improperly posted flyers along with other informational items. There was a review of the Open Expression Policy, the committee bylaws with relatively minor changes. The Committee also has their own domain at CommitteeForOpenExpression.emory.edu & OpenExpression.emory.edu with a future website planned as well.

Committee on the Prevention of Sexual Violence

Casey Hall spoke on behalf of the Committee on the Prevention of Sexual Violence Chair, for the Chair, Jessica Sales. Hall provided the Senate with several achievements. The Committee issued several recommendations as a result of the 2015 Sexual Violence Survey sent to students, staff, and faculty; there are two new hires into the Respect Program.

Transportation and Parking Committee

Vanda Hudson, Co-chair of the Transportation and Parking Committee, informed the Senate the Committee had met three times during the current academic year. Hudson provided the Senate with the latest transportation and parking data. She also highlighted the MARTA Clifton Light Rail update, Parking Project update, and the increase in the visitor parking rates.

IX. Interim Provost Zola Remarks

Provost Zola addressed the Senate, concerning the Tenure and Promotions Advisory Committee (TPAC). Email ballots have been sent out to nominate colleagues for consideration by the Tenure and Promotions Advisory Committee. Three new positions for TPAC will be from Arts and Humanities, Behavioral and Social Sciences, and an open, unspecified position. The ballots are due one week after the receipt of the email. Provost Zola extended his thanks to Dr. Kristin Wendland, the current Senate President, for her hard work during the 2016 – 2017 Senate session.

X. Adjournment: The April Senate meeting was adjourned at 5:00 p.m.