

Emory University Senate Meeting Minutes
Jones Room, Woodruff Library
November 22nd, 2016
3:15 p.m. – 5:00 p.m.

Attended: Henry Bayerle, Mary Bingham, Hope Bussenius, Amy Covington, Lauren Kent-Delany, Erica Duncan, Christine Dunham, Vanda Hudson, James B. Hughes, Deena Keeler, Matthew Klopman, Benn Konsynski, Melanie Kowalski, David Lynn, Rene Meza, Judy Raggi Moore, Astrid Prinz, Scott Rausch, Christine Richardson, Karen Scheib, Jason Schneider, Pamela Scully, Laurie Speed, Sidney Stein, Lisa Tedesco, Vineet Tiruvadi, Katie Voss, Kristin Wendland, Holly York, Stuart Zola

Excused Absences: Hiram Maxim, Carla Berg, Deborah Bruner, Mimi Newell, Jaffar Khan, Cynthia Wetmore, Joey Shea, Linda Jackson, Susan Cruse, Juliette Stapanian Apkarian, Dona Yarbrough, Chloe Lalonde, Madison Bader, Merete Tschokert, Nichole Powell

Unexcused Absences: Mikelyn Batiste, Noah Cole, Mishaal Gardezi, Kenyatta Greer, Kelli Pittman, Marvin Poulson, Gurbani Singh, Shontell Stanford, Anand Swaminathan

Ex Officio Absences: Max Zoberman, Christopher Beck, Paul Byrnes, Joe Crespino, Marlon Gibson, Jared Greenbaum, Muhammad Naveed, Fiona Riedl, Jessica Sales, Sasha Volokh, Lisa Underwood

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

Guests/Visitors: Ryan Myers (for Hiram Maxim), Richard Chess, Adriane Ivey (for Nichole Powell), Kimber Williams, Del King, Stephen Sencer, Rus Drew, Craig Watson, April Flint

I. Senate Meeting Call to Order: The November Senate meeting was called to order at 3:18 p.m.

II. Approval of Senate Meeting Minutes

The October 2016 Senate meeting minutes were approved by the Senate members. The minutes have been posted for review in the Senate Box folder.

III. University Senate President's Announcements and Discussion Items

The Senate Committee Selection Timeline Bylaw Change was approved by the Governance Committee of the Board of Trustees. As a result of this approval, the Senate's call for committee applications was emailed to the all-Emory listserv and the Emory Report, with applications due on January 15th, 2017. All interested applicants should send a letter of intent and CV to Emrah Simsek.

Senate Call for Spring 2017 Presentation Ideas: if any Senate member or committee chair knows of a topic, concern, issue that should be brought before the Senate, please email the Senate President Kristin Wendland. Wendland and the Senate Executive Board meet monthly to discuss relevant and important issues to be placed on the Senate's monthly agenda.

The Senate summary links are placed in the Emory Report, and Senate President Wendland asked the Senate to ensure that information is then sent out to their respective constituents. If any Senate member is not receiving or unable to gain access to the Senate summaries, please contact Emrah Simsek.

Senate Communication Next Steps: With several of the September and October Senate meetings' presentations focused on the Senate's internal and external communications with their respective constituents, President Wendland posed the question to Senate members if they wanted to continue the 'communication awareness' discussions or did the Senate have a comfortable level of knowledge of the various communication channels within

the Emory community. The Senate members indicated the theme of communication assessment had been accomplished, but with the Senate member rotation schedule, communication within the Senate and with their external constituents should be a topic that is woven into regular Senate discussions. The Senate members discussed a possible communications survey to be sent out in March/April timeframe to the Emory community so the Senate is able to gauge the level and types of communication groups are receiving from the Senate meetings.

Senate Meeting Recording: President Wendland brought before the Senate the issue that the Senate meetings are being recorded for the purpose to aide in the creation of the monthly Senate meeting minutes. The monthly recordings are not retained and only used to document the discussions for the Senate meetings and not shared with anyone outside of the Senate proceedings. Further, the recorder will be turned off in the event the Senate moves into Executive Session.

Senate Motion: A Senate resolution was passed by the attending Senate members that the monthly Senate meetings may be recorded for the sole purpose to aide in the creation of the official Senate meeting minutes and campus communications. The recordings will not be shared, replicated, or archived, and will be deleted after the Senate meeting minutes have been approved at the following Senate meeting. The official record of the Senate meetings will be the Senate-approved minutes. In the event the Senate moves into Executive Session, the recorder will be turned off, until the Executive Session has ended.

Campus Safe Space Committee: On November 20, 2016, a group of student organizations delivered a petition to President Sterk, Interim Provost Zola, and Dean Nair. The petition was captioned “Addressing the Need for a Sanctuary Campus and Providing Support for Undocumented Members of the Emory Community.”

Senate Motion: A Senate motion was passed to add the Emory Sanctuary Campus Petition discussion to the November Senate meeting agenda.

At the request of President Wendland, Emory General Counsel Stephen Sencer described the petition. He notes that the petition included a list of specific issues for Emory to address, but did not ask that Emory be declared a “sanctuary” campus. Sencer encouraged all Senate members to read the petition. Due to time constraints President Wendland proposed the Senate table this discussion until the January Senate meeting.

Senate Motion: A Senate motion was passed to make the petition available in the Senate’s Box for Senate members’ reference and dissemination, and the discussion will be added to the Senate’s January agenda

IV. Fringe Benefits Committee Presentation

Dr. Sid Stein addressed the Senate concerning the Emory Retirement Program litigation. Stein informed the members that the St. Louis law firm of Schlichter Bogard & Denton brought a class-action lawsuit on behalf of a few University and Healthcare employees and retirees, against Emory University and Emory Healthcare, alleging financial mismanagement of their Retirement Programs. The suit alleges that the Pension Board of Emory University, the Board of Trustees, and various officers have breached their fiduciary duty to select appropriate retirement vehicles for the employees of both organizations, and as a result, these employees have been financially damaged by poor investment choices and high administrative fees.

Stein indicated that approximately 30 years ago, University employees requested that the number of investment options and vendors be increased beyond the two funds then available from TIAA-CREF. As a result of these requests, the investment options available to employees were increased to include a broad scope of curated mutual funds from Vanguard and Fidelity. From time to time, the Pension Board has changed the funds available for investment. Under the terms of the class-action suit, all active Emory employees and retirees at the time the suit was filed have become plaintiffs against Emory University and/or Emory Healthcare. Employees and retirees are not allowed to opt out of the litigation. The law firm argues that by having several vendors and multiple investment options, the University lost its leverage to negotiate for low recordkeeping fees, and that the failure to funnel retirement money into a small number of index funds led to excessive management expenses and fees.

The Fringe Benefits Committee met with Emory’s outside counsel, H. Douglas Hinson of Alston & Bird, and Dr. Stein wanted to inform the Senate members about the litigation process. The Committee has great confidence in our

retirement plan and does not think that the litigation has merit. That being said, litigation is expensive and Dr. Stein does not preclude the possibility of the suit being settled for its nuisance value.

Del King, interim Vice President from Human Resources, then addressed the Senate about the paid parental leave for staff, as there has been some confusion surrounding this new benefit. Staff paid parental leave was implemented 1 June 2016. The staff paid parental leave is three weeks in duration and can be taken within the 12 months of the birth or adoption of a child.

The father and mother are each eligible for three weeks of leave, if they are both Emory employees, and this benefit is available to all staff employees, librarians, and postdoctoral fellows; in addition, the medical house staff also adopted this policy. The waiting period to be eligible for the benefit is one year, and for a part-time employee the benefit is prorated. The benefit is in conjunction with FMLA. King said since this benefit's implementation, 162 employees have taken advantage it.

V. Emory Recreation and Wellness Presentation

April Flint, Director of Emory's Recreation and Wellness Program, addressed the Senate about the Recreation and Wellness Program's vision to instill the Emory Community with a passion for physical activity and a healthy lifestyle from the moment an individual arrives on campus.

The mission of Emory Recreation and Wellness is to provide an academic and recreational health and wellness program through physical activity that enables the campus community to increase its physical, mental and emotional health and engage in the creation of skills to ensure long term healthy behaviors and professional success. Emory Recreation & Wellness will serve as a unifying catalyst for Healthy Emory and equip Emory students, staff and faculty with safe, supportive and educational strategies to transform their lives.

The Recreation and Wellness Program's core values include holistic health, lifetime engagement, collaboration, and inclusivity. With several of their goals to engage all Emory community members, serve as a model for equity, inclusion, and collaboration, explore how experiential-based teaching and learning effects the health and wellness behavior change for Emory students and community members, utilize technology as the driving force to connect and interact with the Emory community.

Flint said the recreation and wellness curriculum and programs are available for the entire Emory community of students, faculty, staff, and alumni for the following areas: Intramural sports, club sports, fitness & wellness, Play 4 Life, the rock climbing wall, and CPR, AED and first aid training.

VI. Residence Life Presentation

Scott Rausch, Director of Emory's Residence Life, addressed the Senate about Residence Life's vision, mission, and purpose for Emory's student body. Rausch spoke about Residence Life's values that include a flourishing community, critical inquiry, cultural humility, courageous integrity, social justice, and personal and professional excellence.

Residence Life partners with students so they are able to identify core values and explain the complexity of their identities, enable student to be socially and culturally aware and describe the connections between themselves, other, and their communities. In addition, they prepare students for life after Emory, and assist students in developing and strengthening skills necessary for independence and success after graduation. They encourage students to be engaged to create positive change in their communities, and use the knowledge and skills acquired at Emory to improve the well-being of self and others.

VII. Emory Chief-of-Police Presentation

Craig Watson, the Associate Vice President of Public Safety, addressed the Senate concerning the new restructuring of the Emory Police Department. Watson said the fire safety and EMS services will continue to come under his administrative responsibilities with his other responsibilities as Emory's point person to oversee the Federal Cleary Act compliance efforts. The Cleary Act has been in effect for over 26 years and mostly deals with crime statistics.

Watson also informed the Senate his office will be taking on the oversight and management of the physical security services across campus including the building security guards' contacts to ensure its uniform compliance and to streamline the process. In addition, they will be responsible for the oversight and management of the electronics' security services.

Rus Drew, Emory's Chief-of-Police, addressed the Senate about his new role with Emory. Drew previously served as Chief-of-Police on three other Georgia college campuses.

VIII. Interim Provost Remarks

Interim Provost Zola spoke about an electronic application called LiveSafe that will enhance safety and coordination with the police department on and around the Emory campus. More information about the use of this application will be forthcoming in the January Senate meeting. Also in January there will be updates about the RAS review, and there have been productive meetings in response to this review. There will be a Class & Labor and Undergraduate Experience update as well.

IX. Adjournment: The November Senate meeting was adjourned at 4:45 p.m.