

University Senate Meeting Attendance
September 26, 2017
3:15 – 5:00 PM
Jones Room, Woodruff Library

Attended: Paul Ficklin-Alred, Juliette Stapanian Apkarian, Natasha Armstrong, Christopher Augostini, Henry Bayerle, Carla Berg, Hope Bussenius, Erica Bruchko, Susan Cruse, Lauren Kent-Delany, Erica Duncan, Margaret Fleming, Ronald Foust, Andreas Fritz, Sandra Garraway, Susan Hobson, Vanda Hudson, Katie Hoppenjans, Erika James, Peng Jin, Deena Keeler, Moses Kim, Matthew Klopman, Benn Konsynski, Shervon Lewis, Lisa Loveall, Lauren Balotin (for Hiram Maxim), Judy Raggi Moore, Mark Neufeld, Mimi Newell, Nicole Nixon, Kelli Pittman, Nichole Powell, Astrid Prinz, Jalyn Radziminski, Jessica Sales, Ani Satz, Jason Schneider, Karen Scheib, Pamela Scully, Joey Shea, Sidney Stein, Gurbani Singh, Michael Silver, Claire E. Sterk, Sasha Volokh, Kristin Wendland, Brittany Whitlock, Jacob Clemente, Holly York.

Excused Absences: Dona Yarbrough, Jonathan Lewin, Mark Lamb, Hiram Maxim.

Unexcused Absences: Mikelyn Batiste, Deborah Bruner, Josh Gilbert, Ashley Parcels, Anand Swaminathan.

Ex Officio Absences: Ben Palmer, Marlon Gibson, Joe Crespino, Lisa Underwood, James B. Hughes, Paul Byrnes.

Ex Officio - University Administration Absences: Dwight McBride, Stephen Sencer, Ajay Nair, Vincent Dollard, Lynn Zimmerman, Micheal Andrechak, Richard Mendola, Allison Dykes.

Guests/Visitors/Correspondents: Madison Bader, Sarah Cook.

- I. **Senate Meeting Called to Order:** The September Senate meeting was called to order at 3:16 PM.
- II. **Senate Introductions:** Senate President Bayerle provided a brief orientation which included the Senate make-up of 63 members. He stressed the importance of attendance for the purpose of having a quorum (32 members). Bayerle also provided an overview of the Senate By-Laws. Senate members were reminded to contact the Senate Executive Committee to suggest topics for the Senate Agenda. Bayerle introduced the Senate's Theme of the Year: Governance and how we can best represent our constituents. President Bayerle invited all committee chairs to review their mission statements.
- III. **Approval of Senate Meeting Minutes:** The April 2017 Senate meeting minutes, posted for review in the Senate Box folder, were approved by the Senate members.
- IV. **Approval of Senate Roster:** The Senate Roster was approved by the Senate members.
- V. **Approval of Roster Replacement on Open Expression Committee:** The revised roster for the Open Expression Committee, which reflects the addition of Ashley Mastin and Samuel Maidman to replace members who are no longer affiliated with the university, was approved by the Senate members.
- VI. **Remarks from Claire Sterk, President:** President Sterk shared with the Senate members that, for Emory University, "shared governance" means that we want to determine together where our compass is taking us and how we are held accountable for where we are going. President Sterk highlighted key points from the Economic Impact Report. Emory has a remarkable impact on the economy of the Atlanta community as well as the southeastern region. Sterk invites

all Senate members to view the Economic Impact Report by visiting the President's website. Key points included:

- Emory is the 2nd largest employer in the region.
- Emory supports 60 thousand jobs and generates \$200M in state revenue.
- Emory has a \$9.1B economic impact annually.
- Emory has an internal and external impact which contribute to its huge charitable impact through supporting local farms, school partnerships, and scholarships.

President Sterk answered questions regarding the cost of living in and near Druid Hills neighborhoods, annexation, civil discourse across the nation, weather disasters, public safety, and mental health.

President Sterk shared that Emory has sponsored the focus group, "Conversations with America". The transcript from the first focus group, which took place in Pittsburgh, is posted online.

VII. Remarks from Christopher Augostini, Executive Vice President of Business & Administration:

Mr. Augostini introduced himself and provided his professional background. He also elaborated on his role and expressed his desire to contribute to the Emory Community. Augostini shared the key issues he plans to address and his early observations since starting at Emory approximately three months ago. Key issues he will address include:

- A new master planning process
- Talent development – Inclusivity & Diversity
- Sustainability

VIII. Open Expression – Sasha Volokh: Volokh, Chair of the Open Expression Committee, reminded Senate members of Emory University Policy 8.14 – Respect for Open Expression. Volokh shared the Committee's mission, purpose, make-up, and authority. The Open Expression Committee has both proactive and reactive responsibilities when dealing with the issues that are brought to the committee. The Open Expression Committee has rendered four decisions; the fourth decision was approved recently and the written opinion will be posted online soon.

The Committee is considering making the President's Call to Action Working Group a new Subcommittee for Civil Discourse. This group will sponsor a panel discussion "Engaging in Civil Discourse at Emory" on October 19, 2017 at 6 pm in the Jones Room. Student groups who wish to work with the Open Expression Committee should email openexpression@emory.edu.

IX. Campus Development – Ron Foust: Foust, Chair of the Campus Development Committee shared the Committee's responsibilities and advised Senate members that currently 40 members make up the committee. Foust shared the following:

- The 24 projects under planning and design range from \$10K to tens of millions of dollars.
- The 37 projects under construction total \$200 million.
- The 97 projects waiting for closeout total \$200 million.

Committee Functions: It is a challenge for the committee to come up with questions since many of these questions are answered through Emory's Campus Services Division's rigorous and thorough review process.

The Campus Development Committee has three subcommittees:

- Accessibility
- Lighting
- Public Art

X. **Athletics and Recreation – Hope Bussenius:** Athletics and Recreation Chair, Bussenius shared with Senate members that the Athletics and Recreation Committee recently finalized their new mission statement which shifted their role from supervisory to advisory. The Athletics and Recreation Committee proposed mission statement is as follows:

- “The Athletics and Recreation Committee of the University Senate represents the interests of the Emory community including students, faculty, staff and members of the Woodruff Physical Education Center and the Student Activity and Academic Center. The committee acts in an advisory role providing assistance with related policies to the Director of Athletics, Director of Recreation and Wellness, and the Senior Vice President of Campus Life. The committee recognizes the enormous demand for programs and facilities and seeks to balance competing needs to obtain the optimal use of resources in a safe and inclusive manner. Members of the committee serve as liaisons to the Emory community. As such, committee members should disseminate athletics and recreation goals, and likewise, represent the interests of their constituents.”

Bussenius detailed the Athletics and Recreation Departments restructuring. She also informed the Senate members of the committee’s new initiatives:

- Healthy Eagles Ambassadors Program
- Integrated Wellness Working Group
- Risk Management Committee / Emergency Action Plan Review for SAAC & Wood PEC
- Spectrum NG Implementation -unified recreation software system-membership, locker and equipment rental, programming, recreation app, online sales
- Website Working Group –Consolidating Play Emory and SAAC website
- Development of comprehensive student training and development programs

Bussenius provided an update on the NCAA Postgraduate Scholarship Program. During the 2016-2017 award year, six Emory student-athletes received awards.

XI. **Fringe Benefits – Sid Stein:** Stein reported that the premiums for medical insurance and plan structure will remain unchanged in 2018. The District Court for the Northern District of Georgia rejected Emory’s motion to dismiss the class action suit brought against the retirement plans of Emory University and Emory Healthcare. The litigation is proceeding and will likely last several years. While the litigation continues, the Pension Board continues to actively review the retirement plans. The Fringe Benefits Committee intends to meet with plan representatives so that it can provide its feedback on the plan to the Board.

The Committee has received complaints about the ability of employees to schedule physician visits with Emory Healthcare in a timely fashion. The complaints are most urgent in the area of

Primary Care. The Committee will meet with leadership from Emory Healthcare in October to discuss the concerns.

In April 2015, the President of the University Senate asked voting members to rank four possible areas for benefit expansion:

- a. Auto-enrollment in the retirement plan match either for new hires or all employees not currently participating in the match (an expense to the Fringe Benefits Pool).
- b. Parental leave for staff employees (an expense to the employee's department).
- c. Emergency daycare (an expense to the Fringe Benefits Pool)
- d. Expanded educational benefits for employees (an expense to the Fringe Benefits Pool)

The Senate members ranked their preferences for the benefits in the order indicated above. Because there was little interest in expanded educational benefits for employees, further pursuit of this option was dropped. Parental leave for staff employees and emergency daycare have been implemented. Auto-enrollment, the highest priority of the Senate, was rejected by the Ways and Means Committee. Ways and Means felt that offering auto-enrollment in the match for all non-participating employees would prove to be too expensive. Having rejected auto-enrollment in the match for all employees not currently participating, Ways and Means rejected offering it to new employees for unclear reasons, possibly because it might be viewed as inequitable by existing employees. The Fringe Benefits Committee reviewed the decision of Ways and Means and concluded that rejecting auto-enrollment in the match for new hires lacked a sufficient rationale and voted to refer the matter back to the Senate for further action. In April 2017, the University Senate unanimously recommended auto-enrollment in the match for new hires and referred the matter back to Ways and Means for reconsideration. A response from Ways and Means is awaited.

The Committee plans to study the pros and cons of comprehensive leave (Emory Healthcare model) vs vacation leave and sick leave (Emory University model) when HR completes its report on how comparable universities handle leave for their employees.

XII. **Adjournment:** The meeting was adjourned at 4:56 PM.