



Emory University Senate

Zoom Meeting

Date: 11/24/20

3:00-4:30 p.m.

Meeting Minutes

Attendees: Christa Acampora, Nicole Alexander, Douglas Ander, John Bence, Mikko Biana, Doug Bowman, Danielle Bruce-Steele, Hope Bussenius, Lynell Cadray, Erin Cahill, Kathy Campbell, Richard Castillo, Amy Chen, Desiree Clement, Raphael Coleman, Dawn Comeau, Yolanda Cooper, Rkia Cornell, Alicia DeNicola, Tramaine Dowell, Michael Epstein, Gregory Fenves, Dawn Francis-Chewning, Cynetta Freeman, Stacey Gall, Shannon Hamrick, Jen Heemstra, Carol Henderson, Tim Holbrook, Davis Husk, Octavian Ioachimescu, Kevin Karnes, Carrie Keogh, Laura Kimble, Del King, Benn Konsynski, Eleanor Liu, Donna Maney, Neal Marshall, Jill Marie Martin, Christopher Martin, Marilynne McKay, Kerry Milhaven, Savannah Miller, Melissa Morgan, Giacomo Negro, Lynne Nygaard, Oswald Omole, Rob O'Reilly, Daphne Orr, Rafael Pardo, Nick Paschetto, David Payne, Bridget Riordan, Kaye-Ann Sadler, David Sandor, Ani Satz, Jack Scott, Stephen Sencer, Rachelle Spell, Lori Steffel, Sidney Stein, Emmakristina Sveen, Emily Swan, Anjulet Tucker, Alexander (Sasha) Volokh, Shana Ware

I. Welcome and Consent Agenda, Giacomo Negro, President of University Senate

Rachelle Spell moved to approve the October 2020 minutes. The motion was seconded by Marilyn McKay, and the motion carried.

II. President's Update *Gregory L. Fenves, President, Emory University*

President Fenves provided an update about two committees addressing racial and social justice at Emory. The first committee is a re-launch of the Task Force on Untold Stories and Disenfranchised Populations. The Task Force will make recommendations to President Fenves for recognizing and memorializing the contributions of disenfranchised populations that have made Emory what it is today. Recommendations for memorializing the enslaved persons who had ties to Emory's founding and early decades and recognizing the indigenous people on whose land the University now sits also will come from this committee.

President Fenves and Provost Love recently met with the committee for Naming Honors to review historically-contested honorific names at Emory.

<https://president.emory.edu/advisory-committees/index.html>

President Fenves confirmed to the University Senate that the temporary reductions of salary for faculty and staff will end on December 31st as previously announced. He said the University has been judicious in controlling costs through the COVID-19 crisis.

An Associate Vice President for COVID-19 Response and Recovery (Amir St. Clair) has been hired and will start on December 1st. The President's goal for the University is to have everyone back on campus by Fall of 2021.

The Provost search continues; President Fenves is grateful for the University Senate listening session held during the October Meeting.

III. Library Policy Committee Report, *Benn Konsynski, Committee Chair*

Benn began by giving accolades to all faculty and staff who have braved the COVID pandemic. The Library Policy Committee reviewed their mission in 2020 with regard to the management of knowledge assets of the University, both analog and digital. Activities to ensure the richest form of library services in COVID times found that due to the planning of the last several years, the libraries were able to pivot smoothly. The structuring of the assets and resources are constantly in review.



Educational and teaching and assets had a large rise in usage in pandemic times. The tools provided by library teaching technology have been available in past years providing synchronous and asynchronous opportunities. The COVID-19 pandemic accelerated use of these tools. Textbook distribution provided an opportunity for the libraries to participate in a confronting issue. Many library services were adjusted to meet the needs of health and safety by retooling to virtual delivery.

Spring 2021 plans for library services have a strong focus on budgetary impact, service provisioning, and reopening to visitors in new and hybrid use ways. A necessity for a reduction in collection budget requires more planning in regard to balancing analog and digital assets.

Increased digitization of assets going forward will assist with the need to cut down on staffing costs. Master planning has been a strong suite of the library group. Generally, the group is very comfortable with decision processes and outcomes in their purview. Increasing communications from the library committee to various students, faculty, and staff will be a priority going forward.

One question was asked “What is the goal of digitization projects? Will all materials be added eventually?” Benn answered “It will be critical assets, especially those that relate to scholarships. Physical asset management is well managed, and some schools require access to the physical artifacts. Increasing accessibility is the goal of digitizing assets.”

A second question was asked “How are e-journal subscription catalogs decided on?” Benn answered, “They often come in chunks or bundles, please raise needs to the Committee so anything missing may be analyzed for price. The committee will lobby on behalf of the departments.”

IV. **Campus Life Committee Report, *Bridget Guernsey, Committee Chair***

The Campus Life committee is comprised of members from across the university. There is a stronger need than ever to talk about community while we live through this pandemic. The Committee has been focusing on how to utilize faculty and staff to help promote a feeling of community for students who are currently spread all over the world. The idea of a campus forum about community is being discussed. Reviving the “Classes on the Quad” initiative is another option on the table to build community on campus.

The committee has been focused on outreach across the University. Dean Enku Gelaye met with the committee to discuss options to continue building community at Emory. University Senate President Giacomo Negro met with the Campus Life Committee executive team to discuss potential collaborations to meet shared goals. Wanda Collins and Tomika DePriest from the executive team of Campus Life had a productive meeting with the committee as well.

The Campus Life Committee would like feedback from all Emory community members about how the community at large could be nurtured in this time.

A member of the body asked “Some parents are wondering about students being forced into activities, are we making an effort to get students that may feel depressed to participate?”

Bridget responded that the virtual aspect of events has added to the feeling of separation. The small group gathering policy being released in October offered Campus Life the ability to make better plans. Bridget noted that she recognizes the difficulty of families separated from their college freshman children in the middle of a pandemic.



- V. **Emory Arts and Social Justice Fellows Program**, *Kevin Karnes, Associate Dean for the Arts*
Created at a moment of crisis in our nation and inspired by faith in the power of art to open spaces for conversation, community-making, and collective action, the Arts and Social Justice Fellows program brings Atlanta artists dedicated to working toward racial justice into Emory classrooms to help students translate their learning into creative action and activism. The Arts and Social Justice Fellows Program is new to Emory, run by Kevin Karnes and Carlton Mackey.

Six arts fellows will be supported and paired with a faculty member to meet throughout the semester to guide conversations around social and specifically racial justice.

Faculty participation was called for at the end of July, and forty applications were received for the six positions available.

The brand-new program received 76 student artist applications. Two of the six chosen were Emory Alumni, a testament to the amazing work Emory students do in creative spaces on campus.

Students are meeting with the artists and faculty weekly to channel conversations toward a creative project that is in line with an artist's medium and goals of the program. There are many cross-school collaborations between artists, students, and faculty.

On December 15th 2020, there will be a Project Showcase and Community Conversation highlighting the work of the program so far. [Registration can be found here.](#)

The vision for the program going forward is to find ways to continue conversations that have come out of the program in a virtual space. The program will be a year-long annual initiative.

Giacomo Negro asked, "The arts seem to be used as a problem-solving tool in many social justice initiatives, do you see this project as a springboard for future work in social justice, specifically bringing the arts to professional schools?"

Kevin responded, "The arts are a leveling factor, and many students in this program hadn't worked in the arts until this program. It brought everyone to the space of imagination and creativity, there are no experts, just free thinking. These artistic projects allow a space for students from all schools to connect."

A member of the body asked, "Is there a way that students are notified about these types of classes whenever they are offered (assuming they will be again!) so they can specifically seek out these courses during registration?"

Kevin responded, "There will be more of a head start next year, and absolutely there will be calls for participation earlier to solicit applications from faculty and artists."

- VI. **Employee Council Update**, *Melissa Morgan, President of Employee Council*

The Employee Council represents all employees across all schools and divisions. The Council does not have a governing role, but it participates in University Senate meetings and the University Senate Executive Committee. This Council was founded in 1970.

Employee Council themes include Unity & Equity, Health, Safety & Well-being, Career Growth & Satisfaction, Benefits, and Communications.

This year's Employee Council theme is Navigating Change Together.

A member of the body asked, "Have you or anyone else been speaking about the [Wheel article](#) about the mistreatment of Campus Services employees?"



Melissa responded, “The executive team has been made aware of the article and will address it in our next meeting as we are concerned about it.”

VII. Undergraduate Student Government Association Update, Eleanor Liu, President of Oxford SGA and Lori Steffel, President of SGA

Lori Steffel began the presentation introducing herself and giving some background about the Student Government Association.

Students have informed the SGA that their top concern this semester is racial justice and equity on campus. The Student Government Association responded by creating an antiracist reading list, matching student donations to support campus resources, establishing a faculty panel series, and supporting the Black student demands.

The SGA is hearing that students are most anxious about protecting their health and disruption to their long-term plans and goals. Many ideas to better accommodate students are being worked out. One suggestion is a week of no assignments in the Spring 2021 semester.

Eleanor Liu spoke about the pre-Fall survey sent to students that found that the biggest concern of the Oxford students was being connected to other students, specifically in the first year on campus. A trial version of a virtual hang-out was introduced to combat this concern, with significant participation.

The Oxford SGA Diversity, Equity, and Inclusion Committee held a screening and discussion of “Just Mercy.” A Diwali celebration event was held in person under strict social distancing guidelines.

Civic engagement has been a large focus involving a multi-faceted get-out the-vote push on and off campus. Alumni Engagement was another focus of the Oxford SGA, and Oxford Alumni joined the homecoming celebration held in the Fall. Transportation also has been consulted on ways to serve Oxford students better; a discussion about a \$1 shuttle between campuses is underway.

The Oxford SGA Student Activities Committee had a Halloween celebration and a “Fun Before Finals” Black-jack (non-gambling) event, both under strict COVID safety guidelines. Expansion of student housing at Oxford and a pass-fail grading system are future goals of the Oxford Student Government Association.

Concerns of the Oxford SGA are diversity, equity, and inclusion after the loss of the staff member in charge of that office. Students are disappointed that they are losing a support system because the staff member did not receive the support he needed. One Emory is also a concern of the Oxford SGA, as students do not feel that is an accurate representation of the benefits those students receive.

VIII. Meeting Adjournment

The meeting was adjourned at 4:37p.m.