



**Emory University Senate**

**Zoom Meeting**

**Date: 2/23/21**

**3:00-4:30 p.m.**

**Meeting Minutes**

**Attendees:** Christa Acampora, Nicole Alexander, Douglas Ander, Christopher Augostini, John Bence, Mikko Biana, Danielle Bruce-Steele, Hope Bussenius, Lynell Cadray, Erin Cahill, Kathy Campbell, Richard Castillo, Amy Chen, Desireé Clement, Adele Clements, Raphael Coleman, Dawn Comeau, Yolanda Cooper, Rkia Cornell, Alicia DeNicola, Tramaine Dowell, Allison Dykes, Michael Epstein, Gregory Fenves, Emily Fisher, Ron Foust, Dawn Francis-Chewning, Cynetta Freeman, Stacey Gall, Nitika Gupta, Shannon Hamrick, Carol Henderson, Curtis Henry, Tim Holbrook, Davis Husk, Octavian Ioachimescu, Carrie Keogh, Laura Kimble, Del King, Benn Konsynski, Frederica Lamar, Eleanor Liu, Jan Love, Donna Maney, Jill Marie Martin, Christopher Martin, Marilynne McKay, Rich Mendola, Melissa Morgan, Giacomo Negro, Lynne Nygaard, Oluwakorede Omole, Rob O'Reilly, Daphne Orr, Vanda Palmer Hudson, Rafael Pardo, John Patty, Jonathan Poole, Ivan Ramirez, Kaye-Ann Sadler, David Sandor, Ani Satz, Nancy Seideman, Steve Sencer, Kendall Soulen, Rachelle Spell, Lori Steffel, Sidney Stein, Emily Swan, Anjulet Tucker, Lisa Underwood, Alexander Volokh, Shana Ware

**I. Welcome, Consent Agenda, and Senate Election Discussion** *Giacomo Negro, President, University Senate*

Marilyn McKay moved to approve the January 2021 minutes. The motion was seconded by Rachele Spell; the motion carried.

**II. University Senate Honorary Degree Committee Candidate Vote**, *Shannon Hamrick, Committee Chair*

The slate of candidates had previously been shared with the body in the January 2021 meeting. The same slate was voted on by the University Senate and passed unanimously to be sent to the President's office for selection of a candidate.

**III. Senate Transportation and Parking Committee Report**, *Stacey Gall and Lisa Underwood, Committee Co-Chairs*

Adele Clements gave an update regarding student and staff parking violations, new solar panels being built on parking decks, and levels of service since the pandemic began. New scooters and e-bikes are now available on campus to relieve some of the ridership on buses. Electric buses are being considered to decide if they should be added to the existing diesel fleet.

Lisa Underwood discussed a parking program and community commute pattern review.

**IV. Diversity and Inclusion Update**, *Carol Henderson, Vice Provost for Diversity and Inclusion, Chief Diversity Officer, Adviser to the President*

Dr. Henderson gave an overview of the activities of the Diversity, Equity, and Inclusion office as well as DEI activities across the institution. When Dr. Henderson came aboard there was an intention to have two offices, one of Diversity and Inclusion and one of Equity and Inclusion. In October 2020 the two offices were rolled onto the one that she now leads. The other offices are now seen as departments under the larger office of Diversity, Equity, and Inclusion.

Today marks the one-year anniversary of the murder of Ahmaud Arbery. Emory is focusing on how it wants to affect the world in this time of racial and social reckoning; this is a top priority.

Milestones in the DEI office include creating an executive leadership council, a diversity liaison committee for a larger ambassador audience, and an intercultural education advisory group made up of learning and organizational practitioners; external partnerships with the Metro-Atlanta



Chamber of Commerce, the Georgia Chamber of Commerce; with Emory Theatre for a reading about the life and work of C.T. Vivian. Dr. Henderson created a diversity think tank with CEO's in the Metro-Atlanta area that meets monthly to discuss work across institutions.

Initiatives completed this year involve creating a hiring tool kit with the Office of Faculty Affairs, learning how to use the affirmative action plan, and teaching around CFDE and the race and ethnicity requirement with ECAS. Partnering with the University's procurement office, we are strengthening our supplier diversity initiative. Working with the Office of Undergraduate Affairs and Campus Life, a module has been created for Diversity, Equity, and Inclusion for the first-year experience. The DEI Office is working with the Office of Planning and Administration on templates to be used to see what Diversity, Equity, and Inclusion looks like in different units. Title IX training and accessibility services are a focus in the DEI Office to ensure that all new training has been completed.

Seven DEI Strategic Planning Communities have been created to attend to diversity and inclusion and developing strategic goals across the university while considering all identities. The communities are charged to inventory what already exists, its effectiveness as well as gaps, and to develop DEI goals and objectives for each of the areas. These goals will be collated into one strategic planning document and shared with the broader university community. The three areas of focus for this document will be professional development, education, and awareness; accountability; and climate and culture. These three areas were the top themes in Dr. Henderson's first 90 days here at Emory. The intercultural education advisory group created common ground definitions for Diversity, Equity, Inclusion, and equity-mindedness. These definitions have been approved and can be adapted and used by individual units. An Emory statement on diversity has been shaped to speak to the spectrum of human needs and identities.

A draft of an Office of Diversity, Equity, and Inclusion mid-term report will be submitted to the President and Provost's office this week and will be shared with the larger community once it is approved.

A survey on Race and Equity will be conducted in the fall of 2021 by University of Southern California Race and Equity Urban Education Center. Undergraduates will take the survey in the fall; Graduate and professional students will take it spring 2022. Faculty and Staff survey instrument is being validated and will be issued fall of 2022. Regularly using this survey will provide benchmarks for the new DEI goals.

In partnership with HR, the Office of DEI is reaching out to affinity groups on campus. It is also partnering with the President's office to find a Director of Diversity, Education, Inclusion, and Outreach. Supporting the President's Social Justice Initiatives, Dr. Henderson is co-chairing a committee on a task force and symposium on Emory's history and slavery. The President's office has signed on to the City of Atlanta's ATL Racial Equity plan, which dovetails with the work they're doing on the diversity supplier plan.

The NERCHE (New England Resource Center for Higher Education) model is being proposed as an instrument to measure the progress we are making towards our DEI strategic goals. Areas of evaluation are: our philosophy and mission from Faculty Support, Curriculum, Staff Support, Student Support, and Administrative Leadership to ensure that all of the work is synergized around the same



mission. Measuring progress can also be accomplished by using the standards from AAU, the AAC&U Value ad Global Learning rubric, Emory's affirmative action plan, the racial equity climate survey, and the recently completed COACHE survey.

**V. Senate Governance Committee Report, *John Patty, Committee Member***

The University Senate Governance Committee is a review and oversight committee that encourages questions from the University Senate. The committee represents all communities at Emory. This academic year it is comprised of faculty, staff, and one student. The responsibility of the Committee is to review University Senate and Faculty Council bylaws to ensure that they are in line with University bylaws. The secondary function is to work with committees on the University Senate and Faculty Council to ensure that their procedures and operations are consistent with the bylaws of the University, University Senate, and Faculty Council.

Over the last two years the committee has worked on both cataloging the mission statements and recommendations for amendments from the committees of both bodies and examining University bylaws and policies for inconsistencies. To date, no inconsistencies have been found.

Organizing records for continuity of work for future committee members is a focus. The value of keeping these records will be seen in administrative tasks of all committees going forward.

**VI. Senate Fringe Benefits Committee Report, *Sidney Stein, Committee Chair***

The Committee will meet on March 10th and will discuss benefit auto enrollment for employees. Lower paid employees only receive 6% retirement matching, while higher paid employees receive 11%. The Committee proposes a program of moving employees into auto enrollment of 1%. Following up on the litigation from *Schlichter*, payments can be expected before July of this year. A new lineup of funds will be available by fall 2021. Reducing the number of record keepers of retirement accounts are a priority.

The Committee is discussing an elder care program similar to child care leave.

Allowing curtesy scholarships for step-children of employees also will be discussed at the next meeting.

The Committee has received a proposal to extend paid family leave for staff from three to six weeks. Health Insurance plans are also being scrutinized. Lower paid employees have been selecting high deductible health insurance and this has led to insurance typically only being used for catastrophic care. The introduction of the Kaiser Permanente plan option should assist with this problem.

**VII. Meeting Adjournment**

The meeting was adjourned at 4:30pm.