



Emory University Senate

Zoom Meeting

Date: 4/20/21

3:00-4:30 p.m.

Meeting Minutes

Attendees: Christa Acampora, Douglas Ander, John Bence, Mikko Biana, Doug Bowman, Lou Ann Brown, Danielle Bruce-Steele, Hope Victoria Bussenius, Erin Cahill, Kathy Campbell, Amy Chen, Matthew Chupack, Desirée Clement, Dawn Comeau, Yolanda Cooper, Rkia Cornell, Alicia DiNicola, Tramaine Dowell, Michael Epstein, Gregory Fenves, Emily Fisher, Ron Foust, Dawn Francis-Chewning, Stacey Gall, Jennifer Hayward, Jen Heemstra, Carol Henderson, Curtis Henry, Tim Holbrook, Octavian Ioachimescu, Seyma Katrinli, Carrie Keogh, Laura Kimble, Del King, Benn Konsynski, Frederica Lamar, Eleanor Liu, Jan Love, Donna Maney, Jill Marie Martin, Christopher Martin, Gregory McGonigle, Marilynne McKay, Rich Mendola, Melissa Morgan, Nithya Narayanaswamy, Giacomo Negro, Karena Nguyen, Lynne Nygaard, CJ O'Brien, Rob O'Reilly, Daphne Orr, Vanda Palmer Hudson, Rafael Pardo, Nick Paschetto, Jonathan Poole, Allegra Porter, Keiko Price, Bridget Riordan, David Sandor, Ani Satz, Steve Sencer, Lydia Soleil, Rachelle Spell, Sidney Stein, Emmakristina Sveen, Anjulet Tucker, Brandon von Kriegelstein, Shana Ware

I. Consent Agenda, February and March 2021 minutes, and Committee Rosters, *Giacomo Negro, President of University Senate*

Rachelle Spell moved to approve the agenda, minutes, and rosters. The motion was seconded by Donna Maney; the motion carried.

II. Post-doc Representation on University Senate, *Lydia Soleil, Director of Career Development Office of Postdoctoral Education, Lou Ann Brown, Director; Emory Office of Postdoctoral Education, Karena Nguyen, Postdoc Association Chair*

This presentation and following discussion are to determine if the bylaws should be amended to include post-doc representation.

Dr. Lydia Soleil opened the presentation explaining what defines post-docs. These are individuals who have already completed their doctoral degree and are engaged in a temporary period of mentor research or training before they can join their field as a fully qualified employee.

Dr. Lou Ann Brown is motivated to revitalize the post-doc association group. They have re-written their bylaws and created formal board positions as well as sub-committees. She asked if their group could fall under 'Faculty' in the University Senate or perhaps under a new category, "Post-Docs and Fellows." The Post-Doc Association Group would nominate two members of their group to serve on the University Senate if the bylaws were changed to include them.

University Senate President Giacomo Negro opened the discussion on two questions "Is there support of Post-Docs having University Senate representation?" and if so, "What type of representation should they be given?" Following a robust discussion Dr. Negro suggested a working group containing members of the Post-Doc Association and a few members of the University Senate to make a specific recommendation of a change to the bylaws.

A motion to support voting representation of post docs in the senate was moved by Donna Maney. The motion was seconded by Lynne Nygaard. The motion was passed by a vote with one 'nay' response.

A motion to create a working group of 4-5 members with members of the University Senate and the Post-Doc Association to make a recommendation on amending the bylaws to include Post-Doc representatives in the University Senate was moved by Rachelle Spell and seconded by Donna Maney. The motion passed by unanimous vote.



III. **New Developments and New Team in Spiritual and Religious Life**, *Rev. Gregory McGonigle, Dean of Religious Life and University Chaplain*

Religious belonging is a part of Emory's heritage and history. The Office of Spiritual and Religious Life accommodates diversity among religious communities on campus and allocates resources to support students in the vein of diversity, equity, and inclusion. There are forty different religious communities at Emory. Religious [diversity data is available on their website](#).

Surveying and data collection, increasing communications and visibility, expanding staff to better support religious diversity, expanding spaces to offer safe spaces to worship, expanding community partnerships, and beginning a strategic planning process have been focuses of the office this year. Rev. McGonigle gave an overview of the team in his office and the student interns they hire. The website has this information.

Being connected and involved with the community and offering identity-related resources are focuses of the office going into the summer and next academic year. A long-term hope is to have an Emory Interfaith Center to bring different communities together to engage in study, conversation, service, and social action. Work with the Interfaith Youth Corp is a partnership from the strategic plan to help align to the identity of the university.

Ongoing spiritual life and services are being enhanced and promoted. Pastoral care is a large focus of the office, they work closely with the counseling center and the Faculty and Staff Assistance Program. Meditation opportunities and support around grief and loss, and gatherings when significant events happen around the world as well as on campus are offered services. The office is rolling out a social justice preregistration program for students this coming fall.

Centering the work of anti-racism, anti-oppression, leadership development, and a focus on wellness in their spiritual life work is helping them think about the campus climate they're creating. The rich religious tapestry that exists in Atlanta is something we want the Emory community to fully engage in.

Every Wednesday at Noon there is a mid-week music meditation that is open to students, faculty, staff, and alumni.

The on-going pandemic has not diminished engagement with the office.

IV. **Emory "Break Free from Plastic" Pledge and Climate-Friendly Reopening**, *CJ O'Brien, Plastic-Free Emory Initiative, Nithya Narayanaswamy, Plastic-Free Emory Initiative, Julia Danko, Plastic-Free Emory Initiative, Carolyn Keogh, Committee Chair University Senate Committee on the Environment, Bridget Guernsey, Committee Chair University Senate Campus Life Committee*

The initiative's materials were delivered to the senate body prior to the meeting. Nithya Narayanaswamy gave a brief overview of the student led initiative to phase out single use plastics at Emory by 2025. The group operates by using social media, outreach, meetings with stakeholders at Emory, and working through policy change by visiting groups such as this one and others like the SGA organizations at Oxford and Atlanta campuses.

The Break Free from Plastic Pledge proposes actionable steps to phase out single use plastic including creating a taskforce to implement the pledge as a year-by-year reduction strategy, purchasing guidelines for single use plastic alternatives, a plan to invest in education and infrastructure to reduce single use plastic at Emory, and finally a commitment to reduce single use plastic in accordance with Atlanta's ordinance 19041418 to connect the initiative with a wider area. 17 universities have signed similar pledges, and over 60 have groups actively trying to reduce single use plastics on campuses across the country.



A motion was moved to approve the resolution by Dawn Francis- Chewning. The motion was seconded by Rachele Spell. The motion passed by unanimous vote.

The Climate- Friendly Reopening of campus is in an informal conversation stage and the University Committee on Campus Life would like to call for volunteers to join the conversation. Members of the senate may email Carolyn Keogh to get involved.

V. **University Senate Campus Development Committee Report, Ron Foust, Committee Chair**

The campus development committee has not had many projects to review this year. The two they did review were the research building on Haygood Drive and the new Rollins School of Public Health building. They received the reports about those projects after most decisions had already been made and construction had begun. Going forward the committee will be more involved after making an agreement with the Campus Master Planning Committee.

VI. **University Senate Athletics and Recreation Committee Report, Kathleen Campbell, Committee Chair**

The committee has an advisory role to the Director of Athletics and the Senior Vice President of Campus Life. Kathleen Campbell highlighted some individual and team athletic accomplishments from the year. Keiko Price, the newly appointed Director of Athletics, gave remarks on her new role and the student athletes that she's interacted with.

Kathleen Campbell reviewed updates from the athletics department. Varsity athletics were paused for the pandemic and team practices have recently restarted.

Emory Athletics Sports Medicine created a surge clinic at the SAC, the athletic trainers became Emory's contact tracers for the entire student population, and they worked with student health to create a respiratory clinic for students. Eagle Edge and the SAC committee continued a partnership with CAP to develop a support system for student athletes. NCAA student athletes must keep a certain GPA and now there is a new dashboard to track that data. Wellness coaching for students has been implemented and proven to be helpful.

The Take a Break initiative geared to help individuals with support for mental, physical, and academic health was a collaboration between many campus groups. Recreation and Wellness started weekend programming with move nights and food truck fests.

Dr. Hope Business is the faculty athletic representative and has helped create the 'Best Practices for Student Athletes' document to be handed out in the fall.

VII. **University Senate Fringe Benefits Committee Report, Sid Stein, Committee Chair**

Three resolutions were brought to be sent on to senior staff.

Resolution 1 deals with weeks of paid parental leave for staff; a proposed increase from three weeks to six weeks. A motion was made to recommend this change by Rachele Spell, Donna Maney seconded. The motion carried by majority vote.

Resolution 2 regards retirement plan auto-enrollment that the University Senate has approved twice previously and now the administration of the university is ready to acknowledge if sent to them again. A motion was made to send the recommendation that lower paid employees be auto-enrolled in retirement plans by Dawn Francis- Chewning and seconded by Rachele Spell. The resolution to support retirement plan auto enrollment carried by majority vote.

Resolution 3 is a recommendation that sick leave may be used by employees to care for their elderly family members. Human Resources has offered language to amend the current policy. A motion to



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recommend using sick leave to care for elderly family members was made by Vanda Palmer Hudson and seconded by Laura Kimble. The motion passed by majority vote.

VIII. Meeting Adjournment

The meeting was adjourned at 4:53pm.