



Emory University Senate Meeting Minutes

Zoom Meeting

September 28, 2021

3:00-5:00 p.m.

Attendees: Alexander (Sasha) Volokh, Alicia DeNicola, Allegra Porter, Amanda Scott, Anjulet Tucker, Ashley Mastin, Barbara Abrams, Benn Kossynski, Bridget Riordan, Carol Henderson, Caroline Driebe, Carrie Keogh, Cerissa Joiner, Channelle Russell, Christa Acampora, Curtis Henry, Danielle Bruce-Steele, Daphne Orr, Dawn Comeau, Dawn Francis-Chewning, Del King, Donna Maney, Doug Bowman, Kathy Campbell, Eric Abrams, Erin Cahill, Erin Wells Bonning, Felicia Smith, George Shepherd, Giacomo Negro, Grace Goh, Gregory Fenves, Holly York, Hope Victoria Bussenius, James Strodel, Jonathan Poole, Jordan Wirth, Joseph Banko, Joy McDougall, Kate Yeager, Kathryn Wood, Kaye-Ann Sadler, Kelly Garner Shannon, Lauren Jeffers, Lori Jahnke, Lynell Cadray, Melissa Morgan, Michael Elliott, Michael Epstein, Modele Ogunniyi, Nick Everage, Nicole Alexander, Octavian Ioachimescu, Rachel Ding, Rachele Spell, Ravi Bellamkonda, Rich Mendola, Richard Castillo, Rithi Mulgaonker, Shana Ware, Sidney Stein, Stacey Gall, Steve Sencer, Susan Bonifield, Susan Ray, Theresa Milazzo, Tim Holbrook, Walter Kolis, Zvipo Chisango.

Excused Absences: N/A

Unexcused Absences: Christopher Augostini, Jonathan Lewin, Josh Newton, Cameron Taylor, Deborah Bruner, Enku Gelaye, Allison Dykes, Nancy Seideman, Lisa Underwood, Caroline Barry, Doug Hicks, Emmakristina Sveen, Jonathan Moore, Kathrine Morris, Lynne Nygaard, Nitika Gupta, Rapahel Coleman, Renee Bourbeau, Rkia Cornell, Roxanne Chou, Tramaine Dowell

I. Welcome and Approval of Consent Agenda (Minutes of April meeting and Committee roster updates), Octavian Ioachimescu, University Senate President

Dr. Rachele Spell moved to approve the consent agenda; Dr. Joy McDougall seconded the motion. The motion carried.

II. Introduction, Octavian Ioachimescu, University Senate President

The President of the University Senate, Octavian Ioachimescu, welcomed the new and returning University Senate members and gave an overview of the structure and function of the Senate. The 2021-2022 agenda topics will focus on the academic, economic, and financial impacts of COVID-19; Diversity, Equity, and Inclusion; Toward Faculty Eminence and Engagement; Master Planning; Dependent Care; Faculty Club; Wellness, Wellbeing, and Resilience.

Dr. Ioachimescu shared with the Senate some personal reflections that are relevant to the moment. This month, he reflected on the 20th anniversary of the 9/11 attacks, and the importance of unity, freedom of speech, being adaptive and flexible, building resilience, working on wellbeing and wellness, avoiding personal and professional burnout.

III. President's Update, Gregory L. Fenves, President

COVID-19 update: In-person teaching resumed with full compliments from students, despite the Delta variant surge. Emory is a nearly fully-vaccinated community—97% students, 92% faculty and staff; those who are not vaccinated must test weekly. Emory's priority has moved from reducing transmission to reducing illness, and the vaccines as well as the policies in place have proven effective in this regard, since a majority of faculty, staff, and students who were infected were either asymptomatic or exhibited mild symptoms. There is very little evidence of transmission on campus and in the classroom; contact-tracing



procedures show that most transmission is happening off-campus. President Fenves expressed his appreciation for everyone who contributed to a safe and successful return to campus.

2036 Capital campaign: President Fenves is planning to announce the 2036 Capital Campaign to the public next month. This campaign began in 2018 with a \$4B goal; successfully raised \$2.5B so far. It was named for the Emory University's Bicentennial Anniversary and is slated to conclude in 2025. The three fundamental components of this campaign are Student Flourishing, Faculty Diversity and Eminence, and Research Excellence. The goal is to raise half a billion dollars for student scholarships (across undergraduate, graduate, and professional programs) to promote diverse recruitment and enrollment. The goal for Faculty Excellence is to double the number of endowed positions to catch up with peer institutions. Five signature themes for Research Excellence: Student Success, Social and Racial Justice, Health Sciences, Cancer, and Computing and Data (especially Artificial Intelligence).

A question was raised as to how Emory plans to improve alumni engagement, as well as networking between alumni and graduating students in terms of professional and job opportunities. President Fenves observed that strong alumni engagement should begin with student experience; the University should also have a presence at informal alumni gatherings to improve alumni-University relations; improve communications with Emory alumni, including maintaining updated contact information; there has been success with alumni setting up interviews with current students for internships and job opportunities.

IV. Introduction of University Provost, *Ravi Bellamkonda, Provost*

Dr. Ioachimescu formally introduced the new Provost and Executive Vice President for Academic Affairs, Dr. Ravi Bellamkonda.

Provost Bellamkonda emphasized his great appreciation for faculty, staff and students going above and beyond in order to bring teaching, learning and research back to campus. He also called for continued grace and compassion for each other going forward. Provost Bellamkonda reiterated that fundraising efforts and policy development are all aimed at providing resources for the Emory community to do what they do best. He is committed to a holistic approach to supporting student wellbeing and overall professional success, with purpose, meaning, and ethics being woven into all aspects of student life. Provost Bellamkonda ended by welcoming any advice and counsel from the community as he continues to shape the role of the Provost as his own.

V. Vice Provost for Libraries and Carlos Museum – Search Update, *Michael Elliott, Dean of Emory College of Arts and Sciences, Selection Committee Chair*

This is an inaugural position in the University, bringing together multiple reporting streams from the libraries and Carlos Museum under a single Vice Provost. The goal is to leverage common strengths of both the libraries and museum to increase their impact on the community, as well as to better support the teaching and research mission of Emory. The search committee held multiple listening sessions with library and museum staff as well as external bodies to listen to concerns and aspirations of staff from both institutions.

Leadership profile developed for recruitment and vetting of candidates is available [here](#). The delineated priorities are advancing teaching and research, creating a culture of respect and collaboration, advancing



the work of DEI, managing resources well, and engage in fundraising. The search committee reviewed about 45 profiles in August, and recently conducted semi-finalist interviews, culminating in a set of recommended candidates to bring to campus for interviews and meetings with key stakeholders. Dean Elliott remarked that our prominence as a collecting institution has increased over the past few years, and he is very pleased about quality of candidates that we attracted.

VI. University Senate Post-Doc Association Representation Working Group Report, *Octavian Ioachimescu, Working Group Chair*

During the April 2021 University Senate meeting, the Senate approved the inclusion of postdoctoral representation in the Senate, as well as to constitute a working group to discuss the manner in which this representation would occur. Chair of the working group Dr. Ioachimescu reported that the working group proposed Amendment 1 to the University Senate bylaws, which is represented by:

- i. Inclusion of one elected member from the Post-Doctoral Association in Category C of general membership (2-year term); and
- ii. inclusion of the Chair of Post-Doctoral Association in the University Senate Executive Committee as a voting ex-officio member.

Dr. Joy McDougall moved to approve the proposed amendment; Dr. Rachelle Spell seconded the motion. The motion was put to a vote and passed unanimously.

Proposed Amendment 2: to include the Senate Secretary as a voting ex-officio member of the University Senate, as existing bylaws omitted (likely inadvertently) the Senate Secretary from the list of ex-officio voting members of the executive committee.

Dr. Octavian Ioachimescu moved to approve Amendment 2; Dawn Francis-Chewning seconded the motion. The motion was put to a vote and passed unanimously.

Both amendments have been pre-announced with the agenda and posted online for review of the Senate members more than 1 week before the current meeting.

VII. University Senate Fringe Benefits Committee Report, *Sidney Stein, Committee Chair; Theresa Milazzo, Vice President of Human Resources; and James Strodel, CAPTRUST representative*

Dr. Sidney Stein reported on the status of three resolutions proposed in February 2021: Benefits auto-enrollment for university employees was approved and will begin in Fall 2022; Extension of parental leave from 3 weeks to 6 weeks still under consideration; Creation of leave for elder care was approved.

Theresa Milazzo reported that changes to retirement plan fund lineup had been planned for implementation in May 2020. However, these changes were delayed due to the COVID-19 pandemic and the resulting uncertainty of the financial environment. Class action lawsuit settlement in March 2021 required Emory to retain an independent consultant to review investment structure and make recommendations. The Emory Pension Board has engaged CAPTRUST to assist with plan structure, fund selection, and investment oversight. CAPTRUST is an independent consultant specializing in higher ed and healthcare organizations, and their fees are paid by Emory, not investment companies.



Current University 403(b) plan has 3 vendors: Fidelity, TIAA, and Vanguard, providing 72 vendor-specific investment options organized into 4 tiers: Lifecycle, Core, Expanded, and Brokerage Window. The default vendor is Vanguard, and the default fund selection is the Vanguard Target Retirement Fund with the maturity date closest to the year the participant turns 65. Last major changes occurred in 2007.

Primary goal of changing the 403(b) plan is better retirement preparation for employees through a fund menu that is streamlined and easier to understand and navigate. New “open architecture” vendor platforms allow for recordkeeping for funds outside their vendor fund families (meaning that with a few exceptions, employees are no longer restricted to investment funds that match their selected vendor). The fund lineup was selected and monitored by CAPTRUST and is now organized by type of fund: target retirement/lifecycle (Allocation tier; least involved), index funds (Passive tier), actively managed funds (Active tier), and Brokerage Window (most involved).

Employees can select where to invest in the new investment menu or use the brokerage window to keep current funds that are not supported in the new menu. If no action taken by November 1, funds will be mapped to similar funds in accordance with Department of Labor regulations. Next steps for faculty are to review detailed information on website, and call vendor if appropriate. Beginning October 1, the new fee structure will have flat recordkeeping fees, meaning the cost for administration does not increase as your balance in investment funds increases. Since this is charged by vendor, it would benefit employees to move all assets to a single vendor, so you are only paying one fee per quarter.

There are several planned webinars and a Senate townhall interactive session next month to answer questions and assist faculty in their retirement fund allocations.

VIII. Executive session

IX. Adjournment

The meeting was adjourned at 5:18 pm.