



**Emory University Senate Meeting Minutes**  
**Zoom and Convocation Hall Room 208**  
**November 23, 2021**  
**3:00-5:00 p.m.**

**Attendees:** Octavian Ioachimescu, Grace Goh, Gregory Fenves, Cheryl Elliott, Sam Shartar, Sidney Stein, Lori Jahnke, Melissa Morgan, Rachel Ding, Anjulet Tucker, Carolyn Keogh, Alicia DeNicola, Rkia Cornell, Lauren Jeffers, Dawn Francis-Chewning, Benn Konsynski, Rachelle Spell, Brian Cheung, Lynell Cadray, Giacomo Negro, Bridget Riordan, Carol Henderson, Daphne Orr, Zvipo Chisango, Donna Maney, Jonathan Poole, Caroline Barry, Nikki Hurtado, Rich Mendola, Kaye-Ann Sadler, Christa Acampora, Tim Holbrook, George Shepherd, Emmakristina Sveen, Susan Bonifield, Erin Cahill, Tramaine Dowell, Karena Nguyen, Modele Ogunniyi, Hope Victoria Bussenius, Walter Kolis, Sasha Volokh, Aditi Vellore, Doug Bowman, Susan Ray, Theresa Milazzo, Joseph Banko, Chanelle Russell, Dawn Comeau, Curtis Henry, Lynne Nygaard, Nitika Gupta, Roxanne Chou, Raphael Coleman, Nicole Alexander

**Excused Absences:** Rithi Mulgaonker, Michael Epstein, Richard Castillo, Joy McDougall, Shana Ware

**Unexcused Absences:** Cerissa Joiner, Kathleen Campbell, Kathryn Wood, Stacey Gall, Lisa Underwood, Kaye Yeager, Holly York, Erin Bonning, Renee Bourbeau, Jordan Wirth, Jonathan Moore, Allegra Porter, Kelly Garner Shannon, Eric Abrams, Barbara Abrams, Kathrine Morris, Doug Hicks, Madi Olivier, Del King, Emily Fisher

**I. Welcome and Approval of Consent Agenda, *Octavian Ioachimescu, University Senate President***

Dr. Rachelle Spell moved to approve the consent agenda; Dawn Francis-Chewning seconded the motion. The motion carried.

**II. Employee Council Updates, *Dawn Francis-Chewning, Employee Council President***

Ms. Francis-Chewning gave an overview of the history, structure, membership, and functions of the Employee Council, including its role within the University Senate. The 2021-2022 theme for the Employee Council is Reset, Reorient, Renew: Reset work/life balance; Reorient daily routines and campus developments; Renew relationships. Ongoing goals include Unity and Equity; Health, Safety, and Wellbeing; Career Growth and Satisfaction; Benefits; and Communications. Current concerns include job flexibility, even application of hybrid scheduling, care for multigenerational family members, wages not keeping up with cost of living and inflation, DEI at all levels, and the “Great Resignation” on employee wellbeing.

**III. Student Government Association Updates, *Rachel Ding, SGA President***

Ms. Ding presented on the structure and function of Emory SGA as well as their recent and ongoing initiatives. SGA oversees 4 Divisional Councils (College Council, Emory Student Nurses Association, BBA Council, Oxford SGA) and 6 Executive Agencies. It manages and distributes more than \$1.7M in Student Activity Fee money. Ms. Ding highlighted two Key Initiatives for Fall 2021: the Free Menstrual Product Initiative (started in 2018, fully implemented in 2021 across all campuses) and the First Year Council (aims to improve first-year involvement in student government and amplify their voices). Ongoing goals include Wellness and Health, Club Start-up Funding, Promoting Racial Justice, Elections Reform, SGA website/The Hub, and Divisional Council Collaboration.



**IV. Oxford Student Government Association Updates, Roxanne Chou, Oxford SGA President**

Ms. Chou presented on the structure and function of the Oxford SGA, including the various clubs, councils, and committees under it. Current initiatives for Oxford SGA are: Revamp Constitution, Election Code, Monetary Code, Club Governance Code; Increase mental wellness resources; Campus Climate Survey; Address student concerns about shuttle schedules and punctuality, as well as student body cohesiveness and school spirit (especially the stigma around “One Emory”); Promote the Hub as central communications platform. Upcoming Initiatives include SAPA (Sexual Assault Peer Advocates) training for student leaders, longer academic building hours, re-establish club culture, and establish relationships with identity-based campus organizations and the Office of Diversity and Inclusion to foster social justice dialogues and knowledge acquisition for students.

**V. Graduate Student Government Association Updates, Emmakristina Sveen, GSGA President**

Ms. Sveen gave an overview of GSGA’s structure and functions. 47% of all Emory students are graduate or professional students, belonging to about 125 academic programs in 8 divisions across 7 schools. As a result of GSGA’s efforts, Emory graduate and professional students are identifying more with Emory as a whole, facilitating more inter-divisional collaboration and community-building. Recent projects of note: Canvas and the Hub portal; “Emory Gradzette” Newsletter; Social media engagement, in particular the “Graduate Students of Emory” series; various social and networking initiatives, including “Lunch and Learn” series in partnership with OSRL. Strategic goals for the future include: Enhance interdivisional collaboration, Cultivate long-term DEI strategy on a graduate-wide level; Diversify Student Activity Fee usage; Promote GSGA visibility and awareness; and Refine governance.

**VI. Campus Safety, Sam Shartar, Director of Operations & Senior Administrator for Emory University’s Office of Critical Event Preparedness and Response (CEPAR); Cheryl Elliott, Emory Police Chief**

Chief Elliott expressed her gratitude for the warm welcome back to Emory Police Department (EPD) and invited feedback and collaboration from anyone in the University with concerns or suggestions about campus safety. She also noted that EPD is working closely with university stakeholders, CEPAR, and the wider community to ensure that EPD is promptly alerted about any potential threats or increase in violence on campus and the immediate surrounding areas.

Mr. Shartar gave an overview of the office of CEPAR’s functions and responsibilities. CEPAR is currently working on meeting the 68 standards for accreditation, as well as bridging communication gaps to prevent silos of information with better education and training programs. The 5 main areas he focused on are:

- i) Prevention (Violence in the Workplace Videos for Supervisors and staff; threat assessment team);
- ii) Mitigation (LiveSafe, Just in Time Guide, Preparedness Checklists);
- iii) Preparedness (All Hazards Approach, HIRA, Exercises, Training, EMAP, Community Engagement);
- iv) Response (Run-Hide-Fight, not sequential; Crisis communication, Crisis and Consequence Management); and
- v) Protection (classroom lock project, national peer review process, assessment of classroom and meeting spaces, NFPA compliant standard locking mechanism).



**VII. Roundtable Discussion on Topics of Diversity, Equity, and Inclusion (DEI),** *Carol Henderson, Vice Provost for DEI and Chief Diversity Officer; Giacomo Negro & Timothy Holbrook, UFC DEI Committee Co-Chairs*

Vice Provost Henderson began by providing some background on the formation of this special committee. 7 communities were identified in January 2021: Faculty, Staff, Undergraduate students, Graduate and Professional students, Civic and Community Partners, Postdoctoral students, and Alumni. Each community was charged with producing a 4-6-page-long report on strategic goals and recommendations for DEI topics. Completed in September 2021, there were a total of 265 recommendations made collectively. Vice Provost Henderson reported that she has elevated recommendations with institutional purview, while other recommendations were delegated to specific departments and units, with 12 for each of the 7 communities. The recommendations are also mapped onto the “One Emory” goal of working collectively towards our motto, mission, and goal of creating a just, inclusive, equitable, and diverse campus community. All 7 community reports will be made public soon. Vice Provost Henderson emphasized that this ongoing project is open for community feedback at any stage, but to keep in mind that this current step is merely goal setting. The next step is to create a plan to meet these goals, and then implement that plan. The 70+ community participants earned LinkedIn badges for their DEI work and were thanked in an in-person event.

Dr. Negro elaborated on the selection and composition of the members of the communities, as well as the work completed, including inventorying current information, collecting new data, and organizing them into a report. There were 3 focus areas: Professional Development, Climate and Culture, and Accountability. One example he provided was the problem of rewarding contributions from faculty since DEI work is often not recognized or distributed equally. Vice Provost Holbrook added that this project has surfaced the gaps in current processes and demonstrated the need to flag DEI work done in teaching, scholarship, and service. It is important to make this work visible in order to properly credit faculty for it, and he mentioned that the Facet and Interfolio teams are working to implement tools to assist with this.

Questions from the floor include how to operationalize this moving forward. Vice Provost Henderson replied that once the goals are selected, she wants to set a cadence so that we can make real change in digestible bits, to prevent whiplash from drastic changes. Leadership will see what they can best leverage, and where they can lead us to stretch. Emory will release the strategic plan to the community sometime next year after goals have been prioritized. Goals that didn’t make it into the plan will be picked up by various other units.

**VIII. Executive Session**

**IX. Adjournment**

The meeting was adjourned at 5:18pm.