



Emory University Senate Meeting Minutes

Zoom Meeting

March 22, 2022

3:00-5:00 p.m.

Attendees: Octavian Ioachimescu, Grace Goh, Giacomo Negro, Lynell Cadray, Kendall Soulen, Tim Holbrook, Alicia DeNicola, Benn Konsynski, Hope Bussenius, Daphne Orr, Kelly Garner Shannon, Bridget Riordan, Jonathan Poole, Melissa Morgan, Christa Acampora, Erin Cahill, Modele Ogunniyi, Donna Maney, Rithi Mulgaonker, Kate Yeager, Katrina Shafer, Erin Bonning, Michael Epstein, Doug Bowman, Dawn Francis-Chewning, Faith Cheplick, Caroline Barry, Robin Morey, Carrie Keogh, Dawn Comeau, Lauren Jeffers, Curtis Henry, Lori Jahnke, Walter Kolis, Sasha Volokh, Aditi Vellore, Holly York, Shana Ware, Steve Sencer, Nitika Gupta, Susan Bonifield, George Shepherd, Lynne Nygaard, Rachelle Spell, Erin Bonning, Lauren Gay, Sidney Stein, Theresa Milazzo, Felicia Smith, Melissa Morgan, Rich Mendola, Amy Chen, Gregory Fenves, Eric Abrams, Stacey Gall, Minnie Glymph, James Johnson, Ravi Bellamkonda, Anjulet Tucker, David Payne, Kathy Campbell

Excused Absences: Joy McDougall

Unexcused Absences: Kathryn Wood, Lisa Underwood, Susan Ray, Richard Castillo, Rachel Ding, Roxanne Chou, Joseph Banko, Chanelle Russell, Emmakristina Sveen, Renee Bourbeau, Zvipo Chisango, Jordan Wirth, Jonathan Moore, Allegra Porter, Kaye-Ann Sadler, Tramaine Dowell, Katrine Morris, Raphael Coleman, Doug Hicks

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

Dawn Francis-Chewning moved to approve the consent agenda; Lauren Jeffers seconded the motion. The motion carried.

II. University Senate Officer Elections, Octavian 'Tavi' Ioachimescu, University Senate President

Dr. Ioachimescu introduced the candidates running for the offices of Senate President-Elect and Senate Secretary, Dr. Nitika Gupta and Shana Ware, respectively. Both candidates ran unopposed. The candidates gave a brief bio and statement of interest, and the Senate voted unanimously to elect them to the respective offices.

III. Dependent Care Working Group Updates, Wilbur Lam & Amy Chen, Working Group Co-Chairs

The Dependent Care Working Group was originally formed in March 2020 and charged with finding better solutions for dependent care for Emory faculty, staff, students, postdocs, and housestaff. Dr. Chen reported that the general consensus at that time was that current services from Bright Horizons were not sufficient, and more options were needed to meet the needs of the community. Developing an onsite drop-off for both sick and well children was discussed within the School of Medicine, and a partnership with CHOA would be key: CHOA can provide the necessary staffing, while Emory provides the space. The task force did not focus on adult/elder care, but mainly on childcare. HR was able to establish a drop-in childcare program with YMCA, but lack of participation led to closure of the program. Interest in childcare issues was re-invigorated in 2022, with pandemic childcare falling disproportionately on women and potentially affecting their career. The working group met with the Georgia Department of Early Care and Learning (DECAL) on March 15th, 2022 and discussed developing an onsite drop-in well/sick child care



facility. There is currently no such facility operating in Georgia; Emory would be innovative in establishing the first facility of this kind, distinguishing ourselves from our peer institutions. DECAL recognizes the value of this type of enterprise, and is asking for proposed eligibility criteria for which children would be cared for, what infection control measures will be implemented, as well as data from an Emory needs assessment survey. Upon receipt, DECAL will review with their legal team to assess the viability of the facility and determine which regulations may be waived.

Questions from the floor:

1. With CHOA moving off campus in 2023-2024, what's the plan for the proposed shared space for this facility?

A: The idea back then was to use a space in the Executive Park campus, with CHOA providing staffing. However, all the plans are fluid and in flux right now.

IV. Fringe Benefits Committee Updates, *Sid Stein, Committee Chair*

Dr. Stein presented on two topics that the Fringe Benefits Committee discussed recently. The first topic is the current retirement plan, and how it might be changed moving forward. The last review of the plan was in the early 2000's; the committee made some proposals then that were not adopted. The committee decided to have another analysis done with competitive peer institutions, with the goal of improving plan benefits to promote retention of employees and faculty. The second topic was faculty and staff having problems with getting appointments at Emory Clinic. The committee met with Clinic leadership to review. The current situation is very challenging with regards to seeing patients, with a huge wave of resignations within healthcare systems nationwide, not just at Emory. However, all employees (not just healthcare employees) have access to a special number that they can call to get priority appointment, located on the insurance card from Aetna.

Questions from the floor:

1) That special number is not working as intended—the agent on the phone is only scheduling priority appointments for healthcare providers.

A: We will follow up with leadership about this, but the confusing language on the website is being changed. Hopefully that might remedy this problem.

2) Are these appointments only at Emory Clinic?

A: No, there are for the whole Emory system.

V. Human Resources Updates, *Theresa Milazzo, Vice President for Human Resources*

Ms. Milazzo gave a brief recap of the lawsuit settlement and the actions required of the Emory Pension Board (EPB). The recommendations made by the consultant (CAPTRUST) and subsequently approved by the EPB regarding recordkeepers are: The change in the fund lineup last October makes it possible to consolidate our retirement plan vendors to achieve superior service and lower fees. Fidelity was selected as the lead recordkeeper, while TIAA will remain as a secondary recordkeeper. Vanguard will be transitioned out as a recordkeeper; however, Vanguard funds will remain on the lineup. As a result of this consolidation, Fidelity fees will be reduced from \$39 to \$22 per year; fees for former Vanguard accounts will be reduced from \$34 to \$22 per year. There is no change to TIAA fees. Vanguard accounts will be migrated to Fidelity effective Sept 1st, 2022. There will be a blackout period of approximately two weeks for the migration to occur, during which no trades can be made. Communications about this



change will be announced in the beginning of April and continuing over the summer. There will be webinars and training by both Emory HR as well as Fidelity.

VI. Committee on Environment Report, Carolyn 'Carrie' Keogh, Committee Chair

Dr. Keogh presented on the committee mission, membership, and collaborators. Key projects for the 2021-2022 calendar included: Graduate housing project sustainability features, proposed changes to Campus Land Use Plan, and bringing attention to land disturbing activities/damage in Lullwater preserve as a result of construction projects. Ongoing and upcoming projects include: Land Use Reclassification Process, Request oversight for the Dekalb County Sewer Easement work, Forest Management Plan Revision, OSI 2015-2025 Sustainability Vision, requesting update on 2017 Senate resolution Net-Zero Energy at Campus Life Center. The committee would like to move from being reactive to certain projects to being proactive in being involved before any project commences and before any damage is done. Several questions related to the Lullwater preserve ongoing projects were answered and a suggestion was made that Campus Life works with an outside contractor to supervise that this type of work is done in accord with the existing environmental standards and requirements.

VII. Athletics and Recreation Committee Report, Kathleen Campbell, Committee Chair

Dr. Campbell presented on the committee's mission, structure, and membership. The committee was relatively inactive this past year due to the COVID-19 pandemic, and Dr. Campbell highlighted some student achievements and scholarship awards won by Emory Varsity Athletes. Eight NCAA Self-Study Working groups were formed on the following topics: athletics program organization and oversight; fiscal responsibility; sportsmanship and ethical conduct; gender equity, diversity and inclusion; compliance; recruiting, admissions and financial aid; student athletes; health and safety. Future priorities include: develop holistic health and wellness interventions, nurture a sense of belonging through an immersive student experience, build scale in student support services, and build a pre-eminent Division III athletics program.

VIII. Adjournment

The meeting was adjourned at 5:03pm.