

Minutes of the Emory Faculty Council

Joint Meeting with the University Priorities Committee
February 21, 1995

PRESENT: Beard, Bugge, Chace, Clark, Danner, Freer, Frost, Frye, Greene-Plauth, Gutterman, L. Johnson, Kelley, King, Letz, Liebeskind, Miller, Moneyham, Navarro, Sherman, Smith, Strickland, and Wilcox.

Dr. Smith called the meeting to order as a meeting of the Faculty Council only and the minutes of the meeting of January 17 were approved as circulated. Dr. Smith made several announcements:

1. The University has approved a budget for the Senate and Council of \$25,000. The funds are for a part time secretary, office space and office equipment.
2. Frank Lechner has agreed to serve as chair of the distinguished faculty lecture series. Lanny Liebeskind and John Bugge have agreed to serve as members of the committee.
3. The spring term town hall meeting with President Chace is scheduled for Monday, April 10 at four p.m.
4. Tom Lancaster reported that faculty members from the university will be added to programs at the Carter Center. This results from a suggestion made at the last Faculty Council meeting when Marion Creekmore was making his presentation about the Center.

Professor Freer began a discussion about dispute resolution on campus and access by faculty. By way of background he sketched out the jurisdiction of the Faculty Relations Committee as defined in the Statement of Principles Governing Faculty Relationships (the gray book). The jurisdiction is limited to matters involving termination, suspension or transfer to another division of the university. The role of the committee is to make findings of fact and recommendations to the President. If they have been previously involved as mediators then their ability to fulfill the mandated function may be compromised. Freer suggested it might be possible to have an ombudsperson who fills the function of mediator at either the school level or the university level and invited conversation by the membership about the problem.

Freer and Frye briefly described an earlier proposal for an ombudsperson that was recommended by the Faculty Council but had not been pursued because of a lack of enthusiasm among the Deans for such an activity. Dr. Frye expressed a willingness to raise the issue again with the Deans if the Faculty Council were so minded. He noted that any proposal might require that medicine be treated separately; and that the person(s) selected would need to be senior enough to have credibility with both the faculty and the administration. Dr. Chace commented that he would favor having a person who could fulfill the traditional role of providing direction through the bureaucracy.

There was then discussion of whether the role would be one of direction or one of mediation. It was noted that there needs to be someone who can explain the hoops to new faculty members to avoid grievances that come from a divergence of the

expectations of the institution and the individual. One member suggested that emeritus faculty might be used to play the role, and another opined that an ombudsperson might help address the profound feeling of powerlessness that faculty have expressed during the lunch conversations. The group voted to charge the Faculty Relations Committee and the Provost's Office to explore options that might be considered with an eye to creating a proposal.

The business of the Council being concluded, Dr. Frye then took over as presiding officer of the joint meeting.

Dr. Frye briefly summarized the planning process that has occurred this year, particularly the faculty luncheons and the conversations that he and Dr. Chace have had with departments.

Dr. Chace commented that there has been a degree of recognition of the facts now facing Emory while at the same time there is a lot of positive momentum and energy in the University.

The task now is to identify desired changes. To do that, we need to move from raw data that has been collected to identification of the things that can be done. Then we must decide how to go about doing the things that have been identified. After discussion about possible methods for moving forward, the group agreed that it would prefer to use a facilitated process as it had done last year.