

**Minutes of Emory University Faculty Council  
February 19, 2002  
400 Administration Building**

**In attendance:**

Juan del Aguila, Ken Anderson, Huiman Barnhart, William Branch, William Chace, Susan Frost, Jim Grimsley, James Hughes, Howard Hunter, Harriet King, Bruce Knauft, Luigi Marzilli, Robert Schapiro, John Snarey, Claire Sterk, Michael Terrazas, Donna Troka, Frank Vandall, Josiah Wilcox

**Excused:**

Timothy Albrecht, William J. Casarella, Marion Dearing, Terri Loften, Kim Loudermilk, Charles Moran, Joyce Murray, Malinda Owensby, Huggy Rao, Michael Rogers, Frank Stout

**Absent:**

Richard Doner, Arri Eisen, Jan Gleason, Shehzad Mian, Leslie Real, Carlos del Rio, Charles Shanor, Nanette Wenger, Sharon Weiss

**Guests:**

John Bugge, David Carr, Don Stein, Gary Wihl

**I. Call to Order and Welcome**

Faculty Council President Frank Vandall called the meeting to order at 3:25 pm.

**II. Approval of Minutes**

The minutes from the January 15, 2002 meeting were approved.

**III. Remarks from Interim Provost Woody Hunter**

Provost Hunter reported that the budget process for this year has been completed and was approved by the Board of Trustees. A comprehensive presentation will follow at a subsequent Faculty Council meeting.

The Fringe Benefits/Compensation Committee will meet this week to address to separate issues:

1. The short term or temporary problem of the reduction of the endowment due to the recession and the trends in the stock market.
2. A longer term more permanent systemic issue of the rising cost of health care benefits and insurance in the United States today.

**IV. David Carr & Claire Sterk- Research at Emory Hearings & Commission**

Professors Carr and Sterk discussed the breakdown of the Commission into four subcommittees, each which intends to answer a specific question:

**Group 1:** Led by *Leslie Real* and *Carol Worthman*. Addresses the question "What is research at Emory?" This subcommittee will conduct a cultural study of research at Emory.

**Group 2:** Led by *Kim Wallen* and *Michelle Lampl*. Addresses the question "Who are Emory researchers?" This subcommittee will investigate the ways Emory prepares, rewards and motivates their faculty while simultaneously comparing Emory's programs to those at peer institutions.

**Group 3:** Led by *Steve Warren* and *Lanny Liebeskind*. Addresses the question "How should Emory support research?" This subcommittee will investigate both structural and physical support for faculty at Emory along with simultaneously comparing Emory's programs to those at peer institutions.

**Group 4:** Led by *Jim Fowler* and *Art Kellerman*. Addresses the question “At Emory, what are the culture and values of research?” This subcommittee will investigate “intellectual community and ethical values.”

Group 2 & 3 organized faculty hearings and the end of last semester and will coordinate more hearings that will act as a forum for feedback from the first wave of faculty hearings. Ultimately, the commission would like to have a draft of a report on their findings by the end of Spring Semester, hope to share it with the Emory community in the fall, and ultimately have recommendations in place by Spring 2003.

#### **V. Dean Gary Wihl-The Quadrangle Fund; The Philanthropy Symposium**

**The Quadrangle Fund:** Dean Wihl explained this is a limited term project that focuses on graduate level programs and projects. Its goals are as follows: 1. to encourage faculty to include graduate students in faculty research. 2. to identify new ideas (to the benefit of the graduate school) and give faculty a chance to develop small research programs that may be interdisciplinary. There are two categories of funding: the first is research funding for better developed projects and the second is funding for a seminar program for projects that are still “works-in-progress.” The next deadline for this program is **March 31, 2002**.

**The Philanthropy Symposium:** A conference on “Philanthropy and the Research University” is taking place at Emory April 15-16, 2002. For more information contact Aimee Pozorski at [apozors@emory.edu](mailto:apozors@emory.edu) or go to the website at <http://www.emory.edu/GSOAS/>.

#### **VI. Don Stein- Commercialization of the Academy Symposium**

A conference on the “Commercialization of the Academy” will take place at Emory University April 5-7, 2002. For more information call 404.727.1155 or 1.877.727.1155 or visit the website at <http://www.emory.edu/PROVOST/SamNunnForum>

#### **VII. John Bugge, President AAUP- Fringe Benefit Cuts**

Dr. Bugge explained that the AAUP is concerned with academic freedom, tenure and due process, research, teaching and issues of discrimination, among other things. They also act as a watchdog of salary and compensation benefits. Dr. Bugge explained that fringe benefit cuts would hurt faculty and the university as a whole. He explained he had three main concerns. First, cuts in retirement provided a lack in incentive for faculty to retire. Second, morale could plummet, in reaction to the interpretation that Emory does not care for its people as much as other things. Third, the ascent of Emory over the last twenty years (since the Coca Cola gift) would be stopped which would affect recruitment of quality faculty and staff. Dr. Bugge recommended that Emory think extensively about fringe benefit cuts and possibly dip into the endowment to support the university in times of need. A great deal of concern was also voiced over courtesy scholarships being phased out or altered.

#### **VIII. Comment from President William Chace**

President Chace explained that Emory University is a labor-intensive institution and because of the national recession and the spiraling health care costs, changes must be made as to how the institution is financed. He further explained that the endowment is not a fungible asset, that this money is earmarked for specific uses and that it contains very little liquidity. In response to Dr. Bugge’s points, President Chace explained that changes in retirement benefits would mean an increase in payments for benefits not a reduction of benefits. President Chace is not worried about a plummet in morale because he believes Emory is a strong institution and furthermore he

explained that Emory's ascent will not stop because the entire country is affected by the recession. He explained some possible solutions are:

1. reduce courtesy scholarship, perhaps to a sliding scale
2. eradicate healthcare benefits for retirees among new hires
3. find new ways to package pensions

Ultimately, President Chace explained that there is a need for a balance between facilities and benefits.

**IX. New Business**

No new business was presented to the Faculty Council

**X. Adjourn**

The Faculty Council meeting was adjourned at 5:21pm

Respectfully submitted,

Donna Troka  
Faculty Council