

Minutes of the Emory Faculty Council
October 19, 2004
400 Administration Building

In attendance:

Ken Carter, Joann Dalton, Dwight Duffus, Tom Frank, Rich Freer, Maggie Gilead, Carol Hogue, James Hughes, Harriet King, Richard Metters, James Morey, Michael Rogers, Judith Rohrer, Robin Mills Schreiber, John Snarey, David Stephens, Sharon Strocchia, Richard Ward, Nanette Wenger.

Excused: Arri Eisen, David Holtgrave, Earl Lewis, Judith Raggi Moore, David Pacini.

Absent: Raymond Dingledine, Richard Doner, Albert Padwa, Thomas Pearson, Daniel Teodorescu.

Guests: Robert Paul (Emory College), Mike Terrazas (Emory Report), Allison Adams (Academic Exchange)

I. Call to Order

Faculty Council Chair Sharon Strocchia called the meeting to order at 3:20 p.m.

II. Welcome

Chair Strocchia welcomed new members to the Council and introduced guests, including Dean Robert Paul from Emory College.

III. Approval of September 2004 Minutes

The minutes were approved with no changes.

IV. Approval of Committee Rosters

The rosters for the Faculty Council and for the Committees of the Faculty Council were approved with no changes.

V. Announcement of 2006 Distinguished Faculty Lecture:
Mike Rogers

Chair-elect Mike Rogers said that the call for nominations for the 2006 Distinguished Faculty Lecture has gone out to the faculty by email. The 2006 DFL committee, chaired by Rogers, is comprised of former DFL recipients: Prof. Claire Sterk, Prof. Brooks Holifield, and Prof. Frank Alexander. Nominations are due December 1. Rogers asked Council members to solicit nominations from their colleagues, noting that the DFL is one of the "signal honors that Emory can bestow on its faculty."

Chair Strocchia called the Council's attention to the earlier date for the 2005 DFL: Monday, February 7, from 4 to 6 pm (Prof. Frank Alexander). She also encouraged Council members to solicit nominations of women and minority faculty.

VI. Discussion of Goal-Setting Document (handout distributed in advance)

Chair Strocchia solicited Faculty Council comments on a goal-setting document introduced in the September meeting and reissued (with additions) in October. The goals document included five categories: 1) Research and Teaching, 2) Faculty Development; 3) Faculty Governance; 4) Grievance; 5) Institutional Development.

1) Research and Teaching: The first goal under Research and Teaching asked the Council to consider how to remove barriers to interdisciplinary work among faculty and divisions. Dean Paul noted that he is chairing a small committee of deans to address this very issue. Nanette Wenger suggested that Dean Paul's committee revisit earlier commissions' findings on barriers to interdisciplinary work at Emory (the Teaching Commission and the Research Commission, both of which are available through the Office of Institutional Research). Chair Strocchia requested that a) Dean Paul's committee send a draft of their own findings/proposals to the Council for review once it is complete, b) Faculty Council members email Dean Paul with their independent observations and suggestions, and c) Carol Hogue serve as a liaison between Dean

Paul's committee and the Faculty Council. Dr. Hogue agreed to serve in this capacity.

The second goal under Research and Teaching suggested that the Council think of ways to coordinate scholarship of teaching and learning (SoTL) initiatives with the URC or Teaching Fund. Chair Strocchia postponed further discussion of this goal until the January meeting, which will take up the Faculty Council's role vis-à-vis teaching initiatives at Emory.

2) Faculty Development: Discussion of this category centered on a motion passed by the Faculty Council in March 2004. This motion asked the President and his administration to work with the Council in encouraging "the development of appropriate, competitive scholarly leave programs in the divisions of the university in the strategic planning process." Council members requested that the motion be reintroduced to the new provost at the November meeting. Chair Strocchia said she would also bring the motion before the Strategic Planning Executive Committee next month.

3) Faculty Governance: Chair Strocchia introduced the formation of an Ad Hoc Committee on the Future of Faculty Governance (FFG) (handout distributed). The charge for this committee is as follows: "To review Emory University's current university-wide faculty governance structure and practices, and recommend revisions that will contribute to the goal of making Emory a destination university." Past-Chair John Snarey will chair the committee, and members will meet with the Academic Affairs Committee in November for further discussion. Past-Chair Snarey added that the FFG hopes to develop a strong Faculty Council, one that allows the faculty to contribute to Emory's growth as a destination university.

Chair Strocchia deferred discussion of the fifth and final goal-setting category (Institutional Development) to the November meeting in order to give Dean Paul the floor for discussion of a particular issue - a new discriminatory harassment policy - within category 4, Grievance Procedures.

VII. Discriminatory Harassment Policy: Dean Robert Paul
(document distributed in advance)

Dean Paul introduced a working draft of Emory's new policy on discriminatory harassment and asked for comments from Council members. The draft emerged from a recently formed committee, chaired by Dean Paul and General Counsel Kent Alexander, which reviewed the previous harassment policy and recommended revisions to it. The current draft-in-progress has been circulated to Emory College faculty, with mixed results. Dean Paul explained that those College faculty who attended the feedback forum expressed concern that the policy might impose on academic freedom of speech. They also worried that the language of the policy implicitly favored the accuser's opinion over the defendant's. A key challenge, he said, has been responding carefully to questions about judgment: "Whose judgment is it that something is truly an offensive remark?"

Discussion of the policy draft followed. Dean Paul invited the Faculty Council to circulate the draft among their colleagues for additional feedback.

VIII. Opening Discussion of Grievance Procedures
(document distributed in advance)

Chair Strocchia directed Council members to a research document (distributed earlier) summarizing grievance committees and procedures across the University. She invited Council member James Hughes to speak about grievance at Emory and then opened the floor for discussion. Dr. Hughes noted that while the University has a number of solid grievance groups/procedures, these groups lack formal consistency across the board. "We need a formalized way for someone to appeal whatever treatment he or she has had within his/her own unit," he stated, "especially if the problem is not based on sex or race issues. There's no grievance process consistently implemented for unfair treatment."

Council member Rich Freer stated that he had worked on the same set of issues within a grievance-procedures

committee overseen by Billy Frye 13 years ago. The Council addressed similar issues in 2000-01. Freer explained some of the history behind Emory's current grievance processes, adding, "the more things change, the more they don't." Additional discussion followed. Vice Provost Harriet King said that Emory needs "mechanisms in place to test if [a complainant] is being treated fairly by her employer in comparison to how others in the same position [elsewhere] are being treated." Chair Strocchia requested that Council members continue to review the grievance research document and email their suggestions directly to her.

IX. Adjourn

The meeting was adjourned at 5:04 p.m.

Respectfully submitted,

Stacia M. Brown

Assistant to the Faculty Council & University Senate