

## **Faculty Council Minutes September 18, 2007**

**In Attendance:** Kimberly Jacob Arriola, Allison Adams, Sarah Berga, Sundar Bharadwaj, Patricia Brennan, Kenneth Brigham, William Buzbee, Ronald Calabrese, Ken Carter, Steven Culler, Yayoi Everett, David Guidot, Peter Hoeyng, Nadine Kaslow, Allan Levey, Eleanor Main, Shehzad Mian, Ken Minnemann, Kathy Parker, Ora Strickland, Thomas Thangaraj, Douglas Unfug, James Wagner, Sharon Weiss, Denise Raynor.

**Excused:** Ken Bernstein, Arlene Chapman, Tom Frank, Jan Gleason, Ozzie Harris, James Hughes, Roland Ingram, Earl Lewis, Rosemary Magee, Mike Mandl, Santa Ono, Dierdra Reber, Barry Ryan, Julie Seaman, Claire Sterk, Randall Strahan, Daniel Teodorescu, Kim Urquhart

### **I. Introductions**

Nadine Kaslow called the meeting to order at 3:15 P.M. The meeting began with introductions of attending Faculty Council members.

### **II. Committee lists and April 2007 meeting minutes**

Nadine Kaslow presented the Faculty Council committee rosters for approval, which were approved as distributed. Kaslow raised two questions for Faculty Council members: ought we to have a more meaningful budget committee, which currently consists of just one member? What other kinds of committees might be helpful for the work of the Faculty Council? Both questions will become prominent concerns should the Faculty Council agree to pursue a major project for the year.

The April 2007 meeting minutes were unanimously approved as distributed.

### **III. Comments by President Wagner and Provost Lewis**

President Wagner made some brief remarks to the Faculty Council, highlighting the interesting moment at which Emory currently finds itself. There is a lot of excitement about the progress the university is making in its strategic plan. We need to remain committed to the plan, ready to deliver on the current initiatives. President Wagner highlighted the risk that distracting issues may pose toward achieve goals critical to the university's future. Noting that the future of Grady is a prominent concern for Emory right now, President Wagner emphasized Emory's commitment to Grady's future and briefly observed that the current crisis is embedded in a web of cultural and political issues that make this a public issue, not one confined to Emory. Emory must remain committed to its core principles of building community, engaging society, and confronting the human condition.

Provost Lewis highlighted the progress that the Provost's office has made over the last year in the Year of the Faculty study and report. Last year's visits with all of Emory's schools proved a valuable learning experience that formed the basis for the Year of the Faculty report. Provost Lewis noted that he will be returning to the schools this year to further pursue questions raised by last year around the topic of defining faculty excellence. The goal is to move "from strength to strength. Demographic changes make this a high priority concern; 1300 faculty members at Emory will be eligible to retire by 2015. What we do today will be critical for positioning Emory for future faculty recruitment and retention.

Faculty Council members raised several questions, prompting several replies and observations from Provost Lewis?

- Is there an implementation plan in place to insure that progress is made on faculty development? Provost Lewis noted that as a first step, we have taken action to insure that all long term associate professors are reviewed for possible promotion this year. The Provost office will be working with the Deans to make certain that a system is in place for scheduled faculty reviews. Structural irregularities within and among Emory's schools are being remedied.

- Provost Lewis also noted that Emory has begun shifting its vision of tenure track appointments away from one that conceive tenure as entailing a move from assistant to associate professor toward one in which full professorship is the presumed end.
- Provost Lewis encouraged all Faculty Council members to read “A Community of Excellence” report and to consider what role the Faculty Council might play in its implementation.

#### **IV. Faculty Council Retreat**

Nadine Kaslow framed the small group breakout activity around three questions:

- What questions do you have about the Faculty Council?
- What important issues and/or topics need to be addressed?
- What are you willing to do to address these issues/topics?

Attendees divided into small groups to discuss these questions. Following these discussions the Faculty Council reassembled and presented their questions and observations. A summary of major questions that emerged from the discussions:

- What role does the Faculty Council play in the “governance” at Emory?
- What authority does the Faculty Council have to set a positive agenda? Are we an advisory cabinet, or are we able to set policy?
- How do we handle potential tensions that may develop between what council members and high level administrators deem to be important?
- How do we bring agenda items to the Faculty Council?
- To what extent is information in the Faculty Council to be disseminated? If minutes have been approved then can they be shared? Is there confidential information that needs to remain internal?
- What relationship is there between the Faculty Council and the Senate?
- How might the Faculty Council work to help foster an academic atmosphere of interdisciplinary ferment?
- How competitive is Emory in attracting and retaining the most qualified faculty to the university?

Observations that emerged from the conversation:

- Some Council members noted that it would be nice to have a more active agenda, but the bylaws are not entirely clear about the charge of the Council. One Faculty Council stressed that while the Faculty Council is principally an advisory body, this does not mean that the Council is “passive.” Kaslow suggested that becoming a more proactive organization is a possibility within the current structure of the Faculty Council.
- One council member suggested that we offer presenters follow up opportunities to give updated information from previous presentations. Also, when information is disseminated via Blackboard it would also be helpful for presenters to clarify what they would like feedback about. Blackboard discussion boards are currently underutilized and could become a useful tool for discussing critical issues related to the Faculty Council’s work.
- Currently Faculty Council information is disseminated via Blackboard and also via the Provost Office website. One Council member encouraged us to continue thinking about the channels of communication that the Council could use to communicate its work with the Emory community.
- Kaslow clarified the relationship between the Faculty Council and Senate. In summary, the University Senate consists of representatives from across the University, including faculty, student, and staff representatives. The Faculty Council consists solely of Faculty representatives, appointed and elected, as well as ex officio administrators. Kaslow indicated that we will work to

ensure that there are no redundancies among the Faculty Council, Senate, and Employee Council agendas.

During the October Faculty Council meeting Kaslow indicated that the Council will continue its discussion of a 2007-2008 agenda.

#### **V. Adjournment**

The meeting adjourned at 5:03 P.M.