Welcome from President-Dawn Francis-Chewning

Hardship Fund Committee Report – EC Member Teresa Fosque

- Increased the tiers this past year. Nothing else changed, in terms of previous criteria.
  - Tier 1-max $2500; Tier 2-Max. $1,000
  - Funded entirely by donations from the faculty/staff and other outside entities donating
  - Funding is tax free to the employee, so they receive 100% of the awarded amount

Speakers/guests:

Academic Provost Ravi Bellamkonda

- A word about being compassionate and flexible, but remain committed to our mission of research.
- Q&A session:
  - Question regarding changes to approach, addressing the perceived hierarchy of faculty to staff:
    - Curriculum, co-curricular, and extra-curricular activities should work together to contribute to students lives, beyond prep for career.
    - Grow the endowment so that we aren’t limited by money to accomplish what we need to do, to be able to say yes and hire, give raises, etc.
  - Proposed process for surveys: 4-step process: also collection of data but a feedback loop that can act on results and keeps people accountable
  - “One Emory”-Pres. Fenves and Provost Bellamkonda agree to adopting strategic plan instead of developing new plan. Want to partner with Atlanta. Social justice, engaging students in community service, instead of just sitting and talking-creating community should be at the forefront. Also, rethink our geography, in terms of the properties owned in midtown.
  - Strategic Plans-staff recommendations for making all inclusive, put into practice.
  - Deeply interested in making sure everyone is excited to come to work. That Emory is an exciting place to be, and that all feel that their work is important and striving to be successful.

Theresa Milazzo, Human Resources Vice President

- Retirement Plan:
  - Fund line-up changes-had planned for implementation in May 2020, so decided to hold off due to pandemic and market status.
Class-action lawsuit-settled in March 2021-required us to maintain an independent consultant to make recommendations. CAPTRUST is the consultant hired.

Emory has a fiduciary responsibility to operate in the best interest of the participants (which is close to 45K people)

Pension board appointed by the Board of Trustees-they make decision regarding the retirement plan

Current Plan-Investment funds are vendor specific, with a default vendor (Vanguard)

Why change the 403(b) plan?

- For better retirement preparation for all employees-easier to understand
- New “open architecture”-allows us to have the same line-up of funds across all three vendors (but slight difference between TIAA and Vanguard/Fidelity).
  - Organized by the type of fund, i.e. target retirement, index funds, actively managed funds, brokerage managed.

Transition

- Options: if no action taken your funds will be mapped to similar funds as what you had before.
- Review detailed info about the investments, beneficiaries. If questions: call your vendor/schedule meetings with them. There are tools to help you set up the right mix.
- If you want to keep a fund no longer offered, need to go through the brokerage
- Fees will be included in the expense section of reports: Fidelity and TIAA are $9.75 per quarter; Vanguard is $8.50 per quarter. As balance increases fees stay the same.
  - If you have assets at multiple vendors consider consolidate to one vendor to pay less fees, since the funds will be the same.
- Planning webinars with the same presentation so all employees can view-Oct. 8, 2-3 pm; Oct. 14, 12-1 pm.

- Health Plan Updates:
  - Behavioral health outpatient visits are currently covered as out of network-will now be covered at the in-network copay in the POS plan
  - Independent lab services will be covered subject to coinsurance only (deductible will not apply)
  - Annual enrollment will take place October 25 through November 8, 2021

Council Business:

Treasurer Election: Gretchen Crosby, nominee. Voting open via Microsoft Forms link until 1:30 pm.

ByLaws Revision & Vote: [http://www.employeecouncil.emory.edu/about/bylaws.html](http://www.employeecouncil.emory.edu/about/bylaws.html)

Current:  

Section 1. Regular Meetings

Regular meetings of the Council shall be the 4th Monday of each month, September through May. In the event that this date must be changed, the President will notify members of the change as soon as possible. The September meeting shall serve as an orientation for new members.

Revise to:  

Section 1. Regular Meetings
Regular meetings of the Council shall be the 4th Monday of each month, held once per month, September through May. In the event that this date must be changed, the President will notify members of the change as soon as possible. The September meeting shall serve as an orientation for new members.

**Spotlight:** Want to highlight your School or Division’s latest efforts? Please let us know!

**Events:**

- **Carlos Museum Exhibition** - [https://carlos.emory.edu/](https://carlos.emory.edu/) Experience the first exhibition to feature the process of collaborative art making! On view 9/25 to 12/12/21. The Carlos Museum is free to faculty and staff – please know that donations are very welcome!
- **Slavery Symposium** – 9/29 to 10/1/21 Free but must register to attend at: [https://libraries.emory.edu/slavery-symposium/index.html](https://libraries.emory.edu/slavery-symposium/index.html)
- **Diversity Week (Nicole Ingram)**
  - Social Justice Pedagogies
  - October 5, 2021 | 12-1 pm
  - This session puts the theories and practices of Abolitionist Teaching, Anti-Racist Pedagogy, Decolonizing Your Syllabus/Curriculum, and Trauma Informed Pedagogy into conversation. We will define terms, reflect on our own classroom landscapes, and begin to map out the challenges we encounter when trying to do the work. We will discuss specific response strategies and resources.
  - [Register Here](https://libraries.emory.edu/slavery-symposium/index.html)
- **Creating an Environment of Courtesy and Respect**
  - October 6, 2021 | 12-1 pm
  - Preventing Harassment and Discrimination
  - The course is designed to teach skills that foster professionalism and diversity at all levels. In this training, participants learn their roles and responsibilities for building a professional workplace environment.
  - [Register Here](https://libraries.emory.edu/slavery-symposium/index.html)

**Questions and Open Discussion**

- Bonita Bryan: Concern from staff at the Woodruff library-enforcement of mask policy: students aren’t wearing consistently and not responding well when asked to comply with the policy. Seems to be no repercussions if they don’t comply, but staff are having to enforce it, particularly on Level 1 of Woodruff Library.
  - Discussion to see if others have noticed issues at other campus locations. Indicated that there are issues in dining, and gathering in community areas (ESC is another location)
  - Recommend we find another solution between having staff have to enforce the policy and calling in campus police to enforce it.
    - Reminiscent of the ‘Smoking Ban’ enforcement (which continues to be an issue).
  - Mask Enforcement: while religious exemptions cover vaccination exceptions, it does NOT include an option for masks – everyone is required to ‘mask up’.

- Meeting adjourned at 1:26 pm.

Submitted by Rosalind Staib, Secretary