Dawn Francis Chewning acknowledged Employee Council Past Presidents and acknowledged current Employee Council Executive Committee.

Remarks by President Fenves

- Remarks on return to work, and the effects of Covid on the community. Thanked the staff for their contributions.
- Changes at Emory—new leadership at Emory: Provost, Dean of Laney Graduate school, new leaders in the summer: Dean of Goizueta Business School, Rollins School, Libraries and Collections, Campus Life/Student Well-Being,
- 2036 Campaign—will not last until 2036, will last approx. 3 years. There have been major investments since it was announced: for instance, $100m from O. Wayne Rollins for the Rollins School of Public Health.

PLT Panel: [https://president.emory.edu/governance/index.html](https://president.emory.edu/governance/index.html)

Current Employee Council Officers will pose questions. Before answering, each PLT member would introduce themselves.

Q: Melissa Morgan, Immediate Past President of Employee Council: One of the common themes the Employee Council continues to hear of is employees not feeling valued and appreciated, i.e., conflicting messages regarding flexible work schedules, market competitive compensation, and general employee appreciation. What relief is in sight for all staff to receive tangible appreciation now to confront and address these issues?

A: Christopher Augustini, Executive VP for Business and Administration:

- Highlighted concerns and work that happened:
- Salary pool: 3% salary pool for FY23 and the highest we have had in a number of years. Monitoring inflation. Planned increase of min. wage going to $16/hour to help the most vulnerable.
- Flexible work: never been a period of more flexibility than during the pandemic. Need to balance the environment, our teaching mission, common good aspects of our community. Many units have implemented more flexible work environments. Have ETL groups reviewing workplace flexibility. A long-term issue they need to continue to review.
- Biweekly Manager’s Toolkit resource for Managers
- Recognition programs: continue to evaluate to make sure they are better and more effective.
- Awards toolkit launched on the HR website.
- Implementing changes to relaunch the service awards for employees.
EMPLOYEE COUNCIL LEADERSHIP SOCIAL 2022
RUN OF SHOW with the Notes for Monday, April 18

- Remind of what is already available: 403B, health insurance, adoptive services, summer camps, Healthy Emory. Leadership training, caregiver workshop, etc.

https://hr.emory.edu/eu/resources/manager/index.html

Q: Amanda Johnson-Scott, Parliamentarian of Employee Council: What might be the long-lasting impact of COVID on the campus community?

A: Enku Gelaye, Campus Life:

- Covid accelerated some basic functions of the University like community building. New components have been introduced to cast a broader net to inform the kind of community we want to build. Online platforms have added to that, like evening opportunities on Zoom. What is the balance of online versus being in person?
- Health and Wellness: the University should be partners with students on health and wellness. In the Fall a new position will be in place to help guide the wellness initiatives for the University. Will provide training and context for how that is done across campus
- Carol Henderson, VP & CDO of DEI: Social connection via in-person meetings and interaction has helped in continuing to build community. Social justice work and strategic planning happened in DEI during the pandemic. Emphasized that we need to reevaluate what work looks like, what eminence looks like. Being held accountable.
- Ravi Bellamkonda: Full effects of Covid are still being digested, but that we are stronger when we are able to rely on each other and recognize that we are all critical in our contributions to getting through everything. How do we navigate all the flexibility we all grew accustomed to while still maintaining that in-person connection with our students and colleagues? We can be proud of the place we work-reminded all that Emory played a key role in the research surrounding Covid advancements.
- Deb Bruni: Research: Emory has been put on the map in terms of their research and contributions, especially in the areas of diversity in the research. Being virtual has caused isolation, depression. Acknowledged that Emory has been affected by the “Great Resignation” especially in research administration.

Kat Shafer, President Elect of Employee Council: How is Emory thinking about workplace flexibility and more broadly, about the workplace of the future?

- Chris Augustini: ETL group is taking a shot at looking at what the future of work will look like, especially in terms of technology and how that assists what we do. How do we strike the balance between flexibility
and needing to connect with each other? Need to Evaluate our space issues and space needs.

- Ravi Bellamkonda: we all feel that things have changed profoundly and not changing back. Emory is still a desirable place to work. Must look at our missions, especially in terms of student-facing functions and identifying what can be done remotely and what needs to be done in person. Important lessons learned in terms of being physically present. Might take a while to settle on a new normal. People matter.

Rosalind Staib, Secretary of Employee Council: this question was posed by Bill McBride, Past President of Employee Council. The ten characteristics of servant leadership include listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, commitment to the growth of people, and building community. Reflecting on these principles, what are the tenets that guide the President’s Leadership Team and the Board of Trustees today?

- Allison Dykes, University secretary: RE: Board of Trustees: the Board is a group of volunteer leaders charged with the governance of the University and the fiduciary responsibility. Stewardship is the key tenet guiding them. The President’s Leadership Team

- President Fenves: Identified six tenets that guide him, in no order of priority: 1) always asking “what is in the best interest of the University. A difficult and broad question, esp. given how large the University is. Not just for an individual or a unit, but the Univ. on the whole. 2) Focus on people: students, staff, and faculty. Making it a place where everyone would want to have their entire career. To motivate. 3) Integrity: honesty, being grounded in core principles, and being fair in all we do. 4) Diversity, equity, and inclusion: important to have Dr. Henderson on the leadership team. One of the first things Pres. Fenves did was to add her position 5) Innovation and Change: recognized that change is difficult but need to highlight why change is important and to help people adapt and be agile. 6) Communication: this is key and perhaps is the top one. Cannot satisfy the mission of the University without communicating with ourselves and our stakeholders. Listening: important to be a good and active listener, especially as a leader, and willing to hear criticism and complaints and to act accordingly.

- Steve Sencer: Stewardship: to exercise servant leadership one needs to understand who you are serving. At Emory they serve multiple missions: teaching, research, and healthcare. Acknowledges that this is one of the challenging aspects of working at Emory but is one of the most satisfying aspects.
Gretchen Crosby, Treasurer of Employee Council: What projects and/or changes are you most excited about in the upcoming year?

- Dean Greg McGonigle, Dean of Religious Life/University Chaplain: Community work on religion and the vaccine. Worked on a multi-faith chaplain team. Developed an Emory Interfaith Center-in process of designing a space, which will be a resource for students and also a space for gatherings. Spiritual Life strategic plan-think about the next 5 years. Report coming out soon. Co-Chairing the indigenous path working group and looking at our history (get from recording) Continuing into October 2022.
- Cameron Taylor, VP: Enterprise-wide community engagement strategy (Pillar 4 of the Strategic Plan): have launched six first-person accounts of emory.news.edu for various installations. 2) Emory Open: open.emory.edu Opportunity (get from Recording 3) Internal Communications: goal to Jasmine Hoffman-to enhance organizational communication. Conducting marketing research across the University and will engage employee feedback to improve communication and 4) Emory as a polling location
- Josh Newton, Sr. VP of Alumni Engagement and Advancement: 2036 Campaign: excited by all the new leaders. Building community-excited by the opportunity to bring other leaders to Atlanta and to introduce our leaders to other communities. Strengthen engagement between all of them. 2036.emory.edu

Shervon Lewis, Communications Chair of Employee Council: Building on this year’s employee council themes, how do you encourage yourself or your team to refresh, reorient, and renew?

- Steve Sencer, General Counsel: Legal team address mostly problems. They try to focus on the good things of what Emory does. It is always good to take a moment to be reminded of the mission.
- Allison Dykes: keep open communication regarding the challenges everyone is facing and create to a supportive environment so can rely on each other to help refresh and support.
- Pres. Fenves: tries to be empathetic to the needs of those who collaborate with him so they can find balance. Tries not to send emails after hours, to avoid additional stress. Tries to take time off to refresh and connect with family.
EMPLOYEE COUNCIL LEADERSHIP SOCIAL 2022
RUN OF SHOW with the Notes for Monday, April 18

Council Business

Kelly Garner Shannon, report on the March Senate meeting

- Officer Elections:
- Report from the dependent care working group
- Fringe benefits: Retirement Plan changes
- Problems with getting appts. At Emory Clinic. Looking
- Environment Report: Graduate housing, campus land use plan, attention to land-disturbing projects at Lullwater
- Athletics and recreation: developing holistic health and wellness, building a sense of belonging, developing a pre-eminent athletics program at Emory
- Four Openings on the University Senate: please participate and indicate if you are interested in serving on a committee.

Adjourned at 1:12 pm.

Submitted by Rosalind Staib, Secretary