

**Minutes of the Emory University Senate
October 25, 1994 - 3:15 PM
Room 400 Administration Building**

Members and guest recorded as present:

Matthew Bassiur	Stacy Gray	Alice Miller
Steve Batterson	Barbara Greene-Plauth	Marc Miller
Larry Beard	Gary Hauk	Judy R. Moore
John Bugge	Milekah Hebron	Marie Nitschke
Penny Castellano	Christina Hummel	Helen O'Shea
Paula Cattanach	Eddie Irions	Annemarie Poyo
William Chace	Richard Jasper	Kay Pendleton
Terry Clark	Sue Jinks-Robertson	Roderic Pettigrew
Anne Claxton	Luke Johnson	Robert Pham
Louise Cook	Kara Knowles	Raghu R. Raju
Louis DeFelice	Frank Lechner	Stephanie Sherman
Kimberly L. Detherage	Clark Lemons	Sidney Stein
Michele Duncan	Richard Letz	Maggie Stephens
Robert Ethridge	Michael McQuaide	Richard Stroder
Ron Frank		

Luther Smith, President of the Senate, called the meeting to order and invited new members, not present at the September meeting, to introduce themselves. He reminded all members of the attendance policy, noting for the record that Maureen Kelley and Frank Huff had called to explain their absence. Minutes of the September meeting were approved.

Christina Hummel, graduate student representative, was elected to the Senate Executive Committee, completing the membership of that group. The proposed membership lists for the other Senate committees were approved.

Dr. Smith then called upon Michael McQuaid, Chair of the Honorary Degrees Committee, who explained the charge of his committee.

Judy Raggi Moore, Chair of the Campus Life Committee, distributed flyers about the upcoming Campus Life Forum on campus safety. On the same theme, Matthew Bassiur, SGA liaison for public safety, reported to the Senate on student concerns about safety and distributed a sheet of pending SGA legislation in this area. He mentioned that the results of a survey on campus safety would be published soon in the Wheel.

Marie Nitschke, Secretary of the Senate, announced that the current records of the Senate are now available in a hypertext format on World Wide Web. The records continue to be accessible electronically on the Emory Gopher as well. Included are the Senate minutes, membership roster, calendar of meetings, and by-laws.

Sid Stein, Chair of the Fringe Benefits Committee, presented several proposals from his committee. Two concerned the testing of Emory employees whose jobs expose them to the risk of hepatitis B infection in order to verify their immune status. In response to questions, Dr. Stein said that employees who were to be tested were being notified now. He also indicated that medical students, working in the labs, were required to be immunized before coming to Emory. Richard Letz, representative from the School of Public Health, proposed that the motions be deferred for one month in order to seek out additional advice. Dr. Letz's proposal was approved.

Dr. Stein also submitted a resolution providing that the Emory dental care plan treat separate equipment sterilization fees as a reimbursable item. Alice Miller, Associate Vice-President for Human Resources, noted that most dentists include the sterilization fee in the cost of an office visit, and suggested that the additional \$10 fee charged by a few was unreasonable. Other Senate members agreed that this could be a price gorging technique, but some expressed reluctance to oppose fees specifically designated for the sterilization of equipment. Because of the full agenda for the current meeting, further consideration of this motion was postponed until the next meeting.

The next item of business was discussion of the domestic partners' benefits proposal. Gary Hauk, Secretary of the University, began by providing background information about the Domestic Partnership Subcommittee's year-long study of the issue which focused on what other universities and corporations were doing, the economic impact of their plans, and the moral grounds for offering the coverage.

Alice Miller said that there would be some administrative difficulties, especially regarding the courtesy scholarship program, but she indicated that administrative complexity should not prevent the Senate from adopting a policy that it believes is right.

Dr. Stein submitted a proposal from the Fringe Benefits Committee that would extend benefits to both same sex and opposite-sex domestic partners of Emory employees. Specifically the Committee recommended that:

1. EmoryCare and the dental plan be made available to domestic partners and their dependent children.
2. Courtesy scholarships be made available to domestic partners.
3. Sick and bereavement leave policies apply to domestic partners and their dependent children.
4. Domestic partners and their dependent children have the same access to University athletic and library facilities as spouses and dependent children of employees.

Richard Jasper (Woodruff Library) and Annemarie Poyo (University Photography), co-coordinators of Outstaff, encouraged the Senate to follow the lead of others around the country by going on record in support of the domestic partners' proposal. They also mentioned that the cost to the University of extending benefits to domestic partners would be slight.

Robert Ethridge, Associate Vice-President and Director of Equal Opportunity Programs, said that granting benefits to domestic partners would be consistent with the University's equal opportunity policy statement.

Dr. Smith asked Paula Cattanach, President of the Employee Council, to report on the action taken by that group. She noted that the Employee Council had recommended expanding the definition of eligible dependents for purposes of benefits beyond that of domestic partners. To determine the economic feasibility of their proposal, the Council recommended that an actuary be hired.

A number of issues were raised including:

1. How would domestic partners be defined? Dr. Hauk noted that the original subcommittee's report included proposed forms that domestic partners would fill out which would demonstrate their joint financial relationship.
2. Would any coverage would be cut as a result of extending benefits to domestic partners? Dr. Stein said benefits would not be diminished.
3. What were the possible legal ramifications? Dr. Stein noted that the proposal would have to be reviewed by the University Counsel's office.
4. What were the possible repercussions from the Methodist Church? Dr. Hauk, and Dr. Fowler, Director of the Ethics Center, both noted that the Church's position allowed some room for acceptance of the policy because the Church ministers to all and supports social justice and equal treatment for all.
5. Should any group other than same-sex domestic partners be added to the benefits package, since they are the only group obviously discriminated against?
6. Should benefits be extended even further than the proposal from Employee Council, e.g., providing EmoryCare for graduate students and their families?
7. What would be the cost of extending benefits to domestic partners, and are these cost estimates based on projections for extending benefits to same-sex partners only? Annemarie Poyo said that a .5 to 1.9 percent increase was projected by the Domestic Partnership Subcommittee.

The proposal on extending benefits will be voted on at the November meeting of the Senate.

As a part of the Senate's examination of "Emory: a Community in Mission," Jim Fowler, Director of the Ethics Center, and Kathleen Kinlaw, Associate Director, reported to the Senate about the programs, staff, and facilities of the Ethics Center. Dr. Fowler mentioned the importance of mission as a point of guidance in a rapidly changing community, and said that the Ethics Center was a place that could be of help in the struggle to define right and justice. He encouraged Senate members to call, write, or talk with Center staff about their own areas of interest and concern.

The meeting adjourned a few minutes after 5:00 p.m.