

Minutes of the Emory University Senate

November 22, 1994 - 3:15 PM
Room 400 Administration Building

Members and guests recorded as present:

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| Matthew Bassiur | Eddie Irions | Marie Nitschke |
| Larry Beard | Sue Jinks-Roberston | Helen O'Shea |
| John Bugge | Maureen Kelley | Kay Pendleton |
| William Chace | Kara Knowles | Roderic I. Pettigrew |
| Saralyn Chestnut | Frank Lechner | Robert Pham |
| Anne Claxton | Clark Lemons | Harvey Ragsdale |
| Terry Clark | Richard Letz | Raghu R. Raju |
| Joseph Crooks | Paul Lewis | Robert C. Schlant |
| Ron Frank | Dwayne Marshall | Luther Smith |
| Barbara Greene-Plauth | Marc Miller | Sidney Stein |
| Pamela Hall | Jack Millgard | Richard Stroder |
| Gary Hauk | Linda Moneyham | Dan Treadaway |
| Milekah Hebron | Judy Raggi Moore | |

Luther Smith, President of the Senate, called the meeting to order and noted for the record that the following eight members had called to explain their absence from the meeting: P. Castellano, P. Cattanach, L. Cook, M. Duncan, S. Gray, C. Hummel, L. Liebeskind, and L. Johnson. The minutes of the October meeting, distributed earlier, were corrected to include the issue of cost as one of the questions raised in the discussion of the domestic partnership proposal.

Dr. Smith recognized Judy Raggi Moore, Chair of the Campus Life Committee, who reported to the Senate about the recent forum on campus safety which the Campus Life Committee sponsored. Dr. Raggi Moore thanked Anne Claxton, Dwayne Marshall, and other students for their work in making the forum a success. She expressed regret that only sixty participants including invited guests and panelists attended, observing, however, that those figures compare well with similar campus events. The forum called attention to the many offices and departments involved in campus safety issues, and provided an opportunity to discuss some of the problems steaming from this decentralization.

Matthew Bassiur, SGA liaison for campus safety, advised the Senate that the Student Government Association recently passed a comprehensive bill on safety. He also encouraged Senate members to contact him about their concerns regarding campus safety. SGA representative Dwayne Marshall expressed appreciation to both Mr. Bassiur and Dr. Raggi Moore for their work.

Dr. Smith suggested that the Campus Life Committee coordinate its efforts on behalf of campus safety with the Safety and Security Committee so that the initiatives made by the forum on security issues would not be lost. Senate members joined him in applauded Dr. Moore for her work.

Two changes to the Senate Bylaws, proposed by the Senate Executive Committee, were approved (see [attachment A](#)). First, the references to the former School of Dentistry were eliminated, including references to the faculty and student representatives from the School. Second, the election of the Faculty Relations Committee was made a responsibility of the Faculty Council rather than the full Senate. The first proposal generated some discussion about keeping the size of the Senate the same. Frank Lechner, immediate Past-President of the Senate, suggested that proposals for representation of other groups be raised as a separate issue.

The next item of business was the proposal from the Fringe Benefits Committee to grant benefits to the domestic partners of Emory employees. This proposal was presented to the Senate at its October meeting.

Prior to the Senate meeting, a report from the Domestic Partnership Subcommittee, "A Proposal for Domestic Partners' Benefits at Emory University," was distributed to Senate members. Saralyn Chesnut, Director of the Office of Lesbian/Gay/Bisexual Life, who was one of the author's of this report, said that her committee aimed at domestic partner benefits that would be consistent with other family benefits. Thus, some of the recommendations from her committee's original report had been modified with that in mind.

Dr. Lechner noted that there were three proposals regarding benefits for domestic partners:

1. one from the Domestic Partnership Subcommittee which included both students and employees
2. one from the Employee Council which included not only domestic partners but also others such as dependent foster children or parents, and
3. the proposal from the Senate's Fringe Benefits Committee.

Dr. Smith said that the proposal of the Fringe Benefits Committee was the one currently being considered by the Senate, but that the discussion was larger because of the other proposals and their relationship to the one from the Fringe Benefits Committee.

Ron Frank, Dean of the Business School, proposed that separate votes be taken on the question of benefits for same-sex and opposite sex domestic partners. President William Chace spoke in support of the motion because of the separate ethical and legal issues involved since state law does not permit same-sex partners to marry.

Dr. Lechner moved that the proposal from the Fringe Benefits Committee be referred to a committee for further study. In the discussion that followed, it was also suggested that the proposal from the Employee Council be included in further committee study. Kay Pendleton, Employee Council representative, spoke about the Council's deliberations which led to their proposal to extend benefits to a larger group. The motion to refer to committee was defeated by a vote of 11 to 13.

Before voting on the proposal to extend benefits to same-sex domestic partners, the Senate was informed by Dr. Smith that the Faculty Council had voted to extend benefits to both opposite-sex and same-sex domestic partners. Joseph Crooks, General Counsel for the University, explained how the Senate might adopt the proposal in principle rather than as a formal policy statement, giving the University Administration time to deal with the administrative complexities of the proposal. The Senate endorsed in principle the extension of benefits to same-sex domestic partners by a vote of 13 to 9 (see attachment B).

Dr. Smith was asked to explain the Faculty Council's reasons for approving extension of benefits to opposite-sex domestic partners. He responded that the Faculty Council discussions indicated that the definition of the family had sufficiently changed to include domestic partners. The proposal to extend benefits to opposite-sex domestic partners was defeated by a vote of 8 to 11.

President Chace commended the Senate for the way it conducted its discussion. Dr. Smith also thanked the Senate, and mentioned that the concerns raised by the Employee Council would be considered by the Fringe Benefits Committee. Dr. Stein called attention to the fact that the Fringe Benefits Committee deals with employees only, and suggested that the Senate appoint another committee to deal with the student issues raised by the Domestic Partnerships Subcommittee.

Several other resolutions submitted by the Fringe Benefits Committee at the Senate's October meeting were scheduled for a vote at the November meeting. Dr. Stein reported that the Human Resources Office had accepted the Committee's recommendation that separate sterilization fees attendant to the delivery of dental services no longer be treated as a non-reimbursable item. Thus the Senate did not need to take any action on that resolution. The remaining resolutions, dealing hepatitis B vaccinations, were approved (see attachment C).

John Bugge, representative from the Humanities Division of the College, raised the issue of the condition of Emory village and wondered if the Senate might take some hand in redeveloping that area. He moved that a committee be created to look into this. The motion was approved. Dr. Smith asked Dr. Bugge if he would be willing to chair the Committee, and he agreed to do so. The following Senate members volunteered to serve on the Committee: Kara Knowles, Marc Miller, Judy Raggi Moore, Richard Stroder, and Milekah Hebron.

Finally, Dr. Smith reported to the Senate about the meeting of Senate committee chairs. He said that he would soon be bringing to the Senate recommendations from this group which would make the Senate more visible, and give it greater grounding in the life of the University.

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