

Minutes of the Emory University Senate

October 26, 2004

Jones Room,
Woodruff Library

In attendance: Kent Alexander, Jamar Brown, Jim Brown, Tim Bryson, Louis Burton, Ken Carter, Vincent Carter [for Daniel Teodorescu], Kim Collins, Ray Duvarney, Sylvia Ennis, Bobbie Epting, Kate Ford, Tom Frank, Susan Gilbert, Maggie Gilead, Noman Goheer, Amy Harms, Don Harris, Gary Hauk, William Kelly, Jimin Kim, Vikas Kumar, Richard Levinson, Earl Lewis, Lynn Magee, Michael Mandl, Jackie Marcus, Peter Mather, Mark McLeod, Richard Metters, Kelly Moynes, Don Newsome, Robert Paul, Patrick Reilly, Michael Rogers, David Saliba, Steve Strange, Sharon Strocchia, Michael Terrazas, James Wagner, Richard Ward, Cathi Wentworth, Karl Woodworth.

Excused: Nancy Bayly [sent stand-in], Richard Freer, Isabel Garcia, David Holtgrave, Susie Lackey, Judy Raggi Moore, Ruth Pagell, John Snarey, Jennifer Wick, Seth Wood [sent stand-in].

Absent: Jocelyn Brewer, Curt Carlson, Raymond Dingleline, Richard Doner, Eugene Emory, Robert Ethridge, Jason Fisk, John Ford, Bill Fox, Keith Gitlitz, Jan Gleason, Lara Hendy, Caroline Hoit, Ashaki Holmes, Jane Howell, Michael Johns, Charlotte Johnson, Youhann Jokhi, Ronnie Jowers, Kenton Kelly, Harriet King, Scott Kitner, Jeffrey Koplun, Jane Lawson, Marvin Lim, Linda Matthews, Alice Miller, James Morey, Edith Murphree, Coleman Oglesbee, Albert Padwa, Ryan Payne, Thomas Pearson, Bernard Potts, Johnnie Ray, Judith Rohrer, Samira Savill, Holli Semetko, Sidney Stein, Frank Stout, Pei-Fung Sun, Paul Towne, Sharon Zinns.

I. Welcome - President Strocchia

University Senate President Sharon Strocchia called the meeting to order at 3:36 pm. On behalf of the Senate, President Strocchia welcomed Executive Vice President Mike Mandl after a three-month leave of absence and invited new members of the Senate to introduce themselves to the Executive Committee at the conclusion of the meeting.

II. Approval of September 2004 Minutes - President Strocchia

There were no corrections to the September 2004 minutes. President Strocchia declared the minutes approved as distributed.

III. EmoryGives 2005 presentation – Michelle Smith

Ms. Smith presented the EmoryGives program including distribution of the EmoryGives brochure. New highlights of the EmoryGives program this year include:

- A goal of \$900,000.00. This is more than double the goal of last year as it includes the Heart Walk program.
- The online application, which was demonstrated.
- A new charitable foundation on the roster – Global Impact.

See www.emorygives.emory.edu for more information.

IV. Presentation of Standing Committee Goals and Projects - President Strocchia and Standing Committee Chairs

President Strocchia directed the Senate's attention to the handout – "University Senate Standing Committees: 2004-2005 Objectives." Each of the attending standing committee chairs summarized the objectives of their committee as published in this handout. President Strocchia advised that the chair of the Safety and Security Committee is vacant and she

requests volunteers or nominations for this position.

President Wagner applauded the standing committees being “deliberate about where we are going.” President Wagner expressed hope that all committees will reach beyond being merely adequate and instead strive for excellence in accordance with the vision statement and strategic planning. President Wagner requests that the standing committees take opportunities for “stretching” in the course of meeting of their objectives.

V. Update on Benefits Review - President Strocchia

President Strocchia described the charge and context of the Benefits Review ad hoc committee. Last year this committee, chaired by President John Snarey and in partnership with Executive Vice President Mandl, reviewed and retroactively grandfathered the health insurance benefits of retirees in the 55 – 64 age bracket.

This year the committee, chaired by Strocchia, will review the entire benefits package for faculty and staff. At the end of this review, the committee will make a recommendation to the Senate for a competitive benefits package that contributes to the goal of making Emory a destination university.

The committee has begun its organizational work and the first meeting is scheduled for the week of November 1, 2004. President Strocchia has had several informational meetings with Vice President Alice Miller and will also meet soon with Executive Vice President Mandl. President Strocchia expects to make monthly reports on the progress of the committee to the Senate.

Executive Vice President Mandl observed that great progress was made last year on the acute issue and that comparative data has been collected from the top 20 research universities for use by the committee.

Executive Vice President Mandl expressed gratitude, regret, peace and gained strength concerning his experiences over the past 3 months. He invites and welcomes anyone to communicate with him about any aspect of his experience. Applause followed.

VI. Resolution on Georgia Amendment One

President Strocchia made a motion - on behalf of the President’s Cabinet - to discuss and act on the resolution concerning GA Amendment One. President Strocchia directed the Senate’s attention to a document distributed to the Senate. Page 1 of the document originated in the President’s Cabinet. This is the resolution up for discussion and voting. Page 2 of the same document contains notes compiled by the President’s Commission on LGBT Concerns. President Strocchia clarified that page one and page two of this document have different origins.

President Strocchia advised that “...[the Senate’s vote on this resolution today] is not a vote on Amendment One.” This privilege is reserved for registered voters at the polls on election day. Furthermore, the resolution does not advocate a position on Amendment One. It does not instruct anyone on how to vote. It is neither the purpose nor intent of the resolution to infringe on voting rights.

The resolution states:

Resolved: That Emory University reaffirm its policies in behalf of the rights of gay and lesbian persons; and that Emory, as an educational institution, affirm the importance of fully informing voters by including the full text of proposed

constitutional amendments on the ballot.

President Strocchia reminded the Senate of the classifications of Senate membership – ex officio (voice only) and elected (voice and vote). The chair of the President’s Commission on LGBT Concerns , Cathi Wentworth, Director of Academic Services, Oxford College, was recognized.

Chair Wentworth reviewed the notes (page 2 of the handout) about Amendment One compiled by the President’s Commission on LGBT Concerns along with a letter sent by the Commission to President Wagner, Vice President Hauk, Vice President Ford, Vice President Ethridge, Provost Lewis and President Strocchia. The President’s Commission on LGBT Concerns has four basic concerns.

1. The Georgia ballot is incomplete in the presentation of Amendment One.
2. There is no agreement about the legal interpretation and implications of section B of the amendment.
3. The business climate of Georgia will be adversely affected by Amendment One.
4. Emory University will become less of a destination university due to the unwelcoming climate created by Amendment One.

President Wagner thanked the commission and commented that Emory’s legal opinion is that Amendment One will not have any direct impact on Emory University. President Wagner stated: “If someone tried to impose the language [of Amendment One] to challenge what we do as a university, we would fight it vigorously.”

President Strocchia accepted a friendly amendment from Professor Thomas Frank to insert the phrase “State of Georgia” thus making the resolution read:

Resolved: That Emory University reaffirm its policies in behalf of the rights of gay and lesbian persons; and that Emory, as an educational institution, affirm the importance of the State of Georgia fully informing voters by including the full text of proposed constitutional amendments on the ballot.

Chair Wentworth asked what happens to the resolution should it pass. President Strocchia answered that Senate resolutions are forwarded to the President of the University with the vote total recorded. The resolution is also posted to the web. Emory Report could also be requested to include the background information as well. Emory Report responded that it is unlikely that newspaper space will be available for a full transcription of all the background material. President Strocchia suggested discussing these details in a follow-up conversation.

Executive Administrative Assistant Amy Harms reported that the Employee Council unanimously passed a resolution supporting this resolution.

President Strocchia called for a vote on the motion:

Resolved: That Emory University reaffirm its policies in behalf of the rights of gay and lesbian persons; and that Emory, as an educational institution, affirm the importance of the State of Georgia fully informing voters by including the full text of proposed constitutional amendments on the ballot.

The resolution passed unanimously by a vote of 18-0.

VII. Discriminatory Harassment Policy – Dean Robert Paul

Dean Paul presented the background and context of a draft of the Discriminatory Harassment Policy. Two previous policies have been consolidated (equal opportunity policy and

discriminatory harassment policy). For feedback, this draft was presented to Emory College faculty, Faculty Council, and published on the web.

The committee created this policy in the context of the academic freedom that separates the university from other large organizations and corporations. Dean Paul requested that the Senate membership examine the draft and communicate any feedback to him.

Dean Paul summarized the draft policy that was distributed to the Senate.

Questions and answers followed.

VIII. Remarks by President Wagner

President Wagner commented that his recent state of the university message would soon be posted to the web. He emphasized that discussions about and documents such as Amendment One, the harassment policy and the code of ethics are about expectations of interaction that allow us to exercise academic freedom without creating an offensive or hostile environment.

President Wagner wishes to make certain that we do not confuse the politeness and courtesy of social correctness with the politeness and courtesy of respect. The former sets too high a threshold for easy communication for fear of breaking a social norm. The latter sets a threshold based on easy, ready communication necessary to hear what's on our hearts and minds.

IX. New Business

None.

X. Hearing no other business, President Sharon Strocchia adjourned the meeting at 4:58 p.m.

Respectfully submitted,
Jim Brown
Secretary of the University Senate