

MINUTES OF THE SPECIAL MEETING
OF THE
MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES

November 9, 1995

A Trustee Finance Committee meeting was held in the Board Room of the Administration Building beginning at 12:30 p.m. on Thursday, November 9, 1995. Minutes of the meeting are on file in the Office of the Secretary of the Board of Trustees.

The special meeting of the Board of Trustees was called to order by President McPherson at 1:05 p.m. in the Board Room.

Trustees present: Dolores M. Cook (via telephone), Dorothy Gonzales, Russell G. Mawby, Colleen McNamara, Donald W. Nugent, John D. Shingleton, Bob Traxler, and Robert E. Weiss.

University officers present: President McPherson, Provost Simon, Secretary Pogel, General Counsel and Vice President Noto, Vice Presidents Denbow, Greenleaf, Pierre, Webb, Wilkinson, and Acting Vice President June. Faculty Liaison representatives present: Maureen McDonough, Deborah Moriarty, Charles Nelson, and William Taylor. Student Liaison representatives present: Bernadette Donohue, Sha-Ron Hampton, Matthew Nelson, and Laurin Stine.

All actions taken were by unanimous vote of the Trustees present, unless otherwise noted.

1. On a motion by Dr. Mawby, supported by Mr. Shingleton, **THE BOARD VOTED to approve** the proposed agenda.
2. There were no requests for public participation on issues regarding the Detroit College of Law.
3. The Trustee Finance Committee report and recommendations were presented by Committee Chairperson Traxler as follows:

A. Detroit College of Law

- 1) Lease Agreement with Detroit College of Law (DCL)

It was recommended that the President and/or the Vice President for Finance and Operations be authorized to execute a lease agreement with the Detroit College of Law for space in the new facility to be constructed on the campus for this purpose, in substantially the same form as the draft provided to the Committee and the Board. A copy is included with Board Agenda materials in the Office of the Secretary of the Board of Trustees.

- 2) Resolution Indicating Intention to Issue General Revenue Bonds

It was recommended that the Board of Trustees adopt a resolution declaring intent to issue bonds to finance the Detroit College of Law/Business Library Building and authorizing the administration to conduct a public hearing and take other actions in preparation for issuance of bonds, subject to a requirement that the final bond package be brought to a future meeting of the Board for final authorization before issuance.

- 3) Detroit College of Law/Business Library Building - Foundation Package

It was recommended that a contract in the amount of \$713,000 be awarded to The Christman Company of Lansing, Michigan, for the project entitled: Detroit College of Law/Business Library Building - Foundation Package.

On a motion by Mr. Traxler, supported by Dr. Mawby, **THE BOARD VOTED to approve** the recommendations.

Public
Participation -
no requests

Trustee Finance
Committee

Detroit College
of Law (DCL)

Lease Agreement

Intention to
Issue General
Revenue Bonds

DCL/Business
Library Building
- Foundation
Package

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President's
Comments
regarding
Kristallnacht
Commemoration

4. Prior to beginning the Information Session, President McPherson said he wished to comment about the invitation he received from Jonathon Koenigsberg, Chairperson of the Jewish Student Union, to attend the Kristallnacht Commemoration that evening. Although Board activities would preclude his attendance, he wanted to call attention to the special service held annually to note the beginning of the violent Nazi persecution of Jews. He also commented that the previous week he was privileged to have an opportunity to speak at Shaarey Zedek synagogue in East Lansing at the memorial service for Prime Minister Rabin.

Domestic Partner
Benefits

5. Domestic Partner Benefits

Invited
Presentations

- A. The following individuals were invited to make presentations during the Information Session on Domestic Partner Benefits.

Terry S. Stein, Professor, Department of Psychiatry
Sue Carter, Assistant Professor, School of Journalism; MSU Alumna
John Huebler, Staff Member, Administrative Information Services; MSU
Alumnus
Brent Bilodeau, Assistant for Lesbian, Bisexual and Gay Concerns,
Multicultural Development Office, Division of Student Affairs; MSU
Alumnus
Jason Chenoweth, Student; Co-Director, Alliance of Lesbian/Bi/Gay and
Transgendered Students; Representative, Academic Assembly

John Wilson, Professor, Department of Biochemistry
Alvin J. M. Smucker, Professor, Department of Crop and Soil Sciences

Board of Trustees Faculty Liaisons

Maureen McDonough, Professor, Department of Forestry; Chairperson
of Steering Committee of Academic Council
William C. Taylor, Professor, Department of Civil and Environmental
Engineering
Deborah Moriarty, Professor, School of Music; Member of College of
Arts and Letters Advisory Council
Charles M. Nelson, Professor, Department of Park, Recreation, and
Tourism Resources

Board of Trustees Student Liaisons

Matthew Nelson, Chairperson of Academic Assembly
Bernadette Donohue, President of Council of Graduate Students

C. Keith Groty, Assistant Vice President for Human Resources; Denise T. Anderton, Director of Human Resource Services; and Kristine A. Hynes, Associate Director of Human Resource Services/Benefits, responded to questions of Trustees.

Faculty Liaisons
comments

Student Liaisons
comments

MSU Human
Resources Staff
Members

Public
Participation

- B. Additional comments on Domestic Partner Benefits were made by the following individuals who requested to address the Board of Trustees:

- 1) Paul H. Carrier, MSU Alum; President of Log Cabin Club of Mid-Michigan
- 2) Deborah Feltz, Professor and Chairperson of Department of Physical Education and Exercise Science
- 3) Jennifer Rutledge-Martinez, Staff
- 4) Tom Downs, Father of partner of staff member
- 5) Eleanor Morrison, Former faculty member; Clergy, United Church of Christ
- 6) Rondy Murray, Staff and Chairperson of MSU Coalition of Labor Organizations
- 7) Lisa Laughman, Alumna; Partner of staff member; Former staff
- 8) Charlie Mack, Alumnus
- 9) Matt Bokach, Graduate Student
- 10) Jennifer Chabot, Student; Staff
- 11) Cassius Street, Former attorney for MSU; Spouse and parent of MSU alums; Friend of MSU
- 12) Maggie Rohde, Student
- 13) Christopher Carmichael, Senior Academic Specialist and Curator of Mammals at MSU Museum
- 14) Mary C. (Kate) Murphy, Staff
- 15) Wanda Lipscomb, Associate Professor, Department of Psychiatry

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- C. President McPherson opened the discussion on Domestic Partner Benefits by stating "this has been the most difficult matter for me to sort through since I've been here." He said he wished to communicate that every individual is important and that he is a strong supporter of the University's anti-discrimination policy which was adopted in 1993. He said, "after lots of thought and worry, worry about the impact on our campus and our State," it was his recommendation to the Board of Trustees that no action be taken today on benefits for partners and that the current policy remain in effect.

Domestic Partner
Benefits
Discussion

In response to the President's recommendation, Chairperson Mawby emphasized the significance of the issues. He, as well as other Board members, conveyed respect for the various positions that had been expressed at the meeting and said he appreciated the phone calls, conversations, and letters representing those viewpoints. Dr. Mawby presented the motion **that at this time, no change be made in the program of benefits.** The motion was supported by Mr. Shingleton.

Recommendation -
at this time no
change be made
in program of
benefits

Dr. Mawby reported that after much soul searching his responsibility is to the mission, programs, assets, revenues, and expenditures of the University which should be in conformance with the wishes of the people of the State of Michigan.

Each Trustee commented about the recommendation. Trustees Cook, Shingleton, and Nugent supported the viewpoint that no change should be made in extending benefits to domestic partners.

Trustee Cook stated that she supported the motion of Chairperson Mawby, recognizing her responsibility under the State Constitution to represent the people who elected her, and to not represent her personal feelings on issues.

Trustee Shingleton said he wished to emphasize another dimension which is the importance of traditional family values in our society. He also believes this matter is a societal issue that should be set forth by the State.

Trustee Nugent commented that the University benefit package should remain as it is until the IRS or the State of Michigan recognizes other than heterosexual married couples.

Trustees McNamara and Gonzales opposed the recommendation. Trustee McNamara said that she does not believe certain kinds of families should be rewarded and others punished. She supported the faculty recommendation, but believes it could go further in a more egalitarian approach of providing benefits for the diverse University community.

Trustee Gonzales stated that discrimination under any circumstances is unacceptable, especially since the University has an anti-discrimination policy. She believes the University must do what is right for all of its employees.

Trustee Weiss suggested that other alternatives be examined and encouraged future discussion to resolve the issue as it was obvious from the comments of Trustees who had declared themselves that there would not be five votes to change the present policy.

Following the comments of other Trustees, Trustee Traxler said he was sensitive to the University community and respected the views of faculty, students, and staff. After listening to the discussion, he recognized serious issues and questions concerning the costs, the definitions, and the qualifications that might be incorporated into such a proposal. He said that over the course of time the issue might possibly be resolved elsewhere to the Board's satisfaction. Therefore, he would propose a substitute motion to postpone for a period of not less than 24 months and to reaffirm the anti-discrimination policy adopted in 1993.

Substitute motion
to postpone
consideration of
providing benefits
for period of 24
months and
reaffirm anti-
discrimination
policy adopted in
1993

On a motion by Mr. Traxler, supported by Mr. Weiss, **THE BOARD VOTED by roll call vote to postpone consideration of providing benefits to domestic partners of University employees for a period of not less than 24 months and to reaffirm the anti-discrimination policy adopted in 1993.** The vote was unanimous 8-0.

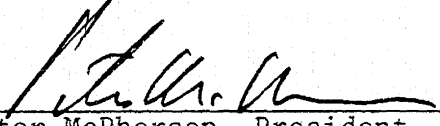
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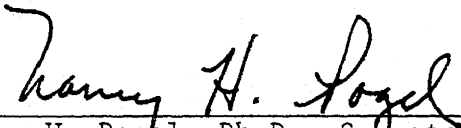
Domestic Partner
Benefits
continued

President McPherson said that he and the Board of Trustees appreciated the sincerity and honesty with which the issues were discussed. He reemphasized that this is not an easy matter, and that he values the views of faculty, staff, students, and members of the community.

Executive Session
not requested

6. An Executive Session was not requested.
7. On a motion by Mr. Nugent, supported by Mr. Shingleton, **THE BOARD VOTED to adjourn** at 4:07 p.m.


Peter McPherson, President


Nancy H. Pogel, Ph.D., Secretary