

Dan Allcott	Amy Brown	Kristine Craven
Yun Ding	Addison Dorris	Dennis Duncan
Joshua Edmonds	Mary Lou Fornehed	Savannah Griffin
David Hajdik	Kim Hanna	Samantha Hutson
Janet Isbell	Bethany Jones	Andrea Kruszka
Jane Liu	Mark Loftis	



replaced. Richard Rand asked if the policy addressed removing someone's name from an existing building? Stinson replied that this policy does address removing a name. An out-of-cycle approval was obtained and this was an information-only item.

Bedelia Russell motioned to approve the Bereavement Policy No. 613. Mark Wilson seconded. Kevin Vedder presented and stated there were extensive changes to the policy which expanded the parameters to include more eligible individuals and increased the number of days that were now able to be spread out over several months. Kruszka stated that at a previous reading the policy was tabled in order to check with University Counsel on including domestic partners. Kruszka asked if Counsel were consulted since it did not look like domestic partner language had been included. Vedder replied yes, it was evaluated and since domestic partner was not defined or included in Tennessee code it was thought to be problematic to use the term/criteria in this policy. Vedder stated that the policy did not make allowance for domestic partners.

Rand asked if a person could use his/her regular leave to attend the bereavement of a domestic partner or best friend? Vedder answered that annual leave could be used. Rand asked about faculty since they received no annual leave, what would they do? Vedder replied they could use sick leave combined with bereavement leave. Isbell asked if the Council had asked that domestic partner be considered as part of the policy? Dan Allcott acknowledged that he had asked that it be considered. Vedder confirmed that the recommendation not to include domestic partner in the policy was from a HR practitioner's standpoint based on legal counsel. Smith-Andrews asked if domestic partner could be added and defined? Vedder replied it could be a consideration but he did not think it would be a good idea to do so because inherently when you define domestic partner you get into questions like, what's the level of the relationship, how long, how do you document; is it one week or is it one day or is it three months; it's very difficult to manage.

Kruszka asked if it could be added to the policy "additional people at employee request", stating the family unit was changing and felt like it needed to be addressed. Vedder stated if it were left open-ended there would be inconsistencies and there needed to be clarity around specific instances based on relationships defined in the policy. Yun Ding stated that domestic partner was included on the Vanderbilt website and he pasted the policy in the TEAMS chat. Motion APPROVED with eight nay's and three abstentions.

Carl Pinkert presented the approved out-of-cycle revised Financial Conflict of Interest in Research Policy No. 735 and stated revisions to Policy No. 735 were necessary to meet mandatory National Institute for Health (NIH) requirements. The revisions had been delayed

