



Emory University Senate  
November 18, 2025  
3:00 – 5:00 pm EDT in person  
Rm 208 Convocation Hall

## **Agenda**

**3:00-3:10** **Opening Remarks and Consent Agenda (October Minutes)**  
*Noëlle McAfee, Senate President*

**3:10-3:25** **Provost's Greetings**  
*Badia Ahab, Emory University Provost*

**3:25-3:35** **Retirement Farewell**  
*Deb Bruner, VP for Research*

**3:35-3:45** **Hardship Fund**  
*Liz Carlino, Chair, Staff Council*

**3:45-3:55** **Libraries & Museums Committee Report**  
*David Borthwick, Chair, Senate Libraries and Museums Committee*

**3:55-4:20** **Fringe Benefits Committee Report and Motions**  
1. Enhancement of Courtesy Scholarship Benefits - Comprehensive reforms to improve equity, competitiveness, and accessibility of educational benefits for employee families  
2. Enhanced Childcare Benefits - Implementation of sliding-scale subsidies, extended parental leave, and emergency backup care  
3. Alignment of the FSA contribution- annual open enrollment alignment with following year's IRS amount released in October of the year of open enrollment for following year.  
*Roy Simpson, Chair, Senate Fringe Benefits Committee*

**4:20-4:35** **Student Government Association Update and Motion on DEI and Protection of Community Members' Rights**  
*Tyler Martinez, SGA President*

**4:35-5:00** **Executive Session**

**5:00** **Adjournment**



## **Emory University Senate Meeting Minutes**

Date: October 2025

Location: Convocation Hall / Zoom Hybrid

Presiding: Dr. Noelle C. McAfee, University Senate President

**Voting Members In Attendance (42):** Noelle McAfee, George Shepherd, Jody Guest, April Flint, Tyler Martinez, Liz Carlino, April Edward, Morieka Johnson, Tina Chang, Chris Blake, Michael Martin, Michael Owens, Roy Simpson, David Borthwick, Kurt Warncke, Caroline Fohlin, Sean Meighoo, Carlos Moreno, Melissa Williams, Dabney Evans, Sara Frankhauser, Jessica Wells, Harold Simon, Jennifer Stapel-Wax, Kajal Patel, Andrew Sherrill, Tracie Rosser, Jeffrey Lichtman, Asmaa Ali, Michael Krayyem, Lucianna Cannon, Jovan Brockett, Freddie Yang, Emory Sabatini, Albert Giovanazzi, Hannah Rogers, Molly Gassman, Janet DeForest, Caitlin Kjeldsen, Terez Whately-White, Jen Ngetich, James Story

**Voting Members Absent (18):** Ariel Yitzchaki, Jack Steffen, Duygu Islek, Jehu Hanciles, Sasha Volokh, Anna Espinosa, Joanna Green, Aminah Hasan-Birdwell, Eric Lonsdorf, Zoe Grotjan, Amanda Brewster, Enoch Ayamga, Alexis Osei-Kofi, Grace Rogers, Martha Pacini, Tiffany Boller, VonYetta Hunter, Barbara Krauthamer

**University Administration Present (5):** Lanny Liebeskind, Joon Lee, Brad Slutsky, Heather Mugg, Lisa Parker

**University Administration Absent (8):** Justice Leah Ward Sears, Badia Ahad, Chris Augostini, Allison Dykes, Susan Bonifield, Deborah Bruner, Joshua Newton, Kevin Moody

**Invited Visitors Present (13):** Stella Jean Clarke-Dubose, Jack Rutherford, Siya Kumar, Mathew Pinson, Melissa Daly, Anjulet Tucker, Jonathan Poole, Mindy Simon, David Payne, Ciannat Howett, Pearl Dowe, Brandon Grimmett, Jane Gatewood,

The regular meeting of the University Senate was held on Tuesday, September 23, 2025, at 3:00pm in Convocation Hall, the President being the chair and the Secretary being present.

### **I. Call to Order — 3:02 p.m.**

President Noelle McAfee called the meeting to order and welcomed members. She noted a full agenda and announced that a Senate group photo would be taken in the atrium prior to Executive Session.



## **II. Call to Order and Opening Remarks by the Senate President**

President Noelle McAfee called the meeting to order at 3:02 p.m., welcomed members, noted a full agenda, and announced a group photo before Executive Session. In her remarks, she shared “midterm grades” for the University, praising the community’s strong work ethic (“A”) but criticizing the removal of Diversity, Equity, and Inclusion efforts (“F”) and noting continued concerns about compliance with the Open Expression Policy.

She reflected on the April 25, 2024 arrests during a campus demonstration, citing communication and security failures. McAfee emphasized that the administration has not acknowledged wrongdoing or sought to dismiss charges. She also discussed the termination of a School of Medicine professor, noting that the Committee for Open Expression found policy violations and that the decision relied on questionable evidence. Finally, McAfee reported that the Faculty Council passed a motion urging the University and President Justice Sears to follow the Open Expression Policy and reconsider recent disciplinary actions, suggesting the Senate might take similar action.

## **III. Approval of Consent Agenda & Committee Actions**

September meeting minutes were previously distributed. No business was conducted last month due to the meeting coinciding with Rosh Hashanah.

Motion: Rename the “Campus Life Committee” to the “Community Life Committee.” Motion passed unanimously.

Consent Agenda: Approval of September minutes and the roster for the new Budget Priorities Committee chaired by Chris Palazzolo. Consent agenda approved unanimously.

## **IV. Interim Provost’s Report – Dr. Lanny Liebeskind**

Dr. Liebeskind delivered his final report as Interim Provost, noting that Dr. Badia Ahad, current Dean of Oxford College, will assume the role of Provost and Executive Vice President for Academic Affairs on November 1, 2025.

## **V. Presentation: Global Affairs Update – Dr. Jane Gatewood**

Dr. Gatewood and colleagues provided updates on international policy and immigration impacts, including federal proposals and Emory’s responses.

## **VI. Resolution: Rejection of the Federal “Compact for Academic Excellence”**

Senators Dabney Evans and Sean Meighoo introduced a resolution opposing the Trump Administration’s proposed Compact for Academic Excellence in Higher Education, which ties federal funding to restrictive measures. Resolution passed overwhelmingly.

## **VII. Presentation: Collective Bargaining Agreement Overview**

Presenters: Dr. Jeffrey Staton and Dr. Kimberly Jacob Arriola summarized the ratified graduate student union agreement, including stipends, funds, and grievance procedures.



**VIII. Motion: Open Expression Policy Resolution**

The Senate endorsed the Faculty Council's resolution urging University leadership and the School of Medicine to comply with Policy 8.14 on Open Expression and to review recent disciplinary actions. Motion passed unanimously.

**IX. Meeting Adjourned**

Hearing no other business, Senate President Noelle McAfee adjourned meeting at 4:31pm. All members gathered in the foyer for a photo prior to Executive Session.

Executive Session followed immediately thereafter.

Submitted by: April Flint, PhD, NBC\_HWC  
Secretary of the University Senate

# **Resolution on Enhancement of Courtesy Scholarship Benefits for Emory University Employees**

**Submitted to the University Senate**

**Fringe Benefits Committee**

**November 10, 2025**

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## **Preamble**

The Fringe Benefits Committee has conducted a comprehensive review of Emory University's Courtesy Scholarship Program (Policy 4.96) and identified significant concerns regarding equity, competitiveness, and alignment with the university's mission to support its workforce. This resolution addresses the need to modernize and expand the current courtesy scholarship benefits to better serve all employees and their families.

## **Whereas Statements**

**WHEREAS**, Emory University's current Courtesy Scholarship Program requires full-time employees to complete 2 years of service before their dependents become eligible for 50% tuition coverage, 5 years for 75% coverage, and 10 years for 100% coverage, creating substantial barriers; and

**WHEREAS**, the university announced in September 2025 the Emory Advantage Plus program providing need-based financial aid covering full tuition for undergraduate students from families earning less than \$200,000 annually, which, while benefiting employee families financially, effectively eliminates the courtesy scholarship as a meaningful recruitment and retention tool for the majority of Emory employees, as their children now receive the same financial aid as external applicants regardless of parental employment status or years of service to the institution;

**WHEREAS**, admission rates for employee dependents have declined significantly from 69% (combined Emory College and Oxford College) in 2015 to approximately 38% in 2023-2025, leaving the majority of employee families without access to the primary scholarship benefit despite years of service to the institution;

**WHEREAS**, current scholarship recipients are disproportionately concentrated among higher-income employees, with 55.63% of recipients earning over \$150,000 annually and 77.17% earning over \$100,000, while only 1.93% of recipients earn under \$50,000, demonstrating significant inequity in benefit distribution;

**WHEREAS**, the current policy excludes stepchildren from eligibility, creating additional inequity for blended families among Emory's workforce;

**WHEREAS**, the existing program provides no portable scholarship option for employee dependents who attend other institutions of higher education, whether by choice or due to non-admission to Emory, leaving many employees without meaningful educational benefits for their children;

**WHEREAS**, peer institutions offer significantly more generous and equitable courtesy scholarship programs, including portable scholarships that provide benefits regardless of which institution the dependent attends, placing Emory at a competitive disadvantage in faculty and staff recruitment and retention;

**WHEREAS**, the current employee scholarship program limits full-time employees to 5 credit hours per semester (essentially one course), which is insufficient for employees seeking to advance their education and professional development while maintaining full-time employment;

**WHEREAS**, approximately 1,436 employee dependents aged 18-21 are covered by Emory's medical insurance as of September 2025, representing a substantial population of potential beneficiaries who would be better served by an enhanced and more equitable scholarship program;

**WHEREAS**, the total annual expenditure for courtesy scholarships is approximately \$16 million, demonstrating the university's significant investment in this benefit area and the importance of ensuring these resources are distributed equitably across the employee population;

**WHEREAS**, the cliff-vesting structure of the current program creates perverse incentives and may contribute to employee retention solely for benefit accrual rather than job satisfaction and institutional mission alignment;

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### **Be It Therefore Resolved**

**RESOLVED**, that the Emory University Senate recommends the administration implement comprehensive reforms to the Courtesy Scholarship Program as detailed in the accompanying proposal document (FBC Courtesy Scholarship Proposal for University Senate Updated October 2025), including but not limited to:

#### **Section 1: Enhanced Equity and Accelerated Vesting for Emory Attendance**

1.1. The vesting schedule for dependent scholarships for attendance at Emory University shall be revised to provide earlier access and more gradual accrual, specifically:

- 15% of full tuition coverage per year for years 1-5 (reaching 75% after 5 years)
- 10% of full tuition coverage per year for years 6-7 (reaching 95% after 7 years)

- 5% of full tuition coverage for year 8 (reaching 100% after 8 years)

1.2. This accelerated vesting schedule shall eliminate the current cliff structure, providing continuous annual accrual and reducing the current 10-year wait to 8 years for full benefits.

## **Section 2: Introduction of Portable Scholarship Benefits**

2.1. A portable scholarship option shall be established for employee dependents attending accredited institutions other than Emory University, valued at 50% of the Emory scholarship rate applicable to the employee's length of service.

2.2. The portable scholarship shall follow the same vesting schedule as the Emory attendance scholarship, accruing gradually from year 1 of employment.

2.3. The portable scholarship shall be applicable to accredited four-year colleges and universities, two-year colleges, and other accredited post-secondary institutions and programs.

## **Section 3: Expansion of Dependent Eligibility**

3.1. Dependent eligibility shall be expanded to include stepchildren, subject to appropriate documentation of the relationship and financial responsibility.

3.2. The definition of eligible dependents shall be reviewed and updated to reflect contemporary family structures while maintaining appropriate fiscal responsibility.

## **Section 4: Additive Benefits for Dual-Employee Households**

4.1. When both parents are Emory employees eligible for courtesy scholarships, their benefits shall be additive up to a maximum of 100% of tuition coverage, rather than the current policy of limiting benefits to the parent with longer service.

4.2. This provision recognizes dual-career households and the combined institutional service of both parents.

## **Section 5: Enhanced Employee Educational Benefits**

5.1. The credit hour limitation for employees taking courses shall be increased from 5 to 6 credit hours per semester for full-time employees, enabling enrollment in two courses per semester.

5.2. The reimbursement rate per credit hour for employee coursework shall be reviewed and increased to close gaps between actual costs and current reimbursement levels.

## **Section 6: Implementation and Review**

6.1. The administration shall develop a detailed implementation plan, including financial modeling, timeline, and communication strategy, within 90 days of Senate approval of this resolution.

6.2. The implementation shall prioritize benefits to lower- and middle-income employees to address current inequities in scholarship distribution.

6.3. A comprehensive review of the updated program shall be conducted annually for the first three years following implementation, with findings reported to the University Senate.

6.4. The administration shall explore phased implementation options if immediate full implementation is not financially feasible, with priority given to portable scholarships and reduced vesting periods.

**RESOLVED FURTHER**, that this resolution and the accompanying detailed proposal be forwarded to the President, Provost, Executive Vice President for Business and Administration, and Vice President for Human Resources for consideration and action;

**RESOLVED FURTHER**, that the Fringe Benefits Committee shall work collaboratively with Human Resources and Financial Planning to ensure the proposed changes are implemented in a fiscally responsible manner that balances enhanced employee benefits with institutional financial sustainability;

**RESOLVED FURTHER**, that the administration provide a formal response to the University Senate within 120 days regarding the feasibility, timeline, and financial implications of implementing these recommendations.

## **Supporting Documentation**

This resolution is supported by the following documents, which contain detailed data, peer institution comparisons, and comprehensive analysis:

- FBC Courtesy Scholarship Proposal for University Senate Updated October 2025 (detailed recommendations and rationale)
- Updated Courtesy Scholarship at Other Schools Benchmarking October 2022 and March 2023
- Emory Courtesy Scholarship Policy 4.96 (current policy)
- Courtesy Scholarship Data Fringe Benefit Committee Updated 2025 (enrollment and demographic data 2019-2025)

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## **Submitted by:**

Fringe Benefits Committee

Caroline Fohlin, Committee Chair Member Scholarship Equitability

Roy L. Simpson, Chair Fringe Benefits Committee

**Date:** November 10, 2025

# DRAFT

# Enhanced Childcare Benefits Resolution

Dr. Roy L. Simpson  
Asst Dean Data Science and Professor  
Chair Fringe Benefits Committee  
Date: November 10, 2025

Fringe Benefits Committee  
November 10, 2025

## Preamble

In January 2024, the Fringe Benefits Committee, in collaboration with the Emory Goizueta Business School Impact Program, presented comprehensive findings on childcare needs at Emory University. The presentation included data from a community-wide survey of 2,353 employees across all university divisions and schools, as well as analysis of peer institution benefits. The findings demonstrate that enhanced childcare benefits are critical for employee retention and recruitment, particularly in support of the university's Faculty Eminence strategic initiative to recruit and retain the most talented and accomplished faculty in the world.

This resolution comes before the University Senate now, more than a year after the initial presentation, because the Committee provided information only and did not request specific action from the Executive Leadership. The Senate now seeks concrete action and accountability from university leadership to address this pressing issue affecting more than half of Emory's workforce.

With the appointment of Provost Badia Ahad, who has demonstrated extraordinary leadership in fostering faculty flourishing and investing in faculty research and teaching at Oxford College, there is renewed opportunity to advance strategic priorities that support both faculty and staff excellence. Provost Ahad's commitment to cultivating a strong and inclusive academic community and investing in faculty research and teaching aligns directly with comprehensive support for working parents across the institution.

## Key Findings

**Employee Need:** Fifty-six percent of Emory's workforce either currently needs childcare or expects to need it within five years. The survey revealed that 978 employees currently use childcare services, with 330 additional employees anticipating needs in the next five years.

**Retention Impact:** Employees who need childcare are three times more likely to consider leaving Emory due to dissatisfaction with childcare benefits. Analysis indicates that 398 at-risk employees are extremely dissatisfied with current offerings, representing potential replacement costs of approximately \$19 million.

**Primary Challenges:** Seventy-four percent of respondents identified affordability as their greatest childcare challenge. Additional concerns include finding emergency backup care (61%), availability of childcare slots (41%), and quality childcare near home (33%) or workplace (22%).

**Employee Preferences:** Eighty-one percent of respondents indicated they want partial reimbursement for childcare at a provider of their choice, demonstrating strong preference for flexibility and autonomy in childcare selection. Emergency backup childcare ranked as the fifth most valued benefit overall and was identified as the second greatest challenge by 61% of respondents who need someone to care for their child when sick or when normal childcare is unavailable.

**Critical Gap for Clinical Faculty and Advanced Practice Professionals:** Clinical faculty, advanced practice nurses, physicians, and other healthcare professionals face a particularly acute dilemma when emergency childcare situations arise, as they hold dual responsibilities for both patient care and teaching

in support of the university's Faculty Eminence mission. When a child becomes sick, regular childcare is unavailable, or school closures occur, these clinicians must navigate the ethical and professional obligations of patient care against the immediate needs of their own children. Without adequate emergency childcare support, faculty and staff from the School of Medicine, School of Nursing, and Emory Healthcare system are forced into impossible choices that can compromise either patient safety, their professional responsibilities, or their children's welfare. This gap particularly affects the very employees central to Emory's academic medical mission and clinical teaching excellence.

**Peer Comparison:** Emory's current childcare benefits fall below peer institutions in three of four categories. Current offerings include a subsidy with income requirements at select facilities, six weeks of paid parental leave, and emergency backup childcare through Bright Horizons. Peer institutions offer broader subsidies, eight to fifteen weeks of parental leave, and some provide on-site childcare facilities.

**Financial Analysis:** The estimated annual cost for recommended enhancements totals \$8,770,816, which includes a sliding-scale subsidy program (\$4,847,000), extended parental leave (\$3,873,816), and additional administrative support (\$50,000). A breakeven analysis suggests that preventing turnover among at-risk employees could save approximately \$7,633,578 in replacement costs, assuming a conservative 40% reduction in turnover among extremely dissatisfied employees.

**Addressing Common Misconceptions:** Research demonstrates that childcare challenges cost U.S. employers \$4.4 billion annually in lost productivity. Women leave the workforce primarily because childcare becomes untenable, not by choice. Fathers are increasingly active in parenting and report that work-life balance significantly influences employment decisions. More than half of employees consider childcare benefits when evaluating job offers before they have children. More than half of Americans live in childcare deserts. Thoughtfully designed employer childcare programs serving families continuously from infancy through kindergarten readiness yield the strongest retention benefits.

**Financial Context:** Emory University's annual operating budget is approximately \$3.2 billion for the university and \$7.3 billion for Emory Healthcare. The requested investment of \$8.77 million represents approximately 0.27% of the university's annual operating budget.

**Alignment with Emory Advantage Plus:** In September 2025, Emory announced that families earning up to \$200,000 should not face financial barriers to accessing Emory's educational excellence. This same leadership principle must extend to faculty and staff who deliver that excellence. The proposed childcare benefit structure aligns with this institutional precedent by extending meaningful support to employees with household incomes up to \$200,000.

**Whereas Statements**

WHEREAS, childcare benefits rank as a top priority for employee recruitment and retention across higher education institutions; and

WHEREAS, the University Senate Fringe Benefits Committee conducted a thorough assessment including a community-wide survey and peer institution research; and

WHEREAS, current childcare benefits at Emory University are below average compared to peer institutions; and

WHEREAS, enhanced childcare benefits directly support the university's Faculty Eminence strategic priority to recruit and retain talented faculty and staff; and

WHEREAS, the university's substantial financial position demonstrates clear capacity to implement these enhancements, with the \$8.77 million annual investment representing only 0.27% of annual operating budget; and

WHEREAS, Emory University has established through Emory Advantage Plus that families earning up to \$200,000 should not face financial barriers to accessing Emory's educational excellence, and this same principle should apply to the faculty and staff who deliver that excellence; and

WHEREAS, research demonstrates that employer-supported childcare yields measurable organizational returns through improved retention, productivity, and employee engagement; and

WHEREAS, emergency childcare needs affect employees at all income levels and are particularly critical for clinical and teaching faculty who cannot defer patient care responsibilities when childcare emergencies arise.

#### Resolution

THEREFORE BE IT RESOLVED that the Emory University Senate calls upon the Executive Leadership to:

##### Section 1: Implement a Sliding-Scale Childcare Subsidy

Implement a sliding-scale childcare subsidy of up to \$5,000 annually for employees with children through kindergarten enrollment, with subsidy amounts based on household income extending support to employees earning up to \$200,000. The recommended structure is: \$5,000 for household income less than \$70,000; \$4,000 for household income \$70,000-\$105,000; \$3,500 for household income \$105,000-\$140,000; \$2,500 for household income \$140,000-\$170,000; and \$1,500 for household income \$170,000-\$200,000. This subsidy should be portable and applicable to the childcare provider of the employee's choice.

##### Section 2: Extend Paid Parental Leave

Extend paid parental leave from six weeks to twelve weeks for all eligible employees.

##### Section 3: Conduct Feasibility Study for On-Site Childcare

Conduct a feasibility study for on-site childcare to address geographic accessibility concerns and align with best-in-class peer institutions.

##### Section 4: Enhance Childcare Benefits Infrastructure

Enhance childcare benefits infrastructure by adding 0.5 FTE staff support, refreshing the childcare benefits website, expanding the network of partner childcare providers, and implementing data visualization tools.

##### Section 5: Enhance Emergency Backup Childcare Benefits

Enhance emergency backup childcare benefits to ensure all employees have access to reliable emergency childcare, with particular attention to clinical faculty and healthcare professionals who face critical emergency childcare needs that directly impact patient care and teaching responsibilities.

##### Section 6: Develop Implementation Timeline and Funding Plan

Develop implementation timeline and funding plan detailing how the estimated \$8.77 million annual cost will be funded and phased in over time.

##### Section 7: Report Back to University Senate

Report back to the University Senate within 120 days with a detailed action plan, implementation timeline, and funding strategy.

BE IT FURTHER RESOLVED that the Senate requests quarterly progress reports from the Executive Leadership on implementation of approved childcare benefit enhancements.

Supporting Documentation

This resolution is based on research and recommendations presented by Dr. Amy Chen and the Fringe Benefits Committee, January 23, 2024.

Motion: Pursuant to Robert's Rules of Order, this resolution is presented by the Fringe Benefits Committee. As a committee resolution, it requires no second and is immediately placed before the Senate for discussion and vote.

Submitted by:

Dr. Roy L. Simpson  
Asst Dean Data Science and Professor  
Chair Fringe Benefits Committee  
Date: November 18, 2025

DRAFT

# FSA Contribution Limits Resolution

Submitted to the University Senate  
Fringe Benefits Committee  
November 10, 2025

## Preamble

This resolution addresses the need to align Emory University's Flexible Spending Account contribution limits with federal IRS maximums to enhance employee benefits and maintain competitive compensation packages.

## Whereas Statements

WHEREAS, the Internal Revenue Service establishes annual maximum contribution limits for Flexible Spending Accounts (FSAs), which for plan year 2026 are \$3,400 for Healthcare FSAs and \$7,500 for Dependent Care FSAs; and

WHEREAS, Emory University has not maintained FSA contribution limits at the federal maximum at times over the past five years, thereby limiting a valuable employee benefit; and

WHEREAS, the current open enrollment period for 2026 benefits provides an immediate opportunity to align Emory's FSA limits with IRS maximums; and

WHEREAS, the FSA is a tax-advantaged benefit that provides significant financial relief to faculty and staff for out-of-pocket healthcare and dependent care expenses with no direct cost to the University; and

WHEREAS, FSA contributions reduce taxable income for employees while providing essential support for medical expenses and childcare or elder care costs; and

WHEREAS, increasing the FSA contribution limits to match federal maximums would enhance employee benefits and financial wellness without imposing additional financial burden on the University; and

WHEREAS, the implementation of this change requires minimal resources, estimated at approximately 0.25 FTE during the open enrollment period to update systems, communications, and enrollment materials; and

WHEREAS, aligning FSA limit adjustments with the annual open enrollment period ensures seamless implementation and allows employees adequate time to make informed elections; and

WHEREAS, the University Senate Fringe Benefits Committee has reviewed this matter and acknowledges that FSA limits represent an important component of the University's competitive benefits package.

## Resolution

NOW, THEREFORE, BE IT RESOLVED that the Emory University Senate recommends that the University Administration take the following actions:

### Section 1: Immediate Adjustment for 2026

The University shall increase FSA contribution limits to the current IRS maximums for the 2026 plan year:

- Healthcare FSA: \$3,400 (increased from 2025 limit of \$3,300)
- Dependent Care FSA: \$7,500

These increases shall be implemented during the current open enrollment period for 2026 benefits.

#### Section 2: Annual Alignment Policy

The University shall establish a permanent policy requiring that both Healthcare and Dependent Care FSA contribution limits be automatically adjusted annually to match IRS maximum allowable contributions, as published in IRS Publication 969 or subsequent guidance.

#### Section 3: Resource Allocation and Implementation Timeline

The Human Resources Department shall:

- Allocate approximately 0.25 FTE resources during each open enrollment period to ensure proper alignment with IRS maximums
- Communicate the updated FSA limits to all eligible employees during the open enrollment period
- Update all benefits documentation, enrollment materials, and employee communications to reflect current IRS maximums
- Implement system changes necessary to accommodate the increased contribution limits
- Ensure employees understand the annual re-enrollment requirement, use-it-or-lose-it provisions, and any available grace periods or carryover options

#### Section 4: Employee Education

The University shall provide clear communication to employees regarding:

- The requirement to actively re-enroll annually during open enrollment
- Current contribution limits for both Healthcare and Dependent Care FSAs
- Plan-specific rules including use-it-or-lose-it provisions, grace periods, and carryover options
- Qualified life events that permit mid-year election changes

#### Section 5: Future Compliance and Annual Review

The University shall:

- Review IRS Publication 969 annually upon release of updated limits
- Adjust FSA contribution limits accordingly, with changes communicated to employees no later than the start of each open enrollment period
- Ensure alignment occurs in time for employees to make informed decisions during open enrollment

#### Section 6: Reporting and Accountability

The Human Resources Department shall report to the University Senate annually regarding:

- FSA participation rates for both Healthcare and Dependent Care accounts
- Contribution limit alignment with federal regulations
- Employee utilization patterns and feedback

BE IT FURTHER RESOLVED that copies of this resolution be transmitted to:

- The President of Emory University
- The Provost and Executive Vice President for Academic Affairs
- The Executive Vice President for Business and Administration
- The Chief Human Resources Officer

#### Supporting Documentation

Reference: IRS Publication 969 - Health Savings Accounts and Other Tax-Favored Health Plans  
Available at: <https://www.irs.gov/forms-pubs/about-publication-969>

2026 IRS FSA Contribution Limits:

- Healthcare FSA: \$3,400

- Dependent Care FSA: \$7,500

Note: Dependent Care FSA accounts typically do not have rollover provisions and follow use-it-or-lose-it rules, though employers may offer a grace period. Healthcare FSAs may offer limited carryover options (up to \$640 for 2026) or a grace period of up to 2.5 months, at the employer's discretion.

Motion: Pursuant to Robert's Rules of Order, this resolution is presented by the Fringe Benefits Committee. As a committee resolution, it requires no second and is immediately placed before the Senate for discussion and vote.

Submitted by: Dr. Roy L Simpson  
Chair Fringe Benefits Committee  
Date: November 10, 2025

# DRAFT

# RESOLUTION



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EMORY UNIVERSITY

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*A RESOLUTION TO BE PRESENTED AT UNIVERSITY SENATE*

*A Resolution to Be Presented at University Senate: Calling Upon Emory University to Uphold Academic Freedom, Civil Rights, and Institutional Integrity Amid Federal Pressures.*

*Resolution Submission Date:*

10 November, 2025

<i>Sponsor Name(s):</i>	<i>Sponsor Email(s):</i>	<i>Sponsor Positions(s)</i>
Elizabeth Brubaker	<a href="mailto:elizabeth.brubaker@emory.edu">elizabeth.brubaker@emory.edu</a>	Emory SGA Student Leader
Tyler Martinez	<a href="mailto:tyler.martinez@emory.edu">tyler.martinez@emory.edu</a>	Emory SGA President
Zoe Grotjan	<a href="mailto:zoe.grotjan@emory.edu">zoe.grotjan@emory.edu</a>	Emory SGA Executive Vice President
Michael Krayyem	<a href="mailto:Michael.krayyem@emory.edu">Michael.krayyem@emory.edu</a>	Emory SGA Vice President of Student Experience/SGA Voting Representative
Asmaa Ali	<a href="mailto:Asmaa.ali@emory.edu">Asmaa.ali@emory.edu</a>	Emory SGA Second-Year Legislator/SGA Voting Representative
Jack Steffen	<a href="mailto:Jack.steffen@emory.edu">Jack.steffen@emory.edu</a>	Oxford SGA President
Lucianna Marquez	<a href="mailto:Lucianna.marquez@emory.edu">Lucianna.marquez@emory.edu</a>	Oxford SGA Voting Representative

*Resolution Text:*

**Whereas**, Emory University has long dedicated itself to “upholding the dignity and rights of all persons through fair treatment, honest dealing, and respect,”; *and*

**Whereas**, such respect includes the protection of the civil and human rights of all Emory community members, including students, staff, and faculty; *and*

**Whereas**, the White House and federal agencies have threatened to deprive universities of federal grant funding and other sources of support in order to coerce compliance with policies that suppress dissent, target non-citizens and marginalized students, and dictate academic programming; *and*

**Whereas**, these actions constitute attempts to intimidate universities into abandoning lawful and ethical efforts to foster inclusive, equitable learning environments; *and*

**Whereas**, on September 3rd, citing the need to conform to federal regulations, Interim President Sears [announced Emory University’s plan](#) to “discontinue current DEI offices and programs,”

leaving students, faculty, and staff uncertain about the future of essential services and initiatives; *and*

**Whereas**, this announcement follows the continued implementation of recent federal policies has already led Emory University to announce a hiring freeze, pause on faculty raises, and departmental funding cuts, compounding uncertainty and operational disruption across the institution; *and*

**Whereas**, Emory University’s compliance with anti-DEI federal initiatives by “discontinuing DEI programs and initiatives” raises serious concerns about future pre-emptive actions that could place members of the Emory community at risk; *and*

**Whereas**, Emory’s faculty and Faculty Council have repeatedly reaffirmed the University’s mission of academic freedom and open expression, emphasizing that compliance with federal directives must not compromise institutional values or democratic inquiry; *and*

**Whereas**, Emory University’s recently adopted Open Expression Policy reaffirms the institution’s duty to protect student speech and assembly regardless of viewpoint and obligates the University to reject external demands that conflict with its own content-neutral standards; *and*

**Whereas**, the University Senate Open Expression Committee found that the Emory School of Medicine violated the Open Expression policy in the suspension of medical student [Umaymah Mohammed](#) and Associate Professor [Anna Kenney](#), raising concern for the University’s protection of expressive activities; *and*

**Whereas**, Emory is currently experiencing a period of leadership transition under Interim President Sears, making it essential that University leadership demonstrate steadfast commitment to student rights, transparency, and academic integrity; *and*

**Whereas**, leadership transitions, while creating uncertainty, present an opportunity for Emory’s shared governance bodies, including the University Senate, to ensure student and faculty voices help guide institutional responses to federal pressure; *and*

**Whereas**, Emory University is legally obligated to protect students from discrimination, harassment, threats, and violence, and to safeguard the confidentiality of student records from improper governmental disclosure; *and*

**Whereas**, these values and protections are supported by reputable civil rights organizations, including the ACLU of Georgia and the Georgia NAACP; *and*

**Whereas**, Emory University Undergraduate Student Government Association unanimously passed [Resolution 59sl101 Calling Upon Emory University to Restore and Protect Diversity, Equity, and Inclusion Initiatives and Offices](#) and [Resolution 59sl102 Calling Upon Emory](#)

University to Protect Against Federal Attacks on Community Members' Civil and Human Rights  
which are reflected of the sentiments contained in this resolution; *and*

**Whereas**, these two resolutions directly call on the University Senate to take action in line with the resolution; *and*

**Whereas**, 37 student organizations signed a [petition](#) indicating their support of these sentiments; *and*

**Whereas**, Emory University Undergraduate Students voted on these issues, and the results showed that from the students who voted, 89.29% support Emory restoring and maintaining Diversity, Equity, and Inclusion programs and initiatives, and support an Emory policy that prohibits staff from voluntarily sharing information with federal agencies about Emory community members' immigration status, sex and gender identity, or participation in expressive activities.

**Therefore**, let it be

**Resolved**, the University Senate calls on University leadership to employ its authority to ensure transparency and accountability by publicly clarifying which "initiatives" the University intends to discontinue, alter, or consolidate in connection with its DEI programs, which federal policies the September 3<sup>rd</sup> decision sought to confirm to, and to commit to publishing a comprehensive impact report detailing how such changes will affect Emory students, faculty, and staff in their access to resources, representation, and protections under University policy; *and*

**Resolved**, that all DEI-related programs, offices, or initiatives not specifically mentioned in the impact report should receive a written commitment from the University affirming their continued support and protection. If any changes to those programs are later considered, the University should first seek input and feedback from the University Senate; *and*

**Resolved**, that the University Senate requests that the impact report and all related communications be made publicly available to students, faculty, and staff no later than the return from the winter recess; *and*

**Resolved**, the University Senate calls on Interim Emory University President Sears and the Board of Trustees to employ their authority to protect Emory students, faculty, staff by prohibiting employees of Emory University from voluntarily providing information or assistance in response to a request and commitment to resist overly general requests from federal authorities or out-of-state authorities that seeks—

- a. to identify, or impose civil or criminal liability or other penalties, including termination or reduction of grant funding, upon a person or entity based on their participation in activities protected by the Emory Open Expression Policy and the First Amendment of the U.S. Constitution including assembly, petitioning, expression of viewpoints, and speech;

- b. to identify or apprehend a person in order to subject them to immigration detention, removal or deportation proceedings; or to prosecute a person or persons for offenses related to immigration status based on their participation in activities protected by the First Amendment of the U.S. Constitution including assembly, petitioning expression of viewpoints and speech; and
- c. to investigate the sex or gender of a student, faculty, or staff member; and

**Resolved**, the University Senate demands that the prohibition be codified in Emory University policy by the end of the academic year; *and*

**Resolved**, that the University Senate reiterates Emory University's commitment to diversity, equity, and inclusion as foundational to its mission and to the protection of all members of the community in accordance with the Emory Open Expression Policy and the First Amendment; *and*

**Be It Further Resolved**, that this body expressly condemns any anticipatory obedience to federal or state directives that would undermine these principles or erode the rights and academic integrity of members of the Emory community.