

Sense of the Senate Resolution  
University of Missouri-Kansas City  
Unanimously Approved on March 16, 2010

**Resolution**

Whereas, employers compensate employees through more than just wages and salary by providing benefits such as health insurance and tuition reduction, with the traditional benefits structure including an employee's opposite-sex spouse and children;

Whereas, more than 300 institutions of higher education in the USA, including 51 of 60 AAU institutions, have same-sex domestic partner benefits included as part of their employee benefits package, with the University of Missouri System being one of only a few research universities that does not offer such benefits to its faculty and staff;

Whereas, as a result of this inequity, the University of Missouri is hampered in its efforts to attract and retain the best faculty and staff;

And, whereas this inequity in extending benefits runs counter to our published values of non-discrimination based on race, ethnicity, gender, class, religion, sexual orientation, age, disability, and rank;

Therefore, be it resolved that the Faculty Senate of the University of Missouri-Kansas City strongly recommends that same-sex partners of University of Missouri employees be allowed access to all of the same rights, privileges, and benefits to which opposite-sex spouses currently are entitled.

The Chair of the Faculty Senate shall communicate this Sense of the Faculty Senate Resolution to University of Missouri System President Gary Forsee and Vice-President for Human Resources Betsy Rodriguez.