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.