Missouri Students Association
University of Missouri

Bill #50-55

A Resolution in Support of Offering Domestic Partner Benefits for University Faculty and Staff

PURPOSE: To encourage the University of Missouri to offer domestic partner benefits for faculty and staff.

WHEREAS, the University has a stated goal of creating an open, welcoming, and diverse campus; AND

WHEREAS, according to MU Equity, it is “against University policy to treat a person differently from others because of that person’s sexual orientation, or to exclude a person from participation in, or deny a person the benefits of, a University program or activity on that basis,”; AND

WHEREAS, despite being a strategic goal in 2002 and now in 2011, the University still does not offer benefits for the domestic partners of faculty and staff; AND

WHEREAS, the University has the distinction of being one of only 62 American Association of Universities (AAU); AND

WHEREAS, the University is one of only six AAU members that does not offer Domestic Partner Benefits (DPB); AND

WHEREAS, the University is the largest employer in Columbia, Missouri; AND

WHEREAS, other workplace competitors in Columbia (Boone Hospital, IBM, Cerner, Kraft Foods, Quaker Oates, and Barnes and Noble to name just a few) offer domestic partner benefits while the University does not; AND

WHEREAS, the University’s approach to sexual orientation through policies of intolerance, such as denial of DPB, threatens to undermine its stated position on diversity among the AAU; AND

WHEREAS, last year, Faculty Council unanimously passed a resolution urging that DP benefits be adopted for the University; AND
**WHEREAS**, full benefits would be estimated to cost the university, at most, 1-2% of the total benefit budget; AND

**WHEREAS**, cost cannot be the overriding consideration in this matter; AND

**WHEREAS**, the University cannot use finances as an excuse to discriminate; AND

**WHEREAS**, the adoption of DP benefits is at the core of the University’s mission and stated goals to encourage respect and diversity; AND

**WHEREAS**, the One Mizzou campaign is a student lead initiative endorsed by students, faculty, staff, and administrators that seeks to create a climate campus of respect and responsibility; AND

**WHEREAS**, the adoption of DP benefits is a tangible step towards creating this climate on campus.

**THEREFORE BE IT RESOLVED BY THE MISSOURI STUDENTS ASSOCIATION SENATE** that we, on behalf of the nearly 25,000 undergraduates at the University of Missouri, strongly urge the Board of Curators and the UM President to offer domestic partner benefits to faculty and staff at the University of Missouri.

Respectfully Submitted,

Tyler Ricketts  Eric Woods  Jake Sloan  
Student Affairs, Chairman  MSA President  MSA Speaker