Graduate Professional Council
University of Missouri

Resolution 1011-02

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

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

WHEREAS, MU 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, MU still does not offer benefits for domestic partners of faculty and staff, and

WHEREAS, MU has the distinction of being one of only 62 American Association of Universities (AAU), and

WHEREAS, MU is one of only six AAU members that does not offer DP benefits, and

WHEREAS, MU’s approach to sexual orientation through policies of inequity, such as denial of DP benefits threatens to undermine its stated position on diversity among the AAU, and

WHEREAS, MU is the largest employer in Columbia, 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 DP benefits while MU does not, and

WHEREAS, last year the Faculty Council unanimously passed a resolution urging that DP benefits be adopted at MU, and

WHEREAS, full benefits for domestic partners would cost MU only an additional 1-2% of the current benefit budget, and
WHEREAS, cost should not be the superseding consideration in this matter, and

WHEREAS, MU cannot use finances as an excuse to discriminate, and

WHEREAS, the adoption of DP benefits is at the core of MU’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 of respect and responsibility on campus, and

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

THEREFORE BE IT RESOLVED that the Graduate Professional Council, on behalf of the nearly 8,000 graduate and professional students at MU, strongly urges the Board of Curators and the President of the University of Missouri System to offer domestic partner benefits to faculty and staff at MU.

Respectfully Submitted,

Kristofferson Culmer          Graham McCaulley
GPC President                 GPC Vice President