

No. V.A.

FACULTY SENATE REPORT

Dr. Margaret Weaver, Chairperson for the Faculty Senate, will be present to make a report to the Governors. This report will be made within the guidelines approved at the October 21, 1983, meeting of the Board of Regents.

Fringe Benefits for Households of Non-married Employees

WHEREAS Missouri State University provides fringe benefits to the households of married employees of the University, while at the same time denying those benefits to households of non-married employees; and

WHEREAS 300 universities have some form of household member policy, including several MSU benchmark institutions; and

WHEREAS the MSU Work/Life Committee Report presented to President Nietzel in December, 2008 recommended benefits to members of non-married households; and

WHEREAS the Student Government Association passed a resolution in Spring, 2009 that “encourages the University to begin researching plans for offering such benefit packages” for members of non-married households; and

WHEREAS the recruitment and retention of the best faculty was a theme (Recruiting and Hiring the Next Generation of Faculty) of the 2007-2008 Provost Priorities; and

WHEREAS the AAUP policy endorses and litigates in favor of university benefits for members of non-married households; and

WHEREAS not offering equal benefits to all members of the MSU community is a violation of the University’s non-discrimination policy;

THEREFORE, BE IT RESOLVED, that the Faculty Senate will form a task force, whose membership shall be in consultation with the Faculty Senate’s Executive Committee, to examine the issue of providing household member benefits to employees of Missouri State University and report their findings back to the Faculty Senate in April of 2010; and

BE IT FURTHER RESOLVED that a copy of this resolution shall be transmitted to the Board of Governors, President Nietzel, Provost McCarthy, the Student Government Association, the Staff Senate, the Office of Human Resources, the Office of Equity and Diversity, and the President’s Commission for Diversity.