

RESOLUTION TO THE UTK FACULTY SENATE - *Support for Benefit Equality at UT*

Presented by the Benefits and Professional Development Committee

Whereas, members of the Lesbian, Gay, Bisexual, and Transgendered (LGBT) Community contribute daily to the life of the university, and

Whereas, the University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its employment programs and services providing equal consideration for employment without regard to sexual orientation or gender identity, and

Whereas, all employees of the University of Tennessee should enjoy the benefits associated with their employment without regard to sexual orientation or gender identity, and

Whereas, such benefit equality will strengthen the University of Tennessee's ability to attract and retain stellar faculty and staff in accordance with the VolVision / Top 25 efforts, and

Whereas, such benefit equality will promote a climate of civility on the University of Tennessee campus, and

Whereas, the University of Tennessee Faculty Senate has a history of supporting the University's LGBT Community, including passing a resolution supporting the inclusion of sexual orientation as a protected category in the University of Tennessee's personnel policies in 2003, and passing a resolution supporting the creation of a "safe zone" in 2008, and

Whereas, the University of Tennessee provides some benefits to LGBT partners (a dual career couple assistance program ("spousal hire"), access to recreational facilities and library privileges), as documented in the addendum *Domestic Partner Benefits at the Top 25 Public Universities* and

Whereas, the University has made progress in terms of support for LGBT people, including establishing the Chancellor's Commission for LGBT People (2006), implementation of the Safe Zone Program (2009) and the creation of OUTreach: LGBT and Ally Resource Center (2010)

Therefore, be it resolved that

The University of Tennessee Faculty Senate supports benefit equality, where all benefits associated with employment at the University of Tennessee are extended to all employees as appropriate to their employment status, without regard to sexual orientation or gender identity, and that

Benefit equality specifically includes, but is not limited to:

1. health insurance benefits for the domestic partners of LGBT employees on a basis equal to those extended to the spouses of other employees, and
2. family leave benefits for LGBT employees for the care of their domestic partners and children of their domestic partners on a basis equal to those extended to other employees, and

3. educational assistance (fee waiver) benefits for the domestic partners and dependent children of LGBT employees on a basis equal to those extended to the spouses and children of other employees.

The faculty senate requests written responses from Chancellors Cheek and Arrington on the Administration's plans for progress on benefit equality, with specific reference to the 33 items listed in the *Addendum*.

Domestic Partnership Benefits at the Top 25 Public Universities
 Full report available at: <http://web.utk.edu/~bmehra/domesticpartnershipreport.pdf>

*Univ. Identification ↓ Assessment Criteria →	UC--B	UC--LA	Virginia	Michigan	UNC-CH	W & M	GaTech	UC--SD	UC--D	UC--SB	UC--I	Washington	UT Austin	Wisconsin	Penn State	UI--UC	Florida	Ohio Sate	Purdue	Georgia	Maryland	Texas A&M	Clemson	Rutgers	Minnesota	Pittsburgh	UTK	Total
1. HEALTH CARE	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓		20
1.1 Medical	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓		
1.2 Vision	✓	✓		✓			✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓		
1.3 Dental	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓		
1.4 Health care, vision, dental: Child	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓						✓			
1.5 Flexible spending accounts	✓	✓					✓	✓	✓	✓	✓	✓													✓			
1.6 Student health services	✓				✓									✓			✓		✓			✓						
2. LEAVE	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓		18
2.1 Family medical leave	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓					✓	✓			
2.2 FML partner's child(ren)	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓					✓	✓			
2.3 Sick leave	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓					✓	✓			
2.4 Bereavement leave	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓					✓	✓	✓		
2.5 Bereavement leave (child)	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓					✓	✓			
2.6 Parental leave (adoption/birth)							✓							✓	✓			✓	✓						✓			
3. FINANCIAL ASSISTANCE	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓			✓	✓	*	18
3.1 Financial planning assistance																		✓										
3.2 Tuition partner															✓			✓	✓		✓						✓	
3.3 Tuition partner's child																		✓	✓		✓							
3.4 Discounts																		✓		✓								
3.5 Adoption assistance																												
3.6 Non-resident tuition remission	✓	✓					✓	✓	✓	✓	✓			✓					✓						✓			
3.7 Dual career couple assistance program	✓			✓	✓		✓	✓	✓	✓	✓	✓		✓			✓		✓		✓				✓	✓	*	

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4. INSURANCE	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓		✓			✓	✓	✓		19
4.1 Accidental death and dismemberment insurance	✓	✓			✓			✓	✓	✓	✓	✓		✓					✓									
4.2 Life insurance partner	✓	✓		✓	✓			✓	✓	✓	✓	✓		✓					✓		✓				✓	✓		
4.3 Life insurance partner's children	✓	✓		✓				✓	✓	✓	✓	✓		✓					✓						✓			
4.4 Long term care insurance				✓										✓										✓	✓			
4.5 Student health insurance program	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓					✓	✓			
5. COUNSELING	✓			✓					✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓				✓	✓		15
5.1 Couples counseling	✓			✓							✓	✓	✓	✓	✓		✓	✓	✓	✓	✓					✓		
5.2 Employee assistance programs (EAPs)	✓			✓					✓			✓	✓	✓				✓	✓						✓	✓		
5.3 EAP for partner's child	✓			✓					✓			✓		✓					✓							✓		
6. CAMPUS SERVICES	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		*	22
6.1 Athletic department ticket	✓											✓		✓					✓									
6.2 Recreation membership	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓	✓		*	
6.3 Library privileges	✓			✓			✓	✓				✓	✓	✓			✓			✓	✓						*	
6.4 Child care													✓				✓	✓							✓			
6.5 University housing	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓			✓	✓			
6.6 Legal assistance	✓	✓		✓				✓	✓	✓	✓						✓											
Total out 33 criteria	25	18	1	20	7	0	8	21	21	18	20	22	6	25	12	12	15	19	24	5	12	0	0	12	21	10	3	

[Data retrieved from websites during December 2011 – February 2012 using U.S. News & World Report 2011 rankings]

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In order of 2011 ranking:

U--B	University of California—Berkeley
UC--LA	University of California—Los Angeles
Virginia	University of Virginia
Michigan	University of Michigan—Ann Arbor
UN--CH	University of North Carolina—Chapel Hill
W&M	College of William and Mary
GaTech	Georgia Institute of Technology
U--SD	University of California—San Diego
U--D	University of California—Davis
U--SB	University of California—Santa Barbara
U--I	University of California—Irvine
Washington	University of Washington
UT Austin	University of Texas—Austin
Wisconsin	University of Wisconsin—Madison
Penn State	Pennsylvania State University—University Park
UI--UC	University of Illinois—Urbana-Champaign
Florida	University of Florida
Ohio State	Ohio State University—Columbus
Purdue	Purdue University—West Lafayette
Georgia	University of Georgia
Maryland	University of Maryland—College Park
Texas A&M	Texas A&M University—College Station
Clemson	Clemson University
Rutgers	Rutgers, the State University of New Jersey—New Brunswick
Minnesota	University of Minnesota—Twin Cities
Pittsburgh	University of Pittsburgh

NOTE: Check marks indicate that websites specifically mention access to benefits for domestic partners; Universities may offer additional benefits than those able to be discerned through this website analysis; The 2011 U.S. & World Report rankings listed 26 universities as being the top 25 since two schools shared the same position.