

12-7-2011

Resolutions 20111207

Faculty Senate

A Resolution to Advance Benefits Equity at Eastern Michigan University

Suzanne Gray and the Executive Board

Whereas Michigan House Bills 4770 and 4771, which seek to prohibit any state public employer, including universities, from offering medical or fringe benefits to unmarried individuals who reside in the same household, and to limit the right to collectively bargain for these benefits, are currently awaiting a vote by the full Senate < <http://legislature.mi.gov/doc.aspx?2011-HB-4770>>, and

Whereas Eastern Michigan University has led nationally in creating a positive campus climate for all of its employees and students, which include those who self- identify as lesbian, gay, bisexual and transgender (LGBT) students, faculty and staff:

- EMU was “named one of the top gay friendly universities in the nation by the 2011 Campus Pride Climate Index.”
<http://www.emich.edu/univcomm/releases/press_release.php?id=1313158920>
- EMU was ranked 18th in the country, leading the state of Michigan, on Newsweek’s list of gay friendly colleges and universities in 2011.
<<http://www.thedailybeast.com/newsweek/features/college-rankings/2011/gay-friendly.html>>
- EMU established the Center for the Study of Equality and Human Rights in 2010 through the generous gift of alumnus and former Regent Timothy Dyer. The Center’s mission is the advancement and promotion of research on equality and human rights, with a primary focus on eliminating homophobia in society.
<http://www.emich.edu/univcomm/releases/press_release.php?id=1287500302>

and

Whereas across the nation, universities and corporations deem offering equitable benefits to all employees as critical to recruiting and retaining talented faculty, professionals and staff, and *Whereas* the current EMU Additional Eligible Adults (AEA) benefits policy is in purposeful compliance with current state law, in that it does not grant benefits based on domestic partnership, yet offers equitable benefits to all employees, regardless of marital status, and

Whereas Michigan universities are autonomously governed bodies that make decisions based on the best interests of their institutions’ constituents.

Therefore be it resolved that:

Eastern Michigan University continues to offer and support full and equal benefits for Additional Eligible Adults.

We urge President Martin, the Regents, and the Office of Government and Community Relations to publicly support the continuation of these benefits and to strongly advocate with both the Michigan Senate and Governor Snyder for the University’s ability to autonomously offer

competitive AEA benefits to attract and retain a diverse and vibrant faculty and staff that is treated with respect and equity.