



## University Senate CHARGE

<b>Date:</b>	August 24, 2010
<b>To:</b>	Cynthia Shaw Chair, Staff Affairs Committee
<b>From:</b>	Linda Mabbs Chair, University Senate
<b>Subject:</b>	Request to Endorse CUSS Review of Domestic Partner Benefits
<b>Senate Document #:</b>	09-10-48
<b>Deadline:</b>	November 10, 2010

The Senate Executive Committee (SEC) met on May 14, 2010 to review the letter submitted by the 2009-2010 Staff Affairs Committee, regarding the efforts of the committee and the Council of University System Staff (CUSS) to recommend expansion of benefits to same-sex domestic partners. The letter outlined the committee's strong support for charging the 2010-2011 Staff Affairs Committee with reviewing the status of CUSS's work on this topic throughout the 2010-2011 academic year. Specifically, they suggested that the incoming committee craft a letter of endorsement and support of CUSS's recommendation, if appropriate for the University.

The SEC voted to grant this request, and would like the 2010-2011 Staff Affairs Committee to work with CUSS on the issue of recommending expansion of system-wide domestic partner related policies (including sick leave, tuition remission, family medical leave, and nepotism). If the committee supports CUSS's recommendation regarding this topic, the SEC would also like the Staff Affairs Committee to craft a letter of endorsement and support of CUSS's recommendation, if appropriate for the University. The committee should draft a letter outlining its endorsement of any recommended expansion of benefits. The committee is advised to work with Luke Jensen, Director of the Office of Lesbian, Gay, Bisexual, and Transgender Equity, with the crafting of this letter. Specifically, the committee should include past research and/or recommendations in this area, as well as any pertinent information that explains why such expansion would benefit the University of Maryland College Park. This letter could be put forward in the form of a resolution to the Senate.

The SEC requests that the Staff Affairs Committee assist CUSS in its work on this topic as needed. The SEC also requests that the Staff Affairs Committee provide a status report and/or submit a letter as described above no later than November 10, 2010.

If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.