



MEMORANDUM

To: Skip Casey, Assistant Vice President for Human Resources
and Chair of the Compensation and Benefits Committee

From: OUTLoyola

Date: March 25, 2008

Re: Request for +1 Policy Development

We formally request that Loyola College begin to offer health care benefits to legally domiciled adults—an individual over 18 who has lived in the same household as the employee for at least 6 months and either has a close personal relationship with the employee or is the employee's blood relative.¹ These benefits are often referred to as “domestic partner” benefits; however, we propose this not only for domestic partners but also as a way for the College to address the long-standing concern for elder-care and the needs of single parent families, and thus we are using the term “+1 benefits.” The rationales for offering +1 benefits are simple: it is becoming best-practice in higher education as an employee recruitment/retention tool and it is a matter of social justice.

If Loyola is to achieve its goal of being the leading Catholic comprehensive university in the nation we will need the very best faculty, student development staff, and administrative talent that exist in the marketplace. As reported in the Spring/Summer 2005 edition of the *CUPA-HR Journal*, a +1 benefits plan “is an integral part of a cohesive talent strategy for attracting and retaining faculty and staff.”² This viewpoint was reiterated in a 2007 article in the *Chronicle of Higher Education* that described +1 benefits “as an essential part of recruiting and retaining top faculty members” and went on to note that the vast majority of institutions that rank the highest in the *U.S. News & World Report's* annual College rankings provide +1 benefits.³ Furthermore, the provision of +1 benefits is supported by the American Association of University Professors.⁴

We have no way of knowing how many potential applicants for positions at Loyola decide not to enter into our search pools because we do not currently offer +1 benefits, nor do we know how many of the job offers that are rejected are done so on the basis of our lack of +1 benefits. We can, however, begin to understand the impact that +1 benefits might have on Loyola's ability to recruit and retain top talent in the faculty and administration by looking at the institutions in the greater Baltimore region that offer some form of +1 or domestic partner benefits. Those

¹ Legally Domiciled Adult is a term used by Georgetown University among others. The definition presented here is consistent with the definition used at Georgetown which can be found online at <http://www1.georgetown.edu/benefits/health/medical/>

² Chun & Evans (Spring/Summer 2005). Maximizing your institution's talent strategy through a domestic partner benefits plan. *CUPA-HR Journal*, 11. Available online at <http://www.cupahr.org/newsroom/journal/archive/Vol56Final.pdf>

³ Bollag (September 28, 2007). Gay professors face less discrimination, but many still fight for benefits. *The Chronicle of Higher Education*. Available online at <http://chronicle.com/free/v54/i05/05b01001.htm>

⁴ Euben (2005). Domestic partner benefits on campus: A litigation update. Available online at <http://www.aaup.org/AAUP/protect/legal/topics/partners.htm>

institutions include George Mason University, George Washington University, Georgetown University, American University, Trinity Washington University, Johns Hopkins University, Goucher College, The University of Pennsylvania, Temple University, and Bryn Mawr College.

From the social justice perspective, as currently structured, the compensation that Loyola offers to non-married employees is simply not equitable with the compensation available to married employees. Further, the compensation offered to single-parent families is not equitable with that offered to dual-parent households. This inequitable treatment of employees is not consistent with the College's values of community and justice nor is it consistent with the new strategic plan's emphasis on valuing diversity.

We understand that initial concerns about offering +1 benefits might include issues related to Loyola's Catholic affiliation and the financial impact that such benefits would have on the College. With respect to these concerns we can confirm that there are several Jesuit institutions that currently offer +1 benefits, including Georgetown University, Loyola Marymount University, Santa Clara University, and the University of San Francisco. The research also points out that because a relative low number of employees generally enroll in +1 programs, offering these benefits does not typically add significant cost to the institution.⁵

We understand that research and careful planning would be required prior to the implementation of a +1 benefits program. We are confident, though, that information is available and models exist that would help Loyola create a program of +1 benefits that will improve the College's ability to attract and retain top talent in the faculty and administration and are consistent with the values of the institution. We respectfully ask that you take this issue to the Loyola Conference and that a group be charged with the task of researching this issue and developing a policy that the Conference can vote on in the fall of 2008.

⁵ Chun & Evans, op. cit.