



MEMORANDUM

To: Julio Frenk
University President

From: Linda L. Neider
Chair, Faculty Senate

Date: October 2, 2020

Subject: Faculty Senate Legislation #2020-09(C) – Update the *Faculty Manual Handbook* Section C17.4 *Health Plans* and Section C17.5 *Degree Enrollment and Tuition Benefits* to Reflect the Legalization of Same-Sex Marriage

The Faculty Senate, at its September 30, 2020 meeting, had no objections to the proposal to update the *Faculty Manual* Section C17.4 *Health Plans* and Section C17.5 *Degree Enrollment and Tuition Benefits*, to align with current Human Resources benefits that removed the same-sex domestic partner benefit due to the legalization of same-sex marriage in Florida.

Changes shown in underline /~~strikeout~~ format.

BEGIN TEXT.

C17.4 Health Plans

The University offers medical and dental insurance plans for faculty as well as providing optional coverage for the faculty's spouse, ~~same-sex domestic partner~~ and dependents. For a description of benefits please follow the links to the Human Resources website.

C17.5 Degree Enrollment and Tuition Benefits¹

[...]

(a) Dependents of Faculty

1. Dependents of Faculty with Appointments Commencing On or After September 1, 2002:

A spouse, ~~same-sex domestic partner~~ or "dependent child" of a faculty member with an appointment commencing on or after September 1, 2002 is eligible for tuition remission at the University of Miami after completion of one full year of full-time regular service at the rate of 70% during years two

¹ [#2009-19\(D\)](#)

through five, 85% during years six through ten and 100% thereafter. The one year waiting period before commencement of tuition remission is waived for Faculty who were continuously employed as a faculty member for twelve calendar² months or one academic year at another accredited institution prior to appointment at the University.

2. Dependents of Faculty with Appointments Prior to September 1, 2002:

A spouse, ~~same sex domestic partner~~ or "dependent child" of a faculty member with an appointment prior to September 1, 2002 is eligible for tuition remission at the University of Miami at the rate of 75% during the first five years of the faculty member's full-time service at the University, and 100% thereafter.

3. Dependents of Faculty with Appointments Prior to 1972 or attainment of tenure by June 1, 1975 should contact Human Resources-Benefits Administration as additional provisions apply.
4. Dependents of Faculty who die after five or more full years of service to the University are eligible for benefits on the same basis as set forth above.

(c) Dependent Tuition Remission Benefit

This benefit is available for spouses, ~~same sex domestic partner~~ and dependent children of faculty members exclusively at the University of Miami for a total of 128 semester credits or such other higher credit number as meets the minimum requirement of the undergraduate degree, whichever is greater. The 128 credit tuition remission benefit applies to all undergraduate and graduate courses at the University of Miami with the exceptions noted in Section C17.5 (a), above.

Dependents enrolled in UM courses during the 2009/2010 Fall and Spring semesters should contact Human Resources-Benefits Administration as additional provisions apply.

[. . .]

END TEXT

This legislation is now forwarded to you for your action.


LLN/rh

cc: Jeffrey Duerk, Executive Vice President and Provost
Mary Harper Hagan, Vice President, Human Resources
Guillermo Prado, Vice Provost, Faculty Affairs

² [#2011-42\(A\)](#) – approved by the faculty and the Board of Trustees, effective as of 11/27/12

CAPSULE: Faculty Senate Legislation #2020-09(C) – Update the *Faculty Manual Handbook* Section C17.4 *Health Plans* and Section C17.5 *Degree Enrollment and Tuition Benefits* to Reflect the Legalization of Same-Sex Marriage

PRESIDENT'S RESPONSE

APPROVED:  DATE: 10/12/20
(President's/Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Faculty Senate

EFFECTIVE DATE OF LEGISLATION: IMMEDIATELY
(pending any additional approval by the Board of Trustees)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____