



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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April 21, 2020

Kum-Kum Bhavnani, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: (Systemwide Senate Review) Proposed Policy: Proposed New Presidential Policy on Gender Recognition and Lived Name

Dear Kum-Kum:

I write to communicate the UCR Division's consultative input on the Proposed New Presidential Policy on Gender Recognition and Lived Name. The UCR Executive Council met and discussed this matter during its regularly scheduled meeting of April 13, 2020. Chairs of consulting committees restated the content of their committees' feedback, and Executive Council chose to add nothing additional to this body of comments other than to emphasize that it seems the proposed date of implementation is not feasible. Two committee responses are worth noting: the Committee on Academic Personnel is concerned that personnel files be appropriately updated in a manner that does not unintentionally exclude past research, teaching, and service records from the merit/promotion files of colleagues who have taken on a lived name. Further, the Executive Committee of the Bourns College of Engineering notes a number of logistical issues, including potential grievance processes, that must be addressed if the proposed policy is to be a sound one.

As always, the UCR Division of the Academic Senate appreciates this opportunity to provide insight on an important proposed new policy.

Peace
dylan

A handwritten signature in black ink, appearing to read "Dylan Rodríguez", is written over the typed name.

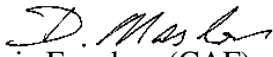
Dylan Rodríguez
Professor of Media & Cultural Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

UCRIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON ACADEMIC FREEDOM

April 6, 2020

To: Dylan Rodriguez, Chair
Riverside Division of the Academic Senate

From: Dmitri Maslov, Chair 
Committee on Academic Freedom (CAF)

Re: Proposed New Presidential Policy on Gender Recognition and Lived Name

The Committee on Academic Freedom considered the document "19-20. SR. Proposed New Presidential Policy on Gender Recognition and Lived Name" submitted for a systemwide review on February 19, 2020.

The proposed changes do not infringe on Academic Freedom. Moreover, the changes can expand and protect the Freedom.

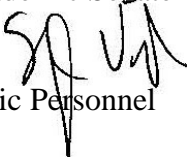
The policy favors the use of a lived name, rather than the official name, in various aspects of academic life. This is a welcome development, as in some situations it can be envisioned that the use of an official name (which can reveal the gender at birth, the ethnic or national origin and other personal characters) can hamper the research or even jeopardize the researcher.



COMMITTEE ON ACADEMIC PERSONNEL

February 28, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Sherryl Vint, Chair 
Committee on Academic Personnel

Re: Proposed New Presidential Policy on Gender Recognition and Lived
Name

CAP discussed the proposed New Presidential Policy on Gender Recognition and Lived Name at its meeting on February 26, 2020. CAP is in support of the policy and the greater equity that its adoption represents for faculty members. CAP has already adopted the policy of writing its minutes without any use of gendered pronouns. In regard to the new policy, while the Committee appreciates the need for confidentiality regarding the “dead name” on official documents, CAP also was concerned about how a senate member’s academic accomplishments were to be documented in light of this policy change. It may be the case that some of a faculty member’s publications were produced and credited using the “dead name.” CAP has no objections to the new policy, but it wants to ensure that this issue is acknowledged and taken into account during implementation to ensure that academic personnel files provide complete and accurate information, even if this means including the “dead name” in personnel action documentation.



COMMITTEE ON FACULTY WELFARE

March 20, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

Re: Proposed New Presidential Policy on Gender Recognition and Lived Name


The Committee on Faculty Welfare (CFW) has been asked provide feedback on the proposed Presidential policy on gender recognition and lived name. CFW is unanimously supportive of the new policy. The committee, however, wants to stress the importance to provide students, employees, alumni and affiliates clear and easy-accessible instructions (e.g., on-line) on how to amend their gender designation and lived names on university-issued documents and information systems. As an example of information discourse, please see <https://www.oxy.edu/student-handbook/general-college-policies/lived-name-pronoun-policy>



Committee on Committees

March 25, 2020

To: Dylan Rodriguez, Chair
Riverside Division

From: Wenbo Ma, Chair 
Committee on Committees

Re: Systemwide Review of Proposed Presidential Policy Gender Recognition and Lived Name

The Committee on Committees has reviewed the proposed Presidential Policy on Gender Recognition and Lived Name and has no objections. The Committees noted they might be able to use this as another category to indicate diversity during its nomination and selection process for Senate faculty representation.



COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

April 6, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Xuan Liu, Chair
Committee on Diversity, Equity, and Inclusion


Re: Proposed New Presidential Policy on Gender Recognition and Lived Name

The Committee on Diversity, Equity and Inclusion (CODEI) reviewed the proposed New Presidential Policy on Gender Recognition and Lived Name at its April 2 meeting. We support the proposal and applaud the university's move toward more inclusivity and beyond a gender binary. We also encourage the administration to consult with academic specialists that are experts in this area before implementing such a policy.



March 19, 2020

To: Dylan Rodriguez, Chair
Riverside Division

From: Leonid Pryadko 
Committee on Library and Information Technology

Re: 19-20. SR. Proposed New Presidential Policy on Gender Recognition and Lived Name

The Committee on Library and Information Technology reviewed the Proposed New Presidential Policy on Gender Recognition and Lived Name and did not note any concern relating to the Committee's charge of Library and Information Technology.

April 6, 2020

TO: Dylan Rodriguez, Chair
Academic Senate

FROM: Philip Brisk, Chair 
BCOE Executive Committee

RE: Proposed New Presidential Policy on Gender Recognition and Lived Name

Dear Dylan,

The BCOE Executive Committee reviewed the Proposed New Presidential Policy on Gender Recognition and Lived Name.

While the Committee is supportive of the proposal in spirit, there is some concern over both the language of the policy itself and how the policy would be implemented.

The policy summary mandates that "The legal name of university students, employees, alumni and affiliates, if different than the individual's lived name, must be kept confidential and must not be published on documents or displayed in information systems that do not require a person's legal name." The term "documents" is rather vague. "Official documents" are readily understandable, but there are also numerous "informal documents" which could create significant complications in terms of how the policy could be implemented.

The policy does not prescribe a grievance process in the event that a legal name is either intentionally or unintentionally disclosed.

The policy does not clearly articulate responsibility and liability for policy violations. As an example, suppose that an instructor of a course reads aloud the names of the enrolled students in a course from a printed document, and that this document includes the legal name of a student who uses a lived name. Has the instructor violated the policy, and, if so, what is the consequence? Or does responsibility flow to the person who created the list (if done manually), the information technology system administrator(s), etc.?

The policy will also create an immense burden on any individual staff member who is tasked with altering a legal name to the lived name. Using a faculty member as an example, the official documents, such as relating to payroll and healthcare, are relatively straightforward. But the unofficial documents could become onerous, and almost impossible to track down. For example, there may be numerous old and stale webpages from years or decades past, within the faculty member's School or College that would need to be tracked down. Moreover, there may be web-related content hosted by other Schools or Colleges, which the staff member cannot edit directly.

Going further, what about official technical reports that were filed with the university, possibly decades ago? What about M.S. and Ph.D. theses and books that the faculty member authored, which are now residing in one or more libraries across multiple UC campuses? Does the policy extend to microfilm? Etc. Realistically, the above examples are just the tip of the iceberg in terms of documents that exist for an individual, and the policy needs to consider what documents can and cannot feasibly be updated.

In summary, when scrutinized, the policy seems impossible to implement unless its scope is narrowed to what is both reasonable and feasible.

The University's intent to fully implement the policy by UC campuses and locations by July 1, 2021 does not seem even remotely realistic.

We note that in the appendix provided, there is a paragraph with language that is not consistent with the language in the summary. The language in the appendix raises less concern.



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EXECUTIVE COMMITTEE:
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

February 27, 2020

TO: Dylan Rodriguez, Chair
Academic Senate

FROM: Lucille Chia, Chair *Lucille Chia*
CHASS Executive Committee

RE: Proposed Policy: Proposed New Presidential Policy on Gender Recognition and Lived Name

The CHASS Executive Committee discussed the Proposed Policy: Proposed New Presidential Policy on Gender Recognition and Lived Name at the regular meeting on February 26, 2020. There were no objections and our committee approved the proposed policy.



April 7, 2020

To: Dylan Rodriguez, Chair
Riverside Division

From: Louis Santiago, Chair, Executive Committee
College of Natural and Agricultural Science

A handwritten signature in black ink that reads "Louis Santiago".

Re: Proposed New Presidential Policy on Gender Recognition and Lived Name

The CNAS Executive Committee discussed the Proposed New Presidential Policy on Gender Recognition and Lived Name today. Members of the committee thought that it made sense, but there was little comment and opinion. This decision may be outside of our jurisdiction.



School of Medicine
Division of Biomedical Sciences
Riverside, CA, 92521

April 8, 2020

To: Dylan Rodriguez, Ph.D., Chair, Academic Senate, UCR Division

From: Declan McCole, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

Subject: SOM FEC Comments on Proposed Presidential Policy Gender Recognition and Lived Name

Dear Dylan,

The School of Medicine Faculty Executive Committee has reviewed the Systemwide Review of Proposed Presidential Policy Gender Recognition and Lived Name. We are in favor of this recommendation but would like to highlight that sole inclusion of a Lived name rather than a legal/birth name on a degree could potentially act as a major impediment to individuals who take jobs in states or countries with different regulations than California. SOM FEC feels that it is important that the UC makes it easy for people to obtain their degrees in both lived and legal name if required to by a state or country with different regulations. This accommodation might also be pertinent if people need to produce their birth certificate for documentation along with their degree when seeking employment, bank loans, mortgage approval etc.

Yours sincerely,

A handwritten signature in cursive script that reads "Declan McCole".

Declan F. McCole, Ph.D.
Chair, Faculty Executive Committee
School of Medicine