

To: Academic Senate President Christy Porucznik and Senate Executive Committee

From: Senate Advisory Committee for Academic Policy

Date: December 6, 2021

Subject: Replacement of Gender Specific Pronouns in University Regulations

Background

In SACAP’s October 20, 2021 meeting, the committee voted to investigate removing he/she and him/her language from University regulations in order to make the regulations more inclusive. The committee found that there are over 50 university regulations that include gender-specific pronouns such as “he”, “she”, “his”, “him”, and “her.” The inclusion of these gender-specific pronouns is not aligned with the University’s core value of Diversity, which states that “the U celebrates the rich diversity of people as well as creative and intellectual traditions by being inclusive in every respect.” In addition, University Rule R1-001 Oversight and Development of University Regulations states that “policy language should avoid gender-specific pronouns.”

Regulations With He/She or His/Her Language

The table below shows regulations that we have identified to date that include he/she or his/her language.

| Regulation | Policy Owner | Policy Officer |
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| Academic Policies and Rules | | |
| 6-015 : The University Libraries | AVP Faculty and AVP Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-100 : Instruction and Evaluation | Sr. AVP for Undergraduate Studies | SVP Academic Affairs and SVP Health Sciences |
| 6-010 : Academic Freedom, Academic Grievances, Function, and Procedures of the Senate Committee on Academic Freedom and Faculty Rights | AVP Faculty and AVP Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-201 : Graduate Studies and Degrees, Master of Arts and Master of Sciences | Dean Graduate School | SVP Academic Affairs and SVP Health Sciences |

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| 6-206 : Graduate Studies and Degrees, Master of Education | Dean Graduate School | SVP Academic Affairs and SVP Health Sciences |
| 6-217 : Graduate Studies and Degrees, Master of Statistics | Dean Graduate School | SVP Academic Affairs and SVP Health Sciences |
| 6-219 : Graduate Studies and Degrees, Juris Doctor | Dean College of Law | SVP Academic Affairs and SVP Health Sciences |
| 6-304 : University Promotion and Tenure Advisory Committee | AVP Faculty and AVP Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-306 : Academic Librarians | AVP Faculty and AVP Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-307 : Resignations | AVP Faculty and AVP Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-308 : Grievances | AVP for Faculty and AVP for Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-313 : Terminations and Program Discontinuance | AVP for Faculty and AVP for Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-316 : Code of Faculty Rights and Responsibilities | AVP for Faculty and AVP for Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-319 : Procedures for Initiating and Administering Joint Appointments to Faculty Positions | AVP for Faculty and AVP for Health Sciences | SVP Academic Affairs and SVP Health Sciences |
| 6-400 Code of Student Rights and Responsibilities | Dean of Students | SVP Academic Affairs and SVP Health Sciences |
| 6-403 : Residency Determination for Tuition Purposes | VP for Student Affairs | SVP Academic Affairs and SVP Health Sciences |
| 6-404 : Undergraduate Admission | VP for Student Affairs | SVP Academic Affairs and SVP Health Sciences |
| Other Policies and Rules | | |
| 1-004 : Violence in the Workplace and Academic Environment | Director Public Safety | Vice President and General Counsel |

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| Rule 1-006B Individual Financial Conflict of Interest Non-Compliance | Conflict of Interest Officer | Vice President and General Counsel, Vice President for Research |
| 3-003 : Authorizations and Approvals Required for Financial Transactions | AVP Financial and Business Services | Chief Administrative Officer |
| 3-020 : Effort Reporting | Office of the Director of Research Management & Compliance | |
| 3-022 : Garnishments | Not listed | Not listed |
| 3-030 : Travel Policy | Associated Director Travel Services | AVP Administrative Services |
| 3-045 : Equipment Inventory and Screening | Not listed | Not listed |
| 3-100E : Restricted Purchases and Special Procurement | Director of Procurement | Not listed |
| Rule 3-300A : Tobacco Free Campus | Not listed | Not listed |
| Policy 3-110 : Lease or Rental of Property for University Use | Director of Procurement | Vice President for Administrative Services |
| 4-003B Digital Copyright Infringements, Protection, and Remedies | Deputy Chief Information Officer | Chief Information Officer |
| 4-005 : Use of Personal Telecommunication Services | Director Planning and Policy/UIT | Chief Information Officer |
| Rule 4-005A : Reimbursing Employee Mobile Communications Cost | Not listed | Not listed |
| 5-105 : Employment or Supervision of Immediate Family | Director Employment Services | Chief Human Resource Officer |
| 5-108 : Transfer of Benefits Eligible Staff Members | Director of Employee Relations | Chief Human Resource Officer |
| 5-109 Staff Separations | Director of Employee Relations | Chief Human Resource Officer |
| 5-110 : Reduction in Force and Severance Pay | Director of Employee Relations | Chief Human Resource Officer |
| 5-200C : Scope, Eligibility and Limitations for Leaves of Absence (Health-Related) – (UUHC Staff) | UUHC Director of Benefits | UUHC Chief Human Resource Officer |
| 5-201A : Scope, Eligibility, and Limitations for leaves of absence – | Director of Benefits | Chief Human Resource Officer |

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| university employees other than UUHC staff | | |
| 5-204 : Remunerative Consultation and Other Employment Activities | Director of Benefits | Chief Human Resource Officer |
| 5-205 : Code of Conduct for Staff | Director Employee Relations | Chief Human Resource Officer |
| 5-209 : Personal Change of Name | Director Employee Relations | Chief Human Resource Officer |
| 3-004 : Processing and Signing of Official Documents | AVP Financial and Business Services | VP Administrative Services |
| 5-113 : Drug-Free Workplace | Director Employee Relations | VP Human Resources |
| 5-113A : Drug Free Workplace Provisions | Not listed | Not listed |
| 5-302A : Retirement Programs for University Employees (non-UUHC) | Director of Benefits | Chief Human Resource Officer |
| 5-302B : Scope, Eligibility, and Limitations for Retirement Programs UUHC | UUHC Director of Benefits | SVP Health Sciences |
| 5-303 : University Insurance Programs | Director of Benefits | Chief Human Resource Officer |
| Rule 5-403A : Approval Requirements and Exceptions for Additional Compensation | Director Employee Relations | Chief Human Resource and SVP Health Sciences |
| 5-404 : Scope, Eligibility and Limitations for Workers Compensation Insurance. | Not listed | Not listed |
| 7-002 : Patents and Inventions | Director of PIVOT Center | Vice President for Research |
| 7-004 : University Faculty Profit-Making Corporations | VP for Research | VP for Research |
| 7-006 : Institutional Financial Conflicts of Interest for Research Involving Human Subject | Research Integrity Officer | VP for Research |
| 7-012 : Supplementation of Predoctoral Stipends | Not listed | Vice President for Research |
| 9-001 : Naming of University Facilities and Programs | Executive Director for Development Services | Vice President for Institutional Advancement |
| 10-003 Field Trips Appendix | Risk and Insurance Manager | |

Action

In SACAP's December 2, 2021 meeting, the committee agreed to bring a resolution to the Academic Senate Executive committee for consideration for inclusion in the Consent Calendar for the January Academic Senate Meeting, with a possible advancement for a Senate vote of support. The Committee voted via email to advance the following resolution.

Resolution

WHEREAS, one of the University of Utah's Core Value's is Diversity, including that "the U celebrates the rich diversity of people as well as creative and intellectual traditions by being inclusive in every respect;"

WHEREAS, University regulations affect all members of the campus community;

WHEREAS, some University regulations include gender-specific pronouns, such as "he", "she", "him" "his" and "her";

WHEREAS, Rule R1-001 Oversight and Development of University Regulations states that "policy language should avoid gender-specific pronouns;" and

WHEREAS, the Senate Academic Policy Committee discussed the issue of gender-specific pronouns in University regulations in the committee's October 20, 2021 and December 2, 2021 meetings and recommends:

- replacing gender-specific pronouns with gender-neutral terms in academic policies; and
- suggesting that other policy owners replace gender-specific pronouns with gender-neutral alternatives in their policies as well.

NOW, THEREFORE, BE IT RESOLVED that the Academic Senate supports replacing gender-specific pronouns with gender-neutral alternatives in University regulations, with a goal of completion by the end of the Spring 2022 semester.