

SENATE ACTION FORM

No. 1220

Subject: Inclusive Pronoun Updates

Reference to Senate Minutes dated: August 30, 2021 [Faculty vote concluded 10/01/2021]

Senate Action:

MOTION: Codification – It is moved to change gendered pronouns (he/him/his & she/her/hers) to inclusive pronouns (they/them/theirs) in the Board Policy Manual, University Regulations, and University Catalog where allowed.

FRIENDLY AMENDMENT: Williams asked that, to avoid confusion or ambiguity, each policy section be reviewed individually to ensure the meaning is preserved and context is clear when the wording is changed. Schuttler accepted the friendly amendment.

VOTE: Approved by voice vote.

Faculty Vote Result: *PASSED* with 85.79% approval; 163 in favor, 27 opposed.

Response requested:

**Approval for placement in University Catalog**

**Approval for placement in University Regulations**

**Recommendation to Board for placement in Board Policy Manual**

None (sent as information item)

Other action requested/comments: **Administrative review and Presidential approval requested.**

  
\_\_\_\_\_  
Faculty Senate Chair

10/04/2021  
\_\_\_\_\_  
Date

\* \* \* \* \*

Administrative review of Senate action (unnecessary for information items):

Reviewed by **VPAA/Provost**. Check  if comments attached

Reviewed by **General Counsel**. Check  if comments attached

Presidential action:

Approve  Reject  Return to Senate for discussion/modification (comments attached)

\_\_\_\_\_  
President/Designated Administrative Officer

\_\_\_\_\_  
Date

Date of Board approval (if applicable): \_\_\_\_\_

Attachment to Senate Action #1220

Approved by the Faculty Senate

August 30, 2021

Faculty vote concluded October 01, 2021

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**FACULTY SENATE MOTION**

**Subject:** Inclusive Pronoun Change

**Originator/Date:** Codification/25 August 2021

**Placement:** BPM, UR, UC

**Motion:** The Codification Committee moves to change gendered pronouns he/him/his and she/her/hers to inclusive pronouns they/them/theirs in the Board Policy Manual, University Regulations, and University Catalog where allowed.

**Purpose and Rationale:** To be inclusive and align with University values, this allows for consistent and comprehensive changes to pronoun language.

**Current Practice:** Current policy contains both gendered and inclusive pronouns and is only updated when policies change.

**Current Language:** he/him/his and she/her/hers

**Proposed Language:** they/them/theirs