

Proposed Constitutional Amendment - Inclusive Pronoun Usage

Originator/Date: Originated from the Codification Committee and approved on [8/30/2021 by the Faculty Senate](#)

Placement: University Catalog, University Regulations, and Board Policy Manual (including the Faculty Constitution)

Purpose and Rationale: To be inclusive and align with University values, this update allows for consistent and comprehensive changes to pronoun usage in University policies.

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

Proposed Language: they/them/theirs

Additional Information:

- Each policy section will be reviewed individually to ensure the meaning is preserved and the context is clear when the wording is changed.
- Where gendered pronouns are used in direct quotes of State or Federal statute, the original pronoun usage must be retained.

Example text:

2-3-105(9): "An officer of a faculty governance body shall be eligible to succeed **him/herself** **themselves**."

2-3-105(11): "A member of a faculty governance body who will be absent from a majority of the meetings of that body during one semester, shall appoint an alternate from among the voting faculty in the entity **he/she the member** represents, and shall inform the Faculty Senate of any such appointment prior to the first meeting attended by the alternate."