

UNIVERSITY OF  
NORTHERN COLORADO

**BOARD OF TRUSTEES AGENDA ACTION ITEM**

Meeting Date: November 12, 2021

**Name of Item:**

**Board Policy Manual Amendment – Inclusive Pronouns Revisions**

Responsible Staff Member: Satriana

**Summary of Agenda Item:** This item addresses revisions throughout the Board Policy Manual to change gendered pronouns he/him/his and she/her/hers to inclusive pronouns they/them/theirs. This change is appropriate and necessary to be inclusive, align with University values, and ensure consistency throughout the Board Policy Manual.

Recommended Action by BOT:

Approval  No Action Needed

Change to Board Policy Manual:

Approval  No Action Needed

If yes, Section: throughout entire Board Policy Manual

**Administrative Recommendation (Motion):** Approve

  
Signature of Vice President

11/5/2021  
Date

Signature of President

Date

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.

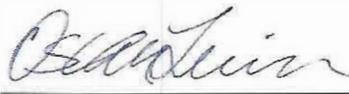
FRIENDLY AMENDMENT: Williams asked that, to avoid confusion or ambiguity, each policy section be reviewed individually to ensure the meaning is preserved and context is clear when the wording is changed. Schuttler accepted the friendly amendment.

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.**

 10/04/2021  
 Faculty Senate Chair Date

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

Reviewed by **VPAA/Provost**. Check  if comments attached *Lisa Volleymoy 10/20/2021*

Reviewed by **General Counsel**. Check  if comments attached *on consolidated feedback form - recommend approval DNS 10/18/2021*

Presidential action:

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

 10/20/21  
 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



## Administrative Review of Senate Action Feedback Form

Senate Action:	<b>SA 1220 – Inclusive Pronouns Update</b>
Date Review Initiated:	<b>October 15, 2021</b>

### GENERAL COUNSEL REVIEW

Feedback: I agree with the rationale stated by Faculty Senate for this action. It is an appropriate request that supports inclusivity and will make these changes consistent throughout the BP and UR.

Date Reviewed: October 18, 2021

Recommendation (Approve, Reject, Modification): Recommend approval

*Upon completion, please return this feedback form and signed Senate Action form to Dan Maxey, Chief of Staff in the Office of the President.*

### OFFICE OF THE PROVOST REVIEW

Feedback: I agree that this is needed. I have no objections.

Date Reviewed: 10/20/21

Recommendation (Approve, Reject, Modification): Approve

*Upon completion, please return this feedback form and signed Senate Action form to Dan Maxey, Chief of Staff in the Office of the President.*

### OFFICE OF THE PRESIDENT REVIEW

Feedback: I appreciate these changes that honor the University of Northern Colorado’s commitments to diversity, equity, and inclusion while also ensuring greater consistency in policy across Board Policy and University Regulations.

Date Reviewed: 10/20/21

Decision (Approve, Reject, Modification): Approve