



## JOINT SENATES PROPOSAL

### SSP 2019/2020-TBD FSP 2019/2020-001 UCOSAP 2019/2020-TBD

**I. Proposal Name:** Chosen Name Policy

**II. Committee Assigned/Sponsoring Committee**

Staff Senate: Stakeholder Relations & Involvement Committee. Sponsoring Senator – Zachary Hunter  
Faculty Senate: Executive Committee. Sponsoring Senator – Jennifer Barger Johnson  
Student Senate:

**III. Proposal Statement**

In an effort to be a more diverse and inclusive campus and institution, the Joint Senates of the Faculty, Staff, and Students propose that the University of Central Oklahoma (UCO) adopt a *Chosen Name Policy*. The *Chosen Name Policy* will give the opportunity for employees and students of the institution to self-identify their chosen name and have the name reflected on: UCO Central Directory, email display names, I.D. cards, Desire2Learn (D2L), and class rosters. It is the mission of the Staff Senate to promote this effort, allowing individuals to select their chosen name without needing to provide proof to the institution that a legal name change has occurred.

**IV. Background & Justification**

The Staff Senate's Stakeholder Relations & Involvement Committee (previously known as the Alumni & Community Involvement Committee) began research on the topic of chosen/preferred name policies in spring 2019. It was discovered that from the current list of our 10 peer institutions, UCO is one of two (2) institutions that does not have a policy like this in place. It is apparent that UCO is behind on the implementation of a policy such as this.

Allowing individuals to select a chosen name that is different than their legal first name will help foster a more inclusive environment and community. Individuals often have nicknames, prefer to go by their middle name, or may identify as transgender or non-binary.

The Joint Senates recognize and understand that the use of a legal name is required for certain offices that perform administrative processes which legally necessitate the use of a legal name. These may include:

- Financial Aid
- Office of Institutional Research
- Registrars' Office
- Human Resources / Payroll

**V. Definition of Terms: N/A**

**VI. Office(s) Contacted:**

<u>Name</u>	<u>Office/Department</u>	<u>Date Contacted</u>
Sonya Watkins	Information Technology	November 26, 2019
James Morrison	Information Technology	November 26, 2019
Charlotte Simmons	Academic Affairs	November 26, 2019
Jillian Lindblad	Registrar	November 26, 2019
Adam Johnson	Registrar	November 26, 2019
Diane Feinberg	People & Culture / HR	November 26, 2019
Nadeeka Siriwardana	Information Technology	November 26, 2019
Gary Steward	Institutional Research	November 26, 2019
Sonya Watkins	Information Technology	February 11, 2020
James Morrison	Information Technology	February 11, 2020
Charlotte Simmons	Academic Affairs	February 11, 2020
Jillian Lindblad	Enrollment Management/Registrar	February 11, 2020
Adam Johnson	Registrar	February 11, 2020
Diane Feinberg	People & Culture / HR	February 11, 2020
Nadeeka Siriwardana	Information Technology	February 11, 2020
Gary Steward	Institutional Research	February 11, 2020
William McCormick	Enrollment Management	February 11, 2020
Michael Martin	Information Technology	February 11, 2020
Bijal Patel	Information Technology	February 11, 2020
Michael Page	Information Technology	February 11, 2020
Jeffrey Miller	Information Technology	February 11, 2020
Lindsey Churchill	Dept. of History & Geography	February 11, 2020
MeShawn Green	Human Resources Department	February 11, 2020
Sharra Hynes	Enrollment & Student Success	February 11, 2020

**VII. Office(s) Affected:**

This proposal can potentially affect the entire UCO campus, however more specific offices/ departments/divisions can be found below.

- Information Technology

- Card Services
- Registrar
- Housing & Dining
- Academic Affairs
- Enrollment & Student Success

**List of peer institutions that currently have polices in place:**

Boise State University  
 California State University – Fresno  
 Kennesaw State University  
 Missouri State University  
 San Jose State University  
 Texas State University – San Marcos  
 Towson University  
 Wichita State University  
 Youngstown State University

**Institutions lacking policy:**

Sam Houston State University  
 University of Central Oklahoma

This proposal unanimously passed the UCO Faculty Senate on 12 March, 2020.

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**JENNIFER BARGER JOHNSON**  
 UCO Faculty Senate President 2019-2020

This proposal passed the UCO Staff Senate on \_\_\_\_\_, 2020.

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**SCOTT DEBOARD**  
 UCO Staff Senate President 2019-2020

This proposal passed the UCO Student Association on \_\_\_\_\_, 2020.

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**EMILY GRIM**  
 UCO Student Association President 2019-2020