



TO: Scott DeBoard, Staff Senate President
Jennifer Barger-Johnson, Faculty Senate President
Emily Grim, UCOSA President

DATE: June 22, 2020

RE: SSP 2019/2020-002, FSP 2019/2020-001, CR20—206

I have received your proposals SSP 2019/2020-002, FSP 2019/2020-001, and CR20—206 on the matter of a Chosen Name Policy. Based upon consultation with all members of the President's Cabinet, I accept this proposal.

The Senates have requested the creation of a policy which permits an individual to self-identify their chosen name and have it reflected on the UCO Central Directory, email, display names, ID cards, Desire2Learn (D2L), and class rosters. This is a necessary step for our university to acknowledge the personal nature of claiming and living one's identity. Campus leadership is in full agreement with the premise of this proposal and the promise that it offers our community.

The hardware and software systems required to reflect this option are not easily manipulated. It is acknowledged that programming changes will be necessary to implement the option to choose a name other than one's legal name. To that end, the university commits to assign appropriate resources to adapt our systems in order to allow this option to be available. The offices of Information Technology, Enrollment and Student Success, Academic Affairs, and People and Culture will coordinate efforts to manage these changes across the relevant systems and processes in a timely manner. As each system is adapted, it will be added to the policy.

Please extend my gratitude to the members of the Senates on their efforts and contributions to making UCO a more inclusive community.

Sincerely,

Patti Neuhold-Ravikumar
President

cc: Charlotte Simmons
Gary Steward, Jr.
Drew Duke
Sonya Watkins
Diane Feinberg