

1 **University of Illinois at Springfield**  
2 **Student Government Association**

3  
4 Resolution 28 (AY 13-14)

5 *Recommending the Implementation of a*  
6 *Preferred Name Policy for the University of Illinois System*

7  
8 Sponsored by Senator Michael Lotspeich and College of Education and Human Services  
9

10 Written by Senator Michael Lotspeich and numerous  
11 members of the Student Body at the University of Illinois at Springfield.  
12

13 Co-sponsored by

14 Student Representative to the Board of Trustees, Jamaal Hollins, UIS SGA

15 Secretary Samia Ahmad [Executive Board], UIS SGA

16 Speaker Paige Heiser, College of Business and Management, UIS SGA

17 Senator Katie Reynolds, College of Liberal Arts and Sciences, UIS SGA

18 Senator Marc Reiter, Senator-at-Large, UIS SGA

19 Senator Makilah Alexander, Undergraduate Student Senator, UIS SGA

20 Senator Patrick Simon, Freshman Student Senator, UIS SGA

21 Former Senator Zachary Sullivan, Transfer Senator, UIS SGA  
22

23 President Dominique Wilson on behalf of group, Black Student Union, UIS RSO

24 President Martin Muloski on behalf of group, GPSI Student Association, UIS RSO

25 President Bianca Bautista on behalf of group, Japanime Springfield, UIS RSO

26 President Carley Reynolds on behalf of group, Lambda Pi Eta, UIS RSO

27 President Kerry Portillo-Lopez on behalf of group, Organization of Latin American Students, UIS RSO

28 President Nafia Khan on behalf of group, Professional Student Association, UIS RSO

29 President Michelle Gibbons on behalf of group, Queer-Straight Alliance, UIS RSO

30 President Emily Cross on behalf of group, Students Allied for a Greener Earth, UIS RSO

31 President Megan Bott on behalf of group, Women's Issues Caucus, UIS RSO  
32

33 Carolyn Miller on behalf of group, inQUEERy, UIS LGBTQA Office

34 President Ryan McConville on behalf of group, Pre-Law Society, Pre-Law Center  
35

36 President Fred Jackson on behalf of group, Alpha Phi Alpha Fraternity, UIS Greek Life

37 Pres. Liliana Marquez on behalf of group, Cygnets: OIG of Gamma Phi Omega Sorority, UIS Greek Life  
38

39 **THE UNIVERSITY OF ILLINOIS SYSTEM**

40 WHEREAS the University of Illinois system has a tremendous history of organizing both faculty  
41 and students for social and economic justice.

42 WHEREAS the University of Illinois system is formed not by a mass of buildings or institutional  
43 appropriation but through the wishes of educated communities to send their exceptional students

44 to the State of Illinois' premier land-grant institution, effectively creating alumni that shape  
45 every potential aspect of Midwestern culture.

46 WHEREAS lesbian, gay, bisexual and transgender (LGBT) students, faculty, and staff constitute  
47 a sizeable population of those invested in higher education, especially the University of Illinois  
48 system.

49 WHEREAS both LGBT communities and the University of Illinois system share common  
50 concerns for economic and political justice, equal opportunity, and an improved quality of life  
51 for all working people in the State of Illinois.

52 WHEREAS the University of Illinois System Nondiscrimination policy states that "the  
53 commitment of the University of Illinois to the most fundamental principles of academic  
54 freedom, equality of opportunity, and human dignity requires that decisions involving students  
55 and employees be based on merit and be free from invidious discrimination in all its forms."

56 WHEREAS the University of Illinois System Nondiscrimination policy specifically states that  
57 "The University of Illinois will not engage in discrimination or harassment against any person  
58 because of race, color, religion, sex, national origin, ancestry, age, marital status, disability,  
59 sexual orientation including gender identity, unfavorable discharge from the military or status as  
60 a protected veteran and will comply with all federal and state nondiscrimination, equal  
61 opportunity and affirmative action laws, orders and regulations." "[and that] this  
62 nondiscrimination policy applies to admissions, employment, access to and treatment in  
63 University programs and activities."

#### 64 **A CALL FOR NEW SOLUTIONS**

65 WHEREAS there is a growing number of both public and private institutions that allow students,  
66 faculty, and staff who may identify with a name that is not legally assigned a framework that  
67 facilitates preferred name and gender usage on campus records without evidence of medical  
68 intervention or supporting materials.

69 WHEREAS seventy-five colleges presently enable students to use a chosen first name, instead of  
70 their legal name, on campus records and documents including such prominent research  
71 institutions as Case Western University, Cornell University, Duke University, MIT, Miami  
72 University of Ohio, Princeton University, Stanford University, Syracuse University, the  
73 University of California System, University of Chicago, University of Colorado at Boulder,  
74 University of Northern Iowa, University of Oregon, University of Pennsylvania, University of  
75 Southern California, University of Texas at Austin, University of Utah, University of Vermont,  
76 Western Michigan University, and Yale University (<http://www.campuspride.org/tpc-records/>).

77 FURTHER REFINED, nine 'Big 10' institutions currently allow students to use a chosen first  
78 name, instead of their legal name, on campus records and documents including Indiana  
79 University, University of Iowa, University of Michigan, University of Minnesota (Twin Cities),  
80 Northwestern University, Ohio State University, Pennsylvania State University, University of  
81 Wisconsin (Madison), and the future 'Big 10' member the University of Maryland (College  
82 Park) (<http://www.campuspride.org/tpc-records/>).

83 WHEREAS research has been completed by The New School in New York, discovering that the  
84 Ellucian Banner Enterprise Resource Planning system (ERP) “require[s] patching to  
85 accommodate” preferred gender pronouns and names (“Policy for Transgender”).

86 WHEREAS pronouns are used constantly in everyday life, a preferred gender pronoun (PGP) is  
87 simply a different version of pronoun or set of pronouns that an individual would like others to  
88 use when referring to said individual.

89 WHEREAS the University of Vermont has “designed a patch that allows students” to provide “a  
90 preferred name and pronoun” (“Policy for Transgender”).

91 WHEREAS the parent company that licenses Banner Enterprise Resource Planning (ERP),  
92 Ellucian, is currently in the process of creating a universal patch modeled after the University of  
93 Vermont’s patch for all institutional subscribers.

94 WHEREAS if applied to the University of Illinois’ servers, this update will allow the use of a  
95 preferred name on DARSweb, grade reports, advisee lists, unofficial transcripts, class rosters,  
96 library sign-out, directory listings, et al. The legal name would still be required for student  
97 accounts, financial aid, official transcripts, and outside responses to enrollment verification  
98 (unless the latter is waived by the ‘Request to Prevent Disclosure of Directory Information Form’  
99 available in the UIS Records and Registration office’).

100 WHEREAS the current use of legal name on class documents and rosters will ‘out’ a student as  
101 Trans\* by university faculty through roll call on the first day of coursework, fostering an  
102 environment of dis-inclusion for a Trans\* student attempting to obtain a University of Illinois  
103 education while in the process of male-female or female-male transformation.

#### 104 **THE DEPLOYMENT OF SUCH POLICY**

105 WHEREAS further research has been found that this patch can not be easily applied to  
106 University of Illinois servers’ and will require a unquantifiable amount of knowledge and work  
107 on behalf of university employees employed by the over-arching University of Illinois Board of  
108 Trustees (BOT) to provide a solution compatible with the University of Illinois’ ‘flavor’ of  
109 Ellucian Banner Resource Planning system.

110 WHEREAS a template is currently being developed by Administrative Information Technology  
111 Services (AITS) to present during the May meeting of the University of Illinois Information  
112 Technology Priorities Committee. This template will request the analysis of an alternative name  
113 in Banner and possible work to develop this solution.

114 WHEREAS Administrative Information Technology Services (AITS) delivers enterprise-wide IT  
115 solutions and services for the University of Illinois with data center services, 24/7 Service Desk  
116 support, and the development and integration of enterprise applications.

117 WHEREAS within these services AITS also supports the Ellucian Banner Enterprise Resource  
118 Planning (ERP) system that includes Student Administration, Student Financial Aid, Human  
119 Resources / Payroll and Finance modules, along with associated purchased applications that are  
120 locally developed components or custom vendor-developed components.

121 WHEREAS AITS does not prioritize their internal work. Instead, the prioritization of their work  
122 is a result of the University of Illinois Information Technology Priorities Committee meeting;  
123 this is the primary body that is responsible for evaluating administrative information technology  
124 initiatives submitted by the three functional groups created to review proposals from their  
125 respective focus areas (HR, Student and Finance). The Information Technology Priorities  
126 Committee, then, is comprised of representatives from the campuses and university  
127 administration.

128 WHEREAS the template is necessary to explore what fields in Banner will be affected as well as  
129 identifying any other processes that could be affected by a change to the legal name in Banner.

130 WHEREAS a demonstration of student support would be monumentally influential in the  
131 decision making process of the University of Illinois Information Technology Priorities  
132 Committee for all three campuses to offer.

133 WHEREAS UIS Student Government Association Senator Michael Lotspeich has completed  
134 extensive academic research pertaining to the experience of Transgender students at the  
135 University of Illinois-Springfield in consideration of their legal name use online and in the  
136 classroom. This research was finalized in the attached document “A student behind the name;  
137 reshaping perceptions of gender-identity in the University of Illinois System” which was written  
138 in his involvement with the Capital Scholars Honors Program.

#### 139 **POSITIVELY AFFECTED POPULATIONS**

140 WHEREAS there is no quantifiable way to measure the number of Transgender students in the  
141 University of Illinois system because the institution does not track LGBTQ students.

142 WHEREAS contrasting arguments exist as to whether the institution should or should not have a  
143 collection process for gender and sexual identity.

144 WHEREAS the University of Illinois system, in compliance with the Nondiscrimination policy  
145 should not require students to identify with a sexual or gender status to enroll at this university  
146 but may voluntarily provide the information on an optional basis either on admittance or during  
147 any term of enrollment.

148 WHEREAS no system of tracking exists in terms of retention or admissions statistics for  
149 LGBTQ students, the sponsor of this resolution assumes that a minority population exists that  
150 would receive a direct, positive impact from a framework if put into place.

151 WHEREAS even though this resolution would positively and directly affect a minority  
152 population, it still has notable weight in student governance. As a Student Government  
153 Association, both co-sponsors and the sponsor of this resolution agree that every student that  
154 attends the University of Illinois serves an equal role in the pursuit of knowledge.

#### 155 **ROLE OF RESOLUTION #28**

156 WHEREAS in defining the positively affected populations by passing this resolution it is also  
157 important to understand its' overall role [or purpose] to be brought forth to the University of  
158 Illinois at Springfield Student Government Association.

159 WHEREAS the benefit of this resolution would be (1) a positive, direct gesture to a small, but  
160 notable population of LGBTQ students, (2) a confirmation of knowledge the UIS student body  
161 already holds that the LGBTQ community is welcomed within the University of Illinois system  
162 to the University of Illinois Information Technology Priorities Committee, and (3) if  
163 implemented through urging by the three campus student governance organizations, the  
164 framework would accommodate any University of Illinois student who would like to be referred  
165 to by their preferred name in certain situations, rather legal name.

166 WHEREAS questions were raised as to if this resolution has the potential to 'backfire' on the  
167 Student Government Association as an 'empty resolution'.

168 WHEREAS this concern is rooted in the idea that the University of Illinois Information  
169 Technology Priorities Committee would not consider this resolution in their deliberation process.

170 WHEREAS this presentation to the University of Illinois Information Technology Priorities  
171 Committee would be necessary because the most common comment received when the UIS  
172 LGBTQA Resource Office attempts to intervene on behalf of LGBTQA students is that 'no  
173 student has asked for the option' and the providing of such option, at the administrative level,  
174 would step over the absence of an option and provide an option.

175 WHEREAS the students most likely to use this framework, Transgender students, would likely  
176 be closeted in their transsexuality and not willing to publically work with such department to fix.

177 WHEREAS this issue will require a team of leaders- both students and faculty- to acknowledge  
178 that an issue exists and develop a cohesive framework and solution.

179 WHEREAS in his ECCE Speaker Series Event, Athlete Ally speaker Hudson Taylor spoke that  
180 no successful movement for a minority population has been successful without the help of the  
181 majority.

182 ULTIMATELY now is the time for not only the Student Government Association, but the  
183 Springfield campus and the University of Illinois System to have a productive and 'innovative'  
184 discussion on what it means to provide minority students with every right and responsibility  
185 afforded to majority populations.

## 186 **CONCLUSION**

187 WHEREAS the University of Illinois system currently perpetuates behaviors that deny  
188 classroom comfort to Trans\* students by using a label of moniker that can only be shed through  
189 significant legal and financial commitments to the Sangamon County legal system.

190 WHEREAS this development and support of information is in hopes of devising a procedural  
191 mechanism or framework that provides Trans\* students with the opportunity to utilize their  
192 preferred name in place of legal name on aforementioned pieces of documentation.

193 WHEREAS these human dignity violations can be averted through grassroots social justice  
194 efforts that encourage bureaucratic development to institute policy change at the system level.

195 TAKING INTO CONSIDERATION that there may be potential abuse of the preferred name  
196 policy for comedic purposes, university administration will set forth a policy and hold students to  
197 a high standard that they will not utilize this framework [designed to prevent microaggressions]  
198 in an abusive way in such fashion that would bring offense to the populations this framework  
199 will benefit.

200 IN EVALUATING OUR STANCE AS SUPPORTIVE OF REGISTERED STUDENT  
201 ORGANIZATIONS, there are no predicted conflicts or disparities in the implementation of a  
202 preferred name policy. Instead, organizations that receive funding indirectly from Student Life  
203 through the Student Government Association already make the effort to collect a student's  
204 preferred name and email address at semester sign-up events. In order to ensure this point, every  
205 effort was made to contact RSO's on the Springfield campus of the University of Illinois System.

206 BE IT RESOLVED that the University of Illinois at Springfield Student Government  
207 Association is in full support of AITS creating a process for Trans\*, international, and other  
208 students to declare their preferred name on university documentation.

209 CLAIRIFYING THE PREVIOUS statement, the creation of this framework by AITS would  
210 benefit any student who does not go by his or her legal first name: those who use their middle  
211 name, those who have an aversion to their first name, or those who go by a nickname.

212 ELABORATING ON THE PREVIOUS statement, the implementation of such framework aligns  
213 with the philosophy that by meeting the individual needs of a minority group, all students will  
214 have an appreciated opportunity.

215 IN WHAT CASE staff training should be provided, which will not necessarily originate from the  
216 LGBTQA Resource Office, in which campus faculty, staff, and students will receive training on  
217 the importance of using a preferred name and gender pronoun.

218 FURTHER, although not addressed in this resolution due to such scope, campus departments  
219 will have to accommodate changes made by the University of Illinois Administration that are  
220 necessary to ensure every form utilized by the department is inclusive of all students.

221 FINALLY BE IT RESOLVED that the Student Government Association, vested with the power  
222 of the student body at the University of Illinois at Springfield, fully stand behind and support the  
223 development of a framework for the use of a preferred name policy for Trans\*, international, and  
224 other students which will blanket all three campus of the University of Illinois system— Urbana-  
225 Champaign, Chicago, and Springfield.

226 IN CLOSING by passing this resolution the University of Illinois at Springfield Student  
227 Government Association is standing up to openly acknowledge that students of all populations  
228 have an equal opportunity to feel secure and comfortable in receiving a University of Illinois  
229 education.

230 FURTHER, if this framework, advised by passing of Resolution 28, was to be implemented it  
231 would bring the University of Illinois ‘up-to-speed’ with comparable research and ‘Big 10’  
232 institutions by demonstrating a seriousness about not only diversity, but also the competitive  
233 nature of admissions in recruiting LGBTQA students to attend Illinois’ premier land-grant  
234 institution.

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President, Aaron Mulvey

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Secretary, Samia Ahmad