



*Susan Cochran*  
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*Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200*

March 6, 2023

**DOUGLAS HAYNES, VICE PROVOST  
ACADEMIC PERSONNEL & PROGRAMS**

**Re: Academic Senate Review of Proposed Revisions to Presidential Policy on Developing & Maintaining Presidential Policies**

Dear Vice Provost Haynes:

As requested, I distributed for systemwide Senate review the proposed revisions to the *Presidential Policy on Developing & Maintaining Presidential Policies* ("Policy on Policies"). All ten Academic Senate divisions submitted comments. The comments discussed at the Academic Council's February 22 meeting are summarized below and attached for your reference.

We understand that the revisions update the policy's name, scope, and summary; clarify processes for developing, reviewing, approving, and rescinding presidential policies; add and update definitions for frequently used terms; and add requirements around the use of gender-neutral terms and the review of presidential policies every five years.

In general, the Senate supports this policy and the proposed revisions. Comments from Senate reviewers underscore the importance of having UC policies that ensure compliance with federal and state regulations, and the need for the University's policy development and review processes to gather broad input from constituencies including the Academic Senate. Reviewers appreciated the requirement for a five-year review to keep policies up to date and the emphasis on equity in the call for gender-neutral language. However, reviewers also noted that it is not practical for all policies to be gender neutral in their use of terms and this exception should be acknowledged in the policy.

The review surfaced several other concerns about the need to distinguish between policies and procedures, and the need for systemwide policy review timelines to ensure adequate review time and opportunity for Senate reviewers. Several reviewers noted that the policy is written in an overly bureaucratic style that is not easily understandable to some lay readers. Reviewers made several editing suggestions to help clarify terms and definitions and suggested that the policy

would benefit from a flowchart summarizing the processes involved in policy review, development, revision, approval, communication, and dissemination. The policy should also clarify the mechanism for approval by the systemwide Policy Advisory Committee (PAC), how dissenting votes in the PAC are handled, and how faculty are represented on the PAC and on the overarching Policy Steering Committee (PSC).

A larger concern raised relates to the expanding array of policies with reporting requirements, some of which create unfunded mandates and affect the conduct of work on campuses without having a clear benefit for the core mission of the University. We recommend that UCOP consider adding a cost-benefit analysis section to all policies summarizing new staffing and other costs needed to implement and monitor the policy, and encourage the University to develop new policies with an eye toward constraining costs where possible. Finally, we encourage UCOP agencies to prepare policies for systemwide review carefully and accurately, with appropriate background and context, and free of typographical errors.

We appreciate the opportunity to comment. Please do not hesitate to contact me if you have additional questions.

Sincerely,



Susan Cochran, Chair  
Academic Council

Cc: Academic Council  
Campus Senate Executive Directors  
Executive Director Lin

Encl.



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

February 14, 2023

SUSAN COCHRAN  
Chair, Academic Council

*Subject: Systemwide Review of Proposed Revisions to Presidential Policy on Developing & Maintaining Presidential Policies*

Dear Chair Cochran:

On February 6, 2023, the Council of the Berkeley Division (DIVCO) discussed the proposed revisions to the *Presidential Policy on Developing & Maintaining Presidential Policies* (“*Policy on Policies*”), and this letter communicates the Council’s comments.

Members of DIVCO unanimously supported the elements of the policy that involve the use of gender-neutral terms, equity and accessibility, and the move to a five-year review period.

After reaching rapid agreement about those elements of the policy, the discussion in DIVCO moved to the larger questions of how UCOP policies affect the conduct of work on the campuses and the invisible costs they may impose on faculty and staff. We understand that most policies are created to ensure compliance with federal and state regulations. However, at times policy implementation and monitoring results in additional high costs with little to no benefit to the core mission of the University – teaching and research.

DIVCO recommends adding a section to all policies that summarizes the cost, benefit, and efficacy of the policy. Some of the issues to consider and explicitly address when assessing the costs of implementing a new policy include:

- If a policy requires the hiring of new positions without a teaching or research role, that should be identified and accounted for. How many staff or staff hours at UCOP and at the campuses is needed to monitor the policy, and how much will this cost?
- Presidential policies should strive to avoid policies that impose large but disaggregated accounting costs. For instance, Berkeley recently adopted a plan that would tax air travel to support sustainability efforts. The tax requires an accounting of each individual airfare, requiring a complex flight-by-flight, and unit-by-unit accounting process. It would be

more efficient to estimate the total number of flights taken by campus employees and make a bulk payment to the sustainability program.

- Proposals for new policies should explicitly discuss efficacy. As an example, the recently proposed policy on sustainability reads as a listicle of desirable changes, with no discussion of the relative impact of each item.

DIVCO recognizes the difficulty of adhering to what seem to be constantly expanding requirements for reporting and compliance, and of developing policies that can be implemented in a streamlined way using existing staffing and systems. However, we find it necessary to stress the importance of attention to workload and staff effort, in the current environment of ever-increasing demands and straitened resources.

Sincerely,

A handwritten signature in black ink that reads "Mary Ann Smart". The signature is written in a cursive, flowing style.

Mary Ann Smart  
Professor of Music  
Chair, Berkeley Division of the Academic Senate

cc: Maximilian Auffhammer, Vice Chair, Berkeley Division of the Academic Senate  
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate



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February 15, 2023

**Susan Cochran**  
Chair, Academic Council

**RE:** Proposed Revisions to Presidential Policy on Policies

Dear Susan,

The proposed revisions to the Presidential Policy on Policies were forwarded to all standing committees of the Davis Division of the Academic Senate. Two committees responded: Elections, Rules, and Jurisdiction (CERJ) and the Faculty Executive Committee of the College of Engineering (COE).

Committees support the policy. CERJ provided the following editorial feedback to improve the policy:

- Term “high level” is used throughout the document; it would be helpful to define this term.
- Use of semi-colon versus colon is not consistent throughout the document.
- Page 8 of PDF (Page 5 of policy): Definition of “Stakeholder(s)” should state “anywhere” instead of “across.”
- Page 9 of PDF (Page 6 of policy): Link to plain language is broken (may be linking to <https://www.plainlanguage.gov/>).
- Page 10 of PDF (Page 7 of policy): Policy states must use neutral, non-binary terms; it would be helpful to link to terms and appropriate substitutions (example, what do you use instead of freshmen?); would be helpful to have a list of commonly used terms.
- Page 10 of PDF (Page 7 of policy): Typo on Item C. Should state “applies” instead of “apply.”
- Page 18 of PDF (Page 15 of policy): Typo on F.6. “Procedures” is misspelled.

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "Ahmet Palazoglu".

Ahmet Palazoglu  
Chair, Davis Division of the Academic Senate  
Distinguished Professor of Chemical Engineering

University of California, Davis

Enclosed: Davis Division Committee Responses

c:     Monica Lin, Executive Director, Systemwide Academic Senate  
       Michael LaBriola, Assistant Director, Systemwide Academic Senate  
       Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

February 08, 2023

**Ahmet Palazoglu**

Chair, Davis Division of the Academic Senate

**RE:** RFC: Proposed Revisions to Presidential Policy on Policies

Dear Ahmet:

The Committee on Elections, Rules and Jurisdiction (CERJ) reviewed the Request for Consultation on the Proposed Revisions to Presidential Policy on Policies. The committee provides the following feedback regarding the policy and proposed revisions:

- Term “high level” is used throughout the document; it would be helpful to define this term.
- Use of semi-colon versus colon is not consistent throughout the document.
- Page 8 of PDF; Page 5 of policy: Definition of Stakeholder(s); should state “anywhere” instead of “across”
- Page 9 of PDF; Page 6 of policy: Link to plain language is broken (may be linking to <https://www.plainlanguage.gov/>)
- Page 10 of PDF; Page 7 of policy: Policy states must use neutral, non-binary terms; it would be helpful to link to terms and appropriate substitutions (example what do you use instead of freshmen); helpful to have list of these commonly used ones.
- Page 10 of PDF; Page 7 of policy: Typo on Item C. The following information **applies** to Presidential Policies:
- Page 18 of PDF; Page 15 of policy: Typo on F.6 (under Interim Policies) procedures is misspelled.

Thank you.

Sincerely,



Andrea Fascetti

Chair, Committee on Elections, Rules and Jurisdiction

# **Proposed Revisions to Presidential Policy on Policies**

## **FEC: College of Engineering Committee Response**

**February 8, 2023**

The Faculty Executive Committee of the College of Engineering discussed the proposed revisions to the presidential policy on policies at its regular meeting on January 17th 2023. The Committee is generally supportive of the proposal as presently constructed, with no members raising any objections or concerns. The College of Engineering faculty appreciates the opportunity to comment.



January 19, 2023

Susan Cochran, Chair  
Academic Council

**Re: Systemwide Review of Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”)**

Dear Chair Cochran,

The Irvine Division discussed proposed revisions to the presidential policy on developing and maintaining presidential policies, or the “policy on policies,” at its Cabinet meeting on January 17, 2023. Due to the general nature of the policy, proposed revisions were distributed for Cabinet review only.

Members did not raise any substantive concerns about the proposed revisions but noted that the policy needs a strong copyedit prior to finalization.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Georg Striedter, Chair  
Academic Senate, Irvine Division

Cc: Arvind Rajaraman, Chair Elect-Secretary  
Jisoo Kim, Executive Director  
Gina Anzivino, Associate Director



January 31, 2023

Susan Cochran  
Chair, UC Academic Senate

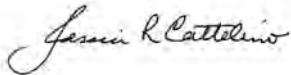
**Re: (Systemwide Senate Review) Proposed Revisions to the Presidential Policy on Developing and Maintaining Presidential Policies**

Dear Chair Cochran,

The divisional Executive Board, councils, and committees appreciated the opportunity to review the proposed revisions to the Presidential Policy on Developing and Maintaining Presidential Policies. The Executive Board (EB) reviewed the proposal at its meeting on January 26, 2023.

EB members voted to approve a motion to endorse the proposed revisions, noting their appreciation for the inclusion of the academic mission, the acknowledgement of the Academic Senate as a required reviewer, and the important mention of equity. Members expressed lingering concerns about the distinction between policy and procedure, and requested assurance that associated procedures conform to the policies.

Sincerely,



Jessica Cattelino  
Chair  
UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate  
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate  
Shane White, Immediate Past Chair, UCLA Academic Senate

January 27, 2023

Jessica Cattelino, Chair  
UCLA Academic Senate

Dear Jessica,

The Committee on Rules and Jurisdiction is grateful for the opportunity to comment on the proposed revisions to the Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”). One area of concern was noticed by committee members.

Section V D (2) currently states that new policies undergoing Substantive Revision complete a 90-day comment period but the Rescission Process only requires the completion of a 30-day comment period. The proposed changes do not provide reasoning as to why there is a different amount of time for these items, when both can take a significant amount of time. Further, a 30-day review period may not be long enough for all stakeholders to respond.

We hope that clarification can be provided on this process before the policy is approved. If you have any questions, please do not hesitate to contact me at [eleanork@ucla.edu](mailto:eleanork@ucla.edu), or the Committee on Rules and Jurisdiction Analyst Lilia Valdez at [lvaldez@senate.ucla.edu](mailto:lvaldez@senate.ucla.edu).

Sincerely,



Eleanor Kaufman, Chair  
Committee on Rules and Jurisdiction

cc: Randy Bucklin, Member, Committee on Rules and Jurisdiction  
Jie Jay Zheng, Member, Committee on Rules and Jurisdiction  
Lilia Valdez, Policy Analyst, Committee on Rules and Jurisdiction



OFFICE OF THE ACADEMIC SENATE  
PATTI LIWANG, CHAIR, ACADEMIC SENATE  
[senatechair@ucmerced.edu](mailto:senatechair@ucmerced.edu)

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5200 NORTH LAKE ROAD  
MERCED, CA 95343

**February 13, 2023**

**To: Susan Cochran, Chair, Academic Council**

**From: Patti LiWang, Chair, UCM Divisional Council**

**Re: Proposed Revisions to the Presidential Policy on Maintaining and Managing Presidential Policies (“Policy on Policies”)**

The Proposed Revisions to the Presidential Policy on Maintaining and Managing Presidential Policies were distributed for comment to the Merced Division Senate Committees and the School Executive Committees. All Committees but the Committee on Rules and Elections (CRE) declined to comment.

On February 6, members of Divisional Council (DivCo) discussed the policy and the comments provided by CRE. DivCo unanimously agrees with CRE’s comments and suggestions. They are pasted below and appended for your consideration.

It is apparent that the President designates the Responsible Officer (RO), who is responsible for designating the Policy Owner (PO). The PO's charge includes ensuring that consultation has occurred with Stakeholders. However, while the policy document includes a definition and multiple other mentions of Stakeholders, it does not indicate a process for fully and inclusively identifying who the Stakeholders are. It is likely that more than one person's perspectives will be needed to minimize the inadvertent omission of relevant Stakeholders.

The policy document would benefit greatly from inclusion of a flowchart that summarizes the processes involved in policy review, policy development, policy revision, policy approval, and policy communication and dissemination.

The Merced Division thanks you for the opportunity to comment on these policy revisions.

CC: Divisional Council  
Monica Lin, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Assistant Director, Systemwide Academic Senate  
Senate Office

# UNIVERSITY OF CALIFORNIA, MERCED

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SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

**January 24, 2023**

**To: Patti LiWang, Chair, Divisional Council**

**From: Christopher Viney, Chair, Committee on Rules and Elections (CRE)**

**Re: [Proposed revisions to the Presidential Policy on Developing and Maintaining Presidential Policies](#) (“Policy on Policies”)**

CRE has reviewed the proposed revisions to the *Presidential Policy on Developing and Maintaining Presidential Policies* and offers the following comments.

It is apparent that the President designates the Responsible Officer (RO), who is responsible for designating the Policy Owner (PO). The PO's charge includes ensuring that consultation has occurred with Stakeholders. However, while the policy document includes a definition and multiple other mentions of Stakeholders, it does not indicate a process for fully and inclusively identifying who the Stakeholders are. It is likely that more than one person's perspectives will be needed to minimize the inadvertent omission of relevant Stakeholders.

The policy document would benefit greatly from inclusion of a flowchart that summarizes the processes involved in policy review, policy development, policy revision, policy approval, and policy communication and dissemination.

CRE appreciates the opportunity to comment on these proposed policy revisions.

CC: CRE Members  
Senate Office



CHAIR, ACADEMIC SENATE  
RIVERSIDE DIVISION  
UNIVERSITY OFFICE BUILDING, RM 225

SANG-HEE LEE  
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EMAIL: SANG-HEE.LEE@UCR.EDU

February 13, 2023

Susan Cochran, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**Re: Systemwide Review of Presidential Policy on Developing and Maintaining Presidential Policies**

Dear Susan,

The Riverside Division’s Executive Council discussed the subject proposed revisions and observed that the document reads too much like bureaucracy and is not easy to follow for readers who are not familiar with languages used in the policy world. For example, there are many abbreviations that are hard to keep up with, and sometimes they are not defined the first time they appear in the document. However, it is understandable that compliance and efficiency are valued, and that the first tenet is that “Presidential Policies must be written in plain language.”

The Council also noted redundancy and overlap in the scope of the listed committees, but allowed for the possibility that the redundancy is intended for checks and balances across different bodies at UCOP. The Council noted that it was not clear how appointments are made, whether at UCOP or at campus level.

A flowchart would be helpful to understand the whole process, and an organization chart to clarify relationships between committees and roles.

Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in black ink that reads "Sang-Hee Lee".

Sang-Hee Lee  
Professor of Anthropology and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office



OFFICE OF THE ACADEMIC SENATE

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February 10, 2023

Professor Susan Cochran  
Chair, Academic Senate  
University of California  
VIA EMAIL

Re: Divisional Review of the Presidential Policy on Developing and Maintaining Presidential Policies

Dear Chair Cochran,

The proposed revisions to the Presidential Policy on Developing and Maintaining Presidential Policies were distributed to San Diego Divisional Senate standing committees and discussed at the February 6, 2023 Divisional Senate Council meeting. Senate Council endorsed the proposal, and noted the importance of including the Senate in the review process to ensure that faculty viewpoints are considered.

Sincerely,

A handwritten signature in cursive script that reads "Nancy Grey Postero".

Nancy Postero  
Chair  
San Diego Divisional Academic Senate

cc: John Hildebrand, Vice Chair, San Diego Divisional Academic Senate  
Lori Hullings, Executive Director, San Diego Divisional Academic Senate  
Monica Lin, Executive Director, UC Systemwide Academic Senate

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Steven W. Cheung, MD, Chair  
Steve Hetts, MD, Vice Chair  
Pamela Ling, MD, Secretary  
Kathy Yang, PharmD, Parliamentarian

February 14, 2022

Susan Cochran  
Chair, Academic Council  
Systemwide Academic Senate  
University of California Office of the President  
1111 Franklin St., 12th Floor  
Oakland, CA 94607-5200

**Re: Systemwide Review of Presidential Policy – Developing and Maintaining  
Presidential Policies (“Policy on Policies”)**

Dear Susan:

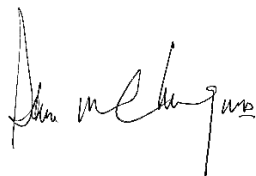
The University of California, San Francisco (UCSF) is appreciative of the opportunity to opine on the Systemwide Review of Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”). This policy provides guidance to ensure adherence to the University’s mission. The policy name, summary, definitions, language, and procedures have been updated for the timely dissemination of Presidential Policies. The UCSF Academic Senate’s Committee on Rules & Jurisdiction (R&J) commented on this policy.

R&J compliments the team that prepared the revisions and appreciates that they include gender-neutral language. R&J raises a question about the definition of “Required Reviewers”, which is defined as follows:

*The mandatory reviewing bodies for the PO to consult with, such as Academic Senate; Academic Personnel and Programs (APP); Systemwide Human Resources (SHR); and Graduate, Undergraduate and Equity Affairs (GUEA).*

R&J understands that the list is not comprehensive and requests a list or resource that specifies the Required Reviewers for policies to avoid confusion. Indeed, R&J understands that the list is not comprehensive and that the actual list of Required Reviewers may vary by policy. R&J supports flexibility written into the current draft, but strongly encourages an accessible list or resource to make clear who the specific Required Reviewers are for a given policy.

Thank you for the opportunity to opine on the revisions to this important Policy. If you have any questions, please let me know.



Steven W. Cheung, MD, 2021-23 Chair  
UCSF Academic Senate

Enclosures (1)

Cc: Spencer Behr, Chair, UCSF Rules & Jurisdiction



**Committee on Rules and Jurisdiction**  
**Spencer Behr, MD, Chair**

January 13, 2023

Steven Cheung, MD  
Division Chair  
UCSF Academic Senate

**Re: Presidential Policy on Policies Systemwide Review**

Dear Chair Cheung:

The Committee on Rules and Jurisdiction (R&J) writes to comment on the [Proposed Revisions to the Presidential Policy on Developing and Maintaining Presidential Policies](#). R&J would like to compliment the team that prepared the revisions for their work. The policy was clearly reviewed in full, and the revisions are extensive. R&J would specifically like to compliment the proposed revisions for being more inclusive and gender neutral.

In addition to these compliments, R&J writes to raise a question about the definition of "Required Reviewers." The revised policy would define "Required Reviewers" as follows:

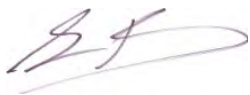
*The mandatory reviewing bodies for the PO to consult with, such as Academic Senate; Academic Personnel and Programs (APP); Systemwide Human Resources (SHR); and Graduate, Undergraduate and Equity Affairs (GUEA).*

R&J understands that the listed reviewing bodies are examples of Required Reviewers because the list is preceded by "such as." R&J understands that the list is not comprehensive and that the actual list of Required Reviewers might vary by policy. Is this correct? Will there be an appendix or other resource that would indicate who the specific Required Reviewers are for each policy or guidelines in deciding who the specific Required Reviewers are?

R&J appreciates that the proposed definition provides flexibility about who the Required Reviewers are, and R&J supports this flexibility, but R&J wants to be sure that there is a list or resource somewhere that does make it clear who the specific Required Reviewers are for a given policy. Otherwise, R&J anticipates confusion and the omission of reviewers who should be required.

Thank you for the opportunity to comment on this review. Contact me or Senate analyst Kristie Tappan ([kristie.tappan@ucsf.edu](mailto:kristie.tappan@ucsf.edu)) with any questions.

Sincerely,



Spencer Behr, MD  
Committee on Rules and Jurisdiction Chair

Cc: Todd Giedt, UCSF Academic Senate Executive Director  
Sophia Bahar Root, UCSF Academic Senate Analyst



# UC SANTA BARBARA

Academic Senate  
Susannah Scott, Chair  
Shasta Delp, Executive Director

1233 Girvetz Hall  
Santa Barbara, CA 93106-3050  
<http://www.senate.ucsb.edu>

February 14, 2023

To: Susan Cochran, Chair  
Academic Senate

From: Susannah Scott, Chair  
Santa Barbara Division 

Re: Systemwide Review of Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”)

The proposed revisions to the Presidential Policy on Developing and Maintaining Presidential Policies were forwarded to the Committee on Rules, Jurisdiction, and Elections (RJ&E) for consideration, and to many of the remaining divisional councils and committees for information.


RJ&E’s response indicated two areas that could be clarified further. First, though the Policy Action Committee (PAC) is defined in the document, the mechanism for approval by PAC is unclear. In particular, is this just approval by a simple majority of the PAC, and how are dissenting votes handled? In addition, RJ&E recommends that the initiators clarify how the faculty is represented in both the PAC and the Policy Steering Committee (PCS).

We thank you for the opportunity to comment.

**Academic Senate  
Santa Barbara Division**

February 6, 2023

To: Susannah Scott, Divisional Chair  
Academic Senate

From: Don Marolf, Chair   
Committee on Rules, Jurisdiction & Elections

**Re: Systemwide Review of Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”)**

The Committee on Rules, Jurisdiction, and Elections (RJE) discussed the proposed revisions of the Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”).

The Committee noted two areas that could be clarified further:

- What is meant by Policy Action Committee (PAC) approval? In particular, is this just approval by a simple majority of the PAC and how are dissenting votes handled?
- The Committee would also like to see clarification on how the faculty is represented in both the PAC and in the Policy Steering Committee (PCS).

Cc: Shasta Delp, Executive Director, Academic Senate



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SANTA CRUZ DIVISION  
125 CLARK KERR HALL  
(831) 459 - 2086

February 15, 2023

Susan D. Cochran, Chair  
Academic Council

**RE: Systemwide Review of Presidential Policy – Developing and Maintaining Presidential Policies (“Policy on Policies”)**

Dear Susan,

The Santa Cruz Academic Senate has reviewed your request for the systemwide review of the Presidential Policy on Developing and Maintaining Presidential Policies (“Policy on Policies”). The UC Santa Cruz Committees on Planning and Budget (CPB) and Rules, Jurisdiction and Elections (RJ&E) have responded.

The Committee on Planning and Budget (CPB) found only one area of concern: the time allowed for comment, which could occur entirely outside of the academic year. CPB realizes the time period given is longer than before, but still, many UC Senate members are not available for comment during the summer. For like issues of timing in the past, our division has recommended that new reviews or comment periods not be initiated outside of a window that allows all Divisions of the Academic Senate to have a 6-8 week period to respond, before the close of their spring semester or quarter, respectively. In UC Santa Cruz’s case, this is generally accepted as a May 1 deadline, with our spring quarter ending the second week of June. The semester campuses have an earlier close of their academic calendar however.

The Committee on Rules, Jurisdiction and Elections (RJ&E) found no issues of conformity with existing policy, except in the following case: Under III.A.3, the revised policy reads “Presidential Policies must use neutral, non-binary terms, and avoid gendered references (such as freshman, chairman, congressman, him/her/he/she, etc.).” Though RJ&E understands and applauds the spirit of this proposed wording, they believe it conflicts with presidential policies that are specifically designed to protect women. For instance, the “Guidelines for Academic and Staff Affirmative Action Compliance Programs for Minorities and Women, Individuals with Disabilities, and Protected Veterans” (GU-HR-20-0496, effective June 4, 2020) mentions “women” several times. As it would

be impossible to write a policy protecting women, or specific gender minorities, without using gendered terms, the committee suggests that III.A.3 be revised to allow for such policies.

The Committee on Rules, Jurisdiction and Elections also suggests clarifying that the phrase “neutral, non-binary terms” refers to “neutral, non-binary gender terms” as the policy is not meant to prohibit all kinds of valanced or binary language (e.g., the valanced, binary distinction between “right” and “wrong”).

The Santa Cruz Division of the Academic Senate values the opportunity to opine on such a critical policy revision, and we hope the systemwide Senate and Office of the President heed seriously the above concerns.

Sincerely,

A handwritten signature in black ink that reads "P. Gallagher" with a long, sweeping horizontal line extending to the right.

Patty Gallagher, Chair  
Academic Senate, Santa Cruz Division

cc: Melissa Caldwell, Vice Chair Academic Senate  
Dard Neuman, Chair, Committee on Planning and Budget  
Eleonora Pasotti, Chair, Rules, Jurisdiction and Elections  
Matthew Mednick, Executive Director, Academic Senate