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Office of the Academic Senate
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 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 horizontal flourish 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