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Additional Sponsors: Graduate Student Government Executive Board 2017-2018
Graduate Association of Students in Psychology

Date: Monday, April 16, 2018

RE: Resolution Regarding University Preferred Name Policy

WHEREAS, “The university strives to maintain a community in which each person respects the rights of other people to live, work and learn in peace and dignity, be proud of who and what they are, and to have equal opportunity to realize their full potential as individuals and members of society.”¹

WHEREAS, “A university whose student body mirrors the diversity of the global community it serves, we should be a model for how to foster an open and inclusive campus climate that ensures broad access and opportunity for all members of our academic community regardless of age, disability, ethnicity, gender identity, national origin, race, religious affiliation, sexual orientation, or veteran status.”²

WHEREAS, transgender and gender nonconforming students experience “more negative perceptions of campus climate, classroom climate, and curriculum inclusivity and higher rates of campus resources for trans-spectrum students” than their cisgender³ counterparts.⁴

¹ University of Southern California. (2011). “Equal Opportunity, Affirmative Action and Non-Discrimination Policy”. <http://policy.usc.edu/equal-opportunities/>.

² University of Southern California. (2015). “A Message to the USC Community: Access and Opportunity, Diversity and Inclusion”. <https://www.provost.usc.edu/access-and-opportunity-diversity-and-inclusion/>

³ Cisgender is a term that refers to individuals who are not transgender, that is, someone who identifies with the sex/gender that was assigned to them at birth.

⁴ Garvey, J. C., & Rankin, S. R. (2014). The Influence of Campus Experiences On The Level Of Outness Among Trans-Spectrum And Queer-Spectrum Students. *Journal of Homosexuality*, 62(3), 374-393.

WHEREAS, “felt stigma and identity importance can predict depression and stress” when misgendering transgender and gender nonconforming individuals.⁵

WHEREAS, consequences associated with misgendering and negative school experiences for transgender and gender nonconforming individuals are associated with “greater overall risk of developing mental health issues, disproportionate rates of absenteeism from school, and increased suicide ideation.”⁶

WHEREAS, there are currently 11,387 international students who may choose to go by names that are different than their legal name.⁷

WHEREAS, international students who want to utilize preferred names for reasons of pronunciation or ease of recall by fellow local students, faculty, and staff can do so. “Students’ perceptions that both teachers and local students would be better able to pronounce preferred names and to better remember the international students who had such names.”⁸

WHEREAS, the University of Southern California does not currently allow for students and employees to use a preferred name on many university platforms (see: Appendix III).

WHEREAS, in order for University of Southern California students to change their preferred name on the platforms that are currently allowed (ex: university identification card and email) they must do so through a variety of offices and platforms (see: Appendix III).

WHEREAS, the majority of our peer institutions (PAC-12 schools) allow their students to use a preferred name on digital learning platforms and a variety of other university documents (see: Appendix I and II).

WHEREAS, many of our peer institutions have not only institutionalized policies regarding preferred names, but also centralized the system of name change in one simple form administered by the registrar’s office (see: Appendix I).

WHEREAS, many of our peer institutions have also created platforms for allowing students to add their preferred pronouns to class rosters.

THEREFORE BE IT RESOLVED, that USC students should be able to use a preferred name on all non-legal university documents and platforms including: Blackboard (or any other digital learning platform), university identification cards, university email address, the campus

⁵ McLemore, K. A. (2018). A Minority Stress Perspective on Transgender Individuals’ Experiences with Misgendering. *Stigma and Health*, 3(1), 53-64.

⁶ Mason, E. C., Springer, S. I., & Pugliese, A. (2017). Staff Development as a School Climate Intervention to Support Transgender and Gender Nonconforming Students: An Integrated Research Partnership Model for School Counselors and Counselor Educators. *Journal of LGBT Issues in Counseling*, 11(4), 301-318.

⁷ University of Southern California. (2017). “Facts and Figures”. <http://about.usc.edu/facts/>.

⁸ Kaktins, L. (2013). Who Do You Think You Are? Profile of International Students in a Private HE Provider Pathway Program: Implications for International Education. *The ACPET Journal for Higher Private Education*, 2(1), 45-53.

directory, class and grade rosters, unofficial transcripts, and housing management (resident hall bio-security desks);

BE IT FURTHER RESOLVED, that USC students should be able to indicate preferred pronouns on class rosters;

BE IT FURTHER RESOLVED, that the University should work to centralized this system of preferred name and pronouns through one office, avoiding bureaucratic fatigue by creating one simple university-wide preferred name form or data management website.

BE IT FURTHER RESOLVED, that GSG distribute this resolution to Director of Information Technology Services Michael Lin and Provost Michael Quick.

Appendix I – Peer Institutions (PAC-12) that allow for Students and Faculty to Use a Preferred Name on Their Digital Learning Platform

University	Digital Learning Platform(s)	Do they allow preferred name?	Additional Information
University of Arizona	D2L/Blackboard	Yes	http://lgbtq.arizona.edu/use-chosen-or-preferred-names
Arizona State University	Blackboard	No	https://eoss.asu.edu/out/trans-resources
University of California – Berkeley	BCourses	Yes	https://campusclimate.berkeley.edu/students/ejce/geneq/resources/lgbtq-resources/transgender

University of California – Los Angeles	CACLE	Yes	http://www.registrar.ucla.edu/Student-Records/Personal-Information/Preferred-First-Name
University of Colorado Boulder	D2L	Yes	https://www.colorado.edu/registrar/students/records-privacy/primary-preferred-name
University of Oregon	DuckWeb	Yes	https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-9-student-life-general/preferred-first-name https://registrar.uoregon.edu/sites/registrar2.uoregon.edu/files/page-files/UO_Name_Change_Form.pdf https://registrar.uoregon.edu/current-students/name-address-and-ethnicity-changes
Oregon State University	Canvas	Yes	http://registrar.oregonstate.edu/biographical-information-change-requests
Stanford	PeopleSoft Canvas	Yes	https://registrar.stanford.edu/students/change-name/preferred-name https://undergrad.stanford.edu/advising/approaching-stanford/contact-information-and-frequently-asked-questions https://queer.stanford.edu/resources/namegender-id-changes
University of Utah	Canvas	Yes	https://community.canvaslms.com/docs/DOC-10614 https://i0.wp.com/slcfeminist.com/wp-content/uploads/2015/08/11951964_876092279148204_3312450165720417626_n.jpg
University of	Canvas	Yes	http://www.washington.edu/admin/rules/policies/SGP/ScholRegCH102.html

Washington			https://registrar.washington.edu/students/preferred-names/
Washington State University	Blackboard	Yes	https://thecenter.wsu.edu/resources/transstar-student-resources/wsu-name-change-processes/

Appendix II – Platforms On Which Peer Institutions (PAC-12) Allow Preferred Names (for Students and Employees)

Digital Learning Platform	University of Arizona University of California, Berkeley University of California, Los Angeles University of Colorado Boulder University of Oregon Oregon State University Stanford University University of Utah University of Washington Washington State University
University Identification Cards	University of Arizona University of California, Berkeley University of California, Los Angeles University of Colorado Boulder University of Oregon Oregon State University Stanford University University of Washington Washington State University
University Email Accounts	University of Arizona Arizona State University University of California, Los Angeles University of Colorado Boulder University of Oregon Stanford University University of Washington

	Washington State University
University Directory	University of Arizona University of California, Berkeley University of California, Los Angeles University of Colorado Boulder University of Oregon Oregon State University Stanford University University of Washington Washington State University
Class and Grade Rosters	University of Arizona University of California, Berkeley University of California, Los Angeles University of Colorado Boulder University of Oregon Oregon State University University of Washington Stanford University
Unofficial Transcripts	University of California, Los Angeles Stanford University
Housing Management (Residence Halls)	Washington State University

Examples of documents and platforms where preferred names are not allowed: Official transcripts, Payroll documents and W2s, Financial Aid and Scholarship Documents, Benefits Enrollment, Diploma, etc.

Appendix III – University of Southern California Policies on Preferred Names

Platform	Does USC Allow Preferred Name?	If so, where do you change it?
Digital Learning Platform (Blackboard)	No	
University Identification	Yes	Title IX Office → USCard

Cards		Services
University Email Accounts	Yes	Title IX Office → ITS
University Directory	Yes	Title IX Office → ITS
Class and Grade Rosters	No	
Unofficial Transcripts	No	
Housing Management (Residence Halls)	No	