The Importance of a Name

WACRAO 2023
Session: TH 2.4

Who are we?

- Katie Block (she/her), Assistant Registrar for Student Records, Office of the Registrar (RO)

- Katherine Charek Briggs (they/them), Assistant Director of the Gender and Sexuality Campus Center (GSCC)

The University of Wisconsin–Madison occupies ancestral Ho-Chunk land, a place their nation has called Teejop (day-JOPE) since time immemorial.

In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin. This history of colonization informs our shared future of collaboration and innovation.

Today, UW–Madison respects the inherent sovereignty of the Ho-Chunk Nation, along with the eleven other First Nations of Wisconsin.

Donate to Indigenous organizing:
Wisconsin Conservation Voices
conservationvoices.org/donate

General Feelings on Campus – Group Differences

(% Very/Extremely)	Welcome	Respected	Safe	Belong
All Students	74%	76%	77%	61%
Student with Disability	61%	63%	66%	47%
Nonbinary Gender	51%	54%	57%	35%
Transgender	52%	52%	62%	29%
Buddhist	56%	62%	65%	43%
Older Undergrad (>24 Years)	53%	59%	--	34%
LGBTQ+	64%	66%	68%	49%
Student of Color	61%	66%	68%	47%
Pell Grant Eligible (Undergrad)	64%	68%	--	50%

How we worked together

- GSCC
  - Initial work: contacted peer consortium, developed proposal
  - Implementation: social media comms, graphics, advertising
- RO
  - Discovered that other UW schools provide name flexibility on diploma
  - Green light to move forward
  - Exploratory meeting w/ RO (developers, functional staff, etc.)

Diplomas: Name in use

Draft 8/24/2022

Current status at UW

UW considers diplomas legal documents. Only legal name can be displayed on diplomas.

Context from national partners

Document type

Many schools' legal departments consider diplomas non-legal *commemorative or ceremonial* documents, similar to an award or certificate. They consider transcripts to be legal documents of *official academic record* which require legal name.

Considerations/exceptions

Some professional licenses, certifications, and accreditations require that the diploma display legal name. Some countries use diplomas for visa processing and official government purposes.

Liability on student

Several schools have students indicate understanding of the considerations above when opting in to a name in use on their diploma.

For alums

[Waiting on information regarding diploma reprints]

Recommendation

UW adopt an opt-in process for printing name in use on diplomas with the option of issuing one with each name when required for a professional program or visa processing.

References

Example liability statements

Emory
- When submitting the name, students acknowledge the following:
  Some professional licenses, certifications, and accreditations require that the name on the diploma matches the Primary/Legal Name. This is also a requirement by some countries if the diploma is used for visa processing or other official government purposes. Please consider whether any of these requirements apply before establishing a different Diploma Name.

New York University
- *You may need to use your diploma in conjunction with your official transcript for legal, immigration, or employment purposes. You could experience complications if the name on your diploma doesn't match other documents like your transcript, passport, or birth certificate. We recommend printing your primary name on your diploma if you plan to live, study, or work outside of the U.S.*
- *If you are a student in one of our professional schools like law, medicine, nursing, or dentistry, you should take into account licensing requirements that often require you to use your legal name like State Bar applications and federal employment guidelines. Using a name other than your primary or legal name could result in the rejection, delay,*

NIU on diploma implementation

- Legal and name in use as options
- Moved forward with further customizing existing ATG process
- Leveraged CAF values in student prog/plan>student attributes tab
- First available Spring 2023, since then:
  - 9,554 students have applied to graduate
  - 260 have indicated name in use on diploma

Attribute List

*Student Attribute		*Student Attribute Value	
COMM 🔍 Commence		1242 🔍 Dec 2023	
DPNM 🔍 Diploma Nm		PRF 🔍 Nm In Use	

7. Review and select both check boxes, press continue.

Apply for Graduation

Select Diploma Display Name

Select the name which you would like printed on your diploma from the drop down. If you select name in use/preferred name, the name in use at the time of diploma order is what will be printed on your diploma. Any changes to name in use/preferred name must be made by the degree conferral date each term for it to appear on the diploma. Note: Changes to name in use/preferred name after the apply to graduate deadline will not impact the name that appears on the Commencement Program, only the name on your diploma.

Select Diploma Name

Diploma Name Type [Name In Use/Pre ⌄] Bucky Badger

☑ I confirm and agree that the name I selected here is the name that will appear on my diploma. I will be responsible for ordering and paying for another diploma if I wish to receive a copy with a different name in the future.

☑ I understand that there may be scenarios in which my legal name is required or recommended on my diploma. Some professional licenses, certifications, visa documents, or official government purposes may require that the name on the diploma match legal name. In the case that I need another diploma in the future, including a diploma with a different name, I will be responsible for ordering and paying for another diploma.

[SELECT DIFFERENT PROGRAM]   [PREVIOUS]   [CONTINUE]

War [per/pers] 02/09/2023 1:06 PM
🚨🚨🗣️ This just in...

Students now have the option to indicate whether they want their legal name or their name in use to be printed on their diploma 📜 🎓. Previously, the only option was legal name. 💖

Students can select their diploma display name by completing the application for graduation and selecting the name of their choice.

Indicating their commencement preferences and name in the commencement program are separate from the diploma name.

🎉 16   💖 5   ‼️ 4

Challenges & nuances

- Only undergrads are required to apply to graduate, other careers are encouraged but not required

- Name changes after applying to graduate

- Re-issued diploma process

○ You can make changes to your name in use or legal name in your student record after selecting the name you would like on your diploma. If you indicate you would like name in use on your diploma and you make changes to name in use after you apply to graduate, the name at the time of diploma order is what will be printed on your diploma. The same is true for changes to legal name. Any changes after the degree conferral date are not guaranteed to be reflected on your diploma due to the timing of degree posting and diploma ordering.

○ Changes to name in use after the apply to graduate deadline will not impact the name that appears on the Commencement Program, only the name that appears on the diploma.

○ You can go back in to the application for graduation to change your diploma name preference if you wish (e.g. to change from legal to name in use). Your name selection at the time of diploma ordering is what will appear on your diploma, so final selections should be completed by the degree conferral date each term.

○ Students that don't or aren't required to apply to graduate will have their legal name printed on their diploma, unless they complete an application for graduation.

Ongoing & next steps

- Ongoing partnership between RO/GSCC
  - Initiate & sustain collaboration & communication between offices
  - Share transparently with students- information literacy
  - Keep use guidelines current
- Last name in use
- Grant/waiver for additional diploma fee

Discussion

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