

Approved by the Board of Trustees on May 15, Ar5



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## SUMMARY

Recognizing that at this moment of national reflection, it would be helpful to have a set of principles if it chooses to exercise its authority in naming or renaming buildings and spaces



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## Findings:

The process through which members of the Willamette community may propose naming a building/structure/space are specified and documented in draft university policy previously mentioned and attached as Addendum A.

The current principles used in deciding to remove a name from a building/structure/space are too general and need to be closely connected to Willamette's history and mission.

The current ensemble of building/structure/space names on the Willamette campus does not reflect the genuine diversity of the Willamette community.

## Recommendation:

Based on the above findings, the Task Force recommends that the Board of Trustees approve a new statement of principles and processes for removing a name on a building/structure/space, and the possible renaming of that building/structure/space. This recommended new statement is attached as Addendum B.

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## REFLECTION AND FURTHER RECOMMENDATIONS

As an institution and community dedicated to advancing knowledge and fostering lives of achievement, contribution, and meaning, Willamette University recognizes the critical

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The Task Force believes that understanding, acknowledging, and sharing the complete and honest history of our institution, state, and region is a mission to be embraced by the Willamette University and community.

Therefore, the Task Force recommends that the University establish a proactive process to review existing names of campus buildings and spaces in the context of the principles contained in Addendum B.

Finally, the Task Force recommends that to ensure transparency and community knowledge and ownership, this final report should be shared with the Willamette University community.

**TASK FORCE MEMBERS:**

Kerry Tymchuk '81 JD '84, Life Trustee / Task Force Chair

Gil Carrasco, Professor of Law

Ellen Eisenberg, Professor of History

Eric Friedenwald-Fishman '88, Life Trustee

Ramona Halcomb, Confederated Tribes of the Umatilla Reservation

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## ADDENDUM A

### INTRODUCTION:

An honorific naming is a naming not supported by a gift. The naming of a facility or program that honors a person in the absence of a gift shall remain a rare method of recognizing individuals and the standards for such will be demanding to protect the university's ability to continue to attract gifts to support its programs. Proposals for an honorific naming without associated gifts will not be considered for spaces or entities that have been previously identified as gift naming opportunities in fundraising plans.

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or appointed position, a proposal may be made for naming in honor of the individual on the earlier of the following:

- a. Five years after retirement or separation from the university or from elected or appointed office; or
  - b. Five years after the person's death, if the person had not yet retired or otherwise separated from the university.
3. When an individual has contributed in truly exceptional ways to the welfare of the institution or achieved such unique distinction as to warrant recognition, a proposal may be made for naming in honor of the individual on the earlier of the following:
- a. Five years after retirement or discontinuation of activity in area of distinction; or
  - b. Five years after the person's death.
4. Although significant philanthropy made over a donor's lifetime may constitute a valid rationale for an honorific naming, honorific naming should not be used to circumvent the requirements of gift-related Naming Guidelines.

## Honorific Naming Proposal and Process Guidelines

1. Only assets which do not present an opportunity for philanthropic naming in the opinion of the Advancement Division will be eligible for honorific naming.
2. Any request for honorific naming shall describe how the proposed honoree satisfies the criteria noted in the Qualifications section above.

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4. The Chief of Staff to the President shall then forward a recommendation, positive or negative, on that proposal to the President for consideration.
  5. The Board of Trustees Executive Committee, upon presentation of the proposal and recommendation by the President, will consider the recommendation and shall then make its own recommendations to the Board of Trustees. The Executive Committee may affirm, reject, or modify the recommendation of the president.
  6. The Board of Trustees shall consider the recommendations of the Executive Committee and take action with resroresideaker tsrom ATT0 1 C of 3 5 8 8 / 0 5 2 5 5 0 9 2 Td(C)-4 (o)-9 (m

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## ADDENDUM B

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- D. If a member of the Willamette community wishes to contest an existing name of a building/structure/space/program, etc., they must submit a request in writing to the Office of the President. (See Renaming Process below)
- E. When an existing name is contested or a new name is proposed the following questions should be considered that serve as the criteria for naming decisions:
1. For a naming honor a person/family/group needs to have acted in alignment with the university's mission, motto and values.
  2. For a naming honor a person/family/group cannot have promoted slavery, genocide, exclusion, removal or discrimination based upon race, ethnicity, tribal affiliation, religion, gender identity, sexual orientation, national origin, disability, age, or immigration status.

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consideration should be given to names that help to remedy this situation.

F. When a determination has been made based upon the criteria in E. that a name should be changed, consideration shall be given to a spectrum of options including but not limited to:

1. Removal of the Name with the building/structure/space remaining unnamed\*;
2. Removal of the Name with the building/structure/space remaining unnamed until a Renaming Committee appointed by the Executive Committee of the Board of Trustees identifies appropriate individuals whose contributions and legacy are in keeping with the values and mission of the university\*;
3. Retaining the Name and Adding Additional Name(s) that tell a fuller story\*
4. Retaining the Name and adding a marker, display or exhibit sharing the context and full story of the person/family/group's actions of concern and contributions

\*For each of these op

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## Renaming Process

1. If a member of the Willamette community wishes to contest an existing name of a building/structure/space, they must submit a request in writing to the Office of the President. The request must describe:
    - a. the specific behavior(s) or course(s) of conduct by the person after whom a building or feature is named that violate the university's mission, values and core principles as well as criteria outlined in section E;
    - b. the sources of the evidence of that behavior;
    - c. the nature, depth, and extent of the harm that the continued use of the name may inflict on the university's integrity, mission, and communities; and
    - d. how renaming comports with the principles described in this document.
  2. The Office of the President will conduct a review of the proposal, which will include engaging with impacted constituent groups on campus and beyond as appropriate / necessary.
    - a. If, after the review, the Office of the President determines the concern is not credible, it will communicate its findings and rationale to the community member(s) who submitted the request and the community members who were consulted.
    - b. If, after the review, the Office of the President determines that the concern is credible and has been raised in good faith, they will refer the proposal to the University Council for review and discussion. Members of the University Council will seek feedback on the proposal from their respective constituencies. If the University Council recommends that the proposal is worthy or further consideration, the proposal will be referred to the Board of Trustees.
  3. Upon receiving the report from the University Council, the Board of Trustees Chair shall appoint an ad hoc Naming Consideration Committee, which will
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