

Commission on Women Meeting- January 16, 2015

- Further discussion on transgender and gender identification issues
 - Recap on last meeting
- Guests-Dr. Suzanne McCray (Admissions),
 - Recently changed, used to be the same requirement as the state.
 - Had an unpleasant experience for a student, decided to shift and liberalize policy
 - Mid-November: changes were made officially for the university:
 - Can present any of these four things
 - Birth certificate or court order that legalizes gender
 - Pre or post documentation from health care provider (pre is new)
 - Letter of support from mental health professional (new)
 - Driver's License or passport reflecting new gender identity. (must come in person). New
 - Go to the website, type "gender" and find this form and gender identity can be changed in our records
 - Can come in to discuss process, but not a requirement.
 - Registrar's office is collecting this information and will provide it with the rest of Enrollment Services. If they are called for verification, multiple offices may have to work with them.
 - We feel it is a much better process
 - Will ideally help with court orders (much like a name change works)
 - If a transgender individual changes their name, they must also go through proper name change process as well (just as with married names, there is a track record tying the former name with the new name)
 - Legal name will also be what goes on the sidewalk, and legal name is also required for financial aid.
 - Would be nice to have information from what other units are doing, and if we could have a uniform collection for this process. Just prove gender re-identification through one office, and that will translate throughout the university (though ISIS and Basis don't talk to each other).
 - Not incredibly common, so it would be easy to transfer these names and communicating with each other.
- Dr. Abercrombie (HR)
 - Much more about their legal documentation on the HR end than male versus female
 - The issue around insurance has been a big concern with gender reassignment
 - Working to make sure these things happen as quickly as possible

- While we are working on these changes, would be HUGE to do training for different departments, faculty, etc. to educate people
 - Someone from OU Tulsa will be coming in February to work with our university to make things more streamlined for this process.
- HR requires the same documentation that Admissions requires, and the same protocol about privacy
- Is there a place on campus where students can get advice on how to take these steps?
 - Perhaps the best fit would be under Student Affairs. Right now the University of Arkansas does not have an LGBTQ office, so right now would probably go to the Dean of Students Office. Faculty and staff would need to go to the HR office to get guidance.
- ISIS can do male, female, and other. But we have never turned on “other.”
 - One thought might be to allow ISIS to have a “preferred name” that has nothing to do with gender, so that might help with gender expression. If there was an advocacy office there would be someone to help with this transition, but ISIS account would allow professors, housing, etc. to see what is going on with the student.
 - Students might take advantage of this process, but Dr. McCray might talk to Dave Dawson about it. Maybe turn it on, but do it by request only.
 - The sidewalk will still say the legal name, and regardless committed students will still need to get their name changed legally.
- Student Affairs/Housing
 - Goes with ISIS information, but the preferred name does get confusing. When it seems obvious that there are gender issues in play housing will address them individually.
 - If a gender reassignment mid-semester, a room change will occur to reflect that. ISIS is the primary mode of documentation to change.
 - When a student is living as that gender but has not transitioned, we check with roommates, etc. and then make the necessary changes. Haven’t encountered a situation in which this becomes an issue, so don’t currently have a protocol.
 - Most of the students going through this process are older and typically seeking more privacy anyway, thus alleviating the issue.
- Student Affairs research

- The language is one of the biggest things we can do as administrators
 - What Housing is doing-listening to every student's personal experiences
 - Have a point office that really could provide assistance to these individuals in an official capacity.
- Moving Forward
 - There needs to be a point office, and we don't have that
 - The office could do training, etc. for this process.
 - Could work with Lori Landr to see how that might work on campus.
 - The office would be much broader than simply transgender, so it would be a busy office
 - The trends are changing and people are going through the process earlier and earlier (elementary/junior high), so it's important to react accordingly.
 - The point person would need to be familiar with all of the different processes, because the faculty/staff experience will be very different than the student experience. This office could serve as a facilitator as well, not necessarily as an expert.
 - For budget reasons, there might be a phasing that must occur as the university transitions into an office like this.
- Spring negotiation event-Yvette Murphy-Erby-February 13, noon.
 - Registration, etc. is active
 - Melynda will make a flyer
 - Angie and Kathryn will be working on the food
 - Everything else is all set up
 - There will be a press release and a Newswire
 - We won't meet again, so everything will be put out on our listserv for feedback.
 - Follow-up survey will happen as well to get input.
- Spring mentoring event for Staff-possibly moved to June??
 - Suggestions from Provost Gaber
 - Staff is our usual participation, and most will be around in the summer
 - The students have so many more opportunities, whereas staff does not
 - Recommendations for people to reach out to for potentially willing mentors.
 - Also talked about working with staff senate to plan for advertising. Might also reach out to a conference services to really make this official.
 - 25-30 mentors would probably be a reasonable goal?

- Still the speed mentoring thing, 5-10 minutes for each person.
- Early? Late? Probably about 50/50. Could work either way. Either one is better than a lunch hour.
- Seems like morning is more of the consensus.
- Update on items from previous meeting
 - Dr. Woods is retiring, but Tamla will probably fill in for her, pending the Chancellor's approval.

**Commission on Women
Officer/Member List
Effective July 2014
Meeting on January 16, 2015**

Committee Members:			
Name	Representation	Term Ends	Attendance
Cicely Shannon	Undergraduate Student	2015	√
Lacey Roberts	Undergraduate Student	2015	
Trish Watkins	Staff Senate	Ex-Officio	
Kathy Van Laningham	Office of the Provost	Ex-Officio	√
Judy Schwab	Office of the Chancellor	Ex-Officio	
Kathryn Huddler (Chair)	Non-Classified Staff	2015	√
Chris Pohl	Non-Classified Staff	2015	√
Elizabeth Woods	Non-Classified Staff	2017	
Katherine Wilson (Secretary)	Graduate Student	2015	√
Mary Cathleen Savin	Faculty Senate	Ex-Officio	
Nina Gupta	Faculty	2016	√
Pearl Karen Dowe	Faculty	2017	
Lynda Coon (Vice Chair)	Faculty	2016	√
Angela Davis	Classified Staff	2016	
Melynda Hart	Classified Staff	2017	√
Sandy Thomas	Classified Staff	2016	√
	Associated Student Government	Ex-Officio	

Guests:

Dr. Suzanne McCray-Enrollment Services

Dr. Barbara Abercrombie-Human Resources

Lori Lander-Student Affairs

Jessica Hulse-Office of the Provost

Marcia Overby-Office of the Chancellor