UWM Chancellor’s Advisory Committee for LGBT+ Advocacy (CACLGBT+A) Meeting Notes
Thursday, March 5th, 2015, 9:00-10:30am
Chapman Hall Regents Room

Present: Jen Murray, Cary Costello, Kate Nelson, Jarrod Holloway, Jeff Guenther, Jerry Becker, Karen Wolfert, Sarah Terry, Scott Emmons, Kevin O’Connor, Tony Horne, Shannon Chavez-Korell, Katie Rose, Warren Scherer

Excused: Paula Rhyner, Marcus Hirst

Meeting Minute Notes for 3/5/2015:

I. Motion to adopt the Agenda for February 5th, 2015. Motion approved. Meeting called to order at 9:02am

II. Introductions

III. New Business:

   a. Revisions to syllabus language (Carl and Cary): This item is being deferred until April. (Dean Emmons expressed interest in working on this as Peck School of the Arts is currently drafting syllabus changes).

   b. Updates to membership (Jeff and Jen): This item will be deferred until April (Note: We have lost most of our student members: Alex has resigned. Marcus is in class during our meeting. James Wilber is no longer a student. Jax has not been able to attend our meetings.) We can check with the higher education program students to see if any individuals are available to join our committee. If any students express interest in serving on our committee, they can find a UWM Committee application on the Student Association website (http://studentorgs.uwm.edu/org/SA/0_GetInvolved#sit) On a separate note, Jeff also plans to go through the membership roster to see whose terms are up for renewal.

   c. How do we make a difference? How can I make a difference? (Jen and Jeff): This was a discussion topic at a recent campus budget meeting. We can review ways that we as a committee have worked toward making a difference here on campus. As individuals, we can send the Senate Finance Committee letters with examples of low-cost ways that we are striving to make a difference. Jerry mentioned how our work on campus helps to increase visibility. Our work toward developing inclusive housing and UWM making the Campus Pride Top 50 LGBT+ friendly list also serve as contributions to our campus. If you have additional thoughts or ideas on how our committee has helped make a difference here at UWM, you are welcome to send ideas to Jen and Jeff by next week (Friday).

   d. Lavender Graduation 2015 Awards (Jen): Nominations are open for Lavender Graduation student and staff awards. Nominations are due April 20th. For a list of awards and their criteria, visit http://www4.uwm.edu/news/html/docs/Lavender%20Graduation%20Awards%202013.doc

   Reminder: Lavender Graduation will be held on May 13th (Wednesday) at 7pm in the Student Union Wisconsin Room.
e. LGBT+ student retention & MAP-Works (Everyone): Jen reported that we now have some data from LGBT+ students who are participating in MAP-Works surveys (the MAP-Works surveys have been in existence for about five years and begin with students during their first year of classes). The surveys are designed to assess student concerns so that targeted interventions can be provided to support retention. Jen and Warren have presented survey information for students who identify as LGBTQ at a recent conference. With the MAP-Works system, you can look at the students top five reported concerns. Peer Connections and Academic Skills both came up as top concerns for students who identify as LGBTQ. Jen and Warren will send out a report, and we can discuss this in April. We can look at reported concerns as they impact retention of students. We can then use this information to develop ideas for interventions for the LGBT Resource Center to provide to students. We will also want to look for students who identify as having multiple marginalized identities due to the added complexities that they experience. The survey currently includes two questions regarding LGBT+ identities including one question that assesses sexual orientation and another that assesses gender identity. Warren mentioned that the Consortium of Higher Education LGBT Resource Professionals is working on providing endorsed questions. We would like to make sure that we use questions that follow best practices and that include text boxes so students can include an identity that may not be provided in the list.

f. Preferred name implementation (Jen): The committee discussed several instances in which students, faculty and staff engaged with campus offices to get their names changed (success with this has varied). The committee agreed that name change processes could go more smoothly if trainings were offered in the departments that oversee name changes in records and communications. Jen also clarified that our work in supporting preferred name use is an issue of process change, not policy change. In order to advocate for students, we may want to develop name and gender marker trainings for student information generating offices such as the Registrar’s office and University Information Technology Service. For students, it will be important to be able to get their names changed in PAWS, D2L, and Outlook 365. Name changes for faculty and staff would occur in systems such as Outlook 365, D2L, HRS (with HRS being the most challenging place for faculty and staff as our name information comes from legal documents). Karen mentioned that HRS front desk staff are able to make name changes in the system. **NOTE: Within email communications between Jen, Karen, and Sarah sent out on March 5th, Karen reported that she confirmed with HR that to change your name on your email, you can contact the help desk, identity and access group.**

g. Item to be deferred until April meeting: (Cary) HR and employment benefits

IV. Adopt February 2015 Meeting Minutes (Everyone) Minutes adopted 10:03am

V. Old Business:

a. Priorities aligned with Chancellor’s Plenary (increase student success; community & alumni engagements; improve climate & culture; elevate visibility, brand & image)—(Jen & Jeff) Chancellor Mone asked us to identify metrics for evaluating the impact of our work on campus. Student workers found a campus pride index survey to serve as our rubric. Cairty and Tou are drafting a survey for potential programs for the LGBT Resource Center to offer. Contact Jeff if you would like to help create metrics. The UW-Milwaukee Campus Climate Survey Report was also passed around today. We can use this report to create metrics as well. The committee also passed around the UW System Knowledge Powers Wisconsin’s Future UW-Milwaukee Annual Accountability Report. The
report includes 7 Core Strategies that we can use to develop our own goals such as preparing students and developing strong communities, supporting diversity and inclusion, elevating visibility, and making UWM a destination campus for LGBT+ students.

b. Update of 2014-15 goals/priorities: Future training opportunities
   i. Division of F&AA cabinet training & Friday Affairs—(Karen) Thank you to Joely Urdan for hosting an inclusive facilities table at the F&AA Friday Affairs event. The F&AA Safe Space/Ally training is scheduled for April 30th with 10:30am- noon as a tentative time frame if you are able to be involved. More details will be provided.
   ii. New employee orientation—(BP2W/Kevin, defer until April 2015) Kevin will bring up this training with Romila.
   iii. Schools/colleges/departments—(Jeff/Jen, defer until April 2015) We will send out a request for next school year during April of this academic year.

c. Update for Marquette U program—(Michael) Defer until April.

d. Recap of UWM Annual Drag Show & gratitude—(Jen) Over 2000 people were in attendance. The event was a huge success and raised $1000 for Pathfinders. Thank you for supporting the event. Save the date for next year’s UWM Drag Show: February 27th

VI. Announcements:

b. Lavender Graduation, 5/13/15, 7pm Union WI Room
d. The student organization OSTEM is growing again. They will be putting on a career panel and are looking for professionals to participate.
e. Former UWM Students performing as Drag Queens, Trixie Mattel (Brian Firkus) and Max (Max Malanaphy), are competitors in season seven of RuPaul’s Drag Race, which is currently running on Logo on Monday nights at 8pm central.

VII. Outstanding Committee Needs: HR benefits, which will be further discussed in April.

Next Meeting: April 2, 2015, 9:00 AM-10:30 AM, Chapman Hall Regents Room