

# Consortium of Higher Education LGBT Resource Professionals

January 2012

## Our shared vision and mission...

To critically transform higher education environments so that lesbian, gay, bisexual, and transgender students, faculty, administrators, staff, and alumni/ae have equity in every respect.

Complete reports can be found at [www.lgbtcampus.org](http://www.lgbtcampus.org)

## from the Co-Chairs

*Sara Bendoraitis (American Univ)*

*Michael Shutt (Emory Univ)*

Our first year as Co-Chairs has been amazing. We transitioned into our position at the Board's third annual retreat at Emory University. The retreat provided the Board with an opportunity to set clear goals, work on our nonprofit status, and build a solid team for the next year. In addition, the Consortium held its second drive-in conference. Over 50 participants from institutions throughout the southeast were in attendance.

Since the Board retreat, we have worked with the Board to make structural and process changes to the organization to benefit our members and the organization for years to come. Although we are still in the planning and process stages of these changes, here are examples of changes that will be completed in the next year:

- The Consortium will be a recognized 501(c)3 nonprofit organization
- New operating procedures will be put in place to create a more transparent, consistent, inclusive and accessible organization for our members.
- The Consortium will make its technology (webpages, listservs, etc.) more accessible and user friendly

We were also able to work with the Task Force this year to be a part of the Campus Track for Creating Change. Our goal was to not only offer more meaningful session for our members, but also find ways to offer sessions that meet the various levels of professional experience. In the end, Board

members reviewed sessions and gave recommendations. In addition, the Task Force accepted two, half-day Academy sessions from the Consortium meant to provide more advanced skill development: "Let's Talk Dough: Dancing Through the Minefields of Alumni Relations and Development Work in Student Affairs & Higher Education" and "Changing Campuses, Changing Lives, Changing the Future: Inclusive LGBT Environments for all People at Colleges and Universities."

Our goal of creating more visibility for the organization and the issues that impact our work continued to be a focus over the last year. This included press releases to our members and partner organizations as well as quarterly updates to our members. We were also represented at the National Policy Round table in Washington D.C. and at the Department of Education's Training Institute, "Improving Campus Climate for LGBT Students," in St. Paul, Minnesota. Finally, we worked with the American Association of Collegiate Registrars and Admissions to develop a set of recommendations for supporting transgender students.

Over the next year, the Consortium will also be honoring the work of our members with annual awards. A committee was charged with developing the awards and the process of nomination and selection. The purpose of offering awards is to provide a venue to intentionally celebrate and recognize exceptional professionals at various stages of their careers.

Finally, we plan to continue the growth in our partnerships with CenterLink, NASPA, ACPA, Expanding the Circle, and other higher education and LGBT organizations.

## Anti-Racism Chair's Report

Leslie Morrow (Univ of Illinois, Urbana-Champaign)

### Goals for the year—progress/achievement

Build liaison with professional organizations in order to create a pipeline for LGBTQA professionals of color in particular as well as overall membership—achieved/ongoing (NASPA, ACPA, NGLTF, etc) Work on creating alliances with organizations of color

Utilize technology/social media to increase visibility and promote awareness of Consortium—technology sub-group

created on behalf of the entire Consortium E-board by Justin Adkins and others

### Goals for the upcoming year—and benefit to members

Establish a framework that promotes and provides an ombuds role especially in the area of climate concerns whether in the organization or in some cases individual institutions—research/ongoing. Will benefit membership by establishing a 'neutral' party to hear grievances, concerns as well as other policy-related issues.

To see the complete report from the Anti-Racist Chair, please visit [www.lgbtcampus.org](http://www.lgbtcampus.org).

## Recorder's Report

Jen Murray

(Univ of Wisconsin-Milwaukee)



As Recorder, I am involved with recording the organizational happenings by capturing minutes during all official meetings. My primary role has entailed coordination of logistical details such as arranging the Executive Board monthly conference calls. In addition, during my second year I volunteered to serve on the Technology Committee and also helped to edit the newly elected and adopted bylaws and operating procedures. During the Board Retreat I gathered all the revised position descriptions and information related to action steps for the Consortium to undertake as a part of the strategic plan. Finally, I have worked to aid in planning the Consortium Annual Business Meeting. I am grateful to have had the opportunity to serve this important professional organization.

## Membership, Process & Structure

Jennifer Miracle (Univ of Georgia)

Goals that were set for the Membership, Structure, & Process Chair for 2011 included tying up loose ends as the position transitioned from one person to the next, streamlining the membership processing system, and creating a comprehensive manual for the position.

During the Executive Board retreat in July, it was illustrated how intricate and antiquated our membership process currently is. A system that once worked for an organization of a smaller size, seems to be failing as the organization continues to outgrow that system, and it has made the

process quite laborious and tedious for both the members and the Membership Chair. Hence, the primary goal of this position is – and will continue to be – the streamlining of the membership process. The Executive Board has had in depth conversations about what this might look like including updating our technology to be able to process the membership information more efficiently and succinctly.

The secondary goal, which is only in its infancy, is to develop a comprehensive manual to make the transition from person to person smoother. Although the manual cannot be completely finished until we've streamlined the membership processing procedures, there will be a working document created over the next year.

## Outreach & Advocacy Chair's Report

Matt Carcella (Cornell)

This position is new to the Consortium board having previously been included with the Education Chair's duties. As such, much time has been spent on defining the exact role for this position. After lengthy conversation with the board, this position is to serve as the point of contact for external organizations as our organization seeks to have a presence at their conferences and gatherings, build working

relationships, and provide advocacy on behalf of our work and career field.

Two goal areas of this work are to do admissions advocacy with two outside organizations, the Common Application Board and the American Association of Collegiate Registrars and Admissions Officers (AACRO). ; and, to partner with the Gay and Lesbian Alliance Against Defamation (GLAAD) to create a guide for LGBT resource professionals in higher education to use when speaking with media outlets – both on campus and off.

## Region's Chair Report

*Demere Woolway (Miami Univ-Ohio)*

2011 saw a lot of regional activity! Our regional representatives have been very busy connecting with their areas and bringing people together for regional networking. We have also worked to generate some informational documents that you can find on the LGBT Architect. Regional Updates:

**Robin Nussbaum** and **Lee Forest** hosted a June 24 Northeast regional meeting at MIT. ▼ In the **Mid-Atlantic**, **Shaunna Payne Gold** and **Brian Patchcoski** worked towards a conference call and connected with individual members. ▼ **Ryan Miller** connected with centers in the **South/Southeast** as they were being formed. **Danielle Steele** is planning a Georgia-wide gathering sometime in 2012. ▼ **Lowell Kane** and the **South Central** region made connections at Creating Change in Dallas in February. Over the summer, regional members gathered at the 5<sup>th</sup> Annual Queer Texas conference and the Texas Transgender Non-Discrimination Summit. ▼ **Liz Thomson** and **Shannon Joliff** are planning a **Great Lakes** regional gathering around the topic of ally development on March 2, 2012. ▼ In the **Midwest**, **Joel Bolling** has worked to share space and information with local institutions that do not have LGBT centers. ▼ The **Southwest** has been represented by **Nancy Jean Tubbs** and **Thomas Walker**. In July and December, the Southern California schools gathered for regional meetings. ▼ Since centers are so far apart in the **Northwest**, **Brian Reece** has worked to develop social media platforms for connecting centers. The region is also planning a gathering at the Power of One conference in 2012.

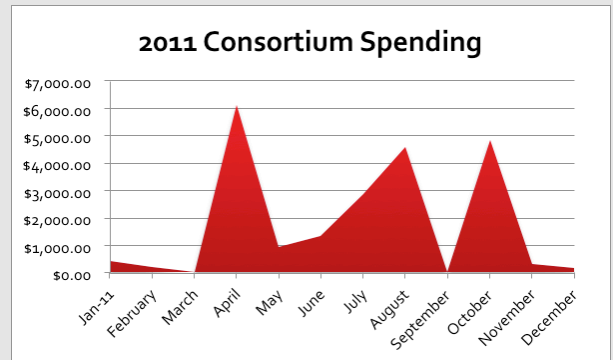
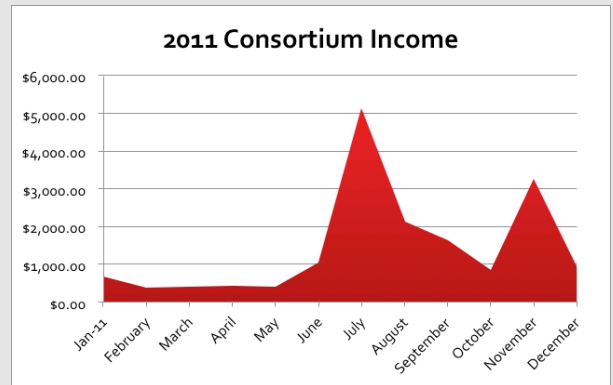
Thank you to all the regional representatives who have served this year. As always, email the regions chair, **Demere Woolway** ([regions@lgbtcampus.org](mailto:regions@lgbtcampus.org)), to be sure that you are on your regional list and that you don't miss out on anything happening close by!

## Treasurer's Report

*Mike Brown  
(Vanderbilt Univ)*

2011 saw major changes to the way that the Consortium does business. In addition to streamlining our vendor payment process we are also simplifying our membership renewal payments with the intention of making 2012's membership drive the easiest yet on your purchasing departments.

As always, our major expenses were around website maintenance, the institute at Creating Change, providing ongoing professional development in the form of conference calls and regional meetings to our membership, and this past summer's drive-in institute.



## Publications & Communications Report

*Terri Phoenix  
(Univ of North Carolina-Chapel Hill)*

Thank you for allowing me the privilege of serving as your Publications and Communications Chair these past 2 years.

During this term I have focused on creating numerous templates that I believe will assist folks who hold this position in the future. I have enjoyed the opportunity to co-author and issue several public statements with other Executive Board members. I have drafted a Technology Plan and also a Communications Plan and worked with the Executive Board to revise these prior to adoption and implementation.

I believe that the next PubComm Chair has the opportunity develop an active PubComm Committee that would be responsible for representing the Consortium through our print and web based publications as well social media (e.g. Facebook, Twitter). I also believe that the Consortium has the opportunity to create 'best practices' and other similar publications. I know that there is a wealth of knowledge among us and as new professionals enter the field and new centers are created, the Consortium is the ideal source for guiding documents and resources. To serve as such a resource and to increase the visibility and the influence of the Consortium, we need members to contribute their time, talents, wisdom, and energy on committees to which they feel drawn. We are indeed stronger together.



## Education Chair's Report

Kevin Correa  
(Univ of Colorado-Boulder)

It has been a busy and exciting year for me serving in the role of Education Chair. My primary responsibilities and goals for this year were to chair the planning teams for the Consortium's Summer Drive-In Institute at Emory and the annual Consortium Campus Administrators Institute at Creating Change as well as organize ongoing education and professional development

opportunities such as the Consortium's monthly conference calls. I am pleased to report that these endeavors have been successful.

My overarching goal for the upcoming year is to continue to explore ways to enhance the educational offerings of the Consortium to meet the needs of a growing and diverse membership. I'm particularly excited about the addition of Consortium-sponsored Academy Sessions at Creating Change to meet the needs of our more experienced members.

Please contact me if you have any ideas or would like to help out with planning educational offerings such as conference calls.

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## LGBT2 Constituency Group

Matthew Armstead (Princeton)

In the past year, much has been done. As LGBT2 Constituency Group Chair, I have been involved in the planning of professional development opportunities for Consortium members. This summer, I helped plan the curriculum for the Consortium's Drive-In Institute in Atlanta, GA, and I have been an active member of the Creating Change Institute's planning committee. Both of these institutes were opportunities where LGBT2s and new professionals were able to engage with the work of the Consortium. This fall, I assisted Liz Thompson in planning a Consortium-wide conference call on the role of Interim and Acting Directors. During the call, we examined stories and lessons learned from a few recent Interim and Acting Directors. By focusing on both LGBT2s and Directors during the call, we opened up ways for Centers/Offices to strengthen their work and effectiveness on campus.

I am still looking for a coordinator for the Graduate Student Networking. This person helps graduate students in the Consortium connect with each other for support and advice. Additionally, I will work with this person to plan a meet-up for Graduate Students at Creating Change. This is a relatively new position, so an interested person can help shape the role. Please let me know if you would like to get involved.

My goals for the upcoming year include continuing to create professional development opportunities that speak to LGBT2s, working with the other constituency group chairs to create a shared intent statement, and collaborating with the Membership Chair to connect new LGBT2s as they join the Consortium. Also, I have reached out to the designers of the Salary Survey for LGBT2s, and I will assist them with implementation of the survey. Keep an eye out in 2012 for this important project.



## Trans GenderQueer Constituency Group

justin adkins (Williams College)

This has been a great year for the TGQ group. We started monthly discussion messages and we have been supporting each other in that way. As chair I have participated in the board calls and retreat making sure that the needs of the TGQ community have been heard and addressed.

As one of the newest groups I feel that the group has room to grow still. The key will be to collect and address the needs of the membership.

This is the end of my term and I will be sad to leave this position. I look forward to participating in the group in the future!

## People of Color Constituency Group

Warren Scherer  
(Univ of Wisconsin-Milwaukee)

The POC Constituency Group had two Co-Chairs for until Tiffany Lane stepped down as Co-Chair for a job outside the profession in October 2011. Warren Scherer is the current 'Chair' until a new Co-Chair is elected in 2012.

The Co-Chairs have held two conference calls since assuming their roles with the Consortium.

During the Consortium's Retreat, the Co-Chairs developed strategic goals that include:

- Working with the Membership Chair to connect POC who join the Consortium immediately with the Constituency Group members & listserv
- Hold regularly scheduled conference calls, and
- Facilitate the increased involvement of POC within the Consortium on Consortium committees & subcommittees.