

# Consortium Newsletter

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[www.lgbtcampus.org](http://www.lgbtcampus.org)

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NATIONAL  
CONSORTIUM  
OF DIRECTORS

OF LGBT RESOURCES IN HIGHER EDUCATION

## LGBT Center Study Shows Assistant Directors on the Rise

In Fall 2005, the Consortium launched a study of campus positions providing LGBT resources and services. The Consortium's first self-study since 2001, the surveys ask questions related to staffing patterns, salary, career path, demographics, and center development and administration.

As of February 2006, the surveys have a response rate of 89% (116 of 130 possible responses). Three surveys were developed: Director (Professional Staff), Director (Graduate Student), and Assistant Director/Program Coordinator (professional staff reporting to a full-time director of LGBT resources and services).

*please see **Assistants**, page 4*



## By the Numbers...

**1** Number of campuses with a professional staff or graduate assistant providing LGBT resources and services, in 1971

**109** Campuses with professional or graduate assistant staff providing LGBT resources and services today

**2180** Number of 4-year, non-profit higher education institutions in the U.S.

**5** Average number of new LGBT resources and services campus directorships added annually since 2000

**8** Number of campuses with a graduate assistant alone providing LGBT resources and services

**19** Number of campus centers with permanent Assistant Directors or Program Coordinators reporting to a director of LGBT resources and services

**3** Number of Canadian campus LGBT centers

**1** Number of campus LGBT centers serving community college students

**232** Members within the National Consortium of Directors of LGBT Resources in Higher Education

## Consortium Hosts LGBT Student Affairs Institute

Each year at the National Gay and Lesbian Task Force (NGLTF) Creating Change Conference, the Consortium holds its annual business meeting. This past November in addition to the Consortium's annual business meeting, the Consortium's Education, Outreach, and Advocacy working group put together an exciting day-long LGBT Campus Administrators Institute as part of Creating Change's Pre-Conference Institutes. The Pre-Conference Institute drew over 80 Consortium members and non-members, with a host of learning objectives from best practices in educational and developmental programming, to skills building, networking sessions, and discussions around creating anti-racist environments.

As the Consortium's first Pre-Conference Institute with NGLTF and Creating Change, the Institute was a great success. The session provided a venue for professionals performing LGBT services in Higher Education to come

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## A Message from the Co-Chairs

### Dear Reader,

As co-chairs of the National Consortium of Directors of LGBT Resources in Higher Education (hereafter referred to as the Consortium), we are excited to share news and information about the Consortium's vision to create more inclusive campus environments for lesbian, gay, bisexual, and transgender (LGBT) students, faculty, and staff.



Since its inception in 1995, the Consortium has provided a forum for LGBT professionals in higher education to address the challenges facing LGBT people at colleges and universities. Our organization offers useful information to those who work with LGBT students, faculty, and staff and provides a vehicle for institutionalizing LGBT issues and concerns in academe. Currently, the Consortium has over 250 members from more than 100 colleges and universities in the United States and Canada.

We recognize that all members of a campus community benefit from the types of services offered through LGBT Resource Centers.

We would like to express our appreciation of our student affairs colleagues who are seeking to provide a safe, inclusive, and welcoming environment for lesbian, gay, bisexual, and transgender students, faculty, and staff in all aspects of campus life.

Please visit our website at <http://www.lgbtcampus.org> to learn more about the Consortium. Feel free to contact either of us with any questions or comments.

Sincerely,

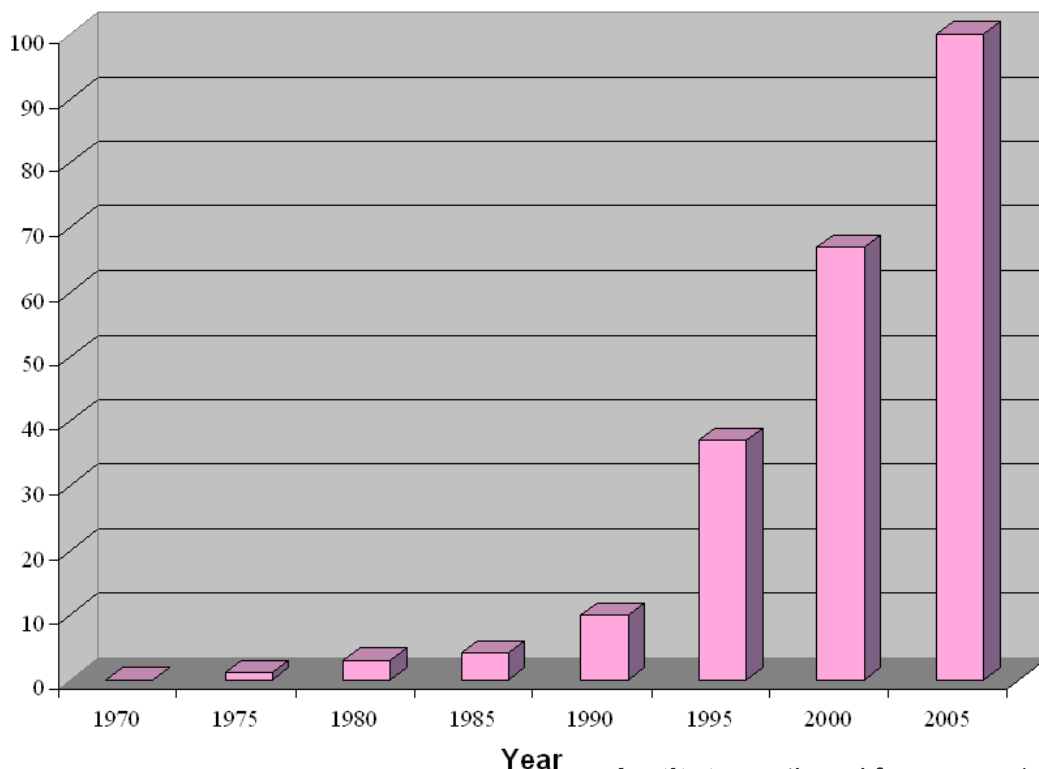
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# LGBT Campus Center Development, 1970 to Present

The first professionally staffed LGBT campus center was the University of Michigan, Ann Arbor's Office of LGBT Affairs, established in 1971. In 1975, it was still the only center of its kind.

Since then the number has more than doubled every decade. By 1985, there were 4 LGBT campus centers with professional paid staff. The number ballooned to 37 by 1995. At the end of 2005, there were 100 professionally staffed offices serving LGBT college students.



## LGBT Student Leadership Web Toolkit

The National Consortium of Directors of LGBT Resources in Higher Education in collaboration with eleven other national organizations is developing a comprehensive website for LGBT and ally college student leaders.

The Toolkit will provide access to hundreds of resources to strengthen, develop, support, and expand college and university LGBT organizations.

Covering a wide range of topics, the Toolkit includes the National Gay and Lesbian Taskforce's *LGBT Campus Organizing Manual*, the Human Rights Campaign *African American Coming Out Guide*, and the Advocates for Youth's *Meeting the Needs of Transgender Youth*. Consortium contributions include

*How to Start an LGBT Speaker's Program, Serving the Needs of Intersex Students, and How to Host an LGBT Conference.*

The website is scheduled for full public release in the Fall of 2006.

### Participating Organizations

*Advocates for Youth • Campus PrideNet • Gay and Lesbian Alliance Against Defamation • Gender Public Advocacy Coalition • Human Rights Campaign • Lambda Legal • National Black Justice Coalition • National Center for Transgender Equality • National Consortium of Directors of LGBT Resources in Higher Education • National Gay and Lesbian Taskforce • National Youth Advocacy Coalition • United States Student Association*

*Institute continued from page 1*

together and critically discuss and share their ideas, practices, and visions for the future of LGBT services on college and university campuses. With the 2006 NGLTF Creating Change Conference on its way, the Consortium is already planning the next LGBT Campus Administrators Institute and will continue to seek additional avenues for growing the Consortium and services offered to professionals working on LGBT related topics in Higher Education.

As a service to Consortium members, a weekly Digest of Articles on campus LGBT news is distributed over the Consortium's membership listserv. For more information about the Digest or to submit an article, please contact the Education, Outreach, and Advocacy working group at [outreach@lgbtcampus.org](mailto:outreach@lgbtcampus.org).

## **Assistants continued from page 1**

Currently, 19 campus centers include assistant directors, sometimes titled program coordinators, working with a director.

The new positions are also staffed by a diverse group of people. Preliminary results show that 47% of assistant directors self-identify as people of color.

New assistant director positions are in development. The University of North Carolina, Chapel Hill, for example, will be recruiting both a director and an assistant director this Spring.

UNC spent the last year assessing the LGBTQ needs across campus, says Dean Blackburn, Assistant Dean of Students. "In order to serve the growing needs of all faculty, staff and students regarding LGBTQ related issues -- including services, trainings, and programs for LGBTQ identified and non-LGBTQ identified campus members -- the addition of a new staff position was necessary."

Specifically, UNC found a growing need from faculty requesting curriculum infusion materials and difficult topic classroom discussion skills; staff requesting more trainings from the campus Safe Zone program;

and the need for greater outreach efforts to numerous graduate and professional students

"We are pleased to have these additional resources that will assist us in ensuring UNC is a safe and welcoming environment for all students," says Blackburn.

The Consortium presented preliminary study results to members at the Annual Meeting in November 2005. The research team of Brett Genny Beemyn (University of Massachusetts, Amherst) and Nancy Jean Tubbs (University of California, Riverside) hope to complete analysis by the end of Spring 2006.

## **Working Groups**

**The Anti-Racism Working Group** identifies and organizes professional development opportunities that address racism and white privilege. It also assesses the climate for LGBT center/office staff of color at member institutions, in LGBT centers/offices, and within the Consortium itself in order to make detailed suggestions for how these entities can be more inclusive and supportive of people of color in policy and practice.

**The Education, Outreach, and Advocacy Working Group** encourages collaborative efforts with people of color and transgender organizations, advocates for LGBT-inclusive policy changes in higher education organizations, and explores other educational and outreach opportunities for the Consortium. The group is also responsible for disseminating news announcements to Consortium members.

**The LGBT2/Non-Director Staff Working Group** provides support and resources for individuals who directly report to another professional staff person doing and ultimately responsible for LGBT work on college and universities campuses.

**The People of Color Working Group** addresses concerns pertaining to the "lived experiences" of people who are both LGBTQ and POC. The group provides support to POC professionals, advocates for greater awareness around POC issues, and encourages outreach to expand membership.

**The Publications and Communications Working Group** maintains and expands the website, develops the annual newsletter, coordinates publicity efforts, and maintains the Consortium email lists.

**The Structure, Process, and Membership Working Group** oversees the implementation and revision of the Strategic Plan, manages recruitment and retention efforts, and maintains and promulgates the Consortium Statement of Ethics.

**The Support Services Working Group** coordinates the mentoring and internship programs as well as the speakers/consultants network. The group also develops new educational resources and publications, responds to questions from Consortium members, and facilitates professional development programs.