

CONSORTIUM

OF HIGHER EDUCATION

LGBT RESOURCE PROFESSIONALS

2008 ANNUAL REPORT



Shared Vision and Mission Statement

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.

Achievement of this vision is advanced through three major goals:

Goal 1. Providing support to colleagues serving lesbian, gay, bisexual, and transgender communities in higher education.

Goal 2. Consulting with higher education administrators in the interest of improving campus climate and services for lesbian, gay, bisexual, and transgender faculty, staff, students, administrators, and alumni/ae.

Goal 3. Advocating for institutional policy changes and program development that recognize the needs of lesbian, gay, bisexual, and transgender people.

Leadership

Co-Chairs:

Andrea "Dre" Domingue & Amit Taneja
chair@lgbtcampus.org

Co-chairs Elect:

Vacant until next election (Feb 2009)
chair-elect@lgbtcampus.org

Past Co-Chairs:

Brett Genny Beemyn & Adrea Jaehnig
past-chair@lgbtcampus.org

Recorder:

Debbie Bazarisky
recorder@lgbtcampus.org

Treasurer:

Michael Brown
treasurer@lgbtcampus.org

Anti-Racism Chair:

Leslie Morrow
antiracism@lgbtcampus.org

Education, Outreach & Advocacy Chair:

Gabe Javier
outreach@lgbtcampus.org

LGBT2 Group Chair:

Jami Grosser
lgbt2@lgbtcampus.org

People of Color Group Co-Chairs:

Gabe Javier & Bonnie Sugiyama
peopleofcolor@lgbtcampus.org

Publications and Communications Chair:

John Elizabeth Faughn
pubcomm@lgbtcampus.org

Membership, Structure & Process Chair:

Nancy Jean Tubbs
membership@lgbtcampus.org

Support Services Chair:

Emily Blake
support@lgbtcampus.org

Regions Working Group Chair:

Michael Shutt
regions@lgbtcampus.org

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Special Thanks

...to Sue Hyde of the National Gay & Lesbian Task Force and the Creating Change Conference for continued support of the Consortium's Annual Business Meeting

...to our colleagues at the Standing Committee for LGBT Awareness of ACPA and the GLBT Knowledge Community of NASPA for continued partnership on educational and outreach efforts

... to the Grand Hyatt Denver



from the co-Chairs

Andrea “Dre” Domingue
University of Massachusetts - Amherst

Amit Taneja
Syracuse University

Dear Consortium Friends:

We have had an exciting year working for and with the Consortium! We have been fortunate to build upon the successes of our predecessors and the many volunteers that make the Consortium what it is! We are extremely thankful for the support of our wonderful fellow executive board members who have worked tirelessly to serve our members and students.

We wanted to highlight some of our major accomplishments over the course of the past year. First, we are very excited that the Regions initiative has taken off, and we have a solid working group under the leadership of Michael Shutt, Emory University. It is our hope that this group will allow our members to have more meaningful interactions through regional support networks, meetings and professional development opportunities.

A second major initiative we undertook as a year long project was the Consortium Strategic Plan 2008-2013. We started collecting feedback from members at last year’s institute in Denver, and followed up with an extensive survey online. The executive board was instrumental in collecting all of this information, identifying major themes, and proposing a strategic vision that will guide our organization through the next few years. The plan is available online at <http://lgbtcampus.blogspot.com/> for feedback from members. Our hope is to officially vote this plan in at the Denver business meeting.

We have continued to build and retain strong working relationships with partner organizations. We have also made important strides in building collaborative partnerships with Student Affairs organizations, specifically the LGBTA Knowledge Community at NASPA and the Standing Committee for LGBTA Concerns at ACPA. We are pleased to announce that we will be co-sponsoring some key professional development webinars with both organizations, and also co-sponsoring programs at the annual ACPA convention in Washington, DC.

We are also very excited about some new initiatives for the upcoming year. Starting with the conference, we will be hosting a first time attendees reception prior to the business meeting. We have also started ground work to establish a Graduate Student network within our membership, along with a Transgender Constituency Group – more information is forthcoming. Lastly, we will also start offering monthly conference phone calls around specific topics so that we get to have conversations about hot topics and ask questions of one another.

Finally, we want to thank our outgoing board members:

- Nancy Jean Tubbs
(Membership, Structure and Process Working Group Chair)
- John Elizabeth Faughn
(Publications and Communications Working Group Chair)
- Joy Pugh
(Education, Outreach and Advocacy Working Group Chair)
- Nick Sakurai (Anti-Racism Working Group Chair)
- Jami Grosser (LGBT2 Working Group Chair)
- Bonnie Sugiyama (People of Color Working Group Chair).

We also would like to give special thanks to the following board members who helped the board during transition of leadership positions:

- Gabe Javier (Education, Outreach and Advocacy Interim Chair)
- Leslie Morrow (Anti-Racism Working Group Interim Chair)

Your work has tremendously shaped the consortium, and we are so thankful for your time of service! If you see them walking about the conference, please show them our collective appreciation.

We look forward to continue getting to know you, and learn more about how we can collectively grow as an organization and a movement. Please don’t hesitate to contact us with your thoughts, questions and comments.

Consortium Strategic Plan 2008-2013

Our Vision

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.

The following strategic plan is a result of a collaborative process and represents the culmination of ideas from various surveys, meetings and conversations about the future of the Consortium. This plan is meant as a guide in our work through the next five years, but it may be modified as needed in the future. This plan includes six specific goal areas with action steps listed under each area. Each action step also has a proposed E-board position associated with it to lead us in that area. However, this plan is not meant for or by the executive board only, but aims to reflect the joint aspirations of our entire membership. We welcome and encourage participation from all members to help us implement this plan.

1. Structured professional development

- Continue Day Long Institute at Creating Change (EAO & Support Services)
- Continue outreach to new directors and members (Membership & Support Services)
- Provide regional conferences for professional development opportunities (Regions Coord)
- Provide additional professional development support, such as webinars, POC Blog, FAQs (E-board)
- Create a Grad Student support network similar to LGBT2 & POC Group (LGBT2 Coord)
- Create a Grad Student Network Coord who will work with LGBT2 Coord (LGBT2 Coord)
- Continue the mentoring program (Support Services & Mentor Network Coord)
- Include racial justice training at future institutes (Anti-racism/EAO)

2. Impact on Higher Education/Student Affairs: Building connections and collaborations across the profession

- Appointing liaisons from the consortium to regularly communicate with liaisons from other organizations (as appointed by the board)
- Send regular updates about the consortium to other professional organizations (as appointed by the board)
- Co-sponsor programs, workshops, webinars, etc with other organizations (as appointed by the board)
- Create and administer a professional development fund to support consortium members who present LGBT related programs at Student Affairs related conferences (Treasurer & EAO)
- Create a visible presence at Student Affairs conferences through tabling, co-sponsoring socials with other LGBT sub-committees (as appointed by the board)
- Encouraging members to do research on LGBT related issues, and then publishing & presenting to a national audience (Pub-Comm)
- Be heavily involved with the revision, dissemination and application of the new CAS Standards (CAS Representative / Consortium's CAS Advisory Team)
- Establish a presence at N CORE (National Conference on Race and Ethnicity) to build connections with cultural centers

3. Branding/Public Relations for external constituents

- Create a new website (in progress — Membership / Pub-Comm)
- Create a new professional brochure (Pub-Comm)
- Provide promotional and marketing materials at conferences, such as highlighters and pens to promote awareness of the consortium (Pub-Comm/Treasurer)
- Issue statements of support on both higher education and general LGBT issues (e.g. advocating for LGBT resource centers, ENDA, etc.)
- Creation of an organizational values statement on racial justice and inclusion (Anti-racism)

4. Connecting Members

- Create Regional Networks & Coordinators (in progress — Regions Coord)
- Create opportunities for members to connect on an ongoing basis outside of the institute and the listserv, such as conference calls (E-Board Members under leadership of EAO Chair)
- Create spot-lights for members in newsletters and on the web so that people get to know each other (Pub-Comm)
- Consortium constituency groups continue to provide networking opportunities to membership (LGBT2, POC).

5. Supporting schools and individuals who are not part of the Consortium

- Review our website resources (Recorder)
- Provide support for institutions without centers through Consortium generated resources, as well as resources from partner organizations (Support Services)
- Investigate and facilitate opportunities to collaborate with USSA, GLSEN, Campus Pride, or NGLTF (co-chairs and e-board members)
- Revise Common Application (Recorder)

6. Establish an Executive Director position by 2013

- Investigate funding options (Co-chairs)
- Investigate 501(c)3 or other sources through which we can get funding grants administered (Co-Chairs)
- Apply for and secure grants (Co-chairs)

Committing to Action

This plan covers a period of five years. The co-chairs will provide leadership in this area by selecting one or two specific action items in this plan for respective board members to present progress reports on an ongoing monthly basis. A formal review and progress update will be provided at the business meeting on an annual basis. Adjustments and revision can be made at any time, and member feedback will be sought in both formal and informal ways on an annual basis as well.

An important note about identity and language in this plan

This strategic plan uses the terms lesbian, gay, bisexual and transgender when referring to sexual orientation/gender identity/gender expression. This language is employed with the understanding that many individuals identified as LGBT may choose to use other self-identifying terms or none at all. Recent research (Rankin, 2003) suggests that not all respondents wanted to place themselves in LGBT boxes. Many would prefer choices such as "same-gender loving," "gender-queer," "pansexual," "queer," "woman-loving-woman," etc. Some considered the "gay," "lesbian," "bisexual," and "transgender" categories to be predominately white social constructs of identity, and therefore not relevant to their personal experiences. In addition, as mentioned, there are many other labels that individuals choose. The Consortium recognizes the personal and political importance of language and the need to recognize a broad range of self-identity choices. Our intent and goal is always to encompass the widest array of identities possible, and we want to strongly re-affirm our commitment to this end.

People of Color Working Group

Bonnie Sugiyama, Chair
San Jose State University

The People of Color Constituency-Based Group is a supportive network and space for people of color within the Consortium. This group is the official voice of people of color within the Consortium. All who self-identify as people of color are welcome to join.

We hope to encourage participation in the group by:

- increasing activity on the Intersecting Rainbow blog
- continuing to build a strong base of resources centered on the experiences of queer people of color
- involving and utilizing the talents of other queer people of color in the Consortium

Education, Advocacy & Outreach

Gabe Javier, Chair
University of Michigan

Though only serving as EAO Chair for two months, I was happy to further the Consortium's mission in several ways:

- Assisted with development of Creating Change Daylong Institute 2009 based on conversations and feedback from past institutes
- Anticipated discussions at Midwest BLGTA College Conference in Bloomington, IN
- Liaisoned with Standing Committee for LGBT Awareness via listserv, cross publicity and workshops at ACPA
- Assisted with compilation and design of the 2008 Consortium Annual Report
- Compile and disseminate information on Consortium partner workshop at Creating Change



**It's not about me.
It's about **not**
having to be
ashamed.**
(Rev. Gene Robinson)



Treasurer's Report

Michael Brown, Treasurer
Washington University in St. Louis

Below you will find information regarding the finances of the Consortium. We are continually grateful for your support. As we grow as an organization increasing and improving the services and resources offered to our membership (particularly through our evolving website), we strive for financial transparency. If you have any concerns or questions feel free to contact me at treasurer@lgbtcampus.org.

Account Summary

yearly balance	total income (including interest)	total expenses
2004 \$10,602.23	\$9,305.81	\$5,813.39
2005 \$13,374.79	\$8,426.05	\$1,860.64
2006 \$25,307.51	\$13,079.91	\$9,037.02
2007 \$32,330.27	\$9,912.80	\$11,403.45
2008 \$25,174.52	\$11,634.52	\$9,696.96

2008 Action Items

- Renewed lgbtcampus.org domain for three years
- Kept complete banking and spending records.
- Worked closely with Membership Development to get online form, PayPal, and incoming membership dues processed in a timely manner.
- Worked with Co-chairs to ensure transfer of record keeping and accounts
- Working to develop realistic budget for Consortium spending and growth.

2008 Notable Expenditures

\$2,200	Queer News on Campus Digest Payments
\$5,355.20	Creating Change Consortium Institute
\$127.70	Printing Charges (University of Michigan)
\$500.00	Regional Collegiate Conferences Sponsorship
\$862.36	National Policy Roundtable Trip
\$150.00	Southeast Regional Meeting sponsorship (Emory)
\$150.00	Northeast Regional Meeting sponsorship (UPENN)
\$900.00	Website Re-design (Phase I)

2007 Notable Expenditures

\$400	CAS Dues
\$1,100	Ads
\$895.79	Administration costs
\$400	Printing costs (New York University)
\$555	Co-sponsorships
\$811	National Policy Roundtable Trip
\$1,250	Queer News on Campus Digest Payments
\$8,470.46	Creating Change Consortium Institute

2006 Notable Expenditures

\$400	CAS Dues
\$203.00	2 yrs Chronicle Subscription
\$200.00	Survey Monkey renewal
\$150.00	Pride at Work Ad
\$100.00	Tax Work Bonus
\$145.35	Dues reimbursement
\$213.43	Newsletter Printing
\$677.72	National Policy Roundtable Trip
\$192.41	Recognition supplies
\$300.00	Intern CC Registration

Anti-Racism Working Group

Leslie Morrow, Chair
University of Illinois, Urbana-Champaign

This report details the work of the anti-racism chair. Over the past year, productivity has waned and I accept full responsibility. I hope my actions, or rather lack of action, in no way reflect a lack of commitment by the Consortium of Higher Education LGBT Resource Professionals. My/our commitment remains steadfast and this report will demonstrate a re-dedication to past actions as well as lay out recommendations for future action.

Posting of print and online anti-racism resources

- Posting of resources on the listserv leading up to and during each cultural heritage month
- Recruitment and retention of diverse sexual orientations, gender identities and racial/ethnic minorities for the board, LGBT2 positions and graduate students
- Spotlighting print/online guide of anti-racism resources and people of color—in collaboration with the POC group
- Anti-racism “watchdog” for the Consortium—mindful of our privilege and work with all to “check” ourselves

--Apply an anti-racist lens to our work at individual institutions, work within the Consortium including the newsletter and annual report

--All board members have committed to utilizing an anti-racism lens as a long-term venture for the Consortium overall --Seek input from Consortium members and other agencies to assist in programming efforts and educational activities for ethnic heritage months, workshops and training across various university contexts and sharing this information across the Consortium list.

- Racial justice will be a regular component of the annual campus administrators’ pre-conference institutes at Creating Change.

- Over the next year, the Mentor Program will work with the People of Color constituency group chairs to determine ways to enhance racial inclusion.

--Formulate a mission and philosophy for the anti-racism group that is complementary to rather than redundant or interfering with the goals of the people of color constituency group. Will seek input from Consortium members

Publications and Communications

John Elizabeth Faughn, Chair

Newsletter

- No newsletter printer in lieu of shift of Creating Change. Future of newsletter to be determined by incoming chair.

Meetings/etc.

- Co-Hosted Career Queers luncheon with Emily Blake and Shane Windmeyer
- Co-Presented “Doing Anti-Racism Work in Predominately White Institutions” with consortium members Gabe Javier, Jessica Pettit, and Bonnie Sugiyami

Campus Pride

- Served, alongside Consortium members Emily Blake, Mike Brown, Shane Windmeyer, Christopher Bylone, Michael Shutt, Jessica Pettit, and Marcia Purdy, as faculty/staff for Campus Pride Leadership Institute at Towson University. The Consortium is a sponsor of the Campus Pride Leadership Institute.

Annual Report

- I hope you are enjoying reading it!
- Layout by Gabe Javier



Never doubt that we will **create** this world, because, my friends, we are fortunate to **live** in a democracy, and in a democracy, we decide what's **possible**. Tammy Baldwin



LGBT-2/ non-Director Working Group

Jami Grosser, Chair
California State Polytechnic University, Pomona

The LGBT2/Non-Director Staff working group provides support and resources for Higher Education LGBT resource professionals who are full-time or part-time and report to a Director of a LGBT Center on college and university campuses. We include Assistant Directors, Program Coordinators, Program Assistants, and Assistants to the Directors of LGBT Resource Centers.

Past Accomplishments

The LGBT2 Group was created as an official working group of the Consortium in December 2005 following the NGLTF Creating Change Conference in Oakland, and was voted into the bylaws in November 2006. The chair of the working group has an official position on the Consortium executive board. There are 42 LGBT2 positions at 35 universities. To date, there are 28 members on the LGBT2/Non-Directors email listserv. The group gathers for a no-host luncheon each year at Creating Change to socialize, share information, and provide support. In 2008, 7 people attended the meeting in Detroit, though more than 15 attended the Consortium pre-conference institute.

The LGBT2 group also strives to create visibility and awareness around the unique experiences of non-directors within the Consortium and Executive Board. This past year saw a total of 5 LGBT2s on the board in various positions.

Future Directions

The LGBT2 group continues to have minimal activity outside of the Creating Change Conference. LGBT2 new professionals and seasoned LGBT2s require different support and activities, and these differences have created challenges in getting large numbers at various events. We have also seen an increased interest from graduate students in the LGBT2 group, both as a support network for the graduate positions they hold within LGBT Centers, but also in their job search after graduate school. The creation of a Grad Student Working Group may change the membership and topics of discussion for the LGBT2 group. Creating Change 2009 will see the election of the next LGBT2 Chair, and the opportunity for a renewed vision of how the LGBT2 group can serve LGBT Resource Center non-directors in the Consortium.

Recorder

Debbie Bazarsky
Princeton University

As Recorder, my primary responsibilities are setting up conference calls, sending out the agenda, and taking minutes for the organization. In addition, for the past two years I have taken on several other projects, which include:

- Serving as the Consortium liaison to the Campus Climate Index (CCI)
- Solicit advice and opinions from Consortium members
- Represent LGBT Professionals' concerns
- Attend CCI Board Meetings

Common Application

- Last spring, I worked with Brett-Genny Janiczek Beemyn and Sarah Nickels. We developed a strategy for approaching the committee that oversees the Common Application.

Changes they made without our involvement are:

- Asking for Parent 1 and Parent 2 rather than mother and father
- Discontinue asking the student to report the sex or gender of their parent(s)
- Asking the student to self-report their sex rather than their gender.

Their Outreach Committee is scheduled to begin researching whether they will expand the options beyond male and female. We are also encouraging them to not make this one of the first questions you have to answer to access the application.

There are 346 colleges and universities who are part of the Common Application of which about 40 are Consortium members.

Support Services

Emily Blake, Chair
Colgate University

Internship Program

Khristian Kemp-Delisser provided leadership over the last few years to coordinate the Internship Program. During this time he created a timeline for the recruitment process; developed goals; collected feedback from interns; organized intern presentations during the pre-conference institute at Creating Change and helped Nancy Jean Tubbs update the internship page on lgbtampus.org. Khristian did a fabulous job running the program and his contributions will be greatly missed. Zach Ford has expressed interest in taking on the responsibility of co-organizing the internship program.

Host Campus: University of California, Riverside Summer 2008 Interns

Katy Weseman (Northwestern University) - Katy's internship project focused on the Lesbian, Gay, Bisexual, Intersexual, Transgender (LGBT) Studies Program and Stonewall Hall (the LGBT special interest theme residence hall) at University of California, Riverside. The general goal of this project was to learn more about special interest housing and to propose ways that Stonewall can become more of a living-learning community, possibly collaborating with the LGBT Studies Program.

Angie Baltimore (University of Central Arkansas) - Angie's internship project focused on Safe Zones, including the concept behind the model and ways to develop Safe Zones on campuses that did not yet have them. Angie also researched visibility of Safe Zones at Historically Black Colleges and Universities.

Both Angie and Katy completed site visits to other campus LGBT resource centers at UC San Diego, University of Redlands, UC Irvine, and UCLA. The interns co-facilitated with UCR staff the "Building Our Commons Ground" diversity activity with over 4,000 new students attending summer Orientation. They also participated in structured discussion groups with the LGBTRC director and assistant director. These discussion topics included LGBT resource center budgets, working with students of diverse identities, advising students, etc. In addition to these formal discussions, the two interns held countless informal discussions about their personal experiences and identities.

Khristian Kemp-Delisser and Nancy Jean Tubbs worked to put internship information on the Consortium website. Members can check out intern job descriptions; download forms; learn the benefits of having an internship; and get some answers to some frequently asked questions. The Internship Coordinator position is currently vacant. An e-mail went out in December to solicit a volunteer for this position.



Once we realize that we can **change** ourselves, **changing the world** is easy. (Calpernia Addams and Andrea James)

Mentor Program

Throughout the year Kerry Hooks and Kevin Stensberg worked to send mentees cards as a way to let mentees know they are still connected to the consortium even after placement with their mentors. A strategic way to recognize and appreciate member's time and dedication. It has also been a challenging year with trying to connect mentees with mentors. There have been a few mentees that have gone several months without mentors because people are not applying. The chairs have tried individually reaching out to people but are still falling short.

Also at creating change a social was implemented to help with the development of mentoring relationships. This social in the past years have had many mentees attending but only a couple mentors. We recommend making this a graduate / new professionals' social.

Working with the Membership chair we discovered we will get a lot of applications from non members. So once membership chair receives a new application, the chair forwards to mentor chair so they can send a congratulations and invite to the mentoring program. Mentoring chairs communicate with membership chair on all new applications.

Final Objectives that are unfinished: Creation of a mission, purpose, and goals still need executive board approval. We rewrote applications for mentee and mentors and are still waiting on executive Board approval. And finally a FAQ for the website to help mentees as they wait for mentors.

Recommendations:

Continue to work with the POC committee to develop inclusive program development.

Advertising – a possible mailing for new members.

Creation and sending educational materials to a mentor list serve

There has been discussion about creating a list serve for just mentors/mentees that will have specific resources that will be helpful.

Speaker/Consultant Program

The committee worked to select new speakers last spring. The following people have been added to the network and have updated bio's on the consortium website thanks to Nancy Jean and Jeremy Hayes. We are looking to do another round of soliciting this semester.

Amit Taneja
The Rev. Dr. Brett Webb-Mitchell
Ken Schneck



**I am not just a lesbian.
I am not just a poet. I
am not just a mother.
Honor the complexity of your
vision and yourselves.** (Audre Lorde)



Structure, Process, and Membership

Nancy Jean Tubbs, Chair
University of California-Riverside

New Online Membership Process & Web Directory

The Consortium hired Too Fabulous For Words to re-vamp our web site at www.lgbtcampus.org.

Improvements include:

1. A new online Membership application process, including password-protected member's records and Member's Services web access.
Note: Once all members complete the process, individual members may choose to publish their contact info on the web. Member records also provide a tool for members to self-identify as part of current or future constituency-based groups (e.g. QPOC, LGBT2, supervisor).
2. In new Directory of staffed centers which may be edited by center professional staff via an online request form.
Note: In the future, the Directory may be searchable by type of institution (e.g. religiously-affiliated, liberal arts, public), type of center (e.g. Crosscultural Center space, stand-alone LGBT space), etc.
3. Migration of the 2006 Self-Study and History of Established Centers to new site.

Consortium membership:

365 people from 195 campuses.

Directory includes:

150 campuses in 40 states/DC/Canada.

15 led by GA's, 135 led by at least one professional staff person

31 centers include Asst. Directors or Program Coordinators reporting to a Director

How lavender is your state?:

22 centers = CA (1 state)

9 centers = IL (1 state)

8 centers = MA, NY, PA (3 states)

7 centers = MI, MN, OH (3 states)

5 centers = CO, WI (2 states)

4 centers = FL, ME, MO, OR, WA (5 states)

3 centers = DC, IA, NC, TX, VA (5 states)

2 centers = AZ, Canada, CT, GA, IN, MD,
NH, NJ, TN, UT (10 states/DC/Canada)

1 center = DE, HI, KS, KY, LA, NE, RI,
SC, VT, WV (10 states)

0 centers = AL, AK, AR, ID, MS, MT, NV,
NM, ND, OK, SD, WY (12 states)

Congratulations to the newest campus centers established in 2008

Bowdoin College
California State University,
Los Angeles
George Washington University,
The Hampshire College
San Diego State University
San Jose State University
Seattle University
University of Chicago
University of Houston, Clear Lake
University of Wisconsin, Oshkosh
Vanderbilt University

Thank you to the Membership work team:
Chicora Martin, Listserv wrangler
Jeremy Hayes, Too Fabulous For Words Web Master
Michael Brown, Treasurer
Gin and Steve Schaeffer, Map-makers

Regions Working Group

Michael Shutt, Chair
Emory University

The Consortium Executive Board worked this year to provide a more formalized network of regional/local support for individuals and institutions engaged in our work beyond the annual institute at Creating Change. To that end, the Board appointed Michael D. Shutt the Chair of the Regions Working Group to explore the possibilities.

Accomplishments

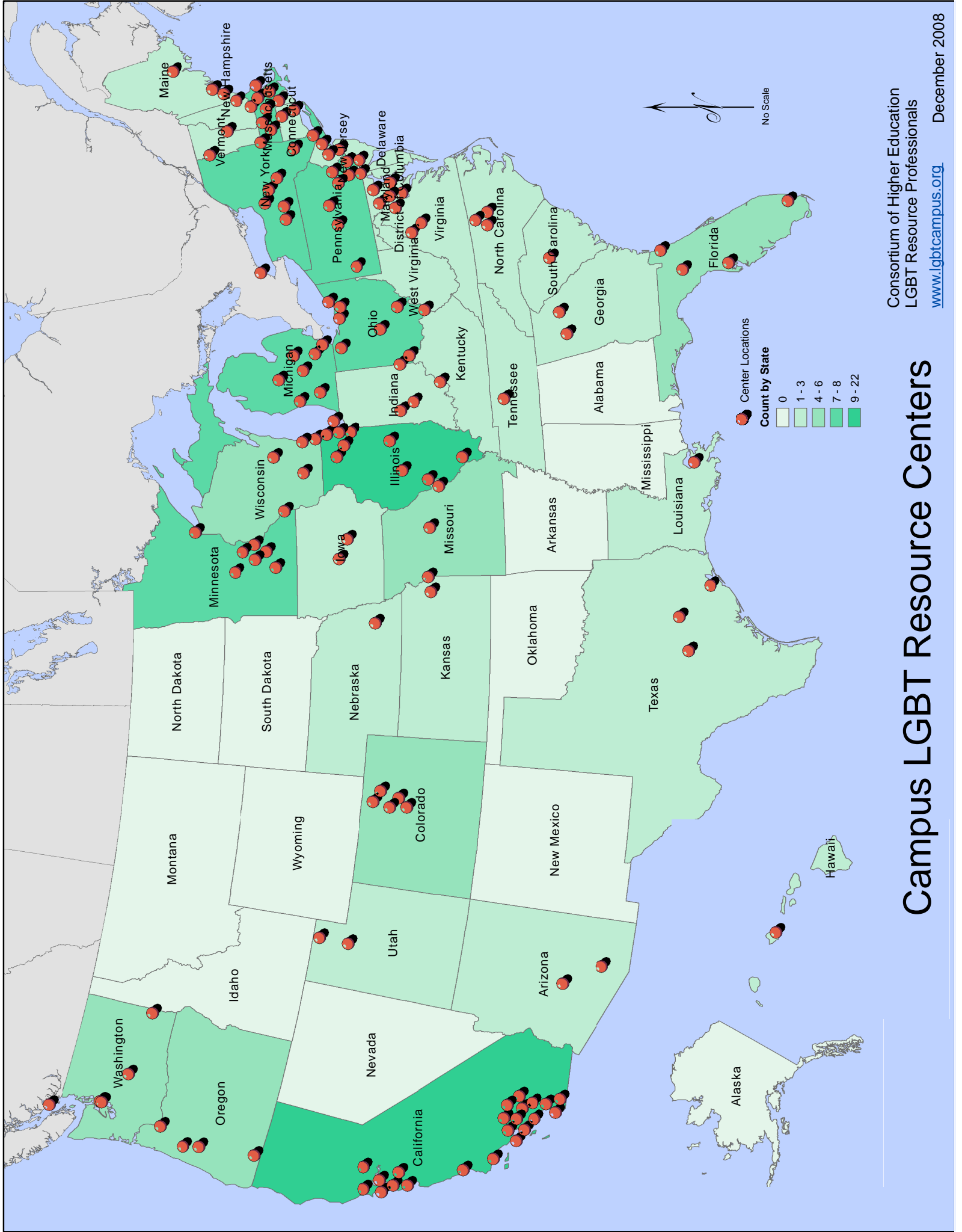
- Summer 2008
 - o Executive Board appointed Michael Shutt as Regions Working Group Chair
 - o A draft purpose and Chair job description completed
 - o Call for Regions Working Group members sent to listserv
 - o Regions Working Group members finalized
- Fall 2008
 - o Regions Working Group communications began via conference call and e-mail
 - o Regions survey developed and sent to all Consortium members
 - o Data compiled and readied for the 2009 annual meeting

Moving Forward

- Regions survey results and recommendations will be presented to membership at the 2009 Creating Change Conference
- Changes to the Consortium constitution to include the Regions Working Group Chair position will be voted on during the 2009 annual meeting
- Regions Working Group Chair will be elected by the general membership at the 2009 annual meeting
- The structure of the regions will be finalized
- Regional representatives will be selected
- Regional representatives will begin communicating with their regions
- Regional meetings will begin



Accept no one's definition of your life, but define yourself. Harvey Fierstein



Campus LGBT Resource Centers

Directory of Campus LGBT Resource Centers

Consortium of Higher Education LGBT Resource Professionals

www.lgbtcampus.org

The listed campus centers are professionally staffed with at least a 50% time graduate assistant. Visit the online directory at <www.lgbtcampus.org> for contact and staffing information. Please Note: U of Iowa not shown on Map. Updated December 2008.

Arizona Arizona State U * U of Arizona **California** California State Polytechnic U, Pomona * California State Polytechnic U, San Luis Obispo * California State U, Los Angeles * California State U, Long Beach * California State U, San Bernardino * California State U, San Marcos * Pomona College * San Diego State U * San Jose State U * Sonoma State U * Stanford U * U of California, Berkeley * U of California, Davis * U of California, Irvine * U of California, Los Angeles * U of California, Riverside * U of California, San Diego * U of California, San Francisco * U of California, Santa Barbara * U of California, Santa Cruz * U of Redlands * U of Southern California **Canada** U of British Columbia * U of Toronto **Colorado** Colorado State U * Community College of Denver (with U of Colorado at Denver and Metropolitan State College of Denver on the Auraria Campus) * U of Colorado, Boulder * U of Denver * U of Northern Colorado **Connecticut** Connecticut College * U of Connecticut **D.C.** American U * Georgetown U * The George Washington U **Delaware** U of Delaware **Florida** Florida International U * U of Florida * U of North Florida * U of South Florida **Georgia** Emory U * U of Georgia **Hawai'i** U of Hawai'i, Manoa **Illinois** Columbia College Chicago * DePaul U * Northern Illinois U * Northwestern U * Southern Illinois U * U of Chicago * U of Illinois, Chicago * U of Illinois, Springfield * U of Illinois, Urbana-Champaign **Indiana** DePauw U * Indiana U **Iowa** Grinnell College * Iowa State U * University of Iowa **Kansas** U of Kansas **Kentucky** U of Louisville **Louisiana** Tulane U **Maine** Bowdoin College * U of Maine * U of New England * U of Southern Maine **Maryland** Towson U * U of Maryland, College Park **Massachusetts** Bridgewater State College * Emerson College * Hampshire College * Massachusetts Institute of Technology * Suffolk U * Tufts U * U of Massachusetts, Amherst * Williams College **Michigan** Central Michigan U * Eastern Michigan U * Grand Valley State U * Michigan State U * U of Michigan, Ann Arbor * U of Michigan, Flint * Western Michigan U **Minnesota** Augsburg College * Carleton College * Metropolitan State U, St. Paul * Minnesota State U, Mankato * St. Cloud State U * U of Minnesota, Duluth * U of Minnesota, Twin Cities **Missouri** U of Missouri, Columbia * U of Missouri, Kansas City * U of Missouri, St. Louis * Washington U in St. Louis **Nebraska** U of Nebraska, Lincoln **New Hampshire** Dartmouth College * U of New Hampshire **New Jersey** Princeton U * Rutgers, The State U **New York** Colgate U * Columbia U * Cornell U * Ithaca College * New York U * Syracuse U * SUNY Oneonta * Vassar College **North Carolina** Duke U * North Carolina State U * U of North Carolina, Chapel Hill **Ohio** Baldwin-Wallace College * Bowling Green State U * Miami U * Oberlin College * The Ohio State U * Ohio U * U of Cincinnati **Oregon** Oregon State U * Southern Oregon U * U of Oregon **Pennsylvania** Bryn Mawr College * Bucknell U * Carnegie Mellon U * Kutztown U * Lehigh U * The Pennsylvania State U * U of Pennsylvania * West Chester U **Rhode Island** Brown U **South Carolina** U of South Carolina **Tennessee** U of Vanderbilt **Texas** Texas A&M U * U of Texas, Austin * U of Houston, Clear Lake **Utah** U of Utah * Utah State U **Vermont** U of Vermont **Virginia** George Mason U * James Madison U * U of Virginia **Washington** Central Washington U * Seattle U * U of Washington * Washington State U **Washington, DC** American U * Georgetown U **West Virginia** Marshall U **Wisconsin** U of Wisconsin, La Crosse * U of Wisconsin, Madison * U of Wisconsin, Milwaukee * U of Wisconsin, Oshkosh * U of Wisconsin, Parkside

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