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LGBT Faculty-Staff Association Steering Committee

Minutes of Annual Retreat & Planning Day

Thursday, May 31, 2012 – 9:00 AM to 5 PM, Nickels/Byrens home

**Steering Committee Members Present:** Shawn Bible, Forrest Clift, Kyle Felker, Jerrod Nickels, Kim Ranger, Gary Van Harn, Megan Woller-Skar

**Steering Committee Members Absent:**

**Guests: Robert Byrens, Amy Ranger, Neal Rogness**

**Breakfast Meet & Greet: 9:00AM – 9:45AM**

**Call to Order:** Out-going FSA President Forrest Clift called the meeting to order at 9:45AM and presented on the year’s highlights:

1. **Highlights**
   1. Welcome Back Reception last September was very well attended and popular; strong presence by Administration. ***Note to Collective Selves:*** *Keep Track of Participation Numbers!* Cost: $386.18.
   2. Increased number of social events for membership; goal met.
   3. Supported LGBT events on campus. ($500 co-sponsorship of Gender, Sex and Sexuality Conference, $150 co-sponsorship of Lavender Graduation.)
   4. Gave out two Prism Awards (Pat Oldt & Milt Ford) @ $165 each.
   5. Implemented procedural changes involving adding two members to the Steering Committee for management of web and news/info, changes to bylaws, and improved web content.
   6. Sponsorship of 2nd Michigan FSA Conference. (concern expressed about initial weak response from other universities, and afternoon speakers were rescheduled to complement each other.)
   7. Ongoing focus on Improvement and Planning:

* Promoting scholarship and creating program possibilities: Kim was not able to establish a list of GVSU faculty who have written/presented/published on LGBT issues; we will need to poll the membership for this info.
* We also focused on the FSA mission, being effective, identifying and working with on-campus partners, new programming, and expanding the calendar of social events for 12/13.
  1. Misc. Budget Discussion; We will end the academic year (after the conference) with approximately $1,000 still remaining in our account. We will prepare a budget (approx. $3,500-4,000) and submit to Jeanne Arnold. **Forrest, Kyle, and Gary** will meet with Jeanne near the end of June.

1. **Discussion of Steering Committee Roles and Assignments**
   1. (Roles and Assignments are worked out and chosen by Steering Committee Members)

* Megan Web Coordinator
* Kim Treasurer
* Gary Secretary (minutes)
* Kyle Vice President
* Shawn President
* Jerrod Information Coordinator
* Forrest Will continue to produce FSA newsletter, thank you!

1. **Review FSA’s Purpose from Constitution**
   1. From “About Us,” LGBT FSA Goals:

* First three goals are scholarly in nature, and the Committee agrees we haven’t done much with these.
* Neal Rogness recounts that the organization was merely trying to establish an identity in its first year beyond securing Household & Partner Benefits.
* Re: our first two goals, Megan suggests that the FSA offers a $500 scholarship or sponsorship to GVSU faculty for LGBT related research or written scholarship; we could work through CSCE (Center for Scholarly and Creative Excellence) c/o Robert Smart. Kim reports that the Library has a similar arrangement. **Megan** will contact **Robert Smart.**
  1. Extensive discussions about the Lending Library in the Resource Center
* New LGBT minor has provoked some confusion about what is needed, where, how much, and who manages it. It was suggested that a conversation should be had with Colette, Mary O’Kelly, Milton Ford, Kathleen Underwood, Kim Ranger.
  1. Extensive discussions about 2nd goal and the decision to retain it.
* We can ask the questions from the climate survey no one else will. **Jerrod and Neal** will work to analyze student climate survey responses to classroom environment relative to LGBT issues and the FSA’s responsibility to education and improving the campus climate.
* We can work with FTLC. **Kyle and Shawn** offered to pursue this.
* We can work with COE/Forrest on developing teacher training programs that build Allies and confront homophobia and heterosexism.
* New Faculty Orientation-previously an opportunity to present and/or to have our printed materials included in orientation packets; FTLC now does not allow anyone else’s materials in their orientation packets, although we would be allowed to staff our own info. table. Some FSA members felt that new faculty would not publicly access the FSA Info table and thus this would be ineffective .**Kim** will talk to **Christine Rener** about this.
* Outreach to LGBT Students; the “Meet n’ Greet,” while a great idea, wasn’t particularly successful. Ideas as to why were proposed: Some students find the Center intimidating or not student friendly…some students are unwilling to be seen in the Center by other students…the time of year was wrong, too busy and distracted….perhaps try this again early in the academic year? Another location? FSA to sponsor not in Center?
  1. Current initiative: Development of More Social Opportunities for Members
* Shall we remain exclusively LGBT? Should we open the FSA up to Allies? Would this inhibit or enhance the FSA in terms of opening up the social arena? It was generally felt that keeping the FSA exclusively LGBT was desirable as this is the only exclusively queer space available to us, and the only place some of our membership ever appear. There is already an organization for Allies on campus.

1. **Scheduling of Steering Committee Meetings:**

* Wednesday, July 25, 3-5pm, CBG
* Wednesday, August 15, 3-5pm, CBG
* Tuesday, September 11, 4-6pm, CBG
* Tuesday, October 16, 4-6pm, CBG
* Tuesday, November 13, 4-6pm, CBG
* Wednesday, December 19, 6-9pm, (social event) TBA

1. **Noon Lunches, Faculty/Staff Dining Rooms:**

* Thursday, September 27, Kirkhof Center, Allendale
* Monday, October 29, U-Club, Pew Campus
* Monday, November 19, Kirkhof Center, Allendale
* Monday, January 28, U-Club, Pew Campus
* Monday, February 25, Kirkhof Center, Allendale
* Monday, March 25, U-Club, Pew Campus
* Thursday, April 18, Kirkhof Center, Allendale

1. **Social Events**

* Saturday, June 23, Lawn Gaymes,
* Wednesday, September 19, Welcome Back Reception, 4-6pm, U-Club, Pew Campus
* Saturday, October 27, Costume Party,
* Date TBA: Wills, Trusts, and “Family” law presentation through HR c/o Sue Sloop. **Kim** will contact Sue.
* FSA Christmas Party, Saturday, December 8,
* Valentine’s Day Party, Saturday, February 16, 6-10pm,
* Lavender Graduation, April ?. 4pm, Kirkhof Center
* ReGaylia Party, Saturday, April 27,

1. **Lunch Break, 12:30-1:45**
2. **Brainstorming**

* **Who Are We?**

1. This was mostly discussed prior to the lunch break

* **What Do We Want To Become**

1. More accessible and visible; perhaps we should “camp” in an office and hold regular posted office hours
2. More public presence at events, ie: info tables, etc. We should consider having a display screen created for the FSA to take to events.
3. We need to do a better job of marketing ourselves.

* **Who Are Our Partners On Campus?**

1. LGBT Resource Center, OMA, Women’s Center
2. Allies & Advocates
3. Office of Inclusion & Equity
4. Center for Scholarly and Creative Excellence
5. Faculty Teaching & Learning Center
6. Human Resources
7. Women & Gender Studies
8. Nursing Department
9. Social Work Department
10. ICE Program

* **What Can We Do To Work With Them More Effectively?**

1. Expand range of co-sponsorships
2. This question remains difficult to answer until we redefine ourselves and restructure accordingly. It was felt that this was ***the*** question to carry forward into 12/13.
3. **Adjournment**

* The meeting was adjourned at 3:45pm. Steering Committee members enjoyed drinks and conversation until about 5:30pm.