ALLY House, the LGBTA Special Living Option (Julian Haas, Co-Chair, Student Concerns)

- Working with Residence Life on pilot for Fall 2013. Option became available online to students in December, 2013.

Ally house will be held in Watts Hall in west halls. The third floor will be the primary space but the entire hall will be available if enough students apply. There are 98 beds total in the building. Residence life has designated a coordinator and the part time duties of a graduate assistant to the building and SLO.

May ends the application period for the building. There are currently 8 students who have applied.

Future collaboration for programming will involve the LGBTA SRC, Center for the Performing Arts, The Palmer Museum of Art, Residence Life and the Sexuality and Gender Studies Minor.

Penn state is the only university in the BIG13 to offer an entire building for LGBTQ students and their allies.

Chick-fil-A Discussions (Marie Lindhorst, Co-Chair, Student Concerns)

- Participated in meeting with Damon Sims, student group representatives, and staff from Housing and Food Services regarding statements by Chick-fil-A President and CEO Dan Cathy supporting anti-gay contributions through the company's private foundation. Meeting included phone conversation with Dan Cathy.
- Recommendations were made in regard to University action.

During summer 2012, a controversy arose about statements made by Chick-fil-a CEO Dan Cathy regarding same-sex marriage. These statements ignited a broader controversy about that company’s policies and practices, as well as its activities through its foundation, WINSHAPE. That foundation has had a history of funding anti-LGBT activities and groups.

On July 31, 2012, Cristol Gregory and Marie Lindhorst participated in a meeting with Damon Sims, students, staff from Housing and Food Services and staff from the LGBT Resource Center, to discuss the presence of Chick-fil-a on campus, in the HUB. We had a good discussion about the impact and significance of having the company doing business at Penn State, given the concerns that had been raised by these public controversies. The group also spoke to Dan Cathy on the phone. During that conversation he spoke about his personal beliefs and stated that he was not aware of the groups that were funded by the WINSHAPE foundation.

The sense in the room after our discussion was that Penn State should sever its business relationship with Chick-fil-a, at the conclusion of the current contract in June 2013. We believe that recommendation is still being considered.

This episode also raised the broader question about the policies and procedures through which Penn State enters into business relationships. This concern, if it were pursued, would address the
question of whether our potential business partners’ equity policies, statements and practices align with those of Penn State.

**OHR Support** *(Dana Carlisle Kletchka, chair-elect, CLGBTE)*
- Worked with the Office of Human Resources and LGBT community to help clarify the equity and impact of the Dependent Benefits Verification program.
- Facilitated the LGBT focus group for the Staff Review and Development process evaluation.

Worked with the Office of Human Resources and LGBT Community to help clarify the equity and impact of the Dependent Benefits Verification Program
- Reviewed faculty and staff complaints,
- Crafted and distributed an informational press release
- Communicated with Susan Basso and her staff to more fully understand the rationale and procedures of the program
- Invited her and the LGBT community to a Full Commission meeting in order to facilitate open communication and answer questions and concerns.

Facilitated the LGBT focus group for the Staff Review and Development process evaluation
- Several members of the Commission met with Sibson consulting as part of a larger focus group to provide input on the SRDP process and paperwork
- Have again continued communication with Susan and staff, forwarding the consulting questionnaires to appropriate staff and colleagues
- Looking forward to continuing to assist in this process and evaluation

**Joint Commission Ventures**
- Executive Hiring Process Recommendations *(Dana Carlisle Kletchka, chair-elect, CLGBTE)*
- Promotion & Tenure Symposium *(Terry Watson, past chair, CLGBTE; Amanda Jones, P&T Committee Representative)*

*Dana Carlisle Kletchka*
Members of the commission were asked to participate in a preliminary meeting with Isaacson Miller, the search firm handling searches for the positions of Executive Vice President and Provost, and University President, as well as with Heyman Associates, the search firm handling the search for the new Vice President of Marketing and Communications. We all agree that having this participation is a significant, positive step in asserting the universities’ continuing commitment to diversity.

The Commission, along with CoRED and CFW, hopes that we will be part of the selection process for these and other positions by being part of the search and/or interview committees.

The chairs of the three Commissions will be meeting with Tom Poole, Vice President for administration, to discuss the possibilities for representation with new candidates.

We are hoping that the commissions (CoRED/ CFW) will be part of the orientation and onboarding for all employees.
The success of this year’s promotion and tenure symposium can be attributed to a committee made up of engaged members from all of the commissions, the generosity of the University Libraries who offered a new venue, and the caliber of the speakers and panelists.

The joint committee focused on a few key points. Increasing attendance by increasing awareness; and striving to offer panel discussion topics that were of value to the participants while keeping in mind that attendees struggle with work/life balance issues, identifying appropriate resources, and represent a wide variety of disciplines and geographical locations.

Attendance was strong this year, but could certainly be better and the feedback from attendees was both positive and constructive.

We look forward to the continued growth and development of this program.

**Online Support of the Minor** (*Dale Holen, chair, Curricular Integration*)

Working with campuses and colleges to make more courses available state-wide.

Enrollment and growth of the Sexuality and Gender Studies minor (*Robert Caserio, Interim Faculty-in-Charge*)

Since the minor was established it has achieved moderate success:

- 38 undergraduates have declared the minor
- Three courses offered in the minor (two English, one HDFS) have a total of 135 students enrolled

There was a Sexual Orientation and Gender Identity Pulse Survey administered to 5000 UP students in 2011. There was a 22% response rate with 34% of the respondents stating they were somewhat or very likely to take a course on sexual orientation. We believe this to be representative of the entire PSU student body indicating a definite need for these courses regardless if used for the minor.

Some challenges include finding qualified faculty to teach courses for the minor and disseminating these courses to non-UP locations. Due to the paucity of specified courses being offered at UP, Dr. Caserio gets queries from students looking for substitute courses.

What’s being done?

a) Two on-line courses (both required for the minor) are being developed by graduate students and on-line course developers. HDFS 250 and Engl 245, once on-line, will be offered to residential students in the summer and to non-PSU on-line students.

b) Doctoral candidates in fields of sexuality and gender studies are being trained to teach two English courses in the minor when tenure-track faculty are not available. There is no tenure-track faculty to teach Eng 245 next spring so it will be taught by the graduate student assigned to it.
Both of the above initiatives were supported by funds from Terrell Jones’ office.

c) There are plans for a University-wide gathering of faculty and graduate students involved in the minor at the Behrend Campus in 2014 to discuss curriculum and staff development.

Insufficient teaching personnel limits growth of the minor. For instance ENG 245 and HDFS 250 are only offered at UP. However, of the 28 courses for the minor approximately 70% are being offered this semester across PSU. The problem is getting them disseminated to other locations. One goal of this subcommittee is to work with colleges and campuses to identify faculty interested in developing an on-line version of their course or interested in offering their course to other campuses via Poly-Com.

**Preferred Name Policy Status** *(Cristol Gregory, chair, CLGBTE)*
- Preferred name fields were included as part of the business specifications for the student registration system request for proposals. Policy and documentation process is in progress.
- Technical issues with individuals who have both student and staff status toggling names will continue until IBIS can be adjusted.

**Admissions Form Self-Identification** *(Cameron O’Mara, chair, Transgender Concerns)*
- “Transgender” choice and optional “LGBT Community Interest” line items on admissions form.

**University Health Services Initiatives** *(Cameron O’Mara, chair, Transgender Concerns)*
- Continue to work with the LGBTA Student Resource Center and UHS to promote both trans-friendly and trans-specific healthcare options through the University Health Services.

**University Faculty Senate Committee on Educational Equity and Campus Environment** *(Kim Jacobs, Chair, Communications)*
- Work toward implementation of the approved recommendations regarding the climate for LGBTQI for Penn State campuses.
- Utilize upcoming campus contact designees as a means of distributing initiative funding.

In coordination with the EECE, we will be working with Madlyn Haynes’s office to identify which individuals at the Commonwealth Campuses fill the recommended role/position and we are also willing to provide guidance on the development of minimum standards /expectations.

Just approved funding request to encourage participation in the LGBT Climate Survey.