LGBTQ Leaders in Higher Education:

SHAPING OUR FUTURES

Hosted at
Adler University

Facilitated by the Presidents and Chancellors of
LGBTQ Presidents in Higher Education

Lodging at
Roosevelt University

LGBTQPresidents.org
Welcome

Welcome to Chicago, to Adler University, and to the first conference presented by LGBTQ Presidents in Higher Education!

LGBTQ Presidents in Higher Education began in 2010, and now has a membership of 50 presidents and chancellors. Our mission is to advance effective leadership in the realm of post-secondary education, to support professional development of LGBTQ leaders in that sector, and to provide education and advocacy regarding LGBTQ issues within the global academy and for the public at large.

I join the Co-Chairs of LGBTQ Presidents in Higher Education, Chuck Middleton and Katherine Ragsdale, in thanking you for attending the conference! You are making history in this first-of-its-kind meeting.

You are participating in this conference with a diverse assembly of LGBTQ administrators in higher education, as well as early professionals considering or desiring to be administrators. The conference has two goals: (1) professional development for advancement and promotion of LGBTQ leaders in the academy, including advancement to the presidency, and (2) community building and networking to support LGBTQ voice and leadership. We hope your experience at the conference will be as rich as the experiences we’ve had together as a community of LGBTQ presidents and chancellors in our own meetings since 2010.

I, along with our Co-Chairs, and all of the presidents and chancellors of LGBTQ Presidents in Higher Education, greatly appreciate our conference sponsors. Our sponsors are demonstrating courage and dedication to our cause through their leadership in supporting our pioneering conference. We all owe gratitude to Academic Keys, Academic Search, AGB Search, Spelman and Johnson Group, Witt Kieffer, National Association of Diversity Officers in Higher Education, Human Rights Campaign, Campus Pride, and Adler University.

I am grateful to our Conference Committee who worked diligently across the past year to bring you this conference: Anne Huot, Bil Leipold, James Gandre, Joe Bertolino, John “Ski” Sygielski, and Terry Allison. Thanks are due to Marcelo Gonzalez, our graduate assistant, who juggled many responsibilities for the past year. My gratitude also extends to the staff across Adler University, especially to the incomparable Director of the Office of the President Mitzi Norton and Assistant to the Office of the President Shana Fazal, who worked long and hard to ensure the success of this conference.

Let’s make history together!

In Solidarity,

Raymond E. Crossman, Ph.D.
President, Adler University
Conference Chair, LGBTQ Presidents in Higher Education
Thank You To Our Sponsors:

- Academic Search
- AGB Search
- AcademicKeys
- NADOHE
- SJG
- HUMAN RIGHTS CAMPAIGN
- Witt/Kieffer
- Campus Pride
- ADLER UNIVERSITY
Agenda

THURSDAY, JUNE 25

9:00 AM – 4:00 PM  Pre-Conference Meeting
Closed Business Meeting for Presidents and Chancellors

FRIDAY, JUNE 26

8:00 AM  Breakfast
Sponsored by National Association of Diversity Officers in Higher Education

9:00 AM  Conference Welcome
Raymond Crossman, President, Adler University

9:15 AM  Opening Plenary
The Path to Successful Leadership
Theodora J. Kalikow, Interim Vice Chancellor and President Emerita, University of Maine System; Ralph Hexter, Provost and Executive Vice Chancellor, UC Davis; Karen Whitney, President, Clarion University

10:45 AM  Break

11:00 AM  Mentorship break out groups
Each small group will be facilitated by presidents and chancellors to address specific questions of advancement and professional development.

12:00 PM  Lunch
Sponsored by Adler University
Lunch will be served in break out rooms for the small mentorship groups to continue discussion.

1:45 PM  Concurrent Conversations
Conversations and rooms as assigned

2:45 PM  Break

3:00 PM  Concurrent Conversations
Conversations and rooms as assigned

4:00 PM  Conference Day Ends

5:30 PM  Reception and Dinner at Roosevelt University
425 South Wabash Avenue
SATURDAY, JUNE 27

8:30 AM   Breakfast
Sponsored by Adler University

9:30 AM   Conference Keynote
LGBT Equality: A New Path Forward
The Honorable David N. Cicilline,
United States House of Representatives, Rhode Island

10:45 AM  Break

11:00 AM  Concurrent Conversations
Conversations and rooms as assigned

12:00 PM  Lunch
Sponsored by AGB Search

1:30 PM   Closing Plenary
From Seventeen to Seventy: The Clarion Call of Freedom Ringing
Chuck Middleton, President, Roosevelt University

2:30 PM   Conference Ends

SUNDAY, JUNE 28

Conference participants are invited to march in Chicago’s Gay Pride Parade with the presidents and chancellors from across the nation of LGBTQ Presidents in Higher Education – a historic first.
Friday Speakers

Theodora J. Kalikow
Theodora J. Kalikow is President Emerita of the University of Maine at Farmington, where she served for 18 years. She was retired for two entire days and then was asked to do a two-year assignment as the President of the University of Southern Maine. She has just completed her final Maine assignment (she says, hopefully) as Interim Vice Chancellor at the University of Maine System, with special responsibility for community engagement. Before her presidencies she had a perfectly normal academic career as a faculty member, faculty union leader and academic administrator, at least as normal as such a thing can be for a Jewish, lesbian, short, and now old woman.

Ralph Hexter
Ralph Hexter is Provost & Executive Vice Chancellor and Distinguished Professor of Classics and Comparative Literature at UC Davis. He has been involved in LGBTQ issues since his undergraduate years in the early ’70s. After teaching and holding various administrative positions at Yale University, CU-Boulder and UC Berkeley, Hexter was named President of Hampshire College in Amherst, Massachusetts (2005). While not the first out gay college president, the coverage around his appointment in the Chronicle of Higher Education and the LA Times drew attention to the small but growing number of out gay and lesbian college and university leaders. Hexter became the first sitting college or university president to wed a same-sex partner (now of over 35 years), in the president’s house no less (2007).
Hexter was featured in Kirk Snyder’s The G Quotient (2006) and received the University of Massachusetts’ Continuing the Legacy of Stonewall Award (2008). Since his return to California, he co-chaired the UC Implementation Task Force on LGBT Climate & Inclusion and now serves on the President’s Advisory Council on LGBT Students, Faculty, and Staff. Some of his publications touch on the history of sexuality, for example “Masked Balls,” Cambridge Opera Journal 14 (2002) 93-108.

Dr. Karen M. Whitney
Dr. Karen M. Whitney currently serves as the president of Clarion University which is a large public masters comprehensive university located in western Pennsylvania. Prior to joining Clarion in 2010, Whitney held numerous student affairs positions from Resident Assistant in student housing to Vice President For Student Life. She has worked in a variety of public higher education settings from rural to metropolitan. She works tirelessly to; advance the mission of Clarion University; articulate the value of public higher education, and enable higher education leaders who are GLBT to the college presidency.
Whitney holds a Ph.D. in Higher Education Administration from the University of Texas at Austin and a Master of Arts in Public Administration and Bachelor of Arts in Psychology from the University of Houston. She presents, teaches, researches, and writes in the areas of higher education finance, administration, law, student development, and student facilities. President Whitney, her spouse Dr. Peggy Apple, a faculty member in Clarion’s Department of Education, and their dog Clare enjoy being part of the Clarion Family.
Saturday Speakers

The Honorable David N. Cicilline
Congressman David Cicilline represents Rhode Island’s First Congressional District and is currently serving his second term in the U.S. House of Representatives. Cicilline was the fourth openly gay member of Congress. He served as Mayor of Providence, Rhode Island from 2003 to 2011, and was the first openly gay mayor of a U.S. state capital. His mayoral term was characterized by the implementation of a formal city ethics code, the influx of $3 billion in new investment, the lowest crime rates in more than four decades, and the implementation of a nationally recognized after-school program. He completed his bachelors magna cum laude in political science at Brown University and earned his J.D. from Georgetown University Law Center. He served as a public defender in the District of Columbia before returning to Rhode Island to open a practice in civil rights law and criminal defense. In 1994, he was elected to the Rhode Island House of Representatives, where he earned a reputation as a champion of political reform and gun safety. Currently, Cicilline is a Democratic member of the House Foreign Affairs Committee and the House Judiciary Committee.

Charles R. Middleton
Chuck has a PhD in British History and has been President of Roosevelt University here in Chicago for thirteen years, a position from which he will retire next week. He is a founding member of the LGBTQ Presidents. After a brief vacation he will jump out of the frying pan into the frying pan as he will become Chair of the Board of Trustees of the Community Colleges of Chicago.
Concurrent Conversations

OUT AND OPEN IN THE SEARCH PROCESS

Facilitators include Dr. Terry Allison, Chancellor, Indiana University-South Bend; Tom Finch, Academic Search; Jennifer Muller, Academic Keys; Dr. Marten denBoer, Provost, DePaul University; Dr. Katherine Haley, Witt/Kieffer; Dr. James Gandre, President, Manhattan School of Music; Steve Leo, Storbeck/Pimentel. This conversation will be led by gay and lesbian leaders and by senior search consultants who will address the search process and issues of bias and opportunity for LGBTQ persons within the current societal landscape.

HOW TO NAVIGATE THE FUNDRAISING RAPIDS AS AN OUT LEADER

Facilitators include Dr. Margaret Drugowich, President, Hartwick College (NY); Calvin D. Husmann, Vice President for Alumni, Development, and Communications, Lawrence University (WI); Thomas Minar, President-Designate of Franklin College (IN); Ron Schiller, Founding Partner, Aspen Leadership Group. This conversation will talk about fundraising by LGBTQ leaders of institutions and institutional units and advancement officers. How does one serve the needs of the institution while being true and authentic to oneself as an “out” leader? How does one bring his/her whole self to donors? How can being “out” be a positive advantage in the fundraising arena?

HATERS GONNA HATE – DON’T COOPERATE

Facilitators are Drs. Gary Hollander, President and CEO, Diverse and Resilient, and Raymond Crossman, President, Adler University. Dealing with heterosexism, sexism, and racism as an LGBTQ leader can be tricky. Most of us dislike framing any difficulties we experience as a function of “–isms,” so acknowledging and addressing either overt discrimination or internalized oppression can be a challenge. This facilitated conversation will examine stories of such incidents toward understanding the effects of systematic oppression. The conversation will focus on “what to do” in moving from coping to resilience and authentic leadership.

CONVERSATIONS ABOUT LEADERSHIP: ADMINISTRATORS, FACULTY, AND STAFF PROVIDING LEADERSHIP ON LGBTQ ISSUES

Facilitators include Jim Berg, Dean, Arts and Sciences, College of the Desert (CA); Mac Powell, President, JFK University; Joe Bertolino, Lyndon State College. This conversation will address a variety of questions. What makes a good campus leader? Who has provided great leadership for LGBTQ inclusion on college and university campuses? Do colleges and universities have strategies to develop LGBTQ leadership among employees? Is good leadership the same at different types of campuses? Large and small campuses? “Traditional” age and returning students? With degrees of cultural diversity? Residential, commuter, online, low-residency?
CONVERSATIONS ABOUT LEADERSHIP: STUDENTS AND CAMPUS COMMUNITY

Facilitators include Karen Whitney, President, Clarion University (Pennsylvania); Aurelio Valente, Dean of Students and Interim Vice President of Student Affairs, Governors State University (IL); David Olsen, Chair of Communication, California State University Los Angeles; Susan Henking, Shimer College. This conversation will address a variety of questions. Which campuses are leaders in inclusion or countering homophobia? What have been the most effective ways to foster LGBTQ student leadership? How have students, staff, faculty, and administrators at colleges and universities with religious missions provided successful leadership to foster conversation and change? How do you lead when a progressive campus movement meets internal or external community resistance? Should campuses try to count students’ sexuality? Why?

QUEER LEADERSHIP: PROVIDING RESEARCH PERSPECTIVES ABOUT THE LGBTQ COMMUNITY AND LEADERSHIP

Facilitators include Drs. Bil Leipold, Lyndon State College & Rutgers University-Newark; Adam Rockman, Queens College, CUNY; Ronni Sanlo, Ed.D., Ronni Sanlo Consulting, UCLA Professor/Director, LGBT Center (retired). Research has begun to describe the path of LGBTQ college and university presidents. A good deal of research has addressed LGBTQ student experiences on college and university campus, and over the past decade, there is new attention to LGBTQ leaders in politics, non-profits, and education. This conversation will assist participants to consider their own professional development paths in relationship to the emerging literature.

Partner Programming

LEARNING TO DANCE: THE LIVED EXPERIENCE AND LESSONS LEARNED FROM PARTNERS / SPOUSES

Facilitators will be partners of current presidents, including Drs. Peggy Apple, Clarion University of Pennsylvania and Boris Thomas, Manhattan School of Music. Participants will hear experiences of partners and spouses of LGBTQ presidents. Discussions will include how to accompany a spouse/partner during an on-campus interview, how to work with the president during a fundraising event, and how to learn to navigate the college or university community as a partner/spouse.
LGBTQ Presidents in Higher Education

*Terry Allison
Nancy “Rusty” Barcelo
*Joe Bertolino
Susan Borrego
*Trenda Boyum-Breen
Sean T. Buffington
Mark Burstein
*Allan Cahoon
Brian Casey
Christopher Cassirer

Marge Connelly
David Wain Coon
*Raymond E. Crossman
Matthew Derr
*Margaret Drugovich
Kristin Esterberg
Erika Endrijonas
*James Gandre
*Susan Henking
*Ralph Hexter

Rick Hopper

*Michael Hoyle
Cynthia E. Huggins
Anne Huot
John Balester Jenkins
*Theodora Kalikow
Jim Kelly
Neal King
Raynard S. Kington
Biddy Martin

Chancellor
President
President
Chancellor
President
President
President and Vice Chancellor
President
Dean
Former Interim President
Superintendent/ President
President
President
President
Provost and Executive Vice Chancellor
President
VP of Finance
President
President
President
Former President
President

Indiana University South Bend
Northern New Mexico College
Lynden State College
University of Michigan Flint
Rasmussen College
University of the Arts
Lawrence University (WI)
Royal Roads University
DePauw University
Northwestern Health Sciences University
Longwood University
College of Marin
Adler University
Sterling College
Hartwick College
SUNY Potsdam
Los Angeles Valley College
Manhattan School of Music
Shimer College
University of California Davis
Kennebec Valley Community College
Lasell College
University of Maine at Machias
Keene State University
Illinois Institute of Art Chicago
University of Southern Maine
Menlo College
Sofia University
Grinnell College
Amherst College

* Participating in this conference
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<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tr>
<td>Les McCabe</td>
<td>Former President</td>
<td>Semester at Sea</td>
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<td>Stephen McClatchie</td>
<td>Principal</td>
<td>Huron University College</td>
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<td>Gail Mellow</td>
<td>President</td>
<td>LaGuardia Community College</td>
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<td>*Chuck Middleton</td>
<td>President</td>
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<td>*Tom Minar</td>
<td>Vice President of Development and Alumni Relations</td>
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<td>Toni Murdoch</td>
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<td>Kathy Murray</td>
<td>Provost</td>
<td>Macalester College</td>
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<td>Mel Netzhammer</td>
<td>Chancellor</td>
<td>Washington State University Vancouver</td>
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<td>*Felice Nudelman</td>
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<td>Richard Ortner</td>
<td>President</td>
<td>Boston Conservatory</td>
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<td>Rebecca Ann Parker</td>
<td>President and Prof. of Theology</td>
<td>Starr King School for the Ministry</td>
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<td>*Mac Powell</td>
<td>President</td>
<td>John F. Kennedy University</td>
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<td>DeRionne Pollard</td>
<td>President</td>
<td>Montgomery College</td>
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<td>*Katherine Ragsdale</td>
<td>Former President &amp; Dean</td>
<td>Episcopal Divinity School</td>
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<td>Chris Reber</td>
<td>President</td>
<td>Community College of Beaver County</td>
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<td>Scott Harms Rose</td>
<td>President &amp; Dean</td>
<td>Institute for Clinical Social Work</td>
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<tr>
<td>Nancy Roseman</td>
<td>President</td>
<td>Dickinson College (PA)</td>
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<td>George Santiago, Jr</td>
<td>President</td>
<td>Briarcliff College</td>
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<tr>
<td>Charlita Shelton</td>
<td>President</td>
<td>University of the Rockies</td>
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<td>Donald Straney</td>
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<td>Regina Stanback Stroud</td>
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<td>Michel Tarko</td>
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<td>James Warwick</td>
<td>Former President</td>
<td>Theatre of Arts College for the Contemporary Actor</td>
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<td>*Karen M. Whitney</td>
<td>President</td>
<td>Clarion University</td>
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* Participating in this conference
Next Year’s Conference

New York City
Manhattan School of Music
June 24-25, 2016