

HOFSTRA UNIVERSITY
LGBTQ+ TASK FORCE REPORT
2015-2016

INTRODUCTION

In the spring of 2015, Provost Herman Berliner and Vice President for Student Affairs W. Houston Dougharty established a Hofstra University Task Force to evaluate campus issues related to Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Allied (LGBTQQIA) persons and programs on campus. The work of this Task Force was built on the decades of work that have been done at Hofstra by faculty, administrators, staff, students, and alumni to create a campus culture that values diversity and inclusion.

The formal charge of the Task Force was:

To assess and audit the Hofstra University community with a focus on the opportunities for, support of, and presence of Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Allied (LGBTQQIA) persons and programs.

Areas of interest and inquiry will include, but not be limited to areas of policy, programming, staffing, curriculum, language, visibility, safety, climate, resources, and other related issues of equity and inclusion. Members of the Hofstra LGBTQQA Task Force will lead and serve on working groups that will assess the current status of and make recommendations regarding these important areas.

Members of the Task Force have included over 40 members of the University community – faculty, administrators, staff, students, and alumni (see the end of this report for Task Force membership list). The first meeting of the Task Force was held on March 10, 2015 and was organized into six (6) committees:

- Student Life
- Faculty, Staff, and Administrators
- Alumni
- Colleges, Schools, and Divisions
- Athletics
- Transgender Issues

Each committee of the Task Force was co-chaired by two or three Task Force members with interest and expertise in the committee topic.

The following steps for each committee were established at the first meeting:

- Determine the issues that need to be assessed.
- Locate available data and identify missing data.
- Make recommendations based on the available data and insights.
- Identify the resource requirements and timeline for implementing recommendations.
- Submit committee report with recommendations, timelines, resources, and partners.

While LGBTQQIA individuals from Faculty, Staff, Students, Alums and Community Members have been engaged in advocacy work at Hofstra for decades, this task force represented an opportunity to systematically address the need for additional LGBTQ+ support at Hofstra University. Each Task Force member was asked to join a committee and the committees met throughout spring semester 2015. The Task Force met twice during the spring of 2015 to hear preliminary assessments and recommendations from the committees.

In fall 2016, the new Provost Gail Simmons assumed the co-chair position on the Task Force and Herman Berliner agreed to stay on the Task Force in his new role as Dean of the Zarb School of Business.

The co-chairs of the Task Force called two meetings of the committee co-chairs in the first half of fall semester 2015 to discuss and format committee reports. On November 3, 2016 the full Task Force met to hear the preliminary reports of the committees. The committee co-chairs submitted copies of their reports to the Task Force co-chairs who worked with Chad Freeman, assistant director of Intercultural Engagement and Inclusion (with an emphasis on LGBTQ+ affairs), to begin drafting this Task Force Report.

This report creates a foundation for the next phase of work at Hofstra to address campus issues related to Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Allied (LGBTQ+) persons and programs. It establishes concrete recommendations for the President of the University to consider. The Task Force recognizes that this is not a comprehensive nor conclusive report, but rather the formal beginning of what will be a sustained and concerted effort to welcome and support LGBTQ+ people and programs campus-wide for years to come.

It is the responsibility of Provost Gail Simmons and Vice President for Student Affairs W. Houston Dougharty to disseminate the recommendations of the 2015-2016 LGBTQQIA Task Force to the President, and the members of his cabinet, for consideration.

FUNDAMENTAL RECOMMENDATIONS

The Task Force makes three fundamental recommendations that apply to all ongoing work at Hofstra University regarding Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Allied (LGBTQQIA) persons and programs on campus.

1. **LANGUAGE:** *Hofstra University should use the term “LGBTQ+” in its literature, policies and organizations moving forward.* This recommendation reflects the evolving and expanding rhetoric around how to identify or refer to the community of individuals who identify as Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual or Allied. There are a number of terms that are acceptable and are used in contemporary society. In a variety of higher education organizations and institutions, LGBTQ+ is being used increasingly by colleges and universities. The “+” is used to signify the expansiveness of the queer community at large and the importance of including all aspects of sexuality, gender identity and expression and allyship.
2. **RESPONSIBILITY:** *The Task Force recommends that ongoing oversight of the implementation of these recommendations should fall jointly to the Provost and to the Vice President for Student Affairs.* Both divisions should identify existing administrators who will have ongoing responsibility for monitoring and initiating efforts that impact the LGBTQ+ community at Hofstra and the authority to reconvene the Task Force or one or more of its committees as needed. Making Hofstra University a more inclusive space for all individuals, and specifically those who identify as LGBTQ+, involves the entire campus environment, both within and outside the classroom. Both Divisions must collaborate in order to effectively implement the recommendations of this report -- as well as collaborate with other cabinet members. To assist in institutionalizing these recommendations, the Division of Student Affairs (DSA) has already created a new position, the assistant director of Intercultural Engagement and Inclusion (IEI). In addition, the Provost and Vice President for Student Affairs will monitor the progress of work on the recommendations and the assessment their effectiveness.
3. **UNIVERSALITY:** *The Task Force recommends that Hofstra University should affirm and promote inclusivity in all applicable aspects of the University, including its mission, policies, procedures, and organizational behaviors -- being consistently attentive to the LGBTQ+ community.*

CATEGORICAL RECOMMENDATIONS

The Task Force recommendations below are organized by categories of needed attention, rather than by committee area. The work of all of the Task Force committees contributed to the creation of all of these categories (listed in no particular order):

1. Data & Assessment
2. Policy & Procedures
3. Facilities
4. Educational Initiatives
5. Community Engagement
6. Recruitment & Retention

1. Data & Assessment

1.1 ***Conduct a campus climate assessment that includes the experience of LGBTQ+ experience at Hofstra (as well as other identities).*** The University has contracted with [Rankin & Associates](#) to assist Institutional Research in conducting a comprehensive campus climate assessment that will include both quantitative and qualitative methods. This work commenced in May 2016 and will conclude in the fall semester of 2017. The conclusions and recommendations of this assessment will clarify further issues to be discussed and addressed at Hofstra, including the need to further understand and appreciate the demographic makeup of the Hofstra LGBTQ+ community.

Partners: Institutional Research, Human Resources, President's Office, Division of Academic Affairs (Vice Provost for Scholarship and Engagement; Vice Provost for Undergraduate Academic Affairs; Deans of Schools, Colleges, and Departments), Division of Student Affairs and its office of Intercultural Engagement & Inclusion.

1.2 After the campus climate assessment in 1.1, ***further research is recommended to determine how to successfully engage Hofstra LGBTQ+ Alumni*** in more inclusive and progressive ways. This involves identifying the campus and postgraduate experiences of LGBTQ+ alumni. In the meantime, Development and Alumni Affairs and IEI have worked together to launch an LGBTQ+ Alumni Advisory Board.

Partners: Development and Alumni Affairs, Institutional Research, President's Office, Division of Academic Affairs (Deans of Schools, Colleges, and Departments), Division of Student Affairs and its office of Intercultural Engagement & Inclusion.

1.3 ***Continue to effectively utilize the [LGBT-Friendly Campus Pride Index](#) to annually assess the University's' LGBTQ+ climate, policies, and programmatic offerings. This tool can also be used as a measure of work yet to be done, with the aspiration of becoming one of the highest ranked campuses in this index.***

Partners: Institutional Research, Division of Student Affairs and its office of Intercultural Engagement & Inclusion.

2. Policy and Procedures

2.1 ***Hofstra should work to provide preferred name additions/options on all paperwork and webforms for students, faculty, administrators and staff.*** A committee to explore this important issue should be established to assess the challenges at Hofstra and the solutions that have been employed at other institutions (The [University of Vermont preferred name project](#) is an example of such progress).

Partners: Registrar's Office; Enrollment Management and Admission; Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Hofstra Card Services, Residence Life, and Title IX; Division of Academic Affairs (Provost's Office; Deans of Schools, Colleges, and Departments); Human Resources; Institutional Research; Information Technology; Development and Alumni Affairs.

2.2 ***Colleges and Schools should recommend that, where appropriate, syllabi, curriculum, and language are inclusive of LGBTQ+ people and recommend that where appropriate the University's Title IX language and Nondiscrimination Policies be included in all syllabi campus wide.*** Messages about the University's Nondiscrimination Policy and Title IX Policy should be posted throughout academic buildings and on appropriate webpages to encourage the inclusive environment Hofstra embraces.

Partners: Division of Academic Affairs (Sr. Vice Provost for Academic Affairs; Deans of Schools, Colleges, and Departments); University Relations; Facilities and Operations; Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Title IX, and Student Advocacy & Prevention Awareness.

2.3 ***Shared Governance Policies and Collective Bargaining Agreements should strive to include non-discrimination based on sexual identity, gender identity, or gender expression, so that the University protects all employees from discrimination and treats all employees equitably.***

Partners: Legal Affairs and General Counsel, Division of Academic Affairs (Sr. Vice Provost for Academic Affairs), President's Office, Human Resources, University Senate, Staff Unions.

2.4 The University should create bias reporting mechanisms & coordinated responses for instances of bias or discrimination, hate speech, and other negative experiences pertaining to identity. A bias incident workgroup has been created and chaired by the Dean of Students, to review current policies and practices and develop a protocol and programming response outline.

Partners: Legal Affairs; Division of Students Affairs and its offices of: Dean of Students, Intercultural Engagement & Inclusion, Title IX, Residence Life, Student Health and Counseling Center (SHACC), Interfaith Center; Public Safety; Enrollment Management and Admission; Human Resources; Legal Affairs; General Counsel; the Medical School's and Law School's Diversity and Inclusion Officers.

2.5 The University should review and recommend updates as appropriate to gender specific (or exclusive) practices, programming, and organizational structures that are problematic for Gender Non-Conforming (GNC), GenderQueer, Transgender and Non-Binary members of the Hofstra community. This review of possible gender bias and restriction should include issues similar to the ones already being considered in Student Affairs such as senior portrait dressing rules, fall festival king and queen, man and woman of the year awards, Fraternity & Sorority Life membership, Club Sports/Athletics and Intramural sports engagement.

Partners: Division of Students Affairs and its offices of: Title IX, Intercultural Engagement & Inclusion, Dean of Students, Residence Life, Recreation and Intramural Sports, and Student Leadership and Engagement; Division of Academic Affairs (Vice Provost for Undergraduate Academic Affairs, Vice Provost for Scholarship and Engagement).

2.6 The DSA Student Health and Counseling Center (SHACC) should review their policies and practices to ensure that they are aware and inclusive of LGBTQ+ students, including specialized resources and services for identity specific programs. All campus clinical services should: be current and equitable for LGBTQ+ students; be prepared to serve all students; provide information, services or other resources appropriately for LGBTQ+ students; be engaged in training to remain current; provide additional specialized resources for unique issues that pertain to the LGBTQ+ community; and have

LGBTQ+ related referrals available to students who request them. The University should explore cost-effective ways to provide student health insurance options that may cover full transitioning (including surgery, hormone therapy, counseling, etc.), and HIV prevention & treatment options (including Pre-Exposure Prophylaxis (PREP)).

Partners: Division of Students Affairs and its offices of: SHACC and Intercultural Engagement & Inclusion; Off-Campus partners (i.e. The LGBT Network of Long Island).

2.7 Hofstra should create a welcoming environment for Transgender, Gender Non-Conforming and Queer identified student athletes. These efforts should include: assisting with athletes transitioning (Female to Male [FTM], Male to Female [MTF]), Gender Non-Binary, Gender Queer, Gender Non-Conforming, etc.) between teams; anti-bullying and anti-harassment training, policies, and procedures; and inclusive language throughout policies and practices. This could include *creating an “If You Can Play, You Can Play”* video for use on media and social media sites, which highlights queer students who are welcomed on the field and in the classrooms. This should be a collaborative effort that will demonstrate Hofstra Athletics’ mission to promote acceptance and awareness, especially as it pertains to the LGBTQ+ Community.

Partners: Athletics, Division of Students Affairs and its office of Intercultural Engagement & Inclusion, University Relations, Student Athlete Advisory Committee (SAAC).

2.8 The DSA Office of Residence Life should actively update its print and online publications to reflect the opportunities for LGBTQ+ students and prospective students to explore all gender inclusive housing options on campus.

Partners: Division of Students Affairs and its offices of: Residence Life, Intercultural Engagement & Inclusion, and Communications; University Relations.

2.9 The University should implement a policy and procedure affirming that all Hofstra community members are encouraged to utilize the facilities (i.e. changing rooms, locker rooms, restrooms, etc.) that they are most comfortable with utilizing.

Partners: Athletics; Facilities and Operations; Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Residence Life, Recreation and Intramural Sports, and Title IX; University Relations; Division of Academic Affairs; President’s Office.

3. **Facilities**

3.1 *Facilities and Operations should provide more gender inclusive restrooms in new building projects, as well as renovations of older buildings across campus using appropriate signage to denote the space as being gender affirming (non-exclusionary). Promote the [map/list of single user, lockable restrooms from the Intercultural Engagement and Inclusion website](#). Inclusive and consistent signage for these restrooms should be installed (examples can be seen at [mydoorsign.com](#)).*

Partners: Facilities and Operations, Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Residence Life, and Title IX; University Relations, Division of Academic Affairs.

3.2 *The Fitness Center, SHACC, and Athletics should explore options for providing gender inclusive spaces (changing rooms, locker rooms, restrooms, etc.) and provide appropriate signage to denote such spaces as being gender affirming, not exclusionary.*

Partners: Athletics; Division of Student Affairs and its offices of: Recreation and Intramural Sports, SHACC, Intercultural Engagement & Inclusion, and Title IX; Facilities and Operations.

3.3 *The Student Affairs Department of Residence Life should provide a larger variety of gender inclusive housing options for students needing a safe and gender inclusive environment in which to live, including, to the greatest extent possible, gender inclusive restrooms. Explore creating an LGBTQ+ Living Learning Community, as well as other gender inclusive living options.*

Partners: Division of Student Affairs and its offices of: Residence Life, Intercultural Engagement & Inclusion; Facilities and Operations; University Relations; Enrollment Management and Admission.

4. **Educational Initiatives**

4.1 *Hofstra should strive for its employees to be aware of LGBTQ+ resources across campus community and in the local region, to assist students and other campus community members who need to connect with LGBTQ+ resources. This could include university, divisional and departmental trainings and/or workshops on gender identity/expression and sexual orientation, including the important issue of language.*

Partners: Human Resources; Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Title IX; Pride Network; LGBT Studies; Deans of Schools, Colleges and Departments; University Relations; Human Resources; Athletics; Division of Academic Affairs (Sr. Vice Provost for Academic Affairs); Off-Campus resources (Digital examples: GLSEN, The Trevor Project, Human Rights Campaign, GLAAD, National Center for Transgender Rights, Gay & Lesbian Task Force; Physical: The LGBT Network of Long Island).

4.2 The Provost's Office should include in its faculty orientation (as well as required ongoing workshops) issues pertaining to gender identity/expression and sexual orientation, race/ethnicity, and other diversity issues.

Partners: Human Resources, Division of Academic Affairs (Sr. Vice Provost for Academic Affairs; Deans of Schools, Colleges and Departments); Legal Affairs, Division of Student Affairs and its office of Intercultural Engagement & Inclusion.

4.3 Ongoing training seminars, webinars, and workshops should be provided for faculty, administrators, and staff regarding LGBTQ+ community -- both generally and within their functional areas (SHACC, Recreation/Athletics, Career Center, Academic Advising, etc.). Sensitivity training in the form of awareness seminars and/or webinars for maximum outreach should be implemented within all units across the different divisions of the University.

Partners: Division of Student Affairs and its office of Intercultural Engagement & Inclusion, Human Resources, Division of Academic Affairs (Sr. Vice Provost for Academic Affairs; Deans of Schools, Colleges, & Departments), Outside Consultants on LGBTQ+ matters.

4.4 The Student Affairs Office Intercultural Engagement and Inclusion should create and provide a comprehensive "Safe Space/LGBTQ+ Ally Training." This will encourage dialogue across campus (for faculty, students, administrators, and staff) on how to be a positive ally to the LGBTQ+ community, as well as provide resources and awareness around topics of LGBTQ+ identity.

Partners: Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Title IX, Dean of Students, and Residence Life; Human Resources.

4.5 ***SHACC should provide current resources regarding off-campus, local physicians and mental health providers with LGBTQ+ expertise.*** Given that campus health and counseling services are appropriately limited in time and scope of care, LGBTQ+ students should know what community resources are available to them.

Partners: Division of Student Affairs departments of: SHACC, and Intercultural Engagement and Inclusion; Off-Campus partners (i.e. The LGBT Network of Long Island).

4.6. ***Academic Affairs should strive to ensure that coursework that is based on human identity is supported through full-time faculty and a periodic review of curriculum to encourage growth and development of those courses of study.***

Partners: Division of Academic Affairs (Vice Provost for Undergraduate Academic Affairs, Deans of Colleges, Schools and Departments)

4.7 ***The Provost's Office should continue to work with Enrollment Management and Admission, Development and Alumni Affairs, the Hofstra Law LGBT Rights Fellowship, and the faculty LGBT Scholarship Committee to provide support for LGBTQ+ students who merit financial aide.***

Partners: Division of Academic Affairs (Provost's Office), Enrollment Management and Admission, Development and Alumni Affairs.

5. **Community Engagement**

5.1 ***Hofstra should ensure that our University communication efforts -- internally and externally -- intentionally demonstrate how our campus fosters an environment which welcomes and affirms the inclusion of all sexual orientations and gender identities.*** An audit of current print and on-line communication with attention to an LGBTQ+ audience which will identify current areas for enhancement. New communications efforts should be attentive to LGBTQ+ issues and audiences.

Partners: University Relations, Division of Student Affairs and its Communications Office, Enrollment Management and Admission, Division of Academic Affairs, Athletics, Human Resources.

5.2 The Student Affairs departments in the Student Success Collaborative should identify and strengthen networks for LGBTQ+ student employment after college, including contact with LGBTQ+ alumni, and assist in successful transitioning from campus to post graduate work or study.

Partners: Division of Student Affairs and its Student Success Collaborative (Career Center, Center for University Advising, etc.), Development and Alumni Affairs, Division of Academic Affairs, Athletics, Enrollment Management and Admission.

5.3 Development and Alumni Affairs should create a well-connected alumni affinity group where former students who have graduated may return to campus to re-connect (social media, alumni profiles, email list serves), highlight alumni achievement, and give back to their community, as well as be apprised of what is happening on campus in regards to LGBTQ+ life.

Partners: Development and Alumni Affairs; Division of Student Affairs and its offices of: Residence Life, Career Center, Student Leadership and Engagement, and Intercultural Engagement & Inclusion; student groups (Pride Network/OUTMed/OUTLaw); Institutional Research; Division of Academic Affairs (LGBT Scholarship Committee); Medical School Communications and Law School Communications.

5.4 Hofstra Divisions, Schools, Colleges and Departments should use the results of the Campus Climate Assessment to continue inquiry and development of programs that reflect needs of the LGBTQ+ campus community.

Partners: Division of Student Affairs, President's Office, Division of Academic Affairs (Deans of Schools, Colleges, and Departments), all Hofstra administrative offices and Divisions.

5.5 Student Affairs and its Intercultural Engagement and Inclusion staff should continue to create visible programs and initiatives that showcase commitment to, and celebration of, LGBTQ+ life at Hofstra. This can happen through information and educational campaigns about LGBTQ+ communities, publications about and connections with LGBTQ+ Life at Hofstra and after graduation, celebratory LGBTQ+ receptions and programs, symbols of acceptance (ally stickers and symbols), and work with Enrollment Management and Admission to provide positive messages to LGBTQ+ prospective students and families.

Partners: Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion, Communication, Student Leadership and Engagement, and Dean of Students; Enrollment Management and Admission; Development and Alumni Affairs; Division of Academic Affairs; University Relations; the Law School.

6. Recruitment & Retention

6.1 *Enrollment Management and Admission should continue to attend LGBTQ+ specific fairs and expand our recruitment of new LGBTQ+ students.*

Partners: Enrollment Management and Admission; Division of Student Affairs and its offices of: Intercultural Engagement & Inclusion and Communication; Development and Alumni Affairs; University Relations.

6.2 *Administrative and academic search committees should be aware of best practices to ensure diverse and inclusive candidate pools and create a welcoming Divisional and Departmental environment for prospective and current LGBTQ+ colleagues.* Units within the University should consider reaching out to LGBTQ+ colleagues in higher education as they seek to fill faculty, administrative, and staff positions. Hofstra should showcase the commitment to LGBTQ+ employees, students, and alumni in its publications and on websites. In addition, Human Resources should maintain a voluntary list of self-identifying LGBTQ+ employees (that is *not* based solely on same-sex marriage or domestic partner benefits), for communication and promotion of LGBTQ+ life at Hofstra for employees.

Partners: Human Resources, President's Office, Division of Academic Affairs (Sr. Vice Provost for Academic Affairs, Deans of Schools, Colleges and Departments), University Relations.

LGBTQOIA Task Force Members

(Alphabetical)

Abraham, Sony; Pride Network student representative
Aponte, Adam; Assistant Dean for Diversity and Inclusion in the Medical School
August, Rachel; Assistant Director of Athletics for Administration
Bass, Stuart; Zarb School Professor
Berliner, Herman; Zarb School of Business Dean, former Provost and Senior Vice
President for Academic Affairs (founding co-chair)
Blackwell, Jerry; Assistant Professor of Military Science
Bushey, Stephanie; Vice President for Institutional Research and Assessment
Cederman, Dan; ROTC Faculty
Christ, Jenn; Director of International Student Affairs (former)
Collins, Denward; Senior Supervisor, Music
Connolly, Melissa; Vice President of University Relations
DiLaura, Emily; Graduate School student representative
Dougharty, W. Houston; Vice President for Student Affairs (founding co-chair)
Durant, Ashunae; Undergraduate student athlete representative
Eads, Jessica; Vice President for Enrollment Management and Dean of Admission
Freeman, Chad; Assistant Director of Intercultural Engagement & Inclusion
Fuscarino, Christian; Alumni representative
Guthman, John; Executive Director of Student Health and Counseling Center
Hathaway, Jeff; Vice President and Director of Athletics
Hoover, Gloria; Staff representative
Houck, Maureen; Assistant Professor of Nursing (current), Director of Health &
Wellness (former)
Jernigan, Cliff; Chairperson, Journalism, Media Studies & Public Relations (current),
Vice Provost and Dean of Graduate Studies (former)
Koepfel, Karl; Associate Director, Student Leadership and Engagement
Lally, James; Assistant Athletic Director Student Athlete Services and Life Development
Maxwell-Smith, Leigh; Undergraduate student athlete representative
Miller, Gary; Executive Director of the Career Center
Monticciolo, Lisa; Law School Associate Dean for Students and Administration
Moran, Shamus; Medical School student
Nichols, Oksana; Pride Network student representative
Nirode, Will; Associate Professor, Chemistry
Nochomovitz, Lara; Title IX Coordinator
O'Callaghan, Karen; Director of Public Safety
Olson, Nicole; SGA Vice President
Pertuz, Sofia; Assistant Vice President and Dean of Students
Pike, Suzanne; Associate Provost for Academic Affairs

Pincus, Richard; Assistant Director of Public Safety
Powell, David; Professor of Romance Languages
Queenan, Ariana; Resident Student Association President
Reich, Amy; Senior Director for Alumni Affairs
Schaefer, Jason; Alumni representative
Schaub, Erika; Assistant Director of Public Safety
Selby, Courtney; Associate Dean for Information Services, Director of the Law Library,
and Associate Professor of Law
Shannon, Mac; Undergraduate student representative
Simmons, Gail; Provost and Senior Vice President for Academic Affairs (co-chair)
Smith, Steve; Associate Professor of Comparative Lit. and Language
Smith, Jahmila; Pride Network student representative
Smith, Russ; Assistant Director of Residence Life
Spencer, Karin; School of Education Senior Associate Dean
Stella, Krista; Director for Donor Relations and Major Gifts
Thomas, Ralph; Graduate Assistant, Inter Fraternity Sorority Council
Wallace, Kathleen; Professor of Philosophy, Chairs Caucus Chair
Weber, Genevieve; Associate Professor, Counseling and Mental Health Professions
Wheeler, Sarah; Law School student representative
Zonsky, Catherine; Assistant Dean for the Center for University Advising