

# LGBTQ LEADERS IN HIGHER EDUCATION



## LGBTQ Leaders in Higher Education: Removing Barriers and Building Pathways

June 23–25, 2017 | Seattle, Washington

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**LGBTQ PRESIDENTS**  
IN HIGHER EDUCATION

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UNIVERSITY

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WASHINGTON

Welcome to Seattle!

For those of you who are new to the Pacific Northwest, we invite you to enjoy the beauty of the Emerald City. For those of you who are returning, we know that you will see a city transformed by industry, technology, and nature.

From the Cascades to the Sound, we embrace the beauty of our environment and the rich cultural history of the region. From Pike Place Market to the Seattle Space Needle, from our beautiful Chihuly Garden to our world-renowned arts and culture, from our growing philanthropic community led by the Bill and Melinda Gates Foundation to the expanding role that Amazon plays in the city and the world, we welcome you to one of the world's greatest cities.

Over the next few days, we will do our best to highlight our city, our food, and our culture.

We also hope that you will take a moment to get to know our institutions. As four of the seven out gay, lesbian, or transgendered presidents in the state of Washington, we believe that the region has given us unique opportunities as educators, and we believe that the strength of our diversity and culture has led to an environment that is welcoming to faculty, staff, and students of diverse backgrounds from around the world.

Thank you for attending this year's Institute, and we hope that you will take a piece of the Emerald City home with you in your heart.

Sincerely,

**Ana Mari Cauce**

President, University of Washington

**Isiaah Crawford**

President, University of Puget Sound

**Mac Powell**

President, Bastyr University

**Tim Stokes**

President, South Puget Sound  
Community College

Welcome to Seattle, to Bastyr University and to University of Washington, and to the third annual leadership Institute presented by LGBTQ Presidents in Higher Education!

LGBTQ Presidents in Higher Education began in 2010, and now has a membership of more than 80 current and former 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.

We join our institute chair, Mac Powell, in thanking you for attending the Institute! You are investing in yourself and investing in bringing queer leadership to the academy.

The goal of the Institute is to support professional development for advancement and promotion of LGBTQ leaders in the academy, including advancement to the presidency. This Institute is a context for community building and networking to support queer voice and leadership. We hope your experience at the Institute 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, and as rich as the experiences attendees reported at our prior leadership conferences.

All three of our institutes have occurred amidst historic and motivating events. Two years ago, in Chicago, our leadership conference began with the occurrence of the historic SCOTUS decision on marriage equality. Last year, in New York City, the Institute happened in the shadow of the terrible events in Orlando. This year, as we've heard from many across the academy, it is a time of great concern for our community. No matter your politics, it is clear that many appointees in the new administration have records that stand in opposition to the rights and full equality of LGBTQ people. Indeed, across the country and around the world, there are concerns about all manner of human rights that must be protected or advanced. We also know that colleges and universities can be unwelcoming and dangerous places for LGBTQ people. Our responsibility as leaders has never been more clear. We are called to action to demand inclusion and respect for LGBTQ people—both inside the academy and outside, worldwide. An end to oppression and violence is our minimum requirement; our demand is inclusion and respect. As we develop our leadership at this Institute, we have a special responsibility to address heterosexism, racism, sexism, classism, and other forces working against a just world.

We, along with all of the presidents and chancellors of LGBTQ Presidents in Higher Education, greatly appreciate our conference sponsors. Our sponsors are demonstrating dedication to our purpose through their commitment in supporting our pioneering work. We all owe gratitude to our sponsors listed below.

We are grateful to our Institute Steering Committee who worked diligently across the past year to bring you this conference. Thanks are also due to Chuck Middleton, executive director, and Anthony Alfano, assistant director, who juggled many responsibilities for the past year. Our gratitude also extends to the staff of Bastyr University and University of Washington, who worked to ensure the success of this Institute.

Let's make history together!

In Solidarity,

### **Cochairs of LGBTQ Presidents in Higher Education**

**Karen Whitney, PhD**

President, Clarion University

**Raymond E. Crossman, PhD**

President, Adler University

# FRIDAY, JUNE 23

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8:00 AM—5:00 PM

**Registration open**

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8:00 AM—9:00 AM

**Breakfast and Keynote**

Sponsor: Academic Search

**Welcome:**

**Charles (Mac) Powell**

President, Bastyr University

**Opening Remarks:**

**Ray Crossman**

President, Adler University

**Karen Whitney**

President, Clarion University

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9:15 am—10:15 am

**Opening Keynote: *Be Who You Are, Not Who Others Want You to Be***

**Facilitator:**

**Michael Hoyle**

Vice President for Administration and Finance, Chief Financial Officer, Lasell College

**Keynote Speaker:**

**Gregg Goldman**

Senior Vice President of Business Affairs and Chief Financial Officer, University of Arizona

Too often in life we are made to believe that we should present ourselves in ways that might not be true to who we are. This is not only true within our sexual orientations but also within our skills, knowledge, and abilities when interviewing and performing our jobs. How can we as LGBTQ leaders not only manage this ourselves, but at the same time make it as easy for others as they progress in their careers?

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10:15 AM—11:15 AM

**Panel: *Different Pathways to Leadership***

This session features presidents and chancellors who have reached their positions through paths outside of Academic Affairs discussing their career development.

**Moderator:**

**Chuck Middleton**

President Emeritus, Roosevelt University

**Panelists:**

**Trenda Boyum-Breen**

President, Rasmussen College

**Felice Nudelman**

Chief Global Officer of Innovation and Partnerships, Antioch University

**Richard Ortner**

President, Boston Conservatory

**Mac Powell**

President, Bastyr University

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11:15 AM—11:30 AM

**Break** Sponsor: The Registry

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11:30 AM—12:30 PM

**Participant Sessions with Presidents/Chancellors:**

***Removing Barriers and Building Pathways***

Institute attendees have an opportunity to engage in discussion with presidents/chancellors regarding opportunities and challenges to success. Attendees will be placed into small groups that will bring together people at similar levels of experience and type of institutional position within higher education. See registration packet for group assignment and room.

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12:30 PM—2 PM

**Lunch**

**Lunch Panel: *Leading for Culture of Inclusion in Large Institutions***

Universities and colleges are called upon to reflect and internalize greater diversity and inclusion in everything from student demographics to faculty hiring to purchasing and vendors. Some companies are leading the way in integrating and living these values through their business. Officers and executives from major Seattle organizations known for their commitment to inclusion and diversity will discuss their companies' motivations and experiences, successful and otherwise, moving processes and culture.

**Moderator:**

**Eddie Summers**

Vice President, Chief Strategy and Planning Officer, Long Island University

**Panelists:**

**Marc Schwartz**

Director, Customer Market Research-Social Intelligence Practice, Microsoft

**Michael Utech**

Regional Vice President, Traveler's Insurance

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2:00 PM—2:15 PM

**Break**

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2:15 PM—3:30 PM

**Plenary Session and Q&A:**

***Driving Social Innovation Locally and Around the Globe***

**Moderator:**

**Gayle E. Hutchinson**

President, California State University, Chico

**Speaker:**

**Alisha Valavanis**

General Manager of the Seattle Storm

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3:30 PM—3:45 PM

**Break**

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3:45 PM—5:00 PM

***Lesbians' Way of Leading***

A panel of lesbians who are or have been college presidents discuss their pathways to the presidency and advice/lessons learned.

**Moderator:**

**Dottie Morris**

Chief Officer of Diversity and Multiculturalism, Keene State College

**Panelists:**

**Rusty Barcelo**

President Emerita, Northern New Mexico College

**Erika Endrijonas**

President, Los Angeles Valley College

**Charlita Shelton**

Executive Director, Dallas Nursing Institute

**Karen Whitney**

President, Clarion University

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5:30 PM—8:00 PM

**Reception and Dinner**

Sponsor: Washington State University

# SATURDAY, JUNE 24

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**8:00 AM—Noon**      **Registration open**

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**8:00 AM—9:00 AM**      **Breakfast and Keynote Speaker: *Walking the Political Tightrope***  
Sponsor: Isaacson Miller

**Facilitator:**      **Renny Christopher**  
Vice Chancellor of Academic Affairs, Washington State University Vancouver

**Keynote Speaker:**      **Roger Nyhus**  
President and Chief Executive Officer of Nyhus Communications  
Leading in higher education requires working with people of all political stripes, in government, donor relations and other aspects of our work. Nyhus will discuss his experiences, insights and strategies on being out in environments often fraught with politics.

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**9:00 AM—10:00 AM**      **Panel: *Government Relations***  
As a follow-up to Roger Nyhus's presentation a panel of presidents and chancellors will discuss their strategies for effective government relations and negotiating both sides of the aisle.

**Moderator:**      **Roger Nyhus**  
President and Chief Executive Officer of Nyhus Communications

**Panelists:**      **Terry Allison**  
Chancellor, Indiana University South Bend  
**Gayle E. Hutchinson**  
President, California State University, Chico  
**Mel Netzhammer**  
Chancellor, Washington State University Vancouver  
**Lemuel Watson**  
Professor, Educational Leadership and Policies, University of South Carolina

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**10:00 AM—10:15 AM**      **Break**

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**10:15 AM—11:15 AM**      **Participant Sessions with Presidents/Chancellors:**  
***Navigating Pathways to Success, Part 2***  
Attendees will meet with the same groups and mentors as in the participant sessions on Friday. See registration packet for group assignment and room.

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**11:15 am–12:30 pm**    **Concurrent Sessions**

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***I. The Search Process***

**Lisa Coleman**

Chief Diversity Officer and Special Assistant to the President, Harvard University

**Jim Gandre**

President, Manhattan School of Music

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***II. Leading to Create a Culture of Inclusion***

**Isiaah Crawford**

President, University of Puget Sound

**Ray Crossman**

President, Adler University

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***III. Leadership through Mentoring***

**Rusty Barcelo**

President Emerita, Northern New Mexico College

**Alan Shepherd**

President and Vice Chancellor, Concordia University

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***IV. Navigating the leader/spouse relationship***

**Mac Powell and Tuan Ngo**

First couple, Bastyr University

**Karen Whitney and Peggy Apple**

First couple, Clarion University

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**12:30 PM–2:00 PM**

**Lunch and Plenary session:**

***Leadership and the Exercise of Responsibility***

Sponsor: AGB Search

**Keynote Speaker:**

**Ralph Hexter**

Interim Chancellor of University of California, Davis

Contrary to popular belief, leadership is about the exercise of responsibility, not about winning. How and why has this ancient truth become forgotten? How can our exercise of leadership restore responsibility to its rightful place in our hierarchy of values? What special perspectives can LGBTQ leaders in higher education bring to the answering of these questions?

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**2:00 PM–3:00 PM**

**Dessert and Networking**

This session is a final opportunity for participants to network and to reflect on the Institute.

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**Dinner**

Dinner reservations at various Seattle area restaurants. Sign up for dinners at registration.

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**SUNDAY, JUNE 25**

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**11:00 AM**

**March in Seattle Gay Pride Parade**

Shuttle leaves Bastyr at 9:45 AM — sign up for shuttle at registration — [www.seattlepride.org](http://www.seattlepride.org)

# KEYNOTE SPEAKERS



**Gregg Goldman**  
Senior Vice President of  
Business Affairs and CFO,  
University of Arizona

**Gregg Goldman** became senior vice president for Business Affairs and chief financial officer for the University of Arizona in January 2015. In this position, Goldman serves as the UA's senior business and financial officer with responsibility including University budgeting, financial services, human resources, real estate, design and construction, business processes and functions, police, and relationships with University-related corporations.

Prior to joining the University, Goldman was senior associate dean and chief financial officer for the University of Southern California Marshall School of Business; senior assistant dean for the UC Irvine Graduate School of management; director of finance for the Library system at the University of California, Los Angeles campus, and chief financial and operations officer at various private companies in the Los Angeles area.

He serves as past president on the Board of the Western Association of College and University Business Officers (WACUBO) and also serves as past chair for the National Association of College and University Business Officers (NACUBO), the preeminent professional associations for higher education business and finance professionals representing chief administrative and financial officers at more than 2100 colleges and universities across the country.

Goldman received his BS in Business Administration from Thomas Edison State College and MBA from California State Polytechnic University, Pomona.



**Ralph Hexter**  
Interim Chancellor,  
University of California, Davis

**Ralph Hexter** is interim chancellor of UC Davis, where he also holds a position as distinguished professor of classics and comparative literature. He served as provost & executive vice chancellor from January 2011, through April 2016, and resumes that role on August 1 when UC Davis' next chancellor arrives.

Hexter has been involved in LGBTQ issues since his undergraduate years. He was among the first officers of the first undergraduate gay group at Harvard University, serving as the president of the Harvard-Radcliffe Gay Students Association (as it was then called) his senior year (1973–74).

At Yale University, where he received his PhD (Comparative Literature, 1982) and served first as assistant professor and subsequently associate professor of classics (1981–1991), he was actively involved in the “Yale conferences” of the later 1980s and the founding of the Lesbian and Gay Studies Center at Yale (LGSCY). He was a close collaborator of the late Yale historian John Boswell, consulting with Boswell and assisting him on his major projects in gay history from *Christianity, Social Tolerance and Homosexuality: Gay People in Europe from the Christian Era to the Fourteenth Century* (1980) through *Same-Sex Unions in Pre-Modern Europe* (1994).

After his time at the University of Colorado, Boulder (1991–1995), where he directed the program in comparative literature, and UC-Berkeley (1995–2005), where he was chair of comparative literature, dean of arts and humanities, and Executive Dean of Letters & Science, Hexter became president of Hampshire College in Amherst, Massachusetts (2005–2010). He participated in the founding of LGBTQ Presidents in Higher Education.

Hexter was featured in Kirk Snyder's *The G Quotient* (2006) and received the University of Massachusetts' Continuing the Legacy of Stonewall Award (2008). He served on the advisory board of the Center for Lesbian and Gay Studies in Religion and Ministry of the Pacific School of Religion (Berkeley, California), was co-chair of the systemwide University of California Implementation Task Force on LGBT Climate and Inclusion and has served on the UC President's Advisory Council on LGBT Students, Faculty, and Staff.



**Roger Nyhus**  
President and CEO of Nyhus  
Communications

**Roger Nyhus** has advised numerous business and government leaders around the world since founding his integrated communications consultancy in 1994. He excels at developing strategic communications programs for innovative organizations and their leaders.

In addition to his business, Nyhus has been a leader in the LGBTQ community for two decades. He launched the successful marriage equality campaign in Washington state, becoming the first in the nation where voters granted marriage rights to gay and lesbian couples. He has served on the national board of governors of Human Rights Campaign, the nation's largest LGBTQ civil rights organization. In 2010, Nyhus was named Business Leader of the Year by the Greater Seattle Business Association, the country's largest LGBTQ chamber of commerce. He has a gay-owned business certified by the National Gay and Lesbian Chamber of Commerce.

Roger's specialties include strategic counsel, public relations, public affairs, advocacy, branding, media relations, issues and crisis management, executive communications, government relations, community engagement, internal communications, events, and social impact. He and his team pride themselves on their passion, candid counsel, integrity, and on-target results.

Nyhus's career spans senior leadership roles in both business and government. He was the longest-serving communications director for Washington Governor Gary Locke, the nation's first Chinese American governor. In that role, he served as chief communications strategist for the governor and his cabinet agencies. Nyhus led a successful branding effort for the governor, repositioning him as a strong statewide leader in tough economic times.

He developed a highly successful branding and public relations effort supporting the state's winning bid for development of Boeing's newest airplane, the 787. Prior to joining the governor's office, Nyhus advised Seattle Mayor Paul Schell during the last six months of his term.

Nyhus has a BA in communications from Washington State University's Edward R. Murrow College of Communication. He is on the board of the Greater Seattle Chamber of Commerce and the board and executive committee of the Downtown Seattle Association. Nyhus is a member of the Chinook Indian Tribe.

# THANK YOU

**Conference  
Program  
Cochairs**

**Mel Netzhammer**  
Chancellor, Washington State University Vancouver

**Gayle E. Hutchinson**  
President, California State University, Chico

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**Steering  
Committee  
Members**

**Jerry Baldasty**  
Provost and Executive Vice President, University of Washington

**Trenda Boyum-Breen**  
President, Rasmussen College

**Renny Christopher**  
Vice Chancellor of Academic Affairs, Washington State University Vancouver

**Sally Clark**  
Director of Regional and Community Relations, University of Washington

**Lisa Coleman**  
Chief Diversity Officer and Special Assistant to the President, Harvard University

**Erika Endrijonas**  
President, Los Angeles Valley College

**Sam Fugazzato**  
Registrar, Teachers College-Columbia University

**Patrick Harhai**  
Graduate Student

**Richard Helldobler**  
Interim President, Northeastern Illinois University

**Anthony Natale**  
Associate Professor, University of Oklahoma

**Isaac Thweatt**  
Director of Alumni Outreach, American University

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# SAVE THE DATE:

June 22–23, 2018  
South Bend, Indiana

