



## MCUCSA Summer 2014 Conference

June 4-6, Hosted by the University of Minnesota, Duluth and the College of St. Scholastica

### WEDNESDAY

**5:30 p.m.**                    **Social:** *The Inn on Lake Superior*

**6:30 p.m.**                    **Dinner on your own**

### THURSDAY (University of Minnesota, Duluth)

**8:00-9 a.m.**                **Government and Nonprofit Fair Committee Meeting:** *Garden Room, Kirby Student Center*

**8:30-9 a.m.**                **Registration**

**9-9:15 a.m.**                **Welcome from University of Minnesota, Duluth**

**9:15-11:00 a.m.**        **Keynote Presentation:** *Ballroom (room 310), Kirby Student Center*  
**Understanding Sexual Orientation and Gender Identity: Personal and Professional Perspectives**  
**Anne Phibbs**, Director of Education – *Office for Equity and Diversity, University of Minnesota*  
In discussions of “diversity,” not everyone recognizes that gender identity, gender expression, and sexual orientation are important points of cultural difference that merit recognition and voice. Students who are gay, lesbian, bisexual, transgender, and/or queer often face isolation, silence, and invisibility. In this interactive workshop, participants understand how they fit into systems of gender and sexuality and learn strategies for working effectively as allies to GLBTQ students.

**11-11:10 a.m.**            **Break**

**11:10a.m.-12p.m.**      **Virtual Presentation:** *Ballroom, Kirby Student Center*  
**Transitioning to the Workplace - GLBTQ Students**  
**Mark Brostoff**, Associate Dean and Director – *Weston Career Center, Olin Business School, Washington University in St. Louis*  
GLBTQ students often find that university life has been a supportive environment, with wonderful GLBTQ resources, active student groups, and university-backed, non-discrimination policies. The workplace, on the other hand, can be quite different, in terms of openness of and support for GLBTQ employees. Even though times are changing, GLBTQ students must be aware of the issues still facing gays in the workforce. This workshop has been designed as a starting point in considering issues faced by GLBTQ people in the workplace.

- Noon-1 p.m.**            **Lunch**  
Open networking (*Ballroom, Kirby Student Center*) OR Diversity Committee Book Review – *Getting to Ellen* by Ellen Krug (*Garden Room, Kirby Student Center*)
- 1-2:30 p.m.**            **Business Meeting:** *Ballroom, Kirby Student Center*
- 2:30-2:45 p.m.**        **Break**
- 2:45-4 p.m.**            **MEJFA Meeting:** *Ballroom, Kirby Student Center*
- 2:45-4 p.m.**            **Greater MN Internship Tax Credit Discussion:** *Garden Room, Kirby Student Center*  
**Megan FitzGibbon**, Financial Aid – *Minnesota Office of Higher Education*
- 4-7 p.m.**                **Networking Time**
- 7 p.m.**                    **Banquet:** [Midi Restaurant](#) (located in Fitger's, 600 East Superior Street)

**FRIDAY (The Inn on Lake Superior)**

- 8:30-9:45 a.m.**        **Teacher Hiring Practices and Job Outlook - *The Inn on Lake Superior Eagle Harbor Room***  
Hear from a panel of school administrators on current recruiting trends, recruiting outlook and hiring practices.
- 9:45-10 a.m.**            **Break**
- 10 a.m.-12 p.m.**        **Featured Speaker:** *The Inn on Lake Superior Eagle Harbor Room*  
**Networking is a Four-letter Word: Perceptions of Career Services through the lens of race and class**  
**Tori Svoboda, Ed.D.**, Lecturer – *Student Affairs Administration, University of Wisconsin LaCrosse*  
Engaging with our full student body, especially underrepresented students, is a goal of all of our offices and yet one that we may continue to find challenging. At many college campuses, students from racially and economically diverse backgrounds are less likely to utilize Career Services. Join us for this interactive presentation and conversation about why this topic matters right now, how diverse groups may perceive our offices/services, and what we need to know in order to make progress in terms of serving all of our students.

## **SPEAKER BIOGRAPHIES:**

### **Anne Phibbs**

Anne Phibbs is Director of Education for the Office for Equity and Diversity at the University of Minnesota. Anne earned a PhD in Philosophy and Feminist Studies at the University of Minnesota and has been adjunct faculty in Gender and Women's Studies at both Metropolitan State University and the U of M. Anne served as the first-ever GLBT Student Services Director at Metro State and then moved to the U of M, becoming Director of the GLBTA Programs Office there. In her current role as Director of Education, Anne has developed a 10 workshop Equity and Diversity Certificate Program, and spends her days talking and training about diversity issues.

### **Mark Brostoff**

Mark Brostoff joined Washington University in St. Louis in January 2008 as the associate dean and director of the Weston Career Center, Olin Business School. Under his leadership, the Weston Career Center has continually received the A+ Gold ranking by the OUT for Work Career Center Certification Program.

In 2011, Washington University honored Mark with the annual James M. Holobaugh Honor recognizing leadership and service to the Lesbian, Gay, Bisexual, Transgender and Ally community. In 2006, he was awarded the Excellence Award for the Advancement of the Profession by the National Association of Colleges and Employers (NACE) for his work "Becoming Visible in the Workplace – Sexual Orientation and Career Decision Making" that focused on the challenges LGBT students face during the job search as it relates to their sexual orientation and in 2004, he received the John Deere & Company Advancing Diversity Award.

Mark was previously with the Kelley School of Business at Indiana University (Bloomington) as the associate director of student services and career education for the Undergraduate Career Services Office. While living in Bloomington, Indiana, Mark was the first male co-host of BloomingOUT, the only Indiana news and public affairs radio show dedicated to the issues and events of the gay community.

In addition to his professional work as a career services director, Mark has been a featured speaker on the critical issues for LGBT students transitioning from college to the workplace and the process of coming out at work at national, regional and virtual career conferences, including National Career Development Association Global Conference, National Association of Colleges and Employers (NACE), Midwest and Eastern Associations of Colleges and Employers, Connecticut Career Development Association, Midwest Bisexual, Lesbian, Gay, Transgender, and Ally College Conference, OUT for Undergraduate Business Conference (OUBC), as well as several college campus' nationwide.

### **Tori Svoboda**

Tori Svoboda, Ed.D., is a graduate faculty member in the Student Affairs Administration program with the University of Wisconsin - La Crosse. Prior to joining the faculty last fall, she worked for over 20 years in a variety of student affairs settings, most recently as the Associate Dean of Students, Diversity & Inclusion at the University of St. Thomas. Tori's professional and research interests include understanding the experiences of low-income first-generation college students; exploring the intersections of race, class, and gender in identity development; and advancing issues of equity and social justice in systems of higher education. She earned her B.A. in Women's Studies and African American Studies at UW-Madison, her M.S. in Counseling Psychology at UW-Madison, and her Ed.D. in Leadership at the University of St. Thomas. (and, on a more personal note, my first job after graduate school was as an academic and career advisor for the the School of Education, so it will be great to be back among "friends").