



New Faculty Orientation

Welcome to UCF!

August 2013

### **Mission & Vision**

Pride Faculty & Staff Association at UCF, Inc. (PFSA) is an organization representative of the University of Central Florida's goal to be more inclusive and diverse. PFSA's mission is to promote an environment which fosters cultural sensibility and enrichment by providing quality programming, networking opportunities, and guidance to UCF's LGBTQA students, faculty, and staff on all UCF campuses.

To achieve the mission of PFSA, a vision was adopted which includes being a resource to the UCF administration and divides our interests into three categories: education, advocacy, and outreach.

### **Education**

Educating others about who we are as a community is a key component of the PFSA vision and may include mentoring, symposiums, designing degree/certificate programs, research, book clubs, and similar activities.

### **Advocacy**

Advocating for inclusion and equality on the UCF campus and working in other areas more political in nature.

### **Outreach**

Outreach includes social, community constituencies, marketing/communication, and visibility on campus. This group will also work with benchmarking and will develop partnership with those campuses that already have successful PFSA groups.

### **Listserv & Marketing**

There are currently over 77 members on the PFSA Listserv of LGBTQ and Ally faculty and staff. We are grateful for those who have helped us in promoting our organization and welcome new members to the listserv. If you are interested in being added, please send an email to [Hank.Lewis@ucf.edu](mailto:Hank.Lewis@ucf.edu).

We have had information run in the *Central Florida Future* about PFSA meetings and an article about the formation of PFSA. Dr. Melody Bowdon includes our announcements in emails from the Karen L. Smith Faculty Center for Teaching and Learning and we are developing an email blast for the fall semester 2013 for each of the colleges at UCF. PFSA is appreciative of this support.

The best marketing for any organization is "word of mouth." We invite you to share the monthly newsletters and announcements with your colleagues across the university. Our goal is to continue building a strong foundation for PFSA and to be an influential part of the campus.

### **Membership**

Membership is open to all current and retired UCF faculty and staff regardless of age, race, gender, gender expression, creed, nationality, religion or sexual orientation, who support the mission and goals of PFSA as outlined in the bylaws. A person may be considered a member after attending two regular meetings in an academic year or by paying dues to the organization.

At the end of our first full year, PFSA has 31 dues paying members. Dues are \$20 annually and membership shall be from July 1 through June 30 each year. Donations, in addition to dues, are greatly appreciated and are used to support the Student Leadership Awards.

### **Advocacy**

When possible and appropriate, PFSA, as a unified organization, has been able to represent and raise awareness surrounding the concerns of its mission and its members. Conversations have been conducted with multiple university administrators concerning the University's Domestic Partner Benefits program and conversations have been conducted with the UCF Police Department about safety concerns. PFSA is thankful for

these and others who have been willing to participate in open and honest conversations about our issues and concerns.

### **Pride Undergraduate Student Leadership Award**

Achieving the vision of a more inclusive and diverse UCF campus requires teaching, mentoring, and supporting students who are striving for success in the classroom and in the community. To assist in supporting deserving students, the Pride Faculty & Staff Association at UCF has begun the Pride Undergraduate Student Leadership Award.

Awards are based on enrollment at the University of Central Florida, passion for social justice, and involvement in campus or community. The first awards were distributed in spring 2012.



This year's award recipients were (left to right) Steven Holz, Senior, Mechanical Engineering; Jessica Gottsleben, Junior, Radio & Television Broadcast journalism & Political Science Pre-Law; and, Nicholas Simons, Junior, Economics & Sociology. The combined awards totaled \$1,000 and were made possible by donations from PFSA members and a matching grant gift from Mike E. Dively, a former state legislator, college professor, community activist, athlete, and philanthropist. Mr. Dively is creator of the MUKTI Fund which has given over \$225 in grants to support queer youth theatre.

### **Website**

Visit our website at [www.ucfpride.org](http://www.ucfpride.org)



### **Officers**

PFSA Officers for 2013-2014 are (Left to right): Mr. Hank Lewis, Office of Information Fluency; Dr. MC Santana, Director of Women's Studies & Associate Professor of Digital Media; Dr. Martha Marinara, Director, Office of Information Fluency & Associate Professor of Writing & Rhetoric; Dr. Martin Dupuis, Associate Dean, Burnett Honors College & Associate Professor of Political Science



### **Meetings & Events**

PFSA holds a variety of events and meetings each year. During 2012-2013 we had monthly meetings including a presentation from Project T.O.G.E.T.H.E.R., viewed the film, Making Love, and discussed the film with UCF professor Barry Sanders. We also sponsored the *Third Friday Lunches*, and special events including a Holiday party at Hank's home. PFSA participated in LGBTQ+ History Month, New Faculty Orientation, and the Black Faculty & Staff Association's Annual Joseph C. Andrews Mentoring Breakfast. Hank Lewis, PFSA Treasurer, representing faculty & staff at the *Lavender Celebration: Celebrating 50 Years of Pride at UCF*.



Summer 2013 Third Friday Lunch