



Annual Report ▪ Summer 2011 – Summer 2012 ▪ September 2012

Creation of PFSA & Incorporation as Nonprofit

The bylaws of the Pride Faculty & Staff Association at UCF, Inc. (PFSA) were adopted by an affirmative vote of the membership during the Spring of 2011. The bylaws and Articles of Incorporation were then sent to the Florida Department of State, Divisions of Corporations to be registered as a nonprofit corporation in Florida.

A checking and savings account have been opened with *Central Florida Educators Federal Credit Union* and dues are being deposited in to the savings account. PFSA also has an Employer Identification Number and the Board of Directors is considering whether or not to apply for 501(c)(3) status with the Internal Revenue Service.

Listserv & Marketing

There are currently over 70 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.

We have had information run in the *Central Florida Future* about PFSA meetings and Dr. Melody Bowdon has included our announcements in emails from the Karen L. Smith Faculty Center for Teaching and Learning. PFSA is appreciative of this support.

PFSA is also grateful for the Deans & Vice Presidents who have agreed to send announcements to their faculty and staff about us. Information about the organization will be supplied to all deans by the mid November 2012.

We are also extremely appreciative of the assistance given to us by the members and officers of the Black

Faculty & Staff Association. Their guidance and advice has been very helpful.



Drs. Martha Marinara and MC Santana and Mr. Hank Lewis participated in New Faculty Orientation this year. This was an excellent way to get information on PFSA to UCF's newest faculty members.

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 Student Scholarships

PFSA will offer scholarships to both undergraduate and graduate students. The Pride Undergraduate and Graduate Student Scholarships will be available to any student enrolled at the University of Central Florida with a passion for social justice and involvement in campus life or the community. This scholarship will not be based on need and recipients will be selected by the PFSA Scholarship Committee based on applications for the scholarship.

The award will be a minimum of \$250 and the amount of the award and the number of scholarships will be dependent on the amount of money available in the scholarship fund and the number of qualified applicants. Applications will be available on the PFSA website soon.



Alliance Mentoring & Leadership Development Program

Beginning in 2013, the Pride Faculty & Staff Association at UCF will offer a pilot faculty/staff to student mentoring program. The Alliance Mentoring & Leadership Development program will connect sexual and gender minority students with "out" faculty and staff mentors.

Mission for the Alliance Program

A successful personal journey for sexual and gender minority students is the primary mission of the Pride Mentoring & Leadership Development program. The goal is to assist sexual/gender minority students in their individual journey towards acceptance of self and becoming healthy individuals who are comfortable and empowered while having a positive experience at the University of Central Florida. Development of personal, educational, professional, and career goals will be facilitated in the student-faculty/staff mentoring program.

Mentees are encouraged by their mentors to challenge stereotypes, ask questions, and gain self-confidence. The foundation of the program is a trusting, confidential, one-on-one relationship between the mentee and the mentor. This relationship provides the mentee a safe environment to explore many issues regarding sexual orientation, gender identity, academic achievement and career opportunities. The mentoring program creates for students a more positive college experience, retention of sexual and gender minority students, and encourages success while enrolled at UCF and beyond as alumni.

Officers

We are grateful for the individuals who served as officers of our inaugural year: Boyd Lindsley, President; Andrea Snead, Vice President; Bruce Whisler, Secretary; Hank Lewis, Treasurer; M C Santana, Historian; and, Michael Freeman and Martha Marinara, Advisors.

Officers elected to serve for the 2012-2013 year are: Marty Dupuis, President; Martha Marinara, Vice President; Hank Lewis, Treasurer; and, M C Santana, Historian.



Join us for our monthly meetings announced through our listserv!

Website

Visit our website at www.ucfpride.org

