

CONTENTS

EDITOR'S NOTES	1
<i>Ronni L. Sanlo</i>	
1. Do Policies Matter?	7
<i>Beth Zemsky, Ronni L. Sanlo</i>	
The authors discuss the emergence of campus polices regarding sexual orientation and gender identity.	
2. Campus Climates for Sexual Minorities	17
<i>Susan R. Rankin</i>	
National Campus Climate Survey data are discussed, with suggestions for creating campuses welcoming to sexual minorities.	
3. Analysis of LGBT Identity Development Models and Implications for Practice	25
<i>Brent L. Bilodeau, Kristen A. Renn</i>	
The authors present an overview of LGBT identity development models and implications of the models for institutional policies and practices.	
4. Multiple Identities: Creating Community on Campus for LGBT Students	41
<i>Kerry John Poynter, Jamie Washington</i>	
The authors examine the intersection and complexities of race, faith, and sexual orientation .	
5. Transgender Issues on College Campuses	49
<i>Brett Beemyn, Billy Curtis, Masen Davis, Nancy Jean Tubbs</i>	
The authors consider the needs of transgender college students and provide suggestions for assisting their success.	
6. LGBT Students in Community College: Characteristics, Challenges, and Recommendations	61
<i>Brian T. Ivory</i>	
Experiences at one community college frame the author's examination of climates for LGBT students at community colleges and suggestions for improving those climates.	
7. The Evolution of an LGBT Center at a Public Institution	71
<i>Robin Ryan</i>	
The author shares the challenges and successes in the process of developing an LGBT center.	

8. Incorporating LGBT Issues into Student Affairs Graduate Education	75
<i>D. M. Talbot, Wanda L. E. Viento</i>	
The authors explore ways in which LGBT issues can be included in student affairs graduate preparation programs.	
9. The Role of Senior Student Affairs Officers in Supporting LGBT Students	81
<i>Larry D. Roper</i>	
A student affairs vice president shares experiences that led him to address needs and concerns of LGBT students.	
10. Professional Associates: Journeys in Student Affairs	89
<i>Judith A. Albin, Gwendolyn Jordan Dungy</i>	
The authors describe and address the expectations and concerns of LGBT student affairs professionals.	
INDEX	99