

**RAISE  
THE BAR**

# 2012 LGBTQ CAREER CENTER

## CERTIFICATION PROGRAM REPORT

Enhancing Lesbian, Gay, Bisexual, Transgender, and Queer  
career resources in higher education



# CCCP OVERVIEW

## LGBTQ CAREER CENTER CERTIFICATION PROGRAM HISTORY

Since 2005, the OUT for Work (OFW) Annual National Conference has served thousands of students. At each conference participants are queried regarding their exposure to LGBTQ career specific information. On average, over 80 percent of participants have indicated that they never received such information prior to attending an OFW event; including from their campus career center. To address this issue, OFW developed a program to evaluate and support campus career centers nationwide regarding the level of career tools, resources, and programmatic efforts provided to LGBTQ students. In the fall of 2009, OFW launched the LGBTQ Career Center Certification Program (CCCP). The CCCP is the first program designed to assess the quality, quantity and availability of career resource materials for LGBTQ students.

In November 2009 OFW reached out to 1,500 academic institutions with the CCCP survey to evaluate their career centers. The results were published in the LGBTQ Career Center Certification Report released at the American College Personnel Association (ACPA) Convention in March 2010 in Boston, Massachusetts. The results of the survey illustrated the need for a program that focused on the development of the career centers and creating a toolbox of career resources for LGBTQ students. The full report can be found at [www.outforwork.org](http://www.outforwork.org).

## CAREER CENTER CERTIFICATION 2011

In year two of the CCCP, a subcommittee of career center professionals convened to update the survey in order to capture a more in depth look at the demographics, activities, and resources career centers provide to their LGBTQ students. The result of this effort was a revised CCCP survey that was distributed during the spring of 2011. Previously certified career centers were asked to recertify based on the updated criteria. Career centers not previously certified were identified and invited to complete the revised survey.

## SURVEY OBJECTIVE

The CCCP survey gauges the current career tools, available resources, and programmatic efforts accessible to LGBTQ students through campus career centers. To determine how a career center fares, the survey questions focus on the areas of outreach, resources, training, and support. Each applicable question is worth 1 point. Based on the total score, career centers receive a rating of A+ Gold, Gold, Silver, or Bronze level of certification. Those scores are calculated by percentages. Career centers that score 100 percent earn the A+ Gold, 90 to 99 percent earn Gold, 80 to 89 percent earn Silver, and 79 percent or lower, earn Bronze level of certification.

**OVERALL CAREER CENTER CERTIFICATION PROGRAM SURVEY RESULTS**

To date, 247 college and university career centers have completed the CCCP survey. Between the December 2010 and June 2011 period, 109 career centers completed the CCCP survey. Of the 109 career centers, six percent received 100 percent on the survey and received the rating of A + Gold level, 14 percent received the Gold level, 20 percent received the Silver level and the remaining 60 percent received the Bronze level. These scores indicate an increase in percentage of Gold as well as Silver certified career centers and a decrease in percentage of Bronze certified career centers from 2010 to 2011.

**Demographic breakdown:**

**SIZE OF COLLEGE/ UNIVERSITY:**

- 50% Career centers reported that their college/university had 0 – 5,000 students. For the purpose of this report, this is considered a small institution.
- 19% Career centers reported that their college/university had 5,001 – 11,999 students. For the purpose of this report, this is considered a medium institution.
- 31% Career centers reported that their college/university had 12,000 or more students. For the purpose of this report, this is considered a large institution.

**DESCRIPTION OF COLLEGE/ UNIVERSITY:**

(Note: Respondents were asked to identify all that apply: Public, Private, 4-year, Community College. Percentages may not add up to 100 percent because of the nature of responses.)

- 48% Career centers reported that their college/university was a 4-year institution.
- 8% Career centers reported that their college/university was a community college.
- 38% Career centers reported that their college/university was a public institution.
- 52% Career centers reported that their college/university was a private institution.

**DIVERSITY CONSIDERATION:**

- 17% Career centers reported that their college/university was religiously affiliated.
- 3% Career centers reported that their college/university was a Historically Black Colleges/Universities (HBCU).

# CERTIFIED CAREER CENTER TOTALS

The survey included the following questions and corresponding findings. The format is survey question, followed by specific examples. Responses are all inclusive by demographic.

## 1

**Does your career center provide tools/ resources/ information/ advice to students on finding LGBTQ friendly employers/ work environments?**

ALL:	86.5%
Small:	84.6%
Medium:	80.0%
Large:	93.8%
4 year:	88.0%
Community:	75.0%
Public:	87.5%
Private:	87.0%
Religious:	82.2%
HBCU:	33.3%

## 2

**Does your career center provide tools/ resources/ information/ advice to students on coming out on a resume?**

ALL:	68.3%
Small:	63.5%
Medium:	65.0%
Large:	78.1%
4 year:	64.0%
Community:	37.5%
Public:	65.0%
Private:	72.2%
Religious:	70.6%
HBCU:	00.0%

Breakdown of specific resources	WEB RESOURCES	TARGET WORKSHOPS	PAMPHLETS	OTHER*
	93.3%	48.9%	48.9%	41.1%
	90.9%	40.9%	52.3%	36.4%
	93.8%	43.8%	43.8%	50.0%
	96.7%	63.3%	46.7%	43.3%
	88.6%	40.9%	47.7%	36.4%
	100%	50.0%	50.0%	33.3%
	97.1%	48.6%	40.0%	42.9%
	91.5%	46.8%	55.3%	40.4%
	86.7%	53.3%	66.7%	60.0%
	100%	00.0%	00.0%	00.0%

\*For instance, career counseling, individual career consultations, and library books.

Breakdown of specific resources	WEB RESOURCES	TARGET WORKSHOPS	PAMPHLETS	OTHER*
	71.8%	42.3%	33.8%	60.6%
	66.7%	36.4%	30.3%	60.6%
	84.6%	53.8%	46.2%	46.2%
	72.0%	44.0%	32.0%	68.0%
	71.9%	34.4%	34.4%	68.8%
	100%	66.7%	66.7%	00.0%
	73.1%	38.5%	23.1%	61.5%
	69.2%	43.6%	35.9%	61.5%
	66.7%	50.0%	33.3%	66.7%
	0.0%	00.0%	00.0%	00.0%

\*For instance, one-on-one career counseling consultations.

# CERTIFIED CAREER CENTER TOTALS

**3**

**Does your career center provide tools/ resources/ information/advice to students on coming out at an interview?**

ALL:	77.9%
Small:	76.9%
Medium:	65.0%
Large:	87.5%
4 year:	76.0%
Community:	50.0%
Public:	75.0%
Private:	83.3%
Religious:	88.2%
HBCU:	00.0%

**4**

**Does your career center provide tools/ resources/ information/advice to students on coming out in the workplace?**

ALL:	76.0%
Small:	73.1%
Medium:	65.0%
Large:	87.5%
4 year:	76.0%
Community:	50.0%
Public:	75.0%
Private:	79.6%
Religious:	70.6%
HBCU:	00.0%

**Breakdown of specific resources**

WEB RESOURCES	TARGET WORKSHOPS	PAMPHLETS	OTHER*
75.3%	42.0%	27.2%	63.0%
72.5%	37.5%	20.0%	62.5%
84.6%	53.8%	46.2%	46.2%
75.0%	42.9%	28.6%	71.4%
73.7%	34.2%	28.9%	73.7%
100%	75.0%	75.0%	00.0%
80.0%	43.3%	23.3%	63.3%
71.1%	40.0%	24.4%	64.4%
60.0%	46.7%	20.0%	73.3%
00.0%	00.0%	00.0%	00.0%

\*For instance, career counseling, individual career consultations, and library books.

**Breakdown of specific resources**

WEB RESOURCES	TARGET WORKSHOPS	PAMPHLETS	OTHER*
72.2%	39.2%	27.9%	60.8%
68.4%	34.2%	21.1%	57.9%
84.6%	46.2%	46.2%	46.2%
71.4%	42.9%	28.6%	71.4%
71.1%	28.9%	31.6%	63.2%
100%	50.0%	50.0%	25.0%
76.7%	33.3%	20.0%	66.7%
67.4%	41.9%	27.9%	58.1%
66.7%	58.3%	33.3%	66.7%
00.0%	00.0%	00.0%	00.0%

\*For instance, individual career consultations.

## CERTIFIED CAREER CENTER TOTALS

### 5

**Does your career center provide one-on-one career counseling for individuals who are struggling with the decision to come out in the workplace?**

ALL:	79.0%
Small:	76.9%
Medium:	80.0%
Large:	84.4%
4 year:	86.0%
Community:	62.5%
Public:	80.0%
Private:	83.3%
Religious:	88.2%
HBCU:	66.7%

### 7

**Is the career center staff trained to assist LGBTQ students with their specific needs and speak to career issues?**

ALL:	68.3%
Small:	63.5%
Medium:	70.0%
Large:	75.0%
4 year:	70.0%
Community:	50.0%
Public:	70.0%
Private:	68.5%
Religious:	70.6%
HBCU:	33.3%

6

Does your career center have a specific website/ link to LGBTQ workplace issues on your page?

ALL:	53.8%
Small:	46.2%
Medium:	60.0%
Large:	62.5%
4 year:	52.0%
Community:	25.0%
Public:	57.5%
Private:	51.9%
Religious:	35.3%
HBCU:	00.0%

Breakdown of types of training

	SAFE ZONE PROGRAM	EXTERNAL TRAINING PROGRAM	INTERNAL TRAINING PROGRAM	OTHER*
	62.0%	22.5%	43.7%	36.6%
	54.5%	30.3%	45.5%	45.5%
	71.4%	28.6%	42.9%	14.3%
	66.7%	8.3%	41.7%	37.5%
	62.9%	20.0%	42.9%	31.4%
	50.0%	75.0%	75.0%	00.0%
	85.7%	17.9%	32.1%	35.7%
	45.9%	24.3%	51.4%	43.2%
	41.7%	25.0%	41.7%	41.7%
	100%	00.0%	00.0%	00.0%

\*For instance, periodic attendance to professional association conference sessions and attending relevant National Coalition Building Institute session.

## CERTIFIED CAREER CENTER TOTALS

### 8

**Does your career center staff train other faculty/ staff on LGBTQ career issues?**

ALL:	14.4%
Small:	11.5%
Medium:	20.0%
Large:	15.6%
4 year:	12.0%
Community College:	25.0%
Public:	12.5%
Private:	13.0%
Religious:	11.8%
HBCU:	00.0%

### 9

**Does your career center staff outreach specifically to the LGBTQ student population?**

ALL:	56.7%
Small:	51.9%
Medium:	55.0%
Large:	65.6%
4 year:	48.0%
Community College:	37.5%
Public:	57.5%
Private:	57.4%
Religious:	52.9%
HBCU:	00.0%

Breakdown of types of training	LIVE WORKSHOPS	ONLINE PRESENTATIONS	OTHER*
	73.3%	13.3%	53.3%
	66.7%	16.7%	83.3%
	100%	00.0%	25.0%
	60.0%	20.0%	40.0%
	50.0%	16.7%	50.0%
	100%	00.0%	00.0%
	80%	00.0%	40.0%
	71.4%	14.3%	71.4%
	100%	00.0%	50.0%
	00.0%	00.0%	00.0%

\*For instance, individual consultations with faculty advisors.

Breakdown of types of outreach	ATTEND LGBTQ CAMPUS GROUP MEETING	ATTEND LGBTQ SPECIFIC EVENTS	OTHER*
	54.2%	71.2%	71.2%
	55.6%	77.8%	74.1%
	63.6%	81.1%	63.6%
	47.6%	57.1%	71.4%
	58.3%	75.0%	75.0%
	66.7%	66.7%	33.3%
	50.0%	70.8%	58.3%
	54.8%	71.0%	87.1%
	33.3%	77.8%	77.8%
	00.0%	00.0%	00.0%

\*For instance, workshops for LGBTQ special housing, meet with the Director of LGBTQ office, promote LGBTQ issues on the website and offer LGBTQ focused workshops.

## CERTIFIED CAREER CENTER TOTALS

# 10

**Does your career center connect current LGBTQ students with LGBTQ alumni and/or professionals?**

ALL:	41.3%
Small:	53.8%
Medium:	20.0%
Large:	34.4%
4 year:	46.0%
Community College:	12.5%
Public:	30.0%
Private:	51.9%
Religious:	41.2%
HBCU:	00.0%

# 11

**Do you have an LGBTQ resource center on campus?**

ALL:	60.6%
Small:	46.2%
Medium:	60.0%
Large:	84.4%
4 year:	62.0%
Community College:	37.5%
Public:	77.5%
Private:	46.3%
Religious:	29.4%
HBCU:	00.0%

**Breakdown of connection**

	ONLINE	VIA NETWORKING OPPORTUNITIES ON CAMPUS	OTHER*
	53.5%	53.5%	62.8%
	50.0%	53.6%	71.4%
	100%	100%	25.0%
	45.5%	36.4%	54.5%
	60.9%	39.1%	69.6%
	00.0%	100%	00.0%
	41.7%	58.3%	50.0%
	53.6%	57.1%	71.4%
	57.1%	57.1%	71.4%
	00.0%	00.0%	00.0%

\*For instance, using personal contacts, networking opportunities on campus, a panel of LGBTQ alumni speakers, and individual advising and referrals.



**Nearly 40% of the colleges that appear on the U.S. News & World Report’s 50 Best National Liberal Arts Colleges List- 2012 Edition also have career centers that have been LGBTQ certified by OFW**

- Bryn Mawr College
- Bucknell University
- Claremont McKenna College
- Colgate University
- College of the Holy Cross
- Gettysburg College
- Grinnell College
- Hamilton College
- Harvey Mudd College
- LaFayette College
- Macalester College
- Pitzer College
- Scripps College
- Swarthmore College
- University of Richmond
- Washington and Lee University School of Law
- Wellesley College
- Wesleyan College
- Whitman College

# CERTIFIED CAREER CENTER TOTALS

12

**Do you collaborate with the LGBTQ resource center on career programmatic efforts?**

		ONCE A SEMESTER	ONCE A YEAR	WHEN ASKED
ALL:	77.8%	27.0%	09.5%	84.1%
Small:	75.0%	20.8%	12.5%	87.5%
Medium:	75.0%	41.7%	00.0%	66.7%
Large:	81.5%	25.9%	11.1%	88.9%
4 year:	74.2%	19.4%	09.7%	87.1%
Community College:	66.7%	33.3%	00.0%	66.7%
Public:	74.2%	29.9%	03.2%	83.9%
Private:	88.0%	28.0%	16.0%	88.0%
Religious:	100%	20.0%	20.0%	80.0%
HBCU:	00.0%	00.0%	00.0%	00.0%

13

**How does your career center keep current with the ever changing workplace issues and concerns that face LGBTQ students?**

	VISIT LGBTQ WEBSITES ON A REGULAR BASIS
ALL:	48.1%
Small:	42.3%
Medium:	55.0%
Large:	53.1%
4 year:	48.0%
Community College:	50.0%
Public:	52.5%
Private:	44.4%
Religious:	35.3%
HBCU:	00.0%

Breakdown of types of activities	WORKSHOPS	LGBTQ SPECIFIC CAREER FAIRS	PROVIDING RESOURCES	OTHER*
	71.4%	09.5%	73.0%	34.9%
	45.8%	16.7%	66.7%	45.8%
	83.3%	00.0%	75.0%	16.7%
	88.9%	07.4%	77.8%	33.3%
	64.5%	06.5%	64.5%	45.2%
	66.7%	00.0%	100%	33.3%
	77.4%	03.2%	77.4%	25.8%
	68.0%	20.0%	72.0%	40.0%
	80.0%	20.0%	100%	00.0%
	00.0%	00.0%	00.0%	00.0%

\*For instance, attending OFW conferences and determining ways to incorporate LGBTQ needs in current employer programming.

	RECEIVE PUBLICATIONS	WORK WITH LGBTQ ORGANIZATIONS	ATTEND CONFERENCES	OTHER*
	38.5%	43.3%	45.2%	24.0%
	42.3%	44.2%	42.3%	28.8%
	35.0%	25.0%	65.0%	15.0%
	34.4%	53.1%	37.5%	21.9%
	28.0%	32.0%	40.0%	32.0%
	25.0%	25.0%	37.5%	12.5%
	27.5%	40.0%	52.5%	22.5%
	46.3%	46.3%	42.6%	27.8%
	52.9%	47.1%	47.1%	23.5%
	33.3%	00.0%	66.7%	00.0%

\*For instance, the student organization advises us and connects with employers with specific LGBTQ organizations.

## CERTIFIED CAREER CENTER TOTALS

# 14

**Does your career center budget for students to attend LGBTQ specific career conferences such as OUT for Work?**

ALL:	09.6%
Small:	11.5%
Medium:	10.0%
Large:	06.3%
4 year:	04.0%
Community College:	00.0%
Public:	05.0%
Private:	14.8%
Religious:	17.6%
HBCU:	00.0%

# 16

**Does your career center budget for career professionals to attend LGBTQ specific career conferences such as OUT for Work?**

ALL:	41.3%
Small:	36.5%
Medium:	45.0%
Large:	46.9%
4 year:	40.0%
Community College:	12.5%
Public:	47.5%
Private:	40.7%
Religious:	23.5%
HBCU:	00.0%

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### Does your career center budget for students of other demographics to attend specific career conferences?

ALL:	09.6%
Small:	11.5%
Medium:	05.0%
Large:	09.4%
4 year:	06.0%
Community College:	00.0%
Public:	10.0%
Private:	11.1%
Religious:	11.8%
HBCU:	00.0%

17

### Does your career center budget for career professionals of other demographics to attend specific career conferences?

ALL:	62.5%
Small:	61.5%
Medium:	55.0%
Large:	68.8%
4 year:	60.0%
Community College:	50.0%
Public:	67.5%
Private:	59.3%
Religious:	58.8%
HBCU:	33.3%



SCHOOL	LOCATION	2011 RANKING	2010 RANKING
GREEN MOUNTAIN COLLEGE	POULTNEY, VT		BRONZE
GRINNELL COLLEGE	GRINNELL, IA	BRONZE	SILVER
GUSTAVUS ADOLPHUS COLLEGE	SAINT PETER, MN	BRONZE	BRONZE
HAMILTON COLLEGE	CLINTON, NY		SILVER
HANOVER COLLEGE	HANOVER, IN		SILVER
HARRISBURG AREA COMMUNITY COLLEGE—HARRISBURG	HARRISBURG, PA		SILVER
HARTWICK COLLEGE	ONEONTA, NY	SILVER	
HARVARD UNIVERSITY	CAMBRIDGE, MA	BRONZE	SILVER
HARVEY MUDD COLLEGE	CLAREMONT, CA	BRONZE	BRONZE
HASTINGS COLLEGE	HASTINGS, NE		BRONZE
HEIDELBERG UNIVERSITY	TIFFIN, OH		BRONZE
HUSSON UNIVERSITY	BANGOR, ME	BRONZE	
ILLINOIS STATE UNIVERSITY	NORMAL, IL		SILVER
ILLINOIS WESLEYAN UNIVERSITY	BLOOMINGTON, IL	BRONZE	
INDIANA UNIVERSITY	BLOOMINGTON, IN	A+ GOLD	
ITHACA COLLEGE	ITHACA, NY		GOLD
JOHNS HOPKINS UNIVERSITY	BALTIMORE, MD		SILVER
JOHNSON STATE COLLEGE	JOHNSON, VT	BRONZE	
KALAMAZOO COLLEGE	KALAMAZOO, MI	SILVER	BRONZE
KECK GRADUATE INSTITUTE OF APPLIED LIFE SCIENCES	CLAREMONT, CA	BRONZE	
KUTZTOWN UNIVERSITY OF PENNSYLVANIA	KUTZTOWN, PA		BRONZE
LAFAYETTE COLLEGE	EASTON, PA		SILVER
LAKE FOREST COLLEGE	LAKE FOREST, IL		BRONZE
LAKELAND COLLEGE	MATTOON, IL		SILVER
LENOIR RHYNE UNIVERSITY	HICKORY, NC		BRONZE
LONG ISLAND UNIVERSITY—C.W. POST CAMPUS	BROOKVILLE, NY	GOLD	
LOUISIANA STATE UNIVERSITY—BATON ROUGE	BATON ROUGE, LA	BRONZE	BRONZE
LOYOLA UNIVERSITY CHICAGO	CHICAGO, IL		BRONZE
LOYOLA UNIVERSITY MARYLAND	BALTIMORE, MD		BRONZE
LYCOMING COLLEGE	WILLIAMSPORT, PA		SILVER
MACALESTER COLLEGE	ST. PAUL, MN	GOLD	SILVER
MANHATTAN SCHOOL OF MUSIC	NEW YORK, NY		BRONZE
MARQUETTE UNIVERSITY	MILWAUKEE, WI	BRONZE	SILVER
MARY BALDWIN COLLEGE	STAUNTON, VA	BRONZE	BRONZE
MARYLHURST UNIVERSITY	MARYLHURST, OR	BRONZE	
MARYVILLE COLLEGE	MARYVILLE, TN	BRONZE	
MASSACHUSETTS INSTITUTE OF TECHNOLOGY	CAMBRIDGE, MA		SILVER
MCDANIEL COLLEGE	WESTMINSTER, MD		BRONZE
MCGILL UNIVERSITY	MONTREAL, QUEBEC, CANADA	SILVER	
MCPHERSON COLLEGE	MCPHERSON, KS	BRONZE	
METROPOLITAN COLLEGE OF NEW YORK	NEW YORK, NY	BRONZE	
METROPOLITAN STATE COLLEGE OF DENVER	DENVER, CO		SILVER
MIAMI UNIVERSITY	OXFORD, OH	BRONZE	BRONZE
MICHIGAN STATE UNIVERSITY	EAST LANSING, MI	SILVER	
MILLIKIN UNIVERSITY	DECATUR, IL		BRONZE
MILLS COLLEGE	OAKLAND, CA		SILVER
MINNESOTA STATE UNIVERSITY	MANKATO, MN		SILVER
MIRACOSTA COLLEGE	MANHATTAN BEACH, CA		BRONZE
MISSOURI UNIVERSITY OF SCIENCE & TECHNOLOGY	ROLLA, MO		GOLD
MONTANA STATE UNIVERSITY BILLINGS	BILLINGS, MT	BRONZE	
MORAVIAN COLLEGE	BETHLEHEM, PA	BRONZE	SILVER
MORGAN STATE UNIVERSITY	BALTIMORE, MD		GOLD
MOUNT IDA COLLEGE	NEWTON, MA		BRONZE
MOUNT ST. MARY'S UNIVERSITY	EMMITSBURG, MD		BRONZE
MUHLENBERG COLLEGE	ALLENTOWN, PA		SILVER
NAZARETH COLLEGE	ROCHESTER, NY	GOLD	SILVER
NEW COLLEGE OF FLORIDA	SARASOTA, FL	BRONZE	BRONZE
NEWBURY COLLEGE	BROOKLINE, MA		BRONZE
NORTH CAROLINA A&T STATE UNIVERSITY	GREENSBORO, NC		BRONZE
NORTH CAROLINA CENTRAL UNIVERSITY	DURHAM, NC	BRONZE	
NORTH COUNTRY COMMUNITY COLLEGE	SARANAC LAKE, NY		BRONZE
NORTH IDAHO COLLEGE	COEUR D'ALENE, ID		BRONZE
NORTHEASTERN STATE UNIVERSITY	TAHLEQUAH, OK		BRONZE
NORTHERN VIRGINIA COMMUNITY COLLEGE	ANNANDALE, VA	SILVER	
NORTHWESTERN MICHIGAN COLLEGE	TRAVERSE CITY, MI		SILVER

## INDEX

SCHOOL	LOCATION	2011 RANKING	2010 RANKING
NORTHWESTERN UNIVERSITY	EVANSTON, IL		BRONZE
OHIO STATE UNIVERSITY	COLUMBUS, OH		BRONZE
OHIO UNIVERSITY—ATHENS	ATHENS, OH		BRONZE
PENN STATE LAW SCHOOL	PHILADELPHIA, PA		BRONZE
PITZER COLLEGE	CLAREMONT, CA	SILVER	
PORTLAND COMMUNITY COLLEGE	PORTLAND, OR	BRONZE	
PORTLAND STATE UNIVERSITY	PORTLAND, OR		SILVER
PRAIRIE VIEW A&M UNIVERSITY	PRAIRIE VIEW, TX	BRONZE	
PURDUE—WEST LAFAYETTE	WEST LAFAYETTE, IN		SILVER
RARITAN VALLEY COMMUNITY COLLEGE	NORTH BRANCH, NJ		BRONZE
RHODES COLLEGE	MEMPHIS, TN		BRONZE
RICHLAND COMMUNITY COLLEGE	DECATUR, IL	BRONZE	BRONZE
ROGER WILLIAMS UNIVERSITY	BRISTOL, RI	BRONZE	
ROOSEVELT UNIVERSITY-CHICAGO	CHICAGO, IL		SILVER
RUSSELL SAGE COLLEGE	TROY, NY	BRONZE	
SAINT MICHAEL'S COLLEGE	COLCHESTER, VT		BRONZE
SALEM COLLEGE	WINSTON SALEM, NC	BRONZE	
SAN DIEGO MESA COLLEGE	SAN DIEGO, CA	BRONZE	BRONZE
SARAH LAWRENCE COLLEGE	BRONXVILLE, NY		BRONZE
SCRIPPS COLLEGE	CLAREMONT, CA	BRONZE	
SHEPHERD UNIVERSITY	SHEPHERDSTOWN, WV		BRONZE
SIENA COLLEGE	LOUDONVILLE, NY	BRONZE	BRONZE
SOUTH PUGET SOUND COMMUNITY COLLEGE	OLYMPIA, WA	BRONZE	
SOUTHERN METHODIST UNIVERSITY	DALLAS, TX		BRONZE
SOUTHWESTERN LAW SCHOOL	LOS ANGELES, CA		GOLD
SPELMAN COLLEGE	ATLANTA, GA	BRONZE	
SPOKANE FALLS COMMUNITY COLLEGE	SPOKANE, WA		SILVER
SPRINGFIELD COLLEGE	SPRINGFIELD, MA	GOLD	SILVER
ST. MARY'S COLLEGE OF MARYLAND	ST. MARY'S CITY, MD		BRONZE
STANFORD UNIVERSITY	STANFORD, CA	SILVER	
STETSON UNIVERSITY	DELAND, FL	BRONZE	
SUFFOLK COUNTY COMMUNITY COLLEGE—AMMERMAN	SELDEN, NY		BRONZE
SUNY—ALBANY	ALBANY, NY		SILVER
SUNY—ONEONTA	ONEONTA, NY		BRONZE
SUNY—OSWEGO	OSWEGO, NY		BRONZE
SUNY—PURCHASE	PURCHASE, NY		SILVER
SUNY—BUFFALO	BUFFALO, NY	BRONZE	
SUSQUEHANNA UNIVERSITY	SELINGROVE, PA	BRONZE	BRONZE
SWARTHMORE COLLEGE	SWARTHMORE, PA	GOLD	SILVER
SWEET BRIAR COLLEGE	SWEET BRIAR, VA		BRONZE
TEXAS A&M UNIVERSITY KINGSVILLE	KINGSVILLE, TX	BRONZE	
TEXAS LUTHERAN UNIVERSITY	SEGUIN, TX	BRONZE	SILVER
THE CHICAGO SCHOOL OF PROFESSIONAL PSYCHOLOGY	CHICAGO, IL		BRONZE
THE NEW SCHOOL	NEW YORK, NY	GOLD	GOLD
THIEL COLLEGE	CHICAGO, IL	GOLD	
TOMPKINS CORTLAND COMMUNITY COLLEGE	GREENVILLE, PA	SILVER	
TOWSON UNIVERSITY	DRYDEN, NY	GOLD	GOLD
TRINITY UNIVERSITY	TOWSON, MD	GOLD	
UNITY COLLEGE	SAN ANTONIO, TX		GOLD
UNIVERSITY OF ALABAMA AT TUSCALOOSA	UNITY, ME		SILVER
UNIVERSITY OF ALASKA ANCHORAGE	TUSCALOOSA, AL		SILVER
UNIVERSITY OF BALTIMORE	ANCHORAGE, AK		BRONZE
UNIVERSITY OF BRIDGEPORT	BALTIMORE, MD		BRONZE
UNIVERSITY OF CALIFORNIA LOS ANGELES	BRIDGEPORT, CT	BRONZE	
UNIVERSITY OF CALIFORNIA, MERCED	LOS ANGELES, CA		GOLD
UNIVERSITY OF CALIFORNIA, RIVERSIDE	MERCED, CA	BRONZE	
UNIVERSITY OF CENTRAL OKLAHOMA	RIVERSIDE, CA	BRONZE	
UNIVERSITY OF DELAWARE	EDMOND, OK		BRONZE
UNIVERSITY OF THE DISTRICT OF COLUMBIA	NEWARK, DE	SILVER	SILVER
UNIVERSITY OF HOUSTON—DOWNTOWN	WASHINGTON, DC	BRONZE	
UNIVERSITY OF HOUSTON—MAIN CAMPUS	HOUSTON, TX		BRONZE
UNIVERSITY OF ILLINOIS—CHICAGO	HOUSTON, TX	BRONZE	SILVER
UNIVERSITY OF ILLINOIS—URBANA-CHAMPAIGN	CHICAGO, IL	SILVER	SILVER
UNIVERSITY OF ILLINOIS SPRINGFIELD	URBANA, IL		SILVER
UNIVERSITY OF KANSAS	SPRINGFIELD, IL	GOLD	
	LAWRENCE, KS		BRONZE

SCHOOL	LOCATION	2011 RANKING	2010 RANKING
UNIVERSITY OF KENTUCKY	LEXINGTON, KY	BRONZE	
UNIVERSITY OF MAINE	ORONO, ME	A+ GOLD	SILVER
UNIVERSITY OF MAINE—SCHOOL OF LAW	PORTLAND, ME		BRONZE
UNIVERSITY OF MARYLAND—BALTIMORE COUNTY	BALTIMORE, MD	BRONZE	SILVER
UNIVERSITY OF MARYLAND—COLLEGE PARK	COLLEGE PARK, MD	SILVER	GOLD
UNIVERSITY OF MIAMI	CORAL GABLES, FL	SILVER	SILVER
UNIVERSITY OF MICHIGAN—ANN ARBOR	ANN ARBOR, MI		SILVER
UNIVERSITY OF MINNESOTA—DULUTH	DULUTH, MN		SILVER
UNIVERSITY OF NEW HAMPSHIRE	DURHAM, NH		GOLD
UNIVERSITY OF NEW MEXICO	ALBUQUERQUE, NM		BRONZE
UNIVERSITY OF NEW ORLEANS	NEW ORLEANS, LA	GOLD	BRONZE
UNIVERSITY OF NORTH FLORIDA	JACKSONVILLE, FL		SILVER
UNIVERSITY OF NORTH TEXAS	DENTON, TX		SILVER
UNIVERSITY OF NORTHERN COLORADO	GREELEY, CO		BRONZE
UNIVERSITY OF NORTHERN IOWA	CEDAR FALLS, IA		BRONZE
UNIVERSITY OF OREGON	EUGENE, OR	BRONZE	
UNIVERSITY OF OTTAWA	OTTAWA, ONTARIO, CANADA	BRONZE	BRONZE
UNIVERSITY OF PENNSYLVANIA	PHILADELPHIA, PA	A+ GOLD	SILVER
UNIVERSITY OF PUGET SOUND	TACOMA, WA		SILVER
UNIVERSITY OF RICHMOND	RICHMOND, VA	GOLD	BRONZE
UNIVERSITY OF SOUTH ALABAMA	MOBILE, AL		BRONZE
UNIVERSITY OF SOUTH CAROLINA UPSTATE	SPARTANBURG, SC	BRONZE	
UNIVERSITY OF TEXAS AT DALLAS	RICHARDSON, TX	A+ GOLD	SILVER
UNIVERSITY OF TEXAS AT TYLER	TYLER, TX	BRONZE	
UNIVERSITY OF THE SCIENCES IN PHILADELPHIA	PHILADELPHIA, PA		BRONZE
UNIVERSITY OF UTAH	SALT LAKE CITY, UT	BRONZE	
UNIVERSITY OF VERMONT	BURLINGTON, VT	GOLD	GOLD
UNIVERSITY OF WISCONSIN—GREEN BAY	GREEN BAY, WI		SILVER
UNIVERSITY OF WISCONSIN—LA CROSSE	LA CROSSE, WI		GOLD
UNIVERSITY OF WISCONSIN—OSHKOSH	OSHKOSH, WI	BRONZE	
UNIVERSITY OF WISCONSIN—PARKSIDE	KENOSHA, WI	SILVER	
UNIVERSITY OF WISCONSIN—PLATTEVILLE	PLATTEVILLE, WI	BRONZE	
UNIVERSITY OF WISCONSIN—RIVER FALLS	RIVER FALLS, WI	BRONZE	
UNIVERSITY OF WISCONSIN—SUPERIOR	SUPERIOR, WI		BRONZE
URSINUS COLLEGE	COLLEGEVILLE, PA	BRONZE	BRONZE
VIRGINIA TECH	BLACKSBURG, VA	BRONZE	
WASHBURN UNIVERSITY	TOPEKA, KS		BRONZE
WASHINGTON AND LEE UNIVERSITY SCHOOL OF LAW	LEXINGTON, VA	SILVER	GOLD
WASHINGTON COLLEGE	CHESTERTOWN, MD		BRONZE
WASHINGTON UNIVERSITY IN ST. LOUIS	ST. LOUIS, MO	A+ GOLD	GOLD
WELLESLEY COLLEGE	WELLESLEY, MA		GOLD
WESLEYAN UNIVERSITY	MIDDLETOWN, CT		GOLD
WEST CHESTER UNIVERSITY OF PENNSYLVANIA	WEST CHESTER, PA		SILVER
WESTERN CAROLINA UNIVERSITY	CULLOWHEE, NC		BRONZE
WESTERN STATE COLLEGE OF COLORADO	GUNNISON, CO		BRONZE
WESTMINSTER COLLEGE	FULTON, MO		BRONZE
WHITMAN COLLEGE	WALLA WALLA, WA		SILVER
WHITTIER COLLEGE	WHITTIER, CA		BRONZE
WILLIAMS COLLEGE	WILLIAMSTOWN, MA		SILVER
WORCESTER POLYTECHNIC INSTITUTE	WORCESTER, MA	BRONZE	
WRIGHT STATE UNIVERSITY	DAYTON, OH	BRONZE	
YAVAPAI COLLEGE	CLARKDALE, AZ		BRONZE

# RECERTIFICATION & NEXT STEPS

## RECERTIFICATION

Of those career centers that completed the survey in 2011, approximately 44 percent completed the original survey in 2010. It should be noted that recertification involves career centers paying a small administrative/ processing fee. Consultations with career centers revealed that financial constraints prevented some career centers to recertify in 2011. However, career center professionals also indicated that they would budget this cost in for future certifications.

Of the total career centers that recertified, 30 percent ranked higher in 2011 than in 2010. The University of New Orleans and University of Richmond jumped from Bronze level to Gold level. In addition, The University of Pennsylvania, The University of Texas at Dallas, and The University of Maine went from Silver to A+ Gold. 51 percent of the career centers that recertified stayed at the same level of certification as in 2010. Only 19 percent of the total career centers that recertified dropped in level of certification. For some career centers, the decrease could have resulted from the additional questions that the 2011 survey contained.

As previously mentioned, the 2011 certification survey was revised. The additional information included a more in depth look at the demographics, activities, and resources career centers provide to their LGBTQ students. The results from the survey revision enables career centers to compare the tools, resources, and programmatic efforts they offer against others of similar size and demographics.

## NEXT STEPS

OFW appreciates the number of career centers that participated in the second year of the CCCP. As OFW moves forward a main goal for the CCCP in 2012 is to increase the number and diversity of participating institutions, particularly HBCUs, religiously affiliated institutions, community colleges, and to include Hispanic Serving Institutions (HSIs).

OFW is developing LGBTQ specific training materials and resources for career centers to improve the quality and quantity of support to LGBTQ students. Resources including webinars, campus presentations, and site visits will increase throughout 2012. OFW's intent is to increase resources available to career centers in order to better serve the specific needs of LGBTQ students.

# ABOUT OUT FOR WORK

OUT for Work (OFW) functions as a complimentary component in the total educational experience of lesbian, gay, bisexual, transgender, and queer (LGBTQ) college students; effectuating change in the development, evaluation, initiation, and implementation of career plans and opportunities. The nationally recognized nonprofit organization is dedicated to educating, preparing, and empowering LGBTQ college students for the transition from academia to the workplace. OFW's programs, resources, and services provide assistance to students in the cultivation and enhancement of skills to explore career options, master search techniques and strategies, and research employment opportunities. OFW's flagship program, the Annual National LGBTQ College Student Career Conference connects LGBTQ college students and professionals through presentations, panel discussions, skill building workshops, and a career fair. Students have the opportunity to network with out-professionals, ask difficult questions about being out and open in the workplace, and find internships or employment LGBTQ inclusive organizations.



**32% of the universities that appear on the U.S. News & World Report's 50 Best National Universities List- 2012 Edition also have career centers that have been LGBTQ certified by OFW**

Brandeis University  
Case Western Reserve University  
Cornell University  
George Washington University  
Georgetown University  
Georgia Institute of Technology  
Harvard University  
Johns Hopkins University  
Massachusetts Institute of Technology  
Northwestern University  
University of California—Los Angeles  
University of Illinois- Urbana—Champaign  
University of Miami  
University of Michigan—Ann Arbor  
University of Pennsylvania  
Washington University in St. Louis



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