important to the Centers users and Student Affairs should purchase resources in other human awareness areas (ie. drug abuse, alcohol abuse, eating disorders, relationships, etc.).

conflict and power issues, how to motivate, how to promote, etc.), how to approach SGA for monies for resources to be housed in the Centers, etc.

Confidentiality

I know many students who refuse to utilize the Centers as they fear confidentiality will be broken by the monitors (ie. "If I check out a book about Gays, everyone on the Grinnell grapevine will hear about it by the end of the day.") I see this as being more of a perception than a reality, but the perception is what needs to be challenged. One possibility is for myself to have a more structured office hour schedule during the early afternoons when individuals can browse, check out books, recieve counseling, etc. I would also offer this time for other Resident Advisers or central office staff who would be willing to volunteer their time to allow for another perspective.

Advisory Committee

Currently, I feel we have one of the most diverse Advisory Committees the Centers have ever had (eight students and three administrators). Next year two administrators and one student will be leaving the Committee. It is also rumored that SGA will be assigning a senator to the committee due to the budgetary issues. I feel careful attention should be taken in selecting administrators willing to sit on the committee -- hopefully someone from the academic arena as well as an administrator not affiliated with the Student Affairs division. I feel the size and the selection process of the Advisory Committee is very adequate and should be continued as is.

Assistant to the Director

This year the new position has really been a working experiment. Devani has done a wonderful job in a very non-structured situation. I feel a more formalized list of duties need to be created and I am working with Devani to compile that listing. Areas I feel important for the position include compiling agendas, minutes, organizing the resources, overseeing the resource check-out procedure, coordinating the volunteer schedule, volunteer appreciation/study breaks, opening mail and distributing it appropriately, compiling lists of new resource materials available, etc.

Budgets

This is the most confusing aspect of the HRC/GRC but I feel in the future will become less so if semi-formalized line items are created. My recommendations would be for the Student Affairs portion of the budget be used for housing, transportation and meals for speakers, volunteer appreciation, Advisory Committee retreats, certain events (ie. Substance Abuse Week), resources for the centers and publicity. The SGA budget should be utilized for speakers honorariums and resource materials. I suggest a semi-formalized line item account to add for flexibility in planning but also so book resources may be purchased throughout the year rather than waiting for the end of the fiscal year. Granted, books are not as dynamic as speakers, but the information lasts longer and should not be seen as a less necessary resource. Individual organizations should still be encouraged to approach SGA with requests for book monies to increase the library in areas

Here is what I have so far, please add ideas and ship it back. Thanks!

Rather than purely present an evaluation of the Human/Gay Resource Centers, I would like to present my recommendations for change, thus including evaluative remarks.

Human/Gay Resource Center

I have very strong feelings that the name of the Centers should be changed. I know of students who refuse to attend lectures and workshops because they saw the word Gay on the posters. I also feel the name implies that gays are not humans and humans are not gay. The terms are not exclusive. I propose the name be changed to something more global or more broad based. I realize the 'vocal' gay students who fought for the Centers are still on campus and will resist the change, but I feel the younger gay students on campus will welcome a change.

Physical environment

From my understanding, when the Centers were established the administration was cautious of spending a lot of money on physical improvements of the space. I feel it is obvious now that the space is highly utilized and the space is not designed to accomodate the specific needs of the users. Therefore, I would propose further renovation of the space to include a large meeting area (for 50-75 people), a smaller meeting area (for 15-20 people), more book shelves and a more centrally located monitor desk and office area. To achieve these areas I feel it is important to remove the shower/bathroom facility, remove the main corridor walkway, and remove the two offices on the east end of the Centers. This will not only open up the space and allow for more flexibility for users but also give the Centers a 'feeling' of their own - rather than a slightly remodeled hospital. Other additions should include another video monitor, large black boards, furniture with foot stools, etc.

Organizations

Many organizations utilize the Centers each week. I feel the recommendations should be that organizational meetings be limited to Monday, Tuesday, Thursday, Friday and Sundays. Meetings should be held from 6:00 pm to 10:00 pm time frame to allow for individual exploration or studies from 10:00 pm to midnight. I would leave Wednesday and Saturday un-scheduled to allow for the flexibility in planning one time workshops/lectures which can be facilitated in the Centers. I would also recommend that organizations provide for thier own volunteer moniter - some organizations prefer to have their own due to the nature of the information discussed (ie. Women's Group, Shades, etc.) and also this monitor will provide an important liaison relationahip to the Advisory Committee. I would also suggest that the Advisory Committee meet monthly with the heads of Organizations using the Centers for feedback and creative ideas. More workshops should be presented to Organization heads to inform them on issues of leadership (how to run meetings, how to brainstorm, how to set goals, how to deal with

Grinnell
College

I N T E R O F F I C E M E M O R A N D U M

Date: 14-Apr-1989 02:27pm CDT
From: David D. Clark
CLARKD
Dept: Student Affairs
Tel No: x3700

TO: Diane H. Dougherty (DOUGHERT)

Subject: evaluation

A Document is attached to this message