



## Budget Request Form FY2018

*Department should complete one form for each individual request*

**Department:** Offices of the Dean of Student Life

SAFAB Use Only	
YES	NO

**Program, Service, or Operation Requested**

GLBT Resource Center – Student Development Specialist II

**General Description:**

This request is for the salary and benefits for a Student Development Specialist II position that would work in the Gay, Lesbian, Bisexual, Transgender (GLBT) Resource Center. This position would have primary responsibilities of assisting with educational outreach and providing support for students who choose to access the center. These students primarily identify as GLBT or as straight allies.

**Request Type:**       Full       Increase       One-Time       Partial/Matching

**Type of Funds Requested**       UAF       Other

**General Questions:**

***How does this address an important need and positively impact students?***

The current climate at Texas A&M University for the Lesbian, Gay, Bisexual, Transgender, Queer and more (LGBTQ+) can be challenging. The variety of student traditions at TAMU currently contain a void of LGBTQ+ participation due to a lack of perceived safety and policy level exclusion. These stem from a lack of education, a deficit of opportunity, and a lack of resources within the GLBT Resource Center to adequately address the full freight of issues needing to be covered within the scope of its responsibility.

While some progress has been made during the existence of the GLBT Resource Center, there exists a wide opportunity for continued improvement. The progress and impact of the GLBT RC can be noted in 2016 being the first year Texas A&M University was not listed by Princeton Review as one of the Top 20 Least LGBTQ+ Friendly institutions in the USA since the creation of the list. However, this small step took over 7 years of work due to the limited staffing and resources of the GLBT Resource Center. The addition of an SDS II role within the organization would lead to a broader range of services being able to be offered to support all students at Texas A&M, would lead to greater support for students, and would increase the ability for the GLBT Resource Center to help Texas A&M meet the Title IX, VAWA, and TAMU System Civil Right Compliance policy expectations of which the university currently falls short.

***What department/Division Strategic Plan item does this support?***

***What is the impact if not funded?***

This position supports:

Division Goal 1: Enrich the learning experience of students by cultivating an environment of intellectual curiosity

Division Goal 2: Contribute to student success, including retention/persistence, and timely graduation

Division Goal 3: Create an inclusive environment that develops global citizens and leaders who productively engage in a wide spectrum of ideas, perspectives, and cultures.

Division Goal 4: Provide innovative programs and resources that promote the health, wellbeing, and safety of students.

Division Goal 5: Strategically leverage resources and develop new strategies to ensure our future effectiveness and sustainability.

This position aligns with the Offices of the Dean of Student Life:

Commitment 3: Supporting students through quality programs and services.

Commitment 5: Cultivating a positive environment which values equity, diversity and inclusion.

If this initiative fails to receive funding, it will result in a stagnation of progress in the climate of the university becoming more LGBTQ+ inclusive, has potential issues with federal compliance via Title IX, and will continue to result in the LGBTQ+ student population having an experience that falls far short of their peers

***Please provide any data, evidence, input (student faculty, staff, other) you gathered to help you determine the need for additional resources.***

- AAU peer institutions average 3.4 Full-Time Equivalent (FTE) per center, the GLBT RC at TAMU has 1 FTE and 2 Graduate Assistants.
- The programmatic offerings at other institutions is dramatically increased by each subsequent FTE.
- The limited budget and staffing creates retention, persistence, and achievement gaps for the LGBTQ+ students compared to AAU peers.

***What actions have you implemented internally to address the identified need?***

Currently the program coordinator, the only full-time staff member in the GLBT RC, along with two graduate students, and a variety of undergraduate student workers have been doing all that they can to educate the general student population and provide support to those students who access the center. Their work is marginally supplemented by staff in other units who incorporate some level of affiliated education into the work they do in other areas.

***Generally, what assessment tools will you use to evaluate this program/service?***

The resource center will track center usage, number of presentations conducted, number of students in attendance, and satisfaction with education. The center will also engage in focus groups to assess ongoing climate and how needs have been addressed by the resource center.

***How have other sources of funding (fundraising, sponsorship, reserves, etc.) been considered?***

***Please explain.***

The Center is in the process of engaging in development/fundraising activities. The center does have an endowment, however, the funds currently available through that endowment and through fundraising are insufficient to pay for a position. Furthermore, fundraising and development initiatives require the use of

human resource time which is currently being tapped for direct student services. Use of reserves or a one-time sponsorship are not sustainable.

**Funding Description:**

Dollar Amount	
<b>Total Estimated Cost</b>	
Salary for SDS II	\$ 36,512
Benefits for position	\$ 10,954
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
<b>TOTAL INCREASE REQUESTED</b>	<b>\$47,466.00</b>

SAFAB Comments/Notes: