

Consortium Directors Survey 2011

In 2010-11, 137 professional staff directing LGBT student services and resources on higher education campuses responded to a survey by the Consortium of Higher Education LGBT Resource Professionals. This report includes analysis of some of the data. A similar study was conducted in 2006. The survey was administered by Nancy Jean Tubbs and statistics compiled by Genny Beemyn. Visit the Consortium web site at www.lgbtcampus.org.

Contents

Salaries broken down by:

- **job title**
- **race**
- **gender identity**
- **sexual identity**
- **age**
- **years in current position**
- **highest academic degree earned**
- **type of institution**
- **size of institution**
- **division in which office/position is housed**

Budget

Student Staffing

Center or Department Name

Reporting Line

Job Titles

Space

Programs Overview

- **Orientation Program for New LGBTQ Students**
- **Allies Safe Zone Program**
- **Peer Mentoring Program**
- **Student Leadership Retreat**
- **Speakers Bureau**
- **Student Support Discussion Groups**
- **End-of-year Celebration**

Appendices of program names and additional comments

Salaries

Annual Salary for Respondents Employed Full-Time, 10-12 Months (n=124)

Average Annual Salary of \$53,909, Range \$30,000-95,000

\$30-40,000: 17	\$70-80,000: 10
\$40-50,000: 34	\$80-90,000: 3
\$50-60,000: 30	\$90-100,000: 3
\$60-70,000: 22	Did not answer: 5

Job Title (n=137)

- Director /Program Director of a center: 69
- Coordinator/Program Coordinator of a center: 37
- Assistant Director of a larger entity and responsible for LGBT services: 11
- Assistant Dean of a larger entity and responsible for LGBT services: 6
- Associate Director of a larger entity and responsible for LGBT services: 3
- Associate Dean of a larger entity and responsible for LGBT services: 2
- Assistant to VP and responsible for LGBT services: 2
- LGBTQ Specialist: 2
- Senior Equity Advisor or Campus Diversity Officer and responsible for LGBT services: 2
- Program Assistant or Advisor: 2
- Director and Coordinator: 1

Salary by Job Title (n=119)

- Director /Program Director of a center (n=63): \$59,932
- Coordinator/Program Coordinator of a center (n=29): \$40,887
- Assistant Director of a larger entity and responsible for LGBT services (n=10): \$45,817
- Assistant Dean of a larger entity and responsible for LGBT services (n=6): \$65,871
- Associate Director of a larger entity and responsible for LGBT services (n=3): \$53,267
- Assistant to VP and responsible for LGBT services (n=2): \$72,500
- LGBTQ Specialist (n=2): \$38,750
- Associate Dean of a larger entity and responsible for LGBT services (n=1)*
- Program Assistant (n=1)*
- Campus Diversity Officer and responsible for LGBT services (n=1)*
- Director and Coordinator (n=1)*

*data not provided because of the sample size

Salary by Race (n=119)

- Self-identified people of color (n=29): \$55,388 average salary
- Self-identified white people (n=90): \$53,432 average salary

Salary by Gender Identity (n=119)

- Self-identified transgender people (n=17): \$52,487 average salary
- Self-identified cisgender people (n=101): \$54,079 average salary
- Did not answer (n=1)

Salary by Sexual Identity (n=119)

- Queer (n=33): \$53,603
- Lesbian (n=30): \$53,412
- Gay (n=28): \$54,033
- Bisexual (n=5): \$50,540
- Pansexual, Pomosexual, or Heterflexible (n=5): \$47,833
- Bisexual/queer (n=4): \$50,005
- Lesbian/queer (n=4): \$61,390
- Gay/queer (n=3): \$66,500
- Heterosexual or Straight (n=3): \$48,167
- “Lesbian identified bi-/pan-sexual” (n=1)*
- “Desire is women” (n=1)*
- “Primarily attracted to people of a different gender than I” (n=1)*
- Did not answer (n=1)

*data not provided because of the sample size

Salary by Age (n=119)

Average age: 38.7

- 29 and younger (n=22): \$42,113
- 30-34 (n=29): \$50,645
- 35-39 (n=20): \$53,387
- 40-44 (n=20): \$56,709
- 45-49 (n=8): \$59,561

- 50-54 (n=13): \$70,228
- 55 and older (n=7): \$61,220

Salary by Years in Current Position (n=119)

- Less than a year (n=13): \$48,732
- 1-3 years (n=35): \$50,200
- 3-5 years (n=30): \$50,600
- 5-7 years (n=14): \$55,605
- 7-10 years (n=10): \$61,283
- 10+ years (n=17): \$65,606

Salary by Highest Academic Degree Earned (n=119)

- B.A., B.S., or B.A.A. (n=14): \$43,386
- M.A., M.S., M.S.W., M.Ed., M.P.A., M.Div., or M.F.A. (n=88): \$53,261
- Ph.D., Ed.D., or D.S.W. (n=15): \$66,244
- Did not answer (n=2)

Salary by Type of Institution (n=119)

- Public (n=85): \$52,917
- Private (n=34): \$56,388
- Religiously Affiliated (n=6): \$58,021
- Not Religiously Affiliated (n=113): \$53,690
- Bachelor's conferring, Liberal Arts (n=10): \$50,030
- Bachelor's conferring, General (n=5): \$43,111
- Master's conferring (n=24): \$46,511
- Ph.D. conferring/Research (n=79): \$56,810
- Health Professions (n=1)*

*data not provided because of the sample size

Salary by Size of Institution (n=119)

- Under 5,000 (n=12): \$54,076
- 5,000-10,000 (n=21): \$48,061
- 10,000-20,000 (n=27): \$54,807

- 20,000-30,000 (n=25): \$54,073
- 30,000-40,000 (n=21): \$55,301
- 40,000 or More (n=13): \$58,769

Salary by Division in which Office/Position Is Housed (n=119)

- Student Affairs, Student Services, or Campus Life (n=90): \$52,614
- Academic Affairs or Provost's Office (n=11): \$57,273
- Multicultural Affairs, Equity Office, or Diversity & Inclusion (n=11): \$61,914
- Student Affairs and Equity & Diversity (n=3): \$45,606
- Dean of the College (n=2): \$49,000
- Chancellor's Office (n=1)*
- Student and Academic Services (n=1)*

*data not provided because of the sample size

Survey Administered by Nancy Jean Tubbs; Statistics Compiled by Genny Beemyn

Budget

(n=137)

What is your total permanent operating budget, excluding salaries)?

Range: \$1,200-174,000

Average: \$26,271

Removing outliers (budgets of over \$100,000): \$21,944

Less than \$5,000: 10	\$60,000-70,000: 2
\$5,000-10,000: 21	\$70,000-80,000: 1
\$10,000-20,000: 33	\$80,000-90,000: 1
\$20,000-30,000: 18	\$90,000-100,000: 2
\$30,000-40,000: 13	\$100,000+: 4
\$40,000-50,000: 8	No permanent budget: 3
\$50,000-60,000: 3	Did not answer: 18

What is your total permanent budget, including operating expenses and salaries?

Range: \$5,600-308,000

Average: \$119,834

Removing outliers (budgets of over \$260,000): \$110,551

Less than \$10,000: 2	\$110,000-120,000: 2	\$220,000-230,000: 2
\$10,000-20,000: 0	\$120,000-130,000: 7	\$230,000-240,000: 0
\$20,000-30,000: 3	\$130,000-140,000: 2	\$240,000-250,000: 1
\$30,000-40,000: 1	\$140,000-150,000: 4	\$250,000-260,000: 2
\$40,000-50,000: 2	\$150,000-160,000: 5	\$260,000+: 5
\$50,000-60,000: 5	\$160,000-170,000: 3	No permanent budget: 5
\$60,000-70,000: 10	\$170,000-180,000: 1	Salary not part of budget: 14
\$70,000-80,000: 6	\$180,000-190,000: 4	Did not answer: 26
\$80,000-90,000: 10	\$190,000-200,000: 0	
\$90,000-100,000: 5	\$200,000-210,000: 3	
\$100,000-110,000: 6	\$210,000-220,000: 1	

Student Staffing Information

Do you employ paid undergraduate students? 123 Yes, 13 No, 1 Did Not Answer

How many undergraduate students (n=123)?

1-3 students: 34	10-15 students: 5	20+ students: 7
3-6 students: 39	15-20 students: 3	Missing data: 8
6-10 students: 27		

-Average: 6

-Removing outliers (those with 20+ students working for officers/centers/departments): 4.6

How many of these students are work-study employees (n=123)?

No students: 16	6-10 students: 10	20+ students: 3
1-3 students: 18	10-15 students: 0	Missing data: 52
3-6 students: 21	15-20 students: 3	

-Average: 4.6

-Removing outliers (those with 20+ students working for officers/centers/departments): 3.3

Do you supervise unpaid undergraduate students who are volunteers or receiving academic credit?

91 Yes, 43 No, 3 Did Not Answer

How many undergraduate students (n=91)?

None currently: 5	6-10 students: 6	20-40 students: 6
1-3 students: 33	10-15 students: 6	40+ students: 5
3-6 students: 14	15-20 students: 3	Missing data: 13

-Average: 8.25

-Removing outliers (those with 40+ students working for officers/centers/departments): 5.7

Do you employ paid graduate students?

62 Yes, 74 No, 1 Did Not Answer

How many graduate students (n=62)?

1 student: 47	3 students: 1	20 students: 1
1-2 students: 3	4 students: 1	
2 students: 8	15 students: 1	

-Average: 1.8

-Removing outliers (those with 15 and 20 students working for officers/centers/departments):
1.3

Do you supervise unpaid graduate students who are volunteers or receiving academic credit?

57 Yes, 76 No, 4 Did Not Answer

How many graduate students (n=57)?

None currently: 3	1-2 students: 5	3 students: 4
0-1 student: 1	2 students: 12	3-6 students: 2
1 student: 22	2-3 students: 1	Missing data: 7

-Average: 1.5

Center or Department Name

N=136

- 9 = GLBT in office/dept. name
- 3 = GLBTA in office/dept. name
- 1 = GLBTI in office/dept.name
- 3 = GLBTQ in office/dept. name
- 11 = Gender & Sexuality in office/dept.name
- 3 = LBGT in office/dept. name
- 48 = LGBT in office/dept. name
- 1 = LGBTA in office/dept. name
- 19 = LGBTQ in office/dept. name
- 4 = LGBTQA in office/dept. name
- 5 = LGBTQIA in office/dept. name
- 4 = Pride in office/dept. name
- 3 = Queer Resource Center
- 1 = Q Center
- 1 = Rainbow Center
- 1 = Spectrum Center
- 1 = Stonewall Center
- 2 = part of Student Life or Student Engagement office/dept.
- 16 = part of Diversity/Equity/Intercultural/Multicultural/Social Justice office/dept.

Reporting Line

Title of person to whom you report:

N=135

12= __ Provost in title

41= __ Chancellor or __ President in title

37= __ Dean in title

42= __ Director in title

3 = other titles

36=Cultural or Diversity, Intercultural, Multicultural, or Equity in the title

5=Gender or Women in title

Job Titles

What is your job title (e.g. Coordinator)?:

N=136

39 = use Coordinator in title

93 = use Director in title

8 = Assistant Dean in title

Other: Liaison, Manager, Program Advisor, Program Assistant, Specialist

Example Titles:

Associate Director & Coordinator LGBTIQA and Social Justice Initiatives

Assistant Dean and Advisor to Lesbian, Gay, Bisexual, Transgender Students

Assistant Dean for Campus Life and Director of the Office of LGBT Life

Assistant Dean of Students/ Director

Assistant Dean/Director

Assistant Director for Campus Life LGBTQ Programs

Assistant Director for Sexual/Gender Diversity

Assistant Director of LGBTQ Initiatives and Center for Leadership and Student Involvement

Assistant Director of Multicultural Affairs/Manager LGBTQA Outreach & Programming

Assistant Director, Student Involvement for LGBTQA Programs & Services and Director of the LGBTQA Resource Center

Assistant to the VPSA/Coordinator of LGBTQA Services

Assistant to the Vice President for Student Affairs

Associate Director

Associate Director of Diversity Services

Campus Diversity Officer and Director of the LGBT Resource Center

Co-coordinator of LGBT Services

Coordinator of LGBT Student Involvement and Leadership

Coordinator, LGBTQIA Programs & Services

Coordinator, Pride Center

Coordinator, Women's and LGBT Services

Director LGBTQ Pride Center

Director of LBGT Services, Asst. Director of Student Activities

Director, LGBT Resources

Director, Office of LGBT Equity

GLBTQ Services Coordinator / Assistant Director, Office of Diversity Affairs

Intercultural Specialist Liaison to the LGBTQ Community

LBGT Liaison/Assistant Director

LGBT Campus Coordinator

LGBTQ Program Coordinator

LGBTQ Specialist

LGBTQA Program Coordinator

Program Advisor

Program Assistant
Program Coordinator for Sexual and Gender Diversity
Program Coordinator, Diversity & Equity Initiatives
Program Director of LGBTQ Affairs
Senior Equity Advisor
Student Resource Center Coordinator

Space

How many rooms are in your office/center?

N=135

1 room = 21% (n=29)	29
2 rooms = 20% (n=27)	54
3 rooms = 24% (n=32)	96
3.5 rooms = 1% (n=1)	3.5
4 rooms = 9% (n=12)	48
5 rooms = 8% (n=11)	55
5.5 rooms = 1% (n=1)	5.5
6 rooms = 6% (n=8)	48
7 rooms = 5% (n=7)	49
8 rooms = 3% (n=4)	32
9 rooms = 0%	
10 rooms = 1% (n=2)	20
16 rooms = 1% (n=1)	16
TOTAL = 456 / 135 = 3.38 mean	

Programs Overview

→ Please see program appendices for program names and additional comments.

Orientation Program for New LGBTQ Students

Defined as an event at the beginning of the academic year to connect new and returning LGBTQ students and allies to resources and to each other.

Yes – 63% (85 of 135 campuses)

Allies Safe Zone Program

Defined as a program in which campus staff, faculty, or students attend a required training before given the option of visibly labeling themselves as “allies” or a “safe space” to talk about sexual orientation or gender identity concerns.

Yes – 89% (120 of 135 campuses)

Peer Mentoring Program

Defined as training LGBTQ students to provide peer support to other LGBTQ students either in-person or on-line.

Yes – 38% (51 of 135 campuses)

Student Leadership Retreat

Defined as a day-long or over-night retreat for LGBTQ students to develop or grow as leaders.

Yes – 43% (59 of 136 campuses)

Speakers Bureau

Defined as training students to be panelists or educational speakers on LGBT concerns for campus audiences.

Yes – 62% (83 of 134 campuses)

Student Support Discussion Groups

Defined as facilitated student group discussions that are not student organizations, but rather safe spaces for student support or dialogue.

Yes – 76% (103 of 135 campuses)

End-of-year Celebration

Defined as event to recognize the year’s accomplishments for LGBT students and allies, and/or honor graduating LGBT students and allies.

Yes – 87% (118 of 135 campuses)

Program Appendices

Orientation Program for New LGBTQ Students – defined as an event at the beginning of the academic year to connect new and returning LGBTQ students and allies to resources and to each other.

Yes – 63% (85 of 135 campuses)

\$1000 Dinner
Advocacy and Equity Unit Open House
Annual GLBT Center Welcome Night
Annual LGBTQ Fall Reception
Annual Welcome Luncheon
Autumn Reception
Being LGBT at Princeton (which is a lunch program)
Beyond GSA: Queer Student Welcome
Brown Bag Welcome Lunch
Chocolate Fountain social
Club Q
Coffeehouse
Coming Out BBQ/Welcome
FLAME
Grad LGBT Night Out
Guess the Straight Person
Join the QASU Party
Joining UT Austin's LGBTQ Community
LGBT & Ally Welcome Back BBQ
LGBT All Community Welcome
LGBT Open House
LGBT Potluck/Open House
LGBT Welcome Reception x 2
LGBTIQQA Welcome Social
LGBTQ Fall Welcome
LGBTQ Welcome Dinner x 2
LGBTQ Welcome Reception / Queer-a-palooza
LGBTQA Student Social
LGBTQA Welcome Back Reception
LGBTQA Welcome Picnic
LGBTQI Welcome Week
LGBTQIA Office Meet and Greet
LGBTRC Open House
Multicultural Game Night
New to the U
New2U
Open House x 6

Open House for First Year Students
'Orientation' Orientation
Orientation Orientation
Orientation Session "Queer Life at SJSU"
Out@Stout New Student Reception
Peer Liaisons
Pride Alliance Ice Cream Social
Q & Q (Questioning and Queer)
Q Camp x 3
Q-Camp: An Orientation to Campus Life for LGBT Students and Allies
Queer 101
Queer a la Mode
Queer Connect
Queer Connection Mixer
Queer Ducks
Queer Fall Fling/Queer Spring Fling
Queer Orientation Week
Queer Social.
Queer Welcome
Queer Women's Dessert Night
Queer, Questioning, and New to SOU!
Queer/Trans Orientation
Rainbow Reception
Rainbow Reception/Welcomw
Rainbow Social
Samosas and Smoothies
Sexuality, Gender, and Treats: Oh My!
Square Dance in the Park Blocks (changes every year)
Stonewall Open House
Upperclassmen talk race, gender, and sexual orientation
Walking Tour of the Gayborhood
Welcome Back
Welcome Back BBQ x 2
Welcome Back BBQueer
Welcome Back Ice Cream Spectacular
Welcome Back Open House x 2
Welcome Back Reception
Welcome Dinner x 2
Welcome Reception
Welcome Reception for LGBT Students, Families, and Friends
Welcome to the Gayborhood
Welcome Week x 2

Allies Safe Zone Program – defined as a program in which campus staff, faculty, or students attend a required training before given the option of visibly labeling themselves as “allies” or a “safe space” to talk about sexual orientation or gender identity concerns.

Yes – 89% (120 of 135 campuses)

Use “Ally” or “Allies” in name = 33 campuses

Use “Safe Zone” or “Safe Space” or “Safe” in name = 79 campuses

Aggie Allies
Allies on Campus
Allies Safe Zone Program
Ally 101
Ally Development Trainings
Ally Program x 3
ALLY Project
Ally Safe Space Program
Ally Toolkit Training
Ally Training x 3
Ally Training Program x 3
Ally Training Workshops
Ally Training/Safe Zone
Brown Safe Zone Training
Chapman Safe Space Program
Creating Safer Spaces and Ally Development
CWRU Safe Zone
Emory Safe Space
Faculty & Staff Ally Program
GLBTQ Safe Space Program
Husky Ally
LGBT Ally Network
LGBT Ally Training Program
LGBT Support Network
LGBTQ Liaisons Program
LGBTQA 101 and LGBTQA Ally Program
LGBTQA OUT (Openness and Understanding Training)
LGBTQIA Development Training x 2
Positive Space
Positive Space Campaign x 2
Project SAFE
PSU Queer Ally Training
Queer & Ally (Q&A) Network
Queer Ally Coalition
Rainbow Resource Spot Training

Rainbow Terrapin Network
Safe and Open Spaces at Stanford
Safe Campaign
Safe On Campus
Safe Space x 10
Safe Space Allies
Safe Space Program x 4
Safe Space Sticker Program
Safe Space Workshop
Safe Zone x 22
Safe Zone 101, 201, and Train the Trainers
Safe Zone Allies Program
Safe Zone Ally Program
Safe Zone Program x 5
Safe Zone Program and Safe Zone 2 Program.
Safe Zone Program; How to Be an Ally 101
Safe Zone Project x 2
Safe Zone Training
Safe Zone Training Program
Safe Zone: LBGTQ Ally Development Program
Safe Zones
SafeZone x 2
SafeZone Community Workshop
SafeZONE Program
SafeZones
The ALLIANCE @ Bucknell: Creating Safe Space Peer Education Program
The Ally Network
The Welcome Project
TU Safe Space Program
UI Safe Zone Program
USM Safe Zone Project
You Are Welcome Here Campaign

Additional Comments:

1. 6-8 hour requirement
2. For our Safe Zone program we allow people to participate (self selected) without attending the training. We have a detailed manual that we ask everyone to familiarize themselves with before posting their sticker. The training is for those who want additional education and support in their learning process
3. Husky Ally - It is an umbrella term for all of our educational outreach including Safe Zone workshop
4. Launching a webinar series for the Safe Place program.
5. Our safe zone program will soon be assisted by our office and the College of Health and Human Services.
6. Program includes different kinds of training, like Ally I, Ally II, Bi 101 & Trans 101
7. Training is optional

8. Trainings not required to receive a Safe Space sticker
9. We also offer a Trans Allies seminar to current Allies
10. We avoid the language of "safe space" as we feel that bar is too low. We also avoid "allies" as many participants identify as LGBTQ.
11. We have a Greek Allies Program
12. We offer 4 hour Safe Zone workshops throughout the year that are divided into 2 separate 2 hours sessions. We also offer Safe Zone advanced trainings that are 1.5 hours and focus on the following topics: Advanced Ally development, Queer People of Color, Transgender ally development, and Fluidity / Bisexuality
13. We provide trainings upon request that are customized to the needs of the group

Peer Mentoring Program – defined as training LGBTQ students to provide peer support to other LGBTQ students either in-person or on-line.

Yes – 38% (51 of 135 campuses)

Advocates
Big Queer/Little Queer
CASA mentors
Connections
Diversity Peer Educators
faQ Online
First Year Cohort
Friendly Peer Program
GLBT Center Staff
GLBTA Mentor Program
GPS
GPS--Guidance, Perspective and Support
Graduate Student Mentoring Group
Inside Out
LGBTQ Mentoring
LGBT Mentoring Program
LGBT Peer Education Program
LGBT Peer Mentoring Program
LGBT Peer Mentorship Program
LGBTQ Mentor Program
Mentor/ Mentee
Mentoring Program x 2
Mentors/Buddy Program
Multicultural Mentoring Program
OUTPeers
OUTreach
OutReach Peer Mentors
Outspoken Peer Educators
Peer Connections Mentoring Program (online)
Peer Mentoring x 2
Peer Mentoring Program
Peer Mentors
Peers in PRIDE
Pride Mentor Program
PRISM: LGBT Peer Counseling & Mentoring
Q-Chat (on-line)
Q-Connect
QPA
QQAMP - Queer Questioning & Allied Mentor Program
Queer Mentoring
Queer Peers x 4

Sexual & Gender Diversity Mentoring Program
Student Success Center Liaison to LGBTQ Students
LGBT Mentor Program

Additional Comments:

1. Also have an academic mentor/mentee program
2. faQ Online operates every day during the academic calendar dates from 9 to 11 p.m.
3. It is run out of the counseling center with LGBTRC support
4. Just starting, and we hope the first year group will name the program
5. Student Success Center Liaison to LGBTQ Students is a collaborative partnership with First Year Center mentoring program
6. We also partner with other units across campus to offer a first year mentoring group for first year students who identify as LGBTQQ or heterosexual allies
7. We are also piloting a new on-line peer chat, which is modeled after the one at Riverside.
8. We coordinate a new student outreach program with the Admissions Office
9. We do not have a peer mentor program but we do have a faculty/staff mentor program

Student Leadership Retreat – defined as a day-long or over-night retreat for LGBTQ students to develop or grow as leaders.

Yes – 43% (59 of 136 campuses)

Ambassador Retreat
Annual LGBT Community Leadership Retreat
Annual Retreat
Camp Out
Co-Chair Retreat
Common Ground Leadership Retreat
Emory Pride Retreat
Frosh Intern Retreat
Generation Queer
GLBT Resource Center Student Leadership Retreat
GLBTA Leadership Retreat
GLBTQ and Ally Student Leadership Retreat
GSC Retreat
Lead with Pride Symposium
Leadership Retreat
Leadership Training
Leading with PRIDE
LGBT Community Center Staff Retreat
LGBT Student Getaway
LGBT Student Leadership Retreat
LGBTQA Student Leadership Retreat
LGBTQ Community Connections retreat
LGBTQ Resource Center Leadership Retreat
LGBTQ Retreat
LGBTQ Student Leaders Retreat
LGBTQA Community Retreat
Out in Front
Pride Retreat
PRIDE Retreat
Q Retreat
Q-Lead Retreat
Qforum Fall Leadership Retreat
Queer Leadership Retreat x 2
Queer Retreat
Queer Symposium
Queerteer Orientation
Spectrum Retreat
Staff Retreat
Student Leadership & Activist Development Training
Student Leadership Retreat/Luncheon
Student Leadership Training

Team Q Provincetown Retreat
Triangle Leadership Retreat
LGBT Community Retreat
Winter Student Leadership Retreat

Comments

1. Co-Chair Retreat is for our executive board members
2. It is more of a community building/identity development retreat "Camp Out"
3. Participate in UWM Student Leadership Retreat by facilitating Safe Space Training as part of the Leadership Retreat not specifically for LGBTQ students
4. Sponsored by Lambda Alliance - coalition of student organizations
5. Student Leadership Retreat - although we do a retreat with the leadership of the student org on a semester basis, we are working on establishing a general leadership retreat
6. The student staff at the Resource Center participate in an all day Organizational Strategic Planning session before each academic year. This is what we have used as leadership development
7. There are two: One for all U of M students, and one for UMD students that we host separately
8. We do offer our Student Assistants a staff retreat each year and include development
9. We do these programs (such as retreats) with queer student group as member of Alliance of Multicultural Organizations

Speakers Bureau – defined as training students to be panelists or educational speakers on LGBT concerns for campus audiences.

Yes – 62% (83 of 134 campuses)

Allies
Allies & Advocates
Bridges
Brown Bag
Community OUTreach Educators (CORE)
Eastern Pride Education Coalition (EPEC)
GLBT Services Speakers Bureau
GLBT Speakers Bureau
LGBT Peer Education Program
LGBT Resource Center Speakers Bureau
LGBT Speaker's Bureau x 3
LGBT Speakers Panel
LGBTQA Panels
LGBTQ 101
LGBTQ Speakers Bureau
LGBTQA Office Speakers Bureau
LGBTQA Speaker Panels
LGBTQIA Speakers Bureau
Our Lives
OutReach
OutSpeaking
OUTSpoken
Outspoken
Outspoken Peer Educators
P.E.G.S. - Peer Educators of Gender and Sexuality
Panel Program
Panels
Peer Advocate Panels
Peer Education Program
Portland State LGBT Speaker's Bureau
Pride Panels x 2
Pride Speakers Panel
Q Speaks
QLC & CU SpeakOUT
Queery
Rainbow Speakers Bureau
Safe and Open Spaces at Stanford
Safe Zones
Speak Outs x 2
Speak Outs
Speakers Bureau x 19

SpeakOUT
SpeakOUT Speakers Bureau Training
SpeakOUT!
SpeakOUT! Panels
Stonewall Speakers Bureau
Straight Talk Speaker's Bureau-Speaker's Bureau Volunteers
Straight Talks x 2
Team Q
Train the Trainers Program
Visible Voices
ZAP panels

Additional Comments:

1. Center Staff provide many discussions and training
2. LGBTQ 101 is part of the Chapman Safe Space Program
3. Part of the Safe Space program
4. Part of the Safe Zone program
5. Speakers Bureau - a peer education program. This is for credit received as LGBT 350.
6. Speakers Bureau - coordinated by Health Center with assistance from us
7. Speakers Bureau - moving to customized, topic-specific programs rather than "meet the queer" panels
8. Speakers Bureau - this is a program that the student organization administers
9. Straight Talks is a class for speakers and then the actual programming and signing up for panels is run through the office electronically
10. Straight Talks is a product of the student organization, RockOUT, and not a function of the LGBTQ Resource Center
11. The Safe Space program serves this purpose
12. Train the Trainers Program is for those who want to learn how to do the Ally Development Trainings
13. Unofficial program of seasoned LGBTQ interns or active students who volunteer to speak at luncheons or class visits
14. Visible Voices is open to students, staff, faculty and community folks. Training ranges from 14 -- 18 hours, and includes mock panels, nonviolent communication and focus on storytelling
15. When I arrived it was an informal group of student panelists who go into classrooms upon invitation and also participate in Safe Space trainings. Last year we started doing some informal training w/ panelists. This program will be further developed once my position is raised to full-time

Student Support Discussion Groups – defined as facilitated student group discussions that are not student organizations, but rather safe spaces for student support or dialogue.

Yes – 76% (103 of 135 campuses)

BENT
BiPlus, QPOC
Bites with Beth
Boston Area Trans Support
Breathing Room
Brown Bag Discussion Group
Brown Bag Lunch Series, Candid Conversations, Career Queers, Pop Queer, etc.
Brown Bag Lunches, Columbia Cares, QLC, Teach-Ins
CIAO, Carleton In and Out; Gender Discussion Group
Coffee and T
Coffee Hour
Coffee Talks
Coming Out Support Group
Coming Out Support Group, MGender
Coming Out/Being Out Support Group x 2
Coming Out/Exploration Discussion Group
Conversation Groups
Crossroads, Girls Like Us
Dialogue Project
Discussion Group
Discussion Groups
diversi-TEA
Gathering Groups
GBTIQQA Men's Group
Gender group, Rise Up
Genderqueer, Coming Out, Woman to Woman, Men's Group
Guys 4 Unity, Identity Discussion Group
Healthy Relationship Discussion Group
In the Life, Coming Out Group
Inside Out, Monthly Chats
InsideOut
LGBT and Questioning Athletes Group; Transcending Boundaries (more commonly called the Gender Group); Queering the Color Line (for LGBT student of color)
LGBT Resource Group
LGBT Support Group
LGBTQA Bible Study
LGBTQ Discussion group, WomenLovingWomen, Spectrum, ManUp, Athletes United
LGBTQ&A Student Association
LGBTQA Support Group
LGBTQA Support Group

LGBTQQIA Discussion Group
 Living with Pride
 Men's Group and Women's Group
 Men's Group, Women's Group, Trans Support Group
 Men's Group; Women's Group; Bi Group; Queer Students of Color and Allies (QSOCA);
 Coming Out/Questioning Group
 New to 'Cuse (for new LGBTQ students to Syracuse); Fusion (for LGBTQ people of color);
 Trans 'Cuse (for trans folks and partners of trans folks)
 Open
 Open Door Discussion and Support Group
 Open Door Discussions
 Out Womyn's group & Men's Discussion group
 OUTspoken; Getting Bi; Interfaith
 Peer Discussion Groups
 Pride, My Soul; Shades of Grey; Transgender Support Group; Among Men; Between Women
 Q Group; Trans Talk Tuesdays
 Q-Connect
 Q-Tea
 Q17, Kaleidoscope, No Boundaries, & Live Out Loud
 QGroups - LGBTQ Discussion Groups, including Lavendar Maroons (Gay); Qworum
 (Lesbian), Over the Rainbow (Bi), Intersection (SOC), Pronoun Hoedown (Trans)
 QPoc Talk, Envision, The R Word: Relationships
 Queer Chat
 Queer Men of Color Social Group; Questioning and Queer Women's Group
 Queer Salon
 Queer Student of Color Support Group, CASA
 Queer Students of Color Group and Queer Women's Group
 Queer Support Group
 QueerTalk
 Quest
 Safe Space
 Sh-OUT
 Shade of Grey, Queer Circles
 Speak OUT x 2
 Spectrum
 Stonewall Discussion Group for LGBTQI Students
 Sustained Dialogue
 T-Time (for our Trans community) Fluidity (for our Bi community)
 Thursday Night Dinner
 Trajectories
 Trans Discussion Group, LBQ (For women), Outreach (For men)
 Trans* Support Group
 Transrap
 Tuesday Rap Groups
 Tuesday Talks

Tuesday Talks (Grrrl Talk, Guy Talk, QPOC, Fluidity, Let's Talk About Sex!); Trans Group; LGBT Grad Student Lunch Hours; BlaqOUT; DOWNEtime University Rap, Gender Chats, Out/Questioning/Closeted Greeks W-Talk and Anything but Straight in Athletics Weekly LGBTQ Family Dinner Women Like Us and Men Like Us Young + Trans; "Coming Out" for the Holidays; Transgender Support Group; Breaking Boundaries: Cross-Cultural Dating

Additional Comments:

1. Additionally, we offer a coming out group around sexuality; we hope to offer one around gender identity and expression. However, there are not enough staff to facilitate this
2. Bites with Beth is a brown bag weekly discussion group with a CAPS counselor supervising
3. Coming Out/Being Out Support Group is facilitated by Counseling and Testing Center professional staff person
4. Different names for different groups
5. Discussion Group (based on identity name)
6. diversi-TEA uses a tea party discussion format
7. Form groups as needed
8. Group sessions through Counseling Center
9. Lambda is a student run club
10. LGBTQA Support Group is through the counseling center
11. No official name, this is part of the services provided by the Campus Life Office
12. Our main support group right now is peer led and run as a subgroup of the student group the Queer Alliance
13. Ours is part of the student group - it's called Quest.
14. Partner with counseling and psychological services (LGBT Support Group)
15. Q-Tea, when we serve tea and snacks during the weekly discussion
16. Safe Space is collaboration with our largest student group. We see it as a continuation of their Safe Space discussion group and part of their ongoing collection of discussion groups. We provide the facilitators and otherwise run Safe Space.
17. Sarah's Open Session (S.O.S.) is time the Student Affairs Case Manager spends with students in our Lunge biweekly, but we do not close the door for confidential discussions during S.O.S. like we do with other discussion groups.
18. Student Support Discussion Groups - Although regular meetings of such groups have not worked over the past year, we do hold a coming out discussion group at the beginning of each semester that is generally well attended. We're also working on a student support discussion group geared specifically toward transgender, genderqueer, and/or gender-variant students
19. There is a first-year group that is named after their class, such as the Class of 2014 group (class affiliation is big at Princeton)
20. Varies depending on need and theme

21. We are considering a title like "LGBT Optimizing" or something more positive about growing as a LGBT individual
22. We have a variety, from trans, to religion/spirituality, bi, students of color etc.
23. We offer additional Tuesday Talks in Fall Quarter: Coming Out Stories, Family Talk, Faith Talk

End-of-year Celebration – defined as event to recognize the year’s accomplishments for LGBT students and allies, and/or honor graduating LGBT students and allies.

Yes – 87% (118 of 135 campuses)

A Night OUT
Allies Awards
Allies on Campus Closing Social
Annual Awards Ceremony
Catalyst Awards, Lavender Graduation
Celebration Gala
Celebration of PRIDE Graduates; Spring Queer Ball
End of Year Celebration
End of Year Cookout/Celebration
Fabulous Farewell
Gold at the End of the Rainbow
Lambda Celebration
Lav Grad x 3
Lavender and Volunteer Thank You
Lavender Celebration x 6
Lavender Commencement
Lavender Grad
Lavender Graduation x 37
Lavender Graduation & Ally Recognition Ceremony
Lavender Graduation & Queer Prom
Lavender Graduation and Queer Prom
Lavender Graduation Celebration x 4
Lavender Graduation Ceremony
Lavender Graduation Reception
Lavender Graduation, Advocate Appreciation and End of Year Celebration!
Lavender Graduations
Lavender Reception
Lavender Recognition Ceremony
LGBT Graduation Celebration
LGBT Resource Center Lavender Graduation
LGBT Resource Center Spring Awards & Lavender Graduation
LGBTQ Resource Center Luncheon and Awards Ceremony
LGBTQA Awards
LGBTQIA Recognition Dinner and "Alphabet Soup" Awards
NYU Moving Up Day
OVER & OUT
Pride Awards
Pride Awards & Lavender Graduation
Pride Awards and Rainbow Graduation
Pride Banquet and "GSC Luncheon"
PRIDE Gala

Pride Graduation and Community Celebration
Queer Choice Awards
Rainbow Banquet
Rainbow Banquet Featuring Lavender Graduation
Rainbow Celebration x 2
Rainbow Ceremony
Rainbow Dinner
Rainbow Graduation x 12
Rainbow Graduation and Ally Recognition Program
Rainbow Graduation and Awards
Rainbow Reception for Graduates
Rainbow Recognition
Senior Reception
Senior Recognition
Senior Send-Off
Year End Celebration and Lavender Graduation.
Year-End Celebration

Additional Comments:

1. "GSC Luncheon" is a lunch for seniors and their families during Senior Week
2. Also do an end-of-year picnic at my house for Out@Stout members and students who have been involved with the LGBTQ Program Office
3. Lavender Graduation is both an awards recognition ceremony as well as a ceremony for graduating students
4. Lunch reception for families following general Commencement
5. Partner with student organization to provide awards and activities
6. PRIDE Gala is the culminating dinner of our week+ long PRIDE celebration/events each spring
7. Rainbow Graduation is for most minority groups on campus
8. Senior Recognition is done in conjunction with the other diversity program offices

Alumni Group – defined as an active group of LGBTQ alums who organize events or meet regularly or share a newsletter. Please mark if your center/office works with an alumni group even if others have direct responsibility to maintain it.

Yes – 60% (82 of 136 campuses)

1809 LGBT Alumni
Alumni Network
BGALA
BiGLATA
BSU Pride
Cal Alumni Pride
Columbia Pride
CUGALA - Cornell University Gay and Lesbian Alumni Association
DGALA, Dartmouth Gay, Lesbian, Bisexual, Transgender Alumni/ae Association
DPU LGBT Alumni (via Facebook)
Emory Gay and Lesbian Alumni
Fund For Reunion BTGALA.
GALABI
Gay and Lesbian Alumni (GALA)
GLBT Alumni Alliance
GLBT Alumni Association x 2
GLBT Alumni Chapter
GLBT Alumni Constituency Group
GLBT Alumni Society
GLBTA Alumni Network
GMU Lambda Alumni
GW LGBT Alumni
Husker Pride LGBTQA Alumni Group
LAGAAVC
Lambda Alumni Association
Lambda Chapter
Lambda Pride
Lavender Luncheon
Lavender Slugs
LBTQA Alumni Association
LGBT Affinity Group
LGBT alum Network
LGBT Alumni Affinity Group
LGBT Alumni Affinity Group
LGBT Alumni Association
LGBT Alumni Chapter
LGBT Devils' Pride
LGBTA Alumni
LGBTA Alumni Interest Group
LGBTA Society of Alumni and Friends

LGBTIQA Alumni Network
LGBTQ Alumni
LGBTQ Alumni Group
LGBTQA Alumni Association Organization
LUGALA - Lehigh University Gay and Lesbian Alumni/ae Association
NUGALA
NYU LGBTQ Alumni Network
Out After Carleton
OUTspoken Alum
PennGALA
Pride on the Hill
Q & A: GLBT Queer Alumni and Allies
Rainbow Alumni
Reunion Weekend
RUBiGLATA (Rutgers University Bi, Gay, Lesbian, & Transgender Alum Association)
Serpentine Society
SOU LGBTQ Alumni
Stanford Pride
TBGALA
The LGBT and Q Alumni and Friends Group
Towson LGBTQ Alumni Group
Tri-Points
UC Riverside Pride
UMGALAS
UMKC LGBT Alumni
University of Chicago LGBT Alumni Association
UVM Pride Alumni

Additional Comments

1. Alumni group will be formed when my position is increased, or possibly through efforts of student employees
2. Does not have a formal name at this point and really is just a listserv that was built by an alum & the former director
3. LGBT Fac/Staff/Alumni group through out E-mail system
4. Ranges from active to inactive; hinges on working with student leaders from student org, which ebbs and flows
5. Small facebook group
6. They are an independent 501c3 with a 2 million dollar endowment. They fund a LGBT post doc on campus and work independently from us. However, we set up their conference calls and take care a lot of the details for their on-campus events and reunions
7. We also have a Friends of the Center alumni group and an alumni advisory board to the center
8. We are holding a 25th anniversary of the center event this fall and hope to start an alumni group from that

9. We have a broader office-wide alumni list, which encompasses students with all identities
10. We work with group but it is coordinated through Alumni Relations
11. We're told it's among the most active of all 25+ affiliate groups

Other additional comments on programming:

1. --GLBT Leadership Awards
--Faculty-Student mentoring events
--LGBT Health Forum with most LGBTQ students involved
2. Active participation in campus climate and cultural competency work across multiple identities
3. Again, the issue with programming through the Center is budget, or lack thereof.
4. Developing a LGBTQA Orientation is a great idea. We do participate in New Student Orientation, Graduate and International Student Orientation, etc. but the idea of having our own is a good one. We also have an open house / welcome every fall. We have tried having discussion groups and while people express interest, they don't usually attend.
5. In addition to what was mentioned above- we also do programming in residence halls as well as have an Allies Counsel of professional staff members that meet to discuss how to make the campus more safe and comfortable for LGBT students. We also have 2 weeks in the year to celebrate LGBT students- Coming Out Week and Pride week. We have other events throughout the year as well.
6. Orientation Program - this is an event that in the past we have partnered with the student organization to do, but will likely move to holding an open house time welcome back event.
7. Peers for Pride - a peer facilitation program. Students are taught theater and facilitation skills to conduct trainings on LGBT issues across campus. Also, Speaker Series, where writer/scholars/artists/activists are brought to campus to present.
8. Several active student clubs on campus
9. There is a SafeZone on campus but it is run by volunteers and existed before my office. I help with this and plan to be more heavily involved in the future. I am also participating in the creation of an alumni group with another individual in the housing department (who also started and runs the SafeZone program). I am interested in establishing some form of the rest of the programs listed but have not had time. Two "programs" started and run completely out of this office are an informal LGBT and Ally faculty/staff lunch group that meets twice a month and an informal LGBT and Ally graduate student group. Both groups just started last semester and neither have applied for official university recognition.
10. Three years ago, I created a faculty/staff group called QUIPS (Queer UI Professionals) that gets together socially (occasionally).
11. We also celebrate NCOW, NCOD, Queer History Month, Pride Week, Transgender Awareness Week, and Pride Week.
12. We also host a Welcome Back BBQ each September (200+ attend) and a Home for the Holidays program (125+ attend) in December.
13. We are a new Center; so in the process of establishing many things. We now have an established Coming Out, Gender Liberation, and Pride Weeks. We also do a very large Lavender Graduation --which was attended by President and Provost, and is quite an academic event.
We also participate in Homecoming, Reunion, and John Carroll Alumni Weekends--all of which are historic firsts for this campus.

Also work with Safety Net (a senior administrator group that works on individual at risk case management); serve on the Bias Reporting Team; and co-chair a campuswide LGBTQ committee.

14. We are working on developing a leadership and mentor track at this time.
15. We co-program with 10 colleges on our campus. We oversee 10-12 affiliated queer student organizations. We serve undergrads, graduate students, staff, faculty, alumni, and community members.
16. We coordinate Lavender Graduation and a Welcome Back events annually. We are a cofounder and cosponsor of a program called Carolina United, which is a 5 day diversity retreat that is mostly student led and to which students must apply to participate. We also participate in trainings for RAs, Community Directors, and Orientation Leaders.
17. We have our own alumni list and receive donations from folks specifically for the Center. This was not included in our budget numbers, as we have not determined how to spend the money at this time (about \$4000).
18. We would be doing all of these things if we had the budget for it and the institutional buy in. (Like alumni for example.)