

## **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](http://www.lgbtcampus.org).

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## 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 BBQ  
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: LGBTQ 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.)