

## **Resource and Outreach Programs (ROP) Revisioning Proposal to AS Board - Phase One**

Prepared by: Casey Hayden, Coordinator of Student Activities

### Requested Action by the Board:

- Direct the AS Budget Committee to:
  - Set as a high priority a budget increase that would fund a new full-time professional staff advisor to oversee the areas of the ROP as well as newly formed advocacy committees,
  - Refrain from reducing the existing total allocation to the ROP areas during the spring budgeting process, as all savings being generated by voluntary salary and programming reductions would be necessary to fund the future revised structure of the ROP.
  
- Vote to dissolve the Sexual Awareness Center.
  
- Review and comment on the proposed phases of the ROP revisioning laid forth in this document.

### **Document Contents**

- I. Rationale for a New Professional Staff Advisor for the ROP
- II. Rationale for Dissolving the Sexual Awareness Center
- III. Description of the Phases of the ROP Restructuring
- IV. Appendix A: Summary of New ROP Professional Staff Job Duties
- V. Appendix B: Budget Impact Estimate

## **Rationale for a New Professional Staff Advisor for the ROP**

- o We could hire for specialized background in equity & justice work in a college setting rather than maintaining the generalist student activity/student development advising approach that we have had in place up until now.
- o There is consensus among ROP employees that having a full-time professional staff director/advisor has several benefits, including alleviating burnout and offering a stronger support system for student employees.
- o The role of the student ROP Director has been perennially over-taxed with personnel matters and supervision of such a large department that the role hasn't been successful at maximizing the impact of the offices with any sort of continuous progress.
- o A permanent pro staff advisor/director would be able to build on momentum and recent successes and could cultivate long-term working relationships with departments across campus that are critical to meeting the needs of students. These more established working relationships would facilitate a loop of continuous feedback that is very beneficial when addressing shortcomings in campus services.
- o The pro staff person who has the longer-term cross-campus connections and who also advises student advocacy efforts would be well-equipped to serve as a stronger advocate for student needs and concerns than our current structure allows.
- o ROP student staff are calling out for more in-depth training and feeling unprepared for the advocacy and peer advising work they're expected to do. A professional staff director/advisor would support this by having the background and preparation to deliver these trainings well and also by being more physically present in the ROP space to assist with difficult situations.
- o A part of this pro staff job description could be to deliver training not only to the ROP staff but to the larger AS and perhaps Dean of Students Unit. This would hopefully result in taking some of the burden off of the shoulders of AS student leaders to educate their fellow students and Western's administrative staff on issues of diversity and inclusion.
- o We currently have approximately 40% of one full-time advisor's time allocated to oversight of 7 programs that, on many other campuses, would have several professional staff members assigned to lead in those areas.

## **Rationale for Dissolving the Sexual Awareness Center**

- o The primary utilization of the Sexual Awareness Center (SAC) is students dropping by to pick-up free safer sex supplies, which is a function that could be maintained by the ROP even without the existence of the SAC.
- o Most of the events hosted by the SAC have been collaborations with other ROP offices that could have chosen to host the events even if the SAC was no longer a program. Even the SAC's most popular annual event "The Sex Ed You Wish You Had, hosted by Babeland" has been a co-sponsored event and was originally brought to campus by the Queer Resource Center.
- o Much of the former mission of the SAC (i.e. sexual health and STI resources) is now more fully handled by Prevention and Wellness Services than was previously the case, which has created some duplication of efforts on campus.
- o The rise of easily accessible information resources via the internet has diminished the need for a physical resource library or in-person peer advice.
- o Recent SAC coordinators have expressed a desire to reduce event programming and increase the advocacy role of their office. This could be accomplished even if the office is discontinued via the creation of an advocacy committee/council that would be able to address problems students face in accessing the Student Health Center and/or any of the Title IX or sexual assault reporting services on campus.
- o Several well-informed student leaders have recently recommended that the office be discontinued, including both of the two most recent ROP Directors and the previous SAC Coordinator. The current SAC staff is also supportive of this direction as long as the plan to continue providing the safer sex supplies is incorporated into other parts of the ROP.

**Description of the Phases of the ROP Restructuring**

PHASE ONE

Development	Description	Timeframe
<p><b>Veterans Outreach Center</b> - major changes via the AS Assessment Process</p>	<ul style="list-style-type: none"> <li>• Dissolving the physical VOC “center”</li> <li>• Converting to an AS position - Veteran Community Coordinator with dual reportage to AS advisor and the Veteran Services Office (Old Main)</li> <li>• Scaling down event programming</li> <li>• Moving the VCC position outside of the umbrella of the ROP</li> </ul>	<p>Winter / Spring ‘16</p>
<p><b>Disability Outreach Center</b> - moderate changes to Coord, position</p>	<ul style="list-style-type: none"> <li>• Decreasing event programming quantity</li> <li>• Increasing advocacy role through new Student Disability Advocacy Committee</li> </ul>	<p>Spring ‘16</p>
<p><b>Sexual Awareness Center</b> - dissolve the office completely</p>	<ul style="list-style-type: none"> <li>• See rationale above</li> <li>• Incorporate safer sex supplies and annual sex ed event into other areas of ROP</li> </ul>	<p>Winter / Spring ‘16</p>
<p>Development of a <b>Professional Staff Director/Advisor position</b> to oversee the ROP</p>	<ul style="list-style-type: none"> <li>• Secure the funding for the position</li> <li>• Create job description and secure admin approvals and HR rating of position</li> <li>• Determine adjustments to existing professional staff roles</li> </ul>	<p>Spring ‘16</p>
<p>Revise <b>Queer Resource Center</b> roles and job descriptions</p>	<ul style="list-style-type: none"> <li>• Draft revised job descriptions</li> <li>• Propose making Coord, a 4 qtr. position</li> <li>• Secure funding via AS Budget Process</li> <li>• Elevate advocacy; decrease events</li> <li>• Further specialize staff roles</li> </ul>	<p>Winter / Spring ‘16</p>
<p>Create a <b>Queer Student Advocacy Committee</b></p>	<ul style="list-style-type: none"> <li>• Draft Charge &amp; Charter and secure Board approval</li> <li>• Add to lead QRC Coordinator to chair this</li> </ul>	<p>Winter / Spring ‘16</p>

PHASE TWO

Development	Description	Timeframe
<p><b>Womxn's Center</b> - conducting a deep analysis and revisioning of mission</p>	<ul style="list-style-type: none"> <li>• Hire additional staff to conduct deeper assessment of student needs and gaps in representation</li> <li>• Use the AS Assessment Process/SPAC or a similar method for reshaping the mission and structure of the office</li> <li>• Secure job description and budgetary approvals for changes</li> </ul>	<p>Summer '16 - Winter '17</p>
<p><b>Social Issues Resource Center</b> - minor changes</p>	<ul style="list-style-type: none"> <li>• Possibly decreasing event quantity</li> <li>• Increasing advocacy function</li> <li>• Re-establish and systematize connections with highly engaged student change agents through more ties to clubs</li> <li>• Secure job description and budgetary approvals for changes</li> </ul>	<p>Fall '16-Winter'17</p>
<p><b>Legal Information Center</b> -</p>	<ul style="list-style-type: none"> <li>• Review statement of purpose for accuracy</li> <li>• Groundwork for having attorney available for scheduled office hours for a fee</li> <li>• Secure job description and budgetary approvals for changes</li> </ul>	<p>Fall '16-Winter'17</p>
<p><b>Transition from student ROP Director to Professional Staff Advisor/Director</b></p>	<ul style="list-style-type: none"> <li>• Conduct search process with student involvement on committee</li> <li>• Student ROP Director will serve the full term and help on-board pro staffer along with current ROP advisor</li> </ul>	<p>Summer '16 - Winter '17</p>
<p><b>Rename the ROP</b></p>	<ul style="list-style-type: none"> <li>• Either find new more fitting name for the collection of programs or discontinue the umbrella term 'ROP' altogether</li> </ul>	<p>Winter '17</p>
<p>Examine <b>Queer Resource Center</b> roles and job descriptions</p>	<ul style="list-style-type: none"> <li>• Examine additional staffing needs, maybe a new Asst. Coordinator</li> <li>• Further specialize staff roles</li> <li>• Consider is student Director is needed</li> </ul>	<p>Winter '17</p>
<p>Create <b>additional Advocacy Committees</b> as needed</p>	<ul style="list-style-type: none"> <li>• Assess strengths and challenges of initial advocacy committees, reformatting if needed</li> <li>• Propose more of these bodies as the energy and interest amongst students demonstrates the need and capacity</li> </ul>	<p>Fall '16-Winter'17</p>

PHASE THREE

Development	Description	Timeframe
<p><b>Legal Information Center</b> - finalizing funding for new attorney services</p>	<ul style="list-style-type: none"> <li>• Examine models for attorney services at other campuses, such as UW</li> <li>• Identify possible attorney partners</li> <li>• Propose a model and budget, possibly as a grant-funded pilot program</li> </ul>	<p>Fall '17-Winter '18</p>
<p><b>“New ROP” programs rejoin regular budget request cycle</b></p>	<ul style="list-style-type: none"> <li>• Begin to request additional funds through the annual AS budget process for demonstrated needs which may include, but are not limited to:               <ul style="list-style-type: none"> <li>◦ Small pools funding to serve as incentives for identity and justice-focused clubs to persist and connect with the program office,</li> <li>◦ Programming dollars that seem necessary based on the evidence of recent spending history, including usage of the Large Event Opportunity Fund.</li> <li>◦ Funds that enhance the effectiveness of the work being done by existing advocacy committees.</li> </ul> </li> </ul>	<p>Fall '17-Winter '18</p>

## **Appendix A: Summary of New ROP Professional Staff Job Duties**

- **Program Management (i.e. supervision and directing) of:**
  - SIRC, LIC, Womxn's Center, DOC
  - Veteran Community Coordinator
  
- **Program Advisement (i.e. guidance and oversight) of:**
  - Queer Resource Center
  - Various Advocacy Committees
    - Student Disability Advocacy Committee
    - Queer Student Advocacy Committee
    - (other possibilities)...Sexual Health and Anti-Violence Advocacy Committee; Student Persistence Advocacy Committee (dealing with graduation rate disparities), etc.
  
- **Training & Development**
  - Planning and facilitating trainings on a wide variety of topics, but primarily topics centered on diversity & inclusion, anti-oppression work, building multicultural organizations, and methodologies for social change,
  - Trainings could be given at ROP level, AS-wide level, and Dean of Students Unit level.
  
- **Serve on Several University Committees (often with student representation), such as...**
  - LGBT Advocacy Council (for faculty and staff), (LGBTAC)
  - (possibly) Minority Employees Council (MEC)
  - Gender Inclusive Facilities Committee
  - Disability Advisory Committee, led by Equal Opportunity Office
  - Safe Zone Committee (coordinates queer ally training for campus)
  
- **Possibly serving as an advisor to relevant clubs** (e.g. those focused on gender, sexual identity, veteran status, etc.)

## Appendix B: Budget Impact Estimate

### Current ROP Allocation Breakdown

Aspect of Budget	Allocation Needed
ROP Admin Budget (99% salaries)	\$ 100,350.00
QRC Programming	\$ 8,630.00
SIRC Programming	\$ 10,231.00
LIC Programming	\$ 2,160.00
WC Programming w/Labyrinth	\$ 12,670.00
VOC Programming	\$ 4,080.00
DOC Programming	\$ 5,600.00
SAC Programming	\$ 5,700.00
<b>Total Allocation</b>	<b>\$ 149,421.00</b>

### Future ROP Allocation Breakdown

Aspect of Budget	Allocation Needed
Pro Staff Coord. (\$40K salary, \$20K in benefits)	\$ 60,000.00
QRC Coord (4 qtr)	\$ 7,432.00
QRC Asst. Coord	\$ 5,600.00
QRC Asst. Coord	\$ 5,600.00
QRC Asst. Coord	\$ 5,600.00
QRC Programming	\$ 6,000.00
SIRC Coord	\$ 6,000.00
SIRC Asst. Coord	\$ 5,600.00
SIRC Asst. Coord	\$ 5,600.00
SIRC Programming	\$ 7,000.00
LIC Coord	\$ 6,000.00
LIC Hourly Supp Staff	\$ 4,600.00
LIC Programming	\$ 1,500.00
WC Coord	\$ 6,000.00
WC Asst. Coord	\$ 5,600.00
WC Coord Creative Prog	\$ 5,600.00
WC Programming w/Labyrinth	\$ 7,000.00
Vet Comm Coord	\$ 3,690.00
Vet Programming	\$ 1,800.00
DOC Coord	\$ 5,600.00
DOC Programming	\$ 2,000.00
Adopting of SAC components	\$ 2,000.00
Total student salary fringe benefits	\$ 2,524.00
<b>Total Allocation</b>	<b>\$ 168,346.00</b>