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**LEADS (Student Leadership & Community Engagement Center)**

**Overview**

**Title:** Sustainability and equity commitment of AS dollars to student leadership and community engagement program

**Contact:** Joanne DeMark, Ph.D.

**Summary of proposal:** Since 2007, AS has contributed an annual sum to the LEADS program, along with two other units (WWU University Residences & the WWU Family Foundation fund), with sometimes other assistance from the Vice President’s office, to pay the salary/benefits costs in order to have a co-curricular student leadership program. Since approximately 2010, that figure has been $36,650/year. This request is to increase each year’s commitment to include the salary/benefits adjustments which increase each year/per state and campus budgeting determination. This would likely mean increasing each year’s request for a sum of up to 4% more per year, so for example the total request this year would be the normal request of $36, 650 + 4% ( $1,466).

**Total fiscal impact:** 2021-22 = $1,466

**Information**

This increased percentage funding allows for support to implement the new initiative, as well as prevent taking program and student salary dollars which are needed to accomplish the program as existing and new.

**History**: In the 2009-2011 recession, the Masters in Student Affairs program was suspended, then permanently terminated. The staffing of student leadership declined from 1 Full Time Staff and 2 Half Time Graduate Assistants to 1 Full Time Staff only (this makes WWU the smallest co-curricular student leadership program in the country, a full 3.5 full time equivalent staffing under the national average for co-curricular leadership programs from 2012!) All other publics in the state of Washington have greater staffing.

It is a credit to Eric Alexander, Dr. DeMark, the students in LEADS, this year the graduate assistants as well (and all of those students and graduate assistants historically, from 2007-present), that the department has accomplished many years of successful programming:

* Leadership Scholars program (now managed by the Morse Institute for Leadership),
* creation of the peer leadership educator program with a digital catalog of 40+ offerings,
* student leadership training integrated in many programs across campus (AS, AS Clubs, Compass 2 Campus, Residence Life, etc),
* administration of the Multi-Institutional Study of Leadership (2010, 2015, 2018),
* training and organizational development support for AS, VU, Dean of Students Unit, including cultural competence, leadership and organizational development.
* establishment and ongoing active advising of NSLS-WWU (largest AS club, currently 900 members, 40% active in any school year),
* securing a commitment for 2 Graduate Assistants (with tuition waiver) from the Graduate School for 3 successive years, and
* the planning with 2019-20 creation and implementation of Student Leadership & Community Engagement Center.

None of this could have been done without the AS contributions and commitment!

WWU: FSTLDP

AS CODE:  FXXSBR-ASBSDR

**Fiscal Impact**

The program has saved program monies for several years in order to be able to hire graduate assistants and student employees to accomplish the new expanded mission. The fiscal impact is to support the salary/benefits support of the department’s one professional full-time staff member, so program and student staff funds will not be diminished to meet the regular salary increases which occur each year.

**Justification**

* What will be accomplished with the requested funding? – Equitable handling of percentage increase to staffing in LEADS program (Student Leadership & Community Engagement Center)
* How will the requested funding impact your office? – Prevents taking monies from program and student staffing in order to meet annual increases in skeletal staffing of program.
* How will the requested funding impact students at-large? – Allows for some support of new initiative, student co-curricular critical community engagement incorporating hybrid (online, community, and face-to-face) learning. The learning will recognize students’ current community service roles on campus, and incent community involvement, with learning on critical community engagement, leadership development, and equity/inclusion/diversity.
* What alternatives are available if no funding is awarded? – Nor sure