

University Budget Advisory Committee  
Minutes – 10/20/2022 Meeting

At-large faculty representatives present: Laura Bylenok (Asst. Professor, CAS) – Chair  
Brad Hansen (Professor, CAS)  
Drew Delaney (Senior Lecturer, CAS)

College faculty representatives present: Liane Houghtalin (Professor, CAS) – Co-Secretary  
Alexis Rutt (Asst. Professor, COE)  
Smita Jain Oxford (Senior Lecturer, COB)

USC representatives present: Arin Doerfler (Senior Accountant-Fixed Assets) –  
Co-Secretary  
Kim McManus-Carini (Operations and Finance  
Coordinator)

Athletics representative present: Patrick Catullo (Director of Athletics)

Student representative present: Ellelyshia Ardo (SGA)

At-large faculty representative absent: Dan Hubbard (Assoc. Professor, CAS)

USC representative absent: Ryan Snellings (Collections Manager)

Guest: Marion Sanford (Asst. Vice President for Student  
Affairs/Director of Multicultural Affairs –  
James Farmer Multicultural Center)

The meeting was called to order at 4:01 pm. Summary of discussion:

1. After announcing that the meeting would be recorded and that the recording was not to be shared outside the committee and after having the attendees offer brief introductions, Dr. Bylenok invited Dr. Sanford to give an overview of Multicultural Affairs and its budget and to tell the committee if there is any area of need in its budget for which UBAC might be able to advocate.
2. Dr. Sanford proceeded to share an overview of the budget for Multicultural Affairs. She showed how it may be broken down into five lines and shared the amount allocated for each line in 2017-2018 and in 2022-2023. The takeaway from this overview is that there has been a **significant decrease in funding (more than 33%) over the past five years.**

Line	2017-2018	2022-2023
James Farmer Multicultural Center	\$12,736	\$ 8,042
Multicultural Fair	\$25,000	\$13,500
RISE Peer Mentoring Program	\$12,815	\$11,965
Martin Luther King Celebration	\$ 7,918	\$ 4,138
Cultural Awareness Series (= 13 cultural celebrations)	\$19,950	\$14,690
<b>TOTALS</b>	<b>\$78,419</b>	<b>\$52,335</b>

Dr. Sanford pointed out that even in the face of this decrease, Multicultural Affairs has continued in its attempt to give full attention to every cultural celebration, to all of the

different social justice initiatives, to the different leadership opportunities that it provides for the students, and to diversity education. She also noted that the budget had already decreased between when she arrived in 2010 and 2017.

3. Dr. Sanford then shared some of the challenges that the decreases to the Multicultural Affairs budget have produced, including
  - insufficient funds for the annual Senior Recognition Program, a special dinner to honor student leaders who have contributed significantly to efforts on behalf of diversity, equity, and inclusion
  - the elimination of professional development funds for staff (specifically conference attendance)
  - the reduction in the number of performers, stages (from four to three), and inflatables at the annual Multicultural Fair
  - the ability to increase the stipend to at least \$500 for the peer mentors in RISE (a program in which incoming students are paired with an upper-class peer mentor—this program has demonstrated over the years a connection between participants and academic success, retention, and satisfaction with the first-year experience, but the stipend of \$300 has not been increased since the start of the program in 2012)
  - the reduction of funds for cultural and social activities for RISE
  - the need to identify local and regional speakers (as opposed to national speakers) for the Martin Luther King celebration
  - the reduction of funds for service projects connected to the MLK celebration (it would be good to go back even to the pre-COVID level of funding)
  - the need to identify local and regional speakers (as opposed to national speakers) for the Cultural Awareness Series (as with the MLK celebration, this has a tendency to lower the profile of the events, not the quality)
4. Dr. Sanford pointed out that the student wages for Multicultural Affairs is also under-budgeted. While there are three fulltime professional staff members in Multicultural Affairs (herself, the associate director, and the assistant director), there are no administrative professionals. They rely on student workers to give coverage to the office (including greeting and helping visitors). For this kind of coverage, they need at least three student workers to work ten hours per week at minimum wage, which would come to about \$10,800, but they were allotted only \$7,447 in 2022-2023 to spend on student wages.
5. Dr. Sanford also described a number of Multicultural Affairs initiatives for which her office has no dedicated budget: the Human Rights Film Series, the Social Justice & Leadership Summit, Social Justice Teach-ins, the Social Justice Fall Break Trip, the Diversity Peer Educators/Farmer Fellows Program, the Women's History Month Celebration, and the Disability Awareness Month Celebration. Multicultural Affairs funds these initiatives by asking for contributions from external sources, from various campus departments and divisions, and from relevant student clubs and by raising money through giving campaigns. The difficulty comes in trying to plan these initiatives and their related events without knowing that there will be money for them.
6. Dr. Sanford pointed in particular to the Diversity Peer Educators/Farmer Fellows Program for which her office identifies, recruits, and trains students who have a passion and commitment for diversity, equity, and inclusion work. After a very intensive training program throughout the second half of the spring semester and continued training throughout the summer, these students facilitate diversity sessions for their peers—for new students during orientation, for orientation leaders and resident assistants, for the “City as Text” Honors program, for various peer consultant groups, and for various athletic teams.

- Dr. Sanford was able to get money for the training from various University departments, including Student Affairs, and \$500 stipends for the peer educators from a giving campaign, but those funding sources are not sustainable.
7. Dr. Sanford then shared some student feedback showing the positive impact that these initiatives have made.
  8. Finally, Dr. Sanford set forth her **top priorities for additional funding** for the Multicultural Affairs Budget.
    - a. She would like the University to provide dedicated funding amounting to \$15,000 (\$5,000 for training and \$10,000 for stipends of \$1,000 each for ten peer mentors) so that Multicultural Affairs can continue the **Diversity Peer Educators/Farmer Fellows Program**. Note that the stipends cover three semesters of participation—the spring semester spent in training and the two semesters of facilitating diversity education sessions the following academic year.
    - b. She would like the University to increase the **RISE Peer Mentoring Program** budget from \$11,965 (in 2022-2023) to \$21,465 (in 2023-2024). This would allow her to raise the stipend for each peer mentor from \$300 to \$500 and to raise the number of peer mentors to 30, for a total of \$15,000 for peer mentors. The remaining \$6,465 would be spent on supplies, social and cultural activities, and workshops.
    - c. She would like the University to increase the **Multicultural Affairs budget for student workers** from \$7,447 (in 2022-2023) to \$11,700 (in 2023-2024). This would allow her to pay the new minimum wage in Virginia (starting January 1, 2023) of \$13.00 per hour to three student workers, each working ten hours per week for 30 weeks (15 weeks each semester times two).
    - d. She would like the University to provide dedicated funding of \$6,600 for various **social justice initiatives that are currently not in the budget** (speakers, supplies, food, and t-shirts) for the Social Justice Leadership Summit, totaling \$4,000; film rights for showing four films during the Human Rights Film Series, totaling \$1,500; and supplies and food for five Social Justice Teach-ins, totaling \$1,100). In addition, though as a lesser priority, she would like the University to fund a Social Justice Fall Break trip costing \$13,000 (covering bus transportation, hotel costs, and food).
    - e. She would like the University to increase the **Cultural Awareness Series** budget from \$14,960 (in 2022-2023) to \$20,270 (in 2023-2024). This would both allow for some dedicated funding for Women's History Month and Disability Awareness Month speakers (neither of which is currently funded) and for increased funds for the ten Cultural Awareness Series speakers and performers. Increased funding for those ten speakers and performers will enable an increase in the profiles of those brought to campus.
  9. Dr. Bylenok thanked Dr. Sanford for her presentation and noted that many of the initiatives that Dr. Sanford highlighted seem tied to retention rates, which represent an area of great interest for UBAC and the University as a whole.
  10. Dr. Bylenok then started the Q&A portion of the meeting by asking for confirmation that the RISE peer mentors currently receive a \$300 stipend and that Dr. Sanford is asking for funds to raise the stipend to \$500. Dr. Sanford confirmed that, and added that there is such a great demand for RISE peer mentors that one year she had to reduce the stipend to \$200 and currently she is taking funds from other lines so that peer mentors with more than one mentee can receive an extra \$50 per extra mentee. Dr. Bylenok responded that it seems like a significant amount of work to ask of a student and asked if the small stipend and extra

mentees has reduced the number of students willing to be a mentor. Dr. Sanford said that she thinks that has indeed happened. As much as students would like to participate, they can get more money by doing something else.

11. Dr. Bylenok also asked how they are paying the three student workers in the Multicultural Affairs office, if they are several thousand dollars short in the 2022-2023 budget to pay them even the minimum wage. Dr. Sanford responded that they are using funds from other parts of the Multicultural Affairs budget and that in terms of budget cuts, they have gone past the meat to the bone marrow and are now almost past the marrow. She pointed out that restoration of some of these budget lines, even back to the 2017 or the 2015 budget, would be very helpful with allowing Multicultural Affairs to go back to some of the quality and standards of past programming. Furthermore, while the Diversity Peer Educators are new additions since those budget years, they have already proved themselves as game-changers in terms of raising awareness concerning diversity, equity, and inclusion, and she would like to see that program receive dedicated funding in the future.
12. Ms. Oxford asked Dr. Sanford under which cabinet-level chain of command her office fell. Dr. Sanford responded that her office reports to the Vice President of Student Affairs. Ms. Oxford then asked whether she could apply to Student Affairs for additional funding. Dr. Sanford responded that when she received her budget for 2022-2023, she immediately put forward a request for additional funding for her student workers, since the amount allotted would not cover their pay for the whole year. In addition, she regretted that she could not increase the pay above minimum wage for a student in his fourth year of working for her office to show her appreciation for his experience and dedication. Ms. Oxford indicated her distress for the state of the Multicultural Affairs budget, and she asked what the rationale has been over the past five budget years for why the Multicultural Affairs budget has been cut so much. Dr. Sanford responded that all divisional areas have had to deal with budget reductions and said that at least when she has been told to reduce her budget by 5% or by \$10,000, she has been given the authority to decide where to make those cuts. She also expressed gratitude for her wonderful staff and how innovative they have been in trying to work with what they have and solicit donations on and off campus, but she admitted that the budget has dropped to the point that she does not know what else she could cut. Ms. Oxford again expressed dismay at how small the Multicultural Affairs budget is and thanked Dr. Sanford for what she has accomplished with it.
13. Dr. Houghtalin asked where Multicultural Affairs was told to go for the money it formerly received from the now disbanded Campus Academic Resources Committee (CARC). Dr. Sanford responded that they used to get money from CARC, but were told that it was no longer available. Dr. Houghtalin said that when faculty and departments hosted speakers, they applied to CARC, and that when CARC was disbanded, they were told to apply to the dean of their college—that is where the CARC money was reassigned. She asked whether Multicultural Affairs could approach the dean of the College of Arts and Sciences (CAS) for funding for something like Women's History Month, since Women's and Gender Studies is part of CAS. Dr. Sanford replied that they have approached the dean of CAS for funding for Women's History Month and have been successful in doing so. Dr. Houghtalin then recognized that while CARC had a system by which if someone had received CARC funds for a program three years in a row, they could then count on that funding in future years, and that not having that funding set securely in advance of the academic year put something of a stranglehold on planning for events.
14. Dr. Houghtalin agreed with Ms. Oxford's dismay over the small size of the Multicultural Affairs budget and suggested that information on how similar programs worked at other

institutions might be used to ask for an increased budget at UMW. She asked whether Dr. Sanford had any information, for example, on how its type of peer mentors had affected retention elsewhere. Dr. Sanford replied that she had started looking at such information and had found other places paying \$1200- or \$1500-stipends to its peer mentors. Dr. Houghtalin said that if she had any details about stipends and retention tied to peer mentors, to please send it along to the committee because it would be useful when it came time for us to write our report, but not to do a lot of extra work to come up with that information, because she had already given us a lot of fodder for recommendations and rationale.

15. Dr. Bylenok asked whether a restoration of the budget that Multicultural Affairs had five years ago (in 2017-2018) would be enough to fund its programs, including the new programs that have been developed since 2017-2018. Dr. Sanford pointed out that there have been so many new initiatives since 2017-2018 that not everything could be fully funded even with a return to the 2017-2018 budget, but that a return to that budget would certainly help.
16. Dr. Bylenok asked Dr. Sanford if she would please send her PowerPoint to the committee, since it would help when it came time for us to write our recommendations. Dr. Bylenok said that she has in mind to request funding for separate Multicultural Affairs programs, showing how each of them affects student experience and retention, rather than ask for a lump sum.
17. Dr. Bylenok said that in looking back over her notes, she could see that when UBAC spoke with Student Affairs, Dr. Landphair said that she wanted an increased budget for student workers and permanent funding for the Diversity Peer Educators/Farmer Fellows Program, so her report ties in well with Dr. Sanford's. Dr. Sanford replied that Dr. Landphair has been a strong supporter of Multicultural Affairs.
18. Dr. Sanford concluded her comments by saying that the Multicultural Fair is the second-largest event offered by UMW (second only to commencement) and that it is the University's top showcase for diversity. These initiatives, including the Diversity Peer Educators program, are all the more important because of how they help advance our work in diversity, equity, and inclusion. Having sufficient and dedicated funding would help tremendously with enhancing and expanding the work we do.
19. Dr. Bylenok thanked Dr. Sanford again for her very thorough presentation and answers to the committee's questions and expressed her hope that UBAC will do everything it can to support Multicultural Affairs.

The meeting was adjourned at 5:04 pm.

Respectfully submitted,  
Liane Houghtalin  
UBAC Co-secretary