



Budget Request Form FY2017

Department should complete one form for each individual request

Department: Department of Student Activities / Office of Fraternity and Sorority Life

| SAFAB Use Only | |
|----------------|----|
| YES | NO |
| | |

Program, Service, or Operation Requested

Salary and Reclassification:

Student Development Specialist III to Student Development Specialist IV (Risk Management Specialist)

General Description:

The Office of Fraternity and Sorority Life currently serves a population of over 4,800 students. We are proposing a career ladder advancement which encourages retention by recognizing job performance, while also maintaining relationships and providing program continuity. The heightened attention to risk and crisis management prevention training program, as dictated by this subpopulation, has increased the responsibility of the Student Development Specialist III. The competency required to meet the aforementioned requirement would be a challenge for an entry-level position and requires a seasoned professional.

Request Type: Full Increase One-Time Partial/Matching

Type of Funds Requested UAF Other

General Questions:

Why is this important to your department? How does this increase impact students, and what motivated this request?

It is imperative that the Office of Fraternity and Sorority Life establish and maintain protocols and measures to focus more closely on risks and crises prevalent in the fraternity and sorority community. The current staff possesses the needed expertise to address these issues; however, the ability to retain staff to continue improvement of the services is predicated by the ability to compensate effectively. The inability to maintain tenured staff would be detrimental to the Department as well as make the institution vulnerable to high-risk behaviors and activities. The Office of Fraternity and Sorority Life, from a strategic and collaborative philosophy, believes providing consistent and accurate training and development to a growing student population is imperative to managing risk and encouraging close ties to the University. This position is pivotal to encouraging and mitigating risk and crisis management for a growing and robust fraternity and sorority community.

Is it part of your strategic plan? What will be the impact if it is not funded?

Yes, this is part of our strategic plan. Failure to fund this position will be detrimental to the services and training required to meet division goals and national trends. This position will not only be training and developing students concerning fraternity and sorority issues but also university policies, rules, and procedures as well as important Title IX and sexual violence prevention.

How do other sources of funding (fundraising, sponsorship, reserves, etc.) been considered? Please explain.

There are no other sources of funding available to the office at this time.

What sort of input did you receive (student, faculty, staff, other) to determine this need?

The current national trend to review the operations and practices of fraternities and sororities has indicated an additional need by universities to focus on accountability practices and training programs. This position will address these best practices while helping to elevate the Texas A&M University fraternity and sorority community as a benchmark for others.

What actions have you implemented internally to address the identified need?

All of the additional duties have already been absorbed by existing staff. The purpose for this request is to recognize and reward the staff in this position by being able to fund the career ladder advancement which is consistent with the Division of Student Affairs procedure.

Generally, what assessment tools will you use to evaluate this program/service?

We will use feedback from the annual chapter expectation assessment tool completed by each chapter. The assessment tool evaluates the knowledge of key student leaders as well as the TAMU overall fraternity and sorority experience. The results from chapter expectation would indicate the effectiveness of the risk and crisis prevention training as well as the leadership development program.

Funding Description:

| | | | Dollar Amount |
|--|--|--|-------------------|
| Total Estimated Cost | | | |
| Career Ladder Advancement SDS III to IV | | | |
| Salary Increase | | | \$4,501.00 |
| Associated Benefits | | | \$675.00 |
| Professional Development | | | \$200.00 |
| <i>Less Estimated Partial/Matching Funds (if applicable)</i> | | | |
| TOTAL UAF INCREASE REQUEST | | | \$5,376.00 |

SAFAB Comments/Notes: