



Budget Request Form FY 2010

To be Completed by Department for Each Individual Request

Department: Student Activities

SSFAB Use Only	
YES	NO

Program, Service, or Operation Requested

Create new SDS III position to expand the services and programs provided by the Leadership and Service Center.

General Description:

The Student Development Specialist III position will allow the Leadership and Service Center (LSC) to expand the leadership programming and services available to Texas A&M students. Based on the current staffing and resources, the LSC is positively impacting and developing students, but there are a number of important programming areas not being addressed. These include emerging leaders, diversity and academic integration. This position will allow the Center to develop and implement programs to meet these gaps.

Request Type:

Full
 Increase
 One Time
 Partial/Matching

General Questions:

How does this request impact students and what motivated this request (needs, strategic planning, etc.)?
 Students will be positively impacted by this request through the development of new programs, an enhancement of services, additional advising support for student organizations and contributions toward the goals outlined in Vision 2020.

When assessing the current programs and services provided by the Leadership and Service Center (LSC), there are three important areas that would benefit from additional staff support to meet the needs of students and student leaders. These three areas are emerging leaders, diversity discussions and academic integration. The enhancement of these programmatic areas will support the achievement of two imperatives of Vision 2020; Imperative 3: Enhance the Undergraduate Academic Experience and Imperative 6: Diversify and Globalize the A&M Community.

Recently the Leadership and Service Center team reviewed the current leadership programming in light of the Leadership Identity Development (LID) model (Komives, et. al, 2006). We found that we are addressing the needs of students at a variety of levels along this continuum, but are currently not offering any programming that truly addresses the needs of the emerging leaders on our campus. This position would allow the LSC to create a program to work directly with students who have become involved, but are just beginning to take on leadership positions on campus. The funding for this programming will come from our currently defunct Learning to Lead program.

Texas A&M recently participated in the Multi-Institutional Study of Leadership, a broad survey looking at a variety of leadership factors with a large sample of students. One of the primary findings of this study indicates that students' participation in diversity discussions is the most likely predictor of growth in leadership (Dugan & Komives, 2007). Diversity has also been identified as one of the key priorities of our department and of the university through Vision 2020, and at this point we are offering no leadership programming that directly addresses the issue of diversity. This position would allow the LSC to develop programming that ties leadership and service to diversity through both greater awareness of the needs and issues of various populations, as well as through greater awareness of social issues impacting our campus, state, nation, and world. The funding for this programming will come from minor scaling down of current programs, including Covey 7 Habits and from the money saved by LeaderShape being completely funded from donors.

Academic integration, or connection to our faculty colleagues, continues to be a high priority for the department, the division and the university. While the LSC has several examples of successful academic integration efforts currently, there is always more to be done. We are currently enjoying interactions that we have established with key faculty, but have not yet initiated new relationships. With the creation of this position the LSC will be positioned to reach out to new faculty that we do not currently work with in order to identify areas for collaboration. Current literature indicates it is critical in these relationships to go in with an open mind and not a specific program, but rather to approach a faculty member with a question such as “how can the leadership and service center help you achieve your goals with students?” (Cook, Eaker, Ghering, & Sells, 2007).

The Leadership Speaker Series is a tangible example of an academic integration effort that will grow as a result of this new position. The department is currently providing \$150,000 out of reserves to fund a new Leadership Speaker Series program. This series will bring in high-profile speakers to address large groups of students, faculty, and staff regarding a variety of leadership topics. The vision for this series is to grow into a campus event, complete with endowment, connection to academics, and multiple events for each speaker. In order to reach this level of programming, a significant portion of this position will be dedicated to building relationships with faculty and donors to ensure the sustainable success of the speaker series.

In addition to supporting Vision 2020, this position will also support the four strategic initiatives of the Department of Student Activities:

1. Recruit, value, develop and retain quality staff.
2. Create an environment in which all people feel valued and respected, seek to learn across social and cultural barriers, and transform through interactions with others.
3. Facilitate holistic experiences and programs through linking academic learning and student development.
4. Provide opportunities for students to develop global competencies.

Have other sources of funding (fundraising, sponsorship, membership dues, etc) been considered? Please explain:

In 2006 a new Student Development Specialist II position was created in the Leadership and Service Center. This position was funded by eliminating two graduate assistantships and combining the budgeted funding from those positions with programmatic money. The decrease in the programmatic budget was possible due to successful development strategies that funded the LeaderShape program. It is not possible at this time to compress the programmatic budget any further.

This position will allow the Leadership and Service Center to develop new initiatives. Programmatic funds are not being requested to support these initiatives. They will be supported by the current programmatic budget and through the continued pursuit of corporate sponsorships and endowment opportunities.

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

Most immediately, we will be able to evaluate the impact of this new position by tracking the number of leadership training programs produced and the amount of time required to meet requests for training. An increase in the former and a decrease in the latter will be considered positive indicators. Further, having participated in the Multi-Institutional Study of Leadership and planning to participate again in 2009, we will have a benchmark for the percent of students who have taken advantage of leadership opportunities at Texas A&M. We will be able to conduct future assessment to see if the participation percentage increases as we implement and sustain new programs with the aforementioned additional staff support.

Funding Description:

	Dollar Amount
Total Estimated Cost	
Salary	39,000.00
Benefits	12,870.00
Professional Development	1,600.00
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
TOTAL SSFAB INCREASE REQUEST	53,470.00

SSFAB Comments/Notes: