SSFAB
Student Service Fee Advisory Board

Budget Request Form FY 2011
To be Completed by Department for Each Individual Request

Department:___GREEK LIFE_____

Program, Service, or Operation Requested

Creation of a **leadership development specialist** (SDSIII) that will assist Greek Life further develop it's formal Greek Leadership Program and assist individual fraternity and sorority leadership. This individual would also serve as an advisor to one governing council.

General Description:

The Department of Greek Life has developed and currently supports 6 major leadership programs that have seen success. The primary reason for this success is that the programs have been student initiated and/or requested (specifically governing councils and student leaders). Students themselves have identified needs that were not being addressed specific to their academic development, personal identity development as well as leadership skill growth. As part of our long-term goals, and working in collaboration with Corps of Cadets Leadership Coordinator, Dr. Dick Cummins and other faculty in the Departments of Educational Administration and Ag Leadership, the Department is poised to develop a formalized leadership programs complete with a theory-based curriculum for members of fraternities and sororities. This curriculum will compliment their membership experiences and educate interested participants about leadership theory, skills, and implementation strategies.

Since becoming a Department in 2006, Greek Life has utilized an SDS III, SDS II and Communications Specialist to provide part-time leadership development while most of these individuals' time is taken-up serving as an advisor to one of the 4 governing councils, 2 ancillary groups and/or working when possible to meet individually with 56 chapters leaders about issues associated with the health of their organization. With these time contraints the ability to coordinate aspects of a quality comprehensive formal leadership program has been a challenge.

Request Type: _X_ Full   ___Increase   ___One Time   ___Partial/Matching

General Questions:

How does this request impact students and what motivated this request (needs, strategic planning, etc.)?

1. The addition of this new staff member (with an academic leadership training background) will allow for this workload to be dispersed among two people and will result in additional leadership programs that will address important areas/students that are not yet being addressed, yet must be offered to complete the total curriculum. As of this date, only one staff member is devoted to the coordination and implementation of current programs AND the development of new programs that will become a formal Leadership Development Program. Quite frankly, there is just not enough time in the day for one person to coordinate, facilitate, and assess 2 major programs - much less the six programs that are currently offered.

2. Impact on fraternity & sorority leader development and ultimately the development of each chapter. Because all of the leadership programs offered by Greek Life are developed along a curriculum that **focuses on one leadership model,** the servant leadership model **(Greenleaf, 1998), this new staff member can assist in further outreach to individual chapter executive councils and translate formal program learning to their experiences as officers/leaders**. Because each of our 56 fraternities and sororities are "values-based leadership" organizations this model provides the strongest base upon which to build leaders of character and remain in line with their fraternal values. The Servant Leadership Model focuses on ethical decision making, individual leadership skill development, and global long term effects of leadership behaviors. The model essentially proposes ethical standards for long-term goals and demonstrates how people should view the long range consequences of a mission.

3. This curriculum not only is in line with most of the international fraternity and sorority leadership education expectations, but also compliments the mission and values of Texas A&M University: loyalty, integrity, excellence, leadership, selfless service, and respect. The use of this one model also allows for short term and longitudinal assessment.

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

No other sources have been actively sought for this type of increase. However, discussions about international fraternity grant money or funding from the Kellog Foundation or other grant sources is being investigated.

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

The primary mechanism that will be used to evaluate the impact of this position will be how quickly we advance the development of our leadership development program and the number of participants that engage in the programs themselves.

The other mechanism will come in terms of the longitudinal data that can be collected from the implementation and evaluation of our formalized leadership development program. In addition there are several servant leadership assessment instruments that will allow for significant research of leadership development among fraternal organizations. In addition, the GL student leadership advisory board will provide feedback and assist in the evaluation of program relevance.

In addition to evaluating the programmatic benefits, Texas A&M University employees from the Department of Greek Life are evaluated yearly using the performance assessment provided by the Department of Human Resources. In addition, feedback from staff and students will be sought regarding this individuals or position's performance.

Funding Description:

	Dollar Amount
Total Estimated Cost	
Creation of a Leadership Specialist Position (SDS II position)	
Salary	42,000.00
Benefits *approx 30% of salary used in calculation*	12,600.00
Professional Development	1,200.00
Less Estimated Partial/Matching Funds (if applicable)	-
TOTAL SSFAB INCREASE REQUEST	**$ 55,800.00**

SSFAB Comments/Notes:

STUDENT | SERVICE | FEE | ADVISORY | BOARD