



Funding Request Form FY2025

Department should complete one form for each individual request

Department:

Disability Resources

Program, Service or Operation Requested:

Funding to move SDS II and IIIs to the Access Coordinator Career ladder

General Description:

The Texas A&M University System has a new career ladder for Access Coordinators in Disability Resources offices. This career ladder was established by Human Resources in 2023 to match the duties that access coordinators perform and the salaries were established through a thorough salary study.

Request Type:

Full Increase One-Time Partial/Matching

Type of Funds Requested:

UAF Other

General Questions

How does this address an important need and/or positively impact students?

Access Coordinators are crucial to the work that Disability Resources does. Because the salaries are not in keeping with community or industry standards, Access Coordinators have left the university for higher paying jobs. By paying the Access Coordinators more, we can not only retain the excellent staff that we have, but also recruit more highly qualified staff moving forward.

What department/Division strategic plan item does this support?

DSA Strategic Priority 2 Investing in our staff

Please provide data, evidence, and/or input (student faculty, staff, other) you gathered to help you determine the need for additional resources.

Texas A&M Human Resources did an extensive salary study using benchmarking across the SEC universities, other public Texas Universities, the community, and national Association on Higher Education and Disability data.

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

Funds have been provided to increase staff salaries in Spring 2023. This helped, but did not get the salaries to the level that would allow them to be moved onto the AC Career Ladder.

If funding is granted, what metrics will you use to evaluate success of this program/service/operation?

Retention of staff, recruitment of more highly qualified staff.

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

Those types of funding are not appropriate for salaries

Total Estimated Cost

Funding Description	Amount
Funding to move SDS II and IIIs to Access Coordinator Career Ladder	\$88,500
<i>Less Estimated Partial/Matching Funds (if Applicable)</i>	
TOTAL INCREASE REQUESTED	\$88,500