Student Affairs Fee Advisory Board
DIVISION OF STUDENT AFFAIRS

Funding Request Form FY2024

Department:
Disability Resources

Program, Service or Operation Requested:
Salary Increases for DR Full-time Staff

General Description:
Pay increases for all staff except the Director and Associate Directors to provide a living wage and pay rate more comparable with peers at other institutions. Amount requested includes anticipated benefits costs. Salary increases will be $3,000-$6,000 depending on the position and current salary.

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?
Disability Resources staff members are responsible for providing education, outreach, and accommodations for disabled students. Their policies and decisions impact whether Texas A&M University is in violation of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. In addition, their ability to connect with students and provide accommodations in an appropriate manner impact how welcome students with disabilities feel at Texas A&M. Over the last 2 years, several staff members have resigned to low pay. This impacts the department's ability to provide a timely and individualized approach in working with each student on a case-by-case basis. Students can begin to feel like a number if staff are not able to respond quickly or meet with them in a timely manner.

What department/Division strategic plan item does this support?
Strategic plan Goal 5 Ensure Future Effectiveness & Sustainability and Goal 6 Enhance Staff Development

Please provide data, evidence, and/or input (student faculty, staff, other) you gathered to help you determine the need for additional resources.
Disability Resources staff members are among the lowest paid in the nation compared to their peers. The TAMU access coordinator starting salary is $36,512. In benchmarking with

other SEC schools, the average starting salary for an access coordinator position was $42,715 (including Texas A&M salaries). Removing the Texas A&M salaries the average starting salary is $43,335 which is $6823 more than the Texas A&M starting salary. The range for starting salaries was $36,512-$55,000.

In addition, the Association on Higher Education and Disability (AHEAD) conducted a survey of members in 2020. Their findings indicated that the average salary for an access coordinator was $55,000. The highest access coordinator salary at Texas A&M is $46,412.

The administrative associates' salaries are lower than the access coordinators' salaries. Three of the four positions are currently budgeted at less than $35,000/year. According to https://livingwage.mit.edu/counties/48041, one adult living with zero children must earn $15.34 to support themselves in Brazos County. The pay for two of the four positions is lower than $15.34.

The low salaries are also impacting DR's ability to hire both access coordinators and administrative staff to replace those who have left (primarily for higher paying jobs). The last access coordinator search was failed twice before finding an acceptable and good fit. This meant additional work for months for staff members who were already overworked and underpaid. In every search over the last 2 years, at least one of the top 5 candidates has withdrawn due to salary.

What actions have you implemented or discontinued internally to address the identified need?
Reclassified positions to lower paying positions when staff leave to increase pay for current staff, promoted qualified staff when funding is available

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

 Staff retention, survey of staff morale

Have other sources of funding (fundraising, sponsorship, reserves, etc.) been considered? Please explain.
Other funding sources mentioned above are not appropriate for salaries

Total Estimated Cost

Funding Description	Amount
Staff pay increases	$100,000
Less Estimated Partial/Matching Funds (if Applicable)	
TOTAL INCREASE REQUESTED	$100,000