



## Budget Request Form FY2018

*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 Career Ladder Advancement:  
 Student Development Specialist II to Student Development Specialist III

**General Description:**

The Office of Fraternity and Sorority Life currently serves a population of over 5,000 students. We are requesting funds for a career ladder advancement which encourages staff retention by recognizing job performance, while also maintaining relationships and providing program continuity. The heightened attention to supporting related leadership learning communities and courses associated with the Office of Fraternity and Sorority life, particularly those that serve our underrepresented students, has increased the responsibility of the Student Development Specialist II position. Furthermore, chapters within the Multicultural Greek Council, which this position advises, are continuing to grow. Given the expertise needed to support related leadership initiatives, course curriculums, and risk management, 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:**

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

It is imperative for the Office of Fraternity and Sorority Life to establish an infrastructure that supports our community members’ academic endeavors, including retention and student time to graduation. Of particular interest is supporting those who are culturally and ethnically underrepresented at Texas A&M and/or who represent first generation college students. The current staff member in this position possesses the needed expertise to lead these efforts, has achieved the required service criteria in their position, and has taken on the duties that warrant these advancement reclassifications. The inability to maintain a seasoned staff member in this position would be detrimental to the students who rely on the support of our office to

supplement their leadership and educational pursuits. The Office of Fraternity and Sorority Life, from a strategic and collaborative philosophy, believes in providing training and development to a growing student leader population. Therefore, it is imperative for the Office to support the mission of the Department of Student Activities and Texas A&M University. This position is pivotal to encouraging students to achieve academic success and self-exploration. Due to the emerging leadership structures from a local and national perspective within culturally based chapters, these organizations need a seasoned professional to provide strategic coaching and development to enhance their operations, risk management techniques, and further their missions.

***What department/Division Strategic Plan item does this support? What is the impact if not funded?***

**Department Priority:** Elevate the visibility and positive presence of the Fraternity and Sorority community on the Texas A&M campus.

**Division:**

- Goal 3 - Create an inclusive environment that develops global citizens and leaders who productively engage in a wide spectrum of ideas, perspectives, and cultures.
- Goal 4 - Provide innovative programs and resources that promote the health, wellbeing, and safety of students.

Failure to fund this career ladder advancement will continue to put pressure on our existing budget and hinder our ability to fulfill department and division goals, as well as national best practices.

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

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?***

We have temporarily covered this career ladder advancement through reserve funds within the department.

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

In addition to the university annual performance evaluations to assess the positions, 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 expectations would indicate the effectiveness leadership development programs and experiences.

***How have 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.

**Funding Description:**

Dollar Amount	
<b>Total Estimated Cost</b>	
Reclassification to SDS III	\$4,080.00
Benefits	\$1,224.00
Professional Development Increase	\$200.00
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
<b>TOTAL INCREASE REQUESTED</b>	<b>\$5,504.00</b>

SAFAB Comments/Notes: