



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 III to Student Development Specialist IV

General Description:

The Office of Fraternity and Sorority Life currently serves a population of over 5,000 students. We are proposing a career ladder advancement which encourages staff retention by recognizing job performance, while also maintaining relationships and providing program continuity. The heightened attention to risk and crisis management prevention training programs, as dictated by this subpopulation, has increased the responsibility of the Student Development Specialist III. The competency required to meet the aforementioned requirement 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 that the Office of Fraternity and Sorority Life establish and maintain protocols and measures to focus more closely on risks and crises prevalent in the fraternity and sorority community. The current staff possesses the needed expertise to address these issues; however, the ability to retain staff to continue improvement of the services is predicated by the ability to compensate effectively. The inability to maintain tenured staff would be detrimental to the Department as well as make the institution vulnerable to high-risk behaviors and activities. The Office of Fraternity and Sorority Life, from a strategic and collaborative philosophy, believes providing consistent and accurate training and development to a growing student population is imperative to managing risk and encouraging close ties to the University. This position is pivotal to encouraging and mitigating risk and crisis management for a growing and robust fraternity and sorority community.

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 be detrimental to the services and training required to meet department and division goals, as well as national best practices. This position will not only be training and developing students concerning fraternity and sorority issues, but also university policies, rules, and procedures as well as important Title IX and sexual violence prevention, hazing, and alcohol and drug education.

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?

While all of the duties associated with this career ladder advancement has already been absorbed by existing staff due to the nature and necessity of the responsibilities, this request will allow us to recognize and reward this staff member.

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 of the risk and crisis prevention training as well as the leadership development program.

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
Total Estimated Cost	
Reclassification to SDS IV	\$4,842.00
Benefits	\$1,453.00
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
	\$6,295.00

SAFAB Comments/Notes: