



**Funding Request Form FY2024**

*Department should complete one form for each individual request*

**Department:**

Graduate and Professional Student  
 Government

**Program, Service or Operation Requested:**

Reclassification – GPSG Advisor

**General Description:**

GPSG Advisor reclassification from a Student Development Specialist II to a Student Development Specialist III

**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?***

Over the course of the last 10 years the GPSG has had a difficult time recruiting and retaining a full-time advisor. Using longitudinal exit interview data from the advisor the number one struggle was the learning curve associated with developing an advising style/philosophy and learning/acquiring knowledge to support the specific needs of graduate and professional students. Student Development Specialist IIs (SDSII) are typically entry level positions recruiting and hiring staff new to full-time work in the field of student affairs. Most often these staff come with experiences and knowledge around undergraduate development and may or may not have limited exposure to advising philosophies. The steep learning curve associated with the role and function of this advisor position has created some barriers to success as articulated by staff. Exiting staff consistently (6/6) all indicated they felt the position was better suited for a more seasoned advisor who could step into the advising role more easily and have their growth opportunity surround the needs of graduate and professional students.

***What department/Division strategic plan item does this support?***

- Department Strategic Priority #2: Support students through quality programs and services
- Division Strategic Goal #1: Enrich the learning experience of students by cultivating an environment of intellectual curiosity – By providing 1:1 support to students and maximizing the advisor’s existing network, training and skills, the advisor is able to engage in more robust conversation, program and service offerings that better align with the needs of the organization and the graduate and professional student body. In the 2020-2025 strategic plan, there was a focus on successful achievement of the plan will “require sufficient investment in staff to support campus growth.” The section continues to state that integral to this investment “will be recruiting the appropriate staff skillsets to carry the university into the next decade.”

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

As of January 1, 2021 the University has indicated an elevated interest in the recruitment, retention and support of the graduate and professional student population with the creation of the Graduate and Professional School. Emphasis is currently placed on the growth of the graduate and professional student body. The GPSG is looked to for supplementation in onboarding (Grad Camp), community (Senate), and a sense of belonging through GPSG program offerings. The advisor supports three distinctive groups:

1. The Graduate and Professional Student Government – comprised of 5 executive officers (including the Graduate and Professional Student Body President) and 8 committee chairs. Additionally, this advisor supports the GPSG Senate comprised of approximately 80 departments and non-department voting organizations.
2. Grad Camp – comprised of a director and 4 leadership team members, as well as upwards of 30+ counselors from all areas of campus who support 500+ new graduate and professional students in transition to TAMU.
3. Student Research Week – comprised of a director and 9 leadership team members who conduct a week long research competition that supports the competition of 850 undergraduate and graduate student competitors, 150 onsite student volunteers, and 200+ faculty/staff/graduate student judges.

In addition to other projects, current efforts of the advisor have assisted GPSG in navigating the environment with administration and other campus partners, expanding our collaborations with areas across campus, elevating the GPSG brand through targeted marketing to fully show the work we do as an organization, propelling our efforts in advocating for many graduate and professional populations across campus, helping us to reformat our transition processes and many other administrative pieces to improve our efficiency, and assisting us in reorganizing our election processes as we shift to a campus wide election model. By having an experienced advisor in this capacity, we will be able to offer the organization further growth as we continue to serve the graduate and professional student body.

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

Based on a review of the PD and the exit interview feedback the best option with the most efficient financial outcome is to elevate the level to an SDS III, other suggestions/options included a second advisor to support the two signature programs (SRW/Grad Camp) associated with GPSG.

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

Success would be determined by the 360 evaluations from the students to the advisor as well as the nature of feedback from the graduate and professional school staff regarding engagement and collaboration.

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

Staff positions are typically not funded through sponsorship or fundraising or any soft funds.

**Total Estimated Cost**

Funding Description	Amount
Reclassification	\$12,000
Benefits (increase due to reclass)	\$ 4,200
Less Estimated Partial/Matching Funds (if Applicable)	
<b>TOTAL INCREASE REQUESTED</b>	<b>\$16,200</b>