Student Affairs Fee
Advisory Board
DIVISION OF STUDENT AFFAIRS

Funding Request Form FY2026
Department should complete one form for each individual request

Department:
Office of the Vice President for Student
Affairs

Program, Service or Operation Requested:
Division of Student Affairs Generalist Program, Student Development Specialist I

General Description:
The Division of Student Affairs at Texas A&M University is hoping to launch a new Generalist Program, which involves the creation of three new staff positions: one Assistant Director, one Student Development Specialist (SDS) II, and one SDS I. This request is for Student Development Specialist I. This initiative addresses a common challenge within the division—managing workloads during periods of staff vacancies. To alleviate the strain on existing staff during such times, these generalist roles are designed to provide flexible support across departments during interim periods and times of high workload. Additionally, this position would assist with some elements of staff development and programs for minors. These positions, collectively, will allow us to respond to staffing shortages, enhance our professional development offerings to the division, and create a pipeline of trained staff into functional areas across the division.

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?
By ensuring that departments within the division are fully supported during staff vacancies and high-demand periods, students will benefit from consistent, high-quality services and resources. This includes reducing potential wait times due to backlogs. Overall, the Generalist Program is a proactive step towards ensuring that all students receive the best possible support throughout their time at Texas A&M.

What department/Division strategic plan item does this support?

The Generalist Program is a strategic initiative that embodies the Division of Student Affairs' commitment to investing in its staff by establishing a pipeline of talent from generalist roles to specialized positions within the division. This approach not only nurtures the professional growth of staff members but also ensures that the division is equipped with versatile professionals who can seamlessly transition into more focused roles as their expertise develops. Additionally, the program aligns with the strategic priority of leveraging resources by creatively addressing multiple needs within the division—providing vacancy support, fostering professional development, and enhancing compliance efforts. Through this innovative approach, the Generalist Program maximizes the division's resources while strengthening its capacity to deliver consistent and high-quality support to students.

Please provide data, evidence, and/or input (student faculty, staff, other) you gathered to help you determine the need for additional resources.
The Generalist Program initiative emerged from a Division of Student Affairs Leadership Retreat, where directors and leaders across the division shared feedback on the challenges of managing workloads during staff vacancies. Responding to this feedback, the division developed the program to address these challenges while also enhancing staff development. This approach is supported by broader trends in the field of Student Affairs, where creating opportunities for staff to explore new functional areas has been shown to improve staff retention. This position would also provide an opportunity for individuals interested in the field of Student Affairs to understand the breadth of functional areas and find a quality fit.

What actions have you implemented or discontinued internally to address the identified need?
To address the challenges that the Generalist Program aims to tackle, the Division of Student Affairs has previously invested in several strategies. We've focused on professional development opportunities, enabling staff to grow and expand their skills within the division. We've also explored staff exchange opportunities, allowing employees to gain experience in different functional areas, which not only broadens their expertise but also enhances flexibility across departments. Additionally, we've often relied on interim appointments to fill gaps during vacancies, ensuring that essential services continue without interruption. While these approaches have provided valuable support, the Generalist Program represents a more comprehensive solution, offering dedicated, adaptable roles that can seamlessly address departmental needs while fostering ongoing professional growth

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

If awarded funding, the success of the Generalist Program will be evaluated using several key metrics. First, we will track the career progression of the generalists themselves, focusing on retention rates and how many transition into long-term specialist or functional roles within the division. This will help us assess the program's effectiveness in creating a pipeline of talent. Additionally, we will measure staff satisfaction with professional development offerings, analyzing whether the increased staffing leads to higher-quality professional development experiences. Finally, we will monitor compliance metrics related to youth program adherence to determine if the program successfully enhances our compliance efforts. These metrics will provide a comprehensive evaluation of the initiative's impact on both staff development and organizational effectiveness.

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

We have not explored alternative funding sources for the Generalist Program, as this initiative is intended to be a direct investment by the Division of Student Affairs in critical areas of support. Given that these are full-time staffing lines, securing sponsorships, fundraising, or other external support would be challenging. However, if the program proves successful and demonstrates significant impact, we may explore additional funding opportunities in the future, leveraging the data and outcomes from this initial investment to attract further resources.

Total Estimated Cost

Funding Description	Amount
Student Development Specialist I, Generalist Program	$78,736
Less Estimated Partial/Matching Funds (if Applicable)	
TOTAL INCREASE REQUESTED	$78,736