



# Student Affairs Fee Advisory Board

DIVISION OF STUDENT AFFAIRS

## Funding Request Form FY2027

*Department should complete one form for each individual request*

**Department:**

Veteran Resource & Support Center

**Program, Service or Operation Requested:**

Funding for Position Reclassification (Assistant Director to Associate Director)

**General Description:**

The VRSC uses career ladders to maintain a high-quality team of student affairs professionals and appropriately compensating staff for the work they perform is vital to long-term success of the department and our students. Funding for the Assistant to Associate Director reclassification was requested through the SAFAB process for FY 2025 but not approved. As a result, this reclassification was enacted using endowed funds. This was done for good reason – to keep this valuable staff member on the VRSC team. But that was a temporary solution that is not sustainable. Funding for this reclassification was again requested through the FY 2026 SAFAB process but not approved. A permanent solution through UAF funds is requested for FY 2027.

**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?***

In the past 12 years, veteran and military student enrollment at Texas A&M University has more than doubled and will continue to increase in the coming years. As a result, the VRSC has significantly increased specifically designed resources and services for over 1,200 students on the College Station campus as well as satellite campuses and distance education programs. The Associate Director directly impacts veteran and military student success by providing critical leadership and management of all VRSC programs.

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

Funding the Assistant to Associate Director reclassification supports DSA Strategic Priority 2: Investing in our staff. The Associate Director is vital to the success of the division and the department. Funding the Assistant to Associate Director reclassification also supports DSA Strategic Priority 3: Leveraging Resources. Currently the reclassification increase in Associate

Director compensation comes from an endowed account intended to support veteran and military student programs in the VRSC. Until a UAF funding solution is found those student programs will not receive that funding.

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

The Associate Director personally manages all scholarship and emergency fund programs in the VRSC. This includes over 200 endowed scholarships, numerous non-endowed scholarships, Aggie ring scholarships, and the SAVE and SAVE-SP emergency funds. The Associate Director also supervises and manages programs and services provided by employees from eight TAMU departments as well as federal and county veteran affairs liaisons. In addition, the Associate Director serves on several sensitive university committees providing experienced guidance for situations involving all students. The experience and skill with which the Associate Director performs his duties is worthy of appropriate compensation and that compensation must be sustainable and independent from funding intended for student programs.

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

100% of student-centered programs in the VRSC are funded through endowments and non-endowed giving. Currently all programs are stable but not able to expand. A UAF funding solution to cover Associate Director reclassification compensation would increase available funds and enable student program expansion.

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

Success of the Associate Director reclassification is realized every day through the success of veteran and military students made possible by the programs the Associate Director manages and supervises. When UAF funding is granted, there will be increased endowed funding available to make those programs even better.

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

Yes. This position was reclassified on 2 September 2024 utilizing endowed funds, but this course of action is not sustainable long term. Until UAF funding is dedicated to this reclassification, the additional salary and benefits are covered using an endowed account intended for student programs. In addition, earnings from this endowed account are subject to market fluctuation, creating a significant sustainability risk. If earnings fall below compensation requirements, even more funding will need to be allocated from endowed funds intended for student programs.

**Total Estimated Cost**

| <b>Funding Description</b>   | <b>Amount</b>   |
|--|-----------------|
| Position Reclassification (Assistant Director to Associate Director) | \$20,000        |
|  |                 |
|  |                 |
|  |                 |
|  |                 |
| <i>Less Estimated Partial/Matching Funds (if Applicable)</i>         | \$0             |
| <b><i>TOTAL INCREASE REQUESTED</i></b>                               | <b>\$20,000</b> |