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YES	NO



Student Affairs Fee  
Advisory Board  
DIVISION OF STUDENT AFFAIRS

**Funding Request Form FY2024**

*Department should complete one form for each individual request*

**Department:**

Student Activities

**Program, Service or Operation Requested:**

Equity Adjustments – Student Development Specialists

**General Description:**

In order to recruit and retain quality staff, we must be more competitive in the market, and to do this, we need to offer a higher starting salary for our Student Development Specialist positions.

**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?***

We continue to lose candidates due to low starting salaries in our entry level positions. Given that our student development specialists are our front-line for supporting and developing student leaders and advising student organizations, we must position ourselves to recruit quality candidates and retain them for the continued success of our students and our department.

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

DSA Goal 5: Strategically leverage resources and develop new strategies to ensure our future effectiveness and sustainability. As the landscape of higher education funding continues to evolve, the Division is dedicated to being good stewards of financial and human resources in order to serve students efficiently and effectively. The Division will continue to explore new and innovative entrepreneurial approaches to finance initiatives. The Division will continue efforts to maximize shared resources (technology, marketing, assessment, etc.) to provide departments with the tools, support, and resources needed to provide quality programs, facilities, activities, and services for students.

DSA Goal 6: Invest in Division staff and enhance the Division’s influence in the profession  
The Division staff serve as the foundation of our work with students. The staff in the Division

are committed professionals who seek to support and enhance the learning and development of all Texas A&M students...As our greatest resource, we invest in the people who work in the Division by providing support and opportunities for personal and professional growth.

**StuAct Priority 2: Diversity, Equity, Inclusion, Access**

Promote a more diverse, equitable, inclusive, and accessible campus climate by identifying and addressing systemic, policy, procedural, and ceremonial aspects of our programs, services, and resources that perpetuate inequities and biases for our staff, students, and RSOs.

**StuAct Priority 4: Staff Well-Being**

Foster an employment experience that prioritizes the well-being of its staff members through advocacy, recognition, constructive feedback, and professional/career development.

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

2022-23 starting teacher salaries in Bryan ISD are \$50,000 with 0 years of experience per the BISD Salary Schedule. In College Station, starting teacher salaries with 0 years of experience are between \$47,725 and \$49,600 according to the 2022-23 CSISD Compensation Plan. The starting salary for an SDS II with 0 years of experience with a master's degree or 1 year of experience with a bachelor's degree is \$36,512. The starting salary for an SDS III with 3 years of experience with a master's degree or 5 years of experience with a bachelor's degree is \$44,912.

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

We have considered starting any new SDS II hires at \$40,000, but we feel strongly that equity adjustments should be made to account for any existing SDS II. For SDS III, we would like to start at \$46,000, but again, would need to make salary adjustments to existing SDS III. We currently have two SDS II on staff and six SDS III on staff.

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

Our preferred candidates will accept our position offers and provide valuable service to our department and to our students.

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

We do not currently have available recurring funds to offer these adjustments.

**Total Estimated Cost**

<b>Funding Description</b>	<b>Amount</b>
SDS III Equity (6 positions – salaries & benefits)	\$7,834.00

SDS II Equity (2 positions – salaries & benefits)	\$8,371.00
<i>Less Estimated Partial/Matching Funds (if Applicable)</i>	
<b>TOTAL INCREASE REQUESTED</b>	<b>\$16,205.00</b>