



Student Service Fee Advisory Board

Budget Request Form FY2013

Department should complete one form for each individual request

Department: Student Counseling Service

Program, Service, or Operation Requested
Staff Salaries

SSFAB Use Only	
YES	NO

General Description:

Equity Increases – Counseling Staff (Clemens - \$2000, Deegear - \$4000, Hindman - \$3000, Madkins - \$3000, & Wright-Wilson - \$2000); Administrative Staff – 10% (Batson - \$4890, Rucker - \$5908, Whitaker - \$5600)

Request Type: Full Increase One-Time Partial/Matching

General Questions:

How does this increase impact students, and what motivated this request (needs, strategic planning, etc.)?

According to the latest survey by the Association for University and College Counseling Center Directors (AUCCCD) the average starting salary for beginning psychologists last year was \$53,883; the SCS starting salary was \$48,500. Permission was sought and obtained to raise the starting salary to \$51,500, still below the national average, but “do-able” because of our career ladder. This increase in the base salary caused salary compression for several staff. This request is to adjust other salaries so that a new staff person does not earn more than an experienced staff person who is higher on the career ladder. The request for Administrative Staff adjustments are to address salary inequities within and outside of the SCS, so that excellent staff members are not lost to other departments or other universities.

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

Other sources of funding for salaries have not been considered; however, reallocation within the SCS has marginally helped with the inequities.

Generally, what assessment tools will you use to evaluate this program/service?

Staff are evaluated annually as is required by TAMU policy. Additional evaluation and assessment of services is provided through student feedback and surveys.

Funding Description:

	Dollar Amount
Total Estimated Cost	
Counseling staff (Equity increase + benefits)	\$16,097
Administrative staff (Equity increase + benefits)	\$18,854
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
TOTAL SSFAB INCREASE REQUEST	\$34,951

SSFAB Comments/Notes: