



Student Service Fee Advisory Board

Budget Request Form FY2012

Department should complete one form for each individual request

Department: Student Counseling Service

Program, Service, or Operation Requested

Career Ladders for five staff (Chappell, Hindman, Madkins, Murphy & Ou-Young)

SSFAB Use Only	
YES	NO

General Description:

Prior to the advent of Career Ladder, the Student Counseling Service had a revolving door for staff—they would come and stay for a year or two or just long enough to become licensed, and then they would leave because our salaries were low and their control of their careers was not present. Since the advent of the SCS career ladder, experienced staff have stayed. These staff are the ones who know us Aggies and our culture; they represent the best of the counseling center profession. Although the career ladder costs money in a time of tight budgets, the cost for hiring and training new staff is not cheap and the quality of service from inexperienced staff is lower.

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.)?

Students receive psychological services from the most experienced members of the profession which assures quality care. This request springs from the hiring letters for all of the above mentioned individuals; these letters state that a career ladder is in place for their professional advancement.

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

None considered. This is an ongoing expense.

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

Staff are evaluated annually to ensure peak performance. Additionally, staff who are promoted to a higher level are expected to provide leadership for a particular SCS program.

Funding Description:

	Dollar Amount
Total Estimated Cost	
Career Ladder Increases	\$19,614.00
Associated Benefits	\$3,024.00
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
TOTAL SSFAB INCREASE REQUEST	\$22,638.00

SSFAB Comments/Notes: