

SAFAB Use Only	
YES	NO



Student Affairs Fee
Advisory Board
DIVISION OF STUDENT AFFAIRS

Funding Request Form FY2022

Department:

Counseling & Psychological Services

Program, Service or Operation Requested:

Career Ladder increases for six staff (Megan Bond, Danielle Broxon, Megan Culpepper, Angel Glover, Jarett Reynolds, and Ben Spear)

General Description:

Since 9/1/19, six staff have received a career ladder increase. To fund the career ladders, we typically have to reduce other recurring non-salary costs and begin paying for those items from reserves. ...

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?

The career ladder provides high quality mental health professionals opportunities to advance their career at CAPS rather than seek employment elsewhere. Ultimately this impacts students by increasing the number of clinical hours. Once a mental health professional is licensed, they and their supervisor are able to see more students because they no longer have to fulfill the state required supervision times. Additionally, quality of care increases as the CAPS professional stays, which positively impacts students.

What department/Division strategic plan item does this support?

The Division strategic plan emphasizes the goal of staff development. The Career Ladder at CAPS is a direct reflection of this goal. "The staff in the Division are committed professionals who seek to support and enhance the learning and development of all Texas A&M students. Collectively and individually, they are well known for their knowledge and expertise across campus and in the student affairs profession. As our greatest resource, we invest in the people who work in the Division by providing support and opportunities for personal and professional growth."

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

CAPS does not have a budget source for the career ladder system. The current system is that once a staff member qualifies and fulfills the obligations to obtain the advancement, we come to SAFAB to cover the cost of the new pay scale.

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

CAPS does not have a budget source for the career ladder system. The current system is that once a staff member qualifies and fulfills the obligations to obtain the advancement, we come to SAFAB to cover the cost of the new pay scale.

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

We continue to evaluate the retention of employees through our career ladder. The cost of running a job search has been estimated by Human Resources as 150% of the departing employee's salary. The cost to our department to continually be running job searches affects our availability to see students in a timely manner as well as the quality of our services.

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

Not at this time. However, SAFAB approved this request last year but the university did not support it.

Total Estimated Cost

Funding Description	Amount
Salary impact for six staff	\$37,733
Benefits impact for six staff	\$6,181
<i>Less Estimated Partial/Matching Funds (if Applicable)</i>	
TOTAL INCREASE REQUESTED	\$43,914