



Funding Request Form FY2025

Department should complete one form for each individual request

Department:

Texas A&M University Career Center

Program, Service or Operation Requested:

FTE Position – Assistant Director

General Description:

With increasing enrollment and projected growth in the years ahead, the need for professional staff whose focus is employer engagement and ensuring the increase of internship, co-op and full-time opportunities for students is a priority. The Assistant Director will be tasked with the responsibility to strategically engage with recruiting organizations and expand their existing efforts to additional programs. Additionally, the Assistant Director will work strategically to identify and bring aspirational recruiting organizations to campus. The net result of these efforts is an increase across the board for students at all levels.

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?

With our current enrollment exceeding 75,000 – and expectations of continued growth – a significant demand for high-impact experiences and full-time opportunities is apparent. Year-over-year, sophomores and juniors require at least 35,000 intern and co-op opportunities. Additionally, to meet the needs of graduating seniors, a minimum of 17,000 full-time opportunities are needed.

Note that these rough calculations assume ONE intern, co-op, or full-time opportunity per student.

To address this pressing need, it is imperative that the Career Center receives the necessary resources to proactively engage with recruiting organizations. This entails expanding existing relationships and establishing new connections to position Texas A&M University as a premier recruiting destination. Building such partnerships can take several recruiting cycles,

making immediate action vital to ensure current and future students have ample employment opportunities.

What department/Division strategic plan item does this support?

This Associate Director position supports the Career Center's strategic goals of:

- * Increasing the number of internship, co-op, full-time and high impact opportunities for students across all degree programs,
- * Identifying new and aspirational recruiting organizations to grow the baseline of student opportunities,
- * Growing recruiting relationships with active recruiting organizations and strengthening these existing partnerships.

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

Through an analysis of data spanning from the academic year 2020-2021 to-date, it is apparent that employers have reevaluated and restructured their college recruiting strategies. Despite a strong return to in-person recruiting, recruiting organizations have reduced recruiting staff and budget, but there has been a significant decrease in the number of universities targeted for in-person engagement.

While Texas A&M University continues to be recognized as a Tier One institution for many programs, a noteworthy shift has occurred. Specifically, the ratio of opportunities posted in HireAggies specifically targeting Texas A&M students has shifted from 53% targeted and 47% curated in 2020-2021 to 34% targeted and 66% curated in 2022-2023.

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

The Career Center staff incorporates employer relations activities into each conversation and engagement interaction. This results in a very loyal and enthusiastic recruiting base for students. The Employment Services staff work to strategically engage with employers to expand their recruiting footprint on campus and extend existing opportunities to more programs. One example of an outcome from these relationships is the Career Center's collaboration with NASA. Due to Career Center engagement and collaboration with NASA, they implemented a tailored recruitment processes to streamline and expedite the interview and hiring process for Texas A&M University students.

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

The Assistant Director's performance will be assessed on their ability to identify and engage aspirational recruiting organizations. Collaborative relationships with faculty and staff will be established to ensure aspirational employers align with the college/school program's vision. Ultimately, we will be able to measure the increased intern, co-op and full-time opportunities available to students through the Career Center.

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

Please explain.

This is a full-time, salaried position and because of that, it must be funded through our operational budget.

Total Estimated Cost

Funding Description	Amount
Base salary \$52,000 annually / associated increase in benefits \$18,200 / 10% hiring salary increase	77,220
Computer equipment for new position	2,500
<i>Less Estimated Partial/Matching Funds (if Applicable)</i>	
TOTAL INCREASE REQUESTED	79,720