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## **Part I**

### **Narrative**

**Name of Applicant:** Student Affairs Fee

**Committee Members:** Bonnie Fruland, Shantel Frazier, Shay Wilson, JJ McCrane, Jose Guzman-Rocha, Brithany Garces

**Amount being requested:** \$16.62 - no fee increase

### **Overview, Mission, and Services**

The Division of Student Affairs encompasses a broad range of functional areas dedicated to supporting students' holistic development and success. These areas include SLICE, Student Conduct and Community Standards, Residence Life and Housing, Disability Resources, the Wolfpack Wellness Center, the Counseling Center, Student Recreation, The Center for Student Support and Advocacy (The Center), the Office of Student Affairs, and Health Education and Promotion. Student Affairs Fee funding specifically supports the Office of Student Affairs, SLICE, and The Center. In addition, the fee contributes to salary support for Student Conduct and Community Standards. Other departments within the division receive funding through various sources, including other student fees, auxiliary accounts, and E&G accounts.

### **Mission Statement for The Division of Student Affairs**

The Division of Student Affairs supports the University's mission by providing inclusive co-curricular learning experiences, support, and services for our diverse student population by holistically developing students to have a purpose and positive impact in their communities.

### **Mision Statement for SLICE**

Our mission is to support student success through leadership development, student involvement, career readiness, and experiential learning opportunities. Providing holistic, student-centered services that foster engagement, belonging, professional growth, and preparation for life beyond graduation.

### **Mission Statement for The Center for Student Support and Advocacy (The Center)**

The mission of The Center develops, promotes, and supports a welcoming environment for our diverse campus community by promoting equity, educational opportunities, global understanding, and intercultural awareness where all members are valued, supported, and respected.

### **Mission Statement for Student Conduct and Community Standards**

The Office of Student Conduct and Community Standards at Colorado State University Pueblo supports the University and Student Affairs' missions by providing programs and services

designed to foster a positive and safe environment for student learning. The Office of Student Conduct and Community Standards strives to achieve a campus community in which individuals:

- Demonstrate respect for others, for themselves, and for the University;
- Uphold high standards of personal and academic integrity;
- Are accepting of differences and gain an appreciation for living in a pluralistic society;
- Understand the impact of their behavior both upon the University and the larger community; and
- Freely accept the responsibility for and consequences of their conduct.

### **Key Student Affairs Fee-Funding Services**

Key services provided include leadership development programs, student organization advising and support, career readiness workshops, resume and interview preparation, internship and student employment coordination, basic needs, resource navigation, employer and alumni engagement, multicultural programming, mentoring opportunities, and large-scale campus events that promote connection and belonging. Also supporting experiential learning opportunities through on- and off-campus internships, student employment, and partnerships with academic departments and community organizations.

Providing access to professional development resources such as career preparation workshops, leadership conferences, and networking opportunities, while maintaining consistent assessment and reporting practices to evaluate student impact and inform continuous improvement.

Through these efforts, we advanced the University's priorities by enhancing student engagement, supporting academic and career success, and creating accessible pathways for leadership and professional development for a diverse student population.

### **Envisioned Outcome / Benefit of Student Fee**

Student fee funding enhances the student experience by supporting high-impact programs that promote learning, engagement, and success. Through leadership development, career readiness, experiential learning, and involvement opportunities, students build transferable skills and strengthen their connection to the campus community. These efforts foster equitable access to leadership roles, employment, and professional development while helping students prepare for meaningful contributions beyond graduation.

The fee also supports The Center by funding the Pack Pantry, Heritage Month programming, multicultural initiatives, and general operating costs. These investments create opportunities for cultural awareness and appreciation, while basic needs resources—such as food and hygiene items—ensure students can focus on learning. The Center's welcoming space, including lounge seating, study areas, club meeting space, and everyday amenities, promotes community building, belonging, and connection.

Student Conduct and Community Standards is likewise strengthened through student fee support, allowing the office to provide educational programs and services that promote a positive and safe learning environment. This approach helps students understand the impact of their actions, develop personal responsibility, and learn how to be positive members of their community.

Additionally, the fee supports operating costs for the Office of Student Affairs, which provides essential coordination, student support, and divisional leadership that strengthen the overall student experience. By investing in career development, community building, basic needs support, and meaningful opportunities for students to connect, the Student Affairs Fee plays a vital role in fostering student success. These combined efforts position the Division to advance the University's priorities by enhancing student impact, supporting employees, and contributing to a thriving campus community.

## **University Priorities**

The following section details how each area supports the University's priorities, including their impact on students, employees, and the broader community.

### **Impact on students**

**SLICE** supports the University's priorities by increasing student engagement, leadership development, and career readiness through accessible, high-impact programs and services. Students gain transferable skills, experiential learning opportunities, and meaningful connections that support academic persistence and post-graduation success. By reducing barriers and offering inclusive in-person and virtual programming, SLICE ensures equitable access for first-generation, commuter, online, and working students, strengthening belonging, retention, and overall student success.

### **The Center**

Below are examples of the ways the Center impacts students:

- Peer and career mentoring supported belonging, matching 150+ students with mentors and resolving 23 student flags through early intervention.
- Pack CARES referrals increased by over 24%, and more than 60% resulted in meaningful engagement.
- Basic Needs services responded to 72 basic needs requests and facilitated 3000+ Pack Pantry visits, reducing food, housing, and transportation insecurity.
- Dozens of student-facing programs including International Education Week, HSI Week, Pride events, Global Trivia, Heritage Months, National First-Gen Day Celebration and more, engaged hundreds of students across identity, academic, and cultural contexts.

The Center is a central driver of student success on campus, meeting rising needs, advancing inclusion, deepening belonging, and supporting academic persistence.

### **Impact on employees**

**SLICE** initiatives support University employees by creating opportunities for meaningful collaboration, professional development, and efficient service delivery. Faculty and staff benefit from shared programming, streamlined processes, and coordinated support that reduce duplication of efforts and strengthen cross-campus partnerships. Student fee supported initiatives also provide supervised student employment and internship opportunities that enhance departmental capacity while offering employees leadership, mentorship, and supervisory experience. Collectively, these efforts support employee effectiveness, collaboration, and job satisfaction while advancing the University's mission.

**The Center** meets the University priority of Impact on Employees by fostering professional growth and strengthening cross-unit collaboration. Student employees receive training in key areas such as bystander intervention, campus safety, and cultural communication, equipping them with essential skills to support a safe and inclusive campus environment. Additionally, The Center's programs and events are intentionally designed to engage not only students but also faculty and staff, creating shared learning experiences and enhancing campus-wide connection and collaboration.

### **Impact on the community**

**SLICE** initiatives positively impact the broader campus and local community by strengthening partnerships with employers, alumni, and community organizations. Through career fairs, networking events, leadership programs, and experiential learning opportunities, students engage directly with community professionals and organizations, fostering mutually beneficial relationships. Events that invite community participation enhance campus-community connections.

**The Center** advances the University's priority of Impact on the Community by fostering local, regional, and global engagement. The Pack Pantry supports not only students but also community members through its collaboration with Care and Share. Events such as Pueblo Pride and outreach presentations at local schools strengthen community connections and promote campus visibility. Additionally, The Center hosted twelve professors from the Hunan University of Arts and Sciences and partnered with the Pueblo Sister Cities Commission to welcome high school students from Chihuahua, Mexico. Through these initiatives, The Center strengthens local support networks, elevates cross-border relationships, and positions CSU Pueblo as a regional and global partner.

### **Number of Students Served**

The following section includes information about the number of students served and target audiences.

### **SLICE**

Following the integration of SEAL and the Career Center in **June 2025**, SLICE implemented a unified Starfish dashboard to track student engagement across both functional areas. Starfish was used to collect all **Fall 2025** data, building on the Career Center's **Spring 2025** prior use of the system for data tracking. Over the past year, **SLICE** has served a **total of 2,817** undergraduate and graduate students across all majors and class years through appointments, leadership and career programs, student organization support, student employment, and campus-wide events.

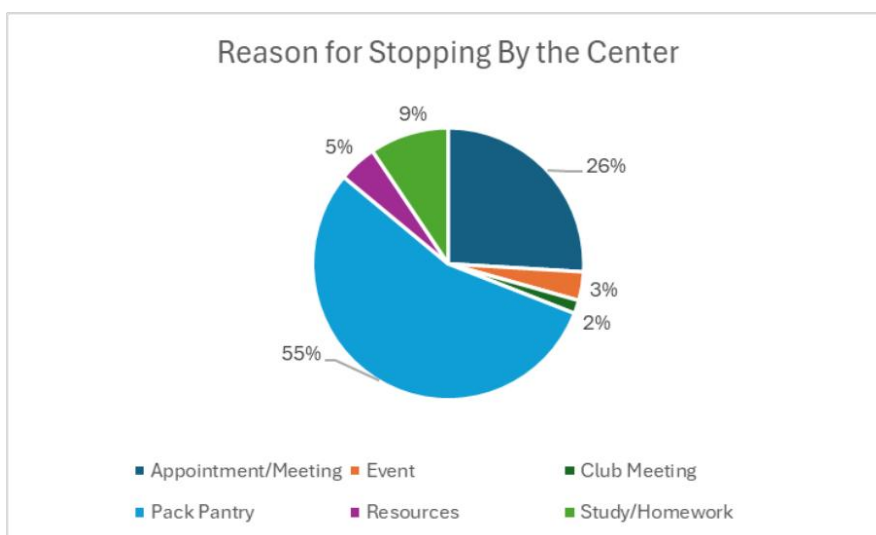
SLICE-Fall 2025-1,559 students

**Fall 2025** Career 505=Total 2,064 students

Career Center-Spring 2025-753 students

### The Center

During the 2024-2025 academic year, The Center supported over 3500 visits. There were 2,377 visits during Fall 2025 with similar projections for Spring 2026. Below are top reasons students visited in Fall 2025.



The Pack Pantry supported over 3500 visits during Fall 2025, representing a 72% increase in usage compared to Fall 2024. The Center serves all students seeking a welcoming space to relax, connect with peers, and access resources. By housing Disability Resources, CAMP/HEP, Pack CARES, International Programs, and Study Abroad, The Center supports a broad and diverse student population engaging with these services.

### Changes for FY27

The Majority of the budget allocations will remain the same from FY 2026 to FY 2027. Below is a chart of budget changes for FY 2027.

| <b>FY 2026</b>                                                                                                    | <b>Change for FY 2027</b>                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Dean of Students position, previously funded through account 2658001, is now vacant and will remain unfilled. | Reallocate salary to support the Resource Navigator position, which was previously funded by grants. This position supports Pack CARES. Additionally, reserve a portion of the salary savings to accommodate salary adjustments and provide additional staff support for Student Affairs. |
| The Pack Pantry received zero funds for FY26.                                                                     | Allocate \$7000 for the Pack Pantry in FY 27 to support increased demand.                                                                                                                                                                                                                 |

New and realigned initiatives funded by the fee:

- Fee allocation to address increased university ticketing event platform costs resulting from the merger of SEAL and the Career Center into SLICE. With centralized management, processing expenses are now consolidated, whereas these costs were previously shared between two separate departments.
- Support the online orientation platform with self-guided modules that provide accessible, step-by-step guidance for online, commuter, transfer, and non-traditional students. This platform would help students navigate campus systems, resources, and expectations at their own pace, increasing access, reducing barriers, and supporting student success and retention.
- Career Suite will support student career readiness by providing access to professional headshots, guidance on professional dress, and preparation for interviews and career fairs.
- Student hourly positions and intern positions across on-campus and off-campus.
- Return of a Dining Etiquette and Networking Event that enhances students' professional readiness and confidence by providing hands-on instruction in dining etiquette, communication, and networking skills in a professional setting.

### **Assessment**

Assessment will be measured through a combination of event attendance tracking and student surveys to assess participation, satisfaction, learning outcomes, and monthly performance indicators. Measures, including PACK Cares and pantry referral data, will be incorporated to provide a comprehensive view of student support services. Success will be demonstrated through increased student participation, positive survey feedback, achievement of learning outcomes, and sustained or improved utilization of support services over time. Data analysis and reporting will be led by the Assessment Director to ensure alignment with university priorities. Results will be compiled in semester and annual reports and used to guide continuous improvement and maintain transparent reporting to the Student Fee Committee.

## Collaborations

Collaborations inherent in this request include the departments and programs supported by the Student Affairs Fee. As outlined in this proposal, SLICE, The Center, and the Office of Student Affairs serve as stewards of the fee, ensuring funds are used responsibly and with intention to support student success. The following initiatives illustrate how we plan to strengthen and nurture collaborative opportunities:

- Expand mentorship, sponsorship, and professional development initiatives that directly benefit students.
- Co-sponsor leadership programs, engagement initiatives, conferences, and student employment opportunities that are student-driven and aligned with identified needs.
- Enhance virtual and hybrid programming to better support online, commuter, and remote students.
- Integrate leadership development, experiential learning, and career readiness into the academic experience through shared programming and coordinated support.
- Collaborate with Campus Support Offices—including Business & Financial Services, Human Resources, Financial Aid, IT, and Marketing & Communications—to ensure compliance, operational efficiency, and effective communication.

## Proposed Budget

Below is the detailed budget proposal:

| Student Affairs Fee per Credit Hour |                                   |                 |                  |                  |                 |
|-------------------------------------|-----------------------------------|-----------------|------------------|------------------|-----------------|
|                                     |                                   |                 |                  |                  | \$16.62         |
| Account                             | Name                              | Staff Personnel | Hourly Personnel | Operating Budget | Total Requested |
| 2658001                             | Student Affairs General: Salaries | \$738,614.97    |                  |                  | \$738,614.97    |
| 2658100                             | Student Life Initiatives          |                 |                  | \$1,000.00       | \$1,000.00      |
| 2658110                             | Orientation & Transitions         |                 | \$30,000.00      | \$30,000.00      | \$60,000.00     |
| 2658150                             | Leadership & Co-Curricular Vision |                 |                  | \$5,000.00       | \$5,000.00      |
| 2658160                             | Pack Pantry                       |                 |                  | \$7,000.00       | \$7,000.00      |
| 2658200                             | Associated Students' Government   |                 |                  | \$60,000.00      | \$60,000.00     |

|                  |                                                                                  |  |             |                           |                       |
|------------------|----------------------------------------------------------------------------------|--|-------------|---------------------------|-----------------------|
| 2658300          | Office of Student Activities -<br>events and activities                          |  |             | \$74,044.00               | \$74,044.00           |
| 2658301          | Major Events - Packfest                                                          |  |             | \$85,000.00               | \$85,000.00           |
| 2658302          | Involvement Fair/Welcome Week                                                    |  |             | \$10,000.00               | \$10,000.00           |
| 2658400          | Student Org. Funding                                                             |  | \$15,000.00 | \$25,000.00               | \$40,000.00           |
| 2658401          | Leadership & Involvement<br>Awards                                               |  |             | \$5,000.00                | \$5,000.00            |
| 2658500          | The Center                                                                       |  |             | \$10,000.00               | \$10,000.00           |
| 2658601          | Student Conduct Operations                                                       |  |             |                           | \$-                   |
| 2658800          | Career Center                                                                    |  |             | \$10,000.00               | \$10,000.00           |
| 2658001-<br>9550 | G&A Account - Facilities                                                         |  |             | \$29,000.00               | \$29,000.00           |
| 2658001-<br>9552 | G&A Account - Auxiliary                                                          |  |             | \$73,500.00               | \$73,500.00           |
| 2658001-<br>9902 | \$5k plus 15% of remaining FY26<br>funds will be moved to savings for<br>FY 2027 |  |             | 5101.03                   | \$5,101.03            |
|                  |                                                                                  |  |             | Total Credit<br>Hours     | 73000                 |
|                  |                                                                                  |  |             | <b>Total Fee</b>          | <b>\$1,213,260.00</b> |
|                  |                                                                                  |  |             | <b>Total<br/>Expenses</b> | <b>\$1,213,260.00</b> |
|                  |                                                                                  |  |             | <b>Balance</b>            | <b>\$0.00</b>         |

Breakdown of positions funded by Student Affairs General Account Number 2658001:

- Events and Orientation Specialist
- Student Organization/First Gen Specialist
- Executive Director of SLICE
- Assistant Dean of Student Support and Advocacy
- Resource Navigator – Formerly Grant Funded
- International Student Advisor and Programming Coordinator
- Marketing Specialist
- Director for Student Conduct and Community Standards

- Director of Student Experience and Planning
- Holding \$30,000 for Student Affairs Support (salary adjustments, hourly positions, etc.)
- Admin Pro Fringe Benefits

SLICE requested student fee allocation will support personnel, operating, software, and programmatic expenses. Personnel costs include salary support for professional staff responsible for coordinating Welcome Week, Stress Buster Week (each semester), Student Appreciation Week, Orientation, PACK leadership programming, Student Leadership Awards, Holiday and Heritage programming, Homecoming and Family Weekend, Career Fairs, networking events and other co circular programming to enhance engagement and sense of belonging.

Operating expenses will support large-scale engagement and leadership programming, including Involvement Fair, PACK Fest, Welcome Week (fall and spring), Stress Buster Week (each semester), Student Appreciation Week, Holiday and Heritage events, Homecoming and Family Weekend, and PACK leadership programming. These expenses include event production, rentals (AV, staging, tables), marketing materials, catering, supplies, and safety-related needs. Operating support covers career readiness initiatives such as resume workshops and networking events,

Software and subscription costs include essential platforms such as Handshake, Big Interview, University Tickets, On Campus Text, NACE, NOTA, Canva, and What Can I Do with This Major, which provide students with access to job postings, professional development, student engagement, event ticketing, marketing, data collection, mock interview tools, career exploration resources, and employer engagement opportunities.

This allocation ensures sustainable delivery of inclusive, high-impact engagement, leadership development, and career readiness programming that supports student success across all modalities.

The Center will prioritize its \$10,000 operating budget to support student-focused programming. Pack Pantry funds will be used to meet increased demand for basic needs support. Allocations to ASG will continue to fund student leadership positions and community-building events. A large percentage of the fee supports professional staff positions which are vital to Student Affairs' operations. Additionally, fifteen percent of any remaining FY2026 funds will be moved to savings to help build reserve funding sources, and \$5,101 has been designated for savings in FY2027. We request the remainder of rollover funds to stay in 2658001 to support unforeseen shortfalls and an increase in expenses due to inflation.

## **Revenue**

**SLICE** generates limited revenue through employer registration fees for annual Career Fairs. Employer participation fees from events help offset a portion of operational expenses, including

venue setup, materials, marketing, and hospitality. These fees are structured to remain accessible while supporting high-quality engagement between students and employers.

Involvement-focused events such as the Involvement Fair and PACK Fest are primarily student-centered engagement initiatives and do not generate significant revenue. These events are designed for participation and to maximize student access. While occasional sponsorships or campus partnerships may contribute limited support, these events are not revenue-driven and rely primarily on student fee funding to ensure inclusive, high-impact programming.

Revenue will also be generated by charging other campus departments for a service fee when they use the university ticketing platform managed by SLICE. These fees will help cover platform licensing, transaction processing, and administrative costs, ensuring shared responsibility and reducing the financial impact on student programming funds.

## **Conclusion**

The Student Affairs Fee continues to play a critical role in delivering high-impact programs and essential services that support student success, foster belonging, and strengthen engagement across campus. As detailed in this proposal, SLICE, The Center, and the Office of Student Affairs remain committed to using these resources responsibly and with intention, ensuring that students receive accessible opportunities for leadership, involvement, career readiness, and holistic support. The FY 2027 request maintains our current fee level while strategically aligning resources to meet rising needs, expand basic needs support, enhance student engagement, and sustain vital professional staff positions. Collectively, these investments advance the University's priorities, enrich the student's experience, and contribute to a thriving campus community.