

2024-2025 Student Affairs Fee Committee Annual Report

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November 7, 2025

Student Affairs Fee Annual Report for 2024-2025 Academic Year

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Executive Summary

Overview:

During the Summer of the 2024–2025 academic year, the Division of Student Affairs consolidated the Student Engagement and Leadership (SEAL) office and the Career Center to form Student Leadership, Involvement, and Career Engagement (SLICE). This merger was designed to streamline resources, enhance operational efficiency, and strengthen the connection between co-curricular learning, career readiness, and holistic student development.

The integration aligns directly with CSU Pueblo's strategic goal of fostering a Career-Connected Campus and supporting the student life cycle from engagement to employment. By merging SEAL's focus on leadership, involvement, and sense of belonging with the Career Center's focus on professional development and career readiness, the new structure creates a unified framework.

The Student Affairs Fee provides essential funding to areas within the Division of Student Affairs, including SLICE, The Center for Student Support and Advocacy (The Center), and the Office of Student Affairs.

Below is a breakdown of areas funded by the Student Affairs Fee and the proration amount:

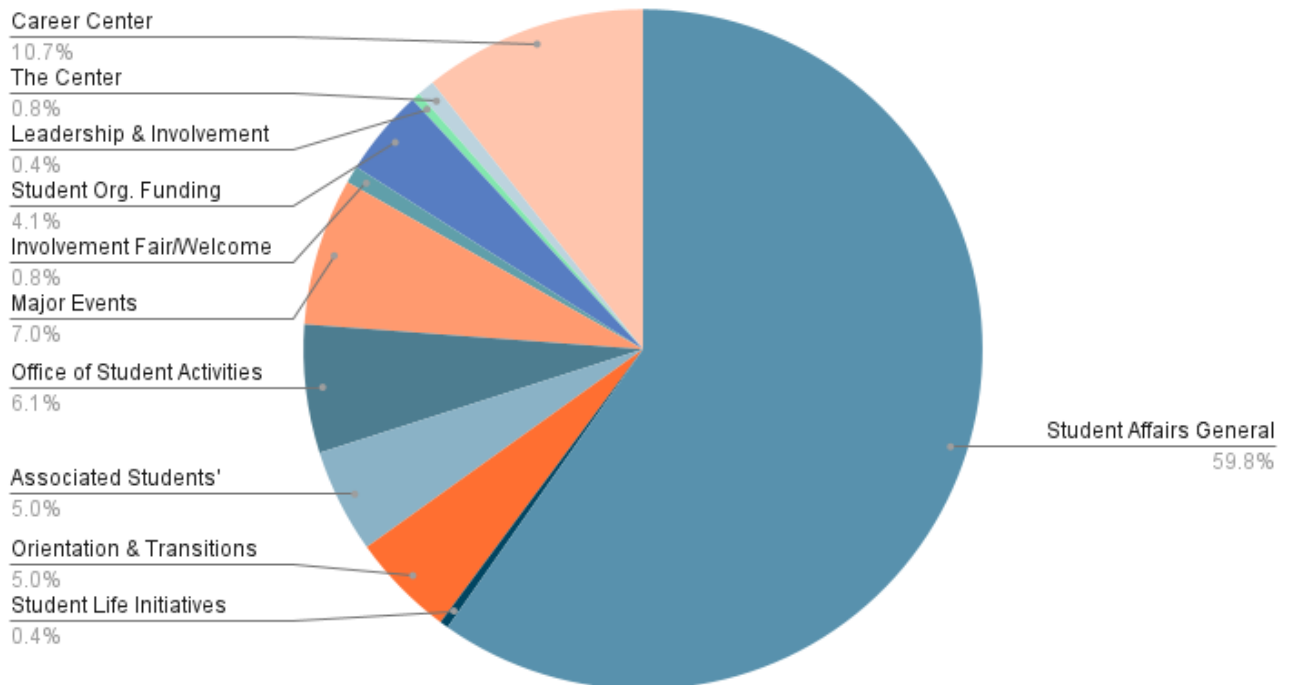
Student Affairs Fee FY26

Account	Name	Object Code	Updated	Percentage
2658001	Student Affairs General	4352	\$725,027.00	59.76%
2658100	Student Life Initiatives	4352	\$5,000.00	0.41%
2658110	Orientation & Transitions	4352	\$60,000.00	4.95%
2658120	Student Guide/Planner	4352	\$0.00	0.00%
2658150	Leadership & Co-Curricular Vision	4352	\$0.00	0.00%
2658160	Pack Pantry	4352	\$0.00	0.00%
2658200	Associated Students' Government	4352	\$60,000.00	4.95%
2658300	Office of Student Activities	4352	\$74,044.00	6.10%
2658301	Major Events	4352	\$85,000.00	7.01%
2658302	Involvement Fair/Welcome Week	4352	\$10,000.00	0.82%

2658400	Student Org. Funding	4352	\$50,000.00	4.12%
2658401	Leadership & Involvement Awards	4352	\$5,000.00	0.41%
2658500	The Center	4352	\$10,000.00	0.82%
2658601	Student Conduct Operations	4352	\$0.00	0.00%
2658800	Career Center	4352	\$129,189.00	10.65%
		Total:	\$1,213,260.00	100.00%

Figure 1: Pie chart illustrating the proration between areas funded by Student Affairs Fee

Areas Funded by the Student Affairs Fee



Mission Statements and Strategic Goals

Student Affairs Mission Statement

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.

SLICE

Mission:

To build a sense of welcome within the community through activity-based engagement and career-based support. Our goal is to provide students with opportunities and resources to aid in their college journey. We strive to provide a vibrant and inclusive community for our students to flourish in.

Goals:

- Engage the campus community and external leaders in a process to support career education to better prepare students for the future of work and human civic engagement
- Maximize Student Success
- Create a Cohesive Co-Curricular Experience

The Center for Student Support and Advocacy

Mission:

The Center for Student Support and Advocacy (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.

Overview:

Located in OSC 104, The Center serves as a hub for student resources and community connection. Programs housed in The Center include Disability Resources, Pack CARES, the Pack Pantry, International Programs, Study Abroad/National Student Exchange, and Multicultural Programming. Additionally, two grant-funded programs, the College Assistance Migrant Program (CAMP) and the High School Equivalency Program (HEP), operate within The Center.

Approximately 0.83% of the Student Affairs Fee supports programming within The Center.

Goals:

- Support student success through advocacy, education, and resource navigation.
- Provide educational opportunities that promote intercultural and global learning.

- Strengthen community connections to enhance belonging and holistic development.

Services Provided to Students and Student Needs

Student Affairs fees directly address students' core needs for transition, belonging, well-being, leadership, and career readiness. These funds make possible a comprehensive network of programs and services that support students from their first contact with the university through graduation. To ensure a seamless start, Student Affairs fees support Orientation, New Student Convocation, Pack Family programming, the Pack Guide, and Living Learning Communities. These initiatives help students and families begin their CSU Pueblo journey informed, connected, and prepared for success.

To foster community and engagement, the fee underwrites Student Activities, Welcome Weeks, Greek Life, Student Organizations, the Associated Students' Government (ASG) and ASG Summit, Division-wide program series, cross-departmental collaborations, and targeted engagement for PACK Parenting students. Together, these initiatives strengthen campus involvement and a sense of belonging.

Student Affairs fees also expand leadership development and experiential learning through the Leadership Institute, leadership opportunities and awards, Mentor Collective, internships, study abroad information sessions, multicultural programming, and GRIT workshops. Career readiness is advanced through Career Success Coaching, résumé support, dining etiquette events, job and career fairs, the Career Closet, and access to Handshake.

To support basic needs, health, and student persistence, the fee funds the Pack Pantry and self-care activities during mid-terms and finals. Pack CARES provides free resources and individualized support for students navigating personal, financial, or academic challenges, including crisis intervention. The Dean of Students Office assists students with navigating the student concern and complaint process and ensures that individual needs are addressed with care and accountability.

Student support and advocacy are further promoted through Cultural Heritage Month programs, Undocumented Student support, Study Abroad and National Student Exchange advising, and Disability Resources/Services. Finally, Student Affairs fees sustain a safe and accountable campus environment through Student Code of Conduct and Community Standards administration, while maintaining strong communication and continuous improvement through SLICE and Student Affairs marketing, social media outreach, and ongoing student assessments.

Collectively, these investments help CSU Pueblo students thrive academically, personally, and professionally from entry to commencement.

Data Assessment and Narrative

The Student Affairs Fee supports three primary areas under the Division of Student Affairs:

- SLICE (Student Leadership, Involvement, and Career Engagement)
- The Center for Student Support and Advocacy (The Center)
- The Office of Student Affairs Administration

These units collectively ensure that CSU Pueblo students receive comprehensive support, socially, academically, and professionally, through leadership development, community engagement, well-being initiatives, and career readiness programming.

Assessment Data

Currently, SLICE (Student Leadership, Involvement & Career Engagement) has reached 1,251 students through leadership, involvement, and engagement programs, and an additional 384 students through Career Center services. Key programs included Orientation (576 students), Welcome Week (358), Convocation (100), and Career Fairs that hosted 49 employers with 147 student attendees. Career support services served 40 students through appointments and walk-ins, while Career Closet (62 visits) and the JCPenney Suit-Up event (35 attendees) advanced professional readiness.

SLICE reached 479 students through outreach events such as Move-In, Pack Fest, and Welcome Week tabling, and 111 students through classroom workshops. Collaborations include Trio Talent Search, CSTEM Advising, The Center, and multiple campus departments. Students expressed strong satisfaction with SLICE programs, citing increased access to career resources, leadership opportunities, and a stronger sense of belonging. Overall, SLICE continues to foster engagement and career readiness through intentional, high-impact programming funded by Student Affairs Fees. (as reflected in the Starfish dashboards). [Starfish Services Usage | Tableau Public](#)

The Center for Student Support and Advocacy has recorded over 1,600 visits this fiscal year, reflecting its role as a central hub for student engagement and support. The Pack Pantry has experienced significant growth, with more than 2,700 visits this academic year. In addition, 50 students received basic needs assistance, including Walmart gift cards, food support, transportation assistance (bus passes and gas cards), and small-

dollar scholarships to address emergent unmet needs. All Basic Needs requests and Pack Pantry operations are fully funded through donations.

Disability Resources provided 246 academic accommodations, conducted over 175 direct contact hours with students, and remediated 441 course materials to ensure accessibility. This unit is funded by E&G rather than student fees. International Programs supported the largest incoming class of new and transfer international students since 2019, welcoming 42 new students this fall. CSU Pueblo currently hosts 111 international students representing 38 countries. International student support is also E&G funded.

Throughout the fall semester, The Center has hosted or supported 15 programs and events, including HSI Week, Hispanic Heritage Month, Study Abroad Fairs, and peer mentoring meet-ups. The Center also serves as a meeting space for several student organizations, including PRIZM, LSU, CISA, and AAPISA, strengthening its role as a hub for connection and community.

Additional Examples

Student Affairs fees fund high-impact programs that address students' core needs for belonging, wellness, engagement, and career readiness. These funds support Orientation, Welcome Week, International Student and Exchange Programming, Student Appreciation Week, Leadership Development, Career Fairs, the Career Closet, Dining Etiquette events, Heritage Month celebrations, and Pack Pantry services. Fees also sustain essential operations within SLICE, the Center for Student Support and Advocacy, the Office of Student Affairs, and Student Conduct and Community Standards. Cross-departmental partnerships further maximize resources by sharing materials, spaces, and catering. Collectively, these investments create inclusive experiences that foster student success and prepare graduates for meaningful lives and careers beyond the university.

Governance Structure

Membership and Duties

Staff: Dr. Lucie Menjivar, Bonnie Fruland, Shantel Frazier

Students: Jose Guzman-Rocha, Shay Wilson, Brithany Garces, J.J. McCranie

The Student Affairs Fee Committee meets three to four times per semester to review, assess, and plan fee-related initiatives. So far this fall, the committee has met twice to:

- Provide an overview of the Student Affairs Fee for new members

- Gather feedback on current allocations and priorities
- Prepare the annual report for submission to the Student Fee Governing Board

The committee will convene once more this fall and three additional times in the spring to review outcomes and develop the FY27 Student Affairs Fee proposal.

2024-2025 Academic Year Financial Report

The Student Affairs Fee supports a variety of programs and services that enhance student success, engagement, and belonging. The table below outlines Fiscal Year 2025 revenue, expenses, and balances by account.

Fiscal Year 2025 Financial Report

Description	Account #	Fee's Requested	Actual Fee's Received	Additional Revenue	Total Expenses	FY25 End Balance
Associated Student Government	2658200	\$60,000.00	\$64,446.82	\$2,000.00	\$(61,122.50)	\$5,324.32
Orientation	2658110	\$60,532.00	\$47,642.79	\$26,482.45	\$(46,173.03)	\$27,952.21
SEAL	2658300	\$86,857.00	\$103,953.90	\$-	\$(136,388.52)	\$(32,434.62)
SEAL Major Events	2658301	\$80,000.00	\$98,828.10	\$16,074.47	\$(148,390.85)	\$(33,488.28)
Student Org Funding	2658400	\$50,685.00	\$34,480.11	\$1,100.00	\$(23,244.20)	\$12,335.91
Leadership/Co-Curricular	2658150	\$15,000.00	\$10,732.64	\$-	\$(9,433.92)	\$1,298.72
Welcome Week	2658302	\$15,000.00	\$18,925.95	\$-	\$(8,964.94)	\$9,961.01
Leadership Awards	2658401	\$5,500.00	\$6,158.07	\$-	\$(2,969.44)	\$3,188.63
Student Affairs General	2658001	\$559,145.00	\$518,912.58	\$17,764.72	\$(890,593.96)	\$(353,916.66)
Student Affairs Initiatives	2658100	\$13,747.00	\$6,100.78	\$-	\$(3,363.28)	\$2,737.50
Student Support & Advocacy	2658500	\$10,000.00	\$10,732.64	\$-	\$(8,763.70)	\$1,968.94
Career Center	2658800	\$134,995.00	\$162,935.44	\$-	\$(148,187.91)	\$14,747.53
		\$1,091,461.00	\$1,083,849.82	\$63,421.64	\$(1,487,596.25)	\$(340,324.79)
	TOTALS:					

Budget Explanations

Pack Fest expenses are more expensive than anticipated.

Pack Fest expenses were higher than initially projected due to increased costs in several key areas, including vendor fees, equipment rentals, entertainment, and event logistics. While the event exceeded budget expectations, these investments directly contributed to greater student engagement, campus visibility, and community participation. Moving forward, we plan to adjust future budget projections to reflect realistic cost trends and evaluate cost-sharing opportunities with campus partners to maintain a high-quality experience.

We're self-correcting next year's budget by ending subscriptions (Campus ESP, assessment software, student org software) and shifting student staffing toward work-study to reduce hourly costs. We're partnering across campus to share materials, venues, and catering, and prioritizing no/low-cost programs such as heritage months, Student Appreciation Week, Welcome Week, and more. We're also using existing inventory before buying new supplies. These steps cut costs while preserving strong student engagement.

Current Budget: 2025-2026 Academic Year

The Student Affairs Fee is on track to balance for FY2026. Budgets are being closely monitored on a weekly basis, and staff are implementing ongoing adjustments to ensure each account remains balanced throughout the fiscal year. Based on current spending patterns and projected spring revenue, all accounts are expected to finish the fiscal year within budget or with a small positive balance.

Overall, the division's fiscal health has improved compared to FY2025 due to intentional cost-saving measures, such as shifting student staffing to work-study positions, reducing subscription-based expenses, and leveraging campus partnerships to share materials, venues, and catering. These strategies have stabilized spending without diminishing program quality or student engagement.

The KFS Budget Report as of November 1, 2025, reflects approximately 53% of budgeted revenue received, which is consistent with expectations for the mid-point of the fiscal year. Most major expenditures such as Orientation, Welcome Week, and PackFest occur in the fall semester, while additional programmatic and leadership development expenses are anticipated in the spring.

KFS Budget Report as of November 1, 2026:

Description	Account #	Fee's Requested	Actual Fee's Recieved as of 11/1/25	Additional Revenue
Associated Student Government	2658200	\$60,000.00	\$30,561.20	
Orientation	2658110	\$60,000.00	\$30,561.20	\$22,792.05
SEAL	2658300	\$74,044.00	\$37,659.57	\$-
SEAL Major Events	2658301	\$85,000.00	\$43,275.06	\$14,545.00
Student Org Funding	2658400	\$50,000.00	\$25,436.32	
Leadership/Co-Curricular	2658150	\$-	\$2,531.60	\$-
Welcome Week	2658302	\$10,000.00	\$5,062.93	\$-
Leadership Awards	2658401	\$5,000.00	\$-	\$-
Student Affairs General	2658001	\$725,027.00	\$395,971.31	\$2,468.28
Student Affairs Initiatives	2658100	\$5,000.00	\$2,531.60	\$-
Student Support & Advocacy	2658500	\$10,000.00	\$5,062.93	\$-
Career Center	2658800	\$129,189.00	\$65,751.25	\$-
	TOTALS:	\$1,213,260.00	\$644,404.97	\$39,805.33

Major Revenue Sources include:

- Student Affairs Fees (the primary funding stream).
- Employer registration fees from the Fall Career Fairs, generating an additional \$10,000 in revenue for SLICE.
- Hosting visiting scholars from Hunan University of Arts and Sciences, which will contribute \$12,000 in revenue to account 2658500 (Student Support & Advocacy). After expenses, the projected profit is approximately \$3,000.
- Modest carry-forward balances from FY2025 used strategically to offset higher-than-expected costs in staff salaries and event operations.

Major Expenses include:

- Personnel costs, which represent the largest portion of the Student Affairs General (2658001) account.
- High-impact programming such as Orientation, Welcome Week, Leadership Awards, and student organization events.
- Essential student support initiatives coordinated through The Center for Student Support & Advocacy and Career Services.

- Event infrastructure, equipment rentals, and professional development for both staff and students.

Projections:

The division anticipates ending FY2026 balanced across all accounts. Continued emphasis will be placed on identifying shared-cost opportunities, applying sustainable event practices, and pursuing external partnerships that generate supplemental funding. The division is also exploring sponsorship models and alumni engagement to strengthen non-fee-based revenue streams in future fiscal years.