

Student Life and Leadership
Student Service Financial Plan of Action 2018

Introduction

Adams State Student Life and Leadership provides internationally integrated co-curricular experiences and has grown to include 8 functional areas; directly educates over 150 students participating in the student organizations and development opportunities the department oversees including The Loft, Student Life Center, Grizzly Activity Board, Leadership Development, Leadership Awards Banquet, Multicultural Student Governance, Center for Inclusivity, Audio/Visual Services, and Summer Activities. From Fall of 2016 to the end of Fall 2017, Student Life and Leadership offered over 90 opportunities for involvement which reached 1227 unique attendees (40-50% of student population) and 4473 loyal attendees from across academic disciplines, athletics, gender, and class. These opportunities include campus wide events, trainings, retreats, and more which enabled students through co-curricular experiences to learn leadership, personal development, and top skills employers are searching for including communication, working in teams, problem solving, networking, advocacy, planning and prioritizing all incorporating cutting edge best practices for increasing student engagement. We have come a long way from food, fun, and fiestas.

Mission Criticality and Essentiality

Although Student Life and Leadership meets many areas within the institutional Adams Outcomes, the department's student development areas of strength lies in Area II: Intellectual and Practical Skills; Area III: Personal and Social Responsibility; and Area IV: Integrative and Applied Learning. Over 25 students are employed within the department; education, feedback and learning are threaded throughout their work experience in our office which focuses on the philosophy of growth oriented mindset. Through procedures such as baseline and semesterly self-evaluations based on 8 competency areas which align with Area II Adams Outcomes, 360 timely feedback, training, and opportunities for growth as a student worker/leader; development of practical skills are emphasized. This ensures students are building not only resumes, but the ability to consciously speak about how their experiences within Adams State and Student Life and Leadership have built transferable career readiness skills including communication, teamwork, initiative, problem solving, personal management, and critical thinking. Students demonstrate their understanding via the Student Life Graduating Staff Exit Evaluation, as well as via meetings with their direct supervisor throughout their time within the department. Additionally, students are immersed in experiential opportunities which integrate and apply their curricular learning into their co-curricular experience. For example, a Marketing and Communications major serving as the Marketing Vice President for Grizzly Activity Board. Lastly, Student Life and Leadership aids in retention by connecting students to the Adams State campus at the various levels of engagement they choose in the programs, opportunities, and services the department offers.

Cost and Benefit

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Student Life and Leadership serves over 1000 students per year and is funded primarily via 8% of the College Service Fee. Due to decreasing enrollment over the last 7 years, the budget for the department has also decreased drastically; for example, the budget for Grizzly Activity Board in 2010-2011 was approximately \$73,000, and in 2017-2018, the same program is working with an overall budget of \$58,850 and an operating budget, less student employment, of \$46,350. Table 1 is included below which showcases the budget decrease of 14% from Fiscal Year 15 to 18 (current), while the opportunities and services remain high in numbers as indicated above; and meet or exceed the needs of Adams State students and community.

Table 1- College Service Fee (3135)		
FY	College Service Fee	Decrease from FY prior
(Forecast) 18	111,114.10	-7%
17	118,864.17	-5%
16	124,792.83	-4%
15	129,483.35	--
Overall Funding Decrease FY 15-18		-18,369.25
		-14%

The dependency of the department's budget on enrollment has allowed for progressive movements to ensure greatest impact regardless of funding. Over the last seven years, the department has focused on home-grown opportunities and collaboration with other areas on campus which capitalize on the resources within our campus and local community. A most recent example of this is Grizzly Activity Board was allotted monies in the 17-18 year that were intended for 3-5 students and 2 staff to attend a national conference (\$7000) which increased their learning; the student group instead chose to bring an opportunity to campus. Trill or Not Trill, a mini-leadership conference took place in January of 2018. This decision increased the impact from serving 3-5 students for \$7000 to serving nearly 100 ASU students, Trinidad State students, and community members for \$5000; decreasing the cost per person from approximately \$1000 to only costing approximately \$50 per person for a full day development opportunity. This lens of cost per student and impact is innate in all offerings from Student Life and Leadership.

In addition to College Service Fee funding, The Loft and Audio/Visual areas within the department are over 60% funded via revenue. Each year, both revenue areas have met or exceeded their earnings goals through community and campus rentals or services. The income

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created within both areas allow the department to maintain space, equipment, and services which effectively meet the needs of Adams State students.

For the 2017-18 year, Student Life and Leadership is operating on a combined budget, over 8 areas of service, of roughly \$90,500 which includes operating, student employment, and the salary of the Student Life Program Assistant/Intern; \$9000 of which is revenue generated income. In addition to operating budget, the 8 program areas are overseen by one professional, the Associate Director of Campus Engagement, which has a salary and benefit cost of \$67,610. Combining revenue, operating, and salary- budgets equal approximately \$158,110 to serve over 1000 students per year, as well as hundreds of campus and community members.

Quality of Outcomes

Student Life and Leadership defines quality of performing utilizing a department [Strategic Plan](#), [Alignment of Program Outcomes alongside Institutional Outcomes](#), and [Assessment Plan](#). Each year, the plans aid in budget and program review to ensure effective and progressive growth to meet the needs of Adams State and the students it serves. Based on the [End of Year reports](#) compiled annually, the department consistently defines quality and consistently meets or exceeds expectations.

Conclusion

Student Life and Leadership is committed to educating Adams State students through co-curricular experiences, offering students agency in communicating the impact of their experiences, and creating connection to ASU via a multitude of offerings. Over the last year, between 8 functional areas, Adams State Student Life and Leadership has employed over 25 students in leadership positions; offered over 90 opportunities for involvement which reached 1227 unique attendees (40-50% of student population) and 4473 loyal attendees from across academic disciplines, athletics, gender, and class; key performance indicators are high, while budgets over the last seven years have continued to decrease within the department. The department is familiar with fee revenue decreases and consistently reviews best practices, assesses greatest impact for students, and critically thinks about the methods to ensure effective spaces and opportunities for Adams State students. One professional oversees eight program areas, assisted by the 10-month, part-time, Program Assistant position; the lack of professional staffing for each area has enabled the department to train and develop student leaders who are a strong voice in the decision making of the area- further developing important skills for their futures. It also is the most obvious improvement that could be seen within the department, professional staff, especially for Audio/Visual programs. Overall, Adams State Student Life remains high impact, even with limited resources and is committed to working alongside the institution to ensure effective means to meeting the needs of ASU students.

