

SENATE COMMITTEE ON STUDENT AFFAIRS
MINUTES OF MEETING
April 16, 2014

[In these minutes: Student Employment Re-Design –For Action; strategic Planning
Campus Conversation Recap.]

[These minutes reflect discussion and debate at a meeting of a committee of the University Senate; none of the comments, conclusions, or actions reported in these minutes represents the view of, nor are they binding on the Senate, the Administration, or the Board of Regents.]

PRESENT: Patricia Jones Whyte (chair), Lauren Beach, Thomas Bilder, Peter Haeg, Nader Helmy, Joyce Holl, Shivani Kushwaha, Meghan Sable, Michael Stebleton, Carlos Torelli, Amelious Whyte

GUESTS: Susan Cable-Morrison

OTHERS: Corbin Smyth

REGRETS: Lisa Erwin, Liza Meredith, Gabriele Schmiegel, Kendre Turonie, Lanqiu Wu

ABSENT: Matt Fredericks, Brandt Tharp

Welcome

Dr. Patricia Jones Whyte, chair, called the meeting to order, welcomed those present, and called for introductions.

Student Employment Re-Design – For Action

Dr. Whyte introduced guest Susan Cable-Morrison, manager, Office of Human Resources – Operations Job Center, who presented the student employment re-design.

Ms. Cable-Morrison provided a handout that highlighted the following points:

- OHR is striving to define, simplify, empower, and deliver services related to human resources.
- Goals:
 - Simplify student employment structure
 - Streamline the hiring process
 - Create a flexible, less rule-bound student employment policy
- They are meeting with individual units, July 1, 2014 is a fluid implementation date, depending on the results of consultation.
- Student employment Current Context
 - Student Employees (all campuses): 8,129
 - Student Employees (Twin Cities campus): 6,247

- Student Classifications: 39
- Student Job families: 13
- Bi-weekly Payroll Cost: \$1.1M
- Average student wage: \$8.10/hour
- The 39 classifications will be reduced to 6 to make the hiring process easier.
 - Off-Campus positions are listed to include those that are in the community.
- Student Hiring Process
 - More control at the department level:
 - Plan, budget for, and generate student job descriptions.
 - Working titles will have latitude in the hourly compensation rate and reflect the mid-level classifications that were previously used.
 - Student postings are not required for all student openings.
 - The Student Quick Hire Form will be eliminated, which is positive because it is very labor intensive and hiring units will be able to verify eligibility without a delay. It only proved a student's eligibility for a moment in time, if a student becomes ineligible the unit may not know until the end of the term.
- Implementation Plan
 - All system campuses that have been consulted with expressed support for the re-design. Rochester was the last campus and the meeting was scheduled for late April.
 - Fluid implementation date of July 1, 2014.

Ms. Cable-Morrison opened the discussion for questions and comments:

- Dr. Whyte commented that it appears that there will be more opportunities for students that do not have previous work experience, which is an improvement from her past observations. Ms. Cable-Morrison added that there is a freshman job fair and she believes the re-design will help facilitate better utilization of Work Study funds.
- Students are able to contact the Job Center to receive advice on their resume and presenting transferable skills.
- Ms. Cable-Morrison said that existing student employees would be automatically migrated through the HRMS system.
- Associate Vice Chancellor Smyth mentioned that at UMD they are looking at how the minimum wage increase is going to affect student employees, job training, and funding. Members noted that work-study funds would not last as long as before.
- There will not be a change in the way that student conflicts are resolved. They are at-will employees, but they have right to due process.

Members unanimously voted in support of the Student Employment Re-Design.

Strategic Planning Campus Conversation Recap

Dr. Whyte informed members that there would be five working groups involved in the strategic planning process. She listed them and added that this will affect students and she hopes that they will have a voice. Assistant Dean Whyte will be part of the work group for the Twin Cities campus and he will update the committee as the process continues.

Members then raised issues that they would like to consider next year:

- Diversity in general. Opportunity to work with the Equity Access and Diversity Committee.
- Student Parental Leave Policy with consideration for differences between undergraduate, graduate, and employment contexts. The Student Health Advisory Committee (SHAC) is also looking at this issue. Members agreed that how families are treated affects the University's ability to attract and retain field shapers.
- Campus Climate and the joint committee that is working on this issue.
- Look at COGS and SERU survey results for other issues.
- Security and safety issues related to Vikings games and Light Rail Transit.

Hearing no further business, Dr. Whyte adjourned the meeting.

Jeannine Rich

University of Minnesota