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## Student Affairs minutes 02/07/2006

Student Affairs Committee

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**UMM Student Services Committee  
Minutes – February 7, 2006**

Present: Katie Clark, Adam Yust, Judy Riley, Joe Alia, Sara Haugen, Michael Eble,  
Nick Petersen, Dave Swenson,

Absent: Dave Nelson, Gail Hockert, Julie Pelletier, Jennifer Herrmann, Nate Hilfiker,  
Carla Riley

Guests: Miriam Panton, Pam Engebretson

**I. Minutes**

MOTION: (Judy R, Katie C) To approve the January 31, 2006 minutes as written.

VOTE: Unanimous.

**II. Student Employment Subcommittee**

Miriam Panton and Pam Engebretson presented some historical background on regarding the proposed changes in student employment at UMM. Engebretson stated that over the years numerous concerns and requests have been brought to the Financial Aid Office about student pay rates and departments lack of discretion on what students are paid for what they saw as varied levels of responsibility.

Engebretson outlined the feedback they have received from various constituencies of the campus community. From this feedback, the subcommittee created a payrate proposal linked to the job duties and responsibilities of each student employment position. Hiring units on campus would determine the skill level required to do certain jobs. If a department felt a job required more than entry level ability, the department would submit a job description of the position to the Financial Aid Office. The FA Office would review the position description and approve or reject the department's request. If rejected, the department would appeal to the Student Employment Subcommittee.

In the current system, all UMM student employees were classified as labor and custodial. This classification did not reflect the true nature of their jobs and was problematic when potential employers called to verify work experience listed on resumes. The new proposal included nine different student employee job classes, which the subcommittee believed would cover any position offered to students at UMM. Pay rates within the different classes would span entry, intermediate or advanced skill levels, ranging from \$7.10 -\$9.50 per hour. Engebretson stated that the proposed changes would begin in the Summer of 2006, with full implementation by Fall of 2006.

Committee members wondered if additional work study dollars would be available to cover the higher pay rates. Engebretson did not believe additional dollars were in the picture and did acknowledge that departments paying higher salaries would then receive fewer hours of student employment assistance. Members wondered about the TA responsibility range, pointing out that UMM TAs generally have more responsibility than Twin Cities TAs. Could the TA positions be classified and paid as intermediate and advanced levels rather than entry and advanced levels? Engebretson stated that most hiring units felt these should be entry level positions.

Concern was expressed that some offices might artificially inflate or underrate jobs to reward favorite students or to stretch available work study dollars. The review of job descriptions by the Financial Aid Office was intended as a safeguard against this type of activity. Engebretson said the subcommittee had not sought input from MCSA or students in general. They would also appreciate input from Division Chairs. The subcommittee agreed to return to SSC with a final presentation after receiving additional input and would seek a vote from SSC at that time.

### **III. Posting and Distributing Policy at UMM**

Dave Swenson informed the committee that the question before them was if all postings on campus should be required to be approved and stamped by someone on campus.

Committee members noted that since this is a public campus, would we require individuals not associated with the campus to also receive approval before posting on campus? That is currently what is required in the Student Center. Custodians have been helping to enforce the policy. Swenson mentioned that the campus must allow freedom of speech, but if we would require approval, it would provide an educational opportunity for a group or individual wanting to post something others may perceive as offensive.

There was some question about the current UMM policy regarding posting. The SSC determined to investigate further as to the official policy as it stood now and the discussion would proceed at the next meeting. Members were also encouraged to discuss the policy and bring feedback from other groups, departments and, specifically, from the External Relations department.

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Meeting adjourned at 3:00 P.M.  
Submitted Melody Veenendaal