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**UMM Student Services Committee
Minutes – February 14, 2006**

Present: Nate Hilfiker, Jennifer Herrmann, Katie Clark, Adam Yust, Judy Riley, Sara Haugen, Michael Eble, Carla Riley, Nick Petersen, Gail Hockert, Dave Swenson

Absent: Joe Alia, Dave Nelson, Julie Pelletier

Guests: Miriam Panton, Pam Engebretson

I. Student Employment Subcommittee

Miriam Panton and Pam Engebretson joined the SSC to continue the discussion of the Student Employment Subcommittee's proposed pay rate changes. Since the last SSC meeting, they had presented the proposal to the division chairs, hiring coordinators, and numerous students.

Some concerns and opinions were expressed at these meetings. One concern was the fact that higher per-hour pay rates would mean fewer hours of student help. Others wondered if an increase of 20 – 25 cents wouldn't be more appropriate for this area. They felt that increases up to as much as \$9.50 per hour were unnecessary for this rural campus community.

Engebretson explained that if a student position was considered a level one position, no job description would be required as long as the position remained at that level. Positions could be changed to another level during the academic year, but the change would require a new job description and a new contract. The Financial Aid Office was researching job descriptions and was prepared to provide tools to make this task manageable and as simple as possible. The tools would hopefully also provide some equality between positions' classifications.

The SSC members had a number of concerns and questions about the proposal. A major concern was for grant-funded positions that were already approved at the \$7.10 rate into next year and beyond. The other major concern was over the possible loss of positions available for students. Many students accept work study positions as resume builders more than as financial aid opportunities. Students also stressed their desire to see that the pay rate tiers were linked to responsibilities, not to experience.

A motion to approve the proposed student employment changes as submitted by the Student Employment Subcommittee was not approved by the committee. The SSC entertained an alternative motion requesting additional information regarding the questions that arose at the meeting, and an assessment of impact to be presented to the SSC at the February 21 or February 28 meeting. This motion passed unanimously.

Questions to be addressed:

1. Impact of higher pay rates resulting in reduced work hours available. Students are often more interested in the resume building and experience of campus jobs than they are in the dollars earned.
2. Pay levels of \$7.10, \$7.30, \$7.65 may be more appropriate for this area and would lessen the impact of question #1.

3. Students have expressed more interested in seeing pay rate tiers linked to job descriptions, not experience.
4. Grant funded positions are already approved at the \$7.10 rate into next year and beyond. Is there a possibility of a grandfather clause for previously arranged grant positions?

II. Posting and Distributing Policy at UMM

Investigation of what was believed to be an updated version of the current UMM posting policy was inconclusive. In light of this, Dave Swenson will bring a proposal of a revised campus-wide posting policy for SSC review at the next meeting.

III. Student Organization Constitution

A. Boffers League

The committee discussed the nature of the organization's activities as actions of violence, wondering if this was an image or activity counter to the mission of UMM. Swenson reminded the committee that we have to allow for freedom of assembly. Since the activities were mock battles and not truly violent, they were not in opposition to UMM's mission. Committee members wondered about liability issues and questioned if participants were required to sign waivers before participating. A member suggested the organization be required to include more detail regarding weaponry makeup. It was pointed out that too much detail might in fact cause more liability issues for UMM. Dave Swenson agreed to seek advice from UMM's risk management department regarding the organization as a whole and more specifically, regarding weapon makeup. The constitution vote was tabled until further information was received.

Meeting adjourned at 3:10 P.M.
Submitted Melody Veenendaal