

**North Carolina A&T State University**

**Enhancement of Student Employment Services**



**North Carolina Agricultural and Technical State University**



## Student Success

- **Goal:** Enhance the undergraduate and graduate student employment services at North Carolina A&T State University to:
  - » (1) Align with expected student learning outcomes;
  - » (2) Provide opportunities to support the financial obligations of students in an intellectual climate;
  - » (3) Support professional development relative to career and graduate education readiness;
  - » (4) Create ease of access via preferred student business processes and University systems;
  - » (5) Integrate student employment into the workforce and budget planning process annually, including infrastructure requirements such as establishment of salary ranges, posting requirements, evaluation processes, etc.



# 2013-2014 Academic Year Key Statistics

	Undergraduate Work Study	Undergraduate Student Workers
Minimum/Hourly	\$8.00	\$7.25
Average/Hourly	\$8.29	\$9.95
Max/Hourly	\$12.00	\$19.00 *Rise Scholar Biology/Chemistry
Count	289	630

	*Undergraduate Flat	Graduate
Minimum/Semester	\$128.00	\$283.20
Average/Semester	\$2,183.00	\$3,382.40
Max/Semester	\$6,400.00	\$18,442.00
Count	312	551

\*Positions that receive “flat” rates of pay - Undergraduate Resident Assistants and Student Government Association



## Student Success: Methodology

- **Methodology:** Appointment and charge of a planning committee including the following strategic collaborations: Human Resources, Student Affairs, Research and Economic Development.
- Completed comprehensive assessment of Board of Governor's UNC-System peers and "best practice" models for student employment including: UNC-C; UNC-G; ECU; Clemson; Duke University; Elon University; James Madison University; and, Georgia Southern University.
  - » Data gathered included: student employment policies; recruitment and selection criteria; compensation plans; infrastructure business processes/procedures; and, system's support for tracking and monitoring student success.



## Student Success: Recommendations

- Enhanced Student Employment Services:
  - » **Policy development** to include eligibility criteria, types of assignments available, and student employee learning outcomes.
  - » **Compensation policy** and student employment salary guidelines.
  - » **Performance evaluation** and learning outcomes based on the Council for the Advancement of Standards in Higher Education (CAS) have been identified to aid students in the development of fundamental knowledge, transferrable skills and an attitude for effective citizenship and lifelong learning.



## Student Success: Recommendations, (cont'd)

- System's Support Configuration – AggieMart and AggieLink integration will be used to:
  - Post student employment opportunities.
  - Allow students to apply online for student employment opportunities.
  - Provide student applicant tracking and workflow approvals.
  - Provide reporting and analytics.
  - Reduce approval process time.



## Implementation “Key Milestones”

Spring  
2015

- Pilot the enhanced student employment service in Student Affairs and Division of Research and Economic Development.

Summer  
2015

- Assess key learnings from the pilot to validate readiness for full implementation.

Fall  
2015

- Full implementation for all student employment, exclusive of undergraduate work study.



# QUESTIONS

