

**Board of Trustees
Executive Committee**

Enhancement of Student Employment Services

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North Carolina Agricultural and Technical State University



Strategic Priority: 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, performance evaluation processes, etc.



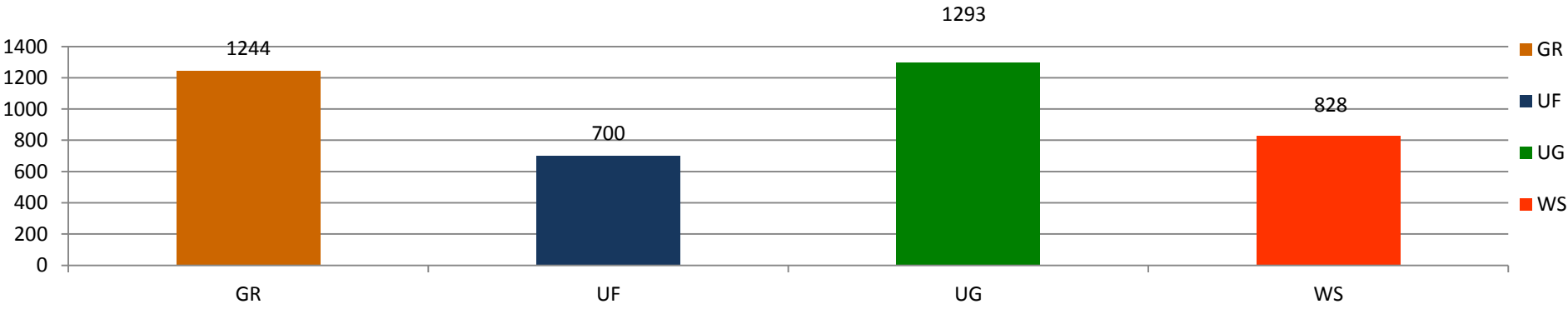
Student Employment Trends at NC A&T

2010 - 2014

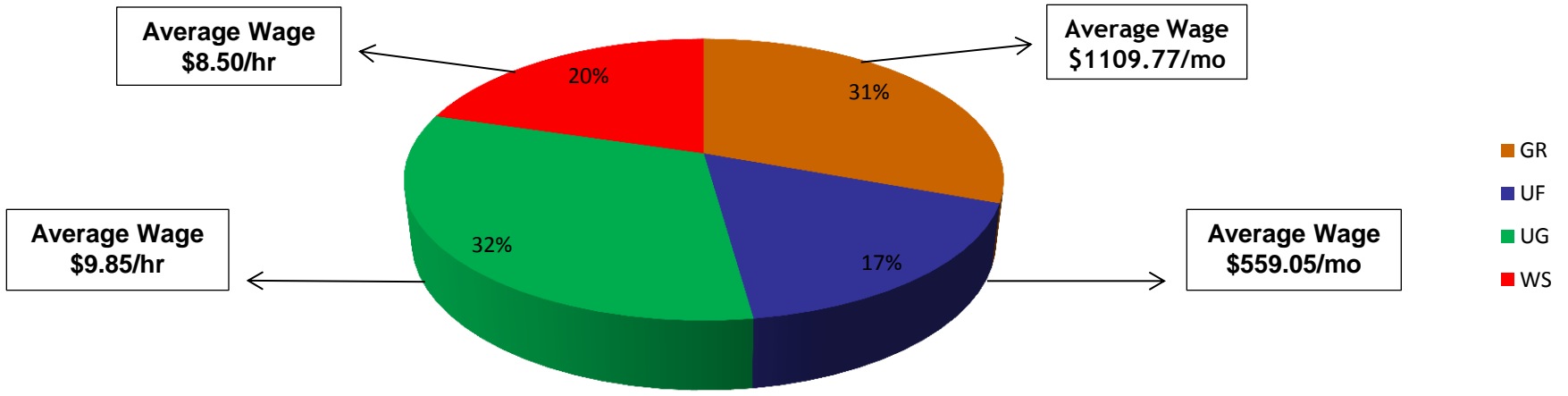
- Over 4,000 students have benefited from student employment opportunities at NC A&T.
- The College of Engineering is responsible for employing the greatest number of **graduate** students; Student Affairs, the greatest number of **undergraduate** students; and Academic Affairs (*Enrollment Management, Center for Academic Excellence, etc.*), the greatest number of **work study** students.
- 69% of the student employment population are undergraduates; 31% graduate students.



Total Number of Student Employment by Student Status
Years 2010-2014
N=4065



GR = Graduate Student, UF = Undergraduate Flat rate Pay, UG = Undergraduate/Hourly, WS = Work Study

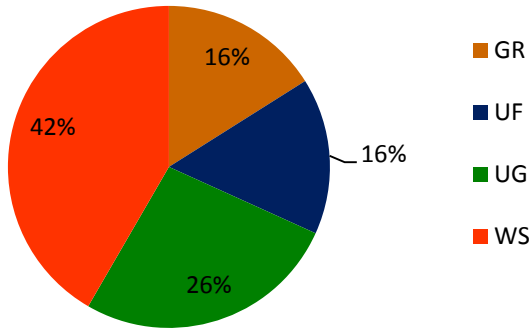


Positions that receive “flat” rates of pay - Undergraduate Resident Assistants, Student Government Association, Residential Assistants, Graduate Research/Teaching Assistants, etc.

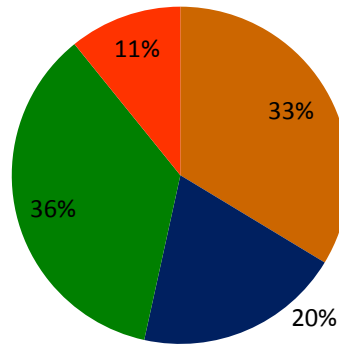


Total Student Employment by Status & Length of Engagement August 2010 – October 2014 N=4065

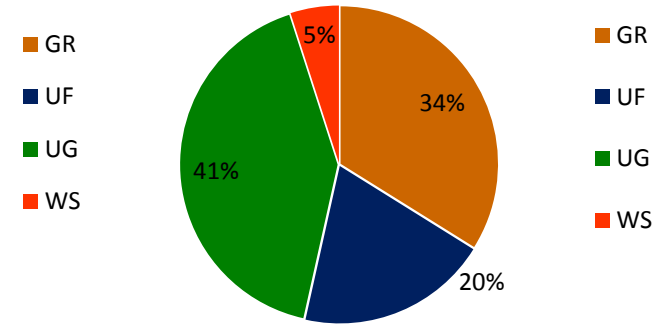
<1yr



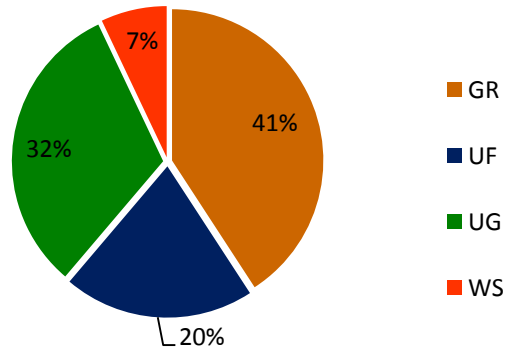
1 - <2yrs



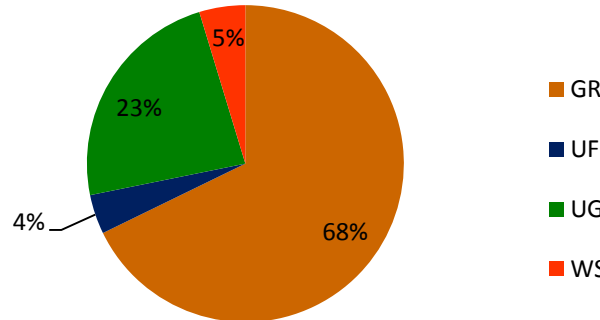
2 - <3yrs



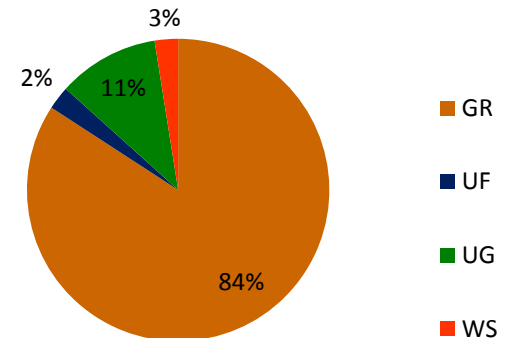
3 - <4yrs



4 - <5yrs



5+ yrs





Enhanced Student Employment: 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.



Enhanced Student Employment: Recommendations

- Enhanced Student Employment Services:
 - » **New approved policy** includes: eligibility criteria, types of assignments available, and student employee learning outcomes.
 - » **Compensation policy** and student employment salary guidelines, resulting in the following compensation structure:
Student Assistant I: \$7.25-\$8.50/hr; Student Assistant II: \$8.25-\$10.50/hr; Student Assistant III: \$10.25-\$14.50/hr; Student Assistant IV: \$13.00-\$18.00/hr; and Student Assistant V: \$18.00-\$22.00/hr.
 - » **Performance evaluation** and learning outcomes based on the Council for the Advancement of Standards in Higher Education (CAS) were identified to aid students in the development of fundamental knowledge, transferrable skills and an attitude for effective citizenship and lifelong learning.



Enhanced Student Employment: 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

