

CWT Title: Student Employment

Strategy #03: Expand Student Employment on Campus

On-campus employment is considered a high impact practice, closely associated with positive student outcomes. With this in mind, we seek to expand these opportunities to benefit more students.

Guiding Principles:

Executive Sponsor: Chuck Lepper, VP for Student Affairs and Enrollment Management

CWT Lead: Ella Aho, Director of Career Services

Charge: The committee shall:

- 1.) Conduct a review of on-campus employment. Currently, we do not track students who are employees and do not have an accurate number. Make necessary changes regarding the coding/tracking student employees to continue baseline reporting. Provide a written report of the current number of student employees by area. (Lead Lauren Erlacher and Teri Foster)
- 2.) Recommend ways to expand on-campus employment and the Campus Internship Program (CIP). This may include preferential hiring of students and recommendation of minimum wage to compete with off-campus employment. Provide recommended language for any needed updates to compensation and employment policies. Study the research and practices from other leading colleges and include references in your report. (NACE- HR Consortium- USHE Best Practices)- Devon, Ella, and Jennifer Pollock
- 3.) Review current Work-Study processes and recommend ways to improve the use of funds to increase student completion. Process map- recommended ways to improve use of funds. Ryan Farley, Brandee Burt and new FA Director?
- 4.) Analyze employment policies and procedures. (Student perspective focus group open ended questions). Timothy Davis, Idolina Quijada, and Brenda Santoyo.

Provide a written report to the executive sponsor and Vice President Aird for planning council review summarizing efforts and accomplishments by March 1, 2022.

Membership:

- Lead: Ella Aho, Director of Career Services
- Jennifer Pollock, Program Manager, Continuing Licensure
- Lauren Erlacher, Manager 1, Recruitment and Employment Experience
- Devon Darland, Assistant Director, Employer Engagement, and Internships (Career Services)
- Brenda Santoyo, Dream Program Coordinator
- Timothy Davis, Director Thayne & Student Life and Leadership
- Idolina Quijada, Site Coordinator/Director, West Valley Center
- Teri Foster, Manager 2, Workforce Training and Education

- Ryan Farley, Associate VP for Enrollment Management
- Brandee Burt, Advisor 1, Financial Aid