Student Employment Guidelines 2013-14

Student Employment Office
UNA Box 5043
Bibb Graves, Room 224

What is Student Employment?

- The Federal Work Study (FWS) and University Work Study (UWS) programs are intended to provide financial assistance to students through part-time employment.
- It provides an opportunity for students to earn a monthly check for hours worked to contribute to the cost of their education and additional expenses.
- It also provides skills and development for the job market.

Common misconceptions about FWS eligibility

- If a student is eligible for FWS one year, they will have eligibility every year.
- If a student is awarded \$2500 in eligibility, their hiring department received that amount in the departmental FWS budget.
- If a student is awarded FWS eligibility, the eligibility will remain constant during the employment period.
- Student Financial Services can determine the amount of money remaining in departmental budgets.

What is the difference between FWS and UWS?

- Federal Work Study is a need based program. Only students who have filed the FAFSA and have unmet need are eligible for Federal Work Study. To maintain eligibility students must:
 - Maintain a 2.0 GPA
 - Be enrolled at least half-time:6 hours during Fall and Spring3 hours during Summer

- University Work Study, <u>all</u> students who meet the following criteria are eligible:
 - Maintain a 2.0 GPA
 - Enrolled at least half-time:6 hours during Fall and Spring
 - Does not have to be enrolled during the summer, provided that the student has preregistered for the upcoming Fall semester

Federal and Institutional Requirements

- A school must make Federal Work Study (FWS) positions reasonably available to all eligible students at the school.
- To remain compliant with UNA's Equal Employment Opportunity Policy all University Work Study (UWS) positions must be posted for a period of seven calendar days on LionJobs at career.una.edu.
- To ensure that departments attract students that best fit departmental needs, both FWS and UWS postings must include a brief job description.
- FWS positions must complement and reinforce student's educational program or career goals.

Reinforce educational program or career goals

- Encourage students with a related major to apply
 - SRC Exercise Science
 - Writing Center English
 - Career Planning Community Counseling
 - Student Engagement Communications/PR
 - Financial Aid Accounting or Business

The Hiring Process

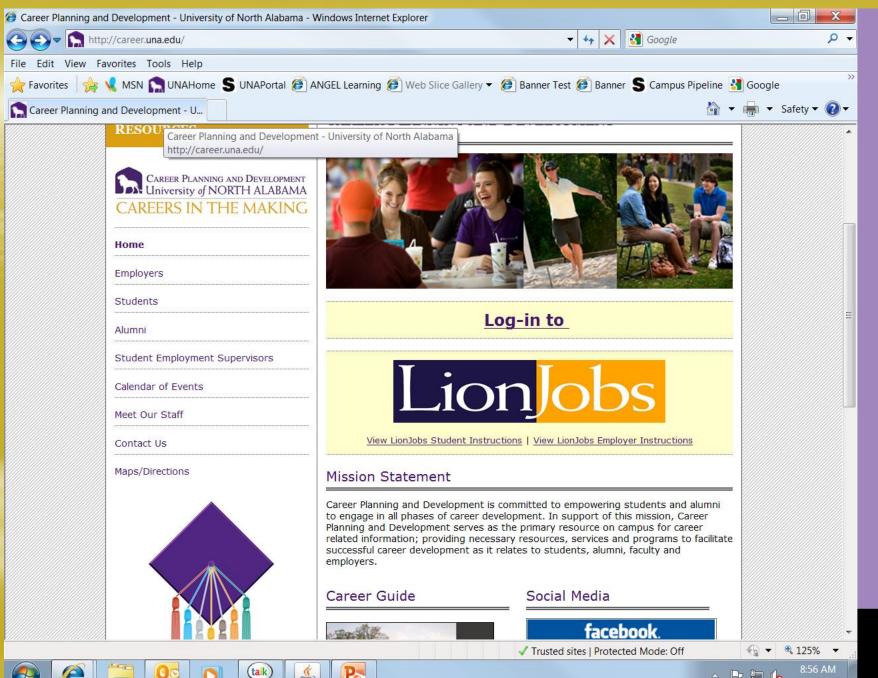
- Review departmental budget to verify funds are available to employ a student!
- Post position on LionJobs with Career Planning and Development
- Accept and review applications from students; decide which student best fits your departmental needs
- Notify students of application status.
 - Indicate receipt of application when job closes
 - Notify students that are no longer being considered
 - Notify Students that have interviewed when selection has been made

The Hiring Process continued

- Once a candidate has been selected, provide the New Hire with New Hire Instructions, if the student has not worked on campus before.
- EPAF should not be submitted until timesheet approver receives notification from Student Employment that the student has completed New Hire Paperwork.
- Student Employment will verify that New Hire applied for position through LionJobs. If the job was not posted, the EPAF will not be approved.

Register and Post

LionJobs













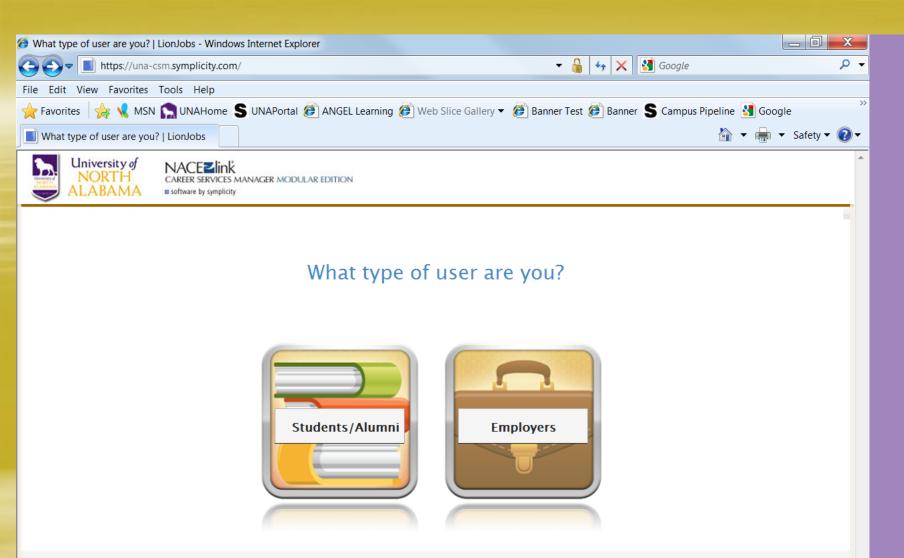












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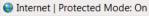








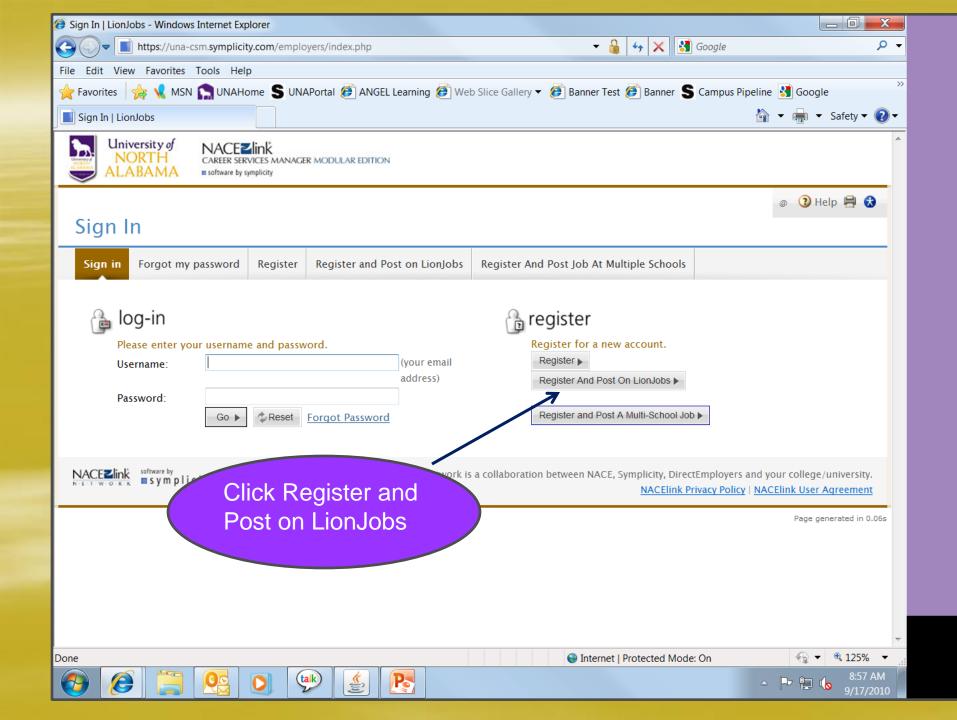


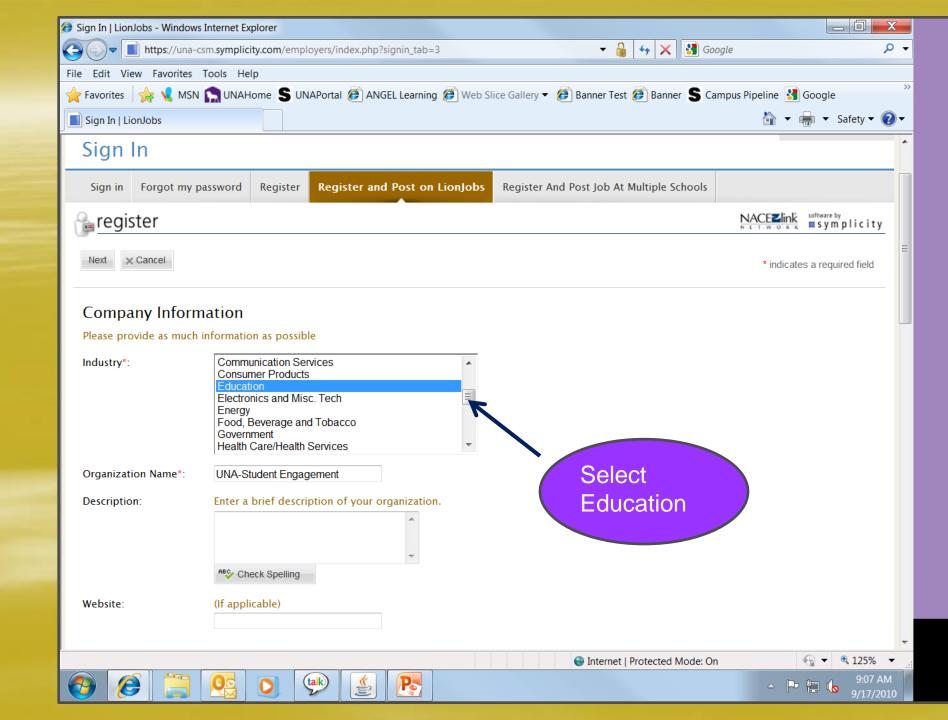


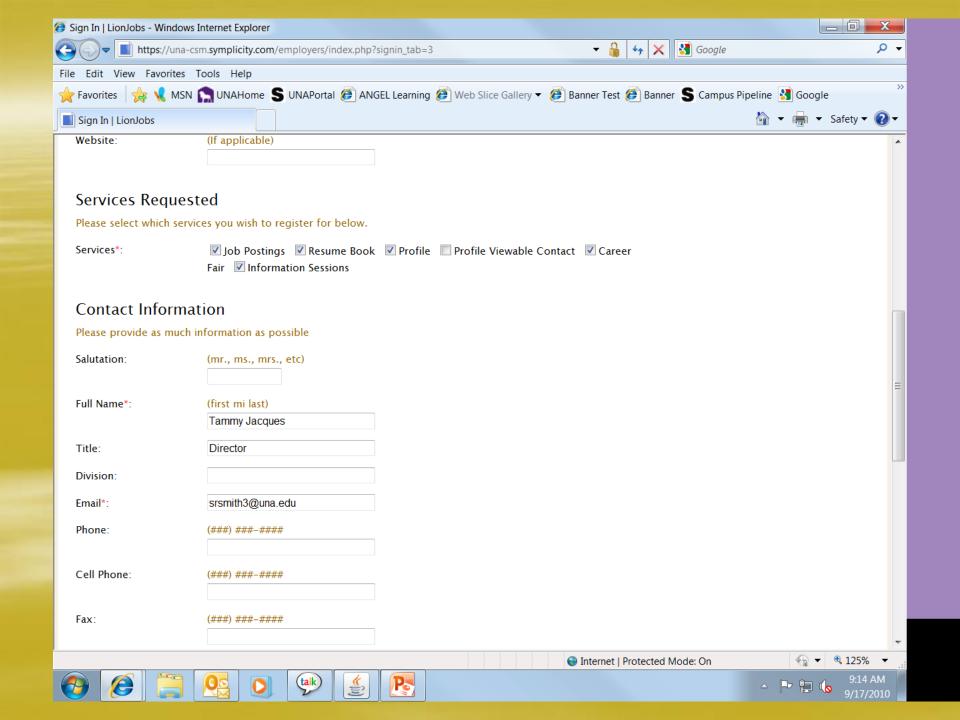


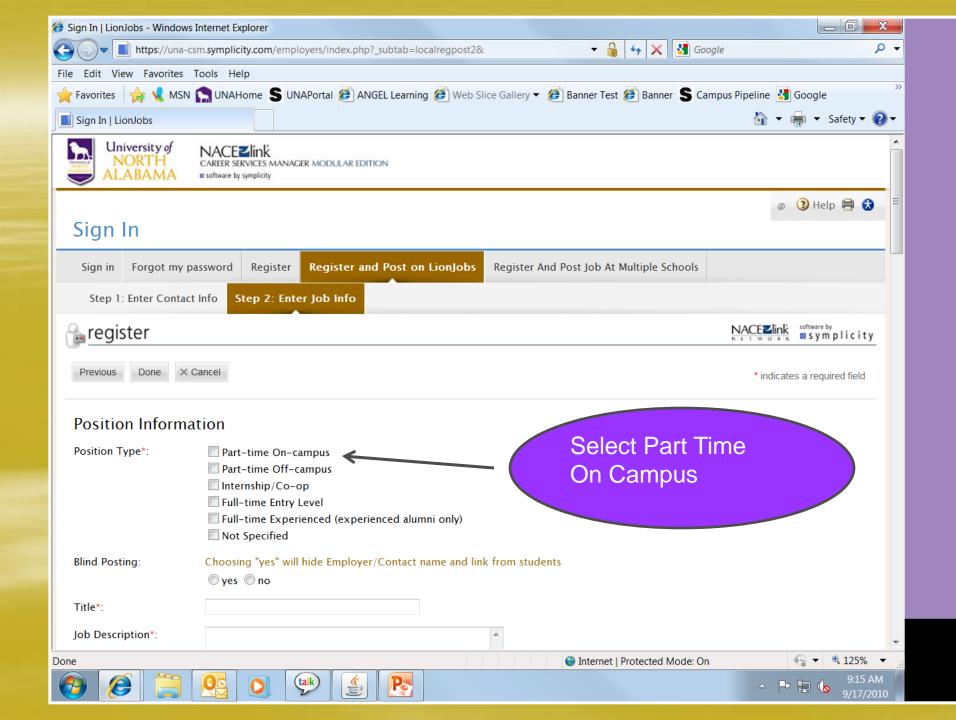


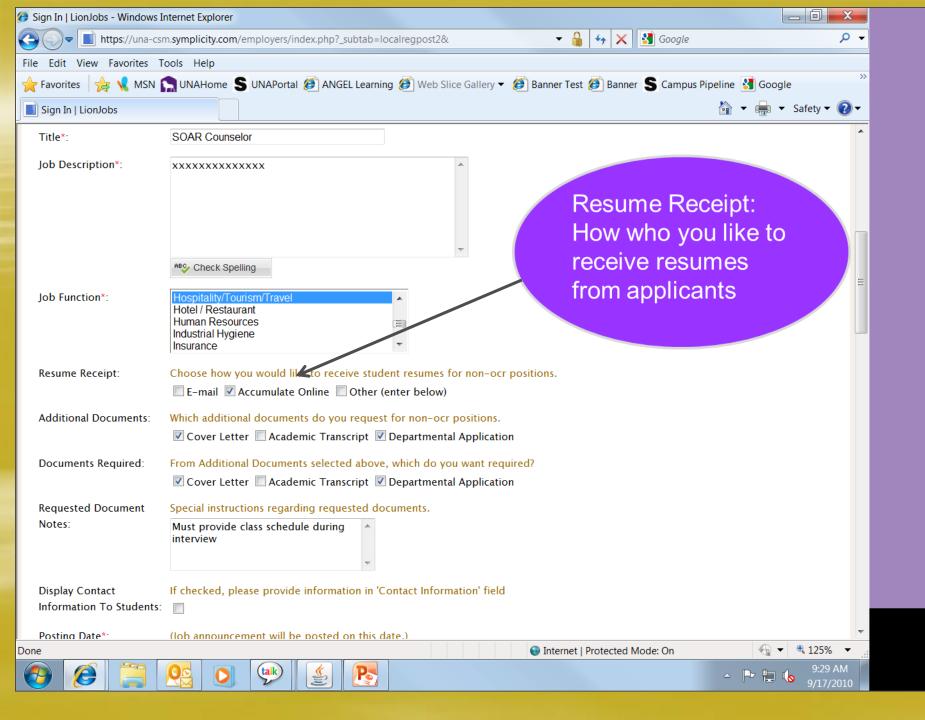


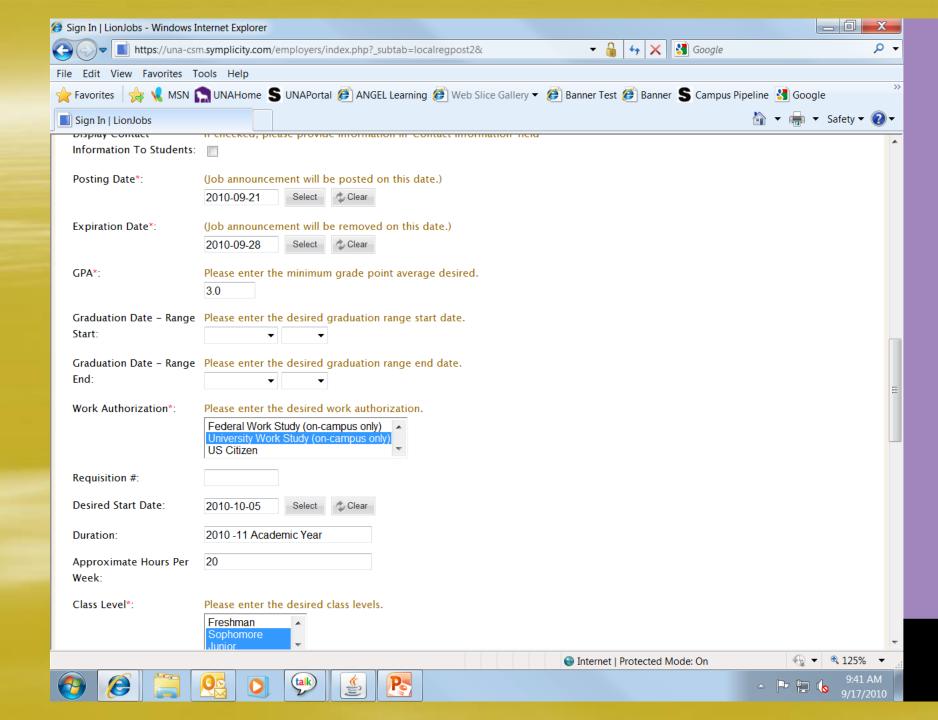


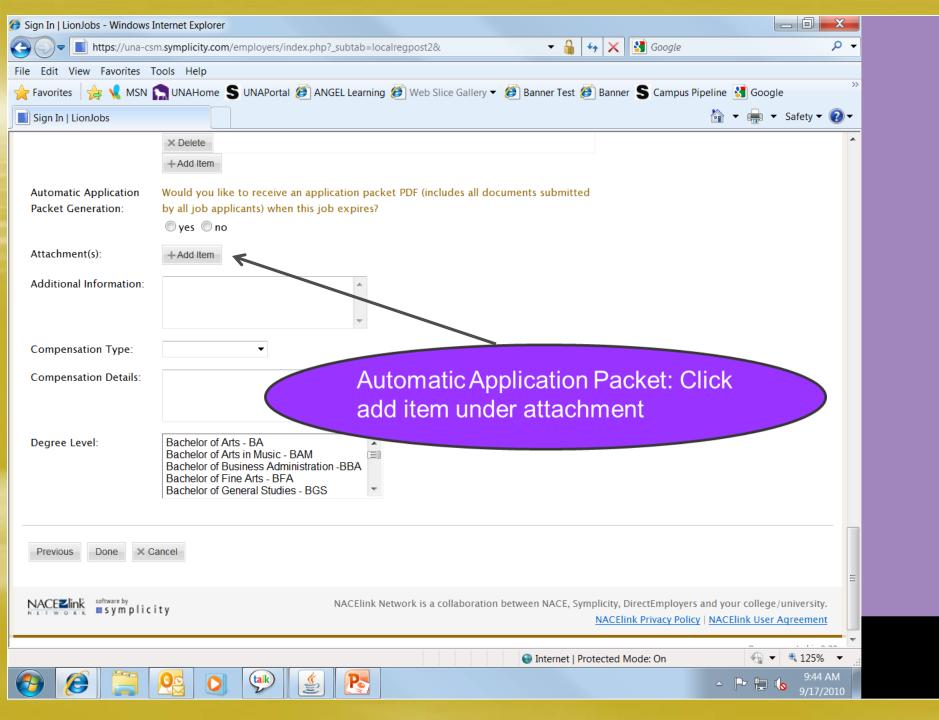


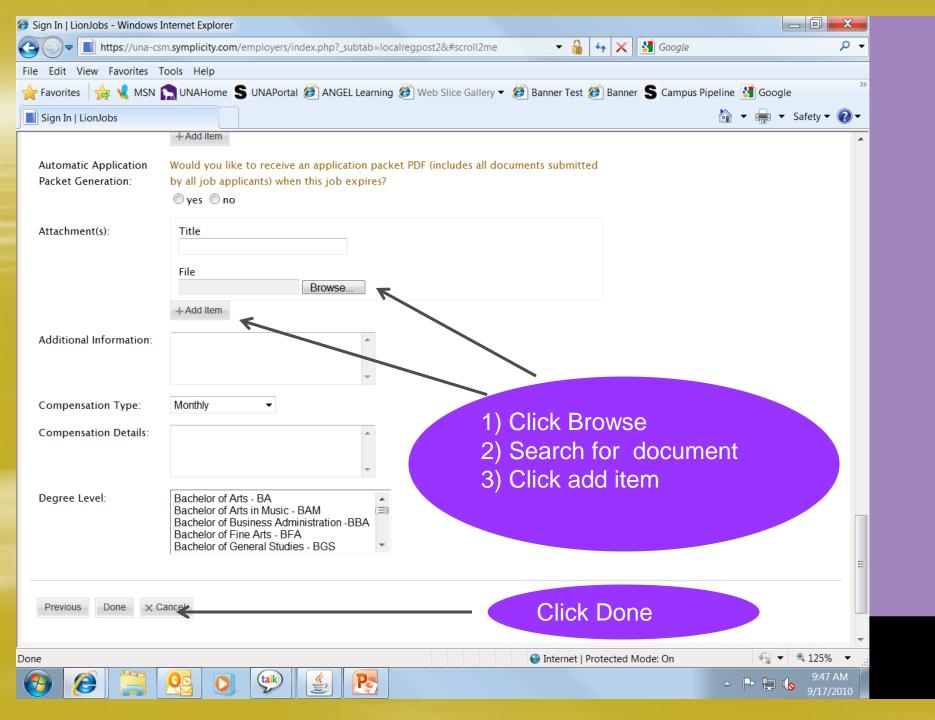


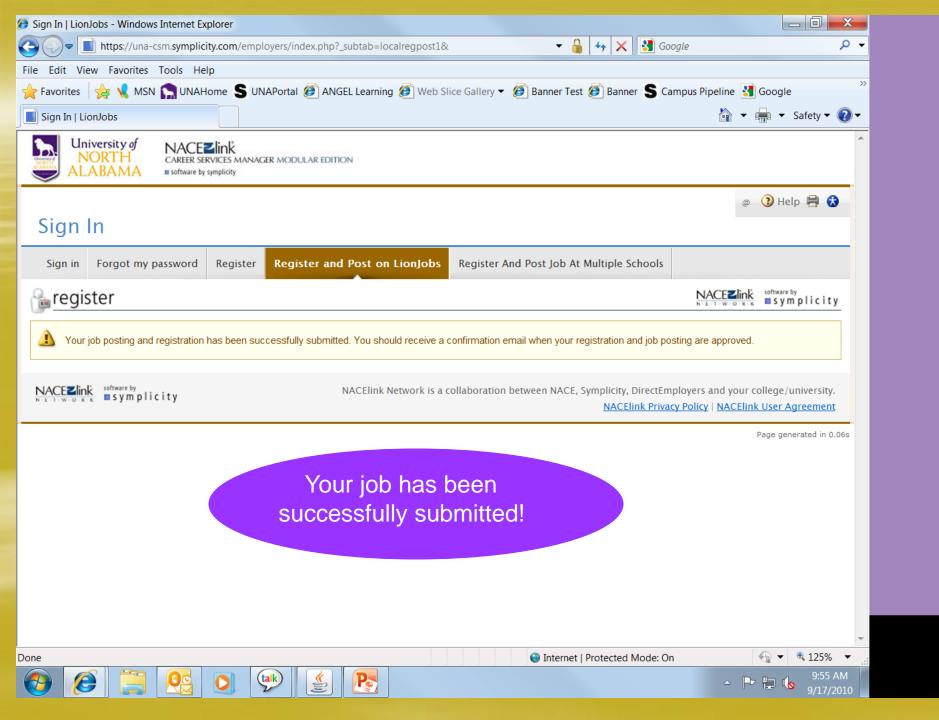




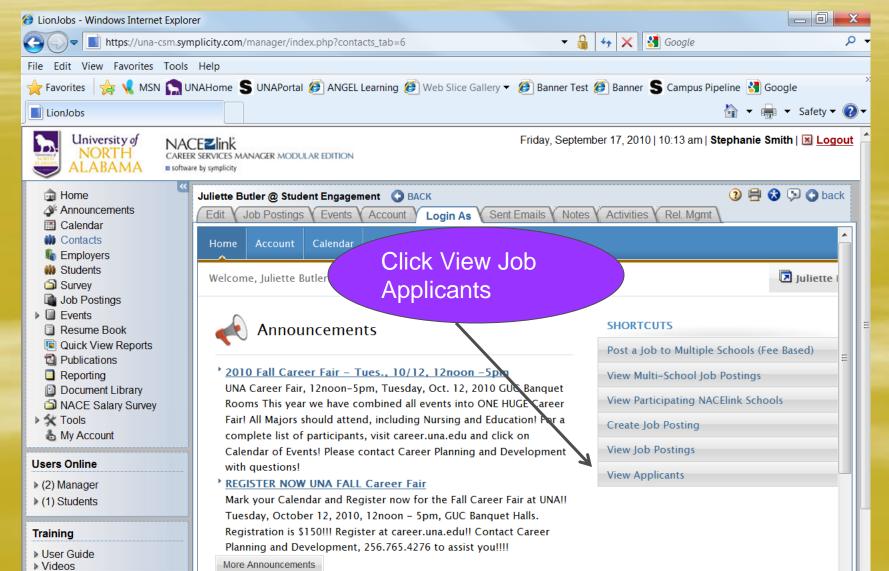




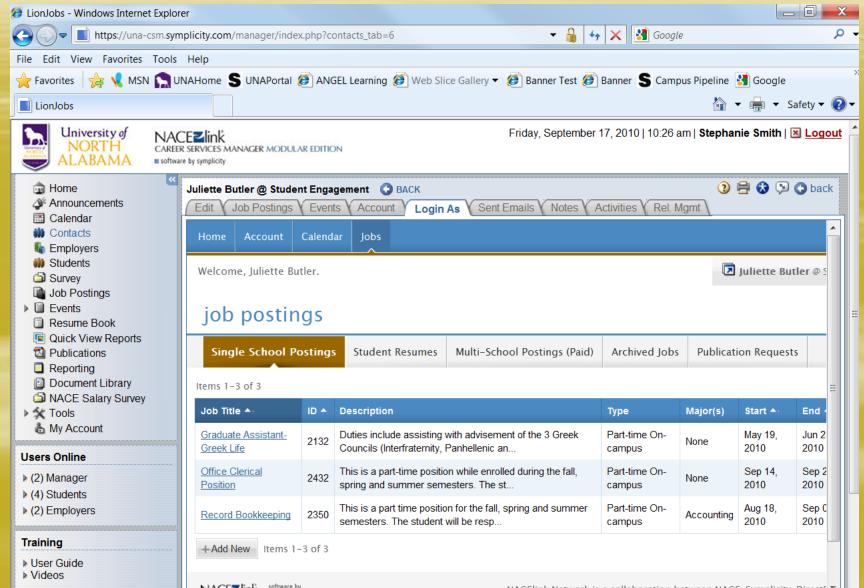




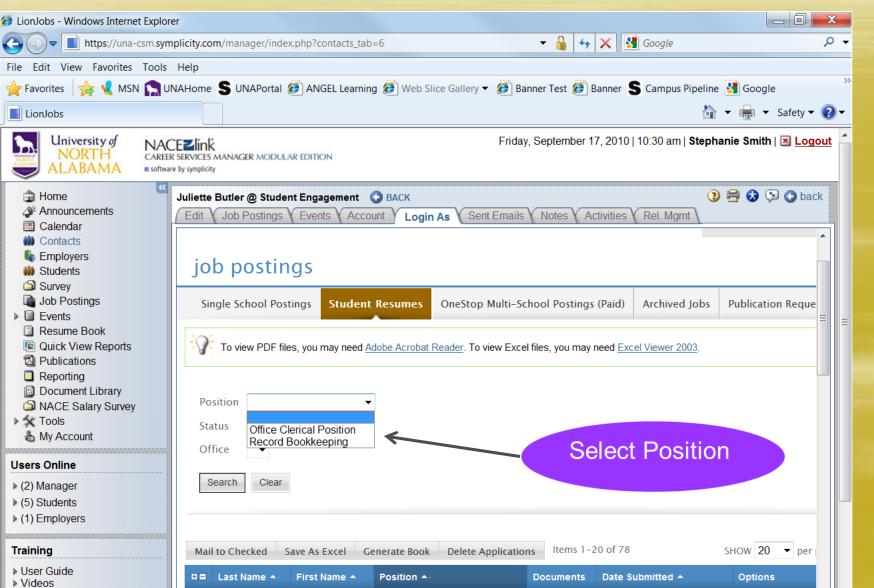
View Postings and Applicants Resumes

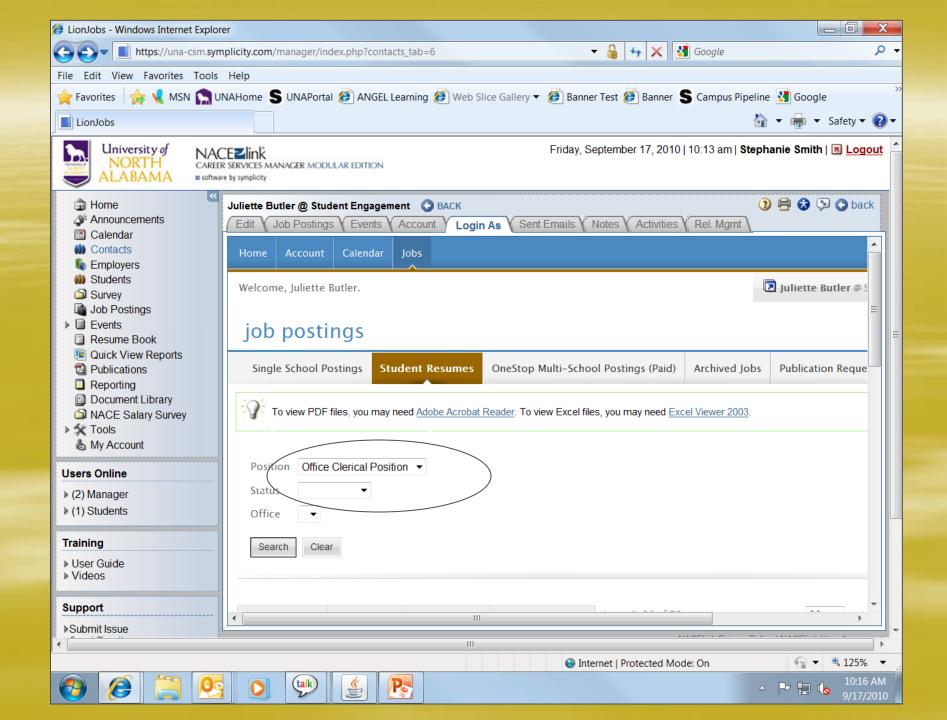


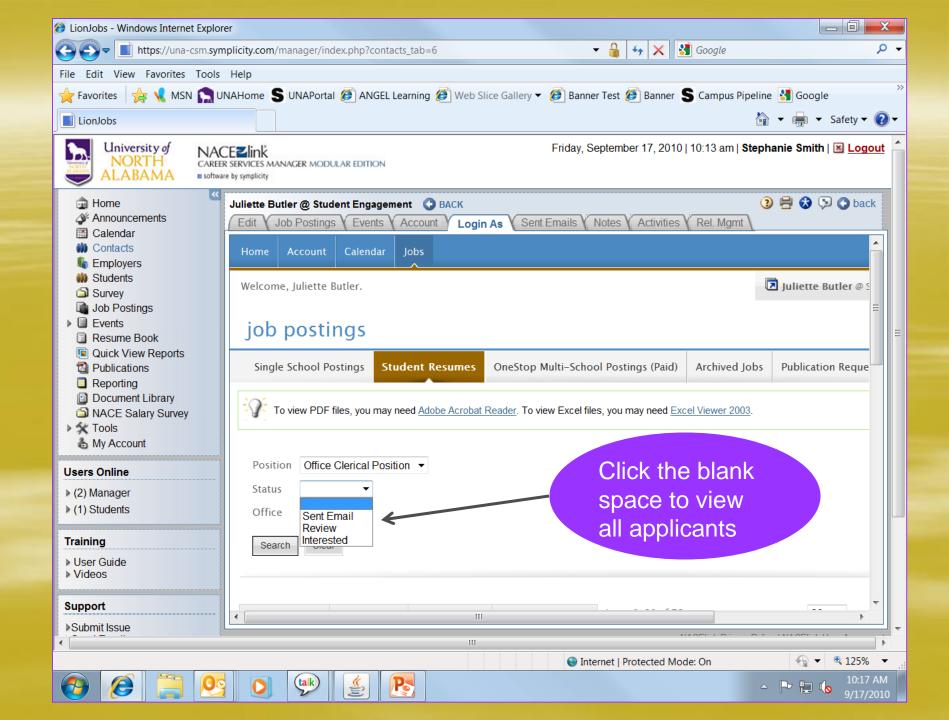
View Job Postings

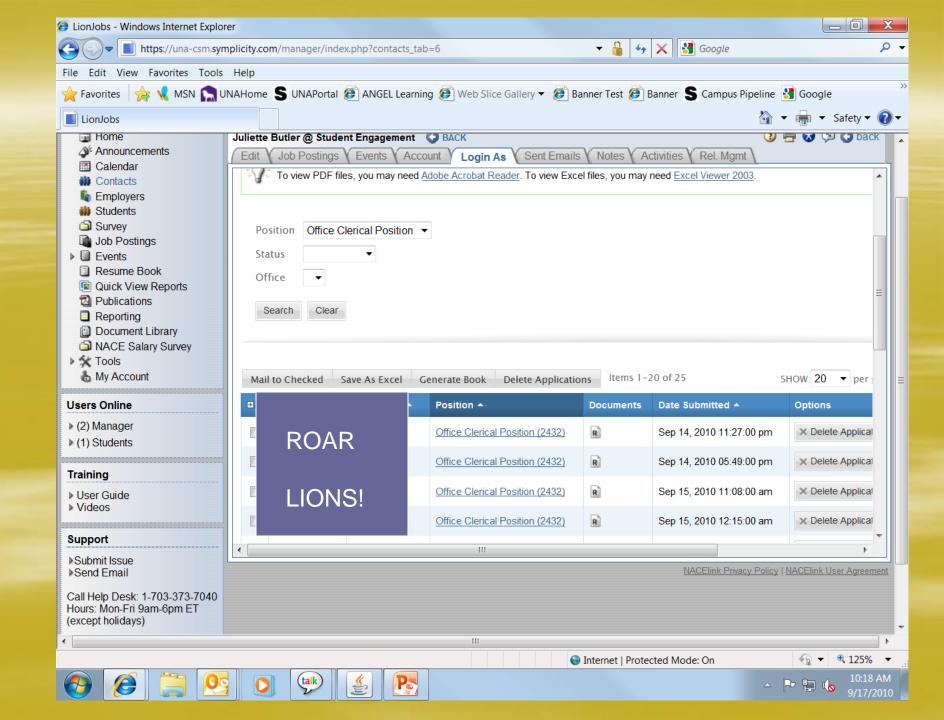


View Applicants

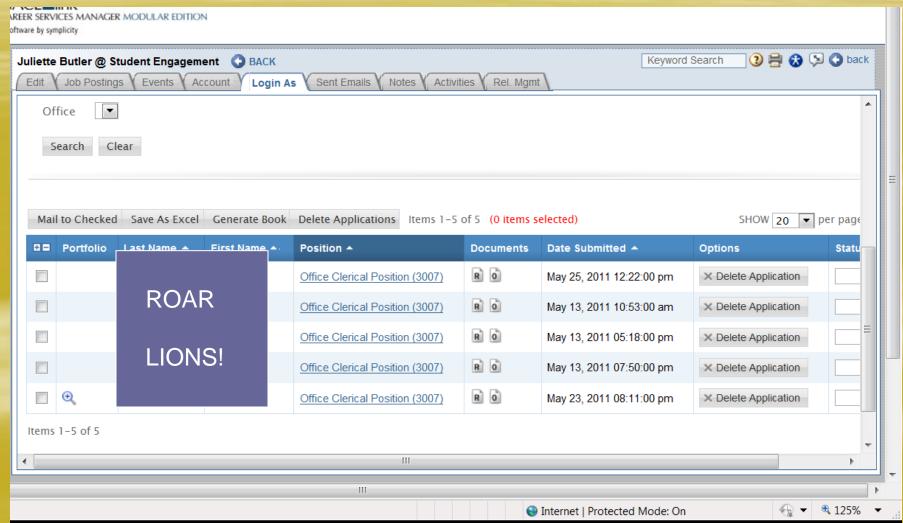








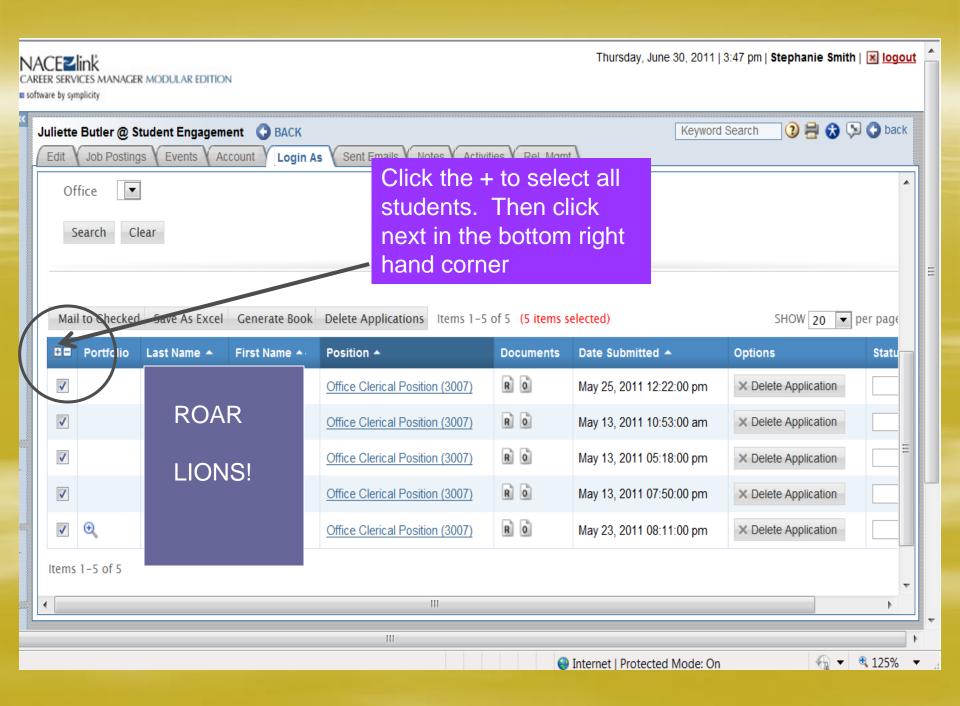
Notify Student of Application Status

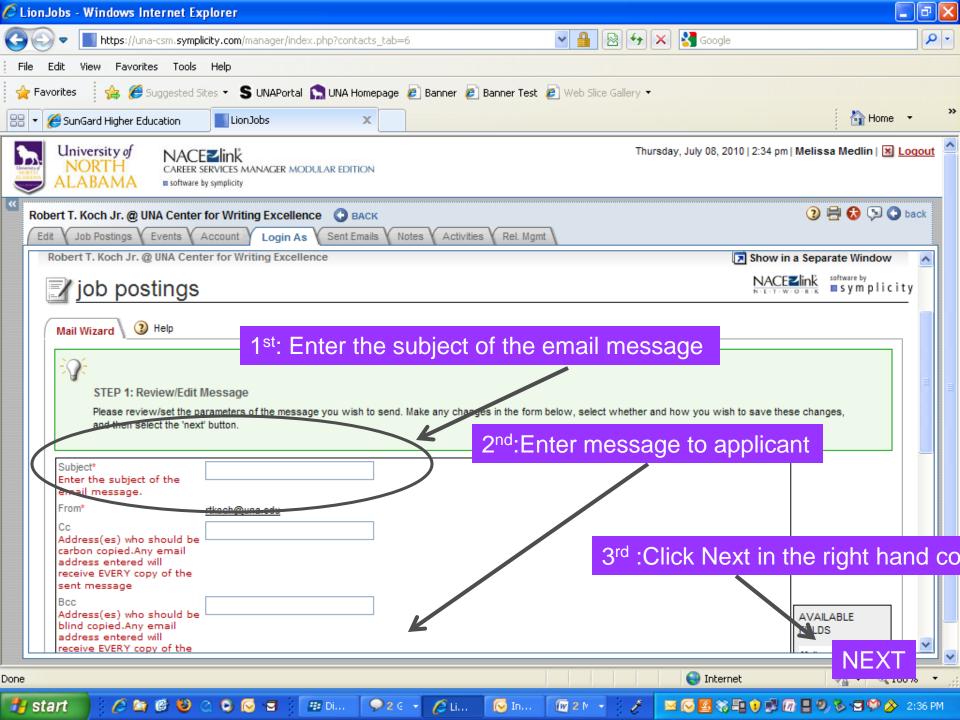


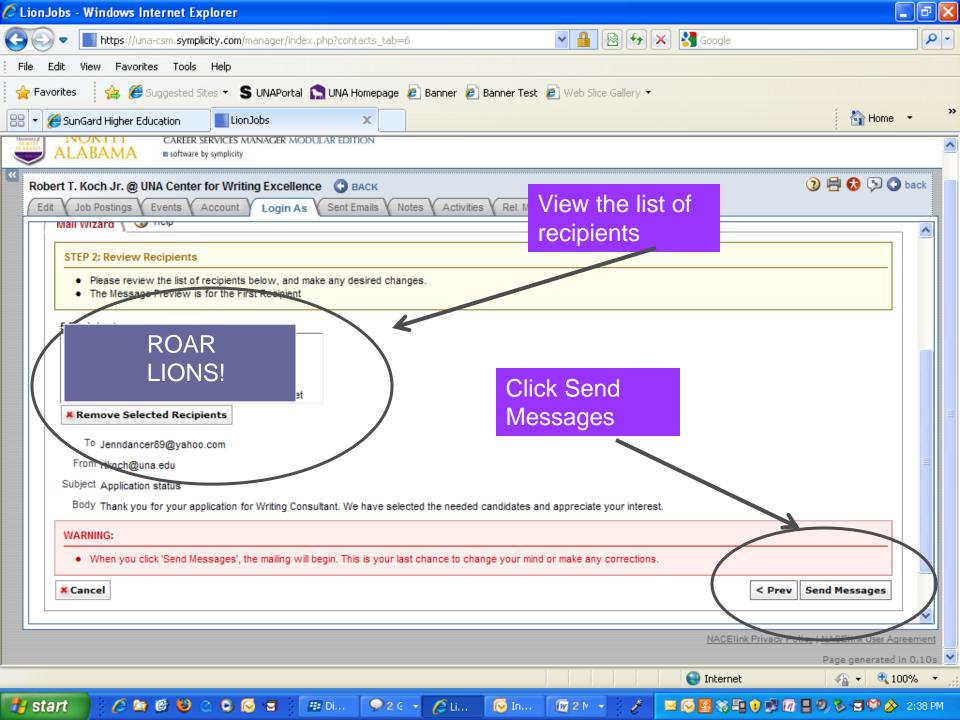
Sample Response to Applicants

 Your resume has been received. If you are given further consideration for the position, you will be contacted no later than 	
2) We appreciate your interest in theposition with Human Resourc and the time you invested in applying for the position. However, after reviewing the resumes, yours was not selected for further consideration.	es
Thank you for your interest in our department and we encourage you to apply for future openings on LionJobs.	

3) We appreciate your interest in the ______position with Human Resources and the time you invested in interviewing for the position. We received a high volume of impressive applicants this year. This made our decision even more difficult. Although your skills are impressive, unfortunately we will not be able to offer you the position. I would encourage you to continue to search LionJobs and apply for future openings. Best wishes in your future endeavors.







Supervisor's Responsibility during Hiring Process

Provide the following New Hires (never worked on campus) with the following information:

- New Hire Instruction Sheet
- Contact Information email and phone
- Confidentiality Agreement
- Banner Training info, if applicable

Job Expectations

Supervisors are strongly encouraged to provide the student worker with performance expectations prior to hiring.

- Attire
- Work Schedule
- Customer Service
- Work Environment

Supervisor's Responsibility during Hiring Process continued

Direct student to Student Employment Office
 Bibb Graves Room 224

 AFTER receiving email confirmation from Student Employment that student has completed paperwork, create an Electronic Personnel Action Form (EPAF) the Query Date and Job Effective date must coincide.

Hiring an International Student

- All International students are eligible for UWS.
- Supervisors must verify an international student's eligibility to work before hiring.
- To verify a student's eligibility, the supervisor must e-mail a request to Stephanie Smith, Student Employment Coordinator @ srsmith3@una.edu, which includes the student's first and last name, the last four digits of the SID, and the hiring department's name.
- The Student Employment Coordinator will confirm that a student:
 - Has successfully completed at least one semester of regular classes
 - Is currently enrolled in 6 hours of courses
 - Currently holds a GPA of 2.0
 - Meets Satisfactory Academic Progress

Hiring an International Student continued....

- The Student Employment Coordinator will notify Karen Kennedy,
 International Affairs of the student's eligibility by email.
- The student will visit Karen Kennedy in Powers Hall Room 128 to receive a "Departmental Hiring Letter" and "Verification Letter"
- The student will take the Departmental Hiring Letter to take to the hiring supervisor to obtain a signature.
- Once the "Departmental Hiring Letter" is signed by the hiring supervisor, the student will take both letters to the Social Security Administration Office located at 203 S. Walnut to apply for a Social Security Card.

Hiring an International Student continued....

- If there are no homeland security issues, a Social Security Card is issued and received within two weeks. The student should report to Career Planning and Development to complete all required new hire paperwork and provide a copy of the Social Security Card, Passport, Visa and I-20 Form.
- A copy of the student's new Social Security Card is sent to the Registrar's Office.
- The social security number must be entered into Banner by the Registrar's Office before an EPAF can be created or approved.
- The supervisor will receive an e-mail from Student Employment indicating when an EPAF can be submitted

Temporary Student Employee Pool

- What is short term? Short term is viewed as occasional assistance from a few hours or for up to 90 days.
- How does it work? Student Employment currently has a pool of UWS and FWS student employees that have interviewed and prescreened for skills and availability.
- Assignment Examples: Orientation table and chairs set up and take down; packet/envelope stuffing; answering phones/taking messages during absence of sick employee; assistance for graduation ceremonies/special events, etc.

Temporary Student Employee Pool continued

What is the process?

- Submit email to srsmith3@una.edu include number of students start and end date, budget number, rate of pay number of hours per week, and summary of job duties and skills needed, if applicable
- 3. Student Employment will notify you when the request is received. If possible, please allow at least three working days to fill the request and to allow students to complete new hire paperwork and orientation etc.
- 4. Once you have been notified that the request is filled, Stephanie Smith will create an EPAF. After the Cost Center Head approves the EPAF, the student will have access to their timesheet within five working days.
- 5. It is your responsibility to approve the timesheet before the payroll deadline.

Request To Hire Temporary Student Form

UNA STUDENT EMPLOYMENT

Request To Hire Temporary Student Employee

Job Group: circle one (FWS) (UWS) Hiring Department: Supervisor: Timesheet Approver: Cost Center Head: Budget Organization Code: ______ Position Number: _______ Timesheet org #: Rate of Pay: Brief Job Description/Skills Needed: AUTHORIZATION: I request that this student's work study assignment be change as noted on this form. Funds are available in my department to accommodate this request. Cost Head Signature

RETURN FORM TO: Stephanie Smith Career Planning and Development - UNA Box 5066 - GUC Room 202

Wage Level Guide

UNA Student Employment Wage Level Guide

FACTOR	Level I	LEVEL II	Level III Advanced	
	Basic	Intermediate		
Complexity of	Routine & non-complex	Moderate difficulty	Considerable difficulty	
Assignment	Procedures are well	Limited decision making	Extensive problem solving	
	established	required	& decision making required	
			Usually involves concurrent	
			activities	
Supervision				
Received	Close supervision with	Receives some instructions	Received limited	
	assistance readily available	but may use independent	supervision; able to follow set	
		judgment within limits	procedures and make independent	
			decisions	
Supervision	None	Supervisory responsibilities	Involves supervisory responsibilities	
		for limited activities	for large or complex activities	
Scope	Work within department	Work campus wide	Work goes beyond campus	
Knowledge	Routine or repetitious	Basic knowledge of assigned tasks	Requires considerable degree of	
			proficiency in an area of specialized	
			knowledge or skill	
Training	None or minimal previous	Relevant job related training	Requires specific advanced training	
	training required			
Experience	None or minimal experience	Prior experience Necessary	Related work experience required	
	related to job			
Certification/Licen				
sure	None	None	Requires specific licensure	
Scale/Hourly Wage	Level I	LEVEL II	Level III	
	Step 1 \$7.25	Step 1 \$7.60	Step 1 \$7.95	
	Step 2 \$7.50	Step 2 \$7.85	Step 2 \$8.20	
	Step 3 \$7.75	Step 3 \$8.10	Step 3 \$8.45	
	Step 4 \$8.00	Step 4 \$8.35	Step 4 \$8.70	

¹⁾ All students begin at Step 1 the first year in a

²⁾ Students are eligible for longevity raises (step increments) if they maintain satisfactory job performance and return to the same

position or a similar position in the same department after one full year of service in that department (not to include Summer sessions).

³⁾ Rate increases are subject to the availability of funding and approval

Personnel File

- The supervisor must maintain a personnel file for each Student Employee (FWS or UWS) which should consist of the following records:
 - Copy of EPAF
 - Copy of job description*
 - Confidentiality Agreement, if applicable
 - Student's class schedule*
 - Student's work schedule
 - Timesheets
 - *Info indicated on LionJobs job posting
 - *Info indicated on departmental application, if applicable

Graduate Assistants

- Enrolled in a Graduate Program
- Enrolled in 6 hours or more
- Maintain a 2.0 G.P.A.
- Receives a Tuition Scholarship & Stipend
- Cannot be employees of UNA and work as a Graduate Assistant
- Any Graduate Student that does not receive a tuition scholarship or stipend is classified as a University Work Study Student

Graduate Assistants Payroll

- Supervisor must indicate the Total Pay in the comments field of the EPAF
- Total pay will be divided by the number of months the student is approved to work.
- Example: Begin Date 8/01/2013 End Date 4/30/2014
 Total pay \$5400 / 9 months = \$600 stipend per month
- Pay will not be prorated.
- If a GA works one week within a month or 4 weeks out of a month, the pay will be the same.
- Stipends no longer automatically get paid. Each student earning a stipend must submit one (1) hour per month via a timesheet through SSB. The timesheet approver must approve the one (1) hour in order for the student to receive his/her monthly stipend.

Graduate Assistants EPAF

- GA Forms are no longer required
- An EPAF must be submitted by selecting GA
 Stipend Hire
- The student cannot receive compensation until the EPAF has been approved by all approvers

EPAF for UWS-Stipend

Supervisor should:

- Submit an EPAF by requesting stipend amount.
- Indicate one (1) as "Hours per pay."
- Start date must be the first day of the month to prevent stipend from being prorated
- The timesheet approver must approve the one (1) hour in order for the student to receive his/her monthly stipend.

Student should:

 Submit one (1) unit of pay each month on their timesheet through Self Service Banner.

Work Hours for FWS and UWS

- Students cannot be required to work during scheduled class hours, study day or exam periods.
- Students cannot work more than 20 hours per week or 8 hours a day.
- Students should not record more than 80 hours per month with the exception of 5 week months.
- Students may work 40 hours per week during interim sessions, if the departmental budget allows. (I.E. August before first day of classes, December after exams, or May after graduation before the first day of summer school.)

Student Payroll

- The student worker is responsible for entering time worked into their timesheet on a <u>WEEKLY</u> basis.
- Timesheets are due at the end of each month by the "Return Date and Time". Please refer to Payroll schedule for students on the Payroll website: www.una.edu/payroll.
- It is the supervisor's responsibility to approve timesheets before the payroll deadline.
- If a student's time card is late, the paycheck can and will be issued in the <u>next</u> pay period.

Student Payroll (cont'd)

- As a supervisor, you are required to monitor the student's earnings to ensure that your worker does not:
 - Earn monies in excess of your departmental budget
 - Earn more per semester than the student is eligible for in Federal Work Study
 - Work more than 20 hours per week
 - Falsify hours worked
 - Submit personnel action forms before the 25th of each month
- Supervisors are prohibited from accepting voluntary services from WS Students. All students employed under Student Employment must be paid for all hours worked.

Termination Procedures

- Students are automatically terminated from the work study program at the end of each spring/summer term.
- Students may voluntarily terminate a work study position.
 However, they should provide their employer with a two-week written notice of their termination.
- A supervisor has the right to dismiss a student for unsatisfactory performance. This includes, but is not limited to:
 - Repeated failure to comply with the agreed work schedule
 - Poor performance
 - Insubordination or lack of cooperation which results in disturbing other workers or work progress

Progressive Discipline Form

PROGRESSIVE DISCIPLINE FORM

DATE:	_		
NAME:	Student ID		
DEPARTMENT:			
Documentation	Verbal Warning	Written Warning	
POLICY VIOLATION/OFFENSE:			
CORRECTIVE ACTION:			
COMMENTS:			
Student Signature		Date	
Supervisor Signature		Date	
Student Employment		Date	

Progressive Discipline

- Work study students should be held responsible for duties, responsibilities, and expectations outlined by the supervisor. If a student fails to meet these criteria, the following procedures should be followed:
- 1. A verbal warning for first-time or minor offenses.
- 2. A written warning for repeated or more serious offenses. This should be given in a face-to-face meeting, with time for the student to respond.
- 3. A written notice of termination for on-going problems. This should be given in a face-to-face meeting, with time for the student to respond.

Each warning or notice should be given in private; a copy should be sent to the Student Employment Coordinator. These warnings should be specific, clearly stated, and given in a timely manner.

Termination Procedures (cont'd)

- If a student or supervisor chooses to terminate a position early, the supervisor must complete a Request to Change End Date form. This form should indicate the actual <u>last day worked</u> as the New End Date.
- The Student Employment Office may terminate a student's work study position, should the following occur:
 - Enrollment status drops below half-time
 - Satisfactory Academic Progress is not maintained
 - Hours worked are in excess of allowed FWS eligibility
 - Additional resources, which were not known at time of award i.e. scholarships, grants, etc.
- If Student Employment Office must terminate a student's position, the supervisor will be notified in writing.

Performance Evaluation Form

PERFORMANCE EVALUATION

FEDERAL AND UNIVERSITY WORK-STUDY

Student Name		Student II	Student ID				
Position Type: please circle on	e FWS	UWS	GA				
Type of Evaluation:	Annual	90-day	Other				
Please evaluate each student employ supervisor should evaluate the stude same academic level and/or with off does not apply or if you do not have	ent objectively her personnel	y comparing him or assigned to identica	her with students of the d or similar jobs. If criterion				
E- Excellent VG- Very Good	G- Good	F- Fair P- 1	Poor N-No Evaluation				
() Dependability/ Reliabili Consistently delivers what			fulfills job responsibilities. structions				
() Initiative- Starts assignm contributes ideas/projects							
		towards goals and accomplish goals	objectives of department				
() Interpersonal Skills- Ab relationships with others							
	Overall Performance- Works with minimal supervision, manages own time Effectively, maintains control of all projects and responsibilities.						
Would you recommend this stude	ent for rehire	e? () Yes ()	No				
Comments:			<u>18</u>				
I allow my "Work Record" infor- requested. Student Signature							
My supervisor has discussed the given an opportunity to express a							
Student Signature		Da	Date				
Supervisor's Signature		Da	Date				
Career Planning and Developn	nent	Da	Date				

Performance Evaluation Form

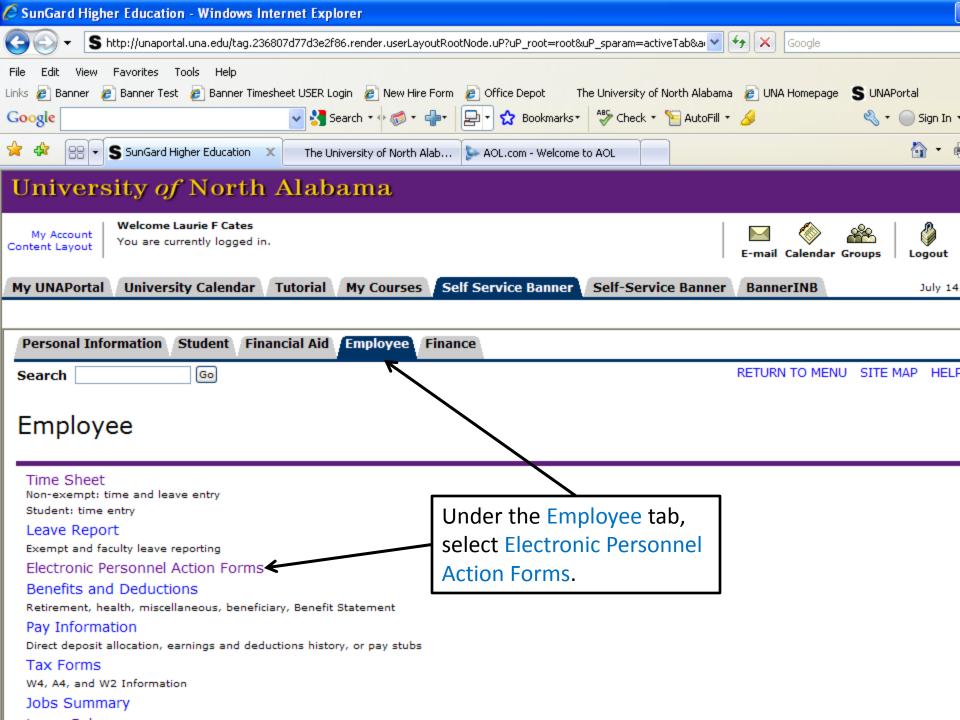
- This is a tool to address areas where improvements must be made and to encourage students in areas where they excel.
- When searching for on-campus or offcampus positions, students may request a copy of their evaluation from Career Planning and Development to present to potential employers.

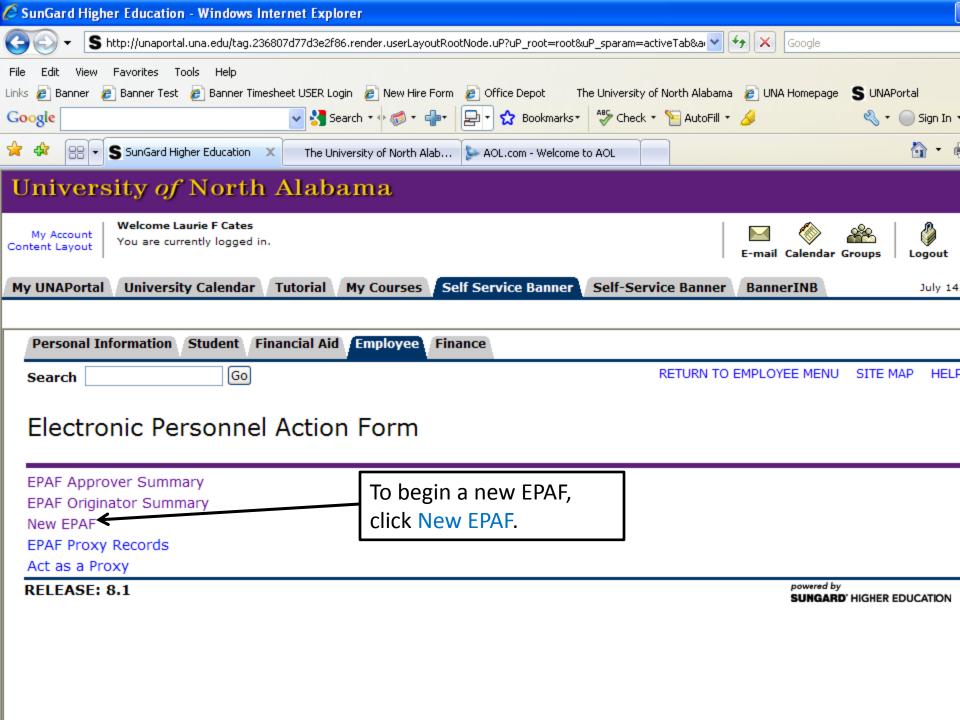
Frequently Asked Questions

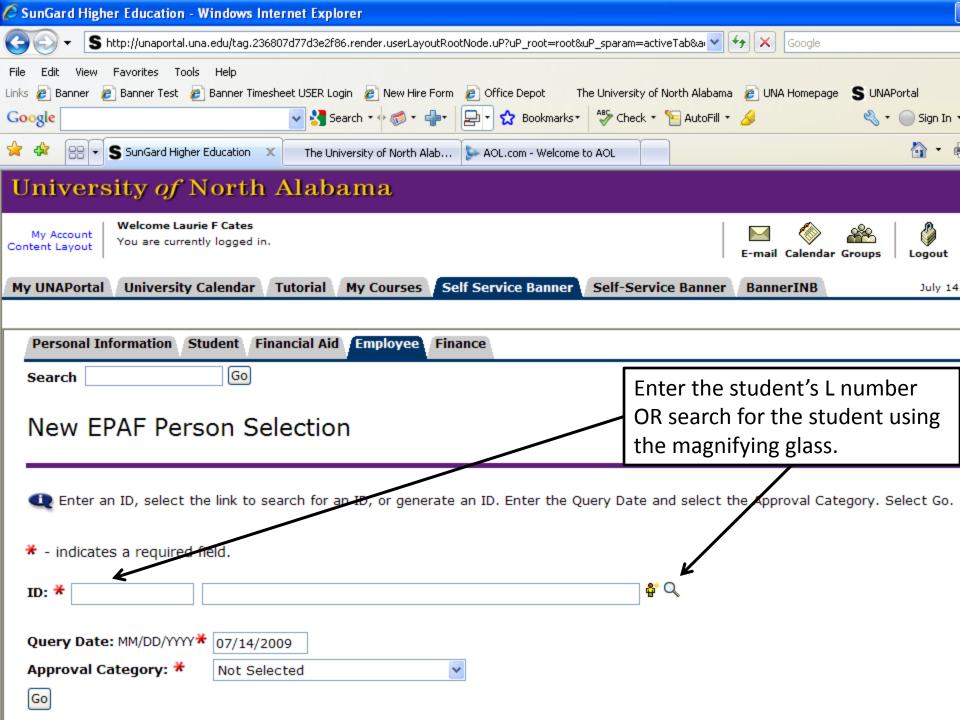
- An EPAF must be created with each new hire and rehire & GA.
- An EPAF must be created for each new academic year- August 1.
- A Request to Change End Date can only be submitted to extend a position from Fall to Spring or Spring To Summer. EPAF for Change of End Date and Pay Rate coming soon......
- All paper forms can be found on Human Resources webpage: http://www.una.edu/humanresources/employment.html
- A student MAY NOT begin working until Student Employment has received ID's and Tax Forms are completed and EPAF approvals are received!

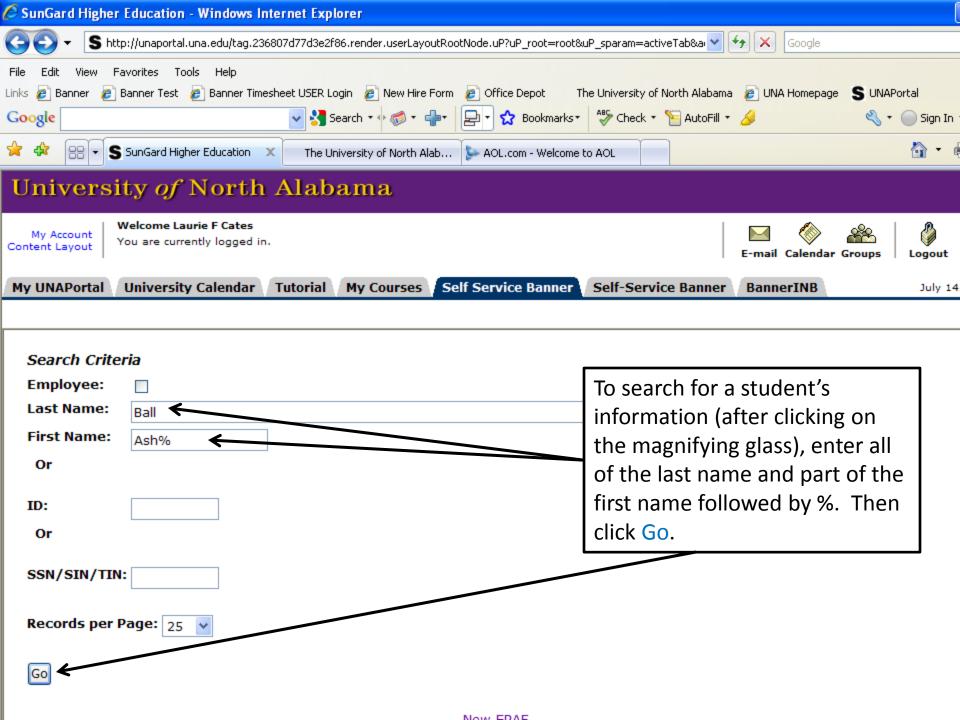
Entering a New Work Study Assignment via EPAF

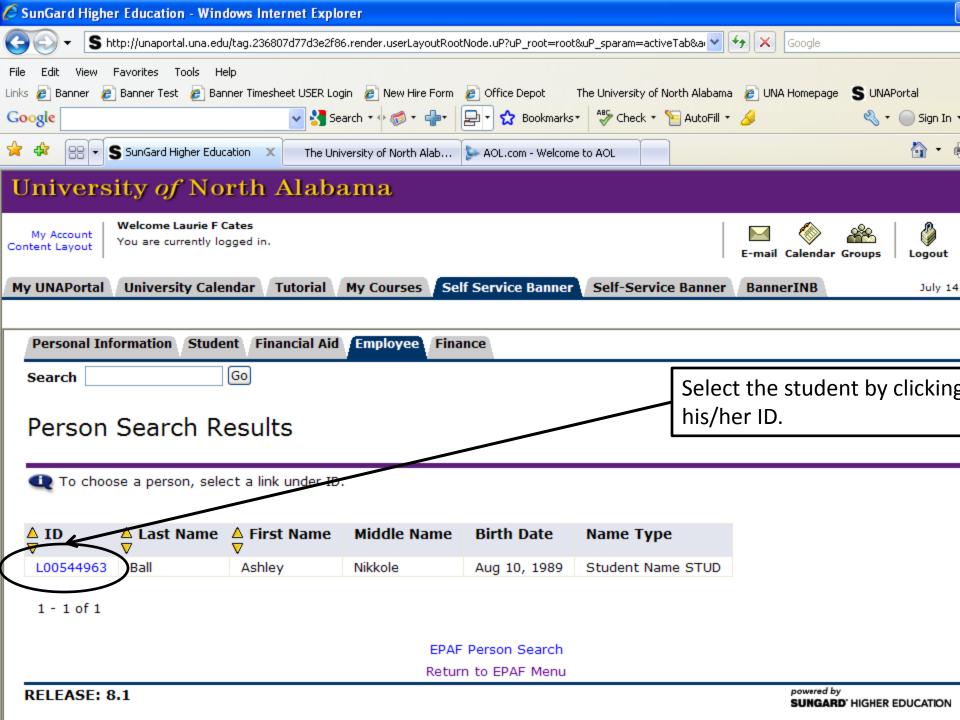


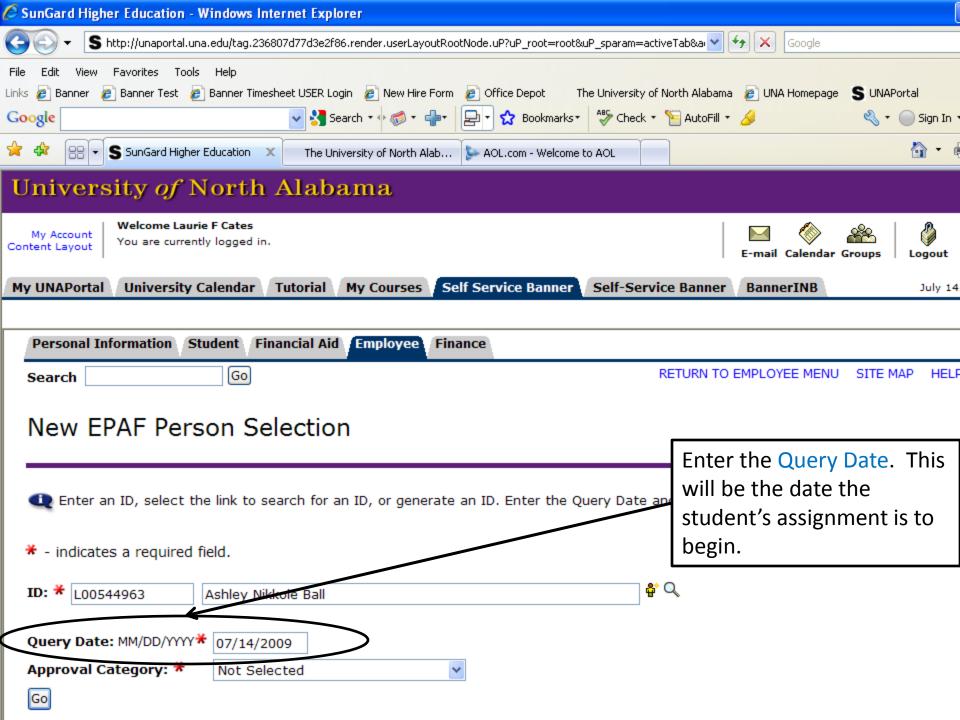


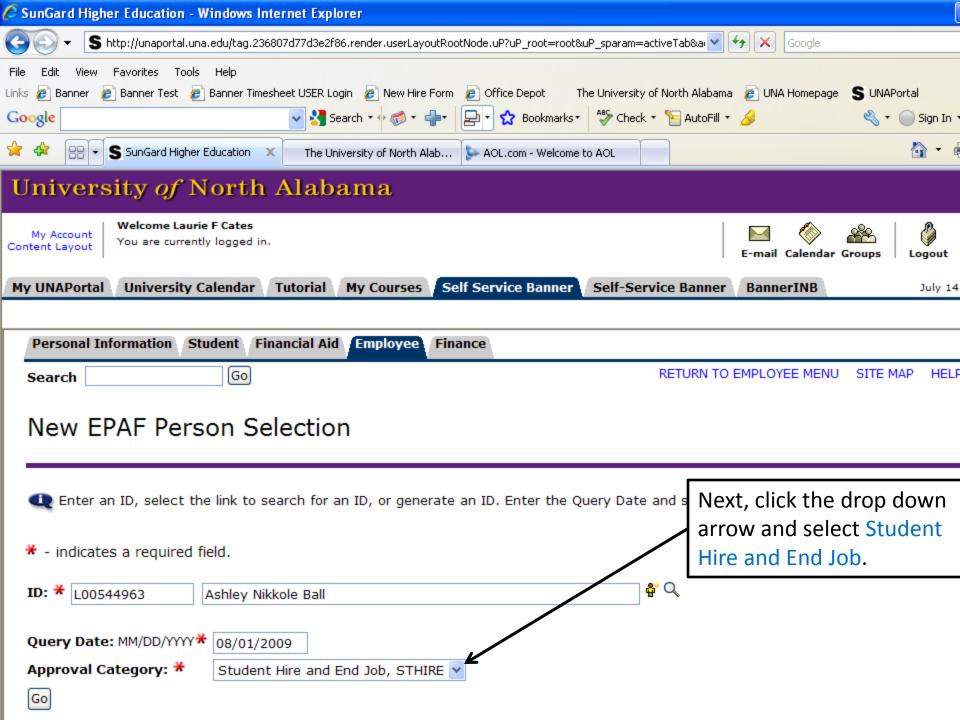


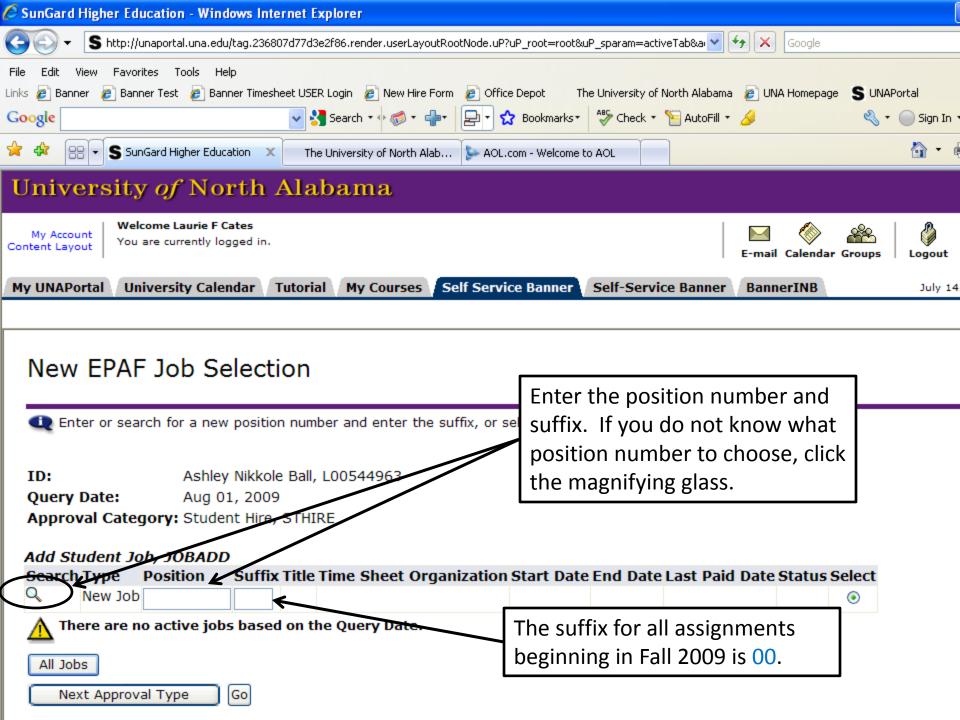


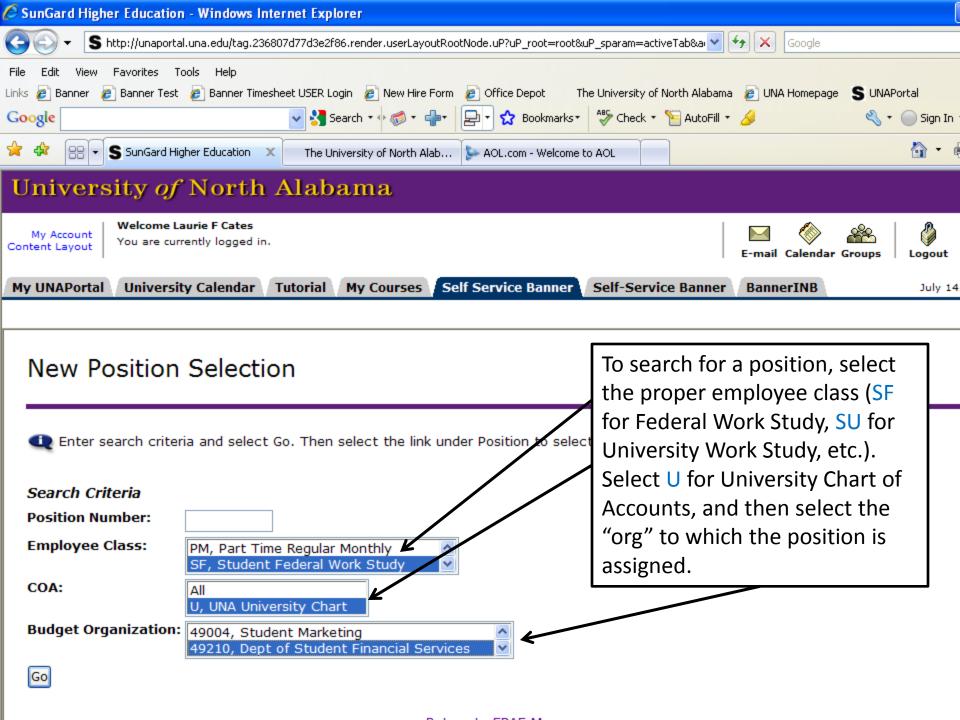


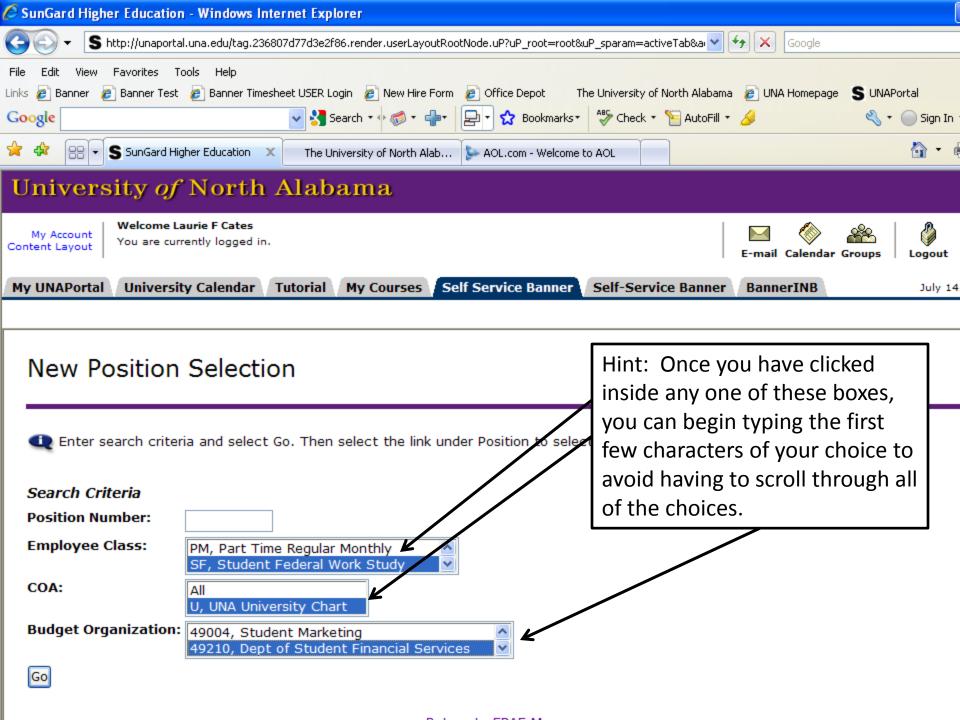


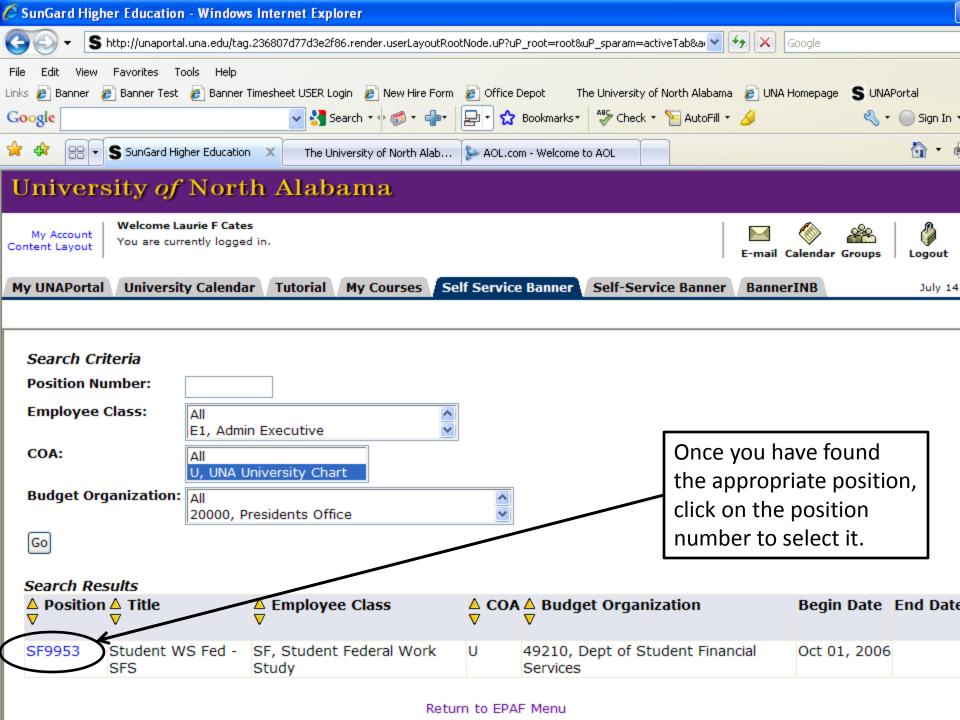


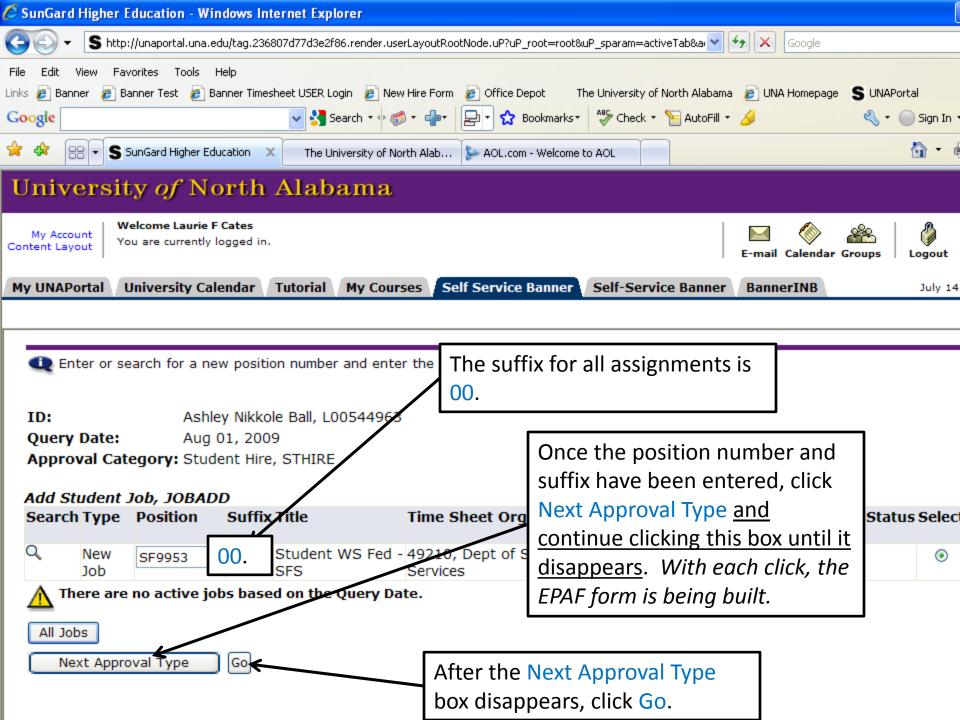


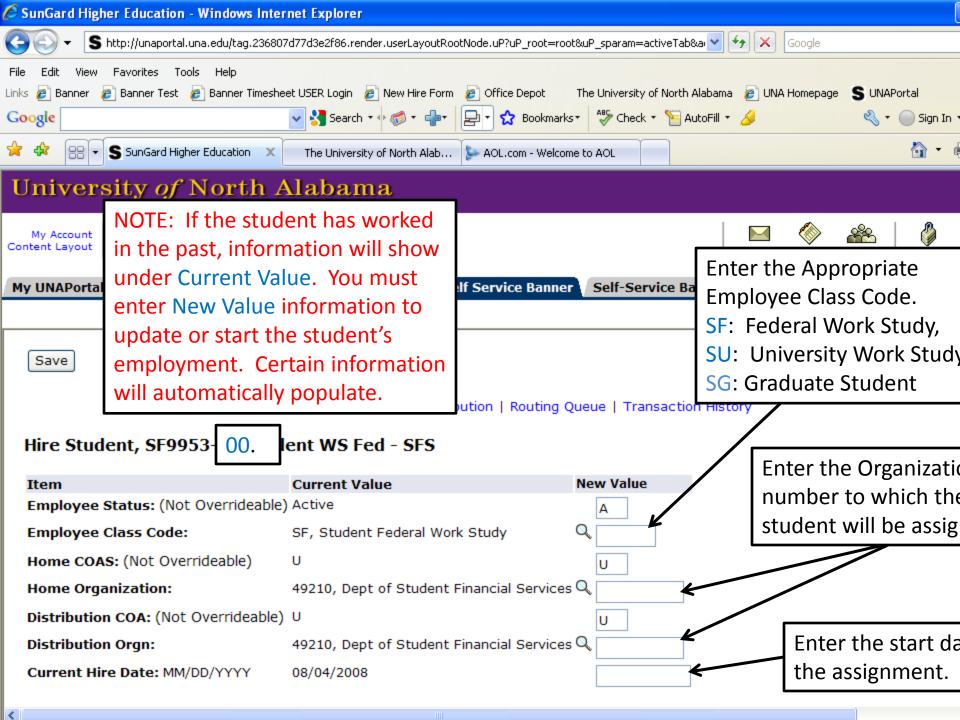


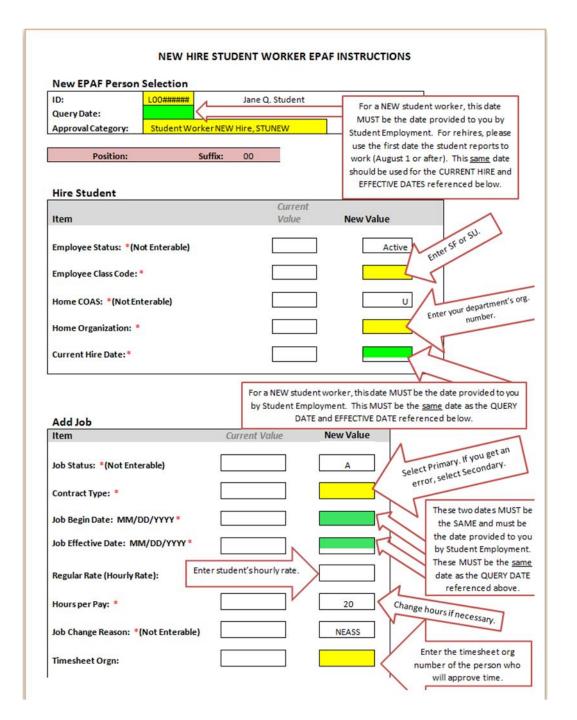


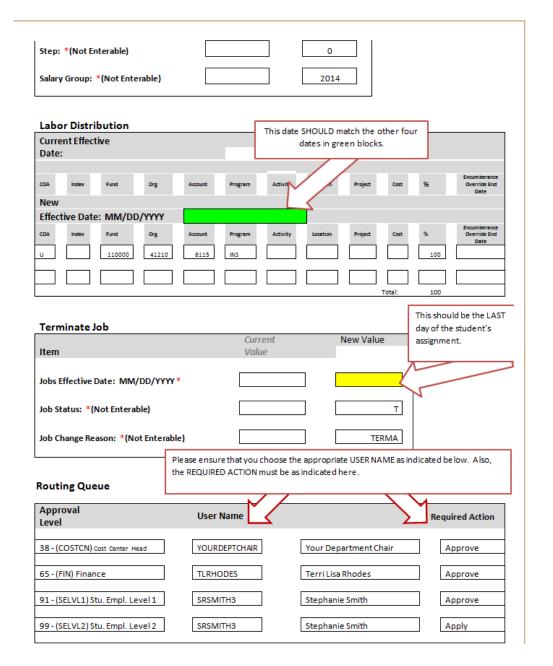


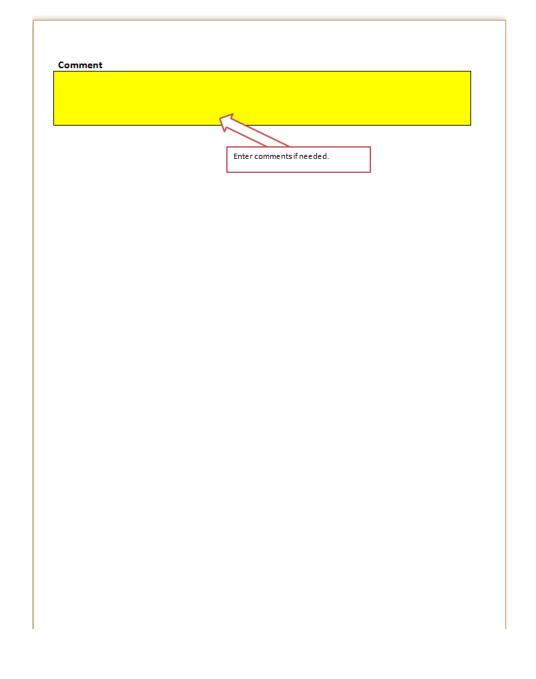








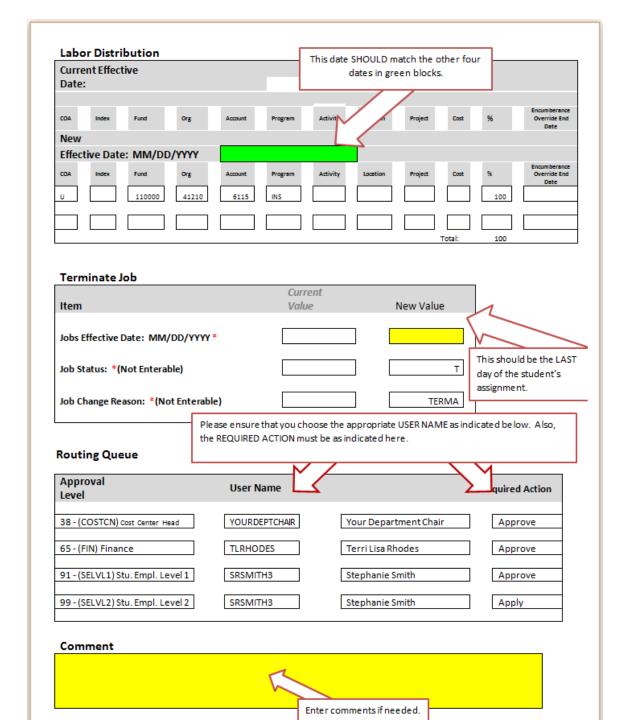




REHIRE A STUDENT WORKER EPAF INSTRUCTIONS This is for renewing a student in the SAME position he/she has previously been in. **New EPAF Person Selection** ID: Jane Q. Student Enter the first date the student reports to Query Date: work (August 1 or after). This same date Approval should be used for the CURRENT HIRE and Student Worker REHIRE, STUREH Category: EFFECTIVE DATES referenced below. Position: Suffix: 00 Enter SF or SU. Hire Student Item Current Value **New Value** Employee Class Code: * Current Hire Date:* For a NEW student worker, this date MUST be the date provided to you by Student Employment. This MUST be the same date as the QUERY DATE and Select Primary. If you get EFFECTIVE DATE referenced below. Add Job Current Value Item New Value Job Status: *(Not Enterable) Α This date MUST be the SAME as the Contract Type: * QUERY DATE and CURRENT HIRE DAT detailed above. Job Effective Date: MM/DD/YYYY * Enter student's hourly rate. Regular Rate (Hourly Rate): Hours per Pay: * 20 Change hours if necessary. Job Change Reason: *(Not Enterable) NEASS Timesheet Orgn:* Enter the timesheet org number of the person wh Step: *(Not Enterable) 0

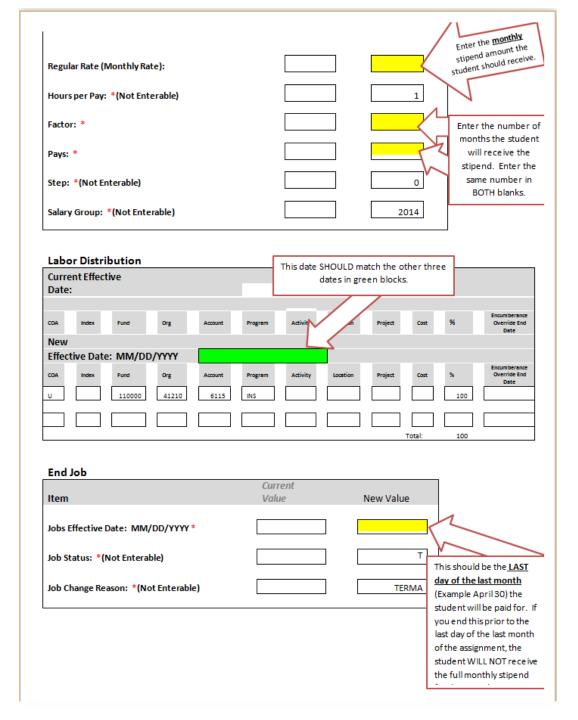
2014

Salary Group: *(Not Enterable)



STIPEND-PAID (GA OR UNIVERSTIY) STUDENT WORKER EPAF INSTRUCTIONS

New EPAF Person	n Selection	This should be the first day of the month			
ID:	L00######	Jane Q. Student	(Example August 1). This same date should		
Query Date:	<u> </u>		be used for the CURRENT HIRE and EFFECTIVE DATES referenced below.		
Approval	CA (CLICK:dil	: /CALUDE\	ELLECTIVE DATES referenced below.		
Category:	GA/SU Stipend H	ire (GAHIRE)			
Position:	Suff	ix: 00			
Position.	3011	ix. 00			
Hire Student		0 1			
Item		Current Value N	lew Value		
iteiii		value N	ew value		
Employee Status: *(Not Enterable) Active Enter 5G or 5U					
Ente					
Employee Class Code:	*		U Enter your department's org.		
Home COAS: *(Not E	nterable)				
Home Organization:					
Home Organization.					
Current Hire Date:*					
		This should be the	FIRST day of the FIRST month (Example August 1)		
			the student will be paid for. If you begin this after the first day of the		
		first month of the a	first month of the assignment, the student WILL NOT receive the full		
Add Job		monthly stipend.	monthly stipend. This MUST be the <u>same</u> date as the QUERY DATE		
		referenced ab	ove and EFFECTIVE DATE referenced below.		
Item		Current \	/alue Value		
Job Effective Date: M	IM/DD/YYYY		Select Primary. If you		
			an error, sol		
Contract Type: *			P get all crim		
Job Status: *(Not Ent	terable)				
202 Status, Heat File					
Job Change Reason: 1	*(Not Enterable)		NEASS		
	,				



Please ensure that you choose the appropriate USER NAME as indicated below. Also, the REQUIRED ACTION must be as indicated here.

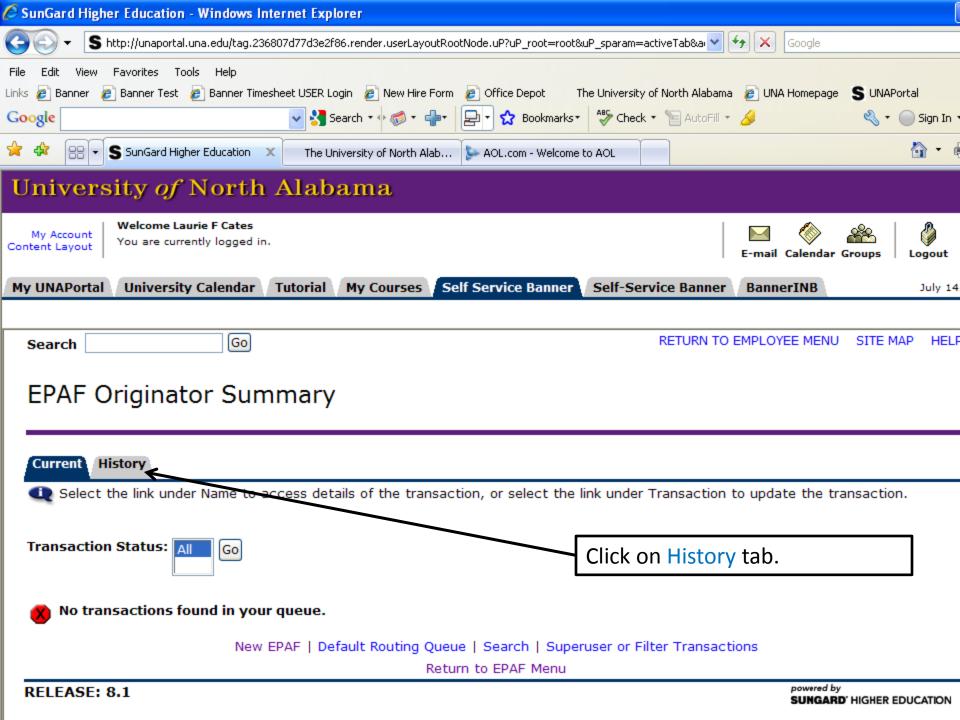
Routing Queue

ApprovalLevel	User Name		Required Act
37 - (HRLVL1) HR Level 1	SRSMITH3	Stephanie Smith	Approve
38 - (COSTCN) Cost Center Head	YOURDEPTCHAIR	Your Department Chair	Approve
41 - (DEAN) Dean	YOURDEAN	Your Dean	Approve
65 - (FIN) Finance	TLRHODES	Terri Lisa Rhodes	Approve
67 - (FINAID) Financial Aid	JWBYERS	Jeremy Wade Byers	FYI
90 - (PAYROL) Payroll	MCBROWN	Margaret Brown	FYI
91 - (SELVL1) Student Emp. Level 1	SRSMITH3	Stephanie Smith	Approve
99 - (SUPER) Superuser/Applier	KHARAWAY	Kathy Haraway	Apply

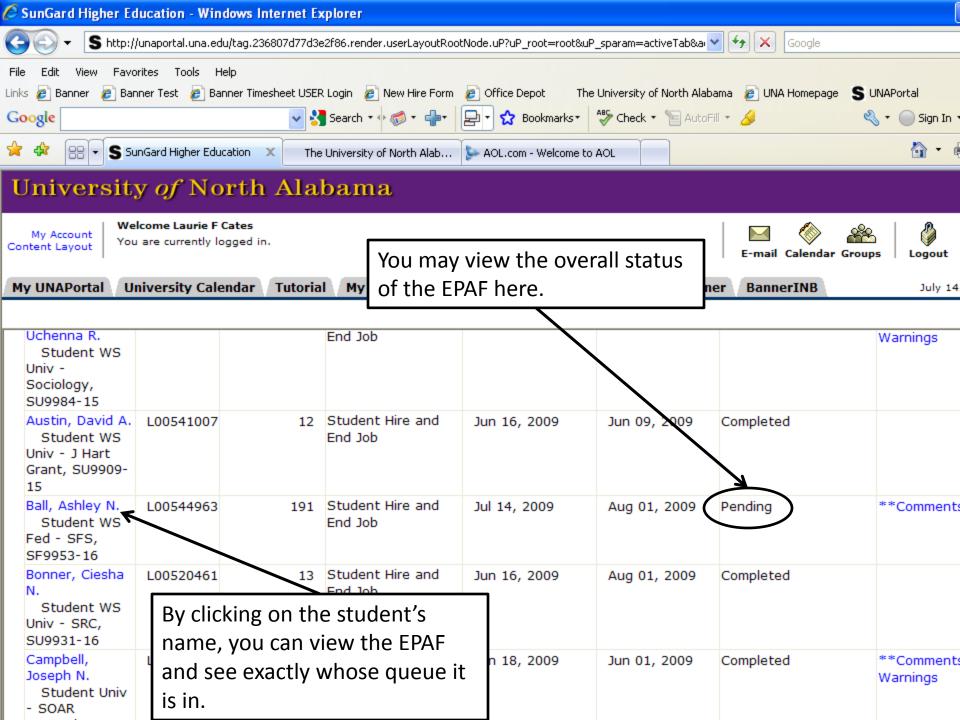
Comment

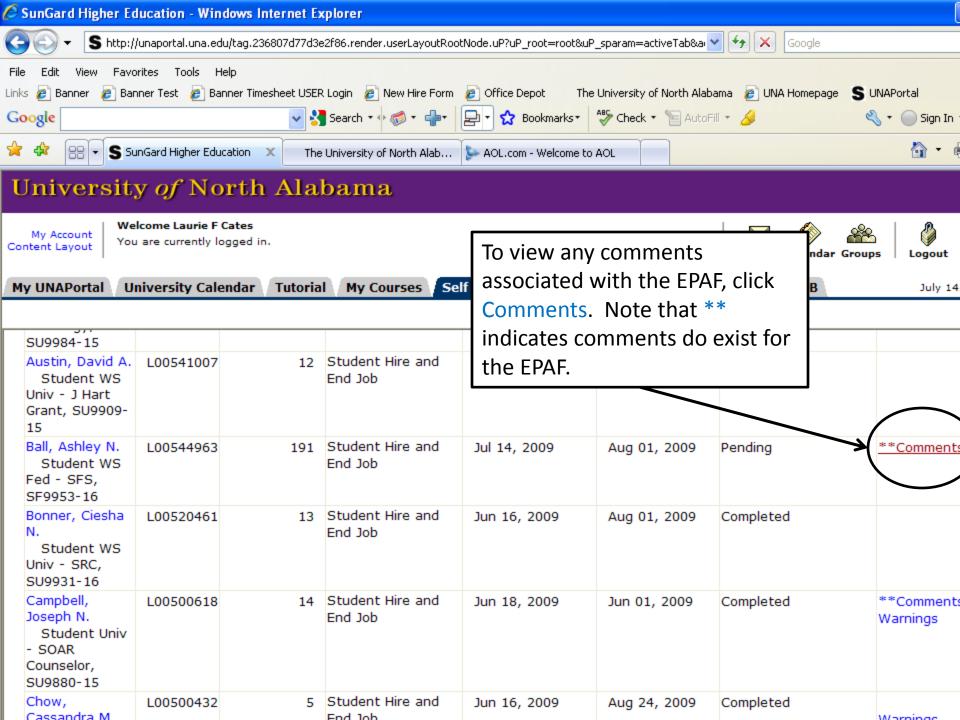
Student's total number of enrolled hours per semester: (example: 6 hours Fall; 9 hours Spring) Total academic year stipend amount: (example: \$5,400) \$600 X 9 months

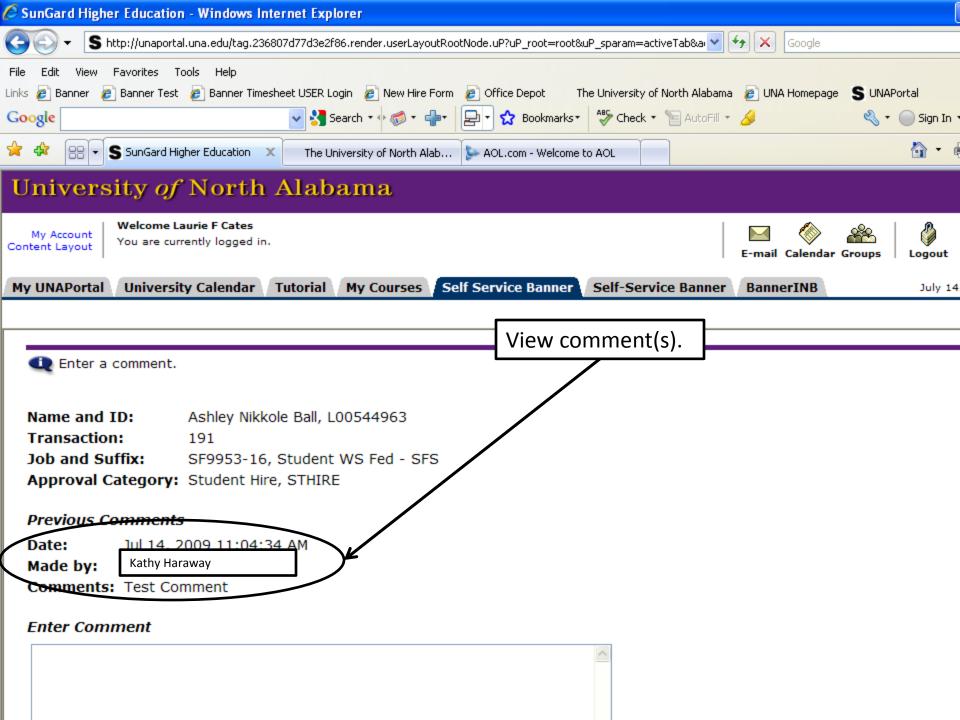
Comments are REQUIRED and must include the student's total number of enrolled hours for each semester covered by the tuition scholarship AND the total academic year stipend amount. TIP: The FACTORS multiplied by the MONTHLY RATE MUST equal the academic year stipend amount.

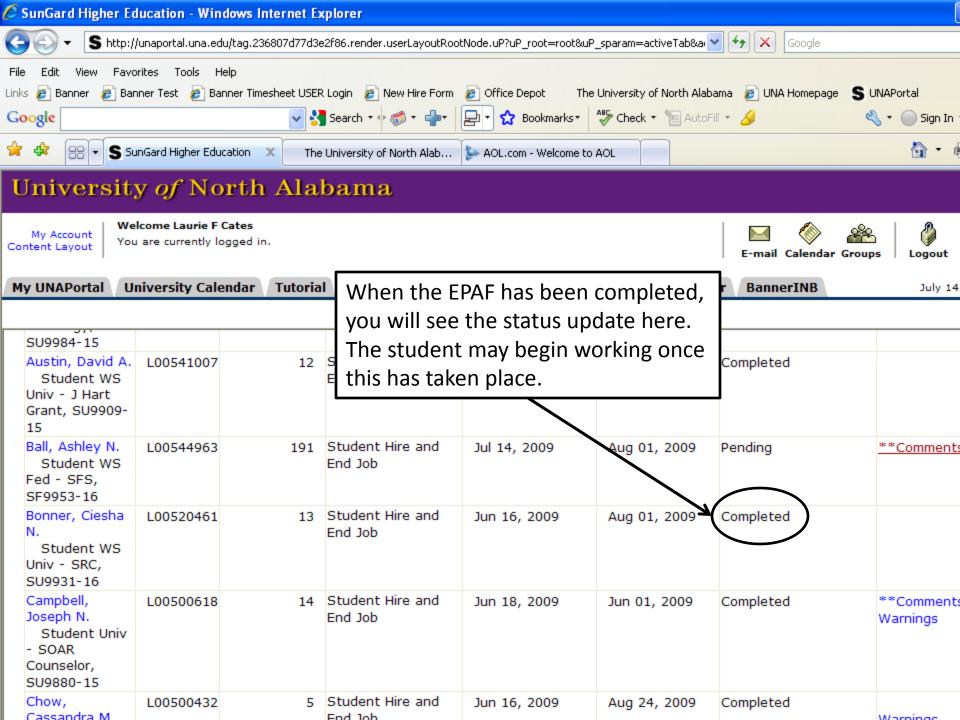












Viewing the Work Study Budget for Your Department



University of North Alabama

My Account Content Layout

Welcome Lisa Farris Rogers

You are currently logged in.









E-mail Calendar Groups

Logout

My UNAPortal

Tutorial University Calendars

My Course

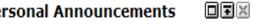
Self-Service Banner | Self-Service Banner

BannerINB

May 5,

? 🗆

Personal Announcements



Campus Master Plan

Need furniture? Need to get rid of furniture?

End of the Year Check Outs for Traditional Housing

Camerata closes its third season this Tuesday!

Evaluations for online classes now available

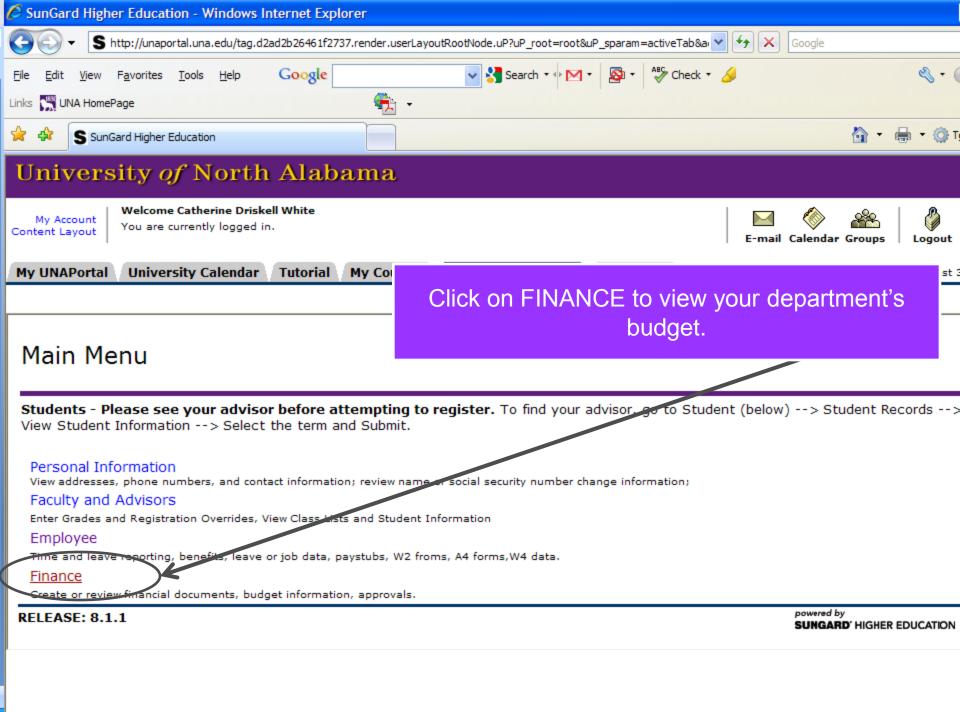
More...

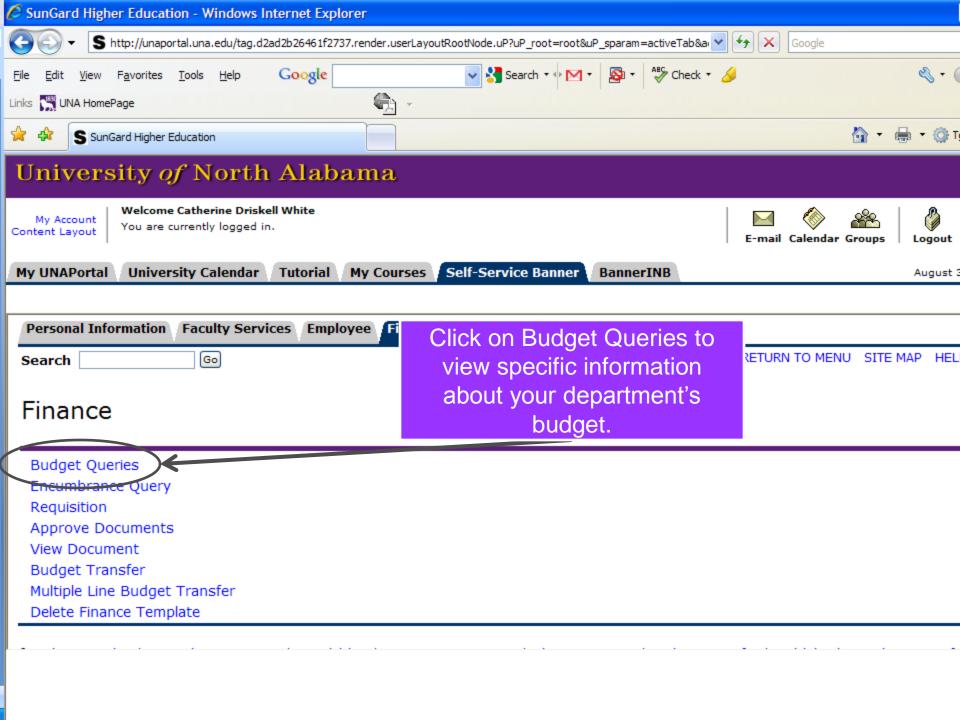
My E-mail Inbox

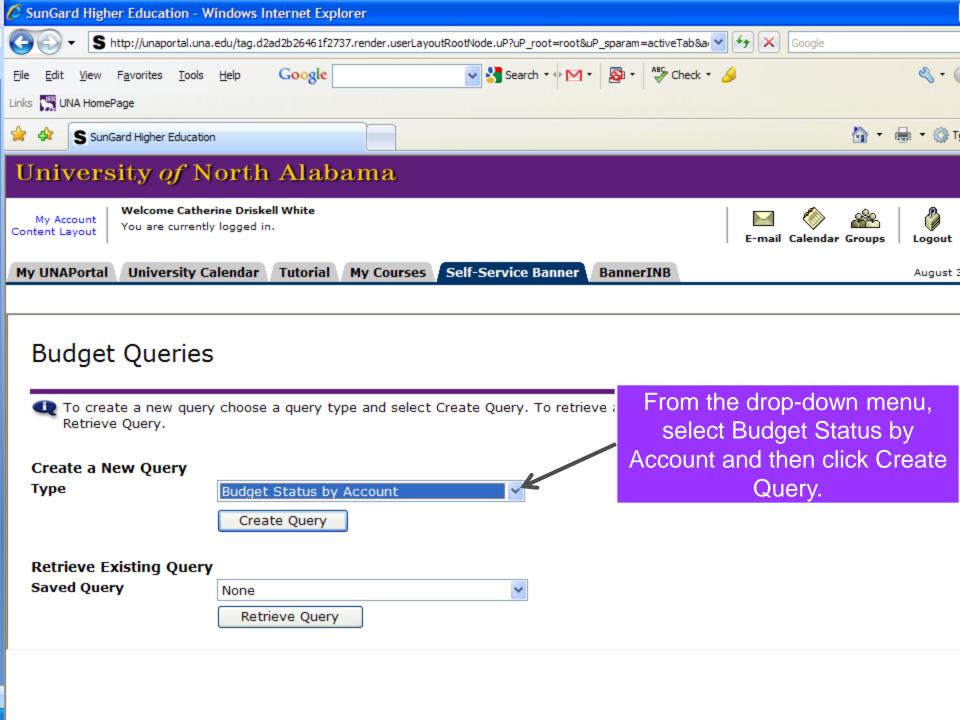
INBOX folder has (25) messages, (0) unread

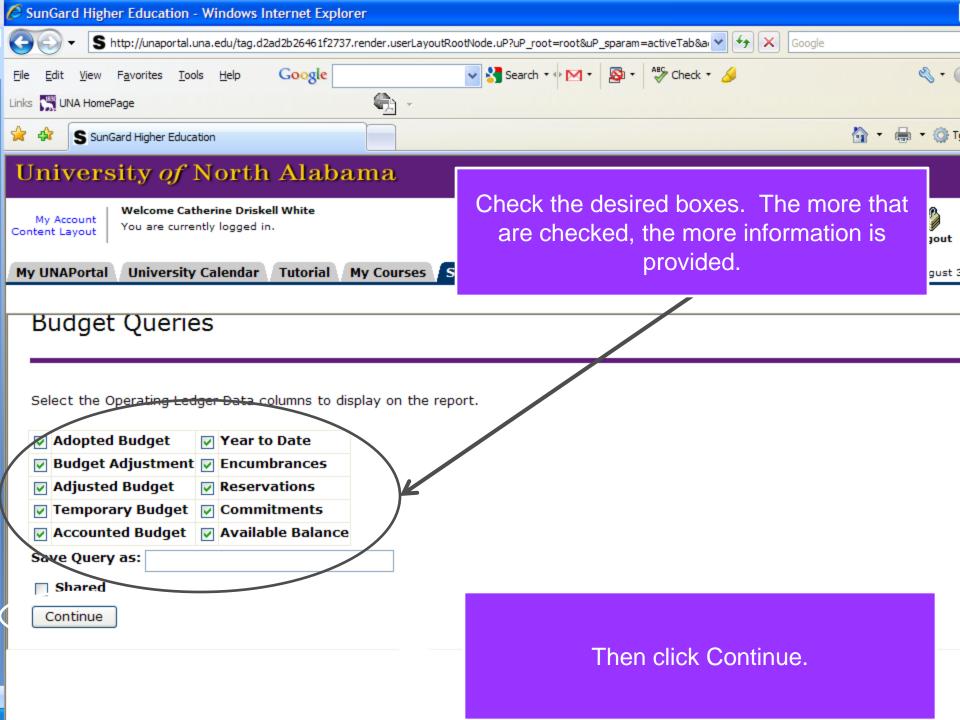
lfrogers@un

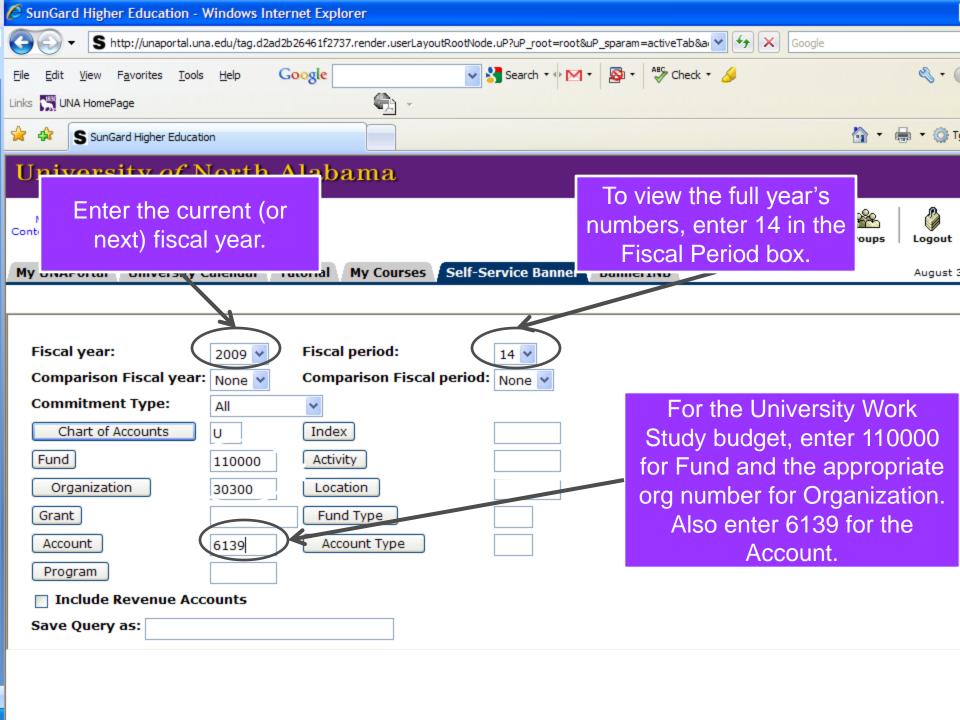
After logging into Portal, click on Self Service Banner.

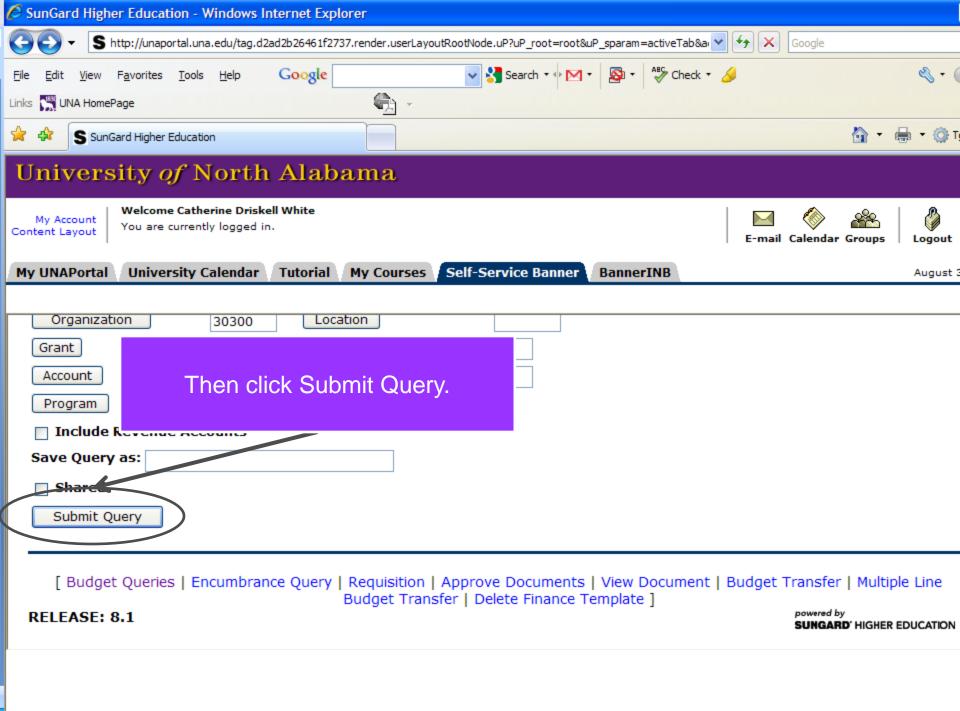


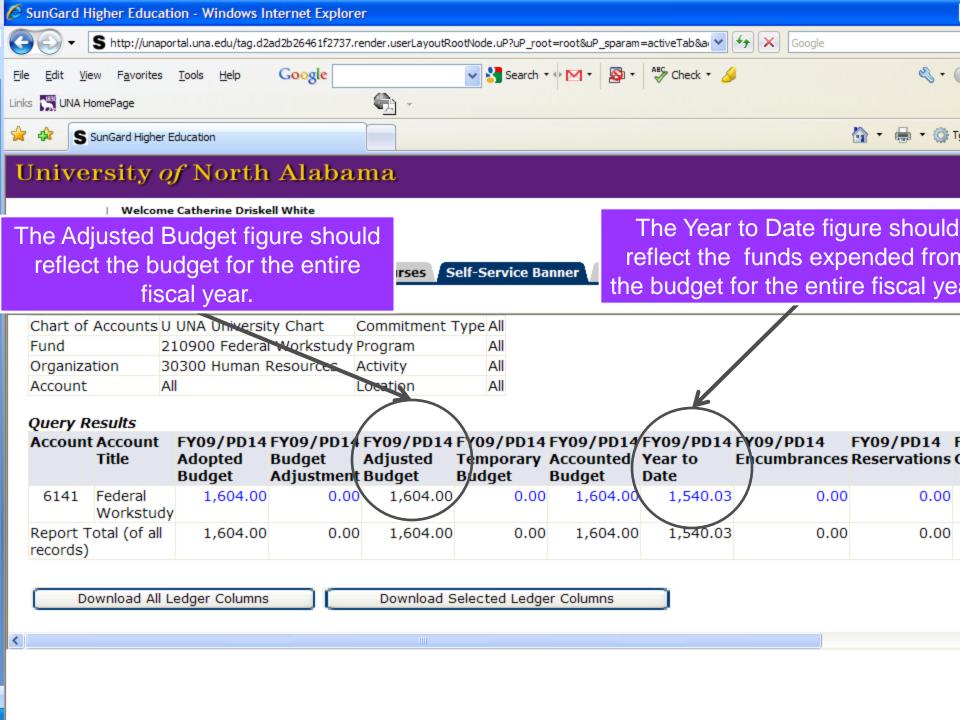


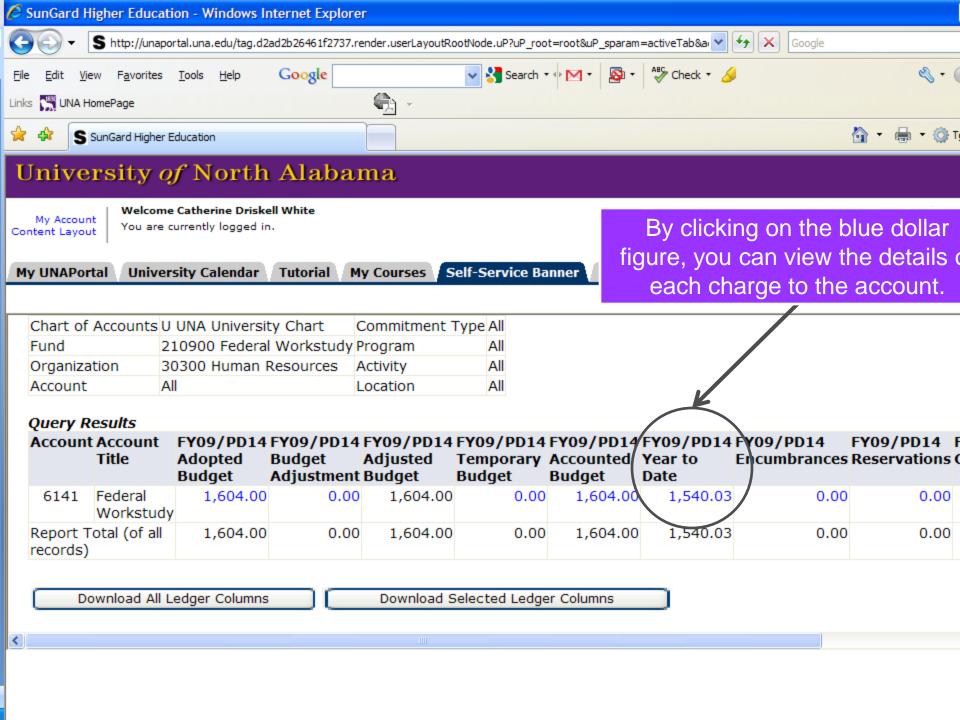


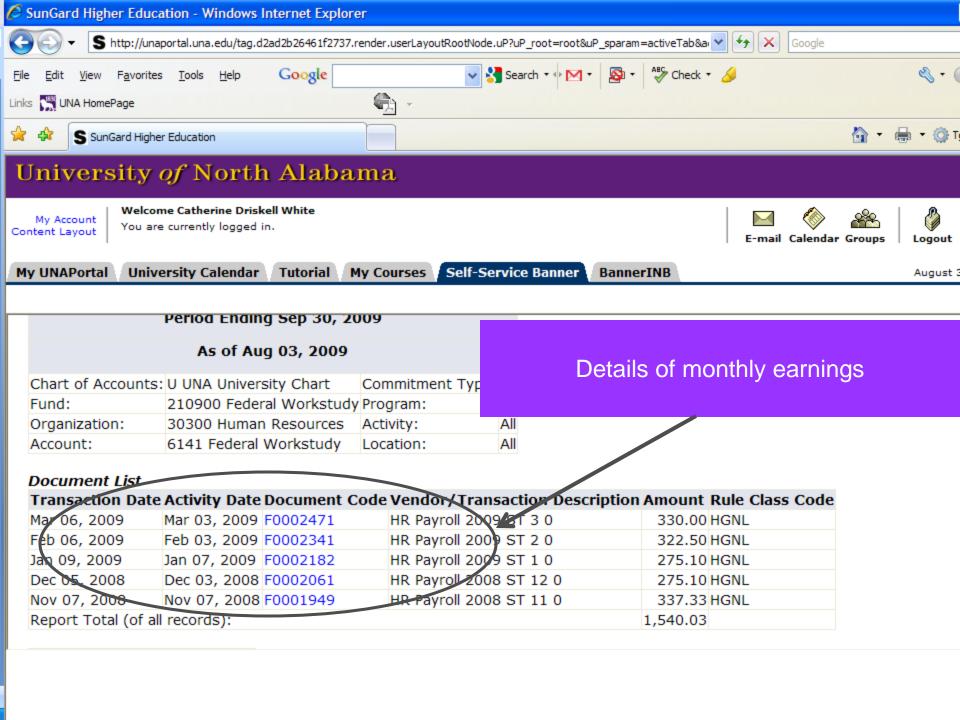












Departmental Budgets

Budget Access- Julie Graham via e-mail @
 bdgraham@una.edu

 Budget Amount – contact Lisa Rhodes @ tlrhodes@una.edu

QUESTIONS???