MINUTES
The University of North Carolina at Greensboro
Board of Trustees
Student Affairs Committee
September 6, 2007
Alexander Room – EUC

MEMBERS PRESENT:  John Bryant, Carolyn Ferree, Earlene Hardie Cox, Richard Moore, Jane Preyer

GUESTS PRESENT:  Kate Barrett, Cheryl Callahan, Lucien Capone, Linda Carlisle, Carolyn Coppedge, Chad Collins, Jean Davis, Carol Disque, Steve Gilliam, Stephen Hassenfelt, Betsy Irvin, Bruce Michaels, Randall Kaplan, Sharlene O’Neil, David Perrin, William Pratt, Yvonne Ross, Donna Seckar, James Norman Smith, Patricia Stewart, Patricia Sullivan, Gwynn Swinson, Reade Taylor, Suzanne Williams, Lanita Withers, Brett Woodard

Approval of Minutes of the April 19, 2007 Meeting

Ms. Ferree asked for any corrections to the minutes of the April 19, 2007 meeting. No corrections were offered and a motion was made and seconded to approve the minutes as submitted.

INFORMATION ITEM:
Experiential Learning: Student Employment

One of the goals for the Student Affairs Committee throughout the course of each year is to provide updates on who our students are, how they spend their time and what kind of experiences they have while at UNCG. In the course of this year’s meetings, the hope is to focus on the various forms of experiential learning: active learning, hands-on learning and applied learning. This type of learning not only occurs in the classroom, but in hundreds of places on campus. Student employment on campus, an active form of hands-on learning not often thought of as experiential learning, was the focus of the presentation by several staff from the Career Services Center - Donna Seckar, Director; Brett Woodard, Assistant Director for Internship Programs; and Chad Collins, Assistant Director for Student Employment. Employment on campus helps students earn money, build skills and enhance their sense of competence.

Mr. Collins presented examples of experiential learning that ranged from leadership development and service-learning programs to study abroad and research opportunities. Work study and part-time jobs are examples of experiential learning provided through the Student Employment Office. Student employment is an active learning process and Mr.
Collins provided data that demonstrated how much more people retain when actively involved in the learning process compared to passive learning styles.

In 1995 the student employment process at UNCG was de-centralized in that there was no one resource for students seeking employment on campus and no consistency among offices across campus that offered employment opportunities for students. That same year, the UNCG Business Process Re-engineering Project was initiated. In 1997 a subcommittee on Student Employment recommended a Student Employment Office to centralize the employment process for students. In 1999 the Chancellor allocated funds to establish the Student Employment Office and in 2000 the Office was established, staff hired and services offered in the summer of that year.

Mr. Collins cited statistics from the Spring 2007 Spartan Experience Questionnaire that indicated that 72% of our students work with 17% of those employed on campus. The majority of students working on campus average 20 hours per week or less. He added that studies show that working 20 hours per week or less is beneficial to the college experience. The majority of students working off campus work between 10 and 29 hours per week. Students working more hours off campus fits the profile of the UNCG student being first generation and having to earn more money to pay for college themselves. There are 2,387 student employees on campus: 67% female, 36% minorities and 33% males. This compares to slightly over one thousand faculty members or slightly double the number of faculty and about the same number of staff. Of those student employees, 7% are Federal Work Study, 60% departmental and 33% are graduate assistants. Mr. Collins shared the ethnicity of our student employees ranging from 64% white, 21% black, 5% Asian and 2% Hispanic. The majority of our student employee workforce is upperclassmen or graduate students - 11% freshmen, 15% sophomores, 15% juniors, 22% seniors and 37% graduate students. During the 2006-07 fiscal year, students working on campus earned a total of $12,741,563 with graduate assistantships paying out the majority of that amount at $8,585,325. It is important to note the recycling of university funds – students earn money for on-campus employment and return it to UNCG through tuition payment and/or meal plans and to the community by frequenting local businesses thereby supporting the local economy. The federal Job Location and Development (JLD) program expands off-campus job opportunities for students who are enrolled in eligible institutions of higher education and who want jobs regardless of financial need. In 2006-2007 a total of over 248 students were hired by 71 employers with earnings totaling $1,019,822.

Mr. Collins referred to a statement from a major study on the impact of on-campus student employment: “…a part-time job on campus has a net positive impact on year-to-year persistence, bachelor’s degree completion, timely graduation and the probability of enrolling in graduate or professional school.” He then shared a series of statements taken from interviews with undergraduate and graduate students, offices on campus that employ students and employers in the community which substantiated the benefits of student employment. The development of many transferable skills - leadership and management, communication and interpersonal – make student employees attractive to employers looking for new graduates or experienced workers. Students have the
opportunity to set personal and career goals that are so important to the overall college experience. Student employment allows students to be part of the campus and often contributes to the retention of students in general and at UNCG. The Federal Work Study Community Service program was set up for all students who receive a Federal Work Study award as a part of their financial aid to have the opportunity to earn their award by working with a non-profit organization in the community. As of last year, we were working with 15 different non-profit agencies and 34 students from the FWS program participated. Employing offices on campus learn from the student employees by helping staff see the connection between student development, classroom learning and practical experiences.

Student Employee Appreciation takes place the second week in April each year culminating with an awards ceremony recognizing the undergraduate and graduate student employees of the year. Approximately 40 nominations are made each year by the supervisors.

Job Fairs are a way of connecting students with potential employers and the most recent one attracted 700 students and 40 employers for on and off campus jobs. The new Spartan Careers website allows on-campus and off-campus employers to post part-time and full-time jobs as well as internships or opportunities for experiential learning.

The Student Employment Office offers training and assistance throughout the year for supervisors as well as for students to help them become better employees and to relate that experience to future employment. All the hands-on experience and experiential learning that students take part in through employment not only helps them earn money and develop skills in college, it better prepares them for life after college where they will hopefully use the knowledge they learned in and out of the classroom at UNCG each day.

Ms. Ferree thanked Mr. Collins for his informative presentation and thanked Chancellor Sullivan for having the foresight to appropriate the funds to establish the Student Employment Office. Chancellor Sullivan commented that this is one illustration of our commitment to Students First. The advantages that students now get from a central location for support and training as well as the money the University pays to students that is circulated through the University and the community is not insignificant. Her office hires student employees each year and through that relationship they learn what the students are thinking, how happy they are, and if the students are building valuable skills with a strong work ethic.

With no further business to come before the Committee, the meeting was adjourned at 12:30 p.m.