

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Kassy Fisher, Asst VP for Admin and COS, Finance & Administration Ryan McBride, Policy Coordinator, Human Resources
Policy Title & Policy :	Student Employment Philosophy
Submitted on Behalf Of:	Jamie Moffitt, VPFA & CFO
Responsible Executive Officer:	Vice President for Finance and Administration
Current Policy # (if applicable):	UO Policy 03.05.02

SELECT ONE: New Policy Revision Repeal

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Missy Matella

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

UO Policy 03.05.02, Student Employment Philosophy, created in 1985 highlights the value of student employment as a training opportunity and financial support.

<http://policies.uoregon.edu/policy/by/1/0305-employment/student-employment-philosophy>

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

[Click here to enter text.](#)

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

This policy does not meet the definition of a policy (i.e., it does not establish a right, requirement or responsibility, nor is it something that must be implemented to ensure compliance with state or federal law, nor is it necessary to enhance the University's mission, to ensure institutional consistency and operational efficiency, or to mitigate institutional risks). Furthermore, the university does not have an employment philosophy for other types of employees.

AFFECTED PARTIES

Who is impacted by this change, and how?

No one, including student employees, prospective student employees, and units that employ students will be affected by the removal of this policy.

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.))

Name	Office	Date
Director	Office of Student Financial Aid and Scholarships	January 2017
VPFA/CFO	Office of the VPFA	January 2017
Staff	Office of the General Counsel	January 2017
Staff	Human Resources	

POLICY TEXT:

Reason for Policy:

To provide an institutional statement of the philosophy on which policies and practices of student employment at the University of Oregon are based.

Policy Statement:

The policy of employment of students by the University of Oregon is based on a philosophy which seeks to address and balance two equally important objectives: that of providing valuable work experience for qualifying students (those who meet stated enrollment criteria) through the performance of necessary jobs on campus, and the provision of financial assistance to students to help fund their academic studies. The former objective gives to students who might not otherwise have had the chance, the opportunity for practical experience performing work important to the University. This work provides students with experience and skills attractive to future employers as a complement to their academic credentials. As a form of financial assistance, student employment provides on-campus work responsive to the student employment.

The University administration acknowledges the importance of financial assistance in making higher education available to persons of limited means. However, the student's financial need should not override the student's relative merit and qualifications when departments make hiring decisions.

In the implementation of the University's student employment policy, no student may be discriminated against on the basis of race, color, religion, sex, age, handicap, national origin, marital or veteran status, or any other extraneous considerations not directly and substantially related to effective performance, including sexual orientation, in securing or maintaining student employment.