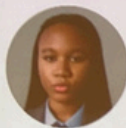


Student Panel & Discussion

Raj Chinni
Business Analytics
T. Bauer College of
Business



Andrea Howz
Psychology
College of Liberal
Social Sciences

Sarah Khan
Journalism
Jack J. Valenti School of
Communication



Nataly Vasqu
Political Scier
College of Liberal
Sciences



Base Request- Office of
Student Employment



UNIVERSITY CAREER SERVICES

FY 25-26



Base Augmentation Request FY26

University Career Services aims to support on campus and off campus student employment by establishing an Office of Student Employment within University Career Services to enhance Student Success.

Currently, University Career Services (UCS) manages college work-study opportunities, requiring these positions to be posted on Cougar Pathway. UCS collaborates with the Office of Financial Aid and Human Resources to place students in work-study positions. However, non-college work-study positions are not consistently posted on Cougar Pathway, leading to an uneven experience for students seeking part-time campus employment. As a result, students may miss out on valuable on-campus job opportunities, especially if they are not eligible for college work-study, thereby limiting their access to professional development through employment.

Impact on Student Success

The creation of an Office of Student Employment within UCS would centralize and streamline the hiring process for all student employment, ensuring greater accessibility and visibility of job opportunities. This would directly benefit students by:

- **Increased Access to Campus Employment:** By requiring all student employment positions—work-study and non-work-study—to be posted on Cougar Pathway, students will have a consistent and reliable resource to find on-campus jobs, improving access to employment opportunities for all students, not just those eligible for work-study.
- **Enhanced Career Readiness:** Connecting student employment with UCS's career development resources ensures that students not only secure jobs but also engage in career-building experiences. Through student employment, they can develop transferable skills, such as communication, leadership, and time management, which are crucial for long-term career success.
- **Consistency and Improved Support:** Currently, departments are not required to use Cougar Pathway for non-college work-study roles, such as Graduate Assistants or Instructional Assistants. By centralizing these postings, UCS can offer a consistent support system for both students and departments, providing historical data, tracking employment trends, and supporting efforts to reduce job attrition through strategic interventions.
- **Program Expansion and Experiential Learning**
Establishing this office would also expand programming for experiential learning through employment, internships, and community service opportunities. As noted in the UCS external review, the JobCITE program, inspired by CITE and the Iowa GROW model, is poised to play a significant role in expanding high-impact, career-building applied learning experiences. By reflecting on the connections between academics and work, students can deepen their understanding of how their employment contributes to both their academic and professional growth.
- **Building Campus Capacity**
In addition to benefiting students, an Office of Student Employment would strengthen the university's capacity to support career development by providing training for faculty and staff in student supervision, career development, and experiential education. By improving faculty and staff engagement in these areas, the office would ensure that student employment remains a cornerstone of applied learning, supporting retention and academic success.

- **Data-Driven Insights and Accountability**

Finally, the Office of Student Employment would provide valuable data on student employment trends and career-related experiences. This data would inform decisions that enhance student success, ensuring that employment opportunities align with student career goals and offering insight into how employment influences retention and graduation outcomes.

By centralizing and expanding the resources available to student employees, creating an Office of Student Employment within UCS would significantly contribute to the overall student success strategy at UH, fostering greater access to opportunities, career readiness, and retention.

Recommendations from 2022 External Review:

Here are brief comments addressing the external reviewers' suggestions to support the creation of the Office of Student Employment:

UCS leadership in career readiness: The external reviewer's comment highlights UCS's established leadership in campus-wide career readiness initiatives. This reinforces the need for a centralized Office of Student Employment, which would further UCS's mission by scaling student support systems beyond individual student needs. The office would provide a structured framework to align student employment with broader career development goals.

Connecting Scarlet Seals program to student employment: Tying the Scarlet Seals program, within the Center for Student Involvement, to student employment would create a clear path for recognizing and validating the skills and competencies that students gain through on-campus employment. This connection not only elevates the program but also enhances the student employee experience by providing formal recognition of their professional growth.

Join IowaGROW®: Utilizing IowaGROW®'s reflection framework would offer valuable tools for engaging student employees in reflective learning, helping them connect their work experiences to academic and career goals. Partnering with IowaGROW® would enrich the development of the Office of Student Employment by providing tested resources that align well with UCS's student-centered mission.

Credentials and competencies for student employees: Expanding the Scarlet Seals program to include student employment provides an opportunity to recognize student employees for their on-the-job learning, in addition to their student engagement on campus. By formalizing these competencies through a credentialing system, the Office of Student Employment can help students better articulate their transferable skills to future employers.

Additional Support

The UH Student Government Association (SGA) 2024-2025 administration has expressed strong support for the creation of a Student Employment Office. SGA leadership recognizes the benefits of streamlining the recruiting process and enhancing access to campus jobs for students. After learning about UCS's proposal to establish this office, the current administration fully endorses the initiative, emphasizing its potential to improve the student employment experience and support students in securing valuable on-campus work opportunities.

Support Needed to support Office of Student Employment

Hire Program Manager to lead the efforts of establishing an Office of Student Employment within Career Services which will also include having its own landing webpage. These efforts would also be supported by

the current Employer Relations and Development (EDR) team and a Graduate Student. The EDR team currently handles CWS and some NCWS student employment.

Benchmark data

Among the Big 12 schools:

2 have an Office of Student Employment within Student Affairs (SA) or Enrollment Services (ES).

5 have career services overseeing student employment.

1 have human resources overseeing student employment.

2 have Financial Aid overseeing student employment.

2 have student employment overseen jointly by career services, human resources, and Financial Aid.

External reviewers also mentioned Texas A&M University and Stoney Brook as schools with Office of Student Employment offices.

FY2026 Base Augmentation Requests.

UCS Base requests	Amount	Reason
Base Augmentation	\$ 106,089	Hire full time staff and GA annual salary (includes: salary \$60+ fringe + and GA salary+ 6 admin)
	\$ 106,089	
Total	\$ 106,089	

Thank you for your consideration,

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