

MASEA Monitor

Midwest Association of Student Employment Administrators

President's Points

By: **Tim Putzier**
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Hello everyone.

First, a minor disclaimer, the following views are my views alone and do not reflect the University or State for which I work.

On to my first letter as your new president. I have writers block, great!

I will start with a confession. I know I have some big shoes to fill, namely Past President Barb Fahnhorst, and, before her, David Reseigh. However, I know they, along with the current and past MASEA board members, are willing and able to support me in making my tenure as your President a successful one. This brings up the question: What makes a MASEA Presidency successful ?

I would define a successful presidency as providing good leadership and stewardship; assisting with organizing and holding the annual conferences; sharing new and interesting student employment information; and most of all, being a good listener, to you, the constituency of MASEA. I would love to hear from all of you. What are your thoughts and concerns regarding our profession? How you would define a "successful" MASEA Presidency? You will find my email address at the top of this column, next to my name. Please do not hesitate to use it. I would like to be very clear about one of the most critical factors in any success I hope to achieve: The MASEA board. I have been amazed at how effective and dedicated our

board is. Any success I have is made possible only by their individual contributions in their respective roles on the board. Working with the past and current board has been the most rewarding and refreshing work I have done the past few years. Why? Simple, because they genuinely care. They care about meeting the expectations and requirements of their positions, as well as the profession we have all chosen. At times, at least at a major research university, working in student employment does not always feel highly valued. However, when working with the MASEA board members, I'm working with people who genuinely care and appreciate the what, how, and why of what we do. The Board is a group of people brought together by a professional calling who are committed to helping not only each other, but you, the members of MASEA. We believe that by helping each other, we help better serve our campuses and students. These above mentioned factors, I believe, help define a successful presidency.

I would very much like to hear your definition of success for my tenure as your President. Go ahead, be blunt, I can take it! I do look forward to serving you, and, hopefully, meeting if not exceeding your expectations.

Speaking of meeting, see you all at the Cincinnati conference? Don't miss this conference! It looks as though it will be a terrific NSEA/MASEA collaboration.

Hope to meet you there!

Official Newsletter
of MASEA

Fall 2010

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www.masea.org

Register Now for the....



October 18-21
Cincinnati, Ohio

NSEA 
"Flying Into a New Decade"

Co-hosted with the Midwest Association of
Student Employment Administrators (MASEA)

www.nsea.info

**Early Bird Registration Due by
September 23rd**

Register on the NSEA website at:

<http://www.nsea.info/>

Student Employment Essentials Training

October 17 & 18

Before the conference gets underway

For more information visit the NSEA website.

Conference Sessions

- "An Offer You Can't Refuse"
- CSU Student Employee Know How Program
- Evaluations, Assessment and a Work Transcript
- ABCs of Federal Work Study
- Don't Wait Until Pigs Fly to Understand the Basics of Employing
- Diversity Trends and Current Issues
- Get LinkedIn To Professional Networking And Job Searching
- Skill Development Through Campus Employment: Helping Students Make Meaning of Their Experience
- Benefits of an Integrated Web Based Automated Time Entry/Scheduling System (TRACY)
- Marketing: Approaches, Targets and Methods
- Best of SASEA: Student Development: Taking Student Employment to a New Level
- Cultural Diversity and Poverty as Related to Student Success
- The Basics of Job Location and Development
- "Check Your SOD/dA Before You Take Flight"
- Spending Work Study – A Financial Primer
- It's About Respect: Recognizing Harassment in a Diverse Workplace
- How to Train Student Employees to Shine in Campus Jobs and Beyond
- Dynamics of Problem Solving- What Don't They Get
- Federal Update – Dept. of Education
- Student Employment Week: Recognizing and Awarding Student Employees
- Working Relationships – Can't Live With Them, Can't Live Without Them

Announcing the 2010-11 MASEA Board...

President:

Tim Putzier
University of Wisconsin-Madison (WI)

Past President:

Barb Fahnhorst
College of Saint Benedict/Saint John's University
(MN)

President Elect:

Susan Alexander
Case Western Reserve University (OH)

Vice President for Membership:

Michelle Cornell
Illinois State University (IL)

Vice President for Professional Development:

Judy Brown
Xavier University (OH)

Treasurer:

Debra Scriptor
Spring Arbor University (MI)

Secretary:

Angie Mareck
College of Saint Benedict/Saint John's University
(MN)

MASEA Constitution Change

By: Barb Fahnhorst

Over the past few years, MASEA boards have desired to propose amendments to the MASEA Constitution. In one case, a proposed amendment failed because the required two thirds of members did not vote (almost everyone who voted was in favor of the change).

In the past year, we had 3 votes that went to the membership and in all cases, we did not have two thirds of the membership participating in the vote. We had approximately 150 members last year when the votes were taken.

- Membership dues increase – 77 votes (51%)
- Election of officers – 92 (61%)
- 501C3 – 45 (30%)

The MASEA board is proposing to make the following amendment to the constitution to make it easier in the future to make changes to the MASEA Constitution.

Currently, Article XIV: Amendments, #2, reads:

- This Constitution may be amended by the approval of two thirds of the **voting membership**.

The board is proposing that Article XIV: Amendments, #2, be changed to:

- This Constitution may be amended by the approval of two thirds of the **membership responding to the call for vote**.

Currently, we have 102 members – we will need at least 69 members to be in favor of the amendment to pass. PLEASE vote when you receive the call for the vote in the next couple of weeks.

Thank you!

Student Employment Office Transition at The University of Akron

By: Anna Bahvala

In some institutions of higher education student employment is a stand alone office. More often than not, it is a part of a larger department on campus, such as human resources, financial aid, payroll, career services, etc. Without doubt, this affiliation influences the direction student employment takes on campus.

For students, on-campus employment provides a money earning opportunity that helps them pay tuition and other costs associated with college expenses. These opportunities drastically increase retention. However, student employment offers much more than additional income. The experience assists students in developing a strong work ethic, effective time-management skills, and demonstrates to an employer they are capable of handling responsibility while attending college. Working on campus gives students an excellent opportunity to develop many transferable skills that are desirable by employers, and thus, the experience serves as a great resume builder. It is the synergy between the skill building that comes with an on-campus job and targeted career preparation that led to the decision to merge the Student Employment and Career Services programs at The University of Akron. In Fall 2009, Student Employment was effectively transitioned from the Office of Financial Aid into the Career Center.

This transition has had a positive impact on campus. It gave the office an opportunity to bring students into the Center earlier in their academic career. Throughout the summer many new incoming freshmen visited the office to inquire about on-campus employment. During this time students also learned about additional services and programs available through the office to help them with their career planning. The transition has also provided students with a “one-stop shop” for all their employment needs, from resume building to searching for a

part-time on-campus position, or to seeking a full-time job. Overall, the office has seen an increase in student traffic both in-person and on the website.

Being a part of the Career Center has also helped increase the number of off-campus part-time positions offered to students. Since recent budget cuts, the number of on-campus jobs has decreased. The Career Center works with local and regional businesses to educate them about the benefits of hiring a part-time student and how to post their part-time openings online. As a result, the Career Center helped in developing numerous part-time off campus positions to provide an alternative for students in need of employment.

Furthermore, this transition allowed the Center to educate The University of Akron student supervisors on the use of a developmental approach to student employment — teaching transferable skills, giving meaningful assignments, providing regular feedback, and serving as mentors. The Career Center has conducted several training sessions for on-campus supervisors on the basics of student selection (interviewing), training, supervision, evaluation and handling conflict. As a new initiative on campus, all of the supervisors were strongly encouraged to conduct a performance evaluation of their student employees every 6 months. Also, a resume is a requirement to apply for a job on campus. The Center educates students both in person and via web tools on how to develop a professional resume and job application.

In summary, this transition has been very beneficial and highly productive for The University of Akron. It allowed the re-defining of both the direction of student employment and its impact on both students and supervisors. Based on this experience it is highly recommend that a Student Employment office develop a close working relationship with the Career Center. This type of relationship and collaboration spells success for all partners involved.

Newsletter contributions are always welcome! Send your articles and ideas to Angie Mareck (amareck@csbsju.edu).



Mark Your Calendar for the ...

2011 MASEA Conference

June 21 - 24

Des Moines, Iowa

Student Employment Essentials Training

June 20 & 21



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Midwest Association of Student Employment Administrators Mission

- To improve the professional services of those administrators and counselors who assist post-secondary students in securing employment.
- To inform members of trends in employment.
- To exchange ideas relative to the administration of student employment services.
- To serve effectively the interests and needs of students who desire employment to finance their education.
- To facilitate communications between educational institutions and employers of students.
- To encourage and promote educational programs which provide an opportunity for development of the individual student through an employment experience.