



Bill Number:	F-22-03	Sponsored By:	Larbi Al Moutaa
Introduced On:	11-10-22		
Voted On:	11-17-22		
Result:	Passed		
Vote Count:	18-0-1		

A BILL TO: Restructure the GVSU Student Wages Budget and Chart

Recognizing, that many GVSU student employees are receiving wages that are below local market wage averages, with some students being compensated at a thirty-three (33) percent lower hourly wages than their off-campus counterparts¹; and

Recognizing, that according to the Grand Valley State University Human Resources department, “Market data is provided annually to each appointing officer from Human Resources”²; and

Recognizing, that the faculty wages budget receives a wage increase from a labor market analysis that is conducted annually³; and

Whereas, the Student Senate believes that a similar initiative should be applied to student specific positions to promote ethical compensation practices; and

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<https://lanthorn.com/91395/news/gv-students-reflect-on-on-campus-employment-following-forbes-recognition/>

² <https://www.gvsu.edu/hro/compensation-information-121.htm#SettingSalaries>

³ Sanial, Greg, Vice President for Finance. Student Senate General Assembly Minutes, 22 Sep. 2022.

Recognizing, that the most common hourly compensation offered to students on campus is \$10.62⁴; and

Recognizing, that the most common hourly rate of \$10.62 for the maximum amount of time allowed (25 hours per week) as a full-time student would constitute a monthly income of \$876.00 after deducting taxes⁵; and

Recognizing, that the estimated cost of housing and dining, as assessed by the GVSU Financial Aid Office is \$10,140 for two semesters, averaging out to \$1,127 dollars a month⁶; and

Whereas, with the current compensation model, wages do not effectively fund the high cost of living expenses demonstrated through these statistics; and

Recognizing, that the same number of hours that a student would need to work at the Michigan minimum wage in 1968⁷ to cover the costs of GVSU's tuition and fees⁸ would now cover forty-three (43) percent of these charges⁹ with the current GVSU minimum wage¹⁰, which demonstrates a rise in costs, as well as overall inflation; and

Whereas, the Student Senate believes that working towards allocating proper compensation to student-filled positions based on local market value would increase educational equity on campus, a Reach Higher 2025 commitment¹¹; and

Recognizing, that students without adequate personal transportation are limited to on-campus student employment due to their limited scope of transportation; and

⁴ Johnson, Katelyn, Assistant Director of Student Employment. Interview. Conducted by Senator Bates, 14 Sep. 2022.

⁵ <https://smartasset.com/taxes/michigan-paycheck-calculator#Ox612ATebS>

⁶ <https://www.gvsu.edu/catalog/navigation/costs-and-financial-aid.htm>

⁷ <https://fred.stlouisfed.org/series/STTMINWGM>

⁸ <https://scholarworks.gvsu.edu/cgi/viewcontent.cgi?article=1001&context=reports>

⁹ <https://www.gvsu.edu/studentaccounts/tuition-56.htm>

¹⁰ <https://www.gvsu.edu/studentjobs/on-campus-wage-rates-32.htm>

¹¹ <https://www.gvsu.edu/reachhigher2025/commitments-33.htm>

Recognizing, that international students are legally bound to work on campus therefore they cannot seek the competitive wages offered off campus¹²; and

Whereas, the Student Senate believes that offering wages that are aligned with the local market value for similar or comparable positions would help GVSU offer equality of opportunity for students that are unable to seek competitive employment off campus due to transportation or legal barriers; and

Recognizing, that wage rates linked to the student-filled positions are classified under the University's student wage rate chart¹³; and

Recognizing, that the description of each classification on the student wage rate chart uses broad terms such as “performs moderately difficult tasks” or “high level of related skills”¹⁴; and

Whereas, the Student Senate, on behalf of the student body, believes that the student wage rate chart; by its narrowness, fails to accommodate for the gradient of student-filled positions with their respective responsibilities, as “compensation is not a point, it is a range.”¹⁵; and

Recognizing, that on-campus employers “have to follow the guidelines and pay scales that are set for student employees”¹⁶, which leads to employers being limited on how much they can compensate their student employees¹⁷; and

Recognizing, that departments around the university utilize the student wage rate chart to determine their student employment budget for the year, which adds budget restrictions to the employer¹⁸; and

¹²

[https://www.uscis.gov/working-in-the-united-states/students-and-exchange-visitors/students-and-employment#:~:text=F%20students%20may%20not,Curricular%20Practical%20Training%20\(CPT\)](https://www.uscis.gov/working-in-the-united-states/students-and-exchange-visitors/students-and-employment#:~:text=F%20students%20may%20not,Curricular%20Practical%20Training%20(CPT))

¹³ <https://www.gvsu.edu/studentjobs/on-campus-wage-rates-32.htm>

¹⁴ <https://www.gvsu.edu/studentjobs/on-campus-wage-rates-32.htm>

¹⁵ Sanial, Greg, Vice President for Finance. Student Senate General Assembly Minutes, 22 Sep. 2022.

¹⁶ Kramer, Paul, District Manager, Aramark. Interview. Conducted by VP AI Moutaa, 26 Sep. 2022.

¹⁷ Cirefice, Christopher, Assistant Coordinator for the LRC. Interview. Conducted by VP AI Moutaa, 12 Sep. 2022.

¹⁸ Cirefice, Christopher, Assistant Coordinator for the LRC. Interview. Conducted by VP AI Moutaa, 12 Sep. 2022.

Whereas, the Student Senate promotes the view that having a wage rate system that does not consider the diverse nature of student-filled employment can represent a deterrent for departments to establish a fair budget for their student-filled position's expenses; and

Recognizing, that Michigan State University's student wage chart presents a clearly identified description of each student employment position available on its campus, including its responsibilities, expertise levels, and hourly compensation, while allowing flexibility in terms of pay scale with a minimum and a maximum value for hourly wage within each well-defined position level¹⁹; and

Whereas, the Student Senate believes that the Michigan State University student wage chart serves as a model for how a wage chart can be comprehensive of the gradient of each student-filled position and provide flexibility of pay for the employer; and

Recognizing, that the budget allocated for student wages is also often not spent in its totality²⁰; and

Recognizing, that three (3) percent of the 2022-23 General Fund Expenditure Budget is allocated for student wages²¹; and

Recognizing, that eighty (80) percent of the student wages budget was spent in the 2021-2022 academic year²²; and

Whereas, the Student Senate believes that in order to allow the flexibility for employers to pay proper wages to students, it is essential to merge wage budgets to give employers independence from the student wage chart as well as reevaluate the budget that is dedicated to student wages;

¹⁹ <https://hr.msu.edu/ua/hiring/documents/student-job-descriptions.pdf>

²⁰ Hall-Jones, Jenny, Vice-President for Student Affairs. Interview. Conducted by VP AI Moutaa, 03 Oct. 2022.

²¹ <https://www.gvsu.edu/budgets/general-fund-budget-5.htm>

²² Sanial, Greg, CFO. Interview. Conducted by VP AI Moutaa, 13 Oct. 2022.

Therefore, Let it Be Resolved, that the Grand Valley State University Student Senate, acting on behalf of the student body, recommends that the University expands its university departments' respective student wage budget to promote fair compensation; and

Furthermore, Let it Be Resolved, that the Grand Valley State University Student Senate, acting on behalf of the student body, recommends that the University restructures the wage rate classification system, in favor of a more comprehensive and flexible chart; and

Furthermore, Let it Be Resolved, that the Grand Valley State University Student Senate, acting on behalf of the student body, requests that the University conducts a labor market analysis for all student positions, which will serve to adjust student wage rates to be more closely aligned with the local market value; and

Finally, Let it Be Resolved, that the Grand Valley State University Student Senate, acting on behalf of the student body, requests the formation of a task force that includes but is not limited to student representation, representation from the Office of Finance and Administration, representation from the Division of Student Affairs, representation from the Office of Financial Aid, faculty and staff representation, and representation of each of the on-campus auxiliaries, to address the resolutions requested by the Student Senate.