

Charge to Campus Senate
2020-21 Conversation re: Student Employment
August, 2020

Members of Campus Senate,

During the 2020-21 academic year, I ask that the Campus Senate assess the current state of student employment at Kenyon, and to make recommendations for its improvement. In so doing, please consider the following:

1. What are the goals and purposes of student employment? For example, it is to provide financial remuneration, job skills and training, supplement student's education, etc.?
2. What do students value about employment opportunities on campus? What are the things that people find frustrating about student employment at Kenyon?
3. Are there any recommendations on improving the posting of jobs?
4. To what extent should specialized skills, background and training factor into specific jobs on campus? For jobs that also involve campus leadership positions, are there more general expectations that go beyond the responsibilities of their employment?
5. Are the employment needs of work-study students appropriately prioritized in hiring?
6. Are the three student employment tiers appropriately defined? Should they be reconsidered in light of leadership expectations, specialized skills and/or time and experience in the role?
7. Are expectations for student employees and supervisors clear and consistent across campus? If not, are there recommendations to address this?

I hope that these questions (which are not exhaustive) are a helpful starting framework for your discussions, and encourage you to invite other community members to participate in them through meetings, surveys, etc. I look forward to receiving a final report at the conclusion of the fall semester.

Sean M. Decatur
President