

SEAC Meeting Notes - November 30, 2021

- Introduction of new and returning members
- October Meeting minutes were approved
- Student Employment Updates:
 - Jaelynn shared new updates to the JobX hiring system and interface. JobX is now running on Version 7.0
 - Much of the functionality is the same, but the interface is more modern, including a bigger font. Makes it easier to navigate, with less clutter.
 - Updated Applicant Screen-students can apply for several positions at once. This is especially helpful for first year students who might need to apply to multiple positions before securing one.
 - Hire Offer Acceptance Email. This is something Macalester already did, but it's important for compliance with state law, so it's great that we have this protocol.
 - Supervisors can now see hire offers if they are pending. As a result, supervisors can easily resend the offer or cancel it.
 - A reminder that it's important to communicate with every applicant that applies for a position. This new JobX interface makes it easy to do by allowing you to send custom or bulk emails.
 - If you need to know if the student has a work study award, check the student's record, below the additional information section.
 - Catherine asked the question about interviewing incoming first-years. Is interviewing required? From a policy-standard, there is not a requirement that you interview before you hire. First years receive their credentials in mid-May and the goal is to have a job secured on campus by the end of June. Several other members shared their strategy and practices for interviewing first years.
 - [Mac-Focused Committee](#) update from Jaelynn
 - Group is examining the budget and position allocation process, obtaining information from a supervisor survey, and looking at best practices.
 - Budget allocation: For the 2021-22 academic year, 1506 students work in student employment positions. 1242 have student employment awards. 67% of Mac students work on campus.

- How is the wage increase affecting slots/numbers of available hours per student for on-campus jobs? There was a long discussion of the 3 options (increase the student employment budget, decrease the number of hours each student works on campus, consider decreasing the number of positions on campus) and the layered challenges with each. Ideally it wouldn't be just one of these options, but a combination of these scenarios. There is a lot of concern for student financial security as well as the college's needs for work/student employment.
 - Student committee members suggested that working 8-10 hours per week was ideal, but not always the reality.
 - Because this is such a robust and nuanced discussion, we will need to continue to discuss this in the future.
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- Task Force Updates, originally on the agenda, were tabled for the next meeting.