

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION:6  
DATE:  
April 20,  
2023

**RECOMMENDATION**

**STUDENT AFFAIRS COMMITTEE**

**ACTION REQUESTED**

It is recommended that the Student Affairs Committee Agenda for April 20, 2023 and the Minutes of February 16, 2023 be received and placed on file.

**STAFF SUMMARY**

The April 20, 2023 agenda includes a Student Government Update, and The On-Campus Student Employment presentation.

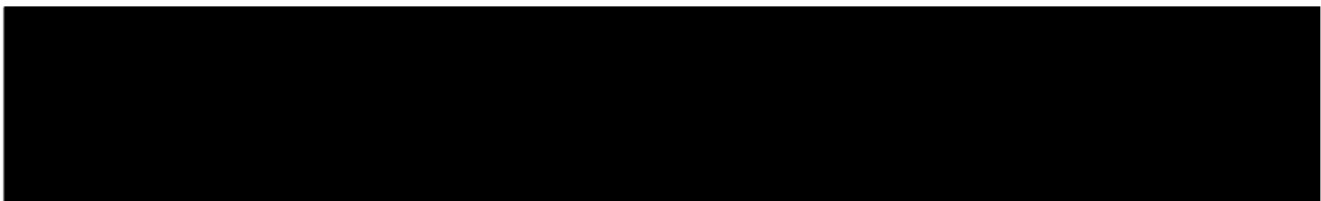
In addition, several announcements will be made.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.



# EASTERN MICHIGAN UNIVERSITY

## **Board of Regents** **Student Affairs Committee**

April 20, 2023

10:00 - 10:45 AM 201 Welch

### AGENDA

- (10:00 AM) Section 6      Agenda and Minutes (*Regent Ford*)
- (10:05 AM) Presentation: Student Government Update (*Auryon Azar & Cedrick Charles*)
- (10:15 AM) Presentation: On-Campus Student Employment (*Ellen Gold, Calvin McFarland, Doris Fields, Jeanette Zalba & student presenters*)
- (10:40 AM) Announcements

Eastern Michigan University  
Board of Regents  
**Student Affairs Committee**  
**201 Welch**  
Minutes of February 16, 2023

**MEMBERS PRESENT**

Regents: Nathan Ford, Chad Newton, Alexander Simpson

Administration: Ellen Gold, Lucas Langdon

**GUESTS**

Administration: Adrienna Bartnicki, Meg Castro, Zoe Dorsey, Chris Finch, Don Gillette, Esther Gunel, Julia Heck, Justin Jett, Beth Kahl, Lisa Lauterbach, Kevin Lawson, Calvin McFarland, President James Smith, Cathy Steiner, Jeanette Zalba. In addition, seven other people attended the meeting but were not signed in.

Students: Najd Al Jarba, Cedrick Charles, Rylee Clairday, Madison Hannapel, Matthew Lansdale, Eva Long, Patricia Lasutschinkow, Chotika Pitaktouyhan, Je'Naiya Tims

Dean Ellen Gold opened the meeting at 9:30 a.m. Regent Ford thanked Regent Chad Newton and Regent Alexander Simpson for participating in the meeting. The minutes from December 8, 2022 and the agenda for the meeting were approved.

Lucas Langdon, Director of Campus Life, stated that there were three officers from the new House of Representatives attending the meeting. Rylee Clairday, Matthew Lansdale and Je'Naiya Tims introduced themselves.

**Student Government Update**

Student Body Vice President Cedrick Charles and Eva Long shared some updates related to Student Government initiatives. The 14 Student Government senators have created two informal groups to focus on student organization and outreach, and resource awareness and student engagement. An additional \$10,000 has been donated to the Textbook Affordability Initiative, a Multicultural Fest is planned, a Mental Health Awareness week is scheduled for February 20-24, 2023, and Student Government elections will be held on March 29-30, 2023. The positions of president, vice-president and 14 senators must be filled.

**EMU Children's Institute – Collaborations: From the Youngest Child to the Adult Student**

Chris Finch, Director of the Children's Institute, introduced the presentation. The Children's Institute began in 1990 when the EMU Child Development Lab and the EMU Child Care Center were combined. The mission of the Children's Institute is to provide a high-quality early childhood education program for children, as well as provide a high-quality education opportunity for EMU students. The Children's Institute has six classrooms, and serves children 18 months to six years of age. They are licensed for 120 children, and provide early childhood services to an average of 165 families annually. The Children's Institute employs 48 students, four graduate assistants, and one children and family intern.

Zoe Dorsey, a current full-time teacher at the Children's Institute, began taking classes at Eastern Michigan University in 2017. She became a student employee at the Children's Institute in 2019, did her early childhood education practicum at the Children's Institute, graduated in December 2022, and was hired as a teacher upon graduation.

The Children's Institute collaborates with many community organizations and agencies, including the Ypsilanti District Library Bookmobile, Huron Valley Ambulance, Howell Nature Center, and the Foster Grandparent Program. Campus collaborations include the Department of Public Safety, Chartwell's Dining Services, the Athletic Department, Swoops Food Pantry, Greek Life, the Psychology Clinic, and the Physical Plant. There are also many academic collaborations, including Nursing, Occupational Therapy, Teacher and Special Education, Drama/Theatre, Music, Physician Assistant Program, Chemistry, Psychology and Dance.

The Flights of Imagination program is offered for 8-10 weeks during the summer. It takes place in the Fletcher Building, which houses the Children's Institute, and is funded by parent tuition and grants.

Dr. Heather Shouldice recorded a video that was shared during the presentation. She stressed the wonderful collaboration between the Children's Institute and the Music and Dance Department. Students from her classroom enjoy their interaction with the children, and gain important experience from this opportunity to work with young children.

Patricia Lasutschinkow is a doctoral student in the psychology program and chose EMU because of the opportunity to work in the Children's Institute. The clinical experience gained by this collaboration is very valuable, and connects her to individuals in the community who have need of this service. Parents trust the Children's Institute, and this enables them to reach some students they may not otherwise be able to connect with. Clinicians work with parents and the teachers in the Children's Institute.

Madison Hannapel, a master's student in Psychology, spent a few minutes talking about the unique opportunity that working with the children provides. While working with students, she can gain insight from home and school, and then provide care to parents and teachers. She is in the second year of her program, and stated that often students at this level don't receive the opportunity for this kind of experience.

Professor Adrienna Bartnicki, shared details about the Occupational Therapy collaboration with the Children's Institute. In fall 2022, 26 occupational therapy students spent time at the Children's Institute on Tuesdays and Wednesdays. This opportunity is a very important part of their education. They worked in pairs with a leader, documented progress and plans for each individual child, and provided reports to parents and teachers. A digital resource library has been created at the Children's Institute. Professor Bartnicki appreciates this opportunity to collaborate with the Children's Institute.

Regent Newton asked if the Children's Institute is a 501C3. Chris replied that it is not, so any funding opportunity that requires this status must go through the Foundation. Regent Newton stated that he would love to tour the Children's Institute.

Regent Ford asked about the current capacity of the Children's Institute. Beth Kahl replied that they currently have 118FTE enrolled. Dean Gold added that the Children's Institute accommodates EMU students who enroll their children part-time while they are in classes. Regent Ford asked Chris to share details about the planned expansion. Chris replied that they hope to add a toddler and young pre-school classroom.

There is currently a waiting list for the toddler classroom. There is grant funding available for before and after school care.

Regent Ford enthusiastically stated that the work and collaborations of the Children's Institute are amazing. He encouraged the team to think big, and then think bigger. He stated that they are doing holy work.

Dean Gold asked Chris how many teachers at the Children's Institute are EMU grads. Chris replied that of the thirteen professional staff, seven of them are EMU grads. The parents of some of the children enrolled at the Children's Institute attended the Children's Institute. Some of the student employees were also enrolled as children.

Regent Ford thanked all who attended the meeting.

The meeting adjourned at 10:18 a.m.

Respectfully submitted,

Michele Rich  
Student Affairs Committee Recording Secretary



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# **EMU Student Government Presentation 4-20-23**

Student Body President *Auryon Azar*  
Student Body Vice President *Cedrick Charles*

# End of Year Accomplishments

- Extended New York Times Partnership for three years
- Covered the cost of hundreds of AAATA Bus Passes for EMU Students
- Provided another \$10,000 to the Textbook Affordability Initiative
- Mental Health Week
- Multicultural Fest!
- Donated \$5,000 to SWOOPS Food Pantry and matched another \$5,000 for Giving TrueDay
- Gave \$1,000 to the Women of Color and Feminism Leadership Symposium
- Allocated \$37,700 to Student Organizations

# Guest Speakers

- Kevin Williams, Director of Diversity, Equity, and Inclusion Programming
- Dr. Calvin McFarland, Assistant Vice President of Academic Services
- April Calkovsky, Senior Career Coach
- Chief Matthew Lige, Director of Public Safety and Chief of Police



# Elections

- Online voting opened on Wednesday, March 29 at 8am and closed on Thursday, March 30 at 8pm. Students received information via email about how to vote online.
- And the new Student Body President and Vice President are...



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# Student Employment @ EMU

# Importance and Impact of Student Employment Opportunities

- Improves persistence and degree progression
  - Building social capital
  - Envisioning opportunities for their future
- Fosters a sense of belonging
  - Improves ability to navigate
  - Increases opportunity to find mentors

Support for Working Students: Understanding the Impacts of Employment on Students' Lives.  
Rebecca Summer, Megan McCoy, Isabelle Trujillo, and Esperanza Rodriguez. *Journal of College Student Retention: Research, Theory & Practice* January, 2023

# Student Employees on Campus: 2071

- 15% of all enrolled students are employed on campus
  - Good representation of our EMU student body
- High volume student employment areas:
  - Housing & Residence Life, Rec/IM, Children's Institute, DPS, Admissions, Holman Success Center and Engage
- Campus Partner employment areas
  - Food service with Chartwells, LAZ parking
    - Even though they are not on EMU payroll, the students often consider themselves "working on campus"

# Where Students Work

- Campus tour guides
- Childcare provider
- Clerical assistants
- Front desk reception
- SEEUS and HES
- Tutors
- Grounds crew
- Lab research
- Orientation Group Leader
- Lifeguard
- Fitness instructor
- Marketing/graphic design

# First-Generation College Students and Employment

- 67 percent of First-Generation College students have a part-time job, internship or work-study position while in college.
- First-Generation College students work almost twice as many hours per week than their continuing-generation peers
  - (20 hours vs. 12 hours)

The First Generation & Student Employment Project: National Student Employment Association (NSEA) Inclusive Excellence Project with Dr. Matt Newlin  
<https://www.nsea.info/assets/docs/First%20Gen%20Resources%20and%20Best%20Practices9.pdf>

# First-Generation College Students and Employment

Employment provides students with :

- Career preparation skills
- Build social capital through the development of strong networks of support and professional connections (alumni, faculty, staff, students)
- Enhances the college experience (e.g. encourages students to pursue courses that exemplify high impact practices such as research and internships)
- Decreases confusion many First-Generation College students encounter in navigating academia



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# The On-Campus Student Employment Experience



# Who are Campus Student Employees?

- Data presented represents 550+ students surveyed in six areas that employ a large number of students
  - Campus Life
  - Children's Institute
  - EDining
  - Housing
  - Rec/IM
  - Student Center



# Profile

- 2.99 Undergraduate Student Average GPA for Fall 2022
- 3.43 Student Employees Average GPA for Fall 2022
- 1 in 6 Who responded have 2 or more on-campus jobs
- 1 in 6 Have another job off campus
- Average hours per week on-campus
  - 1-10 hours 49 or 23%
  - 11-15 hours 66 or 31%
  - 16-20 hours 62 or 29%
  - 20-29 hours 34 or 16%



# Student Employee Survey

548 Students surveyed

214 Respondents (39% return rate)



## Why do you work on campus?

- **80.8%** Flexibility—able to work around class schedule
- **78.4%** Convenience—location
- **38%** Opportunity to gain specific skills
- **36.2%** Opportunity to connect with campus resources
- **34.3%** Feel more connected with the campus

# What skills have you gained?

- **79%** Learn to work effectively with individuals with a variety of backgrounds, experiences, and cultures.
- **78%** Improve my verbal communication skills.
- **78%** Better understand what it means to be responsible in the workplace.
- **76%** Learn to work with a team.
- **76%** Use critical thinking skills to solve problems.
- **72%** Gain leadership skills.
- **70%** Develop conflict negotiation skills.





# What are the campus outcomes?

- **86%** Develop relationships with other students.
- **79%** Develop relationships with staff.
- **76%** Network on campus with other students, faculty, and staff.
- **65%** Find resources at EMU.
- **61%** Feel a sense of belonging at EMU.



# Video

# More than just the numbers...

- *It helped me know about a lot of **resources available** to students on campus and be able to **share those resources** with people who need them.*
- *My work as a student employee has helped me immensely on **getting involved in activities** held by different organizations on campus, which has made me become more social and made me come out of my shell.*
- *I am able to **make money** to make it to and from school and that **work around my school schedule***
- *Has helped develop a **sense of leadership** and has shown the strong skills that I have acquired. It gave hope for potential occupations while giving **connections** to make that happen.*

- *I learned to be **open-minded** when working with others.*
- *Has allowed me to **find a community** on campus that I've been able to spend time with outside of work.*
- *This experience has helped me find ways to take what I'm learning in class and apply it to **real-life situations**.*
- *Working on campus just helps me **stay connected** to everything in general, if I didn't work on campus I don't think I'd know as much as I do now about **everything EMU has to offer**.*
- *Working as a campus employee has definitely been one of the **best choices of my college life**...As an International student at EMU, it has contributed a lot to my mental well-being and I was able to **get rid of homesickness**. I also felt more accepted and **now call this place "Home."***



Thank you to the Board of Regents and to all those in attendance today, many of whom are student employees.



Q and A

