



Student Employment Services provides resources to assist students in creating resumes and cover letters, preparing for job interviews, and professionally networking on LinkedIn. We also gladly help students search for on-campus jobs and other part-time and full-time employment opportunities.

EXPECTATIONS FOR STUDENT EMPLOYEES

Congratulations on being hired into a student employee position at Rogue Community College! By accepting this position, you have assumed certain rights and responsibilities for which you will be held accountable. So that you may have a clear understanding of what is expected of you, the following expectations are outlined below.

RCC is compliant with recommendations set forth by the CDC and the Governor of the State of Oregon. At this time, it is essential to pay attention to social distancing, wearing masks, and frequent handwashing. Please be sure to discuss this information with your hiring department.

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| Student Supervisor = Manager | Student Coordinator = Faculty/Classified Staff |
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As a student employee, you have the **RIGHT** to and can expect to:

- Be treated fairly and equitably.
- Receive your work schedule and expectations of the position.
- Be informed of your work performance each term.
- Learn new skills, ask questions, network within the RCC community.
- Build your resume for future employment opportunities.
- Have a chance to appeal student employment eligibility if your GPA drops below the minimum requirement.

As a student employee, your **RESPONSIBILITIES** are to:

Attendance

- Report to work on time, and notify your Student Coordinator ASAP if you must miss work.
- Request permission from your Student Coordinator in advance to schedule time off.
- Contact your Student Coordinator as soon as possible in the case of emergent time off.
- Always maintain your timecard on a daily basis.
- Make up time for excused absences is at the discretion of your Student Coordinator.

Attitude

- Be ready to work diligently; after all, your Student Coordinators count on you for this.
- Act in a professional manner concerning all aspects of your work.
- Show respect to everyone, exhibiting honesty, integrity, accountability, and positivity.
- Respond positively to constructive feedback; your Coordinator wants you to succeed.
- Establish good working relationships with other student employees and your work team.
- Always follow RCC and departmental policies and procedures.
- Remember that your behavior on the job reflects on you, your department, and RCC.

Appearance/Dress

- Dress appropriately for your position; if you have questions, please verify with your Coordinator.
- Represent your employing department and RCC favorably while at work.

Competency

- Always perform your assigned duties to the best of your ability.
- Ask for clarification if you have unclear instructions; this shows initiative!
- Let your Student Coordinator know before leaving for the day if you are unable to complete a task or if you need additional training to complete a task.

Conditions of Employment

- Be enrolled in at least 6 credits maintaining a 2.0/3.0 cumulative GPA; continued student employment is approved on a term-by-term basis.
- Enrollment exceptions:
 - Summer term student employment eligibility, you may be enrolled in less than 6 credits (0-5 credits) **and** enrolled in at least 6 credits for fall term.
 - Work during breaks between terms as long as you are enrolled in the following term.
- Meet with your Coordinator/Supervisor to submit an appeal to Student Employment if your cumulative GPA drops below the minimum requirement.

Confidentiality

- Never release or share confidential information about other students to anyone, as unauthorized release of confidential information is a violation of the Family Rights and Privacy Act (FERPA); confidential information includes: student records (grades), financial information, disciplinary information, social security number, address and phone numbers, or other personal information.
- Never discuss your department issues with anyone outside your department.
- Never remove files or other materials from the workplace; respect the records as if they contained your own personal information.
- Know that a breach of confidentiality or acts of dishonesty may be cause for immediate dismissal.

Customer Service

- **BE KIND!** Who knows what kind of day the person whom you're helping has had?
- Be courteous and smile to anyone internal/external to RCC who approaches; students, faculty, staff, customers, etc. should never feel like you are too busy to assist them.
- Listen carefully to any new or current RCC students who need your help, asking follow-up questions to clearly identify what the student needs.
- Know that your Student Coordinator is available if you need help in a difficult situation.

Equipment/Supplies

- Log into your student employee email; ask if you need assistance!
- Never share log-in information with anyone.
- Use RCC equipment and supplies only for official college business.
- Use department equipment only after receiving instructions, always keeping **SAFETY** in mind.
- Never misuse equipment, supplies, or your access to the RCC Network or employee email.

Smoking

- Smoking is only allowed in designated areas on all campuses.

Work Ethic

- Report for work on time for the days/schedule that you agreed to work.
- Immediately ask your Student Coordinator if you have job-related questions or concerns.
- Always be willing to strengthen your work ethic to contribute more to your team.

Additionally, be aware of Student Employment policies in the following areas:

Breaks

- Depending on your schedule, you may or may not qualify for these breaks:
 - **Rest Periods:** For every scheduled 4 hours of work, you must take a 15-minute break; this is a paid break and does not need to be recorded on your timecard.
 - **Meal Periods (Lunch):** For every scheduled 6 hours or more worked, an unpaid meal period of at least 30 minutes **is required**; this break does need to be recorded on your timecard.
- Check with your Student Coordinator about the frequency and length of breaks that you may take.

Food

- Generally, food is not permitted near computers or in many work settings.

Personal Business

- Extended personal phone calls and visits to the workplace are considered inappropriate.
- Conducting personal business (e.g., paying bills) during work hours is considered inappropriate.

Public Relations

- Again, student employees represent RCC while at work, so listen carefully and respond clearly and politely to other RCC students, employees, and visitors.

Finally, be aware of these procedures and considerations:

Drug-free Workplace

The Drug-free Workplace Act requires employers who contract with, or receive grants from, federal agencies to certify that they will meet certain requirements by providing a drug-free workplace. No employee shall unlawfully manufacture, distribute, process, or use a controlled substance in the workplace. Violations will result in disciplinary action that may include, but is not limited to, suspension or dismissal.

Concerns about Your Position

If you are feeling uneasy about your student employment position, set up an appointment with your Supervisor/Coordinator to seek feedback and discuss your work performance; this may be just what you need to regain your confidence and motivation. Remember, the Student Employment department is ALWAYS available to take any questions that you may have about student employment.

Resigning Your Position

If you will resign from your position due to graduating from RCC, taking term off, or citing personal reasons, please provide your employing department adequate notice (i.e., at least 2 weeks) to plan for your departure and to receive your final paycheck in the appropriate timeline. Providing such notice is the professional thing to do, and your employer will remember how you handled it. Please follow these steps:

- Submit to your Student Coordinator/Supervisor your resignation letter, which should include:
 - A statement of intent that you will be leaving your job.
 - Your position title.
 - The date of your last day on the job.
 - Gratitude to your employer for hiring you.
 - Any other relevant information you wish to include.
- Update your timecard, and inform your Coordinator that all of your work hours have been entered.
- Consider if you want your employer to be a future reference or write a letter of recommendation.
- In addition to providing notice, ensure that your resume has been updated with your newly learned skills! Student Employment will be glad to help you with this.

Timecards and Paychecks

It is your responsibility to update your timecard; we recommend doing this daily!

RCC uses ADP Workforce Now Time and Attendance. Prior to accessing the student timecard, it is necessary to register for ADP Workforce Now. Human Resources will provide you with this information. Your Student Coordinator/Supervisor will review and approve your timecard. Lastly, remember:

- Pay periods are the 21st of a month through the 20th of the following month.
- Payday is the last business day of day of the month.
- Sign up for direct deposit.
- You can make address changes directly in ADP.
- Contact Human Resources, Payroll with any paycheck-related questions.

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