



Student Employment Policy 10.10

Office of Human Resources

Applies to: Student employees, including graduate associates

POLICY

Issued: 10/01/1973

Revised: 01/01/2012

The basis for student employment is to help meet the needs of the university, provide university students with financial support in pursuit of their academic goals, and provide opportunities for academic or administrative job experience. The job duties and responsibilities of student employees vary greatly, and may or may not be related to their field of study. A student employee is defined as an individual who is:

1. Enrolled at the university on a full-time or part-time basis,
2. Appointed to a position designated as student employment, and
3. Associated with the university primarily in the pursuit of an academic degree.

The university maintains a distinction between student appointments and ongoing regular appointments. These distinctions may include but are not limited to nature of work, hours worked, rate of pay, and benefit eligibility.

Graduate associates (GA; graduate administrative associate, graduate research associate, and graduate teaching associate) are paid on salaried appointments, exempt from overtime compensation. They are subject to the terms of their appointments, policies, and eligibility guidelines administered and monitored by the [Graduate School](#).

Employment of international students is subject to federal regulations, and special restrictions may apply. Contact the [Office of International Affairs](#) for information relating to the employment of international students.

Student employees are employed at will and serve at the discretion of the employing unit.

Policy Details

I. Enrollment

- A. Enrollment, as used in the definition of student employment above, includes the period between two successive academic terms for which the student is enrolled and may include one "off" academic term in each academic year in which the student is not enrolled. Student employee status may be retained for one additional academic term following either graduation or withdrawal from enrollment (this does not apply to graduate associates; see the [Graduate School Handbook](#) for more information).
- B. When an individual's association with the university is related primarily to the pursuit of an academic degree, whether or not enrolled on a full-time basis, they are ineligible to hold a regular, term, or temporary staff appointment. Any employment at the university will be designated as student employment.

II. Recruitment and Selection

- A. Responsibility for hiring student employees is delegated to the college/VP unit level.
- B. Students who meet federal work-study program eligibility requirements may be referred for employment opportunities from the [Student Financial Aid](#) office, which oversees the work-study program.
- C. Employment eligibility ([Form I-9](#)) must be verified for all student employees.
- D. If the employing unit's approved background check program applies to student employees, then they must undergo the specified background check(s).



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III. Terms of Employment

A. Appointments

1. Student employees are appointed on a temporary, part-time basis.
2. Students may hold multiple appointments. The appointments must be the same status (e.g. exempt, nonexempt) and must not total more than 75% FTE. Student employees should not be scheduled to work more than 30 hours per week. Student employees are permitted to work 40 hours per week during breaks and the academic term when not enrolled (not to exceed one semester or its equivalent per year).
3. International students may only hold appointments up to 50% FTE, and may only work up to 20 hours per week except during official school breaks or their authorized annual vacation period. Contact the Office of International Affairs for more information.
4. If a nonexempt student employee works more than 40 hours in a work week, the overtime rate of 1.5 times the regular hourly rate must be applied to the excess hours.
5. A student position cannot be changed to a regular ongoing position without following the applicable procedures for the creation of and hiring for a regular position. Refer to Policy [3.10](#) Salary Administration and Classification and Policy [4.10](#) Recruitment and Selection.
6. Absent the availability of qualified Ohio State students, the employment of non-Ohio State students in student employee positions is permitted using the “non OSU student assistant” title.
7. State of Ohio [minor employment law](#) must be followed when hiring individuals under 18 years old.

B. Vacation and sick leave

1. Student employees do not accrue paid vacation or sick leave.
2. In the event of illness, a student employee must notify her or his supervisor as soon as possible each day of absence.
3. Arrangements for time off without pay are negotiated and approved within the employing unit, including time off during academic break periods. Academic break periods are a function of the academic calendar, and do not relate to student employee work assignments.
4. Graduate associates may be eligible for short or long term leaves of absence. See the [Graduate School Handbook](#) for more information.

C. Holidays

Student employees are not eligible for holiday benefit pay. In university offices where services are maintained on holidays, and students are scheduled to work, the rate of pay is at the regular hourly rate. Overtime rules under III-A-4 apply. University holidays are listed in Policy [6.20](#), Holidays.

D. Jury duty

Time used by a student employee, in the performance of jury duty or when summoned as a witness, must be treated as an excused absence without pay.

E. Military duty

1. A student employee who is a member of any reserve component of the United States Armed Forces, who is voluntarily or involuntarily ordered to extended U.S. military service, must be granted time off without pay.
2. The student employee should provide advance written or verbal notice of the call for impending training or active duty to the supervisor.



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3. Upon completion of training, or if discharged under honorable conditions, and upon re-registration as a student, the student employee must be returned to her or his former position in a timely manner, based on the availability of a student position.

IV. Benefits

A. Workers' compensation

The provisions of the [Workers' Compensation Law of Ohio](#) cover student employees. Workers' compensation provides medical, income, and survivor benefits in the event of accidental injury, occupational disease, or death occurring in the course of, and arising from employment.

B. Social Security and Medicare Hospital Income Tax

All student employees are exempt from the pension portion of Social Security. Student employees enrolled for at least six credit hours are also exempt from Medicare Hospital Income Tax (MHIT) withholding. The university is required to withhold this tax from the wages of student employees enrolled for five or fewer credit hours.

C. Ohio retirement systems

1. Membership in the [Ohio Public Employees Retirement System](#) (OPERS) is mandatory for student employees unless an approved exemption is on file and they are enrolled for at least six credit hours with all academic fees paid. OPERS membership is mandatory for student employees enrolled for five or fewer credit hours in any academic term. OPERS membership requires a tax-deferred payroll deduction of a specified percentage of earnings. These deductions are remitted to OPERS for the purpose of accumulating service credit toward future retirement benefits.
2. Post candidacy doctoral students enrolled for at least three hours of credit are considered exempt from OPERS if the appropriate forms are on file.
3. Student employees may request exemption from OPERS membership by completing an [OPERS Request for Optional Exemption as a Student](#). OPERS exemption requests will be honored for the duration of a student's employment unless enrollment drops to fewer than six credit hours or academic fees are not paid. In such cases, OPERS deductions will be withheld until sufficient credit hours are added in subsequent terms(s) or fees are paid.
4. Upon termination, student employees who participate in OPERS can either leave their accumulated contributions on deposit to qualify for future retirement benefits, or request a refund of their accumulated contributions. Refunds are subject to tax withholding and early withdrawal penalties according to federal and state tax law.
5. The above Ohio retirement systems guidelines apply to all student employees except graduate teaching associates (GTAs) who have an active membership account established with the [State Teachers Retirement System](#) of Ohio (STRS). GTAs who are STRS members have the option to continue their contributions to STRS, or to request exemption from contributing to STRS on their GTA earnings.
6. Further information on student retirement, as well as the necessary forms, can be obtained from and are processed by the Office of Human Resources, [Benefits Services](#).

V. Resolution of Disputes

- A. Grievance review guidelines for graduate associates are available in the [Graduate School Handbook](#).
- B. Students must bring concerns about their employment to the attention of their supervisor as soon as possible. Supervisors are expected to make good faith efforts at fair and equitable resolution which includes informing the student of their decision.
- C. Student employees involved in a dispute should seek resolution at the unit level. Decisions at the unit level are final and there is no appeal process.



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VI. Termination

- A. A student employee who resigns or is terminated must receive wages due for services rendered.
- B. A two week written advance notice for resignation is expected from a student employee.
- C. Student employees are at will and serve at the discretion of the employing unit.
- D. The supervisor or department head should give two weeks advance notice of termination. A student employee who is found in violation of university rules or policies or who has engaged in misconduct may be terminated immediately without advance notice.
- E. Termination of graduate associates prior to the end of their appointment period must be approved by the Graduate School.

PROCEDURE

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Responsibilities

Position or Office	Responsibilities
Office of Human Resources	<ol style="list-style-type: none"> 1. Establish student employee classifications, titles, pay ranges, and applicable guidelines. 2. Consult with units on this policy as appropriate.
Employing unit	<ol style="list-style-type: none"> 1. Recruit, select, and manage student employees. 2. Enter and maintain accurate employment information in the HRIS. 3. Address disputes or concerns raised by student employees in a timely manner. Consult with unit senior human resource professional about potential resolution options as needed. 4. Maintain student employee personnel files according to the University Record Retention Schedule. 5. Notify the human resource professional when a student resigns.
Student employees	<ol style="list-style-type: none"> 1. Follow terms of employment, including total of appointment(s) must not total more than 75% FTE. 2. Notify supervisor or follow unit procedures each day when unable to work due to illness. 3. Self-disclose post-employment criminal convictions, according to Self-Disclosure of Criminal Convictions and Background Check Policy 4.15. 4. Bring concerns about employment to the attention of your supervisor as soon as possible. 5. Notify supervisor if resigning.

Resources

Forms (hr.osu.edu/forms):

- Employment Eligibility Verification (Form I-9), hr.osu.edu/forms/emp/i-9.pdf
- OPERS Request for Optional Exemption as a Student, hr.osu.edu/forms/ben/exemptstudent.pdf
- Statement Concerning Your Employment in a Job Not Covered by Social Security, hr.osu.edu/Forms/Ben/retireessform.pdf
- STRS Exemption from Contributions for Student Employees, strsoh.org/Employer/pdfs/50-110.pdf
- Student Retirement Election Form, hr.osu.edu/forms/ben/studentrelect.pdf



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More information:

- Human Resources Policies, hr.osu.edu/policy
- Frequently Asked Questions: Student Employment, hr.osu.edu/policy/resources/1010faq.pdf
- Graduate Associate Appointment Document, gradsch.osu.edu/Depo/PDF/GA2.pdf
- Graduate School Handbook, gradsch.osu.edu/graduate-school-handbook1
- Student Employee Appointment and Salary Guidelines, hr.osu.edu/comp/studentemployee
- Salary Grade Tables, hr.osu.edu/comp/satable
- Ohio Bureau of Workers' Compensation, ohiobwc.com
- Ohio Public Employees Retirement System (OPERS), opers.org
- Ohio Revised Code, Employment of Minors, codes.ohio.gov/orc/4109
- State Teachers Retirement System of Ohio (STRS), www.strsoh.org

Contacts

Subject	Office	Telephone	E-mail/URL
Policy guidance	Talent Acquisition, Office of Human Resources	614-292-1050	hr.osu.edu/talent
Compensation	Compensation, Office of Human Resources	614-292-1050	hr.osu.edu/comp
Benefits	Benefits Services, Office of Human Resources	614-292-1050	benefits@hr.osu.edu hr.osu.edu/benefits
GA employment	Graduate School	614-292-6031	gradsch.ohio-state.edu
International student employment	Office of International Affairs	614-292-6101	oia@osu.edu oie.ohio-state.edu
Work-study, student employment opportunities	Federal Work-Study/Student Employment Office, Office of Student Financial Aid	614-292-0300 800-678-6440	ssc@osu.edu sfa.osu.edu/jobs

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