

New Student Employee Orientation

This orientation will guide you through:

- the basic rules of Student Employment
- job expectations
- completing your hiring paperwork
- getting paid

The Basic Rules of Student Employment

Enrollment Restrictions

To work as a student employee, you must be enrolled in at least 6 credit hours during regular academic semesters (Fall & Spring).

New students to CSU can begin working on the first day of their first semester of enrollment in at least 6 credit hours.

Enrollment Exceptions

There are only two situations where you can work while being enrolled for less than 6 credit hours:

- if you need less than 6 credit hours to graduate that semester
- if you are a graduate student enrolled in your thesis or dissertation

You must provide the Student Employment Office with a letter from your academic advisor for your under-enrollment exemption to be considered.

PLEASE NOTE: Non-credit-bearing courses (such as remedial and ESL courses), incompletes, and medical withdrawals are **NOT** allowable enrollment exemptions for student employment. If you drop below 6 credit hours at any time during a semester, your student employment job will be terminated. If you withdraw after the semester ends, you will not be allowed to work during the winter or summer break that follows that semester. So be sure to weigh these consequences if you are thinking of dropping below 6 credit hours!

Work Hour Restrictions

As a student employee, you cannot work more than 20 hours per week during regular academic semesters (Fall & Spring). NOTE: Final Exam week IS part of the semester!

This 20 hour limit includes a combination of all hours from all of your CSU positions (additional student jobs, graduate assistantships, etc.).

You also cannot work during your scheduled class and exam times, even if your professor cancels class or ends class early. Scheduled class times can be found in CampusNet, and scheduled exam times can be found on the Academic Calendar at www.csuohio.edu.

Work Hour Exceptions

If you have not violated Student Employment regulations during Fall and Spring semesters, you are eligible to work more hours during the breaks between semesters. During Winter, Spring, and Summer breaks, you may work up to 40 hours per week (unless your department or the Student Employment Office limits hours due to budget constraints).

Student employees are never permitted to work over 40 hours per week. This 40 hour limit includes a combination of all hours from all of your CSU positions (additional student jobs, graduate assistantships, etc.).

Confidentiality

In the course of your student employment, you may be exposed to information and records concerning fellow students and employees. Federal and University laws protect the privacy and security of this information.

As an employee of CSU, you are required to keep confidential all information concerning students and the University, except as directed by your supervisor. Failure to do so can result in termination from your employment.

Other Information About Your Student Job

Student employment positions are considered:

- temporary
- part-time
- “at will” (meaning you may terminate your job without reason & may also have your job terminated without cause)

These positions are **not** eligible for:

- unemployment compensation
- sick pay
- holiday pay
- vacation pay
- “snow day” pay

What If You Violate These Rules?

You are responsible for adhering to these basic Student Employment rules. If you fail to do so, any and all of the following may occur:

- You could receive a warning notice.
- You could be prevented from working during break periods.
- You could be terminated from your student job.
- You could be banned from the Student Employment program.

Job Expectations

What Should You Expect From Your Job?

- To be treated with respect
- To learn essential job skills
- To make valuable contacts on campus
- To be provided a fair wage
- To be provided with a safe working environment

What Should Your Supervisors Expect From You?

- That you will take the job seriously
- That you will perform at the highest level of your ability
- That you will treat them and your fellow employees with respect
- That you will not perform personal activities on work time
- That you will adhere to all Student Employment rules
- That you will be on-time and follow your work schedule
- That you will dress and conduct yourself professionally
- That you will record your time correctly and not falsify your timesheets

Tips For Successful Student Employment

- Establish a work schedule and stick to it.
- Take notes and ask questions if you don't understand something.
- Keep your work area neat.
- Ask for work if you've finished a previous task.
- Limit personal conversations and phone calls.
- Turn off and put away your cell phone while on the job.
- Do not use your iPod unless your supervisor says it's okay.
- Notify your supervisor before leaving the work area.
- Dress appropriately.
- Do not work on homework or other personal business while at work.

What If You Will Be Late or Absent?

- Call your supervisor with as much advance notice as possible.
- Try to arrange a substitute (such as switching shifts with another worker), if possible.
- Do not expect to be able to make up the time missed.
- Be aware: if you do not consistently show up for work your supervisor has the right to terminate your position! So do your best to not make this a habit.

What If You Are Having Problems at Your Job?

If you are having a hard time at your job, first consider:

- evaluating your own performance [Are you always tired? Bored?]
- asking for input or clarification from your supervisor [Are you doing the job function incorrectly?]
- if there are roadblocks preventing you from achieving expectations [Are you lacking skills, time, or resources?]

Speak to your supervisor about your concerns. Most problems can be resolved with a conversation about the above topics. Your supervisor wants you to be successful!

If your problem is more severe, you may contact the Student Employment Office for an appointment. (Email studentemploy@csuohio.edu)

What If You Feel You've Been Harassed or Discriminated at Your Job?

Harassment and discrimination are prohibited by federal and state law and by University policy.

If you feel you have been subject to this abuse, you should take any action below that you deem appropriate:

- Report the concern to your supervisor.
- Report the concern to the Student Employment Office (studentemploy@csuohio.edu).
- Report the concern to the Office for Institutional Equity (OIE@csuohio.edu).

What If You Want to Quit or You've Been Fired?

Student employment positions are considered “at will” employment. This means that students and/or supervisors are free to terminate their jobs for any or no reason at any time.

If you terminate your job:

- try to give at least 1 or 2 weeks' notice
- try to complete tasks you've started
- offer to train a replacement, if time permits

If your supervisor terminates your job:

- ask for input to improve performance in the future

Completing Your Hiring Paperwork

Required Paperwork

Before you can start working, you must complete the following forms:

- Student Hire Certification
- I-9
- SSA-1945
- Federal Tax
- State Tax
- OPERS
- Direct Deposit

The Student Hire Certification, and SSA-1945 are forms that you will complete manually (as part of the SE Hire Packet on this website) and submit to your hiring department. The I-9 is one you will complete with your hiring department. The Tax, OPERS, and Direct Deposit forms are ones that you will complete online via email links after your hiring paperwork has been processed by the Student Employment Office.

Student Hire Certification

This form reminds you of the rules mentioned in the first section of this orientation and serves as an acknowledgement that you understand and agree to abide by these in order to work on campus. Any time you are hired or rehired into a position on campus, you will be required to complete a new Student Hire Certification to confirm your continued understanding and consent of these rules of your new position.

You must consent to your hire by signing this document with your handwritten signature. Be sure to also make a copy to keep for your own reference.

I-9

(Employment Eligibility Verification)

This form is a federal document that proves your eligibility to work in the USA. You are required to complete Section I of this form with your hiring department.

- Use your current US address while at CSU.
- For the citizenship section, mark the correct box:
 - Natural-born & naturalized US citizens should mark the first box.
 - Only those born in specific American territories should mark the second box.
 - Permanent Residents with a Resident Alien card should mark the third box & write in the resident alien card number.
 - F-1 visa international students should mark the fourth box. (The I-20 expiration date is the expiration date. Enter either the USCIS number, the I-94 number, or the passport number and passport issuing country in the boxes.)
- You must sign this form with your handwritten signature. **Do not** type your name on the signature line!

You must provide valid, original documents to present to your department's Student Employment designee. You may choose from any of the documents on the list in the I-9 instructions. *As an example*, most students choose the following:

- Citizens: driver's license & social security card
- Permanent Residents: Resident alien card
- International Students: Passport, I-94, & I-20

SSA-1945

(Statement Concerning Your Employment in a Job Not Covered by Social Security)

This form is a state document explaining what it means that your job at CSU does not pay into Social Security.

You will need to put your name and social security number (in the Employee ID section) at the top of the form, then sign the bottom. Write your CSU ID number in the space beneath your signature. You must use your handwritten signature on the signature line; do not type or print your name there.

Federal Tax

(Form W-4)

This is a federal document that the Payroll department uses to determine how much federal income tax should be withheld from your paycheck.

This form is one you will complete online via the OnBoard Process email you will get from HR. (International students do not have to complete this form online; they will be contacted by Payroll directly to complete this form.)

If you need assistance in completing this form, you should ask your family or tax preparer or go to the IRS website link listed on the form.

State Tax

(Employee's Withholding Exemption Certificate)

This is a state document that the Payroll department uses to determine how much Ohio income tax should be withheld from your paycheck.

This form is one you will complete online via the OnBoard Process email you will get from HR. (International students do not have to complete this form online; they will be contacted by Payroll directly to complete this form.)

If you need assistance in completing this form, you should ask your family or tax preparer or go to the website link on the form.

OPERS

(Ohio Public Employees Retirement System)

Public employees in Ohio (which includes employees of CSU) do not pay into Social Security. Instead, they pay into a state pension system (OPERS).

You will receive an email from OPERS acknowledging that you have been hired as a public employee and alerting you that, as a student enrolled in at least 6 credit hours, you have the option of opting out of paying into OPERS. To do so, you **MUST** download the OPERS app and complete an exemption form. You will pay into OPERS until you complete this step. NOTE: If you do not complete this exemption within 30 days of your start date, you will lose the opportunity to opt out and will continue to pay into OPERS like all other CSU employees.

Which should you choose?

This is something you should discuss with your family. But, generally-speaking, if you plan to become a public employee of the state of Ohio (such as a public school teacher, police officer, etc.), it would benefit you to enroll in OPERS as this will be your retirement account. If, on the other hand, you do not anticipate being a public employee, it may not be in your benefit to enroll.

Remember: you are only eligible to be exempt from OPERS payroll deductions when you are enrolled in at least 6 credit hours. If you drop below 6 credits during any semester (including Summer), you must pay into OPERS. You can then file for a refund of OPERS at the end of that semester on the OPERS website.

OPERS deductions are refundable to you once you have terminated all public employment in the state of Ohio. More information is on their website: www.opers.org

Direct Deposit

(Paycheck Option)

CSU does not issue paper paychecks. Your paycheck is electronically transmitted to your checking or savings account via direct deposit.

This form is one you will complete online via the OnBoard Process email you will get from HR.

For questions regarding this form, please contact the Payroll department at payroll@csuohio.edu.

Getting Paid

Reporting Time Worked

Recording your time worked is done online through a program called Kronos. Once the Student Employment Office receives your completed paperwork, your job will be entered into the payroll system. It may take a few days until you are able to log into Kronos to record your time. During this brief period, you should record your hours on paper to give to your supervisor. **YOU MUST LOG IN AND OUT OF KRONOS FOR EACH SHIFT YOU WORK.** Falsifying your time is illegal and can result in you being fired or expelled from CSU!

Here are some tips to help you with recording your time:

- Paychecks are always for the previous 2-week period. This means that, depending on what day you were hired, it may be up to 4 weeks before you receive your first paycheck.
- Pay periods are bi-weekly, with Fridays as the pay days.
- You must clock out for all breaks (breaks are unpaid).
- The pay week begins on a Sunday and ends on a Saturday. (This is important to remember if you work on weekends so that you do not violate the work-hour-per-week restriction.)
- Kronos is administered through the Payroll department. For issues/questions about Kronos please contact payroll@csuohio.edu.

Logging into Kronos

- Go to the CSU homepage (www.csuohio.edu)
- Click on the orange “myCSU” button
- Go to the blue “For Faculty & Staff” column
- Click on “Employee Self Service”
- Click on “myTime”
- Enter your CampusNet Username and Password

Instructions on Using Kronos

There are different log-in choices depending on whether you have only one position or multiple positions.

Be sure to log in correctly so that your paycheck will be accurate.

You can find the log-in instructions on the Student Employment website at **www.clestatecareers.com/ocsestudent**

Pay Dates

Pay day is every other Friday. You can access the schedule of pay dates on Payroll's website.

Compensation will be deposited to your bank account on the morning of the pay date.

You can view an electronic pay stub online under "myProfile" (instructions on next page).

If you are employed using a Federal Work Study award, you should check your pay stub every pay period so that you can keep track of your remaining balance. Subtract your gross pay from your FWS award amount to determine your balance so that you know when you will run out of money if your department cannot afford to pay you out of their own budget once your award is exhausted.

Logging into myProfile

- Go to the CSU homepage (www.csuohio.edu)
- Click on the orange “myCSU” button
- Go to the blue “Faculty & Staff” column
- Click on “myProfile”
- Enter your CampusNET Username and Password

That's all there is to it!

**For more detailed information on
Student Employment, check out
the Student Employee Handbook
at: www.clestatecareers.com/ocsestudent**