

*Passed Unanimously*



**TITLE:** The Promotion of Opportunities, Wages, and Employment for Students

**DATE INTRODUCED:** April 18, 2023

**AUTHORS:** Ad Hoc Committee on Wages and Employment

**SPONSORS:** Senators Ewalt and Willis; President Brown

1. WHEREAS, the purpose of the Associated Students of the University of
2. Wyoming (ASUW) is to serve our fellow students in the best manner possible; and,
3. WHEREAS, the purpose of the Ad-Hoc Committee on Wages and Employment as
4. ascribed in the original charge letter is to provide oversight of university employment
5. which includes student employee wages; and,
6. WHEREAS, the Committee collected financial and employment data from every
7. relevant department on campus to better inform our decisions; and,
8. WHEREAS, the Committee discovered unacceptable levels of compensation in certain
9. departments towards their student employees; and,
10. WHEREAS, the Committee, to the best of our ability, communicated these concerns to
11. respective departments; and,
12. WHEREAS, departments on campus responded positively towards our efforts to raise
13. the minimum wage for student employees; and,
14. WHEREAS, the Committee heard directly from managers, students, and faculty
15. regarding potential remedies to the widespread issue of unfair compensation on
16. campus; and,
17. WHEREAS, the Committee decided that any permanent solutions will require long-term
18. attention from multiple administrations; and,
19. WHEREAS, the Committee acknowledges that the most prudent action the 110<sup>th</sup>

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20. Administration can take is to document all of our investigative findings, interviews, and
21. relevant documents for future administrations to build off of; and,
22. WHEREAS, the collective findings as outlined in Addendum A constitute all relevant
23. information obtained by the Committee for the Fiscal Year 2022.
24. THEREFORE, be it resolved by the Associated Students of the University of Wyoming
25. (ASUW) Student Government that we unequivocally support a \$12.00 minimum wage
26. for students employed in any and all departments across the University of Wyoming
27. Campus; and,
28. THEREFORE, be it further resolved that we provide the white paper, as seen in
29. Addendum A, for the 111th Administration and further future administrations to
30. continue advocating for higher campus wages and improved work conditions; and,
31. THEREFORE, be it further resolved that this resolution be kept for future ASUW
32. Administrations to refer to; and,
33. THEREFORE, be it further resolved that a copy of this resolution be sent to President
34. Seidel as well as relevant Stakeholders as outlined in Addendum A immediately upon
35. passage of this legislation.

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**Referred to: Adocacy, Diversity, and Policy; Ad Hoc Student Wages; Tuition  
Allocation and Student Fee Review**

**Date of Passage:** April 25<sup>th</sup>, 2023 **Signed:** 

**(ASUW Chairperson)**

**“Being enacted on April 25<sup>th</sup>, 2023, I do hereby sign my name hereto**

**and approve this Senate action.”** 

**ASUW President**

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1. Overview - Madison
2. History - Rhiannon
3. Current - Patrick
4. Stakeholders – Rhiannon
5. Addendum B Data – Allison
6. Recommendations – Anthony, Olivia, Brittany, Clayton

## **Addendum A**

### **Wages and Employment White Paper**

Created by the ASUW Ad-Hoc Committee on Wages and Employment.

#### **I. Overview**

##### **Overview**

The Ad-Hoc Student Wages and Employment committee in the 110th Administration of the Associated Students of the University of Wyoming has used this semester to investigate the wages of students on campus. This committee was tasked with the mission to conduct research to understand what student wages look like and what student's experiences are like when working for the University of Wyoming. This was brought on by the increase of the Student Affairs minimum wage to \$12.00/hour. This committee worked to gain knowledge and information on how the student employment works at the university which has informed how ASUW can move forward to fight for equitable student employment. This research has led to a realization that some departments' wages have been stagnant, where others have updated their wages throughout the years as stated below. This inconsistency has made student employment inequitable for a large portion of the student population. This white paper is intended to inform future administrations on the information we gained as well as the history of the issue. Which will hopefully allow the following admins to continue the fight for livable, equitable student wages and employment.

#### **II. History of Wages and Employment at UW**

##### **History of Wages and Employment at UW**

There has been very little record kept of UW's student wages, however we can examine the rising cost of living in Laramie, and at UW. The average cost of an apartment in Laramie is approximately \$1440. The cost of healthcare, transportation, and food are all more expensive

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than the national average. Despite all of these expenses, Laramie has the lowest median income in the state of Wyoming, with the average incoming being only \$21,000 annually, largely due to low wages for students. With tuition and fees expecting to raise by 4% in the upcoming academic year, and the impact of nationwide inflation and tax, we can expect that that \$21,000 will not cover as much as it did in the past. Currently, there is not an established campus minimum wage, with most on campus jobs ranging from \$8-12/hr.

### **III. Current Wages and Employment Work at UW**

As of Fiscal Year 2022, the campus minimum wage is \$7.25/hr. The lowest wage that this Committee discovered during our investigations was \$7.50/hr in the Department of Information Technology.

For the Fiscal Year 2022, Dining Services is implementing a \$10/hr minimum wage with incremental wage increases to incentivize retention.

Campus-wide, the University incurs significant difficulties in recruiting and retaining student employees. This is due mainly to off-campus establishments offering higher levels of compensation.

Student Affairs is implementing a \$12/hr minimum wage for the Fiscal Year 2023, the first department on campus to do so.

Outside of Student Affairs, this Committee failed to find any substantial effort on the part of Upper Administration and Business Managers to increase the minimum wage of student employees to a level that would adequately incentivize the retainment of employees and afford the University a competitive advantage against private industries.

While the Committee was not afforded the time nor access to investigate Residence Life as thoroughly as we would have liked, we can assert with confidence that the compensation agreements as well as conditions of employment for Resident Advisors (RAs) are exploitative and ethically egregious.

### **IV. Stakeholders**

#### **Stakeholders**

- Student Affairs
- ASUW
- The Office of the President

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- Dean of Students Office
- Human Resources
- Student Success
- Information Technology
- Residence Life
- Campus Dining
- University Operations
- Business Enterprises
- Transportation
- University Libraries
- University Public Relations
- College of Engineering and Physical Sciences
- Any other University Department currently employing students, or that intends on employing students in the future.

## **V. Data from Student Issue Survey**

## **VI. Recommendations**

We, the Ad-hoc Students Wages and Employment committee, recognize that substantive employment restructuring will require long-term focus from multiple ASUW administrations. Therefore, we have provided a compiled list of things we recommend that future ASUW administrations complete and continue to advocate for regarding student wages and employment at the University of Wyoming.

- 1) We recommend that ASUW continues to advocate for increased wages for student employees who work on campus. Specifically, we recommend attaining a minimum wage across campus of \$12 per hour.
- 2) We ask future ASUW administrations to work on getting all campus entities to a minimum of \$12/hr wage for all student employees as soon as possible. We recognize that this cannot be done instantaneously, but rather to get those entities/departments to investigate the most logistical, practical, and efficient manner to reach this goal.
- 3) We encourage and ask future administrations of ASUW to continue these conversations to ensure that campus wages are livable wages and to be open to working with those departments to aid in exploring how to increase wages. (e.g. How Student Affairs accomplished their change for the 2023-2024 academic year with a minimum of any student employee making \$12/hr.)

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- 4) We recommend that we advocate that if fee increases are deemed necessary for a department to continue operations, then wages must increase in order to prevent unnecessary financial burdens on UWYO students.
- 5) We recommend and ask that in addition to the previous recommendation (4) that the TASFRC (Tuition Allocation and Student Fee Review Committee) is involved as appropriate in the discussion.