Memorandum

Date: January 1, 2015

To: Administrative & Academic Department Heads & Assistants
    Principal Investigators
    Recipients of CFCD Summer Awards

From: Laura Smiarowski

Subject: 2015 Summer Student Wage Rates and Hiring Procedure

Wage Rate Information

The summer 2015 wage rate ranges have been established. For Smith students and non-Smith student employees with no prior work experience with the department, the hourly wage rate will range from $9.00 to $9.75. This rate represents a $0.25 per hour increase over last summer. For summer student employees with prior work experience with the department, the hourly wage rates will be between $9.50 and $10.00. Wage rates should be set in increments of $0.25 (i.e. $9.00, $9.25, $9.50, $9.75 and $10.00).

Department heads should also be aware of their total budget allotment. If a department head chooses to pay a wage rate higher than the rate on which the summer wage budget was determined, the total number of hours available may need to be reduced or additional funding may be required from a supervisor. Please note that all student wages paid during the summer period are subject to FICA and other employment taxes. An additional 10% of student wages will be charged to departmental budgets to cover these employer paid taxes.

The hourly wage rate for Smith students working with faculty on CFCD supported research projects has been set at $10.00. The CFCD award will include the allowance for FICA and other employment taxes.

The allocation for Smith students working on externally funded research projects or internships has been set at $4,000.00, based on $10.00/hr, 40-hours/wk, 10 week period.
Hiring Procedure

All summer student employees will enter their hours worked electronically on BannerWeb.

Smith students who have graduated will be hired as temporary employees through a temporary agency. Non-Smith student employees (dependents etc.) may be hired by the college as a casual employee. Contact Serena Harris at sharris@smith.edu for information on this processes.

All current Smith students will be hired through JobX for summer positions (same as academic year positions). Please note that employing students during the summer is a separate process from that of hiring students during the academic year. Thus, all current Smith student employees must be hired into new summer positions, even those that currently work in a similar position during the academic semester.

Departments will need an SU position number for each job you are advertising and hiring. Please email the Budget Office at budget@smith.edu with the following information in order to obtain an SU position number if you do not already have one in place:

- Short description of the position
- Funding source - fund/grant number and/or organization number
- Approver’s name

For those with CFCD awards, contact Saari Greylock in the Provost’s Office for an SU position number, sgreylock@smith.edu.

**Important—Current Smith Students**

Summer positions and wage rates begin on the day after the end of the academic year, which for the 2014-2015 year is May 9, 2015 and end on September 7, 2015.