

SEDAEI SECURITY FUND FOR STUDENT WORKERS

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TITLE: SEDA EI SECURITY FUND FOR STUDENT WORKERS

PROJECT OVERVIEW

This is a proposal for the creation of a new fund to financially enable Kalamazoo college to provide a better income for its student workers. Through this fund, alumni, friends, trustees, and even staff and faculty members would be able to contribute to a yearly pool of resources for student workers. Throughout the year, the students will be getting the same amount of hourly wage as they always have (\$5.15/hr) while the contributions to the student worker fund will be invested in a stock mutual fund. At the end of the year, the funds are taken out of the stock market, net worth counted, and consequently distributed equally among the student workers who have worked 108 hours, or more, throughout the year.

BACKGROUND INFORMATION/ STATEMENT OF THE PROBLEM:

All of the student workers on the Kalamazoo College campus, including Federal Work Study eligible Student workers are quite unhappy about the fact that despite their hard work just like everyone else from the Kalamazoo College staff, they are expected to work most efficiently without hoping to get a financial raise, award, or making any more than \$5.15 an hour (which has not increased despite the consistent tuition raise as well as living costs every year.) On the other hand they are aware that the college does not have the budget to consider any raise for them no matter how hard they work. In many cases, low pay even results in the students' lack of motivation to work efficiently at their jobs, hence leading the school to hire more workers to handle the jobs that could be done with fewer students.

SEDAEI SECURITY FUND FOR STUDENT WORKERS is a new financial plan designed to end the financial hardship on the student workers with the help and care of the College administration, but without the college allocating ANY extra funds to the available FWS fund.

I believe it is time for us to pay this long-time due attention to the student workers and re-open the talks for the consideration of this financial plan.

PROJECT DETAIL

GOALS AND OBJECTIVES

Goal 1: To create a fund that would financially help the college to provide more resources for its entire hardworking student worker body.

Goal 2: To substantially raise the efficiency of the students through financial incentives, hence benefiting the college.

CLIENTELE

-The primary clientele group is the FWS-eligible student workers (including the 193 of them for 2004-2005 academic year) who will work more than 108 hours throughout the year

-The secondary clientele group will be the FWS-ineligible student workers who will work 108 hours by the end of each academic year (method of calculation: 6 hours a week x 6 weeks a quarter x 3 quarters a year = 108 hours a year)

METHODS

Creation of a yearly-renewable Security Fund for student workers to which the alumni, friends, trustees, and even staff and faculty members would be able to contribute. The funds are put into a stock mutual fund throughout the year. At the end of the year, the fund is taken out of the stock market, the net worth of the fund calculated, it is divided by the number of the qualifying students, and the portions are given to them at the end of the year. Another method would be to not invest the funds into the stock market, but to save them in a basic saving bank account and distribute it quarterly among the student workers who will have worked 36 hours or more in that quarter.

STAFF/ADMINISTRATION

-There does not seem to be the need for any additional staff members to Ms. Lori Smoker (Student Worker Coordinator), Staff members at College Advancement and Tom Ponto and K College investing team at The Business Office.

-If needed, I would definitely be available to put some hours into directing the project and conducting the evaluations, at no cost.

AVAILABLE SOURCES

Sam Sedaei
Student Worker Coordinator
College Advancement
Business Office

NEEDED RESOURCES

PERSONNEL

No Extra personnel needed

FACILITIES

No Extra Facilities needed

EQUIPMENT/SUPPLIES/COMMUNICATION

Some office supplies (such as paper and ink) needed to promote the fund

BUDGET

No substantial funds necessary for the plan

EVALUATION PLAN

FORMATIVE EVALUATION

Formative evaluation is designed to monitor how smoothly the process is going by ways of questioning the College Advancement about the response of the alumni, as well as the Business Office about the investment of the funds in the market and their performance.

SUMMATIVE EVALUATION

Looking at the outcome of the project as a whole at the end of the year, and evaluating the extent to which the expected goals were fulfilled.

APPENDICES

TIMELINE

OCTOBER 2004

1. Meeting with persons in charge of school's financial decisions, college advancement, as well as college administrators
2. Speculating actual costs of supplies, as well the methods of promoting the Fund

NOVEMBER 2004

Advertising the funds and promoting it among the college alumni

DECEMBER 2004

1. Establishing the 2004-2005 SEDAEI STUDENT WORKER SECURITY FUND
2. Letting the student workers know about the establishment of the fund
3. Possible opening reception with some college alumni and trustees (either as a regular reception, or a fund-raising event)

JANUARY 2005- JUNE 2005

1. Continuous investment of the funds into the stock market
2. Conducting regular formative evaluation

JUNE 2005

Final Summative evaluation at the end of twelve months

POSSIBLE PROSPECT AS THE PROJECT DIRECTOR (IF NEEDED)

Sam Sedaei
(Resume attached)

I appreciate the college administration for doing its part to improve the financial condition of approximately 200 students every year.