



**Wayne State University
Student Senate
18 APRIL 2024**

Resolution 2324 - 25

SPONSOR(S): TK Khan (*Law School*), **Mazin Alam** (*Member-At-Large*)

CO-SPONSOR(S): Finnley Culhane (*Dir. Government Affairs, CLAS*); **Alexander Gilstorf** (*Member at Large*); **Rachel John** (*Parliamentarian, Member at Large*); **Hayden Johnson** (*President, Member at Large*)

A resolution calling on Wayne State University to provide a \$15.00/hour minimum wage for all student employees.

THE WAYNE STATE UNIVERSITY STUDENT SENATE ENACTS:

WHEREAS, Student employees serve as both workers for Wayne State University and consumers of its services, and their unique familiarity with the University results in vital contributions to student life; **AND**,

WHEREAS, Wayne State University employs approximately 7,000 workers, of which 1,480 are part-time student employees¹; **AND**,

WHEREAS, Wayne State University has failed to adopt a minimum wage for the students it employs, yielding a campus median wage of \$13.25/hr, with some department median wages as low as \$11.40/hr²; **AND**,

¹ <https://irda.wayne.edu/dashboard/faculty-staff>

² Information given by Institutional Research and Data Analytics.

WHEREAS, Departments are permitted to compete with one another for student employees with a \$10.33/hr floor, effectively cannibalizing their most desperate students for the sake of minimizing labor expenses; **AND,**

WHEREAS, Since the 2012-2013 academic year, the cost of attendance at Wayne State University has increased by 29% to approximately \$33,500³; **AND,**

WHEREAS, Since the 2012-2013 academic year, the cost of living on campus has increased by over 47% to approximately \$16,000⁴; **AND,**

WHEREAS, To pay the cost of attendance, a student assistant making the median wage (\$13.25/hr) would have to work 10-hour days, 5 days a week, every week, for an entire year (2,528 hours); **AND,**

WHEREAS, Through student employment, Wayne State University seeks to “foster[] a spirit of campus community” and “provide students with an additional sense of encouragement to persist in the completion of their academic curriculum”⁵; **AND,**

WHEREAS, Given the benefits that on-campus employment may yield for students, guaranteeing a minimum wage of \$15/hr empowers students to craft their ideal work-life balance without sacrificing academic performance; **AND,**

WHEREAS, Increasing wages for student employees provides for greater opportunities to seek internships, explore more courses, join student organizations, and enjoy the campus life that they contribute to; **AND,**

³ <https://www.collegetuitioncompare.com/trends/wayne-state-university/cost-of-attendance/> (for in-state students living off-campus)

⁴ <https://www.collegetuitioncompare.com/trends/wayne-state-university/cost-of-attendance/>, <https://nces.ed.gov/ipeds/datacenter/institutionprofile.aspx?unitId=172644&sid=44bc3e51-b0e0-4fd6-8ff6-5f25f2217c08&rtid=6>

⁵ <https://careerservices.wayne.edu/job-seekers/on-campus>

WHEREAS, A campus-wide minimum wage of \$15/hr would symbolize respect for both students and employees, and serve as an institutional characteristic to bolster reputation and enrollment; **AND,**

WHEREAS, The University invites prospective students to apply by promising “a unique aid package based on your needs and qualifications” because it “want[s] you to focus on your career goals — not how you can afford to reach them.”⁶; **AND,**

WHEREAS, Setting a standard \$15/hr minimum wage would account for changes in financial status that students experience *after* aid is calculated and disbursed, consequently having a positive impact on student retention; **AND,**

WHEREAS, Other public universities in Michigan have left Wayne State University behind by implementing a \$15/hr minimum wage, including Oakland University and University of Michigan⁷; **AND,**

WHEREAS, Respect and dignity are prerequisites to effective learning, and the educational experiences that flow from student employment cannot accrue unless students feel that they are justly compensated for their work; **AND,**

RESOLVED, The Student Senate calls on the Wayne State University Board of Governors to implement a \$15/hr minimum wage for all students employed by the University by the beginning of the Fall 2024 semester (Monday, August 26); **AND,**

RESOLVED, The Student Senate calls on the Career Services office to require that all departments provide a \$15/hr minimum wage before promoting their student assistant postings; **AND,**

⁶ <https://wayne.edu/admissions>

⁷ <https://record.umich.edu/articles/u-m-extends-go-blue-guarantee-15-minimum-wage-to-all-campuses/>, <https://oakland.edu/oumagazine/news/BOT/2023/ou-board-of-trustees-sets-2023-24-tuition-and-budget>

RESOLVED, The Student Senate calls on the Division of Student Auxiliary Services to require that, going forward, vendor contracts only be signed or renewed if they include a \$15/hr minimum wage for student employees; **AND**,

THEREFORE BE IT RESOLVED, the Wayne State University Student Senate will circulate this final resolution to all relevant outlets, including the University President, Provost & Senior Vice President for Academic Affairs, the University Leadership Council, the Division of Student Auxiliary Services , the Business Affairs Officers Group, the Career Services office, and the South End; and present the resolution at the April 26th Board of Governors meeting as a public comment.

MOVED to approve WSUSS Resolution 2324-25 on April 18th, 2024, by Senator **ROUGNY** **AND SECONDED** by Senator **CULHANE**.

FINAL ACTION	<u> X </u>	<u> UNANIMOUS </u>	<u> 18 APRIL 2024 </u>
	PASSED	FAILED	VOTE
			DATE

VOTE APPROVED BY:



PRESIDENT: Hayden Johnson



SECRETARY: Rabika Ali