

Juniata Associates

Summary

Effective with the 2010 fiscal year and continuing with the 2017 fiscal year, the College has added 40 plus "Juniata Associate" student employee positions. These will be senior students who act in supervisory roles within departments in which they have been employed for at least two years or skilled roles in which they have had significant academic and/or experiential preparation. Juniors will be considered for participation at the discretion of the Program Coordinator. In addition to expanding the student work force, this program recognizes and rewards top performers and signals to students that they should start self-help early in their college careers. It will also generate resume building experiences for students.

The specific guidelines for the Juniata Associate program are:

- The JA can work a maximum of 15 hours weekly at the \$10.00 per hour wage rate. The hours can be averaged out over the two week pay period.
- There will be group meeting of the JA's once per each semester to discuss work place issues, time management and how to best use their experience for future career successes. Supervisors are encouraged to attend
- Supervisors will be required to conduct a performance evaluation of the JA's near the end of the program year. **Important note-performance review must be completed on every JA. If it is not completed, the position will not be awarded for the next year!**