

Resolution #8
April 11, 2001

54 Legislative Council

**University of Colorado
Student Union
54th Legislative Council**

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Senator,

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Senator,

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**A Resolution
Resolution History**

Currently Career Services charges a user fee to students for the services related to interviewing with companies visiting campus. This fee was initiated in the late 1970's as a result of a general fund budget cut. Career Services' dependency on fees has increased over the years. The current fee is \$35 per semester for the interviewing and other services packaged in the program call "Career Connections." In 1983, an additional fee was assessed to students pursuing internships. This fee is currently \$55 per calendar year. Revenue from these and other fees comprise approximately half of Career Services' budget, augmenting the general fund allocation. Fee revenues pay for all or part of 13 of 25 Career Services staff positions, as well as the vast majority of Career Services non-personnel expenses.

Within the current Career Services' fee structure several problems exist that impede the students from properly utilizing the benefits offered to them. These include but are not limited to the following:

- 1.) Some of the services offered by Career Services presently require an additional fee. These fees act as a disincentive to students pursuing their career development.
- 2.) The present user fee structure is confusing to students and requires numerous hours of staff time to maintain.
- 3.) By not taking advantage of Career Services and instead turning towards alternative sources for career purposes, students are missing the support available through Career Services on matters of job-hunting such as resumes, correspondence, interviews, networking and negotiating.
- 4.) The current fee structure presents problems for students of economic need. Many students may not know that a fee waiver is available and therefore don't utilize Career Services.
- 5.) Because of the user fee, fewer students participate in the Internship Program and Career Connections. This has led to dissatisfied employers canceling their interviewing plans on campus, which in turn leads to fewer opportunities for students.
- 6.) Some employers, not finding candidates through career services, are contacting academic departments directly for recruiting purposes. Career activities in

academic departments are limited to their majors and therefore students in closely related majors miss these opportunities. This drains resources from the department and is disadvantageous to the students.

- 7.) Some excellent internships are unpaid. Students report the disconnect between paying a fee for a service that helps them get an unpaid internship.
- 8.) The current fee structure creates false expectation that Career Services will "get me a job/internship." Some students, because of the relatively large fee currently in place, view Career Services as an employment agency and judge them only by employer interaction and success rates of matching students to desired jobs. This attitude may cause students to overlook the services offered to them free of charge, such as career counseling and presentations.
- 9.) The current fee structure has become such a barrier to the students and an inconvenience to potential employers and Career Services that it is overshadowing what should be a great benefit to all parties involved.

Therefore, a new student fee structure that implements a universal career fee for Career Services is needed to address the problems in the current structure listed above. With the user fee removed, more students will be able to benefit from Career Services. Additionally, this new fee structure will be more streamlined, eliminating complications of programs, enrollment or eligibility. Furthermore, this new system would require fewer man-hours to administer and thus save money in administrative costs.

With a \$7 per fall/spring semester student fee, Career Services will be able to sustain current services offered, with additional monies (around \$80,000), that could be directed to marketing Career Services and balancing out the increased use.

Resolution Summary

This resolution supports the implementation of a \$7 per student per fall/spring semester student fee to replace the revenue now generated through the current user fees. UCSU recommends that the Administrative Fee Review Board and the Chancellor implement this as a "Pilot-Program," with a formal review, one year after its implementation.

THEREFORE, BE IT RESOLVED by the Legislative Council of the University of Colorado Student Union, THAT:

Section 1: UCSU supports a \$7 per student per fall/spring semester student fee to be assessed for the purpose of funding Career Services.

Section 2: This fee shall be reviewed one year after implementation by the Administrative Student Fee Review Board and the Legislative Council to determine its success/failure and any modifications that should be made.

Section 3: UCSU also supports that Graduate Students classified as A, B, D, or E be exempt from this fee.

Section 4: This resolution takes effect upon passage.

4/12/01	Passed	13-1-1
4/19/01	Passed	9-2-1