

Approved March 18, 1987
Date

MINUTES OF THE SENATE COMMITTEE ON EDUCATION

The meeting was called to order by SENATOR JOSEPH C. HARDER at
Chairperson

1:30 ~~xxx~~ p.m. on Tuesday, March 17, 1987 in room 254-E of the Capitol.

All members were present except:

Senator Anderson, excused

Committee staff present:

Mr. Ben Barrett, Legislative Research Department
Ms. Carolyn Rampey, Legislative Research Department
Ms. Avis Swartzman, Legislative Revisor's Office
Mrs. Millie Randell, Secretary

Conferees appearing before the committee:

HB 2020 - Residence requirements for fee purposes of state educational institutions under board of regents. Re Proposal No. 28 (Spec. Comm. on Financing at Regents Institutions)

Proponents:

Representative Vern Williams
Mr. Ted Ayres, General Counsel, State Board of Regents
Mr. Mark E. Tallman, Legislative Director, Associated Students of Kansas

HB 2013 - Kansas work-study program, establishment (LEPC)

Proponents:

Ms. Clantha McCurdy, Director of Student Financial Aid, Kansas Board of Regents
Mr. Mark E. Tallman, Legislative Director, Associated Students of Kansas
Ms. Vickie Thomas, General Counsel, University of Kansas

HB 2020 - After calling the meeting to order, Chairman Joseph C. Harder referred the Committee's attention to HB 2020 and called upon the first conferee, Representative Vern Williams. Representative Williams stressed his strong support for the concept of HB 2020 and indicated that he was instrumental in proposing the introduction of the bill. HB 2020, as amended, he explained, would relax residency requirements for certain persons wishing to attend institutions of higher education in Kansas, including community colleges. (Attachment 1)

When the Chair recognized Mr. Ted Ayres, General Counsel, State Board of Regents, Mr. Ayres stated that the concerns of the Board of Regents regarding HB 2020 had already been addressed by the House. He said that he does support the bill and that enactment of HB 2020 would be an encouraging step so far as economic development in Kansas is concerned. During his response to questions, Mr. Ayres said he felt the bill might be difficult, but possible, to administer in the area of verification of employment status.

Mr. Mark E. Tallman, Legislative Director, Associated Students of Kansas, addressed HB 2020 by stating that the bill would improve certain inequities in current residency policies. Mr. Tallman, however, recommended amending the bill by reducing the in-state residency requirement from twelve months to six months. (Attachment 2)

HB 2013 - Ms. Clantha McCurdy, Director of Student Financial Aid, Kansas Board of Regents, testified in support of HB 2013. Ms. McCurdy explained that the concept of HB 2013 had been considered by the LEPC during the interim and that representatives from the different campuses had appeared before the LEPC to discuss differences in work-study programs on the different campuses. The bill, she maintained, would help to provide clarity and eliminate program discrimination among the campuses. Ms. McCurdy further explained that although funds for work-study programs have been available since 1983, there have been no state guidelines to follow in administering the programs.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON EDUCATION,
room 254-E, Statehouse, at 1:30 ~~xxx~~ p.m. on Tuesday, March 17, 1987.

When responding to questions, Ms. McCurdy emphasized the importance of communication between campuses and the communities in which the campuses are located in order for the work-study programs to be successful. She also replied that although the programs were originally administered through the financial aids offices on the campuses, shifts to other offices for administering these programs have occurred. She indicated that the programs seemed to be more successful when they were administered from offices other than those of financial aid but noted that Kansas State University is an exception.

The Legislative Director of Associated Students of Kansas, Mr. Mark E. Tallman, testified in support of HB 2013 on behalf of his organization and said that this bill is one of his organization's highest priorities in the 1987 session. Mr. Tallman recommended the restoration of House-stricken language that would have allowed institutions to use "a portion" of appropriations for direct operations, management, and development costs. He advised, should this language be reinstated, that a limit of four percent be used for this administrative allowance and explained that this is the amount allowed for federal student aid programs on campus. (Attachment 3)

In responding to questions, Mr. Tallman replied that moneys for work-study programs are basically funded according to FTE allocations. He also replied that under HB 2013 the Legislature can make appropriations either to individual institutions or to the Board of Regents which, in turn, would allocate the funds to the different campuses. He reminded the Committee that appropriations for the work-study programs are not contained in this bill. Mr. Tallman stressed the need for flexibility in the law pertaining to work-study programs. In response to another question, Mr. Tallman replied that basically there is a dollar for dollar match of funds between the employer and the school, but the employer's amount might be higher than fifty percent of the combined total.

The Chairman, in response to a Committee request, asked Mr. Ayres and Ms. McCurdy if they would be able to provide the Committee with an amendment which would allow for periodic reallocation of funds that are not being used by campuses. The Regents' representatives responded that they would do so.

Ms. Vickie Thomas, General Counsel, University of Kansas, testified in support of HB 2013 but cautioned that a cap should be set on administrative funds so as to allocate as much money as possible for the students. Ms. Thomas noted that it is difficult to find employers in her community and felt this was partly due to its size. Ms. Thomas also stated that the programs at K.U. are administered entirely through the student financial aid office.

Following testimony by Ms. Thomas, the Chairman informed the Committee that HB 2013 would be taken under advisement.

When the Chair called for a motion on the minutes of the last meeting, Senator Arasmith moved, and Senator Warren seconded the motion to approve minutes of the meeting of March 16. The motion carried.

Following additional Committee consideration of HB 2020 the Chairman adjourned the meeting.

SENATE EDUCATION COMMITTEE

Tuesday,
March 17, 1987

TIME: 1:30 p.m.

PLACE: 254-E

DATE: _____

GUEST LIST

<u>NAME</u>	<u>ADDRESS</u>	<u>ORGANIZATION</u>
John Bowers	Ks. Dept of Human Resources - JTPA	
Clantha McCurdy	Ks Board of Regents	
Vickie Tison	Lawrence	KU
Cory Newby	ASK Office - WSU	
Marle Hill	Topeka	KACC
Paul Anderson	Topeka	BFA
Ted D. Ayres	TOPEKA	Bd of Regents
Brett W. Berry	Siber Lake	w/ Sen. Salisbury

SENATE EDUCATION COMMITTEE

Tuesday,
March 17, 1987

TIME: 1:30 p.m. PLACE: 254-E DATE: March 17, 1987

GUEST LIST

<u>NAME</u>	<u>ADDRESS</u>	<u>ORGANIZATION</u>
Craig Grant	Lawrence	H-WBA
Kay Cooks	Topoka	K-NEA
Andrew Dyson	Wichita	USD 259
John Copple	Wichita	WFT
David Robertson	TOPOKA	KS Vocational Assn.
Mark Talm	Topoka	ASK
Stephen J. Linenberg	OMAHA, NE	AKSSA
Chris Graves	Topoka	ASK

Remarks of Rep. Vern Williams (R)-Wichita
Before Senate Education Committee In
Support of HB 2020, As Amended

Tuesday, March 17, 1987

--1:30 p.m., Room 254-E--

In our attempts to build a better business climate in Kansas, HB 2020, as amended is a ray of sunshine.

The statute is changed to allow the Board of Regents to exempt from the 12 month's residency requirement, a person who has established a "domiciliary residence" in Kansas for the purpose of accepting or retaining a position of employment.

Evidence submitted to the Board as proof that the person is actually domiciled in Kansas must include written certification of that fact by the person's employer.

The monetary difference between in-state and out-of state tuition at our Regent's schools can be as much as \$2,200 per person per year. This dollar difference is quite significant to the newcomer, especially one who has two or three members of the family who wish to matriculate. Usual reaction to the present law is simply to postpone enrollment which advantages neither the person nor the university.

Our State's present residency requirements for regency schools are unfair to persons who are recruited into Kansas to take a job in Kansas or who are transferred, by their employer, into Kansas in order to retain a job.

These requirements send the wrong message to employers and others who would move their business to Kansas or who would expand an existing business.

Requiring these people to serve a twelve-month "probationary period" before granting them full citizenship is an outrage and flies in the face of good, sound economic development practice.

Once in Kansas, they begin to pay all the regular taxes you and I pay but, in addition, they are presently asked to pay a special

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Attachment 1

tax in the form of out-of-state tuition for themselves and all family members who wish to pursue a college education.

When I was getting ready a couple of years ago, to retire from the Coleman Company in Wichita, my successor was recruited from Ohio.

Eight months after he moved here, he enrolled his daughter at K.U. and was required to pay out-of-state tuition.

He was shocked! After all, he had accepted a permanent, full-time position with a Kansas company. He had bought a house in East Wichita, bought a new car from a Kansas dealer, bought a Kansas Driver's license, begun to pay real and personal property taxes and had registered to vote.

He considered himself a proud citizen of Kansas.

Naturally, he viewed out-of-state tuition as a penalty for having come to Kansas to work and to live.

The wife of our then new city manager for Wichita came here from Reno, Nevada. She wanted to enroll at W.S.U. to complete her Master's. Rather than pay out-of-state tuition, she postponed her schooling.

A wife of a Boeing employee had lived in Wichita for 27 years when her husband was transferred to Seattle. Six years later he was transferred back to Boeing in Wichita. When she went to enroll at W.S.U. and learned she had to pay out-of-state tuition, she was outraged. She enrolled for only 3 hours for two semesters and then increased to full-time after her 12 months probationary period when she became a first-class citizen.

In each of these cases, the obvious intent is to live in Kansas and be domiciled here for many years. Surely there is a significant difference between trying to dodge the non-resident fee and the permanent re-location of a family.

HB 2020 would relax residency requirements, eliminate a perceived inequity and help economic development. This is good legislation.

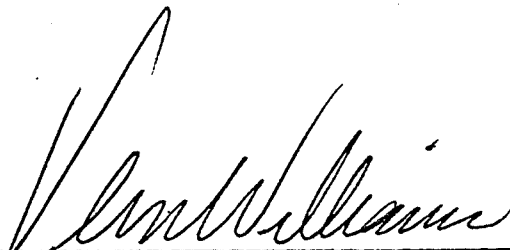
While no one can say for certainty what is the cost, it

surely cannot exceed the pay off of an improved image for Kansas as a good place to live, work and do business.

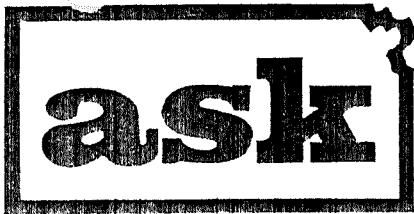
The House Appropriations Committee made two amendments which I would also support.

1. By adding community colleges to the exceptions list, they have expanded the availability of educational opportunity for those persons coming to Kansas for permanent employment and permanent residency.
2. To allow any Kansas High School graduate, otherwise eligible, to enroll and pay in-state tuition if he or she enrolls within 12 months of being graduated is no more than fair.

This would take care of rare instances where parents have moved out of state but the student wishes to remain with friends and attend a Kansas school in friendly Kansas.



Rep. Vern Williams (R)-Wichita



ASSOCIATED STUDENTS OF KANSAS

The Student Governments of the State Universities

Suite 608 • Capitol Towers • 400 S.W. 8th St. • Topeka, Ks. 66603 • (913) 354-1394

Christine A. Graves
Executive Director

Mark E. Tallman
Director of Legislative Affairs
and Development

MEMBERS:

Associated Student Government
Emporia State University
Memorial Union
Emporia, Kansas 66801
316-343-1200 ext. 5494

Student Government Association
Fort Hays State University
Memorial Union
Hays, Kansas 67601
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Student Government Association
Kansas State University
Student Union
Manhattan, Kansas 66506
913-532-6541

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Pittsburg State University
Student Union
Pittsburg, Kansas 66762
316-231-7000 ext. 4813

Student Government Association
University of Kansas
Burge Union
Lawrence, Kansas 66045
913-864-3710

Student Government Association
The Wichita State University
Campus Activities Center
Wichita, Kansas 67208
316-689-3480

Statement on HB 2020

TO: Senate Education Committee
FROM: Mark Tallman, Legislative Director
DATE: March 17, 1987

Position

ASK supports HB 2020. We believe it would improve current residency policies by addressing what we see are certain inequities in those policies.

Provisions We Support in the Bill

First, we support the original intent of the bill, which was to provide immediate in-state resident status to persons moving to Kansas to accept or retain a position of employment, to the immediate family of such persons.

If such persons can demonstrate actual residence in Kansas, and are paying taxes to support the institutions, we do not believe there should be an arbitrary waiting period before they can qualify as residents. These persons are not out-of-state students who are only in Kansas to attend one of our institutions; rather they have established themselves as Kansas citizens.

Second, we support a provision added by the House Committee at ASK's request. It will allow any graduate of a Kansas high school who is entitled to admission to a state university under the open admissions statute may receive resident status if they enter the university within one year of graduation.

This provision concerns students whose parents may leave the state while the student is still in high school, but the student remains in Kansas to complete high school. Currently, such a student may seek to enter a state university after graduating from high school, and be denied residency because his or her parents have left the state. We think the provision added by the House Committee addresses an inequitable loophole in current policy.

Recommended Amendment

We would also ask this committee to consider a long-standing position of ASK, which is to support reducing the general waiting period for establishing in-state residency at the state universities from 12 months to six months. This would bring the universities in line with the community colleges and Washburn. Although the Legislature has previously rejected this step, largely due to its fiscal impact, a fiscal note could be avoided by delaying the effective date by one year. The cost would thereby be absorbed

(more)

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into by the general student population, because under the "fee/cost ratio," tuition is set to cover a fixed share (25%) of educational costs. Some students would pay slightly more in fees to cover the lower fees paid by students affected by the lower residency requirement.

We support such a provision because the additional cost per student would be very low, and it would result in equity between the state universities and the community colleges and Washburn.

Conclusion

We urge your support of HB 2020, and thank you for your consideration.



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913-532-6541

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913-864-3710

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Wichita, Kansas 67208
316-689-3480

Statement on HB 2013

TO: Senate Education Committee
FROM: Mark Tallman, Legislative Director
DATE: March 17, 1987

Position

ASK supports this bill as one of our highest priorities in the 1987 session.

ASK worked to establish this program in 1983. We have made it a top priority each year since. Here is why:

1. It expands employment opportunities for students, providing money to help meet college costs and/or avoid excessive borrowing.
2. It provides practical "real world" experience for students, enhancing their education and employment prospects after graduation.
3. State funding for the program is matched at least one-to-one by employers, thereby at least doubling the financial benefit to students of state appropriations.

What has been the "track record" of this program since its inception?

1. Steady (although with varying speed) growth in participation by students and employers. Unfortunately, some of this growth may be blunted by lapses in the FY 87 appropriations.
2. Evidence that a wide range of students in many career fields can be served by the program.
3. In general, the most successful programs are those which have at least partially been integrated into a broader program with greater administrative resources than the financial aid office alone.
4. The program supplements other student aid programs because its eligibility requirements are more flexible.

Why we support passage of HB 2013:

1. It establishes the program in statute. We believe it has successfully proven itself in a "test" period. We are in a position to evaluate the program's strengths and weaknesses.

(more)

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Attachment 3

2. At the same time, this bill is extremely flexible. It allows the Board of Regents to adopt appropriate guidelines without locking program details into statute.

3. It gives the Board of Regents office central authority to make this truly a statewide program: benefits to employers need not be limited to the university communities.

Requested Amendment

We believe this program does require additional administrative expenses. Unlike campus-based student employment and other assistance programs, this program requires off-campus promotion and recruitment of employers, and the matching of students and employers in appropriate career areas.

Of the most successful campus operations of the state work study program, one factor seems to be an effective administrative structure. At WSU, ESU and PSU, the program has been at least partly integrated into other programs initiated with federal grants. In general, we believe the provision of some administrative allowance would make for a more effective program.

In Section 4(b) of the bill, the House Committee removed language that would have allowed institutions to use "a portion" of appropriations for direct operations, management and development costs. We would ask you to restore that language, but place percentage limit on such expenses. We would recommend a limit of four percent, which is the administrative allowance for federal student aid programs on campus.

Conclusion

We want to stress there is no fiscal note to this bill. Funding will be addressed separately by the appropriations process. Passage of this bill simply recognizes and enhances the current operation of the program. We believe it will make a successful program even more successful.

In summary, we think this program is one of the most beneficial programs the Legislature could support for the students of Kansas. We urge you to recommend it favorably for passage, with the amendment we are proposing.

Thank you.

PROPOSED AMENDMENT TO HB 2013

line 86 - ... participating in the program, except that an eligible institution may use no more than 4% of such moneys to meet expenses directly attributable to program development, operation and enhancement.

SELECTED STATE APPROPRIATIONS FOR STATE WORK STUDY PROGRAM

<u>State</u>	<u>1986 Appropriation</u>
Washington	\$7,438,276
Colorado	7,220,823
Minnesota	4,428,600
Connecticut	2,056,645
North Carolina	1,436,400
Pennsylvania	1,330,000
Rhode Island	765,000
Kansas	449,927*

*Before recissions.

Source: National Association of State Scholarship and Grant Programs



September 12, 1986

Chris A. Graves
Executive Director
Associated Students of Kansas
Suite 608 Capitol Tower
400 West 8th
Topeka, KS 66603

Dear Chris:

It was a pleasure to visit with you earlier this week regarding the State of Kansas Work-Study program. I am pleased that this program exists and find it very helpful as we attempt to enhance career related experiences and provide part-time earned income for our students.

Looking at FY 88, may I offer my support for a couple of suggestions by way of program improvement:

1. Permit the universities to use a percentage of their annual funding for this program as administrative support. This would include some office supplies, advertising and promotion (including related travel) and salary or wages for a program administrator. Perhaps 10-12% of the annual funding would be sufficient for this purpose.
2. Increase the annual funding of the program so that greater use could be made during the summer months. This would permit linkage with cooperative education programs and result in that program being expanded as well. The overall result would be greater earning opportunities for our students, Kansas employers benefitting as well, and enhanced career related experiences for our students.

Again, I appreciate the work of your organization and its support of this program.

Sincerely yours,

A handwritten signature in cursive script, reading 'James M. AuBuchon'.

James M. AuBuchon
Director of Placement
and Student Development

JMA:me

EMPLOYER	STUDENT	MAJOR	PROJECTED EARNINGS	PSU CONTRIBUTION
McCarthy's	Robert Kaelin	Business	\$ 760.00	\$ 380.00
Oler, Casey & Dennett, P.A.	Dori Hemphill	Accounting	1,532.00	766.00
	Kari LeGrand	Business	820.00	410.00
Stuart Owsley & Associates	Karen Carter	Construction Eng.	718.00	359.00
PITSCO, Inc.	Kevin Reaver	Wood Technology	322.00	161.00
Pittcraft Printing, Inc.	Jann Greenberger	Comm. Graphics	210.00	105.00
	Jeff Schuetz	Comm. Graphics	2,072.00	1,036.00
City of Pittsburg	Jovanna Brackett	Business	1,782.00	891.00
	Gene Grounds	Info. Systems	60.00	30.00
	Rebecca Schmidt Humble	Accounting	3,066.00	1,533.00
	Patricia Laird	Info. Systems	718.00	359.00
	Paula Leroy	Business	86.00	43.00
	Dianna Peak	Bus. Administration	2,642.00	1,321.00
	Leeza Rogers	Biology	2,464.00	1,232.00
Pittsburg Automotive Supply	Larry Corle	Auto Tech.	2,360.00	1,180.00
	Jack Killian	Auto Tech.	254.00	127.00
Residential Center For Youth, Inc.	Joni Hays	Psychology	718.00	359.00
	James Schreiber	Psychology	320.00	160.00
	Laura Shuler	Psych.-Sociology	2,200.00	1,100.00
	Mark Spillman	Psychology	1,650.00	825.00
	Susan Waugh	Social Work	784.00	392.00
Lester Simons Construction	Jeffery Blomberg	Const. Mgmt.	664.00	332.00
Steering Wheel Publishers Co., Inc.	Mark Dunlap	Comm. Graphics	1,666.00	833.00
Donald D. Stuckey, P.A.	Leanne Corporon	Accounting	2,376.00	1,188.00
Superior Printing, Inc.	Richard Coonrod	Printing Mgmt.	1,784.00	892.00
The Woodshop	Richard Ross	Wood Technology	3,240.00	1,620.00
TOTAL			\$55,860.00	\$27,930.00

1985-86

FINAL REPORT*State of KS Off Campus Work Study Program*

NAME EMPLOYER	STUDENT	MAJOR	PROJECTED EARNINGS	PSU CONTRIBUTION
The Border Restaurant	Jeff Peterson	Business	\$ 955.00	\$ 477.50
Bud's Pittsburg Tire, Inc.	Gary Satterfield	Auto Tech.	1,190.00	595.00
Computing Plus	Mark Craddock	Business	948.00	474.00
	Jay Davis	Elec. Engineering	528.00	264.00
	Tammy J. Horn	Computer Science	992.00	496.00
	Alberta Rea	Accounting	834.00	417.00
	Randy Winzer	Elec. Engineering	702.00	351.00
Elm Acres Youth Home, Inc.	Leonard Mamie	Psychology	700.00	350.00
	Alberta Powell	Social Work	1,660.00	830.00
First United Methodist Church	Todd Harryman	Vocal Music	228.00	114.00
	Gina Kruger	Inst. Music	50.00	25.00
	Melinda Maddin	Music	50.00	25.00
	Reyna Nabbout	Vocal Music	100.00	50.00
	Cecily Noel	Strings	65.00	32.50
	Kathryn Parke	Voice	1,075.00	537.50
	Gena Patchin	Inst. Music	490.00	245.00
	Julianne Rivera	Vocal Music	1,050.00	525.00
	Kimberly Simmons	Music	40.00	20.00
	Patrick Sweeten	Music	128.00	64.00
	William Thomas	Inst. Music	231.00	115.50
	Scott Ungles	Voice	320.00	160.00
	Donna Welty	Vocal Music	950.00	475.00
Framing Production	Maria Salazar	Art Therapy	2,150.00	1,075.00
	Gerald Wayman	Indust. Art Ed.	2,210.00	1,105.00
Edward D. Jones & Company	Julie Forbes	Business	1,190.00	595.00
KOPCO, Inc.	Harlan Gilbert	Voc. Education	384.00	192.00
KSSC Radio/KS98	Jon Haggard	Business	760.00	380.00
	Mary J. Hunt	Communications	840.00	420.00

Wichita State University
COOPERATIVE EDUCATION WORK STUDY PROGRAM

Interim Report*

July 1, 1985 to June 30, 1986

*Final report not available until all reports are received from employers after June 30, 1986

<u>Major</u>	<u>Employer</u>	<u>Hourly Wage</u>	<u>Semesters</u>	<u>Work Study Commitment</u>
Journalism	American Heart Association	\$ 3.35	Fl	\$ 251.25
Secondary Ed/Certif.	USD 259 - Cloud Elementary	5.74	Sp	250.00
Theatre Arts	Shakespeare in the Park	5.00	Su	400.00
Elementary Education	USD 260 - Administration	5.30	Fl	532.05
Music Education	Starkey Music Center	3.50	Su Fl Sp	1,022.70
Mechanical Engineering	Burnham Products	6.30	Su Fl Sp	2,699.94
Biology	Turner & Boisseau Attorneys	4.50	Sp	600.00
Political Science	Legal Aid Society of Wichita	4.00	Sp	480.00
Business Admin.	MBK Realty Co.	4.00	Sp	250.00
Graphic Design	Metrographics	4.00	Su	250.00
Physical Education	St. Joseph Health Enhancement	3.35	Sp	75.00
Business Admin.	Parallax	4.00	Fl Sp Su	750.00
Political Science	Health Systems Agency	4.00	Sp	460.00
Graphic Design	The Graphic Shop	4.00	Fl Sp	500.00
Social Work	Interfaith Ministries	3.35	Fl Sp	950.00
Radio/TV	KSNW	4.00	Fl	600.00
Social Work	Legal Aid Society of Wichita	3.35	Su	131.40
Graphic Design	Guide Books Unlimited	4.00	Fl Sp	500.00
Elementary Education	Castle in the Air	5.00	Fl	560.00
Graphic Design	Professional Printing	4.00	Su	503.13
Business Admin.	Parallax	4.00	Su	250.00
Elementary Education	USD 260 - Administration	5.30	Fl	533.30
Radio/TV	City Line	3.50	Fl	275.00

Wichita State University
 Kansas Work Study Program - Interim Report FY86

<u>Major</u>	<u>Employer</u>	<u>Hourly Wage</u>	<u>Semesters</u>	<u>Work Study Commitment</u>
Mathematics	Planned Parenthood	\$ 4.00	Su	\$ 330.00
Elementary Education	Castle in the Air	4.50	Sp	125.00
Creative Writing	Olive Garvey Center	4.00	Fl	245.00
Psychology	Interfaith Ministries	3.35	Su	250.00
Secondary Education	USD 260 - El Paso School	5.30	Sp	750.00
Secondary Education	USD 260 - Administration	5.30	Fl	445.02
Secondary Education	USD 260 - Derby High School	5.30	Sp	800.00
Graphic Design	The Graphic Shop	4.00	Su	250.00
Accounting	Otis Knabe Public Accounting	4.00	Sp Su	500.00
Medical Technology	St. Francis Regional Med Center	5.24	Sp	500.00
Graphic Design	Lonna Harbert Photography	4.00	Sp	250.00
Radio/TV	KFH-KLZS	3.35	Su	100.00
Sociology	Assn. for Retarded Citizens	4.00	Su	240.00
Graphic Design	Art for Living	4.00	Fl	250.00
Medical Technology	Wesley Medical Center	5.17	Fl Sp	1,399.93
Biology	Camp Fire, Inc.	7.00	Su Fl Sp	1,999.90
Music Education	Senseney Music Co.	4.00	Sp	250.00
Graphic Design	Haas Graphic Design	4.00	Sp	250.00
Graphic Design	Chromatech	5.00	Su	136.25
Graphic Design	Health Fair of Kansas	4.00	Su	250.00
Advertising	Media Marketing	4.00	Sp	480.00
Biochemistry	Olive Garvey Center	4.00	Su	597.00
Elementary Education	YMCA - West Branch	5.00	Fl	466.88
Secondary Education	USD 260-Derby Middle School	5.30	Sp	750.00

Wichita State University
 Kansas Work Study Program - Interim Report FY36

<u>Major</u>	<u>Employer</u>	<u>Hourly Wage</u>	<u>Semesters</u>	<u>Work Study Commitment</u>
Communic. Disorders	USD 260 - Derby	\$ 6.00	Fl Sp	\$2,700.00
Public Relations	Tress for Life	4.50	Fl	475.88
Elementary Education	USD 260 - Administration	5.30	Fl	571.74
Elementary Education	USD 260 - Pleasantview Elem.	5.30	Sp	800.00
Elementary Education	USD 260 - Wineteer Elementary	5.30	Sp	750.00
Journalism	Armstrong Creative Services	4.00	Su	267.50
Advertising	Garci Advertising	4.00	Fl	250.00
Finance	Otis Knabe Public Accounting	5.00	Fl	250.00
Computer Science	Trees for Life	6.00	Sp	500.00
Graphic Design	Garci Advertising	4.00	Fl	250.00
Social Work	Assn. for Retarded Citizens	4.00	Fl Sp Su	1,015.00
Graphic Design	Wichita Press	4.00	Su	250.00
Dental Hygiene	Richard Crowder, D.D.S.	4.50	Fl	445.06
Graphic Design	Art for Living	4.00	Sp	250.00
Journalism	Shopper Hotline	5.00	Su	464.00
Graphic Design	KSAS - Channel 24	4.00	Sp Su	500.00
Elementary Education	Castle in the Air	5.00	Fl	540.00
Physical Education	YWCA - Central Branch	5.00	Fl	611.96
Radio/TV	KRZZ Radio	4.00	Sp	500.00
Physical Education	Life Center	4.00	Fl	497.50
Marketing	Parallax	4.00	Su	200.00
Speech/Theatre	KEYN-KQAM	3.35	Fl	323.70
Physical Education	Olive Garvey Center	4.00	Su	62.00
Graphic Design	Higher Graphics	4.00	Su Fl	450.00

<u>Major</u>	<u>Employer</u>	<u>Hourly Wage</u>	<u>Semesters</u>	<u>Work Study Commitment</u>
Elementary Education	USD 260 - Administration	\$ 5.30	Fl	\$1,144.80
Elementary Education	USD 394-Rose Hill Middle Sch.	5.30	Sp	675.00
Elementary Education	USD 260 - Swaney Elementary	5.30	Sp	800.00
Music Performance	KPTS	4.35	Su	189.00
Journalism	American Heart Association	3.35	Sp	250.00
Elementary Education	USD 260 - Administration	5.30	Fl	556.50
Radio/TV	KEYN-KQAM	3.35	Fl	356.78
Graphic Design	St. Francis Regional Med Center	4.50	Su	500.00
Radio/TV	KFDI	3.35	Fl Sp	722.76
Sociology	Monica House	5.00	Su	400.00
Linguistics	Hispanic Urban Ministry	4.00	Fl	100.00
Music Education	Senseney Music Co.	4.00	Sp	250.00
Real Estate	Property Banc Brokers	4.00	Fl Sp	500.00
Journalism	Fitzgerald Advertising	3.50	Sp	350.00
Art Education	USD 259 - West High School	5.74	Fl Sp	1,400.00
International Studies	USD 260 - Derby High School	5.30	Sp	800.00
Elementary Education	Castle in the Air	5.00	Fl	552.50
Journalism	KEYN-KQAM	3.35	Fl Sp	750.00
Music Education	Starkey Music Center	4.00	Fl Sp	500.00
-Physical Education	Rolling Hills Country Club	4.00	Su	286.00
Journalism	KEYN-KQAM	3.35	Fl	339.19
Journalism	Trees for Life	4.50	Sp	540.00
Graduate Education	USD 260 - Tanglewood Elementary	5.30	Sp	750.00
Elementary Education	USD 259 - OK Elementary	6.00	Sp	800.00

<u>Major</u>	<u>Employer</u>	<u>Hourly Wage</u>	<u>Semesters</u>	<u>Work Study Commitment</u>
Art Education	USD 259 - South High School	\$ 5.74	Fl Sp	\$1,400.00
Secondary Education	USD 260 - Administration	5.30	Fl	494.89
Secondary Education	USD 259 - Jardine Jr. High	5.74	Sp	800.00
Radio/TV	KFH-KLZZ	3.35	Sp Su	350.00
Graphic Design	Carl Mar Graphics	4.00	Sp Su	500.00
Theatre Arts	Shakespeare in the Park	5.00	Su	400.00
Music Education	Starkey Music Center	5.00	Fl Sp	500.00
Radio/TV	KAKE-TV	4.00	Su	240.00
Pre-Medicine	Wesley Medical Center	4.95	Fl	600.02
Psychology	Assn. for Retarded Citizens	3.35	Su	240.00
Pre-Medicine	Wesley Medical Center	4.35	Fl Sp	1,737.79
Computer Science	Olive Garvey Center	5.50	Fl Sp	1,000.00
French	Legal Aid Society of Wichita	3.65	Fl	514.05
French	Olive Garvey Center	4.00	Su	213.50
Biochemistry	Wesley Medical Center Lab	6.25	Fl Sp	1,788.75
PE/Recreation	The Life Center	4.00	Sp	600.00
Psychology	Residential Home for Boys	4.00	Sp	120.00
Elementary Education	Little Pals Day Care	4.50	Su	216.00
Admin. of Justice	Ctny District Attorney's Office	4.00	Sp	562.00
Journalism/Advertising	Armstrong Creative Services	4.00	Su Fl	400.00
Chemistry	Vulcan Chemicals	5.00	Su	312.50
Social Work	Wichita Area Girl Scouts	4.00	Sp	500.00
Elementary Education	Castle in the Air	4.50	Sp	280.00
Liberal Studies	Huntington's Disease Foundation	4.00	Fl Sp	355.00

Wichita State University
 Kansas Work Study Program - Interim Report FY86

<u>Major</u>	<u>Employer</u>	<u>Hourly Wage</u>	<u>Semesters</u>	<u>Work Study Commitment</u>
Elementary Education	Castle in the Air	\$ 4.50	Sp	\$ 280.00
Physical Education	Brittany Sports Center	4.00	Su	635.63
Elementary Education	YMCA - Central Branch	5.00	Fl	680.00
Elementary Education	Castle in the Air	4.50	Sp	435.00
Elementary Education	Castle in the Air	4.50	Sp	650.00
Studio Arts/Painting	Lida Advertising Agency	3.50	Sp	250.08
Dental Hygiene	Richard Crowder, D.D.S.	4.50	Sp	251.44
Physical Education	St. Francis Fitness Center	3.35	Sp	550.00
Graphic Design	City Life Magazine	4.00	Sp Su	500.00
Graphic Design	St. Francis Medical Center	4.00	Su	236.00
Journ/Public Relations	American Red Cross	3.35	Fl	200.00
Physician's Asst.	Wesley Medical Center	4.95	Fl	600.02
Physical Education	Wichita Racquet Club	5.00	Fl Sp	964.75
Elementary Education	USD 260 - Oaklawn Elementary	5.30	Fl Sp	1,200.00
Medical Technology	Wesley Medical Center	5.17	Sp	700.19
Graphic Design	Penny Power	3.50	Sp Su	500.00
Secondary Education	USD 259 - Jardine Jr. High	5.86	Sp	200.00
Elementary Education	Little Pals Day Care	4.50	Fl	522.00
Elementary Education	USD 260 - Cooper Elementary	5.30	Sp	800.00
Communications	KSAS - Channel 24	4.00	Sp Su	640.00
Sociology	USD 259 - Jardine Jr. High	6.00	Fl	260.13
Elementary Education	YMCA - Central Branch	5.00	Fl	600.00
Business Admin.	Parallax	4.00	Fl	250.00
Finance	A. G. Edwards Co.	5.00	Fl Sp	1,700.00
Elementary Education	YMCA - West Branch	5.00	Fl	335.00

TOTAL COMMITMENTS

\$79,933.37

WORK/STUDY STUDENTS CAN WORK FOR MOST ORGANIZATIONS.

Under Washington's program, any non-sectarian, non-political organization is eligible to hire work/study students.

To qualify, you must:

- provide work related to the student's educational or career goals
- provide wages equal to those of other workers in similar jobs
- provide at least 35% of the student's wages and pay workers' compensation, Social Security, etc.
- limit the student's work to 19 hours a week when school is in session and to 40 hours a week during vacations
- ensure that work/study employees do not displace other staff
- comply with state and federal civil rights regulations

You'll find working with the colleges, universities, and vocational/technical schools refreshingly easy and straightforward.

Because their goal is to help you provide good jobs for good students.

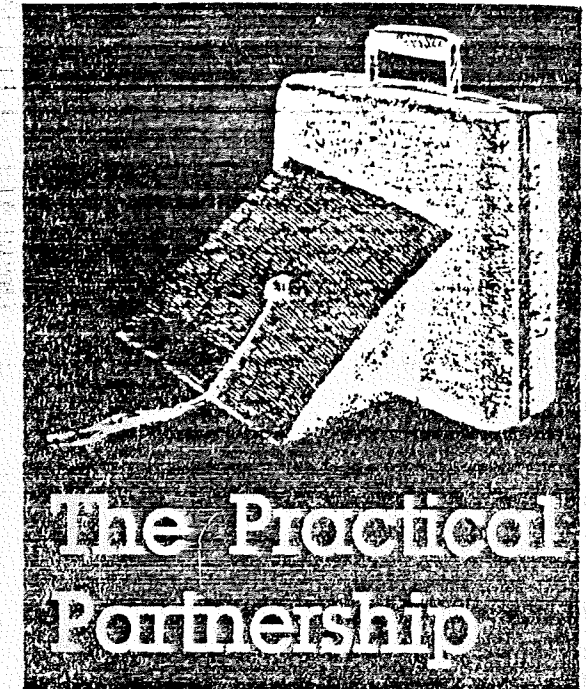
PRACTICALLY SPEAKING, THIS PROGRAM IS TOO GOOD TO PASS UP.

Few states offer their businesses the opportunity to hire bright, productive students in such a cost-effective way.

Isn't it time you supplemented your workforce with one or more students from the Washington state work/study program?

For more information on the program, contact the Financial Aid Office at a university, college, or vocational/technical school near you.

Or write the Council for Postsecondary Education, 908 E. 5th St., Olympia, WA 98504.



Washington employers
and state work/study
students

**HIRING A STATE
WORK/STUDY
STUDENT
MAKES GOOD
BUSINESS SENSE.**

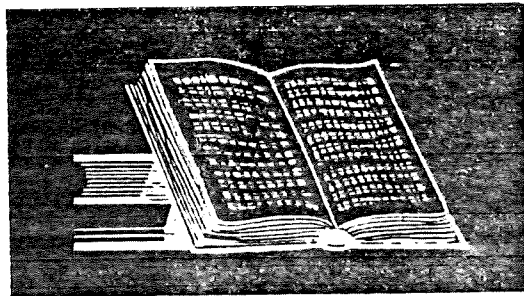
More than 1,500 Washington organizations employ state work/study students each year.

Organizations as different as law firms and laboratories, ballet companies and boatyards, colleges and caterers, governments and galleries.

Organizations throughout the state: in Seattle and in Spangle, in Omak and in Olympia, in Westport and in Walla Walla, in Tacoma and in Toppenish.

Why have so many different organizations—public and private, profitmaking and nonprofit—hire state work/study students?

Because it makes good, practical business sense to hire productive, cost-effective employees.



**WORK/STUDY
STUDENTS ARE
COST EFFECTIVE.**

Under Washington's innovative state work/study program, employers can be reimbursed up to 65% of the student employee's salary.

So you can get bright, enthusiastic part time help to supplement your regular staff. That means extra hands and minds to improve productivity.

And since work/study students view their part time work as training for full time employment, you have the opportunity to conduct on-the-job training without bearing the burden of a full time worker's salary and benefits.

Thus you're assured of a better trained labor pool when it's time to recruit.

The work/study program is cost-effective in a broader sense as well. By offering needy students an opportunity to earn while they learn, it makes higher education available to more Washington citizens.

And because you provide a portion of the student's wages, state financial aid funds can be distributed more widely.

**WORK/STUDY
EMPLOYEES
CAN IMPROVE
PRODUCTIVITY.**

Work/study students learn quickly, needing no more supervision than other entry level workers.

And since the work is related to the student's education and career plans, there's an incentive to excel. After all, if you're impressed now, you're more apt to hire this student after graduation.

Students enhance overall productivity as well. They can be given projects that need to be done, but which would distract full time staff from more immediate goals. So your skilled and experienced employees are freed for the more demanding tasks.

The result? A more efficient and productive organization.

