

Student Employment Guidelines

I. Students may not begin working until all employment paperwork is completed and they have received a **Student Employment Authorization Card** from the Human Resources department. Complete instructions and a video tutorial are available on the [website](http://www.samford.edu/studentemployment) to guide the student through completing the required paperwork. (<http://www.samford.edu/studentemployment>)

I. **International students** should contact the Global Engagement Office at geo@samford.edu or 205.726.2741 regarding federal regulations for on-campus employment. If they are given authorization to work on campus, they should send an email to studentjobs@samford.edu with the name of the supervisor and/or department where they've been hired before completing Step I.

III. Student employees will set a **work schedule** with their supervisor that is based on departmental need and the student's availability. However, student employees should not work more than 20 hours in a week when classes are in session and no more than 27 and a half hours in a week when they are not in class. If a student employee has more than one job on Samford's payroll, including a FWS Community Service job, they should not work more than the maximum hours allowed per week in total.

IV. TimeClock Plus (TCP)

A. Once all employment paperwork is completed by the student and the supervisor, the student employee will be set up in Banner and TimeClock Plus. Supervisors should instruct student employees how and by which method to use TCP for that job. TimeClock Plus instructions are available on the website.

B. Each time a student employee works they should do the following:

- Clock in using TCP each time they start work
- Clock out using TCP each time they stop work
- Approve all time worked through TCP daily if no edits are required
- Add a note for any missed punch or edit needed and notify your supervisor

C. Student employee and supervisor approval is required in TCP by the payroll deadline which can be found on the [Payroll Schedule](#) on the website.

D. Accurately recording time worked and approving it in a timely manner are part of the requirements of continued employment.

VI. Student employees are paid biweekly. Paychecks can be picked up in the Bursar's Office with a picture ID. If a student employee has direct deposit, an electronic pay stub will be sent to their SU email account. A payroll schedule with TimeClock Plus due dates and pay dates is available on the website.

VII. Federal Work Study

For students who have been awarded Federal Work Study (FWS) funds, the award amount will be listed on the approved copy of the Student Employment Form when it is returned to the department. **It is the responsibility of the student employee and supervisor to monitor the award, earnings and remaining balance to avoid unintentionally exceeding the award amount.** This information is available to the student employee on the SU Portal. If a student exceeds the FWS award, the overage will be charged to the department budget. Remember that due to additional financial aid which may be received, a student's FWS award may be revised. If this happens, the student employee should notify the supervisor(s) and, if necessary, their work schedule should be modified.