Purpose and Summary

The purpose of this policy is to help departments determine the appropriate classification and rate of pay for student worker positions.

Scope

This policy applies to workers in Student Groups B, C, and D, resident hall assistants, student journalists, and student advertising representatives. Requirements specific to Graduate Assistants/Associates (GA) can be found in the GA Manual [2].

Policy

Job Classifications

Departments are responsible for assigning student worker positions to the appropriate Student Group classifications as described below. Federal Work-Study (FWS) eligible students are also placed in these Student Group classifications. Specialized training, certifications, or pre-employment background checks may be required based on the duties of the position.

Student Group B: Undergraduate and graduate students may be hired into Student Group B. Experience required for these positions can range from little or no previous training or work experience to one to two years of college or one to two years of comparable experience, preferably
in a specific area of study. Work is performed under close to general supervision. Student Group B
workers may lead other student workers. This category may not be used for students performing
research or instructional duties normally associated with a graduate assistant/associate position.

**Student Group C:** Qualified upper-level undergraduate or graduate students may be hired into
Student Group C. Positions require extensive training or experience and advanced knowledge at the
upper undergraduate or master’s level, or three to four years of comparable experience. Work is
performed under general direction; requires considerable knowledge of a discipline; and entails
exercising independent judgment and decision making in the development of new procedures,
techniques, systems, or equipment. Licensing or certification by a state agency may be required.
Generally, these positions involve supervision of other student workers. This category may not be
used for students performing research or instructional duties normally associated with a graduate
assistant/associate position.

**Student Group D:** Student Group D is applicable to graduate students who perform work similar to
a graduate assistant/associate position but do not hold a graduate assistant/associate position
because they will be completing their graduate degree mid-semester and leaving the University.
Required experience and qualifications are comparable to graduate assistant/associate positions.
This category may be used if the student is not leaving the University mid-semester or will be
continuing their studies in the subsequent semester.

**Student Residence Hall Assistants:** Student Residence Hall Assistants reside in a University
residence hall where they work with other residence hall staff to promote a socially, culturally, and
educationally enriching experience for students living in residence halls. Student Residence Hall
Assistants receive room and board expenses rather than hourly pay. Contact [Residence Life](#) for
more information.

**Student Journalists:** These students serve as reporters, photographers and copy editors for
Arizona Student Media. These students are generally paid on a per-piece rate. Contact [Arizona
Student Media](#) for more information.

**Student Advertising Representatives:** These students prospect, sell, maintain, and service display
advertising accounts for Arizona Student Media. They are paid a base salary plus a productivity-
based commission. These unique positions are exempt from the minimum wage and overtime

**Compensation**

**Pay Ranges:** There are three pay ranges for student workers, corresponding to Student Groups B,
C, and D. The pay rate for a student worker must be at least the minimum of the pay range for the
assigned Student Group classification and commensurate with duties performed. All student worker
positions are subject to available funds. Current pay ranges and job codes are found in "Related
Information" below.

**Motor Vehicle Usage**

Student workers who will operate any vehicle on University business are subject to the [Fleet Safety
Policy](#) and must meet minimum driver qualification requirements as outlined in the Policy and be
authorized to drive on University business. All student workers who drive on University business
must register with [Risk Management Services (RMS)](#), have a valid driver’s license for the type of
vehicle driven, and have a satisfactory motor vehicle record.
Departments are responsible to ensure that student workers who are required to drive on University business complete the driver’s registration process with RMS and any required driver training before authorizing them to drive. Contact Risk Management Services [6] for more information and driver’s registration.

**Related Information***

**Pay Ranges (Effective 1/1/2022)**

<table>
<thead>
<tr>
<th>Student Group</th>
<th>Job Code</th>
<th>Pay Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Group B</td>
<td>120473</td>
<td>$12.80 to $15.50</td>
</tr>
<tr>
<td>Student Group C</td>
<td>120474</td>
<td>$12.80 to $22.50</td>
</tr>
<tr>
<td>Student Group D</td>
<td>120475</td>
<td>$12.80 to $28.00</td>
</tr>
</tbody>
</table>

Driver Registration [7]

Fleet Safety [8]

GA Manual [2]

High Occupancy Vehicle (HOV) Training [9]

**Revision History***

Compensation range revised from $12.15 to $12.80 as of January 1, 2022.

The former Student Group A was retired as of January 1, 2013.

**Source URL:**

**Links**
[1] mailto:hrsolutions@email.arizona.edu
[3] https://housing.arizona.edu/
[5] https://risk.arizona.edu/fleetsafetypolicy
[6] https://risk.arizona.edu/
[9] https://risk.arizona.edu/training/high-occupancy-vehicles