I. Activities

The functions of the University of Wisconsin--Milwaukee Committee on Financial Aids are as follows:

A. To administer those funds available for undergraduate awards and grants to University of Wisconsin--Milwaukee students.

B. To establish policies governing loans to students at the University of Wisconsin--Milwaukee.

During the year the Committee on Financial Aids has met fourteen times. During this period it has done the following:

C. Attempted to facilitate communications between the Committee and the Committee on Financial Aids on the Madison Campus, and to delineate the responsibilities of the respective committees.

D. Approved the use of new promissory note forms for student loans as submitted by the Financial Aids Office.

E. Formulated new policies for the University of Wisconsin--Milwaukee student loan funds.

F. Formulated new policies for the University of Wisconsin--Milwaukee National Defense Student Loan funds, and for the computation of need of NDSL applicants.

G. Formulated new policies for the awarding of University of Wisconsin--Milwaukee scholarship funds.

H. Considered appeals from three students for extensions on the repayment of their university loans (beyond the 60 day extension period allowed by the Financial Aids Officer).

I. Considered an appeal from one student regarding the denial by the Financial Aids Officer of a loan request.

J. Endorsed and submitted to the Dean of Student Affairs for consideration a proposal submitted by the Alpha Phi Omega Fraternity for the establishment of a student employment service on the Milwaukee Campus. (A copy of the proposal and endorsements is attached.)

K. Voted to recommend to the faculty changes in the membership and functions of the Committee as contained in Section AS-5.29 of the Rules and Regulations Governing the University of Wisconsin--Milwaukee. The recommendations as approved follow.

During the period from July 1, 1960, to April 12, 1961, the following loans were approved by the Office of Financial Aids:

<table>
<thead>
<tr>
<th>National Defense Student Loans</th>
<th>Number</th>
<th>Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>199</td>
<td>$89,675.00</td>
</tr>
</tbody>
</table>

University of Wisconsin--Milwaukee

<table>
<thead>
<tr>
<th>Student Loans</th>
<th>Number</th>
<th>Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>342</td>
<td></td>
<td>$50,404.00</td>
</tr>
</tbody>
</table>
In addition the following number of student loans from outside loan funds were processed by this office:

State Department of Public Welfare Student Loans..........57
Joseph Derfuss Loan Funds.....................................27
Miscellaneous..................................................16

II. Recommendations

The following recommendations were approved unanimously by the University of Wisconsin--Milwaukee Financial Aids Committee in their meeting of April 12, 1961, for presentation to the faculty:

A. We recommend that the paragraph of Section AS-5.29 of the Rules and Regulations Governing the University of Wisconsin--Milwaukee concerning membership of the Financial Aids Committee be amended to read:

Membership:

Ex-officio: The Dean of Student Affairs, the Dean of Men, the Dean of Women, and the Director of Financial Aids.

Appointive: Nine faculty members appointed by the Provost. Of the nine faculty members, four shall be appointed from Letters and Science, three from Education, one from Commerce and one from Engineering. All appointments shall be for three years, three to be appointed each year.

Invited: By action of the Committee, a member of the University of Wisconsin Alumni Association may be appointed annually by the Provost in consultation with the Wisconsin Alumni Club of Milwaukee.

B. We recommend the addition of the following paragraph to Section AS-5.29:

Representation on the All-University Committee on Loans and Undergraduate Scholarships:

Ex-officio: The University of Wisconsin--Milwaukee Director of Financial Aids.

Appointive: The University of Wisconsin--Milwaukee representative to be appointed to the All-University Committee shall be a continuing member of the University of Wisconsin--Milwaukee Financial Aids Committee.

C. We further recommend that the paragraph of Section AS-5.29 concerning functions of the Committee be amended as follows:

Functions:

1. To establish policies governing loans to students at the University of Wisconsin--Milwaukee.

2. To establish policies governing those funds available for undergraduate awards and grants which are not administered by the All-University Committee on Loans and Undergraduate Scholarships.
3. To receive and adjudicate any student appeals from the decisions of the Financial Aids Office.

Financial Aids Committee:

N. Clement, ex-officio
A. Hankwitz
H. Kaczkowski
J. Leer
R. Norris, ex-officio
L. Rathsack
O. Robbins, Chairman
L. Stamatakos, ex-officio
R. Stuckert
E. Weber
L. Wolf
C. Wollaeger, ex-officio
EXHIBIT I

The attached report and recommendations were submitted to the University of Wisconsin--Milwaukee Committee on Financial Aids by the Upsilon Chapter of the Alpha Phi Omega Service Fraternity. The Committee voted unanimously on March 15, 1961, to endorse the report and recommendations as submitted, and to include the action in the annual report to the University of Wisconsin--Milwaukee faculty. The Committee also voted unanimously to recommend to the Dean of Student Affairs that action be instituted forthwith, and in no case any later than the 1963-65 biennial budget, to implement the policy recommendations contained in the document.

STUDENT EMPLOYMENT

A Point of View

Most American colleges and universities have come a long way in developing student work programs since the day when jobs were largely day labor or menial work. An eight-hour factory shift, however remunerative or romantic it may be, leaves little time or energy for the real business of education. Mental and service work can sometimes be detrimental to a student's personal development. But no matter how much the tradition may have been modified, there is still firm insistence in most university financial aids programs of at least token self-support on the part of a student before the granting of a student loan. Work is required as evidence that the student is willing to help himself before asking others to do so.

Most universities insist that undergraduates who receive financial aid assume two kinds of work responsibility: full-time work during summer vacations and part-time work during the academic year. Colleges or universities generally take more responsibility for providing satisfactory employment for needy students during the school term than for locating satisfactory summer work. Developing the local, term-time employment program is part of the progressive university's larger effort to harness all possible sources of money for student aid. In the past, catch-as-catch-can student employment practices frequently gave the highest paying job to a student whose need for it was not so great as that of others. Students were at the mercy of local employers whose sole object was to get the cheapest labor possible.

Intent now on making the best possible arrangement for their students, aggressive universities have set out to "capture" part of the local job market. The following are steps which can be taken to do this:

1. Clarify the institution's own job needs and employment practices. Every college needs a large operating staff. This can be largely composed of students or their spouses. Even full-time jobs can be broken down into manageable parts and carried by students. This would, of necessity, require a good working relationship between the student employment officer and the personnel director.

1At the present time the only student employment services existing at the University of Wisconsin--Milwaukee are those provided through the voluntary services of the Upsilon Chapter of the Alpha Phi Omega Fraternity. The attached views and recommendations are being presented by the Upsilon Chapter to the University of Wisconsin--Milwaukee Committee on Financial Aids. It is the sincere and respectful hope of the chapter that the Committee will endorse the views and the recommendations contained herein, and take whatever steps they deem feasible to convert these recommendations into a reality.
2. Student ingenuity can be another great source of jobs. Because they know the strengths and weaknesses, likes and dislikes of their schoolmates, students themselves can turn up markets for unique goods and services. The alert university should try to harness the resourcefulness of individual students for its overall aid program. When a student decides to publish a campus picture calendar or sell parents birthday cakes for delivery on campus, there are jobs in the offing. Of course, students can and will do these things without the help of college authorities. But here again a quid pro quo can be developed. The student has an idea which implies job opportunities. The university has, among other things, the right to control access to university buildings and use of university bulletin boards. If they can get together, everybody stands to gain.

3. Try to improve relationships with those who traditionally use student labor. Local drugstores, supermarkets, eating places, theaters and the like have probably relied on students for years. They have either waited for students to ask for work or have advertised for help. The chances are that they will cooperate in an effort to coordinate their needs with student needs. A good employment center, where they can list their requirements and get reliable referrals, is a convenience to them. The university can use such a center to see that needy students get the jobs best suited to their talents and schedules. Everybody gains: a talented student artist gets a job painting signs instead of wasting his talents in a hash house while the sign painting firm goes short handed.

4. Find untapped employment opportunities in the community. Like the university itself, many local employers have neglected the possibilities of student employees--partly from ignorance and partly because hiring students is just too complicated. Here again, if the university will assure careful, reliable referrals, it can often capture additional jobs for its students. Student workers have at least two distinct advantages over their competition. First, they offer more brains per dollar than do the majority of available workers. Secondly, they will work evenings and week-ends when many other persons will not. The well organized university can add a third important advantage: students referred for jobs are those in need of aid (both scholarships and loans) and if the university has a coordinated and controlled student employment program, the school can virtually guarantee responsible work. Any coordinated work program must be based on the understanding that work performance counts, favorably or unfavorably, in referral of future jobs to students and in the award of scholarships and loan aid. An employer who is concerned that his help may be "irresponsible college kids" should be reassured by this protection.

When a university can control the flow of its students into jobs, it cannot only assure the employer of responsible work, but it can also insure reasonable rates of pay and acceptable working conditions for the students. This should be an important part of the bargain the school makes with a student when that student agrees to perform his work responsibly and well. The university must be willing to drop unreasonable employers from its roster as well as unreasonable student employees. A "fair trade" policy for odd jobs is of particular importance. Since odd jobs are fluid, both students and employers must be dissuaded from senseless overcharging or underpaying.

As a university takes more and more responsibility for the employment needs of its students, it will as a consequence improve their job opportunities. When the institution refers only well qualified students to employers and refuses to send them students whose qualifications are questionable, its endorsement comes to mean something. Its influence in the job market is increased. The college can then do for its students what they cannot do for themselves.
When student employment is centrally controlled, it is possible to enforce an institutional policy that puts the student's academic and personal growth at the center of things. Within limits, in conferences and informal meetings employers can be persuaded to modify work schedules to suit student workers. To insist, for example, that a waiter work every noon meal from twelve to two or else not at all, even though the student being considered for the job has an early afternoon seminar one day a week, may make managerial sense but it does not make educational sense. A good student employment officer should be able to supply another waiter on the one day in question to the satisfaction of all parties concerned.

But income is not the only advantage of student employment—even though it is its main purpose. There are opportunities in both term-time and in summer employment for a student to gain vocational experiences. Where a university develops a coordinated job program it can actually help students to "learn while they earn" by placing them in jobs that offer them a chance to "try out" possible vocations or to get a head start on careers that they have chosen. Not all jobs that are vocationally worthwhile are low paying. Many, unfortunately, pay relatively little, and a student can "afford" to take such a job only if the university's financial aid authority will recognize this fact in planning the student aid program. This should serve as one illustration of the importance of close counseling relationships between the financial aids officer and the needy student.

Job placement must of necessity be well coordinated with the other components of the financial aid package if an effective overall program of financial aids is to be maintained. How much the student earns helps determine how much gift and/or loan aid he needs. How well he meets his responsibility for self-support should be considered in deciding how much aid he deserves. Unless the office that administers the scholarships and loan program also administers the student employment program, close coordination and effective utilization of all student financial aids is virtually impossible.

Present Situation of the University of Wisconsin

A statement published by Marion Dormey, director of the Student Employment Bureau on the Madison Campus, indicates that somewhat less than half of the students on that campus are partially or wholly self-supporting during their attendance at the University. This includes all students who work only during summer vacation and students who obtain forms of financial assistance other than student employment. According to figures released by the Student Employment Bureau, a total of 4,112 students who were wholly or partially self-supporting were registered with the Bureau during the 1959-60 school year. To handle the needs of these students, the Bureau had and has a staff of five paid employees, in well located, well equipped, and adequate accommodations.

On the Milwaukee Campus, for reasons outside the scope of this report, it is estimated that 75% or more of the student body are wholly or partially self-supporting during their attendance at the University. This figure does not include those students receiving forms of financial aid other than employment. Thus the number of students on the Milwaukee Campus needing student employment service is proportionally much greater than on the Madison Campus. It is logical, further, to assume that the actual number of students on the Milwaukee Campus in need of such services would closely approximate that of their counterparts on the Madison Campus.

To serve the needs of these students the University of Wisconsin—Milwaukee has no paid staff members. Instead, in a situation where the problems of an effective student employment service are compounded by the existence of a split campus, the only student employment services available are those provided on a voluntary basis by the Alpha Phi Omega Fraternity. In view of the limitations imposed by severely inadequate facilities, both in equipment and space, and the necessity of depending upon unpaid voluntary help to staff the operation, we feel that the fraternity has done an admirable job.
The conclusion is inescapable, however, that the services offered are inadequate to meet the needs of the large proportion of the University of Wisconsin--Milwaukee students who are of necessity partially or wholly self-supporting. There is presently no opportunity for student registration and selective referrals, for an employer relations program, for coordination with the financial aids office, for clarification of the institution's own job needs and employment practices, or, generally, for any sort of effective program.

Equally inescapable is the conclusion that this substantial proportion of the total University of Wisconsin student body is being "sold short" by the failure to provide well coordinated and adequate student employment services on the Milwaukee Campus. This seems especially tragic and discriminatory in view of the difference which exists with respect to student employment services on the two campuses. Since the University has established a Student Employment Bureau on the Madison Campus, it would appear obvious that the University has determined that it does have a responsibility to the students and the community in the matter of student employment. With the expanding student population at the University of Wisconsin--Milwaukee, the need for student employment services can only become increasingly acute. The question which most logically arises is whether the University can continue to abrogate its responsibility to provide the same service for students on the Milwaukee Campus that is presently provided on the Madison Campus.

In view of the foregoing, the following recommendations are respectfully made:

1. To provide that the operation of a student employment service be incorporated into the financial aids program of the University of Wisconsin--Milwaukee. It is felt that only by incorporating the student employment services into the larger financial aids program of the University can an effective coordination of the financial aids "package" be achieved.

2. That adequate staff, equipment, and office facilities be provided to make possible the establishment, maintenance, and effective utilization of this greater financial aids program. With respect to the additional staff needs necessitated by these recommendations, it is suggested that the hiring of additional staff could and should be kept to a minimum by utilizing in the student employment program the continued voluntary services of the Alpha Phi Omega Fraternity. The members of the fraternity could be very profitably used in the program, including the development and maintenance of employer contact services, referral services, and verification services. This program would, at the same time, provide the coordination and continuity essentially necessary for an effective and successful student employment and financial aids program.

The foregoing is endorsed by the Upsilon Chapter of the Alpha Phi Omega and is hereby submitted by the following officers and advisors of the chapter:

Richard Baumgartner, President
Warren Elting, Vice President
Alfred Shumway, Office Manager
Dr. Lee Mathews, Chairman of Faculty Advisors
Dr. Reginald Horsman, Faculty Advisor
Neal D. Clement, Faculty Advisor