

HCM: Hiring for New “GA” Students

Overview

This job aid explains how HCM Action Initiators can hire new “Graduate Assistant (GA)” student workers.

- The recommended browser for accessing Workday is Google Chrome. However, Mozilla Firefox and Apple Safari may also be used.

Considerations by Institution

- Prior to initiating the Workday process, have all information on the Pre-Hire Data Sheet filled out. The Data Sheet is available on SU Workday website.
- Reference the Payroll/HR Processing Calendar on the SU Workday website to ensure that you are initiating the process with enough time for it to complete before the employee’s effective date, which should be the start of a pay period.

Icons Referred to in This Document



Prompt



Related Actions



Required Field



Calendar



My Tasks

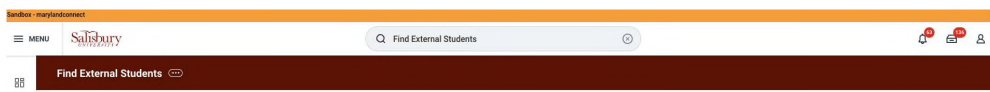


Checkbox

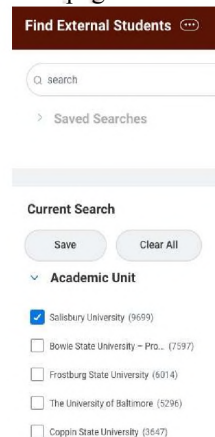
Hire Student

Note: External students are students in Workday whose information originated from Campus Solutions.

1. Enter Find External Students and select the report.



2. The Find External Students page displays.
3. Filter page for SU Students only by checking the SU checkbox on the left side of the page



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4. Select the Student that will be hired.
5. The Student’s profile page displays.

Notes:

- a. The Student’s profile page will show the student’s active status and their associated Academic Unit.
 - b. Only active students can be hired into Workday.
6. Select the Actions tab under the student’s name and title.
 7. The Actions menu displays.
 8. Hover over Hire and select Hire Student.

The screenshot shows the Workday HCM interface for a student profile. The top navigation bar includes a 'MENU' icon, the Salisbury University logo, and a search bar labeled 'Find External Students'. The main content area displays the student's name 'Margaret Malone' and title 'Student | Salisbury University'. A sidebar on the left contains various navigation icons. The 'Actions' menu is open, showing options like 'Academic Faculty', 'Business Process', 'Hire', 'Personal Data', 'Favorite', 'Integration IDs', 'Duplicate Management', 'External Student History', and 'Roles'. The 'Hire' option is highlighted, and a 'Hire Student' pop-up box is displayed over the 'Student' section of the profile. The pop-up box contains the text 'Hire Student' and 'Pre-verify Student Employment Eligibility' with a status of 'Active Yes'. The 'Student' section of the profile shows 'Active Yes' and 'Student ID UM29_3105069'. The 'Contact' section shows the email address 'mmalone5@gulls.salisbury.edu'.

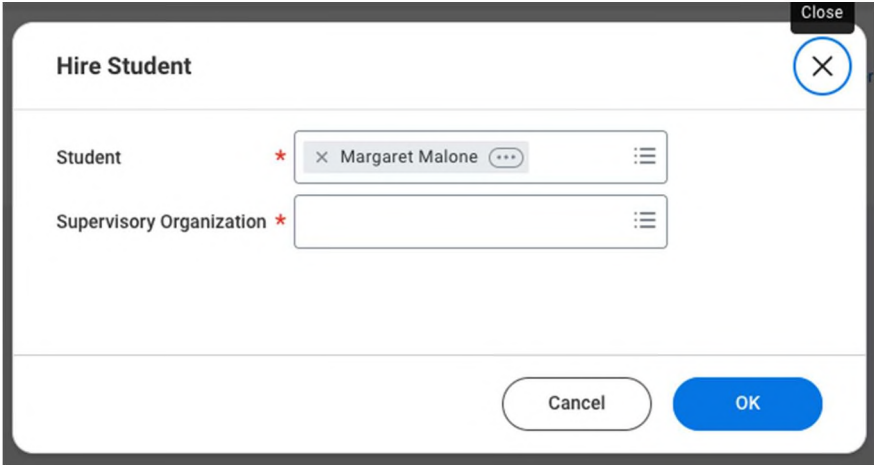
9. The Hire Student pop-up box displays.

Note: The Student and Supervisory Organization field will auto populate. To change the student or the supervisory organization, select the field prompt(s) or enter the student/supervisory organization into the field.

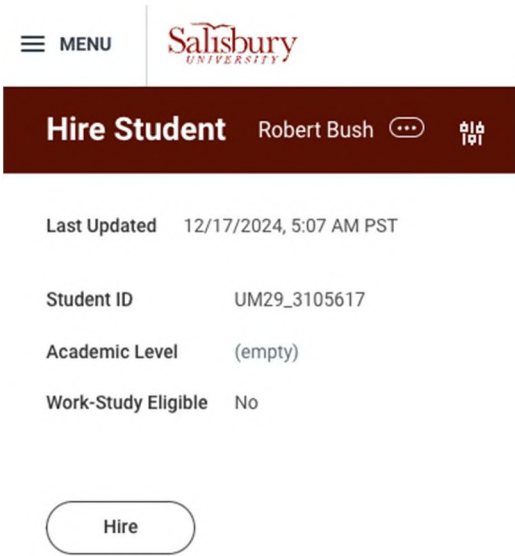
Note: Students can only be hired into a JM Position

10. Select OK.

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- 11. The Hire Student page displays.
- 12. Select Hire.



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13. The Hire Student page displays.

14. Read the [Data Entry Considerations](#).

15. Use the Calendar to choose the Hire Date.

Note: Reference the Payroll/HR Processing Calendar on the SU Workday site and make sure you are selecting a hire date that falls on the start of a pay period

16. Select the Reason Field to choose the appropriate reason for the hire.

Note: For New Hires, ALWAYS select “[Hire Employee > New Hire](#)”, unless advised otherwise by HR

17. Select the Temporary (Fixed Term) Employee Type.

18. Select the Prompt to choose the Job Profile from the USM Student Titles option.

Note: For GA student workers ALWAYS select “[8300 – Graduate Assistant](#)”, “[8400 – Graduate Asst – TA](#)”, or “[8500 – Graduate Asst – RA](#)”, unless advised otherwise by HR

19. Select the Prompt to choose a Time Type, which is ALWAYS “[Part time](#)”, unless advised otherwise by HR

20. Select the Prompt to choose the Location, which is ALWAYS “[SU Main](#)”, unless advised otherwise by HR

Note: Once you select a location, the [Pay Rate Type](#) field will auto populate to “[Stipend](#)”.

The screenshot displays a portion of a web form. At the top, there is a 'Hire Date' field with a calendar icon and a 'Reason' dropdown menu. Below this is a section titled 'Job Details' which contains five dropdown menus: 'Employee Type', 'Job Profile', 'Time Type', 'Location', and 'Pay Rate Type'. The 'Reason' field and the 'Job Details' section are highlighted with a yellow border.

21. Enter the Scheduled Weekly Hours under the Working Time section.

Note: This can only be EITHER 10 HOURS for “Part Time GAs” OR 20 HOURS for “Full Time GAs” during the Fall, Spring, and Winter semesters

22. Select the Prompt to choose a Work Shift.

Note: ALWAYS select “[First Shift \(United States of America\)](#)”, unless told otherwise by HR

23. ALWAYS Select the down arrow next to [Additional Information](#) to include any additional information.

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Additional Information

Job Title	* Regular Student
Business Title	* Regular Student
Annual Work Period	* (empty)
Work Period Percent of Year	
Disbursement Plan Period	* (empty)
Job Exempt	<input type="checkbox"/>
Job Classifications	01 - FICA Tax Exempt (FICA Exemption Status-United States of America)
Additional Job Classifications	<input type="text"/>
Workers' Compensation Code from Job Profile	(empty)
Continuous Service Date	* 02/05/2025
End Employment Date	* MM/DD/YYYY
Benefits Service Date	MM/DD/YYYY

24. Select the Calendar to add the Employment End Date. Notes:

- a. Reference the Payroll/HR Processing Calendar on the SU Workday site and make sure you are selecting an End Employment date that falls on the end of the pay period closest to their actual contract end date (i.e., if the employee's end date is 3/30, but the pay period ends 3/31, put the end date as 3/31, but if the contract end date is 4/1, list the end date as 4/8).
- b. Add any comments in the comments box of the Additional Information section.

25. Change the Job Title and Business Title to accurately reflect the work the student is doing and for which department.

26. Attach supporting documentation related to the student hire in the Attachments section and choose the attachment category.

Note: You must upload the student's Federal Work Study Award if you are hiring a Federal Work Study student. Review your institution's policy regarding uploading a student's Federal Work Study Award.

27. Select Submit.

Note: A pop up screen appears stating "Success! Event submitted" and the next step in the hire process.

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28. Next, select Open on the “You have submitted page”.
29. This will take you to the Edit Government IDs page. Make sure that the SSN is accurate and matches what is on the Data Sheet that should have been completed prior to the initiation of this process
30. Select Submit.
Note: A pop up screen appears stating “Success! Event submitted” and the next step in the hire process.
31. Next, select Open on the “You have submitted page”.
32. This will take you to the Change Personal Information page. Make sure that the DOB is accurate and matches what is on the Data Sheet that should have been completed prior to the initiation of this process
33. PROCESS WILL NOW ROUTE TO USM (HR Administrator) FOR DUPLICATE REVIEW AND APPROVAL
34. ONCE APPROVED, THE PROCESS WILL APPEAR IN THE INITIATORS “MY TASKS” IN WORKDAY AS “ASSIGN ORGANIZATIONS: HIRE *student name*”
35. Verify the information on the Change Organization Assignment screen.
 - a. The Company and Cost Center may default from the Supervisory Organization.
Note: If you need assistance on choosing a Fund, contact Budgets.
 - b. If the Cost Center needs to be updated, select the Pencil to edit information.
 - c. Under “Other” ALWAYS add “Timeclock Swipers” by selecting the pencil icon, clicking into the box, and checking the applicable selection.
Note: If your specific department is noted, select that checkbox. If not, default to just “Timeclock Swipers”
 - d. ALWAYS add the “Department ID”

Cost Center

Cost Center *

CC290001 SU | VPAF | Admin and Finance

<input type="checkbox"/>	Athletics Timeclock Swipers	⋮
<input type="checkbox"/>	Computer Services Timeclock Swipers	⋮
<input type="checkbox"/>	Dining Services Timeclock Swipers	⋮
<input type="checkbox"/>	Library Timeclock Swipers	⋮
<input type="checkbox"/>	Physical Plant - Custodial Services Timeclock Swipers	⋮
<input type="checkbox"/>	Physical Plant Timeclock Swipers	⋮
<input type="checkbox"/>	Public Safety Timeclock Swipers	⋮
<input checked="" type="checkbox"/>	Timeclock Swipers	⋮

Search

× Timeclock Swipers ⋮

Department ID

36. Select Submit.
37. Next, select Open on the “Success! Event Submitted” pop-up.
38. The “Add Period Activity Pay” page will now open
 - a. Select the Academic Period that the GA will be working in as noted on the Pre-Hire Sheet
Note: BE SURE TO SELECT AN ACADEMIC PERIOD STARTING WITH “SU”

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b. The Period Activity Rate Matrix will be auto populated already. Do not change unless otherwise noted by HR
Add Period Activity Pay

The Scheduled Payment Date in the Payment section is the last day of the Pay Period where the amount will be paid.

Effective Date 02/05/2025

Academic Period * Search

Period Activity Rate Matrix * ← 2025

- FSU 2025 - Winter Session (01/02/2025-01/22/2025) ...
- CSU 2025 Spring Semester (01/02/2025-06/13/2025) ...
- FSU 2025 Intersession (01/02/2025-01/22/2025) ...
- SU 2025 Spring 7W-1 (01/08/2025-04/08/2025) ...
- SU 2025 Spring Regular (01/08/2025-06/10/2025) ...

39. Click OK at the bottom of the screen

40. The continued “Add Period Activity Pay” Step will load

- a. For “Reason” for NEW HIRES always select “Period Activity > Add New Activity Pay > New Hire Assignment”
- b. For “Activity” for NEW HIRE GAs, always select “04 – Graduate Assistants” and pick one of the 3 options based on what was noted on the Pre-Hire Sheet. The 3 options are:
 - 04.1 – Graduate Assistant
 - 04.2 – Graduate Teaching
 - 04.3 – Graduate Research

Rate Matrix USM Graduate Assistants Period Activity Ra

Reason * × Period Activity > Add New Activity Pay > New Hire Assignment

1 item

+ *Activity

Activity *

Search

← 04 - Graduate Assistants

- 04.1 - Graduate Assistant ...
- 04.2 - Graduate Teaching ...
- 04.3 - Graduate Research ...

c. “Task” can be left blank unless otherwise noted by HR

d. ALWAYS ADD A COMMENT in BOTH COMMENT BOXES DETAILING THE DEPARTMENT, WORK AND SEMESTER THAT THE PAP IS FOR

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- e. Under “Activity Dates” The START DATE AND END DATE SHOULD BE THE SAME AS WHAT WAS INPUT THROUGHOUT THE PROCESS AND NOTED ON THE PRE-HIRE SHEET

- This will auto-populate the Start Date and End Date under the “Payments” section

1 item

+	*Activity	*Activity Dates
	<p data-bbox="592 472 665 493">Activity *</p> <div data-bbox="592 504 958 556"> × 04.1 - Graduate Assistant ⋮ </div> <p data-bbox="592 577 625 598">Task</p> <div data-bbox="592 609 958 661"> <input type="text"/> ⋮ </div> <p data-bbox="592 682 665 703">Comment</p> <div data-bbox="592 714 958 787"> <p>Working for Econ department in Perdue for Professor X in the spring semester</p> </div>	<p data-bbox="982 472 1071 493">Start Date *</p> <div data-bbox="982 504 1161 556"> <input type="text" value="02/05/2025"/> 📅 </div> <p data-bbox="982 577 1071 598">End Date *</p> <div data-bbox="982 609 1161 661"> <input type="text" value="02/11/2025"/> 📅 </div> <p data-bbox="982 682 1185 703">Use as Payment Date Range</p> <div data-bbox="982 714 1015 745"> <input checked="" type="checkbox"/> </div> <p data-bbox="982 798 1161 819">Weeks in Activity Period</p> <p data-bbox="982 840 1023 861">1.00</p>

📍 Working for Econ department in Perdue for Professor X in the spring semester

- f. The “Work Hours Per Week” should be the same as what was input earlier in the hire process and what was noted on the Pre-Hire Sheet. This will be either 10 hours for “Part time GAs” or 20 hours for “Full time GAs”.
- g. “Unit Quantity” should always be 1
- h. For the “Total Amount”, input the total Stipend Amount that they are due to receive AS NOTED ON THE PRE-HIRE SHEET. This rate is determined by the department and approved by Finance.
- This will auto-populate the Assigned Unit Rate under the “Units” section

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Reportable Hours	*Units	*Compensation	Payments
Work Hours Per Week <input type="text" value="10"/>	Unit Type Activity	Total Amount * <input type="text" value="4,160.00"/>	Start Date <input type="text" value="02/05/2025"/>
Work Hours Per Activity Period <input type="text" value="0"/>	Quantity * <input type="text" value="1"/>	Currency USD	End Date <input type="text" value="02/11/2025"/>
Weekly Service Hours <input type="text" value="10"/>	Default Quantity 0	Costing Overrides <input type="text" value="1"/>	Do Not Pay <input type="checkbox"/>
Suggested Weekly Service Hours 10.00	Assigned Unit Rate * <input type="text" value="4,160.00"/>		<input type="button" value="Customize 1 Payment"/>
Total Service Hours for Activity Period 10.00	Default Unit Rate 0.00		Customized <input type="checkbox"/>
			Remaining Balance 4,160.00
			Paid to Date

- i. For “Costing Overrides”, ALWAYS CLICK ON THE GREY BUBBLE TO ENTER THE COSTING ALLOCATIONS FOR WHERE THE STIPEND WILL BE PAID FROM. THIS INFORMATION SHOULD BE NOTED ON THE PRE-HIRE SHEET

***Compensation**

Total Amount *

Currency
 USD

Costing Overrides

1

Notes:

- The DETAIL CODE will ALWAYS be “DC00001 Contractual Pay”
- Once the USOURCE is entered the remaining worktags will auto-populate under the required “**Additional Worktags” section
- The PERCENT distribution should be allocated as noted on the Pre-Hire Sheet. If there is only 1 allocation, the percentage should always be 100
- The AMOUNT will auto-populate based on the PERCENT distribution allocated to the costing allocation(s) entered.

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1 Item

Default (As of Start Date)	Required with no Default (Must have Costing Override)	*Detail Code	USource	Grant	Project	Gift	**Additional Worktags	Percent
Location: SU Main		<ul style="list-style-type: none"> × DC00001 Contractual Pay 	<ul style="list-style-type: none"> × US290154 SU VPAF Admin and Finance Administration and Finance 				<ul style="list-style-type: none"> × Cost Center: CC290001 SU VPAF Admin and Finance × Fund: FD4010 Unrestricted Education and General - State Support × Institution Specific Worktags: IW00003 SU Specific Worktags × NACUBO Function Code: NF0601 Institutional Support Administrative 	100

41. Click Submit
42. Select Open to complete the Costing Allocation for Hire

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- a. When Hiring into a Job Management (JM) Supervisory Organization: Navigate to the Costing Allocation Level on the Assign Costing Allocation for Hire Employee.
- b. ALWAYS add the “TO” date to reflect the END DATE, which should be the last day of a Pay Period.
- c. ALWAYS choose “Worker and Position”, unless told otherwise by HR
- d. to enter Costing Allocation Details.
Note: If entering more than one costing allocation, you can select “Copy Costing Allocation” and update the applicable fields as needed.
- e. Use the Calendar to choose a Start Date. This should ALWAYS reflect the same Start Date as the employee’s effective date
- f. Use the Calendar to choose an End Date. This should ALWAYS reflect the same End Date as noted throughout the process.
- g. Use the Prompt to select the Usource, Grant, Project, or Gift.

Notes:

- Once a Usource, Grant, Project, or Gift is selected, the additional Worktags field automatically populates. Use the prompt to update the additional Worktags field, if applicable.
- For Job Management supervisory organizations, costing is allocated during the hire process.
- Costing Allocations should only be assigned at the Worker and Position Level unless otherwise indicated by HR

43. (Optional) Enter any Comments in the Comment section.

44. Select Submit.

Note: Depending on the position, additional steps and approvals may be needed.

45. PROCESS WILL NOW ROUTE TO the USOURCE MANAGER FOR REVIEW AND APPROVAL

46. PROCESS WILL NOW ROUTE TO the MANAGER FOR REVIEW AND APPROVAL

47. ONCE APPROVED, THE PROCESS WILL APPEAR IN THE INITIATORS “MY TASKS” IN WORKDAY AS “GENERATE DOCUMENT – HIRE: *student name*”

48. Select Review

The screenshot displays the Workday interface for a 'Generate Document' task. On the left, under 'All Items', a search bar is visible with 'Search: All Items' and a filter icon. Below it, a task card is shown for 'Generate Document - Temporary Direct' with a due date of 02/07/2025 and a star icon. The main content area shows the task details for 'Generate Document' for 'SU Hire'. It includes a 'Drive Document Template' section with 'SU Hire', a 'Generated Document' section with 'SU Hire', and a 'Created On' section with the timestamp '02/07/2025 01:34:32.046 PM'. A blue 'Review' button is highlighted with an orange border.

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49. While the entire document is editable, the areas in green are pre-populated based on the information entered throughout the above process and should be reviewed for accuracy.

50. Edit the sections highlighted in orange, primarily addressing the following:

- a. Adding the number of hours the student is expected to work.

Note: This should be the same as the hours entered in step and CANNOT be more than 25 hours

- b. Noting if there has been any Dual Employment

Notes:

- This information should be available to the initiators through the Pre-Hire Data Sheet
- If there is no Dual Employment, add an “X” in between the brackets () of section 7 of the contract

5. Workweek: The Student Worker’s workweek will be an average of hours per week . Exceptions shall be specifically agreed upon by both parties. The Student Worker shall be paid only for hours that he/she actually works. Where applicable, any hours in excess of 40 hours per week are subject to overtime provisions. The University reserves the right to establish the exact hours of any work schedule that the Student Worker is assigned to work. You will be paid only for hours actually worked. It is your responsibility to report your hours to your supervisor.

6. Benefits: The Student Worker shall not be entitled to the benefits afforded Regular State Employees, such as retirement, health insurance, salary increments, unemployment insurance, etc. However, the Student Worker shall be covered by Worker’s Compensation and may be eligible for leave benefits (or compensation therefore) in accordance with the Maryland Healthy Working Families Act.

- a. If the Student Worker will be working 30 hours per week or more for greater than 90 days, they are eligible for minimum essential health benefits coverage with contractual/variable health insurance rates as per the Employer’s Mandate of the Affordable Care Act (ACA).

7. Dual/Multiple Employment: The Student Worker shall notify the University of dual/multiple employment within the University or for a State of Maryland Institution or Agency. If the dual/multiple employment status changes, the Student Worker shall immediately notify the University.

Please select one of the following then list all other SU, USM or State employments.

No Dual/Multiple Employment as of today’s date

Employment at Salisbury University, another USM School, or a State of Maryland Agency

Dual/Multiple Employment Status	Name of Dual/Multiple Department(s), Institution(s) or Agency(ies)	Number of hours worked per week associated with dual/multiple employment
<input type="checkbox"/> Dual Employment within the University		

51. Select Submit

52. PROCESS WILL NOW ROUTE TO the HR SPECIALIST FOR REVIEW AND APPROVAL

53. PROCESS WILL NOW ROUTE TO the PACS PARTNER FOR REVIEW AND APPROVAL

54. ONCE APPROVED, THE CONTRACT WILL NOW ROUTE TO THE STUDENT FOR THEIR SIGNATURE

Notes:


- a. PLEASE FOLLOW UP WITH THE STUDENT TO REVIEW AND SIGN THE CONTRACT AS SOON AS POSSIBLE FOR THE PROCESS TO CONTINUE. *THE PROCESS IS NOT COMPLETE AT THIS POINT!*
- b. Once signed, the student will automatically be directed to the “Review and Sign” page. MAKE SURE THEY HIT SUBMIT AT THE BOTTOM OF THE PAGE

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Review and Sign Review Documents for Hire: Robert Bush

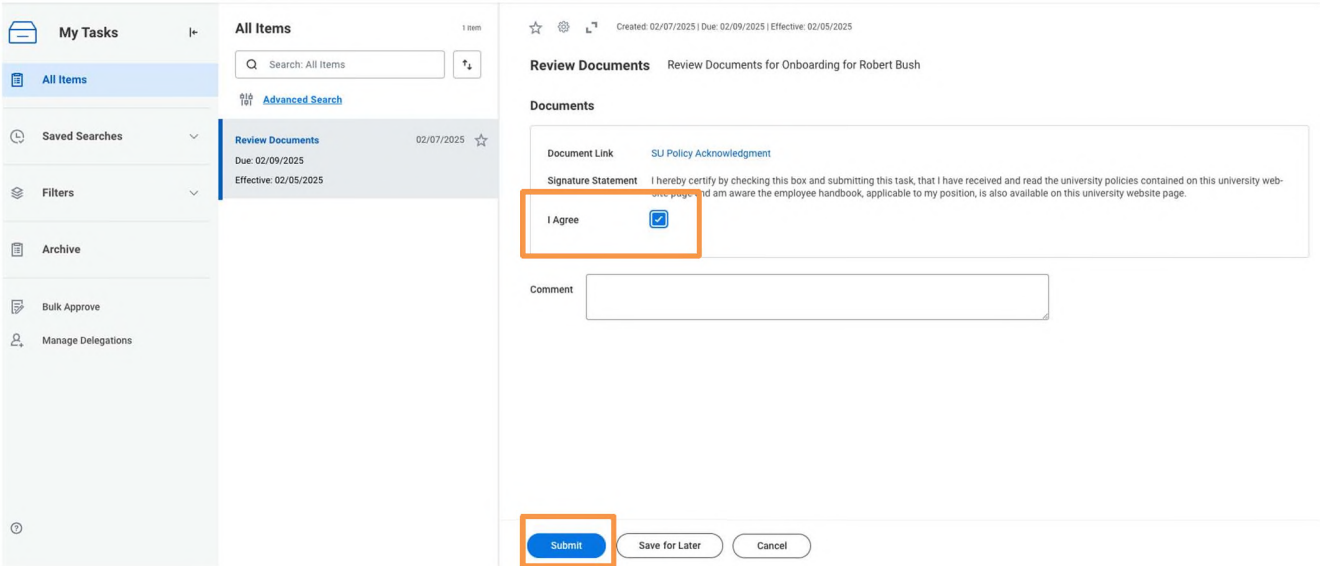
Documents

On this page, you can only download the original, unsigned version of the document.

Document  [SU Hire 2025-02-07.pdf](#)

Comment

c. Once submitted, the student will have the “Review Documents” step in their MY TASKS of Workday. MAKE SURE THEY CHECK “I AGREE” IN THAT TASK AND SELECT “SUBMIT” AT THE BOTTOM OF THE PAGE



The screenshot shows the Workday interface for a task titled "Review Documents" for "Robert Bush". The task is due on 02/09/2025 and is effective from 02/05/2025. The "Documents" section contains a "Document Link" for "SU Policy Acknowledgment" and a "Signature Statement" that reads: "I hereby certify by checking this box and submitting this task, that I have received and read the university policies contained on this university website page and am aware the employee handbook, applicable to my position, is also available on this university website page." Below the signature statement is a checkbox labeled "I Agree" which is checked. At the bottom of the task, there are three buttons: "Submit", "Save for Later", and "Cancel". The "Submit" button is highlighted with an orange box.

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55. ONCE AKNOWLEDGED, THE ONBOARDING TASKS WILL NOW BE AVAILABLE TO THE STUDENT FOR THEIR COMPLETION

Note: HAVE THE EMPLOYEE COMPLETE ALL OF THESE TASKS INCLUDING COMING TO THE HR OFFICE TO COM
THEIR I-9!

PROCESS IS COMPLETE!!!