

2005 National SEOTY Winner  
Daniel Hamrin  
Marquette University

Dear Selection Committee:

I am pleased to nominate Daniel Hamrin for the 2005 Student Employee of the Year. Dan has been the student employee coordinator for the past two years for the Alumni Memorial Union and the assistant student employee coordinator the year before that. I first met Dan the summer prior to his freshman year. He came to meet with me to talk about his desire to work in the AMU. When I met him, I knew he was something special.

Dan has exhibited exceptional work ethic and dedication from his very first weeks working at Marquette. Within his first two weeks of working in the event management office of the AMU, Dan showed such initiative, that he was awarded the student employee of the week over the other 300+ student employees in the building. An amazing accomplishment for a freshman. Dan quickly became of those student employees who was reliable, produced quality work and had great professionalism. By the end of this sophomore year, Dan became a student manager for the event management office.

During his sophomore year, Dan showed great drive and initiative. He helped to revamp the unit's handbook, find innovative ways to motivate the staff and presented a positive attitude that was contagious! He became well respected by the student employees not only of his unit, but also by other units. When he applied for assistant student employee coordinator, he was a clear choice for the position.

During Dan's two years as student employee coordinator, he took the opportunity to really review the entire student employee program and to make the program a leadership development experience for the student staff. The AMU Student Employee Program includes 30 student managers who report not only to a full-time supervisory staff member, but also to the Student Employee Coordinator. Dan supervised the student manager's interview, hiring, selection, orientation and development process for the 415+ student employees of the AMU. He is responsible to get the student managers the proper training and leadership development to hire for mission, train for our vision and to coach and improve performance through daily leadership and through the performance review process implemented two times per year. Further, the Student Employee Coordinator is responsible for the training and development of the full-time staff who supervise the student managers and student employees. In this delicate leadership role, Dan has managed to balance the needs and interests of the student managers with the needs and interests of the full-time staff. Dan is well respected in his abilities.

Dan's innovative approach to the semester even called All Staff brought new excitement to a program that people attended grudgingly. Through a mixture of small group and large group activity over the four hour meeting, student employees engaged each other in fun, serious discussions on contributing to the improvements of the union and learned some new leadership skills. Dan's ability to enlist the assistance of other students and student managers to participate in the organizing and the execution of the day's event was key.

Dan has an attitude that is contagious. He delights in all the work he does and he completes the work in a highly professional manner. He is willing to laugh at himself, pick up others when they are down and is a delight to work with.

When Dan graduates from Marquette University this spring, he will leave a legacy that has literally changed the student employee program in the Alumni Memorial Union. His list of

accomplishments will include:

- Revised student employee handbook
- Created supervisor handbook
- Revised and expanded student manager handbook
- Creating an online community through use of the Blackboard System that every student employee taps into for access to policy, forms email lists, orientation information, etc.
- Creating an orientation for new AMU student employees
- Creating commercials to illustrate the work and fun of the AMU
- Revamping the performance appraisal system for student employees
- Creating the new merit pay system and eventually a new wage increase system for student employees
- Creating excitement about attending the semester All Staff Meetings which has a 75% attendance
- Redeveloping the student manager training into the Student Leadership Academy for student managers and supervisors
- Creating the monthly meeting of supervisors
- Implementing ongoing leadership development for student managers within the weekly meeting by rotating every other week with an enrichment activity
- Being an example to others by at some point working a shift in every unit
- Embodying the FISH philosophy and helping the students and staff to learn how to Choose Your Attitude, Be There, Make their Day and Play
- Developing a work for the Union advertising campaign

In Dan's time as student employee coordinator, he has been a great influence in making this a great place to work not only for students but also for staff. We have seen a direct positive influence due to the increase in communication, the encouragement to make work fun while getting serious work done and to the overall positive attitude toward working at the AMU. The results are increased quality of guest services, increased roles and responsibilities of student managers, increased satisfaction with student employment in the AMU and an increase in the overall trusteeship that students have for making the AMU a great place on campus. Dan Hamrin has been a HUGE influence in all of this and will be hard to replace!

We believe Dan truly is the 2005 Student Employee of the Year. He loves Marquette University and loves the community that the AMU develops for Marquette's' future Alumni. Dan embodies the pledge that the AMU staff uses:

The AMU is the One.  
The AMU is lots of fun.  
To the AMU I will be true.  
For I love it here, Oh yes I do, I love to work at the AMU.

Good luck in your selection!

Marilyn J. Bugenhagen  
Director, Alumni Memorial Union