

3.XX Volunteer

Strengths	Limitations
Effort made to define terms and procedures for Utilizing volunteers	To wordy and cumbersome Terms not well defined Prohibitive language not always useful The longer and detailed the policy Language the less likely it will be attended to.
Does a thorough job of defining and separating categories and spelling out tasks Volunteers may or may not perform based on age and University status.	This is clearly a "risk management" document in terms of liability, and as such, sacrifices clarity in favor of comprehensiveness. This, however, makes compliance and implimentation confusing and cumbersome.

<p>Detailed explanation and procedure.</p>	<p>Too wordy</p> <p>Items 5 and 6 under "Volunteer" definition may be an issue since several faculty "volunteer" or provide professional services as part of their professional service expectations. Some of these activities may be done by an employee if volunteers were not available.</p> <p>Items 10c and 10f may be an issue since some of the volunteers (e.g. students) may travel and or engage with minors (e.g. summer camps, recruitment ambassadors, etc.) when they are under 18 years.</p> <p>"Host Department" under responsibilities includes signed agreement which may limit participation of volunteers such as advisory boards, invited speakers, etc.</p> <p>I am not sure if there is anything like "verification of eligibility under the terms of their visa to serve as a Volunteer for the University."</p>
<p>Intention of the policy is positive.</p>	<p>Definitions for Volunteer are too many or much.</p>

Recommendations

Shorten, and address limitations; We also need to consider “volunteers” such as students and others since they are not “covered by the Fair Labor Standards Act and are not considered Employees for any purpose” as defined under volunteer section

Is there a way to streamline it, making language capacious enough to address all major concerns and yet specific enough to anticipate potential problems? This is a fundamental goal of any such document, but this one seems to have erred on the side of maximalism.

Provide concise policy and consider factors discussed under limitations. We do not want to discourage participation of volunteers from outside and/or WSU.

Maybe categorizing the types of volunteering.