Student Employment is More Than Making Copies

The Ohio State University
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Student Life

- Nearly 4,000 student employees

- Co-curricular
  - Learning
  - Development

- Transferable skills
- Global citizenship
Theory

Student Involvement (Astin, 1985)

I-E-O model (Astin, 1985)

Graduate outcomes, employability (Brigstock, 2009; Fallows & Steven, 2000; Pitman & Broomhall, 2009)
Ohio State Student Success Outcomes (2009)

- Opportunities to apply knowledge
- Enhanced Perspectives of Global Issues
- Opportunities to Exhibit Disciplinary Mastery
- Preparation to Achieve Professional Aspirations
- A Sense of Purpose and Strong Vocational Identity
- Skills for Personal and Professional Networking and Life Success
Student Life Commitments

- Enhance Learning Environments
- Provide Support for Transformational Student Experiences
- Promote Positive Climates of Diversity
- Reinforce Resource Stewardship
- Strengthen Staff Development and Culture
Student Life Transferable Skills

- Creativity/ Initiative
- Cultural Competency
- Decision-Making
- Dependability
- Integrity
- Interpersonal skills
- Leadership

- Oral and Written Communication
- Organizational Skills
- Problem Solving
- Teamwork Skills
- Technology Skills
- Time Management
Instrument Development

- 60 items
- Likert-type scale (1-Not at all...6-Greatly)
  - “My experience as a student employee has...”
- Principle Component Analysis: reduction
- 2\textsuperscript{nd} administration
Factor Analysis

- Groups items on survey statistically
- 7 factors
  - **Teamwork** (Interpersonal skills, integrity, and critical thinking)
  - Organization & Personal Responsibility
  - Personal Growth & Development
  - Academic Self-Efficacy
  - Self-Awareness and Connectedness
  - Social and Civic Engagement
  - Cultural Competencies
Teamwork ($\alpha=.970$)

INTERPERSONAL
- Ability to express thoughts and opinions clearly
- Ability to resolve conflict respectfully
- Ability to weigh different perspectives
- Ability to work as part of a team
- Ability to communicate effectively
- Ability to provide constructive criticism
- Made me more approachable
- Ability to comfortably interact with others
- Improved speaking skills

INTEGRITY
- Consider repercussions of my actions
- Ability to think before I act
- Ability to admit mistakes
- Ability to take initiative
- Fostered my integrity
- More tolerant person
- Learn patience

CRITICAL THINKING
- Improved critical thinking skills
- Ability to take direction
- Increased attention to detail
Organization and Personal Responsibility ($\alpha=.932$)

- Improved organizational skills
- Improved time management skills
- Achieve better work-life balance
- More productive lifestyle
- More self-sufficient
- More responsible in everyday actions
- Better manage my money
- More dependable person
Personal Growth and Development ($\alpha=.924$)

- Allowed me to acquire new skills
- Provided skills useful in a future career
- Introduced me to skills I did not know I had
- Introduced career opportunities that I was unaware of
- Pushed me beyond what I thought I was capable of
- Allowed me to realize greater potential in myself
Academic Self-Efficacy (\(\alpha=.912\))

- Helped to clarify academic goals
- Helped to solidify career goals
- Increased motivation to work on academics
- Motivated me to pursue a higher level of education
Self-Awareness & Connectedness (α=.908)

- Add value to my life
- Greater sense of purpose
- Develop better understanding of myself
- Solidify my values
- Fostered sense of belonging
- Form new meaningful friendships
Social and Civic Engagement ($\alpha=.892$)

- Opened my eyes to national issues
- Opened my eyes to global issues
- Motivated involvement in community

Cultural Competencies ($\alpha=.858$)

- Expanded interactions with people of diverse backgrounds
- Increased awareness of other cultures
Demographics

- **34.1% response rate**

### Gender

- **Female**: 64.1%
- **Male**: 35.7%
- **Self-Defined**: 0.2%

### Rank

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>1st year</td>
<td>13.3%</td>
</tr>
<tr>
<td>2nd year</td>
<td>28.2%</td>
</tr>
<tr>
<td>3rd year</td>
<td>27.4%</td>
</tr>
<tr>
<td>4th year</td>
<td>20.7%</td>
</tr>
<tr>
<td>5th year (+) undergrad</td>
<td>4.7%</td>
</tr>
<tr>
<td>Graduate</td>
<td>5.1%</td>
</tr>
</tbody>
</table>
Findings

- **15.1%** - first part time job
- **19.3%** - position related to their field of study
- **26.2%** - supervise others
- **85.0%** - think their position is important to the function of Student Life
Factor Means

Teamwork: 3.90
Organization & Responsibility: 3.72
Personal Growth & Development: 3.35
Academic Self-Efficacy: 2.90
Self-Awareness & Connectedness: 3.56
Social & Civic Engagement: 2.56
Cultural Competency: 3.73
Findings

My experience as a student employee has:

- Provided me with skills useful to a future career: 62.3%
- Allowed me to acquire new skills: 69.5%
- Improved my time management skills: 69.9%
Findings

My experience as a student employee has:

- Fostered my ability to take the initiative: 70.4%
- Made me more self-sufficient: 71.9%
- Improved my ability to effectively communicate: 73.1%
- Expanded my interactions with people of diverse backgrounds: 73.3%

THE OHIO STATE UNIVERSITY
Center for the Study of Student Life

OFFICE OF STUDENT LIFE
cssl.osu.edu
Implications for the Institution

The Ohio State University now has

- An “outcomes” orientation
- Organizational emphasis of transferable skills and global citizenship
Implications for student affairs

Student Life now has

- A “Working Group” examining, developing
  - Division-wide learning outcomes
  - Division-wide onboarding/training process
- A specific Strategic Initiative that conceptualizes student employment as a learning opportunity
Implications for the department

The Center for the Study of Student Life now

- Has co-curricular training / on-boarding process
- Considers
  - Learning outcomes
  - Transferable skills
  - An authentic task orientation
  - Context of learner / learner goals
How does this apply to me?
Next Steps

- Continued, regular assessment
- Assessment of off-campus (outside of Student Life) student employee jobs
- Data-driven change
Thank you!

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BOLD WITHOUT BOUNDARIES

2013 NASPA Annual Conference
March 16–20, 2013
Orlando, Florida