HOWDY!

Aggies RISE:
Reflecting and Integrating
Student Employment

Symposium on Student Learning
July 2014
Agenda

• Focus on Student Employment
  – Research
  – Texas A&M’s Learning Outcomes
  – High Impact Practices
  – Texas A&M’s Quality Enhancement Plan

• Aggies RISE Project
  – Learning Outcomes
  – Pre- and Post-Surveys
  – Interviews with Supervisors

• Documenting Student Learning/Incorporating Reflection
  – Resources for Supervisors

• Future Plans
Benefits of Working

• Student employment provides a context in which (students) acquire efficient organizational skills and normative work habits that benefit them after college. (Pascarella & Terenzini)

• Students are most successful in “seamless environments” where they can make connections between classroom and out of classroom experiences. (Kuh)
TAMU Learning Outcomes

• Master the depth of knowledge required for a degree
• Demonstrate critical thinking
• Communicate effectively
• Practice personal and social responsibility
• Demonstrate social, cultural, and global competence
• Prepare to engage in lifelong learning
• Work collaboratively
High Impact Practices (HIP)

• Devote considerable time and effort to purposeful tasks
• Develop substantive relationships with mentors and peers
• Receive rich and frequent feedback
• Apply, test, and integrate learning
• Take time for reflection
Aggies Commit to Learning for a Lifetime

• **Student Learning Goal:** to improve student learning by developing the habits and skills for integrative and lifelong learning

• **Institutional Goal:** to create a culture that makes intentional and thoughtful engagement in high-impact learning experiences the norm for our students
Aggies RISE Pilot Project

• Process
  – Identify Learning Outcomes
    • Communicate effectively
    • Demonstrate critical thinking
    • Demonstrate social, cultural, and global competence in working with groups
  – Web-based pre-survey
  – In person interviews with supervisor
  – Web-based post-survey
Pre- and Post-Surveys

- Frequency of supervisor conversations about connection of job and school
- How job relates to learning outcomes
- Application of learning from school to job
- Job skills that contribute to their success
- How job has influenced overall experience
## Survey Results

Thinking about your work as a student employee in the Division of Student Affairs, please rate your agreement (1-5, strongly disagree to strongly agree)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Pre-Mean</th>
<th>Post-Mean</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Because of my job, I am more able to work effectively with individuals with a variety of backgrounds, experiences, and cultures.</em></td>
<td>4.08</td>
<td>4.32</td>
<td>0.24</td>
</tr>
<tr>
<td>My supervisor helps me make connections between my work and my life as a student.</td>
<td>3.66</td>
<td>3.84</td>
<td>0.18</td>
</tr>
<tr>
<td>My job has helped me develop conflict resolution skills.</td>
<td>4.02</td>
<td>4.19</td>
<td>0.17</td>
</tr>
<tr>
<td>I recognize connections between my job and my academic major/coursework.</td>
<td>3.38</td>
<td>3.55</td>
<td>0.17</td>
</tr>
<tr>
<td>My job has helped prepare me for the world of full-time employment.</td>
<td>3.71</td>
<td>3.88</td>
<td>0.17</td>
</tr>
<tr>
<td><em>My job has helped me improve my written communication skills.</em></td>
<td><strong>3.28</strong></td>
<td>3.43</td>
<td>0.15</td>
</tr>
<tr>
<td>My job has helped me learn more about career options.</td>
<td><strong>3.28</strong></td>
<td><strong>3.39</strong></td>
<td>0.11</td>
</tr>
<tr>
<td>My job has helped me develop more effective time management skills.</td>
<td>4.08</td>
<td>4.18</td>
<td>0.10</td>
</tr>
<tr>
<td><em>My job has helped me improve my oral communication skills.</em></td>
<td><strong>4.19</strong></td>
<td>4.28</td>
<td>0.09</td>
</tr>
<tr>
<td><em>My job has helped me improve my critical thinking skills to form opinions and solve problems.</em></td>
<td>3.91</td>
<td>3.99</td>
<td>0.08</td>
</tr>
</tbody>
</table>

*DSA identified outcome*
Post-Survey Results

One specific skill you learned as a student employee that contributes to your overall success as a student.
Interviews

- How is this job fitting in with your academics?
- What are you learning here that is helping you in school?
- What are you learning in class that you can apply here?
- Can you give me a couple examples of things you are learning here at work that you will be using in your chosen profession?
Implications of the Project

- Supervisor Training
- Job Description/Marketing Changes
- Opportunities to Reflect
- Communication with Potential Employers
- Continued Assessment
Methods to Document Student Learning

- Rubrics
- Learning Contracts
- Pre-Post Tests/Surveys
- Observation and Documentation
- Testing
- Exit Interviews
Incorporating Reflection with Student Employees

- Establishing a Relationship with Students
- Asking Questions (personal/professional/academic in nature)
- Reflective Discussions
- Reflective Writing/Journaling
- Helping Students Articulate Job Duties on Resumes/Preparing for Interviews
Supervisor Resources

• Trainings and Workshops
  – Student Employment Office
    https://jobsforaggies.tamu.edu/training.aspx
  – Employee & Organizational Development
    http://eodinfo.tamu.edu/about/eod/

• Reflection Workshop by the Center for Teaching Excellence and Writing Center
  https://sites.google.com/site/ctereflectionhip/home

• SLLO – Aggies RISE Website
  http://sllo.tamu.edu/AggiesRISE
Future Plans

• Division Committee on Student Learning
  – Aggies RISE is a subgroup on this committee
• Create an environment where reflection and integrative learning is encouraged in student employment position
• Provide training and professional development for supervisors
  – Formal trainings
  – Debrief sessions
• Create and share resources with supervisors
  – http://sllo.tamu.edu/AggiesRISE
• Conduct formal assessment every three years
  – The next cycle would be 2015-2016
Texas A&M References

- Division of Student Affairs Strategic Plan: https://studentaffairs.tamu.edu/sites/studentaffairs.tamu.edu/files/Strategic%20Plan%202011-2015.pdf


- Quality Enhancement Plan: http://provost.tamu.edu/initiatives/quality-enhancement-plan

- Undergraduate Learning Outcomes: http://us.tamu.edu/Faculty-Administrators/Undergraduate-Learning-Outcomes

Questions???

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