Student Employment Summer Summit

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Engaged Leaders through Employment
Our mission

To support UW-Madison employers in creating and sustaining a work culture that values student leadership development through integration of the UW-Madison Leadership Framework and best practices across campus.
Why ELE?

- Investment in student development & success
- Elevate student leadership
- Increase buy-in and productivity
- Create meaning for students to help reduce turnover
- Support career preparedness
Data

- 2021 Multi-Institutional Study of Leadership Key Finding 7
  - High Impact Learning Experiences and Work for Pay were not strongly associated with leadership outcome scores

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<thead>
<tr>
<th>Measure (Variable)</th>
<th>Overall</th>
<th>Work</th>
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<td>All UW</td>
<td>None</td>
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<td>Scale: Leadership Efficacy [1:4]</td>
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- 2022 UW-Madison Student Employment Survey
  - Students prioritize flexible schedules, competitive pay, and relevance to career goals

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<thead>
<tr>
<th>Measure (Variable)</th>
<th>Overall</th>
<th>Leadership Training (ENV 10 Series)</th>
<th>UW Leadership Training Certificate</th>
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Connect the Dots
Poll

How Familiar are you with the UW Madison Leadership Framework?
Leadership Framework

**Leadership Framework**

- Articulate ways of engaging in the act of leadership as an individual, group, or community.
- Highlight critical leadership concepts that can be connected across contexts to deepen learning.
- Inspire purposeful action that results in positive change.
- Conducted Expert Review and Validation from 2018 – 21 for cultural context and clarity.
Leadership Certificate

• Formal acknowledgement of student learning, contributions, and achievements

• Involvement Requirements
  • Completion of 100+ hours total between Civic Engagement; Organizational/Group Leadership; Trainings & Workshops
  • Reflection Partner
  • Educational requirements
  • Reflection requirements
What does ELE offer?

• Evolving!
• 1:1 Consultations
• Leadership @UW Community of Practice
• Workshops through CfLI
Challenges of ELE

• Wide range of student employment experiences
• Number of student employees vary
• Range of supervisory skill, experience, and comfort with leadership and student development
• Time & resources
• Increased demand on CfLI/OSFA staff and resources
ELE in Action

Tier 1
• Share information about the LC
• Use Language from the Framework

Tier 2
• Onboarding, evals, recognition
• 1:1 consulting available

Tier 3
• Framework completely integrated into student employment experience
Quick Brainstorm: Pair & Share

• In learning more about the Leadership Framework & Leadership certificate, what ideas come to mind right away?
ELE in Action Examples: Tier 1

- Hand out Leadership Certificate brochures and share that student employees are encouraged to pursue
- Trainings that include a leadership component can count toward the Leadership Certificate requirements—share that!
- Work hours which incorporate leadership count toward requirements
But wait... what incorporates leadership??

- Customer Service → Integrity, interpersonal communication, bridge-building and collaboration
- Problem solving skills → Inclusive engagement, context and culture, decision-making, ideas into action
- Positive work ethic → Integrity, self-awareness
- Time management → Self-awareness, integrity, context and culture
- Team work → Inclusive engagement, connection and community, interpersonal communication, context and culture, bridge-building and collaboration, learning and development of others

Connect those dots!
**ELE in Action Examples: Tier 2**

- **Onboarding ideas**
  - Students take online leadership self-assessment & incorporate results in goal setting
  - Incorporate an online module (Ted Talk) from the LC in onboarding for reflection & discussion
    - “The Danger of a Single Story” TED Talk by Chimamanda Ngozi Adichie
    - “How to manage for collective creativity” TED Talk by Linda Hill
    - “Start with Why: How Great Leaders Inspire Action” TED Talk by Simon Sinek
    - “The Difference between winning and succeeding” TED Talk by John Wooden
ELE in Action Examples: Tier 2

• Ongoing Check-ins/ Meetings
  • Use Framework language in informal feedback
  • Revisit, reflect, and adjust goals.
    • WiGROW

• Formal Evaluations
  • Framework Language for performance measures and evaluation
  • Opportunity for students to provide feedback to supervisor
  • End of employment- post test of leadership self-assessment

• Recognition
  • Language incorporated in requirements for nominations for awards
  • Consideration in components for promotion or pay increase
ELE in Action Examples: Tier 3

• Recruitment
  • Commitment to leadership development and practice clear in job posting
  • Include Framework language in:
    • Position Descriptions
    • Interview Questions
    • Interview Rubric

• Onboarding
  • Invite member of CfLI to talk about the Certificate

• Recognition
  • Competition/Challenge for Leadership for Change Initiative
  • Someone from department attend Leadership Certificate Ceremony
ELE in Action Examples: Tier 3

• Civic Engagement
  • Highlight student employees for volunteerism
  • Include civic engagement as extra consideration for pay increase
  • Support an employee volunteer week/weekend
    • Partner with Morgridge Center for Public Service
    • Pay for/provide transportation
  • Explore an ongoing partnership with a community org
    • Commit to fulfilling certain # of volunteer hours, allow for flexible scheduling, reimburse transportation costs
  • Incorporate student employment civic engagement in broad story telling about department: publications, annual reports, donor engagement etc.
ELE in Action Examples: Tier 3

• Miscellaneous
  • Allow time during shift (paid) to attend meeting with Leadership Certificate Advisor
  • Opportunity for employees to be reflection partners
Long Term Vision

• Leadership is “how we do” student employment
• Brand recognition- impacts student’s decision of where to work
• Measured employer benefits in retention
• Increased student leadership development outcomes
• Prepare our students to lead for social change (The Wisconsin Idea)
Table Discussion

• What ideas do you have of how to incorporate ELE into your context?
• What questions remain?
Thank you!

Let’s Connect
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