

Student Employee Development as a High-Impact Practice

ROBERT W. AARON, PHD

EXECUTIVE DIRECTOR

CENTER FOR THE STUDY OF STUDENT LIFE

THE OHIO STATE UNIVERSITY

CHRISTINA ATHAS, MPH

D'ARCY J. OAKS, PHD

Road Map

Jeremy's Story

Why Student Employment

The Student Employment Outcomes Study

High-Impact Practice





Jeremy Gabis

B.S. Architecture · 2007

Student Employment and Student Success

- Improvement in academic performance
- Opportunities for increased engagement that bridge academic and “real world” preparation
- Off-campus part-time work may negatively affect connection to campus and academic success

STUDENT EMPLOYEE OUTCOMES STUDY

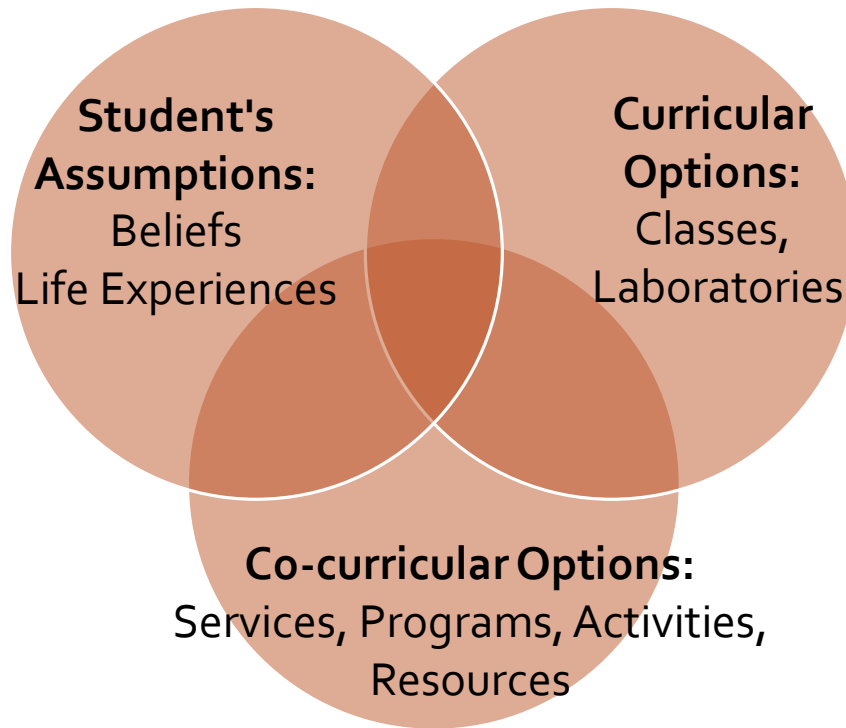
Athas, C., Oaks, D. J, & Kennedy-Phillips, L. (2013). Student employee development in student affairs. *Research & Practice in Assessment* 8, 55-68.

<http://www.rpajournal.com/dev/wp-content/uploads/2013/11/A3.pdf>

Research Questions

1. How does the student employee experience provided by the student affairs division foster student learning development?
2. What sorts of transferable skills and competencies predict student success related to preparation for the future?

Transformative Learning Model



Skills and Attributes

| OSU Student Life Transferable Skills | OSU Dimensions of Wellness |
|---|---|
| <ol style="list-style-type: none">1. Creativity/Initiative2. Cultural competency3. Decision-making4. Dependability5. Integrity6. Interpersonal skills7. Leadership8. Oral and written communication9. Organizational skills10. Problem solving11. Teamwork skills12. Technology skills13. Time management | <ol style="list-style-type: none">1. Aesthetic Wellness2. Career Wellness3. Emotional Wellness4. Environmental Wellness5. Financial Wellness6. Intellectual Wellness7. Physical Wellness8. Social Wellness9. Spiritual Wellness |

The Design

- Framework provided by Transformative Learner Model and skills and attributes
- Premised on the merging of curricular and co-curricular arenas
- Survey items related to Personal Development, Academic Skill Development, Interpersonal and Career Skills (~65 items)
- All full-time undergraduate and graduate students employed within student affairs (N=4092)
- 34.5% Response rate (n=1415)

Analytical Approach

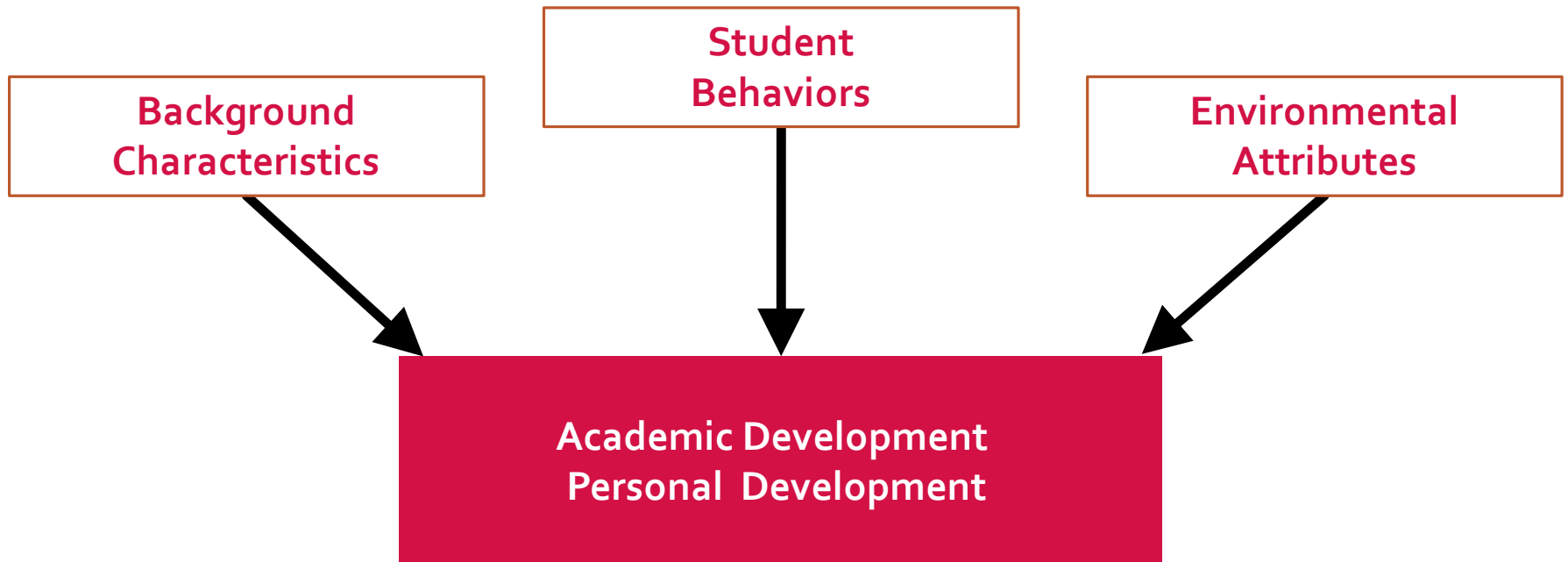
Five Dependent Variables (Academic and Personal Development)

- Interpersonal skills
- Personal wellness
- Practical skill acquisition
- Academic self-efficacy
- Self-Awareness

Three independent variable (Environmental Attributes)

- Community involvement
- Civic engagement
- Cultural competencies

Analytical Approach



Findings

1. The longer that students remained employed within the student affairs division, the greater their perceived growth related to areas of ***Academic Self-Efficacy***.
2. Rank - under-class students reported greater perceived growth in ***Interpersonal Skills*** than upper-class students.
3. Students who lived off-campus indicated greater perceived growth in ***Personal Wellness Awareness*** than did those who lived on-campus.

Findings

4. When students believe their student employment experience has fostered a sense of community, they have a greater sense of perceived growth in all 5 areas.
5. The more exposed students were to other cultures, the greater their reported growth in all 5 areas.
6. Students who felt that their employment experience exposed them to national and global issues reported greater perceived growth in all 5 areas.

**How is Jeremy's
story evidence of a
high-impact
practice?**



Telling Jeremy's Story

Who “owns” Jeremy’s Success?

- The Ohio State University
- Knowlton School of Architecture
- Undergraduate Admissions
- Office of Student Life
- Student Life’s Facility Management and Logistics team
- Jeremy’s family
- JEREMY

WE ALL DO!

Contact

Robert W. Aaron, PhD

Executive Director, Center for the Study of Student Life

The Ohio State University

Aaron.9@osu.edu

614-247-6220

Athas, C., Oaks, D. J., & Kennedy-Phillips, L. (2013). Student employee development in student affairs. *Research & Practice in Assessment* 8, 55-68.

<http://www.rpajournal.com/dev/wp-content/uploads/2013/11/A3.pdf>