Student Employee Learning Goals At Oregon State University Libraries

Student Learning Skills, Goals, & Assessment Criteria Based on Core Values

Learning Goals Development Process

- Library Staff Driven
- Student Feedback
- External Factors

- Student Exit Skills
- Rubric Development
- Strategic Plan
- Focus Groups
- Interviews
- OSU Learning Goals for Graduates
- Workplace Skills
- Project Information Literacy
- LEAP Employer Survey

The process was staff driven to tap into their expertise and everyday workflows. This created buy-in and ownership. Student feedback was gathered to ascertain their perceived value in articulating employee learning goals. The library was challenged to articulate our connections to campus learning goals, developing workplace readiness, and student success.

Student Employee Demographic Information:
115 Students or 33.75 FTE
Total Student Wages: $139,698

Rick Stoddart
2013 GWLA Symposium
Librarians Partnering for Student Learning

Assessment and Evaluation Stages

- HIRING & ORIENTATION
  - Resume & Interview Rubric
  - Orientation Rubric
  - Orientation Checklist
  - Orientation Essay
- ON THE JOB
  - Supervisor Observation
  - Patron, Peer, Staff Feedback
  - Work & Project Quality Rubrics
  - Timesheets, HR Tools
- EMPLOYEE REVIEWS
  - Peer/Staff Feedback
  - Learning Goals Rubrics
  - Annual, Midterm
  - Exit Interview
  - Job Summary Worksheet

Assessment resources are ongoing and under development. Staff have participated in creating assessment tools such as Qualtrics evaluation forms, rubrics to assess student work/projects, and exit interview resources. Forthcoming, is a cohort study comparing student success factors of library student employees to students not employed in the library.

ACCESS

- Model Advocacy for the Open Exchange of Information
- Decision-Making (internal)
- Follow Directions, Interpret Policy, Attention to Detail, & Research Skills
- Technology
- Hardware & Software Proficiency

COLLABORATION

- Seek out, build, and maintain partnerships in order to share expertise.
- Teamwork
- Flexibility & Time Management
- Communication
- Oral, Written, Technology

SERVICE

- Be Intentional About Helping Others.
- Problem-solving (external)
- Articulating Problem & Resolution Skills
- Customer Service
- Professionalism

OSULP Employee Student Learning Goals Libguide