



Retaining Student Employees in Digital Libraries

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Christina





About me

Newish student manager <5 years experience

Manage 3-4 students fully but help manage a digitization lab that can contain anywhere between 10-20 student employees


All my student employees left after graduation.
None left for a different job or for something in their field.

Student Testimonials:

“I could see a future career for myself in this field, as well as the flexibility when it came to balancing work with my classes”

“The flexibility and [the] potential for a future career as well, but also because of the kind and supportive environment fostered here”

Hiring and General Retention



During the hiring process we are clear about:

- Goals
- Their job responsibilities
- Supervisor responsibilities
- The results of their work

Maintaining Motivation is key for the students and one of the ways we do that is by having student:

Understanding the “WHY” of their work
Adamantly providing feedback as a supervisor

Understanding that each student brings something different to the work.

Student response to work:

Some are exposed to the field and decide to make a career from this work.

Some just want to do their job, get paid for their work, and stay on their continued career path.



My struggles, concerns, dreams

The toll it take to manage multiple students - how does someone manage.

I end up giving students more autonomy the more I have to manage because I can't know what everyone is doing all the time - is that good?

Natural increase in pay reflected with pay and responsibilities.

Creating pay tiers and being clear of how a student can achieve it.

Max

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Outline

Background

The library, students, and projects

Student retention and academic success



Context

Leadership, management, and supervision

Digital preservation, curation, and discovery of digital resources



The library, students, and projects

The library, number 1 employer of student assistants* (* used as a general term)

First Generation students

Teamwork

Training

Workflows and Project types



Student retention and academic success

Communication

- Reporting
- Feedback
- Accountability

Strengths

- Training
- Mentoring

In a nutshell,

Communication > Empower > Mentoring > Teamwork (inclusion) > Accountability



Thank you everyone!

Questions?

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Our beginning question

How do you as a supervisor maintain motivation when there is a conflict of issue with a student employee?

(Keeping them excited to work and stay in the job after hiring)

