

Work that's **WORTH IT**

Engaging Student Leaders in Campus
Internationalization

Presenters



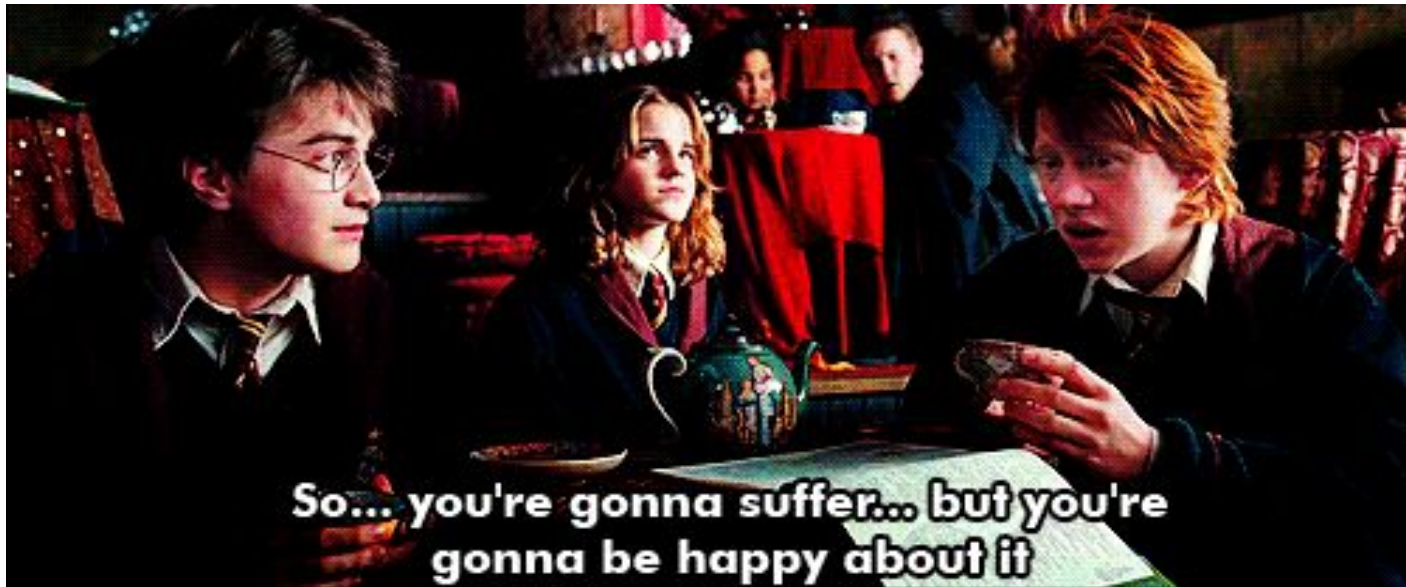
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- What are some words/thoughts that come to mind when thinking about working with student leaders?
- If you have student leaders you work with already:
 - What are some challenges that you have faced?
 - What successes have you celebrated?
- If you do not currently work with student leaders:
 - In what ways do you hope to involve student leaders?
 - What barriers exist to adding student leaders to your office/programs?

Student Leadership Models



Unpaid Volunteers & Interns

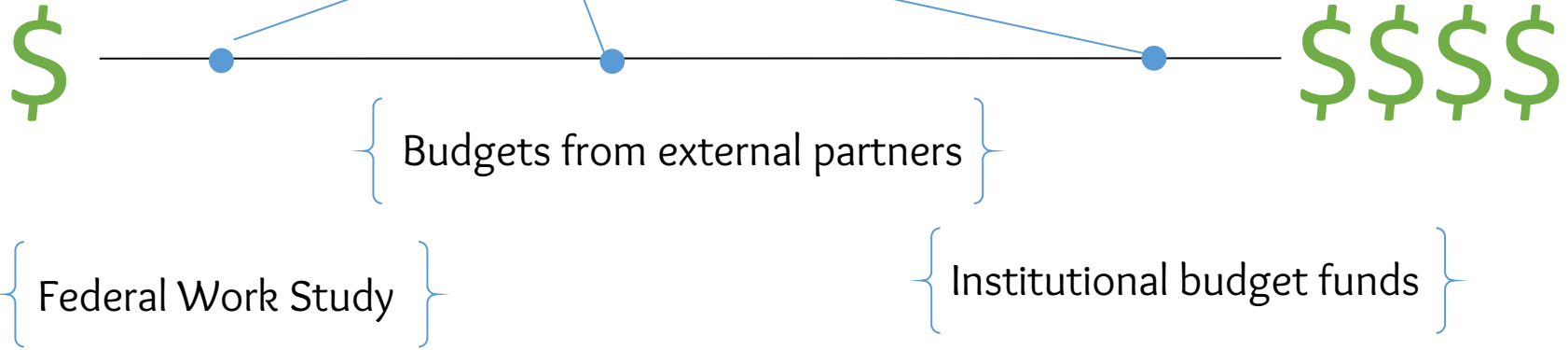
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- Returned study abroad students
- International students
- Interns:
 - Internal: Higher education, communications, graphic design, computer science
 - External: SIT, Middlebury, NSU!

FOCUS:
Experiential,
resume-building,
meaningful

Paid Student Workers



FOCUS:

Experiential, resume-building, productive

Scholarship-Based



FOCUS:

Experiential, resume-building, service-minded

Case Studies

- Examples of successes and teachable moments within student leadership development
- Empowering students to see themselves as leaders can result in dynamic opportunities for the campus
- Both students are 3rd year students

Case Study #1

- Capitalizing on Class Requirements
 - Structure Needed

- Bringing students to “the table”
 - Speaking with decision makers
 - Writing proposals
 - Giving presentations
 - Etc...



**A society grows great
when old men plant
trees whose shade
they know they shall
never sit in.**

Greek Proverb

Case Study #2

Student: I'm going to take on multiple leadership positions.

Me: I wouldn't recommend it.

Student: You were right...

Me:



- Tapping Student Passion
- Supporting Initiatives
 - Success: Breaking Stereotypes
 - Unsuccessful: Razor's Edge Student Council
- Important: be realistic with the student AND yourself...

What We've Learned

Advisor: "You'll have to put in a lot more work for your event to be successful"

Students:





Warning: Increased Workload

- Be realistic with yourself as well as your students
- “Student Led” also usually means “Staff (Heavily) Supported”
- Ask: what kind of support do you envision from professional staff?

Ask:

Open Ended Project or
Deadline?



Providing Structure

Create Timelines

Encourage Accountability

Regularly Scheduled Check-Ins

Options: In-Person or Written Progress Report

Symposiums & Presentations

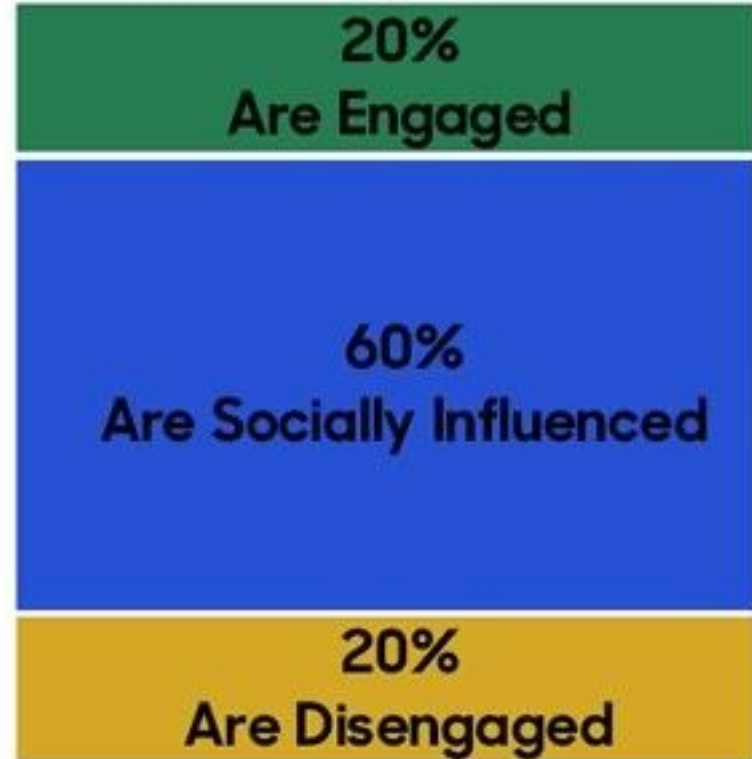


When you turn your back on a student led event for 5 seconds



Working With Large Groups of Students

- **20/60/20**
- Committees with student leaders
- **Set the bar high!**
 - Performance and output
 - High expectations lead to high productivity
- **Assigning tasks**
 - Lack of work leads immediately to disengagement!
- **Training**
 - Students who don't know what to do... do nothing!



Constraints to Consider

Space

- Do students have a place to get work done?
- Where they can be supervised?
- Where they can express themselves?
- Where they can have minimal interruptions?

\$ Money \$

- Can you pay them?
- Can you feed them?
- Birthdays/holidays/celebrations?

Staff

- Who will supervise?
- Who will develop them?
- Who will celebrate them?
- Who will provide corrective interventions?

Access

- Can they access what they need to do their jobs?
- i.e. tech, student info, administrative access, etc

Feedback Models

Student workers/interns

Evaluations

Scholarship/volunteers

Reflection assignments

All

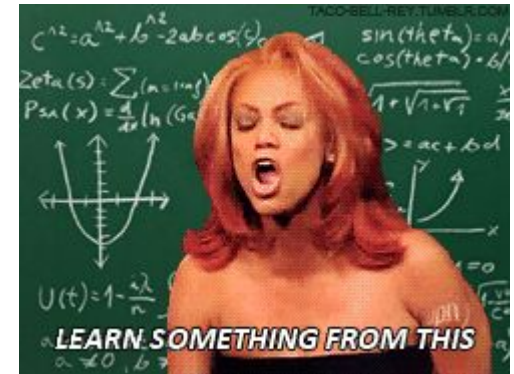
Self-evaluation

Supervisor evaluation

In-person discussion

Developmental Interventions

- Transparent expectations up front
 - Involve students in setting these expectations if/when appropriate
- Uphold expectations & create culture of accountability
 - Respond quickly, sternly, and consistently
- Design intervention models which allow for teachable moments
 - Progressive discipline
 - Probation/concern
- If goal is helping students become career ready, allowing poor performance, attitude, attendance, etc. can ultimately harm their futures.



Incentivizing Participation & Celebrating Success



- Certificates of completion/appreciation
- Allow experience to fulfill other requirements (experiential learning, service hours)
- Professional development
 - Conferences, mentorship, personality assessments, leadership books, etc
- Professional headshots
- University SWAG





Incentivizing Participation & Celebrating Success

- Letters of recommendation/LinkedIn recommendation
- Campus leadership nominations
- Paper plate awards
- Additional leadership opportunities
- Student of the month
- On campus event tickets
- Birthday celebrations / holiday celebrations
- Lunch / dinner (cater in, bring in home-cooked, invite out, host in your home)
- Mid-term/finals care packages

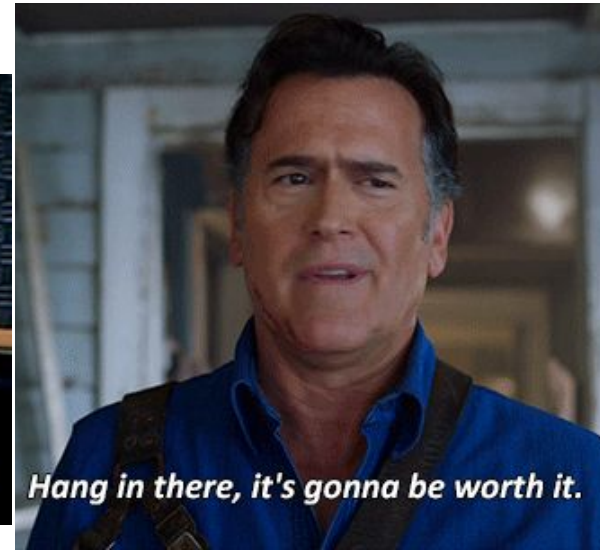


When your favorite student asks if you have
a favorite student



Questions, Final Takeaways & Resources

- Copy of this presentation & additional resources available at <http://bit.ly/StudentLeadersFAIE2019>



Thank You!