

# TIMELINE

Student employees in the Division of Student Life completed the Student Employee Survey. Analysis indicated that an intervention was needed in order to enhance learning from student employment.

**Pilot Phase 1:** Supervisors from Student Health and Wellness, University Housing and Dining, and the Iowa Memorial Union were recruited to participate in the program and trained to hold Iowa GROW<sup>®</sup> conversations with their student employees.

**Pilot Phase 2:** The intervention was expanded to "harder to connect" jobs, a department outside the division (University Libraries), and included small group discussions as an intervention option. New supervisors were recruited and trained. The interventions continued with previously recruited supervisors.

The interventions continued. Some departments revised student position descriptions and job advertisements to include language on "what you will learn". Some departments included learning questions in their interview process.

Continuing to support implementation through the development of additional job tools for supervisors including a resource webpage, folder, and videos.

Started an Iowa GROW<sup>®</sup> Community of Practice in partnership with the University of Wisconsin-Madison. The CoP is open to any institution implementing Iowa GROW<sup>®</sup>.

Working on implementing Iowa GROW<sup>®</sup> institution-wide as a part of the UI Strategic Plan. Connected with over 200 institutions within the United States and abroad, about implementing Iowa GROW<sup>®</sup>.

**SPRING 2009**

**FALL 2009**

**FALL 2010**

**2011-2012**

**2014**

**2021**

**2024**

**SUMMER 2009**

Iowa GROW<sup>®</sup> intervention was created, based on research on learning theory and student development.

**SPRING 2010**

**Pilot Phase 1:** Interventions occurred throughout the semester and students completed the Student Employee Survey at the end of the semester. Supervisors turned in meeting notes to the Iowa GROW<sup>®</sup> Project team, and the team coded the themes of students' responses to the four core questions.

**SPRING 2011**

**Pilot Phase 2:** New supervisors implemented intervention. Student employees completed the Student Employee Survey at the end of the semester.

**2012-2013**

Iowa GROW<sup>®</sup> implemented across the Division of Student Life. Additional questions developed to assist with students who have been at a position for a year or more. Supervisor refresher trainings developed.

**2019**

Created an online orientation module for supervisors of student employees to ensure all supervisors receive training when starting a new position.

**2022**

Mentored student employment was included as a strategy in the new 2022-2027 University of Iowa Strategic Plan.