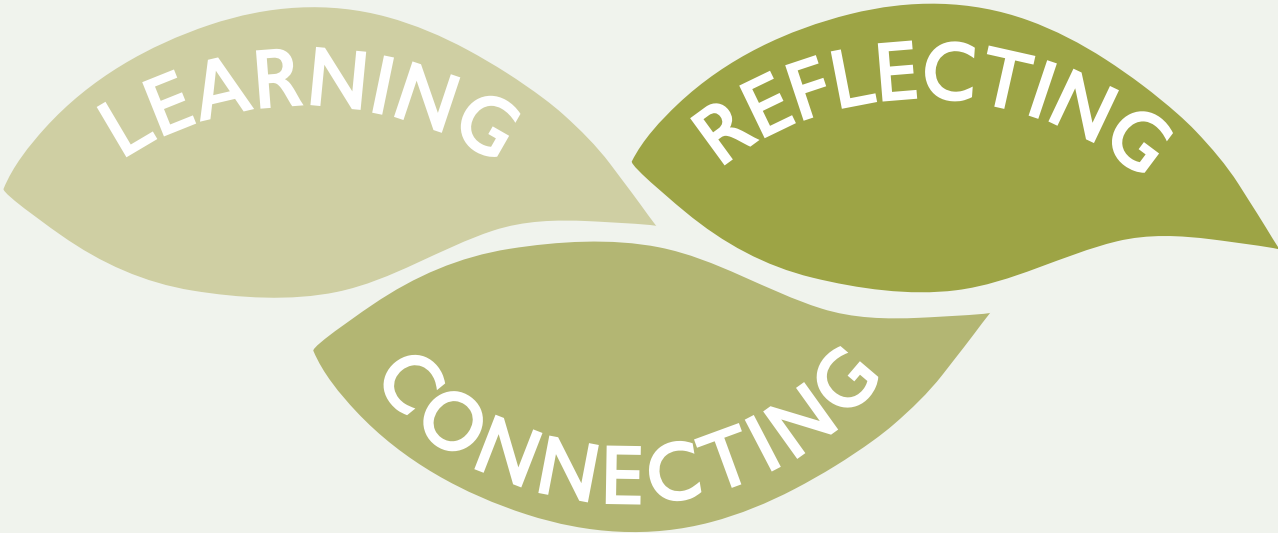


# How does IOWA GROW® connect to the outcomes of student employment?

The Division of Student Life has outlined nine outcomes, measured in the Student Employee Survey, that we expect students to gain as a result of being an employee in the Division.

OUTCOMES OF STUDENT EMPLOYMENT	STUDENT EMPLOYEE SURVEY QUESTION
1. writing	1. My job has helped me improve my writing skills.
2. verbal communication	2. My job has helped me improve my verbal communication skills.
3. diversity	3. Because of my job, I am able to work effectively with individuals with a variety of backgrounds, experiences, and cultures.
4. functioning independently	4. My job has helped me develop more effective time management skills.
5. conflict negotiation	5. My job has helped me develop conflict negotiation skills.
6. problem solving	6. My job has helped me use critical thinking skills to form opinions and solve problems.
7. preparation for real-world employment	7. My job has helped prepare me for the world of full-time employment.
8. learn about career options	8. My job has helped me learn more about career options.
9. see connections between work and academics	9. I can see connections between my job and my academic major/coursework.



[vp.studentlife.uiowa.edu/grow](http://vp.studentlife.uiowa.edu/grow)

# How can you use the nine outcomes?

The nine outcomes of student employment listed above can be used in your conversations with students. You can use the outcomes to help prompt students when they are thinking about what they’ve learned in their job and how it connects to what they’ve learned in the classroom and vice versa.

## For example:

Supervisor says, “What are you learning here that’s helping you in school?”

Student says, “I don’t know...”

Supervisor says, “Well, what about time management? What have you learned about time management working here that you have used outside of work?”

## For example:

Supervisor says, “What are you learning in class that you can apply here at work?”

Student says, “Hmmm...”

Supervisor says, “You mentioned that you are taking a communications course. What have you learned about verbal communication in that course that you could use here?”

## For example:

Supervisor says, “Can you give me a couple of examples of things you’ve learned here that you think you’ll use in your chosen profession?”

Student says, “I haven’t learned anything here that will be useful in my career.”

Supervisor says, “What about working effectively with with individuals from a variety of backgrounds and experiences? What have you learned about working with diverse others here that you could use in your future career?”

[vp.studentlife.uiowa.edu/grow](http://vp.studentlife.uiowa.edu/grow)

# IOWA GROW<sup>®</sup>

Guided Reflection on Work

The nine outcomes of the student employment experience result in transferrable skills (or competencies) that will benefit students both now and in the future. These are the nine outcomes we measure each year in our survey of student employees.

Supervisors are very important assets in helping students learn about the skills they are developing with us through work/academic conversations. These types of conversations are new for some supervisors, while others have been having these conversations with their students all along. The Iowa GROW<sup>®</sup> program simply helps provide additional structure.

The Division of Student Life is a leader across the United States in providing an impactful student employment experience. The materials in this packet help support supervisors in having Iowa GROW<sup>®</sup> conversations with their student employees.



*[vp.studentlife.uiowa.edu/grow](http://vp.studentlife.uiowa.edu/grow)*

The Division of Student Life's mission is to foster student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom. As the largest employer on campus, it is our goal to make student employment a high-impact activity, one that requires students to reflect on their learning and connect their learning within and beyond the classroom, through Iowa GROW<sup>®</sup>.

Iowa GROW<sup>®</sup> (Guided Reflection on Work), an initiative created within the Division of Student Life, uses brief structured conversations between student employees and their supervisors to help make the learning that is occurring through student employment more visible to the student. Supervisors in the Division are expected to have two Iowa GROW<sup>®</sup> conversations (individual or small group format) with student employees each semester.

Our data, collected yearly, continue to show tremendous benefits for students who participate in work-academic connection conversations with their supervisors. Students who participate in Iowa GROW<sup>®</sup> are more likely to agree that their job helps them:

- improve their writing and verbal communication skills
- gain multicultural competence
- develop time management and conflict negotiation skills
- use critical thinking skills to solve problems
- prepare for real-world employment
- learn about career options
- gain the ability to see connections between work and academics



THE UNIVERSITY OF IOWA  
**Division of  
Student Life**

*[vp.studentlife.uiowa.edu/grow](http://vp.studentlife.uiowa.edu/grow)*

- Olivia Harmon, University Housing & Dining

*"Working for University Catering has allowed me to step into a leadership role that I never thought I'd achieve as a sophomore in college. I've learned some incredible leadership skills that will be crucial to my academic life now and my career later in life. This job has taught me real-life skills that tie in with exactly what I've been learning in my classes. It's great to see my work life and academic life come together."*



**CONTACT:**

**Sarah Hansen**  
[sarah-hansen@uiowa.edu](mailto:sarah-hansen@uiowa.edu)

**Teri Schnelle**  
[teri-schnelle@uiowa.edu](mailto:teri-schnelle@uiowa.edu)

**FOR QUESTIONS OR MORE INFORMATION  
ABOUT IOWA GROW<sup>®</sup> VISIT THE WEBSITE:**

*[vp.studentlife.uiowa.edu/grow](http://vp.studentlife.uiowa.edu/grow)*

**IOWA  
GROW<sup>®</sup>**  
Guided Reflection on Work