

# 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.

## SPRING 2009

**Pilot Phase 1:** Supervisors from Student Health & Wellness, University Housing, 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.

## FALL 2009

**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.

## FALL 2010

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.

## 2011-2012

Continuing to support implementation through the development of additional job tools for supervisors including a resource webpage and videos. Working with other departments at UI, as well as over 100 institutions within the United States and abroad, to implement IOWA GROW<sup>®</sup>.

## 2014-PRESENT

## 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 4 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.

