Everybody’s Working For the Real World

The Benefits of Supplemental Instruction as Preparation for the Modern, Autonomous Working Environment

Skills Assessment & Development Center
SADC Employees Work As

- SI Leaders
- Tutors
- Operations
- Researchers
- Coordinators
- Trainers
SADC Offers the First “Real Job” for Many

- Student Workers are Accountable
  - To the students they mentor
  - To the professors they assist
  - To the office, as students must…
    - “Call off” when they cannot make it to work.
    - Schedule their own replacements.
    - Meet deadlines and expectations
    - Sign in and out for their shifts.
    - Handle their own paper work.

- Student Workers must juggle multiple responsibilities & roles.
Supplemental Instruction

SI Leaders…
- Are highly achieving students, who are active on campus
- Come professor recommended
- Plan lessons and activities for bi-weekly sessions, which they lead
- Mentor students
- Engage in mentoring opportunities with the professor
- Sit in on weekly classes, modeling good student behavior
- Meet with professors to plan weekly sessions
- Participate in conferences with students and faculty
Social Cohesion/Networking

- SI teaches student employees the importance of the social network in the workplace. SI Leaders...
  - Work collaboratively and develop a sense of community with other SI leaders and SADC staff
  - Engage in social events with their co-workers to promote a sense of unity within the program.
  - Communicate with supervisors at monthly meetings where they discuss problems and tactics.
  - Build new mentor relationships with the professors who lead their classes.
- SI supervisors (undergraduate or graduate students) learn to manage supervisory and social relationships with those who report to them.
Research opportunities

- SI Leaders’ work environment mimics both the academic and corporate “real world” with regard to research.
  - SI Leaders have the opportunity to research and implement best practices.
  - Student workers learn the value of well-researched activities and lessons.
  - On campus, academic employment allows more immersion in the culture of life long learners.
  - Students have better access to campus resources and more time to become familiar with them.
Professional Development

- Professional development opportunities encourage SI Leaders to understand the inherent importance of continuing education.
- Students learn to value and take pride in their work.
- Professional development focuses on topics that will enhance all areas of students’/employees’ lives.
- SI Leaders have the opportunity to present professional development workshops.
Professional Autonomy

- SI Leaders are responsible for their own lesson plans, bi-weekly sessions, and paperwork.
- Although SI supervisors conduct observations each semester, SI Leaders largely work on their own.
- The self management experiences learned through SI allow students to more easily transition into today’s autonomous work world.
What the Students Say

- Working on campus as an SI leader allows students to streamline their focuses to their futures.
- Being allowed to work autonomously (with mentor support) through the challenges posed by SI offers great real-world benefits.
- Students acknowledge that the acclamation to an autonomous working environment is challenging, but they find overcoming challenges one of the benefits of SI.
Real World Benefits for All SADC Employees

Social Cohesion/Networking
- Professional development opportunities allow all SADC employees to work together as one large unit.

Research Opportunities
- Student workers learn the benefits of well-researched solutions as they are given the power to make autonomous decisions with real outcomes.

Professional Development
- Professional development is for all SADC employees--the seminars help students grow personally and professionally while learning interdepartmental communication.

Professional Autonomy
- SADC employees make REAL decisions with REAL outcomes on their own. Mentors help them make good decisions.