



Recruit, Retain, Rise UP

**Hiring Student Employees
for Academic Success**

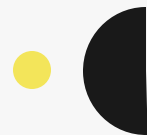
Dr. Comfort Olugbuyi



Objectives and Outcomes

What are you hoping to get out of this workshop?

- Give you tools and ideas to use at your institution
- Provide you with a supporting structure/framework





ABOUT FLORIDA ATLANTIC

30,000+
students

 **170+**
degree
programs

6 campuses
across 110 miles of coastline



200,000+
alumni

#1 most diverse
public university
in Florida



award-winning
undergraduate research



ABOUT CTL

1,000,000 Visits



Fall 2011



270 Tutors



100 + Courses



5 Centers



Recruiting

You can dream, create, design, and build the most wonderful place in the world...but it requires people to make the dream a reality.

– Walt Disney





Gathering Information





Current Practices

Professor
Recommendations

Friends of
tutors

Following up
from general
inquiries

Flyers and
Emails

Handshake/
Workday

Visiting clubs
and
organizations



Who, Why, How



Come one Come all

Strategic

- Exposure to all our Academic Support Offerings
- We had a vibrant diverse team
- Covering multiple campuses
- We had lots of majors which allowed us to have a greater reach across campus*

- Focused on High DFW Rate Courses
- Focused on courses with large % of first year students
- Focused on courses with multiple modalities (online, in person, hybrid)

Who:

All undergrad students

Why:

Help Students; Normalize support; Create impact on campus (mission)

How: (Vision)

All the ways possible





CENTER FOR LEARNING AND STUDENT SUCCESS

STUDENT SUCCESS IS OUR PURPOSE



Our Mission

Student success is our purpose. We empower individual students to reach their full potential both inside and outside the classroom.

The **Center for Learning And Student Success (CLASS)** cultivates student success and academic excellence by developing academic support and engagement programs that guide students to a future of lifelong learning.

Our Vision

We strive to be the hub of peer-led tutoring and academic success coaching on the Boca Raton campus. Students interacting with our programs build the skills they need to be effective lifelong learners. We are connected with a wide variety of academic programs and student support offices, working together to

develop innovative programs based on real student needs. In all of our affairs, we advocate for students and what they tell us they need to be successful in college.

We Value:

- **Excellence** - Innovative support for our students to achieve success
- **Dedication** - Commitment to student success and development
- **Integrity** - Ethical and responsible accountability in all that we do
- **Positivity** - Cultivation of a positive team spirit and environment
- **Individuality** - Respect and support for each and every member of our diverse University community

Recruiting Set UP



**Professional
Development Starts
Now**

**Demonstration
requirement**

Faculty Involvement



All announcements drive them to one location and includes all information:

- Include all the information with a timeline and dates if possible
 - Job Description
 - Explanation (and Expectation) of interview process
 - Tentative training dates for the upcoming semester
 - A place to schedule interview time
-
- Helps us identify presentation/communication skills (3-5 mins)
 - GAs, TAs, and Senior Tutors





Recruiting structure



- Interview times
 - After applying through Handshake, qualified applicants get the link to our Learning Management System (LMS) page that has all the information about all our offerings with a short quiz
 - We have an example of the interview as well with expectations
- 1-on-1 vs Group interview
 - Professional development opportunity for Senior peer-support members (1v1)
 - Group interviews allow for the development of interpersonal and intrapersonal development
 - Allows insight on how to improve/enhance/conduct your trainings





Interview set up



- Intro
- We conduct group interviews (mixed subjects/same subjects)
- Group activity (*Puzzles, *Hieroglyphics, Legos, Marshmallow/spaghetti – Tower build)
- Concept Demonstration (recorded)
- Wrap up with Q/As and timeline for next steps



Recruiting: Compensation



Ideally Money!

- Federal Work–study
- Shared department resources
- External resources/partnerships
(Local non–profits, libraries,
churches)
- Volunteer Hours highlighting
community engagement ([Medicalaid.org](https://www.Medicalaid.org))



Retaining Talent!



Professional Development

- Increased Compensation/ one-time bonuses
- Certifications
- Mentorship and feedback
- Flexibility
- Natural knowledge of additional resources
- Appreciative/ Supportive Environment





Rise Up

- Recognition and Celebration
 - Professional Development opportunities:
 - Leadership Roles/Promotion
 - Notoriety on various platforms
 - Internally at the university
 - Externally local new paper
- Exclusive opportunities
- Local conferences
- Letters of Recommendations
- Community connections
- Pipeline to future tutors due to current tutors



Next Steps

1. Establish your plan focused on the mission behind what support you want to offer and how you plan to find it
2. Identify your timeline
3. Utilize/establish your platforms
4. Remember to celebrate what you have done with those who have done the hard work
5. Report out the good work you are doing so others may know





Take Away

Join at menti.com | use code **8470 3244**

Questions

•**Let's stay Connected**
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Thank you

Let's stay Connected

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