Attracting and Engaging a Diverse Student Workforce at Mason Libraries

ASERL Webinar April 12, 2023
Your Hosts for Today

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Agenda

1. Leading the Charge
2. Project Beginnings
3. Project Overview and Anti-Racist Research Practices
4. Student Worker Research and Recommendations
5. Supervisor Research and Recommendations
6. Q&A
This grant seeks to build the capacity of libraries to develop and implement sustainable and successful core practices and initiatives which change, evolve and improve the experiences of people of color (POC) working within Library and Information Science (LIS).

—Leading the Charge Grant Purpose
LTC overview

Hampton University IMLS Grant RE-246407-OLS-20
Tina Rollins, PI
Raeshawn McGuffie, Co-PI
Amy Bondy, Assessment Coordinator

Project Consultant – Jamillah Scott-Branch
Project Beginnings

“I love working at Mason Libraries”

overheard during a conversation between student workers at the Information Desk
Project Objective

Learn about and improve the student worker experience, especially for our student employees of color, through anti-racist research methods.
Project Overview

PHASE 1
Student Research

PHASE 2
Supervisor Research

PHASE 3
In Action
# Project Timeline

Spring 2022- Present

<table>
<thead>
<tr>
<th>Phase</th>
<th>Spring ’22</th>
<th>Summer ’22</th>
<th>Fall ’22</th>
<th>Spring ’23</th>
<th>Summer ’23</th>
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<tr>
<td><strong>PHASE 1</strong></td>
<td>Data Collection</td>
<td>Analysis</td>
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<td><strong>PHASE 2</strong></td>
<td>Data Collection</td>
<td>Analysis</td>
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<td><strong>PHASE 3</strong></td>
<td>Creation &amp; Standardization</td>
<td>Implementation</td>
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ANTI-RACIST RESEARCH METHODOLOGY

Changing structures, not individuals
Doing with, not for

Strengths-based
Participatory
Student Worker Research and Recommendations
How would you like to be compensated for your participation in this work?

- It's counted as work time and built into your weekly schedule
- In-person events include take-home snacks
- A gift card ($10-$25)
Qualitative Feedback and Analysis
Results and Recommendations

01 Students love their library jobs

02 Students feel supported by their supervisors

03 BIPOC students do not have different experiences

04 Students wish to feel more connected to other student workers

05 Students noted a lack of diversity in their teams
Supervisor Worker Research and Recommendations
What is your biggest challenge when hiring students? Do you have any suggestions for tackling this challenge?

Finding students whose qualifications match the job description. It was really helpful when Stephanie reached out to students who seemed to match on the job website.

Seeing the job postings in handshakes. What are units across the university paying for comparable positions.

We are working on wage research and hope to provide more detailed wage recommendations as part of this project.

Our salaries and benefits are not competitive - we often lose good students to better positions.

Pay more!

Get more departments to support our positions - not just $5 but in identifying candidates.

Jamboard and Group Interviews
Results and Recommendations

01 Issues with Handshake

02 Issues with compensation and wages budget

03 Fall Orientation for student workers

04 Student Supervisor Handbook

05 Student Worker Handbook
What’s Next? Mason Project

- **Mixer**: End of Spring ‘23
- **Handbooks**: Supervisor In Process
- **Recruitment**: Student Over Summer
- **Training**: Summer ‘23
- **Training**: Student Development Day
  - August ‘23
- **Training**: Student Supervisor
  - Training Fall ‘23
What’s Next? Leading the Charge

- Cohort Retreat: August 2023
- Project Wrap-Up: Early 2024
- Grant End: July 2024
- Manuscript: ???
Project Team

Student Research
Jasmine Spitler
John Cliburn
Heather Geer
Alicia Ellis

Supervisor Component
Liz Bass
Anna Murphy-Lang
Tori Rodriguez

Peer Referral Coaches
All our colleagues at Mason Libraries
THANKS!

DO YOU HAVE ANY QUESTIONS?

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