OVERVIEW
WiGrow was initiated by the Student Employment Initiative as a part of the VCFA (Vice Chancellor for Finance and Administration) Strategic Plan for 2009-2014. The mission of the Office of the VCFA and its affiliated units is to provide the highest quality administrative and student-life services to enhance the University of Wisconsin-Madison experience. The VCFA’s office and its units strive for excellence in services relating to budget/finance, human resources, physical plant, public safety, student housing, social and cultural opportunities, health, recreation, and community building. These services promote the success and well-being of student, faculty, staff, alumni and the general public.

The purpose of the Student Employment Initiative is to evaluate and increase the role student employment within VCFA units can play in the achievement of the UW-Madison Wisconsin Experience and Essential Learning Outcomes (http://www.learning.wisc.edu/welo2010.pdf).

The three areas of concentration are collaboration and teamwork, independence and responsibility, and leadership and practical skills.

AUDIENCE
The large-scale audience for the WiGrow Program is the UW-Madison Vice Chancellor for Finance & Administration (VCFA) and its affiliated units. These units include Administrative Information Management Services (AIMS), Administrative Process Redesign (APR), Auxiliary Operations Analysis (AOA), Business Services, Facilities Planning & Management (FP&M), Office of Human Resources (OHR), Madison Budget Office, Recreational Sports, Research and Sponsored Program (RSP), University Health Services (UHS), University Housing, University Police Department, Wisconsin State Laboratory of Hygiene (WSLH), Wisconsin Union and the Wisconsin Veterinary Diagnostic Laboratory (WVDL). Eligible units for participation in the program were units with student employees currently enrolled as an undergraduate or graduate at UW-Madison.

Student supervisors and their student employees were the main participants in the program with administrative representatives in each unit overseeing the execution of the program.
**LEARNING OUTCOMES**

- Make student employment on campus a high-impact practice through intentional interaction and reflection
- Encourage collaboration across VCFA units

**TRAINING & IMPLEMENTATION**

Three one-hour long trainings were held by the Office of Human Resources in August of 2013. In these trainings the program and research leading up to its implementation were discussed and questions from participants were answered.

Implementation occurred in ten VCFA units and the program was executed twice in the Fall, 2013 Semester. Conversations were held with students based on when and if they were hired during the semester. The first round of conversations occurred in late September and early October. Units reported their results from these conversations at the end of October. The second round of conversations occurred in late November and early December. Units reported their results from these conversations at the end of December.

**GUIDED REFLECTION RESULTS AND ANALYSIS**

Collectively, participating units reported the participation of 381 supervisors and 2,562 student employees in the WiGrow Program in the Fall, 2013 Semester.

A detailed breakdown of participants by VCFA Unit is in the attached report as well as summary analysis of over 2,500 individual reflection forms submitted by the supervisors.

**WEBSITE**

The WiGrow website is located at: [https://www.ohrd.wisc.edu/home/HideATab/WiGrow/tabid/418/Default.aspx](https://www.ohrd.wisc.edu/home/HideATab/WiGrow/tabid/418/Default.aspx) and was created to be a resource for both supervisors and student employees using the WiGrow Program. It contains an explanation of the WiGrow Program and its process and has resources for all parties involved with the program.

**2103-14 EVENTS**

The *WiGrow Forum* was held in January of 2014 in an effort to receive feedback from various supervisors involved with the WiGrow Program in the Fall 2013 Semester. It was held in a World Café format with participants being involved in multiple stations in which important topics were brought up.

The *WiGrow Workshop* was held in February of 2014 for student employees who were involved in the WiGrow Program in the Fall, 2013 Semester. The workshops student employees could choose from were Stress Management, Résumé Writing, Managing Conflict in the Workplace & Beyond and Identifying Your Core Competencies. Vice Chancellor Darrell Bazzell spoke at the
event and an Alumni Panel compromised of former UW-Madison student employees held a Q&A session with participants. Evaluations collected from workshop participants showed the following:

- 92% of respondents found the alumni panel to be somewhat relevant (50%), relevant (22%) or very relevant (20%) to their academic and/or student employment experience on campus
- 82% of respondents either agreed (34%) or somewhat agreed (48%) to the notion that the panel helped them better connect their current job to their future goals
- 86% of respondents either agreed (34%) or somewhat agreed (52%) to the notion that the panel session helped with their personal and/or professional growth
- 82% of respondents felt the length of the workshop was just right.
- The stress management workshop was the most attended by a significant margin and it also received the highest number of positive responses to questions regarding the usefulness of the information provided.

END-OF-YEAR STUDENT SURVEY RESULTS
In early May, a survey was distributed to all students employed throughout the VCFA units to assess the impact WiGrow had on the students who participated. A detailed summary analysis of this end-of-year survey is attached. Highlights are:

Response Rates
WiGrow Participants
i. 803 students initiated survey = 35.36% response rate
ii. 728 students completed survey = 90.66% completion rate

Non-WiGrow Participants
i. 623 students initiated survey = 24.39% response rate
ii. 545 completed survey = 87.48% completion rate

Statistically Significant Comparisons
Areas where WiGrow Students as a group self-reported higher than Non-WiGrow Students as a group (statistically significant comparisons at p<.05 significance level):

- I feel prepared to describe the skills gained from my current position on my resume (diff=.12, page 4)

- My supervisor helps me make connections between my current work and my academic pursuits (diff=.18, page 4)

- My supervisor helps me see connections between skills gained/used in my current work that are transferable to a future occupation (diff=.18, page 5)
My current student employee position helped me develop more effective time management skills (diff=.13, page 5)

My current student employee position helped me improve my written communication skills (diff=.17, page 6)

My current student employee position helped me work effectively with individuals with a variety of backgrounds, experiences, and cultures (diff=.12, page 6)

**BARRIERS, CHALLENGES AND NEXT YEAR (2014-15)**

**Barriers/Challenges**
- No current infrastructure to sustain the program – need a GA (already committed)
- Students who enter mid-cycle – how to create a meaningful experience for them?
- How many Student Life Divisions should be included next year?
- Current requests from other campus units (beyond Student Life) for expansion – cannot accommodate these at this time

**Goals for 2014-15**
- 100% participation by all student employees in VCFA
- Possibly implement a pre/ post career thoughts inventory for student participants
- Offer 2 student workshops/retreats - November and February
- Hold another supervisor/manager session – possibly January 12, 2015
- Submit an article with Inside UW on the WiGrow program