CONTRIBUTING TO STUDENT SUCCESS:

IOWA GROW™ participants were more likely to agree/strongly agree that their job was helping them attain the following nine outcomes of student employment: written and oral communication skills, preparation for real-world employment, learning about career options, multicultural competence, time management skills, conflict resolution skills, critical thinking, and ability to see connections between work and academics. Means and proportions were significantly different (p<.01) for IOWA GROW™ vs. non-IOWA GROW™.

IOWA GROW™ participants were more likely to report the following gains from student employment:
- Gaining work/Career related skills
- Time management skills
- Forming relationships
- Enhancing communication skills

Non-GROW™ participants were more likely to report that the major benefit of being a student employee was simply earning money.

LOOKING TO IMPLEMENT IOWA GROW™?

Please contact Sarah Hansen (sarah-hansen@uiowa.edu), Assistant Vice President for Student Life Assessment and Strategic Initiatives at the University of Iowa, for more information or to set up a consultation on implementing IOWA GROW™ in your setting.

Please visit the IOWA GROW™ website: vp.studentlife.uiowa.edu/grow for more information.
“Working in Student Life has certainly shaped me into being the person that I am during my past four years at Iowa. I feel a great sense of community and so many of my coworkers are extremely hard-working, passionate people who are determined to change the world for the better. Working in Student Life has an overwhelming positive influence on me.”

- Amanda Keegan, University Housing & Dining

AWARDS AND RECOGNITION FOR IOWA GROW™:
- The University of Iowa’s Improving our Workplace Award, 2012-2013
- Cited in George Kuh’s article, Maybe Experience Really Can Be the Best Teacher, Chronicle of Higher Education
- Cited in George Kuh’s article, Ensuring Quality & Taking High-Impact Practices to Scale
- Highlighted in Jeffrey Selingo’s book, College Unbound
- Over 20 colleges and universities have consulted with us on adopting IOWA GROW™

THE PROGRAM:
IOWA GROW™ uses brief, structured conversations between student employees and their supervisors to help make the learning that is occurring through student employment more “visible” to the student. These conversations focus on four key questions:
- How is this job fitting in with your academics?
- What are you learning here that’s helping you in school?
- What are you learning in class that you can apply here at work?
- Can you give me a couple of examples of things you’ve learned here that you think you’ll use in your chosen profession?

IOWA GROW™ is focused on making student employment a "high-impact activity" - one that requires students to reflect on their learning and connect their learning within and beyond the classroom.