

# **SUPERVISORY GUIDELINES**

## **UNIQUE CHARACTERISTICS OF STUDENT EMPLOYEES**

Students are diverse individuals and caution must be exercised in categorizing students as a homogeneous population. There are, however, some generalizations that can be made about student employees and, consequently, some implications for supervision.

- ❖ Students are short-term employees. Their primary goal and their first concern is academics.
- ❖ Students have a desire for quick results and impact.
- ❖ Students are struggling with a great deal of issues such as a career and life direction, finances, and time management.

## **IMPLICATIONS FOR SUPERVISION**

- ❖ The fact that students' primary goal is their academics does not excuse irresponsibility, but may make some flexibility necessary.
- ❖ Students are most effective when their work is defined in terms of projects or tasks. When a student is given a specific task defined by objectives and turned loose with the resources and guidance to pursue it, he or she will almost always out-produce students in more traditional settings.
- ❖ By understanding the dual role of employer/educator, the supervisor can be instrumental in assisting a student in his or her developmental growth.
- ❖ Students may be an invaluable resource for innovative and creative ideas for change or improvement.

## **AN EXCELLENT WORK-STUDY PLACEMENT**

- ❖ Provides a sufficient block of work time so that the student is a co-worker, not just a visitor;
- ❖ Provides opportunity for current and relevant work experience, up-to-date methodologies or technologies;
- ❖ Allows direct exposure to work performed by employees in positions related to the student's career goal;
- ❖ Pays a wage rate comparable to that earned by other employees who perform the same work;
- ❖ Can use the student with his or her current level of skills; provides an opportunity to exercise knowledge and skills from the classroom, while concurrently acquiring on-the-job training in new skills and knowledge;
- ❖ Is flexible enough to allow for curriculum-driven time conflicts.