

Session 4: 1:45 p.m. - 2:15 p.m.

Senior Information and Borrowing: The Positive Impact of Recognition and Promotion
(Mary Calo, Joshua Aldwinckle-Povey, Brandeis University)

Do you work in an unionized environment? If so, how do you ensure that senior student positions don't conflict with library staff positions?

What are some ways to incentivize senior students taking on more responsibility if you cannot change their pay?

*Were there any unintended consequences? I would worry about the team becoming competitive in an unproductive way.

Did you encounter any problems getting the new position approved? How did you get buy-in from library senior leadership who may be hesitant to assign so much responsibility to part-time student employees, or other Public Services staff who might have felt like the new student position would be competing with theirs?

Are students involved in any way to develop your training materials, or to shape the position responsibilities, or what identifying what professional development they want?

Do you run into your students in this role feeling like they have to be "on" all the time? How do you help them establish expectations with their peers about when their peers should/not reach out to them for assistance?

What does a Senior I&B's schedule look like? Do they have to be able to work a certain minimum number of hours?