

Session 2: 12:35 p.m. - 1:05 p.m.

Mentoring Student Employees (Julieta Garcia, California State University)

We just heard about how perfectionism isn't necessary, but how do you mentor or prepare students for that expectation, or for a career environment that might not share that outlook?

JG: I speak with the students about advocating for themselves, I have individual conversations with them and make sure they feel comfortable working on their projects. I have had students tell me that they do not feel comfortable working on a project because of how much is being requested from them, so I try to find something that is more suited for them. I then check-in with them and ask how they're feeling, especially during their evaluations as a goal for themselves.

Do you have current student employees participate in your interview process or have you ever considered doing so?

JG: I am considering this. I am trying to find a way for student leads to be involved in this process that does not require viewing PIs or where I won't get in trouble for students doing work that they're not getting paid for. Students in the California State University System are in the process of being unionized, so I want to make sure to abide by their student employment rules.

Can you share more about what tasks you incorporate into your interview process?

JG: 1. I have students alphabetize about 15 cards that have both names and company names. My instructions are that they alphabetize them by last name and for company names they ignore articles. Many students do not know what an article is, so this is an opportunity for them to ask a question.

2. I give them a handwriting task to write instructions on anything they'd like (making a peanut butter and jelly sandwich is very popular) and they have 5 minutes. They are asked to use their best handwriting within a timed limit. I am looking for good handwriting under pressure.

3. They are to sort some papers in a folder in date order. There are some questionable items (like 2 dates on a piece of paper and an item with a roman numeral) to see what kind of questions they come up with.

I have never heard of a travel chest before, what is a travel chest?

JG: It is a large wooden and leather chest or trunk to store clothing and any travel items.

Can you clarify/explain if your students learn from you how to be mentors or are they just collaborating together?

How do you find the time to do your duties, be a supervisor, and be a mentor as well? I constantly feel like I am running all over the place to accomplish these tasks, and often feel that something gets left behind.

-Seconding this question!

-Thirthing this!

Can you talk a little more about the library employee scholarships?

-seconding this, too!

How do you coach your student leads to help mentor their peers without taking on stress about the other students' performance? We find it's a tricky balance.

So wonderful, thanks Julieta! Would I be able to steal your student training ideas, too--via some kind of google doc? (list of flashcards for alphabetizing, handwriting, date writing, etc.--such great ideas!)

Are student leads paid at a different rate than their mentees?

How does a student become a leader? Do they apply or is it assigned? What is the criteria?