Why Job Enlargement Works for Academic Libraries

The Need for Job Enlargement

- Diversity within students' skill sets provides an opportunity for job enrichment.
- Capitalizing on students' abilities creates benefits for libraries and students alike.
- Enlarging student staff responsibilities to match skills and interests leverages talent already available to the institution to broaden capabilities and achieve organizational goals.

Student Staff Designed Job Enlargement

- Today's University students are open to sharing their needs and wants with those who are willing to listen.
- Listen to what student staff members find most meaningful about their job, and tailor tasks to match their unique passions and skills in a collaborative process.
- Meaningful job enlargement aids in staff satisfaction and motivation to meet and exceed libraries' organizational goals.

Content for Students by Students

- Academic library outreach is largely student-centered.
- Student staff have an invaluable insight into the preferences, receptibility to content, and shared culture within their demographic.
- Student-created job responsibilities and programs have a greater chance of reflecting student needs and wants.

The Content Strategist

A Student Worker's Perspective on How Job Enlargement at the Library Circulation Desk Leads to Innovation and Effective Demographic Targeting

Responsibilities

Demographic Targeting

Create unique outreach procedures for differing demographics and synegize procedures to ensure continuity and equality for each demographic.

Content Implementation

Produce content based on demographic preferences and marketing deficiencies, updating materials regularly based on changing needs and regulations.

Content Formulation

Develop ideas for innovative and engaging content to promote library functions while maintaining continuity and relevance across outreach efforts.

Internal Marketing

Create avenues for input-collection from staff to actively invite idea generation, employing these ideas to create relevant content.

Exemplary Student Staff

- Increased Wages
- Additional Hours
- Specialized Projects

Student Staff Supervisors

at the University of Mount Union

Succession Planning at UMU

- Interests and skills of new hires are determined upon being hired at the Library.
- New staff members are scheduled with Student Staff Supervisors (SSS) whose job responsibilities match with new staff interests and skills.

SSS delegate tasks to and collaborate with new staff members to complete specialized projects.

iMentor

Promote content literacy of library functions for first-year and transfer students.

Subside intimidation of seeking information and conducting research.

Build lasting peer relationships between incoming students and library student staff members based on shared disciplines and interests.

iMentor International

Promote literacy of American library systems among international students.

Subside intimidation of seeking information in a foreign country.

Build lasting peer relationships between international students and globally-minded domestic students.