



22-23

Annual Report

Student Affairs Staff Engagement (SASE)



Table Of Content

Letter from the Director

Meet Our Team

Common Purpose, Vision & Values

Functional Area Overview

ShockerStrengths

ShockerGrow

SAPRO

Connect with Us!



Director's Message

SASE has had an incredible first year of growth, discovery, and intention setting. The office of Student Affairs Staff Engagement was created to focus intentionally on Student Affairs staff and student employee development and retention. As we continue to wrap our efforts around post-pandemic programming and services for our students, Student Affairs is also focused on supporting our staff that provides these programs and services.

In addition to this, SASE oversees and implements the ShockerStrengths Initiative on campus! In our first year, we have continued to lead and support Wichita State University as we continue to evolve into a strengths-based campus. The initiative, which has been growing steadily since 2018, has been an amazing opportunity to collaborate within the division as well as with many cross-campus partners to connect students, faculty and staff with their strengths and talents.

We are a department with big ambitions as we continue to contribute to the Division of Student Affairs' common purpose of Connecting Every Student! Further, we aim to contribute and support Wichita State's goals to promote student achievement, success, and persistence efforts through our programs and services.



Meet Our Team



KENNEDY ROGERS

DIRECTOR

LEARNER | ACHIEVER | RESTORATIVE | POSITIVITY | WOO



MEGAN LEWIS

ASSISTANT DIRECTOR

STRATEGIC | INPUT | FUTURISTIC | POSITIVITY | MAXIMIZER



COURTNEY COLLINS

GRADUATE ASSISTANT

RESTORATIVE | INDIVIDUALIZATION | STRATEGIC | INCLUDER | POSITIVITY

Meet Our Team



KENNEDY ROGERS

DIRECTOR

LEARNER | ACHIEVER | RESTORATIVE | POSITIVITY | WOO

ABOUT ME: I love working with this team and in Student Affairs. I have two kids: Simon (9) and Penelope (5). I enjoy the outdoors, hiking, and traveling when possible. I LIVE for music and love concerts. My husband and I are big sports fans, particularly baseball. You can always count me in to do something creative like a DIY project or grab some food!!



EMILY GUTHRIE

ASSISTANT DIRECTOR

INCLUDER | INDIVIDUALIZATION | STRATEGIC | ANALYTICAL | CONNECTEDNESS

ABOUT ME: I have been part of Shocker Nation since 2015. My world revolves around Tuna - a 10 lb, 3-legged calico. Outside of work, you'll catch me watching professional wrestling or at Trivia every Thursday night. On the weekends, I enjoy spending time outdoors or hunting for cool vintage finds.



BROOKE GUY

GRADUATE ASSISTANT

SELF-ASSURANCE | COMPETITION | FUTURISTIC | STRATEGIC | CONSISTENCY

ABOUT ME: I am currently in the graduate communication program working towards my Master's. I love dogs more than anything, but also Betty White. I love football season especially when I have buffalo chicken dip! I am always talking about TikTok and apologize in advance for the amount of references I will make. I really enjoy crafting, cooking and hammocking in my free time. (Also going to estate sales!)

Common Purpose, Vision & Values

Common Purpose

To create opportunities to **EQUIP, EMPOWER**, and **ENGAGE** the Division of Student Affairs.

Vision

To engage students & employees in a culture of support, growth, investment and belonging.

Values

INCLUSION

Advocacy
Equity
Diversity



CONNECTION

Belonging
Network
Community



GROWTH

Perpetual Learning
Personal &
Professional



HOLISTIC WELLBEING

Safety
Balance
Support



INTENTIONAL LEARNING

Training
Development
Onboarding



Area Overview

PRO



Strengths-based development is more than identifying strengths. It's about recognizing your natural talents so you can develop and leverage them. It's also about learning how to appreciate others' talents and strengths and combine them to accomplish goals together.

The Division of Student Affairs at Wichita State University uses Shocker GROW® as a tool for student employee evaluation and development. GROW® conversations help our students connect their academic learning to their learning in their student employment opportunity.



SAPRO intentionally focuses on supporting the staff experience in the Division of Student Affairs. Services range from professional development, employee recognition, onboarding support, divisional event collaboration and engaging staff across campus.



SA
PRO

ShockerStrengths



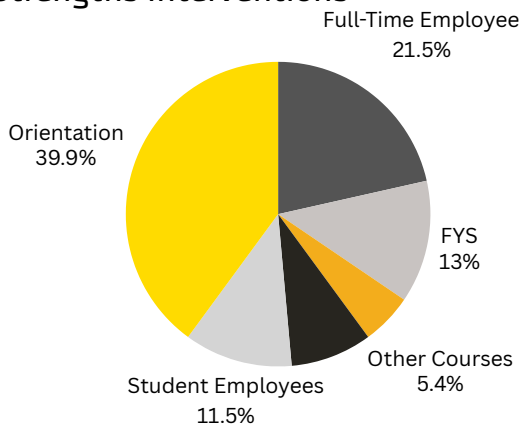
Powered by Talent. Performing in Strength.

OUTCOMES

- Learn individual talents and strengths, with corresponding insights, applications, and action items
- Develop your leadership capacity
- Gain self-awareness and self-understanding
- Examine a strengths-based perspective and its applications

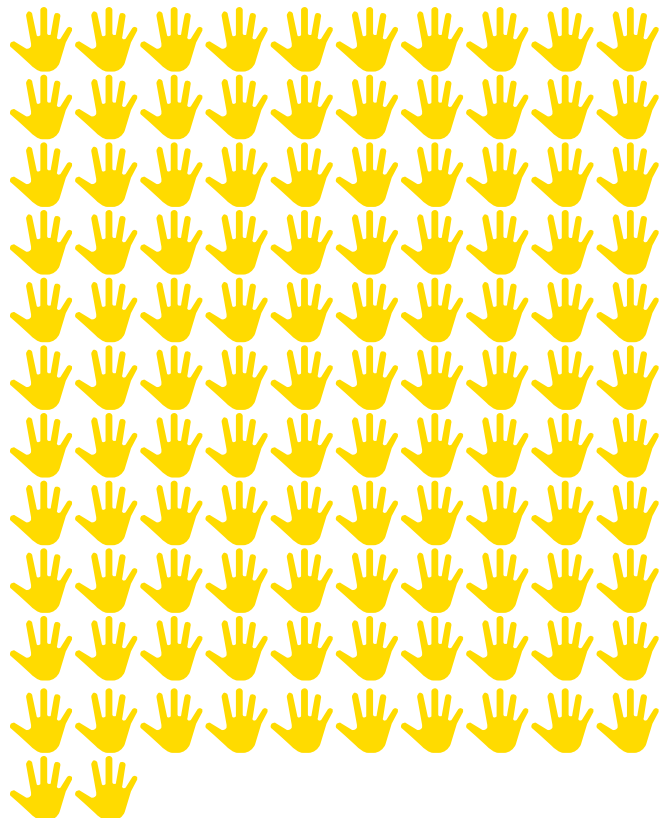
By the Numbers

ShockerStrengths Interventions



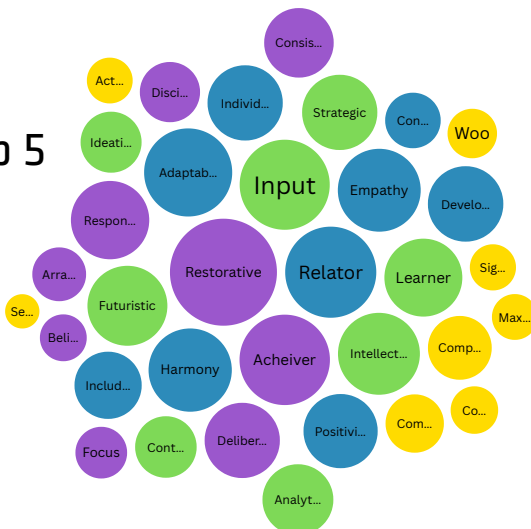
~ 1,122 Completed Inventories

= 10 top 5 surveys



Average Top 5

RESTORATIVE
RELATOR
ACHIEVER
ADAPTABILITY
HARMONY



ShockerStrengths

Powered by Talent. Performing in Strength.



Having responsibility as one of my strengths, I focus on being honest & loyal to the people around me, but most importantly, to myself.



ShockerGrow



Student Employee Development & Evaluation

OUTCOMES

- To make student employment a high-impact activity by providing structured and scaffolded opportunities for students to reflect on and integrate what they are learning.
- To help students better articulate what they have learned from their job.
- Retain students through employment experiences.

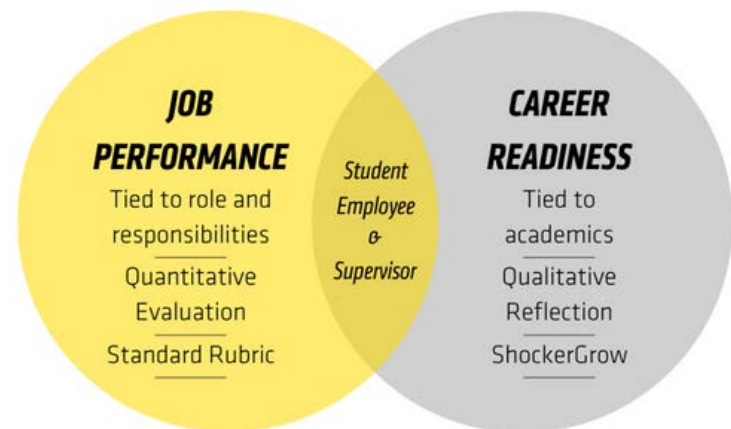
Program Summary

ShockerGROW® 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 students.

These (on average) 5 minute intentional conversations focus on 4 key questions about what students are learning and how they are applying their learning.

- 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?

Using Anthology, students complete a performance self-evaluation alongside their supervisor's evaluation creating opportunities to encourage productive conversations around career readiness.



NACE Career Readiness Competencies

- Communication
- Critical Thinking/Problem Solving
- Intercultural Perspectives
- Leadership
- Professionalism
- Teamwork/Collaboration
- Technology
- Skills and Knowledge
- Quantity and Quality of Work



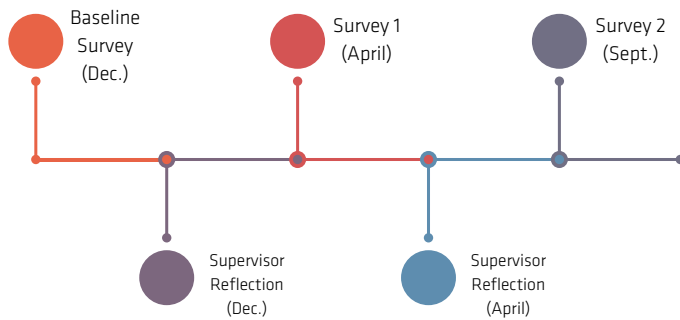
ShockerGrow

Student Employee Development & Evaluation



Pilot Details

Pilot Timeline



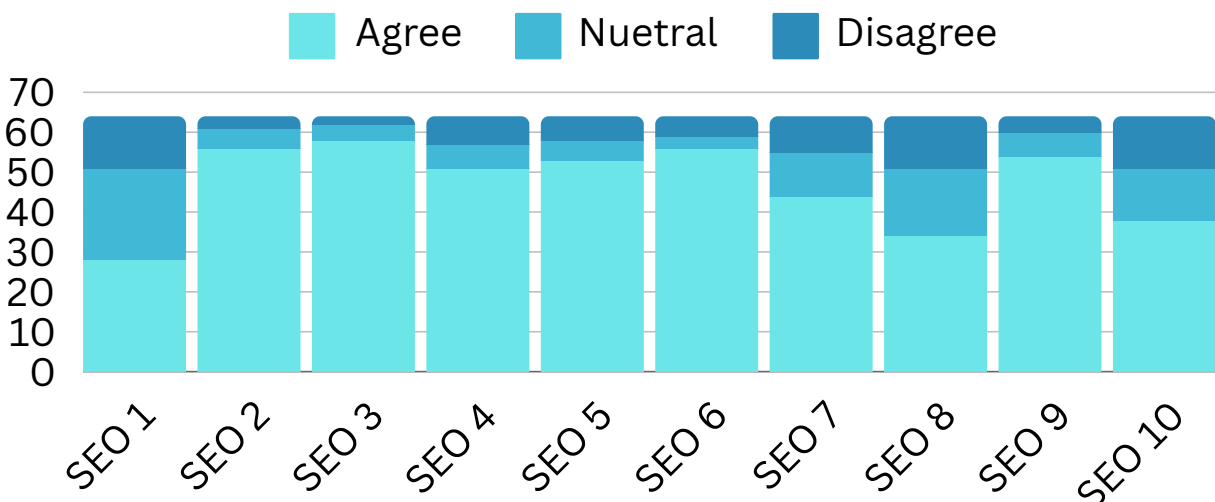
Pilot Participants

- Housing & Residence Life
- Office of Student Affairs
- Shocker Sports Grill & Lanes
- SA Staff Engagement

Student Employee Outcome (SEO) Survey Questions

- SEO 1: My job has helped me improve my writing skills.
- SEO 2: My job has helped me improve my verbal communication skills
- SEO 3: Because of my job, I am able to work effectively with individuals with a variety of backgrounds, experiences, and cultures.
- SEO 4: My job has helped me develop more effective time management skills.
- SEO 5: My job has helped me develop conflict negotiation skills.
- SEO 6: My job has helped me use critical thinking skills to form opinions and solve problems.
- SEO 7: My job has helped prepare me for the world of full-time employment.
- SEO 8: My job has helped me learn more about career options.
- SEO 9: My supervisor helps me make connections between my work and my life as a student.
- SEO 10: I can see connections between my job and my academic major/coursework.
- SEO 11: My job impacts my choice to stay enrolled at Wichita State.
- SEO 12: My job gives me a sense of belonging or community.

Survey Results



ShockerGrow

Student Employee Development & Evaluation



Highlights & Testimonials



Inaugural Student Employee Awards

Dr. Hall; Vice President of Student Affairs
Service Engagement Award: Yarid Pizarro
Lead On Award: Emma Glover (not pictured)
Outside of the Box Award: Bethany Hollingsworth
Distinguished Rookie Award: Landyn Patterson
Employee of the Year: Colton Ediger

Student employees shared about how working on campus has impacted their experience at WSU and contributes to their success.

“It has helped me feel more connected to the University.”

“It helped me build important relationships that I will value for the rest of my life.”

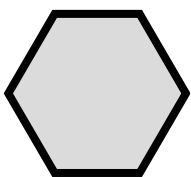
“My problem solving skills have increased greatly through my employment. This skill is useful in everyday life.”

“Better time management between work and school and communication.”

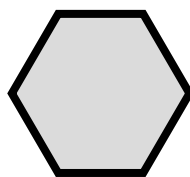
“It has gotten me to be more social and outgoing. I have learned to be more open to making new friends and to help more people.”



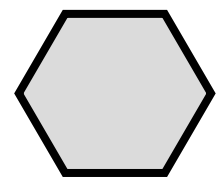
By the Numbers



Student Employees in Student Affairs



\$\$\$ in Student Employee Wages



Persistent Rate of Student Employees in Student Affairs

SAPRO

Student Affairs Professional Development



OUTCOMES

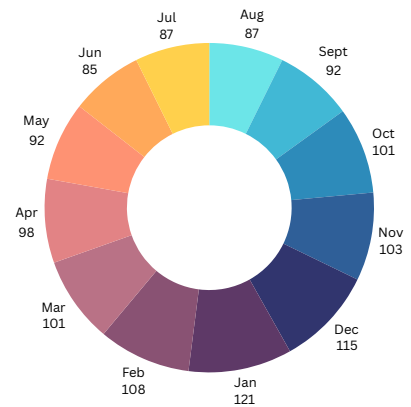
- Engage staff in experiences around professional development.
- Support the division in Onboarding and New Employee needs.
- Collaborate within the division to provide social connection and sense of belonging.

Highlights & By the Numbers

The HARVEST

The Harvest is our monthly newsletter geared towards staff. We are celebrating our first full year with 12 complete issues!

Holistic | Appreciation | Reflection | Vocation | Engagement | Strengths | Togetherness



Harvest Opens

Student Affairs Day of Development

SASE hosted our first ever Day of Development for the division! This event was a hit and will be held annually.



Received 60 scholarships for staff to utilize for professional development with the Kansas Leadership Center!



CONNECT



@ShockerStrengths



staffengagement@wichita.edu



www.wichita.edu/sase

