

## RECOGNITION AND APPRECIATION

### STUDENT EMPLOYMENT EXPERIENCE

Appreciating employees is one of the often overlooked roles of a good supervisor. In the Office of Student Life, we would not be able to function without the input and effort of our 5,000 student employees. Let's remember to take time to appreciate them and recognize the work that they do!

Here are a few *cost-effective* ways that you can recognize and appreciate your student employees. This is a great list to consider during Student Employee Appreciation Week, as well as throughout the entire year!

#### Appreciating Student Employees on a Budget

- **Providing Appreciative Feedback.** Sometimes the basic way is the best way. Offering verbal or written positive feedback should be a routine practice for any supervisor. Remember that appreciative feedback should be specific, genuine, and should explain why the employee's work matters and connects to the larger vision of your department or Student Life.
- **A Handwritten Card/Note.** Whether for a specific occasion (like appreciation week or work anniversaries), or as a random gesture – a handwritten card is an awesome way to appreciate a student. Consider having other staff members and leaders write a note in the card as well.
- **Free Food.** Can't really go wrong here! Bringing coffee and a breakfast treat, baked goods, or pizza into the office is always a nice surprise. And I've yet to meet a college student (or staff member) who doesn't enjoy free food. Definitely remember to consider dietary restrictions, so that everyone can enjoy!
- **Decorate the Office or Workspace.** Surprise your student staff by decorating their workspace, or a shared communication board. If you have a smaller staff, you could individualize the décor, with specific things you appreciate about each team member.
- **Host a Special Gathering or Outing.** Host an appreciation lunch / ice-cream / dessert break for your team. You could plan a few games or activities, as well as a time for specific shout-outs to team members. You can also plan an outing for your team. As an example, Rec Sports has an incredible (and free) Disc Golf course that anyone with a BuckID can use. Cookouts are also fun!
- **Give Out Staff Awards / Superlatives.** These can be serious or on the goofy side, but handing out individualized awards to student employees is a great way to recognize good work, and encourage team bonding.
- **Create a Care Package.** Putting together a themed package for each employee can definitely be a thoughtful gesture. These are especially popular leading up to finals week. (e.g. exam survival kit)
- **Setup a Professional Development Opportunity.** Consider offering a professional development day for your staff with a training topic of their choice ([We offer plenty of options!](#)), or setup shadowing opportunities for your students with staff across the university. (We can help with this too!)
- **Be Creative!** Lastly, no one knows your student employee team better than you do. Think of a way that you can offer a tailored approach to appreciation that fits your staff best. You can also always reach out to SLHR if you want to brainstorm specific ideas.

Have your own ideas that you'd like to share? Contact Caleb [Craft.245@osu.edu](mailto:Craft.245@osu.edu) | 614-292-1649

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