

# Northern Arizona University

## “The Stack Model”

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Similar to stacking cakes, like seen on  
*The Great British Baking Show*, NAU  
is building an identity that involves building layers of  
professional practices that are redefining  
student employment.



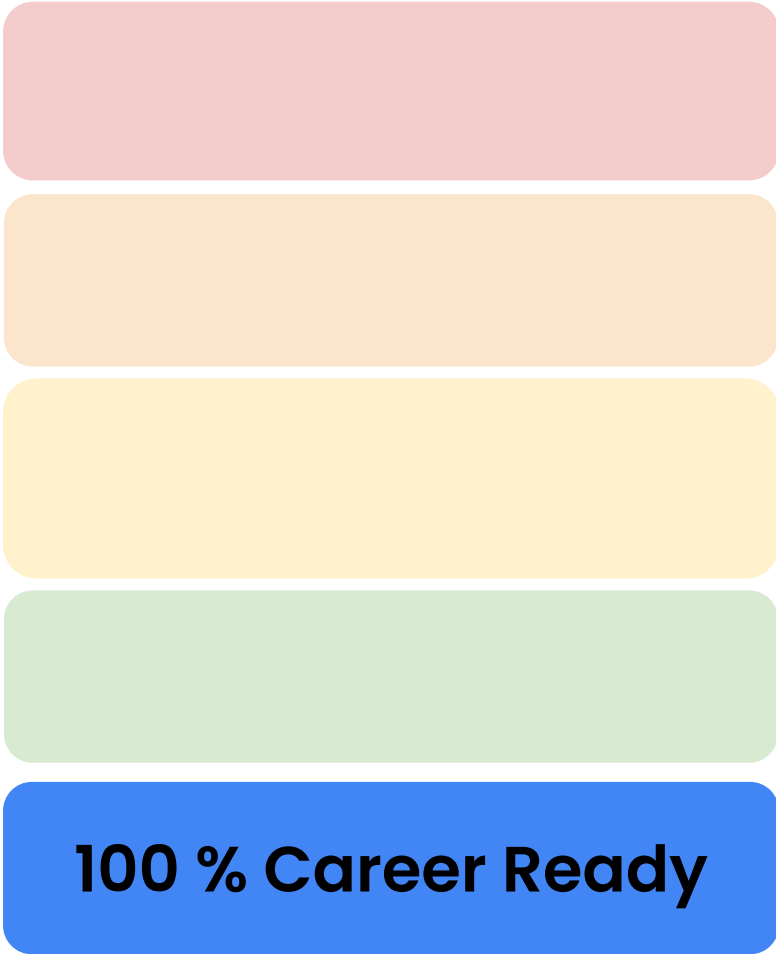
LESSONS/ADVICE

IDENTITY

PROGRESS

PROCESS

100 % Career Ready

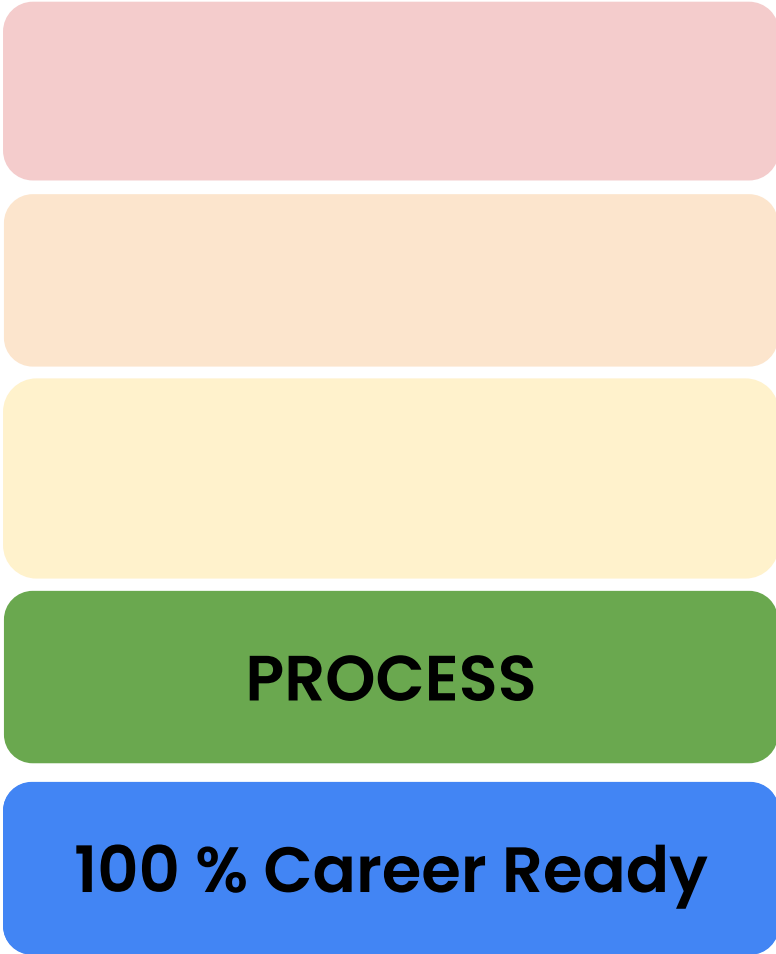


Northern Arizona University is mid-evolution in their inspirational vision and redesign of on-campus student employment.

Student employment is embedded within NAU's broader Career Development objectives with a stated goal of having a **visible and notable value of the student employment experience.**

Collaboration with the University-wide initiative "**100% Career Ready**" has helped NAU Career Development leverage campus priorities and strengths as "Force Multipliers," making their efforts relevant and central to the University's success with targeted attention to key collaborators.

**100 % Career Ready**



Similar to the stacking of cakes, as seen on The Great British Baking Show, NAU is stacking professional practices to redefine student employment and what it means to the campus community by welcoming and cultivating a variety of partnerships that expand the broad impact of their relatively small team.

Relationship-building and great communication are present in every layer of the NAU work.

Among other efforts, Career Development is tracking student employee data each month which provides evidence of student employee needs, where students are working, what kind of jobs students are seeking and how many jobs students are holding. This data-driven approach is informing how to best support student employees and supervisors.

**PROCESS**

**100 % Career Ready**



**PROGRESS**

**PROCESS**

**100 % Career Ready**

The intentionality of being out on the campus and in the conversation has enhanced progress. Career Development staff described making active and frequent efforts to engage face-to-face with as many staff and faculty as possible, communicating the priorities of the integrated efforts of the department and increasing campus engagement.

The inclusion of career competencies embedded in student learning objectives in course syllabi has been a critical success in linking student employment with the academic experience.

Data received from a student survey about the highs and lows of career competency preparedness has influenced a focus on new trainings, as well as attention to how Career Development is supporting student employee supervisors. Helping to improve supervisor effectiveness “multiplies” their department’s efforts beyond their office.

Large scale reorganization in NAU Human Resources created the opportunity for exploring a new identity for Student Employment.

## IDENTITY

Other factors leading to the need for further visibility and a “strong brand” included a tangible challenge: the disparity between the minimum wage in Flagstaff and campus wages made it more desirable to be employed off-campus.

## PROGRESS

NAU Career Development is now better equipped to meet these challenges with Student Employment and Career Services activity highly coordinated under one banner, increasing visibility and efficacy.

## PROCESS

**100 % Career Ready**

## LESSONS/ADVICE

## IDENTITY

## PROGRESS

## PROCESS

## 100 % Career Ready

+ Even a small win is a win: Change may be small but don't forget to zoom out and see the progress.

+Leverage the current landscape of your campus when possible, particularly those aligned with student retention and access to education.

+Dive in! Look for and take opportunities to insert Student Employment into the big conversations on campus.

+Try hard not to let the collaborative process be at the expense of progress. The complexity of working with large teams and multiple stakeholders can slow things down.

+Sharing communication with campus leadership about what Student Employment is doing is important.

+Get out of the office and onto your campus. Be "the song they can't get out of their head."

+Acknowledge and celebrate your progress!



Image: <https://www.delish.com/food-news/a45470055/the-great-british-baking-show-episode-two/>

Tasha Jones receiving The Handshake from host Paul Hollywood.