



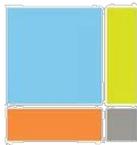
Lib Loot and Student Assistants:

An Incentive Program that Works

Hello!

Irene Girgente

Technology & Library Information Specialist
Student Supervisor



GREENWOOD LIBRARY
Celebrate Curiosity



Topics

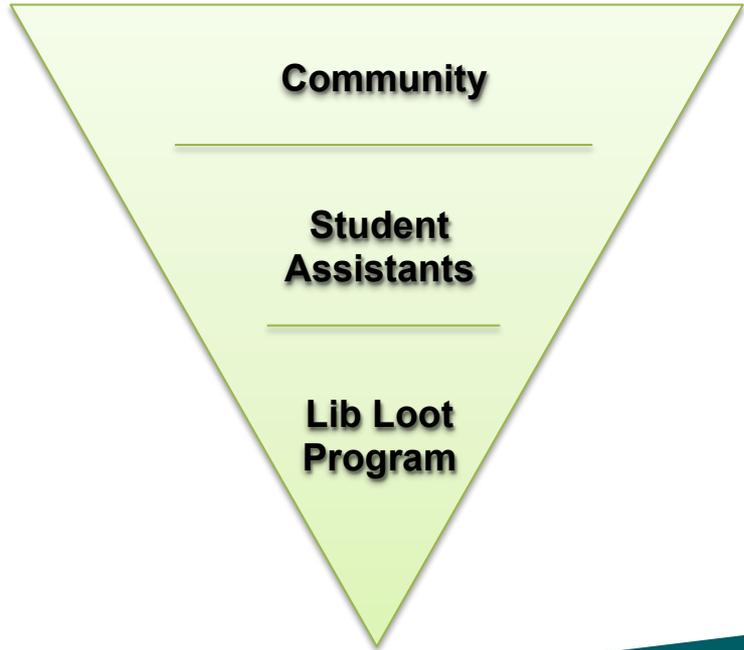
- ◆ Student Tasks
- ◆ Lib Loot
- ◆ Incentives
- ◆ Assessment
- ◆ Benefits

Student Tasks

What can Student Assistants do for you and your library?

Goals

Productivity Pyramid



Work Flow

Student Assistant Daily WorkFlow Chart

Beginning of Shift

- Clock in
- Put vest and name tag on
- Check in with Desk Staff

Hourly

- Record Door Count
- Check ALL printers/ copiers and refill paper
- Check in with Desk Staff

High Priority

- Inventory 1 hour each shift
- Check in with Desk Staff
- Interfile and Shelve
- Clear Laptops

Every Shift

- Stack Maintenance
- Inventory for 1 hour

Low Priority

- Missing status item search
- Clean computers in LC and MML
- File patron cards
- Shred items

End of Shift

- Last 10 mins record duties on Task Log
- Put vest and name tag back on assigned hanger
- Inform Desk staff you are leaving
- Clock out

Objectives

- ◆ Creating initiative
- ◆ Motivating
- ◆ Building student leaders
- ◆ Mentoring system
- ◆ Growing knowledgeable Student Assistants
- ◆ Reinforcing individual responsibilities



Lib Loot Program

The Incentive Game

The Idea...

- ◆ Prizes
- ◆ End of Month

 **LOOTCRATE**



Group vs. Individual

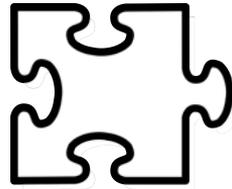
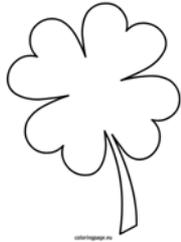
Group

- ◆ 5 – 6 winners
- ◆ Mix returning with new hires
- ◆ Inclusion
- ◆ Cost: \$50

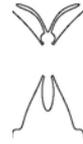
Individual

- ◆ 3 winners
- ◆ Everyone for their own
- ◆ Exclusion
- ◆ Cost: \$20

Individual LibLoot



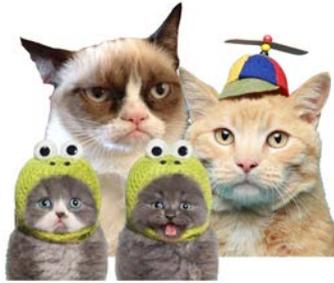
Lupus Awareness Month
I NEED A CURE



Group LibLoot



**MELLOW
YELLOW**



CATS



**GREEN TEAM
DREAM TEAM**



**PURPLE
KETCHUP**

"I find it fun. I love the friendly competition and laughing about our team names. I think it creates a greater sense of comradery."

Task Slips

TEAM POINTS

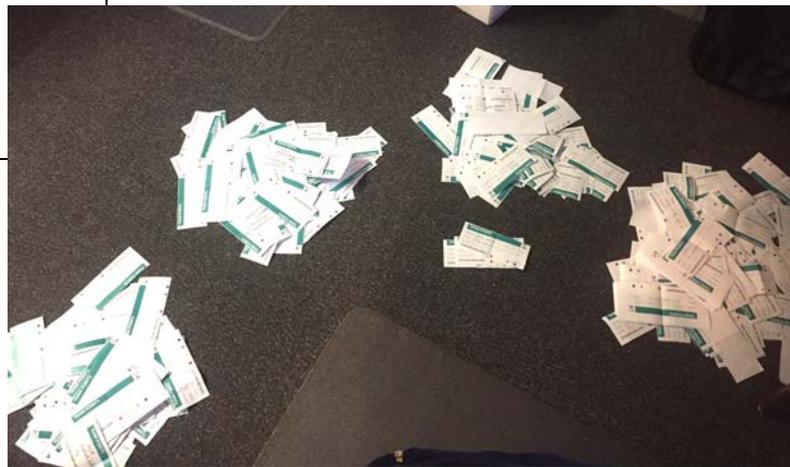


Student Name _____ *Amount* _____

Points for... _____ *Date* _____

Your Name:

Circle the team color:



Student Desk Area



Task Board

Sections of the Board

Team Points



Monthly Inventory Leaders & Rules

Inventory



LibLoot

What is inside:

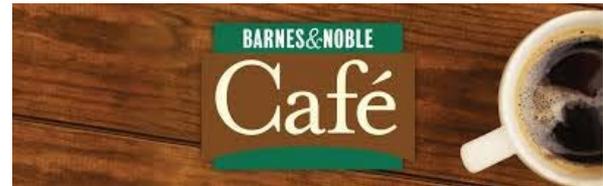
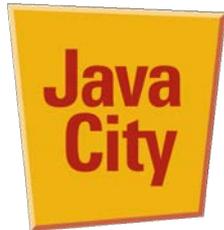
- ◇ Themed bags
- ◇ Toys
- ◇ Necklaces
- ◇ LOTS of Candy
- ◇ Swag
- ◇ Java City coffee coupons
- ◇ 15 min pass
- ◇ Misc.

Where does the Money come from?

- ◆ Foundation
- ◆ Longwood Parents Council Grant
- ◆ Donations

LONGWOOD
UNIVERSITY
PARENTS COUNCIL

Longwood University
Alumni Center

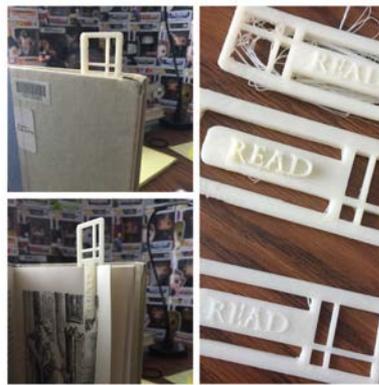
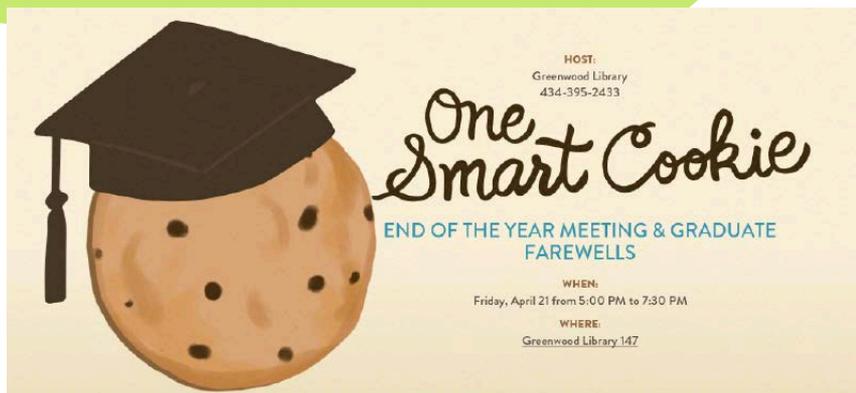




Incentives

The Pay Out

End of the Year Meeting



Pictures of Event



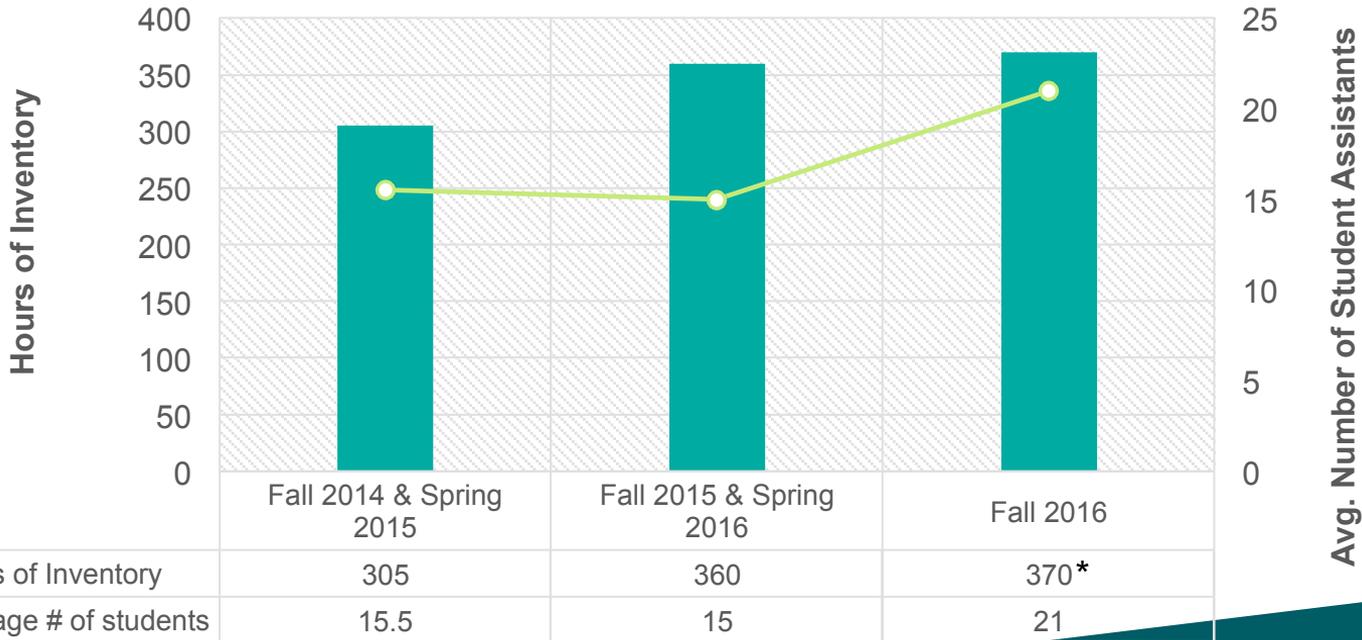


Assessment

Am I doing this right?

The Stats

Stack Maintenance Inventory Statistics



*As of Dec. 2016

BUT, things can get in the way...



Staffing Issues

- Music Inventory
- ILL
- Processing
 - Books, Periodicals & DVDs
- Discards
- Book Jacket Wrapping
- Other Misc. Projects



VACANT

Administrative Assistant to the
Dean of the Library



VACANT

Information Services Manager



VACANT

Library Information Associate



VACANT

Research Services Librarian



VACANT

Library Information Associate

Comparable Data

Semester Years	Percentage Increase
14/15 - 15/16	18% increase
15/16 - 16/17	3% increase
14/15 - 16/17 Overall Increase since piloted	21% increase

Ways to Measure Outcomes

**Student
Assistants**

**Better
Results!**

Library Staff

Ways to take Surveys

- ◆ Google Forms
- ◆ Survey Monkey
- ◆ SpringShare (<https://www.springshare.com>)
- ◆ Paper

Types of Questions to Ask

Student Assistants

- ◆ If they are returning student workers – compare to last year?
- ◆ What do you feel was more successful?
- ◆ What motivated you more?
- ◆ What aspects should be changed to make it better for you?
- ◆ What do you feel like you mostly got out of the program?
- ◆ What should I do differently next year?

Library Staff

- ◆ How effective is the students work?
- ◆ What good and bad things have you observed?
- ◆ What do you feel should change?

Video Testimony From Student Assistants

LibLoot: The Student Incentive Program





Benefits

What do Student Assistants get out of this?

What Students Benefit from LibLoot

- ◆ Inspires
- ◆ Motivates
- ◆ Team-building

Long Term Benefits

- ◆ Longwood and Farmville Community
- ◆ Long-Term For Student Assistants
 - ◇ Enhance their skills in time management
 - ◇ Team building
 - ◇ Attention to detail
 - ◇ Interpersonal and customer service
 - ◇ Leadership skills
 - ◇ Self-motivation
 - ◇ Resume building for post-college situations

Creates Student Leaders





"Working at the library as a student assistant has definitely been the best job I've ever had, and, the program has made the job even better because it's fun and friendly competition between peers is definitely motivating, especially when displayed for all to see."



Thanks!

Any questions?

You can email me at girgenteim@longwood.edu