

Watch How We **G.R.O.W.**[®]

Guided Reflection On Work

Academic Library Services, ECU
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* Seeding * Sprouting * Budding * Blossoming * Maturing *

ECU GROW was introduced in 2018 by Mark Sanders and Katy Webb, who brought the concept from the University of Iowa.

The program involved 1:1 meetings between supervisors and student employees at the beginning and end of each semester, focusing on four key questions about how their schoolwork, job responsibilities, and future careers intersected.

In 2020, the ECU GROW program went dormant due to the impact of COVID-19, as the majority of students migrated off campus. The shift to remote learning and work paused in-person initiatives, including student employment programs like ECU GROW.

After a period of dormancy, the library renewed its focus on student employment, bringing a fresh emphasis to this area.

ECU GROW was revitalized as part of this effort and assigned as a key project for the Student Hiring Manager to enhance student employee development.

To further advance Joyner Library's goals, we established a Student Success Workgroup in 2024, made up of student supervisors from various departments. This group collaborates to share ideas, lead initiatives, and brainstorm strategies that enhance the overall experience and development of our student employees.

The library's Student Success initiative partners with Career and Counseling Services to provide support to student employees. With this collaboration, students gain access to career guidance, wellness resources, and workshops designed to enhance their development in the workplace. The partnership ensures they receive comprehensive support to thrive both professionally and personally.