

One IT Student Leadership Program

Final Report - January 2025

- Highlights of the Program's Impact
- Continued Support for Supervisors of Students
- Recommendations for Future Directions
- Fostering Mentorship and Collaboration
- Thank You to Our Supporters!



Over 70 student staff and their supervisors enjoying a game of jeopardy at the Fall 2024 One IT student staff appreciation dinner.

Highlights of the Program's Impact



Achieve Scholars 2023 cohort with IT senior leaders (left) and 2024 cohort (right) on their last internship day after delivering their culminating presentations. Berkeley IT / One IT first hosted Achieve Scholars in summer 2022.

The program launched in January 2023 and charged with initiating a more cohesive student employment and leadership development strategy (see [program concept](#)). Following our [preliminary needs assessment](#), we put in place several initiatives to address the needs of student staff and supervisors across the One IT community. Below summarizes our key impact areas:

- Fostered greater engagement with our IT student workforce and facilitated supportive pathways into IT through community building events, professional development workshops, the UC Tech conference, and the [Achieve Scholars summer program](#).
- Increased visibility and recognition of student teams within IT and across the campus community through hosting campus job fairs, student staff appreciation dinners, and collaborating with Berkeley IT Communications to publish stories about our students and staff who were once students.
- Provided key support in student employment to IT supervisors and managers, including areas such as recruitment (e.g. JD revisions, job postings, student outreach and communication), onboarding and training, and guidance on practices for student management.
- Expanded the network of support for supervisors of students within IT, across the campus, and UC community at large.

Students meeting their colleagues for the first time at the first student community event (left) and at UC Tech 2023, for many, their first professional conference (right).



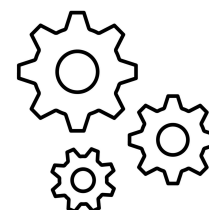
Continued Support for Supervisors of Students

For supervisors of students and those interested in staying connected to efforts to support student employment and leadership, you can continue to get support in the following ways:

- Participate in the [One IT Student Leadership Community of Practice](#). The group will be co-led by Natalie Montañez and Kelly Chang from Research, Teaching & Learning.
- Berkeley Student Employee Supervisors Community - [click the link to join](#).
- Join the EDUCAUSE community group called [Student Employment Management](#).
- Join the UC Tech Slack channel [#student-staff-mgmt](#).
- Join the Berkeley IT Slack channel [#team-supervisors-of-students](#).

Resources for supervisors can be accessed through the Supervisors of Students Community [shared Google Drive](#). Please [click the link to join](#) the group so that you can access these resources and more:

- Campus guidebook on [Equity-Oriented Guide to Student Supervision](#)
- Student job description writing tips
- Recruitment of students recommendations
- Check-in conversation guides
- General student employee management practices



Recommendations for Future Directions



Nearly 30 career and student staff at our bi-annual One IT student job fair to promote our student job opportunities on campus.

During the course of 2024, we met with student staff and supervisors to better understand their experiences with their student teams, and evaluate the effectiveness of our programming in addressing their needs. In the spring, we conducted a Student Staff Experience Survey, and in the fall, we hosted listening sessions with student staff, student leads, and supervisors. Across these groups, similar experiences and needs surfaced that could be addressed to further support IT student teams. For future programming, we recommend focusing on the following:

Supervisors would benefit from:

- Centralized recruitment, onboarding and general student employee training.
- New supervisor training.

Student staff would benefit from:

- More engagement with other student staff.
- Better integration into the IT community and connection to career staff.
- More cohesive training, job consistency (between what's described in the job description and what they actually do on the job), and supportive pathways for learning and exploration.

Student leads (i.e. students who lead/supervise their peers) would benefit from:

- More structured definition of their roles and responsibilities.
- Specific onboarding and training for student leads.

All groups (supervisors, student staff and student leads) would benefit from more support with navigating conflict mediation, and knowing who to talk to if conflict arises. [Check out our Fall 2024 listening session insights to learn more.](#)

Fostering Mentorship and Collaboration



Student Business Systems Analyst Kimberley Pascual (left) and Senior Business Systems Analyst Patricia Juárez (right).

ICYMI: Check out bIT's Productivity & Collaboration Services [team feature](#), where supervisor Patricia Juárez and student staff Kimberley Pascual share how they work together to accomplish their team's goals, while actively cultivating a nurturing environment where they can thrive. Supervisors can reflect on this model of how to be intentional mentors to student staff. In being thoughtful mentors, supervisors can better facilitate students' holistic success and support their career pathways into technology and beyond.

Thank You to Our Supporters!

We want to take space to thank everyone who has been involved in launching and maintaining this program. From its early days of inception, to supporting our various initiatives, including the job fairs, student events, the community of practice, Achieve Scholars and more - thank you for playing a role in our programming. Together we have made a significant impact on not only student employment and leadership development activities across One IT, but also across the UC Berkeley campus and beyond. See our [thank you slide deck](#) for more.



Special thanks and shoutout to the dedicated student team members who played a pivotal role in the success of this program - from left to right: Daniella Espinoza (Spring - Summer 2023), Makena Umnas and Monica Cortes (Fall 2023 - Spring 2024), Celine Hidayat and Sydney Choi (Fall 2024 - Spring 2025).