Using Institutional Repositories to Promote Scholarly Development and Undergraduate Research

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The Problem

1. College graduates are entering the job market without adequate preparation.
2. Employers’ perception and Graduates’ perception are different in terms of job readiness.
   - According to “Are College Graduates “Career Ready?” by NACE (National Association of Colleges and Employers), the proficiency in different areas expressed by Employers and how graduates see themselves have a big gap. (1)
What Employers Look for in Candidates

• “Certainly, one of the most important findings from our research has been the differing perceptions between employers and candidates.
• Specifically, we found a large contrast between what employers value in candidates and what students believe employers value in candidates.
  • This is a very critical finding” (1)
### Difference in perception by Employers and Graduates in proficiency in the following skills

<table>
<thead>
<tr>
<th>COMPETENCY</th>
<th>% OF EMPLOYERS THAT RATED RECENT GRADS PROFICIENT*</th>
<th>% OF STUDENTS WHO CONSIDERED THEMSELVES PROFICIENT**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professionalism/Work Ethic</td>
<td>42.5%</td>
<td>89.4%</td>
</tr>
<tr>
<td>Oral/Written Communications</td>
<td>41.6%</td>
<td>79.4%</td>
</tr>
<tr>
<td>Critical Thinking/Problem Solving</td>
<td>55.8%</td>
<td>79.9%</td>
</tr>
<tr>
<td>Teamwork/Collaboration</td>
<td>77.0%</td>
<td>85.1%</td>
</tr>
<tr>
<td>Leadership</td>
<td>33.0%</td>
<td>70.5%</td>
</tr>
<tr>
<td>Digital Technology</td>
<td>65.8%</td>
<td>59.9%</td>
</tr>
<tr>
<td>Career Management</td>
<td>17.3%</td>
<td>40.9%</td>
</tr>
<tr>
<td>Global/Intercultural Fluency</td>
<td>20.7%</td>
<td>34.9%</td>
</tr>
</tbody>
</table>
## Preparedness of Recent college Grads

<table>
<thead>
<tr>
<th>Preparedness of Recent College Grads</th>
<th>Grads</th>
<th>Managers</th>
<th>The Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extremely</td>
<td>25%</td>
<td>8%</td>
<td>17%</td>
</tr>
<tr>
<td>Mostly</td>
<td>62%</td>
<td>42%</td>
<td>20%</td>
</tr>
<tr>
<td>Minimally</td>
<td>11%</td>
<td>35%</td>
<td>-24%</td>
</tr>
<tr>
<td>Unprepared</td>
<td>3%</td>
<td>15%</td>
<td>-12%</td>
</tr>
<tr>
<td>% Well Prepared</td>
<td>87%</td>
<td>50%</td>
<td>37%</td>
</tr>
</tbody>
</table>
## Skills Most Lacking (selected skills)

<table>
<thead>
<tr>
<th>Hard Skills</th>
<th>% of Managers who feel that new graduates lack skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Writing proficiency</td>
<td>44%</td>
</tr>
<tr>
<td>Public Speaking</td>
<td>39%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Soft Skills</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical thinking/problem solving</td>
<td>80%</td>
</tr>
<tr>
<td>Attention to Detail</td>
<td>56%</td>
</tr>
</tbody>
</table>
What Employers Really Look For in Candidates

1. What do you think graduate employers value most in candidates?

   **STUDENT**
   - 1st: 2:1 or above
   - 2nd: Existing industry experience
   - 3rd: Passion for the business
   - 4th: Communications skills
   - 5th: Commercial awareness
   - 6th: Confidence
   - 7th: Problem solving
   - 8th: Organisation & team management
   - 9th: Teamwork
   - 10th: Leadership skills
   - 11th: Resilience

2. What do you value most in graduate candidates?

   **EMPLOYER**
   - 1st: Passion for the business
   - 2nd: Communications skills
   - 3rd: Problem solving
   - 4th: Commercial awareness
   - 5th: Resilience
   - 6th: Teamwork
   - 7th: 2:1 or above
   - 8th: Confidence
   - 9th: Leadership skills
   - 10th: Existing industry experience
   - 11th: Organisation & team management
How the Institutional Repository can help with Student’s scholarship skills

- Change the perception of students regarding their work as homework rather than scholarship
- Students can be motivated to deposit their work in IR to have a permanent place to archive their scholarship
- Create and Maintain online curriculum vitae
Initiatives in Xavier University for students to participate in IR

- SelectedWorks Author Gallery.
- Create a profile
- Undergraduate Research Journal.
- Capstone projects in IR
XULAneXUS

• First published in 2002, XULAneXUS is a peer-reviewed online journal that publishes the scholarship of Xavier University of Louisiana undergraduates.

• The journal has been sponsored by the Center for Undergraduate Research and Graduate Opportunity and funded in part by the Andrew W. Mellon Foundation.

• XULAneXUS has published fifteen volumes (one to two issues annually) since 2002, interrupted only by Hurricane Katrina.
BUilding Infrastructure Leading to Diversity

Building Infrastructure Leading to Diversity (BUILD) Program
PROJECT PATHWAYS
Building Integrated Pathways to Independence for Diverse Biomedical Researchers
MARC/RISE Programs in Xavier

- MARC and RISE Programs at Xavier
Specific plans for Xavier student work in Humanities

• English Department’s Pathways (Student Journal) is in XULA Digital Commons.
• Creative Writing from the English Department - currently in print in Archives.
• Include presentations from Music Department.
• Images of creative work from Art Department.
What type of student scholarship are present in IRs

- From 2014 Survey, out of 44 respondents, ETDs are the most common type followed by Honors projects and Peer-reviewed articles. (2)
- At Xavier, the collection of Print theses in Archives from 1930’s to present can be digitized after clearing copyright issues.
Difficulty in recruiting English Students

- Faculty with students Creative writing pieces are reluctant to post these types of work to IR because of the fear of plagiarism.
- Also confusion and uncertainty about intellectual property rights.
Bibliography

1. ARE COLLEGE GRADUATES “CAREER READY”? February 19, 2018 | By NACE Staff https://www.naceweb.org/career-readiness/.../are-college-graduates-career-ready/


Thank You!

Questions
Comments?

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