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# Students at the Center: Sustainable Staffing Models for Experiential Learning

Meaghan Moody  
Designing Libraries XII | 9.30.2025



1.

# Background & Origins

# Evolving the Model @iZone

Student-led creativity and problem-solving space dedicated to empowering learners to tackle complex, real-world challenges.

Consulting Team

Curriculum Design Team

Marketing Team



# Consulting Team

- Support student projects with funding and resources
  - Build technical infrastructure for service improvement
  - Partner with community organizations for systemic change
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# Curriculum Design Team

- Review and improve course materials
  - Incorporate student feedback to enhance learning design
  - Make assignments and deadlines more predictable
  - Create new workshops aligned with student interests and expertise
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# Marketing Team

- Showcase student success stories
- Promote student grant opportunities
- Support learning through survey outreach
- Highlight student-led events
- Build visibility and brand recognition



# Applying the Model @Studio X

## XR Specialists

- Project Manager
- Coding Team
- 3D Modeling Team
- UX Team

## Marketing Team

- Designer
- Photographer
- Social Media Content Strategist
- Videographer



# XR Specialists

- Staff Studio X service point
  - Lend equipment
  - Teach workshops that build skills and confidence
  - Provide consultations
  - Develop XR projects
  - Conduct research that advances knowledge and practice
  - Partner on research and community projects for broader impact
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# Marketing Team

- Create design assets
  - Document events through photography and videography
  - Develop social media content and strategy to engage audiences
  - Track and analyze performance through analytics
  - Plan and run events and pop-ups that build community
  - Strengthen brand recognition
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# Karp Library Fellows

## iZone

- Change Making Fellow
- Community Building Fellow
- Innovation Tracking Specialist
- iZone Space Project Manager
- Online Experience Designer
- Online Instruction Lead
- Systems Thinking Fellow

## Studio X

- Junior XR Developer
- Public Programs Coordinator
- XR Research Fellow
- Brand Ambassador
- UX Designer
- Narrative Designer
- Instructional Designer



# Core Practices Across iZone and Studio X

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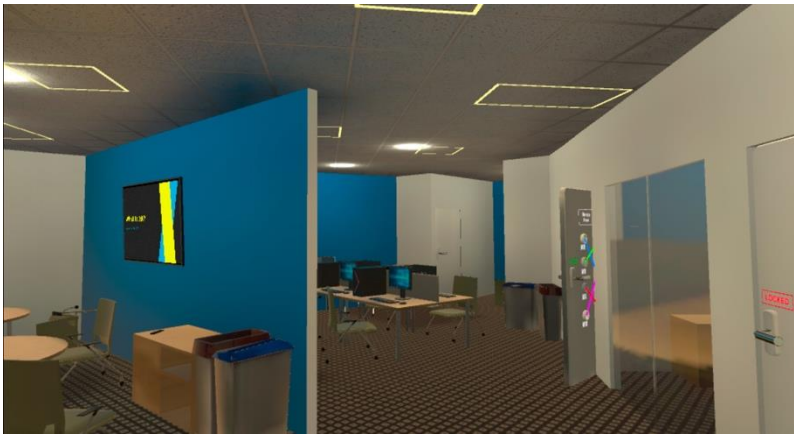
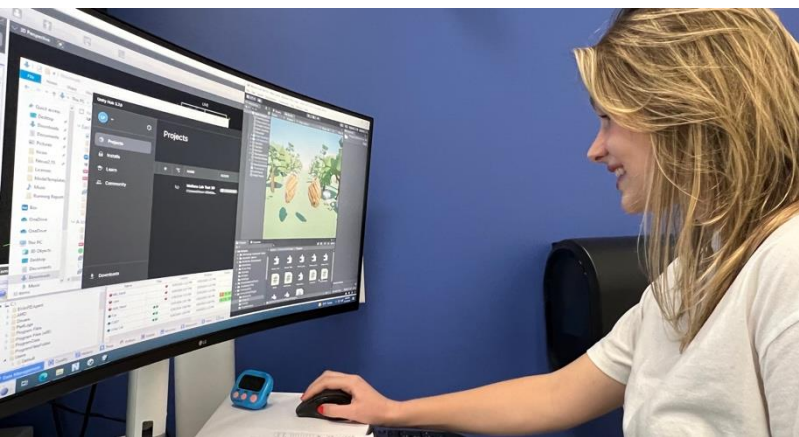
- Students are *collaborators* not minions
- Setting expectations
- Reciprocity: shared learning and growth
- Unconventional, specific job titles that matter
- Tiered student model and promotions
- Donor-funded initiatives like the Karp Library Fellows and the Barbara J. Burger Summer Internship Program



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# Best Practices & Benefits

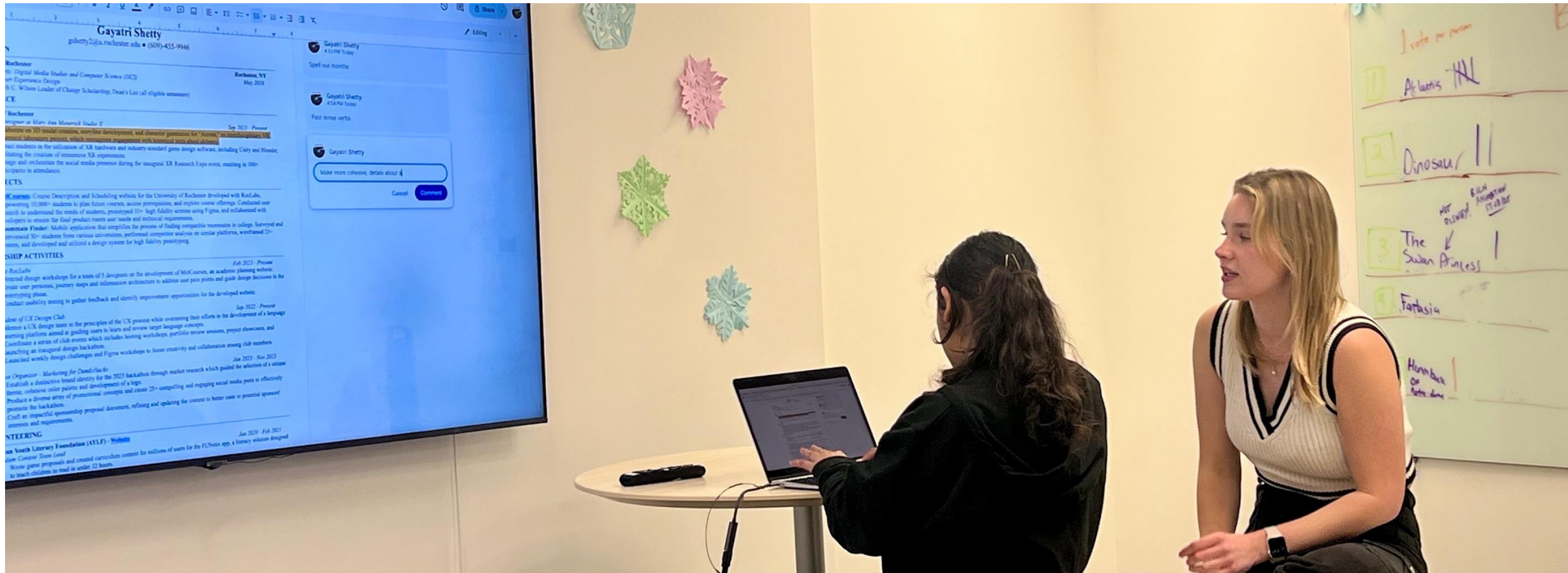
# Work that Matters



# Pathways to Growth



# Peer to Peer Model



# Peer to Peer Model



# Cultivating Community



# Seeing the Whole Student



# Student Cohorts



Engagement is contagious  
when students truly feel  
ownership.

# Benefits for Library Staff

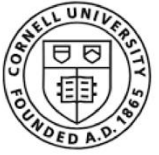
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- Exploratory initiatives
- Additional, flexible hours
- Cost effective
- Expands expertise
- Student perspective
- Fresh ideas
- Student library ambassadors
- Staff and student investment

# Benefits for Students

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- Feeling valued
- Sense of community
- Expertise and real-world experience
- Development of essential soft skills
- Leadership growth
- Career readiness
- Alumni connections



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S&P Global





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# Challenges & Realities

# Challenges

- Not a replacement for professional staff
- Time investment
- They are students first
- Supporting students' professional growth
- Student turnover and continuity
- Unionized libraries



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# Thank You!

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