

Using LinkedIn to frame the student journey and increase engagement with graduate attributes



Chris Roden, College of Social Sciences
Victoria Price, College of Arts
Krista Deleeuw, Careers Service
Dickon Copsey, College of Social Sciences
Gordon Curry, College of Science and Engineering
Dorothy Aidulis, College of Medical, Veterinary and Life Sciences



By the end of this session delegates will be able to:

- Gain insight into the graduate attributes activity that has taken place within the University of Glasgow
- Have an increased awareness of some of the challenges and benefits associated with engaging students in reflection on their development of graduate attributes
- Understand how to utilise the LinkedIn platform to increase student engagement with the development of their graduate attributes
- Get access to the range of e-learning materials produced by this project to help support students produce graduate attribute focused LinkedIn profiles



Previous Graduate Attributes (GA) activity within UofG

- Personal Development Planning Policy adopted in 2007
- Graduate Attributes Matrix developed in 2010
- Previous GA implementation projects employed ePortfolio tools (e.g. Mahara) as online repositories for students' personal reflections
- Student engagement with GA and take-up of Mahara has expanded through combination of college-wide employability programmes, embedded teaching initiatives and new professional development processes in the professions



Historical challenges with GA engagement

- Broad cross-section of UofG student population have not been exposed to previous GA initiatives
 -> unaware of the benefits of reflecting on their development of GAs
- Student engagement with P&PD planning tends to take place during the honours years of study
- There remain issues of portability with the Mahara ePortfolio system and the lack of access it offers students to a broader, extra-mural professional community



Benefits associated with engaging students in reflection on their development of their graduate attributes

- Develops critical thinking through personalised learning
- Helps students identify the uniquely higher educationrelated dimension of their Personal & Professional Development (P&PD) journey
- Engaging students in reflecting on the relationship between their current studies and longer term goals/ aspirations could indirectly impact student retention



in

Enter...LinkedIn

- The world's largest online professional networking tool
- Easily recognisable and sophisticated
- Connects students to a broader professional world...
- ...and allows students to preserve these networks post graduation
- College and central Careers Service staff have seen a significant increase in student interest in LinkedIn over the course of 2013/14



Some LinkedIn facts...

- Now has more than 347 million members in over 200 countries and territories
- Currently available in 24 languages
- Professionals are signing up to join LinkedIn at a rate of more than two new members per second (17 million new members since January 2015)
- In Q4 2014, more than 75% of new members came to LinkedIn from outside the United States
- There are over 39 million students and recent college graduates on LinkedIn - they are the site's fastestgrowing demographic

(Source: http://press.linkedin.com/about)



UofG LinkedIn survey (November/December 2014)

- 650 respondents took part in the survey (561 'complete responses')
- Just over two-thirds of respondents have a LinkedIn profile
- Just over half have written a summary paragraph
- Just over half have expanded on their previous experience to include duties, responsibilities and skills developed
- Less than half detail courses, projects and activities in their Education section
- On projects generally, only one in five students include details about previous ones they have been involved in
- There is little engagement with adding links and files



UofG LinkedIn survey (November/December 2014) cont.

- For those not using LinkedIn, just under half felt they did not know how to use it and a two-fifths did not even know about it
- A fifth of non-users felt it was only useful when you finish your studies, which is somewhat reflective of the year group engagement noted earlier
- 90% of respondents had no or only a vague idea of what graduate attributes are
- Conversely, almost four fifths of respondents felt that there could be a value in referring to graduate attributes within their LinkedIn profiles



Some early conclusions / assumptions...



- A majority of UofG students had LinkedIn profiles
- But it was clear less knew how to use the platform effectively
- The summary, experience, education and projects sections were being under-utilised...
- ... as was the ability to add links and files, which is a main distinguishing feature from the traditional CV
- There was a particular apathy towards the site in the lower year groups
- Graduate attribute awareness amongst students is very low
- But students recognise the value of them in a LI context



Graduate Attributes Matrix

Attribute	Academic Dimension	Personal Dimension	Transferable Dimension
Subject Specialists	Understand and respect the values, principles, methods and limitations of their discipline(s).	Possess a breadth and depth of knowledge within their disciplinary area(s).	Possess discipline-relevant professional skills, knowledge and competencies.
Investigative	Are intellectually curious and engage in the pursuit of new knowledge and understanding.	Are able to locate, analyse and synthesise information from a variety of sources and media.	Are able to investigate problems and provide effective solutions.
Independent and Critical Thinkers	Identify, define and assess complex issues and ideas in a researchable form.	Exercise critical judgement in evaluating sources of information and constructing meaning.	Apply creative, imaginative and innovative thinking and ideas to problem solving.
Resourceful and Responsible	Are experienced in self-directed learning and authentic research-led enquiry.	Are motivated, conscientious and self-sufficient individuals capable of substantial independent work.	Manage their personal performance to meet expectations and demonstrate drive, determination, and accountability.
Effective Communicators	Articulate complex ideas with respect to the needs and abilities of diverse audiences.	Present their ideas clearly and concisely in high quality written and spoken English.	Communicate clearly and confidently, and listen and negotiate effectively with others.
Confident	Defend their ideas in dialogue with peers and challenge disciplinary assumptions.	Possess excellent interpersonal and social skills fostered within an internationalised community.	Demonstrate enthusiasm, leadership and the ability to positively influence others.
Adaptable	Experience multi-disciplinary and/or inter-disciplinary learning in an internationally renowned institution.	Respond flexibly and adapt their skills and knowledge to excel in unfamiliar situations.	Demonstrate resilience, perseverance and positivity in multi-tasking, dealing with change and meeting new challenges.
Experienced Collaborators	Engage with the scholarly community and respect others' views and perspectives.	Are experienced in working in groups and teams of varying sizes and in a variety of roles.	Conduct themselves professionally and contribute positively when working in a team.
Ethically and Socially Aware	Consider and act upon the ethical, social and global responsibilities of their actions.	Welcome exposure to the richness of multi-cultural and international experiences, opportunities and ways of thinking.	Have a practical and contemporary knowledge of relevant professional, ethical and legal frameworks.
Reflective Learners	Use feedback productively to reflect on their work, achievements and self-identity.	Set aspirational goals for continuing personal, professional and career development.	Identify and articulate their skills, knowledge and understanding confidently and in a variety of contexts.



Three main dimensions:

- Academic
- Personal
- Transferable



These quite neatly map onto:

- Academic skills/experience (primarily, a student's current degree programme and previous education)
- Extra curricular activities (including clubs/societies and volunteering)
- Work related learning/experience (part-time jobs, internships, placements etc.)



The backbone of GA/skills reflection... CAR (STAR) structured key incidents

Context Action Result





Identified seven key sections:

- 1. Top of profile (including cover/banner photo, headline and profile photo)
- 2. Summary (academic/personal/transferable)
- 3. Education (academic)
- 4. Experience (transferable / work related)
- 5. Organizations (personal / extra curricular)
- 6. Volunteer Experience & Causes (personal)
- 7. Projects (academic/personal/transferable)



Meet the Student Author team!





duit. duit. trice [tradyktær] n. Personne qui tr traduction

Hannah Silvester

PhD candidate in Translation Studies - subtitling specialist with excellent research skills seeking a career in academia

Glasgow, United Kingdom | Research

Self-employed, University of Glasgow Current

The University of Glasgow, Aix-Marseille Université, Festival Previous

d'Aix en Provence

Education The University of Glasgow

Send a message

186 connections

186

followers

1st





Contact Info

Connected 3 months ago

Posts

Published by Hannah



Growing in Confidence - 3rd Durham PG Colloquium

February 9, 2015

Piirus - Online Braindating for Academics

February 2, 2015



Launching myself as a 'Digital Academic'

January 27, 2015

People Also Viewed



Jan Vlček

Business and Psychology student with event management experience seeking consultancy or banking internship

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cte.



Karen E. Thomson

Support Worker, Intern, Undergraduate & budding Psychologist- always seeking clinical experience opportunities.



Catherine McCutcheon

Earth Science Demonstrator with extensive teamwork and collaboration skills seeking a Petroleum Geosciences MSc position



Tanya Zhekova

Experienced and motivated Modern Languages student looking for new opportunities in journalism & media



Yulia Revina

Cognitive Neuroscience PhD student with science communication experience aspiring to a career in academia



Peter Vanik

Final year student at the University of Glasgow with a keen interest in people, technology and innovation



Nikita Montlake

Founding President of Successful Women at Glasgow, Student at the University of Glasgow



Lisa Williams

Dedicated veterinary student with research & leadership skills seeking animal husbandry experience







Eliya Nenkova

Final year student with research experience looking for opportunities in the CRO, Biotechnology and Pharma industries

Glasgow, Glasgow City, United Kingdom | Biotechnology

Current Anthony Nolan

Previous The University of Glasgow, Universitätsklinikum Halle (Saale),

TEDxUniversityofGlasgow

Education The University of Glasgow

Send a message

91 connections



Relationship



Contact Info

Connected 3 months ago

Background



Summary

I am currently in the final year of my Bachelor's degree in Molecular and Cellular Biology with Biotechnology at the University of Glasgow.

People Also Viewed



Peter Vaník

Final year student at the University of Glasgow with a keen interest in people, technology and innovation



Tanya Zhekova

Experienced and motivated Modern Languages student looking for new opportunities in journalism & media



Keith Tay

Academically high achieving and motivated dentistry student with a special interest in cosmetic dentistry



Catherine McCutcheon

Earth Science Demonstrator with extensive teamwork and collaboration skills seeking a Petroleum Geosciences MSc position



Anna Gatseva

Motivated Genetics student, in top 10% of class, seeking an industrial placement as part of integrated MSci degree



Maria Mangion

eSharp and The Kelvingrove Review Editorial Board Member at The University of Glasgow







John Lindberg

Policy adviser and 3rd year Politics student with extensive research experience seeking career in energy sector

Glasgow, United Kingdom | Political Organization

Current Darrow, The Scottish Parliament, The Conservative Party

Previous Glasgow University Model United Nations Society, The

Conservative Party, House of Commons

Education The University of Glasgow

Send a message

500+ connections

1st



* Relationship



Contact Info

Connected 5 months ago

Background



Summary

My name is John and I am a 3rd year Politics student at the University of Glasgow, alongside being policy adviser and researcher to the Scottish Conservative spokesperson on Foreign, European and Environmental Affairs Jamie McGrigor MSP.

People Also Viewed



Peter Vaník

Final year student at the University of Glasgow with a keen interest in people, technology and innovation



Jan Vlček

Business and Psychology student with event management experience seeking consultancy or banking internship



Peggy Henery

Research Coordinator with SVA. experienced collaborator and final year student, seeking a career in Development



Hannah Silvester

PhD candidate in Translation Studies subtitling specialist with excellent research skills seeking a career in academia



Tanya Zhekova

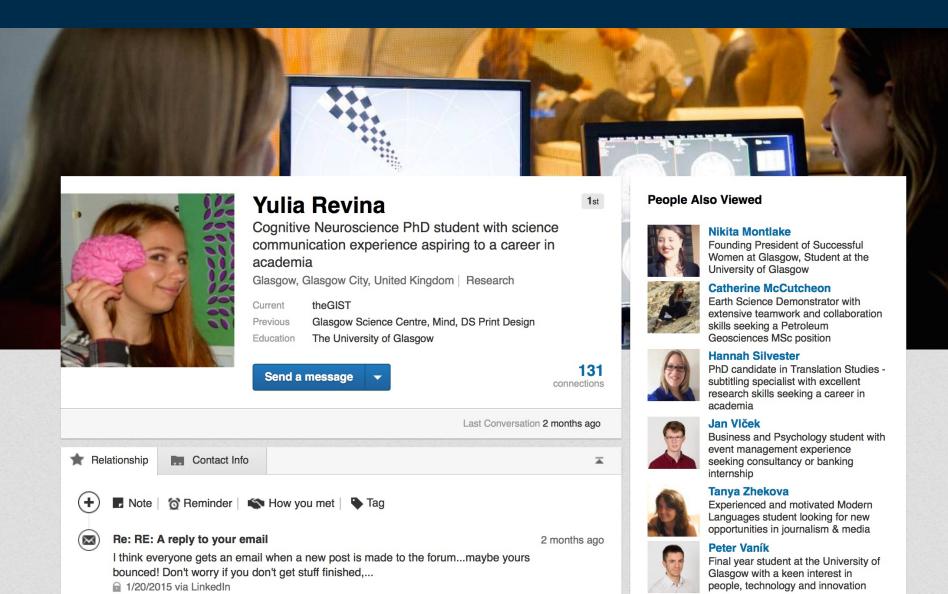
Experienced and motivated Modern Languages student looking for new opportunities in journalism & media



Karen E. Thomson

Support Worker, Intern, Undergraduate & budding Psychologist- always seeking clinical experience opportunities.





Jaime Anne Farnest





Peter Vaník

Final year student at the University of Glasgow with a keen interest in people, technology and innovation

Glasgow, United Kingdom | E-Learning

Current The University of Glasgow's College of Social Sciences, The

Typewriter

The University of Glasgow, Glasgow City Council, Villa, s.r.o. Previous

Education The University of Glasgow

Send a message

180

1st

connections



Relationship



Contact Info

Connected 3 months ago

Background



Summary

I am a final year Geography and Politics student with an interest in people and technology and a desire to make a positive impact on individuals, organisations and the world.

My passion for learning, commitment to personal development and desire to make a difference have led me to study at the University of Glasgow. Being a natural problem-solver thanks to my Maths-focused secondary education, I wanted to understand and solve long-term global issues, which is why I decided to study Delities and Conservaby. The completion of accionments for my accuracy allowed my to develo

People Also Viewed



John Lindberg

Policy adviser and 3rd year Politics student with extensive research experience seeking career in energy sector



Peggy Henery

Research Coordinator with SVA, experienced collaborator and final year student, seeking a career in Development



Jan Vlček

Business and Psychology student with event management experience seeking consultancy or banking internship



Charlotte Freitag

Successful Psychology Student with 7 years event management experience seeking new professional challenges



Tanya Zhekova

Experienced and motivated Modern Languages student looking for new opportunities in journalism & media



Maria Mangion

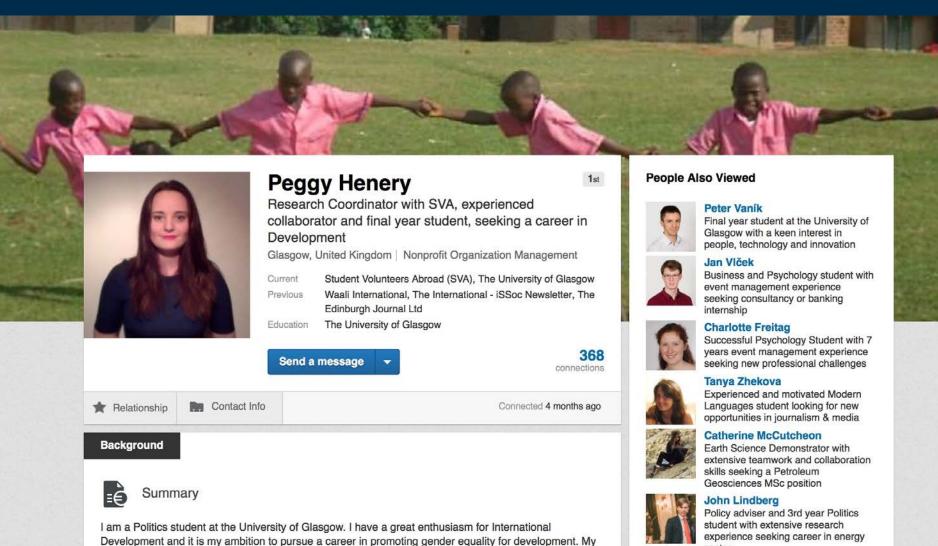
eSharp and The Kelvingrove Review Editorial Board Member at The University of Glasgow



Pamela Rattigan

Earth Science Honours Student at University of Glasgow, Team Member





chosen degree has given me the opportunity to explore the economic, political and social implications of

Nottingham Ningbo China, I was offered an alternative view of the politics of development. This unique

international development. More specifically, in opting to study a year abroad at the University of

sector

Hannah Silvester

PhD candidate in Translation Studies -

subtitling specialist with excellent





Summary

I am a PhD student at the University of Glasgow, investigating top-down signals in the visual system using fMRI. I am intellectually curious and like a challenge, which is why I decided to embark on a career in academia.

To succeed in my PhD, I need to be a critical thinker, a good collaborator and an effective communicator. On our quest to understand the brain – often said to be the most complex object in the universe – I have to integrate evidence from various sources, including my own data, on a daily basis. Research is not a one-person job, so team work, communication and debate with my colleagues is essential. I have also engaged in debate with the wider scientific community, by presenting my work twice at international conferences, and several times at local ones. My general research interests lie in vision, predictive coding and consciousness.

I also have an interest in public engagement and science communication. I volunteer with student science magazine, the GIST. My main role there is maintaining the website; however, I have also contributed articles and I specialist-edit other people's work in the area of psychology and neuroscience. Aside from the GIST, I have spoken about my work at the Glasgow Science Centre, during the Explorathon event in 2014.

My PhD is part of the BBSRC DTP four-year Studentship scheme, where we have the opportunity to complete a three-month internship outside of academia. I chose to work at the Glasgow Science Centre, as I have an interest in communicating science to a wider audience.

Following my PhD, I would like to continue with academia, as I feel my passion lies primarily in research.



Predictive Brain

Summary

Broken down into:

- Introductory statement
- Academic
- Personal (extra curricular)
- Transferable (work related)

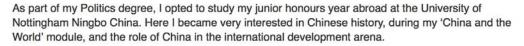
Can include multimedia files (and encouraged)



The University of Nottingham Ningbo China

Bachelor's Degree

2013 - 2014



More specifically, 'The Politics of Development' course increased my theoretical knowledge of the international development field. As part of this module, I completed an essay on the relevance and necessity of democracy for development, taking China and Uganda as case studies. By carrying out specific research on the topic, I improved my subject specialist knowledge of democracy and the role it plays in economic and social development. In order to take my research further, I conducted interviews which increased my qualitative research skills as well as my ethical awareness. This was my favourite course at university and confirmed my ambition to pursue a career within the field.

Activities and Societies: iSSoc student newspaper editor, English teacher

- ▶ 1 honor or award
- 6 courses
- ▼ 1 recommendation



Yaros Loginov Marketing Assistant at 3D Print Works

I have had the pleasure to spend a year together with Peggy living in Ningbo, China where I had the chance to both see and engage with her on a personal and professional level. I was always very impressed by Peggy's enthusiasm and passion for the... View \downarrow



UNNC Publications



Ningbo International Student Government Sc...

Education

Nottingham

Allows for multimedia embedding, connection recommendations and can be tied to honors/awards, courses and projects

Encourages students to place this at top of profile to highlight currency/importance of studies





Experience

Writer

One Europe - Daily news by Europeans, from a European perspective! August 2014 - Present (9 months) | Glasgow, United Kingdom



In August 2014 I started working at One Europe, the biggest independent grass-root media covering European affairs with infographics, opinions and analysis. My main tasks include seeking out and investigating stories, undertaking background research and writing monthly articles, mainly on controversial and widely debated issues such as immigration and EU security.

Right now I am working on a printed magazine, whose first issue will be published in March 2014. This requires a lot of research as well as critical thinking in order to develop the various chapters of the magazine in the best possible way and provide a clear, interesting and engaging overview of major European political and economic issues. In my work for the magazine, as well as for the website, I collaborate with people from a great range of different European countries. I feel that I have greatly improved my organisational, time management and teamwork skills as we were able to produce great content together as a team despite the long distances, different time zones and availability.

▼ 1 recommendation



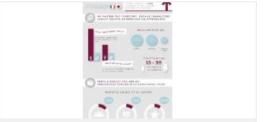
Ivan Botoucharov

 $PR,\,Media\,\&\,Communications\,Professional.\,Specialist\,in\,EU\,Institutions,\,NGOs,\,Think\,Tanks\,a...$

Tanya is a very driven, reliable and exemplary writer and contributor for OneEurope (www.one-europe.info) We are the biggest grass-root European media and Tanya is contributing to this success and our continuous growth with her excellent articles... View↓



The Bulgarian banking crisis: "An inside job"



Scotland and EU Membership in the Case of ...

Experience

Allows embedding of multimedia files to enhance text content

Also features recommendations which is an effective way of giving extra authenticity to content and encouraging networking





Organizations

Institute of Translation and Interpreting

Student Member

March 2014 - Present

I am a student member of the Institute of Translation and Interpreting, through which I have access to significant resources which are invaluable as a freelance translator. In addition, I receive the ITI bulletin, which allows me to keep up-to-date with developments in Translation Studies, in terms of the professional environment and also current research trends in Translation Studies.

Glasgow University Translation Studies PGR Network

Member

September 2013 - Present

The Network aims to bring together postgraduate researchers working on translations or translation theory, or simply interested in translation from an academic perspective. It is part of a wider initiative at Glasgow to promote Translation Studies. The Network provides a platform for its members to share their research, organises translation-related events, and also functions as an autonomous study group. **less**

Le Cercle Français (French Society), University of Sheffield

Film Rep

September 2010 - June 2011

I was elected as Film Rep for the University of Sheffield's French Society. My specific role involved organising monthly screenings of French films. The role meant collaborating with other board members when planning the regular events and advertising them through social media and university emails.

I would approach members of staff in the French department for suggestions of films which may be of interest to the students. I had to be confident with my choices, sometimes defending my film suggestions to the rest of the committee. Although the events were small-scale, this was my first experience of events management and required me to be resourceful in terms of finding appropriate venues and learning how to book them through the appropriate channels.

The events became popular and we moved them from a small room in the students' union to a larger private room in the University Arms (a university-run pub on campus), where there was more room and students could purchase refreshments. **less**

Organizations

For the purpose of college/ university students, LinkedIn targets the Organizations section to what we would traditionally consider Clubs and Societies

Possible to designate role/ position as well as organization





Volunteer Experience & Causes

Class Representative of Molecular and Cellular Biology Level 4

Glasgow University Students' Representative Council

September 2014 - Present (8 months)



I was chosen to be a class representative of Molecular and Cellular Biology Level 4. I am responsible for attending meetings with the Students' Representative Council and the teaching staff, coordinating ideas about the course-running process and ways to improve the course. I am the kind of person who likes to make a difference with their actions, which is why I decided to apply for the class representative role. As someone who can pay attention to each detail and look at a problem from different angles, I succeeded in finding out what my classmates considered should be improved about the course in the future. For example, one of the main problems was that the dissertation and research project counted for only a small percentage of the final grade, which students considered unfair. I reported this as a key issue on the teaching staff meeting and it will now be suggested for change at the department teaching staff meeting. Being a class representative further allowed me to develop my confidence to communicate effectively with my classmates and senior staff. **less**

Volunteer helper

Paul O'Gorman Leukaemia Research Centre in Glasgow

August 2014 | Health

I participated in the annual initiative "Cycle Glasgow" where all proceeds go to the research centre. My role included standing at an allocated point throughout the route where cyclists pass, giving directions and cheering the cyclists.

Class Representative of Chemistry Level 1

Glasgow University Students' Representative Council

September 2011 - May 2012 (9 months)



I was a class representative for Chemistry Level 1, representing around 200 students in front of the Students' Representative Council and the teaching committee. I attended staff-student meeting and reporting students' opinions and complaints about the course to the staff and vice versa. Being a class representative has given me more confidence in sharing my personal ideas and presenting the ideas of others in front of an audience of higher authority. Furthermore, working on course quality with my classmates and teaching staff has contributed to me becoming a more experienced collaborator. **less**

Volunteer Experience & Causes

When recruiting, 80% of employers value volunteering on a CV (timebank.org/key-facts)

Section does not allow for multimedia embedding but is perfect for GA/skills focused key incidents in CAR/STAR format





Projects

Smart City Glasgow (Common Purpose - Global Leader Experience)

February 2015 - February 2015

I completed a four-day Global Leader Experience course, run by Common Purpose, in which 100 students from over 25 different nations were competitively selected. Senior leaders from the private, public and third sectors gave us talks on leadership, entrepreneurship and cultural intelligence. We visited businesses, NGOs and Glasgow City Council to explore the ideas and challenges behind Glasgow as a Smart City. In teams, we synthesised what we learnt and designed cost-effective impactful Smart City projects and pitched them to a panel of judges, which required creativity, critical thinking and effective communication within teams. My team's project was recognised for its quality and attracted further interest for its real-world implementation. **less**

> 5 team members, including:



Peter Vanik

Final year student at the University of GI...

Incoming Spring Intern at JPMorgan Ch ...





Iona Tytler

Mechanical Engineering Student at the ...



Tommy Doyle

Student at University of Glasgow

LinkedIn Project

December 2014 - Present

This project aimed to develop and promote graduate attribute-focused LinkedIn professional identity and networking profiles to serve as example profiles for other students. It helped me to reflect on and articulate my academic and extra-curricular achievements and allowed me to contribute to the employability of my University's students.

▶ 19 team members, including:



Dickon Copsey

Experienced HE Professional supporting...



Peggy Henery

Research Coordinator with SVA, experie...



Chris Roden

Higher education professional specialisi...



Policy Adviser/Third year politics student...

Projects

Can be taken from academic studies, extra curricular activities (e.g. volunteering) or work related pursuits

Section does not allow for embedding of multimedia but does allow allocation of team members, encouraging networking



Experience

Veterinary Technician Homeward Bound Mobile Vet May 2014 – August 2014 (4 months)Bel Air, MD

Assist the veterinarian during appointments by:

- -preparing medicines, vaccines, etc.
- -restrain the animal if needed

Chris Roden 1/3/2015 14:54



Comment [10]: This needs a lot more expansion.





Veterinary Technician

Homeward Bound Mobile Vet

May 2014 - August 2014 (4 months) | Bel Air, MD

As a technician, my duties included assisting the veterinarian during appointments by preparing medicines and vaccines and restraining the animal if needed. This allowed me to develop some of my clinical and animal handling skills. Because of the nature of the practice, it was not uncommon to do in home euthanasia. Putting a beloved pet to sleep is one of the hardest decisions a pet owner has to make. I became increasingly aware of the various reasons pet owners make this decision and how important compassion is at such a time. I learned a lot about the different factors that affect the welfare of an animal and the ethics behind such decisions. Excellent communication skills are also required to handle these situations. I not only got to observe the various techniques used but also got to practice some of these communication skills myself.



Remaining project timeline (until 29 May 2015)

- Student author evaluation (re: benefits/challenges of GA reflection / LI development)
- Develop e-learning resources (video/audio/screencasts) showcasing exemplar profiles developed by student authors
- Recruit student volunteers to build self-directed profiles / trial e-learning resources
- Develop dissemination strategy to promote e-learning resources to academic staff and students



For more information and to get access to the range of e-learning materials produced by this project to help support students produce graduate attribute focused LinkedIn profiles, please contact:

Chris Roden, Project Coordinator chris.roden@glasgow.ac.uk





Questions