

A UK COLLABORATIVE STUDY OF STUDENT PEER LEADERS

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Introduction

- Globally, Peer Leadership programmes are invaluable for student partnerships and support engagement and success of students
- UK HEA report (Keenan, 2015)
 - Various schemes exist
 - Various challenges exist
 - Benefits identified for leaders, students and institutions
 - empathy, communication, organisation, leadership, decision-making, employability and teamwork skills, grades improve, relationships enhanced (peer leaders)
- Do students experiences support what the institutions have identified in the HEA report?
 - USA data
- This study examined students' perceptions of being a peer leader in higher education

Method

Participants

- 18 UK Higher Education Institutions including
- 416 participants in total

Gender	Male	Female	Transgender	Age	18-20	21-25	26-30	31-35	35+
Frequency	146	243	1		124	183	31	19	33

- 26 Failed to declare gender and age.

Design

An independent measures, mixed methods design was implemented to obtain quantitative and qualitative data.

Procedure

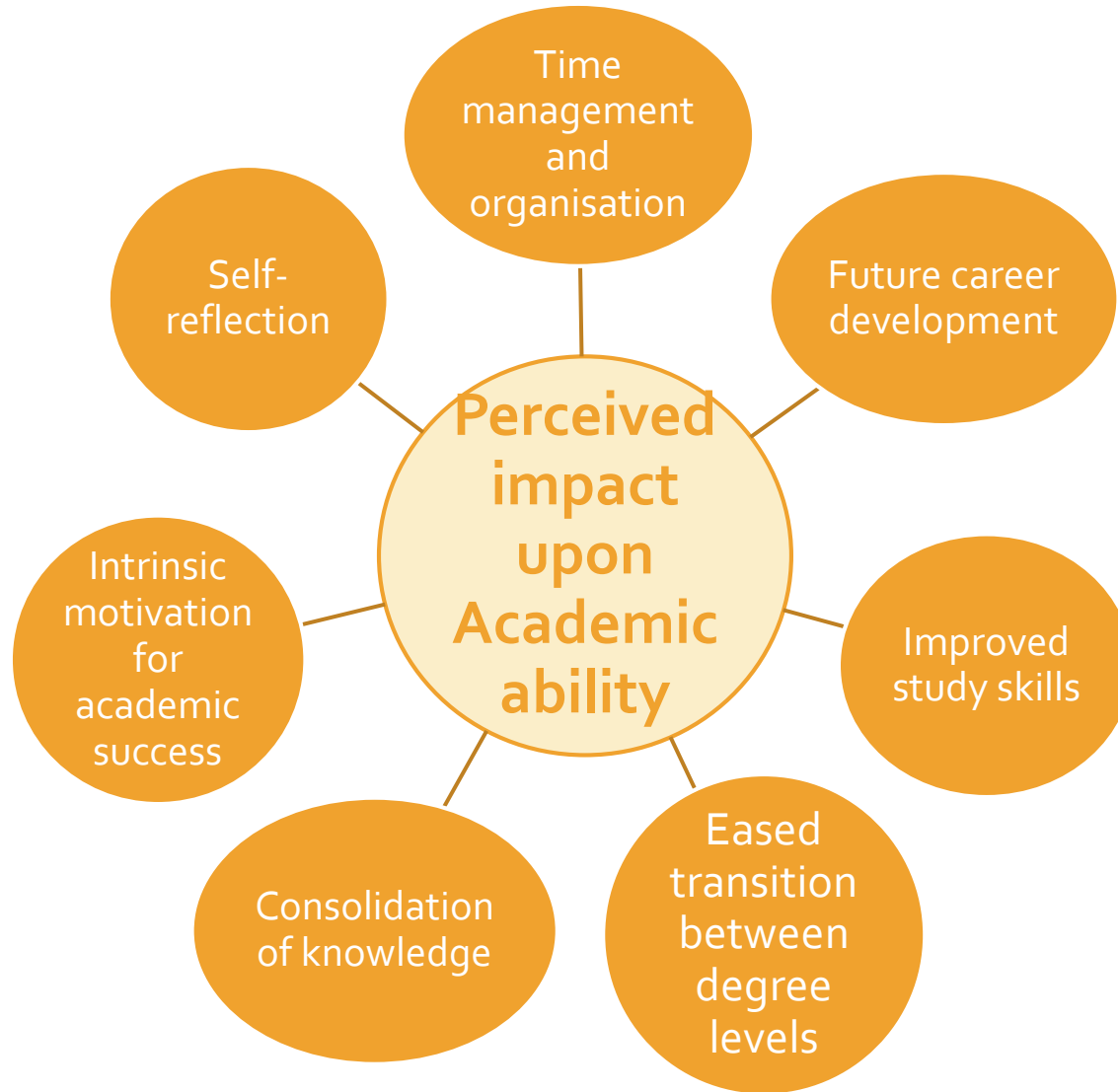
- Online survey
- 10-15 minutes to complete
- 76 questions
 - To what degree have the following skills changed as a direct result of your peer leadership experiences? – Academic.
 - What motivated you to take on your peer leadership role(s)?

Analysis

- Means (SD), effect sizes of difference
- Qualitative - content analysis (Hsieh & Shannon, 2005),
 - emerging patterns into themes and subthemes

Qualitative Findings





Experiences and effects of role

“This experience enabled me to get more involved in the Sociology Society, provide support to the first year students and get more involved in my course”

“PASS provided me with an opportunity to develop my leadership skills.”

“It is something valuable that I can add to my CV and enabled me to engage in peer support”

“This experience provided an opportunity to help other students”

“Developed my own personal teaching and presentation skills”

Quantitative Results

- Prior to analysis, the roles were coded into four overarching categories:

	Acronym	Frequency	Combination	Most common
PASS Only	PASS	91	1	-
Single Role – Not including PASS	SNP	114	12	Course Rep (N=35)
Multiple Role- including PASS	PASSM	109	68	PASS & Course Rep (N=11)
Multiple Role – Not including PASS	MNP	102	80	Course Rep & Open day ambassador (N=9)

- The results are split into five sub analysis;
 - Skills, Relationship outcome, Employability outcome
Confidence and Academic Performance

	Total responses	PASS	SNP	PASSM	MNP
Skills Outcome	416	91	114	109	102
Relationship Outcomes	407	89	110	107	101
Employability Outcomes	400	87	107	106	100
Confidence	395	85	106	106	99
Academic Performance	393	85	106	105	97

Table 1 : Responses for each outcome. Including overall responses, and individual responses depending upon classification

Table 2: Overall means for each outcome measure

	Mean	90% CI
Skills Outcomes	5.28 (1.30)	5.18-5.38
Relationship Outcomes	5.45 (1.31)	5.34-5.46
Employability Outcomes	5.15 (1.36)	5.04-5.26
Confidence	5.52 (1.26)	5.42-5.62
Academic Performance	4.04 (1.30)	3.93-4.15

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Skill Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Academic	4.60 (1.45)	4.48- 4.72	PASS	4.90 (1.36)	Small (SNP, MNP)
			SNP	4.34 (1.14)	
			PASSM	4.68 (1.59)	Small (SNP)
			MNP	4.50 (1.65)	
Critical thinking	5.12 (1.22)	5.02- 5.22	PASS	5.13 (1.02)	Small (SNP, MNP)
			SNP	4.92 (0.92)	
			PASSM	5.22 (1.53)	Small (SNP)
			MNP	4.50 (1.31)	
Time management	5.34 (1.27)	5.24- 5.44	PASS	5.33 (1.30)	Small (SNP, MNP)
			SNP	5.15 (1.17)	
			PASSM	5.62 (1.11)	Small (SNP)
			MNP	5.28 (1.50)	
Organisational	5.50 (1.24)	5.40- 5.60	PASS	5.48 (1.07)	
			SNP	5.32 (0.99)	
			PASSM	5.77(1.26)	Small (SNP)
			MNP	5.38 (1.55)	
Project management	5.23 (1.40)	5.12- 5.34	PASS	5.12 (1.57)	
			SNP	4.95 (1.34)	
			PASSM	5.70 (1.18)	Small (SNP)
			MNP	5.12 (1.45)	
Leadership	5.83 (1.31)	5.72- 5.94	PASS	6.02 (0.99)	Small (SNP,MNP)
			SNP	5.50 (1.34)	
			PASSM	6.23 (1.09)	Small (SNP)
			MNP	5.60 (1.61)	

Effect size	<i>r</i>
Trivial	Below 0.10
Small	0.10
Medium	0.30
Large	0.50

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Skill Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Teamwork	5.60 (1.32)	5.49- 5.71	PASS	5.79 (1.15)	Small (SNP)
			SNP	5.11 (1.47)	
			PASSM	5.88 (1.00)	Small (SNP)
			MNP	5.66 (1.46)	
Interpersonal communication	5.78 (1.19)	5.68- 5.88	PASS	5.88 (1.11)	Small (SNP)
			SNP	5.46 (1.15)	
			PASSM	6.02 (1.00)	Small (SNP)
			MNP	5.77 (1.42)	
Written communication	4.82 (1.30)	4.71- 4.93	PASS	4.69 (1.16)	
			SNP	4.73 (1.15)	
			PASSM	4.95 (1.35)	
			MNP	4.88 (1.49)	
Presentation	5.23 (1.37)	5.12- 5.34	PASS	5.44 (1.23)	Small (SNP)
			SNP	4.80 (1.28)	
			PASSM	5.64 (1.36)	Medium (SNP)
			MNP	5.02 (1.45)	
Problem solving	5.18 (1.27)	5.08- 5.28	PASS	5.10 (1.08)	
			SNP	5.04 (1.09)	
			PASSM	5.50 (1.21)	Small (SNP)
			MNP	5.07 (1.58)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Skill Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Decision making	5.40 (1.22)	5.30-5.50	PASS	5.43 (1.13)	Small (SNP)
			SNP	5.10 (1.22)	
			PASSM	5.71 (1.04)	Small (SNP)
			MNP	5.37 (1.40)	
Adaptability	5.41 (1.47)	5.29-5.53	PASS	5.58 (1.29)	Small (SNP)
			SNP	5.05 (1.40)	
			PASSM	5.65 (1.44)	Small (SNP)
			MNP	5.40 (1.66)	
Creativity	5.02 (1.34)	4.91-5.13	PASS	5.04 (1.25)	Small (SNP)
			SNP	4.65 (1.14)	
			PASSM	5.39 (1.44)	Small (SNP)
			MNP	5.03 (1.43)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Relationship Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Your meaningful interaction with professors or teaching staff	5.44 (1.33)	5.33-5.55	PASS	5.27 (1.30)	Small (MNP)
			SNP	5.10 (1.40)	
			PASSM	5.70 (1.21)	Small (SNP)
			MNP	5.72 (1.33)	
Your meaningful interaction with staff members	5.43 (1.30)	5.32-5.54	PASS	5.15 (1.30)	Small (MNP)
			SNP	5.07 (1.35)	
			PASSM	5.71 (1.14)	Small (SNP)
			MNP	5.75 (1.28)	
Your meaningful interaction with peers	5.76 (1.17)	5.66-5.86	PASS	5.72 (1.23)	
			SNP	5.53 (1.12)	
			PASSM	5.88 (1.22)	Small (SNP)
			MNP	5.93 (1.12)	
Your knowledge about people with backgrounds different than your own	5.38 (1.29)	5.27-5.49	PASS	5.13 (1.25)	Small (MNP)
			SNP	5.21 (1.18)	
			PASSM	5.52 (1.30)	Small (SNP)
			MNP	5.63 (1.37)	
Your interaction with people with backgrounds different than your own	5.47 (1.30)	5.36-5.58	PASS	5.16 (1.28)	Small (MNP)
			SNP	5.27 (1.26)	
			PASSM	5.64 (1.14)	Small (SNP)
			MNP	5.62 (1.46)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Relationship Outcomes

Your understanding of people with backgrounds different than your own	5.34 (1.35)	5.23- 5.45	PASS	5.07 (1.32)	Small (MNP)
			SNP	5.16 (1.23)	
			PASSM	5.45 (1.45)	Small (SNP)
			MNP	5.63 (1.35)	
Your knowledge of campus resources	5.64 (1.25)	5.54- 5.74	PASS	5.46 (1.42)	Small (MNP)
			SNP	5.45 (.98)	
			PASSM	5.93 (1.20)	Small (SNP)
			MNP	5.70 (1.33)	
Your feeling that you belong and are welcome at your institution	5.60 (1.44)	5.48- 5.72	PASS	5.42 (1.30)	Small (SNP)
			SNP	5.10 (1.28)	
			PASSM	5.97 (1.22)	Medium (SNP)
			MNP	5.54 (1.77)	
Your desire to stay at your institution and graduate	5.16 (1.60)	5.35- 5.61	PASS	5.11 (1.33)	
			SNP	4.96 (1.53)	
			PASSM	5.46 (1.46)	Small (SNP)
			MNP	5.11 (1.97)	
Your desire to engage in continuous learning following graduation	5.12 (1.43)	5.00- 5.24	PASS	4.94 (1.38)	
			SNP	4.96 (1.27)	
			PASSM	5.43 (1.34)	Small (SNP)
			MNP	5.14 (1.69)	
Your feeling that you are contributing to your campus community	5.79 (1.32)	5.68- 5.90	PASS	5.60 (1.35)	Small (MNP)
			SNP	5.53 (1.15)	
			PASSM	6.11 (1.22)	Small (SNP)
			MNP	5.91 (1.47)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Employability Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Analysing a problem from new perspectives	5.20 (1.26)	5.10-5.30	PASS	5.28 (1.14)	Small (SNP)
			SNP	4.90 (1.08)	
			PASSM	5.42 (1.27)	Small (SNP)
			MNP	5.21 (1.49)	
Creating innovative approaches to complete a task	5.19 (1.26)	5.09-5.29	PASS	5.28 (1.18)	Small (SNP)
			SNP	4.83 (.91)	
			PASSM	5.60 (1.29)	Medium (SNP)
			MNP	5.06 (1.48)	
Providing direction through interpersonal persuasion	5.23 (1.30)	5.12-5.34	PASS	5.25 (1.17)	Small (SNP)
			SNP	4.92 (1.00)	
			PASSM	5.46 (1.41)	Small (SNP)
			MNP	5.31 (1.52)	
Sharing ideas with others in writing	4.94 (1.27)	4.84-5.04	PASS	4.89 (1.15)	
			SNP	4.90 (.92)	
			PASSM	4.99 (1.33)	
			MNP	4.97 (1.62)	
Building relationships with people with whom you work	5.59 (1.24)	5.49-5.69	PASS	5.54 (1.27)	
			SNP	5.41 (.92)	
			PASSM	5.81 (1.16)	Small (SNP)
			MNP	5.61 (1.52)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Engaging in ethical decision-making	4.80 (1.55)	4.67- 4.93	PASS	4.52 (1.53)	Small (MNP)
			SNP	4.74 (1.26)	
			PASSM	4.80 (1.71)	
			MNP	5.11 (1.62)	
Bringing together information learned from different places	5.28 (1.34)	5.17- 5.39	PASS	5.31 (1.12)	Small (SNP)
			SNP	5.05 (1.20)	
			PASSM	5.52 (1.43)	Small (SNP)
			MNP	5.26 (1.51)	
Applying knowledge to a real-world setting through hands-on experiences	5.16 (1.47)	5.04- 5.28	PASS	4.92 (1.59)	
			SNP	4.87 (1.26)	
			PASSM	5.60 (1.28)	Small (SNP)
			MNP	5.23 (1.66)	
Expectations of success in a full-time job after graduation	4.96 (1.56)	4.83- 5.09	PASS	4.87 (1.46)	
			SNP	4.70 (1.31)	
			PASSM	5.24 (1.75)	Small (SNP)
			MNP	5.05 (1.64)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Self-Confidence Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Confidence to interact with your peers	5.82 (1.15)	5.72-5.92	PASS	5.67 (1.15)	Small (MNP)
			SNP	5.53 (1.08)	
			PASSM	6.11 (1.05)	Small (SNP)
			MNP	5.93 (1.26)	
Confidence to interact with academics/lecturers and other university staff	5.73 (1.24)	5.63-5.83	PASS	5.47 (1.24)	Small (MNP)
			SNP	5.48 (1.17)	
			PASSM	6.08 (1.03)	Small (SNP)
			MNP	5.87 (1.43)	
Confidence in your ability to complete academic work to a good standard	5.05 (1.32)	4.94-5.16	PASS	4.96 (1.26)	Small (SNP)
			SNP	4.86 (1.01)	
			PASSM	5.43 (1.29)	
			MNP	4.92 (1.59)	
Confidence that you have the employability skills required of a graduate	5.51 (1.32)	5.40-5.62	PASS	5.36 (1.37)	Small (SNP)
			SNP	5.18 (1.12)	
			PASSM	5.91 (1.23)	
			MNP	5.56 (1.47)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Academic Outcomes

	Mean (SD)	90% CI	Role Mean (SD)		Effect Size
Your average mark for your degree	3.96 (1.48)	3.84-4.08	PASS	3.90 (1.42)	
			SNP	3.88 (1.25)	
			PASSM	4.08 (1.71)	
			MNP	3.99 (1.51)	
The number of modules/subjects you have successfully completed each term/semester	4.05 (1.22)	3.95-4.15	PASS	3.90 (1.24)	
			SNP	3.93 (.97)	
			PASSM	4.20 (1.36)	Small (SNP)
			MNP	4.13 (1.28)	
The time to your expected graduation	3.93 (1.08)	3.84-4.02	PASS	3.84 (1.03)	
			SNP	3.85 (.97)	
			PASSM	4.10 (1.02)	Small (SNP)
			MNP	3.93 (1.27)	
Your overall academic performance	4.23 (1.40)	4.11-4.35	PASS	4.11 (1.40)	
			SNP	4.06 (1.19)	
			PASSM	4.43 (1.56)	Small (SNP)
			MNP	4.30 (1.42)	

Key	Coding
1	Greatly decreased
2	Decreased
3	Slightly decreased
4	No change
5	Slightly Increased
6	Increased
7	Greatly increased

Discussion

Findings:

- An overall positive experience (slight increase)
- Some negatives:
 - time management and organisation
 - Academic performance
- Increased most:
 - Leadership (PASS, PASSM)
 - Interpersonal Communication (PASSM)
 - contributing to your campus community (PASSM)
- PASS & PASSM generally better than SNP (usually small effect)
- 184 were satisfied and 127 were very satisfied (75%)
 - 90% USA data



Any
questions?

Thank you
for listening.