Ohio University Leadership Endorsement FAQ

Review the questions and answers below to learn more about the Ohio University Leadership Endorsement.

**What is a badge?**
A badge is a way to demonstrate a quantified skill set in a portable, consistent, and identifiable way.

**How many badges are there?**
There are eight badges around the eight leadership skills in this program. The skills are self-awareness, team development, interpersonal communication, intercultural competency, innovation, adaptability, problem solving, and wellbeing.

**What are the levels of each badge?**
Each badge is divided into three levels: Level 1, Level 2, and Level 3. You will begin with Level 1 and work your way up to Level 3. Once you complete all three levels, you earn the badge for that skill. Students who complete all eight badges receive the Ohio University Leadership Endorsement, signifying the student's commitment to increasing proficiency in each of the eight skills areas.

**Are badges confirmed in a formal document, like a transcript?**
The badge platform is all online, with reporting and credentialing occurring through the Blackboard platform. Badges and program information will be available in Blackboard.

**How will badges help us articulate our skills to employers?**
Completing activities and reflections associated with any of the skill areas requires self-analysis about experiences that developed your skill. You also will complete goal setting for future skill development in Level 3 for each area. This combination of reflection and future thinking will help you analyze your progress in a skill area and where you hope to grow as you achieve your goals. This analysis and reflection will help you communicate your skill level in job interviews and through application materials.

**How will we track what levels we have completed?**
All activities associated with badge completion will be tracked through Blackboard.

**What level am I required to achieve?**
All student employees will complete Level 1 of all eight skills during the onboarding and training process at the beginning of the employment term. Typically, new employees will complete Level 1 of each badge within the first month of working, unless your supervisor provides an earlier date to complete Level 1. Beyond Level 1, you will work with your supervisor to determine goals for your badge completion for each skill.
Will I be evaluated for my job on the badges I achieve?
All student employees are required to complete Level 1 of all eight skill areas. If you set goals to reach specific badges as part of your work goals, that may impact your job evaluation. Completing Level 2 and Level 3 for badges is not directly related to your work expectations.

Do I have a deadline to complete work toward earning badges?
You will determine goals for your skill development with your supervisor. During the initial launch of this program, you will only have access to the system while you remain an employee of the Division of Student Affairs.

If I quit my job, do I get to keep my badges?
Yes, your badges are yours to keep and highlight as part of your student experience at Ohio University.

Will my badges show up on my Ohio University transcript?
This program is new to the University and is not currently reflected on academic transcripts. The program’s greatest value comes from your ability to stretch your personal skill development to articulate your growth to employers.

How did Ohio University pick these eight skills for badging?
These eight skills are consistent with what employers nationally report seeking from graduates. These skills also will be incorporated into programming offered by several departments in the Division of Student Affairs.

Does it cost anything to participate in any of these badges?
There is no cost to participate in the activities required for a badge. However, many badge levels give flexibility in the activities that "count" for a badge—some of these may include a cost associated with them (for example, study abroad). There should typically be a no-cost option for an event (for example, attending a career fair or a student-run theater production). You are required to be a current Ohio University student to participate in the badge program.

As a student employee, will I get paid for completing activities for different badges?
You will complete Level 1 of all eight skill areas as part of your onboarding process as a new employee, which is part of your work time for which you are compensated. You will not be compensated for completing Level 2 or Level 3 for activities not directly related to your employment.

How do I put a badge on my resume?
Visit the Career & Leadership Development Center for a 30-minute career coaching appointment to identify the best way to highlight your badges on your resume and in an interview.
You can include your skills on your resume or LinkedIn profile in a number of sections, depending on how you want to highlight them. They could be part of your work, training, certifications, or achievements sections (or others).

**Will a badge work on LinkedIn?**
Yes! You can use the badge icon on LinkedIn or any other social media/web platform to highlight your skills. To acquire the icon, you will copy and paste the image to save it and then upload it to LinkedIn.

**Where do I start with figuring out which badges I should earn?**
Work with your supervisor to identify which badges you would like to earn based on your current skills and those you need to develop.

You can read more about all eight skills and the steps to achieve different badges in the program guide.

**How long does it take to earn badges?**
All eight badges could be completed in one academic year or less. Many students will likely complete the badges over the course of their enrollment at Ohio University. As students become more involved and engaged on campus, they will be exposed to more opportunities that will align with badging activities.

**What can I do once I complete all eight badges; is there something else beyond this?**
Level 3 of all eight skill areas includes a goal-setting piece for further development. Working toward these goals is a fantastic next step following badge completion.

**Besides my supervisor, who else could help me think about which badges I want to earn and set goals for how to work toward badge completion?**
Having an accountability partner is really helpful in reviewing the badge options and setting goals around achieving a badge. An accountability partner could be a friend, family member, faculty, etc. You also are encouraged to meet with a coach in the Career & Leadership Development Center to discuss leadership goals and to practice articulating your skills to an employer.

**Can I participate in this program as a regional campus student employee?**
No, the program is not available to regional campus student employees at this time.

**What happens if I achieve Level 3 of a badge?**
When you achieve Level 3 of a badge, you will be able to access a visual representation of the badge that can be used on LinkedIn or other social media. The badge graphic highlights your skills in that specific area. You also can include information about the skill you developed on your resume.
What happens if I achieve Level 3 of all eight skill badges?
Once you complete Level 3 of all eight skill badges, you will be awarded the Ohio University Leadership Endorsement. You can display the graphic on LinkedIn and social media, and you can note this achievement on your resume. You will be invited to an exclusive culminating event.

How do I know I earned a badge?
Your earned badges will be available in Blackboard. After you sign in, click on "My Badges" (located under Achievements).

Does this badge work in other badging systems (example: Mozilla Backpack)?
No, the badges you earn through the Ohio University Leadership Endorsement as shown in Blackboard do not integrate with other badging systems, such as Mozilla Backpack, at this time.

I completed an element of a badge and my progress is not reflected online. Whom can I contact?
When you complete an element, your progress will need to be confirmed. Please allow up to two weeks after you submit your materials or evidence to see your progress reflected online. If you have any concerns, contact your supervisor.

How do I submit an idea for a program or activity that is not listed as an option for completion of a badge level?
If you have an idea for a program or activity that is not already listed as an option to complete a badge, you can submit the Level 2 Activity Approval Application. This application is located under Program Assistance, and then select Level 2 Forms and Info.

If I change jobs in the Division of Student Affairs, will I keep my progress in this program?
Yes, your progress in this program is not connected to your specific job in the Division, but to your more general role as an employee of the Division of Student Affairs.

If I have two jobs in the Division of Student Affairs, which supervisor monitors my progress?
Notify both supervisors that you have multiple supervisors in the Division so they can communicate about how your progress will be tracked in the program.