

Student Employee Learning Outcomes | FINAL REPORT | Fall 2020 | 106 Pre-Survey/90 Post-Survey Responses

RESPECT FOR DIVERSITY Students who work for Recreation interact with others in ways that demonstrate a respect for diversity.	Strongly agree	# Responses	Agree	# Responses	Somewhat agree	# Responses	POST SURVEY Strongly to Somewhat Agree	PRE SURVEY Strongly to Somewhat Agree	Growth/ Decline	
My employment fosters a community respectful of diversity.	67.78%	61	27.78%	25	3.33%	3	98.9%	99.1%	0%	
Because of my employment, I can work effectively with individuals from a variety of backgrounds, experiences, and cultures.	62.22%	56	30.00%	27	7.78%	7	100.0%	98.1%	2%	Average↓
I consistently work to be inclusive to all participants, co-workers, staff, and students.	76.67%	69	23.33%	21	0.00%	0	100.0%	99.1%	1%	98.7%
PERSONAL WELLNESS Students who work for Recreation balance work, school, and personal affairs while maintaining a healthy lifestyle.	Strongly agree	# Responses	Agree	# Responses	Somewhat agree	# Responses	Strongly to Somewhat Agree	Strongly to Somewhat Agree	Growth/ Decline	
My employment and involvements help me manage my time effectively and maintain good grades.	55.56%	50	32.22%	29	7.78%	7	95.6%	97.2%	-2%	
I find time for myself outside of work and school to be active and well.	51.11%	46	43.33%	39	2.22%	2	96.7%	98.1%	-1%	
I maintain balance between personal and work obligations.	52.22%	47	43.33%	39	2.22%	2	97.8%	98.1%	0%	Average↓
My employment with Recreation has contributed to the development of my social skills.	65.56%	59	27.78%	25	3.33%	3	96.7%	94.4%	2%	96.9%
CRITICAL THINKING Students who work for Recreation will solve problems, make difficult decisions, and think critically about issues that arise at work.	Strongly agree	# Responses	Agree	# Responses	Somewhat agree	# Responses	Strongly to Somewhat Agree	Strongly to Somewhat Agree	Growth/ Decline	
Recreation supports a team environment where I can practice my skills and work with others to solve problems.	58.89%	53	36.67%	33	3.33%	3	98.9%	99.1%	0%	
I have developed more confidence in my decision-making abilities through my employment with Recreation.	60.00%	54	27.78%	25	7.78%	7	95.6%	95.3%	0%	
I have learned and practiced conflict resolution skills at work.	54.44%	49	35.56%	32	6.67%	6	96.7%	95.3%	1%	Average↓
I have developed my verbal and written communication skills (speaking at meetings, leading trainings, email communication, customer service, reporting concerns, etc.).	55.56%	50	34.44%	31	6.67%	6	96.7%	95.3%	1%	96.2%
ACADEMIC INTEGRATION Students who work for Recreation will identify meaningful connections between what they are learning in the classroom and how it relates to their employment with Recreation and their professional career after graduation.	Strongly agree	# Responses	Agree	# Responses	Somewhat agree	# Responses	Strongly to Somewhat Agree	Strongly to Somewhat Agree	Growth/ Decline	
Recreation has supported or complimented my academic pursuits.	52.22%	47	27.78%	25	12.22%	11	92.2%	94.3%	-2%	
Skills I have developed while working for Recreation have helped me in my classes.	42.22%	38	34.44%	31	15.56%	14	92.2%	91.5%	1%	
I have learned skills in my classes that I can use at my job with Recreation.	50.00%	45	28.89%	26	13.33%	12	92.2%	93.4%	-1%	Average↓
I will use the skills I have learned while working for Recreation in my chosen career.	57.78%	52	30.00%	27	2.22%	2	90.0%	98.1%	-8%	94.3%
LEADERSHIP Students who work for Recreation demonstrate leadership skills.	Strongly agree	# Responses	Agree	# Responses	Somewhat agree	# Responses	Strongly to Somewhat Agree	Strongly to Somewhat Agree	Growth/ Decline	
Recreation provides an open environment to collaborate and share ideas on facilities, programs, or projects.	53.33%	48	34.44%	31	8.89%	8	96.7%	97.2%	-1%	
Recreation helps me learn about and develop my own personal leadership style.	54.44%	49	36.67%	33	6.67%	6	97.8%	96.2%	2%	
My employment provides opportunities to work as a team and with a team toward common goals.	58.89%	53	36.67%	33	3.33%	3	98.9%	100.0%	-1%	
I have been able to practice professionalism at work (outstanding customer service, confidence in speaking, providing accurate and efficient responses to questions, dress appropriate to the job, etc.).	61.11%	55	35.56%	32	2.22%	2	98.9%	100.0%	-1%	Average↓
Recreation has held me to a high standard of professional work ethic (on time, efficiently responding to emails, appropriate conversations while at work, positively representing the department, being honest and ethical, taking responsibility).	63.33%	57	32.22%	29	3.33%	3	98.9%	99.1%	0%	98.5%
RETENTION (not a learning outcome but tracked and measured for department/division assessment) Students who work for Recreation will develop a sense of belonging within the Recreation Department and on campus, leading them to retain until graduation.	Strongly agree	# Responses	Agree	# Responses	Somewhat agree	# Responses	Strongly to Somewhat Agree	Strongly to Somewhat Agree	Growth/ Decline	
Recreation provides a safe and welcoming environment for employees and participants.	72.22%	65	26.67%	24	1.11%	1	100.0%	100.0%	0%	
Recreation provides opportunities for student employees to educate and support one another.	57.78%	52	38.89%	35	3.33%	3	100.0%	100.0%	0%	
My employment has given me opportunities to develop connections and feel like I belong at UWEC.	65.56%	59	28.89%	26	4.44%	4	98.9%	100.0%	-1%	Average↓
Working for Recreation has strengthened my commitment to complete my degree at UWEC.	54.44%	49	30.00%	27	10.00%	9	94.4%	94.3%	0%	98.6%

Do you feel your employment with Recreation has been a High Impact Experience? This meaning your employment provided time devoted to purposeful tasks, helped you build substantive relationships, provided rich and frequent feedback, gave opportunities to apply and test what you learned, and time to reflect on the person you are becoming.

No	2.2%	2
Not sure	5.6%	5
Total	100%	90

Were you successful in achieving the SMART Goal you set in September?

Yes, I achieved my goal	67.8%	61
No, I did not achieve my goal	5.6%	5
My goal is still in progress and on track to be achieved by May	26.7%	24
Total	100%	90

If you are graduating in December 2020 or May 2021, how many years will it have taken you to graduate?

3.5 years	17.5%	7	65% within 4 years, Guidepost Goal is 50%
4 years	47.5%	19	
4.5 years	20.0%	8	
5+ years	15.0%	6	
Total	100%	40	

If you are graduating in December 2020 or May 2021, please tell us what working for Recreation has meant to you.

It has been an opportunity to continue to work on my interpersonal skills. It has been an incredible experience working with clients and teaching them how to take control of their health and exercise safely.
I feel very fortunate to have had the opportunity. The best work opportunity for myself.
NA
Working for recreation has meant so much to me. Most of my friends are also my co-workers and through the EAC I have developed lifelong skills that I will bring with me wherever I go.
Helped me develop my interpersonal, communicative, and relationship building skill sets.
It has given me the opportunity to gain valuable life skills and meet so many diverse people
Great experience for future job
Not graduating
Job that was great to do homework with
I have been able to be more engaged with campus activities while being supported in my academic pursuits and being tasked with meaningful work that will help me in the future.
Working for recreation has allowed me to be a part of a small community here in the MSPC while being a part of a bigger group of staff (both students and faculty/full-time staff) that supports one another. Zac Ruch has truly shown me what it means to a positive, strong leader over the last few years and I thank him for the leadership experience the MSPC has taught me. Sports and Recreation has been a safe space for me on campus that has provided me with continued support over my last 3.5 years at UWEC. I have worked in the facility since my first semester freshman year and it has been a great experience from day one.
Working for Recreation has allowed me to learn and hone my interpersonal skills, which will be helpful for my future career.
I have worked in Campus Recreation for all four years of undergrad and I wouldn't trade it for anything. I have made so many lifelong friends, learned so many things about myself and others, and have truly had the best college experiences within Recreation. I would like to sincerely thank all Professional Recreational Staff members for providing such a great community and family like atmosphere. I will miss my time spent at UW-Eau Claire, especially my time within Recreation.
Working at Recreation has given me community and stability amidst the coronavirus pandemic and constantly changing University environment.
It's meant a lot and it's been a productive work environment in addition to being a great place to focus on schoolwork.
Working in Recreation has allowed me to give other students a chance to have fun being active and engaging socially. I love being able to serve the campus in this way. There's so much more to the UW Eau Claire campus than just the academics, and working in Recreation has given me the ability to see some of those other aspects that bring joy and life to our campus.
It has opened up many opportunities for me as a student to develop skills and create great relationships with others.
Recreation has given me so many opportunities to grow as an employee and leader. I am thankful for my time working with the Recreation department. I felt like my opinions and ideas were truly valued.
Working in Recreation has given me the opportunity to help maintain and improve upon student facilities hands-on, knowing that I played a part in ensuring the facilities are to a quality standard, especially so in the wake of COVID-19. Because of the new measures taken for COVID-19 response, it has also taught me how to adapt in new situations while retaining the same goal: to provide quality customer service and facility access to my fellow
By far one of the most welcoming and inclusive communities on campus. Working with recreation has increased my confidence, helped me stay physically and mentally health, and created countless friendships. My college experience would not have been the same had it not been for recreation, I am honored to have been a part of this crew!
Recreation has allowed me to find my voice and enhance my ability to communicate.
Working in Recreation has been a very rewarding experience. I always look forward to coming to work, knowing that I am serving such a friendly and energetic student body. With great management that does not micromanage I have enjoyed the feeling of running the fitness center when I work and tackling the responsibilities that come with it.
Working for Recreation has been one of the most impactful experiences while studying at UWEC. It has given me design experience that is not attainable through classes and has taught me how to collaborate with others to achieve a common goal. I also cherish the connections I've made with my supervisors and peers. Working for Recreation has meant a great deal to me and I cannot imagine who I would be and what I would be doing if it weren't for my job at the Rec.
It has allowed me to make friends, build connections, and have a great college experience!
Working with Recreation has meant so much to me. It has helped me get involved on campus and with other branches of Recreation. It has given me countless skills that will carry over into other jobs. Additionally, I am proud to be part of Recreation and for it to be a fundamental part of my college experience.
Has perfectly suited my major in Kinesiology. I have strengthened my devotion to this field, because of Recreation and Sports Operations.

Please provide any additional comments about your experience working for Recreation and Sport Operations:

COVID-19 has made it incredibly hard to meet with clients. Between their and my close-contact quarantining, I have had 2 weeks all semester to meet with clients. We got the consultation and one training day in and that was all we had time for. Covid has impacted my Fit4Life programming experience and made things very complicated and stressful. I love this position but it is unfortunate that the two semesters I've been involved, Covid has interfered.
We have done a great job at making things work though covid to keep some consistency
Best job on campus.
Very fun excited to come back
None

I greatly appreciate how much responsibility I have been given, it has helped me grow! Also, I am very thankful for how invested the pro staff is in our growth.
Thank you for everything!
I will definitely miss being in the Recreation Office environment, as I had a lot of fun working with everyone!
I have absolutely loved getting to know everyone in the office and I will be sad to leave.
It's been a pleasure working with everyone here, and I genuinely have nothing but positive memories of my time in recreation
I know I'm not gone quite yet but I would like to thank the Recreation department as a whole for giving me such a great experience.
All the co-workers are here to help and the faculty as well. No complaints from me.
Incredible experience thus far

98.7% of students who work for Recreation interact with others in ways that demonstrate a respect for diversity.

98.6% of students who work for Recreation will develop a sense of belonging within the Recreation Departments and on campus, leading them to remain until graduation.

92.2% of students who work for Recreation feel their employment with Recreation has been a High Impact Experience. This meaning their employment provided time devoted to purposeful tasks, helped them build substantive relationships, provided rich and frequent feedback, gave opportunities to apply and test what they learned, and time to reflect on the person they are becoming.

65% will graduate within 4 years, the Chancellor's Guidepost Goal is 50%.