

**Recreation and Sport Operations | Student Employee Learning Outcomes | Fall 2022 | 101 Pre-Survey/85 Post-Survey Responses**

| <b>RESPECT FOR DIVERSITY</b><br>Students who work for Recreation interact with others in ways that demonstrate a respect for diversity.   | PRE SURVEY Strongly to Somewhat Agree | POST SURVEY Strongly to Somewhat Agree | Growth/ Decline | <b>98%</b> | 99% in 2022 |
|---|---------------------------------------|--|-----------------|------------|-------------|
| My employment fosters a community respectful of diversity.  | 94%                                   | 99%                                    | 5%              |            |             |
| Because of my employment, I can work effectively with individuals from a variety of backgrounds, experiences, and cultures.   | 94%                                   | 95%                                    | 1%              |            |             |
| I consistently work to be inclusive to all participants, co-workers, staff, and students.   | 99%                                   | 99%                                    | 0%              |            |             |
| <b>PERSONAL WELLNESS</b><br>Students who work for Recreation balance work, school, and personal affairs while maintaining a healthy lifestyle.  | Strongly to Somewhat Agree            | Strongly to Somewhat Agree             | Growth/ Decline | <b>94%</b> | 97% in 2022 |
| My employment and involvements help me manage my time effectively and maintain good grades.   | 91%                                   | 93%                                    | 2%              |            |             |
| I find time for myself outside of work and school to be active and well.  | 91%                                   | 93%                                    | 2%              |            |             |
| I maintain balance between personal and work obligations.   | 91%                                   | 95%                                    | 4%              |            |             |
| My employment with Recreation has contributed to the development of my social skills.   | 87%                                   | 93%                                    | 6%              |            |             |
| <b>CRITICAL THINKING</b><br>Students who work for Recreation will solve problems, make difficult decisions, and think critically about issues that arise at work.   | Strongly to Somewhat Agree            | Strongly to Somewhat Agree             | Growth/ Decline | <b>95%</b> | 98% in 2022 |
| Recreation supports a team environment where I can practice my skills and work with others to solve problems.   | 93%                                   | 98%                                    | 5%              |            |             |
| I have developed more confidence in my decision-making abilities through my employment with Recreation.   | 81%                                   | 94%                                    | 13%             |            |             |
| I have learned and practiced conflict resolution skills at work.  | 82%                                   | 93%                                    | 11%             |            |             |
| I have developed my verbal and written communication skills (speaking at meetings, leading trainings, email communication, customer service, reporting concerns, etc.).   | 88%                                   | 94%                                    | 6%              |            |             |
| <b>ACADEMIC INTEGRATION</b><br>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 to Somewhat Agree            | Strongly to Somewhat Agree             | Growth/ Decline | <b>88%</b> | 85% in 2022 |
| Recreation has supported or complimented my academic pursuits.  | 81%                                   | 88%                                    | 7%              |            |             |
| Skills I have developed while working for Recreation have helped me in my classes.  | 77%                                   | 86%                                    | 9%              |            |             |
| I have learned skills in my classes that I can use at my job with Recreation.   | 80%                                   | 89%                                    | 9%              |            |             |
| I will use the skills I have learned while working for Recreation in my chosen career.  | 84%                                   | 88%                                    | 4%              |            |             |
| <b>LEADERSHIP</b><br>Students who work for Recreation demonstrate leadership skills.  | Strongly to Somewhat Agree            | Strongly to Somewhat Agree             | Growth/ Decline | <b>96%</b> | 98% in 2022 |
| Recreation provides an open environment to collaborate and share ideas on facilities, programs, or projects.  | 90%                                   | 95%                                    | 5%              |            |             |
| Recreation helps me learn about and develop my own personal leadership style.   | 85%                                   | 94%                                    | 9%              |            |             |
| My employment provides opportunities to work as a team and with a team toward common goals.   | 95%                                   | 96%                                    | 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.).   | 93%                                   | 98%                                    | 5%              |            |             |
| 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).         | 94%                                   | 98%                                    | 4%              |            |             |

| RETENTION <i>(not a learning outcome but tracked and measured for department/division assessment)</i><br>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 to Somewhat Agree | Strongly to Somewhat Agree | Growth/ Decline | 95% | 98% in 2022 |
|--|----------------------------|----------------------------|-----------------|-----|-------------|
| Recreation provides a safe and welcoming environment for employees and participants.   | 91%                        | 99%                        | 8%              |     |             |
| Recreation provides opportunities for student employees to educate and support one another.  | 94%                        | 99%                        | 5%              |     |             |
| My employment has given me opportunities to develop connections and feel like I belong at UWEC.  | 87%                        | 94%                        | 7%              |     |             |
| Working for Recreation has strengthened my commitment to complete my degree at UWEC.   | 79%                        | 88%                        | 9%              |     |             |

**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.**

|              |             |           |  |             |
|--------------|-------------|-----------|--|-------------|
| Yes          | 91.76%      | 78        | <i>92% of student employees feel their employment is a HIP</i> | 90% in 2022 |
| No           | 3.5%        | 3         |  |             |
| Not sure     | 4.7%        | 4         |  |             |
| <b>Total</b> | <b>100%</b> | <b>85</b> |  |             |

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

|   |             |           |   |             |
|---|-------------|-----------|---|-------------|
| Yes, I achieved my goal   | 64.7%       | 55        | <i>92% of student employees have achieved their SMART goal or are on their way to achieve it.</i> | 98% in 2022 |
| No, I did not achieve my goal                                   | 8.2%        | 7         |   |             |
| My goal is still in progress and on track to be achieved by May | 27.1%       | 23        |   |             |
| <b>Total</b>  | <b>100%</b> | <b>85</b> |   |             |

**If you are graduating in December 2022 or May 2023, how many years will it have taken you to graduate?**

|                          |             |           |  |             |
|--------------------------|-------------|-----------|--|-------------|
| 3.5 years                | 3.6%        | 3         | <i>84% of student employees expect to graduate within 4 years, Guidepost Goal is 50%</i> | 56% in 2022 |
| 4 years                  | 20.2%       | 17        |  |             |
| 4.5 years                | 1.2%        | 1         |  |             |
| 5 or more years          | 1.2%        | 1         |  |             |
| Not graduating this year | 73.8%       | 62        |  |             |
| <b>Total</b>             | <b>100%</b> | <b>84</b> |  |             |

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**If you are graduating in December 2022 or May 2023, please tell us what working for Recreation has meant to you.**

Working at the recreation department (group ex) has given me so much opportunity to practice my skills as an exercise science major through teaching classes at the university. Working with group ex, I've been able to build my resume and teach a diverse range of classes which has helped me to be more comfortable putting together classes, leading groups of people, and find a passion for what I do. Teaching classes has lead me to get a great internship next semester at a studio and I hope to carry on what I've learned through teaching in this program on to continuing to teach class post graduation.

It has provided me with an opportunity to work make connections and work on my speaking skills all while being able to workout. Also gave a good creative outlet when creating new workouts.

I will have graduated in 2.5 Years which was not an option above. I have loved working in recreation because both my coworkers and members are so kind

It is a collaborative environment in which I have met some of my closest friends through.

Working for recreation has been a helpful in developing my time management, relational, and costumer service skills.

Recreation has meant the world to me. I have made so many meaningful relationships while working for recreation.

Recreation allowed me to develop skills in an athletic setting that is similar to what my future may hold. It helped me to develop a good base of support and knowledge while in my undergrad.

I liked the environment and it allowed me to get to know more people

not a graduate

Working for Recreation has helped improve my design skills tremendously. I have practiced many new design techniques that have helped me grow as a designer. I am very grateful for this opportunity.

Recreation has helped me to find lifelong friends that I will forever be thankful for.

Working for recreation has been extremely valuable to me in terms of learning time management skills as well as developing my social network and interpersonal skills

Working with recreation has taught me life long leadership and social skills that I will carry into my graduate studies.

Working for Recreation has changed my life and made me question what I want to do in the future. I have fallen in love with Recreation and would love to continue being apart of some type of recreation in the future.

I have felt more connected to my university and made proud to be apart of it. I am super pleased with my recreation working experience.

Recreation has been great in being a stress reliever and growth experience. I am very thankful for the leadership experiences I have gained in the department.

It has allowed me to meet and interact with people who I may have never had the chance to meet and create friendships that i greatly appreciate.

Excellent working experience and community

Working with recreation has been a great experience for me throughout my time here. It has allowed my to meet many great people, and develop many important communicational skills along the way. Recreation always felt like a community, and I was always happy to be a part of it. It has helped me to develop in many areas, and it significantly helped me to feel a sense of belonging. I was on the verge of transferring schools early on, but recreation among other factors convinced me to stay, and I am happy that I did. Overall, I have been very happy with my experience with recreation, and I am grateful to have had the opportunity to work here.

I graduate in 2024

It has taught me how to act in a professional environment, while also having the experience of a safe and friendly atmosphere.

I have LOVED my experience working within the Recreation department at UWEC! I love my boss and my others coworkers, who have been supportive and encouraging. I feel like I have learned effective communication skills as well as refined my public speaking skills! I just love the staff, too!

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It has allowed me to participate in opportunities that I wouldn't have participated in. Got me out of my comfort zone and challenged me to be the best version of me.

Working for Recreation has allowed me to express my creativity in several ways. I have learned so much about Adobe Suites software, social media marketing, video production and planning, camera equipment, and more. Not only that, but working for Rec has been one of the most fun things that I will take away from college. I will forever be impacted by the kindness shown by the professional staff, and my immediate supervisor, Sheryl Poirier. Meeting my student coworkers and training/learning from them has also been such an enriching experience.

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

I don't really have any issues with McPhee. I just think there may have been too many lifeguards hired for this year as I used to work 2 days a week and at least one day every other weekend, and now I work one day a week and one day of a weekend once a month for this upcoming spring semester. I just think there needs to be some kinda of re-evaluation especially when the shifts are 1.5-3 hours each.

I don't have any at this time

I would like to give a HUGE thank you to the Recreation staff; from supporting me by coming to my classes over the summer and this school year to helping me be able to complete instructor certifications, thank you for everything!

Good.

Great people

I've worked in the Rec department since I transferred here 2 years ago, and it's always been fun and a great way to meet new people

Working in rec has given me so many chances to improve my skills and leadership.

I enjoyed learning about certain sports at a better level

I really enjoy the connections I am able to make with members that come in often.

I have really enjoyed working for Recreation and Sport Operations as it has allowed me to expand my horizons on the people I interact with here at the university.

It has allowed me to go out of my comfort zone and be more outgoing. It has gave me some amazing friendships that I would not have had otherwise if I did not work for Recreation and Sports.

Awesome organization that I am very happy to have been given the opportunity to work in. :)