

# Student Employee Learning Outcomes

Fall 2023

97 completed pre-Survey, 89 completed the post-survey

**\*RESPECT FOR DIVERSITY** Students who work for Recreation interact with others in ways that demonstrate a respect for diversity.

98%

**My employment fosters a community respectful of diversity.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0		0%	0		
Neither agree nor disagree	0%	0		1%	1		
Somewhat agree	8%	8		2%	2		
Agree	41%	40		41%	36		
Strongly agree	49%	48		55%	48		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>88</b>	<b>POST</b>	<b>-1%</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree	
			<b>99%</b>			<b>98%</b>	

**Because of my employment, I can work effectively with individuals from a variety of backgrounds, experiences, and cultures.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	1%	1		1%	1		
Neither agree nor disagree	3%	3		1%	1		
Somewhat agree	8%	8		2%	2		
Agree	37%	36		45%	40		
Strongly agree	49%	48		49%	43		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>88</b>	<b>POST</b>	<b>2%</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree	
			<b>95%</b>			<b>97%</b>	

**I consistently work to be inclusive to all participants, co-workers, staff, and students.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0		0%	0		
Neither agree nor disagree	1%	1		0%	0		
Somewhat agree	4%	4		2%	2		
Agree	26%	25		33%	29		
Strongly agree	68%	66		64%	56		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>88</b>	<b>POST</b>	<b>1%</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree	
			<b>98%</b>			<b>99%</b>	

**\*PERSONAL WELLNESS** Students who work for Recreation balance work, school, and personal affairs while maintaining a healthy lifestyle.

96%

**My employment and involvements help me manage my time effectively and maintain good grades.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0		1%	1		
Neither agree nor disagree	5%	5		1%	1		
Somewhat agree	10%	10		13%	12		
Agree	42%	41		31%	28		
Strongly agree	41%	40		52%	46		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>89</b>	<b>POST</b>	<b>3%</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree	
			<b>94%</b>			<b>97%</b>	

**I find time for myself outside of work and school to be active and well.**

Strongly disagree	0%	0		1%	1		
Disagree	2%	2		2%	2		
Somewhat disagree	0%	0		0%	0		
Neither agree nor disagree	5%	5		3%	3		
Somewhat agree	8%	8		7%	6		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>89</b>	<b>POST</b>	
			Somewhat-Agree-			Somewhat-Agree-	
			<b>Agree-</b>			<b>Agree-</b>	

Agree	37%	36	Strongly Agree	38%	34	Strongly Agree	
Strongly agree	47%	46		48%	43		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>93%</b>	<b>100%</b>	<b>89</b>	<b>93%</b>	<b>0%</b>

**I maintain balance between personal and work obligations.**

Strongly disagree	2%	2		1%	1		
Disagree	1%	1		0%	0		
Somewhat disagree	1%	1	PRE	0%	0	POST	
Neither agree nor disagree	4%	4	Somewhat-Agree-Strongly Agree	3%	3	Somewhat-Agree-Strongly Agree	
Somewhat agree	15%	15		9%	8		
Agree	40%	39		37%	33		
Strongly agree	36%	35		49%	44		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>92%</b>	<b>100%</b>	<b>89</b>	<b>96%</b>	<b>4%</b>

**My employment with Recreation has contributed to the development of my social skills.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	1%	1	PRE	0%	0	POST	
Neither agree nor disagree	3%	3	Somewhat-Agree-Strongly Agree	1%	1	Somewhat-Agree-Strongly Agree	
Somewhat agree	11%	11		9%	8		
Agree	34%	33		39%	35		
Strongly agree	49%	48		49%	44		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>95%</b>	<b>100%</b>	<b>89</b>	<b>98%</b>	<b>3%</b>

**EXTRA QUESTION - DELETED FOR 2024**

**My employment with Recreation has helped me feel a sense of belonging at UWEC.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0	PRE	0%	0	POST	
Neither agree nor disagree	5%	5	Somewhat-Agree-Strongly Agree	4%	4	Somewhat-Agree-Strongly Agree	
Somewhat agree	11%	11		8%	7		
Agree	36%	35		39%	35		
Strongly agree	46%	45		47%	42		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>94%</b>	<b>100%</b>	<b>89</b>	<b>94%</b>	<b>1%</b>

**\*CRITICAL THINKING Students who work for Recreation will solve problems, make difficult decisions, and think critically about issues that arise at work.**

**94%**

**Recreation supports a team environment where I can practice my skills and work with others to solve problems.**

Strongly disagree	2%	2		1%	1		
Disagree	0%	0		1%	1		
Somewhat disagree	0%	0	PRE	0%	0	POST	
Neither agree nor disagree	3%	3	Somewhat-Agree-Strongly Agree	4%	4	Somewhat-Agree-Strongly Agree	
Somewhat agree	6%	6		7%	6		
Agree	46%	45		42%	37		
Strongly agree	42%	41		45%	40		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>95%</b>	<b>100%</b>	<b>89</b>	<b>93%</b>	<b>-2%</b>

**I have developed more confidence in my decision-making abilities through my employment with Recreation.**

Strongly disagree	1%	1		1%	1		
Disagree	1%	1		0%	0		
Somewhat disagree	0%	0	PRE	0%	0	POST	
Neither agree nor disagree	4%	4	Somewhat-Agree-Strongly Agree	4%	4	Somewhat-Agree-Strongly Agree	
Somewhat agree	15%	15		15%	13		
Agree	42%	41		33%	29		
Strongly agree	36%	35		47%	42		

Total	100%	97	<b>94%</b>	100%	89	<b>94%</b>	<b>1%</b>
-------	------	----	------------	------	----	------------	-----------

**I have learned and practiced conflict resolution skills at work.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0		1%	1		
Neither agree nor disagree	6%	6	<b>PRE</b>	3%	3	<b>POST</b>	
Somewhat agree	13%	13	Somewhat-Agree-	9%	8	Somewhat-Agree-	
Agree	43%	42	Strongly	39%	35	Strongly	
Strongly agree	36%	35	Agree	46%	41	Agree	
Total	100%	97	<b>93%</b>	100%	89	<b>94%</b>	<b>2%</b>

**I have developed my verbal and written communication skills (speaking at meetings, leading trainings, email communication, customer service, reporting concerns, etc.).**

Strongly disagree	1%	1		1%	1		
Disagree	1%	1		0%	0		
Somewhat disagree	0%	0		0%	0		
Neither agree nor disagree	8%	8	<b>PRE</b>	3%	3	<b>POST</b>	
Somewhat agree	13%	13	Somewhat-Agree-	12%	11	Somewhat-Agree-	
Agree	36%	35	Strongly	44%	39	Strongly	
Strongly agree	40%	39	Agree	39%	35	Agree	
Total	100%	97	<b>90%</b>	100%	89	<b>96%</b>	<b>6%</b>

**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.**

**89%**

**Recreation has supported or complimented my academic pursuits.**

Strongly disagree	1%	1		1%	1		
Disagree	1%	1		0%	0		
Somewhat disagree	3%	3		0%	0		
Neither agree nor disagree	12%	12	<b>PRE</b>	10%	9	<b>POST</b>	
Somewhat agree	15%	15	Somewhat-Agree-	18%	16	Somewhat-Agree-	
Agree	35%	34	Strongly	38%	34	Strongly	
Strongly agree	32%	31	Agree	33%	29	Agree	
Total	100%	97	<b>82%</b>	100%	89	<b>89%</b>	<b>6%</b>

**Skills I have developed while working for Recreation have helped me in my classes.**

Strongly disagree	1%	1		1%	1		
Disagree	2%	2		2%	2		
Somewhat disagree	2%	2		0%	0		
Neither agree nor disagree	16%	16	<b>PRE</b>	10%	9	<b>POST</b>	
Somewhat agree	19%	18	Somewhat-Agree-	19%	17	Somewhat-Agree-	
Agree	35%	34	Strongly	35%	31	Strongly	
Strongly agree	25%	24	Agree	32%	28	Agree	
Total	100%	97	<b>78%</b>	100%	88	<b>86%</b>	<b>8%</b>

**I have learned skills in my classes that I can use at my job with Recreation.**

Strongly disagree	1%	1		1%	1		
Disagree	3%	3		1%	1		
Somewhat disagree	2%	2		2%	2		
Neither agree nor disagree	11%	11	<b>PRE</b>	9%	8	<b>POST</b>	
Somewhat agree	18%	17	Somewhat-Agree-	10%	9	Somewhat-Agree-	
Agree	40%	39	Strongly	42%	37	Strongly	
Strongly agree	25%	24	Agree	35%	31	Agree	
Total	100%	97	<b>82%</b>	100%	89	<b>87%</b>	<b>4%</b>

**I will use the skills I have learned while working for Recreation in my chosen career.**

Strongly disagree	1%	1		1%	1		
Disagree	1%	1		0%	0		
Somewhat disagree	0%	0		0%	0		
Neither agree nor disagree	5%	5	<b>PRE</b>	3%	3	<b>POST</b>	
			Somewhat-			Somewhat-	

Somewhat agree	19%	18	Agree-Strongly	15%	13	Agree-Strongly	
Agree	37%	36	Agree	40%	36	Agree	
Strongly agree	37%	36		40%	36		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>93%</b>	<b>100%</b>	<b>89</b>	<b>96%</b>	<b>3%</b>

**LEADERSHIP Students who work for Recreation demonstrate leadership skills.**

**93%**

**Recreation provides an open environment to collaborate and share ideas on facilities, programs, or projects.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		2%	2		
Somewhat disagree	1%	1	PRE	2%	2	POST	
Neither agree nor disagree	5%	5	Somewhat-Agree-Strongly	8%	7	Somewhat-Agree-Strongly	
Somewhat agree	7%	7	Agree	4%	4	Agree	
Agree	52%	50	Agree	40%	36	Agree	
Strongly agree	34%	33		42%	37		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>93%</b>	<b>100%</b>	<b>89</b>	<b>87%</b>	<b>-6%</b>

**Recreation helps me learn about and develop my own personal leadership style.**

Strongly disagree	2%	2		1%	1		
Disagree	0%	0		2%	2		
Somewhat disagree	0%	0	PRE	0%	0	POST	
Neither agree nor disagree	9%	9	Somewhat-Agree-Strongly	7%	6	Somewhat-Agree-Strongly	
Somewhat agree	13%	13	Agree	9%	8	Agree	
Agree	38%	37	Agree	37%	33	Agree	
Strongly agree	37%	36		44%	39		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>89%</b>	<b>100%</b>	<b>89</b>	<b>90%</b>	<b>1%</b>

**My employment provides opportunities to work as a team and with a team toward common goals.**

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		1%	1		
Somewhat disagree	1%	1	PRE	0%	0	POST	
Neither agree nor disagree	1%	1	Somewhat-Agree-Strongly	2%	2	Somewhat-Agree-Strongly	
Somewhat agree	8%	8	Agree	10%	9	Agree	
Agree	48%	47	Agree	48%	43	Agree	
Strongly agree	40%	39		37%	33		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>97%</b>	<b>100%</b>	<b>89</b>	<b>96%</b>	<b>-1%</b>

**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.).

Strongly disagree	2%	2		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0	PRE	1%	1	POST	
Neither agree nor disagree	3%	3	Somewhat-Agree-Strongly	0%	0	Somewhat-Agree-Strongly	
Somewhat agree	4%	4	Agree	7%	6	Agree	
Agree	43%	42	Agree	40%	36	Agree	
Strongly agree	47%	46		51%	45		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>95%</b>	<b>100%</b>	<b>89</b>	<b>98%</b>	<b>3%</b>

**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).

Strongly disagree	1%	1		1%	1		
Disagree	0%	0		0%	0		
Somewhat disagree	0%	0	PRE	0%	0	POST	
Neither agree nor disagree	3%	3	Somewhat-Agree-Strongly	1%	1	Somewhat-Agree-Strongly	
Somewhat agree	5%	5	Agree	7%	6	Agree	
Agree	41%	40	Agree	44%	39	Agree	
Strongly agree	49%	48		47%	42		
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>96%</b>	<b>100%</b>	<b>89</b>	<b>98%</b>	<b>2%</b>

**Recreation provides a safe and welcoming environment for employees and participants.**

Strongly disagree	1%	1		1%	1	
Disagree	0%	0		0%	0	
Somewhat disagree	1%	1		1%	1	
Neither agree nor disagree	1%	1		2%	2	
Somewhat agree	4%	4		6%	5	
Agree	34%	33		33%	29	
Strongly agree	59%	57		57%	51	
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>89</b>	<b>POST</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree
			<b>97%</b>			<b>96%</b>
						<b>-1%</b>

**Recreation provides opportunities for student employees to educate and support one another.**

Strongly disagree	1%	1		1%	1	
Disagree	1%	1		0%	0	
Somewhat disagree	0%	0		0%	0	
Neither agree nor disagree	3%	3		4%	4	
Somewhat agree	7%	7		8%	7	
Agree	43%	42		38%	34	
Strongly agree	44%	43		48%	43	
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>89</b>	<b>POST</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree
			<b>95%</b>			<b>94%</b>
						<b>0%</b>

**My employment has given me opportunities to develop connections and feel like I belong at UWEC.**

Strongly disagree	2%	2		1%	1	
Disagree	0%	0		0%	0	
Somewhat disagree	0%	0		1%	1	
Neither agree nor disagree	4%	4		2%	2	
Somewhat agree	8%	8		8%	7	
Agree	37%	36		44%	39	
Strongly agree	48%	47		44%	39	
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>89</b>	<b>POST</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree
			<b>94%</b>			<b>96%</b>
						<b>2%</b>

**Working for Recreation has strengthened my commitment to complete my degree at UWEC.**

Strongly disagree	2%	2		1%	1	
Disagree	2%	2		0%	0	
Somewhat disagree	1%	1		0%	0	
Neither agree nor disagree	9%	9		8%	7	
Somewhat agree	9%	9		8%	7	
Agree	37%	36		46%	41	
Strongly agree	39%	38		37%	33	
<b>Total</b>	<b>100%</b>	<b>97</b>	<b>PRE</b>	<b>100%</b>	<b>89</b>	<b>POST</b>
			Somewhat-Agree-Strongly Agree			Somewhat-Agree-Strongly Agree
			<b>86%</b>			<b>91%</b>
						<b>5%</b>

**ADDITIONAL QUESTIONS**

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

Yes, I achieved my goal	52%	46
No, I did not achieve my goal	7%	6
My goal is still in progress and on track to be achieved by May	42%	37
<b>Total</b>	<b>100%</b>	<b>89</b>

**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*

Yes	89%	79
No	1%	1
Not Sure	10%	9
<b>Total</b>	<b>100%</b>	<b>89</b>

**89%** feel their employment has been a High Impact Experience.

**If you are a December 2023 or May 2024 graduate, how many years will it have taken you to graduate?**

3.5 years or less	26%	8
4 years	52%	16
4.5 years	16%	5
5 or more years	6%	2
<b>Total</b>	<b>100%</b>	<b>31</b>

**78%** will graduate in 4 or less years.

**If you are a December 2023 or May 2024 graduate, please tell us what working for Recreation has meant to you.**

It's been wonderful getting the opportunity to work in McPhee for the last 3 years and it's led me to receiving amazing letters of recommendation and more opportunities within the community.

environment that I enjoy going to.

*I have absolutely loved working for recreation, and it has kept me motivated to stay in school.*

It has been an awesome experience and I am thankful to have had the opportunity to be a team member with Recreation.

It has jumpstarted my love for fitness! I applied to be a yoga instructor to force myself to relax more. Little did I know that I found a new activity I love!

Recreation has provided me opportunities to stay involved in the community, provided an outlet for making money while maintaining my grades, and helped me develop professional skills that I can carry with me for my career.

*Recreation has given me a platform to connect with all sorts of people from having a distinct factor of the love of sports. All different majors different personality but when all together, we are a family and it was who I went to go have a talk with or just hangout. Recreation is when I really started making friends, without it I would feel pretty lost.*

being able to connect with people and build lasting relationships while helping others and engaging myself in recreation

Working at the rec office has given me a lot of opportunities to further my professional development and become a more confident person.

I has providing me with an amazing community that I will forever remember.

I am very thankful to be hired with recreation! It has been an awesome experience working out with new people and being apart of such an awesome team.

*Working in Recreation has given me the opportunities to expand and build my professionalism through leadership and communication skills. I am very glad to have been given the chance to strengthen my professional character and become the person I am today through this position!*

Working here has given me friendships that I will forever be grateful for

**Please provide any additional comments about your experience working for Recreation or staff who have had an impact on your time here at UWEC.**

Its great!

Garrett is a great supervisor.

Brittany Wold is not only absolutely hilarious, but expects and enforces high quality work. She has taught me more about being a professional while also being a mentee and quality employee.

Karlie Stefonik has helped me grow in my confidence with my job, school, and overall self. She always brings a positive attitude and makes the work environment very welcoming.

Recreation has helped strengthen many of my personal skills during my time here at UWEC and I have enjoyed getting to know other group ex instructors..

Marvin has been a super helpful manager during my time working at Crest. Ethan, the previous manager, was great as well. I know I am biased since I am friends with Marvin, but I would be honest if he didn't do a great job.

It has been a great experience working in an environment that feels like family before work

All of Crest staff have been amazing!

it has been really fun working with all the staff and everyone has been inviting and kind

---

The wonderful Rec staff who attend my bootcamp and strength and tone classes :)

---

Sheryl Poirier has been very helpful to me during my time at the rec office.

---

HUGE thank you to Brittany Wold for being a wonderful mentor and leader. Always a great role model to go to for advice and to just conversate with!

---

Working for recreation these past four years gave me a safe and fun work environment. All of my friends that I met freshman year that I am still friends with today I met through this job and intramurals and for that I am forever grateful for this experience.

---