

# Student Employee Learning Outcomes Pre + Post Survey | Fall 2018

96 student employees completed the Pre-Survey, 83 completed the Post-Survey

<b>Learning Outcome   Self Discover and Growth:</b> Students who work for Recreation and Sport Operations will set and pursue personal, educational, and professional goals.				<b>Post Survey Mean</b>	<b>Post Survey Top 3 Box</b>	<b>Mean Growth/Decline</b>
	<b>Mean (1-7)</b>	<b>Top 3 Box</b>				
I can formulate and write short-term and long-term SMART goals	6.17	96%		6.35	100%	0.18
I make plans to achieve the goals I have set for myself.	6.19	97%		6.28	99%	0.09
I accomplish the goals that I establish for myself in the time frame allotted	5.67	94%		5.96	94%	0.29
I believe setting goals at the start of the year has made me more successful throughout the year	5.7	84%		6.05	88%	0.35
I believe that my supervisor helped keep me on track to accomplish my goals	5.6	74%		5.74	77%	0.14

<b>Learning Outcome   Effective Communication:</b> Students who work for Recreation and Sport Operations will demonstrate the ability to write and speak effectively.				<b>Post Survey Mean</b>	<b>Post Survey Top 3 Box</b>	<b>Mean Growth/Decline</b>
	<b>Mean (1-7)</b>	<b>Top 3 Box</b>				
My written communication is consistently clear and easy to understand	6.16	97%		6.4	100%	0.24
My verbal communication is consistently clear and easy to understand	5.91	96%		6.21	100%	0.30
I am confident in presenting in front of others	5.39	76%		5.87	88%	0.48
I openly interact with co-workers and supervisors	6.22	97%		6.54	100%	0.32
I document, report, and inform my supervisor or peers when problems occur	6.24	95%		6.49	99%	0.25
I ask questions when I am unsure of the answer	6.32	99%		6.46	99%	0.14
I listen actively to others when included in a conversation	6.4	99%		6.58	100%	0.18
I check my email daily without being prompted or reminded and respond accordingly	6.35	96%		6.55	100%	0.20

<b>Learning Outcome   Effective Communication:</b> Students who work for Recreation and Sport Operations will practice and demonstrate outstanding customer service skills.				<b>Post Survey Mean</b>	<b>Post Survey Top 3 Box</b>	<b>Mean Growth/Decline</b>
	<b>Mean (1-7)</b>	<b>Top 3 Box</b>				
I always greet patrons warmly	6.42	97%		6.53	99%	0.11
I always answer the patron's question or find the answer from other sources	6.46	97%		6.58	100%	0.12
I am able to clearly explain the policies and procedures related to my job to others	6.11	96%		6.55	100%	0.44
I openly interact with co-workers and supervisors	6.41	98%		6.61	100%	0.20
I have a positive attitude when working with patrons	6.53	97%		6.61	100%	0.08
I go out of the way to ensure patrons are satisfied	6.39	99%		6.55	100%	0.16

<b>Learning Outcome   Effective Communication:</b> Students who work for Recreation and Sport Operations will be able to identify and implement conflict resolution skills.				<b>Post Survey Mean</b>	<b>Post Survey Top 3 Box</b>	<b>Mean Growth/Decline</b>
	<b>Mean (1-7)</b>	<b>Top 3 Box</b>				
When a patron is upset, I make sure to review the situation from the patron's perspective to insure complete understanding of the situation	6.23	97%		6.43	100%	0.20
I consistently empathize with the patrons	6.24	96%		6.42	100%	0.18

I sincerely try to find alternative solutions to the situation	6.27	97%	6.53	100%	0.26
I remain calm during a conflict	6.16	99%	6.38	99%	0.22
I am able to handle conflicts on my own without additional support	5.86	94%	6.34	97%	0.48

<b>Learning Outcome   Leadership Development:</b> Students who work for Recreation and Sport Operations will participate in leadership development opportunities and develop their own leadership style.			Post Survey Mean	Post Survey Top 3 Box	Mean Growth/Decline
	Mean (1-7)	Top 3 Box			
I participate in opportunities (workshops, trainings, conferences) to develop my leadership skills	5.59	78%	5.9	90%	0.31
I speak up during meetings or in a group setting	5.38	76%	5.94	92%	0.56
I willingly take on additional leadership roles	6.05	95%	6.19	95%	0.14
I think of ways to improve the operation and shares ideas	5.98	95%	6.3	96%	0.32
I eagerly accept responsibility and lead others to complete duties	6.15	97%	6.29	99%	0.14

<b>Learning Outcome   Collaboration:</b> Students who work for Recreation and Sport Operations will participate in group cooperation opportunities.			Post Survey Mean	Post Survey Top 3 Box	Mean Growth/Decline
	Mean (1-7)	Top 3 Box			
I often help out others	6.48	96%	6.47	99%	(0.01)
I handle problems within the staff with maturity and respect	6.32	96%	6.53	100%	0.21
I give positive and negative feedback tactfully and at appropriate times	6.07	98%	6.35	100%	0.28
I get to know all staff members that I am working with	6.14	98%	6.25	96%	0.11
I enjoy working with other program areas	6.26	96%	6.4	97%	0.14
I believe we all are more successful when we work together to accomplish tasks	6.57	100%	6.62	100%	0.05

<b>Learning Outcome   Personal Wellness:</b> Students who participate in Recreation and Sport Operations will balance education, work, and leisure time.			Post Survey Mean	Post Survey Top 3 Box	Mean Growth/Decline
	Mean (1-7)	Top 3 Box			
I consistently manage my time effectively	5.48	86%	5.75	91%	0.27
I maintain balance between personal and work obligations	5.61	88%	5.88	92%	0.27
I find time for myself outside of work and school	5.27	82%	5.52	86%	0.25
I average at least 7 hours of sleep each night	4.65	64%	5	71%	0.35
I do not procrastinate on my homework	4.63	67%	4.82	65%	0.19

<b>Learning Outcome   Equity/Diversity/Inclusiveness:</b> Students who participate and work for Recreation and Sport Operations will be submerged in programs/services that offer equal opportunities and are inclusive to all UWEC students/faculty/staff in an effort to develop multicultural competency.			Post Survey Mean	Post Survey Top 3 Box	Mean Growth/Decline
	Mean (1-7)	Top 3 Box			
I am aware of cultural differences at UWEC	6.37	98%	6.58	100%	0.21

I consistently try to be inclusive to co-workers, patrons, and staff members	6.48	96%	6.66	100%	0.18
I work in an environment that is inclusive and equitable to all	6.39	95%	6.56	100%	0.17
I have received training/in-services about Equity/Diversity/Inclusiveness	5.85	83%	6.64	100%	0.79

Recreation and Sport Operations has:			Post Survey Mean	Post Survey Top 3 Box	Mean Growth/Decline
	Mean (1-7)	Top 3 Box			
Expanded my interest in staying fit and healthy	6.22	93%	6.21	92%	(0.01)
Provided me with skills/abilities that I will use after college	6.15	90%	6.45	96%	0.30
Increased or improved my self confidence	6.08	90%	6.26	91%	0.18
Improved my respect for others	6.11	88%	6.32	95%	0.21
Strengthened my commitment to complete my degree at UWEC	6.02	87%	6.12	84%	0.10

**POST-SURVEY: 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	94%	72
Not Sure	6%	5
No	0%	0
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Total	100%	77

**94% of Recreation Student employees feel that working for Recreation has been a High Impact Experience.**

**POST-SURVEY: Were you successful in achieving the SMART Goal you set in September?**

Yes, I achieved my goal	66%	51
No, I did not achieve my goal	3%	2
My goal is still in progress and on track to be achieved by May	31%	24
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Total	100%	77

**POST-SURVEY: If you are graduating in December 2018 or May 2019, how many years will it have taken you to graduate?**

3.5 years	15%	6
4 years	54%	21
4.5 years	18%	7
5 years or more	13%	5
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Total	100%	39

**69% of Recreation student employees who graduate in December or May graduate within 4 years (Guidepost Goal is 50%)**

**PRE-SURVEY: Please provide any additional comments about your experience working for Recreation and Sport Operations:**

Best place to work for on campus

The people are great and you develop awesome relationships while working a Recreation and Sport

Awesome (:

Amazing place to work with a great staff

Fitness instructors should have free gym membership

Good

**POST-SURVEY: Please provide any additional comments about your experience working for Recreation and Sport Operations:**

Easily one of the best on-campus job opportunities!

It was a good experience working with the open rec team

I very much enjoy working for UWEC Recreation and have been able to meet and work with many impactful people within in my 2 years of employment.

Becoming a group ex instructor has literally rocked my world. From keeping me healthy and happy to increasing my confidence in myself, this program has forever changed me. Thank you recreation staff!!

Everyone in Recreation is amazing, supportive, and always willing to help.

I love it!

This is the best on-campus job available for students!

Love it! Love the people, the atmosphere, the oportunties it has given me, everything really!

Recreation and Sports Operations has a positive impact on my life.

I truly agree with the idea that working as a Group Exercise Instructor for Recreation has been a high impact learning practice!

Very accomodating and fair. Always flexible and willing to work with you.

Recreation (the EAC) was by far the best and most supportive team that I have ever worked with

Great experience!

instructors should get a free gym membership, also Mcphee needs a hot tub

cheaper intramurals fee

Working for Recreation has been awesome! The department has so many wonderful people that have all contributed to my positive experience.

**POST-SURVEY: If you are graduating in December 2018 or May 2019, please tell us what working for Recreation has meant to you.**

I have been working for Recreation for a long time and it has provided me with many friendships and helped build my communication and time management skills

Working for recreation has been one of the most fun and rewarding experiences in my college career. I've been able to connect with many students through intramurals and provided them with a positive recreational experience. As a supervisor, I was also able to build confidence and leadership skills through working with and supervising peers.

Recreation has given me opportunities to explore further training to give me more insight in my major and my job off campus.

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Recreation has shaped me as a student, person, coworker, and team member. I don't know where I would be without the guidance that the professional staff has given me.

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It has been one of the greatest opportunities I have received while in college

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Helped me develop customer service skills and team work

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It has meant me gaining many life long friends. It has meant me being comfortable speaking up and speaking my mind. It has made me a leader.

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I've learned how to effect my handle and address issues. I have learned a lot about the effectiveness of teamwork

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Experience

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Working in recreation has given me a community and a passion.

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I've loved working for Recreation. It really helped enhance all of my skills in every area. I love all the people I worked with in the office and outside of the office. It's one of the best work environments I've been in.

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Working for UWEC Recreation has given me the opportunity to learn and grow as a person, student, and future employee. I have been given the chance to learn new things and meet new people through working and that is something that I can take with me wherever life takes me.

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Working for Recreation has had an incredible impact on my time here. Between my coworkers, student participants, and other Rec staff, I have met some amazing people that have become my friends and great networks for the future. I am more confident in my leadership, conflict resolution, and interpersonal skills. Some of my favorite memories have come from working in the Rec Dept. and for that I am very thankful!

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I learned a lot about self management and how to work well with many different populations

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It has allowed me to build skills and resources that I can use out of college.

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It has given me a wonderful, positive community to be apart of.

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It has been an absolute pleasure! I have always wanted to work for UWEC Recreation since I was a Freshman and I never take this job for granted.

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It provided me a fun space to work and make great friends along with being able to work in sports. It built my confidence in my leadership skills and I am ready to apply them in my post grad opportunities.

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Working with Recreation has been working with a for family. I feel incredibly close with my coworkers and have formed some of my closest friendships with them.

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Working for recreation has been very rewarding. It has allowed me to stay connected with the campus, also other students and faculty. It reminds me to keep an active and healthy lifestyle as well.

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Working for recreation has meant everything to me, I made some of my closest friends through this program and I can't wait to continue these relationships I've formed throughout my life!

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It has meant working with an amazing group of people and getting to experience recreation in a different way

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getting to know recreation better, like utilizing recreation and understanding policies etc. how things work through recreation.

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I have LOVED being apart of this team. I always felt like I had a place on campus, even if I didn't feel it anywhere else. Brittany has been an amazing boss and has helped me grow my confidence in teaching group ex.

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Working for Recreation has strengthened my marketing knowledge and has given me opportunities to get real-world experience.

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An opportunity to discover and share my passion for fitness as well as improve my leadership skills in this industry.

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Provided me a flexible job during my time at school

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Great way to build relationships and work on being a part of a team and problem solving as a group

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Recreation has been an area of my educational career that has bolstered my skills in the classroom. Eau Claire is known for their above-average education program, but they should also be known for their highly-effective recreation program. People enjoy recreation at UWEC. People enjoy working in recreation at uwec. We build lasting friendships, gain real-world skills and expertise, and collaborate to ensure the highest of standards are met. I will be a better teacher because I worked in Uw-Eau Claire Recreation.

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