**Student Employee Learning Outcomes Pre + Post Survey | Fall 2019**

**92 student employees completed the Pre-Survey, 83 completed the Post-Survey**

### RESPECT FOR DIVERSITY
- **Students who work for Recreation interact with others in ways that demonstrate a respect for diversity.**
  - My employment fosters a community respectful of diversity.
  - Because of my employment, I can work effectively with individuals from a variety of backgrounds, experiences, and cultures.
  - I consistently work to be inclusive to all participants, co-workers, staff, and students.
  - **PRE-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 98.9%
  - **POST-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 100.0%
  - Growth/D Decline: 0.01
  - **POST SURVEY Average**: 100%

### PERSONAL WELLNESS
- **Students who work for Recreation balance work, school, and personal affairs while maintaining a healthy lifestyle.**
  - My employment and involvements help me manage my time effectively and maintain good grades.
  - I find time for myself outside of work and school to be active and well.
  - I maintain balance between personal and work obligations.
  - My employment with Recreation has contributed to the development of my social skills.
  - **PRE-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 95.7%
  - **POST-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 94.0%
  - Growth/D Decline: -0.02
  - **POST SURVEY Average**: 95%

### CRITICAL THINKING
- **Students who work for Recreation will solve problems, make difficult decisions, and think critically about issues that arise at work.**
  - Recreation supports a team environment where I can practice my skills and work with others to solve problems.
  - I have developed more confidence in my decision-making abilities through my employment with Recreation.
  - I have learned and practiced conflict resolution skills at work.
  - I have developed my verbal and written communication skills (speaking at meetings, leading trainings, email communication, customer service, reporting concerns, etc.).
  - **PRE-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 100.0%
  - **POST-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 97.6%
  - Growth/D Decline: -0.02
  - **POST SURVEY Average**: 96%

### 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.**
  - Recreation has supported or complimented my academic pursuits.
  - Skills I have developed while working for Recreation have helped me in my classes.
  - I have learned skills in my classes that I can use at my job with Recreation.
  - I will use the skills I have learned while working for Recreation in my chosen career.
  - **PRE-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 94.6%
  - **POST-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 90.4%
  - Growth/D Decline: -0.04
  - **POST SURVEY Average**: 90%

### LEADERSHIP
- **Students who work for Recreation demonstrate leadership skills.**
  - Recreation provides an open environment to collaborate and share ideas on facilities, programs, or projects.
  - Recreation helps me learn about and develop my own personal leadership style.
  - My employment provides opportunities to work as a team and with a team toward common goals.
  - I have been able to practice professionalism at work (customer service, confidence in speaking, providing accurate and efficient responses to questions, dress appropriate to the job, etc.).
  - 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).
  - **PRE-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 100.0%
  - **POST-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 98.0%
  - Growth/D Decline: -0.05
  - **POST SURVEY Average**: 98%

### 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.
  - Recreation provides a safe and welcoming environment for employees and participants.
  - Recreation provides opportunities for student employees to educate and support one another.
  - My employment has given me opportunities to develop connections and feel like I belong at UWEC.
  - Working for Recreation has strengthened my commitment to complete my degree at UWEC.
  - **PRE-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 98.9%
  - **POST-SURVEY** Strongly Agree, Agree, or Somewhat Agree: 100.0%
  - Growth/D Decline: 0.01
  - **POST SURVEY Average**: 96%
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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>96%</th>
<th>80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Sure</td>
<td>4%</td>
<td>3</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100%</td>
<td>83</td>
</tr>
</tbody>
</table>

96% 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?

<table>
<thead>
<tr>
<th>Yes, I achieved my goal</th>
<th>57%</th>
<th>17</th>
</tr>
</thead>
<tbody>
<tr>
<td>No, I did not achieve my goal</td>
<td>10%</td>
<td>8</td>
</tr>
<tr>
<td>My goal is still in progress and on track to be achieved by May</td>
<td>34%</td>
<td>28</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100%</td>
<td>83</td>
</tr>
</tbody>
</table>

90% of Recreation student employees who set a SMART Goal have achieved it or are on their way to achieve it.

POST-SURVEY: If you are graduating in December 2019 or May 2020, how many years will it have taken you to graduate?

<table>
<thead>
<tr>
<th>3.5 years</th>
<th>11%</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 years</td>
<td>60%</td>
<td>27</td>
</tr>
<tr>
<td>4.5 years</td>
<td>13%</td>
<td>6</td>
</tr>
<tr>
<td>5 years or more</td>
<td>16%</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100%</td>
<td>45</td>
</tr>
</tbody>
</table>

71% of Recreation student employees who graduate in December or May graduate within 4 years (Guidepost Goal is 50%)

POST-SURVEY: If you are graduating in December 2019 or May 2020, please tell us what working for Recreation has meant to you.

I think you may be referring to December of 2019, but recreation meant a positive and fun influence on my life during school. It provided a relief from stress and classes and gave me some life long friends. Recreation for me, has meant facing my fears of public speaking, stepping fully into a leadership role and being confident in the knowledge I am giving to other students. It has strengthened my sense of self-awareness and made me a more well-rounded individual.

A lot.

Fun extra cash

It’s a family and I have made tons of friends in my area of recreation as well as outside my area

Working in Recreation has allowed me to feel more involved on our campus and has given me many valuable relationships with students and faculty at UWEC.

Recreation has introduced me to well-rounded, diverse group of individuals that have taught me the importance of time-management and taking time for myself. After graduation, I hope to continue teaching and reaching out to the community because I didn’t know how much I enjoyed group exercise and meeting new people till I became an instructor.

Recreation has been an integral part of my college career. I have developed skills that are transferrable outside the studio!

Working for Recreation has been a great experience for me! Recreation provided me with many learning opportunities, I have gained knowledge and skills that will help me in my future career. I am thankful I had the opportunity to work and connect with all the wonderful staff!!

Recreation has shown me that I want to pursue a career in Campus Recreation.

It has opened a door to an outdoor world of fun and adventure and I’ve met a lot of great people through it.

Gained Experience

Just a job

Fun extra cash

It’s a family and I have made tons of friends in my area of recreation as well as outside my area

Working in Recreation has allowed me to feel more involved on our campus and has given me many valuable relationships with students and faculty at UWEC.

Recreation has introduced me to well-rounded, diverse group of individuals that have taught me the importance of time-management and taking time for myself. After graduation, I hope to continue teaching and reaching out to the community because I didn’t know how much I enjoyed group exercise and meeting new people till I became an instructor.

Recreation has been an integral part of my college career. I have developed skills that are transferrable outside the studio!

Working for Recreation has been a great experience for me! Recreation provided me with many learning opportunities, I have gained knowledge and skills that will help me in my future career. I am thankful I had the opportunity to work and connect with all the wonderful staff!!

Recreation has shown me that I want to pursue a career in Campus Recreation.

It has meant being a leader in something I am personally passionate about and helping other people to become involved in and set their own personal fitness goals.

Working as a group exercise instructor for the past year has been more than rewarding. I love feeling as though I am leaving a lasting mark on my peers by helping them achieve their wellness goals!
<table>
<thead>
<tr>
<th><strong>POST-SURVEY:</strong> Please provide any additional comments about your experience working for Recreation and Sport Operations:</th>
</tr>
</thead>
<tbody>
<tr>
<td>All positives.</td>
</tr>
<tr>
<td>Brittany Wold is the best</td>
</tr>
<tr>
<td>I genuinely enjoy working with my supervisors and co-workers. It has been a good leadership experience and I look forward to continuing my employment within recreation.</td>
</tr>
<tr>
<td>I really enjoy the environment and goals of the Recreation and Sport operations environment and the skills and leadership development I have been able to gain throughout this position.</td>
</tr>
<tr>
<td>I love the environment. Everyone is willing to help another out with taking shifts and supporting one another.</td>
</tr>
<tr>
<td>I love the recreation and sports culture! We truly have worthwhile trainings that develop us into young empowering leaders.</td>
</tr>
<tr>
<td>Recreation has been one of the most constant parts of my college experience.</td>
</tr>
<tr>
<td>It is a great way to meet many different people and grow my communication skills. It has increased my professionalism and dedication to UWEC.</td>
</tr>
<tr>
<td>I will be graduating in May of 2021.</td>
</tr>
<tr>
<td>free crest membership for instructors would be nice!</td>
</tr>
<tr>
<td>Working in Recreation has been a great addition to my time here at UW- Eau Claire</td>
</tr>
<tr>
<td>Through working for Recreation and Sport Operations, I have been able to build my confidence in public speaking and finding ways to make things clearer for my participants.</td>
</tr>
<tr>
<td>One of the best parts of my college experience hands down!!</td>
</tr>
</tbody>
</table>