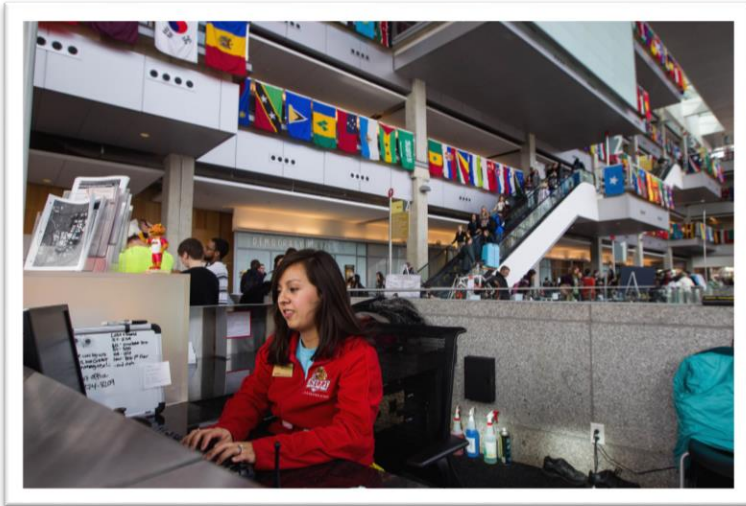


2018 Student Employee Survey Results



This research brief displays the results of the Spring 2018 administration of the Student Employee Survey. This survey was distributed to all students who were employed in a student hourly, student contract, or work study position between August 21, 2017 and March 16, 2018. Of the 2,173 students who were employed in one of those positions during this period, 573 responded to the survey for a response rate of 26%.

Some of the highlights include:

- Nine out of ten respondents strongly agreed or agreed that their on-campus job helped them develop skills or learn new skills. Female respondents were significantly more likely to strongly agree or agree that their on-campus job helped them develop skills or learn new skills than male respondents.
- Asian American students were significantly more likely than students of other ethnicities to indicate that their on-campus job was directly related to their major and/or career interests.
- Students who earned \$15.00 an hour or more were slightly more likely to strongly disagree or disagree that being a student employee at IUPUI has positively impacted their overall college experience.

Full results from the survey are described in detail below.

Demographic and Academic Characteristics of Respondents

Respondents were significantly more likely to be female (Table 1). Respondents were also slightly more likely to be a senior and were also more likely to be enrolled in 15 credit hours or more (Table 1). However, respondents were generally similar to all student employees in terms of their employment type and pay rate.

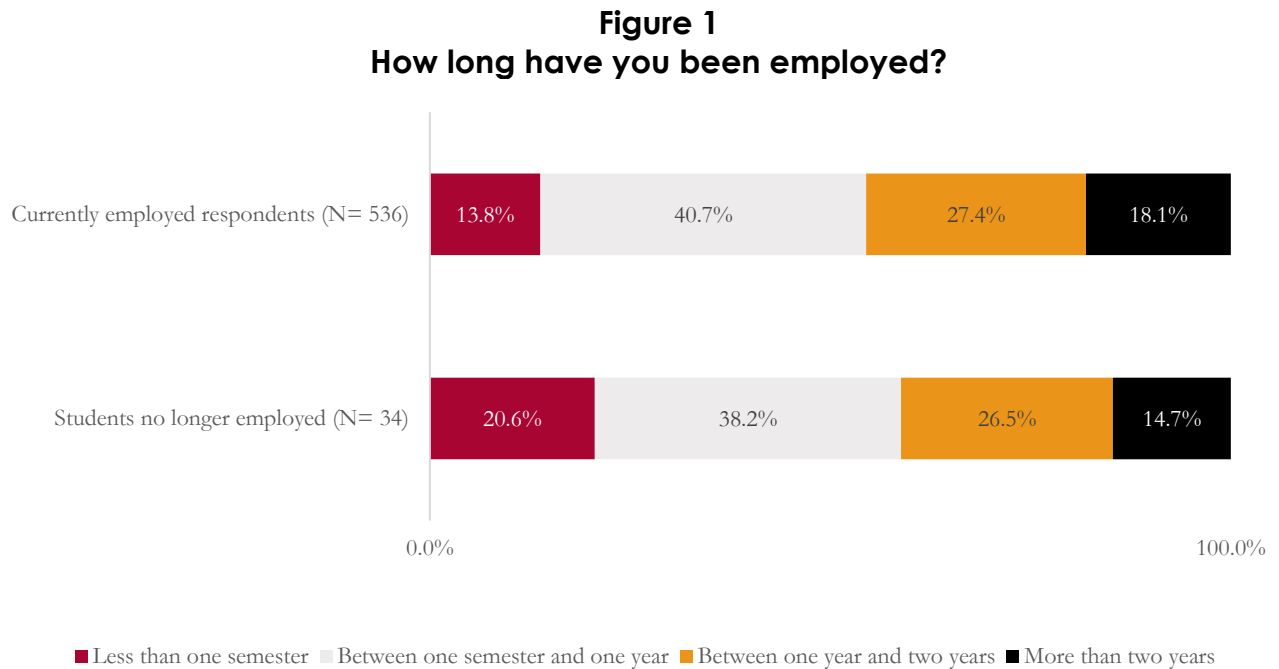
Table 1
Demographic and Academic Characteristics of Respondents and Full Sample

	All Student Employees ^a	Respondents
Gender*		
Female	61.6%	68.9%
Male	38.4%	31.1%
Race/Ethnicity		
Native American/Alaska Native	<0.1%	0.0%
African American	10.9%	9.4%
Asian American	8.3%	7.5%
Latinx	3.7%	3.0%
Native Hawaiian/Pacific Islander	0.1%	0.2%
Two or more races	10.9%	10.5%
White	65.8%	69.3%
Unknown	0.2%	0.2%
Employee Type		
Student Hourly	86.5%	86.6%
Student Contract	7.5%	5.9%
Work Study	6.1%	7.5%
Pay Rate		
Less than \$10.15/hour	2.9%	3.7%
\$10.15/hour	47.3%	45.6%
\$10.16 - \$10.99/hour	17.7%	19.2%
\$11.00 - \$11.99/hour	14.4%	14.1%
\$12.00 - \$14.99	11.6%	12.0%
\$15.00/hour	6.2%	5.4%
Class Level*		
Freshman	11.6%	10.8%
Sophomore	21.6%	25.5%
Junior	25.4%	28.8%
Senior	40.2%	34.4%
Non-degree	1.1%	0.5%
Full-Time Student*	73.1%	77.1%
Enrolled in 15 credit hours or more	47.6%	55.7%

* Chi-square test revealed statically significant differences between all student employees and respondents at a ≤ 0.05 .

Survey Results

The vast majority (94%) of respondents were still employed in a student employment position at the time of the survey (Figure 1). Of those that were still employed, 41% had been employed between one semester and one year. About 27% had been employed between one and two years, and 18% had been employed for more than 2 years.



About 89% of respondents strongly agreed or agreed that being a student employee at IUPUI has positively impacted their overall college experience. Nine out of ten respondents indicated that their on-campus job helped them learn new skills. About 53% strongly agreed or agreed that being able to work on campus influenced their decision to enroll at IUPUI.

Table 2
Outcomes and gains from on-campus employment

To what extent do you agree with the following statements:	N	Mean	S.D.	Percentages				
				Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Being a student employee at IUPUI has positively impacted my overall college experience.	554	4.36	0.80	1.3%	1.4%	8.7%	37.0%	51.6%
Being able to work on campus while attending IUPUI influenced my decision to stay enrolled at IUPUI.	554	3.56	1.29	4.9%	14.3%	28.0%	26.2%	26.7%
My on-campus job is directly related to my major and/or career interests	553	3.68	1.29	6.3%	17.7%	13.6%	26.6%	35.8%
My on-campus job has helped me understand workplace expectations and professionalism	554	4.08	0.94	2.5%	4.2%	12.5%	44.6%	36.3%
My on-campus job has helped me develop skills and/or learn new skills	553	4.36	0.83	1.6%	2.5%	5.8%	38.3%	51.7%
My job has helped me plan and prepare for my future career.	553	3.88	1.08	3.1%	8.7%	20.6%	32.7%	34.9%

Note: 1="Strongly Disagree", 2="Disagree", 3="Neutral", 4="Agree", 5="Strongly Agree"

Differences by Gender and Race/Ethnicity

Female respondents were significantly more likely to strongly agree or agree that their on-campus job helped them understand workplace expectations or that their on-campus job helped them develop or learn new skills compared to male respondents (Table 4). Asian American students were significantly more likely than students of other ethnicities to strongly agree or agree that their on-campus job was related to their major and/or career interests (Table 5).

Table 4
Outcomes and gains from on-campus employment by gender

To what extent do you agree with the following statements:	N	Mean	S.D.	Percentages				
				Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My on-campus job has helped me understand workplace expectations and professionalism*								
Female	382	4.16	0.90	1.8%	4.5%	9.2%	45.0%	39.5%
Male	172	3.90	1.00	4.1%	3.5%	19.8%	43.6%	29.1%
My on-campus job has helped me develop skills and/or learn new skills *								
Female	381	4.44	0.77	0.5%	3.2%	4.5%	36.0%	55.9%
Male	172	4.19	0.94	4.1%	1.2%	8.7%	43.6%	42.4%

Note: 1="Strongly Disagree", 2="Disagree", 3="Neutral", 4="Agree", 5="Strongly Agree"

* Chi-square test revealed statically significant differences in response tendencies by gender at a ≤ 0.05 .

Table 5
Outcomes and gains from on-campus employment by race/ethnicity

To what extent do you agree with the following statements:	N	Mean	S.D.	Percentages				
				Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My on-campus job is directly related to my major and/or career interests*								
Native American/Alaska Native	0	--	--	0.0%	0.0%	0.0%	0.0%	0.0%
Asian American	42	4.02	1.24	4.8%	9.5%	16.7%	16.7%	52.4%
African American	50	3.00	1.36	18.0%	20.0%	22.0%	24.0%	16.0%
Latinx	17	3.00	1.54	23.5%	17.7%	17.7%	17.7%	23.5%
Native Hawaiian/Pacific Islander	1	4.00	--	0.0%	0.0%	0.0%	100.0%	0.0%
Two or more races	57	3.63	1.23	3.5%	21.1%	15.8%	28.1%	31.6%
White	385	3.77	1.26	4.7%	17.9%	11.4%	28.1%	37.9%
Unknown	1	3.00	--	0.0%	0.0%	100.0%	0.0%	0.0%

Note: 1="Strongly Disagree", 2="Disagree", 3="Neutral", 4="Agree", 5="Strongly Agree"

* Chi-square test revealed statically significant differences in response tendencies by pay rate at a ≤ 0.05 .

Differences by Pay Rate

Table 6 below displays differences in response patterns by pay rate. Students who earned \$15.00 an hour or more were slightly more likely to strongly disagree or disagree that being a student employee at IUPUI has positively impacted their overall college experience. In general, students who had higher pay rates were also more likely to strongly agree or agree that their on-campus job is directly related to their major or career interests.

Table 6
Outcomes and gains from on-campus employment by pay rate group

To what extent do you agree with the following statements:	N	Mean	S.D.	Percentages					
				Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Being a student employee at IUPUI has positively impacted my overall college experience.*									
Less than \$10.15/hour	18	4.33	0.49	0.0%	0.0%	0.0%	66.6%	33.3%	
\$10.15/hour	256	4.31	0.78	1.2%	1.6%	8.2%	43.0%	46.1%	
\$10.16 - \$10.99/hour	106	4.47	0.69	0.0%	0.9%	8.5%	33.0%	57.6%	
\$11.00 - \$11.99/hour	78	4.38	0.84	1.3%	1.3%	11.5%	29.5%	56.4%	
\$12.00 - \$14.99	65	4.46	0.77	0.0%	1.5%	12.3%	24.6%	61.5%	
\$15.00/hour	31	4.16	1.27	9.7%	3.2%	3.2%	29.0%	54.8%	
Being able to work on campus while attending IUPUI influenced my decision to stay enrolled at IUPUI.*									
Less than \$10.15/hour	18	3.56	0.86	0.0%	11.1%	33.3%	44.4%	11.1%	
\$10.15/hour	256	3.38	1.14	5.1%	19.1%	27.7%	28.9%	19.1%	
\$10.16 - \$10.99/hour	106	3.77	1.17	2.8%	13.2%	25.5%	20.8%	37.7%	
\$11.00 - \$11.99/hour	78	3.64	1.14	3.9%	12.8%	26.9%	28.2%	28.2%	
\$12.00 - \$14.99	65	3.66	1.23	7.7%	4.6%	36.9%	15.4%	35.4%	
\$15.00/hour	31	3.84	1.27	9.7%	3.2%	19.4%	29.0%	38.7%	
My on-campus job is directly related to my major and/or career interests*									
Less than \$10.15/hour	18	3.39	1.09	5.6%	11.1%	38.9%	27.8%	16.7%	
\$10.15/hour	255	3.58	1.28	5.9%	20.4%	14.1%	28.6%	31.0%	
\$10.16 - \$10.99/hour	106	3.52	1.38	8.5%	21.7%	14.2%	20.8%	34.9%	
\$11.00 - \$11.99/hour	78	3.77	1.35	7.7%	15.4%	11.5%	23.1%	42.3%	
\$12.00 - \$14.99	65	4.14	1.09	1.5%	10.8%	10.8%	26.2%	50.8%	
\$15.00/hour	31	3.97	1.28	9.7%	6.5%	3.2%	38.7%	41.9%	

Note: 1="Strongly Disagree", 2="Disagree", 3="Neutral", 4="Agree", 5="Strongly Agree"

* Chi-square test revealed statically significant differences in response tendencies by pay rate at a ≤ 0.05 .