



Student Employee Quality of Work Life Summary Report

Division of Student Affairs (and Partners)
Spring 2023



Colorado State University

The Division of Student Affairs has conducted the Student Employee Quality of Work Life Survey five times in the past 14 years – 2009, 2011, 2015, 2019, and 2023. The Student Employee Quality of Work Life Survey instrument was updated in Spring 2023 in collaboration with the campus partners listed below to streamline the length of the survey, update the ways in which we pull HR data to request feedback from all student employees, and request demographic information from respondents in alignment with best practices from the Office for Inclusive Excellence:

- Brayden Antonio, Student Employee Development Coordinator in the Career Center, Division of Student Affairs
- Dr. Nozipho Becker, Qualitative and Survey Research Analyst, Office for Inclusive Excellence
- Dr. Erin Patchett, Director of Administration & Assessment in Campus Recreation, Division of Student Affairs
- Lee Tyson, Senior Research Analyst, Institutional Research, Planning & Effectiveness
- Kacee Collard Jarnot, Director of Assessment, Division of Student Affairs

The 2023 survey is the first to use the outline provided below. Previous survey instruments and comparisons can be found on the Division of Student Affairs Assessment website.

The 2023 Student Employee Quality of Work Life Survey was administered to all student employees (N=2,523) in the Division of Student Affairs, the Office for Inclusive Excellence, and select units within the Office of the Provost and Executive Vice President at Colorado State University in late April through early May 2023. The survey was administered online via Qualtrics, using logic to ensure students who hold multiple on-campus jobs were only asked to complete the survey once for the office in which they worked the greatest number of hours. A total of 295 student employees responded to the survey by the deadline, for an overall response rate of 11.7 percent.

The survey consists of approximately 65 Likert-style statements about each student employee’s work experience in their department regarding:

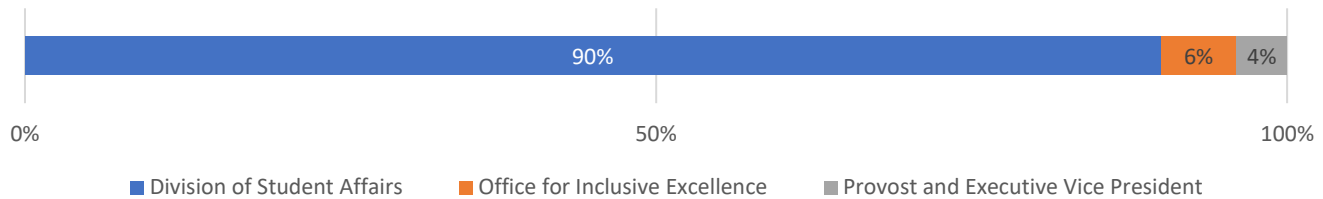
Career and Personal Development	Staff Training and Development	Supervisor, Team, and Department Development
<ul style="list-style-type: none"> • School and Work Balance • Empowerment • Personal Impact 	<ul style="list-style-type: none"> • Community and Collaboration • Respect and Fairness • Training and Career Development Opportunities 	<ul style="list-style-type: none"> • Communication and Feedback • Supervisor Responsibility/Accountability • Work Environment • Quality of Work Produced and Productivity • Rewards, Recognition, Promotion, and Compensation

Students had the option to respond to each statement within the survey and, at the end of each section, an opportunity to make comments and share why they rated a statement the way they did on the Likert Scale. Please note: all previous versions of this survey used the same instrument and therefore provided a year-over-year comparison. Where possible, the 2023 summary results include comparison to the 2019 survey, but all conclusions drawn from this comparison should be viewed with caution, as the Likert Scale changed as follows between the two surveys:

2009, 2011, 2015, and 2019	2023
1=Strongly Disagree	1=Strongly Disagree
2=Disagree	2=Disagree
3=Neutral	3=Agree
4=Agree	4=Strongly Agree
5=Strongly Agree	5=N/A
6=N/A	

Staff member responses are completely confidential. All results appear as the percentages of students who responded either “Strongly Agree” or “Agree” using the updated Likert Scale as a guide. Open-ended comments are shared in bulk with individual offices/units for follow up.

In terms of overall results, the percent of respondents per division is as follows:



The average hourly wage of respondents is \$15.08. Most respondents opted to complete the optional context and demographic information section of the survey, with the majority of respondents indicating:

- Their on-campus employment **is** essential for them to pay for rent, food, bills, etc. while completing their degree at CSU (81%)
- They are **not** work-study students (78%)
- They do **not** have dependents (someone who depends on them for care and financial support, e.g., a child or family member who cannot work) (97%)
- They **are** undergraduate students (89%)
- They are **not** first-generation college students (71%)
- They identify as a **woman** (64%)
- They identify as **white** (60%)
- They do **not** have a disability (78%)
- They do **not** identify in the LGBTQIA+ community (62%)
- They **are** U.S. citizens (92%)

Student employees agreed or strongly agreed with the following statements at the highest percentage:

- I am proud of the quality of my work (97%)
- I seek ways to continually improve learning and my work (96%)
- I take initiative to support the team, rather than waiting to be told what to do (95%)

Student employees agreed or strongly agreed with the following statements at the lowest percentage:

- My work relates to my long-term career plans (44%)
- My income is enough to meet my financial needs e.g. monthly expenses, rent, bills, etc. (46%)
- My supervisor has provided me with a formal performance evaluation within the past year (62%)

Additional results can be found in the associated excel file. For more information about the Student Employee Quality of Work Life Survey please contact Kacee Collard Jarnot at kacee.jarnot@colostate.edu.