

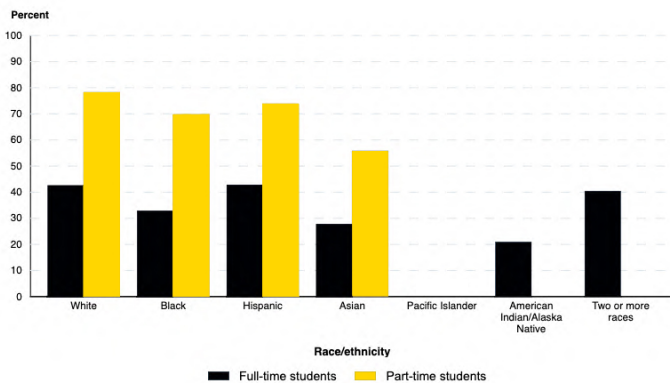
STUDENT EMPLOYMENT AT THE UNIVERSITY OF IOWA

Undergraduate student employment is linked to direct benefits for both the university and students. Student employees are more engaged on campus, develop various transferrable skills such as time management and problem solving, and experience positive outcomes including higher retention and four-year graduation rates.

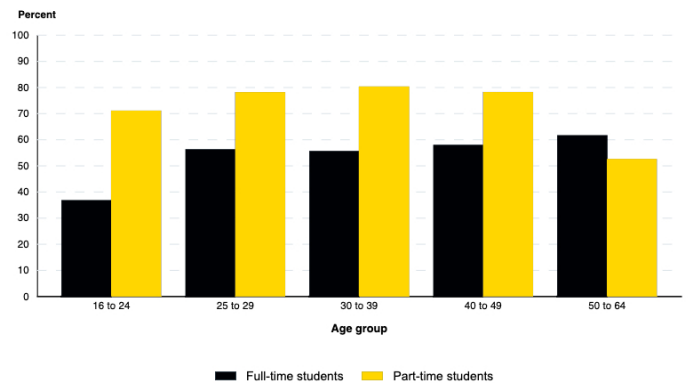
Benefits of Student Employment ¹	
Positive Campus Experience	Positive Student Outcomes
Transferrable skills	Higher year over year retention rates
Stronger campus engagement	Higher four- and six-year graduation rates
Networking	No negative effect on G.P.A.
Social development	
Greater awareness of campus resources	

Nationwide Undergraduate Student Employment Trends

Data collected by the National Center for Education Statistics found that 15 percent of full-time undergraduate students worked an average of 20 to 34 hours per week, and 40 percent of part-time students worked an average of greater than 35 hours per week.



Percentage of undergraduate students who were employed, by race/ethnicity and attendance status in 2020²



Percentage of undergraduate students who were employed, by age group and attendance status in 2020²

¹ Office of Student Financial Aid ² National Center for Education Statistics

STUDENT EMPLOYMENT AT THE UNIVERSITY OF IOWA

The University of Iowa

Sixty percent of UI students work on campus while attending college, working an average of eleven hours per week. On an annual basis, over 8,000 students are employed through on campus part-time hourly positions earning over \$25 million. Nearly 1,100 students are employed annually through the Work-Study Program, earning over \$2 million.³ In 2024, the fall-to-fall retention of students who worked during their first academic year was 3.3% greater than their peers who did not work. First-year student workers also earned a higher GPA compared to their peers who did not work.

Types of Student Employees⁴

Part Time	Work Study
7,000/year	1,000/year
Employer pays 100%	Employer pays 50%; Work-study pays 50%
Jobs 1-20 hours/week	Jobs 1-20 hours/week
Average wage: \$13.39	Average wage: \$13.39

The Division of Student Life

The Division of Student Life's mission is to foster student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom. The division employs approximately 2,000 hourly students, and it is our goal to make student employment a high-impact activity that allows students to reflect on and integrate their learning through Iowa GROW®.

Iowa GROW® (Guided Reflection on Work), an initiative created within the Division of Student Life, uses brief, structured conversations between student employees and their supervisors to help make the learning that is occurring through student employment more visible to the student.

Iowa GROW® participants were more likely than non-participants to report that campus employment helped them build key competencies such as conflict negotiation, time management, the ability to work effectively across difference, and communication skills.

³ University of Iowa Office of Student Financial Aid;

⁴ UI Student Employment, Josh Frahm

WHAT DO STUDENTS SAY?



Alyssa Nahnsen,
Recreational Services

“My job has allowed me to enhance my communication and leadership skills. Working at the climbing wall is a team effort in order to ensure the safety of our patrons. I have the opportunity to teach climbing skills to our patrons as well as bring new members into the climbing community. I think the most helpful skill I’ve learned in my job is the ability to communicate and connect with people of all different backgrounds, experiences, and skill levels. This will definitely follow me for the rest of my life!”



Olu Osayemi,
Student Health and Student Wellness

“Working at Student Health & Wellness has provided me with opportunities to connect the information I am learning in class to work settings, such as performing fitness tests. It has helped me learn more about different career options and graduate programs available at the university. It has also provided me with opportunities to work with amazingly talented individuals who truly care about students, and are always striving to positively influence students’ health.”