

MORE THAN A CAMPUS JOB: STUDENT EMPLOYMENT BUILDS CAREER-READY HAWKEYES

The Division of Student Life's 2026 Student Employee Survey highlights the important role campus employment can play in preparing students for success after graduation. Responses from 475 student employees show that campus jobs can provide much more than a paycheck. They offer opportunities to build professional skills, develop confidence, and gain experiences that translate directly to future careers.

One student described the impact this way: *"One key skill I have developed is time management. Balancing my work responsibilities with coursework has taught me how to prioritize tasks, meet deadlines, and stay organized. This has directly contributed to my academic success."*

Survey results suggest that student employment helps students develop many of the skills employers seek. Ninety-four percent of respondents reported that their jobs improved their verbal communication skills, 91% reported gains in critical thinking and problem solving, and 76% said their position helped prepare them for full-time employment.

The survey also highlights the value of intentional reflection through Iowa GROW® conversations. Students who participated in these conversations reported particularly strong outcomes across the skills measured in the survey. By encouraging students to connect their work experiences to their academic, personal, and career goals, Iowa GROW® helps students recognize and articulate what they are learning through employment.

Beyond skill development, student employment helps students build meaningful relationships and strengthen their connection to the university. When asked how their job positively influenced their experience at Iowa, 62% of respondents identified relationships with coworkers, supervisors, and fellow students as the most meaningful benefit.

The findings also demonstrate the important role supervisors play in creating supportive learning environments. Ninety-seven percent of respondents agreed that their supervisors understand the importance of academic obligations and work with their schedules, while 90% reported feeling valued by their supervisor. Nearly nine out of ten students agreed that their supervisors provide the training and resources needed to succeed in their roles. Together, these findings show that flexibility, support, and mentorship are central components of a positive student employment experience.

The results reinforce that student employment is more than a source of income or a campus staffing model. When meaningful work is paired with supportive supervision and intentional reflection, a campus job becomes a powerful student success experience. Through these experiences, Division of Student Life departments continue to help students graduate with the skills, confidence, and experiences needed to thrive in their careers and communities.

Please see the [2026 Student Employee Survey Report](#) for additional findings and analysis.
