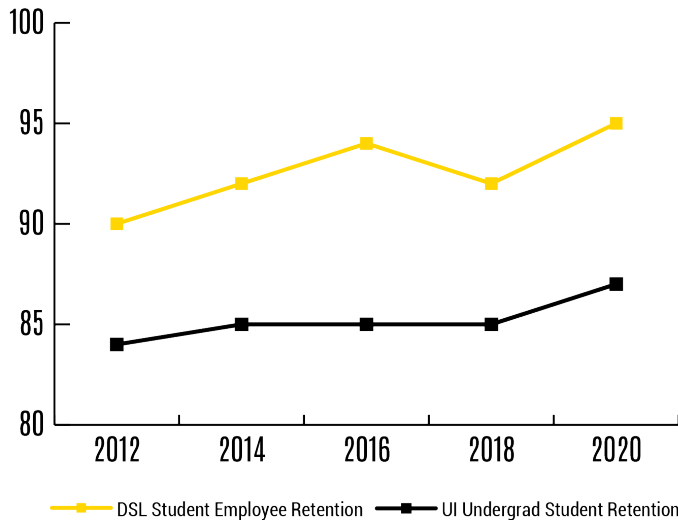


STUDENT EMPLOYMENT = STUDENT SUCCESS

The Division of Student Life employs over 2000 students every year. Students who work on campus are more likely to stay at the University of Iowa. The effect is even more powerful for students with underrepresented identities.

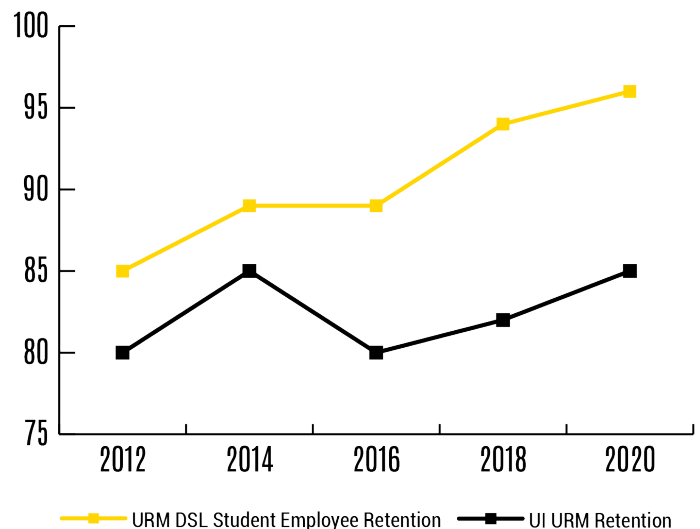
CAMPUS JOBS ARE A RETENTION TOOL



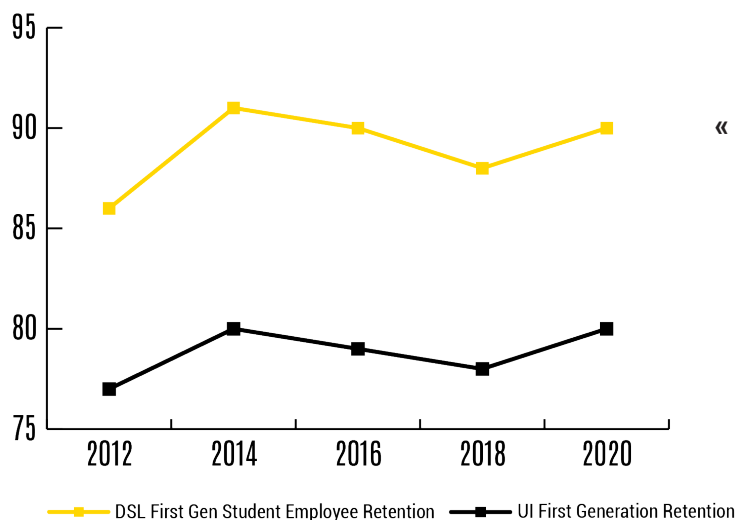
« Students who work in Student Life are retained from first to second year at an average of 93% since 2012 versus 86% for the all-student average retention rate.

Underrepresented racial/ethnic minority (URM) » students are even more positively affected by campus employment. URM student students who worked in the Division of Student Life were retained at an average of 7 percentage points higher than the average retention rate for URM undergraduate students.

CAMPUS JOBS ARE AN EQUITY TOOL



CAMPUS JOBS ARE A MOBILITY TOOL



« About one in five Hawkeyes are the first in their families to attend college. First generation students who work in Student Life are more likely to be retained compared to first generation students who do not work. First gen students who work in Student Life are also more likely to be retained compared to those that work elsewhere on campus.

STUDENT EMPLOYMENT AS A HIGH-IMPACT ACTIVITY

Iowa GROW® (Guided Reflection on Work) conversations between students and supervisors ensure that the positive experience of working in the Division of Student Life is also a deep learning experience, providing students with the leadership skills employers and graduate programs are seeking.

The Division of Student Life Student Employee Survey was conducted spring 2022. The survey link was sent to 1557 students and 486 responses were received (31.2% response rate)

Outcome (*=z-test for difference in proportions, significant difference for GROW vs. non-GROW, p<.01)	% agree/strongly agree		Mean	
	IOWA GROW® ¹ (N=304)	Non-GROW (N=182)	IOWA GROW®	Non-GROW
My job has helped me improve my verbal communication skills.*	92%	82%	4.42	4.06
My job has helped me develop more effective time management skills. *	90%	82%	4.33	3.98
Because of my job, I am able to work effectively with individuals with a variety of backgrounds, experiences, and cultures.	89%	85%	4.39	4.16
My job has helped me use critical thinking skills to form opinions and solve problems.*	87%	68%	4.23	3.74
My job has helped me develop conflict negotiation skills.*	86%	55%	4.21	3.55
My supervisor helps me make connections between my work and my life as a student.*	76%	41%	4.07	3.13
My job has helped prepare me for the world of full-time employment.*	70%	48%	3.86	3.35
I can see connections between my job and my academic major/coursework.*	62%	34%	3.70	2.90
My job has helped me learn more about career options.*	56%	32%	3.60	2.80
My job has helped me improve my writing skills.*	36%	17%	3.20	2.62

¹ Iowa GROW® participation was determined by student responses to the following question: "How often during the spring semester have you had conversations with your supervisor about connections between your job and your academics/coursework?" Students responding "Never" were coded as "Non-GROW".