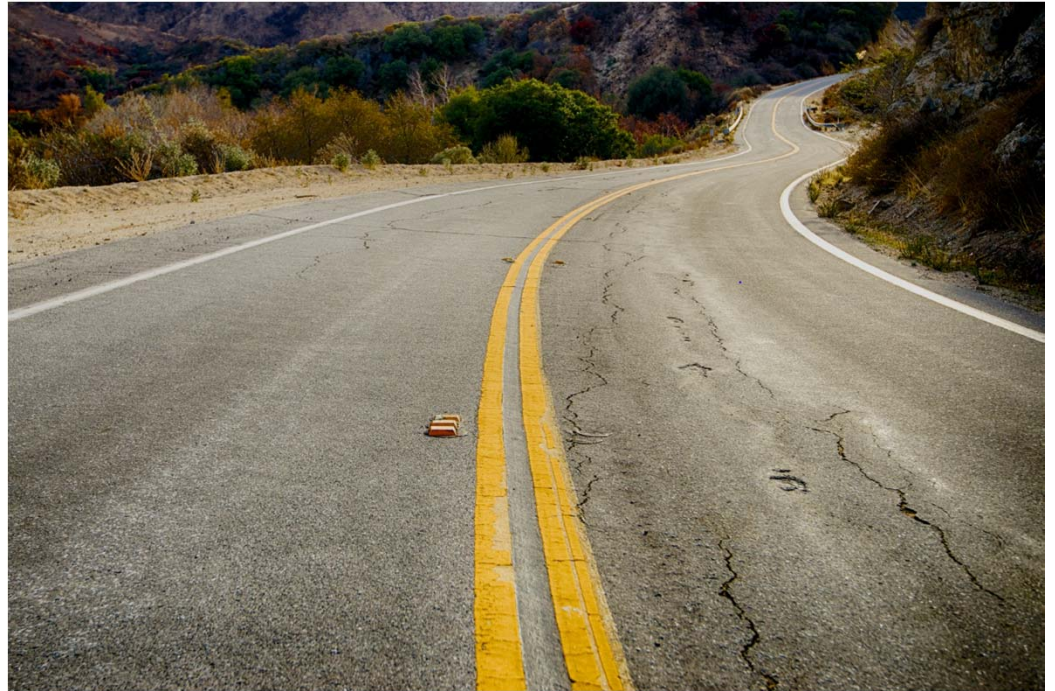


Exploring On-Campus Student Employment and Student Success

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Presentation Outline

- Background
- Student Employment Snapshot
- Why Do Students Work
- Methodology
- Study Results
- Implications and Discussions



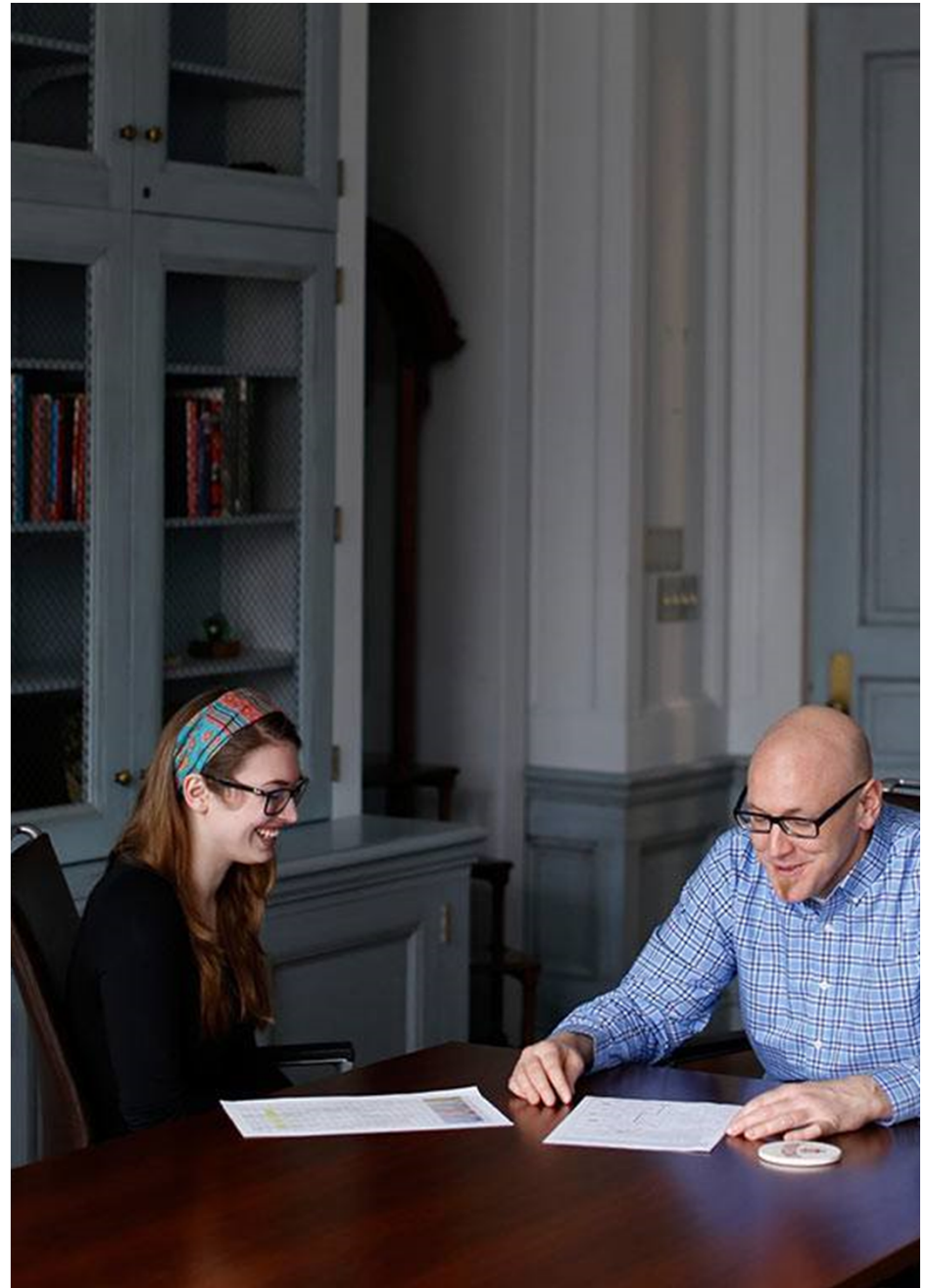
Background

- *Joo and Torres*
Suggested a potential negative impact on degree completion and student success.
- *Dywer, Letkiewica, St. John, and Tinto*
Student employment could have a positive impact on student retention and persistence.
- *Graunke, 2013*
Continuing Student Survey - students working on campus were more likely to agree or strongly agree that their employer was very supportive of their college studies, their current job was closely related to their career goals, or their job helped them stay focused academically.



Astin (1984)

- Working many hours off-campus had a negative impact on undergraduate persistence.
- But working a moderate number of hours (<15 hours) on-campus increased one's likelihood of being retained.
- Moderate levels of on-campus employment and employment opportunities that supplement students' personal goals on student learning, developmental outcomes, and persistence.





WHY DO STUDENTS WORK?

Why Do Students Work?

- Fund education and cost of living
- Expand professional experiences
- Research potential career fields
- Develop valuable networks
- Gain and enhance transferable skills to market to future employers
- At IUPUI, the Office of Student Employment works with students to help students with interview preparation, job search strategies and work-study award processing.
- At Rose-Hulman, the Office of Human Resources together with the Financial Aid Office offer similar support services to our students.



Methodology

IUPUI: examined undergraduate students who were enrolled who held any type of student hourly or contract positions on campus during the 2015-16 academic year.

Rose-Hulman: examined only bachelor's degree-seeking students and their corresponding employment status.

Student characteristics and work arrangements were identified to provide context for the study.

Outcome Measures: retention and persistence rates among student employees and non-employees were derived to explore any association between student success and on-campus employment.

Findings at IUPUI



Fall, 2015 (n= 20,361)

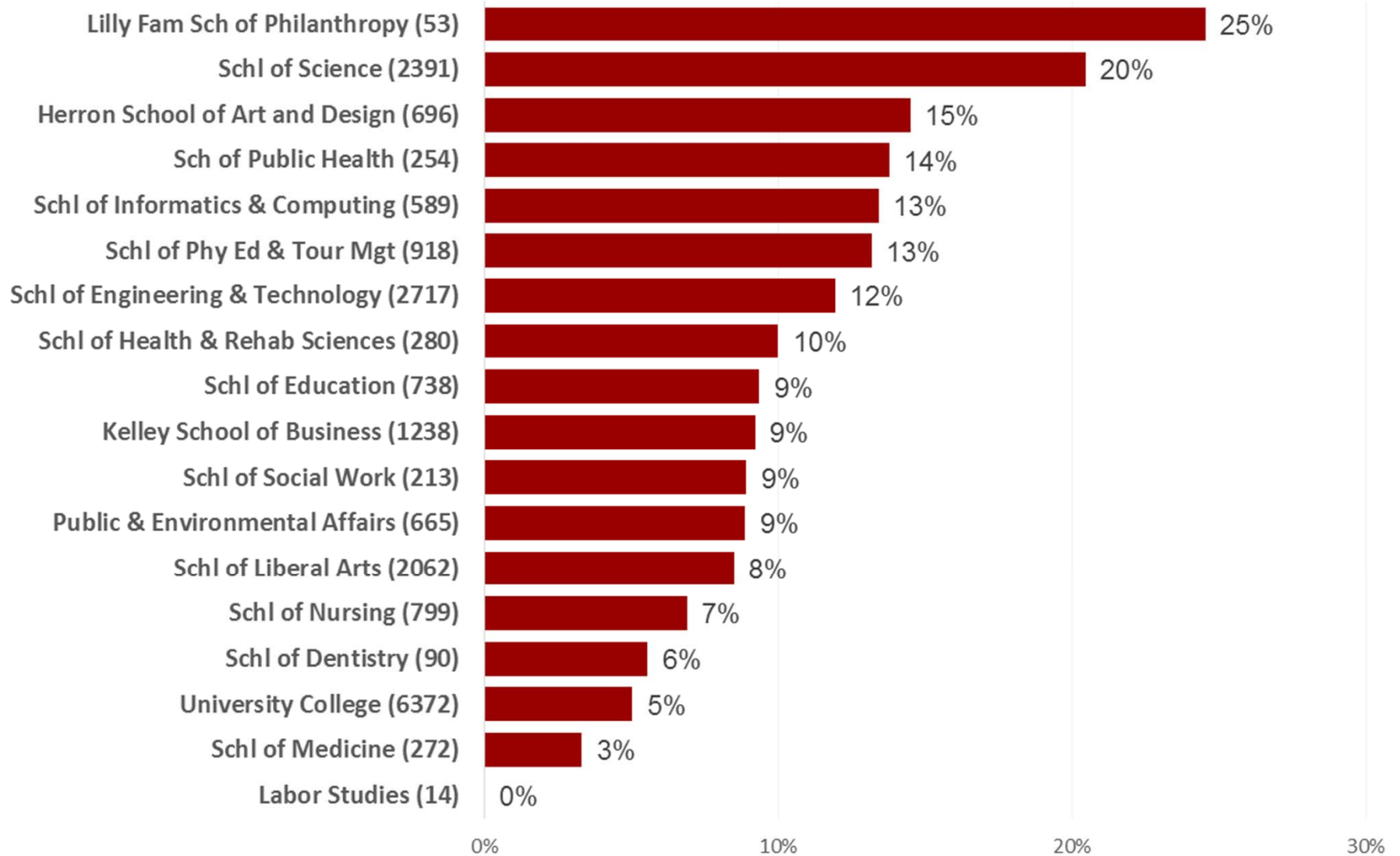
	Employed on Campus	Grand Total
Bachelor's Degree Seeking	1,968 10.3%	19,195 100.0%
Not Bachelor's Degree Seeking	47 4.0%	1,166 100.0%
Grand Total	2,015 9.9%	20,361 100.0%

- 2,015 (9.9 percent) of Fall, 2015 enrollees were employed in an on-campus student hourly or contract position during the 2015-16 fiscal year.
- Types of on-campus employment includes resident hall managers, research assistants, orientation leaders, work study and others.

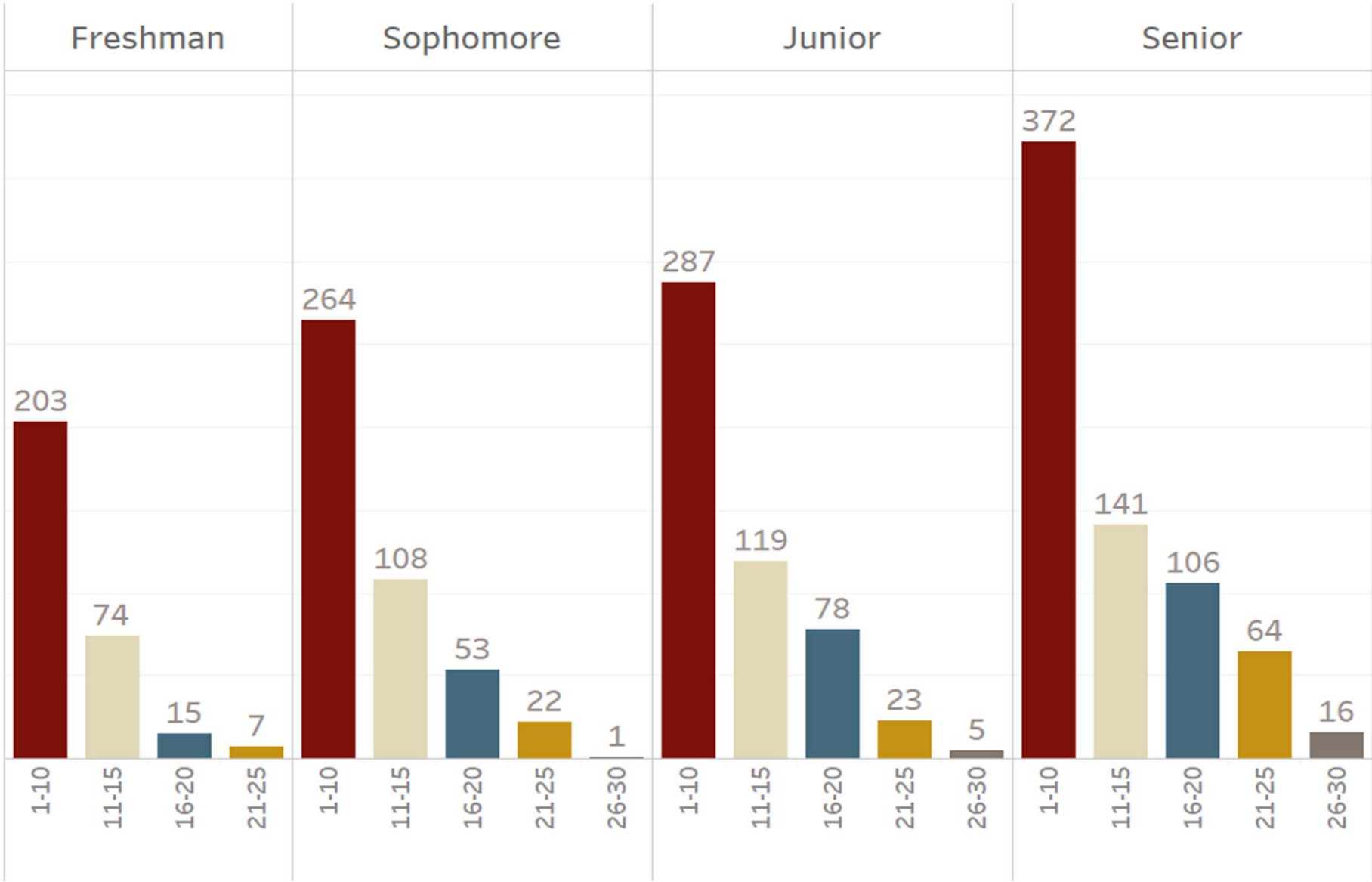


% Student Employees by School of Major

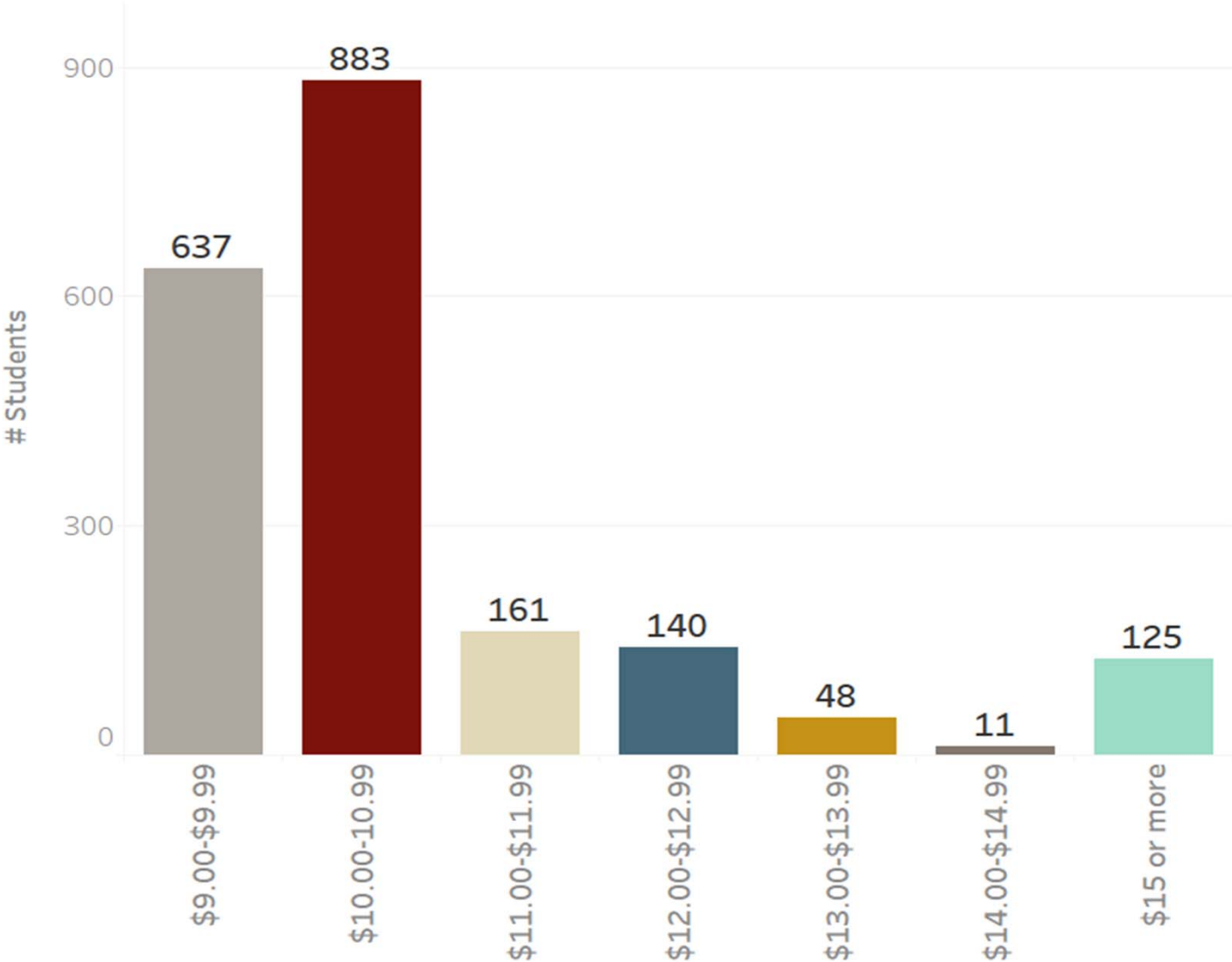
Total # Students Enrolled in Fall, 2015 in Brackets



Average Hours Worked per Week by Class Level



Average Pay per Hour



One-Year Retention

Fall, 2015 First-Time, Full-and Part-time Students

	Retained at any IUPUI Campus	Retained at any IU Campus	All IUPUI First-time, Full & Part-time Beginners
Employed on Campus	224 81.16%	234 84.78%	276 100.00%
Not Employed on Campus	2,196 68.03%	2,366 73.30%	3,228 100.00%
Grand Total	2,420 69.06%	2,600 74.20%	3,504 100.00%

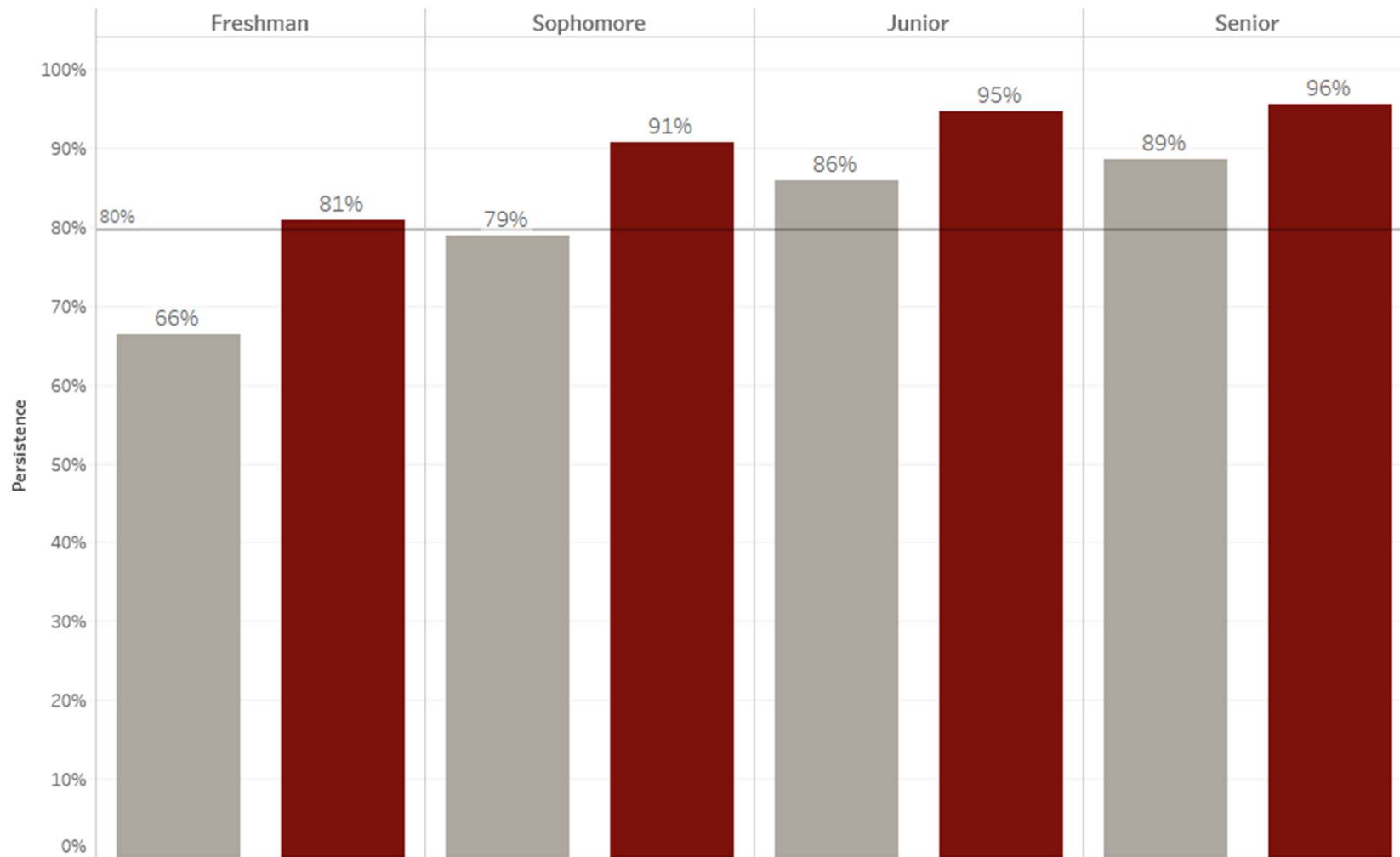


One-Year Persistence All Fall, 2015 Enrollees

	Retained at any IUPUI Campus	Retained at any IU campus	All Fall, 2015 Enrollees
Employed on Campus	1,810 91.97%	1,834 93.19%	1,968 100.00%
Not Employed on Campus	13,751 80.24%	14,100 82.27%	17,138 100.00%
Total	15,627 81.41%	16,001 83.36%	19,195 100.00%



One-Year Persistence by Class level

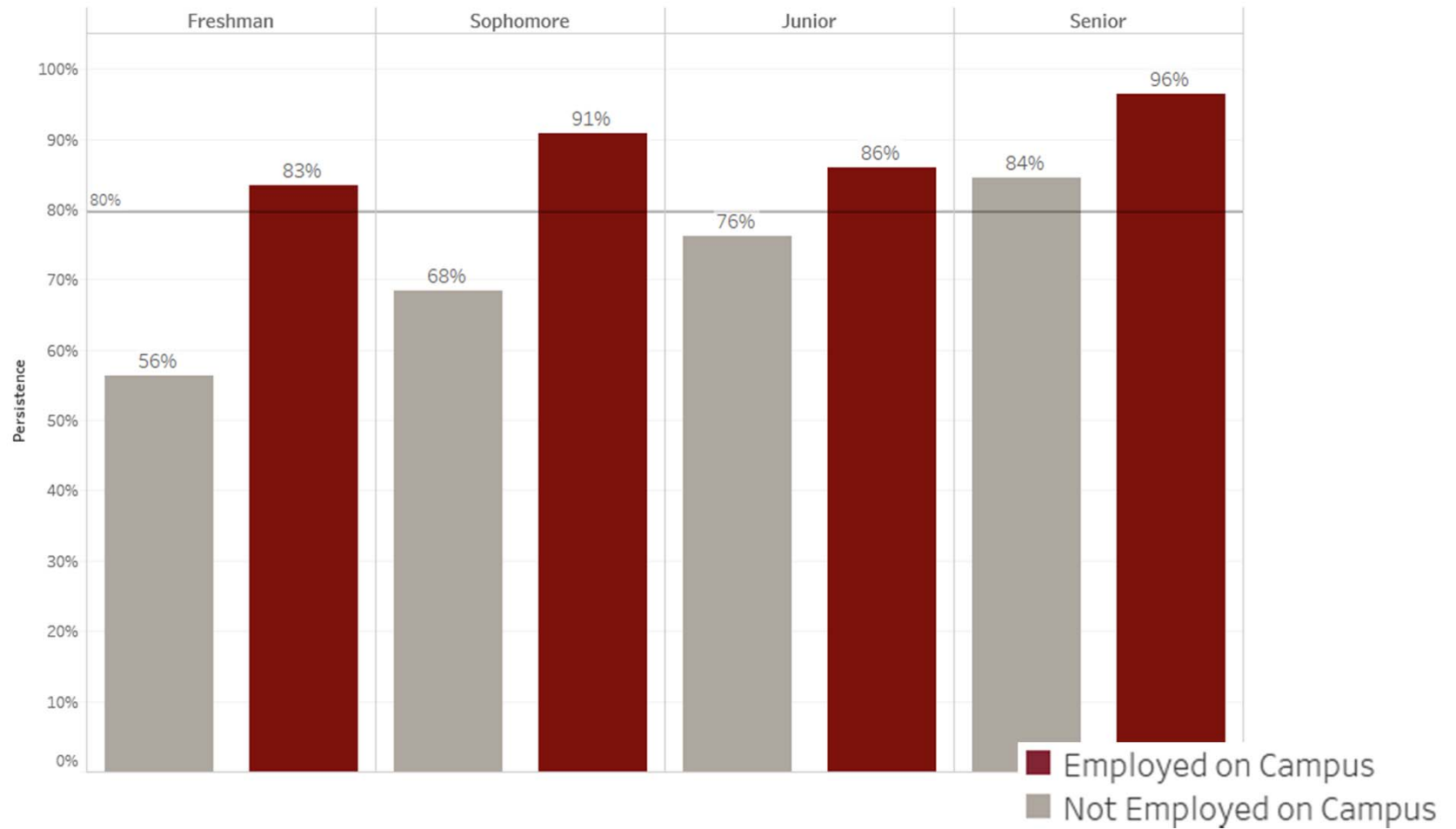


■ Employed on Campus
■ Not Employed on Campus

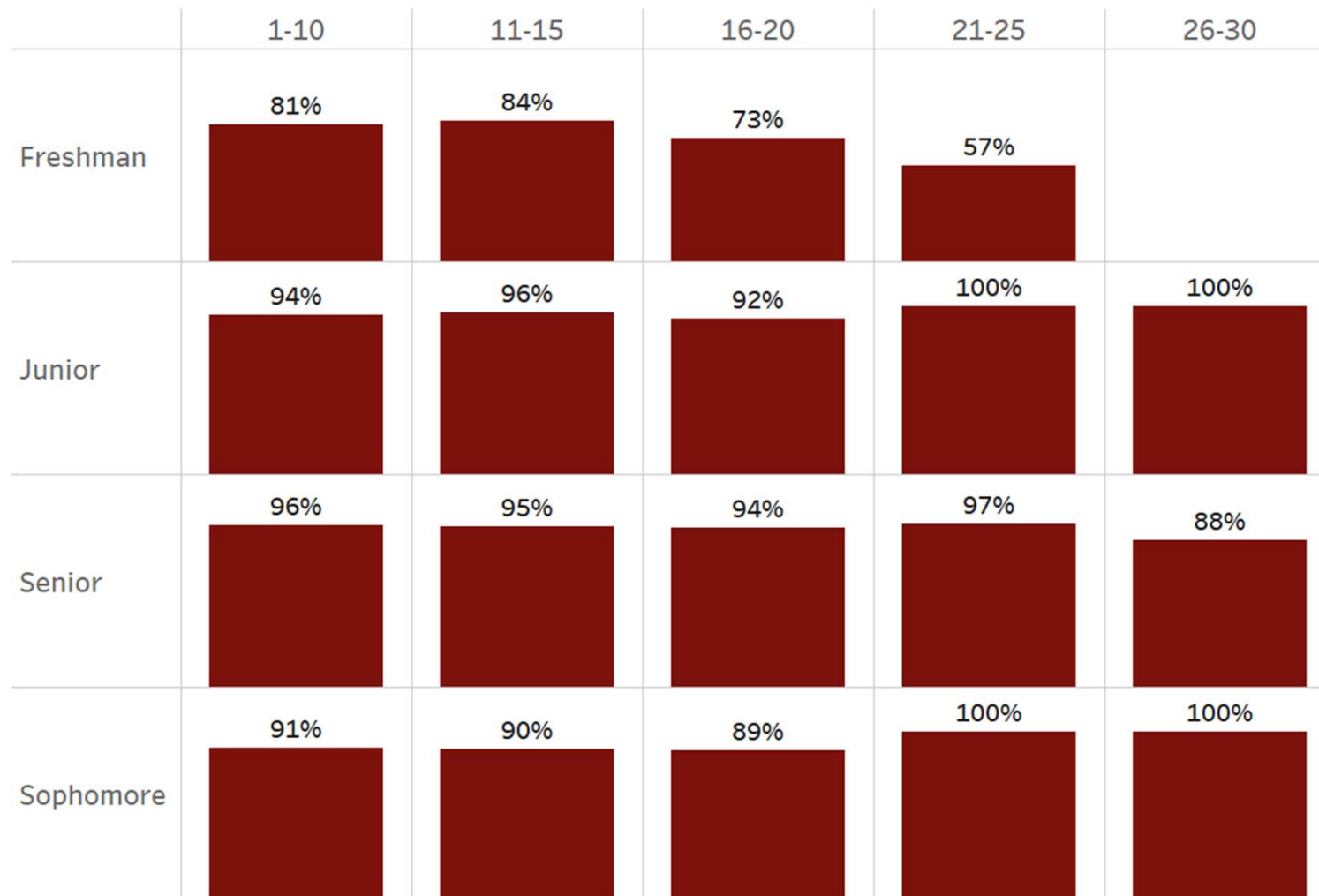


One-Year Persistence by Class level African American Students

The gap in persistence between student on-campus employees and non-employees was relatively higher in African American students. The difference is roughly 17 percent.



One-Year Persistence by # of hours worked and class level



Are Students who Work on Campus different from those who do not?

Compared to Fall, 2015 students who were not employed on campus, those who were employed significantly ($\alpha \leq 0.01$):

- More likely to be female (58% compared to 55%)
- More likely to be Asian (6% compared to 4%)
- More likely to be underrepresented minority students including African American, Latino/Hispanic, or Two or More Races (25% compared to 21%)
- More likely to be younger, between 17 to 24 years of age (88% compared to 77%)
- More likely to live on campus housing (16% compared to 9%)
- More likely to be a Pell recipient in the 2015-16 AY (44% compared to 37%)
- Have lower levels of unmet need (mean of 4.2k compared to 5.6K)
- Be more academically prepared, with higher SAT scores (mean of 1086 compared to 1028) and a higher high school or transfer GPA



Findings at Rose-Hulman





Academic Year 2015-2016

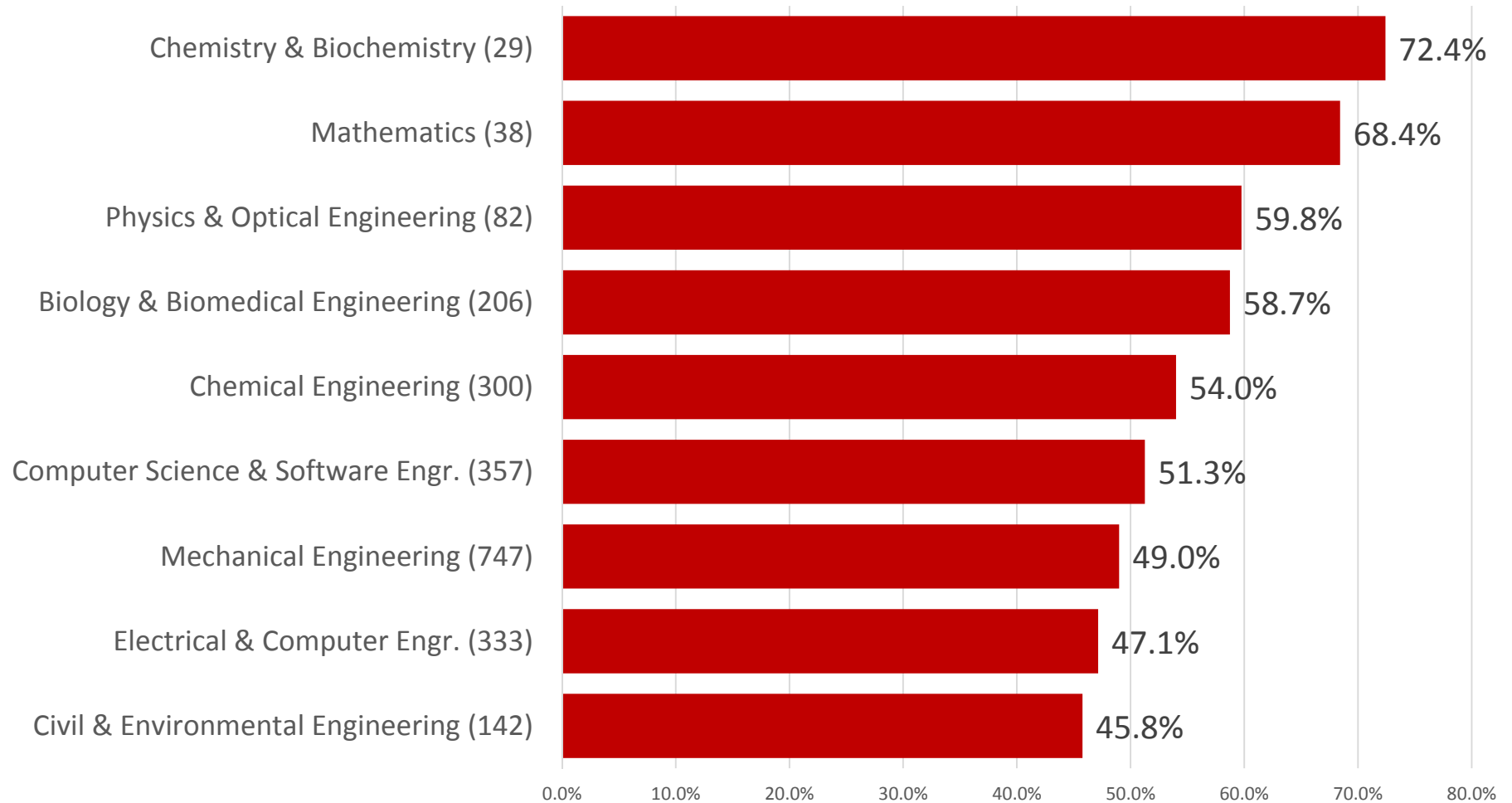
Out of 2,235 bachelor's degree-seeking students who enrolled in AY 2015-16, 1,150 (51.5 percent) were employed in on-campus student hourly or contract positions. Types of on-campus employment include resident assistants, sophomore assistants, student assistants, orientation leaders, and various work study positions.

Bachelor's Degree Seeking Students	Employed On Campus	Total Students
	1,150	2,235
	51.5%	100.0%

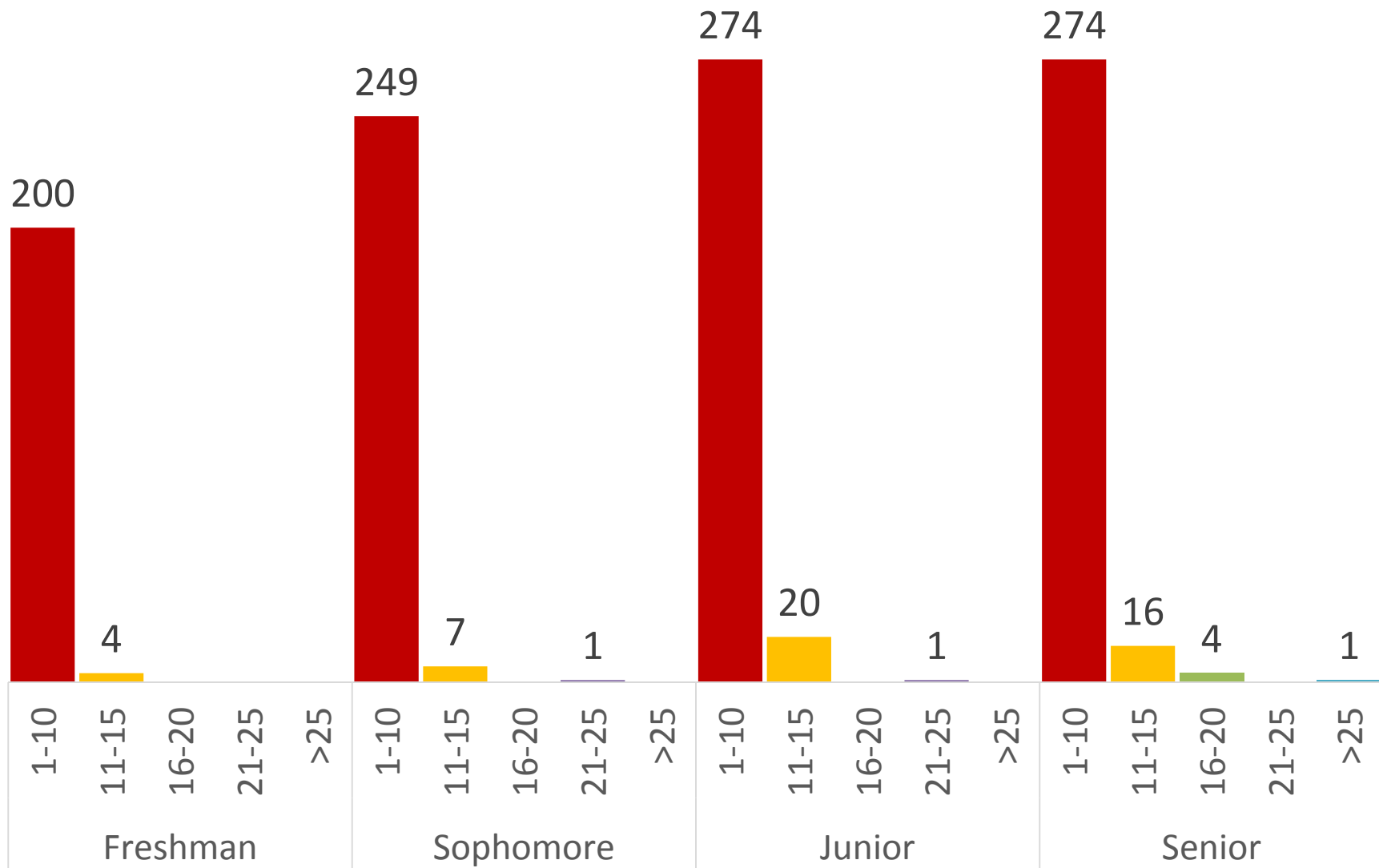


% Student Employees by Department of Major

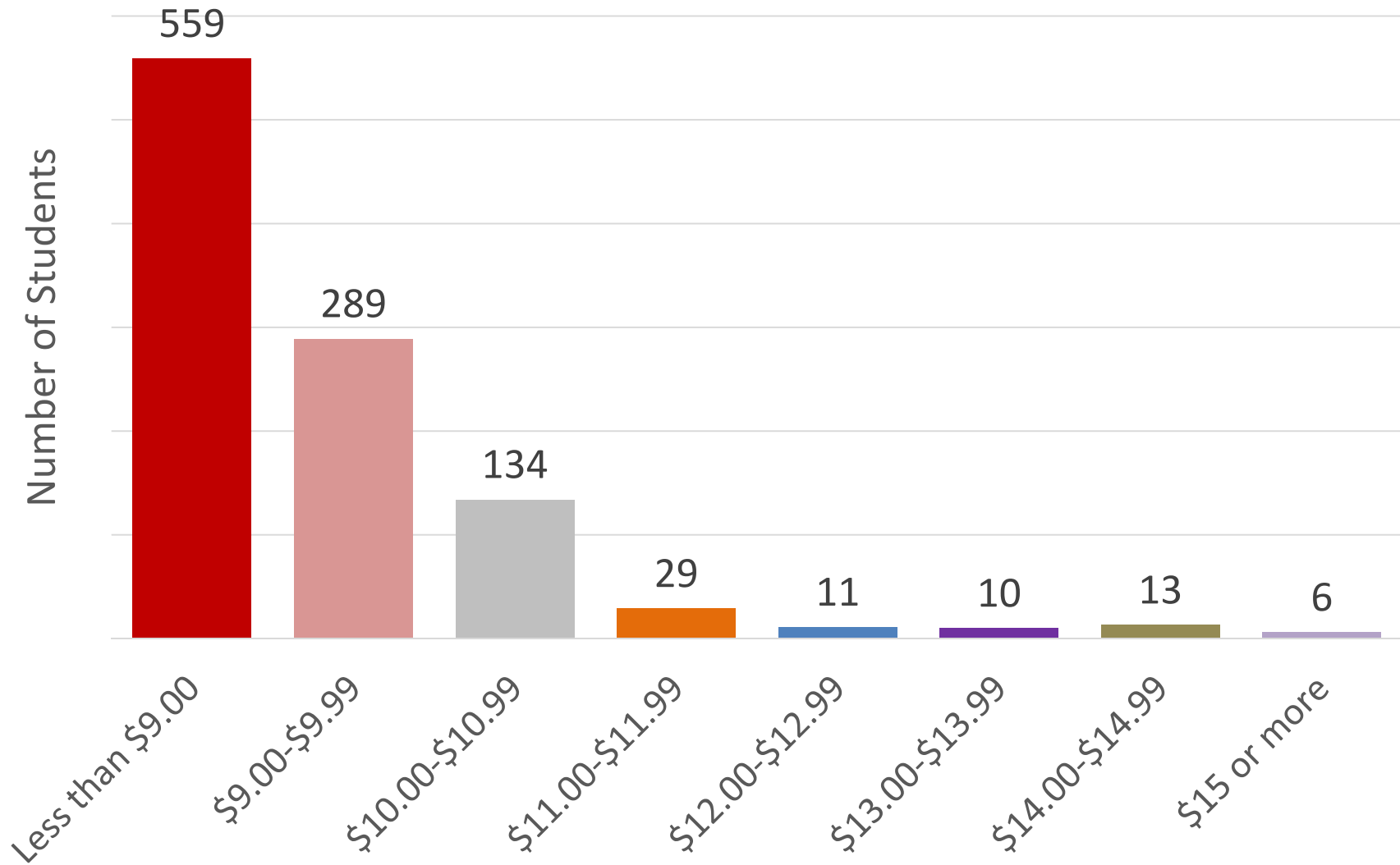
Total # of Students Enrolled in AY 2015-16 in Brackets



Average Hours Worked per Week by Class Level



Average Hourly Wages



One-Year Retention

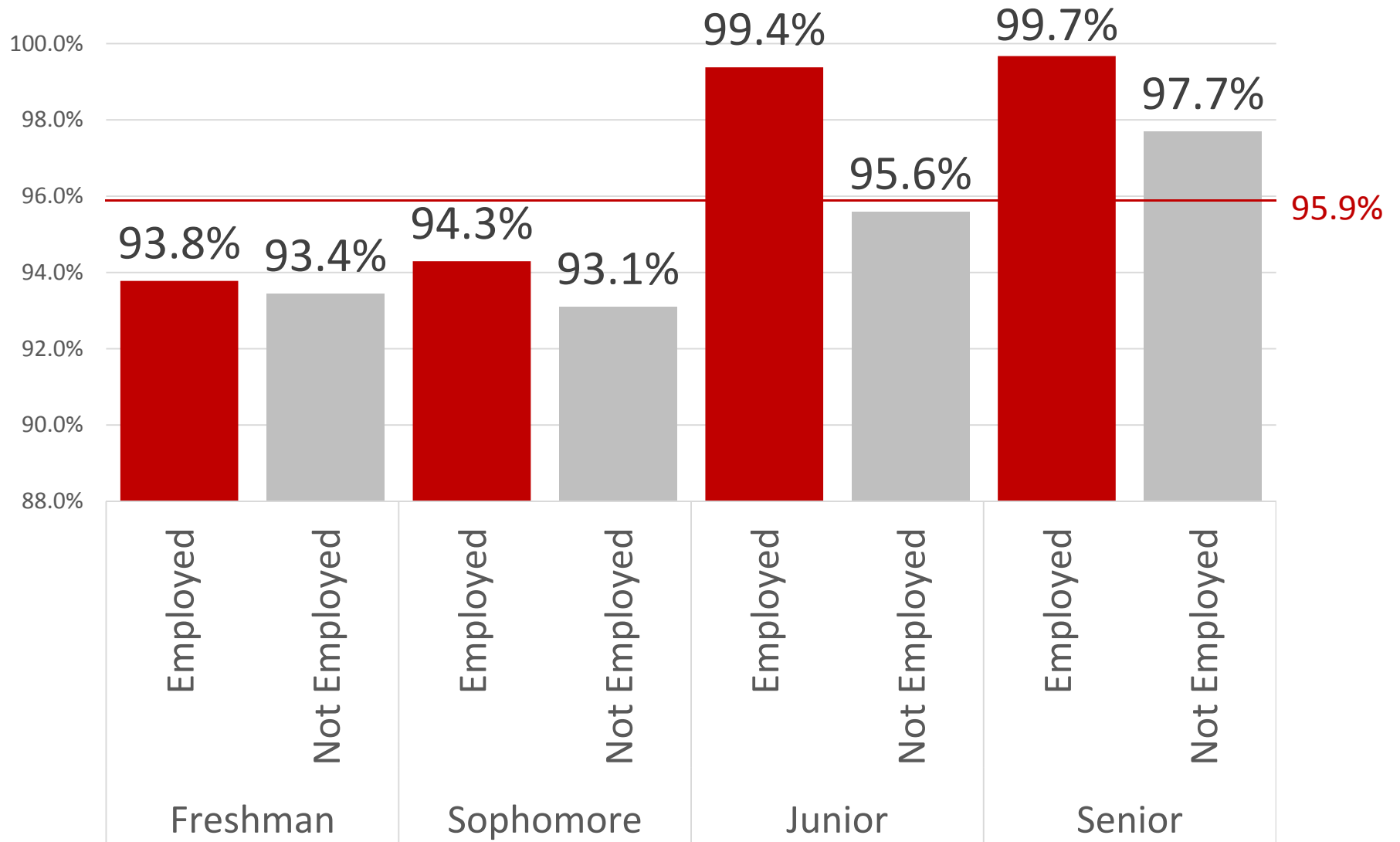
Fall 2015 First-Time, Full-Time, Degree-Seeking Students

Cohort 2015 (545)	Retention Rate
Employed on Campus (219)	209
	95.4%
Not Employed on Campus (326)	306
	93.9%
Total (545)	515
	94.5%

One-Year Persistence AY 2015-2016 Enrollees

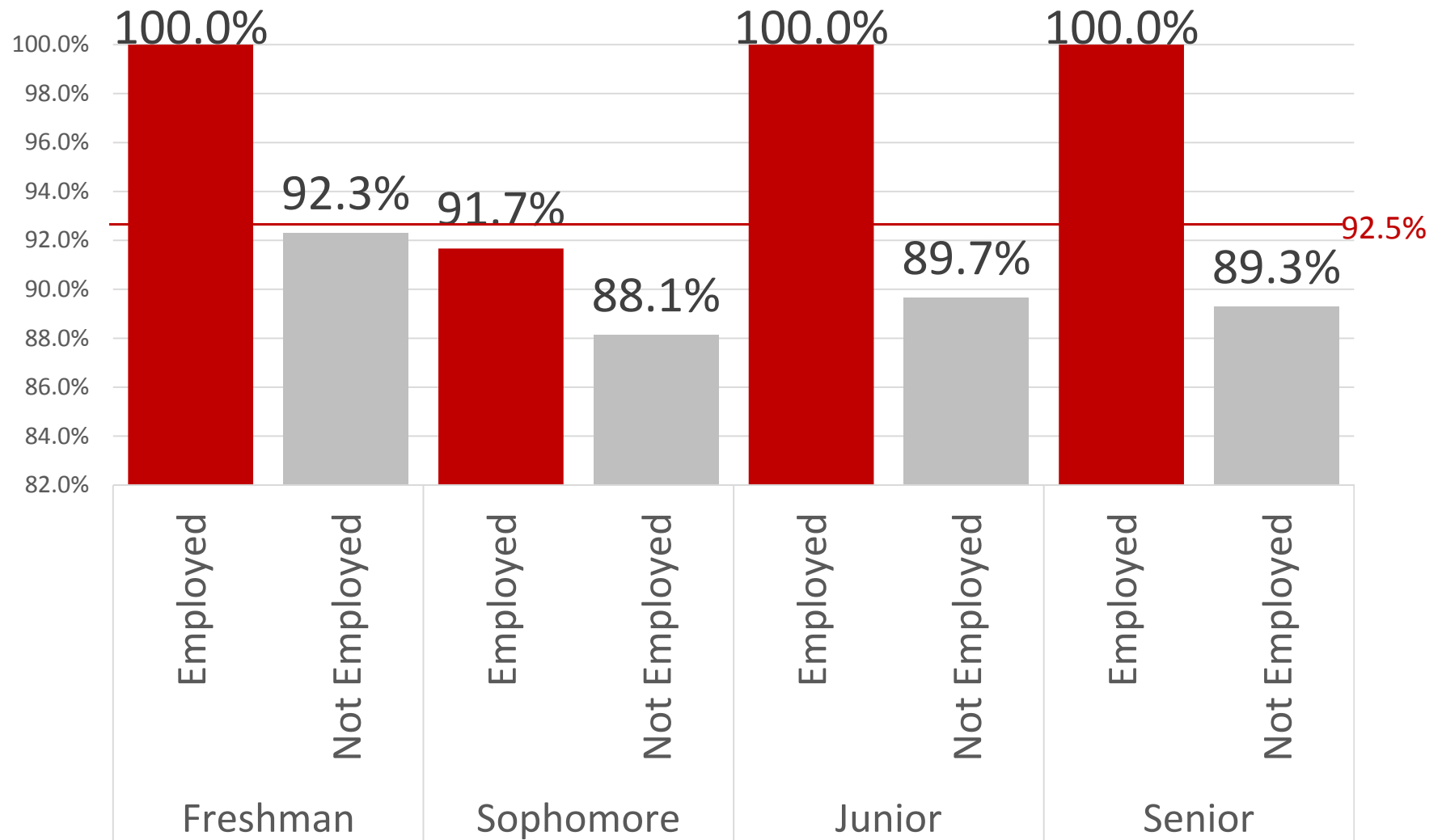
Bachelor's Degree-Seeking Students	Persistence Rate*
Employed on Campus (1,150)	1,116
	97.0%
Not Employed on Campus (1,085)	1,027
	94.7%
Total (2,235)	2,143
	95.9%

One-Year Persistence by Class Level

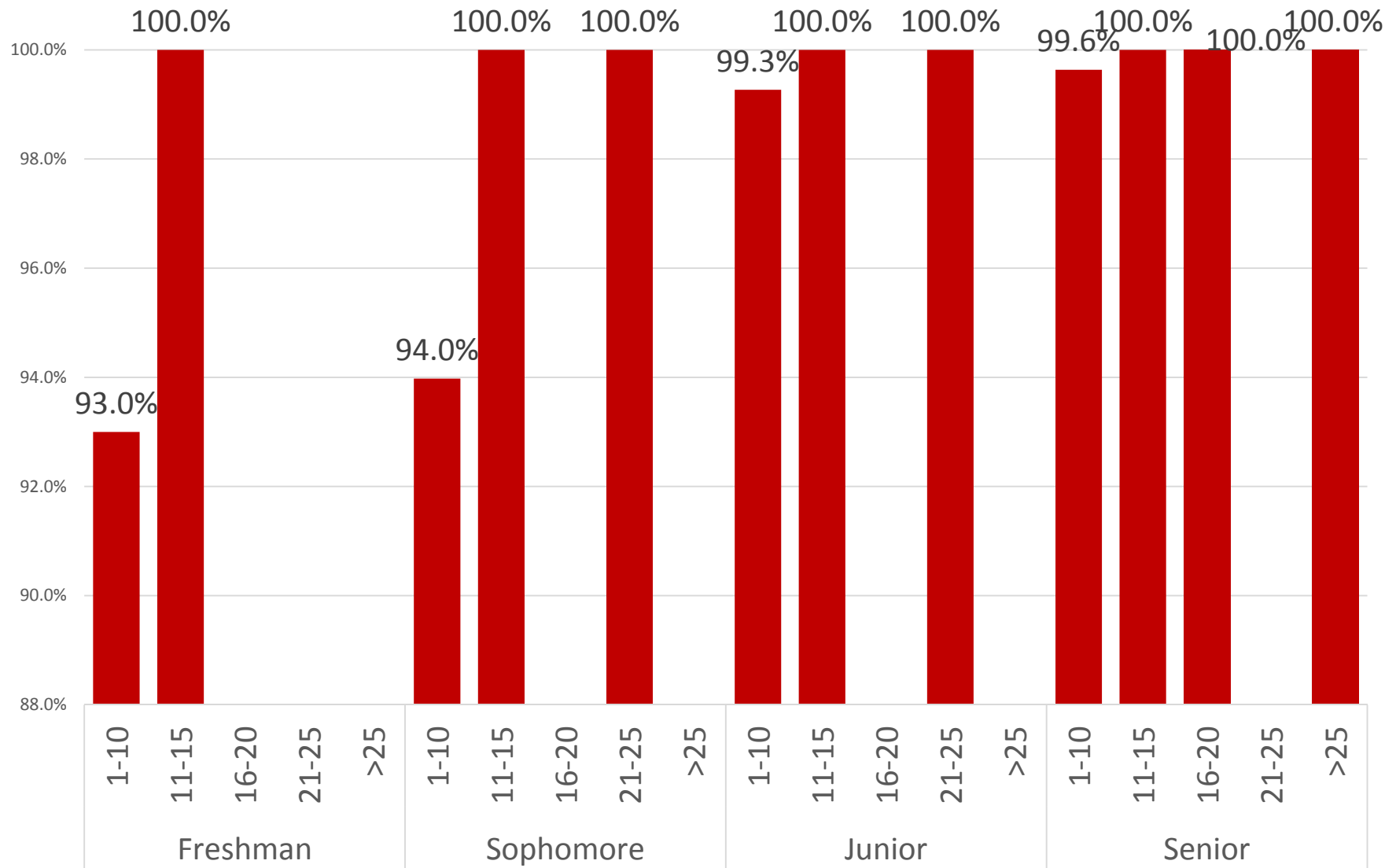


One-Year Persistence by Class Level—International Students

The gap in persistence is roughly 7.6 percent.



Persistence by Number of Hours Worked and Class Level



National Survey of Student Engagement (NSSE 2015)

- Among 6% of the 200 First-Year student respondents reported working off campus and about 2% reported working more than 10 hours per week
- Among 14% of the 131 Senior student respondents reported working off campus and about 2% reported working more than 10 hours per week

National Survey of Student Engagement (NSSE 2015)

- Among 37% of the 201 First-Year student respondents reported working on campus and about 6% reported working more than 10 hours per week (Payroll Records: 39% & 2%*)
- Among 57% of the 131 Senior student respondents reported working off campus and about 9% reported working more than 10 hours per week (Payroll Records: 58% & 8%)

Rose-Hulman Summary of Findings

We learned about:

- Slightly over half of our bachelor's degree-seeking students during 2015-2016 academic year were employed on-campus
- The typical number of hours worked per week were between 1 and 10
- The typical hourly wages were less than \$9.00

Compared to students who were not employed on campus, those who were employed were significantly ($\alpha \leq 0.01$):

- More likely to be female (62% compared to 49% male)
- More likely to be domestic students (50%+ compared to 32% for international students)
- More likely to be older (50%+ compared to 40%+)

Implications

- Given there are differences among higher education institutions, such as campus environment, missions, finances, programs mix, and student population served, the impact of on-campus student employment may vary greatly as seen in the literature and in our cases.
- This study offered some background information to our institutions to examine current on-campus student employment practices and to help us determine if further studies are warranted to explore the effect of on-campus employment on student success. Other higher education institutions may utilize a similar approach to review their current student employment practices and see if such practices would help engage and connect with your students that result in improved likelihood of student success.

What's Next?

- Examine linkage between off-campus employment and student success
 - NSSE Survey at IUPUI reported that 30% of 2015 FY first year students worked off campus 16 or more hours per week. 41% of senior students worked off campus more than 20 hours per week.
- What are we doing for students whose financial needs can only be met by working off-campus?
- Examine other success measures such as GPA, 4 to 6 year graduation rates, measures of engagement
- Creating an institutional culture that promotes the success of working students

Questions?



References

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