INTRODUCTION:
- 258 Student Employees
- GPA
  - DRS Staff: 3.25
  - Overall KSU: 3.05
- Financial Investment
  - $8,500+ All Staff
  - $1,600+ Student Leader
  - $3,000+ Certifications & SOS Funds

OUTCOME ASSESSED:
Student employees that work for Recreational Services will be able to identify and demonstrate at least three NACE Career Readiness Competencies.

DATA ANALYSIS ASSESSMENT METHODS:
- Qualtrics Surveys sent to all DRS student and INR employees.
- Self-report for each competency using a rating scale of 1 (beginner with basic skills) – 7 (fully mastered competency) and explain why you gave yourself the rating.
- Expected Outcome: Student staff would increase their understanding of all competencies.
- 151 Respondents

RESULTS:

“Working for the rec has literally changed my life and provided me opportunities I never could have had otherwise, and as a result, has allowed me to move on to do things and work for places I never would have been able to otherwise.”

<table>
<thead>
<tr>
<th>COMPETENCY</th>
<th>NATIONAL SENIORS</th>
<th>DRS SENIORS</th>
<th>DRS JUNIORS</th>
<th>DRS SOPH</th>
<th>DRS FRESH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professionalism / Work Ethic</td>
<td>89.4 %</td>
<td>90.4 %</td>
<td>97.6 %</td>
<td>100 %</td>
<td>88.9 %</td>
</tr>
<tr>
<td>Oral / Written Communications</td>
<td>79.4 %</td>
<td>88.5 %</td>
<td>97.6 %</td>
<td>90.1 %</td>
<td>66.7 %</td>
</tr>
<tr>
<td>Critical Thinking / Problem Solving</td>
<td>79.9 %</td>
<td>92.3 %</td>
<td>87.5 %</td>
<td>87.5 %</td>
<td>77.8 %</td>
</tr>
<tr>
<td>Teamwork / Collaboration</td>
<td>85.1 %</td>
<td>92.3 %</td>
<td>95.2 %</td>
<td>96.9 %</td>
<td>55.6 %</td>
</tr>
<tr>
<td>Leadership</td>
<td>70.5 %</td>
<td>94.2 %</td>
<td>95.2 %</td>
<td>78.1 %</td>
<td>77.8 %</td>
</tr>
<tr>
<td>Digital Technology</td>
<td>59.9 %</td>
<td>83.0 %</td>
<td>83.3 %</td>
<td>75.0 %</td>
<td>77.8 %</td>
</tr>
<tr>
<td>Career Management</td>
<td>40.9 %</td>
<td>86.5 %</td>
<td>92.9 %</td>
<td>87.5 %</td>
<td>55.6 %</td>
</tr>
<tr>
<td>Global / Intercultural Fluency</td>
<td>34.9 %</td>
<td>81.0 %</td>
<td>81.0 %</td>
<td>87.5 %</td>
<td>77.8 %</td>
</tr>
</tbody>
</table>

“Working for the rec has literally changed my life and provided me opportunities I never could have had otherwise, and as a result, has allowed me to move on to do things and work for places I never would have been able to otherwise.”

NEXT STEPS:
- Reassess rating scale and develop a rubric.
- Reassess demographic questions.
- Include more specific learning outcomes incorporating NACE competencies.
- Incorporate competencies into new hire orientation, staff trainings, and area in-services.
- Address deficiencies per area/department with focused training.
- Use this initial data as a baseline to compare with future assessments.
- Add peer evaluations to compare to self-reported findings.