

UM Student Employment Assessment Report
Office of Career Services
Academic Year 2007-2008

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I. ABSTRACT

To enhance our understanding of the benefits of part-time employment for UM students as well as improve our Student Employment website, we surveyed The University of Montana’s student employees to elicit their views regarding various aspects of the Student Employment process and website.

Ongoing evaluation and assessment initiatives are critical to ensure the relevance and efficacy of our programs and services. This report documents our first formal assessment focusing on student employment.

The survey found that most UM student employees participated in part-time employment for financial reasons (93%); about half of students employees were working to help build their resumes (48%) or gain work experience and skills related to their major/career goals (45%); and about one quarter of student employees were using part-time employment for career exploration (22%) and to make closer connections on campus (24%). Major exploration and parental influence were reasons reported by 6% of student employees.

Most student employees (78%) worked between 5-20 hours, found that part-time work enhanced their time management skills (83%), and described the website as user-friendly (88%). Many students reported being able to find jobs that matched their interests/area of study (64%), found that working helped them define their career goals (63%), and felt working would make them more competitive in the job market after graduation (60%). Student employees were more evenly split on whether working part-time helped them stay in school financially (56%), wanted links to resume and cover letter writing on the website (56%), and thought employer evaluations would be helpful (53%). Only 39% of students were provided with employer evaluations.

Smaller percentages of students reported using the Temp Job (7%) or Griz-Tracker (11%) features on the website. Of those who did subscribe, 24% found the Temp Job feature helpful and 37% found Griz-Tracker feature helpful.

About 65% of respondents rated their overall satisfaction with the Student Employment website as either “very” or “somewhat” satisfied. Many of the respondents (35%) had suggestions and/or comments about their employment experiences, using the website, and potential improvements to the Student Employment process and website.

II. BACKGROUND INFORMATION

The mission of Career Services is to provide quality educational, career and life planning services to assist all students and alumni of the University achieve their personal and professional goals, both now and in the future. Toward this end, Career Services provides an array of services designed to support the academic mission of the University while also fostering the out-of-classroom development of the individual as it relates to the realistic setting and attainment of career and life goals.

Career Services administers the Student Employment program, among others, in fulfillment of its mission.

The mission of the Student Employment Office is to assist students in finding meaningful work experiences aimed at providing financial support while complementing their college and career goals. The Student Employment Office assists the University and surrounding community businesses by developing partnerships that will allow students to earn money, expand their academic preparation, and to explore career objectives through a quality college work experience.

The Student Employment program was created in 2002 to provide a centralized job posting system of part-time jobs for currently enrolled students. We created the program to:

- Provide equal opportunity access to part-time job postings**
- Make it easier for students to identify and apply for part-time job opportunities**
- Provide increased financial opportunities for UM students**
- Improve opportunities for students to connect with the campus community**
- Improve students' time management skills**
- Help students define their academic and career goals**
- Improve the competitiveness of UM students in the job market after graduation**
- Have a positive impact on student retention**

III. ASSESSMENT PROCEDURE

We conducted a survey during the Spring semester of 2008 in order to assess the effectiveness of the student employment program relative to the above stated program goals. The subject pool was comprised of UM students currently working part-time and being paid through the office of student payroll.

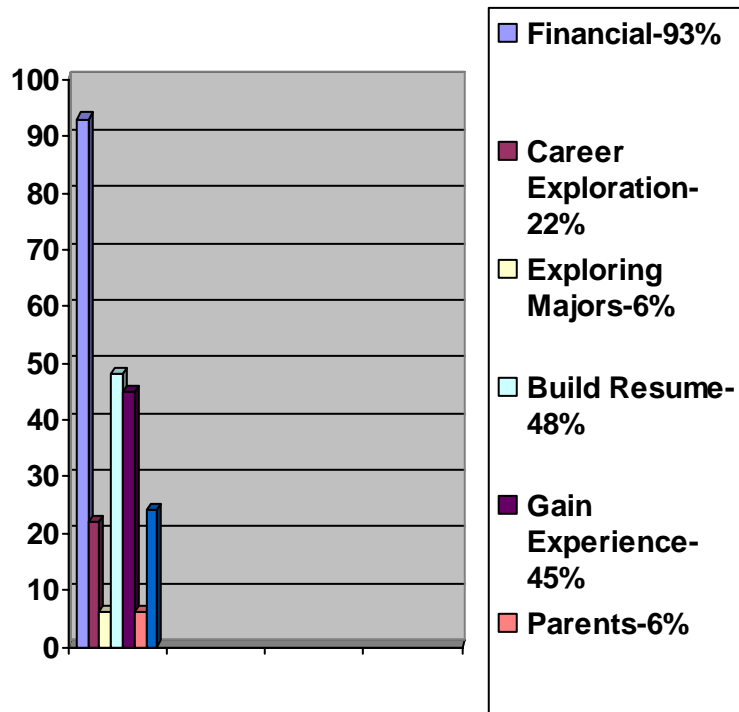
For the purposes of this survey, electronic mail addresses of all UM students on student payroll were provided by UM Human Resource Services (HRS). We designed and electronically administered the survey (Appendix A) using the Information Technology Office's (ITO) web-based survey instrument, *Select Survey*.

The survey was sent out to the student employees (n=2,364) on April 1, 2008 and remained "live" for 3 weeks during which time students could access and respond to the survey. A total of 975 students (41%) responded to the survey.

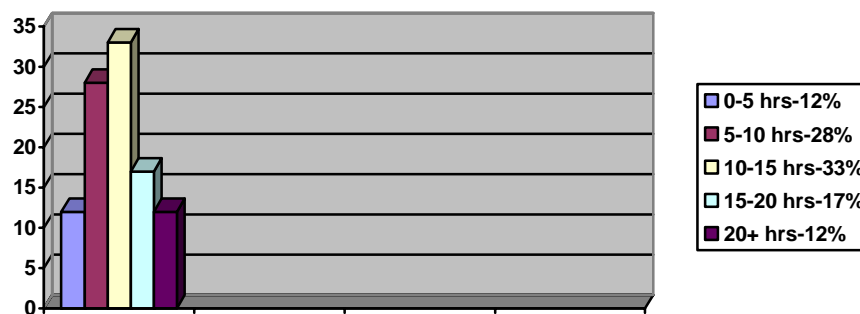
IV. FINDINGS

Question 1 was used to identify the respondents.

Question 2 asked students to list the reasons they were seeking a student job: 93% reported financial reasons, 22% reported career exploration, 6% reported major exploration, 48% reported to build their resume, 45% reported to gain work experience and build skills related to major and/or career goals, 6% reported parental influence, and 24% reported wanting to make closer connections with the University community.



Question 3 asked students to report the average number of hours worked per week: 12% answered 0-5, 28% answered 5-10, 33% answered 10-15, 17% answered 15-20, and 12% answered 20+.



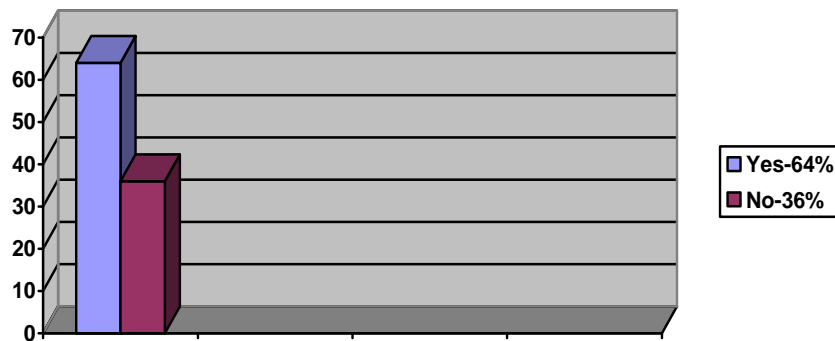
Question 4 asked if student employment financially helped students stay in school: 56% answered yes, and 44% answered no.



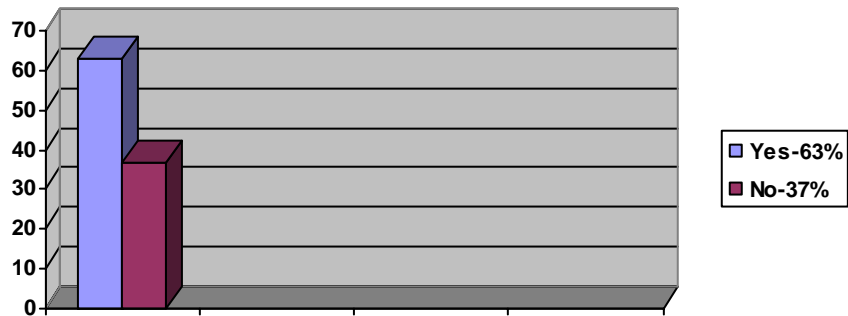
Question 5 asked if balancing academic studies with job experience enhanced students' time management skills: 83% of respondents answered yes, and 17% answered no.



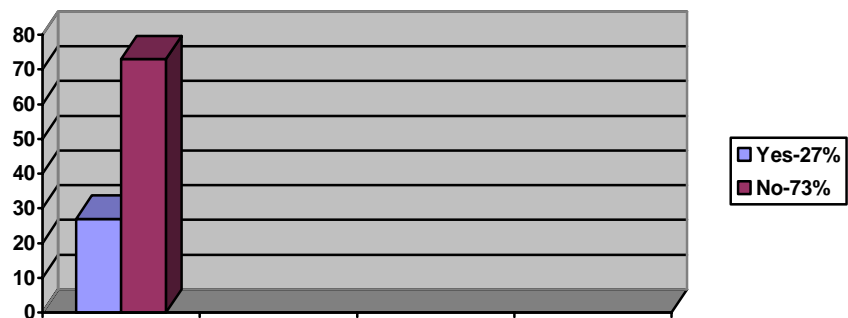
Question 6 asked if students were able to match their interests and/or areas of study with their part-time jobs: 64% of respondents answered yes, and 36% answered no.



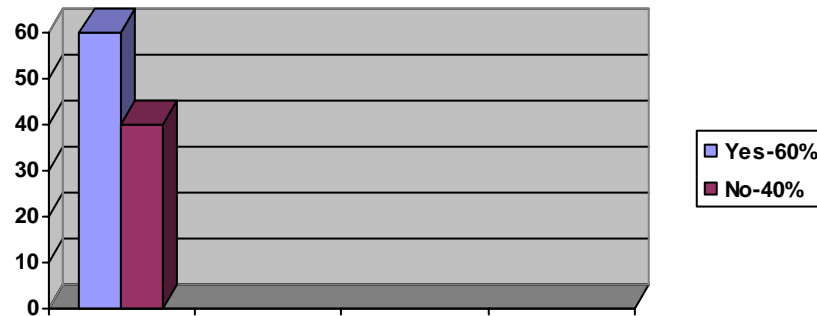
Question 7 asked students if they felt that student employment had helped them to define career goals: 63% of respondents answered yes, and 37% answered no.



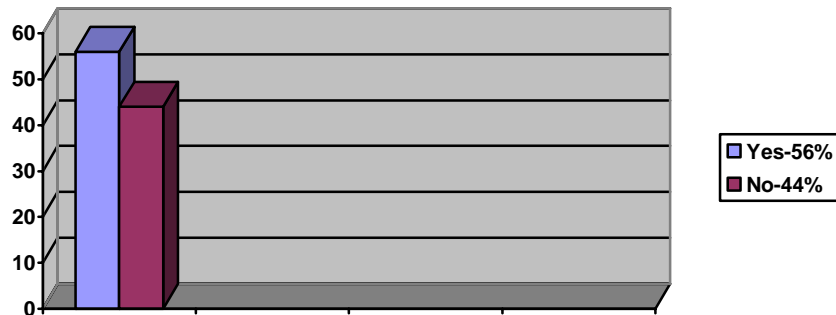
Question 8 asked if student employment helped students to choose a major: 27% of respondents answered yes, and 73% answered no.



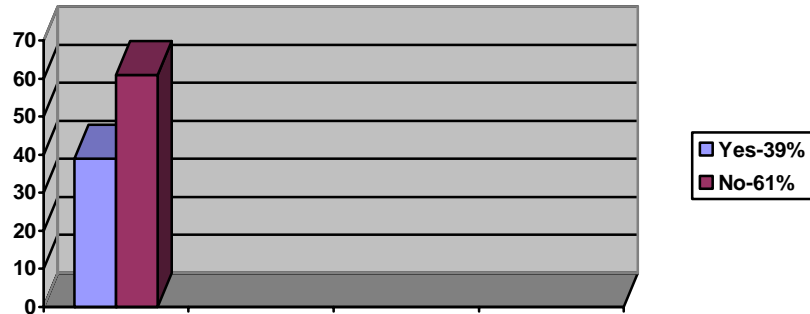
Question 9 asked if students felt that their employment would allow them to be more competitive in the job market after graduation: 60% of respondents answered yes, and 40% answered no.



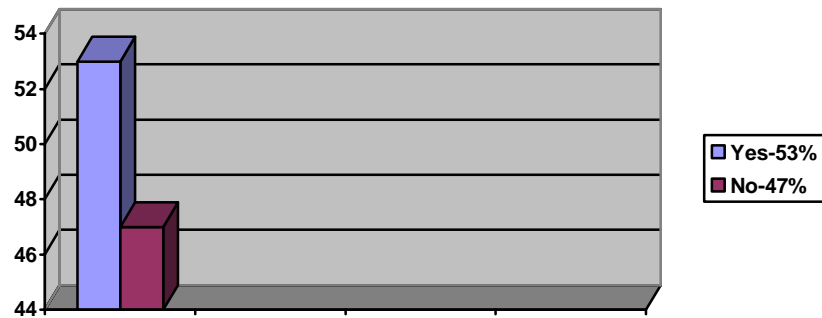
Question 10 asked if it would be helpful for the Student Employment website to have a link to online resources for writing resumes, cover letters and interviewing: 56% of respondents answered yes, and 44% answered no.



Question 11 asked whether students' supervisors/employers provided any formal evaluation on job performance: 39% answered yes, 61% answered no.



Question 12 asked students who were not provided with formal assessments if formal evaluation would have been helpful: 53% answered yes, and 47% answered no.



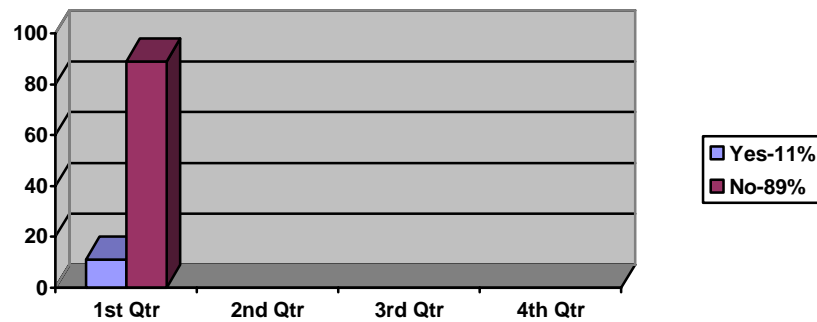
Question 13 asked students if they had subscribed to the Temp Job feature on the Student Employment website: 7% answered yes, and 93% answered no.



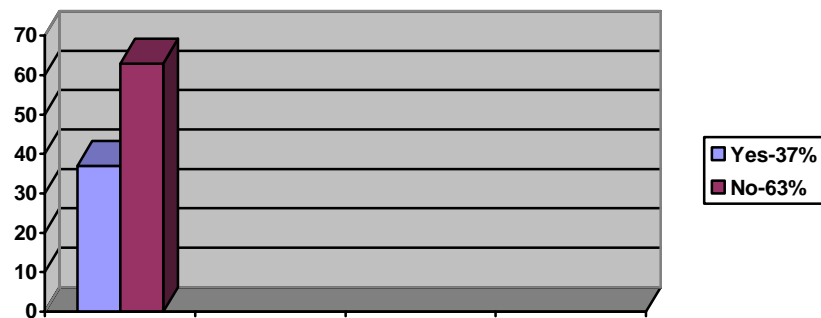
Question 14 asked respondents who had subscribed to the Temp Job feature if they found it helpful: 24% said yes and 76% said no.



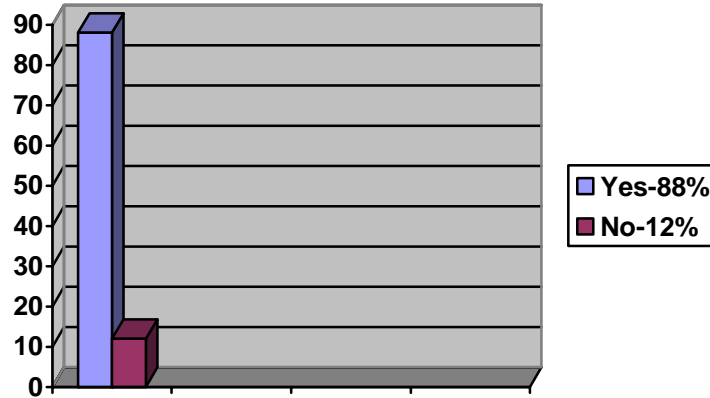
Question 15 asked if students had subscribed to the electronic notification system (Griz-Tracker feature): 11% answered yes, and 89% said no.



Question 16 asked students who had subscribed to Griz-Tracker if this feature was helpful in identifying jobs: 37% reported that this feature was helpful and 63% said it was not.



Question 17 asked students if they found the Student Employment website easy to navigate and user-friendly: 88% answered yes, and 12% said no.



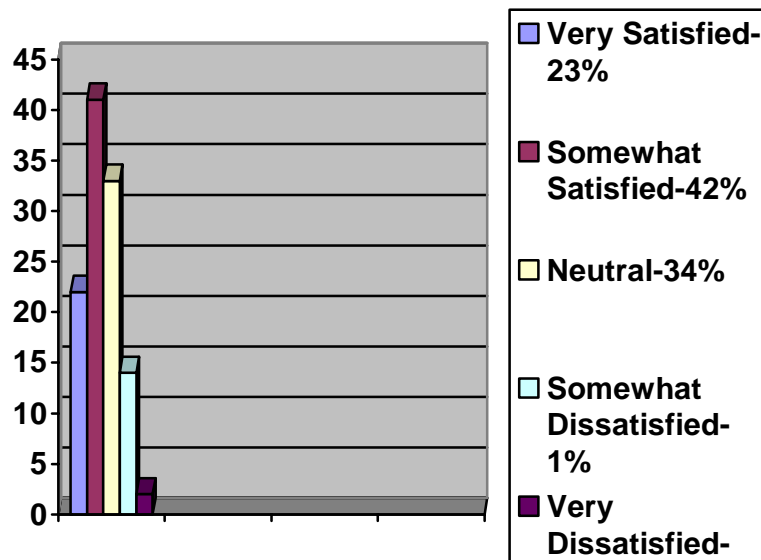
Question 18 asked students to provide information about whether the Student Employment website was easy to navigate and user-friendly. The following is a sample of the comments that were reported. 65% of respondents (74/114) who commented about whether the website was user-friendly reported never having used the website. See Appendix C for the complete list of comments.

From Question 18 “Did you find the Student Employment Website Easy to Navigate and User Friendly?”:

1. I thought it was a little tough finding the link to the employment website, but once there, it was user-friendly.
2. I found it user-friendly, however, I do not know how stop email alerts. I receive an email every time a new job in my specified category is available. I do not want or need these emails anymore!
3. I didn’t even know about the Student Employment website. I’ll go and check it out now.

4. It was confusing and not user-friendly. The meta-application process was cumbersome, and most employers wanted you to fill out an extra application.
5. The jobs I put in my cart could not be saved for another session. Therefore, I had to go back when I had a considerable amount of time to do it all in one session. Also, the jobs were not listed in the same order every time, so this made the process even more time-consuming. However, I liked the ease of only having to fill out one initial application, although some prospective employers wanted an additional one as well.

Survey question 19 asked students to rate their level of overall satisfaction with the website and 23% were very satisfied, 42% were somewhat satisfied, 34% were neutral, 1% were somewhat dissatisfied and .002% were very dissatisfied.



Question 20 asked respondents for comments or suggestions about how the Student Employment website and/or process could be improved. The following is a sample of these comments. See Appendix D for the complete list of comments.

From Question 20 “Please Offer any Comments or Suggestions That You Feel Would Improve the Student Employment Website and/or Process”:

- 1. I lucked out with my student employment. I was completely satisfied! The people were friendly and always helped me out. I wouldn't have had it any other way!**
- 2. I am taken for granted: my job could be done by anyone; however, I show up for work every shift unlike some of my employees. Rewards or promotions should be given to student employees that truly care about their job.**
- 3. I found it very helpful to be a student employee. I found a job in the field of work I'm going to school for. This job helped me to confirm what I want to do after school. I was also lucky enough to be offered a permanent position at my place of employment. My employer has been absolutely great about working with my school hours and schedule!**
- 4. I love having a job on campus but I feel that my supervisors do a really poor job of actually supervising us. I think they just think that whoever is full-time in school and getting \$6.15 an hour just shouldn't be expected to do much.**
- 5. If there were links to jobs within or pertaining to certain departments or majors, I would have found that helpful.**
- 6. The website was great—extremely helpful and easy to use. In that respect, you're doing a great job. Regarding employment itself, I have two main critiques. First is the lack of performance appraisals, which your survey addressed. It is my understanding that most, if not all, “real world” jobs use a performance appraisal process. Using this in student employment, even if the job description might seem pretty straightforward, would help improve student performance on the job and help the student get a better feel for what the real world is like. After all, isn't that what college is – preparing us for our real world careers? Second is the wages, though I'm not sure anything can be done about this, especially with employers on campus. Many students take on jobs while in school to pay tuition and rent. I luckily had tuition already majorly taken care of. But the wages in many of the positions are, more often than not, not enough for a student to get by on their own (assuming one job and full-time student). Thanks!**
- 7. I believe that the university needs to take some major steps in the treatment and paying of their student employees. The flexibilities of on-campus scheduling allows for many more opportunities, but the lack of strong management and performance evaluation leaves me and many others seeking off-campus jobs to get by...All in all, I enjoy my work on campus but feel we need to move into the 20th century with more professionalism, better pay and perhaps more understanding managerial staff.**
- 8. I struggled finding jobs that weren't work study. Since I am not eligible for work study I felt most of the jobs were directed to those students.**

9. It would make it easier to apply for jobs at different times if you could save the written sections of the applications on the server if possible.
10. I wish the state would give the university more support so that employees could be paid for what they are worth. This campus is expensive compared to a lot of others in the country.

V. RECOMMENDATIONS

1. Add a link to resume and cover letter writing and interviewing information to the Student Employment website.
2. Contact and share findings with other relevant departments including HRS, Enrollment Services, Internship Services and possibly Dining Services (for an employer perspective) to discuss the possibility of creating a task force or committee designed to professionalize and increase potential for career-oriented skill development in student employment. This could include components for Supervisor training and Student Employee training and orientation.
3. Compare/contrast CSO & Griz eRecruiting websites

VI. DISCUSSION OF FINDINGS AND RECOMMENDATIONS

Students reported liking that on-campus employers were flexible and worked to ensure that students' class and work schedules were compatible, and the convenience of having classes and their place of employment in close proximity. The majority of students, however, also reported that wages were typically better for off-campus jobs. Many respondents commented that they preferred to, and began working on campus, but were forced to seek off-campus employment for financial reasons. Most students report being negatively affected by the combination of low wages and high costs for tuition and living expenses.

Students were frustrated by employers not removing outdated job postings, not removing listings after the position had been filled, not responding to online applications, requiring a separate application form, and not having in-depth or accurate job descriptions.

Students liked many of the website's features including: the search engine allowing separate job searches for work study, non-work study, on-and off-campus

employment; the ability to apply for several jobs with one application and email alerts. The majority of students, however, reported not using the Temp Job or Griz Tracker features. Most respondents found the website user-friendly.

A number of students commented on a lack of non-work study positions on campus. Students also commented about the limitations on the number of hours work study students can work per week.

Some students thought having links to resume, cover letter and interviewing information would be helpful, and Career Services will follow through on that recommendation and add those links to the website.

Students reported a lack of performance evaluation and inappropriate and/or ineffective supervision and management in their work environments. Career Services plans to collaborate with other Student Affairs departments and try to professionalize Student Employment and create more opportunities for career-oriented skill development for student employees.

APPENDICES

Appendix A: Questions Posed to Student Employees

Appendix B: Survey Quantitative Data

Appendix C: Comments From the “Did you find the Student Employment website easy to navigate and user-friendly?” Survey Question

Appendix D: Student Comments and Suggestions

APPENDIX A: QUESTIONS POSED TO STUDENT EMPLOYEES

Career Services/Student Employment is conducting a survey to gather information about, and assess the effectiveness of, student employment at The University of Montana. Please take a moment to answer the following questions based on your experiences. Your candid feedback will help us make improvements in the area of student employment. Thank you!

1. My reasons for seeking a student job (Check all that apply)
 - Financial
 - Career exploration
 - Exploring majors
 - To build my resume
 - Gaining work experience/skill building
 - Parents
 - To connect to the University/community
 - To better compete for jobs after graduation

2. As a result of your student employment experience did the money you earned help you stay in school? Yes/No

3. Were you able to match your interests and/or area of study with a part-time job?
Yes/No

4. How many hours per week do you work (average)?

5. Do you feel that balancing your academic studies with your job experience has enhanced your time management skills? Yes/No

6. After graduation, I feel my student employment experience will allow me to be more competitive in the job market. Yes/No

7. My job seeking skills have been enhanced as a result of applying and interviewing for a student job. Yes/No
8. Do you feel your student employment experience has had a positive impact on helping you decide on a major and define your career goals? Yes/No

9. Would it have helped your job seeking process if the Student Employment website had a link to online resources for writing resumes, cover letters, and interviewing?
Yes/No

10. Did your supervisor/employer provide you with any formal evaluation/feedback on your job performance? Yes/No

11. If you answered No to #10 (above), would you have found a formal evaluation of your job performance to be helpful? Yes/No

12. Please rate your overall satisfaction with the Student Employment Website.

Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
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13. As you searched for a job on the Student Employment website, did you find that the search function easily locates jobs of interest? Yes/No

14a. Did find the Student Employment website easy to navigate and user friendly? Yes/No

14b. If not, explain what you found challenging and why?

15. As a result of the Student Employment website, were you able to find a job? Yes/No

16. While using the Student Employment website, did you find the process of identifying and applying for jobs easy? Yes/No

17. If you subscribed to the electronic notification system, Griz-Tracker, were you informed about new job postings? Yes/No

18. If you subscribed to the Temp Job feature, did you find it useful? Yes/No

19. If you read the Student Employment Manual did the content help you to understand the policies pertaining to student employment? Yes/No

20. As a UM student employee, your experiences and opinions are important as we strive to improve the student employment process. In the space below, please offer any comments or suggestions that you feel would improve the Student Employment website.

APPENDIX B: SURVEY QUANTITATIVE DATA

UM Student Employment Survey








Respondents: 975 displayed, 975 total **Status:** Closed
Launched Date: 03/26/2008 **Closed Date:** 04/25/2008
Display: 0 filters
 Disabled

1. Enter name for drawing






View responses to this question

Total Respondents	953
(skipped this question)	22



2. Reasons for seeking job?

		Response Total	Response Percent
Financial		904	93%
Career Exploration		219	22%
Exploring Majors		55	6%
To build my resume		466	48%
Gaining work experience/skill building related to my major/career goal		442	45%
Parents		63	6%
To connect to the University community		231	24%
Total Respondents		975	



3. hours per week?

		Response Total	Response Percent
0-5		117	12%
5-10		276	28%
10-15		325	33%
15-20		166	17%
20+		120	12%
Total Respondents		975	



4. Helped financially?

		Response Total	Response Percent
Yes		544	56%
No		431	44%
Total Respondents		975	



5. Enhanced time management?

		Response Total	Response Percent
Yes		810	83%
No		165	17%
Total Respondents		975	



6. Matched interests?

		Response Total	Response Percent
Yes		622	64%
No		353	36%
Total Respondents		975	



7. Helped define career goals?

		Response Total	Response Percent
Yes		610	63%
No		365	37%
		Total Respondents	975



8. Impact major choice?

		Response Total	Response Percent
Yes		267	27%
No		708	73%
		Total Respondents	975

9. Be more competitive?



		Response Total	Response Percent
Yes		585	60%
No		390	40%
		Total Respondents	975

10. Want link to resume, cover letter?



		Response Total	Response Percent
Yes		550	56%
No		425	44%

Total Respondents 975



11. Supervisor provided evaluation?

		Response Total	Response Percent
Yes		384	39%
No		591	61%
		Total Respondents	975

12. Would evaluation have been helpful?



		Response Total	Response Percent
Yes		353	53%
No		312	47%
		Total Respondents	665
		(skipped this question)	310

13. Subscribe to Temp feature?



		Response Total	Response Percent
Yes		66	7%
No		909	93%
		Total Respondents	975

14. Temp feature helpful?



		Response	Response
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		Total	Percent
Yes		56	24%
No		175	76%
		Total Respondents	231
		(skipped this question)	744



15. Subscribe to Griz-Tracker?

		Response Total	Response Percent
Yes		107	11%
No		868	89%
		Total Respondents	975

16. Did Griz-Tracker indentify jobs?

		Response Total	Response Percent
Yes		93	37%
No		158	63%
		Total Respondents	251
		(skipped this question)	724

17. Student Employment site user friendly?

		Response Total	Response Percent
Yes		854	88%
No		121	12%
		Total Respondents	975

18. Website challenging?

View responses to this question [view](#)

Total Respondents 114

(skipped this question) 861

19. Overall satisfaction with website?

	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied	Response Total
Rating	22000% (220)	41800% (418)	33800% (338)	1400% (14)	200% (2)	1
Total Respondents						975

20. Suggestions?

View responses to this question [view](#)

Total Respondents 345

(skipped this question) 630

APPENDIX C: COMMENTS FROM THE “DID YOU FIND THE WEBSITE EASY TO NAVIGATE AND USER FRIENDLY?” QUESTION

1. never used it...so can't judge
2. Never used it.
3. didn't use it; was offered a job as a math grader
4. Didn't use it
5. It is very cumbersome to use, and is not very compatible with the Mac OSX.
6. i have never used it
7. I never really navigated it, so my answer is neither yes or no but rather I don't know. I just received job notifications via the electronic job board, which has been quite helpful.
8. I have never visited the student employment website.
9. I didn't get this job through that website. But, I have used griz e-recruiting and that website was a nightmare. Difficult to use, slow turn around, things didn't post or submit.
10. I have never used it.
11. I never used it--work came to me because my technical background is well-known in the department.
12. I actually didn't use the student employment website--I got my job just through the law school.
13. I don't think I've ever looked at the Student Employment web site.
14. The jobs I put in my cart could not be saved for another session. Therefore, I had to go back when I had a considerable amount of time to do it all in one session. Also, the jobs were not listed in the same order everytime, so this made the process even more time consuming. However, I liked the ease of only having to fill out one inital application, although some perspective employers wanted an additional one as well.
15. Didn't use it.
16. Never checked it out before.
17. it was too slow.
18. I got my job through contacts. The job was never offered by your website. When I did look at your website, everything was disorganized and lacked uniformity.
19. It's not that I found the website challenging, I just didn't use it. I found my job specifically through a grant that my graduate school advisor is currently working on. So, the student job services were not applicable to my job "search".

20. didn't use this feature
21. haven't heard of it.
22. Haven't really used it
23. Good job
24. I don't like the individual boxes with scrolls, I would rather them be listed on a separate page all together, or on one long page. it makes it too complicated to see what you are doing.
25. I did not use the website while looking for a job. It happened by chance that I was able to get a non-work study job that works with my schedule.
26. I thought it was a little tough finding the link to the employment website, but once there it was user friendly.
27. didn't use it.
28. I find everything ok.
29. I've maybe visited it once and couldn't find much in the area of research-based employment.
30. I have never used the website.
31. it's hard to find my payroll sheet and almost no responded to me when i was looking for a work study
32. I never used it.
33. I didn't even know about the Student Employment website. I'll go and check it out now.
34. N/A
35. I haven't used it.
36. I have never used the website.
37. I didn't use it
38. website did not clearly enough list the jobs available.
39. Did not find student positions through website but rather word of mouth from UM professors and staff.
40. It took a long time for anyone to respond to my job application.
41. I didn't use the website
42. navigation
43. I have never been to the site.
44. I wish there were more links for jobs weren't just work study.

45. I haven't visited the website.
46. n/a - I have no experience w/this website
47. I never used it
48. i have never looked at the website
49. It's hard to find the internship section and having to sign up for it is time consuming. I also found it hard to navigate.
50. I did not use the website.
51. Didn't use it
52. It was confusing and not user-friendly. the meta-application process was cumbersome, and most employers wanted you to fill out an extra application.
53. I have never visited the site.
54. not easy to find things, or use, or easily readable
55. n
56. never new about student employment website
57. Actually, I have never used it.
58. I did not use it, N/A
59. I have never been on that website before
60. I've never looked at it. My job kind of fell into my lap.
61. I have never looked at it.
62. I didn't use it, so the question is irrelevant.
63. I have never used it.
64. never used it
65. I didn't use the Student Employment website, so I can't say if it was user friendly or not.
66. Never used it.
67. I was never informed that it existed.
68. Didn't use
69. Needs a better user interface.
70. I've never been to your website.
71. N/A
72. I did not know there was a student employment website.

73. I have never actually seen it
74. The layout is just not intuitive; little information given; limited features
75. I did not use the website.
76. I have never used the website
77. I never went to it. Didn't even know about it. Thus all of it.
78. I have not used it
79. I didn't use it.
80. N/A
81. I never accessed it
82. Didn't use it
83. Didn't know we had one.
84. I have never looked at the sight.
85. I believe when I used the website (4 years ago), the search for a particular job was too broad. I can't remember exactly, so I hope my memory serves right? This process may have changed now, but as far as I can remember, all jobs were alphabetized instead of being categorized (listed by areas of interest) ie: secretarial, business...etc. That would have been more helpful (timewise). I only used the system a few times, and it took a long time to scan and search for the one job I wanted. Maybe if the categorization was introduced, it may help to speed up the job search process. For me, being a FT student/FT mom/ FT wife/ and looking for almost FT employment is tough. I need to manage my time. Maybe it was already in place, and I didn't have time to look also?
86. I don't think I've ever used it--I have no way to know if it's user friendly or not, it's not how I found my job.
87. Never used it
88. Never looked at it
89. I didn't use the student employment website.
90. I did not use the website.
91. I didn't use it. I got the job because of family connections. I've never even seen it...
92. hard to find jobs on it - took forever- poorly organized
93. I never went to the website. You need to have more than yes or no options for the rest of the questions, because not everything is a yes or no answer.

94. Actually, I never looked at the Student employment website.
95. have not been to website
96. I didn't use, or look at the website to find my job, so I am neutral in this question.
97. I have never used the website.
98. Have never used it
99. I didn't even know there was a "temp job" or "Griz Tracker" feature.
100. I've never heard of this website nor have I ever used it! I like working for the University but being paid minimum wage from a State funded institution is sadening. We students are already poor, I thought having a job would solve this problem, but unfortunately, working for the University has created a much larger financial problem for me. \$6.50 an hour just doesn't cut it! I like giving back to an institution that gives to me, but not at my financial expense!
101. When I applied online I never got a response from the employer, but when I applied to the same jobs in person they notified me within a reasonable amount of time.
102. i did not use the website. i am a pharmacy student and i work in the school of pharmacy so my job is internal
103. Make finding job listings painfully obvious, especially more so with categories
104. I never used the website so I do not know.
105. "Griz Tracker" application submissions were tim consuming and unnecessary. The jobs I applied for had their own application forms which one only finds out about AFTER filling out and submitting the "Griz-Tracker" application. Employers also stated that the template they fill out when posting the job did not allow them to provide information accurately.
106. Truthfully i didn't even know that there was a student employment website.
107. I found it user friendly, do not know how to stop email alerts. I recieve an email every time a new job in my specified category is available. I do not want or need these emails anymore!
108. havn't seen it
109. I didn't not use the website....I didn't know which anwser to pick....I am sure it was helpful, but I just didn't use it.
110. You can't find what you need easily or quickly.
111. The Student Employment website is usefull for finding a job, but the electronic job board application function needs some revising. The limit on work experience makes it very hard to give

future employers a good idea of your past experience. There should be a place where you opt to add a note to your availability such as the fact that you are taking a summer course but only for 5 weeks and then will be fully available. There should also be an option to attach a resume and cover letter.

112. I didn't use the website

113. never been there wouldn't know

114. it was difficult to find relevant information and I received no helpful information from the site.

APPENDIX D: STUDENT COMMENTS AND SUGGESTIONS

1. Providing more on campus jobs that are not work study would be helpful. I was not eligible for work study so it was a struggle to find a job on campus.
2. I really like the idea of having a website for helping with making and organizing a resume. I have not applied for several jobs because I forgot how to make a good resume!!! Other than that, very good!!
3. Working for Montana Public Radio in the Party building has probably been a career defining experience.
4. Being an RTA allows me to gain valuable experience and meet new people.
5. At this time because of my studies, I'm not able to work. When summer comes I hope to pick up work.
6. The management at the University Dining Services needs to consider the position they have put certain employees in after laying them off with NO NOTIFICATION!! The staff at the Dining Services lacks communication with their employees, and as a result I will not apply for a job there again.
7. Have the dates the jobs were posted if they have had to be posted more than once.
8. I wasn't planning on working but since the professor asked me to be a grader after I took pre-calculus from her, I decided to take the job because it doesn't take up a lot of time and I can make a little money, so I'm not very familiar with student employment processes at UM.
9. I think that the site was very helpful. The main problem I ran into was finding a job I was interested in.
10. In regards to the website itself and the overall process, I have no complaints.
11. I think it's fine. Occasionally, grammatical errors and typos make it look unprofessional.
12. The student website was great in helping me find a part-time job. I needed a job over Wintersession, and I found it on the student employment site. The site also has a large variety of types of jobs so I was able to find a job I found interesting and new. I ended up wrapping candy at the Huckleberry People; it isn't a job that relates to my major or future career, but I think having diversified experience is incredibly beneficial to me as a future employee as well as a person.
13. I haven't looked at the site in awhile, so you may already have this. It would be nice to sort jobs by pay, time spots, or location on campus. I was lucky my job was right across the street, but it would have been nice to know that before hand. If it had been on the other side of campus, I would have been more reluctant to go every morning in the cold. But I liked the site when I was using it, these would just be extra nice.
14. increase wages! and paychecks weekly versus every two weeks
15. Make the interface much more user friendly, and possible try to look into doing something with LinkedIn.com to support employer to student and student to student to interaction.
16. Unfortunately, the pay scale for most student employment does not accurately reflect the quality of employee the UM is receiving. It is beneficial for most employers to hire part time employees, yet the benefit seems to be flowing one-way. Minimum wage is lowest in Montana, and I personally believe an academic institution should be the trend setter in area minimum wages, not a follower of local trends. It is unfortunate that most students CHOOSE to work off campus due to financial reasons, not because of the potential to build a resume.

17. We could be paid more, but that's not going to happen. I like being a student worker since the hours are tailored to my class schedule, something that doesn't happen in the private sector.
18. I was very discouraged when I recently applied for a job for which I was qualified only to be denied simply because I was a graduating senior. I am sure this violates UM student employee policy. Also, in asking whether I was graduating, this could be seen as a violation of EEO laws.
19. Offer more graduate teacher's assistantships for all graduate students in all programs.
20. I really like the ability to search for work study/non-work study at the same time, as well as on and Off campus jobs. This helps me to better see what is out there.
21. I worked for Griz Vision, so it was quite different than finding a different job on campus/looking on the website because we were just told of the job opportunity. However, I did go to the student job website at least once a week, looking for various/better paying jobs. I thought it was really easy to use. The only think I didn't like was when I wanted to look for internships, it put me to a different website, which wasn't as easy to use.
22. The cooperative work of Internship Services and Career Services is essential in helping UM students succeed as a student as well as in life. My jobs that I have worked are due to a referral from working with people in Internship Services, and I don't believe I would have that opportunity without them. Career Services should not disregard their involvement. Also, the information online for Student Payroll is unclear in describing work study/non-work study issues.
23. Remind professors to always have projects for students because we count on those hours each week to pay bills.
24. The Mansfield Library is by far the greatest place to work on campus.
25. The tracker option could be improved to only send certain emails. For example: I don't get work study and only search for non-work study jobs, but the emails I get are all jobs posted. So a lot of the time, I waste time going to the website when I don't need to. I also don't like the time selection on the applications. It is ok when selecting times, but very hard to read and understand once submitted. Employers usually have to ask what all the times mean since it is confusing.
26. I think the student employment website is great. It is very userfriendly and I would recommend it to any student who is looking for employment.
27. I am not sure how aware students are of the student employment website. Also, I feel that many students simply go through and apply for many jobs at once, without any consideration for what the position is that they are applying for.
28. Nothing but a positive experience.
29. I feel that the Student Employment website makes it very easy for students to find jobs that available on campus.
30. I'm pretty impressed with the website, however, it doesn't seem to me that the employers communicate very well with applicants. I've applied for a few student jobs on the website and not heard anything. For the student job I have now, I did not use the website at all. It might be just me but I feel like I was just sending my information out into a void.
31. I think that the payment is very low and is not proportional to the cost of the School if you compare them. If you are an international student, you can't work outside campus.
32. Rita Garland is a goddess. :)
33. I'd like to earn more money
34. I lucked out with my Student Employment. I was completely satisfied! The people were friendly and always helped me out. I wouldn't haven't have had it any other way!
35. Very impressed!

36. I like my job. Go for it!
37. I am taken for granted, my job could be done by anyone, however, I show up for work every shift unlike some of my employees. Rewards or promotions should be given to student employees that truly care about their job
38. none
39. list the date that the job was posted
40. I was looking for a job through the University and was pleasantly surprised to find that there was a position open in the IT department. I have always had interest in computers, however I had never thought about going into IT as a profession. Now that I have been working here for a year I have switched my major from Political Science to Information Services. The University's Student Job Positions were incredibly helpful! Thank you so much!
41. Once I started working, the job was not what I expected. It would have been helpful if the job description would have been more in depth, including hours available and hours per week. It is hard to find a job that pays well enough to take time out of a full time school schedule and pay rent and bills. It is easier to take out more loans to cover living expenses.
42. More donuts in the morning
43. Working on campus is very rewarding; you get to meet good people and it is very convenient. However, the wages that off-campus employers offer make it foolish to work on campus if you are working to support yourself. I've read that places on campus are having a hard time finding and keeping workers. UM needs to find ways to become more competitive for student employees.
44. Have a student login with their student ID and so they can have an account where they can save all perspective jobs and come back to them at a later time without having to search again. Also, have them in the same order everytime you log on, this would also save a lot of time.
45. I am not a regular employee; I make use of the temporary job listings around town and do stage crew with UM Productions. I would like a more regular position, but like many students, spend summers working outside missoula and have not been able to make it to the requisite training sessions.
46. I think the Student Employment website is very helpful because it notifies a student of jobs without them having to go out and look. It is easy to use and you can find the job you are looking for.
47. It would be nice if the University strived to offer jobs to students that would realistically offer enough time for a student to support themselves off of those wages from their job. I had to quit my job because they refused to give me enough hours so that I could pay my bills. It was a waste of my time and a waste of theirs.
48. This looks like my employment has been negative-it hasn't, I am just a grad student, so I already have my major/career goals/time mgmt., things like that have already been developed. I think the website and process of student employment here is great!
49. none
50. I enjoy my job.
51. it would be cool to receive emails to notify us of jobs that are open or that we could just go to if we have extra time on our hands.
52. KBGA is my boyfriend.
53. Force more standards on descriptions of the jobs and their requirements. As well as wage.
54. The student Employment website was a very helpful tool when I was searching for a job. Sadly, all

- the jobs I was interested in were taken by the time I got around to looking for a job.
55. As I said above, I found my job through my advisor and currently work on her grant project. I have found Jennie Mitchske (sp?) in the Psych department to be extremely helpful and friendly when I have questions concerning my time sheet. My limited experience with the student employment process has been good and I have no complaints.
 56. managers need to be more open with students about what is going on. Because of the remodel at the food court my hours were cut from 12 hrs/wk to 2 hrs/wk and I got no notice in advance and I have no idea how long this will last and I have to look for another job.
 57. UM should seek to partner with more area businesses to expand the types and numbers of jobs available exclusively to students. Right now, these jobs are relatively few and are very competitive. In order to be able to compete, you must have some experience which negates the whole concept of working to gain experience to better your chances of being employed in your career field of choice.
 58. Perhaps try a less abrasive color scheme on the web-page. It is currently a little dark.
 59. I wasn't given all of my work study money. I had alot of free time this semester but was only given a very minimal work load. The hours given to me did not help me to be financially secure this semester even though I was told this job would work with my schedule.
 60. I've never been to the student employment website and I didn't know about it until this survey. Advertising this website might be more effective.
 61. letting the student know if the jobs has been filled or no longer available sooner.
 62. Raise the pay!!! Tuition is killing us!!!
 63. I'm not sure my opinion is really relevant because I was offered the position, i didn't seek out university employment or use the website at all
 64. The website was very helpful in finding a job, however it would be even more helpful if the positions that have already been filled were taken off the site. Many people apply for these jobs even though the position is already filled because we had the impression that the job was still available. Thank you so much for your time.
 65. It does what it needs to do. Maybe reminders when to turn in time cards! I forget a lot.
 66. I love my job and the enjoy the people I work with!
 67. The Human Resources website has been a bit of a hairy beast to find things in, though its been getting better.
 68. I have found a few jobs now on the student employee website and really appreciate having access to such a convenient tool.
 69. More user friendly
 70. I did not use the website to get the job or work study. I have never been to the website so I can not respond to those questions.
 71. I believe it is important to respect the student employees. Although most of the jobs are "dream" jobs, we serve a purpose and make time to serve this purpose for minimum wages. Also, make sure the website is easy to navigate and user friendly for foreign students and students looking for specific jobs on or off campus.
 72. How about a raise
 73. Better pay would make it a lot easier decision to work on campus or off campus.
 74. Pay role needs to get their act together. I have not been paid on time twice this semester. I depend on this money to pay bills so a delay in pay is difficult to deal with. Please get this part of the program improved.

75. I think there should be a way to search for only Work-study jobs. I tried several times to sign up for Griz Tracker so that only Work Study openings were sent to me but that was not possible i guess. Other than that i was impressed.
76. I found it very helpful to be a student employee. I found a job in the field of work that I am going to school for. Through this job it helped me confirm what I want to do after school. I was also lucky enough to be offered a permanent position at my place of employment. My employer has been absolutely great about working with my school hours and schedule!
77. I love having a job on campus but I feel that my supervisors do a really poor job of actually watching us. I think they just think that anyone who is full time in school and getting 6.15 an hour just shouldn't be expected to do much. That makes it sort of a free-for-all and I would like to have a little more structure at work. People usually rise to the level of expectation and students are no exception!
78. It would be nice to make Student Employment more visible, perhaps with a link on the main UM page.
79. The employment website was very efficient, the only problem I had was getting a hold of people with the phone numbers provided.
80. Didn't use the website. The process was pretty easy. I like the minimal paperwork and the electronic w2s are really helpful at tax time.
81. I thought that the whole process was straight forward. I thought a helpful feature was that you only had to fill out one job application and you submit that to all of the places you are applying to.
82. I began my student employment as an internship through the Division of Biological Sciences Peer Advising and was asked to work for the Advising Office after that. My other job is as a research assistant in Dr. Vanessa Ezenwa's lab, which I obtained by going directly to her and asking if there were job openings. I think the website does not offer enough opportunities for research-based employment and that it could improve in that area. I also think that the Student Employment may be under-utilized by potential employers in the area of research/biology, and this could be improved.
83. When I first tried to join e-griz for jobs I had a hard time logging in. I had to sign up numerous times. Finally I went into the office and they got me on to the service. But that is the only problem I have had.
84. More help or opportunities for International Students.
85. The website is great. The weekly newsletter about employment is a great way to keep track of openings and availability.
86. If students could get payed more for their part-time campus jobs, that'd be great. It would make it so students didn't have to work as many hours, but still get the same amount of money. They could focus more on school instead of how many hours they're working.
87. The web site worked well for me, except I had trouble identifying my references. For example, I couldn't indicate someone's job title, so it wasn't clear which people to call about which job.
88. I am a MSW intern at Self over Substance. I need these hours to graduate, but the experience has been great and another large benefit is receiving some money for my time here.
89. Since before school started, I was applying for work studies (with an exception in the food services) and no one responded to me. I tried for a good two months checking jobs daily and right as I was about to give up, I applied for a position at the OCE and they responded right away. Now I am very happy with my job, I just wish I could have gotten it sooner, because as of right now I

- can't complete my work study awarded hours without working a full time job.
90. RA and TA positions are a great opportunity to gain professional experience as an undergraduate student. But too often, RA and TA openings are seeking graduate students. It would be nice if there were more undergrad TA and RA opportunities.
 91. Increase employment benefits for student employees
 92. If the website is more detailed, it will be better. (like the number of employees they needed and the leftover positions, specific description of position they needed, etc)
 93. I think it is all organized really well and it gives good descriptions of the available jobs.
 94. awesome!
 95. I cannot think of anything specific. I like the website, it is basic, informative and helpful. Keep up the good work.
 96. The website was very helpful once I found it, but for some reason it took me a while to do so. If there were a link to student employment directly off the university's main page that would be helpful. It might also be useful if the website had a flyer of some sort that went out with student's financial-aid award letters if they'd qualified for work-study.
 97. I believe that if a student shows a strong commitment to their work and performs exceptionally, then they should be given a raise of something because their value has increased as an employee. This would create a higher demand for students willing to go the extra mile and programs like the University Dining Services would become more efficient and stronger as a whole. Making it so someone can only get an increase in pay by becoming a student supervisor or student manager belittles their abilities as a general student worker.
 98. Higher pay would be nice. Costs of attending school (tuition and fees) increase each year as does the cost of eating on campus (UC Market, Cafeteria). I feel that student employees' pay should increase accordingly.
 99. Better wages for student workers. I have three jobs and still have a hard time paying rent and buying groceries, living paycheck to paycheck...with a lot of stress due to the full work load.
 100. Helped me find a job as an incoming freshman that has lasted 3 years now and pointed me in the direction of my current career goals
 101. Work study students should get paid more.
 102. The managers/supervisors were generally no help if you needed something or were requesting help with anything. The supervisors at the UC food court were generally very unfriendly and not easily approachable. And considering it is supposed to be a flexible job because of classes they were extremely inflexible and even threatened to fire people if they missed even one shift. And considering I am a single mother who really needed the job at that time and can't help it when kids get sick I found that very upsetting. I feel that there present supervisors are not good at managing students...
 103. I think it would be more helpful to students if they were offered more than minimum wage to work for the school.
 104. Some of the application areas confused me. Possibly add more onto the application.
 105. My answers are somewhat skewed because I am in law school and just pull a shift at the law library once per week. It doesn't further my career goals or build my resume because I am qualified for more professional positions.
 106. Wages are VERY low, there should be a minimum wage of \$10 an hour!
 107. All the jobs and applications are only online. I went to Career Services in the basement of the

- Lomasson Building hoping that I could talk to someone about positions that were available and match a job to my interests but they just told me to look online. I would have been nice to talk to a person. I felt that when I submitted my resume online I was committing to something without really knowing what it was. But I found a job and am very happy with it.
108. I feel like i would actually enjoy my job here if i didn't dread my boss, and if she treated me better. It would be an improvement if I had known i would be cleaning the office as opposed to what I thought i would be doing which was answering phones ect. More job explanations would be great.
 109. I think that the website is good. It is easy to navigate and get around on. A process of employment that could be changed is letting us take our 15 minute breaks at the end of our shift. This works best for students who have jobs that don't require dealing with the community and are mostly behind the scenes. It allows students to catch the right bus and get home sooner.
 110. I think that working on campus has been a great experience! I wish that there were more jobs on campus available for other students who want to work but can't find a job off-campus.
 111. I would say that the hardest time I had was dealing with reimbursement for travel related expenses. Navigating that system was very confusing at the start. Orientation in that regard would be helpful.
 112. The fact that Social Security doesn't get taken out of my ASUM Preschool check really bugs me. I earned that money and deserve to use it in the future.
 113. I think it works great.
 114. I haven't visited the website, I didn't know there was one. But it would be nice to have jobs available for students listed according to major (if thats not already done).
 115. Since I haven't used the website I cannot attest to the effectiveness of the website. Perhaps I am simply ignorant, because I feel a lot of people know about it.
 116. Student employment has been very helpful to me at UM. I feel that the supervisors at the Cascade store have been friendly and made me feel comfortable.
 117. The website is fine, it is the employers that sometimes overlook the applications given to them. I have found in my experience that applications were just not read by the employer, which makes students disstatisfied with the website because they believe that the website is at fault.
 118. Management needs to make sure employees are satisfied in their work environment esp. in the dishroom(foodzoo).
 119. i think that it would be better to pay students more money than what most of them are making at the present time. they would be pretty likely to put that money back into the community of Missoula, and even the University of Montana. It would give Missoula's overall economy a boost, instead of paying temps more to work, because they would be more likely to only spend it in the community of Missoula, or even outlying communities. I think the U would benefit from this quite a bit...and how many temps aren't garunteed their hours...well all of them. but how often do they not get their expected hours. i would tend to say that they usually get the majority of them.
 120. The student employment site is very helpful when I am looking for a job. None of the online applications go through though.
 121. I like the Idea of adding the links to interview and resume-writing tips!
 122. I think it is quite effective as it is. There might be an easier link to find it on the actual page, as I struggle finding it quite a lot. The amount of infromation is very good and not to long, and the

- contact info is usually correct.
123. more jobs on campus not related to food, or being a janitor.
 124. Advertise available jobs in the Kaimin. The applicant pool will be larger that way and administrations will be able to hire more qualified people as a result.
 125. It would be nice if the jobs on the job board were removed once the jobs were filled.
 126. I think it is going great. Thank you for the help!
 127. I think there is not enough promotion of the jobs available to the students on campus inside the dorms. A lot of the jobs on campus are more than willing to work around students' schedules. You can't get that kind of accommodation from jobs off campus. If you do, then you are lucky.
 128. I like being employed at UM, the people are friendly and work with my schedule and I like my job okay, but I'm in the process of looking for another job because I can't afford to live making only \$6.15/ hour. On top of that, my hours were just cut, and I don't know why (I was only told that everyone's were cut), and I felt rather disrespected to simply be told when my new shift was rather than consulted. I would be willing to work longer and harder jobs for higher pay, but trying to find additional shifts to suplement my cut shift is not worthwhile for minimum wage.
 129. The Cascade Country Store is a great social environment to meet people and to learn many different skills! I highly recommend it to anyone looking for a simple part time job.
 130. Being a full time student/mom/wife is hard enough, I wish I didnt have to work so that i could focus more on my education. Saddyly there was no other way, As it is i am Student teaching and not being able to work this semester has really hurt us. and I can not make enough with Work Study alone to keep us afloat. alice
 131. Great work.
 132. You should try to connect the Griz E-Recruiting site with the Student Employment website or otherwise make them more compatible/integrated, unless they have entirely separate purposes, in which case you should make their differences more obvious.
 133. A no tolerance for sexual harassment, harassment, or verbal abuse of any kind policy would be very beneficial to the universities student employment opportunities.
 134. It was very easy to understand and navigate.
 135. The website was very helpful-I found the Jeannette Rankin Peace Center position right away and that's the job that I got.
 136. When looking at the website it would be nice to have an on campus and off campus section instead of all the jobs jumbled together.
 137. I've worked at the Golf Course for 6 years, since i was in high school. I was able to become familiar with the university before i enrolled, that was very helpful.
 138. The website would be better if after a job has been filled the posting for it were taken off, or after a significant period of time; There's job listings dated as far back as August of 2006.
 139. The website was great - extremely helpful and easy to use. On that respect, you're doing a great job. Regarding employment itself, I have two main criticisms First, which your survey addressed, the lack of performance appraisals. It is my understanding that most, if not all, "real-world" jobs use a performance appraisal process. Conducting this in a student employment position, even though the job description might seem pretty straight foward, would help improve student performance in the job and help the student get a better feel for what the real world is like. After all, isn't that what college is - preparing us for our real-world careers? Second, though I'm not sure anything can be done about this, the wages, especially at employers on campus. Many

students take on jobs while in school to pay tuition and rent. I, luckily, had tuition already majorly taken care of. But the wages at many of the positions are more often than not not enough for a student to get by on their own (assuming only one job and being a full time student).

Thanks!

140. more frequent workshops and higher wage for students
141. i think it is good to update whenever new information come as soon as possible, so student catch up what is new job around them.
142. as a foreign student, i really want to have a more sorted list of company that foreign students are eligible for. thank you!
143. I am a graduate teaching fellow in the math department. We don't go through the website to get these they are directly through the math department.
144. I really love my job, and I think it really has helped me to manage time wisely, provide a good community, and I feel that my experiences will help me in the future. I think the student employment process is very effective.
145. i like where i work it is a fun place to be
146. I found the website very informative as to the wide variety of on and off-campus jobs available to students! I had no idea there were so many different job opportunities available and found the perfect job for me!
147. I think that the website should be made more publicized because I think it is a great way to see what jobs are there and what the requirements are, I got my job from doing an internship but have used the website in the past,
148. More clarification between student and employer about when we are paid.
149. I don't like the limit of 19 hours/week for work study students.
150. I would like to have a formal performance evaluation to see how well I'm progressing.
151. Maybe it would be nice to have a place where we could post our resumes online. Or some email being sent to us whenever there is a job posted in the area we are interested in.
152. I didn't even realize there was a student employment website!
153. I had trouble receiving my paycheck on time. It took several months to receive my first check. I was also enrolled in the direct deposit which was nice to not drive all the way across town.
154. At the moment I cannot see how to improve the system right now. I can tell you that I would be in dire need without the money that I earn with my Student Employment. Thanks!
155. I understand your financial restrictions, but it is really hard to work a university job and still pay rent. I think you would have better employment turnout and return rate if you paid students a LIVING wage, not minimum.
156. I feel if the dining service could offer more money to their student employees they would not have to bring in temp. workers to fill on the empty slots.
157. I thought the time card/payroll setup was harder than it had to be.
158. More better paying jobs.
159. there needs to be more positions available other than working at the food zoo. and the wage is awful
160. I think that increased awareness among new students (ie Freshman) is necessary. In my experience talking to students, especially while working at my current job, most have never heard of the site. I think the site is helpful and easy to use, it just needs to be noticed.
161. The email updates I received made it easy to look for a job from my computer as opposed to

- having to look all around campus and/or the community for a job. I have been with this job for 2 years now and I have been very pleased with it.
162. Make this resource open to more employers. To me this is an easy way for businesses in the community to find employees and volunteers. I am on exchange right now and I don't what I would do without this website. (Griztracker?)
 163. better pay
 164. You are doing a great job! Thanks.
 165. I found a job on the Student Employment electronic job board and I was put at risk financially and legally and when asked to have this employer removed they were not. This may cause trouble for another student in the future.
 166. Its great thanks
 167. I believe that student workers should recieve their paychecks in a timely manner and not 2 weeks after their previous pay period has ended. That would greatly improve the student workers' satisfaction with student employment.
 168. It is impossible for a student to make any kind of a living on \$6.15 an hour. It is a good thing that the minimum wage is increasing each July for the next two years.
 169. If there were more oppoutunities in history and education, maybe more ta positions in a variety of fields. Overall i am very pleased with my position at Lewis and clark and would not trade it for any other employment on campus.
 170. I am a bus driver for the university and I have to put up with a lot of crap and I do not get paid well. I have wonderful supervisors and managers and I do not blame them for these issues. The school should put more money into transportation. Today for the second day in a row my bus broke down at the car wash and I had to wait for an hour before anyone came to fix the bus. Everyday we face issues with buses breaking down, with upset customers and with construction slowing us down. I had to work hard to get this position and go through a lot of training and I deserve to get paid a decent wage!!!!!! I pay for rent and food with my paycheck and I have to work atleast 20 hours a week in order to barely meet these financial burdens. I am also taking 19 credits so I don't have a life because I have to work way too much in order to live!!!! This is completely unfair!!!
 171. i think it would be helpful to have more sources in which i can check on shifts that are open and people looking for shifts at specific times so i can shuffle things around easier should i need to
 172. When I was working at the Food Zoo, I always felt that international students were discriminated because staffs or bosses never talked to international students face-to-face. They always talked to American students, and then these American sstudents told international students what staffs or bosses said.
 173. More non-work study jobs available on campus.
 174. More benefits such as free towel service for rec. center employees and larger discounts on campus food.
 175. offer periodic longevity raises or bonuses
 176. I feel that the student employment website should have a broader search basis and more reliable deadlines.
 177. Working as a UM student employee does not allow me to earn enough money to pay for all of my expenses. I only get minimum wage and cannot accept tips. It would be nice if students could make more money.

178. I enjoyed my student job at the university catering. The only thing I wished was that possibly I couldve worked less hours. It was good job, but at times I felt overwhelmed with school and work. Also, with the minimum wage being only 6.15 an hour it sometimes was not worth it.
179. It would make it easier to apply for jobs at different times if you could save the written sections of the applications on the server if possible.
180. The payroll section of my employment with the UM has been less than par, having to wait 15 days after the pay period ends to get a check is ridiculous. The reason I have a job is so i can pay bills. Pay periods should be shorter. Perhaps weekly.
181. I think it would help every student if the earned a bit more than \$7.00 per hour, i have an apartment that i rent out and i usually end up using my financial aid to help pay, and i shouldn't have to do that, either that or longer hours.
182. It should be easier to qualify for a tuition wavier. Also, I would like to see some sort of retirement plan available to students who want them.
183. The pay is very low. Three years ago, I started a job as an office assistant at the COT. My starting pay was \$6.75. Currently, (3 yrs later) my pay has only jumbed .75 cents. (\$7.50). I feel that I should have been given bigger pay increases than just .25 cents per year.
184. I know that many students don't have the time or resources to find a job off campus. Making student employment at the UM more available and higher paying would really help students balance school and work much more efficiently.
185. None
186. It would be good if there was a resource for students about job related problems. For instance, my boss didn't give me a raise after six months (or the evaluation for a raise) and because she is unapproachable, there is nothing for me to do.
187. Since my job was tutoring it helped me get an even better understanding of my field of study.
188. It would be nice if student employees were paid a decent amount for their jobs. I think its ridiculous that people who stock books for the library made more money per hour than students who work as lab aids and assistance. These people actually do research for the University and help them get grants and things of that nature.
189. I was able to be around a lot of sporting events. I really enjoyed being a part of the student event staff.
190. I found both of my positions on campus by walking into the offices and asking about opportunities. I have always found employment difficult to secure with an unsolicited resume.
191. Web design is essential to how much people use a site, in spite of the content. Do not shirk the money it takes to hire a good web designer. Also, get rid of the application process. Instead, just hook up employers with possible employees and let them go at it in a way that is tapered to the job's demands.
192. I love being an RA, it is a great experience and a great opportunity.
193. don't think this survey really applied to me, i'm just on work study
194. None
195. For the past few months, I worked as a ticket salesperson and thought that I would actually be working some hours. I understand that there is not something going on constantly, but if they hire someone (a student), some sort of hours per week should be set and guaranteed. I felt that my time there was pointless and unnecessary to the box office. Yes, some of the time, there were spurts of business, but when my paychecks are in the \$30-50 range, I do not have the financial

security to maintain a budget. I think that employers should take the time to space out their hours between workers and give fair and equal opportunities to each employee to work as much as the other employees. Maybe employers should actually have set schedules and not just call on random to get people to work. Overall, I should have stayed at Starbucks, but the campus was more convenient and the hours were flexible. Maybe a little too flexible. I think that organization is key to running any business, but when a business falls under a messy spell, how are the employees supposed to stay on track when there is no track? I am not trying to bash this particular employer, but I do think that taking what have said into consideration, for any business, would be beneficial.

196. Everything was extremely easy, i didn't even use the website to gain employemnt. I found the job through my major. I would like to be paid more than minimum wage, but i understand that my job is very low effort and isn't worth more than minimum.
197. Higher wages for work study jobs.
198. I found the website to be very helpful in searching for a job. It listed all the information I needed to know about the position. The website made it easy and efficient to apply online and search for the job that matched what I was looking for. The only problem I had was actually finding a job, because there were so many students that needed a job on campus, however, there weren't enough jobs available.
199. I think it needs to be promoted better, just to get it out more. With that I think the program could boom.
200. I believe the Student Employment website is a very helpful tool, for students such as myself to find work on campus, that works with our schedules!
201. As a work-study student, I think it would be very helpful to have a page in cyberbear, or a link to where we can keep track of how many hours we've worked and how much is left in our award, or at least be able to access our award amount online. I think this would make it easier when planning work hours later on in the second semester; I have a job with flexible hours and it has been hard keeping track of what's left of my award.
202. As a nontraditional student, I guess things occur to me that would not occur to younger students, some of whom are working in their first jobs. It would be good if they could be made aware that even indirect comments about age, race, gender, etc. are inappropriate (illegal, even) in the workplace . . . that the workplace has different rules than conversation in the cafeteria because other workers don't have the choice to get up and move . . . It just seems like a good opportunity to help them understand that a workplace is a different place, socially, than the classroom or someplace they would be with friends. I noticed that people who would never think of making a racial comment had no problem making comments about age, which are just as stereotypical. Like I said, maybe it's just me, but it would never fly in the "real world." Thanks for your help with an overall great work experience.
203. Thanks for offering work-study programs!! It really makes a differance.
204. I suppose I should have accessed it in the begining.
205. none
206. great job. take down old jobs once they have been filed.
207. Expanding the human resource office. It's really hard to get by when all of our check are two weeks to a month behind.
208. I really appreciated the flexibility of my job.

209. I liked the broad range of opportunities listed.
210. I wish I was able to work on weekends. I work at the recycling center and can not work on weekends when it would be most convenient for me to put in long hours.
211. Great work, it's a great tool!
212. Student employment is great. One thing, however, that might prove helpful for students is creating a list of all jobs, not only those available. It was very helpful to see which jobs were open but it would have been helpful to have had access to jobs that were not open so that I could see what was required of me to obtain a job that I might be more interested in, even though it might already be filled. Thanks for reading this I hope it was somewhat useful.
213. Networking seems to be one of the best ways to locate a suitable position in a small job market like the UM campus...maybe some tips on forming larger networks would be helpful along with the standard resume, interviewing, etc.
214. I work at Financial Aid and I often advise students to use the Student Employment website all the time. They usually come back saying they liked it but none of the employers seem to get ahold of the students after they submit their resumes. I know this probably has nothing to do with the website but it is very frustrating to the students and they get discouraged about finding a job.
215. I don't think we are appropriately compensated for the work we do (food zoo)
216. If there were links to jobs within or pertaining to certain departments and or majors, I would have found that extremely helpful
217. none
218. Maybe there's a better way that I don't know of, but getting to the website is hard. When you click on employment on the home page it isn't obvious that you should click on career services for a student job listing. Fewer clicks to get there would be nice.
219. I don't really have any complaints about student employment. I'm thankful to have a job and work with great people here on campus. thanks!
220. I felt as if my four semesters of being a student employee have gone smoothly. My experience as a student employee has been positive, and I do not have specific complaints. My co-workers have treated me well and given me the proper dosage of responsibility that keeps me satisfied with my job. I think my positive experience directly relates to the particular individuals who I work with.
221. Some of these questions are irrelevant to me. I am a grad student with a TA/RA position within the school I am seeking a degree. I never consulted a website because it was not necessary to do so. I love my position and will have held it for 1.5 years while in grad school. The experience gained in this position is invaluable. I highly urge anyone interested in part-time work on campus to pursue a TA/RA position within his or her department/school. Connecting to faculty on this level is a beneficial and educational experience.
222. Fire Ray, the supervisor at the Food Zoo. I believe he contributes almost exclusively to the high turnover rate of student employees. He hates his job and is aggressive towards anyone who doesn't.
223. When I was applying I thought the I-9 form is a waste of time and should be done away with. To hell with the DHS.
224. I like the website format and the online application process. I think it's easy and a good system. It's what I used to find my job on campus, and the only thing I could suggest would be to add the mentioned link to resume/cover letter tips.

225. It would be helpful if the University provided more information on what jobs were available. As of right now, I only know of a few specific jobs that are available and, if the full range of available jobs was elaborated upon, it would aid in employment decisions.
226. What about student jobs at the hospitals, for those interested in healthcare?
227. It would be helpful if we got paid more.
228. It is good, more competitive wages would be nice.
229. I feel it is pretty good. Though it's not always easy to know who, outside of work, to ask for help on issues related to work study jobs.
230. I really appreciate the help that I received from the Student Employment website because now I am earning money as well as attending my classes and every little bit helps. Thank You!
231. My job is great. But the pay is so little that I struggle to the point of looking for a second job. Two jobs as well as studies is alot.
232. Possible better pay.
233. Everything on the website helped me find the job I have now. It was so much easier online. I can't think of anything to improve it! Thank you
234. I struggled finding jobs that weren't work study. Since I am not eligible for work study I felt most of the jobs were directed to those students.
235. As a night watch at Jesse hall it is fairly upsetting to hear about how people have been attacked near campus relatively constantly throughout the year. Because we get off work at 3am it would be nice to have a place where we could park that was near the entrance to the doors of the dorms, all areas begin ticketing at 2am. because of this we have to park in dark areas off campus in the residential area. its almost unbelievable that this is the case when we here about attempted rapes and muggings in these same places. it would be very simple to either make those spots that are there open until 3am, or allow parking in quickstops for employees (maybe with some kind of sign in the window)
236. I feel I have learned many office skills at my job that will help me in any line of work I do. I also feel a sense of responsibility and community with the other workers. I am happy about where I work.
237. na
238. I think the student employment website is fairly helpful the way it is set up.
239. I found it helpful in finding me a job.
240. I believe the university needs to take some major steps in the treatment and paying of their student employees. The flexibilities of on capmus scheduling allows for many more oppurtunities
but also the lack of strong management and performance evaluation leaves me and many others seeking off campus jobs to get by... All in all, I enjoy my work on campus but I feel we need to move into the 20th century with more professionalism, better pay and perhaps more understanding management staff.
241. I don't have anything to add to it. I found it easy to navigate around.
242. kids who don't receive work study are discriminated against. you pay all the students crap, aren't willing to give people overtime etc. kids want to work on campus to make things easy while in school but you guys need to stop being so cheap. kids are giving you thousands and thousands of dollars and then you pay them 6.15 an hour. nobody can go to school and work and still pay the rent, energy, food, school costs. start rewarding all the students that run this place, give raises, do

something. there are hardly any incentives to work on campus. nobody wants to work for you because they can't afford it.

243. I am a non-traditional student, returning to college after 25 years in the work force. I brought with me a great deal of experience and knowledge that has been most beneficial to my student job. Yet I feel ripped off. What I used to get 30k+ a year for now pays me 6.75 an hour, and that's with the raise I received. Its humiliating but it helps cover some of my gas expenses, allowing me to make it to class.
244. It's been most helpful to have this resource at my hands.
245. It would be nice if there was an opportunity to work with animals, show part time jobs available even off campus, or if there where any part-time environmental jobs availble through the website.
246. I applied and was hired for two university jobs through your website. A couple years ago I applied for a job with facilities services through your website and they called me back within 2 hours of applying online. That was awesome. The other job was through your website with instructions the application process.
247. Maybe offer more job listings for both on and off-campus jobs. Maybe if student has the option to contact the employerers on the website, that might help to narrow down choices or help student to be more confident in choosing the job after talking to employer.
248. I believe the process works fairly well. I did not have any trouble searching or gaining employment however I am a non-traditional student and already have an extensive resume. Having a work study position has been very beneficial for me to be able to carry on with my academics stress free. I do wish the pay was better since all most all of my money earned is strictly grant money.
249. Really, there's nothing I can recommend for improvement.
250. It is impossible to live in the Missoula community working a part time job at minimum wage. College students face particular problems in the financial arena. If the quality of life for students is to be improved, wages from University jobs must reflect the local cost of living.
251. I have applied for numerous jobs and have had no luck obtaining any of them. I am paid 7 dollars an hour, with no hope of a raise, which is not helpful financially. I am constantly struggling to stay in school because the finances are so difficult. I feel that student jobs are had to come by, pay too little, and do not take into account time management. If I could work 10 hours a week and made double what I make now, I would better off financially and I would also have more time for school, instead of trying to balance having enough money or making time for school work.
252. I think a student employee not eligible for work study should be the next available to receive the unclaimed work-study money to help out their respective departments.
253. Management was well organized, but the roles of my role and authority as a student employee was unclear.
254. Make it easy for an employer to disable the online job application on your site.
255. I wish we got e-mail notifications about when time cards were do. My job was very independent, so I never informed of anything happening.
256. The website needs to be more user friendly overall, I find that trying to navigate through the website can be very difficult and time consuming.
257. I don't know what function my supervsior serves, if I had to call in sick I wouldn't know who to

contact. I don't know if I'm doing a good job or a poor job, there is serious lack of communication in my workplace.

258. I am very glad that the Student Employment website offers both on and off campus job listings!
259. I've never used your website but I just looked at it and I would think the on-campus job search feature would be useful in looking for a job on campus.
260. Thank you so much for everything you do for students!!!
261. is good the way it is. I do not think of myself as a student employee and am independent of the university. I work for Peter not the university.
262. My experience has been positive and the only additional words I have are that the staff at family housing needs to be supported more. There are always things going on in residence life that exclude us. We are required to attend Camp Paxton yet most of that time is geared to dorms not community assistants. It doesn't do much for us unless it is a mini vacation.
263. I think that if the head of student custodians has an issue with one, then he should come to us directly instead of relying on the people below him. Also, formal evaluations at least once a month would come in handy to assess my performance. And an overall "how to use" class before school would help with the custodial equipment. I know that we are here like two weeks before school starts and in that time I believe teaching us how to use ALL equipment we are faced with will help the student custodians maintain a more clean environment for other students.
264. raise the salary reasonably
265. If someone cannot come to work, we have to work not only for me, but for another person who does not show up. Even though, we could get only money as we work.
266. more areas to fill out on the application would have been helpful
267. The website is fine but the process of getting paid isn't very good because of the delays from when I worked to when I get a check. I've had to wait 1-2 months to get a check because of my boss not getting my time card sent in quickly.
268. The website was great for searching for student employment. I like how the jobs were separated between work study/non-work study and on-campus/off-campus. That made things a little easier. I also like how you can apply to multiple jobs at one time.
269. nothing
270. I feel that the student employment at UM is great. There is a wide variety of jobs available and employers willing to work around your schedule. I think it is a good thing and should keep going as it has.
271. Everything looks good!
272. I don't know if you have this, but the option to have the website email you when a new job in your interest comes up. I think it's a good program.
273. Keep the office in the Lommasson Center open during lunch hours. It was very inconvenient to have to wait to pick up my check because they were closed for an hour; which happens to be the busiest time of the day.
274. I never used the student employee website.
275. Pay students more than minimum wage if they work at the food zoo!!!
276. I think you guys do a great job in making student jobs available, and keeping students informed of new positions available.
277. n/a
278. I think it is good maybe it would be nice if people actually responded more instead of just leaving you hanging

279. I like how student employment is run, no complaints. Good work.
280. None.
281. I feel this is a wonderful way for a student to earn money, while not having the scheduling problems associated with off campus jobs.
282. Just the ability to quickly....as listed above. Otherwise I appreciate this opportunity! Thanks.
283. Make wages more competitive.
284. I think more jobs around the whole country should be connected.
285. The obvious; more money. The possible; I don't know, getting people to stop touching the glass right after I have cleaned it. That would probably improve my experience a little.
286. THE student employment website is helpful.
287. More openness in the interviewing process at UM. If not accepted to a position, then a more indepth explanation as to why would be nice. Further, more comments or positive criticism would be appreciated.
288. The website is helpful to get a job on campus.
289. Bring more vendors for other areas for students ro work
290. I want more concert setting up expirience.
291. I would very much appreciate being paid a little sooner than, say two weeks to a month after time cards are turned in. Just saying.
292. I found the process to be fairly standard and easy thanks to the frequent updates of job postings and availability of electronic applications.
293. again, i didn't have to go through any of that. sorry that i couldn't be more helpful.
294. maybe having an e-mail alert when specific jobs come available.
295. Just keep up with the opportunities. I was able to find a couple jobs so I think it is great!
296. That more jobs should be available for non-work study students
297. Not minimum wage. People who work in the coffee operations should get tips.
298. Possibly get more community organizations to have an oppertunity with my with work study, instead of just internships.
299. I never used the student employment website, but I will say that my student employment experience has been wonderful.
300. No suggestions.
301. I feel the restriction on the number of hours you can work as a work study student is limiting. It would be nice if there was a way when things are busy at work to make an exception to the 19 hours a week limitation. Or if there was some kind of clause that says two or three weeks out of the semester students can work over the 19 hours.
302. I found using the Student Employment website very helpful and have no further suggestions.
303. The process works well, although I've found all my student jobs through other sources. I think that student employment is a very important aspect of the college experience - I think all students should work a little bit for personal development even if they don't need the money. However, I wish that student jobs paid a little better, or offered some sort of partial tuition credit. I work about 30 hours a week to make ends meet, and this is very difficult given my full-time academic and extra-curricular workload.
304. Hand out an anti-lazy pill to the student body. Especially a few of the students that work at the food court in the UC.
305. I loved my every experience working on the U of M campus!

306. Help the students earn more. What we make is not a livable wage. While many of the students have family support, many of us are forced to rely on Federal Aid. The job situation in Missoula is highly competitive and does not pay well. The longer I have lived here, the more jobs I see that are not willing to work with student schedules (unless over the summer). I think the website is great. It has allowed me to check for other jobs with ease.
307. If the University had more competitive pay, I really feel like the it would give more to the experience. Right now, I have to work two part time jobs instead of just one, because I am working for a minimum wage which doesn't put a dent in my bills.
308. My experience being employed by the University was enjoyable. I liked the people that I worked with very much. I learned many things about staying organized.
309. I ended up working minimal hours due to the lack of students asking for help in my areas of study- French, Economics, and English. I am no longer a student employee.
310. Worked out great. I worked for both PTS and SoB in my field. Ended up with a staff position in my field. Student job led directly to my new job. Good work.
311. offer internships or work study jobs that can relate to every major.
312. Please help us with resources for writing resumes, cover letters, and interviewing!!!
313. Student employment has worked very well for me.
314. I am very pleased with my job and job finding experience.
315. Pay us more than minimum wage!
316. I think that the online application was useful, but not very broad. It made it difficult to apply for a variety of jobs with the same application, because normally I would fill out an application differently according to the position i was applying for. So perhaps seperate applications for each job you apply for would be useful. Other than that I think the student employment process is for the most part excellent.
317. I have really enjoyed being able to work a job that is directly linked to my major and career choice.
318. I never really got any hours, the job was fine, but there was no work. I would really like a programming job though.
319. If a student is working on campus, work study or not, it would be nice to be treated more like an employee of value that contributes to the business and less like a student that your supervisors treat poorly.
320. none
321. To be honest I worked only minimal hours as a tutor with Students Tutoring Students. I really don't have much input in regards to that.
322. I believe it would help students to require resumes when applying for these student jobs. So they would think about it more further away from graduation.
323. Offer students more hours per week during semester terms.
324. Make the site easier to find?
325. I went looking outside of the website for campus employment, but I do think your web page is very well laid out! I would like to see more of a connection with opportunities such as SCEP (Student Career Experience Program)-United States Forest Service and other career building opportunities.
326. thanks
327. Raise wages

328. Allowing students in the University Dining Services more ways of earning higher wages other than just giving them a different job title. If students knew that they could be rewarded for their hard work and dedication, then they'd be more inclined to stick around.
329. I appreciate that you are willing and flexible to work around student schedules and that you understand that we are there primarily for our education not work. I think one of the downsides to student employment, especially in dinning services is the wages.
330. Good Stuff!!!
331. It would be nice if the UM would offer more job opportunities during the school year to work in the natural resources fields.
332. For most positions I applied for that are not offered through the university, the standard format application form was not required by the potential employer. Information that a separate, formal application is required should be posted with the notice as opposed to sending an e-mail AFTER the unnecessary online version is completed.
333. I know that the University is making a killing off of the tuition alone of the students, so in knowing this i ask myself, 'why then, do we have the misfortune of never making more than minimum wage?' Any answer you give me will be unsatisfactory, all i want is a raise.
334. I don't use the website much, so no real suggestions.
335. I actually didn't use it. I found my job because it is related to my physical therapy degree.
336. Pay students higher than minimum wage, something that could help with tuition.
337. Refer to the comments made on question 18.
338. i was asked to work here so the process is great!
339. Pay more on jobs that require more work.
340. Give more hours to work on campus for more people. I don't want to work 30 hour weeks as a freshman while taking 16 credits but hiring an extra person and and working 15 hours between two would be nice.
341. Put a help wanted sign up at the UC or something with a list of jobs people can have...and just mark off the ones you give away...
342. people just need to learn how to work when it comes to the food zoo
343. As of yet the UM student employment website only lacks more jobs to acquire. Which is of course no fault of the website itself... But that does innately cut back on the time I would spend surfing this site for employment help.
344. I wish the state would give the university more support so that employees could be paid for what their worth. This campus is expensive compaired to alot of others in the country.
345. it fun there and meeting alot of new people