

Overview

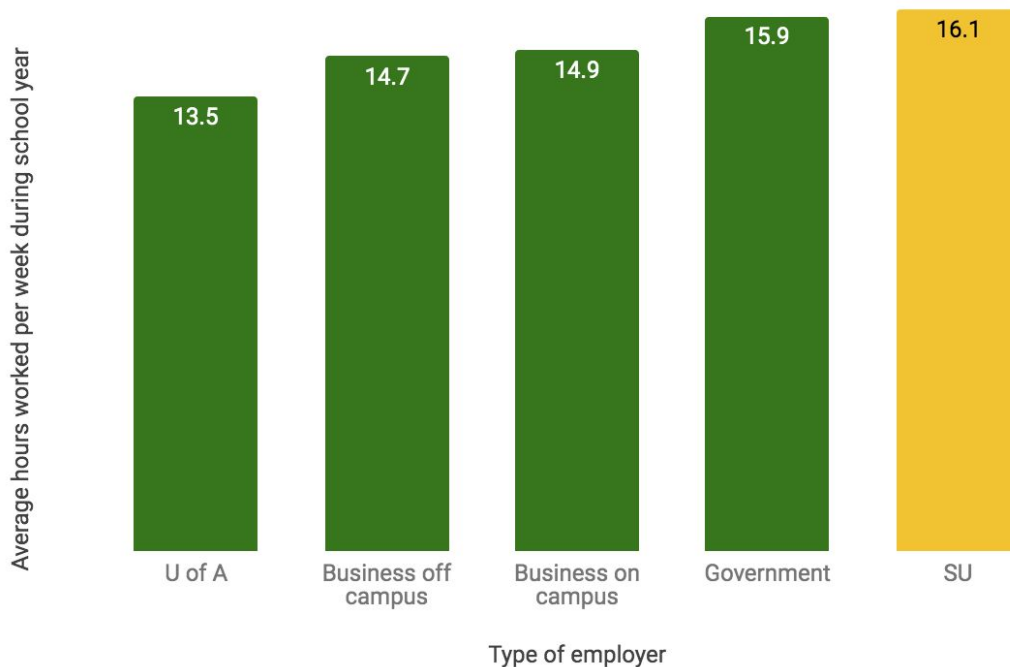
In 2018, the SU employed over 150 students, 76 of whom participated in the 2018 annual undergraduate survey. SU student employees are more involved on campus, more likely to find work-integrated learning experience, and much more likely to belong to several key marginalized demographics. They tend to work over sixteen hours per week during the school year, a reasonable workload that averages significantly higher than other types of student employers.

Hours Worked

Many students are caught between working too few hours to make ends meet, and working too many hours to focus on their studies. Every student needs to find the right balance. Within the bounds of a reasonable workload and comparable wage ranges, however, more hours are generally better.

Weekly hours worked by employed full-time students

UASU 2018 annual survey, n~5040



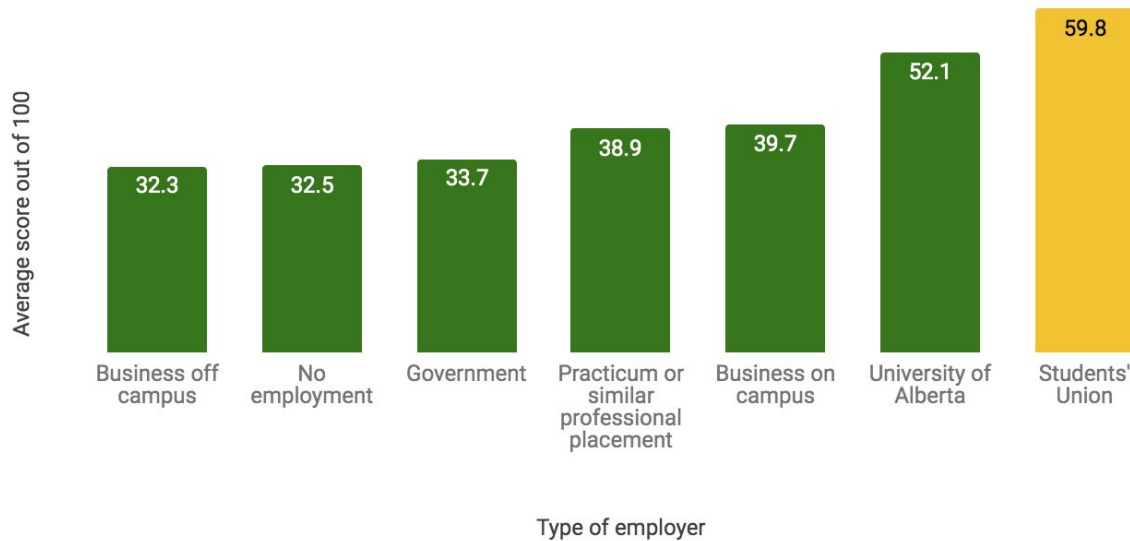
On average, SU student employees worked more hours than students who worked for other types of employer, but still well below a level that would typically interfere with their academic work.

Student Life Involvement

SU student employees are far more likely than other students to get involved on campus. It may be that the SU hires more-involved students than other employers, or that SU ties lead to stronger engagement. Whatever the reason, however, SU employment certainly goes hand in hand with student life involvement.

"How involved are you on campus? (Examples: campus recreation, faculty/department association, clubs, volunteering, attending events.)"

UASU 2018 annual survey, n~5040



Demographic Diversity

As an employer, the SU holds itself to a high standard for equity, diversity, and inclusion (EDI). While demographic proportions are only one element of EDI, these proportions do speak to diversity among SU student employees. Compared to the 5,000 other students who took the survey, SU student employees were 40% more likely to identify as members of a visible minority, 24% more likely to identify as LGBTQ2S+, 25% more likely to be students who parent, 16% more likely to be a first-generation student, and over twice as likely to identify as differently abled or a person with disabilities. SU student employees also included roughly proportionate amounts of non-binary and Aboriginal students, though the small numbers involved did not meet privacy thresholds for disclosure.

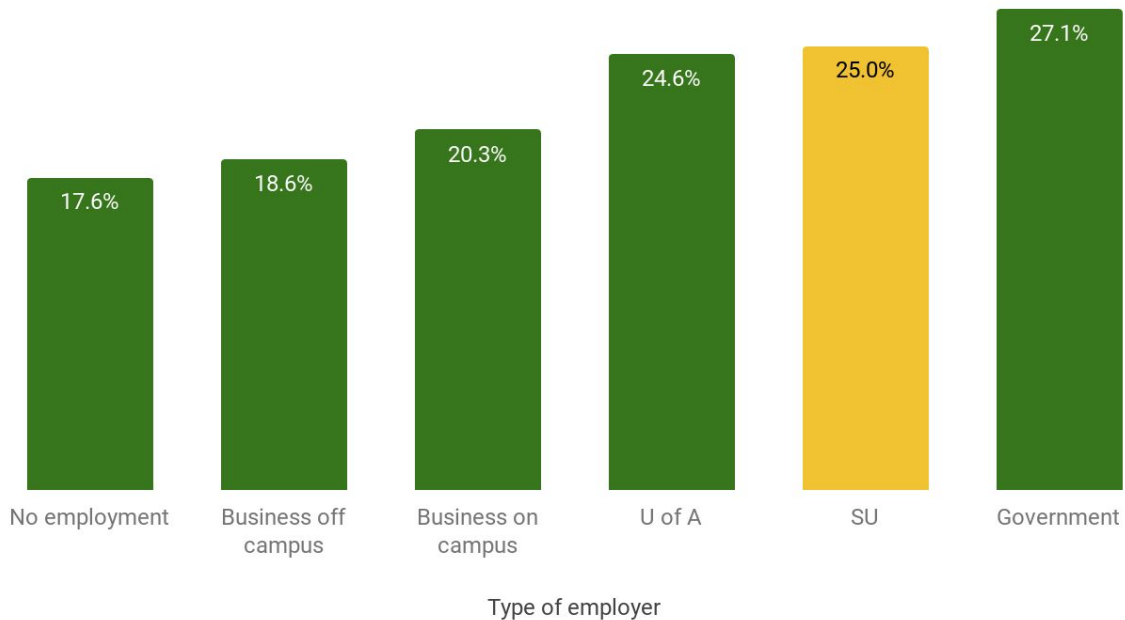
Separately, human resources data indicate that roughly three out of four SU student employees are women. One major factor in that ratio is the disproportionate number of women who seek and find jobs in InfoLink, SUBmart, and a few other SU operations. By and large, SU student employees reflect broader gender demographic trends among undergraduates.

Work-Integrated Learning

Students can benefit from opportunities like internships, co-ops, field experience, student teaching, or clinical placements. SU student employees are highly likely to participate in work-integrated learning of one form or another.

Percent of students who have participated in work-integrated learning

UASU 2018 annual survey, n~5040



In terms of causality, it could be that SU student employees' greater involvement and connectivity lead to better access to work-integrated learning opportunities; SU hiring managers might put a premium on work-integrated learning experiences; or SU jobs may tend to relate well to a student employee's field of study. The latter would be especially likely for SU student jobs in governance, IT, marketing, graphic design, and sustainability, among other fields.