

# FHSU Student Work Survey 2021



Conducted for  
**FHSU President's Office**

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**Mission:**  
**To Facilitate Effective Public Policy Decision-Making**

The staff of the Docking Institute of Public Affairs and its University Center for Survey Research are dedicated to serving the people of Kansas and surrounding states.

# **FHSU Student Work Survey 2021**

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## Executive Summary

From November 9 to December 15, 2021, the Docking Institute conducted an online survey of FHSU students living in the Hays area. The study population includes FHSU on-campus students and off-campus students attending classes after the 20<sup>th</sup> day of fall semester 2021 and with local or permanent addresses within ZIP Codes 67601, 67637, or 67671 (Hays, Ellis, and Victoria, respectively). 1,765 students met these criteria and 490 (27.8%) provided applicable responses.

The student status (1<sup>st</sup> Year, 2<sup>nd</sup> Year, 3<sup>rd</sup> Year, etc.) of the survey respondents compares very well to the larger study population.

### Key Findings: Working Status, Job Type, and Hourly Wage

- 93.3% of **all respondents** earn income from some form of work. 60.6% work and receive scholarship/grant assistance and 33.3% work but do not receive assistance.
- 52% of the **working respondents** earn income or receive assistance from two sources (i.e., two jobs or a job and a scholarship/grant). Almost a fifth (19.8%) earn income or receive assistance from three or more sources.
- 50.8% of **all respondents** work on-campus and 48% work off-campus (9.6% work have both on- and off-campus)
- 14.7% earn income through piecemeal or session work, 5.5% by selling items online, 3.7% through their own businesses, 3.5% by gaming online or performing, 2.2% through social media, and 1.2% by providing services online.
- The **median hourly wages** earned by **on-campus employees** and by **off-campus employees** are \$8.25 and \$12.00, respectively.
- The median number of on-campus work hours is 15 per week. The median number of off-campus work hours is 23 per week.
- The median hourly wages students **would expect to earn at a new or different job** are \$10 (for on-campus jobs) and \$13.00 (for off-campus jobs).
- Of students **looking for a new/different job or who might consider one**, 70.2% agree or strongly agree that Hays employers provide student-friendly work schedules. More agree than disagree that employers provide good wages.
- 42.9% of those **looking/might consider a new job** agree or strongly agree that stimulus funds helped them meet expenses when the funds were available. Few (14%) agree or strongly agree that stimulus funds still cover many/most expenses. Few (13.8%) agree or strongly that stimulus funds allowed them to stay home and out of the workplace.
- 18.2% of those **looking/might consider a new job** agree or strongly agree that childcare costs limit their ability to work outside of the home.

## Findings: All Survey Questions

- Half (50.8%) of all students surveyed report having on-campus hourly wage jobs, while slightly fewer (48%) report having off-campus hourly wage jobs. 9.6% of those with an on-campus job also have an off-campus job. 10.8% have neither type of hourly wage job.
- More than half (56.7%) of all students receive scholarships or grants, 14.7% earn income from a piecemeal or session work, and a few (3.7%) reported earning income from a business they own.
- Some respondents earn money through nontraditional means such as selling goods online (5.5%), online gaming or performing in some other way (3.5%), producing social media content (2.2%), and providing services virtually (1.2%).
- Of those *receiving scholarships or grants and NOT working* in some way, more than a quarter (27.3%) report spending fifteen to nineteen hours a week on tasks required for their scholarship or grant. Only two non-working scholarship/grant awardees are restricted from taking on outside work.
- The median monthly income for piecemeal/session earners is \$261.50. The median monthly income for business owners and students working nontraditional jobs is \$100.00.
- Of those students working in Hays prior to fall 2021, more than half (53.6%) worked primarily off-campus jobs and a quarter (25.4%) worked primarily on-campus jobs. About a fifth (19%) primarily worked mix of both.
- Some students (14%) reported reducing their FHSU school course load or taking time away from school because of the COVID-19 pandemic. Most students (73.6%) reported that the pandemic had not changed their course loads.
- More than half (59%) reported receiving stimulus funds. Almost half (49.7%) reported that their work hours changed or that their job ended because of the pandemic.
- Almost a quarter of students (24.1%) reported that they are looking for a new or different job. Of those not looking, 85.1% would consider taking a new or different job “if the right opportunity came along.”
- Of those *looking for/might consider* a new job, the largest percentage (45.8%) is interested in *either* an on-campus job or an off-campus job, rather than one or the other.
- Most of all respondents agree or strongly agree (70.8%) that “employers provide student-friendly work schedules” and 61% agree or strongly agree that “employers provide positive working environments for college students.”
- Half (50.5%) of those currently engaged in piecemeal/session jobs and/or in nontraditional work (n=107) *at least* agree that “earnings from piecemeal or nontraditional work cover (or covered) many of my expenses.”

- More than half (53.3%) of all students surveyed have attended FHSU since spring or summer 2020. More than a quarter (28.2%) have attended since spring or summer 2019.
- 22.4% have lived in the Hays area for 1 to 2 years. 25.3% of all respondents have lived in the Hays area for 3 to 5 years. The remaining 52.3% have lived in Hays longer than 5 years.
- More than a quarter (26.9%) of all respondents reside in a residence hall on campus. Almost half (49%) live by themselves or with friends or siblings. 14.1% live with a spouse and/or children. 9.2% live with their parents.
- Most respondents are female (73.4%).
- Few respondents are international students (4.7%).
- The median age is 22 years old.
- Almost a quarter (22.2%) of respondents are from Hays, while 45.2% are from other areas within Kansas.

## Research Methods

The FHSU Office of the President requested the Docking Institute of Public Affairs (Institute) to design and conduct a survey of FHSU Hays area students to assess their experiences, perceptions, and attitudes toward working in Hays. Institute researchers developed and deployed an online questionnaire using Qualtrics online survey software.

Requests to participate in the study, including an incentive to participate and a link to the online questionnaire were sent to 1,765 students by email. The incentive was a chance to win one of five \$50 Victor E. Apparel & Gift Co. gift cards. The Appendix provides a copy of the initial email, the online questionnaire, and the incentive drawing registration form.

The Office of Institutional Effectiveness and Quality Improvement provided the list of students for this study. The list included names, email addresses, and demographic information for the following: on-campus students and off-campus students, attending classes after the 20<sup>th</sup> day of fall semester 2021, and with local or permanent addresses within ZIP Codes 67601, 67637, or 67671 (Hays, Ellis, and Victoria, respectively).

The Institute sent three email requests to students. The first on November 9, 2021, and two reminders to non-responding students on November 22 and November 30. Data collection closed on December 15, 2022. Of the 1,765 students invited to participate, 522 (29.6%) responded to the email request and began the survey. Incentive winners were award their gift cards in February 2022. The table below compares the student statuses of survey respondents and the study population.

Table 1. Respondents and Population by Student Status

	Respondents		Population		R%-P%
	Frequency	Percent	Frequency	Percent	
Undergraduate					
1st Year	97	18.6	319	18.1	0.5
2nd Year	92	17.6	311	17.6	0.0
3rd Year	120	23.0	349	19.8	3.2
4th & 5th Year	129	24.7	471	26.7	-2.0
Graduate Student	80	15.3	315	17.8	-2.5
Missing	4	0.8			
Total	522	100	1,765	100	

Of the 522 survey respondents shown in Table 1, one selected not to participate after reading the opening question, 24 stopped participating before the end of the questionnaire, and seven were full-time FHSU employees pursuing graduate degrees. As the intended respondents were students potentially available for hourly wage or entry level employment in Hays, the responses from the seven full-time FHSU employees pursuing graduate degrees at FHSU were set aside as ineligible.

The remaining findings shown in this report are from 490 respondents (27.8%).

## Key Findings: Working Status, Job Type, and Hourly Wage

Below are survey results primarily focusing on working status, job type, and hourly wage (both currently earned and expected for a new job). The following section (Findings: All Survey Questions) shows frequencies and percentages for every survey question in the order they appeared in the questionnaire.

The survey was designed to allow students to report all applicable sources of income and/or assistance. For example, a student might earn income from an on-campus hourly wage job but also earn money from a piecemeal food delivery job. Students might also work off-campus for an hourly wage, generate income through a business they own, earn money by producing social media content, and/or receive financial support from a scholarship or grant.

Table 2 shows that most respondents (60.6%) earn income from work and receive assistance from scholarships or grants. A third (33.3%) work and do not receive assistance from scholarships or grants.

Table 2. Work Income and Scholarship/Grant Assistance

	Frequency	Percent
Income from Work AND Receives Scholarship/Grant Assistance	297	60.6
Income from Work with NO Scholarship/Grant Assistance	163	33.3
NO Income from Work but Receives Scholarship or Grant Assistance	22	4.5
NO Income from Work and NO Scholarship or Grant Assistance	8	1.6
Total	490	100

Table 3 shows that 52% of the working respondents earn income or receive assistance from two sources (i.e., two jobs or a job and a scholarship/grant). Almost a fifth (19.8%) earn income or receive assistance from three or more sources.

**Table 3. Number of Jobs or Assistance**

	Frequency	Percent
1 Job or Scholarship/Grant	130	28.3
2 Jobs or Scholarship/Grants	239	52.0
3 Jobs or Scholarship/Grants	63	13.7
4 Jobs or Scholarship/Grants	19	4.1
5 to 7 Jobs or Scholarship/Grants	9	2.0
Total	460	100

Figure 1 shows that more than half (56.7%) of students surveyed receive a scholarship or grant, 50.8% have an on-campus job, 48% have an off-campus job, and 14.7% earn income through piecemeal or session work. The percentages shown in the figure sum to more than 100% because the categories are not mutually exclusive.

**Figure 1. Sources of Income or Assistance (n=490)**

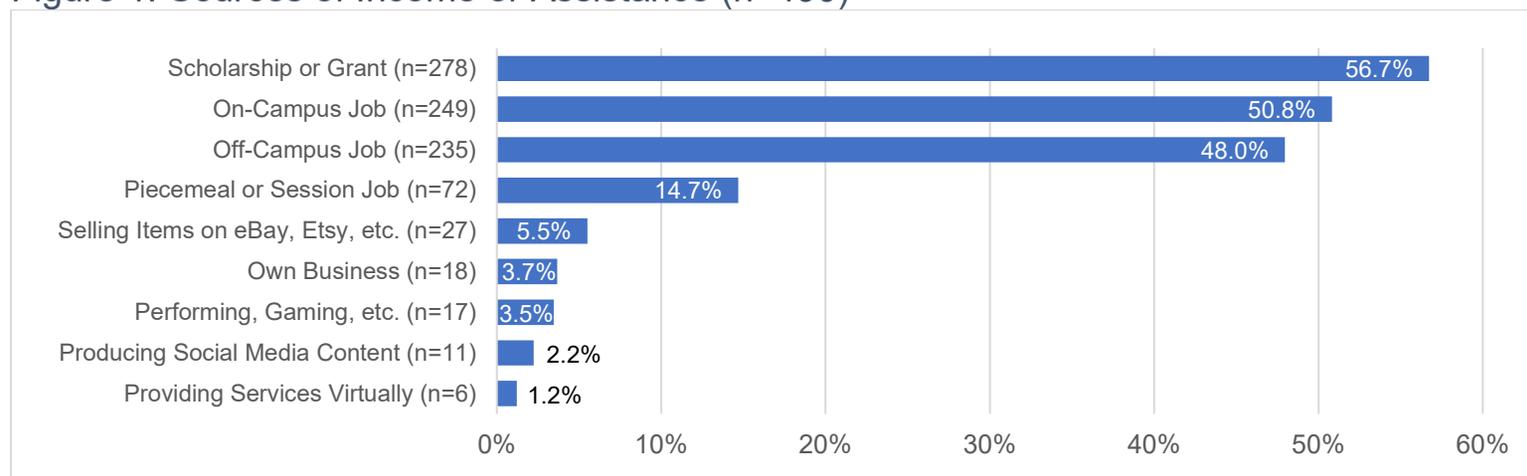


Table 4 shows the average hourly wages earned by students with on- and/or off-campus jobs, and the average hourly wages expected by students interested in new or different hourly wage at on- and off-campus jobs.

The median hourly wages earned by on-campus employees and by off-campus employees are \$8.25 and \$12.00, respectively.

The median hourly wages students would expect to earn for a new or different job are \$10.00 and \$13.00, for on-campus jobs and off campus jobs, respectively.<sup>1</sup>

Table 4. On- & Off-Campus Hourly Wages Earned & Expected at New Job

		Mean	Median	Mode
Hourly Wage Currently Earned	Respondents with On-Campus Jobs (n=248)	\$ 8.78	\$ 8.25	\$ 8.25
	Respondents with Off-Campus Jobs (n=235)	\$ 13.66	\$ 12.00	\$ 10.00
Hourly Wage Expected at a New or Different Job	Respondents Looking/Would Consider a New Job and Most Interested in On-Campus Jobs (n=51)	\$ 10.18	\$ 10.00	\$ 8.25
	Respondents Looking/Would Consider a New Job and Most Interested in Off-Campus Jobs (n=111)	\$ 13.55 <sup>2</sup>	\$ 13.00	\$ 15.00

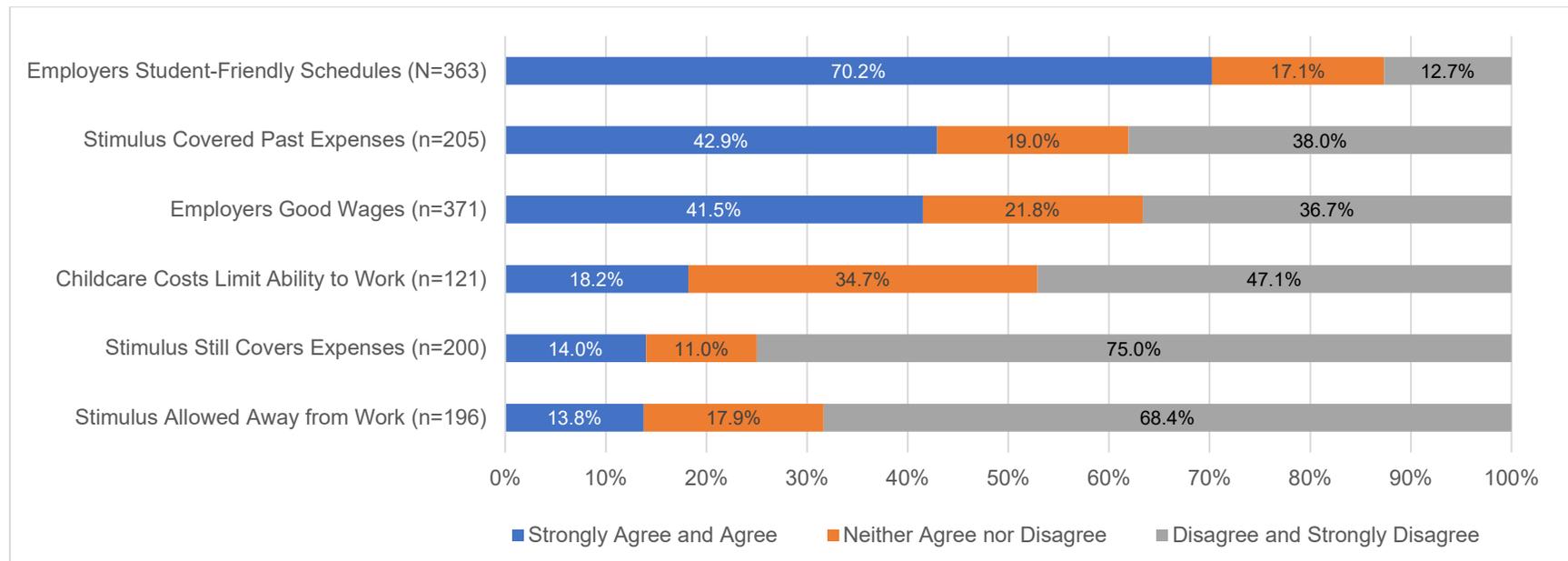
<sup>1</sup> The students included in the “Hourly Wage Expected at a New or Different Job” rows in Table 4 include those “currently looking for new or different job” (n=105) or who “would consider taking a new or different job if the right opportunity came along” (n=297), and “most interested in” an on-campus job (n=67) or an off-campus job (n=135), and who provided an expected wage per hour (51 and 111, for on- and off-campus jobs, respectively).

<sup>2</sup> \$13.55 is the average hourly wage expected for a new or different off-campus job from *all* respondents looking or willing to consider a new or different job. For respondents *currently working on-campus*, the average hourly wage expected for a new/different *off-campus job is \$12.19*. For respondents *currently working off-campus*, the average hourly wage expected for a new/different *off-campus job is \$14.08*.

Figure 2 provides information from **only those respondents who are looking for a new job or might consider one**. Most students *at least* agree that Hays employers provide student-friendly work schedules. More agree than disagree that employers provide good wages.

When available, stimulus funds helped some students meet expenses but are not doing so anymore. Few students agree that stimulus funds allowed them to stay home and out of the workplace, while 18.2% agree that childcare costs limit their ability to work outside of the home.

Figure 2. Looking/Considering a New Job: Working in Hays, Stimulus Funds, and Childcare



## Findings: All Survey Questions

Responses to each survey question are presented below, with limited narrative. Findings are presented in four sections: 1) Background Information; 2) Work, Previous Work, Stimulus Funds, and Opinions about Working in Hays; 3) Demographics; and 4) Additional Comments. The last being verbatim text comments provided by respondents.

### Background Information

The first question asked for class standing (1<sup>st</sup> Year or Freshman, 2<sup>nd</sup> Year or Sophomore, etc.). The responses shown below were presented in Table 1 (Research Methods section), along with information about the larger population of students living in the Hays area.

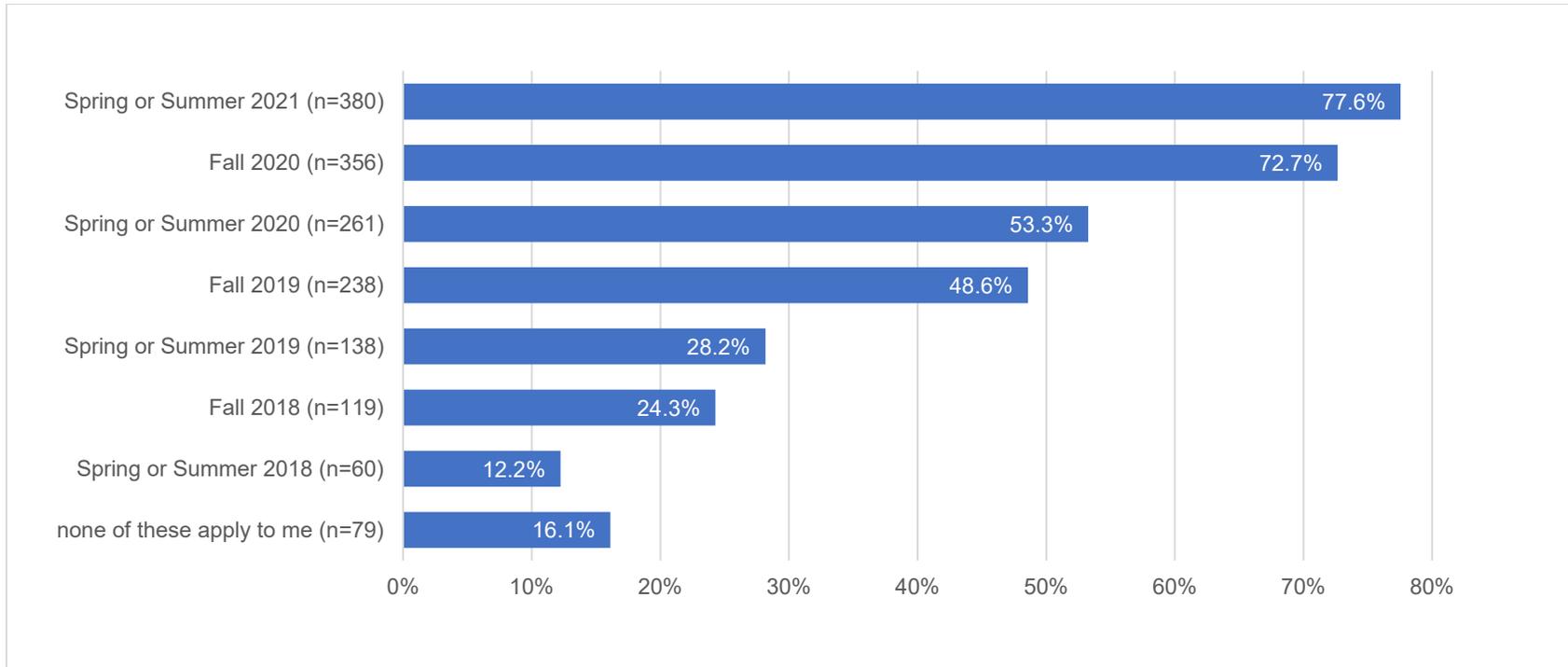
Table 5. Student Status

	Frequency	Percent
Undergraduate	1st Year	97 18.6
	2nd Year	92 17.6
	3rd Year	120 23.0
	4th & 5th Year	129 24.7
	Graduate Student	80 15.3
Total	522	100

Q1 Which one of the following best describes your student status?

More than half (53.3%) of the students surveyed have attended FHSU since spring or summer 2020. More than a quarter (28.2%) have attended since spring or summer 2019.

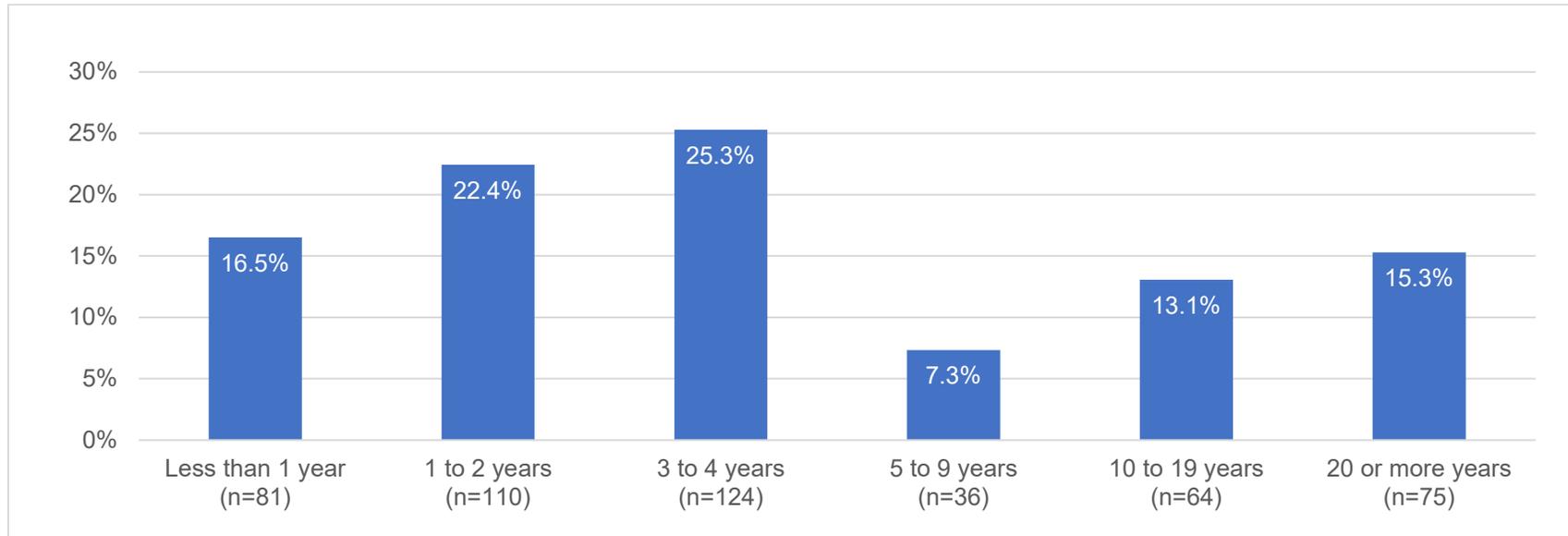
Figure 3. Semester/Term Attendance (N=490)



Q2 Were you enrolled in any FHSU courses (online and/or on campus) during any of these semesters or terms? Please select all that apply.

A quarter (25.3%) of respondents have lived in the Hays area for 3 to 5 years. 22.4% have lived in the Hays area for 1 to 2 years.

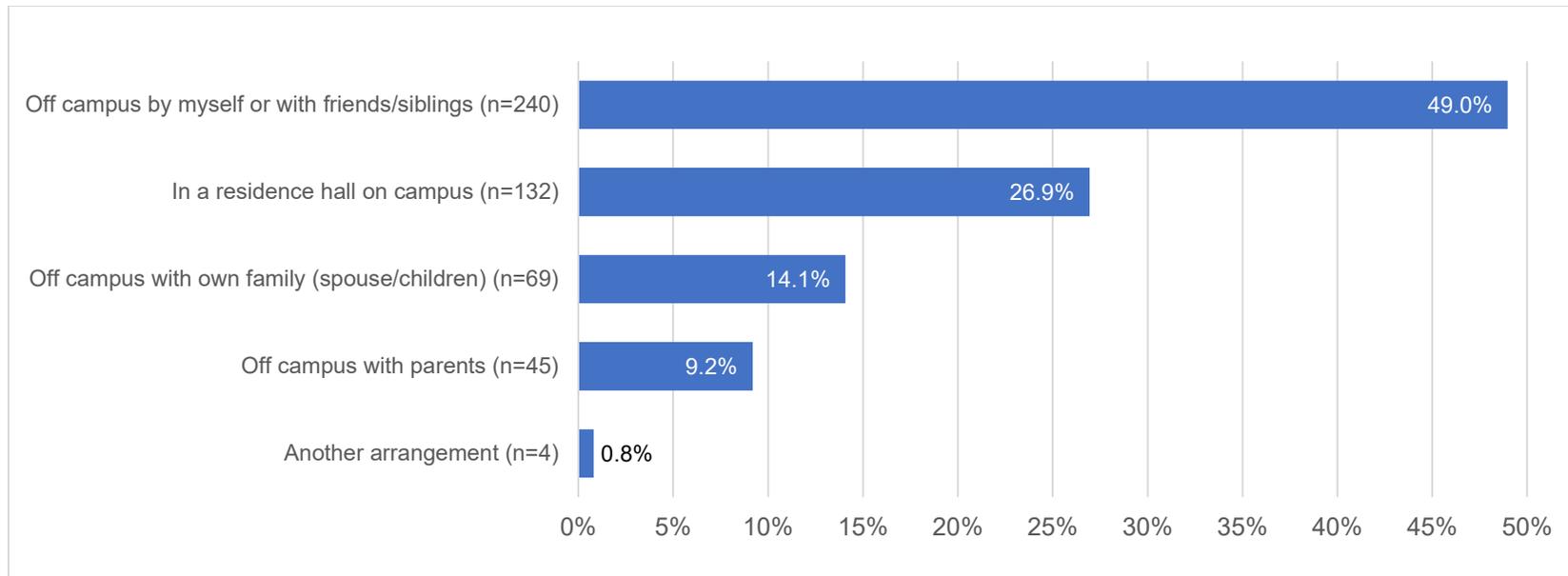
Figure 4. Length of Residence in the Hays Area (N=490)



Q3 How long have you lived in the Hays area?

Almost half (49%) of survey respondents live by themselves or with friends or siblings. More than a quarter (26.9%) reside in a residence hall on campus.

Figure 5. Current Living Situation (N=490)

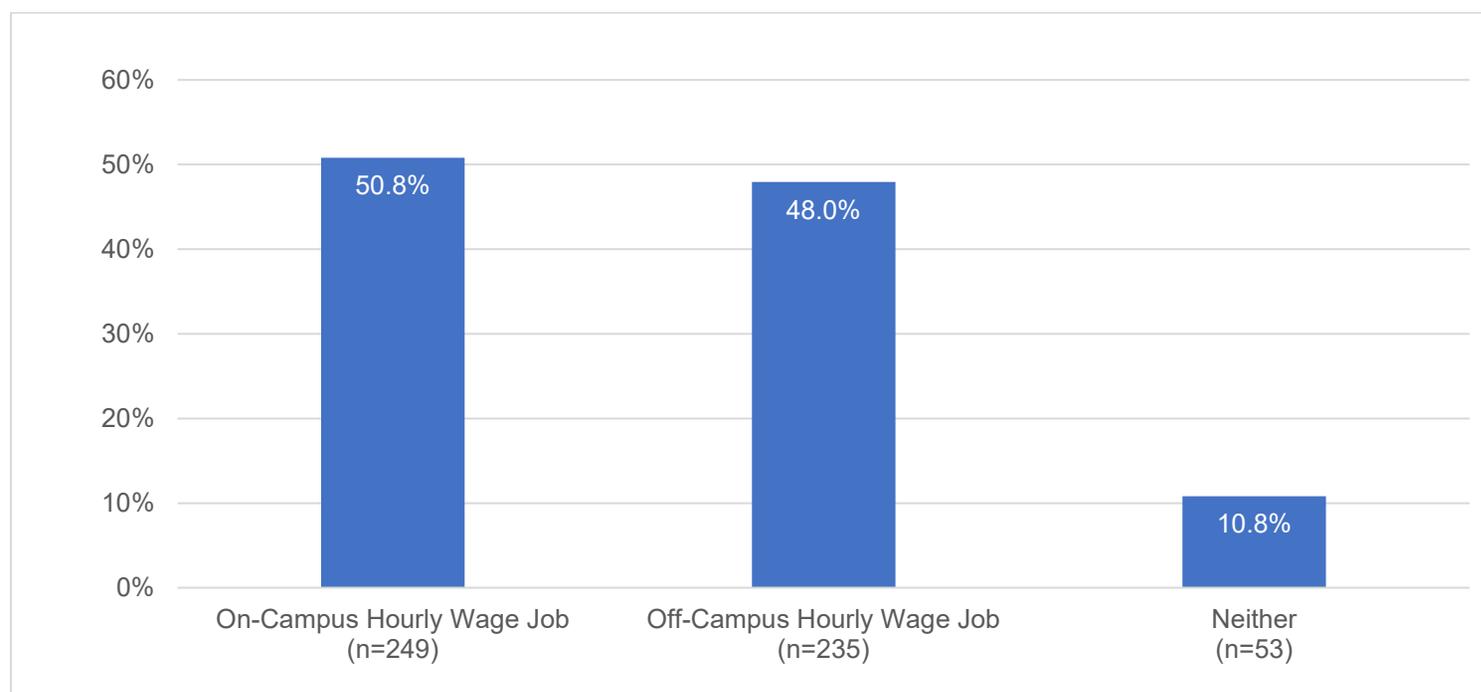


Q4 Which of the following best describes your current living situation?

## Work, Previous Work, Stimulus Funds, and Opinions about Work in Hays

Figure 6 shows that half (50.8%) **of all respondents** report having on-campus hourly wage jobs, while slightly fewer (48%) report having off-campus hourly wage jobs. The percentages shown in Figure 6 sum to more than 100%, as the “On-Campus...” and “Off-Campus...” survey items were **not mutually exclusive**. Students were able to report holding either one or both types of hourly wage jobs, as well as other forms of income (see pages 15 and 16). Figure 6 includes students who may earn income from other sources as long as they also earn income from hourly wage jobs.

Figure 6. Traditional Hourly Wage Job: On- and/or Off-Campus (N=490)



*Q5 Students work and earn compensation in a variety of ways. We will start with traditional jobs. Some students earn an hourly wage working on campus, while others earn a wage from an off-campus employer. Some do both. Do you currently work on campus and/or off campus for an hourly wage? (Select all that apply.)*

Figure Q6a shows the same data as Figure 6 but presented **as mutually exclusive** responses. The figure shows that 47 respondents have both on-campus **and** off-campus jobs (represented in the column on the right). The columns identified as “On-Campus Hourly Wage Job (No Off-Campus Hourly Job)” and “Off-Campus Hourly Wage Job (No On-Campus Hourly Job)” represent respondents reporting an hourly wage job **either** on campus **or** off campus.

Figure 7a. On-Campus or Off-Campus or Both (N=490)

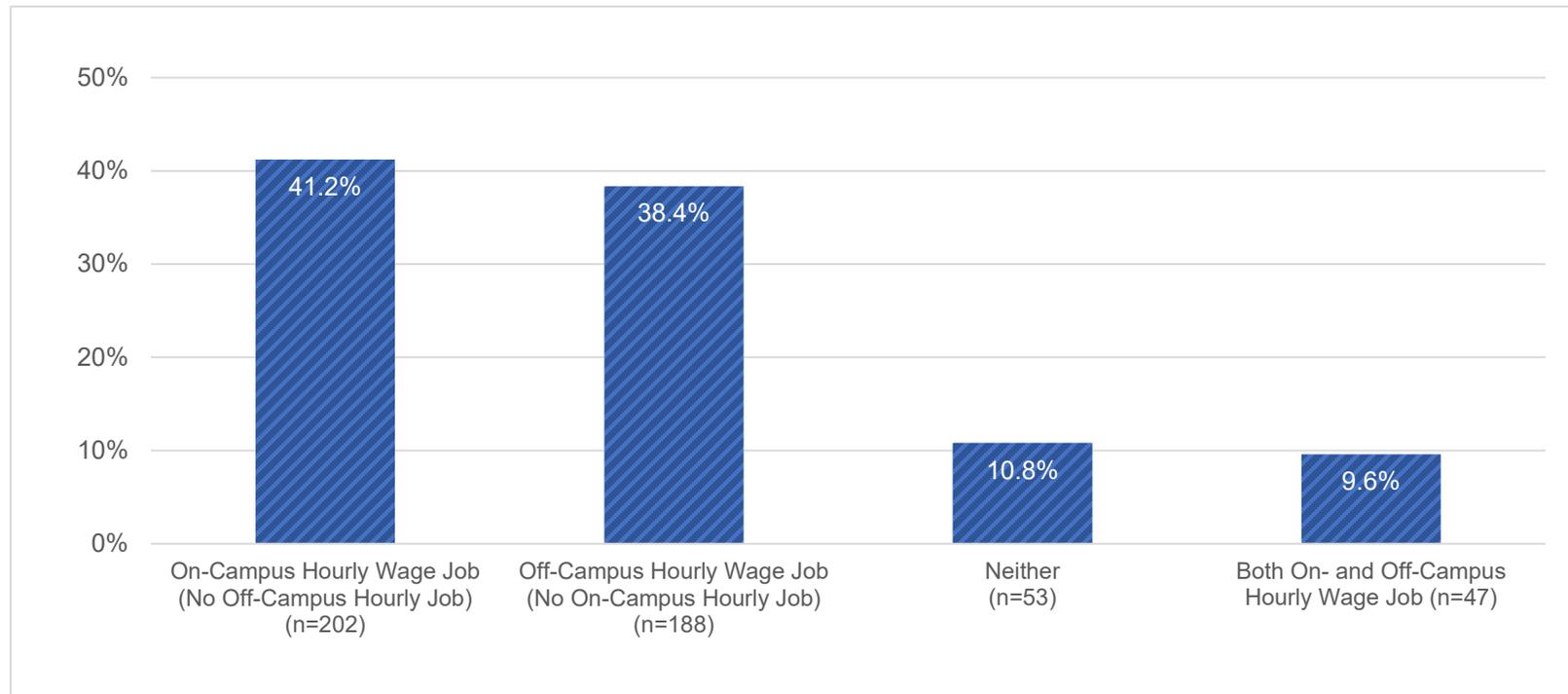
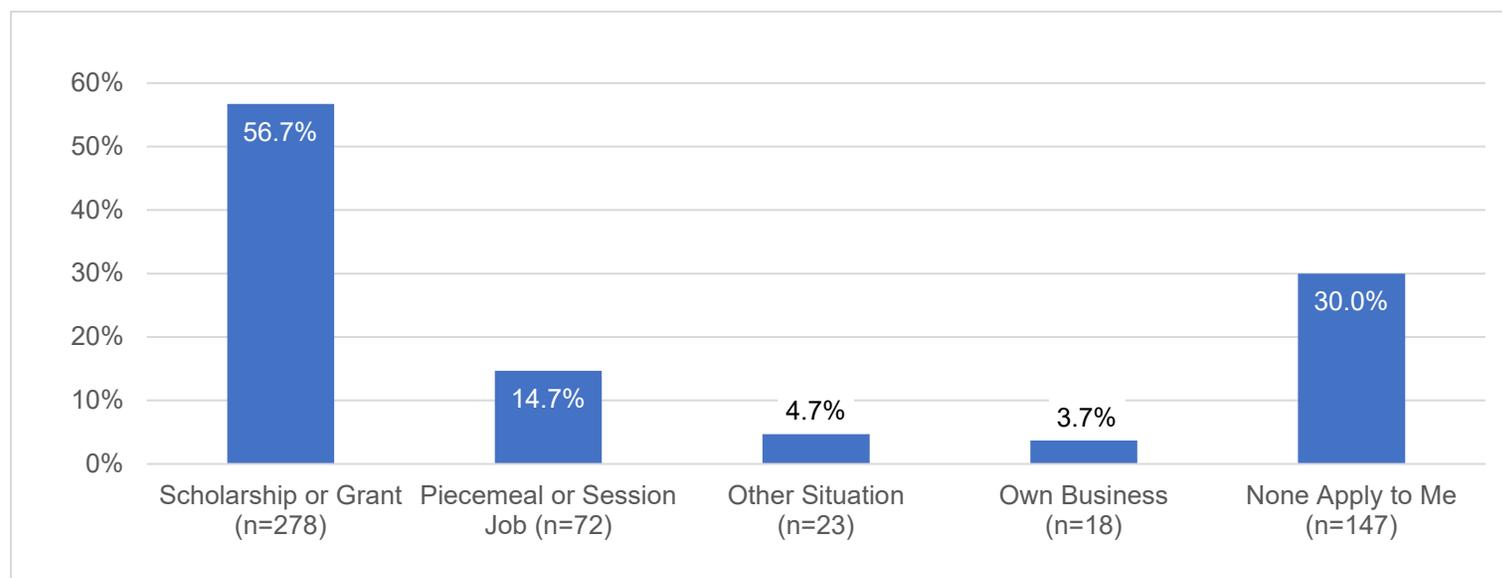


Figure 7 shows sources of compensation alternative to or in addition to traditional hourly wage jobs. The percentages sum to more than 100% because the responses are not mutually exclusive. Most respondents (56.7%) report having a scholarship or grant to help with college expenses. Almost 15% earn income from a piecemeal or session work, and a few (3.7%) reported earning income from a business they own.

Figure 8. Non-Hourly Wage Position (N=490)



*Q6 Some students work and earn compensation in other ways or in addition to an hourly wage job. Do any of the following statements reflect your current employment situation? If so, please select those that represent you. (Select all that apply.)*

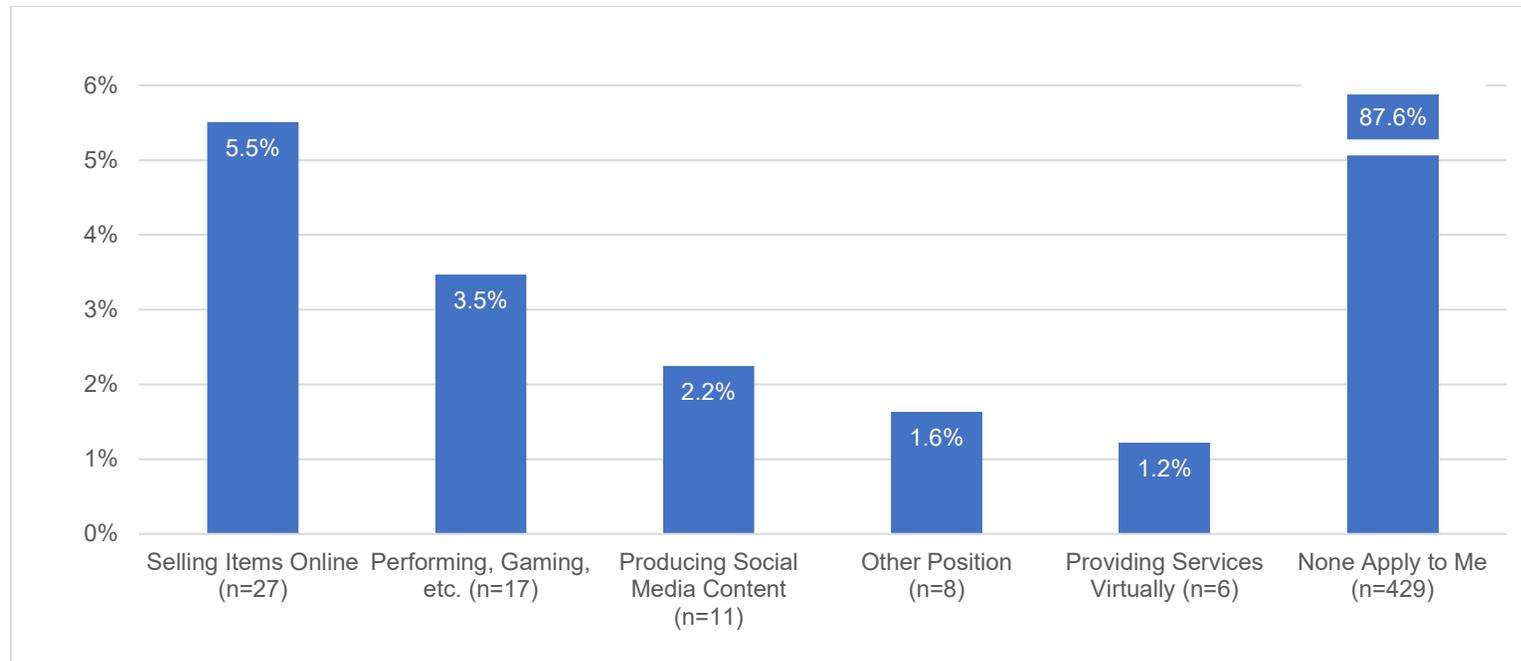
“Another Situation” responses include “GTA, GRA, GA w/Stipend,” “Coaching,” “FHSU Marching Band w/Stipend,” “FHSU SGA Position,” “I play a sport but am not on scholarship,” “In-home caregiver,” “Internship,” “Nanny,” “Partial Tuition Reimbursement,” “Substitute Teacher,” “Taking kids to school in the morning.” Eleven students provided “GTA, GRA, GA w/Stipend” responses. All other responses were provided by one student each.

Figure 8 shows other ways students may earn money. These include 1) finding, refurbishing, or creating items and selling them on eBay, Etsy, or similar online sites (5.5%); 2) performing music, playing online games, producing and selling artwork, contributing to blogs, etc. (3.5%); 3) producing and posting social media content or sponsored posts on YouTube, TikTok, Twitter, Instagram, Snapchat, etc. (2.2%); 4) providing virtual services to others such as scheduling, bookkeeping, managing social media, etc. (1.2%); and 5) some other nontraditional method of earning money (1.6%).

Most students (87.6%) do not earn money through these means. (Please note that the “none apply to me” column extends beyond the 6% upper limit of the figure.)

The percentages shown sum to more than 100% because responses options are not mutually exclusive.

Figure 9. Nontraditional Job (N=490)



Q7 Some students earn money through more nontraditional means. Please tell us if you earn money doing any of the following? (Select all that apply.)

Respondents receiving scholarships or grants, and not working or earning income otherwise, were asked how many hours they spend per week fulfilling the requirement of their scholarship or grant. Of the 22 respondents qualifying for this question, eight spend between 0 and 4 hours per week fulfilling scholarship or grant requirements (beyond attending class and doing homework). Two of the 22 respondents report that their scholarship or grant requires that they do not work elsewhere for pay.

Figure 10. Hours per Week Fulfilling Scholarship or Grant Requirements

Hours per Week	Frequency	Percent
More than 30 hours per week	2	9.1
25 to 30 hours per week	2	9.1
20 to 24 hours per week	3	13.6
15 to 19 hours per week	6	27.3
10 to 14 hours per week	1	4.5
0 to 4 hours per week	8	36.4
Total	22	100

*Q8a About how many hours do you spend in a typical 7-day week fulfilling the requirements of your scholarship or grant? These requirements might include service, attending events, practicing, performing, etc. Please do not include time spent in class or doing homework.*

Table 6. Scholarship or Grant Work Restriction

	Frequency	Percent
Yes	2	9.1
No	16	72.7
I don't know	4	18.2
Total	22	100

*Q8b. Does your scholarship or grant require that you do not work elsewhere for pay?*

Non-working respondents (those providing “neither” or “none apply to me” responses to Q5, Q6, and Q7) were asked (Q8c) if they had “*any other job in Hays that has not been mentioned yet?*” Answer options included “Yes (please describe): \_\_\_\_\_” and “No other job.” All respondents receiving this question (N=6) selected the “No other job” answer option.

Respondents reporting any sort of work, income, or assistance were asked how many hours per week they spent performing their jobs. Answer options ranged from 0 to 30. The table below shows three measures of central tendency (mean, median, and mode) for the number of hours per week for each type of job.

Table 7. Hours per Week by Job/Assistance Type

	Hours Per Week		
	Mean	Median	Mode
Working on campus (N=249)	14.4	15.0	20.0
Working for an off-campus employer (N=235)	21.8	23.0	30.0
Fulfilling the requirements of a scholarship or grant (N=253)	5.9	2.0	0.0
Working piecemeal, earning tips, providing sessions (tutoring, shopping, dog-walking, etc.) (N=69)	9.1	10.0	10.0
Working in your own business (N=18)	11.3	7.0	5.0
Performing nontraditional work (eBay, Etsy, social media, virtual services, gaming, etc.) (N=54)	8.7	6.0	10.0
Other (N=32)	11.9	13.5	20.0

Q9 About how many hours do you spend in a typical 7-day week doing each of the following?

While 32 respondents selected “Other,” only three left text responses: “Class Internships,” “Classes or Homework,” and Meetings.”

Traditional hourly wage employees were asked to estimate their hourly wage. Those doing piecemeal work, performing nontraditional work, working at their own businesses, and working another job were asked to estimate their monthly incomes generated from each applicable job. The table below shows the means, medians, and modes for each.

The median hourly wage for students with on-campus jobs is \$8.25. The median hourly wage for students with off-campus is \$12.00. The most frequently reported hourly wage (mode) for off-campus earners is \$10.00 per hour.

The median monthly income for piecemeal/session earners is \$261.50. The median monthly income for business owners and students working nontraditional jobs is \$100.

**Table 8. Hourly Wage or Monthly Income**

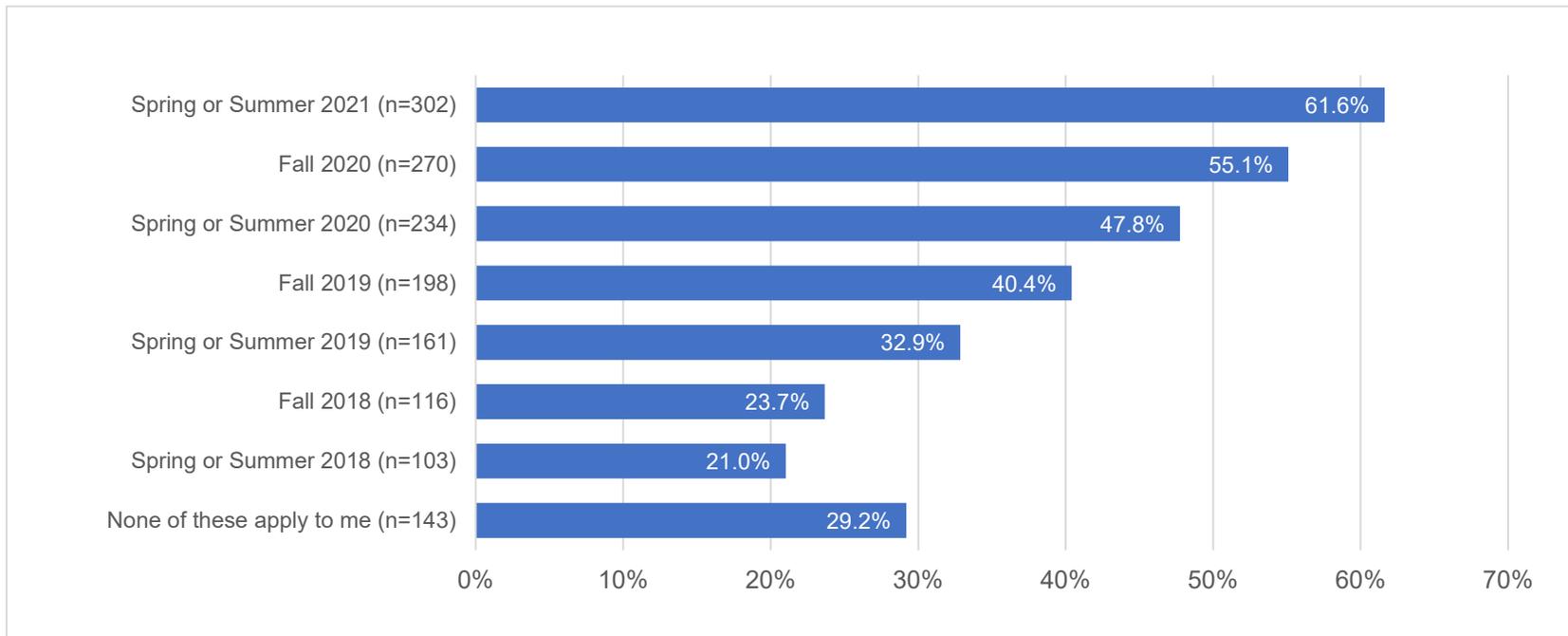
		\$ Per Hour or Month		
		Mean	Median	Mode
Hourly Wage	On-Campus Job Hourly Wage (n=248)	\$ 8.77	\$ 8.25	\$ 8.25
	Off-Campus Job Hourly Wage (n=235)	\$ 13.66	\$ 12.00	\$ 10.00
Monthly Earnings	Piecemeal/Session Job (delivering, tutoring, shopping, dog-walking, etc.) (n=64)	\$ 423.78	\$ 261.50	\$ 100.00
	Own Business (n=16)	\$ 339.00	\$ 100.00	\$ 100.00
	Nontraditional Job (eBay, Etsy, social media, virtual services, gaming, etc.) (n=53)	\$ 294.90	\$ 100.00	\$ 100.00
	Other Situation (n=27)	\$ 882.70	\$ 900.00	\$ 1,000.00

*Q10a Please estimate an HOURLY wage for your on-campus job or off-campus job. If you have more than one job in either category, please estimate an average.*

*Q10b Please estimate your MONTHLY income for each of the following. If you have more than one job in a category, please estimate an average. Please enter 0 (zero) for jobs that do not apply to you.*

Question 11 asked respondents about previous employment in Hays. More than half of all respondents (61.6%) worked in Hays during the spring or summer of 2021 and in the fall of 2020 (55.1%).

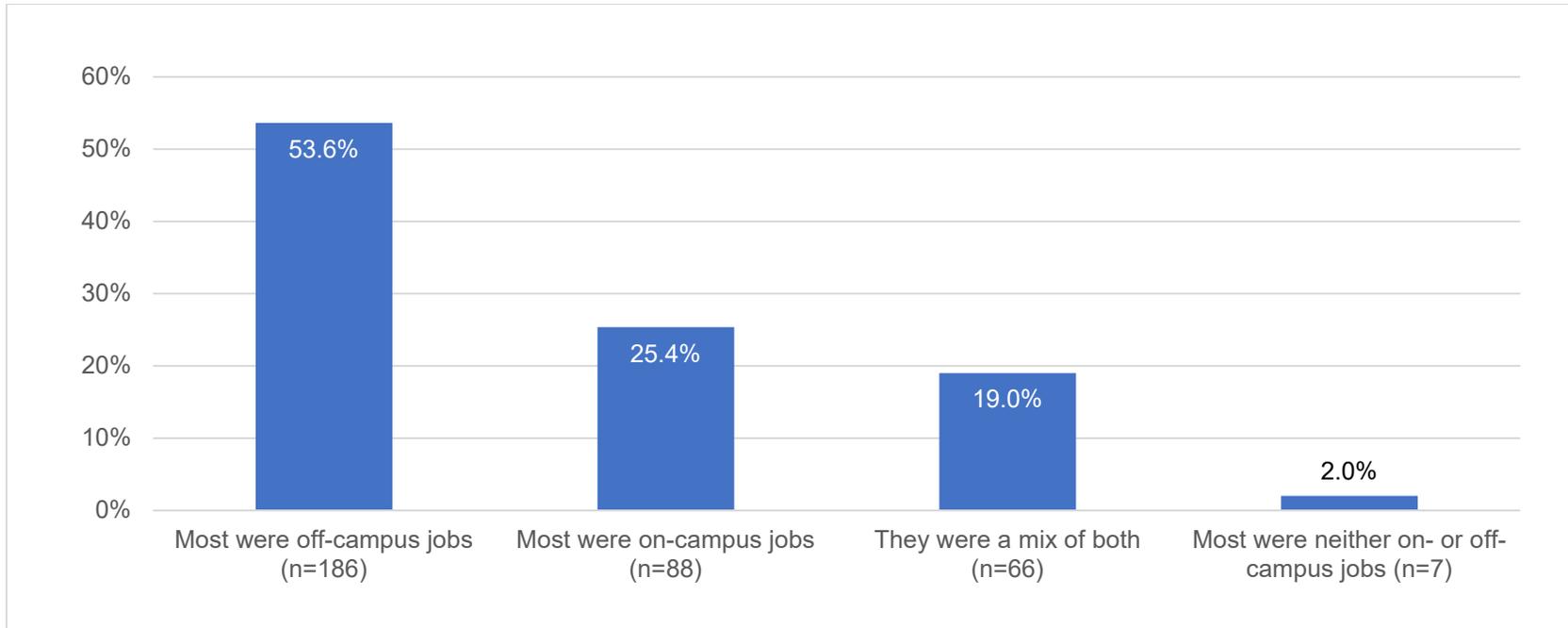
Figure 11. Working in Hays Prior to Fall 2021 (N=490)



Q11 Prior to Fall 2021, did you **work for pay in Hays**? If so, did you do so during any of the following time periods? Please select all that apply.

Of those respondents working in the Hays area prior to fall 2021 (N=347), more than half (53.6%) worked primarily off-campus jobs and about a quarter (25.4%) worked primarily on-campus jobs. About a fifth (19%) worked a mix of both.

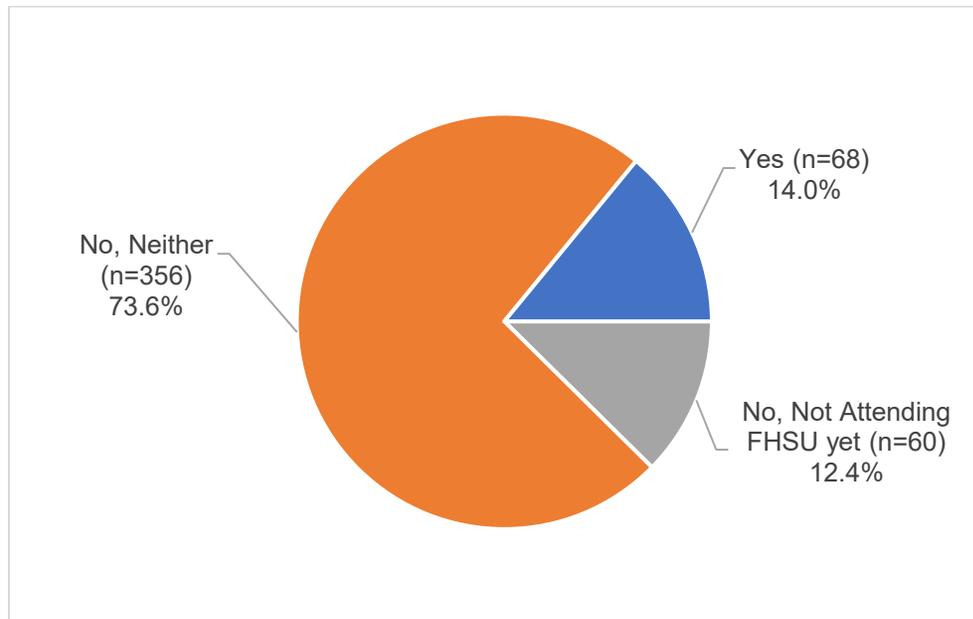
Figure 12. Type of Job Prior to Fall 2021 (N=347)



Q12 Thinking about the job or jobs you had in Hays in the past, would you say that most were on-campus jobs, off-campus jobs, a mix of both, or neither?

Respondents were asked if the COVID-19 pandemic impacted their schooling and work. Some students (14%) reported reducing their FHSU school course load or taking time away from school because of the COVID-19 pandemic. Many students (73.6%) reported that they had not changed their course loads because of the pandemic.

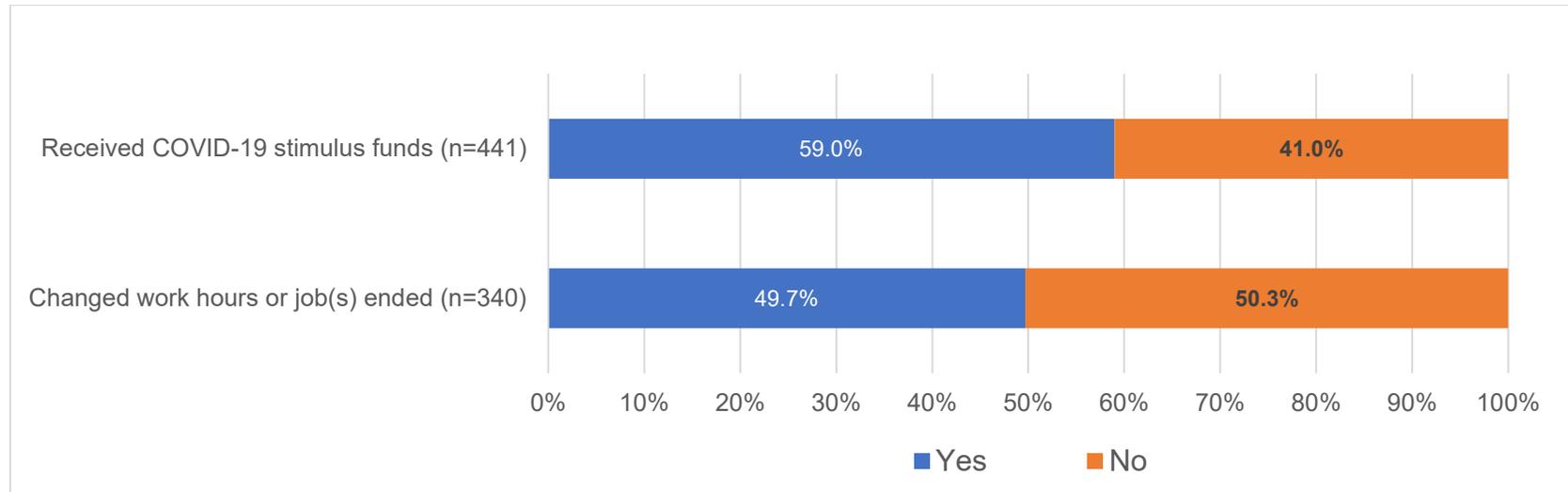
Figure 13. Reduced Course Load or Time Off (N=484)



*Q13 We now have a few questions related to the COVID-19 pandemic. To begin, some students reduced their course load and/or took some time off from school because of the pandemic. Did you do the same?*

More than half (59%) reported receiving COVID-19 stimulus funds. Nearly half (49.7%) reported that their work hours had changed due to the pandemic or that their job had ended.

Figure 14. COVID-19 Impact on Work, Receive Stimulus Funds

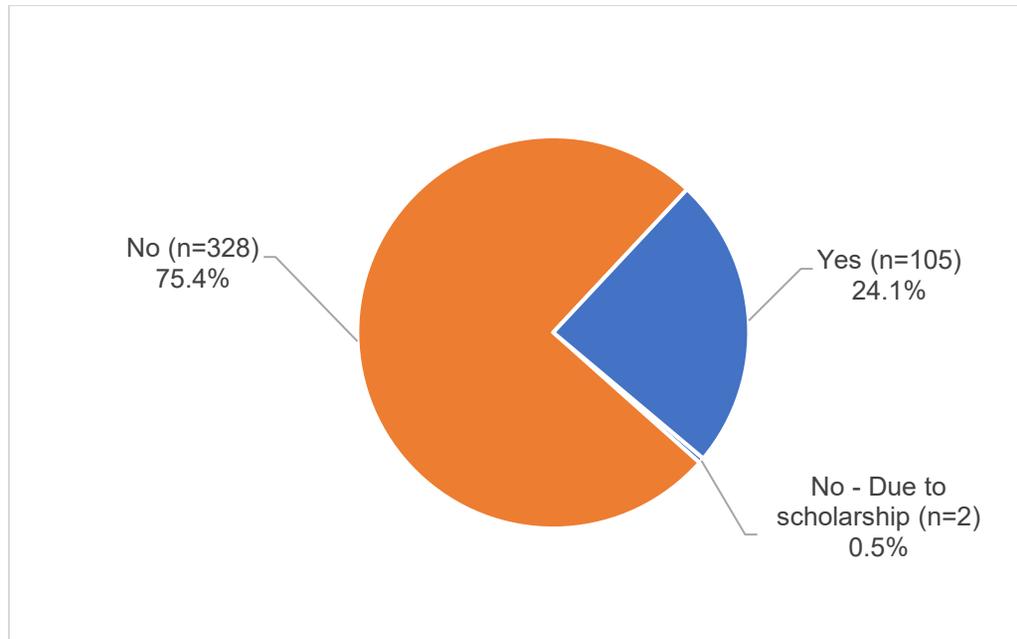


Q14 Some students who were working had their work hours reduced, jobs end temporarily, or jobs end permanently because of the pandemic. Did you experience any of these situations?

Q15 Did you receive any COVID-19 stimulus money any time after April 2020?

Most (75.4%) report not looking for a new or different job, while 24.1% report that they are currently looking for new or different employment.

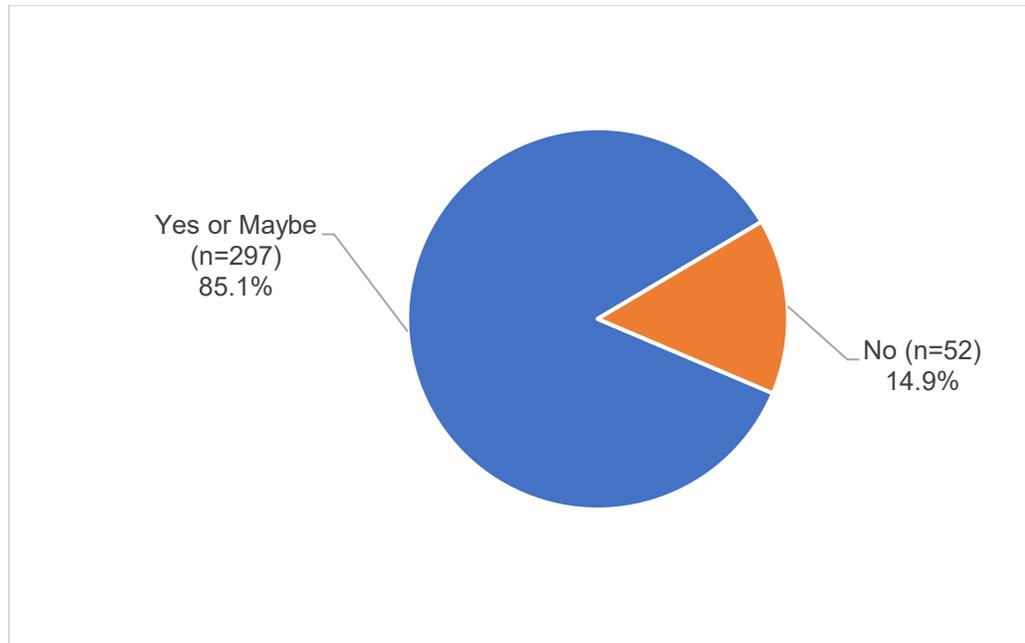
Figure 15. Looking for New or Different Job (N=435)



Q16 Are you currently looking for a new or different job?

Respondents answering “no” or “don’t know” to the previous question were asked if they would “consider a new or different job if the right opportunity came along.” Most (85.1%) reported that they would consider a new or different job.

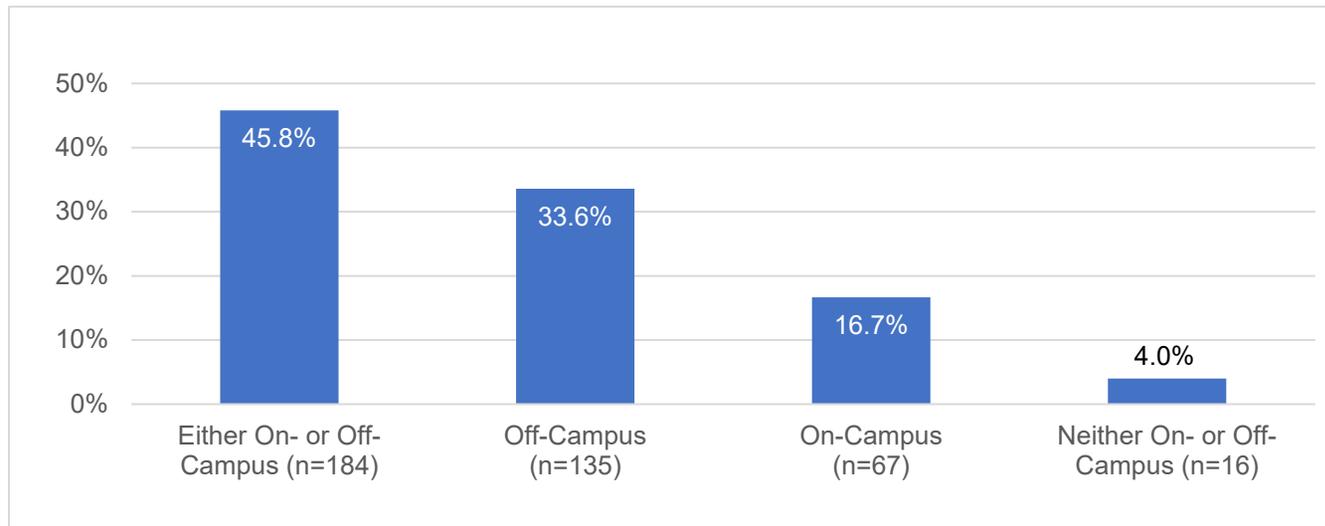
Figure 16. Consider New/Different Job (N=349)



Q17 Would you consider taking a new or different job if the right opportunity came along?

Respondents answering “Yes” to either of the previous two questions were asked if they would be most interested in an on-campus job or off-campus job, or either one or neither one. The largest percentage of students looking or who would consider a new or different job if the right opportunity came along are interested in either an on-campus or off-campus job (45.8%), that is, most are indifferent to whether the job is on- or off-campus.

Figure 17. Type of Job Most Interested In (N=402)



Q18 Are you most interested in an on-campus job or off-campus job?

Students who reported looking for a new or different job and those who would consider taking a new or different job if the right opportunity came along new job were asked for the hourly wage they would expect to earn at a new job. The mean response was \$12.17, and the median response was \$12.00.

Table 9. Expected Hourly Wage at New Job

	Mean	Median	Mode
Hourly Wage Expected at ANY New or Different Job (n=314)	\$ 12.17	\$ 12.00	\$ 15.00

Q18a. *What hourly wage would you expect to earn in a new job?*

Respondents were asked to respond to statements about working in Hays using a scale ranging from “Strongly Agree” to “Strongly Disagree.” The table on the next page shows that most respondents agree or strongly agree (70.8%) that “employers provide student-friendly work schedules” and “employers provide positive working environments for college students” (61.0%).

Half (50.5%) of those currently engaged in piecemeal/session jobs and/or in nontraditional work (n=107) *at least* agree that “earnings from piecemeal or nontraditional work cover (or covered) many of my expenses.”

The table on the next page shows the frequencies and percentages of “strongly agree” and “agree” responses combined. The figures on the pages than follow show all responses for each statement.

Table 10. Opinions about Working in Hays

	Strongly Agree and Agree Responses	
	Frequency	Percent
Employers provide student-friendly work schedules (n=438)	310	70.8
Employers provide positive working environments for college students (n=433)	264	61.0
Earnings from piecemeal or nontraditional work cover many expenses (n=107)	54	50.5
Stimulus funds covered most expenses while available (n=248)	107	43.2
Employers provide good wages (n=444)	190	42.8
Shifted from traditional job to piecemeal or nontraditional work during pandemic (n=118)	48	40.7
Work during summer and not fall/spring (n=394)	69	17.5
Childcare costs limit my ability to work outside home (n=138)	24	17.4
Stimulus funds allowed me to stay out away from the workplace for a while (n=231)	32	13.9
Do not need to work to cover my student expenses (n=450)	62	13.8
Stimulus funds still cover many/most expenses (n=241)	32	13.3

*Q19 Now we have some general statements about working in Hays. Please select a response ranging from "Strongly Agree" to "Strongly Disagree" for each statement or select "does not apply/don't know."*

Figure 18. Working in Hays - Chart 1

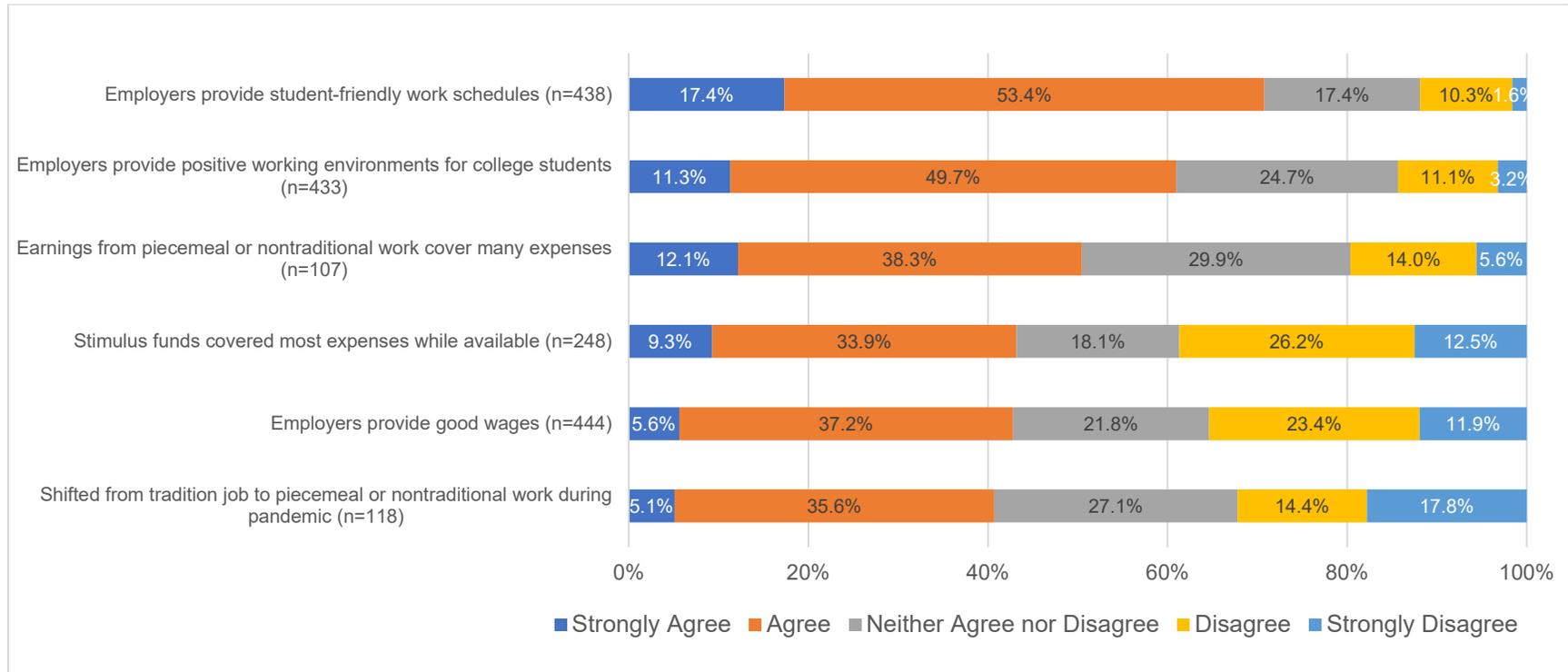
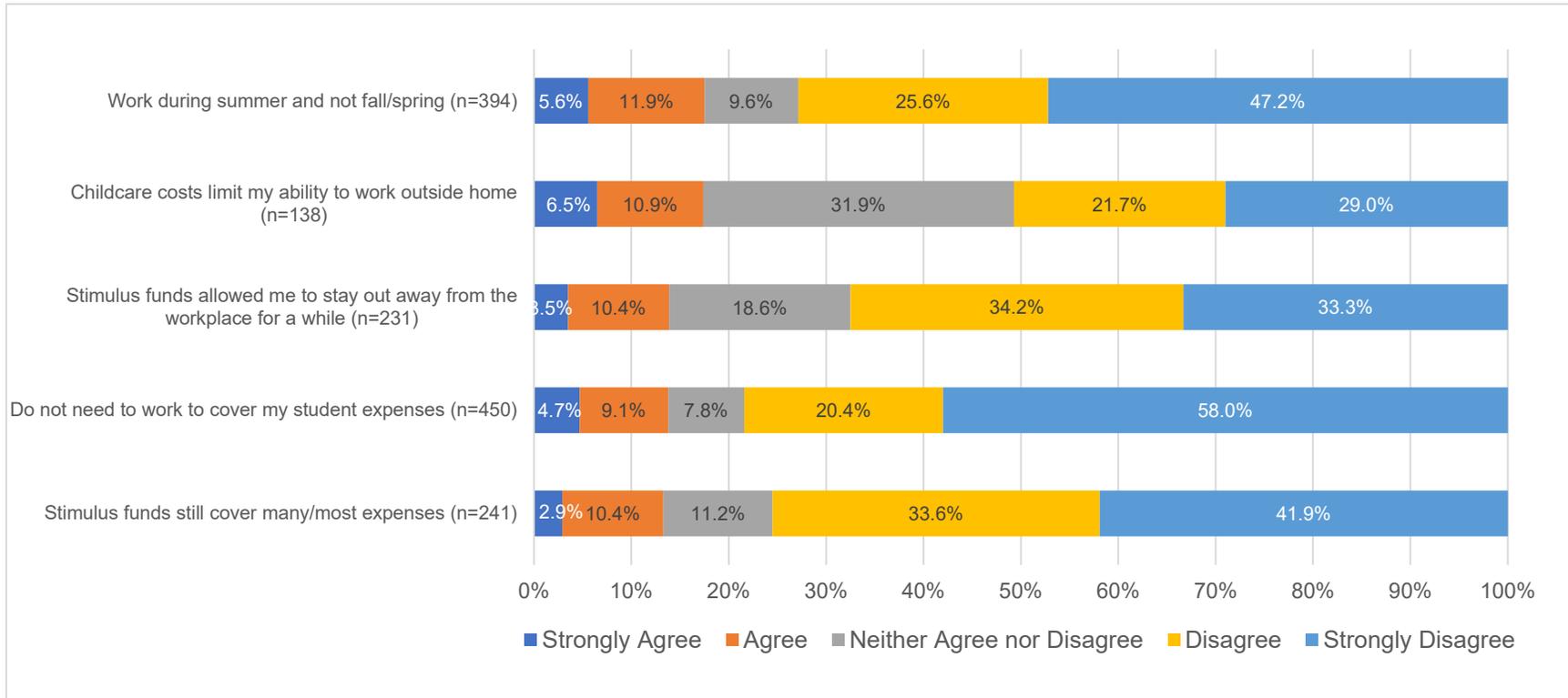


Figure 19. Working in Hays - Chart 2



## Demographics

The median age for the 490 survey respondents is 22 years old. Most respondents are female (73.4%), most are not international students (95.3%), and almost a quarter (22.2%) are from Hays. 45.2% come from other areas within Kansas.

Table 11. Year of Birth and Age (Mean, Median, Mode)

	Mean	Median	Mode
Year of Birth	1998.5	2000	2001
Age	23	22	21

*Q20 Finally, we have a few more questions about you. First, what year were you born?*

Table 12. Gender of Respondent

	Frequency	Percent
Female	359	73.4
Male	120	24.5
Non-binary	5	1.0
I would rather not say	5	1.0
Total	489	100

*Q21 What is your gender?*

Table 13. International Student

	Frequency	Percent
Yes	23	4.7
No	466	95.3
Total	489	100

*Q22 Are you an International Student?*

Table 14. Location of Hometown

	Frequency	Percent
Hays	108	22.2
Ellis County (but outside of Hays)	25	5.1
In a nearby county	46	9.4
Somewhere else in Kansas	220	45.2
In one of the surrounding states	49	10.1
Other	39	8.0
Total	487	100

*Q23 Where is your hometown?*

## Additional Comments

The final survey question offered respondents an opportunity to provide additional responses. Verbatim open responses follow.

*Q24 Do you have any additional comments about employment in Hays? If so, please enter them in the text box below.*

- 8.25 an hour is not a livable wage. I've worked two jobs for a while now and it takes a toll on my schooling. I'm in college to be a student, not to work all the time.
- A livable wage would be nice, but as a college student it can be difficult to find time. I had coworkers who would work two jobs and still be full-time students just to make rent while living with two other people.
- As international students we are not allowed to work off campus.
- Both times I went for an interview (at two different locations for two different jobs) the people that had been looking for a job acted like they weren't really looking or did not care that I was there trying to get a job.
- Brian Hutchinson and Colin Schmidtberger are the best bosses on campus
- Cost of living is significantly higher than what you are able to make working here. I understand I am one of the few lucky ones, who make ok. It's still no career town.
- Employers are mostly good people with local businesses, other places will see you're a college student and ignore your experience to try and pay younger people less
- Employers take advantage of college kids and need to pay them a consistent starting pay
- Employment in Hays is good.
- Employment in Hays needs to make better schedules for college kids, like giving them every other weekend off and easing their pay or benefits.
- From stories I have heard from friends, waitressing jobs are some of the most stressful and the least well-paying (outside of the occasional "good weekend").
- Give the international students the opportunity to work off campus. It might help develop the town and bring more diversity. If you noticed, every business around is hiring (because they don't have sufficient resources). People want to work and by giving the international students more options, Hays might develop faster (compared to other cities).
- Hays is a soulless place for the most part.
- Hourly wage for on-campus jobs is not enough for students living off-campus. Like my situation I'm spending \$500 a month just on housing and leaving me around \$100 for food. I've had to go to my savings several times to afford housing.
- I actually work in Great Bend.
- I am a business owner and employer in Hays in addition to be a student and employed on campus. I regularly employ around 10 FHSU students year-round. I often see students who leave on-campus work because the pay is so low even though it tends to be better suited for their schedule.

- I am a non-traditional student, so my situation is different than the intended survey takers I think...I was however affected by the pandemic plus other circumstances that influenced me to go to school. I work for the athletic department when I can to help.
- I applied for 25+ jobs, all at restaurants and hotels that claimed they were hiring or urgently hiring, and only received two calls. I don't think there is a labor shortage in the area.
- I believe the idea of only paying student workers \$8.50/hour is a little ridiculous. I know people in admissions, graduate school, etc. can have a stressful position and believe they should be paid more.
- I don't believe working for the school is very good because the hours are pretty much the same as an off-campus job and getting days off is just as hard. also, many of the school offices are called "work-study" but students often aren't allowed to study. Also, the schools wage of 8.25 is laughable especially in specialized offices like financial aid or student fiscal services dealing with the worst but an average McDonalds worker makes \$11 an hour now.
- I don't feel that the wages for being a student employee are worth it, and that was one of the BIG reasons I quit my student work study employment when I was offered a better job.
- I feel as though the wage that student workers on campus get is kind of ridiculous. We get paid \$8.25/hour and are just expected to be able to live off of that. Rent here is higher than it would be most places because of the fact that it is a college town. I believe an increase in wages would also pull in more students for jobs.
- I have been looking for a job more off-campus as I had bad experience working on campus.
- I have never had a challenge finding a job in Hays. However, I was a CNA & now I am an RN, so my profession has jobs everywhere.
- I honestly don't know about the general state of employment in Hays. I only applied to one job (HESS Industrial Services) and have been working there full-time since then.
- I know a lot of places need people to work but the environments in general, not only just for students, really suck so that's why we don't take them.
- I love my boss
- I love working on campus, but it is almost impossible to cover my expenses of living in Hays and paying tuition, books, fees, etc. I am seriously considering quitting this job just to find something that can support me. It is literally terrible pay, and my friends make more money working fast food or as servers which is kind of sad. I pay for everything myself and have had to borrow money from my parents because I can't even take out any more loans. It is a great feeling knowing I'm not even halfway through my life and not even finished with school and I am already drowning in debt. Which this debt maybe wouldn't be as daunting if I was going to be a doctor, but I want to be a teacher. I am in my 20s and know I will die in debt because I can't even pay my rent with the job I work at every day. My rent alone is \$300, and most paychecks don't even cover that. I have a mental breakdown about money every two weeks.
- I think it's messed up the school only pays 8.25. This is not a livable wage for students. It's ridiculous.

- I understand that a student's education is a big priority and I've heard that from the higher-ups on campus. But I think it's important to hear from the students as well. Some students are fully unable to put their education first, I highly believe all the higher-ups forget that for some of us our lives have to come first. We do not have the support from family to not have to worry about finances and for some of us especially if you manage your finances correctly living off-campus is cheaper than on campus. I love working on campus because it helps me with my student schedule and lets me focus on my studies however the fact that I only make 8.25 an hour completely makes me question if I should get a job off-campus. And as someone who did work off-campus for a year, the pay wasn't worth it with all the conflicts it created. I had almost no time to do schoolwork after class and work and try to get an okay amount of sleep. And before anyone says that oh that's just one student's problem, I promise you as a student we talk about this stuff, and we all agree that the pay sucks, but we love working on campus. I love working where I work, and my bosses are great, but something has to give with the pay. If staff...well some staff can get increases in their pay every year, and once again people talk, I highly believe it is reasonable for students to get a dollar or two pay increase. Student employment rates would go up and departments would not be hurting for staff. It needs to be thought of and the argument that a student's education comes first needs to somewhat be out to the side. And to add to all of this I would be very willing to speak to the higher-ups about it.
- I wanted to work on-campus, it was convenient as I did not have to have a vehicle or buy gas. It was more flexible in scheduling, and it was a good way to network and complete schoolwork during downtime. Unfortunately, it was not sustainable, only 8.25 an hour hardly more than minimum wage did not give me the financial ability to support myself and I was forced to take a job off campus with more hours and slightly higher pay. This increased my stress as I was working much more hours and in the evenings; unable to attend social events and enjoy my time off. Eventually, that job also was not enough, and I moved back to my hometown in Eastern Kansas to adopt a roommate and work yet another job full-time while going to school online in order to support myself. Working full-time while going to school is very stressful and isolating. I wish on-campus jobs paid student employees a living wage so that I could have enjoyed my college years.
- I was born and raised in Oklahoma!
- I wish I could work off campus because FHSU-pay and hours are horrible, but I need the experience for my career
- I wish I got paid enough to not live paycheck to paycheck. I work two jobs, one off campus, one on campus. It's just frustrating to see me and others struggling.
- I wish on campus jobs paid more. It is tough having to choose working on campus for \$8.25 or going to my other job for \$16.80. If they want to keep student employees, they should start looking into paying more. Especially since most jobs are at least paying \$10 per hour.
- I wish student pay was higher, I can barely afford my dorm.
- I work on campus, and I think the wage is very small for the work I do.
- I worked at the middle school for two years and made decent money. I worked about thirty hours there but my boss, Ann Schmidt, was very flexible with me and understanding. I worked as an RA in McMIndes Hall, and it was not the best job. I had

to do way more than I was paid for, but it helped cover my basic living expenses. It did not cover any other extra expenses outside of food and shelter thought which made it extremely difficult to pay any other bills I had. Other jobs I have worked are serving at Old Chicago and they only pay you \$2.13 per hour plus tips. I don't know how it is legal to pay only two dollars an hour even if I am working tips. They try to be flexible, but you always stay much later than what you are scheduled for and only make money during the evenings or weekends which should be spent doing homework. Jobs in Hays only pay \$11 starting out and that is nowhere near enough to afford more than just rent alone. I have a full bachelor's degree and am working on a master's but cannot find a job that will work with my school schedule and demands while providing me enough money to live comfortably.

- I would like to learn about more jobs
- I've only ever worked concessions for the football games. For the most part, it has been good and flexible with my wrestling schedule.
- In all honestly the hourly pay at the college is one of the lowest paying jobs in Hays. Many student workers, including myself, have to maintain two or more jobs because the college doesn't pay enough for us to be able to attend school here. A competitive pay would be at LEAST \$10, and we get paid well below that.
- It is difficult to find a place that allows for a flexible schedule, especially right now when most places are low on staff and need extra help. I have had to quit two off campus jobs in the past year--one because I was only working 3-5 hours every two weeks and not making enough money to make it worth my while, and the other because I was working upwards of 35 hours a week plus my 20-hour campus job, and I was falling behind in school to basically keep this place open.
- It is hard working on campus and being expected to work specific hours while people working off campus have more schedule flexibility and are getting paid a higher hourly wage.
- It seems like everybody in Hays is always over scheduling so that keeps me from getting a job here
- It sucks
- It's difficult to find jobs in Hays in my opinion. Even being from Hays and knowing lots of employers personally, it is difficult to find jobs with decent pay and work environment. Sometimes it's better to not get a job than to work at a bad job every day.
- Lived in Hays 20 years and moved to Victoria this summer.
- My current workplace is a black hole irradiating stress.
- Need higher minimum wage, we are struggling!!
- Off-campus jobs should be advertised as well.
- On campus does not make enough to sustain bills.
- On campus jobs need to increase their wages. Students are barely getting by, or simply not getting by.
- On campus jobs pay less than off campus jobs, I will not return to an on-campus job next year because I need to earn more money and get more hours.
- On campus tuition could pay more

- Pay for on campus jobs are not livable. One paycheck doesn't cover a month's rent. I work two jobs because of how awful on campus pay is. I love my boss and coworkers and they're the reasons I haven't left my on-campus job. I know a lot of on campus workers who are trying to find a new job because of how bad the pay is.
- Raise our pay. Not only just for Hays jobs in general, but for how much the university pays student workers as well.
- Raise student-employee wages!
- Some places are dishonest with what their wages are and how many hours they will actually schedule you. Many places advertise great benefits but won't schedule you enough hours to qualify for them. The pay is also not worth the work/environment.
- Someone needs to talk to the art department about their compensation for nude models. Industry standard is \$20/hr. starting and they're paying their student models \$12/hr. It's exploitative and kind of gross
- Student-workers should be paid more for working on campus.
- The competing wages across Hays make it very hard to want to keep an on-campus job. Many jobs offer more money for less hours and work, and it is very tempting.
- The minimum wage needs to increase, maybe not by an astronomical amount, but students like me shouldn't have to struggle to pay for a house that's only 250 dollars a month. School is expensive and to properly focus on the actual education, there should be a decrease in hours, and an increase in pay. It would attract more employees, especially in a college town, to the work force, without hurting their performance in school
- The pay is low in the Hays area. The housing market is stupid high so wages should reflect.
- The theater is really good at taking student schedules into consideration because most of their employees are college students.
- The wages for on-campus jobs are not a living wage.
- The Workday system makes employment an extreme hassle for the employee and the employers. I have been working 2 months and continue no to get paid because it won't work
- There are places that will give you tuition reimbursement
- They are not very flexible with students' schedules.
- To find a way to know whether or not you'd be able to work on homework or read notes for class while being able to work. - is it a more relaxed environment to do both?
- University jobs need to pay way more than they do. \$8.25/hr. has not been enough money for the past 10 years and it is ridiculous. Even \$10 would be an improvement.
- Wish work study paid a bit more since places like McDonald's and such pay almost \$13 an hour.

# Appendix: Email Invitation, Questionnaire, Form for Drawing

## Email Invitation

Hello \${m://FirstName},

The Docking Institute of Public Affairs has been asked by the President's Office to conduct an employment and work survey of Hays area FHSU students. We have questions for working students and non-working students. Your assistance will allow us to provide an accurate picture of local FHSU student employment and working patterns and help university leaders and local employers better understand the needs of students. This survey will require approximately 10 minutes or less.

The survey is voluntary and confidential. Analysis will be at the group level only, and no individual responses will be analyzed or reported. Upon completion of the study, individual identifiers will be removed from the data file and destroyed.

The survey is intended for respondents 18 years of age or older. Please do not start the survey if you are under the age of 18. Data collection will end at midnight on Tuesday, November 30.

A link is provided below. We ask that you complete this survey within a week. Upon survey completion, you will have the opportunity to enter a drawing for one of five \$50 Victor E. Apparel & Gift Co. gift cards. A link is provided at the end of the employment and work survey, which will take you to a separate entry form.

**Follow this link to the Employment and Work Survey:**

[\\${i://SurveyLink?d=Take the Survey}](#)

Or copy and paste the URL below into your internet browser:

[\\${i://SurveyURL}](#)

Follow this link to opt out of future emails: [Click here to unsubscribe](#). Please do not click the unsubscribe link if you would like to complete the survey later. Clicking here now will lock you out. We appreciate your time and will send a reminder in 10 days if needed.

If you have any technical difficulty accessing the survey, please contact Docking Institute graduate student research assistant Leslie Watson-Divittore at 785-628-5571 or [lawatson2.se@fhsu.edu](mailto:lawatson2.se@fhsu.edu).

If you have any questions about this survey initiative, please contact me using the information below.

Thank you very much!

Mike Walker  
Docking Institute of Public Affairs  
300 Custer Hall  
Fort Hays State University  
Hays, Kansas 67601  
785-628-5563 / [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu)

## Questionnaire: Student Employment Survey 2021

### Start of Block: SURVEY BLOCK

QINTRO Hello FHSU Student,

The Docking Institute of Public Affairs has been asked to conduct an employment survey of students by the FHSU President's Office. Your assistance is vital for us to be able to provide an accurate picture of local FHSU student employment. We have questions for working students and non-working students.

Your responses will be grouped with the responses from other students. Only grouped data will be analyzed. The survey is confidential and completely voluntary. You have an option below to exit if you prefer. You may also exit at any time after this page by closing your browser. This survey is intended for adults 18 years old or older. If you are not 18, please select "No, I will not participate" below. You may also close your browser at any time to exit.

Please select "Yes - I will participate" below to complete the survey. Selecting "Yes - I will participate" is providing your consent to participate. If you would like to review the IRB-approved consent document before continuing, please select "Review consent document." Then click the Continue button.

- Yes, I will participate. (1)
- No, I will not participate. (2)
- Review consent document (3)

*Skip To: End of Block If QINTRO = No, I will not participate.*

*Skip To: Q1 If QINTRO = Yes, I will participate.*

### QCONSENT

#### **FHSU Student Employment and Work Survey**

#### **INTRODUCTION**

The Docking Institute of Public Affairs supports the practice of protecting human subjects participating in research. **You are being asked to participate in a research study. It is your choice whether or not to participate.** The following information is provided for you to decide whether you wish to participate in the present study. You may refuse to begin this survey and not participate in this study. Even if you agree to participate, you are free to withdraw at any time. Withdrawing from this study will result in no negative consequences.

#### **PURPOSE OF THE STUDY**

The purpose of this study is to assess the employment and working patterns of FHSU students living in the Hays area. Some of the topics we would like to investigate include:

- Do students work while attending college?

- Do working students work on-campus jobs, off-campus jobs, piecemeal jobs, and/or nontraditional jobs?
- How many hours per week do students work?
- How much do students earn while working various type of jobs?
- Did students receive federal COVID-19 stimulus money?
- Has stimulus money influence their participation in the workforce?

Collecting answers to these questions might help local employers better meet the needs of student workers.

## **PROCEDURES**

You are being asked to complete a survey in Qualtrics. We anticipate that completing the survey will take approximately 10-12 minutes. At the end of the survey, you will have the opportunity to participate in a drawing (see INCENTIVE below).

## **RISKS**

We do not anticipate any risk to participants. However, in the event that you feel distressed during or after the survey or drawing, please reach out to FHSU Health and Wellness Services for emotional support:

Health and Wellness Services  
Fort Hays State University  
Fischli-Wills Center for Student Success  
Third Floor, Room 301  
(785) 628-4401

## **BENEFITS**

The survey results will inform FHSU leaders and area employers of the experiences of FSHU student workers.

## **INCENTIVE**

Respondents who desire to do so may participate in a drawing for one of five \$50 Victor E. Apparel & Gift Co. gift cards provided by the FHSU President's Office. Compensation to participate is not offered.

## **PARTICIPANT CONFIDENTIALITY**

The Docking Institute of Public Affairs has a long history of successful data gathering and protecting the identities of survey participants. We have never experienced a data breach, and we follow industry best practices when collecting and storing data.

The information gathered will be analyzed at the group level only. Individual responses will not be reported. If respondents provide contact information for the drawing, the contact information will not be associated with survey responses in any way. Survey data and drawing data will be collected using separate surveys.

Your name will not be associated in any publication or presentation with the information

collected about you or with the research findings from this study. Your identifiable information will not be shared unless (a) it is required by law or university policy, or (b) you give written permission.

### **WITHDRAWAL**

You may stop answering questions at any time without penalty, and any information you have provided prior to withdrawal will be destroyed upon request. Your decision to stop your participation will not affect your relationship with FHSU.

If you choose to provide your contact information for the drawing, and then decide that you do not want to be included in the drawing, you may request to have your name and email address removed from the drawing list. Your contact information will be deleted. You will not be penalized in any way for not participating in the drawing.

### **VOLUNTARY PARTICIPATION**

You are not required to agree to this Consent and Authorization form, and you may refuse to do so without affecting your right to any services you are receiving or may receive from FHSU or to participate in any programs or events at FHSU. However, if you do not provide consent, you cannot be included in the drawing.

### **CONTACT INFORMATION**

Questions about the study should be directed to Mike Walker at [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu), 785-628-5563, 300 Custer Hall.

**PARTICIPANT CERTIFICATION:** I have read this Consent and Authorization form. I have had the opportunity to ask, and I have received answers to, any questions I had regarding the study. I understand that if I have any additional questions about my rights as a research participant, I may call (785) 628-4349, write the Office of Scholarship and Sponsored Projects (OSSP), Fort Hays State University, 600 Park St., Hays, Kansas 67601, or email [irb@fhsu.edu](mailto:irb@fhsu.edu).

I agree to take part in this study as a research participant. I affirm that I am at least 18 years old and that I have reviewed this consent document.

Please select "Yes - I will participate" to proceed. Selecting "Yes - I will participate" is providing your consent to participate. Select "No - I will not participate" to exit now. Then click "Continue."

- Yes - I will participate (1)
- No - I will not participate (2)

*Skip To: End of Block If QCONSENT = No - I will not participate*

Q1 Let's begin with a few questions about you.

Which one of the following best describes your status?

- 1st Year Student (1)
- 2nd Year Student (2)
- 3rd Year Student (3)
- 4th Year Student (4)
- 5th Year+ Student (5)
- Graduate Student (6)

Q2 Were you **enrolled in any FHSU courses** (online and/or on-campus) during any of these semesters or terms? Please select all that apply.

- Spring or Summer 2021 (1)
- Fall 2020 (2)
- Spring or Summer 2020 (3)
- Fall 2019 (4)
- Spring or Summer 2019 (5)
- Fall 2018 (6)
- Spring or Summer 2018 (7)
- None of these apply to me (8)

Page Break

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Q3 How long have you lived in the Hays area?

- Less than 1 year (1)
- 1 to 2 years (2)
- 3 to 4 years (3)
- 5 to 9 years (4)
- 10 to 19 years (5)
- 20 or more years (6)

Q4 Which of the following best describes your current living situation?

- I live in one of the residence halls on campus (1)
- I live off campus by myself or with friends/siblings (2)
- I live off campus with my parents (3)
- I live off campus with my own family (spouse and/or children) (4)
- I have another arrangement (please describe): (5)

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Page Break

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Q5 Now we turn to employment.

Students work and earn compensation in a variety of ways. We will start with traditional jobs.

Some students earn an hourly wage working on campus, while others earn a wage from an off-campus employer. Some do both. Do you **currently work** on campus and/or off campus for an hourly wage? (Select all that apply.)

- I currently work **on** campus for an hourly wage. (1)
- I currently work for an **off**-campus employer for an hourly wage (or similar compensation). (2)
- Neither of these situations apply to me. (3)

Page Break

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Q6 Some students work and earn compensation in other ways or in addition to an hourly wage job. Do any of the following statements reflect your **current employment** situation? If so, please select those that represent you.

- I have an academic, athletic, or other scholarship or grant which covers some or all of my tuition, fees, boarding, room fees, etc. (1)
  - I work and I'm paid piecemeal (per delivery, per item, per article, etc.), or by tips, and/or by session (tutoring, shopping, dog-walking, cleaning, etc.) (2)
  - I own a business and I sell goods or services to others (3)
  - Another situation applies to me (please describe): (4)
- 
- None of these situations apply to me (5)

Q7 Some students earn money through more nontraditional means. Please tell us if you earn money doing any of the following? Select all that apply.

Finding, refurbishing, or creating items and selling them on eBay, Etsy, or similar web sites. (1)

Producing and posting social media content or sponsored posts on YouTube, TikTok, Twitter, Instagram, Snapchat, etc. (2)

Providing virtual services such as scheduling, bookkeeping, managing social media for someone else, etc. (3)

Performing music, playing online games, producing and selling artwork, contributing to blogs, etc. (4)

Some other nontraditional method of earning money (please specify): (5)

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None of these activities apply to me (6)

*Display This Question:*

*If Q5 = Neither of these situations apply to me.*

*And Q6 = I have an academic, athletic, or other scholarship or grant which covers some or all of my tuition, fees, boarding, room fees, etc.*

*And Q6 != I work and I'm paid piecemeal (per delivery, per item, per article, etc.), or by tips, and/or by session (tutoring, shopping, dog-walking, cleaning, etc.)*

*And Q6 != I own a business and I sell goods or services to others*

*And Q6 != Another situation applies to me (please describe):*

Q8a About how many hours do you spend in a typical 7-day week fulfilling the requirements of your scholarship or grant?

- More than 30 hours per week (1)
- 25 to 30 hours per week (2)
- 20 to 24 hours per week (3)
- 15 to 19 hours per week (4)
- 10 to 14 hours per week (5)
- 5 to 9 hours per week (6)
- 0 to 4 hours per week (7)

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*Display This Question:*

*If Q5 = Neither of these situations apply to me.*

*And Q6 = I have an academic, athletic, or other scholarship or grant which covers some or all of my tuition, fees, boarding, room fees, etc.*

*And Q6 != I work and I'm paid piecemeal (per delivery, per item, per article, etc.), or by tips, and/or by session (tutoring, shopping, dog-walking, cleaning, etc.)*

*And Q6 != I own a business and I sell goods or services to others*

*And Q6 != Another situation applies to me (please describe):*

Q8b Does your scholarship or grant require that you do **not work elsewhere** for pay?

- Yes (1)
- No (2)
- I don't know (3)

*Skip To: Q11 If Q8b = Yes*

*Skip To: Q11 If Q8b = No*

*Skip To: Q8c If Q8b = I don't know*

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*Display This Question:*

*If Q5 = Neither of these situations apply to me.*

*And Q6 = None of these situations apply to me*

*And Q7 = None of these activities apply to me*

Q8c Do you currently have any other job in Hays that has not been mentioned yet? If so, please describe it in the space below. If not, please select "No other job."

- Yes (please describe): (1) \_\_\_\_\_
- No other job (2)

*Skip To: Q11 If Q8c = No other job*

Page Break \_\_\_\_\_

Q9 About how many hours do you spend in a typical 7-day week doing each of the following? Please use the slider below to select the **number of hours per week** for each. If an item does not apply, please leave the slider at 0 (zero).

**Hours Per Week**

0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

Working on campus (1)	
Working for an off-campus employer (2)	
Fulfilling the requirements of a scholarship or grant (doing service, attending events, practicing, but not attending classes). (3)	
Working piecemeal, earning tips, providing sessions (tutoring, shopping, dog-walking, etc.) (4)	
Working in your own business (5)	
Performing nontraditional work (eBay, Etsy, social media, virtual services, gaming, etc.) (6)	
Other (please describe): (7)	

Page Break

Display This Question:

If Q5 = I currently work  **on**  campus for an hourly wage.

Or Q5 = I currently work for an  **off** -campus employer for an hourly wage (or similar compensation).

Q10a

Please **estimate an HOURLY wage** for your on-campus job or off-campus job. If you have more than one job in either category, please estimate an average.

Display This Choice:

If Q5 = I currently work  **on**  campus for an hourly wage.

The wage for my **on-campus job** is about: (1) \_\_\_\_\_ per hour

Display This Choice:

If Q5 = I currently work for an  **off** -campus employer for an hourly wage (or similar compensation).

The wage for my **off-campus job** is about: (2) \_\_\_\_\_ per hour

*Display This Question:*

*If Q6 = I work and I'm paid piecemeal (per delivery, per item, per article, etc.), or by tips, and/or by session (tutoring, shopping, dog-walking, cleaning, etc.)*

*Or Q6 = I own a business and I sell goods or services to others*

*Or Q6 = Another situation applies to me (please describe):*

*Or Q6 = Another situation applies to me (please describe):*

*Or Q7 = Finding, refurbishing, or creating items and selling them on eBay, Etsy, or similar web sites.*

*Or Q7 = Producing and posting social media content or sponsored posts on YouTube, TikTok, Twitter, Instagram, Snapchat, etc.*

*Or Q7 = Providing virtual services such as scheduling, bookkeeping, managing social media for someone else, etc.*

*Or Q7 = Performing music, playing online games, producing and selling artwork, contributing to blogs, etc.*

*Or Q7 = Some other nontraditional method of earning money (please specify):*

*Or Q8c = Yes (please describe):*

Q10b

Please **estimate your MONTHLY income for each** of the following. If you have more than one job in a category, please estimate an average. Please enter 0 (zero) for jobs that do not apply to you.

*Display This Choice:*

*If Q6 = I work and I'm paid piecemeal (per delivery, per item, per article, etc.), or by tips, and/or by session (tutoring, shopping, dog-walking, cleaning, etc.)*

My piecemeal, per session, or tips job (delivering, tutoring, shopping, dog-walking, etc.) provides earnings of about: (3) \_\_\_\_\_ per month

*Display This Choice:*

*If Q6 = I own a business and I sell goods or services to others*

The business I own provides earnings of about: (4) \_\_\_\_\_ per month.

*Display This Choice:*

*If Q7 = Finding, refurbishing, or creating items and selling them on eBay, Etsy, or similar web sites.*

*Or Q7 = Producing and posting social media content or sponsored posts on YouTube, TikTok, Twitter, Instagram, Snapchat, etc.*

*Or Q7 = Providing virtual services such as scheduling, bookkeeping, managing social media for someone else, etc.*

*Or Q7 = Performing music, playing online games, producing and selling artwork, contributing to blogs, etc.*

*Or Q7 = Some other nontraditional method of earning money (please specify):*

My nontraditional job (eBay, Etsy, Social media, virtual services, gaming, etc.) provides earnings of about: (11) \_\_\_\_\_ per month

*Display This Choice:*

*If Q6 = Another situation applies to me (please describe):*

*Or Q7 = Some other nontraditional method of earning money (please specify):*

*Or Q8c = Yes (please describe):*

Another job provides earnings of about: (5) \_\_\_\_\_ per month

Page Break

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Q11 Prior to Fall 2021, did you **work for pay in Hays**? If so, did you do so during any of the following time periods? Please select all that apply.

- Spring or Summer 2021 (1)
- Fall 2020 (2)
- Spring or Summer 2020 (3)
- Fall 2019 (4)
- Spring or Summer 2019 (5)
- Fall 2018 (6)
- Spring or Summer 2018 (7)
- None of these options apply to me (8)

Page Break

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*Display This Question:*

*If Q11 != None of these options apply to me*

Q12 Thinking about the job or jobs you had in Hays in the past, would you say that most were on-campus jobs, off-campus jobs, a mix of both, or neither?

- Most or all were on-campus jobs (1)
- Most or all were off-campus jobs (2)
- Some were on-campus jobs, and some were off-campus jobs - pretty much an even split (3)
- Most or all were neither on- or off-campus jobs (4)

Q13 We now have a few questions related to the COVID-19 pandemic.

To begin, some students reduced their course load and/or took some time off from school because of the pandemic. Did you do the same?

- Yes (1)
- No - I did neither (2)

*Display This Choice:*

*If Q2 = None of these apply to me*

- No - I was not taking FHSU courses yet (3)
- I don't know (4)

*Display This Question:*

*If Q11 != None of these options apply to me*

Q14 Some students who were working had their work hours reduced, jobs end temporarily, or jobs end permanently because of the pandemic. Did you experience any of these situations?

- Yes (1)
- No (2)
- I don't know (3)

Q15 Did you receive any COVID-19 stimulus money any time after April 2020?

- Yes (1)
- No (2)
- I don't know (3)

Page Break

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Q16 Are you currently looking for a new or different job?

- Yes (1)
- No (2)

*Display This Choice:*

*If Q8b = Yes*

- No - I cannot work elsewhere due to scholarship or grant requirements (3)
- I don't know (4)

*Skip To: Q19 If Q16 = No - I cannot work elsewhere due to scholarship or grant requirements*

*Display This Question:*

*If Q16 != Yes*

Q17 Would you consider taking a new or different job if the right opportunity came along?

- Yes or Maybe (1)
- No (2)
- I don't know (3)

*Display This Question:*

*If Q16 = Yes*

*Or Q17 = Yes or Maybe*

Q18 Are you most interested in an on-campus job or off-campus job?

- An on-campus job (1)
- An off-campus job (2)
- Either an on-campus job or off-campus job (3)
- Neither of these options apply to me (4)

*Display This Question:*

*If Q5c = Neither of these situations apply to me.*

*And Q18 = Neither of these options apply to me*

Q18a What hourly wage would you expect to earn in a new job? \_\_\_\_\_

Page Break \_\_\_\_\_

Q19 Now we have some general statements about working in Hays.

Please select a response ranging from "Strongly Agree" to "Strongly Disagree" for each statement or select "does not apply."

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know / Doesn't Apply (6)
Most employers in Hays provide student-friendly work schedules. (Q19-1 schedules)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most employers in Hays provide wages that make it worthwhile for students to work. (Q19_2 wages)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Display This Choice:</i>						
<i>If Q15 = Yes</i>						
Federal stimulus funds covered many or most of my expenses while they were available. (Q19_3 stimulus help)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Display This Choice:</i>						
<i>If Q15 = Yes</i>						
Federal stimulus funds allowed me to stay away from the workplace for a while after businesses reopened again. (Q19_4 stimulus away)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Display This Choice:</i>						
<i>If Q15 = Yes</i>						
Federal stimulus funds still cover many or most of my expenses. (Q19_5 stimulus cover)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare or other care costs limit my ability to work outside of the home. (Q19_6 childcare)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many employers in Hays provide positive working environments for college students. (Q19_7 positive)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I usually work during the summers and not during fall or spring semesters. (Q19_8 summers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Earnings from piecemeal or nontraditional work cover many of my expenses. (Q19_9 piecemeal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I shifted from a traditional hourly wage job to a piecemeal or nontraditional job(s) during the pandemic. (Q19_10 from traditional)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Given my personal situation, I do not need to work to cover my expenses while being a student. (Q19_11 no need work)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q20 Finally, we have a few more questions about you.

First, what year were you born? \_\_\_\_\_

Q21 What is your gender?

- Female (1)
- Male (2)
- Non-binary (3)
- I'd rather not say (4)

Q22 Are you an international student?

- Yes (1)
- No (2)

Q23 Where is your hometown?

- Hays (1)
- Ellis County (but outside of Hays) (2)
- In a nearby county (3)
- Somewhere else in Kansas (4)
- In one of the surrounding states (5)
- Other (6)

Q24 Do you have any additional comments about employment in Hays? If so, please enter them in the text box below.

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Q25 You are at the end of this questionnaire. **Clicking "Next" below will submit your responses and send you to the Exit page.** Once "Next" is selected here, you will **not be able to review** your answers **nor re-enter** the survey. The "Back" button will take you to the previous question.

**Incentive option:** You have an opportunity to participate in a drawing for one of five \$50 Victor E. Apparel & Gift Co. gift cards. A **link on the next page** will take you to a form asking for your name and email address. A drawing will be held in mid-December 2021. If your name is selected, you will be contact by the Docking Institute.

Information from the form will **not be linked** to this survey in any way. Responses to this survey and responses to the form are collected separately.

If you have any questions, please contact Mike Walker at 785-639-5563 or [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu).

Thank you for your participation in this survey.

End of Block: SURVEY BLOCK

**END OF BLOCK (If QINTRO=No OR QCONSENT=No)**

Thank you for your time.

**Please close your browser to exit the survey.**

If you would like more information about this survey, please contact Mike Walker at [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu).

If this survey made you feel uncomfortable in any way, please contact Health and Wellness Services at 785-628-4401, to speak to a counselor.

**END OF SURVEY (If QINTRO=Yes OR QINTRO=Review AND QCONSENT=Yes)**

Thank you very much for completing this survey.

Please click here to provide your name and email address if you would like to participate in a drawing for one of five \$50 Victor E. Apparel & Gift Co. gift cards: [Form for Drawing](#).

If you have any questions about the survey or the follow-up questionnaire, please contact Mike Walker at mswalker@fhsu.edu or 785-628-5563.

To **exit this survey now**, and not be included in the drawing, **please close your browser**. To be included in the drawing, click the link above.

If this survey made you feel uncomfortable in any way, please contact Health and Wellness Services at 785-628-4401, to speak to a counselor.

**EXIT (IF “Form for Drawing” ≠ Selected.)**

**GO TO FOLLOW-UP (IF “Form for Drawing” = Selected.)**

## FHSU Student Work Survey – Form for Drawing

### Start of Block: Follow-Up Drawing

Q1 Please provide your name and email address below if you would like to participate in the drawing for one of five \$50 Victor E. Apparel & Gift Co. gift cards.

The drawing will be held in mid-December 2021. If your name is selected, you will be contact by the Docking Institute. If you would like to exit before continuing, please close your browser.

Please also provide consent for us to contact you by typing YES below. If you do not provide consent, we cannot include you in the drawing. *(Providing consent or not providing consent will in no way affect your relationship with FHSU.)*

If you have any questions, please contact Mike Walker at 785-639-5563 or mswalker@fhsu.edu.

Name (1) \_\_\_\_\_

Email Address (2) \_\_\_\_\_

Type "Yes" to give consent to be contacted. (3) \_\_\_\_\_

### END OF MINI-SURVEY

Thank you for completing this form.

If this form made you feel uncomfortable in any way, please contact Health and Wellness Services at 785-628-4401, to speak to a counselor.

Please close your browser to exit.

Have a nice day.