

FHSU Student Work Survey 2024



Conducted for
FHSU President's Office

November 2024

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To facilitate effective public policy decision-making among governmental and nonprofit entities



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Executive Summary

From October 2 to October 30, 2024, 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 as of the 20th day of fall semester 2024 and with local or permanent addresses within ZIP Codes 67601, 67637, or 67671 (Hays, Ellis, and Victoria, respectively). 1,654 students met these criteria and 398 (24%) provided applicable responses.

The student classification (1st Year, 2nd Year, 3rd Year, etc.) of the survey respondents compares well to the larger study population.

- **The Docking Institute finds:** 90.7% of all respondents earn income from some form of work. 68.1% work and receive scholarship/grant assistance, 22.6% receive work income but no assistance, and 7.8% do not earn work income but receive assistance. Only 1.5% report not working and not receiving some form of assistance.
- 49.7% of respondents work off-campus and 47.7% on-campus. 10.8% have both on- and off-campus jobs.
- 27.4% earn income from some sort of gig work.
- The **median hourly wages** earned by **on-campus employees** and by **off-campus employees** are \$10.00 and \$15.00, respectively.
- The median hourly wages students **would expect to earn at a new or different job** are \$13 for on-campus jobs and \$15.75 for off-campus jobs.
- The median number of hours worked per week for on-campus hourly wage workers is 16. The median number of hours worked per week for off-campus hourly wage workers is 23. Students working both on- and off-campus jobs work about 31 hour per week. Gig workers report about 5 hours a week performing their gig jobs.

- 16.6% of respondents are 1st year undergraduate students, 19.8% are 2nd year undergraduate students, 24.4% are 3rd year undergraduate students, 22.4% are 4th or 5th year undergraduate students, and 16.8% are graduate students.¹
- 15.4% have lived in Hays less than 1 year. 27.7% of respondents have lived in the Hays area for 1 to 2 years, while 21.9% have lived in the Hays area for 3 to 4 years. The remainder have lived in Hays longer than 5 years.
- 45.5% of survey respondents live by themselves or with friends or siblings. 31.9% reside in a residence hall on campus.
- For students making rent payments, monthly rent accounts for 50% of their spending. For those making debt payments, debt makes up about 20% of their monthly spending.
- 68.1% of students receive financial aid in the form of scholarships, 35.8% receive grants, and 31.7% are borrowing funds to pay for their educations and living expenses.
- 49.7% of respondents work off-campus and 47.7% on-campus. 10.8% have both on- and off-campus jobs. 27.4% earn income from some sort of gig work.
- 54.1% of gig workers have piecemeal or session jobs, 16.5% sell items online, and 14.7% earn money from performances.
- 75.5% of off-campus hourly wage workers hold one job, 19.9% have two jobs, and 4.6% have three or more off-campus jobs.
- 51.8% of off-campus workers work late (10 p.m. or afterward). 11.2% report that it is common to work overnight. The median number of miles is 33.5 for off-campus workers who travel outside of the Hays area for a job.
- 50% of the income for respondents with on-campus jobs comes from their on-campus jobs and 80% of the income for respondents with off-campus jobs comes from their off-campus jobs. Earnings from gig work make up about 10% of the total income for gig workers. (Median values shown.)
- 69.2% of respondents had worked in the Hays area prior to fall 2024. 60.4% worked primarily off-campus jobs and 23% worked primarily on-campus jobs. About 16% worked a mix of both.
- 20.5% report that they are currently looking for new or different employment. 83.1% report that they would consider a new or different job for the right opportunities. Of those looking for/would consider a new job, 30.1% are interested in off-

¹ Eight respondents did not report their student status. Figures for population (list of students) include 15.4% 1st year undergraduate students, 18.8% 2nd year undergraduate students, 20.3% 3rd year undergraduate students, 26.2% 4th or 5th year undergraduate students, and 19.5% graduate students.

campus employment and 18.8% are interested in on-campus employment. 46.5% are interested in either an on-campus or off-campus job (their interest is not limited to only one or the other).

- For those looking for/would consider a new job, the median hourly expected wage is \$15.00.
- 75.2% of respondents agree or strongly agree that “that most employers provide student-friendly work schedules” and 63.4% agree or strongly agree that “many employers provide positive working environments for college students.” 40.2% agree or strongly agree that most employers provide good wages.
- 27.7% agree or strongly agree that they “plan to live and work in the greater Hays area after completing their studies at FHSU.”
- 27.7% also agree or strongly agree than childcare or other care costs limit my ability to work outside of the home.
- 27.5% agree or strongly agree that they are “paying for many of my expenses with credit cards.”
- Respondent median age is 21 years old, most are female (72.5%), and few are international students (7.3%).
- 26.5% of respondents are from Hays, while 42% 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 1,654 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 as of the 20th day of fall semester 2024, and with local or permanent addresses within ZIP Codes 67601, 67637, or 67671 (Hays, Ellis, and Victoria, respectively).

The Institute sent up to four email requests to students. The first on October 2nd, and three reminders to non-responding students on October 9th, 16th, and 22nd. Of the 1,654 students invited to participate, 432 (26.1%) responded to the email requests and began the survey. The table below shows the disposition of each respondent. Eleven selected “I will not continue to the survey, 22 started the survey but logged out (breakoff) after answering only a few questions, and one respondent was determined to be under the age of 18. This study is based on the 398 respondents who completed the survey.

Table 1. Respondent Disposition (n=432)

	Frequency	Percent
Completion	398	92.1
Refusal	11	2.5
Breakoff	22	5.1
Under 18 Years Old	1	0.2
	432	100

Table 2 compares the student statuses of the survey respondents and the study population.

Table 2. Respondents and Population by Student Status (n=398)

Undergraduate		All Respondents		Population		R%-P%
		Frequency	Percent	Frequency	Percent	
	1st Year	66	16.6	255	15.4	1.2
	2nd Year	79	19.8	309	18.7	1.2
	3rd Year	97	24.4	335	20.3	4.1
	4th & 5th Year	89	22.4	433	26.2	-3.8
	Graduate Students	67	16.8	322	19.5	-2.6
	Total	398	100	1654	100	0.0

Key Findings: Income and Assistance, Hourly Wage Work, Gig Work

Below are survey results primarily focusing on working status, job type, wages, expected wages for a new job, and hours worked per week. 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 and earn money by producing social media content, and/or receive financial support from a scholarship or grant.

Table 3 shows that over two-thirds of respondents (68.1%) earn income from work and receive assistance from scholarships or grants. Close to a fourth (22.6%) work and do not receive assistance from scholarships or grants.²

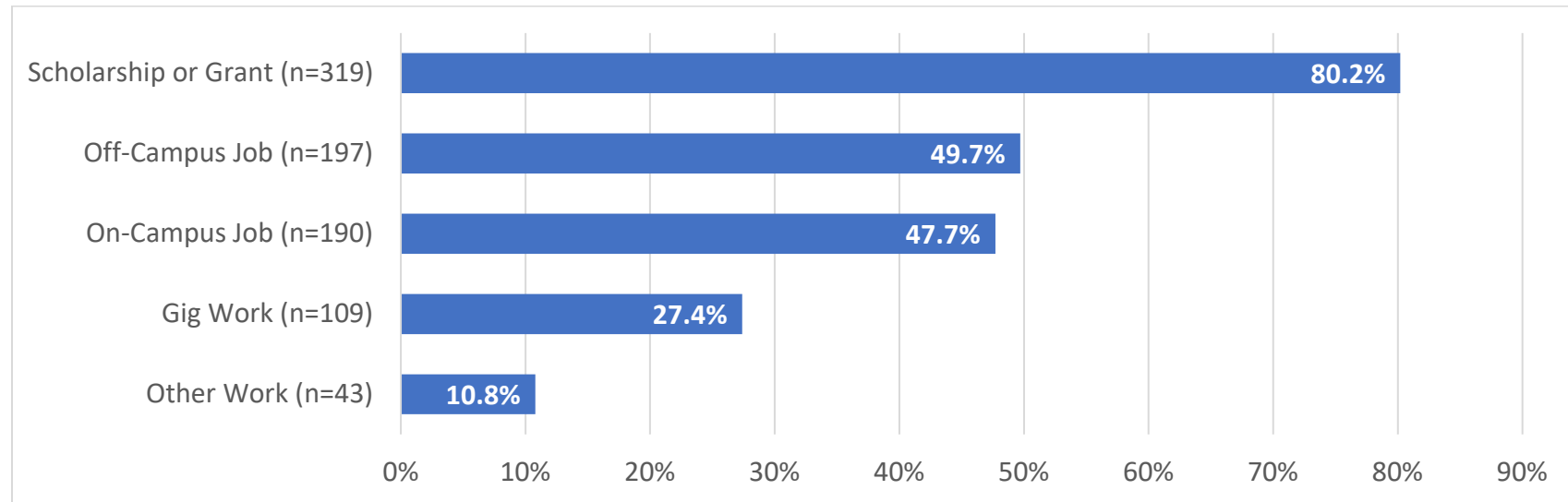
Table 3. Work Income and Scholarship/Grant Assistance (n=398)

	Frequency	Percent
Income from Work AND Receives Scholarship/Grant Assistance	271	68.1
Income from Work with NO Scholarship/Grant Assistance	90	22.6
NO Income from Work but Receives Scholarship or Grant Assistance	31	7.8
NO Income from Work and NO Scholarship or Grant Assistance	6	1.5
Total	398	100

² A study of FHSU students in 2021 showed the 60% worked and received scholarships or grants and 33% worked without additional financial assistance in the forms of scholarships or grants. The 2021 study also showed that 4.5% received no income from work but received financial assistance, and that another 1.6% reported not working and not receiving financial assistance of any kind.

Figure 1 shows that 80.2% of students surveyed receive a scholarship or grant, 49.7% have an off-campus job, 47.7% have an on-campus job, 27.4% earn income through gig work, and 10.8% earn income from other work.³ The percentages shown in the figure sum to more than 100% because the categories are not mutually exclusive.

Figure 1. Sources of Income and Assistance (n=398)



³ The 2021 study showed the 56.7% reported receiving scholarship or grant funding, 50.8% working an on-campus job, 48% working an off-campus job, and 27.1% performing gig work. Regarding gig work, the 2021 survey asked respondents if they engaged in “piecemeal or session work” (14.7%), “selling items on eBay, Etsy, etc.” (5.5%), “performing, gaming, etc.” for income (3.5%), “producing social media content” for income (2.2%), and/or “providing virtual services” for income (1.2%). To determine the percentage of gig work, those engaging in any of the above were considered “gig workers.”

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 \$10 and \$15, respectively.⁴

The median hourly wages students would expect to earn at a new or different job are \$13 and \$15.75 for on-campus jobs and off campus jobs, respectively.⁵

Table 4. On- & Off-Campus Hourly Wages Earned & Expected at New Job⁶

			Mean		Median		Mode
Hourly Wage Currently Earned	Respondents with On-Campus Jobs (n=176)	\$	10.38	\$	10.00	\$	10.00
	Respondents with Off-Campus Jobs (n=188)	\$	15.51	\$	15.00	\$	14.00
Hourly Wage Expected at a New or Different Job	Respondents Looking/Would Consider a New Job and Most Interested in On-Campus Jobs (n=54)	\$	13.79	\$	13.00	\$	15.00
	Respondents Looking/Would Consider a New Job and Most Interested in Off-Campus Jobs (n=87)	\$	17.82	\$	15.75	\$	15.00

⁴ The median hourly wages earned in 2021 were \$8.25 and \$12, for those with on-campus hourly wage and those with off-campus hourly wage jobs, respectively.

⁵ The median expected hourly wages in 2021 were \$10 and \$13, for those interested in an on-campus job and those interested in an off-campus job, respectively.

⁶ 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=70) or who “would consider taking a new or different job if the right opportunity came along” (n=246), and “most interested in” an on-campus job (n=61) or an off-campus job (n=95), and who provided an expected wage per hour.

Table 5 shows that of the 109 respondents indicated that they are engaged in gig work, 97 provided their monthly earnings. The mean average monthly earnings gig work is \$302, the median is \$150, and the mode is \$100.

Table 5. Earnings from Gig Work

		Mean	Median	Mode
Monthly Earnings	Gig Jobs (n=97)	\$ 302.00	\$ 150.00	\$ 100.00

Table 6 shows that the median weekly working hours is 16 for on-campus workers, while the median weekly working hours for off-campus workers is 23. Among students working both on- and off-campus jobs, the median weekly working is 31.⁷ Gig workers perform their gig jobs for 5 hours (median) per week.

Table 6. Hours Working per Week

		Mean	Median	Mode
Hours Worked per Week	Hours Worked per Week On-Campus (n=184)	15.2	16.0	20.0
	Hours Worked per Week Off-Campus (n=193)	25.1	23.0	20.0
	Hours Worked per Week Both On- and Off-Campus (n=36)	29.5	31.0	40.0
	Hours Worked per Week Gig Job (n=94)	7.52	5	2

⁷ The 2021 report showed median weekly working hours of 14 for on-campus workers, 15 for off-campus workers, and 30 for students working both on- and off-campus jobs.

Findings: All Survey Questions

Responses to each survey question are presented below, with limited narrative. Findings are presented in four sections: 1) Student Classification and Housing, 2) Monthly Spending and Financial Assistance; 3) Work, Hours, and Wages, 4) Previous Work, Available Labor, and Working in Hays 5) Demographics; and 5) Additional Comments.

Student Classification and Housing

The first question asked for class standing (1st Year, 2nd, etc.).⁸

Table 7. Student Classification (n=398)

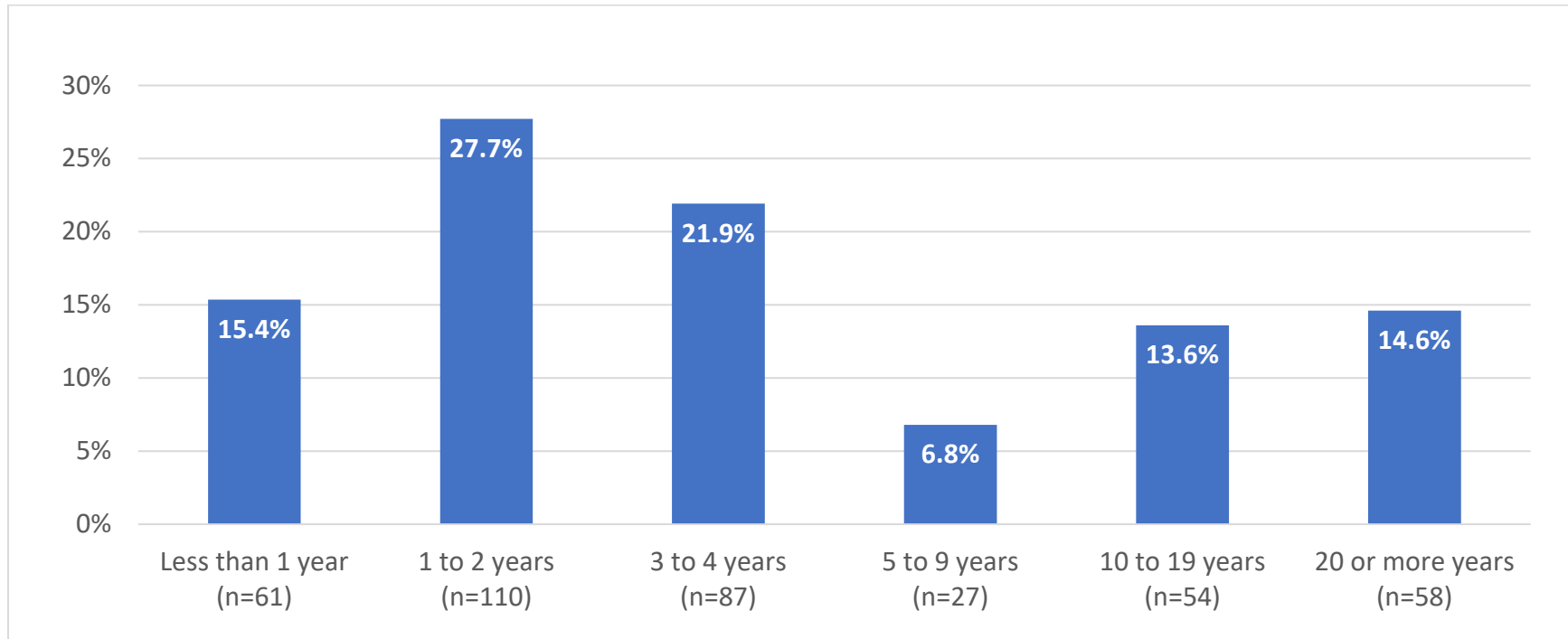
Undergraduate		Frequency	Percent
	1st Year	66	16.6
	2nd Year	79	19.8
	3rd Year	97	24.4
	4th & 5th Year	89	22.4
	Graduate Student	67	16.8
Total		398	100

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

⁸ 2021 findings were similar: 1st Year=18.6%, 2nd Year=17.6%, 3rd Year=23%, 4th & 5th Years=24.7%, and Graduate 15.3%.

About 15% have lived in Hays less than 1 year. More than a quarter (27.7%) of respondents have lived in the Hays area for 1 to 2 years, while 21.9% have lived in the Hays area for 3 to 4 years.⁹

Figure 2. Length of Residence in the Hays Area (n=397)

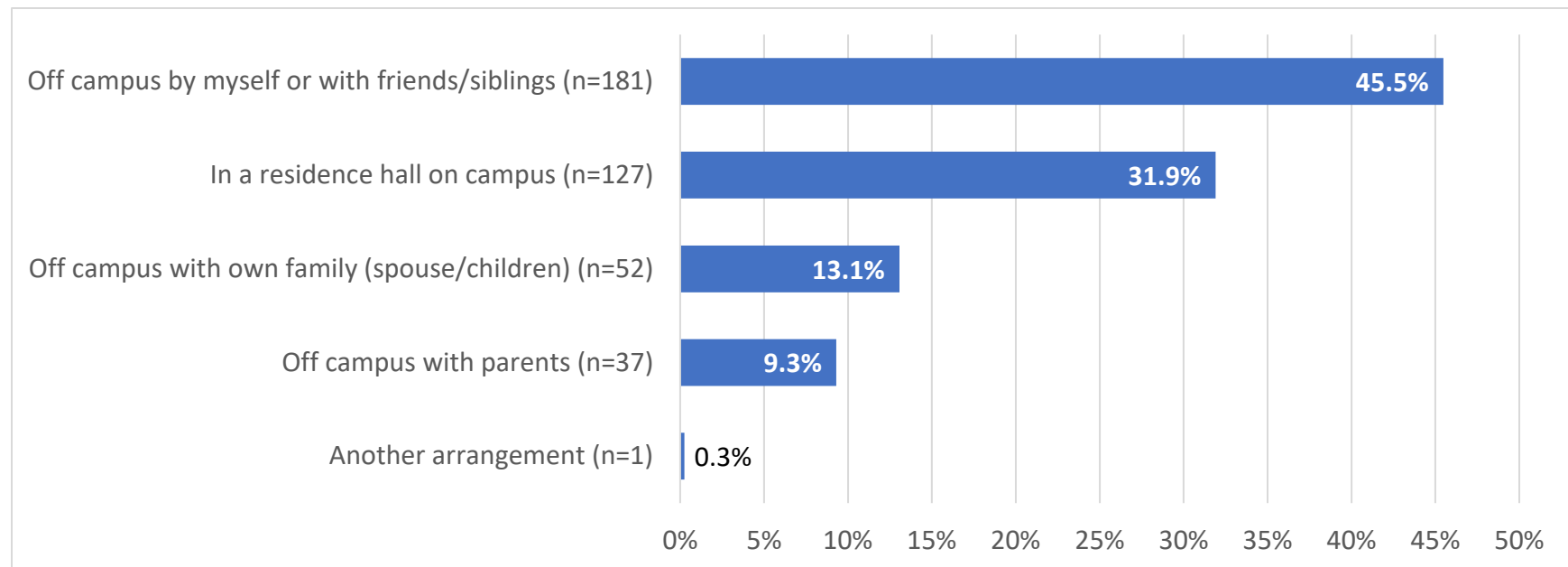


Q2 How long have you lived in the Hays area?

⁹ In 2021, the largest group had lived in the Hays area for 3 to 4 Years (25.3%) and the second largest was 1 to 2 Years (22.4%).

Almost half (45.5%) of survey respondents live by themselves or with friends or siblings. Almost a third (31.9%) reside in a residence hall on campus¹⁰.

Figure 3. Current Living Situation (N=397)



Q3 Which of the following best describes your current living situation?

¹⁰ The largest group of students in 2021 were living off-campus with friends or siblings (49%), while 26.9% lived in the residence halls. 14.1% lived off-campus with their own family, 9.2% lived off-campus with their parents, and .08% had another arrangement.

Monthly Spending and Financial Assistance

The median values in Table 8 show that, of all respondents for whom the expense exists (n=264), rent or housing makes up half of their monthly spending. For those students making debt payments (n=143), debt makes up 20% of their monthly spending. The percentage of debt-payers might be greater than shown because some respondents may have considered automobile payments a transportation expense.

The median values also show that, of respondents providing “other” responses (n=216), the other expense makes up about 30% of their spending. A majority of those respondents (65.5% - not shown in the table below) reported their other spending included “food and groceries,” while another 21% said the other spending went toward “bills and living expenses.”

Table 8. Percentages of Monthly Expenses

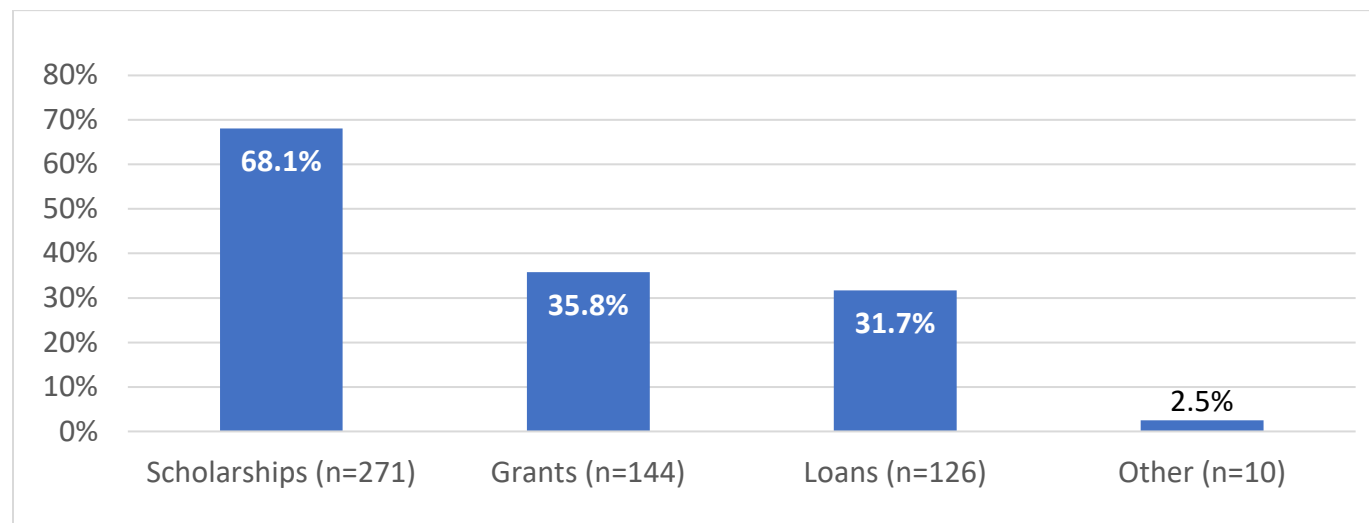
		Mean	Median	Mode
Monthly Expenses	Rent or Housing (n=264)	48.7%	50.0%	50.0%
	Other (n=216)	32.0%	30.0%	30.0%
	Debt (n=143)	23.1%	20.0%	10.0%
	Transportation (n=361)	17.6%	15.0%	10.0%
	Sending \$ Home (n=90)	16.6%	10.0%	10.0%
	Childcare (n=22)	15.4%	10.0%	10.0%

Q4 Thinking of your monthly expenses, what percentage of your spending goes to each of the following?

Figure 4 shows that 68.1% of students receive financial aid in the form of scholarships, 35.8% receive grants, and 31.7% are borrowing funds to pay for their educations and living expenses.¹¹ A small percentage (2.5%) report receiving some other form of financial assistance. “Other” sources include community assistance (n=2), GI Bill or VA Benefits (n=3), tuition assistance from an employer (n=3), vocational rehabilitation (n=1), and a Kansas 529 plan (n=1).

About 12% of scholarship recipients said that their scholarship was a “full-ride scholarship,” while 5.7% of scholarship and/or grant recipients reported that their scholarship or grant precludes them from working elsewhere for pay.

Figure 4. Financial Assistance



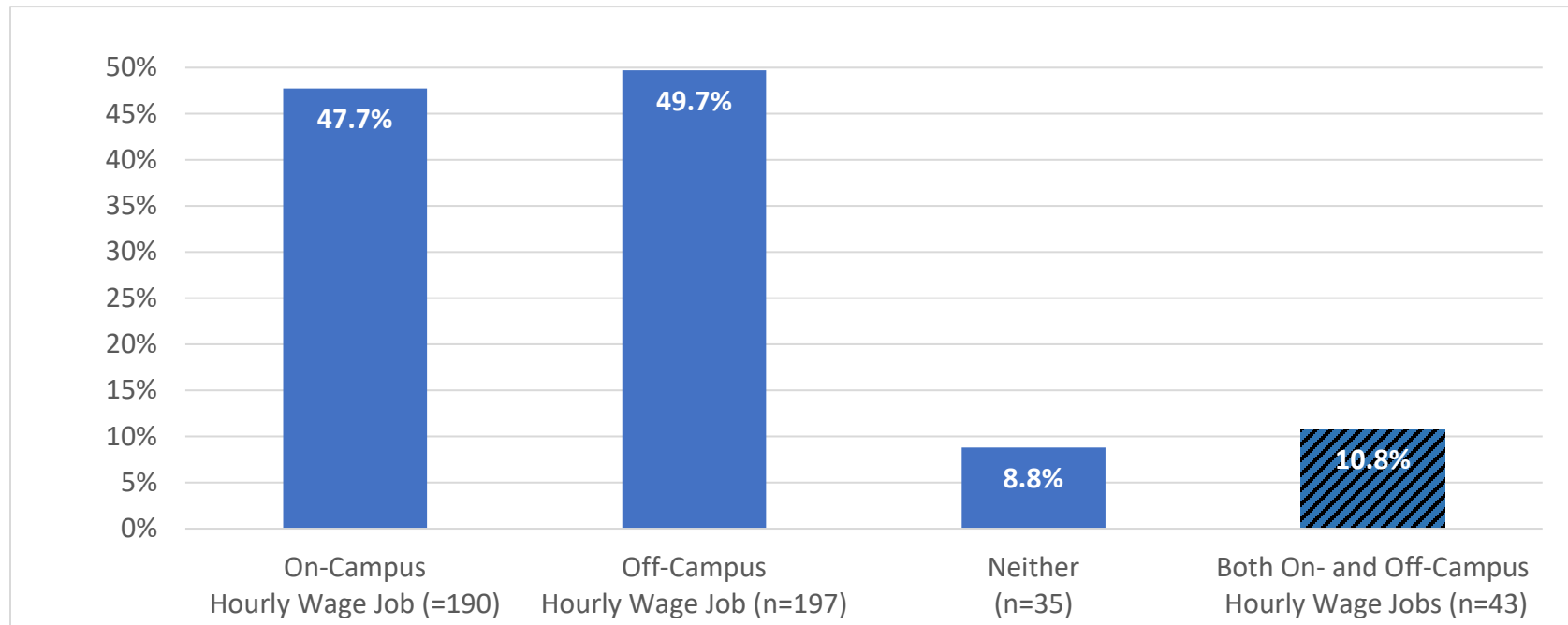
Q5 Do you receive any of the following types of financial aid? Please select all that apply.

¹¹ The 2021 report showed that 56.7% of respondent indicated that they earned a scholarship and/or grant. The 2021 did not distinguish between scholarships and grants, and did not include loans.

Work, Hours, and Wages

Figure 5 shows that almost half (47.7%) of the respondents have on-campus jobs, while about half (49.7%) have off-campus jobs. Almost 9% report holding neither type of job. The percentages shown sum to more than 100% because respondents were able to select both “on-campus job” and “off-campus job.” The figure shows that 10.8% hold both on-campus and off-campus jobs.¹²

Figure 5. On- and Off-Campus Employment

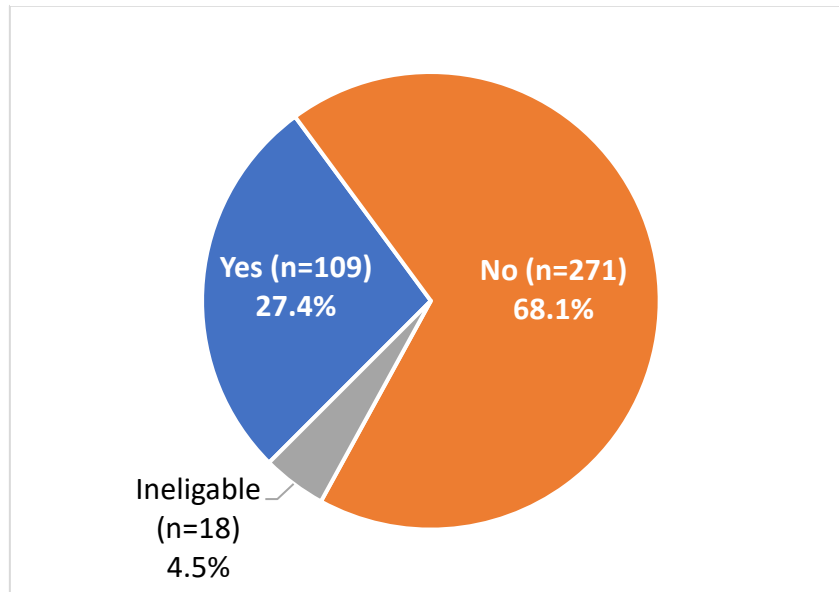


Q6 Most students work and earn compensation in some way. Some students work traditional jobs earning an hourly wage or salary, while other perform “gig work.” Some do both. Do you currently work on campus and/or off campus for an hourly wage or salary? (Select all that apply.)

¹² 2021 findings were similar, with 50.8% and 48% of respondents holding on- and off-campus jobs, respectively. Neither and both were 10.8% and 9.6%, respectively.

Survey respondents were provided with descriptions of “gig work” and asked if they generated any income from doing so. Figure 6 shows that 27.4% of students are engaged in some sort of gig work, while 68.1% are not. The figure also shows the 18 scholarship and/or grant awardees who are not permitted to work outside of their scholarship or grant.

Figure 6. Gig Workers (n=398)



Q7 Do you do any sort of "gig" work? Gig work includes income-earning activities outside the standard long-term employer-employee relationship (such as an hourly wage or salary job). Gig workers typically earn a fixed amount of money for each item produced or each task completed, rather than by the hour.

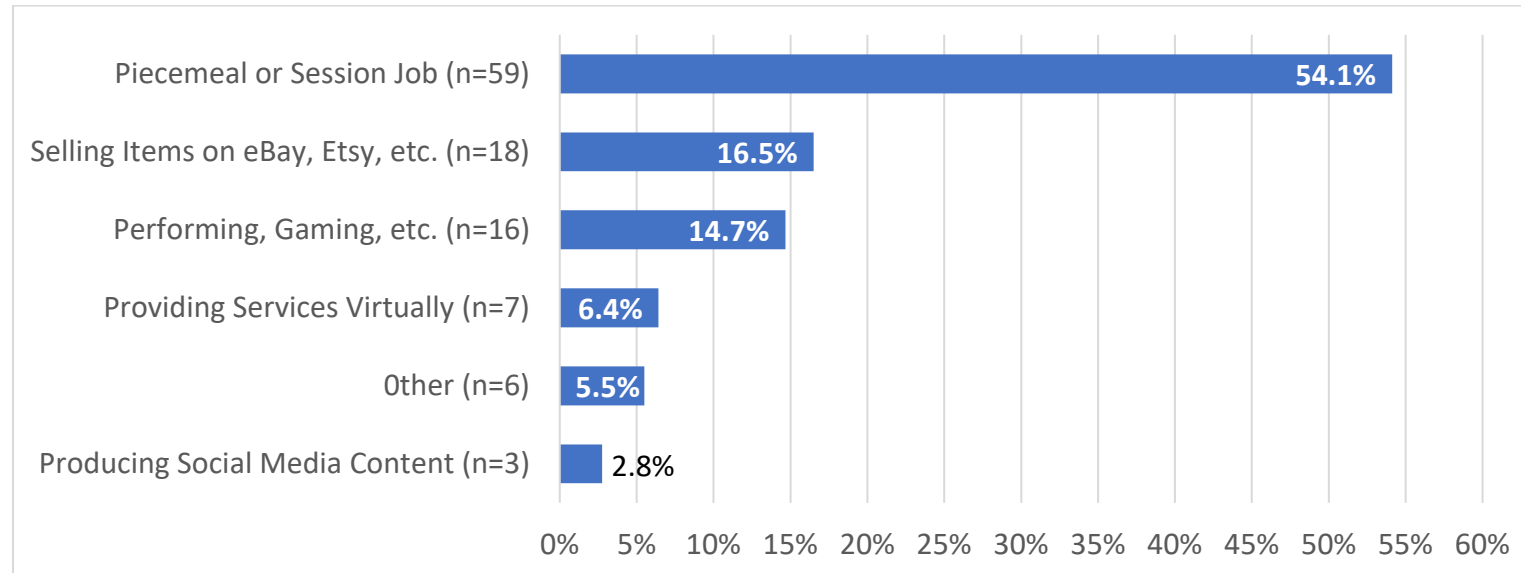
A gig worker might be a freelance writer, tutor, delivery driver, virtual assistant, online bookkeeper, pet sitter, dog walker, house cleaner, transcriptionist, web designer, or graphic artist. Gig workers might also find, refurbish, and/or create items to sell online (through eBay or Etsy); earn income by posting videos on YouTube and TikTok; or by doing other similar activities.

Do you generate any income doing any of these and/or similar gig jobs? ¹³

¹³The 2021 survey did not include this question. Instead respondents were asked if they engaged in “piecemeal or session work,” “selling items on eBay, Etsy, etc.,” “performing, gaming, etc.,” “producing social media content,” and/or “providing virtual services.” Answering “yes” to any of these questions identified a respondent as a “gig worker.”

Figure 7 shows the types of gig work in which students are engaged. Most (54.1%) work piecemeal or session jobs, while 16.5% sell items online, and 14.7% earn money from performances.¹⁴ The items shown in the figure are not mutually exclusive.

Figure 7. Type of Gig Work (n=109)



Q7a What sort of gig work do you do? (Please select all that apply). Answers are not necessarily mutually exclusive.

Other gig work includes working on farms (2), picking up additional work shifts (1), and odds and ends for family and friends (3).

¹⁴ The percentages shown in Figure 7 are of gig workers only (n=109 or 27.4% of the total). The 2021 study showed piecemeal 14.7%, selling items 5.5%, performing 3.5%, social media 2.2%, online services 1.2%, for a total of 27.1% of the entire pool of respondents (n=490).

Respondents were asked if they perform any other work, not mentioned already. Forty-three answered “yes” and provided a response. Table 9 shows that about 23.3% mentioned something in healthcare, while about a fifth (18.6) did not specify the other work that they do.

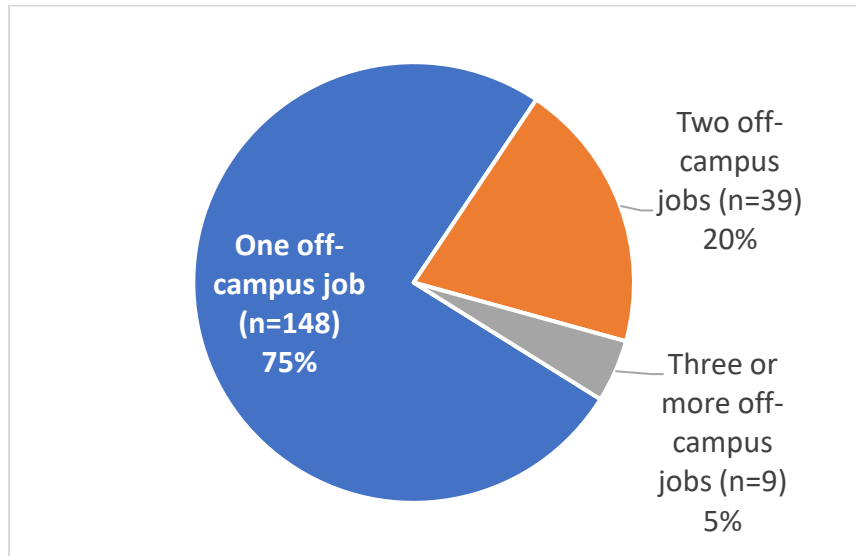
Table 9. Other Work or Income

	Frequency	Percent
Healthcare-Related	10	23.3
Unspecified Work	8	18.6
Manual Labor Job	6	14.0
Service Sector Job	5	11.6
Assistance or Pension	4	9.3
Writing or Research	3	7.0
National Guard	2	4.7
Referee	2	4.7
Internship	2	4.7
Public Official	1	2.3
Total	43	100

Q8 Do you currently have any other jobs or ways to earn money that has not been mentioned yet? If so, please describe in the space below.

Respondents with off-campus jobs (n=197) were asked if they had more than one off-campus job. Figure 8 shows that most (75%) have one job, while 20% have two jobs, and 5% have three or more off-campus jobs.

Figure 8. Number of Off-Campus Jobs (n=197)



Q9 You mentioned earlier that you work for an off-campus employer. How many off-campus jobs do you have?

Respondents with off-campus jobs were also asked about work shifts and commuting for a job. Table 10 shows that of the 197 off-campus workers, 51.8% report working late into the night and 11.2% report that it is common to work overnight.

Among respondents with off-campus jobs and who report traveling outside of the Hays area for a job (n=36), the median number of minutes travelled, one way, is 33.5.

Table 10. Working Late, Working Overnight, and Minutes to Commute (n=197)

	Frequency	Percent		
Is it common to work late (until 10 p.m.-Midnight)? (Yes Responses Shown)	102	51.8		
Is it common to work overnight? (Yes Responses Shown)	22	11.2		
	Mean	Median	Mode	
Minutes Traveling Outside of Hays Area (One-Way) for Work (n=36)	58.4	33.5	30	

Q9a Thinking about your work schedule, it is common for you to work late (i.e., until about 10 p.m., 11 p.m., or Midnight)?

Q9b How common is it for you to work overnight?

Q9c Do you travel outside of the Hays area for a job? If so, how many minutes, one way, is the commute?

Respondents were asked for the number of hours per week they work their on-campus job, off-campus, and gig job. On- and off-campus workers were also asked for their hourly wage, while gig workers were asked for their monthly income from their gig work.

Table 11 shows the mean, median, and mode for the number of hours worked per week for on-campus workers, off-campus workers, and gig workers. Also shown is the combined on-campus and off-campus hours for students working both on- and off-campus.¹⁵

Table 11. Hours Worked per Week

		Mean	Median	Mode
Hours Worked per Week	Hours Worked per Week On-Campus (n=184)	15.2	16.0	20.0
	Hours Worked per Week Off-Campus (n=193)	25.1	23.0	20.0
	Hours Worked per Week Both On- and Off-Campus (n=36)	29.5	31.0	40.0
	Hours Worked per Week Gig Job (n=94)	7.52	5	2

Q10 In a typical WEEK, how many hours do you spend working [on-campus, for an off-campus employer]?

Q11 In a typical WEEK, how many hours do you spend doing your gig job(s)?

¹⁵ The 2021 report median values of 15 hours for on-campus workers, 23 hours for off-campus workers, 30 hours for respondents with both types of jobs, and 10 hours for gig workers.

Table 12 shows the mean, median, and mode for the hourly wage (on- & off-campus workers) and monthly earnings (gig workers).¹⁶

Table 12. Hourly Wages and Monthly Earnings

		Mean		Median		Mode	
Hourly Wage for Hourly Wage Jobs	On-Campus Jobs (n=176)	\$	10.38	\$	10.00	\$	10.00
	Off-Campus Jobs (n=188)	\$	15.51	\$	15.00	\$	14.00
Monthly Earnings for Gig Jobs	Gig Jobs (n=97)	\$	302.90	\$	150.00	\$	100.00

Q10a What is your hourly wage for your [on-campus, off-campus] job?

Q11a What is your MONTHLY Income from your gig job(s)?

¹⁶ The 2021 report shows median values of \$8.25 per hour for on-campus workers, \$12 per hour for off-campus workers, and monthly income of \$200 for gig workers.

Respondents were asked for the percentage of their total income coming from each of the following sources.

The median figures in Table 13 show that about half of the income for respondents with on-campus jobs comes from their on-campus job. About 80% of the income for respondents with off-campus jobs comes from their off-campus jobs. Earnings from gig work make up about 10% of the total income for gig workers.

Table 13. Sources of Income and Assistance

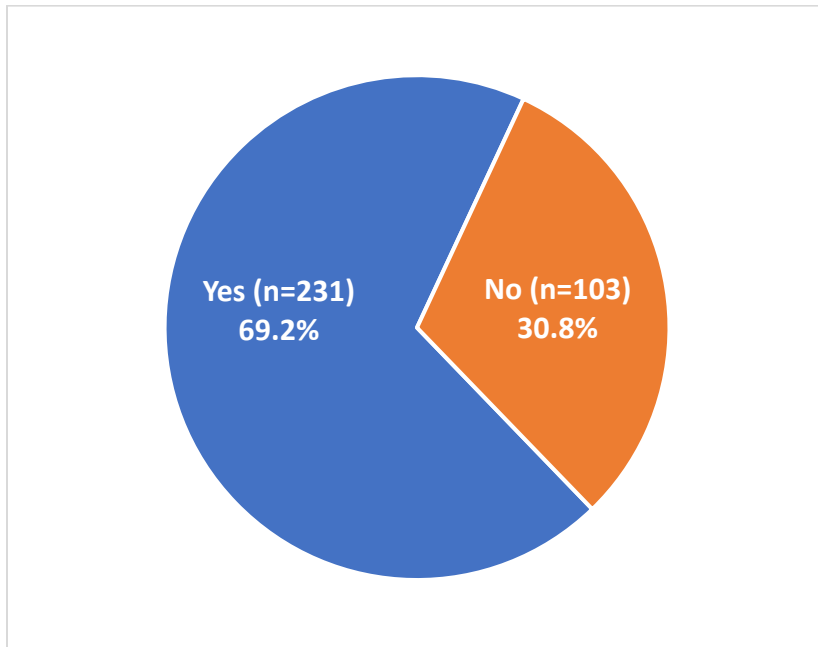
		Mean	Median	Mode
Sources of Income or Assistance	On-Campus Job (n=180)	56.6%	50.0%	100.0%
	Off-Campus Job (n=184)	74.0%	80.0%	100.0%
	Gig Work (n=90)	20.8%	10.0%	5.0%
	Scholarships, Grants, Loans (n=211)	37.7%	30.0%	10.0%
	Other (n=25)	24.8%	15.0%	10.0%

Q13 Thinking of all of our sources of income, what percentage comes from each of the following?

Previous Work, Available Labor, and Working in Hays

The next question in the survey asked about previous employment in the Hays area. Figure 9 shows that 69.2% of respondents had worked in the Hays area previously.

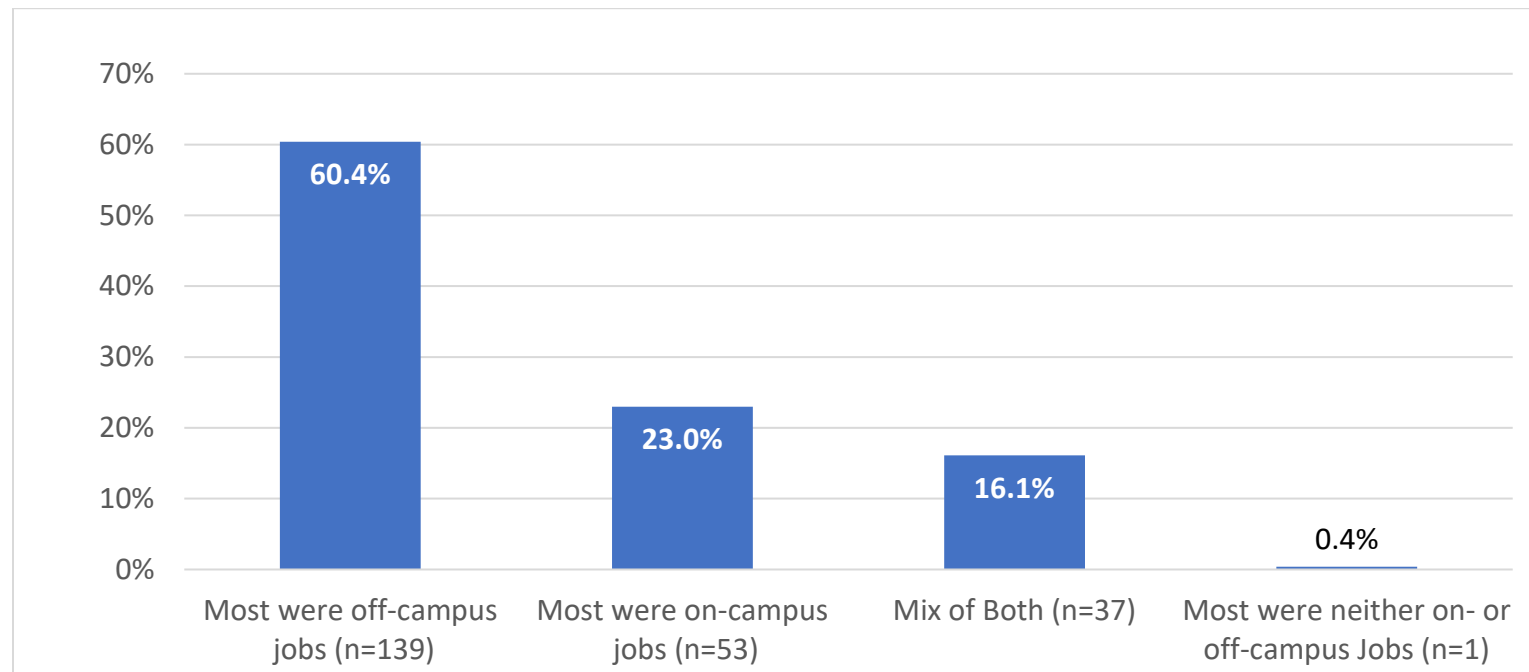
Figure 9. Employment Prior to Fall 2024 (n=334)



*Q14 Prior to Fall 2024, did you **work for pay for an employer in Hays or the Hays area** (including on- and off-campus jobs)?*

Of those respondents working in the Hays area prior to fall 2024 (N=231), 60.4% worked primarily off-campus jobs and 23% worked primarily on-campus jobs. About 16.1% worked a mix of both.¹⁷

Figure 10. Types of Jobs Prior to Fall 2024 (n=230)

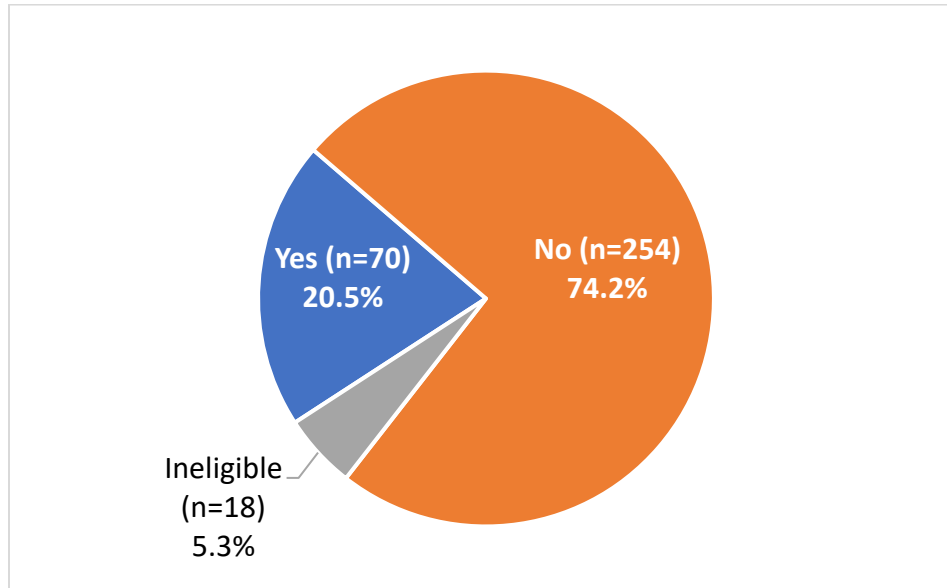


Q14a Thinking about the job or jobs you had in Hays in the past, would you say that most were on-campus jobs, off-campus jobs, a mix of both, or neither?

¹⁷ The 2021 study showed that about 53% of the respondents worked off-campus jobs prior to Fall 2021 and about 25% worked on-campus jobs. 19% worked a mix of both.

Figure 11 shows that most respondents (74.2%) report not presently looking for a new or different job, while 20.5% report that they are currently looking for new or different employment.¹⁸

Figure 11. Looking for a New or Difference Job (n=316)

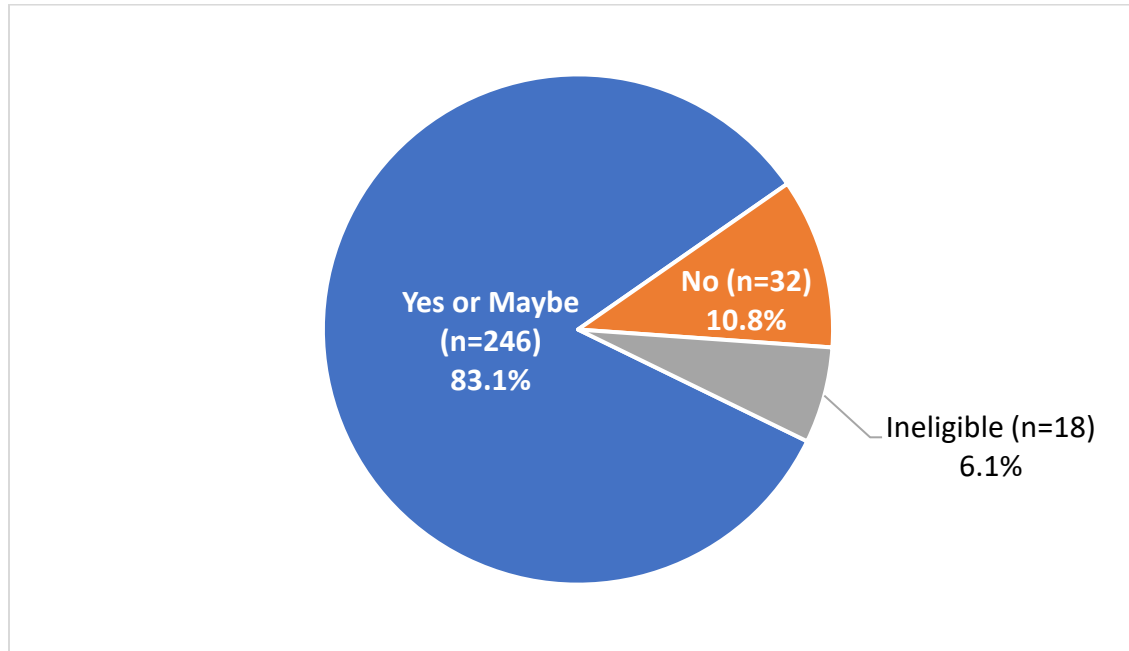


Q15 Are you currently looking for a new or different job?

¹⁸ Almost a quarter (24.1%) of the respondents in 2021 were looking for a new or difference 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 (83.1%) report that they would consider a new or different job for the right opportunities.¹⁹

Figure 12. Consider a New/Different Job (n=296)

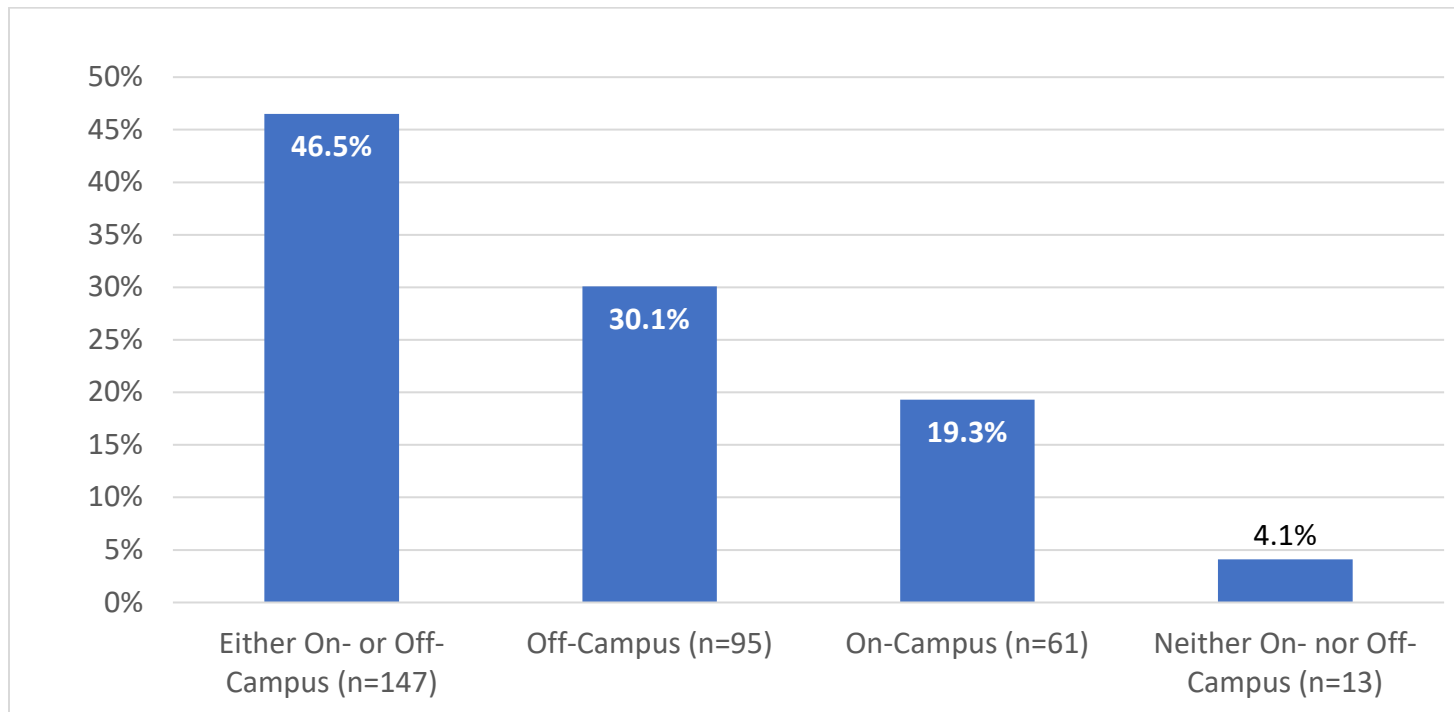


Q15a Would you consider taking a new or different job if the right opportunity came along?

¹⁹ 2021 figures include Yes or Maybe 85.1% and No 14.9%. Ineligible respondents were considered “no” respondents in the 2021 report.

Respondents answering “Yes” to either of the previous two questions were asked if they would be most interested in an on-campus job, an off-campus job, either one, or neither one. Figure 13 shows that 30.1% are interested in an off-campus job, 19.3% are interested in an on-campus job, and 46.5% are interested in either one.²⁰

Figure 13. Type of Job Most Interested



Q15b Are you most interested in an on-campus job or off-campus job?

²⁰ The 2021 report showed the following: Either 45.8%, Off-Campus 33.6%, On-Campus 16.7%, and Neither (4.0%).

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 \$16.61, and the median response was \$15.00.²¹

Table 14. Expected Hourly Wage

	Mean	Median	Mode
Hourly Wage Expected at Any New or Different Job (n=287)	\$ 16.61	\$ 15.00	\$ 15.00

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

Respondents were also asked to respond to statements about working in Hays, living in Hays, and expenses using a scale ranging from “Strongly Agree” to “Strongly Disagree.” The table on the next page shows the agree and strongly agree combined. Figures that follow show all responses in stacked bar charts (Figures 14 and 15).

Table 15 (next page) shows that most respondents agree or strongly agree (75.2%) that most employers provide student-friendly work schedules and that most employers provide positive working environments for college students (63.4%). About 40% agree or strongly agree that most employers provide good wages. More than a quarter (27.7%) plan to live and work in the greater Hays area after completing their studies at FHSU. The same percentage (27.7%) agree or strongly agree that childcare or other care costs limit their ability to work outside of the home.²²

The table also shows that more than half (53.4%) agree or strongly agree that their hourly wage job covers most of their living expenses, while about 27% report that they are paying many of their usual living expenses with credit cards. More than a fifth (22%) agree or strongly agree that some of their income goes to support extended family members or others. Only 18% report that gig work covers most of their living expenses.

²¹ The 2021 report showed a mean of \$12.17, median of \$12, and mode of \$15.

²² The 2021 report showed 70.8% agree/strongly agree about “student-friendly work schedules,” 61% agree/strongly agree about “positive working environments,” 42.8% about “good wages,” 17.4% about “childcare” question. The other items were not included in the 2021 study.

Table 15. Opinions and Experiences in Hays

		Strongly Agree and Agree Responses	
		Frequency	Percent
Employment and Living in the Hays Area	Most employers provide student-friendly work schedules (n=332)	249	75.2
	Many employers provide positive work environments (n=332)	210	63.3
	Most employers provide wages that make it worthwhile for students to work (n=337)	135	40.0
	I plan to live and work in Hays area after leaving FHSU (n=325)	90	27.7
	Childcare costs limit my ability to work outside the home (n=113)	31	27.4
	I usually work in the summers (n=329)	57	17.3
Covering Expenses	My hourly wage job covers most of my expenses (n=322)	172	53.4
	I do not need to work to cover most of my expenses (n=25)	11	44.0
	My scholarship, loan, grant covers most of my expenses (n=306)	104	34.0
	My other job covers most of my expenses (n=41)	12	29.3
	I'm paying many of my expenses with credit cards (n=314)	86	27.4
	I send some income home to support family (n=287)	64	22.3
	Gig work covers most of my expenses (n=93)	17	18.3

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

Figures 14 and 15 show the strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree responses to each statement. Items are grouped by topic area. The first includes statements about employment and living in the Hays area, while the second includes statements about monthly expenses.

Figure 14. Employment and Living in Hays Area

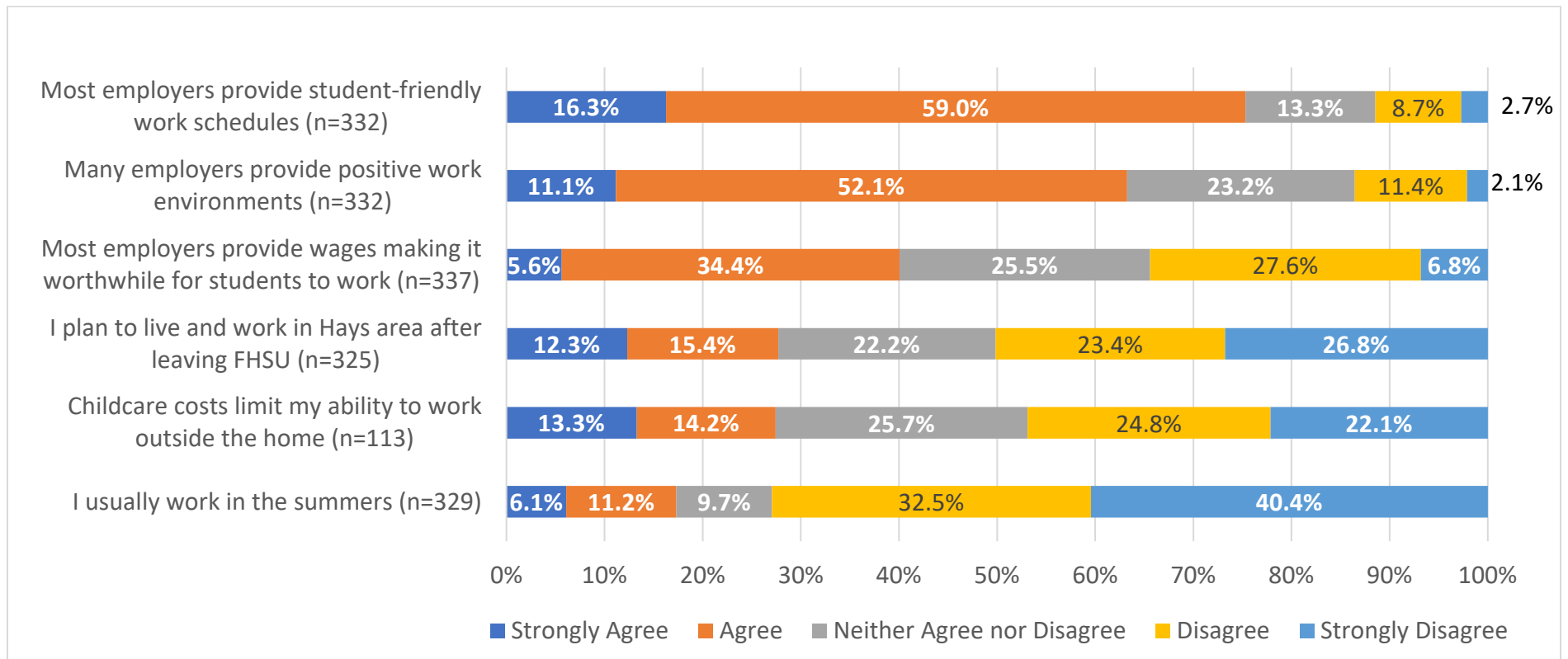
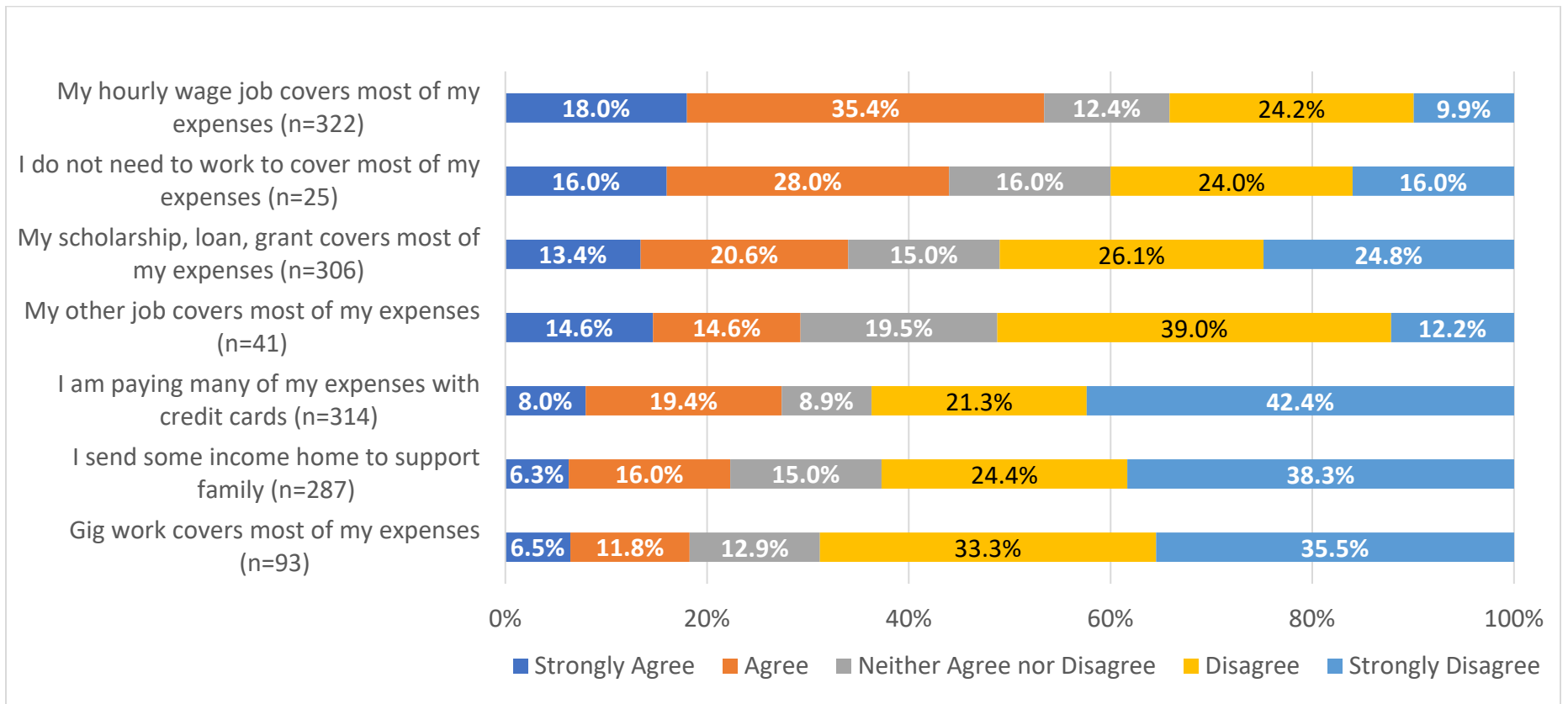


Figure 15. Covering Expenses



Demographics

The median age for survey respondents is 21 years old. Most respondents are female (72.3%), 7.3% are international students, 26.5% are from Hays, and 42% come from other areas within Kansas.²³

Table 16. Year of Birth and Age (n=381)

	Mean	Median	Mode
Year of Birth	2001.6	2003	2004
Age	22.5	21	20

Q17 Finally, we have a few more questions about you. First, what year were you born?

Table 17. Gender of Respondent (n=383)

	Frequency	Percent
Female	277	72.3
Male	91	23.6
Non-binary	8	2.1
I would rather not say	7	1.8
Total	383	100

Q18 What is your gender?

²³ 2021 figures show a median age of 22, 73.4% females, 4.7% international students, and 45% from another community in Kansas

Table 18. International Student (n=383)

	Frequency	Percent
Yes	28	7.3
No	353	92.2
I would rather not say	2	0.5
Total	383	100

Q19 Are you an International Student?

Table 19. Location of Hometown (n=355)

	Frequency	Percent
Hays	94	26.5
Ellis County (but outside of Hays)	15	4.2
In a nearby county	32	9.0
Somewhere else in Kansas	149	42.0
In one of the surrounding states	43	12.1
Other	22	6.2
Total	355	100

Q20 Where is your hometown?

Additional Comments

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

Q21 Do you have any additional comments about employment in Hays? If so, please enter them in the text box below.

- It is hoped that the survey data provided will substantively inform policy improvements.
- Any part time job working for a corporation actually sucks and loves to take advantage of student workers.
- Balancing school and work is hard as it is, and most employers do not like working around school events if you cannot find a cover for your shift and there are frequent conflicts with work and events.
- Cost of living in Hays is so high, I have gone into credit card debt just to make ends meet.
- Employers off campus do not allow students to work during a hour or two gap between classes. If you need to give them one day off during the week have them be gone on a Friday or Monday.
- Employment in Hays needs to offer more competitive wages across the board. We cannot expect people to WANT to work when wages are not fair. The average wages in Hays are far too low to accommodate living expenses with such high inflation recently. Housing can be near impossible, and mostly impossible without sharing rent expense between roommates, let alone the utility costs, fuel costs, and grocery costs. If there were an adequate and fair rise in base wages around this area, you would see an influx in student employment because more students would feel valued for their work. While the culture and environment of your work does matter, even the best work environment means nothing if we are not willing to pay fair and appropriate wages.
- Employment in Hays provides great opportunities, but with the cost of living, the salaries they provide do not meet the requirements of being able to live comfortably. I have been living with my boyfriend's parents only because living by myself or with roommates would be too costly due to rental rates.
- Employment wages from businesses in Hays do not cover cost of living after taxes are taken out (rising cost of food, gas, utilities, rent). I would be homeless without scholarships, loans, and a roommate to share rent costs with.
- For the amount of work I am doing for both my on-campus and off-campus job, I do not get enough pay.
- Given the number of times and variety of positions that I have applied for, you would think that FHSU would put more of a premium on degree(s) from their own university.
- Graduate students should be paid more or get paid fully for the "19" hours a week. Most of us are working more than that.
- Hourly wages do not feel like it is worth it at times.

- I am a non-traditional student that decided to go back for my masters, in part, due to the abysmally low wages I was receiving at my previous job. I am unsure about average wages at other organizations, but I do know Fort Hays does not pay competitively whether that be for student labor, staff labor, or faculty wages. The Hays area is extremely limited in employment opportunities in general and I expect it will be difficult to make a living wage here even with an MS degree.
- I do not have children, but I have several friends who are older and who tell me that access to childcare is extremely difficult to come across. Whether that is a private daycare or daycare within their job.
- I have been searching for a job that would benefit me in my future career besides the on-campus job that I have. However, I am struggling to find an occupation that pays enough to make rent, buy gas, and other costly living expenses and an employer who is willing to work with my school schedule. I do love my on-campus job, but I would be more inclined to stay if the pay were raised from \$10.00. I understand that more goes into this wage than someone just adjusting it, but I would love to see the wage increased to accommodate the cost of living.
- I have felt undermined and made to feel incompetent as a younger person and a person with disabilities (that is just ADHD/mental health-related) in many of the Hays area jobs I have taken. The on-campus jobs are typically more accommodating for both of these things. Surrounding area jobs (managers, higher-ups, and co-workers) are more often not accommodating in my experience. The expectations of Hays area off-campus jobs are unrealistic for most young people who are still learning and practicing new skills, people who have disabilities/mental health problems, and/or are from low-income families.
- I have had serious issues with working at both the Union Catering company and the company that was doing the food on campus the year before. I had issues with managers in both situations and it really pushed me away from wanting an on-campus job again.
- I have looked for jobs around the area. They don't really have flexible hours except for fast food and retail jobs. Fast food does have flexibility, but health issues prevent me from working at those jobs. Retail, say Walmart says they work with schedules but practically they do not as they want you in to rapidly after class and want to let you go as late as possible and you can "still make it to class". But they will allow it - just sometimes the "it's just one class can you work extra" happens. The lack of local medical facilities and specialists limits me further. You should really ask more questions on the health parameters as well as I know several students who suffer from medical issues like me.
- I really enjoy my current job, but I am open to new opportunities. I have worked for them for 7 years this November. I have a five-year-old and he likes to "help" at work too sometimes
- I really enjoy my job, and it has been a great fit for me!

- I think FHSU should work on the employment on campus. They should first remove all jobs that are not available anymore on Workday to avoid the fact that students end up hoping to get “jobs” that are not available. Secondly, increase the pay rate for regular on campus jobs. The jobs we do sometimes require actual competences that are worth more than \$10 an hour. Jobs that require coding or updating FHSU site contents are examples. Last but not least, increase the job supply.
- I wish that there were more regular wage raises as you show that you are good at what you do, instead of basing them off of time spent working there. It is hard to live off of a minimum wage job that you just recently get, and then only get a raise when you are about to go into your major of workforce
- I wish the campus job I have will pay me for the hours I work at home to prepare for my job. I know the state controls how much I get paid, but I do not sit at a desk job and do homework when I have nothing to do and get paid for it. I am always working just to make ends meet while also battling time to make sure I can get my homework done.
- I wish there were more college student-friendly jobs that paid more and aren't fast food restaurants.
- I wish there were more on campus jobs, however I may just be bad at finding them. Often times I cannot work due to my rigorous sport and school schedule as I am either exhausted or employers prefer a more open work schedule that I do not have.
- I work in the [redacted] office at Fort Hays State University. We are extremely underpaid for the knowledge we have to know as a frontline worker.
- In the past, I have had to work on-campus and an off-campus job, since the on-campus role did not provide me with enough income to live off of. I would say that only students who have the privilege of someone else paying for their housing/school could have the luck of only having an on-campus job.
- It is difficult to find jobs that will support you if you do not qualify for financial aid and get no assistance from parents. Most jobs in Hays do not pay enough to cover schooling, rent, and expenses. Especially if you are taking many credit hours. I drive all the way to [redacted], they pay \$23.50 an hour, holidays are time and a half, and working opportunities are 24/7, 365. This is how I have learned to cope with it. But many people in my boat just get credit cards which is dangerous. I used to work In Hays, but inflation has caused me to change jobs, and it has paid off.
- It is difficult to find listings for good jobs that are part-time, and I have often experienced responses for applications months after I submitted them.
- It should be illegal to keep the pay for a position a secret until the interview, it is a complete waste of time to go to a job interview when compensation expectations are miles apart.
- It is almost impossible to earn a living wage anywhere in USA, sometimes even with a degree, **** this country.

- It is impossible to find jobs in Hays for people with bachelor's degrees after graduation. The university typically does not have many jobs available for graduates who have less than a master's degree, and the town itself does not have all that many jobs that have positions requiring education higher than a high school diploma that would justify earning the degree in the first place. My partner graduated from the [redacted] department with a 3.97 GPA and hasn't even been able to find employment in entry-level positions at places like Dillons in the past five months. The town needs more support for the employment of recent alums if they expect graduates to remain in the community.
- Many places want work experience for young people who do not have experience so that employer goes to someone else. Nowhere wants to give experience but all require experience.
- McDonald's has a great scholarship, but it is not really worth the emotional strain.
- Most of my living expenses have come out of my savings from my summer job where I make about \$3,000 a month. My rent has been mostly paid for by scholarships and loans.
- Most places that are hiring in Hays do not pay enough for some of us to make rent. Most people who have worked in fast food would rather not go back but they are the only places that have a wage of \$15+. Any other places offering that amount usually require experience or a degree. So the majority of college students are stuck with fast food, service industry, or retail. Which are typically long hours and not paid enough for the stuff they do.
- My Job is odd and does not properly reflect the employment of students in Hays.
- My on-campus job with [redacted] is perfect for me as a college student. I can work as much or as little as I like and on top of that I am able to build my portfolio with hands-on experience.
- Not enough jobs.
- On campus jobs do not pay well enough for them to be worthy of my time. There are a few that allow us to do homework, but most are too time-consuming with pay too low to make it worth of considering.
- On-campus jobs do not provide enough to support living and working off campus is more demanding and not as understanding as school so splitting between the two seems to be the only way to support myself.
- Please increase pay to more than 1 hour/10 dollars.
- Some employers are good, most say they will work with students but when time comes, will complain or refuse to adjust for students
- Stop rejecting my applications and hire me for a job position!!!!
- The cost of childcare is so expensive, and it is hard to pay for it and work the hours required of me.
- The employers pay almost nothing to everyone in this city. It is awful to try to make it until the next payday.

- There are a variety of employment opportunities available for students in Hays. However, the wages are not comparable to the living expenses. I work in a high-level role for a non-profit and am very fortunate to have the income I do. Once I have completed my graduate degree I plan to continue working for a non-profit for an additional few years to obtain my PSLF award. Beyond that, there are few jobs that are at a higher level in the city of Hays. So it is very challenging to determine if I will or will not stay once I am done.
- There are not a lot of jobs available on campus, which makes it very hard to find one.
- They really need to raise the wages, \$11 being the standard is crazy. And the good paying jobs like KVC expect you to work overnight and not take any time off which is unrealistic.
- Trying to find employment in Hays is a bleak experience to say the least. I was out of a job for months before I finally found a job that is willing to give me consistent hours at a livable wage. \$10 an hour is not enough to live off of, ESPECIALLY when you can only get 5-10 hours a week.
- I'm so grateful for the job I finally found but I've never been so depressed as when I was trying to find work in Hays, KS. That goes for on-campus jobs too. I applied to four jobs this semester before I found my off-campus job. One of them reached out to me and told me they chose another candidate. The others never got back to me at all. I am a WORK STUDY STUDENT. My friends and my partner are all desperately searching for work as well. I am lucky I had my parents to fall back on when I needed financial help, but most students do not have that luxury.
- Wages are too low.
- Wages are not comparable to the price of housing.
- We need more IT jobs.
- With the amount of stress attributed to family and trying to get through school. \$8 dollars an hour on a bi-weekly basis is just not enough to survive in the climate of this country right now.
- Working and going to school would be easier if people were more understanding of students who HAVE to work to live while going to school.
- You work just to end up in debt anyways once your financial aid runs out, there is no point to anything anymore.

Appendix: Email Invitation, Questionnaire, Form for Drawing

Email Invitation

Hello \${m://FirstName},

The FHSU President's Office has asked the Docking Institute of Public Affairs 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 to help university leaders and local employers better understand the needs of students. This survey will require 10 to 12 minutes of your time.

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 (in mid-December 2024).

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 October 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:

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

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

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

Follow this link to opt out of future emails: [Click here to unsubscribe.](#)

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.

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 / mswalker@fhsu.edu

Questionnaire: Student Employment Survey 2024

Student Employment Survey 2024 Launch

Start of Block: SURVEY BLOCK

QINTRO The FHSU President's Office has asked the Docking Institute of Public Affairs to conduct a survey of students living in the greater Hays area (including Ellis, Victoria, and other towns in Ellis County). Your assistance is vital, allowing us 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 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. Please also select "No, I will not participate" if you do not understand that selecting "Yes, I will participate" provides informed consent to participate.

Please select "Yes - I will participate" if you would like to complete the survey. By selecting "Yes - I will participate" you are 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 "Next" 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 greater 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, or perform gig work?
- How many hours per week do students work?
- What do students earn while working various types of jobs?

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 12-15 minutes. At the end of the survey, you will have the opportunity to participate in a drawing (see INCENTIVE below).

RISKS

There are no anticipated risks associated with this study. You are not being asked to provide sensitive information and your name or other identifiable information will not be attached to your survey responses. Data will be reported at the group level only. In the event that you feel distressed during or after the survey or drawing, please reach out to a counselor or local mental health center.

BENEFITS The survey results will inform FHSU leaders and area employers of the experiences of FHSU 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.

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. 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.

CONTACT INFORMATION Questions about the study should be directed to Mike Walker at mswalker@fhsu.edu, 785-628-5563, 160D Rarick Hall.

PARTICIPANT CERTIFICATION: I have read this Consent and Authorization form. I have the opportunity to ask and receive 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 (See Contact Information above), I may also 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. I agree to take part in this study as a research participant. By submitting my contact information, I affirm that I am at least 18 years old and that I have received a copy of this Consent and Authorization form. Please select "Yes - I will participate" to proceed. Select "No - I will not participate" to exit now. Then click "Next."

- ☐ 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 student 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 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)
-

Q3 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)
-
- ☐ None of these apply to me. (6)

Page Break

Q4 Thinking of your **monthly expenses**, what **percentage** of your spending goes to each of the following?

Note: Your total does not need to sum to 100%, but it should not exceed 100%.

Rent or Housing : _____ (1)

Transportation : _____ (2)

Sending \$\$ Home to Support Family/Others : _____ (3)

Health and Medical Care : _____ (4)

Childcare / other care : _____ (5)

Debt payments : _____ (6)

Other (please describe): : _____ (7)

Total : _____

Page Break

Q5 Do you receive any of the following types of financial aid? Please select all that apply.

- ☐ Federal, state, private, or philanthropic GRANTS for education (which you don't need to pay back) (1)
- ☐ Federal, state, private, or philanthropic LOANS for education (which you need to pay back) (2)
- ☐ Academic, athletic, or other SCHOLARSHIPS (3)
- ☐ Other (please describe): (4)
-
- ☐ ☒ None of these apply to me (5)

Display This Question:

If Q5 = Academic, athletic, or other SCHOLARSHIPS

Q5a Is your scholarship a “full ride” scholarship (paying for tuition, fees, books and materials, and room and board)?

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

Display This Question:

*If Q5 = Federal, state, private, or philanthropic GRANTS for education (which you don't need to pay back)
Or Q5 = Academic, athletic, or other SCHOLARSHIPS*

Q5b Does your source(s) of financial aid **allow you** to **work elsewhere** for pay? (Some grants and scholarships do not permit working elsewhere.)

- ☐ Yes, I can work elsewhere for pay (1)
- ☐ No, I cannot work elsewhere for pay (2)
- ☐ I don't know (3)

Skip To: Q16 If Q5b = No, I cannot work elsewhere for pay

Page Break

Q6 Now we turn to employment.

Most students work and earn compensation in some way. Some students work traditional jobs earning an hourly wage or salary, while others perform “gig work.” Some do both.

Do you currently work on campus and/or off campus for an **hourly wage or salary**? (Please select all that apply.)

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

Q7 Do you do any sort of "gig" work? Gig work includes income-earning activities outside the standard long-term employer-employee relationship (such as an hourly wage or salary job). Gig workers typically earn a fixed amount of money for each item produced or each task completed, rather than by the hour.

Gig workers might be a freelance writers, tutors, delivery drivers (i.e., Doordash, delivering groceries), virtual assistants, online bookkeepers, pet sitters, dog walkers, house cleaners, transcriptionists, web designers, graphic artists, etc.

Gig workers might also create, find, and/or refurbish items for sell online (through eBay, Etsy, other websites); earn income by posting videos on YouTube and TikTok; or by doing other similar activities.

Do you generate any income doing any of these and/or other gig jobs?

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

Page Break

Display This Question:
If Q7 = Yes

Q7a What sort of gig work do you do? (Please select all that apply. Answers are not necessarily mutually exclusive.)

- ☐ I am paid **piecemeal** (per delivery, per item, per article, etc.) or by session (tutoring, shopping, dog-walking, cleaning, etc.). (1)
 - ☐ I **sell items** I create, find, and/or refurbish on eBay, Etsy, or comparable web sites. (2)
 - ☐ I earn money from **sponsored posts** on YouTube, TikTok, Instagram, etc. (3)
 - ☐ I provide **online services** such as scheduling, bookkeeping, managing social media for someone else, etc. (4)
 - ☐ I get paid to **perform** music, author stories, play online games, or perform/create for others in other ways. (5)
 - ☐ I do a different sort of gig work (please describe): (6)
-
- ☐ ☒ None of these situations apply to me (7)

Page Break

Q8 Do you currently have any other jobs or ways to earn money 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)

Display This Question:

If Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Q9 You mentioned earlier that you work for an off-campus employer. How many off-campus jobs do you have?

- ☐ One off-campus job (1)
- ☐ Two off-campus jobs (2)
- ☐ Three or more off-campus jobs (3)
- ☐ Does not apply to me (4)

Display This Question:

If Q6 = I currently work on campus for an hourly wage or salary.

Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Or Q7 = Yes

Or Q8 = Yes (please describe):

Q9a Thinking about your work schedule, it is common for you to work **late** (i.e., until about 10 p.m., 11 p.m. or Midnight)?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Does not apply (3)
-

Display This Question:

If Q6 = I currently work on campus for an hourly wage or salary.

Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Or Q7 = Yes

Or Q8 = Yes (please describe):

Q9b It is common for you to work **overnight**?

☐ Yes (1)

☐ No (2)

☐ Does not apply (3)

Display This Question:

If Q6 = I currently work on campus for an hourly wage or salary.

Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Or Q7 = Yes

Or Q8 = Yes (please describe):

Q9c Do you travel outside of the Hays area for a job? If so, how many minutes, one way, is the commute?

☐ Yes (typical commute minutes): (1)

☐ No (2)

☐ I don't know / Does not apply (3)

Page Break

Display This Question:

If Q6 = I currently work on campus for an hourly wage or salary.

Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Q10 In a typical WEEK, about how many **hours** do you spend . . .

Display This Choice:

If Q6 = I currently work on campus for an hourly wage or salary.

☐ working **on** campus? (11) _____

Display This Choice:

If Q6 = I currently work for an off-campus employer for an hourly wage or salary.

☐ working for an **off**-campus employer? (19)

Display This Question:

If Q6 = I currently work on campus for an hourly wage or salary.

Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Q10a

What is your **hourly wage** for your . . .

Display This Choice:

If Q6 = I currently work on campus for an hourly wage or salary.

☐ **on** campus job? (1) _____

Display This Choice:

If Q6 = I currently work for an off-campus employer for an hourly wage or salary.

☐ **off** campus job? (2) _____

Page Break

Display This Question:

If Q7 = Yes

Q11 In a typical WEEK, how many **hours** do you spend doing your gig job(s)?

Display This Question:

If Q7 = Yes

Q11a

What is your estimated **MONTHLY income** from your **gig job(s)**?

Page Break

Display This Question:

If Q8 = Yes (please describe):

Q12 In a typical WEEK, how many **hours** do you spend doing the **other job(s)** you mentioned (not hourly or "gig" jobs)?

Display This Question:

If Q8 = Yes (please describe):

Q12a What is your estimate **MONTHLY income** from the **other job(s)** you listed.

Page Break

Display This Question:

If Q5 = Federal, state, private, or philanthropic GRANTS for education (which you don't need to pay back)

Or Q5 = Federal, state, private, or philanthropic LOANS for education (which you need to pay back)

Or Q5 = Academic, athletic, or other SCHOLARSHIPS

Or Q5 = Other (please describe):

Or Q6 = I currently work on campus for an hourly wage or salary.

Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Or Q7 = Yes

Or Q8 = Yes (please describe):

Q13 Thinking of all of your sources of income, what **percentage** comes from each of the following?

Note: Your total does not need to sum to 100%, but it should not exceed 100%.

Display This Choice:

If Q6 = I currently work on campus for an hourly wage or salary.

Percentage of total income from hourly wage or salary ON CAMPUS job : _____ (1)

Display This Choice:

If Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Percentage of total income from hourly wage or salary OFF CAMPUS job : _____ (2)

Display This Choice:

If Q7 = Yes

Percentage of total income from gig work : _____ (3)

Display This Choice:

If Q5 = Federal, state, private, or philanthropic GRANTS for education (which you don't need to pay back)

Or Q5 = Federal, state, private, or philanthropic LOANS for education (which you need to pay back)

Or Q5 = Academic, athletic, or other SCHOLARSHIPS

Or Q5 = Other (please describe):

Percentage of total income from any sort of financial aid (grants, loans, scholarships) : _____ (4)

Display This Choice:

If Q8 = Yes (please describe):

Percentage of total income from some other work : _____ (5)

Total : _____

Q14 Prior to Fall 2024, did you **work for pay for an employer in greater Hays area** (including on- and off-campus jobs)?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I don't know / Does not apply (3)

Display This Question:
If Q14 = Yes

Q14a 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 (3)
- ☐ Neither or Does Not Apply (4)

Q15 Are you currently **looking** for a new or different job?

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

Display This Question:
If Q15 != Yes

Q15a 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 Q15 = Yes
Or Q15a = Yes or Maybe

Q15b 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 Q15 = Yes
Or Q15a = Yes or Maybe

Q15c What hourly wage would you expect to earn in a new job?

Q16 Now we have some general statements about working in Hays and other issues. Please select a response ranging from "Strongly Agree" to "Strongly Disagree" for each statement or select "does not apply/don't know."

Display this Choice: If Q6 = I currently work on campus for an hourly wage or salary. Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.

Display This Choice: If Q7 = Yes

Display This Choice: If Q5 = Federal, state, private, or philanthropic GRANTS for education (which you don't need to pay back) Or Q5 = Federal, state, private, or philanthropic LOANS for education (which you need to pay back) Or Q5 = Academic, athletic, or other SCHOLARSHIPS

Display This Choice: If Q8 = Yes (please describe):

Display This Choice: If Q6 = Neither of these situations apply to me. And Q7 = No And Q8 = No other job

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	DOES NOT APPLY / DON'T KNOW (6)
Most employers in Hays provide student-friendly work schedules. (Q16_1 Schedules)	☐	☐	☐	☐	☐	☐
Most employers in Hays provide wages that make it worthwhile for students to work. (Q16_2 Wages)	☐	☐	☐	☐	☐	☐
Childcare or other care costs limit my ability to work outside of the home. (Q16_3 Childcare)	☐	☐	☐	☐	☐	☐
Many employers in Hays provide positive working environments for college students. (Q16_4 Positive Work Environments)	☐	☐	☐	☐	☐	☐
I usually work during the summers and not during fall or spring semesters. (Q16_5 Summers)	☐	☐	☐	☐	☐	☐
<i>Display This Choice:</i> <i>If Q6 = I currently work on campus for an hourly wage or salary.</i> <i>Or Q6 = I currently work for an off-campus employer for an hourly wage or salary.</i>	☐	☐	☐	☐	☐	☐
Earnings from my hourly wage or salary job cover most of my living expenses. (Q16_6 Hourly Job Covers)						
<i>Display This Choice:</i> <i>If Q7 = Yes</i>	☐	☐	☐	☐	☐	☐
Earnings from gig work cover most of my living expenses. (Q16_7 Gig Work Covers)						
<i>Display This Choice:</i> <i>If Q5 = Federal, state, private, or philanthropic GRANTS for education (which you don't need to pay back)</i> <i>Or Q5 = Federal, state, private, or philanthropic LOANS for education (which you need to pay back)</i> <i>Or Q5 = Academic, athletic, or other SCHOLARSHIPS</i>	☐	☐	☐	☐	☐	☐
My scholarship, loan, or grant covers most of my living expenses. (Q16_8 Scholarship, Loans, Grants)						
<i>Display This Choice:</i> <i>If Q8 = Yes (please describe):</i>	☐	☐	☐	☐	☐	☐
Earnings from the other work I mentioned cover most of my living expenses. (Q16_9 Other Covers)						

Display This Choice:
 If Q6 = Neither of these situations
 apply to me.
 And Q7 = No
 And Q8 = No other job

Given my personal situation, I do
 not need to work to cover my living
 expenses while being a student.
 (Q16_10 No Need)

Some of my income goes to support
 my extended family or others.
 (Q16_11 Support Family)

I am paying many of my usual living
 expenses with credit cards which I
 will have to pay off eventually.
 (Q16_12 Credit Cards)

After I complete my studies at FHSU,
 I plan to live and work in the greater
 Hays area (Hays, Victoria, Ellis, etc.).
 (Q16_13 Live in Hays)

☐ ☐ ☐ ☐ ☐ ☐
☐ ☐ ☐ ☐ ☐ ☐
☐ ☐ ☐ ☐ ☐ ☐
☐ ☐ ☐ ☐ ☐ ☐

Q17 Finally, we have a few more questions about you.

First, what year were you born?

Q18 What is your gender?

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

Q19 Are you an international student?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I'd rather not say (3)

Skip To: Q21 If Q19 = Yes

Page Break

Q20 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)

Q21 Do you have any additional comments about employment in Hays? If so, please enter them in the text box below.

Page Break

Q22 You are at the end of this questionnaire. Clicking "Next" below will submit your responses and send you to the Exit page. If you want to review your answers, click the "Back" button.

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 2024. If your name is selected, you will be contacted 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 785-628-5563 or mswalker@fhsu.edu.

Thank you for your participation in this survey.

End of Block: SURVEY BLOCK

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.