

# Labor Program

Student, Faculty, and Staff Survey Items



Student survey names listed in blue  
Faculty and staff survey names listed in green

## Student, Faculty, and Staff Survey Feedback by Topical Area: Labor Program

### Cooperative Institutional Research Program (CIRP), Entering Fall Term First-Year and New Transfer Students

#### Graphical Report (Recent Trends)

*During your last year in high school, how many hours did you spend during a typical week doing the following?*

- Working (for pay)

#### Berea-Specific Item added to the CIRP (2012 Administration Only)

*Check all the following that are significant concerns for you*

- Working in a labor position

### Entering Student Survey, Entering Fall Term First-Year and New Transfer Students

#### 2015 Graphical Report

##### Orientation

*How satisfied were you with each of the following aspects of your admission/orientation process?*

- Pre-arrival communication
- Summer orientation (if applicable)
- Academic advising
- Course registration
- Fall orientation
- Labor Program orientation
- Residence Hall (if applicable)

*Rate your agreement with each of the following statements.*

- The Academic Program provided (Academic Advisor Meetings, Academic Program Sessions, etc.) helped me feel more prepared for my experience at Berea College.
- The Labor Program Sessions provided (Learning Through Labor, Departmental Labor Training) helped me feel more prepared to enter the labor program at Berea College.
- The social programs provided (Welcome Celebration, God on the Quad, etc.) helped me feel more comfortable at Berea College.

**National Survey of Student Engagement (NSSE), First-Year & Senior Students:  
Spring 2003, 2007, 2010, 2014, and 2019**

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

- Working for pay on campus

**Faculty/Student Comparisons (FSSE/NSSE)**

*FSSE: In an average 7-day week, about how many hours do you think the typical student in your selected course section spends doing each of the following?*

*NSSE: About how many hours do you spend in a typical 7-day week doing the following?*

- Working for pay on campus

**Berea-Specific Items (2003, 2007, and 2014 – not asked in 2010 Administration)**

*To what extent do you agree with the following statements.*

- Overall, I am satisfied with the work assignment(s) I have had at my college
- I believe my work is valuable
- My work has contributed to my academic success
- Going to a work college helps me develop a strong work ethic
- I apply what I learn in my academic courses to my work
- Going to a work college helps me learn the value of community service
- My work college experience has helped me learn from many different types of people
- My work affects my overall college experience in a positive way
- I never think about how my work affects my college experience
- One of the reasons I chose to attend this college was because of its work program
- My experiences in the work program have affected my decision to remain at this college rather than withdraw or transfer
- My work program experiences have influenced my choice of academic major
- My experience in the work program has influenced my career goals
- Berea-Specific Items, continued:
- I have become a more productive worker because of my work college experience
- My participation in the work program will increase my value in the job market
- By attending a work college, I have learned that there is dignity in all types of work
- One of the reasons my parent(s) or guardians(s) encourage me to attend this college was because of its work program
- One of both of my parent(s) or guardians(s) attended a work college

## Student Satisfaction Inventory (SSI), All Students: 2013, 2018, and 2023

### Berea-Specific Items

Breakdowns by: All, African-American, International, Male, and Female Students

#### *Importance/Satisfaction Ratings*

- The Labor Program is a valuable part of my overall education.
- My labor supervisor makes time to meet with me as needed. (added in 2023)
- My personal relationships with others at the College contribute to my overall education.
- The goals and expectations of the Labor Program are followed in my labor position. (added in 2023)
- My labor supervisor(s) cares about my individual and professional growth. (added in 2023)
- I have been provided adequate training and resources to be successful in my labor position. (added in 2023)
- My labor supervisor helps me understand the relationship between work and my overall education.
- My work relationship with others at the College contributes to my overall education. (added in 2023)
- My department labor meetings are valuable to my current labor position. (added in 2023)
- My department labor meetings help me grow professionally. (added in 2023)

Last asked prior to 2023

- My labor supervisor encourages me to incorporate wellness/health practices into my everyday life. (*only asked in 2013*)
- My labor supervisor(s) care about me as an individual (*only asked in 2018*)
- I understand the goals and expectations of the Labor Program (*only asked in 2013 and 2018*)

### Graduating Seniors' Survey

*Indicate the extent to which you agree with the following statements about Berea's Work Program.*

- Having a job in the Work Program helped to reduce my college costs.
- My Work Program experience helped me feel better prepared for work after college.
- My Work Program experience helped me to develop/strengthen my problem-solving skills.
- My Work Program experience helped me to develop/strengthen my communication skills.
- My Work Program experience helped me to develop/strengthen my leadership skills.
- My Work Program experience helped me to develop/strengthen skills for working cooperatively in groups/teams.
- My Work Program experience helped me to develop/strengthen my ability to work with people who are different from myself.
- My Work Program experience helped me to gain a better understanding of myself.
- My Work Program experience helped me to develop/strengthen my work ethic.
- My Work Program experience helped me to appreciate the value and dignity of work.

## Historical Survey Data (Prior to 2014)

### Your First College Year (YFCY), Spring 2005 Follow up to Fall 2004 CIRP

*How would you describe the racial/ethnic composition of the following groups?*

- Place of work

*Percentage of students reporting “frequently” or “occasionally” feeling:*

- That your job responsibilities interfered with your schoolwork

*How much time did you spend during a typical week doing the following activities?*

- Working (for pay) on campus
- Working (for pay) off campus

### Degrees of Preparation Survey, Spring 2009 First-Year and Senior Students

*We are interested in knowing about your experiences over the past year with careers in business, industry, government, health, and education. Examples include interning at a marketing agency, preparing a business plan for an engineering firm as part of a class assignment, assisting at a law office, doing a clinical practicum at a hospital, and being a research assistant on a professor’s project.*

- Have you had similar workplace experience in the past 12 months?

### Student Satisfaction Inventory (SSI), All Students

#### Berea-Specific Items

##### **1998 Administration Only**

Breakdowns by: All, African-American, International, Male, and Female Students

##### *Satisfaction Ratings*

- I have a good relationship with my labor supervisor
- I value the experience I am gaining from my labor assignment
- My current labor supervisor supports the goals of the labor program
- My current labor position has had a positive impact on my classroom accomplishments
- My current labor position has had a positive impact on my personal growth and development

##### **1998, 2003, and 2008 Administrations Only**

Breakdowns by: All, African-American, and International Students

##### *Satisfaction Ratings*

- Through my labor position(s), I have learned skills and work habits that will help me in the future
- The Labor program provides me with adequate opportunities to explore personal interests

### [African-American Student Survey, Spring 2003](#)

*How important are each of the following to you/ How satisfied are you with each of the following?/  
Please rate the extent to which each of the following has contributed to your overall Berea  
College experience*

- Labor assignment(s)
- Skill development through the labor program
- Labor supervisor concern and encouragement
- Labor supervision
- Personal/professional development opportunities within the labor program

### [Berea-Specific Exit Survey, Graduating Seniors](#)

*Rate your agreement with the following statement:*

- My labor experience was valuable

*If you found your labor experience valuable, why was valuable about it? Check all that apply.*

- Working with my labor supervisor
- Learning responsibility
- Preparing me for later jobs
- Learning to work well with others
- Learning time management
- Promoting good ethic
- Other

### [ACT Alumni Survey, Graduates two years after graduation](#)

#### Berea-Specific Items

*How much did each of the following aspects of Berea College contribute to your personal growth?*

- Labor
- Community Service through the Labor Program (i.e. Bonner Scholars, Habitat, etc.)

### [ACT Appalachian Region Alumni Outcomes Survey, 1974-76, 1984-86, 1994-96 Graduates](#)

*Indicate your opinion of the importance of each of the following skills and competencies in your  
current endeavors/ Indicate the contribution that your experiences at this college made to your  
growth in each area*

- Working as a team member
- Developing time management skills
- Working as a team member
- Developing time management skills

The Berea College Labor Program positively influenced my later work life

I believe my experience in the college work/labor program helped me to understand the importance of providing community service after college

Participation in the work/labor program increased my ability...

- to participate in community service after graduation
- to continue my education after graduation

My overall educational cost was decreased by work/labor program participation

[ACT Alumni Outcomes Survey, Fall 2010 \(Work College Consortium\) Graduates 1992-93 through 2006-07](#)

How well did your experiences at this school prepare you for your current job?

*Rate this college on each of the factors below, using the scale provided.*

- Opportunities for student/faculty interaction

*Indicate your level of satisfaction with each aspect of this school listed below*

- Concern for me as an individual

*To what degree do you agree with the following statement concerning the Work Program? My Work Program Experience...*

- Was an important way to reduce my college costs
- Helped prepare me for my first job
- Helped prepare me for my current job (if different)
- Helped me develop a sense of responsibility and accountability
- Helped me build self-confidence
- Helped me to become more involved in my community
- Helped me to learn to effectively solve problems
- Helped me develop good communication skills
- Helped me use effective leadership skills
- Helped me to learn how to work cooperatively in groups/teams

*To what degree do you agree with the following statement concerning the Work Program? My Work Program Experience..., continued:*

- Helped me to appreciate the value and dignity of work
- Helped me understand the importance of getting along with people from various cultures, races, backgrounds, etc.
- Helped me to get along with people with different attitudes and opinions
- Was a meaningful part of my college experience
- Increased my ability to continue my education after graduation
- Helped me to learn the importance of service to others
- Helped me to understand the importance of providing community service after college

# Cooperative Institutional Research Program (CIRP)

(Entering Fall Term Students)



Administered Fall Terms 2002, 2004, 2006, 2008,  
2010, 2012, 2014, 2016, 2018, 2020, and 2022

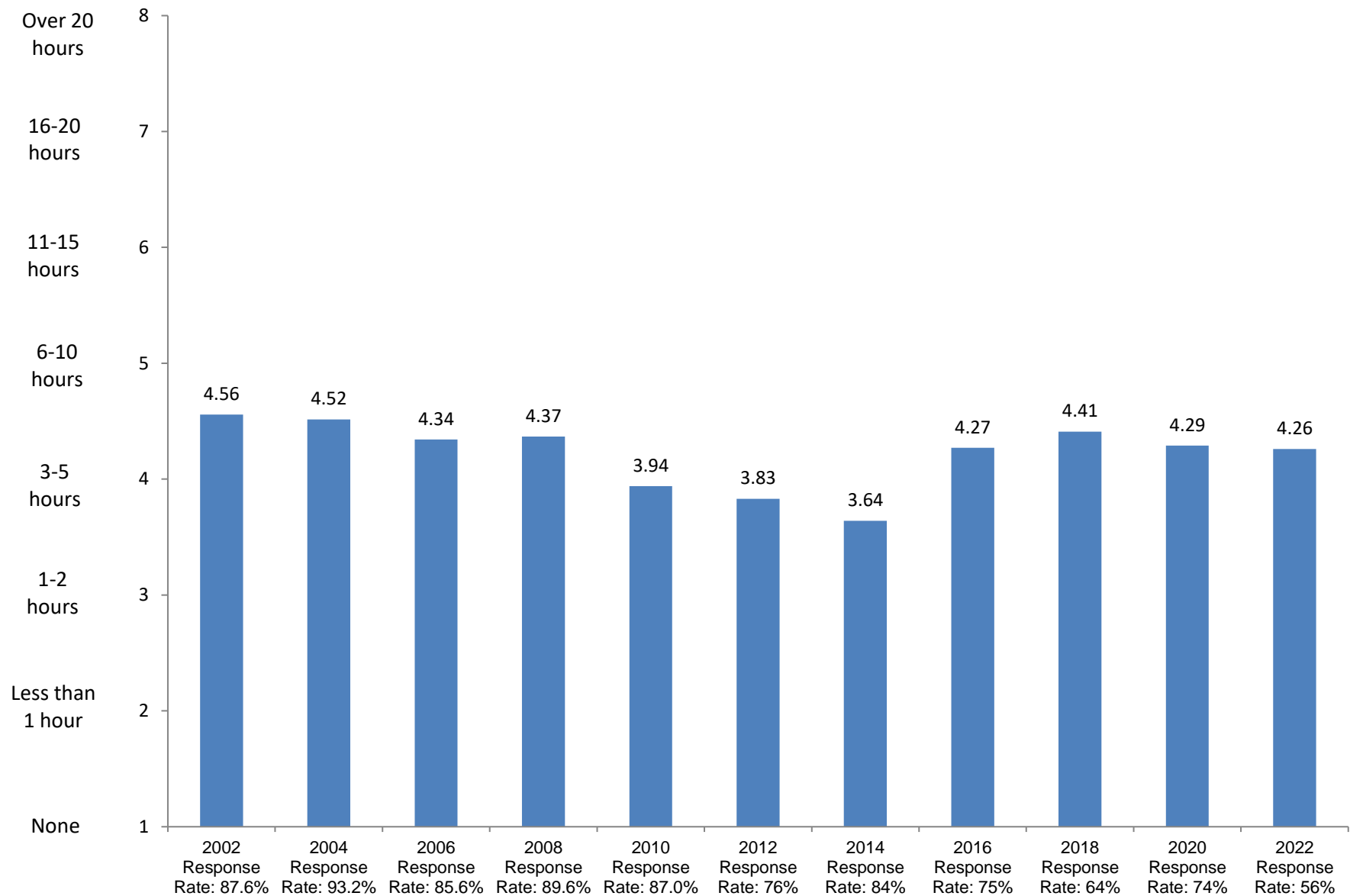
[Select to see survey instruments](#)

Response Rates:			
2002	87.6%	2004	93.2%
2006	85.6%	2008	89.6%
2010	87.0%	2012	76.0%
2014	84.0%	2016	74.7%
2018	64.0%	2020	74.0%
2022	56.0%		



During your last year in high school, how much time did you spend during a typical week doing the following activities?

## Working (for pay)



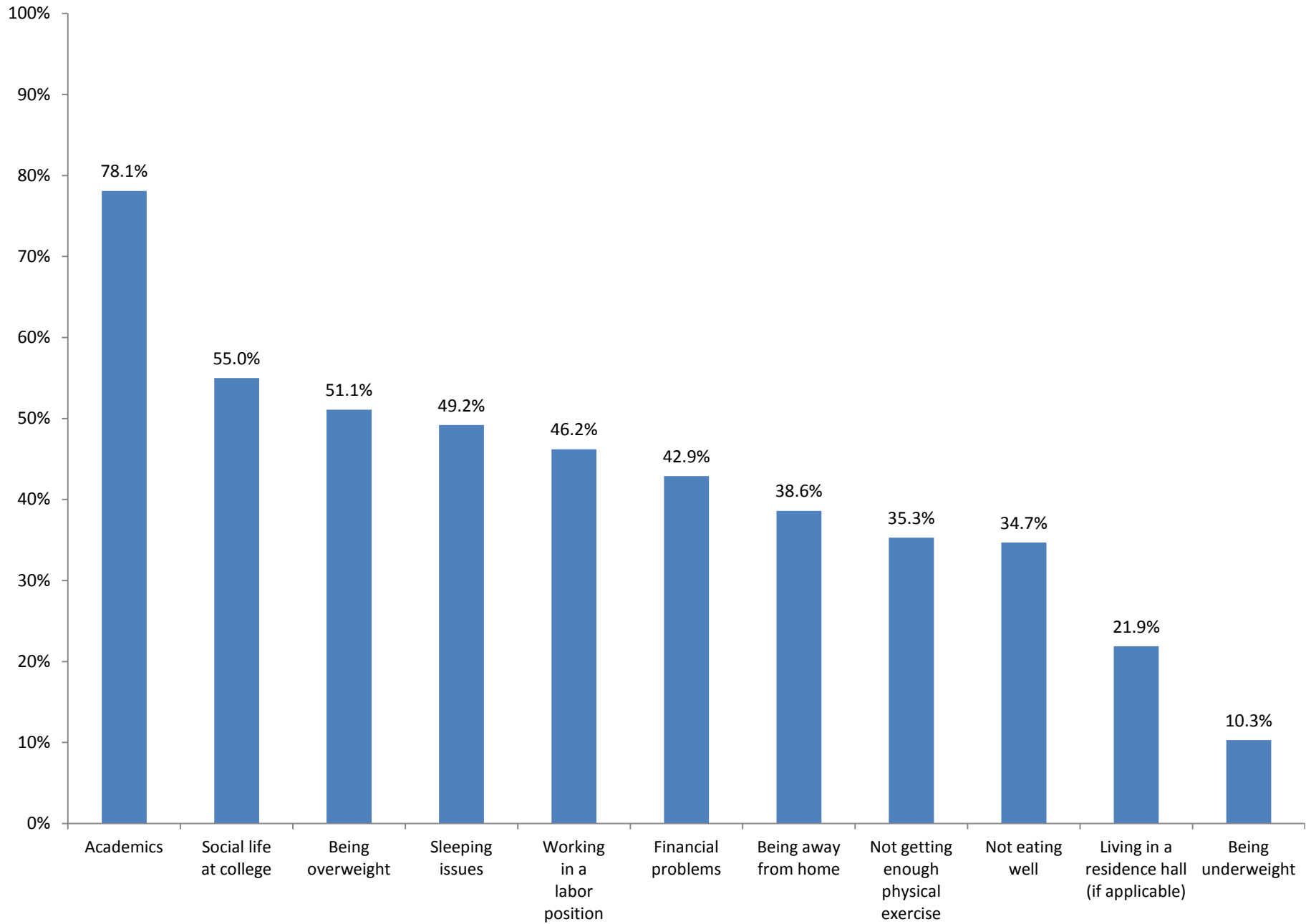
Based on first-year and new transfer student data from the Cooperative Institutional Research Program (CIRP), administered in even Fall Terms during orientation week.

During your last year in high school, how much time did you spend during a typical week doing the following activities?

**Working (for pay)**

	2006		2008		2010		2012		2014		2016		2018		2020		2022	
	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian	Berea	Non-Sectarian
None	34%	25%	33%	27%	43%	40%	41%	40%	46%	42%	38%	36%	31%	43%	35%	45%	34%	35%
< 1 hour	3%	3%	3%	3%	2%	3%	1%	4%	3%	4%	3%	4%	3%	5%	2%	4%	4%	4%
1 -2 hours	2%	4%	4%	4%	3%	5%	5%	5%	5%	5%	3%	5%	4%	7%	5%	7%	4%	5%
3 -5 hours	7%	8%	8%	8%	7%	9%	8%	9%	5%	9%	5%	10%	8%	10%	7%	10%	8%	9%
6 – 10 hours	12%	13%	9%	13%	9%	13%	11%	13%	10%	12%	11%	14%	17%	12%	13%	13%	10%	14%
11 – 15 hours	11%	15%	9%	15%	10%	12%	9%	11%	7%	10%	12%	11%	9%	9%	8%	9%	11%	12%
16 – 20 hours	12%	16%	10%	16%	12%	10%	8%	9%	10%	9%	8%	8%	8%	7%	10%	6%	12%	11%
Over 20 hours	20%	18%	23%	16%	15%	9%	17%	9%	14%	10%	21%	12%	21%	7%	21%	6%	18%	11%

Check all of the following that are significant concerns for you:



# Entering Student Survey



Administered Fall Terms 2011, 2013, and 2015

[Click to see survey instruments](#)

Response Rates:			
2011	87.3%	2013	58.5%
2015	82.7%		

## Fall 2015 Entering Student Survey Report

### Orientation

How satisfied are you with each of the following aspects of your admission/orientation process?

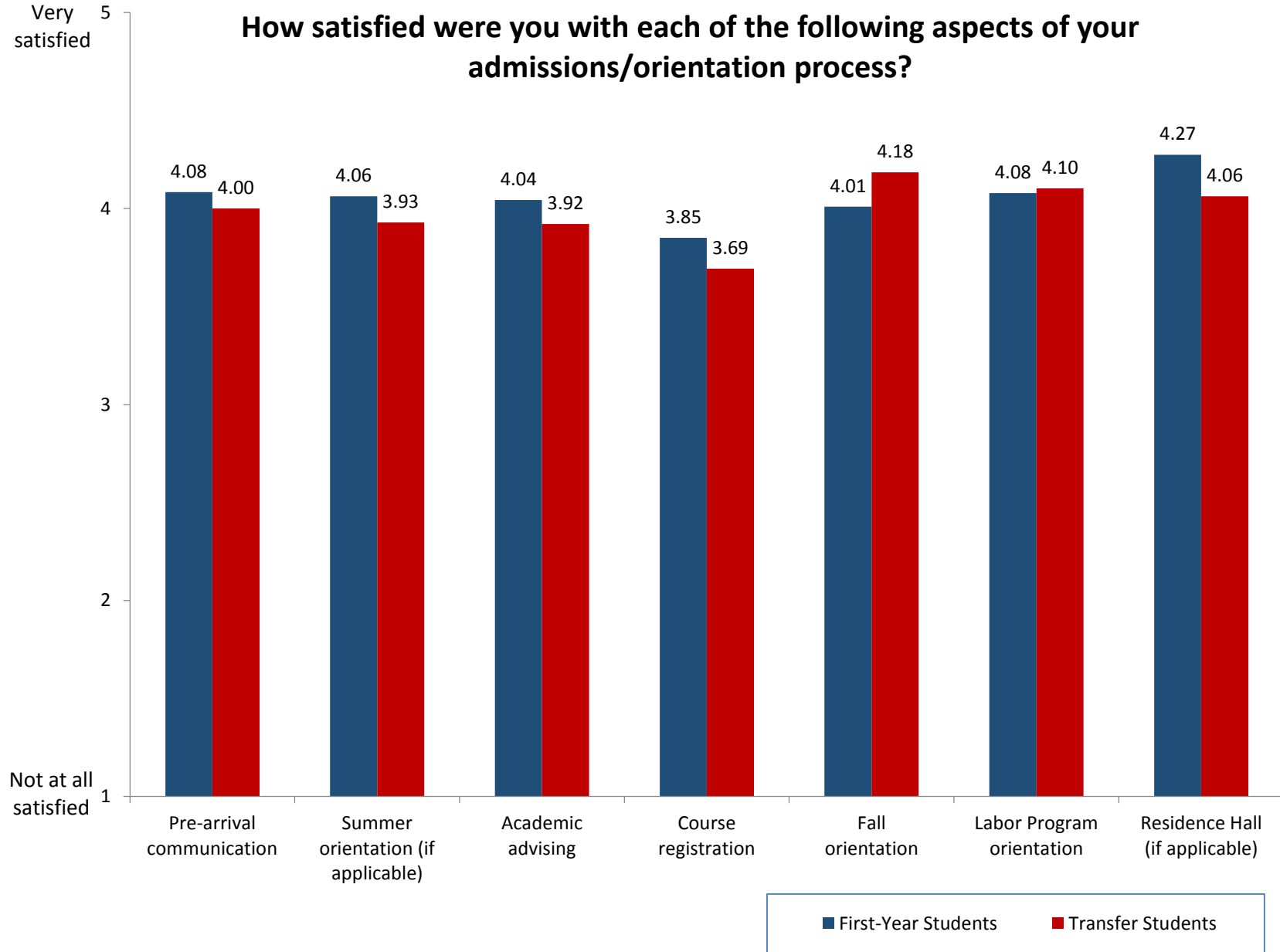
#### First-Year Students

	Very satisfied (5)		(4)		(3)		(2)		Not at all satisfied (1)		Missing	
Pre-arrival communication	151	42.1%	111	30.9%	58	16.2%	20	5.6%	8	2.2%	11	3.1%
Summer orientation (if applicable)	122	34.0%	91	25.3%	63	17.5%	10	2.8%	7	1.9%	66	18.4%
Academic advising	142	39.6%	111	30.9%	69	19.2%	17	4.7%	8	2.2%	12	3.3%
Course registration	117	32.6%	110	30.6%	84	23.4%	23	6.4%	13	3.6%	12	3.3%
Fall orientation	140	39.0%	115	32.0%	58	16.2%	23	6.4%	11	3.1%	12	3.3%
Labor Program orientation	154	42.9%	108	30.1%	55	15.3%	18	5.0%	12	3.3%	12	3.3%
Residence Hall (if applicable)	170	47.4%	112	31.2%	45	12.5%	7	1.9%	6	1.7%	19	5.3%

#### Transfer Students

	Very satisfied (5)		(4)		(3)		(2)		Not at all satisfied (1)		Missing	
Pre-arrival communication	16	41.0%	12	30.8%	8	20.5%	1	2.6%	2	5.1%	0	0.0%
Summer orientation (if applicable)	12	30.8%	6	15.4%	7	17.9%	2	5.1%	1	2.6%	11	28.2%
Academic advising	14	35.9%	12	30.8%	8	20.5%	3	7.7%	1	2.6%	1	2.6%
Course registration	13	33.3%	10	25.6%	9	23.1%	5	12.8%	2	5.1%	0	0.0%
Fall orientation	16	41.0%	13	33.3%	9	23.1%	0	0.0%	0	0.0%	1	2.6%
Labor Program orientation	18	46.2%	12	30.8%	5	12.8%	3	7.7%	1	2.6%	0	0.0%
Residence Hall (if applicable)	17	43.6%	5	12.8%	7	17.9%	1	2.6%	2	5.1%	7	17.9%

## Fall 2015 Entering Student Survey Report



## Fall 2015 Entering Student Survey Report

Rate your agreement with each of the following statements:

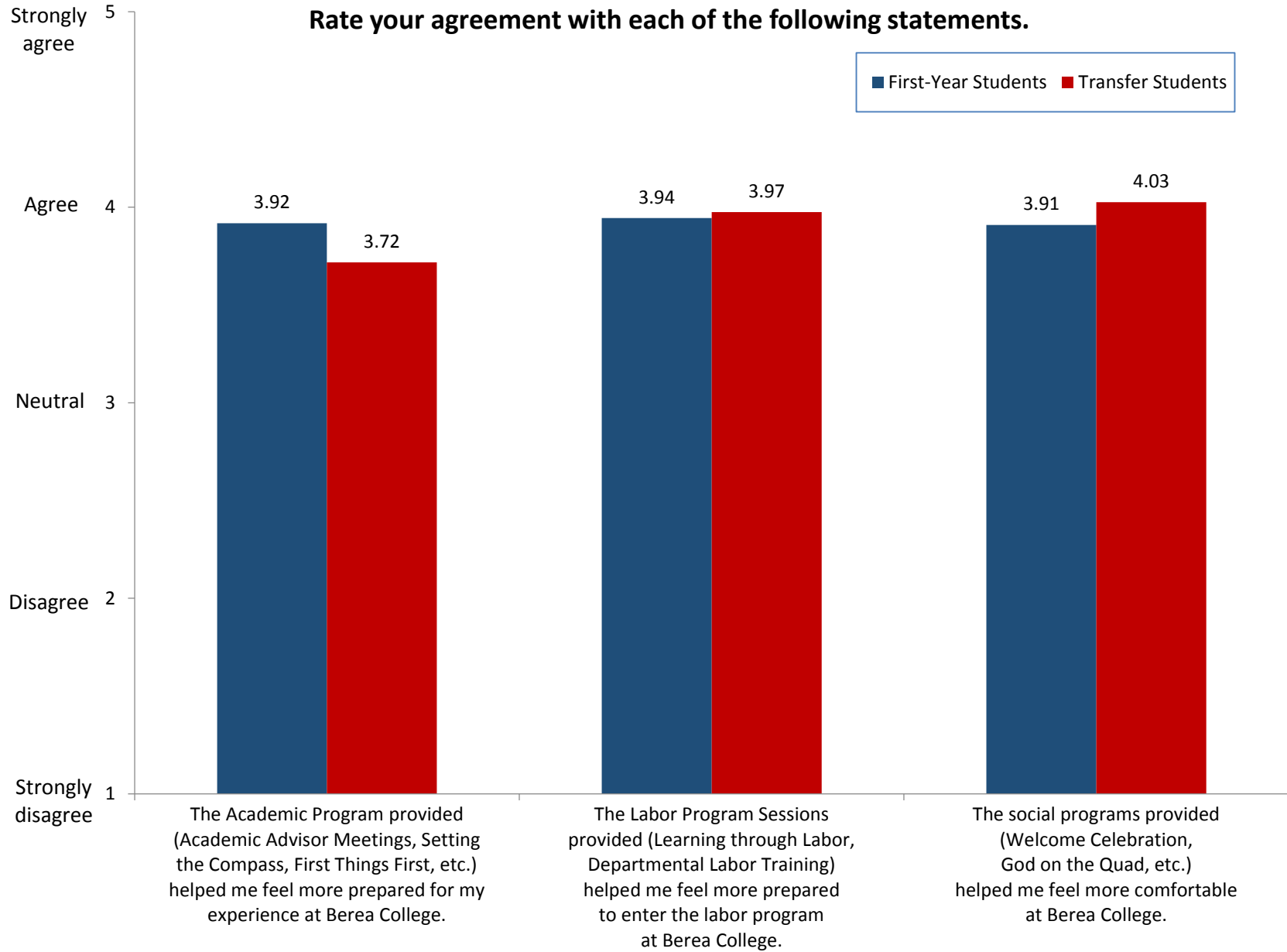
### First-Year Students

	Strongly agree (5)		Agree (4)		Neutral (3)		Disagree (2)		Strongly disagree (1)		Missing	
The Academic Program provided (Academic Advisor Meetings, Setting the Compass, First Things First, etc.) helped me feel more prepared for my experience at Berea College.	92	25.6%	153	42.6%	78	21.7%	15	4.2%	4	1.1%	17	4.7%
The Labor Program Sessions provided (Learning through Labor, Departmental Labor Training) helped me feel more prepared to enter the labor program at Berea College.	103	28.7%	145	40.4%	72	20.1%	16	4.5%	6	1.7%	17	4.7%
The social programs provided (Welcome Celebration, God on the Quad, etc.) helped me feel more comfortable at Berea College.	107	29.8%	131	36.5%	77	21.4%	17	4.7%	9	2.5%	18	5.0%

### Transfer Students

	Strongly agree (5)		Agree (4)		Neutral (3)		Disagree (2)		Strongly disagree (1)		Missing	
The Academic Program provided (Academic Advisor Meetings, Setting the Compass, First Things First, etc.) helped me feel more prepared for my experience at Berea College.	8	20.5%	18	46.2%	9	23.1%	2	5.1%	2	5.1%	0	0.0%
The Labor Program Sessions provided (Learning through Labor, Departmental Labor Training) helped me feel more prepared to enter the labor program at Berea College.	12	30.8%	18	46.2%	7	17.9%	0	0.0%	2	5.1%	0	0.0%
The social programs provided (Welcome Celebration, God on the Quad, etc.) helped me feel more comfortable at Berea College.	11	28.2%	21	53.8%	5	12.8%	1	2.6%	1	2.6%	0	0.0%

# Fall 2015 Entering Student Survey Report





# National Survey of Student Engagement (NSSE)

(First-Year and Senior Students)



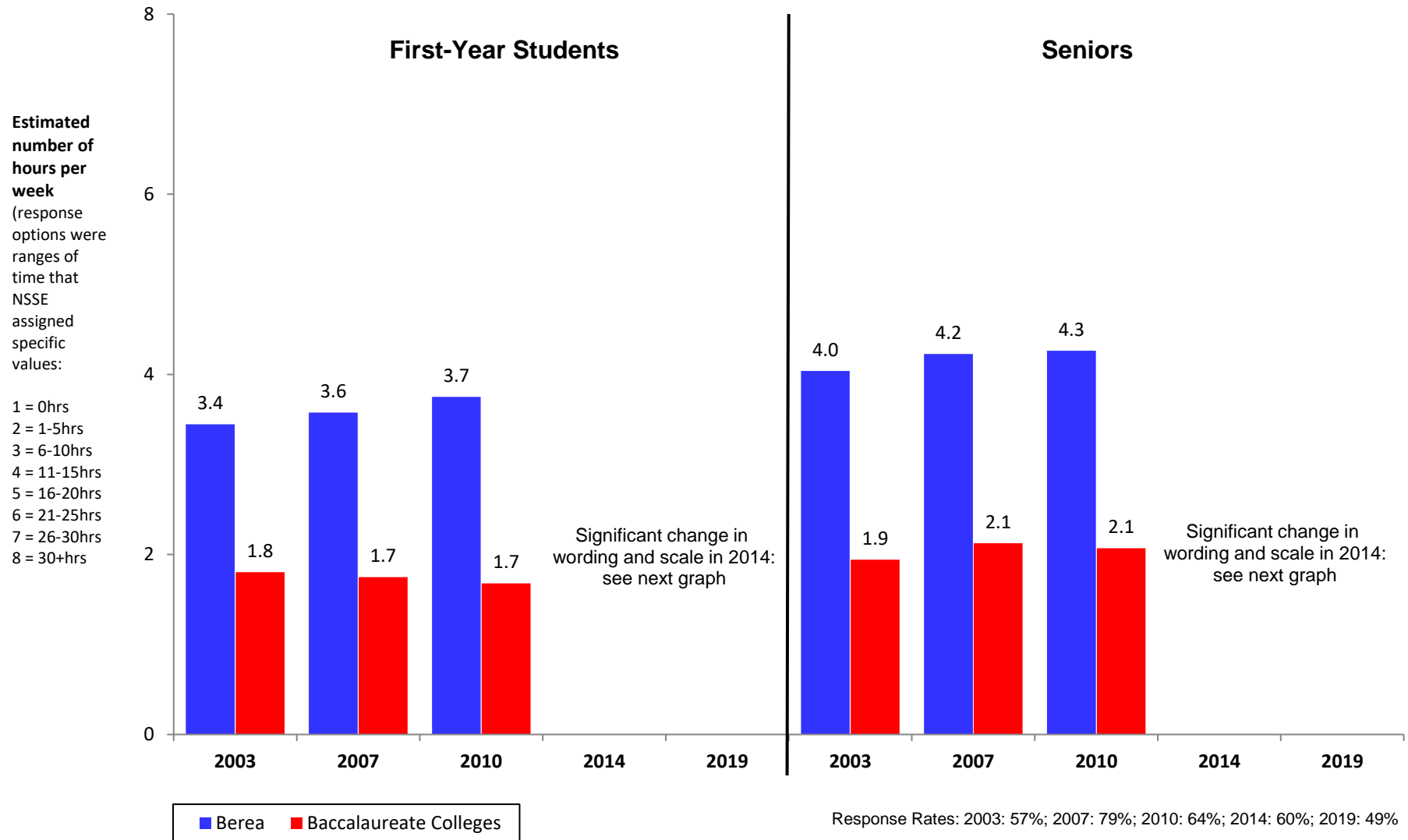
[Click to see survey instruments](#)

## Response Rates:

Spring 2003	51%
Spring 2007	79%
Spring 2010	64%
Spring 2014	60%
Spring 2019	49%

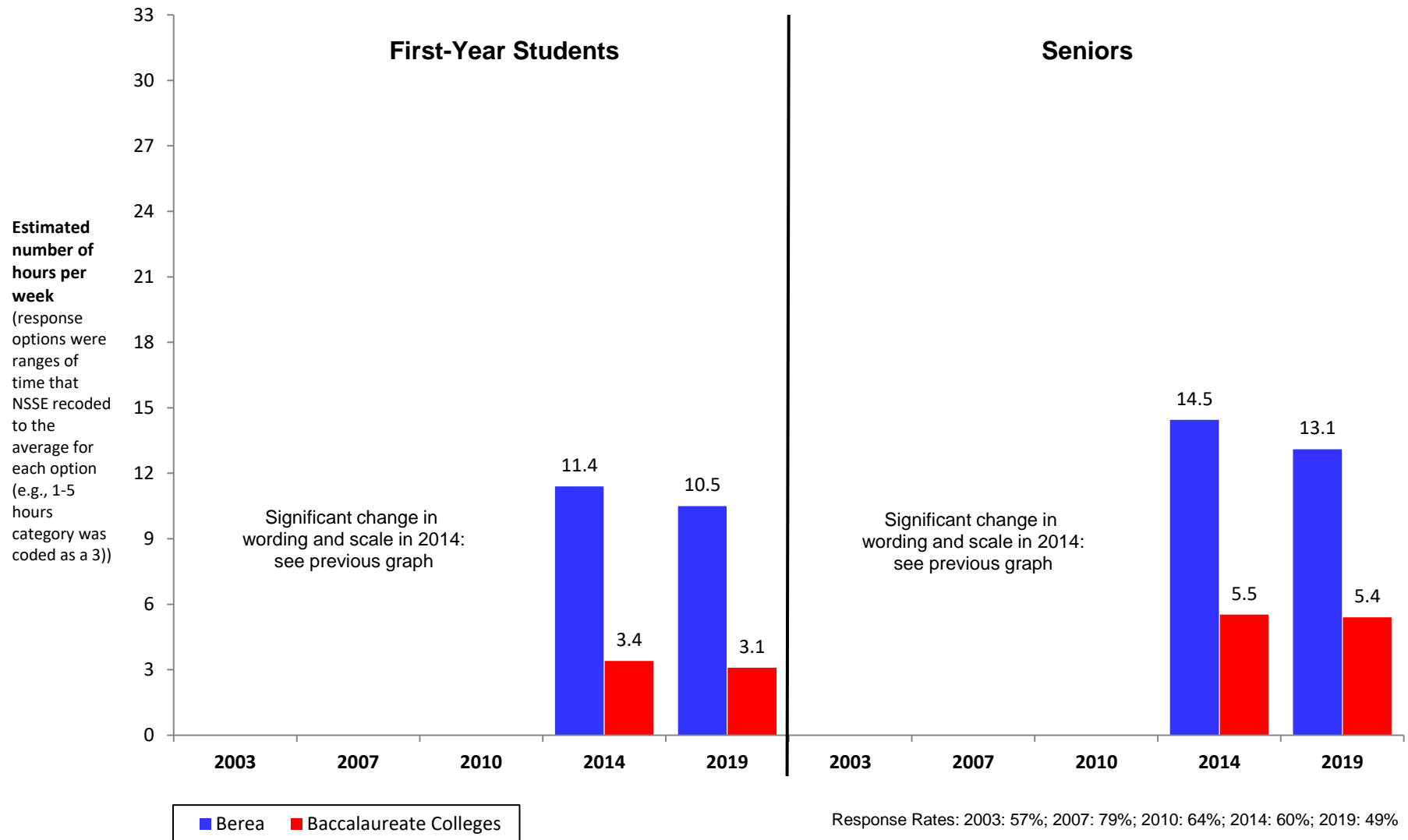
About how many hours do you spend in a typical 7-day week doing the following?

Working for pay on campus



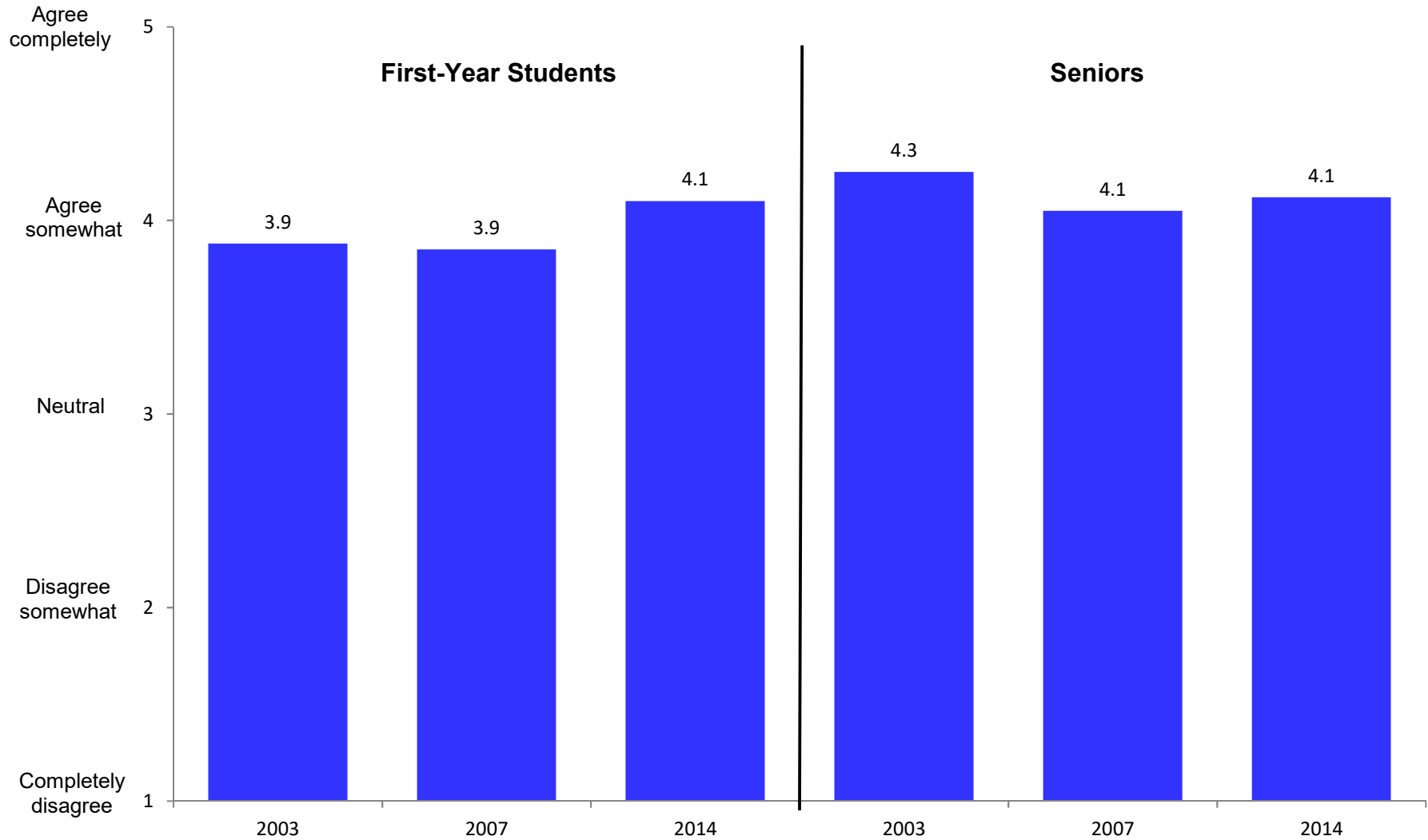
*About how many hours do you spend in a typical 7-day week doing the following?*

### Working for pay on campus



To what extent do you agree with the following?

**Overall, I am satisfied with the work assignment(s) I have had at my college.**

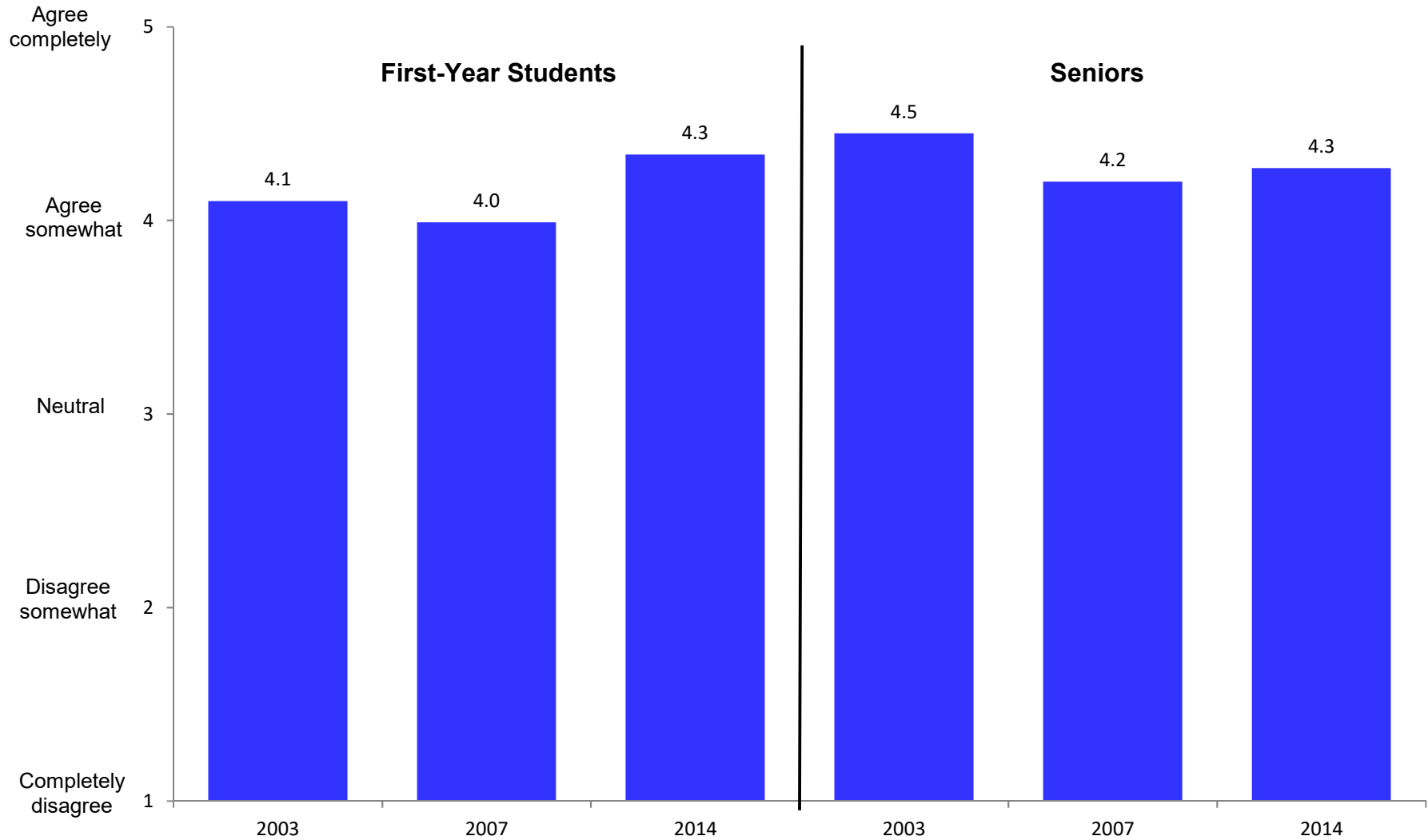


NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

Response Rates:  
2003: 57%; 2007: 79%;  
2010: 64%, 2014: 60%  
2019: 49%

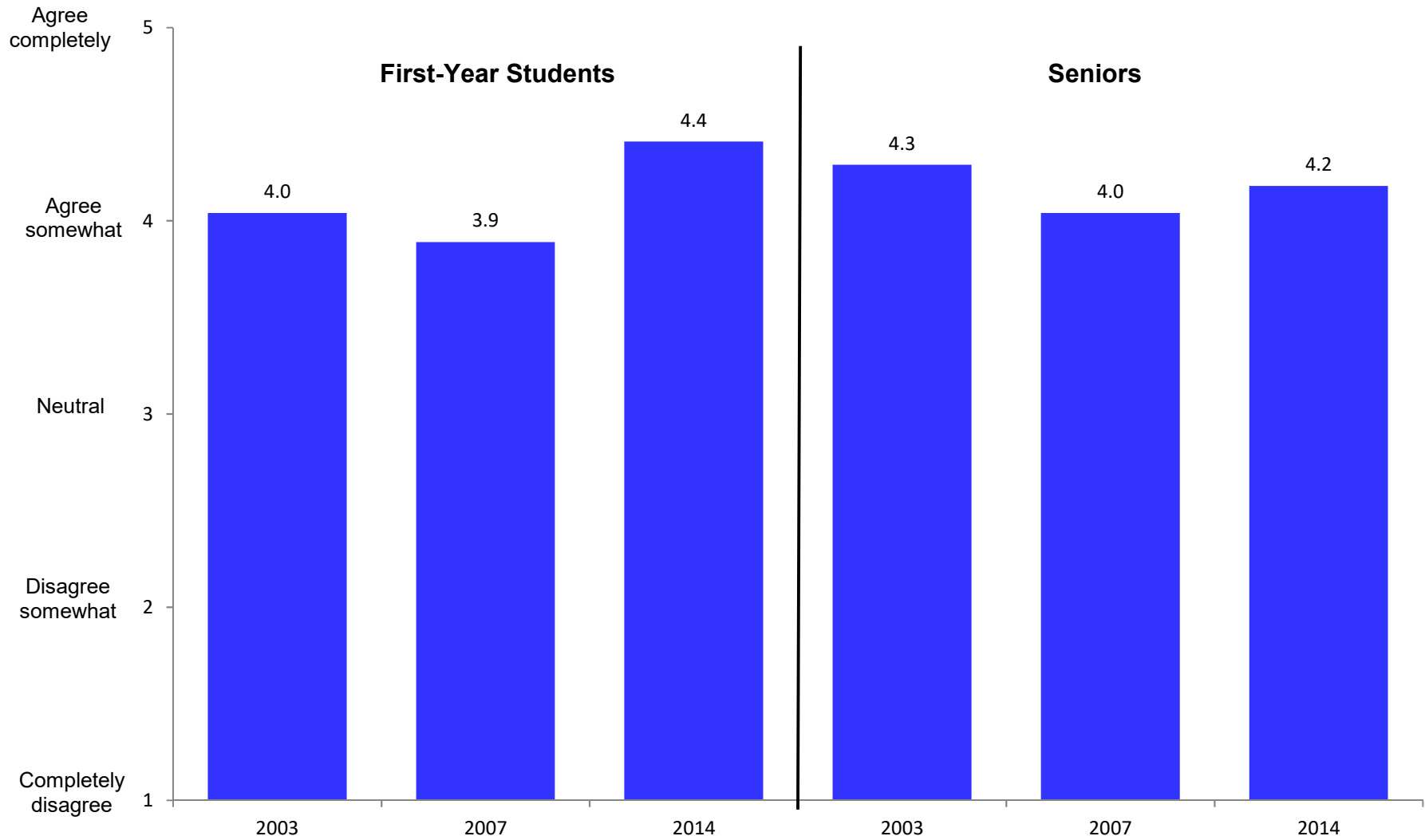
**I believe my work is valuable.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

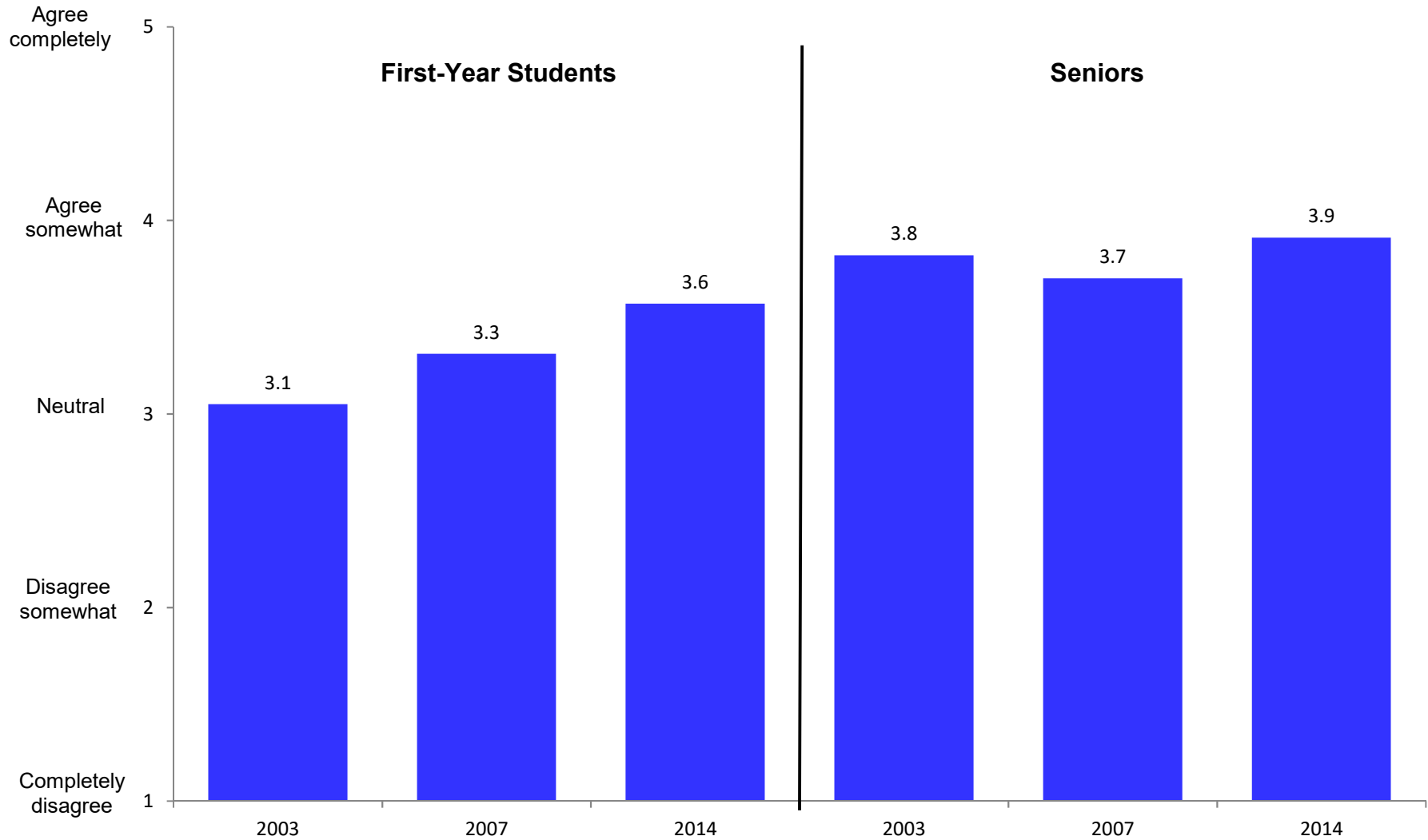
**Going to a work college helps me develop a strong work ethic.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

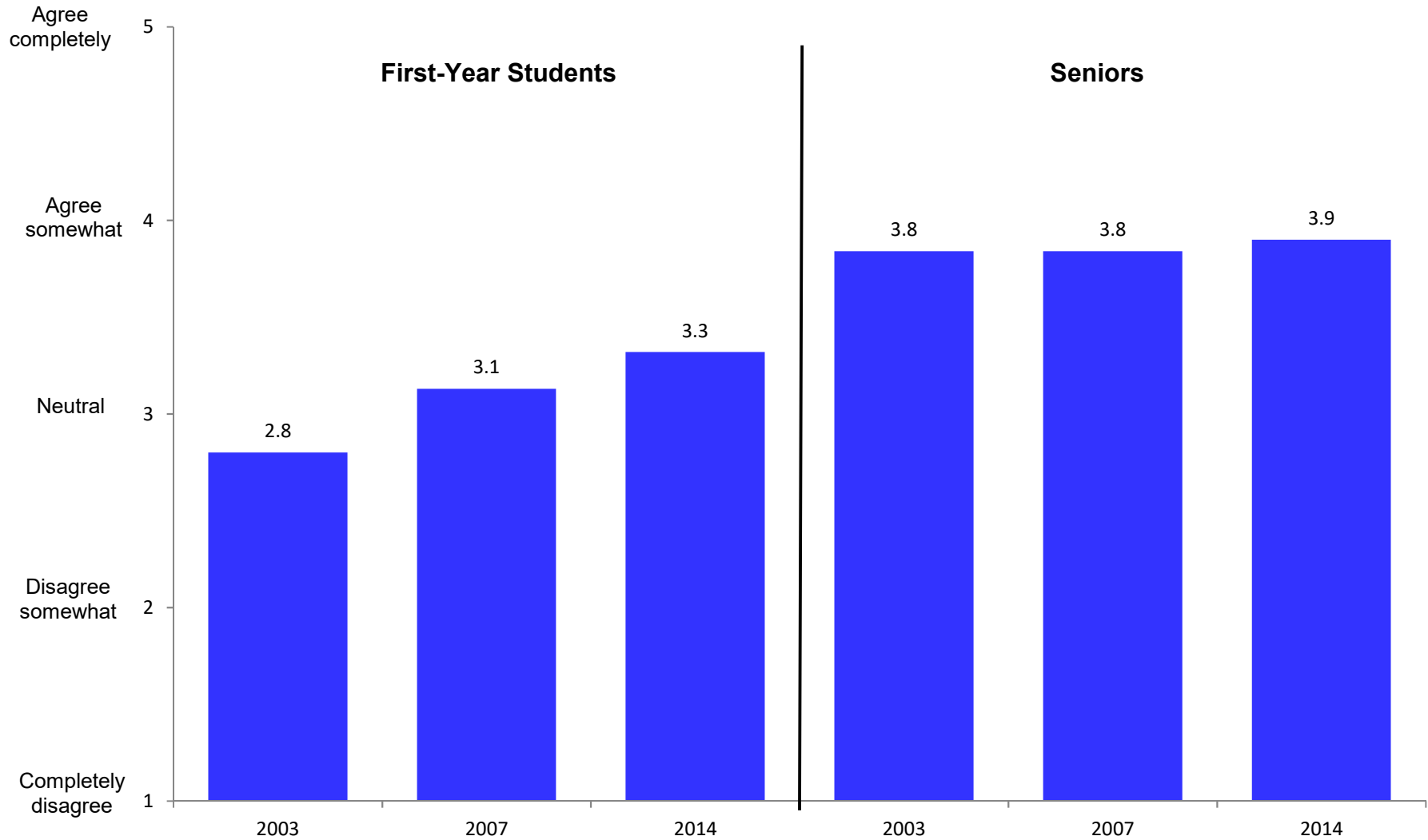
**My work has contributed to my academic success.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

**I apply what I learn in my academic courses to my work.**

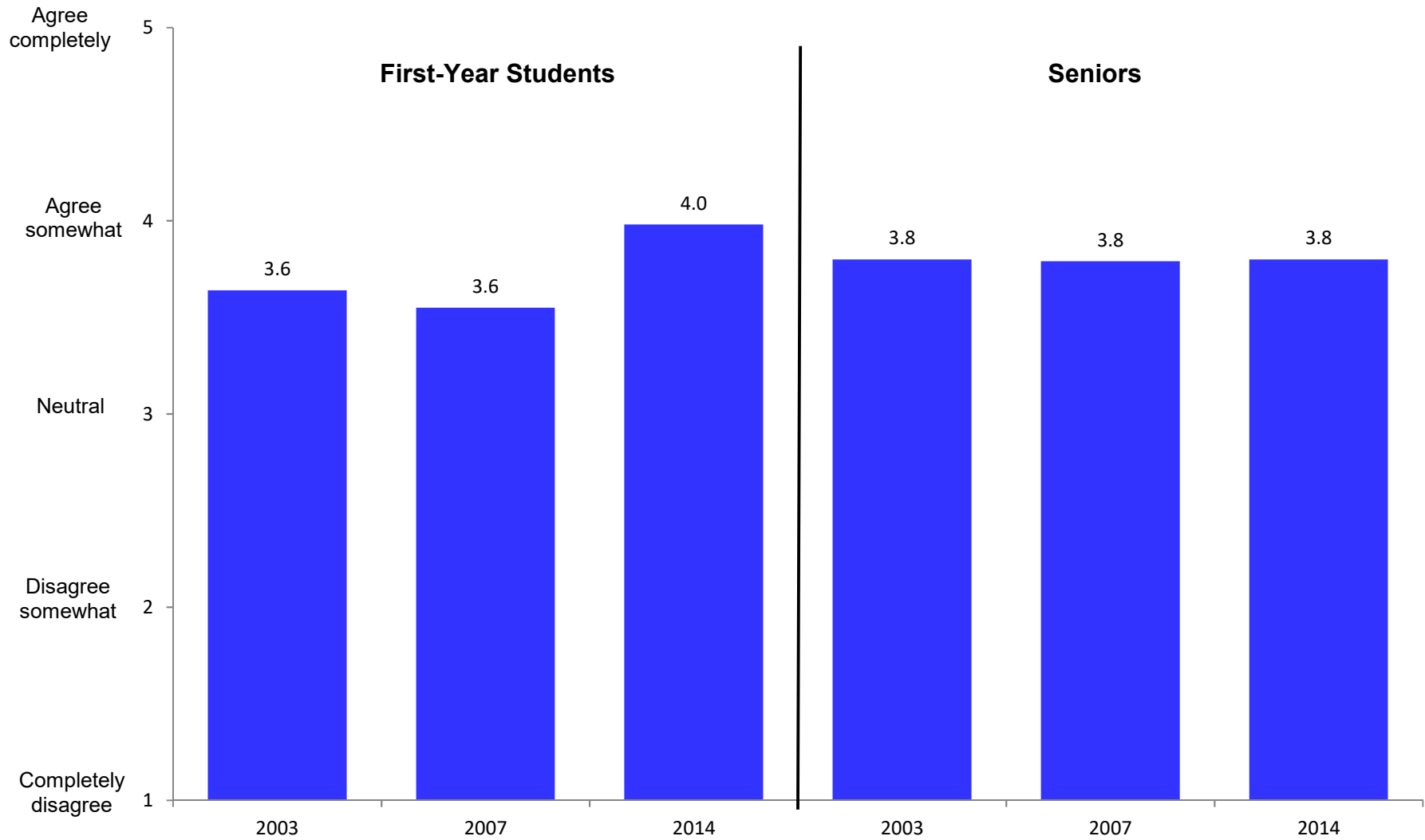


NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.



To what extent do you agree with the following?

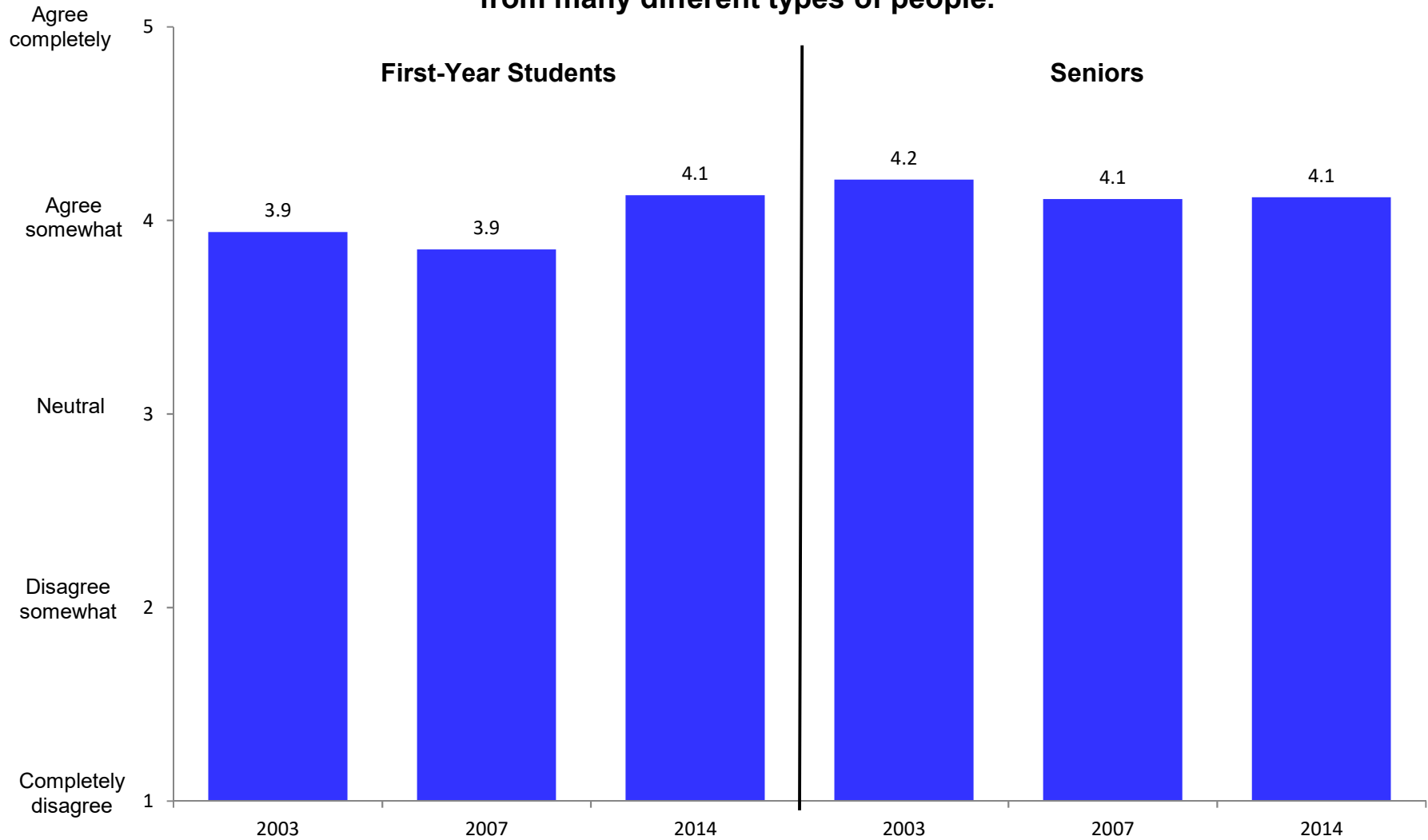
**Going to a work college helps me learn the value of community service.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

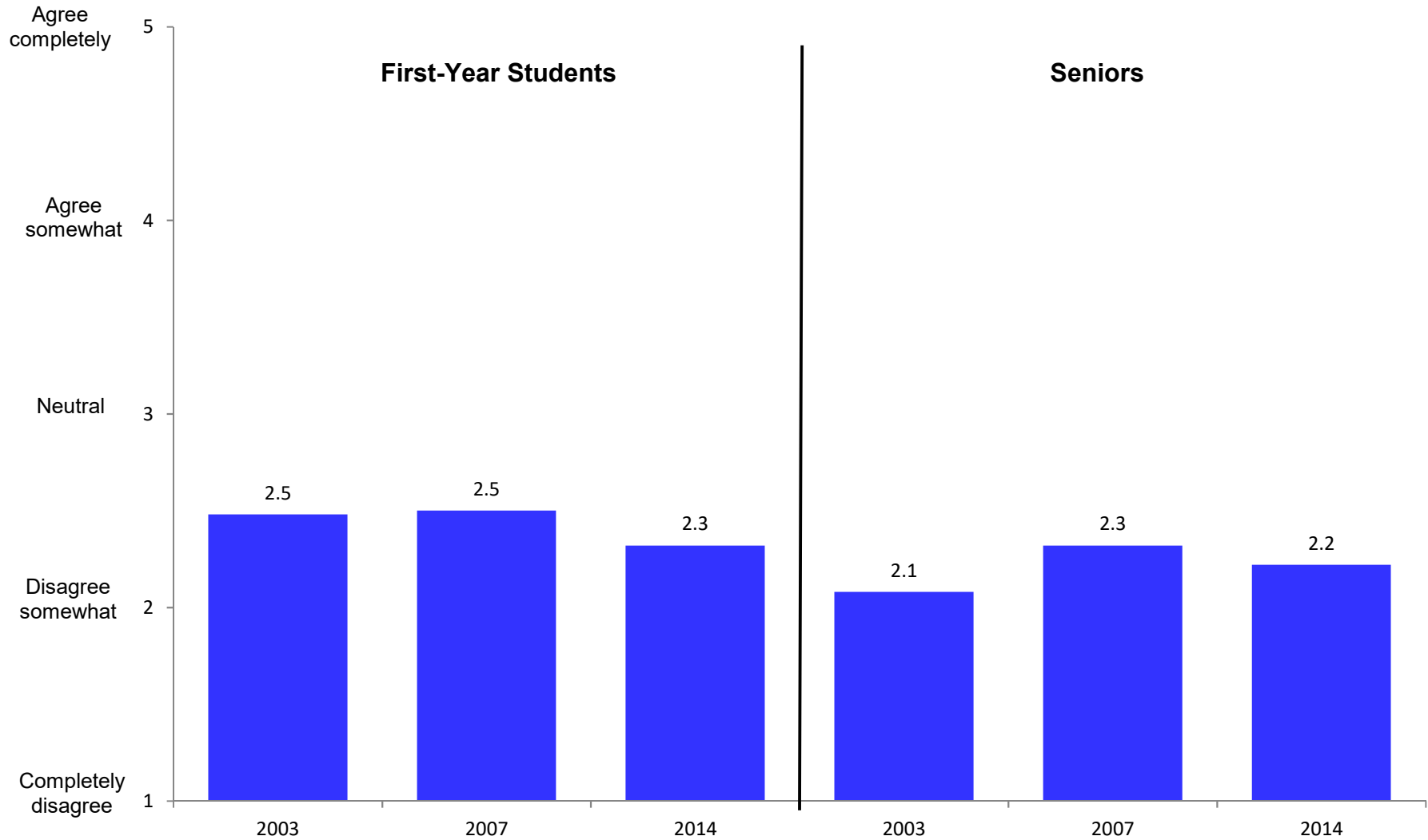
**My work college experience has helped me learn from many different types of people.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

**I never think about how my work affects my college experience.**

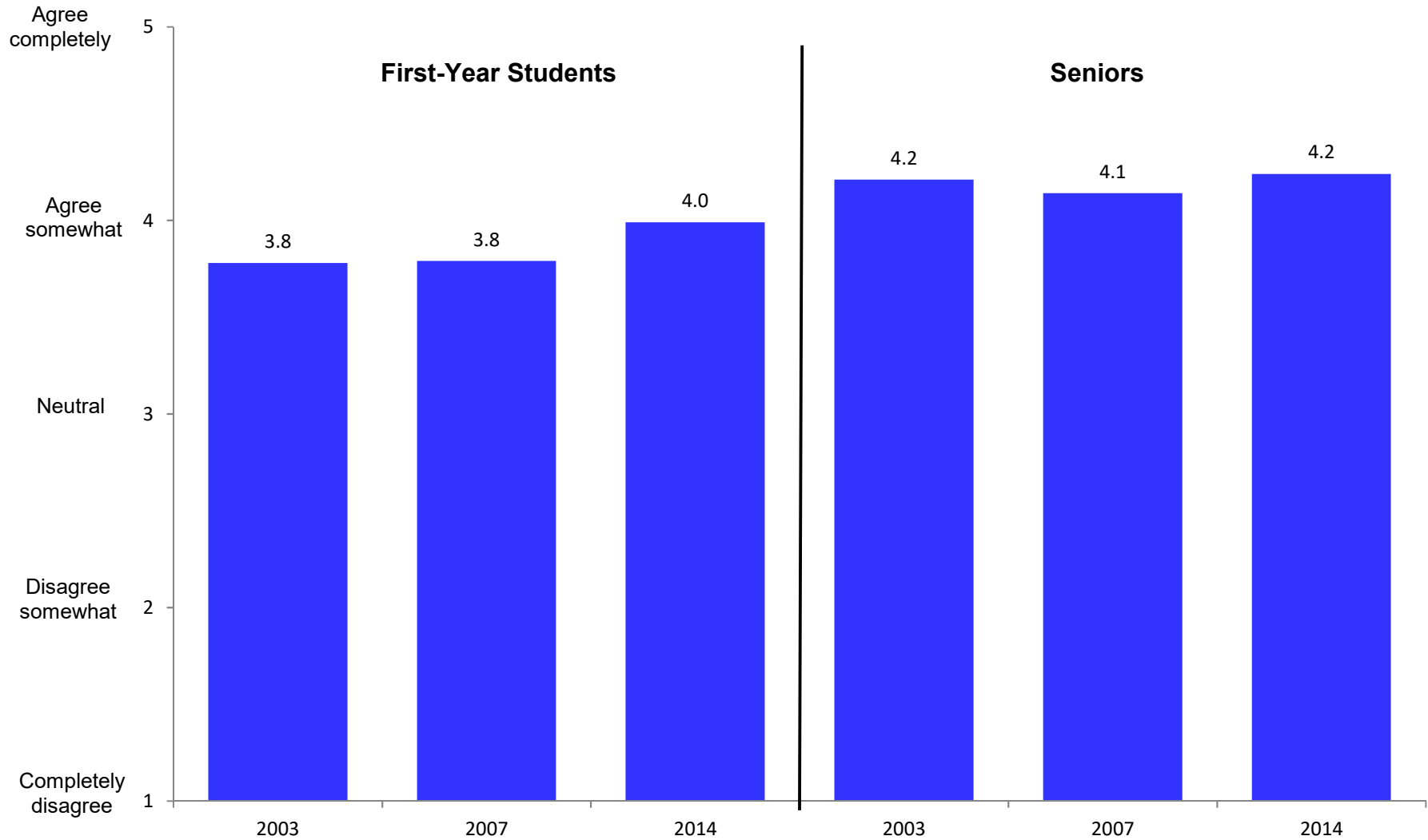


NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

Response Rates:  
2003: 57%; 2007: 79%;  
2010: 64%, 2014: 60%  
2019: 49%

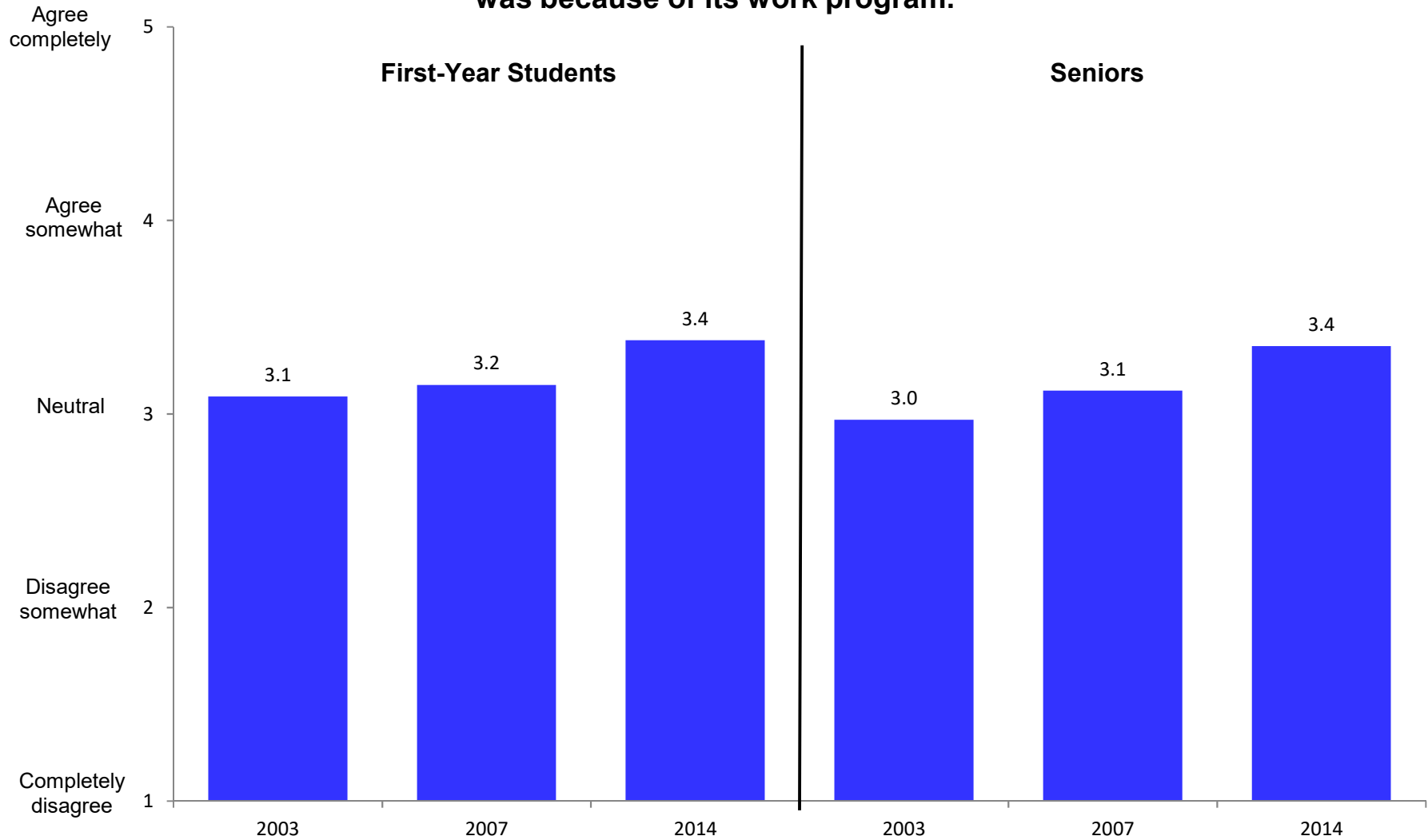
**My work affects my overall college experience in a positive way.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

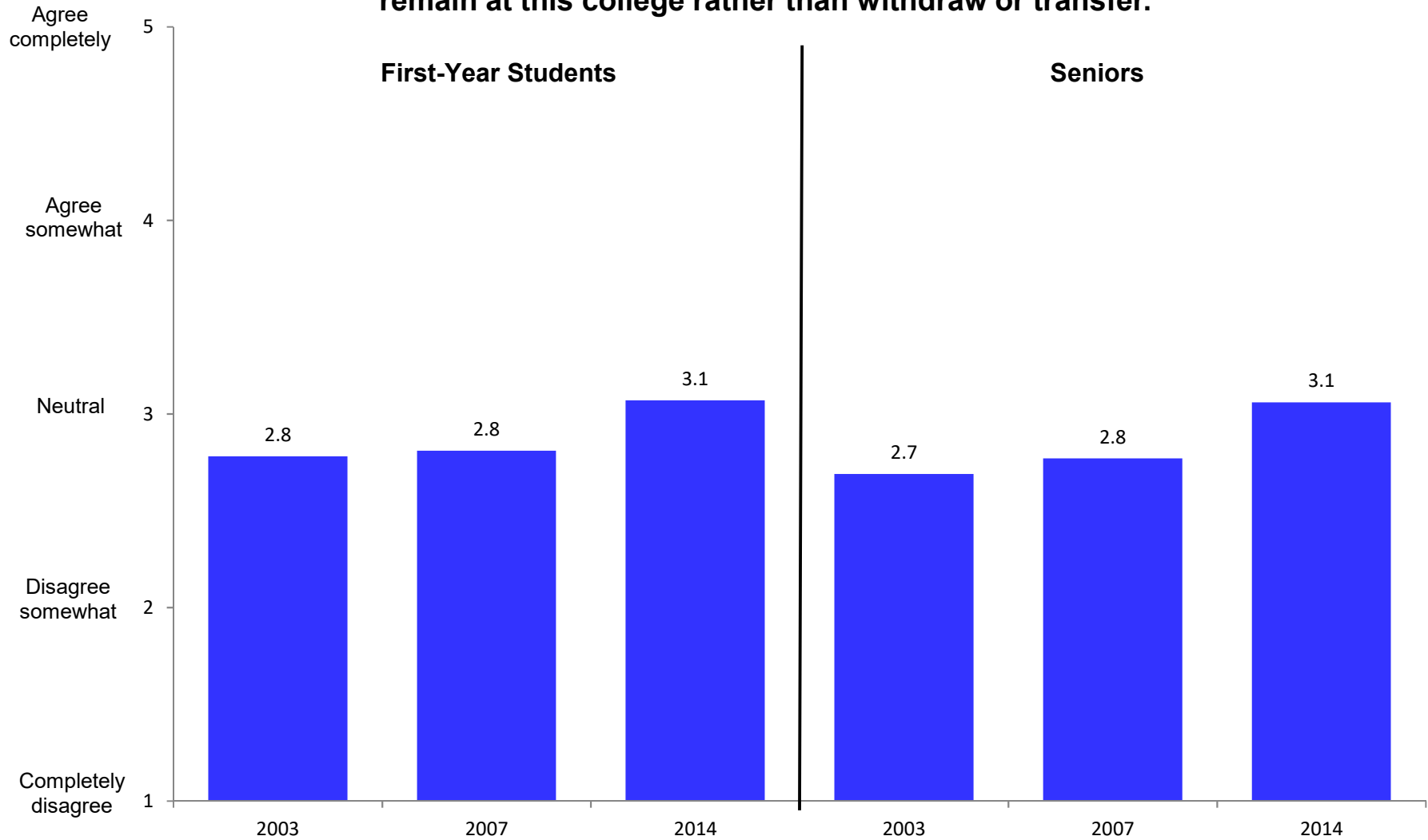
**One of the reasons I chose to attend this college was because of its work program.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

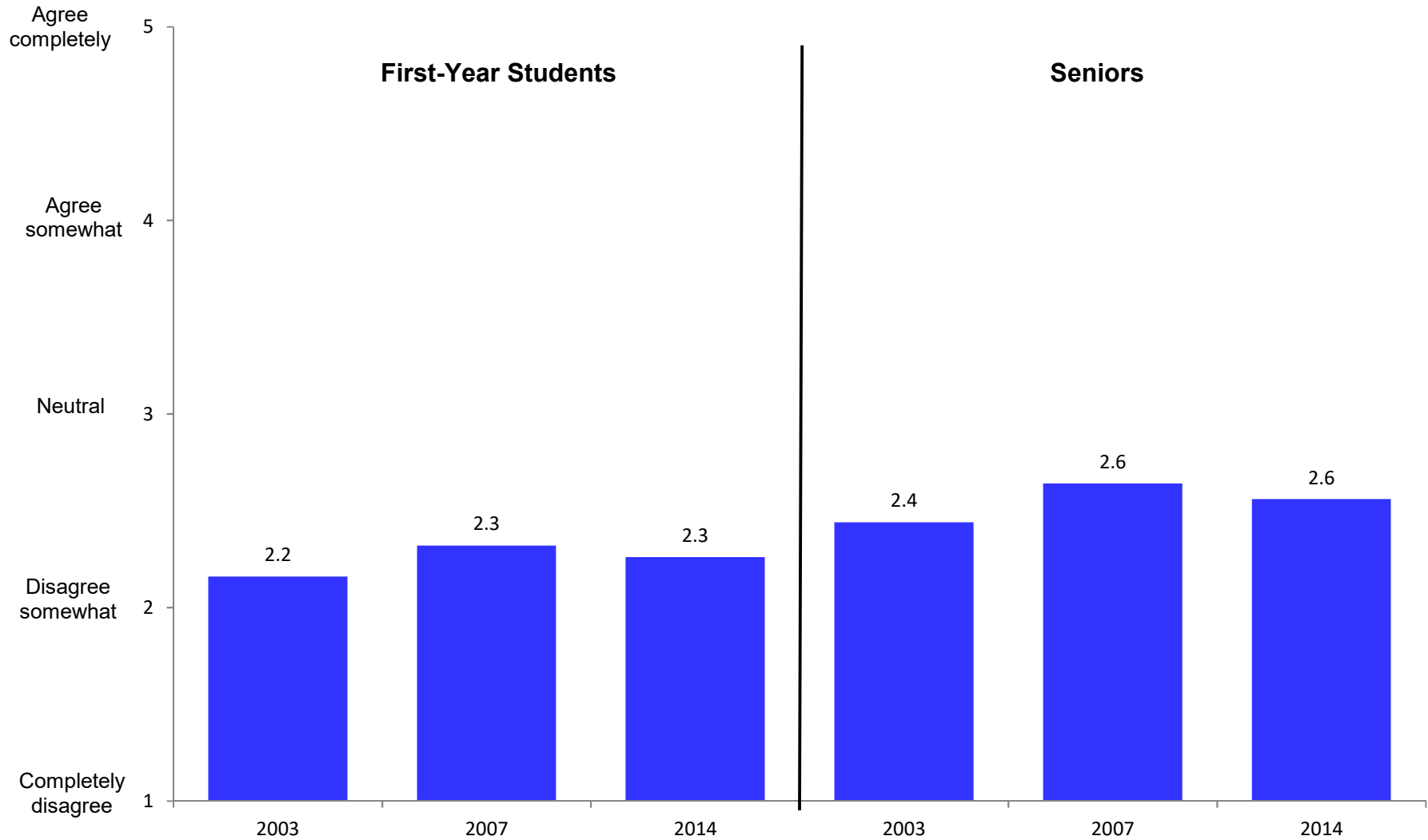
**My experiences in the work program have affected my decision to remain at this college rather than withdraw or transfer.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

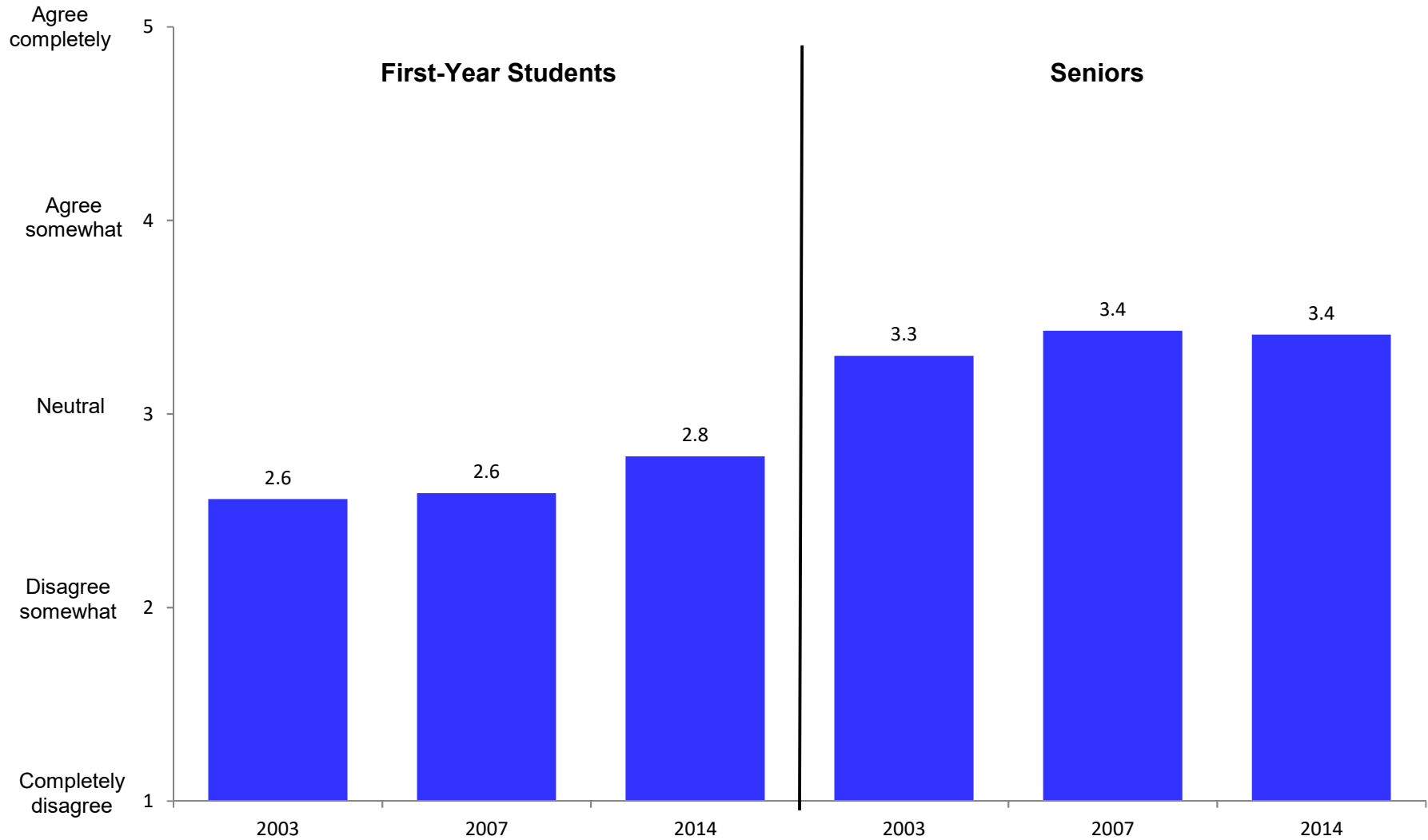
**My work program experiences have influenced my choice of academic major.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

**My experience in the work program has influenced my career goals.**

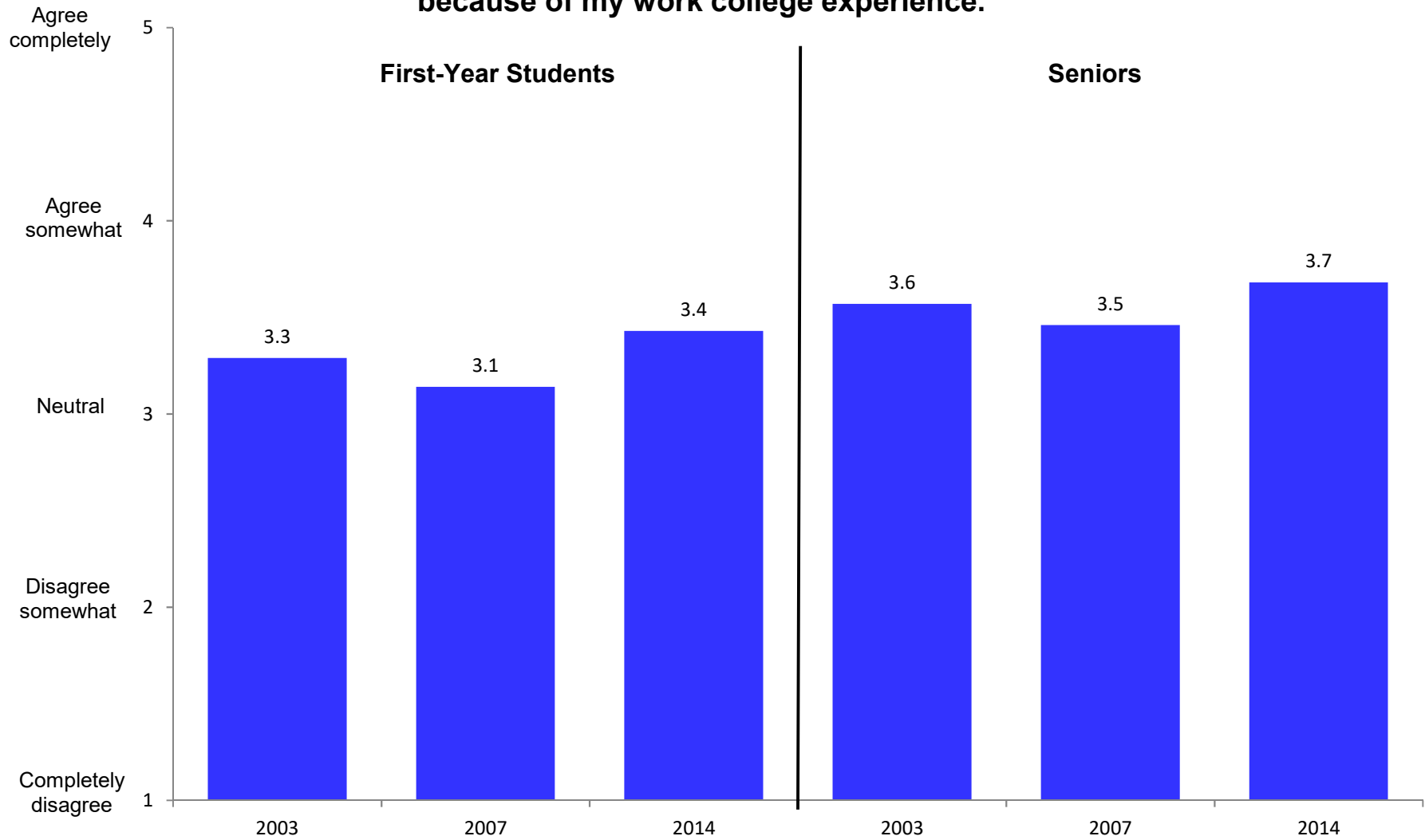


NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.



To what extent do you agree with the following?

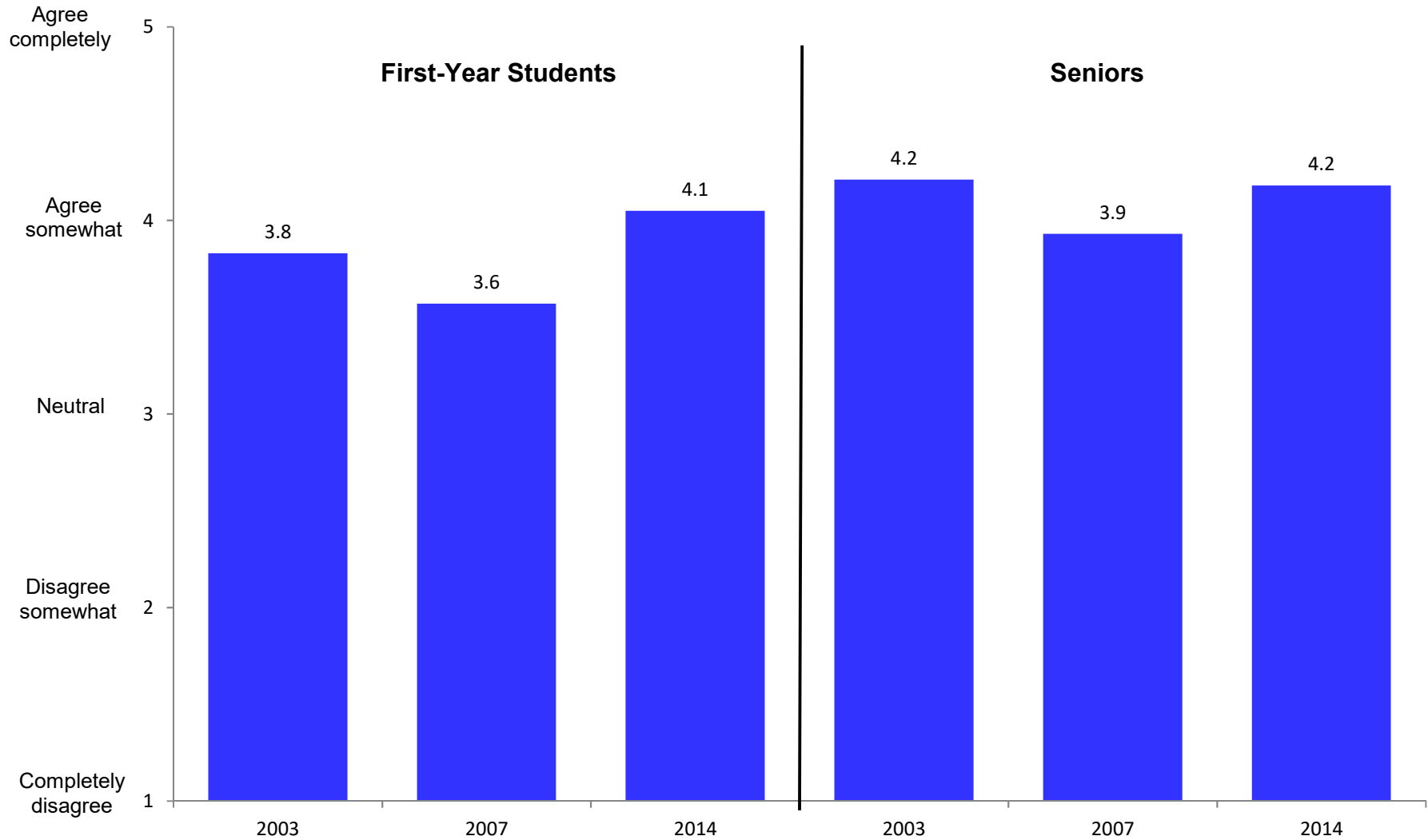
**I have become a more productive worker because of my work college experience.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

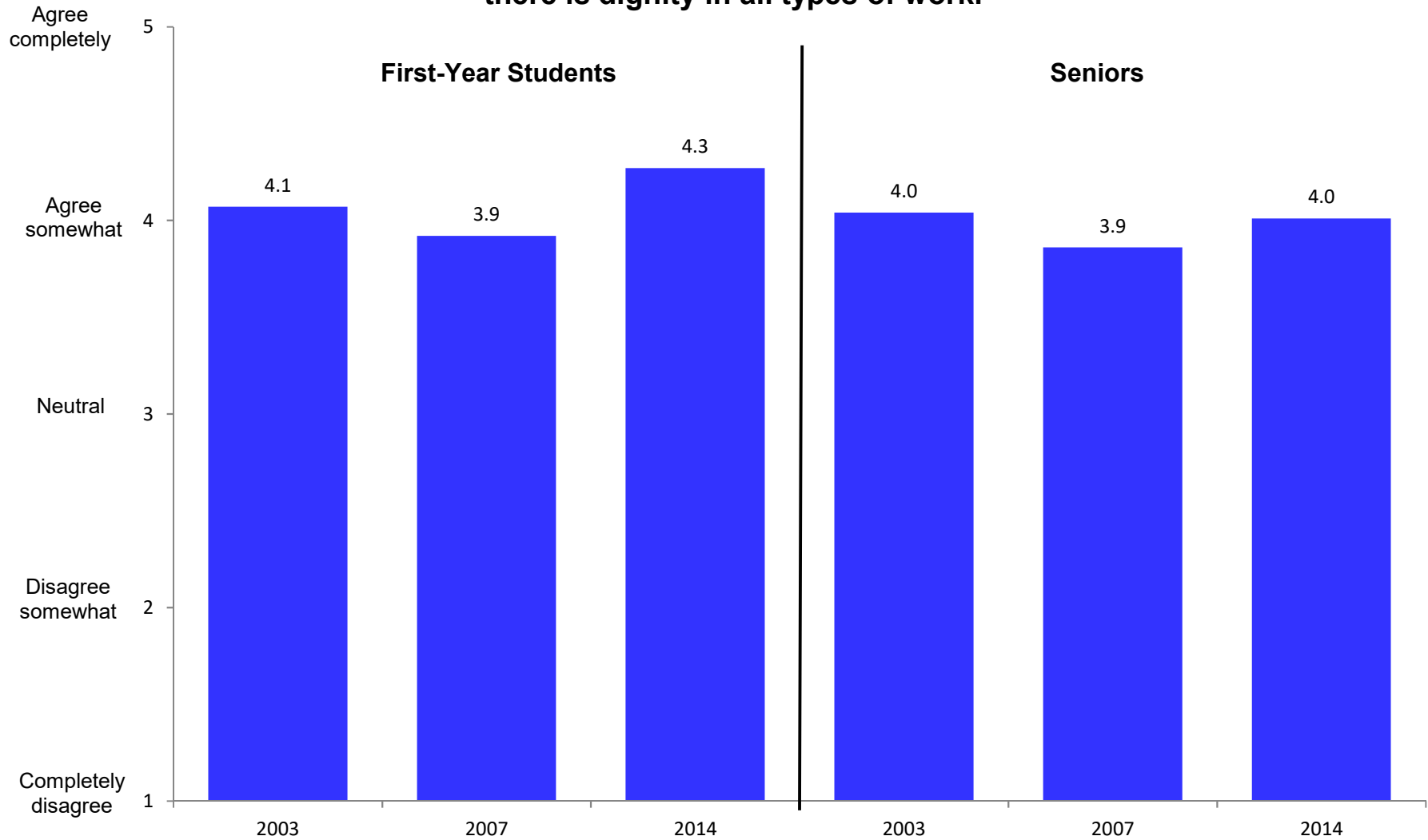
**My participation in the work program will increase my value in the job market.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

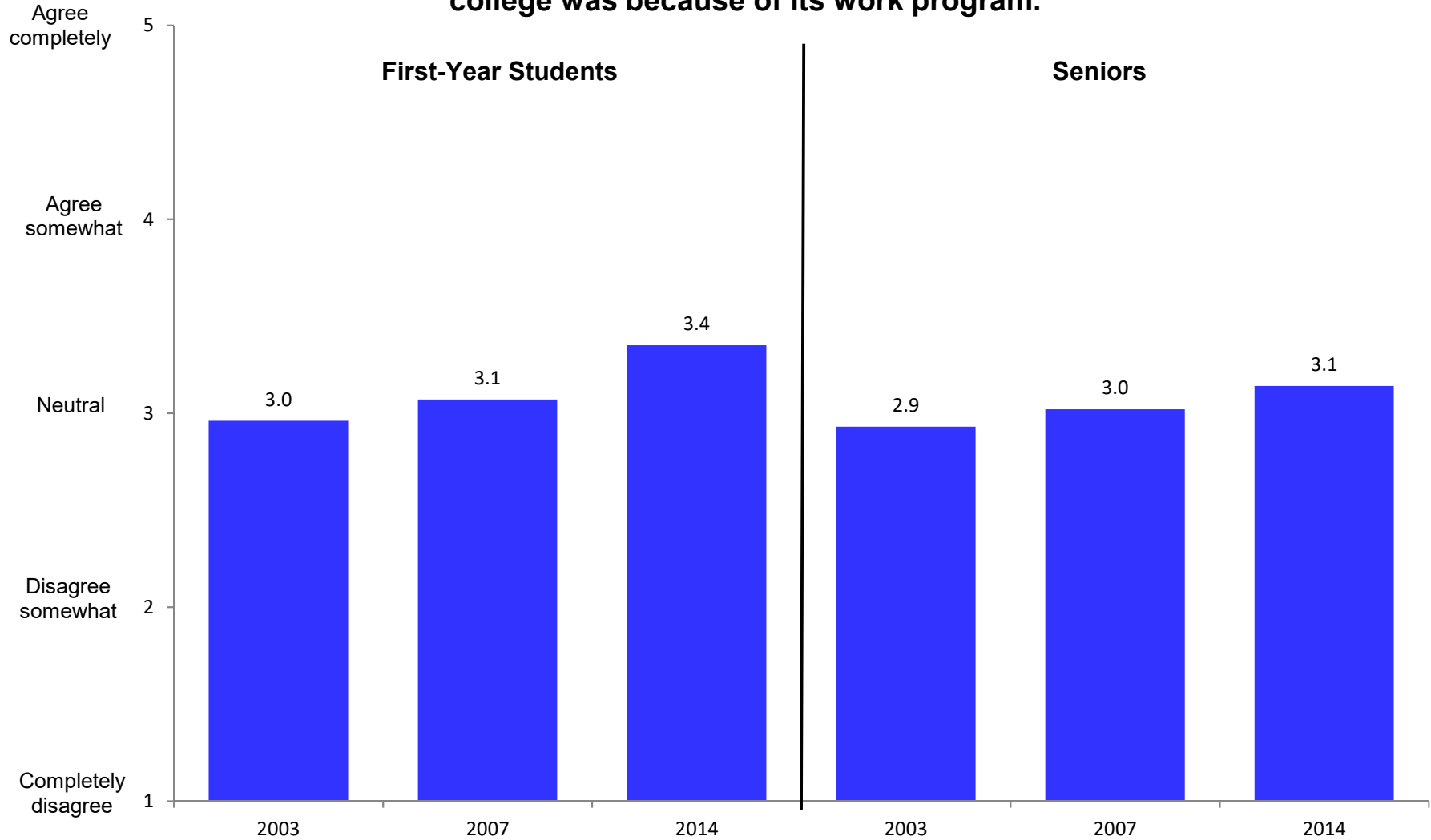
**By attending a work college, I have learned that there is dignity in all types of work.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

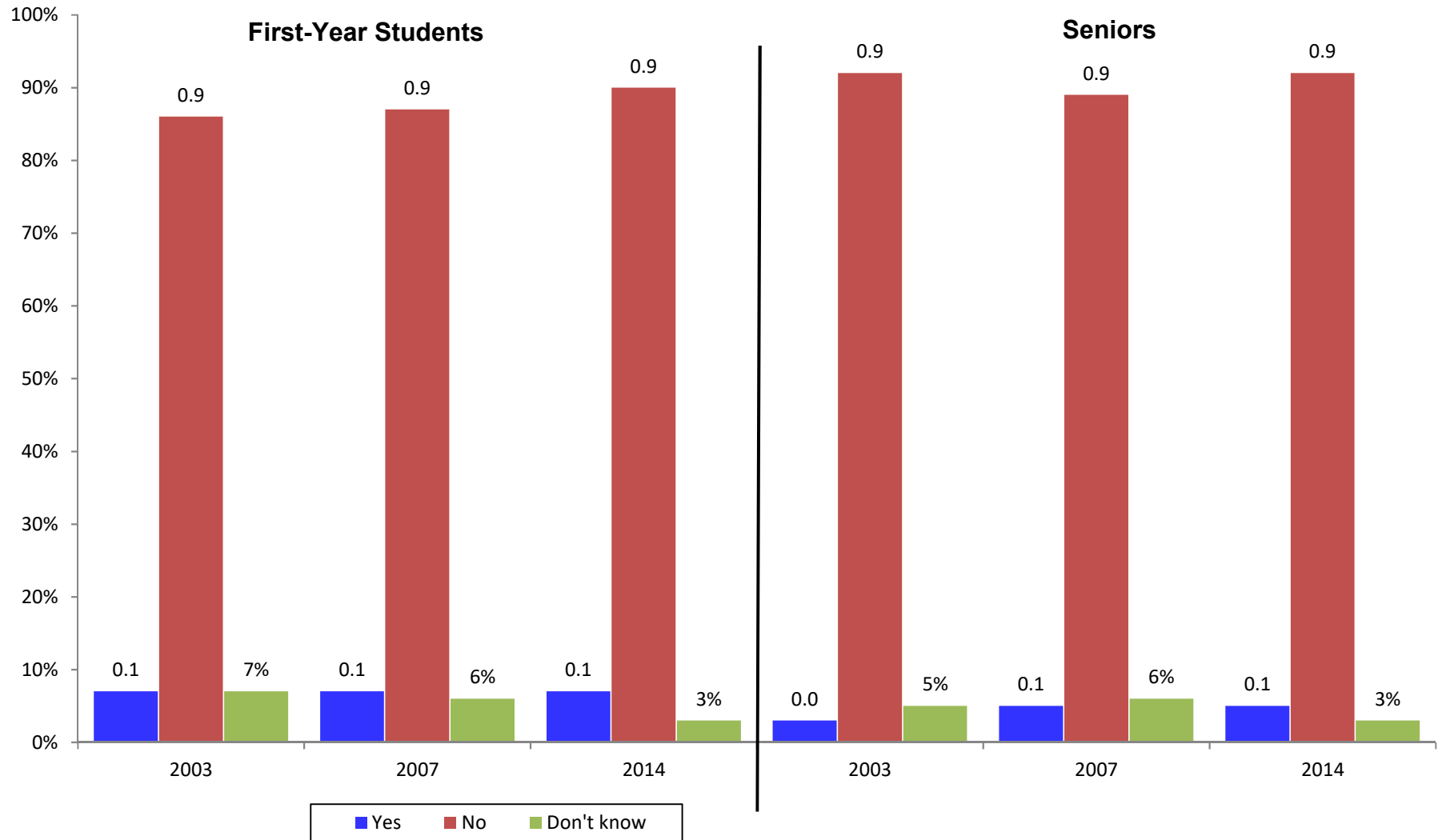
**One of the reasons my parent(s) or guardian(s) encouraged me to attend this college was because of its work program.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

To what extent do you agree with the following?

**One or both of my parent(s) or guardian(s) attended a work college.**



NOTE: Item was a Berea-specific item added to the NSSE survey as part of the Work Colleges Consortium (WCC) administration. Items were not asked in 2010 or 2019.

# Faculty Survey of Student Engagement (FSSE) and the National Survey of Student Engagement (NSSE)

(First-Year Students/Faculty who teach mainly freshman and sophomores  
And Senior Students/Faculty who teach mainly juniors and seniors)



[Click to see survey instruments](#)

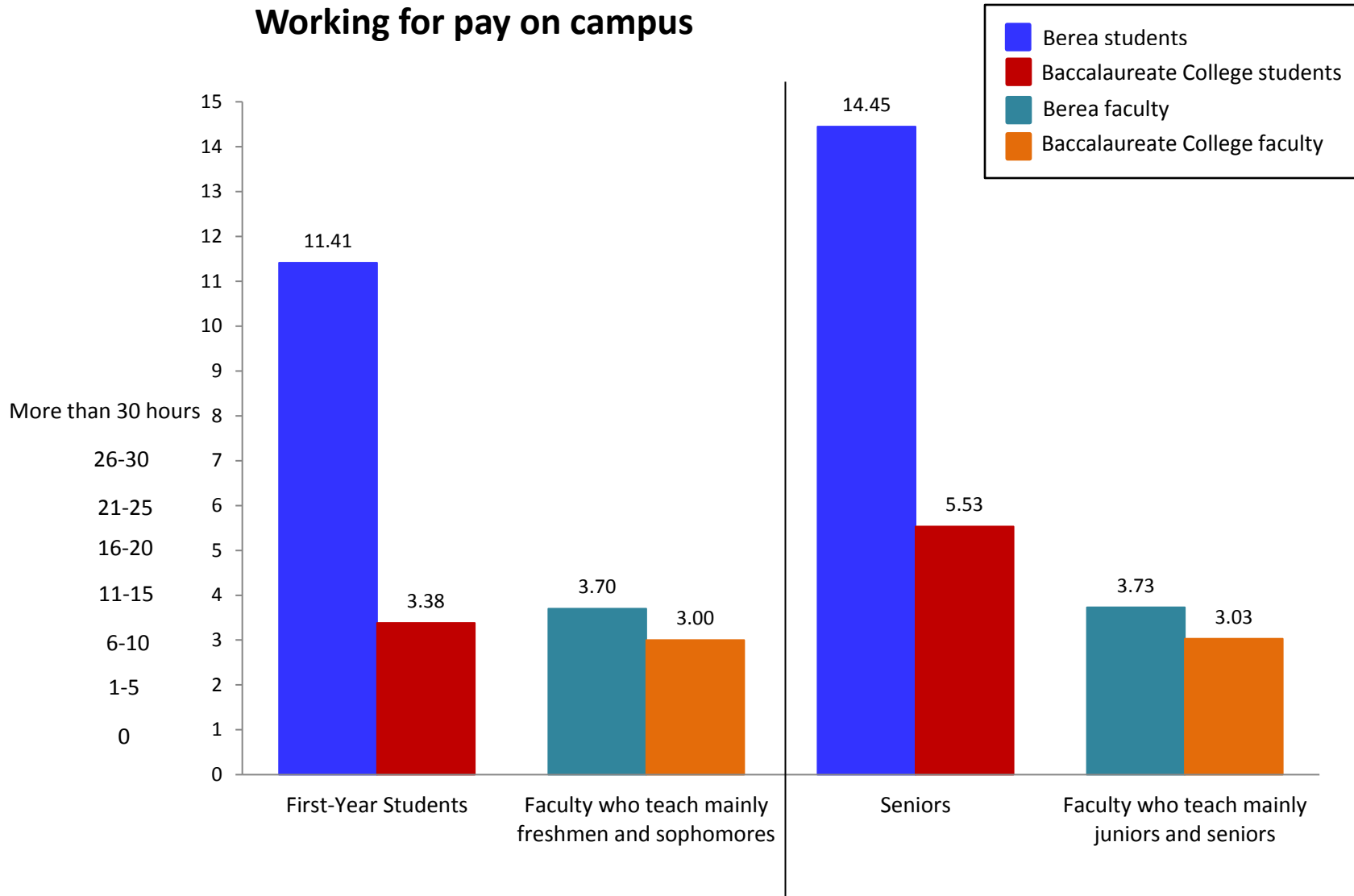
## Response Rates:

Spring 2014 Students	60%
Faculty	56%

FSSE: About how many hours do you think the typical student in your selected course section spends ...?

NSSE: About how many hours do you spend in a typical 7-day week ...?

### Working for pay on campus



Response Rates:

Faculty: 56%

First-Year Students: 53%; Seniors: 69%

# Noel-Levitz Student Satisfaction Inventory (SSI) and Berea-Specific Student Satisfaction Survey

All Students



[Click to see survey instruments](#)

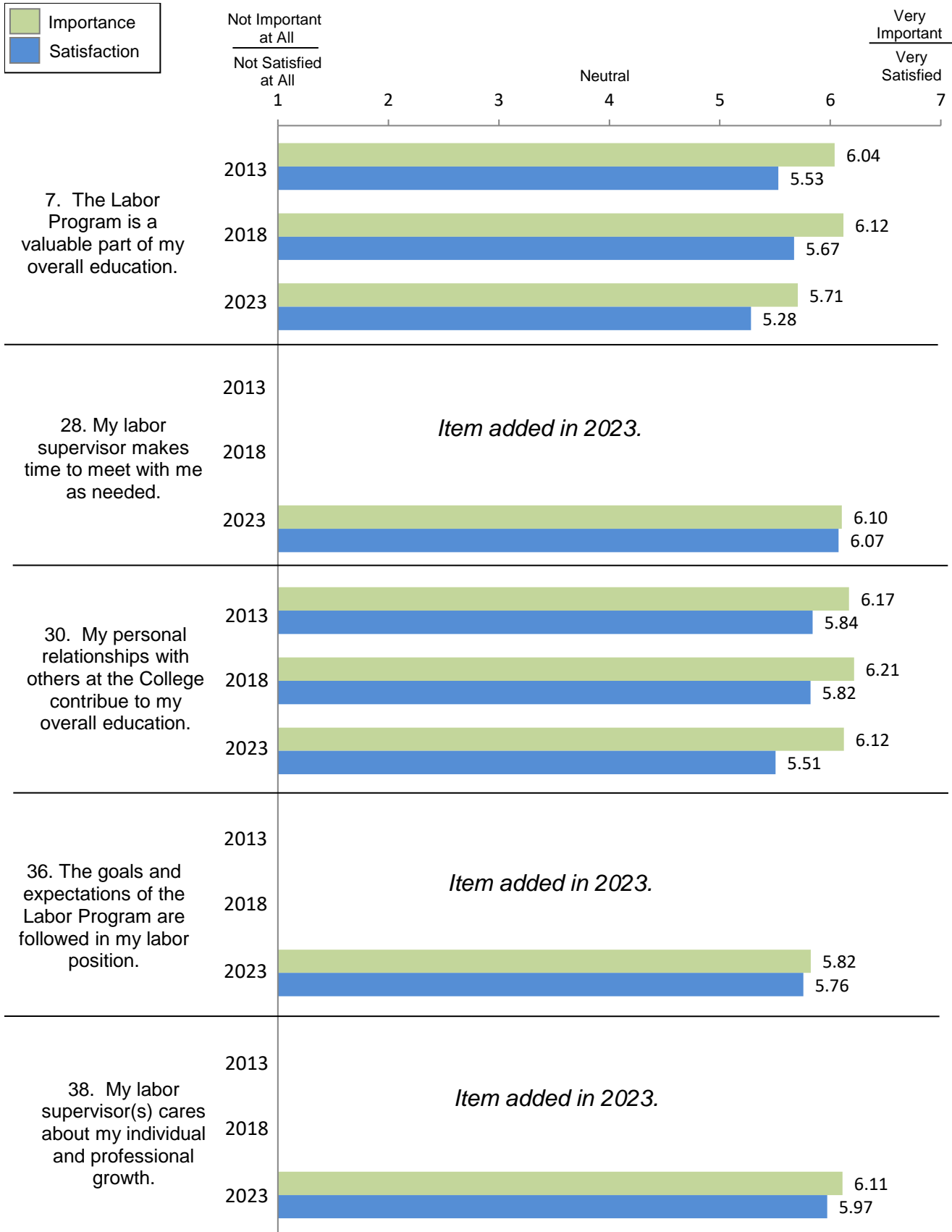
## Response Rates:

1998	81%	2013	90%
2003	84%	2018	89%
2008	54%	2023	National: 51% Berea-Specific: 32%



**All Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 1 of 2**

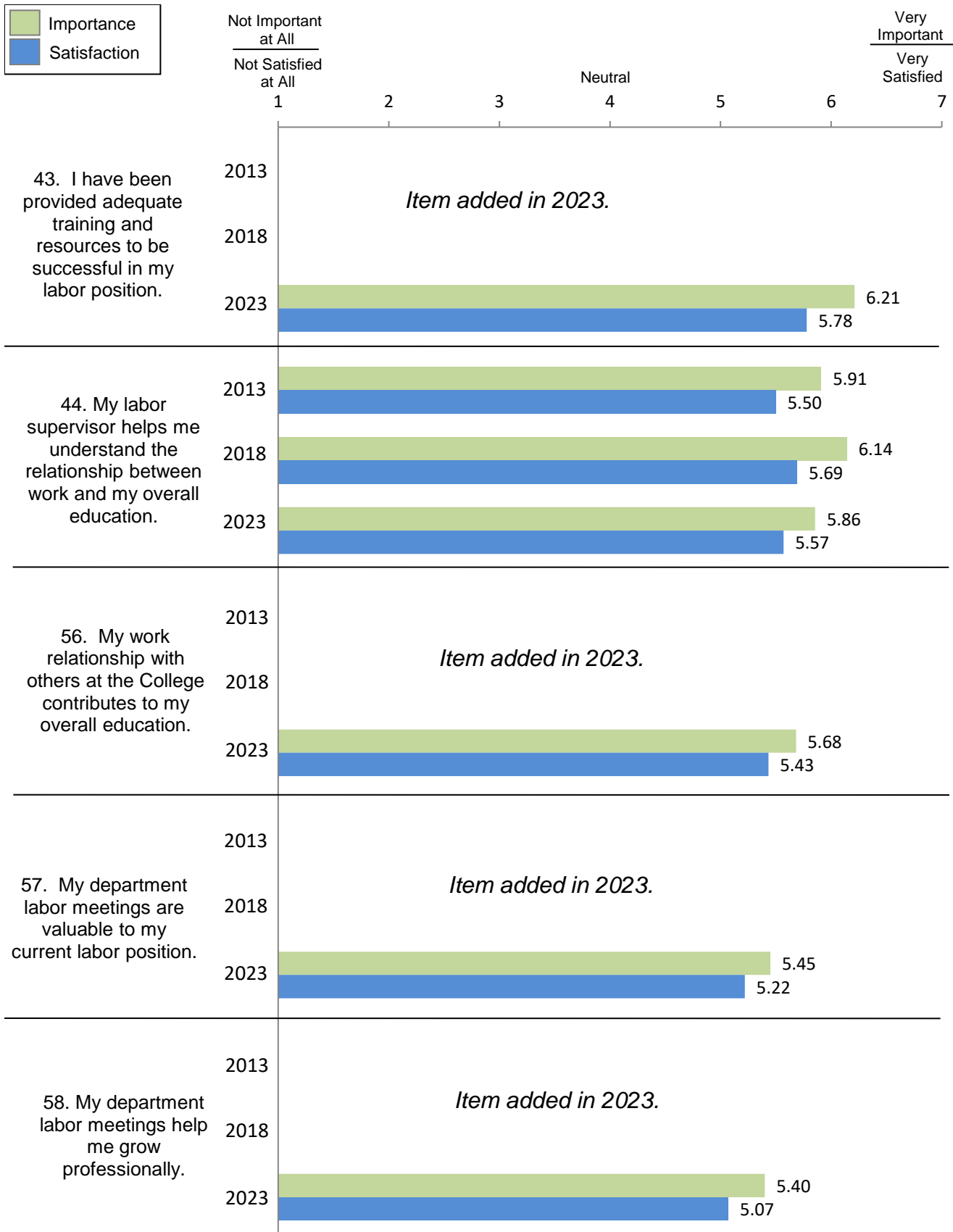
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**All Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 2 of 2**

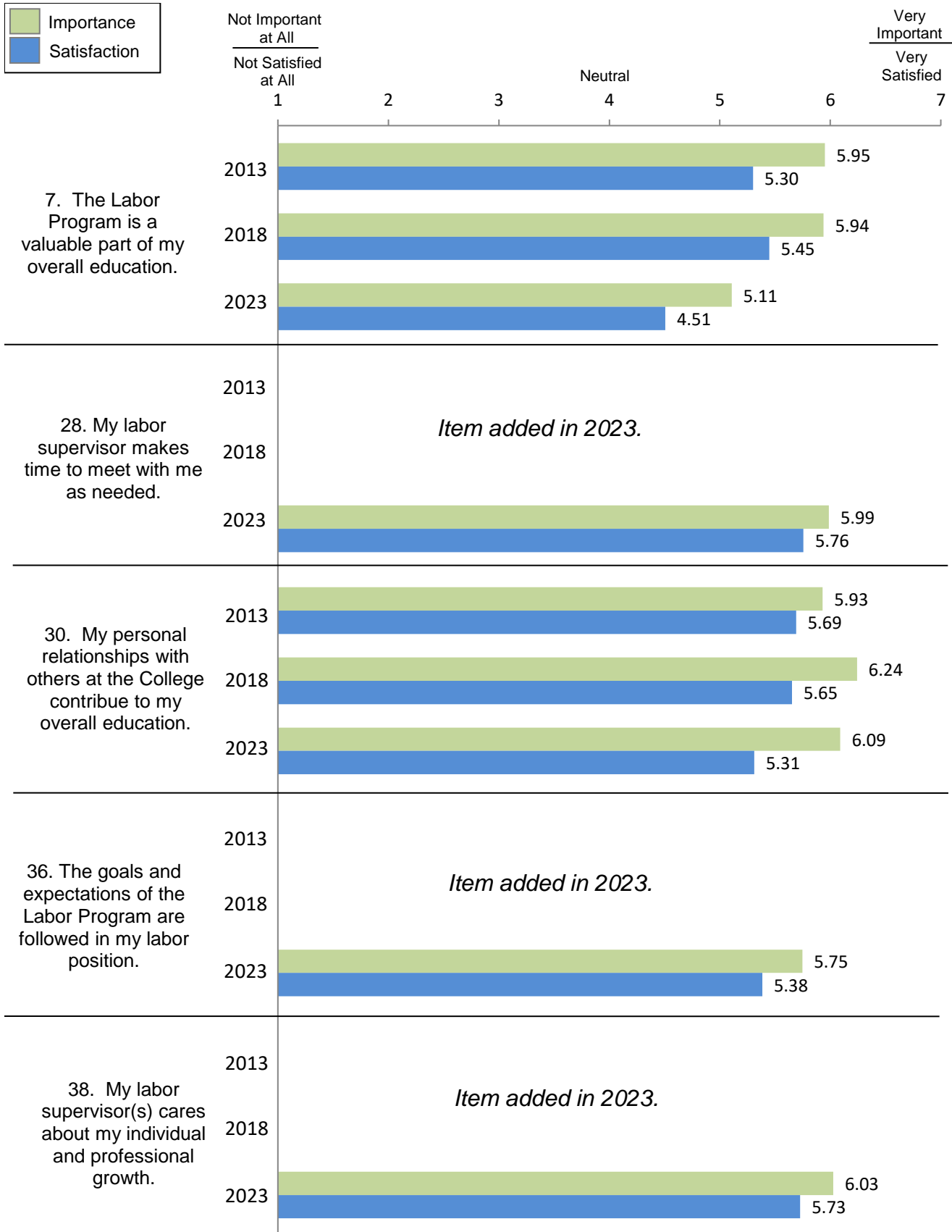
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**African-American Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 1 of 2**

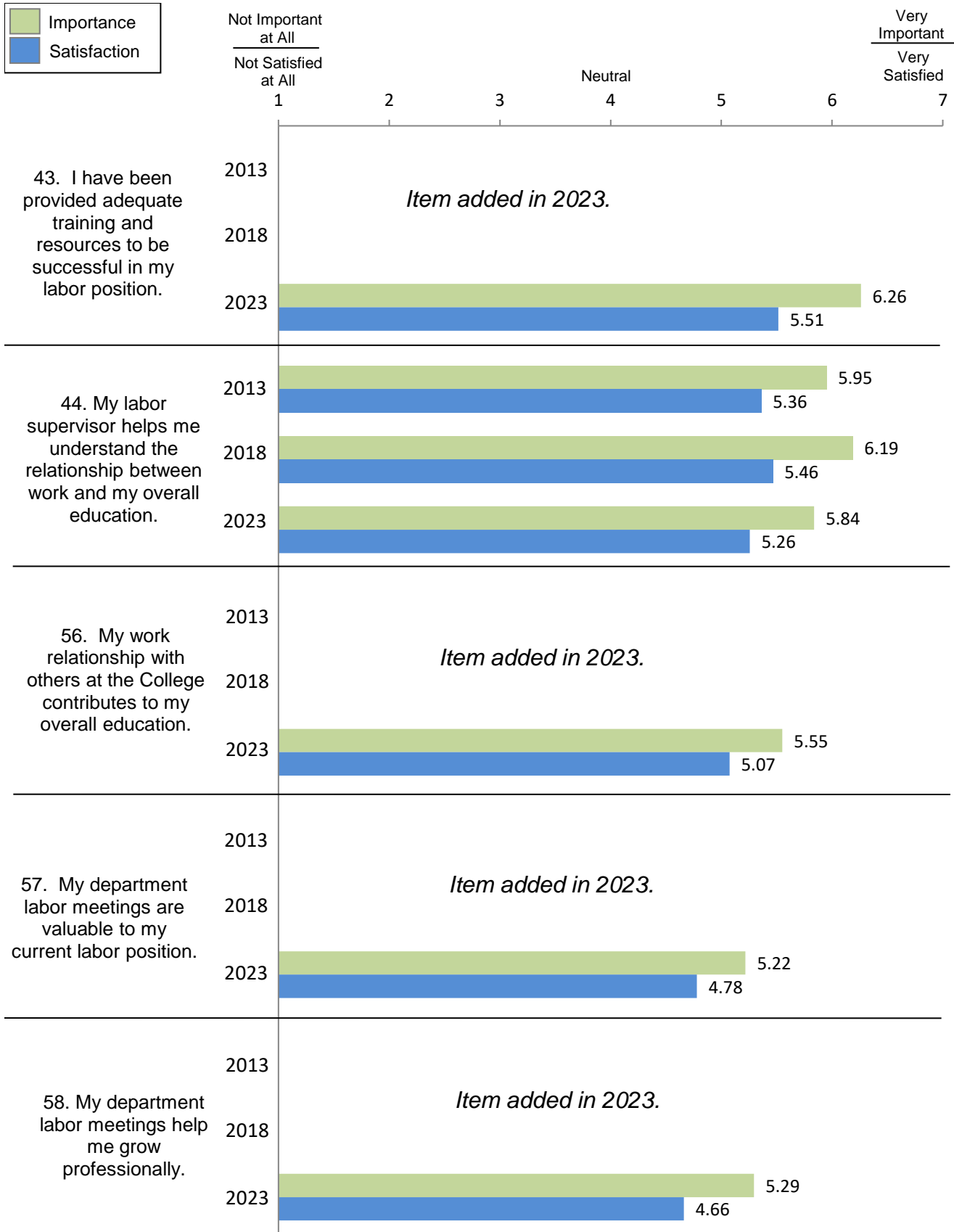
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**African-American Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 2 of 2**

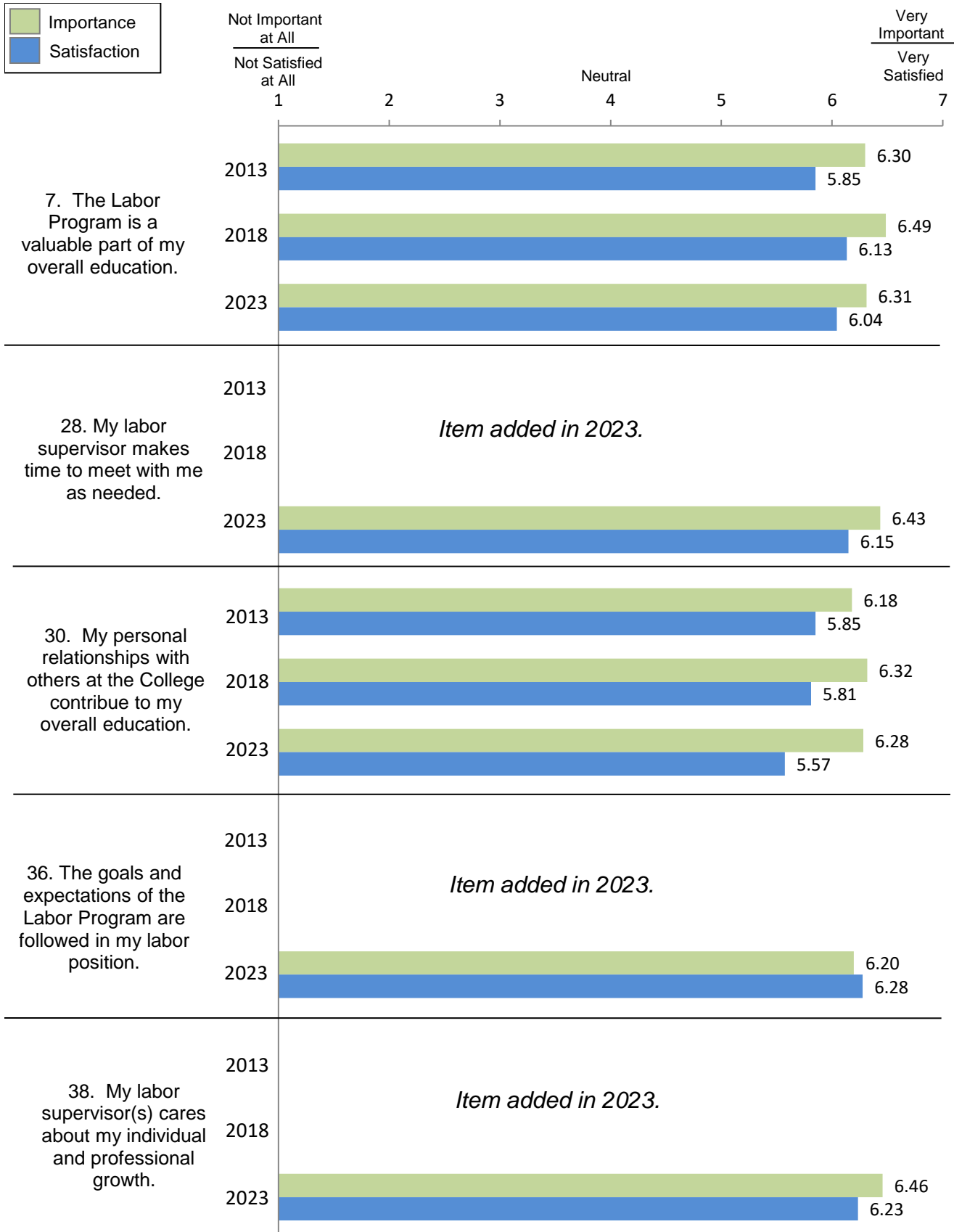
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**International Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 1 of 2**

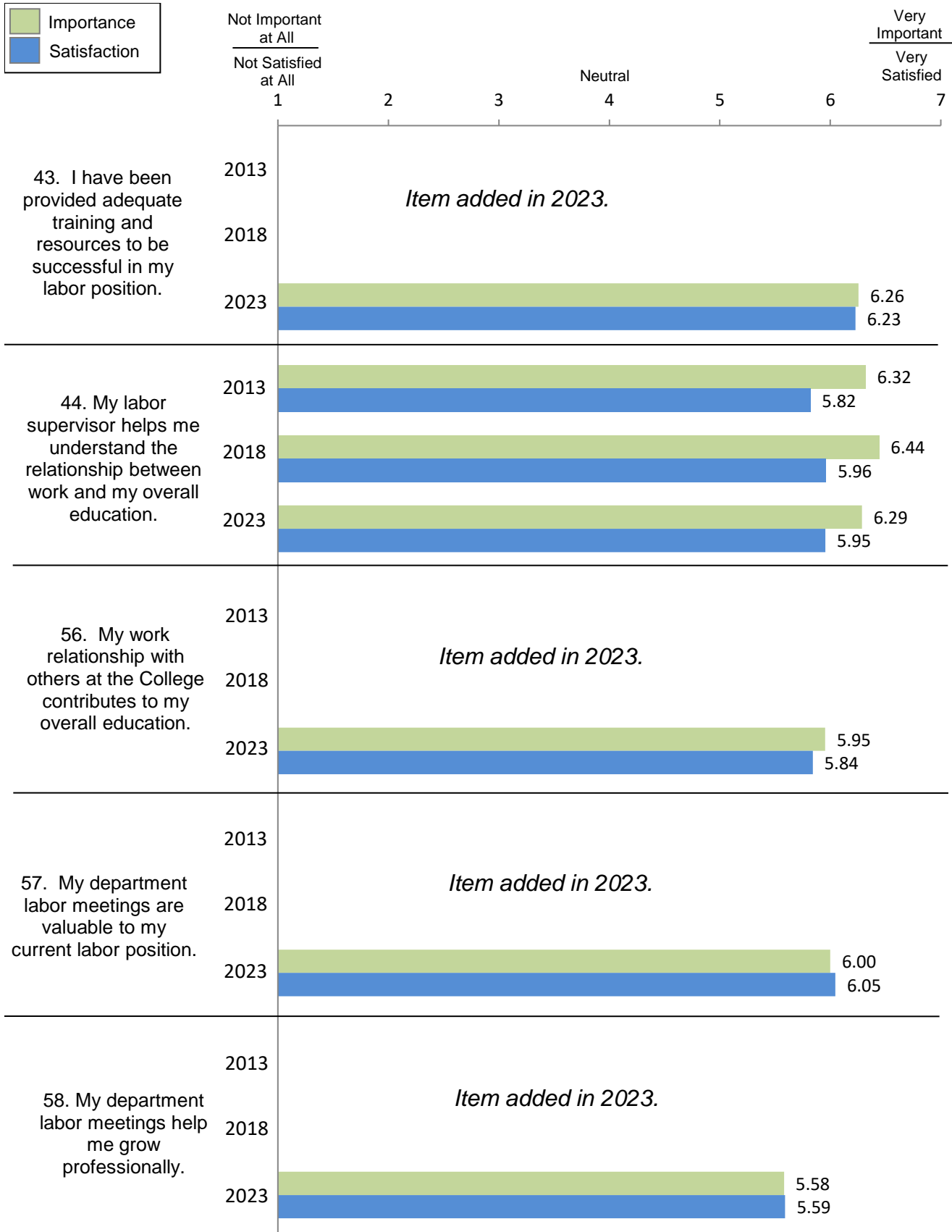
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**International Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 2 of 2**

Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

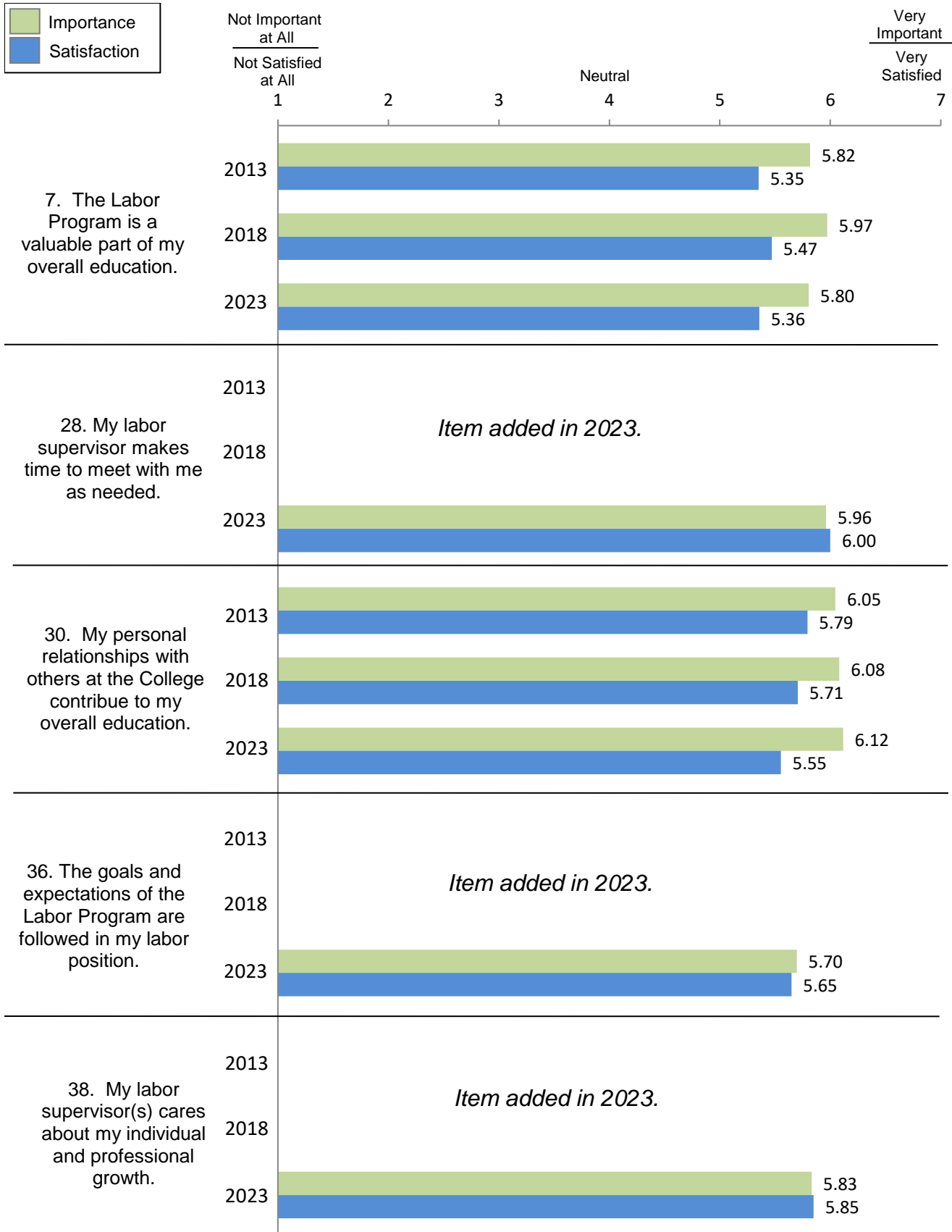
**Male Students**

**Importance and Satisfaction Ratings within Item Group:**

Berea-Specific Satisfaction Survey

**Labor Program**

**Graph 1 of 2**



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

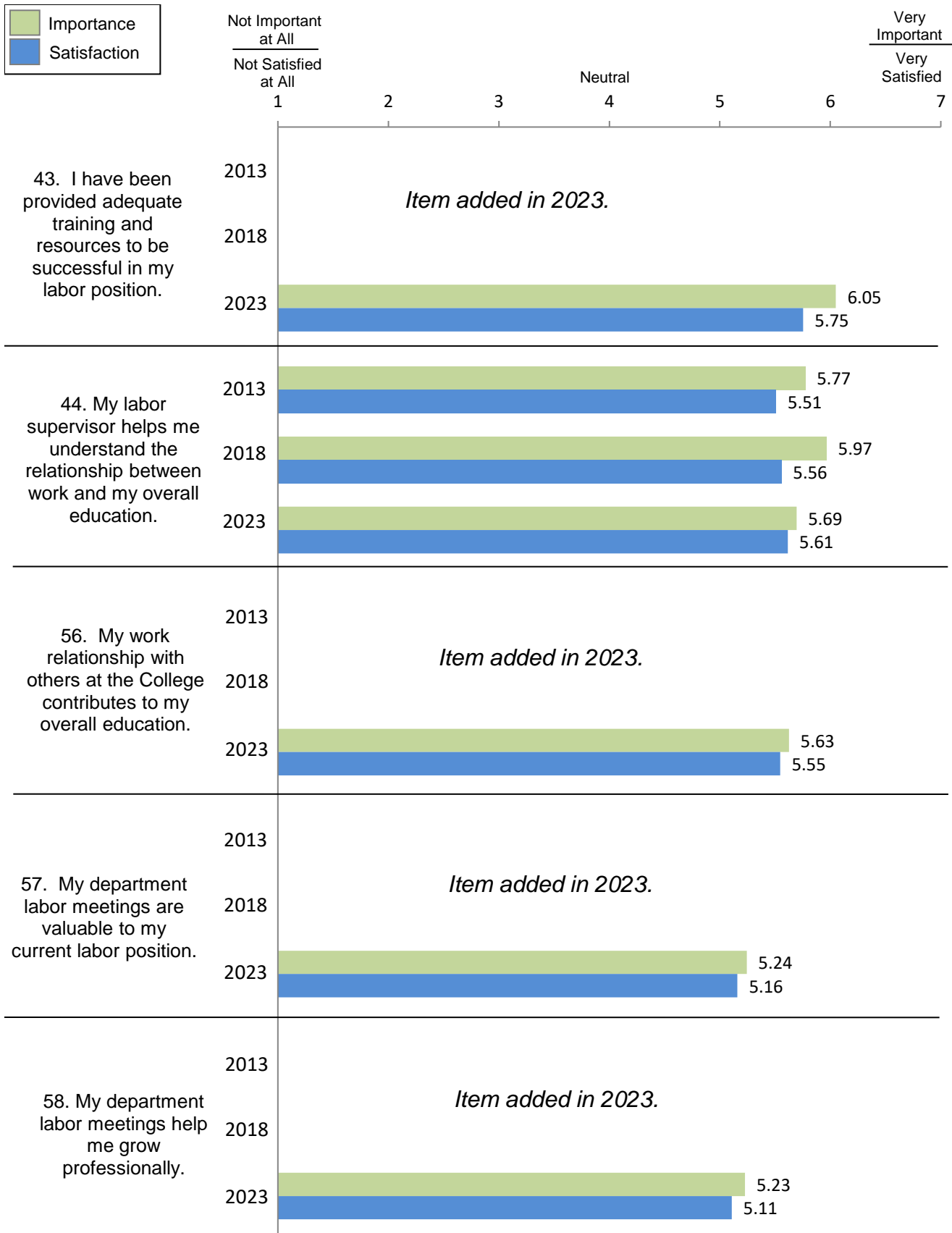
**Male Students**

**Importance and Satisfaction Ratings within Item Group:**

Berea-Specific  
Satisfaction Survey

**Labor Program**

**Graph 2 of 2**

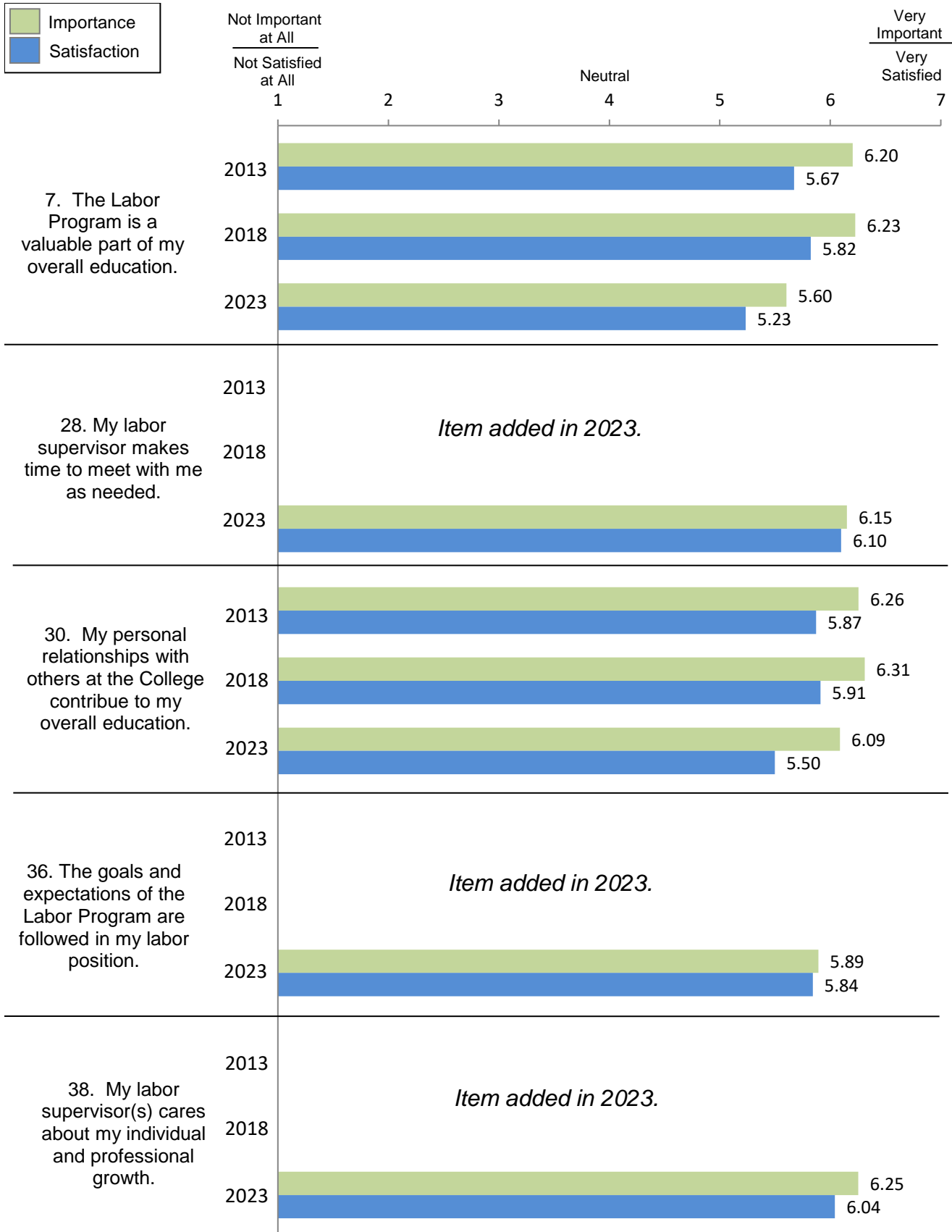


Response Rates: 2013: 90%; 2018: 89%; 2023: 32%



**Female Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 1 of 2**

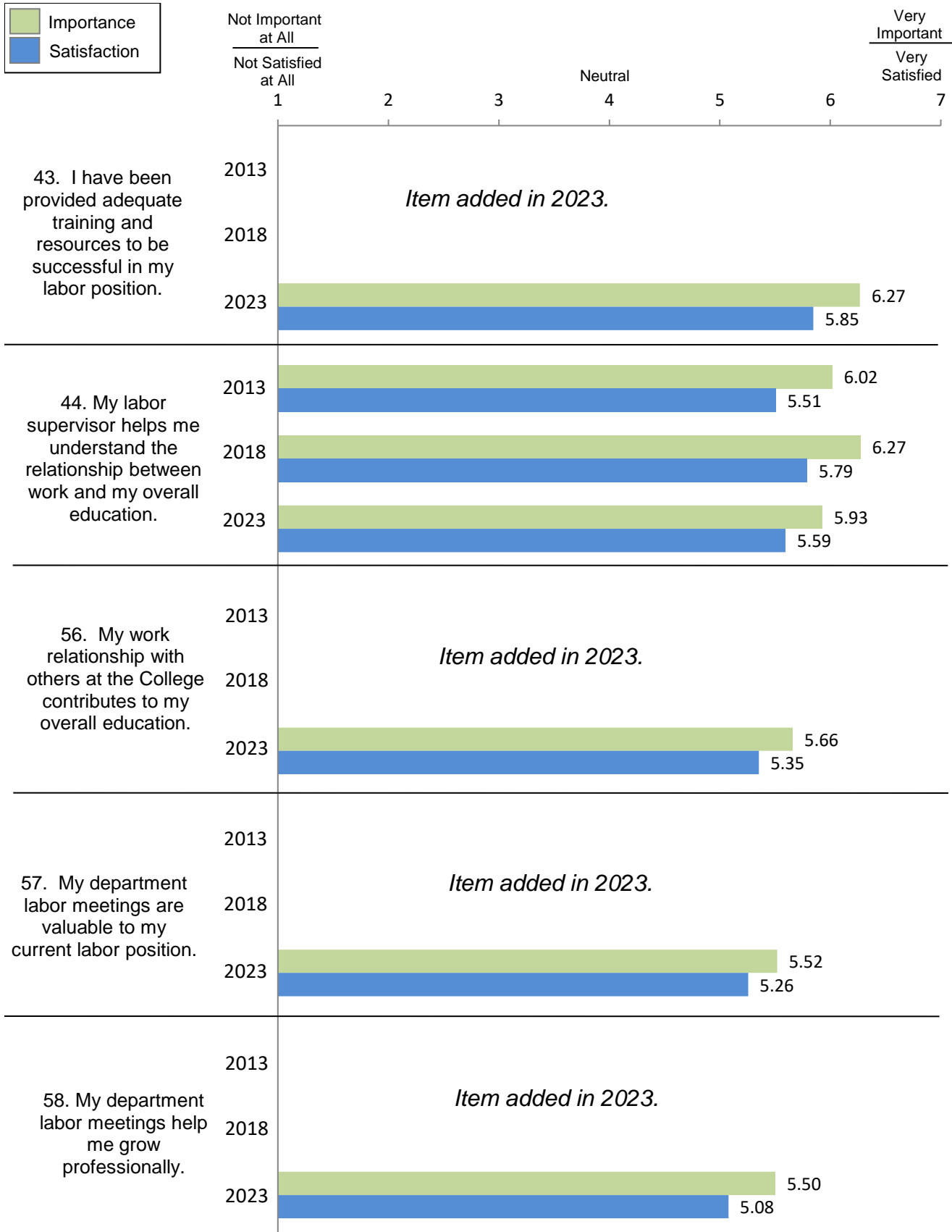
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**Female Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**  
**Graph 2 of 2**

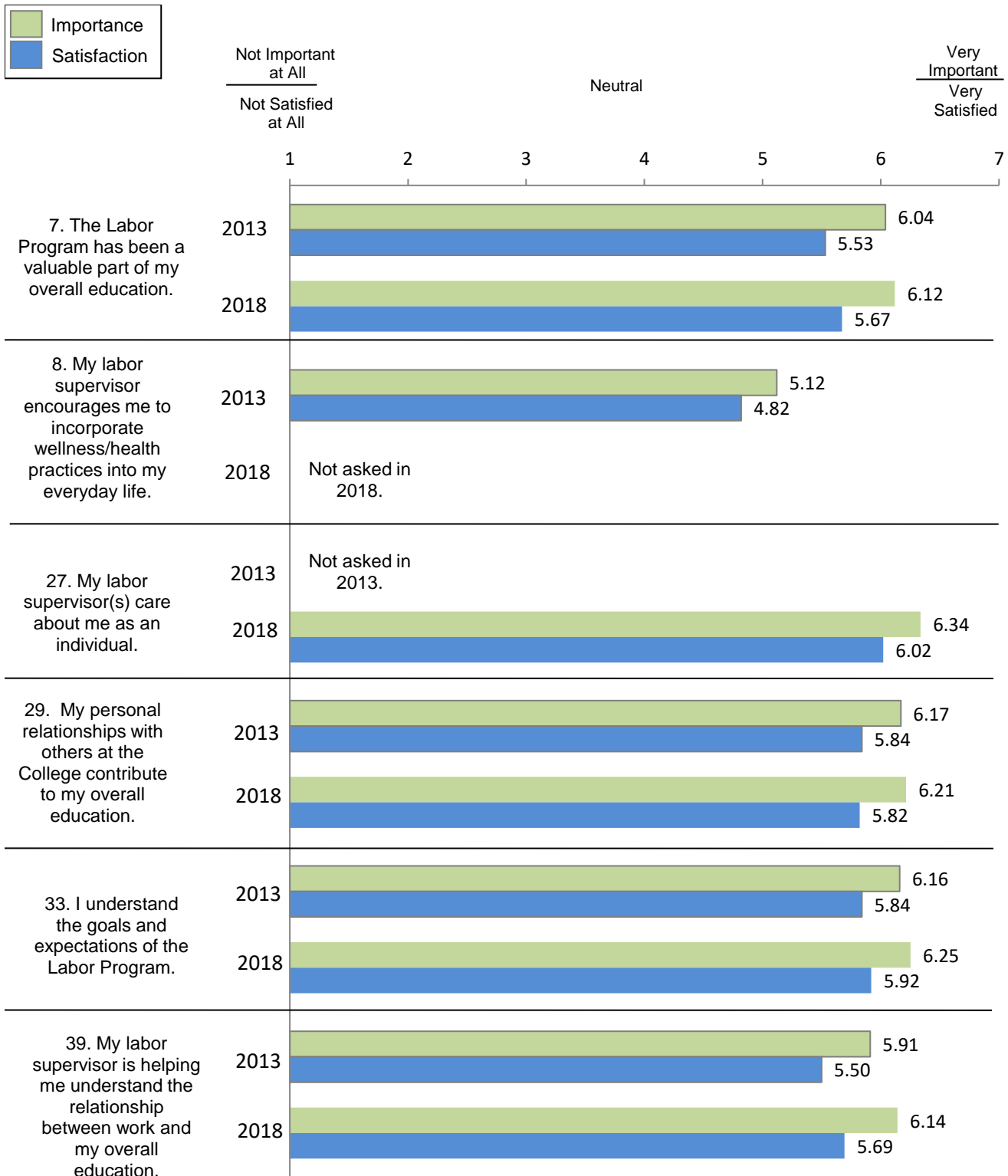
Berea-Specific  
Satisfaction Survey



Response Rates: 2013: 90%; 2018: 89%; 2023: 32%

**All Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**

Berea-Specific  
Satisfaction Survey

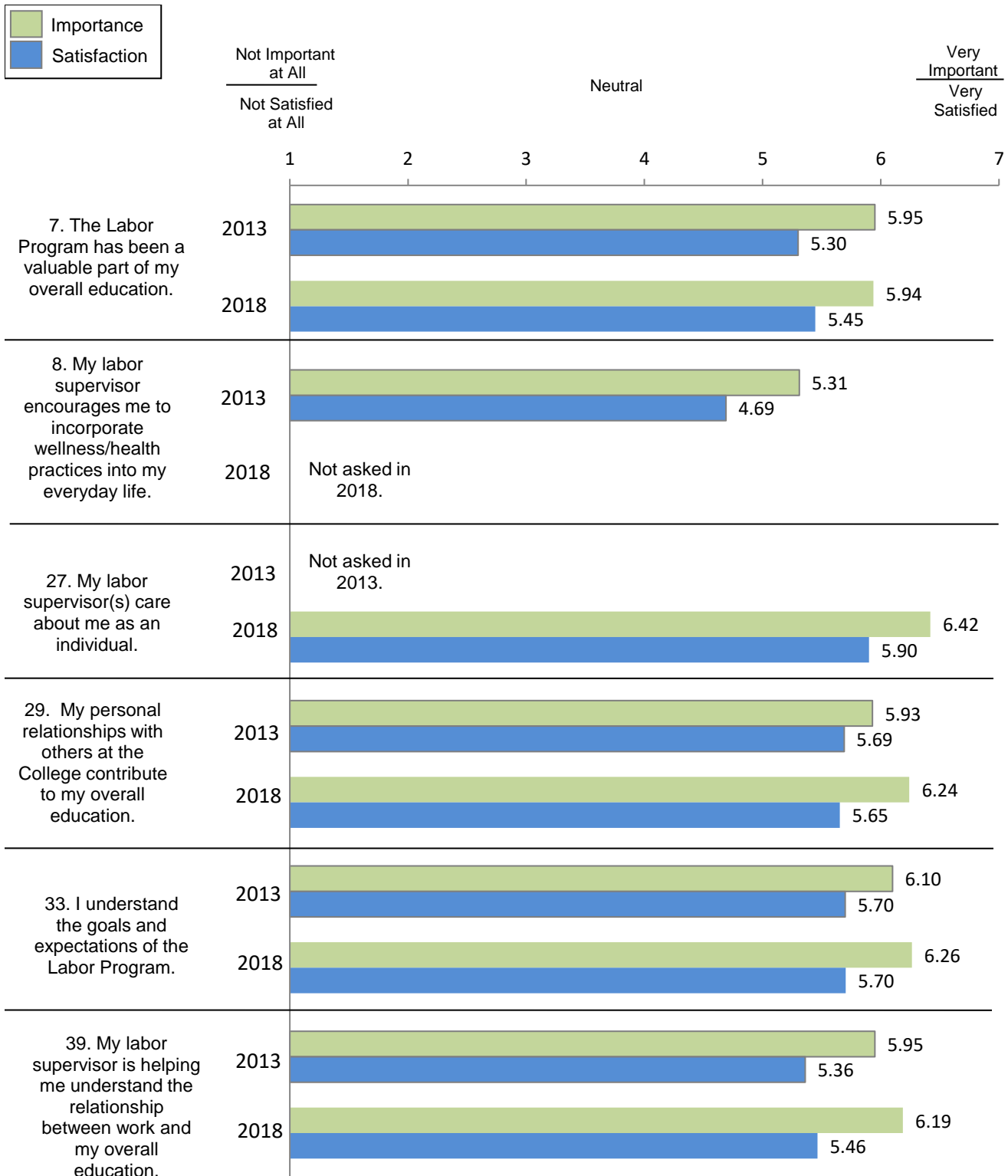


Response Rates:  
2013: 90%  
2018: 89%

NOTE: Most questions added in 2013.

**African-American Students**  
**Importance and Satisfaction Ratings within Item Group:**  
***Labor Program***

Berea-Specific  
Satisfaction Survey

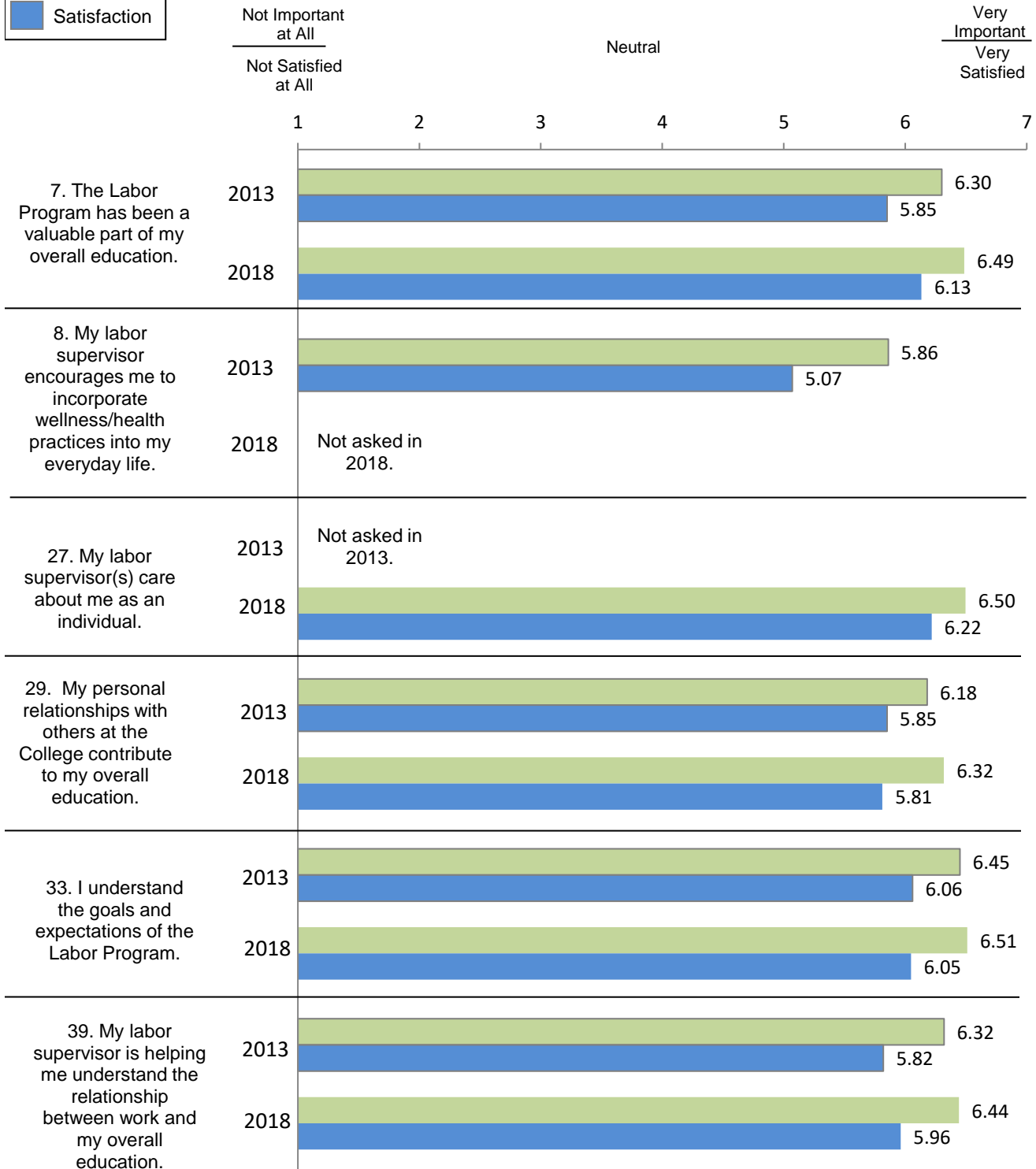
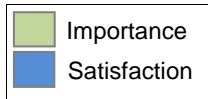


NOTE: Most questions added in 2013.

Response Rates:  
2013: 90%  
2018: 89%

**International Students**  
**Importance and Satisfaction Ratings within Item Group:**  
***Labor Program***

Berea-Specific  
Satisfaction Survey

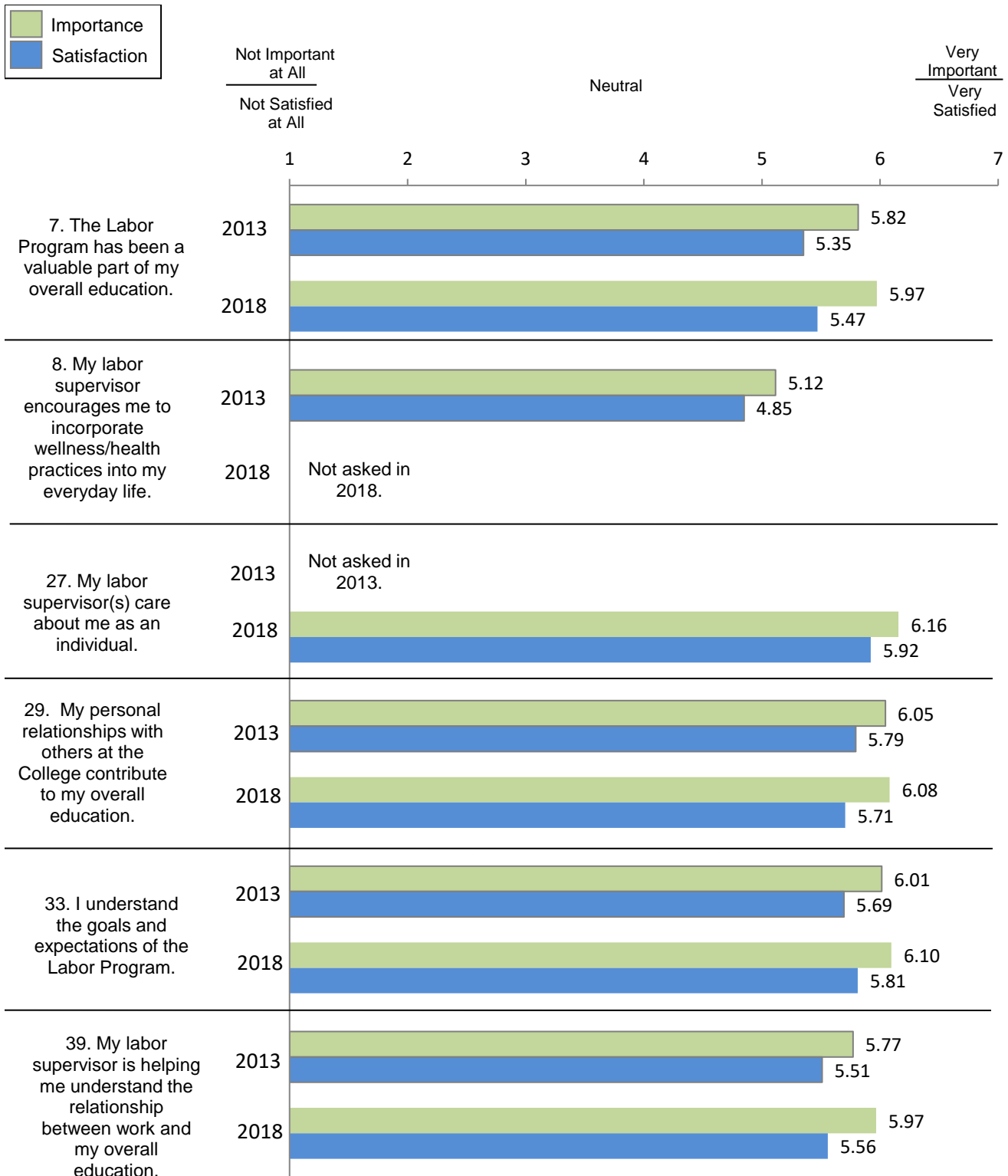


Response Rates:  
2013: 90%  
2018: 89%

NOTE: Most questions added in 2013.

**Male Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**

Berea-Specific  
Satisfaction Survey

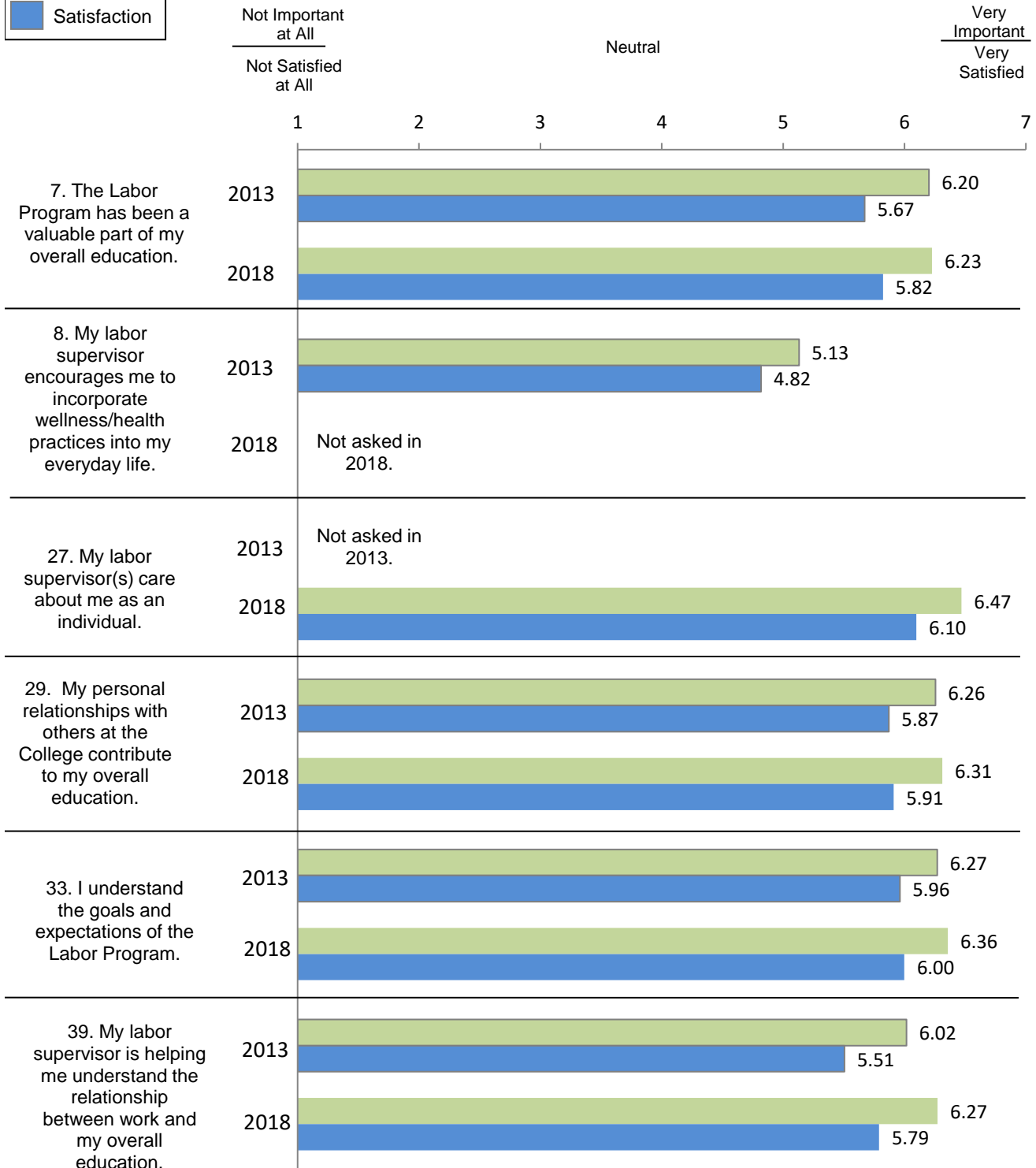
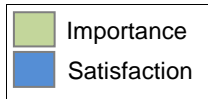


Response Rates:  
2013: 90%  
2018: 89%

NOTE: Most questions added in 2013.

**Female Students**  
**Importance and Satisfaction Ratings within Item Group:**  
**Labor Program**

Berea-Specific  
Satisfaction Survey



Response Rates:  
2013: 90%  
2018: 89%

NOTE: Most questions added in 2013.

# Berea-Specific Graduating Seniors Survey



[Choose to see survey instruments](#)

## Response Rates:

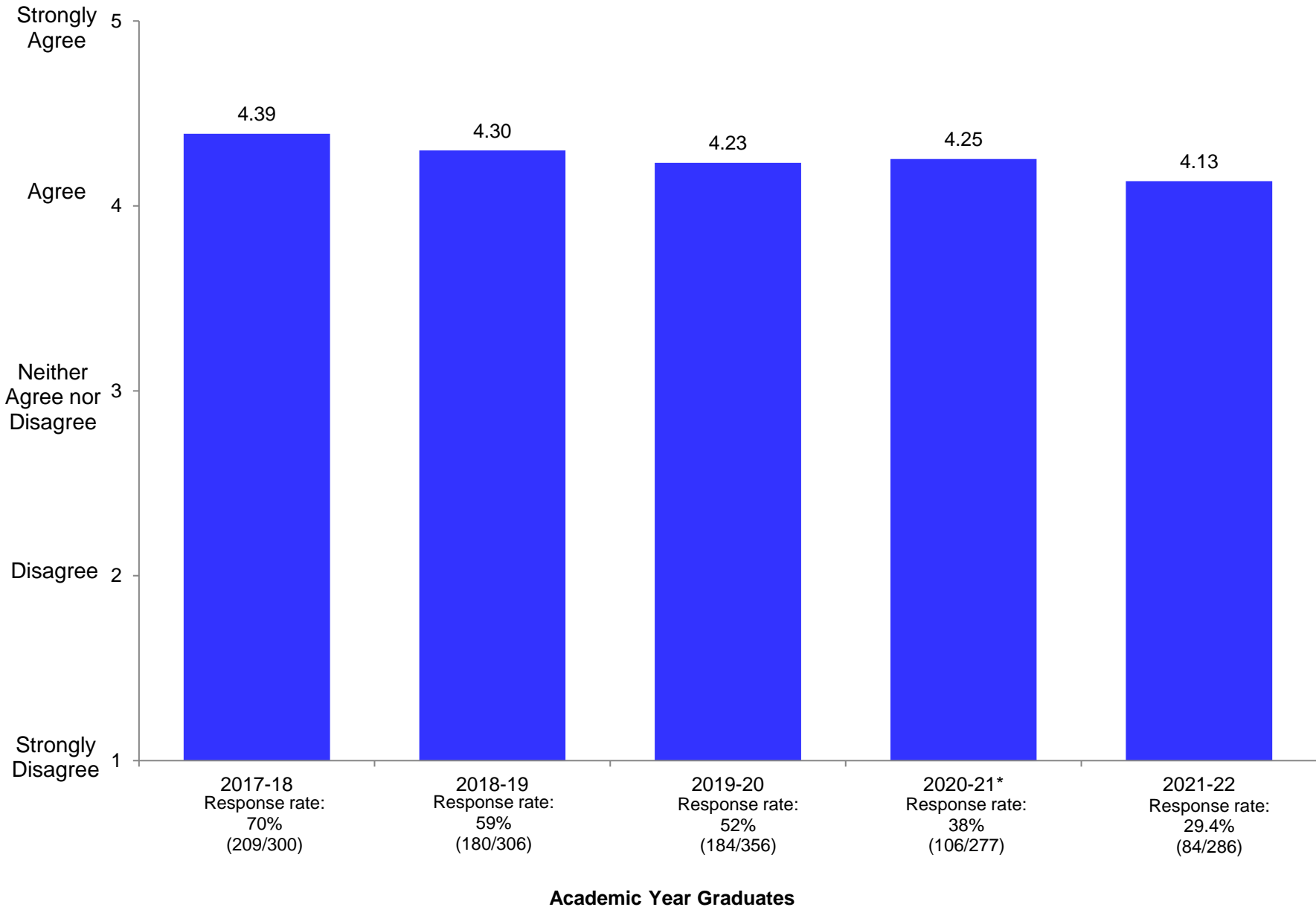
2002-03: 74%	2003-04: 72%	2004-05: 82%
2005-06: 74%	2006-07: 82%	2007-08: 82%
2008-09: 82%	2009-10: 60%	2010-11: 70%
2011-12: 74%	2012-13: 56%	2013-14: 83%
2014-15: 79%	2015-16: 82%	2016-17: 80%
2017-18: 70%	2018-19: 59%	2019-20: 52%
2020-21: 38%		

NOTE: In 2002-03 through 2011-12, we used the ACT College Outcomes Survey (ACT is no longer offering this service).

Because of the COVID-19 Pandemic, Berea College looked very different in academic year 2020-21. Students were given the option to return in person (with restrictions) or take classes online. No in-person graduation ceremonies were held. The survey was administered in electronic format only.

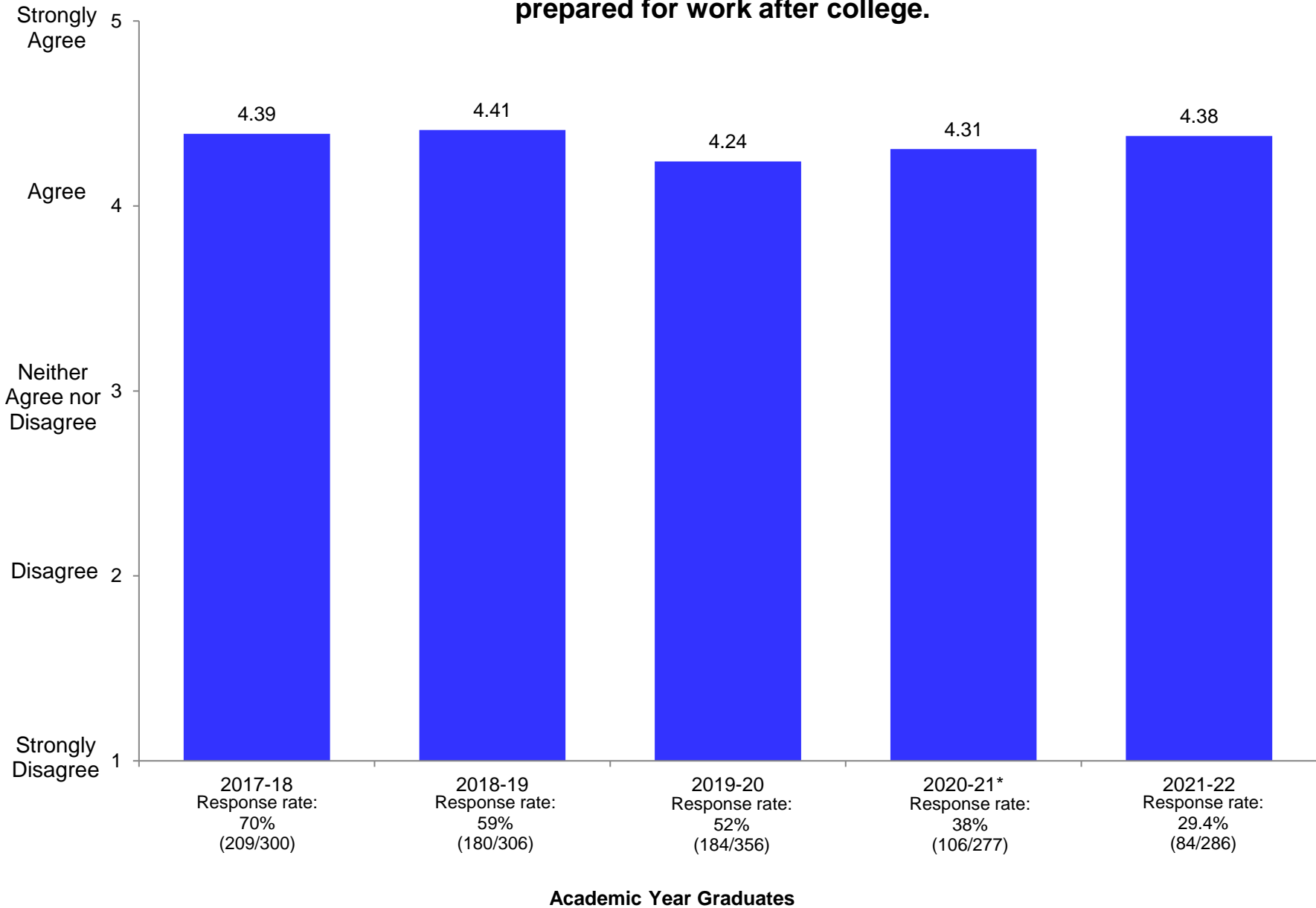


### Having a job in the Work Program helped to reduce my college costs



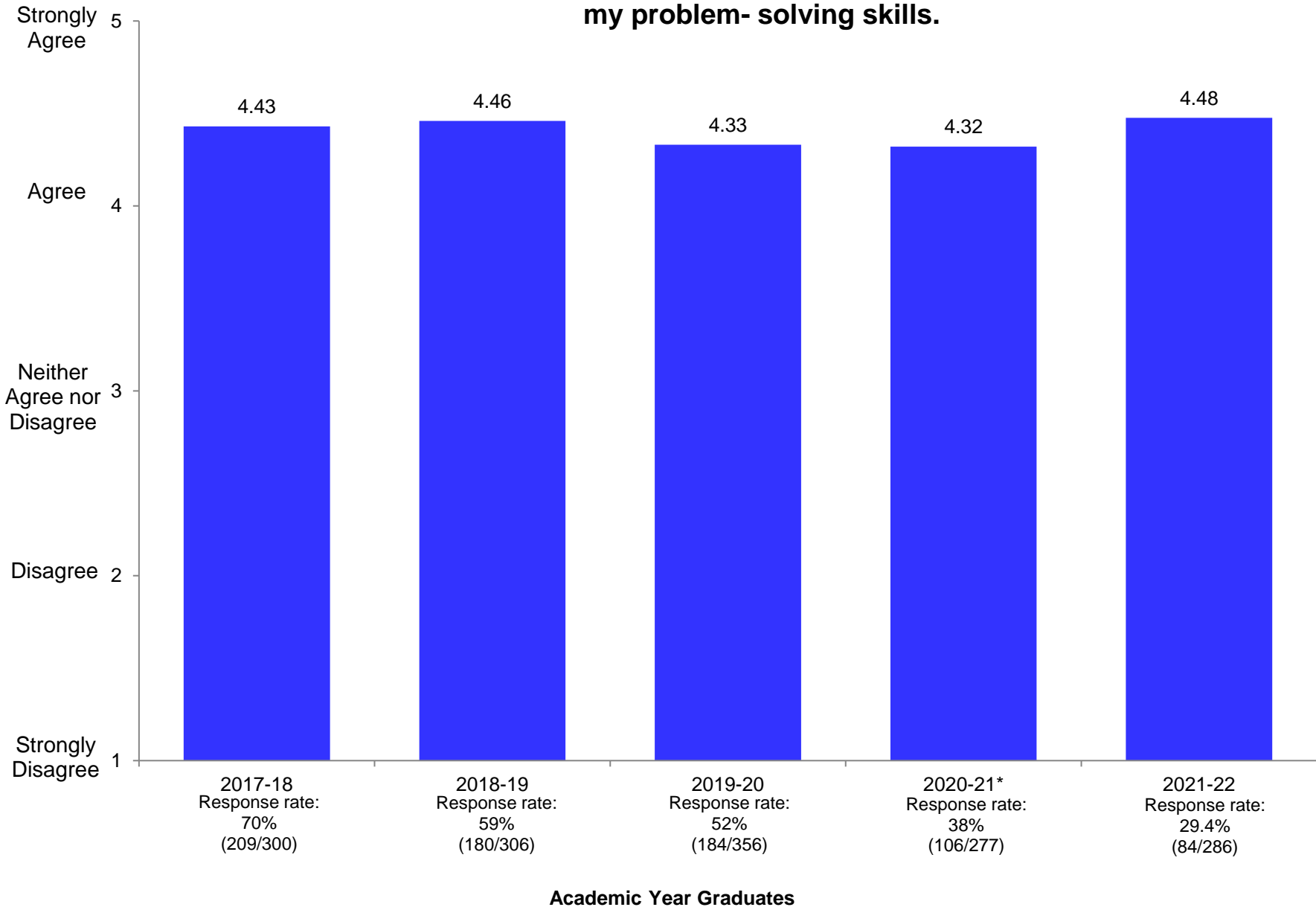
\*Due to the COVID-19 Pandemic, survey was administered online.

### My Work Program experience helped me feel better prepared for work after college.

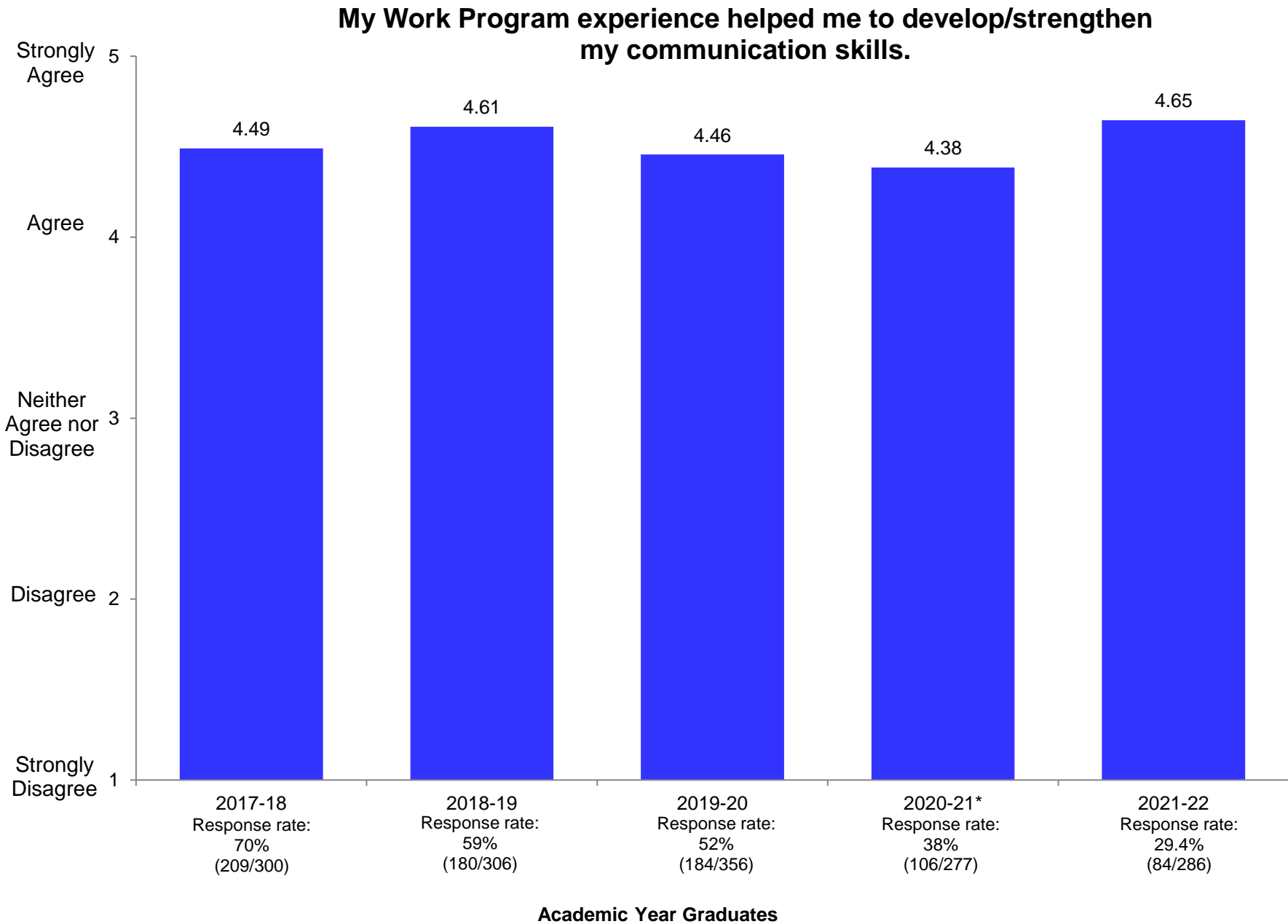


\*Due to the COVID-19 Pandemic, survey was administered online.

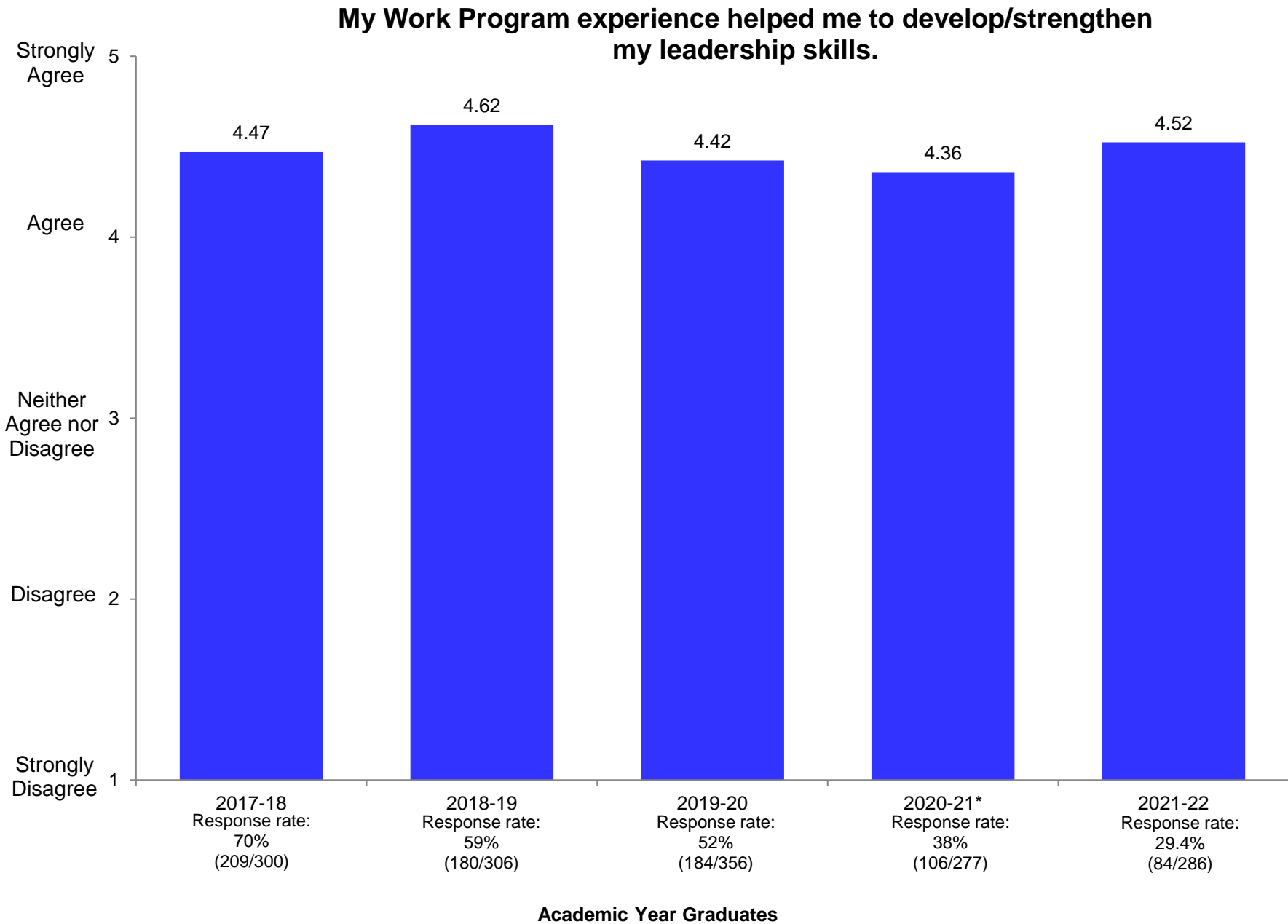
**My Work Program experience helped me to develop/strengthen my problem-solving skills.**



\*Due to the COVID-19 Pandemic, survey was administered online.

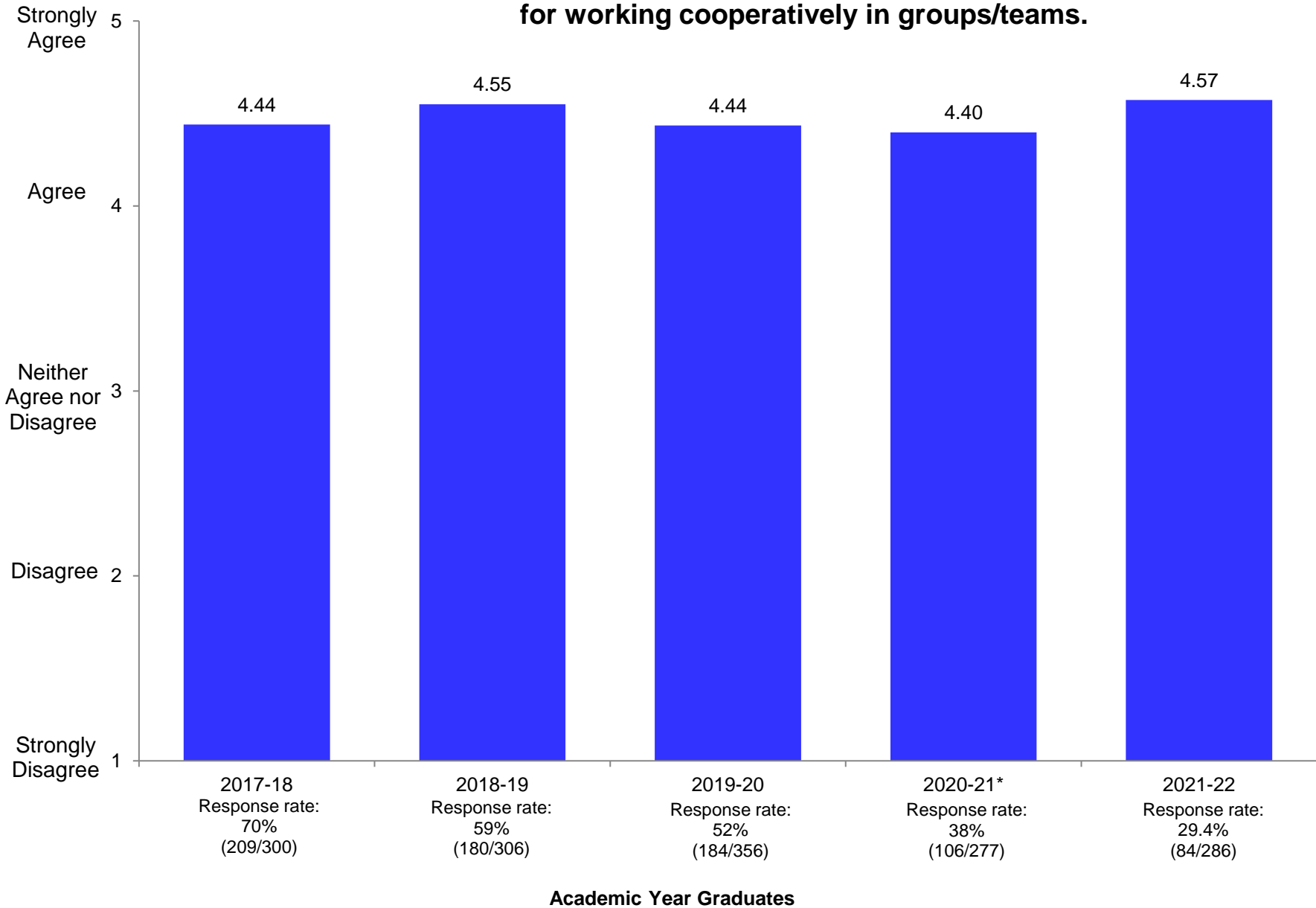


\*Due to the COVID-19 Pandemic, survey was administered online.



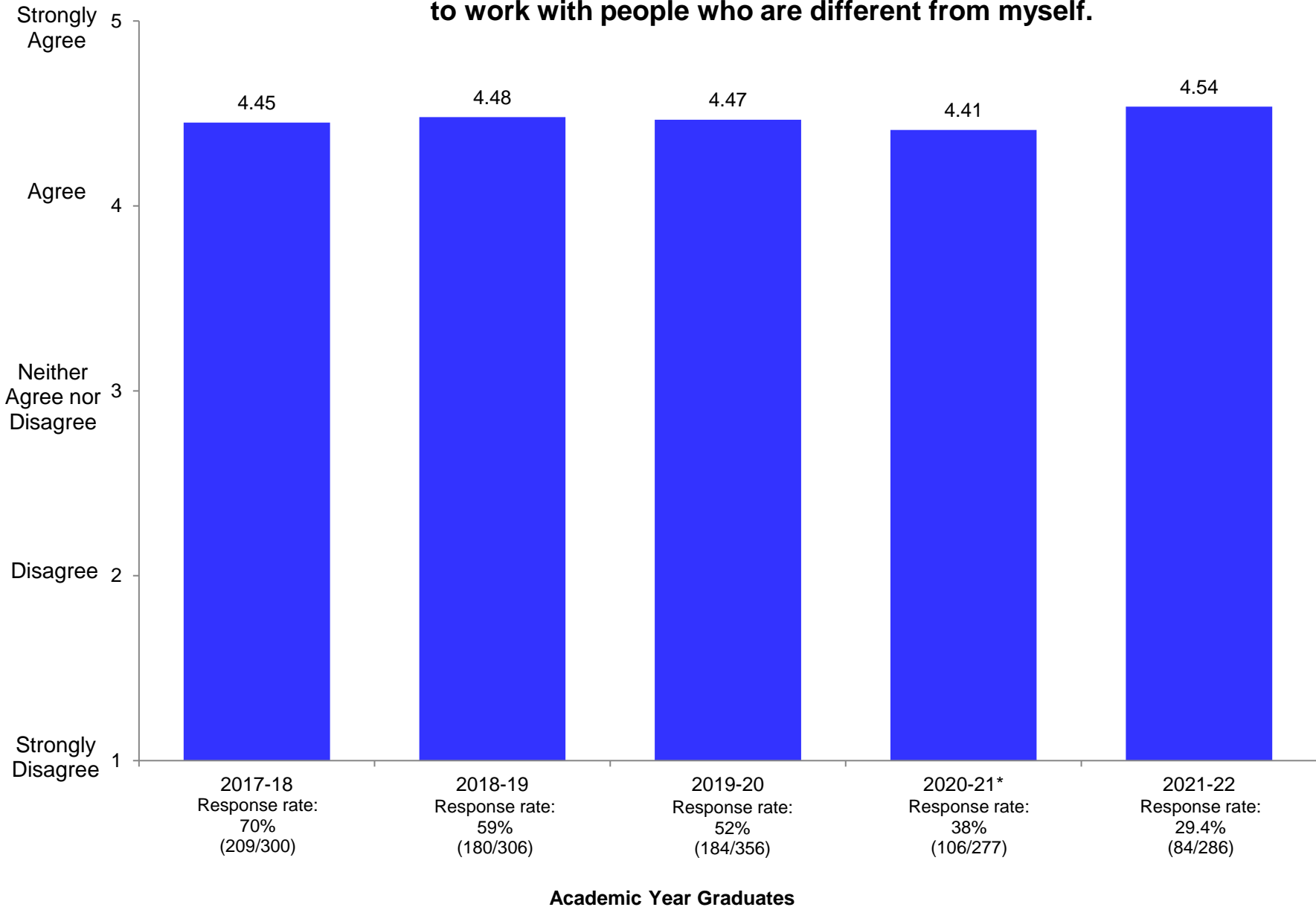
\*Due to the COVID-19 Pandemic, survey was administered online.

**My Work Program experience helped me to develop/strengthen skills  
for working cooperatively in groups/teams.**

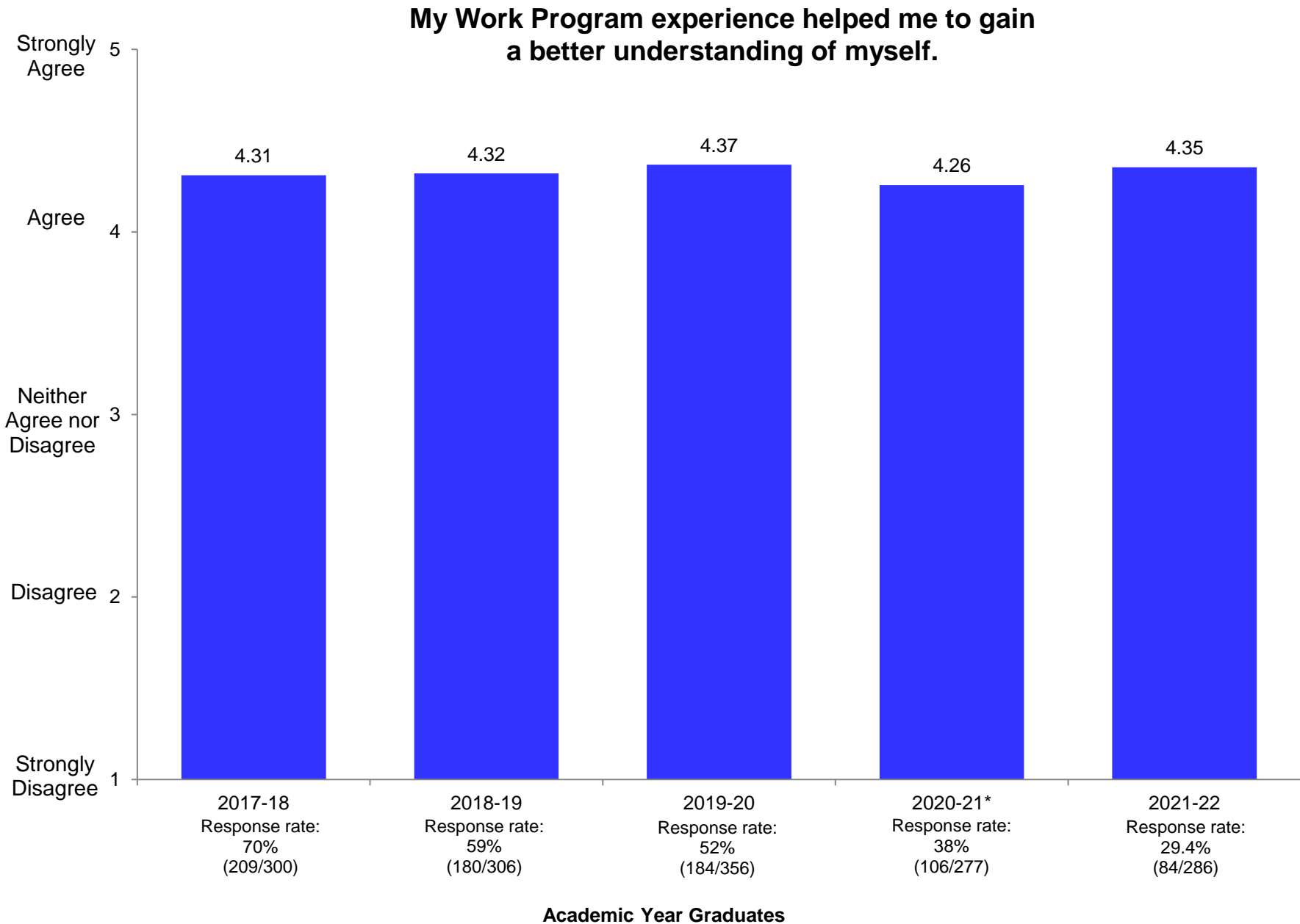


\*Due to the COVID-19 Pandemic, survey was administered online.

**My Work Program experience helped me to develop/strengthen my ability to work with people who are different from myself.**



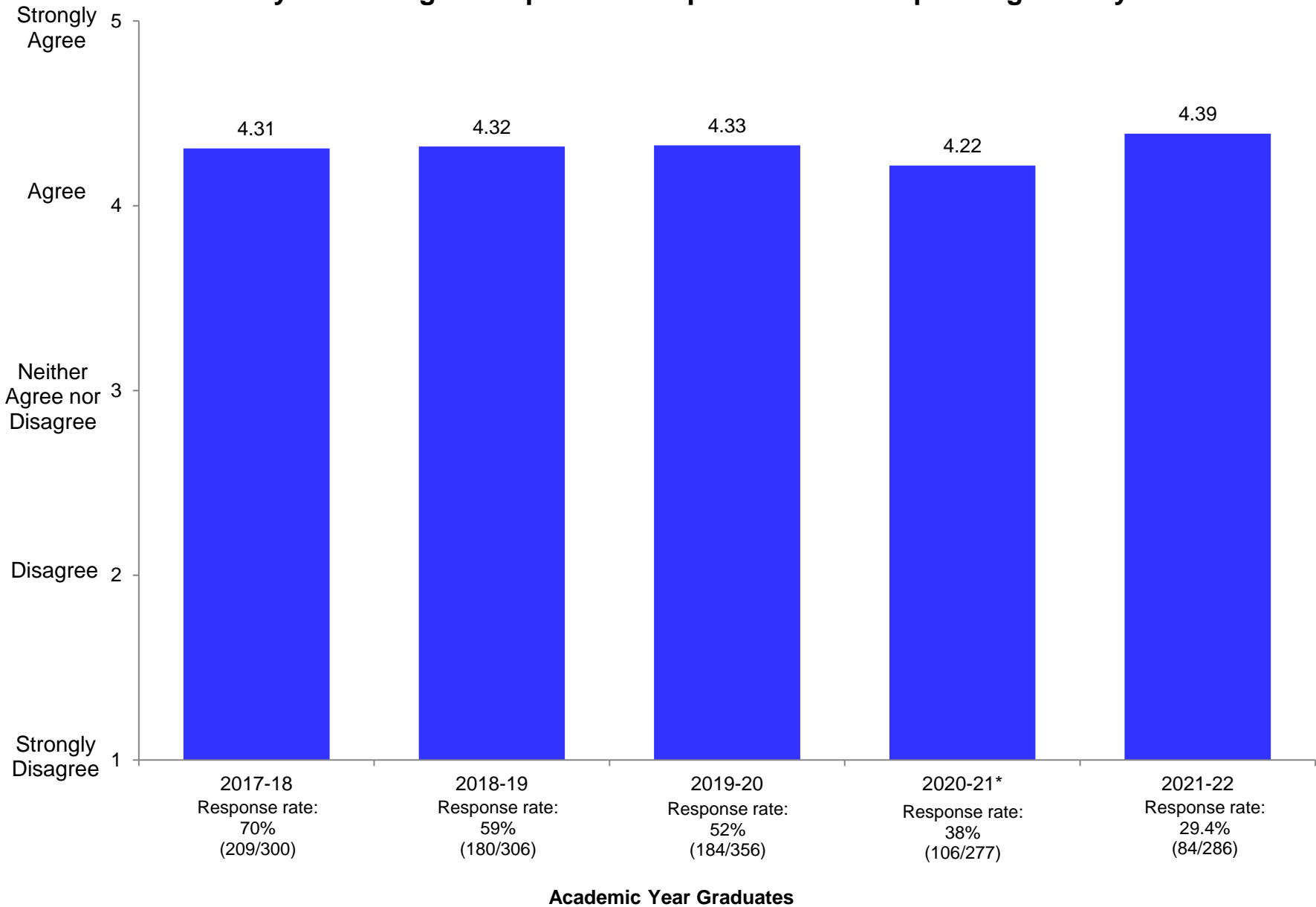
\*Due to the COVID-19 Pandemic, survey was administered online.



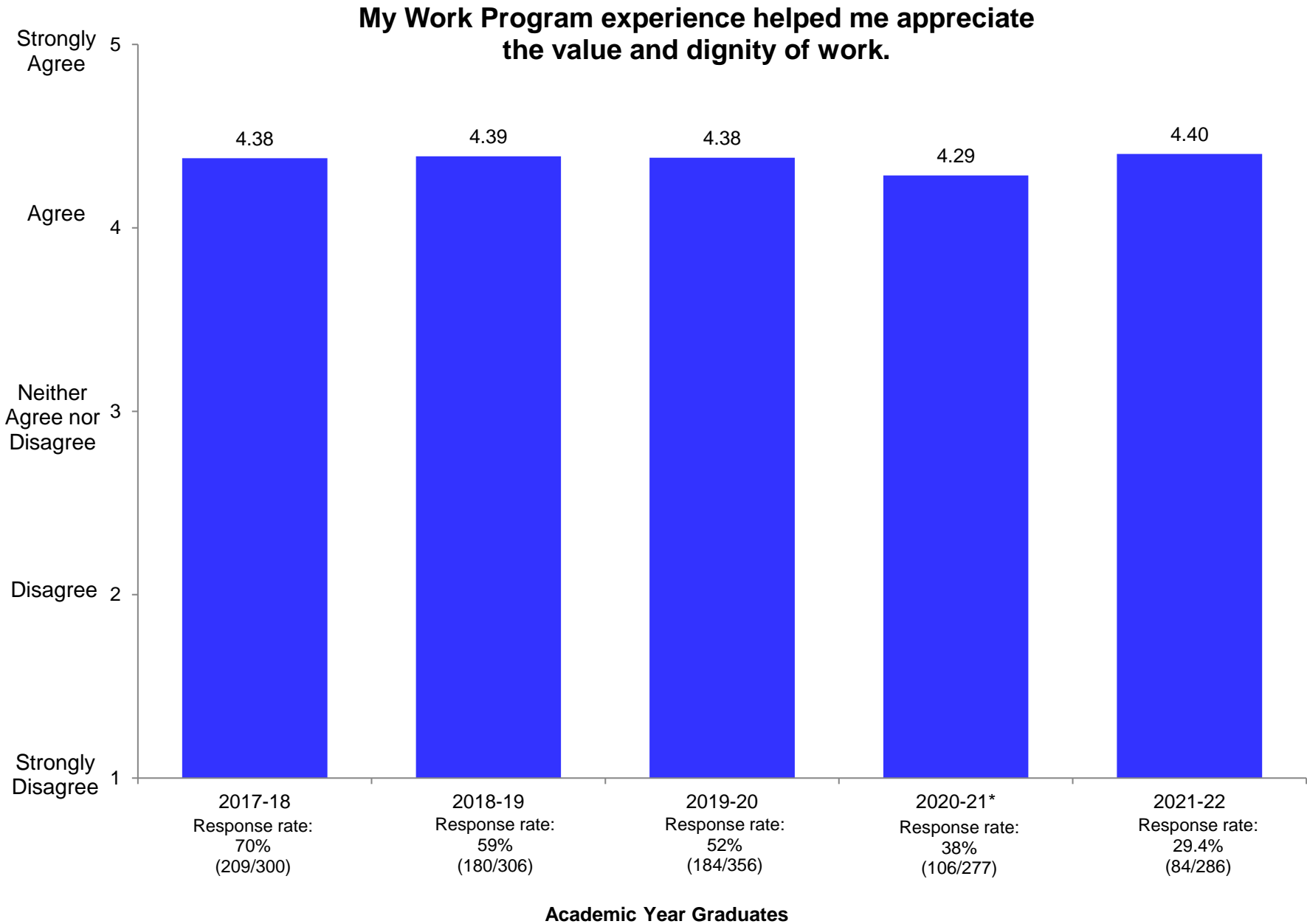
\*Due to the COVID-19 Pandemic, survey was administered online.



**My Work Program experience helped me to develop/strengthen my work ethic.**



\*Due to the COVID-19 Pandemic, survey was administered online.

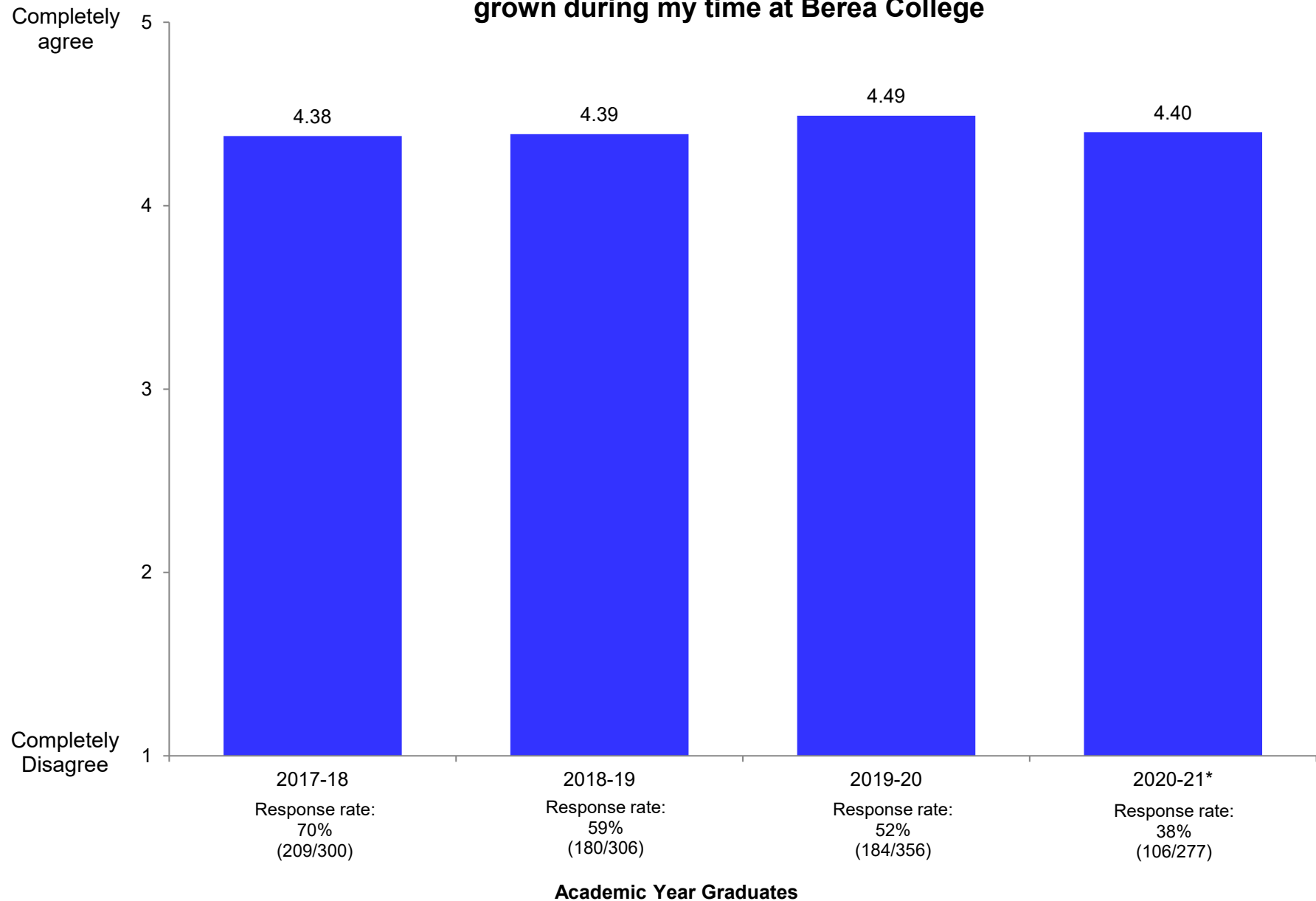


\*Due to the COVID-19 Pandemic, survey was administered online.

Rate your agreement with the following statements:

Graduating Senior Survey  
Administered at graduation rehearsal

### My knowledge of different cultures and subcultures has grown during my time at Berea College

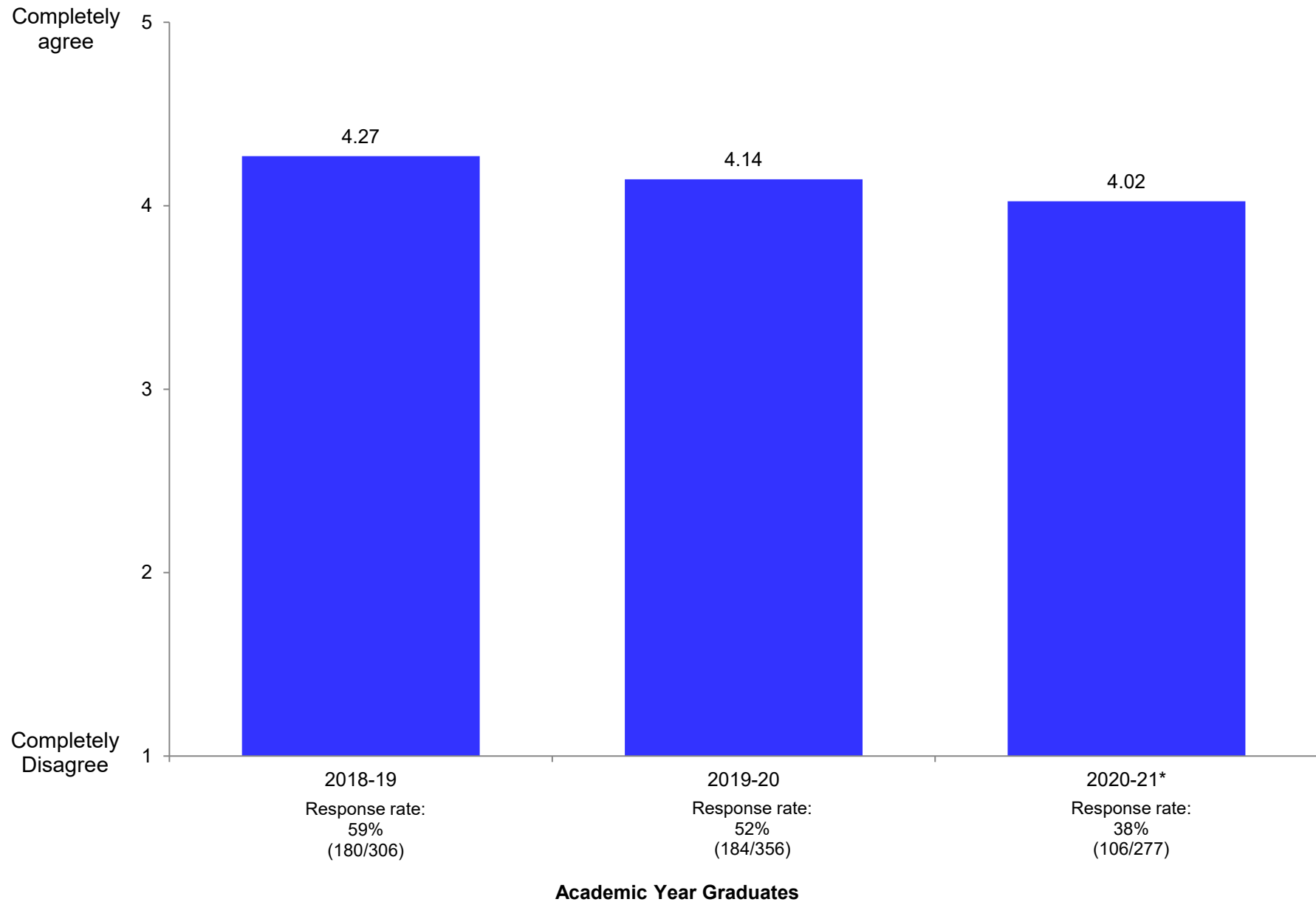


\*Due to the COVID-19 Pandemic, survey was administered online.

Rate your agreement with the following statements:

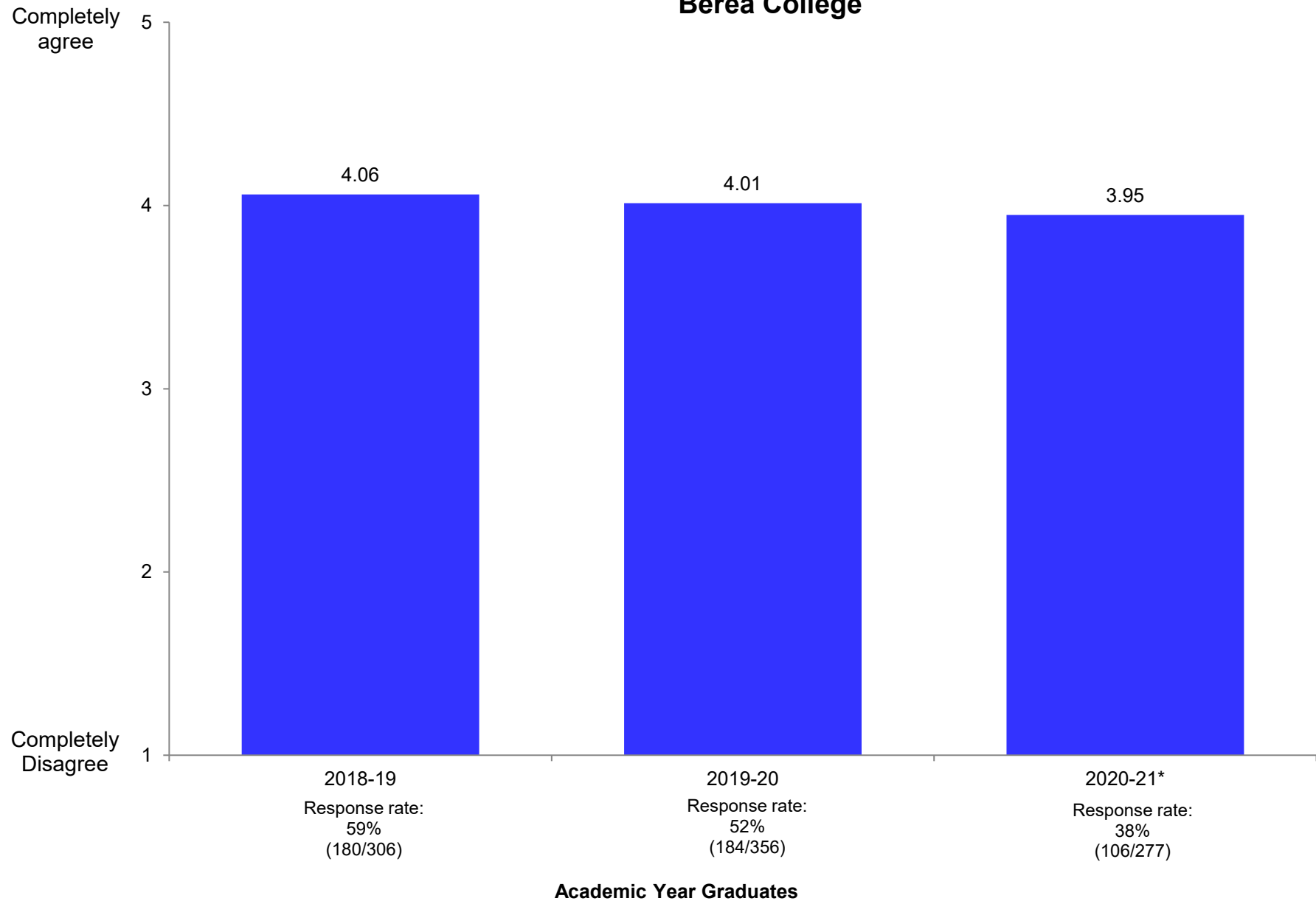
Graduating Senior Survey  
Administered at graduation rehearsal

### Becoming sensitive to cultural differences



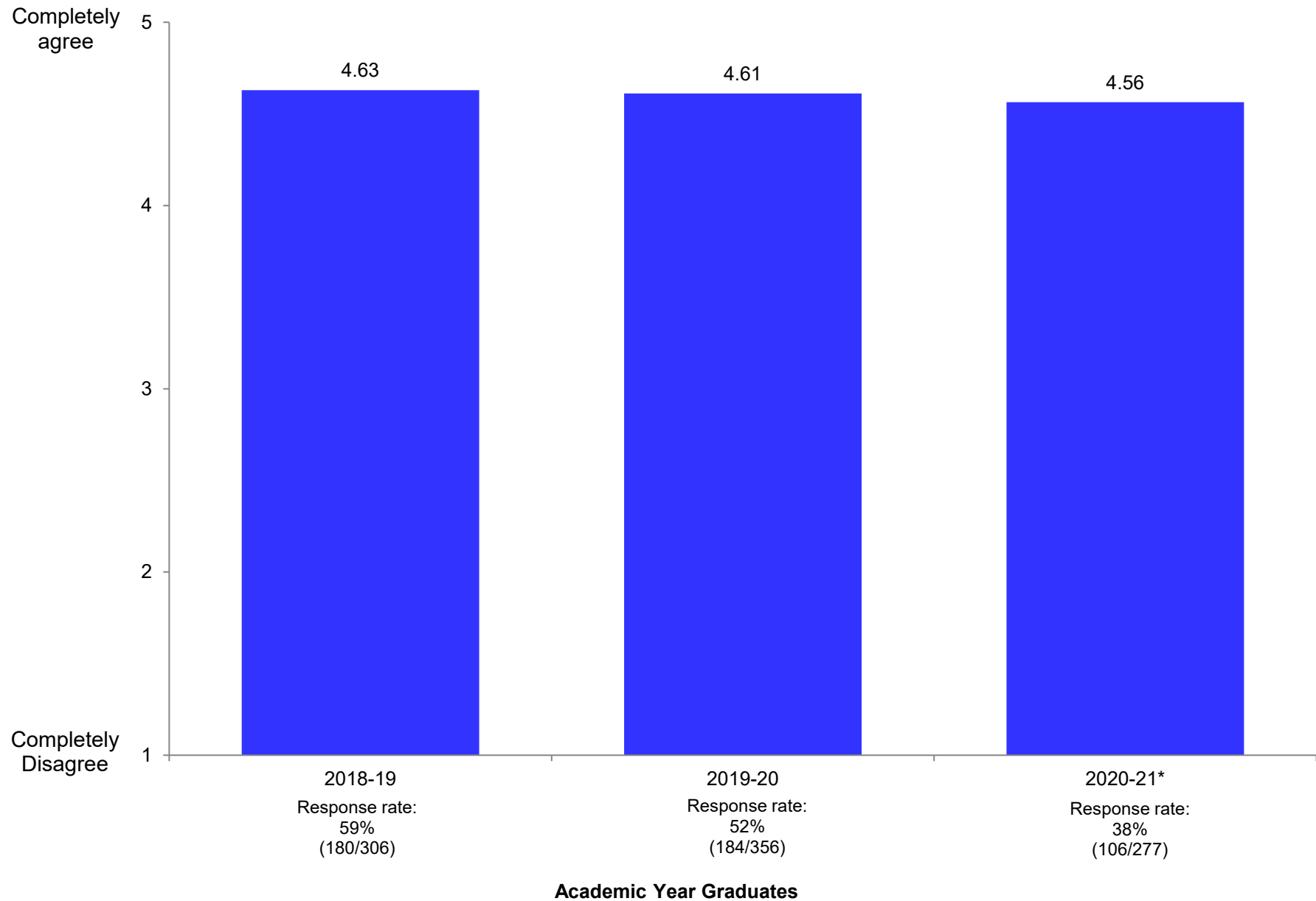
\*Due to the COVID-19 Pandemic, survey was administered online.

### I understand more about my own culture or subculture now than when I started Berea College



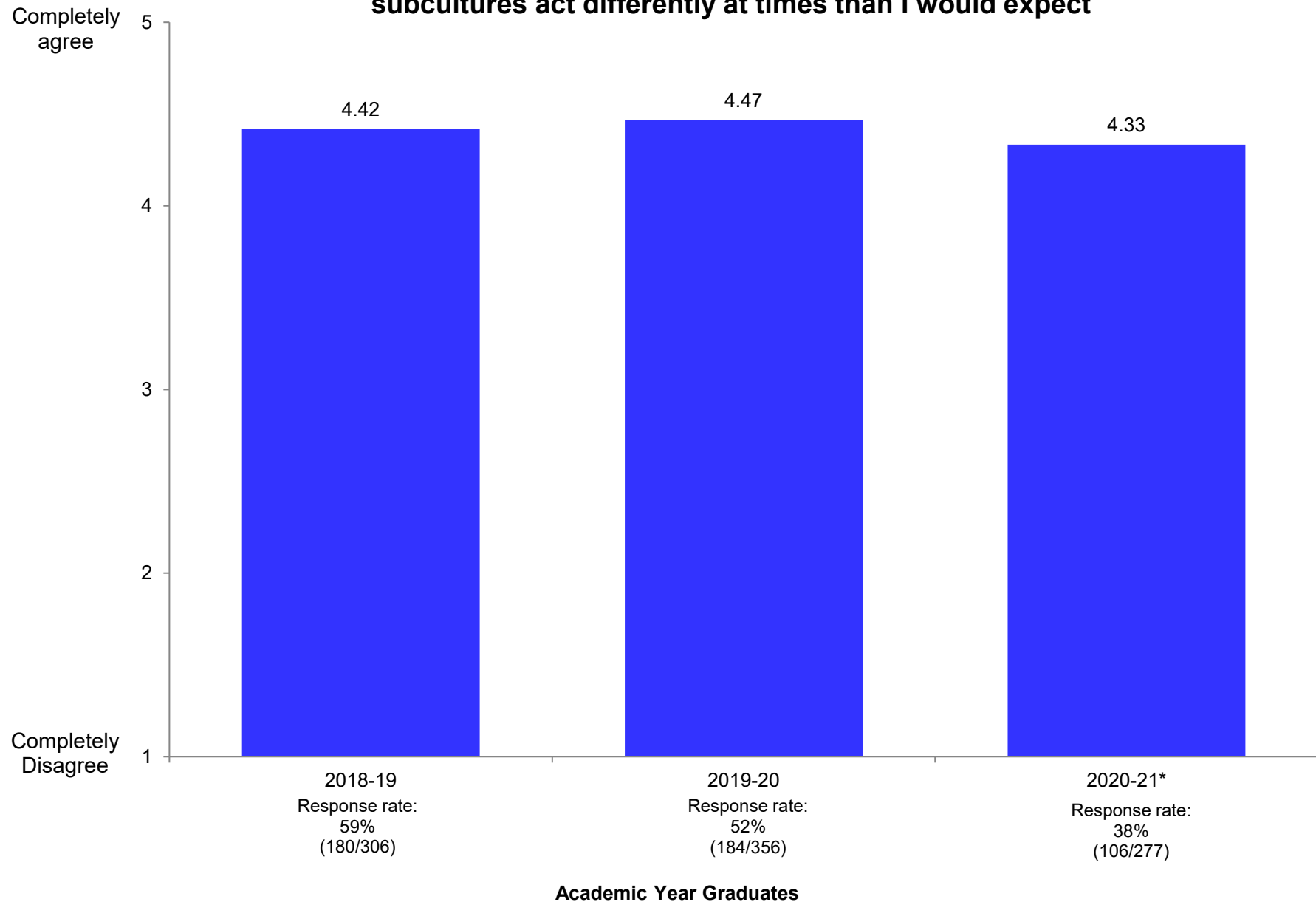
\*Due to the COVID-19 Pandemic, survey was administered online.

### I enjoy getting to know people from different cultures or subcultures



\*Due to the COVID-19 Pandemic, survey was administered online.

**I find myself wanting to understand why people from different cultures or subcultures act differently at times than I would expect**

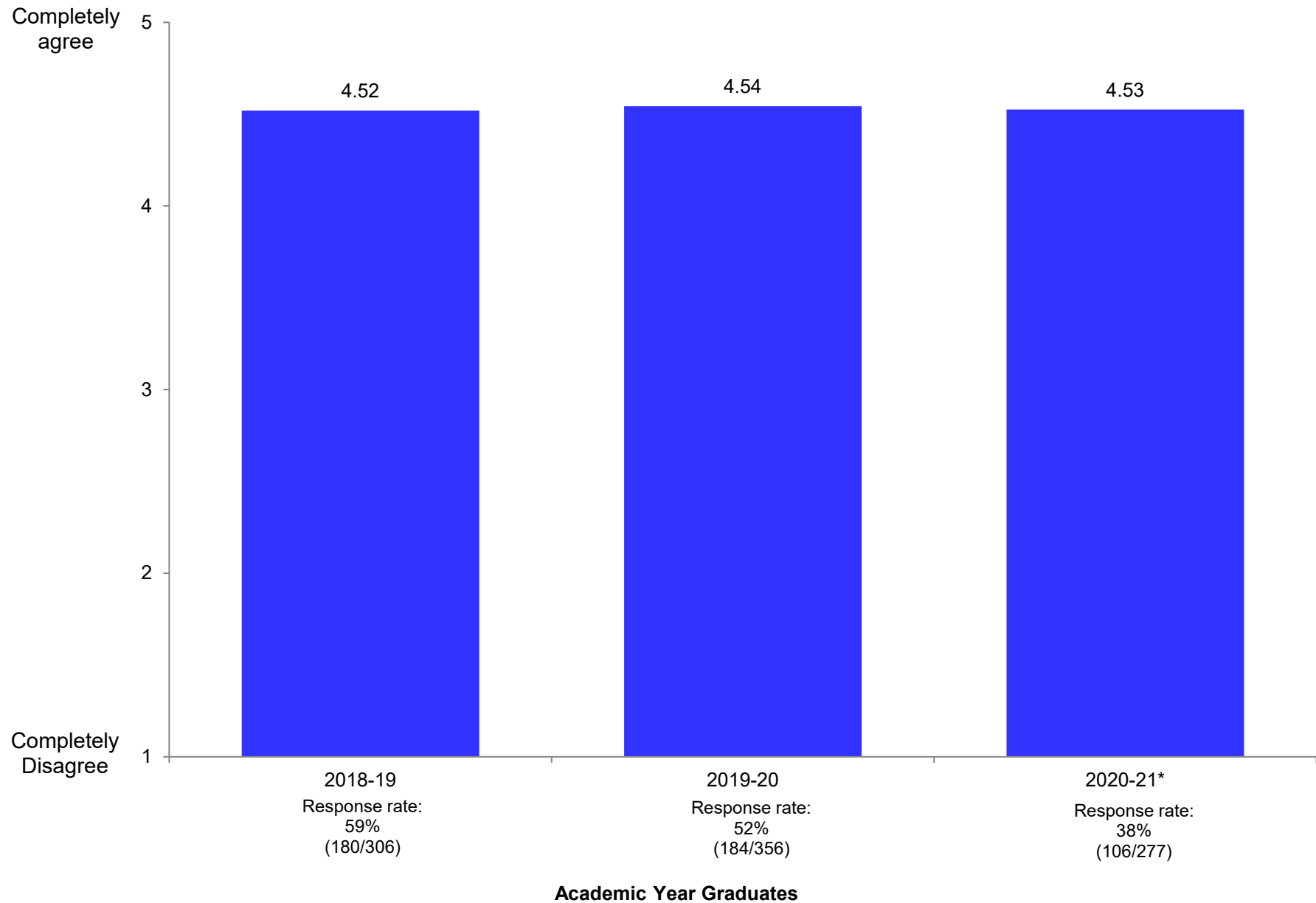


\*Due to the COVID-19 Pandemic, survey was administered online.

Rate your agreement with the following statements:

Graduating Senior Survey  
Administered at graduation rehearsal

### I have grown in my empathy towards those who are different from me

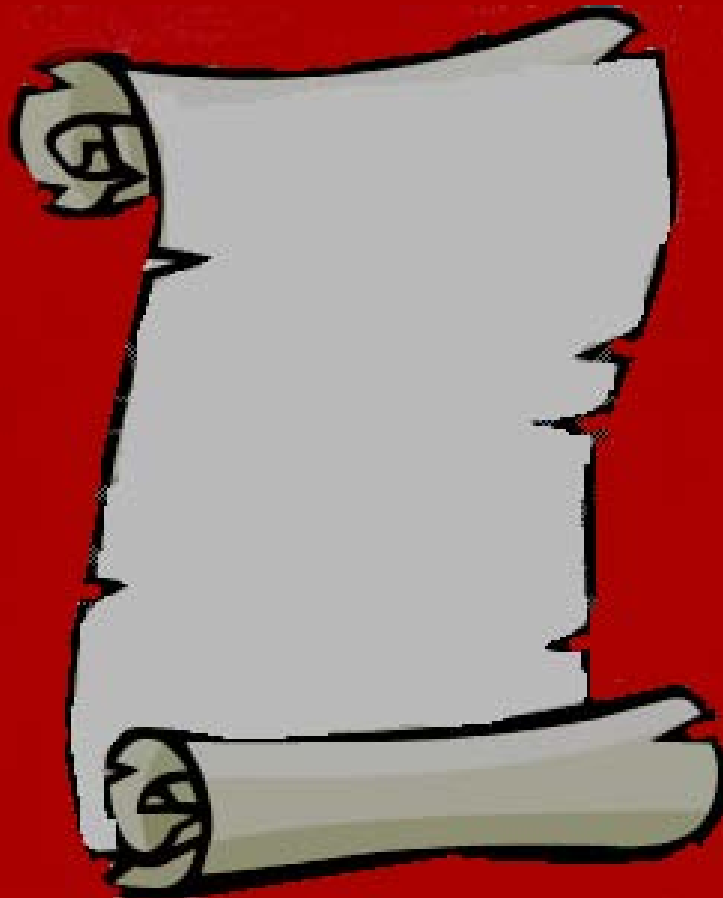


\*Due to the COVID-19 Pandemic, survey was administered online.



# HISTORICAL SURVEY DATA

STUDENT SURVEY ITEMS PRIOR TO 2014



# Your First College Year (YFCY)

(Spring 2005 Follow-Up to the Fall 2004 CIRP)

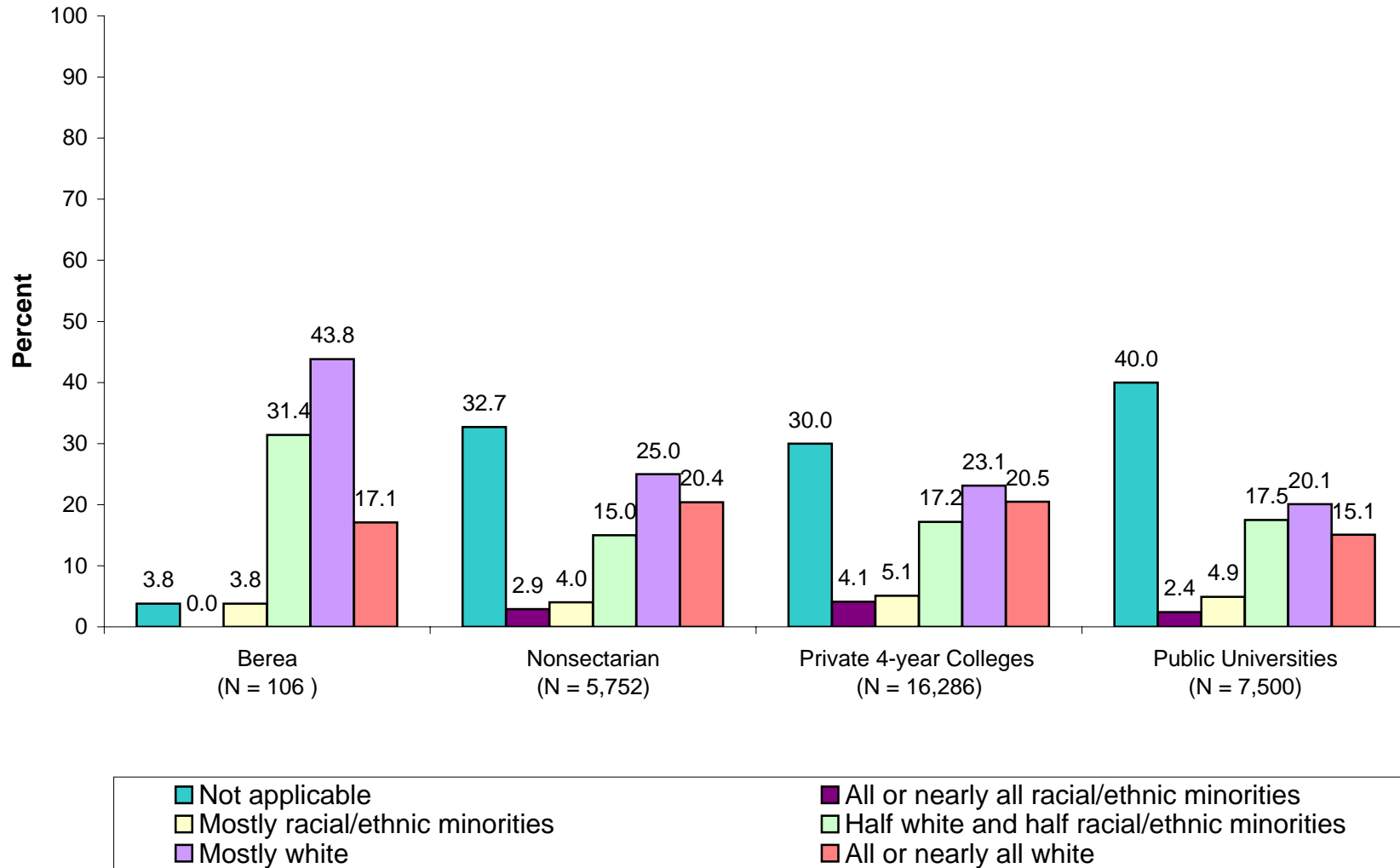


[Click to see survey instruments](#)

Response Rate: Spring 2005 - 30.2%

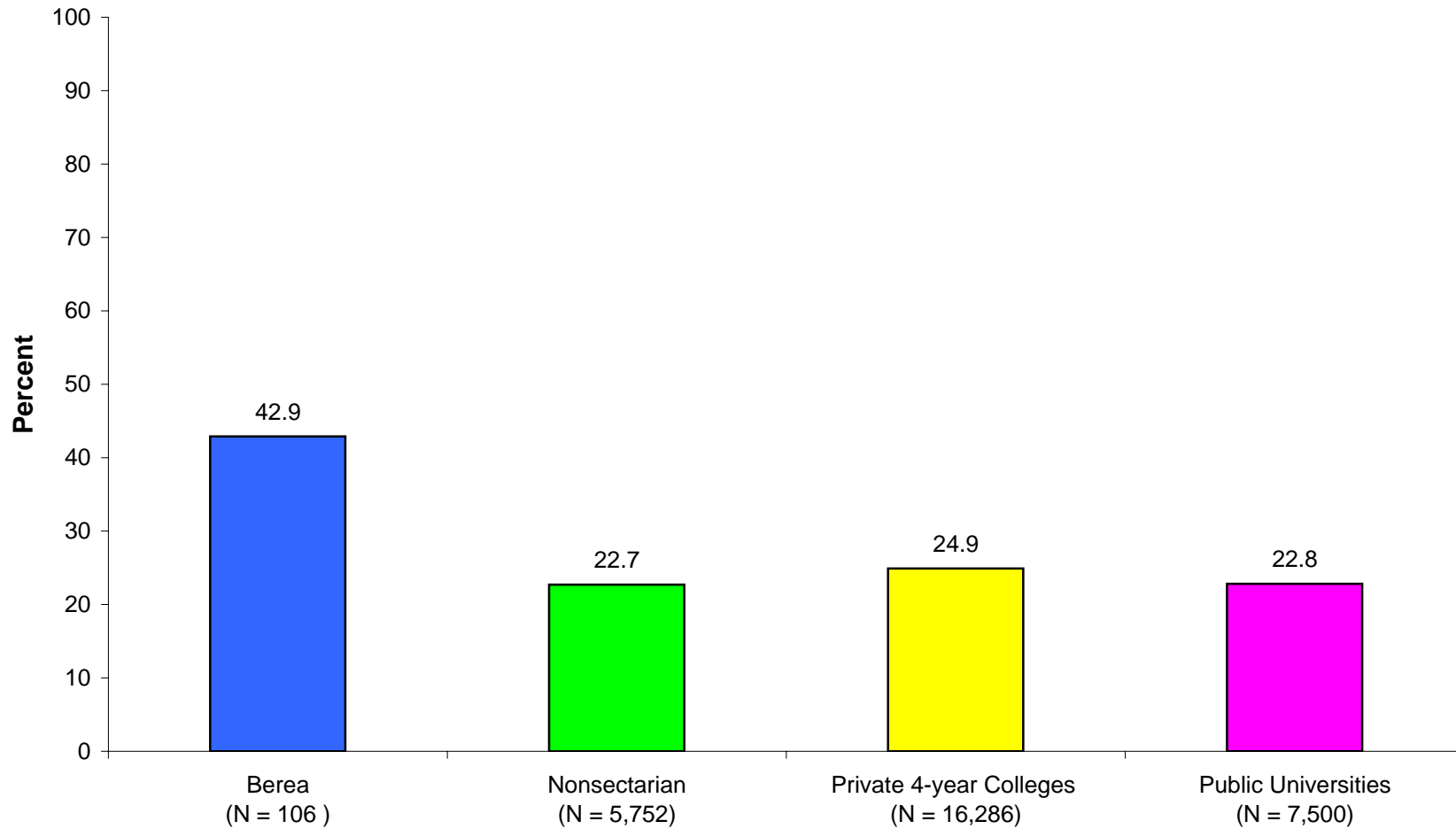
How would you describe the racial/ethnic composition of the following groups?

### Place of work



*Percentage of students reporting "frequently" or "occasionally" feeling:*

## **That your job responsibilities interfered with your schoolwork**



**How much time did you spend during a typical week doing the following activities?  
(Since Entering College)**

	Berea (N = 110)				Nonsectarian (N = 5,752)				Private 4-Year Colleges (N = 16, 286)				Public Universities (N = 7,500)		
	None	5 hours or less	More than 5 hours		None	5 hours or less	More than 5 hours		None	5 hours or less	More than 5 hours		None	5 hours or less	More than 5 hours
Attending classes/labs	1.9%	8.6%	89.5%		0.9%	7.1%	92.0%		1.1%	8.0%	90.9%		0.9%	6.9%	92.2%
Working (for pay) on campus	0.0%	2.9%	97.1%		64.2%	12.1%	23.7%		66.1%	10.9%	23.2%		79.8%	5.0%	15.1%
Working (for pay) off campus	99.0%	1.0%	0.0%		80.6%	6.2%	13.2%		72.9%	7.1%	20.1%		76.9%	6.3%	16.8%
Commuting	58.1%	41.0%	1.0%		69.4%	25.5%	5.0%		65.6%	27.3%	7.1%		60.8%	32.0%	7.1%
Surfing the Internet	4.8%	68.6%	26.8%		5.3%	68.7%	26.1%		6.4%	67.9%	25.8%		4.1%	63.8%	32.2%
Communicating via e-mail, IM, etc.	1.9%	69.5%	28.7%		3.2%	60.0%	36.8%		4.5%	60.2%	35.2%		2.5%	58.8%	38.8%

# Degrees of Preparation Spring 2009

(First-Year and Senior Students)



Administered online along with Smith and Hampshire Colleges through an agreement with the American Association of State Colleges and Universities (AASCU)

[Click to see survey instrument](#)

**Response Rates:**

First-Year Students (162/377 or 43%); Seniors (168/362 or 46%)

**Degrees of Preparation Survey, Spring 2009**  
**Administered to First-Year Students (162/377 or 43%) and**  
**Seniors (168/362 or 46%)**

*We are interested in knowing about your experiences over the past year with careers in business, industry, government, health, and education.*

*Examples include interning at a marketing agency, preparing a business plan for an engineering firm as part of a class assignment, assisting at a law office, doing a clinical practicum at a hospital, and being a research assistant on a professor's project.*

*Have you had similar workplace experiences in the past 12 months?*

---

	Yes	No	No response
First-Year Students	40 (22%)	122 (66%)	23 (12%)
Seniors	96 (49%)	77 (39%)	25 (13%)

---

# Noel-Levitz Student Satisfaction Inventory (SSI) and Berea-Specific Student Satisfaction Survey

All Students



[Click to see survey instruments](#)

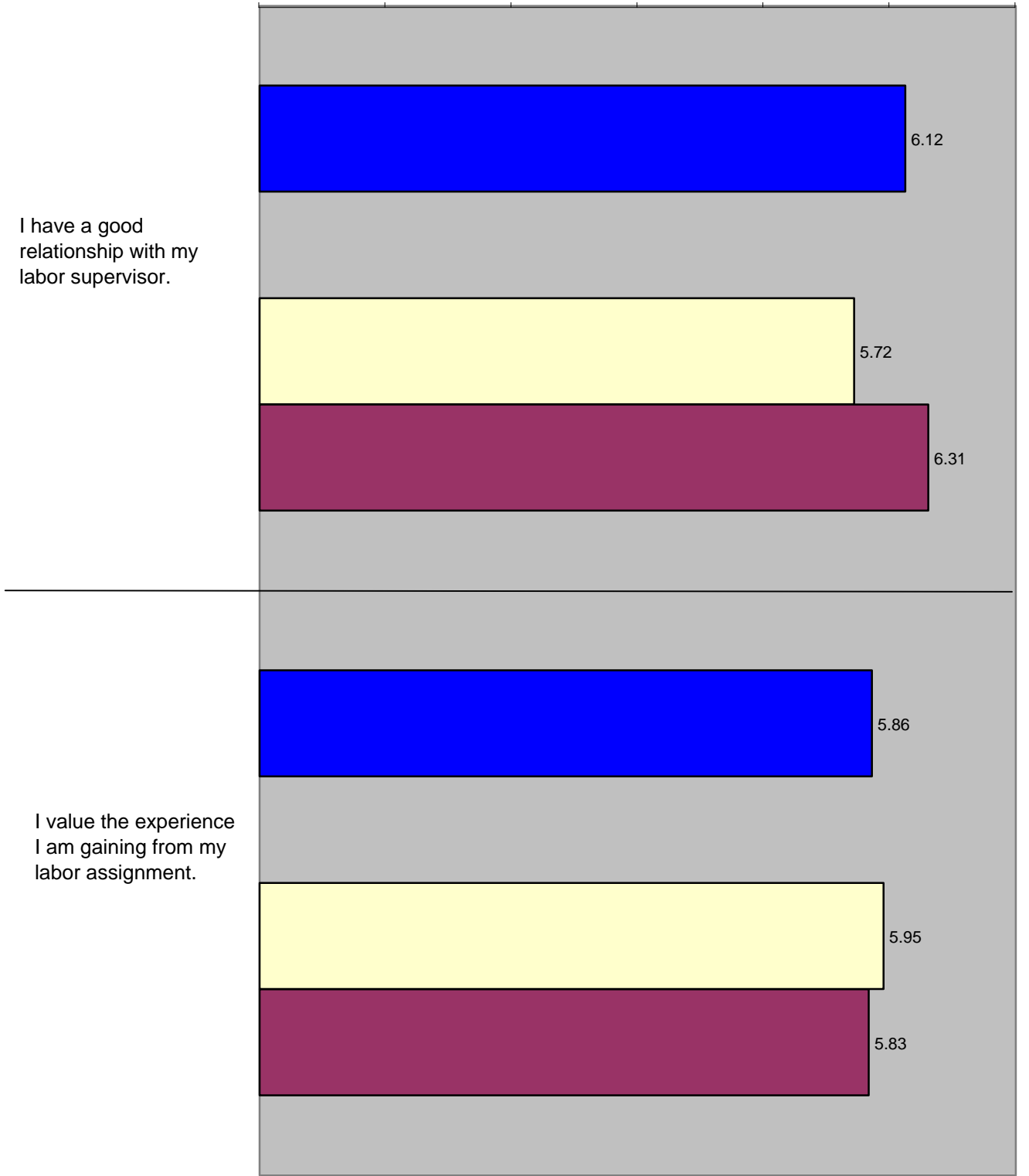
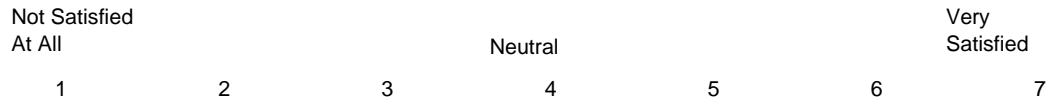
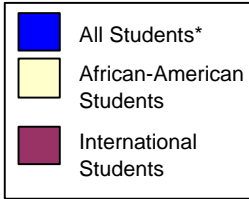
## Response Rates:

1998	81%	2013	90%
2003	84%	2018	89%
2008	54%	2023	National: 51% Berea-Specific: 32%



Labor Program Satisfaction Ratings

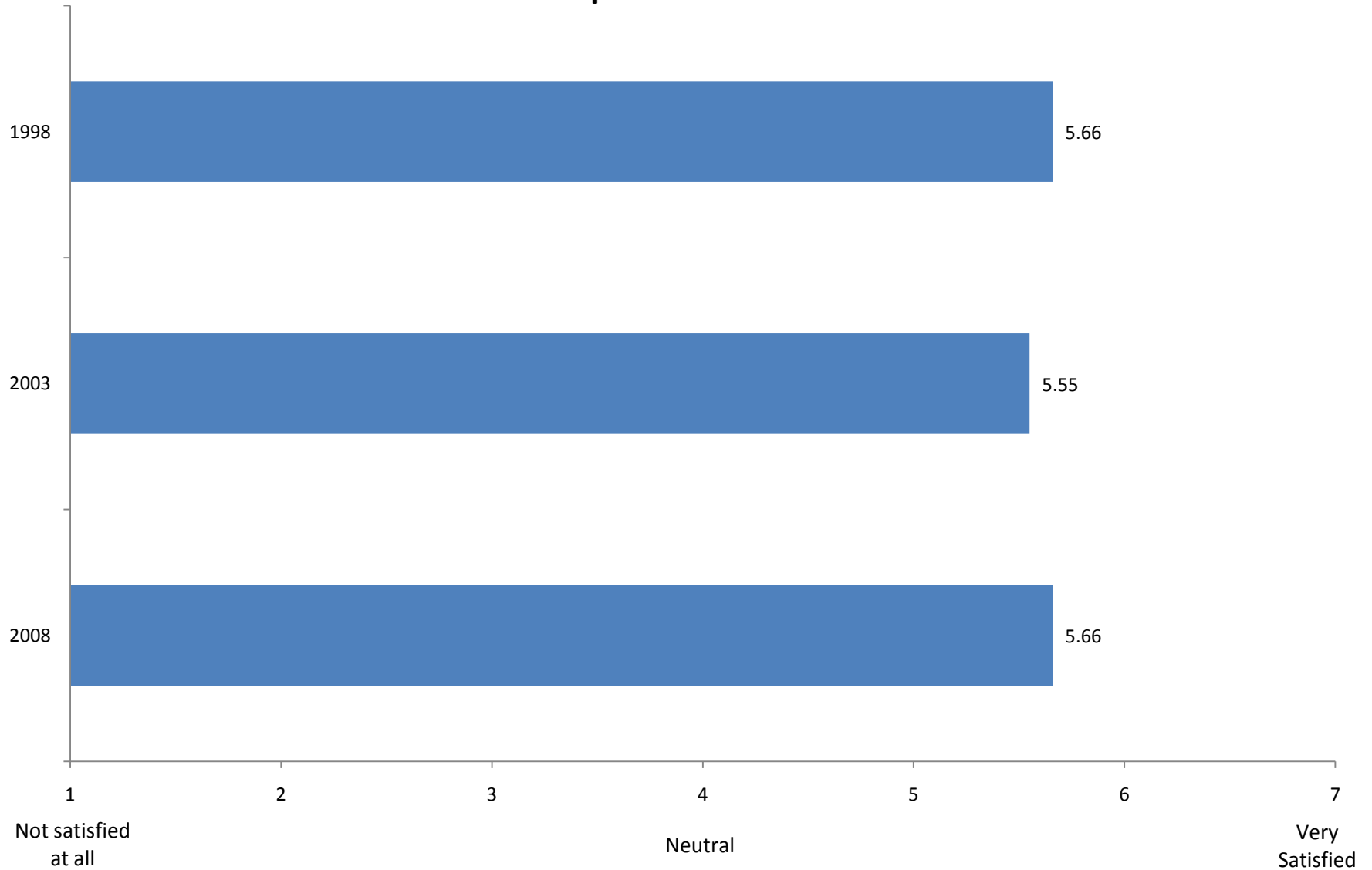
Spring 1998 Administration



\*Includes African-American and International Students



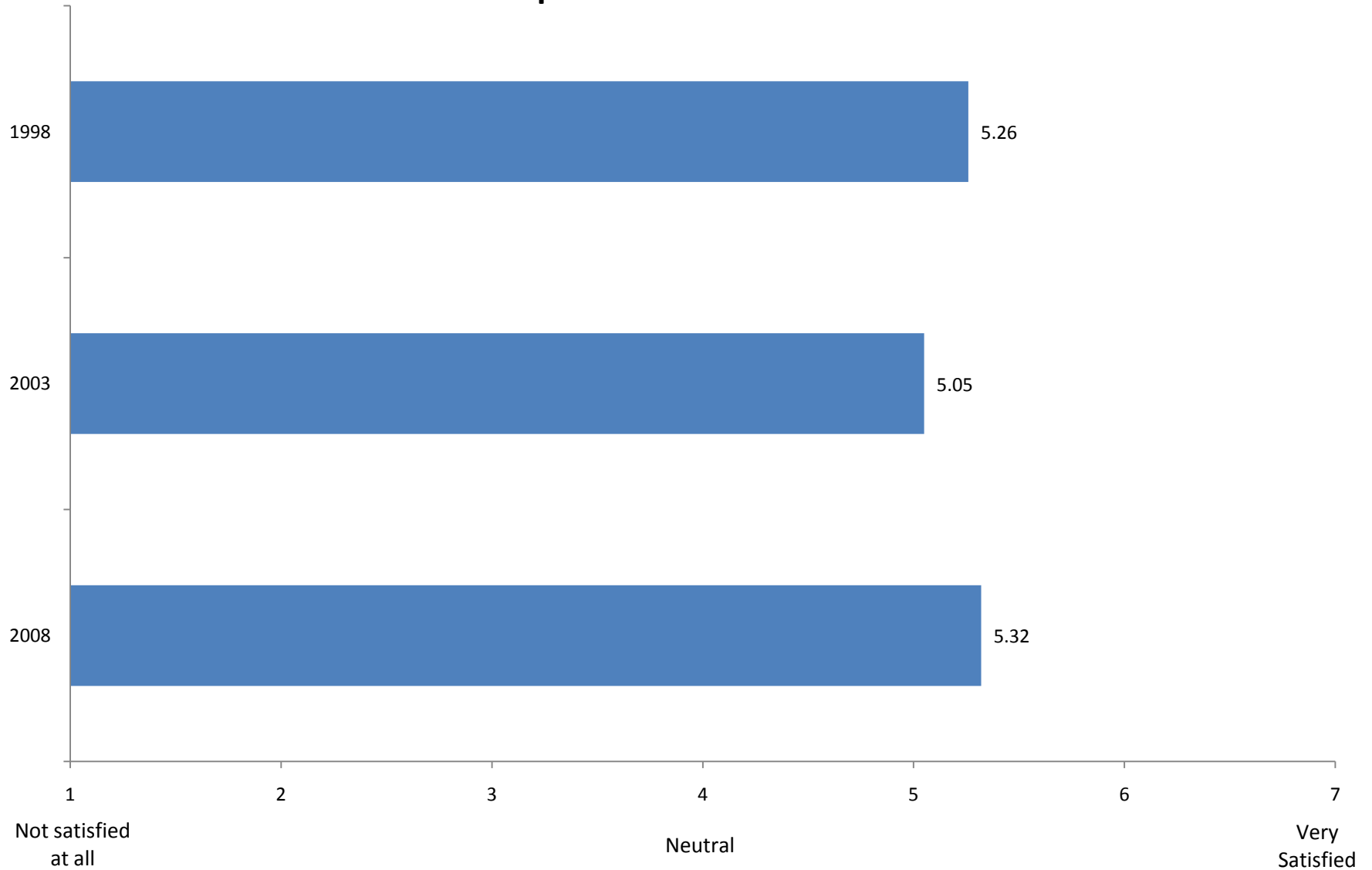
**Through my labor position(s), I have learned skills and work habits that  
will help me in the future.**



Response Rates: Spring 1998: 81%; Spring 2003: 84%; Spring 2008: 54%

Compiled by the Office of Institutional Research and Assessment, July 2008

### The labor program provides me with adequate opportunites to explore personal interests.

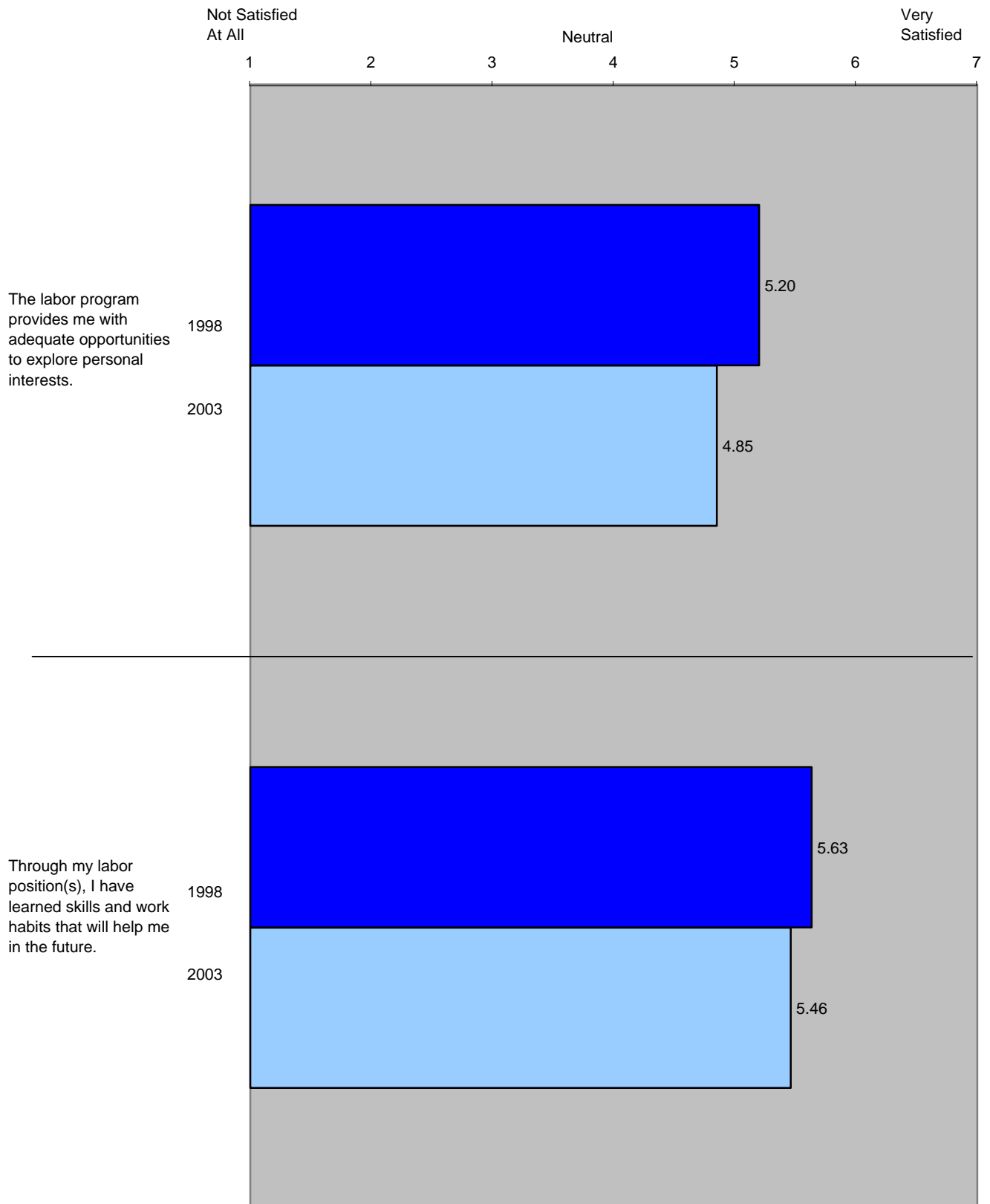


Response Rates: Spring 1998: 81%; Spring 2003: 84%; Spring 2008: 54%

Compiled by the Office of Institutional Research and Assessment, July 2008

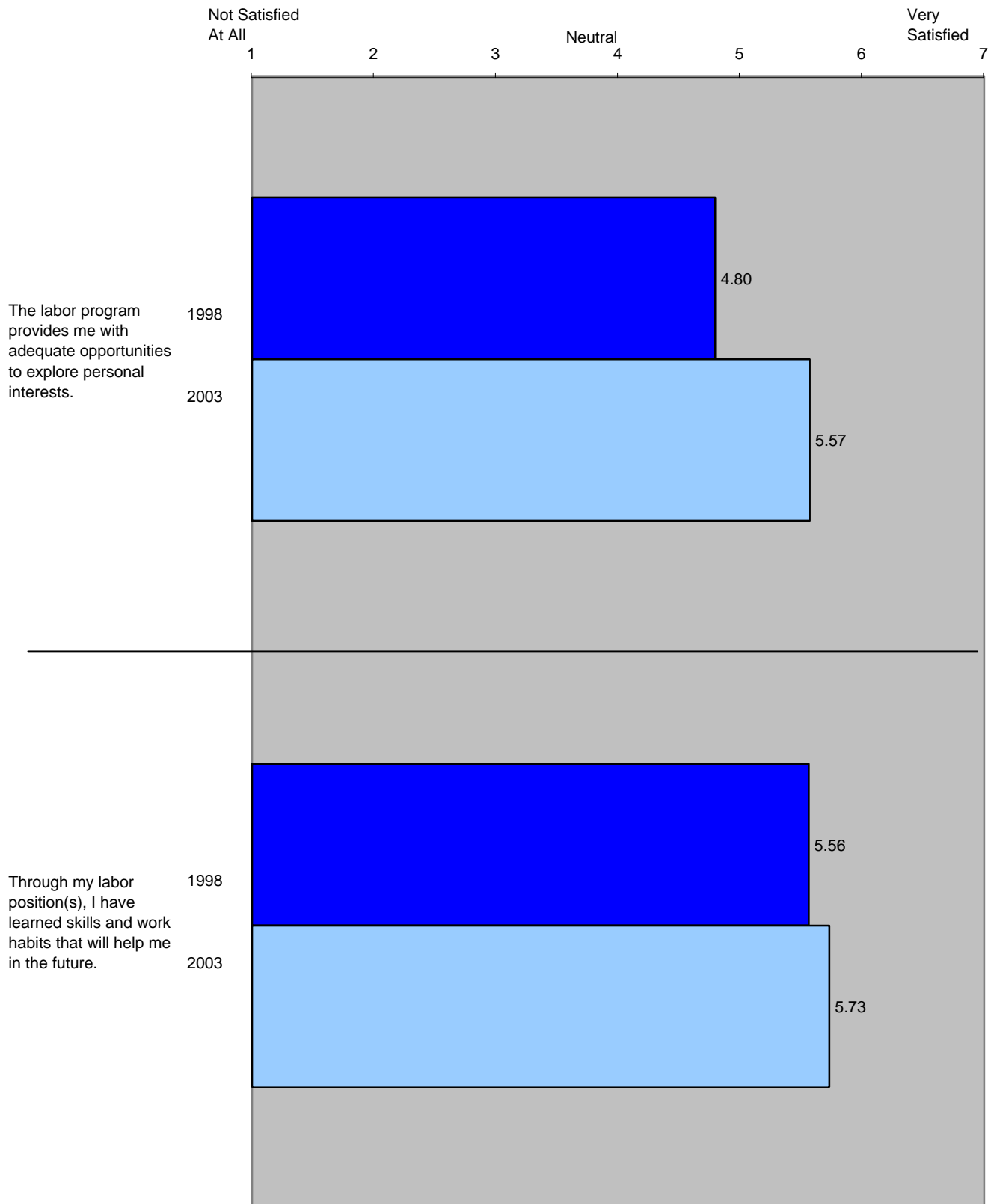
**Labor Program  
Satisfaction Ratings**

**African-American Students**



### Labor Program Satisfaction Ratings

#### International Students



# African-American Student Study

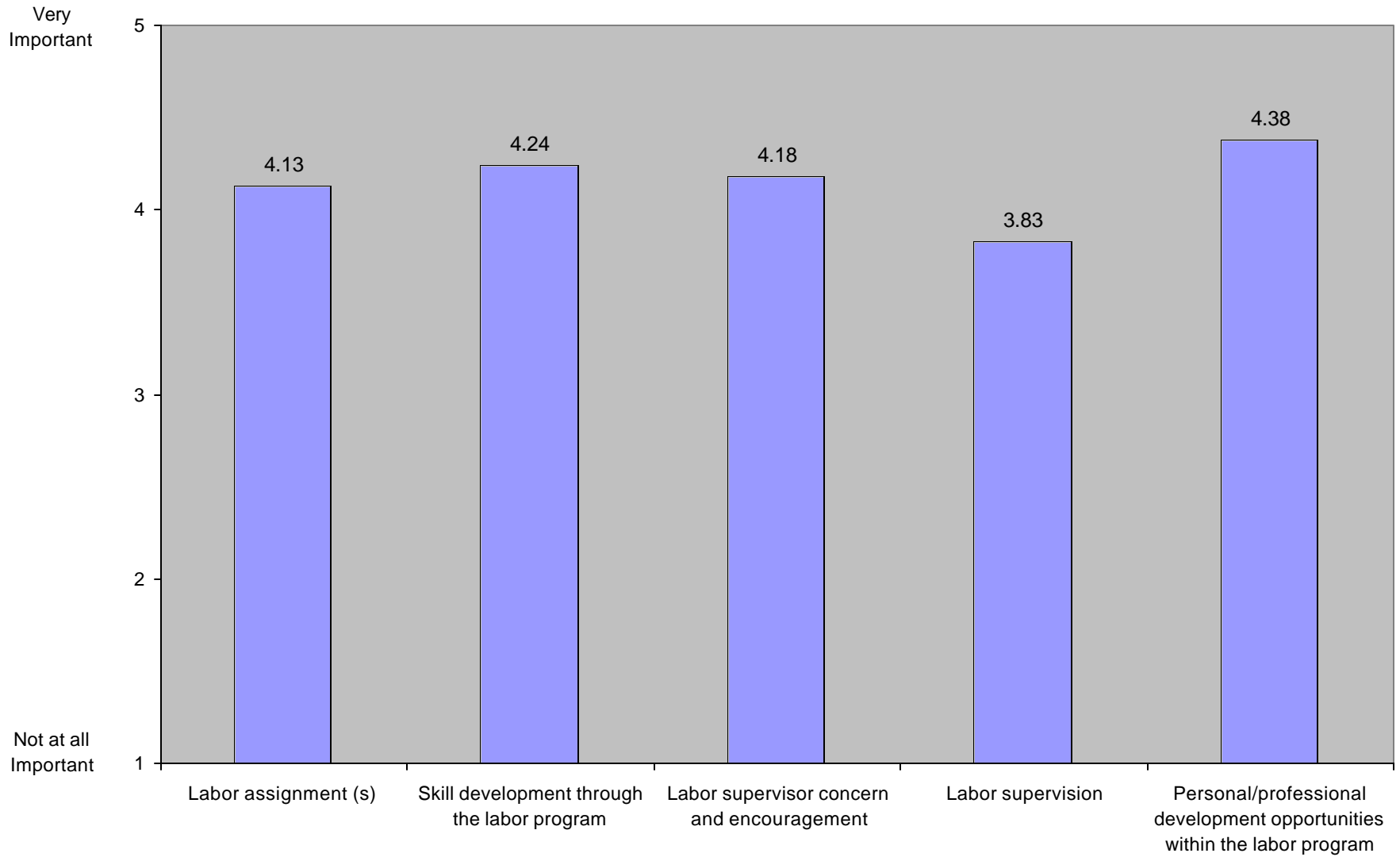


[Click to see survey instrument](#)

Completed in April 2003

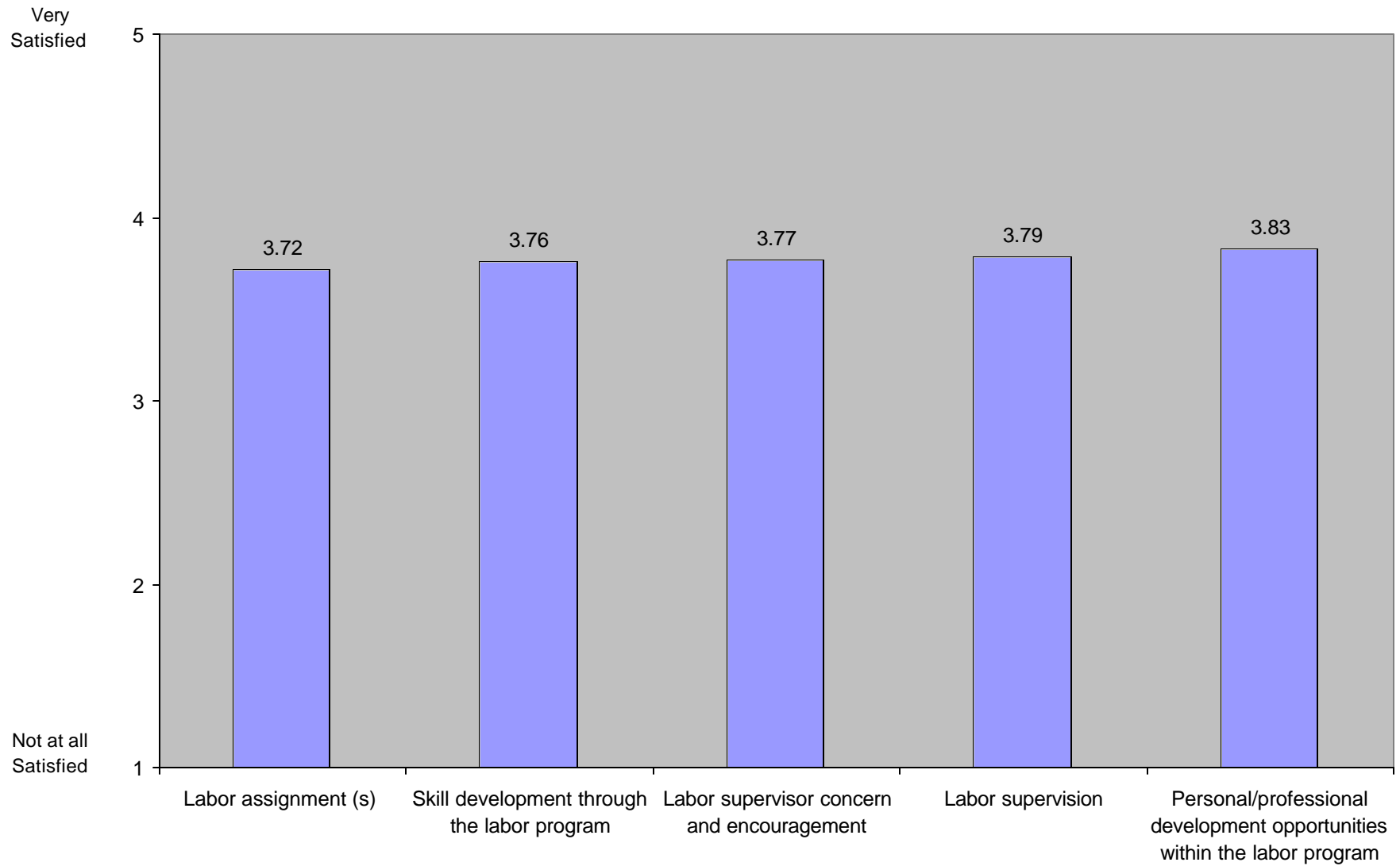
Response Rate: 62% (142/ 229)

**How *important* are each of the following to you?**

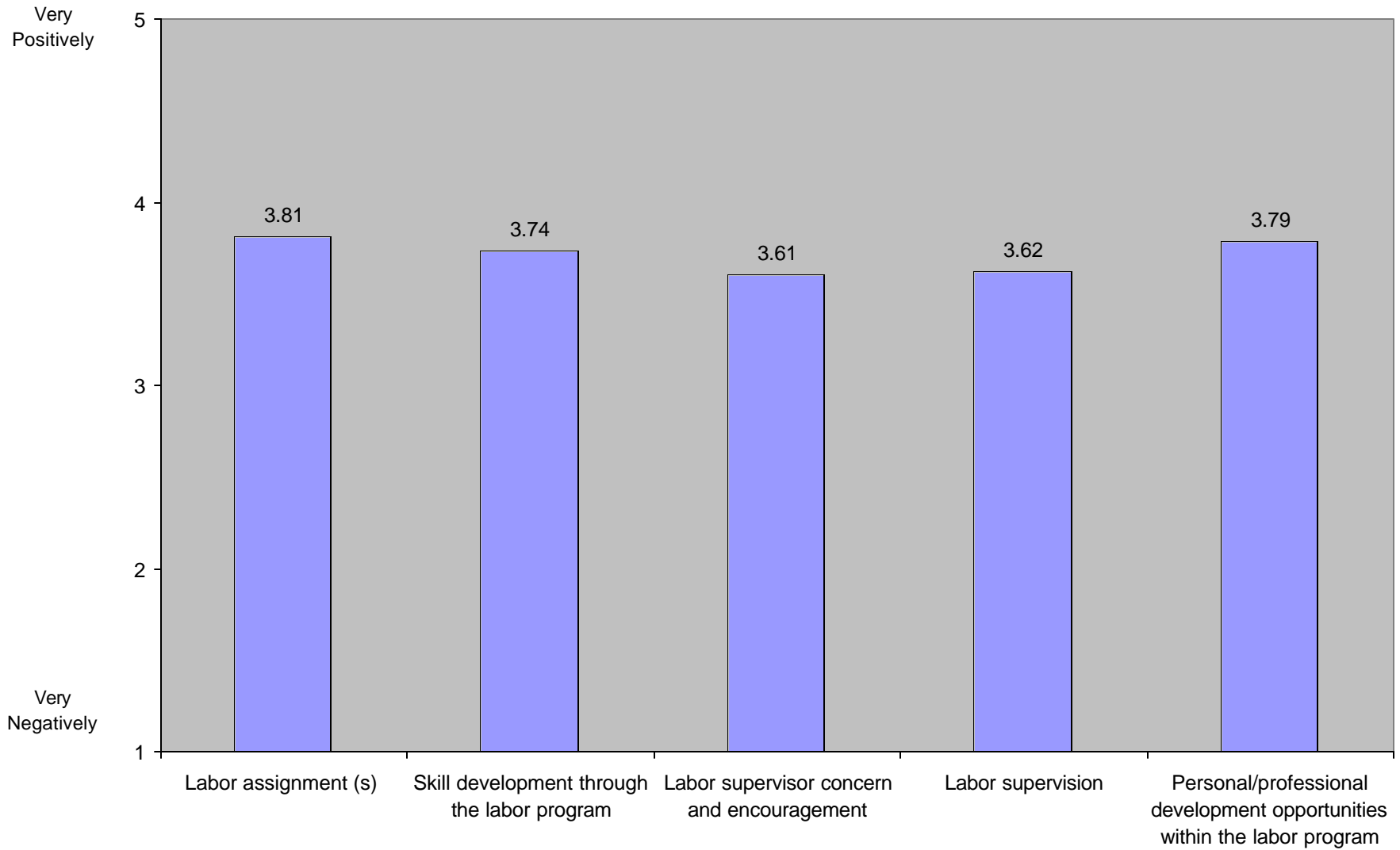




**How *satisfied* are you with each of the following?**



**Please rate the extent to which each of the following has contributed to your overall Berea College experience.**



# Berea-Specific Graduating Senior Survey



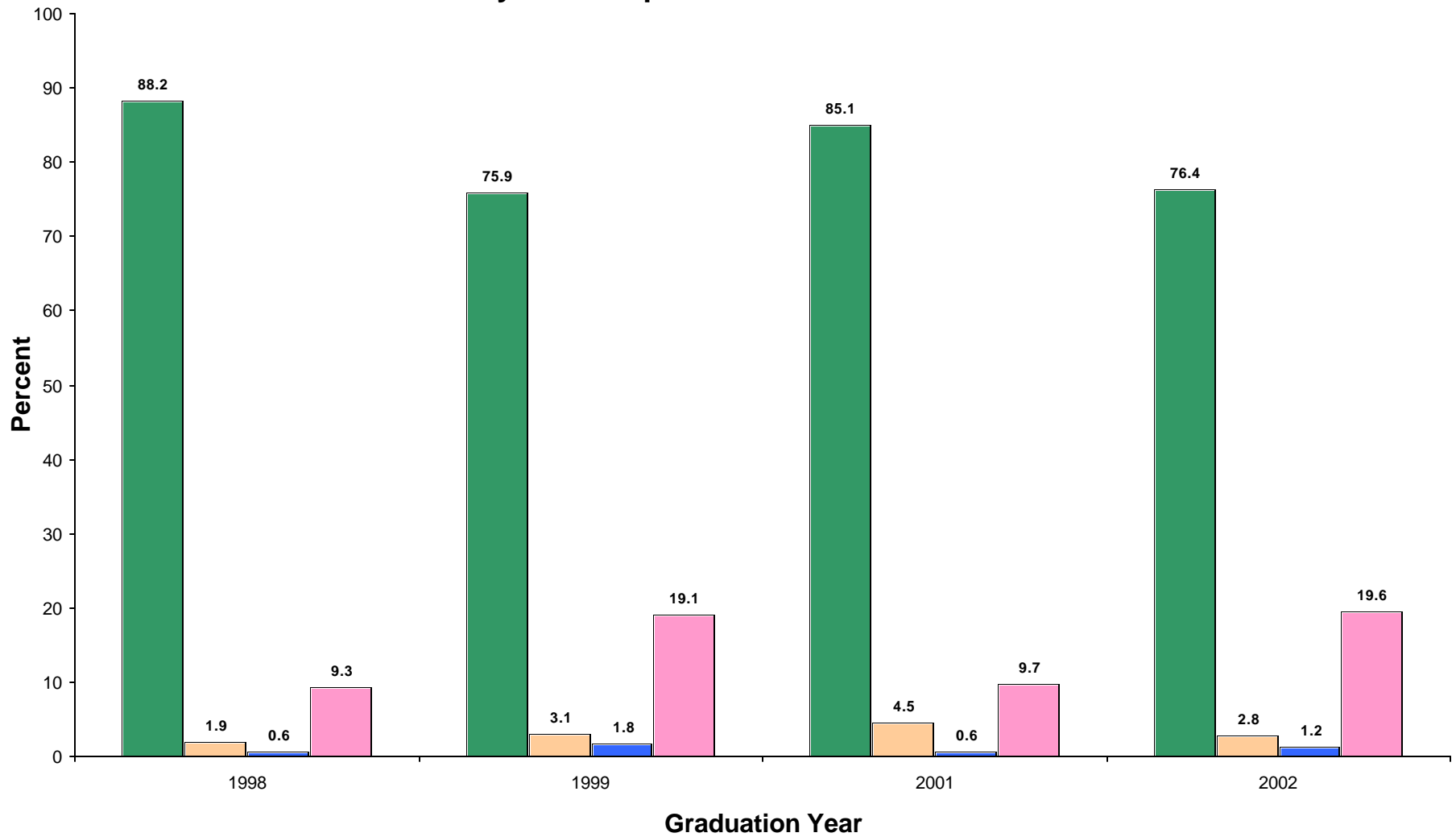
[Click to see survey instruments](#)

Administered during graduation  
rehearsals, 1995-96 through 2001-2002

Response Rates: Ranged from 55% to 96%

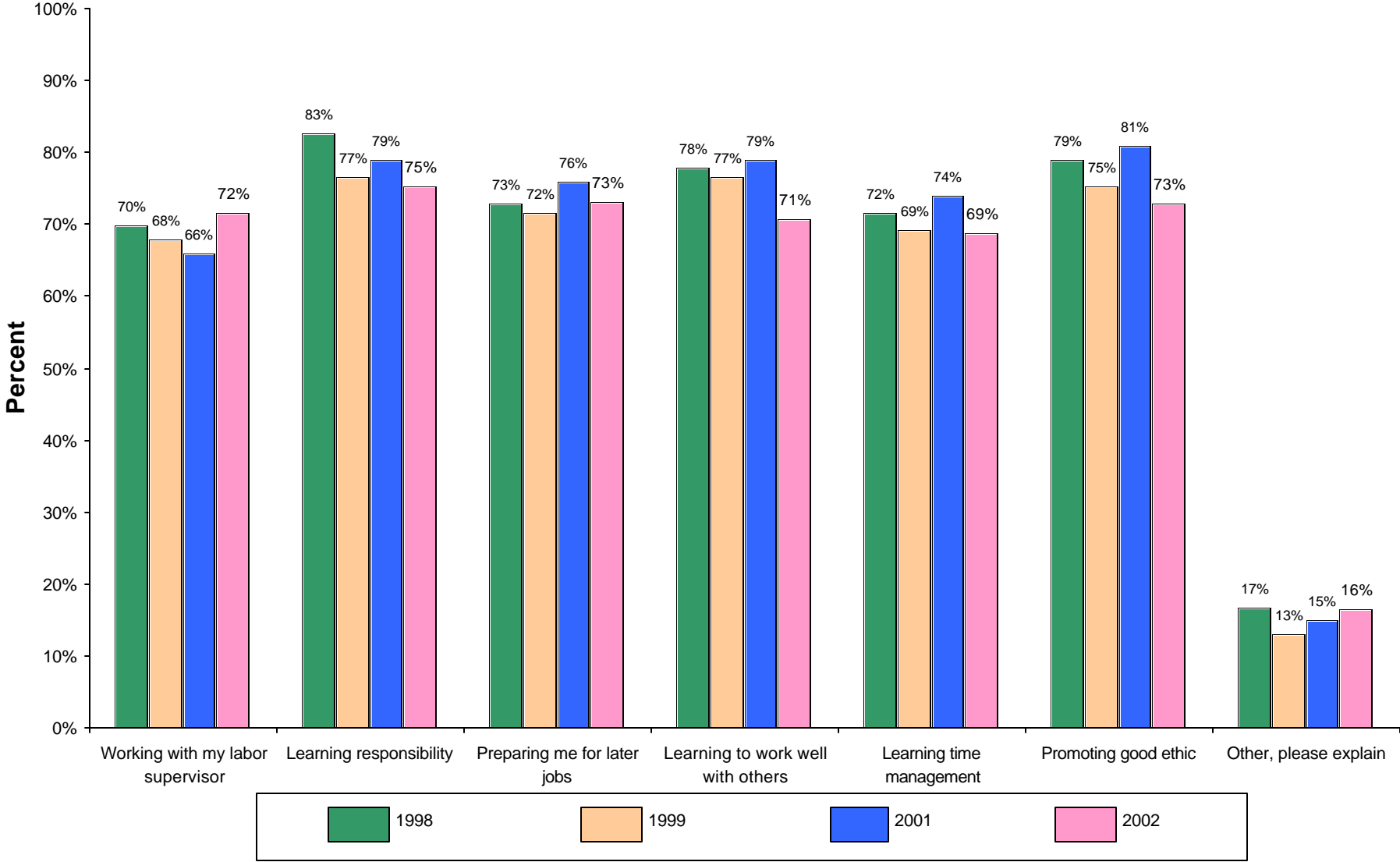
Rate your agreement with the following statement:

**My labor experience was valuable**



NOTE: Exit 2000 data are unavailable. Regrettably, the questionnaires were lost by the data entry agency.

### If you found your labor experience valuable, what was valuable about it? Check all that apply.



NOTE: Exit 2000 data are unavailable. Regrettably, the questionnaires were lost by the data entry agency.

# ACT Alumni Survey

(Graduates two years after graduation)



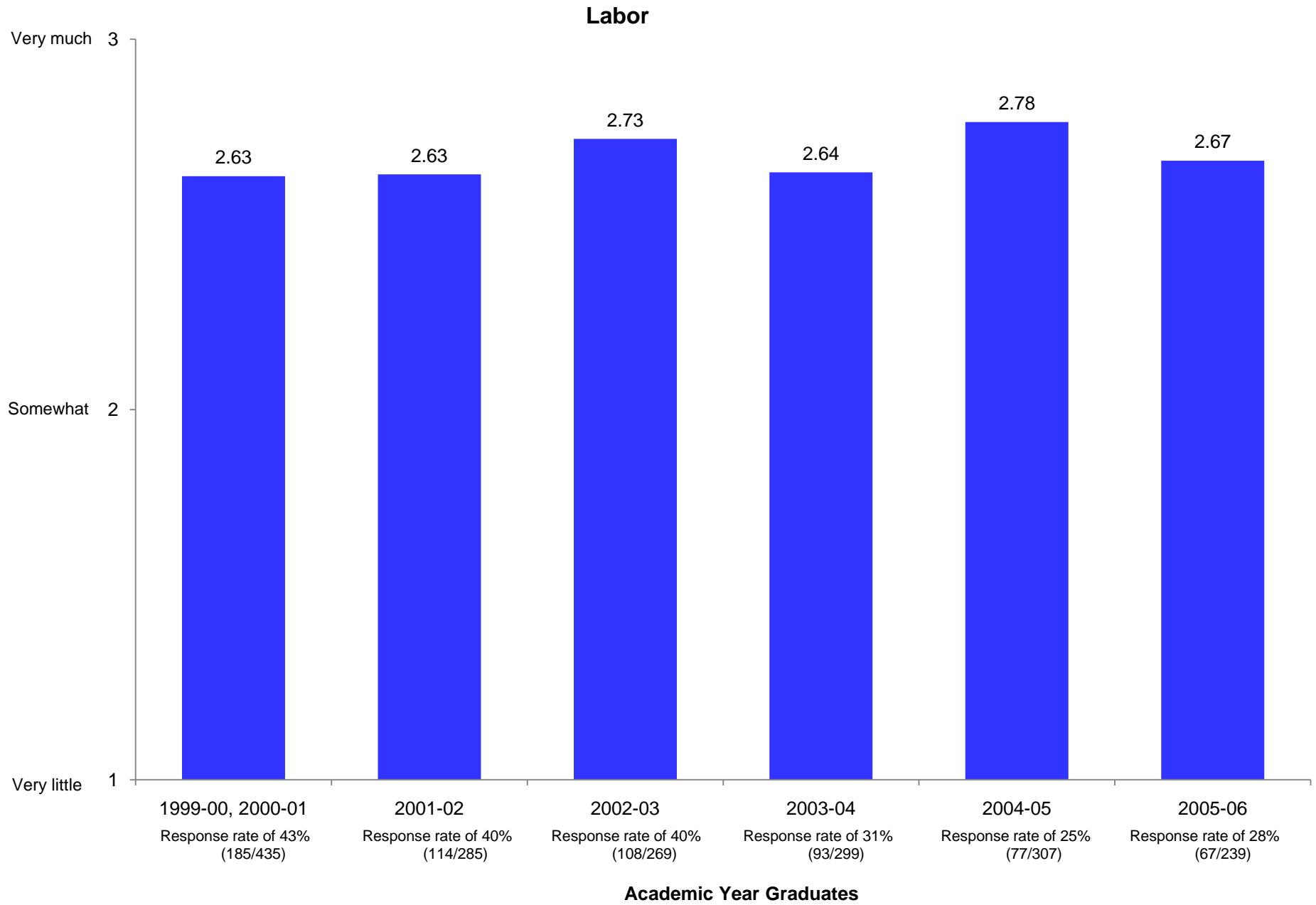
[Click to see survey instruments](#)

## Response Rates:

1999-00/2000-01	43% (185/435)	2001-02	40% (115/285)
2002-03	40% (108/269)	2003-04	31% (93/299)
2004-05	25% (77/304)	2005-06	28% (67/239)

*Berea-Specific Item:* How much did each of the following aspects of Berea College contribute to your personal growth?

ACT Alumni Survey  
Administered to graduates two years after graduation

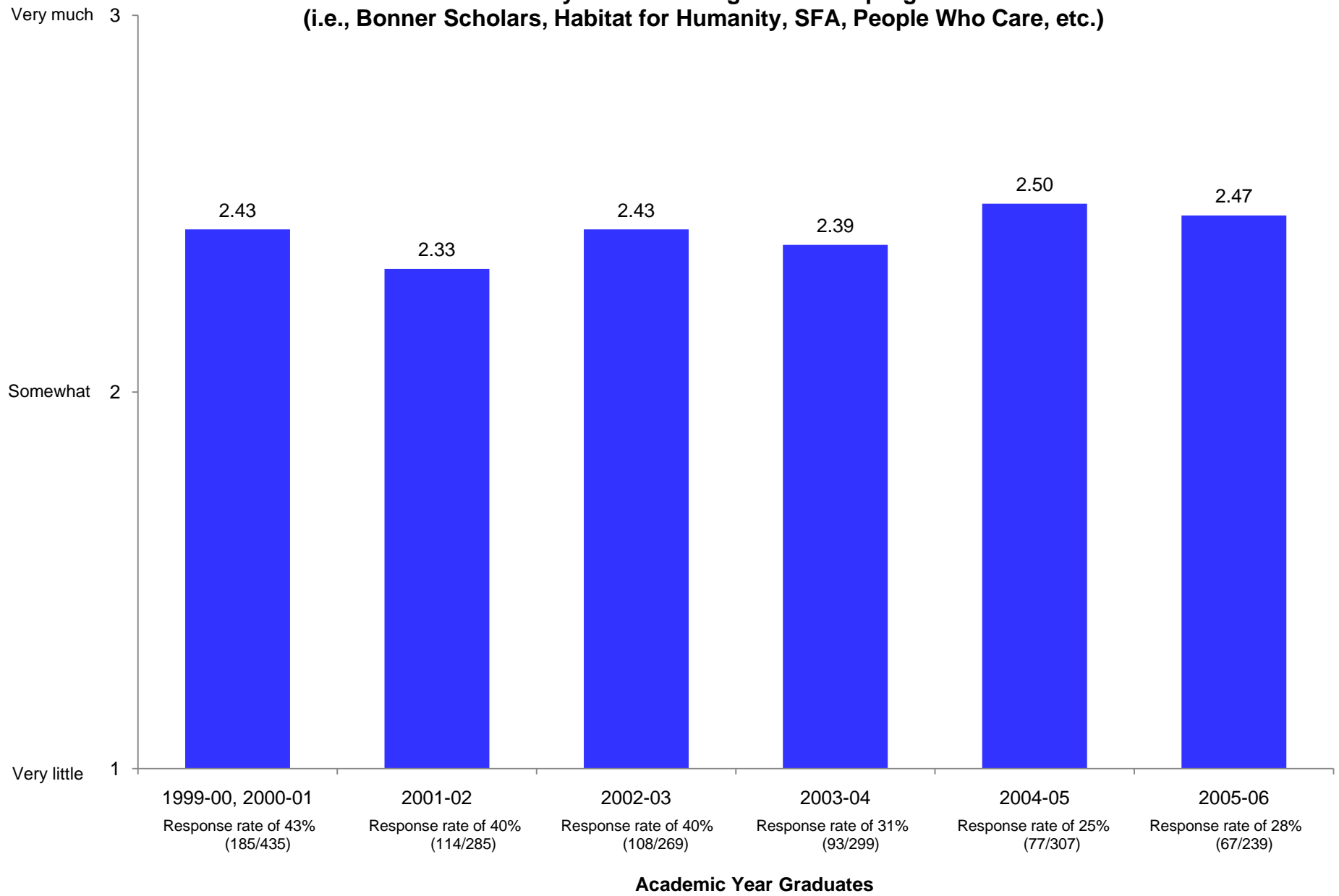


NOTE: 1999-00 and 2000-01 graduates were surveyed at the same time and their results were combined.

Berea-Specific Item: How much did each of the following aspects of Berea College contribute to your personal growth?

ACT Alumni Survey  
Administered to graduates two years after graduation

**Community service through the labor program  
(i.e., Bonner Scholars, Habitat for Humanity, SFA, People Who Care, etc.)**



NOTE: 1999-00 and 2000-01 graduates were surveyed at the same time and their results were combined.



# ACA Appalachian Region Alumni Outcomes Survey

(1974-76, 1984-86, 1994-96 Graduates)

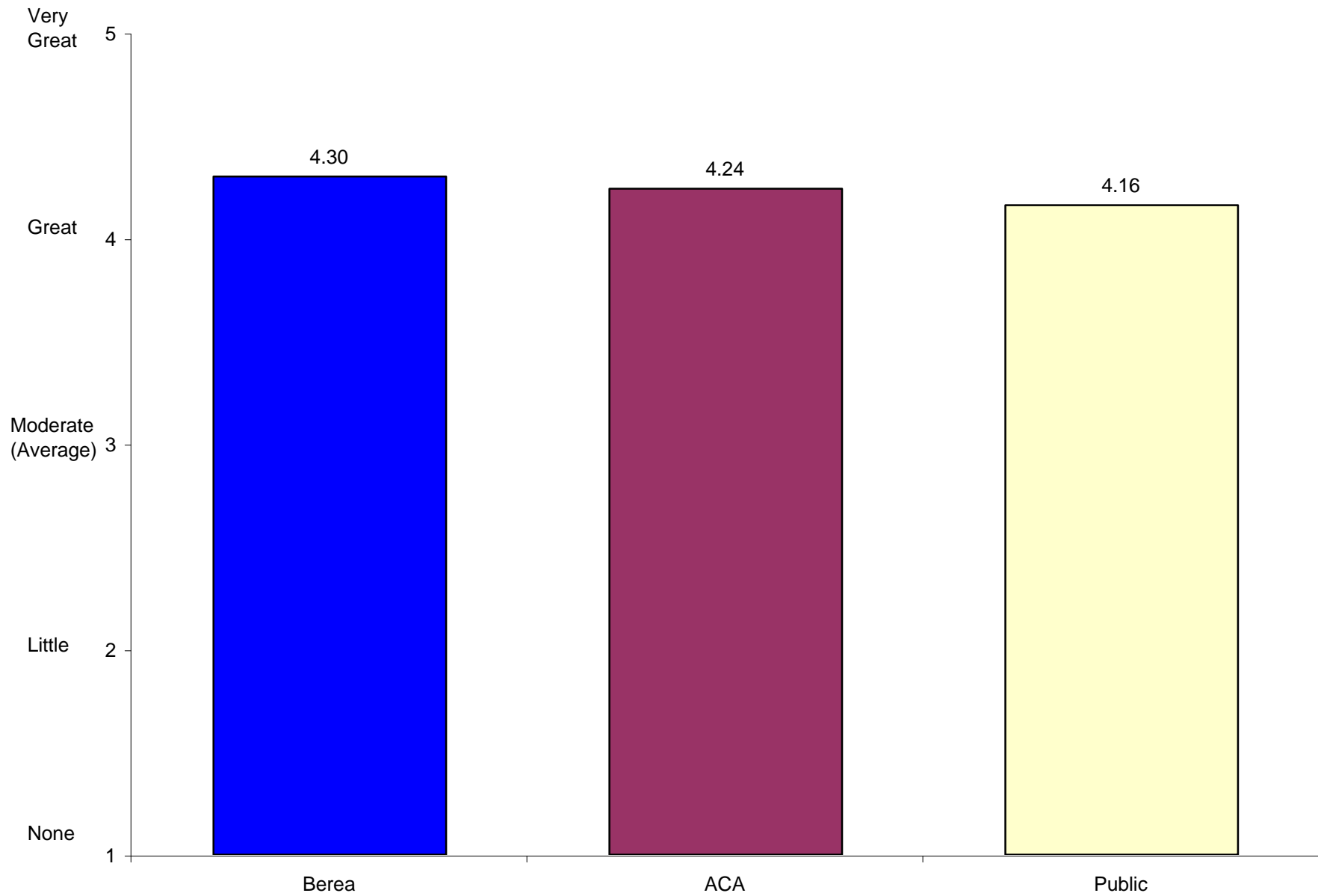


[Click to see survey instruments](#)

Response Rate: 42%

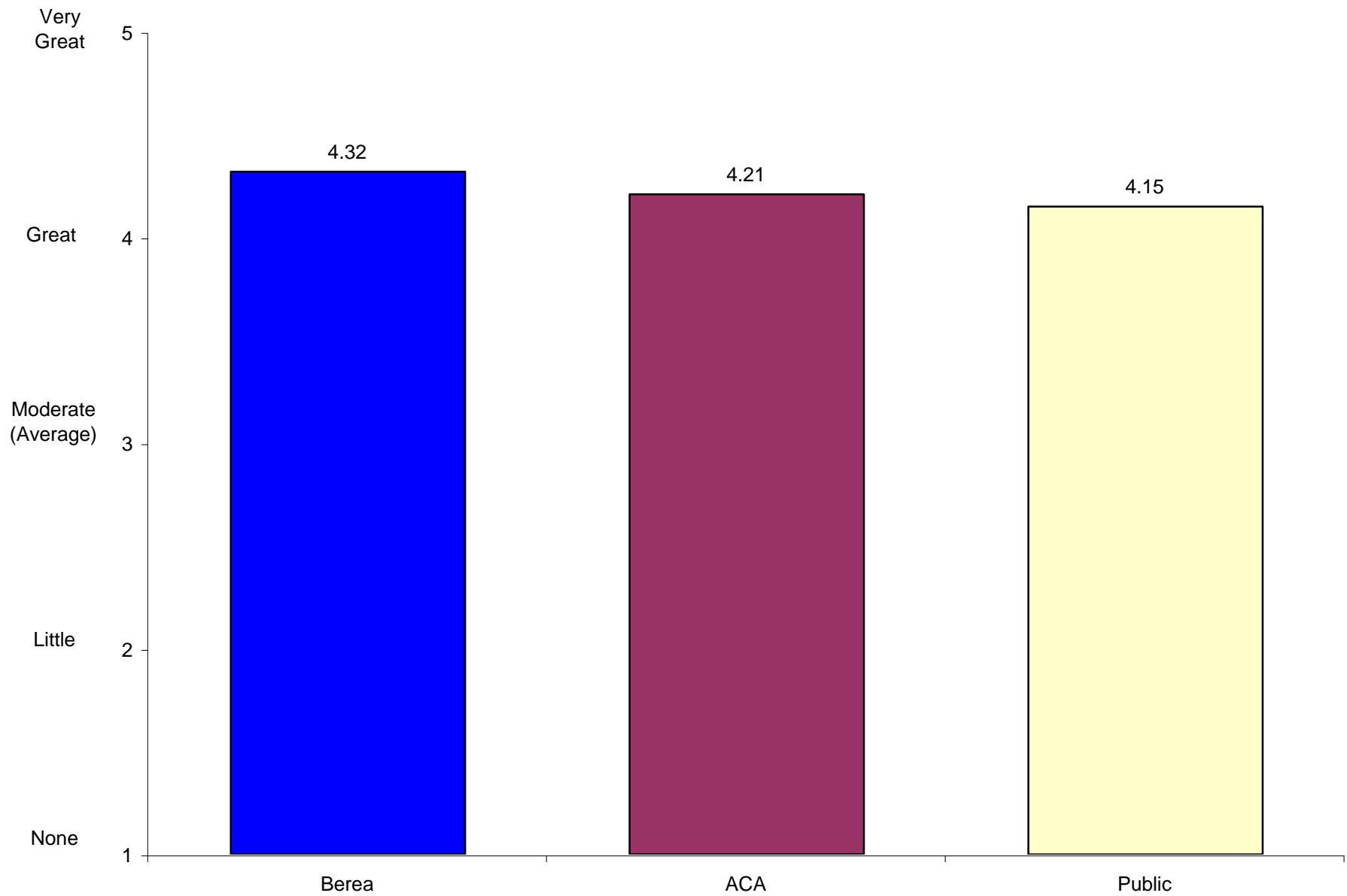
Indicate your opinion of the importance of each of the following skills and competencies in your current endeavors.

### Working as a team member



Indicate your opinion of the importance of each of the following skills and competencies in your current endeavors.

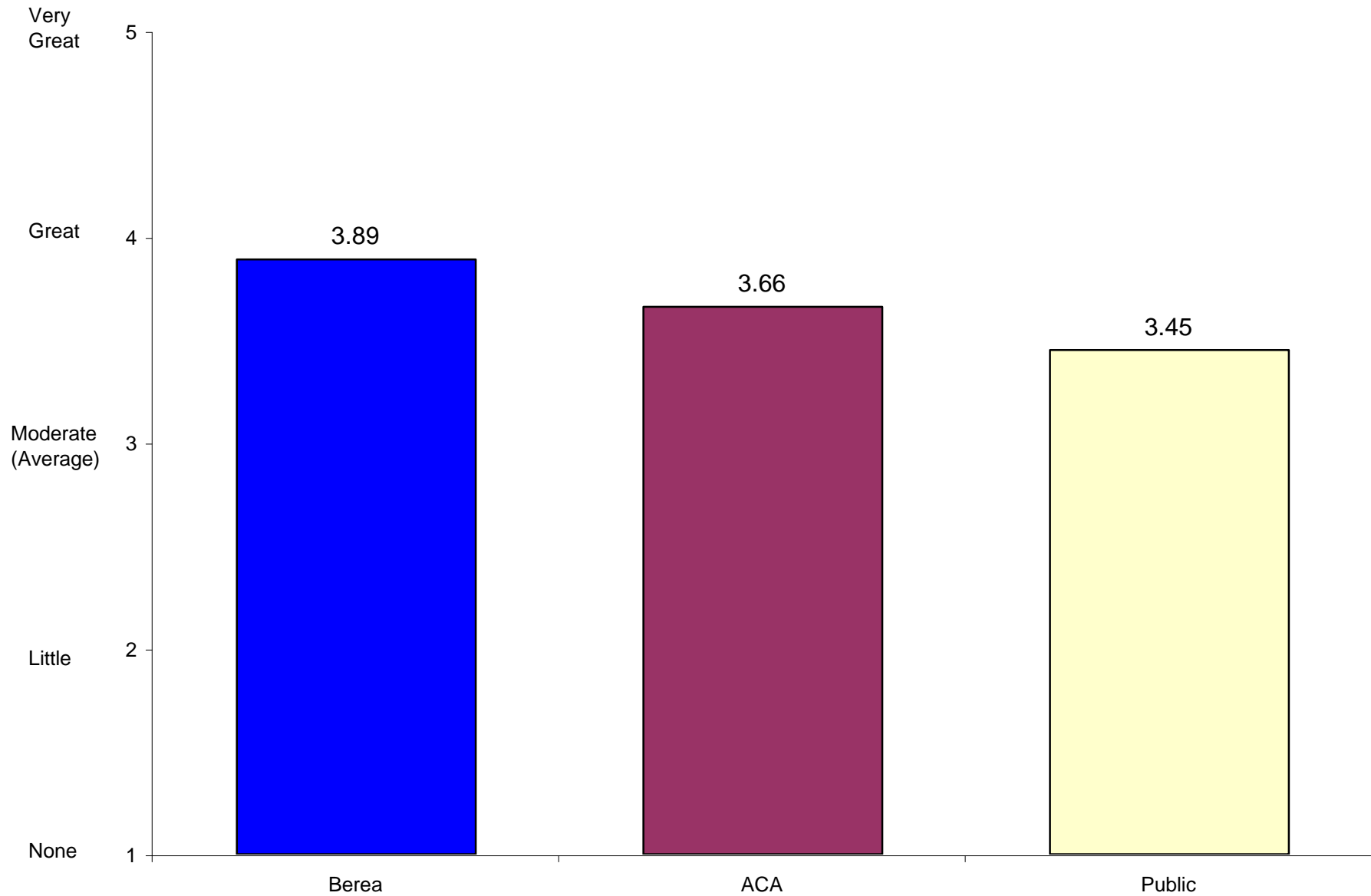
### Developing time management skills



ACA Appalachian Region Alumni Survey (1974-76, 1984-86, 1994-96 Alumni)

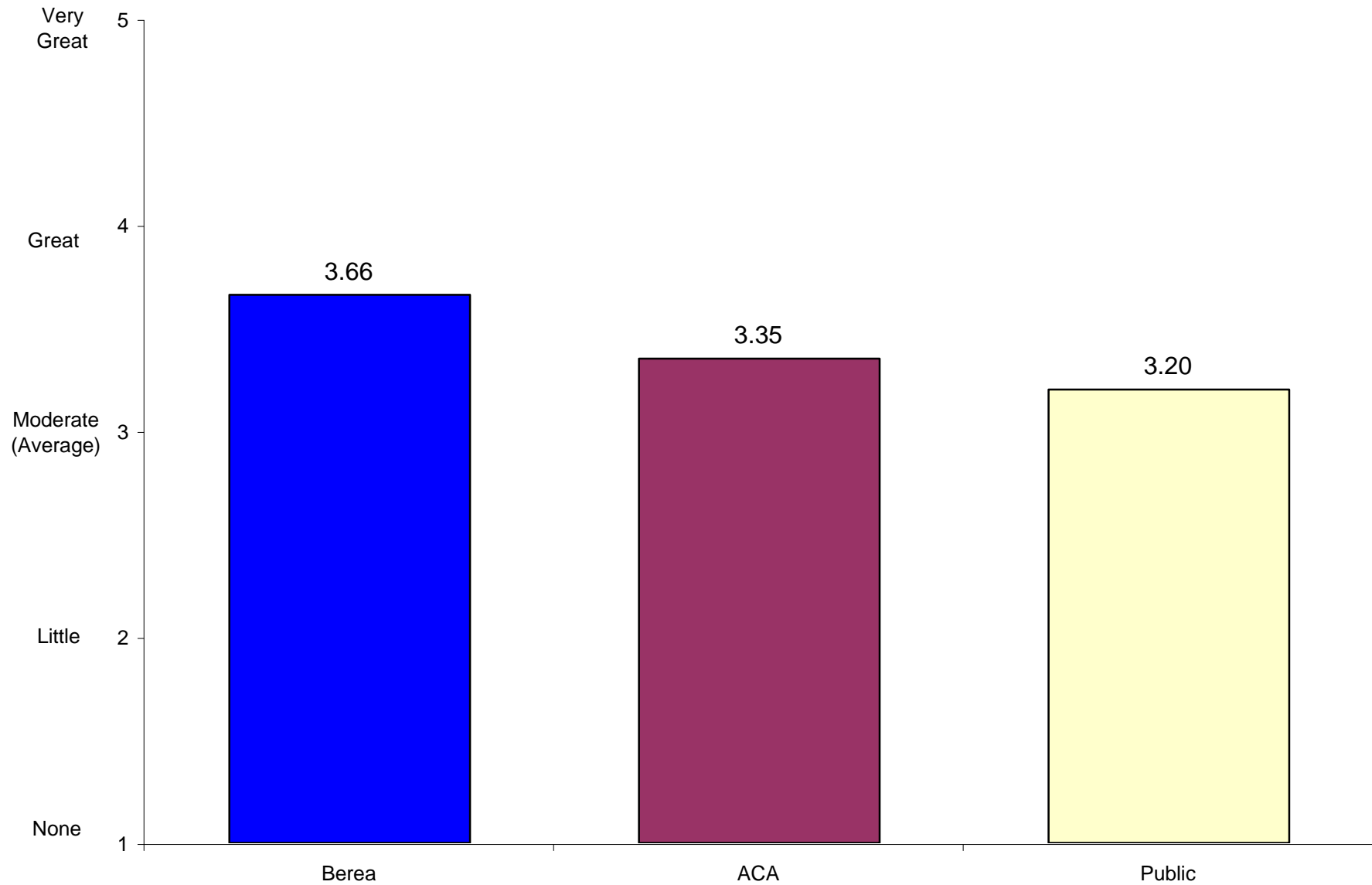
Indicate the contribution that your experiences at this college made to your growth in each area.

### Working as a team member

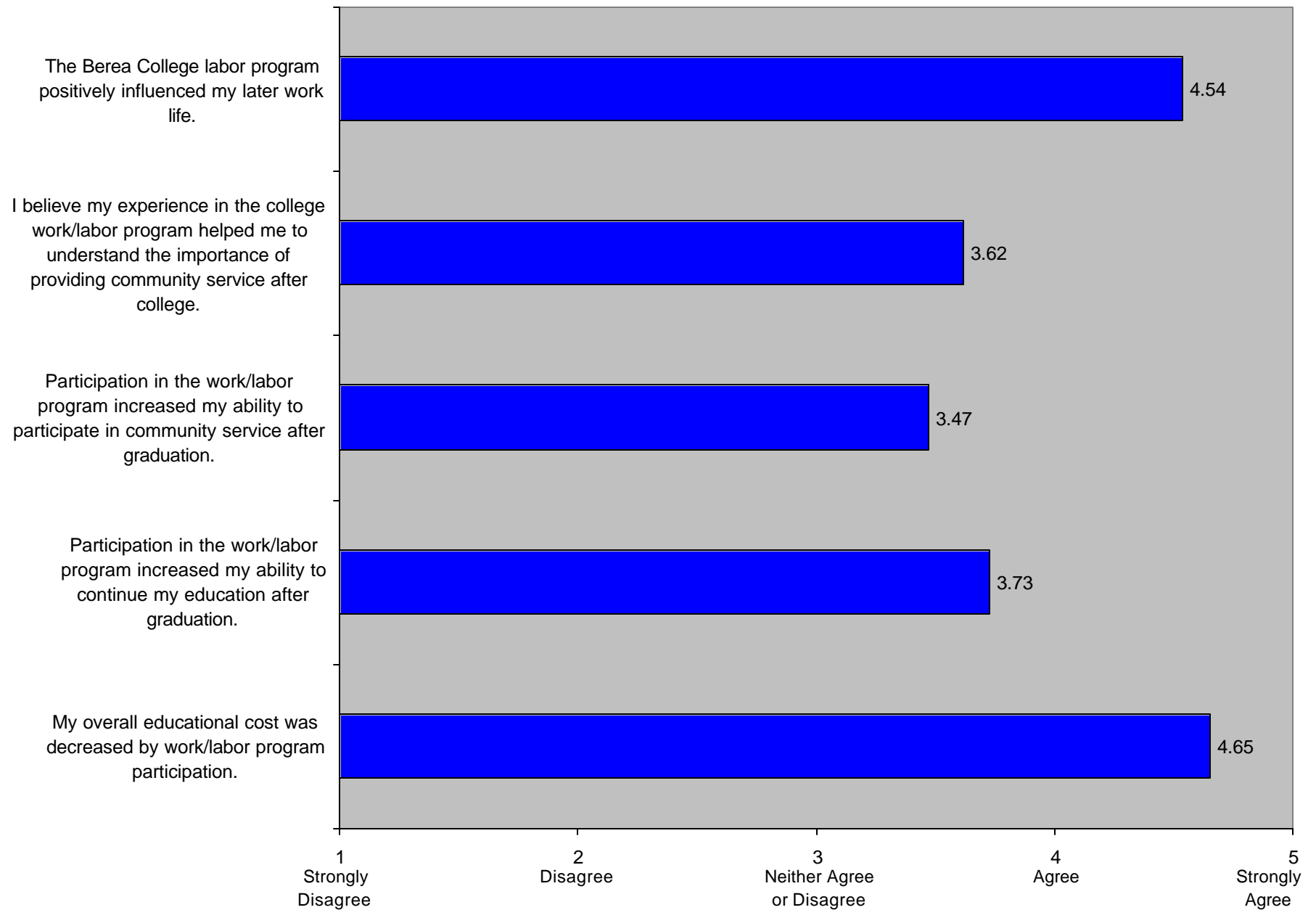


Indicate the contribution that your experiences at this college made to your growth in each area.

### Developing time management skills



ACA Appalachian Region Alumni Survey (1974-76, 1984-86, 1994-96 Alumni)



# ACT Alumni Outcomes Survey

(Work Colleges Consortium Project  
administered online)

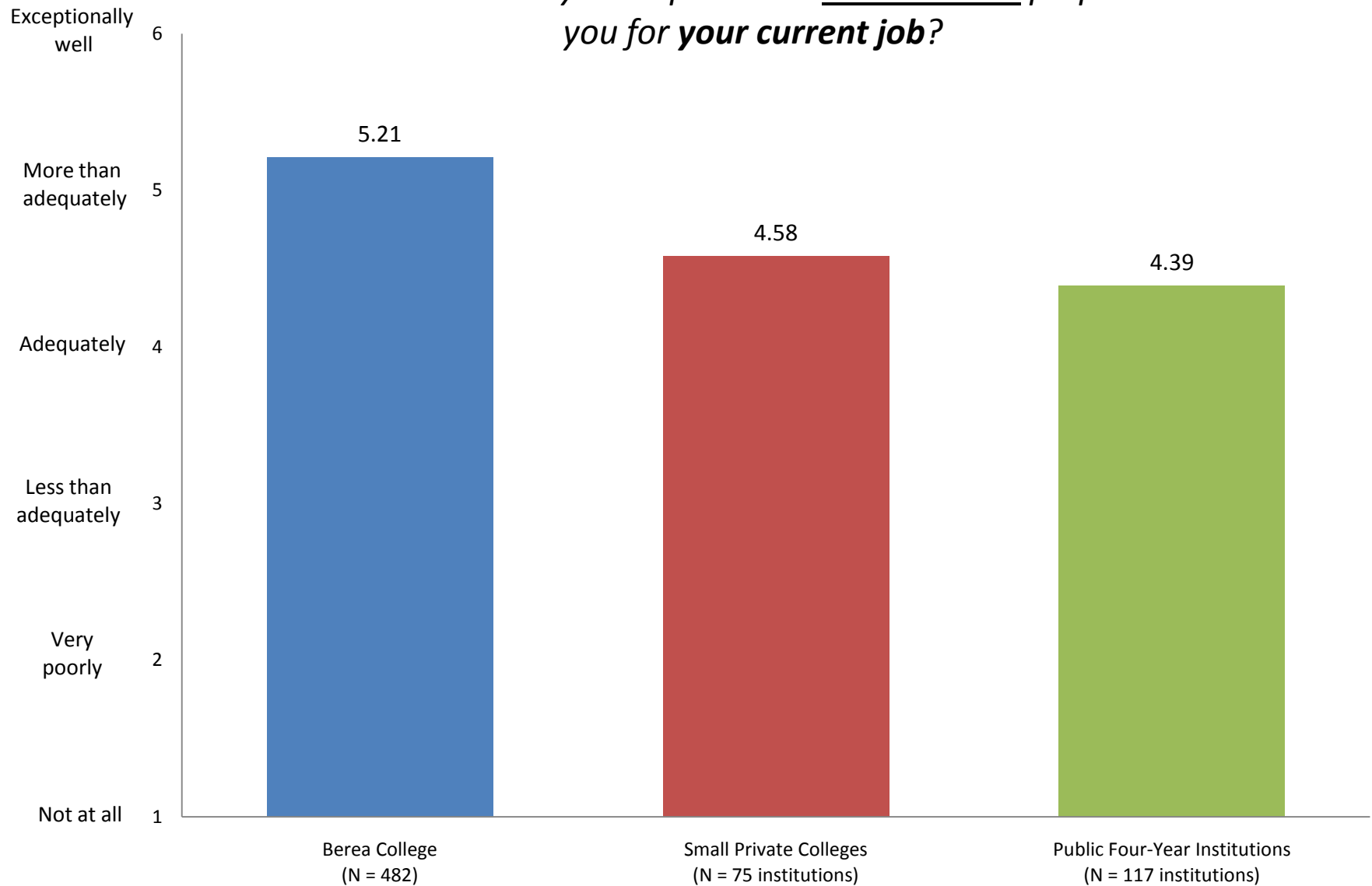
(Graduates from 1992-93 through 2006-07)



[Click to see survey instrument](#)

**Response Rate: 29% (482/1648)**

*How well did your experiences at this school prepare you for **your current job**?*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

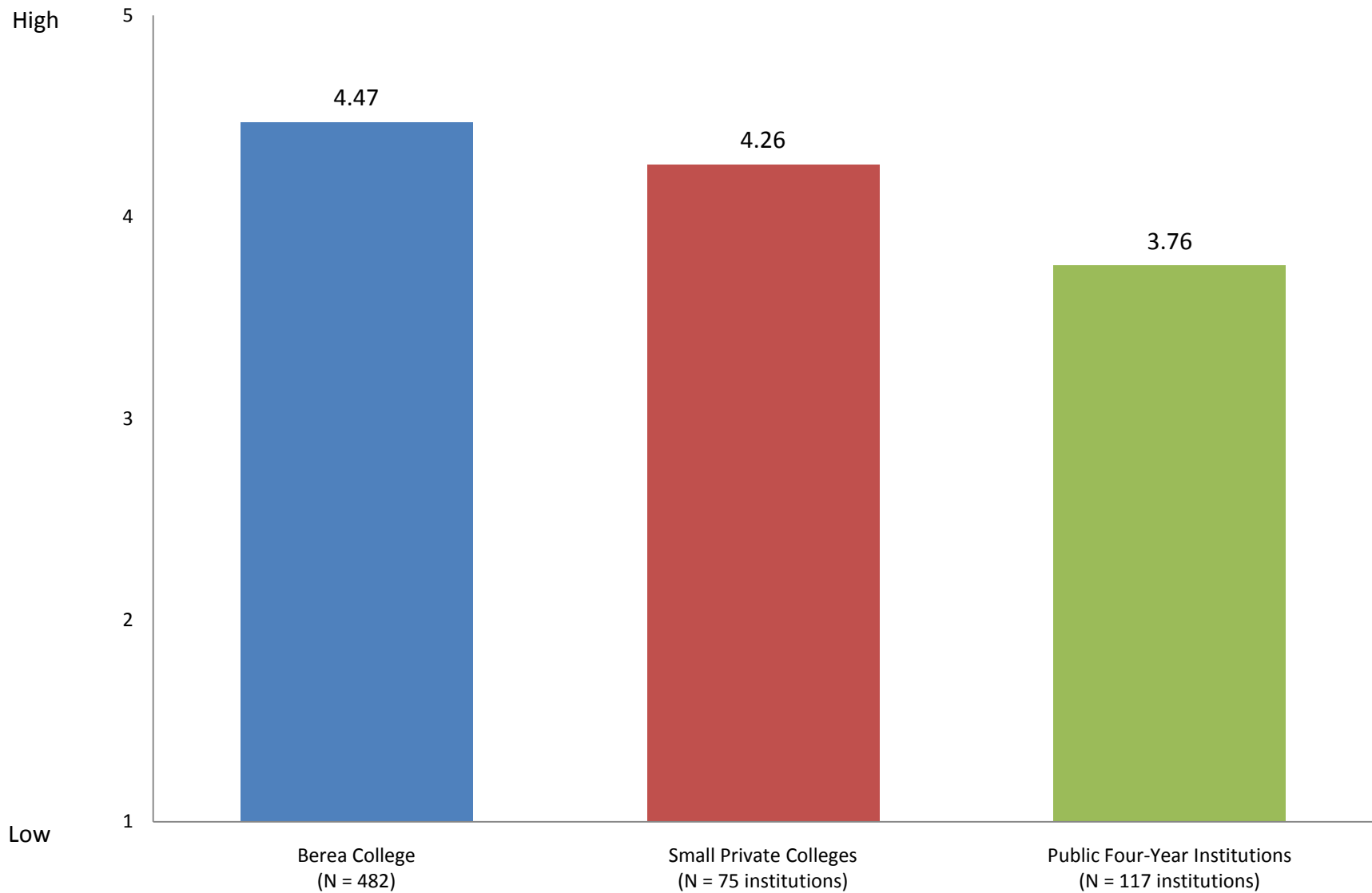
Source: Office of Institutional Research and Assessment, Spring 2011

Bera Response Rate:  
482/1648 or 29%



Rate this college on each of the factors below.

### Opportunities for student/faculty interaction



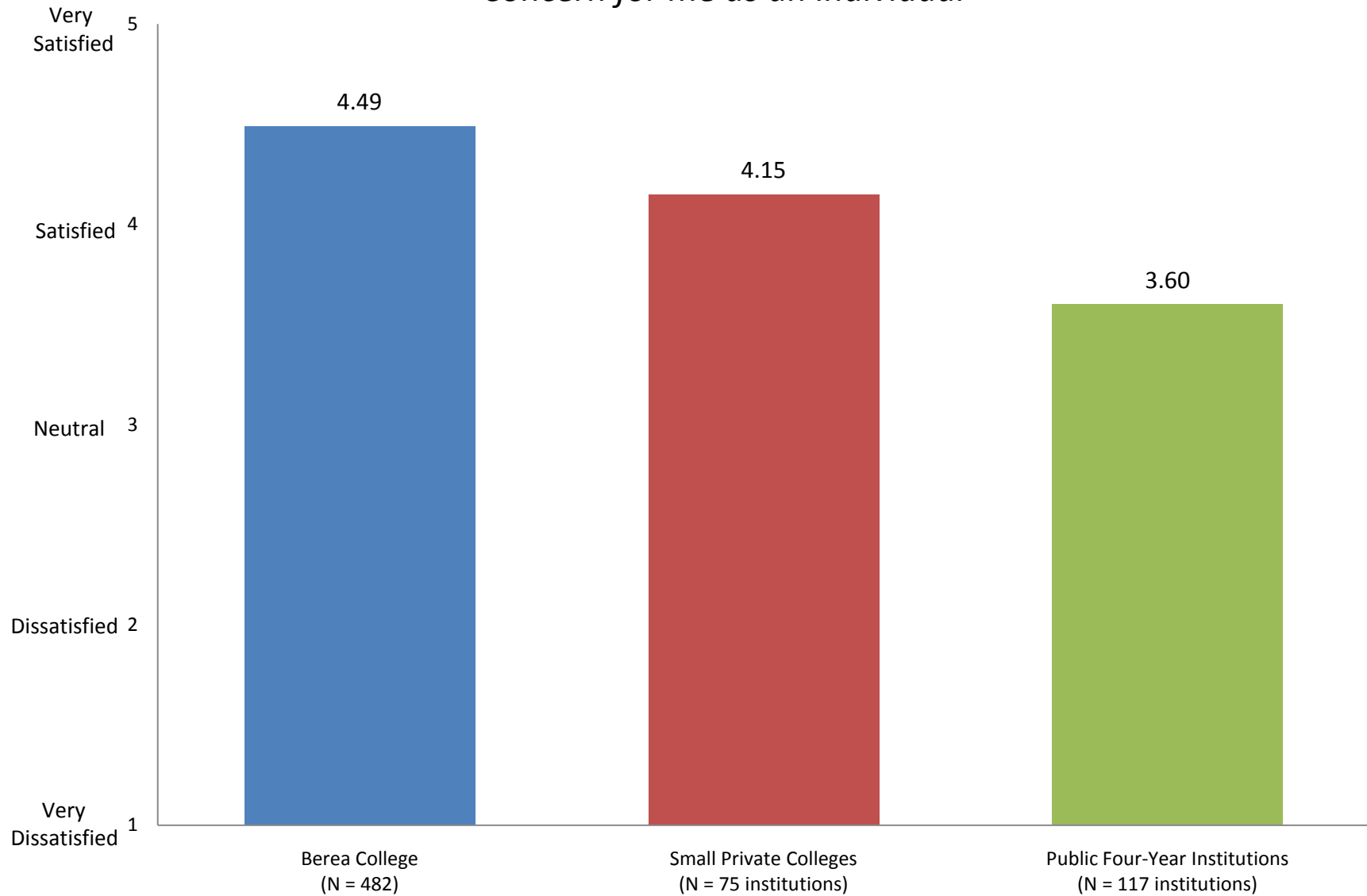
Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

Indicate your level of satisfaction with each aspect of this school listed below.

### Concern for me as an individual



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

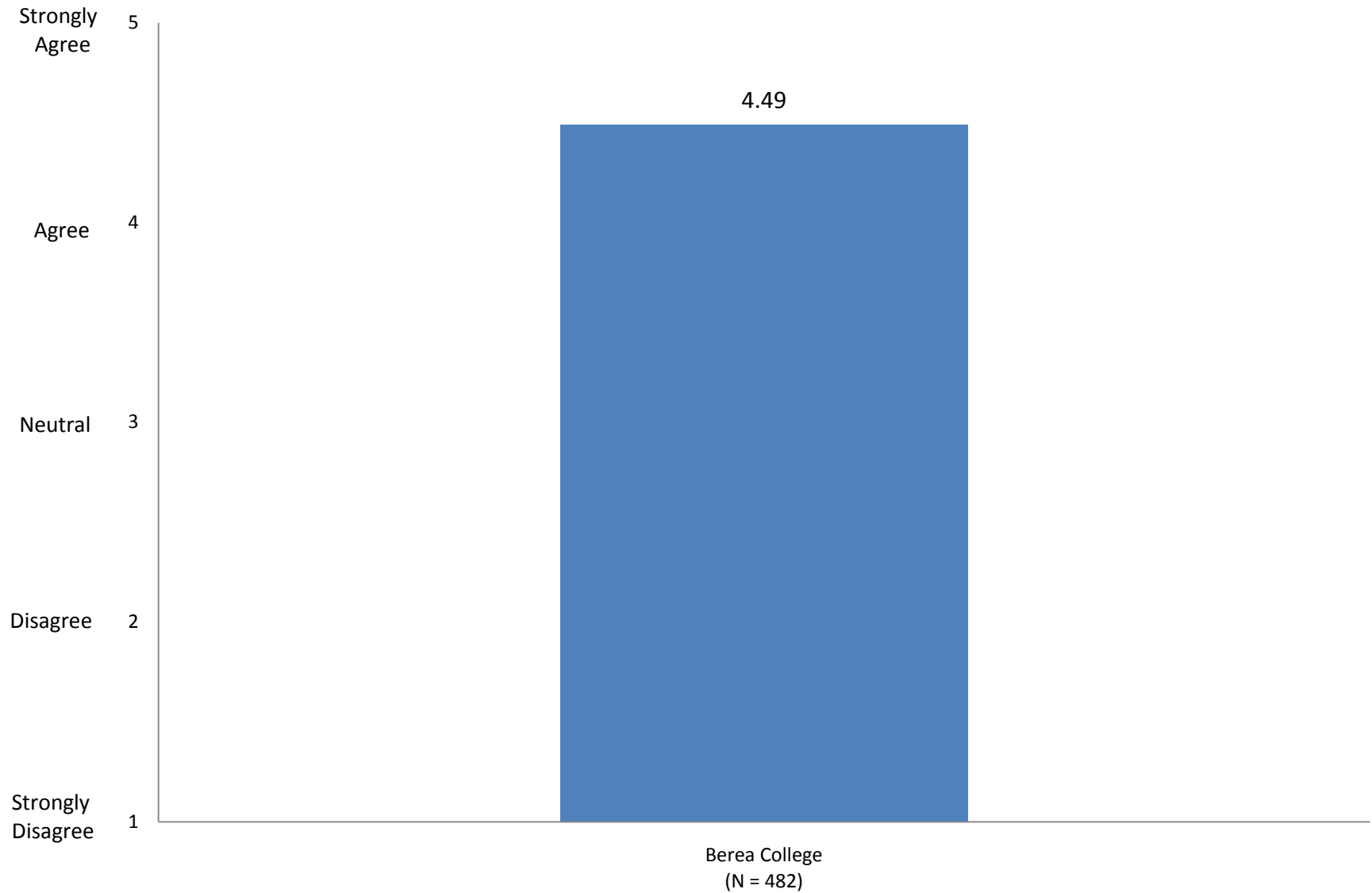
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

*My Work Program Experience...*

*was an important way to reduce my college costs.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

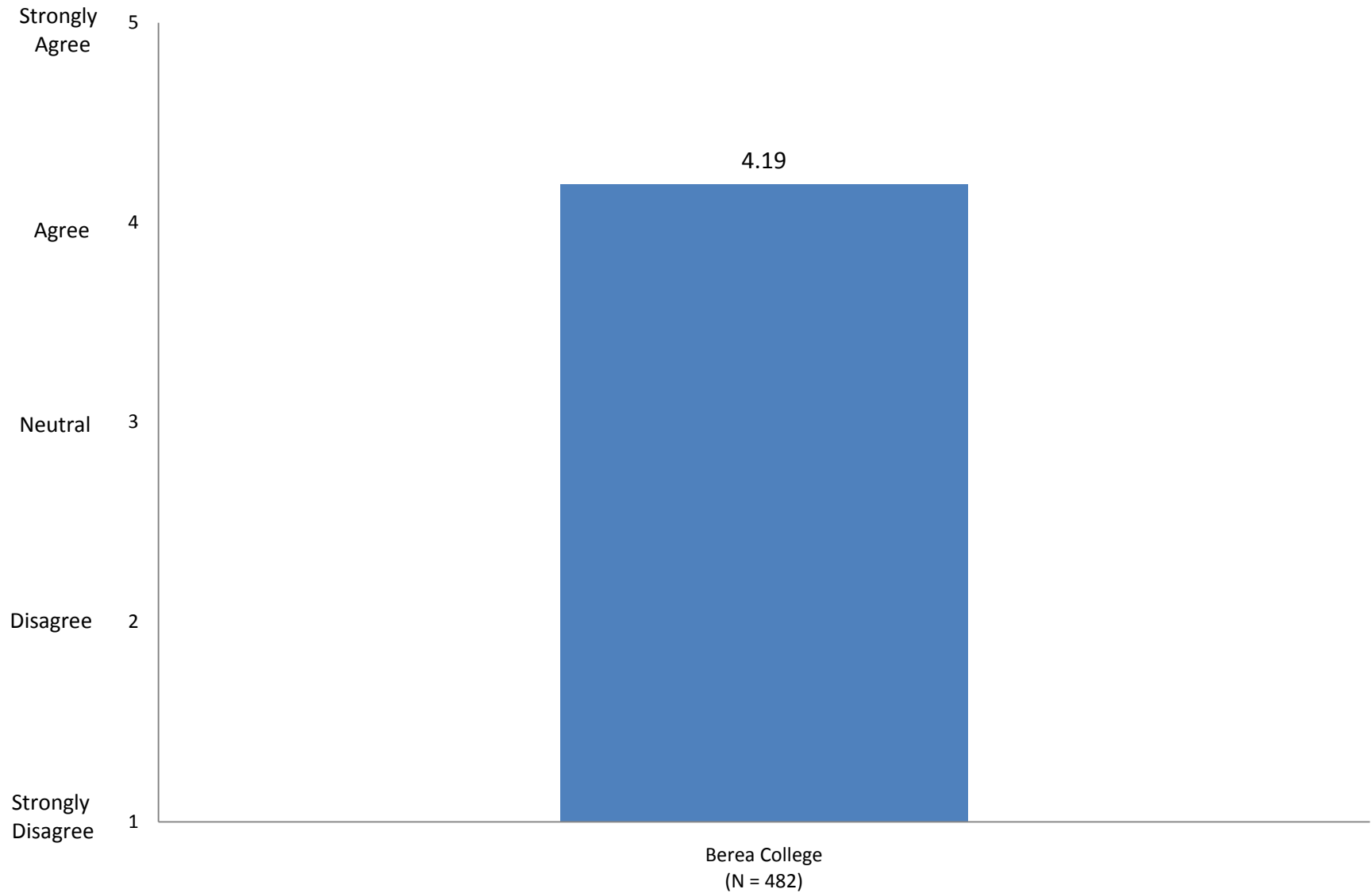
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped prepare me for my first job.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

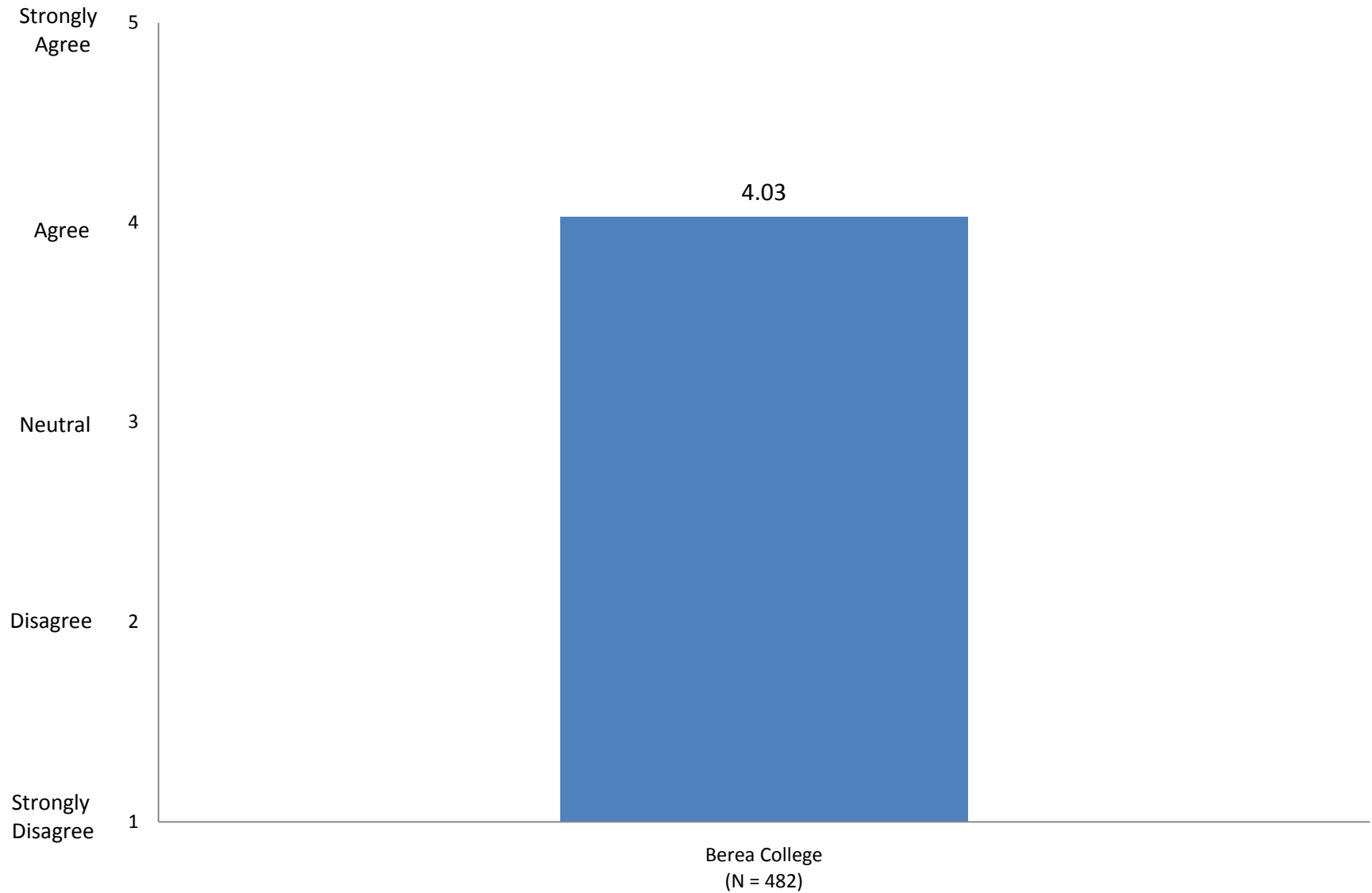
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped prepare me for my current job (if different).*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

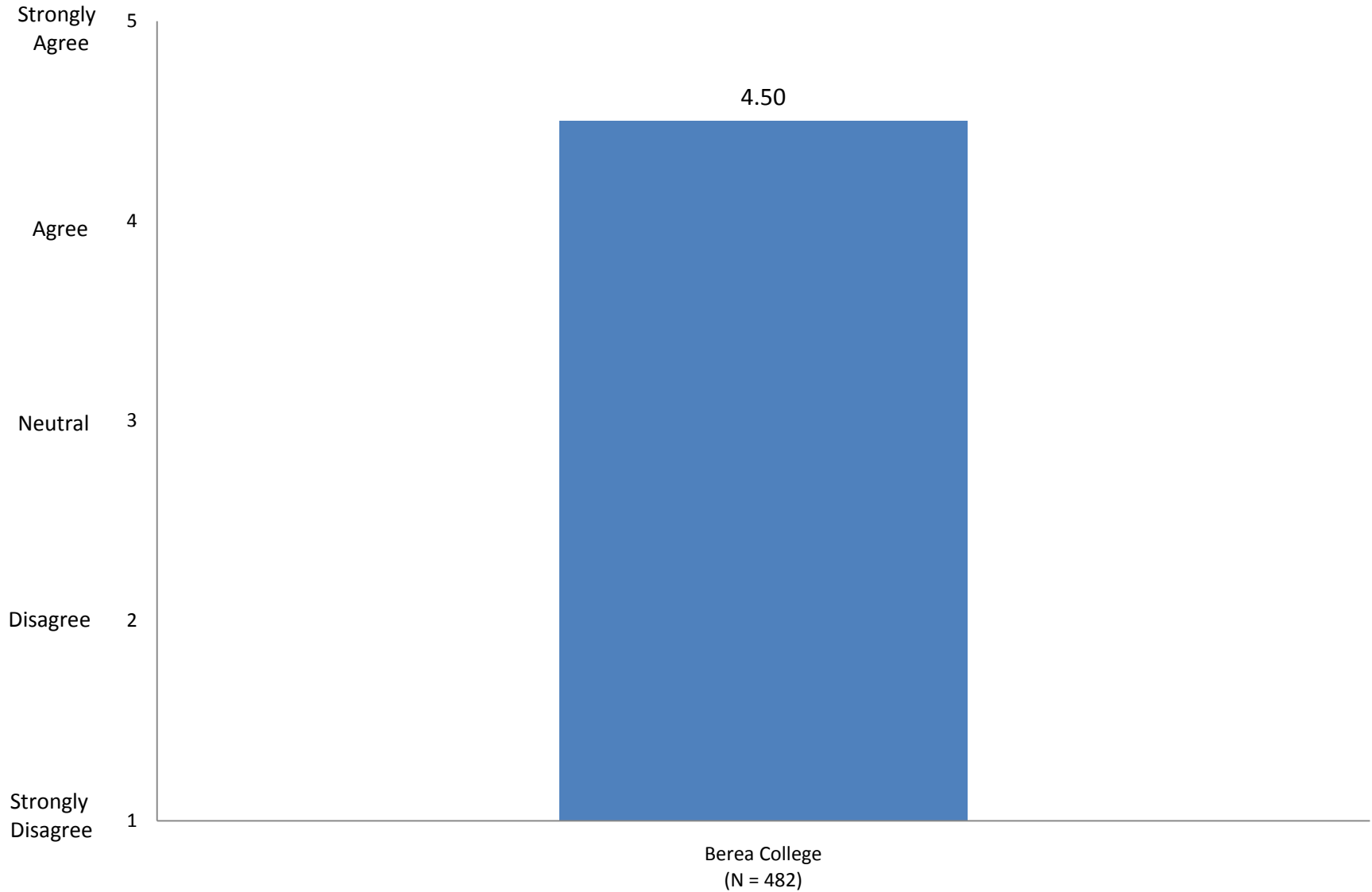
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me develop a sense of responsibility and accountability.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

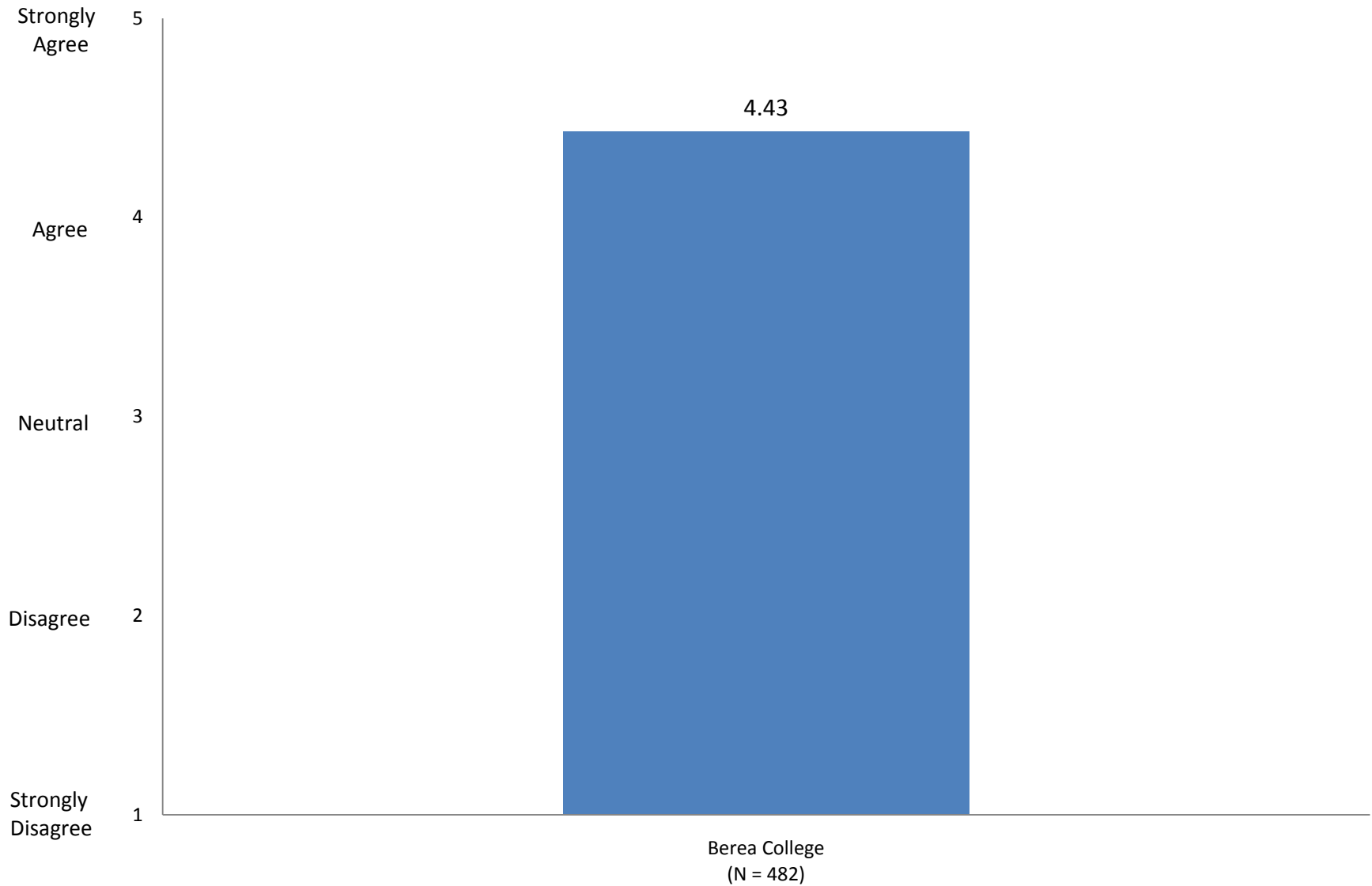
Source: Office of Institutional Research and Assessment, Spring 2011

Bera Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me build self-confidence.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

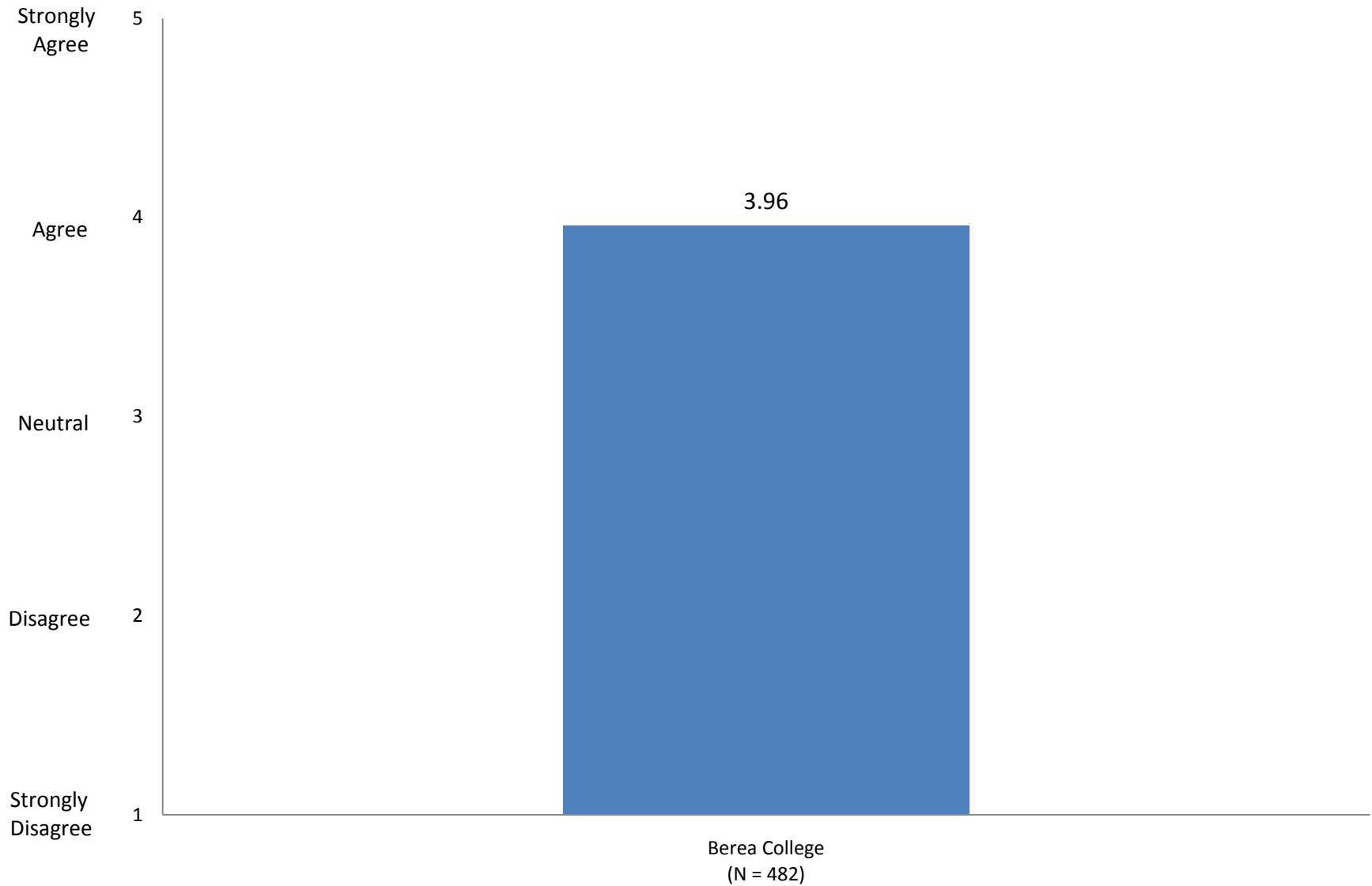
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to become more involved in my community.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

Source: Office of Institutional Research and Assessment, Spring 2011

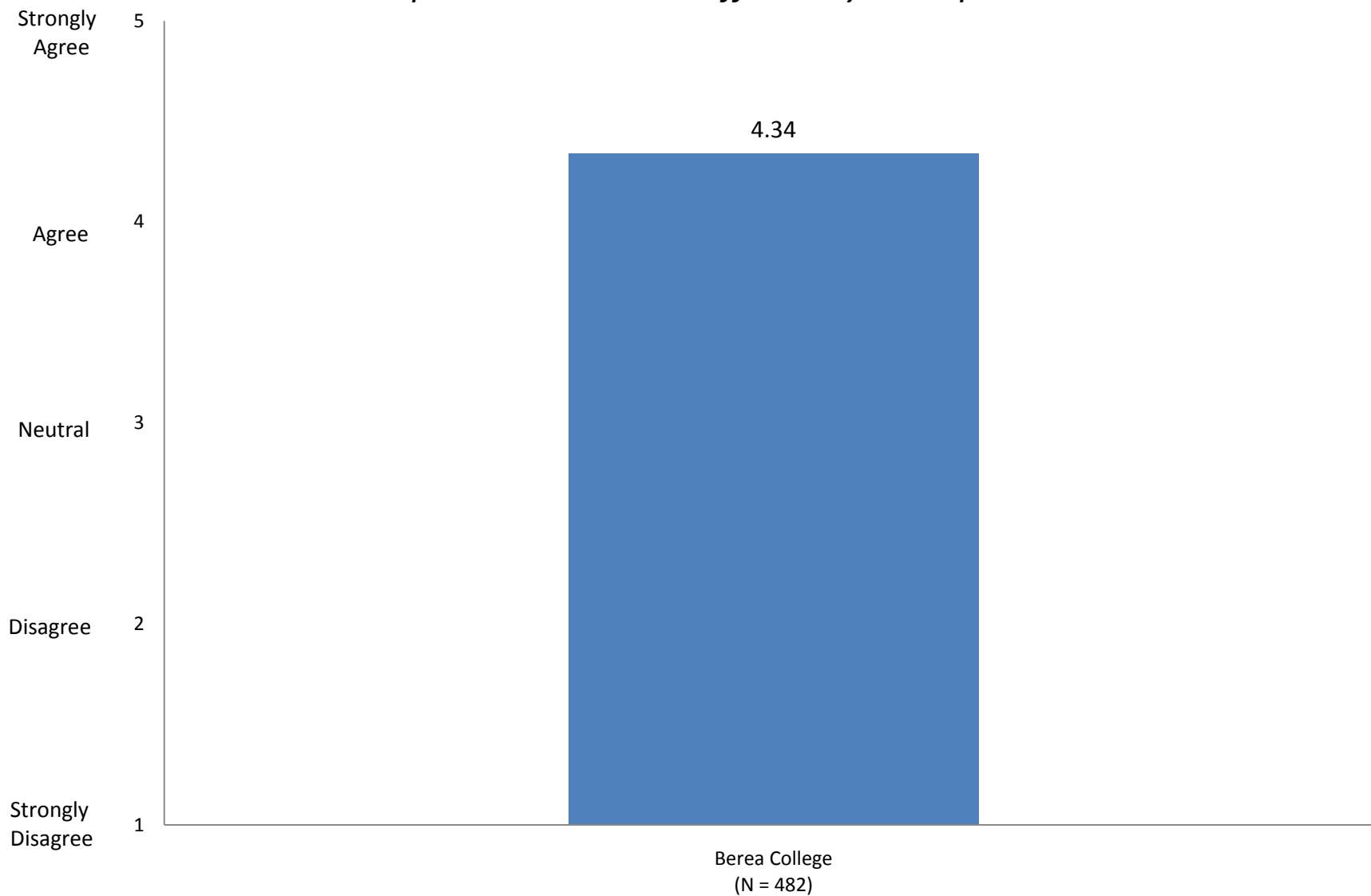
Berea Response Rate:  
482/1648 or 29%



To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to learn to effectively solve problems.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

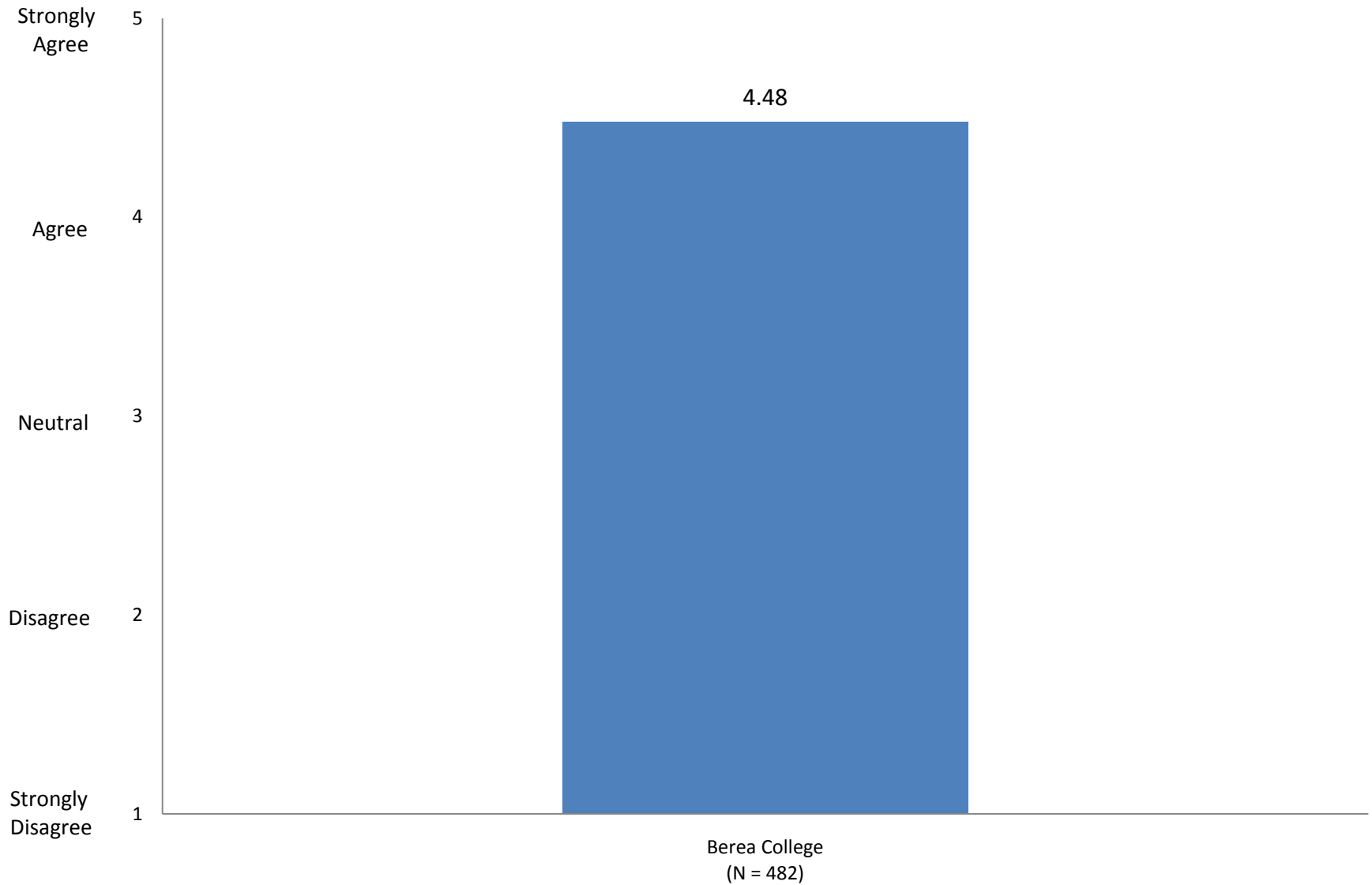
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me develop good communication skills.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

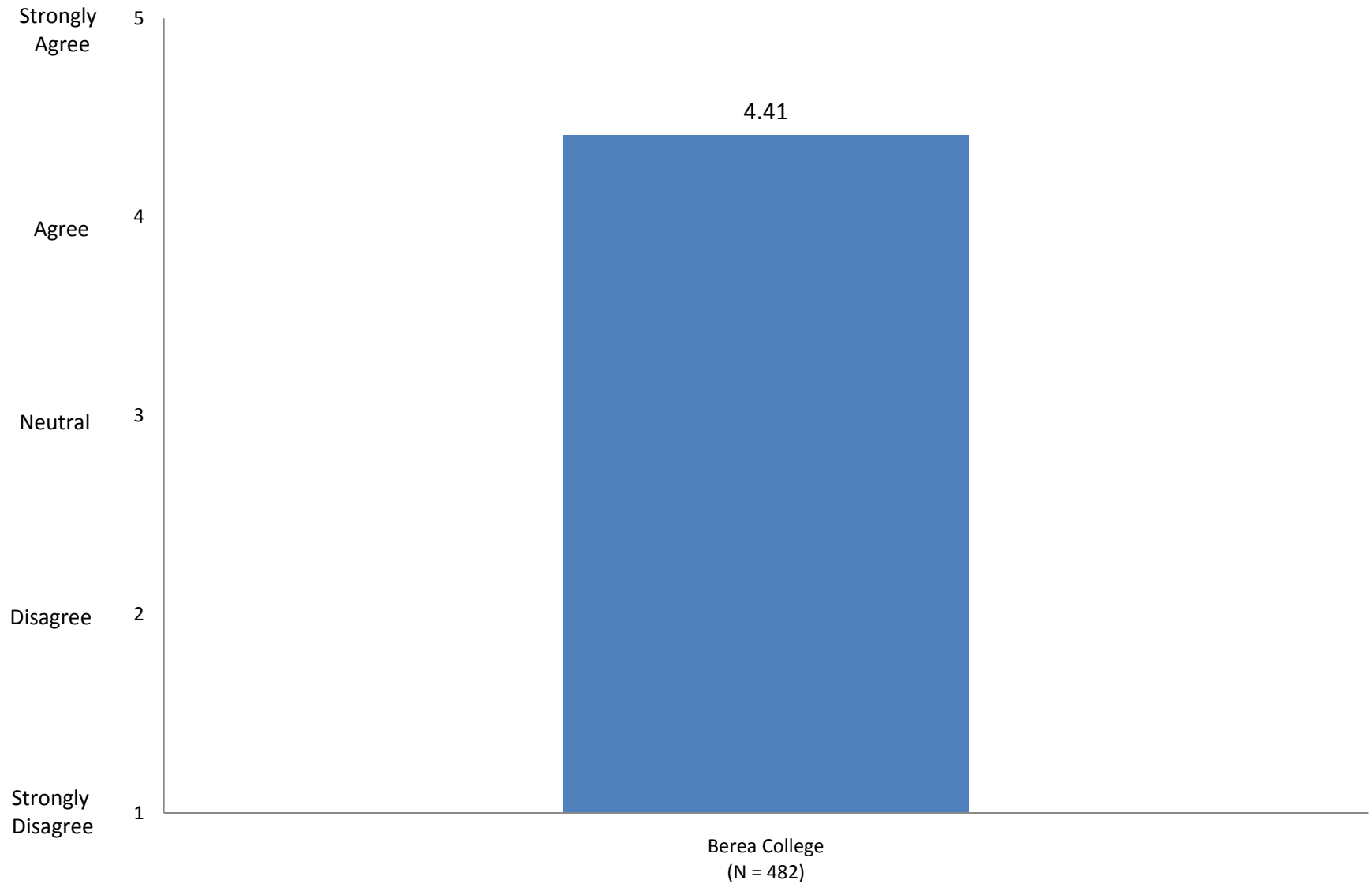
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me use effective leadership skills.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

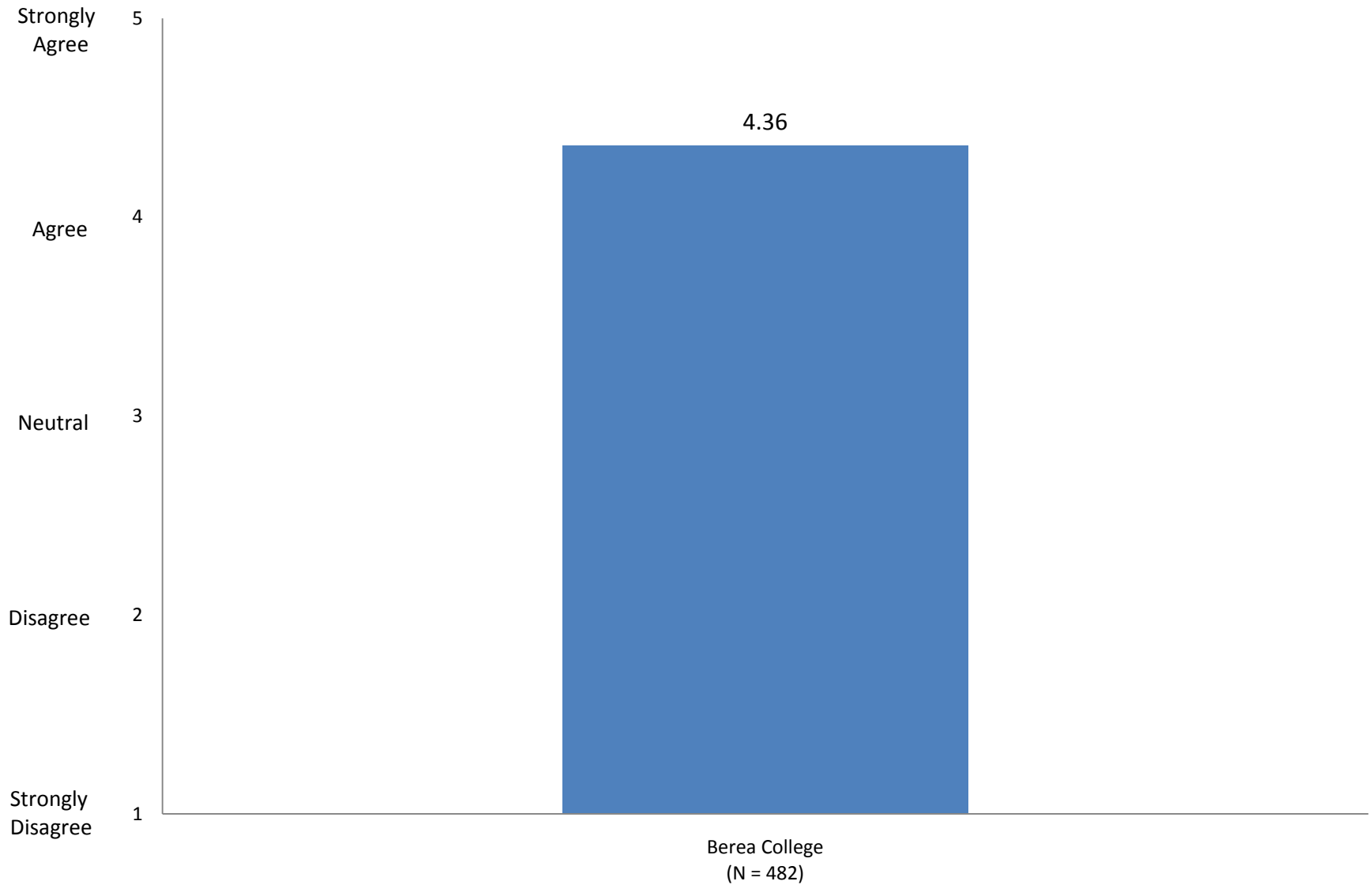
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to learn how to work cooperatively in groups/teams.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

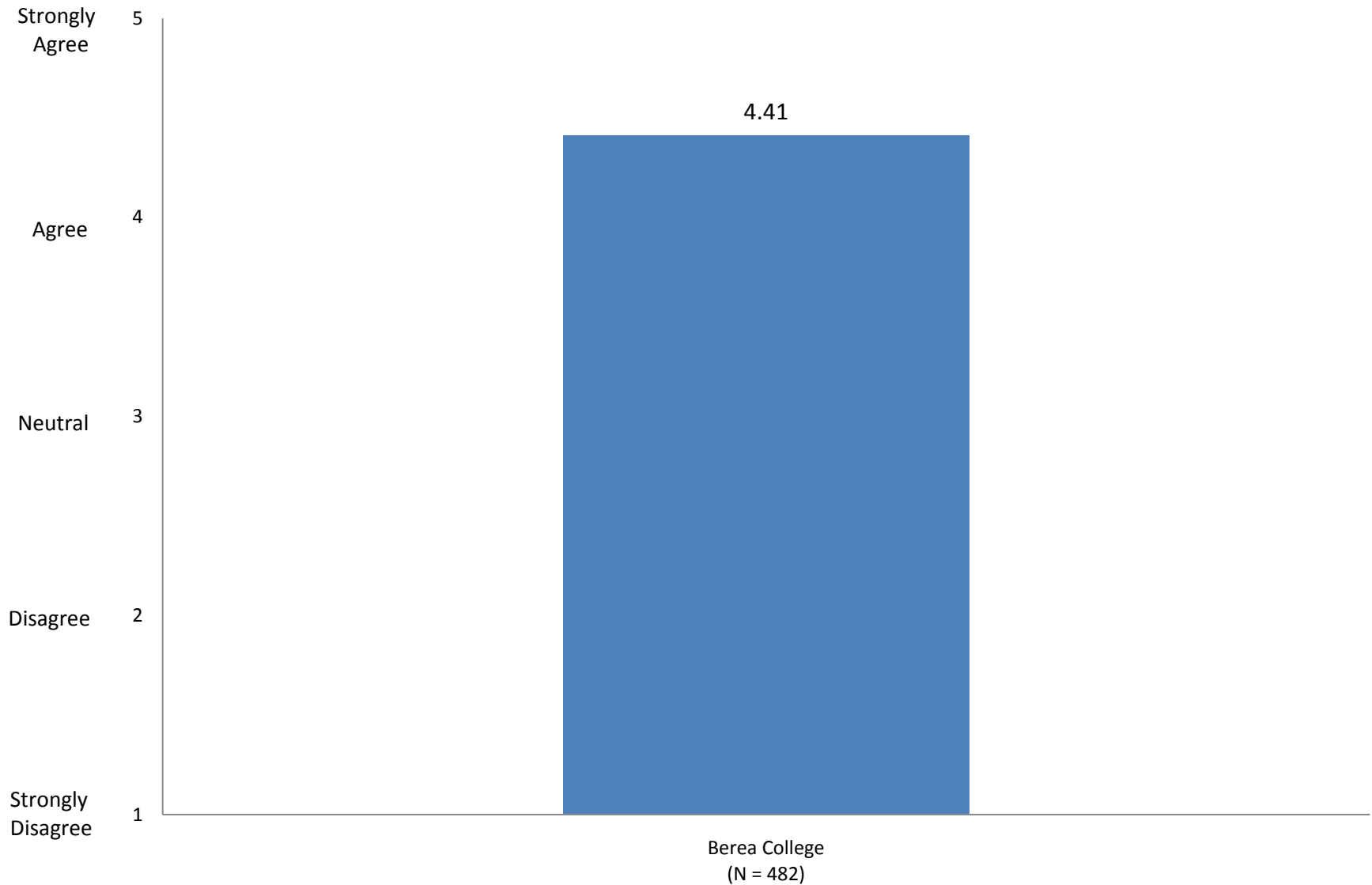
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to appreciate the value and dignity of work.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

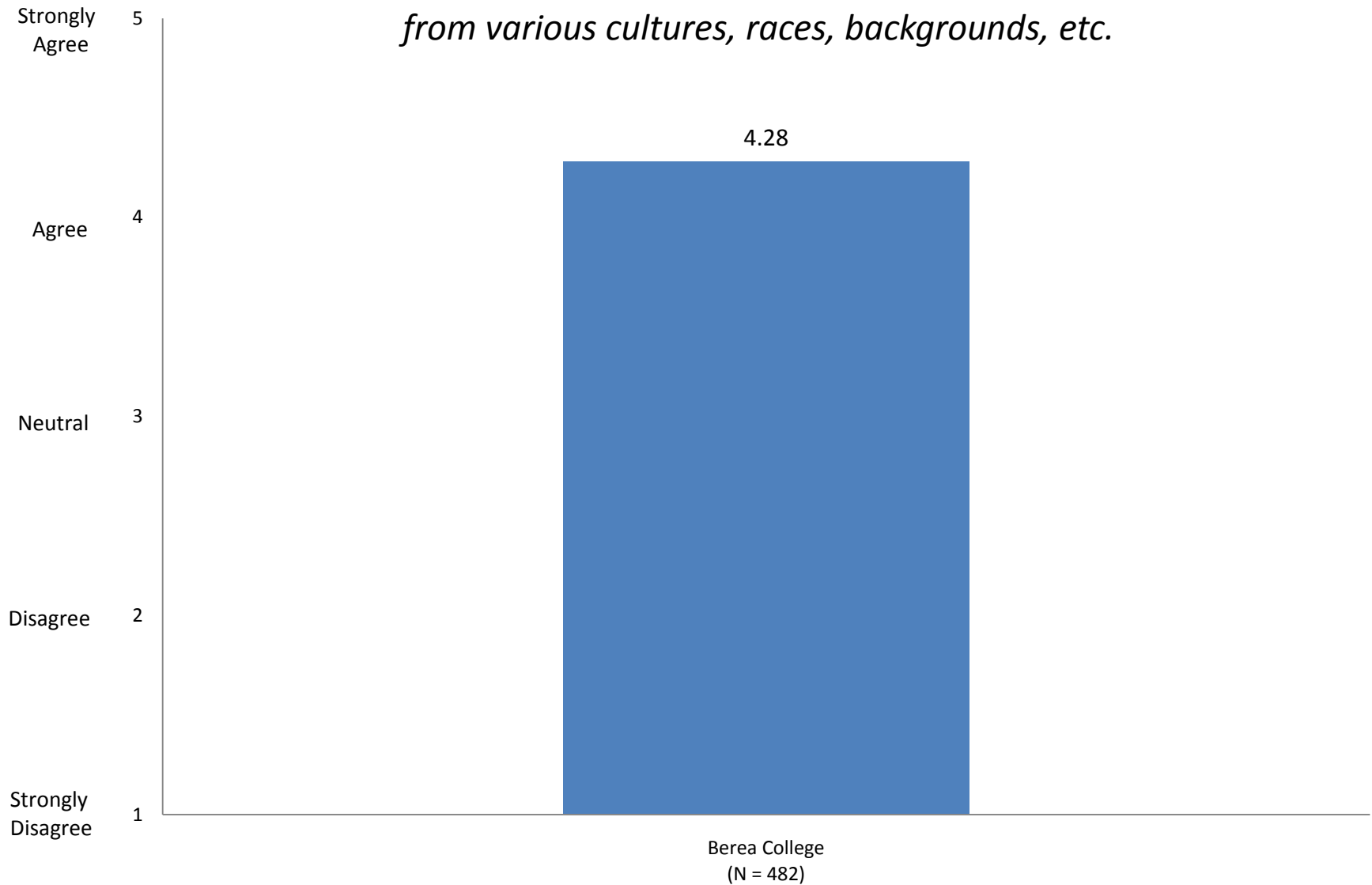
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me understand the importance of getting along with people from various cultures, races, backgrounds, etc.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

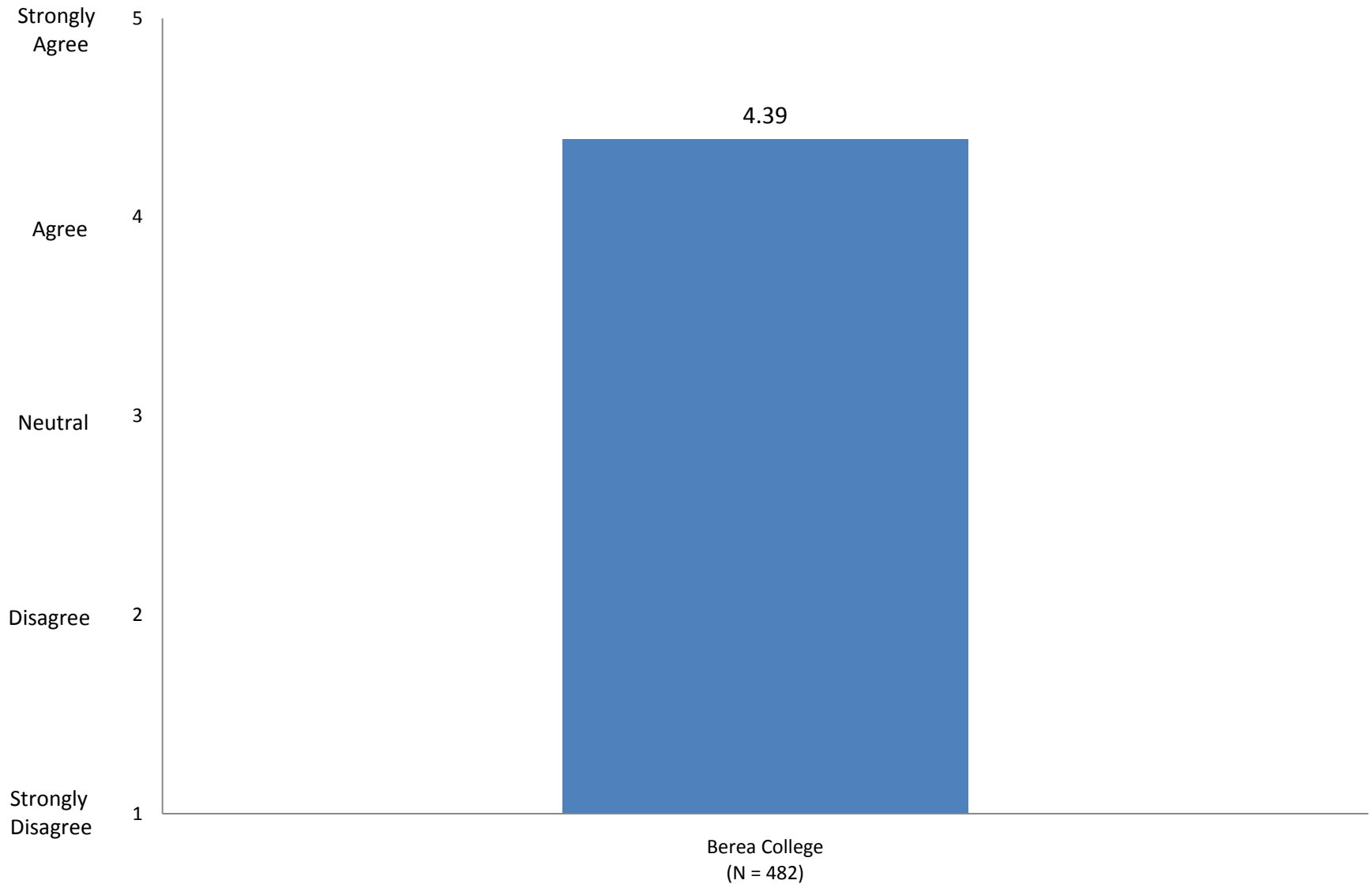
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to get along with people with different attitudes and opinions.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

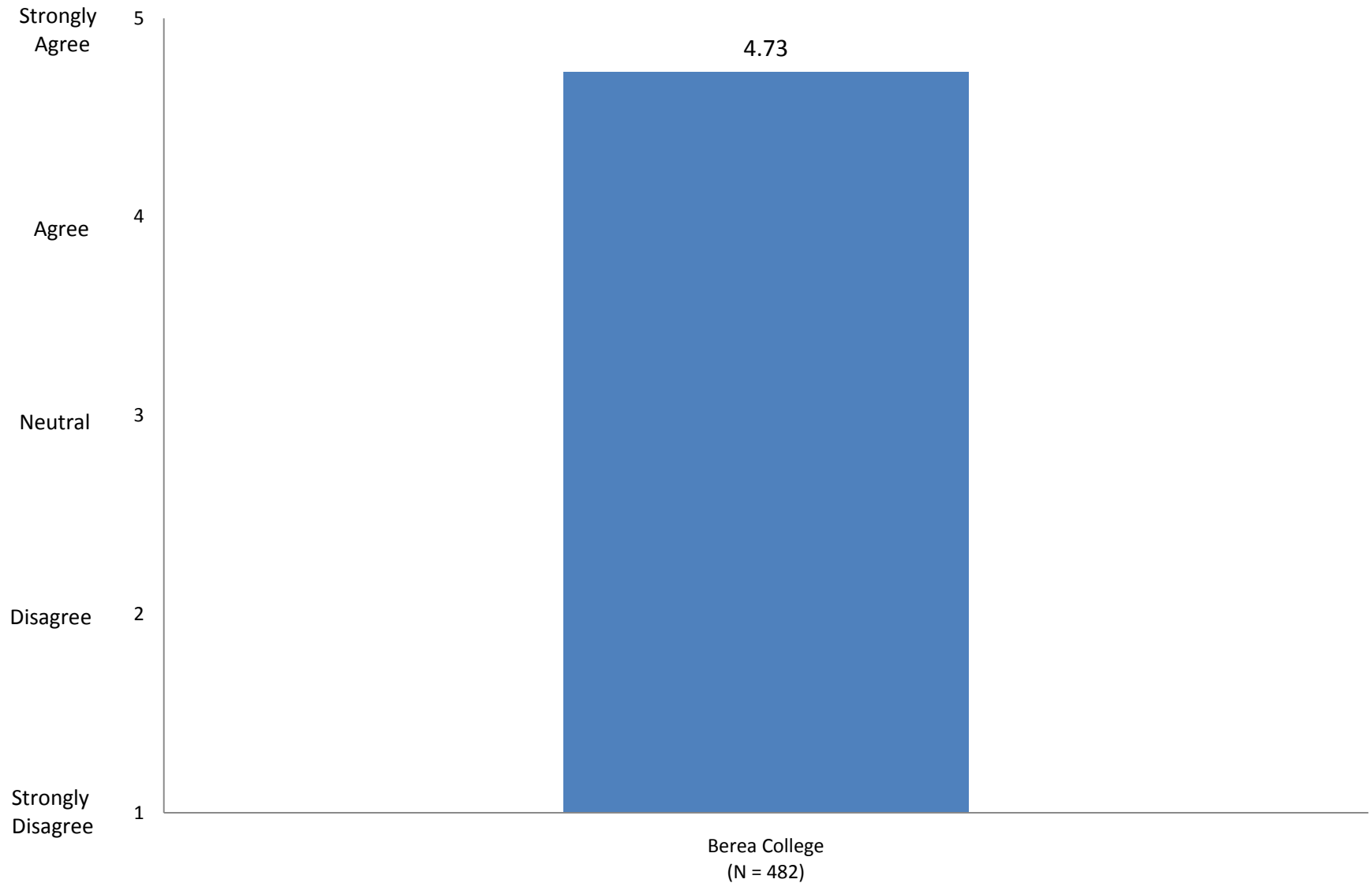
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*was a meaningful part of my college experience.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

Source: Office of Institutional Research and Assessment, Spring 2011

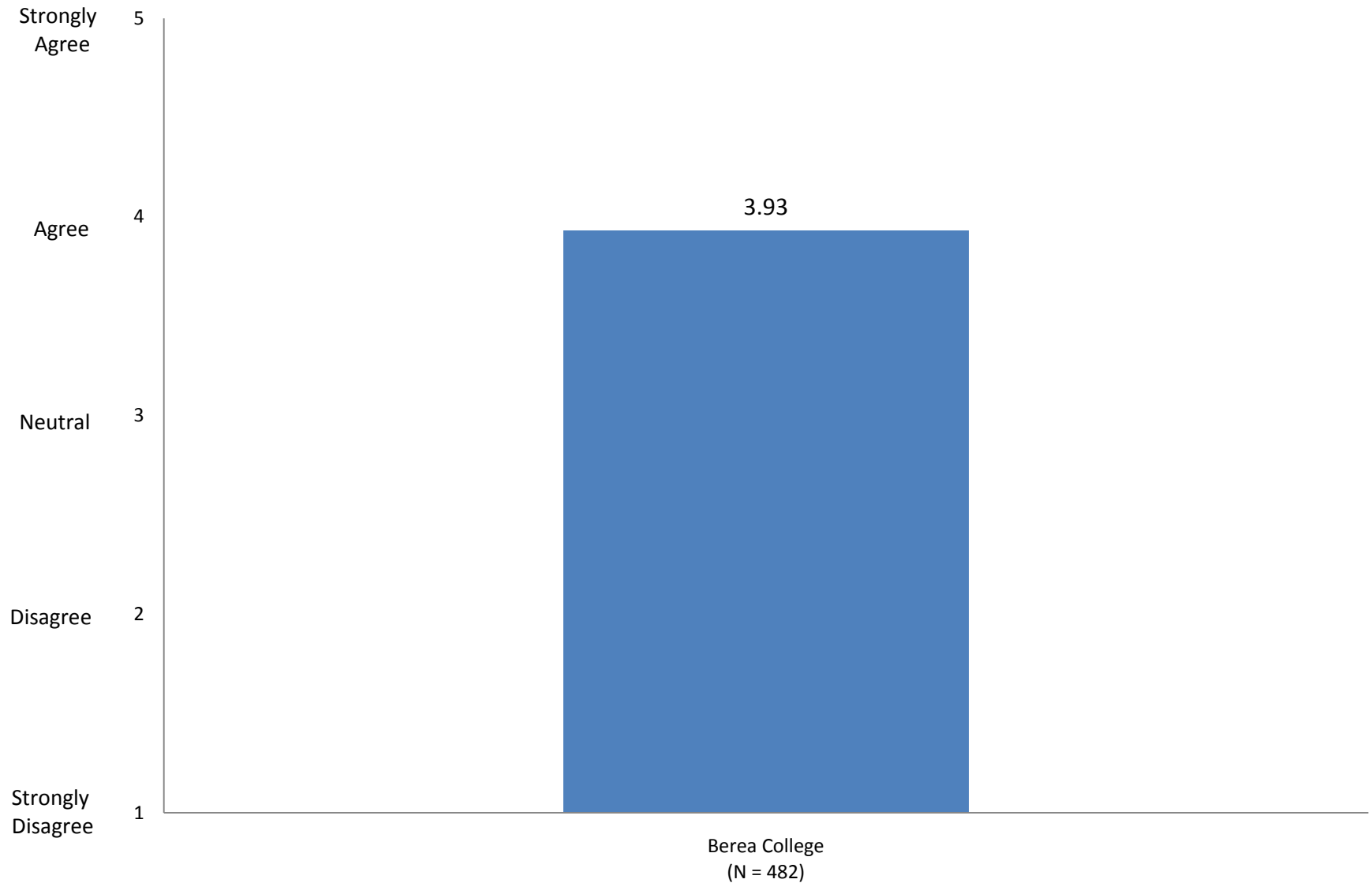
Berea Response Rate:  
482/1648 or 29%



To what degree do you agree with the following statement concerning the Work Program?

*My Work Program Experience...*

*increased my ability to continue my education after graduation.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

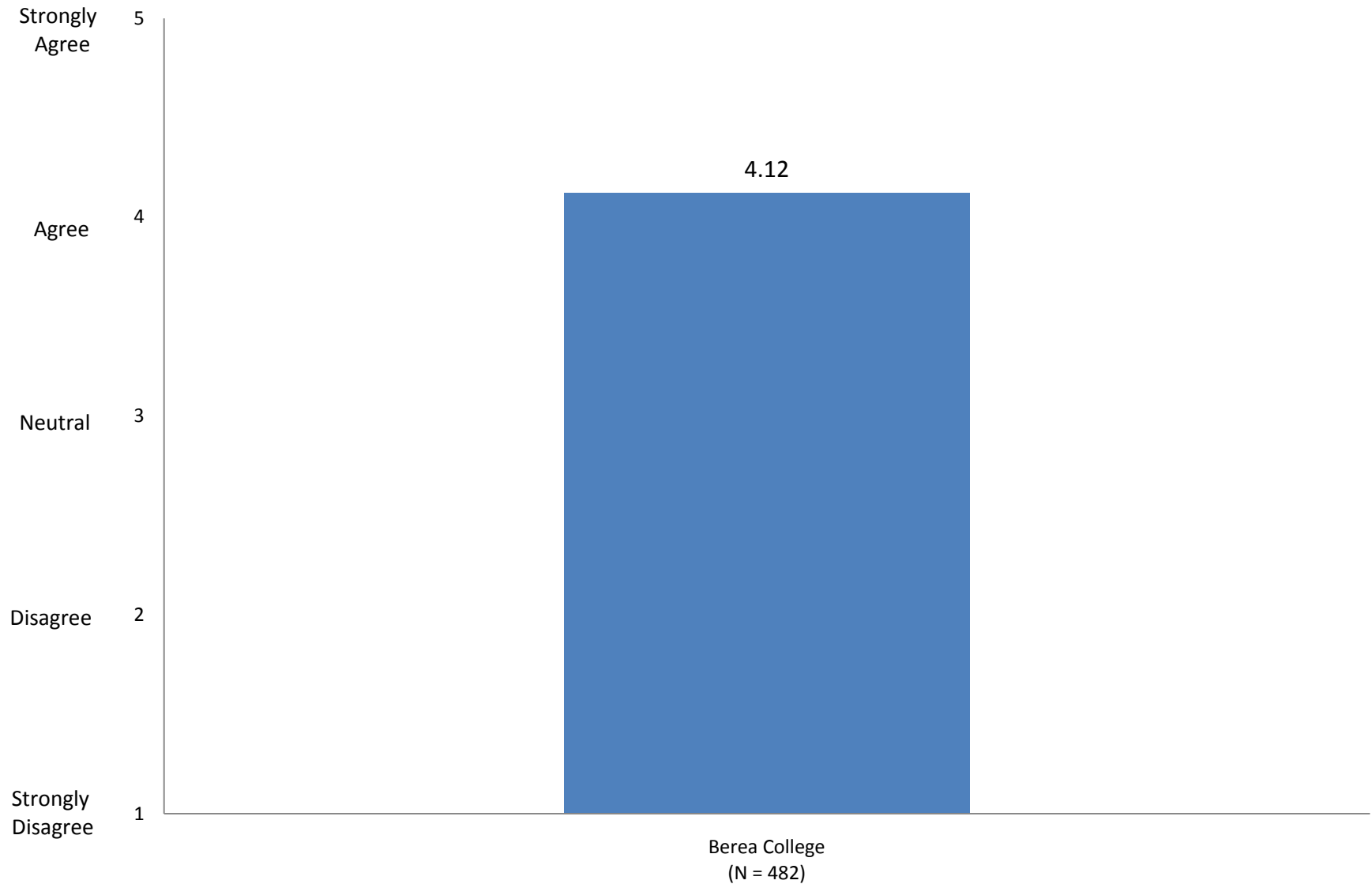
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to learn the importance of service to others.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

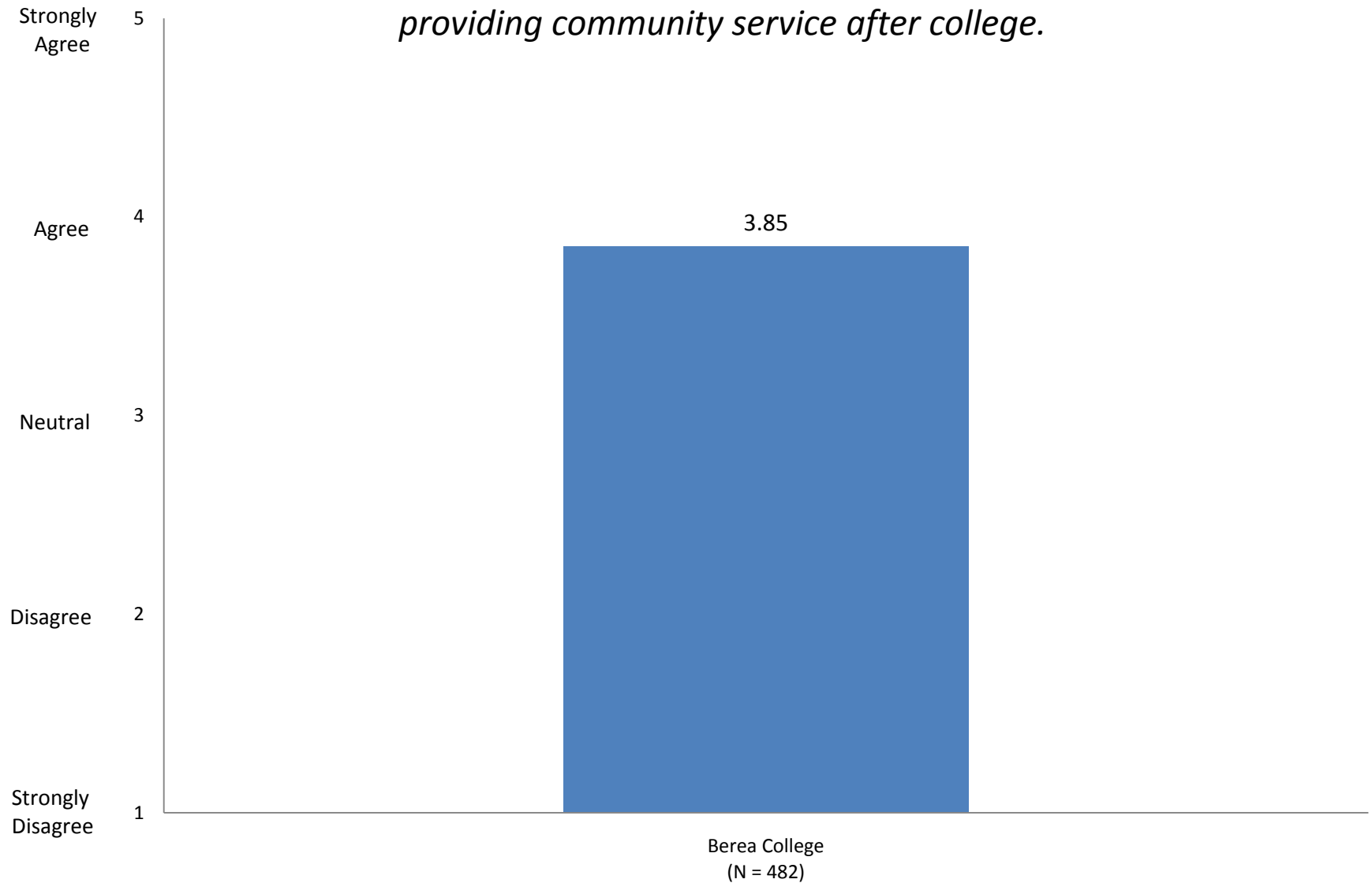
Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%

To what degree do you agree with the following statement concerning the Work Program?

My Work Program Experience...

*helped me to understand the importance of providing community service after college.*



Based on ACT Alumni Outcomes Survey administered online to Work College graduates (1992-93 through 2006-2007)

Source: Office of Institutional Research and Assessment, Spring 2011

Berea Response Rate:  
482/1648 or 29%