

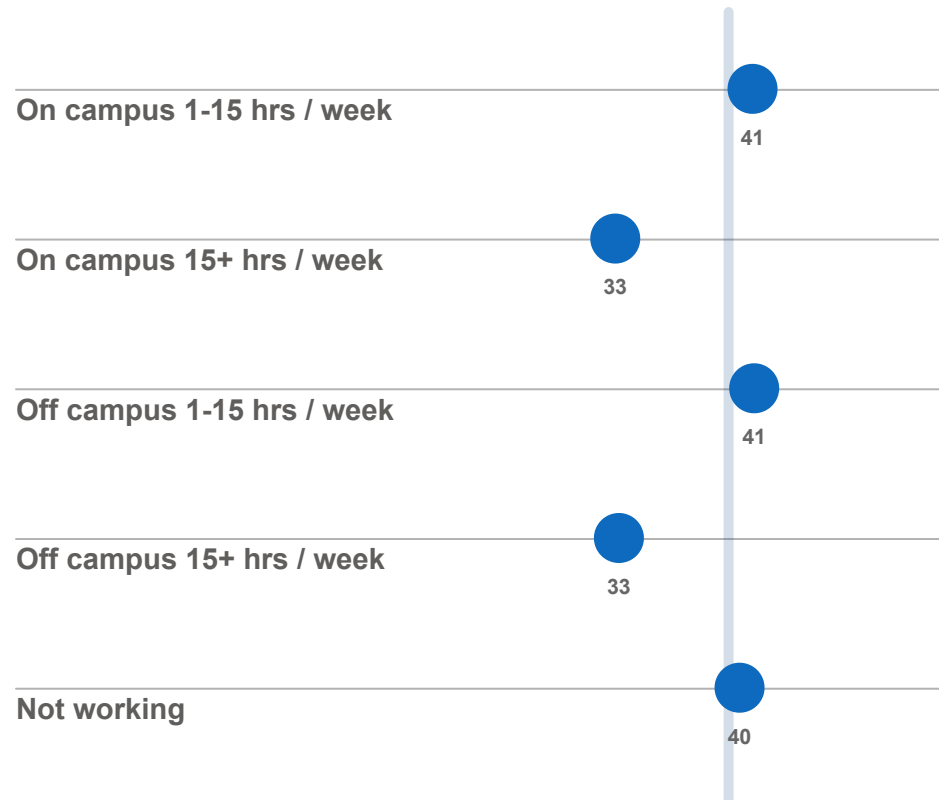
Students who work on campus witness the highest sense of belonging. This is the case for **first-year** and **senior** students.

Belonging is higher for students who work up to 15 hours per week, even for students who work off campus. This could suggest students form connections with employers. First-year students who work more than 15 hours per week could be spreading themselves too thin. [Retention rates are lower](#) for first-year students who work more hours. See [Helping Over-extended ISU Students Who Run out of Time](#).

First-year students

0-60 point belonging scale

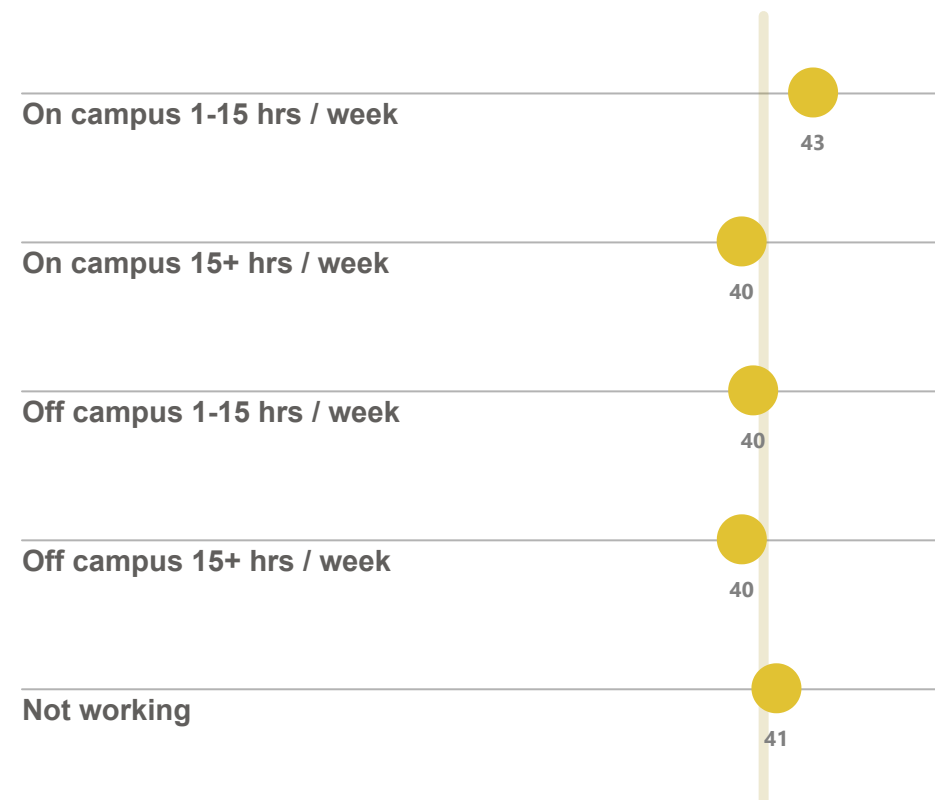
First-year benchmark



Seniors

0-60 point belonging scale

Senior benchmark



Three simple things that enhance belonging and student success

1. Encourage students to **work on campus**.
2. Encourage first-year students to **monitor how many hours a week** they work.
3. Be aware of inequities in the types of jobs students obtain. Students from low-income and minority groups are **less likely** to work in jobs related to future careers.

Note: Data from the National Survey of Student Engagement (NSSE), spring 2023, [University Assessment Services](#), Illinois State University. Score derived from a 4-point likert scale converted to a 0-60 point scale. Questions based on feeling like a part of the community, being valued by ISU, and comfort being oneself. See also: [ISU Binary Logistic Regression Retention Model](#) and [Sense of Belonging and Identity Groups at ISU](#). See also [Recognizing the Reality of Working College Students](#), L. Perna.