

GALLUP®

Gallup-Purdue Index

Great Jobs and Great Lives

Western Governors University Indiana

Great Jobs.
Great Lives.
Great Experiences.

Great Jobs: Workplace Engagement

Workplace engagement means employees are intellectually and emotionally connected with their organizations and workgroups because they are able to do what they're best at, they like what they do and they have someone who cares about their development at work. People who are engaged at work are more involved in and enthusiastic about their work.

Given the importance of establishing a course for students to pursue fulfilling and enriching careers, higher education institutions must examine these outcomes critically. Gallup's research also demonstrates that workplace engagement is an important driver of overall well-being, reinforcing the significance of these findings.

Great Lives: Well-Being

Well-being is not only about being happy or wealthy. It is about the interaction and interdependency between many aspects of life such as finding fulfillment in daily work and interactions, having strong social relationships and access to the resources people need, feeling financially secure, being physically healthy and taking part in a true community.

Gallup and Healthways developed the Gallup-Healthways Well-Being 5 View to measure these important aspects.

Great Experiences: Alumni Attachment

The Gallup-Purdue Index uncovers which college experiences and perceptions are related to greater gains in the workplace and in well-being. It measures graduates' current emotional attachment to their alma mater by adapting Gallup's research on customer engagement to assess graduates' perceptions of their colleges — retrospectively, with regard to their undergraduate experiences, as well as their views as current alumni.

Undergraduate Experience

Through linear regression, Gallup examined college experiences that were associated with the greatest likelihood of alumni thriving in well-being and workplace engagement, holding other factors constant. This analysis identified six critical experiences — three related to the kinds of support that students felt in college, and three to experiential learning — that are strongly associated with how graduates fare later in life.

Support	WGU Indiana		GPI National	Nontraditional Alumni
	n Size	%5	%5	%5
My professors at [College name] cared about me as a person.	456	33%	36%+	30%+
I had at least one professor at [College name] who made me excited about learning.	456	39%	74%+	62%+
While attending [College name], I had a mentor who encouraged me to pursue my goals and dreams.	455	71%	30%+	22%+
All Three Support Experiences	434	26%	21%+	14%+

Experiential Learning	WGU Indiana		GPI National	Nontraditional Alumni
	n Size	%5	%5	%5
While attending [College name], I had an internship or job that allowed me to apply what I was learning in the classroom.	454	48%	34%+	30%+
While attending [College name], I worked on a project that took a semester or more to complete.	456	25%	44%+	32%+

Note: Items rated on a five-point scale, where 1 means strongly disagree and 5 means strongly agree. + indicates the value is significantly different from Western Governors University Indiana

Alumni Attachment

The Gallup-Purdue Index measures graduates' current emotional attachment to their alma mater by adapting Gallup's research on customer engagement to assess graduates' perceptions of their colleges — retrospectively, with regard to their undergraduate experiences, as well as their views as current alumni.

Gallup explores the connection between alumni and their alma maters by looking at their level of agreement with two questions: “[College name] was the perfect school for people like me” and “I can't imagine a world without [College name].” Graduates who strongly agree with both items are considered “emotionally attached” to their alma mater.

Alumni Attachment	WGU Indiana		GPI National	Nontraditional Alumni
	n Size	%5	%5	%5
[College name] was the perfect school for people like me.	455	70%	35%+	36%+
I can't imagine a world without [College name].	456	36%	25%+	20%+
Both Alumni Attachment Experiences	443	37%	20%+	17%

Note: Items rated on a five-point scale, where 1 means strongly disagree and 5 means strongly agree.
+ indicates the value is significantly different from Western Governors University Indiana

Well-Being

The Gallup-Healthways Well-Being Index asks a series of questions that gauge well-being in five elements:






- **Purpose Well-Being:** Liking what you do each day and being motivated to achieve your goals
- **Social Well-Being:** Having strong and supportive relationships and love in your life
- **Financial Well-Being:** Effectively managing your economic life to reduce stress and increase security
- **Community Well-Being:** The sense of engagement you have with the areas where you live, liking where you live, and feeling safe and having pride in your community
- **Physical Well-Being:** Having good health and enough energy to get things done on a daily basis

Gallup examines the individual levels of well-being as well as the difficult-to-reach pinnacle of well-being of thriving in all five elements — purpose, social, financial, community and physical.

Well-Being Elements*			
Thriving in...	WGU Indiana	GPI National	Nontraditional Alumni
Five Elements	7%	6%	6%
Four Elements	16%	10% ⁺	9% ⁺
Three Elements	18%	14% ⁺	16%
Two Elements	21%	18% ⁺	19%
One Element	19%	26% ⁺	24% ⁺
Zero Elements	20%	27% ⁺	26% ⁺

*Only asked of a subset of alumni and has a lower sample size making the margin of error larger for this item; due to rounding, percentages may sum to 100% +/-1%; + indicates the value is significantly different from Western Governors University Indiana

Well-Being

Well-Being Elements*		WGU Indiana		GPI National	Nontraditional Alumni
		n Size	%	%	%
	Purpose Well-Being	454			
	Thriving	273	60%	40%+	45%+
	Struggling	156	34%	47%+	43%+
	Suffering	25	6%	14%+	12%+
	Social Well-Being	452			
	Thriving	207	46%	45%	42%+
	Struggling	209	46%	44%	45%
	Suffering	36	8%	12%+	13%+
	Financial Well-Being	451			
	Thriving	174	39%	28%+	29%+
	Struggling	203	45%	39%+	40%+
	Suffering	74	16%	33%+	31%+
	Community Well-Being	436			
	Thriving	160	37%	34%+	36%
	Struggling	212	49%	43%+	43%+
	Suffering	64	15%	23%+	21%+
	Physical Well-Being	448			
	Thriving	138	31%	25%+	25%+
	Struggling	268	60%	61%	58%
	Suffering	42	9%	14%+	16%+

*Only asked of a subset of alumni and has a lower sample size making the margin of error larger for this item; due to rounding, percentages may sum to 100% +/-1%; + indicates the value is significantly different from Western Governors University Indiana

Life Evaluation Index

The Cantril Self-Anchoring Scale is based on the following two questions:

1. Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. The top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?
2. On which step do you think you will stand about five years from now?

Western Governors University Indiana

Step at This Time*	Item Response	Step in Five Years*
	Best Life	
6%	10	33%
16%	9	38%
30%	8	23%
31%	7	4%
9%	6	2%
3%	5	0%
3%	4	0%
1%	3	0%
0%	2	0%
0%	1	0%
0%	0	0%
	Worst Life	

Mean (Out of 10)			
Step at This Time		Step in Five Years	
On which step of the ladder would you say you personally feel you stand at this time?		On which step of the ladder do you think you will stand about five years from now?	
WGU Indiana	GPI National	WGU Indiana	GPI National
7.52	6.64+	8.92	8.47+
456	4,726	453	4,656

*Due to rounding, percentages may sum to 100% +/-1%.
+ indicates the value is significantly different from Western Governors University Indiana

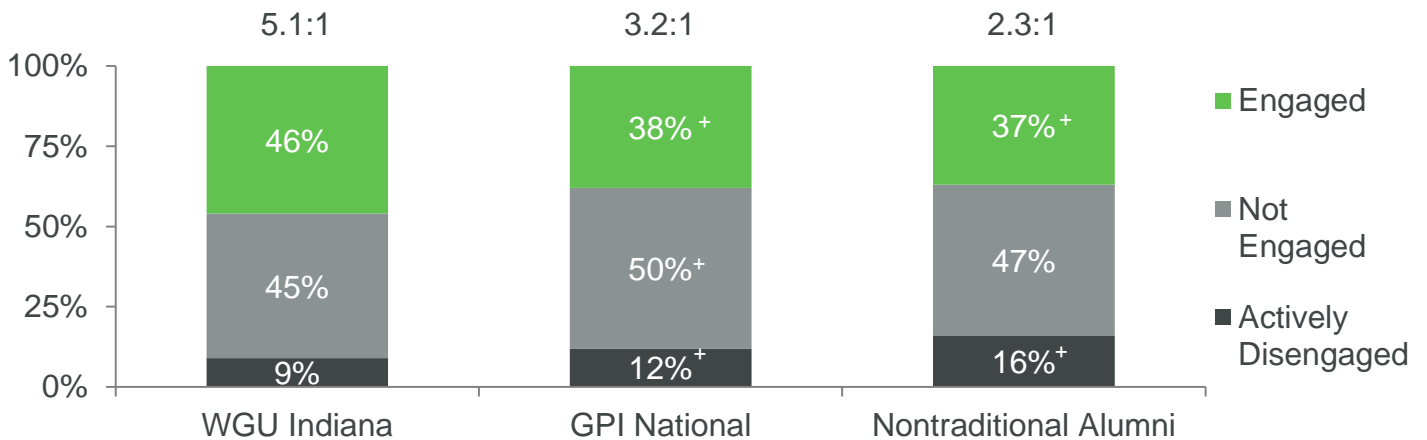
Employee Engagement

Gallup categorizes workers as Engaged, Not Engaged or Actively Disengaged based on responses to 12 questions that measure elements that best predict employee and workgroup performance.

46% Engaged
45% Not Engaged
9% Actively Disengaged

Engagement Index*

Ratio of Engaged to Actively Disengaged:



Work Fulfillment*	WGU Indiana		GPI National	Nontraditional Alumni
	n Size	%5	%5	%5
I am deeply interested in the work that I do.	411	56%	34% ⁺	42% ⁺
My job gives me the opportunity to do work that interests me.	410	55%	34% ⁺	41% ⁺
I have the ideal job for me.	409	35%	18% ⁺	26% ⁺
All Three Work Fulfillment Experiences	405	34%	17%⁺	24%⁺

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer; due to rounding, percentages may sum to 100% +/-1%; Numerical values shown when 5% or higher; Full Engagement Index not calculated when n<100: Engaged shown when n>30; Not Engaged, Actively Disengaged and Ratio shown when n>100

⁺ indicates the value is significantly different from Western Governors University Indiana

Indiana College Value Index

Alumni Who...	%4 (Agree)	%5 (Strongly Agree)
Say they are satisfied with the education they received	23%	70%
Say their education was worth the cost	18%	75%
Took out student loans and say their education was worth the cost	21%	71%
Say they were prepared well for life outside of college	34%	33%
Say they are deeply interested in the work that they do*	27%	56%
Say that their job gives them the opportunity to do work that interests them*	26%	55%
Say that they have the ideal job for them*	29%	35%
Alumni Who...	Yes	
Received help from the university in finding an internship or job while attending (among those who had a job or internship)	3%	
Received help in finding a job after graduation	2%	
Received support outside the classroom that helped them graduate	74%	
Alumni Who...	Fulfilled	
Are fulfilled in their current work*	34%	

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer

National Comparison

For the purposes of this report, data from Western Governors University Indiana are compared with data collected from the national Gallup-Purdue Index study of college graduates. Some differences may exist between the national comparison points included in this report and national estimates that Gallup has previously released because this report focuses on graduates who received their undergraduate degrees from 2010–2016. Comparison groups included in this scorecard are:

- **Gallup-Purdue Index National:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index which includes those who participated in the national study and reported they have a bachelor's degree only from a Title IV degree-granting four-year public, private, for-profit or nonprofit institution in the U.S. as defined by the U.S. Department of Education.
- **Nontraditional Alumni:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index who indicated that they obtained a bachelor's degree when they were 25 years of age or older.

Methodology

Results for the Western Governors University Indiana study are based on Web surveys conducted February 1 – March 1, 2016 with a sample of 457 Western Governors University Indiana undergraduate degree alumni. The sample of alumni email addresses was provided by Western Governors University Indiana. Alumni were included in the study if the institution had an email address on file.

Results for the Gallup-Purdue Index, the national study used for comparison purposes, are based on Web surveys conducted December 16, 2014–June 29, 2015, with a random sample of 30,151 respondents with a bachelor's degree or higher, aged 18 and older, with Internet access, living in all 50 U.S. states and the District of Columbia.

The Gallup-Purdue Index sample was recruited via the Gallup Daily tracking survey. The Gallup Daily tracking survey sample includes national adults with a minimum quota of 50% cellphone respondents and 50% landline respondents, with additional minimum quotas by time zone within region. Landline and cellular telephone numbers are selected using RDD methods. Landline respondents are chosen at random within each household on the basis of which member had the most recent birthday. Gallup Daily tracking respondents with a college degree, who agreed to future contact, were invited to take the Gallup-Purdue Index survey online.

Gallup-Purdue Index interviews are conducted via the Web, in English only. Samples are weighted to correct for unequal selection probability and nonresponse. The data are weighted to match national demographics of gender, age, race, Hispanic ethnicity, education and region. Demographic weighting targets are based on the most recent Current Population Survey figures for the aged 18 and older U.S. bachelor's degree or higher population.

Methodology (continued)

All reported margins of sampling error for the Gallup-Purdue Index of all college graduates include the computed design effects for weighting.

For results based on the total sample of those with a bachelor's degree, the margin of sampling error is +/-3.3 percentage point at the 95% confidence level.

For results based on employee engagement of those with a bachelor's degree, the margin of sampling error is +/-3.3 percentage points at the 95% confidence level.

For results based on the sample of those who obtained a bachelor's degree when they were 25 years of age or older, the margin of sampling error is +/-3.1 percentage points at the 95% confidence level.

For results based on employee engagement of those who obtained a bachelor's degree when they were 25 years of age or older, the margin of sampling error is +/-3.1 percentage points at the 95% confidence level.

In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of public opinion polls.

Demographics

Western Governors University Indiana		
Alumni	n Size	Mean Age
2010–2016	457	42.7

Gender		Retired	
Male	Female	Yes	No
31%	68%	1%	99%

Race				
White	Black	Asian	Hispanic	Other
93%	4%	0%	2%	0%

Marital Status						
Single	Married	Separated	Divorced	Widowed	Domestic Partner	Don't Know
9%	76%	0%	11%	1%	3%	0%

Total Annual Household Income						
<\$12,000	\$12,000–\$35,999	\$36,000–\$59,999	\$60,000–\$119,999	\$120,000–\$239,999	\$240,000+	Don't Know
1%	5%	17%	50%	22%	1%	5%

Total Annual Personal Income						
<\$12,000	\$12,000–\$35,999	\$36,000–\$59,999	\$60,000–\$119,999	\$120,000–\$239,999	\$240,000+	Don't Know
5%	13%	33%	41%	2%	0%	5%

Note: Percentages may not sum to 100% due to the exclusion of "Don't Know" responses; due to rounding, percentages may sum to 100% +/-1%

Appendix

Gallup-Purdue Index: Western Governors University Indiana Item-Level Responses

Are you satisfied or dissatisfied with your personal life today?	
Satisfied	94%
Dissatisfied	4%
Don't Know	2%
Western Governors University Indiana prepared me well for life outside of college.	
%5 – Strongly Agree	33%
%4 – Agree	34%
%3 – Neutral	22%
%2 – Disagree	7%
%1 – Strongly Disagree	3%
Don't Know	1%
Western Governors University Indiana is passionate about the long-term success of its students.	
%5 – Strongly Agree	49%
%4 – Agree	36%
%3 – Neutral	9%
%2 – Disagree	2%
%1 – Strongly Disagree	2%
Don't Know	3%

Note: Due to rounding, percentages may sum to 100% +/-1%.

Appendix (continued)

Gallup-Purdue Index: Western Governors University Indiana Item-Level Responses

I was challenged academically at Western Governors University Indiana.	
%5 – Strongly Agree	52%
%4 – Agree	34%
%3 – Neutral	9%
%2 – Disagree	4%
%1 – Strongly Disagree	1%
Don't Know	0%
My education from Western Governors University Indiana was worth the cost.	
%5 – Strongly Agree	75%
%4 – Agree	18%
%3 – Neutral	5%
%2 – Disagree	2%
%1 – Strongly Disagree	1%
Don't Know	0%
Thinking about your entire college experience at Western Governors University Indiana, about how often did you meet with your academic advisor?	
Never	25%
Once per Academic Year	8%
Twice per Academic Year	5%
Three or More Times per Academic Year	44%
Don't Know	18%

Note: Due to rounding, percentages may sum to 100% +/-1%.

Appendix (continued)

Gallup-Purdue Index: Western Governors University Indiana Item-Level Responses

While attending Western Governors University Indiana...	
Did you participate in a student club or organization?	4%
Did you have a job or internship?	93%
Approximately how much money did you borrow in student loans to obtain your undergraduate degree at Western Governors University Indiana?^	
Mean	\$14,969
Median	\$12,000
Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^	
Mean	\$16,878
Median	\$12,345

^Adjusted to reflect inflated amounts for 2015

Appendix (continued)

Gallup-Purdue Index: Western Governors University Indiana Item-Level Responses

Have you delayed any of the following because of your student loans?	
Getting Married	3%
Having Children	6%
Going Back to School for More Training or Another Degree	42%
Starting Your Own Business	11%
Buying a Car	27%
Buying a Home	13%
Moving Out of Your Parent(s)' Home	2%
On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?*	
%5 – Extremely Satisfied	30%
%4 – Satisfied	45%
%3 – Neutral	17%
%2 – Dissatisfied	6%
%1 – Extremely Dissatisfied	3%
I am deeply interested in the work that I do.*	
%5 – Strongly Agree	56%
%4 – Agree	27%
%3 – Neutral	9%
%2 – Disagree	4%
%1 – Strongly Disagree	3%
Don't Know/Does Not Apply	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer.

Appendix (continued)

Indiana-Specific Questions: Western Governors University Indiana Item-Level Responses

My job gives me the opportunity to do work that interests me.*	
%5 – Strongly Agree	55%
%4 – Agree	26%
%3 – Neutral	11%
%2 – Disagree	4%
%1 – Strongly Disagree	3%
Don't Know/Does Not Apply	0%
I have the ideal job for me.*	
%5 – Strongly Agree	35%
%4 – Agree	29%
%3 – Neutral	18%
%2 – Disagree	11%
%1 – Strongly Disagree	7%
Don't Know/Does Not Apply	0%
How closely related is your current work to your undergraduate major(s)?*	
Completely Related	72%
Somewhat Related	22%
Not at All Related	6%
Don't Know	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer; other work-related questions were only asked of alumni who indicated they are employed.

Appendix (continued)

Indiana-Specific Questions: Western Governors University Indiana Item-Level Responses

Was this job or internship <i>related</i> to your field of study at Western Governors University Indiana?*	
Yes	89%
No	11%
Don't Know/Don't Remember	0%
Was this job or internship <i>required</i> for your degree program at Western Governors University Indiana?*	
Yes	17%
No	82%
Don't Know/Don't Remember	1%
Were you paid for this job or internship that you had while attending Western Governors University Indiana?*	
Yes	92%
No	8%
Don't Know/Don't Remember	0%
How did you find that job or internship?*	
Someone at Western Governors University Indiana Helped Me Find Job/Internship	3%
I Found Job/Internship On My Own	90%
Someone Else Outside Western Governors University Indiana Helped Me Find Job/Internship	7%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Job/Internship questions were only asked of alumni who indicated they had a job or internship while attending Western Governors University Indiana.

Appendix (continued)

Indiana-Specific Questions: Western Governors University Indiana Item-Level Responses

In what state was that job or internship that you completed while attending Western Governors University Indiana located?*

Indiana	95%
Out of State	5%
Outside the United States	0%
Don't Know	0%
No Answer	1%

Did you receive help from any of the following programs or services while attending Western Governors University Indiana? Please select all that apply.

Mentoring Program	61%
Financial Counseling	17%
Tutoring or Other Academic Counseling	19%
Student Life or Other Campus Community Programs	5%
Other	7%

How helpful was the mentoring program to you while you were attending Western Governors University Indiana?

Very Helpful	48%
Somewhat Helpful	14%
Neither Helpful/Unhelpful	3%
Somewhat Unhelpful	6%
Very Unhelpful	29%
Don't Know/Does Not Apply	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Job/Internship questions were only asked of alumni who indicated they had a job or internship while attending Western Governors University Indiana.

Appendix (continued)

Indiana-Specific Questions: Western Governors University Indiana Item-Level Responses

How helpful was the financial counseling program to you while you were attending Western Governors University Indiana?	
Very Helpful	16%
Somewhat Helpful	11%
Neither Helpful/Unhelpful	9%
Somewhat Unhelpful	13%
Very Unhelpful	46%
Don't Know/Does Not Apply	5%
How helpful were the tutoring or academic counseling programs to you while you were attending Western Governors University Indiana?	
Very Helpful	22%
Somewhat Helpful	8%
Neither Helpful/Unhelpful	1%
Somewhat Unhelpful	19%
Very Unhelpful	50%
Don't Know/Does Not Apply	0%
How helpful were the Student Life or other campus community programs to you while you were attending Western Governors University Indiana?	
Very Helpful	4%
Somewhat Helpful	8%
Neither Helpful/Unhelpful	4%
Somewhat Unhelpful	29%
Very Unhelpful	50%
Don't Know/Does Not Apply	4%

Note: Due to rounding, percentages may sum to 100% +/-1%.

Appendix (continued)

Indiana-Specific Questions: Western Governors University Indiana Item-Level Responses

Did someone at Western Governors University Indiana help find you a job after graduation?	
Yes	2%
No	98%
Was this job with a company that you worked for or interned with while attending Western Governors University Indiana?	
Yes	59%
No	41%
In what state do you currently work?*	
Indiana	94%
Out of State	6%
Outside the United States	0%
Don't Know	0%
No Answer	0%
On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with the education you received from Western Governors University Indiana?	
%5 – Extremely Satisfied	70%
%4 – Satisfied	23%
%3 – Neutral	5%
%2 – Dissatisfied	2%
%1 – Extremely Dissatisfied	1%
Don't Know/Does Not Apply	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Work-related questions were only asked of alumni who indicated they are employed.

Appendix (continued)

Indiana-Specific Questions: Western Governors University Indiana Item-Level Responses

In what state was the high school where you obtained your high school diploma?	
Indiana	78%
Out of State	21%
Outside the United States	1%
Don't Know	0%
No Answer	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

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