

GALLUP®



INDIANA UNIVERSITY  
KOKOMO

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Gallup-Purdue Index

## Great Jobs and Great Lives

Indiana University Kokomo



**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	IU Kokomo		GPI National	Indiana Universities
	n Size	%5	%5	%5
My professors at [College name] cared about me as a person.	399	40%	28%+	36%
I had at least one professor at [College name] who made me excited about learning.	399	68%	64%+	65%
While attending [College name], I had a mentor who encouraged me to pursue my goals and dreams.	400	26%	22%+	24%
<b>All Three Support Experiences</b>	<b>384</b>	<b>20%</b>	<b>14%+</b>	<b>17%</b>

Experiential Learning	IU Kokomo		GPI National	Indiana Universities
	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.	399	30%	30%	31%
While attending [College name], I worked on a project that took a semester or more to complete.	397	31%	32%	32%
I was extremely active in extracurricular activities and organizations while attending [College name].	400	12%	19%+	25%+
<b>All Three Experiential Learning Experiences</b>	<b>371</b>	<b>4%</b>	<b>6%+</b>	<b>5%</b>
<b>All Six Experiences</b>	<b>402</b>	<b>3%</b>	<b>3%</b>	<b>2%</b>

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 Indiana University Kokomo



## 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	IU Kokomo		GPI National	Indiana Universities
	n Size	%5	%5	%5
[College name] was the perfect school for people like me.	399	43%	33%+	41%
I can't imagine a world without [College name].	398	29%	25%+	34%
<b>Both Alumni Attachment Experiences</b>	<b>381</b>	<b>25%</b>	<b>19%+</b>	<b>29%</b>

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 Indiana University Kokomo



## 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...	IU Kokomo	GPI National	Indiana Universities
Five Elements	9%	10%	10%
Four Elements	17%	15% <sup>+</sup>	16%
Three Elements	21%	18% <sup>+</sup>	14% <sup>+</sup>
Two Elements	16%	18% <sup>+</sup>	24% <sup>+</sup>
One Element	20%	20%	20%
Zero Elements	16%	19% <sup>+</sup>	17%

\*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 Indiana University Kokomo



## Well-Being

Well-Being Elements*		IU Kokomo		GPI National	Indiana Universities
		n Size	%	%	%
	<b>Purpose Well-Being</b>	<b>395</b>			
	Thriving	225	57%	52%+	52%
	Struggling	136	34%	39%+	41%+
	Suffering	34	9%	9%	7%
	<b>Social Well-Being</b>	<b>393</b>			
	Thriving	204	52%	48%+	50%
	Struggling	159	40%	41%	40%
	Suffering	30	8%	10%+	10%
	<b>Financial Well-Being</b>	<b>396</b>			
	Thriving	166	42%	41%	45%
	Struggling	153	39%	38%	38%
	Suffering	77	19%	21%+	17%
	<b>Community Well-Being</b>	<b>376</b>			
	Thriving	180	48%	45%+	42%
	Struggling	140	37%	41%+	46%+
	Suffering	56	15%	14%	12%
	<b>Physical Well-Being</b>	<b>397</b>			
	Thriving	126	32%	33%	34%
	Struggling	228	57%	56%	57%
	Suffering	43	11%	11%	9%

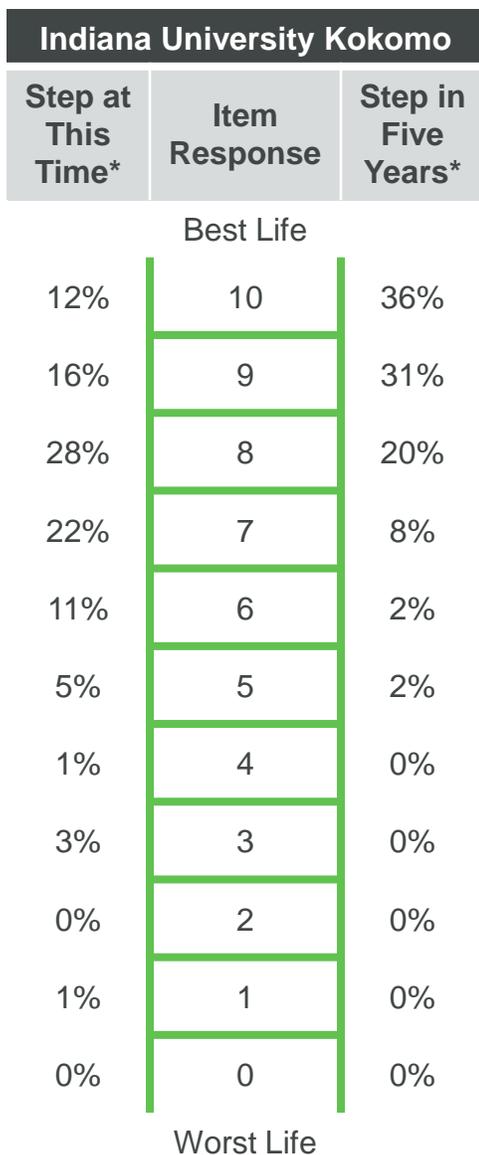
\*Only asked of a subset of alumni and has a lower sample size making the margin of error larger for this item; due to rounding, percentages may sum to 100% +/-1%; + indicates the value is significantly different from Indiana University Kokomo



## 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?



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?	
IU Kokomo	GPI National	IU Kokomo	GPI National
7.50	7.35 <sup>+</sup>	8.80	8.42 <sup>+</sup>
N = 401	N = 25,746	N = 385	N = 25,044

\*Due to rounding, percentages may sum to 100% +/-1%.

+ indicates the value is significantly different from Indiana University Kokomo



## 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.

**41%**

Engaged

**51%**

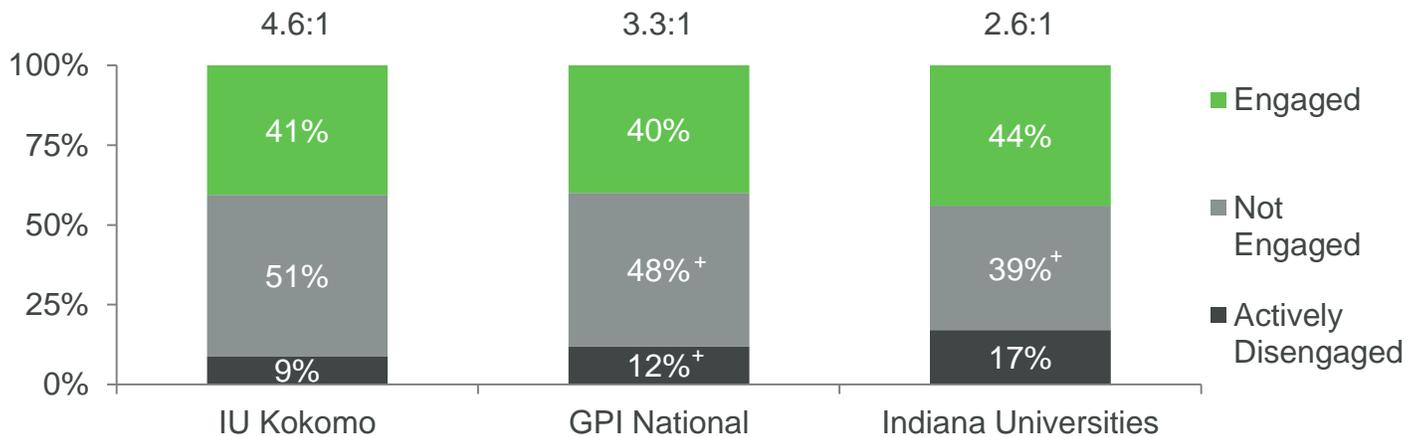
Not Engaged

**9%**

Actively Disengaged

### Engagement Index\*

Ratio of Engaged to Actively Disengaged:



Work Fulfillment	IU Kokomo		GPI National	Indiana Universities
	n Size	%5	%5	%5
I am deeply interested in the work that I do.	310	44%	42% <sup>+</sup>	48%
My job gives me the opportunity to do work that interests me.	314	42%	42%	46%
I have the ideal job for me.	310	32%	28% <sup>+</sup>	27%
<b>All Three Work Fulfillment Experiences</b>	<b>293</b>	<b>29%</b>	<b>25%<sup>+</sup></b>	<b>26%</b>

\*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

<sup>+</sup> indicates the value is significantly different from Indiana University Kokomo



## Indiana College Value Index

Alumni Who...	%4 (Agree)	%5 (Strongly Agree)
Say they are satisfied with the education they received	34%	50%
Say their education was worth the cost	25%	58%
Took out student loans and say their education was worth the cost	29%	49%
Say they were prepared well for life outside of college	39%	32%
Say they are deeply interested in the work that they do*	28%	44%
Say that their job gives them the opportunity to do work that interests them*	28%	42%
Say that they have the ideal job for them*	24%	32%
Alumni Who...	Yes	
Received help from the university in finding an internship or job while attending (among those who had a job or internship)	21%	
Received help in finding a job after graduation	4%	
Received support outside the classroom that helped them graduate	44%	
Alumni Who...	Fulfilled	
Are fulfilled in their current work*	29%	

\*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 Indiana University Kokomo 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 1970 –2015. 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.
- **Indiana Universities:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index who indicated that they obtained a bachelor's degree from a university located in Indiana.

## Methodology

Results for the Indiana University Kokomo study are based on Web surveys conducted February 1– March 1, 2016 with a sample of 402 Indiana University Kokomo undergraduate degree alumni. The sample of alumni email addresses was provided by Indiana University Kokomo. 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 +/-1.0 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 +/-1.2 percentage points at the 95% confidence level.

For results based on the sample of those with a bachelor's degree from an institution in Indiana, the margin of sampling error is +/-5.6 percentage points at the 95% confidence level.

For results based on employee engagement of those with a bachelor's degree from an institution in Indiana, the margin of sampling error is +/-6.7 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

Indiana University Kokomo		
Alumni	n Size	Mean Age
1970 – 2015	402	45.7

Gender		Retired	
Male	Female	Yes	No
32%	68%	16%	83%

Race				
White	Black	Asian	Hispanic	Other
93%	3%	1%	4%	1%

Marital Status						
Single	Married	Separated	Divorced	Widowed	Domestic Partner	Don't Know
16%	65%	1%	12%	3%	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
3%	9%	18%	42%	19%	3%	8%

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
8%	22%	31%	27%	3%	0%	8%

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: Indiana University Kokomo Item-Level Responses

<b>Are you satisfied or dissatisfied with your personal life today?</b>	
Satisfied	88%
Dissatisfied	9%
Don't Know	3%
<b>Indiana University Kokomo prepared me well for life outside of college.</b>	
%5 – Strongly Agree	32%
%4 – Agree	39%
%3 – Neutral	18%
%2 – Disagree	6%
%1 – Strongly Disagree	5%
Don't Know	1%
<b>Indiana University Kokomo is passionate about the long-term success of its students.</b>	
%5 – Strongly Agree	28%
%4 – Agree	33%
%3 – Neutral	20%
%2 – Disagree	8%
%1 – Strongly Disagree	6%
Don't Know	5%

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



## Appendix (continued)

### Gallup-Purdue Index: Indiana University Kokomo Item-Level Responses

<b>I was challenged academically at Indiana University Kokomo.</b>	
%5 – Strongly Agree	39%
%4 – Agree	43%
%3 – Neutral	12%
%2 – Disagree	4%
%1 – Strongly Disagree	3%
Don't Know	0%
<b>My education from Indiana University Kokomo was worth the cost.</b>	
%5 – Strongly Agree	58%
%4 – Agree	25%
%3 – Neutral	10%
%2 – Disagree	4%
%1 – Strongly Disagree	4%
Don't Know	0%
<b>Thinking about your entire college experience at Indiana University Kokomo, about how often did you meet with your academic advisor?</b>	
Never	9%
Once per Academic Year	36%
Twice per Academic Year	32%
Three or More Times per Academic Year	15%
Don't Know	7%

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



## Appendix (continued)

### Gallup-Purdue Index: Indiana University Kokomo Item-Level Responses

While attending Indiana University Kokomo...	
Were you a member of a national fraternity or sorority?*	7%
Did you participate in NCAA intercollegiate athletics?	1%
Did you participate in intramural sports?	4%
Did you participate in a student club or organization?	40%
Did you have a job or internship?	81%
Did you hold a leadership position in a club/organization?**	22%
Did you participate in a research project with a professor or faculty member?***	29%
Approximately how much money did you borrow in student loans to obtain your undergraduate degree at Indiana University Kokomo?^	
Mean	\$24,490
Median	\$20,282
Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^	
Mean	\$34,407
Median	\$22,350

\*Does not include academic and honors fraternities and sororities

\*\*Such as student government, a fraternity/sorority or athletic team

\*\*\*This may include a project you participated in as part of a class you took, a thesis project or paper, a research project submitted to a professional conference or a paper submitted to a journal for publication.

^Adjusted to reflect inflated amounts for 2015



## Appendix (continued)

### Gallup-Purdue Index: Indiana University Kokomo Item-Level Responses

<b>Have you delayed any of the following because of your student loans?</b>	
Getting Married	8%
Having Children	13%
Going Back to School for More Training or Another Degree	44%
Starting Your Own Business	18%
Buying a Car	25%
Buying a Home	30%
Moving Out of Your Parent(s)' Home	9%
<b>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?*</b>	
%5 – Extremely Satisfied	28%
%4 – Satisfied	42%
%3 – Neutral	20%
%2 – Dissatisfied	7%
%1 – Extremely Dissatisfied	3%
<b>I am deeply interested in the work that I do.*</b>	
%5 – Strongly Agree	44%
%4 – Agree	28%
%3 – Neutral	16%
%2 – Disagree	5%
%1 – Strongly Disagree	5%
Don't Know/Does Not Apply	3%

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: Indiana University Kokomo Item-Level Responses

<b>My job gives me the opportunity to do work that interests me.*</b>	
%5 – Strongly Agree	42%
%4 – Agree	28%
%3 – Neutral	15%
%2 – Disagree	7%
%1 – Strongly Disagree	5%
Don't Know/Does Not Apply	3%
<b>I have the ideal job for me.*</b>	
%5 – Strongly Agree	32%
%4 – Agree	24%
%3 – Neutral	17%
%2 – Disagree	12%
%1 – Strongly Disagree	12%
Don't Know/Does Not Apply	4%
<b>How closely related is your current work to your undergraduate major(s)?*</b>	
Completely Related	52%
Somewhat Related	26%
Not at All Related	22%
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: Indiana University Kokomo Item-Level Responses

<b>Was this job or internship <i>related</i> to your field of study at Indiana University Kokomo?*</b>	
Yes	59%
No	40%
Don't Know/Don't Remember	1%
<b>Was this job or internship <i>required</i> for your degree program at Indiana University Kokomo?*</b>	
Yes	20%
No	79%
Don't Know/Don't Remember	1%
<b>Were you paid for this job or internship that you had while attending Indiana University Kokomo?*</b>	
Yes	80%
No	20%
Don't Know/Don't Remember	0%
<b>How did you find that job or internship?*</b>	
Someone at Indiana University Kokomo Helped Me Find Job/Internship	21%
I Found Job/Internship On My Own	71%
Someone Else Outside Indiana University Kokomo Helped Me Find Job/Internship	8%

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 Indiana University Kokomo.



## Appendix (continued)

### Indiana-Specific Questions: Indiana University Kokomo Item-Level Responses

<b>In what state was that job or internship that you completed while attending Indiana University Kokomo located?*</b>	
Indiana	97%
Out of State	1%
Outside the United States	0%
Don't Know	0%
No Answer	2%
<b>Did you receive help from any of the following programs or services while attending Indiana University Kokomo? Please select all that apply.</b>	
Mentoring Program	3%
Financial Counseling	15%
Tutoring or Other Academic Counseling	17%
Student Life or Other Campus Community Programs	11%
Other	10%
<b>How helpful was the mentoring program to you while you were attending Indiana University Kokomo?</b>	
Very Helpful	36%
Somewhat Helpful	29%
Neither Helpful/Unhelpful	0%
Somewhat Unhelpful	14%
Very Unhelpful	21%
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 Indiana University Kokomo.



## Appendix (continued)

### Indiana-Specific Questions: Indiana University Kokomo Item-Level Responses

#### How helpful was the financial counseling program to you while you were attending Indiana University Kokomo?

Very Helpful	38%
Somewhat Helpful	21%
Neither Helpful/Unhelpful	7%
Somewhat Unhelpful	16%
Very Unhelpful	15%
Don't Know/Does Not Apply	3%

#### How helpful were the tutoring or academic counseling programs to you while you were attending Indiana University Kokomo?

Very Helpful	42%
Somewhat Helpful	32%
Neither Helpful/Unhelpful	3%
Somewhat Unhelpful	6%
Very Unhelpful	14%
Don't Know/Does Not Apply	3%

#### How helpful were the Student Life or other campus community programs to you while you were attending Indiana University Kokomo?

Very Helpful	37%
Somewhat Helpful	26%
Neither Helpful/Unhelpful	13%
Somewhat Unhelpful	11%
Very Unhelpful	7%
Don't Know/Does Not Apply	7%

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



## Appendix (continued)

### Indiana-Specific Questions: Indiana University Kokomo Item-Level Responses

<b>Did someone at Indiana University Kokomo help find you a job after graduation?</b>	
Yes	4%
No	96%
<b>Was this job with a company that you worked for or interned with while attending Indiana University Kokomo?</b>	
Yes	38%
No	62%
<b>In what state do you currently work?*</b>	
Indiana	82%
Out of State	17%
Outside the United States	1%
Don't Know	0%
No Answer	0%
<b>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 Indiana University Kokomo?</b>	
%5 – Extremely Satisfied	50%
%4 – Satisfied	34%
%3 – Neutral	10%
%2 – Dissatisfied	3%
%1 – Extremely Dissatisfied	3%
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: Indiana University Kokomo Item-Level Responses

In what state was the high school where you obtained your high school diploma?	
Indiana	85%
Out of State	13%
Outside the United States	2%
Don't Know	0%
No Answer	0%

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



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