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IVY TECH COMMUNITY COLLEGE

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Ivy Tech Alumni: Great Jobs and Great Lives

2017 Undergraduate Alumni Scorecard

Indiana College Value Index

2017 Ivy Tech Results Summary

Value and Preparation	%4 (Agree)	%5 (Strongly agree)	%4 + %5
My education from Ivy Tech was worth the cost. (Overall)	23%	57%	80%
My education from Ivy Tech was worth the cost. (Among 66% of Ivy Tech alumni with loans*)	23%	50%	73%
Ivy Tech prepared me well for life outside of college.	33%	30%	63%

11%

Ivy Tech alumni who say someone at Ivy Tech helped them find a job after graduation

83%

Ivy Tech alumni who are satisfied or extremely satisfied with the education they received

Work Fulfillment**	%4 (Agree)	%5 (Strongly agree)	%4 + %5
I am deeply interested in the work that I do.	28%	44%	72%
My job gives me the opportunity to do work that interests me.	29%	41%	70%
I have the ideal job for me.	28%	31%	59%

28%

Ivy Tech alumni who strongly agree to all three work fulfillment questions

**Among alumni who took out loans to attend Ivy Tech
**Work fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer

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2017 Ivy Tech Study

Methodology Summary

2,293 Ivy Tech Alumni Survey Completes

- Ivy Tech alumni who received their associate degree between 2000 and 2017 and had a valid email address on file were invited to participate.

Gallup-Purdue Index Core Survey

- Includes custom items developed by Gallup and the Indiana Commission for Higher Education

Survey Fielded: Oct. 30 — Dec. 02, 2017

- Non-responders received up to five email reminders.

Comparison Groups Are Derived From the Gallup-Purdue Index National Database (2000-2017):

- College graduates nationally; n=14,335
- GPI IN college graduates, n=378

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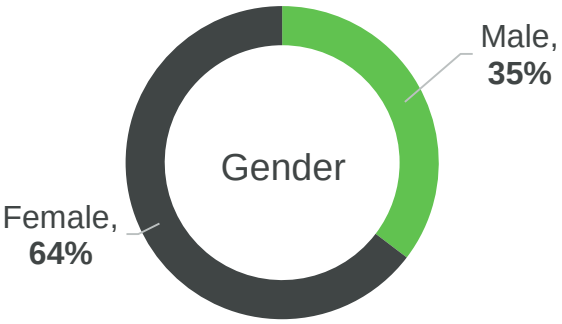
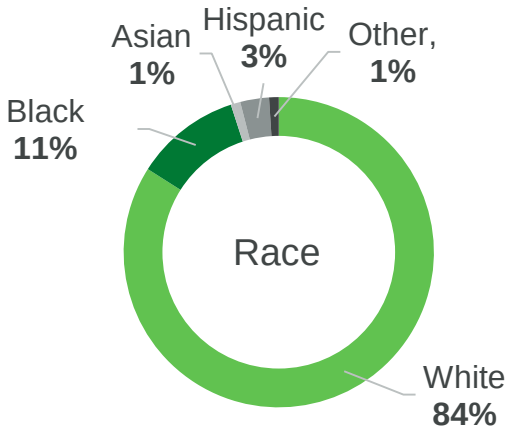
Profile of Respondents

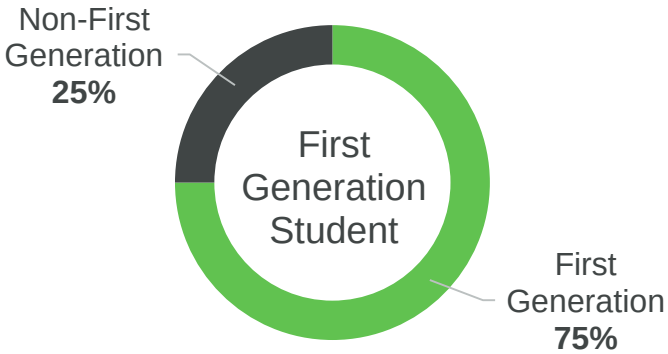
Respondent Demographics

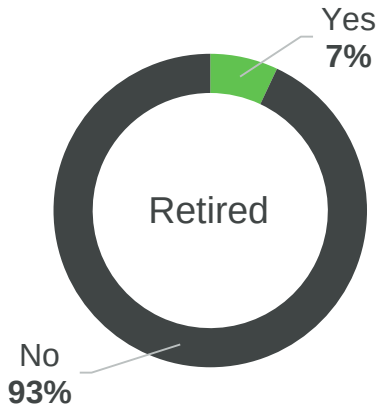
Undergraduate Alumni who graduated from 2000-2017

n size=2,293 Mean age: 43



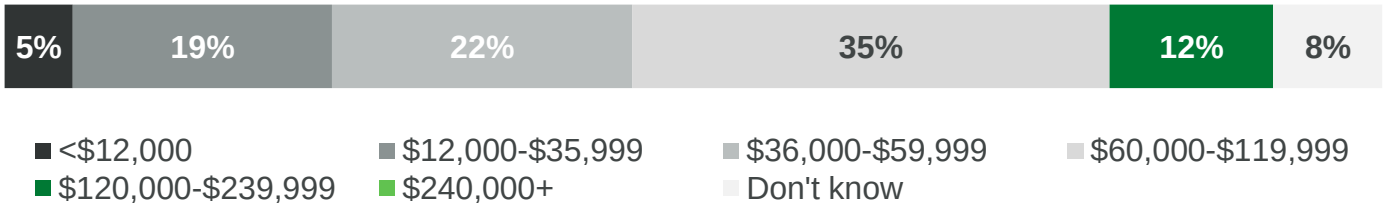






Total Annual Personal Income

Total Annual Household Income



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

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1 Great Jobs: Workplace Engagement

7 Employment Outcomes

9 Gallup's Employee Engagement Measures

10 Engagement Index

11 Workplace Fulfillment

12 Career Services

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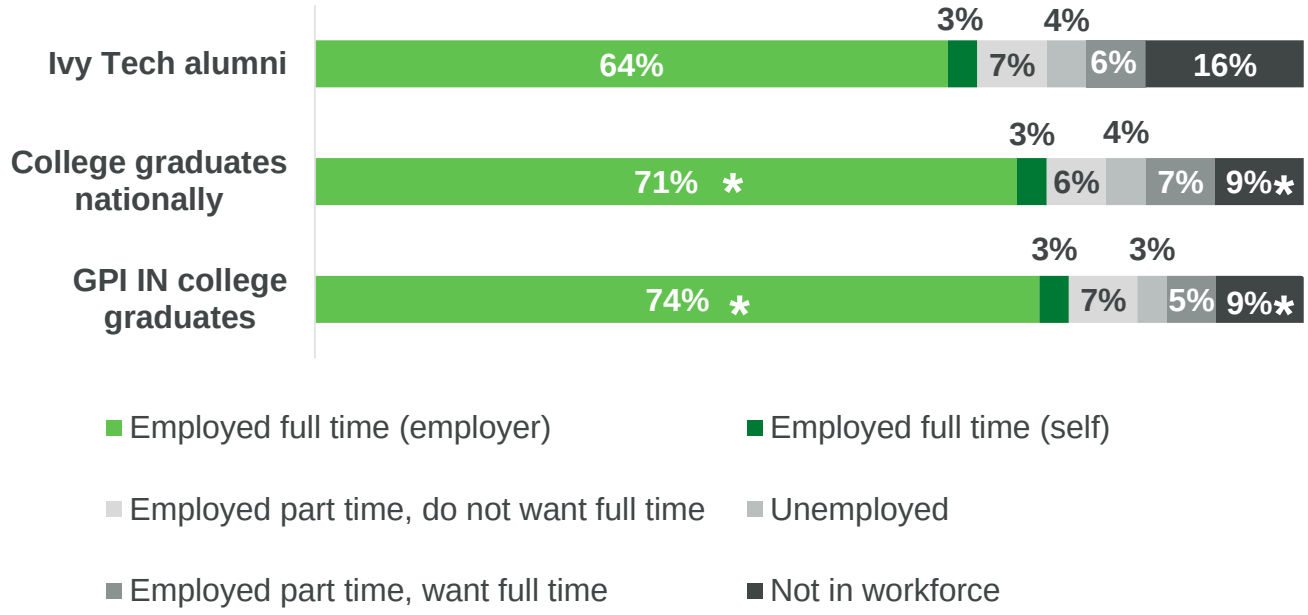
Employment Outcomes

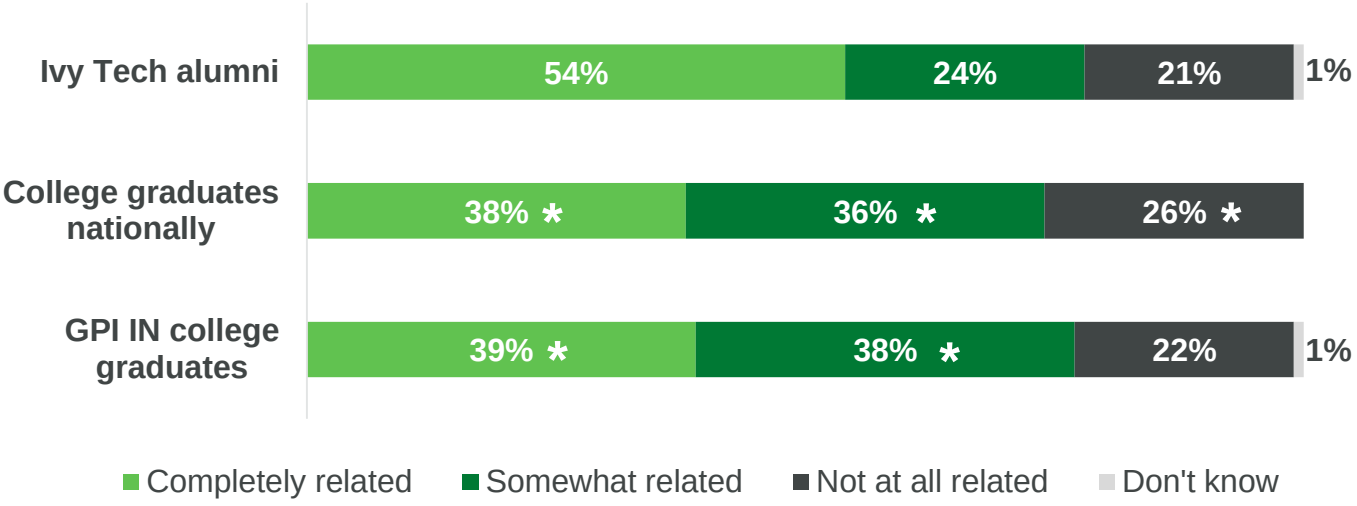
Ivy Tech Community College Results

Employment Status



How closely related is your current work to your undergraduate major(s)?

(Among employed alumni)



*Comparison n group's outcome is statistically different from Ivy Tech's outcome at the 95% confidence level.
Note: Due to rounding, percentages may sum to 100% +/-1%.

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Employment Outcomes

Ivy Tech Community College Results

11%

Ivy Tech alumni who said someone at Ivy Tech helped them find a job after graduation^

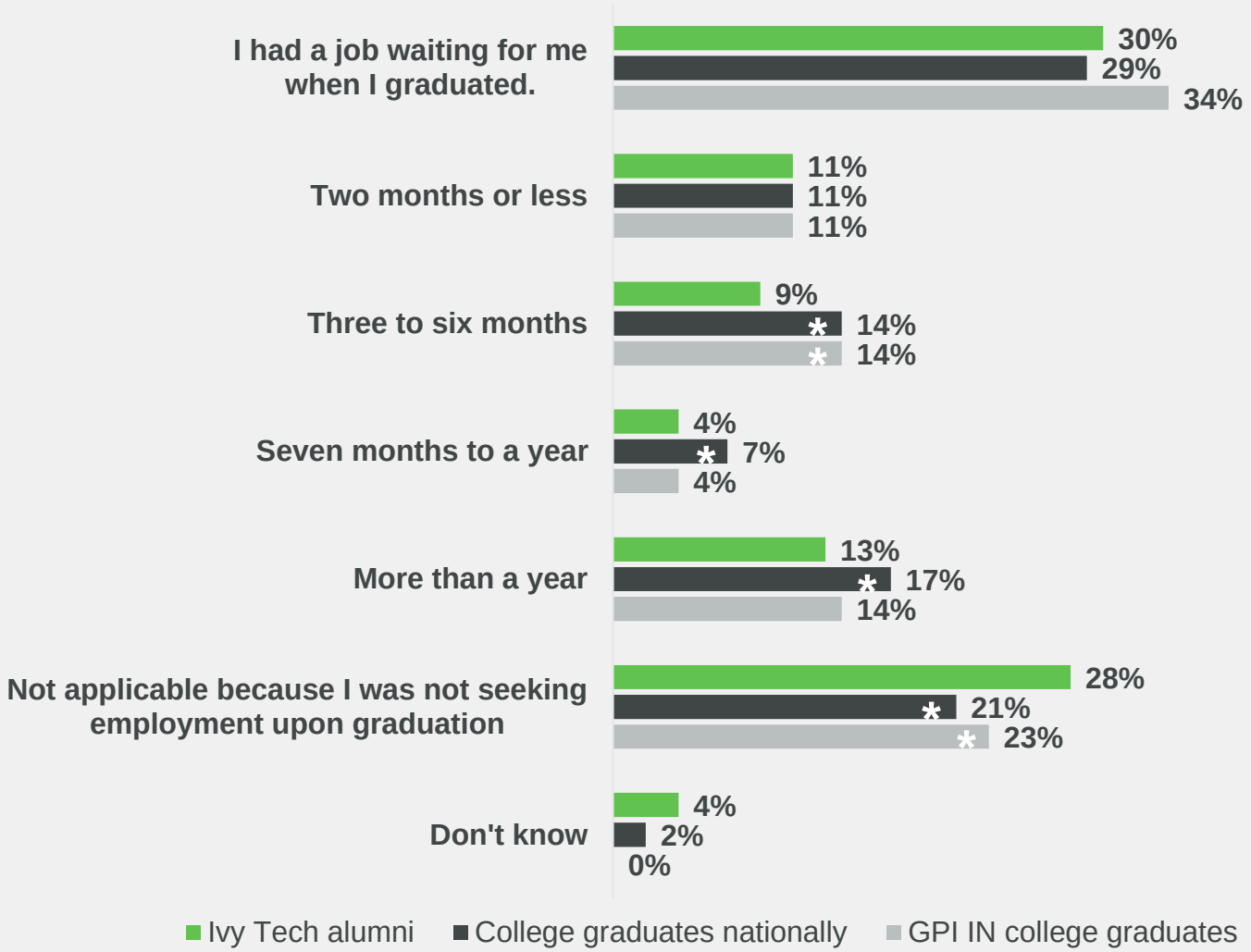
54%

Ivy Tech alumni who had jobs with a company they worked for or interned with while in college^⊥

88%

Ivy Tech alumni who currently work in Indiana^

About how long did it take for you to obtain a good job after you completed your undergraduate education at [Institution]?



*Comparison group's outcome is statistically different from Ivy Tech's outcome at the 95% confidence level.
^Custom item developed for the ICHE. National comparisons not available.
⊥Among alumni who said they obtained a good job after graduation.

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Gallup's Employee Engagement Measures

A "Good Job" Defined

Gallup has measured the engagement of more than 6.4 million employees globally from hundreds of organizations and companies.

Workplace engagement is an important driver of overall well-being and is the leading indicator of organizational performance such as higher profitability and better financial outcomes.

Gallup's Q12® instrument measures an individual's emotional connection to and investment in their job. The 12 engagement elements function like Maslow's hierarchy of needs, with basic demands that must be fulfilled before employees can progress.

To reduce response burden for Ivy Tech's surveys, the 12 elements were reduced to three elements that correlate highly with the full Q12 index.

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Engagement Index

Ivy Tech Community College Results

Gallup categorizes workers as engaged, not engaged or actively disengaged based on responses to a three-question index that measures elements that best predict employee and workgroup performance. This index is correlates highly with the full Q[12] index.

Engaged

- Highly involved in and enthusiastic about their work and workplace.
- They are psychological "owners," drive performance and innovation, and move the organization forward.

Not Engaged

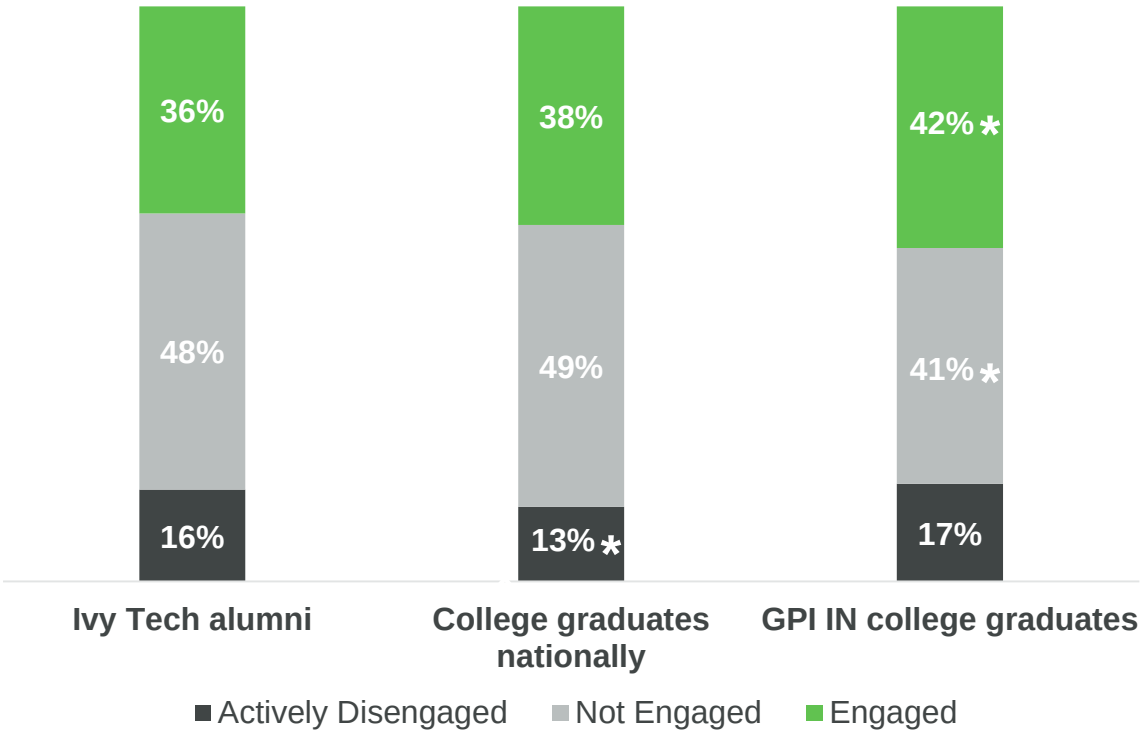
- Psychologically unattached to their work and company.
- Because their engagement needs are not being fully met, they are putting time — but not energy or passion — into their work.

Actively Disengaged

- Resentful that their needs are not being met and are acting out their unhappiness.
- Every day, these workers potentially undermine what their engaged coworkers accomplish.

Engagement Index

(Among graduates employed full time by an employer)



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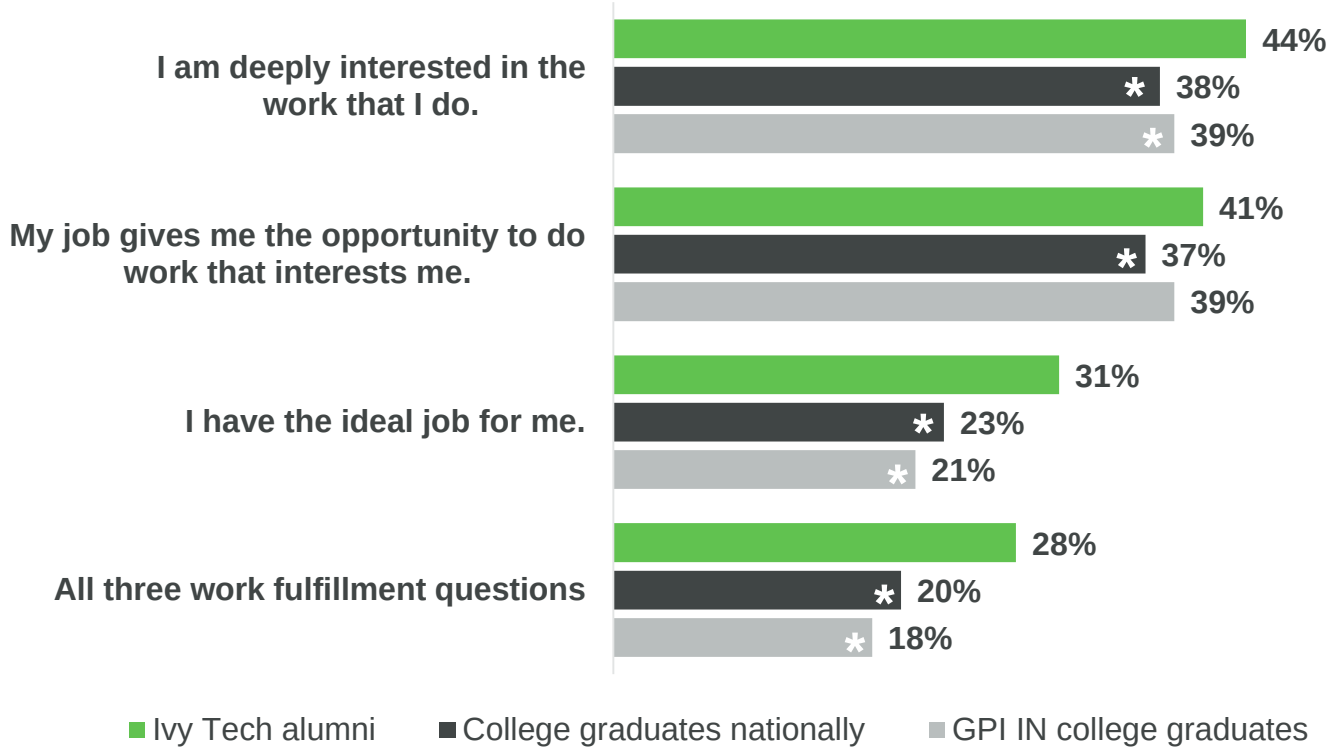
Workplace Fulfillment

Ivy Tech Community College Results

Workplace Fulfillment

(% Strongly agree, among employed graduates)



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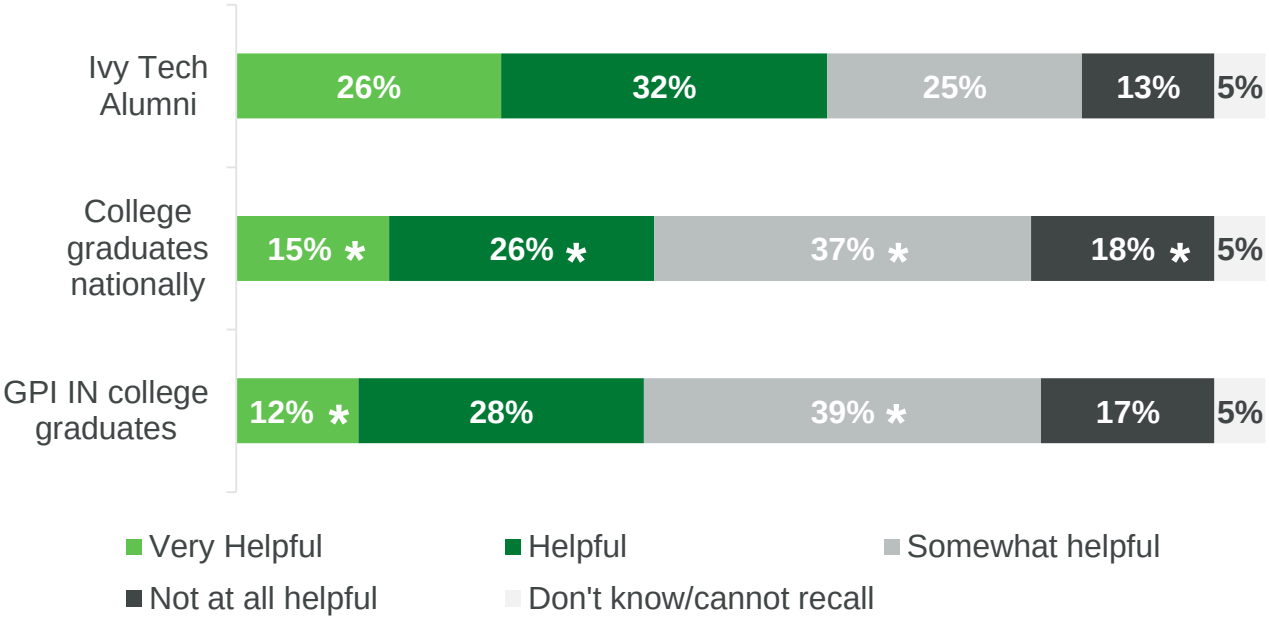
Career Services

Ivy Tech Community College Results

While attending [Institution], did you visit the career services office at least once?
(% Yes, among graduates who graduated after 2010)

54%	66%*	72%*
Ivy Tech alumni	College graduates nationally	GPI IN college graduates

How helpful was the career services office to you?
(Among graduates who visited career services at least once)



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2 Great Lives: Well-Being

14 Defining a “Good Life”

15 Well-Being Elements

16 Number of Thriving Elements

Defining a “Good Life”

Gallup’s Global Well-Being Research

Gallup · Sharecare Well-Being 5™

Gallup has conducted decades of global research surveying a representative sample of 98% of the world’s population from 150 countries.

Well-being is associated with numerous positive health and employment outcomes: lower medical and health expenditures, fewer ER visits, lower absenteeism, etc.

Factor analysis identified five interrelated and interdependent elements of well-being:

Purpose
Liking what you do each day and being motivated to achieve goals

Social
Having supportive relationships and love in your life

Financial
Managing your economic life to reduce stress and increase security

Community
Liking where you live, feeling safe and having pride in your community

Physical
Having good health and enough energy to get things done daily

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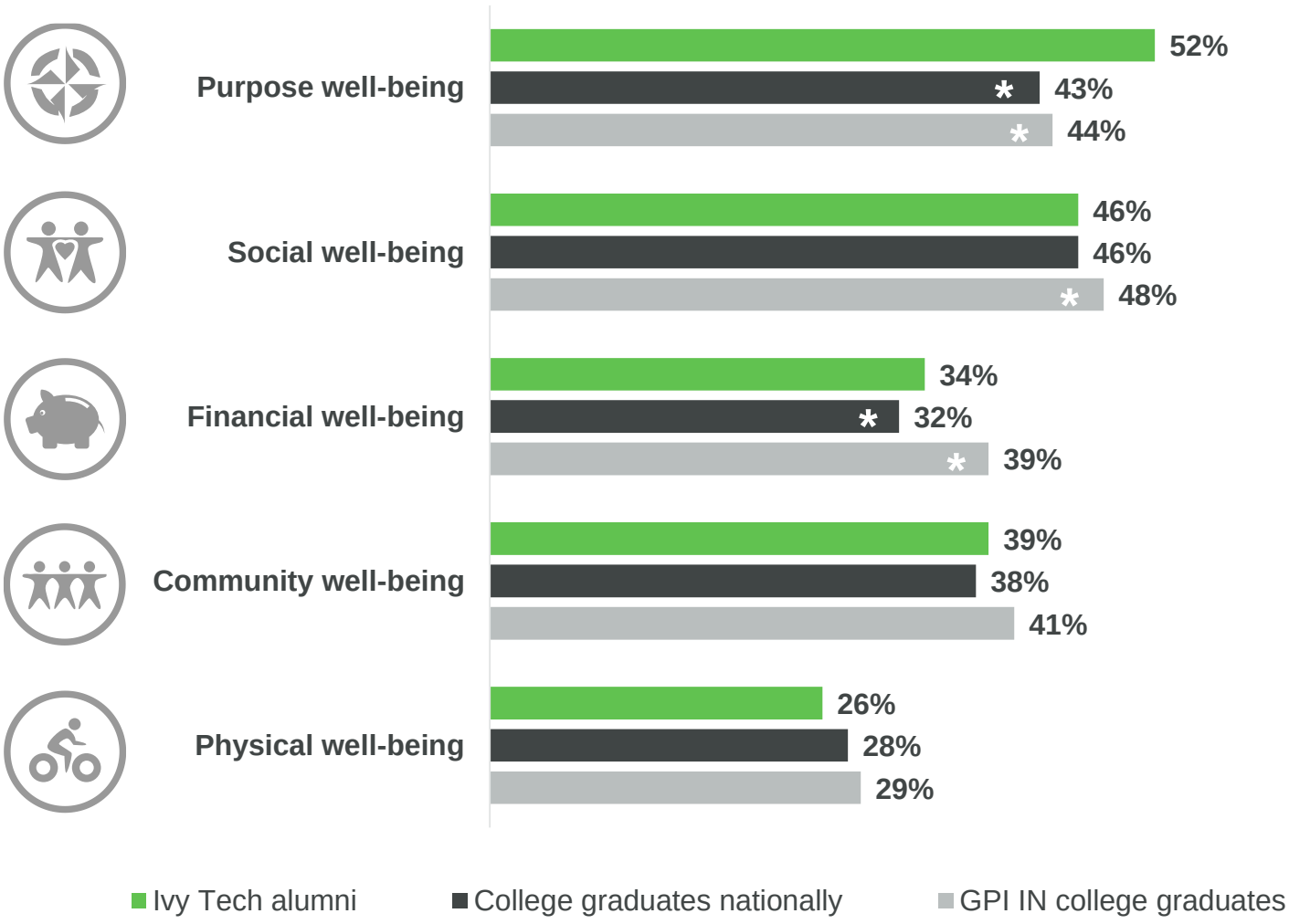
Well-Being Elements

Ivy Tech Community College Results

Well-Being, by Element

(% Thriving)



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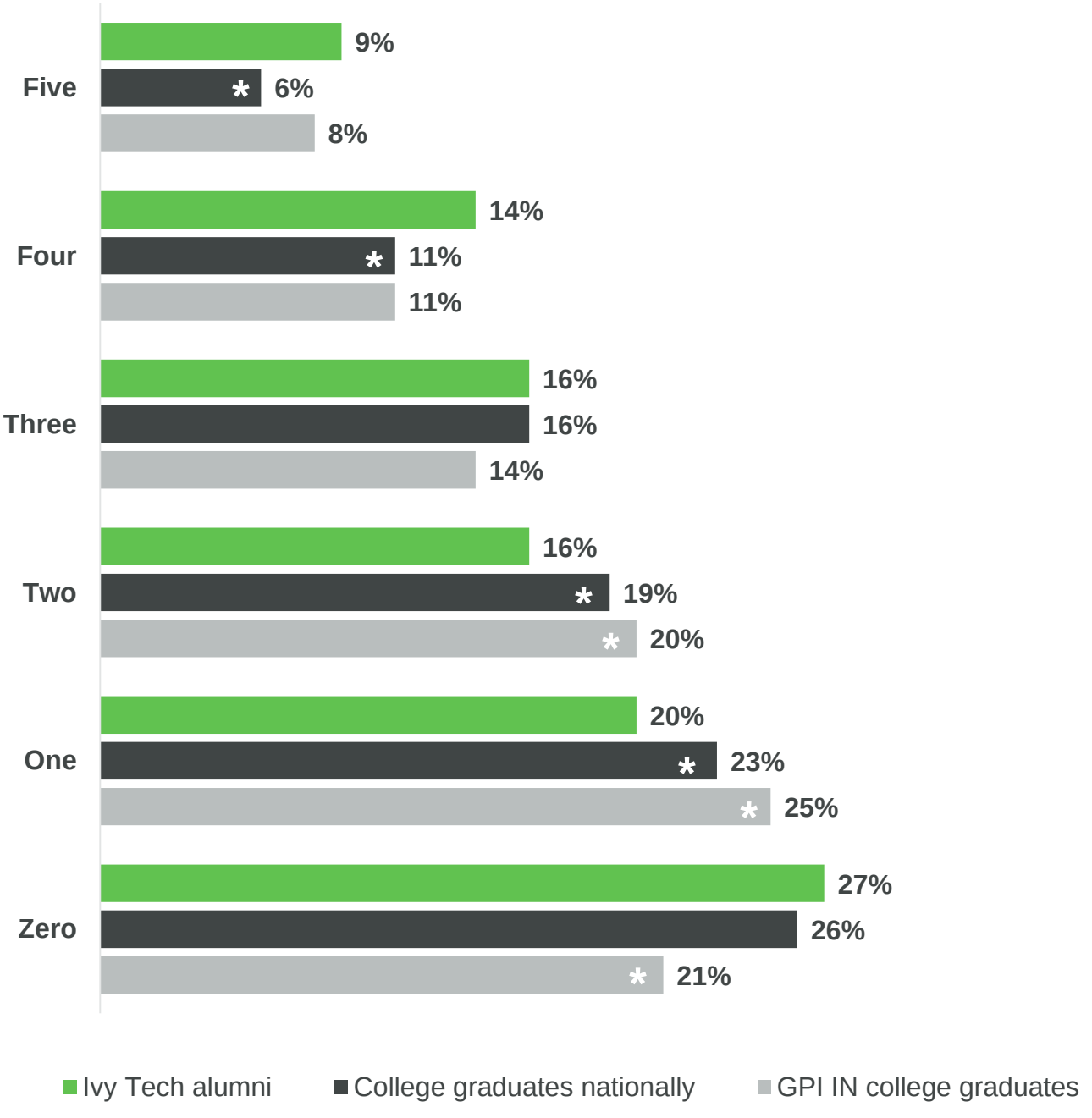
Number of Thriving Elements

Ivy Tech Community College Results

Gallup examines not only the individual levels of well-being, but also the difficult-to-reach pinnacle of well-being of thriving in all five elements — purpose, social, financial, community and physical.

Well-Being, by Number of Thriving Elements



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3 Great Experiences: Support and Experiential Learning

18 The Gallup-Purdue Index

19 Six Critical College Experiences

20 Three Support Experiences

21 Three Experiential Learning Experiences

22 Sources of Experiences

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The Gallup-Purdue Index

Examining the Outcomes of College Graduates

The Gallup-Purdue Index is a nationally representative annual survey of U.S. college graduates (n=70,000+), measuring the degree to which graduates have "great jobs" through successful and engaging careers and lead "great lives" by thriving in their overall well-being. Survey measures include:

- overall well-being (five elements)
- workplace engagement (Q^{12})
- college experiences
- affinity and attachment to alma mater

Where you go to college matters **far less** than ***how*** you go to college.

How can college promote lifelong well-being and engagement? By providing supportive and experiential learning opportunities for its students. Gallup research shows that six critical college experiences are strongly associated with well-being and engagement at work. Three of the six relate to graduates feeling supported in college, and the other three tie to experiential learning.

Graduates who strongly agree to the following statements had higher odds of workplace engagement and lifelong well-being (compared with graduates who did not strongly agree):

Emotional Support Experiences	Workplace Engagement	Well-Being
Had a professor who cared about you as a person	**1.7x**	**1.4x**
Had at least one professor who made you excited about learning	**1.7x**	**1.4x**
Had a mentor who encouraged you to pursue your goals and dreams	**1.9x**	**1.4x**
Experiential Learning Experiences	**Workplace Engagement**	**Well-Being**
Had an internship or job that allowed you to apply what you were learning in the classroom	**1.8x**	**1.3x**
Worked on a project that took a semester or more to complete	**1.7x**	**1.2x**
Was extremely active in extracurricular activities and organizations	**1.6x**	**1.2x**

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Six Critical College Experiences

Preparing Students for Life After College

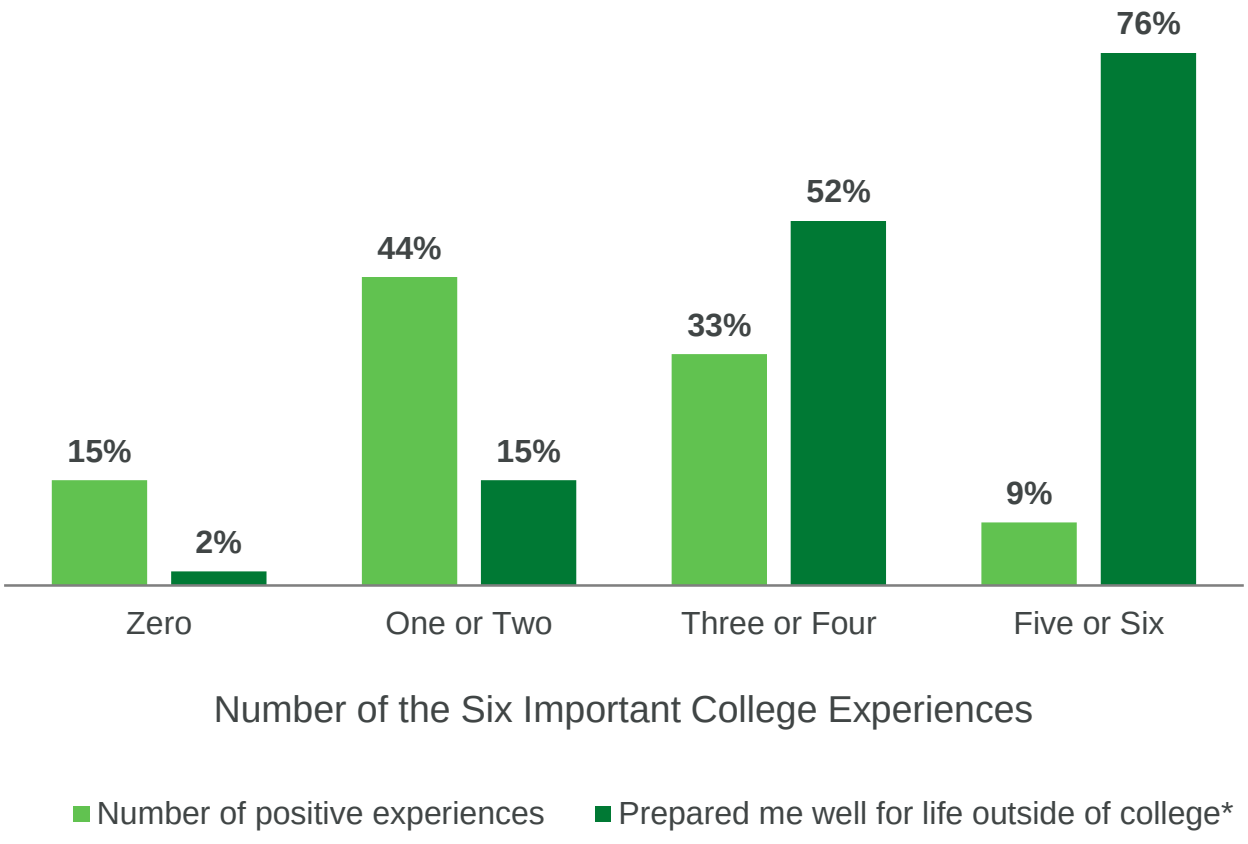
Almost half (47%) of graduates nationally had none or only one of the six important college experiences during their time in college. Only 3% of graduates nationally have experienced all six of these experiences while in college.

Graduates nationally were also asked to rate the extent to which they agree or disagree that their institution prepared them well for life outside of college. While only 5% of those who had zero of the six experiences strongly agreed their institution prepared them well for life outside of college, 85% of those who had all six experiences did so.

A similar pattern is also seen in Ivy Tech's data alumni with more positive experiences are more likely to strongly agree they were prepared well for life outside of college.

Positive Experiences and Preparedness

(% Strongly agree, among Ivy Tech alumni)



*Respondents who strongly agree that their university prepared them well for life outside of college.

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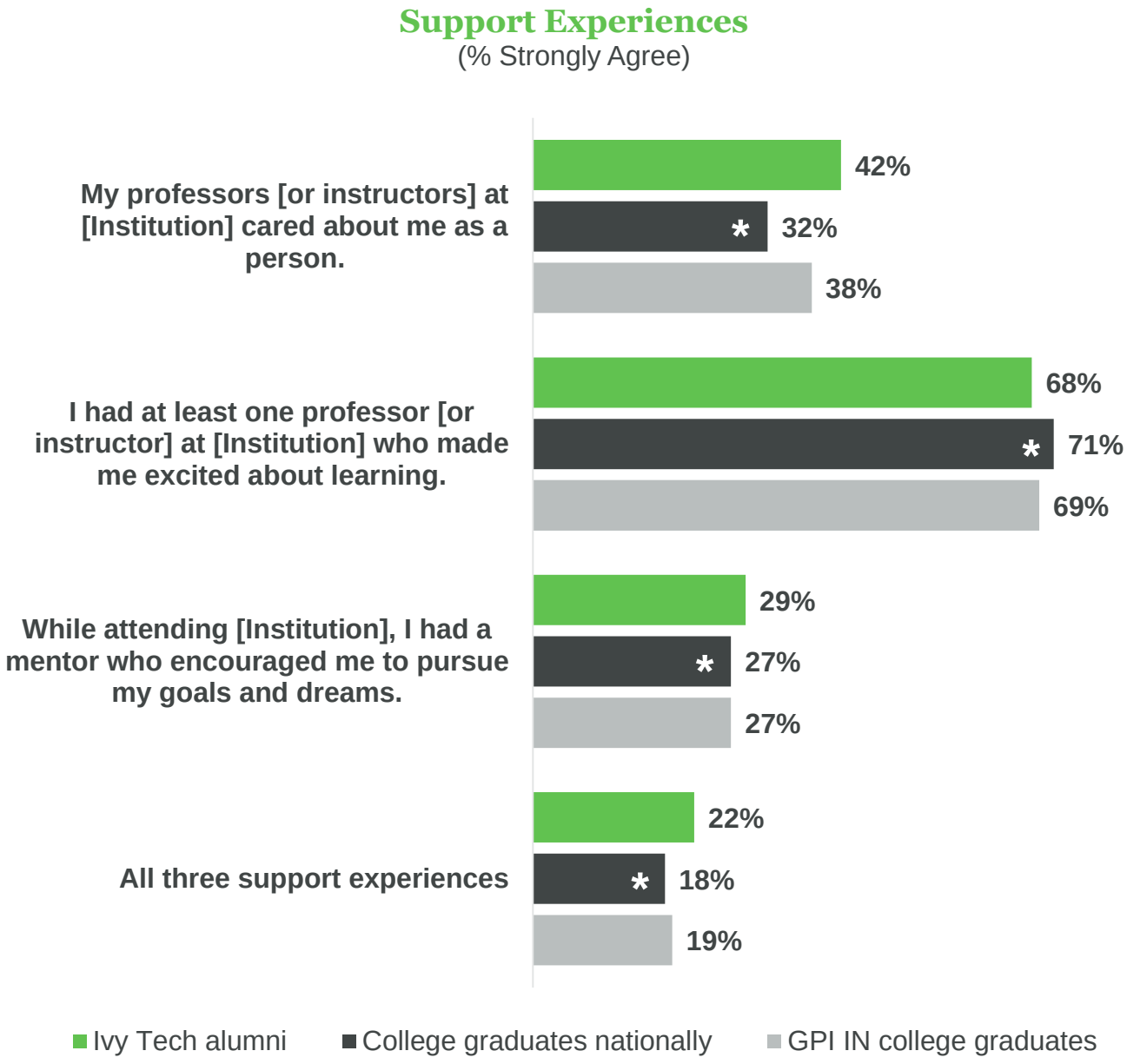
Three Support Experiences

Ivy Tech Community College Results

Gallup research shows that the odds that a given college alumna/us is engaged at work are higher if they strongly agree to having had each of six critical college experiences: The three "support experiences" items below comprise half of the six critical college experiences that prepare students for life outside of college.



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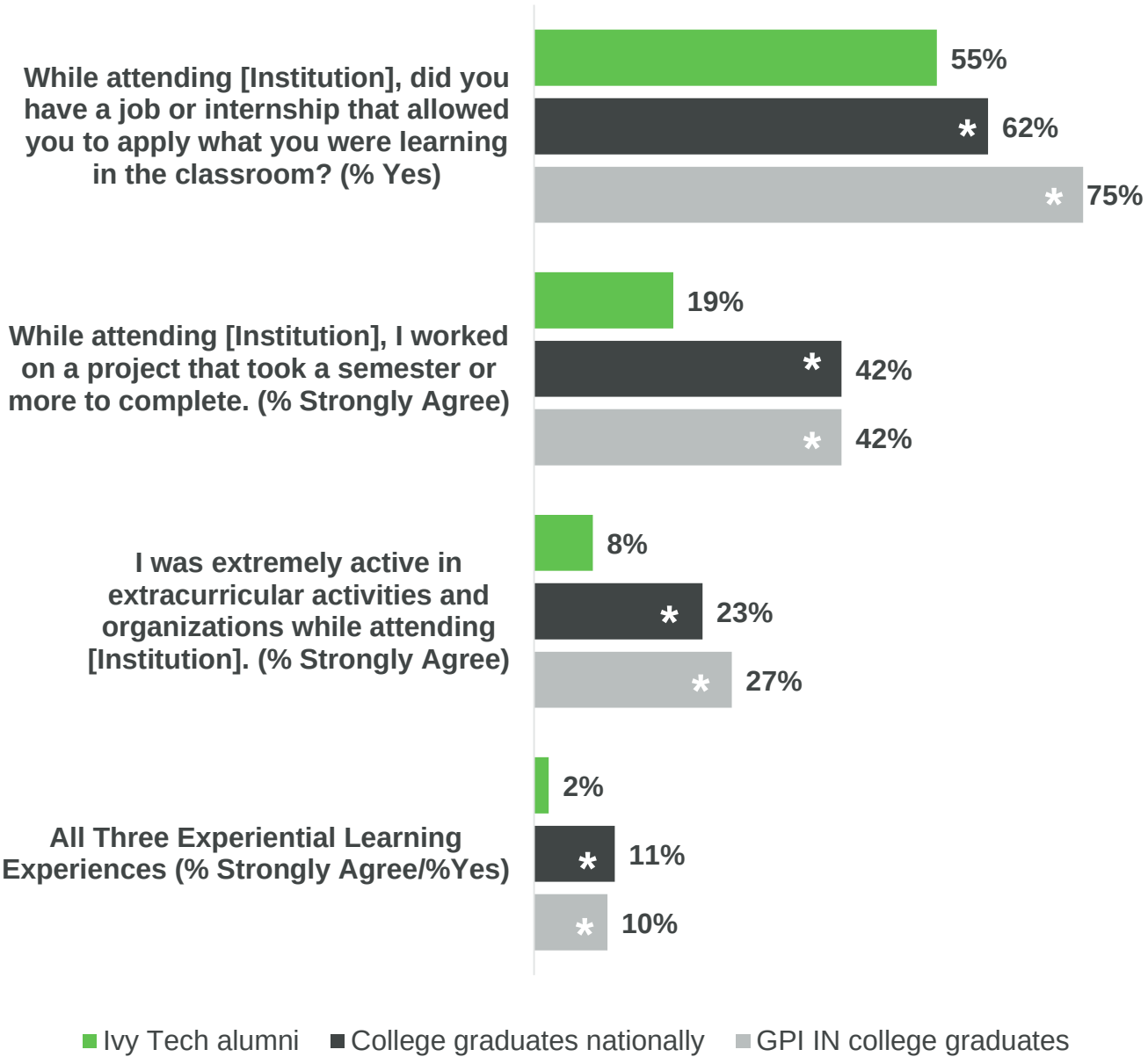
Three Experiential Learning Experiences

Ivy Tech Community College Results

The three “experiential learning” items below comprise the other half of the six critical college experiences that prepare students for life outside of college.

Experiential Learning



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Sources of Experiences

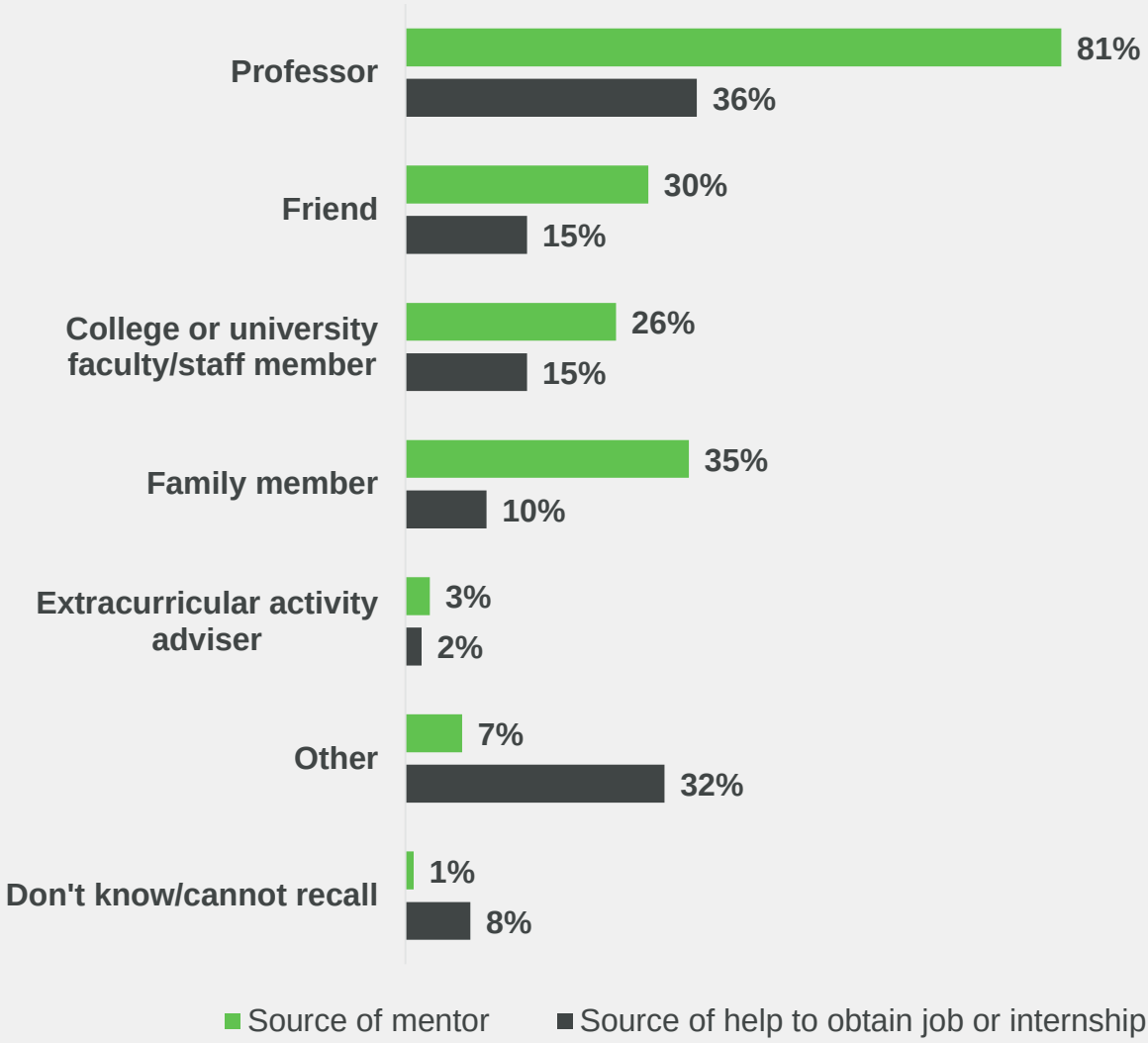
Mentorship and Internship

29%
Ivy Tech alumni who had an encouraging mentor

55%
Ivy Tech alumni who had an applied job or internship

95%
Ivy Tech alumni whose internship was in Indiana^

Sources of Mentors and Job/Internship at Ivy Tech^^



^Among alumni who said they had an internship or job that allowed them to apply what they were learning in the classroom and who graduated between 2011 and 2017
^^ Among alumni who indicated they had an applied job or internship or had a mentor who encouraged them to pursue their goals and dreams while attending Ivy Tech.

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4 Great Advocates: Alumni Attachment

24 Alumni Attachment

25 Reflections on Educational Decisions

26 Reflections on Academic Experience

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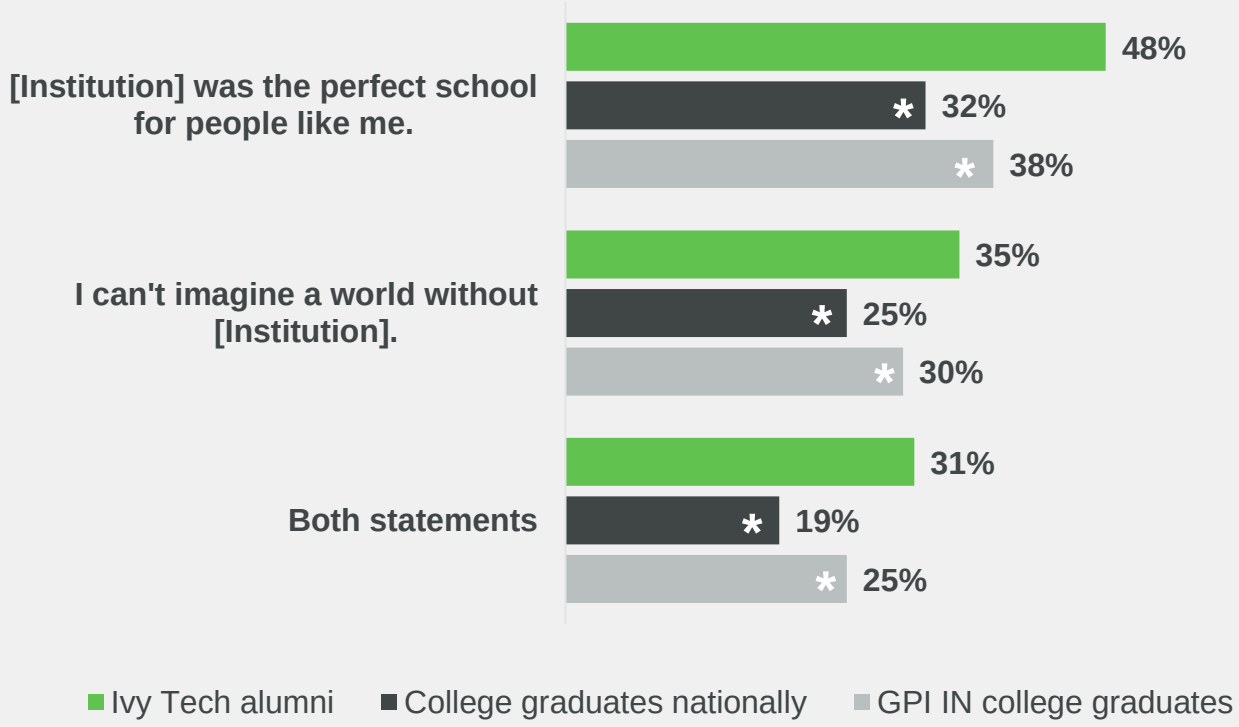
Great Advocates: Alumni Attachment

Ivy Tech Community College Results

Alumni Attachment

Gallup explores the connection between graduates and their alma mater by looking at their level of agreement with two questions: “My university was the perfect school for people like me” and “I can’t imagine a world without my university.” Graduates who strongly agree with both items are considered “emotionally attached” to their alma mater.

Alumni Attachment
(% Strongly agree)



How likely is it that you would recommend [Institution] to family, friends or colleagues?
(% Extremely likely)

55%	41%*	39%*
Ivy Tech **alumni**	College graduates nationally	GPI IN college graduates

*Comparison group’s outcome is statistically different from Ivy Tech’s outcome at the 95% confidence level.

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Reflections on Educational Decisions

Ivy Tech Community College Results

If you had to do it all over again, would you still _____?^

(% Yes, you would)

91%

Obtain an associate degree

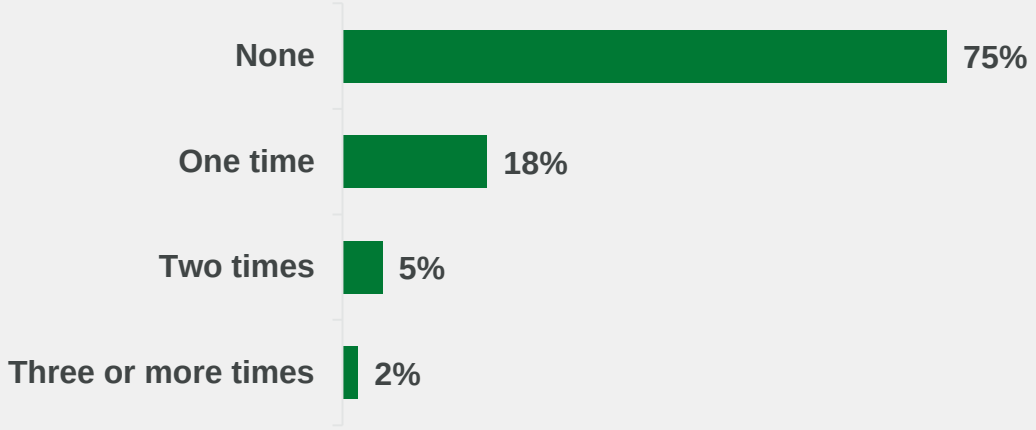
76%

Study the same major that you studied in your associate degree program

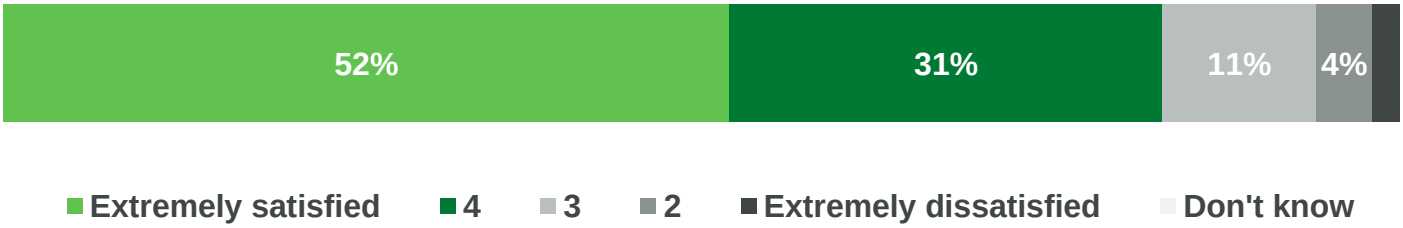
90%

Attend Ivy Tech to obtain your associate degree

How many times did you change your major while attending Ivy Tech to complete your associate degree?^⊥



How satisfied are you with the education you received from Ivy Tech?^



⊥ Excludes the time they switched from undecided or undeclared to declared in a major field of study.
^ Custom item developed for the ICHE. National comparisons not available.
Note: Percentages less than 4% are not shown.

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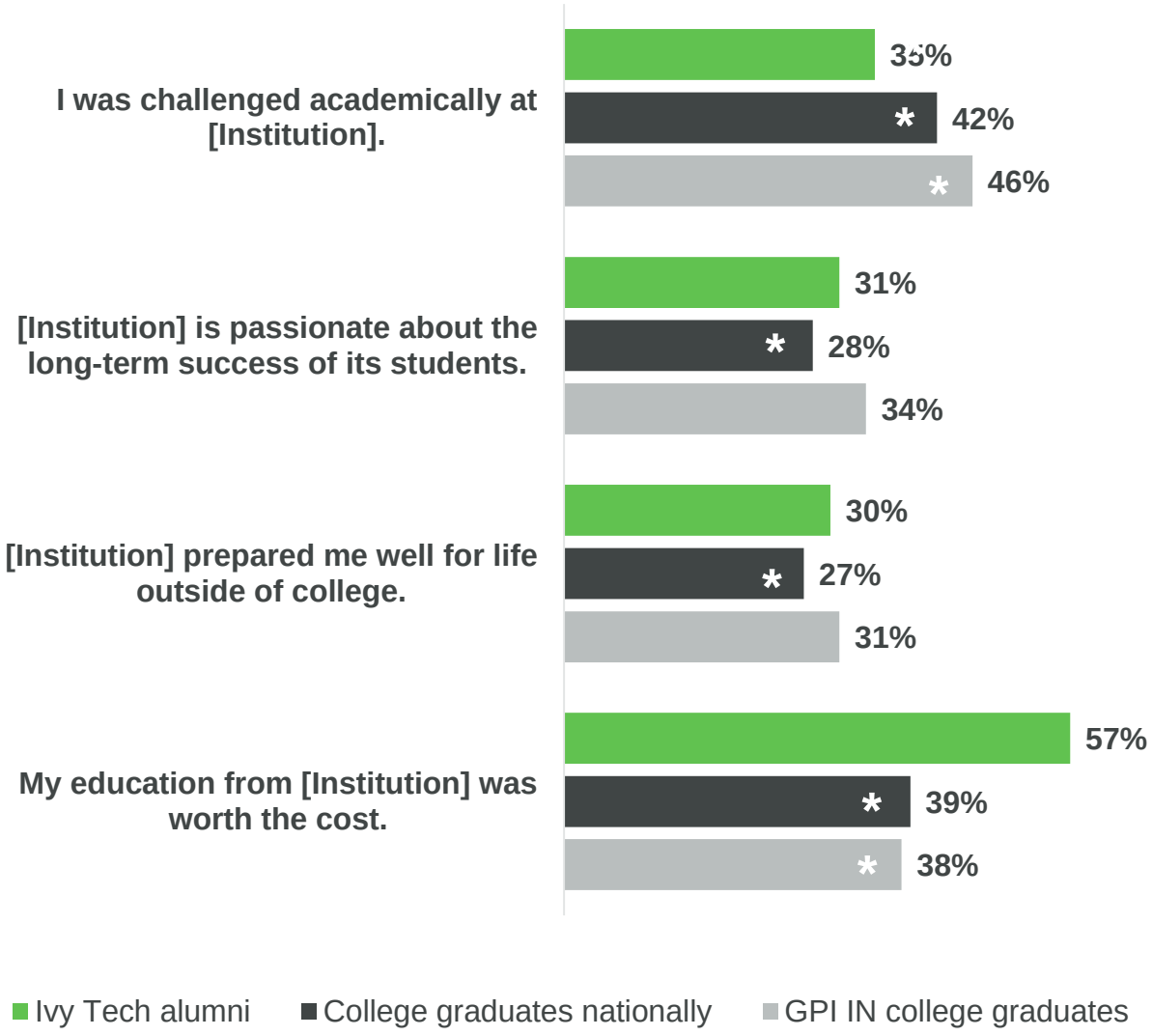
Reflections on Academic Experience

Ivy Tech Community College Results

Perceptions of Academic Experience

(% Strongly agree)



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5

Methodology

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Methodology

Ivy Tech Community College

Results for the Ivy Tech alumni study are based on web surveys conducted Oct. 30-Dec. 02, 2017, with a sample of 2,293 Ivy Tech undergraduate alumni. Alumni were included in the study if Ivy Tech had an email address on file and they graduated between 2000 and 2017. Ivy Tech provided a total of 58,625 email addresses.

Results for the Gallup-Purdue Index, the study used for comparison purposes, are based on web surveys conducted Feb. 4-March 7, 2014, Dec. 16, 2014-June 29, 2015, and Aug. 22-Oct. 11, 2016, with a random sample of 29,560 respondents, 30,151 respondents and 11,483 respondents, respectively, 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 2014 Gallup-Purdue Index sample was compiled from two sources: the Gallup Panel™ and the Gallup Daily tracking survey. The 2015 and 2016 Gallup-Purdue Index samples were recruited via the Gallup Daily tracking survey. The Gallup Panel is a proprietary, probability-based longitudinal panel of U.S. adults who are selected using random-digit-dial (RDD) and address-based sampling methods. The Gallup Panel is not an opt-in panel. The Gallup Panel includes 60,000 individuals, and Panel members can be surveyed by phone, mail or web. Gallup Panel members with a college degree and access to the internet were invited to take the Gallup-Purdue Index survey online. The Gallup Daily tracking survey sample includes national adults with a minimum quota of 70% cellphone respondents and 30% 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.

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Methodology

Ivy Tech Community College

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 ±1.1 percentage points at the 95% confidence level.
- For results based on employee engagement of those with a bachelor's degree, the margin of sampling error is ±1.3 percentage points at the 95% confidence level.
- For results based on those with a bachelor's degree from an Indiana institution, the margin of sampling error is ±6.9 percentage points at the 95% confidence level.
- For results based on employee engagement of those with a bachelor's degree from an Indiana institution, the margin of sampling error is ±7.8 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.

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6

Appendix

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Appendix

Ivy Tech Community College Results

What is your highest completed level of education?	
Associate degree	67%
Bachelor's degree	24%
Post graduate work or degree	9%

What type of postgraduate work or degree did you complete?^	
Post graduate work only, no degree	16%
Master of Arts (M.A.)	10%
Master of Science (M.S.)	42%
Master of Business Administration (MBA)	20%
Juris Doctor (J.D.)	2%
Other master's degree	11%
Doctor of Medicine (M.D.)	1%
Ph.D.	2%
Other professional degree (e.g., LLB, DDS, DVM)	2%
Other	7%
Don't know	0%

While attending Ivy Tech… (% Yes)	
Did you participate in intramural sports?	1%
Did you participate in a student club or organization?	28%
Did you have a paid job or internship?	66%
Did you hold a leadership position in a club/organization?*	11%
Did you participate in a research project with a professor or faculty member?**	16%

^Among Ivy Tech alumni who indicated their highest education level of education is post graduate work or degree.
*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.

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Appendix

Ivy Tech Community College Results

Throughout your college experience at Ivy Tech, did you receive any need-based federal financial aid?	
Yes	65%
No	31%
Don't know	3%

Approximately how much money did you borrow in student loans to obtain your associate degree at Ivy Tech?^	
Mean	$16,726
Median	$12,120

Approximately how much money did you borrow in student loans to obtain your undergraduate degree?^	
Mean	$23,869
Median	$20,200

Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^	
Mean	$41,908
Median	$30,900

Have you delayed any of the following because of your student loans? (% Yes)	
Getting married	11%
Having children	11%
Going back to school for more training or another degree	47%
Starting your own business	21%
Buying a car	31%
Buying a home	29%
Moving out of your parent's/parents' home	9%

^Of alumni who indicated they took out a loan; adjusted to reflect inflated amounts for 2016

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Appendix

Ivy Tech Community College Results

Was Ivy Tech a good place or not a good place for students who are members of racial and ethnic minorities?^	
Good place	74%
Not a good place	1%
Don't know	25%

Was Ivy Tech a good place or not a good place for lesbian, gay, bisexual or transgender students?^	
Good place	51%
Not a good place	1%
Don't know	48%

While attending Ivy Tech, I interacted with people from different backgrounds on a regular basis.^^	
%5 – Strongly Agree	48%
%4 –	28%
%3 –	14%
%2 –	7%
%1 – Strongly Disagree	4%
Don't know	0%

In what state was the high school where your obtained your high school diploma?	
Indiana	82%
Outside of Indiana	18%

^Asked of alumni who graduated between 1990 and 2017
^^Asked of alumni who graduated between 2011 and 2017

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About Us

Gallup and Ivy Tech Community College

About Gallup

Gallup delivers analytics and advice to help leaders and organizations solve their most pressing problems. Combining more than 80 years of experience with its global reach, Gallup knows more about the attitudes and behaviors of employees, customers, students and citizens than any other organization in the world. For more information, visit www.gallup.com or education.gallup.com.

About Ivy Tech Community College

Ivy Tech Community College prepares Indiana residents to learn, live and work in a diverse and globally competitive environment by delivering professional, technical, transfer, and lifelong education. Through its affordable, open-access education and training programs, the College enhances the development of Indiana's citizens and communities and strengthens its economy.

Ivy Tech Community College is Indiana's largest public postsecondary institution and the nation's largest singly-accredited statewide community college system. With 19 campuses and 26 learning sites, the College serves 170,000 students throughout Indiana each year. Ivy Tech offers more than 150 programs in the following schools: the School of Business, Logistics, and Supply Chain, the School of Public Affairs and Social Services, the School of Information Technology, the School of Arts, Sciences and Education, the School of Health Sciences, the School of Nursing, and the School of Advanced Manufacturing, Engineering and Applied Sciences.

The College serves as the state's engine of workforce development, offering affordable degree programs and training that align with the needs of its communities, resulting in over 97% of Ivy Tech graduates remaining in Indiana. By offering hands-on experience with some of the state's most advanced technologies and training facilities in more than 75 communities, Ivy Tech is training Hoosiers for the careers that will grow Indiana's future economy.

Ivy Tech Community College is accredited by the Higher Learning Commission and a member of the North Central Association.

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