

GALLUP®

Gallup-Purdue Index

Great Jobs and Great Lives

Ball State University

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	Ball State University		GPI National	Indiana Universities
	n Size	%5	%5	%5
My professors at [College name] cared about me as a person.	4,191	22%	28%+	36%+
I had at least one professor at [College name] who made me excited about learning.	4,188	61%	64%+	65%
While attending [College name], I had a mentor who encouraged me to pursue my goals and dreams.	4,186	20%	22%+	24%
All Three Support Experiences	4,058	11%	14%+	17%+

Experiential Learning	Ball State University		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.	4,178	34%	30%+	31%
While attending [College name], I worked on a project that took a semester or more to complete.	4,179	26%	32%+	31%
I was extremely active in extracurricular activities and organizations while attending [College name].	4,184	24%	19%+	25%
All Three Experiential Learning Experiences	3,960	6%	6%	5%
All Six Experiences	4,216	2%	3%	2%

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 Ball State University

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	Ball State University		GPI National	Indiana Universities
	n Size	%5	%5	%5
[College name] was the perfect school for people like me.	4,197	38%	33%+	41%
I can't imagine a world without [College name].	4,190	25%	25%	35%+
Both Alumni Attachment Experiences	4,016	21%	19%+	29%+

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 Ball State University

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...	Ball State University	GPI National	Indiana Universities
Five Elements	16%	10%+	10%+
Four Elements	19%	15%+	16%
Three Elements	19%	18%	14%
Two Elements	17%	18%	24%+
One Element	16%	20%+	20%
Zero Elements	14%	19%+	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 Ball State University

Well-Being

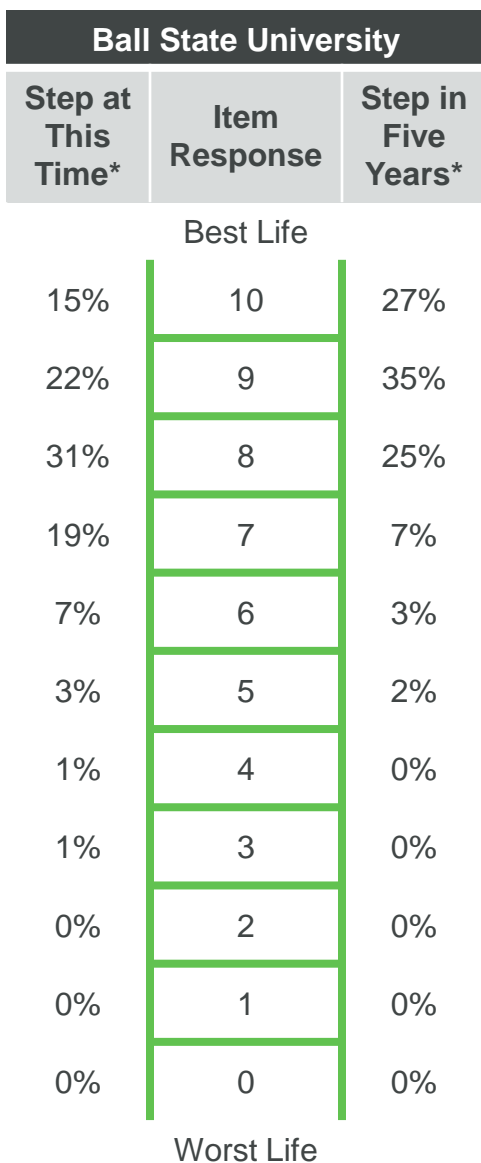
Well-Being Elements*		Ball State University		GPI National	Indiana Universities
		n Size	%	%	%
	Purpose Well-Being	4,152			
	Thriving	2,623	63%	52%+	52%+
	Struggling	1,329	32%	39%+	41%+
	Suffering	200	5%	9%+	7%
	Social Well-Being	4,129			
	Thriving	2,212	54%	48%+	50%
	Struggling	1,617	39%	41%+	41%
	Suffering	300	7%	10%+	9%
	Financial Well-Being	4,138			
	Thriving	2,088	50%	42%+	46%
	Struggling	1,501	36%	38%+	38%
	Suffering	549	13%	21%+	16%
	Community Well-Being	4,021			
	Thriving	2,209	55%	45%+	42%+
	Struggling	1,482	37%	41%+	46%+
	Suffering	330	8%	14%+	12%
	Physical Well-Being	4,135			
	Thriving	1,590	38%	33%+	35%
	Struggling	2,244	54%	56%+	57%
	Suffering	301	7%	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 Ball State University

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?	
Ball State University	GPI National	Ball State University	GPI National
7.94	7.35 ⁺	8.66	8.42 ⁺
N = 4,196	N = 26,232	N = 4,088	N = 25,521

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

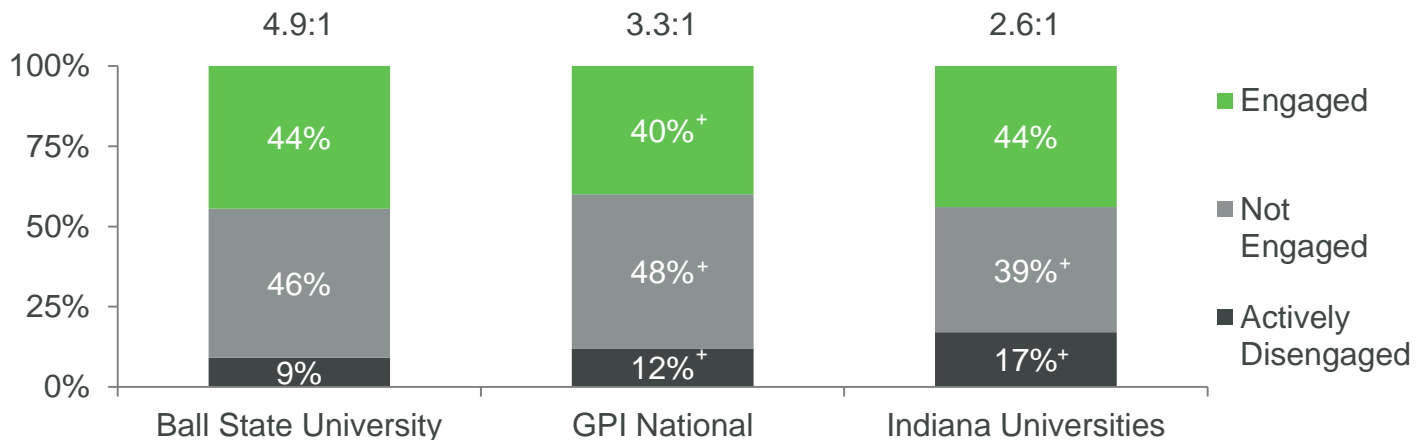
Employee Engagement

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.

44% Engaged
46% Not Engaged
9% Actively Disengaged

Engagement Index*

Ratio of Engaged to Actively Disengaged:



Work Fulfillment	Ball State University		GPI National	Indiana Universities
	n Size	%5	%5	%5
I am deeply interested in the work that I do.	3,291	48%	42% ⁺	49%
My job gives me the opportunity to do work that interests me.	3,280	48%	42% ⁺	46%
I have the ideal job for me.	3,270	34%	28% ⁺	27% ⁺
All Three Work Fulfillment Experiences	3,165	30%	25%⁺	26%

*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 Ball State University

Indiana College Value Index

Alumni Who...	%4 (Agree)	%5 (Strongly Agree)
Say they are satisfied with the education they received	42%	44%
Say their education was worth the cost	32%	52%
Took out student loans and say their education was worth the cost	31%	49%
Say they were prepared well for life outside of college	42%	31%
Say they are deeply interested in the work that they do*	31%	48%
Say that their job gives them the opportunity to do work that interests them*	33%	48%
Say that they have the ideal job for them*	32%	34%
Alumni Who...	Yes	
Received help from the university in finding an internship or job while attending (among those who had a job or internship)	43%	
Received help in finding a job after graduation	17%	
Received support outside the classroom that helped them graduate	40%	
Alumni Who...	Fulfilled	
Are fulfilled in their current work*	30%	

*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 Ball State University 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 1970–2014. 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 Ball State University study are based on Web surveys conducted November 30–December 28, 2015 with a sample of 4,216 Ball State University undergraduate degree alumni. The sample of alumni email addresses was provided by Ball State University. 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

Ball State University		
Alumni	n Size	Mean Age
1970–2014	4,216	50.5

Gender		Retired	
Male	Female	Yes	No
50%	49%	21%	78%

Race				
White	Black	Asian	Hispanic	Other
95%	3%	0%	1%	0%

Marital Status						
Single	Married	Separated	Divorced	Widowed	Domestic Partner	Don't Know
13%	73%	1%	8%	2%	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
0%	5%	13%	38%	27%	9%	7%

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
6%	14%	26%	32%	10%	5%	6%

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: Ball State University Item-Level Responses

Are you satisfied or dissatisfied with your personal life today?	
Satisfied	94%
Dissatisfied	4%
Don't Know	2%
Ball State University prepared me well for life outside of college.	
%5 – Strongly Agree	31%
%4 – Agree	42%
%3 – Neutral	19%
%2 – Disagree	6%
%1 – Strongly Disagree	2%
Don't Know	0%
Ball State University is passionate about the long-term success of its students.	
%5 – Strongly Agree	18%
%4 – Agree	34%
%3 – Neutral	28%
%2 – Disagree	10%
%1 – Strongly Disagree	3%
Don't Know	7%

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

Appendix (continued)

Gallup-Purdue Index: Ball State University Item-Level Responses

I was challenged academically at Ball State University.	
%5 – Strongly Agree	33%
%4 – Agree	47%
%3 – Neutral	15%
%2 – Disagree	4%
%1 – Strongly Disagree	1%
Don't Know	0%
My education from Ball State University was worth the cost.	
%5 – Strongly Agree	52%
%4 – Agree	32%
%3 – Neutral	10%
%2 – Disagree	3%
%1 – Strongly Disagree	2%
Don't Know	1%
Thinking about your entire college experience at Ball State University, about how often did you meet with your academic advisor?	
Never	19%
Once per Academic Year	40%
Twice per Academic Year	19%
Three or More Times per Academic Year	10%
Don't Know	13%

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

Appendix (continued)

Gallup-Purdue Index: Ball State University Item-Level Responses

While attending Ball State University...	
Were you a member of a national fraternity or sorority?*	26%
Did you participate in NCAA intercollegiate athletics?	8%
Did you participate in intramural sports?	37%
Did you participate in a student club or organization?	61%
Did you have a job or internship?	80%
Did you hold a leadership position in a club/organization?**	41%
Did you participate in a research project with a professor or faculty member?***	32%
Approximately how much money did you borrow in student loans to obtain your undergraduate degree at Ball State University?^	
Mean	\$25,940
Median	\$21,077
Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^	
Mean	\$47,166
Median	\$24,882

*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: Ball State University Item-Level Responses

Have you delayed any of the following because of your student loans?	
Getting Married	6%
Having Children	11%
Going Back to School for More Training or Another Degree	20%
Starting Your Own Business	7%
Buying a Car	17%
Buying a Home	18%
Moving Out of Your Parent(s)' Home	7%
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	32%
%4 – Satisfied	43%
%3 – Neutral	17%
%2 – Dissatisfied	6%
%1 – Extremely Dissatisfied	2%
I am deeply interested in the work that I do.*	
%5 – Strongly Agree	48%
%4 – Agree	31%
%3 – Neutral	13%
%2 – Disagree	4%
%1 – Strongly Disagree	2%
Don't Know/Does Not Apply	1%

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: Ball State University Item-Level Responses

My job gives me the opportunity to do work that interests me.*	
%5 – Strongly Agree	48%
%4 – Agree	33%
%3 – Neutral	11%
%2 – Disagree	5%
%1 – Strongly Disagree	2%
Don't Know/Does Not Apply	1%
I have the ideal job for me.*	
%5 – Strongly Agree	34%
%4 – Agree	32%
%3 – Neutral	17%
%2 – Disagree	8%
%1 – Strongly Disagree	6%
Don't Know/Does Not Apply	2%
How closely related is your current work to your undergraduate major(s)?*	
Completely Related	46%
Somewhat Related	31%
Not at All Related	23%
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: Ball State University Item-Level Responses

Was this job or internship <i>related</i> to your field of study at Ball State University?*	
Yes	64%
No	35%
Don't Know/Don't Remember	1%
Was this job or internship <i>required</i> for your degree program at Ball State University?*	
Yes	32%
No	65%
Don't Know/Don't Remember	2%
Were you paid for this job or internship that you had while attending Ball State University?*	
Yes	72%
No	27%
Don't Know/Don't Remember	1%
How did you find that job or internship?*	
Someone at Ball State University Helped Me Find Job/Internship	43%
I Found Job/Internship On My Own	50%
Someone Else Outside Ball State University 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 Ball State University.

Appendix (continued)

Indiana-Specific Questions: Ball State University Item-Level Responses

In what state was that job or internship that you completed while attending Ball State University located?*	
Indiana	89%
Out of State	8%
Outside the United States	0%
Don't Know	1%
No Answer	2%
Did you receive help from any of the following programs or services while attending Ball State University? Please select all that apply.	
Mentoring Program	2%
Financial Counseling	11%
Tutoring or Other Academic Counseling	14%
Student Life or Other Campus Community Programs	13%
Other	11%
How helpful was the mentoring program to you while you were attending Ball State University?	
Very Helpful	32%
Somewhat Helpful	35%
Neither Helpful/Unhelpful	6%
Somewhat Unhelpful	12%
Very Unhelpful	9%
Don't Know/Does Not Apply	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 Ball State University.

Appendix (continued)

Indiana-Specific Questions: Ball State University Item-Level Responses

How helpful was the financial counseling program to you while you were attending Ball State University?

Very Helpful	21%
Somewhat Helpful	33%
Neither Helpful/Unhelpful	9%
Somewhat Unhelpful	19%
Very Unhelpful	17%
Don't Know/Does Not Apply	2%

How helpful were the tutoring or academic counseling programs to you while you were attending Ball State University?

Very Helpful	30%
Somewhat Helpful	34%
Neither Helpful/Unhelpful	5%
Somewhat Unhelpful	15%
Very Unhelpful	15%
Don't Know/Does Not Apply	1%

How helpful were the Student Life or other campus community programs to you while you were attending Ball State University?

Very Helpful	34%
Somewhat Helpful	33%
Neither Helpful/Unhelpful	8%
Somewhat Unhelpful	14%
Very Unhelpful	10%
Don't Know/Does Not Apply	1%

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

Appendix (continued)

Indiana-Specific Questions: Ball State University Item-Level Responses

Did someone at Ball State University help find you a job after graduation?	
Yes	17%
No	83%
Was this job with a company that you worked for or interned with while attending Ball State University?	
Yes	19%
No	81%
In what state do you currently work?*	
Indiana	60%
Out of State	38%
Outside the United States	1%
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 Ball State University?	
%5 – Extremely Satisfied	44%
%4 – Satisfied	42%
%3 – Neutral	11%
%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: Ball State University Item-Level Responses

In what state was the high school where you obtained your high school diploma?	
Indiana	87%
Out of State	11%
Outside the United States	1%
Don't Know	0%
No Answer	1%

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

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