

GALLUP®



The Washington Center

Great Jobs and Great Lives

The Washington Center Alumni Scorecard 2017



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Executive Summary

Executive Summary

1. TWC Alumni Thriving in Well-Being

Gallup examines the well-being of individuals across five interrelated but distinct domains — **purpose, social, financial, community** and **physical**.

Thriving Elements

TWC alumni are more likely than graduates nationally to be thriving in 5 well-being elements.

2. TWC Alumni Engaged at Work

Gallup categorizes workers as Engaged, Not Engaged or Actively Disengaged based on responses to Gallup's proprietary index that measures elements that are most predictive of employee and workgroup performance.

Workplace Engagement

TWC alumni are more likely than graduates nationally to be engaged in their work.

Engagement Populations

TWC liberal arts majors are more likely than graduates nationally to be engaged in their work.

3. TWC Boosts Outcomes for Liberal Arts Alumni

The TWC experience is particularly beneficial for alumni who were liberal arts majors at their home institution.

TWC Liberal Arts Majors

TWC alumni who were liberal arts majors are more likely to be employed full time and work in a field directly related to their undergraduate study when compared with liberal arts majors nationally.

4. First Generation Students Benefit from TWC Experience

Participants whose parents' highest education is less than a bachelor's degree demonstrate particularly strong outcomes relative to other first generation college students.

TWC First-Generation College Students

Compared with their peers nationally, TWC first-generation college students are more likely to be thriving in their financial and social well-being.

5. TWC Alumni Experienced Diversity

Many TWC alumni say that, as part of their experience in the program, they were able to interact with people of different backgrounds on a regular basis.

Diverse Interactions

Compared with graduates nationally and graduates of public and private institutions, TWC alumni are more likely to strongly agree that they interacted with people of different backgrounds on a regular basis.

Good Place to Study

TWC participants are more likely than graduates nationally and graduates of private institutions to say that TWC is a good place for ethnic and racial minority students to study.

1,817 TWC Survey Completes

Instrument: Gallup-Purdue Index Core Survey

- TWC custom items
- Select survey question wording modification to apply to TWC experience

Survey Fielded: June 26-July 27, 2017

- Up to five reminders for nonrespondents

TWC University Comparison Groups (2010-2016):

- College Graduates Nationally; n=4,429
- Graduates of Public Institutions; n=2,513
- Graduates of Private Institutions; n=1,493



Student Profile

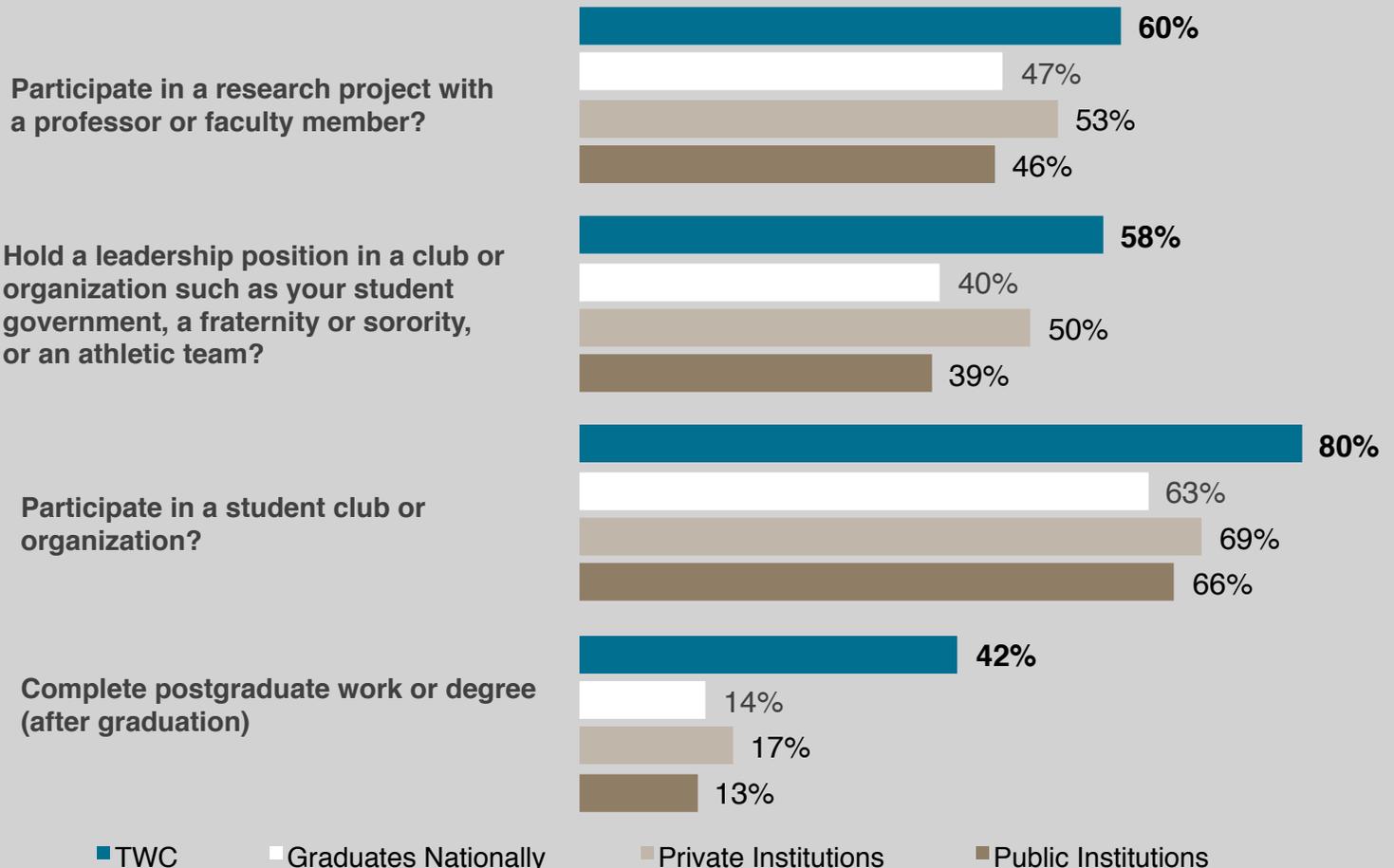
Student Profile

TWC students were highly involved on campus, leaders among their peers and academically engaged

TWC alumni were actively involved students at their home campus. Not only did they participate in extracurricular activities (80%) at a higher rate than graduates nationally (63%) and graduates of public (66%) and private universities (69%), they were also leaders on campus. Nearly six in 10 TWC alumni held leadership positions on their campus, exceeding their comparison group graduates by at least eight percentage points.

TWC alumni were also academically engaged students. Three-fifths of TWC alumni participated in a research project with a professor or faculty member, compared with about half of graduates nationally and graduates of private and public universities. Additionally, slightly more than two-fifths (42%) of TWC alumni have completed some postgraduate work or a degree — more than doubling the rate of graduates nationally and graduates of public and private universities.

While attending your home university, did you... % Yes (among 2010-2016 graduates)



Student Profile

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Examining Well-Being

Defining a “Good Life”

Gallup’s Global Well-Being Research



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

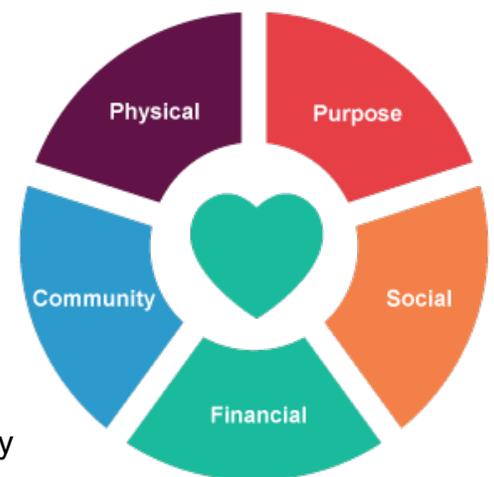
Managing your economic life to reduce stress and increase security

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



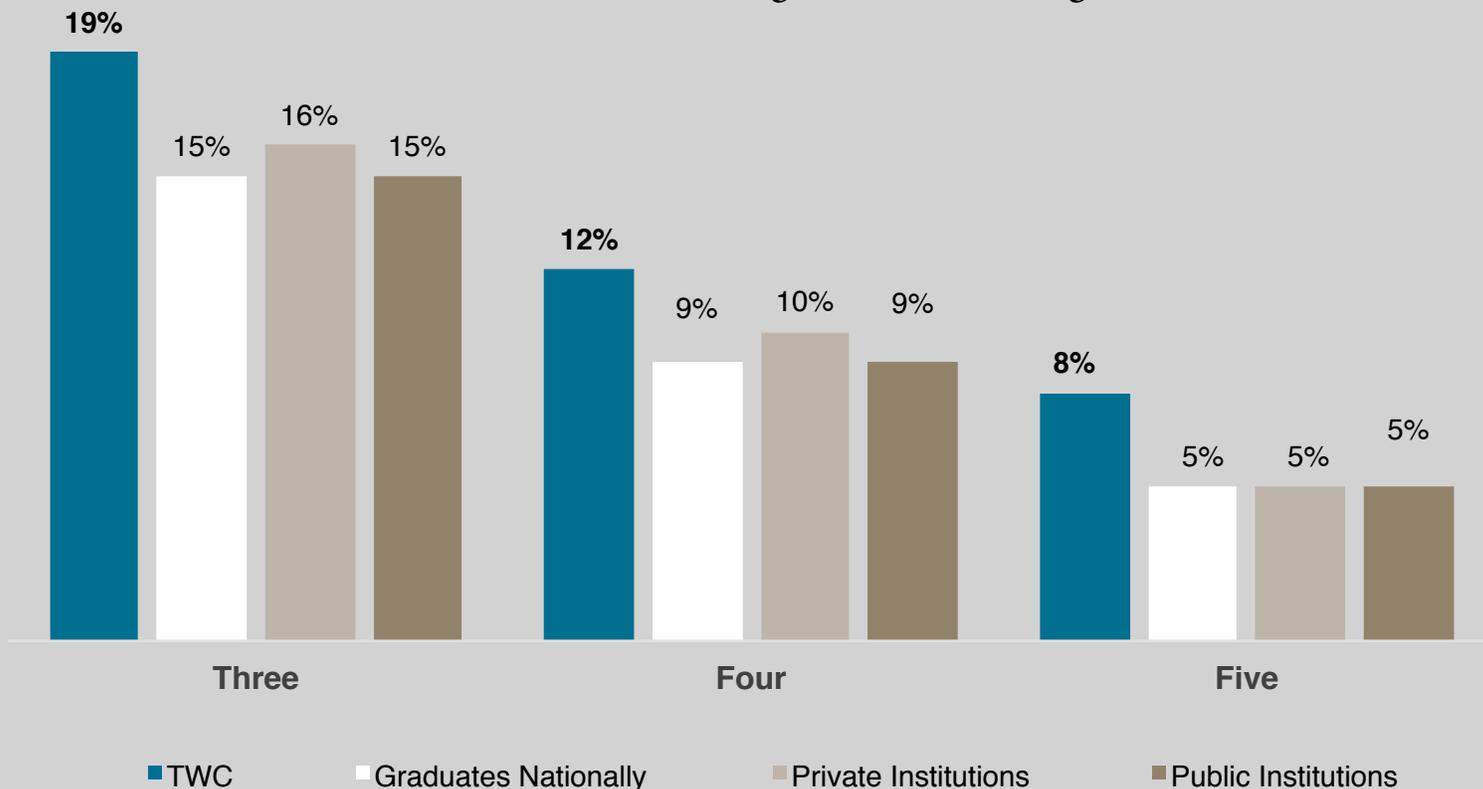
TWC Alumni Well-Being

2010-2016 Graduates

One way that Gallup assesses well-being is by looking at the number of elements in which an individual is “thriving.” Looking at the percentage of alumni thriving in four or five well-being elements reveals that TWC alumni surpass graduates nationally and graduates of public and private institutions.

One-fifth of recent TWC alumni are thriving in four or five well-being elements. By comparison, 14% to 15% of graduates nationally and graduates of private and public institutions are thriving in four or five elements.

Number of Well-Being Elements Thriving



TWC alumni are more likely than graduates nationally to be thriving in four or five well-being elements.

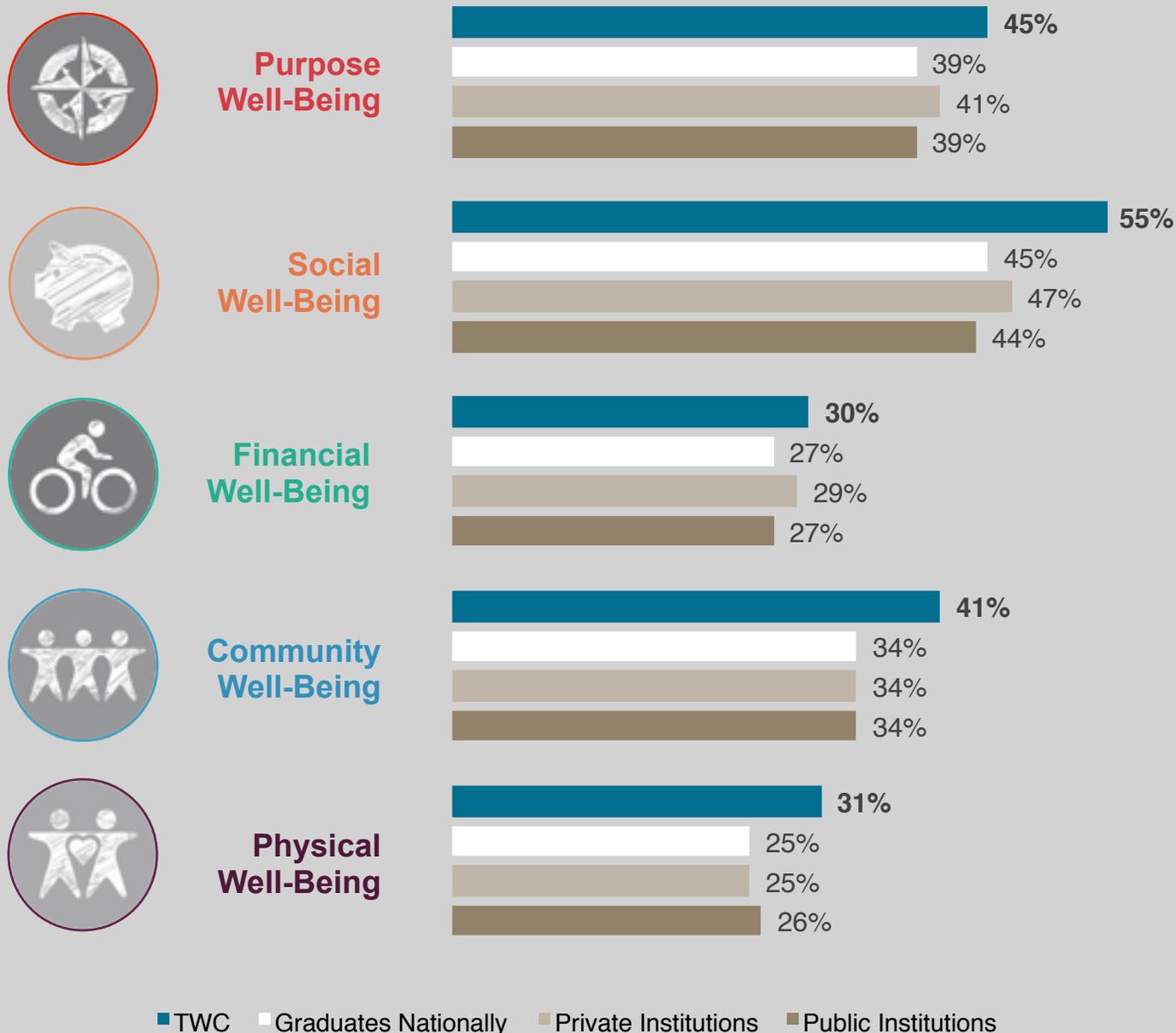


TWC Alumni Well-Being

2010-2016 Graduates (% Thriving)

Across most elements of well-being, recent TWC alumni are more likely to be thriving than graduates nationally and graduates of public and private institutions.

TWC graduates are particularly more likely than their peers to be thriving in **social** and **community** well-being. TWC alumni are eight to 11 percentage points more likely to be thriving in **social** well-being and seven percentage points more likely to be thriving in **community** well-being than their comparison group peers.



Alumni in the Workforce

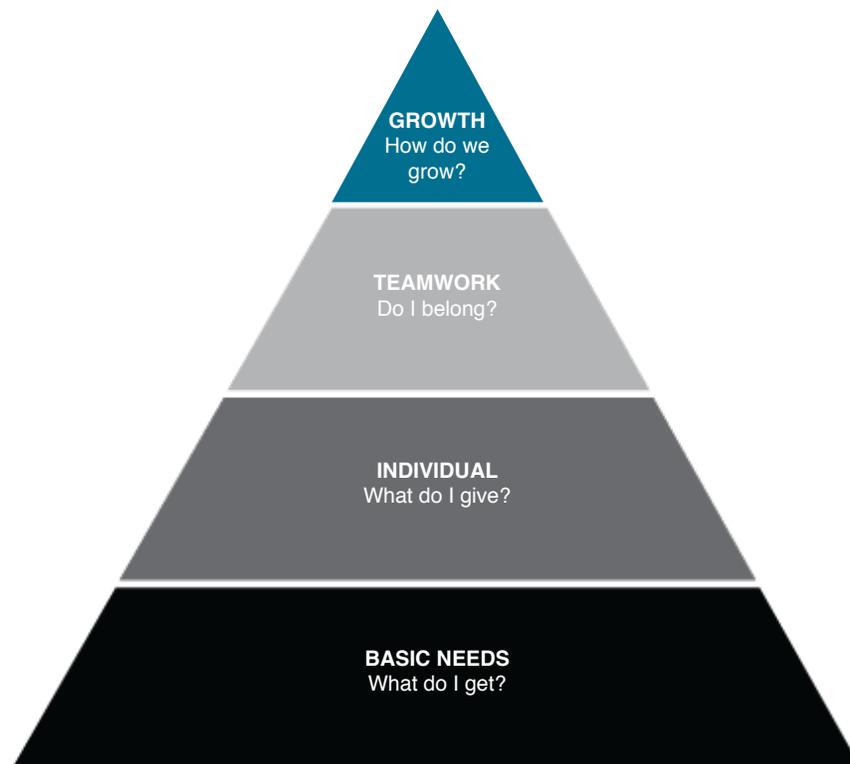
Gallup's Employee Engagement Measures

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. But to reduce response burden, the 12 elements were shortened to three elements that are still highly correlated with engagement.



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Recent TWC alumni (42%) are *more likely* to be engaged at their work than graduates nationally (38%) and on par with graduates of public (39%) and private institutions (39%).

TWC Workplace Engagement

2010-2016 Graduates

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

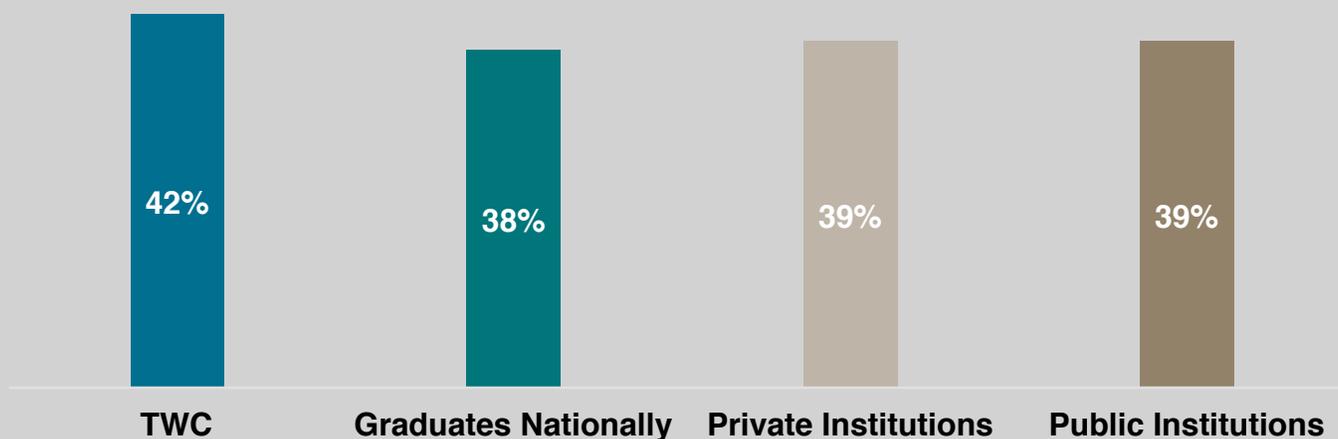
- Psychologically unattached to their work and company.
- Because their engagement needs are not being fully met, they are putting time — but not energy or passion — into their work.

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.

Gallup categorizes workers as Engaged, Not Engaged or Actively Disengaged based on responses to a shortened three question index that measures elements that best predict employee and workgroup performance. This shortened index is still highly correlated with the full Q12 index. Recent TWC alumni (42%) are more likely to be engaged at their work than graduates nationally (38%) and on par with graduates of public (39%) and private institutions (39%).

Engagement Index
(% Employed Full Time for an Employer)



Which of the following skills that you developed while at TWC has been MOST impactful to your career?

1 Networking

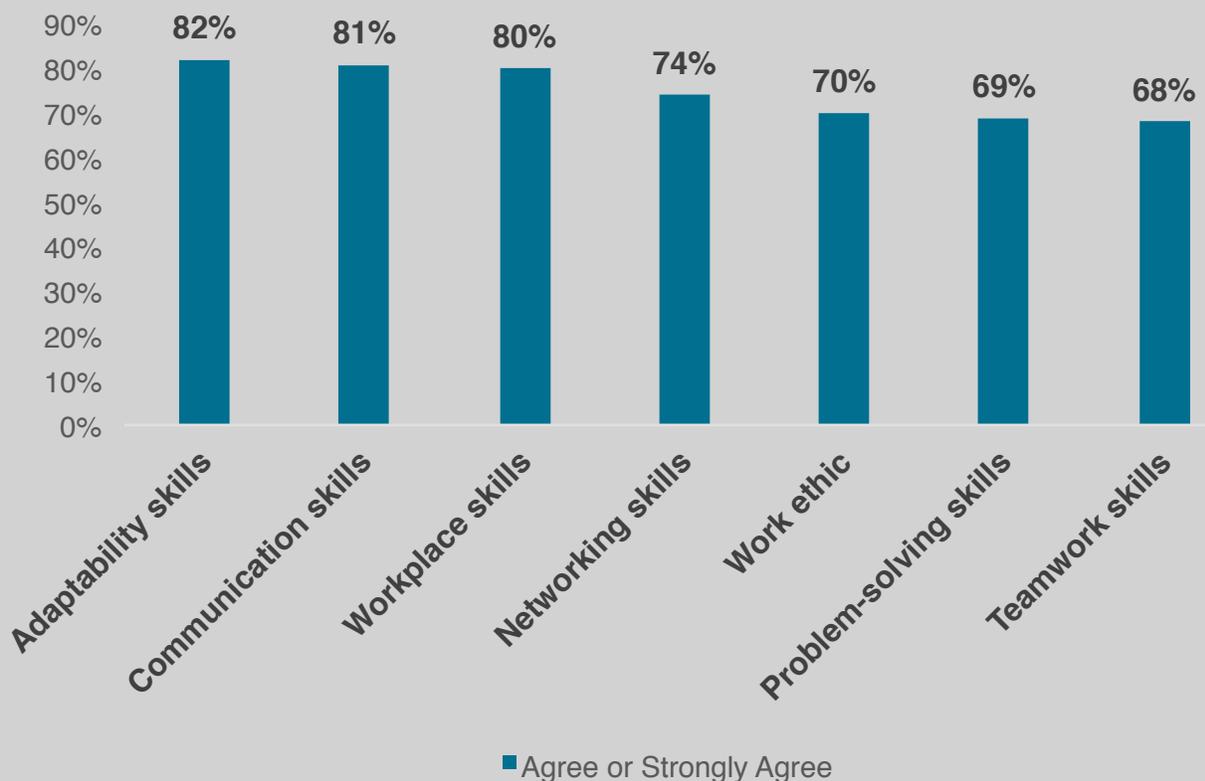
2 Adaptability

3 Workplace Skills

TWC Workplace Engagement

1976-2016 Graduates

The TWC experience helped me to develop my...



According to its participants, the TWC experience helped them develop critical skills for workplace success. When asked about particular skills, over eight in 10 TWC participants agree or strongly agree that the experience helped them develop their adaptability skills. Additionally, about the same percentage of TWC participants agree or strongly agree that the TWC experience helped them develop their communication (81%), workplace (80%) skills.

For skills that TWC respondents agreed or strongly agreed they developed as part of the TWC experience, respondents were asked to rate which skill has been most impactful to their career. Among the various skills participants developed during their TWC experience, networking skills, adaptability and workplace skills were rated the most impactful to TWC participants' careers.

Development of these types of workplace skills is particularly important because recent research has shown that businesses believe graduates lack basic workplace skills, such as the ability to effectively communicate and solve problems.¹

¹ The Chronicle of Higher Education and American Public Media's Marketplace, 2013.

TWC Liberal Arts Majors

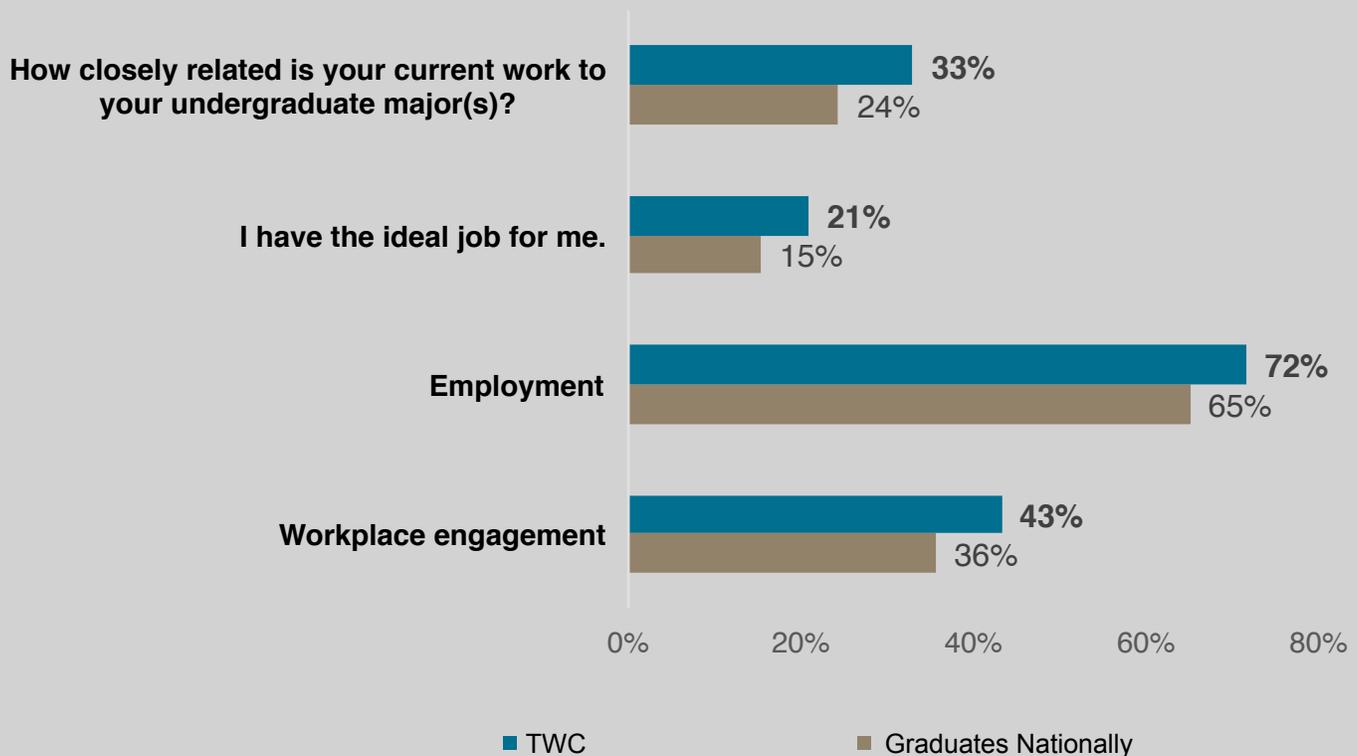
TWC Liberal Arts Majors

2010-2016 Graduates

TWC participants who were liberal arts majors have positive workforce outcomes relative to their counterparts among graduates nationally. TWC participants boast a high rate of full-time employment and are more likely to be engaged in their work when compared with liberal arts majors among graduates nationally.

TWC participants who majored in a liberal arts field are also more likely than their peers among graduates nationally to be working in a field that is related to their undergraduate major and more likely to strongly agree that they have the ideal job for them.

Workforce Outcomes for Liberal Arts Majors – TWC vs. Graduates Nationally





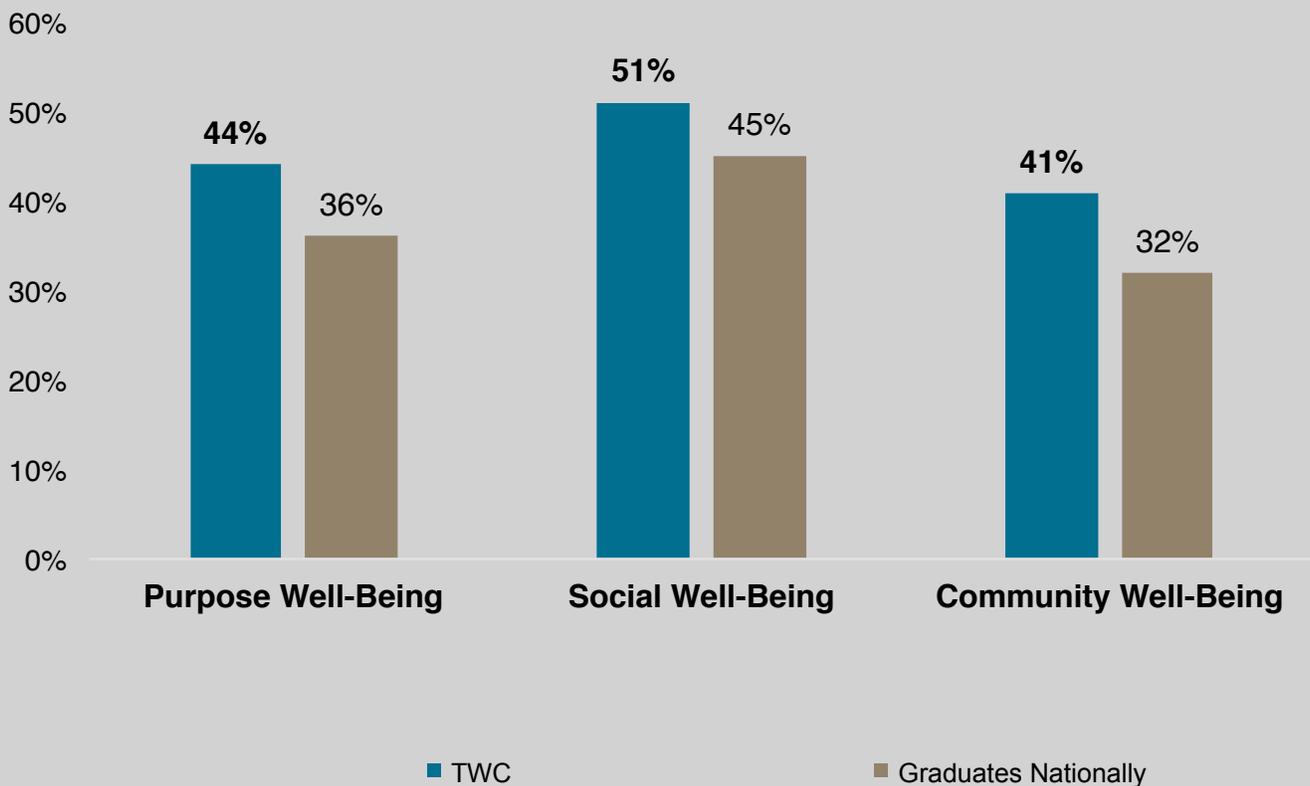
TWC's liberal arts majors are more likely than their counterparts among graduates nationally to be thriving in purpose, social and community well-being elements.

TWC Liberal Arts Majors

2010-2016 Graduates

In addition to positive workforce outcomes for those who majored in a liberal arts field, TWC's liberal arts majors are also more likely than their counterparts among graduates nationally to be thriving in several well-being elements, including in purpose, social and community elements.

Outcomes for Liberal Arts Majors – TWC vs. Graduates Nationally

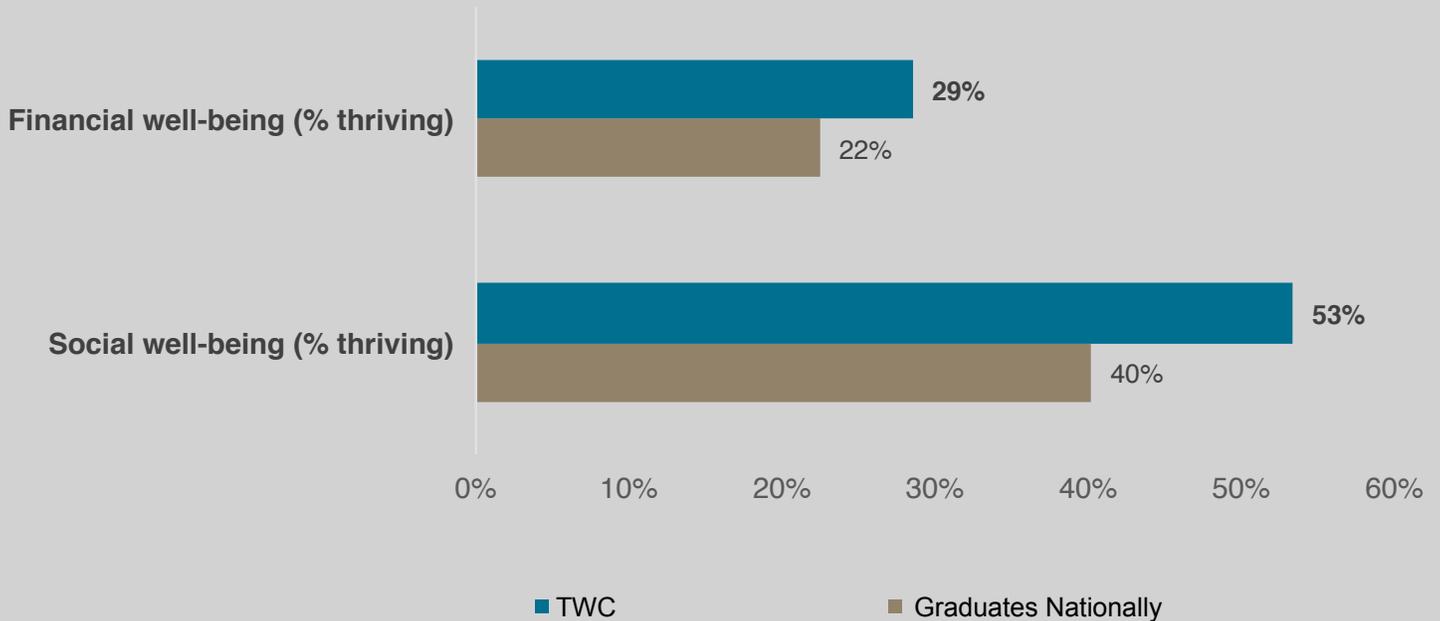


TWC Diversity

TWC First Generation College Students

2010-2016 Graduates

Outcomes for FGCS – TWC vs. Graduates Nationally



First-generation college students (FGCS) who were TWC participants also fare better than their counterparts among graduates nationally on several key outcomes, including being more likely to be thriving in financial and social well-being.



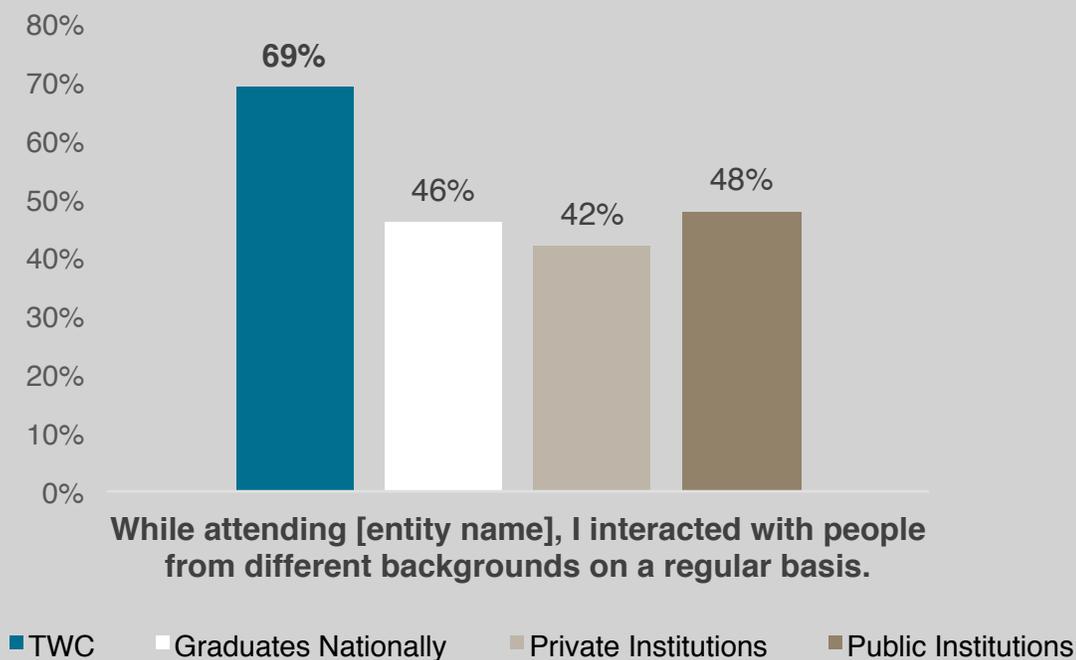
Among TWC participants, strongly agreeing that they often interacted with people of different backgrounds is a strong driver of participants saying that their TWC experience prepared them to succeed in the job market and in the workplace.

TWC and Interacting With Diverse Populations

2010-2016 Graduates

Interacting With People of Different Backgrounds

TWC vs. Graduates Nationally



TWC participants experienced more diversity during their time at TWC than did graduates nationally at their undergraduate institutions. Nearly seven in 10 TWC participants strongly agree that they interacted with people of different backgrounds on a regular basis while attending TWC. This rate surpasses the experience of graduates nationally and that of graduates of public and private institutions by more than 20 percentage points.

Further, among TWC participants, strongly agreeing that they often interacted with people of different backgrounds is one of the strongest drivers of participants believing that their TWC experience prepared them to succeed in the job market and in the workplace. Strongly agreeing to this experience is also a strong predictor of being extremely likely to recommend TWC to family, friends or colleagues.

TWC and Interacting With Diverse Populations

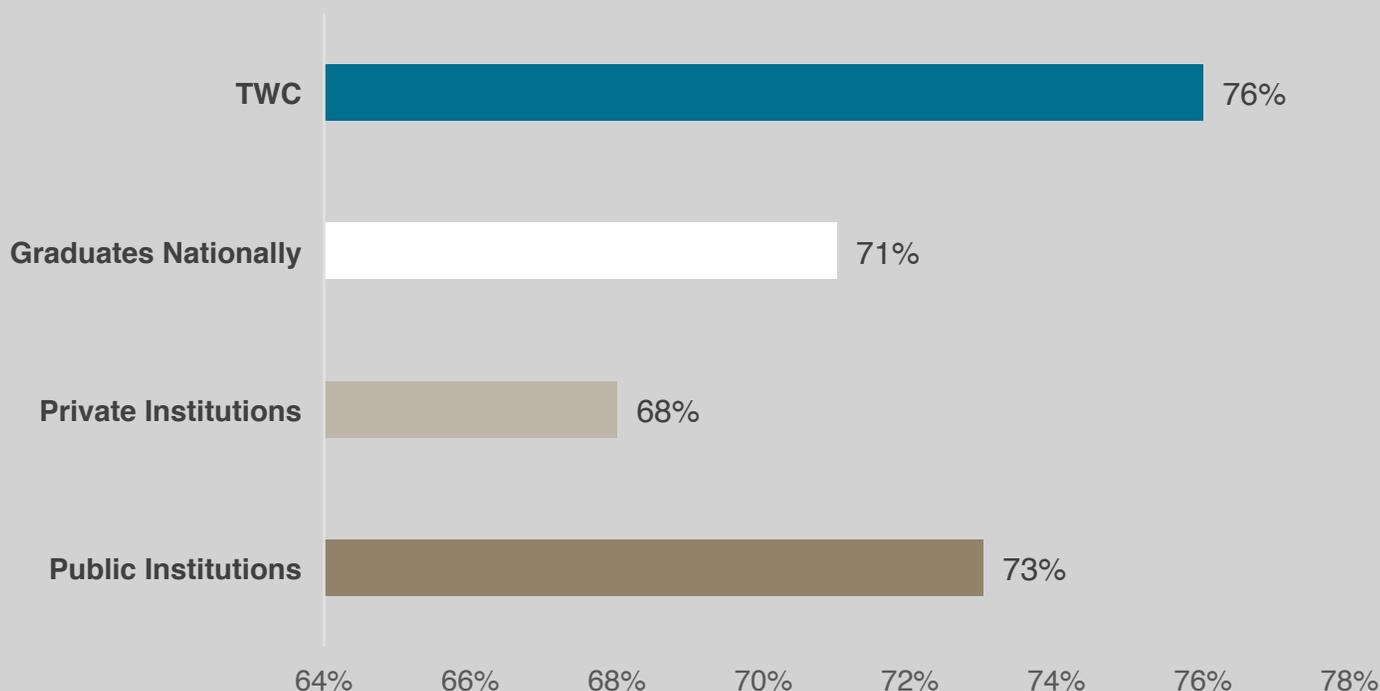
2010-2016 Graduates

Slightly more than three-fourths of TWC participants believe that TWC is a good place for racial and ethnic minority students to study.

This rate outpaces the percentage of college graduates nationally (71%) and graduates of public (73%) and private (68%) institutions who say the same about their own institutions.

TWC is a good place for racial and ethnic minority students

% Good Place



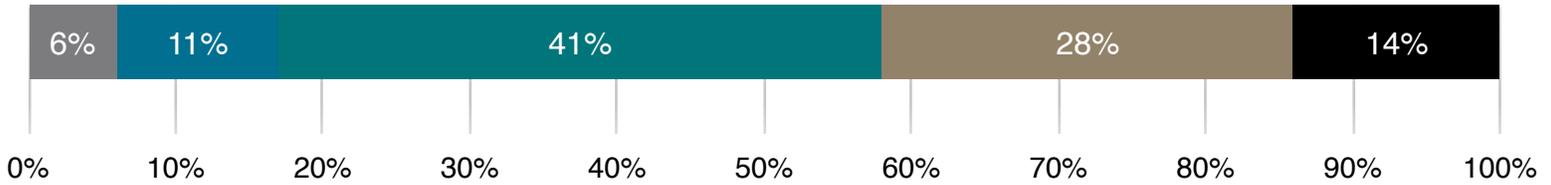


More TWC participants (76%) say that TWC is a good place for racial and ethnic minority students than graduates nationally say about their institutions (71%).

Demographic Profile of TWC Survey Respondents

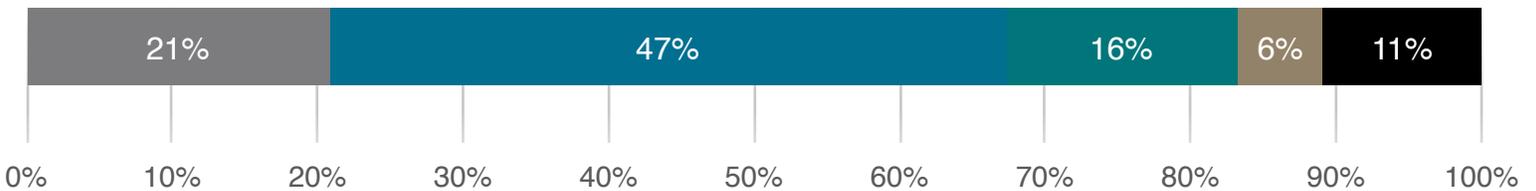
1976-2016 Alumni

Household Income

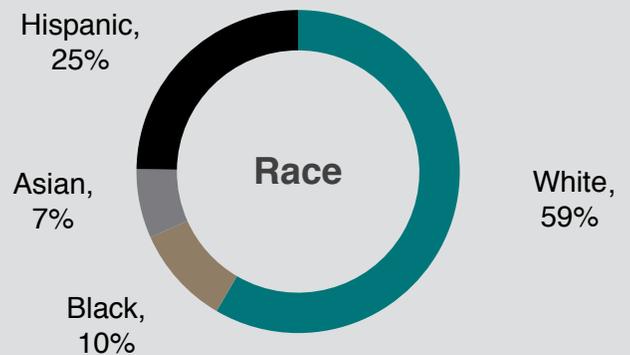
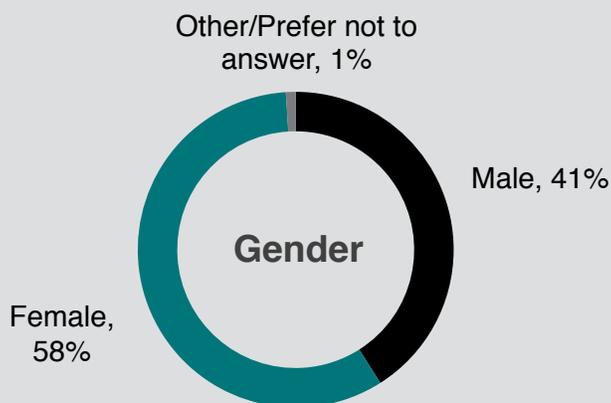


- Lower SES - <\$11,999 per year
- Working class - \$12,000-<\$35,999 per year
- Middle class - \$36,000-<\$119,999 per year
- Upper middle and above - \$120,000 per year and above
- Don't know

Personal Income



- Minimum wage - <\$23,999 per year
- Mid-level wage - \$24,000-<\$89,999 per year
- High wage - \$90,000-<\$179,999 per year
- Very high wage - \$180,000 per year and above
- Don't know



n = 1,817 Mean age: 34

Methodology

Methodology

Results for The Washington Center (TWC) study are based on web surveys conducted June 26–July 27, 2017, with a sample of 1,817 TWC alumni. The sample of alumni email addresses was provided by TWC. 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 Feb. 4, 2014–Oct. 11, 2016, with a random sample of 4,429 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 60% cellphone respondents and 40% 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.

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 ± 2.1 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 ± 2.3 percentage points at the 95% confidence level.
- For results based on those with a bachelor's degree from public institutions, the margin of sampling error is ± 2.8 percentage points at the 95% confidence level.
- For results based on employee engagement of those with a bachelor's degree from public institutions, the margin of sampling error is ± 3.0 percentage points at the 95% confidence level.
- For results based on those with a bachelor's degree from private institutions, the margin of sampling error is ± 3.6 percentage points at the 95% confidence level.
- For results based on employee engagement of those with a bachelor's degree from private institutions, the margin of sampling error is ± 3.0 percentage points at the 95% confidence level.

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