

GALLUP®

Grace College & Seminary Alumni: Great Jobs and Great Lives

2018 Undergraduate Alumni Scorecard



Indiana College Value Index

2018 Grace College & Seminary Results Summary

Value and Preparation	%4 (Agree)	%5 (Strongly agree)	%4 + %5
My education from Grace College & Seminary was worth the cost. (Overall)	32%	40%	72%
My education from Grace College & Seminary was worth the cost. (Among 62% of Grace alumni with loans*)	31%	32%	63%
Grace College & Seminary prepared me well for life outside of college.	35%	31%	66%

14%

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

78%

Grace 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.	30%	49%	79%
My job gives me the opportunity to do work that interests me.	31%	49%	80%
I have the ideal job for me.	29%	38%	67%

33%

Grace alumni who strongly agree to all three work fulfillment questions

*Among alumni who took out undergraduate loans to attend Grace

**Work fulfillment questions were only asked of alumni who indicated they are employed full time by an employer

2018 Grace College & Seminary Study

Methodology Summary



1,167 Grace Undergraduate Alumni Survey Completes

- Grace alumni who received their bachelor's degree between 1960 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: Feb. 5-March 5, 2018

- Nonresponders received up to five email reminders



Comparison Groups Are Derived From the Gallup-Purdue Index National Database (1960-2017)

- College graduates nationally: n=67,185
- GPI IN college graduates: n=1,804

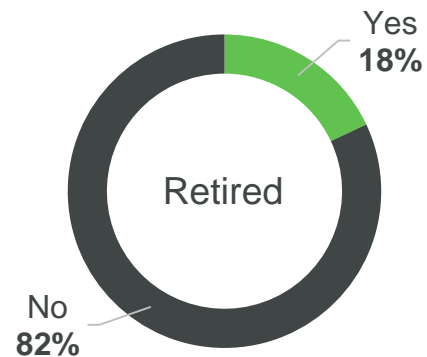
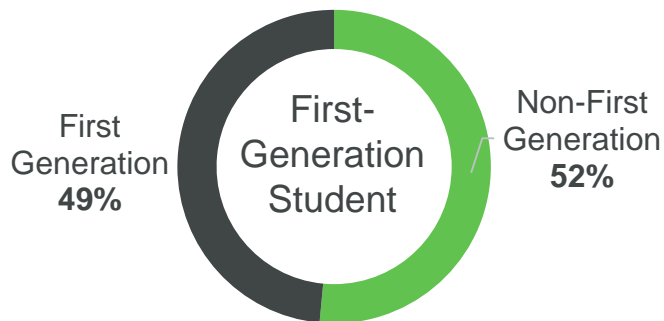
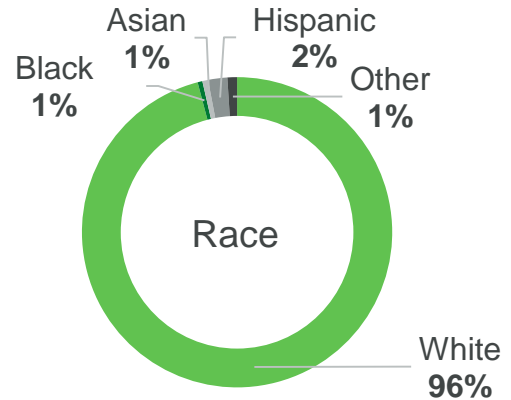
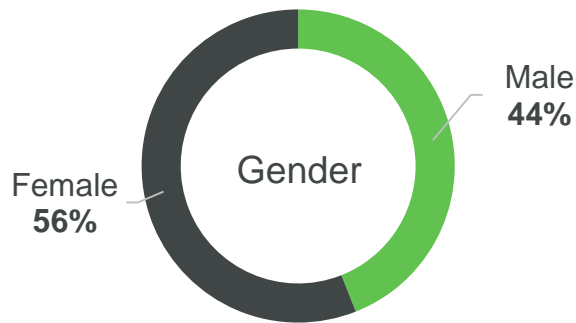
Profile of Respondents

Respondent Demographics

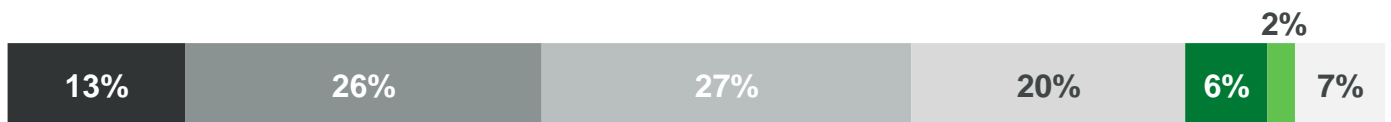
Undergraduate Alumni Who Graduated Between 1960 and 2017

n=1,167

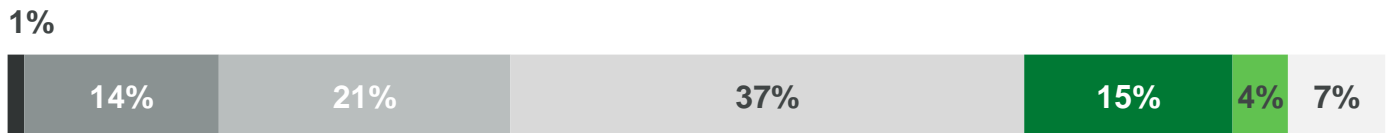
Mean age: 48



Total Annual Personal Income



Total Annual Household Income



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

1

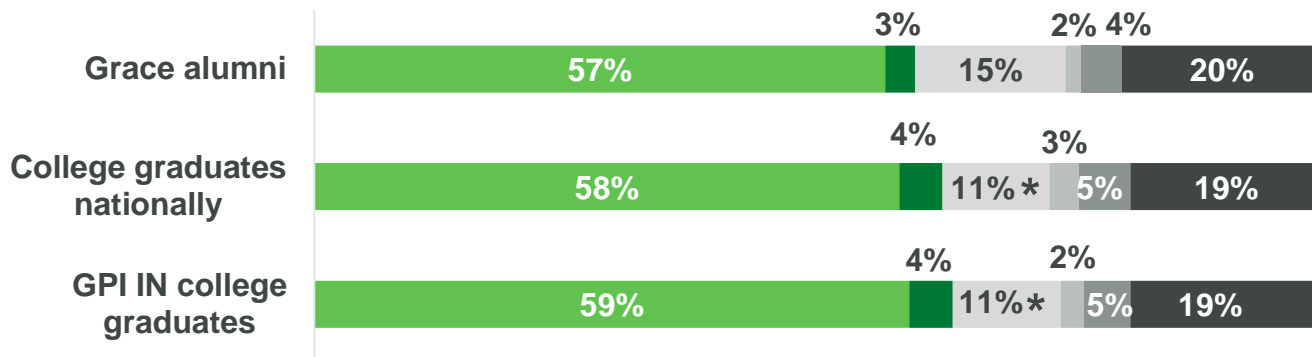
Great Jobs: Workplace Engagement

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- 11 Workplace Fulfillment
- 12 Career Services

Employment Outcomes

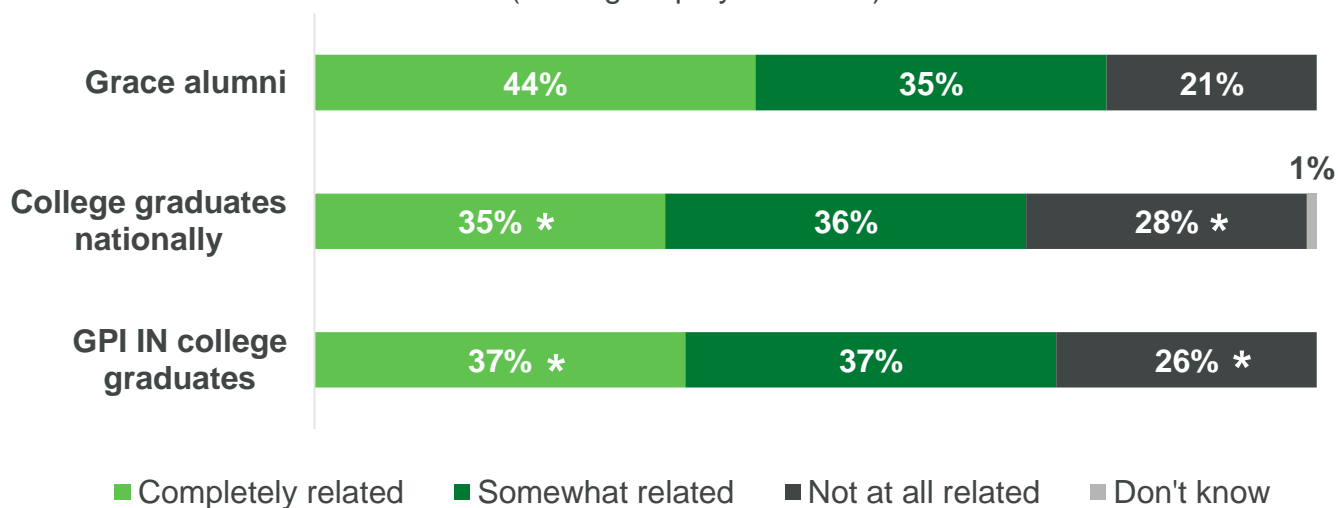
Grace College & Seminary Results

Employment Status



- Employed full time (employer)
- Employed full time (self)
- Employed part time, do not want full time
- Unemployed
- Employed part time, want full time
- Not in workforce

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



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level
Note: Due to rounding, percentages may sum to 100% +/-1%

Employment Outcomes

Grace College & Seminary Results

14%

Grace alumni who say someone at Grace helped them find a job after graduation[^]

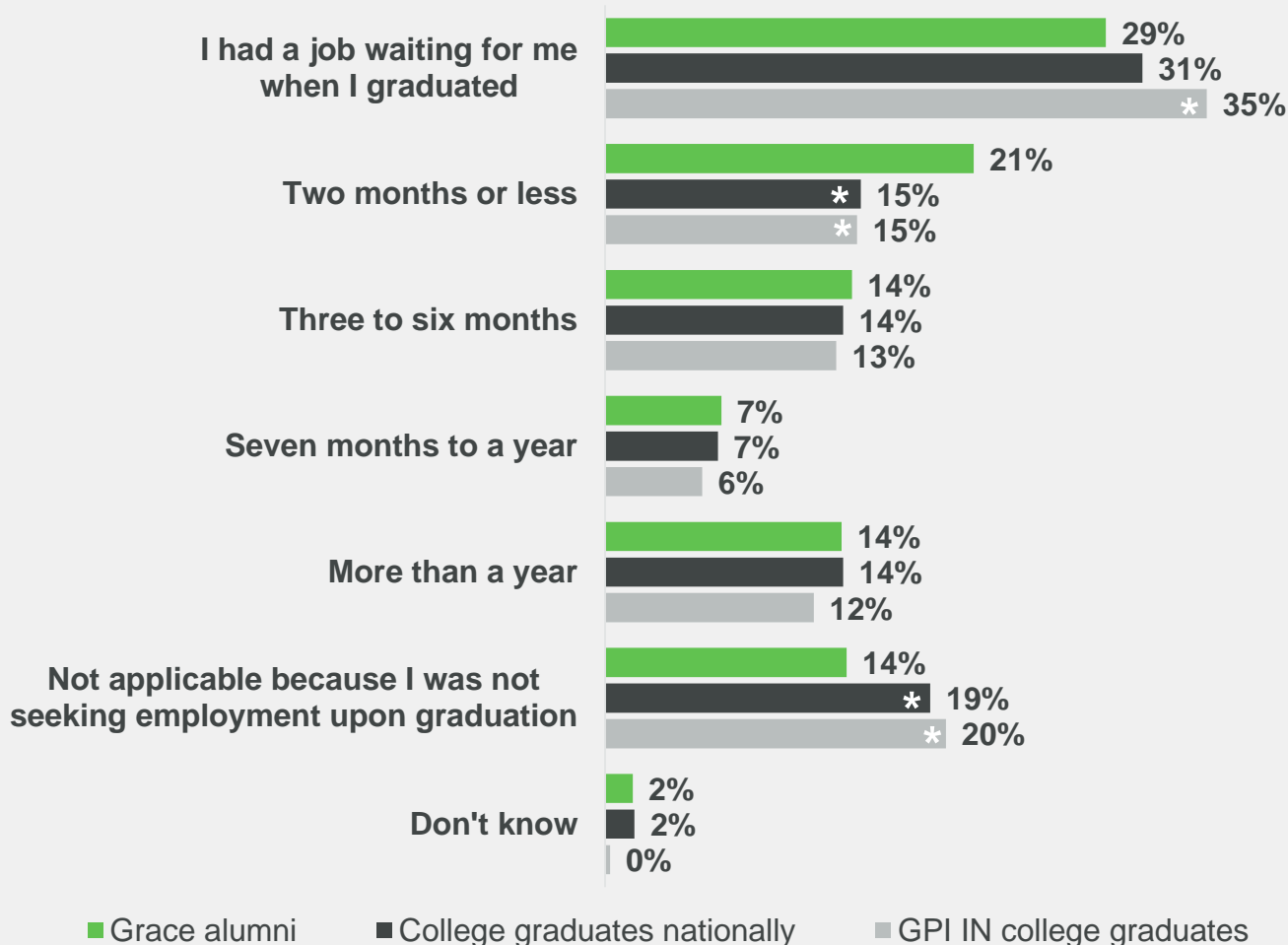
21%

Grace alumni who had a job with a company they worked for or interned for while in college[^]_⊥

46%

Grace 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 [University]?



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level
[^]A custom item developed for the Indiana Commission for Higher Education; national comparisons not available
_⊥Among alumni who said they obtained a good job after graduation

Gallup's Employee Engagement Measures

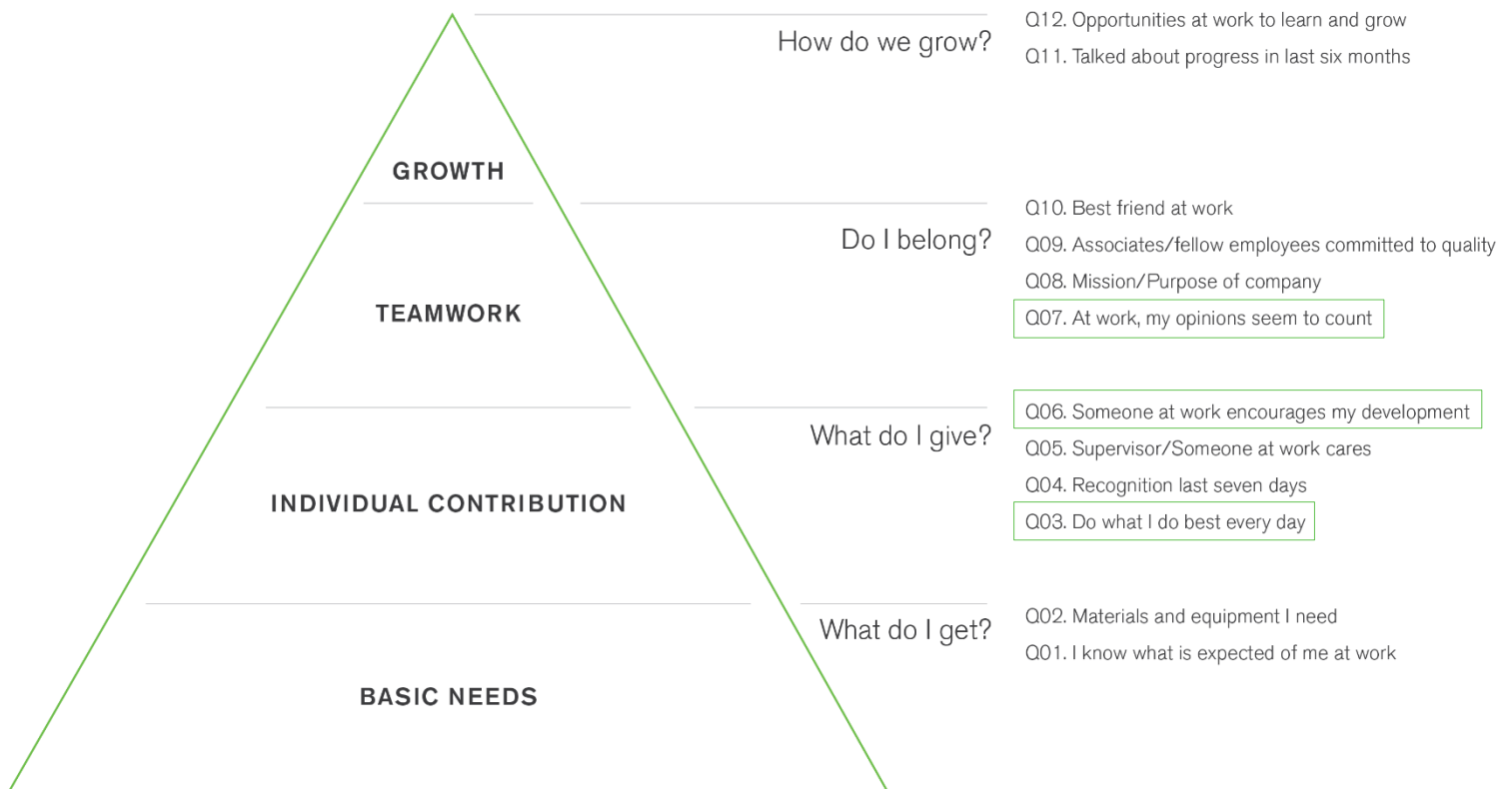
Maximizing Employees' Performance

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 needs that must be fulfilled before employees can progress.

To reduce response burden for Grace's survey, the 12 elements were reduced to three elements that correlate highly with the full Q¹² index. These three elements are highlighted below.



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Engagement Index

Grace College & Seminary 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 correlates highly with the full Q¹² index.

Engaged

- Highly involved in and enthusiastic about their work and workplace.
- They are psychological “owners,” driving performance and innovation and moving the organization forward.

Not Engaged

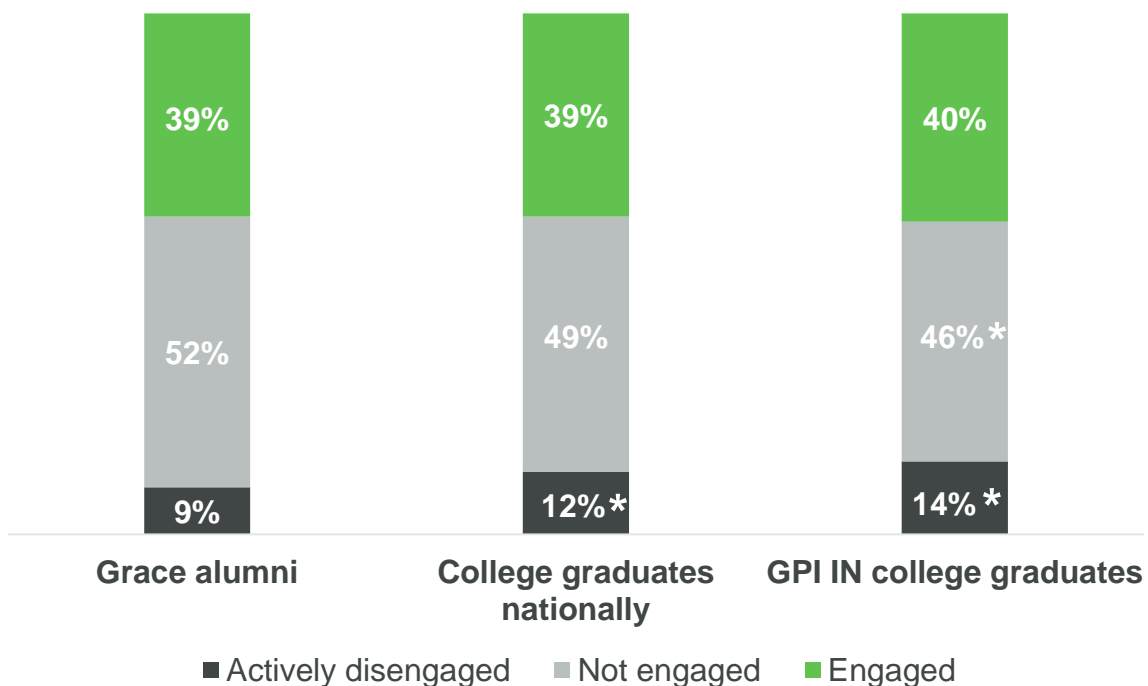
- Psychologically unattached to their work and company.
- Because their engagement needs are not being fully met, they are putting time — but not energy or passion — into their work.

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)



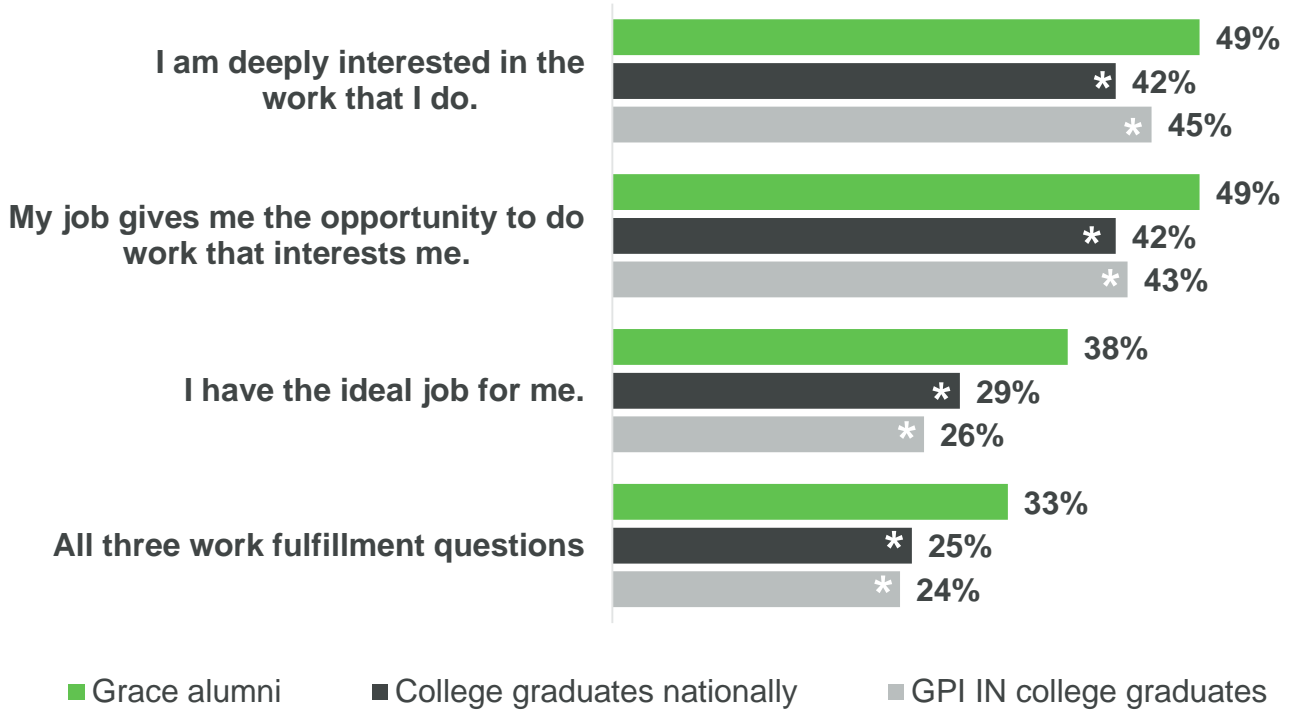
*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level
Note: Due to rounding, percentages may sum to 100% +/-1%

Workplace Fulfillment

Grace College & Seminary Results

Workplace Fulfillment

(% Strongly agree, among employed graduates)



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level

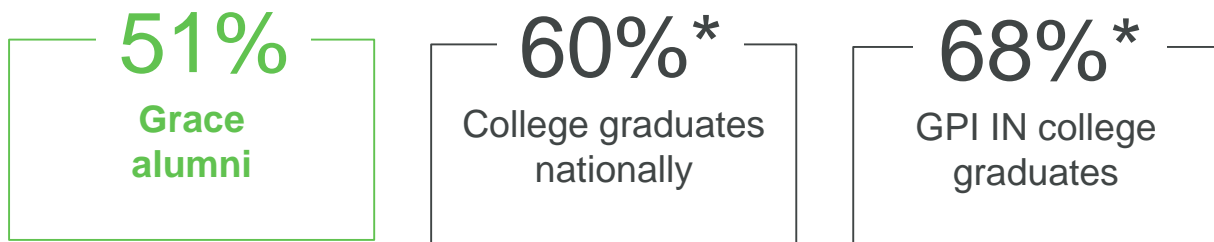


Career Services

Grace College & Seminary Results

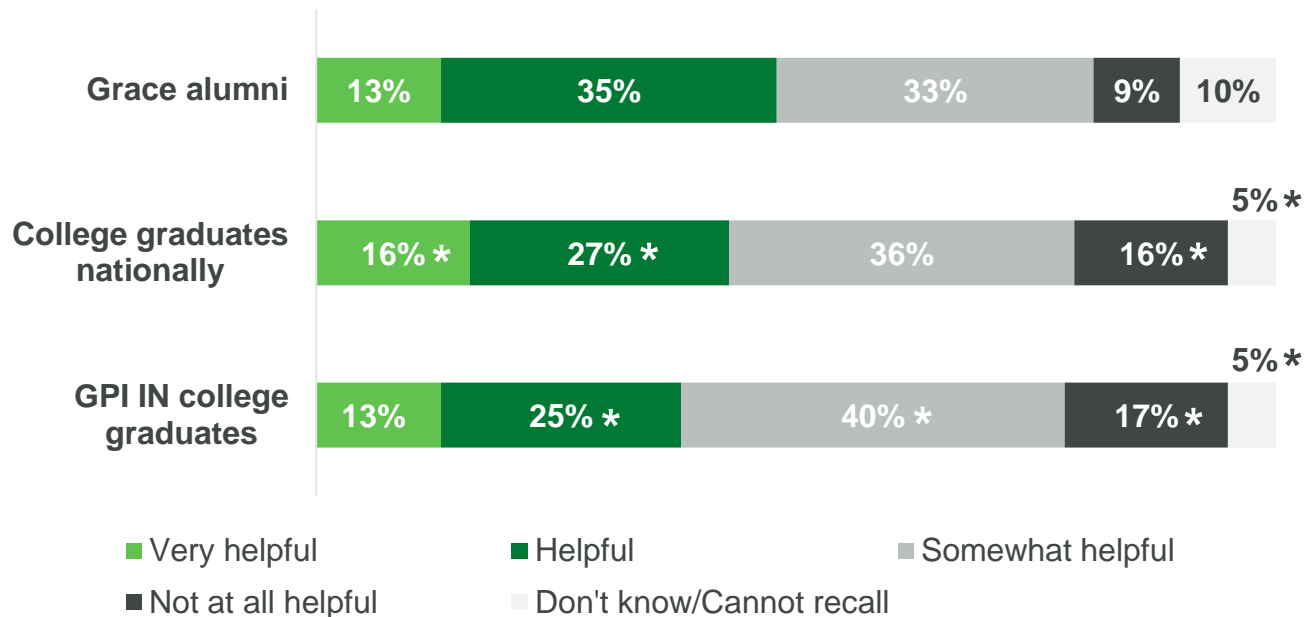
While attending [University], did you visit the career services office at least once?

(% Yes, among graduates who graduated after 2010)



How helpful was the career services office to you?

(Among graduates who visited career services at least once)



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level



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 has conducted decades of global research surveying a representative sample of 99% of the world’s population from more than 160 countries.

Well-being is associated with numerous positive health and employment outcomes, including 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

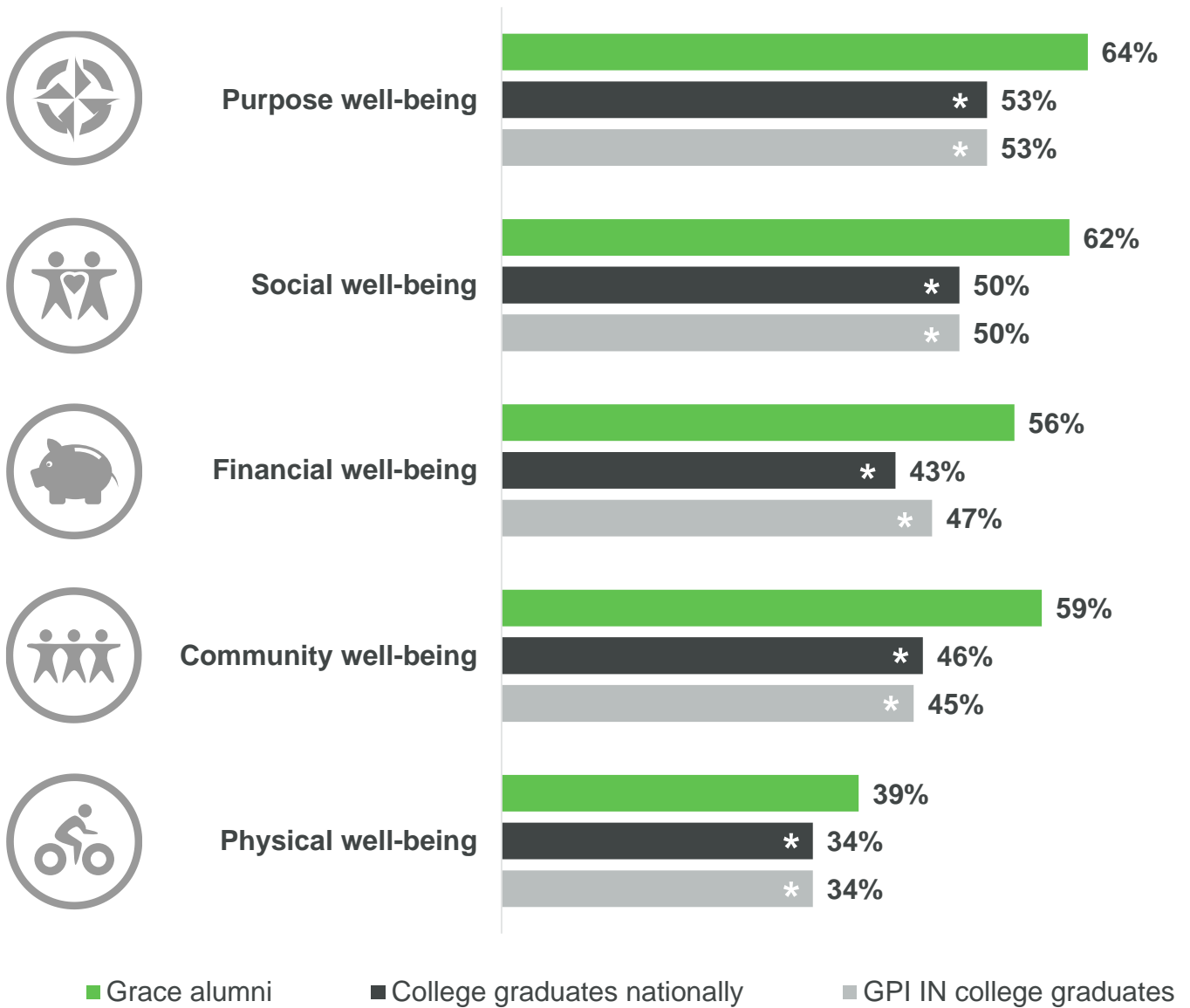
Having good health and enough energy to get things done daily.



Well-Being Elements

Grace College & Seminary Results

Well-Being, by Element
(% Thriving)



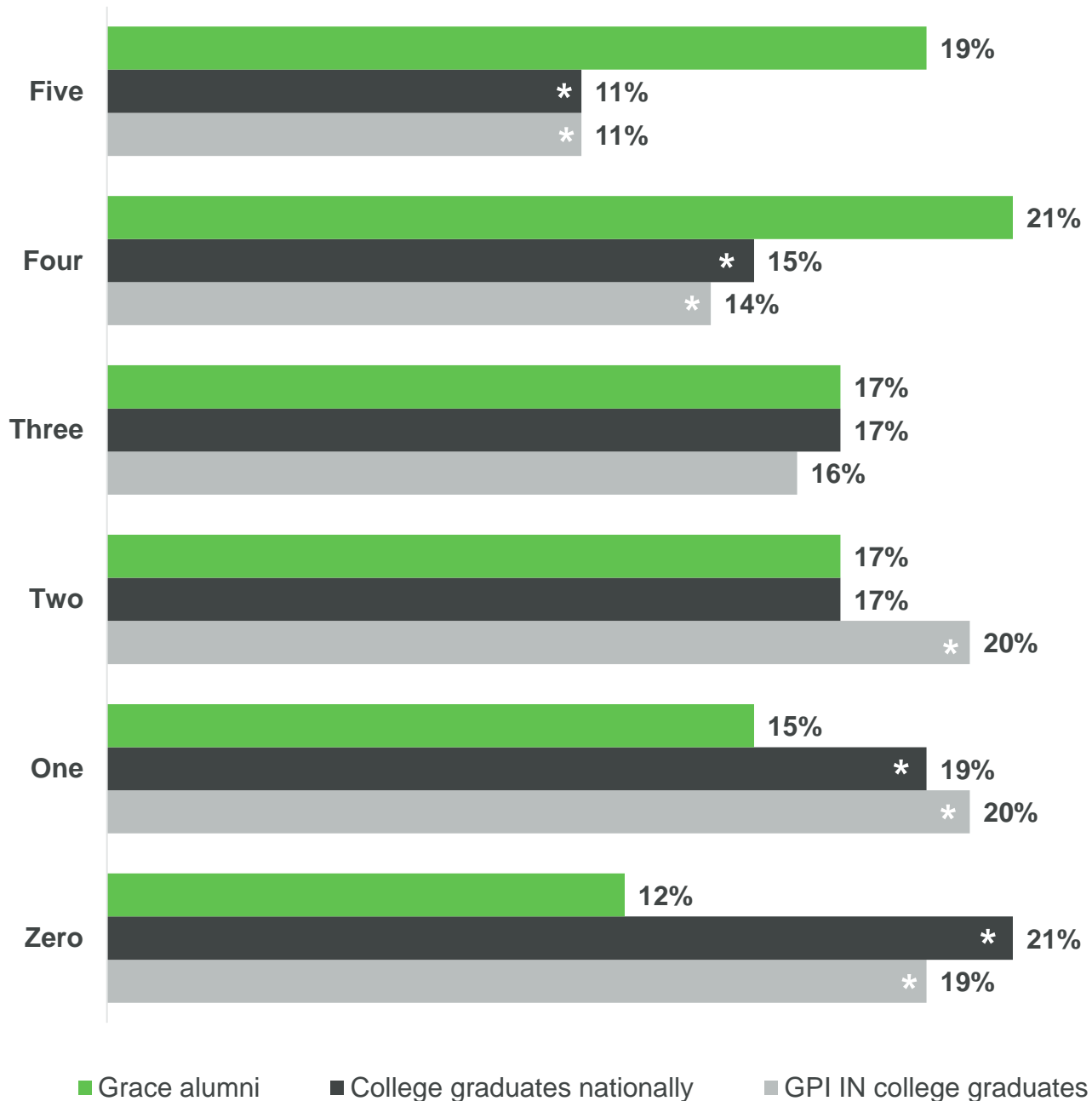
*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level

Number of Thriving Elements

Grace College & Seminary Results

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

Well-Being, by Number of Thriving Elements



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level



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

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 (Q¹²)
- 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 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 with the following statements have higher odds of workplace engagement and lifelong well-being (compared with graduates who do 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

Six Critical College Experiences

Preparing Students for Life After College

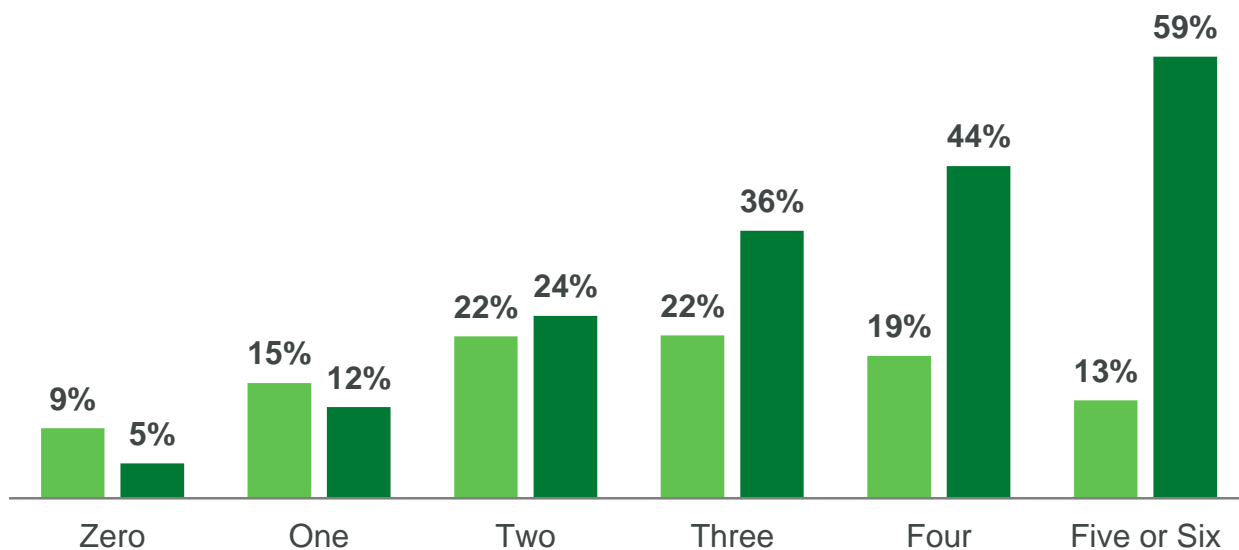
Almost half of graduates nationally (47%) had none or only one of the six critical college experiences during their time in college. Only 3% of graduates nationally experienced all six of these experiences while in college.

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 can also be seen in Grace'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 Grace alumni)



Number of the Six Critical College Experiences

■ Number of positive experiences ■ Prepared me well for life outside of college*

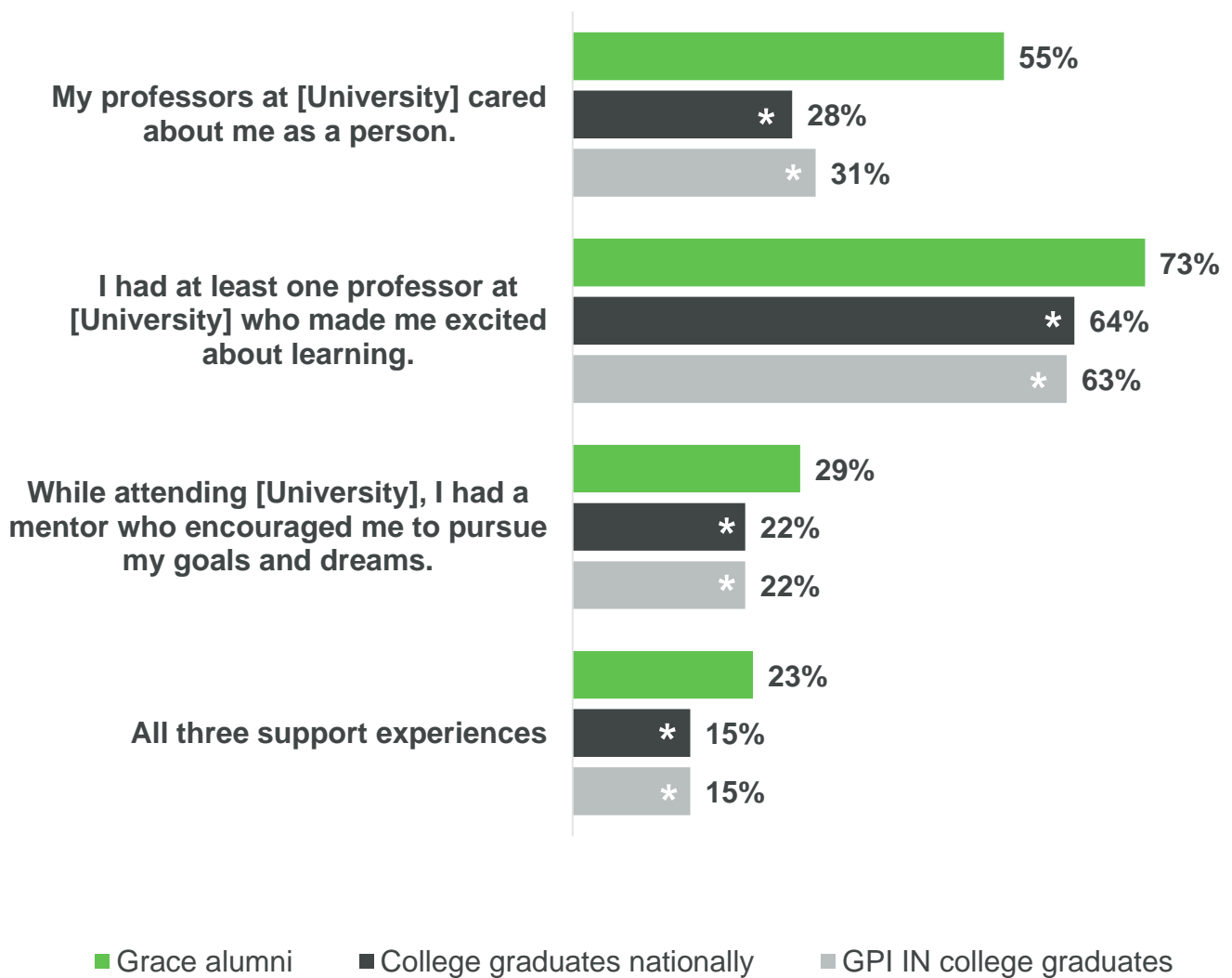
*Respondents who strongly agree that their university prepared them well for life outside of college

Three Support Experiences

Grace College & Seminary 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 experience” items below represent half of the six critical college experiences that prepare students for life outside of college.

Support Experiences (% Strongly agree)



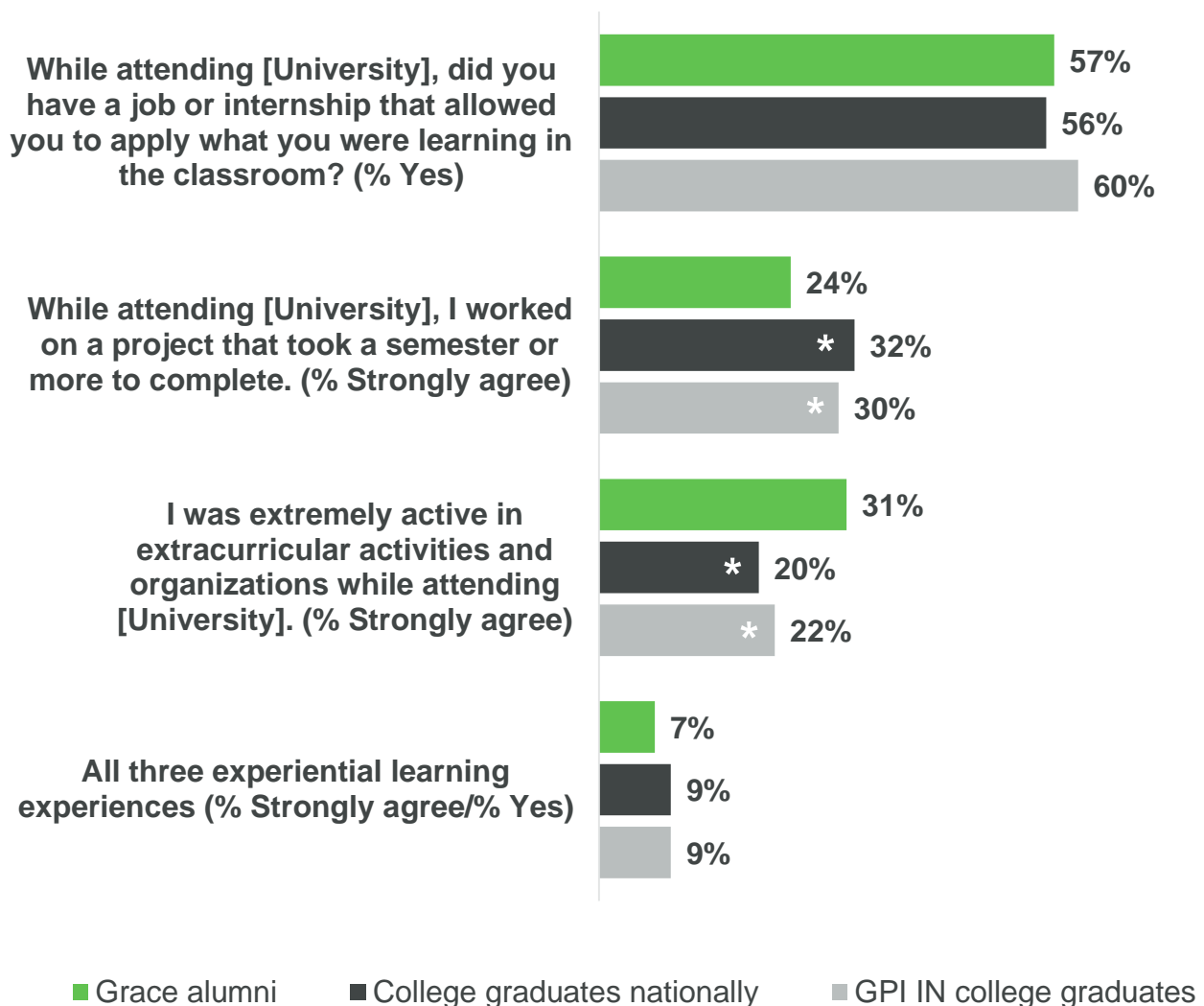
*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level

Three Experiential Learning Experiences

Grace College & Seminary Results

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

Experiential Learning



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level

Sources of Experiences

Mentorship and Internship

29%

Grace alumni who had an encouraging mentor

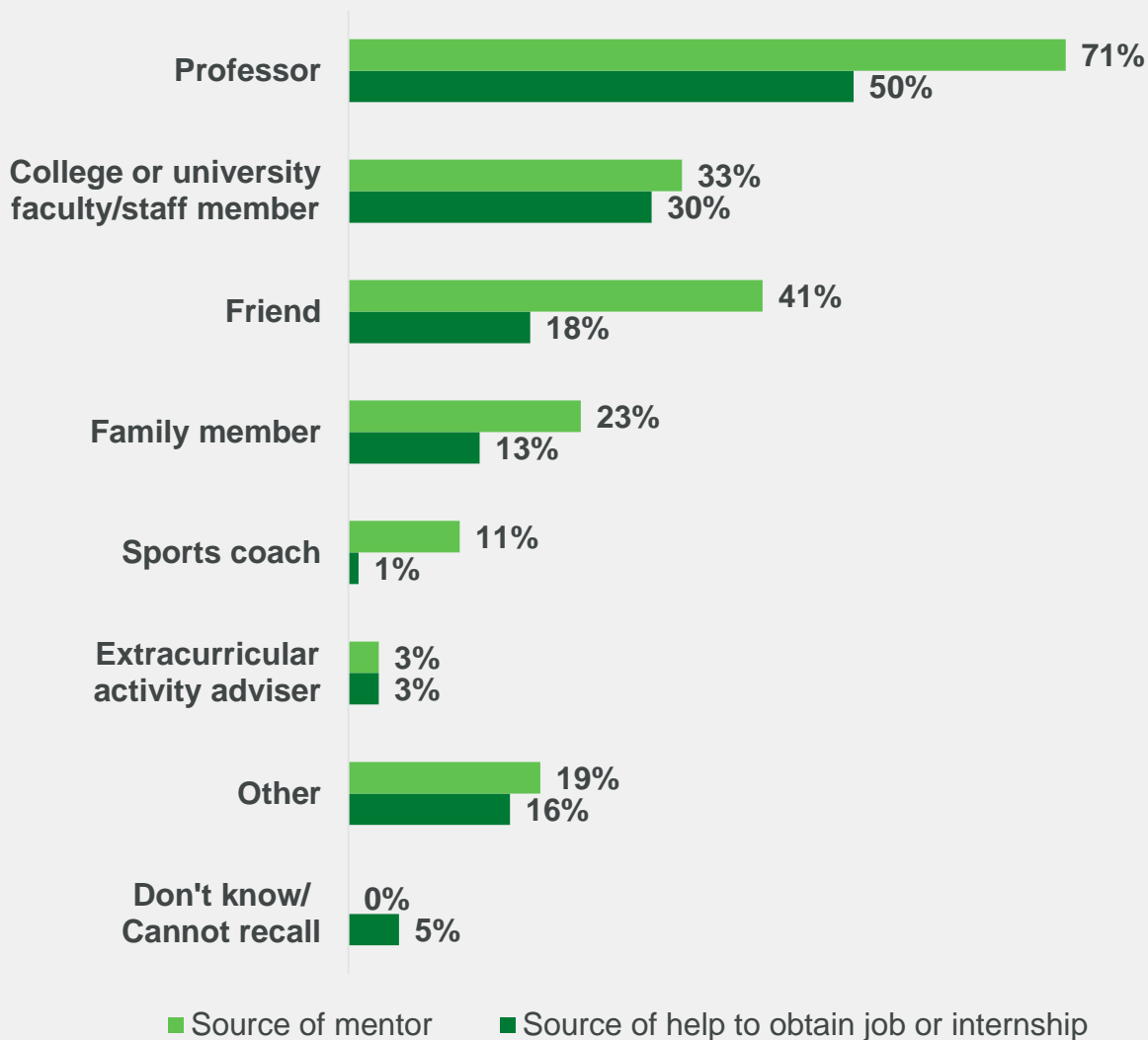
57%

Grace alumni who had an applied job or internship

80%

Grace alumni whose internship was in Indiana[^]

Sources of Mentor and Job/Internship at Grace^{^^}



[^]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 Grace



Great Advocates: Alumni Attachment

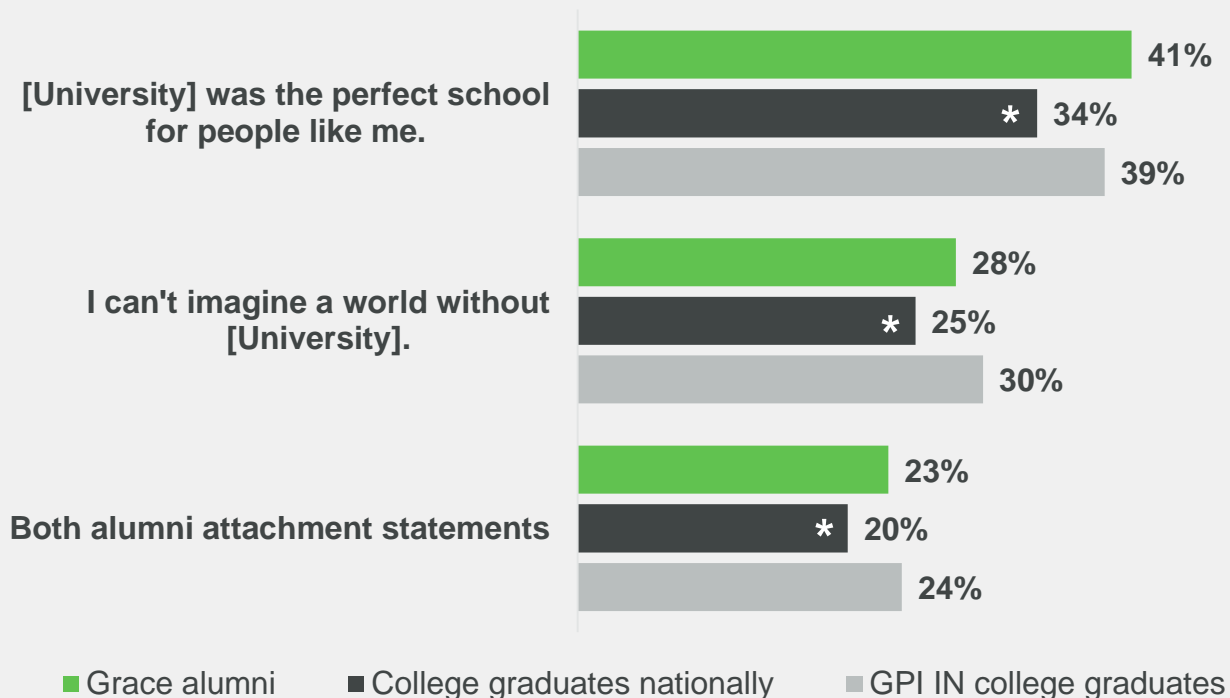
- 24** Alumni Attachment
- 25** Reflections on Educational Decisions
- 26** Reflections on Academic Experience

Alumni Attachment

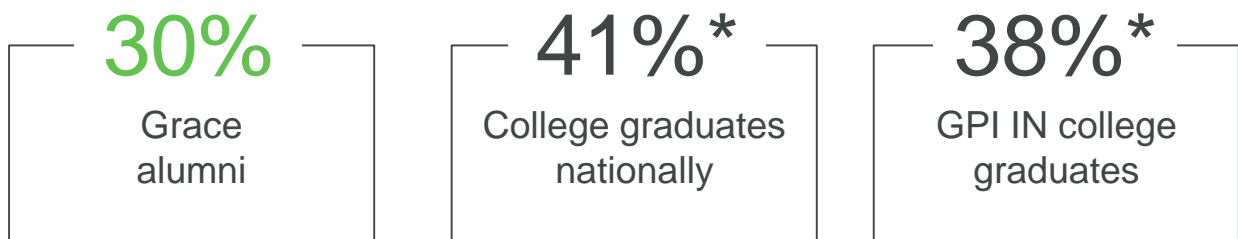
Grace College & Seminary Results

Gallup explores the connection between graduates and their alma mater by looking at their level of agreement with two questions: “[University] was the perfect school for people like me” and “I can’t imagine a world without [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 [University] to family, friends or colleagues? (% Extremely likely)

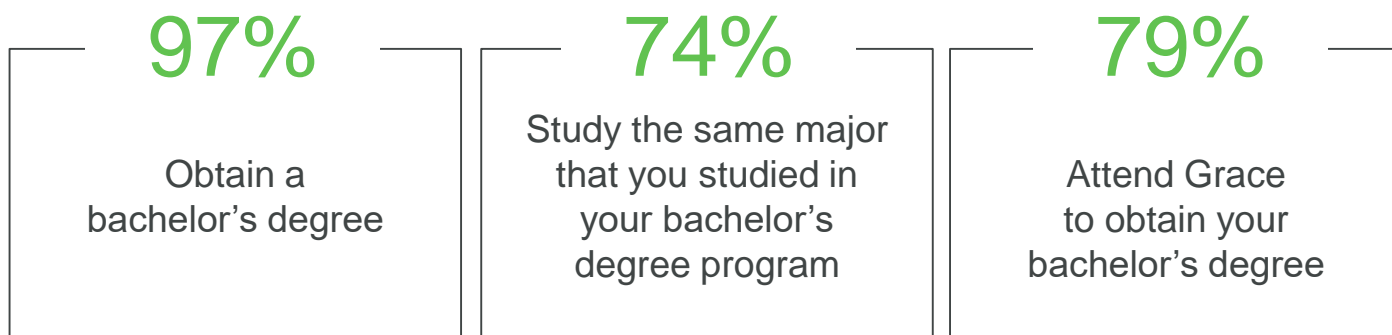


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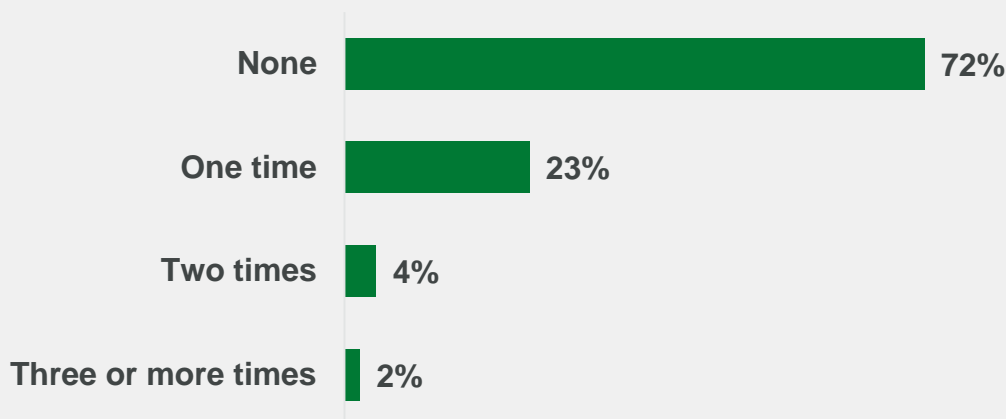
Reflections on Educational Decisions

Grace College & Seminary Results

If you had to do it all over again, would you still _____?^
(% Yes, would)



How many times did you change your major while attending Grace College & Seminary to complete your undergraduate degree?^⊥



How satisfied are you with the education you received from Grace College & Seminary?^



⊥Excludes times they switched from undecided or undeclared to declared in a major field of study

^A custom item developed for the Indiana Commission for Higher Education; national comparisons not available

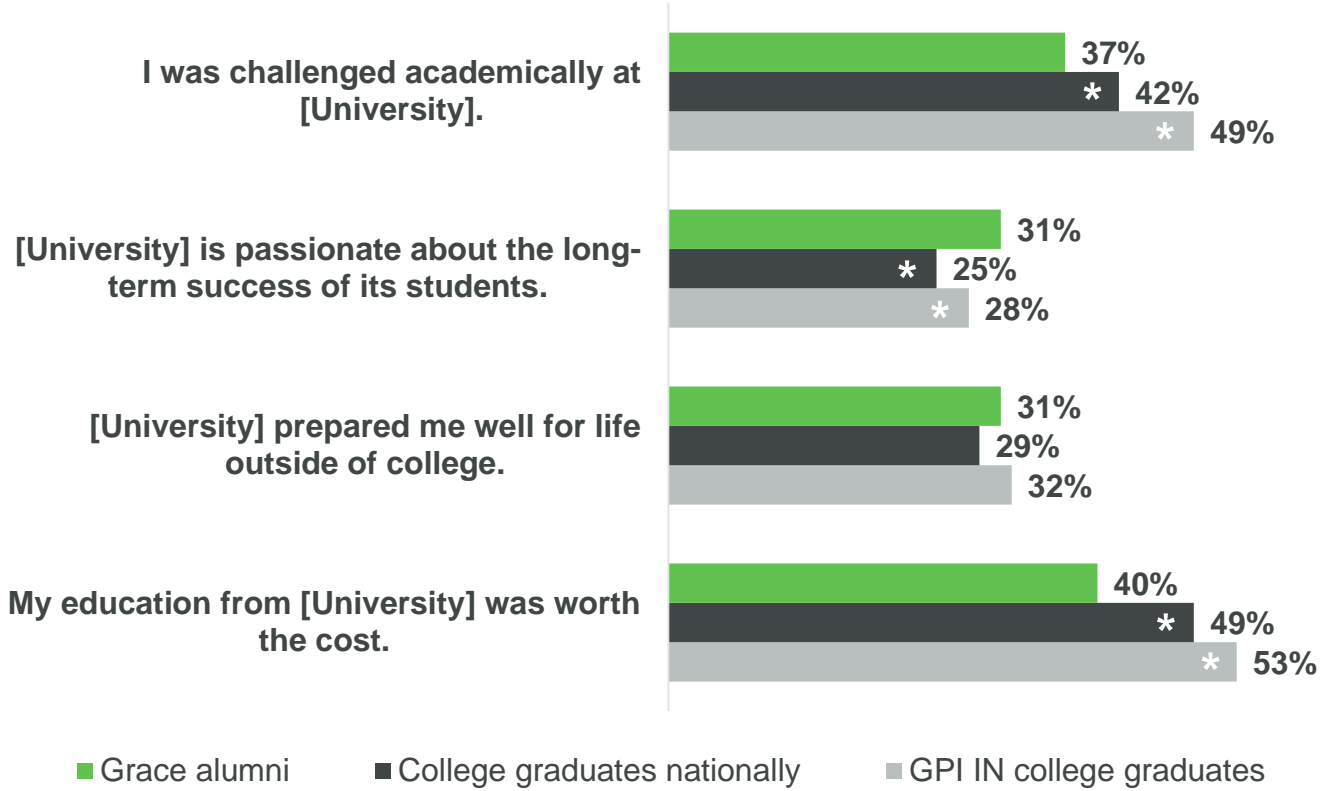
Note: Percentages less than 4% are not shown

Reflections on Academic Experience

Grace College & Seminary Results

Perceptions of Academic Experience

(% Strongly agree)



*A comparison group's outcome is statistically different from Grace's outcome at the 95% confidence level



5

Methodology

Methodology

Grace College & Seminary

National Comparison

For the purposes of this report, data from Grace College & Seminary 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 1960–2017. Comparison groups included in this scorecard are:

- **College graduates nationally:** 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.
- **GPI IN graduates:** 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 Grace alumni study are based on web surveys conducted Feb. 5-Mar. 5, 2018, with a sample of 1,167 Grace undergraduate alumni. Alumni were included in the study if Grace had an email address on file and they graduated between 1960 and 2017. Grace provided a total of 5,283 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 and living in all 50 U.S. states and the District of Columbia.

Methodology

Grace College & Seminary

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.

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 ± 0.5 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 ± 0.7 percentage points at the 95% confidence level.
- For results based on those who graduated from a university in Indiana, the margin of sampling error is ± 3.2 percentage points at the 95% confidence level.
- For results based on employee engagement of those who graduated from a university in Indiana, the margin of sampling error is ± 4.0 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.

6

Appendix

Appendix

Grace College & Seminary

What is your highest completed level of education?	
Bachelor's degree	52%
Postgraduate work or degree	48%

What type of postgraduate work or degree did you complete?^	
Postgraduate work only, no degree	13%
Master of Arts (M.A.)	31%
Master of Science (M.S.)	24%
Master of Business Administration (MBA)	8%
Juris Doctor (J.D.)	1%
Other master's degree	18%
Doctor of Medicine (M.D.)	2%
Ph.D.	8%
Other professional degree (e.g., LLB, DDS, DVM)	6%
Other	6%
Don't know	1%

While attending Grace College & Seminary ... (% Yes)	
Did you participate in NAIA intercollegiate athletics?	26%
Did you participate in intramural sports?	45%
Did you participate in a student club or organization?	71%
Did you have a paid job or internship?	80%
Did you hold a leadership position in a club or organization?*	48%
Did you participate in a research project with a professor or faculty member?***	20%

^Among Grace alumni who indicated their highest level of education is postgraduate 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

Appendix

Grace College & Seminary

Throughout your college experience at Grace College & Seminary, did you receive any need-based federal financial aid?

Yes	64%
No	28%
Don't know	9%

Approximately how much money did you borrow in student loans to obtain your undergraduate degree at Grace College & Seminary?^

Mean	\$31,581
Median	\$25,420

Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^

Mean	\$49,892
Median	\$26,250

Have you delayed any of the following because of your student loans? (% Yes)

Getting married	7%
Having children	18%
Going back to school for more training or another degree	28%
Starting your own business	10%
Buying a car	25%
Buying a home	34%
Moving out of your parent's/parents' home	13%

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

Appendix

Grace College & Seminary

Was Grace College & Seminary a good place or not a good place for students who are members of racial and ethnic minorities?^

Good place	47%
Not a good place	18%
Don't know	35%

Was Grace College & Seminary a good place or not a good place for lesbian, gay, bisexual or transgender students?^

Good place	5%
Not a good place	63%
Don't know	32%

While attending Grace College & Seminary, I interacted with people from different backgrounds on a regular basis.^

%5 – Strongly agree	22%
%4	25%
%3	25%
%2	15%
%1 – Strongly disagree	13%
Don't know	0%

In what state was the high school where you obtained your high school diploma located?

Indiana	47%
Outside of Indiana	53%

^Asked of alumni who graduated between 1990 and 2017

^^Asked of alumni who graduated between 2011 and 2017

About Us

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.

Grace College & Seminary

Grace College is an accredited, Christ-centered institution of higher education located in the historic lakeside town of Winona Lake, Indiana. Affiliated with the Charis Fellowship (formerly the Fellowship of Grace Brethren Churches), Grace College was founded in 1948. Today, Grace offers associate degrees, more than 70 undergraduate degrees in both traditional four-year and accelerated three-year degree formats, a bachelor's degree completion program and on-campus and online graduate degrees. Grace College also has a ministry training center in Akron, Ohio. For more information, visit www.grace.edu.

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