Gallup-Purdue Index

Great Jobs and Great Lives

University of Tennessee at Martin
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
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 predictor of well-being.

Gallup’s Q12® instrument measures an individual’s emotional connection to and investment in their job.

**GROWTH**
How do we grow?

- **Q12.** This last year, I have had opportunities at work to learn and grow.
- **Q11.** In the last six months, someone at work has talked to me about my progress.

**TEAMWORK**
Do I belong?

- **Q10.** I have a best friend at work.
- **Q09.** My coworkers are committed to doing quality work.
- **Q08.** The mission or purpose of my company makes me feel my job is important.
- **Q07.** At work, my opinions seem to count.

**INDIVIDUAL**
What do I give?

- **Q06.** There is someone at work who encourages my development.
- **Q05.** My supervisor, or someone at work, seems to care about me as a person.
- **Q04.** In the last seven days, I have received recognition or praise for doing good work.
- **Q03.** At work, I have the opportunity to do what I do best every day.

**BASIC NEEDS**
What do I get?

- **Q02.** I have the materials and equipment I need to do my work right.
- **Q01.** I know what is expected of me at work.
How Can College Promote Lifelong Well-Being and Engagement?

**The Gallup-Purdue Index**

The Gallup-Purdue Index is a nationally representative annual survey of 30,000 U.S. college graduates, measuring the degree to which graduates have "great jobs," through successful and engaging careers, and leading "great lives," by thriving in their overall well-being. Survey measures include:

- Overall Well-Being (Five Domains)
- Workplace Engagement (Q12)
- College Experiences
- Affinity and Attachment to Alma Mater

**Graduates who experienced the following had higher odds of lifelong well-being and workplace engagement (compared with graduates who did not have these experiences):**

<table>
<thead>
<tr>
<th>Experience</th>
<th>Major Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Had a professor who cared about you as a person</td>
<td>1.7X Workplace Engagement</td>
</tr>
<tr>
<td>Had at least one professor who made you excited about learning</td>
<td>1.7X Workplace Engagement</td>
</tr>
<tr>
<td>Had a mentor who encouraged you to pursue your goals and dreams</td>
<td>1.9X Workplace Engagement</td>
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</tbody>
</table>

**Experiential Learning**

<table>
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<th>Major Findings</th>
</tr>
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<tr>
<td>Had an internship or job that allowed you to apply what you were learning in the classroom</td>
<td>1.8X Workplace Engagement</td>
</tr>
<tr>
<td>Worked on a project that took a semester or more to complete</td>
<td>1.7X Workplace Engagement</td>
</tr>
<tr>
<td>Was extremely active in extracurricular activities and organizations</td>
<td>1.6X Workplace Engagement</td>
</tr>
</tbody>
</table>
Nationally, almost half (47%) of alumni had zero or only one of the six important college experiences during their time in college. Only 3% of alumni have experienced all six of these experiences while in college.

Alumni 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.

Positive Experiences and Preparedness (% Strongly Agree)

Number of positive experiences | Prepared me well for life outside of college*
--- | ---
Zero | 24% 5% | 85%
One | 23% 15% | 71%
Two | 19% 29% | 57%
Three | 14% 44% | 57%
Four | 10% | 57%
Five | 6% | 71%
Six | 3% | 85%

*Respondents who strongly agree that their university prepared them well for life outside of college.
2,626 undergraduate alumni survey completes

Gallup-Purdue Index Core Survey
  • additional survey items

  • up to five reminders for nonrespondents

University of Tennessee at Martin comparison groups from the GPI National Database:
  • College Graduates Nationally (1950-2015)
  • Master’s Colleges & Universities: Medium Programs (1950-2015)
  • Medium and Large Public Institutions from SREB (Southern Regional Education Board) states (1950-2015)
Undergraduate Experience

Gallup research shows that the odds that a given college alumna/us is engaged at work are higher if he or she strongly agrees to having had each of six critical college experiences:

1. My professor at UTM cared about me as a person. (UTM: 44%, College Graduates Nationally: 28%, Medium Programs: 40%, Medium and Large Public Institutions: 33%)
2. I had at least one professor at UTM who made me excited about learning. (UTM: 69%, College Graduates Nationally: 64%, Medium Programs: 68%, Medium and Large Public Institutions: 68%)
3. While attending UTM, I had a mentor who encouraged me to pursue my goals and dreams. (UTM: 34%, College Graduates Nationally: 22%, Medium Programs: 30%, Medium and Large Public Institutions: 26%)
4. All Three Support Experiences (UTM: 27%, College Graduates Nationally: 14%, Medium Programs: 23%, Medium and Large Public Institutions: 18%)
Gallup research shows that the odds that a given college alumna/us is engaged at work are higher if he or she strongly agrees to having had each of six critical college experiences:

### Experiential Learning (% Strongly Agree)

- **While attending UTM, I had an internship or job that allowed me to apply what I was learning in the classroom.**
  - UTM: 30%
  - College Graduates Nationally: 30%
  - Medium Programs: 33%
  - Medium and Large Public Institutions: 30%

- **While attending UTM, I worked on a project that took a semester or more to complete.**
  - UTM: 25%
  - College Graduates Nationally: 31%
  - Medium Programs: 35%
  - Medium and Large Public Institutions: 31%

- **I was extremely active in extracurricular activities and organizations while attending UTM.**
  - UTM: 19%
  - College Graduates Nationally: 21%
  - Medium Programs: 20%

- **All Three Experiential Learning Experiences**
  - UTM: 7%
  - College Graduates Nationally: 6%
  - Medium Programs: 8%
  - Medium and Large Public Institutions: 6%
Alumni Attachment

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

- UTM was the perfect school for people like me. (% Strongly Agree)
  - College Graduates Nationally: 50%
  - Medium and Large Public Institutions: 34%
  - Medium Programs: 36%
  - UTM: 35%

- I can’t imagine a world without UTM. (% Strongly Agree)
  - College Graduates Nationally: 35%
  - Medium and Large Public Institutions: 26%
  - Medium Programs: 25%
  - UTM: 24%

- Alumni Attachment (% Attached)
  - College Graduates Nationally: 32%
  - Medium and Large Public Institutions: 20%
  - Medium Programs: 21%
  - UTM: 19%
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 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

#### Purpose Well-Being

<table>
<thead>
<tr>
<th>Institution</th>
<th>Thriving</th>
<th>Struggling</th>
<th>Suffering</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTM</td>
<td>64%</td>
<td>31%</td>
<td>5%</td>
</tr>
<tr>
<td>College Graduates Nationally</td>
<td>54%</td>
<td>38%</td>
<td>9%</td>
</tr>
<tr>
<td>Medium Programs</td>
<td>52%</td>
<td>40%</td>
<td>8%</td>
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<td>Medium and Large Public Institutions</td>
<td>53%</td>
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#### Social Well-Being

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<tbody>
<tr>
<td>UTM</td>
<td>57%</td>
<td>37%</td>
<td>7%</td>
</tr>
<tr>
<td>College Graduates Nationally</td>
<td>50%</td>
<td>40%</td>
<td>10%</td>
</tr>
<tr>
<td>Medium Programs</td>
<td>48%</td>
<td>43%</td>
<td>9%</td>
</tr>
<tr>
<td>Medium and Large Public Institutions</td>
<td>48%</td>
<td>41%</td>
<td>12%</td>
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#### Financial Well-Being

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#### Community Well-Being

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#### Physical Well-Being

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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.

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**Engagement Index***

![Bar chart showing employee engagement levels for different segments: UTM, College Graduates Nationally, Medium Programs, Medium and Large Public Institutions.]

- **UTM**: 43% Actively Disengaged, 8% Not Engaged, 49% Engaged
- **College Graduates Nationally**: 48% Actively Disengaged, 12% Not Engaged, 40% Engaged
- **Medium Programs**: 51% Actively Disengaged, 14% Not Engaged, 35% Engaged
- **Medium and Large Public Institutions**: 49% Actively Disengaged, 11% Not Engaged, 41% Engaged

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*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.*

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Custom Questions

UTM Alumni

While attending UTM, did you participate in a performing arts club or organization, such as dance or band? (% Yes)
- 10%

While attending UTM, did you participate in a travel abroad or study abroad experience? (% Yes)
- 9%

While attending UTM, did you participate in service-learning project(s) as part of your course work? (% Yes)
- 22%

If you were looking for employment after college, was the first job you obtained after completing your undergraduate education with a company that you interned with or worked for while attending UTM? (% Yes)
- 22%

Did you enroll in a postgraduate or professional degree program within 12 months of obtaining your undergraduate degree from UTM? (% Yes)
- 31%

Why did you decide to enroll at UTM?

- Campus location: 71%
- Affordable tuition and fees: 63%
- Liked the size of the school: 53%
- Received scholarship or financial aid: 35%
- UTM offered specific academic programs you were interested in: 32%
- UTM was recommended by someone you know: 28%
- Someone in your family, such as your grandparents, parents or siblings, attended UTM: 24%
- Reputation of the school or academic program: 23%
- Liked the athletics or other extracurricular programs that were available at the school: 7%
- Availability of flexible programs, such as online or night classes: 5%
- Other: 8%
Custom Questions

**UTM Alumni**

- **Did you have a job or internship while attending UTM? (% Yes)**: 72%
- **If you had a job or internship, were you paid for any of the jobs or internships you had while attending UTM? (% Yes)**: 80%
- **If you had a job or internship, was this job or internship related to your field of study at UTM? (% Yes)**: 55%

**How long have you been employed in your current job?**

- Less than a year: 12%
- 1 year to less than 3 years: 18%
- 3 years to less than 5 years: 12%
- 5 years to less than 7 years: 9%
- 7 years to less than 10 years: 9%
- 10+ years: 39%
- Don't know: 2%
Custom Questions

*UTM Alumni*

Which of the following best describes where you primarily attended classes while obtaining your undergraduate degree?

- I attend most or all of my classes at the UTM main campus: 96%
- I attend most or all of my classes at a UTM Center (Jackson, Parsons, Ripley, Selmer or Somerville): 2%
- I attended most or all of my classes online at UTM: 2%
- Other: 0%
- Don’t know: 0%

If you did not live on campus for all 4 years, how far away was the residence(s) where you lived from main campus?

- Less than 5 miles: 63%
- 5-10 miles: 9%
- 11-15 miles: 6%
- 16-20 miles: 4%
- 20+ miles: 16%
- Don’t know: 3%
Demographics
University of Tennessee at Martin Alumni 1950–2015 n = 2,626

**Gender**
- Female: 54%
- Male: 46%

**Race**
- White: 89%
- Black: 9%
- Asian: 1%
- Hispanic: 1%

**Marital Status**
- Married: 70%
- Single: 21%
- Divorced: 8%
- Separated: 1%

**Retired**
- Yes: 20%
- No: 80%

**Total Annual Household Income**
- <$12,000: 2%
- $12,000-$35,999: 7%
- $36,000-$59,999: 15%
- $60,000-$119,999: 37%
- $120,000-$239,999: 25%
- $240,000+: 7%
- Don’t know: 7%

**Total Annual Personal Income**
- <$12,000: 10%
- $12,000-$35,999: 18%
- $36,000-$59,999: 24%
- $60,000-$119,999: 29%
- $120,000-$239,999: 10%
- $240,000+: 3%
- Don’t know: 6%

**Mean age:** 47.8
National Comparison

For the purposes of this report, data from University of Tennessee at Martin 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 1950–2015. 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.

- **Medium Programs:** Graduates from universities with a Carnegie Classification 2015 Basic Classification of Medium Programs. A full listing of these universities is available at [http://carnegieclassifications.iu.edu/](http://carnegieclassifications.iu.edu/).

- **Medium and Large Public Institutions:** Graduates from public universities with a Carnegie Classification 2015 Basic Classification of Medium or Large Programs from SREB (Southern Regional Education Board) states. A full listing of these universities is available at [http://carnegieclassifications.iu.edu/](http://carnegieclassifications.iu.edu/).

Methodology

Results for the University of Tennessee at Martin (UTM) study are based on web surveys conducted Aug. 15–Sep. 13, 2015, with a sample of 2,626 UTM undergraduate degree alumni. The sample of alumni email addresses was provided by UTM. 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 Dec. 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.

According to University records, approximately 27% of University of Tennessee at Martin sample members were University donors; however, 51% of all survey participants were donors. Gallup adjusted for nonresponse bias in the final sample by weighting the University of Tennessee at Martin sample to national income targets available via the Gallup-Purdue Index study of all college graduates. After adjusting for income differences, 48% of University of Tennessee Martin participants were University donors.
Methodology (continued)

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.

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 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 ±2.1 percentage points at the 95% confidence level.

For results based on those with a bachelor’s degree from Master’s Colleges & Universities: Medium Programs, the margin of sampling error is ±4.0 percentage points at the 95% confidence level.

For results based on employee engagement of those with a bachelor’s degree from Master’s Colleges & Universities: Medium Schools, the margin of sampling error is ±4.6 percentage points at the 95% confidence level.
Methodology (continued)

For results based on those with a bachelor’s degree from Medium and Large Public institutions from SREB states, the margin of sampling error is ±4.2 percentage points at the 95% confidence level.

For results based on employee engagement of those with a bachelor’s degree from Medium and Large Public institutions from SREB states, the margin of sampling error is ±4.9 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.