

IMIR

*Research Brief*

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**Recent Alumni - IUPUI 1993-94 Undergraduate Degree Recipients****Table of Contents**

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## Highlights

**[Current Employment](#):** The vast majority of recent alumni are employed (92%). Five percent are not seeking work and less than one percent are in the military. Only 2% are unemployed. Half continue to work for employers they worked for prior to graduating. Two-thirds of those with new jobs are working in jobs that require a college degree. Over eighty percent said their job was related to their major. Ninety-five percent said their IUPUI education enhanced their future prospects. The overall median salary for the 1993-94 undergraduate degree recipients was \$25,000 to \$30,000.

**[Further Education](#):** Nearly nine in ten recent alumni intend to further their education: one quarter are currently enrolled and three-fifths are planning to enroll at some institution of higher education in the future. Seventy percent of those who are currently furthering their education are doing so at IUPUI. Considering all alumni who received their undergraduate degree during the 1993-94 academic year one-fifth are enrolled at IUPUI and another one-half say it is likely they will further their education here. In all, seven of ten recent alumni either are currently attending or plan to further their education at IUPUI.

**[Impact of IUPUI on Alumni Learning](#):** IUPUI had its greatest impact on graduate's intellectual skill development, writing effectiveness, understanding scientific principles/methods, viewing things from different perspectives, and speaking effectiveness in that order. The least impact was in the areas of understanding the arts, caring for one's physical and mental health, computer skills, understanding mathematics, and developing values and ethics. Impact varied by school in expected ways.

**[Satisfaction with IUPUI Experience](#):** Alumni were most satisfied with what they considered to be the most important aspects of their experience here. Quality of teaching by faculty in your major area ranked highest in terms of both importance and satisfaction followed by courses in the major which ranked second in terms of importance and satisfaction. Recent alumni were least satisfied with their opportunities to work on faculty research projects, engage in extra-curricular activities, and engage in community service, each of which ranked comparatively low in terms of importance. The largest gap between importance and satisfaction occurred with academic advising in your major department. Academic advising ranked 3 out of 13 in importance but 10 out of 13 in terms of level of satisfaction.

**[Changes from Previous Year](#):** No significant changes were observed in terms of the impact IUPUI had on alumni learning but significant changes were observed with regard to graduates' satisfaction with their IUPUI experiences between the 1992-93 and 1993-94 cohorts. This year's recent alumni were more satisfied with opportunities to engage in faculty member's research and opportunities to engage in extra-curricular activities than were last year's alumni. Additionally, higher satisfaction ratings were recorded this year on a total of eleven of the thirteen satisfaction items included on the survey.

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## Introduction

This issue of *Research Brief* reports the results of the [second survey](#) of IUPUI recent [undergraduate](#) degree recipients conducted under the auspices of the Vice Chancellor for Planning and Institutional Improvement. The survey reports on the experiences of IUPUI graduates who received their undergraduate degree between July 1, 1993 and June 30, 1994. This year's survey was conducted in one phase whereas [last year's survey](#) was conducted in two phases approximately five months apart. This year all undergraduate degree recipients (2,595) were mailed a questionnaire in early March 1995. The initial mailing was

followed by a reminder postcard and a second full mailing resulting in a return of 1,247 completed questionnaires at the time the survey closed yielding an unadjusted response rate of 48 percent. When only deliverable surveys are considered, the adjusted response rate is 51 percent.

This year's questionnaire is mostly the same as last year's with minor additions. Additional items included whether or not a graduate's first new job required a college degree and the graduate's current employer(s). Also, in order to make the *Recent Alumni Survey* more comparable to the *Continuing Student Satisfaction and Priorities Survey*, graduates were asked to prioritize the importance of a set of items having to do with several aspects of their IUPUI experiences.

The next section of this *Brief* presents the results of the current survey. The results section is divided into four parts including [Current Employment](#), [Further Education](#), [Impact of IUPUI on Alumni Learning](#) and [Satisfaction with the IUPUI Experience](#). Throughout the discussion of the results, any statistically significant differences between baccalaureate and associate degree recipients are noted. The final section examines the [differences between the 1992-93 graduates and the 1993-94 graduates](#).

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## Survey Results: Current Employment

Figures 1A through 1H present the employment experiences of recent undergraduate alumni. The tables depict [current employment status](#), [hours worked](#), [occupation](#), [industry](#), [whether alumni worked with their current employer prior to graduating](#), [length of time required to get first job](#), [whether the job required a college degree](#) (a new question), and how well IUPUI [prepared alumni for their current job](#) and [enhanced their future prospects](#). Data on the current salaries of recent alumni are summarized in [Display 2](#).

This year's survey reveals that nine of ten recent IUPUI graduates are working either full or part-time. Only two percent of recent alumni are "not working but looking for work". Five percent are "not working and not looking for work" and less than one percent are in the military. Figure 1A shows these results.

### 1A. Current Employment Status

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Working full- or part-time	1134	92%	871	92%	263	93%
Not working but looking for work	27	2%	18	2%	9	3%
Not working and not looking	66	5%	57	6%	9	3%
In the military service	3	0%	2	0%	1	0%
<b>Total</b>	<b>1230</b>	<b>100%</b>	<b>948</b>	<b>100%</b>	<b>282</b>	<b>100%</b>

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*The remaining tables and charts in this section pertain to those who currently work full- or part-time.*

Figures 1B and 1C show the hours worked and occupations of recent IUPUI graduates. Of those currently employed, nearly 90 percent are working full-time. On average, graduates report working 40 hours per week. Baccalaureate degree recipients are more likely to work full-time than associates.

**1B. Hours Worked**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Working full-time	983	87%	767	89%	216	83%
Working part-time	143	13%	98	11%	45	17%
Average hours/week worked	41.4		41.9		39.7	

chi-square significant  $p < .05$ **1C. Occupation**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Registered Nurse	175	16%	124	15%	51	20%
Teacher/Faculty	102	9%	99	12%	3	1%
Administrative Support Occupations	100	9%	72	9%	28	11%
Engineer, Surveyor, Architect	96	9%	71	8%	25	10%
Health Practitioner/Technologist	91	8%	56	7%	35	14%
Administrator/Manager	69	6%	48	6%	21	8%
Marketing & Sales Occupations	45	4%	36	4%	9	4%
Accountant & Auditor	38	3%	37	4%	1	0%
General Mgr/Business Exec/Owner	37	3%	30	4%	7	3%
Life & Physical Scientist/Researcher	33	3%	30	4%	3	1%
Other	309	28%	242	29%	67	27%

chi-square significant  $p \leq .05$ (Back to [Table of Contents](#), [List of Displays](#))

The occupations in which graduates work reflect their areas of academic preparation. One quarter of those working are employed in health care occupations, with one-sixth employed as nurses. One-tenth are employed as engineers, surveyors or architects and another one-tenth are employed in administrative support occupations. Following these results, IUPUI recent graduates are also heavily represented in the health care industry. Figure 1D shows that one in three recent IUPUI graduates are employed in the health and medical services industry. One-tenth are employed in the manufacturing sector, while another one-tenth are employed in education.

**1D. Business/Industry**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Health/Medical Services	305	28%	212	25%	93	38%
Manufacturing	146	14%	102	12%	44	18%
Education	136	13%	122	15%	14	6%
Financial Inst/Insurance/Real Estate	77	7%	58	7%	19	8%
Wholesale Trade/Retail Trade	45	4%	37	4%	8	3%
Social Services	35	3%	32	4%	3	1%
Construction	27	2%	15	2%	12	5%
Hotels/Lodging/Restaurant	26	2%	20	2%	6	2%
Engineering/Architectural Services	25	2%	17	2%	8	3%
Transportation	24	2%	16	2%	8	3%
Other	235	22%	204	24%	31	13%



chi-square significant  $p \leq .05$

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Figure 1E consists of four panels. The first panel shows the number of alumni who worked with their current employer prior to receiving their degree. The second panel shows the number of alumni previously employed by their current employer who received a raise or promotion upon graduating. The third panel shows the number of alumni, not previously working for their current employer, who said their first new job after graduating required a college degree. The fourth panel of Figure 1E reports how long it took recent graduates to find their first new job after receiving their degree or certificate.

**1E. Working with Current Employer Prior to Receiving Degree**

	Total		Baccalaureate		Assoc./Cert.		■ Bacc. □ Asso./Cert.
	N	%	N	%	N	%	
Yes	574	53%	399	48%	175	69%	
No	507	47%	430	52%	77	31%	
chi-square significant p < .05							
If yes, a raise or promotion received							
Yes	259	47%	182	47%	77	46%	
No	294	53%	202	53%	92	54%	
If no, college degree required for current job							
Yes	332	67%	295	70%	37	49%	
No	163	33%	125	30%	38	51%	
chi-square significant p < .05							
If no, weeks to find first new job after completing degree							
0 - 4	237	53%	195	51%	42	70%	
5 - 16	130	29%	115	30%	15	25%	
17 - 24	33	7%	32	8%	1	2%	
25 - 52	41	9%	40	10%	1	2%	
Over 52	3	1%	2	1%	1	2%	

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Figure 1E shows that more than one-half (53%) of IUPUI employed recent graduates are working with the same employer they worked with prior to receiving their degree. Of those graduates who continued to work for the same employer after graduation, nearly one-half received a raise or promotion after completing their undergraduate degree.

A new question on this year's survey asked graduates who were not working for their current employer while in school if their first new job required a college degree. Figure 1E shows that responses to this item also differ by the type of degree alumni earned. While overall, two-thirds of all alumni reported that their first new job after graduation required a college degree, seventy percent of baccalaureates but only 50% of associates, reported this degree requirement.

Figure 1E also shows how long it took recent alumni to find their first new job. Half of those not currently working for their previous employer found their jobs within four weeks of graduating and eight of ten found a job within four months of the time they left the university. For those not working with their current employer prior to graduation the average length of time required to find their first new job differed by degree type. The results in figure 1E show that baccalaureate degree recipients not previously employed by their current employer took ten weeks on average to find their first new jobs, while associates took six weeks.

Six of ten recent graduates report that their current job is directly related to their major, with another one-quarter indicating their major was somewhat related to their current employment. Only one of seven recent graduates report that their major is not related to their current employment, as Figure 1F shows. When asked about how well their IUPUI education prepared them for their current job, six of seven recent graduates said either "very well" (40%) or "somewhat well" (46%). However, one in seven (14%) said "not at all well" as Figure 1G shows.

**1F. How Closely Does Current Job Relate to Major**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Directly Related	628	56%	480	55%	148	56%
Somewhat Related	318	28%	235	27%	83	32%
Not at all Related	182	16%	150	17%	32	12%

**1G. How Well IUPUI Education Prepared Alumni for Current Job**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Very Well	450	40%	344	40%	106	40%
Somewhat Well	524	46%	405	47%	119	45%
Not at all Well	153	14%	115	13%	38	14%

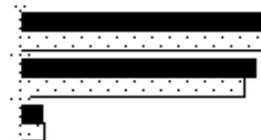


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The vast majority of recent graduates feel that their IUPUI education will benefit them in the future as Figure 1H shows. Ninety-six percent report that their IUPUI education has enhanced their future prospects "very well" (49%) or "somewhat well" (47%). Only 4 percent responded "not at all well" to this item.

**1H. How Well IUPUI Education Has Enhanced Future Prospects**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Very Well	552	49%	421	49%	131	50%
Somewhat Well	525	47%	407	47%	118	45%
Not at all Well	50	4%	37	4%	13	5%



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The *Alumni Survey* also asked recent graduates about their current personal gross income. Display 2 reports the salary distribution for recent alumni and shows the median income range for IUPUI recent graduates is between \$25,000 and \$30,000. When median salary ranges were determined for baccalaureates versus associates including those with certificates, the results show that associate degree holders and those with certificates report a median salary between \$30,000 and \$35,000 compared to baccalaureates who earn on average \$25,000 to \$30,000. While these results appear to be counter intuitive, further analysis suggests that part of the difference in salary by degree type relates to the fact that those earning an associate degree or certificate are older on average (suggesting more time in the labor market) and continuing their employment with the same employer (more time in position) and employed in higher paying technical and professional fields (largest associate degree programs are in nursing, dentistry, and computer technology).

**Display 2. Current Salary**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
\$50,000 or above	56	6%	44	6%	12	6%
\$45,000 to \$49,999	33	4%	27	4%	6	3%
\$40,000 to \$44,999	54	6%	39	5%	15	7%
\$35,000 to \$39,999	103	11%	76	10%	27	13%
\$30,000 to \$34,999***	183	19%	131	17%	52	24%
\$25,000 to \$29,999 **	197	20%	153	20%	44	20%
\$20,000 to \$24,999	181	18%	151	20%	30	14%
Under \$20,000	173	18%	143	19%	30	14%

\*\* median salary range - Baccalaureates

\*\*\*median salary range - Associates/Certificates

(Back to [Table of Contents](#), [List of Displays](#) )**Survey Results: Further Education**

The second section of the *Recent Alumni Survey* asked graduates about their current and planned involvement in higher education. Figure 3A shows that one-quarter of all recent alumni were currently enrolled at the time the survey was administered and three-fifths had plans to further their education in the future. Overall, eight of ten recent IUPUI graduates are either currently enrolled or plan to resume their studies in the future.

**3A. Current Educational Status**

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
TOTAL ENROLLED	307	25%	188	20%	119	42%
Enrolled full-time in degree prog.	102	8%	69	7%	33	12%
Enrolled part-time in degree prog.	142	12%	69	7%	73	26%
Enrolled in a certificate prog	29	2%	22	2%	7	2%
Enrolled in courses only	34	3%	28	3%	6	2%
Not presently enrolled but plan to	723	59%	599	63%	124	44%
Not presently enrolled, no plans to	197	16%	157	17%	40	14%

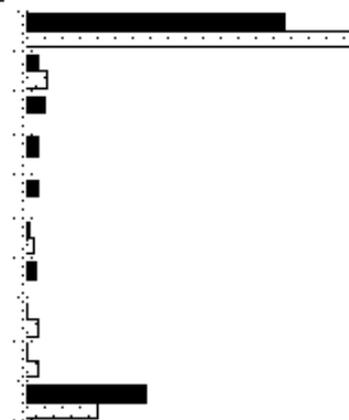
chi-square significant  $p < .05$ (Back to [Table of Contents](#), [List of Displays](#) )

Whether or not recent graduates were currently enrolled in an educational program varied by the degree they earned. As might be expected, associate degree and certificate recipients were more likely to be currently enrolled than were baccalaureates. Figure 3A shows that just over 40% of associate degree and certificate recipients were enrolled either full-time (12%), part-time (26%) or are taking a few courses (2%) or working on a certificate (2%) compared to 20% of baccalaureate graduates who said they were currently enrolled at some institution of higher education either full-time (7%) or part-time (7%), taking a few courses (3%) or working on a certificate (2%).

Figure 3B shows the top ten institutions or campuses where IUPUI graduates are either enrolled in degree programs or taking courses. Recent graduates are enrolled at 51 different universities and campuses within Indiana and across the country. Most (67%) of those furthering their education are doing so at IUPUI, including three percent who are enrolled at the Indiana University School of Law - Indianapolis, and two percent who are enrolled at the Indiana University Medical School. Another five percent are enrolled at other IU campuses.

### 3B. Institution

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
IUPUI	165	61%	93	56%	72	71%
Other IU campuses	13	5%	5	3%	5	5%
IU School of Law - Indianapolis	7	3%	7	4%	0	0%
IU School of Medicine	5	2%	5	3%	0	0%
Butler University	5	2%	5	3%	0	0%
Purdue University - West Lafayette	4	1%	2	1%	2	2%
Ball State	4	1%	4	2%	0	0%
IUPU - Columbus	4	1%	1	1%	3	3%
Ivy Tech	4	1%	1	1%	3	3%
Other	59	22%	43	26%	16	16%



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Figure 3C reveals that the most popular fields of study for IUPUI baccalaureate degree recipients are social work, followed by education and law. Among associate degree recipients, most are continuing their education in the areas of general studies, supervision, business, and electrical and mechanical engineering in that order.

### 3C. Field

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Social Work	20	7%	20	12%	0	0%
Education	18	7%	17	10%	1	1%
Business	14	5%	5	3%	9	9%
Nursing	13	5%	9	5%	4	4%
Law	12	4%	12	7%	0	0%
General Studies	11	4%	0	0%	11	11%
Supervision	10	4%	0	0%	10	10%
Mechanical Engineering	8	3%	1	1%	7	7%
Electrical Engineering	8	3%	0	0%	8	8%
Other	154	57%	104	62%	50	50%



chi-square significant  $p < .05$

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An examination of Figure 3D shows that among all recent alumni pursuing their degrees, half are seeking graduate or professional degrees and half are pursuing associate and baccalaureate degrees or certificates. Forty percent are working on Master degrees, mostly among the baccalaureate degree recipients, while another twelve percent are pursuing professional or doctoral degrees.

### 3D. Degree Sought

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Certificate	14	7%	12	9%	2	3%
Associate	5	2%	0	0%	5	7%
Bachelor	79	38%	17	13%	62	82%
Master	82	39%	79	59%	3	4%
Doctorate	12	6%	10	8%	2	3%
Law	13	6%	12	9%	1	1%
Medicine	1	0%	1	1%	0	0%
Other Professional	0	0%	0	0%	0	0%
Other	3	1%	2	2%	1	1%

chi-square significant  $p < .05$

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Figure 3E shows that many recent alumni who received their degrees during the 1993-94 academic year plan to return to IUPUI to further their education. In addition to the one-fifth of all 1993-94 degree recipients who are currently enrolled here, an additional one-quarter say it is very likely they will pursue their further education at IUPUI. When those recent alumni who say it is somewhat likely they will further their education at IUPUI are combined with those currently enrolled and very likely to enroll, a total of 75 percent of the 1993-94 undergraduate degree recipients are either enrolled or are considering enrolling again at IUPUI.

### 3E. Likelihood of Pursuing Education at IUPUI

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Currently doing so	202	17%	108	12%	94	35%
Very likely	319	27%	250	27%	69	26%
Somewhat likely	371	31%	311	34%	60	22%
Not very likely	291	25%	245	27%	46	17%

chi-square significant  $p < .05$

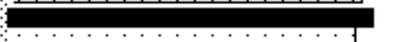
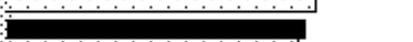
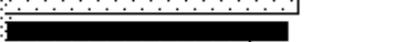
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## Survey Results: Impact of IUPUI on Alumni Learning

The alumni survey asked recent undergraduate degree recipients about the amount of impact IUPUI had on various aspects of

their learning. Display 4 shows the average (mean) values of the responses to these items. The scale for these items ranges from 1 = no impact to 5 = very much impact. As Display 4 shows, among the items evaluated, the education recent graduates received from IUPUI impacted their intellectual skills most, followed by their writing effectiveness, understanding of scientific principles and methods and viewing things from different perspectives, in that order. Learning and skill areas less impacted were understanding the arts, caring for your physical and mental health, understanding mathematics, and developing values and ethics. Impact on learning differed by the type of degree alumni received in five areas. Display 4 shows that IUPUI had a greater impact on baccalaureate degree recipients than associate degree recipients or certificate holders in their ability to view events and phenomena from several different perspectives, in understanding and appreciating the arts, in their understanding of the traditions, values and history of people different from themselves and in their computer skills. On the other hand, associate degree and certificate recipients reported that IUPUI had a greater impact on their understanding mathematics than did baccalaureate degree recipients.

**Display 4. Impact of IUPUI on Alumni Learning \***

Item	Average Rating by Group			Sig.	
	Total	Bacc.	Asso./Cert.		
Intellectual skills	3.79	3.78	3.82		
Writing effectiveness	3.55	3.56	3.50		
Understanding scientific principles/methods	3.54	3.51	3.62		
View things from different perspectives	3.49	3.53	3.35	**	
Speaking effectiveness	3.40	3.43	3.34		
Understanding different people	3.40	3.44	3.28		
Organize time effectively	3.34	3.33	3.35		
Leadership skills	3.32	3.35	3.22		
Exploring careers	3.18	3.20	3.13		
Understanding different traditions	3.08	3.13	2.92	**	
Developing values and ethics	3.06	3.06	3.08		
Understanding mathematics	3.04	2.98	3.24	**	
Computer skills	3.04	3.09	2.91	**	
Care for physical/mental health	2.78	2.80	2.74		
Understanding the arts	2.56	2.64	2.30	**	

\* Responses provided on a 5-point scale where 1=No Impact and 5=Very Much

\*\* denotes statistically significant difference between baccalaureates and associates at

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As might be expected, alumni from different schools also differed in terms of the degree to which IUPUI impacted their learning. For example, Engineering and Technology graduates ranked highest compared to alumni in other schools in terms of how much impact IUPUI had on their understanding of mathematics, whereas Liberal Arts and Social Work graduates ranked higher than graduates in other schools in terms of their ability to view events and phenomena from several different perspectives. School differences were found among the *Impact on Learning* items as well as for many other items. Keeping with the practice instituted last year, separate reports for schools are prepared in conjunction with the publishing of these campus-level results.

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## Survey Results: Satisfaction with the IUPUI Experience

The last section of the survey asked recent alumni about their degree of satisfaction with various aspects of their IUPUI experience. Responses to these items, which are shown in Display 5, range from +2 to -2 where +2 = very satisfied, +1 = satisfied, 0 = neutral, -1 = dissatisfied and -2 = very dissatisfied. Frequencies for these items appear in the [appendix](#).

**Display 5. Satisfaction with IUPUI Experience \***

Item	Average Rating by Group			Sig.	(very) dissatisfied	satisfied (very)
	Total	Bacc.	Asso./Cert.			
Quality of teaching by faculty in your major	1.11	1.11	1.14			
Courses in major area	0.94	0.94	0.95			
Opp to work with others in groups	0.87	0.88	0.85			
Opp to integrate learning and experiences	0.86	0.85	0.89			
Qual of teaching by other IUPUI faculty	0.75	0.78	0.66	**		
Personal attention from those in major	0.73	0.70	0.86	**		
Opp to increase self-understanding	0.66	0.65	0.72			
Required courses outside your major	0.60	0.61	0.59			
Helpfulness of IUPUI staff in general	0.51	0.49	0.60			
Academic advising in major department	0.30	0.20	0.67	**		
Opp. to engage in community service	0.23	0.24	0.21			
Opp to engage in extra-curricular activities	0.10	0.10	0.11			
Opp to work on faculty research projects	-0.01	0.01	-0.06			

\* Responses provided on a 5-point scale where -2=Very Dissatisfied, -1=Dissatisfied, 0=Neutral, 1=Satisfied, and 2=Very Satisfied

\*\* denotes statistically significant difference between baccalaureates and associates at  $p < .05$

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Display 5 shows that recent graduates, considered as a whole, were most satisfied with the quality of teaching by faculty in their major followed by (2) courses in the major area, (3) opportunities to work with others in groups, (4) opportunities to integrate what you've learned with your own personal experiences, (5) quality of teaching by other IUPUI faculty outside of the major, (6) personal attention from those in your major department, (7) opportunities to increase self-understanding, (8) required courses outside your major -- general education requirements, and (9) the helpfulness of IUPUI staff in general. Recent graduates were less satisfied with (10) academic advising in the major department, (11) opportunities to engage in community service, (12) opportunities to engage in extra-curricular activities and relatively least satisfied with (13) opportunities to work on faculty research projects.

Recent graduates differed significantly in terms of their level of satisfaction with some of the above items based on the type of degree or credential they earned. Display 5 shows that baccalaureate degree recipients were more satisfied with the quality of faculty outside their major compared to associate degree recipients, but less satisfied than associates with the personal attention they received from those in their major and with the academic advising they received in their major department.

In addition to asking recent graduates to rate their level of satisfaction with their IUPUI experiences, this year's survey also asked recent graduates to rate the importance of these items. This procedure, also used in the *Continuing Student Satisfaction and Priorities Survey*, asks respondents to choose their top five choices among the set of satisfaction items for importance and then distribute 100 points across those five items. Display 6 shows the order of importance recent graduates assign to the

satisfaction items. Quality of teaching by faculty in your major is far and away the most important followed by (2) courses in your major area, (3) academic advising in your major department, (4) quality of teaching by other faculty not in your major, (5) personal attention from those in your major department. Among the lowest five choices on importance are (9) required courses outside your major, (10) opportunity to work with others in groups, (11) opportunities to work on faculty research projects, (12) opportunities to engage in extra-curricular activities, and (13) opportunities to engage in community service. Baccalaureate degree recipients differed from associate degree recipients and certificate holders in the importance they assigned to three of the satisfaction items. Baccalaureates rated academic advising in your major department, personal attention from those in the major department, and opportunities to engage in faculty members' research as somewhat more important to them than did associates and certificate holders.

### Display 6. Alumni Ratings of Importance\*

(In the order of highest to lowest levels of importance)

Item	Average Importance Points			Sig.	Importance
	Total	Bacc.	Asso./Cert.		
Quality of teaching by faculty in your major	27.52	27.74	26.80		
Courses in major area	15.46	15.50	15.33		
Academic advising in major department	11.43	11.95	9.72	**	
Qual of teaching by other IUPUI faculty	8.26	8.41	7.76		
Personal attention from those in major	7.92	8.28	6.73	**	
Opportunities to integrate learning	6.25	6.03	7.01		
Opp to increase self-understanding	4.74	4.66	4.98		
Helpfulness of IUPUI staff in general	3.93	3.90	4.03		
Required courses outside your major	3.06	2.98	3.33		
Opp to work with others in groups	2.08	2.22	1.62		
Opp to work on faculty research projects	1.31	1.51	0.61	**	
Opp to engage in extra-curricular activities	0.72	0.68	0.84		
Opp. to engage in community service	0.66	0.68	0.59		

\*respondents distributed 100 points among their top five priorities

\*\*denotes statistically significant difference between baccalaureates and associates at  $p < .05$

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For the most part, respondents' rankings of satisfaction and importance were very similar - varying only a couple of ranks from one another with two notable exceptions (see Display 7). Recent graduates were more satisfied with the opportunity to work in groups than they considered it important relative to other priorities. On the other hand academic advising was considered very important but graduates were less satisfied with it. In other words there is a negative gap between importance and satisfaction on the academic advising item and a positive gap on the working in groups item.

## Display 7. Experiences with IUPUI Academic Programs and Services Ranked by Satisfaction and Importance

Items	Rank	
	Satisfaction	Importance
Quality of teaching by faculty in your major	1	1
Courses in major area	2	2
Opp to work with others in groups	3	10 *
Opportunities to integrate learning	4	6
Qual of teaching by other IUPUI faculty	5	4
Personal attention from those in major	6	5
Opp to increase self-understanding	7	7
Required courses outside your major	8	9
Helpfulness of IUPUI staff in general	9	8
Academic advising in major department	10	3 *
Opp. to engage in community service	11	13
Opp to engage in extra-curricular activities	12	12
Opp to work on faculty research projects	13	11

\* Ranks differ by more than two positions

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Another question on the survey related to satisfaction asked alumni if they would encourage or discourage someone from taking courses at IUPUI. Display 8 shows that eight out of ten recent graduates would either encourage (51%) or strongly encourage (29%) someone to take courses here. One-sixth were neutral and only 4% would either discourage or strongly discourage someone who wanted to take courses here.

### Display 8. Would you Encourage Someone Who Wanted to Attend IUPUI

	Total		Baccalaureate		Assoc/Cert	
	N	%	N	%	N	%
Strongly encourage	350	29%	251	27%	99	35%
Encourage	630	51%	498	53%	132	47%
Neither encourage or discourage	196	16%	159	17%	37	13%
Discourage	34	3%	28	3%	6	2%
Strongly discourage	17	1%	9	1%	8	3%

chi-square significant  $p < .05$

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## 1993-94 Graduates Compared to 1992-93 Graduates: Impact and Satisfaction Measures

[Last year's Survey of Recent Alumni](#) provided a benchmark for subsequent analyses of alumni characteristics and outcomes. This section of the *Research Brief* compares the 1993-94 undergraduate degree recipients with the 1992-93 graduates on two key outcome measures -- IUPUI impact on alumni learning and recent alumni satisfaction with their IUPUI experience. In order to consider a difference substantively significant it must be statistically significant and greater than 0.2 on the five point

scales used for these two sets of items. Figure 9A compares the impact of IUPUI on alumni learning and Figure 9B compares recent graduates' satisfaction with their IUPUI experiences between the two years.

As Figure 9A shows, none of the impact items showed statistically significant differences between the two years. However, all but one item, "caring for your own physical and mental health", showed small positive changes between this year's graduates compared to last year's results.

### 9A. Impact of IUPUI on Alumni Learning\*

	1992-93 Graduates	1993-94 Graduates	Difference in Means	Sig.
Exploring career options and establishing career goals	3.07	3.18	0.11	
Understanding different people, philosophies and cultures	3.30	3.40	0.10	
Ability to view events and phenomena from diff. perspectives	3.40	3.49	0.10	
Intellectual skills (critical thinking, logical reasoning, etc.)	3.70	3.79	0.09	
Organizing your time effectively	3.24	3.34	0.09	
Understanding traditions, values, hist. of people diff. from you	2.99	3.08	0.09	
Understanding of scientific principles and methods	3.48	3.54	0.06	
Understanding mathematics	2.98	3.04	0.06	
Developing a sense of values and ethical standards	3.01	3.07	0.05	
Writing effectiveness	3.50	3.55	0.05	
Leadership and guiding skills	3.27	3.32	0.05	
Understanding and appreciating the arts	2.54	2.56	0.03	
Speaking effectiveness	3.39	3.41	0.01	
Computer skills	3.05	3.04	0.00	
Caring for your own physical and mental health	2.85	2.78	-0.06	

\*Scale: 1=no impact to 5=very much impact

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Figure 9B shows that 1993-94 graduates were significantly and substantively more satisfied than the 1992-93 graduates with their IUPUI experience on eleven of the thirteen satisfaction items included in the survey. The only two items that failed to meet the substantive significant difference criterion were "opportunities to work with other students in groups or teams" and "courses in your major area". Even these two items, while failing to meet the imposed criterion for substantive significance, were in the positive direction.

**9B. Satisfaction with IUPUI Experience**

	1992-93 Graduates	1993-94 Graduates	Difference in Means	Sig.
Opportunities to participate in faculty members' research	-0.44	-0.01	0.43	**
Opportunities to engage in extra-curricular activities	-0.31	0.10	0.42	**
Required courses outside your major area	0.28	0.60	0.33	**
Opportunities to engage in community services	-0.08	0.24	0.32	**
The helpfulness of IUPUI staff in general	0.23	0.51	0.28	**
Quality of teaching by other faculty at IUPUI	0.48	0.75	0.27	**
Personal attention from those in your major department	0.48	0.74	0.26	**
Opportunities to increase your self-understanding	0.42	0.66	0.24	**
Quality of teaching by faculty in your major area	0.88	1.11	0.23	**
Opportunities to integrate learning with personal experiences	0.65	0.86	0.21	**
Academic advising in your major department	0.11	0.31	0.20	**
Opportunities to work with other students in groups or teams	0.68	0.87	0.19	**
Courses in your major area	0.81	0.94	0.13	**

\*Scale: -2=very dissatisfied -1=dissatisfied 0=neutral 1=satisfied 2=very satisfied

\*\*denotes a statistically significant difference between 1992-93 undergraduate degree recipients and 1993-94 undergraduate recipients at  $p < .01$

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The satisfaction items presented in Figure 9B and sorted from highest to lowest mean difference reveal that the largest substantive change in alumni satisfaction between the two years of the survey occurred in the areas of (1) opportunities to work on faculty member's research and (2) opportunities to engage in extra-curricular activities, followed by (3) required courses outside your major area (general education requirements), (4) opportunities to engage in community service, (5) the helpfulness of IUPUI staff in general, (6) the quality of teaching by other IUPUI faculty, and (7) personal attention from those in your major department. Smaller but substantively significant changes in alumni satisfaction between the two years occurred for the items of (8) opportunities to increase self-understanding, (9) quality of teaching by faculty in your major area, (10) opportunities to integrate what you have learned with personal experiences, and (11) academic advising in your major department. These findings, while positive, are slightly tempered because of differences in the way the two surveys were administered.

The one notable difference in method between both years of the alumni survey was that last year's survey was administered in two phases. The first phase occurred in November 1993 and involved all associate degree recipients as well as all baccalaureate recipients in the schools of Nursing and Engineering and Technology. The second phase occurred in April 1994 and involved the remainder of those graduates who received their baccalaureate degree or certificate during the 1992-93 academic year. The current survey was administered to all 1993-94 undergraduate degree recipients and certificate holders in March 1995. Because of the possibility that the difference between the two administrations of the survey may have contributed to the positive change in satisfaction ratings between the 1993-94 and 1992-93 graduates further analysis was undertaken. Changes in satisfaction were analyzed separately for those programs represented in last year's Fall and Spring mailings (both sets of programs were surveyed in the Spring this time around). Both groups showed positive increases in satisfaction from the 1992-93 graduates to the 1993-94 graduates. The differences were slightly larger for the programs surveyed in the Fall two years ago and in the Spring last year compared to the programs surveyed in the Spring of both years. Even for the Spring-Spring group, there was a statistically and substantively significant increase on nine of the thirteen items (compared to eleven when considering all survey respondents).

A positive change in one other item on both years' surveys further supports these findings. This year's graduates are more likely than graduates in the previous year to "recommend IUPUI to someone considering taking courses here". Eighty percent of

1993-94 undergraduate degree recipients would encourage someone considering taking college courses to attend IUPUI compared to seventy-five percent of the 1992-93 graduates who would encourage someone to attend here. Taken together, it appears that the 1993-94 graduates were significantly more satisfied with their experiences at IUPUI than were the 1992-93 graduates.

## Other Changes

By and large, other results of this year's alumni survey did not differ from last year's survey. Outside of the differences noted above in the satisfaction outcome measures, the only other statistically significant difference was in the time taken to find a job for those alumni who did not continue to work with the same employer. This year's graduates reported finding their first new job in nine weeks on average compared to twelve weeks for last year's graduates. These findings are not surprising and most likely reflect an improving job market in the region between 1994 and 1995.

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## Conclusions and Implications

This year's alumni survey continues to show the strong inter-relationship between work and education among IUPUI undergraduate students. The present results confirm last year's conclusion that higher education is a life-long experience for the vast majority of IUPUI graduates who participated in this survey. Most of these graduates are continuing in jobs they held while in school and most have subsequently re-enrolled or plan to continue their education in the future, mainly at IUPUI. Based on the experiences of our most successful students, our graduates, IUPUI serves an important role in the community by providing an environment in which students can easily move back and forth between work and the university.

The second year of the *Recent Alumni Survey* and the addition of a couple of new questions provide some new insight about IUPUI graduates and their experiences here. While it is too early to establish a trend, and while there were some differences in the method of administration, this year's survey revealed increases in satisfaction with many aspects of the IUPUI experience among this year's recent graduates. These increases were broad based and occurred in the "quality of academics" as well as "support services" and "staff helpfulness".

It appears that the 1993-94 undergraduate degree recipients faced a more favorable job market upon completing their degree. Those who switched jobs were able to do so in a shorter time period. In addition, a larger proportion of those who stayed with the same employer received a raise or promotion (47% of the 1993-94 respondents compared to 43% of the 1992-93 respondents). It is possible that these favorable job market conditions are also in part responsible for the higher satisfaction levels of this year's recent degree recipients.

This year's alumni survey also corroborated findings from the *Continuing Student Satisfaction and Priorities Survey* concerning what students view as the most important aspects of their IUPUI experience. Recent alumni, like continuing students, view academics, specifically courses, teaching, and advising within the major, as most important among their experiences here. Not only were academics important for this year's graduates they were more satisfied with this aspect of their experience here than were their year ago peers.

One would expect degree recipients to be among our more satisfied customers yet even on the aspect of their experience with which they are most satisfied -- quality of teaching by faculty in their major -- one in seven alumni are less than satisfied. And, with more than half of the responding degree recipients indicating that they are less than satisfied with advising, it is clear that there is substantial room for improvement in the programs and services that we offer students.

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## Appendix: Overall Results

### Alumni Satisfaction Ratings (Baccalaureates)

	Number of Respondents					Percentage				
	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Quality of teaching by faculty in your major area	7	49	82	509	302	1%	5%	9%	54%	32%
Quality of teaching by other faculty at IUPUI	9	32	220	578	101	1%	3%	23%	61%	11%
Academic advising in your major department	135	177	182	270	184	14%	19%	19%	28%	19%
Courses in your major area	9	61	119	548	212	1%	6%	13%	58%	22%
Required courses outside your major area	9	74	265	530	67	1%	8%	28%	56%	7%
Personal attention from those in your major department	51	99	193	349	259	5%	10%	20%	37%	27%
Opportunities to increase your self-understanding	14	56	315	429	133	1%	6%	33%	45%	14%
Opportunities to work with other students in groups	11	41	203	493	201	1%	4%	21%	52%	21%
Opportunities to integrate learning with personal experience	7	37	227	497	180	1%	4%	24%	52%	19%
Opportunities to engage in community services	30	86	510	264	57	3%	9%	54%	28%	6%
Opportunities to engage in extra-curricular activities	38	132	512	217	44	4%	14%	54%	23%	5%

Opportunities to participate in faculty members' research	42	143	570	140	48	4%	15%	60%	15%	5%
The helpfulness of IUPUI staff in general	48	114	220	458	107	5%	12%	23%	48%	11%

### Alumni Satisfaction Ratings (Associates/Certificates)

	Number of Respondents					Percentage				
	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Quality of teaching by faculty in your major area	4	10	22	151	94	1%	4%	8%	54%	33%
Quality of teaching by other faculty at IUPUI	3	18	79	152	28	1%	6%	28%	54%	10%
Academic advising in your major department	15	28	68	96	75	5%	10%	24%	34%	27%
Courses in your major area	5	10	41	162	62	2%	4%	15%	58%	22%
Required courses outside your major area	6	18	83	151	22	2%	6%	30%	54%	8%
Personal attention from those in your major department	10	11	72	104	85	4%	4%	26%	37%	30%
Opportunities to increase your self-understanding	2	10	92	137	39	1%	4%	33%	49%	14%
Opportunities to work with other students in groups	1	11	72	142	56	0%	4%	26%	50%	20%
Opportunities to integrate learning with personal experience	1	10	62	155	54	0%	4%	22%	55%	19%
Opportunities to engage in community services	4	22	184	51	19	1%	8%	66%	18%	7%

Opportunities to engage in extra-curricular activities	11	25	181	47	15	4%	9%	65%	17%	5%
Opportunities to participate in faculty members' research	10	38	198	28	7	4%	14%	70%	10%	2%
The helpfulness of IUPUI staff in general	8	34	64	132	43	3%	12%	23%	47%	15%

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**Campus Address: Union Building, Room G003**  
**Mailing Address: 620 Union Drive, Room G003, Indianapolis, IN 46202-5167**  
**Telephone: (317) 278-2282**  
**Fax: (317) 274-3400**

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