

GALLUP®



Introduction

GALLUP'S RESEARCH

The Gallup Alumni Survey 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 wellbeing. Survey measures include:

1 Employee Engagement

Workplace engagement is an important driver of overall wellbeing 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. Gallup has measured the engagement of more than 11.8 million employees globally from hundreds of organizations and companies.

Gallup categorizes workers as Engaged, Not Engaged or Actively Disengaged based on their responses to a shortened, three-question index that measures elements that best predict employee and workgroup performance. This shortened index is still highly correlated with the full Q¹² index.

2 Wellbeing

The Gallup National Health and Well-Being Index asks a series of questions that gauge wellbeing in five elements:

Career Wellbeing: Liking what you do each day and being motivated to achieve your goals

Social Wellbeing: Having supportive relationships and love in your life

Financial Wellbeing: Managing your economic life to reduce stress and increase security

Community Wellbeing: Liking where you live, feeling safe and having pride in your community

Physical Wellbeing: Having good health and enough energy to get things done daily

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



2019 Northwest Indian College Alumni Study

METHODOLOGY SUMMARY

84

**RESPONDENTS FROM
THE INSTITUTION**

Gallup Alumni Survey

Includes custom items developed by the
American Indian College Fund and Gallup

Survey Fielded

FEBRUARY 25 – MARCH 25, 2019

Up to five reminders for nonrespondents

Comparison Groups

- College graduates nationally, n=24,886
- Minority-serving institutions, n=2,889
- Participating Tribal Colleges and Universities (TCUs), n=596
- North Dakota Association TCUs, n=284

Notes: Complete methodology and details of the comparison groups appear on pages 14 and 15; due to survey completion numbers for this institution (<100), this scorecard cannot be shared publicly and should be used for informational purposes only



Career Services

2019 RESULTS

While attending [Institution], did you visit the career services office at least once?
(% Yes, among alumni who graduated after 2001)

29%

Northwest Indian College Alumni

60%

College Graduates Nationally

46%

All Participating TCUs

57%

Minority-Serving Institutions

56%

North Dakota Association TCUs

How helpful was the career services office to you?
(Among graduates who visited career services at least once)



■ % Very Helpful ■ % Helpful ■ % Somewhat Helpful ■ % Not at All Helpful □ % Don't Know/Can't Recall

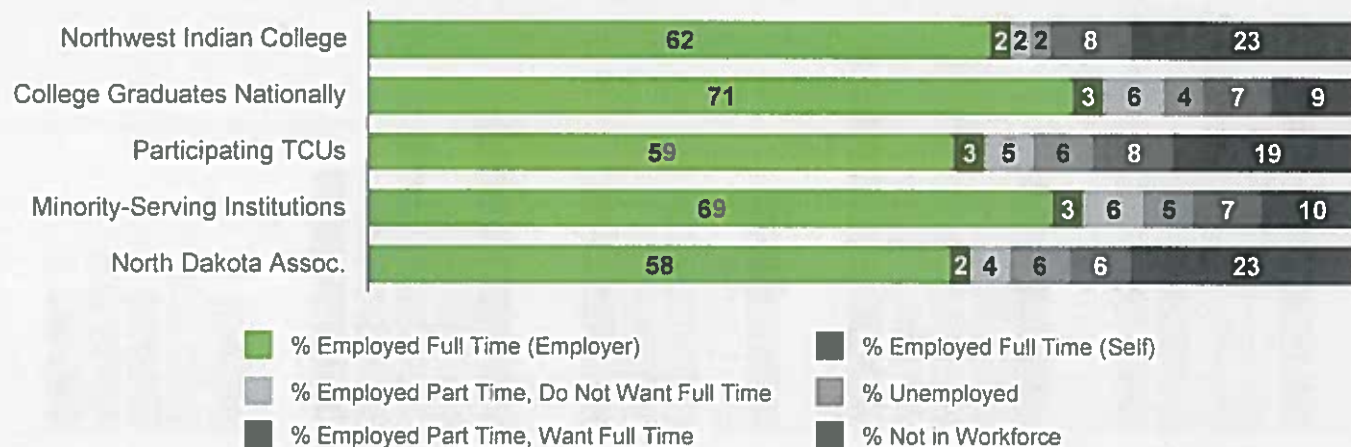
Note: Due to rounding, percentages may sum to 100% +/-1%



Workplace Engagement

2019 RESULTS

Employment Status*



Engagement Index**

Engaged

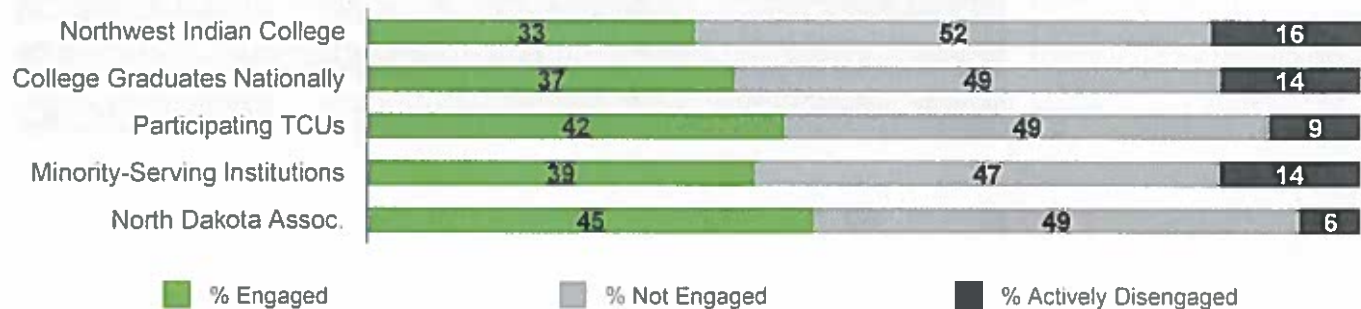
- Highly involved in and enthusiastic about their work and workplace.
- They are psychological “owners,” drive performance and innovation, and move the organization forward.

Not Engaged

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

Actively Disengaged

- Resentful that their needs are not being met and are acting out their unhappiness.
- Every day, these workers potentially undermine what their engaged coworkers accomplish.



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

*Among those looking for a job upon graduation

**Among those employed full time by an employer



College Experiences

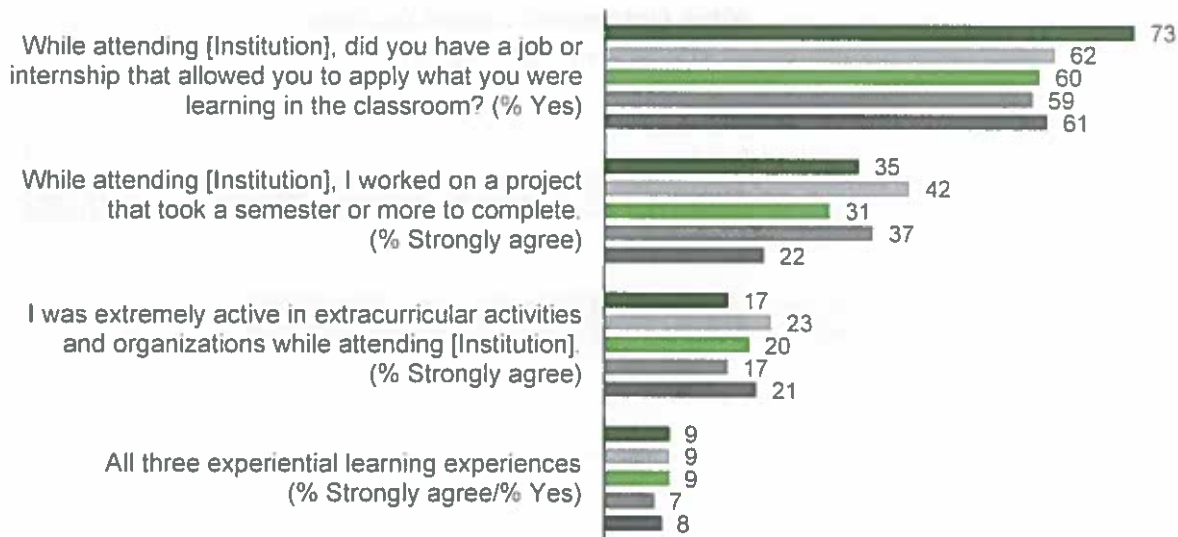
2019 RESULTS

Emotional Support and Experiential Learning Items (% Strongly Agree)

EMOTIONAL SUPPORT



EXPERIENTIAL LEARNING



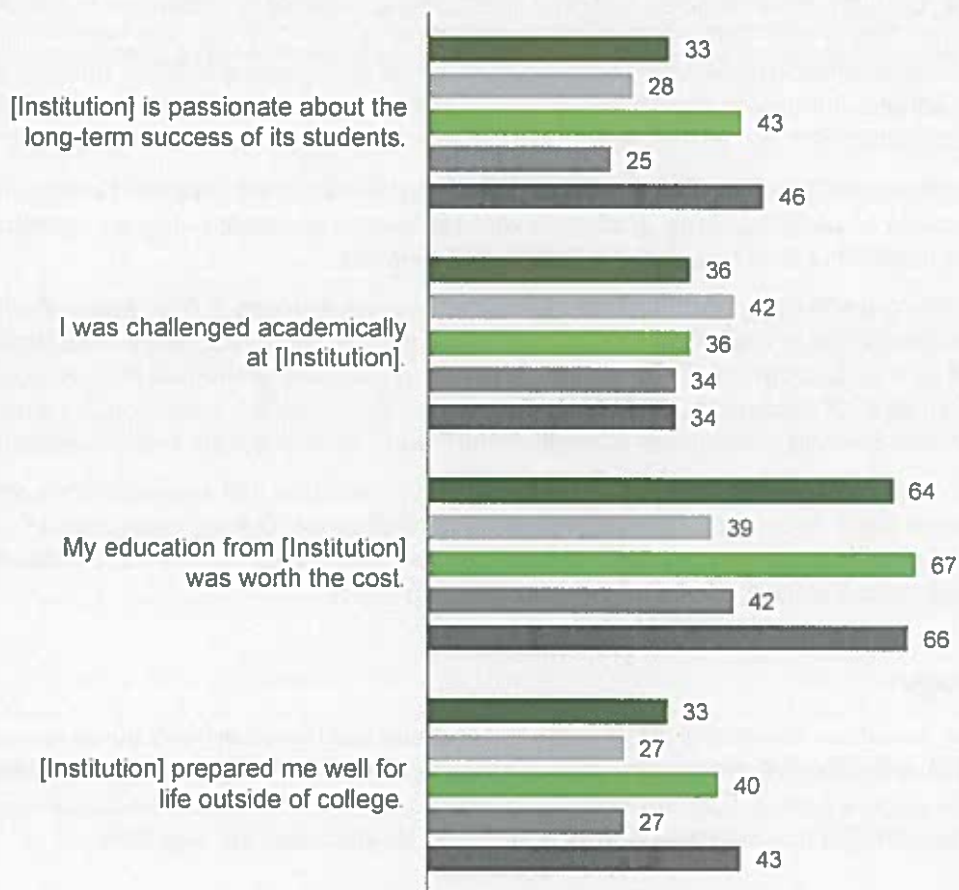
Northwest Indian College Alumni
 College Graduates Nationally
 Participating TCUs
 Minority-Serving Institutions
 North Dakota Assoc.



Perceptions of Value and Preparedness

2019 RESULTS

Perceptions of Value and Preparedness
(% Strongly Agree)



Northwest Indian College Alumni
 College Graduates Nationally
 Participating TCUs

Minority-Serving Institutions
 North Dakota Assoc.



Methodology

SURVEY METHODOLOGY

Gallup Alumni Survey Methodology

Results for the Gallup Alumni Survey, 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.

The 2014 Gallup Alumni Survey sample was compiled from two sources: the Gallup Panel and the Gallup Daily tracking survey. The 2015 and 2016 Gallup Alumni Survey 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 Alumni 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 based on 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 Alumni Survey online.

Gallup Alumni Survey 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, Latino 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 Alumni Survey of all college graduates include the computed design effects for weighting.

- For results based on the total sample of 24,886 graduates with a bachelor's degree, the margin of sampling error is ± 1.5 percentage points at the 95% confidence level.
- For results based on the total sample of 2,889 graduates with a bachelor's degree from a minority-serving institution, the margin of sampling error is ± 3.5 percentage points at the 95% confidence level.
- For results based on the total sample of 596 graduates with a degree from a Tribal College and University, the margin of sampling error is ± 6.5 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.