

**Cover sheet****IUPUI Office of Community Engagement**

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Project Title:

**2019 IUPUI Alumni Interviews: Impacts of IUPUI Experiences on Alumni as Professionals and Contributing Members of Society**

IRB Protocol #: 1910340615 (Caleb Keith, Robert Janik, Kristin Norris) [Administratively reviewed 10/23/2019 – IRB review not required]

**Abstract:**

The purpose of this project is to learn more about what alumni perceived as meaningful experiences during their time at IUPUI and how those influenced them as both professionals as well as contributing members of society. We are particularly interested in what made the experiences meaningful, their current forms of engagement, and if IUPUI can do anything to improve or increase access to engaged learning opportunities for current students. Results will be useful for understanding how alumni see themselves as “community contributors,” one of the four Profiles of Learning for Undergraduate Success.

**Purpose of the Project:**

The purpose of this project is to better understand how IUPUI prepares students as community contributors, specifically what experiences or interactions with faculty, staff or the community enabled them to explore their areas of interest (social issues) and how those contributed to their levels of engagement after graduation. The information will be useful in identifying high-impact practices that have the greatest outcomes for student learning and sustained engagement.

The timing of this project is an extension of the 2019 Alumni Survey, allowing us to leverage responses regarding student participation in certain types of experiences and levels of learning. Interviewing alumni enables us to more fully explore the long-term effects of student participation in engaged learning experiences and unpack how the design of student experiences influenced their ways of knowing and who they are as professionals and contributing members of society.

In general, IUPUI has a reputation for community engagement and working in partnership with businesses, nonprofits, schools, and organizations to address their most pressing needs. Students should have multiple opportunities to engage with the community during their time at IUPUI, through curricular, co-curricular, research or experiential experiences. Many of these high-impact practices have

been shown to improve student learning and success and prepare graduates for their careers and as active members of their community. This project will help us better understand what types of experiences, and what about those experiences, are meaningful to our alumni.

**Intended Outcomes of the Project:**

The Office of Community Engagement has three main priorities in service to the institution and in alignment with the IUPUI Strategic Plan.

*We collaborate with communities by:*

- Facilitating democratically engaged partnerships with the community, including strategic neighborhood partnerships that address community-identified needs.
- Enhancing understanding of different cultures and promote an inclusive and welcoming campus environment.

*We prepare students, faculty, and staff for engagement by:*

- Preparing students for lives of engaged citizenship.
- Leading campus efforts to engage with the community in an ethical, strategic, and effective manner
- Fostering the development of community-engaged scholars, practitioners, researchers, and staff.

*We tell the story of engagement by:*

- Providing information on engagement activities by collecting data and analyzing and translating it for decision making.

The information gathered in this study will help our office achieve these three priorities. Perhaps more importantly, it will result in a more nuanced understanding of alumni responses to the survey which will be used by Institutional Research and Decision Support (IRDS), campus leadership, and faculty to improve best practices that advance student learning and success. Lastly, as IUPUI prepares its Quality Enhancement Plan (QEP) for the Higher Learning Commission, the results of this study can serve

as evidence of improving practices related to the Profiles of Learning for Undergraduate Success, particularly community contributor profile.

### **Assessment Methods:**

The 2019 Alumni Survey (Appendix A) asks respondents to indicate participation (did/didn't) in a variety of high-impact practices (e.g., internships, service as part of a course, service outside of a course, research project with a faculty member). Additionally, respondents are asked:

“How well did IUPUI prepare you to effectively engage in the following skills (not at all prepared, somewhat prepared, quite a bit prepared, very much prepared):

- Write a well-organized final report or paper
- Prepare a formal oral presentation to communicate ideas and information
- Support an argument using appropriate (quantitative or non-quantitative) data
- Generate new ideas about how to approach an issue
- Work with people from different backgrounds (e.g. races, ethnicities, religions, socioeconomic backgrounds, cultural, or sexual orientations)
- Modify how I approach a problem based on the requirements of the situation
- Understand and value cultural differences
- Initiate interactions with those who are culturally different
- Advocate for my beliefs in a civil and respectful manner
- Contribute to communities locally or globally
- Recognize my own cultural rules and biases
- Engage in meaningful self-examination and reflection”

If respondents indicate “not at all prepared” or “very much prepared”, they will be asked if they are willing to be interviewed. See Appendix B for the semi-structured interview protocol.

### **Data Analysis:**

Alumni interviews will be recorded and transcribed, then coded using NVivo. Reviewers will be looking for types of engaged learning experiences (i.e., high impact practices), why students participated

(or did not participate) in engaged learning experiences, characteristics of best practices (Kuh, 2008), level and type of engagement in social issues since graduation, and recommendations for improvement. The ultimate goal is to understand how and what type of engagement has contributed to them as professionals and contributing members of society.

**Evaluation and Dissemination:**

Findings will be shared across the IUPUI, including PRAC, and posted in an open access site (ScholarWorks). They will also be referenced in other campus award applications (i.e., Carnegie Classification for Community Engagement in 2025), accreditation reports (i.e., Higher Learning Commission) and disseminated at conferences (e.g., Assessment Institute, CUMU, Indiana Chapter of the Association for Institutional Research, Coalition of Urban and Metropolitan Universities, HIPs in the States).

**Budget:**

Grant funds will be used to cover the costs of transcribing the interviews and a graduate assistant to assist with the project. The number of alumni interviews is unknown as it is dependent upon how many respondents indicate “not well prepared” and “very well prepared” AND indicate a willingness to be interviewed. Estimated costs using VZP Digital for 75 interviews lasting 30-45min is \$3,750. The remaining funds will be used to hire a graduate assistant to assist with coding and analysis.

## Appendix A

### 2019 IUPUI Alumni Survey

1. How connected do you feel to IUPUI?
  - Very connected
  - Somewhat connected
  - A little connected
  - Not at all connected
  
2. Are you regularly in touch with people you met at IUPUI? (Check all that apply)
  - Yes, with my advisor(s)
  - Yes, with professors
  - Yes, with staff members
  - Yes, with members of a club or team
  - Yes, with classmates/friends I met at IUPUI
  - No
  
3. If someone at IUPUI had a significant positive impact on your academic success at IUPUI (e.g. mentor, faculty member, advisor, staff member), please list their name and role. [Text box, open response]
  
4. Please rate your level of agreement with the following. Please consider each item carefully and individually. (Strongly Disagree, Disagree, Agree, Strongly Agree)
  - I am proud to tell others I attended IUPUI
  - IUPUI challenged me academically
  - I feel fulfilled in my current career
  - There were instructors at IUPUI who cared about my learning
  - There were instructors at IUPUI who cared about me as a person
  - There were instructors at IUPUI who wanted to help me attain my personal goals
  - There were instructors at IUPUI who wanted to help me attain my career goals
  - There were staff members at IUPUI who cared about me as a person
  - There were staff members at IUPUI who wanted to help me attain my personal goals
  - There were staff members at IUPUI who wanted to help me attain my career goals
  
5. Which best describes your current employment status?
  - Employed full-time (on average 30 hours or more per week)
  - Employed part-time (on average less than 30 hours per week)
  - Seeking employment
  - Participating in a volunteer or service program (e.g., Peace Corps)
  - Serving in one of the branches of the U.S. Military
  - Not seeking employment
  
6. Which of the following best describes your current educational status?

- Enrolled full-time leading to another degree
- Enrolled part-time in a program leading to another degree
- Enrolled in classes not currently intended to lead to another degree
- Not presently enrolled, but plan on taking further coursework
- Not presently enrolled and have no plans for further study
- Not presently enrolled and unsure about plans for further study

7. Since graduating from IUPUI, have you earned any additional degrees?

- Yes
- No

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[SCHOOL QUESTIONS]

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8. Which of the following did you participate in before you graduated from IUPUI? (Did not do this, Did this)

- Internship, co-op, field experience, practicum, student teaching experience, or clinical placement
- Community service or volunteer work as part of a course
- Community service or volunteer work, not as part of a course
- Peer mentoring
- A learning community or some other formal program where groups of students take two or more classes together
- Research project with a faculty member outside of course or program requirements
- A project addressing a real-world problem
- Study abroad
- Student club or organization
- Student government
- Intercollegiate athletics
- Intramural athletics
- Fraternity or sorority
- Electronic portfolio (ePortfolio/ePDP)

9. Please indicate how well you feel IUPUI prepared you to effectively engage in the following skills. (Not at all Prepared, Somewhat Prepared, Quite a Bit Prepared, Very Much Prepared)

- Write a well-organized final report or paper
- Prepare a formal oral presentation to communicate ideas and information
- Support an argument using appropriate (quantitative or non-quantitative) data
- Generate new ideas about how to approach an issue
- Work with people from different backgrounds (e.g. races, ethnicities, religions, socioeconomic backgrounds, cultural, or sexual orientations)
- Modify how I approach a problem based on the requirements of the situation
- Understand and value cultural differences

- Initiate interactions with those who are culturally different
- Advocate for my beliefs in a civil and respectful manner
- Contribute to communities locally or globally
- Recognize my own cultural rules and biases
- Engage in meaningful self-examination and reflection

10. Please indicate how satisfied you are with each of the following aspects of your IUPUI experience. Please consider each item carefully and individually. (Very Dissatisfied, Dissatisfied, Satisfied, Very Satisfied, Not Applicable)

- Overall academic experiences at IUPUI
- Overall quality of instruction by faculty in your major area
- Overall quality of courses in your major area
- Academic advising in your major department or school
- Career services in your major department or school
- Personal attention from faculty/staff in your major department
- Opportunities to participate in undergraduate research
- General helpfulness of faculty
- The extent to which faculty and/or staff helped you become oriented to your program
- Tutoring, coaching, and other academic support services (e.g., Writing Center, Math Assistance Center)
- Library resources, services, and space
- Use of technology in the classroom to promote learning
- Access to studios, workshops, and labs

11. Please indicate how satisfied you are with each of the following aspects of your IUPUI experience. Please consider each item carefully and individually. (Very Dissatisfied, Dissatisfied, Satisfied, Very Satisfied, Not Applicable)

- Opportunities to develop leadership skills
- Opportunities for career development (e.g., externships, job shadowing, career workshops, internships)
- Opportunities for professional development (e.g., conferences, presentations)
- Opportunities to participate in international activities on campus (e.g., participating in courses or programs with international students, using the global classroom)
- Opportunities to develop appreciation for diversity (e.g., outside speakers, programs, films, book discussions)
- Opportunities to engage in community service or volunteer work
- Opportunities to participate in the Alternative Break Program
- On-campus housing
- Support in establishing or maintaining your overall health and well-being
- Availability of support services on campus (e.g., services provided by Counseling and Psychological Services, Campus Recreation, and Office of Student Advocacy and Support)
- Overall social experiences at IUPUI

12. Did you work for pay while completing your degree at IUPUI?



- Yes, on campus
- Yes, off campus
- Yes, both on and off campus
- No

13. [Display if the answer Q12 is “Yes, on campus,” “Yes, off campus,” or “Yes, both on and off campus”]  
During your time at IUPUI, approximately how many hours per week did you work:
- On campus for pay [sliding scale]
  - Off campus for pay [sliding scale]

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14. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Which category BEST describes your current employment?
- Employed in a traditional type of position (most common type of employment)
  - Employed as an entrepreneur
  - Employed in a temporary/contract work assignment
  - Employed freelance
  - Employed in a postgraduate internship or fellowship
15. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Which category best describes your current employer?
- Healthcare organization (e.g., hospital, health care clinic, private medical or dental practice)
  - Federal, state or local government (not educational)
  - Educational institution or organization
  - Other non-profit organization (e.g., United Way, religious organizations)
  - Large corporation (e.g., Eli Lilly, Chase Bank, Walmart)
  - Small business or corporation
  - Self-employed
  - Something else (please specify)
16. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Are you working in Indiana?
- Yes
  - No
17. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Does your current job allow you to use skills related to your major at IUPUI?
- Yes
  - No
  - No, but my current job allows me to pursue activities related to my major of study
18. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Which of the following best describes your current job?
- Entry level

- Mid-level
  - Senior level
  - Executive level (except chief executive)
  - Chief executive (CEO, COO, CFO, GM or principal in a business or other organization)
19. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
How well did your IUPUI education prepare you for this job?
- Very Well
  - Somewhat
  - Not at all
  - Unsure too early to tell
20. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Use the scale below to indicate your agreement with the following statement: The job I have is the job I want.
- Strongly Agree
  - Agree
  - Disagree
  - Strongly Disagree
21. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
How do you think of your current job?
- As a career
  - As a stepping stone to a career
  - As a job to get by
22. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
How well do you think your IUPUI education enhanced your prospects for future advancement?
- Very well
  - Somewhat
  - Not at all
  - Unsure/Too early to tell
23. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Which category describes your personal annual gross salary?
- Under \$20,000
  - \$20,000 to \$39,999
  - \$40,000 to \$59,999
  - \$60,000 to \$79,999
  - \$80,000 to \$99,999
  - \$100,000 to \$149,999
  - \$150,000 to \$199,999
  - \$200,000 and above

24. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Was this the first salary you were offered?
- Yes, and I accepted without negotiating
  - Yes, but I did attempt to negotiate
  - No, I negotiated for this salary

25. [Display if the answer to Q5 is one of the first two options (Employed full-time/Employed part-time)]  
Are you still in your first job since graduating from IUPUI?
- Yes
  - No

26. [Display if answer to Q25 is "No"] How long did you stay in your first job before leaving? (Please only enter numerical values)
- |       |        |
|-------|--------|
| Years | Months |
|-------|--------|

[Display if the answer to Q7 is Yes]

27. [Display if the answer to Q7 is Yes] Which degree did you earn?

- B.A.
- B.S.
- B.F.A.
- M.A.
- M.N.
- M.S.
- M.F.A.
- M.D.
- D.D.S.
- D.M.D.
- J.D.
- Ph.D.
- Ed.D.
- Other (please specify) \_\_\_\_\_

28. [Display if the answer to Q7 is Yes] What field did you study? (e.g., History, Chemistry) [TEXT BOX]

29. [Display if the answer to Q7 is Yes] What is the name of the institution where you pursued this degree?
- IUPUI
  - Indiana University – Bloomington
  - Purdue University – West Lafayette
  - Other (please specify) \_\_\_\_\_

30. [Display if the answer to Q7 is Yes] How well did your IUPUI education prepare you to pursue this degree?
- Very Well

- Somewhat
  - Not at all
  - Unsure
31. [Display if the answer to Q7 is Yes] How did your program rank among your choices for this degree?
- First choice
  - Second choice
  - Third choice
  - Less than third choice
32. [Display if the answer to Q7 is Yes] How many years after you graduated from IUPUI did you start this degree?
- Immediately (the following term)
  - 1 year later
  - 2 years later
  - 3 years later
  - 4 years later
  - 5 years later
33. [Display if the answer to Q6 is one of the first two responses “Enrolled Full-time/Enrolled Part-time”]  
For which degree are you studying?
- B.A.
  - B.S.
  - B.F.A.
  - M.A.
  - M.N.
  - M.S.
  - M.F.A.
  - M.D.
  - D.M.D.
  - D.D.S.
  - J.D.
  - Ph.D.
  - Ed.D.
  - Other (please specify) \_\_\_\_\_
34. [Display if the answer to Q6 is one of the first 3 responses “Enrolled Full-time/Enrolled Part-time/Enrolled non degree] In what field are you studying? (e.g., History, Chemistry) [TEXT BOX]
35. [Display if the answer to Q6 is one of the first two responses “Enrolled Full-time/Enrolled Part-time”]  
What is the name of the institution where you are pursuing this degree?
- IUPUI
  - Indiana University – Bloomington
  - Purdue University – West Lafayette
  - Other (please specify) \_\_\_\_\_

36. [Display if the answer to Q6 is one of the first two responses “Enrolled Full-time/Enrolled Part-time”]  
How well did your IUPUI education prepare you to pursue this degree?
- Very Well
  - Somewhat
  - Not at all
  - Unsure/Too early to tell
37. [Display if the answer to Q6 is one of the first two responses “Enrolled Full-time/Enrolled Part-time”] How did your program rank among your choices for this degree?
- First choice
  - Second choice
  - Third choice
  - Less than third choice
38. [Display if the answer to Q6 is one of the first two responses “Enrolled Full-time/Enrolled Part-time”]  
How many years after you graduated from IUPUI did you start this degree?
- Immediately (the following term)
  - 1 year later
  - 2 years later
  - 3 years later
  - 4 years later
  - 5 years later
39. Upon graduation, approximately how much student loan debt did you have (from all sources)?
- \$100k and above
  - \$90k to \$99,999
  - \$80k to \$89,999
  - \$70k to \$79,999
  - \$60k to \$69,999
  - \$50k to \$59,999
  - \$40k to \$49,999
  - \$30k to \$39,999
  - \$20k to \$29,999
  - \$10k to \$19,999
  - \$1 to \$9,999
  - None
40. How confident are you that you will be able to pay off your student loan debt in time?
- Very confident
  - Somewhat confident
  - A little confident
  - Not at all confident
41. Have you participated in community service or volunteer work since graduating from IUPUI?

- Yes, community service or volunteer work through my company
- Yes, community service or volunteer work on my own
- No

42. If you could start over again, would you go to IUPUI?

- Definitely no
- Probably no
- Probably yes
- Definitely yes

43. Would you recommend IUPUI to a potential student?

- Definitely no
- Probably no
- Probably yes
- Definitely yes

44. From the perspective you have gained since graduation, what has been the greatest value of earning your degree at IUPUI? [Text box, open response]

45. How could your experience at IUPUI have been improved? [Text box, open response]

On thank you page: Are you willing to be interviewed regarding your experience at IUPUI? If so, please provide your name and contact information (email)

## Appendix B

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*Start Recording & state out loud the following items.*

Today's Date: \_\_\_\_\_

Participant ID #: \_\_\_\_\_

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## SEMI-STRUCTURED INTERVIEW PROTOCOL

### BRIEF OVERVIEW.

IUPUI is grateful that you took the time to complete the alumni survey and were willing to be interviewed so that we could learn more about what it is that we do well in addition to areas for improvement. We are particularly interested in experiences that you feel prepared you for your profession as well as how you see your role in society. We will use your feedback to enhance learning opportunities for students as well as support and recognize faculty and staff who make lasting impacts on graduates.

### Semi-structured interview questions (For all)

1. Tell me a little bit about yourself- How did you end up at IUPUI? Your major/area(s) of interest? What have you been up to since graduating?
2. Tell me a little about your passions and interests (e.g., social or political issues). Why are they of such great interest?
  - a. Did your experiences while at IUPUI help you explore your passions or interests?
  - b. Did these interests have any influence on your career choices/profession? If yes, in what ways?
3. Do you feel you contribute to the greater good of society/make a difference in the world (e.g., staying abreast of social issues, voting, advocacy, volunteering your time, donating to causes)?
  - a. If so, in what way?
  - b. Who or what has influenced your decisions to take actions, or not take actions, in this way (e.g., mentor, church/organization you are affiliated with)?

### If they said IUPUI prepared them VERY WELL:

In the alumni survey, you said that "IUPUI prepared you very well for things like [see alumni's survey responses to include specific item(s)]." Can you recall a project, a program, an experience, or a faculty or staff member who had the greatest influence over your preparedness?

### If they identify an experience:

- c. Can you tell me a little more about that experience (e.g., what did you do? Who did you work with? How did it challenge your thinking?)?

### If they identify a faculty/staff member:

- d. What did that faculty/staff member do that influenced your growth? What made them unique?

### If they said IUPUI did NOT prepare them:

4. The alumni survey asked you if IUPUI prepared you with a variety of skills and you indicated “not at all” on **[see alumni’s survey responses to include specific item(s)]**. What could IUPUI do differently to create meaningful learning experiences for students? Were there experiences that you wanted to do, but couldn’t? What prevented you (e.g., time, costs)? Do you have any recommendations for IUPUI to ensure everyone is able to participate in these experiences?

**For ALL:**

Is there anything else you want to tell me? Anything that you think IUPUI should know about your experiences?

Again, thank you for participating! Your feedback is extremely helpful as IUPUI continues to think about or re-imagine how we design engaged learning experiences for students.