

Achieving the Dream

# Data and Analytics Summit

#ATDDDataSummit #ATDAnalytics

# Measuring What Matters: Examining the Success of Associate Degree Holders in Work and Life

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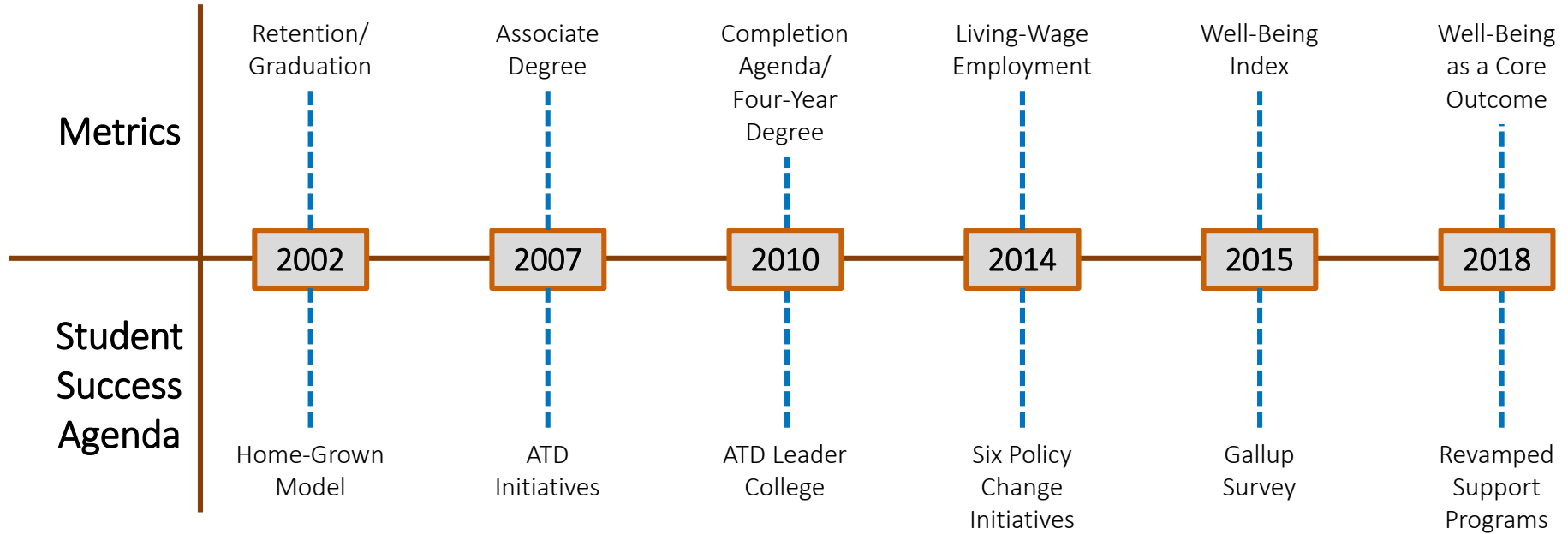


# Gallup Study of ATD College Graduates

- In 2015, Gallup conducted a survey of 15 ATD college graduates from five states who graduated between 2000 and 2015.
- The purpose of the study was to measure the extent to which graduates have “great jobs” through successful and engaging careers and lead “great lives” by thriving in their overall well-being.
- Gallup compared the survey results of ATD college graduates to a national survey of all community college graduates.



# NOVA's Measurement Beyond Completion: Employment and Well-Being



# The Gallup Well-Being Index

Well-being is predictive  
of academic success and  
engagement.

When individuals focus  
on improving well-being,  
they are resilient,  
adaptable, manage  
stress better, and engage  
in civic activities.



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## Purpose Well-Being

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

# Well-Being of NOVA Alumni

Graduates were rated as thriving, struggling, or suffering on a variety of measures of personal fulfillment and success, which were used to assess overall well-being.

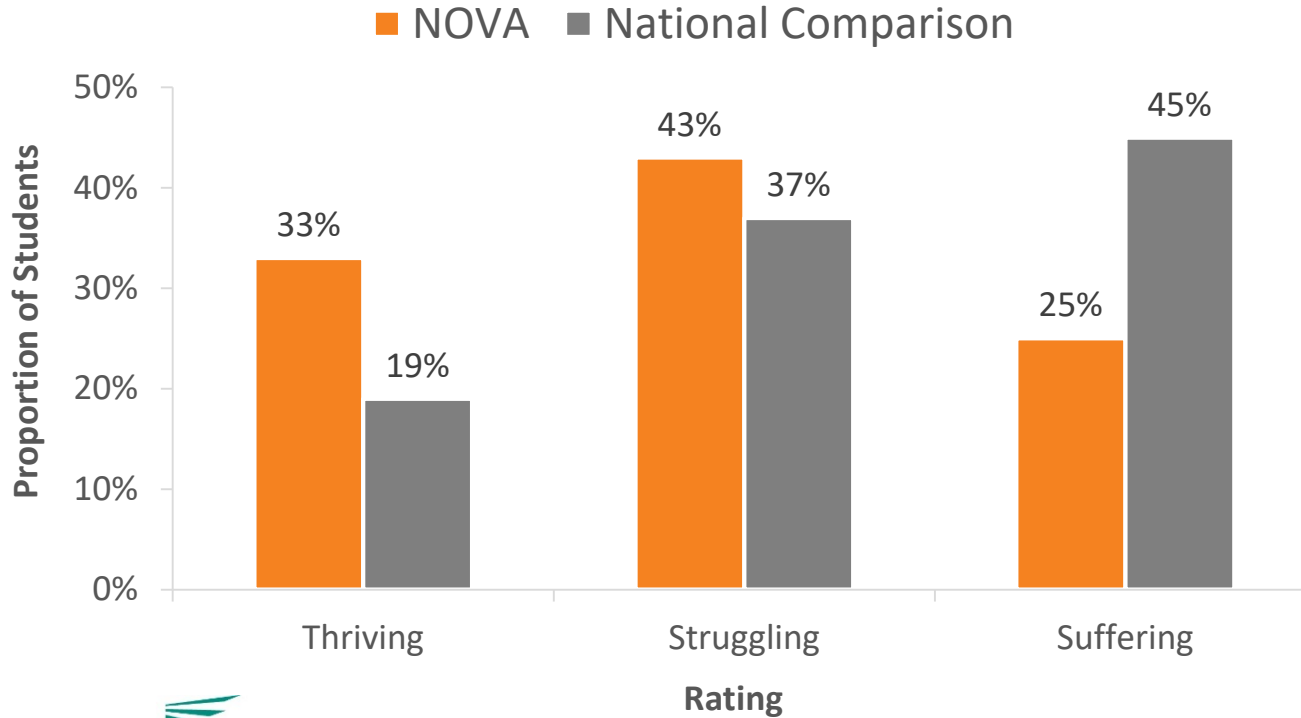
-  *Thriving: Well-being is strong, consistent, and progressing*
-  *Struggling: Well-being is moderate or inconsistent*
-  *Suffering: Well-being is at high risk*

# Great Lives



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## NOVA Alumni were *Financially Thriving* at a Higher Rate



## Financial Well-Being

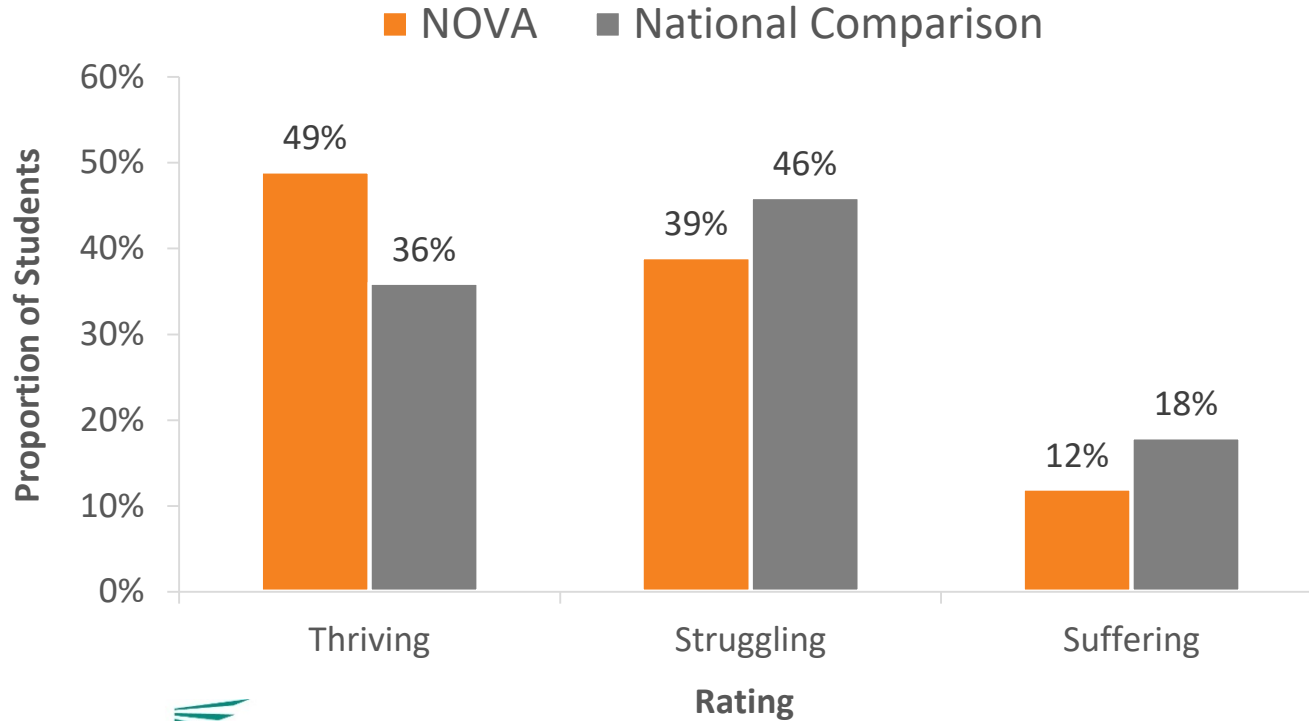
NOVA Alumni were *Financially Thriving* at a rate **14 percentage points higher** than the national comparison group:

33 versus 19 percent, respectively.





## NOVA Alumni were *Socially Thriving* at a Higher Rate



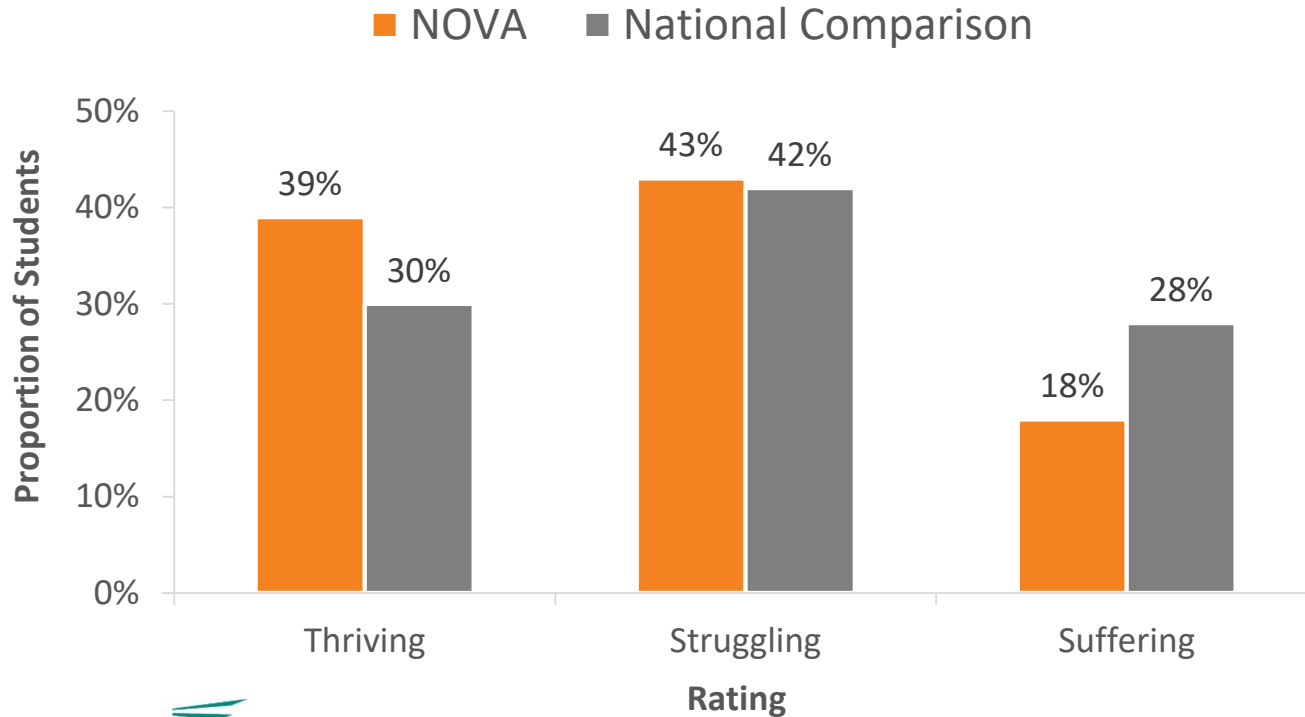
## Social Well-Being

NOVA Alumni were *Socially Thriving* at a rate **13 percentage points higher** than the national comparison group:

49 versus 36 percent, respectively.



## NOVA Alumni were *Thriving in Their Communities* at a Higher Rate



## Community Well-Being

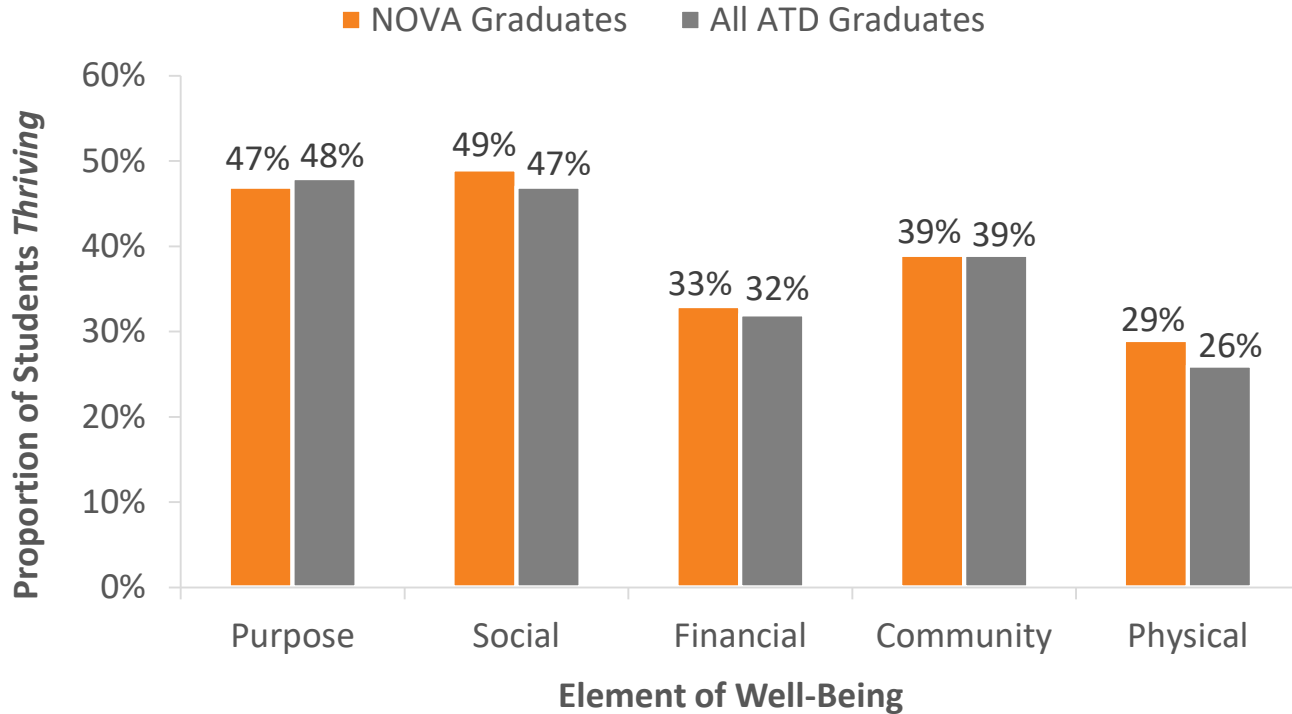
NOVA Alumni were *Thriving in Their Communities* at a rate **9 percentage points higher** than the national comparison group:

39 versus 30 percent, respectively.



# Elements of Well-Being: NOVA Graduates

Thriving Students



NOVA Alumni were *Thriving* in each element of well-being at a similar or higher rate than peer institutions.



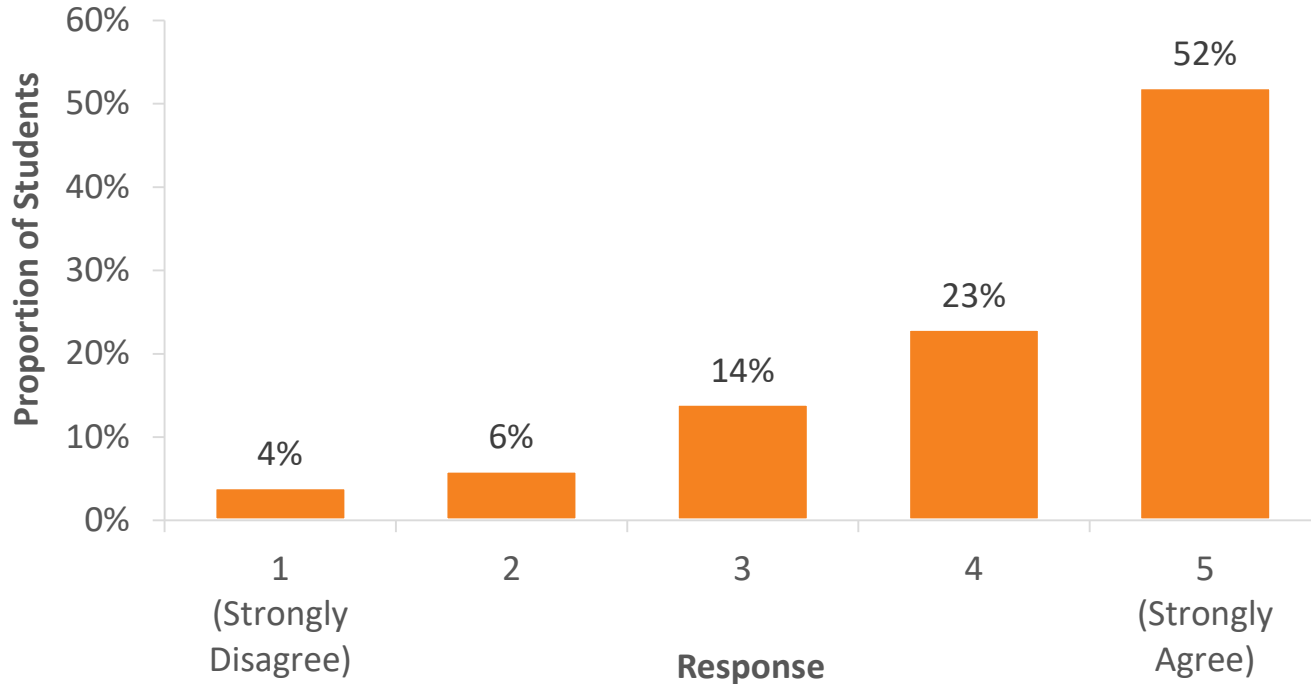
# Great Jobs



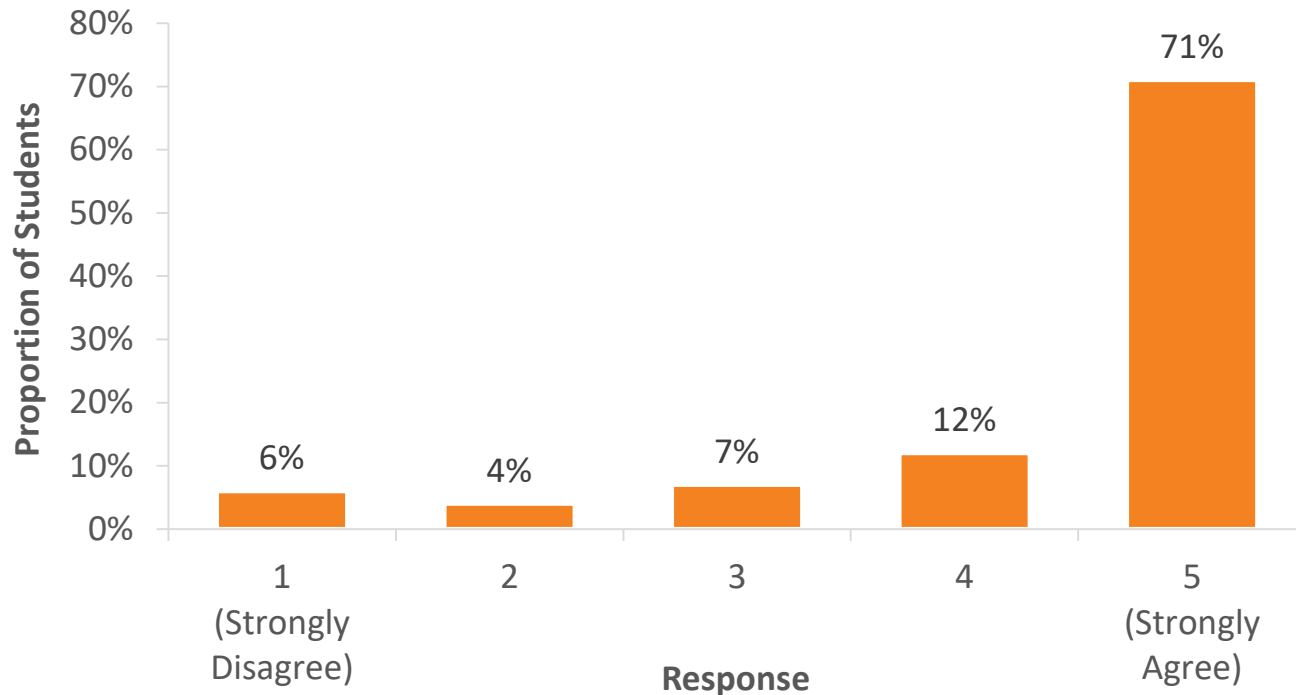
# Most NOVA Alumni *Agreed* That Their NOVA Degree Was Essential to Achieving Their Career Goals

## Career Impact

75 percent of NOVA Alumni *agreed or strongly agreed* that their NOVA education was essential to achieving their career goals.



## Most NOVA Alumni *Agreed* That They Needed to Obtain a Higher Degree to Advance in Their Career



### Career Impact: Transfer

**83 percent** of NOVA Alumni *agreed or strongly agreed* that they needed to obtain a higher degree in order to advance in their career.

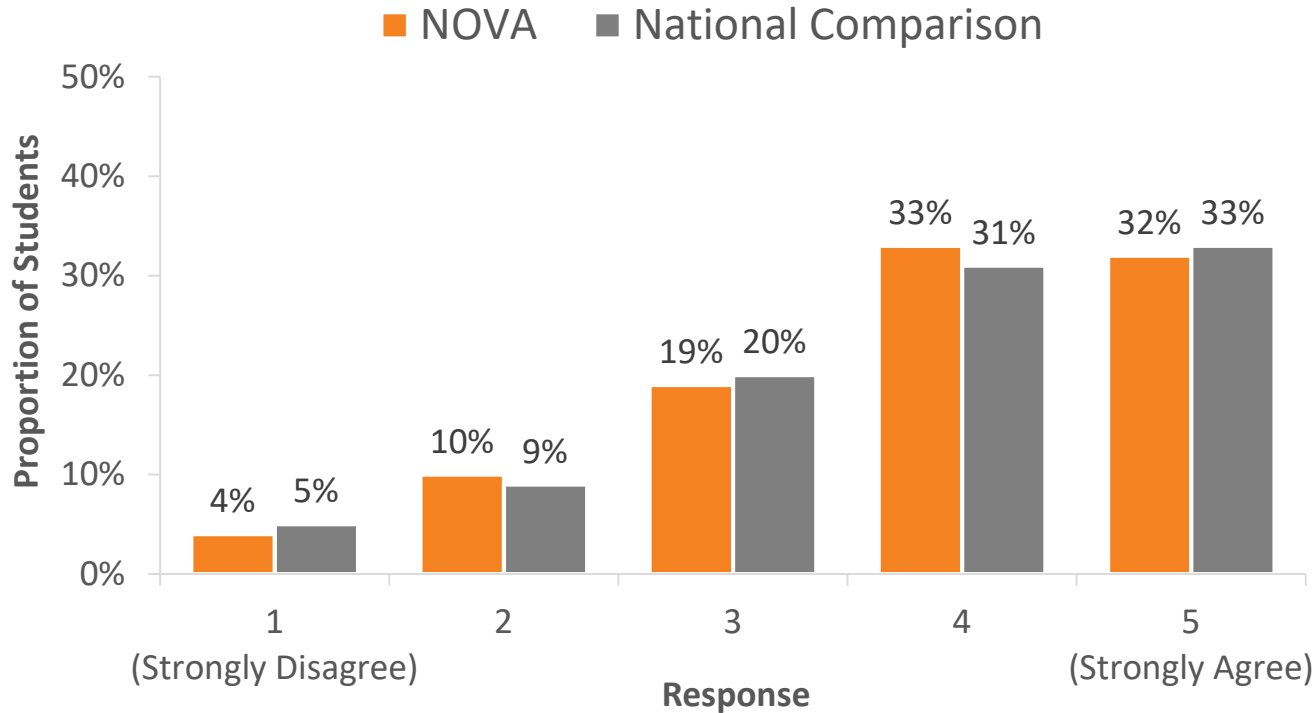


# Great Experiences



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# NOVA Alumni Were More Likely to *Agree* That Their Instructors Cared About Them as a Person



## Support from Faculty

NOVA Alumni *agreed or strongly agreed* that their instructors had cared about them as a person at a rate **1 percentage points higher** than the national group:

65 versus 64 percent, respectively.



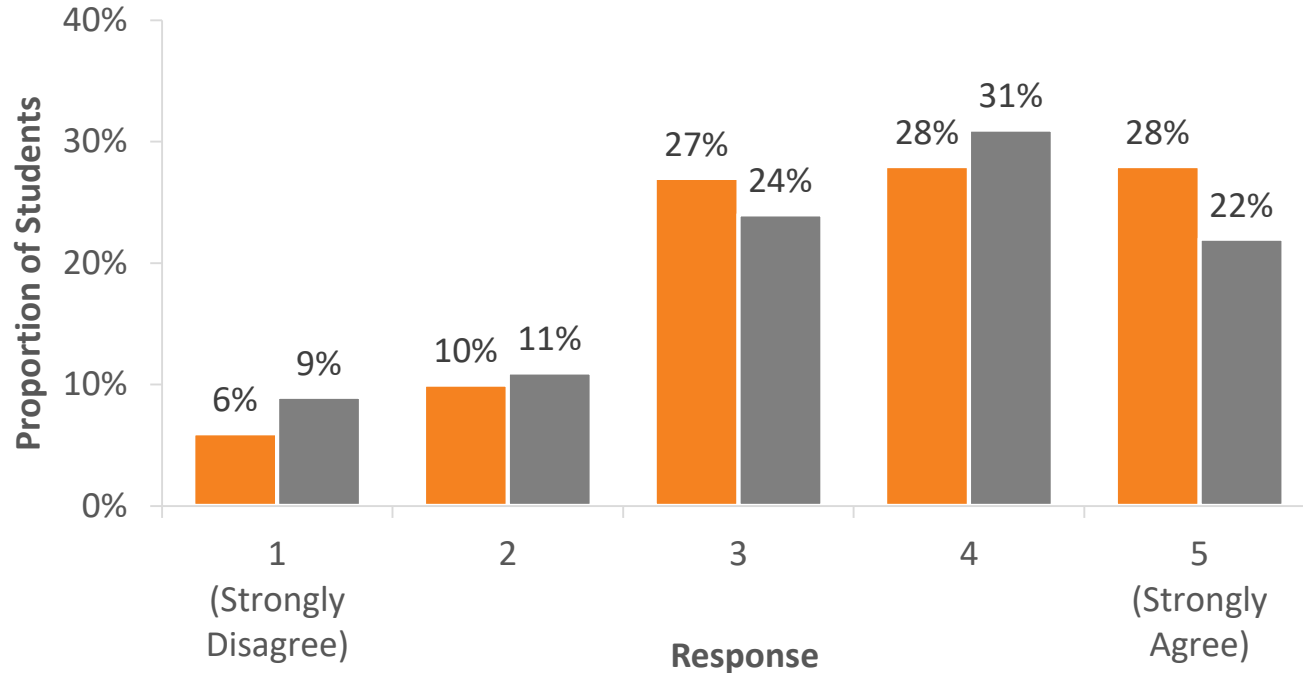


# Great Advocates



# NOVA Alumni Were More Likely to *Agree* That Their Education Prepared Them for Life Outside College

■ NOVA ■ National Comparison



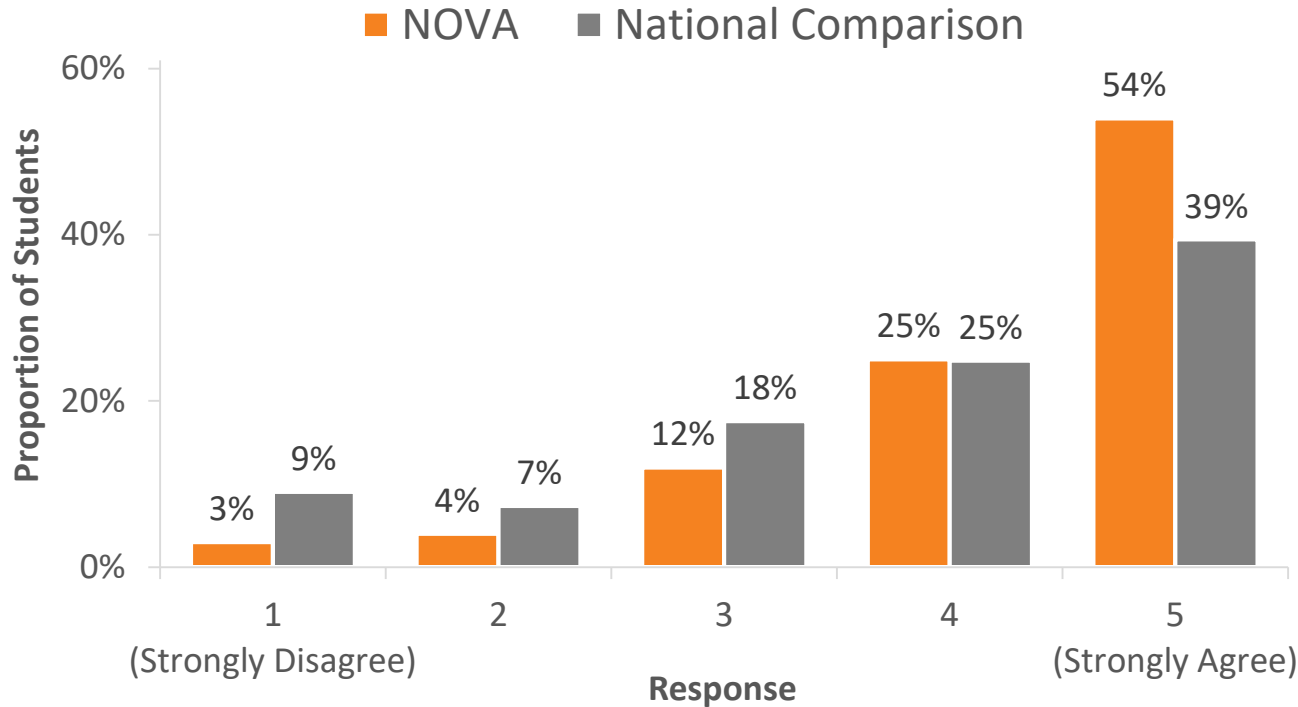
## Life Preparation

NOVA Alumni *agreed or strongly agreed* that their NOVA education prepared them for life outside of college at a rate **3 percentage points higher** than the national group:

56 versus 53 percent, respectively.



# NOVA Alumni Were More Likely to Agree That Their Education Was Worth the Cost



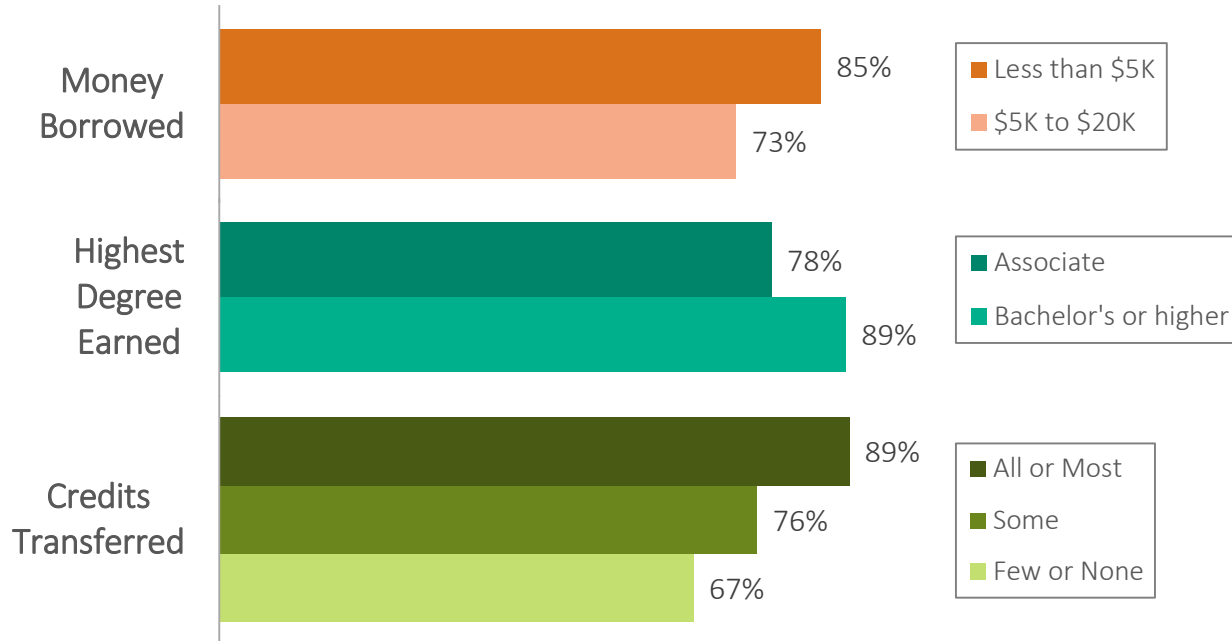
## Cost of Education

NOVA Alumni *agreed or strongly agreed* that their NOVA education was worth the cost at a rate **15 percentage points higher** than the national group:

79 versus 64 percent, respectively.



# NOVA Alumni Who *Agreed* Their NOVA Education Was Worth the Cost



## Cost of Education

NOVA Alumni who *agreed or strongly agreed* that their NOVA degree had been worth the cost:

- ✓ Borrowed Less Money
- ✓ Transferred More Credits
- ✓ Earned a Higher Degree

# What Did NOVA Learn from the Survey?

As compared to the national comparison group:

- NOVA Alumni were Thriving in each element of well-being at a similar or higher rate.
- NOVA alumni were far more likely to strongly agree that their education had been worth the cost.
- NOVA alumni were about as likely to strongly agree they received support from faculty.



# Well-Being as a Core Outcome

**Supplements Traditional Metrics with Measures  
of Long-Term Outcomes and Provides a Holistic  
Measure of Graduates' Lives**



# Success of Graduates in Work and Life

- **Workplace Engagement:** Engaged employees are strongly connected to their organization, enjoy their work, and become an integral part of a “team.”
- **Collegiate Experience:** It is not the type of institution but how a student experiences college that is more important in determining whether a student has a fulfilling career and life.



# Why Should Well-Being Be a Core Outcome?

- Earning a degree is just one opportunity a student has while enrolled in college
- College is also a time in which students can develop other aspects: leading a balanced life, integrating well into social groups, building leadership skills, forming relationships, and enduring in life
- By supporting students in these endeavors, colleges can help students to build and maintain a positive sense of well-being and succeed in life **beyond earning a degree**





# How Can Colleges Promote Well-Being?

- Be intentional and create opportunities where students are “nudged” to get involved in greater issues in life
- Encourage students to participate in the campus and local community through clubs, organizations, and/or community service
- Help students to find a “purpose” -- long-term educational and career goals beyond graduation



# The Benefits of Thriving

When students develop high levels of engagement, fulfillment, and happiness, they are more likely to succeed in college and in their lives after graduation.

## Short-Term Benefits

- ✓ Success in courses
- ✓ Retention
- ✓ Graduation

## Long-Term Benefits

- ✓ Workforce productivity
- ✓ Community engagement
- ✓ Healthy lifestyle habits



# Programs and Initiatives at NOVA

- NOVA offers a wide range of programs and initiatives that can help support students as they develop and maintain a **positive sense of well-being**.
- For example:
  - Pathway to the Baccalaureate
  - Adult Career Pathways
  - Holistic Advising Model
  - Financial Stability Program
  - Clubs and Organizations



# Getting Involved on Campus: NOVA Experience

NOVA encourages students to participate in student clubs and organizations, volunteer opportunities, and intramural sports, which can have a tremendous impact on well-being. There are a wide range of activities available to students at NOVA, including:

## STUDENT CLUBS & ORGANIZATIONS

- Astronomy Club
- Art Club
- Meditation Club
- Model UN
- Psychology Club
- STEM Club
- Student Government Association (SGA)
- Theater Club

## VOLUNTEER OPPORTUNITIES

- Adopt-a-Block
- Blood donation drives
- Canned food drives
- Hearts and Hammers
- Nursing home visits
- Relay for Life

## INTRAMURAL SPORTS

- Basketball
- Bowling
- Capture the Flag
- Cornhole
- Flag football
- Kickball
- Ping Pong
- Soccer
- Wiffleball



# Participation in Recreational Activities at NOVA

In Fall 2017, over 500 members of the NOVA community—including students, faculty, and staff—participated in campus recreational activities, such as intramurals or wellness activities.

## CAMPUS RECREATION PARTICIPANTS



**2015**



**2016**



**2017**

# Conclusion

- NOVA is happy to see that students were doing better than the national comparison group on each of the five well-being elements
- The outcomes of this survey have added valuable information to the College's view of student success
  - Alumni value their NOVA education, agree that it's worth the cost, have goals that go beyond a two-year degree, and feel NOVA prepared them for life after college
- With the valuable data gathered through this survey, NOVA will continue to refine and improve its student success outcomes



# Questions?

Contact: [ggabriel@nvcc.edu](mailto:ggabriel@nvcc.edu)

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