Survey of the Alumni of College Unbound

This survey was launched on August 25, 2020, and it closed on August 31, 2020. The Provost invited all 30 of the college’s graduates to complete the survey. Twenty-seven did so, for an impressive 90% response rate. It is worth noting that this survey took place in the context of a global pandemic and significant economic and social disruption.

Respondents

The majority of respondents began in CU’s inaugural class of Spring 2016 with 93% of the graduates from that class responding to the survey. In addition, respondents included 100% of the three graduates who started in Fall 2017 and at least 71% of the graduates who started in Spring 2017, 67% of those who started in Fall 2019, and 50% of the graduates who started in Fall 2018.

Over half, 52%, of respondents have been graduates for a year or more while 33% graduated the same weekend as this survey was distributed.

Respondents could choose more than one racial and ethnic category. 34% identified as white, 28% as African American/Black, 21% as Hispanic, 7% as Asian/Pacific Islander, and 3% each Latinx and Native American/Alaskan Native. 70% identified as female, and 30% as male.
Projects

89% have continued to work on their College Unbound projects after graduation.

93% indicated that their project has had a demonstrable impact on their life, workplace, organization, community or others beyond CU. When asked what demonstrates this impact, graduates responded as follows:

- I have received recognition for my work on my project.
- I have received recognition at work for my advocacy and active support of my students and families.
- My project validated the importance of having a resource team and I was able to secure an AmeriCorps member. It was so successful that I will receive 2 AmeriCorps members this term. SDOH became the focus and healthcare entities are required to address SDOH and 211’s database became the focus. This allowed for pilot data projects and I received 3 rounds of validators to assist with the database to ensure it was efficient and effective.
- Many people that I helped filed for immigration either got their work authorization, social security card, green card, or citizenship.
- I would like to believe so, my work with CU has made its ripple effect to what I am currently doing.
- yes
- It has carried on to my master’s program
- Still working on it
- In 9/2019 our team traveled to Ghana and provided care for persons suffering from Diabetes.
- Work efficiency
- I have continued to help community members with applying for immigration status adjustments, I have started a business that is women owned and operated hiring only women from the community particularly single mothers, and I am studying for the LSAT exam in November.
- Yes, I have been placed in a leadership role to model my project at my church.
- Impact is both qualitative & quantitative for my project. In the more recent day, impact is demonstrated by the inquiry & and request from parents to join the program.
- Yes
- I have received recognition for my project by my colleagues.
- I am evaluated once a year and usually get awesome reviews on my work with adult aged and ESL students.
- Not yet
- I have 2 major projects and one I obtained licensing for LCDP and continue to work with research via the CAB for opioid addiction. I also have been developing a program with DLT funding for people with IDD who direct their own funding.
- There have been process and content changes perpetuated by my project.
• recognition and the passion to continue the work grows
• Just by the people that I’ve helped. Still working with my mentor to achieve my goals.
• My growth as an artist and the way the credentials I built as a student have propped me in my career
• my place of work has adopted it into one of their grant programs.
• I was able to work in the field after I had gained the experience through my project at CU

Continuing Education

Five or 19% indicated that they had been accepted into a graduate certificate or degree program. Of these five, one completed a graduate program in Organizational Leadership and Change.

Professional, Social, and Personal Outcomes

The survey asked alumni to respond to 30 outcomes statements, 10 each for professional, social, and personal outcomes. Alumni were first asked to indicate on a 5-point Likert scale the extent to which they agree or disagree that each outcome has occurred since earning their bachelor’s degree. For each outcome with which they strongly or somewhat agreed, respondents were asked to choose those that they directly attributed to their experience at College Unbound rather than to the simple fact of having earned a bachelor’s degree.

The tables below show the results of questions about these outcomes as well as the percentage of alumni who attributed them directly to the College Unbound program. The results are ordered from those with the highest to the lowest “strongly agree” responses. When “strongly agree” responses were the same, then the highest response in the next column was used to determine ordering. Those responses for which over 50% of respondents selected “strongly agree” are highlighted in gray. The final green column indicates the percentage of respondents who, having chosen “strongly agree” or “somewhat agree,” attributed the outcome to the College Unbound program.

<table>
<thead>
<tr>
<th>Professional Outcomes</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>Attribute to program</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am more marketable.</td>
<td>74%</td>
<td>22%</td>
<td>0%</td>
<td>0%</td>
<td>4%</td>
<td>77%</td>
</tr>
<tr>
<td>I am more likely to put myself forward at work.</td>
<td>67%</td>
<td>26%</td>
<td>4%</td>
<td>4%</td>
<td>0%</td>
<td>65%</td>
</tr>
<tr>
<td>I have assumed a leadership role at work.</td>
<td>59%</td>
<td>26%</td>
<td>11%</td>
<td>4%</td>
<td>0%</td>
<td>46%</td>
</tr>
<tr>
<td>I drive change in my organization.</td>
<td>56%</td>
<td>37%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>69%</td>
</tr>
<tr>
<td>I have done more satisfying work.</td>
<td>56%</td>
<td>30%</td>
<td>7%</td>
<td>4%</td>
<td>4%</td>
<td>77%</td>
</tr>
<tr>
<td>I have advanced professionally.</td>
<td>33%</td>
<td>41%</td>
<td>15%</td>
<td>4%</td>
<td>7%</td>
<td>42%</td>
</tr>
<tr>
<td>My employment has become more secure.</td>
<td>33%</td>
<td>33%</td>
<td>26%</td>
<td>4%</td>
<td>4%</td>
<td>35%</td>
</tr>
<tr>
<td>My income has increased.</td>
<td>22%</td>
<td>30%</td>
<td>26%</td>
<td>11%</td>
<td>11%</td>
<td>27%</td>
</tr>
<tr>
<td>I am more financially secure.</td>
<td>22%</td>
<td>26%</td>
<td>37%</td>
<td>4%</td>
<td>11%</td>
<td>27%</td>
</tr>
<tr>
<td>I have earned promotions.</td>
<td>19%</td>
<td>30%</td>
<td>37%</td>
<td>7%</td>
<td>7%</td>
<td>15%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Community Impact Outcomes</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>Attributed to program</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am more likely to advocate for others.</td>
<td>81%</td>
<td>15%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>77%</td>
</tr>
<tr>
<td>I am a role model.</td>
<td>70%</td>
<td>19%</td>
<td>11%</td>
<td>0%</td>
<td>0%</td>
<td>73%</td>
</tr>
<tr>
<td>I have influenced friends or family members to return to or stay in school.</td>
<td>67%</td>
<td>22%</td>
<td>7%</td>
<td>4%</td>
<td>0%</td>
<td>73%</td>
</tr>
<tr>
<td>I am more likely to put myself forward in my activities outside of work.</td>
<td>63%</td>
<td>22%</td>
<td>15%</td>
<td>0%</td>
<td>0%</td>
<td>54%</td>
</tr>
<tr>
<td>I am more likely to vote.</td>
<td>59%</td>
<td>0%</td>
<td>37%</td>
<td>0%</td>
<td>4%</td>
<td>31%</td>
</tr>
<tr>
<td>I have assumed a leadership role among my friends and family.</td>
<td>52%</td>
<td>41%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>50%</td>
</tr>
<tr>
<td>I mentor others.</td>
<td>48%</td>
<td>33%</td>
<td>19%</td>
<td>0%</td>
<td>0%</td>
<td>77%</td>
</tr>
<tr>
<td>I am more likely to volunteer.</td>
<td>44%</td>
<td>30%</td>
<td>26%</td>
<td>0%</td>
<td>0%</td>
<td>42%</td>
</tr>
<tr>
<td>I have increased my civic engagement.</td>
<td>41%</td>
<td>48%</td>
<td>11%</td>
<td>0%</td>
<td>0%</td>
<td>42%</td>
</tr>
<tr>
<td>I have assumed a leadership role in my community.</td>
<td>26%</td>
<td>52%</td>
<td>19%</td>
<td>4%</td>
<td>0%</td>
<td>35%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Personal Development Outcomes</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>Attributed to program</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am more likely to advocate for myself.</td>
<td>85%</td>
<td>11%</td>
<td>0%</td>
<td>4%</td>
<td>0%</td>
<td>69%</td>
</tr>
<tr>
<td>I have greater belief in my potential.</td>
<td>81%</td>
<td>15%</td>
<td>0%</td>
<td>4%</td>
<td>0%</td>
<td>81%</td>
</tr>
<tr>
<td>I have a better sense of who I am.</td>
<td>81%</td>
<td>11%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>73%</td>
</tr>
<tr>
<td>I have more confidence in my ability to accomplish goals.</td>
<td>78%</td>
<td>19%</td>
<td>0%</td>
<td>0%</td>
<td>4%</td>
<td>77%</td>
</tr>
<tr>
<td>I am proud of myself.</td>
<td>78%</td>
<td>19%</td>
<td>0%</td>
<td>0%</td>
<td>4%</td>
<td>73%</td>
</tr>
<tr>
<td>I am more likely to seek out challenges.</td>
<td>74%</td>
<td>22%</td>
<td>0%</td>
<td>4%</td>
<td>0%</td>
<td>62%</td>
</tr>
<tr>
<td>I am more self-directing. Self-directing means that you identify what you want to learn, set goals for your learning, find and use learning resources, and evaluate progress toward your learning goal.</td>
<td>74%</td>
<td>22%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>62%</td>
</tr>
<tr>
<td>I ask more questions.</td>
<td>70%</td>
<td>19%</td>
<td>4%</td>
<td>7%</td>
<td>0%</td>
<td>54%</td>
</tr>
</tbody>
</table>
I am more self-actualized. To be self-actualized means to fulfill one's potential.  

<table>
<thead>
<tr>
<th>Statement</th>
<th>63%</th>
<th>30%</th>
<th>0%</th>
<th>0%</th>
<th>7%</th>
<th>77%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I formed friendships with classmates that have endured beyond graduation.</td>
<td>59%</td>
<td>37%</td>
<td>0%</td>
<td>0%</td>
<td>4%</td>
<td>65%</td>
</tr>
</tbody>
</table>

The chart on the next page shows the number of respondents who somewhat or strongly agreed with each outcome and indicates those who attributed the outcome directly to the College Unbound program. Professional outcomes are in green, personal in blue, and social in gray with the darker shade indicating those who affirmed the post-degree outcome and the lighter indicating those who also attributed it to the College Unbound program. The statements are ordered from those with the most to those with the least responses.

In general, personal outcomes were the most likely to be affirmed and professional outcomes the least likely. Half or more of respondents affirmed all of the outcomes except “I am more financially secure,” and “I have earned promotions.” The only outcomes that respondents attributed more to having a degree than to the CU program in particular were increased civic engagement, community leadership, and earning promotions.

**Likelihood of Completion**

74% of respondents reported that it was extremely or somewhat unlikely that they would have completed their degree if they had not gone to College Unbound.
I HAVE GREATER BELIEF IN MY POTENTIAL. 5
I AM MORE MARKETABLE. 6
I HAVE MORE CONFIDENCE IN MY ABILITY TO ACCOMPLISH GOALS. 6
I AM MORE LIKELY TO ADVOCATE FOR OTHERS. 6
I AM PROUD OF MYSELF. 7
I AM MORE LIKELY TO ADVOCATE FOR MYSELF. 8
I FORMED FRIENDSHIPS WITH CLASSMATES THAT HAVE ENDURED BEYOND GRADUATION. 9
I AM MORE SELF-DIRECTING. 10
I AM MORE LIKELY TO SEEK OUT CHALLENGES. 10
I AM MORE SELF-ACTUALIZED. 5
I HAVE A BETTER SENSE OF WHO I AM. 6
I DRIVE CHANGE IN MY ORGANIZATION. 7
I AM MORE LIKELY TO PUT MYSELF FORWARD AT WORK. 8
I HAVE ASSUMED A LEADERSHIP ROLE AMONG MY FRIENDS AND FAMILY. 12
I AM A ROLE MODEL. 5
I HAVE INFLUENCED FRIENDS OR FAMILY MEMBERS TO RETURN TO OR STAY IN SCHOOL. 5
I ASK MORE QUESTIONS. 10
I HAVE INCREASED MY CIVIC ENGAGEMENT. 13
I HAVE DONE MORE SATISFYING WORK. 3
I AM MORE LIKELY TO PUT MYSELF FORWARD IN MY ACTIVITIES OUTSIDE OF WORK. 9
I HAVE ASSUMED A LEADERSHIP ROLE AT WORK. 11
I MENTOR OTHERS. 2
I HAVE ASSUMED A LEADERSHIP ROLE IN MY COMMUNITY. 12
I HAVE ADVANCED PROFESSIONALLY. 9
I AM MORE LIKELY TO VOLUNTEER. 9
MY EMPLOYMENT HAS BECOME MORE SECURE. 9
I AM MORE LIKELY TO VOTE. 8
MY INCOME HAS INCREASED. 7
I AM MORE FINANCIALLY SECURE. 6
I HAVE EARNED PROMOTIONS. 9

NUMBER OF RESPONDENTS (N=26) WHO SOMEWHAT OR STRONGLY AGREE
Transformation

100% of respondents indicated that their experience at College Unbound changed how they understand the world around them. 86% of respondents indicated that they experienced more than moderate change.

When asked to provide one example of how their experience at College Unbound changed their understanding of the world, alumni offered the following responses:

- College Unbound taught me that I can change the world and that a simple idea can be a movement that can change multiple lives.
- I was constantly reminded that in the midst of everything going on in our community and nation, that my involvement can and will make a difference if I choose to participate, step up, speak up and do my part.
- CU has made me more sure of who I am and all the learning gave me more clarity.
- Learning to listen to others instead of talking gives me the opportunity to get to know people around me better.
- It allowed me to keep an open mind and heart as a life-long learner and to go after my heart/mind desires.
- I have a greater understanding of the process and development of a non-profit. the legalities around its implementation, and its responsibilities around funding.
- Unlearn behaviors that held me back as a woman and as a professional.
- Feel more comfortable on my own skin and understand others who are not open minded.
- When I create a project and set goals for the project, I now understand how important it is to create a feedback loop that gives you information about how we are doing and if we are creating a service that our population actually wants.
- College Unbound helped open my eyes on the social issues including in the workplace which helped me realize my self worth and true potential.
- CU helped me with vulnerability and inclusion. It helped me to see difference in cultures with humbleness. It dismantled the stereotype and discrimination I once held inside of me.
- I have learned to stand up for what I believe in, and how to turn tragedy to triumph by embracing my failures and negative experiences and using them as fuel to push forward.
and break mental chains and barriers that have kept me subdued for so long. I found a newfound love and respect for leadership, and the impact that we have as individuals with unique identities and purposes. I have learned how to navigate the intersectional spaces between identity, community and careers with confidence, by gaining a wealth of knowledge through CUs student centered academia. Self-discovery is the icing on top of a BA.

- We are more alike than different in terms of cultural or nationality.
- CU has helped me to understand that my personal growth is just as valuable as my professional growth for effectively impacting the world. Particularly my willingness to sit and work through my vulnerability so that I can further help others. I've grown, at CU, that it is vital to engage in certain conversation and press into the difficult conversation to encourage a shift in thinking and behaving. We often have challenges between persons because we all have a history we have not dealt with and it then manifests in a myriad of ways... Causing friction. The big 10 are competencies that I believe I practiced before (for the most part) but I believe more so now.
- I learned a great deal more about the history and life challenges of immigrants.
- I completed something which is reflected onto others
- I understand how, as much as people are the same, we are also very different. We all learn differently, and CU understands that. There are more ways than one to get something done. Critical thinking and creativity are important skills to possess.
- There are people who are in the world who want others to do better for them selves
- College Unbound helped me to appreciate the potential of not only myself but of each and every individual in the community. Now when I collaborate with other people on a project at work or in the community, I am able to better synthesize our combined knowledge and help facilitate a better outcome
- I've become much more open minded to others’ perspectives and have a deeper understanding of the value of diversity in all areas of life.
- It deepened my understanding of collaboration and leadership and how to leverage both.
- I needed the validation of college to help me understand how much I knew and had learned on my own.
- When I began to understand how interdependent the Cohort was and its importance in helping shape my education and personal growth.
- Getting to work as a mentor for inner-city youth
- Racial inequity
- The amount of critical theory content and history shaped how I understand my own positionality in the world, and also helped me frame and honor my priorities.

**Additional Comments**

Respondents were also asked for any additional comments or clarifications. Here are their comments:
• I would be always grateful to College Unbound for this opportunity and for changing my life.
• This has been such a life changing experience and to be able to earn this during a pandemic just makes it that more special. I want to thank the CU family for all of their support and making this graduation possible so each graduate can experience the moment.
• CU was a life changing experience and I am forever grateful.
• This type of learning is the future of education.
• CU gives you power and authority over living in fear.
• Go CU!!
• When I responded neutral it is because I’ve always believed in volunteerism as a form of servanthood & servant leadership; we cannot lead if we have not first served or supported.
• Please keep in mind when reviewing my answers, I just received my degree today so, many of the questions are referring to what has happened since receiving my degree.
• I wish my children and grandchildren had the opportunity to experience the unique, individualized "real-world" education that took me 62 years to discover. I wish the CU model was available much earlier in my life as I feel so much more equipped to be able to contribute to my community and beyond. Hopefully or other institutions continue to grow and provide the average person a real shot at an amazing life! It's never too late!!

- mnc 08.31.20