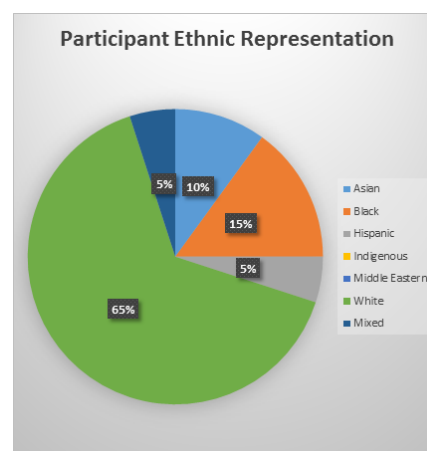
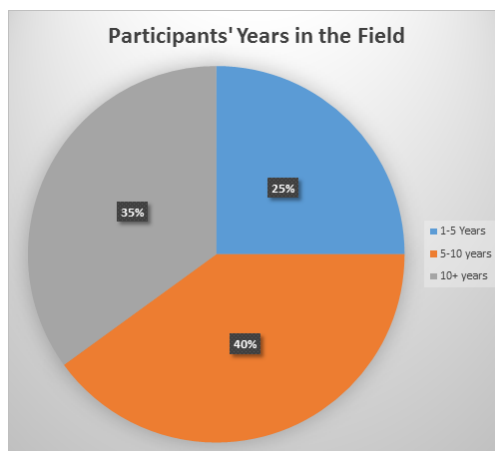
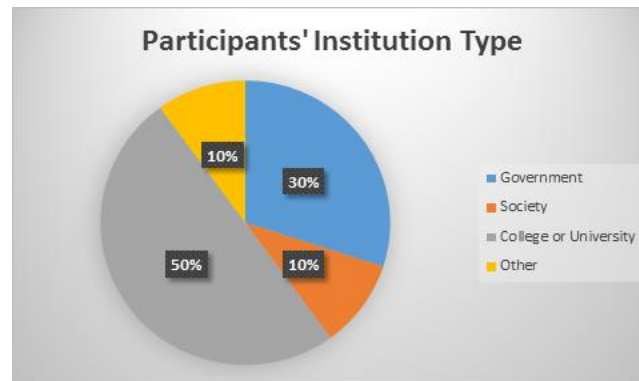


ALI@ Purdue 2019 Demographics, Evaluation Data, and Evidence of Growth

The ALI@Purdue 2019 cohort was diverse in a number of ways:



Participant feedback on the open-ended questions was overwhelmingly positive. Below are several exemplars of their perceptions of the usefulness and impact of the experience:

- The knowledge base of the participants and instructors was amazing!
- I hope to be able to apply the ideas of increasing my cultural competence, and also strategies related to strategic communication and advocacy. Otherwise, small tips picked up from my colleagues are going to benefit me as well.
- Learning from my peers and the advisory board members in the room was invaluable and absolutely the best part of ALI because it contained useful, applicable, real-world learning, not just basic abstracts.
- The ability to rely on my cohort colleagues will feature heavily in my professional life.
- The discussions about goal setting, strategic planning, and people management were the most helpful and I've been working to implement [them] back home.

The table below presents mean scores for each question on a five point likert scale, with 1 representing Extremely Satisfied, as well as the percentage of participants who indicated either Extreme Satisfaction or Satisfaction.

Theme	Curriculum Satisfaction Questions	Mean (5 pt scale, 1 high)	Percentage Extremely Satisfied or Satisfied
Strategic Planning and Communication	Relevance	1.2	100%
	Content Delivery	1.45	95%
	Overall	1.4	100%
Intercultural Competency and Diversity Awareness	Relevance	1.2	100%
	Content Delivery	1.75	85%
	Overall	1.5	100%
Advocacy	Relevance	1.05	100%
	Content Delivery	1.2	100%
	Overall	1.25	100%
Technology	Relevance	1.9	75%
	Content Delivery	2.1	80%
	Overall	1.9	80%
Leadership	Relevance	1.25	100%
	Content Delivery	1.4	95%
	Overall	1.35	100%

In contrast to the likert scales presented in the previous data sets, in the table below higher scores on a scale of 1 to 5 are more desirable (Strongly Agree is represented by a 5). In this pre-post test score change analysis, we see an overall trend of development, with group means increasing on each assessment and a matched pairs analysis demonstrating growth for most individual participants.

Assessment	Subscale	Pretest/Baseline Mean	Posttest Mean	Mean Difference	Number of Participants with Increased Scores
Self-Efficacy		4.17	4.46	0.29	14 of 20
Transformational Leadership	Visioning	4.01	4.69	0.68	20 of 20
	Persuasion	3.73	4.44	0.71	19 of 20
	Teamwork	4.28	4.79	0.51	15 of 20

Taken as a whole, the summative data makes a convincing case for the success of ALI@Purdue 2019. There are, of course, lessons to be learned and tweaks to be made for the upcoming 2020 institute. However, the participants clearly benefited from their involvement, both subjectively and objectively demonstrating the achievement of our stated learning outcomes.