



Alumni of the International Fellowships Program

Main Findings from the Survey 2011

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Alumni of the International Fellowships Program

The core objective of the International Fellowships Program (IFP) is to provide opportunities for post-graduate study to outstanding individuals from social groups and communities in IFP countries that traditionally lack access to higher education and to enable them to become social change leaders in their fields.

To evaluate the effects of the program it is not only important to analyze how the program supported the Fellows throughout their study program. It is also important to look at their careers and professional pathways after their Fellowship ended. The following different aspects of these later careers and professional pathways of the IFP Alumni will be considered:

- *How successful were the Alumni within their IFP-related post-graduate study? Did they earn their postgraduate degrees? Did they earn their degree within the period of the Fellowship?*
- *Did the Alumni return to their Home Country/Home Community after their Fellowships end?*
- *What are the characteristics of the careers and the professional pathways of Alumni? Do Fellowship and post-graduate experiences and outcomes lead IFP Alumni into successful professional careers as social justice leaders?*
- *Does the Fellowship have an impact on the social commitment of Alumni: Are they motivated and enabled to promote social justice in their home countries and communities?*
- *How do the Alumni evaluate the impact of the Fellowship experience?*

To answer these questions data from Alumni will be analyzed. These data were gathered in an Alumni survey which was conducted in January and February 2011. The survey targeted all Alumni who finished their Fellowship between 2003 and June 2010. In total, 2,565 questionnaires have been sent out; about 1,655 Alumni reacted to the questionnaire. From these responses about 1,457 Alumni gave full information, so that the survey has a net response rate of 57%. In the following data from these 1,457 Alumni will be included in the analysis.

Since the IFP began in 2001, it is important to analyze how the program has developed over time. For this purpose three different cohorts of Alumni have been distinguished by the year their Fellowship ended:

Cohort 'Early Alumni' – Fellowship ended before 2005: 280 Alumni

Cohort 'Intermediate Alumni' – Fellowship ended before 2008: 748 Alumni

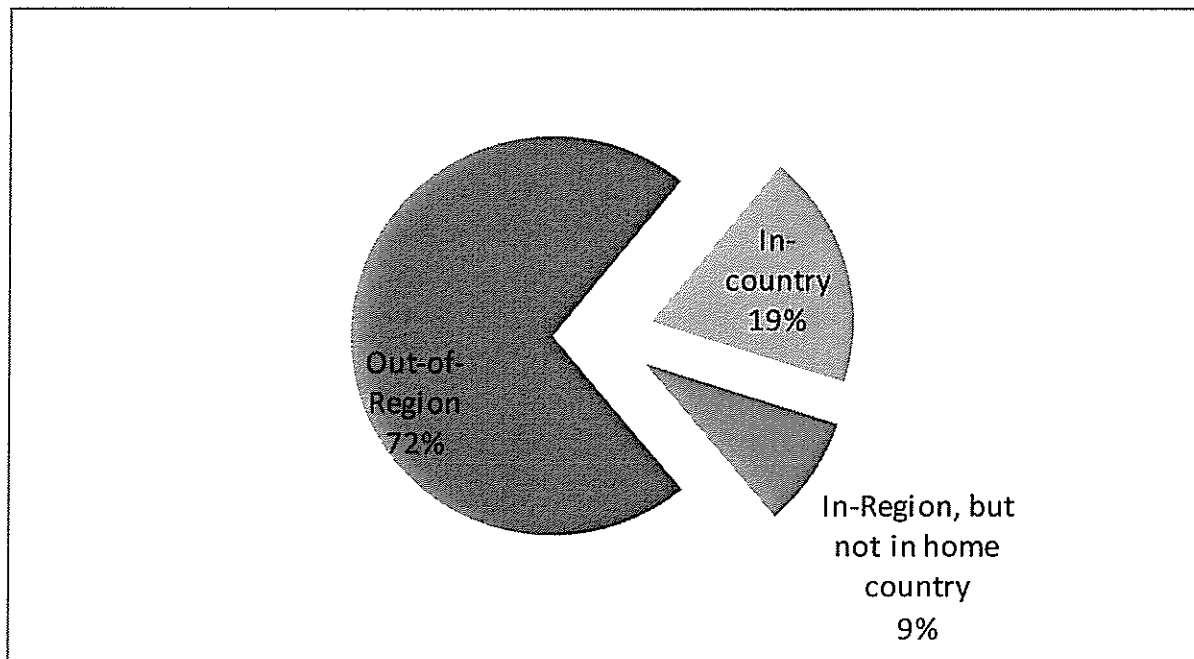
Cohort 'Recent Alumni' – Fellowship ended before/in 2010: 429 Alumni

For all of these cohorts we find that more than 50% of the Alumni responded to this survey. The response rate is highest for the Recent Alumni, from whom about 67%, and lowest for the Early Alumni from whom about 51% participated in the survey. From the intermediate Alumni about 54% responded.

Location of Study

IFP Fellows are free to choose a study program and a place of study. This means they can go abroad or remain in their Home country during their Fellowship. About 72% of the Alumni studied Out-of-Region i.e. they enrolled in a study program or host university which was not located in their home country or home region. Another 19% of the Alumni remained in their home country, while 9% studied in their home region, but not in their home country. Male and female Alumni do not differ in the location of their study. In total 70% of the females and 73% of the male Alumni studied out of region. This pattern also was similar for the different cohorts.

Figure 1: Location of Study, %



Nearly all Alumni (99%) who studied Out-of-region went to a high-income country, e.g. to the U.S., U.K., the Netherlands or Spain. In the following we will refer to Alumni who remained in their Home Country/Home Region as those who studied 'In-Region'. Alumni who studied outside of their home region are classified as having studied 'Out-of-Region'.

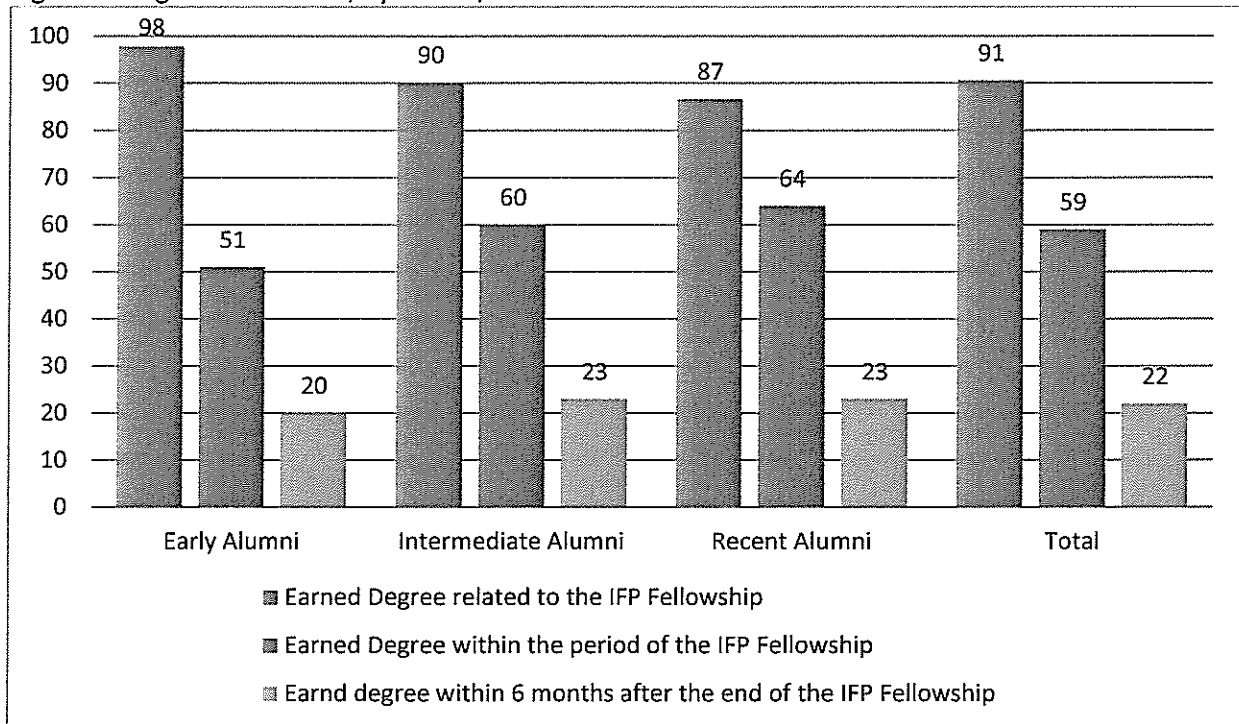
Completion of Study

An important indicator of the success of the IFP is the Fellows' completion rate. This is defined as successfully completing all academic requirements and earning the post-graduate degree in the program supported by the IFP Fellowship. The completion rate indicates the quality of the selection process and of the matching process between the profile of Fellows and the profile of host institutions/study programs. Timely completion of the study program is also an important indicator for the efficiency of the program. Our questions to investigate if the IFP achieved a match between Fellows and host institutions/study programs are the following:

- *How successful were the Alumni within their IFP-related post-graduate study? Did they earn their postgraduate degrees? Did they earn their degree within the period of the Fellowship?*

In total we find that a very high proportion (91%) of Alumni had completed their studies at the time of the survey; 59% completed their degrees within the Fellowship period; another 22 % completed their degree in the first six months after the end of the Fellowship. In total, about 81% from all Alumni had completed their degrees six months after the end of their IFP Fellowship. Comparing cohorts we find that the percentages of Alumni who had earned their degrees at the time of the survey was somewhat lower among the more recent cohort. However, nearly all Alumni who had not yet earned their degrees at the time of the survey were planning to finish their IFP-related post-graduate study programs in the near future. Only 1% of all Alumni have discontinued their studies.

Figure 2: Degree attainment, by cohort, %



Degree completion appears to be correlated with the location of study; Alumni who studied 'Out-of-Region' more often completed their degree than Alumni who studied 'In-Region'. Among Alumni who studied 'Out-of-Region', about 94% had earned the degree at the time of the survey, 64% within the Fellowship period. From Alumni who studied 'In-Region' about 82% had earned the degree at the time of the survey, 44% of them within the Fellowship period. For both groups we find lower percentages of Alumni who had earned the degree by the time of the survey and within the Fellowship period among more recent cohorts. 98% of the Early Alumni who studied 'Out-of-Region' reported that they had earned the degree (58% in time); among Recent Alumni who studied 'Out-of-Region' about 92% had earned the degree at the time of the survey (68% in time). Among Early Alumni who studied 'In-Region' about 99% had earned the degree (37% within the Fellowship period), but only 74% (50% in time) of the Recent Alumni studying 'In-Region' reported that they had earned degree at the time of the survey.

Another important determinant of the completion rate and timely completion is the type of degree pursued with the IFP-Fellowship. Among Fellows who pursued a Master's Degree about 95% had earned the degree at the time of the survey; about 64% were able to complete the degree within the period of the Fellowship. From the fellows who pursued a doctoral degree 68% had completed the doctorate at the time of the survey; from these only 19% were able to complete the doctorate within the period of the Fellowship. The location of study has some influence here; Alumni who were pursuing a doctoral degree Out-of-Region were more likely to have earned their degree (72%) at the time of the survey than former doctoral fellows who studied In-Region (63%). Among Alumni who studied In-Region we also find more doctoral fellows. The lower completion rate of doctoral Fellows is due to the fact that IFP provides Fellowship support for a maximum of three years, which in most cases is insufficient to complete the doctoral degree during the Fellowship.

Gender only has a slight impact on the completion rate: In total, female and male Alumni do not differ regards the completion of their degrees (female: 92%, male: 90%) but male Alumni more often earned their degrees within the period of the fellowship (63%) than females (55%). These differences can also be found when comparing male and female Alumni for their location of study.

Completion rate also differ to some extent according to the Home region of the Alumni: Asian/Russian Alumni had earned the degree more often by the time of the survey (93%), compared with Alumni from Latin America (83%) and Africa (91%). Completion rates per region are to some extent determined by the number of doctoral students among Alumni. The percentage of doctoral students is higher among Latin American and African Alumni and the total completion rate is thus lower for Latin American and African Alumni (given the length of time-to-degree for doctoral students).

The high number of Alumni who were able to complete the study program and to earn their degree shows that the IFP is very successful in selecting and matching Fellows and study programs. Among Recent Alumni the number of Alumni who had earned the degree by the time of the survey was smaller, but most of the Alumni who had completed their studies were planning to do so in the near future. If the trends are similar to those of the Early Alumni, Recent Alumni will conclude their studies within the next months.

Return/Residence of Alumni

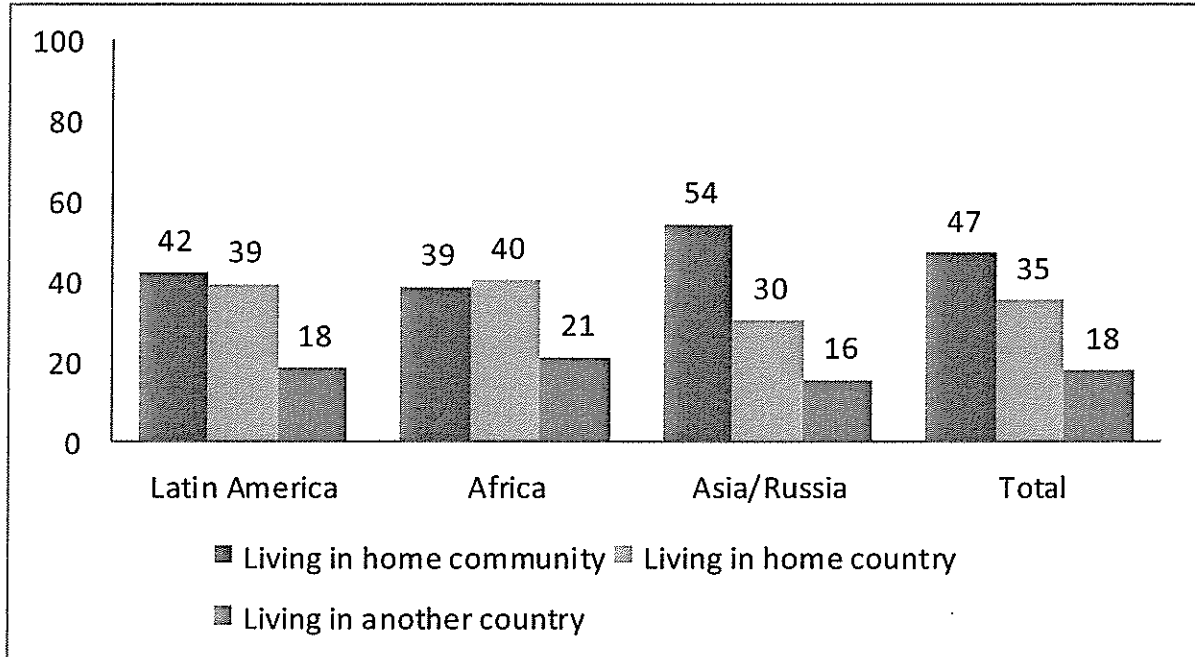
One crucial stage in the IFP program is the end of the Fellowship and the transition made by the Alumni into their future lives and careers. The IFP hopes that the Fellowship will further the professional development of its Alumni, enhancing their roles and contributions as social justice leaders in their Home Countries/Home Communities. Therefore the evaluation of the IFP also asks:

- *Did the Alumni return to their Home Country/Home Community after their Fellowships end?*

At the time of the survey, about 82% of the Alumni were living in their Home Country/Home Community (47% in Home Community, 35% in their Home Country). About 18% were living in another country. There are some differences among Home Regions. For Asia/Russia we find a higher

percentage of Alumni who had returned to their Home Community (54%). For Africa we find a slightly higher percentage of Alumni living in another country (21%). This might depend on the higher number of doctoral fellows among African Alumni who did not complete their study program at the time of the survey. Also, from African Alumni a higher percentage studied 'Out-of-Region'.

Figure 3: Current Residence of Alumni, by Home Region, %



The current residence of Alumni appears to be strongly correlated to their location of study. Alumni who studied 'In-Country' more often returned to their home communities than Alumni who studied 'Out-of-Region'. At the time of the survey a higher number of Alumni who studied 'Out-of-Region' was living in another country (23%) than of Alumni who studied 'In-Region' (6%).

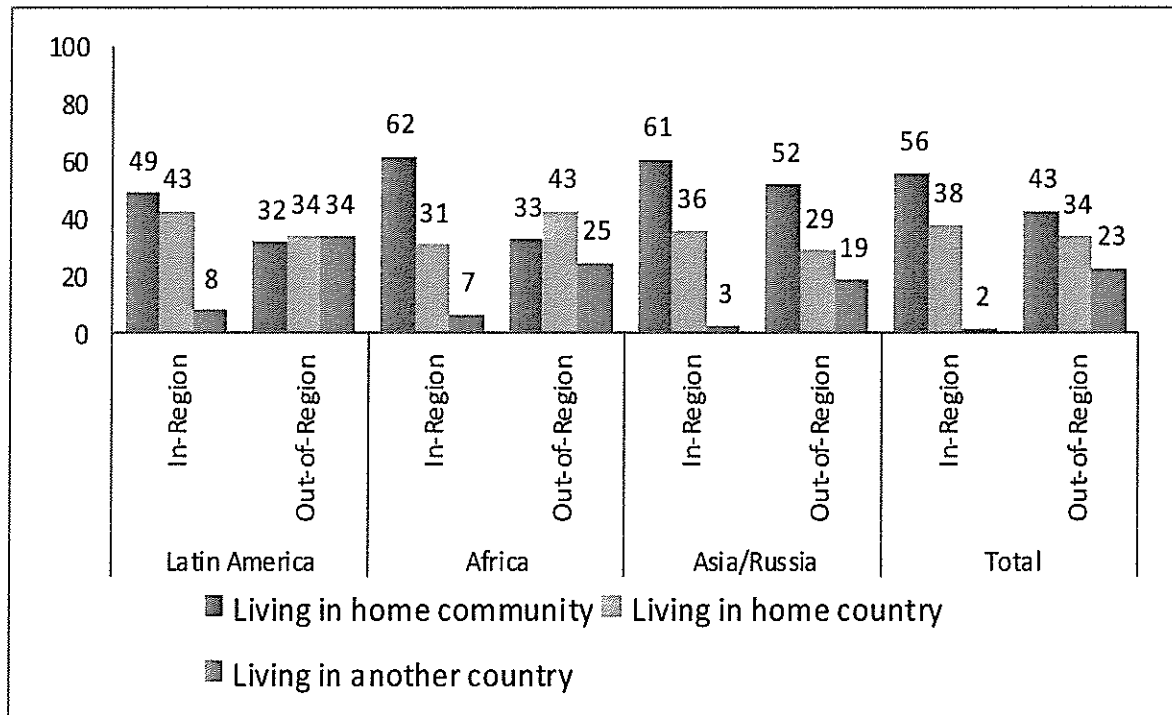
Table 1: Current residence of Alumni by Location of Study and Gender, in %

	In-Region			Out-of-Region			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
I am living in my home country, but not in my home community.	38	38	38	32	36	34	34	36	35
I am living in my home community.	54	57	56	45	42	43	48	46	47
I am living in another country.	8	5	6	23	22	23	18	18	18

This is in particular true for the Latin American Alumni; about 34% of the Latin American Alumni who studied 'Out-of-Region' were living in another country. From African Alumni who studied 'Out-of-Region' about 25%, from Asian/Russian Alumni about 19% were living in another country.

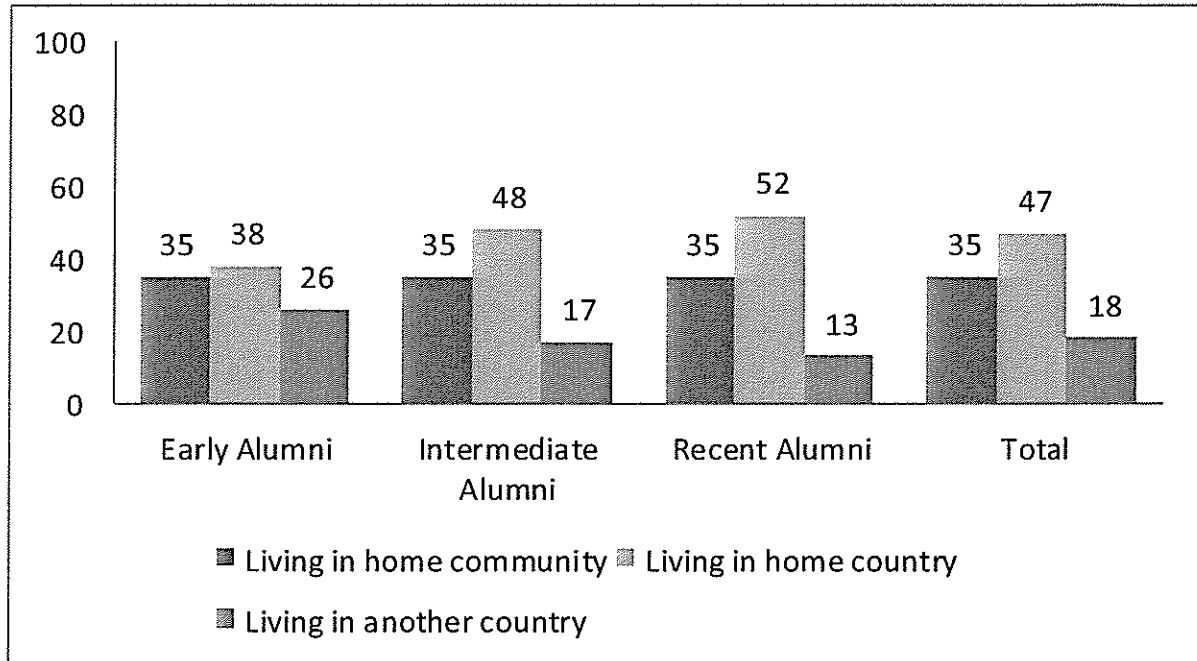
Alumni who studied 'In-Region' more often returned to their home communities after the end of their Fellowship. The majority of African (62%) and Asian/Russian Alumni (61%) who studied 'In-Region' did so. Latin American Alumni who studied 'In-Region' less often reported that they would have returned to their home communities (49%).

Figure 4: Current Residence of Alumni, by Location of Study and Home Region, %



Patterns of returning and residing in their Home Country/Home Community are also influenced by the kind of degree pursued in the IFP-related post-graduate study. In total, from the Alumni pursuing a Master's Degree about 48% had returned to their home communities, 17% were living in another country and 35% in their home country at the time of the survey. From the Alumni pursuing a PhD about 41% had returned to their home communities, about 25% were living in another country at the time of the survey. These results differ to some extent among cohorts. Among Early Alumni we find the highest percentage of Alumni who were living in another country (28%). From these Early Alumni in particular Alumni who pursued a PhD were living in another country (44%); these Alumni also less often returned to their home communities (22%). From Recent Alumni about 51% were living in their home communities, and only 13% were living in another country. Comparing Alumni of this cohort for the degree pursued we find that Alumni who were pursuing a PhD were more likely to live in another country (24%) than Alumni who were pursuing a Master's Degree (11%).

Figure 5: Current Residence of Alumni, by Cohort, %



Gender is not strongly related to the return and residence patterns of Alumni. While there is no difference between female and male Alumni in total, we find that among Latin American Alumni female were more likely to return to their home communities (48%) than male Alumni (37%). Among African Alumni men more often returned to their home communities (42%; women: 36%).

The most important finding here is that the statement “They never come back” does not apply to IFP Alumni: the majority of Alumni return to their Home Countries/Home Communities after the end of the IFP Fellowship.

Career and Professional Pathways of Alumni

The end of the Fellowship is also a crucial step within the IFP experiences as Fellows have to re-integrate back home and move on with their professional careers. The IFP hopes that the Fellowship will facilitate professional career advancement and enhance Alumni roles and contributions as social justice actors. To investigate these issues, we asked:

- *What are the characteristics of the careers and the professional pathways of Alumni? Do Fellowship and post-graduate experiences and outcomes lead IFP Alumni into successful professional careers as social justice leaders?*

Main Activity at the Time of the Survey

At the time of the survey the majority of Alumni were employed, in total 69%. About 10% were enrolled in an advanced academic study; another 14% were combining employment and advanced academic study. In total, other activities like unemployment or family care did not play an important

role (8%). Comparing cohorts shows that Early Alumni were more often studying for another academic degree than Alumni from the other cohorts. Intermediate and recent Alumni more often reported that they were employed. Only among Recent Alumni we find a higher percentage of Alumni who reported that they are engaged with other activities (12%).

Figure 6: Current Main Activity of Alumni, by Cohort, %

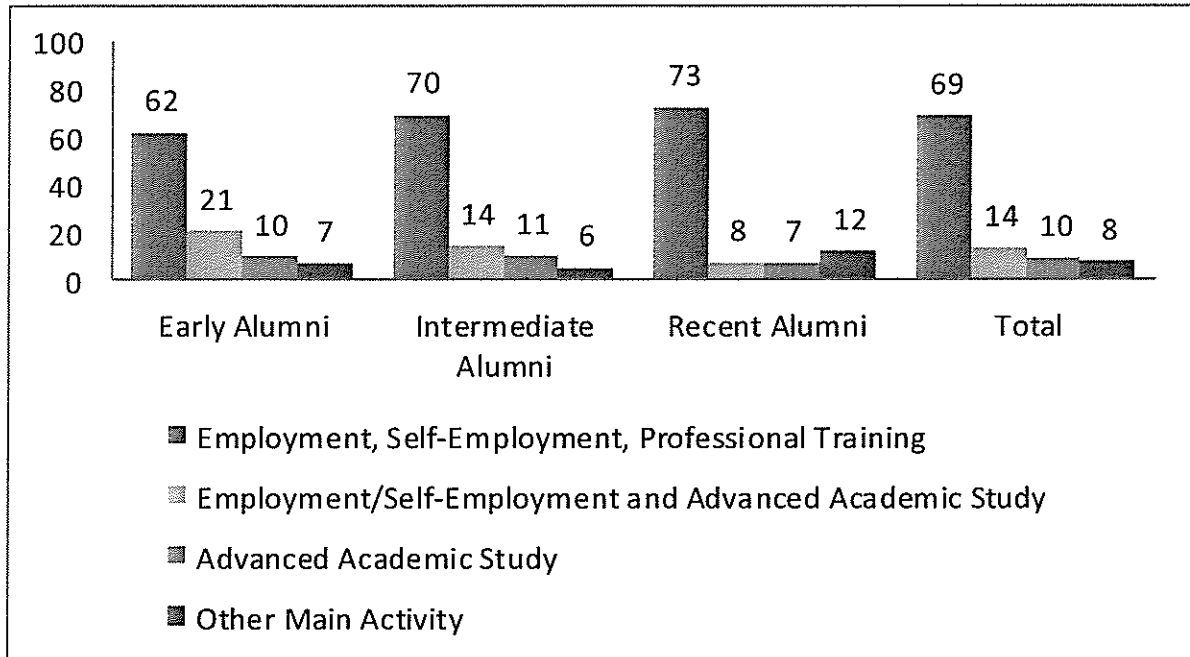
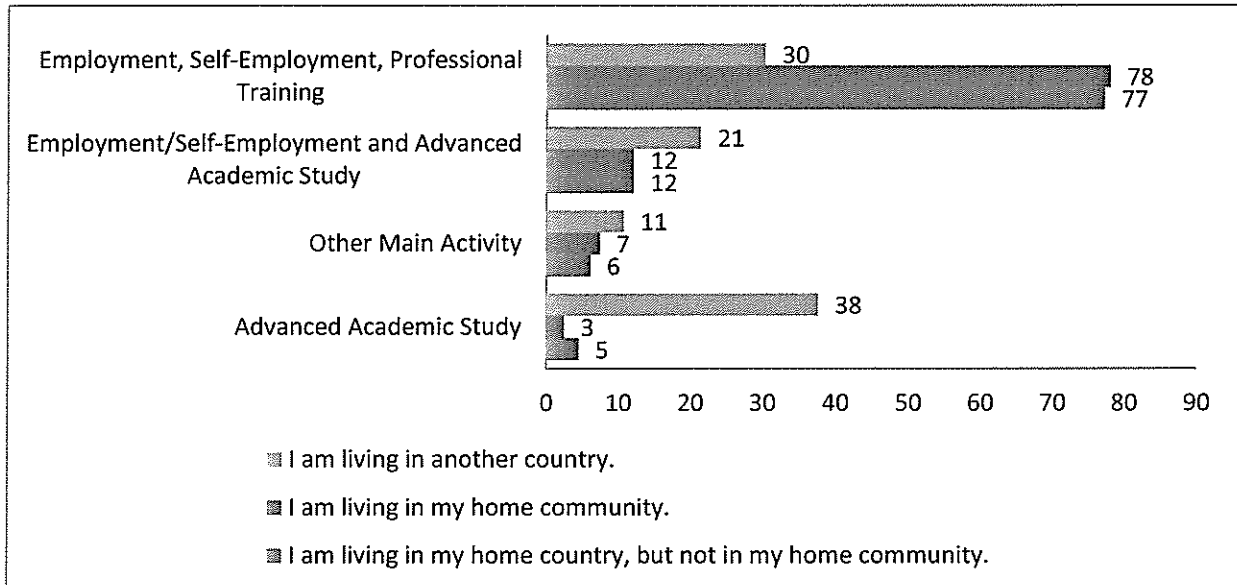


Figure 7: Current Main Activity of Alumni, by Current Residence, %



The main activity of Alumni is determined by their current residence. Those Alumni who were living in their home countries or home communities were mostly employed, self-employed or participating in a professional training. Alumni who were living in another country at the time of the survey were enrolled in a further advanced academic study (38%) or were combining employment and advanced academic study (21%). Only 30% of them were employed or self-employed. In particular female

Alumni who were living in another country at the time of the survey were enrolled in a further advanced academic study (41%; male Alumni 33%).

The main activity of Alumni is also affected by their Home Region. While 75% of the Asian/Russian Alumni were employed, 66% of the African and 59% of the Latin American Alumni were employed. From the Latin American Alumni a higher number of Alumni were enrolled in an advanced academic study (13%) or combining employment and a further study (21%) at the time of the survey. Asian/Russian Alumni were less often studying at the time of the survey: about 9% of them were combining employment and a further study; another 8% were enrolled in an advanced academic study.

Gender also has an impact on the main activity of Alumni at the time of the survey. In total, 67% of the female and 70% of the male Alumni were employed. Male are also more often enrolled in a further study (employment and study: 16%, advanced academic study 8%) than female (employment and study: 11%, advanced academic study: 11%). Females more often (10%) indicated other activities like family care as their main activity at the time of the survey than males (5%).

Characteristics of Current Employment

The public sector was the most important employment sector for Alumni. In total, 54% of the Alumni who were employed were working in the public sector. The not-for-profit sector was also an important area of employment (26%). Employment in the private or other sectors was less frequent. Universities/higher education institutions were the most important employment organizations for Alumni, 27% were working at university; another 23% were working for governmental organizations either on the local/regional (12%) or on the national level (11%). Also, non-governmental organizations on the international level were an important employer for Alumni. Most of the Alumni who were employed were working in their home communities (47%), another 43% were working in their home countries; only 10% were working in another country. Most Alumni (61%) indicated that they would have a permanent employment contract that lasted for more than three years. Comparing cohorts showed that the cohorts presented a similar occupational situation. Only for the Early Alumni we find that these were more often working in another country (18%) or having a permanent position for more than three years (67%) than Alumni from the other two cohorts.

Table 2: Characteristics of Current Employment, by Cohort, %

	Early Alumni	Inter-mediate Alumni	Recent Alumni	Total
<i>Your position is in the</i>				
Public sector	54	56	50	54
Private sector	14	14	16	14
Not-for-profit sector	25	24	29	26
Other sector	8	6	5	6
<i>Type of organization</i>				
Business	8	6	5	6
Local/regional governmental organization	13	11	12	12
National governmental organization	14	11	10	11
International governmental organization/Intergovernmental organization	5	4	4	4
Local/regional non-governmental organization	7	10	10	10
National non-governmental organization	4	7	5	6
International non-governmental organization	11	9	11	10
Primary/secondary education	4	5	7	6
University/higher education institution	32	29	22	27
<i>Location of current job</i>				
Working in home country, but not in home community	45	43	42	43
Working in home community	38	48	51	47
Working in another country	18	9	7	10
<i>Kind of position</i>				
Temporary employment for less than 1 year	10	11	17	13
Temporary employment for 1 to 3 years	23	28	27	26
Permanent employment for more than 3 years	67	61	56	61

Comparing male and female Alumni shows that gender differences are only small for most of the characteristics. We only find that females were less likely to work in the public sector than males (50% vs. 57%); but were more often working in international non-governmental organizations (13% vs. 8%) and more likely to work in their home communities than males (49% vs. 44%). Males on the other hand more often were employed in a permanent position (63% vs. 59%).

Employment patterns are also determined by the location of work. Employment patterns of alumni who were working in their home communities at the time of the survey can be characterized as being employed in the public sector (62%), working for higher education (38%), local/regional (20%) or national (13%) governmental organization and being employed on a permanent contract. Alumni who have been working in their home countries at the time of the survey also were mostly working in the public sector (47%) but also the not-for-profit sector is an important area of employment (32%). These Alumni distribute more or less equally on the different types of employment organizations with universities/higher education institutions being the most important employers

(27%), followed by local and national governmental as well as local and national non-governmental organizations. More than half of these Alumni (56%) had a permanent position. Finally, Alumni who were working in another country at the time of the survey also predominately worked in the public sector (46%) but also other sectors played an important role for them (13%). These Alumni were also working in universities or higher education institutions (39%) but also in business (10%) and international non-governmental organizations (13%). Nearly three quarters (73%) of these Alumni was employed on a temporary contract for less than three years.

Table 3: Characteristics of Current Employment, by Location of Work, %

	Working in home country	Working in home communit y	Working in another country	Total
<i>Your position is in the</i>				
Public sector	47	62	46	54
Private sector	15	13	16	14
Not-for-profit sector	32	21	24	26
Other sector	6	5	13	6
<i>Type of Organization</i>				
Business	9	5	10	7
Local/regional governmental organization	11	20	7	15
National governmental organization	17	13	4	14
International governmental organization/Intergovernmental organization	6	4	5	5
Local/regional non-governmental organization	10	15	5	12
National non-governmental organization	10	6	4	7
International non-governmental organization	18	7	13	12
Primary/secondary education	5	10	4	7
University/higher education institution	27	38	39	34
<i>Kind of position</i>				
Temporary employment for less than 1 year	12	11	21	12
Temporary employment for 1 to 3 years	32	15	52	26
Permanent employment for more than 3 years	56	74	27	62

Comparing job-characteristics, Alumni mostly differ along the lines of their study location and the degree pursued. Alumni who studied Out-of-Region were less likely to work in the public sector than Alumni who studied In-Region (52% vs. 61%); but they were more likely to work in the not-for-profit sector (Out-of-Region: 29%, In-Region: 19%). Also Alumni who studied Out-of-Region were more likely to work in another country (13%, In-Region: 3%).

Doctoral Fellows were more often employed in the public sector than Alumni who had pursued a Master's Degree (76% vs. 50%) but less often in the not-for-profit sector (Master's Degree: 29%; doctoral fellows: 8%). Doctoral Fellows also more often had a long-term employment than Master's Degree Fellows (76% vs. 58%), further they worked more often in universities/higher education institutions (53% vs. 22%).

Employment patterns also differ by Home Regions: The not-for-profit sector is an important area of employment for Asian/Russian Alumni (30%; Latin America: 15%; Africa: 26%). African Alumni were more often having an employment contract which lasts for more than three years (65%; Latin America: 45%). Further, Latin American (12%) and African Alumni (13%) were more likely to work in another country than Asian/Russian Alumni (7%). Latin American Alumni were less likely to hold senior management/leadership positions (21%; Asia/Russia: 29%, Africa: 31%). Further, male Alumni (31%) more often hold senior management/leadership positions than female Alumni (24%).

Employment patterns are also determined by the type of organization, e.g. Alumni who were working in higher education or governmental organizations were more likely to work in the public sector and have less often a leadership positions. Alumni who were working in business or non-governmental organizations were more likely to have leadership and permanent positions.

- Social commitment

For the vast majority of Alumni (90%) employment was related to social commitment. Education, community development and environmental issues were the most important areas for employment related social commitment. Again, comparing cohorts we find that cohorts face a very similar situation as regards their social commitment within their occupational work.

Table 4: Social Commitment/Areas of Commitment in Paid Professional Work, by Cohort, %

	Early Alumni	Inter-mediate Alumni	Recent Alumni	Total
<i>Current position related to social commitment/community service?</i>				
Yes	88	92	89	90
<i>Area of Social Commitment</i>				
Education	36	33	29	32
Community development	32	34	30	32
Environmental issues	19	18	17	18
Gender issues	20	13	16	15
Children, youth, and family	18	14	15	15
Human rights	18	16	11	15
Health care	15	13	14	13
International cooperation	11	9	9	10
Arts and culture	6	8	8	8
Sexuality and reproductive health	10	6	7	7
Media	7	7	5	6
Workforce developments	6	7	5	6
Literacy	4	4	4	4
Religion	3	3	3	3

Some differences as regards the area of commitment appear when we compare for gender or the degree pursued in the IFP-related post-graduate study. Male Alumni were more likely to work in community development than female Alumni (37% vs. 27%). Education was an important area of

employment for both, male (33%) and female Alumni (32%). Former doctoral Fellows reported more often that they work in education (43%) than former Fellows who pursued a Master's Degree (31%). For vast majority of groups, doctoral students and former Master's Degree fellows employment was related to social commitment (Master's Degree: 91%, doctoral fellows: 89%).

Table 5: Social Commitment/Areas of Commitment in Paid Professional Work, by Location of Work, %

	Working in home country	Working in home community	Working in another country	Total
<i>Current position related to social commitment/community service?</i>				
Yes	90	92	85	91
<i>Area of Social Commitment</i>				
Education	36	48	29	41
Community development	44	41	28	41
Gender issues	24	15	23	20
Health care	18	14	21	17
International cooperation	10	12	19	12
Human rights	21	17	17	19
Environmental issues	24	21	16	22
Children, youth, and family	20	20	13	19
Sexuality and reproductive health	11	7	11	9
Workforce development	7	8	8	8
Literacy	5	6	6	6
Arts and culture	7	14	5	10
Media	7	9	5	8
Religion	3	5	2	4

Comparing Alumni by the location of their work at the time of the survey we find that for Alumni who were working in their home communities (92%) employment was slightly more often related to social commitment than for Alumni who were working in their home countries (90%) or in another country (85%). Also, the areas of commitment differ among these groups. While Alumni who are working in their home communities mostly concentrate on education and community development and also engage in some other areas of social commitment we find that Alumni who were working in their home countries or Alumni who work in another country distribute more evenly on the different areas of commitment. This is in particular true for Alumni who work in another country who seem to specialize on a particular area of interest.

Activities in Employment

Looking at the kind of activities performed, providing training (42%), providing technical assistance (34%), strategy development (31%) and senior management/leadership positions (28%) were reported as the most frequent activities. Cohorts differ only to a small extent for this indicator. Only for senior management/leadership positions and strategy development we find that Early Alumni were more likely to perform these activities than Alumni from the younger cohorts.

Table 6: Main Activities Paid Professional Work, by Cohort, %

	Early Alumni	Inter-mediate Alumni	Recent Alumni	Total
Providing training	44	43	40	42
Providing technical assistance	35	35	32	34
Strategy development	34	31	30	31
Senior management/leadership position	32	27	26	28
Networking	31	28	25	28
Information gathering	28	24	24	25
Coalition-building	19	14	15	16
Writing policies	20	15	13	15
Lobbying	14	12	12	13
Organizing media/information campaigns	14	12	12	12
Raising funds	13	12	11	12
Founding new organizations	8	11	8	9
Recruiting new members	11	8	8	9
Drafting laws	6	4	4	5
Organizing worker's rights campaigns	4	4	2	3

We find that some activities are more gender specific; in particular providing technical assistance and strategy development were more often indicated as areas of activity by male than by female Alumni. Male Alumni also more often (31%) had a senior management or leadership position than female Alumni (24%).

The location of work does not determine the activities performed in paid professional work. We only find that Alumni who were working in another country less often have a senior management or leadership position (18%) than Alumni who were working in their home countries (40%) or in their home communities (36%) at the time of the survey. This might be related to the fact that Alumni who were working in another country were less often employed on a permanent position.

The data show that the majority of Alumni were able to move on after the Fellowship to a successful professional career. Most of them manage the crucial period after the end of the Fellowship very well. They find employment and/or decide on additional study or other activities quite quickly. Unemployment or seeking employment does not appear to be a problem for most of the Alumni.

Also, for the vast majority of Alumni, their paid professional work is related to their stated social commitment. Finally the data show a substantial number of Early Alumni have been able to move into leadership positions after the end of the Fellowship.

Volunteering

As the IFP aims to enable Fellows to become social justice leaders in their fields, it is also important to investigate the level of voluntary activities of Alumni. We asked the following question:

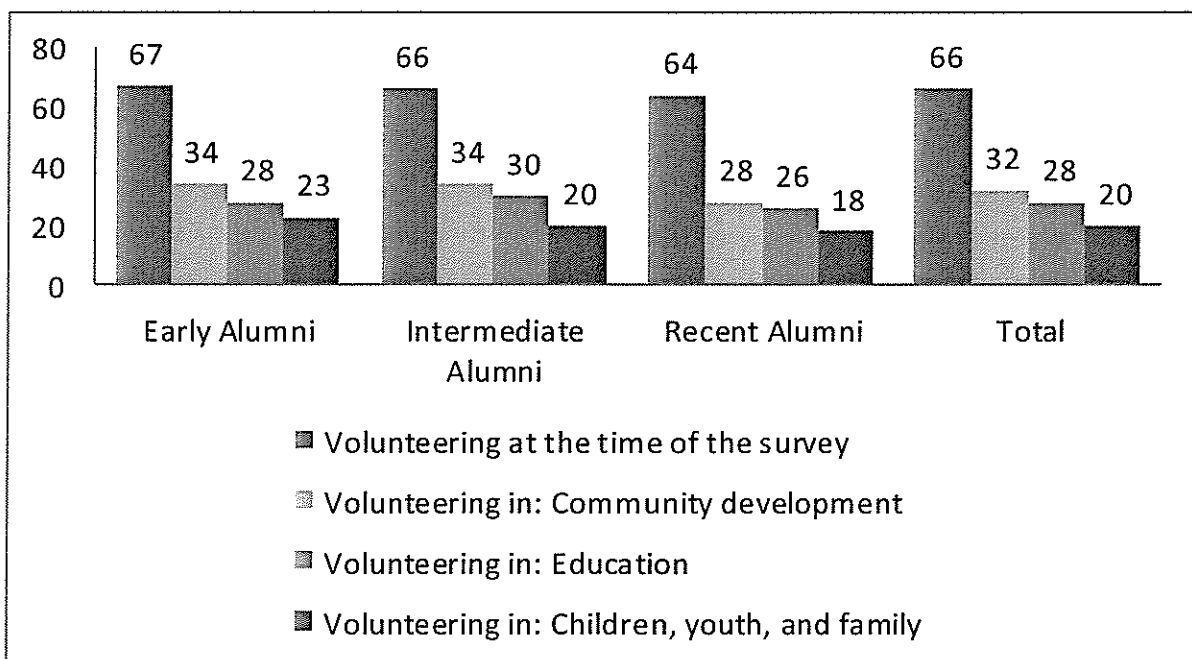
- *Does the Fellowship have an impact on the social commitment of Alumni: Are they motivated and enabled to promote social justice in their home countries and communities?*

Besides their strong social commitment within their paid professional work, the majority of Alumni are also engaged in volunteer work. In total, 66% were volunteering at the time of the survey. Comparing cohorts shows that about two third each of Alumni from all cohorts reported volunteer activities. Community development, education and environmental issues were the most important areas for voluntary social commitment.

We find some differences in voluntary engagement among Home Regions. Alumni from Latin America (59%) were less likely to volunteer than Alumni from Africa (71%) or Asia/Russia (65%). Also, former doctoral Fellows (61%) reported less often to engage in voluntary activities than former Fellows who pursued a Master's Degree (67%). Further, the current location of the Alumni determines their voluntary social commitment: From Alumni who were living in their home communities about 71% indicated that they were volunteering, from Alumni who were living in their home countries these were about 62% and from the Alumni living in another country these were 58%.

For the other sub-groups the pattern of volunteering is very similar: differences between male and female Alumni and the location of study are very small.

Figure 8: Voluntary Social Commitment/Areas of Social Commitment, by Cohort, %



Alumni most often report that providing training is the most frequent activity carried out as part of their volunteering (30%). Other frequent activities were providing technical assistance and networking. 11% reported that they have a senior management or leadership position within their volunteer organizations. Comparing cohorts we find this pattern similar for all cohorts. Also, the pattern of voluntary activities is very much alike for gender, location of study, the kind of degree pursued in the Fellowship and the current location of the Alumni. We only find differences among Home Regions: Latin American reported all activities less frequent than Alumni from Africa and Asia/Russia (e.g. providing training: Latin America 19%; Africa 33%, Asia/Russia 32%; Leadership position: Latin America 8%, Africa 15%, Asia/Russia 10%).

The data show that the majority of Alumni were enabled and motivated to promote social justice. Besides their strong social commitment in paid professional work, most of them also engage in volunteer activities that promote social justice.

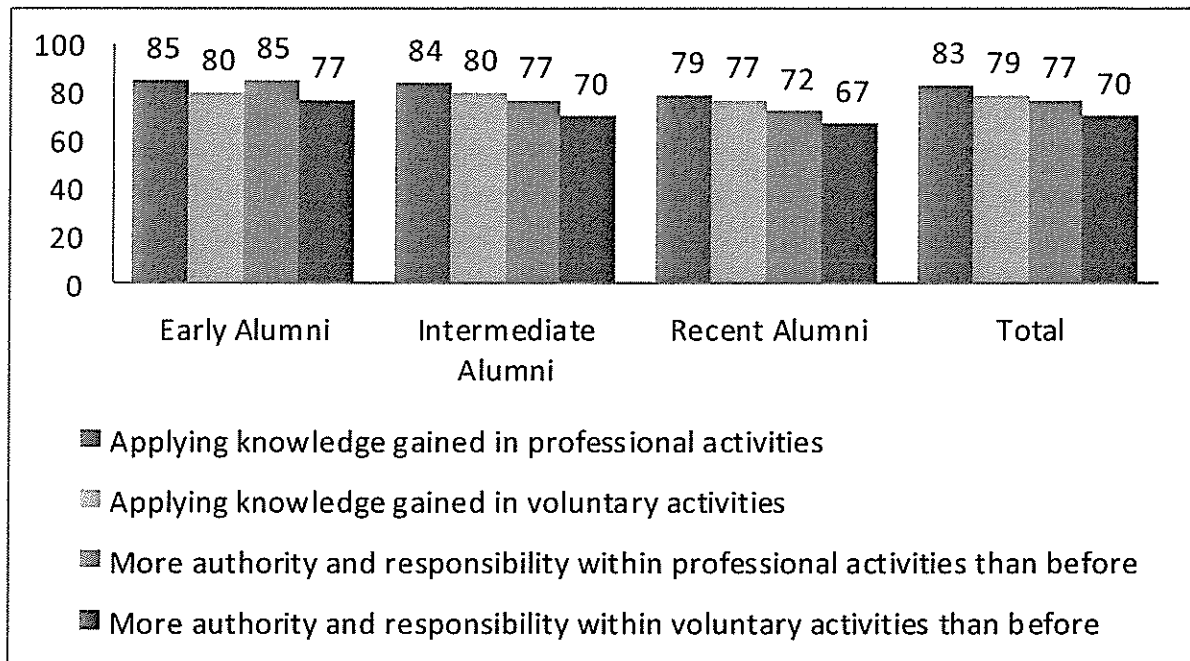
Evaluating the Impact of the Fellowship Experience

Our analysis thus far has shown that the vast majority of Alumni completed their IFP-related post-graduate study and moved onto a successful professional career. Social commitment and working as social justice leaders are important to most of the Alumni, another indicator of IFP's overall success in reaching key goals. It is also important to have a look whether the Alumni credit their Fellowship experience as having had a positive impact on their professional and voluntary activities. Therefore the analysis also addresses the question:

- *How do the Alumni evaluate the impact of the Fellowship experience?*

A high number of Alumni utilize the knowledge and competencies through their Fellowship within their professional and voluntary activities. In total, 83% said that they use this knowledge within their professional activities to a very high extent. About 79% use their enhanced capacities within their voluntary activities. In addition, a high number of Alumni report that they have more authority in their professional and voluntary activities than they had before the Fellowship. While cohorts only differ slightly as regards the applicability of their knowledge gained, we find differences among cohorts as regards their confidence in their own authority/responsibility. Recent Alumni were less confident about their authority (72%) than Early Alumni (85%).

Figure 9: More Authority/Responsibility, Applying Knowledge Gained in Professional/Voluntary Activities (answer categories 4 and 5*), by Cohort, %



*on a scale from 1 'strongly disagree/not at all' to 5 'strongly agree/to a very high extent'

Differences among Alumni regarding these issues are strongest for the Home Regions and the kind of degree pursued in the Fellowship. Latin American Alumni were more frequently confident about their authority and responsibility within their professional activities (86%) than African (75%) and Asian/Russian Alumni (74%). Former Fellow who pursued a doctoral degree (86%) in their Fellowship also reported more confidence in their professional activities than Fellows who pursued a Master's Degree (75%). We also find that male Alumni feel slightly more confident in all areas mentioned than female Alumni. Further, Alumni who were living in their home community at the time of the survey were less often confident about their knowledge and their authority and responsibility in their professional and voluntary activities than Alumni who were living in their home countries or in another country.

Other determinants like the location of study do not seem to have an impact on how authority/responsibility and applicability of knowledge within professional and voluntary work are evaluated.

In total, 80% of the Alumni evaluate that their professional and/or voluntary work has a very strong impact on social justice. Most of the Alumni (75%) reported that they would have a very strong impact in their own academic field, in their employment organizations (75%) and in their volunteering organizations. Governmental (47%) and non-governmental policies (55%) were reported less frequently as areas where Alumni find to have a strong impact. We find very similar patterns of evaluating the impact of their work among the different cohorts.

Table 7: Evaluation of Impact of Professional/Voluntary Work on Social Justice (answer categories 4 and 5*), by Cohort, %

	Early Alumni	Inter-mediate Alumni	Recent Alumni	Total
General evaluation of impact	80	80	82	80
<i>Impact in different areas</i>				
In my academic field	74	75	77	75
In my employment organization	77	76	74	75
In my volunteering organization	70	73	70	71
In my home region/community	65	67	68	67
In my home country	60	64	66	64
On non-governmental policies	55	54	57	55
On governmental policies	50	46	46	47

* On a scale from 1 'not at all strong' to 5 'very strong'

The evaluation of impact of work seems to be related to the Home Region and to gender. We find that Asian/Russian Alumni report less frequent (77%) that their work has a very strong impact than African (84%) or Latin American Alumni (83%). African Alumni more often report that they would have a strong impact in their academic field (81%) than Latin American (78%) and Asian/Russian Alumni (70%). Male Alumni more often than female Alumni report that their work would have a strong impact (General impact and also for the different impact areas), in particular a higher percentage of male Alumni than female Alumni finds that they would have a strong impact on governmental (49%) and on non-governmental policies (58% - females: 44%, 52%).

Another determinant for the evaluation of impact is the location of the Alumni at the time of the survey. Alumni who were living in their home community more often found that they would have an impact on their home community than other Alumni. Alumni who were living in another country indicated more often that they would have an impact in their academic field as they were more often working in higher education or enrolled in a further academic study than the other Alumni.

Alumni mostly learn about their impact by the feedback of others around them. Colleagues (62%), members from their communities (53%) and peers from their academic field (50%) are reported as important sources to learn about their impact. Also, promotions and publications related to their work inform Alumni about their impact. Comparing cohorts shows that Early Alumni more often learned about their impact by achieving promotions, publications or prizes for their work than the younger cohorts.

Table 8: Learned About Impact of Own Work on Social Justice by..., by Cohort, %

	Early Alumni	Intermediate Alumni	Recent Alumni	Total
Feedback from colleagues I work with	60	63	64	62
Personal observation	57	55	62	58
Feedback from members of my community	51	52	55	53
Feedback from peers in my academic field	51	50	49	50
Career advancement/promotion related to my work	50	40	36	41
Research/publications related to my work	42	41	35	39
Media reports related to my work	27	20	17	21
Awards/prizes I have received for my work	25	22	15	20

There are very similar patterns for the different determinants but we find differences for the Home Regions and for gender. Latin American Alumni more often learn about their impact by publications (46%) related to their work, but we also find that they have experienced less often a career advancement/promotion (29%) than Alumni from Africa and Latin America (Africa: publications 39%, promotion 43%; Asia/Russia: publications 37%, promotion 44%). Differences can also be found between male and female Alumni: male Alumni (42%) more often learn about the impact of their work by publications related to their work than female Alumni (36%).

Alumni consistently indicate a high regard for the IFP Fellowship experience and outcomes, finding that the Fellowship contributes to their paid professional and voluntary activities. The majority are able to apply their new knowledge in their post-fellowship role and report having more responsibility and authority than they had before the Fellowship. Also, Alumni find that their work has an impact.