CARLOW UNIVERSITY
CAREER OUTCOMES REPORT
2015–2016
INTRODUCTION

Information in this survey was derived primarily from individual graduates responding to Carlow University's Career Outcomes Surveys for graduation dates August 2015 through May 2016. Some relevant data was gathered through online sources, fellow graduates, employers, or parents. This method of reporting outcome data is in compliance with the 2014 national reporting guidelines established by the National Association of Colleges and Employers (NACE) and are based upon pending federal reporting requirements for US universities and colleges. Carlow University made every effort to verify the information obtained by any source other than the responding graduates. The number of graduates reflects those individuals who were approved for graduation within three months of the graduation date.

Information in this survey reflects placement results for graduates six months after their graduation date.

OUTCOMES TERMINOLOGY

Career Outcome Rate

Now used in lieu of the term “Placement Rate,” to describe the percentage of graduates that fall into the following categories:

- **Employed full time** (a position in which the graduate works for 30 hours or more per week as an entrepreneur, full-time temporary/contract worker, freelancer, or postgraduate intern or fellow)
- **Employed part time** (a position in which the graduate works less than 30 hours per week)
- **Participating in a program of voluntary service** (such as Teach for America, Peace Corps, etc.)
- **Serving in the US Armed Forces**
- **Enrolled in a program of continuing education** (those who have been accepted to, and plan to matriculate into, a program of further study, including graduate school or other specialized training)
- **Not Seeking** (those who have indicated that they choose not to pursue either employment or continuing education at this time)

Knowledge Rate

Now used in lieu of “Reporting Rate” to define the percentage of graduates for whom the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities.

Professional Work Experience

This term refers to professional, career-specific, supervised work that students have completed during their tenure at Carlow University. This term includes:

- internships;
- clinical placements;
- co-ops;
- field placements;
- practicums; and
- student teaching placements.
METHODOLOGY

Data Collection

Data was gathered for all graduates who obtained a degree from Carlow University during the designated time frame. Data does not include those students who obtained a certificate without a degree. Methodology used the following protocol:

1. Shortly before graduation, potential graduates were identified by the Office of the Registrar, and were sent emails inviting them to provide their placement information via a survey managed by GradLeaders, an industry leader in outcomes reporting.
2. The degree status of survey respondents was continually updated up to three months after graduation.
3. Over six months, reminder emails were sent to all qualified graduates who did not respond to the survey.
4. The data sets from August 2015, October 2015, December 2015, and May 2016 were combined to create an annual report.
5. Outcomes data is presented according to degree type (bachelor’s, master’s, doctoral) and also by Carlow’s three colleges:
   - College of Health and Wellness (nursing and respiratory care)
   - College of Leadership and Social Change (accounting and business, communications, criminal justice, fraud and forensics, human resource management and technology, management in health services, political science, psychology and counseling, social work, and sociology)
   - College of Learning and Innovation (art, biology, chemistry, creative writing, education, English, history, liberal studies, mathematics, philosophy, and theology)

The total number of graduates by degree may differ from the number of graduates by college due to some students having multiple majors.

Salary Information

To be included as compensation data in this report, it must be:

- salary information reported directly by individual graduates on their outcome survey response;
- salary information for full-time positions only;
- compensation reported as base pay, not including bonuses; and
- salary information that is free from input errors in the survey.*

*Salaries that fall beyond “realistic compensation levels” (e.g., a full-time annual salary reported as $75.00 per year) are considered a result of human error and are eliminated from salary data reporting. These “realistic compensation levels” are defined and pre-determined before salary data is reviewed and are compatible with those standards defined by GradLeaders, a national leader in the field of outcomes reporting.
**Graduates Surveyed**

<table>
<thead>
<tr>
<th>Year</th>
<th>Undergraduate</th>
<th>Graduate</th>
<th>Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>275</td>
<td>258</td>
<td>17</td>
</tr>
<tr>
<td>2014-2015</td>
<td>275</td>
<td>258</td>
<td>17</td>
</tr>
<tr>
<td>2013-2014</td>
<td>275</td>
<td>258</td>
<td>17</td>
</tr>
</tbody>
</table>

**Knowledge Rate**

<table>
<thead>
<tr>
<th>Year</th>
<th>Undergraduate</th>
<th>Graduate</th>
<th>Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>84%</td>
<td>81%</td>
<td>73%</td>
</tr>
<tr>
<td>2014-2015</td>
<td>84%</td>
<td>81%</td>
<td>73%</td>
</tr>
<tr>
<td>2013-2014</td>
<td>84%</td>
<td>81%</td>
<td>73%</td>
</tr>
</tbody>
</table>

**Outcome Rates—Total University**

- Outcome rate for job seekers: 96% 95% 97%
- Outcome rate for graduates seeking continuing education: 84% 80% 91%
- Overall career outcome rate: 95% 94% 97%

**Compensation (not including bonuses)**

- Median full-time salary: $43,000 $49,000 $46,890
- Full-time salary range: $10,000-$160,000 $10,000-$172,000 $20,000-$102,000

**Professional Work Experiences (PWE)**

- Graduates completing at least one PWE: 76% 78% 73%
- Graduates completing at least three PWEs: 34% 43% 26%
- Average number of PWEs per graduate: 2.4 2.8 2.2

**Industries Where Carlow Graduates Are Placed**

- Health Care/Health and Wellness Services
- Education
- Social Services
- Other/Unspecified
- Banking and Financial
- Retail/Wholesale
- Medicine
- Higher Education
- Accounting
- Nonprofit/Philanthropy
- Food and Beverage Services
- Sciences
- Real Estate
- Manufacturing
- Law Enforcement and Security
- Human Resources
- Hospitality-Hotel/Restaurant Management

![Bar chart showing percentages of graduates in various industries]
## ALL BACHELOR’S DEGREES

### Graduates Surveyed

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td></td>
<td>275</td>
<td>301</td>
<td>308</td>
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</tbody>
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### Knowledge Rate

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<tr>
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<tbody>
<tr>
<td></td>
<td>85%</td>
<td>80%</td>
<td>70%</td>
</tr>
</tbody>
</table>

### Outcome Rates

- Outcome rate for job seekers: 94% 93% 96%
- Outcome rate for graduates seeking continuing education: 88% 79% 90%
- Overall career outcome rate: 93% 91% 95%

### Compensation

| Median full-time salary:   | $36,000 | $45,000 | $49,439 |
| Full-time salary range:    | $10,000-$86,000 | $10,000-$76,000 | $20,000-$62,000 |

### Professional Work Experiences (PWE)

(This includes internships, co-ops, clinical experiences, field placements, and assistantships.)

| Graduates completing at least one PWE: | 83% | 77% | 74% |
| Graduates completing at least three PWEs: | 29% | 34% | 16% |
| Average number of PWEs per graduate:    | 2.3 | 2.6 | 1.9 |

### Industries Where Bachelor’s Graduates Are Placed

- Accounting
- Banking
- Business Services
- Chemicals
- Computers
- Construction
- E-Commerce
- Education
- Financial Services
- Food and Beverage
- Food Services
- Government/Public Administration
- Health Care/Health Services
- Higher Education
- Hospitality–Hotel/Restaurant Management
- Human Resources
- Information Technology
- Law Enforcement and Security
- Manufacturing
- Medicine
- Nonprofit/Philanthropy
- Other/Unspecified
- Real Estate
- Retail/Wholesale
- Sciences
- Social Services
- Waste Management
## ALL MASTER'S DEGREES

### Graduates Surveyed

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>All Master’s Degrees</td>
<td>258</td>
<td>287</td>
<td>288</td>
</tr>
</tbody>
</table>

### Knowledge Rate

- 2015-2016: 83%
- 2014-2015: 80%
- 2013-2014: 76%

### Outcome Rates

- Outcome rate for job seekers:
  - 2015-2016: 97%
  - 2014-2015: 96%
  - 2013-2014: 97%

- Outcome rate for graduates seeking continuing education:
  - 2015-2016: 70%
  - 2014-2015: 100%
  - 2013-2014: 100%

- Overall career outcome rate:
  - 2015-2016: 96%
  - 2014-2015: 96%
  - 2013-2014: 98%

### Compensation

- Median full-time salary:
  - 2015-2016: $55,000
  - 2014-2015: $50,000

- Full-time salary range:
  - 2015-2016: $23,000-$142,000
  - 2014-2015: $17,500-$100,000
  - 2013-2014: $20,000-$102,000

### Professional Work Experiences (PWE)

- Graduates completing at least one PWE:
  - 2015-2016: 64%
  - 2014-2015: 80%
  - 2013-2014: 71%

- Graduates completing at least three PWEs:
  - 2015-2016: 37%
  - 2014-2015: 53%
  - 2013-2014: 38%

- Average number of PWEs per graduate:
  - 2015-2016: 2.4
  - 2014-2015: 2.97
  - 2013-2014: 2.7

### Industries Where Master’s Graduates Are Placed

- Accounting/Auditing
- Arts and Entertainment
- Banking
- Customer Service
- Education
- Financial Services
- Government/Public Administration
- Health Care/Health Services
- Higher Education
- Hospitality
- Law
- Law Enforcement and Security
- Medicine
- Military and Defense
- Museums and Libraries
- Nonprofit/Philanthropy
- Other/Unspecified
- Real Estate
- Social Services
- Telecommunications
### ALL DOCTORAL DEGREES

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>All Doctoral Degrees</td>
<td>17</td>
<td>20</td>
<td>28</td>
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<table>
<thead>
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<th>Knowledge Rate</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>100%</td>
<td>90%</td>
<td>75%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Outcome Rates</th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Outcome rate for job seekers:</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Outcome rate for graduates seeking continuing education:</td>
<td>NA</td>
<td>NA</td>
<td>100%</td>
</tr>
<tr>
<td>Overall career outcome rate:</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
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</table>

<table>
<thead>
<tr>
<th>Compensation</th>
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</thead>
<tbody>
<tr>
<td>Median full-time salary:</td>
<td>$70,000</td>
<td>$75,000</td>
<td>$54,083</td>
</tr>
<tr>
<td>Full-time salary range:</td>
<td>$43,000-$160,000</td>
<td>$30,000-$172,000</td>
<td>$30,000-$80,000</td>
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</table>

<table>
<thead>
<tr>
<th>Professional Work Experiences (PWE)</th>
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</thead>
<tbody>
<tr>
<td>(This includes internships, co-ops, clinical experiences, field placements, and assistantships.)</td>
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<td></td>
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</tr>
<tr>
<td>Graduates completing at least one PWE:</td>
<td>86%</td>
<td>73%</td>
<td>88%</td>
</tr>
<tr>
<td>Graduates completing at least three PWEs:</td>
<td>57%</td>
<td>45%</td>
<td>38%</td>
</tr>
<tr>
<td>Average number of PWEs per graduate:</td>
<td>2.6</td>
<td>3.7</td>
<td>2.3</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Industries Where Doctoral Graduates Are Placed</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>• Education</td>
<td></td>
<td></td>
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<tr>
<td>• Government/Public Administration</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>• Health, Wellness, and Fitness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Health Care/Health Services</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>• Higher Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Social Services</td>
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</table>
### Graduates Surveyed
All degrees from the College of Health and Wellness

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>175</td>
</tr>
<tr>
<td>2014-2015</td>
<td>183</td>
</tr>
</tbody>
</table>

### Knowledge Rate
<table>
<thead>
<tr>
<th>Year</th>
<th>Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>95%</td>
</tr>
<tr>
<td>2014-2015</td>
<td>81%</td>
</tr>
</tbody>
</table>

### Outcome Rates

- Outcome rate for job seekers: 98% (2015-2016) vs. 98% (2014-2015)
- Outcome rate for graduates seeking continuing education: 89% (2015-2016) vs. 100% (2014-2015)
- Overall career outcome rate: 98% (2015-2016) vs. 98% (2014-2015)

### Compensation

- Median full-time salary: $60,000 (2015-2016) vs. $64,000 (2014-2015)
- Full-time salary range: $20,000-$160,000 (2015-2016) vs. $40,000-$172,000 (2014-2015)

### Professional Work Experiences (PWE)
(This includes internships, co-ops, clinical experiences, field placements, and assistantships.)

- Graduates completing at least one PWE: 88% (2015-2016) vs. 72% (2014-2015)
- Graduates completing at least three PWEs: 63% (2015-2016) vs. 51% (2014-2015)
- Average number of PWEs per graduate: 4.7 (2015-2016) vs. 4.0 (2014-2015)

### Representative Employers

- AIDS Services of Austin
- Allegheny General Hospital
- Allegheny Health Network
- Allegheny Medical
- Allegheny Valley Hospital
- Aspire Health
- Butler Health System
- Butler Memorial Hospital
- Carlow University
- Cheshire Medical Center
- Children's Hospital of Pittsburgh of UPMC
- Conemaugh MMC
- DaVita
- Epiq Systems
- Excela Health
- Forbes Regional Hospital
- Genesis HealthCare System
- Golden Hill
- Heritage Valley Health System
- HIMS Consulting
- Indiana Physicians Group
- Indiana Regional Medical Center
- Interim Healthcare
- Jefferson Hospital
- LifeBridge Health
- Magee Women's Hospital of UPMC
- MedExpress
- Memorial Health University Medical Center
- Muskingum University
- North Cambria Medical Center
- Pawnee Valley Medical Associates
- Pediatric Alliance
- Perryo Medical Center
- Pittsburgh Board of Education
- Pittsburgh Mercy Health Services
- Pittsburgh Public Schools
- Pocono Medical Center
- Saint Clair Hospital
- Saint Joseph's College of Maine
- Scott Medical Center
- Senior LIFE
- Sharon Regional Health System
- Social Security Administration
- South Hills Family Medical Group
- Spartansburg Regional Health Care Center
- Trident USA Mobile Clinical Services
- US Department of Veterans Affairs
- US Department of Health and Human Services
- University of Saint Mary
- UPMC Cancer Center
- UPMC Healthplan
- UPMC Mercy
- UPMC Passavant
- UPMC Presbyterian
- UPMC Shadyside
- VA Pittsburgh Medical Center
- Vanderbilt University
- Villa St. Joseph
- Washington Hospital
- Wellspan Redi-Care Center
- West Penn Hospital
- Westmoreland County Community College

### Schools Where College of Health and Wellness Graduates Matriculated

- Carlow University
Graduates Surveyed
All degrees from the College of Leadership and Social Change 264 285

Knowledge Rate
82% 81%

Outcome Rate
Outcome rate for job seekers: 94% 93%
Outcome rate for graduates seeking continuing education: 89% 89%
Overall career outcome rate: 93% 93%

Compensation
Median full-time salary: $40,000 $45,267
Full-time salary range: $10,000-$142,000 $20,800-$100,000

Professional Work Experiences (PWE)
(This includes internships, co-ops, clinical experiences, field placements, and assistantships.)
Graduates completing at least one PWE: 73% 80%
Graduates completing at least three PWEs: 25% 37%
Average number of PWEs per graduate: 1.6 2.1

Representative Employers
- ACA Management Group
- Advanced Surgical Hospital
- AIReS
- Allegheny County
- Allegheny County Controller's Office
- Allegheny County Department of Human Services
- Allegheny County District Attorney's Office
- Allegheny Health Network
- Ally Bank
- Always Best Care
- ANB Bank
- Arc Human Services
- AT&T
- AXA Advisors
- BKD CPAs & Advisors
- BNY Mellon
- By The Book Accounting
- CareOne Management LLC
- Carlow University
- Carnegie Mellon University
- Catholic Charities
- Century Equities
- Cigna
- Citizen's Bank
- Coldwell Banker
- Community Alternatives
- Crossroads Foundation
- Department of Veteran Affairs
- East End Cooperative Ministry
- East Liberty Family Health Center
- Eat'n Park
- Echo Glen
- Education Management Corporation
- Enterprise Bank
- Epiq Systems, Inc.
- Family Behavioral Resources
- Family House
- Family Services of Western PA
- Faber Hass Hurley LLP
- Freedom Healthcare Services
- Fresnius Medical Center
- Glade Run Lutheran Services
- Great Lakes Behavioral Research Institute
- Health America
- Highmark Health
- The Homer Laughlin China Company
- Housing Authority of the City of Pittsburgh
- Howard Hannah
- Hudson Hope
- InVision Human Services
- Joinville Probation
- King & Associates
- Krienbrook Psychological Services
- Leadership Pittsburgh
- Lifespan Inc.
- Magee Women's Hospital
- Massaro Corporation
- McCutcheon Enterprises
- Mercy Behavioral Health
- Metropolitan Window Company
- MIA
- Novum Pharmaceutical Research
- Pathways
- PacketViper
- The Pennsylvania State University
- Pinnacle Treatment Centers
- Pittsburgh Public School District
- PPG Industries
- PNC
- Pressley Ridge
- Propel Schools
- Psychiatric Care Systems
• Public Allies
• Resco Products
• Rivers Casino
• SAE International
• The Savannah College of Art and Design
• Step by Step
• TD Bank
• Teach for America
• Temple University

• United Health Group
• University of Pittsburgh
• UPMC
• UPMC Health Plan
• Veteran's Place
• W.G. Tomko
• Western PA Psychiatric Care
• Wigle Whiskey
• WJS Psychological Association, Inc.

• Young Scholars of McKeesport
• Youth M.O.V.E. National

**Schools Where College of Leadership and Social Science Graduates Matriculated**

• Capital University
• Carlow University
• Carnegie Mellon University
• Chatham University
• DePaul University
• Kent State
• Northcentral University
• University of Michigan
• University of Pittsburgh
• Western Governors University
Graduates Surveyed
All degrees from the College of Learning and Innovation  123  138

Knowledge Rate  74%  80%

Outcome Rates
Outcome rate for job seekers:  96%  94%
Outcome rate for graduates seeking continuing education:  73%  68%
Overall career outcome rate:  92%  89%

Compensation
Median full-time salary:  $31,500  $30,500
Full-time salary range:  $15,162-$50,000  $10,000-$50,000

Professional Work Experiences (PWE)
(This includes internships, co-ops, clinical experiences, field placements, and assistantships.)
Graduates completing at least one PWE:  69%  82%
Graduates completing at least three PWEs:  26%  44%
Average number of PWEs per graduate:  1.9  2.5

Representative Employers
• Allegheny General Hospital
• Allegheny Health Network
• Allegheny Intermediate Unit
• Amerisource Bergen
• Angel's Place
• Animal Rescue League
• Ann Arundel County Public School
• Bethlehem Haven
• Cameron Park Elementary
• Camp Lenox
• Carnegie Mellon University
• The Children's Center of Pittsburgh
• City of Pittsburgh
• Citizens Bank
• Cleveland University
• Family Resources
• Frick Art & Historical Center
• Glade Run Lutheran Services
• Hug Me Tight Childlife Center, Inc.
• Head Start of Fayette County
• Inova Fairfax Hospital
• James Early Carter Elementary School
• Kindercare
• Mercy Behavioral Health
• Mosaicide Middle School
• Pittsburgh Center for the Arts
• Pittsburgh Public Schools
• Pitter Patter Place Childcare
• PNC
• Private Industry Council
• Saint Raphael School
• Saint Sylvester School
• Seton Center
• Sewickley Heights History Center
• South Fayette School District
• Suncrest Learning Center
• University of Pittsburgh
• Urban Art Project
• UPMC
• UPMC Health Plan
• The Watson Institute
• Woodland Hills School District

Schools Where College of Leadership and Innovation Graduates Matriculated
• Carlow University
• Duquesne University
• Point Park University