INTRODUCTION

Information in this survey was derived primarily from individual graduates responding to Carlow University’s Career Outcomes Surveys for graduation dates August 2014 through May 2015. Some relevant data was gathered through online sources, fellow graduates, employers or parents. This method of reporting outcome data is in compliance with 2014 national reporting guidelines established by the National Association of Colleges and Employers (NACE) which 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.

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

OUTCOMES TERMINOLOGY

Career Outcome Rate

This term is now used in lieu of “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);
- participating in a program of voluntary service (such as Teach for America, Peace Corps, etc.);
- serving in the U.S. 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); and
- not seeking (those who have indicated that they choose not to pursue either employment or continuing education at this time).

Knowledge Rate

This term is now used in lieu of “Reporting Rate” to define the percent 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 timeframe. Data does not include those students who obtained a certificate without a degree. Methodology used the following protocol:

1. Shortly before each graduation, potential graduates were identified by the Registrar’s Office, and emails were sent inviting graduates 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 2014, October 2014, December 2014, and May 2015 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 majors, communications, criminal justice, political science, psychology and counseling, social work, and sociology)
   - College of Learning and Innovation (art, biology, chemistry, education, English, history, liberal studies, mathematics, philosophy, and theology)

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.
ALL DEGREES

Graduates Surveyed

Knowledge Rate

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>301</td>
<td>301</td>
</tr>
<tr>
<td>Graduate</td>
<td>287</td>
<td>287</td>
</tr>
<tr>
<td>Doctorate</td>
<td>20</td>
<td>20</td>
</tr>
</tbody>
</table>

Outcome Rates—Total University

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Outcome rate for job seekers:</td>
<td>95%</td>
<td>97%</td>
</tr>
<tr>
<td>Outcome rate for graduates seeking continuing education:</td>
<td>80%</td>
<td>91%</td>
</tr>
<tr>
<td>Career outcome rate (as defined in the Introduction):</td>
<td>94%</td>
<td>97%</td>
</tr>
</tbody>
</table>

Compensation (not including bonuses)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Median full-time salary:</td>
<td>$49,000</td>
<td>$46,890</td>
</tr>
<tr>
<td>Full-time salary range:</td>
<td>$10,000-$172,000</td>
<td>$20,000-$102,000</td>
</tr>
</tbody>
</table>

Professional Work Experiences (PWE)

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates completing at least one PWE:</td>
<td>78%</td>
<td>73%</td>
</tr>
<tr>
<td>Graduates completing at least three PWE:</td>
<td>43%</td>
<td>26%</td>
</tr>
<tr>
<td>Average number of PWEs per graduate:</td>
<td>2.87</td>
<td>2.2</td>
</tr>
</tbody>
</table>

Industries Where Carlow Graduates Are Placed

<table>
<thead>
<tr>
<th>Industry</th>
<th>Undergraduate</th>
<th>Graduate</th>
<th>Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>5.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT</td>
<td>1.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consulting</td>
<td>1.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Biotechnology and Science</td>
<td>1.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting</td>
<td>1.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>2.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government/Public Administration</td>
<td>2.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retail</td>
<td>2.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td>2.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Services</td>
<td>2.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Higher Education</td>
<td>5.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Banking and Financial Services</td>
<td>6.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Healthcare/Health Services</td>
<td>9.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Services</td>
<td>11.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>13.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medicine</td>
<td>30.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## ALL BACHELOR’S DEGREES

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All Bachelor’s Degrees</td>
<td>301</td>
<td>308</td>
</tr>
</tbody>
</table>

### Knowledge Rate

- 2014—2015: 80%
- 2013—2014: 70%

### Outcome Rates

- Outcome rate for job seekers: 93% (2014—2015) vs. 96% (2013—2014)
- Outcome rate for graduates seeking continuing education: 79% (2014—2015) vs. 90% (2013—2014)
- Career outcome rate (as defined in the Introduction): 91% (2014—2015) vs. 95% (2013—2014)

### Compensation

- Full-time salary range: $10,000-$76,000 (2014—2015) vs. $20,000-$62,000 (2013—2014)

### Professional Work Experiences (PWE)

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

- Graduates completing at least one PWE: 77% (2014—2015) vs. 74% (2013—2014)
- Graduates completing at least three professional work experience: 34% (2014—2015) vs. 16% (2013—2014)
- Average number of PWEs per graduate: 2.6 (2014—2015) vs. 1.9 (2013—2014)

### Industries Where Bachelor’s Graduates Are Placed

- Accounting
- Banking
- Biotechnology
- Business Services
- Chemicals
- Construction
- Consumer Services
- Education
- Engineering
- Food & Beverage
- Government/Public Administration
- Healthcare/Health Services
- Information Technology
- Insurance Services
- Law Enforcement & Security
- Medicine
- Nonprofit/Philanthropy
- Other/Unspecified
- Printing & Publishing
- Real Estate
- Retail/Wholesale
- Social Services
## ALL MASTER’S DEGREES

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

| Knowledge Rate | 80% | 76% |

<table>
<thead>
<tr>
<th>Outcome Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outcome rate for job seekers:</td>
</tr>
<tr>
<td>Outcome rate for graduates seeking continuing education:</td>
</tr>
<tr>
<td>Career outcome rate (as defined in the Introduction):</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median full-time salary:</td>
</tr>
<tr>
<td>Full-time salary range:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Professional Work Experiences (PWE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates completing at least one PWE:</td>
</tr>
<tr>
<td>Graduates completing at least three PWE:</td>
</tr>
<tr>
<td>Average number of PWEs per graduate:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Industries Where Master’s Graduates Are Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Accounting</td>
</tr>
<tr>
<td>• Banking</td>
</tr>
<tr>
<td>• Business Services</td>
</tr>
<tr>
<td>• Consulting</td>
</tr>
<tr>
<td>• Education</td>
</tr>
<tr>
<td>• Entrepreneurial/Start-Ups</td>
</tr>
<tr>
<td>• Financial Services</td>
</tr>
<tr>
<td>• Food &amp; Beverage</td>
</tr>
<tr>
<td>• Fundraising/Philanthropy</td>
</tr>
<tr>
<td>• Government/Public Administration</td>
</tr>
<tr>
<td>• Health, Wellness &amp; Fitness</td>
</tr>
<tr>
<td>• Healthcare/Health Services</td>
</tr>
<tr>
<td>• Higher Education</td>
</tr>
<tr>
<td>• Hospitality – Hotel/Restaurant Management</td>
</tr>
<tr>
<td>• Human Resources</td>
</tr>
<tr>
<td>• Insurance Services</td>
</tr>
<tr>
<td>• Law</td>
</tr>
</tbody>
</table>
## ALL DOCTORAL DEGREES

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

### Outcome Rates

- **Outcome rate for job seekers:** 100% 100%
- **Outcome rate for graduates seeking continuing education:** NA 100%
- **Career outcome rate (as defined in the Introduction):** 100% 100%

### Compensation

- **Median full-time salary:** $75,000 $54,083
- **Full-time salary range:** $30,000 - $172,000 $30,000 - $80,000

### Professional Work Experiences (PWE)

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

- **Graduates completing at least one PWE:** 73% 88%
- **Graduates completing at least three PWE:** 45% 38%
- **Average number of PWEs per graduate:** 3.7 2.3

### Industries Where Doctoral Graduates Are Placed

- Education
- Healthcare/Health Services
- Higher Education
- Medicine
- Other/Unspecified
COLLEGE OF HEALTH AND WELLNESS

2014—2015

Graduates Surveyed
All degrees from the College of Health and Wellness 183

Knowledge Rate 81%

Outcome Rates
Outcome rate for job seekers: 98%
Outcome rate for graduates seeking continuing education: 100%
Career outcome rate (as defined in the Introduction): 98%

Compensation
Median full-time salary: $64,000
Full-time salary range: $40,000 - $172,000

Professional Work Experiences (PWE)
(This includes internships, co-ops, clinical experiences, field placements, and assistantships.)
Graduates completing at least one PWE: 72%
Graduates completing at least three PWE: 51%
Average number of PWEs per graduate: 4.0

Representative Employers
• Allegheny County
• Allegheny Health Network
• Amedisys Home Health and Hospice
• AstraZeneca
• Butler Hospital
• Centerville Clinic
• Children's Hospital of Pittsburgh of UPMC
• Community College of Allegheny County
• Conemaugh MMC
• Excela Health
• Genesis Medical
• Heritage Valley Health System
• Insight Practice Solutions
• Interim Healthcare
• Jarold M. Golds and Associates
• Jefferson Hospital
• Magee Women’s Hospital of UPMC
• Mid East Career Tech Center
• Monroeville Pediatrics
• Northern Medical Associates with UPMC
• Pennsylvania State University
• Pittsburgh VA Healthcare System
• Preferred Primary Care Physicians
• Promedica
• Saint Francis University
• Saint Vincent Hospital
• Somerset Emergency Department
• Somerset Home Health
• Somerset Hospital
• St. Clair Hospital
• St. Vincent Hospital
• Torrance State Hospital
• University of Pittsburgh Physicians

Schools Where College of Health and Wellness Graduates Matriculated
• Carlow University, Pittsburgh, PA
Graduates Surveyed
All degrees from the College of Leadership and Social Change 285

Knowledge Rate 81%

Outcome Rate
Outcome rate for job seekers: 93%
Outcome rate for graduates seeking continuing education: 89%
Career outcome rate (as defined in the Introduction): 93%

Compensation
Median full-time salary: $45,267
Full-time salary range: $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: 80%
Graduates completing at least three PWE: 37%
Average number of PWEs per graduate: 2.1

Representative Employers
- AECOM
- Allegheny County
- Allegheny County Court of Common Pleas
- Amerisource Bergen
- Arsenal Family & Children’s Center
- Bath County Public Schools
- Bureau of the Fiscal Service
- Carlow University
- Carlynton High
- City of Pittsburgh
- Cleveland Brothers Equipment Co., Inc.
- Duquesne Light Company
- Family Behavioral Resources
- Family Services of Western PA
- FHL Bank Pittsburgh
- Glade Run Lutheran Services
- Holy Family Institute
- Koppers Inc.
- Lifespan, Inc.
- McGuire Memorial
- MSA
- Neuropsychology Group of West Virginia
- Nexus Real Estate
- Perfusion Professionals
- Propel Charter Schools
- RobertHalf
- Schneider Downs
- Sisterson & Co. LLP
- SpecialtyCare
- SR Snodgrass PC
- St. Paul’s Episcopal Nursery School
- The Gateway Engineers, Inc.
- UAMS
- UF Health Jacksonville
- University of Pittsburgh Child Development Center
- UPMC
- UPMC Health Plan
- Vincentian Child Development Center
- Wesley Spectrum
- Women’s Center and Shelter
- Youth Advocate Program
- YWCA Greater Pittsburgh

Schools Where College of Leadership and Social Science Graduates Matriculated
- Carlow University
- Chatham University
- Duquesne School of Law
- Duquesne University
- Gallaudet University
- Mercyhurst University
- University of Pittsburgh
Graduates Surveyed
All Degrees from the College of Learning and Innovation 138

Knowledge Rate 80%

Outcome Rates
Outcome rate for job seekers: 94%
Outcome rate for graduates seeking continuing education: 68%
Career outcome rate (as defined in the Introduction): 89%

Compensation
Median full-time salary: $30,500
Full-time salary range: $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: 82%
Graduates completing at least three PWE: 44%
Average number of PWEs per graduate: 2.5

Representative Employers
- 3 Birds Marketing LLC
- Aerotek
- Allegheny Intermediate Unit
- Alternative Testing Laboratories, Inc.
- Arsenal Family & Children’s Center
- Burrell School District
- Carlow University
- Carlynton High
- Center for Organ Recovery and Education
- ChemADVISOR
- Elizabeth Seton Center
- Environmental Services
- Laboratories
- Fine Arts Miracles
- Firedex Of Pittsburgh
- Foster Elementary School
- Fox Chapel and Shaler Area School Districts
- Head Start
- Highlands School District
- Jewish Community Center
- Kindercare Learning Center
- McGuire Memorial
- McKeesport Area School District
- Montessori School
- Perfusion Professionals
- Pittsburgh Public School District
- Propel Charter Schools
- Robert Morris University
- Savannah Law School
- Southern Virginia University
- Squirrel Hill Community Food Pantry
- Talent and Organization Management
- The Children’s Institute Day School
- University of Pittsburgh
- UPMC Presbyterian Hospital
- Vincentian Child Development Center
- West Allegheny School District
- Westmoreland IU
- YWCA Greater Pittsburgh

Schools Where College of Leadership and Innovation Graduates Matriculated
- Carlow University
- Chatham University
- College Misericordia
- Duquesne University
- Gannon University
- Hofstra North Shore - LIJ School of Medicine
- King’s College
- Marshall University
- Seton Hill University
- Slippery Rock University
- University of Missouri
- University of Pittsburgh