



CARLOW
UNIVERSITY

CAREER OUTCOMES REPORT
2016–2017

INTRODUCTION

Information in this survey was derived primarily from individual graduates responding to Carlow University's Career Outcomes Survey for graduation dates August 2016 through May 2017. Some relevant data was gathered through online sources, fellow graduates, employers, or faculty. 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). Carlow University made good faith efforts 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, at an organization, 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 and plan to matriculate into a program of further study, including graduate school or other specialized training)
- **Not Seeking** (those who indicate that they choose not to pursue 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.

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 2016, October 2016, December 2016 and May 2017 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, general studies, 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:

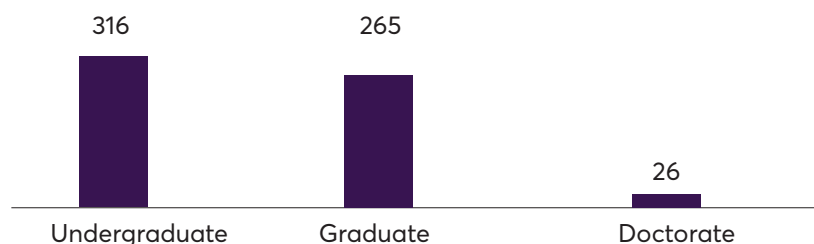
- salary information reported directly by individual graduates on their outcome survey response;
- salary information for full-time positions only;
- compensation reported as base pay, not including bonuses; and
- salary information that is free from input errors in the survey.*

*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.

ALL DEGREES

	2016-2017	2015-2016	2014-2015
Graduates Surveyed	607	550	608

Knowledge Rate	75%	84%	81%
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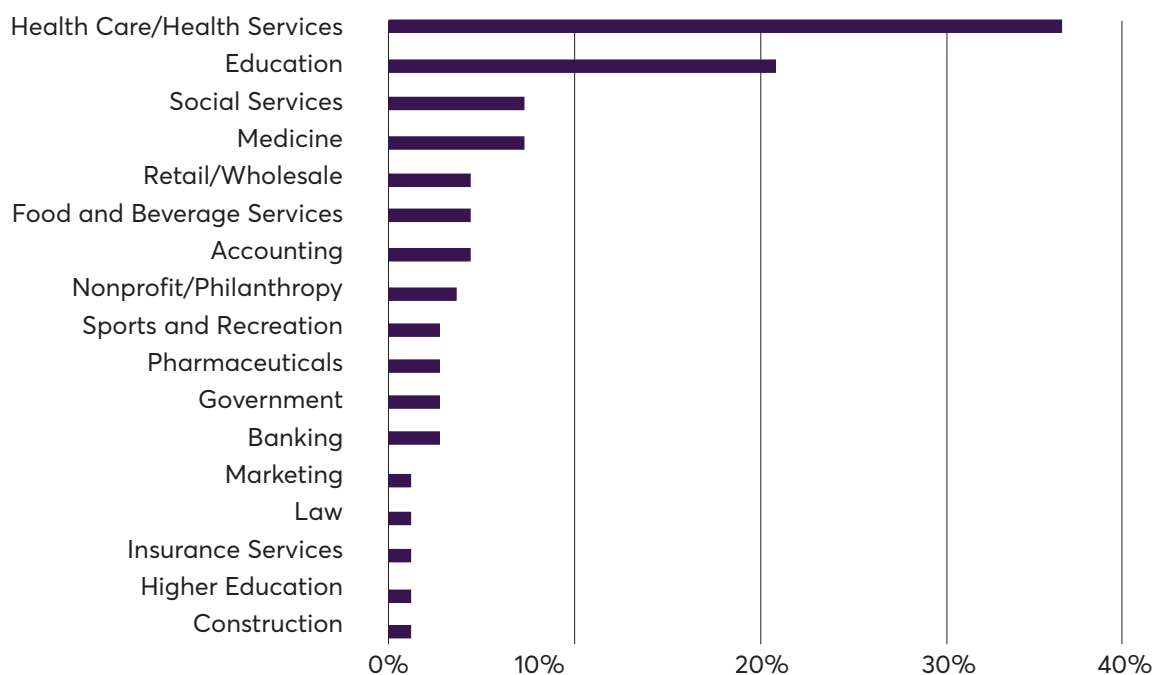
Outcome Rates—Total University

Outcome rate for job seekers:	99%	96%	95%
Outcome rate for graduates seeking continuing education:	90%	84%	80%
Overall career outcome rate:	98%	95%	94%

Compensation (not including bonuses)

Median full-time salary:	\$50,000	\$43,000	\$49,090
Full-time salary range:	\$11,000-\$200,000	\$10,000-\$160,000	\$10,000-\$172,000

Industries Where Carlow Graduates Are Placed



ALL BACHELOR'S DEGREES

	2016-2017	2015-2016	2014-2015
Graduates Surveyed			
All Bachelor's Degrees	316	275	301
Knowledge Rate	74%	85%	80%
Outcome Rates			
Outcome rate for job seekers:	99%	94%	93%
Outcome rate for graduates seeking continuing education:	95%	88%	79%
Overall career outcome rate:	98%	93%	91%
Compensation			
Median full-time salary:	\$40,000	\$36,000	\$45,000
Full-time salary range:	\$11,000-\$82,000	\$10,000-\$86,000	\$10,000-\$76,000

Industries Where Bachelor's Graduates Are Placed

- Accounting
- Arts and Entertainment
- Business Services
- Chemicals
- Construction
- E-Commerce
- Education
- Engineering
- Financial Services
- Food and Beverage
- Government/Public Administration
- Health, Wellness, and Fitness
- Healthcare/Health Services
- Hospitality
- Human Resources
- Information Technology
- Insurance Services
- Law
- Marketing
- Medicine
- Non-Profit/Philanthropy
- Pharmaceuticals
- Retail/Wholesale
- Social Services
- Transportation

ALL MASTER'S DEGREES

	2016-2017	2015-2016	2014-2015
Graduates Surveyed			
All Master's Degrees	265	258	287
Knowledge Rate	74%	83%	80%
Outcome Rates			
Outcome rate for job seekers:	99%	97%	96%
Outcome rate for graduates seeking continuing education:	92%	70%	100%
Overall career outcome rate:	99%	96%	96%
Compensation			
Median full-time salary:	\$58,700	\$55,000	\$50,000
Full-time salary range:	\$13,000-\$200,000	\$23,000-\$142,000	\$17,500-\$100,000

Industries Where Master's Graduates Are Placed

- Accounting
- Arts and Entertainment
- Banking
- Education
- Engineering
- Financial Services
- Government/Public Administration
- Healthcare/Health Services
- Insurance Services
- Marketing
- Medicine
- Pharmaceuticals
- Retail/Wholesale
- Social Services
- Sports and Recreation
- Waste Management

ALL DOCTORAL DEGREES

	2016-2017	2015-2016	2014-2015
Graduates Surveyed			
All Doctoral Degrees	26	17	20
Knowledge Rate	100%	100%	90%
Outcome Rates			
Outcome rate for job seekers:	100%	100%	100%
Outcome rate for graduates seeking continuing education:	NA	NA	NA
Overall career outcome rate:	100%	100%	100%
Compensation			
Median full-time salary:	\$65,000	\$70,000	\$75,000
Full-time salary range:	\$40,000-\$126,000	\$43,000-\$160,000	\$30,000-\$172,000

Industries Where Doctoral Graduates Are Placed

- Education
- Healthcare/Health Services
- Higher Education
- Insurance Services
- Social Services

COLLEGE OF HEALTH AND WELLNESS

	2016-2017	2015-2016	2014-2015
Graduates Surveyed			
All degrees from the College of Health and Wellness	207	175	183
Knowledge Rate			
	79%	95%	81%
Outcome Rates			
Outcome rate for job seekers:	100%	98%	98%
Outcome rate for graduates seeking continuing education:	83%	89%	100%
Overall career outcome rate:	99%	98%	98%
Compensation			
Median full-time salary:	\$65,000	\$60,000	\$64,000
Full-time salary range:	\$40,000-\$126,000	\$20,000-\$160,000	\$40,000-\$172,000
Representative Employers			
<ul style="list-style-type: none"> Allegheny General Hospital Allegheny Health Network Allegheny Valley Hospital American Red Cross Aspire Brigham and Women's Hospital Butler Memorial Hospital Carlow University Children's Hospital of Pittsburgh Conemaugh Physician Group Department of Veterans Affairs Duquesne University Excelsa Health Forbes Hospital Freemont Dermatology Fulton County Medical Center Family Practice Grandstand Medical Center Hampton School District Highlands Hospital Indiana Regional Medical Center Internal Medicine Associates of Connellsville Jefferson Hospital Lebanon Veterans Affairs Medical Center Magee Women's Hospital Memorial Hermann Health System Oak Hill Hospital Ohio University Penn State Altoona Penn State University Pittsburgh Technical College Preferred Primary Care Physicians Primary Health Network Ruby Memorial Hospital Slippery Rock University of PA Somerset Health Service Somerset Hospital St. Clair Hospital STAT MedEvac Stonerise Healthcare LLC Uniontown Hospital University of Pittsburgh UPMC Forbes UPMC Jameson UPMC Mercy Hospital UPMC Mercy Hospital School of Nursing UPMC Mercy Southside Outpatient Center UPMC Montefiore UPMC Northwest UPMC Passavant UPMC Presbyterian UPMC Shadyside UPMC St. Margaret VA Pittsburgh Medical Center Vanderbilt University Medical Center West Penn Hospital WVU Healthcare 			
Schools Where College of Health and Wellness Graduates Matriculated			
<ul style="list-style-type: none"> Carlow University Chatham University Robert Morris University 			

COLLEGE OF LEADERSHIP AND SOCIAL CHANGE

	2016-2017	2015-2016	2014-2015
Graduates Surveyed			
All degrees from the College of Leadership and Social Change	266	264	285
Knowledge Rate			
	79%	82%	81%
Outcome Rates			
Outcome rate for job seekers:	99%	94%	93%
Outcome rate for graduates seeking continuing education:	100%	89%	89%
Overall career outcome rate:	99%	93%	93%
Compensation			
Median full-time salary:	\$39,500	\$40,000	\$45,267
Full-time salary range:	\$13,000-\$200,000	\$10,000-\$142,000	\$20,800-\$100,000
Representative Employers			
<ul style="list-style-type: none"> Allegheny County Children Youth and Families Allegheny Health Network Allegheny Valley Schools Arconic Bethlehem Haven BNY Mellon Bombardier Carlow Univeristy Change Healthcare Children's Hospital of Pittsburgh Citibank City of Pittsburgh Cleveland Clinic Crown Castle CVS DC Department of Forensic Sciences Early Head Start Edgar Snyder & Associates Excelsa Health Care Familylinks First National Bank Forensic Evaluation Litigation Gateway Health Plan Giant Eagle Guttman Energy Heinz Foundation Awards Highmark Just Harvest KBR, Inc. Kurt Shaw & Co LitCon Group Mainstay Life Service MedExpress MedStar Georgetown University Hospital Mercy Behavior Health Mid-Ohio Psychological Services Morgan Stanley Mosaix Software NationalLink L.P. Northwest Bancorp Pennsylvania Insurance Department PHEAA Pittsburgh Mercy Health System Pittsburgh Public Schools PNC Pyramid Healthcare Robert Half Southwestern Human Services Southwood Psychiatric Hospital TCV Community Services The Children's Institute The Ellis School Thermo Fisher Scientific Tobacco Free Allegheny TravelCenters of America University of Pittsburgh UPMC UPMC Health Plan UPS Urban Redevelopment Authority Victim Services Inc. Walgreens Specialty Pharmacy Woodland Foundation 			

Schools Where College of Leadership and Social Change Graduates Matriculated

- Baruch College
- Carlow University
- Duquesne University
- Grand Canyon University
- Indiana University of PA
- University of Pittsburgh
- West Virginia University

COLLEGE OF LEARNING AND INNOVATION

	2016-2017	2015-2016	2014-2015
Graduates Surveyed			
All degrees from the College of Learning and Innovation	134	123	138
Knowledge Rate	62%	74%	80%
Outcome Rates			
Outcome rate for job seekers:	99%	96%	94%
Outcome rate for graduates seeking continuing education:	86%	73%	68%
Overall career outcome rate:	96%	92%	89%
Compensation			
Median full-time salary:	\$40,000	\$31,500	\$30,500
Full-time salary range:	\$11,000-\$90,000	\$15,162-\$50,000	\$10,000-\$50,000
Representative Employers			
<ul style="list-style-type: none">• A Child's World Daycare• Ainsworth Pet Nutrition• Art Expression Inc.• Bethel Park School District• Bright Horizons• California School District• Campus School of Carlow• Carlow University• Carnegie Mellon University• Carnegie Science Center• Carriage House Children's Center• City of Asylum• Community College of Allegheny County• Council of Three Rivers American Indian Center	<ul style="list-style-type: none">• Dicks Sporting Goods• Ellenton United Methodist Preschool• Flex LTD• Frazier Middle School• Giant Eagle• Greater Pittsburgh Literacy Council• Highmark Health• Home Depot• Ivymount Corporation• Kent School District• Mylan• Northern Cambria High School• Ottumwa School District• PA Department of Human Services and Education	<ul style="list-style-type: none">• Pittsburgh Public Schools• Public Allies• Soulpath Journey• St. Paul's Preschool• State Farm• Step by Step• Tender Care Learning Center• The Academy Schools• University of Pittsburgh• UPMC• Valley Junior Senior High School• VIPKID• Waste Management• West Jefferson Hills School District• Western Pennsylvania Montessori School	

Schools Where College of Learning and Innovation Graduates Matriculated

- Carlow University
- Carnegie Mellon University
- Chatham University
- Duquesne University
- Seton Hill University

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