



CARLOW
UNIVERSITY

CAREER OUTCOMES REPORT
2017–2018

INTRODUCTION

Information in this survey was derived from individual graduates responding to Carlow University's First Destination Survey for graduation dates August 2017 through May 2018. Additional relevant data was gathered through online sources, fellow graduates, employers, and faculty. This method of reporting career 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.

Professional Work Experience (PWE)

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

- internships;
- clinical rotations;
- field placements;
- practicums;
- student teaching;
- research;
- assistantships

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 complete a first destination survey to provide career outcome information. This was administered via Handshake, a new career management system implemented by the university.
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 2017, December 2017 and May 2018 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 (healthcare data analytics, health management, nursing and respiratory care)
 - College of Leadership and Social Change (accounting and business, communications, criminology, fraud and forensics, human resource management, political science, psychology and counseling, and social work)
 - 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:

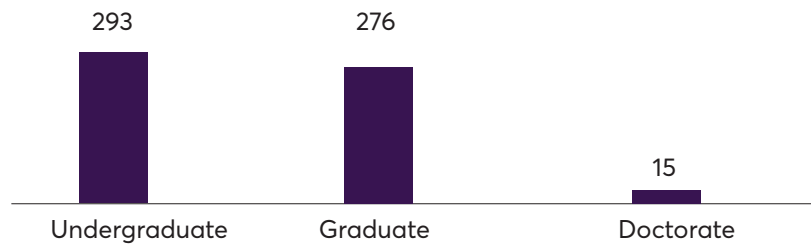
- salary information reported directly by individual graduates on their first destination survey response;
- salary information for full-time positions only;
- compensation reported as base pay, not including bonuses; and
- salary information that is free from input errors in the survey.*

*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.

ALL DEGREES

| | 2017-2018 | 2016-2017 | 2015-2016 |
|---------------------------|-----------|-----------|-----------|
| Graduates Surveyed | 584 | 607 | 550 |

| | | | |
|-----------------------|-----|-----|-----|
| Knowledge Rate | 76% | 75% | 84% |
|-----------------------|-----|-----|-----|



Outcome Rates—Total University

| | | | |
|--|-----|-----|-----|
| Outcome rate for job seekers: | 97% | 99% | 96% |
| Outcome rate for graduates seeking continuing education: | 95% | 90% | 84% |
| Overall career outcome rate: | 97% | 98% | 95% |

Compensation (not including bonuses)

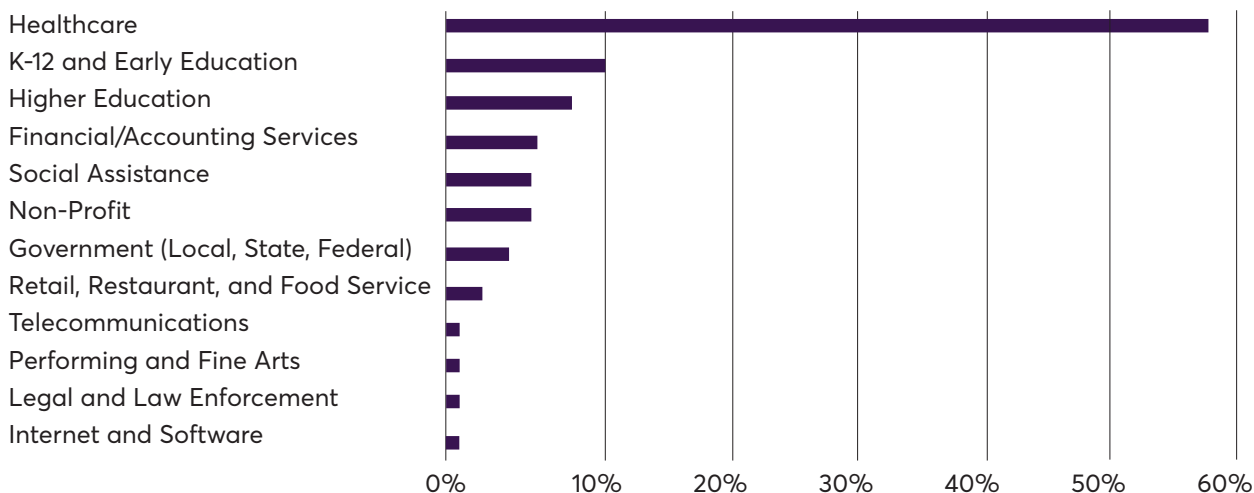
| | | | |
|--------------------------|--------------------|--------------------|--------------------|
| Median full-time salary: | \$55,734 | \$50,000 | \$43,000 |
| Full-time salary range: | \$16,640-\$189,000 | \$11,000-\$200,000 | \$10,000-\$160,000 |

Professional Work Experiences (PWE)

(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)

| | |
|--|-----|
| Graduates completing at least one PWE: | 89% |
| Graduates completing at least three PWE: | 74% |
| Average number of PWEs per graduate: | 7.6 |

Representative Industries Where Carlow Graduates Are Placed



ALL BACHELOR'S DEGREES

| | 2017-2018 | 2016-2017 | 2015-2016 |
|--|-------------------|-------------------|-------------------|
| Graduates Surveyed | | | |
| All Bachelor's Degrees | 293 | 316 | 275 |
| Knowledge Rate | 76% | 74% | 85% |
| Outcome Rates | | | |
| Outcome rate for job seekers: | 95% | 99% | 94% |
| Outcome rate for graduates seeking continuing education: | 93% | 95% | 88% |
| Overall career outcome rate: | 95% | 98% | 93% |
| Compensation | | | |
| Median full-time salary: | \$54,080 | \$40,000 | \$36,000 |
| Full-time salary range: | \$16,640-\$88,000 | \$11,000-\$82,000 | \$10,000-\$86,000 |

Professional Work Experiences (PWE)

(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)

| | |
|--|-----|
| Graduates completing at least one PWE: | 94% |
| Graduates completing at least three PWE: | 73% |
| Average number of PWEs per graduate: | 7.7 |

Industries Where Bachelor's Graduates Are Placed

- Animal and Wildlife
- Commercial Banking and Credit
- Defense
- Design
- Environmental Services
- Food and Beverage
- Government - Local, State and Federal
- Healthcare
- Higher Education
- Hotels and Accommodation
- Investment Banking
- Journalism, Media and Publishing
- K-12 Education
- Legal and Law Enforcement
- Manufacturing
- Non-Profit
- Other Education
- Performing and Fine Arts
- Real Estate
- Restaurants and Food Service
- Retail Stores
- Social Assistance
- Sports and Leisure
- Telecommunications
- Transportation and Logistics
- Wholesale Trade

ALL MASTER'S DEGREES

| | 2017-2018 | 2016-2017 | 2015-2016 |
|--|--------------------|--------------------|--------------------|
| Graduates Surveyed | | | |
| All Master's Degrees | 276 | 265 | 258 |
| Knowledge Rate | 75% | 74% | 83% |
| Outcome Rates | | | |
| Outcome rate for job seekers: | 99% | 99% | 97% |
| Outcome rate for graduates seeking continuing education: | 100% | 92% | 70% |
| Overall career outcome rate: | 99% | 99% | 96% |
| Compensation | | | |
| Median full-time salary: | \$70,000 | \$58,700 | \$55,000 |
| Full-time salary range: | \$26,000-\$189,000 | \$13,000-\$200,000 | \$23,000-\$142,000 |

Professional Work Experiences (PWE)

(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)

| | |
|--|-----|
| Graduates completing at least one PWE: | 80% |
| Graduates completing at least three PWE: | 73% |
| Average number of PWEs per graduate: | 7.2 |

Industries Where Master's Graduates Are Placed

- Accounting
- Commercial Banking and Credit
- Construction
- Environmental Services
- Government - Local, State and Federal
- Higher Education
- Human Resources
- Insurance
- Internet and Software
- Investment / Portfolio Management
- Investment Banking
- K-12 Education
- Legal and Law Enforcement
- Management Consulting
- Non-Profit
- Other Education
- Politics
- Real Estate
- Religious Work
- Social Assistance
- Telecommunications
- Utilities and Renewable Energy

ALL DOCTORAL DEGREES

| | 2017-2018 | 2016-2017 | 2015-2016 |
|--|-------------------|--------------------|--------------------|
| Graduates Surveyed | | | |
| All Doctoral Degrees | 15 | 26 | 17 |
| Knowledge Rate | 87% | 100% | 100% |
| 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: | \$62,400 | \$65,000 | \$70,000 |
| Full-time salary range: | \$53,500-\$98,000 | \$40,000-\$126,000 | \$43,000-\$160,000 |
| Professional Work Experiences (PWE) | | | |
| <i>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)</i> | | | |
| Graduates completing at least one PWE: | 100% | | |
| Graduates completing at least three PWE: | 100% | | |
| Average number of PWEs per graduate: | 5.3 | | |
| Industries Where Doctoral Graduates Are Placed | | | |
| <ul style="list-style-type: none">• Government• Healthcare• Higher Education | | | |

COLLEGE OF HEALTH AND WELLNESS

| | 2017-2018 | 2016-2017 | 2015-2016 |
|---|------------------|--------------------|--------------------|
| Graduates Surveyed | | | |
| All degrees from the College of Health and Wellness | 225 | 207 | 175 |
| Knowledge Rate | | | |
| | 74% | 79% | 95% |
| Outcome Rates | | | |
| Outcome rate for job seekers: | 99% | 100% | 98% |
| Outcome rate for graduates seeking continuing education: | 100% | 83% | 89% |
| Overall career outcome rate: | 99% | 99% | 98% |
| Compensation | | | |
| Median full-time salary: | \$58,240 | \$65,000 | \$60,000 |
| Full-time salary range: | \$31,533-189,000 | \$40,000-\$126,000 | \$20,000-\$160,000 |
| Professional Work Experiences (PWE) | | | |
| <i>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)</i> | | | |
| Graduates completing at least one PWE: | 94% | | |
| Graduates completing at least three PWE: | 88% | | |
| Average number of PWEs per graduate: | 12.8 | | |
| Representative Employers | | | |
| <ul style="list-style-type: none"> Allegheny General Hospital Allegheny Health Network Allegheny Valley Hospital Butler Health System Butler Hospital Carolinas Primary Care Catholic Health Initiatives Centers for Disease Control and Prevention (CDC) Centerville Clinics, Inc Chambersburg Hospital Children's Community Pediatrics Children's Home Children's Hospital of Pittsburgh of UPMC Cigna Duquesne University Ellwood City Medical Center Excela Health Family Behavioral Services Genesis Medical Center Heritage Valley Health System HM Health Solutions, Inc MedExpress Medcare Group, Inc Medi-Help Monongahela Valley Hospital Mount Aloysius College Oncology Hematology Associates Pediatric Associates of Westmoreland The Pennsylvania State University Piedmont Atlanta Hospital Pittsburgh Vascular Association Premier Medical Associates Quality of Life Service Select Specialty Hospital St. Clair Hospital STAT MedEvac Suburban Urologic Association Summit Healthcare Travel Nurse Across America Trident Medical Center U.S. Office of Personnel Management UPMC UPMC Senior Communities VA Pittsburgh Healthcare System Veterans Health Administration Westmoreland County Community College Wound Healing Solutions | | | |
| Schools Where College of Health and Wellness Graduates Matriculated | | | |
| <ul style="list-style-type: none"> Carlow University University of Pennsylvania | | | |

COLLEGE OF LEADERSHIP AND SOCIAL CHANGE

| | 2017-2018 | 2016-2017 | 2015-2016 |
|--|--------------------|--------------------|--------------------|
| Graduates Surveyed | | | |
| All degrees from the College of Leadership and Social Change | 222 | 266 | 264 |
| Knowledge Rate | | | |
| | 82% | 79% | 82% |
| Outcome Rates | | | |
| Outcome rate for job seekers: | 97% | 99% | 94% |
| Outcome rate for graduates seeking continuing education: | 91% | 100% | 89% |
| Overall career outcome rate: | 97% | 99% | 93% |
| Compensation | | | |
| Median full-time salary: | \$40,000 | \$39,500 | \$40,000 |
| Full-time salary range: | \$26,000-\$105,000 | \$13,000-\$200,000 | \$10,000-\$142,000 |
| Professional Work Experiences (PWE) | | | |
| <i>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)</i> | | | |
| Graduates completing at least one PWE: | 82% | | |
| Graduates completing at least three PWE: | 57% | | |
| Average number of PWEs per graduate: | 3.4 | | |

Representative Employers

- ADP
- Aetna
- Allegheny County
- Allegheny Health Network
- Allegheny Intermediate Unit
- ARDX
- Bank of New York Mellon (BNY Mellon)
- Barber National Institute
- Carnegie Mellon University
- Casa San Jose
- Charles Schwab & Co
- The Children's Institute
- Cigna
- City of Pittsburgh
- Community Alternatives Inc
- Conemaugh Health System
- Deloitte
- Dollar Bank
- Eat'n Park
- Every Child, Inc
- Family Resources
- Family Services of Western Pennsylvania
- Familylinks
- First American Title Insurance Company
- Gateway Rehab
- Glade Run Lutheran Services
- Gwen's Girls
- Heritage Valley Health System
- Highmark Health
- IES Communications
- Jewish Association on Aging
- JP Morgan Chase
- MedExpress
- Mon Yough Community Services
- Nebraska Medicine at University of Nebraska
- Net Health
- Novel Coworking
- Pittsburgh Institute of Aeronautics
- Pittsburgh Mercy
- Pittsburgh Penguins Foundation
- Pittsburgh Public Schools
- Pittsburgh Tribune Review
- PNC Financial Services
- Pyramid Healthcare
- Rivertech Tax Preparation, LLC
- Scott Electric
- Sisterson & Co. LLP
- Southwestern Pennsylvania Human Services
- Tadisio
- Tata Communications
- Three Rivers Youth
- UPMC
- U.S. Department of Homeland Security
- U.S. Department of Labor
- Wesley Family Services
- Western Psychiatric Institute and Clinic

Schools Where College of Leadership and Social Change Graduates Matriculated

- California University of Pennsylvania
- Chatham University
- University College Dublin
- Carlow University
- The Pennsylvania State University
- University of Pittsburgh

COLLEGE OF LEARNING AND INNOVATION

| | 2017-2018 | 2016-2017 | 2015-2016 |
|--|-------------------|-------------------|-------------------|
| Graduates Surveyed | | | |
| All degrees from the College of Learning and Innovation | 133 | 134 | 123 |
| Knowledge Rate | 70% | 62% | 74% |
| Outcome Rates | | | |
| Outcome rate for job seekers: | 93% | 99% | 96% |
| Outcome rate for graduates seeking continuing education: | 94% | 86% | 73% |
| Overall career outcome rate: | 94% | 96% | 92% |
| Compensation | | | |
| Median full-time salary: | \$33,000 | \$40,000 | \$31,500 |
| Full-time salary range: | \$16,640-\$44,000 | \$11,000-\$90,000 | \$15,162-\$50,000 |

Professional Work Experiences (PWE)

(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)

| | |
|--|-----|
| Graduates completing at least one PWE: | 93% |
| Graduates completing at least three PWE: | 77% |
| Average number of PWEs per graduate: | 5.1 |

Representative Employers

- Allegheny County Sheriff's Office
- Allegheny Health Network
- Allegheny Intermediate Unit
- Arconic
- Bethlehem Haven
- Big Beaver Falls Area School District
- The Bradley Center
- Brightside Academy
- Carlow University
- Carnegie Library of Pittsburgh
- Carnegie Mellon University
- Catholic Charities of the Diocese of Pittsburgh
- Catholic Diocese of Pittsburgh
- Cigna
- Duke University Hospital
- Heritage Environmental Services
- Holy Sepulcher Catholic School
- KinderCare Education
- Mansfield University of Pennsylvania
- Moon Township Parks and Recreation
- Naval Nuclear Laboratory
- Novitas Solutions Inc
- The Pennsylvania State University
- Pittsburgh Filmmakers/Pittsburgh Center for the Arts
- Pittsburgh Public Schools
- Pittsburgh Zoo and PPG Aquarium
- Propel Charter Schools
- Sheppard Pratt Health System
- Sister Thea Bowman Catholic Academy
- Source4Teachers
- St. Raphael School
- Teach For America
- University of Pittsburgh
- UPMC
- Urban Academy Charter School of Greater Pittsburgh
- Wesley Family Services
- West Allegheny High School
- Western Pennsylvania School for Blind Children
- YMCA

Schools Where College of Learning and Innovation Graduates Matriculated

- Carlow University
- Columbia College Chicago
- Duquesne University
- Florida International University
- Lake Erie College of Osteopathic Medicine
- Pittsburgh Institute of Mortuary Science
- Robert Morris University
- Saint James School of Medicine
- University of Pittsburgh
- Ursuline College

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