



**CARLOW**  
UNIVERSITY

**CAREER OUTCOMES REPORT**  
**2018–2019**

## INTRODUCTION

Information in this survey was derived from individual graduates responding to Carlow University's First Destination Survey for graduation dates August 2018 through May 2019. 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 2019 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 Experience 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, the career management platform adopted 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 2018, December 2018 and May 2019 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, data analytics, early development and learning, education, English, general studies, history, liberal studies, and mathematics)

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

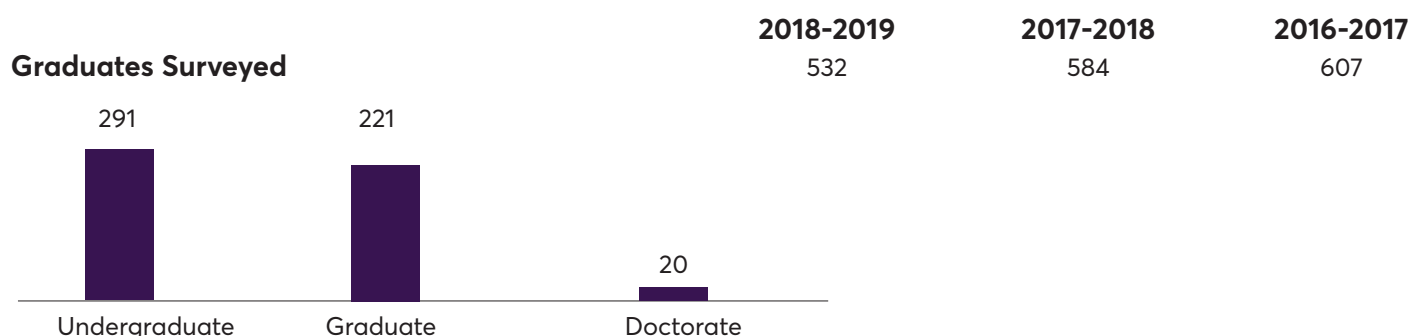
### Salary Information

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



<b>Knowledge Rate</b>	86%	76%	75%
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### Outcome Rates—Total University

Outcome rate for job seekers:	98%	97%	99%
Outcome rate for graduates seeking continuing education:	91%	95%	90%
Overall career outcome rate:	97%	97%	98%

### Compensation (not including bonuses)

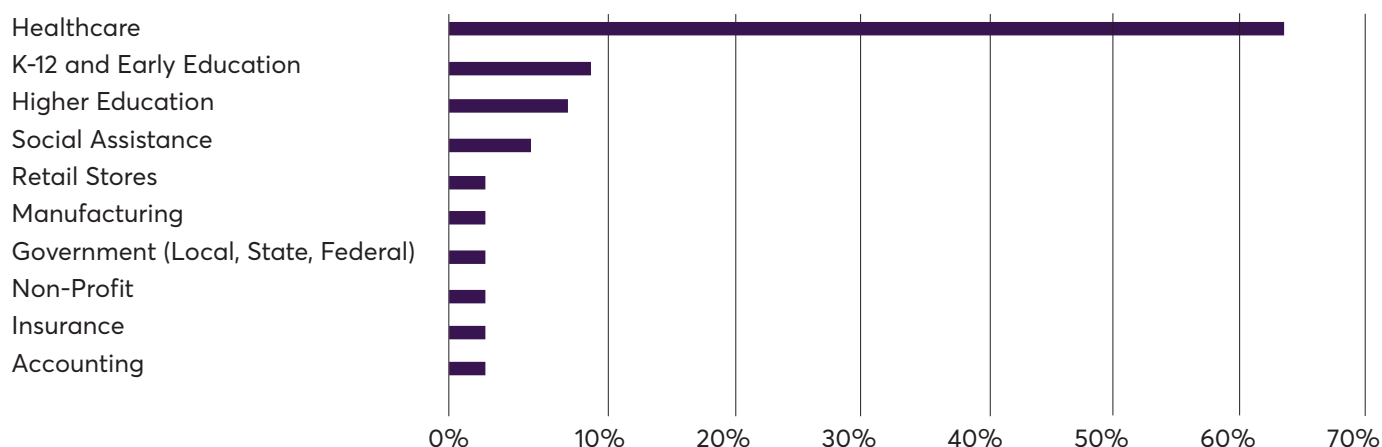
Median full-time salary:	\$51,022	\$55,734	\$50,000
Full-time salary range:	\$12,000-\$135,000	\$16,640-\$189,000	\$11,000-\$200,000

### Professional Work Experiences (PWE)

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

Graduates completing at least one PWE:	91%	89%
Graduates completing at least three PWE:	74%	74%
Average number of PWEs per graduate:	8.8	7.6

### Representative Industries Where Carlow Graduates Work



## ALL BACHELOR'S DEGREES

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	2018-2019	2017-2018	2016-2017
<b>Graduates Surveyed</b>			
All Bachelor’s Degrees	291	293	316
<b>Knowledge Rate</b>			
	85%	76%	74%
<b>Outcome Rates</b>			
Outcome rate for job seekers:	98%	95%	99%
Outcome rate for graduates seeking continuing education:	92%	93%	95%
Overall career outcome rate:	96%	95%	98%
<b>Compensation</b>			
Median full-time salary:	\$47,881	\$54,080	\$40,000
Full-time salary range:	\$12,000-\$82,680	\$16,640-\$88,000	\$11,000-\$82,000
<b>Professional Work Experiences (PWE)</b>			
<i>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)</i>			
Graduates completing at least one PWE:	96%	94%	
Graduates completing at least three PWE:	73%	73%	
Average number of PWEs per graduate:	8.5	7.7	
<b>Industries Where Bachelor Graduates Work</b>			
<div><div><ul style="list-style-type: none"><li>• Accounting</li><li>• Advertising, PR and Marketing</li><li>• Biotech and Life Sciences</li><li>• Commercial Banking and Credit</li><li>• Defense</li><li>• Design</li><li>• Early Education</li><li>• Food and Beverage</li><li>• Government - Local, State and Federal</li><li>• Healthcare</li><li>• Higher Education</li><li>• Human Resources</li><li>• Insurance</li><li>• Internet and Software</li></ul></div><div><ul style="list-style-type: none"><li>• K-12 Education</li><li>• Legal and Law Enforcement</li><li>• Manufacturing</li><li>• Non-Profit</li><li>• Performing and Fine Arts</li><li>• Pharmaceuticals</li><li>• Restaurants and Food Service</li><li>• Retail Stores</li><li>• Social Assistance</li><li>• Telecommunications</li><li>• Transportation and Logistics</li><li>• Utilities and Renewable Energy</li></ul></div></div>			

## ALL MASTER'S DEGREES

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	2018-2019	2017-2018	2016-2017
<b>Graduates Surveyed</b>			
All Master's Degrees	221	276	265
<b>Knowledge Rate</b>	86%	75%	74%
<b>Outcome Rates</b>			
Outcome rate for job seekers:	97%	99%	99%
Outcome rate for graduates seeking continuing education:	80%	100%	92%
Overall career outcome rate:	97%	99%	99%
<b>Compensation</b>			
Median full-time salary:	\$65,560	\$70,000	\$58,700
Full-time salary range:	\$28,800-\$135,000	\$26,000-\$189,000	\$13,000-\$200,000

### Professional Work Experiences (PWE)

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

Graduates completing at least one PWE:	82%	80%
Graduates completing at least three PWE:	73%	73%
Average number of PWEs per graduate:	7.1	7.2

### Industries Where Master Graduates Work

- Accounting
- Commercial Banking and Credit
- Early Education
- Electronic and Computer Hardware
- Government - Local, State and Federal
- Healthcare
- Higher Education
- Insurance
- Internet and Software
- K-12 Education
- Legal and Law Enforcement
- Manufacturing
- Non-Profit
- Real Estate
- Retail Stores
- Social Assistance
- Utilities and Renewable Energy

## ALL DOCTORAL DEGREES

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	2018-2019	2017-2018	2016-2017
<b>Graduates Surveyed</b>			
All Doctoral Degrees	20	15	26
<b>Knowledge Rate</b>	100%	87%	100%
<b>Outcome Rates</b>			
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%
<b>Compensation</b>			
Median full-time salary:	\$47,484	\$62,400	\$65,000
Full-time salary range:	\$29,868-\$100,000	\$53,500-\$98,000	\$40,000-\$126,000
<b>Professional Work Experiences (PWE)</b>			
<i>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)</i>			
Graduates completing at least one PWE:	100%	100%	
Graduates completing at least three PWE:	100%	100%	
Average number of PWEs per graduate:	16	5.3	
<b>Industries Where Doctoral Graduates Work</b>			
<ul style="list-style-type: none"><li>• Healthcare</li><li>• Higher Education</li><li>• Insurance</li><li>• K-12 Education</li></ul>			

## COLLEGE OF HEALTH AND WELLNESS

	2018-2019	2017-2018	2016-2017
<b>Graduates Surveyed</b>			
All degrees from the College of Health and Wellness	239	225	207
<b>Knowledge Rate</b>	92%	74%	79%
<b>Outcome Rates</b>			
Outcome rate for job seekers:	98%	99%	100%
Outcome rate for graduates seeking continuing education:	100%	100%	83%
Overall career outcome rate:	99%	99%	99%
<b>Compensation</b>			
Median full-time salary:	\$58,240	\$58,240	\$65,000
Full-time salary range:	\$28,000-\$135,000	\$31,533-189,000	\$40,000-\$126,000

### Professional Work Experiences (PWE)

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

Graduates completing at least one PWE:	96%	94%
Graduates completing at least three PWE:	82%	88%
Average number of PWEs per graduate:	12	12.8

### Representative Employers

- Allegheny General Hospital
- Allegheny Health Network
- Baptist Homes Society
- Butler Health System
- Butler Memorial Hospital
- Carlow University
- Children's Hospital of Pittsburgh of UPMC
- Cigna
- Cleveland Clinic
- Consulate Healthcare
- Department of Veteran Affairs - Veterans Health Administration
- Elizabeth Forward School District
- Excelsa Health
- Gateway Health Plan
- Geisinger Health System
- Genesis Medical
- Hampton Senior High School
- Heritage Valley Health System
- Highmark Inc.

- Hillman Cancer Center
- Humana
- Indiana Regional Medical Center
- IRLC Physician Group
- Jefferson Hospital
- Laurel Laser and Surgery Center
- Laurel Pediatric Associates
- Malone University
- MedExpress
- Monongahela Valley Hospital
- Mon-Valley Primary Care Practices Inc.
- New York-Presbyterian Hospital
- R&B Medical Group
- Sigma
- St. Clair Hospital
- Steel City South Pediatrics
- StonyBrook Southampton Hospital
- Tower Health
- UPMC
- UPMC Magee Womens Hospital
- UPMC McKeesport

- UPMC Mercy
- UPMC Montefiore
- UPMC Northern Medical Associates
- UPMC Passavant
- UPMC Presbyterian
- UPMC Shadyside
- UPMC Western Psychiatric Hospital
- VA Pittsburgh Healthcare System
- Washington Hospital Physician Organization
- West Virginia University
- WVU Medicine

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

- Carlow University
- Slippery Rock University of Pennsylvania



## COLLEGE OF LEADERSHIP AND SOCIAL CHANGE

	2018-2019	2017-2018	2016-2017
<b>Graduates Surveyed</b>			
All degrees from the College of Leadership and Social Change	199	222	266
<b>Knowledge Rate</b>			
	87%	82%	79%
<b>Outcome Rates</b>			
Outcome rate for job seekers:	97%	97%	99%
Outcome rate for graduates seeking continuing education:	80%	91%	100%
Overall career outcome rate:	95%	97%	99%
<b>Compensation</b>			
Median full-time salary:	\$45,000	\$40,000	\$39,500
Full-time salary range:	\$12,000-\$96,970	\$26,000-\$105,000	\$13,000-\$200,000
<b>Professional Work Experiences (PWE)</b>			
<i>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships.)</i>			
Graduates completing at least one PWE:	82%	82%	
Graduates completing at least three PWE:	51%	57%	
Average number of PWEs per graduate:	3.8	3.4	
<b>Representative Employers</b>			
<ul style="list-style-type: none"><li>• Adelphoi</li><li>• Allegheny County Airport Authority</li><li>• Allegheny County Department of Human Services</li><li>• Allegheny County Housing Authority</li><li>• Allegheny County Sanitary Authority (ALCOSAN)</li><li>• Allegheny Health Network</li><li>• Bechtel Plant Machinery, Inc.</li><li>• big Burrito Restaurant Group</li><li>• BNY Mellon</li><li>• Busy Beaver Home Improvement Centers</li><li>• Cambria County Government</li><li>• Cardiovascular Disease Specialists of Pittsburgh</li><li>• Carmeuse North America</li><li>• Carnegie Mellon University</li><li>• Casa for Kids, Inc.</li><li>• Central Outreach Wellness Center</li><li>• Children's Hospital of Pittsburgh of UPMC</li></ul>	<ul style="list-style-type: none"><li>• City of Richmond, Virginia</li><li>• Colliers International</li><li>• Commonwealth of Pennsylvania</li><li>• Community College of Allegheny County</li><li>• CVS Health</li><li>• Day One Project</li><li>• Defense Contract Audit Agency</li><li>• Deloitte</li><li>• Direct Energy</li><li>• Duquesne Light</li><li>• Epic</li><li>• Excelsa Health</li><li>• Family ACTS</li><li>• Family Behavioral Resources</li><li>• Familylinks</li><li>• Federal Bureau of Investigation (FBI)</li><li>• First National Bank of Pennsylvania</li><li>• Fresenius Medical Care</li><li>• Goodwill of Southwestern Pennsylvania</li><li>• Greenbriar Treatment Center</li></ul>	<ul style="list-style-type: none"><li>• Grossman Yanak and Ford LLP</li><li>• Highmark Health</li><li>• Holy Family Institute</li><li>• Office of the Inspector General, USPS</li><li>• Pennsylvania State University</li><li>• Pittsburgh Mercy</li><li>• Pittsburgh Public Schools</li><li>• PNC Financial Services</li><li>• Pressley Ridge</li><li>• Propel Charter Schools</li><li>• Reed Smith LLP</li><li>• Religious Formation Conference</li><li>• S&amp;T Bank</li><li>• Social Security Administration</li><li>• United States Congress</li><li>• United States Steel Corporation</li><li>• University of Pittsburgh</li><li>• UPMC</li><li>• Waddington Rehabilitation Center</li></ul>	
<b>Schools Where College of Leadership and Social Change Graduates Matriculated</b>			
<ul style="list-style-type: none"><li>• Carlow University</li><li>• Chatham University</li><li>• Duquesne University</li></ul>	<ul style="list-style-type: none"><li>• George Washington University</li><li>• Midwestern University</li><li>• Point Park University</li></ul>	<ul style="list-style-type: none"><li>• University of Southern California</li></ul>	

## COLLEGE OF LEARNING AND INNOVATION

	2018-2019	2017-2018	2016-2017
<b>Graduates Surveyed</b>			
All degrees from the College of Learning and Innovation	119	133	134
<b>Knowledge Rate</b>	73%	70%	62%
<b>Outcome Rates</b>			
Outcome rate for job seekers:	96%	93%	99%
Outcome rate for graduates seeking continuing education:	92%	94%	86%
Overall career outcome rate:	94%	94%	96%
<b>Compensation</b>			
Median full-time salary:	\$32,240	\$33,000	\$40,000
Full-time salary range:	\$18,720-\$52,000	\$16,640-\$44,000	\$11,000-\$90,000

### Professional Work Experiences (PWE)

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

Graduates completing at least one PWE:	100%	93%
Graduates completing at least three PWE:	85%	77%
Average number of PWEs per graduate:	6.5	5.1

### Representative Employers

- ACLD Tillotson School
- Allegheny Health Network
- Barber National Institute
- Beaver Valley Intermediate Unit
- Big Brothers Big Sisters of Greater Pittsburgh
- Buffalo Elementary School
- CA Technologies
- Carlow University
- Carlynton School District
- Carnegie Mellon University
- Environmental Charter School
- Fayette Resources
- Fox Chapel Area School District
- Half Price Books
- Head Start/Early Head Start of Fayette County
- Hosanna House Inc.
- JB's Bright Beginnings
- JEVS Human Services
- Manchester Craftsmen Guild
- Montour School District
- New Kensington-Arnold School District
- North Hills School District
- Pittsburgh Public Schools
- PPG
- Presbyterian SeniorCare Network
- RJ Lee Group
- Society of Contemporary Craft
- Starbucks
- T-Mobile
- University of Pittsburgh
- UPMC
- Urban Academy of Greater Pittsburgh Charter School

### Schools Where College of Learning and Innovation Graduates Matriculated

- Carlow University
- Carnegie Mellon University
- Duquesne University
- Florida International University
- George Washington University
- Midwestern University
- Palmer College of Chiropractic
- Slippery Rock University of Pennsylvania
- West Virginia University



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