CAREER OUTCOMES
2019-2020
CARLOW UNIVERSITY | OFFICE of CAREER DEVELOPMENT
INTRODUCTION
Information in this survey was derived from individual graduates responding to Carlow University’s First Destination Survey for graduation dates August 2019 through May 2020. 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.

ALL DEGREES

545 Graduates Surveyed
86% Knowledge Rate

PROFESSIONAL WORK EXPERIENCES (PWE)
(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships)

87% Graduates completing at least one PWE

75% Graduates completing at least three PWE

9.2 Average number of PWEs per graduate

COMPENSATION
(not including bonuses)

$61,240 Average full-time salary

$22,880-$191,360 Full-time salary range
# ALL BACHELOR’S DEGREES

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates Surveyed</td>
<td>315</td>
</tr>
<tr>
<td>Knowledge Rate</td>
<td>81%</td>
</tr>
<tr>
<td>Overall career outcome rate</td>
<td>97%</td>
</tr>
<tr>
<td>Outcome rate for job seekers</td>
<td>97%</td>
</tr>
<tr>
<td>Outcome rate for graduates seeking continuing education</td>
<td>97%</td>
</tr>
</tbody>
</table>

## PROFESSIONAL WORK EXPERIENCES (PWE)

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(This includes internships, clinical rotations, field placements, practicums, student teaching, research and assistantships)</td>
<td>91%</td>
</tr>
<tr>
<td>Graduates completing at least one PWE</td>
<td>77%</td>
</tr>
<tr>
<td>Average number of PWEs per graduate</td>
<td>9.2</td>
</tr>
</tbody>
</table>

## COMPENSATION

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(not including bonuses)</td>
<td>$52,281</td>
</tr>
<tr>
<td>Average full-time salary</td>
<td>$22,880-$96,000</td>
</tr>
</tbody>
</table>

## REPRESENTATIVE EMPLOYERS:

- Allegheny Health Network
- Allegheny Intermediate Unit
- American Eagle Headquarters
- AstraZeneca
- Bank of New York Mellon (BNY Mellon)
- Carnegie Mellon University
- Children’s Hospital of Pittsburgh of UPMC
- Conemaugh Health System
- CVS Health
- Eurofins Lancaster Labs
- Excela Health
- First National Bank
- Google, Inc.
- HBK CPAs & Consultants
- Homeless Children’s Education Fund
- Magee Women’s Hospital of UPMC
- Norfolk Public Schools
- Pittsburgh Cultural Trust
- Pittsburgh Mercy
- PNC
- System One
- University of Cincinnati Medical Center
- University of Pittsburgh
- University of Pittsburgh Medical Center
- Upper St. Clair School District
- Urban League
- VA Hospital
- Wesley Family Services
- WVU Healthcare

## REPRESENTATIVE GRADUATE SCHOOLS:

- Carlow University
- Carnegie Mellon University
- Duquesne University
- Florida International University
- George Washington University
- Iowa State University
- Lindenwood University
- Mercyhurst University
- Norwegian University of Science and Technology
- Pratt Institute
- Ross University School of Veterinary Medicine
- Seton Hill University
- Slippery Rock University of Pennsylvania
- University of Pittsburgh
## ALL MASTER’S DEGREES

214 Graduates Surveyed

91% Knowledge Rate

## OUTCOME RATES

100% Overall career outcome rate

100% Outcome rate for job seekers

100% Outcome rate for graduates seeking continuing education

## PROFESSIONAL WORK EXPERIENCES (PWE)

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

77% Graduates completing at least one PWE

69% Graduates completing at least three PWE

7.4 Average number of PWEs per graduate

## COMPENSATION

(not including bonuses)

$66,466 Average full-time salary

$28,080-$160,000 Full-time salary range

## REPRESENTATIVE EMPLOYERS:

Allegheny County Airport Authority
Allegheny Health Network
Bank of New York Mellon (BNY Mellon)
Butler VA Healthcare Center
Carlow University
Carnegie Mellon University
City of Pittsburgh
Colorado Dept. of Revenue
Community College of Allegheny County
Duke University Hospital
Family Behavioral Resources
GNC
LaRoche University
Magee Women’s Hospital of UPMC
MedExpress Urgent Care
Merakey
Neighborhood Allies
Penn Highlands Healthcare
Pennsylvania Department of Revenue
Piedmont Metro Atlanta Hospital
Pittsburgh Mercy
Pittsburgh Public Schools
PNC
Point Park University
Southwest Women’s Health Care
Thermo Fisher Scientific
University of Pittsburgh Medical Center
VA Hospital Pittsburgh
West Virginia Medical Center
<table>
<thead>
<tr>
<th>ALL DOCTORATE DEGREES</th>
<th>PROFESSIONAL WORK EXPERIENCES (PWE)</th>
<th>COMPENSATION (not including bonuses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 Graduates Surveyed</td>
<td>100% Graduates completing at least one PWE</td>
<td>$61,240 Average full-time salary</td>
</tr>
<tr>
<td>94% Knowledge Rate</td>
<td>100% Graduates completing at least three PWE</td>
<td>$36,000-$191,360 Full-time salary range</td>
</tr>
<tr>
<td>OUTCOME RATES</td>
<td>15.2 Average number of PWEs per graduate</td>
<td></td>
</tr>
<tr>
<td>100% Overall career outcome rate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>100% Outcome rate for job seekers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NA Outcome rate for graduates seeking continuing education</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**REPRESENTATIVE EMPLOYERS:**
- Center for Pediatric Neuropsychology
- Excela Health
- Geisinger Medical Center
- Mon Yough Community Services
- PA Department of Corrections
- Pittsburgh Technical College
- Pressley Ridge
- University of Michigan
- University of Pittsburgh Medical Center
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
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 • assistantship

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 2019, December 2019 and May 2020 were combined to create an annual report.
5. Outcomes data is presented according to degree type (bachelor’s, master’s, doctoral)

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.