INTRODUCTION

Information in this report was obtained from individual graduates responding to Carlow University’s First Destination Survey for graduation dates August 2020 through May 2021. 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. Career outcome data is collected and reported on graduates for up to six months following the graduation date.

ALL DEGREES

520 Graduates Surveyed

77% Knowledge Rate

OUTCOME RATES—TOTAL UNIVERSITY

98% Overall career outcome rate

98% Outcome rate for job seekers

97% Outcome rate for graduates seeking continuing education

PROFESSIONAL WORK EXPERIENCES (PWE)

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

93% Graduates completing at least one PWE

81% Graduates completing at least three PWE

9.3 Average number of PWEs per graduate

COMPENSATION

(not including bonuses)

$59,092 Average full-time salary

$20,800-$120,000 Full-time salary range
**ALL BACHELOR’S DEGREES**

- **281** Graduates Surveyed
- **71%** Knowledge Rate

**OUTCOME RATES**

- **97%** Overall career outcome rate
- **98%** Outcome rate for job seekers
- **96%** Outcome rate for graduates seeking continuing education

**PROFESSIONAL WORK EXPERIENCES (PWE)**

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

- **96%** Graduates completing at least one PWE
- **85%** Graduates completing at least three PWE
- **9.2** Average number of PWEs per graduate

**COMPENSATION**

*(not including bonuses)*

- **$47,587** Average full-time salary
- **$29,848-$65,062** Full-time salary range

**BACHELOR’S DEGREE REPRESENTATIVE EMPLOYERS**

- Allegheny Health Network
- Allegheny Intermediate Unit
- Armstrong School District
- Carlow University
- Carvana
- Center for Hearing and Deaf Services
- Council of Three Rivers American Indian Center
- DICK’S Sporting Goods
- Excela Health
- First Commonwealth Bank
- Hefren-Tillotson, Inc.
- Heritage Valley Health System
- Highlands Middle School
- Kranyk Attorneys
- Local 5 Electrical Union
- Lovelace Health System
- Medical University of South Carolina (MUSC)
- Melting Pot Ministries
- MHS Labs
- Mt Ararat Community Activity Center
- PA Women Work
- Palace Entertainment
- Pittsburgh VA Medical Center
- PNC Financial Services
- Sherwin-Williams
- St. Clair Hospital
- The Equity Impact Center
- The Ohio State University
- The Salvation Army
- Thomas Jefferson University Hospital
- University of Pittsburgh Medical Center

**REPRESENTATIVE GRADUATE SCHOOLS**

- Carlow University
- Duquesne University
- Edinboro University of Pennsylvania
- Gannon University
- Lake Erie College of Osteopathic Medicine
- Robert Morris University
- Seton Hill University
- Stetson University College of Law
- Western New England College of Law
## ALL MASTER’S DEGREES

232 Graduates Surveyed

85% Knowledge Rate

## OUTCOME RATES

98% Overall career outcome rate

97% 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)

88% Graduates completing at least one PWE

75% Graduates completing at least three PWE

6.4 Average number of PWEs per graduate

## COMPENSATION (not including bonuses)

$66,466 Average full-time salary

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

## MASTER’S DEGREE REPRESENTATIVE EMPLOYERS

Aetna
Allegheny County Health Department
Allegheny County Sanitary Authority (ALCOSAN)
American Airlines
Beaumont Memorial Hospital
Bechtel Plant Machinery, Inc.
BNY Mellon
Butler Memorial Hospital
Carnegie Mellon University
Chartiers-Houston School District
Conemaugh Hospital
CVS Health
Department of Veteran Affairs
Duquesne University
Eaton
Environmental Charter School
Excela Health
Family Hospice and Palliative Care
Federated Hermes, Inc.
Fidelity Investments
Gateway Rehabilitation Center
Glade Run Lutheran Services
Hampton Township School District
Heritage Valley Health System
Highmark
Holy Cross Health
Indiana Regional Medical Center
Internal Revenue Service (IRS)
KinderCare Education
Meadville Medical Center
Mercyhurst University
Mount Sinai Health System
National American University
Pittsburgh Mercy
Pittsburgh Public Schools
Pressley Ridge
Recovery Centers of America
Resolve Crisis Services
Ringgold School District
RoadRunner Recycling
Southwood Psychiatric Hospital
Steel Smiling
The Watson Institute
Titusville Area Hospital
University of Maryland Medical Center
University of Virginia Health System
University of Pittsburgh Medical Center (UPMC)
USPS Office of Inspector General
Washington Hospital
WESCO Distribution
ZOLL LifeVest
ALL DOCTORATE DEGREES

7
Graduates Surveyed

71%
Knowledge Rate

OUTCOME RATES

100%
Overall career outcome rate

100%
Outcome rate for job seekers

NA
Outcome rate for graduates seeking continuing education
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 2020, December 2020 and May 2021 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.