



# CAREER OUTCOMES

2020-2021



**CARLOW**  
UNIVERSITY

OFFICE of  
CAREER DEVELOPMENT







## 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  
Kranyak 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  
Beaufort 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

Excelsa 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.*





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