

**CLASS OF 2017**  
**UIC FIRST DESTINATION INITIATIVE**  
**SUMMARY REPORT**

*June 2018*



Career Services  
Office of Institutional Research  
Student Affairs Assessment



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# EXECUTIVE SUMMARY

The University of Illinois at Chicago's (UIC) First Destination Class of 2017 initiative was conducted to gather information about the career outcomes of UIC bachelor's degree graduates within six months of their graduation. The annual initiative was designed to obtain information about UIC graduates' outcomes.

In 2014, the National Association of Colleges and Employers (NACE) released a set of standards and guidelines, which allowed universities and colleges to align to a common framework in discussing "first destination" outcomes of graduates or more specifically, outcomes of graduates within first six months of graduation.

In 2015, UIC participated in a pilot effort following NACE's framework to collect graduation outcomes from its Class of 2015 bachelor's degree graduates in the six months following their graduation. Among the chief objectives of the initiative was to create strategic institutional reporting that would provide transparency to graduates' first destination outcomes. Based on the results of that pilot, UIC decided to pursue similar data collection and analysis for subsequent bachelor's degree graduating classes.

This report focuses on what a sample of 2017 UIC graduates (December 2016 and May 2017 cohorts) are doing with their bachelor's degrees ("career outcomes") including employment, continuing education, volunteer service, and U.S. military service. As the report is a snapshot of graduates' outcomes in the six months following graduation, it is not indicative or predictive of graduates' long-term career outcomes.

To confirm outcomes, data was collected from graduates between December 2016 and July 2017 through an online survey to eight undergraduate colleges and schools\* (Applied Health Sciences, Architecture, Design, and the Arts, Education, Engineering, Liberal Arts and Sciences, Nursing, Public Health, and Urban Planning and Public Affairs).

Secondary sources (i.e., LinkedIn profiles) were also reviewed between November 2017 and April 2018 to supplement survey data. Further details about the data collection and analysis are in the **Methodology** section of this report.

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*\*Note: The **College of Business** conducted its own individual survey and results were shared with Career Service. College of Business' data is highlighted where applicable and available.*

Through the survey and secondary sources, outcomes were confirmed for 51.1% of the May 2017 and December 2015 bachelor's degree graduation cohorts (N = 2,989). Of the UIC graduates whose outcomes were confirmed, the analysis of the survey and secondary sources data also revealed a number of trends, which are summarized in "Class of 2017 Highlights."

<b>CLASS OF 2017 HIGHLIGHTS</b>	
<b>51.1%</b> of graduates' outcomes were confirmed through surveys or secondary sources.	<b>75.7%</b> of respondents <sup>1</sup> are employed, continuing their education, participating in a volunteer/service program, or serving in the military.
Of the respondents with a reported career outcome, <b>19.3%</b> of those graduates <sup>2</sup> reported continuing their education at a graduate/professional school. Of those, <b>42.9%</b> enrolled in a master's program and <b>42.2%</b> in a professional program (e.g., law school).	Based on national enrollment data obtained through the National Student Clearinghouse, <b>46.6%</b> of UIC graduates who are continuing their education <sup>3</sup> at a professional or graduate school are planning to attend UIC.
<b>66.4%</b> of full-time employed graduates <sup>2</sup> reported completing 1 or more internships while at UIC.	<b>93.3%</b> of employed graduates <sup>4</sup> are working in Illinois.

<sup>1</sup> Survey respondents and secondary source analysis

<sup>2</sup> Survey respondents only

<sup>3</sup> Based on enrollment data collected 11-15 months post-graduation

<sup>4</sup> Respondents with an identified employer and location of employment including self-employment, N/A, or confidential employers

# OVERVIEW

The UIC First Destination initiative documents the post-graduate outcomes of bachelor's degree recipients from the University of Illinois at Chicago. This report focuses on experiences of Illinois students who graduated in the December 2016 and May 2017 cohorts of the 2016-2017 academic year. August 2016 graduates were not included in this administration. Graduates were identified based on the Registrar Office's records indicating who had registered for graduation and anticipated to receive a bachelor's degree in either December 2016 or May 2017 from the following undergraduate colleges and schools:

- Applied Health Sciences
- Architecture, Design, and the Arts
- Education
- Engineering
- Liberal Arts and Sciences
- Nursing
- Public Health
- Urban Planning and Public Affairs

In 2014, the National Association of Colleges and Employers (NACE) released a series of standards and protocols, which allowed universities and colleges to align to a common framework in discussing outcomes of graduates. Among the statistics defined by NACE in this common framework are **knowledge rate** and **career outcomes rate**. The National Association of Colleges and Employers (NACE) defines knowledge rate as the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities<sup>5</sup>. This information typically comes directly from the graduates via, for example, a survey or secondary sources (e.g. LinkedIn profiles). NACE defines career outcomes rate as the percent of respondents (through survey responses or verified by secondary sources) who reported or were identified as having secured or held a job (full-or part-time), involved in a volunteer or service program, military, and/or enrolled in graduate/professional school.

UIC followed this framework and timeline in an effort to collect information and calculate the percentage of graduates who fell into these five categories:

- Employed full-time
- Employed part-time
- Participating in a volunteer or service program
- Serving in the U.S. Armed Forces
- Enrolled in a program of continuing education

Career Services with the guidance of the Office of Institutional Research opted to use survey and secondary sources for the data collection. While the survey served as the primary mode of data collection for self-reported career outcomes, secondary sources (LinkedIn profiles) provided supplemental data, while the National Student Clearinghouse provided further validation of reported outcomes.

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<sup>5</sup> NACE First Destination Standards and Protocols, 2014

# METHODOLOGY

## **SURVEY**

The purpose of the survey was to collect career outcomes data for bachelor's degree recipients. A web-based survey using the Qualtrics platform was developed and administered at UIC from December 2016 through July 2017 and served as the primary data collection method. The online survey was sent to each graduate cohort (December 2016, May 2017) via email. To encourage completion, four to six email reminders (based on cohort) were sent and incentives were offered to graduates.

The survey used skip-logic and took an average of five minutes to complete. Depending upon how individual questions were answered, respondents could be asked an upper limit of approximately 20 questions. Questions focused on collecting the following information:

- First Destination Employed (Employed Full-Time or Part-Time)
- Compensation Information
- Still Seeking Employment
- Continuing Education
- U.S. Military Service
- Volunteer/Service Program
- Internship or Research Experiences Completed

The list of graduates supplied by the Registrar's Office contained 2,989 records. Of these, 1,217 graduates responded to the survey (40.7% survey response rate).

## **SURVEY FOLLOW-UPS**

An additional component of the survey administration included a focus on whether graduates who indicated in their original survey response that they were still seeking employment had since secured a career outcome. To do so, separate follow-ups were performed with this group of respondents. In July 2017, a survey was administered to Class of 2017 still seeking respondents to confirm if their outcomes had changed. Individuals who did not respond to the still seeking survey were then contacted by career and academic advisors via phone calls to confirm if their outcomes had changed. Advisors documented survey responses in a Qualtrics survey modelled after the original survey. All follow-up survey responses were integrated with the original survey and secondary source responses and included in the 40.7% response rate.

## **SECONDARY SOURCES**

Following the on-line survey period for each cohort, those graduates who did not respond to the surveys had their LinkedIn profiles reviewed by HEPdata Career Append Service to extract career outcomes. The review of LinkedIn profiles occurred from approximately November 2017 through March 2018. Specifically, 311 LinkedIn profiles were reviewed that had been updated by graduates within 6 months indicating employment held just prior to or after graduation. Review of this information increased the overall knowledge rate to 51.1%.

Project team members also reviewed enrollment data from the National Student Clearinghouse, a national provider of transcript and enrollment information for higher education institutions. This data was used to benchmark continuing education outcomes of UIC's graduates, but was not incorporated into the Class of 2017 career outcomes rate. For further details, refer to the **Continuing Education** section of this report.

## **DATA ANALYSIS AND PRESENTATION**

Analyses in this report were informed by standards and guidelines defined by NACE. Findings were presented for unique graduates without duplication. When a graduate received degrees from more than one college, the graduate was counted in one college.

Throughout the report, the number of respondents (N) for each survey question was denoted. As survey questions were optional and skip logic was employed, respondent counts varied by question. To preserve the privacy and confidentiality of graduates, college data was reported for groups of greater than ten respondents.

# RESULTS

## KNOWLEDGE RATE

Career Services invited 2,989 bachelor's degree graduates (December 2016 and May 2017 cohorts) across eight colleges to participate in a survey gathering information about their career outcomes. As defined by NACE standards, the knowledge rate refers to the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities.

UIC's overall "knowledge rate" about graduates was calculated based on data collected and confirmed from survey respondents and secondary sources (e.g., LinkedIn profiles). **UIC's overall knowledge rate** (excluding the College of Business) was **51.1%**.

KNOWLEDGE RATE DETAILS	
Class of 2017 Graduate Population	2,989
Graduates Who Completed Survey	1,217 (40.7% of graduates)
Secondary Sources Analysis	311 (10.4% of graduates)
<b>Total Knowledge Rate</b>	<b>1,528 graduates (51.1%)</b>

## Number of Graduates and Knowledge Rates by College

Knowledge rates varied by college ranging between 41.2% and 67.3%

COLLEGES	NUMBER OF GRADUATES	KNOWLEDGE RATE TOTAL N	KNOWLEDGE RATE WITHIN EACH COLLEGE
Applied Health Sciences	212	101	47.6%
Architecture, Design, and the Arts	187	99	52.9%
Education	72	30	41.7%
Engineering	593	399	67.3%
Liberal Arts and Sciences	1,654	776	46.9%
Nursing	217	96	44.2%
Public Health	37	20	54.1%
Urban Planning and Public Affairs	17	7	41.2%

*\*Note: The College of Business reported a 75% knowledge rate based on responses from 497 of its 663 graduates.*

## KNOWLEDGE RATE DEMOGRAPHICS

The demographic information represents graduates whose career outcomes were confirmed via survey and/or secondary sources, also known as the knowledge rate. The Office of Institutional Research provided demographic characteristics based on the graduates' university identification number (UIN). The graduates included in this report had similar demographic makeup as the graduates of the Class of 2017 (excluding the College of Business).

### Knowledge Rate by Gender

GENDER	KNOWLEDGE RATE % (N = 1,528)	2017 GRADUATE POPULATION % (N = 2,989)
Female	54.8%	54.8%
Male	45.1%	44.9%
Missing	0.1%	0.3%

### Knowledge Rate by Race/Ethnicity

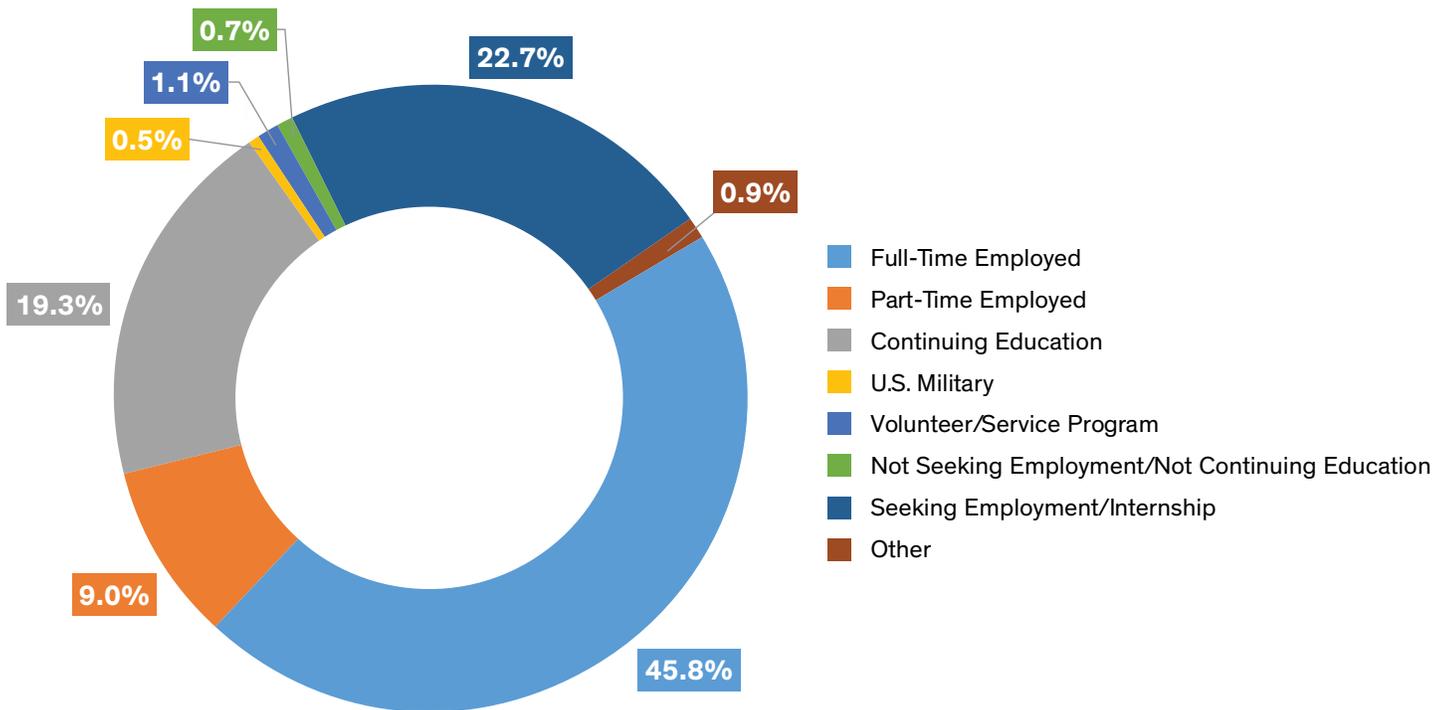
RACE/ETHNICITY	KNOWLEDGE RATE % (N = 1,528)	2017 GRADUATE POPULATION % (N = 2,989)
Asian	22.1%	22.7%
Black/African American	7.7%	7.4%
Hispanic	25.5%	25.2%
Other	5.0%	4.9%
White	39.3%	39.0%
Unknown	0.4%	0.8%

## CAREER OUTCOMES

As defined by NACE, the career outcomes rate is the percent of respondents (through survey responses or verified by secondary sources) who reported or were identified as having secured or held a job (full- or part-time), involved in a volunteer or service program, military, and/or enrolled in graduate/professional school. Based on the findings of this initiative, 75.7% of the graduates who either replied to the survey or secondary sources confirmed their plans, have secured or held a job (full- or part-time), are involved in a volunteer or service program, serving in the U.S. military, and/or enrolled in a graduate/professional school.

### Summary of Career Outcome Responses

N = 1,528



## Select Career Outcomes Rate by College

To understand select career outcomes (employed full-time, employed part-time, or continuing education) for each college, the following table summarizes data for individuals who selected one of these outcomes in the survey or whose outcomes were confirmed through secondary sources. Based on combined percentages of the select outcomes, colleges had career outcomes rates varying from 61.6% to 83.2%. Colleges with less than or equal to ten total responses for the select outcomes were excluded.

	FULL-TIME EMPLOYED	PART-TIME EMPLOYED	CONTINUING EDUCATION	TOTAL
Applied Health Sciences	40.6%	15.8%	26.7%	83.2%
Architecture, Design, and the Arts	36.4%	18.2%	7.1%	61.6%
Education	53.3%	6.7%	3.3%	63.3%
Engineering	67.9%	2.3%	8.3%	78.5%
Liberal Arts and Sciences	35.6%	10.4%	27.8%	73.9%
Nursing*	54.2%	9.4%	1.0%	64.6%
Public Health	25.0%	10.0%	35.0%	70.0%
Urban Planning and Public Affairs	**	**	**	**

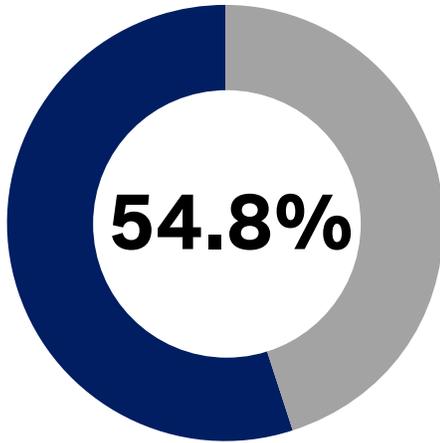
\*Data may underrepresent employment outcomes for College of Nursing bachelor's degree graduates due to timing of state nursing licensure exams relative to survey administration.

\*\*To protect confidentiality of respondents, select outcome percentages for the College of Urban Planning and Public Affairs were not reported as total responses  $\leq 10$ .

## Employment Outcomes

Based on survey responses and secondary sources, 54.8% of respondents were employed (full- and part-time). Of the respondents who identified an employer name and location of employment<sup>6</sup>, 93.3% are working in Illinois:

N = 1,528



Graduates who reported being full- or part-time employed

N = 762



Graduates who reported working in Illinois

## Summary of Areas Employed

In this administration, changes were made in the survey instrument to obtain more specific information about the employment sector from respondents who indicated they were employed. Of the individuals (N = 428) who responded to the survey question about employment sector, 73.8% of responses were associated with ten employment sectors as summarized in the table below.

N = 428

	% OF RESPONDENTS
Healthcare Services and Hospitals	21.5%
Engineering	18.2%
Retail	6.5%
Research/Development/Science	5.4%
Food and Beverage	4.4%
Other	4.2%
Social Services	3.7%
Sales	3.5%
Education/Teaching Pre K–12	3.3%
Government	3.0%

<sup>6</sup> Respondents with an identified employer and location of employment including self-employment, N/A, or confidential employers.

## Employers

The following is a sample of full- and part-time employers identified by survey respondents or confirmed by secondary sources.

Allstate	Navistar
Ann & Robert H. Lurie Children's Hospital of Chicago	Northrop Grumman Corporation
Athletico	NorthShore University HealthSystem
Avanade	Northwestern Memorial Hospital
Best Buy	Peoples Gas
Chicago Police Department	Relativity
Chicago Public Schools	Rush University Medical Center
ComEd	ScribeAmerica
Discover Financial Services	Shirley Ryan AbilityLab
Federal-Mogul	Siemens
FM Global	SPAWAR Systems Center Pacific
GrubHub	Superior Ambulance Service
Illinois Department Of Transportation	UI Health
Mariano's	University of Illinois at Chicago
Mayo Clinic	UL
Milhouse Engineering & Construction	Walgreens
Motorola Solutions	WaterSaver

## Salary

Survey respondents were asked to provide salary information by range (e.g., \$40,000-\$44,999). Survey respondents (N = 143) reported annual salary ranges ranging from less than \$20,000 to more than \$100,000 depending on the college of enrollment\*. Due to the low number of annual salary responses, the data is not generalizable. Alternative approaches for collecting this information will be explored in future survey administrations.

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\*Note: The College of Business reported an average undergraduate business salary of \$47,000.

## Continuing Education Outcomes

Based on survey data, 19.3% of UIC graduates (N = 295) indicated they are continuing their education at a graduate/professional institution. Of students who indicated a degree type (N = 282), 42.9% are pursuing a Master's degree and 42.2% are pursuing other/professional program (medical, law school). Lastly, of those graduates who responded to the question about institution of enrollment (N = 236), 39.4% reported they are continuing their education at UIC<sup>7</sup>.

To validate collected survey and secondary source data and provide a more complete view of continuing education outcomes for UIC graduates, enrollment data was also obtained from National Student Clearinghouse. According to the enrollment data National Student Clearinghouse captured in the 11-15 months<sup>8</sup> following each of UIC's graduating cohorts, 14.9% of all UIC graduates were enrolled in a graduate/professional program. Of those in which degree information was available (N = 367), 54.5% were pursuing a Master's degree and 25.9% were enrolled in other/professional program (e.g., medical school, law school). Lastly, of those graduates, 46.6% were continuing their education at UIC indicating it is a more common choice among UIC graduates for continuing education than reported by survey respondents.

## Professional and Graduate Institutions

The following is a sample of institutions who reported enrollments of UIC graduates to National Student Clearinghouse.

DePaul University

Governors State University

Illinois Institute of Technology

Loyola University

Northeastern Illinois University

Northern Illinois University

Northwestern University

Roosevelt University

Rosalind Franklin University of Medicine and Science

Rush University

The Chicago School of Professional Psychology

University of Chicago

University of Illinois at Chicago

University of Illinois at Urbana-Champaign

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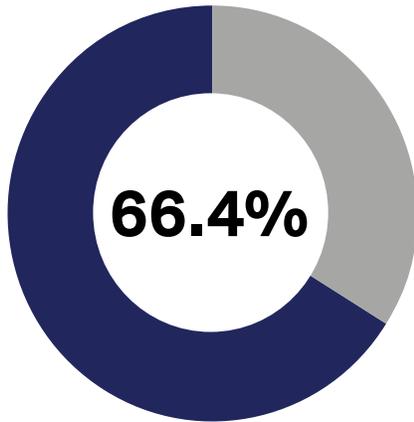
<sup>7</sup> Based on survey respondents who confirmed an institution or were undecided at time of survey administration

<sup>8</sup> NSC 11-15 month data was collected for the entire Class of 2017 in April 2018. For the December cohort, this data reflected enrollment ~15 months after graduation. For the May cohort, this data reflected enrollment ~11 months after graduation.

## Internships

In the survey, graduates were asked if they completed one or more internships while attending UIC. The analysis indicated that internships do play a significant role in determining full-time employment. Specifically, graduates that completed one or more internships were more likely to be employed full-time than those who did not complete an internship. Of survey respondents that indicated they were employed full-time and responded to the internship question (N = 387), 66.4% of respondents completed one or more internships.

N = 387



Of full-time employed respondents completed 1 or more internships

Additional analysis examined the impact of internships on full-time employment. There is a significant difference with the relationship between full-time employment and those who held an internship compared to those who did not.\* Of the survey respondents indicating full-time employment, 38.8% had an internship versus 23.6% who did not have an internship.

	NO INTERNSHIP	HAD INTERNSHIP	TOTAL
Full-time Employed (30+ hours/week)	130	257	387
Not Full-time Employed	420	406	826
Total	550	663	1,213
% Who were Full-time employed	23.6%	*38.8%	31.9%

\*significant <.01

## CONCLUSIONS

The data from this survey administration is complex in terms of analysis and outcomes vary due to the variety and size of the individual colleges, field of employment pursued by graduates, as well as the state of the job economy. Additionally, the knowledge rate of 51.1% limits to some degree the generalizability of outcome findings to all UIC graduates in the Class of 2017. However, the sample and benchmark data does provide some preliminary insights:

- Of graduates who are continuing their education, a large proportion (46.6%) are staying enrolled at UIC based on National Student Clearinghouse's enrollment data.
- As observed in prior survey administrations, there appears to be a relationship of internships and full-time employment. Career Services and the university should continue to seek to provide students quality internship experiences as part of their career preparation.
- Employment location data suggests that a large proportion of UIC graduates are working in Illinois after graduating from UIC. Career Services and the university should continue to focus on fostering relationships with Chicagoland employers and companies to increase internship and employment opportunities.

## LESSONS LEARNED AND NEXT STEPS

Several lessons were learned from this survey administration, which have/will inform future administrations:

- **Continued partnerships with the colleges**—Collaboration and communication with the individual colleges helped to increase the overall response rate. Future marketing will continue to leverage the colleges' assistance in promoting the survey.
- **Commencement marketing**—Building promotion of the survey into various commencement activities also aided in increasing the response rate. For future administrations, efforts will be made to expand upon this approach.
- **Survey design**—Changes are being made to the overall survey design, which will aid in administration and data analysis. Among those changes is the addition of a question to determine whether an internship was related to a reported employment outcome. Additionally, research is being planned for FY19 to investigate potential question phrasing changes that would encourage a higher number of responses (e.g., internships, salary).
- **Data Sources**—Further benchmarking of peer institutions will be performed to identify whether additional, verifiable data sources could be utilized to achieve a higher knowledge rate.
- **Graduate follow-ups**—Follow-ups of still seeking individuals was useful in confirming whether outcomes had changed for individuals. For future administrations, efforts will be made to consistently execute for all cohorts. Career Services is hoping this information will encourage the colleges to perform continued follow-ups of alumni.

# ACKNOWLEDGEMENTS

The UIC First Destination Initiative is a collaborative effort of Career Services, the Office of Institutional Research, and Student Affairs Assessment. The First Destination project team contributors included:

- Career Services - Thy Nguyen, Tatjana Rapajic
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- Student Affairs Assessment - Mark Manderino

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