2016 UIC FIRST DESTINATION INITIATIVE
SUMMARY REPORT
June 2017

Career Services
Office of Institutional Research
Office of the Vice Chancellor for Student Affairs
INTRODUCTION

The University of Illinois at Chicago's (UIC) First Destination Class of 2016 initiative was conducted to gather information about the career outcomes of UIC bachelor’s degree graduates within six months of their graduation. The initiative was designed to obtain information about UIC graduate's outcomes, updated annually.

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 2016 UIC graduates (December 2015 and May 2016 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 2015 and June 2016 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 2016 and February 2017 to supplement survey data. Further details about the data collection and analysis are in the Methodology section of this report.

*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 39.7% of the May 2016 and December 2015 bachelor's degree graduation cohorts (N = 2,982). 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 2016 Highlights.”

<table>
<thead>
<tr>
<th>CLASS OF 2016 HIGHLIGHTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>39.7%</strong> of graduates' outcomes were confirmed through surveys or secondary sources.</td>
</tr>
<tr>
<td><strong>14.5%</strong> of graduates¹ reported continuing their education at a graduate/professional school. Of those, 36.6% enrolled in a master's program.</td>
</tr>
<tr>
<td><strong>65.9%</strong> of full-time employed graduates² reported completing 1 or more internships while at UIC.</td>
</tr>
</tbody>
</table>

¹ Survey respondents and secondary source analysis  
² Survey respondents only  
³ Based on respondents who identified an employer
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 2015 and May 2016 cohorts of the 2015-2016 academic year. August 2015 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 2015 or May 2016 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. 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 including LinkedIn profiles and National Student Clearinghouse provided supplemental data for non-respondents and further validation of reported outcomes.

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4 NACE First Destination Standards and Protocols, 2014
Data Collection Details

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 2015 through June 2016 and served as the primary data collection method. The online survey was sent to each graduate cohort (December 2015, May 2016) via email. To encourage completion, several email reminders 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)
- Salary Information
- Still Seeking Employment
- Continuing Education
- U.S. Military Service
- Internship or Research Experiences Completed

The list of graduates supplied by the Registrar’s Office contained 2,982 records. Of these, 793 graduates responded to the survey (26.6% survey response rate).

SECONDARY SOURCES

Following the on-line survey period for each cohort, data cleaning occurred, and those graduates who did not respond had their LinkedIn profiles reviewed by HEPdata Career Append Service to extract career outcomes. The review of LinkedIn profiles occurred from approximately November 2016 through February 2017. Specifically, 390 LinkedIn profiles were reviewed that had been updated by graduates in last 12 months indicating employment held prior to and/or after graduation. Review of this information increased the overall knowledge rate to 39.7%.

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.

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.
KNOWLEDGE RATE

Career Services invited 2,982 bachelor’s degree graduates (December 2015 and May 2016 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 39.7%.

<table>
<thead>
<tr>
<th>KNOWLEDGE RATE DETAILS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class of 2016 Graduate Population</td>
</tr>
<tr>
<td>Graduates Who Completed Survey</td>
</tr>
<tr>
<td>Secondary Sources Analysis</td>
</tr>
<tr>
<td>Total Knowledge Rate</td>
</tr>
</tbody>
</table>

Number of Graduates and Knowledge Rates by College

Knowledge rates varied by college ranging between 27.1% and 62.1%.

<table>
<thead>
<tr>
<th>COLLEGES</th>
<th>NUMBER OF GRADUATES</th>
<th>KNOWLEDGE RATE TOTAL N</th>
<th>KNOWLEDGE RATE WITHIN EACH COLLEGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Health Sciences</td>
<td>229</td>
<td>76</td>
<td>33.2%</td>
</tr>
<tr>
<td>Architecture, Design, and the Arts</td>
<td>156</td>
<td>76</td>
<td>48.7%</td>
</tr>
<tr>
<td>Education</td>
<td>64</td>
<td>23</td>
<td>35.9%</td>
</tr>
<tr>
<td>Engineering</td>
<td>549</td>
<td>309</td>
<td>56.3%</td>
</tr>
<tr>
<td>Liberal Arts and Sciences</td>
<td>1,746</td>
<td>621</td>
<td>35.6%</td>
</tr>
<tr>
<td>Nursing</td>
<td>199</td>
<td>54</td>
<td>27.1%</td>
</tr>
<tr>
<td>Public Health</td>
<td>29</td>
<td>18</td>
<td>62.1%</td>
</tr>
<tr>
<td>Urban Planning and Public Affairs</td>
<td>10</td>
<td>6</td>
<td>60.0%</td>
</tr>
</tbody>
</table>

*Note: The College of Business reported a 75% knowledge rate based on responses from 472 of its 623 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 2016 (excluding the College of Business).

Knowledge Rate by Gender

<table>
<thead>
<tr>
<th>GENDER</th>
<th>KNOWLEDGE RATE % (N = 1,183)</th>
<th>2016 GRADUATE POPULATION % (N = 2,982)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>54.1%</td>
<td>53.7%</td>
</tr>
<tr>
<td>Male</td>
<td>45.4%</td>
<td>44.8%</td>
</tr>
<tr>
<td>Missing</td>
<td>0.5%</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

Knowledge Rate by Race/Ethnicity

<table>
<thead>
<tr>
<th>RACE/ETHNICITY</th>
<th>KNOWLEDGE RATE % (N = 1,183)</th>
<th>2016 GRADUATE POPULATION % (N = 2,982)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>23.0%</td>
<td>22.0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>6.9%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>22.4%</td>
<td>24.1%</td>
</tr>
<tr>
<td>Other</td>
<td>4.7%</td>
<td>4.8%</td>
</tr>
<tr>
<td>White</td>
<td>40.7%</td>
<td>38.3%</td>
</tr>
<tr>
<td>Unknown</td>
<td>2.3%</td>
<td>3.6%</td>
</tr>
</tbody>
</table>
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, 76.8% 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 = 1,183

- Full-Time Employed: 51.5%
- Part-Time Employed: 22.2%
- Continuing Education: 9.4%
- U.S. Military: 0.9%
- Volunteer/Service Program: 0.9%
- Not Seeking Employment/Continuing Education: 0.5%
- Seeking Employment: 14.5%
- Other: 0.1%
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 64.8% to 86.8%. Colleges with less than or equal to ten total responses for the select outcomes were excluded.

<table>
<thead>
<tr>
<th>College</th>
<th>Full-Time Employed</th>
<th>Part-Time Employed</th>
<th>Continuing Education</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Health Sciences</td>
<td>35.5%</td>
<td>11.8%</td>
<td>31.6%</td>
<td>79.0%</td>
</tr>
<tr>
<td>Architecture, Design, and the Arts</td>
<td>65.8%</td>
<td>14.5%</td>
<td>6.6%</td>
<td>86.8%</td>
</tr>
<tr>
<td>Education</td>
<td>34.8%</td>
<td>26.1%</td>
<td>4.4%</td>
<td>65.2%</td>
</tr>
<tr>
<td>Engineering</td>
<td>69.6%</td>
<td>3.9%</td>
<td>4.5%</td>
<td>78.0%</td>
</tr>
<tr>
<td>Liberal Arts and Sciences</td>
<td>43.2%</td>
<td>10.5%</td>
<td>20.5%</td>
<td>74.1%</td>
</tr>
<tr>
<td>Nursing*</td>
<td>53.7%</td>
<td>11.1%</td>
<td></td>
<td>64.8%</td>
</tr>
<tr>
<td>Public Health</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
</tr>
<tr>
<td>Urban Planning and Public Affairs</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
</tr>
</tbody>
</table>

*Data may underrepresent employment outcomes due to timing of state nursing licensure exams relative to survey administration.

**To protect confidentiality of respondents, select outcome percentages for School of Public Health and College of Urban Planning and Public Affairs were not reported as total responses <= 10.
Employment Outcomes

Based on survey responses and secondary sources, 60.9% of respondents were employed (full- and part-time). Of respondents who identified an employer, 88.9% are working in Illinois:

N = 720

Graduates who reported being full- or part-time employed

N = 621

Graduates who reported working in Illinois

Summary of Areas Employed

Survey respondents were asked to indicate what broad sector they were employed. Of the individuals (N = 276) who responded to the survey question, 75.4% indicated they were employed in the business/industry sector. In the 2017 survey administration, changes were made to the survey tool to obtain more detailed data beyond the broad categories.

N = 276
Employers

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

Advocate Health Care
Allstate
Athletico Physical Therapy
ATI Physical Therapy
CME Group
Commonwealth Edison (ComEd)
ENGworks
Ford Motor Company
Illinois Department of Transportation
Navistar
KENTECH Consulting Inc.
Northwestern Medicine
Northern Trust Corporation
University of Illinois at Chicago

Salary

Survey respondents were asked to provide salary information by range (e.g., $40,000-$44,999). Survey respondents (N = 95) reported salary ranges ranging from less than $20,000 to more than $80,000 depending on the college of enrollment*. Due to the low number of salary responses, the data is not generalizable. Alternative approaches for collecting this information will be explored for future survey administrations.

*Note: The College of Business reported an average undergraduate business salary of $44,900.
Continuing Education Outcomes

Based on survey data, 14.5% of UIC graduates indicated they are continuing their education at a graduate/professional institution. Of those, 36.6% are pursuing a Master's degree and 38.4% are enrolled in other/professional program (medical, law school). Lastly, of those graduates, 40.2% reported they are continuing their education at UIC.

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 following each of UIC’s graduating cohorts, 15.4% of all UIC graduates were enrolled in a graduate/professional program. Of those, 32.5% are pursuing a Master's degree and 30.5% are enrolled in other/professional program (medical, law school). Lastly, of those graduates, 43.1% are 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.

Benedictine University
Chicago School of Professional Psychology
DePaul University
Illinois Institute of Technology
Northeastern Illinois University
Northwestern University
Roosevelt University
Rosalind Franklin University of Medicine and Science
Rush University
John Marshall Law School
University of Chicago
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan

5 Based on survey respondents who confirmed an institution or were undecided at time of survey administration
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, 65.9% of respondents completed one or more internships.

N = 220

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 those indicating full-time employment, 31.4% had an internship versus 22.8% who did not hold in an internship.

<table>
<thead>
<tr>
<th></th>
<th>No Internship</th>
<th>Had Internship</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Employed (30+ hours/week)</td>
<td>75</td>
<td>145</td>
<td>220</td>
</tr>
<tr>
<td>Not Employed</td>
<td>254</td>
<td>317</td>
<td>571</td>
</tr>
<tr>
<td>Total</td>
<td>329</td>
<td>462</td>
<td>791</td>
</tr>
<tr>
<td>% Who were employed</td>
<td>(22.8%)</td>
<td>(*31.4%)</td>
<td>(27.8%)</td>
</tr>
</tbody>
</table>

*significant <.01
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 39.7% limits to some degree the generalizability of outcome findings to all UIC graduates in the Class of 2016. However, the sample does provide some preliminary insights:

• Of graduates who are continuing their education, a large proportion (43.1%) are staying enrolled at UIC based on National Student Clearinghouse enrollment data.

• The percentage of graduates (22.2%) who confirmed they were still seeking employment during the survey administration indicates the need for additional follow-up with graduates both during and after the 6-month data collection timeframe to confirm if outcomes have changed for individuals.

• Internship data as it relates to full-time employment is promising and Career Services and the university should focus on providing students quality experiences that take advantage of Chicago and surrounding areas.

• Career Services is hoping that information from this pilot will help to inform the university and create conversations with colleges about post-graduation plans, how best to set up students for success, as well as how to better capture post-graduation plans of more graduates.

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

- **Increased partnership with the colleges** – Further collaboration and communication with the individual colleges will help increase the overall response rate. In addition, building promotion of the survey into various commencement activities when possible will also aid in increasing the response rate. Lastly, future administrations will implement the use of visualization software/tools in order to provide colleges with access to aggregate information for further analysis.

- **Survey design** – Changes are being made to the overall survey design, which will aid in administration and data analysis. For example, business sector options will be more specific. Additionally, questions will be added asking graduates to confirm if UIC internships were related to employment outcomes.

- **Secondary Sources** – In addition to survey improvements, further investigation will be conducted to identify additional data sources that help provide an accurate and supplemental view of graduates’ career outcomes. Additional refinements will also be made on the timeframes of secondary sources to ensure consistency.

- **Seeking employment outcome** – One of the unique challenges of administering the survey is timing, particularly since graduates may face different windows of time in securing career outcomes. In future administrations, additional follow-ups will be performed at different intervals with graduates who have identified themselves as seeking employment to capture changed outcomes.
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
- Office of Institutional Research - William Hayward, Anna Pasillas-Santoyo
- Student Affairs Assessment - Mark Manderino

ADDITIONAL INFORMATION

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