

CLASS OF 2018
UIC FIRST DESTINATION INITIATIVE
SUMMARY REPORT

June 2019



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 2018 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 2018 UIC graduates (August 2017, December 2017, and May 2018 cohorts) are doing with their bachelor's degrees ("career outcomes") including continuing education, employment, U.S. military service, and volunteer 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 2017 and July 2018 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 September 2018 and March 2019 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 55.9% of the August 2017, December 2017, and May 2018 bachelor's degree graduation cohorts (Total Graduates N = 3,196). 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 2018 Highlights."

| CLASS OF 2018 HIGHLIGHTS | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>55.9% of graduates' outcomes were confirmed through surveys or secondary sources.</p> | <p>81.7% of respondents¹ are employed, continuing their education, participating in a volunteer/service program, or serving in the military.</p> |
| <p>Of the respondents with a reported career outcome, 21.5% of those graduates² reported continuing their education at a graduate/professional school. Of those, 39% enrolled in a master's program and 46.9% in a professional program (e.g., law school).</p> | <p>Based on national enrollment data obtained through the National Student Clearinghouse, 43.7% of UIC graduates who are continuing their education³ at a professional or graduate school are planning to attend UIC.</p> |
| <p>64.2% of full-time employed graduates² reported completing 1 or more internships while at UIC.</p> | <p>90.9% of employed graduates⁴ are working in Illinois.</p> |

¹ Based on survey respondents and secondary source analysis

² Based on survey respondents only

³ Based on National Student Clearinghouse's enrollment data collected 11-18 months post-graduation

⁴ Based on respondents who had an identified employer (including self-employment, N/A, or confidential employers) and location of employment

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 August 2017, December 2017, and May 2018 cohorts of the 2017-18 academic year. 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 August 2017, December 2017, or May 2018 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 activities⁵. 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
- Enrolled in a program of continuing education
- Participating in a volunteer or service program
- Serving in the U.S. Armed Forces

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.

⁵ 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 2017 through July 2018 and served as the primary data collection method. The online survey was sent to each graduate cohort via email. To encourage completion, a minimum of four 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 21 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 3,196 records. Of these, 1,523 graduates responded to the survey (47.7% 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 May and October, follow-up surveys were administered to still seeking respondents from the cohorts 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 modeled after the original survey. Follow-up survey responses were integrated with the original survey and secondary source responses and included in the 47.7% 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 September 2018 through March 2019. Specifically, 265 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 55.9%.

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 2018 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 3,196 bachelor's degree graduates (August 2017, December 2017, and May 2018 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 **55.9%**.

| KNOWLEDGE RATE DETAILS | |
|-----------------------------------|--------------------------------|
| Class of 2018 Graduate Population | 3,196 |
| Graduates Who Completed Survey | 1,523 (47.7% of graduates) |
| Secondary Sources Analysis | 265 (8.3% of graduates) |
| Total Knowledge Rate | 1,788 graduates (55.9%) |

Number of Graduates and Knowledge Rates by College

Knowledge rates varied by college ranging between 40.9% and 66.7%

| COLLEGES | NUMBER OF GRADUATES | KNOWLEDGE RATE TOTAL N | KNOWLEDGE RATE WITHIN EACH COLLEGE |
|------------------------------------|---------------------|------------------------|------------------------------------|
| Applied Health Sciences | 269 | 151 | 56.1% |
| Architecture, Design, and the Arts | 163 | 77 | 47.2% |
| Education | 77 | 43 | 55.8% |
| Engineering | 680 | 447 | 65.7% |
| Liberal Arts and Sciences | 1,795 | 969 | 54.0% |
| Nursing | 154 | 63 | 40.9% |
| Public Health | 39 | 26 | 66.7% |
| Urban Planning and Public Affairs | 19 | 12 | 63.2% |

**Note: The College of Business reported a 75% knowledge rate based on responses from 527 of its 703 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 2018 (excluding the College of Business).

Knowledge Rate by Gender

| GENDER | KNOWLEDGE RATE % (N = 1,788) | 2017 GRADUATE POPULATION % (N = 3,196) |
|--------|---------------------------------|-------------------------------------------|
| Female | 55.9% | 53.3% |
| Male | 44.1% | 46.7% |

Knowledge Rate by Race/Ethnicity

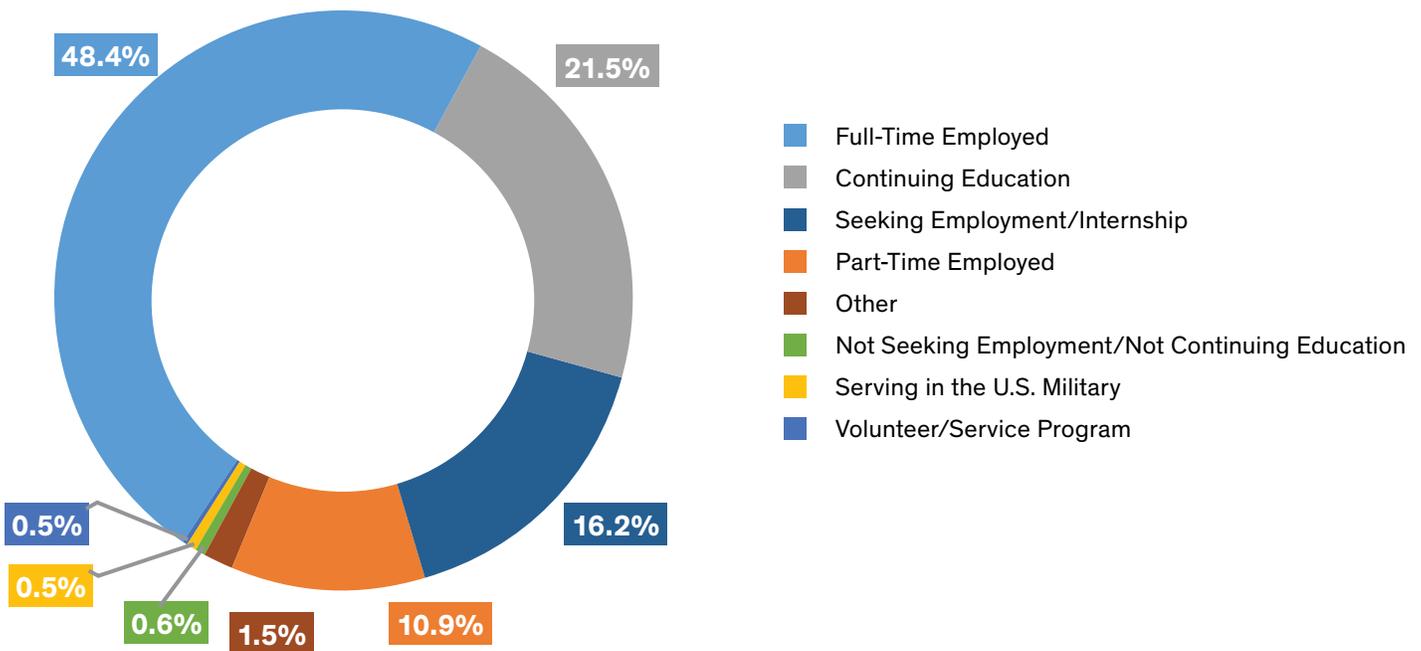
| RACE/ETHNICITY | KNOWLEDGE RATE % (N = 1,788) | 2017 GRADUATE POPULATION % (N = 3,196) |
|------------------------|---------------------------------|-------------------------------------------|
| Asian | 22.6% | 23.8% |
| Black/African American | 6.5% | 7% |
| Hispanic | 27.4% | 27.4% |
| Other | 5.9% | 5.9% |
| White | 37.1% | 35.1% |
| Unknown | 0.6% | 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 enrolled in graduate/professional school, having secured or held a job (full- or part-time), involved in a volunteer or service program, or serving in the military. Based on the findings of this initiative, 81.7% 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 = 1,788



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 72.1% to 88.5%. 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 | 31.8% | 11.3% | 41.1% | 84.1% |
| Architecture, Design, and the Arts | 46.8% | 20.8% | 7.8% | 75.3% |
| Education | 48.8% | 18.6% | 4.7% | 72.1% |
| Engineering | 77.6% | 2.7% | 6.5% | 86.8% |
| Liberal Arts and Sciences | 36.6% | 13.5% | 27.8% | 77.9% |
| Nursing* | 66.7% | 9.5% | 6.4% | 82.5% |
| Public Health | 42.3% | 7.7% | 38.5% | 88.5% |
| Urban Planning and Public Affairs | 50.0% | 16.7% | 16.7% | 83.3% |

Career Outcomes Comparison of Class of 2016, 2017, and 2018

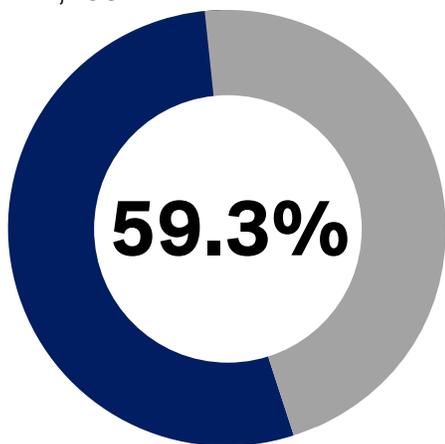
In review of UIC's First Destination survey results and outcomes over the last three bachelor's degree graduating classes, several patterns emerge. First, the knowledge rate has been increasing each year. This is in part attributable to the marketing of the survey and consequently the increased awareness among the colleges and students about the survey. Additionally, the career outcomes rate has increased with the response rate suggesting that responses from a larger proportion of the graduating class provide a more nuanced view of outcomes.

| | CLASS OF 2016 | | CLASS OF 2017 | | CLASS OF 2018 | |
|--------------------------------|---------------|-------|---------------|-------|---------------|-------|
| | N | % | N | % | N | % |
| Graduate Population | 2,982 | - | 2,989 | - | 3,196 | - |
| Graduates Who Completed Survey | 793 | 26.6% | 1,217 | 40.7% | 1,523 | 47.7% |
| Secondary Sources Analysis | 390 | 13.1% | 311 | 10.4% | 265 | 8.3% |
| Total Knowledge Rate | 1,183 | 39.7% | 1,528 | 51.1% | 1,788 | 55.9% |
| Career Outcomes Rate | 909 | 76.8% | 1,157 | 75.7% | 1,460 | 81.7% |

EMPLOYMENT OUTCOMES

Based on survey responses and secondary sources, 59.3% of respondents were employed (full- and part-time). Of the respondents who identified an employer name and location of employment⁶ (N=952), 90.9% are working in Illinois:

N = 1,788



Graduates who reported being full- or part-time employed

N = 952



Respondents who are working in Illinois

Summary of Areas Employed

Respondents who indicated they were employed were also asked to confirm their employment sector. Of the individuals (N = 677) who responded to the survey question about employment sector, 73.6% of the responses were associated with ten employment sectors as summarized in the table below.

| | % OF RESPONDENTS |
|-----------------------------------|------------------|
| Engineering | 19.8% |
| Healthcare Services and Hospitals | 15.8% |
| Other | 9.5% |
| Retail | 5.3% |
| Education/Teaching Pre K-12 | 4.7% |
| Food and Beverage | 4.3% |
| Research/Development/Science | 4.1% |
| High Tech/Information Technology | 3.7% |
| Social Services | 3.7% |
| Government | 2.7% |

⁶ Includes respondents who identified the employer as self-employed, N/A, or confidential.

Employers

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

| | |
|------------------------------------------------------|------------------------------------|
| Allstate | Mariano's |
| Amazon | Motorola Solutions |
| Ann & Robert H. Lurie Children's Hospital of Chicago | Navistar |
| ARRIS | Northrop Grumman Corporation |
| Athletico Physical Therapy | NorthShore University HealthSystem |
| Baxter International | Northwestern Memorial Hospital |
| Chase | Peoples Gas |
| Chicago Public Schools | Rush University Medical Center |
| Christopher B. Burke Engineering | Starbucks |
| Federal-Mogul | T-Mobile |
| Jewel-Osco | Tesla |
| Heartland Alliance | Turner Construction |
| Honeywell UOP | University of Illinois at Chicago |
| Hydraforce | UL |
| Illinois Department Of Transportation | U.S. Army Corps of Engineers |
| Infosys Limited | Walgreens |
| Loyola University Medical Center | Whole Foods Market |

Salary

Survey respondents were asked to provide salary information by range (e.g., \$40,000-\$44,999). Survey respondents (N = 273) 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..

*Note: The College of Business reported an average undergraduate business salary of \$48,600.

CONTINUING EDUCATION OUTCOMES

Based on survey data, 21.5% of UIC graduates (N = 384) indicated they are continuing their education at a graduate/professional institution. Of students who indicated a degree type (N = 369), 39% reported pursuing a Master's degree and 46.9% reported pursuing other/professional program (e.g., medical school, law school). Lastly, of those graduates who responded to the question about the institution of enrollment (N = 309), 41.1% reported they are continuing their education at UIC⁷.

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 the National Student Clearinghouse. According to the enrollment data National Student Clearinghouse captured in the 11-18 months⁸ following each of UIC's graduating cohorts, 13.9% of all UIC graduates were enrolled in a graduate/professional program. Of enrolled graduates in which degree information was available (N = 346), 50% were pursuing a Master's degree and 28% were enrolled in other/professional program (e.g., medical school, law school). Based on continuing education enrollment data of UIC graduates (N = 444), 43.7% were continuing their education at UIC confirming it is a common choice among UIC graduates who are continuing their education.

Professional and Graduate Institutions

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

| | |
|------------------------------------------------------|-----------------------------------------------|
| Adler University | The Chicago School of Professional Psychology |
| Boston University | University of Chicago |
| DePaul University | University of Illinois at Chicago |
| Governors State University | University of Illinois at Urbana-Champaign |
| John Marshall School of Law | University of Iowa |
| Loyola University | University of North Carolina at Chapel Hill |
| National Louis University | University of St. Francis |
| New York University | |
| Northern Illinois University | |
| Northwestern University | |
| Roosevelt University | |
| Rosalind Franklin University of Medicine and Science | |
| Rush University | |

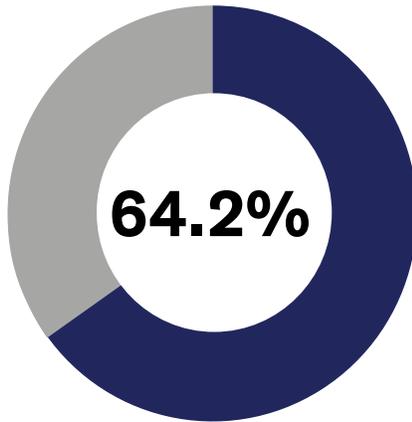
⁷ Based on the total number of survey respondents who confirmed an institution or were undecided at the time of the survey administration.

⁸ NSC 11-18 months data was collected for the entire Class of 2018 in April 2019. For the August cohort, this data reflected enrollment ~ 18 months after graduation. 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 = 603), 64.2% completed one or more internships.

N = 603



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, 64.2% had at least one internship versus 35.8% who did not have an internship while attending UIC.

| | NO INTERNSHIP | HAD INTERNSHIP | TOTAL |
|-------------------------------------|---------------|----------------|-------|
| Full-time Employed (30+ hours/week) | 216 | 387 | 603 |
| Not Full-time Employed | 474 | 441 | 915 |
| Total | 690 | 828 | 1,518 |
| % Who were Full-time employed | 31.3% | *38.8% | 39.7% |

*significant <.05

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 55.9% limits to some degree the generalizability of outcome findings to all UIC graduates in the Class of 2018. However, the sample and benchmark data does provide some preliminary insights:

- Of graduates who indicated they were continuing their education, enrollment statistics from the National Student Clearinghouse suggest some of those plans do not transpire. Career Services and the university should continue to provide students with increased education and exposure to the graduate school application process.
- 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 foster 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 including encouraging college-specific messaging at time of survey administration and commencement
- **Commencement marketing**—Building promotion of the survey into various commencement activities also aided in increasing the response rate. Efforts will continue to be made to expand upon this approach for future administrations.
- **Survey design**—Based on research conducted in 2018-19, changes are being implemented in the Class of 2019 survey administration including question phrasing changes to encourage a higher number of responses (e.g., internships, salary).
- **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 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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ADDITIONAL INFORMATION

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