



Alumni Outcomes Pilot Initiative

WHERE ARE OUR
GRADUATES NOW?

Why Alumni Outcomes?

- One of the most persuasive measures of how well Queens College is doing is how our graduates are received and evaluated by the outside world.
- We had little information on this in the past (response rates to surveys of graduates are low).
- But **now we have excellent data** from new sources on salaries and further education, and good data on job titles, employers, and career trajectories.



Assessment Framework

- The outcomes of our graduates
- How are they doing?
- How well were they prepared?
- How did we, Queens College, springboard them into their future?



The Data

WHERE DID IT COME
FROM?

Data
Sources

CUNY Wage Dashboard

National Student Clearinghouse

LinkedIn

First Destination Survey

CUNY Wage Dashboard

CUNY Wage Dashboard



Salaries:

- The CUNY Wage Dashboard provides data for the QC graduates of 2002-2021 on the median salaries 1, 3, 5, & 10 years after graduation, by program. Results are presented in 2022 dollars.
 - Data are drawn from NYS Department of Labor unemployment insurance records, which include 50-70% of all graduates in every program.
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National Student Clearinghouse



National Student
Clearinghouse®

Further education:

The NSC provides data on enrollment, degrees earned, and schools attended for 98% of all US College students, including all CUNY graduates. Here we are using data on the QC grads of 2013-2019 and 2023.

- About 25% of QC grads enroll immediately after graduation to seek further education.
 - By the time seven years have passed, this figure rises to 51%, with 33% earning graduate degrees.
 - More to come- data for the last 4 years are currently in the works
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LinkedIn



Individual-level information on jobs:

60% of our baccalaureate graduates have LinkedIn accounts, most of which have useful outcomes information.

- Looking up LinkedIn profiles provides data on:
 - job titles
 - employing organizations
 - internships held
 - certificates earned.

First Destination Survey



National Association of College & Employers:

- Our First Destination Survey (FDS) captures information on how new college graduates fare in their careers within the first six months after graduation. We share this data with NACE.
- Although response rates are typically low (14% of the Class of 2023), it provides ~12% of the information we gather on alumni and data we don't have from any other source:
 - Satisfaction with career activity since graduation
 - Proportion working in new jobs
 - Self-reported career readiness

TDM	729.89	915.51	185.62	▲25.43%	FLR	660.27	745.28	85.01	▲12.88%
HUM	749.73	924.29	174.56	▲23.28%	UVD	155.59	181.57	25.98	▲16.70%
DMW	833.72	1004.01	170.29	▲20.43%	QUV	440.55	540.21	99.66	▲22.62%
YZJ	903.49	1127.46	223.97	▲24.79%	HZT	285.51	344.98	59.47	▲20.83%
GLY	982.07	1219.39	237.32	▲24.17%	PCW	811.44	1029.66	218.22	▲26.89%
VDA	113.74	143.41	29.67	▲26.09%	AIK	361.77	451.39	89.62	▲24.77%
UVV	468.08	535.41	67.33	▲14.38%	ZJJ	858.36	994.57	136.21	▲15.87%
HJS	545.49	659.05	113.56	▲20.82%	RHJ	894.79	1046.68	151.89	▲16.97%
EDC	586.96	664.69	77.73	▲17.24%	VDV	425.06	509.85	84.87	▲19.97%

PPJ	912.63	1038.36	125.73	▲13.78%	ZGK	391.59	491.48	99.89	▲25.51%
UAG	1309.55	1655.62	346.07	▲26.45%	BNY	359.21	1130.65	161.44	▲16.66%
DAQ	1296.17	1644.66	348.49	▲26.75%	SDM	736.44	913.39	177.95	▲24.20%
PNR	654.33	775.84	121.51	▲18.57%	IOU	1429.91	1648.42	322.51	▲24.36%
TTU	161.51	191.66	30.15	▲18.67%	OTS	543.42	667.24	123.82	▲22.79%

The Results

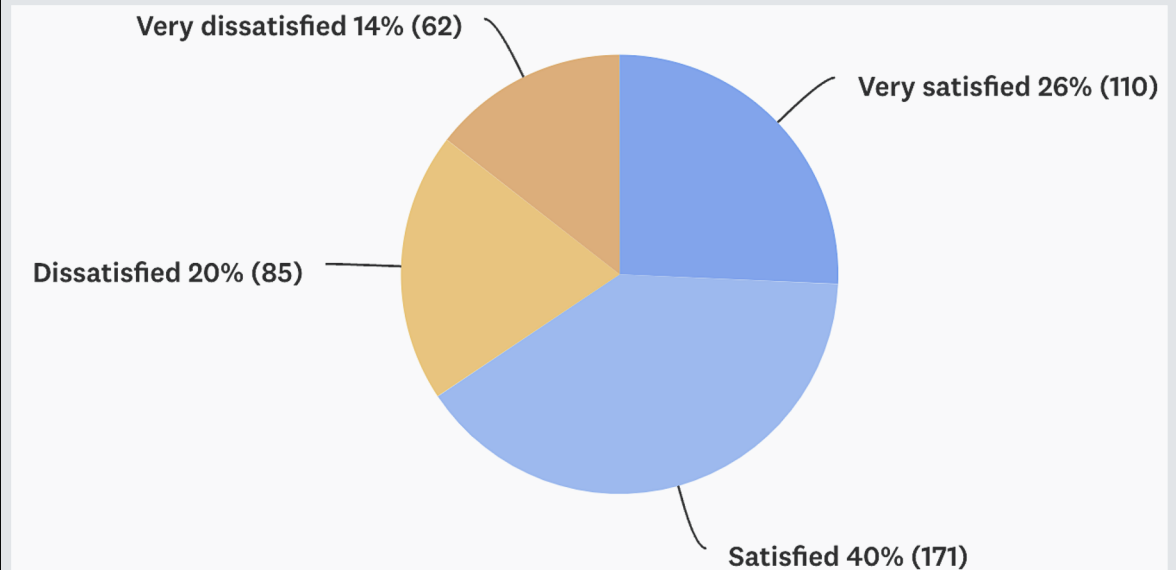
**WHAT DID WE
LEARN?**

First Destination Survey

(Class of 2023)



66% satisfied with career activity since graduating.

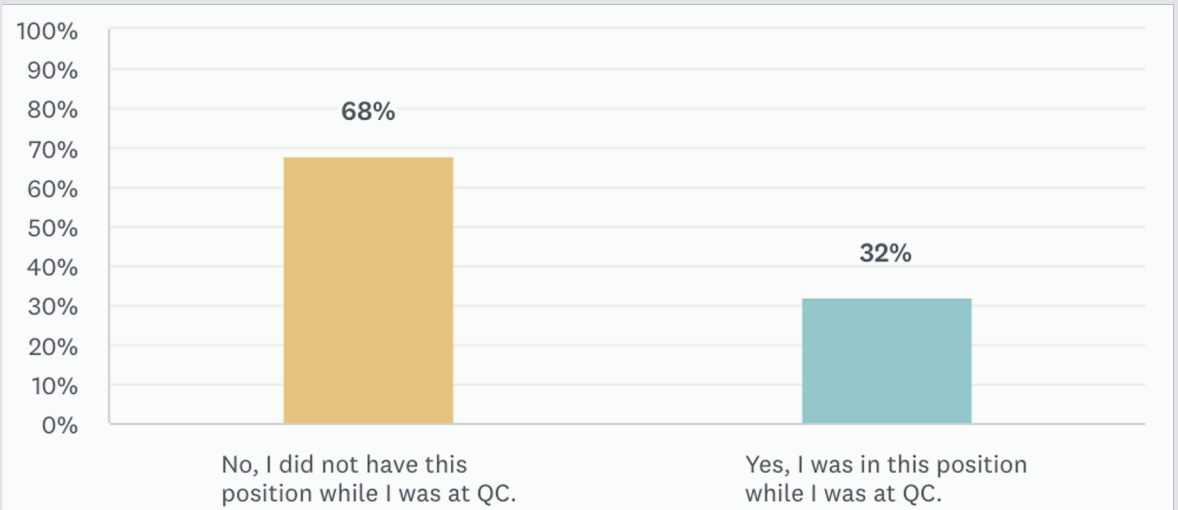


First Destination Survey

(Class of 2023)



68% of employed working in a new position.

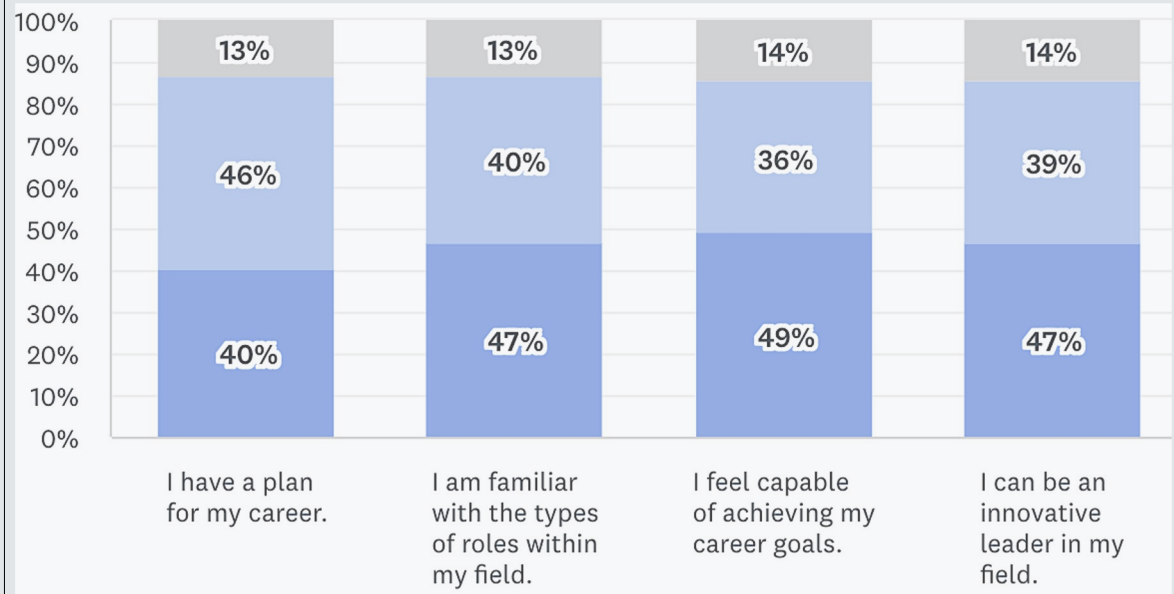


First Destination Survey

(Class of 2023)



86% confident in their career readiness skills.



First Destination Survey

(Class of 2023)



Class of 2023 recommendations:

- Practical experience and internships
- Career counseling and personalized guidance
- Career readiness courses (e.g., financial literacy, resumes)
- Mentoring and support networks for alumni
- Program alignment with demands of the job market.



Report on the Class of 2023



By combining results from these sources, we were able to obtain outcomes information for **64%** of the undergraduates and **70%** of the master's graduates.

For the 64% of undergraduates:

- 85% were employed or continuing their education.
 - 74% in a position related to their degree.
 - Scan the QR Code to see the [full report](#).
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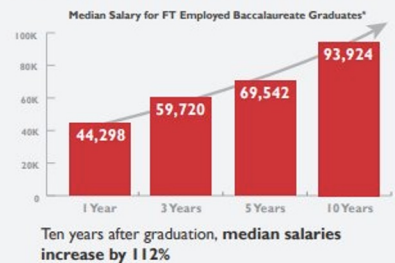
Sharing the Outcomes Data



- An initial step was to create one-page Infographics summaries of the main outcomes for each department.
- Shared with individual departments and programs.
 - This is a collaborative work in progress.
 - We encourage postings on department websites and sharing with all faculty and students
 - The full set may be found at <https://www.qc.cuny.edu/oie/alumni-outcomes/>

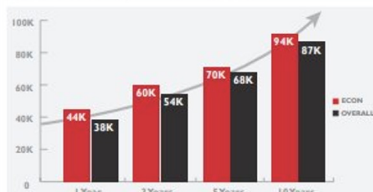


Salary Ten Year Overview for Cohorts of 2002–2021

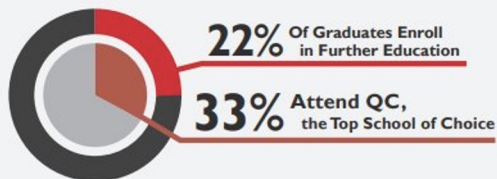


Below is a comparison of ECON BA/BBA* vs. QC Median Salaries. ECON median salaries are 3–7K higher than the overall QC median salaries for baccalaureate graduates throughout their early careers.

*Wage data for ECON-BA, FINAN-BBA, INTL-BA, & ACTST-BA



Further Education Overview for Cohorts of 2013–2019



50% Completed their Further Education Degree

74% MS or MA
13% MBA
8% JD
4% MD, DDS



Internships & Certificates Overview for Cohort 2023 w/LinkedIn Profiles

36% Reported One or More Internships

Over 100 unique Internship providers were reported. Some of these providers include:



34% Reported One or More Certificates

Skill	Percentage
Marketing Concepts	29%
Analytics	8%
MS Excel	6%
Sales Marketing	4%
Management	4%

o The full set may be found at qc.cuny.edu/oie/alumni-outcomes/



A photograph of a server room with rows of server racks and glowing lights. The perspective is from the end of a long aisle, looking down the center. The racks are filled with equipment, and many small lights are visible, creating a sense of depth and activity. The lighting is dim, with the primary light source being the equipment itself.

Data Forthcoming

WHAT ELSE CAN WE LEARN?

Forthcoming Data



- **More Detailed Department and Program Reports:** Longer more analytic reports on departments and programs are in preparation.
- **Tracking cohorts over time** will provide a more complete understanding of career patterns.
- **Internships:** An analysis of which led to jobs.
- **Certificates:** Posted skills, and especially extra-curricular certificates earned, may suggest areas where the curriculum needs to be updated.
- **Career Maps:** We're working with departments to develop career maps for each *program*.



Some plans for using the data

- **Accounting** has begun tracking the share of graduates who become Certified Public Accountants (CPAs) and will work to improve this number.
 - Faculty in **Economics** and the three business tracks are recording the number of graduates who have internships or have been hired by leading local employers (for example, the 30 organizations who make up the CEO Jobs Council).
 - **English** faculty are thinking about courses where exploring career paths can be part of the curriculum.
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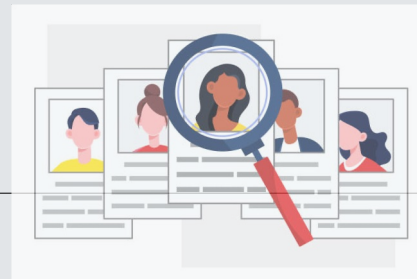


Next Steps

WHAT'S TO COME?

How you can use the data

- Make clear to your students the **range of career choices** pursued by graduates.
- Share the data on internships held, certificates earned, and skills emphasized by graduates on their LinkedIn profiles to **improve advisement and mentoring**.
- Communicate outcomes results to colleagues at feeder community colleges (QCC, LAGCC, and Nassau CC) to **encourage recruitment**.



Part of a larger assessment effort

Going forward, the college should collect data on each new cohort of graduates, and continue tracking the progress of earlier cohorts, and will share the data with administrators, departmental faculty, and staff.

- Academic Program Review
 - Middle States
 - Admissions and Enrollment Management
 - Queens College Foundation's Alumni Relations Office
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Q&A

Career Outcomes Working Group

- Dean Savage, Professor Emeritus of Sociology
- Zavi Gunn, Director, Center for Career Engagement and Internships
- Kristine Rosales, Lecturer, Department of Sociology
- Lizandra Friedland, Associate Director of Surveys, Office of Institutional Effectiveness

