



INDIANA UNIVERSITY

Undergraduate Post-Graduation Outcomes
2019–2020

University Institutional Research and Reporting

MISSION STATEMENT

Our mission is to meet the institutional data, research, and analytic needs of the university administration, to assure accurate and timely reporting of data to internal and external audiences, and to support data-driven decision-making.

Project Overview

The IU First Destination Survey explores the outcomes of IU undergraduate students in their first year after graduation. The project was a collaborative effort between the Office of Completion and Student Success, Campus Career Services Offices, individual campus Institutional Research, and University Institutional Research and Reporting (UIRR). Questions focused on the outcomes of IU *graduates who were conferred an undergraduate degree during the 2018-2019 fiscal year*, and data were collected from primary and secondary sources, including student questionnaires, departmental reports, and LinkedIn/social media profiles. This report provides an overview of the survey results.



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Defintion of Important Terms

Career Outcome Rate

The career outcome rate provides the proportion of graduates who accepted employment, pursued a continuing degree, served in the military, or served in a volunteer program out of the total number of reported graduates.

This performance indicator excludes graduates still seeking employment or planning to continue their education and those neither employed nor seeking employment or continued education from the numerator.

Knowledge Rate

The knowledge rate provides the percent of students for whom data could be collected out of the total number of graduates (i.e. students with known outcomes)

Loan Payment as Percentage of Monthly Income

A monthly loan payment was calculated on the average loan debt for bachelor borrowers (assuming 5% interest over 10 years), and expressed as a percentage of the monthly salary (calculated by dividing the reported average first year salary by 12). A limitation of this metric is embedded in the fact that averages are influenced by high and low values. It is noteworthy that the salaries of some graduates without loan debt are included. Their inclusion, however, has an immaterial impact on the analysis.

Dashboard with full results is available at:

<https://uirr.iu.edu/facts-figures/outcomes/workforce-outcomes/index.html>

IU Overall

Career Outcome Rate

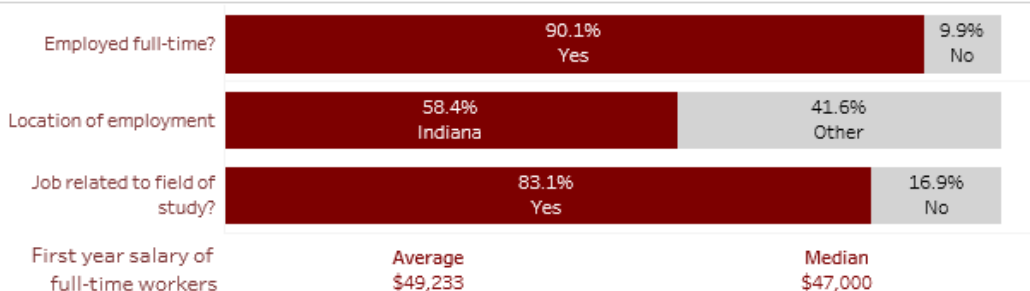
The *career outcome rate* for IU system-wide was 93%* for students who received an undergraduate degree in fiscal year 2018-19. Of the 11,321 students with known outcomes (knowledge rate is 71.7%), about 10,523 accepted employment, pursued a continuing degree, served in the military, or served in a volunteer program. Roughly 74% of graduates reported that they had accepted employment, with 9 out of every 10 students with employment finding a full-time position. In addition, 19% of graduates responded that they were continuing their education. The average debt for bachelor borrowers at IU for the 2018-19 degree year was \$26,617. The reported average earnings of \$49,233 (bonus not included) for bachelor recipients who reported having full-time employment, would result in a monthly income of \$4,103. If we apply the generally accepted rule of ensuring that one's monthly debt payment is 10% or less of their monthly salary, the monthly loan payment of \$282 would be 6.9% of monthly income. With 53% of bachelor graduates completing their studies with loan debt, IU students who take out loans in order to complete their college degree have made a sound investment, since on all campuses, loan payment as a percentage of the reported monthly income was less than 10%.



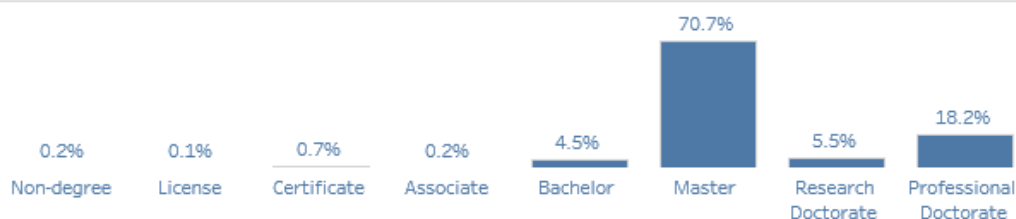
Primary Outcomes

The majority of graduates (83%) who responded to the question about whether they were able to secure employment in their field of study answered in the affirmative, with 58% of students who reported their employment location indicating that they stayed in Indiana to work. Of the 19% of graduates who reported they were continuing their education, 71% were in a masters program, and about 24% in a research or professional doctorate program. At the time of data collection, 638 graduates (5.6%) were still seeking employment or continued educational opportunities.

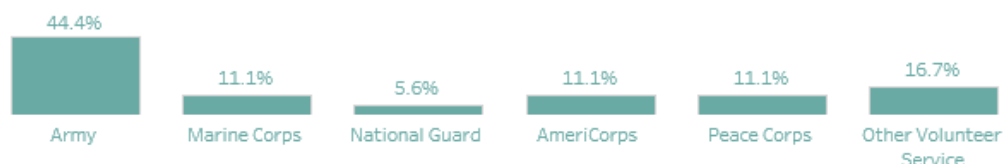
73.5%
of reported graduates
accepted employment



19.3%
of reported graduates are
continuing their education



0.2%
of reported graduates are
serving in the military or as a
volunteer



5.6%
of reported graduates are
still seeking employment or
continued education



*The interactive dashboard at [UIRR's website](#) provides frequencies for each primary outcome and corresponding survey items.

Bloomington

The campus' knowledge rate was 82% (outcomes obtained for 6,163 students). Seventy-one percent of reported graduates accepted employment, 22% are continuing their education, and 0.2% are serving in the military or as a volunteer. Collectively, these undergraduates constitutes the campus' 93% *career outcome rate*.

An overwhelming 88% of graduates reported having a job in the discipline they acquired their degree. The majority of students (93%) who reported that they accepted a job offer, were working in a full-time capacity. According to the salary data collected for graduates, Bloomington's graduates had average earnings of \$52,558 which were higher than the [Great Lakes mean starting salary](#) of \$51,049, reported in the National Association of Colleges and Employers' (NACE) First Destinations For The College Class of 2018 Report.

Approximately 5% of graduates were still seeking employment or continued educational opportunities.

It is important to note that graduates from the School of Nursing are not represented in this report. Only students from the following schools are included: College of Arts and Sciences, Kelley School of Business, Jacob's School of Music, School of Education, Luddy School of Informatics, Computing and Engineering, School of Optometry, Paul H. O' Neill School of Public and Environmental Affairs, School of Public Health, and School of Social Work.

IUPUI

IUPUI-IN (see Columbus below independently) reported a knowledge rate of 68%. The majority of graduates reported that they had accepted employment (77%), with 17% continuing their education, 0.1% serving in the military or volunteer, resulting in a *career outcome rate* of 94%. There were 5.7% (164 students) of graduates who were still seeking to continue their education or getting a job.

Numbers to Highlight

- 91% with employment are working full-time
- 90% are working in Indiana
- \$46,430 average first year salary

Of the 469 students with a reported primary outcome of continued education, 68% were enrolled in a master programs, and 23% in a research or professional doctorate program.

IUPUC had a knowledge rate of 67%; of the graduates with known outcomes, 82% were employed. Ninety-four percent of students with employment were working full-time. When the location of employment was reported, almost all students (97%) stated that they were remaining in Indiana for work. The average first year salary for bachelor recipients was \$45,942, resulting in an expected monthly loan debt payment that is 6.5% of monthly income.



REGIONAL CAMPUSES

East

The East campus recorded a knowledge rate of 74% and a *career outcome rate* of 85%. Three fourths of all reported graduates accepted employment, with an additional 9.5% continuing their education, and 0.5% serving in the military or as a volunteer.

Of the graduates who reported accepting a job offer, 75% reported securing a full-time appointment. East has a reciprocity agreement allowing Ohio residents to pay in-state tuition. While 71% of graduates indicated that their place of employment was in Indiana, another 11% identified Ohio. Graduates reported an average first year salary of \$44,993. The \$239 monthly loan debt payment derived from the average debt of \$22,513 taken out by bachelor borrowers on the campus, is 6.2% of expected monthly income.

The majority of the graduates who were furthering their education enrolled in a master program (72%), a research doctoral (9%), or a professional doctoral (11%) program.

There were 13.5% of the reported graduates who were still actively seeking employment or continued education at the time of data collection.

Kokomo

Kokomo's knowledge rate of 39% was accompanied by a *career outcome rate* of 89%. The career outcome rate is constituted of 70% of graduates reporting that they have accepted employment and 19% who mentioned that they would be continuing their education. Eleven percent of the students who responded were still actively looking for employment or a school to continue their studies.

Nine out of ten employed graduates were working full-time with 97% of them beginning their careers in Indiana. Eight out of ten students perceived that they were employed in their field of study. The average first year salary reported by students was \$41,671, allowing for a monthly loan debt payment that was 7.2% of monthly income (average debt of bachelor borrowers was \$23,518).

Most Cougars who opted to continue their education are in master (88%) and research/professional doctoral programs (10%).

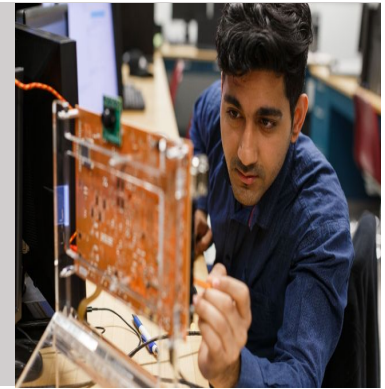
Northwest

The Northwest campus' knowledge rate of 30% represents known outcomes for 196 graduates. The *career outcome rate* of 96% consists of 64% of reported graduates who accepted employment and 33% in continued education. Only 3% of respondents were still

seeking employment or continuing education. Eighty-six percent of employed graduates were employed in Indiana and sixty-five percent reported having accepted full-time employment. The average first year salary was expected to be \$42,247, and with average debt for bachelor borrowers being \$26,940, loan payment as a percentage of income was 8.1%.

A third of all respondents (64 students) were continuing their education, with 87.5% enrolled in a master program and the remaining 12.5% in a doctoral program.





South Bend

South Bend has known outcomes for 58% of its 2018-19 undergraduate degree recipients. The *career outcome rate* is 87% for the reported graduates, with 76% having accepted employment, 11% in continued education, and 0.6% serving in the military or as a volunteer. There were 77% of employed graduates working in full-time positions, with 9 out of 10 graduates who responded reporting that their position was based in Indiana. When asked if they were able to find employment in their field of study, 7 out of 10 respondents acknowledged that they had found such an opportunity.

The average first year salary for bachelor recipients is \$42,420 with an average debt of bachelor borrowers of \$24,879 and a loan payment as percentage of monthly payment of 7.5%.

There were 12% of the reported graduates who were still actively seeking employment or continued education at the time the survey was administered.

Southeast

The Southeast campus garnered a knowledge rate of 76% and a *career outcome rate* of 99%. The breakdown of graduates with known outcomes are as follows: 83% accepted employment, 16% in continued education, and 0.2% serving as a volunteer or in the military. Less than 1% of respondents stated that they were still actively looking for a job or to go back to school.

Numbers to Highlight

- 83% accepted employment
- 95% with employment are working full-time
- \$43,346 average first year salary

The monthly loan payment as a percentage of monthly payment was 6.3%. The reported average salary of \$43,346 is more than double the campus average debt of bachelor borrowers of \$21,460.

Southeast has a reciprocity agreement allowing Kentucky residents to pay in-state tuition. Of the graduates who reported the location of their employer, 41% of them were employed in Indiana and 54% in Kentucky.

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