Ethnicity Trends in Career Outcomes for Baccalaureate Recipients

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About the survey

• This survey has been administered annually since 2002-03 to all students (UG and grad).

• Data collected include
  – Employment rates
  – Employer information
  – Annual salary
  – Graduate school attendance

• Data are keyed on student ID to allow importing of student demographic data

• For these analyses, only baccalaureate recipients are considered
## Response Rates

<table>
<thead>
<tr>
<th>Graduating Class</th>
<th># Baccalaureates</th>
<th># Survey Responses</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002-03</td>
<td>2,524</td>
<td>747</td>
<td>30%</td>
</tr>
<tr>
<td>2003-04</td>
<td>2,615</td>
<td>1,067</td>
<td>41%</td>
</tr>
<tr>
<td>2004-05</td>
<td>2,683</td>
<td>716</td>
<td>27%</td>
</tr>
<tr>
<td>2005-06</td>
<td>2,833</td>
<td>383</td>
<td>14%</td>
</tr>
<tr>
<td>2006-07</td>
<td>2,842</td>
<td>993</td>
<td>35%</td>
</tr>
<tr>
<td>2007-08</td>
<td>2,917</td>
<td>1,918</td>
<td>66%</td>
</tr>
<tr>
<td>2008-09</td>
<td>3,133</td>
<td>2,053</td>
<td>66%</td>
</tr>
</tbody>
</table>

Note: For the two most recent administrations, information was collected both at cap and gown and 6 months after graduation. Though the number of respondents is much smaller (430 for 0708 and 354 for 0809), it is my belief that the data collected 6 months out give better estimates of employment rates and salaries than do the data collected at cap and gown.
College Distribution
College Distribution

- Over half of the Asian graduates come from Commerce
- Nearly one-third of African-American graduates were in SNL
- Because of the nature of these data and the analyses conducted:
  - Communication and LAS were combined as we are going back to 2002-03
  - SNL was omitted from the analyses because most of these students come in as working students and that could artificially inflate the placement numbers for African-Americans
  - Music and Theatre were omitted because of low numbers of students
Placement Rates
Placement

• Typically refers to % employed six months after graduation

• Also looked at % in graduate school
Placement Rates (% Employed and/or in Grad School) for All Baccalaureate Recipients

- Asian
- African-American
- Latino
- White

2003-04 to 2008-09
Employment/Graduate School Attendance by Race (2006-07 graduates)

- **Asian**: 65.6% Employed, not in Grad School, 33.9% Employed in Grad School
- **African-American**: 60.8% Employed, not in Grad School, 28.8% Employed in Grad School
- **Latino**: 68.3% Employed, not in Grad School, 19.4% Employed in Grad School
- **White**: 65.4% Employed, not in Grad School, 22.4% Employed in Grad School

- **OVERALL**: 65.6% Employed, not in Grad School, 22.4% Employed in Grad School
Placement Rates

- For most years, over 80% of DePaul graduates are employed within six months of graduation.
- When graduate school attendance is factored in, we see placement rates typically exceed 90%.
- Across most years, Latino students have the highest placement rates; Asian students tend to have lower placement rates.
- African-American students show the largest propensity for being simultaneously employed and attending graduate school.
- The next slide shows placement rates by college (gaps in the trend lines indicate that there were too few respondents to make reliable estimates).
Employer Characteristics
Employer Characteristics

• Data include:
  – Employer sector
  – Position information
  – Relation to student major

• For these charts, only those students employed full-time are included and the data from the 2006-07 administration of the survey are used because of the higher number of respondents.
Employer Sector

- Respondents were asked to identify their employer sector
  - Non-profit
  - Government
  - Manufacturing
  - Services
- Results show that...
  - While the vast majority of Asian students work in the services sector, only about half of the African-American and less than 40% of Latino students work in services. This is not surprising given the relative percentage of Asian students graduating from Commerce (57% in 2006-07) compared to African-American (24%) and Latino students (30%).
  - Latino students are twice as likely, if not more, to work in the not-for-profit sector than students of other ethnicities
  - African-American and Latino students are more likely to be working for the government than Asian or Caucasian students.
Employer Sector by Race (2006-07 graduates)

<table>
<thead>
<tr>
<th>Race</th>
<th>Government</th>
<th>Manufacturing</th>
<th>Non-Profit</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>7.3%</td>
<td>9.1%</td>
<td>20.8%</td>
<td>80.0%</td>
</tr>
<tr>
<td>African-American</td>
<td>12.5%</td>
<td>16.7%</td>
<td>20.8%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Latino</td>
<td>3.6%</td>
<td>6.3%</td>
<td>40.5%</td>
<td>39.2%</td>
</tr>
<tr>
<td>White</td>
<td>4.3%</td>
<td>9.5%</td>
<td>20.6%</td>
<td>65.6%</td>
</tr>
<tr>
<td>OVERALL</td>
<td>6.4%</td>
<td>9.7%</td>
<td>22.0%</td>
<td>62.0%</td>
</tr>
</tbody>
</table>
About their Position

• Graduates were asked if their current job was…
  – The same job with the same employer as when they attended school
  – A better job with the same employer
  – A new job with a new employer

• Results show that…
  – There was very little difference across the ethnic groups in terms of the percentage of graduates working for new employers
  – African-American students were about four times more likely to be working the same job they had while attending school than Latino students.
Position Description by Race (2006-07 graduates)

- **Asian**
  - Same job: 14.8%
  - New job, same employer: 72.1%

- **African-American**
  - Same job: 17.2%
  - New job, same employer: 69.0%

- **Latino**
  - Same job: 4.7%
  - New job, same employer: 69.8%

- **White**
  - Same job: 9.2%
  - New job, same employer: 68.5%

- **Overall**
  - Same job: 9.5%
  - New job, same employer: 69.0%
Relation to Major

- Graduates were asked to rate their current job in terms of its relation to their major field of study on a four point scale from 1 (not at all) to 4 (very related).
- Results show that…
  - Asian students were much more likely to be working in a job moderately or very related to their major field of study.
  - Only slightly more than half of the African-American students were in a job moderately or very related to their major field of study.
  - African-American and Latino students were much more likely to be working at jobs that were not at all related to their major field of study.
Average Salaries
Average Salaries

- Respondents were asked to provide their current salary in one of two ways:
  - Either input a number, or
  - Choose a salary range from a list of 20 options from less than $30k to $120k and over (most responded this way)
- Using a midpoint of each range, an pseudo-average salary was calculated for each individual
- Only data for those employed full-time are included here.
- Results show that...
  - Overall, salaries have slowly increased over the last several years from about $36k in 2002-03 to about $46k in 2008-09.
  - While there was little variation across ethnic groups over time, Asian students tended to have higher average salaries over the last several years, though not for the most recent year. Latino and African-American students had slightly lower average salaries.
- Obviously, the mix of disciplines represented from one year to the next will have an impact on the averages, so average salary charts by college are also presented.
Average Salaries of All Baccalaureate Recipients

- Asian
- African-American
- Latino
- White
- Overall

Year:
- 2002-03
- 2003-04
- 2004-05
- 2005-06
- 2006-07
- 2007-08
- 2008-09

Salary Range:
- $0
- $10,000
- $20,000
- $30,000
- $40,000
- $50,000
- $60,000
- $70,000
- $80,000
Summary

• There exists little, if any, difference across racial and ethnic categories in placement for graduates of DePaul’s baccalaureate programs.

• Program of study is a stronger determinant of average salary than race. Any differences across race can only be ascertained by looking simultaneously at program of study.