

Understanding and Comparing Alumni Remuneration Trends Using a Longitudinal Approach

Association for Institutional Research in the Upper Midwest
University of St. Thomas
Office of Institutional Effectiveness
November 8, 2012

Sushant Khullar & Michael Cogan

Agenda

- Mission and Introduction
- Department of Employment and Economic Development (DEED)
- Undergraduate Degree Recipients
- Graduate Degree Recipients
- Degree Recipients by Gender
- Discussion

University of St. Thomas

- Catholic.....Diocesan.....Doctoral/Research
- Teaching University
- Enrollment – 10,316
 - Undergraduate – 6,336
 - Incoming Freshman – 1,447
- Campuses in St. Paul, Minneapolis, Rome, and Owatonna
- Gender - ~50/50
- Minnesota Residence – 81%

Mission

Inspired by Catholic intellectual tradition, the University of St. Thomas educates students to be morally responsible leaders who think critically, act wisely and **work skillfully** to advance the common good.

Introduction

- Reasons for attending UST
 - Academic Reputation
 - Get a Good Job
 - Move on to Graduate School
- Identify Measurable Outcomes
- Benchmark Comparisons
- Use Information in the Decision Making Process

Post Baccalaureate Enrollment

- Enrolled within one year – 16%
- Enrolled within three years – 25%
- Enrolled within five years – 34%
- Graduation rates
 - Two year – 17%
 - Three year – 35%
 - Four year – 46%
 - Five or more years – 56%

Department of Employment and Economic Development (DEED)

- Occupation Employment Data
- Available Measures
 - Employer
 - Industry
 - Hours worked
 - Salary
- 2004-2010 (~16,000 students)
- 92% Match

DEED Data Limitations

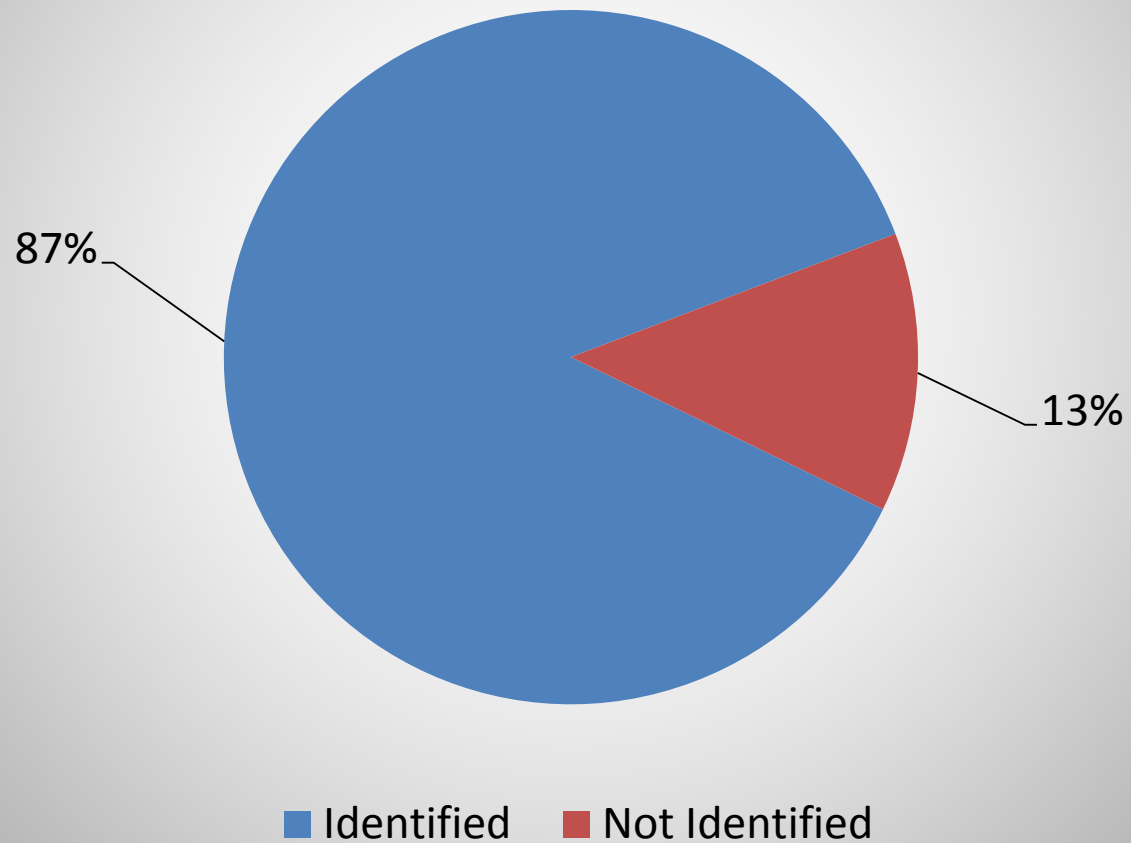
- Secondary data
- Missing data
- Federal, state, independent contractors, non-profits participation voluntary
- Definition development

Employment Type Definitions (Class of 2005)

- First year complete – UST student associated with a total of 2,080 hours or more one year after graduating
- Fourth year complete – UST student associated with a total of 2,080 hours or more four years after graduating
- Not complete – UST student associated with less than 2,080 hours after one or four years of graduating
- Enrolled – UST student enrolled in college after completing their baccalaureate degree and <2,080 hours

Undergraduate Degree Recipients Class of 2005

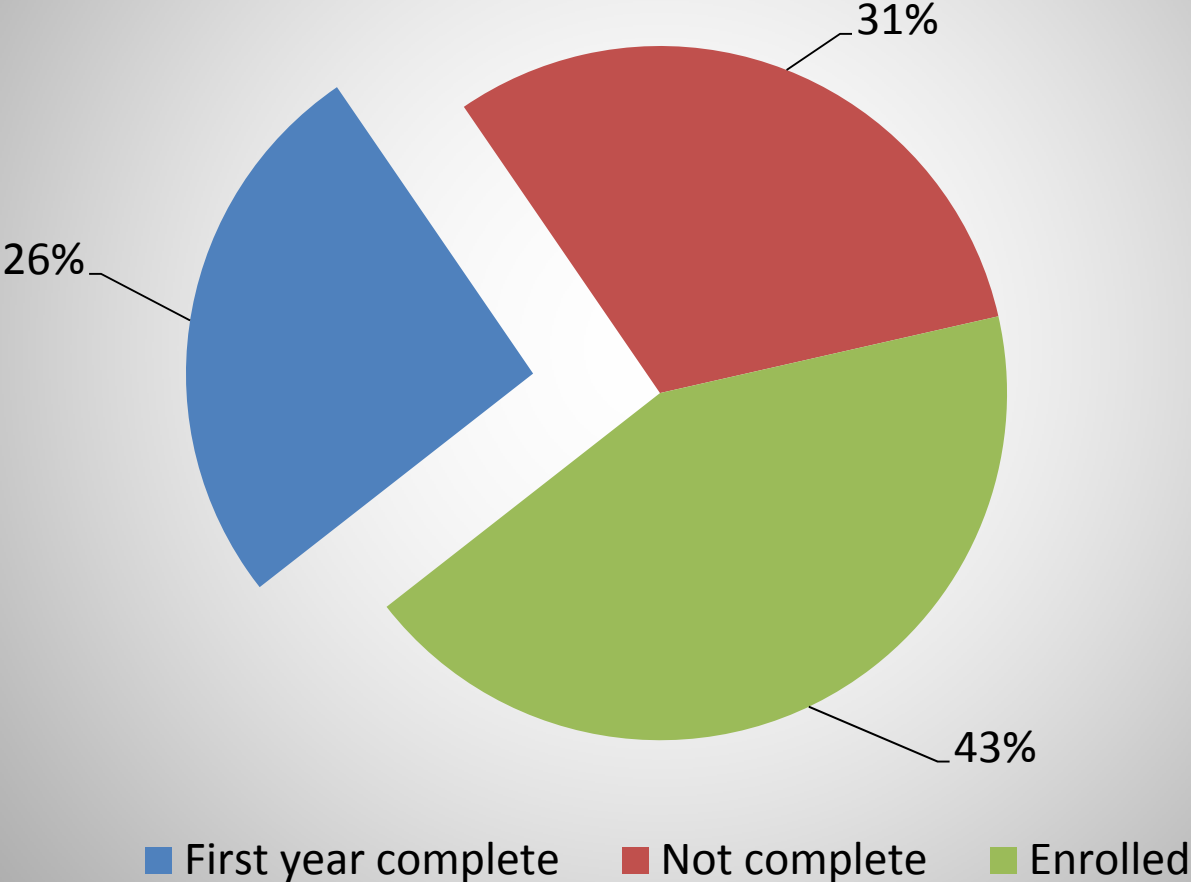
Undergraduate Representation



Top Employers

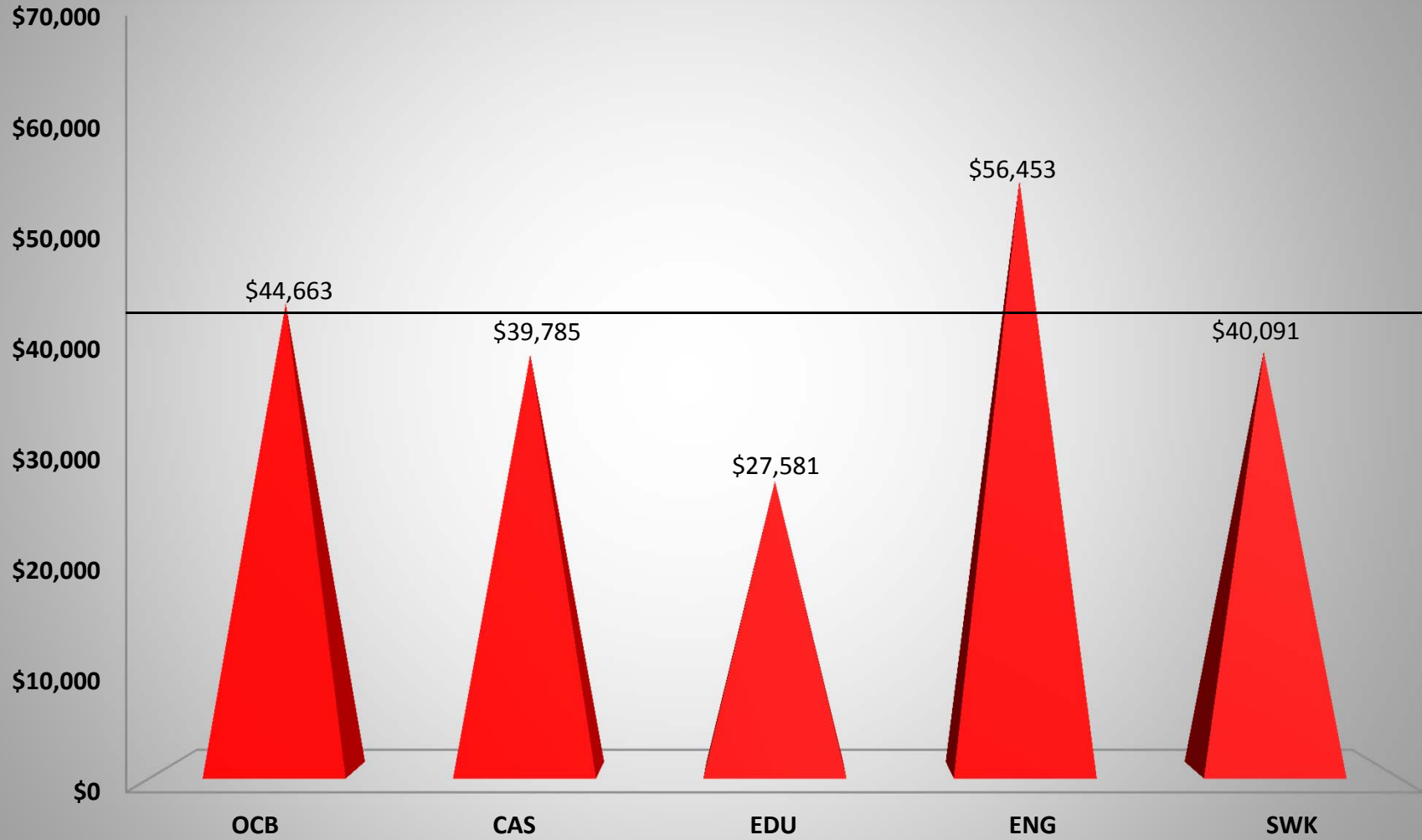
- Target Corporation
- Wells Fargo Bank
- Best Buy
- US Bank National Association
- Macy's Retail Holdings, Inc.
- Aerotek Inc.
- Allina Health Systems
- West Law

Employment Type



What Did We Learn?

UG Average Salary



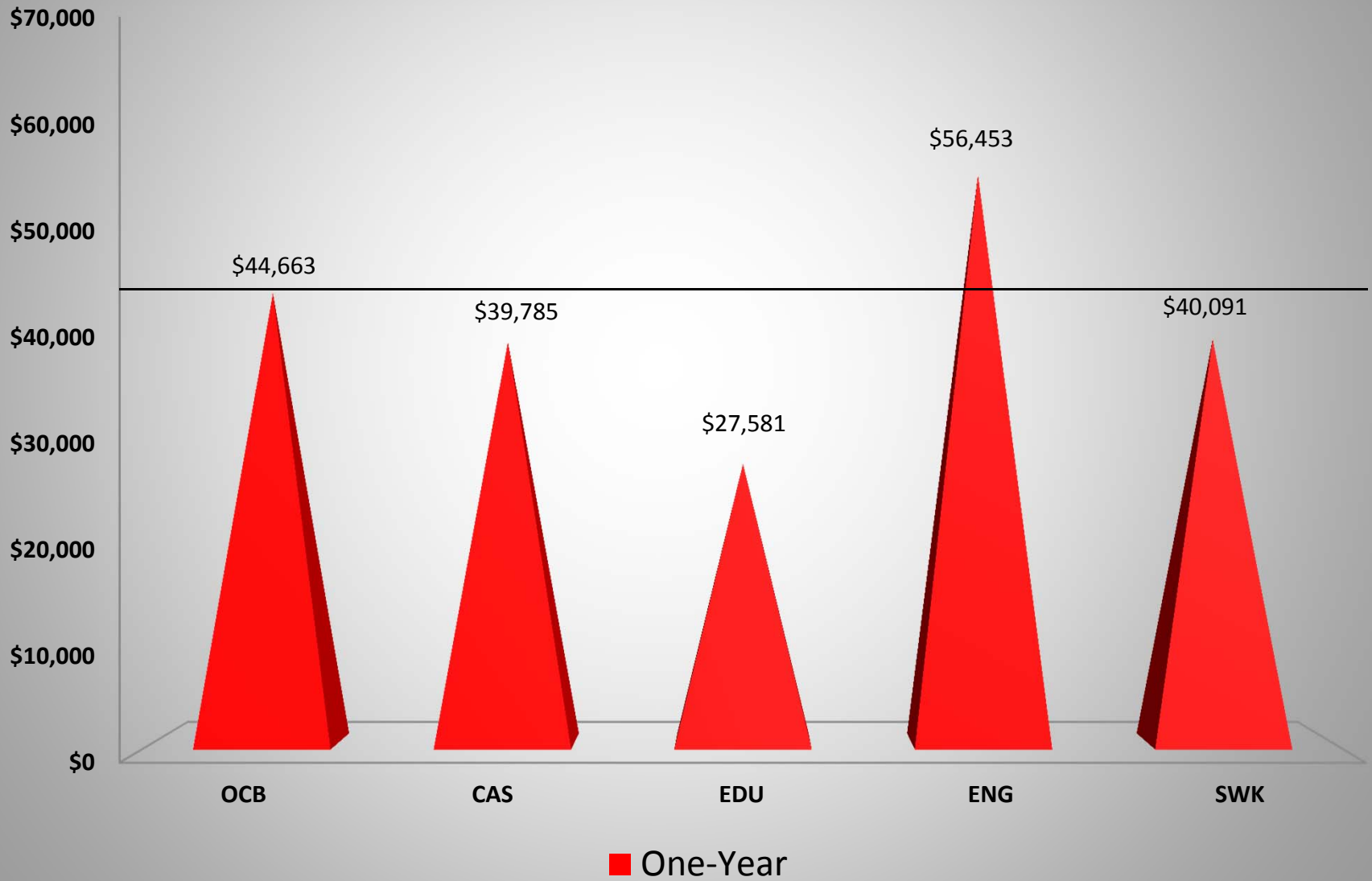
■ One-Year

National average \$44,480 (25-34)

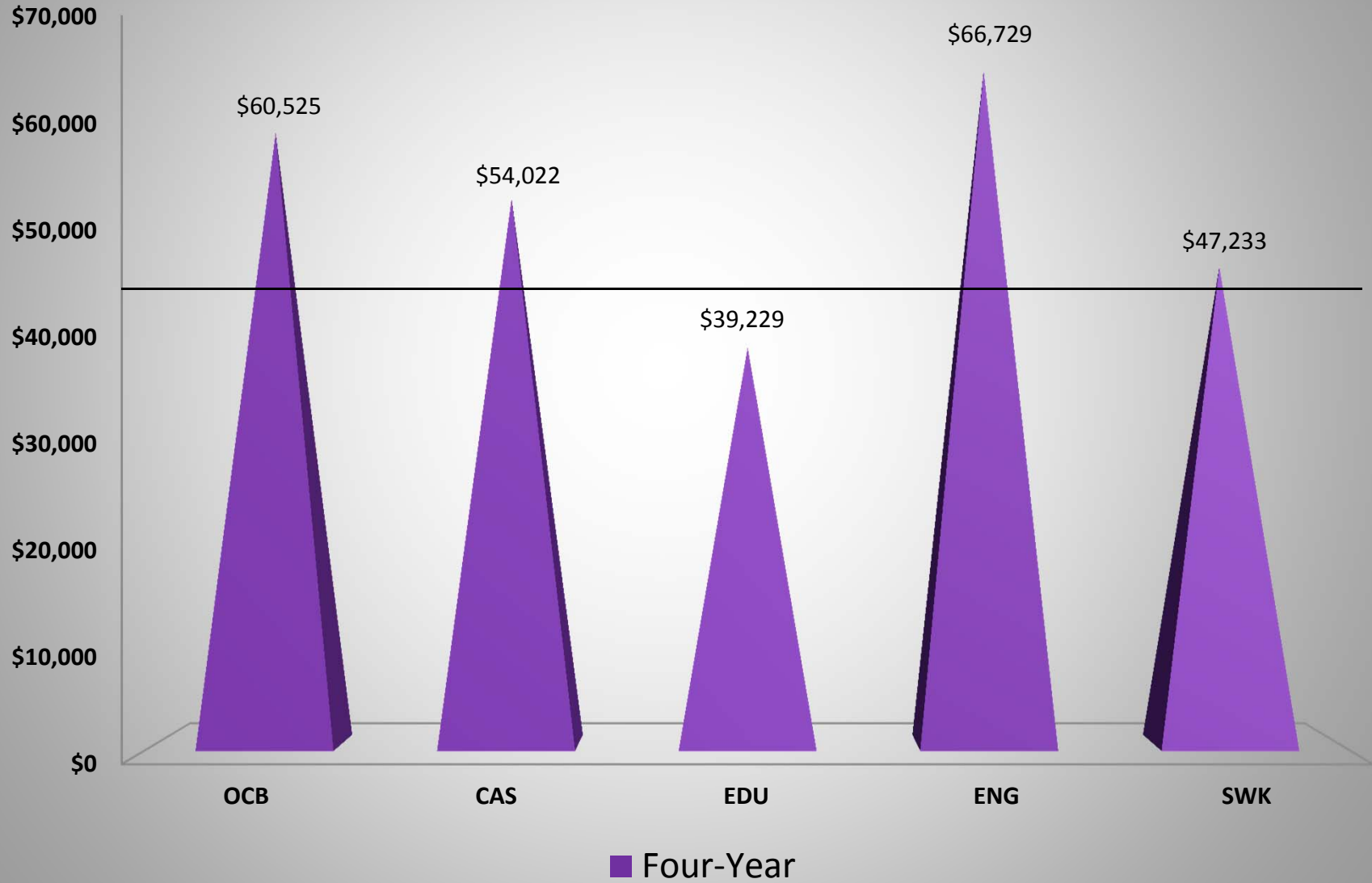
Collegiate Learning Assessment - Longitudinal

	Freshman to Sophomore		Junior to Senior		Freshman to Senior	
	Effect	Performance	Effect	Performance	Effect	Performance
Total CLA score	.07	Near	.68	Above	.82	Near
Performance task	.01	Below	.72	Well above	.84	Well above
Analytic writing task	.12	Near	.29	Below	.50	Near
Make-an-argument	.19	Above	.26	Near	.52	Near
Critique-an-argument	.02	Near	.22	Well above	.28	Well below

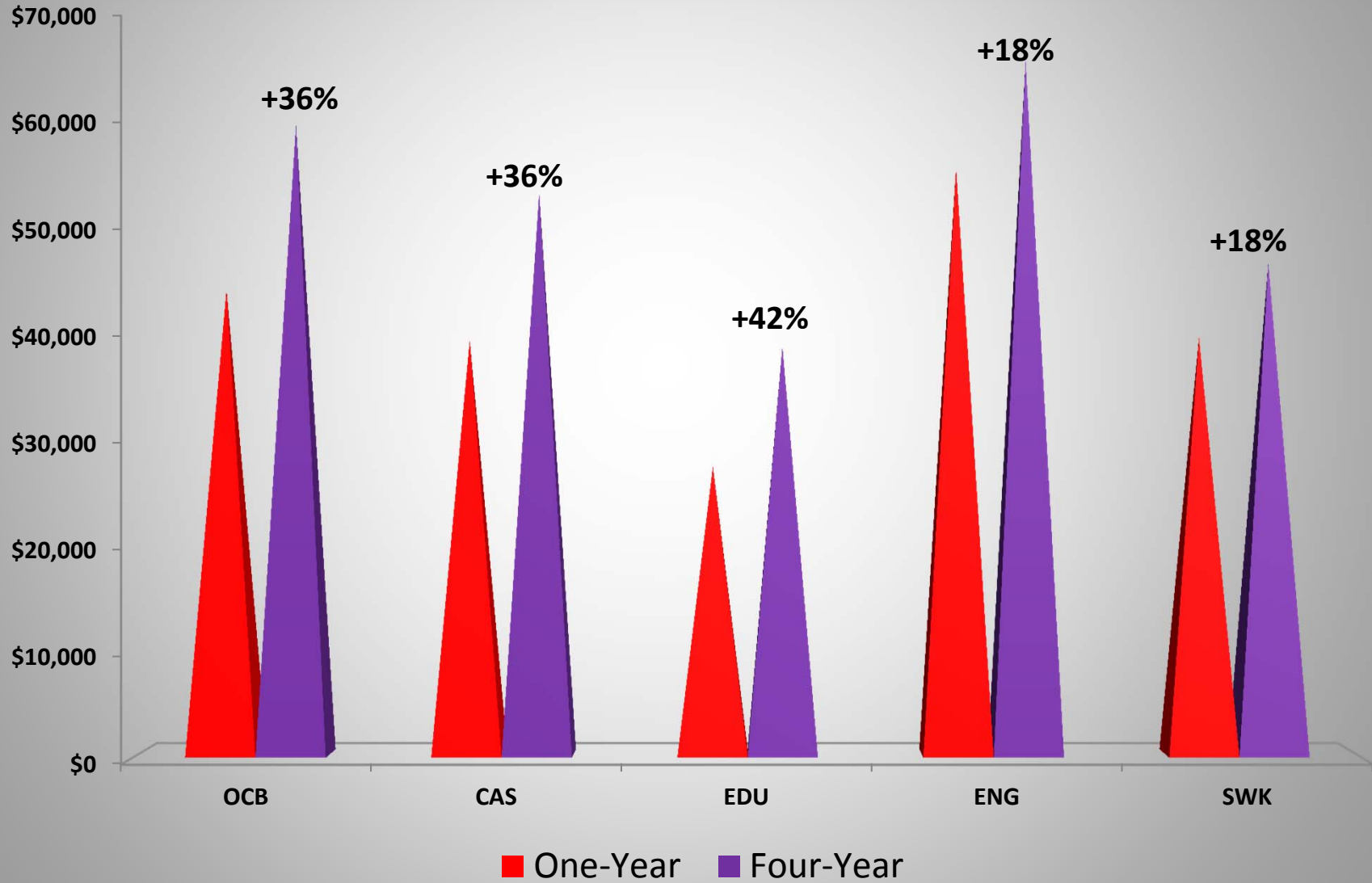
UG Average Salary



UG Average Salary



UG Average Salary - Comparison

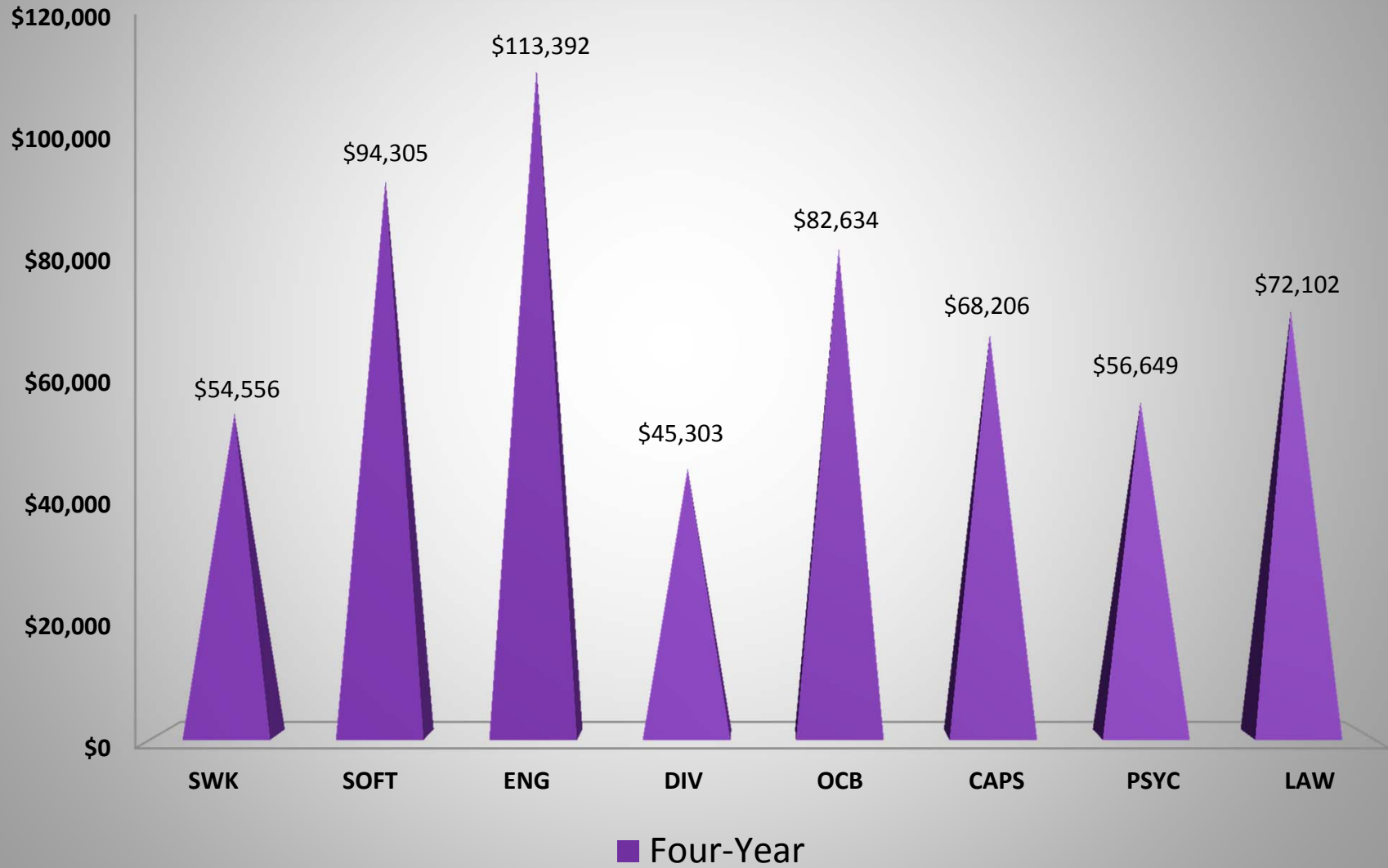


Graduate Degree Recipients Class of 2005

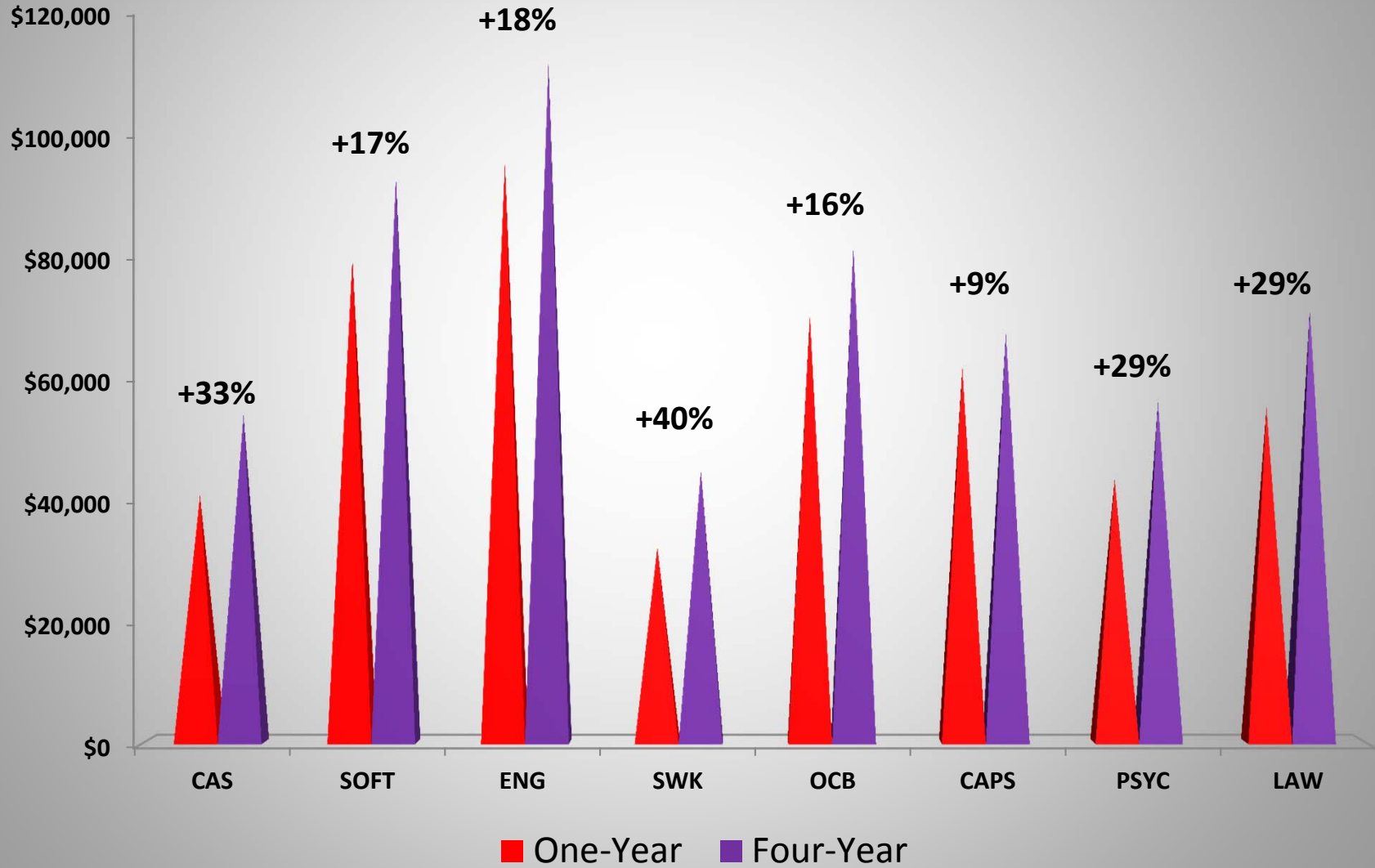
Graduate Average Salary



Graduate Average Salary



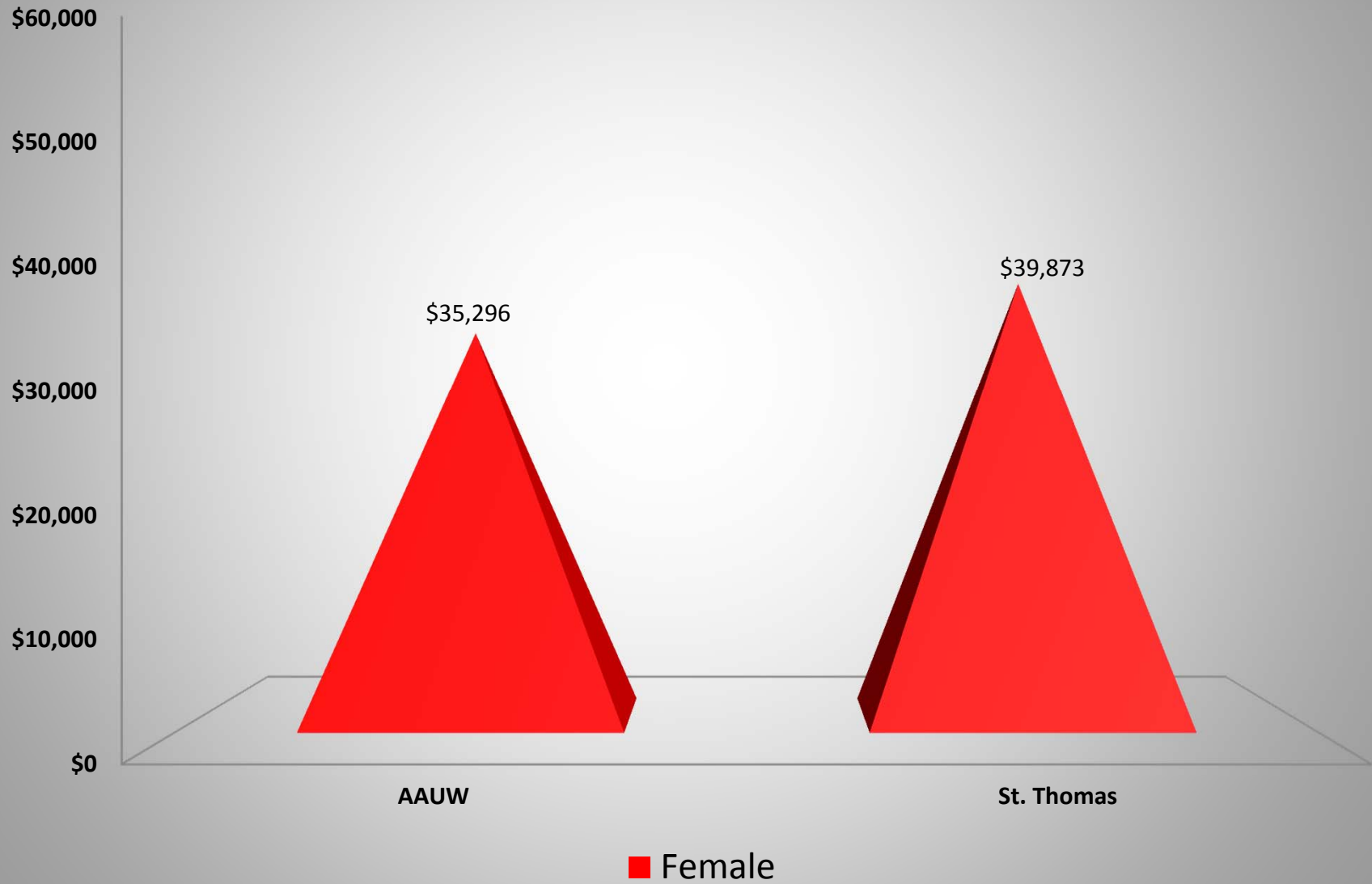
Graduate Average Salary - Comparison



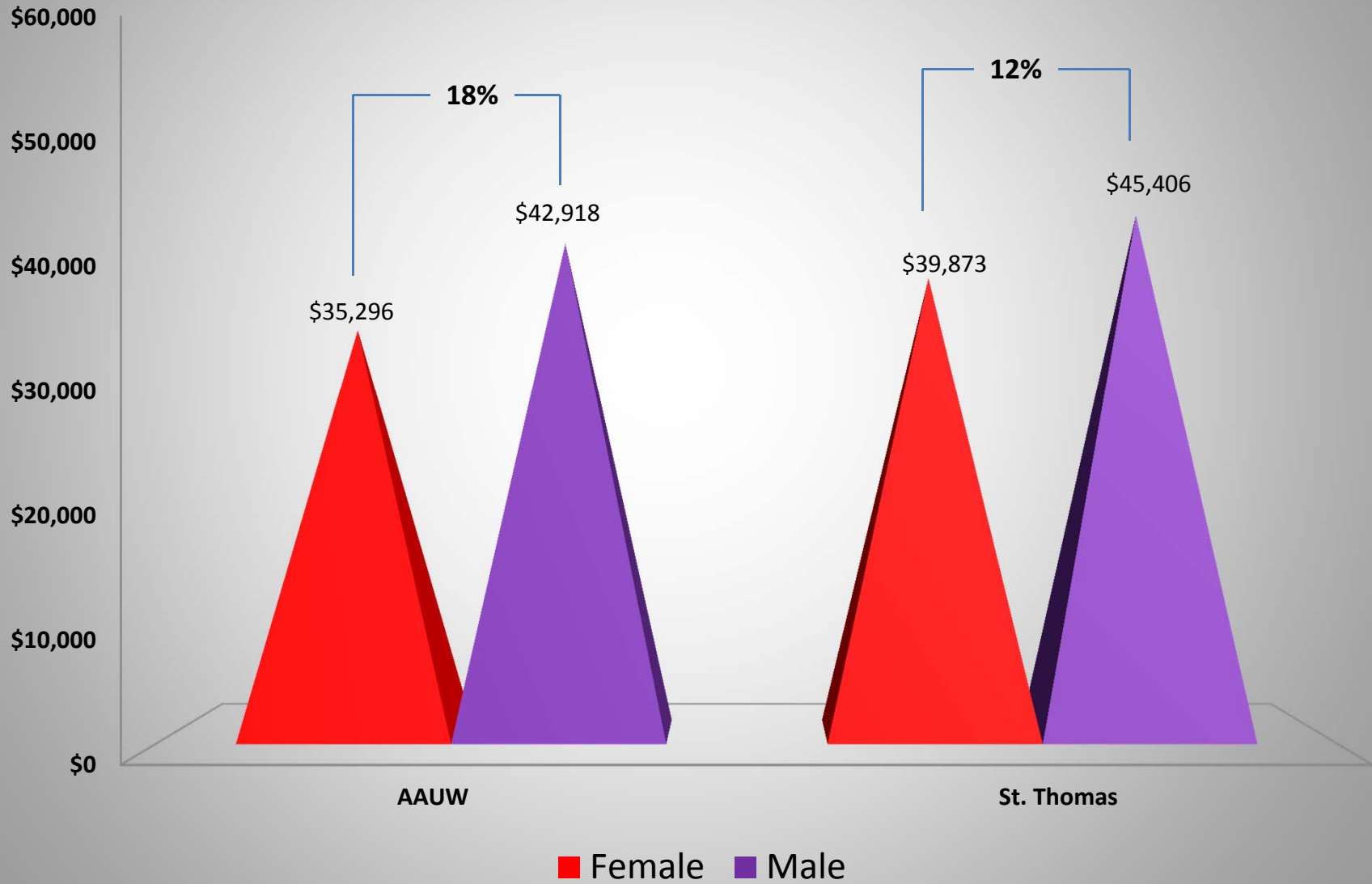
Degree Recipients by Gender

- American Association of University Women (AAUW)
 - The Simple Truth about the Gender Pay Gap (2012)
 - Women typically earned 77% of what men earn overall
- AAUW analysis of Baccalaureate and Beyond
 - Women graduating in 2008-09 earn 82% of what men earn
- Does this hold true for St. Thomas?

Salary by Gender (one year)



Salary by Gender (one year)



Why the Gap?????

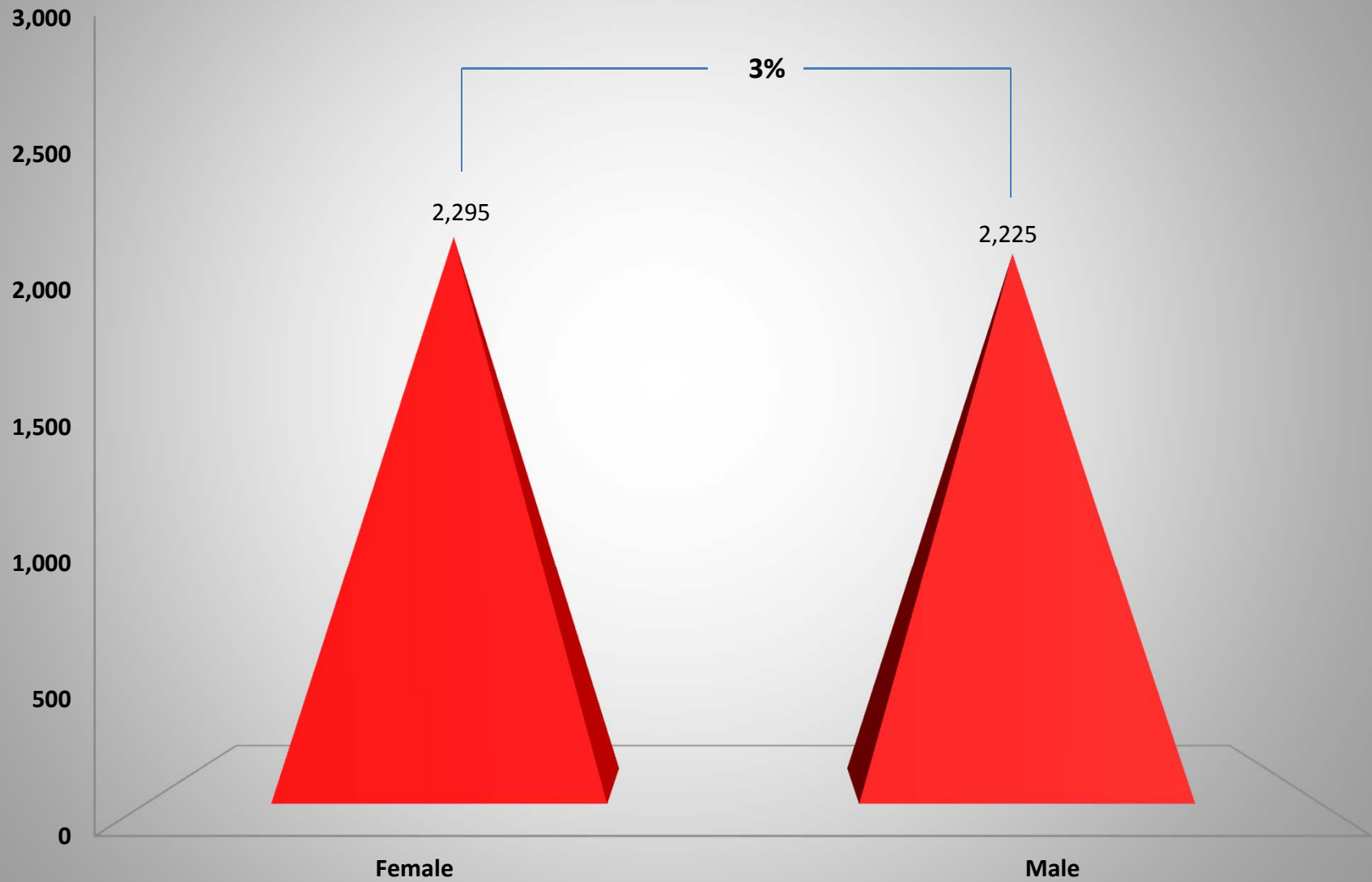
According to AAUW, men typically choose majors that result in more lucrative careers post-graduation, like engineering. Even if men and women major in the same subject, men tend to end up in higher –paying jobs. Men also work more hours.

Again.....does this apply to St. Thomas?

- Do men work more hours?
- Do men earn more money?

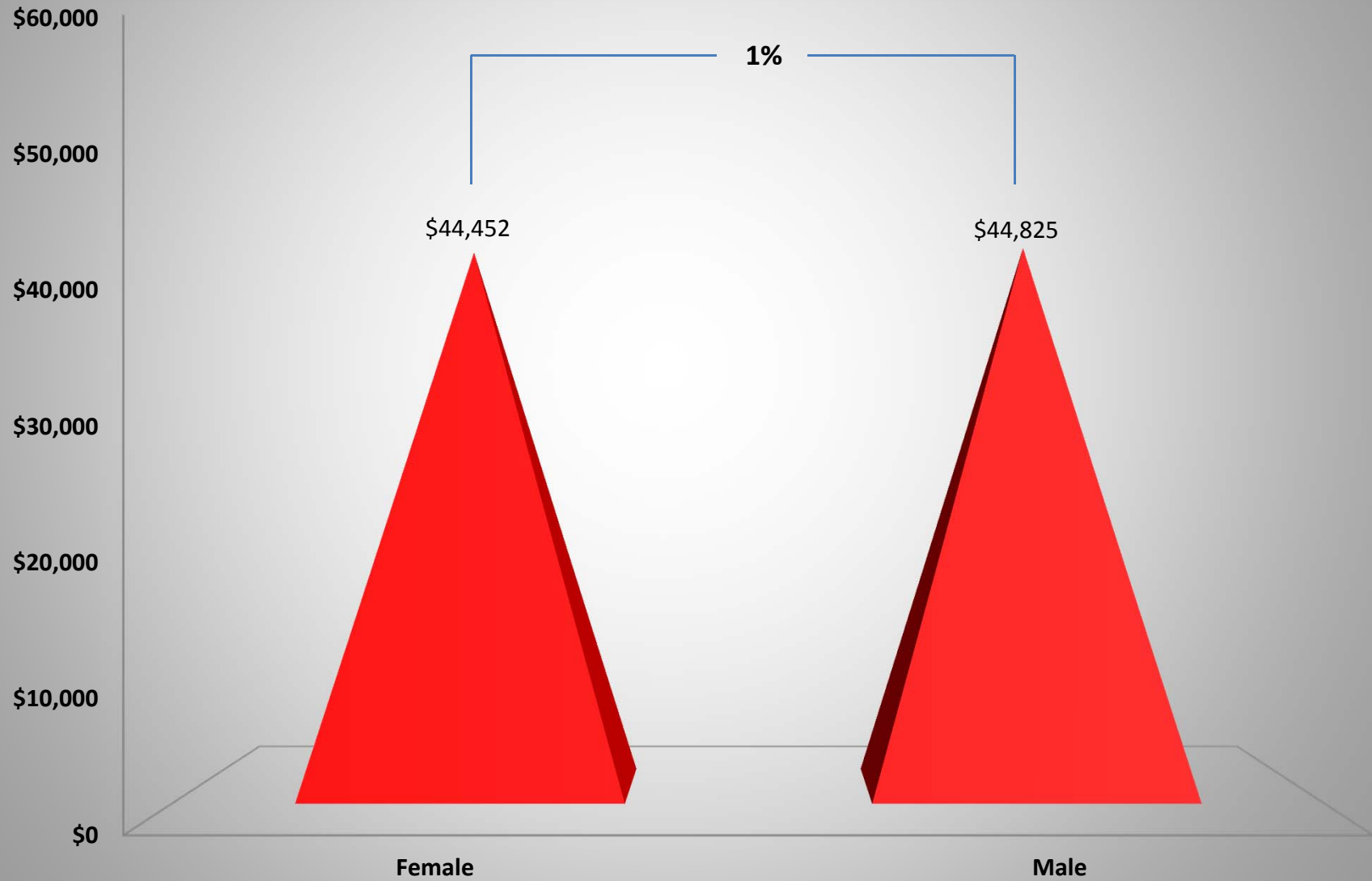
Hours Worked Overall (one year)

Hours Worked by Gender (one year)



Business CIP Salary by Gender (one year)

Business CIP Salary by Gender (one year)



Next Steps

- Dissemination
- Minnesota State P-20 Project
- Address Limitations
- Identify Comparative Data Opportunities

Discussion

