

# THE COLLEGE OF NEW JERSEY

## CLASS OF 2020 ONE YEAR OUT SUMMARY

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The following report details the post-graduation activity of The College of New Jersey's (TCNJ) Class of 2020. Individuals who were awarded a bachelor's degree in August 2019, December 2019, and May 2020 were contacted to complete the survey through email and LinkedIn.

Data was available for 797/1,650 (48.3%) of Class of 2020 graduates. In alignment with the National Association of Colleges and Employers (NACE)<sup>1</sup>, data were also collected through self-reported information from the School of Engineering, data through the National Student Clearinghouse, and from LinkedIn. Data collected through these methods reflect our knowledge rate. The term "knowledge rate", according to NACE, is used to defined the number of graduates for which an institution has reasonable and verifiable data concerning the post-graduation career activities.

Throughout this summary, data are presented on a college-wide level and by school. This year there were 8 graduates who were officially conferred degrees under Interdisciplinary Studies. Their results are also broken out, where appropriate.

### Knowledge Rate

The Class of 2020 consisted of 1650 bachelor's degree recipients based on official data provided by The Office of Records and Registration. Among these eligible graduates, we were able to secure data on 797 or 48.3%.

Below is the knowledge rate breakdown by school.

#### Knowledge Rate College-Wide

KNOWLEDGE RATE	COUNT	PERCENT
KNOWLEDGE	797	48.3%
NOT REPORTED	853	51.7%
TOTAL ELIGIBLE	1650	100.00%

#### Knowledge Rate by School

KNOWLEDGE RATE BY SCHOOL	KNOWLEDGE	ELIGIBLE	KNOWLEDGE RATE
School of the Arts and Communication	88	207	42.5%
School of Business	221	363	60.9%
School of Education	99	176	56.3%
School of Engineering	82	126	65.1%
School of Humanities and Social Sciences	126	340	37.1%
School of Nursing, Health, and Exercise Science	56	190	29.5%
School of Science	122	240	50.8%
Interdisciplinary	3	8	37.5%
TOTAL	797	1650	48.3%

1: National Association of Colleges and Employers (NACE) (2019), Standards and Protocols for the Collection and Dissemination of Graduation Students Initial Career Outcomes Information for Undergraduates. Retrieved from: <https://www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols/>

## Outcome Rate

The percentages in this section are based on the 797 graduates for which we have data. As a result of the information obtained, employment, continuing education, military, and volunteer outcomes are available for 92.7% (739/797) of the Class of 2020. The group with confirmed plans define the term "Outcome Rate". We opted to use the term "Continuing Education" to align with NACE Standards and Protocols for the Collection and Dissemination of Graduation Students Initial Career Outcomes Information for Undergraduates (2019). Accordingly, continuing education defines "those who have been accepted to and plan to matriculate into a program of further study. This includes graduate school or specialized training", (NACE, 2019, pg.7). Data indicates 0.1% (1/797) are not employed and not searching for a job; this group constitutes those defined as "Not Seeking". Data also shows 7.2% (57/797) are not employed and currently searching for a job; this group constitutes those defined as "Still Seeking".

### Outcome Rate by College-Wide

OUTCOME RATE	COUNT	PERCENTAGE
OUTCOME	739	92.7%
STILL SEEKING	57	7.2%
NOT SEEKING	1	0.1%
<b>Grand Total</b>	<b>797</b>	<b>100.0%</b>

### Outcome Rate by School

OUTCOME RATE BY SCHOOL - COUNT	TCNJ-WIDE	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	Self-Designed
OUTCOME	92.7%	94.3%	88.7%	89.9%	98.8%	94.4%	94.6%	94.3%	100.0%
STILL SEEKING	7.2%	5.7%	11.3%	10.1%	1.2%	5.6%	3.6%	5.7%	0.0%
NOT SEEKING	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RESPONSE COUNT	797	88	221	99	82	126	56	122	3

## Primary Outcome

Class of 2020 graduates were asked to indicate their primary plans after graduation within the first year after graduation. Below is the breakdown of those plans across TCNJ as a whole, as well school based on the 797 respondents. The term "employed" refers to students indicating full-time or part-time employment, "continuing education" refers to students pursuing graduate or professional school, or further study (i.e. certificate), "military" refers to students pursuing military service, "volunteer" refers to those participating in a volunteer or service program (i.e. Peace Corps of AmeriCorps), "not seeking" refers to students not attending graduate school nor seeking employment, "still seeking" refers to students actively searching for employment.

### Primary Outcome by School

PRIMARY OUTCOME COLLEGE-WIDE	COUNT	PERCENTAGE
EMPLOYED	576	72.3%
CONTINUING EDUCATION	158	19.8%
STILL SEEKING	57	7.2%
VOLUNTEER	4	0.5%
NOT SEEKING	1	0.1%
MILITARY	1	0.1%
<b>Grand Total</b>	<b>797</b>	<b>100.0%</b>

## Primary Outcome by School

PRIMARY OUTCOME BY SCHOOL	TCNJ-WIDE	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	Self-Designed
EMPLOYED	72.4%	85.2%	83.3%	51.5%	84.1%	57.1%	71.4%	68.9%	66.7%
CONTINUING EDUCATION	19.8%	9.1%	5.4%	38.4%	14.6%	35.7%	21.4%	24.6%	33.3%
STILL SEEKING	7.2%	5.7%	11.3%	10.1%	1.2%	5.6%	3.6%	5.7%	0.0%
VOLUNTEER	0.4%	0.0%	0.0%	0.0%	0.0%	0.8%	1.8%	0.8%	0.0%
NOT SEEKING	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%
MILITARY	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RESPONSE COUNT	797	88	221	99	82	126	56	122	3

## Employment Trends

Among the 797 respondents, 576, or 72.8%, reported employment as their primary outcome and 551, or 95.6% reported full-time employment. Throughout this section are details on the employment trends of the Class of 2020 reporting full-time employment.

### Top Employers

All 551 graduates employed full-time reported employer information, which includes 426 unique organizations across the education, healthcare and services, financial services, pharmaceutical, manufacturing, government, consulting, media and entertainment, and other industries. Below are employers hiring 3 or more graduates.

EMPLOYER NAME	
AT&T	JPMorgan Chase & Co.
Atlantic Health System	Kiewit
Barclays	KPMG LLP
Bordentown Regional School	Lockheed Martin
Deloitte	Merck & Co., Inc.
EisnerAmper LLP	MJH Life Sciences
EY LLP	Nielsen
Hamilton Township School District - Mercer County	Penn Medicine
Hardesty & Hanover	PricewaterhouseCoopers (PwC)
Hopewell Valley Regional School District	Prudential Financial
International Planning Alliance	Tabula Rasa Healthcare
IQVIA	Whiting-Turner Contracting Company

### Employer Industry Breakdown

Below is the breakdown of the 551 graduates reporting full-time employment and their employer organization's industry. The top three industries include financial services (accounting, investment banking, insurance, and commercial banking), education (K-12 education, higher education, and other education), and healthcare and services (healthcare and social assistance).

Employer Industry Breakdown (continued)

EMPLOYED FT INDUSTRIES BY SCHOOL	Grand Total
Financial Services	17.2%
Education	16.7%
Healthcare & Services	11.4%
Architecture, Real Estate & Construction	8.0%
Technology	7.6%
Media & Marketing	7.3%
Government, Law & Politics	6.4%
Pharma & Medical Devices	4.9%
Professional Services	3.8%
Other Industries	3.3%
Manufacturing	2.7%
Food, Beverage & CPG	2.4%
Arts, Entertainment & Recreation	2.2%
Non-Profit	1.8%
Retail Stores & Trade	1.5%
Energy	0.9%
Hospitality	0.7%
Transportation & Logistics	0.7%
Agriculture & Natural Resources	0.5%
Grand Total	100.0%
Response Count	551

Employed Full-Time Salary and Offer Trends College-Wide

Among the 551 reporting full-time employment, 290 reported their salary. Below is the average based on all reporting, as well as the median based on the 50<sup>th</sup> percentile. The Class of 2020 salary median of \$57,720 remains consistent with the Class of 2019 median salary, which was \$57,500. 265 graduates reported the number of offers received for full-time employment, where 56.9% received two or more offers. Compared to Class of 2019, where 63% received two or more offers, this is a 6.1% decline, but aligns with Class of 2018, where 56% received two or more job offers.

SALARY TRENDS TCNJ-WIDE	TCNJ-Wide
Salary Average	\$56,819
Salary Median	\$57,720
Salary Range	\$16,640 - \$105,000
Salary Report Count	290

EMPLOYED FULL-TIME OFFER COUNT	COUNT	PERCENT
One (1)	114	43.0%
Two (2)	95	35.8%
Three (3)	38	14.3%
Four (4) or More	18	6.8%
Grand Total	265	100.0%

Employed Full-Time Salary and Offer Trends by School

SALARY TRENDS BY SCHOOL	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	Self-Designed*	TCNJ-Wide
Salary Average	\$49,140	\$59,500	\$54,335	\$66,756	\$42,978	\$62,995	\$57,524	N/A	\$56,819
Salary Median	\$50,000	\$61,000	\$55,000	\$65,000	\$40,000	\$60,160	\$52,105	N/A	\$57,720
Salary Range	\$16,640 - \$100,000	\$24,000 - \$90,000	\$21,153 - \$87,360	\$31,200 - \$91,000	\$23,504 - \$63,000	\$24,960 - \$105,000	\$17,000 - \$90,000		\$16,640 - \$105,000
Salary Report Count	34	74	31	51	37	25	37	1	290
Percent of Employed FT Reporting Salary	50.0%	41.8%	62.0%	73.9%	56.1%	64.1%	45.7%	100.0%	52.6%

\*Not included since less than 3 reported

EMPLOYED FULL-TIME OFFER COUNT BY SCHOOL	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	TCNJ-Wide
One (1)	41.2%	37.8%	37.9%	42.9%	50.0%	52.0%	45.9%	43.0%
Two (2)	35.3%	39.2%	34.5%	42.9%	23.7%	44.0%	32.4%	35.8%
Three (3)	17.6%	14.9%	17.2%	10.7%	21.1%	4.0%	10.8%	14.3%
Four (4) or More	5.9%	8.1%	10.3%	3.6%	5.3%	0.0%	10.8%	6.8%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Response Count	34	74	29	28	38	25	37	265

Employed Full-Time Relation to Undergraduate Major/Area of Study

Among those in full-time roles, 265 provided information regarding the relationship between their undergraduate major and their current position. 74% (196/265) reported direct relation, an increase compared to Class of 2019 where 58.7% (193/329) reported direct relation. Additionally, 21.5% (57/265) reported indirect relation, and 4.5% (12/265) reported no relation.

EMPLOYED ROLE RELATION TO MAJOR	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	TCNJ-Wide
Directly Related	55.9%	73.0%	96.6%	71.4%	55.3%	92.0%	83.8%	74.0%
Indirectly Related	44.1%	23.0%	3.4%	28.6%	28.9%	4.0%	10.8%	21.5%
Not Related	0.0%	4.1%	0.0%	0.0%	15.8%	4.0%	5.4%	4.5%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Response Count	34	74	29	28	38	25	37	265

## Continuing Education Trends

Among the 797 respondents, 158, or 19.8%, reported continuing education as their primary outcome. Throughout this section are details on the continuing education and graduate schools trends of the Class of 2020. The data in this section reflects information received from the National Student Clearinghouse, in addition to self-reported information.

CONTINUING EDUCATION BY SCHOOL	TCNJ-Wide	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	Self-Designed
COUNT	158	8	12	38	12	45	12	30	1
PERCENT	19.8%	9.1%	5.4%	38.4%	14.6%	35.7%	21.4%	24.6%	33.3%

### Continuing Education Degree Level

158 reported their degree level for their program of continuing education. 98.1% (155/158) are enrolled in a master's or doctoral degree program. The other degrees where graduates are enrolled include 0.6% (1/158) in a non-degree seeking program and 0.6% (1/158) in a bachelor's program.

DEGREE LEVEL BY SCHOOL	TCNJ-Wide	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	Self-Designed
Masters	69.6%	87.5%	66.7%	100.0%	66.7%	66.7%	66.7%	33.3%	100.0%
Doctorate	29.1%	0.0%	33.3%	0.0%	33.3%	31.1%	25.0%	66.7%	0.0%
Non-Degree Seeking	0.6%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bachelors	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Response Count	158	8	12	38	12	45	12	30	1

### Continuing Education Area of Study

157 of 158 reported their major/area of study for continuing education.

CE AREA OF STUDY	TCNJ-Wide	Arts & Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science	Self-Designed
Arts	0.6%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Business	5.1%	0.0%	33.3%	0.0%	0.0%	4.4%	0.0%	3.3%	100.0%
Education	27.4%	28.6%	8.3%	94.7%	0.0%	6.7%	0.0%	3.3%	0.0%
Engineering	7.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	3.3%	0.0%
Law	9.6%	0.0%	33.3%	0.0%	0.0%	22.2%	8.3%	0.0%	0.0%
Medicine	17.8%	0.0%	8.3%	0.0%	16.7%	4.4%	41.7%	60.0%	0.0%
Science	6.4%	0.0%	8.3%	0.0%	0.0%	0.0%	16.7%	23.3%	0.0%
Social Sciences	26.1%	57.1%	8.3%	5.3%	0.0%	62.2%	33.3%	6.7%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Continuing Education Program Relation to Undergraduate Major/Area of Study

Among the 158 reporting continuing education, 90 provided information regarding the relationship between their undergraduate major and their continuing education program area. 74.4% reported direct relation, a slight increase compared to 72.9% from the Class of 2019 reporting direct relation.

CONTINUING EDUCATION PROGRAM RELATION TO MAJOR	TCNJ-Wide	Arts and Communication	Business	Education	Engineering	Humanities & Social Sciences	Nursing, Health & Exercise Science	Science
Directly Related	74.4%	37.5%	40.0%	94.7%	100.0%	66.7%	77.8%	84.2%
Indirectly Related	21.1%	62.5%	40.0%	0.0%	0.0%	25.9%	22.2%	15.8%
Not Related	4.4%	0.0%	20.0%	5.3%	0.0%	7.4%	0.0%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Response Count	90	8	5	19	3	27	9	19

Continuing Education Institutions

All 158 graduates continuing education reported their institution name. Class of 2020 are attending 54 institutions for their continuing education programs. Below are the institutions where 3 or more are attending.

INSTITUTIONS	COUNT
The College of New Jersey	55
Rutgers University	23
Rowan University	7
Montclair State University	5
Stevens Institute of Technology	3
Seton Hall University	3
Georgetown University	3
Temple University	3
Johns Hopkins University	3
Villanova University	3

**Future Class of 2020 Reports**

Additional Class of 2020 details will be published in October 2021, followed by school-specific reports. These reports will include breakdowns on employers, job titles, and average salary by major, as well as continuing education programs and institutions by major.

For questions, please contact [career@tcnj.edu](mailto:career@tcnj.edu) or visit <https://career.tcnj.edu/survey-archive/>