PUBLIC INSIGHT®

SAMPLE REGIONAL UNIVERSITY / ALUMNI OUTCOMES PROFILE

Where Our Alumni Landed

Education, career, and location outcomes for 31,132 alumni of a regional public university. Sample report, anonymized.

Prepared by Public Insight Data Corporation

TalentView talent market intelligence / September 2026

www.publicinsight.io

AT A GLANCE

A regional university with a statewide footprint

31,132
alumni and former students profiled, from the 1960s to today

$91.2K
median estimated compensation in their current role

52%
live in the home state, including 29% in the university's home region

19%
live in one neighboring state, home to the second-largest alumni hub

31%
of the university's bachelor's graduates went on to earn a graduate or professional degree

1,141
currently hold a pharmacy job title, about 1 in 25 profiled alumni

This profile follows 31,132 people who list a regional public university, or its predecessor name, in their education history. It draws on 59,481 education records, 110,944 job records, and 452,074 self-reported skills from the TalentView talent market dataset.

The picture that emerges is of a university doing two jobs at once. For its home region, the university staffs the institutions that hold the region together: its hospitals, its school systems, its largest corporate employer, and the university itself. For the rest of the state, it is a professional school. Its pharmacy and toxicology alumni are the clearest case: only 12% of them live in the home region, but 55% live in the home state, spread across more than a hundred communities.

Alumni do well. Median estimated compensation is $91,176, rising from about $59.0K in the first three years after the university to more than $104.2K for those three decades out. Pharmacy, computing, and construction management lead on pay, each with a median above $114,000. Measured against the university's average net price, a bachelor's degree from the university pays for itself in roughly six to ten years.

Two tensions run through the data. The first is a neighboring state: nearly one in five alumni lives there, and those who left the home region earn markedly more than those who stayed. Encouragingly, more recent classes are staying closer to home than earlier ones did. The second is a gap in pay between men and women that appears in every field of study, which matters for a university where women now earn more than seven in ten degrees.

In this report

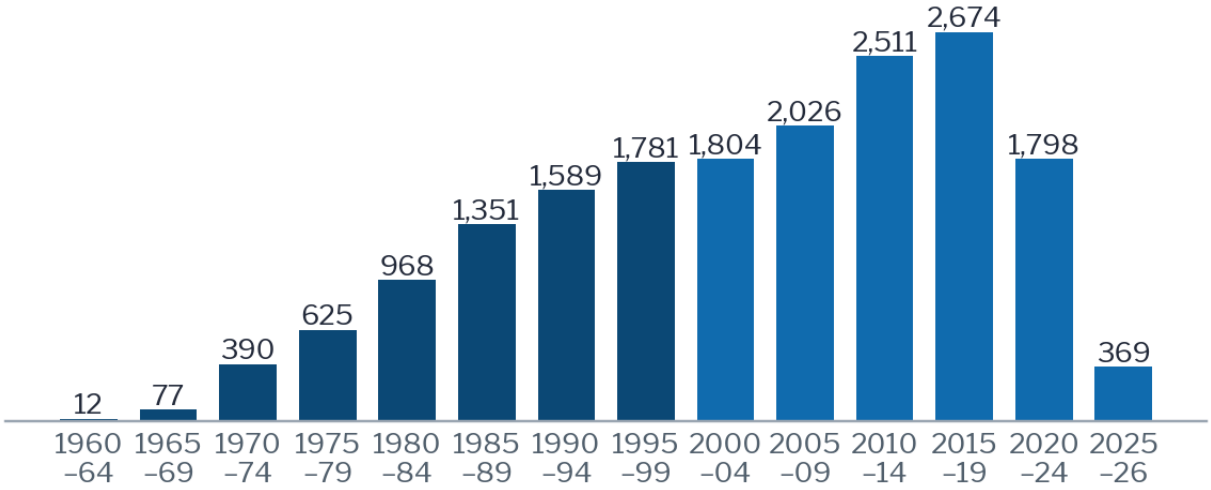
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THE POPULATION

Who is in this profile

This is a mature alumni base. The median age is 45, and of the 17,980 people whose last enrollment can be dated, 36% finished before the university took its current name in the late 1990s. Where gender is known the split is nearly even, 51% women and 49% men. That is worth noting because federal data show women earning more than seven in ten of the university's degrees today, so the profile leans toward earlier, more male cohorts and toward fields where people keep online professional profiles.

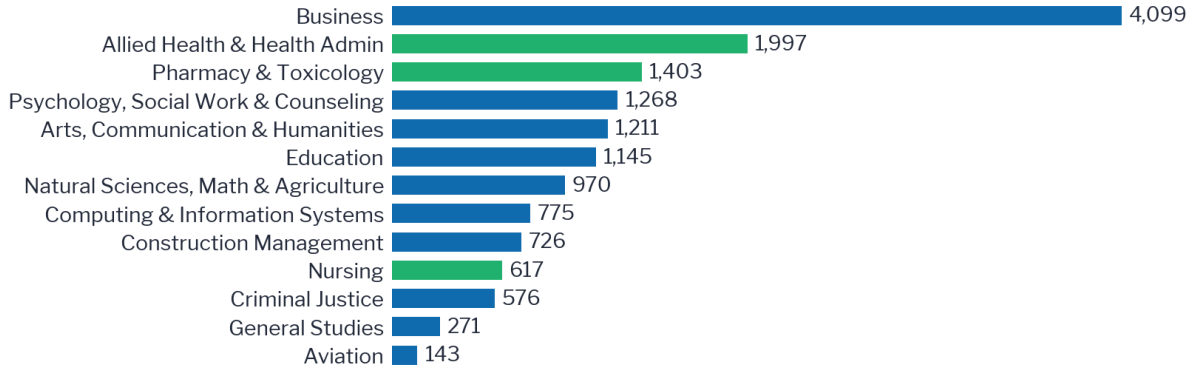
Last year of the university enrollment, by five-year period



Darker bars are largely the era of the university's earlier name; lighter bars follow the renaming.

Unlike a community college, the university is where most of these students finished. Among the 21,187 people who state the level of their the university credential, 74% earned a bachelor's degree, 19% a master's, and 5% a doctoral or professional degree, most of those the Doctor of Pharmacy.

What they studied



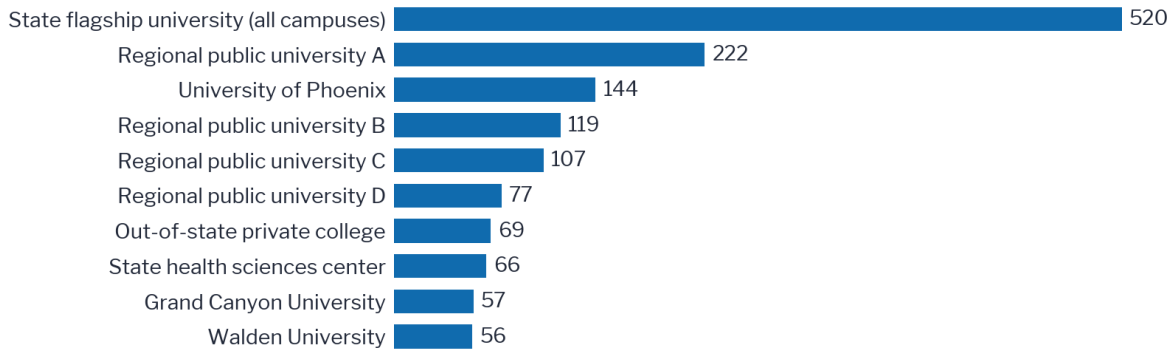
Program area for the 15,681 people with a usable field of study, grouped from free-text entries. Health fields are highlighted and together account for about a quarter of the total.

GRADUATE EDUCATION

A two-way street

The university sends students on to graduate school and receives them in nearly equal measure. Of 17,165 people who earned a bachelor's degree at the university, 5,314 (31%) went on to a master's, doctoral, or professional degree. About 1,560 stayed at the university for it and 3,972 went elsewhere.

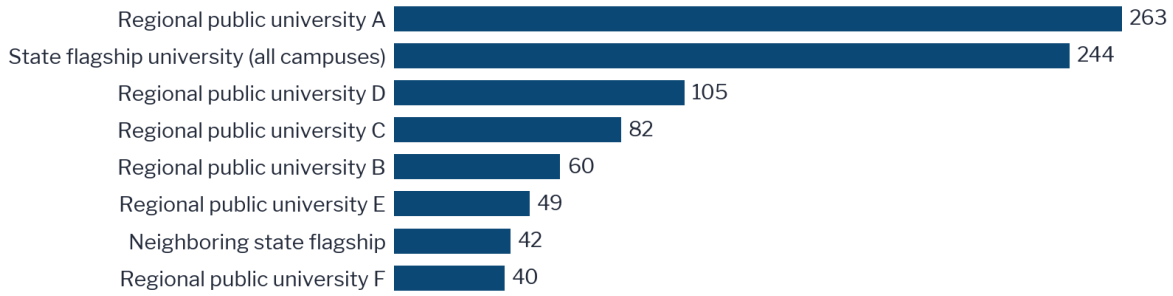
Where the university's bachelor's graduates earned graduate degrees elsewhere



Number of the university's bachelor's graduates with a graduate-level record at each institution. Flagship campuses are combined because the source data does not reliably distinguish them.

The destinations are overwhelmingly in-state and close to home: the state flagship and three regional public universities, followed by the large online providers that serve working adults. 886 the university's bachelor's graduates earned a doctoral or professional degree somewhere else. Law is the most common path (102 people, led by an in-state law school and an out-of-state private college), followed by pharmacy, medicine, and physical therapy.

Where the university's graduate students earned their bachelor's degrees



Bachelor's institution for people holding a master's or doctoral degree who earned their bachelor's somewhere else.

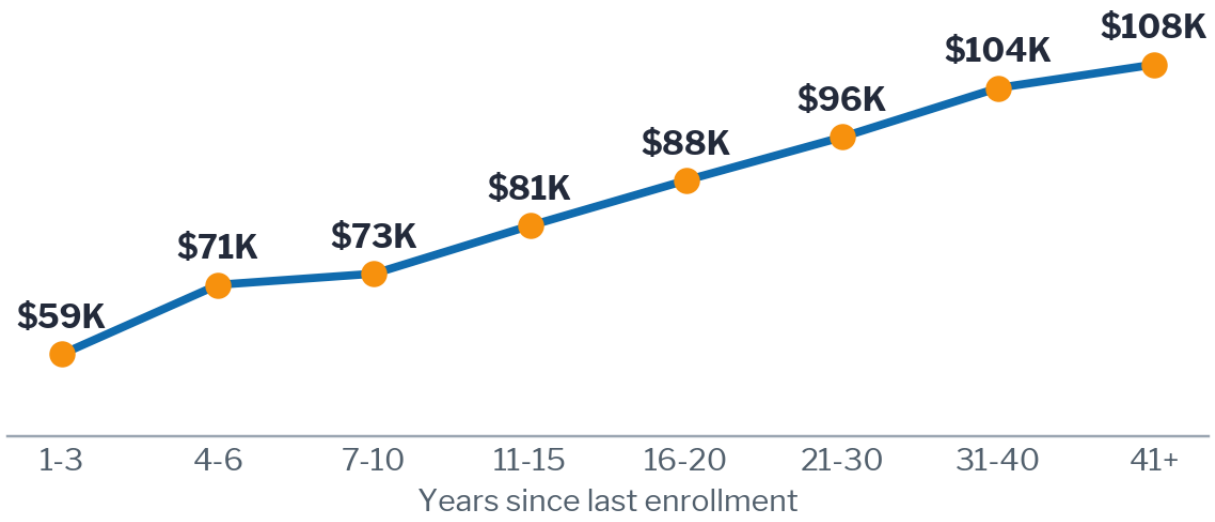
The flow runs the other way too. Of 5,197 people holding a graduate or professional degree from the university, 2,210 earned their bachelor's at another institution, more than the 1,560 who were the university undergraduates. The state flagship and two regional public universities are the main feeders, which reflects the pull of pharmacy, education, counseling, and the health professions. At the front end, the home region's community college (353 people) and a community college in another in-state metro (201) are the most common two-year starting points.

CAREER OUTCOMES

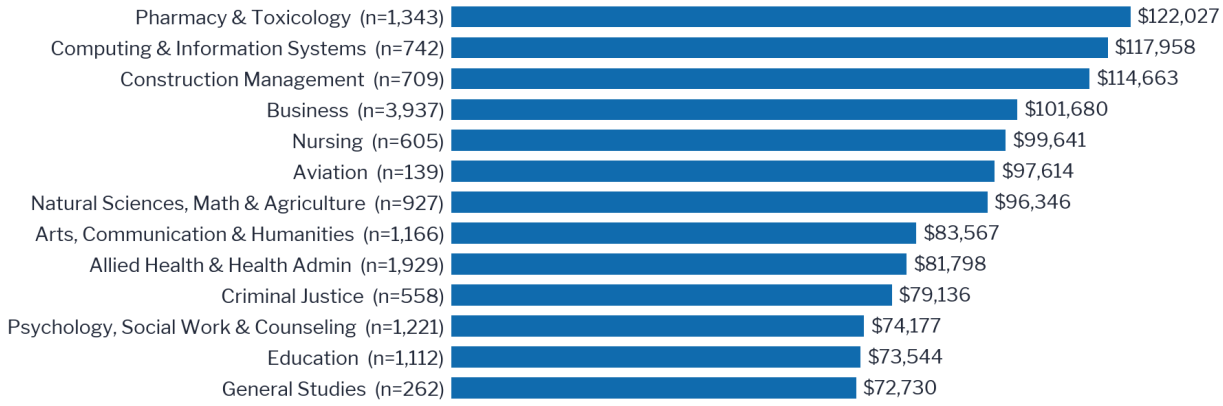
What they earn

Across the 29,525 people with a compensation estimate, the median is $91,176, and the middle half falls between $61,414 and $138,244. These figures are the data supplier's estimates for each person's current role, not reported wages, so this report uses medians throughout and the numbers are best read as comparisons between groups.

Median estimated compensation by years since the university



Median estimated compensation by program area



n is the number of people with a compensation estimate.

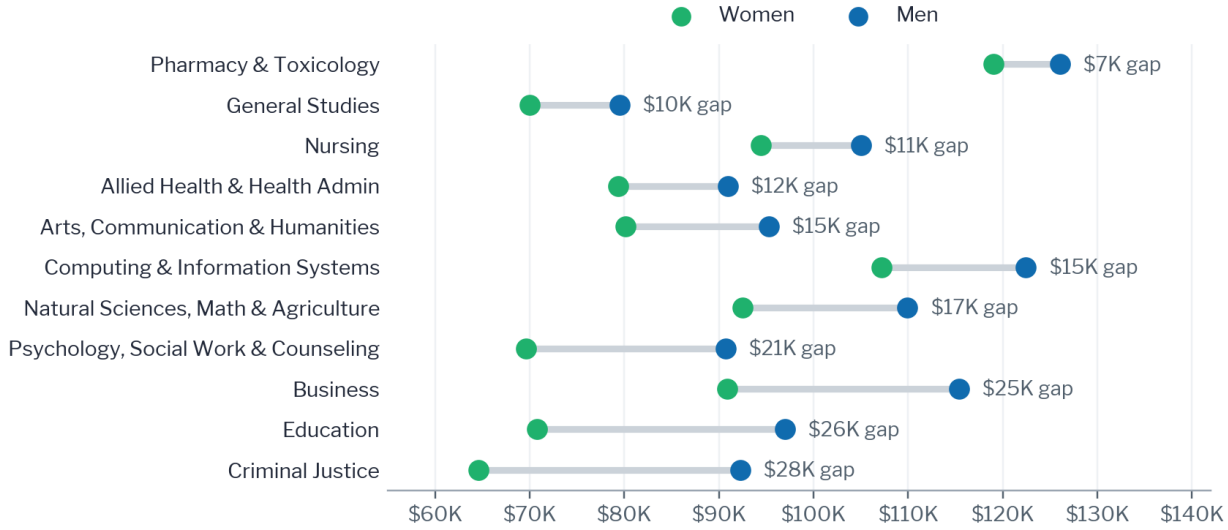
Field matters more than level. Pharmacy and toxicology ($122,027), computing ($117,958), and construction management ($114,663) sit well above the rest, with business and nursing close to $100,000. Education and the counseling fields sit near $73,544.

Median estimated compensation by highest education level



That field effect explains an otherwise odd result: alumni whose highest degree is a master's earn almost exactly what bachelor's holders earn ($91,930 against $91,259). the university's master's degrees are concentrated in education, counseling, and allied health, where pay scales are modest, while many of its best-paid bachelor's graduates are in computing, construction, and business. The doctoral tier, dominated by pharmacists, is a clear step up at $122,859.

The gap between men and women, by program area



Median estimated compensation for women and men who studied in the same area at the university. Areas with at least 50 of each are shown.

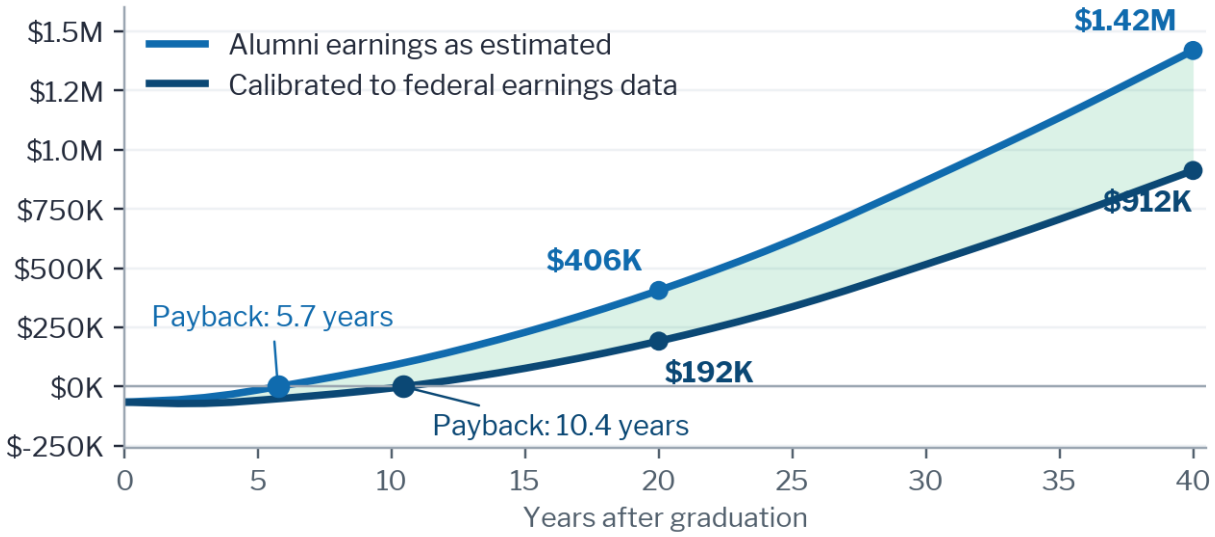
Overall, the median for men is $105,791 and for women $79,659. Some of that reflects who studies what: women are 75% of education alumni and 4% of construction management alumni. But the gap does not disappear within fields. It is narrowest in pharmacy, where licensure and standardized roles compress pay, and widest in criminal justice, education, and business. These comparisons are not adjusted for occupation, hours, or years of experience.

RETURN ON INVESTMENT

What a bachelor's degree returns

Putting cost next to earnings gives a simple answer to the question families ask most. The cost used here is the university's average net price as reported to IPEDS, about $14,000 a year, multiplied by the university's average time to degree of 4.8 years, for a total of about $66,000. The return is the difference between what the university's bachelor's graduates earn at each stage of their careers and the national median for full-time workers with only a high school diploma ($50,232). Only alumni whose highest credential is a bachelor's degree from the university are counted (6,521 people), so the result is not inflated by later graduate degrees earned at additional cost.

Cumulative net gain over a high school diploma, after repaying the cost of the degree



The shaded band is the range between the two earnings scenarios described below.

On alumni earnings as estimated in this dataset, the degree pays for itself 5.7 years after graduation and produces a net gain of $406,000 over 20 years. Counting the cost recovered, graduates earn back about 7 times what they paid. Because people with online professional profiles tend to be better paid than graduates overall, a second scenario scales the earnings curve down by 14% so that it matches the federal College Scorecard figure for the university (about $54,000 four years after graduation). On that conservative basis payback takes 10 years and the 20-year net gain is $192,000, still about 4 times what was paid. The true figure most likely sits between the two.

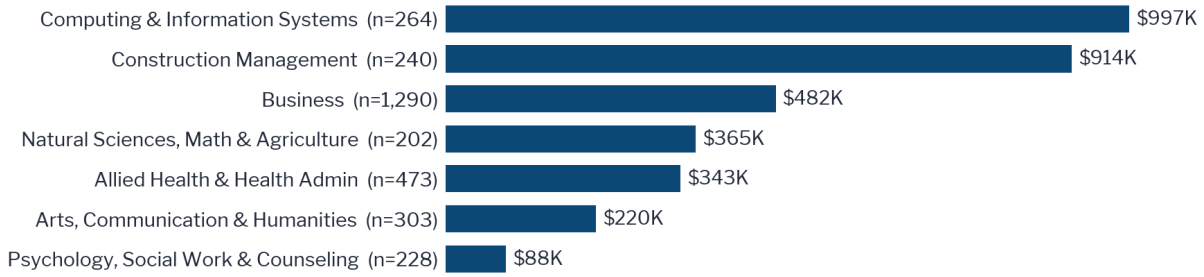
Scenario	Cost	Payback	Net gain, 20 yrs	Net gain, 40 yrs	Annual return
Alumni earnings as estimated	~$66,000	5.7 yrs	$406,000	$1,418,000	18%
Calibrated to College Scorecard	~$66,000	10.4 yrs	$192,000	$912,000	12%
As estimated, plus earnings foregone while enrolled	~$210,000	12.2 yrs	$261,000	$1,273,000	9%
Calibrated, plus earnings foregone	~$210,000	18.1 yrs	$47,000	$767,000	6%

Foregone earnings are valued at 60% of the high school median for each year enrolled, reflecting that many students work part-time. Annual return is the internal rate of return over a 40-year career.

Who sees the most return

The cost of a bachelor's degree from the university is roughly the same whatever a student studies, so differences in return come almost entirely from earnings. The comparisons below use alumni earnings as estimated and the same cost for everyone; they are best read relative to one another.

20-year net gain by bachelor's program area



Earnings as estimated; same cost for every program. Areas with at least 200 bachelor's-only alumni. Pharmacy is excluded because it is now a professional doctorate with a different cost structure; nursing and education have too few dated bachelor's-only records to estimate.

Computing and construction management graduates recover the cost of the degree within about two years and clear more than $900,000 over 20 years. Business, the largest program, reaches payback in under five years. Counseling-related fields and the humanities take twelve to fourteen years, which reflects the pay scales of the professions they lead to more than anything about the programs themselves.

Return by gender and by where alumni live now

Group	Alumni	Payback	Net gain, 20 yrs
By gender: Men	2,471	3.9 yrs	$589,000
By gender: Women	2,325	6.4 yrs	$284,000
Living in: Neighboring state	1,067	3.6 yrs	$549,000
Living in: Other states	1,376	4.3 yrs	$514,000
Living in: Elsewhere in home state	1,367	7.7 yrs	$310,000
Living in: Home region	1,668	9.7 yrs	$269,000

Two patterns from earlier in this report carry straight through to return. Men reach payback in 3.9 years and women in 6.4, and the 20-year gain for women is about half that for men. Alumni who moved to the neighboring state reach payback in 3.6 years, against 9.7 for those who stayed in the home region. The regional figure overstates the real difference, because living costs are lower in the home region and because the national high school benchmark used here is higher than what a high school graduate in the region typically earns.

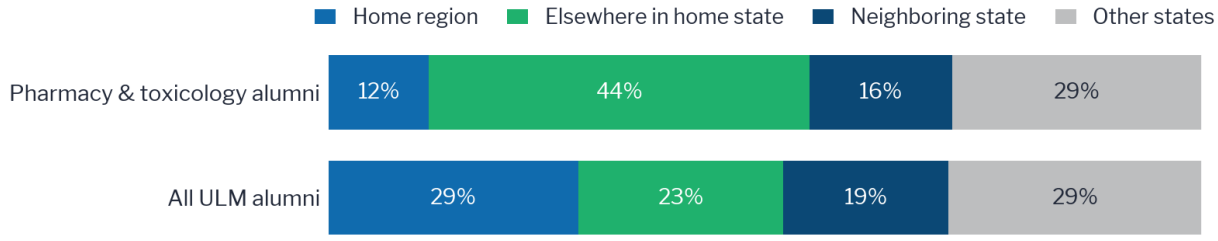
How to read this. These figures describe graduates. the university's six-year graduation rate is about 54%, and students who leave without a degree carry cost with little earnings premium, so the expected return for an entering student is lower. Average net price applies to first-time, full-time undergraduates receiving grant aid, includes living costs, and varies by family income. The earnings curve lines up different graduating classes by years of experience in today's dollars; it does not follow a single class through time. The high school benchmark is national, which is conservative for the home state. Taxes and loan interest are not included.

SPOTLIGHT

The state's public pharmacy school

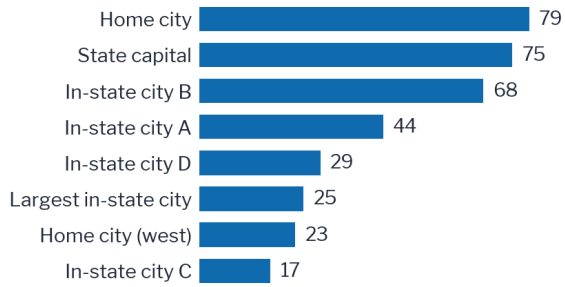
The university is home to the state's public college of pharmacy, and it shows. Pharmacy is the single most common field of study in the entire profile. 1,403 alumni studied pharmacy, pharmaceutical sciences, or toxicology; 1,141 people currently hold a pharmacy job title; and the group's median estimated compensation of $122,027 is the highest of any program area.

Where pharmacy and toxicology alumni live, compared with all alumni

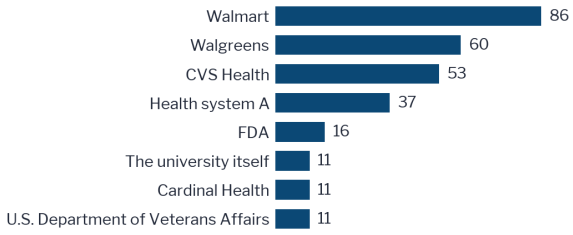


What sets pharmacy apart is where its alumni go. Only 12% remain in the home region, the lowest local share of any program. Yet 55% live in the home state, the highest in-state share among the university's higher-paying fields. They are distributed almost evenly across the state's population centers, with the state capital and another in-state city each nearly matching the home city, and they appear in 116 different cities and towns in the state. For a largely rural state, that reach is the program's public value.

Pharmacy alumni in the home state: top cities



Largest employers of pharmacy alumni



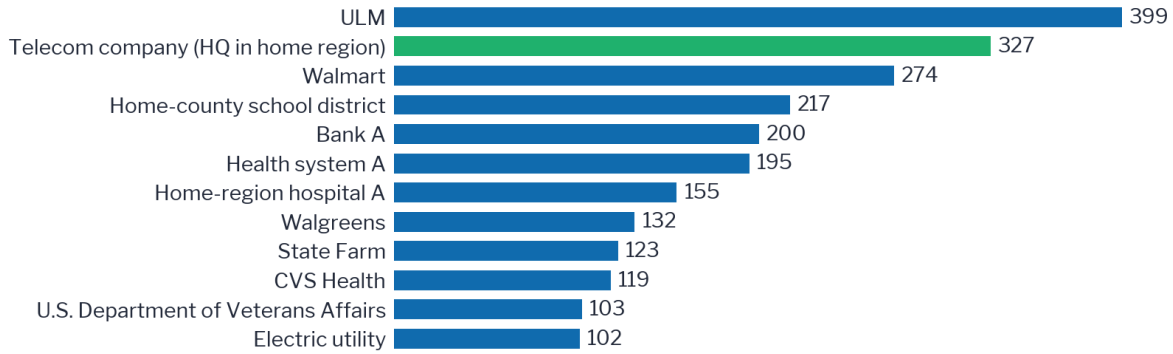
Employment is led by the national retail chains and by the state's largest health system, with hospital systems across three states making up a long tail. The toxicology program, one of only a handful in the country, leaves a visible mark of its own: the U.S. Food and Drug Administration is among the top five employers of this group.

CAREER OUTCOMES

Where they work

The largest employers of the university alumni read like a directory of the home region's anchor institutions. The university itself is first with 399. A telecommunications company headquartered in the home city is second with 327. The county and city school districts, a national bank's local operations center, the state's largest health system, and the home region's main hospital follow, alongside the pharmacy chains.

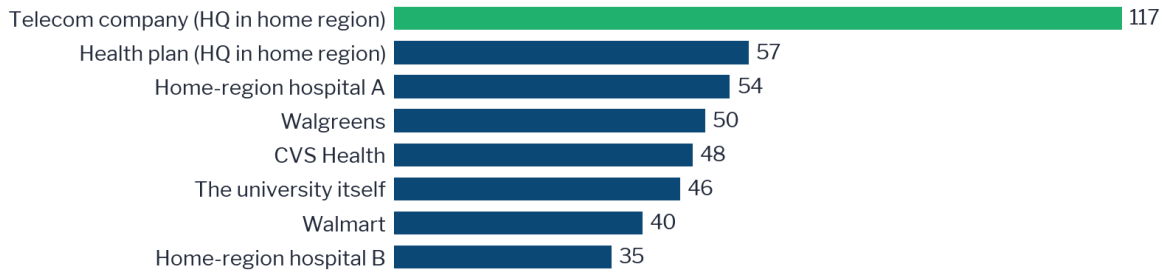
Largest current employers of the university alumni



Current employer on profile. Related entities are combined. Names are replaced with generic labels.

The telecom company deserves its own mention. Across full work histories, 819 alumni have worked there at some point, more than at any other employer, and it is the most common first employer for people who left the university since 2010. 260 of its 327 current alumni employees are in the home region. Of those who have since moved on, 57% still live in the region, which suggests the company has functioned as an on-ramp to a local career and not only as a stop on the way out.

Most common first employers, alumni who left the university since 2010



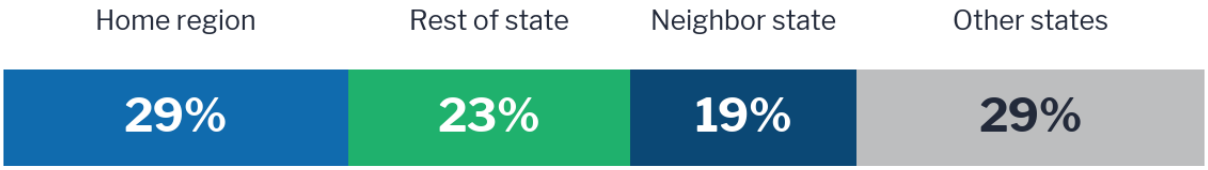
First job starting in or after the final year at the university, for 4,553 people with dated records.

By job function, healthcare (11% of classified roles) and education (11%) lead, followed by sales, finance and accounting, and pharmacy. 1,353 alumni currently hold a teaching or school leadership title and 699 a nursing title.

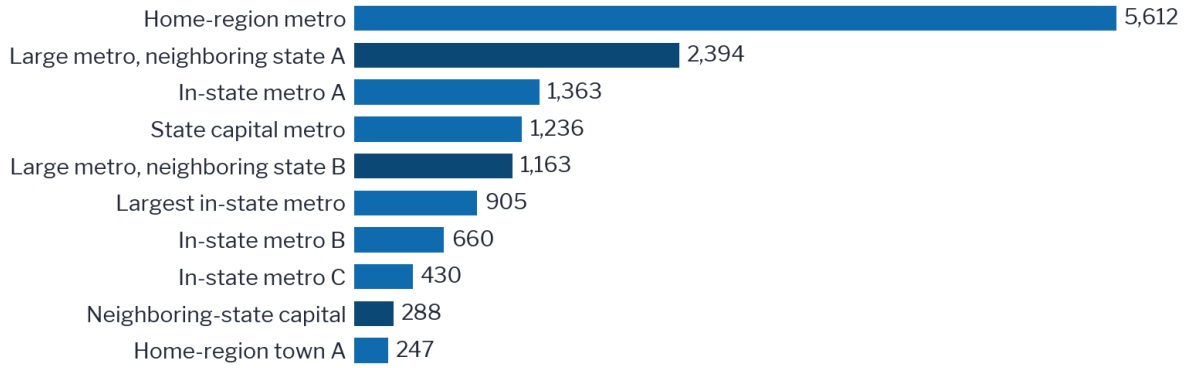
LOCATION

Where they live

Of the 26,035 alumni with a known location, 52% live in the home state: 29% in the twelve-county home region and 23% elsewhere in the state. One neighboring state alone accounts for 19%, and the remaining 29% are spread across the country.



Largest alumni hubs

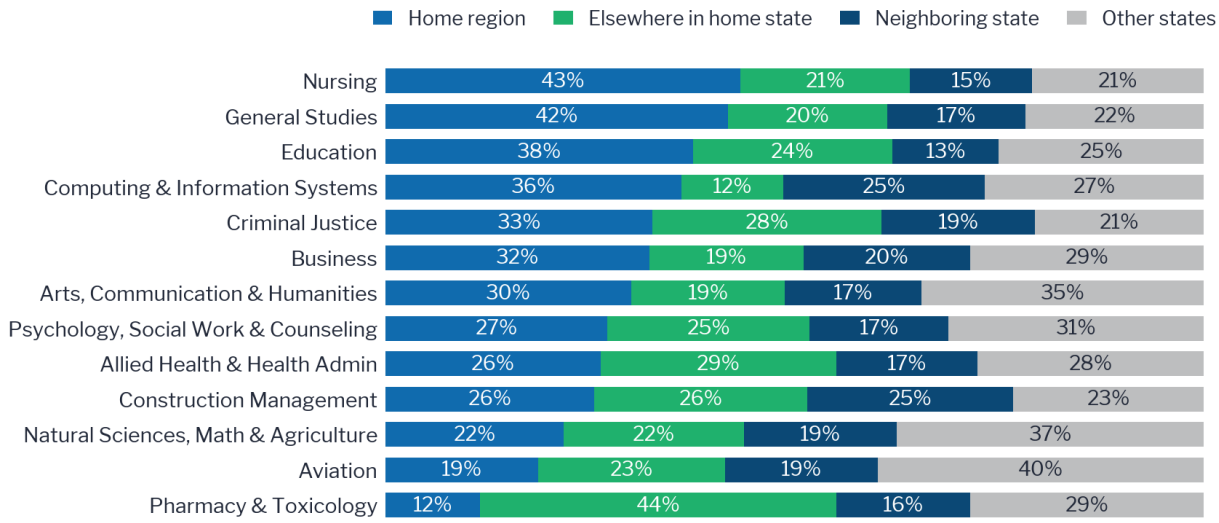


Metro areas include surrounding suburbs. Neighboring-state hubs are shown in dark blue.

The home metro is home to 5,612 alumni, by far the largest concentration. The second-largest is not in the home state: a large metro in the neighboring state, with 2,394, is bigger than any in-state metro, and that state's other large metro is close behind them. An interstate runs from the home city straight to the first, and the alumni map follows it.

The pull has an economic logic. Median estimated compensation is $75,867 for alumni in the home region, $88,381 elsewhere in the state, $98,134 in the neighboring state, and $100,824 in other states. Differences in cost of living offset some of that, but not all of it.

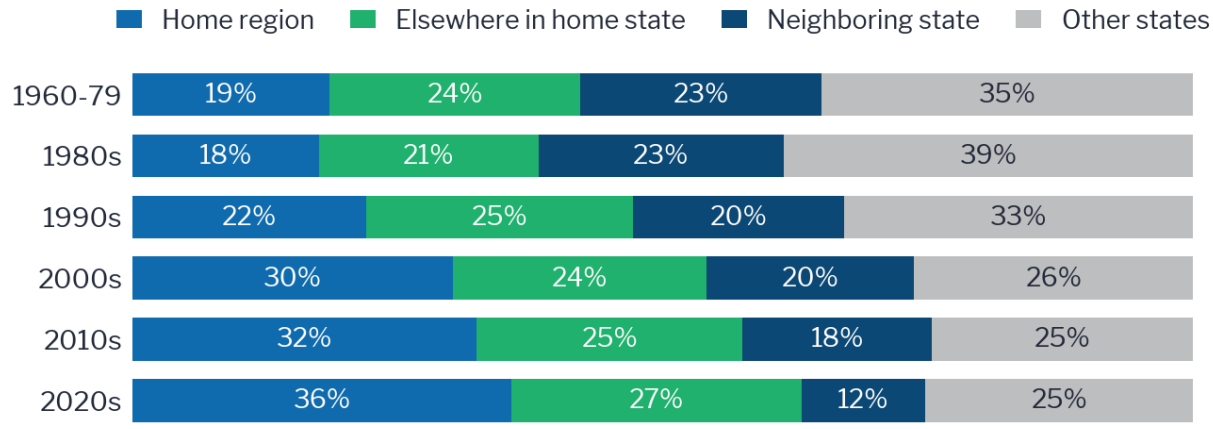
Where alumni live, by program area



Sorted by share living in the home region.

Nursing (43%) and education (38%) are the programs most likely to keep graduates in the region, which is what the region's hospitals and school systems need. Computing stands out: it pairs the second-highest pay with above-average local retention (36%), a pattern that points back to the telecom company, a technology services employer, and the bank. It also sends a full quarter of its alumni to the neighboring state, as does construction management.

Where alumni live, by decade they left the university



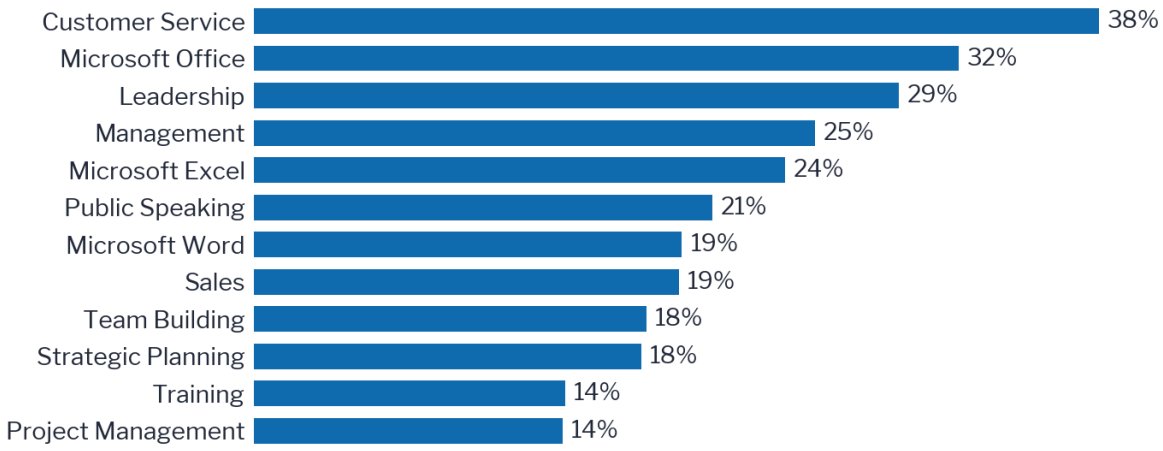
More recent classes are staying closer. Only 18% of 1980s alumni live in the home region today, compared with 32% of those from the 2010s, while the neighboring-state share has drifted down. Part of this is simply time, since people accumulate moves over a career, and the 2020s figure in particular will fall as that class ages. But the 2000s and 2010s cohorts have had ten to twenty years to leave and have done so at a noticeably lower rate than their predecessors.

SKILLS

What they can do

22,451 alumni list skills on their profiles, a median of 16 each. The most common are broadly transferable: customer service, the Microsoft Office tools, leadership, and management. Strategic planning and project management also make the top twelve, consistent with an older alumni base that has moved into management.

Most common skills



Share of alumni with at least one listed skill who list each one.

Beneath that general layer, listed skills track closely with what people studied, which is a useful check that the program groupings in this report are meaningful. The table shows skills that are distinctly concentrated in each program area relative to alumni as a whole.

Program area	Signature skills (share of that program's alumni listing each)
Pharmacy & Toxicology	Medication Therapy Management 28%, Pharmacy Automation 24%, Community Pharmacy 22%, Compounding 14%, Clinical Pharmacology 11%
Nursing	Nursing 56%, Basic Life Support 27%, Acute Care 23%, Critical Care 21%, ACLS 20%
Construction Management	Pre-Construction 30%, CPM Scheduling 25%, Project Bidding 25%, Design-Build 14%, Estimates 13%
Computing & Information Systems	SQL 32%, Java 26%, JavaScript 20%, Microsoft SQL Server 17%, MySQL 11%
Education	Educational Technology 23%, Teacher Training 20%, Elementary Education 16%, Differentiated Instruction 13%, Literacy 12%
Psychology, Social Work & Counseling	Mental Health Counseling 14%, Psychotherapy 14%, Family Therapy 13%, Group Therapy 13%
Aviation	Flight Safety 21%, Piloting 19%, Flight Planning 18%, Flight Training 14%, Civil Aviation 14%

TAKEAWAYS

What this means for the university

- **Pharmacy is a statewide public good, and the data can show it.** Alumni in 116 communities across the state, a majority staying in-state, and the highest earnings in the profile make a strong case to legislators and funders that the program serves the whole state, not only the home city.
- **the university is a graduate destination as much as a graduate feeder.** More of its graduate-degree holders arrived from another university than came up through the university. Undergraduates of the flagship and the regional public universities are a proven recruiting pool for the health, education, and counseling programs.
- **The degree pays for itself, and the range is defensible.** Against average net price, a bachelor's degree from the university reaches payback in roughly six to ten years and returns four to seven times its cost over 20 years, depending on how conservatively earnings are measured. The largest lever on return is not price but completion.
- **The neighboring state is the real competitor for talent.** Its largest metro is the second-largest alumni community anywhere, ahead of every in-state metro outside the home city. That is a retention challenge and, at the same time, a large, well-paid alumni base that may be under-engaged.
- **Retention is improving, and it rests on a few employers.** Recent cohorts are staying in the home region at higher rates than earlier ones. Much of that depends on a short list of anchors, and the telecom company above all as the leading first employer of recent graduates. A change in that one company's local footprint would be felt directly in the university's outcomes.
- **The programs that stay are the ones the region needs most.** Nursing and education show the highest local retention.
- **The pay gap between men and women appears in every field.** It ranges from about $7,000 in pharmacy to roughly $25,000 to $28,000 in business, education, and criminal justice. With women now earning most of the university's degrees, understanding what drives it bears directly on the return the university delivers.

About the data

Source and population. Records come from the TalentView talent market dataset maintained by Public Insight Data Corporation (www.publicinsight.io), built from publicly available professional profiles. The population is every profile listing the university, including its earlier name, in its education history: 31,132 people. **Anonymized sample:** institution, place, and employer names are replaced with generic labels; cost figures are rounded. It includes people who attended without completing a degree. People in professional and corporate careers are more likely to keep an online profile than teachers, social workers, and clinical staff, so education and some health fields are underrepresented relative to the university's federal completions data.

Coverage. Education records exist for everyone; work history for 84%; skills for 72%; location for 84%; compensation for 95%. About a third of profiles do not state the level of their the university credential and about half do not state a usable field of study. Percentages are calculated on the people for whom the item is known.

Compensation. Figures are the data supplier's estimates for each person's current role, not reported wages. Estimates for executive titles can run very high, so medians are used in place of averages, and the executive leadership function is excluded from comparisons by job function.

Definitions. Program areas were grouped from free-text fields of study using keyword rules and are approximate. The home region is defined as the twelve counties surrounding the university. Net price, time to degree, and graduation rate are from IPEDS and the College Scorecard.

PUBLIC INSIGHT®

See where your graduates land.

This profile was built with TalentView, Public Insight's talent market intelligence platform. The same analysis can be produced for any college or university: where alumni studied next, where they work, what they earn, and where they live.

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Compensation figures are supplier estimates. See "About the data" for sources and definitions.