EARLY TALENT SOURCING

Customized Analytics Report

Prepared for ABC Company, Inc.

January 20, 2020

INTRODUCTION

This report provides observations, analysis, and highlights of the full results of your query, which can be found in the raw data file, named ABCEarlyTalentReport012220.xlsx. The highlights provided here are informed by our initial phone consultation. We have provided a deep-dive on the major and demographic groups that are most important to your current recruiting efforts.

Your report parameters are based on the request for the school characteristics of 50 selected institutions in seven specific majors – Computer Science, Accounting, Business Administration, Civil Engineering, Chemical Engineering, Mathematics, and Mechanical Engineering. During the initial consultation, it was made clear that the main interest is in the number of African-American graduates, namely within Computer Science.

The data contained in this report is obtained from a query of the National Center for Education Statistics website – part of the U.S Bureau of Labor Statistics, also referred to as IPEDS data. The accompanying excel report includes tabs for each major, listing the schools who offer each particular major on the tab. Each row of data reports the selected institution, the median salary for the major, and the total graduates, broken down by gender and ethnicity. It also includes the percentages for gender and ethnicity for the major. Please note: rows with 0 total graduates indicate that there were no reported graduates in the major you selected.

The summary below provides highlights of your query, including relevant tables and figures. The highlights emphasize the schools with the most graduates overall in Computer Science as well as the most African-American graduates, providing different geographic and percentage breakouts. We identified these schools by sorting for the total number of graduates and total number of African-American graduates in the major, and then examining characteristics of those two sets of 10 schools.

While this deep-dive examines the selected schools in terms of their African-American graduates, the raw excel file allows you to sort and filter across all majors you selected as well as the various columns in the report. For example, you may want to identify the top 10 schools by graduates from other demographic groups in Computer Science or other majors. Your purchase of this report and summary affords you a follow-up phone consultation, during which we can discuss any questions you might have or clarifications you might need. You may contact Andrea Koncz at (610) 625-1021 or akoncz@naceweb.org.

Follow-up Consultation

Please contact **Andrea Koncz**, Research Manager at akoncz@naceweb.org, 610.625.1021 to schedule your follow-up consultation call.

KEY FINDINGS

The following sections provide observations and analysis accompanied by graphs and tables.

Academic Major: Computer Science

Schools with the Most Computer Science Majors

These ten schools graduate the largest number students with Computer Science majors. Unsurprisingly, many of them are found in California, near Silicon Valley.

The 10 schools with largest number of Computer Science graduates with Bachelor's Degrees		
Institution Name	**State**	**Total Graduates**
Oregon State University	OR	564
University of California – San Diego	CA	540
University of California – Berkeley	CA	532
University of California – Irvine	CA	521
University of California – Santa Cruz	CA	465
University of North Carolina at Charlotte	NC	381
University of Illinois at Urbana-Champaign	IL	345
Massachusetts Institute of Technology	MA	341
University of Minnesota – Twin Cities	MN	340
Arizona State University – Tempe	AZ	324

Percent of African-American Graduates at These Schools

This chart displays the percentage of African-American Graduates at these same ten schools. Clearly, UNC Charlotte offers the largest percentage of African-American Graduates from the largest pool of Computer Science Graduates, for a total of 47 African-American graduates.

Schools with the Most African-American Graduates in Computer Science

These ten schools graduate the largest number of African-American students with Computer Science majors. Only two schools – UNC Charlotte and MIT – overlap with the previous list of the 10 schools that graduate the most Computer Science majors.

The 10 schools with largest number of African-American Computer Sciences graduates with Bachelor's Degrees		
Institution Name	**State**	**African American**
Georgia State University	GA	52
University of North Carolina at Charlotte	NC	47
North Carolina A & T State University	NC	29
Tennessee State University	TN	25
Kennesaw State University	GA	24
Stanford University	CA	23
Columbia University in the City of New York	NY	19
Towson University	MD	17
Massachusetts Institute of Technology	MA	16
University of Georgia	GA	15

Geographic Distribution

For African-American graduates, the largest number of graduates were reported in schools located in the state of Georgia, with North Carolina not far behind.

Percent of African-American Graduates

The chart on the right provides the overall percentage of African-American graduates at these ten schools. These ten schools, although they don't graduate the most students in Computer Science, may provide your organization with a greater pool of talent when trying to recruit African-American graduates who majored in Computer Science.

CONCLUSION

This summary has provided a few of the highlights of the data requested from NACE. The findings focus on the number and percentages of African-Americans within Computer Science. We hope the spreadsheet of data and these accompanying highlights will assist you in your recruiting efforts. If you have questions about the contents of this report, please do not hesitate to contact Andrea Koncz at (610) 625-1021 or akoncz@naceweb.org.

QUESTIONS?

Contact **Andrea Koncz**, Research Manager at akoncz@naceweb.org, 610.625.1021.

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