



STATE  
UNIVERSITY  
SYSTEM  
*of* FLORIDA  
Board of Governors

Baccalaureate Follow-Up Study:  
Class of 2015

June 2017



# EXECUTIVE SUMMARY

Students, parents, educators, and policy-makers need information regarding the outcomes of bachelor's degree recipients after they complete college. This report, Baccalaureate Follow-Up Study: Class of 2015, is the third such report to provide this information for the State University System (SUS) of Florida.

Just over 63,400 baccalaureate degrees were awarded to the Class of 2015 and of those, records for 60,333 graduates were available to match with national and state employment and education databases. The major national employment database that was used in this study included data for 41 states, the District of Columbia, and Puerto Rico. The matches yielded employment and/or educational outcomes for 53,490 SUS graduates of the Class of 2015 - or 89% of graduates with records available for matching.

Employment and education outcomes are unknown for 11% of graduates (n=6,843). . Some of these graduates may be unemployed. Others are working in jobs that are not captured in national and state databases. The state and national employment databases also do not include people who are self-employed or who work for organizations that do not participate in the unemployment insurance programs. See Appendix A for additional details regarding the data sources used for this study.

Records for the 53,490 graduates with known outcomes were used to answer the following four research questions.

## 1. DO GRADUATES GET JOBS?

Yes, 92% (49,330) of baccalaureate graduates found in the national and state databases worked in the state of Florida, in one of the other 40 states and territories that provided data to the Wage Record Interchange System 2 (WRIS 2), or in a Federal civilian position reported to the United States Office of Personnel Management (OPM) within one year after graduation. Nearly three-fourths of graduates who worked did so full-time. One out of every four graduates who worked also continued their education at the same time. The field of study with the largest number of graduates who worked either full- or part-time was Business & Marketing, with 9,410 graduates.

## **2. DO GRADUATES PURSUE FURTHER EDUCATION AFTER EARNING A BACCALAUREATE DEGREE?**

The answer to this question is also yes. Approximately 30% (16,272) of graduates found pursued additional education within one year of completing a baccalaureate degree. Nearly three-fourths of those enrolled also worked at the same time. The field of study with the largest number of graduates enrolled in further education was Health Professions, with 2,220 graduates enrolled.

## **3. DO GRADUATES WORK WHILE PURSUING ADDITIONAL EDUCATION?**

Yes, approximately 23% (12,112), of graduates found in the national and state databases worked while enrolled in further education. The field of study with the largest number of graduates working while enrolled was Health Professions, with 1,771 graduates.

## **4. WHAT ARE THE STARTING SALARIES OF GRADUATES?**

The estimated median annual wage for graduates who worked full-time one year after graduation was approximately \$39,100. Median annual wages for full-time workers varied by field of study, ranging from a low of \$29,500 for Biological Sciences to a high of \$58,600 in Engineering. The annual median wage for female graduates (\$37,000) was \$5,500 less than the annual median wage for male graduates (\$42,500). Black/ African American graduates had the lowest annual median wage of \$35,600, which was \$3,500 below the median of \$39,100 for all graduates. Additional differences by race/ethnicity and by gender were observed in several fields of study.

## **SUPPLEMENTAL ANALYSIS: How do the outcomes for the Class of 2015 compare to the outcomes for the Class of 2014?**

In addition to the four research question, analyses were also conducted to compare the outcomes for the Classes of 2014 and 2015. The outcomes for both classes were fairly consistent – with the possible exception of salary outcomes. The proportion of graduates found in the national and state databases and the answers to the first three research questions were comparable overall between the Class of 2014 and the Class of 2015. For those working, pursuing additional education, or doing both, only minor differences were observed for some fields of study, for some racial/ethnic groups, and for females. But there were notable differences in the salary outcomes for graduates from the two graduating classes. First, the overall median wage increased by \$2,800 from \$36,300 for the Class of 2014 to \$39,100 for the Class of 2015. Further, when analyzed by sub-groups, not all graduates realized comparable increases. However, two years of data do not indicate a trend. Additional analyses are underway to analyze salaries over a longer period of time to identify possible trends.

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# INTRODUCTION

This report presents the results of the Baccalaureate Follow-up Study: Class of 2015. This is the third such report published by the Board of Governors for the State University System (SUS). The first report, a pilot study based on the Class of 2012, was presented to the Board in September 2014. A second study, based on the Class of 2014, was presented to the Board in June 2016. These studies are designed to complement existing reports of the Board of Governors and inform efforts to meet the goals and objectives of the Board's *2025 System Strategic Plan*.

Each study has been enhanced to provide better and more comprehensive information about the educational and employment outcomes of graduates. As a result, the outcomes may not be directly comparable in the three reports that have been published so far. The major improvements to each study are described in Appendix A. This report, and subsequent reports, will compare outcomes where possible.

The current study was conducted to better understand the outcomes of the Class of 2015 as graduates transitioned into jobs or as they pursued additional education one year after completing their baccalaureate degrees. To this end, this study was designed to answer the following four research questions.

- 1) Do graduates get jobs?
- 2) Do graduates pursue further education?
- 3) Do graduates work while pursuing additional education?
- 4) What are the starting salaries of graduates?

In addition, additional analyses were done to compare the outcomes for the Class of 2015 to the outcomes for the Class of 2014. The answers to the research questions and comparison of outcomes provide critical information to students, parents, educators, and policy-makers about the experiences of graduates after they complete baccalaureate degrees.

## **The Class of 2015**

During the 2014-2015 academic year, more than 63,400 baccalaureate degrees were awarded. Records for 60,333 graduates were available to match with national and state employment and education databases. This included graduates from 11 of the 12 institutions that make up the SUS. Florida Polytechnic University's first students enrolled in Fall 2014 but did not graduate in time to be included in this analysis.

The SUS institutions award degrees in 28 fields of study, based on the two-digit Classification of Instructional Program (CIP) category associated with the degrees awarded. Most of the degrees awarded to the Class of 2015 were in the following ten fields: Business & Marketing, Health Professions, Social Sciences, Psychology, Biological



Sciences, Engineering, Communication & Journalism, Education, Security & Protective Services, and Visual & Performing Arts. These ten fields represent 80% of the graduates whose records were used for this study. Table 1 below provides the numbers of degrees awarded during the 2014-2015 academic year for all 28 fields.

**Table 1. The Class of 2015, Number of Graduates, by Fields of Study**

Field of Study	Number of Graduates	% of Total Graduates
Business & Marketing	11,479	19%
Health Professions	7,010	12%
Social Sciences	5,643	9%
Psychology	4,995	8%
Biological Sciences	4,331	7%
Engineering	3,669	6%
Communication & Journalism	3,306	5%
Education	3,094	5%
Security & Protective Services	2,478	4%
Visual & Performing Arts	1,897	3%
English & Literature	1,879	3%
Computer & Information Sciences	1,486	2%
Public Administration	1,129	2%
Interdisciplinary Studies	1,117	2%
Recreation & Fitness Studies	972	2%
Liberal Arts & Sciences	800	1%
Physical Sciences	666	1%
History	658	1%
Agriculture	567	1%
Languages & Linguistics	559	1%
Family & Consumer Sciences	519	1%
Natural Resources	465	1%
Mathematics & Statistics	411	1%
Legal Studies	398	1%
Philosophy & Religious Studies	300	<1%
Architecture	208	<1%
Engineering Technician	162	<1%
Cultural Studies	135	<1%
<b>Total</b>	<b>60,333</b>	<b>100%</b>

Source: Board of Governors staff analysis of the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015.

Employment and/or enrollment records were available for 89% or 53,490 graduates from the Class of 2015. Outcomes for the remaining 6,843 graduates (11%) were not available from the existing databases but some were likely employed in jobs that were not captured in the data. For instance, the primary national employment database included data for 41 states, the District of Columbia, and Puerto Rico so it is likely that some graduates were employed in states that did not participate in the national database. It is also important to note that state and national employment databases do not include people who are self-employed, who work for organizations that do not participate in the unemployment insurance programs, and who have other types of employment described in more detail in Appendix A. Because the purpose of this study was to report outcomes for baccalaureate degree recipients, the remaining sections of the report will focus on the 53,490 graduates whose outcomes are known. (Refer to Appendix A for details regarding limitations of the employment and education data sources.)

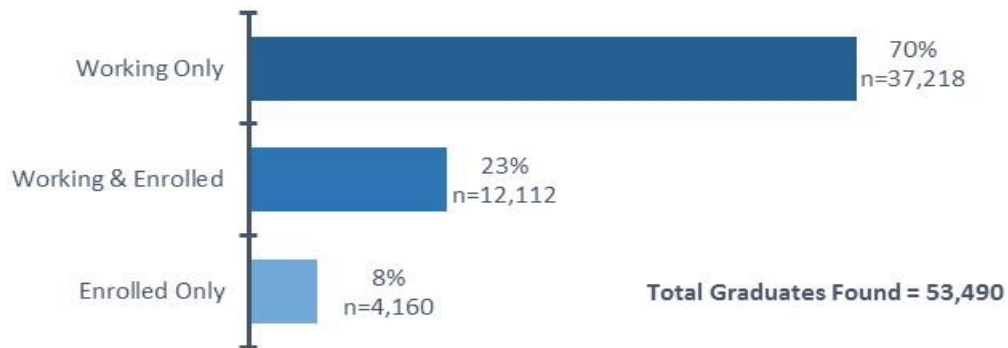
### Post-Baccalaureate Outcomes: Overview

There are three mutually exclusive outcomes for the 2015 graduates.

<p>(1) Only Worked</p>	<p>Graduates who worked one year after graduation, but did not pursue additional education at the same time.</p>
<p>(2) Worked While Enrolled in Further Education</p>	<p>Graduates who worked while also pursuing additional education within one year after graduation.</p>
<p>(3) Only Enrolled in Further Education</p>	<p>Graduates who pursued additional education within one year after graduation but were not found working in the available data sources.</p>

Collectively, these three groups provide a picture of the outcomes for 53,490 baccalaureate degree recipients from the Class of 2015. Figure 1 shows that, of the graduates found, 70% only worked, 23% worked while pursuing further education, and 8% enrolled in additional education but did not work.

**Figure 1. Outcomes One Year After Graduation, Class of 2015, Percent of Graduates Found**

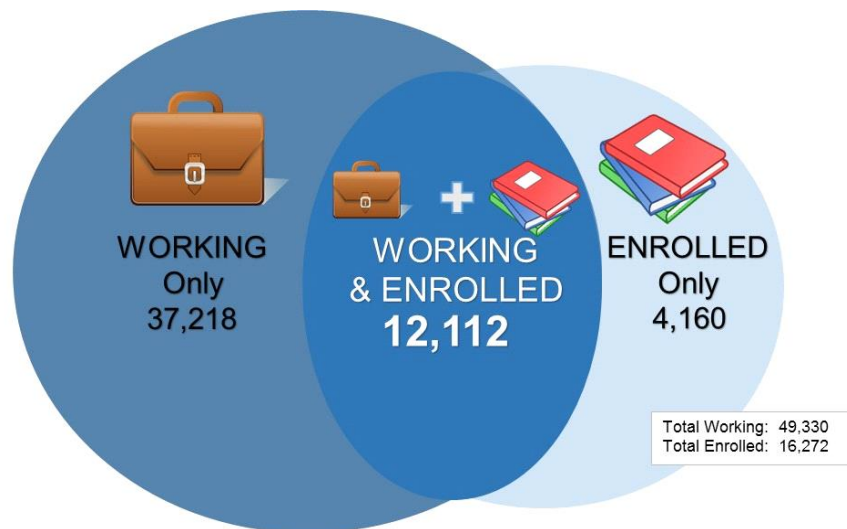


Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System. N=53,490.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

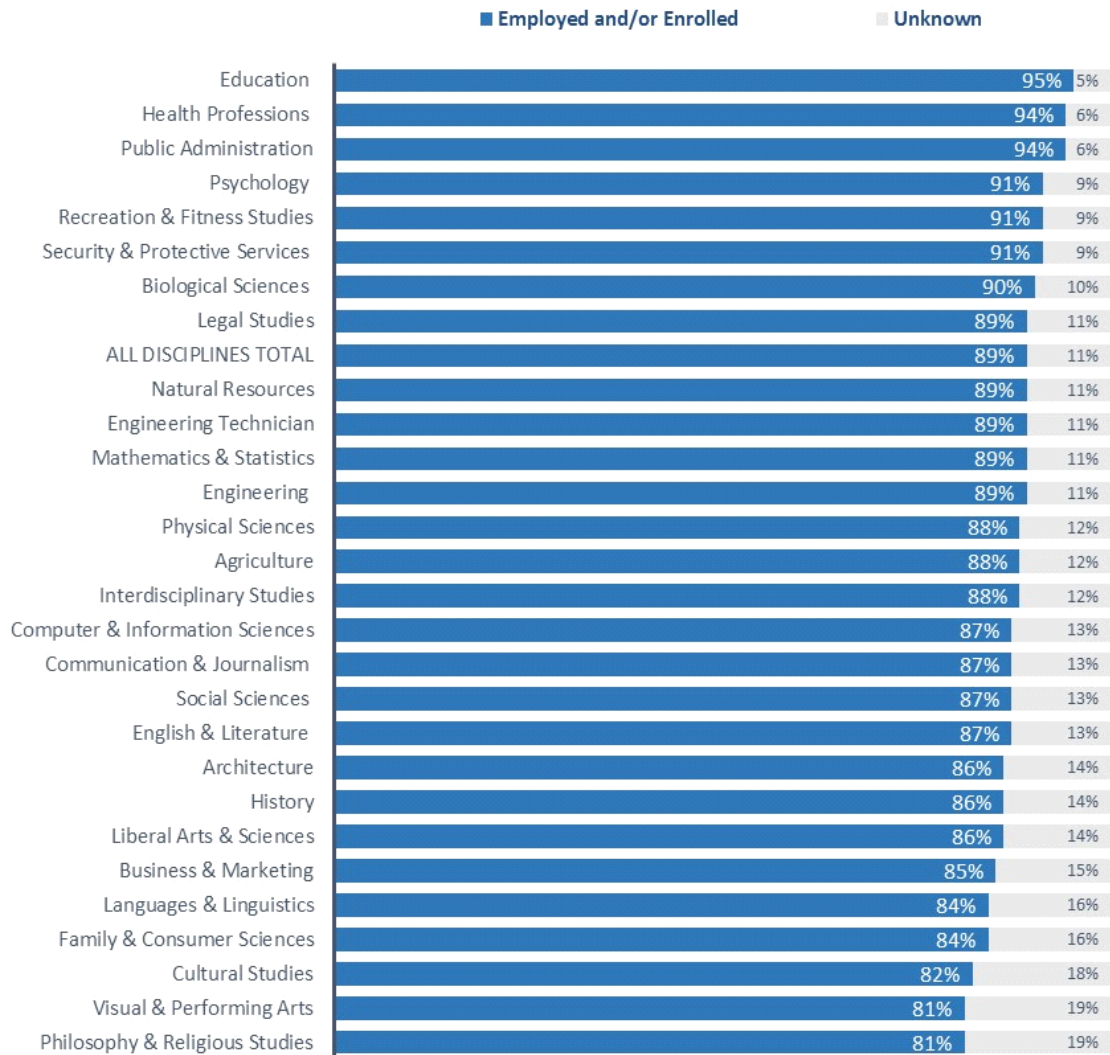
It is important to note the extensive overlap between employment and enrollment as shown in Figure 2 below. This figure shows that 25% of graduates who worked were also enrolled. Of the graduates who enrolled in further education 74% also worked. Graduates who worked while enrolled were analyzed separately. However, these graduates were also included in analyses for research questions one and two that addressed working and enrollment individually to avoid understating the extent to which graduates worked or pursued additional education.

**Figure 2. Overlap Between Employment and Enrollment Outcomes, Class of 2015**



An analysis by field of study, shown in Figure 3, shows that Education was the field of study with the highest percentage of graduates with known outcomes (95%). Figure 3 also shows that the fields of Philosophy & Religious Studies and Visual & Performing Arts had the lowest percentage of graduates found (81%) in the available data sources.

**Figure 3. Proportion Graduates Working and/or Enrolled One Year After Graduation, by Field of Study**



Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System. N=60,333.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Totals may not equal 100% due to rounding.

In addition, analyses of employment and education outcomes for gender and the three largest racial/ethnic groups were also conducted for each research question. In the

upcoming sections of this report, further analyses are focused on graduates who identified as Black/ African American, Hispanic, or White. These three racial/ethnic groups represent 89% of all graduates with usable records. The analyses were further limited to these three groups within the top ten fields of study due to the low numbers of graduates from the other racial/ethnic groups, the low numbers of graduates in some fields of study, and the privacy laws and regulations associated with the various data sources (refer to Appendix A).

## DO GRADUATES GET JOBS?

The answer to this question is yes. Approximately 92%, or 49,330 of the 2015 graduates found in the national and state employment and education databases, worked within one year of completing their baccalaureate degrees.<sup>1</sup> Of these, 25% also continued their education while working and are described later in this report.

Employment outcomes vary somewhat by field of study. The fields with the largest number of graduates who worked either full- or part-time were Business & Marketing (9,410), Health Professions (6,160), Social Sciences (4,482), and Psychology (4,051). (Refer to Table 2 on the next page for details.)

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<sup>1</sup> The number of graduates working represent approximately 82% of the 60,333 graduates whose records were used for the study.

**Table 2. Number of Baccalaureate Graduates Working, by Fields of Study**

Field of Study	Total Working		# of Graduates Found
	#	% of Graduates Found	
Business & Marketing	9,410	96%	9,813
Health Professions	6,160	93%	6,609
Social Sciences	4,482	91%	4,913
Psychology	4,051	89%	4,540
Biological Sciences	3,157	81%	3,901
Engineering	3,051	94%	3,255
Education	2,820	97%	2,922
Communication & Journalism	2,767	97%	2,860
Security & Protective Services	2,148	95%	2,258
English & Literature	1,511	93%	1,632
Visual & Performing Arts	1,432	94%	1,528
Computer & Information Sciences	1,249	97%	1,290
Public Administration	963	91%	1,057
Interdisciplinary Studies	919	93%	985
Recreation & Fitness Studies	806	91%	883
Liberal Arts & Sciences	631	92%	684
History	511	91%	562
Physical Sciences	448	77%	584
Languages & Linguistics	418	89%	472
Agriculture	399	80%	499
Natural Resources	389	95%	411
Family & Consumer Sciences	381	87%	438
Mathematics & Statistics	310	85%	364
Legal Studies	309	87%	354
Philosophy & Religious Studies	215	88%	244
Architecture	159	89%	178
Engineering Technician	141	98%	144
Cultural Studies	93	85%	110
<b>Total</b>	<b>49,330</b>	<b>92%</b>	<b>53,490</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Total graduates found include graduates found in national and state employment or education databases. Row percentages may not sum to Total Working column due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation.



Of those who worked, 71% worked full-time. Full- and part-time status was based on employment during the fourth quarter following graduation. The fields with the largest numbers of graduates who worked full-time were Business & Marketing (7,611), Health Professions (4,673), Social Sciences (2,895), Engineering (2,619), Psychology (2,461), and Education (2,286). For details, refer to Table 3 below.

**Table 3. Number of Baccalaureate Graduates Working, by Full- and Part-time Status and by Fields of Study**

Field of Study	Working Full-Time		Working Part-Time		Total Working
	#	% of Total Working	#	% of Total Working	
Business & Marketing	7,611	81%	1,799	19%	9,410
Health Professions	4,673	76%	1,487	24%	6,160
Social Sciences	2,895	65%	1,587	35%	4,482
Engineering	2,619	86%	432	14%	3,051
Psychology	2,461	61%	1,590	39%	4,051
Education	2,286	81%	534	19%	2,820
Communication & Journalism	1,926	70%	841	30%	2,767
Security & Protective Services	1,565	73%	583	27%	2,148
Biological Sciences	1,510	48%	1,647	52%	3,157
Computer & Information Sciences	1,077	86%	172	14%	1,249
English & Literature	930	62%	581	38%	1,511
Visual & Performing Arts	802	56%	630	44%	1,432
Public Administration	644	67%	319	33%	963
Interdisciplinary Studies	587	64%	332	36%	919
Recreation & Fitness Studies	485	60%	321	40%	806
Liberal Arts & Sciences	420	67%	211	33%	631
History	319	62%	192	38%	511
Physical Sciences	267	60%	181	40%	448
Natural Resources	254	65%	135	35%	389
Family & Consumer Sciences	237	62%	144	38%	381
Languages & Linguistics	226	54%	192	46%	418
Mathematics & Statistics	221	71%	89	29%	310
Agriculture	210	53%	189	47%	399
Legal Studies	175	57%	134	43%	309
Engineering Technician	125	89%	16	11%	141
Architecture	117	74%	42	26%	159
Philosophy & Religious Studies	110	51%	105	49%	215
Cultural Studies	46	49%	47	51%	93
<b>Total</b>	<b>34,798</b>	<b>71%</b>	<b>14,532</b>	<b>29%</b>	<b>49,330</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Full- and part-time employment status was based on employment status during the fourth quarter following graduation. Includes graduates who also enrolled while working.



*Follow-up question: How do these outcomes vary based on race/ethnicity or gender?*

An important follow-up analysis determined whether the results were the same by race/ethnicity and by gender. The percent of working graduates by race/ethnicity was indeed similar to their proportion of all graduates. For example, Black/African American graduates comprised 12% of all graduates in the study and 13% of all working graduates. See Table 4 below for details.

**Table 4. Number of Baccalaureate Graduates Working, by Largest Race/Ethnicity Categories**

Race/Ethnicity	# of Graduates Working	% of Graduates Working (N=49,330)	Total # of Graduates	% of Total Graduates (N=60,333)
Black / African American	6,618	13%	7,528	12%
Hispanic	12,383	25%	14,893	25%
White	26,210	53%	31,472	52%
All Others	4,119	8%	6,440	11%
Total	49,330	100%	60,333	100%

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Includes graduates who also enrolled while working.

By field of study, the percent of working graduates by race/ethnicity was also similar to their proportion among graduates in their respective fields of study. For example, Hispanic graduates comprised 19% of all Health Professions graduates and 19% of all Health Professions graduates who worked. (Refer to Table A in Appendix B for details.)

The percent of working graduates by gender was also similar to their proportion of all graduates (refer to Table 5 on the next page). For example, women represented 59% of all graduates and 60% of graduates who worked.

**Table 5. Number of Baccalaureate Graduates Working, by Gender**

Gender	# of Graduates Working	% of Graduates Working (N=49,330)	Total # of Graduates	% of Total Graduates (N=60,333)
Female	29,360	60%	35,484	59%
Male	19,970	40%	24,849	41%
Total	49,330	100%	60,333	100%

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Includes graduates who also enrolled while working.

By field of study, the percent of working graduates by gender was also similar to their proportion among graduates. For example, females comprised 19% of all of the Engineering graduates and 20% of all Engineering graduates who were found working after graduation. (Refer to Table B in Appendix B for details.)

## DO GRADUATES PURSUE FURTHER EDUCATION?

The answer to this question is also yes. Overall 30%, or 16,272 of the graduates found in the national and state employment and education databases, pursued additional education one year after graduation.<sup>2</sup> Most (74%) worked while enrolled, and will be discussed in more detail in the next section. Due to data limitations, it is impossible to determine 1) how many enrolled in graduate programs vs. a second baccalaureate program or perhaps even just a few courses, 2) what their field of study was, and 3) how many enrolled on a full-time basis. (Refer to Appendix A for more information about the limitations of the national education database.)

These outcomes also varied by field of study. The fields with the highest number of graduates pursuing further education were Health Professions (2,220), Biological Sciences (2,082), Business & Marketing (2,072), Psychology (1,900), and Social Sciences (1,606). Refer to Table 6 on the next page for details.

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<sup>2</sup> The graduates pursuing further education represent approximately 27% of the graduates whose records were used for the study.

**Table 6. Number of Baccalaureate Graduates Enrolled in Further Education, by Fields of Study**

Field of Study	# Enrolled	% of Found	# Found
Health Professions	2,220	34%	6,609
Biological Sciences	2,082	53%	3,901
Business & Marketing	2,072	21%	9,813
Psychology	1,900	42%	4,540
Social Sciences	1,606	33%	4,913
Engineering	697	21%	3,255
Security & Protective Services	675	30%	2,258
Education	646	22%	2,922
Public Administration	516	49%	1,057
English & Literature	435	27%	1,632
Communication & Journalism	433	15%	2,860
Recreation & Fitness Studies	345	39%	883
Physical Sciences	307	53%	584
Visual & Performing Arts	280	18%	1,528
Interdisciplinary Studies	260	26%	985
Agriculture	246	49%	499
Computer & Information Sciences	196	15%	1,290
Languages & Linguistics	188	40%	472
History	181	32%	562
Liberal Arts & Sciences	175	26%	684
Family & Consumer Sciences	169	39%	438
Legal Studies	155	44%	354
Mathematics & Statistics	147	40%	364
Natural Resources	110	27%	411
Philosophy & Religious Studies	100	41%	244
Architecture	72	40%	178
Cultural Studies	45	41%	110
Engineering Technician	14	10%	144
<b>Total</b>	<b>16,272</b>	<b>30%</b>	<b>53,490</b>

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates found include graduates found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Includes graduates who also worked while enrolled.

*Follow-up question: How do these outcomes vary based on race/ethnicity or gender?*

A follow-up to the question “Do graduates pursue further education” is whether the results are the same by race/ethnicity and by gender. The percent of graduates that pursued further education by race/ethnicity was similar to their proportion of all graduates. For example, 25% of all graduates were Hispanic and 25% of graduates who pursued further education were Hispanic. Refer to Table 7 below for details.

**Table 7. Number of Baccalaureate Graduates Enrolled in Further Education, by Largest Race/Ethnicity Categories**

Race/Ethnicity	# of Graduates Enrolled	% of Graduates Enrolled (N=16,272)	Total # of Graduates	% of Total Graduates (N=60,333)
Black / African American	2,217	14%	7,528	12%
Hispanic	4,101	25%	14,893	25%
White	8,180	50%	31,472	52%
All Others	1,774	11%	6,440	11%
Total	16,272	100%	60,333	100%

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Includes graduates who also worked while enrolled.

By field of study, the proportions of Black/African American graduates who pursued additional education were comparable to their proportions among all graduates with one exception. A noticeably higher proportion of Black/African American graduates with degrees in Communication & Journalism pursued additional education compared to their proportion among graduates in that field (18% vs. 12%).

The proportions of Hispanic graduates who pursued additional education were comparable to their proportions among all graduates across all fields of study. For example, 24% of Social Science graduates were Hispanic and 24% of the Social Science graduates enrolled in further education were Hispanic.

The proportions of White graduates who pursued additional education were also comparable across most fields of study, with two exceptions. White graduates represented 52% of all Communication & Journalism graduates but only 46% of Communication & Journalism graduates who pursued further education. In addition, White graduates represented 64% of all Education graduates but only 59% of Education graduates who pursued further education. (Refer to Table C in Appendix B for more details.)

An analysis by gender of the graduates who pursued further education showed differences when compared to their proportion of all graduates. Females represented 59% of all graduates and 62% of graduates pursuing in further education. Refer to Table 8 below for details.

**Table 8. Number of Baccalaureate Graduates Enrolled in Further Education, by Gender**

Gender	# of Graduates Enrolled	% of Graduates Enrolled (N=16,272)	Total # of Graduates	% of Total Graduates (N=60,333)
Female	10,119	62%	35,484	59%
Male	6,153	38%	24,849	41%
Total	16,272	100%	60,333	100%

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Includes graduates who also worked while enrolled.

By field of study, the percent of graduates enrolled in further education by gender was also similar to their proportion among graduates except for those with degrees in Education. Females comprised 81% of all Education graduates but only 76% of Education graduates pursuing further education. (Refer to Table D in Appendix B for details.)

## DO GRADUATES WORK WHILE PURSUING ADDITIONAL EDUCATION?

As previously noted, the number of graduates pursuing additional education after completing a baccalaureate degree is not insignificant. Approximately 23%, or 12,112, of the graduates found, worked and pursued education at the same time during the first year following graduation.<sup>3</sup> Just over half of the graduates who worked while enrolled were employed full-time (51%).

Again, the outcomes varied by field of study as shown in Table 9 on the next page. The fields with the highest numbers of graduates who pursued additional education while working were Health Professions (1,771), Business & Marketing (1,669), Psychology (1,411), Biological Sciences (1,338), and Social Sciences (1,175).

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<sup>3</sup> The graduates who worked while pursuing additional education represent approximately 20% of the graduates whose records were used for the study.

**Table 9. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Fields of Study**

Field of Study	Working Full-Time While Enrolled		Working Part-Time While Enrolled		Total # Working & Enrolled	% of Graduates Found	# Graduates Found
	#	% of Total Working & Enrolled	#	% of Total Working & Enrolled			
	Health Professions	999	56%	772			
Business & Marketing	1,139	68%	530	32%	1,669	17%	9,813
Psychology	637	45%	774	55%	1,411	31%	4,540
Biological Sciences	443	33%	895	67%	1,338	34%	3,901
Social Sciences	529	45%	646	55%	1,175	24%	4,913
Security & Protective Services	352	62%	213	38%	565	25%	2,258
Education	342	63%	202	37%	544	19%	2,922
Engineering	302	61%	191	39%	493	15%	3,255
Public Administration	219	52%	203	48%	422	40%	1,057
Communication & Journalism	150	44%	190	56%	340	12%	2,860
English & Literature	136	43%	178	57%	314	19%	1,632
Recreation & Fitness Studies	124	46%	144	54%	268	30%	883
Interdisciplinary Studies	94	48%	100	52%	194	20%	985
Visual & Performing Arts	63	34%	121	66%	184	12%	1,528
Physical Sciences	63	37%	108	63%	171	29%	584
Computer & Information Sciences	111	72%	44	28%	155	12%	1,290
Agriculture	32	22%	114	78%	146	29%	499
Languages & Linguistics	56	42%	78	58%	134	28%	472
History	49	38%	81	62%	130	23%	562
Liberal Arts & Sciences	67	55%	55	45%	122	18%	684
Family & Consumer Sciences	37	33%	75	67%	112	26%	438
Legal Studies	33	30%	77	70%	110	31%	354
Mathematics & Statistics	51	55%	42	45%	93	26%	364
Natural Resources	40	45%	48	55%	88	21%	411
Philosophy & Religious Studies	17	24%	54	76%	71	29%	244
Architecture	25	47%	28	53%	53	30%	178
Cultural Studies	*	*	*	*	28	25%	110
Engineering Technician	*	*	*	*	11	8%	144
<b>Total</b>	<b>6,126</b>	<b>51%</b>	<b>5,986</b>	<b>49%</b>	<b>12,112</b>	<b>23%</b>	<b>53,490</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Total graduates found include graduates found in national and state employment or education databases. Row percentages for “Working Full-Time & Enrolled” and “Working Part-Time & Enrolled” may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Full- and part-time employment status was based on employment status during the fourth quarter following graduation.



*Follow-up question: How do these outcomes vary based on race/ethnicity or gender?*

A follow-up to the question "Do graduates work while pursuing additional education?" is whether the results are the same by race/ethnicity and by gender. The percent of graduates who worked while pursuing additional education by race/ethnicity was similar to their proportion of all graduates. For example, 25% of all graduates were Hispanic and 26% of graduates who worked while pursuing further education were Hispanic. Refer to Table 10 below for details.

**Table 10. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Largest Race/Ethnicity Categories**

Race/Ethnicity	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled (N=12,112)	Total # of Graduates	% of Total Graduates (N=60,333)
Black / African American	1,858	15%	7,528	12%
Hispanic	3,110	26%	14,893	25%
White	6,029	50%	31,472	52%
All Others	1,115	9%	6,440	11%
<b>Total</b>	<b>12,112</b>	<b>100%</b>	<b>60,333</b>	<b>100%</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

By field of study, the percent of working graduates by race/ethnicity was also similar to their proportion among graduates in their respective fields of study with the following exceptions.

- Black/African American graduates represented 12% of graduates with degrees in Communication & Journalism and 19% of Communication & Journalism graduates who worked while enrolled in further education.
- White graduates represented 52% of all Communication & Journalism graduates and 46% of the Communication & Journalism graduates who worked while enrolled in further education.
- White graduates represented 64% of all Education graduates and 58% of Education graduates who worked while enrolled in further education. (Refer to Table E in Appendix B for details.)

The percent of men vs. women graduates who worked while pursuing additional education differed from their proportions of all graduates. Females represented 59% of

all graduates but represented 63% of graduates who worked while pursuing additional education. Refer to Table 11 below for details.

**Table 11. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Gender**

Gender	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled (N=12,112)	Total # of Graduates	% of Total Graduates (N=60,333)
Female	7,673	63%	35,484	59%
Male	4,439	37%	24,849	41%
Total	12,112	100%	60,333	100%

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

By field of study, the proportions of female and male graduates who worked while enrolled varied somewhat. For example, females represented 79% of all Psychology graduates but represented 84% of all Psychology graduates who worked while pursuing additional education. In addition, females represented 81% of all Education graduates but represented only 77% of all Education graduates who worked while pursuing additional education. (See Table F in Appendix B for details.)

# WHAT ARE THE STARTING SALARIES OF GRADUATES?

The median annual wage for graduates of the Class of 2015 was \$39,100.<sup>4</sup> Median annual wages varied considerably by field of study, ranging from a low of \$29,500 for Biological Sciences to a high of \$58,600 in Engineering. Table 12 below provides details.

**Table 12. Median Wage of Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, by Fields of Study**

Field of Study	Annual Median Wage	# Graduates Employed Full-Time
Engineering	\$58,600	2,619
Engineering Technician	\$57,600	125
Computer & Information Sciences	\$53,200	1,077
Education	\$46,100	2,286
Health Professions	\$46,100	4,673
Mathematics & Statistics	\$42,900	221
Business & Marketing	\$42,100	7,611
Architecture	\$39,100	117
Liberal Arts & Sciences	\$37,400	420
Interdisciplinary Studies	\$35,000	587
Physical Sciences	\$34,900	267
Social Sciences	\$34,400	2,895
Communication & Journalism	\$34,100	1,926
Family & Consumer Sciences	\$34,100	237
Security & Protective Services	\$33,800	1,565
Legal Studies	\$33,600	175
Public Administration	\$33,600	644
Agriculture	\$33,500	210
Cultural Studies	\$33,000	46
Natural Resources	\$32,500	254
Recreation & Fitness Studies	\$32,300	485
English & Literature	\$32,200	930
Philosophy & Religious Studies	\$31,500	110
History	\$31,300	319
Visual & Performing Arts	\$31,300	802
Languages & Linguistics	\$31,200	226
Psychology	\$31,000	2,461
Biological Sciences	\$29,500	1,510
<b>Total</b>	<b>\$39,100</b>	<b>34,798</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Includes graduates who were only working full-time and those who worked full-time while enrolled in additional education.

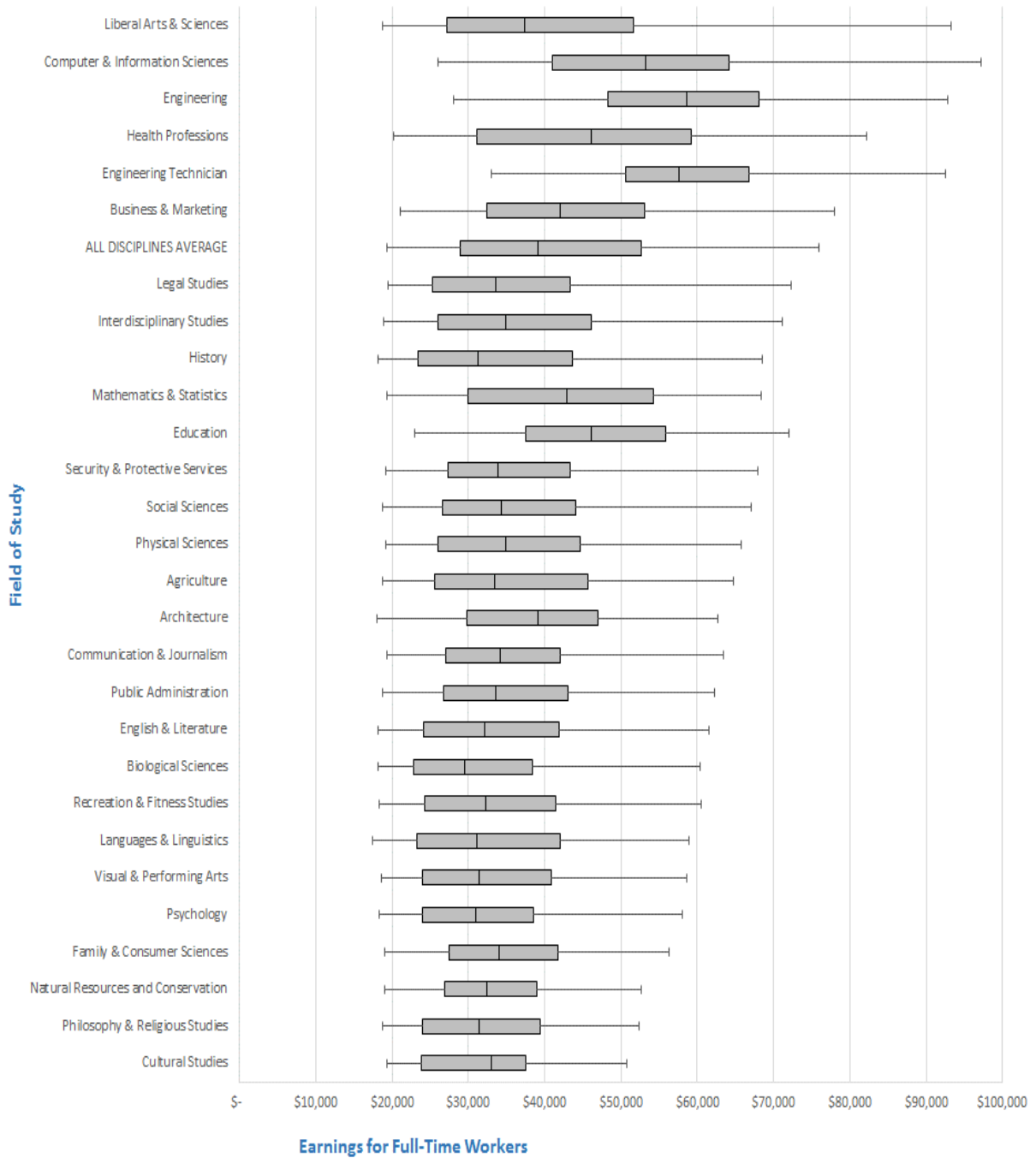
<sup>4</sup> Median wage figures reflect annualized quarterly wages greater than zero reported in the 4<sup>th</sup> quarter after the degree was granted and rounded to the nearest hundred. The minimum annual full-time wage (\$16,744) used for the 2014-15 graduates in this study was determined by multiplying the 2015 hourly minimum wage (\$8.05) by 2,080 hours (52 weeks multiplied by 40 hours).

It is important to note that median annual earnings varied widely among graduates within each field. In order to provide more accurate information, additional data points are provided to facilitate a better understanding of the wages earned by recent graduates. Figure 4, on the next page, illustrates the median wages for the 28 fields of study, along with the inter-quartile ranges represented by the gray boxes (25<sup>th</sup> and 75<sup>th</sup> percentile), and the restricted range represented by the lines that extend all the way to the 5<sup>th</sup> and 95<sup>th</sup> percentile. The restricted range from the 5<sup>th</sup> to the 95<sup>th</sup> percentile was used to control for unusually high and low wages.

For fields of study with smaller wage ranges, the median is a fairly accurate depiction of post-baccalaureate wages for new graduates. For example, the median wage for both Health Profession graduates and Education graduates was \$46,100. However, the range for Education graduates was only \$49,100 (from \$22,900 at the 5<sup>th</sup> percentile to \$72,000 at the 95<sup>th</sup> percentile) while the range for Health Profession graduates was \$62,000 (from \$20,200 at the 5<sup>th</sup> percentile to \$82,200 at the 95<sup>th</sup> percentile). This indicates that there is less variability among the wages of Education graduates compared to the Health Professions graduate wages. For SUS graduates, this means Education graduates can reasonably expect to earn an annual wage that is close to the median wage of \$46,100. At the same time, Health Professions graduates may earn an annual wage that is considerably more or less than \$46,100 during their first year following completion of a baccalaureate degree because the wage range for graduates in this major is so much larger.

The field of study with the largest difference between the 5<sup>th</sup> and 95<sup>th</sup> percentile wages was Liberal Arts (range = \$74,600), followed by Computer & Information Sciences (range = \$71,100). The field with the smallest wage range was Cultural Studies (range = \$31,300). With this much variability across the 28 disciplines, students should consider the full range of wages when establishing their salary expectations. Refer to Figure 4 on the next page and Table G in Appendix B for more details.

**Figure 4. Distribution of Median Annual Wages for Baccalaureate Graduates Employed Full-Time One Year After Graduation, by Fields of Study**



Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System. N=34,798.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. The low and high points reflect the 5th and 95th percentile. The low and high ends of the box reflect the 25th and 75th percentile and the line in the middle of the box reflects the median. Data are for workers with a full-time wage or greater in the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education. Data were sorted by restricted range, with the largest range at the top and the smallest range at the bottom.

Follow-up question: How do these outcomes vary based on race/ethnicity or gender?

An important follow-up analysis for the largest racial/ethnic groups revealed several notable differences in median wages. Black/African American graduates who worked full-time one year after graduation had the lowest annual median wage of \$35,600, which was \$3,500 below the median of \$39,100 for all graduates. By field of study, Black/African American graduates had median wages that were below the median for all graduates in nine of the ten largest fields. For seven of those nine, the median wage for Black/African American graduates was more than \$1,000 below than the median wages for all graduates. The largest difference was for Black/African American graduates with degrees in Health Professions, which was \$8,700 less than the median for all Health Professions graduates (\$37,400 compared to \$46,100). See Table 13A below for details.

**Table 13A: Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, Black/African American and All Students, by Largest Fields of Study**

Field of Study	Black / African American		All Students		Median Difference (Black - All)
	Median	# Graduates Employed Full-Time	Median	# Graduates Employed Full-Time	
Biological Sciences	\$28,000	177	\$29,500	1,510	(\$1,500)
Business & Marketing	\$38,800	728	\$42,100	7,611	(\$3,300)
Communication & Journalism	\$31,600	227	\$34,100	1,926	(\$2,500)
Education	\$46,600	228	\$46,100	2,286	\$500
Engineering	\$57,700	186	\$58,600	2,619	(\$900)
Health Professions	\$37,400	925	\$46,100	4,673	(\$8,700)
Psychology	\$29,900	325	\$31,000	2,461	(\$1,100)
Security & Protective Services	\$32,500	367	\$33,800	1,565	(\$1,300)
Social Sciences	\$33,700	476	\$34,400	2,895	(\$700)
Visual & Performing Arts	\$30,000	59	\$31,300	802	(\$1,300)
<b>Total</b>	<b>\$35,600</b>	<b>4,644</b>	<b>\$39,100</b>	<b>34,798</b>	<b>(\$3,500)</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System. N=34,798.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. Full-time employment status was based on employment status during the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education.

The annual median wage for Hispanic graduates was lower than the median for all graduates by \$100. By field of study, the median wages for Hispanic graduates were comparable to or exceeded the median for graduates across all fields of study, with one notable exception. The median wages for Hispanic Education graduates was \$2,400 less than the wages for all Education graduates (\$43,700 vs. \$46,100). See Table 13B below for details.

**Table 13B: Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, Hispanic and All Students, by Largest Fields of Study**

Field of Study	Hispanic		All Students		Median Difference (Hispanic - All)
	Median	# Graduates Employed Full-Time	Median	# Graduates Employed Full-Time	
Biological Sciences	\$29,900	434	\$29,500	1,510	\$400
Business & Marketing	\$43,000	2,093	\$42,100	7,611	\$900
Communication & Journalism	\$35,000	586	\$34,100	1,926	\$900
Education	\$43,700	463	\$46,100	2,286	(\$2,400)
Engineering	\$60,000	707	\$58,600	2,619	\$1,400
Health Professions	\$45,600	936	\$46,100	4,673	(\$500)
Psychology	\$32,000	874	\$31,000	2,461	\$1,000
Security & Protective Services	\$34,300	457	\$33,800	1,565	\$500
Social Sciences	\$34,400	711	\$34,400	2,895	\$0
Visual & Performing Arts	\$31,900	210	\$31,300	802	\$600
<b>Total</b>	<b>\$39,000</b>	<b>8,944</b>	<b>\$39,100</b>	<b>34,798</b>	<b>(\$100)</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System. N=34,798.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. Full-time employment status was based on employment status during the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education.

The annual median wage for White graduates was higher than the median for all graduates by \$1,000. By field of study, the most notable difference in median wages was in Health Professions where the median wages for White graduates (\$48,500) was \$2,400 more than the median for all Health Professions graduates (\$46,100). See Table 13C on the next page for more details.



**Table 13C: Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, White and All Students, by Largest Fields of Study**

Field of Study	White		All Students		Median Difference (White - All)
	Median	# Graduates Employed Full-Time	Median	# Graduates Employed Full-Time	
Biological Sciences	\$30,100	750	\$29,500	1,510	\$600
Business & Marketing	\$42,400	4,168	\$42,100	7,611	\$300
Communication & Journalism	\$34,100	1,003	\$34,100	1,926	\$0
Education	\$47,000	1,482	\$46,100	2,286	\$900
Engineering	\$58,200	1,468	\$58,600	2,619	(\$400)
Health Professions	\$48,500	2,406	\$46,100	4,673	\$2,400
Psychology	\$30,300	1,107	\$31,000	2,461	(\$700)
Security & Protective Services	\$34,300	679	\$33,800	1,565	\$500
Social Sciences	\$34,400	1,500	\$34,400	2,895	\$0
Visual & Performing Arts	\$30,900	475	\$31,300	802	(\$400)
<b>Total</b>	<b>\$40,100</b>	<b>18,530</b>	<b>\$39,100</b>	<b>34,798</b>	<b>\$1,000</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System. N=34,798.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. Full-time employment status was based on employment status during the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education.

A follow-up analysis of annual median wages by gender also identified several notable differences, as shown in Table 14. Overall, the annual median wage for female graduates (\$37,000) was \$5,500 less than the annual median wage for male graduates (\$42,500). Among the top ten fields, the annual median wage for female graduates with degrees in Biological Sciences, Business & Marketing, Communication & Journalism, Security & Protective Services, Social Sciences, and Visual & Performing Arts were between \$1,200 and \$4,400 less than the median wages for males with degrees in the same fields. Conversely, the annual median wage for female graduates with degrees in Education, Engineering, Health Professions, and Psychology were between \$500 and \$3,100 higher than the annual median wages for males with degrees in the same fields.

When looking across all fields of study, three fields not in the top ten have differences that are important to note.

- Female Agriculture graduates earned \$9,000 less than their male counterparts.
- Female Liberal Arts graduates earned \$9,400 less than their male counterparts.
- Female Physical Sciences graduates \$6,400 less than their male counterparts.

See Table 14 on the next page for details.



**Table 14: Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, by Gender and by Largest Fields of Study**

Field of Study	Females		Males		Median Difference (Females - Males)
	Median	# Graduates Employed Full-Time	Median	# Graduates Employed Full-time	
Agriculture	\$30,600	108	\$40,000	102	(\$9,400)
Architecture	\$40,900	46	\$37,400	71	\$3,500
Biological Sciences	\$28,800	925	\$30,500	585	(\$1,700)
Business & Marketing	\$40,000	3,691	\$44,200	3,920	(\$4,200)
Communication & Journalism	\$33,800	1,409	\$35,000	517	(\$1,200)
Computer & Information Sciences	\$52,200	171	\$53,300	906	(\$1,100)
Cultural Studies	\$33,000	36	\$32,900	10	\$100
Education	\$46,400	1,923	\$44,800	363	\$1,600
Engineering	\$59,500	525	\$58,400	2,094	\$1,100
Engineering Technician	\$52,900	17	\$57,900	108	(\$5,000)
English & Literature	\$32,500	654	\$31,200	276	\$1,300
Family & Consumer Sciences	\$34,500	224	\$29,000	13	\$5,500
Health Professions	\$46,600	3,830	\$43,500	843	\$3,100
History	\$28,500	125	\$32,500	194	(\$4,000)
Interdisciplinary Studies	\$33,000	386	\$37,200	201	(\$4,200)
Languages & Linguistics	\$30,800	153	\$32,100	73	(\$1,300)
Legal Studies	\$33,200	114	\$35,800	61	(\$2,600)
Liberal Arts & Sciences	\$35,100	250	\$44,100	170	(\$9,000)
Mathematics & Statistics	\$43,700	104	\$41,200	117	\$2,500
Natural Resources	\$31,400	139	\$33,600	115	(\$2,200)
Philosophy & Religious Studies	\$32,100	41	\$31,400	69	\$700
Physical Sciences	\$31,200	122	\$37,600	145	(\$6,400)
Psychology	\$31,000	1,969	\$30,500	492	\$500
Public Administration	\$33,000	527	\$37,000	117	(\$4,000)
Recreation & Fitness Studies	\$31,500	219	\$33,300	266	(\$1,800)
Security & Protective Services	\$32,700	785	\$36,100	780	(\$3,400)
Social Sciences	\$32,300	1,523	\$36,700	1,372	(\$4,400)
Visual & Performing Arts	\$30,200	496	\$33,300	306	(\$3,100)
<b>Total</b>	<b>\$37,000</b>	<b>20,512</b>	<b>\$42,500</b>	<b>14,286</b>	<b>(\$5,500)</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System. N=34,789.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. Full-time employment status was based on employment status during the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education.

## HOW DO THE OUTCOMES FOR THE CLASS OF 2015 COMPARE TO THE CLASS OF 2014?

Additional analyses were also conducted to compare the outcomes of the Class of 2015 to the outcomes of the Class of 2014. Overall, the outcomes were similar except for the median annual wages. Table 15 below shows that the proportions of graduates found working and/or pursuing further education were comparable overall, with one exception. The percent of graduates who worked full-time while enrolled, as a percent of all who worked while enrolled, was higher for the Class of 2015 (51% vs, 46%).

**Table 15. Comparison of Overall Outcomes for the Classes of 2014 and 2015**

Outcome Measure	Class of 2014	Class of 2015
<b>Number of Degrees Awarded</b>	60,000	63,423
<b>Number of Graduates with Usable Records</b>	58,717	60,333
Percent of Degrees Awarded	98%	95%
<b>Number of Graduates Found</b>	52,431	53,490
Percent of Usable Records	89%	89%
<b>Number of Graduates Not Found</b>	6,286	6,843
Percent of Usable Records	11%	11%
<b>Total Number of Graduates Working</b>	48,803	49,330
Percent of Graduates Found	93%	92%
<b>Total Number Graduates Enrolled</b>	15,661	16,272
Percent of Graduates Found	30%	30%
<b>Number of Graduates Working Only</b>	36,770	37,218
Percent of Graduates Found	70%	70%
Percent of Total Graduates Working	75%	75%
<b>Number of Graduates Only Enrolled (not working)</b>	3,628	4,160
Percent of Graduates Found	7%	8%
Percent of Total Graduates Enrolled	23%	26%
<b>Number of Graduates Working While Enrolled</b>	12,033	12,112
Percent of Graduates Found	23%	23%
Percent of Total Graduates Working	25%	25%
<b>Number of Graduates Working FT While Enrolled</b>	5,544	6,126
Percent of Working & Enrolled	46%	51%

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Class of 2014 includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Class of 2015 includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015.

As previously noted, there were also several differences in the salary outcomes for graduates. The overall median wage for all graduates increased by \$2,800 from \$36,300 for the Class of 2014 to \$39,100 for the Class of 2015, an increase of 8%. While the median wage increased between six and nine percent for graduates in all categories, not all increases were evenly distributed as noted below. However, two years of data do not indicate a trend. Additional analyses are underway to analyze salaries over a longer period of time to identify possible trends.

- The median wage for female graduates from the Class of 2014 was \$4,400 lower than the median for male graduates. Female graduates from the Class of 2015 had a median wage that was \$5,500 lower than the median for male graduates.
- The median wage for Black/African American graduates from the Class of 2014 was \$3,100 lower than the median for all graduates. Black/African American graduates from the Class of 2015 had a median wage that was \$3,500 lower than the median for all graduates.
- The median wage for Hispanic graduates from the Class of 2014 was \$600 higher than the median wage for all graduates. Hispanic graduates from the Class of 2015 had a median wage that was \$100 less than the median for all graduates.
- For White graduates, the median wage for graduates from the Class of 2014 was \$500 more than the median for all graduates. White graduates from the Class of 2015 was \$1,000 more than the median wage for all graduates.

**Table 16. Comparison of Salary Outcomes for the Classes of 2014 and 2015**

Type of Graduate	Class of 2014 Median	Class of 2015 Median	Median Difference in \$ (2015 - 2014)	Percent Change from 2014 to 2015
All Graduates	\$36,300	\$39,100	\$2,800	8%
Black/African American Graduates	\$33,200	\$35,600	\$2,400	7%
Difference from All Graduates	(\$3,100)	(\$3,500)	(\$400)	
Hispanic	\$36,900	\$39,000	\$2,100	6%
Difference from All Graduates	\$600	(\$100)	(\$700)	
White	\$36,800	\$40,100	\$3,300	9%
Difference from All Graduates	\$500	\$1,000	\$500	
Male	\$39,100	\$42,500	\$3,400	9%
Female	\$34,700	\$37,000	\$2,300	7%
Difference (Female - Male)	(\$4,400)	(\$5,500)	(\$1,100)	

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System. Class of 2014 N=32,163. Class of 2015 N=34,798.

Notes: Class of 2014 includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Class of 2015 includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. Full-time employment status was based on employment status during the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education.

## CONCLUSION

This third Baccalaureate Follow-Up Study provides important information about the outcomes for State University System graduates. Of 60,333 graduates with usable records from the Class of 2015, 89% were found working and/or pursuing additional education one year after receiving their baccalaureate degrees. Approximately 92% of baccalaureate graduates found in the national databases were working in the state of Florida, in one of the other 40 states and territories that provided data to WRIS 2, or in a Federal civilian position reported to OPM within one year after graduation. Of those who were employed, nearly three-fourths (71%) worked full-time. The median wages for new graduates who worked full-time one year after graduation was \$39,100, an increase of \$2,800 over the previous year's cohort. Nearly one-third (30%) of graduates found in the national databases enrolled in further education and approximately 23% were employed while pursuing additional education within one year of graduation.

When analyzing results by gender and race/ethnicity, few notable differences were found regarding employment and further education. The one noteworthy exception, however, concerned median annual wages. The median annual wage for female graduates (\$37,000) was \$5,500 lower than the median annual wage for male graduates (\$42,500). Black/ African American graduates received the lowest median annual wages of \$35,600, which was \$3,500 below the median for all graduates.

The outcomes for the Class of 2015 were generally comparable to the outcomes for the Class of 2014 except in regards to the starting salaries. The difference between the median wages for Black/ African American and all graduates increased from \$3,100 for the Class of 2014 to \$3,500 for the Class of 2015. The difference between the median wages for females also increased from \$4,400 for the Class of 2014 to \$5,500 for the Class of 2015.

This study is designed to be an annual, sustainable, and replicable study providing critical information about employment and education outcomes of baccalaureate graduates in order to support system-wide strategic planning. This study also provides information students can use to plan for careers and post-baccalaureate education. Campus administrators and faculty may also use this report to evaluate student outcomes to improve programs and student services.

# APPENDIX A: TECHNICAL NOTES

## 1. Data Limitations

The study was based on individual-level data for the 60,333 graduates from the State University Data System (SUDS). These records were matched to records in the National Student Clearinghouse (NSC) and the Florida Education and Training Placement Information Program (FETPIP). These data sources have several limitations that impacted the findings in this report.

### National Student Clearinghouse

The NSC database includes records from 3,700 colleges and universities nationwide that enroll 98% of all students in public and private U.S. institutions. While this database is comprehensive, there is a chance that an SUS graduate pursued additional education at a college or university that does not report data to NSC or at a college or university outside the United States. The number of graduates pursuing additional education at one of these types of institutions is likely very minimal.

Data provided by NSC also does not include several key data elements that would further enhance the baccalaureate follow up studies. First, the NSC data does not include the number of credit hours or other measures of enrollment intensity that would indicate whether individuals were enrolled full- or part-time. This information, if available, would be useful in understanding the extent to which graduates worked while pursuing additional education. The NSC data also does not collect the field of study for enrolled students to indicate whether students continue to study in the same field or in a different field. Finally, NSC data does not include the type of additional education SUS graduates pursued. Most graduates likely enrolled in advanced educational programs, although others may have enrolled in programs that lead to a certificate, associate's degree, or another baccalaureate degree.

### Florida Education and Training Placement Information Program

The employment data for this study was provided by the Florida Education and Training Placement Information Program (FETPIP), housed with the Florida Department of Education. FETPIP, through an agreement with the Florida Department of Economic Opportunity (DEO), has access to Florida's Unemployment Insurance (UI) database and the national Wage Record Interchange System 2 (WRIS 2) for the purpose of providing "follow-up data on former students and program participants who have graduated, exited or completed a public education or training program within the State of Florida" (see Florida Statutes Section 1008.39).

Participation in WRIS 2 is voluntary and the database used for this report contained data for 41 states (listed below) as well as the District of Columbia and Puerto Rico.

*Alaska, Arizona, Arkansas, Connecticut, Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Jersey, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, Wisconsin, Wyoming*

Several states with significant populations had not provided employment records to the WRIS 2 database at the time this study was conducted. These states include:

*Alabama, California, Colorado, Hawaii, Massachusetts, Montana\*, New Hampshire\*, New York, West Virginia.*

\*Currently participate in WRIS 2 although their data was not available for inclusion in this study.

The Florida UI database and the WRIS 2 database also do not contain information for all individuals who actually worked. Individuals not reported include those who: 1) are self-employed, 2) are employed in temporary positions not eligible for unemployment insurance, 3) are employed in states that do not participate in WRIS 2, 4) are employed by the military or federal government, or 5) do not have a valid Social Security number.

Jobs that are exempt or otherwise not covered by unemployment insurance also are not included in the Florida UI database and the WRIS 2 databases. These include self-employed nonagricultural workers, unpaid family workers, insurance agents paid solely by commission, and employees of religious organizations. Some state and local government workers, such as those who work at state colleges, universities, elementary and secondary schools, may also be excluded.

FETPIP also has an agreement with the United States Office of Personnel Management (OPM), which enables them to access employment information for approximately 96% of all Federal civilian non-Postal Executive Branch employees. However, following agencies do not provide data for the OPM database.

*Federal Reserve Board of Governors, Central Intelligence Agency, Defense Intelligence Agency, Foreign Service personnel at the State Department, National Geospatial-Intelligence Agency, National Security Agency, Office of the Director of National Intelligence, Office of the Vice President, Postal Regulatory Commission, Tennessee Valley Authority, U.S. Postal Service, White House Office*



The OPM database also does not include foreign nationals overseas, Public Health Service's Commissioned Officer Corps, non-appropriated fund employees, or the Judicial Branch.

In addition, the only Legislative Branch entities that provide data to OPM are the Dwight D. Eisenhower Memorial Commission, the Financial Crisis Inquiry Commission, the Government Printing Office, the Medicare Payment Advisory Commission, the Ronald Reagan Centennial Commission, the U.S. - China Economic and Security Review Commission, the U.S. Commission on International Religious Freedom, and the U.S. Tax Court.

## **2. Protecting Privacy**

State and federal privacy laws and regulations directly influenced the way in which data are displayed throughout this report. To ensure compliance, cell sizes with less than 10 individuals cannot be displayed. Median wage amounts were also rounded to the nearest hundred to protect privacy.

The agreement that enables FETPIP to access the employment data provided by DEO also creates two significant limitations. First, the agreement does not allow any employment records to be attached to certain identifying elements such as race and gender to be returned to the data requestor -- in this instance Board staff. Second, WRIS 2 data, which contains data for an additional 40 states (listed above) as well as the District of Columbia and Puerto Rico, can only be provided back to Board staff in aggregate form. These restrictions limited the current study to providing only descriptive statistics, rather than more sophisticated statistical analyses that could determine whether statistically significant differences in outcomes existed between graduates with different characteristics.

## **3. Enhancements to the Baccalaureate Follow-Up Study Over Time**

The pilot study for the Class of 2012 utilized data from the State University Data System, the National Student Clearinghouse, and Florida's UI database. As a result the employment outcomes only included graduates working in Florida. The pilot study also separated graduates who worked while pursuing additional education from the analysis of working graduates and the analysis of graduates who pursued additional education resulting in an under-reporting of graduates in those two sets of analyses. Finally, the pilot study did not include outcomes by gender.

The Class of 2014 study was significantly enhanced through the utilization of WRIS 2 and OPM employment information, which provided the ability to determine the employment outcomes of graduates working in other states and in the vast majority of Federal civilian positions. This study also included analyses by gender. Finally, the

analysis of working graduates and the analysis of graduates who pursued additional education included graduates who worked while pursuing additional education.

The Class of 2015 study retained all of the enhancements put in place for the Class of 2014 study. This provided the opportunity to include a comparison of the outcomes for the Class of 2015 to the outcomes for the Class of 2014.



## APPENDIX B: SUPPLEMENTAL TABLES

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**Table A. Number of Baccalaureate Graduates Working, by Largest Race/Ethnicity Categories and by Largest Fields of Study**

Field of Study	Black / African American				Hispanic				White				Total	
	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	# of Graduates
Biological Sciences	337	11%	412	10%	875	28%	1,174	27%	1,528	48%	2,017	47%	3,157	4,331
Business & Marketing	920	10%	1,033	9%	2,556	27%	2,934	26%	5,154	55%	5,970	52%	9,410	11,479
Communication & Journalism	364	13%	413	12%	797	29%	923	28%	1,440	52%	1,733	52%	2,767	3,306
Education	272	10%	283	9%	574	20%	652	21%	1,828	65%	1,984	64%	2,820	3,094
Engineering	227	7%	249	7%	811	27%	945	26%	1,693	55%	1,964	54%	3,051	3,669
Health Professions	1,192	19%	1,301	19%	1,182	19%	1,333	19%	3,202	52%	3,656	52%	6,160	7,010
Psychology	523	13%	610	12%	1,333	33%	1,647	33%	1,892	47%	2,301	46%	4,051	4,995
Security & Protective Services	521	24%	567	23%	598	28%	684	28%	930	43%	1,106	45%	2,148	2,478
Social Sciences	701	16%	809	14%	1,073	24%	1,366	24%	2,367	53%	2,906	51%	4,482	5,643
Visual & Performing Arts	140	10%	181	10%	354	25%	462	24%	826	58%	1,088	57%	1,432	1,897
All Other Disciplines	1,421	14%	1,670	13%	2,230	23%	2,773	22%	5,350	54%	6,747	54%	9,852	12,431
<b>Total</b>	<b>6,618</b>	<b>13%</b>	<b>7,528</b>	<b>12%</b>	<b>12,383</b>	<b>25%</b>	<b>14,893</b>	<b>25%</b>	<b>26,210</b>	<b>53%</b>	<b>31,472</b>	<b>52%</b>	<b>49,330</b>	<b>60,333</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation. Also includes graduates who were enrolled while working.

**Table B. Number of Baccalaureate Graduates Working, by Gender and by Largest Fields of Study**

Field of Study	Female				Male				Total	
	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	# of Graduates
Biological Sciences	1,914	61%	2,567	59%	1,243	39%	1,764	41%	3,157	4,331
Business & Marketing	4,513	48%	5,520	48%	4,897	52%	5,959	52%	9,410	11,479
Communication & Journalism	1,980	72%	2,363	71%	787	28%	943	29%	2,767	3,306
Education	2,321	82%	2,518	81%	499	18%	576	19%	2,820	3,094
Engineering	612	20%	715	19%	2,439	80%	2,954	81%	3,051	3,669
Health Professions	5,015	81%	5,686	81%	1,145	19%	1,324	19%	6,160	7,010
Psychology	3,238	80%	3,968	79%	813	20%	1,027	21%	4,051	4,995
Security & Protective Services	1,073	50%	1,210	49%	1,075	50%	1,268	51%	2,148	2,478
Social Sciences	2,349	52%	2,901	51%	2,133	48%	2,742	49%	4,482	5,643
Visual & Performing Arts	877	61%	1,149	61%	555	39%	748	39%	1,432	1,897
All Other Disciplines	5,468	56%	6,887	55%	4,384	44%	5,544	45%	9,852	12,431
<b>Total</b>	<b>29,360</b>	<b>60%</b>	<b>35,484</b>	<b>59%</b>	<b>19,970</b>	<b>40%</b>	<b>24,849</b>	<b>41%</b>	<b>49,330</b>	<b>60,333</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation. Also includes graduates who were enrolled while working.

**Table C. Number of Baccalaureate Graduates Enrolled in Further Education, by Largest Race/Ethnicity Categories and by Largest Fields of Study**

Field of Study	Black / African American				Hispanic				White				Total	
	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	# of Graduates
Biological Sciences	199	10%	412	10%	558	27%	1,174	27%	960	46%	2,017	47%	2,082	4,331
Business & Marketing	218	11%	1,033	9%	562	27%	2,934	26%	1,034	50%	5,970	52%	2,072	11,479
Communication & Journalism	79	18%	413	12%	122	28%	923	28%	198	46%	1,733	52%	433	3,306
Education	73	11%	283	9%	153	24%	652	21%	382	59%	1,984	64%	646	3,094
Engineering	44	6%	249	7%	180	26%	945	26%	382	55%	1,964	54%	697	3,669
Health Professions	381	17%	1,301	19%	412	19%	1,333	19%	1,177	53%	3,656	52%	2,220	7,010
Psychology	236	12%	610	12%	646	34%	1,647	33%	854	45%	2,301	46%	1,900	4,995
Security & Protective Services	160	24%	567	23%	180	27%	684	28%	302	45%	1,106	45%	675	2,478
Social Sciences	250	16%	809	14%	385	24%	1,366	24%	813	51%	2,906	51%	1,606	5,643
Visual & Performing Arts	33	12%	181	10%	64	23%	462	24%	163	58%	1,088	57%	280	1,897
All Other Disciplines	544	15%	1,670	13%	839	23%	2,773	22%	1,915	52%	6,747	54%	3,661	12,431
<b>Total</b>	<b>2,217</b>	<b>14%</b>	<b>7,528</b>	<b>12%</b>	<b>4,101</b>	<b>25%</b>	<b>14,893</b>	<b>25%</b>	<b>8,180</b>	<b>50%</b>	<b>31,472</b>	<b>52%</b>	<b>16,272</b>	<b>60,333</b>

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Includes graduates who also worked while enrolled.

**Table D. Number of Baccalaureate Graduates Enrolled in Further Education, by Gender and by Largest Fields of Study**

Field of Study	Female				Male				Total	
	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	# of Graduates
Biological Sciences	1,251	60%	2,567	59%	831	40%	1,764	41%	2,082	4,331
Business & Marketing	1,029	50%	5,520	48%	1,043	50%	5,959	52%	2,072	11,479
Communication & Journalism	307	71%	2,363	71%	126	29%	943	29%	433	3,306
Education	491	76%	2,518	81%	155	24%	576	19%	646	3,094
Engineering	141	20%	715	19%	556	80%	2,954	81%	697	3,669
Health Professions	1,733	78%	5,686	81%	487	22%	1,324	19%	2,220	7,010
Psychology	1,564	82%	3,968	79%	336	18%	1,027	21%	1,900	4,995
Security & Protective Services	319	47%	1,210	49%	356	53%	1,268	51%	675	2,478
Social Sciences	863	54%	2,901	51%	743	46%	2,742	49%	1,606	5,643
Visual & Performing Arts	160	57%	1,149	61%	120	43%	748	39%	280	1,897
All Other Disciplines	2,261	62%	6,887	55%	1,400	38%	5,544	45%	3,661	12,431
<b>Total</b>	<b>10,119</b>	<b>62%</b>	<b>35,484</b>	<b>59%</b>	<b>6,153</b>	<b>38%</b>	<b>24,849</b>	<b>41%</b>	<b>16,272</b>	<b>60,333</b>

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Includes graduates who also worked while enrolled.

**Table E. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Largest Race/Ethnicity Categories and by Largest Fields of Study**

Field of Study	Black / African American				Hispanic				White				Total	
	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	# of Graduates
	Biological Sciences	148	11%	412	10%	371	28%	1,174	27%	631	47%	2,017	47%	1,338
Business & Marketing	190	11%	1,033	9%	488	29%	2,934	26%	852	51%	5,970	52%	1,669	11,479
Communication & Journalism	63	19%	413	12%	100	29%	923	28%	155	46%	1,733	52%	340	3,306
Education	71	13%	283	9%	124	23%	652	21%	317	58%	1,984	64%	544	3,094
Engineering	35	7%	249	7%	131	27%	945	26%	276	56%	1,964	54%	493	3,669
Health Professions	334	19%	1,301	19%	343	19%	1,333	19%	901	51%	3,656	52%	1,771	7,010
Psychology	196	14%	610	12%	480	34%	1,647	33%	631	45%	2,301	46%	1,411	4,995
Security & Protective Services	146	26%	567	23%	142	25%	684	28%	246	44%	1,106	45%	565	2,478
Social Sciences	206	18%	809	14%	273	23%	1,366	24%	601	51%	2,906	51%	1,175	5,643
Visual & Performing Arts	23	13%	181	10%	43	23%	462	24%	104	57%	1,088	57%	184	1,897
All Other Disciplines	446	17%	1,670	13%	615	23%	2,773	22%	1,315	50%	6,747	54%	2,622	12,431
<b>Total</b>	<b>1,858</b>	<b>15%</b>	<b>7,528</b>	<b>12%</b>	<b>3,110</b>	<b>26%</b>	<b>14,893</b>	<b>25%</b>	<b>6,029</b>	<b>50%</b>	<b>31,472</b>	<b>52%</b>	<b>12,112</b>	<b>60,333</b>

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation.

**Table F. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Gender and by Largest Fields of Study**

Field of Study	Female				Male				Total	
	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	# of Graduates
Biological Sciences	828	62%	2,567	59%	510	38%	1,764	41%	1,338	4,331
Business & Marketing	820	49%	5,520	48%	849	51%	5,959	52%	1,669	11,479
Communication & Journalism	250	74%	2,363	71%	90	26%	943	29%	340	3,306
Education	417	77%	2,518	81%	127	23%	576	19%	544	3,094
Engineering	112	23%	715	19%	381	77%	2,954	81%	493	3,669
Health Professions	1,377	78%	5,686	81%	394	22%	1,324	19%	1,771	7,010
Psychology	1,183	84%	3,968	79%	228	16%	1,027	21%	1,411	4,995
Security & Protective Services	270	48%	1,210	49%	295	52%	1,268	51%	565	2,478
Social Sciences	652	55%	2,901	51%	523	45%	2,742	49%	1,175	5,643
Visual & Performing Arts	117	64%	1,149	61%	67	36%	748	39%	184	1,897
All Other Disciplines	1,647	63%	6,887	55%	975	37%	5,544	45%	2,622	12,431
<b>Total</b>	<b>7,673</b>	<b>63%</b>	<b>35,484</b>	<b>59%</b>	<b>4,439</b>	<b>37%</b>	<b>24,849</b>	<b>41%</b>	<b>12,112</b>	<b>60,333</b>

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation.

**Table G: Distribution of Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, by Fields of Study**

Field of Study	Wage Percentiles					# Graduates Employed FT
	5th Percentile	25th Percentile	Median	75th Percentile	95th Percentile	
Agriculture	\$18,700	\$25,600	\$33,500	\$45,600	\$64,700	210
Architecture	\$18,100	\$29,800	\$39,100	\$47,000	\$62,700	117
Biological Sciences	\$18,100	\$22,800	\$29,500	\$38,500	\$60,400	1,510
Business & Marketing	\$21,000	\$32,400	\$42,100	\$53,200	\$78,000	7,611
Communication & Journalism	\$19,400	\$27,000	\$34,100	\$42,000	\$63,400	1,926
Computer & Information Sciences	\$26,000	\$41,100	\$53,200	\$64,100	\$97,100	1,077
Cultural Studies	\$19,400	\$23,900	\$33,000	\$37,500	\$50,700	46
Education	\$22,900	\$37,500	\$46,100	\$55,800	\$72,000	2,286
Engineering	\$28,100	\$48,300	\$58,600	\$68,000	\$92,800	2,619
Engineering Technician	\$33,000	\$50,600	\$57,600	\$66,800	\$92,500	125
English & Literature	\$18,100	\$24,200	\$32,200	\$41,900	\$61,600	930
Family & Consumer Sciences	\$19,000	\$27,500	\$34,100	\$41,800	\$56,300	237
Health Professions	\$20,200	\$31,200	\$46,100	\$59,100	\$82,200	4,673
History	\$18,200	\$23,400	\$31,300	\$43,600	\$68,500	319
Interdisciplinary Studies	\$18,800	\$26,000	\$35,000	\$46,200	\$71,100	587
Languages & Linguistics	\$17,400	\$23,300	\$31,200	\$42,100	\$58,900	226
Legal Studies	\$19,500	\$25,300	\$33,600	\$43,300	\$72,400	175
Liberal Arts & Sciences	\$18,700	\$27,200	\$37,400	\$51,700	\$93,300	420
Mathematics & Statistics	\$19,300	\$29,900	\$42,900	\$54,200	\$68,400	221
Natural Resources	\$19,100	\$26,900	\$32,500	\$38,900	\$52,700	254
Philosophy & Religious Studies	\$18,700	\$23,900	\$31,500	\$39,500	\$52,300	110
Physical Sciences	\$19,200	\$26,000	\$34,900	\$44,600	\$65,700	267
Psychology	\$18,400	\$24,100	\$31,000	\$38,500	\$58,000	2,461
Public Administration	\$18,700	\$26,700	\$33,600	\$43,100	\$62,200	644
Recreation & Fitness Studies	\$18,400	\$24,300	\$32,300	\$41,500	\$60,600	485
Security & Protective Services	\$19,100	\$27,400	\$33,800	\$43,300	\$68,000	1,565
Social Sciences	\$18,700	\$26,600	\$34,400	\$44,100	\$67,100	2,895
Visual & Performing Arts	\$18,600	\$24,000	\$31,300	\$40,900	\$58,600	802
<b>Total</b>	<b>\$19,400</b>	<b>\$28,900</b>	<b>\$39,100</b>	<b>\$52,600</b>	<b>\$76,000</b>	<b>34,798</b>

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program and the State University Data System.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Wages reflect annualized quarterly wages for values reported in the 4<sup>th</sup> quarter after the degree was granted. Data are for workers with a full-time wage or greater. Full-time employment status was based on employment status during the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education.







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