



STATE
UNIVERSITY
SYSTEM
of FLORIDA
Board of Governors

**Baccalaureate Follow-Up Study:
Employment and Education Outcomes
One, Five, and Ten Years After
Graduation**

January 2018

EXECUTIVE SUMMARY

Students, parents, educators, and policy-makers need information regarding the employment and education outcomes of bachelor's degree recipients over time. This report - Baccalaureate Follow-Up Study: Employment and Education Outcomes One, Five, and Ten Years After Graduation - is the fourth report on outcomes for the State University System (SUS) of Florida. What makes this report different from the first three reports is the extended horizon over which outcomes are assessed. Previous studies only looked at outcomes one year after the completion of a baccalaureate degree. This report looks one, five, and ten years beyond completion.

To assess employment and education outcomes over time, this study utilized records from various graduating classes. Due to the limited availability of historical employment data, it was not possible to track outcomes over time for the same group of graduates (see Appendix A). However, the same objective can be achieved by analyzing the outcomes of graduates from different graduating classes. Therefore, Year 1 outcomes are reported for the classes of 2012, 2013, 2014, and 2015. Year 5 outcomes are reported for the classes of 2008, 2009, and 2010. Year 10 outcomes are reported for the Class of 2005.

Records for 423,699 graduates were available to match with national and state employment and education databases. The major national employment databases that were used in this study included data from up to 41 states, the District of Columbia, Puerto Rico, and federal employment data from the United States Office of Personnel Management (OPM). The national education database included records for approximately 3,700 colleges and universities nationwide. The matches yielded employment and/or educational outcomes for 353,940 graduates – or 84% of graduates with records available for matching. The graduates for whom outcomes were known are referred to as “graduates in the study.” The status of the remaining 16% of graduates (n=69,759) is “unknown,” particularly since the employment databases do not include individuals who are self-employed, who work for organizations that do not participate in the unemployment insurance programs, or who are otherwise gainfully employed. See Appendix A for additional details regarding the data sources.

Records for the 353,940 graduates with known outcomes were used to answer the following five research questions.

1. DO GRADUATES GET JOBS?

Yes, the majority of graduates in the study worked one, five, and ten years after completing a baccalaureate degree at a state university. In Year 1, just over 90% of graduates worked after completing a baccalaureate degree. In Year 5, approximately

93% of graduates worked. In Year 10, the percentage of graduates found working increased to 97%.

2. DO GRADUATES EARN ADDITIONAL CREDENTIALS?

Yes, SUS graduates go on to earn additional credentials after completing a baccalaureate degree. By the fifth year after graduation, 30% of graduates in the study had earned at least one additional credential. By the tenth year following the completion of a baccalaureate degree, 44% of graduates had completed at least one additional credential.

3. DO GRADUATES PURSUE FURTHER EDUCATION?

The answer to this question is also yes, particularly in the first and fifth years after completing a baccalaureate degree. During the first year following graduation, just over 30% of graduates in the study pursued additional education. In the fifth year after graduation, 22% of graduates were pursuing additional education. By the tenth year following the completion of a baccalaureate degree only 11% of graduates were pursuing additional education.

4. DO GRADUATES WORK WHILE PURSUING ADDITIONAL EDUCATION?

SUS graduates also worked while pursuing additional education, particularly during the first and fifth years following the completion of a baccalaureate degree. Over time, the proportion working while enrolled declined. In Year 1, nearly 25% of graduates in the study worked while pursuing additional education. In Year 5, approximately 15% worked while enrolled. By Year 10, only 8% of graduates worked while enrolled.

5. WHAT ARE THE SALARIES OF GRADUATES OVER TIME?

The starting salaries for recent graduates were strong and salaries increased substantially over time. The median annual wage for graduates in the first year following graduation was \$36,600. The median in Year 5 was \$47,500 for working graduates *without* an additional credential and \$52,800 for working graduates *with* an additional credential. The median annual wage in Year 10 was \$59,300 for working graduates *without* an additional credential and \$67,500 for working graduates *with* an additional credential. The Year 10 median annual wage for working graduates *without* an additional credential represents a 62% increase over the Year 1 median. The Year 10 median annual wage for working graduates *with* an additional credential represents an 84% increase over the Year 1 median. While the median annual wages increased over time for working graduates in all fields of study, the increases were not equal across all fields of study.

Table of Contents

Introduction	5
Do Graduates Get Jobs?	10
Do Graduates Earn Additional Credentials?	13
Do Graduates Pursue Further Education?	15
Do Graduates Work While Pursuing Additional Education?	17
What Are the Salaries of Graduates Over Time?	19
Conclusion	27
Appendix A: Technical Notes	28
Appendix B: Supplemental Data Tables	37
Appendix C: Variations in Annual Wages	49

List of Figures

Figure 1. Percent of Graduates Found by Outcome Year	8
Figure 2. Median Annual Wages for Baccalaureate Graduates Employed Full-Time One, Five, and Ten Years After Graduation	20

List of Tables

Table 1. Total Number of Graduates, All Outcome Years Combined, by Fields of Study	7
Table 2. Number and Percent of Baccalaureate Graduates Who Worked, All Outcome Years, by Fields of Study	11
Table 3. Number and Percent of Baccalaureate Graduates Who Worked Full-Time, All Outcome Years, by Fields of Study	12
Table 4. Number and Percent of Baccalaureate Graduates Who Earned Additional Credentials, Years 5 and 10, by Fields of Study	14
Table 5. Number and Percent of Baccalaureate Graduates Enrolled in Further Education, All Outcome Years, by Fields of Study	16
Table 6. Number and Percent of Baccalaureate Graduates Who Worked While Enrolled in Further Education, All Outcome Years, by Fields of Study	18
Table 7. Median Annual Wages for Baccalaureate Graduates Employed Full-Time, One Year After Graduation, by Fields of Study (Classes of 2012, 2013, 2014 and 2015 Combined)	21
Table 8. Median Annual Wages for Baccalaureate Graduates Employed Full-Time Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study	22
Table 9. Median Annual Wages for Baccalaureate Graduates Employed Full-Time With an Additional Credential, Five and Ten Years After Graduation, by Fields of Study	24
Table 10. Difference Between Median Annual Wages for Baccalaureate Graduates Employed Full-Time With and Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study	26

INTRODUCTION

This report presents the results of the Baccalaureate Follow-up Study: Employment and Education Outcomes One, Five, and Ten Years After Graduation. This is the fourth report on the employment and education outcomes of baccalaureate graduates of the State University System (SUS) published by the Board of Governors. The first three reports reported employment and education outcomes for baccalaureate graduates one year after graduation for the classes of 2012, 2014, and 2015. This study was expanded to look at employment and education outcomes not only one year after graduation, but also five and ten years after graduation. All of the baccalaureate follow-up studies were designed to complement existing reports of the Board of Governors and to inform the Board's efforts to meet the goals and objectives of the Board's *2025 System Strategic Plan*.

Each baccalaureate study was enhanced to provide better and more comprehensive information about the educational and employment outcomes of graduates. As a result, the outcomes in this report may not be directly comparable to the outcomes reported in the three previous studies. The major improvements to each study are described in Appendix A.

This new study was designed to better understand the employment and education outcomes of graduates over time. To this end, this study was designed to answer the following five research questions one, five, and ten years after graduation.

- 1) Do graduates get jobs?
- 2) Do graduates earn additional credentials?
- 3) Do graduates pursue further education?
- 4) Do graduates work while pursuing additional education?
- 5) What are the salaries of graduates over time?

The answers to these five research questions provide critical information to students, parents, educators, and policy-makers about the experiences of graduates after completing a baccalaureate degree from the SUS.

Graduates in the Study

To assess employment and education outcomes over time, this study utilized records for graduates from various graduating classes. Due to the limited availability of historical employment data, it was not possible to track outcomes over time for the same group of graduates. However, the same objective can be achieved by analyzing the outcomes of graduates from different graduating classes. Therefore, Year 1 outcomes are reported for the classes of 2012, 2013, 2014, and 2015. Year 5 outcomes are reported for the classes of 2008, 2009, and 2010. Year 10 outcomes are reported for the Class of 2005. Data for all classes included baccalaureate degree recipients from 11 of

the 12 SUS institutions. Florida Polytechnic University's first students enrolled in Fall 2014 and did not graduate in time to be included in this study.

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. The majority of the degrees awarded to graduates in this study were in the following fields: Biological Sciences, Business & Marketing, Communication & Journalism, Education, Engineering, English & Literature, Health Professions, Psychology, Security & Protective Services, Social Sciences, and Visual & Performing Arts. These eleven fields represent 82% of the graduates whose records were used for this study. Table 1 below provides the total numbers of degrees awarded by field of study for the eight graduating classes.

Table 1. Total Number of Graduates, All Outcome Years Combined, by Fields of Study

Field of Study	Number of Graduates	% of Total Graduates
Business & Marketing	91,162	22%
Social Sciences	44,731	11%
Health Professions	37,576	9%
Psychology	31,639	7%
Education	29,428	7%
Engineering	23,328	6%
Biological Sciences	22,899	5%
Communication & Journalism	22,064	5%
Security & Protective Services	16,221	4%
Visual & Performing Arts	15,092	4%
English & Literature	14,467	3%
Liberal Arts & Sciences	9,010	2%
Computer & Information Sciences	7,747	2%
Recreation & Fitness Studies	7,122	2%
History	7,041	2%
Public Administration	6,721	2%
Interdisciplinary Studies	5,394	1%
Family & Consumer Sciences	4,572	1%
Physical Sciences	4,562	1%
Agriculture	4,479	1%
Languages & Linguistics	2,889	1%
Engineering Technician	2,713	1%
Natural Resources	2,607	1%
Legal Studies	2,537	1%
Architecture	2,339	1%
Philosophy & Religious Studies	2,303	1%
Mathematics & Statistics	2,294	1%
Cultural Studies	762	<1%
Total	423,699	100%

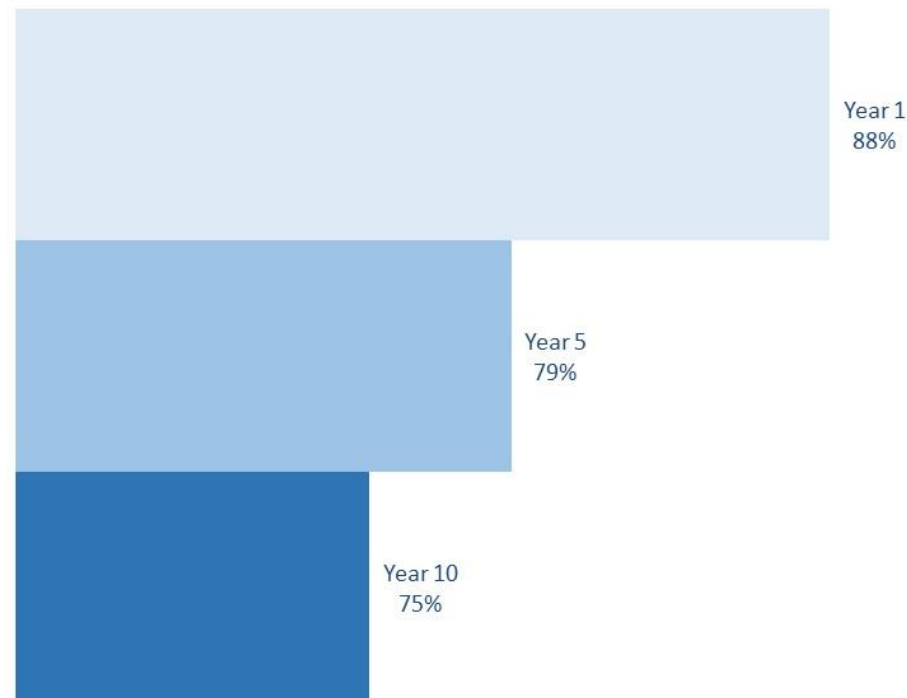
Notes: Percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in Academic Years 2005, 2008, 2009, 2010, 2012, 2013, 2014, and 2015.

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

Since the overall employment and education outcomes only varied slightly from year to year, outcomes are reported for combined cohorts. For instance, Year 1 data are combined for four years' worth of graduates: the classes of 2012, 2013, 2014, and 2015.

Out of the 423,699 graduates with records available for matching, 84% were matched to at least one employment or education record in the national databases. One year after graduation, nearly 90% of the 230,686 graduates from four cohorts were found working, pursuing additional education, or both. Five years after graduation, approximately 80% of 150,501 graduates from three cohorts were found working and/or enrolled. After ten years, 75% of 42,512 graduates from the Class of 2005 were found. Figure 1 below shows the percent of graduates found by outcome year.

Figure 1. Percent of Graduates Found by Outcome Year



	# Graduates	# Found
Year 1 (Classes of 2012, 2013, 2014, 2015)	230,686	202,685
Year 5 (Classes of 2008, 2009, 2010)	150,501	119,574
Year 10 (Class of 2005)	42,512	31,681
Total	423,699	353,940

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.

The numbers and percentages of graduates who worked and/or pursued additional education (i.e., graduates found) for each outcome year are available in Tables A, B, C, and D in Appendix B. Data for the number and percent of graduates found for individual graduating classes are provided in Tables E, F, and G of Appendix B.

Outcomes for the remaining 69,759 graduates (16%) were not available from the existing databases, although some graduates were likely employed in jobs not captured in the data. It is likely that some graduates were employed in states that did not submit data to the national database. For instance, the primary national employment database included data for up to 41 states, the District of Columbia, and Puerto Rico.¹ 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.

Since the purpose of this study was to report outcomes for baccalaureate degree recipients, the remaining sections of the report will focus on the 353,940 graduates whose outcomes are known. Additional details regarding limitations of the employment and education data sources are available in Appendix A. Throughout the remainder of this report, the term “graduates in the study” refers to the graduates from the various cohorts who worked and/or pursued additional education (i.e., who were found in the employment and/or education data sources).

¹ While the state of Georgia is participating in WRIS 2, as described in Appendix A, employment data was only available for matching to records from the Class of 2015 for Year 1 of the outcome years.

DO GRADUATES GET JOBS?

Yes – the majority of graduates in the study worked one, five, and ten years after completing a baccalaureate degree. In Year 1, just over 90% of graduates found were working. By Year 5, approximately 93% of graduates worked and in Year 10, the percentage of graduates found working was 97%.

By field of study, there is some variability in the percentage of graduates working during the first and fifth years following graduation. Overall, between 71% and 98% graduates worked one and five years after graduation. However, by the tenth year following graduation, between 90% and 99% of graduates worked across all fields. The number and percent of graduates in the study who worked one, five, and ten years after graduation are provided by field of study in Table 2 below.

Table 2. Number and Percent of Baccalaureate Graduates Who Worked, All Outcome Years, by Fields of Study*

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	# Working	% of Graduates Found	# Working	% of Graduates Found	# Working	% of Graduates Found
Agriculture	1,525	80%	1,260	87%	358	97%
Architecture	786	86%	666	94%	157	98%
Biological Sciences	10,175	79%	4,263	77%	1,018	96%
Business & Marketing	38,080	95%	25,580	97%	7,587	98%
Communication & Journalism	9,633	96%	5,671	96%	1,448	97%
Computer & Information Sciences	3,821	96%	1,577	96%	803	97%
Cultural Studies	287	84%	197	91%	30	94%
Education	12,591	97%	10,454	98%	2,602	98%
Engineering	10,495	92%	5,866	93%	1,743	98%
Engineering Technician	822	98%	1,158	97%	266	99%
English & Literature	5,852	92%	3,846	93%	1,225	96%
Family & Consumer Sciences	1,560	89%	1,345	95%	430	97%
Health Professions	19,285	92%	9,861	95%	2,522	98%
History	2,618	87%	2,019	92%	526	96%
Interdisciplinary Studies	3,431	91%	568	82%	128	98%
Languages & Linguistics	1,177	85%	658	90%	154	91%
Legal Studies	1,149	86%	651	93%	175	99%
Liberal Arts & Sciences	2,571	91%	3,067	92%	874	97%
Mathematics & Statistics	1,027	84%	482	88%	136	96%
Natural Resources	1,392	93%	550	92%	140	95%
Philosophy & Religious Studies	855	85%	529	86%	123	90%
Physical Sciences	1,755	76%	874	71%	237	94%
Psychology	14,881	88%	7,449	90%	2,035	95%
Public Administration	3,261	90%	1,753	96%	515	98%
Recreation & Fitness Studies	3,137	89%	1,939	93%	388	98%
Security & Protective Services	8,039	94%	4,228	95%	1,142	97%
Social Sciences	18,520	89%	11,550	92%	3,048	96%
Visual & Performing Arts	5,972	93%	3,555	94%	988	97%
Total	184,697	91%	111,616	93%	30,798	97%

*Includes graduates who worked and enrolled at the same time.

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

As shown in Table 3, of the graduates who worked, the majority worked full-time. In Year 1, just over two-thirds of working graduates worked full-time. In Year 5, 84% of working graduates worked full-time. By Year 10, 88% of working graduates worked full-time. See Appendix A for a detailed explanation of full- and part-time status.

By field of study, the percent of working graduates who worked full-time varied considerably, although the variability decreased over time. In Year 1, the percent of working graduates who worked full-time ranged from 48% of Biological Sciences graduates to 86% of Computer & Information Sciences and Engineering Technician graduates. In Year 5, the percent ranged from 68% of Philosophy & Religious Studies graduates to 93% of Computer & Information Sciences graduates. Ten years after graduation the percent of working graduates who worked full-time only ranged from

79% of Visual & Performing Arts graduates to 93% of Computer & Information Sciences and Engineering graduates. See Table 3 for details.

Table 3. Number and Percent of Working Baccalaureate Graduates Who Worked Full-Time, All Outcome Years, by Fields of Study*

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	# Working Full-Time	% of Working Graduates	# Working Full-Time	% of Working Graduates	# Working Full-Time	% of Working Graduates
Agriculture	829	54%	1,023	81%	315	88%
Architecture	485	62%	551	83%	142	90%
Biological Sciences	4,844	48%	3,288	77%	895	88%
Business & Marketing	30,138	79%	22,238	87%	6,788	89%
Communication & Journalism	6,687	69%	4,639	82%	1,224	85%
Computer & Information Sciences	3,287	86%	1,461	93%	743	93%
Cultural Studies	154	54%	146	74%	^	^
Education	10,161	81%	9,108	87%	2,313	89%
Engineering	8,789	84%	5,343	91%	1,626	93%
Engineering Technician	706	86%	1,038	90%	245	92%
English & Literature	3,461	59%	3,004	78%	1,004	82%
Family & Consumer Sciences	948	61%	1,095	81%	367	85%
Health Professions	14,529	75%	8,618	87%	2,237	89%
History	1,471	56%	1,630	81%	448	85%
Interdisciplinary Studies	2,179	64%	463	82%	113	88%
Languages & Linguistics	599	51%	487	74%	125	81%
Legal Studies	677	59%	519	80%	152	87%
Liberal Arts & Sciences	1,648	64%	2,412	79%	737	84%
Mathematics & Statistics	681	66%	385	80%	117	86%
Natural Resources	867	62%	426	77%	125	89%
Philosophy & Religious Studies	424	50%	361	68%	^	^
Physical Sciences	967	55%	672	77%	211	89%
Psychology	8,691	58%	5,819	78%	1,736	85%
Public Administration	2,210	68%	1,505	86%	448	87%
Recreation & Fitness Studies	1,819	58%	1,576	81%	326	84%
Security & Protective Services	5,691	71%	3,616	86%	1,010	88%
Social Sciences	11,293	61%	9,268	80%	2,612	86%
Visual & Performing Arts	3,112	52%	2,557	72%	780	79%
Total	127,347	69%	93,248	84%	26,959	88%

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

DO GRADUATES EARN ADDITIONAL CREDENTIALS?

After earning a baccalaureate degree, SUS graduates do continue their education and earn additional credentials. By the fifth year after graduation, 30% of graduates in the study had earned at least one additional credential. By the tenth year following the completion of a baccalaureate degree, 44% of graduates had completed at least one additional credential.

As shown in Table 4, the proportion of graduates who earned additional credentials varied widely by field of study. In Year 5, only 15% of Engineering Technician graduates had earned at least one additional credential while 56% of Architecture graduates had earned at least one additional credential. In Year 10, only 30% of Security & Protective Services graduates had earned at least one additional credential while 69% of Public Administration and Mathematics & Statistics graduates had earned at least one additional credential.

Table 4. Number and Percent of Baccalaureate Graduates Who Earned Additional Credentials, Years 5 and 10, by Fields of Study

Field of Study	Year 5 (Classes of 2008, 2009, 2010)			Year 10 (Class of 2005)		
	# with Credential	# Graduates Found	% of Found	# with Credential	# Graduates Found	% of Found
Agriculture	731	1,444	51%	224	368	61%
Architecture	398	711	56%	104	160	65%
Biological Sciences	2,306	5,535	42%	704	1,065	66%
Business & Marketing	6,230	26,432	24%	2,669	7,707	35%
Communication & Journalism	1,146	5,910	19%	464	1,489	31%
Computer & Information Sciences	298	1,635	18%	262	828	32%
Cultural Studies	64	216	30%	^	^	^
Education	2,376	10,684	22%	1,105	2,657	42%
Engineering	2,068	6,299	33%	824	1,783	46%
Engineering Technician	184	1,195	15%	^	^	^
English & Literature	1,188	4,131	29%	514	1,272	40%
Family & Consumer Sciences	369	1,416	26%	208	442	47%
Health Professions	3,909	10,419	38%	1,317	2,578	51%
History	814	2,205	37%	282	550	51%
Interdisciplinary Studies	333	694	48%	71	131	54%
Languages & Linguistics	256	729	35%	93	170	55%
Legal Studies	275	698	39%	79	176	45%
Liberal Arts & Sciences	764	3,344	23%	323	901	36%
Mathematics & Statistics	235	548	43%	97	141	69%
Natural Resources	155	599	26%	^	^	^
Philosophy & Religious Studies	238	612	39%	70	137	51%
Physical Sciences	575	1,226	47%	169	252	67%
Psychology	3,339	8,231	41%	1,267	2,133	59%
Public Administration	962	1,818	53%	364	528	69%
Recreation & Fitness Studies	719	2,080	35%	176	394	45%
Security & Protective Services	954	4,434	22%	355	1,179	30%
Social Sciences	4,362	12,543	35%	1,603	3,175	50%
Visual & Performing Arts	867	3,786	23%	324	1,016	32%
Total	36,115	119,574	30%	13,782	31,681	44%

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

DO GRADUATES PURSUE FURTHER EDUCATION?

SUS graduates pursued additional education, primarily during the first and fifth years following the completion of a baccalaureate degree.^{2,3} During the first year following graduation, just over 30% of graduates in the study pursued additional education. Nearly three out of four enrolled graduates also worked at the same time. By the fifth year, 22% of graduates pursued additional education with approximately two out of every three enrolled graduates also working while enrolled. However, only 11% of graduates pursued additional education during the tenth year following the completion of a baccalaureate degree – and nearly three out of four of these enrolled graduates worked while enrolled. The reduction in the percent of graduates enrolled is to be expected as graduates cease enrolling once additional credential(s) have been completed. The graduates who worked while enrolled are described in more detail in the next section.

As shown in Table 5 below, there was considerable variation in the proportion of graduates in the study who pursued additional education across the 28 fields of study for all outcome years. In Year 1, the proportion ranged from 13% of Engineering Technician graduates to 57% of Biological Sciences graduates. In Year 5, the proportion ranged from 12% of Engineering Technician graduates to 50% of Physical Sciences graduates. By Year 10, there was less variability but lower proportions of graduates enrolled. The proportions of graduates who pursued additional education in Year 10 ranged from less than 1% of Cultural Studies and Interdisciplinary Studies graduates to 25% of Languages & Linguistics graduates.

² There are several limitations associated with the enrollment data. For instance, it is impossible to determine how many enrolled in graduate programs, a second baccalaureate program, a certificate program, or just a few courses. The data also does not specify whether individuals are enrolled on a full- or part-time basis. Refer to Appendix A for more information about the limitations of the national education database.

³ The numbers of graduates enrolled reported in this section also include graduates who earned an additional credential in Year 5 or Year 10.

Table 5. Number and Percent of Baccalaureate Graduates Enrolled in Further Education, All Outcome Years, by Fields of Study*

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)~		Year 10 (Class of 2005)**	
	# Enrolled	% of Graduates Found	# Enrolled	% of Graduates Found	# Enrolled	% of Graduates Found
Agriculture	965	51%	468	32%	^	^
Architecture	438	48%	106	15%	^	^
Biological Sciences	7,385	57%	2,382	43%	137	13%
Business & Marketing	9,283	23%	3,578	14%	494	6%
Communication & Journalism	1,565	16%	876	15%	136	9%
Computer & Information Sciences	701	18%	213	13%	72	9%
Cultural Studies	145	43%	64	30%	^	^
Education	2,838	22%	1,709	16%	291	11%
Engineering	2,950	26%	1,279	20%	144	8%
Engineering Technician	106	13%	139	12%	25	9%
English & Literature	1,840	29%	968	23%	187	15%
Family & Consumer Sciences	689	39%	284	20%	59	13%
Health Professions	7,857	37%	2,641	25%	328	13%
History	1,157	39%	565	26%	74	13%
Interdisciplinary Studies	1,282	34%	249	36%	^	^
Languages & Linguistics	587	43%	234	32%	42	25%
Legal Studies	586	44%	146	21%	^	^
Liberal Arts & Sciences	863	30%	811	24%	103	11%
Mathematics & Statistics	529	43%	183	33%	^	^
Natural Resources	432	29%	181	30%	^	^
Philosophy & Religious Studies	428	42%	206	34%	^	^
Physical Sciences	1,231	53%	611	50%	43	17%
Psychology	7,616	45%	2,569	31%	343	16%
Public Administration	1,953	54%	328	18%	60	11%
Recreation & Fitness Studies	1,504	43%	446	21%	^	^
Security & Protective Services	2,908	34%	878	20%	151	13%
Social Sciences	7,834	38%	3,002	24%	436	14%
Visual & Performing Arts	1,400	22%	648	17%	94	9%
Total	67,072	33%	25,764	22%	3,403	11%

*Includes graduates who worked and enrolled at the same time.

~Includes graduates who also earned an additional credential in Year 5.

**Includes graduates who also earned an additional credential in Year 10.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

DO GRADUATES WORK WHILE PURSUING ADDITIONAL EDUCATION?

SUS graduates worked while pursuing additional education, particularly during the first and fifth years following the completion of a baccalaureate degree. Over time, the proportion working while enrolled declined. In Year 1, nearly 25% of graduates worked while pursuing additional education. In Year 5, approximately 15% worked while enrolled. By Year 10, only 8% worked while enrolled. This is consistent with the increase in employment as graduates achieve educational goals.

As shown in Table 6, there was considerable variation in the proportion of graduates in the study who pursued additional education across the 28 fields of study and in all years following graduation. In Year 1, the proportion ranged from 11% of Engineering Technician graduates to 44% of Public Administration graduates. In Year 5, the proportion ranged from 9% of Biological Sciences, Computer & Information Sciences, and Engineering Technician graduates to 22% of Languages & Linguistics, Natural Resources, and Psychology graduates. By Year 10, there was somewhat less variability in the proportions of graduates who worked while pursuing additional education. The proportion of graduates who worked while enrolled in Year 10 ranged from less than 1% of Architecture, Cultural Studies, and Interdisciplinary Studies graduates to 15% of Languages & Linguistics graduates.

Table 6. Number and Percent of Baccalaureate Graduates Who Worked While Enrolled in Further Education, All Outcome Years, by Fields of Study

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)~		Year 10 (Class of 2005)**	
	# Working While Enrolled	% of Graduates Found	# Working While Enrolled	% of Graduates Found	# Working While Enrolled	% of Graduates Found
Agriculture	595	31%	284	20%	^	^
Architecture	306	33%	61	9%	^	^
Biological Sciences	4,612	36%	1,110	20%	90	8%
Business & Marketing	7,217	18%	2,726	10%	374	5%
Communication & Journalism	1,188	12%	637	11%	95	6%
Computer & Information Sciences	546	14%	155	9%	47	6%
Cultural Studies	92	27%	45	21%	^	^
Education	2,417	19%	1,479	14%	236	9%
Engineering	2,090	18%	846	13%	104	6%
Engineering Technician	89	11%	102	9%	^	^
English & Literature	1,319	21%	683	17%	140	11%
Family & Consumer Sciences	489	28%	213	15%	47	11%
Health Professions	6,154	29%	2,083	20%	272	11%
History	771	26%	379	17%	50	9%
Interdisciplinary Studies	938	25%	123	18%	^	^
Languages & Linguistics	387	28%	163	22%	^	^
Legal Studies	405	30%	99	14%	^	^
Liberal Arts & Sciences	594	21%	534	16%	76	8%
Mathematics & Statistics	339	28%	117	21%	^	^
Natural Resources	334	22%	132	22%	^	^
Philosophy & Religious Studies	272	27%	123	20%	^	^
Physical Sciences	677	29%	259	21%	^	^
Psychology	5,607	33%	1,787	22%	245	11%
Public Administration	1,597	44%	263	14%	47	9%
Recreation & Fitness Studies	1,124	32%	305	15%	^	^
Security & Protective Services	2,393	28%	672	15%	114	10%
Social Sciences	5,585	27%	2,009	16%	309	10%
Visual & Performing Arts	947	15%	417	11%	66	6%
Total	49,084	24%	17,806	15%	2,520	8%

^Number of graduates too small to report in accordance with privacy laws and regulations.

~Includes graduates who also earned an additional credential in Year 5.

**Includes graduates who also earned an additional credential in Year 10.

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.

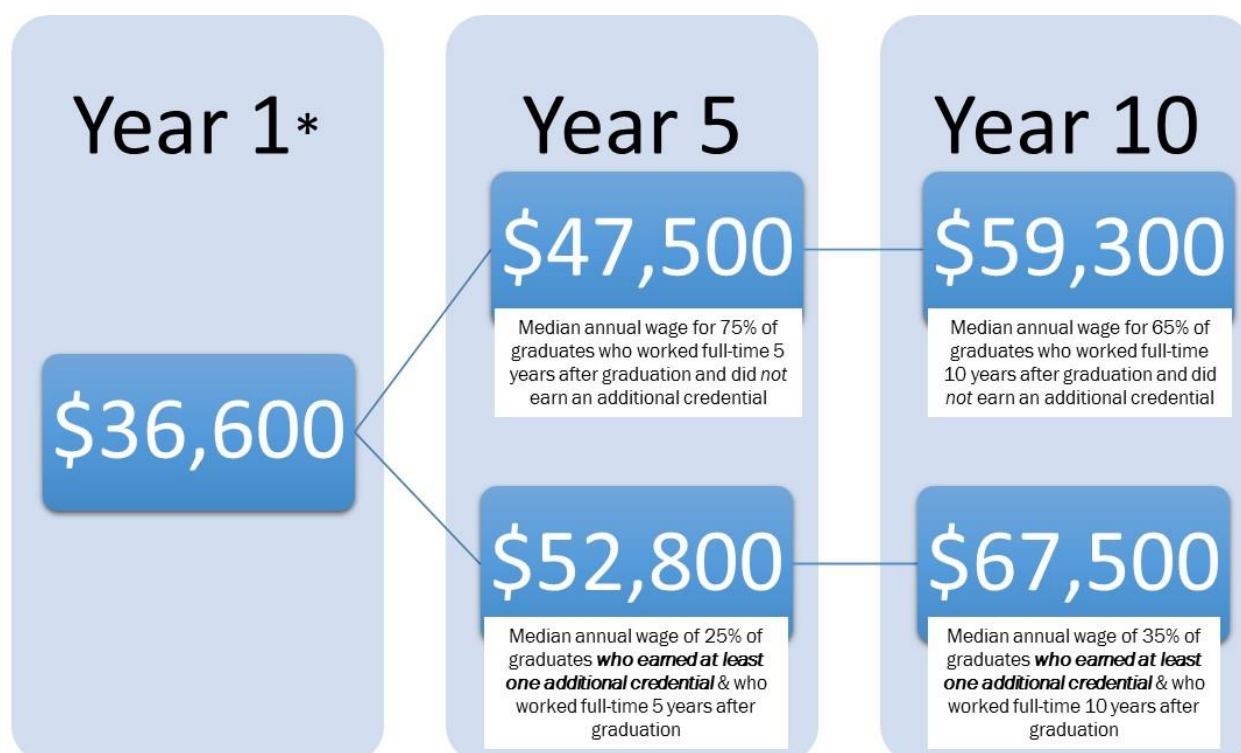
WHAT ARE THE SALARIES OF GRADUATES OVER TIME?

The starting salaries for graduates who worked full-time one year after completing a baccalaureate degree were strong. In addition, the salaries of graduates who worked full-time increased substantially by Years 5 and 10. As shown in Figure 2, the median annual wages for working graduates in Year 1 was \$36,600.

Before proceeding to the Year 5 and Year 10 salaries, it is important to note that by Year 5 approximately 25% of graduates who worked full-time had earned an additional degree or certificate. By Year 10, 35% of graduates who worked full-time had completed at least one additional credential. The percent of working graduates with an additional credential varied somewhat by field of study. In Year 5, the percent ranged from 12% of Engineering Technician graduates to 48% of Public Administration graduates. In Year 10, the percent of working graduates with an additional credential ranged from 15% of Engineering Technician graduates to 53% of Biological Sciences and Public Administration graduates. Table H in Appendix B provides the percentages of graduates employed full-time with and without an additional credential in Years 5 and 10.

Since the possession of those credentials likely impacted the annual wages of graduates in Years 5 and 10, and since the numbers of graduates with additional credentials is significant, the median annual wages are reported separately for the working graduates with an additional credential and for working graduates who did not complete an additional credential. As shown in Figure 2, the median wages for working graduates *without* an additional credential was \$47,500 in Year 5, while the median for working graduates *with* an additional credential was \$52,800. In Year 10, the median wages for graduates *without* an additional credential was \$59,300, while the median for graduates *with* an additional credential was \$67,500. Detailed analyses of the annual median wages in all outcome years follow Figure 2.

Figure 2. Median Annual Wages for Baccalaureate Graduates Employed Full-Time One, Five, and Ten Years After Graduation^{^~}



[^]Includes graduates who worked and enrolled at the same time.

[~]The percentages of graduates with a credential in this section are based on the percent of graduates working full-time. The percentages reported in previous sections is the percentage of all graduates found in the study.

*Does not include wages for the Class of 2015.

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

Graduates Working Full-Time in Year 1

As noted above, the median annual wage for Year 1 working graduates was \$36,600. Prior baccalaureate follow-up studies found considerable variation from one field to another in the median annual wages earned by working graduates one year after graduation. This study showed similar variation across the 28 fields of study. As shown in Table 7 the median annual wages in Year 1 ranged from \$27,700 for Biological Sciences graduates to a median of \$54,800 for Engineering graduates. In addition to the variation from one field to another, within any given field graduates should also expect some variation in wages. See Appendix C for a detailed analysis and explanation of this variation within fields.

Table 7. Median Annual Wages for Baccalaureate Graduates Employed Full-Time One Year After Graduation, by Fields of Study (Classes of 2102, 2013, and 2014 Combined)*

Field of Study	Year 1	
	Median Annual Wage	# of Graduates Working FT
Agriculture	\$32,200	619
Architecture	\$35,900	368
Biological Sciences	\$27,700	3,334
Business & Marketing	\$38,900	22,527
Communication & Journalism	\$31,800	4,761
Computer & Information Sciences	\$49,900	2,210
Cultural Studies	\$29,400	108
Education	\$44,900	7,875
Engineering	\$54,800	6,170
Engineering Technician	\$49,200	581
English & Literature	\$31,200	2,531
Family & Consumer Sciences	\$29,800	711
Health Professions	\$44,700	9,856
History	\$30,400	1,152
Interdisciplinary Studies	\$31,600	1,592
Languages & Linguistics	\$30,400	373
Legal Studies	\$32,000	502
Liberal Arts & Sciences	\$35,500	1,228
Mathematics & Statistics	\$41,400	460
Natural Resources	\$31,700	613
Philosophy & Religious Studies	\$29,200	314
Physical Sciences	\$34,400	700
Psychology	\$28,900	6,230
Public Administration	\$32,600	1,566
Recreation & Fitness Studies	\$29,400	1,334
Security & Protective Services	\$32,100	4,126
Social Sciences	\$31,900	8,398
Visual & Performing Arts	\$29,100	2,310
Total	\$36,600	92,549

*Includes graduates who worked and enrolled at the same time.

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

Graduates without an Additional Credential: Years 5 and 10

The median annual earnings for baccalaureate graduates who did not earn an additional credential within 10 years of completing a baccalaureate degree are also significant. In the fifth year after graduation, 75% of working graduates did not have an additional credential. These working graduates without an additional credential earned a median annual wage of \$47,500 in Year 5, which is 30% higher than the median annual wage earned in the first year after graduation. By Year 10, the percent of working graduates without an additional credential was 65%. The median annual wage in Year 10 was \$59,300, which is 62% higher than the median annual wage earned in the first year after completing a baccalaureate degree.

As shown in Table 8 below, the median annual wages for those working full-time and who earned an additional credential also varied by field of study in Year 5 and in Year 10. In Year 5, the median annual wage ranged from \$36,600 for Philosophy & Religious Studies graduates to \$69,500 for Engineering graduates. In Year 10, the median ranged from \$47,000 for Languages & Linguistics graduates to \$84,900 for Engineering graduates. In addition to the variation between fields, within any given field some variation in wages in Years 5 and 10 was found. See Appendix C for a detailed analysis and explanation of this variation.

Table 8. Median Annual Wages for Baccalaureate Graduates Employed Full-Time Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study*

Field of Study	Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	Median Annual Wage	# of Graduates Working FT	Median Annual Wage	# of Graduates Working FT
Agriculture	\$46,500	594	\$57,600	167
Architecture	\$46,000	326	\$60,600	80
Biological Sciences	\$45,300	2,124	\$58,900	422
Business & Marketing	\$50,300	17,733	\$65,000	4,954
Communication & Journalism	\$43,000	3,920	\$56,200	940
Computer & Information Sciences	\$64,800	1,239	\$76,600	558
Cultural Studies	\$38,800	117	^	^
Education	\$50,300	7,293	\$56,700	1,488
Engineering	\$69,500	3,992	\$84,900	1,022
Engineering Technician	\$64,200	911	\$80,400	209
English & Literature	\$41,000	2,329	\$51,100	691
Family & Consumer Sciences	\$42,300	847	\$52,700	231
Health Professions	\$53,200	5,695	\$62,000	1,206
History	\$42,200	1,140	\$52,200	252
Interdisciplinary Studies	\$45,100	287	^	^
Languages & Linguistics	\$38,100	343	\$47,000	71
Legal Studies	\$42,300	340	\$50,300	98
Liberal Arts & Sciences	\$41,700	1,982	\$52,100	521
Mathematics & Statistics	\$51,200	251	\$65,800	65
Natural Resources	\$38,800	336	\$48,600	91
Philosophy & Religious Studies	\$36,600	262	\$52,300	70
Physical Sciences	\$46,200	413	\$54,200	112
Psychology	\$38,900	3,764	\$47,100	917
Public Administration	\$39,100	776	\$47,700	212
Recreation & Fitness Studies	\$43,100	1,121	\$56,400	205
Security & Protective Services	\$42,800	2,973	\$53,200	769
Social Sciences	\$42,600	6,577	\$53,900	1,576
Visual & Performing Arts	\$38,300	2,166	\$48,500	608
Total	\$47,500	69,851	\$59,300	17,611

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

Though the overall increase in wages over time is positive, the increases were not equal across all fields of study. Education graduates without an additional credential realized the lowest increase in median annual wages over Year 1, in Years 5 and 10, relative to dollars and percent increase. In Year 5, the median annual wage for Education graduates without an additional credential increased by only \$5,400 or 12% over Year 1. In Year 10, the median annual wage for Education graduates increased by only \$11,800 or 26% over Year 1. At the other extreme, the median annual wage for Biological Sciences graduates without an additional credential increased the most in terms of dollars and percent in both Years 5 and 10. In Year 5, the median annual wage for Biological Sciences graduates increased by \$17,600 or 64% over Year 1. In Year 10, the median annual wage for Biological Sciences graduates increased by \$31,200 or 113% over Year 1. See Table I in Appendix B for more details.

Graduates with an Additional Credential: Years 5 and 10

The annual wages for working graduates who earned an additional credential within 10 years of completing a baccalaureate degree are even more impressive than the earnings of working graduates without an additional credential. In the fifth year after graduation, 25% of working graduates had earned an additional credential. These graduates earned a median annual wage of \$52,800, which is 44% higher than the median annual wage earned in the first year after completing a baccalaureate degree. By Year 10, approximately 35% of working graduates had earned an additional credential. The median annual wage was \$67,500, which is 84% higher than the median annual wage earned in the first year after completing a baccalaureate degree.

Table 9 shows that the median annual wages for working graduates with an additional credential also varied by field of study in the fifth and tenth years. In Year 5, the median annual wage ranged from \$41,600 for Psychology graduates to \$72,100 for Computer & Information Sciences graduates. In Year 10, the median ranged from \$51,200 for Visual & Performing Arts graduates to \$94,300 for Engineering graduates. Variation also exists within any given field for working graduates with an additional credential in Years 5 and 10. See Appendix C for a detailed analysis of this variation.

Table 9. Median Annual Wages for Baccalaureate Graduates Employed Full-Time With an Additional Credential, Five and Ten Years After Graduation, by Fields of Study*

Field of Study	Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	Median Annual Wage	# of Graduates Working FT	Median Annual Wage	# of Graduates Working FT
Agriculture	\$57,500	429	\$83,900	148
Architecture	\$47,000	225	\$66,100	62
Biological Sciences	\$54,000	1,164	\$86,800	473
Business & Marketing	\$59,400	4,505	\$76,200	1,834
Communication & Journalism	\$48,600	719	\$63,300	284
Computer & Information Sciences	\$72,100	222	\$91,000	185
Cultural Studies	^	^	^	^
Education	\$51,700	1,815	\$61,300	825
Engineering	\$71,100	1,351	\$94,300	604
Engineering Technician	\$64,900	127	\$91,800	36
English & Literature	\$45,800	675	\$55,900	313
Family & Consumer Sciences	\$45,000	248	\$61,700	136
Health Professions	\$65,000	2,923	\$75,400	1,031
History	\$45,900	490	\$55,700	196
Interdisciplinary Studies	\$52,600	176	\$61,400	49
Languages & Linguistics	\$46,500	144	\$55,000	54
Legal Studies	\$48,500	179	\$58,600	54
Liberal Arts & Sciences	\$46,000	430	\$56,200	216
Mathematics & Statistics	\$56,700	134	\$66,900	52
Natural Resources	^	^	\$59,800	34
Philosophy & Religious Studies	\$49,500	99	^	^
Physical Sciences	\$52,100	259	\$73,400	99
Psychology	\$41,600	2,055	\$55,800	819
Public Administration	\$42,300	729	\$52,000	236
Recreation & Fitness Studies	\$53,700	455	\$60,000	121
Security & Protective Services	\$44,300	643	\$57,600	241
Social Sciences	\$48,000	2,691	\$62,500	1,036
Visual & Performing Arts	\$44,200	391	\$51,200	172
Total	\$52,800	23,397	\$67,500	9,348

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

Again, though the overall increase in wages over time was significant, the increases were not equal across all fields of study for working graduates with an additional credential. Education graduates with an additional credential realized the lowest increase in median annual wages over Year 1, in Years 5 and 10, relative to dollars and percent increase, as was the case for working Education graduates without an additional credential. In Year 5, the median annual wage for Education graduates with an additional credential increased by only \$6,800 or 15% over Year 1. In Year 10, the median annual wage for Education graduates increased by only \$16,400 or 37% over Year 1. At the other extreme, the median annual wage for Biological Sciences graduates

with an additional credential increased the most in terms dollars and percent in both Years 5 and 10, as was the case for working Biological Sciences graduates without an additional credential. In Year 5, the median annual wage for Biological Sciences graduates increased by \$26,300 or 95% over Year 1. In Year 10, the median annual wage for Biological Sciences graduates increased by \$59,100 or 213% over Year 1. See Table J in Appendix B for more details.

Graduates With and Without an Additional Credential: A Comparison of Years 5 and 10

As previously stated, the wages of working graduates with an additional credential were higher than the wages of those without an additional credential. In Year 5, the median annual wages for all working graduates with an additional credential (\$52,800) was \$5,300 higher than the median for those without (\$47,500). In Year 10, the median annual wages for all working graduates with an additional credential (\$67,500) was \$8,200 higher than the median for those without (\$59,300).

It is also important to note that the differences in median annual wages for working graduates with an additional credential compared to those without varied widely across the 28 fields of study, as shown in Table 10. In Year 5, the median annual wage for Engineering Technician graduates working full-time was the nearly same for graduates with an additional credential and those without. At the same time, the Year 5 median annual wage for Philosophy & Religious Studies graduates with a credential (\$49,500) was \$12,900 higher than the median for those without (\$36,600). Similar differences were observed in the Year 10 median annual salaries for working graduates.

Table 10. Difference Between Median Annual Wages for Baccalaureate Graduates Employed Full-Time With and Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study*

Field of Study	Year 5 (Classes of 2008, 2009, 2010)			Year 10 (Class of 2005)		
	Median Annual Wage Without	Median Annual Wage With	Difference	Median Annual Wage Without	Median Annual Wage With	Difference
Agriculture	\$46,500	\$57,500	\$11,000	\$57,600	\$83,900	\$26,300
Architecture	\$46,000	\$47,000	\$1,000	\$60,600	\$66,100	\$5,500
Biological Sciences	\$45,300	\$54,000	\$8,700	\$58,900	\$86,800	\$27,900
Business & Marketing	\$50,300	\$59,400	\$9,100	\$65,000	\$76,200	\$11,200
Communication & Journalism	\$43,000	\$48,600	\$5,600	\$56,200	\$63,300	\$7,100
Computer & Information Sciences	\$64,800	\$72,100	\$7,300	\$76,600	\$91,000	\$14,400
Cultural Studies	^	^	^	^	^	^
Education	\$50,300	\$51,700	\$1,400	\$56,700	\$61,300	\$4,600
Engineering	\$69,500	\$71,100	\$1,600	\$84,900	\$94,300	\$9,400
Engineering Technician	\$64,200	\$64,900	\$700	\$80,400	\$91,800	\$11,400
English & Literature	\$41,000	\$45,800	\$4,800	\$51,100	\$55,900	\$4,800
Family & Consumer Sciences	\$42,300	\$45,000	\$2,700	\$52,700	\$61,700	\$9,000
Health Professions	\$53,200	\$65,000	\$11,800	\$62,000	\$75,400	\$13,400
History	\$42,200	\$45,900	\$3,700	\$52,200	\$55,700	\$3,500
Interdisciplinary Studies	\$45,100	\$52,600	\$7,500	\$61,100	\$61,400	\$300
Languages & Linguistics	\$38,100	\$46,500	\$8,400	\$47,000	\$55,000	\$8,000
Legal Studies	\$42,300	\$48,500	\$6,200	\$50,300	\$58,600	\$8,300
Liberal Arts & Sciences	\$41,700	\$46,000	\$4,300	\$52,100	\$56,200	\$4,100
Mathematics & Statistics	\$51,200	\$56,700	\$5,500	\$65,800	\$66,900	\$1,100
Natural Resources	^	^	^	\$48,600	\$59,800	\$11,200
Philosophy & Religious Studies	\$36,600	\$49,500	\$12,900	^	^	^
Physical Sciences	\$46,200	\$52,100	\$5,900	\$54,200	\$73,400	\$19,200
Psychology	\$38,900	\$41,600	\$2,700	\$47,100	\$55,800	\$8,700
Public Administration	\$39,100	\$42,300	\$3,200	\$47,700	\$52,000	\$4,300
Recreation & Fitness Studies	\$43,100	\$53,700	\$10,600	\$56,400	\$60,000	\$3,600
Security & Protective Services	\$42,800	\$44,300	\$1,500	\$53,200	\$57,600	\$4,400
Social Sciences	\$42,600	\$48,000	\$5,400	\$53,900	\$62,500	\$8,600
Visual & Performing Arts	\$38,300	\$44,200	\$5,900	\$48,500	\$51,200	\$2,700
Total	\$47,500	\$52,800	\$5,300	\$59,300	\$67,500	\$8,200

*Includes graduates who worked and enrolled at the same time.

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

This information is important for future graduates to consider when deciding whether to pursue additional education for the purposes of advancing careers and increasing income. These data suggest that employers do not value degrees and certificates the same. While one employer may be willing to increase wages for someone who completes an advanced degree, another employer may choose not to do so for a variety of reasons. In addition, some graduates may have completed an additional credential for non-career related reasons. For working graduates in fields where additional credentials may not be as generously rewarded financially, the best way to change the outcome is to provide current SUS students and employers with comparative information on wages so both can make informed choices now and in the future.

CONCLUSION

The results of this study are positive for individuals who complete a baccalaureate degree from Florida's state universities and for the SUS as a whole. The majority of graduates were employed one, five, and ten years after graduation and with earnings that increase over time. A significant number of graduates continued to pursue additional education and many completed at least one additional credential. By the fifth year after completing a baccalaureate degree, 30% of graduates had earned at least one additional credential. By Year 10, 44% of graduates had completed at least one credential. Over time, the proportion who pursued additional education declined as graduates completed additional credentials, while the proportion of graduates who worked increased. This shift was particularly apparent in several fields of study, such as Agriculture, Biological Sciences, and Physical Sciences. This shift is appropriate since graduates do not need to enroll in further education once certain educational and employment goals are met.

Relative to salaries, SUS baccalaureate graduates do very well regardless of whether of additional credential(s) are earned or not. The Year 1 median annual wage was \$36,600 and the Year 10 the median was \$59,300 for working graduates *without* an additional credential and \$67,500 for working graduates *with* an additional credential. Graduates in all fields of study earned increasingly higher wages in Years 5 and 10, although the increases were not equal across all fields of study.

Like the three previous baccalaureate follow-up studies, this study was designed to be replicated in order to provide critical information about the employment and education outcomes of SUS graduates over time. This study also complements the Board's other planning tools and can be used to inform system-wide strategic planning efforts. In addition, this information has implications for a broader audience that includes current and future SUS students, SUS alumni, SUS faculty and staff, employers, and policy makers.

APPENDIX A: TECHNICAL NOTES

1. Data Limitations

The current study was based on individual-level data for 423,699 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 methodology used for the current study and the way in which the findings were presented in this report.

National Student Clearinghouse

The NSC database included records from 3,700 colleges and universities nationwide. These institutions enrolled 98% of all students in public and private U.S. institutions in any given academic year. While this database is comprehensive, some SUS graduates may have pursued additional education at a college or university that does not report data to NSC or at a college or university outside the U.S. The number of graduates pursuing additional education at one of these types of institutions is likely minimal. However, it is impossible to say with certainty that a graduate not found in the NSC database was not enrolled.

Impact of NSC Data Limitations on the Current Study

Data provided by NSC 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 enroll full- or part-time. This information, if available, would be useful in understanding the extent to which graduates work while pursuing additional education. The NSC data also does not include the field of study, which would 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 a certificate, associate's degree, or another baccalaureate degree program.

Since the current study included graduating classes that had previously been studied, it is important to note that there are several reasons why the education outcomes reported here may differ from the education outcomes previously reported for the classes of 2012, 2014, and 2015. First, institutions are permitted to submit corrections to NSC. Second, institutions are also permitted to submit historical data that might not have been submitted to NSC at the time the prior studies were conducted. Third, additional institutions may have opted to submit data to NSC since the prior studies were conducted. Finally, NSC staff regularly assess and revise the processes and protocols used to review and validate institutional and internal data files in order to improve the quality of the data. As a result of these types of changes to the NSC data, the number

and percentages of SUS graduates from the classes of 2012, 2014, and 2015 who pursued additional education may differ somewhat from the numbers in previous studies.

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), had 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). FETPIP also had access to federal employment data from the U.S. Office of Personnel Management (OPM).

Wage Record Interchange System 2

State participation in WRIS 2 is voluntary. The database used for this report contained employment data for up to 41 states, as well as the District of Columbia and Puerto Rico, depending on the timeframe used to determine the employment outcomes. Even though a state may have participated at the time this study was conducted, data may not have been submitted for the time period(s) required for the study. However, there were no significant impacts to the employment outcomes of the SUS graduates as a result of these variations in state participation or availability of data.

For the Class of 2012 Year 1 and the Class of 2008 Year 5 outcomes, data from the 29 states listed below, as well as the District of Columbia and Puerto Rico, was available.

Arkansas, Delaware, Florida, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Jersey, New Mexico, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Utah, Wyoming

For the Class of 2013 Year 1 and the Class of 2009 Year 5 outcomes, data from the 38 states listed below, as well as the District of Columbia and Puerto Rico, was available.

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

For the Class of 2014 Year 1, the Class of 2010 Year 5, and the Class of 2005 Year 10 outcomes, data from the 40 states listed below, as well as the District of Columbia and Puerto Rico, was available.

Alaska, Arizona, Arkansas, Connecticut, Delaware, Florida, 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

For the Class of 2015 Year 1 outcomes, data from the 41 states listed below, as well as the District of Columbia and Puerto Rico, was available.

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

It is important to note that several states with significant populations had not submitted data to the WRIS 2 database at the time this study was conducted. Montana and New Hampshire were listed as participants in WRIS 2 at the time this study was conducted, however data from these states was not yet available. The following states did not participate in WRIS 2: Alabama, California, Colorado, Hawaii, Massachusetts, New York, and West Virginia.

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 have been excluded.

In addition to the above limitations, at any given time the WRIS 2 database only contains three years of employment data. This is the primary reason that outcomes one,

five, and ten years after graduation cannot be obtained for a single graduating class, such as the Class of 2005. At the time this study was conducted, data for the Class of 2005 was only available for eight, nine, or ten years after graduation.

There are two final limitations of the WRIS 2 data. First, most state labor departments do not require employers to report the number of hours worked. Full and part-time status can be approximated by calculating an annualized minimum wage, which is a method commonly used by other states. For details refer to the definition of “working full-time” provided in the Methodological Notes section of this appendix. Most state labor departments also do not require employers to report the occupation in which employees work.

U.S. Office of Personnel Management

As previously noted, FETPIP also had an agreement OPM, which enabled them to access employment information for approximately 96% of all Federal civilian non-Postal Executive Branch employees. However, the 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.

Finally, like WRIS 2, the OPM database does not include number of hours worked or occupation information.

Impact of WRIS 2 and OPM Data Limitations on the Current Study

As a result of the limitations described above, the most direct impact on the current study is that it is impossible to be certain that the SUS graduates not found in the WRIS 2 or OPM databases were not employed.

Since the current study included graduating classes for which the Board had previously conducted baccalaureate follow-up studies based on WRIS 2 data, it is important to note that there are several reasons why the employment outcomes reported here may differ from previous reports for the classes of 2014 and 2015. First, states that had participated in WRIS 2 may have decided to submit historical data to the database since the prior studies were conducted. Second, additional states may have joined WRIS 2 since the prior studies were conducted and may have submitted data for the time periods needed for the current study that may not have been available when the previous studies were conducted. Finally, employers and state labor departments are allowed to submit revised data. As a result of these types of changes to the WRIS 2 data, the number and percentages of SUS graduates from the classes of 2014 and 2015 who were employed and the annual wages may differ somewhat from the data reported in previous studies.

2. Protecting Privacy

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

The agreement that enabled FETPIP to access the employment data provided by DEO also created two significant limitations that affected the way in which data were presented in this report. First, the agreement did 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 could 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 (e.g., race/ethnicity, gender). Though this report did not include outcomes by race/ethnicity or gender, those data will be provided in a future report or information brief and be limited to descriptive statistics for the reasons cited above.

3. Methodological Notes

Academic Year and Classes

Academic Years and Classes were defined as outlined in the table below.

Academic Year	Class Year	Summer	Fall	Spring
2004-2005	2005	2004	2004	2005
2007-2008	2008	2007	2007	2008
2008-2009	2009	2008	2008	2009
2009-2010	2010	2009	2009	2010
2011-2012	2012	2011	2011	2012
2012-2013	2013	2012	2012	2013
2013-2014	2014	2013	2013	2014
2014-2015	2015	2014	2014	2015

Outcome Year Cohorts

The outcome years included the cohorts listed below.

Year 1: Classes of 2012, 2013, 2014, 2015

Year 5: Classes of 2008, 2009, 2010

Year 10: Class of 2005

Outcome Years

Employment: The outcome years for employment included the time periods as noted below. The second quarter (Q2) was defined as April, May, and June of the year indicated. The third quarter (Q3) was defined as July, August, and September.

Class	Year 1 Employment	
	Starting Quarter	Ending Quarter
2012	Q3-2012	Q2-2013
2013	Q3-2013	Q2-2014
2014	Q3-2014	Q2-2015
2015	Q3-2015	Q2-2016

Class	Year 5 Employment	
	Starting Quarter	Ending Quarter
2008	Q3-2012	Q2-2013
2009	Q3-2013	Q2-2014
2010	Q3-2014	Q2-2015

Class	Year 10 Employment	
	Starting Quarter	Ending Quarter
2005	Q3-2014	Q2-2015

Education: The outcome years for education include the following time periods.

Year 1: Enrolled any time within 426 days after graduation

Year 5: Enrolled any time between 1,521 and 1,886 days after graduation

Year 10: Enrolled time between 3,346 and 3,711 days after graduation

Definitions

Annual Wages: The total wages reported in the fourth quarter (October, November, December) of the outcome year as defined above multiplied by four (each year has four quarters). The annual wages reported are only for graduates working full-time as defined below.

Enrolled: Graduates found in the national education database, including those who may have also been found in the national employment databases, during the specified outcome year as defined above.

Graduates Found: Graduates found include graduates found in the national employment and/or education databases.

Not Found: Graduates for whom no employment or education records were found during the outcome year as defined above.

Working: Graduates found in at least one of the four quarters reported to the national employment databases, including those who may have also been found in the national education database during the specified outcome year as defined above.

Working Full-Time: Graduates whose annual wages (defined above) in the fourth quarter of the outcome year exceeded the following minimum thresholds based on the annual wages earned by working full-time (2,080 hours) at the Florida minimum wage in place during the specified outcome year.

Class	Year 1	
	Annualized FL Minimum Wage	Hourly Rate
2012	\$16,203	\$7.79
2013	\$16,494	\$7.93
2014	\$16,744	\$8.05
2015	\$16,744	\$8.05

Year 5		
Class	Annualized FL Minimum Wage	Hourly Rate
2008	\$16,203	\$7.79
2009	\$16,494	\$7.93
2010	\$16,744	\$8.05

Year 10		
Class	Annualized FL Minimum Wage	Hourly Rate
2005	\$16,744	\$8.05

Working & Enrolled: Graduates found in both the employment databases and the national education database during the same specified outcome year as defined above.

4. Enhancements to the Baccalaureate Follow-Up Study Over Time

Graduate Follow-up Study: Baccalaureate Class of 2012, First Year Outcomes

The pilot study for the Class of 2012 utilized data from the State University Data System, the National Student Clearinghouse, and Florida's Unemployment Insurance 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 from the analysis of graduates who pursued additional education -- resulting in an under-reporting of graduates in those two sets of analyses. The pilot study included outcomes by race/ethnicity but not outcomes by gender.

Baccalaureate Follow-Up Study: Class of 2014

The Class of 2014 study was significantly enhanced through the utilization of WRIS 2 and OPM employment information. These data sources provided the ability to determine employment outcomes of graduates working in other states and in some Federal civilian positions. This study also included analyses by gender in addition to race/ethnicity. Finally, to ensure that the number of graduates who worked and the number of graduates who pursued additional education were not understated, graduates who worked while pursuing additional education were counted among the total number of graduates who worked and the total number of graduates who pursued additional education.

Baccalaureate Follow-Up Study: Class of 2015

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.

The Current Baccalaureate Follow-Up Study

The current study retained all of the enhancements made to the Class of 2014 and Class of 2015 studies. In addition, the current study incorporated employment information from WRIS 2 and OPM for the Class of 2012, which as noted above only utilized Florida employment data. The current study also included Year 1 outcomes for the Class of 2013 to fill in the gap between the Class of 2012 and Class of 2014 studies. As previously noted, the employment and education outcomes for the classes of 2012, 2014, and 2015 as reported here may differ also from the outcomes reported in prior studies as a result of changes to the national employment and education databases described above. Though the current report did not include outcomes by race/ethnicity or gender, those data will be provided in a future report or information brief.

APPENDIX B: SUPPLEMENTAL TABLES

Table A. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled, by Outcome Year and by Fields of Study	39
Table B. Employment and Education Outcomes of Baccalaureate Graduates One Year After Graduation, by Fields of Study, Classes of 2012, 2013, 2014 and 2015 Combined	40
Table C. Employment and Education Outcomes of Baccalaureate Graduates Five Years After Graduation, by Fields of Study, Classes of 2008, 2009, and 2010 Combined	41
Table D. Employment and Education Outcomes of Baccalaureate Graduates Ten Years After Graduation, by Fields of Study, Class of 2005	42
Table E. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled One Year After Graduation, by Fields of Study, Classes of 2012 and 2013	43
Table F. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled One Year After Graduation, by Fields of Study, Classes of 2014 and 2015	44
Table G. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled Five Years After Graduation, by Fields of Study, Classes of 2008, 2009, and 2010	45
Table H. Number and Percent of Graduates Employed Full-Time, With and Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study (Year 5: Classes of 2008, 2009 and 2010 Combined; Year 10: Class of 2005)	46

Table I. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study (Year 5: Classes of 2008, 2009 and 2010 Combined; Year 10: Class of 2005)	47
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----

Table J. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time With an Additional Credential, Five and Ten Years After Graduation, by Fields of Study (Year 5: Classes of 2008, 2009 and 2010 Combined; Year 10: Class of 2005)	48
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----

Table A. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled, by Outcome Year and by Fields of Study

Field of Study	Year 1 (Classes of 2012, 2013, 2014, 2015)		Year 5 (Classes of 2008, 2009, 2010)		Year 10 (Class of 2005)	
	# Working &/or Enrolled	% of Graduates in Field	# Working &/or Enrolled	% of Graduates in Field	# Working &/or Enrolled	% of Graduates in Field
Agriculture	1,895	88%	1,444	79%	368	73%
Architecture	918	85%	711	71%	160	65%
Biological Sciences	12,948	89%	5,535	80%	1,065	75%
Business & Marketing	40,146	86%	26,432	78%	7,707	74%
Communication & Journalism	10,010	85%	5,910	74%	1,489	67%
Computer & Information Sciences	3,976	87%	1,635	79%	828	75%
Cultural Studies	340	82%	216	74%	32	57%
Education	13,012	94%	10,684	87%	2,657	81%
Engineering	11,355	86%	6,299	80%	1,783	77%
Engineering Technician	839	89%	1,195	83%	270	82%
English & Literature	6,373	86%	4,131	77%	1,272	74%
Family & Consumer Sciences	1,760	85%	1,416	75%	442	71%
Health Professions	20,988	94%	10,419	86%	2,578	83%
History	3,004	86%	2,205	78%	550	76%
Interdisciplinary Studies	3,775	87%	694	77%	131	75%
Languages & Linguistics	1,377	83%	729	74%	170	70%
Legal Studies	1,330	91%	698	84%	176	70%
Liberal Arts & Sciences	2,840	84%	3,344	76%	901	73%
Mathematics & Statistics	1,217	87%	548	81%	141	67%
Natural Resources	1,490	88%	599	82%	147	79%
Philosophy & Religious Studies	1,011	83%	612	71%	137	63%
Physical Sciences	2,309	88%	1,226	78%	252	70%
Psychology	16,890	90%	8,231	82%	2,133	74%
Public Administration	3,617	93%	1,818	86%	528	75%
Recreation & Fitness Studies	3,517	90%	2,080	78%	394	72%
Security & Protective Services	8,554	90%	4,434	84%	1,179	81%
Social Sciences	20,769	86%	12,543	77%	3,175	73%
Visual & Performing Arts	6,425	81%	3,786	68%	1,016	64%
Total	202,685	88%	119,574	79%	31,681	75%

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.

Table B. Employment and Education Outcomes of Baccalaureate Graduates One Year After Graduation, by Fields of Study, Classes of 2012, 2013, 2014 and 2015 Combined

Field of Study	Total Working as % of Found*	Total Enrolled as % of Found*	Working Only as % of Found	Enrolled Only as % of Found	Working & Enrolled as % of Found	# Graduates Found
Agriculture	80%	51%	49%	20%	31%	1,895
Architecture	86%	48%	52%	14%	33%	918
Biological Sciences	79%	57%	43%	21%	36%	12,948
Business & Marketing	95%	23%	77%	5%	18%	40,146
Communication & Journalism	96%	16%	84%	4%	12%	10,010
Computer & Information Sciences	96%	18%	82%	4%	14%	3,976
Cultural Studies	84%	43%	57%	13%	27%	340
Education	97%	22%	78%	3%	19%	13,012
Engineering	92%	26%	74%	8%	18%	11,355
Engineering Technician	98%	13%	87%	0%	11%	839
English & Literature	92%	29%	71%	8%	21%	6,373
Family & Consumer Sciences	89%	39%	61%	11%	28%	1,760
Health Professions	92%	37%	63%	8%	29%	20,988
History	87%	39%	61%	13%	26%	3,004
Interdisciplinary Studies	91%	34%	66%	9%	25%	3,775
Languages & Linguistics	85%	43%	57%	15%	28%	1,377
Legal Studies	86%	44%	56%	14%	30%	1,330
Liberal Arts & Sciences	91%	30%	70%	9%	21%	2,840
Mathematics & Statistics	84%	43%	57%	16%	28%	1,217
Natural Resources	93%	29%	71%	7%	22%	1,490
Philosophy & Religious Studies	85%	42%	58%	15%	27%	1,011
Physical Sciences	76%	53%	47%	24%	29%	2,309
Psychology	88%	45%	55%	12%	33%	16,890
Public Administration	90%	54%	46%	10%	44%	3,617
Recreation & Fitness Studies	89%	43%	57%	11%	32%	3,517
Security & Protective Services	94%	34%	66%	6%	28%	8,554
Social Sciences	89%	38%	62%	11%	27%	20,769
Visual & Performing Arts	93%	22%	78%	7%	15%	6,425
Total	91%	33%	67%	9%	24%	202,685

*Includes graduates who worked and enrolled at the same time.

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.

Table C. Employment and Education Outcomes of Baccalaureate Graduates Five Years After Graduation, by Fields of Study, Classes of 2008, 2009, and 2010 Combined

Field of Study	Total Working as % of Found*	Total Enrolled as % of Found*	Working Only as % of Found	Enrolled Only as % of Found	Working & Enrolled as % of Found	# Graduates Found
Agriculture	87%	32%	49%	20%	20%	1,444
Architecture	94%	15%	52%	14%	9%	711
Biological Sciences	77%	43%	43%	21%	20%	5,535
Business & Marketing	97%	14%	77%	5%	10%	26,432
Communication & Journalism	96%	15%	84%	4%	11%	5,910
Computer & Information Sciences	96%	13%	82%	4%	9%	1,635
Cultural Studies	91%	30%	57%	13%	21%	216
Education	98%	16%	78%	3%	14%	10,684
Engineering	93%	20%	74%	8%	13%	6,299
Engineering Technician	97%	12%	87%	0%	9%	1,195
English & Literature	93%	23%	71%	8%	17%	4,131
Family & Consumer Sciences	95%	20%	61%	11%	15%	1,416
Health Professions	95%	25%	63%	8%	20%	10,419
History	92%	26%	61%	13%	17%	2,205
Interdisciplinary Studies	82%	36%	66%	9%	18%	694
Languages & Linguistics	90%	32%	57%	15%	22%	729
Legal Studies	93%	21%	56%	14%	14%	698
Liberal Arts & Sciences	92%	24%	70%	9%	16%	3,344
Mathematics & Statistics	88%	33%	57%	16%	21%	548
Natural Resources	92%	30%	71%	7%	22%	599
Philosophy & Religious Studies	86%	34%	58%	15%	20%	612
Physical Sciences	71%	50%	47%	24%	21%	1,226
Psychology	90%	31%	55%	12%	22%	8,231
Public Administration	96%	18%	46%	10%	14%	1,818
Recreation & Fitness Studies	93%	21%	57%	11%	15%	2,080
Security & Protective Services	95%	20%	66%	6%	15%	4,434
Social Sciences	92%	24%	62%	11%	16%	12,543
Visual & Performing Arts	94%	17%	78%	7%	11%	3,786
Total	93%	22%	67%	9%	15%	119,574

*Includes graduates who worked and enrolled at the same time.

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.

Table D. Employment and Education Outcomes of Baccalaureate Graduates Ten Years After Graduation, by Fields of Study, Class of 2005

Field of Study	Total Working as % of Found*	Total Enrolled as % of Found*	Working Only as % of Found	Enrolled Only as % of Found	Working & Enrolled as % of Found	# Graduates Found
Agriculture	97%	11%	89%	3%	8%	368
Architecture	98%	6%	94%	0%	0%	160
Biological Sciences	96%	13%	87%	4%	8%	1,065
Business & Marketing	98%	6%	94%	2%	5%	7,707
Communication & Journalism	97%	9%	91%	3%	6%	1,489
Computer & Information Sciences	97%	9%	91%	3%	6%	828
Cultural Studies	^	^	^	^	^	32
Education	98%	11%	89%	2%	9%	2,657
Engineering	98%	8%	92%	2%	6%	1,783
Engineering Technician	99%	9%	91%	0%	8%	270
English & Literature	96%	15%	85%	4%	11%	1,272
Family & Consumer Sciences	97%	13%	87%	3%	11%	442
Health Professions	98%	13%	87%	2%	11%	2,578
History	96%	13%	87%	4%	9%	550
Interdisciplinary Studies	98%	0%	93%	0%	0%	131
Languages & Linguistics	91%	25%	75%	9%	15%	170
Legal Studies	99%	10%	90%	0%	10%	176
Liberal Arts & Sciences	97%	11%	89%	3%	8%	901
Mathematics & Statistics	96%	13%	87%	0%	9%	141
Natural Resources	95%	13%	87%	0%	8%	147
Philosophy & Religious Studies	90%	23%	77%	10%	13%	137
Physical Sciences	94%	17%	83%	6%	11%	252
Psychology	95%	16%	84%	5%	11%	2,133
Public Administration	98%	11%	89%	2%	9%	528
Recreation & Fitness Studies	98%	8%	92%	0%	6%	394
Security & Protective Services	97%	13%	87%	3%	10%	1,179
Social Sciences	96%	14%	86%	4%	10%	3,175
Visual & Performing Arts	97%	9%	91%	3%	6%	1,016
Total	97%	11%	89%	3%	8%	31,681

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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.

Table E. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled One Year After Graduation, by Fields of Study, Classes of 2012 and 2013

Field of Study	Class of 2012		Class of 2013	
	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates
Agriculture	477	87%	450	88%
Architecture	266	84%	237	84%
Biological Sciences	2,851	88%	2,984	89%
Business & Marketing	10,135	85%	10,235	87%
Communication & Journalism	2,286	83%	2,410	85%
Computer & Information Sciences	779	87%	884	88%
Cultural Studies	82	85%	86	76%
Education	3,474	93%	3,290	94%
Engineering	2,516	82%	2,758	87%
Engineering Technician	268	87%	239	89%
English & Literature	1,590	86%	1,598	87%
Family & Consumer Sciences	476	85%	433	85%
Health Professions	4,296	93%	4,726	94%
History	825	85%	815	86%
Interdisciplinary Studies	862	88%	970	87%
Languages & Linguistics	310	82%	320	83%
Legal Studies	339	93%	353	91%
Liberal Arts & Sciences	719	84%	745	84%
Mathematics & Statistics	264	85%	278	87%
Natural Resources	337	89%	367	87%
Philosophy & Religious Studies	279	85%	260	81%
Physical Sciences	508	86%	594	88%
Psychology	3,929	89%	4,177	90%
Public Administration	854	94%	826	91%
Recreation & Fitness Studies	795	89%	923	89%
Security & Protective Services	1,962	90%	2,141	90%
Social Sciences	5,180	84%	5,352	86%
Visual & Performing Arts	1,605	81%	1,605	80%
Total	48,264	87%	50,056	88%

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.

Table F. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled One Year After Graduation, by Fields of Study, Classes of 2014 and 2015

Field of Study	Class of 2014		Class of 2015	
	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates
Agriculture	469	90%	499	88%
Architecture	237	85%	178	86%
Biological Sciences	3,212	88%	3,901	90%
Business & Marketing	9,963	85%	9,813	85%
Communication & Journalism	2,454	84%	2,860	87%
Computer & Information Sciences	1,023	86%	1,290	87%
Cultural Studies	62	89%	110	81%
Education	3,326	95%	2,922	94%
Engineering	2,826	86%	3,255	89%
Engineering Technician	188	89%	144	89%
English & Literature	1,553	86%	1,632	87%
Family & Consumer Sciences	413	86%	438	84%
Health Professions	5,357	94%	6,609	94%
History	802	87%	562	85%
Interdisciplinary Studies	958	87%	985	88%
Languages & Linguistics	275	80%	472	84%
Legal Studies	284	93%	354	89%
Liberal Arts & Sciences	692	84%	684	86%
Mathematics & Statistics	311	85%	364	89%
Natural Resources	375	89%	411	88%
Philosophy & Religious Studies	228	84%	244	81%
Physical Sciences	623	88%	584	88%
Psychology	4,244	90%	4,540	91%
Public Administration	880	93%	1,057	94%
Recreation & Fitness Studies	916	91%	883	91%
Security & Protective Services	2,193	89%	2,258	91%
Social Sciences	5,324	86%	4,913	87%
Visual & Performing Arts	1,687	82%	1,528	81%
Total	50,875	88%	53,490	89%

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.

Table G. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled Five Years After Graduation, by Fields of Study, Classes of 2008, 2009, and 2010

Field of Study	Class of 2008		Class of 2009		Class of 2010	
	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates
Agriculture	456	78%	478	78%	510	82%
Architecture	221	68%	230	68%	260	75%
Biological Sciences	1,491	77%	1,871	81%	2,173	81%
Business & Marketing	8,289	77%	8,907	79%	9,236	79%
Communication & Journalism	1,819	71%	2,026	75%	2,065	74%
Computer & Information Sciences	544	77%	544	79%	547	82%
Cultural Studies	60	67%	67	80%	89	75%
Education	3,458	85%	3,693	87%	3,533	87%
Engineering	2,029	78%	2,086	81%	2,184	82%
Engineering Technician	352	82%	405	84%	438	84%
English & Literature	1,357	75%	1,409	77%	1,365	78%
Family & Consumer Sciences	456	74%	459	75%	501	77%
Health Professions	3,230	85%	3,491	86%	3,698	87%
History	685	74%	735	78%	785	81%
Interdisciplinary Studies	239	74%	261	77%	194	80%
Languages & Linguistics	222	71%	249	75%	258	76%
Legal Studies	220	85%	228	84%	250	84%
Liberal Arts & Sciences	1,178	74%	1,067	76%	1,099	78%
Mathematics & Statistics	195	81%	169	79%	184	83%
Natural Resources	183	84%	185	80%	231	82%
Philosophy & Religious Studies	186	71%	215	70%	211	72%
Physical Sciences	410	78%	419	79%	397	77%
Psychology	2,633	81%	2,685	83%	2,913	84%
Public Administration	610	84%	580	86%	628	87%
Recreation & Fitness Studies	641	76%	697	78%	742	80%
Security & Protective Services	1,485	82%	1,453	85%	1,496	84%
Social Sciences	3,900	75%	4,149	77%	4,494	80%
Visual & Performing Arts	1,207	68%	1,267	68%	1,312	69%
Total	37,756	78%	40,025	80%	41,793	81%

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.

Table H. Number and Percent of Graduates Employed Full-Time, With and Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study, (Year 5: Classes of 2008, 2009, 2010 Combined; Year 10: Class of 2005)*

Field of Study	Year 5			Year 10		
	% Without Additional Credential	% With Additional Credential	Total # of Graduates Working Full-Time	% Without Additional Credential	% With Additional Credential	Total # of Graduates Working Full-Time
Agriculture	58%	42%	1,023	53%	47%	315
Architecture	59%	41%	551	56%	44%	142
Biological Sciences	65%	35%	3,288	47%	53%	895
Business & Marketing	80%	20%	22,238	73%	27%	6,788
Communication & Journalism	85%	15%	4,639	77%	23%	1,224
Computer & Information Sciences	85%	15%	1,461	75%	25%	743
Cultural Studies	^	^	^	^	^	^
Education	80%	20%	9,108	64%	36%	2,313
Engineering	75%	25%	5,343	63%	37%	1,626
Engineering Technician	88%	12%	1,038	85%	15%	245
English & Literature	78%	22%	3,004	69%	31%	1,004
Family & Consumer Sciences	77%	23%	1,095	63%	37%	367
Health Professions	66%	34%	8,618	54%	46%	2,237
History	70%	30%	1,630	56%	44%	448
Interdisciplinary Studies	62%	38%	463	^	^	^
Languages & Linguistics	70%	30%	487	57%	43%	125
Legal Studies	66%	34%	519	64%	36%	152
Liberal Arts & Sciences	82%	18%	2,412	71%	29%	737
Mathematics & Statistics	65%	35%	385	56%	44%	117
Natural Resources	^	^	^	73%	27%	125
Philosophy & Religious Studies	73%	27%	361	^	^	^
Physical Sciences	61%	39%	672	53%	47%	211
Psychology	65%	35%	5,819	53%	47%	1,736
Public Administration	52%	48%	1,505	47%	53%	448
Recreation & Fitness Studies	71%	29%	1,576	63%	37%	326
Security & Protective Services	82%	18%	3,616	76%	24%	1,010
Social Sciences	71%	29%	9,268	60%	40%	2,612
Visual & Performing Arts	85%	15%	2,557	78%	22%	780
Total	75%	25%	93,248	65%	35%	26,959

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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.

Table I. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time Without an Additional Credential, Five and Ten Years After Graduation, by Fields of Study, (Year 5: Classes of 2008, 2009, 2010 Combined; Year 10: Class of 2005)*

Field of Study	Year 1	Year 5			Year 10		
	Median Annual Wage	Median Annual Wage	\$ Increase Over Year 1 Median	% Increase Over Year 1 Median	Median Annual Wage	\$ Increase Over Year 1 Median	% Increase Over Year 1 Median
Agriculture	\$32,200	\$46,500	\$14,300	44%	\$57,600	\$25,400	79%
Architecture	\$35,900	\$46,000	\$10,100	28%	\$60,600	\$24,700	69%
Biological Sciences	\$27,700	\$45,300	\$17,600	64%	\$58,900	\$31,200	113%
Business & Marketing	\$38,900	\$50,300	\$11,400	29%	\$65,000	\$26,100	67%
Communication & Journalism	\$31,800	\$43,000	\$11,200	35%	\$56,200	\$24,400	77%
Computer & Information Sciences	\$49,900	\$64,800	\$14,900	30%	\$76,600	\$26,700	54%
Cultural Studies	\$29,400	\$38,800	\$9,400	32%	^	^	^
Education	\$44,900	\$50,300	\$5,400	12%	\$56,700	\$11,800	26%
Engineering	\$54,800	\$69,500	\$14,700	27%	\$84,900	\$30,100	55%
Engineering Technician	\$49,200	\$64,200	\$15,000	30%	\$80,400	\$31,200	63%
English & Literature	\$31,200	\$41,000	\$9,800	31%	\$51,100	\$19,900	64%
Family & Consumer Sciences	\$29,800	\$42,300	\$12,500	42%	\$52,700	\$22,900	77%
Health Professions	\$44,700	\$53,200	\$8,500	19%	\$62,000	\$17,300	39%
History	\$30,400	\$42,200	\$11,800	39%	\$52,200	\$21,800	72%
Interdisciplinary Studies	\$31,600	\$45,100	\$13,500	43%	^	^	^
Languages & Linguistics	\$30,400	\$38,100	\$7,700	25%	\$47,000	\$16,600	55%
Legal Studies	\$32,000	\$42,300	\$10,300	32%	\$50,300	\$18,300	57%
Liberal Arts & Sciences	\$35,500	\$41,700	\$6,200	17%	\$52,100	\$16,600	47%
Mathematics & Statistics	\$41,400	\$51,200	\$9,800	24%	\$65,800	\$24,400	59%
Natural Resources	\$31,700	\$38,800	\$7,100	22%	\$48,600	\$16,900	53%
Philosophy & Religious Studies	\$29,200	\$36,600	\$7,400	25%	\$52,300	\$23,100	79%
Physical Sciences	\$34,400	\$46,200	\$11,800	34%	\$54,200	\$19,800	58%
Psychology	\$28,900	\$38,900	\$10,000	35%	\$47,100	\$18,200	63%
Public Administration	\$32,600	\$39,100	\$6,500	20%	\$47,700	\$15,100	46%
Recreation & Fitness Studies	\$29,400	\$43,100	\$13,700	47%	\$56,400	\$27,000	92%
Security & Protective Services	\$32,100	\$42,800	\$10,700	33%	\$53,200	\$21,100	66%
Social Sciences	\$31,900	\$42,600	\$10,700	34%	\$53,900	\$22,000	69%
Visual & Performing Arts	\$29,100	\$38,300	\$9,200	32%	\$48,500	\$19,400	67%
Total	\$36,600	\$47,500	\$10,900	30%	\$59,300	\$22,700	62%

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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.

Table J. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time With an Additional Credential, Five and Ten Years After Graduation, by Fields of Study, (Year 5: Classes of 2008, 2009, 2010 Combined; Year 10: Class of 2005)*

Field of Study	Year 1	Year 5			Year 10		
	Median Annual Wage	Median Annual Wage	\$ Increase Over Year 1 Median	% Increase Over Year 1 Median	Median Annual Wage	\$ Increase Over Year 1 Median	% Increase Over Year 1 Median
Agriculture	\$32,200	\$57,500	\$25,300	79%	\$83,900	\$51,700	161%
Architecture	\$35,900	\$47,000	\$11,100	31%	\$66,100	\$30,200	84%
Biological Sciences	\$27,700	\$54,000	\$26,300	95%	\$86,800	\$59,100	213%
Business & Marketing	\$38,900	\$59,400	\$20,500	53%	\$76,200	\$37,300	96%
Communication & Journalism	\$31,800	\$48,600	\$16,800	53%	\$63,300	\$31,500	99%
Computer & Information Sciences	\$49,900	\$72,100	\$22,200	44%	\$91,000	\$41,100	82%
Cultural Studies	\$29,400	^	^	^	^	^	^
Education	\$44,900	\$51,700	\$6,800	15%	\$61,300	\$16,400	37%
Engineering	\$54,800	\$71,100	\$16,300	30%	\$94,300	\$39,500	72%
Engineering Technician	\$49,200	\$64,900	\$15,700	32%	\$91,800	\$42,600	87%
English & Literature	\$31,200	\$45,800	\$14,600	47%	\$55,900	\$24,700	79%
Family & Consumer Sciences	\$29,800	\$45,000	\$15,200	51%	\$61,700	\$31,900	107%
Health Professions	\$44,700	\$65,000	\$20,300	45%	\$75,400	\$30,700	69%
History	\$30,400	\$45,900	\$15,500	51%	\$55,700	\$25,300	83%
Interdisciplinary Studies	\$31,600	\$52,600	\$21,000	66%	\$61,400	\$29,800	94%
Languages & Linguistics	\$30,400	\$46,500	\$16,100	53%	\$55,000	\$24,600	81%
Legal Studies	\$32,000	\$48,500	\$16,500	52%	\$58,600	\$26,600	83%
Liberal Arts & Sciences	\$35,500	\$46,000	\$10,500	30%	\$56,200	\$20,700	58%
Mathematics & Statistics	\$41,400	\$56,700	\$15,300	37%	\$66,900	\$25,500	62%
Natural Resources	\$31,700	^	^	^	\$59,800	\$28,100	89%
Philosophy & Religious Studies	\$29,200	\$49,500	\$20,300	70%	^	^	^
Physical Sciences	\$34,400	\$52,100	\$17,700	51%	\$73,400	\$39,000	113%
Psychology	\$28,900	\$41,600	\$12,700	44%	\$55,800	\$26,900	93%
Public Administration	\$32,600	\$42,300	\$9,700	30%	\$52,000	\$19,400	60%
Recreation & Fitness Studies	\$29,400	\$53,700	\$24,300	83%	\$60,000	\$30,600	104%
Security & Protective Services	\$32,100	\$44,300	\$12,200	38%	\$57,600	\$25,500	79%
Social Sciences	\$31,900	\$48,000	\$16,100	50%	\$62,500	\$30,600	96%
Visual & Performing Arts	\$29,100	\$44,200	\$15,100	52%	\$51,200	\$22,100	76%
Total	\$36,600	\$52,800	\$16,200	44%	\$67,500	\$30,900	84%

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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.

APPENDIX C: VARIATIONS IN ANNUAL WAGES

As previously noted, within any given field of study there is some variation in the annual wages earned by SUS graduates in all three outcome years. In fields with wider ranges, graduates should expect salaries to vary more from the median than graduates in fields with narrower ranges. For instance, as shown in Table C-1, wages for Computer & Information Sciences graduates in the first year after graduation had a wide range of \$65,900, with graduates at the 5th percentile earning \$23,000 and graduates at the 95th percentile earning \$88,900. Though the median for Computer & Information Sciences graduates in Year 1 was \$49,900, graduates may be offered a starting salary that is considerably higher or lower than the median. For Cultural Studies graduates, the median of \$29,400 in the first year after graduation is probably a reasonable indicator of starting salary since the wages had a range of only \$30,300 with graduates at the 5th percentile earning \$18,900 and graduates at the 95th percentile earning \$49,200.

However, the variability of wages among graduates within any given field of study increased over time as a result of uneven increases in wages at the various percentiles. As shown in Table C-A below, the wages at the 5th percentile increased by 39% from Year 1 to Year 10 for working graduates who did not earn an additional credential and increased by 56% for those who did earn an additional credential. At the 25th, 50th (i.e., median), and 75th percentiles, wages increased approximately 60% from Year 1 to Year 10 for working graduates who did not earn an additional credential and increased between 83% and 89% for those who did earn an additional credential. At the 95th percentile, wages increased 92% from Year 1 to Year 10 for working graduates who did not earn an additional credential and increased 120% for those who did earn an additional credential.

Table C-A: Distribution of Annual Wages for Baccalaureate Graduates Employed

Outcome Year	Wage Percentiles					Range (95 th - 5 th)
	5 th Percentile	25 th Percentile	50 th Percentile (Median)	75 th Percentile	95 th Percentile	
Year 1	\$18,800	\$27,300	\$36,600	\$48,900	\$70,500	\$51,700
Year 5 without credential	\$21,900	\$35,700	\$47,500	\$62,500	\$91,200	\$69,300
Year 5 with credential	\$24,600	\$40,700	\$52,800	\$69,500	\$105,100	\$80,500
Year 10 without credential	\$26,100	\$43,400	\$59,300	\$79,600	\$135,700	\$109,600
Year 10 with credential	\$29,400	\$49,900	\$67,500	\$92,600	\$155,100	\$125,700
Year 1 to Year 10 increase, without additional credential	39%	59%	62%	63%	92%	
Year 1 to Year 10 increase, with additional credential	56%	83%	84%	89%	120%	

The fairly consistent increases in wages at the 25th, 50th (i.e., median), and 75th percentiles contrasted with the marginal increases at the 5th percentile and the significant increases at the 95th percentile suggests a better indicator of expected earnings in Years 5 and 10 is the range between the annual wages at the 25th and 75th percentiles. Limiting the range in this way removes extremely low and extremely high wages that most future graduates will be unlikely to earn. Therefore range between the 25th and 75th percentiles (referred to as the “interquartile range”) are provided in Tables C-2a, C-2b, C-3a, and C-3b.

As in the main body of the report, the following tables report median annual wages separate for working graduates with an additional credential and for those without. Table C-1 contains detailed annual wage data and ranges for all 28 fields of study in Year 1. Table C-2a contains detailed annual wage data and ranges in Year 5 for working graduates *without* an additional credential by the 28 fields of study. Table C-2b contains detailed annual wage data and ranges in Year 5 for working graduates *with* an additional credential by the 28 fields of study. Table C-3a contains detailed annual wage data and ranges in Year 10 for working graduates *without* an additional credential by the 28 fields of study. Table C-3b contains detailed annual wage data and ranges in Year 10 for working graduates *with* an additional credential by the 28 fields of study.

Table C-1: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time One Year After Graduation, by Fields of Study (Classes of 2012, 2013, and 2014 Combined)*

Field of Study	Wage Percentiles					Range (95 th - 5 th)
	5 th Percentile	25 th Percentile	Median	75 th Percentile	95 th Percentile	
Agriculture	\$18,000	\$23,700	\$32,200	\$42,900	\$68,500	\$50,500
Architecture	\$19,200	\$28,100	\$35,900	\$44,500	\$61,500	\$42,300
Biological Sciences	\$17,600	\$21,900	\$27,700	\$35,900	\$54,900	\$37,300
Business & Marketing	\$20,200	\$30,200	\$38,900	\$49,100	\$71,200	\$51,000
Communication & Journalism	\$18,700	\$25,900	\$31,800	\$39,600	\$56,500	\$37,800
Computer & Information Sciences	\$23,000	\$37,700	\$49,900	\$61,500	\$88,900	\$65,900
Cultural Studies	\$18,900	\$22,700	\$29,400	\$37,600	\$49,200	\$30,300
Education	\$21,200	\$35,700	\$44,900	\$53,700	\$64,700	\$43,500
Engineering	\$23,800	\$43,700	\$54,800	\$64,700	\$87,400	\$63,600
Engineering Technician	\$23,200	\$38,700	\$49,200	\$58,100	\$81,700	\$58,500
English & Literature	\$18,000	\$24,000	\$31,200	\$39,800	\$58,000	\$40,000
Family & Consumer Sciences	\$17,900	\$23,300	\$29,800	\$37,200	\$51,300	\$33,400
Health Professions	\$19,800	\$30,500	\$44,700	\$56,800	\$81,100	\$61,300
History	\$17,800	\$23,200	\$30,400	\$40,800	\$58,800	\$41,000
Interdisciplinary Studies	\$18,000	\$24,300	\$31,600	\$41,800	\$70,600	\$52,600
Languages & Linguistics	\$18,700	\$23,600	\$30,400	\$40,800	\$58,500	\$39,800
Legal Studies	\$18,900	\$25,600	\$32,000	\$40,300	\$59,300	\$40,400
Liberal Arts & Sciences	\$18,100	\$26,100	\$35,500	\$48,600	\$79,700	\$61,600
Mathematics & Statistics	\$18,500	\$30,800	\$41,400	\$53,200	\$70,800	\$52,300
Natural Resources	\$18,000	\$24,200	\$31,700	\$38,400	\$54,000	\$36,000
Philosophy & Religious Studies	\$17,600	\$23,600	\$29,200	\$36,300	\$60,100	\$42,500
Physical Sciences	\$18,000	\$25,500	\$34,400	\$45,000	\$67,500	\$49,500
Psychology	\$17,800	\$23,000	\$28,900	\$36,600	\$54,500	\$36,700
Public Administration	\$19,000	\$26,600	\$32,600	\$40,500	\$58,700	\$39,700
Recreation & Fitness Studies	\$17,700	\$22,400	\$29,400	\$37,700	\$55,400	\$37,700
Security & Protective Services	\$18,600	\$25,700	\$32,100	\$41,300	\$60,700	\$42,100
Social Sciences	\$18,200	\$24,900	\$31,900	\$41,400	\$61,700	\$43,500
Visual & Performing Arts	\$17,600	\$22,500	\$29,100	\$37,300	\$55,100	\$37,500
Total	\$18,800	\$27,300	\$36,600	\$48,900	\$70,500	\$51,700

*Includes graduates who worked and enrolled at the same time.

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

Table C-2a: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time Five Years After Graduation, Without an Additional Credential, by Fields of Study (Classes of 2008, 2009, 2010 Combined)*

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th - 25 th)
Agriculture	\$33,800	\$46,500	\$61,000	\$27,200
Architecture	\$35,700	\$46,000	\$59,300	\$23,600
Biological Sciences	\$34,200	\$45,300	\$56,900	\$22,700
Business & Marketing	\$38,300	\$50,300	\$66,200	\$27,900
Communication & Journalism	\$33,200	\$43,000	\$54,600	\$21,400
Computer & Information Sciences	\$49,300	\$64,800	\$80,600	\$31,300
Cultural Studies	\$28,600	\$38,800	\$47,500	\$18,900
Education	\$40,000	\$50,300	\$59,500	\$19,500
Engineering	\$56,700	\$69,500	\$81,100	\$24,400
Engineering Technician	\$49,600	\$64,200	\$77,500	\$27,900
English & Literature	\$31,000	\$41,000	\$53,500	\$22,500
Family & Consumer Sciences	\$33,300	\$42,300	\$53,400	\$20,100
Health Professions	\$39,600	\$53,200	\$66,400	\$26,800
History	\$31,800	\$42,200	\$53,500	\$21,700
Interdisciplinary Studies	\$31,500	\$45,100	\$55,600	\$24,100
Languages & Linguistics	\$29,600	\$38,100	\$51,900	\$22,300
Legal Studies	\$33,100	\$42,300	\$53,000	\$19,900
Liberal Arts & Sciences	\$31,400	\$41,700	\$55,900	\$24,500
Mathematics & Statistics	\$36,100	\$51,200	\$63,800	\$27,700
Natural Resources	\$31,200	\$38,800	\$48,800	\$17,600
Philosophy & Religious Studies	\$28,200	\$36,600	\$51,200	\$23,000
Physical Sciences	\$35,000	\$46,200	\$61,200	\$26,200
Psychology	\$29,800	\$38,900	\$50,700	\$20,900
Public Administration	\$32,100	\$39,100	\$50,000	\$17,900
Recreation & Fitness Studies	\$33,100	\$43,100	\$56,800	\$23,700
Security & Protective Services	\$32,700	\$42,800	\$54,700	\$22,000
Social Sciences	\$32,600	\$42,600	\$55,600	\$23,000
Visual & Performing Arts	\$28,900	\$38,300	\$50,100	\$21,200
Total	\$35,700	\$47,500	\$62,200	\$26,500

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

Table C-2b: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time Five Years After Graduation, With Additional Credential, by Fields of Study (Classes of 2008, 2009, 2010 Combined)*

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th - 25 th)
Agriculture	\$43,300	\$57,500	\$95,600	\$52,300
Architecture	\$40,000	\$47,000	\$55,500	\$15,500
Biological Sciences	\$42,900	\$54,000	\$89,500	\$46,600
Business & Marketing	\$46,500	\$59,400	\$73,100	\$26,600
Communication & Journalism	\$38,800	\$48,600	\$61,200	\$22,400
Computer & Information Sciences	\$55,500	\$72,100	\$87,900	\$32,400
Cultural Studies	^	^	^	^
Education	\$41,800	\$51,700	\$63,100	\$21,300
Engineering	\$59,700	\$71,100	\$82,800	\$23,100
Engineering Technician	\$50,700	\$64,900	\$76,100	\$25,400
English & Literature	\$36,400	\$45,800	\$58,000	\$21,600
Family & Consumer Sciences	\$36,000	\$45,000	\$57,100	\$21,100
Health Professions	\$47,800	\$65,000	\$83,200	\$35,400
History	\$36,200	\$45,900	\$57,300	\$21,100
Interdisciplinary Studies	\$44,000	\$52,600	\$64,100	\$20,100
Languages & Linguistics	\$35,100	\$46,500	\$57,600	\$22,500
Legal Studies	\$40,100	\$48,500	\$62,300	\$22,200
Liberal Arts & Sciences	\$34,900	\$46,000	\$62,200	\$27,300
Mathematics & Statistics	\$41,200	\$56,700	\$73,600	\$32,400
Natural Resources	^	^	^	^
Philosophy & Religious Studies	\$39,600	\$49,500	\$61,100	\$21,500
Physical Sciences	\$41,400	\$52,100	\$77,500	\$36,100
Psychology	\$33,200	\$41,600	\$54,100	\$20,900
Public Administration	\$35,400	\$42,300	\$51,600	\$16,200
Recreation & Fitness Studies	\$40,900	\$53,700	\$70,100	\$29,200
Security & Protective Services	\$35,100	\$44,300	\$57,100	\$22,000
Social Sciences	\$39,100	\$48,000	\$61,200	\$22,100
Visual & Performing Arts	\$31,800	\$44,200	\$56,000	\$24,200
Total	\$40,700	\$52,800	\$69,500	\$28,800

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

Table C-3a: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time Ten Years After Graduation, Without an Additional Credential, by Fields of Study (Class of 2005)

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th - 25 th)
Agriculture	\$41,900	\$57,600	\$81,000	\$39,100
Architecture	\$48,600	\$60,600	\$79,200	\$30,600
Biological Sciences	\$44,000	\$58,900	\$83,500	\$39,500
Business & Marketing	\$47,300	\$65,000	\$89,600	\$42,300
Communication & Journalism	\$42,100	\$56,200	\$76,000	\$33,900
Computer & Information Sciences	\$57,600	\$76,600	\$100,700	\$43,100
Cultural Studies	^	^	^	^
Education	\$46,000	\$56,700	\$66,100	\$20,100
Engineering	\$68,400	\$84,900	\$102,600	\$34,200
Engineering Technician	\$62,000	\$80,400	\$99,800	\$37,800
English & Literature	\$38,400	\$51,100	\$67,000	\$28,600
Family & Consumer Sciences	\$42,500	\$52,700	\$69,300	\$26,800
Health Professions	\$46,400	\$62,000	\$77,800	\$31,400
History	\$40,600	\$52,200	\$68,200	\$27,600
Interdisciplinary Studies	\$45,400	\$61,100	\$80,200	\$34,800
Languages & Linguistics	^	^	^	^
Legal Studies	\$39,000	\$50,300	\$63,400	\$24,400
Liberal Arts & Sciences	\$38,400	\$52,100	\$69,700	\$31,300
Mathematics & Statistics	\$49,600	\$65,800	\$93,500	\$43,900
Natural Resources	\$41,500	\$48,600	\$70,000	\$28,500
Philosophy & Religious Studies	\$35,100	\$52,300	\$69,100	\$34,000
Physical Sciences	\$44,000	\$54,200	\$78,800	\$34,800
Psychology	\$35,500	\$47,100	\$63,800	\$28,300
Public Administration	\$37,400	\$47,700	\$61,800	\$24,400
Recreation & Fitness Studies	\$42,900	\$56,400	\$72,500	\$29,600
Security & Protective Services	\$40,900	\$53,200	\$73,500	\$32,600
Social Sciences	\$39,800	\$53,900	\$72,000	\$32,200
Visual & Performing Arts	\$35,600	\$48,500	\$62,400	\$26,800
Total	\$43,400	\$59,300	\$79,600	\$36,200

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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

Table C-3b: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time Ten Years After Graduation, With Additional Credential, by Fields of Study (Class of 2005)

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th - 25 th)
Agriculture	\$58,600	\$83,900	\$116,200	\$57,600
Architecture	\$50,700	\$66,100	\$81,300	\$30,600
Biological Sciences	\$54,900	\$86,800	\$136,400	\$81,500
Business & Marketing	\$57,000	\$76,200	\$100,200	\$43,200
Communication & Journalism	\$49,500	\$63,300	\$88,000	\$38,500
Computer & Information Sciences	\$65,200	\$91,000	\$118,100	\$52,900
Cultural Studies	^	^	^	^
Education	\$49,600	\$61,300	\$72,300	\$22,700
Engineering	\$79,600	\$94,300	\$113,600	\$34,000
Engineering Technician	\$73,900	\$91,800	\$107,200	\$33,300
English & Literature	\$45,000	\$55,900	\$71,900	\$26,900
Family & Consumer Sciences	\$44,800	\$61,700	\$90,600	\$45,800
Health Professions	\$53,900	\$75,400	\$100,100	\$46,200
History	\$43,300	\$55,700	\$76,600	\$33,300
Interdisciplinary Studies	\$53,400	\$61,400	\$87,600	\$34,200
Languages & Linguistics	\$42,900	\$55,000	\$72,600	\$29,700
Legal Studies	\$42,200	\$58,600	\$88,300	\$46,100
Liberal Arts & Sciences	\$44,700	\$56,200	\$74,500	\$29,800
Mathematics & Statistics	\$54,500	\$66,900	\$86,700	\$32,200
Natural Resources	\$50,100	\$59,800	\$74,900	\$24,800
Philosophy & Religious Studies	^	^	^	^
Physical Sciences	\$53,200	\$73,400	\$107,100	\$53,900
Psychology	\$43,000	\$55,800	\$74,300	\$31,300
Public Administration	\$41,800	\$52,000	\$65,800	\$24,000
Recreation & Fitness Studies	\$44,700	\$60,000	\$83,200	\$38,500
Security & Protective Services	\$44,500	\$57,600	\$77,500	\$33,000
Social Sciences	\$46,400	\$62,500	\$84,900	\$38,500
Visual & Performing Arts	\$38,200	\$51,200	\$67,700	\$29,500
Total	\$49,900	\$67,500	\$92,600	\$42,700

*Includes graduates who worked and enrolled at the same time.

^Number of graduates too small to report in accordance with privacy laws and regulations.

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



STATE
UNIVERSITY
SYSTEM
of FLORIDA
Board of Governors

325 West Gaines Street, Suite 1614
Tallahassee, FL 32399-0400
Phone (850) 245-0466
Fax (850) 245-9685

www.flbog.edu