



STATE
UNIVERSITY
SYSTEM
of FLORIDA
Board of Governors

Graduate Follow-Up Study:
Baccalaureate Class of 2014

June 2016

EXECUTIVE SUMMARY

Students, parents, educators, and policy-makers need information regarding the outcomes of bachelor's degree recipients after they complete college. This report, Graduate Follow-Up Study: Baccalaureate Class of 2014, is the second such report to provide this information for the State University System (SUS) of Florida. The first report, based on a pilot study, was focused on the Class of 2012. Like the first report, this report also addresses four key questions about employment and education outcomes for baccalaureate degree recipients from the Class of 2014. The current study was enhanced to provide better and more accurate outcome information. First, this study includes employment information from Florida, 38 other states, the District of Columbia, and Puerto Rico, whereas the previous study only included Florida employment information. Second, graduates who were enrolled while working were included in analyses that separately address employment and enrollment in order to ensure that the extent to which graduates worked or pursued additional education is not understated. Finally, the previous study provided outcomes by gender while this study produced outcomes for the three largest racial/ethnic groups in Florida (White, Hispanic, and Black/ African American) in addition to reporting outcomes by gender. While these enhancements prevent comparisons between the employment outcomes of the two studies, identical analyses for the Class of 2012 will be completed within the next year so that comparable data will be available going forward.

Just over 60,000 baccalaureate degrees were awarded to the Class of 2014 and of those, 58,717 graduate records were available to match with national employment and education databases. The matches yielded employment and/or educational outcomes for 52,431 graduates or 89% of the records available for matching. Employment and education outcomes are unknown for the 11% of graduates (n=6,286) who did not have records in the national employment and education databases. The graduates not found may have worked for the federal government, a non-profit organization that is not required to participate in the federal unemployment insurance programs, or they may have been self-employed or employed in a temporary position that did not qualify for unemployment insurance. Some of the SUS graduates not found may have worked in one of the 11 states that choose not to participate in the Wage Record Interchange System 2 (WRIS 2), a voluntary data exchange system. Participation of some non-participating states – such as Alabama, Georgia, and New York – should increase the number of graduates employed if their data were available. In fact, Georgia recently agreed to participate in WRIS 2 although their data was not available for inclusion in this study.

Question 1: Do graduates get jobs?

Yes, 93% of baccalaureate graduates found in the national databases worked within one year after graduation in the state of Florida or one of the other 40 states and territories who voluntarily participate in WRIS 2. Two-thirds of those who worked did so full-time one year after graduation. One out of every four who worked also continued their education at the same time. The field of study with the largest number of graduates who worked either full- or part-time was Business & Marketing with 9,628 graduates.

Question 2: Do graduates pursue additional education after earning a baccalaureate degree?

The answer to this question is also yes. Approximately 30% of graduates found pursued further education within one year of completing a baccalaureate degree. Just over three-fourths of those enrolled also worked at the same time. The field of study with the largest number of graduates enrolled in further education was Health Professions with 1,991 graduates enrolled.

Question 3: Do graduates work while pursuing additional education?

Yes, approximately 23% (12,033), of graduates found in the national databases worked while enrolled in further education. The field of study with the largest number of graduates working while enrolled was Health Professions with 1,646 graduates.

Question 4: What are the starting salaries of graduates?

The estimated median annual wages for graduates who worked full-time one year after graduation was approximately \$36,300. Median wages varied by field of study, from a low of \$27,100 in Biological Sciences to a high of \$56,300 in Engineering. The median annual wage for female graduates (\$34,700) was \$4,400 lower than the median annual wage for male graduates (\$39,100). Black/ African American graduates received the lowest annual median wages of \$33,200, which is \$3,100 below the median for all graduates. Additional differences by race/ethnicity and by gender were observed across various fields of study.

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INTRODUCTION

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

The current study was enhanced to provide better and more comprehensive outcome information. First, this study includes employment information from Florida, 38 other states, the District of Columbia, and Puerto Rico, whereas the previous study only included Florida employment information. Second, graduates who were enrolled while working were included in analyses that separately address employment and enrollment in order to ensure that the extent to which graduates worked or pursued additional education is not understated. Finally, the previous study provided outcomes by gender while this study produced outcomes for the three largest racial/ethnic groups in Florida (White, Hispanic, and Black/African American) in addition to reporting outcomes by gender. While these enhancements prevent comparisons between the employment outcomes of the two studies, identical analyses for the Class of 2012 will be completed within the next year so that comparable data will be available going forward.

This study was conducted to better understand the post-college outcomes of the Class of 2014 as graduates transitioned into jobs or as they pursued additional education one year after completing their baccalaureate degrees. To this end, this study was designed to answer the following four questions.

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

The answers to these questions provide critical information to students, parents, educators, and policy-makers about the experiences of graduates after they complete baccalaureate degrees.

The Class of 2014

Just over 60,000 baccalaureate degrees were awarded during the 2013-2014 academic year and of those, 58,717 graduate records were available to match with national employment and education databases. This includes graduates from 11 of the 12 institutions that make up the State University System of Florida (SUS). Florida

Polytechnic University, who enrolled its first students in Fall 2014 did not have any graduates to include in this analysis.

The SUS institutions award degrees in 28 fields of study, based on the 2-digit Classification of Instructional Program (CIP) category associated with the degrees awarded. Most of the degrees awarded to the class of 2014 were in the following ten fields: Business & Marketing, Health Professions, Social Sciences, Psychology, Biological Sciences, Education, Engineering, Communication & Journalism, Security & Protective Services, and Visual & Performing Arts. Table 1 below provides a list of the top 10 fields in which degrees were awarded during the 2013-2014 academic year. (Refer to Table A in Appendix B for details regarding all 28 fields of study.)

Table 1. Baccalaureate Degrees Awarded to the Class of 2014, by Largest Fields of Study

Field of Study	Number of Graduates	% of Total Graduates
Business & Marketing	11,510	20%
Health Professions	5,977	10%
Social Sciences	5,843	10%
Psychology	4,852	8%
Biological Sciences	3,829	7%
Education	3,577	6%
Engineering	3,338	6%
Communication & Journalism	3,160	5%
Security & Protective Services	2,377	4%
Visual & Performing Arts	1,977	3%
All Other Disciplines	12,277	21%
Total	58,717	100%

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

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

Employment and/or enrollment records were available for 89% or 52,431 graduates used for this study. Outcomes for the remaining 6,286 graduates (11%) were not available from existing databases for various reasons. For example, the two sources of employment information – Florida’s Unemployment Insurance (UI) and the Wage Record Interchange System 2 (WRIS 2) databases do not contain information for several types of individuals who were actually working. The Florida UI and WRIS 2 databases do not include individuals 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. In addition, while 41 states and territories

participate in WRIS 2 while several states in close proximity (e.g., Georgia) and states with significant populations (e.g., New York) do not submit employment information to the database. Since the purpose of this study was to report outcomes for baccalaureate degree recipients, graduates for whom outcomes are unknown are reported as ‘not found.’ Refer to Appendix A for details regarding data limitations.

Post-Baccalaureate Outcomes: Overview

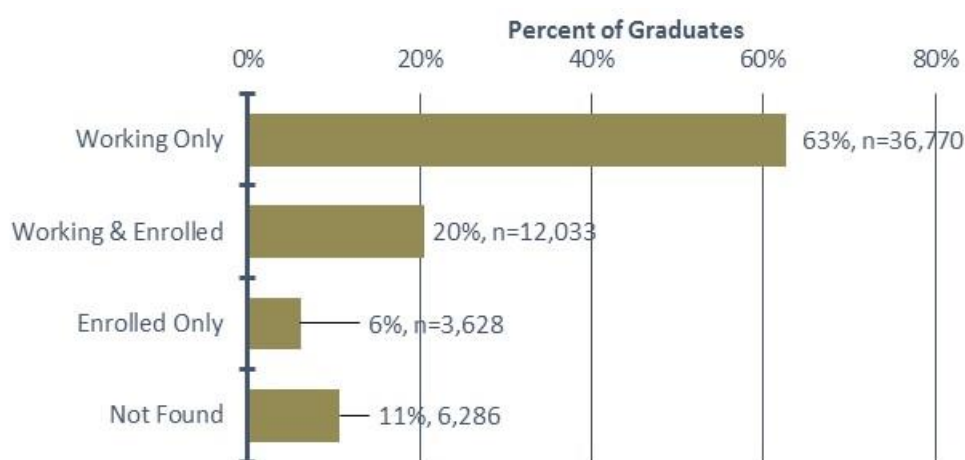
Three mutually exclusive outcomes for the 2014 graduates for whom data were available are illustrated in Figures 1 and 2: 1) only worked, 2) only enrolled in further education and 3) enrolled in further education while working.

The first outcome identified was working one year after graduation, but not pursuing additional education at the same time. The employment database used for this analysis includes information for individuals who worked in Florida or one of the 40 other states and territories participating in WRIS 2.

The second outcome was pursuing additional education, but not working, within one year after graduation. Data for this analysis came from the National Student Clearinghouse. Unfortunately, the database does not include any indicators to determine whether individuals were enrolled on a full- or part-time basis.

The third outcome combined information from the employment and enrollment databases to identify graduates who worked while enrolled.

Figure 1. Outcomes One Year After Graduation, Class of 2014

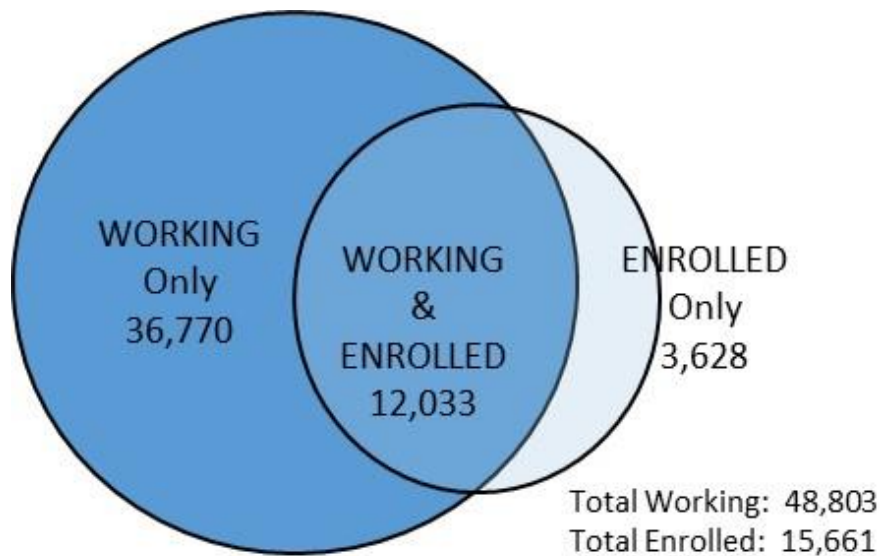


Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System. N=58,717.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

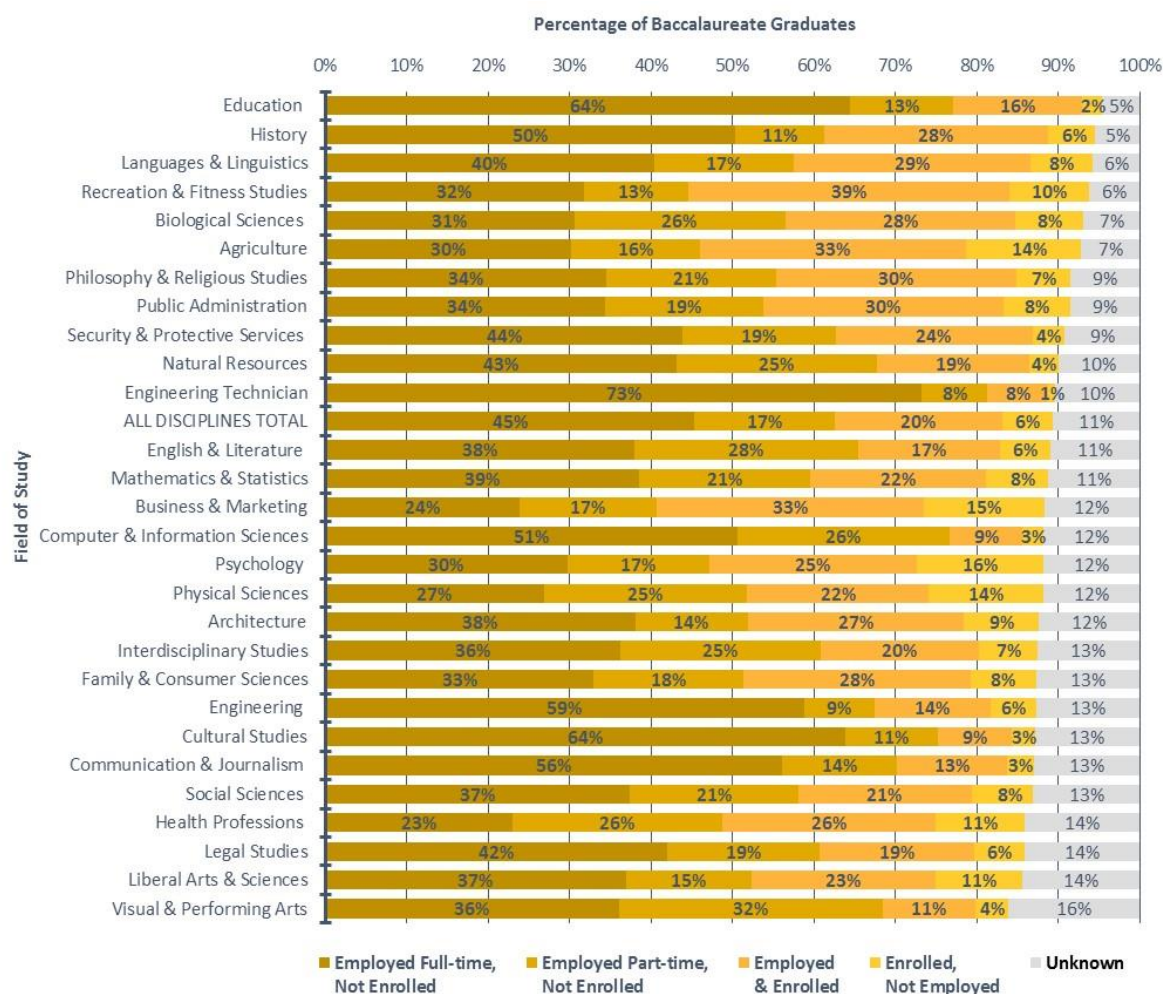
Collectively, these three groups provide a picture of the outcomes for 52,431 baccalaureate degree recipients from the Class of 2014. It is important to note the extensive overlap between employment and enrollment as shown in Figure 3 below. This figure shows that 25% of graduates who worked were also enrolled and 77% of those enrolled also worked. Therefore, graduates who worked while enrolled were included in analyses that separately address enrollment and working in order to ensure that the extent to which graduates worked or pursued additional education is not understated.

Figure 2. Overlap Between Employment and Enrollment Outcomes, Class of 2014



As previously noted, some employment and/or education outcomes are known for 89% of the graduates whose records were available for this study. An analysis by field of study, shown in Figure 3 on the following page, shows that Education was the field of study with the highest percentage of graduates with known outcomes (95%) and Visual & Performing Arts had the lowest percentage of graduates found (83%) in the available data sources.

Figure 3. Outcomes One Year After Graduation, by Field of Study



Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System. N=58,717.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Totals may not equal 100% due to rounding.

Finally, analyses of outcomes for gender and the three largest racial/ethnic groups was also conducted for each of the four research questions. The analyses focused on graduates who identified as Black/ African American, Hispanic, or White in the ten fields of study with the highest number of graduates. The analyses were limited to the top ten fields due to the low numbers of graduates in some racial/ethnic groups, the low numbers of graduates in some fields of study, and reporting limitations due to privacy laws and regulations (refer to Appendix A). Results are not provided by the various combinations of gender and racial/ethnic groups (e.g., Hispanic females) due to low numbers and privacy laws.

DO GRADUATES GET JOBS?

The answer to this question is yes. Approximately 93%, or 48,803 of the 2014 graduates found in the national employment and education databases, worked within one year of completing their baccalaureate degree. They represent approximately 83% of the graduates whose records were used for the study. Approximately 25% of those working also continued their education and are described later in this report.

Employment outcomes vary somewhat by field of study. The fields with the largest number of graduates who worked either full- or part-time were Business & Marketing (9,628), Health Professions (5,307), Social Sciences (4,636), and Psychology (4,042).

The proportion of all graduates found working within one year of graduation, as a percent of all graduate records used for the study, ranged from 73% in Biological Sciences and Physical Sciences to 93% in Education. The three fields with the highest proportions were Education (93%), Engineering Technician (89%), and Health Professions (89%). Refer to Table 2 below and Table B in Appendix B for details.

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

Field of Study	Working Only		Working & Enrolled		Total Working		Total Graduates
	#	% of Graduates	#	% of Graduates	#	% of Graduates	
Biological Sciences	1,559	41%	1,253	33%	2,812	73%	3,829
Business & Marketing	8,079	70%	1,549	13%	9,628	84%	11,510
Communication & Journalism	2,421	77%	284	9%	2,705	86%	3,160
Education	2,760	77%	566	16%	3,326	93%	3,577
Engineering	2,251	67%	476	14%	2,727	82%	3,338
Health Professions	3,661	61%	1,646	28%	5,307	89%	5,977
Psychology	2,606	54%	1,436	30%	4,042	83%	4,852
Security & Protective Services	1,489	63%	575	24%	2,064	87%	2,377
Social Sciences	3,392	58%	1,244	21%	4,636	79%	5,843
Visual & Performing Arts	1,353	68%	225	11%	1,578	80%	1,977
All Other Disciplines	7,199	59%	2,779	23%	9,978	81%	12,277
Total	36,770	63%	12,033	20%	48,803	83%	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages may not sum to Total Working column due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation.

Full- and part-time employment status was based on employment status during the fourth quarter following graduation. Of those who worked, 66% worked full-time. The percentage of graduates who worked full-time also varied by field of study, ranging from 42% in Languages & Linguistics to 88% in Engineering Technician. The fields with the highest proportion of graduates who worked full-time were: Engineering Technician (88%), Computer Science (83%), Engineering (82%), Education (79%), Business & Marketing (77%), and Health Professions (73%). For details, refer to Table 3 below and Table C in Appendix B.

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

Field of Study	Working Full-Time		Working Part-Time		Total Working
	#	% of Total	#	% of Total	
Biological Sciences	1,264	45%	1,548	55%	2,812
Business & Marketing	7,382	77%	2,246	23%	9,628
Communication & Journalism	1,715	63%	990	37%	2,705
Education	2,636	79%	690	21%	3,326
Engineering	2,243	82%	484	18%	2,727
Health Professions	3,894	73%	1,413	27%	5,307
Psychology	2,258	56%	1,784	44%	4,042
Security & Protective Services	1,352	66%	712	34%	2,064
Social Sciences	2,710	58%	1,926	42%	4,636
Visual & Performing Arts	780	49%	798	51%	1,578
All Other Disciplines	5,929	59%	4,049	41%	9,978
Total	32,163	66%	16,640	34%	48,803

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

Notes: Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Full- and part-time employment status was based on employment status during the fourth quarter following graduation. Includes graduates who also enrolled while working.

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

The proportions of working graduates who were Black/ African American, Hispanic, or White - as a percent of all graduates whose records were used for the study - were comparable to their proportions among all graduates (refer to Table 4 below). By field of study, the proportions of working graduates who were Black/ African American, Hispanic, or White - as a percent of all graduates whose records were used for the study - were also comparable to their proportions among graduates in their respective fields of study. Refer to Table D in Appendix B for details. Data for graduates in the other race/ethnic categories cannot be reported due to the low numbers of graduates. Refer to Appendix A regarding reporting limitations due to privacy laws and regulations.

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

Race/Ethnicity	# of Graduates Working	% of Graduates Working (N=48,803)	Total # of Graduates	% of Total Graduates (N=58,717)
Black / African American	6,352	13%	7,279	12%
Hispanic	11,734	24%	13,894	24%
White	26,732	55%	31,438	54%
All Others	3,985	8%	6,106	10%
Total	48,803	100%	58,717	100%

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Includes graduates who also enrolled while working.

The proportions of female and male graduates who worked, as a percent of all graduates whose records were used for the study, were comparable to their proportions among all graduates (refer to Table 5 below). By field of study, the proportions of female and male graduates who worked, as a percent of all graduates whose records were used for the study, were also comparable to their proportions among graduates in their respective fields. Refer to Table E in Appendix B for details.

Table 5. Number of Baccalaureate Graduates Working, by Gender

Gender	# of Graduates Working	% of Graduates Working (N=48,803)	Total # of Graduates	% of Total Graduates (N=58,717)
Female	29,178	60%	34,567	59%
Male	19,625	40%	24,150	41%
Total	48,803	100%	58,717	100%

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Includes graduates who also enrolled while working.

DO GRADUATES PURSUE FURTHER EDUCATION?

The answer to this question is also yes. Overall 30%, or 15,661 of the graduates found in the national employment and education databases, pursued additional education one year after graduation. They represent approximately 27% of the graduates whose records were used for the study. Most (77%) worked while enrolled, and will be discussed in the next section. Due to data limitations described in Appendix A, it is impossible to determine 1) how many enrolled in graduate programs, 2) what their field of study was, and 3) how many enrolled full-time basis.

These outcomes also varied by field of study. The fields with the highest number of graduates pursuing further education were Health Professions (1,991), Business & Marketing (1,941), Psychology (1,832), and Biological Sciences (1,823).

The proportion who were enrolled one year after graduation, as a percent of all graduates whose records were used for the study, ranged from 8% of Engineering Technician graduates to 49% of Public Administration graduates. The fields with the highest proportions enrolled were Public Administration (49%), Biological Sciences (48%), and Agriculture (47%). Refer to Table 6 and Table F in Appendix B for details.

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

Field of Study	# Enrolled	% of Graduates	Total Number of Graduates
Biological Sciences	1,823	48%	3,829
Business & Marketing	1,941	17%	11,510
Communication & Journalism	366	12%	3,160
Education	653	18%	3,577
Engineering	662	20%	3,338
Health Professions	1,991	33%	5,977
Psychology	1,832	38%	4,852
Security & Protective Services	669	28%	2,377
Social Sciences	1,688	29%	5,843
Visual & Performing Arts	304	15%	1,977
All Other Disciplines	3,732	30%	12,277
Total	15,661	27%	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Includes graduates who also worked while enrolled.

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

The proportions of graduates from the largest racial/ethnic groups who pursued additional education, as a percent of all graduates whose records were used for the study, were generally comparable to their proportions among all graduates. A slightly higher proportion of Black/ African American graduates pursued additional education compared to their proportion among all graduates. A slightly lower proportion of White graduates pursued additional education compared to their proportion among all graduates. Refer to Table 7 below for details.

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

Race/Ethnicity	# of Graduates Enrolled	% of Graduates Enrolled (N=15,661)	Total # of Graduates	% of Total Graduates (N=58,717)
Black / African American	2,229	15%	7,279	12%
Hispanic	3,816	24%	13,894	24%
White	7,855	50%	31,438	54%
All Others	1,761	11%	6,106	10%
Total	15,661	100%	58,717	100%

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Includes graduates who also worked while enrolled.

By field of study, the proportions of Black/ African American and Hispanic graduates who pursued additional education - as a percent of all graduates whose records were used for the study - were higher than their proportions among all graduates across most fields of study. The proportion of White graduates who pursued additional education was comparable across most fields of study, with two exceptions. A lower proportion of White graduates with degrees in Education and Visual & Performing Arts pursued additional education compared to their proportion among graduates in those fields of study. Refer to Table G in Appendix B for more details.

Data for graduates in the other race/ethnic categories cannot be reported due to the low numbers of graduates. Refer to Appendix A regarding reporting limitations due to privacy laws and regulations.

The proportions of female and male graduates enrolled in further education, as a percent of all graduates whose records were used for the study, were comparable to their proportions among all graduates (refer to Table 8 below). By field of study, the proportions of female and male graduates who worked were also comparable to their

proportions among graduates in their respective fields of study. Refer to Table H in Appendix B for details.

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

Gender	# of Graduates Enrolled	% of Graduates Enrolled (N=15,661)	Total # of Graduates	% of Total Graduates (N=58,717)
Female	9,781	62%	34,567	59%
Male	5,880	38%	24,150	41%
Total	15,661	100%	58,717	100%

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates enrolled in further education within one year were counted if they enrolled within 14 months, or 426 days, after graduation. Includes graduates who also worked while enrolled.

DO GRADUATES WORK WHILE PURSUING ADDITIONAL EDUCATION?

As previously noted, the number of graduates pursuing additional education after completing a baccalaureate degree is not insignificant. Approximately 23%, or 12,033 of the 2014 graduates found in the national employment and education databases, worked and pursued education at the same time within one year after graduation. They represent approximately 20% of the graduates whose records were used for the study. Just under half of the graduates who worked while enrolled were employed full time (46%).

Again, the outcomes varied by field of study as shown in Table 9 on the following page. Among the ten fields with the highest number of degrees awarded, the fields with the highest numbers of graduates who pursued additional education while working were Health Professions (1,646), Business & Marketing (1,549), and Psychology (1,436). The fields with the highest proportion of graduates who worked while enrolled, as a percent of all graduates whose records were used for the study, were Public Administration (39%), Agriculture (33%), and Biological Sciences (33%).

The highest proportion of graduates who worked full-time while enrolled, as a percent of those who worked while enrolled, were found in the following fields: Business & Marketing (60%), Education (59%), and Engineering (59%). For more details about graduates who worked while pursuing additional education, refer to Table 9 on the following page and Table I in Appendix B. Note Table I does not contain full- and part-time data due to small cell sizes. Refer to Appendix A for information regarding reporting limitations due to privacy laws and regulations.

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

Field of Study	Working Full-Time While Enrolled		Working Part-Time While Enrolled		Total Working While Enrolled	% of Number of Graduates in Field	Total Number of Graduates
	#	% of Total Working & Enrolled	#	% of Total Working & Enrolled			
Biological Sciences	352	28%	901	72%	1,253	33%	3,829
Business & Marketing	925	60%	624	40%	1,549	13%	11,510
Communication & Journalism	117	41%	167	59%	284	9%	3,160
Education	333	59%	233	41%	566	16%	3,577
Engineering	282	59%	194	41%	476	14%	3,338
Health Professions	883	54%	763	46%	1,646	28%	5,977
Psychology	593	41%	843	59%	1,436	30%	4,852
Security & Protective Services	309	54%	266	46%	575	24%	2,377
Social Sciences	528	42%	716	58%	1,244	21%	5,843
Visual & Performing Arts	68	30%	157	70%	225	11%	1,977
All Other Disciplines	1,154	42%	1,625	58%	2,779	23%	12,277
Total	5,544	46%	6,489	54%	12,033	20%	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages for “Working Full-Time & Enrolled” and “Working Part-Time & Enrolled” may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Full- and part-time employment status was based on employment status during the fourth quarter following graduation.

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

The proportions of graduates from the largest racial/ethnic groups who worked while pursuing additional education were generally comparable to their proportions among all graduates. A slightly higher proportion of Black/African American graduates worked while pursuing additional education compared to their proportion among all graduates. A slightly lower proportion of White graduates worked while pursuing additional education compared to their proportion among all graduates. Refer to Table 10 on the following page for details.

By field of study, the proportions of Black/African American, Hispanic, and White graduates who worked while pursuing additional education - as a percent of all graduates whose records were used for the study - were comparable to their

proportions among their respective fields of study. Refer to Table J in Appendix B for details.

Data for graduates in the other race/ethnic categories cannot be reported due to the low numbers of graduates. Refer to Appendix A regarding reporting limitations due to privacy laws and regulations.

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

Race/Ethnicity	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled (N=12,033)	Total # of Graduates	% of Total Graduates (N=58,717)
Black / African American	1,859	15%	7,279	12%
Hispanic	3,013	25%	13,894	24%
White	6,061	50%	31,439	54%
All Others	1,100	9%	6,105	10%
Total	12,033	100%	58,717	100%

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

The proportion of female graduates worked while, as a percent of all graduates whose records were used for the study, was higher compared to their proportion among all graduates (refer to Table 11 on the following page). By field of study, the proportions of female and male graduates who worked while enrolled - as a percent of all graduates whose records were used for the study - were comparable to their proportions among their respective fields of study with two exceptions. The proportion of females enrolled in further education while working was higher for those with degrees in Social Sciences and Visual & Performing Arts. Refer to Table K in Appendix B for details.

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

Gender	# of Graduates Working While Enrolled	% of Graduates Working While Enrolled (N=12,033)	Total # of Graduates	% of Total Graduates (N=58,717)
Female	7,678	64%	34,567	59%
Male	4,355	36%	24,150	41%
Total	12,033	100%	58,717	100%

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

WHAT ARE THE STARTING SALARIES OF GRADUATES?

The median wage for graduates of the Baccalaureate Class of 2014 who worked full-time in Florida, the District of Columbia, Puerto Rico, or one of an additional 38 states participating in WRIS 2 one year after college was \$36,300.¹ Full-time is defined as earning \$16,494 or more per year.² Median annual wages for full-time workers varied by field of study, ranging from a low of \$27,100 for Biological Sciences to a high of \$56,300 in Engineering (refer to Table L in Appendix B).

As depicted by the fields of study listed at the top of Figure 4, there were wide ranges of wages in each field. With this much variability, median wages may not be an accurate indicator of what a recent graduate is likely to earn. To provide better information, more data points are provided in this section of the report so that future graduates may have a better understanding of the wages earned by recent graduates.

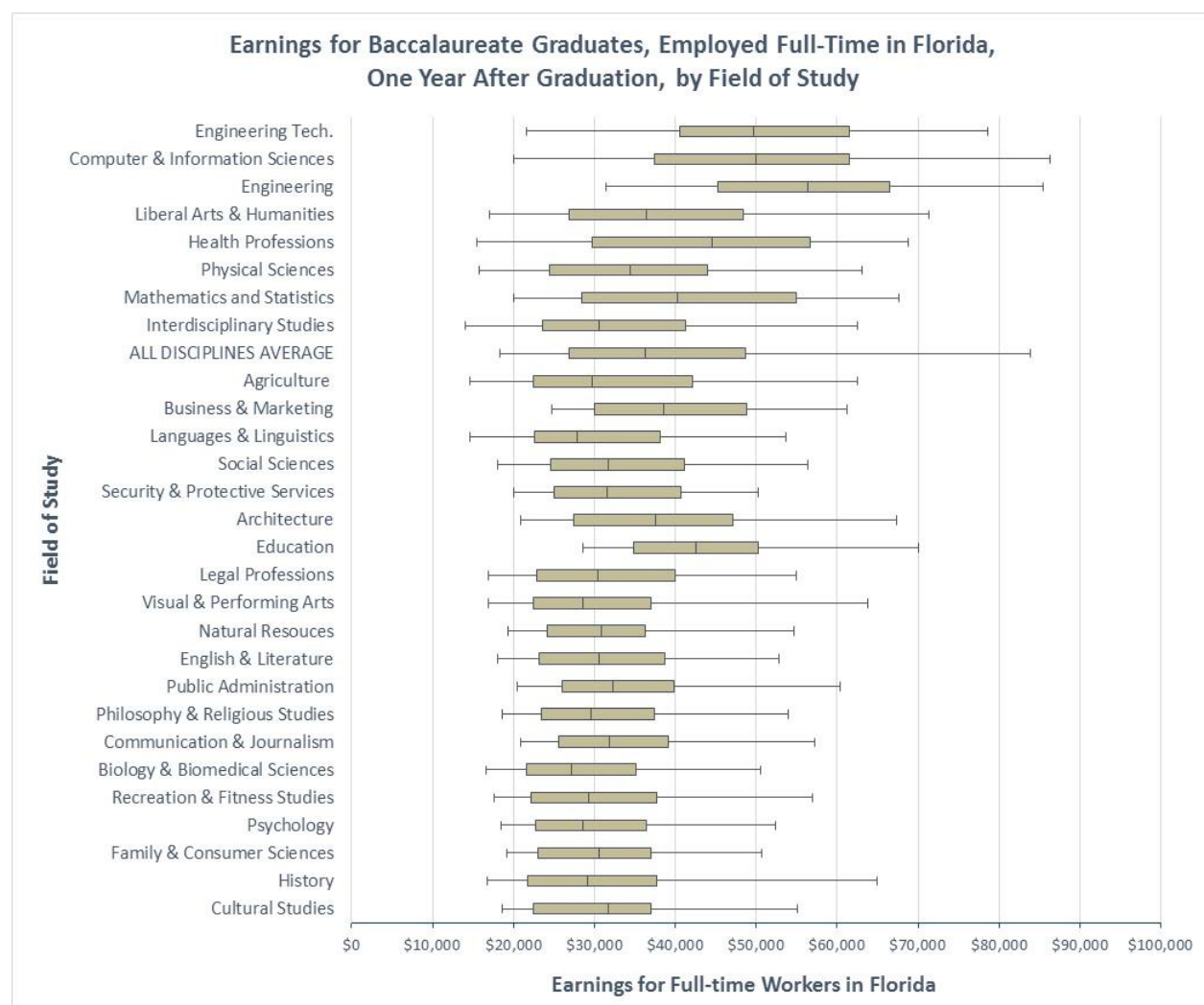
Figure 4 illustrates the median wages for the 28 fields of study, along with the inter-quartile range represented by the gray boxes (25th and 75th percentile), and the restricted range represented by the lines that extend beyond the inter-quartile range to the 5th and 95th percentile. The restricted range from the 5th to the 90th percentile is used to control for unusually high and low wages. Where the data show a smaller wage range, the median is likely a more accurate depiction of post-baccalaureate wages for new graduates. For example, the median wages for Communication & Journalism graduates was only \$35,900 while the range for Social Science graduates was \$44,000 indicating less variability among the wages of Communication & Journalism graduates compared to the Social Science graduate wages.

The field of study with the largest range of wages was Engineering Technician (range = \$69,500), followed by Computer & Information Sciences (range = \$67,800). The field with the smallest range of wages was Cultural Studies (range = \$27,700). Refer to Table L in Appendix B for more details.

¹ Median wage figures reflect annualized quarterly wages greater than zero reported in the 4th quarter after the degree was granted and rounded to the nearest hundred.

² The minimum annual full-time wage (\$16,494) used for the 2013-14 graduates in this study was determined by multiplying the 2014 hourly minimum wage (\$7.93) by 2,080 hours (52 weeks multiplied by 40 hours).

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



Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program (FETPIP) and the State University Data System. N= 32,163.

Notes: Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Wages reflect annualized quarterly wages reported in the 4th quarter after the degree was granted. The low and high points reflect the 5th and 95th percentile. The low and high ends of the box reflect the 25th and 75th percentile and the line in the middle of the box reflects the median. Data are for workers with a full-time wage or greater in the fourth quarter following graduation. Includes degree recipients who were only working full-time and those who worked full-time while enrolled in additional education. Data were sorted by restricted range, with the largest at the top and the smallest at the bottom.

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

An analysis for the largest racial/ethnic groups revealed several notable disparities in median wages. Black/African American graduates who worked full-time one year after graduation have the lowest annual median wages of \$33,200, which is \$3,100 below the median of \$36,300 for all graduates. The annual median wage for Hispanic and White

graduates is higher than the median for all graduates by \$600 and \$500 respectively. Refer to Table 12 on the following page for details.

Table 12 on the following page also shows annual median wages by field of study for Black/ African American, Hispanic, and White Graduates. Black/ African American graduates with degrees in Business & Marketing, Communication & Journalism, Health Professions, Security & Protective Services, and Visual & Performing Arts had median wages that were \$1,000 or more below the median for all graduates in those fields. The largest gap was for Black/ African American graduates with degrees in Health Professions, which was \$7,400 less than the median for all Health Professions graduates (\$37,100 compared to \$44,500).

The median wages for Hispanic graduates were comparable to or exceeded the median for graduates across all fields of study with two exceptions. The median wages for Hispanic graduates was lower for those with degrees in Biological Science (\$26,400 vs. \$27,100, a difference of \$700) and Education (\$41,300 vs. \$42,500, a difference of \$1,200).

The median wages for White graduates were comparable to or exceeded the median for all graduates. The most notable difference in median wages was for graduates in Health Professions where the median wages for White graduates (\$46,400) was \$1,900 higher than the median for all Health Professions graduates (\$44,500).

Data for graduates in the other race/ethnic categories cannot be reported due to the low numbers of graduates. Refer to Appendix A regarding reporting limitations due to privacy laws and regulations.

Table 12: Median Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, by Largest Race/Ethnicity Categories and by Largest Fields of Study

Field of Study	Black / African American		Hispanic		White		All Students	
	Median	# Graduates Employed	Median	# Graduates Employed	Median	# Graduates Employed	Median	# Graduates Employed
		FT		FT		FT		FT
Biological Sciences	\$27,100	151	\$26,400	356	\$27,500	603	\$27,100	1,264
Business & Marketing	\$36,400	677	\$39,400	2,118	\$38,600	4,028	\$38,600	7,382
Communication & Journalism	\$28,500	183	\$33,000	433	\$31,800	998	\$31,900	1,715
Education	\$41,600	248	\$41,300	544	\$43,300	1,746	\$42,500	2,636
Engineering	\$56,000	155	\$57,000	600	\$56,000	1,271	\$56,300	2,243
Health Professions	\$37,100	750	\$44,800	724	\$46,400	2,067	\$44,500	3,894
Psychology	\$28,600	322	\$29,600	703	\$28,500	1,089	\$28,600	2,258
Security & Protective Services	\$30,000	332	\$33,200	348	\$31,600	617	\$31,600	1,352
Social Sciences	\$31,800	441	\$32,000	646	\$31,800	1,455	\$31,700	2,710
Visual & Performing Arts	\$25,400	78	\$30,000	172	\$28,500	460	\$28,600	780
All Other Disciplines	\$31,800	831	\$34,700	1,351	\$33,700	3,299	\$33,500	5,929
Total	\$33,200	4,168	\$36,900	7,995	\$36,800	17,633	\$36,300	32,163

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program (FETPIP) and the State University Data System. N= 32,163.

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

An analysis of annual median wages by gender and by field of study shows several differences, as shown in Table 13 on the following page. Overall, the annual median wage for female graduates (\$34,700) was \$4,400 less than the annual median wage for male graduates (\$39,100). The annual median wage for female graduates with degrees in Biological Sciences, Business & Marketing, Security & Protective Services, Social Sciences, and Visual & Performing Arts were between \$500 and \$3,000 less than the median wages for males with degrees in the same field. Conversely, the annual median wage for female graduates with degrees in Communication & Journalism, Education, Engineering, Health Professions, and Psychology were between \$300 and \$3,000 higher than the annual median wages for males with degrees in the same field.

Table 13: Median Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, by Gender and by Largest Fields of Study

Field of Study	Females		Males		Median Difference (Females - Males)
	Median	# Graduates Employed FT	Median	# Graduates Employed FT	
Biological Sciences	\$26,600	806	\$29,000	458	(\$2,400)
Business & Marketing	\$37,000	3,591	\$40,000	3,791	(\$3,000)
Communication & Journalism	\$32,200	1,263	\$30,400	452	\$1,800
Education	\$43,000	2,210	\$40,000	426	\$3,000
Engineering	\$56,600	450	\$56,300	1,793	\$300
Health Professions	\$44,600	3,234	\$43,700	660	\$900
Psychology	\$28,900	1,814	\$27,900	444	\$1,000
Security & Protective Services	\$30,600	689	\$33,500	663	(\$2,900)
Social Sciences	\$30,700	1,445	\$33,300	1,265	(\$2,600)
Visual & Performing Arts	\$28,600	485	\$29,100	295	(\$500)
All Other Disciplines	\$31,200	3,195	\$38,000	2,734	(\$6,800)
Total	\$34,700	19,182	\$39,100	12,981	(\$4,400)

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program (FETPIP) and the State University Data System. N= 32,163.

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

NEXT STEPS

This second Baccalaureate Follow-Up Graduate Study, focused on the Class of 2014, provides a solid foundation for supporting students in making good academic and career choices and in supporting the Board's efforts to implement their Strategic Plan. However, more information is needed in order for students and the Board to be as effective as possible. To further support these efforts, the following analyses and related reports will be provided to the Board within the next year.

1. Comparable employment and educational outcomes analyses for additional cohorts of graduates one, five, and nine years following graduation, including a statistical analysis by gender and race/ethnicity. [Summer 2016]
2. An analysis of salary relative to the cumulative debt of SUS graduates. [Fall 2016]
3. Employment and educational outcomes for the Class of 2015, and five- and nine-year outcomes for additional cohorts of graduates as available. [Winter/Spring 2016]

CONCLUSION

This second Baccalaureate Follow-Up Study provides important information about the outcomes for State University System graduates. Of 58,717 graduates with usable records from the Class of 2014, 89% were found working and/or pursuing additional education one year after receiving their baccalaureate degrees. Approximately 93% of baccalaureate graduates found in the national databases worked in Florida, the District of Columbia, Puerto Rico, or one of an additional 38 states participating in WRIS 2. Of those who were employed, two-thirds (66%) worked full-time. The median wages for new graduates who worked full-time one year after graduation was \$36,300. Nearly one-third (30%) of graduates found in the national databases enrolled in further education. Approximately 23% of graduates found in the national databases were simultaneously employed and pursuing additional education within one year of graduation.

Analyses by gender and the largest racial/ethnic groups represented among SUS graduates showed that most of the outcomes were comparable to the outcomes for all students or as compared to their respective proportions among graduates, with the exception of median annual wages. The median annual wage for female graduates (\$34,700) was \$4,400 lower than the median annual wage for male graduates (\$39,100). Black/ African American graduates received the lowest annual median wages of \$33,200, which is \$3,100 below the median for all graduates. Additional differences by race/ethnicity and by gender were also observed across various fields of study.

The Baccalaureate Follow-Up Study is designed to be an annual, sustainable, and replicable study providing critical information about Florida's State University System's outcomes in order to support system-wide strategic planning. In addition, this study provides information students can use to plan for careers and post-baccalaureate education. Campus administrators and faculty can also use this report to evaluate student outcomes that may lead to changes in programs or student services.

APPENDIX A: TECHNICAL NOTES

The study is based on individual-level data for the 58,717 graduates from the State University Data System (SUDS). These records were then matched to records in the National Student Clearinghouse (NSC) and the Florida Education and Training Placement Information Program (FETPIP). Both of these data sources have several limitations that impacted the findings in this report.

National Student Clearinghouse

The NSC database includes records from 3,600 colleges and universities nationwide, which enroll 98% of all students in public and private U.S. institutions. While this database is comprehensive, there is a chance that an SUS graduate pursued additional education at a college or university that does not report data to NSC or at a college or university in another country. The number of graduates pursuing additional education at one of these types of institutions is likely very minimal. Data provided by NSC also does not include the number of credit hours or other measure of enrollment intensity that would indicate whether individuals were enrolled full- or part-time. This information, if available, would be useful in understanding the extent to which graduates worked while pursuing additional education. The NSC data also does not specify the field of study for enrolled students to indicate whether students continue to study in the same field or in a different field. Finally, NSC data does not indicate what type of additional education SUS graduates pursued. Most graduates likely enrolled in advanced educational programs, although others may have enrolled in programs that lead to a certificate, associate's degree, or another baccalaureate degree.

Florida Education and Training Placement Information Program

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

Participation in WRIS 2 is voluntary and the current database contains data for 39 states (listed below) as well as the District of Columbia and Puerto Rico.

Alaska, Arizona, Arkansas, Connecticut, Delaware, District of Columbia, 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, Puerto Rico, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Washington, Wisconsin, Wyoming

Several states with significant populations, some of which are in close geographic proximity to Florida, do not provide employment records to the WRIS 2 database. These states include:

Alabama, California, Colorado, Georgia, Hawaii, Massachusetts, Montana, New Hampshire, New York, Vermont*, and West Virginia.*

*Recently agreed to participate in WRIS 2 although their data was not available for inclusion in this study.

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

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

Protecting Privacy

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

The agreement that enables FETPIP to access the employment data provided by DEO also creates two significant limitations. First, the agreement does not allow any employment records to be attached to certain identifying elements such as race and gender to be returned to the data requestor -- in this instance Board staff. Second, WRIS 2 data, which contains data for an additional 38 states (listed above) as well as the District of Columbia and Puerto Rico, can only be provided back to Board staff in aggregate form. These restrictions limited the current study to providing only descriptive statistics, rather than more sophisticated statistical analyses that could determine whether significant differences in outcomes existed between graduates with different characteristics.

APPENDIX B: SUPPLEMENTAL DATA TABLES

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Table A. Baccalaureate Degrees Awarded to the Class of 2014, by Field of Study

Field of Study	Number of Graduates	% of Total Graduates
Agriculture	543	1%
Architecture	297	1%
Biological Sciences	3,829	7%
Business & Marketing	11,510	20%
Communication & Journalism	3,160	5%
Computer & Information Sciences	1,269	2%
Cultural Studies	131	0%
Education	3,577	6%
Engineering	3,338	6%
Engineering Technician	213	0%
English & Literature	1,934	3%
Family & Consumer Sciences	543	1%
Health Professions	5,977	10%
History	732	1%
Interdisciplinary Studies	1,125	2%
Languages & Linguistics	536	1%
Legal Studies	344	1%
Liberal Arts & Sciences	824	1%
Mathematics & Statistics	396	1%
Natural Resources	452	1%
Philosophy & Religious Studies	328	1%
Physical Sciences	642	1%
Psychology	4,852	8%
Public Administration	935	2%
Recreation & Fitness Studies	1,033	2%
Security & Protective Services	2,377	4%
Social Sciences	5,843	10%
Visual & Performing Arts	1,977	3%
Total	58,717	100%

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

Notes: Column may not sum to 100 due to rounding. The 2013-14 cohort consists of graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014.

Table B. Number of Baccalaureate Graduates Working, by Field of Study

Field of Study	Working Only		Working & Enrolled		Total Working		Total # of Graduates
	#	% of Graduates	#	% of Graduates	#	% of Graduates	
Agriculture	250	46%	177	33%	427	79%	543
Architecture	154	52%	79	27%	233	78%	297
Biological Sciences	1,559	41%	1,253	33%	2,812	73%	3,829
Business & Marketing	8,079	70%	1,549	13%	9,628	84%	11,510
Communication & Journalism	2,421	77%	284	9%	2,705	86%	3,160
Computer & Information Sciences	954	75%	116	9%	1,070	84%	1,269
Cultural Studies	74	56%	37	28%	111	85%	131
Education	2,760	77%	566	16%	3,326	93%	3,577
Engineering	2,251	67%	476	14%	2,727	82%	3,338
Engineering Technician	173	81%	16	8%	189	89%	213
English & Literature	1,266	65%	336	17%	1,602	83%	1,934
Family & Consumer Sciences	279	51%	151	28%	430	79%	543
Health Professions	3,661	61%	1,646	28%	5,307	89%	5,977
History	445	61%	143	20%	588	80%	732
Interdisciplinary Studies	670	60%	242	22%	912	81%	1,125
Languages & Linguistics	261	49%	141	26%	402	75%	536
Legal Studies	198	58%	100	29%	298	87%	344
Liberal Arts & Sciences	500	61%	157	19%	657	80%	824
Mathematics & Statistics	207	52%	90	23%	297	75%	396
Natural Resources	306	68%	85	19%	391	87%	452
Philosophy & Religious Studies	170	52%	73	22%	243	74%	328
Physical Sciences	303	47%	163	25%	466	73%	642
Psychology	2,606	54%	1,436	30%	4,042	83%	4,852
Public Administration	417	45%	368	39%	785	84%	935
Recreation & Fitness Studies	572	55%	305	30%	877	85%	1,033
Security & Protective Services	1,489	63%	575	24%	2,064	87%	2,377
Social Sciences	3,392	58%	1,244	21%	4,636	79%	5,843
Visual & Performing Arts	1,353	68%	225	11%	1,578	80%	1,977
Total	36,770	63%	12,033	20%	48,803	83%	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages may not sum to total due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation. Enrollments were counted within 14 months, or 426 days, of graduation. Includes graduates who also worked while enrolled.

Table C. Number of Baccalaureate Graduates Working, by Full- and Part-time Status and by Field of Study

Field of Study	Working Full-Time		Working Part-Time		Total Working
	#	% of Total	#	% of Total	
Agriculture	207	48%	220	52%	427
Architecture	141	61%	92	39%	233
Biological Sciences	1,264	45%	1,548	55%	2,812
Business & Marketing	7,382	77%	2,246	23%	9,628
Communication & Journalism	1,715	63%	990	37%	2,705
Computer & Information Sciences	891	83%	179	17%	1,070
Cultural Studies	60	54%	51	46%	111
Education	2,636	79%	690	21%	3,326
Engineering	2,243	82%	484	18%	2,727
Engineering Technician	167	88%	22	12%	189
English & Literature	866	54%	736	46%	1,602
Family & Consumer Sciences	227	53%	203	47%	430
Health Professions	3,894	73%	1,413	27%	5,307
History	323	55%	265	45%	588
Interdisciplinary Studies	556	61%	356	39%	912
Languages & Linguistics	169	42%	233	58%	402
Legal Studies	162	54%	136	46%	298
Liberal Arts & Sciences	429	65%	228	35%	657
Mathematics & Statistics	177	60%	120	40%	297
Natural Resources	234	60%	157	40%	391
Philosophy & Religious Studies	110	45%	133	55%	243
Physical Sciences	240	52%	226	48%	466
Psychology	2,258	56%	1,784	44%	4,042
Public Administration	508	65%	277	35%	785
Recreation & Fitness Studies	462	53%	415	47%	877
Security & Protective Services	1,352	66%	712	34%	2,064
Social Sciences	2,710	58%	1,926	42%	4,636
Visual & Performing Arts	780	49%	798	51%	1,578
Total	32,163	66%	16,640	34%	48,803

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

Notes: Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Full- and part-time employment status is based on employment in the 4th quarter following graduation. Also includes students who were enrolled while working.

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

Field of Study	Black / African American				Hispanic				White				Total	
	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	# of Graduates
Biological Sciences	302	11%	367	10%	738	26%	994	26%	1,343	48%	1,755	46%	2,812	3,829
Business & Marketing	913	9%	1,022	9%	2,659	28%	3,018	26%	5,291	55%	5,981	52%	9,628	11,510
Communication & Journalism	315	12%	368	12%	666	25%	762	24%	1,543	57%	1,781	56%	2,705	3,160
Education	318	10%	335	9%	682	21%	727	20%	2,190	66%	2,354	66%	3,326	3,577
Engineering	188	7%	227	7%	706	26%	826	25%	1,543	57%	1,809	54%	2,727	3,338
Health Professions	1,016	19%	1,104	18%	969	18%	1,090	18%	2,805	53%	3,172	53%	5,307	5,977
Psychology	527	13%	614	13%	1,238	31%	1,488	31%	1,994	49%	2,361	49%	4,042	4,852
Security & Protective Services	519	25%	580	24%	497	24%	585	25%	959	46%	1,100	46%	2,064	2,377
Social Sciences	723	16%	838	14%	1,093	24%	1,365	23%	2,478	53%	3,101	53%	4,636	5,843
Visual & Performing Arts	153	10%	199	10%	348	22%	444	22%	952	60%	1,161	59%	1,578	1,977
All Other Disciplines	1,378	14%	1,625	13%	2,138	21%	2,595	21%	5,634	56%	6,864	56%	9,978	12,277
Total	6,352	13%	7,279	12%	11,734	24%	13,894	24%	26,732	55%	31,439	54%	48,803	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation. Also includes students who were enrolled while working.

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

Field of Study	Female				Male				Total	
	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	% of Graduates Working	# of Graduates	% of Total Graduates	# of Graduates Working	# of Graduates
Biological Sciences	1,695	60%	2,250	59%	1,117	40%	1,579	41%	2,812	3,829
Business & Marketing	4,653	48%	5,527	48%	4,975	52%	5,983	52%	9,628	11,510
Communication & Journalism	1,968	73%	2,278	72%	737	27%	882	28%	2,705	3,160
Education	2,742	82%	2,941	82%	584	18%	636	18%	3,326	3,577
Engineering	543	20%	673	20%	2,184	80%	2,665	80%	2,727	3,338
Health Professions	4,394	83%	4,918	82%	913	17%	1,059	18%	5,307	5,977
Psychology	3,217	80%	3,824	79%	825	20%	1,028	21%	4,042	4,852
Security & Protective Services	1,050	51%	1,193	50%	1,014	49%	1,184	50%	2,064	2,377
Social Sciences	2,450	53%	3,042	52%	2,186	47%	2,801	48%	4,636	5,843
Visual & Performing Arts	960	61%	1,185	60%	618	39%	792	40%	1,578	1,977
All Other Disciplines	5,506	55%	6,736	55%	4,472	45%	5,541	45%	9,978	12,277
Total	29,178	60%	34,567	59%	19,625	40%	24,150	41%	48,803	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation. Also includes students who were enrolled while working.

Table F. Number of Baccalaureate Graduates Enrolled in Further Education, by Field of Study

Field of Study	# Enrolled	% of Graduates	Number of Graduates
Agriculture	254	47%	543
Architecture	106	36%	297
Biological Sciences	1,823	48%	3,829
Business & Marketing	1,941	17%	11,510
Communication & Journalism	366	12%	3,160
Computer & Information Sciences	152	12%	1,269
Cultural Studies	48	37%	131
Education	653	18%	3,577
Engineering	662	20%	3,338
Engineering Technician	18	8%	213
English & Literature	456	24%	1,934
Family & Consumer Sciences	195	36%	543
Health Professions	1,991	33%	5,977
History	195	27%	732
Interdisciplinary Studies	328	29%	1,125
Languages & Linguistics	199	37%	536
Legal Studies	126	37%	344
Liberal Arts & Sciences	207	25%	824
Mathematics & Statistics	132	33%	396
Natural Resources	101	22%	452
Philosophy & Religious Studies	119	36%	328
Physical Sciences	263	41%	642
Psychology	1,832	38%	4,852
Public Administration	460	49%	935
Recreation & Fitness Studies	373	36%	1,033
Security & Protective Services	669	28%	2,377
Social Sciences	1,688	29%	5,843
Visual & Performing Arts	304	15%	1,977
Total	15,661	27%	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Includes graduates who also worked while enrolled.

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

Field of Study	Black / African American				Hispanic				White				Total	
	# of	% of	# of	% of Total	# of	% of	# of	% of Total	# of	% of	# of	% of Total	# of	# of
	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates	Graduates
	Enrolled	Enrolled			Enrolled	Enrolled			Enrolled	Enrolled			Enrolled	Enrolled
Biological Sciences	175	10%	367	10%	444	24%	994	26%	845	46%	1,755	46%	1,823	3,829
Business & Marketing	206	11%	1,022	9%	527	27%	3,018	26%	926	48%	5,981	52%	1,941	11,510
Communication & Journalism	65	18%	368	12%	84	23%	762	24%	197	54%	1,781	56%	366	3,160
Education	90	14%	335	9%	142	22%	727	20%	389	60%	2,354	66%	653	3,577
Engineering	41	6%	227	7%	155	23%	826	25%	350	53%	1,809	54%	662	3,338
Health Professions	368	18%	1,104	18%	381	19%	1,090	18%	1,011	51%	3,172	53%	1,991	5,977
Psychology	250	14%	614	13%	579	32%	1,488	31%	847	46%	2,361	49%	1,832	4,852
Security & Protective Services	165	25%	580	24%	166	25%	585	25%	310	46%	1,100	46%	669	2,377
Social Sciences	274	16%	838	14%	431	26%	1,365	23%	841	50%	3,101	53%	1,688	5,843
Visual & Performing Arts	40	13%	199	10%	82	27%	444	22%	159	52%	1,161	59%	304	1,977
All Other Disciplines	555	15%	1,625	13%	825	22%	2,595	21%	1,980	53%	6,864	56%	3,732	12,277
Total	2,229	14%	7,279	12%	3,816	24%	13,894	24%	7,855	50%	31,439	54%	15,661	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Includes graduates who also worked while enrolled.

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

Field of Study	Female				Male				Total	
	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	% of Graduates Enrolled	# of Graduates	% of Total Graduates	# of Graduates Enrolled	# of Graduates
Biological Sciences	1,084	59%	2,250	59%	739	41%	1,579	41%	1,823	3,829
Business & Marketing	924	48%	5,527	48%	1,017	52%	5,983	52%	1,941	11,510
Communication & Journalism	269	73%	2,278	72%	97	27%	882	28%	366	3,160
Education	532	81%	2,941	82%	121	19%	636	18%	653	3,577
Engineering	143	22%	673	20%	519	78%	2,665	80%	662	3,338
Health Professions	1,608	81%	4,918	82%	383	19%	1,059	18%	1,991	5,977
Psychology	1,482	81%	3,824	79%	350	19%	1,028	21%	1,832	4,852
Security & Protective Services	342	51%	1,193	50%	327	49%	1,184	50%	669	2,377
Social Sciences	940	56%	3,042	52%	748	44%	2,801	48%	1,688	5,843
Visual & Performing Arts	183	60%	1,185	60%	121	40%	792	40%	304	1,977
All Other Disciplines	2,274	61%	6,736	55%	1,458	39%	5,541	45%	3,732	12,277
Total	9,781	62%	34,567	59%	5,880	38%	24,150	41%	15,661	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Includes graduates who also worked while enrolled.

Table I. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Field of Study¹

Field of Study	# Enrolled & Working	% of Graduates	# of Graduates
Agriculture	177	33%	543
Architecture	79	27%	297
Biological Sciences	1,253	33%	3,829
Business & Marketing	1,549	13%	11,510
Communication & Journalism	284	9%	3,160
Computer & Information Sciences	116	9%	1,269
Cultural Studies	37	28%	131
Education	566	16%	3,577
Engineering	476	14%	3,338
Engineering Technician	16	8%	213
English & Literature	336	17%	1,934
Family & Consumer Sciences	151	28%	543
Health Professions	1,646	28%	5,977
History	143	20%	732
Interdisciplinary Studies	242	22%	1,125
Languages & Linguistics	141	26%	536
Legal Studies	100	29%	344
Liberal Arts & Sciences	157	19%	824
Mathematics & Statistics	90	23%	396
Natural Resources	85	19%	452
Philosophy & Religious Studies	73	22%	328
Physical Sciences	163	25%	642
Psychology	1,436	30%	4,852
Public Administration	368	39%	935
Recreation & Fitness Studies	305	30%	1,033
Security & Protective Services	575	24%	2,377
Social Sciences	1,244	21%	5,843
Visual & Performing Arts	225	11%	1,977
Total	12,033	20%	58,717

¹The numbers of graduates enrolled while working full- and part-time cannot be provided for all fields of study in this table due to the low numbers of graduates in the categories.

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

Notes: Total graduates include graduates not found in national employment or education databases. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within four quarters after graduation.

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

Field of Study	Black / African American				Hispanic				White				Total	
	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	# of Graduates
Biological Sciences	141	11%	367	10%	316	25%	994	26%	595	47%	1,755	46%	1,253	3,829
Business & Marketing	176	11%	1,022	9%	459	30%	3,018	26%	768	50%	5,981	52%	1,549	11,510
Communication & Journalism	51	18%	368	12%	65	23%	762	24%	155	55%	1,781	56%	284	3,160
Education	84	15%	335	9%	126	22%	727	20%	332	59%	2,354	66%	566	3,577
Engineering	33	7%	227	7%	121	25%	826	25%	259	54%	1,809	54%	476	3,338
Health Professions	328	20%	1,104	18%	323	20%	1,090	18%	815	50%	3,172	53%	1,646	5,977
Psychology	202	14%	614	13%	464	32%	1,488	31%	660	46%	2,361	49%	1,436	4,852
Security & Protective Services	143	25%	580	24%	141	25%	585	25%	267	46%	1,100	46%	575	2,377
Social Sciences	226	18%	838	14%	321	26%	1,365	23%	604	49%	3,101	53%	1,244	5,843
Visual & Performing Arts	31	14%	199	10%	54	24%	444	22%	124	55%	1,161	59%	225	1,977
All Other Disciplines	444	16%	1,625	13%	623	22%	2,595	21%	1,482	53%	6,864	56%	2,779	12,277
Total	1,859	15%	7,279	12%	3,013	25%	13,894	24%	6,061	50%	31,439	54%	12,033	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation.

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

Field of Study	Female				Male				Total	
	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	% of Graduates Enrolled & Working	# of Graduates	% of Total Graduates	# of Graduates Enrolled & Working	# of Graduates
Biological Sciences	774	62%	2,250	59%	479	38%	1,579	41%	1,253	3,829
Business & Marketing	745	48%	5,527	48%	804	52%	5,983	52%	1,549	11,510
Communication & Journalism	210	74%	2,278	72%	74	26%	882	28%	284	3,160
Education	461	81%	2,941	82%	105	19%	636	18%	566	3,577
Engineering	106	22%	673	20%	370	78%	2,665	80%	476	3,338
Health Professions	1,326	81%	4,918	82%	320	19%	1,059	18%	1,646	5,977
Psychology	1,179	82%	3,824	79%	257	18%	1,028	21%	1,436	4,852
Security & Protective Services	296	51%	1,193	50%	279	49%	1,184	50%	575	2,377
Social Sciences	707	57%	3,042	52%	537	43%	2,801	48%	1,244	5,843
Visual & Performing Arts	147	65%	1,185	60%	78	35%	792	40%	225	1,977
All Other Disciplines	1,727	62%	6,736	55%	1,052	38%	5,541	45%	2,779	12,277
Total	7,678	64%	34,567	59%	4,355	36%	24,150	41%	12,033	58,717

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

Notes: Total graduates include graduates not found in national employment or education databases. Row percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation.

Table L: Distribution of Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, by Field of Study

Field of Study	Wage Percentiles					# of Graduates Employed Full-Time
	5th Percentile	25th Percentile	Median	75th Percentile	95th Percentile	
Agriculture	\$17,700	\$22,500	\$29,700	\$42,100	\$68,400	207
Architecture	\$19,800	\$27,400	\$37,500	\$47,100	\$61,600	141
Biological Sciences	\$17,600	\$21,600	\$27,100	\$35,100	\$53,200	1,264
Business & Marketing	\$20,200	\$30,000	\$38,600	\$48,800	\$70,300	7,382
Communication & Journalism	\$18,700	\$25,600	\$31,900	\$39,100	\$54,600	1,715
Computer & Information Sciences	\$23,300	\$37,400	\$49,900	\$61,600	\$91,100	891
Cultural Studies	\$17,800	\$22,500	\$31,700	\$36,900	\$45,500	60
Education	\$20,700	\$34,800	\$42,500	\$50,300	\$62,500	2,636
Engineering	\$25,600	\$45,300	\$56,300	\$66,500	\$91,200	2,243
Engineering Technician	\$23,500	\$40,600	\$49,700	\$61,600	\$93,000	167
English & Literature	\$17,900	\$23,200	\$30,500	\$38,800	\$54,800	866
Family & Consumer Sciences	\$17,900	\$23,000	\$30,600	\$36,900	\$52,800	227
Health Professions	\$19,600	\$29,800	\$44,500	\$56,700	\$79,700	3,894
History	\$17,900	\$21,700	\$29,200	\$37,700	\$51,800	323
Interdisciplinary Studies	\$17,900	\$23,500	\$30,600	\$41,300	\$73,100	556
Languages & Linguistics	\$17,900	\$22,600	\$27,900	\$38,100	\$64,400	169
Legal Studies	\$17,900	\$22,900	\$30,500	\$40,000	\$57,500	162
Liberal Arts & Sciences	\$18,300	\$26,800	\$36,500	\$48,400	\$83,400	429
Mathematics & Statistics	\$17,800	\$28,400	\$40,300	\$55,000	\$73,400	177
Natural Resources	\$18,100	\$24,200	\$30,800	\$36,300	\$56,200	234
Philosophy & Religious Studies	\$18,700	\$23,400	\$29,600	\$37,400	\$55,200	110
Physical Sciences	\$19,200	\$24,500	\$34,500	\$43,900	\$75,600	240
Psychology	\$17,800	\$22,800	\$28,600	\$36,400	\$52,700	2,258
Public Administration	\$18,500	\$26,000	\$32,300	\$39,900	\$55,300	508
Recreation & Fitness Studies	\$17,900	\$22,200	\$29,300	\$37,700	\$53,100	462
Security & Protective Services	\$18,500	\$25,100	\$31,600	\$40,700	\$62,100	1,352
Social Sciences	\$18,100	\$24,600	\$31,700	\$41,100	\$62,100	2,710
Visual & Performing Arts	\$17,700	\$22,400	\$28,600	\$37,000	\$56,100	780
Total	\$18,700	\$26,900	\$36,300	\$48,600	\$71,200	32,163

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

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



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