

Baccalaureate Follow-up Study: Employment and Education Outcomes 1, 5, and 10 Years After Graduation

August 2020



EXECUTIVE SUMMARY

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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 1, 5, and 10 Years After Graduation - is the fifth report on outcomes for the State University System (SUS) of Florida. This report, just as the previous report published in January 2018, looks one, five, and ten years beyond completion. The report addresses three main questions.



Do SUS graduates get jobs?

Yes, the majority of graduates in the study worked, with 92% of graduates working one year after completing a baccalaureate degree, 95% working five years later, and 98% working ten years later.



Do SUS graduates earn additional credentials?

Yes, about a third of SUS graduates go on to earn additional credentials after completing a baccalaureate degree, with 31% of graduates earning an additional credential within five years of graduation and 35% earning a credential within 10 years of graduation.



What are the salaries of SUS graduates over time?

The median annual salary for graduates in the first year following graduation was \$40,800, which increased by 34% after five years to \$54,600 and by 57% after ten years to \$63,900. For those graduates earning an additional credential, the increase in wages is much larger, with graduates earning \$61,100 after five years (a 50% increase) and \$75,300 after ten years (an 84% increase). Salaries varied by field of study.

Table of Contents

Introduction	3
Do Graduates Get Jobs?	7
Do Graduates Earn Additional Credentials?	10
What Are the Salaries of Graduates Over Time?	12
Conclusion	23
Appendix A: Supplemental Data Tables	24
Appendix B: Variations in Annual Wages	44
Appendix C: Technical Notes	51

Introduction

This report presents the results of the Baccalaureate Follow-up Study: Employment and Education Outcomes 1, 5, and 10 Years After Graduation. This is the fifth report on the employment and education outcomes of baccalaureate graduates of the State University System (SUS).¹ 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. The report provides evidence of the value of a bachelor's degree awarded by the SUS over time.

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

1. Do graduates get jobs?
2. Do graduates earn additional credentials?
3. What are the salaries of graduates over time?

The answers to these three 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

This study utilized records for graduates from various graduating classes to assess employment and education outcomes over time. 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 2017 and 2018. Year 5 outcomes are reported for the classes of 2012 and 2013. Year 10 outcomes are reported for the classes of 2007 and 2008. Data for Year 1 includes baccalaureate degree recipients from all 12 SUS institutions. Data for Years 5 and 10 do not include Florida Polytechnic University

¹The first three reports reported employment and education outcomes for baccalaureate graduates one year after graduation for the classes of 2012, 2014, and 2015. The fourth study was expanded to look at employment and education outcomes not only one year after graduation but also five and ten years after graduation. In the fourth study, Year 1 outcomes were reported for the classes of 2012, 2013, 2014, and 2015. Year 5 outcomes were reported for the classes of 2008, 2009, and 2010, and Year 10 outcomes were reported for the Class of 2005.

since the first students enrolled there in fall 2014 and did not graduate in time to be included in all classes of 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 (78%) 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, and Social Sciences. Exhibit 1 provides the total numbers of degrees awarded by field of study for the six graduating classes.

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

Field of Study	Number of Graduates	% of Total Graduates	Field of Study	Number of Graduates	% of Total Graduates
Business & Marketing	70,615	20%	Public Administration	5,595	2%
Social Sciences	35,129	10%	Recreation & Fitness Studies	5,467	2%
Health Professions	33,529	10%	History	5,130	1%
Psychology	27,425	8%	Physical Sciences	3,995	1%
Education	21,147	6%	Family & Consumer Sciences	3,684	1%
Biological Sciences	20,710	6%	Languages & Linguistics	3,182	1%
Engineering	19,837	6%	Agriculture	3,150	1%
Communication & Journalism	19,158	5%	Natural Resources	2,505	1%
Security & Protective Services	13,444	4%	Mathematics & Statistics	2,249	1%
Visual & Performing Arts	11,714	3%	Legal Studies	2,105	1%
English & Literature	11,269	3%	Philosophy & Religious Studies	2,094	1%
Interdisciplinary Studies	7,896	2%	Engineering Technician	1,856	1%
Computer & Information Sciences	7,450	2%	Architecture	1,750	1%
Liberal Arts & Sciences	6,557	2%	Cultural Studies	901	<1%
Total			349,543	100%	

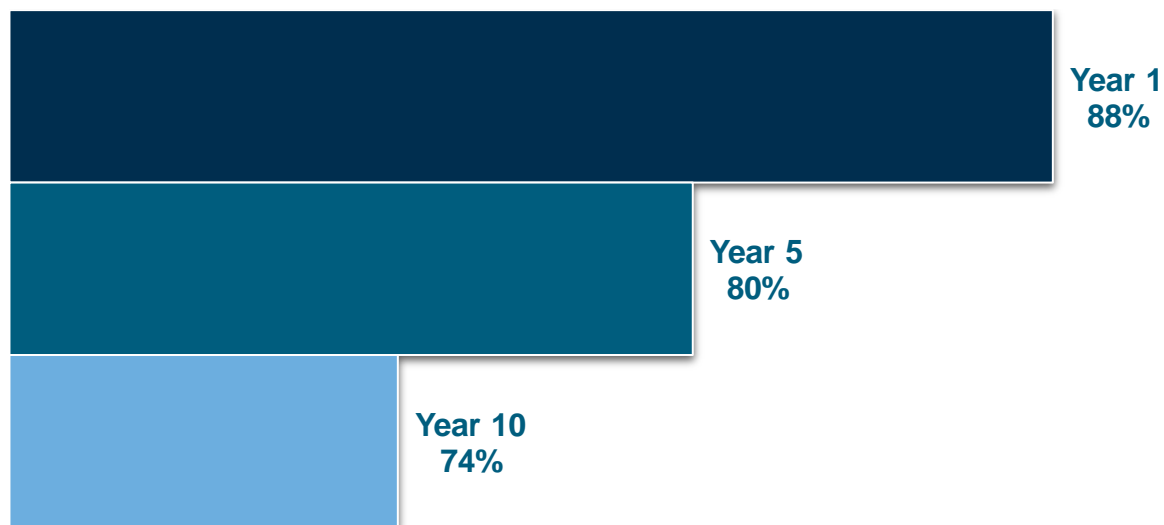
Notes: Percentages may not sum to 100 due to rounding. Includes graduates whose degrees were granted in Academic Years 2007, 2008, 2012, 2013, 2017, and 2018.

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

Since the overall employment and education outcomes only varied slightly from year to year, findings are reported for combined cohorts. For instance, Year 1 data are combined for two years' worth of graduates: the classes of 2017 and 2018.

Out of the 349,543 graduates with records available for matching, 81% were matched to at least one employment or education record in the national databases. One year after graduation, just over 88% of the 133,819 graduates from two cohorts were found working, pursuing additional education, or both. Five years after graduation, approximately 80% of 118,004 graduates from two cohorts were found working and/or enrolled. After ten years, 74% of 97,720 graduates from the classes of 2007 and 2008 were found. Exhibit 2 below shows the percent of graduates found by each outcome year.

Exhibit 2. Percent of Graduates Found by Outcome Year



	# Graduates	# Found
Year 1 (Classes of 2017 and 2018)	133,819	117,953
Year 5 (Class of 2012 and 2013)	118,004	94,588
Year 10 (Classes of 2007 and 2008)	97,720	71,936
Total	349,543	284,477

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

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 through D in Appendix A. Data for the number and percent of graduates found for individual graduating classes are provided in Tables H through K of Appendix A.

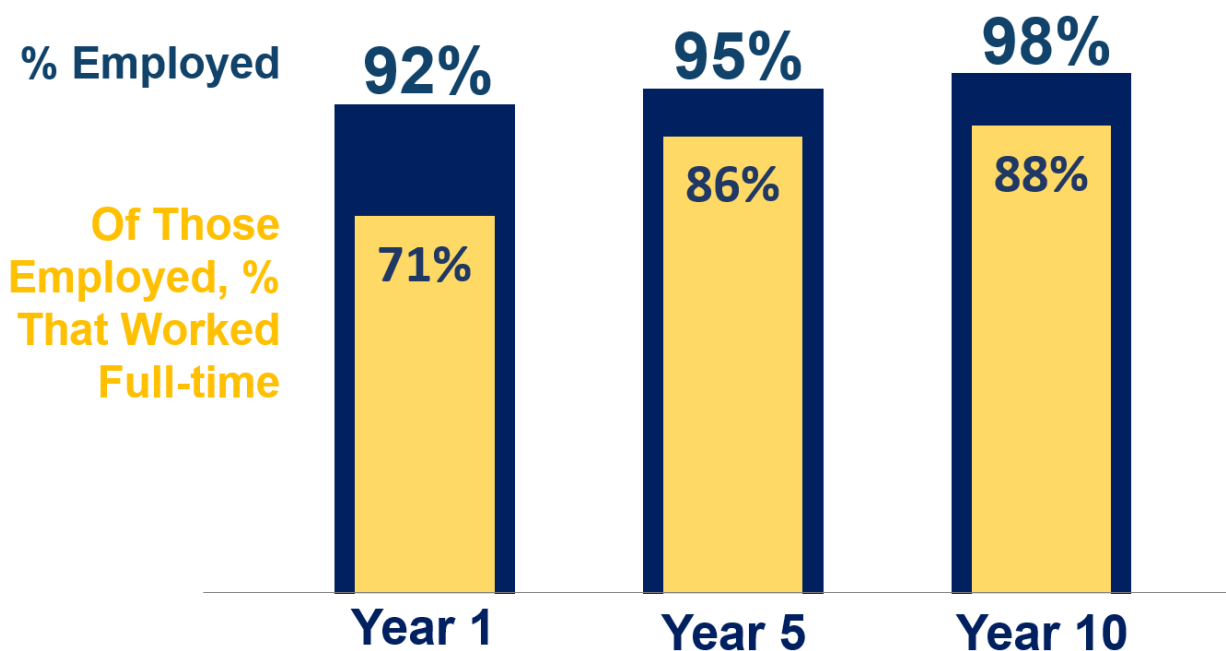
Outcomes for the remaining 65,066 graduates (19%) were not available from the existing databases, although some graduates were likely employed in jobs not captured in the data. Some graduates were employed in states that did not submit data to the national database. For instance, the primary national employment database included data for up to 43 states, the District of Columbia, and Puerto Rico. 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, who are employed by the federal government and the military, and who have other types of employment described in more detail in Appendix C.

Since the purpose of this study was to report outcomes for baccalaureate degree recipients, the remaining sections of the report will focus on the 284,477 graduates whose outcomes were known. Additional details regarding limitations of the employment and education data sources are available in Appendix C. Throughout the remainder of this report, the term “graduates in the study” refers to the graduates from the various cohorts who were found working and/or pursuing additional education.

DO GRADUATES GET JOBS?

Yes, the majority of graduates in the study worked², with 92% of all graduates working one year after completing a baccalaureate degree, 95% working five years later, and 98% working ten years later, as shown in Exhibit 3 below. In addition, of the graduates who worked, the majority worked full-time, with the percentage working full-time increasing over time. For example, in Year 1, over two-thirds of working graduates worked full-time; this increased to 86% in year 5, and to 88% of working full-time by year 10.

Exhibit 3. Percent of Baccalaureate Graduates Who Worked*



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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

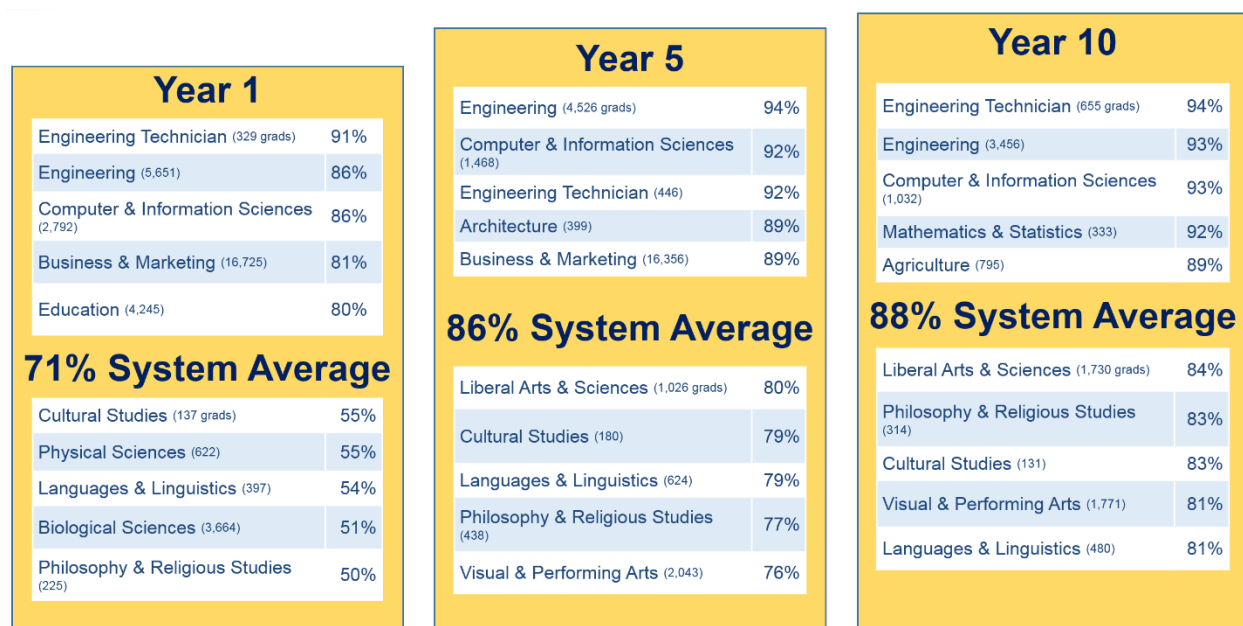
The percentage of graduates working varied by field of study, with a larger variation in Years 1 and 5, ranging between 79% and 99% of graduates. However, by the tenth year following graduation, between 93% and 99% of graduates worked across all fields.

² Data sources identify graduates who were found working, but they do not reveal the specific occupation in which graduates were working.

The percent of working graduates who worked full-time also varied considerably by field of study, although the variability decreased over time.

In Year 1, the percent of working graduates who worked full-time ranged from 50% of Philosophy & Religious Studies graduates (225 grads) to 91% of Engineering Technician graduates (329 grads). In Year 5, the percentages ranged from 76% of Visual & Performing Arts graduates (2,043 grads) to 94% of Engineering graduates (4,526 grads). Ten years after graduation, the percent of working graduates who worked full-time only ranged from 81% of Visual & Performing Arts (1,771 grads) and Languages & Linguistics (480 grads) graduates to 94% of Engineering Technician graduates (655 grads). Exhibit 4 provides the five degree fields with the highest percentage of graduates employed full-time and the lowest percentage of graduates employed full-time in Years 1, 5, and 10 after graduation. The fields with the highest percentage of graduates employed full-time are in STEM areas in all years.

Exhibit 4. Degree Fields with Highest and Lowest Percentage of Graduates Employed Full-Time

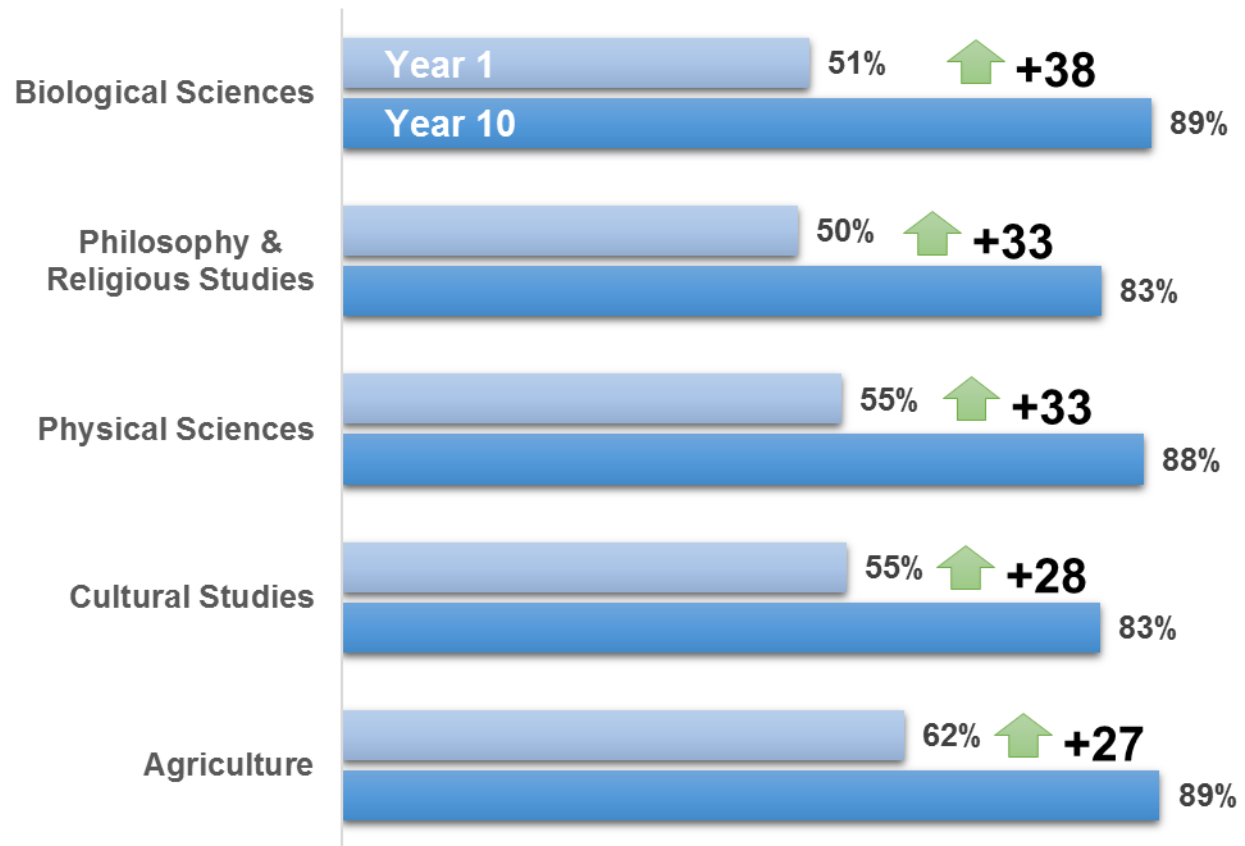


*Includes graduates who worked and enrolled at the same time.

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

For example, graduates in the Physical and Biological Sciences were employed full-time at a lower percentage than the System average of 71% one year after graduation, but by year 10, more than 88% of graduates were employed. Exhibit 5 shows the five fields that had the largest gains in the percentage employed full-time after ten years. The number and percent of graduates in the study who worked in Years 1, 5, and 10 after graduation are provided for all fields of study in Table B of Appendix A.

Exhibit 5. Degree Programs Showing the Largest Gains in Percent Employed Full-Time Over Time



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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

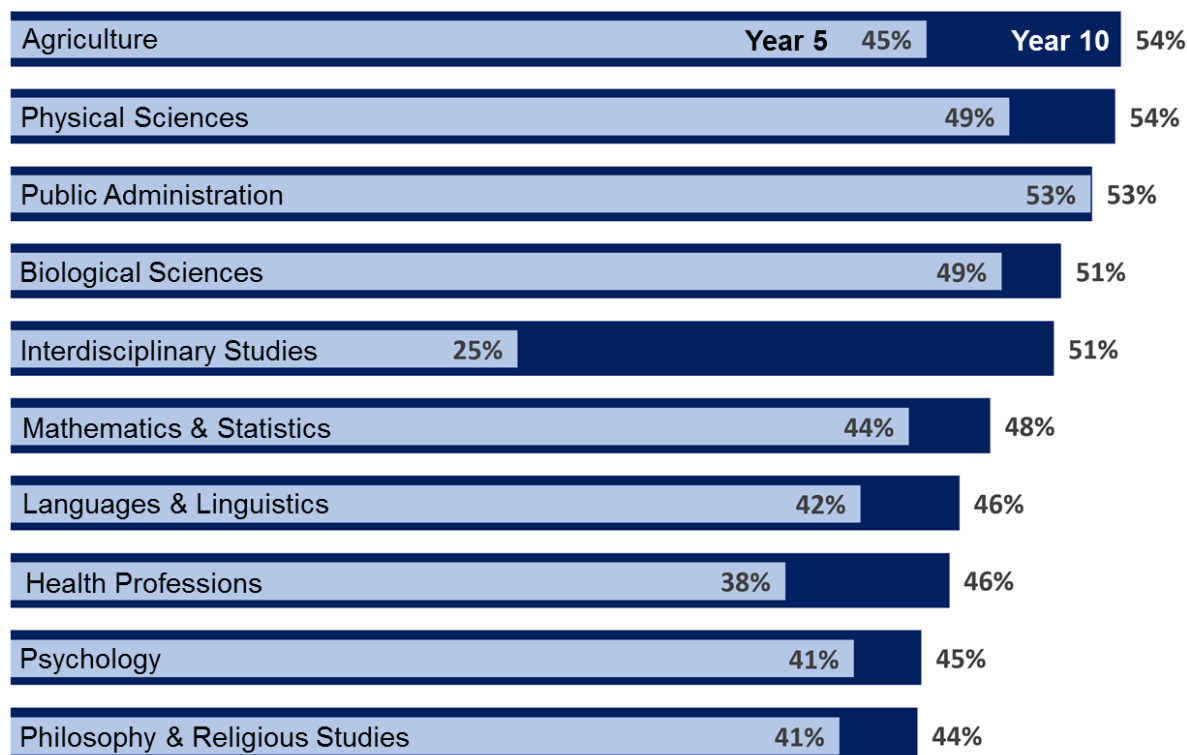
DO GRADUATES EARN ADDITIONAL CREDENTIALS?

After earning a baccalaureate degree, about a third of SUS graduates continue their education and earn additional credentials.³ By the fifth year after graduation, 31% of graduates had earned at least one additional credential, and by the tenth year, 35% of graduates had completed at least one other credential. The percentage of graduates earning an additional credential varied considerably by degree program. For example, in year 5, more than half (53%) of Public Administration graduates earned an additional credential, while in contrast, only 12% of Engineering Technician graduates earned an additional credential. In Year 10, more than half (54%) of Agriculture and Physical Sciences graduates had earned at least one other credential, while only 16% of Engineering Technician graduates earned another credential.

Exhibit 6 shows the degree fields that were most likely to earn an additional credential by Year 10. Over half of the graduates in the fields of Agriculture, Physical Sciences, Public Administration, Interdisciplinary Studies, and Biology received an additional credential by Year 10.

³ Data sources identify whether graduates obtained additional credentials, but they do not reveal the specific credential earned after the bachelor's degree.

Exhibit 6. Top 10 Fields with Highest Percentage of Graduates Earning Additional Credentials by Year 10



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

Graduates pursuing additional education tended to be in the fields that had a lower percentage of graduates employed full-time one year after graduation. Exhibit 7 details the five degree fields with the lowest levels of full-time employment in Year 1, each of which has a higher than average percentage of graduates earning an additional credential. For example, only 51% of graduates in Biological Sciences were employed full-time after graduation, but over half of these graduates received an additional credential, and by Year 10, 89% were employed full-time. The baccalaureate degree provided a stepping stone for graduates to earn advanced degrees and prepare for more advanced-skilled occupations, such as medicine.

Exhibit 7. Lowest Degree Fields Employed Full-Time After Year 1 Were Likely to Have Graduates Pursuing Additional Credentials*

	Full-Time Employed Year 1	Full-Time Employed Year 10	Additional Credential Year 10
Philosophy & Religious Studies	50%	83%	44%
Biological Sciences	51%	89%	51%
Languages & Linguistics	54%	81%	46%
Physical Sciences	55%	88%	54%
Cultural Studies	55%	83%	41%

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

WHAT ARE THE SALARIES OF GRADUATES OVER TIME?

The starting median salary for bachelor's recipients who worked full-time one year after completing a baccalaureate degree was strong at \$40,800, as shown in Exhibit 8. This is especially true when comparing the bachelor's graduates to the outcomes of those who obtained a high school diploma but no further education. Individuals who earned a high school diploma in Florida and worked full-time one year after graduating high school earned a median salary of approximately \$22,000 in 2017-18.

In addition, the wages of bachelor's graduates who worked full-time increased substantially by Years 5 and 10. Since almost a third of graduates earned additional credentials, this likely impacted the annual wages of graduates in Years 5 and 10. As shown in Exhibit 8, the median wages for working graduates without an additional credential was \$54,600 in Year 5, while the median for working graduates with an additional credential was \$61,000. In Year 10, the median wages for graduates without an additional credential was \$63,900, while the median for graduates with an additional credential was \$75,300.

Exhibit 8. Median Annual Wages for Baccalaureate Graduates Employed Full-Time 1, 5, and 10 Years After Graduation^{1,2}



¹ Includes graduates who worked and enrolled at the same time.

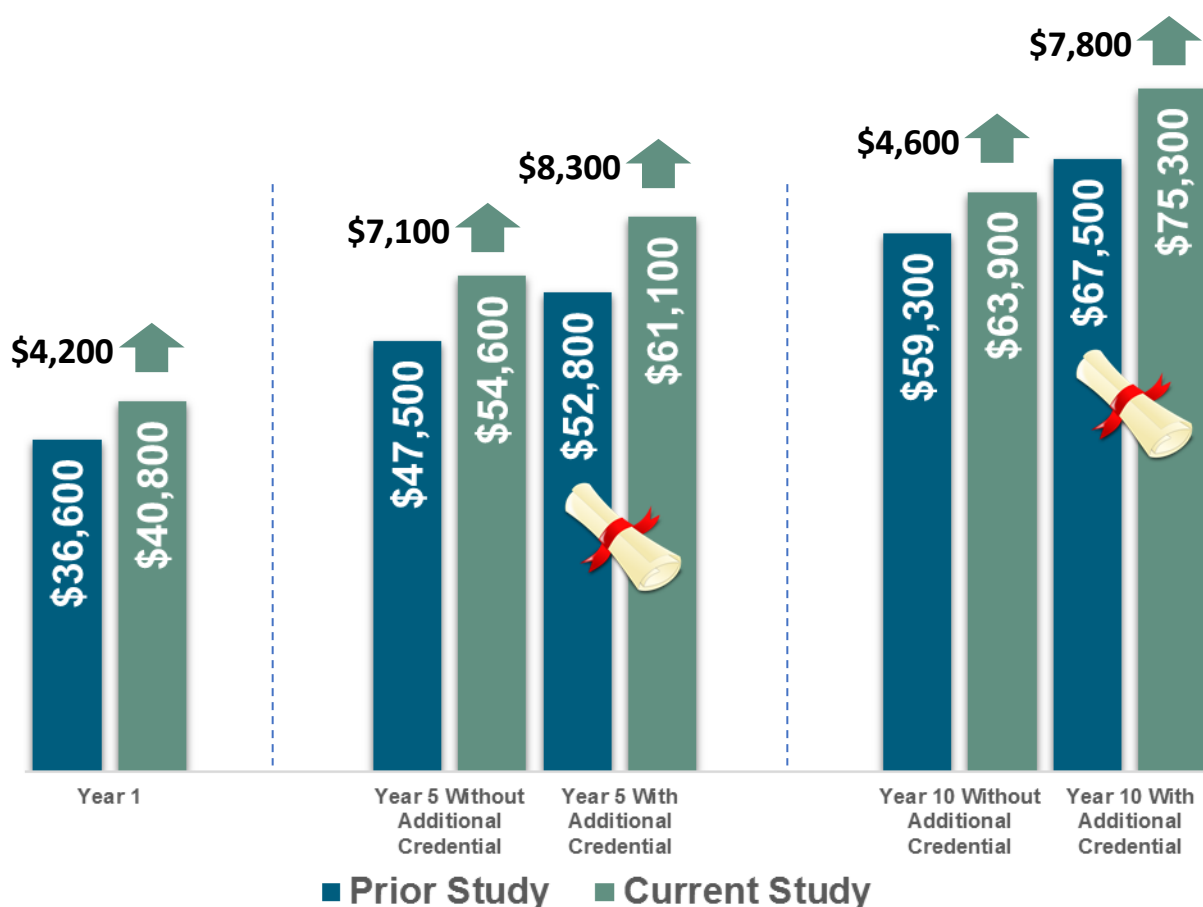
² The percentages of graduates with a credential in this section are based on the percent of graduates working full-time. The percentages reported in previous sections is the percentage of all graduates found in the study, including those who only worked part-time.

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Median Wages Compared to the Prior Study

SUS graduates have higher median wages when compared to graduates in prior studies. When comparing the median annual wage for Year 1 working graduates to those graduates from the 2018 study, wages increased by \$4,200 or 11%, from \$36,600 to \$40,800, a positive trend for SUS graduates. Graduates with an additional credential working in Year 10 also saw a sizeable gain, with wages increasing by 12% or \$7,800. As shown in Exhibit 9 below, there were substantial increases in median annual wages across every category in every outcome group when comparing this year's study with the prior study from January 2018.

Exhibit 9. Median Annual Wages for Baccalaureate Graduates, Comparison of Prior Study to Current Study



Sources: January 2018 Baccalaureate Follow-up Study Report and Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Graduates Working Full-Time in Year 1

While the median salary for graduates working one year after graduating was \$40,800, wages varied considerably by program area. As shown in Exhibit 10, the median annual wages in Year 1 ranged from \$29,300 for Biological Sciences graduates to a median of \$62,400 for Engineering graduates. In addition to the variation from one field to another, graduates should also expect variation in wages within their own field of study due to differences in the job duties assigned by employers and other variables such as geographical region. See Appendix B for a detailed analysis and explanation of this variation within fields.

Graduates without an Additional Credential: Years 5 and 10

Earnings for baccalaureate graduates who did not earn an additional credential increased significantly five and ten years after graduation. By Year 5, 71% of working graduates did not have an additional credential, and these graduates earned an annual wage of \$54,600, a 34% increase over Year 1 wages. By Year 10, 65% of working graduates did not have an additional credential, and their annual wage was \$63,900, a 57% increase over Year 1 wages.

As shown in Exhibit 10 below, the median yearly wages for those working full-time and who did not earn 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 \$42,400 for Cultural Studies graduates to \$81,500 for Engineering graduates. In Year 10, the median ranged from \$48,800 for Public Administration graduates to \$97,300 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 B for a detailed analysis and explanation of this variation.

Exhibit 10. Median Annual Wages for Baccalaureate Graduates Employed Full-Time Without an Additional Credential 1, 5, and 10 Years After Graduation, by Fields of Study*

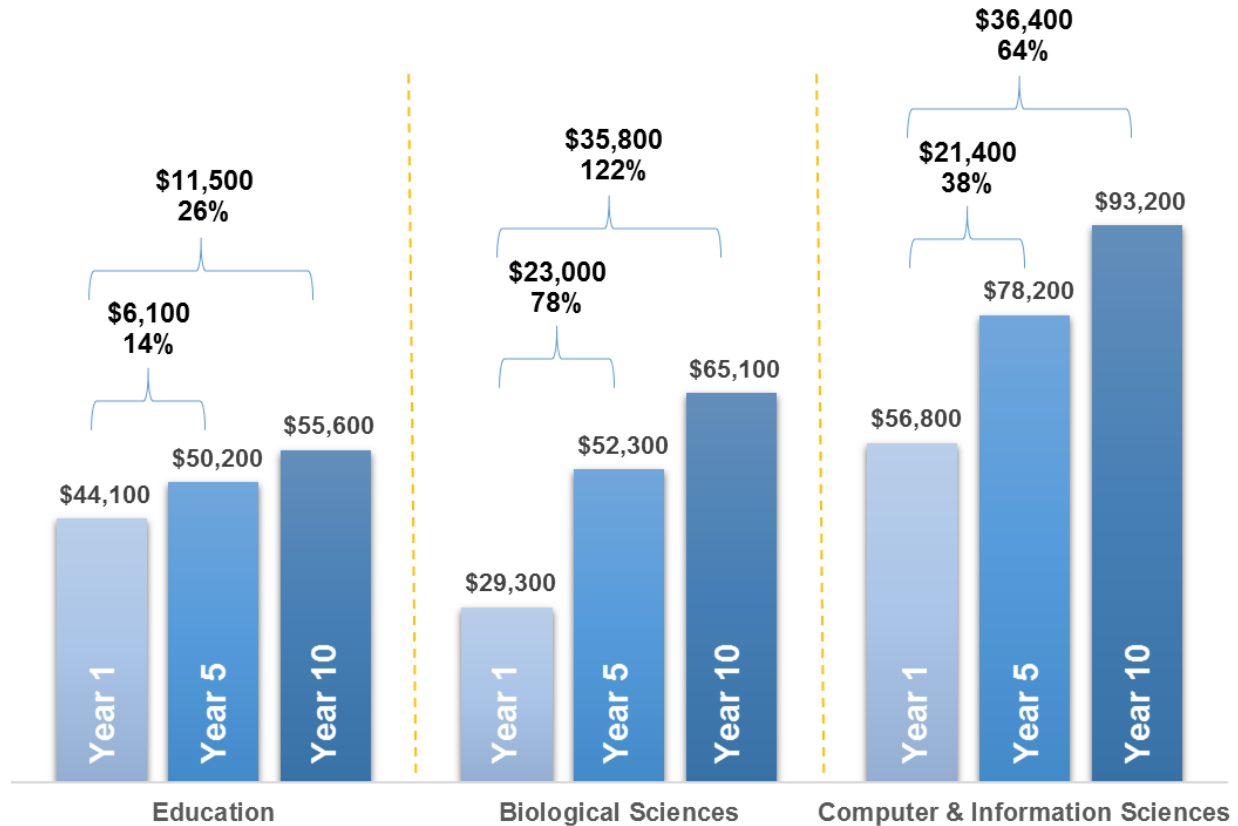


*Includes graduates who worked and enrolled at the same time.

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Though the overall increase in wages over time is positive, the gains were not equal across all fields of study. Education graduates without an additional credential realized the lowest increase in median annual wages 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 \$6,100 or 14% over Year 1, and by Year 10, the increase was \$11,500 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 percent in both Years 5 and 10. In Year 5, the median annual wage for Biological Sciences graduates increased by \$23,000 or 78% over Year 1, and by Year 10, the increase was \$35,800 or 122% over Year 1. In year 10, the median annual wage for Computer & Information Sciences graduates increased by the highest dollar amount at \$36,400 or 64% over Year 1. See Exhibit 11 and Table M in Appendix A for more details.

Exhibit 11. Fields with Highest and Lowest Increases in Median Annual Wages for Baccalaureate Graduates Employed Full-Time Without an Additional Credential



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

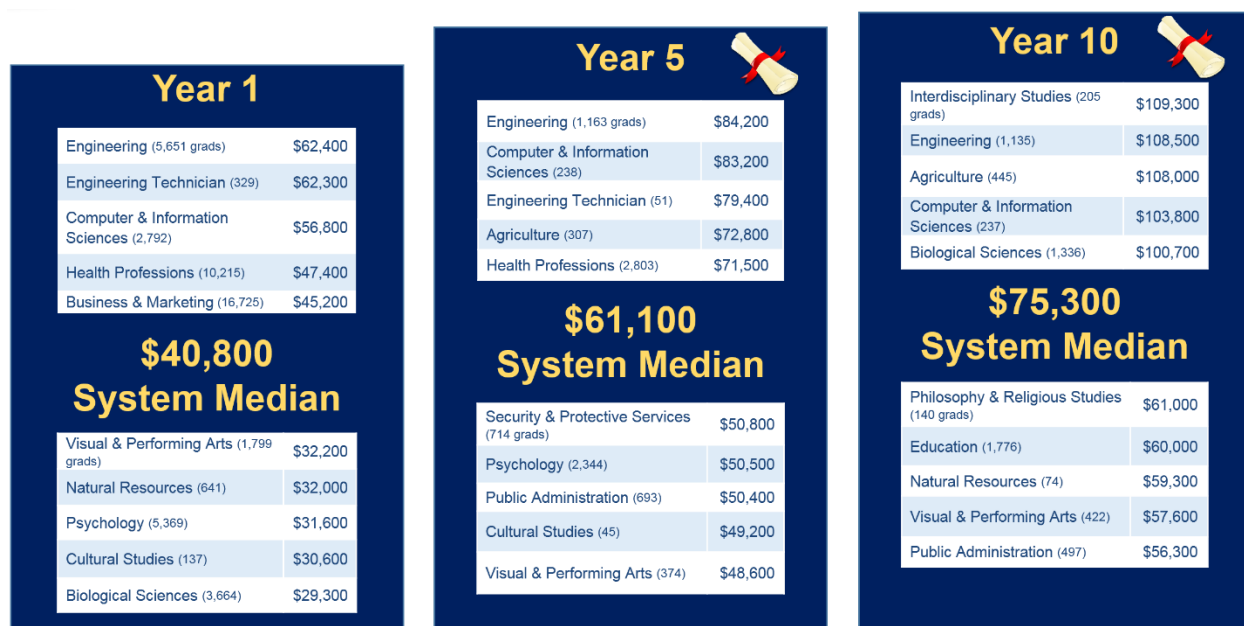
Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Graduates with an Additional Credential: Years 5 and 10

While we do not have data on the specific additional credential received by graduates in the study, wages for baccalaureate graduates who earn an additional credential are more impressive than the earnings of working graduates without an additional credential and increased significantly over time. In the fifth year after graduation, 29% of working graduates had earned an additional credential. Those graduates earned a median annual wage of \$61,000, which is 50% 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 \$75,300, which is 84% higher than the median annual wage earned in the first year after completing a baccalaureate degree.

The median annual wages for working graduates with an additional credential also varied by field of study in the fifth and tenth years (see Exhibit 12). In Year 5, the median annual wage ranged from \$48,600 for Visual & Performing Arts graduates to \$84,200 for Engineering graduates. In Year 10, the median ranged from \$56,300 for Public Administration graduates to \$109,300 for Interdisciplinary Studies graduates. Variation also exists within any given field for working graduates with an additional credential in Years 5 and 10. See Appendix B for a detailed analysis of this variation.

Exhibit 12. Median Annual Wages for Baccalaureate Graduates Employed Full-Time with an Additional Credential, 1, 5, and 10 Years After Graduation, by Fields of Study*

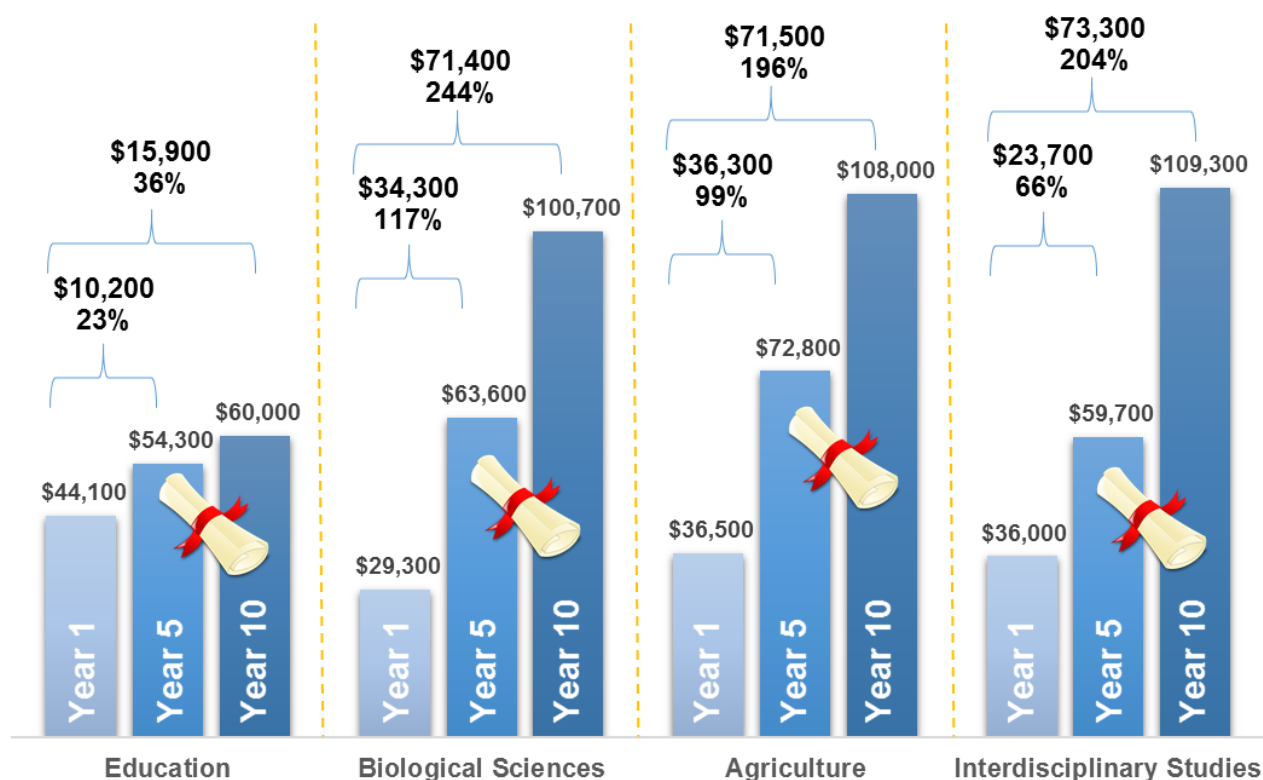


*Includes graduates who worked and enrolled at the same time.

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Again, though the overall increase in wages over time was significant, the improvements 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 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 \$10,200 or 23% over Year 1, and by Year 10, the increase was \$15,900 or 36% over Year 1. At the other extreme, the median annual wage for Biological Sciences graduates with an additional credential increased the most in terms of 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 \$34,300 or 117% over Year 1, and by Year 10, the increase was \$71,400 or 244% over Year 1. In Year 5, the median annual wage for Agriculture graduates increased by the highest dollar amount at \$36,300 or 99% over Year 1. In Year 10, the median annual wage for Interdisciplinary Studies graduates increased by the highest dollar amount at \$73,300 or 204% over Year 1. See Exhibit 13 and Table P in Appendix A for more details.

Exhibit 13. Fields with Highest and Lowest Increases in Median Annual Wages for Baccalaureate Graduates Employed Full-Time With an Additional Credential *



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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

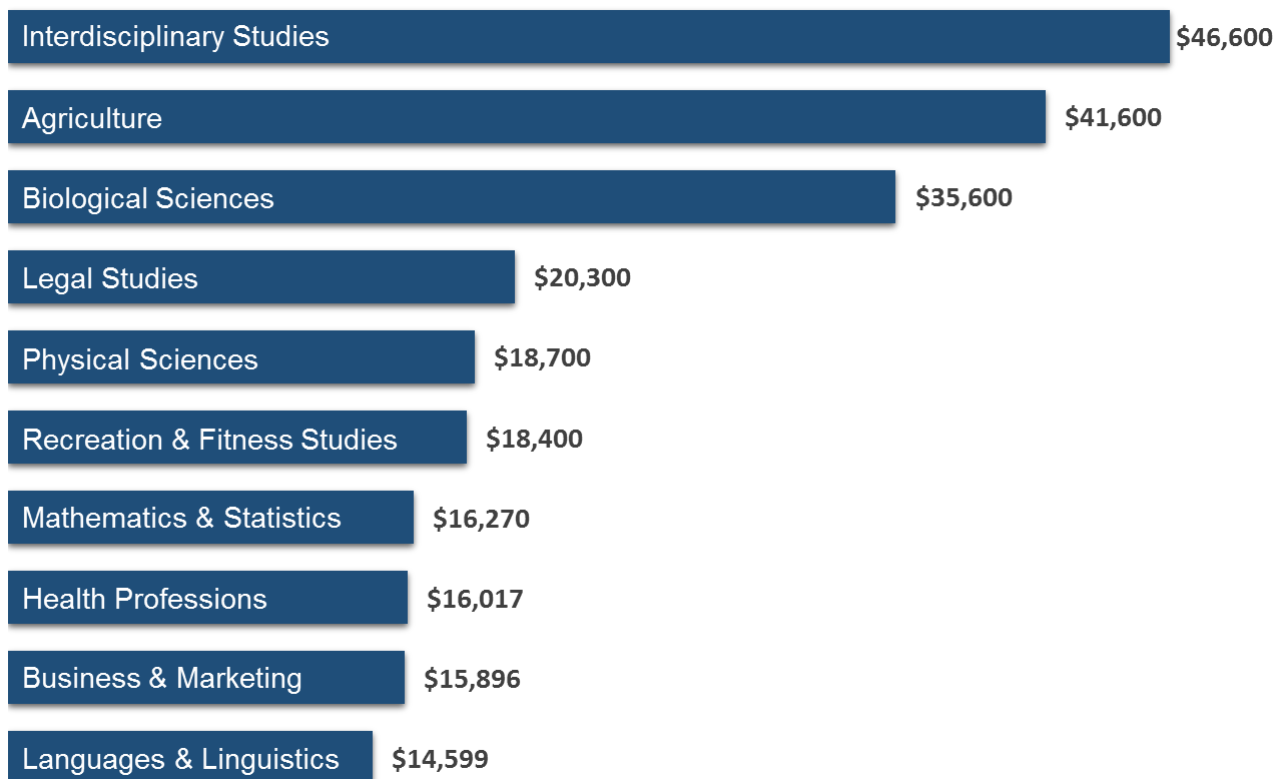
Graduates With and Without an Additional Credential: A Comparison of Years 5 and 10

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 (\$61,100) was \$6,500 higher than the median for those without (\$54,600). In Year 10, the median annual wages for all working graduates with an additional credential (\$75,300) was \$11,400 higher than the median for those without (\$63,900).

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 fields of study, as shown in Exhibit 14. In Year 10, the median annual wage for Engineering Technician graduates working full-time was nearly the same for graduates

with an additional credential and those without one. At the same time, the Year 10 median annual wage for Interdisciplinary Studies graduates with an additional credential (\$109,300) was \$46,600 higher than the median for those without (\$62,700). See Table Q of Appendix A for more detailed information.

Exhibit 14. Increased Annual Wage for Graduates with an Additional Credential in Year 10, by Top 10 Fields of Study*



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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

This information is important for future graduates to consider when deciding whether to pursue additional education to advance careers and increase income. While one employer may be willing to increase wages for someone who completes an additional credential, another employer may choose not to do so for a variety of reasons. Also, 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 1, 5, and 10 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, 31% of graduates had earned at least one additional credential. By Year 10, 35% of graduates had completed at least one credential.

Relative to salaries, SUS baccalaureate graduates do very well regardless of whether additional credentials are earned or not. The Year 1 median annual wage was \$40,800, and the Year 10 median was \$63,900 for working graduates without an additional credential and \$75,300 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.

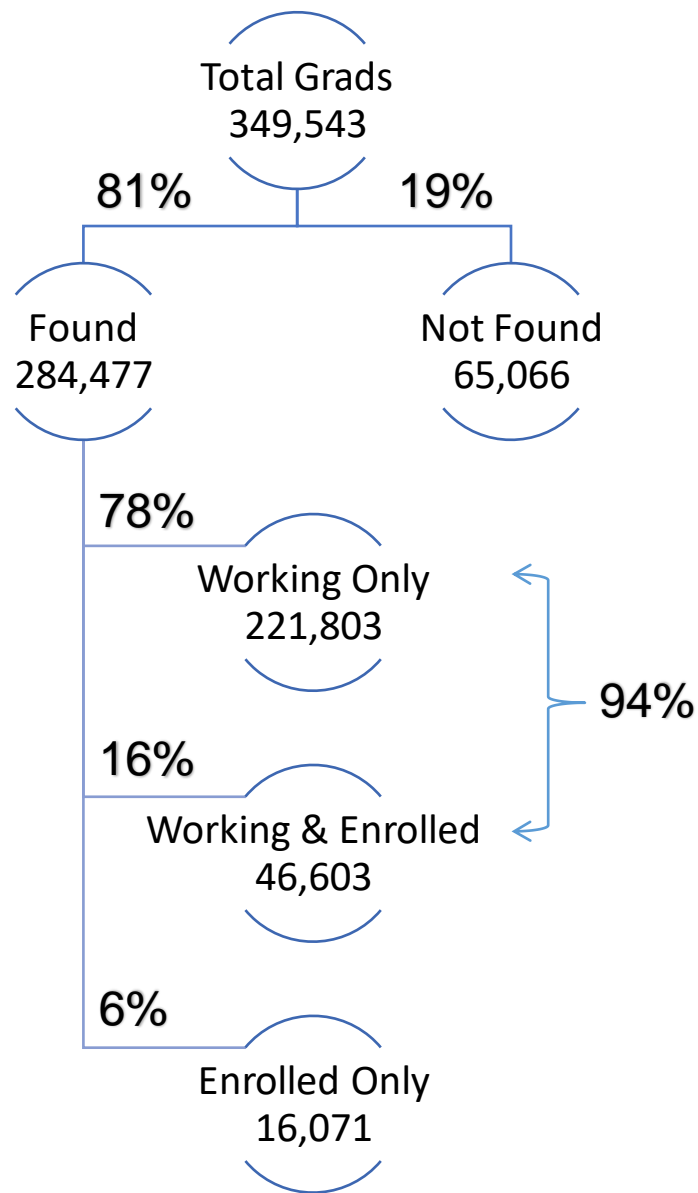
Like the four previous baccalaureate follow-up studies, this study was designed to be replicated in order to provide critical information about the employment and education outcomes of SUS graduates over time. This study also complements the Board's other planning tools and can be used to inform system-wide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

Appendix A: Supplemental Figures and Tables

Figure 1. Number and Percent of Baccalaureate Graduates Found by Outcome Group	26
Table A. Number and Percent of Baccalaureate Graduates Who Worked, All Outcome Years, by Field of Study	27
Table B. Number and Percent of Working Baccalaureate Graduates Who Worked Full-Time, All Outcome Years, by Fields of Study	28
Table C. Number and Percent of Baccalaureate Graduates Who Earned Additional Credentials, Years 5 and 10, by Fields of Study	29
Table D. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled, by Outcome Year and by Fields of Study	30
Table E. Employment and Education Outcomes of Baccalaureate Graduates 1 Year After Graduation, by Fields of Study (Classes of 2017 and 2018 Combined)	31
Table F. Employment and Education Outcomes of Baccalaureate Graduates 5 Years After Graduation, by Fields of Study (Classes of 2012 and 2013 Combined)	32
Table G. Employment and Education Outcomes of Baccalaureate Graduates 10 Years After Graduation, by Fields of Study (Classes of 2007 and 2008 Combined)	33
Table H. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled 1 Year After Graduation, by Fields of Study, Classes of 2017 and 2018	34
Table I. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled 5 Years After Graduation, by Fields of Study, Classes of 2012 and 2013	35

Table J. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled 10 Years After Graduation, by Fields of Study, Classes of 2007 and 2008	36
Table K. Number and Percent of Graduates Employed Full-Time, With and Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study, (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)	37
Table L. Median Annual Wages for Baccalaureate Graduates Employed Full-Time 1 Year After Graduation, by Fields of Study (Classes of 2017 and 2018 Combined)	38
Table M. Median Annual Wages for Baccalaureate Graduates Employed Full-Time Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)	39
Table N. Median Annual Wages for Baccalaureate Graduates Employed Full-Time With an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)	40
Table O. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study, (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)	41
Table P. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time With an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study, (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)	42
Table Q. Difference Between Median Annual Wages for Baccalaureate Graduates Employed Full-Time With and Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)	43

Figure 1. Number and Percent of Baccalaureate Graduates Found by Outcome Group*



*Includes outcomes for all graduates combined for Year 1, Year 5, and Year 10.

Source: Board of Governors staff analysis of data from the State University Database System, the Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

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

Field of Study	Year 1 (Classes of 2017 & 2018)		Year 5 (Classes of 2012 & 2013)		Year 10 (Classes of 2007 & 2008)	
	#	%	#	%	#	%
	Working	Working	Working	Working	Working	Working
Agriculture	655	86%	815	93%	889	97%
Architecture	388	89%	447	97%	433	99%
Biological Sciences	7,161	82%	4,950	84%	2,896	97%
Business & Marketing	20,719	95%	18,402	98%	15,580	99%
Communication & Journalism	6,526	96%	4,417	97%	3,553	98%
Computer & Information Sciences	3,263	96%	1,595	98%	1,110	98%
Cultural Studies	248	86%	228	94%	158	96%
Education	5,275	96%	6,226	98%	6,306	99%
Engineering	6,552	93%	4,833	95%	3,706	98%
Engineering Technician	361	98%	487	99%	700	98%
English & Literature	2,608	92%	3,001	94%	2,710	97%
Family & Consumer Sciences	773	88%	907	96%	1,004	98%
Health Professions	13,694	93%	8,506	96%	5,776	98%
History	1,135	89%	1,432	94%	1,240	96%
Interdisciplinary Studies	4,119	91%	1,637	95%	431	97%
Languages & Linguistics	730	88%	794	90%	593	94%
Legal Studies	625	89%	653	96%	394	98%
Liberal Arts & Sciences	1,344	92%	1,279	93%	2,056	97%
Mathematics & Statistics	734	86%	536	88%	362	96%
Natural Resources	1,006	93%	631	93%	306	97%
Philosophy & Religious Studies	451	86%	569	90%	378	93%
Physical Sciences	1,139	79%	887	82%	709	96%
Psychology	8,658	89%	7,400	92%	4,789	97%
Public Administration	1,919	90%	1,505	98%	1,072	99%
Recreation & Fitness Studies	1,658	92%	1,546	94%	1,041	98%
Security & Protective Services	4,283	95%	3,848	96%	2,744	98%
Social Sciences	9,205	90%	9,402	94%	7,204	97%
Visual & Performing Arts	3,228	94%	2,702	96%	2,174	97%
Total	108,457	92%	89,635	95%	70,314	98%

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table B. 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 2017 and 2018)		Year 5 (Classes of 2012 and 2013)		Year 10 (Classes of 2007 and 2008)	
	# Working Full-Time	% of Working Graduates	# Working Full-Time	% of Working Graduates	# Working Full-Time	% of Working Graduates
Agriculture	403	62%	706	87%	795	89%
Architecture	263	68%	399	89%	385	89%
Biological Sciences	3,664	51%	4,089	83%	2,564	89%
Business & Marketing	16,725	81%	16,356	89%	13,914	89%
Communication & Journalism	4,623	71%	3,744	85%	3,037	85%
Computer & Information Sciences	2,792	86%	1,468	92%	1,032	93%
Cultural Studies	137	55%	180	79%	131	83%
Education	4,245	80%	5,456	88%	5,594	89%
Engineering	5,651	86%	4,526	94%	3,456	93%
Engineering Technician	329	91%	446	92%	655	94%
English & Literature	1,605	62%	2,443	81%	2,317	85%
Family & Consumer Sciences	470	61%	768	85%	865	86%
Health Professions	10,215	75%	7,442	87%	5,089	88%
History	674	59%	1,192	83%	1,071	86%
Interdisciplinary Studies	2,806	68%	1,395	85%	385	89%
Languages & Linguistics	397	54%	624	79%	480	81%
Legal Studies	390	62%	554	85%	338	86%
Liberal Arts & Sciences	900	67%	1,026	80%	1,730	84%
Mathematics & Statistics	532	72%	457	85%	333	92%
Natural Resources	641	64%	532	84%	262	86%
Philosophy & Religious Studies	225	50%	438	77%	314	83%
Physical Sciences	622	55%	740	83%	622	88%
Psychology	5,369	62%	6,004	81%	4,062	85%
Public Administration	1,327	69%	1,295	86%	939	88%
Recreation & Fitness Studies	1,070	65%	1,299	84%	885	85%
Security & Protective Services	3,074	72%	3,350	87%	2,427	88%
Social Sciences	5,881	64%	7,891	84%	6,186	86%
Visual & Performing Arts	1,799	56%	2,043	76%	1,771	81%
Total	76,829	71%	76,863	86%	61,639	88%

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

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

Field of Study	Year 5			Year 10		
	(Classes of 2012 and 2013)			(Classes of 2007 and 2008)		
	# with Credential	# Graduates Found	% of Found	# with Credential	# Graduates Found	% of Found
Agriculture	395	877	45%	499	917	54%
Architecture	186	459	41%	185	437	42%
Biological Sciences	2,876	5,902	49%	1,539	2,989	51%
Business & Marketing	4,059	18,756	22%	4,181	15,775	27%
Communication & Journalism	807	4,538	18%	889	3,623	25%
Computer & Information Sciences	273	1,627	17%	260	1,128	23%
Cultural Studies	70	242	29%	67	164	41%
Education	1,521	6,363	24%	2,017	6,396	32%
Engineering	1,432	5,080	28%	1,251	3,772	33%
Engineering Technician	61	491	12%	117	711	16%
English & Literature	968	3,202	30%	972	2,798	35%
Family & Consumer Sciences	310	945	33%	369	1,029	36%
Health Professions	3,386	8,888	38%	2,716	5,904	46%
History	524	1,527	34%	542	1,294	42%
Interdisciplinary Studies	430	1,725	25%	228	446	51%
Languages & Linguistics	367	878	42%	292	628	46%
Legal Studies	267	682	39%	156	403	39%
Liberal Arts & Sciences	362	1,377	26%	564	2,116	27%
Mathematics & Statistics	269	609	44%	181	377	48%
Natural Resources	186	676	28%	93	314	30%
Philosophy & Religious Studies	258	633	41%	180	405	44%
Physical Sciences	531	1,081	49%	400	739	54%
Psychology	3,327	8,024	41%	2,209	4,949	45%
Public Administration	819	1,542	53%	563	1,088	52%
Recreation & Fitness Studies	562	1,639	34%	378	1,063	36%
Security & Protective Services	911	3,990	23%	765	2,803	27%
Social Sciences	3,457	10,013	35%	2,861	7,431	39%
Visual & Performing Arts	572	2,822	20%	529	2,237	24%
Total	29,186	94,588	31%	25,003	71,936	35%

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table D. 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 2017 and 2018)		Year 5 (Classes of 2012 and 2013)		Year 10 (Classes of 2007 and 2008)	
	# Working &/or Enrolled	% of Graduates in Field	# Working &/or Enrolled	% of Graduates in Field	# Working &/or Enrolled	% of Graduates in Field
Agriculture	766	90%	877	81%	917	76%
Architecture	435	90%	459	75%	433	66%
Biological Sciences	8,777	90%	5,902	84%	2,989	76%
Business & Marketing	21,707	86%	18,756	78%	15,775	74%
Communication & Journalism	6,766	86%	4,538	75%	3,623	69%
Computer & Information Sciences	3,402	87%	1,627	81%	1,128	74%
Cultural Studies	289	87%	242	76%	158	64%
Education	5,470	93%	6,363	87%	6,396	81%
Engineering	7,048	85%	5,080	80%	3,772	73%
Engineering Technician	361	86%	487	84%	711	83%
English & Literature	2,831	86%	3,202	78%	2,798	73%
Family & Consumer Sciences	879	87%	945	79%	1,029	70%
Health Professions	14,775	93%	8,888	87%	5,904	80%
History	1,269	89%	1,527	79%	1,294	73%
Interdisciplinary Studies	4,510	88%	1,725	80%	446	73%
Languages & Linguistics	827	79%	878	74%	628	67%
Legal Studies	699	92%	682	83%	394	75%
Liberal Arts & Sciences	1,459	86%	1,377	76%	2,116	69%
Mathematics & Statistics	856	86%	609	82%	377	73%
Natural Resources	1,083	88%	676	80%	306	72%
Philosophy & Religious Studies	522	85%	633	75%	405	64%
Physical Sciences	1,443	88%	1,081	82%	739	71%
Psychology	9,705	90%	8,024	82%	4,949	73%
Public Administration	2,131	95%	1,542	83%	1,088	73%
Recreation & Fitness Studies	1,797	90%	1,639	82%	1,063	72%
Security & Protective Services	4,505	90%	3,990	83%	2,803	76%
Social Sciences	10,184	86%	10,013	78%	7,431	71%
Visual & Performing Arts	3,448	83%	2,822	69%	2,237	64%
Total	117,944	88%	94,584	80%	71,909	74%

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table E. Employment and Education Outcomes of Baccalaureate Graduates 1 Year After Graduation, by Fields of Study (Classes of 2017 and 2018 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	86%	43%	57%	14%	28%	766
Architecture	89%	37%	63%	11%	26%	435
Biological Sciences	82%	53%	47%	18%	34%	8,777
Business & Marketing	95%	22%	78%	5%	17%	21,707
Communication & Journalism	96%	16%	84%	4%	13%	6,766
Computer & Information Sciences	96%	15%	85%	4%	11%	3,402
Cultural Studies	86%	40%	60%	14%	26%	289
Education	96%	22%	78%	4%	18%	5,470
Engineering	93%	22%	78%	7%	15%	7,048
Engineering Technician	98%	10%	90%	0%	8%	370
English & Literature	92%	27%	73%	8%	19%	2,831
Family & Consumer Sciences	88%	46%	54%	12%	34%	879
Health Professions	93%	36%	64%	7%	28%	14,775
History	89%	34%	66%	11%	23%	1,269
Interdisciplinary Studies	91%	34%	66%	9%	26%	4,510
Languages & Linguistics	88%	39%	61%	12%	27%	827
Legal Studies	89%	37%	63%	11%	27%	699
Liberal Arts & Sciences	92%	30%	70%	8%	22%	1,459
Mathematics & Statistics	86%	39%	61%	14%	24%	856
Natural Resources	93%	27%	73%	7%	20%	1,083
Philosophy & Religious Studies	86%	40%	60%	14%	26%	522
Physical Sciences	79%	52%	48%	21%	31%	1,443
Psychology	89%	43%	57%	11%	32%	9,705
Public Administration	90%	50%	50%	10%	40%	2,131
Recreation & Fitness Studies	92%	39%	61%	8%	32%	1,797
Security & Protective Services	95%	31%	69%	5%	26%	4,505
Social Sciences	90%	35%	65%	10%	26%	10,184
Visual & Performing Arts	94%	20%	80%	6%	13%	3,448
Total	92%	31%	69%	8%	23%	117,953

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table F. Employment and Education Outcomes of Baccalaureate Graduates 5 Years After Graduation, by Fields of Study (Classes of 2012 and 2013 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	93%	26%	74%	7%	18%	877
Architecture	97%	12%	88%	3%	9%	459
Biological Sciences	84%	42%	58%	16%	26%	5,902
Business & Marketing	98%	11%	89%	2%	10%	18,756
Communication & Journalism	97%	12%	88%	3%	10%	4,538
Computer & Information Sciences	98%	9%	91%	2%	7%	1,627
Cultural Studies	94%	28%	72%	6%	22%	242
Education	98%	16%	84%	2%	13%	6,363
Engineering	95%	15%	85%	5%	11%	5,080
Engineering Technician	99%	7%	93%	0%	6%	491
English & Literature	94%	22%	78%	6%	15%	3,202
Family & Consumer Sciences	96%	19%	81%	4%	15%	945
Health Professions	96%	25%	75%	4%	21%	8,888
History	94%	23%	77%	6%	17%	1,527
Interdisciplinary Studies	95%	24%	76%	5%	18%	1,725
Languages & Linguistics	90%	27%	73%	10%	18%	878
Legal Studies	96%	20%	80%	4%	15%	682
Liberal Arts & Sciences	93%	23%	77%	7%	16%	1,377
Mathematics & Statistics	88%	30%	70%	12%	18%	609
Natural Resources	93%	23%	77%	7%	16%	676
Philosophy & Religious Studies	90%	30%	70%	10%	20%	633
Physical Sciences	82%	43%	57%	18%	26%	1,081
Psychology	92%	29%	71%	8%	21%	8,024
Public Administration	98%	15%	85%	2%	13%	1,542
Recreation & Fitness Studies	94%	21%	79%	6%	15%	1,639
Security & Protective Services	96%	18%	82%	4%	14%	3,990
Social Sciences	94%	23%	77%	6%	17%	10,013
Visual & Performing Arts	96%	14%	86%	4%	10%	2,822
Total	95%	20%	80%	5%	15%	94,588

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table G. Employment and Education Outcomes of Baccalaureate Graduates 10 Years After Graduation, by Fields of Study (Classes of 2007 and 2008 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	97%	8%	92%	3%	5%	917
Architecture	99%	6%	94%	^	5%	437
Biological Sciences	97%	12%	88%	3%	9%	2,989
Business & Marketing	99%	6%	94%	1%	4%	15,775
Communication & Journalism	98%	7%	93%	2%	6%	3,623
Computer & Information Sciences	98%	7%	93%	2%	5%	1,128
Cultural Studies	96%	15%	85%	^	11%	164
Education	99%	9%	91%	1%	8%	6,396
Engineering	98%	7%	93%	2%	5%	3,772
Engineering Technician	98%	5%	95%	2%	3%	711
English & Literature	97%	12%	88%	3%	9%	2,798
Family & Consumer Sciences	98%	10%	90%	2%	8%	1,029
Health Professions	98%	10%	90%	2%	8%	5,904
History	96%	13%	87%	4%	9%	1,294
Interdisciplinary Studies	97%	11%	89%	3%	8%	446
Languages & Linguistics	94%	14%	86%	6%	9%	628
Legal Studies	98%	8%	92%	^	6%	403
Liberal Arts & Sciences	97%	11%	89%	3%	8%	2,116
Mathematics & Statistics	96%	12%	88%	4%	8%	377
Natural Resources	97%	12%	88%	^	10%	314
Philosophy & Religious Studies	93%	18%	82%	7%	11%	405
Physical Sciences	96%	14%	86%	4%	10%	739
Psychology	97%	12%	88%	3%	9%	4,949
Public Administration	99%	9%	91%	1%	8%	1,088
Recreation & Fitness Studies	98%	9%	91%	2%	7%	1,063
Security & Protective Services	98%	10%	90%	2%	7%	2,803
Social Sciences	97%	10%	90%	3%	7%	7,431
Visual & Performing Arts	97%	9%	91%	3%	6%	2,237
Total	98%	9%	91%	2%	7%	71,936

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

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table H. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled 1 Year After Graduation, by Fields of Study, Classes of 2017 and 2018

Field of Study	Class of 2017		Class of 2018	
	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates
Agriculture	403	89%	363	91%
Architecture	206	90%	229	91%
Biological Sciences	4,288	89%	4,489	90%
Business & Marketing	10,667	86%	11,040	86%
Communication & Journalism	3,280	86%	3,486	86%
Computer & Information Sciences	1,614	88%	1,788	86%
Cultural Studies	133	88%	156	85%
Education	2,850	94%	2,620	92%
Engineering	3,432	85%	3,616	84%
Engineering Technician	192	88%	169	84%
English & Literature	1,424	86%	1,407	85%
Family & Consumer Sciences	434	86%	445	87%
Health Professions	7,265	93%	7,510	93%
History	670	89%	599	89%
Interdisciplinary Studies	1,813	88%	2,697	88%
Languages & Linguistics	429	82%	398	75%
Legal Studies	364	91%	335	93%
Liberal Arts & Sciences	659	86%	800	86%
Mathematics & Statistics	414	84%	442	88%
Natural Resources	541	88%	542	87%
Philosophy & Religious Studies	281	85%	241	85%
Physical Sciences	721	89%	722	88%
Psychology	4,675	89%	5,030	91%
Public Administration	1,060	95%	1,071	94%
Recreation & Fitness Studies	873	89%	924	91%
Security & Protective Services	2,265	90%	2,240	90%
Social Sciences	5,000	86%	5,184	86%
Visual & Performing Arts	1,732	84%	1,716	82%
Total	57,685	88%	60,259	88%

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table I. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled 5 Years 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	464	83%	413	78%
Architecture	232	72%	215	75%
Biological Sciences	2,867	84%	3,035	84%
Business & Marketing	9,435	78%	9,321	78%
Communication & Journalism	2,230	75%	2,308	75%
Computer & Information Sciences	747	80%	880	82%
Cultural Studies	109	73%	119	70%
Education	3,280	87%	3,083	86%
Engineering	2,447	79%	2,633	81%
Engineering Technician	260	84%	227	84%
English & Literature	1,595	77%	1,607	78%
Family & Consumer Sciences	491	79%	454	79%
Health Professions	4,220	87%	4,668	87%
History	767	79%	760	79%
Interdisciplinary Studies	806	80%	919	80%
Languages & Linguistics	427	74%	451	74%
Legal Studies	335	85%	347	81%
Liberal Arts & Sciences	681	76%	696	76%
Mathematics & Statistics	291	81%	318	83%
Natural Resources	317	79%	359	81%
Philosophy & Religious Studies	317	73%	316	76%
Physical Sciences	501	81%	580	83%
Psychology	3,867	81%	4,157	82%
Public Administration	786	85%	756	82%
Recreation & Fitness Studies	763	82%	876	82%
Security & Protective Services	1,912	83%	2,078	83%
Social Sciences	4,969	78%	5,044	78%
Visual & Performing Arts	1,412	70%	1,410	69%
Total	46,528	80%	48,030	80%

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table J. Number and Percent of Baccalaureate Graduates Who Worked and/or Enrolled 10 Years After Graduation, by Fields of Study, Classes of 2007 and 2008

Field of Study	Class of 2007		Class of 2008	
	# Working &/or Enrolled	% of Total Graduates	# Working &/or Enrolled	% of Total Graduates
Agriculture	465	75%	452	76%
Architecture	224	70%	209	62%
Biological Sciences	1,414	75%	1,575	77%
Business & Marketing	7,755	74%	8,020	74%
Communication & Journalism	1,757	69%	1,866	69%
Computer & Information Sciences	568	73%	553	75%
Cultural Studies	82	70%	68	52%
Education	3,118	81%	3,278	80%
Engineering	1,849	72%	1,923	73%
Engineering Technician	345	81%	355	82%
English & Literature	1,365	72%	1,433	73%
Family & Consumer Sciences	592	71%	437	69%
Health Professions	2,816	80%	3,088	79%
History	627	73%	667	72%
Interdisciplinary Studies	184	67%	247	72%
Languages & Linguistics	322	68%	306	66%
Legal Studies	180	71%	214	79%
Liberal Arts & Sciences	1,007	70%	1,109	69%
Mathematics & Statistics	157	68%	205	72%
Natural Resources	140	71%	166	72%
Philosophy & Religious Studies	186	62%	219	67%
Physical Sciences	359	72%	380	70%
Psychology	2,420	73%	2,529	73%
Public Administration	538	71%	544	74%
Recreation & Fitness Studies	431	69%	623	73%
Security & Protective Services	1,341	76%	1,462	77%
Social Sciences	3,595	71%	3,836	71%
Visual & Performing Arts	1,078	63%	1,159	65%
Total	34,915	73%	36,923	74%

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table K. Number and Percent of Graduates Employed Full-Time, With and Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)*

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	57%	43%	706	44%	56%	795
Architecture	60%	40%	399	55%	45%	385
Biological Sciences	54%	46%	4,089	48%	52%	2,564
Business & Marketing	79%	21%	16,356	73%	27%	13,914
Communication & Journalism	83%	17%	3,744	75%	25%	3,037
Computer & Information Sciences	84%	16%	1,468	77%	23%	1,032
Cultural Studies	75%	25%	180	61%	39%	131
Education	76%	24%	5,456	68%	32%	5,594
Engineering	74%	26%	4,526	67%	33%	3,456
Engineering Technician	89%	11%	446	84%	16%	655
English & Literature	72%	28%	2,443	65%	35%	2,317
Family & Consumer Sciences	67%	33%	768	64%	36%	865
Health Professions	62%	38%	7,442	54%	46%	5,089
History	67%	33%	1,192	57%	43%	1,071
Interdisciplinary Studies	76%	24%	1,395	47%	53%	385
Languages & Linguistics	60%	40%	624	52%	48%	480
Legal Studies	61%	39%	554	61%	39%	338
Liberal Arts & Sciences	76%	24%	1,026	73%	27%	1,730
Mathematics & Statistics	61%	39%	457	51%	49%	333
Natural Resources	75%	25%	532	72%	28%	262
Philosophy & Religious Studies	63%	37%	438	55%	45%	314
Physical Sciences	57%	43%	740	46%	54%	622
Psychology	61%	39%	6,004	55%	45%	4,062
Public Administration	46%	54%	1,295	47%	53%	939
Recreation & Fitness Studies	66%	34%	1,299	63%	37%	885
Security & Protective Services	79%	21%	3,350	73%	27%	2,427
Social Sciences	67%	33%	7,891	61%	39%	6,186
Visual & Performing Arts	82%	18%	2,043	76%	24%	1,771
Total	71%	29%	76,863	65%	35%	61,639

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table L. Median Annual Wages for Baccalaureate Graduates Employed Full-Time 1 Year After Graduation, by Fields of Study (Classes of 2017 and 2018 Combined)*

Field of Study	Year 1	
	Median Annual Wage	# of Graduates Working FT
Agriculture	\$36,496	403
Architecture	\$42,336	263
Biological Sciences	\$29,310	3,664
Business & Marketing	\$45,192	16,725
Communication & Journalism	\$36,650	4,623
Computer & Information Sciences	\$56,776	2,792
Cultural Studies	\$30,628	137
Education	\$44,100	4,245
Engineering	\$62,392	5,651
Engineering Technician	\$62,276	329
English & Literature	\$34,036	1,605
Family & Consumer Sciences	\$34,976	470
Health Professions	\$47,444	10,215
History	\$34,026	674
Interdisciplinary Studies	\$36,000	2,806
Languages & Linguistics	\$34,992	397
Legal Studies	\$33,630	390
Liberal Arts & Sciences	\$38,792	900
Mathematics & Statistics	\$45,122	532
Natural Resources	\$32,076	641
Philosophy & Religious Studies	\$33,644	225
Physical Sciences	\$36,469	622
Psychology	\$31,580	5,369
Public Administration	\$34,280	1,327
Recreation & Fitness Studies	\$33,530	1,070
Security & Protective Services	\$35,002	3,074
Social Sciences	\$36,868	5,881
Visual & Performing Arts	\$32,244	1,799
Total	\$40,804	76,829

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table M. Median Annual Wages for Baccalaureate Graduates Employed Full-Time Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)*

Field of Study	Year 5 (Classes of 2012 & 2013)		Year 10 (Classes of 2007 & 2008)	
	Median Annual Wage	# of Graduates Working FT	Median Annual Wage	# of Graduates Working FT
Agriculture	\$56,608	399	\$66,369	350
Architecture	\$56,148	238	\$67,696	213
Biological Sciences	\$52,317	2,204	\$65,132	1,228
Business & Marketing	\$60,164	12,890	\$72,368	10,171
Communication & Journalism	\$52,156	3,118	\$62,068	2,274
Computer & Information Sciences	\$78,218	1,230	\$93,176	795
Cultural Studies	\$42,422	135	\$52,604	80
Education	\$50,210	4,160	\$55,612	3,818
Engineering	\$81,508	3,363	\$97,312	2,321
Engineering Technician	\$78,572	395	\$94,840	552
English & Literature	\$46,432	1,750	\$56,448	1,513
Family & Consumer Sciences	\$48,842	516	\$57,813	553
Health Professions	\$58,012	4,639	\$68,347	2,726
History	\$46,600	799	\$56,598	612
Interdisciplinary Studies	\$49,620	1,063	\$62,740	180
Languages & Linguistics	\$46,804	375	\$53,332	251
Legal Studies	\$45,738	340	\$56,000	205
Liberal Arts & Sciences	\$48,526	780	\$54,970	1,266
Mathematics & Statistics	\$60,896	281	\$67,524	169
Natural Resources	\$45,176	401	\$51,648	188
Philosophy & Religious Studies	\$45,058	276	\$58,528	174
Physical Sciences	\$54,752	425	\$69,655	284
Psychology	\$46,336	3,660	\$53,020	2,215
Public Administration	\$45,642	602	\$48,816	442
Recreation & Fitness Studies	\$53,094	854	\$61,496	557
Security & Protective Services	\$48,876	2,636	\$56,660	1,780
Social Sciences	\$49,932	5,263	\$59,792	3,799
Visual & Performing Arts	\$43,664	1,669	\$52,231	1,349
Total	\$54,648	54,461	\$63,896	40,065

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table N. Median Annual Wages for Baccalaureate Graduates Employed Full-Time with an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)*

Field of Study	Year 5 (Classes of 2012 & 2013)		Year 10 (Classes of 2007 & 2008)	
	Median Annual Wage	# of Graduates Working FT	Median Annual Wage	# of Graduates Working FT
Agriculture	\$72,772	307	\$107,968	445
Architecture	\$61,380	161	\$70,666	172
Biological Sciences	\$63,638	1,885	\$100,684	1,336
Business & Marketing	\$70,702	3,466	\$88,264	3,743
Communication & Journalism	\$56,222	626	\$69,648	763
Computer & Information Sciences	\$83,166	238	\$103,755	237
Cultural Studies	\$49,212	45	\$61,278	51
Education	\$54,256	1,296	\$59,952	1,776
Engineering	\$84,168	1,163	\$108,512	1,135
Engineering Technician	\$79,368	51	\$96,000	103
English & Literature	\$52,480	693	\$61,664	804
Family & Consumer Sciences	\$52,768	252	\$66,472	312
Health Professions	\$71,540	2,803	\$84,364	2,363
History	\$52,263	393	\$64,424	459
Interdisciplinary Studies	\$59,657	332	\$109,344	205
Languages & Linguistics	\$53,815	249	\$67,931	229
Legal Studies	\$59,492	214	\$76,324	133
Liberal Arts & Sciences	\$55,053	246	\$64,376	464
Mathematics & Statistics	\$69,394	176	\$83,794	164
Natural Resources	\$52,396	131	\$59,306	74
Philosophy & Religious Studies	\$52,556	162	\$60,978	140
Physical Sciences	\$61,888	315	\$88,332	338
Psychology	\$50,524	2,344	\$62,584	1,847
Public Administration	\$50,360	693	\$56,304	497
Recreation & Fitness Studies	\$65,532	445	\$79,898	328
Security & Protective Services	\$50,768	714	\$61,020	647
Social Sciences	\$55,972	2,628	\$71,224	2,387
Visual & Performing Arts	\$48,578	374	\$57,625	422
Total	\$61,066	22,402	\$75,255	21,574

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table O. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study, (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)*

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	\$36,496	\$56,608	\$20,112	55%	\$66,369	\$29,873	82%
Architecture	\$42,336	\$56,148	\$13,812	33%	\$67,696	\$25,360	60%
Biological Sciences	\$29,310	\$52,317	\$23,007	78%	\$65,132	\$35,822	122%
Business & Marketing	\$45,192	\$60,164	\$14,972	33%	\$72,368	\$27,176	60%
Communication & Journalism	\$36,650	\$52,156	\$15,506	42%	\$62,068	\$25,418	69%
Computer & Information Sciences	\$56,776	\$78,218	\$21,442	38%	\$93,176	\$36,400	64%
Cultural Studies	\$30,628	\$42,422	\$11,794	39%	\$52,604	\$21,976	72%
Education	\$44,100	\$50,210	\$6,110	14%	\$55,612	\$11,512	26%
Engineering	\$62,392	\$81,508	\$19,116	31%	\$97,312	\$34,920	56%
Engineering Technician	\$62,276	\$78,572	\$16,296	26%	\$94,840	\$32,564	52%
English & Literature	\$34,036	\$46,432	\$12,396	36%	\$56,448	\$22,412	66%
Family & Consumer Sciences	\$34,976	\$48,842	\$13,866	40%	\$57,813	\$22,837	65%
Health Professions	\$47,444	\$58,012	\$10,568	22%	\$68,347	\$20,903	44%
History	\$34,026	\$46,600	\$12,574	37%	\$56,598	\$22,572	66%
Interdisciplinary Studies	\$36,000	\$49,620	\$13,620	38%	\$62,740	\$26,740	74%
Languages & Linguistics	\$34,992	\$46,804	\$11,812	34%	\$53,332	\$18,340	52%
Legal Studies	\$33,630	\$45,738	\$12,108	36%	\$56,000	\$22,370	67%
Liberal Arts & Sciences	\$38,792	\$48,526	\$9,734	25%	\$54,970	\$16,178	42%
Mathematics & Statistics	\$45,122	\$60,896	\$15,774	35%	\$67,524	\$22,402	50%
Natural Resources	\$32,076	\$45,176	\$13,100	41%	\$51,648	\$19,572	61%
Philosophy & Religious Studies	\$33,644	\$45,058	\$11,414	34%	\$58,528	\$24,884	74%
Physical Sciences	\$36,469	\$54,752	\$18,283	50%	\$69,655	\$33,187	91%
Psychology	\$31,580	\$46,336	\$14,756	47%	\$53,020	\$21,440	68%
Public Administration	\$34,280	\$45,642	\$11,362	33%	\$48,816	\$14,536	42%
Recreation & Fitness Studies	\$33,530	\$53,094	\$19,564	58%	\$61,496	\$27,966	83%
Security & Protective Services	\$35,002	\$48,876	\$13,874	40%	\$56,660	\$21,658	62%
Social Sciences	\$36,868	\$49,932	\$13,064	35%	\$59,792	\$22,924	62%
Visual & Performing Arts	\$32,244	\$43,664	\$11,420	35%	\$52,231	\$19,987	62%
Total	\$40,804	\$54,648	\$13,844	34%	\$63,896	\$23,092	57%

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table P. Dollar and Percent Increase in Median Annual Wages Over Year 1 for Graduates Employed Full-Time with an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study, (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)*

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	\$36,496	\$72,772	\$36,276	99%	\$107,968	\$71,472	196%
Architecture	\$42,336	\$61,380	\$19,044	45%	\$70,666	\$28,330	67%
Biological Sciences	\$29,310	\$63,638	\$34,328	117%	\$100,684	\$71,374	244%
Business & Marketing	\$45,192	\$70,702	\$25,510	56%	\$88,264	\$43,072	95%
Communication & Journalism	\$36,650	\$56,222	\$19,572	53%	\$69,648	\$32,998	90%
Computer & Information Sciences	\$56,776	\$83,166	\$26,390	46%	\$103,755	\$46,979	83%
Cultural Studies	\$30,628	\$49,212	\$18,584	61%	\$61,278	\$30,650	100%
Education	\$44,100	\$54,256	\$10,156	23%	\$59,952	\$15,852	36%
Engineering	\$62,392	\$84,168	\$21,776	35%	\$108,512	\$46,120	74%
Engineering Technician	\$62,276	\$79,368	\$17,092	27%	\$96,000	\$33,724	54%
English & Literature	\$34,036	\$52,480	\$18,444	54%	\$61,664	\$27,628	81%
Family & Consumer Sciences	\$34,976	\$52,768	\$17,792	51%	\$66,472	\$31,496	90%
Health Professions	\$47,444	\$71,540	\$24,096	51%	\$84,364	\$36,920	78%
History	\$34,026	\$52,263	\$18,237	54%	\$64,424	\$30,398	89%
Interdisciplinary Studies	\$36,000	\$59,657	\$23,657	66%	\$109,344	\$73,344	204%
Languages & Linguistics	\$34,992	\$53,815	\$18,823	54%	\$67,931	\$32,939	94%
Legal Studies	\$33,630	\$59,492	\$25,862	77%	\$76,324	\$42,694	127%
Liberal Arts & Sciences	\$38,792	\$55,053	\$16,261	42%	\$64,376	\$25,584	66%
Mathematics & Statistics	\$45,122	\$69,394	\$24,272	54%	\$83,794	\$38,672	86%
Natural Resources	\$32,076	\$52,396	\$20,320	63%	\$59,306	\$27,230	85%
Philosophy & Religious Studies	\$33,644	\$52,556	\$18,912	56%	\$60,978	\$27,334	81%
Physical Sciences	\$36,469	\$61,888	\$25,419	70%	\$88,332	\$51,864	142%
Psychology	\$31,580	\$50,524	\$18,944	60%	\$62,584	\$31,004	98%
Public Administration	\$34,280	\$50,360	\$16,080	47%	\$56,304	\$22,024	64%
Recreation & Fitness Studies	\$33,530	\$65,532	\$32,002	95%	\$79,898	\$46,368	138%
Security & Protective Services	\$35,002	\$50,768	\$15,766	45%	\$61,020	\$26,018	74%
Social Sciences	\$36,868	\$55,972	\$19,104	52%	\$71,224	\$34,356	93%
Visual & Performing Arts	\$32,244	\$48,578	\$16,334	51%	\$57,625	\$25,381	79%
Total	\$40,804	\$61,066	\$20,262	50%	\$75,255	\$34,451	84%

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table Q. Difference Between Median Annual Wages for Baccalaureate Graduates Employed Full-Time With and Without an Additional Credential, 5 and 10 Years After Graduation, by Fields of Study (Year 5: Classes of 2012 and 2013 Combined; Year 10: Classes of 2007 and 2008 Combined)*

Field of Study	Year 5 (Classes of 2012 & 2013)			Year 10 (Classes of 2007 & 2008)		
	Median Annual Wage Without	Median Annual Wage With	Difference	Median Annual Wage Without	Median Annual Wage With	Difference
Agriculture	\$56,608	\$72,772	\$16,164	\$66,369	\$107,968	\$41,599
Architecture	\$56,148	\$61,380	\$5,232	\$67,696	\$70,666	\$2,970
Biological Sciences	\$52,317	\$63,638	\$11,321	\$65,132	\$100,684	\$35,552
Business & Marketing	\$60,164	\$70,702	\$10,538	\$72,368	\$88,264	\$15,896
Communication & Journalism	\$52,156	\$56,222	\$4,066	\$62,068	\$69,648	\$7,580
Computer & Information Sciences	\$78,218	\$83,166	\$4,949	\$93,176	\$103,755	\$10,579
Cultural Studies	\$42,422	\$49,212	\$6,790	\$52,604	\$61,278	\$8,674
Education	\$50,210	\$54,256	\$4,046	\$55,612	\$59,952	\$4,340
Engineering	\$81,508	\$84,168	\$2,660	\$97,312	\$108,512	\$11,200
Engineering Technician	\$78,572	\$79,368	\$796	\$94,840	\$96,000	\$1,160
English & Literature	\$46,432	\$52,480	\$6,048	\$56,448	\$61,664	\$5,216
Family & Consumer Sciences	\$48,842	\$52,768	\$3,926	\$57,813	\$66,472	\$8,659
Health Professions	\$58,012	\$71,540	\$13,528	\$68,347	\$84,364	\$16,017
History	\$46,600	\$52,263	\$5,663	\$56,598	\$64,424	\$7,826
Interdisciplinary Studies	\$49,620	\$59,657	\$10,037	\$62,740	\$109,344	\$46,604
Languages & Linguistics	\$46,804	\$53,815	\$7,011	\$53,332	\$67,931	\$14,599
Legal Studies	\$45,738	\$59,492	\$13,754	\$56,000	\$76,324	\$20,324
Liberal Arts & Sciences	\$48,526	\$55,053	\$6,527	\$54,970	\$64,376	\$9,406
Mathematics & Statistics	\$60,896	\$69,394	\$8,498	\$67,524	\$83,794	\$16,270
Natural Resources	\$45,176	\$52,396	\$7,220	\$51,648	\$59,306	\$7,658
Philosophy & Religious Studies	\$45,058	\$52,556	\$7,498	\$58,528	\$60,978	\$2,450
Physical Sciences	\$54,752	\$61,888	\$7,136	\$69,655	\$88,332	\$18,677
Psychology	\$46,336	\$50,524	\$4,188	\$53,020	\$62,584	\$9,564
Public Administration	\$45,642	\$50,360	\$4,718	\$48,816	\$56,304	\$7,488
Recreation & Fitness Studies	\$53,094	\$65,532	\$12,438	\$61,496	\$79,898	\$18,402
Security & Protective Services	\$48,876	\$50,768	\$1,892	\$56,660	\$61,020	\$4,360
Social Sciences	\$49,932	\$55,972	\$6,040	\$59,792	\$71,224	\$11,432
Visual & Performing Arts	\$43,664	\$48,578	\$4,914	\$52,231	\$57,625	\$5,395
Total	\$54,648	\$61,066	\$6,418	\$63,896	\$75,255	\$11,359

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Appendix B: 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 B-1, wages for Computer & Information Sciences graduates in the first year after graduation had a wide range of \$82,787, with graduates at the 5th percentile earning \$25,352 and graduates at the 95th percentile making \$108,139. Though the median for Computer & Information Sciences graduates in Year 1 was \$56,776, graduates may be offered a starting salary that is considerably higher or lower than the median. For Legal Studies graduates, the median of \$33,630 in the first year after graduation is probably a reasonable indicator of starting salary since the wages had the smallest range of \$38,252 with graduates at the 5th percentile earning \$19,460 and graduates at the 95th percentile earning \$57,712.

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 B-A below, the wages at the 5th percentile increased by 33% from Year 1 to Year 10 for working graduates who did not earn an additional credential and increased by 59% for those who did earn an additional credential. At the 25th, 50th (i.e., median), and 75th percentiles, wages increased between 55% and 63% from Year 1 to Year 10 for working graduates who did not earn an additional credential and increased between 81% and 97% for those who did earn an additional credential. At the 95th percentile, wages increased 106% from Year 1 to Year 10 for working graduates who did not earn an additional credential and increased 160% for those who did earn an additional credential.

Table B-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	\$20,300	\$29,860	\$40,804	\$55,256	\$80,788	\$60,488
Year 5 without credential	\$24,872	\$40,636	\$54,648	\$73,680	\$122,529	\$97,657
Year 5 with credential	\$28,084	\$46,088	\$61,066	\$83,076	\$138,972	\$110,888
Year 10 without credential	\$27,012	\$46,164	\$63,896	\$89,932	\$166,152	\$139,140
Year 10 with credential	\$32,307	\$54,076	\$75,255	\$108,592	\$209,760	\$177,453
Year 1 to Year 10 increase, without additional credential	33%	55%	57%	63%	106%	
Year 1 to Year 10 increase, with additional credential	59%	81%	84%	97%	160%	

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

The relatively 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, the range between the 25th and 75th percentiles (referred to as the “interquartile range”) is provided in Tables B-2a, B-2b, B-3a, and B-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 B-1 contains detailed annual wage data and ranges for all 28 fields of study in Year 1. Table B-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 B-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 B-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 B-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 B-1: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time 1 Year After Graduation, by Fields of Study (Classes of 2017 and 2018 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	\$19,372	\$27,188	\$36,496	\$48,872	\$76,620	\$57,248
Architecture	\$21,216	\$33,480	\$42,336	\$50,572	\$66,272	\$45,056
Biological Sciences	\$18,620	\$23,472	\$29,310	\$38,216	\$58,480	\$39,860
Business & Marketing	\$22,632	\$34,508	\$45,192	\$56,144	\$82,324	\$59,692
Communication & Journalism	\$20,480	\$29,119	\$36,650	\$45,568	\$67,348	\$46,868
Computer & Information Sciences	\$25,352	\$43,580	\$56,776	\$70,993	\$108,139	\$82,787
Cultural Studies	\$19,040	\$24,272	\$30,628	\$41,332	\$64,776	\$45,736
Education	\$21,908	\$37,152	\$44,100	\$56,872	\$69,328	\$47,420
Engineering	\$29,800	\$52,144	\$62,392	\$72,756	\$101,500	\$71,700
Engineering Technician	\$36,214	\$53,996	\$62,276	\$71,748	\$103,152	\$66,938
English & Literature	\$19,200	\$26,032	\$34,036	\$42,996	\$62,664	\$43,464
Family & Consumer Sciences	\$20,442	\$27,892	\$34,976	\$44,724	\$67,568	\$47,126
Health Professions	\$20,720	\$31,152	\$47,444	\$61,693	\$88,932	\$68,212
History	\$19,188	\$25,860	\$34,026	\$45,124	\$67,741	\$48,553
Interdisciplinary Studies	\$19,444	\$27,432	\$36,000	\$47,504	\$76,236	\$56,792
Languages & Linguistics	\$18,808	\$25,064	\$34,992	\$46,324	\$70,146	\$51,338
Legal Studies	\$19,460	\$27,288	\$33,630	\$41,784	\$57,712	\$38,252
Liberal Arts & Sciences	\$19,680	\$28,144	\$38,792	\$51,672	\$83,972	\$64,292
Mathematics & Statistics	\$20,028	\$33,828	\$45,122	\$59,492	\$78,236	\$58,208
Natural Resources	\$18,984	\$25,440	\$32,076	\$41,036	\$63,784	\$44,800
Philosophy & Religious Studies	\$19,852	\$26,912	\$33,644	\$45,256	\$71,280	\$51,428
Physical Sciences	\$19,188	\$27,028	\$36,469	\$48,772	\$73,908	\$54,720
Psychology	\$18,968	\$25,096	\$31,580	\$40,524	\$61,640	\$42,672
Public Administration	\$19,788	\$27,952	\$34,280	\$41,712	\$59,872	\$40,084
Recreation & Fitness Studies	\$19,248	\$25,784	\$33,530	\$42,944	\$62,572	\$43,324
Security & Protective Services	\$19,916	\$27,864	\$35,002	\$45,500	\$76,015	\$56,099
Social Sciences	\$19,692	\$27,924	\$36,868	\$48,074	\$72,960	\$53,268
Visual & Performing Arts	\$18,764	\$24,768	\$32,244	\$42,308	\$62,328	\$43,564
Total	\$20,300	\$29,860	\$40,804	\$55,256	\$80,788	\$60,488

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table B-2a: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time 5 Years After Graduation, Without an Additional Credential, by Fields of Study (Classes of 2012 and 2013 Combined)*

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th – 25 th)
Agriculture	\$41,820	\$56,608	\$79,400	\$37,580
Architecture	\$45,996	\$56,148	\$70,500	\$24,504
Biological Sciences	\$40,480	\$52,317	\$70,000	\$29,520
Business & Marketing	\$45,408	\$60,164	\$80,348	\$34,940
Communication & Journalism	\$39,696	\$52,156	\$68,276	\$28,580
Computer & Information Sciences	\$57,856	\$78,218	\$103,520	\$45,664
Cultural Studies	\$32,532	\$42,422	\$56,456	\$23,924
Education	\$42,212	\$50,210	\$63,524	\$21,312
Engineering	\$66,952	\$81,508	\$99,372	\$32,420
Engineering Technician	\$61,108	\$78,572	\$97,844	\$36,736
English & Literature	\$35,500	\$46,432	\$61,412	\$25,912
Family & Consumer Sciences	\$36,488	\$48,842	\$63,996	\$27,508
Health Professions	\$42,472	\$58,012	\$76,236	\$33,764
History	\$34,952	\$46,600	\$60,930	\$25,978
Interdisciplinary Studies	\$36,266	\$49,620	\$67,288	\$31,022
Languages & Linguistics	\$33,436	\$46,804	\$62,272	\$28,836
Legal Studies	\$35,288	\$45,738	\$59,932	\$24,644
Liberal Arts & Sciences	\$35,900	\$48,526	\$68,596	\$32,696
Mathematics & Statistics	\$43,256	\$60,896	\$83,736	\$40,480
Natural Resources	\$33,541	\$45,176	\$58,540	\$24,999
Philosophy & Religious Studies	\$33,976	\$45,058	\$58,700	\$24,724
Physical Sciences	\$41,216	\$54,752	\$71,788	\$30,572
Psychology	\$34,668	\$46,336	\$60,128	\$25,460
Public Administration	\$35,116	\$45,642	\$59,292	\$24,176
Recreation & Fitness Studies	\$39,896	\$53,094	\$70,008	\$30,112
Security & Protective Services	\$36,980	\$48,876	\$64,520	\$27,540
Social Sciences	\$37,096	\$49,932	\$66,812	\$29,716
Visual & Performing Arts	\$33,160	\$43,664	\$57,520	\$24,360
Total	\$40,636	\$54,648	\$73,680	\$33,044

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table B-2b: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time 5 Years After Graduation, with an Additional Credential, by Fields of Study (Classes of 2012 and 2013 Combined)*

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th – 25 th)
Agriculture	\$52,000	\$72,772	\$112,540	\$60,540
Architecture	\$51,668	\$61,380	\$73,752	\$22,084
Biological Sciences	\$48,392	\$63,638	\$103,152	\$54,760
Business & Marketing	\$55,336	\$70,702	\$90,131	\$34,795
Communication & Journalism	\$44,276	\$56,222	\$74,896	\$30,620
Computer & Information Sciences	\$66,280	\$83,166	\$105,944	\$39,664
Cultural Studies	\$38,104	\$49,212	\$69,088	\$30,984
Education	\$45,808	\$54,256	\$66,895	\$21,087
Engineering	\$69,548	\$84,168	\$104,192	\$34,644
Engineering Technician	\$61,519	\$79,368	\$92,696	\$31,177
English & Literature	\$41,840	\$52,480	\$69,168	\$27,328
Family & Consumer Sciences	\$42,804	\$52,768	\$63,776	\$20,972
Health Professions	\$50,604	\$71,540	\$95,952	\$45,348
History	\$41,840	\$52,263	\$69,016	\$27,176
Interdisciplinary Studies	\$45,840	\$59,657	\$80,768	\$34,928
Languages & Linguistics	\$41,536	\$53,815	\$67,504	\$25,968
Legal Studies	\$45,312	\$59,492	\$83,370	\$38,058
Liberal Arts & Sciences	\$40,760	\$55,053	\$70,000	\$29,240
Mathematics & Statistics	\$54,259	\$69,394	\$97,472	\$43,213
Natural Resources	\$40,000	\$52,396	\$71,334	\$31,334
Philosophy & Religious Studies	\$40,008	\$52,556	\$70,132	\$30,124
Physical Sciences	\$47,476	\$61,888	\$102,585	\$55,108
Psychology	\$39,220	\$50,524	\$65,412	\$26,192
Public Administration	\$40,392	\$50,360	\$62,992	\$22,600
Recreation & Fitness Studies	\$47,500	\$65,532	\$90,576	\$43,076
Security & Protective Services	\$40,712	\$50,768	\$68,548	\$27,836
Social Sciences	\$43,752	\$55,972	\$77,636	\$33,884
Visual & Performing Arts	\$37,712	\$48,578	\$63,000	\$25,288
Total	\$46,088	\$61,066	\$83,076	\$36,988

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table B-3a: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time 10 Years After Graduation, Without an Additional Credential, by Fields of Study (Classes of 2007 and 2008 Combined)*

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th – 25 th)
Agriculture	\$46,080	\$66,369	\$96,548	\$50,468
Architecture	\$50,000	\$67,696	\$94,911	\$44,911
Biological Sciences	\$47,764	\$65,132	\$98,679	\$50,915
Business & Marketing	\$51,724	\$72,368	\$101,054	\$49,330
Communication & Journalism	\$44,736	\$62,068	\$88,162	\$43,426
Computer & Information Sciences	\$68,832	\$93,176	\$123,840	\$55,008
Cultural Studies	\$40,848	\$52,604	\$71,840	\$30,992
Education	\$45,576	\$55,612	\$67,140	\$21,564
Engineering	\$76,412	\$97,312	\$124,086	\$47,674
Engineering Technician	\$72,984	\$94,840	\$124,784	\$51,800
English & Literature	\$40,836	\$56,448	\$75,615	\$34,779
Family & Consumer Sciences	\$42,484	\$57,813	\$82,784	\$40,300
Health Professions	\$49,136	\$68,347	\$89,000	\$39,864
History	\$42,028	\$56,598	\$75,396	\$33,368
Interdisciplinary Studies	\$46,516	\$62,740	\$102,452	\$55,936
Languages & Linguistics	\$38,000	\$53,332	\$79,748	\$41,748
Legal Studies	\$43,100	\$56,000	\$78,176	\$35,076
Liberal Arts & Sciences	\$39,940	\$54,970	\$74,764	\$34,824
Mathematics & Statistics	\$47,400	\$67,524	\$105,717	\$58,317
Natural Resources	\$39,644	\$51,648	\$69,312	\$29,668
Philosophy & Religious Studies	\$40,252	\$58,528	\$81,692	\$41,440
Physical Sciences	\$49,364	\$69,655	\$103,612	\$54,248
Psychology	\$39,288	\$53,020	\$70,692	\$31,404
Public Administration	\$37,154	\$48,816	\$67,964	\$30,810
Recreation & Fitness Studies	\$46,152	\$61,496	\$82,228	\$36,076
Security & Protective Services	\$41,504	\$56,660	\$79,444	\$37,940
Social Sciences	\$43,044	\$59,792	\$81,808	\$38,764
Visual & Performing Arts	\$37,044	\$52,231	\$72,416	\$35,372
Total	\$46,164	\$63,896	\$89,932	\$43,768

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

Table B-3b: Distribution of Annual Wages for Baccalaureate Graduates Employed Full-Time 10 Years After Graduation, with an Additional Credential, by Fields of Study (Classes of 2007 and 2008 Combined)*

Field of Study	25 th Percentile	Median	75 th Percentile	Interquartile Range (75 th – 25 th)
Agriculture	\$66,996	\$107,968	\$147,572	\$80,576
Architecture	\$58,240	\$70,666	\$92,304	\$34,064
Biological Sciences	\$62,196	\$100,684	\$166,440	\$104,244
Business & Marketing	\$65,004	\$88,264	\$121,816	\$56,812
Communication & Journalism	\$51,496	\$69,648	\$95,980	\$44,484
Computer & Information Sciences	\$77,516	\$103,755	\$137,552	\$60,036
Cultural Studies	\$45,948	\$61,278	\$98,500	\$52,552
Education	\$49,300	\$59,952	\$73,596	\$24,296
Engineering	\$86,057	\$108,512	\$139,252	\$53,195
Engineering Technician	\$73,005	\$96,000	\$140,000	\$66,995
English & Literature	\$47,588	\$61,664	\$85,768	\$38,180
Family & Consumer Sciences	\$49,876	\$66,472	\$93,948	\$44,072
Health Professions	\$61,716	\$84,364	\$109,844	\$48,128
History	\$49,312	\$64,424	\$91,526	\$42,214
Interdisciplinary Studies	\$64,240	\$109,344	\$229,160	\$164,920
Languages & Linguistics	\$50,000	\$67,931	\$91,016	\$41,016
Legal Studies	\$56,000	\$76,324	\$112,994	\$56,994
Liberal Arts & Sciences	\$48,144	\$64,376	\$89,156	\$41,012
Mathematics & Statistics	\$62,892	\$83,794	\$118,462	\$55,570
Natural Resources	\$46,156	\$59,306	\$92,304	\$46,148
Philosophy & Religious Studies	\$48,960	\$60,978	\$80,000	\$31,040
Physical Sciences	\$61,200	\$88,332	\$135,130	\$73,930
Psychology	\$47,656	\$62,584	\$85,390	\$37,734
Public Administration	\$43,844	\$56,304	\$70,796	\$26,952
Recreation & Fitness Studies	\$58,400	\$79,898	\$111,268	\$52,868
Security & Protective Services	\$46,960	\$61,020	\$82,380	\$35,420
Social Sciences	\$51,592	\$71,224	\$101,608	\$50,016
Visual & Performing Arts	\$43,504	\$57,625	\$79,312	\$35,808
Total	\$54,076	\$75,255	\$108,592	\$54,516

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

Source: Board of Governors staff analysis of data from the State University Database System, Florida Department of Economic Opportunity analysis of Wage Record Interchange System 2, and the National Student Clearinghouse.

APPENDIX C: TECHNICAL NOTES

1. Data Limitations

The current study was based on individual-level data for 349,543 graduates from the State University Data System (SUDS). These records were matched to records from the National Student Clearinghouse (NSC) and the Florida Department of Economic Opportunity (DEO). 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 99% 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 2008, 2012, and 2013. 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 2008, 2012, and 2013 who pursued additional education may differ somewhat from the numbers in previous studies.

Wage Record Interchange System 2

State participation in WRIS 2 is voluntary. The database used for this report contained employment data for up to 43 states, as well as the District of Columbia and Puerto Rico, depending on the timeframe used to determine the employment outcomes. The following states did not participate in WRIS 2 at the time of this study: Alabama, California, Colorado, Hawaii, Massachusetts, New York, and West Virginia. 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 on the employment outcomes of the SUS graduates as a result of these variations in state participation or availability of data.

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.

This study utilized records for graduates from various graduating classes and employment records from the second quarter of 2018 and the second quarter of 2019 to assess employment and education outcomes over time. 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 2017 and 2018. Year 5 outcomes are reported for the classes of 2012 and 2013. Year 10 outcomes are reported for the classes of 2007 and 2008.

There are three 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. Second, most state labor departments also do not require employers to report the occupation in which employees work. And lastly, this data does not include information from the U.S. Office of Personnel Management (OPM), which includes employment information for approximately 96% of all Federal civilian non-Postal Executive Branch employees.

Impact of WRIS 2 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 sure that the SUS graduates not found in the WRIS 2 database were not employed.

Since the current study may include 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 same class. 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 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. Cell sizes with less than ten individuals were not shown to ensure compliance.

The agreement that enabled DEO to access the employment data also created two significant limitations that affected the way in which data were presented in this report. WRIS 2 data could only be provided back to Board staff in aggregate form. Though this report did not include results 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
2006-2007	2007	2006	2006	2007
2007-2008	2008	2007	2007	2008
2011-2012	2012	2011	2011	2012
2012-2013	2013	2012	2012	2013
2016-2017	2017	2016	2016	2017
2017-2018	2018	2017	2017	2018

Outcome Year Cohorts

The outcome years included the cohorts listed below.

Year 1: Classes of 2017 and 2018
Year 5: Classes of 2012 and 2013
Year 10: Classes of 2007 and 2008

Outcome Years

Employment: The outcome years for employment included the time periods 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
2017	Q3-2017	Q2-2018
2018	Q3-2018	Q2-2019

Class	Year 5 Employment	
	Starting Quarter	Ending Quarter
2012	Q3-2017	Q2-2018
2013	Q3-2018	Q2-2019

Class	Year 10 Employment	
	Starting Quarter	Ending Quarter
2007	Q3-2017	Q2-2018
2008	Q3-2018	Q2-2019

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 any time between 3,346 and 3,711 days after graduation

Definitions

Annual Wages: The total wages reported in the ending quarter (April, May, June) 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 ending 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
2017	\$17,160	\$8.25
2018	\$17,597	\$8.46

Class	Year 5	
	Annualized FL Minimum Wage	Hourly Rate
2012	\$17,160	\$8.25
2013	\$17,597	\$8.46

Class	Year 10	
	Annualized FL Minimum Wage	Hourly Rate
2007	\$17,160	\$8.25
2008	\$17,597	\$8.46

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 the 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.

Baccalaureate Follow-up Study: Employment and Education Outcomes 1, 5, and 10 Years After Graduation, January 2018

The January 2018 study retained all of the enhancements made to the Class of 2014 and Class of 2015 studies. In addition, the study incorporated employment information from WRIS 2 and OPM for the Class of 2012, which, as noted above, only utilized Florida employment data. The 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. The employment and education outcomes for the classes of 2012, 2014, and 2015, as reported in the 2018 study, may differ from the outcomes reported in prior studies as a result of changes to the national employment and education databases described in the report.

The Current Baccalaureate Follow-up Study

The current study is substantially similar to and retains all of the enhancements put in place for the January 2018 study.



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