

2020

Alabama Commission on Higher Education Employment Outcomes Report



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Note: All data in this report is compliant with the Family Educational Rights and Privacy Act (FERPA).

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Alabama Commission on Higher Education

Employment Outcomes Report

2020

OVERVIEW AND EXECUTIVE SUMMARY

Alabama's Workforce and Education Landscape

Over the past decade since the Great Recession, Alabama's public colleges and universities have shown continued growth in graduates across all degree levels. Between 2009 and 2018, all the number of degrees and certificates awarded by the state's public institutions increased by 38%, with bachelor's degrees growing from just under 19,000 to over 25,000.¹ Over a similar period, median earnings for Alabamians 25 years and older has risen 12% from just over \$30,000 to almost \$34,000,² with bachelor's degree holders earning upwards of \$48,000 annually.

Under the leadership of Governor Kay Ivey, Alabama has committed to aligning workforce development and education to support economic growth and prosperity for all Alabamians. Established in 2018, the Governor's Office of Education and Workforce Transformation (GOEWT) brings together a broad coalition of public and private sector partners around three main goals:

- Increasing Alabama's labor force participation and decreasing the underemployment rate;
- Adding 500,000 skilled workers to the state's labor force by 2025; and
- Creating career pathways in all 16 career clusters for in-school youth, out-of-school youth, adults, at-risk populations, and disconnected populations.

The Alabama Commission on Higher Education (ACHE) is an important partner in this work. The Commission seeks to provide reasonable access to quality collegiate and university education for the citizens of Alabama. [Established in 1969](#), the agency coordinates among Alabama's 14 public four-year universities and 24 public two-year colleges, who are governed by the Alabama Community College System (ACCS). The Commission facilitates informed decision-making and policy formulation regarding stewardship of state higher education funding and financial aid dollars. ACHE provides a [state-level framework](#) for institutions to respond cooperatively and individually to the state's education and training needs.

Employment Outcomes for Public Higher Education

This Employment Outcomes Report is designed to study the value of public higher education in the state of Alabama by analyzing employment outcomes for graduates. Findings are intended for policymakers who are interested in how investments in public higher education are paying off, as well as for higher education administrators who are interested in how their graduates are faring in the workforce.

¹ Historical degree production data from Alabama Student Unit Record Data System, published in "Moving Forward" (ACHE, 2019).

² Median educational earnings by educational attainment for 2017 (most recent available) compared with 2009 (American Community Survey, five-year estimates).

Specifically, this report addresses the following questions:

- What percentage of Alabama residents and non-Alabama residents who graduate from public two-year and four-year institutions remain in Alabama?
- How does level of education impact salary?
- What is the average salary by field of study and level of degree of Alabama graduates?

Employment data were analyzed for graduates of Alabama public two-year and four-year institutions one year and five years after graduation for selected graduating classes of the past decade. Snapshots of employment status five years after graduation are shown for the graduating classes of 2011, 2012, and 2013 and the employment status of the 2015, 2016, and 2017 classes is shown after one year.

Key Findings

Following are highlights of this Alabama employment data for the state's higher education graduates:

- 1) The good news for Alabama is that a majority of Alabama public higher education institution graduates (57 percent overall) remain in Alabama, contributing to the state's economy and opportunities for growth. Five years after graduation, 51 percent of the 2013 bachelor's degree recipients were employed in Alabama. More certificate (65 percent) and associate degree (71 percent) recipients remained in Alabama, while fewer master's (47 percent), doctoral research/other (29 percent) and doctoral professional (39 percent) graduates remained.
- 2) Unsurprisingly, graduates who were Alabama residents were more likely to remain in the state for employment, as compared with non-residents. After five years, Alabama resident bachelor's, master's, doctoral research/other and doctoral professional degree graduates were found employed in Alabama at **three or more times** the rate of non-residents. Alabama resident associate degree graduates were found employed at a minimum of double the rate of non-residents. Residency had the smallest impact at the undergraduate certificate level.
- 3) Retention of graduates into employment varied by degree level and field of study. Graduates with associate degrees and graduates in education, health professions, engineering technologies, and social services were most likely to work in Alabama. On the other hand, doctoral graduates and graduates in fields of study such as architecture, physical sciences, and communications were the least likely to be employed in the state after five years.

- 4) These data corroborate national findings that link salary to educational attainment. Five years after graduation, 2013 bachelor's degree recipients employed in Alabama were earning \$48,215 on average, while associate degree recipients and undergraduate certificate holders earned an average of \$39,162 and \$33,565, respectively. Compared to bachelor's degree holders after five years, master's degree recipients earned 31 percent more (\$63,150); doctoral research/other degree recipients earned 69 percent more (\$81,331); and doctoral professional degree recipients earned, on average, 119 percent more (\$105,463).
- 5) At the bachelor's degree level, average earnings differed by field of study. Among those who stayed in Alabama, graduates in engineering, computer & information sciences, engineering technologies, and health professions were earning the most at both one year and five years after completion.

METHODOLOGY

Process

Alabama two-year and four-year public institution degree recipients were identified using the Alabama Statewide Student Database. The highest degree earned was selected for students who earned multiple degrees within the same academic year. For example, a student who earned an undergraduate certificate and an associate degree in 2013 was reported only once with an associate degree in the 2013 academic year (in the case of multiple undergraduate certificates at the same award level, the last one earned was selected). Students who earned more than one degree over the six academic years reviewed were reported once in each year with the highest degree earned. For example, a student who earned a bachelor's degree in 2013 and a master's degree in 2015 was reported in each of those academic years.

A snapshot of employment status five years after graduation is shown for the graduating classes of 2011, 2012, and 2013 (for employment in 2016, 2017, and 2018, respectively). Additionally, an employment picture is taken one year after graduation for the classes of 2015, 2016 and 2017 (for employment in 2016, 2017, and 2018, respectively).

The list of graduates was compared to data records at the State of Alabama Department of Labor (DOL). When a match was found, the industry code, based on the North American Industry Classification System (NAICS), and quarterly wage information were attached to the degree recipient's record and returned to ACHE. Average salary was calculated by adding the wages of all four quarters per graduate to get an annual sum (the max annual sum was selected for graduates with multiple employment records in the same year). Wage records from the DOL database are only available for employees covered by Alabama unemployment insurance. The self-employed and those working out-of-state are not included.

When calculating average salary, persons whose annual earnings were found to be less than \$5,000 a year were excluded*, as these graduates were most likely part-time workers, including students continuing their education at higher levels. The table below details the number of graduates used to obtain the data reported here:

	Number of Graduates						
	2011	2012	2013	2015	2016	2017	Grand Total
Total Graduates Submitted to DOL	44,328	45,221	45,684	46,517	48,385	49,919	280,054
Total Graduates Found Working in Alabama	24,615	24,850	25,046	27,435	27,970	29,529	159,445
*Total Graduates Used for Average Salary Calculations	22,752	23,602	23,625	24,334	25,435	26,387	146,135

Each population was reported in three groups: (1) Alabama and non-Alabama residents (2) Alabama residents only and (3) Non-Alabama residents only. Graduates were considered to be Alabama residents if the original state of residence when entering an Alabama higher education institution was Alabama. If the original state of residence was anything other than Alabama, then the graduate was considered to be a non-Alabama resident.

Privacy

A data exchange agreement between ACHE and DOL defines the procedures for protecting all data. All agencies protect the identity of individuals. This Employment Outcomes Report includes only aggregate data and only when six or more individuals are being described.

Note

Due to space limitations in some tables and charts, “Bachelor’s Degree and Post-Bacc Certificates” are often just referred to as “Bachelor’s Degrees”; and “Master’s Degree and Post-Master’s Certificates” are often just referred to as “Master’s Degrees.” Both, however, still include certificate numbers in their calculations.

FINDINGS

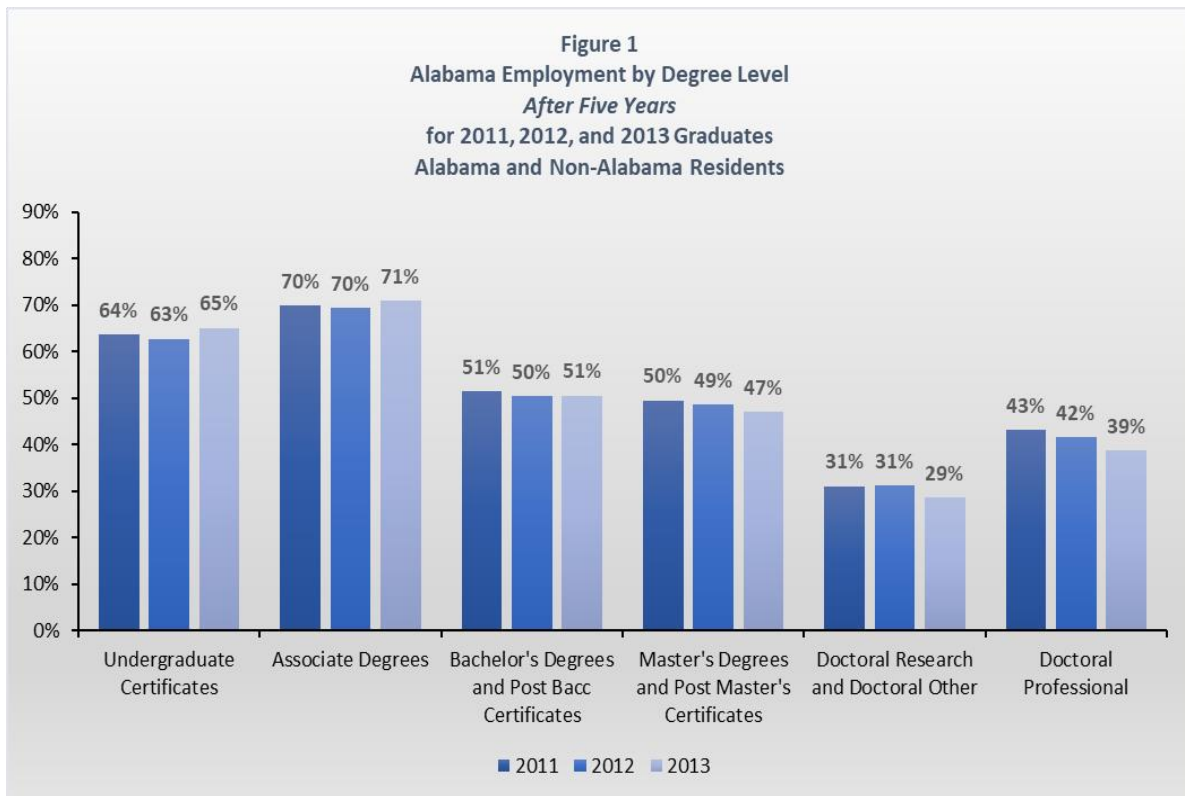
All Graduates (Alabama and Non-Alabama Residents)

Employment Rate Comparison

- Five years after graduation, 51 percent of the 2013 bachelor's degree recipients were employed in Alabama. More undergraduate certificate (65 percent) and associate degree (71 percent) recipients remained in Alabama, and fewer master's (47 percent), doctoral research/other (29 percent) and doctoral professional (39 percent) graduates remained.
- A larger percentage (1-2 percent more) of the 2013 undergraduate certificate, and associate and bachelor's degree recipients were found working in the state when compared to the 2012 percentages. While employment rates for master's degree, and doctoral research/other and doctoral professional degree recipients decreased 2 to 3 percentage points compared to the previous year.

Table 1
Alabama Employment by Degree Level
After Five Years
for 2011, 2012, and 2013 Graduates
Alabama and Non-Alabama Residents

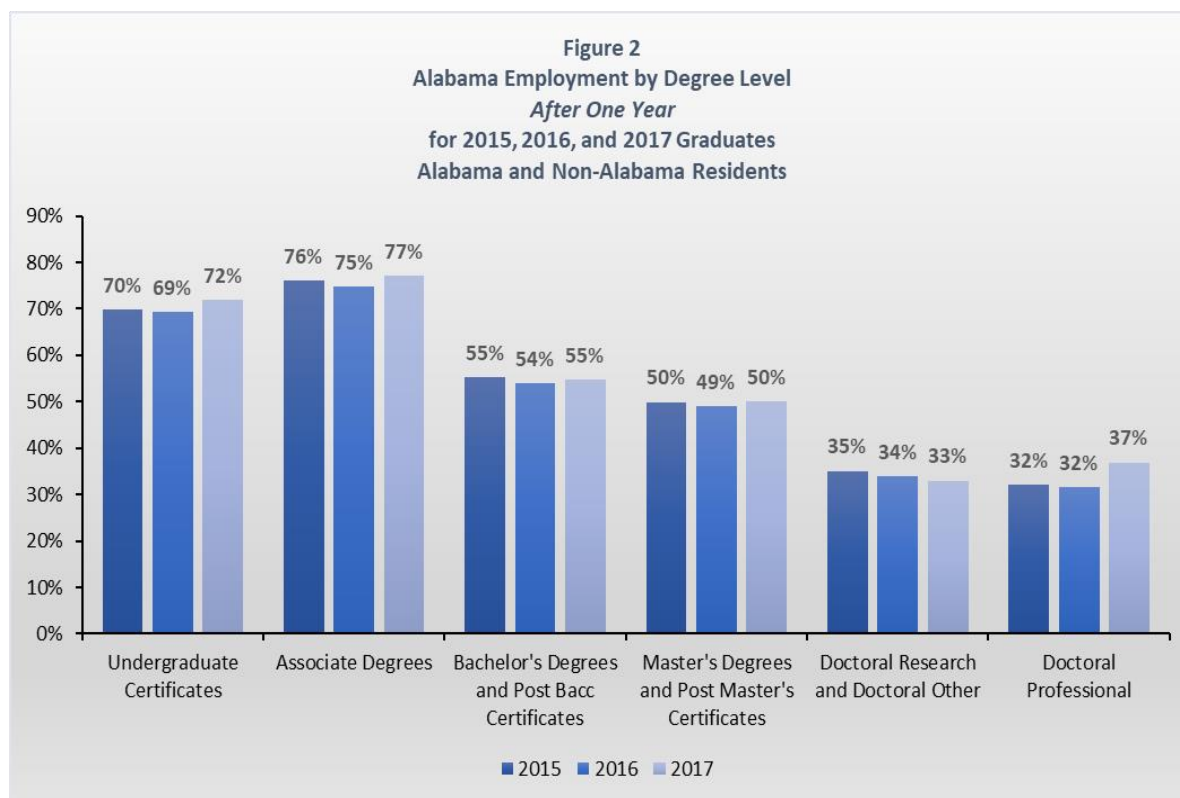
Degree Level	Number of Graduates			Percent Employed in Alabama		
	2011	2012	2013	2011	2012	2013
Undergraduate Certificates	4,695	4,591	4,323	64%	63%	65%
Associate Degrees	8,719	9,687	9,259	70%	70%	71%
Bachelor's Degrees and Post Bacc Certificates	20,454	20,414	21,572	51%	50%	51%
Master's Degrees and Post Master's Certificates	8,814	8,798	8,741	50%	49%	47%
Doctoral Research and Doctoral Other	604	671	678	31%	31%	29%
Doctoral Professional	1,042	1,060	1,111	43%	42%	39%
Grand Total	44,328	45,221	45,684	56%	55%	55%



- One year after graduation, 55 percent of the 2017 bachelor's degree recipients were employed in Alabama. More undergraduate certificate and associate degree recipients (72 and 77 percent, respectively) remained in Alabama, and fewer master's (50 percent), doctoral research/other (33 percent), and doctoral professional (37 percent) graduates remained (see Table 2).
- For all degree levels, with the exception of doctoral research/other, in-state employment rates after one year for the 2017 graduates were 1 to 5 percentage points higher than the rates for the 2016 graduates. Doctoral professional degree holder rates increased the most (5 percentage points) followed by undergraduate certificate holders (3 percentage points). The increases at the associate, bachelor's and master's degree levels were more modest, at 1 to 2 points higher, while the 2017 doctoral research/other holders were found at a lower rate (1 percentage point) than their 2016 counterpart.

Table 2
Alabama Employment by Degree Level
After One Year
for 2015, 2016 and 2017 Graduates
Alabama and Non-Alabama Residents

Degree Level	Number of Graduates			Percent Employed in Alabama		
	2015	2016	2017	2015	2016	2017
Undergraduate Certificates	4,301	4,758	4,927	70%	69%	72%
Associate Degrees	9,590	9,506	9,710	76%	75%	77%
Bachelor's Degrees and Post Bacc Certificates	21,907	23,154	23,765	55%	54%	55%
Master's Degrees and Post Master's Certificates	8,782	9,056	9,623	50%	49%	50%
Doctoral Research and Doctoral Other	753	746	751	35%	34%	33%
Doctoral Professional	1,184	1,165	1,143	32%	32%	37%
Grand Total	46,517	48,385	49,919	59%	58%	59%



Employment by Field of Study

The Tables section of this report contains tables describing employment rates of the 2011, 2012, and 2013 graduates after five years and the 2015, 2016, and 2017 graduates after one year by degree level, and field of study, as defined by the federal Classification of Instructional Programs (CIP) (see *Alabama Employment by Field of Study* in the Tables section and Appendix A). Graduates who were in Alabama after five years are indicators of more long-term commitment to Alabama; therefore, findings for bachelor's degree graduates after five years are highlighted on this and the following pages.

- Business, management and marketing was the most popular field of study for 2013 graduates. Of those 4,604 graduates, 48 percent were employed in Alabama after five years.
- The second most popular field of study for 2013 graduates was health professions, with 59 percent of 2,588 graduates employed in Alabama after five years.
- Education was the third most popular field of study for 2013 graduates, with 65 percent of 2,431 graduates employed in Alabama after five years.

Bar graphs on the following pages present employment rates, from highest to lowest, for bachelor's degree recipients by field of study (those with at least 6 graduates):

- Of the 2011 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: education (67 percent of 2,360 graduates), computer and information sciences (62 percent of 304), engineering technologies (59 percent of 78), protective services and public administration & social services (58 percent of 526 and 464, respectively).
- Of the 2012 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: education (67 percent of 2,365 graduates), engineering technologies (60 percent of 72), health professions (59 percent of 2,347), communications technologies (58 percent of 12), and natural resources and conservation (55 percent of 96).
- Of the 2013 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: education (65 percent of 2,431 graduates), public administration & social services (60 percent of 565), health professions (59 percent of 2,588), mathematics and statistics (56 percent of 263), and computer & information sciences and protective services (55 percent of 337 and 622, respectively).

- Of the 2011 Alabama graduates, the following fields of study had the lowest Alabama employment rates for bachelor's degree recipients after five years: communications technologies (28 percent of 32 graduates), architecture (31 percent of 67), physical sciences (38 percent of 286), communications (40 percent of 1154), and foreign languages (42 percent of 148).
- Of the 2012 Alabama bachelor's degree graduates, the following fields of study had the lowest Alabama employment rates after five years: architecture (26 percent of 65 graduates), physical sciences (37 percent of 252), philosophy and religion (38 percent of 63), area and ethnic studies (39 percent of 18), and visual & performing arts (40 percent of 779).
- Of the 2013 Alabama bachelor's degree graduates, the following fields of study had the lowest Alabama employment rates after five years: architecture (33 percent of 73 graduates), physical sciences (36 percent of 286), philosophy and religion (39 percent of 76), and foreign languages and visual & performing arts (43 percent of 148 and 764, respectively).

Figure 3
Alabama Employment by Field of Study
After Five Years
for 2011 Bachelor's Degree Recipients

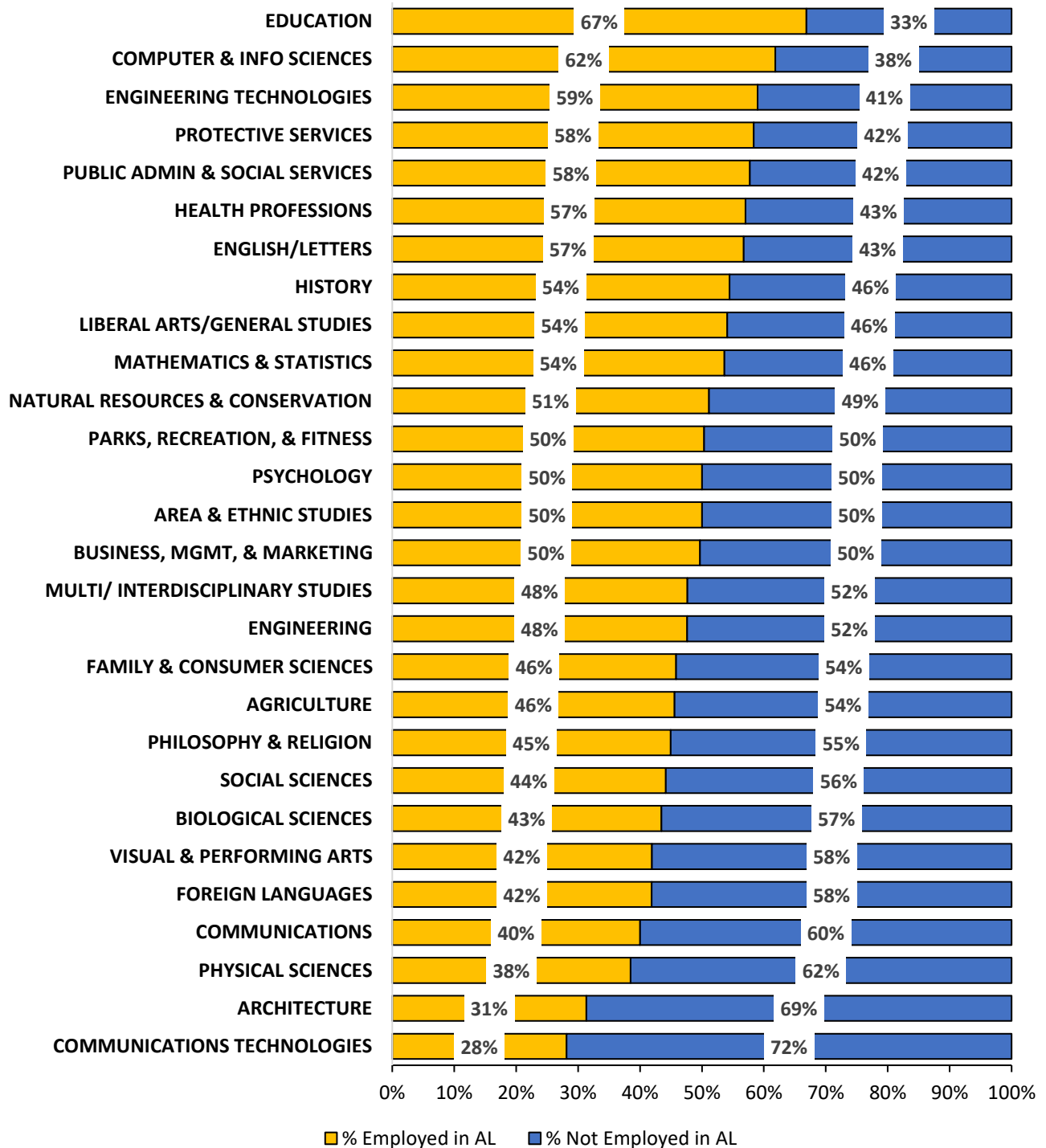


Figure 4
Alabama Employment by Field of Study
After Five Years
for 2012 Bachelor's Degree Recipients

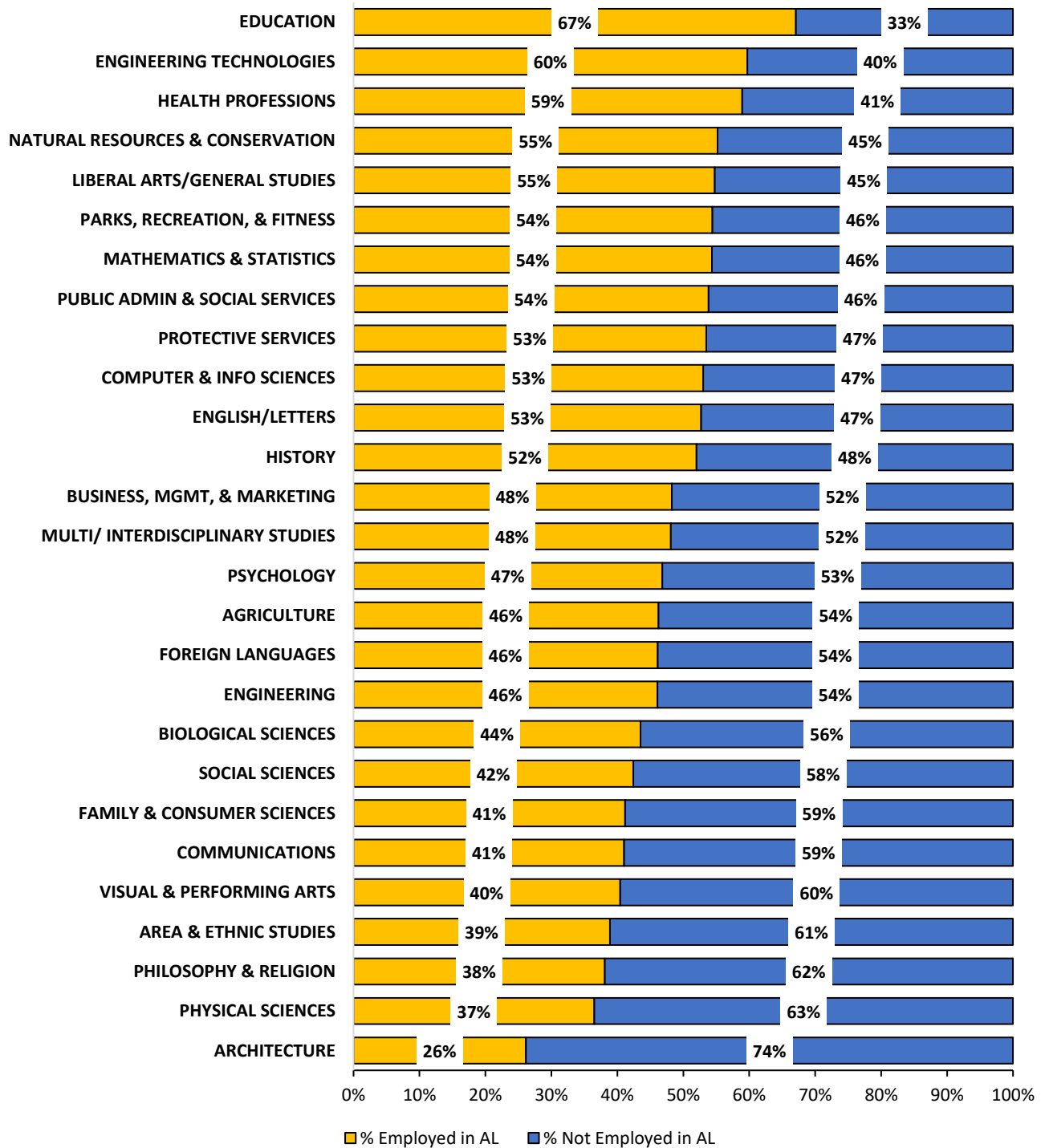
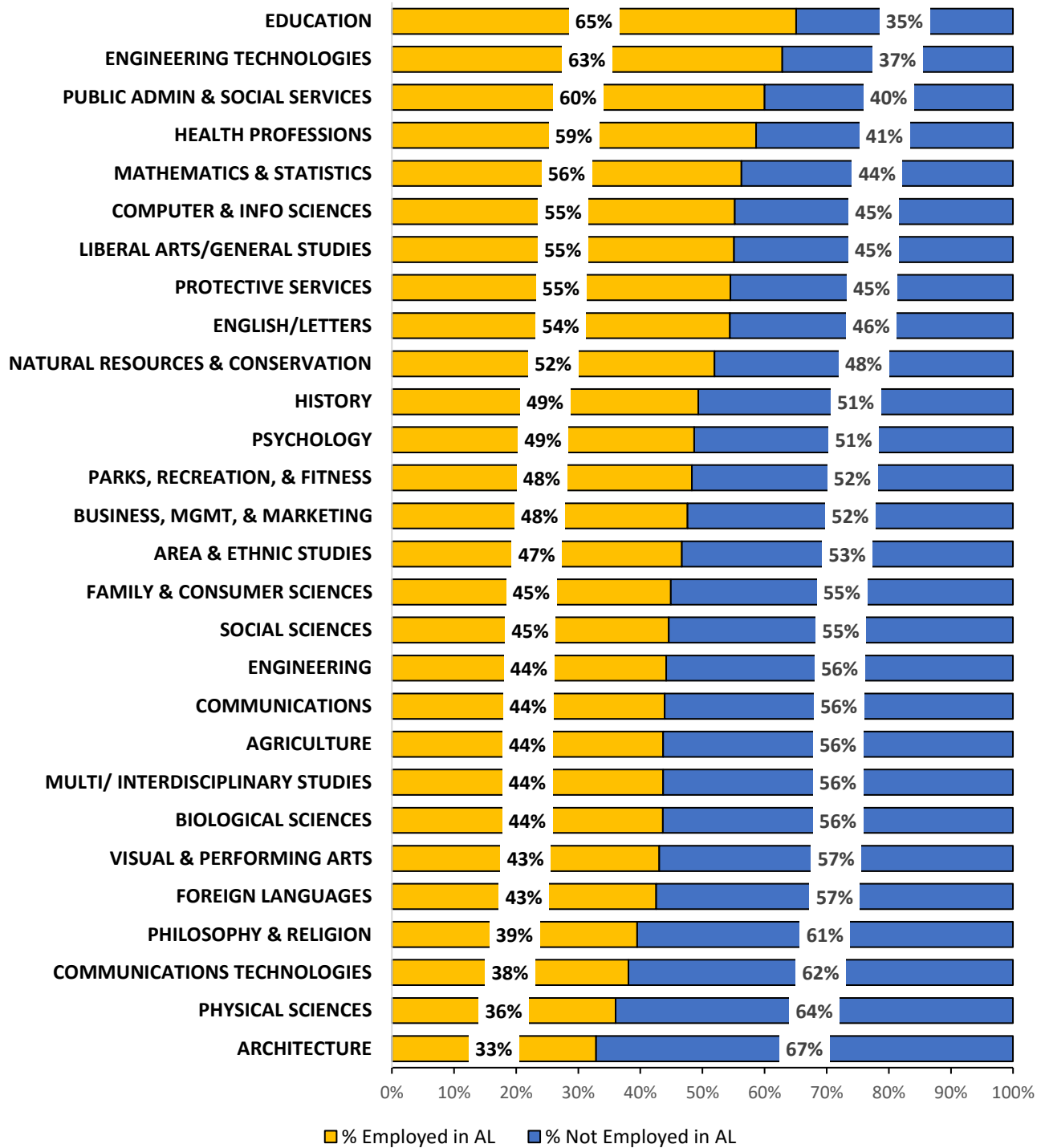


Figure 5
Alabama Employment by Field of Study
After Five Years
for 2013 Bachelor's Degree Recipients



Employment by Residency Status

There are more detailed sections of this report (Alabama Residents Only and Non-Alabama Residents Only) with data specific to graduates who were Alabama residents at the time they entered college; and data related to graduates who came from outside the state. However, a brief comparison of the Alabama employment rates for the most recent cohorts of resident and non-resident graduates may be helpful at this point.

- As studies outside Alabama have suggested, residency is the single most important factor in whether a graduate will remain in the state or not. After five years, Alabama resident bachelor's, master's, doctoral research/other and doctoral professional degree graduates were found employed in Alabama at three or more times the rate of non-residents. Alabama resident associate degree graduates were found employed at a minimum of double the rate of non-residents. Residency had the smallest impact at the undergraduate certificate level.

Table 3
Alabama Employment by Residency Status
After Five Years
for 2011, 2012, and 2013 Graduates

2011 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	4,323	66%	372	36%
Associate Degree	7,966	74%	753	32%
Bachelor's Degree and Post Bacc Certificates	15,724	63%	4,730	14%
Master's Degree and Post Master's Certificates	5,795	70%	3,019	10%
Doctoral Research and Other Doctorate	206	60%	398	16%
Doctoral Professional	700	58%	342	12%

2012 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	4,296	64%	295	42%
Associate Degree	8,940	73%	747	27%
Bachelor's Degree and Post Bacc Certificates	15,770	61%	4,644	14%
Master's Degree and Post Master's Certificates	5,797	69%	3,001	10%
Doctoral Research and Other Doctorate	276	56%	395	14%
Doctoral Professional	730	55%	330	13%

Table 3
Alabama Employment by Residency Status
After Five Years
for 2011, 2012, and 2013 Graduates, Continued

2013 Graduates		AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed	
Undergraduate Certificates	4,104	66%	219	47%	
Associate Degree	8,554	74%	705	32%	
Bachelor's Degree and Post Bacc Certificates	16,455	62%	5,117	14%	
Master's Degree and Post Master's Certificates	5,614	69%	3,127	9%	
Doctoral Research and Other Doctorate	256	54%	422	13%	
Doctoral Professional	694	57%	417	8%	

Figure 6.1
Alabama Employment by Residency Status and Level of Degree
for 2011 Graduates After Five Years

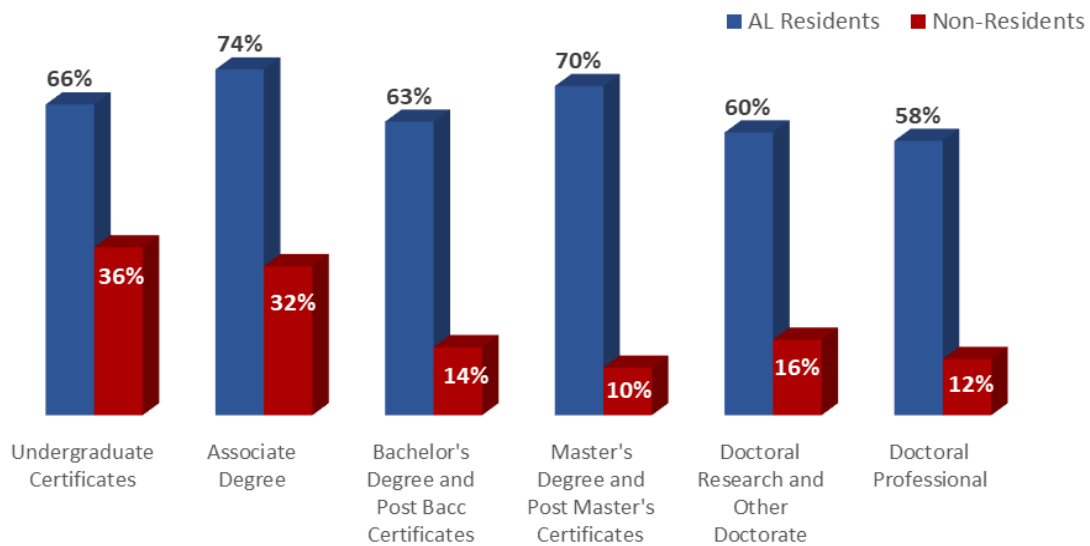


Figure 6.2
Alabama Employment by Residency Status and Level of Degree
for 2012 Graduates After Five Years

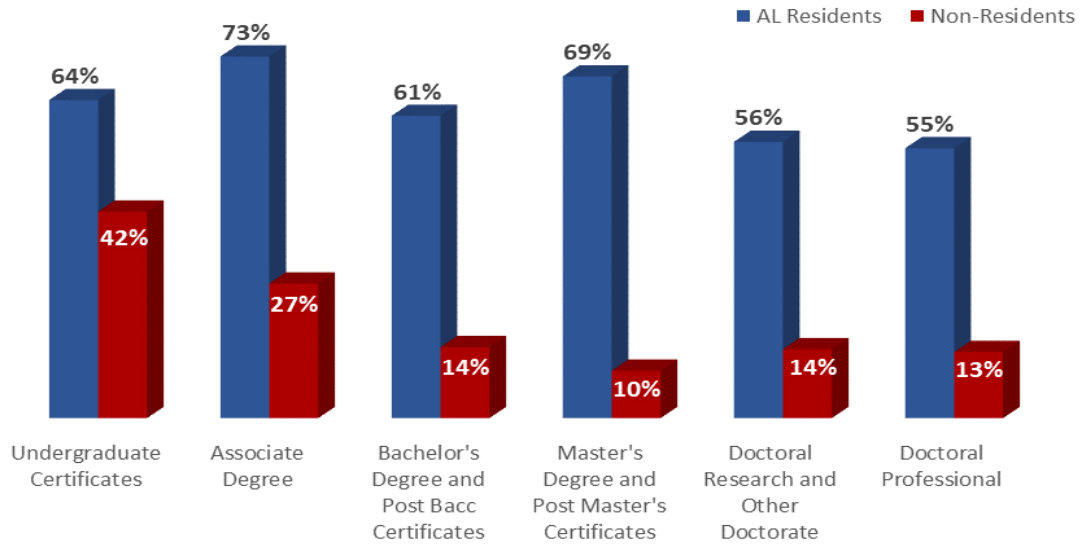
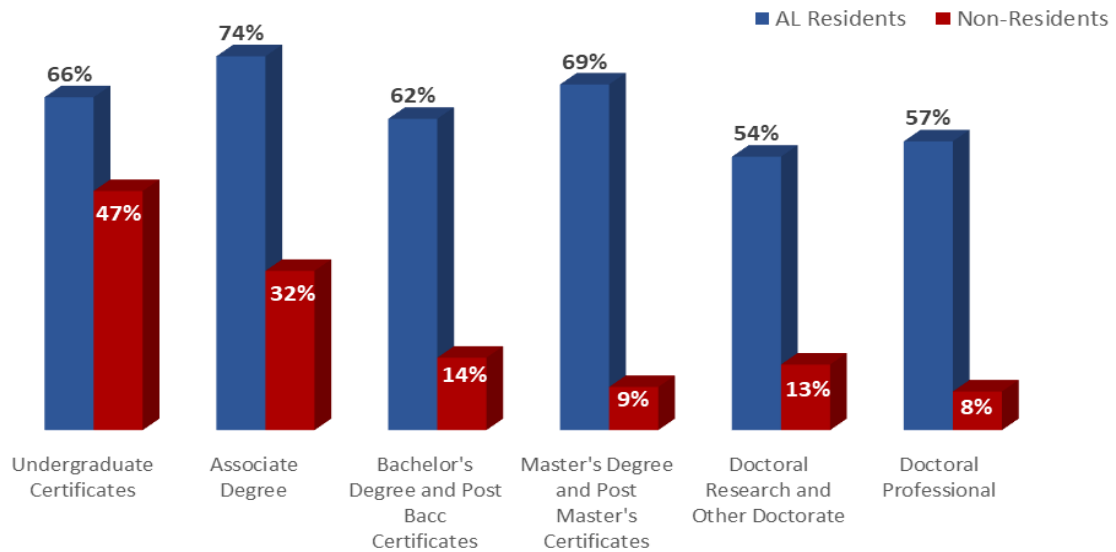


Figure 6.3
Alabama Employment by Residency Status and Level of Degree
for 2013 Graduates After Five Years



- One year after graduation, residents were again found employed in Alabama at higher rates than non-residents. Alabama resident bachelor's, master's, doctoral research/other and doctoral professional degree graduates were found employed in Alabama at three or more times the rate of non-residents. Alabama resident associate degree graduates were found employed at a minimum of double the rate of non-residents. Residency still had the smallest impact at the undergraduate certificate level.

Table 4
Alabama Employment by Residency Status
After One Year
for 2015, 2016, 2017 Graduates

2015 Graduates		AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed	
Undergraduate Certificates	4,086	71%	215	47%	
Associate Degree	8,926	79%	664	35%	
Bachelor's Degree and Post Bacc Certificates	15,794	69%	6,113	19%	
Master's Degree and Post Master's Certificates	5,350	75%	3,432	11%	
Doctoral Research and Other Doctorate	321	59%	432	17%	
Doctoral Professional	683	48%	501	11%	

2016 Graduates		AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed	
Undergraduate Certificates	4,539	70%	219	49%	
Associate Degree	8,827	78%	679	36%	
Bachelor's Degree and Post Bacc Certificates	16,552	68%	6,602	18%	
Master's Degree and Post Master's Certificates	5,542	73%	3,514	12%	
Doctoral Research and Other Doctorate	276	57%	470	20%	
Doctoral Professional	672	47%	493	11%	

Table 4
Alabama Employment by Residency Status
After One Year
for 2015, 2016, 2017 Graduates, Continued

2017 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	4,712	73%	215	54%
Associate Degree	8,925	80%	785	40%
Bachelor's Degree and Post Bacc Certificates	16,454	70%	7,311	20%
Master's Degree and Post Master's Certificates	5,791	75%	3,832	13%
Doctoral Research and Other Doctorate	286	59%	465	17%
Doctoral Professional	621	56%	522	14%

Figure 7.1
Alabama Employment by Residency Status and Level of Degree
for 2015 Graduates After One Year

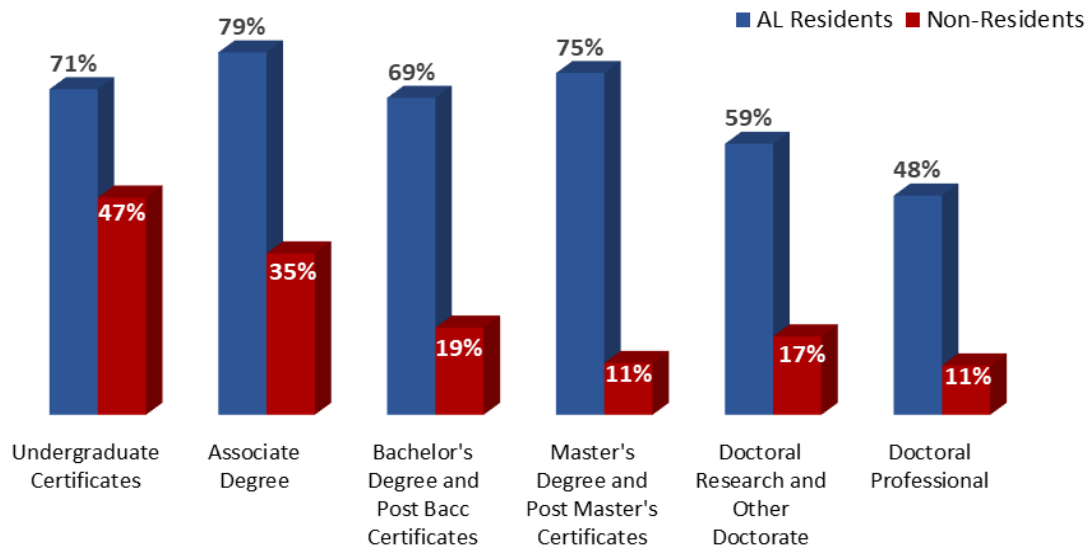


Figure 7.2
Alabama Employment by Residency Status and Level of Degree
for 2016 Graduates After One Year

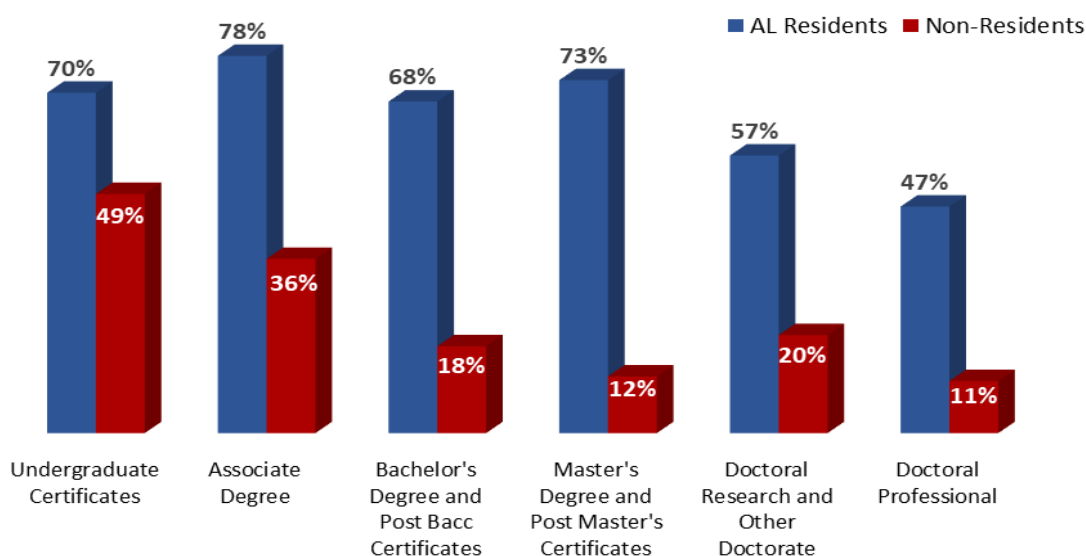
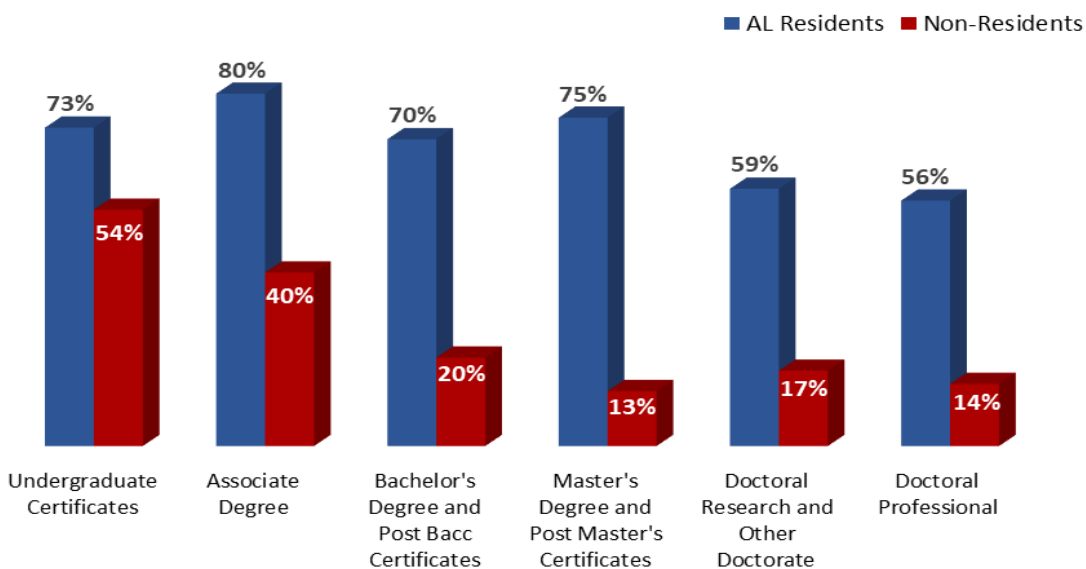
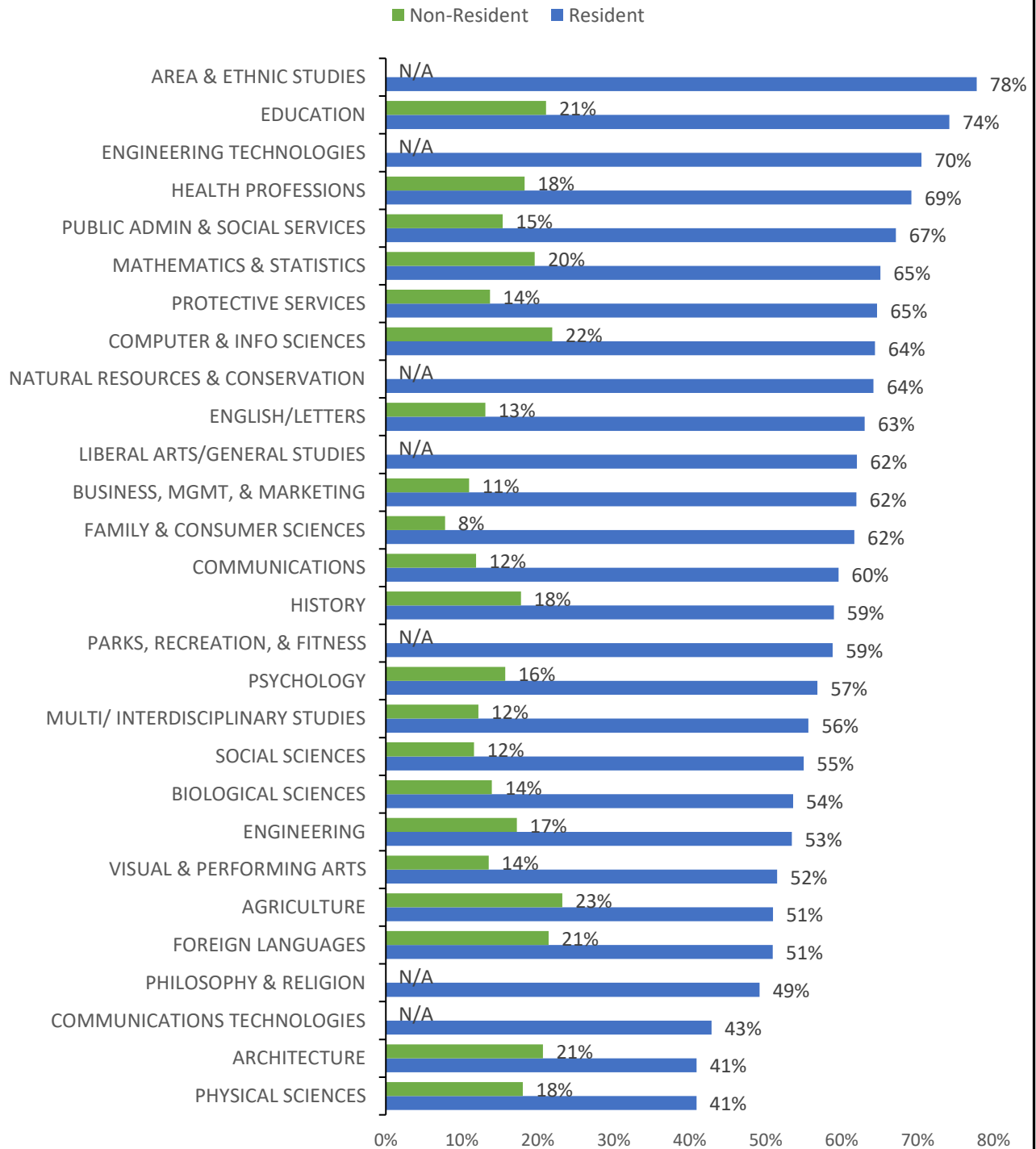


Figure 7.3
Alabama Employment by Residency Status and Level of Degree
for 2017 Graduates After One Year



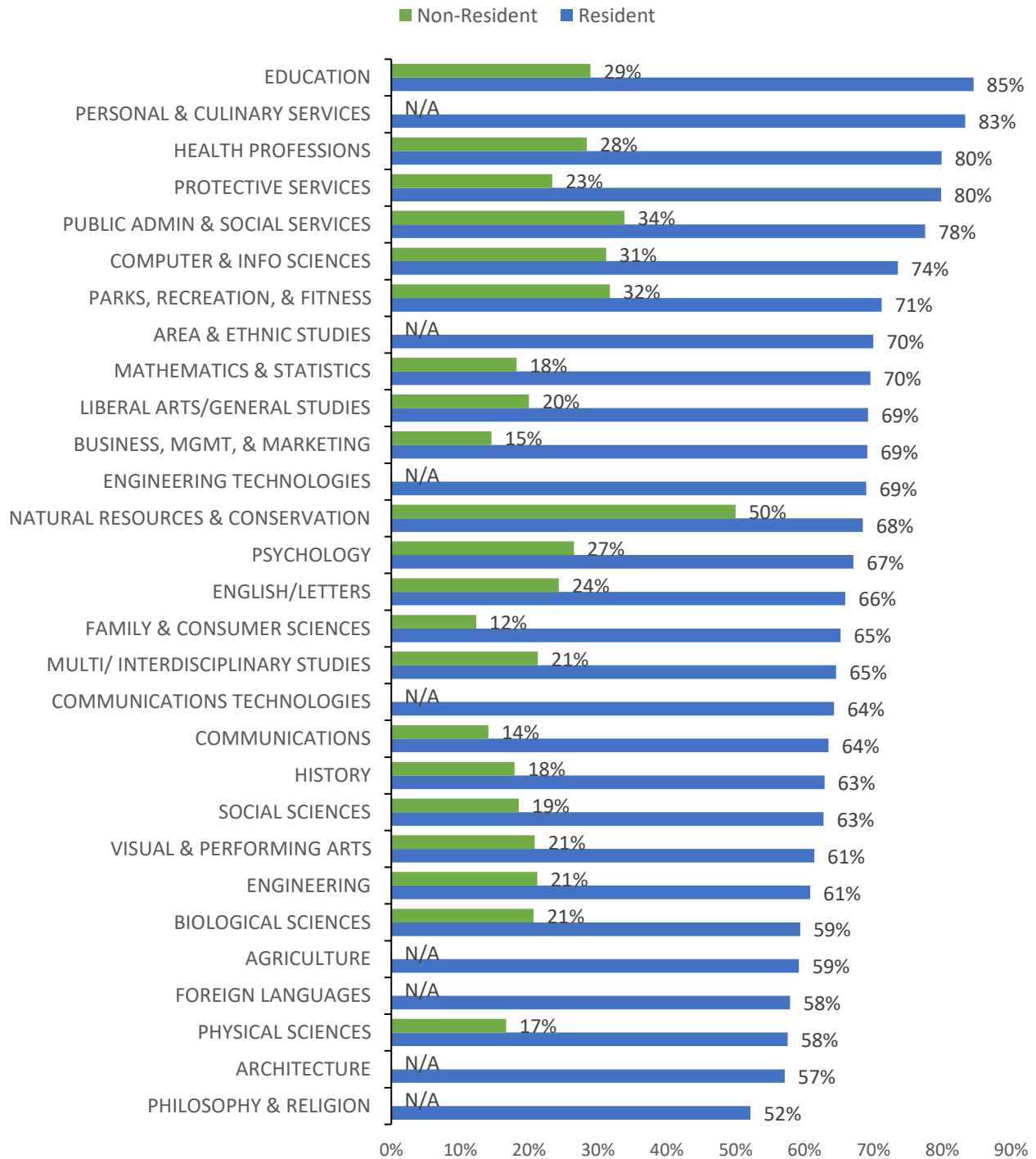
The charts on the following two pages compare resident and non-resident Alabama employment rates for bachelor's degree recipients by field of study. Results shown are for the 2013 graduates after five years and for the 2017 graduates after one year.

Figure 8
Alabama Employment Rates by Field of Study
for Resident and Non-Resident
2013 Bachelor's Degree Graduates - After Five Years



Note: N/A indicates data not reported for 5 or fewer graduates or employed graduates.

Figure 9
Alabama Employment Rates by Field of Study
for Resident and Non-Resident
2017 Bachelor's Degree Graduates - After One Year



Note: N/A indicates data not reported for 5 or fewer graduates or employed graduates.

Average Salary Comparison

Salary information was reviewed for graduates and compared by field of study and level of degree. When calculating average salary, persons whose annual earnings were found to be less than \$5,000 a year were excluded, as these graduates were most likely part-time workers, including students continuing their education at higher levels.

Salary by Degree Level

- Five years after graduation, 2013 bachelor's degree recipients employed in Alabama were earning \$48,215 on average. This is higher than the two previous classes' average salaries of \$47,442 for 2012 graduates and \$44,802 for the 2011 graduates (see Table 5).
- Average earnings for 2013 undergraduate certificate holders five years after graduation were 30 percent less than bachelor's degree recipients. The average salary for 2013 undergraduate certificate holders (\$33,565) was higher than the average salary from 2011 (\$32,084) but slightly lower than the previous year, 2012 (\$33,873).
- After five years, the 2013 associate degree holders earned, on average, \$39,162, which is 19 percent less than bachelor's degree recipients from the same year. The average salary for these associate degree holders was higher than the average salaries from the previous two years, 2012 and 2011 (\$38,929 and \$37,593, respectively).
- Compared to bachelor's degree holders after five years, master's degree recipients earned 31 percent more (\$63,150); doctoral research/other degree recipients earned 69 percent more (\$81,331); and doctoral professional degree recipients earned, on average 119 percent more (\$105,463). Associate, master's, doctoral research/other and doctoral professional degree holders from 2013 saw an increase in average salaries compared to both the 2012 and 2011 graduates.
- Salary variations by degree level were also found one year after graduation. In some cases, the degree premium was greater than it was for graduates after five years (2017 master's degree holders earned 59 percent more than bachelor's degree holders after one year but only 31 percent more after five years; 2017 doctoral research/other degree holders earned 104 percent more than bachelor's recipients after one year compared to 69 percent more after five years). In most cases, however, the differences in salaries by degree level were less after one year than they were five years after graduation.
- After one year, the 2017 bachelor's degree recipients earned an average of \$34,367.

- Master's degree holders earned \$54,662 on average, doctoral research/other recipients earned \$70,052, and doctoral professional recipients earned \$73,758 on average. Associate degree holders earned an average of \$31,085, while undergraduate certificate holders earned \$28,513.
- Undergraduate certificate holders, master's degree, doctoral research/other and doctoral professional degree holders' salaries increased from the previous 2016 graduation year. Conversely, associate and bachelor's degree holders had very slight salary decreases from the previous graduation year.

Table 5
Average Salary by Degree Level
for All Graduates

Degree Level	After Five Years			After One Year		
	2011 Graduates	2012 Graduates	2013 Graduates	2015 Graduates	2016 Graduates	2017 Graduates
Undergraduate Certificates	\$32,084	\$33,873	\$33,565	\$25,515	\$27,691	\$28,513
Associate Degree	\$37,593	\$38,929	\$39,162	\$29,957	\$31,323	\$31,085
Bachelor's Degree and Post Bacc Certificates	\$44,802	\$47,442	\$48,215	\$32,444	\$34,663	\$34,367
Master's Degree and Post Master's Certificates	\$58,267	\$60,552	\$63,150	\$52,253	\$54,138	\$54,662
Doctoral Research and Other Doctorate	\$72,817	\$78,476	\$81,331	\$63,100	\$61,442	\$70,052
Doctoral Professional	\$96,714	\$100,731	\$105,463	\$72,299	\$73,318	\$73,758

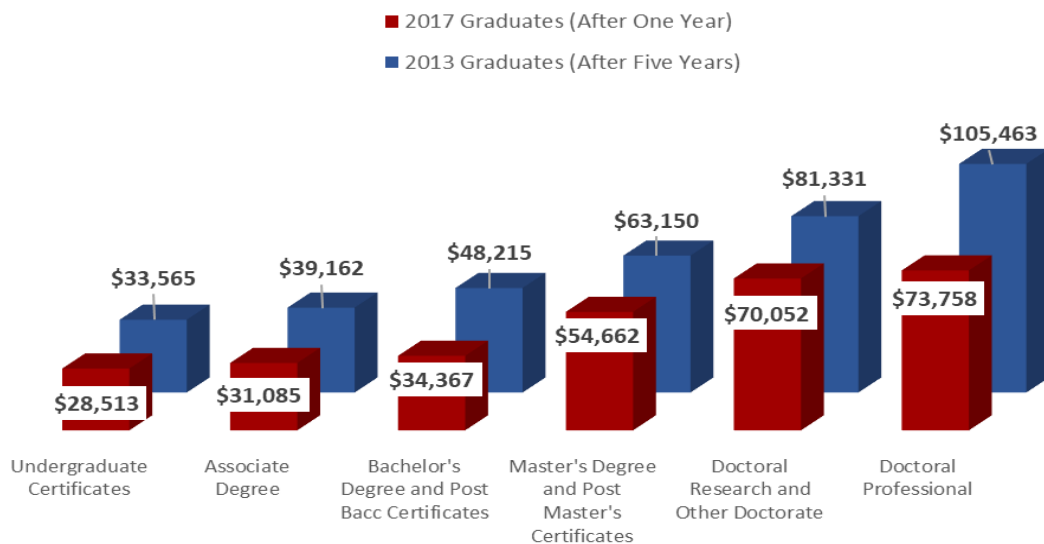
Earnings Growth by Degree Level

Data from this study suggest that work experience does impact salary. The average salary for graduates after five years was higher than for graduates after only one year at all degree levels.

- Associate degree holders earned, on average, 26 percent more after five years than after one year (\$39,162 in 2013 compared to \$31,085 in 2017). The two previous employment periods (2012 compared to 2016, and 2011 compared to 2015) revealed similar differences (24 and 25 percent, respectively) between the after five-years and after one-year periods.
- Bachelor's degree holders earned, on average, 40 percent more after five years than after one year (\$48,215 in 2013 compared to \$34,367 in 2017). The earlier employment periods showed similar average salary differences by experience level (37 percent for 2012 and 38 percent for 2011). Likewise, doctoral professional recipients demonstrated similar growth earnings, where salaries after five years (\$105,463) were 43 percent higher than those after one year (\$73,758). Gains shown in the previous two employment periods were 37 percent for 2012 and 34 percent for 2011.

- Master's degree recipients demonstrated the lowest earnings growth with a 16 percent increase after five years (\$63,150 compared to \$54,662 after one year). The previous employment periods each revealed differences of 12 percent by experience level.
- Earnings growth for undergraduate certificate and doctoral research/other degree holders showed the greatest variation between comparison years. Undergraduate certificate holders earned, on average, 18 percent more after five years than after one year (\$33,565 for 2013 compared to \$28,513 for 2017); however, gains shown in the previous two employment periods were 22 percent for 2012 and 26 percent for 2011. With similar inconsistency, doctoral research/other degree holders earned 16 percent (\$81,331 for 2013 compared to \$70,052 for 2017) vs. the previous two employment periods of 28 percent for 2012 and 15 percent for 2011.

Figure 10
Average Salary by Degree Level
for All Graduates
One Year and Five Years After Graduation



Average Salary Comparison by Field of Study

Graduates who are employed after five years earn higher incomes than recent graduates and are more established within their professions; therefore, the findings from the 2011, 2012, and 2013 bachelor's degree recipients are highlighted below. Table 6 on the following page provides average salaries by field of study for bachelor's degree recipients. (Refer to the Tables section "Average Salary by Degree Level and Field of Study" for data pertaining to all degree levels.)

- Among the 2011 bachelor's degree holder's salaries, engineering graduates held the top spot at \$66,956. Computer & information sciences (\$57,507) ranked second, followed by natural resources & conservation (\$51,863), engineering technologies (\$51,784), health professions (\$50,122), and business, management & marketing (\$49,397).
- Engineering graduates (\$73,740) ranked first in average salaries among 2012 bachelor's degree recipients, followed by engineering technologies (\$60,495), computer & information sciences (\$59,861), physical sciences (\$55,980), and health professions (\$54,117).
- Engineering (\$74,191) ranked first in average salaries among 2013 bachelor's degree recipients, followed by graduates of computer & information sciences (\$65,792), engineering technologies (\$59,796), health professions (\$54,832), and business, management & marketing (\$54,547).

Table 6
Average Salaries by Field of Study
for All Graduates
Bachelor's Degree Recipients

Field of Study	After Five Years			After One Year		
	2011	2012	2013	2015	2016	2017
Agriculture	\$45,256	\$46,978	\$50,120	\$25,754	\$30,925	\$28,877
Architecture	\$47,449	\$41,302	\$50,736	\$33,797	\$32,076	\$37,186
Area & Ethnic Studies	\$37,092	\$36,147	\$25,911	**	\$11,552	\$30,055
Biological Sciences	\$46,663	\$48,320	\$48,704	\$20,572	\$21,134	\$20,882
Business, Mgmt, & Marketing	\$49,397	\$52,209	\$54,547	\$34,639	\$36,401	\$36,580
Communications	\$38,399	\$38,184	\$40,783	\$23,232	\$25,827	\$24,800
Communications Technologies	\$26,343	\$24,107	\$27,552	**	**	\$17,000
Computer & Info Sciences	\$57,507	\$59,861	\$65,792	\$45,358	\$48,398	\$45,809
Education	\$39,099	\$41,353	\$41,477	\$28,687	\$31,049	\$31,313
Engineering	\$66,956	\$73,740	\$74,191	\$51,409	\$53,056	\$53,197
Engineering Technologies	\$51,784	\$60,495	\$59,796	\$46,297	\$46,832	\$48,272
English/Letters	\$33,222	\$35,995	\$34,748	\$20,830	\$24,340	\$25,668
Family & Consumer Sciences	\$35,561	\$33,860	\$38,138	\$25,048	\$24,987	\$25,819
Foreign Languages	\$42,329	\$35,436	\$37,482	\$20,976	\$24,074	\$25,141
Health Professions	\$50,122	\$54,117	\$54,832	\$41,632	\$45,017	\$43,810
History	\$38,430	\$37,040	\$39,217	\$24,691	\$24,958	\$26,052
Liberal Arts/General Studies	\$33,161	\$34,428	\$39,129	\$29,938	\$28,382	\$29,176
Mathematics & Statistics	\$43,626	\$49,794	\$45,998	\$32,639	\$36,109	\$33,243
Multi/ Interdisciplinary Studies	\$45,313	\$41,411	\$48,887	\$30,926	\$31,697	\$30,689
Natural Resources & Conservation	\$51,863	\$46,747	\$50,487	\$29,749	\$32,918	\$31,005
Parks, Recreation, & Fitness	\$36,419	\$39,397	\$39,505	\$22,342	\$22,680	\$21,218
Personal & Culinary Services					**	\$17,675
Philosophy & Religion	\$35,273	\$44,327	\$41,091	\$25,651	\$24,893	\$20,680
Physical Sciences	\$45,713	\$55,980	\$49,770	\$27,685	\$29,125	\$29,518
Protective Services	\$40,981	\$38,947	\$39,212	\$27,290	\$28,605	\$26,148
Psychology	\$32,658	\$35,259	\$35,861	\$20,819	\$23,121	\$21,530
Public Admin & Social Services	\$32,588	\$33,885	\$34,787	\$23,038	\$24,906	\$23,890
Social Sciences	\$36,969	\$41,712	\$39,440	\$24,081	\$26,251	\$25,112
Visual & Performing Arts	\$30,510	\$34,640	\$35,181	\$21,668	\$23,231	\$23,635

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Figure 11
Average Salaries by Field of Study
for All Graduates
After Five Years
2011 Bachelor Degree Recipients

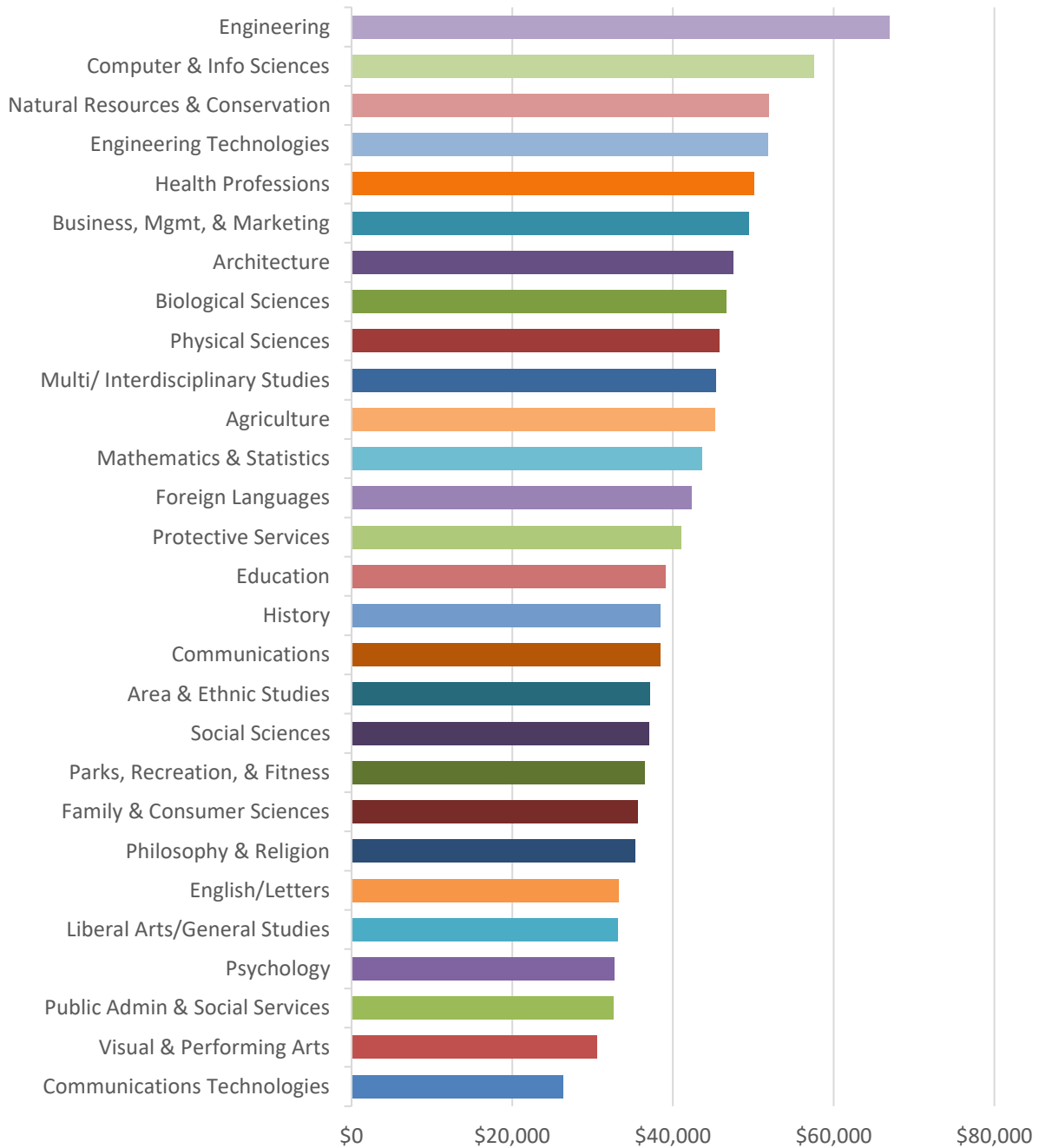


Figure 12
Average Salaries by Field of Study
for All Graduates
After Five Years
2012 Bachelor Degree Recipients

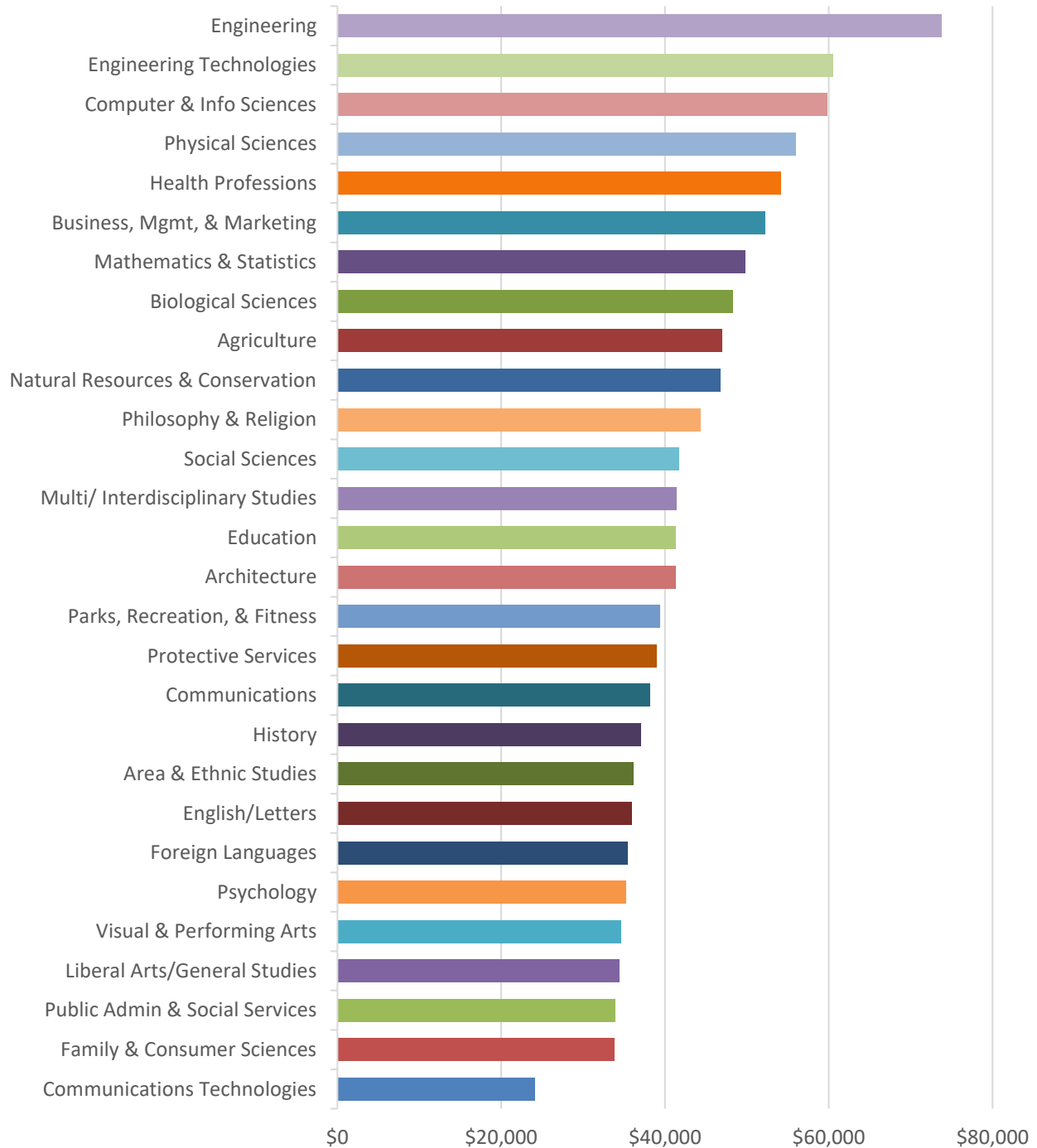
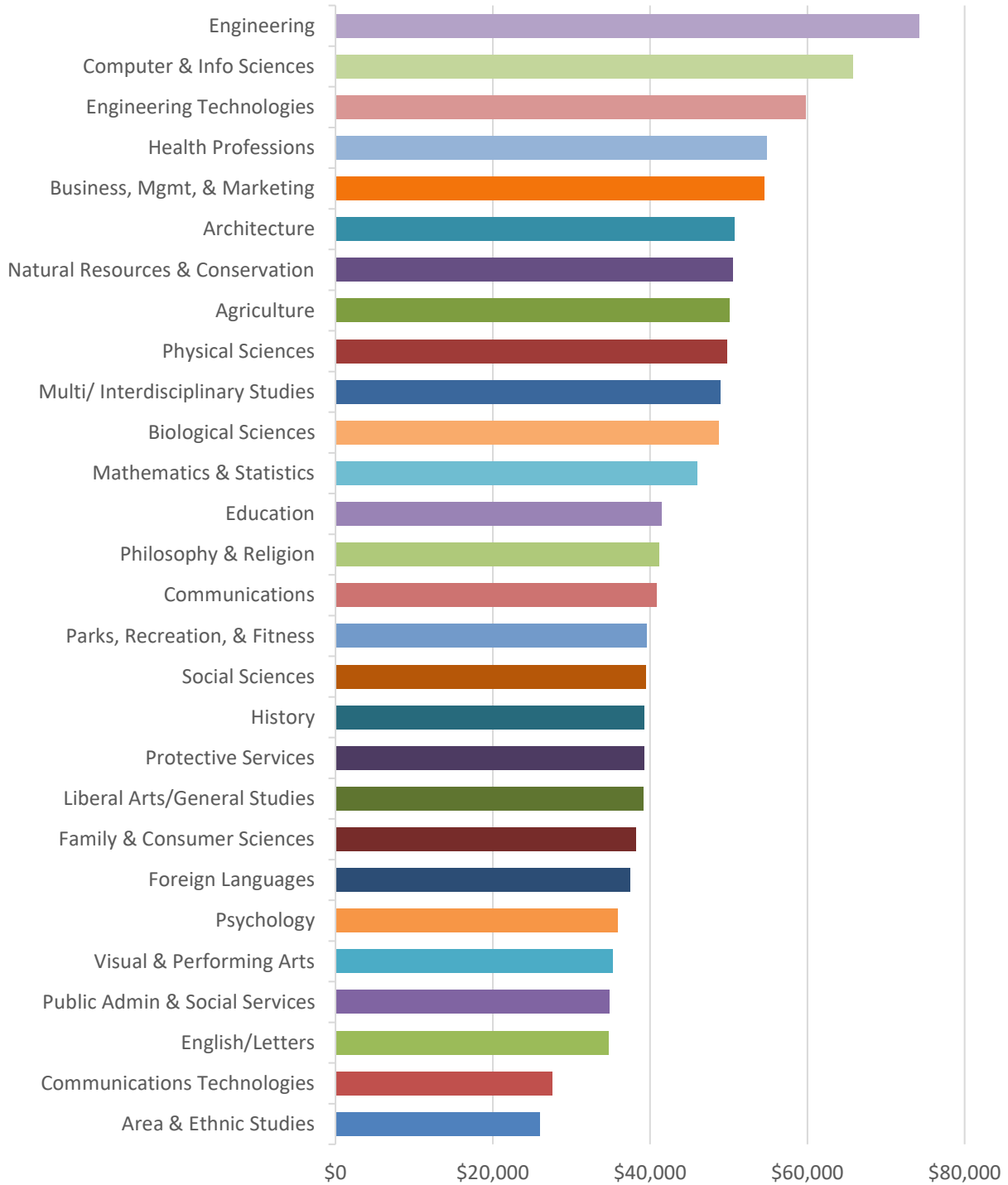


Figure 13
Average Salaries by Field of Study
for All Graduates
After Five Years
2013 Bachelor Degree Recipients



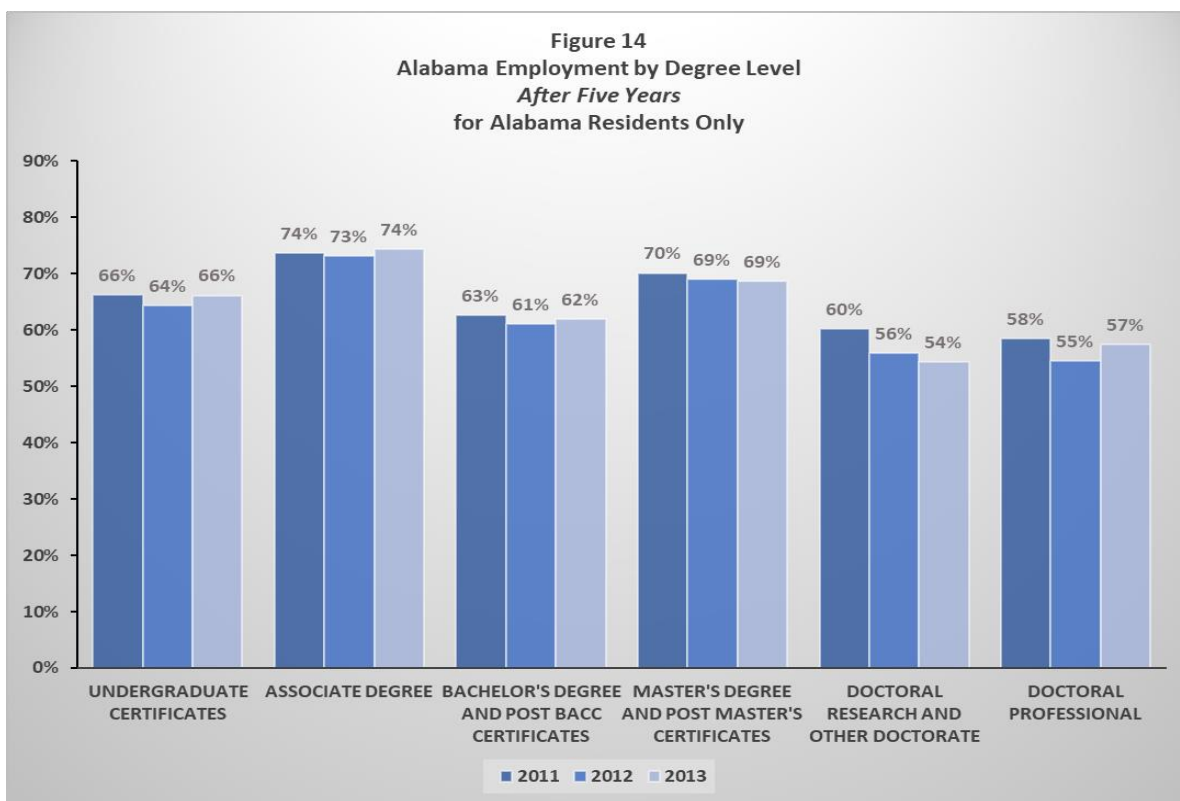
Alabama Residents Only

Employment Rate Comparison

- Five years after graduation, 62 percent of the 2013 bachelor's degree recipients who were Alabama residents were employed in Alabama. More undergraduate certificate (66 percent), associate degree (74 percent), and master's degree (69 percent) recipients remained in Alabama, while fewer doctoral research/other and doctoral professional degree holders (54 and 57 percent, respectively) were found in Alabama after five years. Compared to the previous study of 2012 graduates, employment rates for 2013 graduates were slightly higher for all degree levels, with the exception of doctoral research/other degrees (56 percent in 2012 compared to 54 percent in 2013) and master's degrees which remained the same (69 percent).
- Alabama residents at all degree levels were more likely to remain in Alabama after five years than non-resident graduates (see Table 10). The differences were more extreme for bachelor's degrees through doctoral professional degrees. For instance, among doctoral professional degree graduates, 57 percent of Alabama residents remained vs. 8 percent of non-residents. Non-resident undergraduate certificate holders and associate degree graduates were more likely to remain at 47 percent and 32 percent, respectively.

Table 7
Alabama Employment by Degree Level
After Five Years
for Alabama Residents Only

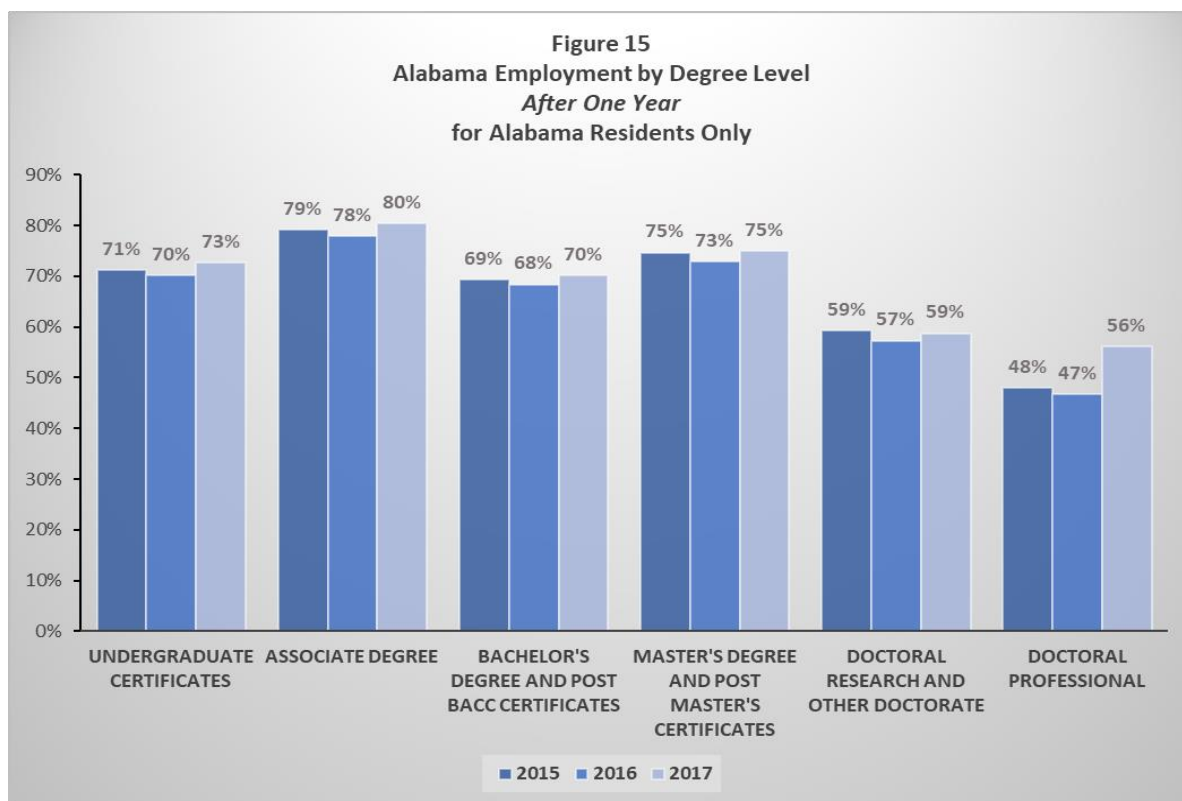
Degree Level	Number of Graduates			Percent Employed		
	2011	2012	2013	2011	2012	2013
Undergraduate Certificates	4,323	4,296	4,104	66%	64%	66%
Associate Degree	7,966	8,940	8,554	74%	73%	74%
Bachelor's Degree and Post Bacc Certificates	15,724	15,770	16,455	63%	61%	62%
Master's Degree and Post Master's Certificates	5,795	5,797	5,614	70%	69%	69%
Doctoral Research and Other Doctorate	206	276	256	60%	56%	54%
Doctoral Professional	700	730	694	58%	55%	57%



- One year after graduation, 70 percent of the 2017 Alabama resident bachelor's degree recipients were employed in Alabama (see Table 8). Employment rates for graduates at other degree levels ranged from 56 to 80 percent: 73 percent of undergraduate certificate holders, 80 percent of associate degree holders, 75 percent of master's, 59 percent of doctoral research/other, and 56 percent of doctoral professional degree holders remained in Alabama. Compared to graduates in the previous year (2016 graduates), employment rates for the 2017 graduates increased at all degree levels.
- Alabama residents at all degree levels were also more likely to remain in Alabama after one year than non-resident graduates. The differences, again, were more extreme for bachelor's degrees through doctoral professional degrees. Among master's degree graduates, 75 percent of Alabama residents remained vs. 13 percent of non-residents (see Table 11). Undergraduate certificate holders and associate degree graduates were more likely to remain at 54 percent and 40 percent, respectively.

Table 8
Alabama Employment by Degree Level
After One Year
for Alabama Residents Only

Degree Level	Number of Graduates			Percent Employed		
	2015	2016	2017	2015	2016	2017
Undergraduate Certificates	4,086	4,539	4,712	71%	70%	73%
Associate Degree	8,926	8,827	8,925	79%	78%	80%
Bachelor's Degree and Post Bacc Certificates	15,794	16,552	16,454	69%	68%	70%
Master's Degree and Post Master's Certificates	5,350	5,542	5,791	75%	73%	75%
Doctoral Research and Other Doctorate	321	276	286	59%	57%	59%
Doctoral Professional	683	672	621	48%	47%	56%



Employment by Field of Study

Alabama employment rates after five years are highlighted below by field of study (with at least 6 employed graduates) for Alabama residents who earned bachelor's degrees in 2013. (Refer to the Tables section "Bachelor's Degree Employment by Residency Status and Field of Study" for data pertaining to 2013 and 2017 graduates.)

- The three most popular fields of study for 2013 Alabama resident bachelor's degree graduates were business, management, & marketing (3,310 graduates), health professions (2,051), and education (2,014). Graduates in all three fields posted above average Alabama employment rates five years after graduation: 62 percent of business, management, & marketing, 69 percent of health professions, and 74 percent of education majors.
- Of the resident 2013 bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: area and ethnic studies (78 percent of 9 graduates), education (74 percent of 2,014 graduates), engineering technologies (70 percent of 61 graduates), and health professions (69 percent of 2,051 graduates).
- The following fields of study had the lowest Alabama employment rates for 2013 Alabama resident bachelor's degree graduates after five years: physical sciences and architecture (41 percent of 225 and 44 graduates, respectively), communications technologies (43 percent of 14 graduates), philosophy and religion (49 percent of 61 graduates), and foreign languages and agriculture (51 percent of 106 and 157 graduates, respectively).

Average Salary Comparison

- Five years after graduation, 2013 bachelor's degree recipients who were Alabama residents when they entered college were earning \$48,053 on average. This salary is higher than the average for both of the previous two years studied (2011 and 2012 graduates) (see Table 9).
- On average, 2013 undergraduate certificate and associate degree recipients' earnings were 44 and 23 percent less, respectively, than bachelor's degree recipients after five years (\$33,453 and \$39,139, compared to \$48,053).
- Master's degree recipients earned \$63,328, on average, which is 32 percent more than bachelor's degree recipients, while doctoral research/other degree recipients earned 75 percent more (at \$84,013), and doctoral professional degree recipients earned 123 percent more (\$107,001) than bachelor's degree recipients after five years.
- Average earnings for 2013 graduates after five years were higher than the 2011 and 2012 graduates after five years at all levels, with the exception of undergraduate certificate recipients (\$33,805 for 2012 compared to \$33,453 for 2013).

- Significant salary variations by degree level were also found one year after graduation. On average, 2017 undergraduate certificate and associate degree recipients' earnings were 21 and 11 percent less, respectively, than bachelor's degree recipients after one year (\$28,572 and \$31,106, compared to \$34,430).
- And while the differences from bachelor's degree recipients for doctoral professional degrees stayed consistent from one year to five (123 percent), master's and doctoral research/other degrees each saw a decrease in growth (61 percent for master's degrees in 2017 vs. 32 percent in 2013; and 126 percent for doctoral research/other degrees in 2017 vs. 75 percent in 2013). This points to the positive long-term earning power of professional degree holders and the lower earnings growth of certificate holders.
- At all degree levels, the average salary for Alabama residents after five years was higher than after one year.

Table 9
Average Salary by Degree Level
for Alabama Residents Only

Degree Level	After Five Years			After One Year		
	2011 Graduates	2012 Graduates	2013 Graduates	2015 Graduates	2016 Graduates	2017 Graduates
Undergraduate Certificates	\$32,241	\$33,805	\$33,453	\$25,527	\$27,596	\$28,572
Associate Degree	\$37,660	\$38,914	\$39,139	\$29,918	\$31,348	\$31,106
Bachelor's Degree and Post Bacc Certificates	\$44,807	\$47,357	\$48,053	\$32,614	\$34,747	\$34,430
Master's Degree and Post Master's Certificates	\$58,271	\$60,578	\$63,328	\$52,556	\$54,525	\$55,271
Doctoral Research and Other Doctorate	\$76,711	\$80,403	\$84,013	\$70,234	\$68,342	\$77,694
Doctoral Professional	\$98,009	\$102,307	\$107,001	\$75,056	\$75,502	\$76,815

Non-Alabama Residents Only

Employment Rate Comparison

- Of all of the bachelor's degree recipients in 2013, 24 percent (5,117 of 21,572) were from out-of-state. Five years after graduation, 14 percent of these non-residents were employed in Alabama. Graduates at other degree levels remained in Alabama at varying rates. Undergraduate certificate and associate degree recipients remained at higher rates (47 percent and 32 percent, respectively). The remaining degree recipients remained at rates below the bachelor's level: master's (9 percent), doctoral research/other (13 percent), and doctoral professional degrees (8 percent). Alabama employment rates for non-resident graduates in the two previous studies (2011 and 2012) were at similar rates for each degree level (with the most variance at the undergraduate certificate level), then in the 2013 study.

Table 10
Alabama Employment by Degree Level
After Five Years
for Non-Alabama Residents Only

Degree Level	Number of Graduates			Percent Employed		
	2011	2012	2013	2011	2012	2013
Undergraduate Certificates	372	295	219	36%	42%	47%
Associate Degree	753	747	705	32%	27%	32%
Bachelor's Degree and Post Bacc Certificates	4,730	4,644	5,117	14%	14%	14%
Master's Degree and Post Master's Certificates	3,019	3,001	3,127	10%	10%	9%
Doctoral Research and Other Doctorate	398	395	422	16%	14%	13%
Doctoral Professional	342	330	417	12%	13%	8%

- Of all of the 2017 bachelor's degree recipients, 31 percent (7,311 of 23,765) were from out-of-state (see Table 11). One year after graduation, 20 percent of those non-resident bachelor's degree recipients were employed in Alabama. More undergraduate certificate (54 percent), and associate degree recipients (40 percent) were found in-state, while, again, fewer master's (13 percent), doctoral research/other (17 percent), and doctoral professional degree recipients (14 percent) remained in Alabama. Alabama employment rates for non-resident graduates in the two previous studies (2015 and 2016) were at similar rates for each degree level, then in the 2017 study.

Table 11
Alabama Employment by Degree Level
After One Year
for Non-Alabama Residents Only

Degree Level	Number of Graduates			Percent Employed		
	2015	2016	2017	2015	2016	2017
Undergraduate Certificates	215	219	215	47%	49%	54%
Associate Degree	664	679	785	35%	36%	40%
Bachelor's Degree and Post Bacc Certificates	6,113	6,602	7,311	19%	18%	20%
Master's Degree and Post Master's Certificates	3,432	3,514	3,832	11%	12%	13%
Doctoral Research and Other Doctorate	432	470	465	17%	20%	17%
Doctoral Professional	501	493	522	11%	11%	14%

Employment by Field of Study

Alabama employment rates after five years are highlighted by field of study (with at least 6 employed graduates) for non-Alabama residents who earned bachelor's degrees in 2013. (Refer to the Tables section "Bachelor's Degree Employment by Residency Status and Field of Study" for data pertaining to 2013 and 2017 graduates.)

- Business, management, & marketing (1,294 graduates) was the most popular field of study for 2013 non-resident bachelor's degree graduates (as well as for resident graduates), with health professions (537), communications (421), and education (417) following. Alabama employment rates for the non-resident graduates in these fields were 11, 18, 12, and 21 percent, respectively.
- Of the non-resident 2013 bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: agriculture (23 percent of 56 graduates), computer & information sciences (22 percent of 73 graduates), architecture and foreign languages (21 percent of 29 and 42 graduates, respectively), and mathematics and statistics (20 percent of 51 graduates).
- Of the 2013 Alabama non-resident graduates who earned bachelor's degrees, the following fields of study had the lowest Alabama employment rates after five years: area and ethnic studies and philosophy and religion (0 percent of 6 and 15 graduates, respectively), family & consumer sciences (8 percent of 205 graduates), and multi/interdisciplinary studies and social sciences (12 percent of 115 and 224 graduates, respectively).

Average Salary Comparison

- Five years after graduation, 2013 bachelor's degree recipients who were non-Alabama residents when they entered college were earning \$50,467 on average. This salary is higher than the average for both of the previous two years studied (2011 and 2012 graduates).
- On average, 2013 undergraduate certificate and associate degree recipients' earnings were 38 and 27 percent less, respectively, than bachelor's degree recipients after five years (\$36,498 and \$39,837, compared to \$50,467).
- Master's degree recipients earned \$60,550, on average, which is 20 percent more than bachelor's degree recipients, while doctoral research/other degree recipients earned 47 percent more (\$74,215), and doctoral professional degree recipients earned 72 percent more (\$86,914) than bachelor's degree recipients after five years. These increased percentages are significantly lower than those for Alabama residents.
- Average earnings for 2013 graduates after five years were higher than the 2011 and 2012 graduates after five years at all levels. Average earnings for 2017 graduates after one year were not as consistent. The only two levels consistently higher than their 2015 and 2016 counterparts were the bachelor's and doctoral research/other degree levels. It should be noted that a greater degree of fluctuation in year-to-year results is more likely with non-residents because the number of graduates is lower.

Table 12
Average Salary by Degree Level
for Non-Alabama Residents Only

Degree Level	After Five Years			After One Year		
	2011 Graduates	2012 Graduates	2013 Graduates	2015 Graduates	2016 Graduates	2017 Graduates
Undergraduate Certificates	\$28,634	\$35,345	\$36,498	\$25,170	\$30,539	\$26,591
Associate Degree	\$35,907	\$39,439	\$39,837	\$31,212	\$30,563	\$30,605
Bachelor's Degree and Post Bacc Certificates	\$44,723	\$48,705	\$50,467	\$30,694	\$33,814	\$33,842
Master's Degree and Post Master's Certificates	\$58,202	\$60,177	\$60,550	\$48,919	\$50,172	\$48,766
Doctoral Research and Other Doctorate	\$65,401	\$73,124	\$74,215	\$43,613	\$49,503	\$52,570
Doctoral Professional	\$83,217	\$86,283	\$86,914	\$56,068	\$59,863	\$59,566

CONCLUSIONS

Salaries

The findings of this study support national data that link salary to educational attainment. Employment data for graduates of Alabama public two-year and four-year institutions confirm that, on average, the higher the degree a student earns, the higher the salary he/she commands.

- Five years after graduation, 2013 bachelor's degree recipients employed in Alabama were earning \$48,215 on average.
- Average earnings for 2013 undergraduate certificate holders five years after graduation were 30 percent less than bachelor's degree recipients (\$33,565). Associate degree holders earned 19 percent less (\$39,162); master's degree recipients earned 31 percent more (\$63,150); doctoral research/other degree recipients earned 69 percent more (\$81,331); and doctoral professional degree recipients earned, on average, 119 percent more (\$105,463).

In addition, studies report salary differences among major fields of study.

- Graduates with engineering, engineering technologies, and computer & information sciences degrees consistently earn higher average salaries (\$74,191, \$59,796, and \$65,792, respectively, for 2013 bachelor's degree recipients after five years) although health professions, and business, management, & marketing graduates also command strong salaries on average (\$54,832 and \$54,547, respectively). Conversely, the area & ethnic studies and communications technologies fields of study command lesser average salaries (\$25,911 and \$27,552, respectively).

Retention

Overall, Alabama is retaining a majority of its graduates (57 percent), even after five years. However, the "out" migration is evident in the higher-level degrees.

All Graduates

- Five years after graduation, 51 percent of the 2013 bachelor's degree recipients were employed in Alabama. More undergraduate certificate (65 percent) and associate degree (71 percent) recipients remained in Alabama, and fewer master's (47 percent), doctoral research/other (29 percent) and doctoral professional (39 percent) graduates remained.
- One year after graduation, 55 percent of the 2017 bachelor's degree recipients were employed in Alabama. More undergraduate certificate and associate degree recipients (72 and 77 percent, respectively) remained in Alabama, and fewer master's (50 percent), doctoral research/other (33 percent), and doctoral professional (37 percent) graduates remained.

Alabama Residents vs. Non-Residents

- Alabama residents at all degree levels were more likely to remain in Alabama after five years than non-resident graduates. The differences were more extreme for bachelor's degrees through doctoral professional degrees. Among 2013 doctoral professional degree graduates, 57 percent of Alabama residents remained vs. 8 percent of non-residents. Non-resident undergraduate certificate holders and associate degree graduates were more likely to remain at 47 percent and 32 percent, respectively.
- Alabama residents at all degree levels were also more likely to remain in Alabama after one year than non-resident graduates. The differences, again, were more extreme for bachelor's degrees through doctoral professional degrees. Among master's degree graduates, 75 percent of Alabama residents remained vs. 13 percent of non-residents. Undergraduate certificate holders and associate degree non-resident graduates were more likely to remain at 54 percent and 40 percent, respectively.

In conclusion, continued efforts to create a business environment in Alabama that stimulates economic growth and to ensure that we have a highly skilled, college-educated workforce to support high quality jobs are critical to improving the future of Alabama citizens and the state.

Employment Outcomes Report

2020

TABLES

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Bachelor's Degree Employment by Field of Study

Alabama Employment by Field of Study Bachelor's Degree Recipients 2013 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
Agriculture	213	93	44%
Architecture	73	24	33%
Area & Ethnic Studies	15	7	47%
Biological Sciences	1,226	535	44%
Business, Mgmt, & Marketing	4,604	2,192	48%
Communications	1,282	563	44%
Communications Technologies	**	**	**
Computer & Info Sciences	337	186	55%
Education	2,431	1,582	65%
Engineering	1,560	689	44%
Engineering Technologies	**	**	**
English/Letters	487	265	54%
Family & Consumer Sciences	659	296	45%
Foreign Languages	148	63	43%
Health Professions	2,588	1,517	59%
History	385	190	49%
Liberal Arts/General Studies	**	**	**
Mathematics & Statistics	263	148	56%
Multi/ Interdisciplinary Studies	417	182	44%
Natural Resources & Conservation	**	**	**
Parks, Recreation, & Fitness	**	**	**
Philosophy & Religion	76	30	39%
Physical Sciences	286	103	36%
Protective Services	622	339	55%
Psychology	1,062	517	49%
Public Admin & Social Services	565	339	60%
Social Sciences	931	415	45%
Visual & Performing Arts	764	329	43%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Field of Study
Bachelor's Degree Recipients
2012 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
Agriculture	199	92	46%
Architecture	65	17	26%
Area & Ethnic Studies	18	7	39%
Biological Sciences	1,128	491	44%
Business, Mgmt, & Marketing	4,497	2,170	48%
Communications	1,143	469	41%
Communications Technologies	12	7	58%
Computer & Info Sciences	315	167	53%
Education	2,365	1,586	67%
Engineering	1,603	739	46%
Engineering Technologies	72	43	60%
English/Letters	442	233	53%
Family & Consumer Sciences	573	236	41%
Foreign Languages	167	77	46%
Health Professions	2,347	1,383	59%
History	423	220	52%
Liberal Arts/General Studies	126	69	55%
Mathematics & Statistics	219	119	54%
Multi/ Interdisciplinary Studies	320	154	48%
Natural Resources & Conservation	96	53	55%
Parks, Recreation, & Fitness	158	86	54%
Philosophy & Religion	63	24	38%
Physical Sciences	252	92	37%
Protective Services	529	283	53%
Psychology	1,019	477	47%
Public Admin & Social Services	494	266	54%
Social Sciences	990	420	42%
Visual & Performing Arts	779	315	40%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Field of Study
Bachelor's Degree Recipients
2011 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
Agriculture	204	93	46%
Architecture	67	21	31%
Area & Ethnic Studies	14	7	50%
Biological Sciences	1,095	476	43%
Business, Mgmt, & Marketing	4,772	2,371	50%
Communications	1,154	462	40%
Communications Technologies	32	9	28%
Computer & Info Sciences	304	188	62%
Education	2,360	1,578	67%
Engineering	1,445	688	48%
Engineering Technologies	78	46	59%
English/Letters	451	256	57%
Family & Consumer Sciences	598	274	46%
Foreign Languages	148	62	42%
Health Professions	2,391	1,364	57%
History	426	232	54%
Liberal Arts/General Studies	98	53	54%
Mathematics & Statistics	220	118	54%
Multi/ Interdisciplinary Studies	298	142	48%
Natural Resources & Conservation	88	45	51%
Parks, Recreation, & Fitness	147	74	50%
Philosophy & Religion	89	40	45%
Physical Sciences	286	110	38%
Protective Services	526	307	58%
Psychology	960	480	50%
Public Admin & Social Services	464	268	58%
Social Sciences	942	416	44%
Visual & Performing Arts	797	334	42%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Field of Study
Bachelor's Degree Recipients
2017 Graduates – After One Year

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
Agriculture	**	**	**
Architecture	**	**	**
Area & Ethnic Studies	24	7	29%
Biological Sciences	1,491	715	48%
Business, Mgmt, & Marketing	5,439	2,673	49%
Communications	1,434	599	42%
Communications Technologies	**	**	**
Computer & Info Sciences	514	332	65%
Education	2,019	1,488	74%
Engineering	2,240	1,026	46%
Engineering Technologies	**	**	**
English/Letters	391	227	58%
Family & Consumer Sciences	637	287	45%
Foreign Languages	**	**	**
Health Professions	3,212	2,140	67%
History	280	146	52%
Liberal Arts/General Studies	186	114	61%
Mathematics & Statistics	227	124	55%
Multi/ Interdisciplinary Studies	463	232	50%
Natural Resources & Conservation	104	69	66%
Parks, Recreation, & Fitness	396	241	61%
Personal & Culinary Services	**	**	**
Philosophy & Religion	**	**	**
Physical Sciences	320	140	44%
Protective Services	672	423	63%
Psychology	988	542	55%
Public Admin & Social Services	609	418	69%
Social Sciences	799	394	49%
Visual & Performing Arts	783	403	51%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Bachelor's Degree Employment by Residency Status and Field of Study

Alabama Employment by Residency Status and Field of Study Bachelor's Degree Recipients 2013 Graduates – After Five Years

Field of Study	Resident			Non-Resident		
	Number of Graduates	Number Employed	Percent Employed	Number of Graduates	Number Employed	Percent Employed
Agriculture	157	80	51%	56	13	23%
Architecture	44	18	41%	29	6	21%
Area & Ethnic Studies	9	7	78%	6		
Biological Sciences	918	492	54%	308	43	14%
Business, Mgmt, & Marketing	3,310	2,050	62%	1,294	142	11%
Communications	861	513	60%	421	50	12%
Communications Technologies	14	6	43%	7	**	**
Computer & Info Sciences	264	170	64%	73	16	22%
Education	2,014	1,494	74%	417	88	21%
Engineering	1,160	620	53%	400	69	17%
Engineering Technologies	61	43	70%	9	**	**
English/Letters	403	254	63%	84	11	13%
Family & Consumer Sciences	454	280	62%	205	16	8%
Foreign Languages	106	54	51%	42	9	21%
Health Professions	2,051	1,419	69%	537	98	18%
History	295	174	59%	90	16	18%
Liberal Arts/General Studies	179	111	62%	28	**	**
Mathematics & Statistics	212	138	65%	51	10	20%
Multi/ Interdisciplinary Studies	302	168	56%	115	14	12%
Natural Resources & Conservation	81	52	64%	23	**	**
Parks, Recreation, & Fitness	136	80	59%	40	**	**
Philosophy & Religion	61	30	49%	15		
Physical Sciences	225	92	41%	61	11	18%
Protective Services	498	322	65%	124	17	14%
Psychology	852	484	57%	210	33	16%
Public Admin & Social Services	487	327	67%	78	12	15%
Social Sciences	707	389	55%	224	26	12%
Visual & Performing Arts	594	306	52%	170	23	14%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Residency Status and Field of Study
Bachelor's Degree Recipients
2017 Graduates – After One Year

Field of Study	Resident			Non-Resident		
	Number of Graduates	Number Employed	Percent Employed	Number of Graduates	Number Employed	Percent Employed
Agriculture	152	90	59%	54	**	**
Architecture	42	24	57%	21	**	**
Area & Ethnic Studies	10	7	70%	14		
Biological Sciences	1,051	624	59%	440	91	21%
Business, Mgmt, & Marketing	3,447	2,383	69%	1,992	290	15%
Communications	803	510	64%	631	89	14%
Communications Technologies	14	9	64%	6	**	**
Computer & Info Sciences	405	298	74%	109	34	31%
Education	1,625	1,374	85%	394	114	29%
Engineering	1,391	846	61%	849	180	21%
Engineering Technologies	58	40	69%	10	**	**
English/Letters	317	209	66%	74	18	24%
Family & Consumer Sciences	394	257	65%	243	30	12%
Foreign Languages	76	44	58%	27	**	**
Health Professions	2,384	1,905	80%	828	235	28%
History	213	134	63%	67	12	18%
Liberal Arts/General Studies	156	108	69%	30	6	20%
Mathematics & Statistics	161	112	70%	66	12	18%
Multi/ Interdisciplinary Studies	308	199	65%	155	33	21%
Natural Resources & Conservation	92	63	68%	12	6	50%
Parks, Recreation, & Fitness	292	208	71%	104	33	32%
Personal & Culinary Services	12	10	83%	**	**	**
Philosophy & Religion	46	24	52%	17	**	**
Physical Sciences	212	122	58%	108	18	17%
Protective Services	471	376	80%	201	47	23%
Psychology	690	463	67%	298	79	27%
Public Admin & Social Services	485	376	78%	124	42	34%
Social Sciences	556	349	63%	243	45	19%
Visual & Performing Arts	591	363	61%	192	40	21%

Note: Asterisks (*) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salary by Degree Level and Field of Study

Average Salaries by Field of Study for All Graduates Undergraduate Certificate Recipients

	<i>After Five Years</i>			<i>After One Year</i>		
Field of Study	2011	2012	2013	2015	2016	2017
Agriculture	\$37,166	**	\$20,451	**	**	**
Architecture						
Area & Ethnic Studies						
Biological Sciences						
Business, Mgmt, & Marketing	\$26,725	\$26,385	\$27,048	\$21,481	\$26,196	\$25,892
Communications						
Communications Technologies	\$16,390	\$24,057	\$20,029	\$12,559	**	**
Computer & Info Sciences	\$33,702	\$33,412	\$28,978	\$22,100	\$35,903	\$26,557
Construction Trades	\$34,947	\$25,810	\$29,647	\$19,304	\$19,649	\$23,920
Education						
Engineering						
Engineering Technologies	\$43,770	\$39,787	\$34,316	\$31,062	\$39,972	\$39,711
English/Letters						
Family & Consumer Sciences	\$18,670	\$18,266	\$20,139	\$14,803	\$16,864	\$16,282
Foreign Languages						
Health Professions	\$32,530	\$36,477	\$36,017	\$25,992	\$27,382	\$27,136
History						
Legal Professions and Studies	**	**	**	**		**
Liberal Arts/General Studies						
Library Science						
Mathematics & Statistics						
Mechanic and Repair Technologies/ Technic	\$33,669	\$39,464	\$35,425	\$29,277	\$30,490	\$37,082
Military Technologies, and Applied Sciences	**					
Multi/ Interdisciplinary Studies	**	**		\$18,318	\$16,438	\$19,391
Natural Resources & Conservation		**	\$23,809	**	**	**
Parks, Recreation, & Fitness	\$28,223	\$20,508		\$24,735	**	\$26,138
Personal & Culinary Services	\$19,782	\$22,017	\$23,135	\$16,250	\$18,092	\$16,419
Philosophy & Religion						
Physical Sciences						
Precision Production	\$36,129	\$36,593	\$34,902	\$24,437	\$26,461	\$27,109
Protective Services	\$30,469	\$31,630	\$43,439	\$45,458	\$22,687	**
Psychology						
Public Admin & Social Services						
Science Technologies/ Technicians		\$37,145	**			
Social Sciences	\$42,899	**	\$43,978	**	**	**
Transportation and Materials Moving	\$37,005	\$34,441	\$33,345	\$30,419	\$31,605	\$31,623
Visual & Performing Arts	**	\$16,873	\$20,555	**	**	\$18,485

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
for All Graduates
Associate Degree Recipients**

Field of Study	After Five Years			After One Year		
	2011	2012	2013	2015	2016	2017
Agriculture	**	\$50,403	\$53,223		**	**
Architecture						
Area & Ethnic Studies						
Biological Sciences						
Business, Mgmt, & Marketing	\$28,546	\$28,735	\$29,233	\$22,003	\$23,488	\$23,182
Communications						
Communications Technologies	\$41,827	\$28,899	\$30,236	\$18,097	\$17,676	\$14,472
Computer & Info Sciences	\$37,908	\$39,174	\$36,483	\$27,086	\$29,392	\$29,292
Construction Trades	\$48,804	\$50,218	\$54,897	\$40,687	\$40,286	\$37,237
Education						
Engineering						
Engineering Technologies	\$44,540	\$50,126	\$48,253	\$36,118	\$38,717	\$37,675
English/Letters						
Family & Consumer Sciences	\$21,754	\$20,898	\$21,911	\$17,663	\$16,925	\$16,365
Foreign Languages						
Health Professions	\$42,923	\$46,334	\$45,561	\$38,620	\$42,032	\$41,853
History						
Legal Professions and Studies	\$29,025	\$23,571	\$32,046	\$22,319	\$23,248	\$22,472
Liberal Arts/General Studies	\$33,281	\$34,577	\$34,932	\$21,439	\$21,416	\$21,640
Library Science						
Mathematics & Statistics						
Mechanic and Repair Technologies/ Technicians	\$51,068	\$45,463	\$49,521	\$38,650	\$45,177	\$43,603
Military Technologies, and Applied Sciences		**	**	**		
Multi/ Interdisciplinary Studies	\$37,255	\$41,511	\$35,948	\$28,792	\$31,830	\$31,630
Natural Resources & Conservation	**	**	**	**		**
Parks, Recreation, & Fitness	**	**		**		**
Personal & Culinary Services	\$30,523	\$29,276	\$31,293	\$26,464	\$23,758	\$23,822
Philosophy & Religion						
Physical Sciences						
Precision Production	\$52,428	\$43,823	\$50,666	\$36,896	\$39,281	\$37,410
Protective Services	\$37,200	\$37,914	\$39,110	\$30,225	\$28,588	\$30,943
Psychology						
Public Admin & Social Services	**	**	**	**		
Science Technologies/ Technicians			\$75,661	**	**	**
Social Sciences						
Transportation and Materials Moving		**	**	**	**	**
Visual & Performing Arts	\$27,867	\$22,786	\$26,657	\$17,251	\$22,051	\$18,988

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
For All Graduates
Bachelor's Degree Recipients**

Field of Study	After Five Years			After One Year		
	2011	2012	2013	2015	2016	2017
Agriculture	\$45,256	\$46,978	\$50,120	\$25,754	\$30,925	\$28,877
Architecture	\$47,449	\$41,302	\$50,736	\$33,797	\$32,076	\$37,186
Area & Ethnic Studies	\$37,092	\$36,147	\$25,911	**	\$11,552	\$30,055
Biological Sciences	\$46,663	\$48,320	\$48,704	\$20,572	\$21,134	\$20,882
Business, Mgmt, & Marketing	\$49,397	\$52,209	\$54,547	\$34,639	\$36,401	\$36,580
Communications	\$38,399	\$38,184	\$40,783	\$23,232	\$25,827	\$24,800
Communications Technologies	\$26,343	\$24,107	\$27,552	**	**	\$17,000
Computer & Info Sciences	\$57,507	\$59,861	\$65,792	\$45,358	\$48,398	\$45,809
Construction Trades						
Education	\$39,099	\$41,353	\$41,477	\$28,687	\$31,049	\$31,313
Engineering	\$66,956	\$73,740	\$74,191	\$51,409	\$53,056	\$53,197
Engineering Technologies	\$51,784	\$60,495	\$59,796	\$46,297	\$46,832	\$48,272
English/Letters	\$33,222	\$35,995	\$34,748	\$20,830	\$24,340	\$25,668
Family & Consumer Sciences	\$35,561	\$33,860	\$38,138	\$25,048	\$24,987	\$25,819
Foreign Languages	\$42,329	\$35,436	\$37,482	\$20,976	\$24,074	\$25,141
Health Professions	\$50,122	\$54,117	\$54,832	\$41,632	\$45,017	\$43,810
History	\$38,430	\$37,040	\$39,217	\$24,691	\$24,958	\$26,052
Legal Professions and Studies						
Liberal Arts/General Studies	\$33,161	\$34,428	\$39,129	\$29,938	\$28,382	\$29,176
Library Science						
Mathematics & Statistics	\$43,626	\$49,794	\$45,998	\$32,639	\$36,109	\$33,243
Mechanic and Repair Technologies/ Technicians						
Military Technologies, and Applied Sciences						
Multi/ Interdisciplinary Studies	\$45,313	\$41,411	\$48,887	\$30,926	\$31,697	\$30,689
Natural Resources & Conservation	\$51,863	\$46,747	\$50,487	\$29,749	\$32,918	\$31,005
Parks, Recreation, & Fitness	\$36,419	\$39,397	\$39,505	\$22,342	\$22,680	\$21,218
Personal & Culinary Services					**	\$17,675
Philosophy & Religion	\$35,273	\$44,327	\$41,091	\$25,651	\$24,893	\$20,680
Physical Sciences	\$45,713	\$55,980	\$49,770	\$27,685	\$29,125	\$29,518
Precision Production						
Protective Services	\$40,981	\$38,947	\$39,212	\$27,290	\$28,605	\$26,148
Psychology	\$32,658	\$35,259	\$35,861	\$20,819	\$23,121	\$21,530
Public Admin & Social Services	\$32,588	\$33,885	\$34,787	\$23,038	\$24,906	\$23,890
Science Technologies/ Technicians						
Social Sciences	\$36,969	\$41,712	\$39,440	\$24,081	\$26,251	\$25,112
Transportation and Materials Moving						
Visual & Performing Arts	\$30,510	\$34,640	\$35,181	\$21,668	\$23,231	\$23,635

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**Average Salaries by Field of Study
For All Graduates
Master's Degree Recipients**

Field of Study	After Five Years			After One Year		
	2011	2012	2013	2015	2016	2017
Agriculture	\$40,211	\$48,406	\$53,694	\$32,665	\$31,240	\$38,193
Architecture	\$53,879	**	\$86,120	\$36,615	\$48,602	\$38,696
Area & Ethnic Studies	**	**	\$44,506	**	\$21,806	**
Biological Sciences	\$40,365	\$43,958	\$48,291	\$31,667	\$29,970	\$28,139
Business, Mgmt, & Marketing	\$70,566	\$75,583	\$80,732	\$61,494	\$64,900	\$61,886
Communications	\$52,384	\$63,728	\$52,494	\$35,396	\$37,314	\$38,144
Communications Technologies						
Computer & Info Sciences	\$73,524	\$72,715	\$86,885	\$60,967	\$65,447	\$63,118
Construction Trades						
Education	\$51,419	\$53,774	\$54,067	\$47,029	\$49,159	\$50,062
Engineering	\$88,602	\$90,591	\$96,865	\$69,946	\$75,786	\$71,515
Engineering Technologies	\$62,449	\$93,572	**	**	**	**
English/Letters	\$44,669	\$40,710	\$39,397	\$32,932	\$27,814	\$34,935
Family & Consumer Sciences	\$55,011	\$52,964	\$51,642	\$38,654	\$43,376	\$39,414
Foreign Languages	\$32,391	\$36,332	**	\$32,404	**	\$26,516
Health Professions	\$74,950	\$77,198	\$80,486	\$68,121	\$71,222	\$71,472
History	\$38,919	\$33,576	\$42,242	\$33,224	\$28,190	\$35,778
Legal Professions and Studies	\$94,718	**	\$68,386	\$69,812	**	\$77,840
Liberal Arts/General Studies	**	**	\$39,702	\$29,736	\$30,526	\$38,109
Library Science	\$43,487	\$43,880	\$44,177	\$35,176	\$35,005	\$40,372
Mathematics & Statistics	\$50,950	\$60,601	\$60,310	\$44,611	\$41,329	\$46,307
Mechanic and Repair Technologies/ Technicians						
Military Technologies, and Applied Sciences						
Multi/ Interdisciplinary Studies	**	**	**	\$39,511	\$35,058	\$80,890
Natural Resources & Conservation	**	**		**	**	**
Parks, Recreation, & Fitness	\$38,933	\$44,217	\$51,371	\$32,666	\$36,544	\$35,848
Personal & Culinary Services						
Philosophy & Religion						
Physical Sciences	\$66,108	\$72,287	\$53,217	\$36,879	\$58,322	\$34,915
Precision Production						
Protective Services	\$44,165	\$40,398	\$45,576	\$37,303	\$39,099	\$37,057
Psychology	\$40,982	\$44,391	\$39,335	\$30,148	\$31,023	\$34,518
Public Admin & Social Services	\$44,364	\$43,474	\$44,342	\$34,009	\$35,812	\$36,789
Science Technologies/ Technicians						
Social Sciences	\$45,806	\$40,124	\$51,852	\$36,672	\$33,090	\$35,240
Transportation and Materials Moving						
Visual & Performing Arts	\$38,945	\$30,213	\$40,367	\$33,301	\$37,769	\$30,262

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
For All Graduates
Doctoral Research and Other Doctorate Recipients**

Field of Study	After Five Years			After One Year		
	2011	2012	2013	2015	2016	2017
Agriculture	**	\$57,604	**	**	\$56,994	\$48,739
Architecture						
Area & Ethnic Studies						
Biological Sciences	\$66,221	\$65,850	\$65,518	\$41,599	\$48,995	\$43,380
Business, Mgmt, & Marketing	**	**	**	\$71,534	\$101,782	\$74,978
Communications	**	**	**	\$50,278	**	**
Communications Technologies						
Computer & Info Sciences	**	**	**	**	**	\$110,859
Construction Trades						
Education	\$80,202	\$81,046	\$87,252	\$75,445	\$74,659	\$76,401
Engineering	\$87,866	\$93,735	\$92,252	\$67,548	\$61,868	\$99,998
Engineering Technologies						
English/Letters	**	**	**	\$38,484	\$41,384	\$25,257
Family & Consumer Sciences			**			**
Foreign Languages		**	**		**	**
Health Professions	\$76,439	\$90,603	\$98,625	\$68,353	\$74,491	\$86,616
History			**	**	**	**
Legal Professions and Studies						
Liberal Arts/General Studies						
Library Science						
Mathematics & Statistics	**	\$86,279	\$67,634	\$51,664	\$58,517	\$40,733
Mechanic and Repair Technologies/ Technicians						
Military Technologies, and Applied Sciences						
Multi/ Interdisciplinary Studies	**	\$73,256	**	\$64,179	**	**
Natural Resources & Conservation	**				**	**
Parks, Recreation, & Fitness	**	\$87,597	\$85,882	\$51,203	\$49,646	\$68,628
Personal & Culinary Services						
Philosophy & Religion						
Physical Sciences	\$56,087	\$82,489	**	\$64,670	\$51,323	\$69,187
Precision Production						
Protective Services						
Psychology	\$62,617	\$70,737	\$66,300	\$58,485	\$47,051	\$58,209
Public Admin & Social Services	**	**	**	**	**	**
Science Technologies/ Technicians						
Social Sciences	**	**	**	\$47,428	**	**
Transportation and Materials Moving						
Visual & Performing Arts	\$36,466		**	**	**	**

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**Average Salaries by Field of Study
For All Graduates
Doctoral Professional Recipients**

Field of Study	After Five Years			After One Year		
	2011	2012	2013	2015	2016	2017
Agriculture						
Architecture						
Area & Ethnic Studies						
Biological Sciences						
Business, Mgmt, & Marketing						
Communications						
Communications Technologies						
Computer & Info Sciences						
Construction Trades						
Education	\$89,430	\$79,604	\$76,037	\$79,035	\$74,004	\$72,726
Engineering						
Engineering Technologies						
English/Letters						
Family & Consumer Sciences						
Foreign Languages						
Health Professions	\$101,147	\$107,484	\$109,844	\$78,224	\$76,554	\$77,200
History						
Legal Professions and Studies	\$78,286	\$77,544	\$90,872	\$48,485	\$57,550	\$56,973
Liberal Arts/General Studies						
Library Science						
Mathematics & Statistics						
Mechanic and Repair Technologies/ Technicians						
Military Technologies, and Applied Sciences						
Multi/ Interdisciplinary Studies						
Natural Resources & Conservation						
Parks, Recreation, & Fitness						
Personal & Culinary Services						
Philosophy & Religion						
Physical Sciences						
Precision Production						
Protective Services						
Psychology						
Public Admin & Social Services						
Science Technologies/ Technicians						
Social Sciences						
Transportation and Materials Moving						
Visual & Performing Arts						

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After Five Years
for All Graduates

Field of Study	Undergraduate Certificate			Associate Degree			Bachelor's Degree		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
Agriculture	\$37,166	**	\$20,451	**	\$50,403	\$53,223	\$45,256	\$46,978	\$50,120
Architecture							\$47,449	\$41,302	\$50,736
Area & Ethnic Studies							\$37,092	\$36,147	\$25,911
Biological Sciences							\$46,663	\$48,320	\$48,704
Business, Mgmt, & Marketing	\$26,725	\$26,385	\$27,048	\$28,546	\$28,735	\$29,233	\$49,397	\$52,209	\$54,547
Communications							\$38,399	\$38,184	\$40,783
Communications Technologies	\$16,390	\$24,057	\$20,029	\$41,827	\$28,899	\$30,236	\$26,343	\$24,107	\$27,552
Computer & Info Sciences	\$33,702	\$33,412	\$28,978	\$37,908	\$39,174	\$36,483	\$57,507	\$59,861	\$65,792
Construction Trades	\$34,947	\$25,810	\$29,647	\$48,804	\$50,218	\$54,897			
Education							\$39,099	\$41,353	\$41,477
Engineering							\$66,956	\$73,740	\$74,191
Engineering Technologies	\$43,770	\$39,787	\$34,316	\$44,540	\$50,126	\$48,253	\$51,784	\$60,495	\$59,796
English/Letters							\$33,222	\$35,995	\$34,748
Family & Consumer Sciences	\$18,670	\$18,266	\$20,139	\$21,754	\$20,898	\$21,911	\$35,561	\$33,860	\$38,138
Foreign Languages							\$42,329	\$35,436	\$37,482
Health Professions	\$32,530	\$36,477	\$36,017	\$42,923	\$46,334	\$45,561	\$50,122	\$54,117	\$54,832
History							\$38,430	\$37,040	\$39,217
Legal Professions and Studies	**	**	**	\$29,025	\$23,571	\$32,046			
Liberal Arts/General Studies				\$33,281	\$34,577	\$34,932	\$33,161	\$34,428	\$39,129
Library Science									
Mathematics & Statistics							\$43,626	\$49,794	\$45,998
Mechanic and Repair Technologies/ Technicians	\$33,669	\$39,464	\$35,425	\$51,068	\$45,463	\$49,521			
Military Technologies, and Applied Sciences	**				**	**			
Multi/ Interdisciplinary Studies	**	**		\$37,255	\$41,511	\$35,948	\$45,313	\$41,411	\$48,887
Natural Resources & Conservation		**	\$23,809	**	**	**	\$51,863	\$46,747	\$50,487
Parks, Recreation, & Fitness	\$28,223	\$20,508		**	**		\$36,419	\$39,397	\$39,505
Personal & Culinary Services	\$19,782	\$22,017	\$23,135	\$30,523	\$29,276	\$31,293			
Philosophy & Religion							\$35,273	\$44,327	\$41,091
Physical Sciences							\$45,713	\$55,980	\$49,770
Precision Production	\$36,129	\$36,593	\$34,902	\$52,428	\$43,823	\$50,666			
Protective Services	\$30,469	\$31,630	\$43,439	\$37,200	\$37,914	\$39,110	\$40,981	\$38,947	\$39,212
Psychology							\$32,658	\$35,259	\$35,861
Public Admin & Social Services				**	**	**	\$32,588	\$33,885	\$34,787
Science Technologies/ Technicians		\$37,145	**			\$75,661			
Social Sciences	\$42,899	**	\$43,978				\$36,969	\$41,712	\$39,440
Transportation and Materials Moving	\$37,005	\$34,441	\$33,345		**	**			
Visual & Performing Arts	**	\$16,873	\$20,555	\$27,867	\$22,786	\$26,657	\$30,510	\$34,640	\$35,181

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After Five Years
for All Graduates, Continued

Field of Study	Master's Degree			Doctoral Research\Other Doc.			Doctoral Professional		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
Agriculture	\$40,211	\$48,406	\$53,694	**	\$57,604	**			
Architecture	\$53,879	**	\$86,120						
Area & Ethnic Studies	**	**	\$44,506						
Biological Sciences	\$40,365	\$43,958	\$48,291	\$66,221	\$65,850	\$65,518			
Business, Mgmt, & Marketing	\$70,566	\$75,583	\$80,732	**	**	**			
Communications	\$52,384	\$63,728	\$52,494	**	**	**			
Communications Technologies									
Computer & Info Sciences	\$73,524	\$72,715	\$86,885	**	**	**			
Construction Trades									
Education	\$51,419	\$53,774	\$54,067	\$80,202	\$81,046	\$87,252	\$89,430	\$79,604	\$76,037
Engineering	\$88,602	\$90,591	\$96,865	\$87,866	\$93,735	\$92,252			
Engineering Technologies	\$62,449	\$93,572	**						
English/Letters	\$44,669	\$40,710	\$39,397	**	**	**			
Family & Consumer Sciences	\$55,011	\$52,964	\$51,642			**			
Foreign Languages	\$32,391	\$36,332	**		**	**			
Health Professions	\$74,950	\$77,198	\$80,486	\$76,439	\$90,603	\$98,625	\$101,147	\$107,484	\$109,844
History	\$38,919	\$33,576	\$42,242			**			
Legal Professions and Studies	\$94,718	**	\$68,386				\$78,286	\$77,544	\$90,872
Liberal Arts/General Studies	**	**	\$39,702						
Library Science	\$43,487	\$43,880	\$44,177						
Mathematics & Statistics	\$50,950	\$60,601	\$60,310	**	\$86,279	\$67,634			
Mechanic and Repair Technologies/ Technicians									
Military Technologies, and Applied Sciences									
Multi/ Interdisciplinary Studies	**	**	**	**	\$73,256	**			
Natural Resources & Conservation	**	**		**					
Parks, Recreation, & Fitness	\$38,933	\$44,217	\$51,371	**	\$87,597	\$85,882			
Personal & Culinary Services									
Philosophy & Religion									
Physical Sciences	\$66,108	\$72,287	\$53,217	\$56,087	\$82,489	**			
Precision Production									
Protective Services	\$44,165	\$40,398	\$45,576						
Psychology	\$40,982	\$44,391	\$39,335	\$62,617	\$70,737	\$66,300			
Public Admin & Social Services	\$44,364	\$43,474	\$44,342	**	**	**			
Science Technologies/ Technicians									
Social Sciences	\$45,806	\$40,124	\$51,852	**	**	**			
Transportation and Materials Moving									
Visual & Performing Arts	\$38,945	\$30,213	\$40,367	\$36,466		**			

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After One Year
for All Graduates

Field of Study	Undergraduate Certificate			Associate Degree			Bachelor's Degree		
	2015	2016	2017	2015	2016	2017	2015	2016	2017
Agriculture	**	**	**		**	**	\$25,754	\$30,925	\$28,877
Architecture							\$33,797	\$32,076	\$37,186
Area & Ethnic Studies							*	\$11,552	\$30,055
Biological Sciences							\$20,572	\$21,134	\$20,882
Business, Mgmt, & Marketing	\$21,481	\$26,196	\$25,892	\$22,003	\$23,488	\$23,182	\$34,639	\$36,401	\$36,580
Communications							\$23,232	\$25,827	\$24,800
Communications Technologies	\$12,559	**	**	\$18,097	\$17,676	\$14,472	**	**	\$17,000
Computer & Info Sciences	\$22,100	\$35,903	\$26,557	\$27,086	\$29,392	\$29,292	\$45,358	\$48,398	\$45,809
Construction Trades	\$19,304	\$19,649	\$23,920	\$40,687	\$40,286	\$37,237			
Education							\$28,687	\$31,049	\$31,313
Engineering							\$51,409	\$53,056	\$53,197
Engineering Technologies	\$31,062	\$39,972	\$39,711	\$36,118	\$38,717	\$37,675	\$46,297	\$46,832	\$48,272
English/Letters							\$20,830	\$24,340	\$25,668
Family & Consumer Sciences	\$14,803	\$16,864	\$16,282	\$17,663	\$16,925	\$16,365	\$25,048	\$24,987	\$25,819
Foreign Languages							\$20,976	\$24,074	\$25,141
Health Professions	\$25,992	\$27,382	\$27,136	\$38,620	\$42,032	\$41,853	\$41,632	\$45,017	\$43,810
History							\$24,691	\$24,958	\$26,052
Legal Professions and Studies	**		**	\$22,319	\$23,248	\$22,472			
Liberal Arts/General Studies				\$21,439	\$21,416	\$21,640	\$29,938	\$28,382	\$29,176
Library Science									
Mathematics & Statistics							\$32,639	\$36,109	\$33,243
Mechanic and Repair Technologies/ Technicians	\$29,277	\$30,490	\$37,082	\$38,650	\$45,177	\$43,603			
Military Technologies, and Applied Sciences				**					
Multi/ Interdisciplinary Studies	\$18,318	\$16,438	\$19,391	\$28,792	\$31,830	\$31,630	\$30,926	\$31,697	\$30,689
Natural Resources & Conservation	**	**	**	**		**	\$29,749	\$32,918	\$31,005
Parks, Recreation, & Fitness	\$24,735	**	\$26,138	**		**	\$22,342	\$22,680	\$21,218
Personal & Culinary Services	\$16,250	\$18,092	\$16,419	\$26,464	\$23,758	\$23,822		**	\$17,675
Philosophy & Religion							\$25,651	\$24,893	\$20,680
Physical Sciences							\$27,685	\$29,125	\$29,518
Precision Production	\$24,437	\$26,461	\$27,109	\$36,896	\$39,281	\$37,410			
Protective Services	\$45,458	\$22,687	**	\$30,225	\$28,588	\$30,943	\$27,290	\$28,605	\$26,148
Psychology							\$20,819	\$23,121	\$21,530
Public Admin & Social Services				**			\$23,038	\$24,906	\$23,890
Science Technologies/ Technicians				**	**	**			
Social Sciences	**	**	**				\$24,081	\$26,251	\$25,112
Transportation and Materials Moving	\$30,419	\$31,605	\$31,623	**	**	**			
Visual & Performing Arts	**	**	\$18,485	\$17,251	\$22,051	\$18,988	\$21,668	\$23,231	\$23,635

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After One Year
for All Graduates, Continued

Field of Study	Master's Degree			Doctoral Research\Other Doc.			Doctoral Professional		
	2015	2016	2017	2015	2016	2017	2015	2016	2017
Agriculture	\$32,665	\$31,240	\$38,193	**	\$56,994	\$48,739			
Architecture	\$36,615	\$48,602	\$38,696						
Area & Ethnic Studies	**	\$21,806	**						
Biological Sciences	\$31,667	\$29,970	\$28,139	\$41,599	\$48,995	\$43,380			
Business, Mgmt, & Marketing	\$61,494	\$64,900	\$61,886	\$71,534	\$101,782	\$74,978			
Communications	\$35,396	\$37,314	\$38,144	\$50,278	**	**			
Communications Technologies									
Computer & Info Sciences	\$60,967	\$65,447	\$63,118	**	**	\$110,859			
Construction Trades									
Education	\$47,029	\$49,159	\$50,062	\$75,445	\$74,659	\$76,401	\$79,035	\$74,004	\$72,726
Engineering	\$69,946	\$75,786	\$71,515	\$67,548	\$61,868	\$99,998			
Engineering Technologies	**	**	**						
English/Letters	\$32,932	\$27,814	\$34,935	\$38,484	\$41,384	\$25,257			
Family & Consumer Sciences	\$38,654	\$43,376	\$39,414			**			
Foreign Languages	\$32,404	**	\$26,516		**	**			
Health Professions	\$68,121	\$71,222	\$71,472	\$68,353	\$74,491	\$86,616	\$78,224	\$76,554	\$77,200
History	\$33,224	\$28,190	\$35,778	**	**	**			
Legal Professions and Studies	\$69,812	**	\$77,840				\$48,485	\$57,550	\$56,973
Liberal Arts/General Studies	\$29,736	\$30,526	\$38,109						
Library Science	\$35,176	\$35,005	\$40,372						
Mathematics & Statistics	\$44,611	\$41,329	\$46,307	\$51,664	\$58,517	\$40,733			
Mechanic and Repair Technologies/ Technicians									
Military Technologies, and Applied Sciences									
Multi/ Interdisciplinary Studies	\$39,511	\$35,058	\$80,890	\$64,179	**	**			
Natural Resources & Conservation	**	**	**		**	**			
Parks, Recreation, & Fitness	\$32,666	\$36,544	\$35,848	\$51,203	\$49,646	\$68,628			
Personal & Culinary Services									
Philosophy & Religion									
Physical Sciences	\$36,879	\$58,322	\$34,915	\$64,670	\$51,323	\$69,187			
Precision Production									
Protective Services	\$37,303	\$39,099	\$37,057						
Psychology	\$30,148	\$31,023	\$34,518	\$58,485	\$47,051	\$58,209			
Public Admin & Social Services	\$34,009	\$35,812	\$36,789	**	**	**			
Science Technologies/ Technicians									
Social Sciences	\$36,672	\$33,090	\$35,240	\$47,428	**	**			
Transportation and Materials Moving									
Visual & Performing Arts	\$33,301	\$37,769	\$30,262	**	**	**			

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Employment Outcomes Report

2020

APPENDICES

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Appendix A: Classification of Instructional Programs (CIP)

The purpose of the Classification of Instructional Programs (CIP) is to provide a taxonomic scheme that will support the accurate tracking, assessment, and reporting of fields of study and program completions activity. CIP was originally developed by the U.S. Department of Education's National Center for Education Statistics (NCES) in 1980, with revisions occurring in 1985 and 1990. The 2000 edition (CIP-2000) is the third revision of the taxonomy and presents an updated taxonomy of instructional program classifications and descriptions.¹

The CIP categories below include only the CIP code descriptions found in the six cohorts included in this report.

Agriculture, Agriculture Operations, and Related Sciences

- Agriculture, General
- Agricultural Business and Management, General
- Agribusiness/Agricultural Business Operations
- Agricultural Economics
- Agricultural Production Operations, General
- Aquaculture
- Applied Horticulture/Horticulture Operations, General
- Ornamental Horticulture
- Landscaping and Groundskeeping
- Animal Sciences, General
- Poultry Science
- Animal Sciences, Other
- Food Science
- Agronomy and Crop Science
- Horticultural Science
- Plant Sciences, Other
- Agriculture, Agriculture Operations, and Related Sciences, Other

Architecture and Related Services

- Architecture
- City/Urban, Community and Regional Planning
- Environmental Design/Architecture
- Interior Architecture
- Landscape Architecture
- Real Estate Development

Area, Ethnic, Cultural, Gender, and Group Studies

- American/United States Studies/Civilization
- African-American/Black Studies
- Women's Studies

Biological and Biomedical Sciences

Biology/Biological Sciences, General
 Biomedical Sciences, General
 Molecular Biology
 Molecular Biochemistry
 Cell/Cellular Biology and Histology
 Microbiology, General
 Medical Microbiology and Bacteriology
 Zoology/Animal Biology
 Human/Medical Genetics
 Molecular Physiology
 Exercise Physiology
 Vision Science/Physiological Optics
 Pathology/Experimental Pathology
 Environmental Toxicology
 Pharmacology and Toxicology
 Biostatistics
 Biotechnology
 Marine Biology and Biological Oceanography
 Conservation Biology
 Epidemiology
 Neuroscience
 Neurobiology and Anatomy
 Biological and Biomedical Sciences, Other

Business, Management, Marketing, and Related Support Services

Business/Commerce, General
 Business Administration and Management, General
 Purchasing, Procurement/Acquisitions and Contracts Management
 Logistics, Materials, and Supply Chain Management
 Office Management and Supervision
 Project Management
 Organizational Leadership
 Business Administration, Management and Operations, Other
 Accounting
 Accounting Technology/Technician and Bookkeeping
 Administrative Assistant and Secretarial Science, General
 General Office Occupations and Clerical Services
 Business/Managerial Economics
 Finance, General
 Hospitality Administration/Management, General
 Restaurant/Food Services Management
 Human Resources Management/Personnel Administration, General
 International Business/Trade/Commerce
 Management Information Systems, General
 Information Resources Management

Business, Management, Marketing, and Related Support Services, Continued

- Management Science
- Marketing/Marketing Management, General
- Marketing, Other
- Real Estate
- Taxation
- Sales, Distribution, and Marketing Operations, General
- Business, Management, Marketing, and Related Support Services, Other

Communication, Journalism, and Related Programs

- Communication, General
- Speech Communication and Rhetoric
- Mass Communication/Media Studies
- Communication and Media Studies, Other
- Journalism
- Radio and Television
- Public Relations/Image Management
- Advertising
- Communication, Journalism, and Related Programs, Other

Communications Technologies/ Technicians and Support Services

- Radio and Television Broadcasting Technology/Technician
- Animation, Interactive Technology, Video Graphics and Special Effects
- Graphic and Printing Equipment Operator, General Production
- Graphic Communications, Other

Computer and Information Sciences and Support Services

- Computer and Information Sciences, General
- Information Technology
- Information Science/Studies
- Computer Science
- Computer Graphics
- Modeling, Virtual Environments and Simulation
- Computer and Information Systems Security/Information Assurance
- Computer/Information Technology Services Administration and Management, Other

Construction Trades

- Mason/Masonry
- Carpentry/Carpenter
- Electrician
- Building/Construction Finishing, Management, and Inspection, Other
- Plumbing Technology/Plumber

Education

Education, General
 Educational Leadership and Administration, General
 Educational, Instructional, and Curriculum Supervision
 Higher Education/Higher Education Administration
 Elementary and Middle School Administration/Principalship
 Secondary School Administration/Principalship
 Educational/Instructional Technology
 Educational Statistics and Research Methods
 Special Education and Teaching, General
 Education/Teaching of Individuals with Speech or Language Impairments
 Special Education and Teaching, Other
 Counselor Education/School Counseling and Guidance Services
 Adult and Continuing Education and Teaching
 Elementary Education and Teaching
 Secondary Education and Teaching
 Teacher Education, Multiple Levels
 Kindergarten/Preschool Education and Teaching
 Early Childhood Education and Teaching
 Art Teacher Education
 English/Language Arts Teacher Education
 Foreign Language Teacher Education
 Health Teacher Education
 Mathematics Teacher Education
 Music Teacher Education
 Physical Education Teaching and Coaching
 Reading Teacher Education
 Science Teacher Education/General Science Teacher Education
 Social Science Teacher Education
 Technical Teacher Education
 Trade and Industrial Teacher Education
 School Librarian/School Library Media Specialist
 Teaching English as a Second or Foreign Language/ESL Language Instructor
 Education, Other

Engineering

Engineering, General
 Aerospace, Aeronautical and Astronautical/Space Engineering
 Architectural Engineering
 Bioengineering and Biomedical Engineering
 Chemical Engineering
 Civil Engineering, General
 Computer Engineering, General
 Electrical and Electronics Engineering
 Engineering Mechanics

Engineering, Continued

- Environmental/Environmental Health Engineering
- Materials Engineering
- Mechanical Engineering
- Metallurgical Engineering
- Systems Engineering
- Textile Sciences and Engineering
- Polymer/Plastics Engineering
- Construction Engineering
- Industrial Engineering
- Biological/Biosystems Engineering
- Engineering, Other

Engineering Technologies and Engineering-Related Fields

- Engineering Technology, General
- Civil Engineering Technology/Technician
- Electrical, Electronic and Communications Engineering Technology/Technician
- Electrical and Electronic Engineering Technologies/Technicians, Other
- Biomedical Technology/Technician
- Instrumentation Technology/Technician
- Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician
- Energy Management and Systems Technology/Technician
- Water Quality and Wastewater Treatment Management and Recycling Technology/Technician
- Environmental Engineering Technology/Environmental Technology
- Industrial Technology/Technician
- Manufacturing Engineering Technology/Technician
- Industrial Production Technologies/Technicians, Other
- Occupational Safety and Health Technology/Technician
- Aeronautical/Aerospace Engineering Technology/Technician
- Automotive Engineering Technology/Technician
- Mechanical Engineering Related Technologies/Technicians, Other
- Construction Engineering Technology/Technician
- Surveying Technology/Surveying
- Computer Technology/Computer Systems Technology
- Drafting and Design Technology/Technician, General
- Engineering Technologies and Engineering-Related Fields, Other

English Language and Literature/ Letters

- English Language and Literature, General
- Creative Writing
- Professional, Technical, Business, and Scientific Writing
- Rhetoric and Composition

Family and Consumer Sciences/ Human Sciences

Family and Consumer Sciences/Human Sciences, General
 Family Resource Management Studies, General
 Foodservice Systems Administration/Management
 Foods, Nutrition, and Related Services, Other
 Home Furnishings and Equipment Installers
 Housing and Human Environments, Other
 Human Development and Family Studies, General
 Family Systems
 Child Care and Support Services Management
 Human Development, Family Studies, and Related Services, Other
 Apparel and Textiles, General
 Apparel and Textile Manufacture
 Apparel and Textile Marketing Management
 Family and Consumer Sciences/Human Sciences, Other

Foreign Languages, Literatures, and Linguistics

Foreign Languages and Literatures, General
 German Language and Literature
 Romance Languages, Literatures, and Linguistics, General
 French Language and Literature
 Spanish Language and Literature
 Sign Language Interpretation and Translation

Health Professions and Related Programs

Health and Wellness, General
 Communication Sciences and Disorders, General
 Audiology/Audiologist
 Speech-Language Pathology/Pathologist
 Audiology/Audiologist and Speech-Language Pathology/Pathologist
 Communication Disorders Sciences and Services, Other
 Dentistry
 Dental Clinical Sciences, General
 Dental Assisting/Assistant
 Dental Hygiene/Hygienist
 Health/Health Care Administration/Management
 Hospital and Health Care Facilities Administration/Management
 Health Information/Medical Records Administration/Administrator
 Health Information/Medical Records Technology/Technician
 Medical Transcription/Transcriptionist
 Health and Medical Administrative Services, Other
 Medical/Clinical Assistant
 Occupational Therapist Assistant
 Pharmacy Technician/Assistant
 Physical Therapy Technician/Assistant

Health Professions and Related Programs, Continued

Veterinary/Animal Health Technology/Technician and Veterinary Assistant
 Respiratory Therapy Technician/Assistant
 Electroneurodiagnostic/Electroencephalographic Technology/Technologist
 Emergency Medical Technology/Technician (EMT Paramedic)
 Nuclear Medical Technology/Technologist
 Medical Radiologic Technology/Science - Radiation Therapist
 Respiratory Care Therapy/Therapist
 Surgical Technology/Technologist
 Diagnostic Medical Sonography/Sonographer and Ultrasound Technician
 Radiologic Technology/Science - Radiographer
 Physician Assistant
 Athletic Training/Trainer
 Allied Health Diagnostic, Intervention, and Treatment Professions, Other
 Cytotechnology/Cytotechnologist
 Clinical/Medical Laboratory Technician
 Clinical Laboratory Science/Medical Technology/Technologist
 Clinical/Medical Laboratory Science and Allied Professions, Other
 Health/Medical Preparatory Programs, Other
 Medicine
 Substance Abuse/Addiction Counseling
 Mental Health Counseling/Counselor
 Genetic Counseling/Counselor
 Optometry
 Pharmacy
 Pharmaceuticals and Drug Design
 Public Health, General
 Environmental Health
 Occupational Therapy/Therapist
 Orthotist/Prosthetist
 Physical Therapy/Therapist
 Vocational Rehabilitation Counseling/Counselor
 Rehabilitation and Therapeutic Professions, Other
 Veterinary Medicine
 Veterinary Sciences/Veterinary Clinical Sciences, General
 Medical Informatics
 Dietetics/Dietitian
 Clinical Nutrition/Nutritionist
 Massage Therapy/Therapeutic Massage
 Registered Nursing/Registered Nurse
 Nursing Administration
 Nurse Anesthetist
 Family Practice Nurse/Nursing
 Nursing Science
 Public Health/Community Nurse/Nursing

Health Professions and Related Programs, Continued

- Nursing Education
- Nursing Practice
- Licensed Practical/Vocational Nurse Training
- Nursing Assistant/Aide and Patient Care Assistant/Aide
- Health Professions and Related Clinical Sciences, Other

History

- History, General
- Public/Applied History

Homeland Security, Law Enforcement, Firefighting and Related Protective Services

- Criminal Justice/Law Enforcement Administration
- Criminal Justice/Safety Studies
- Forensic Science and Technology
- Criminal Justice/Police Science
- Criminalistics and Criminal Science
- Corrections and Criminal Justice, Other
- Fire Prevention and Safety Technology/Technician
- Fire Services Administration
- Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other

Legal Professions and Studies

- Law
- Legal Research and Advanced Professional Studies, Other
- Legal Assistant/Paralegal
- Court Reporting/Court Reporter

Liberal Arts and Sciences, General Studies, And Humanities

- Liberal Arts and Sciences/Liberal Studies
- General Studies
- Liberal Arts and Sciences, General Studies and Humanities, Other

Library Science

- Library and Information Science

Mathematics and Statistics

- Mathematics, General
- Applied Mathematics, General
- Statistics, General
- Mathematical Statistics and Probability
- Mathematics and Statistics

Mechanic and Repair Technologies/ Technicians

- Mechanics and Repairers, General
- Industrial Electronics Technology/Technician
- Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician
- Industrial Mechanics and Maintenance Technology
- Watchmaking and Jewelrymaking
- Vehicle Maintenance and Repair Technologies, General
- Autobody/Collision and Repair Technology/Technician
- Automobile/Automotive Mechanics Technology/Technician
- Diesel Mechanics Technology/Technician
- Small Engine Mechanics and Repair Technology/Technician
- Airframe Mechanics and Aircraft Maintenance Technology/Technician
- Aircraft Powerplant Technology/Technician
- Avionics Maintenance Technology/Technician

Military Technologies, and Applied Sciences

- Military Applied Sciences, Other
- Munitions Systems/Ordinance Technology

Multi/ Interdisciplinary Studies

- Multi-/Interdisciplinary Studies, General
- Biological and Physical Sciences
- Systems Science and Theory
- Gerontology
- Science, Technology and Society
- Natural Sciences
- Nutrition Sciences
- International/Global Studies
- Multi-/Interdisciplinary Studies, Other

Natural Resources and Conservation

- Natural Resources/Conservation, General
- Environmental Science
- Natural Resources Management and Policy
- Water, Wetlands, and Marine Resources Management
- Forest Sciences and Biology
- Forest Technology/Technician
- Forestry, Other
- Wildlife, Fish and Wildlands Science and Management

Parks, Recreation, Leisure, and Fitness Studies

- Parks, Recreation and Leisure Studies
- Parks, Recreation and Leisure Facilities Management, General
- Health and Physical Education/Fitness, General
- Sport and Fitness Administration/Management
- Kinesiology and Exercise Science
- Physical Fitness Technician
- Health and Physical Education/Fitness, Other
- Parks, Recreation, Leisure, and Fitness Studies, Other

Personal and Culinary Services

- Funeral Service and Mortuary Science, General
- Cosmetology/Cosmetologist, General
- Barbering/Barber
- Aesthetician/Esthetician and Skin Care Specialist
- Nail Technician/Specialist and Manicurist
- Salon/Beauty Salon Management/Manager
- Cosmetology and Related Personal Grooming Arts, Other
- Culinary Arts/Chef Training
- Culinary Arts and Related Services, Other

Philosophy and Religious Studies

- Philosophy
- Religion/Religious Studies

Physical Sciences

- Physical Sciences
- Atmospheric Sciences and Meteorology, General
- Meteorology
- Chemistry, General
- Forensic Chemistry
- Geology/Earth Science, General

Physical Sciences, Continued

- Physics, General
- Physics, Other
- Materials Science
- Physical Sciences, Other

Precision Production

- Upholstery/Upholsterer
- Machine Tool Technology/Machinist
- Machine Shop Technology/Assistant
- Tool and Die Technology/Technician
- Welding Technology/Welder
- Precision Metal Working, Other
- Furniture Design and Manufacturing
- Cabinetmaking and Millwork

Psychology

- Psychology, General
- Experimental Psychology
- Research and Experimental Psychology, Other
- Clinical Psychology
- Community Psychology
- Counseling Psychology
- School Psychology
- Educational Psychology
- Health/Medical Psychology
- Applied Behavior Analysis

Public Administration and Social Service Professions

- Public Administration
- Social Work
- Youth Services/Administration
- Public Administration and Social Service Professions, Other

Science Technologies/ Technicians

- Nuclear/Nuclear Power Technology/Technician
- Physical Science Technologies/Technicians, Other

Social Sciences

- Social Sciences, General
- Anthropology
- Criminology
- Economics, General
- Geography
- Geographic Information Science and Cartography
- Geography, Other
- International Relations and Affairs
- Political Science and Government, General
- Sociology
- Social Sciences, Other

Transportation and Materials Moving

- Airline/Commercial/Professional Pilot and Flight Crew
- Truck and Bus Driver/Commercial Vehicle Operator and Instructor

Visual and Performing Arts

- Visual and Performing Arts, General
- Dance, General
- Design and Visual Communications, General
- Commercial and Advertising Art
- Industrial and Product Design
- Interior Design
- Design and Applied Arts, Other
- Drama and Dramatics/Theatre Arts, General
- Art/Art Studies, General
- Fine/Studio Arts, General
- Art History, Criticism and Conservation
- Fine Arts and Art Studies, Other
- Music, General
- Music History, Literature, and Theory
- Music, Other
- Arts, Entertainment, and Media Management, General

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