



# **2018** WAGES OF GRADUATES REPORT



### ABOUT THIS REPORT

The 2018 Arizona Board of Regents Wages of Graduates Report documents wages earned by graduates from Arizona's public universities, including a breakdown of median earnings according to major and the overall economic contribution of Arizona university graduates to the state. Wages were examined for graduates from Arizona State University, Northern Arizona University and the University of Arizona.

This report provides an analysis of Arizona public university system graduates working in Arizona in 2017 who graduated between fiscal years 1990 and 2017. Wages by academic program data include the most recent five-year cohort of graduates from 2013 through 2017; information is not provided for programs with small numbers of graduates working in Arizona. The data cited in this report comes from the Arizona Department of Economic Security employer records and the U.S. Census Bureau American Community Survey.

Average wages are calculated through a different method than median wages. Average wages are based on the population of graduates who earned wages in Arizona during any portion of any particular year. Therefore, the reported average wages understate the annualized wage earnings of graduates. Median wages are calculated using only the population of graduates that earned wages in Arizona during all four quarters of the year.

For 2017 graduates, median wages likely understate earnings capability as reported wages may include lower wages earned while a student with wages earned after graduation.

### ABOUT THE ARIZONA BOARD OF REGENTS

The Arizona Board of Regents is committed to ensuring access for qualified residents of Arizona to undergraduate and graduate institutions; promoting the discovery, application, and dissemination of new knowledge; extending the benefits of university activities to Arizona's citizens outside the university; and maximizing the benefits derived from the state's investment in education.

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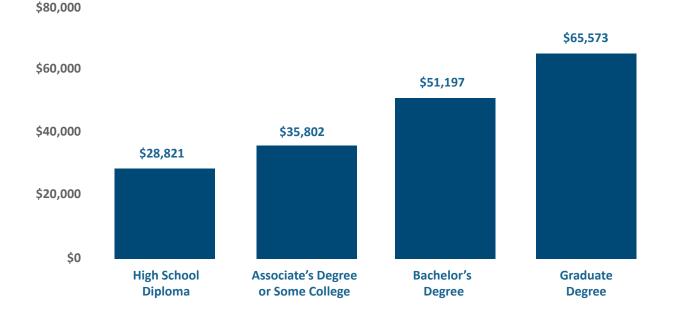
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### EXECUTIVE SUMMARY

Illustrating the economic impact of higher education, the 2018 Wages of Graduates Report demonstrates that a college degree is one of the most important investments an individual or the state can make. Median wages in Arizona are \$65,573 for an individual with a graduate degree, \$51,197 for a bachelor's degree holder and \$28,821 for an individual with a high school diploma alone.<sup>1</sup>

This means Arizonans with an undergraduate degree earn a median wage that is \$22,376 higher than their peers who do not pursue a postsecondary education. Graduates with bachelor's degrees earn median wages that are \$15,395 higher than individuals with an associate degree or some college who make \$35,802. The contrast is even greater among Arizonans with a graduate degree, who earn \$36,752 more than high school graduates and \$29,771 more than individuals with an associate degree or some college.<sup>2</sup>



#### 2017 MEDIAN WAGES IN ARIZONA BY EDUCATIONAL ATTAINMENT<sup>3</sup>

<sup>1</sup>2017 U.S. Census Bureau American Community Survey

² Id.

<sup>3</sup> Id.

Benefits for individuals and the state also accrue over time with nearly 300,000 graduates from Arizona public universities from fiscal year 1990 to 2017 earning nearly \$18.6 billion in wages in Arizona with an estimated \$1.3 billion in state taxes. Graduates are also more likely to be employed and have stronger earning power five years after graduation – even when factoring in the impact of student-loan debt. Over the course of a career, university graduates earn an estimated \$1 million more than those with a high school degree alone.

Taking into account variation by institution, occupation and labor market, wages of Arizona public universities graduates generally rise over time. Arizona's public universities offer a wide variety of majors for students, each that garners median wages specific to their field and market forces. Fields with the highest salaries for individuals with bachelor's degrees are computer science, engineering and business-related fields.

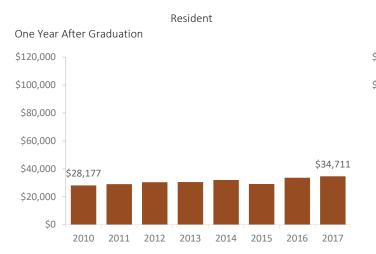
Although the benefits of graduating from college are considerable for students and the state, Arizona high school students go to college at a rate far less than the national average. According to the board's <u>2018 College Enrollment and Completion Report</u>, the enrollment rate was 52.6 percent in 2017, a rate that has remained static since 2013.

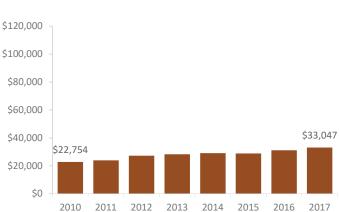
Additional key takeaways from the Wages of Graduates Report include:

- The average wage of resident bachelor's degree graduates increases 267 percent over the course of their careers.
- Resident graduate student wages two years out of school are 66 percent higher than undergraduate students, but the wage gap between graduate degree holders and those with a bachelor's degree closes to 12 percent 20 years after graduation.
- Eighty percent of resident students and 26 percent of non-resident students are employed in Arizona within six months.
- More than 20 percent of graduate degrees are in education and more than 15 percent of undergraduate degrees earned by students are in the fields of business, management and marketing.

# 2018 WAGES OF GRADUATES REPORT EXHIBITS

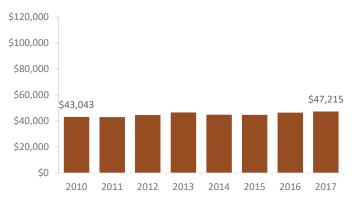
#### Exhibit W.Enterprise.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation

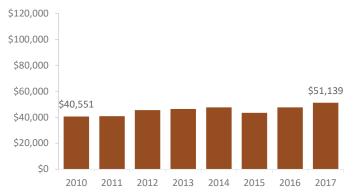


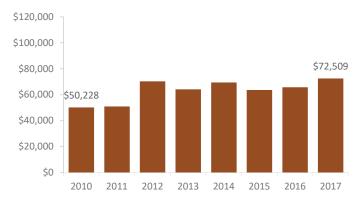


Non-Resident

Five Years After Graduation

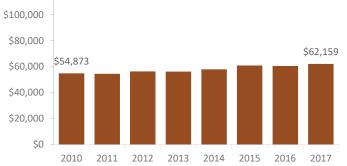




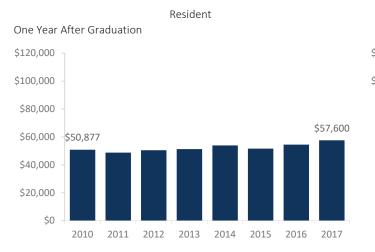


Ten Years After Graduation

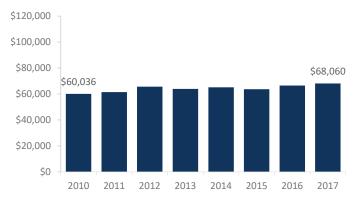
\$120,000

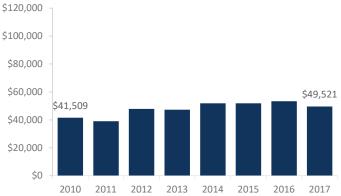


#### Exhibit W.Enterprise.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation

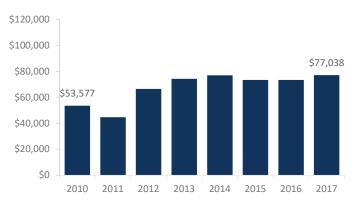


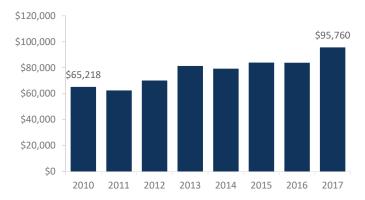


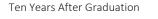


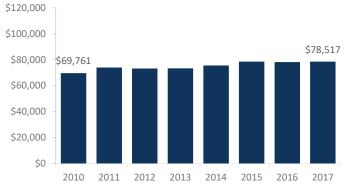


Non-Resident





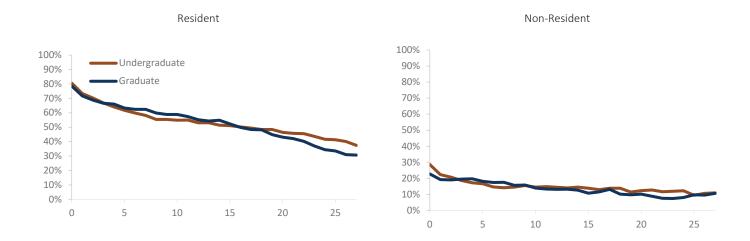




#### Exhibit W.Enterprise.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation



Exhibit W.Enterprise.4: Percentage of Graduates with Arizona Wages by Years Since Graduation



## Exhibit W.Enterprise.5: Total 2017 Wages Earned in Arizona by Graduates *Enterprise graduates earned \$18.6 billion in Arizona wages in 2017.*

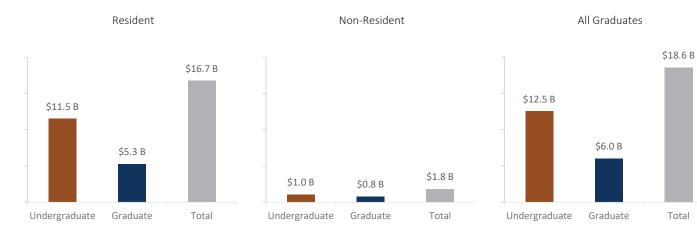
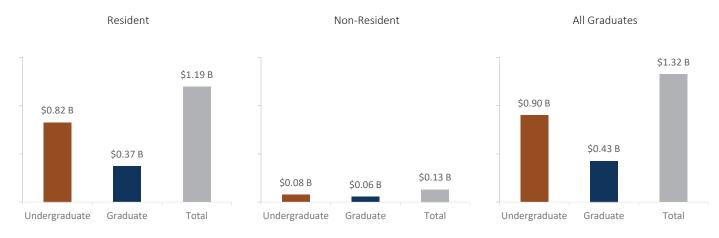


Exhibit W.Enterprise.6: 2017 Estimated State Taxes Paid by Graduates *Enterprise graduates paid an estimated \$1.3 billion in Arizona taxes in 2017.* 



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

## Exhibit W.Enterprise.7: 2013-2017 Bachelor's Degree Graduates by Instructional Program *The enterprise graduates substantially more undergraduates in business than in any other field.*

Classification of Instructional Program (CIP)	Graduates	Employed In State		etention Non-Res	All
Total	128,641	74,798	71.2%	22.7%	58.1%
52 Business, Management, Marketing and Related Support	20,388	11,185	71.8%	23.4%	54.9%
51 Health Professions and Related Clinical Sciences	9,156	6,245	77.8%	25.4%	68.2%
13 Education	7,790	6,044	84.0%	42.0%	77.6%
26 Biological and Biomedical Sciences	9,645	5,622	63.8%	28.4%	58.3%
45 Social Sciences	10,830	5,252	66.5%	17.6%	48.5%
42 Psychology	8,060	4,826	72.6%	21.4%	59.9%
14 Engineering	8,263	4,653	67.4%	23.8%	56.3%
9 Communication, Journalism and Related Programs	8,065	4,084	70.4%	21.6%	50.6%
30 Multi/Interdisciplinary Studies	6,258	3,396	71.1%	19.4%	54.3%
50 Visual and Performing Arts	6,097	3,290	65.4%	20.2%	54.0%
24 Liberal Arts and Sciences, General Studies and Humanities	3,819	2,347	74.5%	10.9%	61.5%
19 Family and Consumer Sciences/Human Sciences	3,516	2,139	73.1%	21.7%	60.8%
43 Security and Protective Services	3,093	1,952	79.8%	21.4%	63.1%
31 Parks, Recreation, Leisure and Fitness Studies	2,945	1,870	73.2%	33.2%	63.5%
11 Computer and Information Sciences and Support Services	2,933	1,799	70.2%	25.2%	61.3%
23 English Language and Literatures/Letters	2,902	1,673	69.0%	20.1%	57.6%
44 Public Administration and Social Service Professions	2,262	1,567	77.9%	30.0%	69.3%
16 Foreign Languages, Literatures and Linguistics	1,967	1,098	63.4%	19.2%	55.8%
41 Science Technologies and Technicians	1,282	912	78.0%	17.8%	71.1%
40 Physical Sciences	1,887	905	57.3%	22.5%	48.0%
54 History	1,757	880	66.5%	14.3%	50.1%
3 Natural Resources and Conservation	1,456	787	61.7%	32.2%	54.1%
4 Architecture and Related Services	1,423	689	66.4%	22.5%	48.4%
27 Mathematics and Statistics	1,322	648	60.1%	16.2%	49.0%
22 Legal Professions and Studies	816	480	69.2%	24.1%	58.8%
38 Philosophy and Religious Studies	870	457	61.1%	22.4%	52.5%
1 Agriculture and Related Sciences	721	416	69.0%	19.9%	57.7%
5 Area, Ethnic, Cultural and Gender Studies	651	391	67.7%	22.0%	60.1%
15 Engineering Technologies/Technicians	616	353	69.2%	27.0%	57.3%
10 Communications Technologies/Technicians and Support	313	200	78.2%	18.7%	63.9%
49 Transportation and Materials Moving	293	143	57.3%	26.3%	48.8%
12 Personal and Culinary Services	0	0			
25 Library Science	0	0			
28 ROTC	0	0			
29 Military Technologies	0	0			
39 Theology and Religious Vocations	0	0			
46 Construction Trades	0	0			
47 Mechanic and Repair Technologies/Technicians	0	0			
48 Precision Production	0	0			

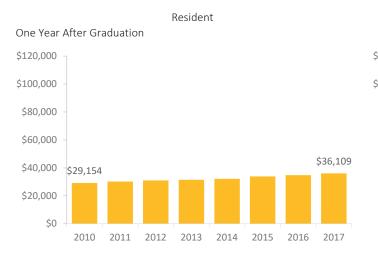
Note: Exhibit sorted by number of graduates employed in Arizona.

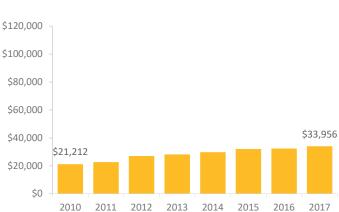
## Exhibit W.Enterprise.8: 2013-2017 Graduate Degree Graduates by Instructional Program *Twenty percent of enterprise graduate degrees are in education.*

Classification of Instructional Program (CIP)	Graduates	Employed In State		Retention Non-Res	All
Total	49,631	23,506	70.4%	20.2%	47.4%
13 Education	10,536	6,262	78.9%	16.6%	59.4%
52 Business, Management, Marketing and Related Support	8,221	3,812	76.9%	20.4%	46.4%
51 Health Professions and Related Clinical Sciences	5,358	3,039	66.6%	21.9%	56.7%
14 Engineering	5,514	1,822	65.6%	19.9%	33.0%
44 Public Administration and Social Service Professions	2,235	1,586	76.6%	40.6%	71.0%
22 Legal Professions and Studies	2,155	1,301	72.2%	31.2%	60.4%
45 Social Sciences	1,643	564	49.9%	19.4%	34.3%
50 Visual and Performing Arts	1,290	484	57.5%	27.4%	37.5%
11 Computer and Information Sciences and Support Services	1,943	460	59.2%	17.6%	23.7%
26 Biological and Biomedical Sciences	1,046	401	50.3%	23.4%	38.3%
23 English Language and Literatures/Letters	840	374	66.1%	20.1%	44.5%
4 Architecture and Related Services	840	364	62.0%	24.6%	43.3%
42 Psychology	899	359	57.8%	19.9%	39.9%
40 Physical Sciences	1,235	300	41.2%	18.4%	24.3%
19 Family and Consumer Sciences/Human Sciences	556	283	75.3%	14.7%	50.9%
43 Security and Protective Services	1,017	280	72.7%	7.3%	27.5%
9 Communication, Journalism and Related Programs	556	242	61.4%	25.4%	43.5%
15 Engineering Technologies/Technicians	509	224	62.9%	19.7%	44.0%
3 Natural Resources and Conservation	539	202	51.7%	23.5%	37.5%
25 Library Science	340	193	64.6%	20.0%	56.8%
30 Multi/Interdisciplinary Studies	394	191	63.8%	23.0%	48.5%
16 Foreign Languages, Literatures and Linguistics	431	150	56.8%	20.6%	34.8%
24 Liberal Arts and Sciences, General Studies and Humanities	332	146	70.8%	13.0%	44.0%
27 Mathematics and Statistics	387	137	55.6%	23.7%	35.4%
54 History	257	101	64.3%	20.0%	39.3%
5 Area, Ethnic, Cultural and Gender Studies	242	95	52.5%	29.8%	39.3%
1 Agriculture and Related Sciences	233	89	55.0%	23.4%	38.2%
38 Philosophy and Religious Studies	157	69	59.8%	21.5%	43.9%
31 Parks, Recreation, Leisure and Fitness Studies	107	50	58.8%	25.6%	46.7%
10 Communications Technologies/Technicians and Support	0	0			
12 Personal and Culinary Services	0	0			
28 ROTC	0	0			
29 Military Technologies	0	0			
39 Theology and Religious Vocations	0	0			
41 Science Technologies and Technicians	0	0			
46 Construction Trades	0	0			
47 Mechanic and Repair Technologies/Technicians	0	0			
48 Precision Production	0	0			
49 Transportation and Materials Moving	0	0			

Note: Exhibit sorted by number of graduates employed in Arizona.

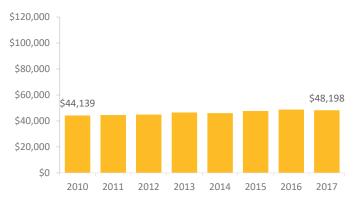
#### Exhibit W.ASU.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation

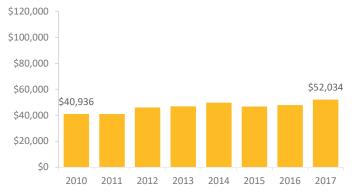


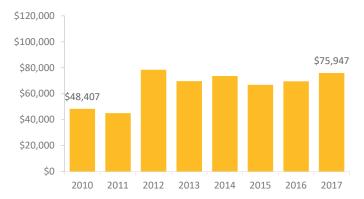


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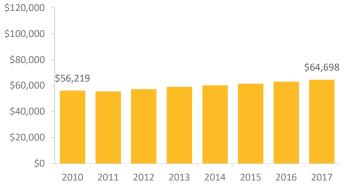
Five Years After Graduation



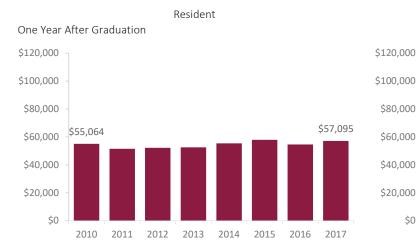




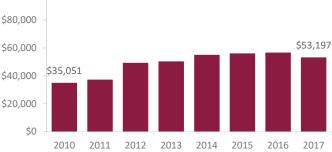
Ten Years After Graduation

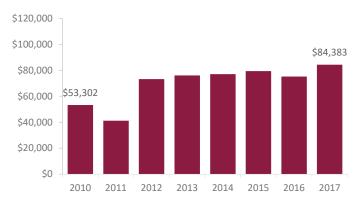


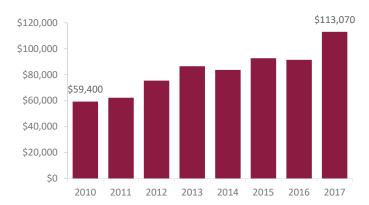
#### Exhibit W.ASU.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation



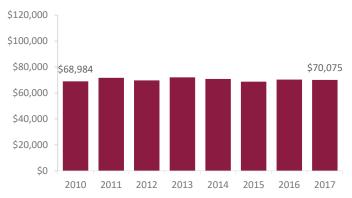
Non-Resident



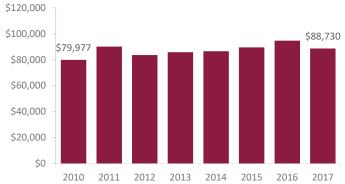




Five Years After Graduation



Ten Years After Graduation



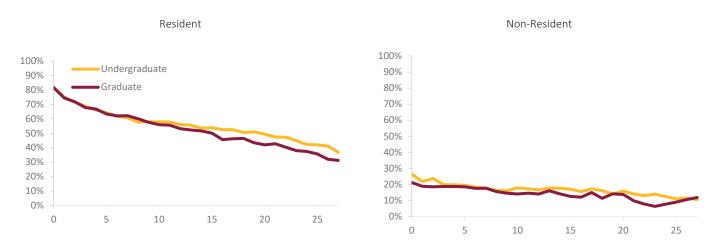


#### Exhibit W.ASU.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

Exhibit W.ASU.4: Median 2017 Wages Earned by Graduates in Arizona by Years Since Graduation



Exhibit W.ASU.5: Percentage of Graduates with Arizona Wages by Years Since Graduation *Arizona retention of ASU graduates markedly declines over time.* 



Note: All calculation based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Average wage calculations include all graduates that earned wages in Arizona during the year. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

### Exhibit W.ASU.6: 2017 Wages Earned in Arizona by Graduates *ASU graduates earned \$10.2 billion in Arizona wages in 2017.*

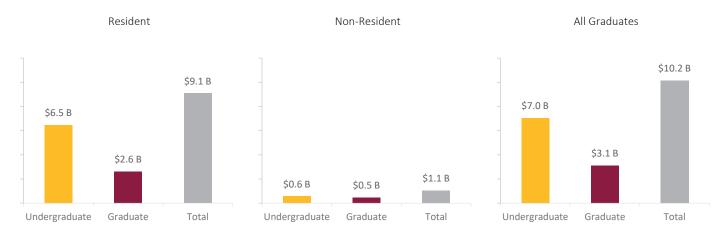
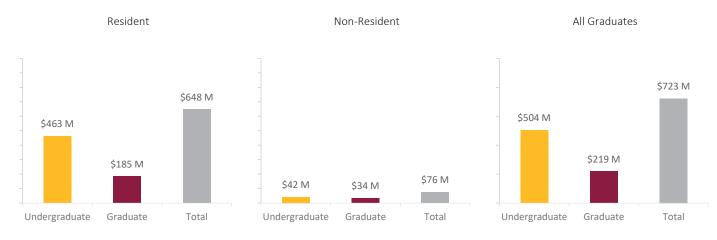


Exhibit W.ASU.7: 2017 Estimated State Taxes Paid by Graduates ASU graduates paid an estimated \$723 million in Arizona taxes in 2017.



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

## Exhibit W.ASU.8: Arizona Wages of 2013-2017 Bachelor's Degree Graduates by Instructional Program *The highest median wages for ASU bachelor's degree graduates are in computing and engineering.*

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	73,279	43,630	29,128
52 Business, Management, Marketing and Related Support	11,536	6,599	3,919
14 Engineering	5,293	3,112	1,863
45 Social Sciences	5,863	2,981	2,051
26 Biological and Biomedical Sciences	4,774	2,956	1,929
13 Education	3,523	2,872	1,956
9 Communication, Journalism and Related Programs	5,399	2,865	1,954
42 Psychology	4,352	2,612	1,805
51 Health Professions and Related Clinical Sciences	3,969	2,609	1,840
30 Multi/Interdisciplinary Studies	3,800	2,230	1,494
50 Visual and Performing Arts	3,752	2,146	1,476
43 Security and Protective Services	2,779	1,720	1,263
19 Family and Consumer Sciences/Human Sciences	2,701	1,651	1,226
31 Parks, Recreation, Leisure and Fitness Studies	2,113	1,435	973
11 Computer and Information Sciences and Support Services	1,916	1,304	782
44 Public Administration and Social Service Professions	1,399	1,056	829
23 English Language and Literatures/Letters	1,762	1,024	728
54 History	1,070	514	340
4 Architecture and Related Services	830	459	326
22 Legal Professions and Studies	706	416	295
41 Science Technologies and Technicians	566	370	253
27 Mathematics and Statistics	665	368	242
40 Physical Sciences	586	333	214
16 Foreign Languages, Literatures and Linguistics	622	321	212
24 Liberal Arts and Sciences, General Studies and Humanities	972	318	232
15 Engineering Technologies/Technicians	485	299	215
3 Natural Resources and Conservation	521	298	179
10 Communications Technologies/Technicians and Support	313	200	134
38 Philosophy and Religious Studies	353	195	128
5 Area, Ethnic, Cultural and Gender Studies	242	161	130
49 Transportation and Materials Moving	293	143	100
1 Agriculture and Related Sciences	124	63	40
12 Personal and Culinary Services	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
39 Theology and Religious Vocations	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

#### Exhibit W.ASU.8: (Continued)

F	Retention		With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
	Non-Res	All		5		
72.6%	23.6%	59.5%	66.8%	\$41,811	\$21,250	6.4%
73.8%	24.4%	57.2%	59.4%	\$48,878	\$19,583	5.0%
68.9%	24.3%	58.8%	59.9%	\$62,802	\$23,000	4.6%
67.6%	18.1%	50.8%	68.8%	\$40,312	\$21,500	6.7%
66.1%	32.4%	61.9%	65.3%	\$32,403	\$21,500	8.3%
86.2%	51.4%	81.5%	68.1%	\$41,167	\$20,000	6.1%
70.00/	22.10/	F2 10/	60.20/	¢10 510	¢20.025	6.2%
72.3%	23.1% 21.2%	53.1%	68.2%	\$40,519	\$20,025	7.1%
73.3%		60.0%	69.1%	\$35,105	\$19,750	
78.2%	24.7%	65.7%	70.5%	\$54,643	\$21,967	5.0%
72.5%	23.4%	58.7%	67.0%	\$40,826	\$23,000	7.1%
68.9%	22.1%	57.2%	68.8%	\$33,077	\$21,500	8.1%
79.2%	20.6%	61.9%	73.4%	\$39,296	\$19,250	6.1%
73.3%	23.0%	61.1%	74.3%	\$34,189	\$22,250	8.2%
74.9%	39.5%	67.9%	67.8%	\$32,175	\$20,795	8.1%
75.5%	31.6%	68.1%	60.0%	\$65,829	\$20,750	4.0%
80.6%	38.8%	75.5%	78.5%	\$38,488	\$21,250	6.9%
				<i> </i>	+	
72.3%	16.1%	58.1%	71.1%	\$35,150	\$21,640	7.7%
67.7%	11.1%	48.0%	66.1%	\$36,896	\$21,096	7.2%
69.6%	28.9%	55.3%	71.0%	\$44,355	\$22,563	6.4%
69.4%	22.3%	58.9%	70.9%	\$38,189	\$21,000	6.9%
78.5%	18.5%	65.4%	68.4%	\$55,717	\$23,000	5.2%
65.5%	17.7%	55.3%	65.8%	\$46,874	\$24,233	6.5%
62.1%	30.6%	56.8%	64.3%	\$40,076	\$25,000	7.8%
60.4%	13.0%	51.6%	66.0%	\$36,274	\$20,279	7.0%
69.5%	8.1%	32.7%	73.0%	\$46,693	\$25,000	6.7%
73.8%	27.0%	61.6%	71.9%	\$63,658	\$28,479	5.6%
63.8%	35.8%	57.2%	60.1%	\$39,052	\$20,571	6.6%
78.2%	18.7%	63.9%	67.0%	\$40,553	\$25,050	7.7%
65.7%	20.7%	55.2%	65.6%	\$36,547	\$24,058	8.3%
70.0%	41.4%	66.5%	80.7%	\$34,935	\$24,747	8.9%
57.3%	26.3%	48.8%	69.9%	\$36,415	\$26,000	9.0%
	24.49/	F0.0%		¢40.045	¢20,120	C 20/
65.8%	24.4%	50.8%	63.5%	\$40,845	\$20,138	6.2%

## Exhibit W.ASU.9: Arizona Wages of 2013-2017 Graduate Degree Graduates by Instructional Program *The highest median wages for ASU graduate degree graduates are in computing, engineering and business.*

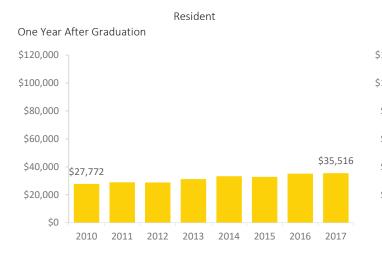
Total29,64513.0977,45413 Education5,6502,5031,9902 Business, Management, Marketing and Related Support5,6502,5031,99014 Engineering443951,4551,16122 Legal Professions and Studies1,3528814151 Heith Professions and Related Clinical Sciences1,04162243915 Usan And Performing Artis88036123916 Computer and Information Sciences and Support Services1,01728017 Computer and Information Sciences56926818819 Emily and Consumer Sciences52127715219 Emily and Consumer Sciences5692681884 Architecture and Related Services56926818843 Sciencial Sciences56926814520 Communication, Journalism and Related Programs43211614524 Deychological and Biomedical Sciences23114710024 Engla Franciator, Journalism and Related Programs43114710024 Engla Franciage and Hierarce/Justers13116710024 Engla Franciage and Hierarce/Justers1316023125 Engla Related Sciences1316023126 Obligical And Biomedical Sciences1316023127 Brittangage and Hierarce/Justers1316023128 Difficial Arian discinces1316023129 Engla Franciagees, Uterarce/Justers13160231	Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
52 Business, Management, Marketing and Related Support 6,022 2,503 1,504   14 Engineering 4,565 1,501 396   14 Public Administration and Social Service Professions 2,027 1,455 1,163   21 Legal Professions and Related Clinical Sciences 1,041 622 439   51 Health Professions and Related Clinical Sciences 1,041 622 439   50 Visual and Performing Ats 880 361 239   11 Computer and Information Sciences and Support Services 1,285 310 39   13 Entity and Protective Services 1,285 310 39   14 Sciences 569 268 188   4 Architecture and Related Services 569 268 188   4 Sciences 648 227 152   15 Engineering Technologies/Technicians 452 196 102   20 Communication, Journalism and Related Programs 433 195 36   24 Dychology 525 186 145 <t< th=""><th>Total</th><th>29,645</th><th>13,097</th><th>7,454</th></t<>	Total	29,645	13,097	7,454
14 Engineering 4,585 1,501 396   44 Public Administration and Studies 2,027 1,456 1,163   51 Health Professions and Studies 1,041 622 439   51 Health Professions and Related Clinical Sciences 1,041 622 439   50 Visual and Performing Arts 800 361 239   11 Computer and Information Sciences and Support Services 1,265 310 39   13 Security and Protective Services 1,017 280 196   14 Architecture and Related Services 569 268 108   15 Engineering Technologies/Technicians 452 196 102   14 Communication, Journalism and Related Programs 443 194 89   14 Psychology 52 186 145   26 Biological and Biomedical Sciences 429 185 78   30 Multi/Interdisciplinary Studies 313 157 100   24 Dehyclogy 521 186 64 3   25 Biological and Biomedical Sciences 429 185 78 30   26 Biological and Biomedical Sciences 313 157<	13 Education	5,650	2,720	1,990
44 Public Administration and Social Service Professions 2,027 1,456 1,163   22 Legal Professions and Studies 1,352 881 41   51 Health Professions and Related Clinical Sciences 1,041 622 439   50 Visual and Performing Arrs 880 361 239   11 Computer and Information Sciences and Support Services 1,285 310 39   12 Security and Protective Services 1,017 280 196   19 Family and Consumer Sciences/Human Sciences 521 273 196   9 Communication, Journalism and Related Programs 443 194 89   9 Communication, Journalism and Related Programs 443 194 89   9 Communication, Journalism and Related Programs 443 194 89   24 Uberal Arts and Sciences, General Studies and Humanities 311 167 100   24 Uberal Arts and Sciences, General Studies and Humanities 321 142 95   23 English Language, and Literatures/Letters 243 116 64   3 Natural Resources and Conservation 231 95 43   40 Physical Sciences 75 35 15<	52 Business, Management, Marketing and Related Support	6,022	2,503	1,504
22 Legal Professions and Studies1,328814151 Health Professions and Related Clinical Sciences1,04162243950 Visual and Performing Arts88036123911 Computer and Information Sciences and Support Services1,2653103913 Security and Protective Services1,2653103914 Architecture and Related Services52127319615 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948942 Psychology52518614526 Biological and Biomedical Sciences4291857826 Biological and Biomedical Sciences4291857827 Mathematics and Conservation2311954328 Uberal Arts and Sciences, General Studies and Humanities3211429529 Onthit/Interactional Resources and Conservation231954340 Physical Sciences29389212127 Mathematics and Statistics19471311116 Foreign Languages, Ilteratures Audies10750315429 History14548272121 Mathematics and Studies108201810025 Library Science000026 Library Science000027 Mathematics and Studies38201815538 Philosophy and Religious Vocations and	14 Engineering	4,585	1,501	396
1 1,041 621 439   50 Visual and Performing Arts 880 361 239   11 Computer and Information Sciences and Support Services 1,285 310 39   13 Security and Protective Services 1,017 280 1966   19 Family and Consumer Sciences/Human Sciences 521 273 196   4 Architecture and Related Services 569 268 188   4 Architecture and Related Services 569 268 188   4 Social Sciences 648 227 152   9 Communication, Journalism and Related Programs 443 194 89   20 Biological and Biomedical Sciences 429 185 78 30   20 MultyInterdisciplinary Studies 313 1571 100 1242 951   23 English Language and Literatures/Letters 243 116 64 3   24 Uberal Arts and Sciences, General Studies 107 50 31 16   24 Toti Sciences 293 89 2		2,027	1,456	1,163
50 Visual and Performing Arts 880 361 239   11 Computer and Information Sciences and Support Services 1,285 310 39   43 Security and Protective Services 521 273 196   19 Family and Consumer Sciences/Human Sciences 521 273 196   4 Architecture and Related Services 569 268 188   45 Social Sciences 648 227 152   15 Engineering Technologies/Technicians 452 196 102   9 Communication, Journalism and Related Programs 433 134 89   26 Biological and Biomedical Sciences 429 185 78 100   24 Liberal Arts and Sciences, General Studies and Humanities 321 142 95 23   23 English Language and Literatures/Letters 233 89 21 21   27 Mathematics and Statistics 194 71 31 16 64   3 Natural Resources and Conservation 231 95 43 29 31   27 Mathematics and Statistics 194 71 31 29 31 21 23   <	22 Legal Professions and Studies	1,352	881	41
11 Computer and Information Sciences and Support Services1,28531039143 Security and Protective Services1,01728019619 Family and Consumer Sciences/Human Sciences5212731964 Architecture and Related Services5692681884 Social Sciences64822715215 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948926 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Iberal Arts and Sciences, General Studies and Humanities3211429525 English Language and Linguistics13166643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages and Linguistics131602331 Parks, Recreation, Leisure and Fitness Studies107503154 History145482711 Agriculture and Related Sciences7535153 Parks, Recreation, Leisure and Fitness Studies00012 Personal and Culinary Services00025 Library Science000029 Military Technologies000029 Military Technologies and Technicians000 <td>51 Health Professions and Related Clinical Sciences</td> <td>1,041</td> <td>622</td> <td>439</td>	51 Health Professions and Related Clinical Sciences	1,041	622	439
43 Security and Protective Services1,01728019619 Family and Consumer Sciences/Human Sciences5212731964 Architecture and Related Services56926818845 Social Sciences64827715215 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948942 Psychology52518614526 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31317110024 Uberal Arts and Sciences, General Studies and Humanities3211429523 Inglish Language and Literatures/Letters243116643 Natural Resources and Conservation231954316 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences75351554 ROTC00029 Dramy Science00029 D	50 Visual and Performing Arts	880	361	239
19 Family and Consumer Sciences/Human Sciences5212731964 Architecture and Related Services56926818845 Social Sciences64822715215 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948942 Psychology52518614526 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters24316664313 Matural Resources and Conservation2316023273160233128 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History1454827153 Artural Response000025 Library Science000025 Library Science000026 ROTC00002715360028 ROTC000029 Hilltary Technologies and Technicians00029 KOTC000029 KOTC000029 KOTC0000 <t< td=""><td>11 Computer and Information Sciences and Support Services</td><td>1,285</td><td>310</td><td>39</td></t<>	11 Computer and Information Sciences and Support Services	1,285	310	39
4 Architecture and Related Services64261845 Social Sciences64822715215 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948942 Paychology52518614526 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602331 Parks, Recreation, Leisure and Fitness Studies107503154 History145351555 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science000028 ROTC0000029 Military Technologies000029 Inteology and Religious Vocations000029 KOTC0000029 KOTC0000029 ROTC00	43 Security and Protective Services	1,017	280	196
45 Social Sciences64822715215 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948924 Psychology2518614526 Biological and Biomedical Sciences4291857826 Biological and Biomedical Sciences4291857826 Biological and Biomedical Sciences31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History145482711 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38200025 Library Science000026 BOTC000027 Brack Recention Trades00048 Forcision Production00046 Construction Trades00047 Methanic and Repair Technologies/Technicians00<	19 Family and Consumer Sciences/Human Sciences	521	273	196
15 Engineering Technologies/Technicians4521961029 Communication, Journalism and Related Programs4431948942 Psychology52518614526 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3111429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science000025 Library Science000025 Library Science000041 Science Technologies Area Internicians00043 ROTC000029 Miltary Technologies and Technicians00041 Science Technologies and Technicians00042 Foreision Production Trades00 <td>4 Architecture and Related Services</td> <td>569</td> <td>268</td> <td>188</td>	4 Architecture and Related Services	569	268	188
9 Communication, Journalism and Related Programs4431948942 Psychology52518614526 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429525 Engish Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602331 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00028 ROTC000029 Theology and Religious Vocations00030 Theology and Religious Vocations00046 Construction Trades00046 Construction Trades00048 Precision Production000	45 Social Sciences	648	227	152
42 Psychology52518614526 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies382018810 Communications Technologies/Technicians and Support00028 Bilosophy Science00029 Library Science00029 Library Science00029 Stillary Technologies00029 Theology and Religious Vocations00046 Construction Trades00046 Construction Trades00048 Precision Production000	15 Engineering Technologies/Technicians	452	196	102
26 Biological and Biomedical Sciences4291857830 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science000029 Military Technologies000012 Personal and Culinary Services000029 Military Technologies and Technicians000046 Construction Trades0000046 Construction Trades0000048 Precision Production00000	9 Communication, Journalism and Related Programs	443	194	89
30 Multi/Interdisciplinary Studies31315710024 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602339 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science000029 Military Technologies000040 Construction Trades000041 Science Technologies and Technicians00042 Library Science000043 Hiltory Technologies and Technicians00044 Construction Trades000045 Library Science000046 Construction Trades000047 Mechanic and Repair Technologies/Technicians00048 Precision Production0 <td< td=""><td>42 Psychology</td><td>525</td><td>186</td><td>145</td></td<>	42 Psychology	525	186	145
24 Liberal Arts and Sciences, General Studies and Humanities3211429523 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38200012 Personal and Culinary Services000025 Library Science000090 Theology and Religious Vocations000046 Construction Trades000046 Construction Trades000048 Precision Production0000	26 Biological and Biomedical Sciences	429	185	78
23 English Language and Literatures/Letters243116643 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science000028 ROTC000029 Military Technologies000046 Construction Trades000046 Construction Trades000048 Precision Production0000	30 Multi/Interdisciplinary Studies	313	157	100
3 Natural Resources and Conservation231954340 Physical Sciences293892127 Mathematics and Statistics194713127 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science00026 KOTC00029 Military Technologies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00042 Kortuction Trades000043 Precision Production0000	24 Liberal Arts and Sciences, General Studies and Humanities	321	142	95
40Physical Sciences293892127Mathematics and Statistics194713116Foreign Languages, Literatures and Linguistics131602338Philosophy and Religious Studies108512931Parks, Recreation, Leisure and Fitness Studies108512931Parks, Recreation, Leisure and Fitness Studies7535155Area, Ethnic, Cultural and Gender Studies38201810Communications Technologies/Technicians and Support00025Library Science00025Library Science00028ROTC00029Military Technologies00039Theology and Religious Vocations00046Construction Trades00047Mechanic and Repair Technologies/Technicians00048Precision Production000	23 English Language and Literatures/Letters	243	116	64
27 Mathematics and Statistics194713116 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00025 Library Science000025 Library Science000029 Military Technologies and Technicians00014 Science Technologies and Technicians00029 Military Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	3 Natural Resources and Conservation	231	95	43
16 Foreign Languages, Literatures and Linguistics131602338 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00029 Military Technologies00039 Theology and Religious Vocations00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	40 Physical Sciences	293	89	21
38 Philosophy and Religious Studies108512931 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00029 Military Technologies00039 Theology and Religious Vocations00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	27 Mathematics and Statistics	194	71	31
31 Parks, Recreation, Leisure and Fitness Studies107503154 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00028 ROTC00029 Military Technologies00039 Theology and Religious Vocations00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	16 Foreign Languages, Literatures and Linguistics	131	60	23
54 History14548271 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00028 ROTC00029 Military Technologies00039 Theology and Religious Vocations00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	38 Philosophy and Religious Studies	108	51	29
1 Agriculture and Related Sciences7535155 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00028 ROTC00029 Military Technologies00039 Theology and Religious Vocations00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production00049 Precision Production000	31 Parks, Recreation, Leisure and Fitness Studies	107	50	31
5 Area, Ethnic, Cultural and Gender Studies38201810 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00028 ROTC00029 Military Technologies00039 Theology and Religious Vocations00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	54 History	145	48	27
10 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00025 Library Science00028 ROTC00029 Military Technologies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	1 Agriculture and Related Sciences	75	35	15
12 Personal and Culinary Services00025 Library Science00028 ROTC00029 Military Technologies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	5 Area, Ethnic, Cultural and Gender Studies	38	20	18
25 Library Science 0 0 0 0 28 ROTC 0 0 0 29 Military Technologies 0 0 0 0 39 Theology and Religious Vocations 0 0 0 0 41 Science Technologies and Technicians 0 0 0 0 42 Construction Trades 0 0 0 0 43 Precision Production 0 0 0 48 Precision Production 0 0 0	10 Communications Technologies/Technicians and Support	0	0	0
28 ROTC00029 Military Technologies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	12 Personal and Culinary Services	0	0	0
29 Military Technologies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	25 Library Science	0	0	0
39 Theology and Religious Vocations00041 Science Technologies and Technicians000046 Construction Trades000047 Mechanic and Repair Technologies/Technicians000048 Precision Production0000	28 ROTC	0	0	0
41 Science Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	29 Military Technologies	0	0	0
46 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	39 Theology and Religious Vocations	0	0	0
47 Mechanic and Repair Technologies/Technicians00048 Precision Production000	41 Science Technologies and Technicians	0	0	0
48 Precision Production 0 0 0	46 Construction Trades	0	0	0
	47 Mechanic and Repair Technologies/Technicians	0	0	0
49 Transportation and Materials Moving000	48 Precision Production	0	0	0
	49 Transportation and Materials Moving	0	0	0

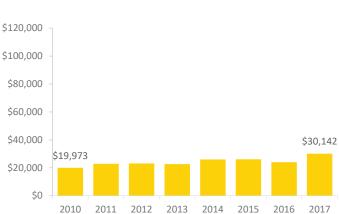
Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

#### Exhibit W.ASU.9: (Continued)

Retention Res Non-Res All	With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
72.6% 19.4% 44.2%	56.9%	\$58,415	\$39,226	8.9%
78.4% 14.0% 48.1%	73.2%	\$49,391	\$35,500	9.5%
77.0% 18.7% 41.6%	60.1%	\$82,841	\$41,000	6.6%
68.3% 20.0% 32.7%	26.4%	\$81,667	\$20,500	3.3%
77.2% 42.5% 71.8%	79.9%	\$48,225	\$41,000	11.3%
74.2% 32.9% 65.2%	4.7%	\$66,462	\$29,550	5.9%
74.2% 21.9% 59.8%	70.6%	\$73,344	\$46,123	8.3%
61.5% 30.2% 41.0%	66.2%	\$33,965	\$45,250	17.7%
61.0% 19.1% 24.1%	12.6%	\$94,310	\$30,750	4.3%
72.7% 7.3% 27.5%	70.0%	\$49,736	\$40,832	10.9%
76.6% 13.9% 52.4%	71.8%	\$43,060	\$36,156	11.1%
67.1% 26.0% 47.1%	70.1%	\$54,315	\$61,038	14.9%
55.2% 17.9% 35.0%	67.0%	\$54,327	\$35,143	8.6%
63.9% 18.2% 43.4%	52.0%	\$67,161	\$26,303	5.2%
62.2% 25.3% 43.8%	45.9%	\$45,432	\$37,069	10.8%
54.4% 17.9% 35.4%	78.0%	\$60,123	\$55,776	12.3%
54.3% 28.3% 43.1%	42.2%	\$53,937	\$28,543	7.0%
67.9% 21.7% 50.2%	63.7%	\$48,978	\$38,634	10.5%
71.1% 12.8% 44.2%	66.9%	\$44,227	\$45,212	13.6%
66.7% 22.9% 47.7%	55.2%	\$44,300	\$35,428	10.6%
58.9% 24.4% 41.1%	45.3%	\$54,064	\$31,054	7.6%
51.1% 26.4% 30.4%	23.6%	\$61,655	\$21,217	4.6%
51.9% 25.7% 36.6%	43.7%	\$67,575	\$41,000	8.1%
59.2% 30.0% 45.8%	38.3%	\$41,395	\$19,363	6.2%
59.7% 22.2% 47.2%	56.9%	\$39,199	\$45,125	15.3%
58.8% 25.6% 46.7%	62.0%	\$46,098	\$37,795	10.9%
64.3% 13.5% 33.1%	56.3%	\$44,751	\$30,946	9.2%
67.4% 18.8% 46.7%	42.9%	\$68,987	\$40,507	7.8%
66.7% 40.0% 52.6%	90.0%	\$34,237	\$41,119	15.9%

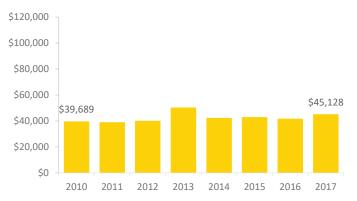
#### Exhibit W.NAU.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation

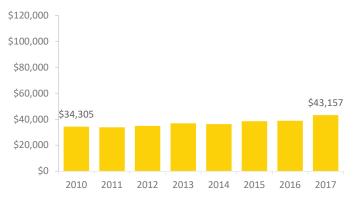


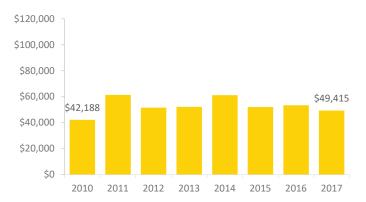


Non-Resident

Five Years After Graduation

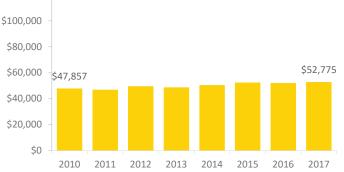




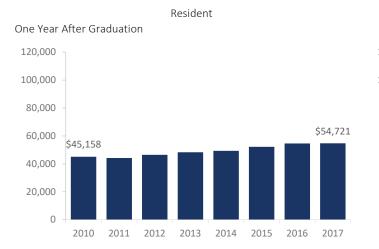


Ten Years After Graduation

\$120,000



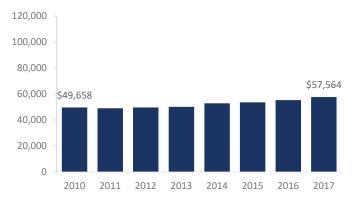
#### Exhibit W.NAU.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation

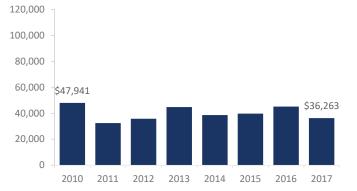


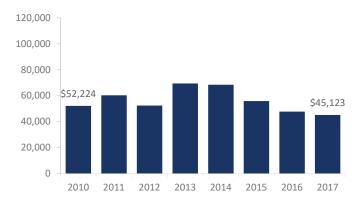
120,000 100,000 80,000 60,000 40.000 \$32,055 \$24,312 20,000 0 2010 2011 2012 2013 2014 2015 2016 2017

Non-Resident

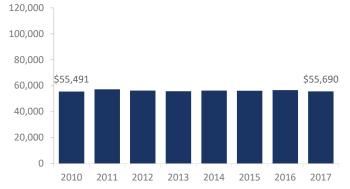








Ten Years After Graduation





#### Exhibit W.NAU.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

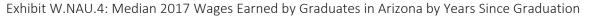
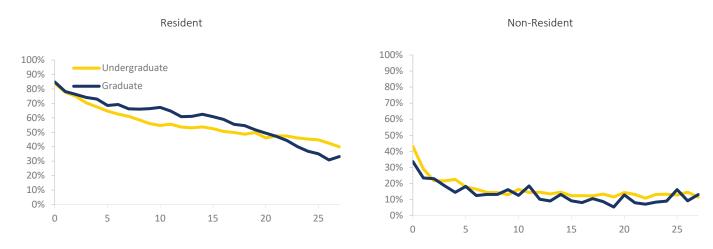




Exhibit W.NAU.5: Percentage of Graduates with Arizona Wages by Years Since Graduation *Arizona's retention of NAU graduates markedly declines over time.* 



Note: All calculation based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Average wage calculations include all graduates that earned wages in Arizona during the year. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

### Exhibit W.NAU.6: 2017 Wages Earned in Arizona by Graduates *NAU graduates earned \$3.7 billion in Arizona wages in 2017.*

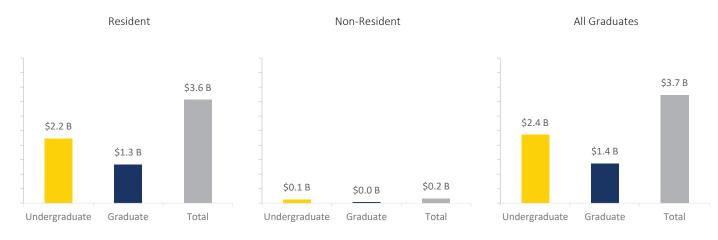
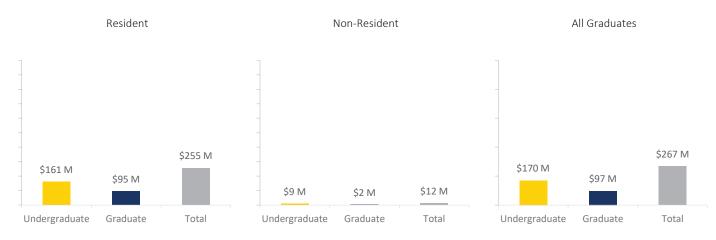


Exhibit W.NAU.7: 2017 Estimated State Taxes Paid by Graduates *NAU graduates paid an estimated \$267 million in Arizona taxes in 2017.* 



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

### Exhibit W.NAU.8: Arizona Wages of 2013-2017 Bachelor's Degree Graduates by Instructional Program *The highest median wages for NAU bachelor's degree graduates are in computing and engineering.*

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	23,424	15,093	5,418
52 Business, Management, Marketing and Related Support	3,948	2,408	821
51 Health Professions and Related Clinical Sciences	2,939	2,251	880
13 Education	2,764	2,166	860
24 Liberal Arts and Sciences, General Studies and Humanities	2,847	2,029	769
45 Social Sciences	1,860	1,048	365
26 Biological and Biomedical Sciences	1,587	934	308
42 Psychology	1,156	758	303
9 Communication, Journalism and Related Programs	1,107	605	210
50 Visual and Performing Arts	852	511	173
14 Engineering	924	481	152
31 Parks, Recreation, Leisure and Fitness Studies	832	435	113
41 Science Technologies and Technicians	519	406	159
3 Natural Resources and Conservation	526	283	83
40 Physical Sciences	526	255	90
44 Public Administration and Social Service Professions	346	219	91
23 English Language and Literatures/Letters	322	189	67
30 Multi/Interdisciplinary Studies	203	135	39
16 Foreign Languages, Literatures and Linguistics	183	112	36
11 Computer and Information Sciences and Support Services	187	91	27
27 Mathematics and Statistics	119	74	17
54 History	158	69	27
38 Philosophy and Religious Studies	76	47	12
5 Area, Ethnic, Cultural and Gender Studies	53	28	10
22 Legal Professions and Studies	32	13	2
1 Agriculture and Related Sciences	0	0	0
4 Architecture and Related Services	0	0	0
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
15 Engineering Technologies/Technicians	0	0	0
19 Family and Consumer Sciences/Human Sciences	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
39 Theology and Religious Vocations	0	0	0
43 Security and Protective Services	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

#### Exhibit W.NAU.8: (Continued)

	Retention Non-Res	All	With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
75.1%	28.3%	64.4%	35.9%	\$40,306	\$6,188	1.9%
	27.00/	C1 00/	24.10/		ćc 422	1.00/
75.7% 82.4%	27.8% 27.7%	61.0%	34.1%	\$44,544	\$6,432 \$6,184	1.8%
82.4% 84.3%	27.7% 39.3%	76.6% 78.4%	39.1% 39.7%	\$57,173 \$40,482	\$6,184	1.4% <mark>-</mark> 1.9% <mark>-</mark>
84.3 <i>%</i> 75.2%	39.3% 18.9%	78.4%	37.9%	\$40,482	\$6,188	1.8%
73.2%	18.9% 27.9%	71.3 <i>%</i> 56.3%	34.8%	\$42,256	\$7,420	2.7%
/ 1.1/0	27.970	50.570	34.070	Ş34,893	\$7,420 <b>—</b>	2.770
68.8%	31.3%	58.9%	33.0%	\$28,860	\$6,780	2.9%
75.8%	30.1%	65.6%	40.0%	\$31,154	\$7,420	3.0%
69.2%	25.3%	54.7%	34.7%	\$34,338	\$7,422	2.7%
67.9%	31.7%	60.0%	33.9%	\$30,068	\$7,420	3.1%
69.6%	25.5%	52.1%	31.6%	\$57,530	\$7,420	1.6%
68.0%	24.6%	52.3%	26.0%	\$27,675	\$7,420	3.4%
80.4%	16.7%	78.2%	39.2%	\$41,420	\$6,186	1.9%
63.4%	33.3%	53.8%	29.3%	\$26,695	\$7,420	3.5%
61.1%	25.7%	48.5%	35.3%	\$32,746	\$7,420	2.8%
78.7%	30.6%	63.3%	41.6%	\$34,855	\$7,422	2.7%
68.5%	32.2%	58.7%	35.4%	\$29,123	\$6,190	2.7%
76.6%	34.7%	66.5%	28.9%	\$29,928	\$7,420	3.1%
69.3%	24.2%	61.2%	32.1%	\$33,331	\$6,184	2.3%
60.8%	21.1%	48.7%	29.7%	\$69,624	\$7,420	1.3%
70.0%	37.9%	62.2%	23.0%	\$36,686	\$7,420	2.5%
55.4%	22.8%	43.7%	39.1%	\$27,382	\$7,422	3.4%
63.5%	53.8%	61.8%	25.5%	\$26,422	\$7,421	3.5%
59.5%	27.3%	52.8%	35.7%	\$29,679	\$6,283	2.7%
50.0%	28.6%	40.6%	15.4%	\$26,815		

### Exhibit W.NAU.9: Arizona Wages of 2013-2017 Graduate Degree Graduates by Instructional Program *More than 50 percent of NAU graduate degrees are in education.*

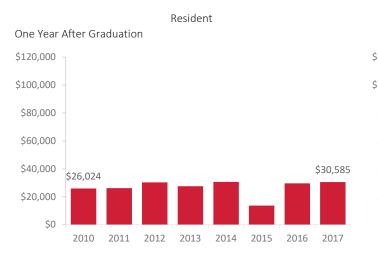
Total   6,965   4,708   1,546     13   Education   3,646   2,751   997     51   Iealth Professions and Related Clinical Sciences   600   294   997     52   Business, Management, Marketing and Related Support   741   543   766   771     35   Social Sciences   252   1021   171     42   System   165   96   222     3   Natural Resources and Conservation   153   54   51     56   600 gotal and Romedical Sciences   116   48   71     40   Physical Sciences   105   381   3     41   Forgineering   70   37   91     27   Mathematics and Statistics   55   33   4     9   Ommunication, Journalism and Related Programs   56   391   8     44   Public Administration and Sciences   371   28   15   1     30   Multi/Interdisciplinary Studies   51   1   1	Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
51 Heath Professions and Related Clinical Sciences 1,020 690 224   52 Business, Management, Marketing and Related Support 741 203 761   45 Social Sciences 252 1021 171   42 Psychology 165 96 221   3 Natural Resources and Conservation 153 541 51   3 Balaines 105 381 3   44 Psychology 105 381 3   47 Psychology 105 381 3   48 71 91 3 3   41 Engineering 701 371 91   27 Mathematics and Statistics 561 331 41   9 Communication, Journalism and Related Programs 561 291 81   41 Public Administration and Social Service Professions 371 281 151   20 Visual and Performing Arts 491 231 61 30   30 Mult/Interdisciplinary Studies 11 1 1 1	Total	6,986	4,708	1,546
52 Business, Management, Marketing and Related Support 741 542 185   23 English Language and Literatures/Letters 414 203 76   45 Social Sciences 222 1021 171   42 Psychology 165 96 22   3 Natural Resources and Conservation 153 54 51   26 Biological and Biomedical Sciences 116 48 71   40 Physical Sciences 105 38 3   14 Engineering 70 371 91   27 Mathematics and Statistics 56 33 41   9 Communication, Journalism and Related Programs 56 33 41   9 Communication, Journalism and Social Service Professions 377 28 15   50 Visual and Performing Arts 49 23 51 1   24 Liberal Arts and Sciences, General Studies and Humanities 11 41 2   24 Liberal Arts and Sciences, General Studies and Support Services 1 0 0   14 Engineering Technologies/Technicians and Support 0 0 0   24 Liberal Arts and Sciences, General Studies and Support 0	13 Education	3,646	2,751	897
23English Language and Literatures/Letters4142037645Social Sciences2521021742Psychology16596223Natural Resources and Conservation153545126Biological and Biomedical Sciences1164817140Physical Sciences10538341Engineering70379127Mathematics and Statistics5633419Communication, Journalism and Related Programs562918144Public Administration and Social Service Professions372815130Visual and Performing Arts49236130Multi/Interdisciplinary Studies51221354History42211116Foreign Languages, Literatures and Linguistics2351121Uberal Arts and Sciences, General Studies and Humanities1141211Computer and Related Sciences00012Architecture and Related Services00014Architecture and Related Services00015Engineering Technologies/Technicians and Support00019Family and Consumer Sciences/Human Sciences00021Legal Professions and Studies00022Legal Professions and Studies00	51 Health Professions and Related Clinical Sciences	1,020	690	294
45 Social Sciences25210217142 Psychology16596223 Natural Resources and Conservation153545126 Biological and Biomedical Sciences116487140 Physical Sciences10538314 Ingineering70379127 Mathematics and Statistics5629844 Public Administration and Related Programs5629844 Public Administration and Social Service Professions37281550 Visual and Performing Arts49236630 Mult/Interdisciplinary Studies51223354 History42211116 Foreign Languages, Literatures and Linguistics235124 Liberal Arts and Sciences, General Studies and Humanities114211 Computer and Information Sciences and Support Services0001 Agriculture and Related Services00010 Communications Technologies/Technicians and Support00015 Engineering Technologies/Technicians and Support00021 Legal Professions and Studies000022 Legal Professions and Studies000023 ROTC0000024 History Studies000025 Legal Professions and Studies000021 Legal Professions and Studies	52 Business, Management, Marketing and Related Support	741	542	185
42Psychology16596223Natural Resources and Conservation153545126Biological and Biomedical Sciences116487140Physical Sciences10538341Engineering70379127Mathematics and Statistics5633419Communication, Journalism and Related Programs56298144Public Administration and Social Service Professions3712815150Visual and Performing Arts49236130MultU/Interdisciplinary Studies5122354History42211116foreign Languages, Literatures and Linguistics2351121Uberal Arts and Sciences, General Studies and Humanities114211computer and Information Sciences and Support Services1101Agriculture and Related Sciences00010Communications Technologies/Technicians and Support00012Personal and Culinary Services00013Pards, Recreation, Leisure and Fitness Studies00014Professions and Studies00015Engineering Technologies00016Jarage Endicologies Studies00017Fards, Recreation, Leisure and Fitness Studies				
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40 Physical Sciences10538314 Engineering70379127 Mathematics and Statistics5633419 Communication, Journalism and Related Programs56298144 Public Administration and Social Service Professions372815150 Visual and Performing Arts49236130 Mult/Interdisciplinary Studies5122354 History42211116 Foreign Languages, Literatures and Linguistics235124 Liberal Arts and Sciences, General Studies and Humanities114211 Computer and Information Sciences and Support Services1101 Agriculture and Related Sciences0005 Area, Ethnic, Cultural and Gender Studies00015 Engineering Technologies/Technicians00019 Family and Consumer Sciences/Human Sciences00022 Legal Professions and Studies00023 Legal Professions and Studies00024 Broit000025 Library Science000029 Roit000039 Theologies000039 Theologies And Filenses Studies00039 Theologies and Technicians00031 Parks, Recreation, Leisure and Filtness Studies00039 Theologies	3 Natural Resources and Conservation	153	54	5
14 Engineering70379127 Mathematics and Statistics5633419 Communication, Journalism and Related Programs56298144 Public Administration and Social Service Professions37281550 Visual and Performing Arts49236130 Multi/Interdisciplinary Studies5122354 History42211116 Foreign Languages, Literatures and Linguistics2351124 Liberal Arts and Sciences, General Studies and Humanities1141211 Computer and Information Sciences and Support Services1101 Agriculture and Related Sciences0004 Architecture and Related Services00010 Communications Technologies/Technicians and Support0015 Engineering Technologies/Technicians00025 Library Science00029 Hildrary Technologies00029 Hildrary Technologies00021 Parsk, Recreation, Leisure and Fitness Studies00029 Theology and Religious Studies00030 Studies000020 Studies000021 Parsk, Recreation, Leisure and Fitness Studies00039 Theology and Religious Studies00030 Studies000031 Parks, Recreati	26 Biological and Biomedical Sciences	116	48	7
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16 Foreign Languages, Literatures and Linguistics235124 Liberal Arts and Sciences, General Studies and Humanities114211 Computer and Information Sciences and Support Services1101 Agriculture and Related Sciences0004 Architecture and Related Services0005 Area, Ethnic, Cultural and Gender Studies00010 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00015 Engineering Technologies/Technicians00019 Family and Consumer Sciences/Human Sciences00022 Legal Professions and Studies00023 Military Service000024 Library Science000025 Library Science000029 Military Technologies000031 Parks, Recreation, Leisure and Fitness Studies00039 Theology and Religious Vocations00031 Parks, Recreation, Leisure and Fitness00033 Security and Protective Services00046 Construction Trades00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	30 Multi/Interdisciplinary Studies	51	22	3
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11 Computer and Information Sciences and Support Services1101 Agriculture and Related Sciences0004 Architecture and Related Services0005 Area, Ethnic, Cultural and Gender Studies00010 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00019 Family and Consumer Sciences/Human Sciences00019 Family and Consumer Sciences/Human Sciences00022 Legal Professions and Studies00025 Library Science00028 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00039 Theology and Religious Vocations00044 Science Technologies and Technicians00045 Construction Trades00046 Construction Trades00048 Precision Production000	16 Foreign Languages, Literatures and Linguistics	23	5	1
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4 Architecture and Related Services0005 Area, Ethnic, Cultural and Gender Studies00010 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00015 Engineering Technologies/Technicians00019 Family and Consumer Sciences/Human Sciences00022 Legal Professions and Studies00025 Library Science00028 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00033 Theology and Religious Studies00034 Science Technologies and Technicians00035 Science Technologies and Technicians00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	11 Computer and Information Sciences and Support Services	1	1	0
5 Area, Ethnic, Cultural and Gender Studies00010 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00015 Engineering Technologies/Technicians00019 Family and Consumer Sciences/Human Sciences00022 Legal Professions and Studies00025 Library Science00028 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00039 Theology and Religious Studies00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	1 Agriculture and Related Sciences	0	0	0
10 Communications Technologies/Technicians and Support00012 Personal and Culinary Services00015 Engineering Technologies/Technicians00019 Family and Consumer Sciences/Human Sciences00022 Legal Professions and Studies00025 Library Science00028 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00039 Theology and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00045 Construction Trades00046 Construction Trades00048 Precision Production00048 Precision Production000	4 Architecture and Related Services	0	0	0
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22 Legal Professions and Studies00025 Library Science00028 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00038 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	15 Engineering Technologies/Technicians	0	0	0
25 Library Science00028 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00038 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	19 Family and Consumer Sciences/Human Sciences	0	0	0
28 ROTC00029 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00038 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	22 Legal Professions and Studies	0	0	0
29 Military Technologies00031 Parks, Recreation, Leisure and Fitness Studies00038 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	25 Library Science	0	0	0
31 Parks, Recreation, Leisure and Fitness Studies00038 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	28 ROTC	0	0	0
38 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	29 Military Technologies	0	0	0
38 Philosophy and Religious Studies00039 Theology and Religious Vocations00041 Science Technologies and Technicians00043 Security and Protective Services00046 Construction Trades00047 Mechanic and Repair Technologies/Technicians00048 Precision Production000	31 Parks, Recreation, Leisure and Fitness Studies	0	0	0
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47 Mechanic and Repair Technologies/Technicians00048 Precision Production000	43 Security and Protective Services	0	0	0
47 Mechanic and Repair Technologies/Technicians00048 Precision Production000	46 Construction Trades	0	0	0
48 Precision Production 0 0 0				
			-	-
	49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

#### Exhibit W.NAU.9: (Continued)

	etention Non-Res	All	With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
76.9%	23.2%	67.4%	32.8%	\$54,692	\$15,952	3.9%
81.0% 77.3% 79.3% 71.1%	25.6% 14.1% 27.3% 10.6%	75.5% 67.6% 73.1% 49.0%	32.6% 42.6% 34.1% 37.4%	\$51,983 \$70,678 \$67,990 \$45,894	\$12,151 \$20,282 \$18,944 \$15,677	3.1% 3.8% 3.7% 4.5%
56.2%	21.7%	40.5%	16.7%	\$43,066	\$16,177	5.0%
68.5% 40.7%	23.7% 29.2%	58.2% 35.3%	22.9% 9.3%	\$56,498 \$45,529	\$14,522	3.4%
40.5%	42.9%	41.4%	14.6%	\$42,791	\$15,732	4.9%
50.0% 60.4%	27.0% 36.4%	36.2% 52.9%	7.9% 24.3%	\$53,359 \$59,213	\$20,296	4.5%
75.0%	37.5%	58.9%	12.1%	\$65,758	<b>•</b>	
63.2%	27.8% 28.6%	51.8%	27.6%	\$43,262	\$19,924 \$14,694	6.1% 4.0%
86.7% 68.2%	28.6% 29.6%	75.7% 46.9%	53.6% 26.1%	\$49,213 \$43,795	\$14,694	7.0%
51.4%	25.0%	43.1%	13.6%	\$22,429	\$23,003	7.070
65.4% 40.0% 60.0% 100.0%	25.0% 16.7% 16.7%	50.0% 21.7% 36.4% 100.0%	4.8% 20.0% 50.0%	\$40,897		

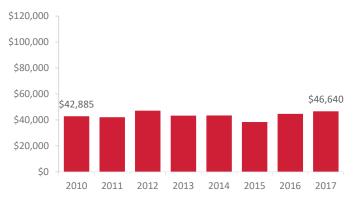
#### Exhibit W.UA.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation

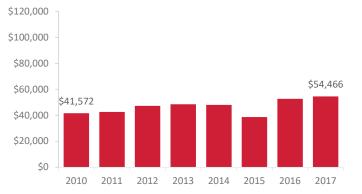


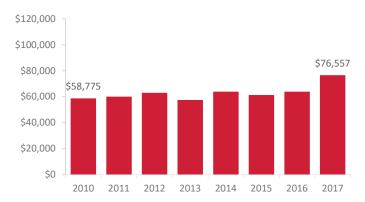
\$120,000 \$100,000 \$80,000 \$60,000 \$33,557 \$40,000 \$27,631 \$20,000 \$0 2010 2011 2012 2013 2014 2015 2016 2017

Non-Resident



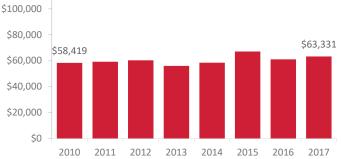




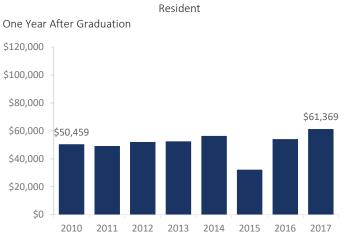


Ten Years After Graduation

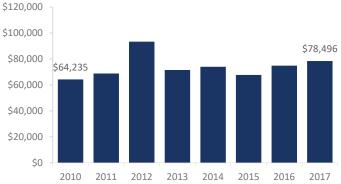
\$120,000



#### Exhibit W.UA.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation



Five Years After Graduation





\$120,000

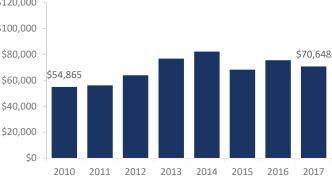
\$100,000

\$80,000

\$60,000

\$40,000

\$58,253



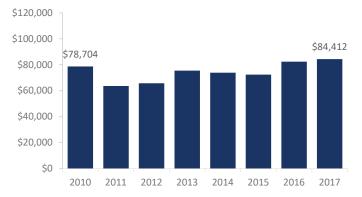
Non-Resident

\$42,817

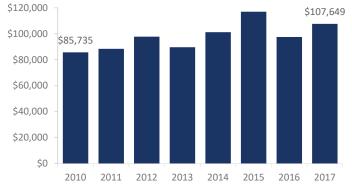
2017

2015

2016



Ten Years After Graduation



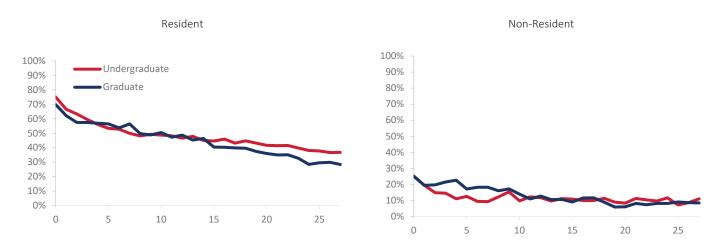


#### Exhibit W.UA.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

Exhibit W.UA.4: Median 2017 Wages Earned by Graduates in Arizona by Years Since Graduation



Exhibit W.UA.5: Percentage of Graduates with Arizona Wages by Years Since Graduation *Arizona retention of UA graduates markedly declines over time.* 



Note: All calculation based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Average wage calculations include all graduates that earned wages in Arizona during the year. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

### Exhibit W.UA.6: 2017 Wages Earned in Arizona by Graduates *UA graduates earned \$4.7 billion in Arizona wages in 2017.*

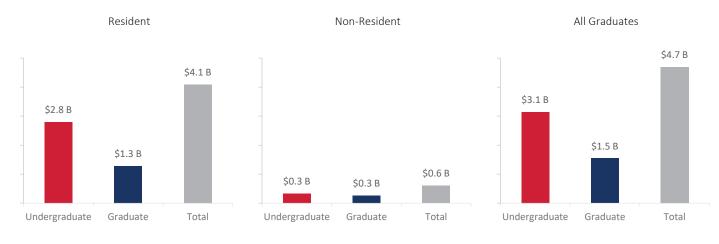
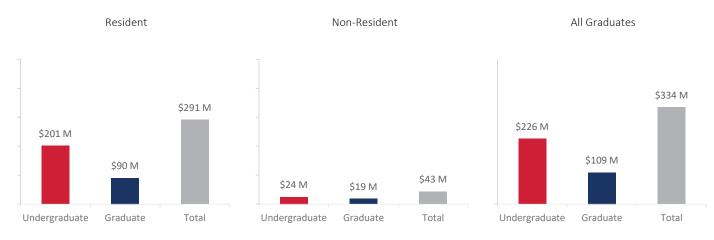


Exhibit W.UA.7: 2017 Estimated State Taxes Paid by Graduates UA graduates paid an estimated \$334 million in Arizona taxes in 2017.



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

## Exhibit W.UA.8: Arizona Wages of 2013-2017 Bachelor's Degree Graduates by Instructional Program *The highest median wages for UA bachelor's degree graduates are in computing and engineering.*

Total	31,938	16,075	9,850
52 Business, Management, Marketing and Related Support	4,904	2,178	1,181
26 Biological and Biomedical Sciences	3,284	1,732	979
12 Psychology	2,552	1,456	934
51 Health Professions and Related Clinical Sciences	2,248	1,385	903
45 Social Sciences	3,107	1,223	802
14 Engineering	2,046	1,060	577
30 Multi/Interdisciplinary Studies	2,255	1,031	647
13 Education	1,503	1,006	630
16 Foreign Languages, Literatures and Linguistics	1,162	665	454
50 Visual and Performing Arts	1,493	633	428
9 Communication, Journalism and Related Programs	1,559	614	349
19 Family and Consumer Sciences/Human Sciences	815	488	320
23 English Language and Literatures/Letters	818	460	287
11 Computer and Information Sciences and Support Services	830	404	222
1 Agriculture and Related Sciences	597	353	206
10 Physical Sciences	775	317	196
54 History	529	297	198
4 Public Administration and Social Service Professions	517	292	203
13 Security and Protective Services	314	232	164
4 Architecture and Related Services	593	230	129
38 Philosophy and Religious Studies	441	215	132
27 Mathematics and Statistics	538	206	115
3 Natural Resources and Conservation	409	206	128
5 Area, Ethnic, Cultural and Gender Studies	356	202	156
11 Science Technologies and Technicians	197	136	85
15 Engineering Technologies/Technicians	131	54	37
22 Legal Professions and Studies	78	51	34
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
24 Liberal Arts and Sciences, General Studies and Humanities	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
31 Parks, Recreation, Leisure and Fitness Studies	0	0	0
39 Theology and Religious Vocations	0	0	0
16 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

#### Exhibit W.UA.8: (Continued)

Retention Res Non-Res	All	With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
64.6% 17.6%	50.3%	61.3%	\$29,250	\$22,862	9.8%
62.8% 18.9%	44.4%	54.2%	\$40,605	\$21,023	6.5%
58.1% 20.8%	52.7%	56.5%	\$18,326	\$25,442	17.4%
70.1% 18.3%	57.1%	64.1%	\$26,963	\$22,248	10.3%
70.4% 25.3%	61.6%	65.2%	\$26,681	\$24,039	11.3%
60.8% 12.1%	39.4%	65.6%	\$28,827	\$24,740	10.8%
62.5% 21.4%	51.8%	54.4%	\$54,952	\$23,254	5.3%
67.6% 14.0%	45.7%	62.8%	\$25,102	\$25,256	12.6%
77.5% 32.2%	66.9%	62.6%	\$32,399	\$21,276	8.2%
64.1% 22.1%	57.2%	68.3%	\$24,840	\$27,533	13.9%
54.9% 11.0%	42.4%	67.6%	\$20,471	\$23,006	14.1%
63.6% 16.0%	39.4%	56.8%	\$29,016	\$21,308	9.2%
72.5% 17.2%	59.9%	65.6%	\$28,423	\$20,325	9.0%
62.8% 25.2%	56.2%	62.4%	\$21,941	\$24,743	14.1%
59.0% 16.1%	48.7%	55.0%	\$52,715	\$24,869	5.9%
69.5% 18.2%	59.1%	58.4%	\$30,168	\$19,588	8.1%
50.7% 16.3%	40.9%	61.8%	\$35,466	\$25,980	9.2%
67.3% 20.0%	56.1%	66.7%	\$27,378	\$30,136	13.8%
69.1% 17.5%	56.5%	69.5%	\$34,803	\$19,798	7.1%
84.8% 31.3%	73.9%	70.7%	\$25,355	\$20,133	10.0%
60.8% 16.1%	38.8%	56.1%	\$31,367	\$28,944	11.6%
57.0% 19.6%	48.8%	61.4%	\$23,907	\$25,730	13.5%
50.1% 11.0%	38.3%	55.8%	\$37,272	\$25,814	8.7%
57.1% 24.7%	50.4%	62.1%	\$20,328	\$22,098	13.6%
67.2% 13.0%	56.7%	77.2%	\$25,905	\$32,660	15.8%
70.5%	69.0%	62.5%	\$42,176	\$19,492	5.8%
49.4% 27.1%	41.2%	68.5%	\$55,323	\$31,500	7.1%
72.6% 37.5%	65.4%	66.7%	\$12,447	\$37,849	38.1%

Exhibit W.UA.9: Wages of 2013-2017 Graduate Degree Graduates Employed In State by Instructional Program *The highest median wages for UA graduate degree graduates are in engineering, business and computing.* 

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	13,000	5,701	3,662
51 Health Professions and Related Clinical Sciences	3,297	1,727	1,409
13 Education	1,240	791	498
52 Business, Management, Marketing and Related Support	1,458	767	452
22 Legal Professions and Studies	803	420	330
14 Engineering	859	284	89
45 Social Sciences	743	235	132
25 Library Science	340	193	132
40 Physical Sciences	837	173	54
26 Biological and Biomedical Sciences	501	168	77
11 Computer and Information Sciences and Support Services	657	149	48
44 Public Administration and Social Service Professions	171	102	70
50 Visual and Performing Arts	361	100	64
4 Architecture and Related Services	271	96	68
16 Foreign Languages, Literatures and Linguistics	277	85	42
42 Psychology	209	77	45
5 Area, Ethnic, Cultural and Gender Studies	204	75	43
23 English Language and Literatures/Letters	183	55	25
1 Agriculture and Related Sciences	158	54	27
3 Natural Resources and Conservation	155	53	17
27 Mathematics and Statistics	137	33	9
54 History	70	32	22
15 Engineering Technologies/Technicians	57	28	12
9 Communication, Journalism and Related Programs	57	19	12
38 Philosophy and Religious Studies	49	18	10
30 Multi/Interdisciplinary Studies	30	12	5
19 Family and Consumer Sciences/Human Sciences	35	10	5
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
24 Liberal Arts and Sciences, General Studies and Humanities	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
31 Parks, Recreation, Leisure and Fitness Studies	0	0	0
39 Theology and Religious Vocations	0	0	0
41 Science Technologies and Technicians	0	0	0
43 Security and Protective Services	0	0	0
		0	0
46 Construction Trades	0	()	0
	0	0	
46 Construction Trades 47 Mechanic and Repair Technologies/Technicians 48 Precision Production	0 0 0	0 0 0	0 0 0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

#### Exhibit W.UA.9: (Continued)

Retentic Res Non-Re		With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
61.3% 21.8%	6 43.9%	64.2%	\$49,020	\$63,860	17.3%
60.7% 23.6%	6 52.4%	81.6%	\$53,990	\$101,006	24.8%
73.4% 30.1%		63.0%	\$42,116	\$45,239	14.3%
74.6% 28.6%		58.9%	\$73,278	\$52,489	9.5%
67.9% 29.7%		78.6%	\$55,903	\$12,485	26.4%
56.4% 18.6%		31.3%	\$73,293	\$37,991	6.9%
50.470 18.07	0 55.170	51.570	ς,ς,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ,ζ	\$57,551	0.378
43.4% 20.1%	6 31.6%	56.2%	\$35,973	\$39,987	14.8%
64.6% 20.0%	6 56.8%	68.4%	\$37,854	\$40,694	14.3%
37.6% 14.3%	6 20.7%	31.2%	\$55,241	\$37,737	9.1%
49.4% 16.3%	6 33.5%	45.8%	\$35,261	\$40,564	15.3%
56.6% 14.4%	6 22.7%	32.2%	\$70,902	\$50,514	9.5%
67.4% 23.3%	6 59.6%	68.6%	\$47,798	\$48,272	13.4%
44.0% 20.6%	6 27.7%	64.0%	\$14,132	\$37,733	35.4%
50.4% 21.8%	6 35.4%	70.8%	\$35,650	\$43,469	16.2%
55.9% 17.9%	6 30.7%	49.4%	\$23,038	\$59,487	34.3%
52.6% 23.2%	6 36.8%	58.4%	\$28,000	\$56,426	26.7%
49.4% 28.1%		57.3%	\$21,523	\$58,420	36.0%
35.6% 28.3%		45.5%	\$32,500	\$37,089	15.1%
47.0% 25.0%		50.0%	\$43,711	\$35,439	10.8%
52.7% 17.3%		32.1%	\$36,000	\$37,338	13.8%
44.8% 18.5%	6 24.1%	27.3%	\$55,114	\$50,184	12.1%
		/			
63.3% 32.5%		68.8%	\$26,296	\$53,797	27.1%
56.8% 35.0%		42.9%	\$63,655	\$33,600	7.0%
50.0% 24.3%		63.2%	\$15,125	\$32,607	28.6%
60.0% 20.7%		55.6%	\$26,882	\$54,046	26.7%
44.4% 33.3%	6 40.0%	41.7%	\$42,072		
	/ 20.53/	50.001			
41.7% 21.7%	6 28.6%	50.0%	\$24,055		



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