# ALUMNI WAGES REPORT

FISCAL YEAR 2021



## **ABOUT THIS REPORT**

The annual Arizona Board of Regents Alumni Wages Report examines wages earned by graduates of the state's public universities in Arizona's workforce. This important educational outcome documents the overall contribution of graduates to the state's economy, median wages earned by graduates, graduates' persistence in the Arizona workforce as well as the variability in graduate wages and student loan debt across degree levels and instructional programs.

Data in this report utilizes the wages of graduates of Arizona's public universities since 1991. Wage data is provided by the Arizona Department of Economic Security, and all reported wages reflect only those graduates who earned wages in Arizona. Graduates of Arizona's public universities are reported by each university according to the highest degree completed at that specific institution.

Reported values for university undergraduate degree recipients include individuals who earned graduate level degrees from other institutions. Moreover, to maintain graduates' privacy information, only summary statistics are provided by the universities to the board for this report. As a result, graduates who received degrees from more than one Arizona public university are included in each institution's reported values. Totals reported for the Arizona public university enterprise duplicate graduates who received more than one degree from Arizona's public universities.

All median wages reported reflect only those graduates who earned Arizona wages in all four quarters of the calendar year. Median wages, student loan debt at graduation and debt-to-income ratios reported by program level and instructional program reflect five-year cohorts of graduates one to five years and six to 10 years after their graduation.

Data is redacted and marked "R" wherever there is a subpopulation of five or fewer graduates.

#### 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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## **EXECUTIVE SUMMARY**

The 2021 Alumni Wages Report demonstrates that a college degree is one of the most important investments an individual or the state can make. For populations 25 and older, median wages from Arizona's 2020 census estimate are \$69,902 for an individual with a graduate degree, \$52,077 for a bachelor's degree holder and \$31,371 for an individual with a high school diploma alone.<sup>1</sup>

Arizonans with an undergraduate degree earn a median wage that is \$20,706 higher than their peers who do not pursue a postsecondary education. Graduates with bachelor's degrees receive median wages that are \$15,061 higher than individuals with an associate degree or some college who make \$37,016. Arizonans with a graduate degree earn greater financial benefits - \$38,531 more than high school graduates and \$32,886 more than individuals with an associate degree or some college.

Graduates are more likely to be employed and possess stronger earning power five years after graduation – even when factoring in the impact of student-loan debt.

Graduates of Arizona's public universities are a driving force in the Arizona economy. In 2021, about 234,000 public university degree recipients earned nearly \$17.2 billion in wages in Arizona and paid an estimated \$1.2 billion in state taxes.

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 and engineering. For graduate degree recipients, the highest median wages are in computer sciences, engineering and business.

Arizona's public universities graduates' median wages continually increase after graduation. Moreover, the median wages of all graduates one, five, 10 and 20 years after graduation increased since 2010. In addition, median wages, student loan debt at graduation and debt-to-income ratio varies considerably across instructional programs.

It is important to note that graduates' persistence in the Arizona workforce declines over time. Approximately 78% of Arizona State University resident undergraduate degree recipients and 18% of nonresident undergraduate degree recipients are earning wages in Arizona one year after graduation. After 30 years, only 38% of resident undergraduate degree recipients and 12% of nonresident undergraduate degree recipients continue to earn a wage in Arizona.

Similarly, approximately 80% of Northern Arizona University resident undergraduate degree recipients and 29% of nonresident undergraduate degree recipients take home wages in Arizona one year after graduation. After 30 years, only 39% of NAU resident undergraduate degree recipients and 10% of NAU nonresident undergraduate degree recipients continue to earn wages in Arizona.

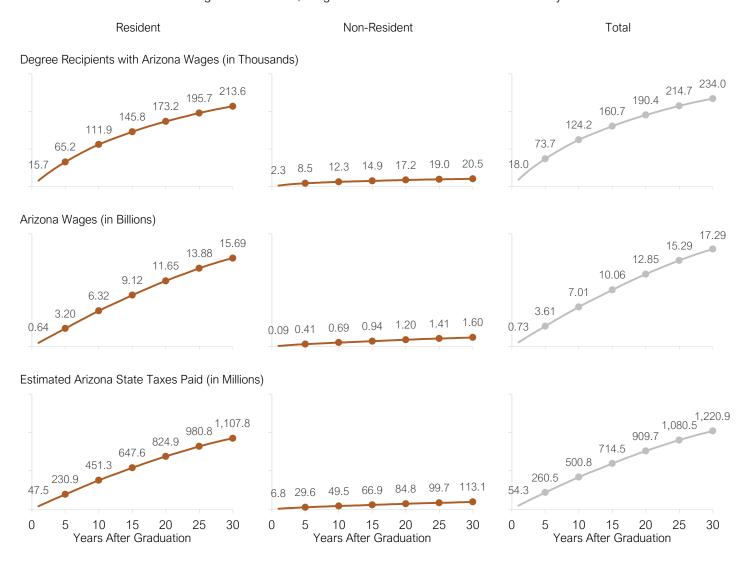
Approximately 70% of University of Arizona resident undergraduate degree recipients and 17% percent of nonresident undergraduate degree recipients earn wages in Arizona one year after graduation. After 30 years, 34% of UArizona resident undergraduate degree holders and 13% of nonresident undergraduate degree holders continue to earn wages in Arizona.<sup>2</sup>

<sup>&</sup>lt;sup>1</sup> https://data.census.gov/ - Table B20004 - 2019: ACS 1-Year Estimates

<sup>&</sup>lt;sup>2</sup> Without comparable data from other states, however, it is unclear if the persistence rates of undergraduate degree holders in Arizona are normative or cause for concern.

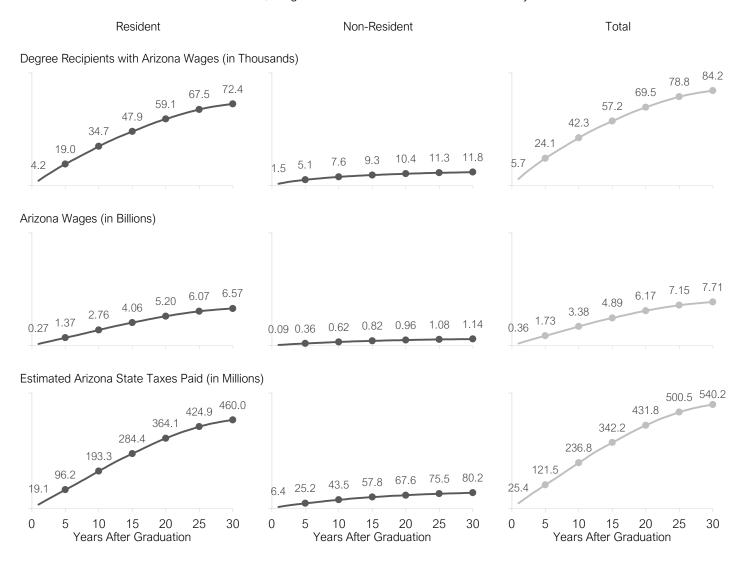


Exhibit E.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation



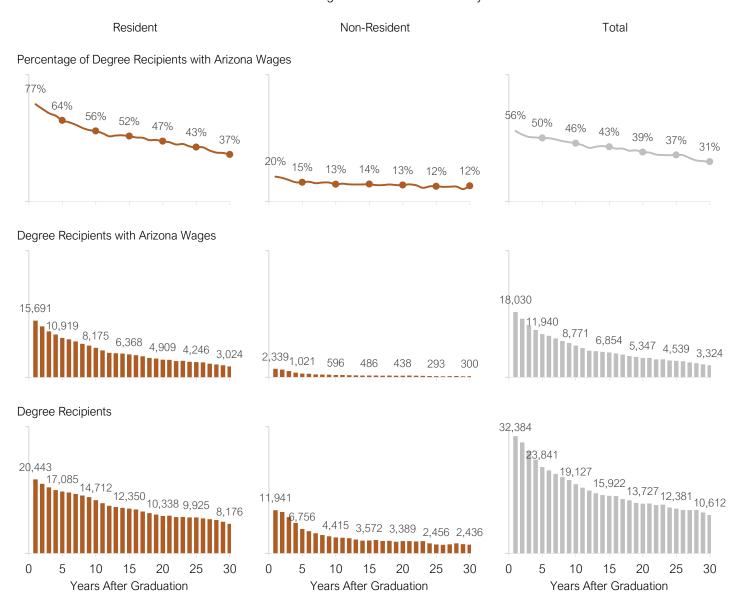
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit E.W.2: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation



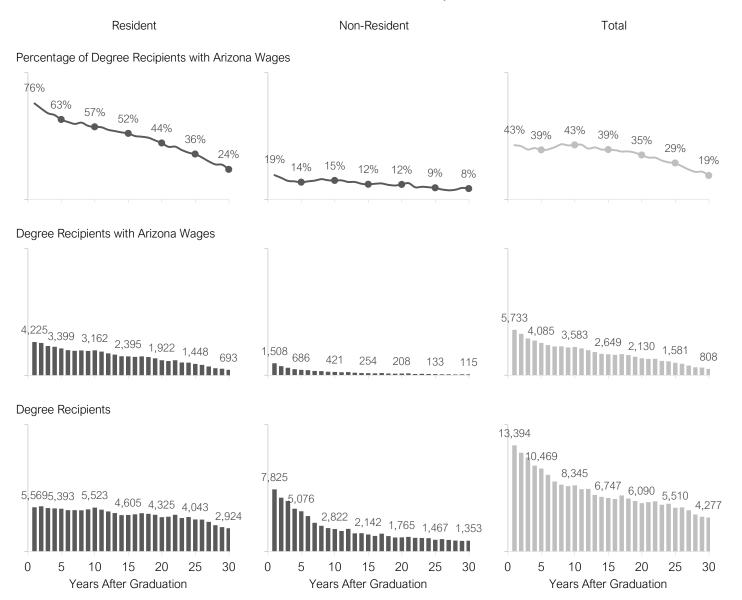
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit E.W.3: Arizona Workforce Persistence of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit E.W.4: Arizona Workforce Persistence of Graduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit ASU.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation

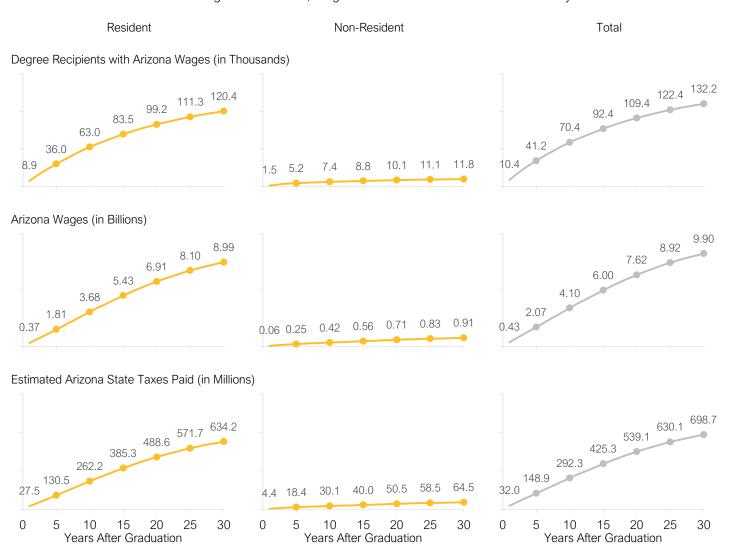
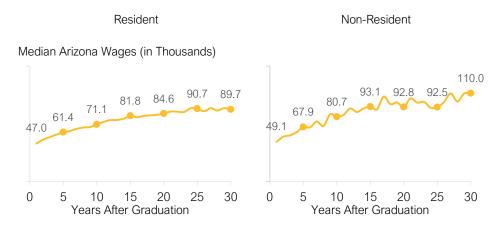


Exhibit ASU.W.2: Median Arizona Wages of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit ASU.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation

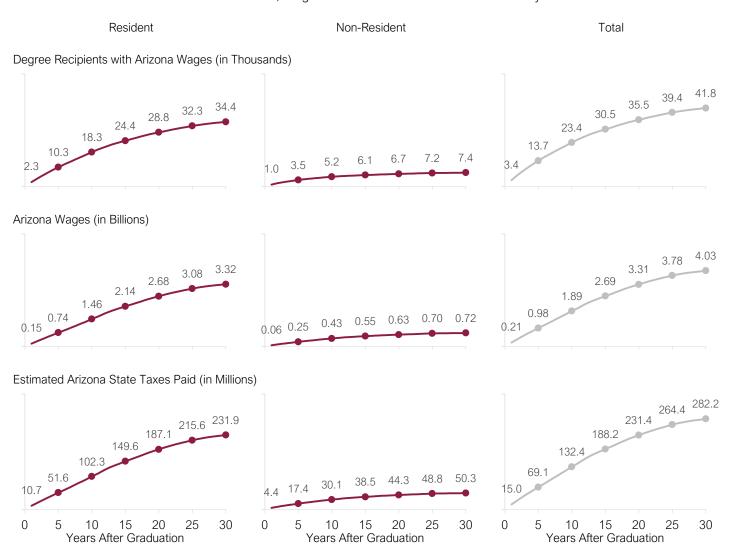
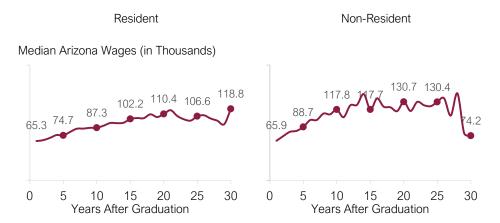
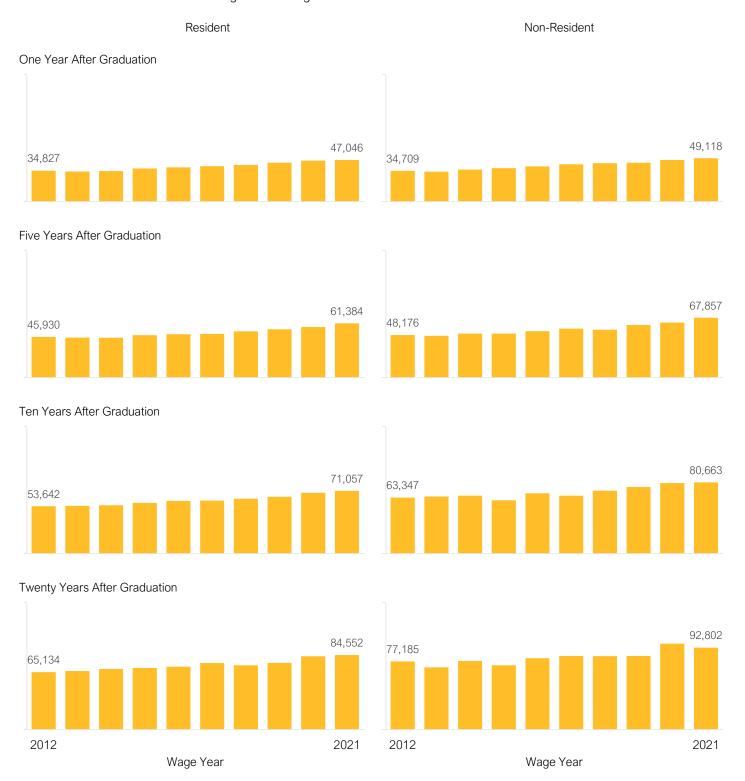


Exhibit ASU.W.4: Median Arizona Wages of Graduate Alumni in 2021 by Years After Graduation



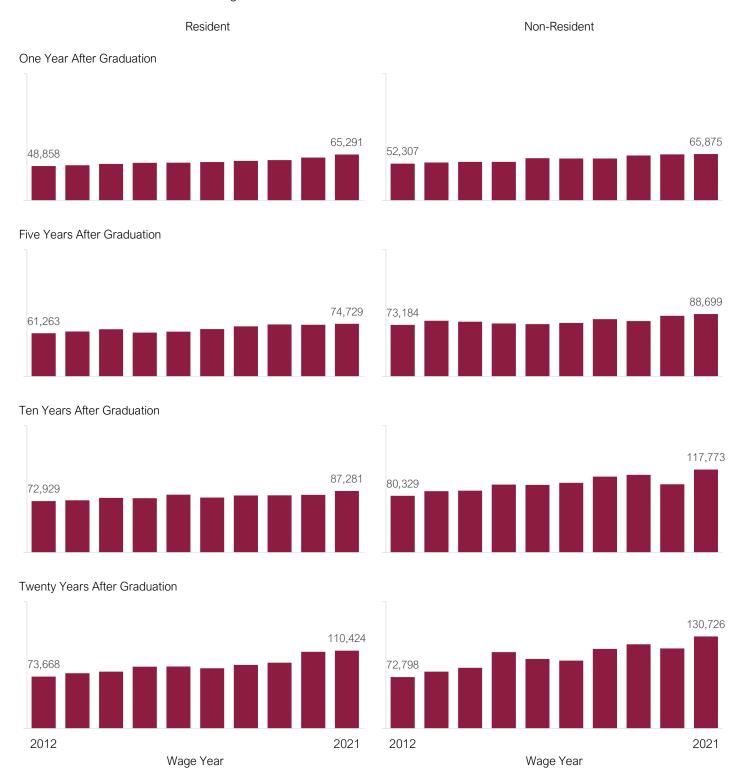
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

## Exhibit ASU.W.5: Median Arizona Wages of Undergraduate Alumni Over Last Ten Years



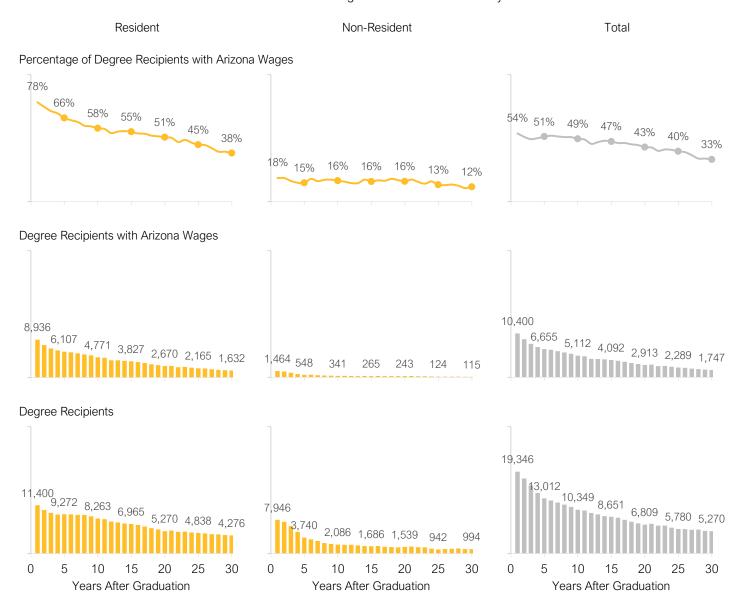
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

## Exhibit ASU.W.6: Median Arizona Wages of Graduate Alumni Over Last Ten Years



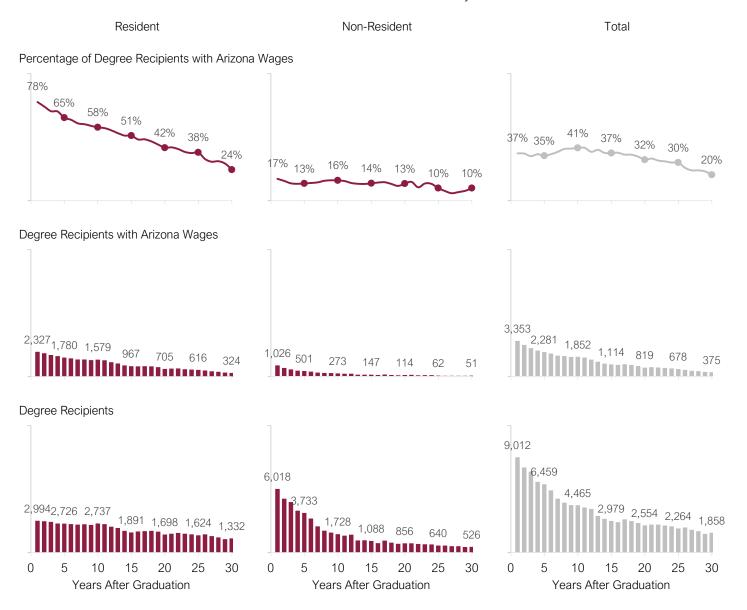
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit ASU.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

## Exhibit ASU.W.8: Arizona Workforce Persistence of Graduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit ASU.W.9: Median 2021 Arizona Wages of 2016-2020 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)	Graduates	With Arizona Wages
52 Business, Management, Marketing, and Related Support Services	14,671	5,476
14 Engineering	6,999	2,901
51 Health Professions and Related Programs	5,265	2,400
26 Biological and Biomedical Sciences	5,196	2,003
09 Communication, Journalism, and Related Programs	6,097	1,964
13 Education	3,232	1,745
42 Psychology	4,703	1,583
45 Social Sciences	5,996	1,548
11 Computer and Information Sciences and Support Services	2,928	1,487
30 Interdisciplinary Studies	4,029	1,392
50 Visual and Performing Arts	3,475	1,175
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	2,776	1,064
Parks, Recreation, Leisure, Fitness and Kinesiology	2,046	874
19 Family, Consumer, and Human Sciences	2,582	844
Public Administration and Social Service Professions	1,457	552
23 English Language, Literature, and Letters	1,933	501
15 Engineering Technologies and Engineering Related Fields	701	344
04 Architecture and Related Services	1,070	325
24 Liberal Arts and Sciences, General Studies, and Humanities	1,654	314
27 Mathematics and Statistics	796	286
40 Physical Sciences	743	261
22 Legal Professions and Studies	617	254
54 History	973	240
41 Science Technologies and Technicians	502	222
10 Communications Technologies, Technicians, and Support Services	340	169
16 Foreign Languages, Literatures, and Linguistics	586	151
Natural Resources and Conservation	463	147
49 Transportation and Materials Moving	385	98
Philosophy and Religious Studies	437	93
O5 Area, Ethnic, Cultural, Gender, and Group Studies	208	78
O1 Agriculture, Agriculture Operations, and Related Sciences		
25 Library Science		
29 Military Technologies and Applied Sciences		
Total	80,464	29,687

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit ASU.W.9: Median 2021 Arizona Wages of 2016-2020 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence All Res Non-Res		With S	Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All							
37%	57%	12%	56%	3,083	\$19,500	\$60,448	4.0%
41%	57%	12%	60%	1,744	\$24,000	\$76,648	3.9%
46%	58%	16%	69%	1,661	\$22,998	\$65,489	4.4%
39%	44%	15%	64%	1,278	\$20,000	\$44,441	5.6%
32%	54%	10%	67%	1,315	\$20,993	\$49,193	5.3%
54%	62%	24%	63%	1,102	\$18,143	\$51,991	4.3%
34%	51%	9%	69%	1,091	\$19,769	\$42,317	5.8%
26%	45%	6%	68%	1,045	\$22,000	\$51,029	5.3%
51%	63%	17%	55%	818	\$20,179	\$78,954	3.2%
35%	51%	11%	69%	960	\$22,844	\$50,669	5.6%
34%	45%	11%	67%	784	\$22,500	\$41,095	6.8%
38%	55%	11%	67%	712	\$18,481	\$48,785	4.7%
43%	49%	21%	66%	577	\$22,337	\$41,099	6.7%
33%	49%	9%	73%	620	\$22,051	\$41,880	6.5%
38%	48%	13%	72%	399	\$20,249	\$43,038	5.8%
26%	44%	5%	71%	354	\$21,000	\$43,710	6.0%
49%	63%	23%	62%	213	\$23,250	\$76,914	3.7%
30%	51%	10%	66%	214	\$22,363	\$51,439	5.4%
19%	49%	4%	74%	231	\$25,000	\$53,203	5.8%
36%	46%	11%	59%	169	\$21,250	\$57,018	4.6%
35%	42%	13%	64%	167	\$24,250	\$52,172	5.8%
41%	53%	13%	69%	174	\$21,387	\$46,105	5.7%
25%	46%	4%	66%	158	\$25,000	\$45,870	6.8%
44%	66%	7%	69%	153	\$23,250	\$65,226	4.4%
50%	58%	24%	64%	108	\$20,369	\$41,750	6.0%
26%	40%	3%	67%	101	\$18,875	\$42,780	5.5%
32%	40%	14%	59%	86	\$20,436	\$47,724	5.3%
25%	31%	17%	71%	70	\$25,829	\$45,821	7.0%
21%	35%	4%	65%	60	\$23,125	\$43,083	6.6%
38%	45%	14%	69%	54	\$21,250	\$47,466	5.5%
3370	1070	1 170	0070		Ψ <u></u> 1,200	Ψ.1,100	0.0 /0
37%	53%	11%	66%	19,503	\$21,250	\$54,149	4.9%

Exhibit ASU.W.10: Median 2021 Arizona Wages of 2016-2020 Graduate Alumni by Instructional Program

Business, Management, Marketing, and Related Support Services  Education  Figineering  Education  Education  Figineering  Education  Figineering  Education  Figineering  Education  Education  Figineering  Education  Education  Figineering  Education  Figineering  Figineering  Education  Education  Figineering  Education  Figineering  Figineering  Education  Figineering  Figineering  Education  Figineering  Figine	Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages
14       Engineering       5,530       1,337         44       Public Administration and Social Service Professions       2,560       1,042         22       Legal Professions and Studies       2,021       818         51       Health Professions and Related Programs       1,320       555         11       Computer and Information Sciences and Support Services       1,719       258         14       Homeland Security, Law Enforcement, Firefighting, and Related Protective Services       1,812       257         19       Family, Consumer, and Human Sciences       920       236         45       Social Sciences       10,047       205         66       Biological and Biomedical Sciences       660       200         44       Architecture and Related Services       494       197         90       Communication, Journalism, and Related Programs       714       195         42       Psychology       921       194         45       Engineering Technologies and Engineering Related Fields       651       183         50       Visual and Performing Arts       878       181         10       Interdisciplinary Studies       530       122         10       Mathematics and Statistics       530       122<	52	Business, Management, Marketing, and Related Support Services	6,161	1,766
44 Public Administration and Social Service Professions 2,560	13	Education	7,330	1,627
44         Public Administration and Social Service Professions         2,560         1,042           22         Legal Professions and Studies         2,021         818           51         Health Professions and Related Programs         1,320         555           11         Computer and Information Sciences and Support Services         1,719         258           43         Homeland Security, Law Enforcement, Firefighting, and Related Protective Services         1,812         257           19         Family, Consumer, and Human Sciences         920         236           45         Social Sciences         1,047         205           6         Biological and Biomedical Sciences         490         201           04         Architecture and Related Services         494         197           05         Communication, Journalism, and Related Programs         714         195           06         Psychology         921         194           15         Engineering Technologies and Engineering Related Fields         651         183           16         Interdisciplinary Studies         444         140           17         Mathematics and Statistics         530         122           18         Natural Resources and Conservation         424	14	Engineering	5,530	1,337
51Health Professions and Related Programs1,32055511Computer and Information Sciences and Support Services1,71925843Homeland Security, Law Enforcement, Firefighting, and Related Protective Services1,81225719Family, Consumer, and Human Sciences92023645Social Sciences1,04720526Biological and Biomedical Sciences66020044Architecture and Related Services49419790Communication, Journalism, and Related Programs71419542Psychology92119415Engineering Technologies and Engineering Related Fields65118350Visual and Performing Arts87818110Interdisciplinary Studies44414027Mathematics and Statistics53012230Natural Resources and Conservation42410623English Language, Literature, and Letters4658524Liberal Arts and Sciences, General Studies, and Humanities296743755940Physical Sciences2725411Parks, Recreation, Leisure, Fitness and Kinesiology1264216Foreign Languages, Literatures, and Linguistics1313938Philosophy and Religious Studies5913Area, Ethnic, Cultural, Gender, and Group Studies507Communications Technologies, Technicians, and Support Services14R	44	Public Administration and Social Service Professions		1,042
11 Computer and Information Sciences and Support Services 1,719	22	Legal Professions and Studies	2,021	818
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services 1,812	51	Health Professions and Related Programs	1,320	555
19       Family, Consumer, and Human Sciences       236	11	Computer and Information Sciences and Support Services	1,719	258
45Social Sciences1,04720526Biological and Biomedical Sciences66020004Architecture and Related Services49419709Communication, Journalism, and Related Programs71419542Psychology92119415Engineering Technologies and Engineering Related Fields65118350Visual and Performing Arts87818130Interdisciplinary Studies44414027Mathematics and Statistics53012231Natural Resources and Conservation42410623English Language, Literature, and Letters4658524Liberal Arts and Sciences, General Studies, and Humanities2967454History3755940Physical Sciences2725431Parks, Recreation, Leisure, Fitness and Kinesiology1264240Poreign Languages, Literatures, and Linguistics1313938Philosophy and Religious Studies591340Area, Ethnic, Cultural, Gender, and Group Studies50750Communications Technologies, Technicians, and Support Services14R40Agriculture, Agriculture Operations, and Related Sciences14R	43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	1,812	257
Biological and Biomedical Sciences  Architecture and Related Services  Architecture and Related Services  Communication, Journalism, and Related Programs  Total 195   Psychology 921 194   Engineering Technologies and Engineering Related Fields 651 183   Visual and Performing Arts 878 181   Interdisciplinary Studies 444 140   Mathematics and Statistics 530 122   Natural Resources and Conservation 424 106   English Language, Literature, and Letters 465 85   Liberal Arts and Sciences, General Studies, and Humanities 296   Physical Sciences 375   Parks, Recreation, Leisure, Fitness and Kinesiology 126   Foreign Languages, Literatures, and Linguistics 131 39   Philosophy and Religious Studies 59   Area, Ethnic, Cultural, Gender, and Group Studies 50   Communications Technologies, Technicians, and Support Services 14   R Agriculture, Agriculture Operations, and Related Sciences Library Science	19	Family, Consumer, and Human Sciences	920	236
04Architecture and Related Services49419709Communication, Journalism, and Related Programs71419542Psychology92119415Engineering Technologies and Engineering Related Fields65118350Visual and Performing Arts87818130Interdisciplinary Studies44414027Mathematics and Statistics53012203Natural Resources and Conservation42410623English Language, Literature, and Letters4658524Liberal Arts and Sciences, General Studies, and Humanities2967454History3755940Physical Sciences2725431Parks, Recreation, Leisure, Fitness and Kinesiology1264216Foreign Languages, Literatures, and Linguistics1313938Philosophy and Religious Studies591339Area, Ethnic, Cultural, Gender, and Group Studies50710Communications Technologies, Technicians, and Support Services14R40Agriculture, Agriculture Operations, and Related SciencesLibrary Science	45	Social Sciences	1,047	205
09       Communication, Journalism, and Related Programs       714       195       194	26	Biological and Biomedical Sciences	660	200
42 Psychology 42 Psychology 43 Psychology 44 Psychologies and Engineering Related Fields 45 Engineering Technologies and Engineering Related Fields 46 Psychology 47 Visual and Performing Arts 48 Psychology 48 Psychologies and Engineering Related Fields 48 Psychologies and Performing Arts 48 Psychologies and Statistics 48 Psychologies and Statistics 48 Psychologies and Statistics 48 Psychologies and Statistics 48 Psychologies Attail and Performing Arts 48 Psychologies Attail and Performing Attail a	04	Architecture and Related Services	494	197
15 Engineering Technologies and Engineering Related Fields 651	09	Communication, Journalism, and Related Programs	714	195
Visual and Performing Arts  Interdisciplinary Studies  Interdisciplinary St	42	Psychology	921	194
30Interdisciplinary Studies444140  27Mathematics and Statistics530  122  03Natural Resources and Conservation424  106  23English Language, Literature, and Letters465  85  24Liberal Arts and Sciences, General Studies, and Humanities296  74  54History375  59  40Physical Sciences272  54  31Parks, Recreation, Leisure, Fitness and Kinesiology126  42  16Foreign Languages, Literatures, and Linguistics131  39  38Philosophy and Religious Studies59  13  05Area, Ethnic, Cultural, Gender, and Group Studies50  710Communications Technologies, Technicians, and Support Services14  R01Agriculture, Agriculture Operations, and Related Sciences25Library Science	15	Engineering Technologies and Engineering Related Fields	651	183
Mathematics and Statistics  Natural Resources and Conservation  English Language, Literature, and Letters  English Language, Literature, and Letters  English Language, Literature, and Letters  Eliberal Arts and Sciences, General Studies, and Humanities  Liberal Arts and Sciences, General Studies, and Humanities  History  Physical Sciences  Parks, Recreation, Leisure, Fitness and Kinesiology  Parks, Recreation, Leisure, Fitness and Kinesiology  Poreign Languages, Literatures, and Linguistics  Philosophy and Religious Studies  Philosophy and Religious Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Agriculture, Agriculture Operations, and Related Sciences  Library Science	50	Visual and Performing Arts	878	181 <b> </b>
Mathematics and Statistics  Natural Resources and Conservation  English Language, Literature, and Letters  English Language, Literature, and Letters  English Language, Literature, and Letters  Eliberal Arts and Sciences, General Studies, and Humanities  Liberal Arts and Sciences, General Studies, and Humanities  History  Physical Sciences  Parks, Recreation, Leisure, Fitness and Kinesiology  Parks, Recreation, Leisure, Fitness and Kinesiology  Poreign Languages, Literatures, and Linguistics  Philosophy and Religious Studies  Philosophy and Religious Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Agriculture, Agriculture Operations, and Related Sciences  Library Science	30	Interdisciplinary Studies	444	140
English Language, Literature, and Letters  Liberal Arts and Sciences, General Studies, and Humanities  Liberal Arts and Sciences, General Studies, and Humanities  History  Physical Sciences  Parks, Recreation, Leisure, Fitness and Kinesiology  Parks, Recreation, Leisure, Fitness and Kinesiology  Foreign Languages, Literatures, and Linguistics  Philosophy and Religious Studies  Philosophy and Religious Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Communications Technologies, Technicians, and Support Services  Agriculture, Agriculture Operations, and Related Sciences  Library Science	27		530	122
Liberal Arts and Sciences, General Studies, and Humanities  296 74 History  375 59 94  40 Physical Sciences  272 54 54 95 96 95 96 95 96 95 96 96 96 96 96 96 96 96 96 96 96 96 96	03	Natural Resources and Conservation	424	106
History  Physical Sciences  Physical Sciences  Parks, Recreation, Leisure, Fitness and Kinesiology  Foreign Languages, Literatures, and Linguistics  Philosophy and Religious Studies  Philosophy and Religious Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Communications Technologies, Technicians, and Support Services  Agriculture, Agriculture Operations, and Related Sciences  Library Science	23	English Language, Literature, and Letters	465	85
40Physical Sciences2725431Parks, Recreation, Leisure, Fitness and Kinesiology1264216Foreign Languages, Literatures, and Linguistics1313938Philosophy and Religious Studies591305Area, Ethnic, Cultural, Gender, and Group Studies50710Communications Technologies, Technicians, and Support Services14R01Agriculture, Agriculture Operations, and Related Sciences25Library Science	24	Liberal Arts and Sciences, General Studies, and Humanities	296	74
Parks, Recreation, Leisure, Fitness and Kinesiology  126   42    Foreign Languages, Literatures, and Linguistics  131   39    Rhilosophy and Religious Studies  59   13    Area, Ethnic, Cultural, Gender, and Group Studies  Communications Technologies, Technicians, and Support Services  Agriculture, Agriculture Operations, and Related Sciences  Library Science	54	History	375	59
Foreign Languages, Literatures, and Linguistics  131   39   38 Philosophy and Religious Studies  59   13   05 Area, Ethnic, Cultural, Gender, and Group Studies  50   7   10 Communications Technologies, Technicians, and Support Services  14   R  15 Agriculture, Agriculture Operations, and Related Sciences  Library Science	40	Physical Sciences	272	54
Philosophy and Religious Studies  Area, Ethnic, Cultural, Gender, and Group Studies  Communications Technologies, Technicians, and Support Services  Agriculture, Agriculture Operations, and Related Sciences  Library Science	31	Parks, Recreation, Leisure, Fitness and Kinesiology	126	42
<ul> <li>Area, Ethnic, Cultural, Gender, and Group Studies</li> <li>Communications Technologies, Technicians, and Support Services</li> <li>Agriculture, Agriculture Operations, and Related Sciences</li> <li>Library Science</li> </ul>	16	Foreign Languages, Literatures, and Linguistics	131	39
Communications Technologies, Technicians, and Support Services Agriculture, Agriculture Operations, and Related Sciences Library Science	38	Philosophy and Religious Studies	59	13
<ul> <li>Agriculture, Agriculture Operations, and Related Sciences</li> <li>Library Science</li> </ul>	05	Area, Ethnic, Cultural, Gender, and Group Studies	50	7
25 Library Science	10	Communications Technologies, Technicians, and Support Services	14	R
•	01	Agriculture, Agriculture Operations, and Related Sciences		
29 Military Technologies and Applied Sciences	25	Library Science		
	29	Military Technologies and Applied Sciences		
41 Science Technologies and Technicians	41	Science Technologies and Technicians		
49 Transportation and Materials Moving	49	Transportation and Materials Moving		
Total 37,848 9,959		Total	37,848	9,959

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit ASU.W.10: Median 2021 Arizona Wages of 2016-2020 Graduate Alumni by Instructional Program (Continued)

Workford All	ce Persis Res N		With S	Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
29%	62%	12%	50%	883	\$40,856	\$94,345	5.8%
22%	55%	5%	69%	1,123	\$33,300	\$59,470	7.4%
24%	55%	13%	23%	304	\$20,500	\$93,802	2.9%
41%	53%	12%	77%	803	\$41,000	\$56,745	9.6%
40%	53%	16%	5%	37	\$20,500	\$81,723	3.3%
42%	55%	17%	66%	368	\$51,365	\$82,066	8.3%
15%	48%	11%	15%	38	\$25,138	\$115,074	2.9%
14%	53%	3%	63%	162 <b> </b>	\$35,822	\$64,862	7.3%
26%	53%	5 % 6%	67%	158	\$36,409	\$49,570	9.8%
20%	43%	9%	64%	132	\$38,282	\$62,138	8.2%
30%	45%	13%	49%	97	\$27,535	\$71,113	5.2%
40%	53%	27%	57%	112	\$54,323	\$64,312	11.2%
27%	54%	10%	47%	91	\$32,066	\$57,030	7.5%
21%	50%	7%	71%	138	\$43,609	\$61,913	9.4%
28%	53%	13%	39%	72	\$20,500	\$70,524	3.9%
21%	39%	12%	67%	122	\$49,573	\$43,098	15.3%
32%	47%	13%	54%	75	\$30,750	\$66,867	6.1%
23%	45%	13%	31%	38	\$45,000	\$77,446	7.7%
25%	42%	11%	56%	59	\$39,313	\$63,162	8.3%
18%	53%	5%	65%	55	\$35,973	\$53,080	9.0%
25%	45%	6%	58%	43	\$52,530	\$55,042	12.7%
16%	49%	4%	46%	27	\$30,298	\$58,592	6.9%
20%	40%	16%	R	R	R	\$81,654	R
33%	46%	15%	57%	24	\$51,435	\$53,079	12.9%
30%	47%	14%	33%	13	\$37,655	\$55,322	9.1%
22%	31%	0%	46%	6	\$43,987	\$53,526	10.9%
14%	25%	0%	86%	6	\$16,250	\$50,710	4.3%
R	R	R	R	R	R	R	R
26%	53%	10%	50%	5,001	\$37,049	\$71,163	6.9%

Exhibit ASU.W.11: Median 2021 Arizona Wages of 2011-2015 Undergraduate Alumni by Instructional Program

Clas	sification of Instructional Program (CIP)	Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	8,984	3,471
13	Education	3,762	1,813
09	Communication, Journalism, and Related Programs	4,752	1,676
45	Social Sciences	5,041	1,580
26	Biological and Biomedical Sciences	3,868	1,481
42	Psychology	3,623	1,412
30	Interdisciplinary Studies	3,760	1,361
14	Engineering	2,986	1,265
51	Health Professions and Related Programs	2,818	1,259
50	Visual and Performing Arts	3,416	1,079
31	Parks, Recreation, Leisure, Fitness and Kinesiology	2,062	873
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	1,990	849
19	Family, Consumer, and Human Sciences	2,150	804
11	Computer and Information Sciences and Support Services	1,318	665
23	English Language, Literature, and Letters	1,488	585
54	History	1,005	319
22	Legal Professions and Studies	669	259
44	Public Administration and Social Service Professions	622	242
04	Architecture and Related Services	628	240
15	Engineering Technologies and Engineering Related Fields	447	227
41	Science Technologies and Technicians	498	213
24	Liberal Arts and Sciences, General Studies, and Humanities	749	198
16	Foreign Languages, Literatures, and Linguistics	571	195
27	Mathematics and Statistics	515	183
03	Natural Resources and Conservation	533	172
40	Physical Sciences	388	128
38	Philosophy and Religious Studies	286	100
05	Area, Ethnic, Cultural, Gender, and Group Studies	209	90
01	Agriculture, Agriculture Operations, and Related Sciences	230	77
49	Transportation and Materials Moving	278	55
10	Communications Technologies, Technicians, and Support Services	73	36
25	Library Science		
	Total	57,519	22,187

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit ASU.W.11: Median 2021 Arizona Wages of 2011-2015 Undergraduate Alumni by Instructional Program (Continued)

Workfor All	ce Persis	stence Ion-Res	With S	Student Loan Debt	Median Student Loan Del	ot Median Wages	Debt-to-Income Ratio
39%	48%	13%	59%	2,047	\$18,328	\$80,806	3.0%
48%	52%	21%	68%	1,238	\$18,500	\$57,161	4.3%
35%	46%	12%	66%	1,100	\$18,750	\$65,223	3.8%
31%	40%	9%	67%	1,066	\$20,487	\$66,422	4.1%
38%	42%	12%	64%	941	\$19,500	\$70,279	3.7%
39%	46%	11%	68%	956	\$18,030	\$58,052	4.1%
36%	45%	11%	66%	893	\$21,250	\$66,319	4.2%
42%	49%	16%	63%	792	\$22,548	\$99,450	3.0%
45%	52%	10%	68%	862	\$18,991	\$78,552	3.2%
32%	38%	9%	66%	717	\$21,952	\$52,800	5.5%
42%	48%	19%	66%	572	\$19,294	\$66,276	3.8%
43%	51%	13%	71%	607	\$18,750	\$58,137	4.3%
37%	44%	12%	74%	591	\$22,188	\$54,278	5.4%
50%	57%	14%	59%	394	\$18,750	\$105,924	2.3%
39%	45%	13%	68%	395	\$19,554 <mark> </mark>	\$54,326	4.7%
32%	41%	6%	67%	215	\$19,643 <mark> </mark>	\$57,719	4.5%
39%	45%	12%	73%	189	\$19,269 <mark> </mark>	\$62,550	4.1%
39%	42%	18%	81%	197	\$21,625	\$48,801	5.8%
38%	47%	18%	75%	179	\$20,000	\$73,349	3.6%
51%	56%	28%	73%	165	\$26,500	\$95,462	3.7%
43%	48%	11%	62%	133	\$20,000	\$82,253	3.2%
26%	40%	9%	73%	144	\$23,168	\$71,568	4.3%
34%	38%	8%	66%	129	\$18,000	\$54,414	4.4%
36%	41%	10%	68%	125	\$24,215	\$81,019	3.9%
32%	39%	12%	68%	117	\$21,500	\$63,857	4.4%
33%	38%	9%	70%	90	\$25,250	\$69,079	4.8%
35%	38%	0%	65%	65	\$25,000	\$62,017	5.3%
43%	46%	0%	79%	71	\$20,000	\$52,797	5.0%
33%	44%	13%	55%	42	\$18,500	\$63,021	3.9%
20%	26%	0%	80%	44	\$30,802	\$70,117	5.8%
49%	59%	0%	75%	27	\$22,250	\$58,959	5.0%
39%	46%	12%	68%	15,103	\$19,570	\$67,212	3.8%

Exhibit ASU.W.12: Median 2021 Arizona Wages of 2011-2015 Graduate Alumni by Instructional Program

Clas	sification of Instructional Program (CIP)	Graduates	With Arizona Wages
13	Education	5,058	1,620
52	Business, Management, Marketing, and Related Support Services	5,312	1,610
44	Public Administration and Social Service Professions	1,954	762
14	Engineering	3,417	745
22	Legal Professions and Studies	1,246	489
51	Health Professions and Related Programs	868	320
04	Architecture and Related Services	621	189
15	Engineering Technologies and Engineering Related Fields	563	165
11	Computer and Information Sciences and Support Services	896	142
50	Visual and Performing Arts	770	140
19	Family, Consumer, and Human Sciences	267	108
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	444	102
42	Psychology	370	101
45	Social Sciences	471	100
26	Biological and Biomedical Sciences	332	90
09	Communication, Journalism, and Related Programs	389 ▮	88
30	Interdisciplinary Studies	233	75
24	Liberal Arts and Sciences, General Studies, and Humanities	237	73
23	English Language, Literature, and Letters	240	62
40	Physical Sciences	282	48
27	Mathematics and Statistics	180	46
38	Philosophy and Religious Studies	119	30
16	Foreign Languages, Literatures, and Linguistics	120	29
03	Natural Resources and Conservation	124	24
31	Parks, Recreation, Leisure, Fitness and Kinesiology	106	22
54	History	86	21
05	Area, Ethnic, Cultural, Gender, and Group Studies	18	6
01	Agriculture, Agriculture Operations, and Related Sciences		
10	Communications Technologies, Technicians, and Support Services		
25	Library Science		
41	Science Technologies and Technicians		
49	Transportation and Materials Moving		
	Total	24,628	7,185

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit ASU.W.12: Median 2021 Arizona Wages of 2011-2015 Graduate Alumni by Instructional Program (Continued)

Workfor All	ce Persis	stence Ion-Res	With S	Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
32%	45%	10%	73%	1,184	\$32,442	\$67,120	6.6%
30%	53%	12%	67%	1,071	\$41,000	\$128,643	4.3%
39%	43%	15%	80%	608	\$40,440	\$65,728	8.3%
22%	48%	10%	30%	222	\$22,418	\$125,199	2.4%
39%	44%	16%	6%	27	\$33,289	\$106,577	4.2%
37%	44%	11%	71%	226	\$45,615	\$100,349	6.2%
30%	44%	13%	72%	137	\$60,225	\$81,996	10.0%
29%	45%	10%	52%	86	\$25,499	\$108,917	3.2%
16%	49%	9%	18%	25	\$24,600	\$129,810	2.6%
18%	27%	13%	68%	95	\$48,069	\$59,441	11.0%
40%	44%	15%	76%	82	\$40,772	\$60,073	9.2%
23%	46%	5%	76%	78	\$33,339	\$68,907	6.6%
27%	40%	7%	75%	76	\$52,571	\$81,520	8.7%
21%	32%	7%	72%	72	\$26,194	\$77,380	4.6%
27%	34%	20%	34%	31	\$29,000	\$78,544	5.0%
23%	36%	6%	52%	46	\$39,147	\$64,841	8.2%
32%	40%	14%	61%	46	\$25,038	\$69,472	4.9%
31%	41%	0%	67%	49	\$41,000	\$64,849	8.6%
26%	35%	13%	53%	33	\$38,184	\$59,016	8.8%
17%	34%	12%	33%	16	\$33,987	\$98,587	4.7%
26%	33%	21%	30%	14	\$35,080	\$114,362	4.2%
25%	34%	0%	50%	15	\$37,500	\$82,821	6.1%
24%	30%	16%	31%	9	\$20,250	\$53,801	5.1%
19%	37%	0%	25%	6	\$30,902	\$121,528	3.4%
21%	30%	10%	59%	13	\$42,250	\$53,895	10.6%
24%	37%	0%	71%	15	\$30,946	\$73,102	5.7%
33%	50%	0%	R	R	R	\$57,111	R
29%	45%	11%	60%	4,287	\$38,108	\$87,936	5.9%

Exhibit NAU.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation

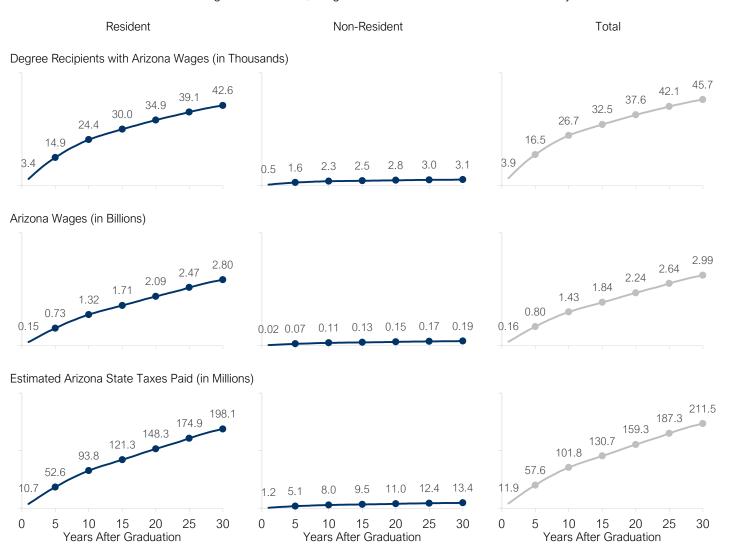
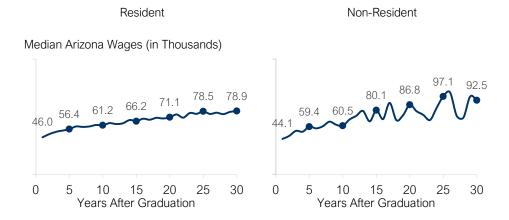


Exhibit NAU.W.2: Median Arizona Wages of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit NAU.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation

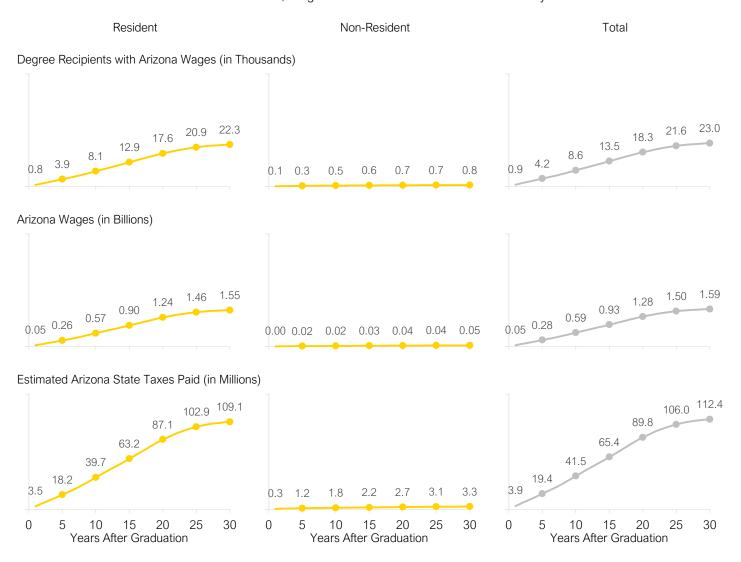
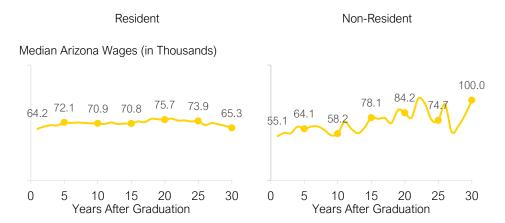
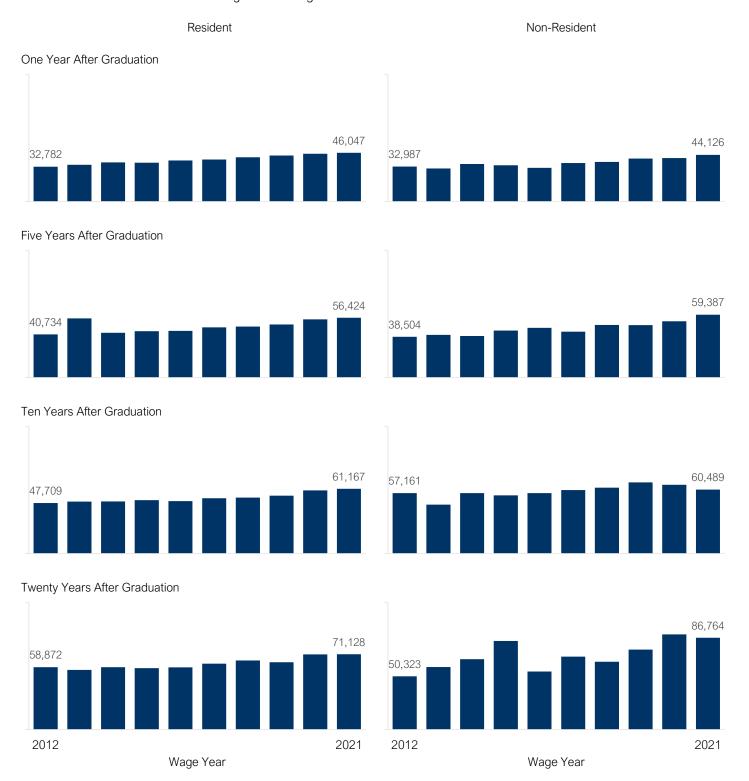


Exhibit NAU.W.4: Median Arizona Wages of Graduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

## Exhibit NAU.W.5: Median Arizona Wages of Undergraduate Alumni Over Last Ten Years



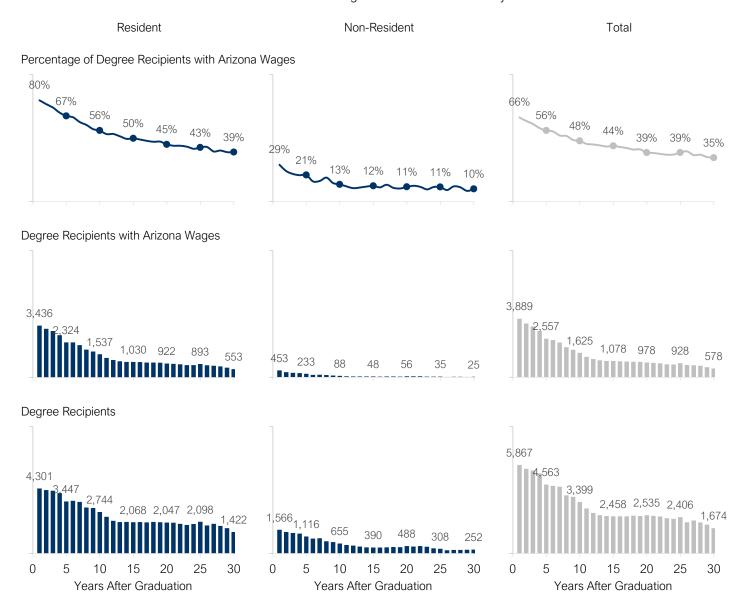
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

## Exhibit NAU.W.6: Median Arizona Wages of Graduate Alumni Over Last Ten Years



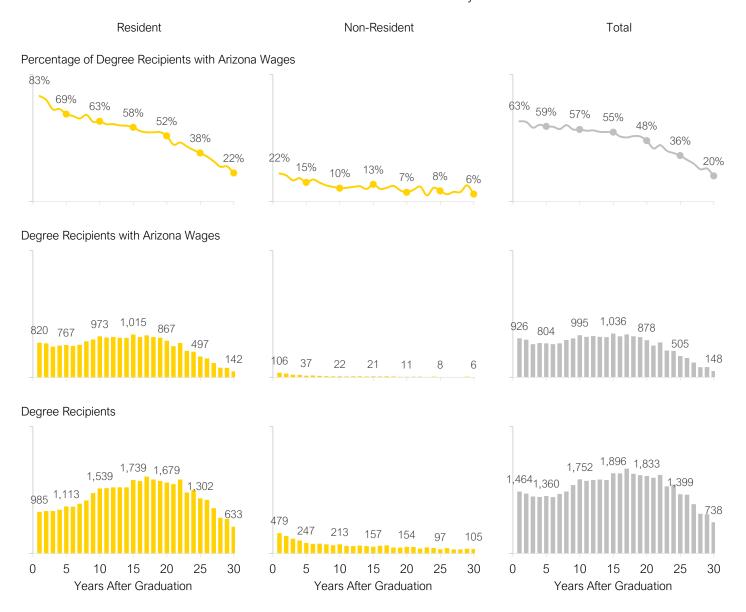
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit NAU.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

## Exhibit NAU.W.8: Arizona Workforce Persistence of Graduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit NAU.W.9: Median 2021 Arizona Wages of 2016-2020 Undergraduate Alumni by Instructional Program

Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages
51	Health Professions and Related Programs	4,089	2,566
52	Business, Management, Marketing, and Related Support Services	4,639	2,251
13	Education	2,660	1,713
24	Liberal Arts and Sciences, General Studies, and Humanities	2,769	1,510
45	Social Sciences	2,124	869
26	Biological and Biomedical Sciences	1,956	773
42	Psychology	1,229	567
14	Engineering	1,076	457
09	Communication, Journalism, and Related Programs	1,317	446
50	Visual and Performing Arts	835	330 ▮
31	Parks, Recreation, Leisure, Fitness and Kinesiology	921	320
44	Public Administration and Social Service Professions	586	295
41	Science Technologies and Technicians	389 ■	234
03	Natural Resources and Conservation	583	178
40	Physical Sciences	529	176
30	Interdisciplinary Studies	383	133 <b> </b>
11	Computer and Information Sciences and Support Services	291	123 <b> </b>
23	English Language, Literature, and Letters	293	103
16	Foreign Languages, Literatures, and Linguistics	243	97 <b> </b>
54	History	133	45
27	Mathematics and Statistics	124	42
05	Area, Ethnic, Cultural, Gender, and Group Studies	38	21
38	Philosophy and Religious Studies	58	16
22	Legal Professions and Studies	40	15
01	Agriculture, Agriculture Operations, and Related Sciences		
04	Architecture and Related Services		
10	Communications Technologies, Technicians, and Support Services		
15	Engineering Technologies and Engineering Related Fields		
19	Family, Consumer, and Human Sciences		
25	Library Science		
29	Military Technologies and Applied Sciences		
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49	Transportation and Materials Moving		
	Total	26,869	13,085

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit NAU.W.9: Median 2021 Arizona Wages of 2016-2020 Undergraduate Alumni by Instructional Program (Continued)

Workfor	ce Persis	stence	With S	tudent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res N	Ion-Res					
63%	70%	18%	66%	1,692	\$19,298	\$70,333	3.4%
49%	64%	18%	58%	1,310	\$19,514	\$54,915	4.4%
64%	71%	33%	64%	1,098	\$19,298	\$51,164	4.7%
55%	60%	11%	60%	903	\$13,358	\$51,818	3.2%
41%	54%	16%	64%	554	\$20,766	\$42,418	6.1%
40%	48%	15%	63%	485	\$23,397	\$41,812	6.9%
46%	54%	18%	68%	385	\$19,298	\$39,000	6.1%
42%	60%	17%	62%	283	\$25,688	\$73,190	4.3%
34%	49%	11%	58%	260 ▮	\$20,287	\$43,034	5.8%
40%	47%	17%	60%	198	\$24,121	\$40,857	7.3%
35%	47%	12%	59%	188	\$23,236	\$35,307	8.2%
50%	64%	18%	69%	204	\$18,958	\$43,304	5.4%
60%	65%	17%	61%	143 <b>l</b>	\$21,768	\$52,111	5.2%
31%	40%	12%	62%	110 <b> </b>	\$20,533	\$39,337	6.5%
33%	44%	13%	69%	121 <b> </b>	\$24,081	\$45,739	6.5%
35%	46%	11%	71%	94 <b> </b>	\$24,936	\$38,373	8.0%
42%	54%	13%	66%	81 <b> </b>	\$25,728	\$77,356	4.1%
35%	44%	10%	68%	70	\$19,684	\$35,011	7.0%
40%	48%	13%	57%	55	\$18,308	\$45,941	4.9%
34%	49%	11%	62%	28	\$25,187	\$37,913	8.2%
34%	39%	0%	45%	19	\$18,800	\$51,131	4.6%
55%	55%		76%	16	\$30,769	\$38,393	9.9%
28%	37%	0%	75%	12	\$24,532	\$42,797	7.1%
38%	46%	0%	47%	7	\$20,039	\$42,000	5.9%

49%	59%	17%	63%	8,206	\$19,789	\$51,636	4.7%	

### Exhibit NAU.W.10: Median 2021 Arizona Wages of 2016-2020 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)	Graduates	With Arizona Wages
13 Education	3,213	1,883
51 Health Professions and Related Programs	1,452	772
Business, Management, Marketing, and Related Support Services	617	368
23 English Language, Literature, and Letters	334	118
45 Social Sciences	230	75
42 Psychology	168	72
14 Engineering	140	51
44 Public Administration and Social Service Professions	86	51
26 Biological and Biomedical Sciences	127	39
27 Mathematics and Statistics	79	27
03 Natural Resources and Conservation	180	24
40 Physical Sciences	98	19
50 Visual and Performing Arts	52	19
09 Communication, Journalism, and Related Programs	53	13
30 Interdisciplinary Studies	42	12
54 History	28	6
11 Computer and Information Sciences and Support Services	18	R
16 Foreign Languages, Literatures, and Linguistics	26	R
Parks, Recreation, Leisure, Fitness and Kinesiology	6	R
01 Agriculture, Agriculture Operations, and Related Sciences		
04 Architecture and Related Services		
05 Area, Ethnic, Cultural, Gender, and Group Studies		
10 Communications Technologies, Technicians, and Support Services		
15 Engineering Technologies and Engineering Related Fields		
19 Family, Consumer, and Human Sciences		
22 Legal Professions and Studies		
Liberal Arts and Sciences, General Studies, and Humanities		
25 Library Science		
29 Military Technologies and Applied Sciences		
38 Philosophy and Religious Studies		
41 Science Technologies and Technicians		
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49 Transportation and Materials Moving		
Total	6,937	3,549

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit NAU.W.10: Median 2021 Arizona Wages of 2016-2020 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With S	tudent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All Res Non-Res							
59%	69%	15%	59%	1,109	\$29,792	\$63,050	6.3%
53%	63%	15%	73%	566	\$42,240	\$79,481	7.1%
60%	67%	21%	58%	212	\$25,813	\$77,925	4.4%
35%	57%	7%	55%	65	\$30,083	\$53,606	7.5%
33%	51%	14%	48%	36	\$30,106	\$45,242	8.9%
43%	53%	0%	78%	56	\$35,672	\$68,566	6.9%
36%	56%	11%	37%	19	\$24,027	\$78,677	4.1%
59%	68%	0%	63%	32	\$24,682	\$55,983	5.9%
31%	47%	13%	21%	8	\$29,310	\$53,202	7.3%
34%	71%	14%	R	R	R	\$59,997	R
13%	23%	6%	25%	6	\$25,310	\$54,216	6.2%
19%	40%	0%	R	R	R	\$51,873	R
37%	60%	0%	63%	12	\$28,633	\$51,874	7.3%
25%	40%	0%	R	R	R	\$62,538	R
29%	39%	0%	R	R	R	\$49,386	R
21%	0%	0%	R	R	R	\$44,553	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R



Exhibit NAU.W.11: Median 2021 Arizona Wages of 2011-2015 Undergraduate Alumni by Instructional Program

Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages	
13	Education	2,990	1,601	
52	Business, Management, Marketing, and Related Support Services	3,565	1,532	
24	Liberal Arts and Sciences, General Studies, and Humanities	2,380	1,230	
51	Health Professions and Related Programs	2,137	1,117	
45	Social Sciences	1,629	600	
26	Biological and Biomedical Sciences	1,268	443	
42	Psychology	980	414	
09	Communication, Journalism, and Related Programs	965	358	
41	Science Technologies and Technicians	603	336	
50	Visual and Performing Arts	891	317	
14	Engineering	765	288	
31	Parks, Recreation, Leisure, Fitness and Kinesiology	721	224	
23	English Language, Literature, and Letters	342	146 ▮	
40	Physical Sciences	497	143	
44	Public Administration and Social Service Professions	263	116	
03	Natural Resources and Conservation	437	106	
54	History	197	67 <b> </b>	
16	Foreign Languages, Literatures, and Linguistics	155	57 <b> </b>	
30	Interdisciplinary Studies	99	45	
11	Computer and Information Sciences and Support Services	124	42	
27	Mathematics and Statistics	115	41	
38	Philosophy and Religious Studies	85 <b>l</b>	27	
05	Area, Ethnic, Cultural, Gender, and Group Studies	44	12	
22	Legal Professions and Studies	15	6	
01	Agriculture, Agriculture Operations, and Related Sciences			
04	Architecture and Related Services			
10	Communications Technologies, Technicians, and Support Services			
15	Engineering Technologies and Engineering Related Fields			
19	Family, Consumer, and Human Sciences			
25	Library Science			
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services			
49	Transportation and Materials Moving			
	Total	20,954	9,153	

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit NAU.W.11: Median 2021 Arizona Wages of 2011-2015 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With S	tudent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res N	lon-Res					
54%	57%	21%	70%	1,128	\$21,538	\$56,433	5.0%
43%	55%	14%	63%	962	\$19,864 <b>     </b>	\$70,463	3.7%
52%	54%	11%	67%	820	\$15,674 <b>II</b>	\$61,251	3.4%
52%	58%	10%	68%	754	\$21,752	\$78,398	3.7%
37%	47%	15%	72%	429	\$22,404	\$55,079	5.4%
35%	42%	14%	63%	280 ▮	\$21,501	\$62,367	4.5%
42%	49%	14%	74%	307	\$21,137	\$50,791	5.5%
37%	47%	9%	63%	226	\$22,220	\$55,209	5.3%
56%	58%	0%	68%	229	\$19,832 <b></b>	\$59,732	4.4%
36%	41%	14%	68%	215	\$21,894	\$51,652	5.6%
38%	49%	18%	66%	190 ▮	\$26,008	\$93,789	3.7%
31%	44%	10%	63%	140	\$20,320	\$62,289	4.3%
43%	50%	17%	63%	92 <b> </b>	\$21,618	\$53,093	5.4%
29%	39%	9%	62%	89 <b> </b>	\$24,880	\$56,881	5.8%
44%	57%	12%	73%	85 <b> </b>	\$20,976	\$50,959	5.4%
24%	29%	15%	64%	68 <b>l</b>	\$25,782	\$54,339	6.3%
34%	46%	0%	69%	46	\$22,333	\$49,154	6.0%
37%	41%	21%	67%	38	\$23,095	\$49,673	6.1%
45%	54%	0%	71%	32	\$22,810	\$46,622	6.5%
34%	42%	0%	69%	29	\$26,590	\$106,429	3.3%
36%	47%	0%	71%	29	\$18,810 <b></b>	\$64,239	3.9%
32%	34%	0%	63%	17	\$21,846	\$53,539	5.4%
27%	33%	0%	83%	10	\$20,003	\$52,735	5.0%
40%	0%	0%	R	R	R	\$50,734	R

44%	52%	14%	67%	6,132	\$20,667	\$60,440	4.5%

## Exhibit NAU.W.12: Median 2021 Arizona Wages of 2011-2015 Graduate Alumni by Instructional Program

Clas	sification of Instructional Program (CIP)	Graduates	With Arizona Wages	
13	Education	4,537	2,577	
52	Business, Management, Marketing, and Related Support Services	820	446	
51	Health Professions and Related Programs	782	374	
23	English Language, Literature, and Letters	422	160	
45	Social Sciences	253	65	
42	Psychology	146	47	
26	Biological and Biomedical Sciences	121	41	
03	Natural Resources and Conservation	140	23	
09	Communication, Journalism, and Related Programs	57	22	
40	Physical Sciences	106	20	
14	Engineering	58	19	
44	Public Administration and Social Service Professions	30	18	
24	Liberal Arts and Sciences, General Studies, and Humanities	46	13	
27	Mathematics and Statistics	41	12	
50	Visual and Performing Arts	50	10	
54	History	37	10	
30	Interdisciplinary Studies	35	7	
16	Foreign Languages, Literatures, and Linguistics	23	R	
01	Agriculture, Agriculture Operations, and Related Sciences			
04	Architecture and Related Services			
05	Area, Ethnic, Cultural, Gender, and Group Studies			
10	Communications Technologies, Technicians, and Support Services			
11	Computer and Information Sciences and Support Services			
15	Engineering Technologies and Engineering Related Fields			
19	Family, Consumer, and Human Sciences			
22	Legal Professions and Studies			
25	Library Science			
31	Parks, Recreation, Leisure, Fitness and Kinesiology			
38	Philosophy and Religious Studies			
41	Science Technologies and Technicians			
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services			
49	Transportation and Materials Moving			
	Total	7,687	3,857	

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Debt-to-Income Ratio = Monthly Payment / Monthly Income = (Student Loan Amount / ((((1+i)^n)-1) / (i(1+i)^n)) / (Annual Income / 12) where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

## Northern Arizona University

Exhibit NAU.W.12: Median 2021 Arizona Wages of 2011-2015 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With St	udent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res N	Ion-Res					
57%	60%	13%	66%	1,693	\$28,865	\$68,842	5.7%
54%	59%	13%	58%	258	\$33,186	\$96,351	4.7%
48%	56%	6%	67%	249	\$40,582	\$84,398	6.5%
38%	51%	8%	66%	106	\$27,714	\$61,926	6.1%
26%	37%	9%	74%	48	\$29,939	\$58,438	7.0%
32%	40%	0%	74%	35	\$35,593	\$72,604	6.7%
34%	41%	0%	44%	18	\$31,658	\$62,871	6.8%
16%	20%	12%	65%	15	\$15,528 <mark></mark>	\$57,481	3.7%
39%	48%	0%	50%	11	\$20,906	\$69,598	4.1%
19%	21%	17%	45%	9	\$29,172	\$67,645	5.9%
33%	42%	0%	63%	12	\$18,601	\$92,421	2.7%
60%	71%	0%	50%	9	\$29,172	\$71,119	5.6%
28%	39%	0%	62%	8	\$38,085	\$58,232	8.9%
29%	43%	0%	67%	8	\$22,933	\$85,335	3.6%
20%	33%	0%	R	R	R	\$50,343	R
27%	38%	0%	80%	8	\$25,694	\$45,019	7.7%
20%	0%	0%	R	R	R	\$37,721	R
R	R	R	R	R	R	R	R



Exhibit UA.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation

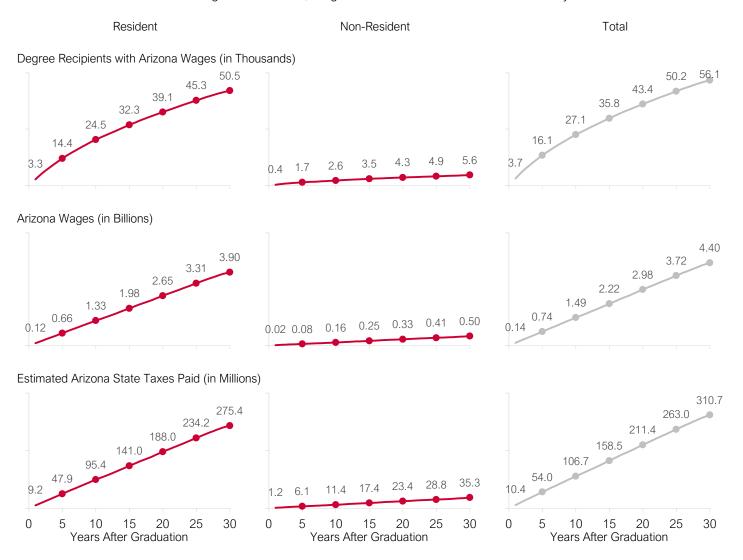
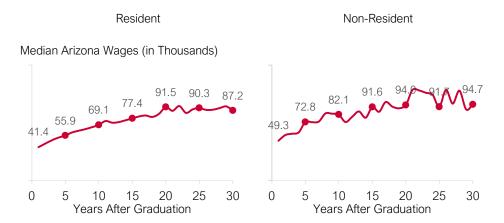


Exhibit UA.W.2: Median Arizona Wages of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit UA.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2021 by Years After Graduation

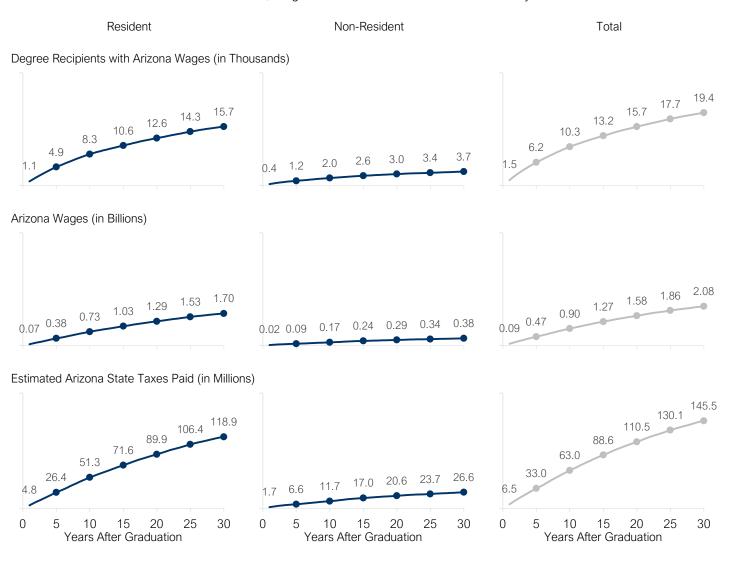
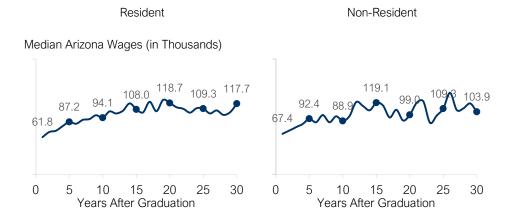
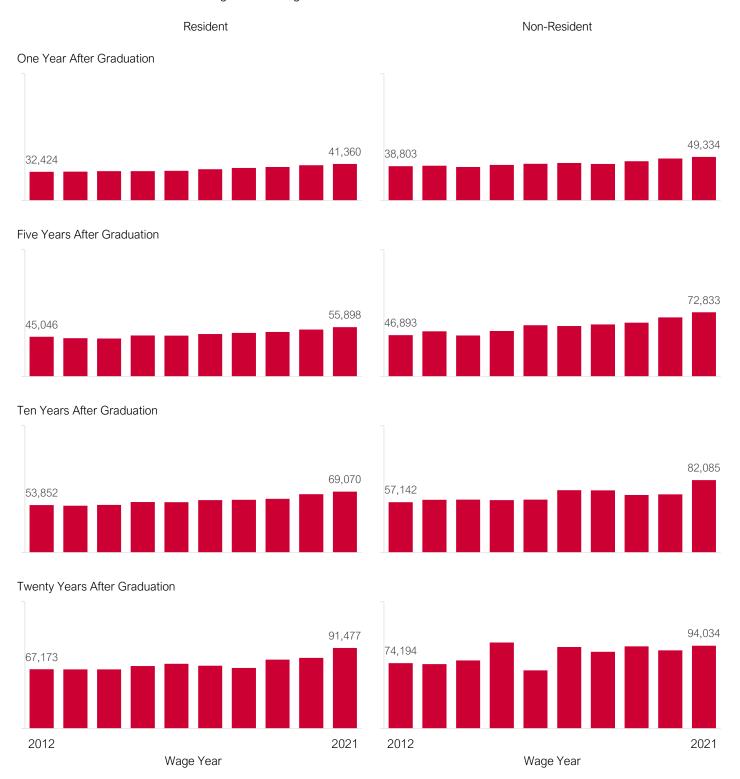


Exhibit UA.W.4: Median Arizona Wages of Graduate Alumni in 2021 by Years After Graduation



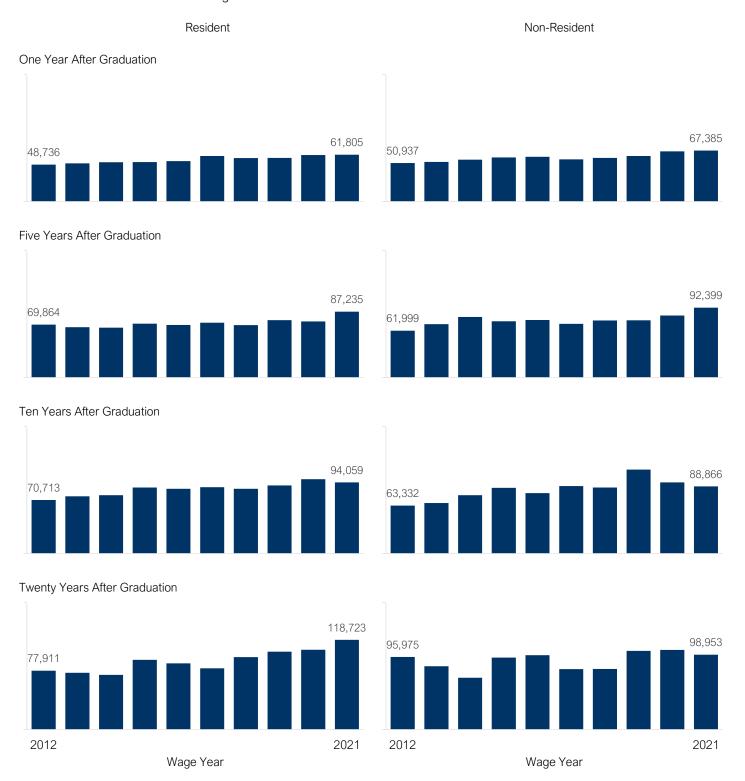
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

## Exhibit UA.W.5: Median Arizona Wages of Undergraduate Alumni Over Last Ten Years



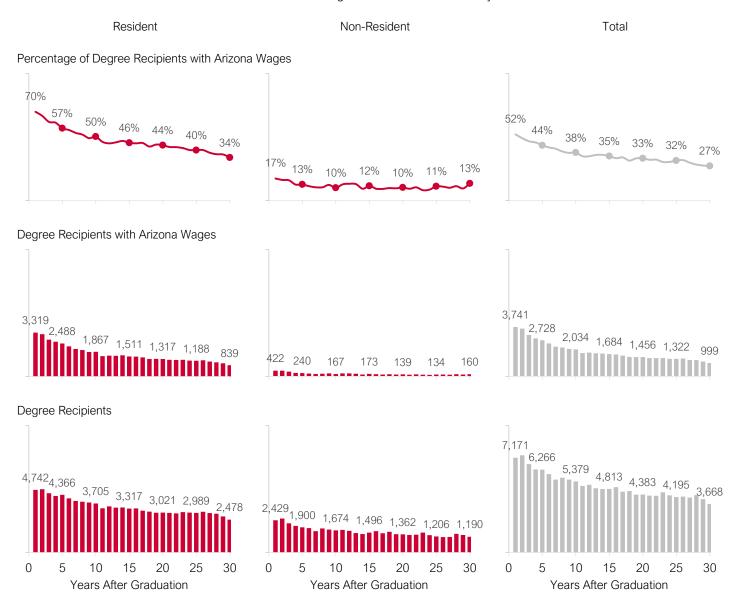
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

## Exhibit UA.W.6: Median Arizona Wages of Graduate Alumni Over Last Ten Years



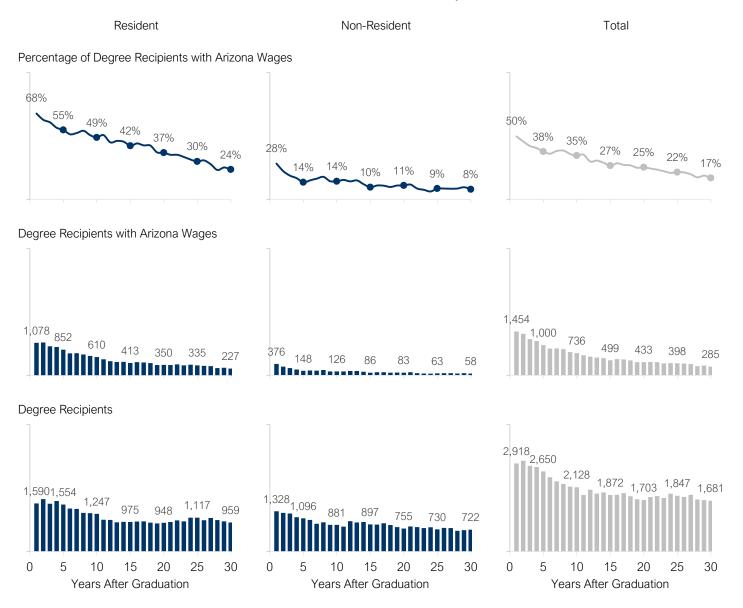
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit UA.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

#### Exhibit UA.W.8: Arizona Workforce Persistence of Graduate Alumni in 2021 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit UA.W.9: Median 2021 Arizona Wages of 2016-2020 Undergraduate Alumni by Instructional Program

Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	5,087	1,631
51	Health Professions and Related Programs	2,668	1,155
14	Engineering	2,544	1,061
26	Biological and Biomedical Sciences	3,230	1,044
42	Psychology	2,338	903
30	Interdisciplinary Studies	2,496	768
45	Social Sciences	2,803	619
13	Education	1,405	613
11	Computer and Information Sciences and Support Services	1,479	537
09	Communication, Journalism, and Related Programs	1,744	480
50	Visual and Performing Arts	1,242	341
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	722	315
16	Foreign Languages, Literatures, and Linguistics	803	307
01	Agriculture, Agriculture Operations, and Related Sciences	660	280
19	Family, Consumer, and Human Sciences	595	269
41	Science Technologies and Technicians	438	224
23	English Language, Literature, and Letters	594	222
04	Architecture and Related Services	696	218
40	Physical Sciences	778	195
44	Public Administration and Social Service Professions	353	158
03	Natural Resources and Conservation	462	150
27	Mathematics and Statistics	506	142
22	Legal Professions and Studies	393	130
54	History	337	119
05	Area, Ethnic, Cultural, Gender, and Group Studies	369	117
38	Philosophy and Religious Studies	344	101
15	Engineering Technologies and Engineering Related Fields	99	34
29	Military Technologies and Applied Sciences	R	R
24	Liberal Arts and Sciences, General Studies, and Humanities	R	R
10	Communications Technologies, Technicians, and Support Services		
25	Library Science		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
49	Transportation and Materials Moving		
	Total	33,081	11,411

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit UA.W.9: Median 2021 Arizona Wages of 2016-2020 Undergraduate Alumni by Instructional Program (Continued)

Workfor	Workforce Persistence				Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All		lon-Res					
32%	48%	11%	50%	821	\$19,298	\$63,256	3.8%
43%	52%	11%	62%	720	\$20,567	\$47,893	5.3%
42%	53%	12%	53%	562	\$22,164	\$79,064	3.5%
32%	37%	10%	56%	582	\$20,780	\$37,812	6.8%
39%	50%	9%	63%	566	\$18,849	\$40,123	5.8%
31%	45%	10%	61%	470	\$23,120	\$44,673	6.4%
22%	39%	5%	66%	406	\$22,018	\$43,922	6.2%
44%	52%	19%	62%	377	\$19,793 <b></b>	\$48,151	5.1%
36%	50%	10%	58%	312	\$23,008	\$73,489	3.9%
28%	50%	10%	58%	278	\$21,030	\$48,515	5.4%
27%	37%	3%	65%	223	\$19,298	\$35,378	6.8%
44%	53%	13%	63%	198	\$17,616 <b></b>	\$43,492	5.0%
38%	43%	15%	64%	197	\$19,845	\$39,599	6.2%
42%	49%	15%	59%	164	\$19,298	\$52,298	4.6%
45%	51%	15%	65%	174	\$19,297	\$42,520	5.6%
51%	58%	16%	63%	142	\$17,810	\$52,329	4.2%
37%	43%	12%	69%	153	\$22,550	\$39,131	7.1%
31%	50%	12%	56%	121	\$28,658	\$53,024	6.7%
25%	37%	8%	55%	108	\$23,997	\$58,820	5.1%
45%	57%	11%	61%	97	\$20,532	\$45,396	5.6%
32%	39%	9%	67%	100	\$19,297	\$40,952	5.8%
28%	43%	7%	63%	89	\$20,384	\$57,728	4.4%
33%	45%	5%	65%	84	\$20,468	\$40,535	6.3%
35%	45%	9%	61%	73	\$20,806	\$40,219	6.4%
32%	39%	5%	74%	87	\$24,248	\$38,471	7.8%
29%	37%	9%	56%	57	\$20,815	\$43,362	5.9%
34%	45%	15%	50%	17	\$20,284	\$77,553	3.2%
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
34%	47%	10%	58%	6,569	\$19,216	\$49,737	4.8%

Exhibit UA.W.10: Median 2021 Arizona Wages of 2016-2020 Graduate Alumni by Instructional Program

Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages
51	Health Professions and Related Programs	4,359	1,679
52	Business, Management, Marketing, and Related Support Services	1,524	668
13	Education	1,178	495 ■
22	Legal Professions and Studies	752	294
14	Engineering	1,008	286 ▮
11	Computer and Information Sciences and Support Services	676	166
45	Social Sciences	792	162
26	Biological and Biomedical Sciences	543	144 🛮
25	Library Science	284	137 <b> </b>
40	Physical Sciences	840	127
44	Public Administration and Social Service Professions	139	61
04	Architecture and Related Services	227	59
03	Natural Resources and Conservation	184	52
50	Visual and Performing Arts	336	48
42	Psychology	194	45
16	Foreign Languages, Literatures, and Linguistics	253	41
23	English Language, Literature, and Letters	146	40
05	Area, Ethnic, Cultural, Gender, and Group Studies	168	38
27	Mathematics and Statistics	166	34
15	Engineering Technologies and Engineering Related Fields	76 l	30
54	History	62	18
30	Interdisciplinary Studies	59 l	15
09	Communication, Journalism, and Related Programs	76 l	14
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	24	14
19	Family, Consumer, and Human Sciences	43	12
01	Agriculture, Agriculture Operations, and Related Sciences	63 l	8
38	Philosophy and Religious Studies	49	8
10	Communications Technologies, Technicians, and Support Services		
24	Liberal Arts and Sciences, General Studies, and Humanities		
29	Military Technologies and Applied Sciences		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
41	Science Technologies and Technicians		
49	Transportation and Materials Moving		
	Total	14,045	4,660

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit UA.W.10: Median 2021 Arizona Wages of 2016-2020 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence All Res Non-Res			With S	tudent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All			700/	4.000	Ф70 F00	<b>\$00.000</b>	44.40/
39%	47%	15%	79%	1,323	\$70,529	\$82,296	11.4%
44%	63%	16%	56%	377	\$40,564	\$93,770	5.8%
42%	50%	19%	65%	322	\$30,602	\$55,576	7.3%
39%	52%	25%	73%	216	\$68,751	\$71,870	12.7%
28%	47%	16%	37%	105	\$24,736	\$98,782	3.3%
25%	50%	14%	34%	56	\$31,543	\$92,345	4.5%
20%	37%	6%	52%	85	\$35,172	\$57,828	8.1%
27%	36%	11%	41%	59	\$25,124	\$64,636	5.2%
48%	61%	16%	69%	95 <b> </b>	\$36,881	\$47,453	10.3%
15%	25%	10%	29%	37	\$26,334	\$86,312	4.1%
44%	50%	16%	64%	39	\$37,132	\$54,379	9.1%
26%	40%	13%	54%	32	\$31,909	\$58,065	7.3%
28%	37%	17%	35%	18	\$20,149	\$50,595	5.3%
14%	22%	11%	71%	34	\$40,369	\$44,439	12.1%
23%	40%	9%	58%	26	\$46,920	\$60,221	10.4%
16%	33%	7%	49%	20	\$28,698	\$45,651	8.4%
27%	56%	17%	50%	20	\$36,646	\$49,688	9.8%
23%	36%	11%	42%	16	\$73,785	\$42,106	23.3%
20%	33%	15%	24%	8	\$45,083	\$87,088	6.9%
39%	55%	22%	23%	7	\$8,163	\$100,437	1.1%
29%	38%	18%	44%	8	\$47,339	\$49,555	12.7%
25%	42%	14%	53%	8	\$32,836	\$51,410	8.5%
18%	28%	10%	50%	7	\$46,996	\$52,668	11.9%
58%	62%	55%	R	R	R	\$96,438	R R
28%	59%	8%	67%	8	\$46,022	\$71,209	8.6%
13%	32%	5%	R	R	R	\$70,089	R
16%	47%	3%	R	R	R	\$57,796	R
1070	71 /0	370	11	TV.	11	Ψ51,130	IX
33%	47%	14%	60%	2,802	\$42,389	\$73,016	7.7%

Exhibit UA.W.11: Median 2021 Arizona Wages of 2011-2015 Undergraduate Alumni by Instructional Program

Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages	
52	Business, Management, Marketing, and Related Support Services	4,543	1,326	
42	Psychology	2,391	846	
26	Biological and Biomedical Sciences	2,330	754	
45	Social Sciences	2,886	753	
14	Engineering	1,564	598	
51	Health Professions and Related Programs	1,583	589	
13	Education	1,446	566	
30	Interdisciplinary Studies	1,695	437	
50	Visual and Performing Arts	1,532	351	
09	Communication, Journalism, and Related Programs	1,541	332	
19	Family, Consumer, and Human Sciences	778	284	
16	Foreign Languages, Literatures, and Linguistics	881	283	
23	English Language, Literature, and Letters	861	247	
01	Agriculture, Agriculture Operations, and Related Sciences	505	197	
44	Public Administration and Social Service Professions	491	188	
54	History	569	183	
11	Computer and Information Sciences and Support Services	490	160	
40	Physical Sciences	588	153	
04	Architecture and Related Services	597	128	
38	Philosophy and Religious Studies	377	106	
05	Area, Ethnic, Cultural, Gender, and Group Studies	325	102	
27	Mathematics and Statistics	450	97	
03	Natural Resources and Conservation	284	75	
15	Engineering Technologies and Engineering Related Fields	174	50	
41	Science Technologies and Technicians	101	42	
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	67	33	
22	Legal Professions and Studies	R	R	
10	Communications Technologies, Technicians, and Support Services			
24	Liberal Arts and Sciences, General Studies, and Humanities			
25	Library Science			
31	Parks, Recreation, Leisure, Fitness and Kinesiology			
49	Transportation and Materials Moving			
	Total	27,843	8,528	

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit UA.W.11: Median 2021 Arizona Wages of 2011-2015 Undergraduate Alumni by Instructional Program (Continued)

	Workforce Persistence All Res Non-Res		With S	tudent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	44%		F00/	000	¢10.200	ФОГ ООС	2.00/
29%		9%	50%	669	\$19,386	\$85,896	3.0%
35%	45%	7%	60%	506	\$19,461	\$53,836	4.8%
32%	37%	9%	50%	375	\$18,996	\$69,789	3.6%
26%	39%	6%	59%	447	\$20,255	\$61,128	4.4%
38%	45%	15%	54%	321	\$20,346	\$100,294	2.7%
37%	43%	16%	58%	343	\$19,373	\$69,924	3.7%
39%	46%	14%	63%	354	\$18,630	\$53,746	4.6%
26%	39%	6%	57%	248	\$21,374	\$58,958	4.8%
23%	31%	4%	61%	213	\$22,437	\$47,845	6.2%
22%	38%	5%	52%	172	\$20,108	\$61,197	4.3%
37%	48%	7%	63%	178	\$17,999	\$53,242	4.5%
32%	37%	6%	63%	178	\$19,009	\$50,933	4.9%
29%	34%	7%	54%	133	\$18,828	\$49,425	5.0%
39%	49%	9%	57%	112	\$17,920 <b></b>	\$75,782	3.1%
38%	47%	11%	66%	125	\$16,434 <b></b>	\$61,621	3.5%
32%	40%	8%	56%	102	\$23,076	\$54,303	5.6%
33%	37%	8%	57%	91	\$23,865	\$93,586	3.4%
26%	33%	6%	60%	92	\$21,850	\$82,538	3.5%
21%	38%	5%	62%	79 <b> </b>	\$24,044	\$73,463	4.3%
28%	35%	6%	50%	53	\$16,421 <b></b>	\$55,076	3.9%
31%	38%	6%	68%	69	\$22,828	\$49,602	6.1%
22%	28%	1%	51%	49	\$12,938	\$83,593	2.0%
26%	31%	6%	55%	41	\$19,183	\$55,431	4.6%
29%	42%	2%	64%	32	\$22,739	\$102,212	2.9%
42%	42%		55%	23	\$19,372	\$66,732	3.8%
49%	55%	18%	76%	25	\$14,927	\$56,859	3.5%
R	R	R	R	R	- R	R	R
31%	41%	8%	57%	4,827	\$19,814	\$65,092	4.0%

Exhibit UA.W.12: Median 2021 Arizona Wages of 2011-2015 Graduate Alumni by Instructional Program

Health Professions and Related Programs  Business, Management, Marketing, and Related Support Services  1,349 479 479 479 479 479 479 479 479 479 4	Clas	ssification of Instructional Program (CIP)	Graduates	With Arizona Wages	
13       Education       1,234       438         22       Legal Professions and Studies       279         4       Engineering       760       194         25       Library Science       442       177         40       Physical Sciences       723       111         45       Social Sciences       723       111         45       Social Sciences       723       111         46       Boilogical and Biomedical Sciences       446       85         26       Biological and Biomedical Sciences and Support Services       537       65         11       Computer and Information Sciences and Support Services       537       65         44       Public Administration and Social Service Professions       168       65         50       Visual and Performing Arts       359       63         44       Architecture and Related Services       216       52         03       Natural Resources and Conservation       219       49         16       Foreign Languages, Literatures, and Linguistics       228       49         16       Foreign Languages, Literature, and Group Studies       192       37         16       Foreign Languages, Literature, and Related Sciences       86 <th>51</th> <th>Health Professions and Related Programs</th> <th>2,330</th> <th>900</th>	51	Health Professions and Related Programs	2,330	900	
22Legal Professions and Studies80627914Engineering76019425Library Science44217740Physical Sciences72311145Social Sciences5159326Biological and Biomedical Sciences and Support Services5159326Biological and Information Sciences and Support Services5376511Computer and Information Sciences and Support Services5376512Public Administration and Social Service Professions1686530Visual and Performing Arts3596340Architecture and Related Services2165231Natural Resources and Conservation2194949494940Foreign Languages, Literatures, and Linguistics2284940Area, Ethnic, Cultural, Gender, and Group Studies1923723English Language, Literature, and Letters1933642Psychology1472943Agriculture, Agriculture Operations, and Related Sciences862544History591615Engineering Technologies and Engineering Related Fields321327Mathematics and Statistics95119Family, Consumer, and Human Sciences36830Interdisciplinary Studies34749Family, Consumer, and Human Sciences, General Studies, and Humanities1	52	Business, Management, Marketing, and Related Support Services	1,349	479	
14 Engineering 760 194 1 25 Library Science 442 177 1 40 Physical Sciences 723 1111   5 Social Sciences 515 393   26 Biological and Biomedical Sciences 446 85   27 Biological and Biomedical Sciences 446 85   28 Biological and Biomedical Sciences 446 85   29 Biological and Biomedical Sciences 446 85   20 Biological and Biomedical Sciences 446 85   20 Biological and Biomedical Sciences 446 85   21 Computer and Information Sciences and Support Services 537 65   21 Computer and Information Sciences and Support Services 537 85   21 Computer and Information Sciences and Support Services 537 85   22 Computer and Information Sciences and Support Services 537 85   23 Computer and Information Sciences and Sciences 540   24 Public Administration and Social Service Professions 168 8   25 Computer and Related Services 216   26 Science 17 Computer and Related Services 216   27 Natural Resources and Conservation 219   28 Computer and Related Services 228   29 Computer and Related Sciences 228   29 Computer and Letters 29   20 Agriculture, Cultural, Gender, and Group Studies 192   20 Agriculture, Agriculture Operations, and Related Sciences 86   20 Communication, Journalism, and Related Fields 32   21 Communication, Journalism, and Related Programs 51   29 Communication, Journalism, and Related Programs 51   30 Interdisciplinary Studies 34   31 Pamily, Consumer, and Human Sciences 36   32 Interdisciplinary Studies 34   33 Philosophy and Religious Studies 34   34   36 Philosophy and Religious Studies 34   37 Communications Technologies, Technicians, and Support Services 1   24 Liberal Arts and Sciences, General Studies, and Humanities 1   25 Parks, Recreation, Leisure, Fitness and Kinesiology 1   26 Communications and Materials Moving 1   27 Computer Technologies and Technicians 1   38 Computer Technologies and Technicians 1   39 Computer Technologies and Technicians 1   30 Computer Technologies and Technicians 1   31 Parks, Recreation, Leisure, Fitness and Kinesiology 1   32 Computer Technologies 2   34 Computer Technologies 3	13	Education	1,234	438	
Library Science 442 177   Physical Sciences 723 1111   Social Sciences 751 93   Biological and Biomedical Sciences 515 93   Biological and Biomedical Sciences 446 85   Biological and Biomedical Sciences and Support Services 537 65   Public Administration and Social Service Professions 537 65   Architecture and Information Sciences and Support Services 537 65   Architecture and Related Service Professions 168 65   Visual and Performing Arts 359 63   Architecture and Related Services 216   Social Service 228 49   Architecture and Related Services 216   Social Services 329   Architecture and Related Services 228   Application 168   Social Service 329   Architecture and Related Services 228   Application 169   Social Services 329   Architecture, Cultural, Gender, and Group Studies 32   Social Services 329   Area, Ethnic, Cultural, Gender, and Group Studies 32   Social Services 329   Area, Ethnic, Cultural, Gender, and Related Sciences 329   Social Services 329   Agriculture, Agriculture Operations, and Related Sciences 320   Agriculture, Agriculture Operations, and Related Sciences 321   Agriculture, Agriculture Operations, and Related Fields 32   Bornamics and Statistics 32   Social Services 331   Althematics and Statistics 321   Althematics and Statistics 321   Althematics and Statistics 331   Althematics and Statistics 331   Pamily, Consumer, and Human Sciences 34   Bornamics Technologies, Technicians, and Support Services 34   Liberal Arts and Sciences, General Studies, and Humanities 34   Parks, Recreation, Leisure, Fitness and Kinesiology 35   Science Technologies and Technicians 49   Homeland Security, Law Enforcement, Firefighting, and Related Protective Services 49   Transportation and Materials Moving 49   Torman 442	22	Legal Professions and Studies	806	279	
40 Physical Sciences	14	Engineering	760	194	
45 Social Sciences  Biological and Biomedical Sciences  Computer and Information Sciences and Support Services  11 Computer and Information Sciences and Support Services  Public Administration and Social Service Professions  168	25	Library Science	442	177	
26Biological and Biomedical Sciences4468511Computer and Information Sciences and Support Services5376544Public Administration and Social Service Professions1686550Visual and Performing Arts3596340Architecture and Related Services2165241Architecture and Related Services2165242434943Autural Resources and Conservation2194946Foreign Languages, Literatures, and Linguistics2284947494948494949494940Area, Ethnic, Cultural, Gender, and Group Studies1923742English Language, Literature, and Letters1933642Psychology1472942Psychology1472943Agriculture, Agriculture Operations, and Related Sciences862544History591645Engineering Technologies and Engineering Related Fields321347Mathematics and Statistics951149Communication, Journalism, and Related Programs51950Interdisciplinary Studies34740Point Arts and Sciences, General Studies, and Humanities41Parks, Recreation, Leisure, Fitness and Kinesiology42Liberal Arts and Sciences, General Studies, and Humanities43Homeland Security, Law Enforce	40	Physical Sciences	723	111	
11 Computer and Information Sciences and Support Services  44 Public Administration and Social Service Professions  55 Visual and Performing Arts  56 Visual and Performing Arts  57 Visual and Performing Arts  58 Visual and Performing Arts  59 Visual and Performing Arts  50 Visual and Performing Arts  50 Architecture and Related Services  51 Services  52 Visual and Performing Arts  52 Visual and Performing Arts  55 Visual and Performing Arts  56 Architecture and Related Services  51 Services and Conservation  51 Poreign Languages, Literatures, and Linguistics  52 Poreign Languages, Literatures, and Linguistics  52 Poreign Languages, Literature, and Group Studies  53 Foreign Languages, Literature, and Group Studies  54 Psychology  55 Psychology  56 Psychology  57 Psychology  58 Psychology  59 Psychology  50 Psychologies and Related Programs  51 Psychologies and Human Sciences  51 Psychologies and Human Sciences  51 Psychologies All Psychologies Psychologies, Technicians, and Support Services  51 Parks, Recreation, Leisure, Fitness and Kinesiology  52 Psychology  53 Psychology  54 Psychology  55 Psychology  56 Psychology  57 Psychology  58 Psychology  59 Psychology  50 Psych	45	Social Sciences	515	93 🛮	
44 Public Administration and Social Service Professions  50 Visual and Performing Arts  51 Visual and Performing Arts  52 Visual and Performing Arts  53 S S S S S S S S S S S S S S S S S S S	26	Biological and Biomedical Sciences	446	85	
50       Visual and Performing Arts       359       63         04       Architecture and Related Services       216       52         03       Natural Resources and Conservation       219       49         16       Foreign Languages, Literatures, and Linguistics       228       49         05       Area, Ethnic, Cultural, Gender, and Group Studies       192       37         23       English Language, Literature, and Letters       193       36         42       Psychology       147       29         14       Agriculture, Agriculture Operations, and Related Sciences       86       25         54       History       59       16         15       Engineering Technologies and Engineering Related Fields       32       13         27       Mathematics and Statistics       95       11         90       Communication, Journalism, and Related Programs       51       9         19       Family, Consumer, and Human Sciences       36       8         30       Interdisciplinary Studies       34       7         38       Philosophy and Religious Studies       49       6         10       Communications Technologies, Technicians, and Support Services         4       Liberal Arts and Sc	11	Computer and Information Sciences and Support Services	537	65 <b> </b>	
04       Architecture and Related Services       216       52         03       Natural Resources and Conservation       219       49         16       Foreign Languages, Literatures, and Linguistics       228       49         05       Area, Ethnic, Cultural, Gender, and Group Studies       192       37         23       English Language, Literature, and Letters       193       36         42       Psychology       147       29         01       Agriculture, Agriculture Operations, and Related Sciences       86       25         04       History       59       16         05       Engineering Technologies and Engineering Related Fields       32       13         27       Mathematics and Statistics       95       11         09       Communication, Journalism, and Related Programs       51       9         19       Family, Consumer, and Human Sciences       36       8         30       Interdisciplinary Studies       34       7         38       Philosophy and Religious Studies       49       6         40       Communications Technologies, Technicians, and Support Services         41       Liberal Arts and Sciences, General Studies, and Humanities         42       Liberal Arts and Scienc	44	Public Administration and Social Service Professions	168	65 <b>l</b>	
Natural Resources and Conservation Foreign Languages, Literatures, and Linguistics Area, Ethnic, Cultural, Gender, and Group Studies English Language, Literature, and Letters English Language, Literature, and English Sciences English Language, Literature, and English Sciences English Language, Literature, and English Science Technologies, Technicians, and Support Services Liberal Arts and Sciences, General Studies, and Humanities English Language, Literature, and English English Language, Langua	50	Visual and Performing Arts	359	63 <b>l</b>	
16Foreign Languages, Literatures, and Linguistics2284905Area, Ethnic, Cultural, Gender, and Group Studies1923723English Language, Literature, and Letters1933642Psychology1472901Agriculture, Agriculture Operations, and Related Sciences862554History591615Engineering Technologies and Engineering Related Fields321327Mathematics and Statistics951109Communication, Journalism, and Related Programs51919Family, Consumer, and Human Sciences36830Interdisciplinary Studies34731Philosophy and Religious Studies49632Communications Technologies, Technicians, and Support Services34Liberal Arts and Sciences, General Studies, and Humanities35Parks, Recreation, Leisure, Fitness and Kinesiology36Homeland Security, Law Enforcement, Firefighting, and Related Protective Services47Transportation and Materials Moving	04	Architecture and Related Services	216	52 <b> </b>	
Area, Ethnic, Cultural, Gender, and Group Studies  English Language, Literature, and Letters  English Language, Literature, and Letters  English Language, Literature, and Letters  193  Agriculture, Agriculture Operations, and Related Sciences  History  Agriculture, Agriculture Operations, and Related Sciences  History  Engineering Technologies and Engineering Related Fields  Engineering Technologies and Engineering Related Fields  Mathematics and Statistics  Mathematics and Statistics  Mathematics and Statistics  Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	03	Natural Resources and Conservation	219	49	
English Language, Literature, and Letters  193 36   Psychology 147 29   Agriculture, Agriculture Operations, and Related Sciences 54 History 55   16   Engineering Technologies and Engineering Related Fields 32   Mathematics and Statistics 75 Mathematics and Statistics 76 Mathematics and Statistics 77 Mathematics and Statistics 78 Mathematics and Statistics 79 Mathematics and Statistics 95 11 9 9 9 9 11 9 9 19 9 1	16	Foreign Languages, Literatures, and Linguistics	228	49	
42 Psychology  Agriculture, Agriculture Operations, and Related Sciences  54 History  59 16  15 Engineering Technologies and Engineering Related Fields  27 Mathematics and Statistics  98 17  99 18  100 Communication, Journalism, and Related Programs  101 Family, Consumer, and Human Sciences  102 Interdisciplinary Studies  103 Interdisciplinary Studies  104 Communications Technologies, Technicians, and Support Services  24 Liberal Arts and Sciences, General Studies, and Humanities  15 Parks, Recreation, Leisure, Fitness and Kinesiology  16 Science Technologies and Technicians  17 Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  18 Transportation and Materials Moving	05	Area, Ethnic, Cultural, Gender, and Group Studies	192	37 l	
Agriculture, Agriculture Operations, and Related Sciences  History  Engineering Technologies and Engineering Related Fields  Mathematics and Statistics  Mathematics and Statistics  Communication, Journalism, and Related Programs  Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	23	English Language, Literature, and Letters	193	36 l	
History  Engineering Technologies and Engineering Related Fields  Engineering Technologies and Engineering Related Fields  Mathematics and Statistics  Mathematics and Statistics  Communication, Journalism, and Related Programs  Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	42	Psychology	147	29	
Engineering Technologies and Engineering Related Fields  All 13   27 Mathematics and Statistics  Mathematics and Statistics  Communication, Journalism, and Related Programs  Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	01	Agriculture, Agriculture Operations, and Related Sciences	86	25	
Mathematics and Statistics  Op Communication, Journalism, and Related Programs  Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	54	History	59 <b>l</b>	16	
Communication, Journalism, and Related Programs  Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	15	Engineering Technologies and Engineering Related Fields	32	13	
Family, Consumer, and Human Sciences  Interdisciplinary Studies  Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	27	Mathematics and Statistics	95	11	
Interdisciplinary Studies 34 7  Philosophy and Religious Studies 49 6  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	09	Communication, Journalism, and Related Programs	51 <b> </b>	9	
Philosophy and Religious Studies  Communications Technologies, Technicians, and Support Services  Liberal Arts and Sciences, General Studies, and Humanities  Parks, Recreation, Leisure, Fitness and Kinesiology  Science Technologies and Technicians  Homeland Security, Law Enforcement, Firefighting, and Related Protective Services  Transportation and Materials Moving	19	Family, Consumer, and Human Sciences	36 l	8	
Communications Technologies, Technicians, and Support Services Liberal Arts and Sciences, General Studies, and Humanities Parks, Recreation, Leisure, Fitness and Kinesiology Science Technologies and Technicians Homeland Security, Law Enforcement, Firefighting, and Related Protective Services Transportation and Materials Moving	30	Interdisciplinary Studies	34	7	
<ul> <li>Liberal Arts and Sciences, General Studies, and Humanities</li> <li>Parks, Recreation, Leisure, Fitness and Kinesiology</li> <li>Science Technologies and Technicians</li> <li>Homeland Security, Law Enforcement, Firefighting, and Related Protective Services</li> <li>Transportation and Materials Moving</li> </ul>	38	Philosophy and Religious Studies	49	6	
<ul> <li>Parks, Recreation, Leisure, Fitness and Kinesiology</li> <li>Science Technologies and Technicians</li> <li>Homeland Security, Law Enforcement, Firefighting, and Related Protective Services</li> <li>Transportation and Materials Moving</li> </ul>	10	Communications Technologies, Technicians, and Support Services			
<ul> <li>Science Technologies and Technicians</li> <li>Homeland Security, Law Enforcement, Firefighting, and Related Protective Services</li> <li>Transportation and Materials Moving</li> </ul>	24	Liberal Arts and Sciences, General Studies, and Humanities			
<ul> <li>Homeland Security, Law Enforcement, Firefighting, and Related Protective Services</li> <li>Transportation and Materials Moving</li> </ul>	31	Parks, Recreation, Leisure, Fitness and Kinesiology			
49 Transportation and Materials Moving	41	Science Technologies and Technicians			
· · · · · · · · · · · · · · · · · · ·					
Total 11,231 3,264	49	Transportation and Materials Moving			
		Total	11,231	3,264	

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

Exhibit UA.W.12: Median 2021 Arizona Wages of 2011-2015 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With St	udent Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res N	Ion-Res					
39%	43%	16%	84%	757	\$93,446	\$128,959	9.8%
36%	49%	20%	64%	308	\$40,549	\$127,168	4.3%
35%	41%	14%	60%	262	\$28,816	\$62,410	6.3%
35%	44%	14%	85%	236	\$99,249	\$106,764	12.6%
26%	43%	13%	31%	61 <b> </b>	\$25,574	\$121,767	2.8%
40%	47%	8%	66%	117	\$38,864	\$57,433	9.2%
15%	32%	9%	26%	29	\$27,365	\$118,666	3.1%
18%	30%	7%	68%	63 <b>l</b>	\$32,027	\$68,906	6.3%
19%	32%	8%	38%	32	\$19,838 <b></b>	\$91,201	3.0%
12%	42%	7%	37%	24	\$22,820 <b></b>	\$115,889	2.7%
39%	43%	19%	62%	40	\$31,115	\$71,151	5.9%
18%	31%	10%	60%	38 l	\$25,315	\$45,732	7.5%
24%	35%	12%	79%	41	\$35,064	\$74,677	6.4%
22%	30%	14%	37%	18	\$23,548	\$72,246	4.4%
21%	37%	11%	59%	29	\$30,447	\$52,665	7.8%
19%	31%	11%	57%	21	\$36,538	\$58,682	8.4%
19%	17%	19%	58%	21	\$18,656 <b>■</b>	\$52,495	4.8%
20%	27%	10%	59%	17	\$32,909	\$74,445	6.0%
29%	54%	10%	60%	15	\$25,590	\$75,375	4.6%
27%	42%	17%	63%	10	\$51,312	\$52,930	13.2%
41%	39%	44%	46%	6	\$25,966	\$75,415	4.7%
12%	17%	10%	R	R	R	\$82,128	R
18%	35%	4%	R	R	R	\$65,906	R
22%	35%	11%	R	R	R	\$99,451	R
21%	33%	6%	R	R	R	\$89,065	R
12%	32%	0%	R	R	R	\$115,319	R

2	9%	41%	12%	66%	2,150	\$47,479	\$92,008	7.0%

