

In-State Retention and Salary Analysis of Spring Graduates, 2005 to 2009

University System of Ohio Institutions

Prepared by

Ohio

Board of Regents

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In-State Retention and Salary Analysis of Spring Graduates, 2005 to 2009

The Ohio Board of Regents has a policy interest in the in-state retention and earnings of University System of Ohio graduates. Higher education makes economic and social contributions to the state through its graduates, most of whom remain in Ohio to work and continue their education. Analysis of post-graduation outcomes provides a useful barometer of trends in employment and migration and patterns in earnings by field of study.

Each year, data matches are conducted with the Ohio Department of Jobs and Family Services (ODJFS) to collect employment data on spring term graduates of Ohio public colleges and universities. Matches are also conducted to determine how many graduates continue their education at an Ohio public college or university. The data have limitations which should be taken into account. For a detailed explanation, please see the Notes section. In general, due to incomplete matching on employment outcomes, these figures should be viewed as lower bound estimates of retention. In addition, it is not possible to know for certain which graduates are working full-time as data on hours worked are not available.

Retention

Across all degree levels, there were 37,151 graduates in spring 2009. In the fourth quarter of 2009, 77% of graduates worked in Ohio or attended an Ohio public college or university in 2009-2010. This overall retention rate has been relatively stable over the past five years.

Retention varies by award level. Recipients of Associate degrees and less than Associate awards had the highest retention rates, at 85% for both groups. Master's degree recipients had a 78% retention rate in 2009. Although the rates dipped a small amount in the intervening years, the 2005 and 2009 retention rates are equal. Seventy-four percent of bachelor's degree recipients were retained in 2009, a slight increase from 73% in 2008. Retention of doctoral degree recipients increased in 2009 to 63%, back to the 2005 level, while retention of first-professional degree recipients declined

from 59% in 2005 to 57% in 2009.

Earnings

Earnings are reported for graduates who earned at least \$4,000 in the 4th quarter of the year. This is a rough method of estimating which graduates are employed full-time. Annual earnings are estimated by multiplying the 4th quarter earnings by four. Although both current dollar and inflation adjusted earnings estimates are reported, the inflation-adjusted figures are preferable for analyzing trends.

In 2009, average earnings for associate degree recipients were \$36,578, compared to \$36,065 for bachelor's degree recipients. In 2009, Master's, doctoral, and first-professional graduates earned \$53,092, \$60,963 and \$67,868, respectively.

Earnings vary considerably by field of study. In 2009, average earnings for associate degree recipients in health and engineering were \$39,746 and \$42,827, compared to \$30,563 for Arts and Humanities and \$31,495 for Business. A similar pattern holds for bachelor's degree recipients, with Engineering graduates earning an average of \$46,221 and Health graduates earning \$46,889, compared to \$28,443 for Social and Behavioral Sciences and \$28,721 for Arts and Humanities.

Earnings Trends

Inflation-adjusted average earnings for graduates by degree level have fallen over the last five years. In 2009 dollars, Associate degree average earnings fell from \$39,437 in 2005 to \$36,578 in 2009 and bachelor's degree average earnings fell from \$36,886 to \$36,065. However, master's degree earnings are starting to show an increase, from \$52,279 in 2005 to \$53,092 in 2009.

Table 1. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level, 2005-2009

Degree Level	2005		2006		2007		2008		2009	
	Number of Graduates	Percent Retained								
Less than Associate Award	1,533	85%	1,850	86%	1,920	85%	1,992	87%	2,218	85%
Associate Degree	9,009	88%	9,549	88%	9,400	87%	9,759	88%	9,785	85%
Bachelor's Degree	18,189	75%	18,629	74%	18,974	73%	19,101	73%	19,271	74%
Master's Degree	3,637	78%	3,822	75%	3,796	76%	3,880	79%	3,947	78%
Doctoral Degree	252	63%	280	63%	229	55%	265	56%	272	63%
First-Professional Degree	1,538	59%	1,590	59%	1,597	57%	1,615	57%	1,658	57%
	34,158	78%	35,720	78%	35,916	77%	36,612	77%	37,151	77%

Table 2. First-Year Earnings of Ohio Resident Spring Term Graduates by Degree Level, 2005-2009

Degree Level	2005		2006		2007		2008		2009	
	Number	Average Full-Time Salary								
a. Salaries Expressed in Current Dollars (not adjusted for inflation)										
Less than Associate Award	593	\$33,339	783	\$31,252	817	\$33,747	875	\$33,908	873	\$33,308
Associate Degree	5,089	\$35,907	5,466	\$35,465	5,445	\$37,062	5,510	\$37,670	4,801	\$36,578
Bachelor's Degree	8,110	\$33,584	8,320	\$34,911	8,663	\$35,855	8,520	\$36,330	7,829	\$36,065
Master's Degree	2,370	\$47,600	2,410	\$49,065	2,408	\$50,207	2,595	\$51,578	2,518	\$53,092
Doctoral Degree	149	\$68,127	156	\$75,062	113	\$57,096	133	\$61,733	148	\$60,963
First-Professional Degree	786	\$55,098	845	\$60,052	812	\$66,995	847	\$68,668	820	\$67,868
b. Salaries Expressed in Constant 2008 Dollars (adjusted for inflation)										
Less than Associate Award	593	\$36,616	783	\$33,252	817	\$34,920	875	\$33,782	873	\$33,308
Associate Degree	5,089	\$39,437	5,466	\$37,735	5,445	\$38,350	5,510	\$37,530	4,801	\$36,578
Bachelor's Degree	8,110	\$36,886	8,320	\$37,145	8,663	\$37,100	8,520	\$36,195	7,829	\$36,065
Master's Degree	2,370	\$52,279	2,410	\$52,204	2,408	\$51,951	2,595	\$51,386	2,518	\$53,092
Doctoral Degree	149	\$74,825	156	\$79,865	113	\$59,079	133	\$61,504	148	\$60,963
First-Professional Degree	786	\$60,514	845	\$63,895	812	\$69,322	847	\$68,413	820	\$67,868

Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2005 - 2009

Discipline Area	2005		2006		2007		2008		2009	
	Number of Graduates	Percent Retained								
Less than Associate Award										
Arts & Humanities	92	78%	104	82%	103	84%	153	93%	205	88%
Business	268	78%	371	80%	332	78%	388	82%	415	79%
Education	12	75%	12	75%	19	74%	35	89%	28	86%
Engineering	151	93%	263	92%	252	90%	258	88%	227	85%
Health	450	88%	515	88%	593	89%	682	90%	784	90%
Law	15	67%	20	85%	23	74%	13	92%	22	82%
Natural Science & Mathematics	182	86%	179	88%	171	88%	159	87%	125	80%
Services	61	90%	65	95%	53	77%	47	96%	76	87%
Social & Behavioral Sciences	104	81%	145	76%	170	78%	172	78%	185	74%
Trades and Repair Technicians	30	87%	31	97%	34	97%	29	79%	45	82%
Dual Major	168	86%	144	85%	170	84%	56	82%	106	87%
Other			1	NA						
Less than Associate Award Total	1,533	85%	1,850	86%	1,920	85%	1,992	87%	2,218	85%
Associate Degree										
Arts & Humanities	1,631	90%	1,668	87%	1,636	88%	1,765	87%	1,777	87%
Business	1,406	86%	1,480	88%	1,318	88%	1,371	87%	1,409	83%
Education	267	85%	281	88%	234	87%	250	88%	228	81%
Engineering	906	85%	939	87%	1,059	88%	1,062	87%	967	86%
Health	3,048	89%	3,315	89%	3,418	87%	3,544	89%	3,540	85%
Law	118	81%	130	86%	109	92%	119	88%	131	85%
Natural Science & Mathematics	582	85%	617	84%	550	80%	570	83%	588	80%
Services	468	87%	524	90%	459	91%	476	88%	517	86%
Social & Behavioral Sciences	308	85%	323	85%	309	89%	296	89%	325	81%
Trades and Repair Technicians	89	87%	80	79%	82	82%	63	83%	94	78%
Dual Major	186	89%	176	85%	226	89%	242	89%	209	81%
Other			16	81%			1	NA		
Associate Degree Total	9,009	88%	9,549	88%	9,400	87%	9,759	88%	9,785	85%

Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2005 - 2009

Discipline Area	2005		2006		2007		2008		2009	
	Number of Graduates	Percent Retained								
Bachelor's Degree										
Arts & Humanities	3,156	71%	3,359	68%	3,163	68%	3,334	67%	3,378	68%
Business	3,319	75%	3,204	76%	3,244	72%	3,239	72%	3,260	75%
Education	2,318	81%	2,257	79%	2,292	79%	2,138	80%	1,954	85%
Engineering	1,785	70%	1,772	70%	1,711	69%	1,694	67%	1,690	65%
Health	1,557	83%	1,766	83%	1,904	84%	2,205	84%	2,452	84%
Law	32	81%	31	77%	34	74%	30	77%	23	91%
Natural Science & Mathematics	1,525	72%	1,575	72%	1,705	72%	1,731	74%	1,774	72%
Services	707	76%	753	74%	778	73%	793	75%	783	77%
Social & Behavioral Sciences	3,467	75%	3,468	73%	3,676	73%	3,580	71%	3,580	73%
Dual Major	323	63%	444	71%	467	64%	357	58%	377	60%
Bachelor's Degree Total	18,189	75%	18,629	74%	18,974	73%	19,101	73%	19,271	74%
Master's Degree										
Arts & Humanities	271	69%	298	62%	272	65%	267	75%	255	71%
Business	656	76%	613	74%	584	79%	567	76%	570	74%
Education	1,138	84%	1,108	82%	1,036	81%	1,285	86%	1,229	85%
Engineering	222	53%	239	57%	210	55%	212	58%	223	63%
Health	420	82%	501	74%	519	80%	516	84%	551	81%
Law			1	NA	1	NA				
Natural Science & Mathematics	195	67%	173	66%	164	57%	156	69%	161	63%
Services	58	78%	86	77%	75	64%	86	69%	86	71%
Social & Behavioral Sciences	663	82%	658	81%	806	76%	773	80%	840	78%
Dual Major	14	71%	145	74%	129	78%	18	67%	32	78%
Master's Degree Total	3,637	78%	3,822	75%	3,796	76%	3,880	79%	3,947	78%

Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2005 - 2009

Discipline Area	2005		2006		2007		2008		2009	
	Number of Graduates	Percent Retained								
Doctoral Degree										
Arts & Humanities	23	43%	21	57%	19	42%	22	45%	15	67%
Business	3	NA	11	45%	8	38%	3	NA	3	NA
Education	71	76%	65	74%	74	74%	69	77%	77	79%
Engineering	19	32%	19	37%	18	33%	29	34%	18	33%
Health	62	84%	87	83%	32	63%	43	72%	65	75%
Natural Science & Mathematics	37	54%	40	38%	45	40%	57	44%	62	47%
Services	1	NA			1	NA			5	NA
Social & Behavioral Sciences	34	38%	36	44%	27	44%	42	43%	27	48%
Dual Major	2	NA	1	NA	5	NA				
Doctoral Degree Total	252	63%	280	63%	229	55%	265	56%	272	63%
First-Professional Degree										
Health	921	51%	979	55%	1,041	53%	1,058	54%	1,104	57%
Law	617	70%	609	66%	556	66%	557	64%	554	57%
Dual Major			2	NA						
First-Professional Degree Total	1,538	59%	1,590	59%	1,597	57%	1,615	57%	1,658	57%

For confidentiality purposes, data is suppressed when the number of graduates is fewer than 6.

Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2005-2009

Discipline Area	2005		2006		2007		2008		2009	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary
Less than Associate Award										
Arts & Humanities	28	\$31,261	46	\$28,134	32	\$29,327	44	\$27,736	52	\$29,213
Business	97	\$35,977	144	\$32,823	130	\$34,164	144	\$35,442	159	\$36,142
Education	3	NA	5	NA	4	NA	15	\$26,171	7	\$24,757
Engineering	106	\$36,920	146	\$34,470	158	\$34,903	156	\$38,373	98	\$39,558
Health	214	\$32,060	255	\$29,710	305	\$31,090	344	\$32,206	406	\$31,814
Law	6	\$30,827	14	\$36,772	13	\$35,244	9	\$39,032	10	\$36,654
Natural Science & Mathematics	35	\$33,847	36	\$28,077	36	\$33,782	44	\$36,039	24	\$35,058
Services	13	\$32,005	28	\$30,316	18	\$35,004	23	\$32,557	28	\$32,404
Social & Behavioral Sciences	28	\$27,123	44	\$32,518	52	\$29,631	60	\$30,633	38	\$27,169
Trades and Repair Technicians	11	\$37,541	15	\$34,098	17	\$52,948	14	\$36,606	22	\$33,384
Dual Major	52	\$31,145	50	\$28,521	52	\$45,404	22	\$38,698	29	\$33,223
Other			0	NA						
Less than Associate Award Total	593	\$33,339	783	\$31,252	817	\$33,747	875	\$33,908	873	\$33,308
Associate Degree										
Arts & Humanities	538	\$28,983	553	\$29,153	552	\$30,484	541	\$30,900	497	\$30,563
Business	770	\$32,246	817	\$30,164	757	\$32,860	746	\$31,432	655	\$31,495
Education	98	\$23,053	108	\$23,541	90	\$23,653	93	\$23,266	57	\$24,317
Engineering	577	\$37,901	594	\$38,053	683	\$40,218	673	\$44,729	513	\$42,827
Health	2,340	\$40,246	2,496	\$40,332	2,508	\$41,265	2,608	\$41,413	2,347	\$39,746
Law	59	\$31,789	81	\$30,290	77	\$30,174	76	\$32,883	67	\$29,909
Natural Science & Mathematics	261	\$31,688	283	\$31,265	250	\$32,369	277	\$34,152	231	\$32,651
Services	221	\$33,939	266	\$30,728	245	\$33,109	239	\$32,310	219	\$33,279
Social & Behavioral Sciences	120	\$26,501	138	\$26,701	131	\$27,979	124	\$25,137	103	\$26,892
Trades and Repair Technicians	36	\$30,413	36	\$28,468	36	\$34,026	25	\$30,788	34	\$33,267
Dual Major	69	\$30,223	87	\$32,305	116	\$30,985	108	\$32,918	78	\$31,009

Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2005-2009

Discipline Area	2005		2006		2007		2008		2009	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary
Other			7	\$39,845			0	NA		
Associate Degree Total	5,089	\$35,907	5,466	\$35,465	5,445	\$37,062	5,510	\$37,670	4,801	\$36,578
Bachelor's Degree										
Arts & Humanities	1,150	\$27,929	1,205	\$29,026	1,210	\$29,913	1,149	\$29,505	1,053	\$28,721
Business	1,833	\$34,632	1,850	\$36,705	1,818	\$37,668	1,765	\$37,838	1,614	\$37,093
Education	1,108	\$28,873	1,099	\$29,402	1,155	\$29,883	1,127	\$30,718	1,029	\$31,521
Engineering	906	\$42,897	902	\$46,491	916	\$48,278	850	\$48,712	673	\$46,221
Health	870	\$45,090	1,017	\$45,213	1,113	\$46,878	1,286	\$46,489	1,378	\$46,889
Law	17	\$28,684	14	\$28,459	17	\$33,509	19	\$34,553	11	\$36,699
Natural Science & Mathematics	533	\$32,977	524	\$34,009	571	\$34,494	629	\$35,973	561	\$36,277
Services	266	\$29,835	291	\$29,572	285	\$30,194	314	\$29,794	272	\$28,102
Social & Behavioral Sciences	1,314	\$28,305	1,272	\$28,307	1,424	\$28,873	1,275	\$28,570	1,148	\$28,443
Dual Major	113	\$30,896	146	\$30,929	154	\$32,694	106	\$37,475	90	\$33,708
Bachelor's Degree Total	8,110	\$33,584	8,320	\$34,911	8,663	\$35,855	8,520	\$36,330	7,829	\$36,065
Master's Degree										
Arts & Humanities	113	\$38,765	102	\$37,163	112	\$36,963	130	\$38,928	112	\$38,385
Business	453	\$65,056	430	\$69,506	433	\$70,287	400	\$75,776	377	\$78,331
Education	861	\$42,115	807	\$42,611	738	\$44,066	971	\$44,429	905	\$46,999
Engineering	98	\$52,511	119	\$57,556	92	\$57,056	94	\$57,139	109	\$60,526
Health	285	\$52,898	321	\$57,331	356	\$60,362	379	\$63,178	374	\$62,497
Law			1	NA	0	NA				
Natural Science & Mathematics	95	\$47,940	78	\$46,825	63	\$48,941	75	\$50,870	75	\$54,902
Services	41	\$34,270	52	\$41,867	37	\$43,354	39	\$43,095	45	\$41,854
Social & Behavioral Sciences	414	\$38,654	406	\$38,886	491	\$38,967	497	\$40,261	503	\$41,091
Dual Major	10	\$51,572	94	\$34,965	86	\$37,743	10	\$51,069	18	\$37,825
Master's Degree Total	2,370	\$47,600	2,410	\$49,065	2,408	\$50,207	2,595	\$51,578	2,518	\$53,092

Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2005-2009

Discipline Area	2005		2006		2007		2008		2009	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary
Doctoral Degree										
Arts & Humanities	10	\$42,124	8	\$44,234	8	\$54,452	10	\$44,266	8	\$55,567
Business	2	NA	4	NA	3	NA	1	NA	0	NA
Education	52	\$65,281	45	\$68,219	49	\$58,484	45	\$65,664	54	\$66,070
Engineering	6	\$64,827	6	\$64,151	6	\$83,641	9	\$61,029	5	NA
Health	50	\$80,423	69	\$92,070	19	\$62,826	31	\$63,722	43	\$62,073
Natural Science & Mathematics	17	\$66,399	11	\$40,978	13	\$38,603	20	\$56,269	23	\$50,710
Services	0	NA			1	NA			2	NA
Social & Behavioral Sciences	11	\$45,605	13	\$56,877	11	\$57,226	17	\$60,835	13	\$47,369
Dual Major	1	NA	0	NA	3	NA				
Doctoral Degree Total	149	\$68,127	156	\$75,062	113	\$57,096	133	\$61,733	148	\$60,963
First-Professional Degree										
Health	442	\$53,800	505	\$63,757	520	\$70,149	548	\$69,780	609	\$72,474
Law	344	\$56,766	340	\$54,549	292	\$61,378	299	\$66,630	211	\$54,571
Dual Major			0	NA						
First-Professional Degree Total	786	\$55,098	845	\$60,052	812	\$66,995	847	\$68,668	820	\$67,868

For confidentiality purposes, data is suppressed when the number of graduates is fewer than 6.

Table 5. First-Year Earnings in Constant 2009 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2005-2009

Discipline Area	2005		2006		2007		2008		2009	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary
Less than Associate Award										
Arts & Humanities	28	\$34,334	46	\$29,934	32	\$30,345	44	\$27,633	52	\$29,213
Business	97	\$39,514	144	\$34,923	130	\$35,351	144	\$35,311	159	\$36,142
Education	3	NA	5	NA	4	NA	15	\$26,073	7	\$24,757
Engineering	106	\$40,550	146	\$36,676	158	\$36,115	156	\$38,231	98	\$39,558
Health	214	\$35,211	255	\$31,611	305	\$32,169	344	\$32,087	406	\$31,814
Law	6	\$33,858	14	\$39,125	13	\$36,468	9	\$38,887	10	\$36,654
Natural Science & Mathematics	35	\$37,175	36	\$29,874	36	\$34,955	44	\$35,905	24	\$35,058
Services	13	\$35,151	28	\$32,256	18	\$36,220	23	\$32,436	28	\$32,404
Social & Behavioral Sciences	28	\$29,789	44	\$34,599	52	\$30,660	60	\$30,519	38	\$27,169
Trades and Repair Technicians	11	\$41,232	15	\$36,280	17	\$54,787	14	\$36,470	22	\$33,384
Dual Major	52	\$34,207	50	\$30,346	52	\$46,981	22	\$38,554	29	\$33,223
Other			0	NA						
Less than Associate Award Total	593	\$36,616	783	\$33,252	817	\$34,920	875	\$33,782	873	\$33,308
Associate Degree										
Arts & Humanities	538	\$31,833	553	\$31,019	552	\$31,543	541	\$30,785	497	\$30,563
Business	770	\$35,416	817	\$32,094	757	\$34,001	746	\$31,316	655	\$31,495
Education	98	\$25,319	108	\$25,047	90	\$24,475	93	\$23,179	57	\$24,317
Engineering	577	\$41,627	594	\$40,488	683	\$41,615	673	\$44,563	513	\$42,827
Health	2,340	\$44,202	2,496	\$42,912	2,508	\$42,698	2,608	\$41,259	2,347	\$39,746
Law	59	\$34,915	81	\$32,228	77	\$31,222	76	\$32,761	67	\$29,909
Natural Science & Mathematics	261	\$34,804	283	\$33,266	250	\$33,493	277	\$34,025	231	\$32,651
Services	221	\$37,275	266	\$32,695	245	\$34,259	239	\$32,190	219	\$33,279
Social & Behavioral Sciences	120	\$29,107	138	\$28,410	131	\$28,951	124	\$25,043	103	\$26,892
Trades and Repair Technicians	36	\$33,403	36	\$30,289	36	\$35,208	25	\$30,673	34	\$33,267
Dual Major	69	\$33,194	87	\$34,372	116	\$32,061	108	\$32,796	78	\$31,009

Table 5. First-Year Earnings in Constant 2009 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2005-2009

Discipline Area	2005		2006		2007		2008		2009	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary
Other			7	\$42,394			0	NA		
Associate Degree Total	5,089	\$39,437	5,466	\$37,735	5,445	\$38,350	5,510	\$37,530	4,801	\$36,578
Bachelor's Degree										
Arts & Humanities	1,150	\$30,675	1,205	\$30,883	1,210	\$30,952	1,149	\$29,395	1,053	\$28,721
Business	1,833	\$38,036	1,850	\$39,054	1,818	\$38,977	1,765	\$37,698	1,614	\$37,093
Education	1,108	\$31,711	1,099	\$31,284	1,155	\$30,921	1,127	\$30,603	1,029	\$31,521
Engineering	906	\$47,114	902	\$49,466	916	\$49,955	850	\$48,531	673	\$46,221
Health	870	\$49,523	1,017	\$48,106	1,113	\$48,506	1,286	\$46,316	1,378	\$46,889
Law	17	\$31,504	14	\$30,280	17	\$34,673	19	\$34,425	11	\$36,699
Natural Science & Mathematics	533	\$36,219	524	\$36,185	571	\$35,692	629	\$35,839	561	\$36,277
Services	266	\$32,768	291	\$31,464	285	\$31,243	314	\$29,683	272	\$28,102
Social & Behavioral Sciences	1,314	\$31,088	1,272	\$30,119	1,424	\$29,876	1,275	\$28,464	1,148	\$28,443
Dual Major	113	\$33,933	146	\$32,909	154	\$33,830	106	\$37,335	90	\$33,708
Bachelor's Degree Total	8,110	\$36,886	8,320	\$37,145	8,663	\$37,100	8,520	\$36,195	7,829	\$36,065
Master's Degree										
Arts & Humanities	113	\$42,577	102	\$39,541	112	\$38,247	130	\$38,784	112	\$38,385
Business	453	\$71,452	430	\$73,953	433	\$72,728	400	\$75,494	377	\$78,331
Education	861	\$46,255	807	\$45,337	738	\$45,596	971	\$44,264	905	\$46,999
Engineering	98	\$57,673	119	\$61,238	92	\$59,038	94	\$56,926	109	\$60,526
Health	285	\$58,098	321	\$60,999	356	\$62,458	379	\$62,944	374	\$62,497
Law			1	NA	0	NA				
Natural Science & Mathematics	95	\$52,653	78	\$49,821	63	\$50,641	75	\$50,681	75	\$54,902
Services	41	\$37,639	52	\$44,546	37	\$44,860	39	\$42,935	45	\$41,854
Social & Behavioral Sciences	414	\$42,454	406	\$41,374	491	\$40,320	497	\$40,112	503	\$41,091
Dual Major	10	\$56,642	94	\$37,202	86	\$39,054	10	\$50,879	18	\$37,825
Master's Degree Total	2,370	\$52,279	2,410	\$52,204	2,408	\$51,951	2,595	\$51,386	2,518	\$53,092

Table 5. First-Year Earnings in Constant 2009 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2005-2009

Discipline Area	2005		2006		2007		2008		2009	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary	Number Estimated to be Employed Full-Time	Average Full-Time Salary
Doctoral Degree										
Arts & Humanities	10	\$46,265	8	\$47,064	8	\$56,343	10	\$44,101	8	\$55,567
Business	2	NA	4	NA	3	NA	1	NA	0	NA
Education	52	\$71,699	45	\$72,584	49	\$60,515	45	\$65,420	54	\$66,070
Engineering	6	\$71,201	6	\$68,256	6	\$86,546	9	\$60,802	5	NA
Health	50	\$88,330	69	\$97,961	19	\$65,008	31	\$63,485	43	\$62,073
Natural Science & Mathematics	17	\$72,927	11	\$43,600	13	\$39,944	20	\$56,060	23	\$50,710
Services	0	NA			1	NA			2	NA
Social & Behavioral Sciences	11	\$50,089	13	\$60,517	11	\$59,213	17	\$60,609	13	\$47,369
Dual Major	1	NA	0	NA	3	NA				
Doctoral Degree Total	149	\$74,825	156	\$79,865	113	\$59,079	133	\$61,504	148	\$60,963
First-Professional Degree										
Health	442	\$59,089	505	\$67,837	520	\$72,585	548	\$69,521	609	\$72,474
Law	344	\$62,346	340	\$58,040	292	\$63,510	299	\$66,383	211	\$54,571
Dual Major			0	NA						
First-Professional Degree Total	786	\$60,514	845	\$63,895	812	\$69,322	847	\$68,413	820	\$67,868

For confidentiality purposes, data is suppressed when the number of graduates is fewer than 6.

Data Notes

1. In-state retention includes employment in Ohio in the fourth quarter of the calendar year of graduation (see note 2 below) or enrollment in any term of the following academic year at an Ohio public institution.
2. To determine in-state employment, spring graduates are cross-matched against the employment database maintained by the Ohio Department of Jobs and Family Services. This cross-match determines if graduates were employed within the state of Ohio in the fourth quarter immediately following their spring graduation. Limitations to these data include the following: a)The data matching process does not reflect income received by owners of small companies, although the data matching is successful for any employee of a small company who is paid wages; b)The data matching process does not reflect employment on federal payroll in such installations as Wright-Patterson AFB, NASA Lewis, the Defense Supply Center in Columbus, and EPA in Cincinnati; c)The data matching process does not include cross-border employment, even though the employee may physically reside in Ohio.
3. Due to the incomplete matching described in note (2), the "in-state retention" rates presented in this report should be viewed as lower bound estimates of the percentage of graduates who stay in Ohio to work or attend school after receiving their degrees.
4. Full-time employment is estimated based on earnings in the 4th quarter of \$4,000 or more (\$16,000 annually).
5. Discipline area is an aggregation of subject fields. The current discipline areas were determined in consultation with institutional representatives.