

In-State Retention and Salary Analysis of Spring Graduates, 2006 to 2010

University System of Ohio Institutions

Prepared by



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In-State Retention and Salary Analysis of Spring Graduates, 2006 to 2010

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 39,234 graduates in spring 2010. In the fourth quarter of 2010, 78% of graduates worked in Ohio or attended an Ohio public college or university in 2010-2011. 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 2010, followed by 74% for bachelor's degree recipients. Sixty-one percent of professional practice doctoral degree recipients and 58% of research/scholarship doctoral degree recipients were retained in Ohio.

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 2010, average earnings for associate degree recipients were \$36,734, compared to \$35,549 for bachelor's degree recipients. Master's, research/scholarship doctoral, and professional practice doctoral graduates earned \$53,722, \$55,997 and \$65,569, respectively.

Earnings vary considerably by field of study. In 2010, average earnings for associate degree recipients in health and engineering were \$38,933 and \$45,437 respectively, compared to \$31,991 for Arts and Humanities and \$32,175 for Business. A similar pattern holds for bachelor's degree recipients, with Engineering graduates earning an average of \$46,965 and Health graduates earning \$43,988, compared to \$28,695 for Social and Behavioral Sciences and \$29,749 for Arts and Humanities.

Earnings Trends

Inflation-adjusted average earnings for graduates by degree level have fallen over the last five years. In 2010 dollars, associate degree average earnings fell from \$38,368 in 2006 to \$36,734 in 2010 and bachelor's degree average earnings fell from \$37,768 to \$35,549. However, master's degree earnings are starting to show an increase, from \$53,081 in 2006 to \$53,722 in 2010.

Table 1. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level, 2006-2010

Degree Level	2006		2007		2008		2009		2010	
	Number of Graduates	Percent Retained								
Less than Associate Award	1,850	86%	1,920	85%	1,992	87%	2,218	85%	2,699	85%
Associate Degree	9,549	88%	9,400	87%	9,759	88%	9,785	85%	10,390	85%
Bachelor's Degree	18,629	74%	18,974	73%	19,101	73%	19,271	74%	19,908	74%
Master's Degree	3,822	75%	3,796	76%	3,880	79%	3,947	78%	4,303	78%
Doctoral - Research/Scholarship	280	63%	229	55%	265	56%	272	63%	207	58%
Doctoral - Professional Practice	1,590	59%	1,597	57%	1,615	57%	1,658	57%	1,727	61%
All Levels	35,720	78%	35,916	77%	36,612	77%	37,151	77%	39,234	78%

Table 2. First-Year Earnings of Ohio Resident Spring Term Graduates by Degree Level, 2006-2010

Degree Level	2006		2007		2008		2009		2010	
	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
a. Salaries Expressed in Current Dollars (not adjusted for inflation)										
Less than Associate Award	783	\$31,252	817	\$33,747	875	\$33,908	873	\$33,308	1,110	\$33,477
Associate Degree	5,466	\$35,465	5,445	\$37,062	5,510	\$37,670	4,801	\$36,578	5,216	\$36,734
Bachelor's Degree	8,320	\$34,911	8,662	\$35,855	8,520	\$36,330	7,829	\$36,065	8,274	\$35,549
Master's Degree	2,410	\$49,065	2,408	\$50,207	2,595	\$51,578	2,518	\$53,092	2,753	\$53,722
Doctoral - Research/Scholarship	156	\$75,062	113	\$57,096	133	\$61,733	148	\$60,963	97	\$55,997
Doctoral - Professional Practice	845	\$60,052	812	\$66,995	847	\$68,668	820	\$67,868	928	\$65,569
b. Salaries Expressed in Constant 2010 Dollars (adjusted for inflation)										
Less than Associate Award	783	\$33,810	817	\$35,506	875	\$34,349	873	\$33,867	1,110	\$33,477
Associate Degree	5,466	\$38,368	5,445	\$38,993	5,510	\$38,160	4,801	\$37,192	5,216	\$36,734
Bachelor's Degree	8,320	\$37,768	8,662	\$37,723	8,520	\$36,802	7,829	\$36,670	8,274	\$35,549
Master's Degree	2,410	\$53,081	2,408	\$52,823	2,595	\$52,248	2,518	\$53,983	2,753	\$53,722
Doctoral - Research/Scholarship	156	\$81,206	113	\$60,071	133	\$62,536	148	\$61,986	97	\$55,997
Doctoral - Professional Practice	845	\$64,967	812	\$70,485	847	\$69,561	820	\$69,007	928	\$65,569

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates
by Degree Level and Discipline Area, 2006 - 2010**

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number of Graduates	Percent Retained								
Less than Associate Award										
Arts & Humanities	104	82%	103	84%	153	93%	205	88%	263	86%
Business	371	80%	332	78%	388	82%	415	79%	444	80%
Education	12	75%	19	74%	35	89%	28	86%	26	88%
Engineering	263	92%	252	90%	258	88%	227	85%	403	88%
Health	515	88%	593	89%	682	90%	784	90%	952	89%
Law	20	85%	23	74%	13	92%	22	82%	17	94%
Natural Science & Mathematics	179	88%	171	88%	159	87%	125	80%	173	88%
Services	65	95%	53	77%	47	96%	76	87%	70	91%
Social & Behavioral Sciences	145	76%	170	78%	172	78%	185	74%	173	71%
Trades and Repair Technicians	31	97%	34	97%	29	79%	45	82%	53	77%
Dual Major	144	85%	170	84%	56	82%	106	87%	125	82%
Other	1	NA								
Less than Associate Award Total	1,850	86%	1,920	85%	1,992	87%	2,218	85%	2,699	85%
Associate Degree										
Arts & Humanities	1,668	87%	1,636	88%	1,765	87%	1,777	87%	2,007	85%
Business	1,480	88%	1,318	88%	1,371	87%	1,409	83%	1,454	84%
Education	281	88%	234	87%	250	88%	228	81%	213	86%
Engineering	939	87%	1,059	88%	1,062	87%	967	86%	1,097	86%
Health	3,315	89%	3,418	87%	3,544	89%	3,540	85%	3,648	87%
Law	130	86%	109	92%	119	88%	131	85%	99	91%
Natural Science & Mathematics	617	84%	550	80%	570	83%	588	80%	587	83%
Services	524	90%	459	91%	476	88%	517	86%	604	88%
Social & Behavioral Sciences	323	85%	309	89%	296	89%	325	81%	338	83%
Trades and Repair Technicians	80	79%	82	82%	63	83%	94	78%	88	76%
Dual Major	176	85%	226	89%	242	89%	209	81%	255	84%

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates
by Degree Level and Discipline Area, 2006 - 2010**

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number of Graduates	Percent Retained								
Other	16	81%			1	NA				
Associate Degree Total	9,549	88%	9,400	87%	9,759	88%	9,785	85%	10,390	85%
Bachelor's Degree										
Arts & Humanities	3,359	68%	3,163	68%	3,334	67%	3,378	68%	3,484	68%
Business	3,204	76%	3,244	72%	3,239	72%	3,260	75%	3,371	74%
Education	2,257	79%	2,292	79%	2,138	80%	1,954	85%	1,922	84%
Engineering	1,772	70%	1,711	68%	1,694	67%	1,690	65%	1,864	69%
Health	1,766	83%	1,904	84%	2,205	84%	2,452	84%	2,413	84%
Law	31	77%	34	74%	30	77%	23	91%	34	76%
Natural Science & Mathematics	1,575	72%	1,705	72%	1,731	74%	1,774	72%	1,944	74%
Services	753	74%	778	73%	793	75%	783	77%	829	74%
Social & Behavioral Sciences	3,468	73%	3,676	73%	3,580	71%	3,580	73%	3,705	72%
Dual Major	444	71%	467	64%	357	58%	377	60%	342	59%
Bachelor's Degree Total	18,629	74%	18,974	73%	19,101	73%	19,271	74%	19,908	74%
Master's Degree										
Arts & Humanities	298	62%	272	65%	267	75%	255	71%	259	64%
Business	613	74%	584	79%	567	76%	570	74%	648	75%
Education	1,108	82%	1,036	81%	1,285	86%	1,229	85%	1,367	85%
Engineering	239	57%	210	55%	212	58%	223	63%	256	54%
Health	501	74%	519	80%	516	84%	551	81%	577	84%
Law	1	NA	1	NA					5	NA
Natural Science & Mathematics	173	66%	164	57%	156	69%	161	63%	178	72%
Services	86	77%	75	64%	86	69%	86	71%	111	70%
Social & Behavioral Sciences	658	81%	806	76%	773	80%	840	78%	884	77%
Dual Major	145	74%	129	78%	18	67%	32	78%	18	39%
Master's Degree Total	3,822	75%	3,796	76%	3,880	79%	3,947	78%	4,303	78%

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates
by Degree Level and Discipline Area, 2006 - 2010**

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number of Graduates	Percent Retained								
Doctoral - Research/Scholarship										
Arts & Humanities	21	57%	19	42%	22	45%	15	67%	12	42%
Business	11	45%	8	38%	3	NA	3	NA	7	86%
Education	65	74%	74	74%	69	77%	77	79%	64	75%
Engineering	19	37%	18	33%	29	34%	18	33%	27	52%
Health	87	83%	32	63%	43	72%	65	75%	4	NA
Natural Science & Mathematics	40	38%	45	40%	57	44%	62	47%	55	53%
Services			1	NA			5	NA		
Social & Behavioral Sciences	36	44%	27	44%	42	43%	27	48%	38	39%
Dual Major	1	NA	5	NA						
Doctoral - Research/Scholarship Total	280	63%	229	55%	265	56%	272	63%	207	58%
Doctoral - Professional Practice										
Arts & Humanities									9	56%
Health	979	55%	1,041	53%	1,058	54%	1,104	57%	1,172	60%
Law	609	66%	556	66%	557	64%	554	57%	546	64%
Dual Major	2	NA								
Doctoral - Professional Practice Total	1,590	59%	1,597	57%	1,615	57%	1,658	57%	1,727	61%

Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2006-2010

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary								
Less than Associate Award										
Arts & Humanities	46	\$28,134	32	\$29,327	44	\$27,736	52	\$29,213	66	\$28,297
Business	144	\$32,823	130	\$34,164	144	\$35,442	159	\$36,142	173	\$36,494
Education	5	NA	4	NA	15	\$26,171	7	\$24,757	8	\$22,087
Engineering	146	\$34,470	158	\$34,903	156	\$38,373	98	\$39,558	227	\$38,345
Health	255	\$29,710	305	\$31,090	344	\$32,206	406	\$31,814	446	\$31,308
Law	14	\$36,772	13	\$35,244	9	\$39,032	10	\$36,654	11	\$28,697
Natural Science & Mathematics	36	\$28,077	36	\$33,782	44	\$36,039	24	\$35,058	40	\$32,046
Services	28	\$30,316	18	\$35,004	23	\$32,557	28	\$32,404	31	\$42,945
Social & Behavioral Sciences	44	\$32,518	52	\$29,631	60	\$30,633	38	\$27,169	47	\$26,346
Trades and Repair Technicians	15	\$34,098	17	\$52,948	14	\$36,606	22	\$33,384	17	\$29,716
Dual Major	50	\$28,521	52	\$45,404	22	\$38,698	29	\$33,223	44	\$33,213
Other	0	NA								
Less than Associate Award Total	783	\$31,252	817	\$33,747	875	\$33,908	873	\$33,308	1,110	\$33,477
Associate Degree										
Arts & Humanities	553	\$29,153	552	\$30,484	541	\$30,900	497	\$30,563	550	\$31,991
Business	817	\$30,164	757	\$32,860	746	\$31,432	655	\$31,495	707	\$32,175
Education	108	\$23,541	90	\$23,653	93	\$23,266	57	\$24,317	78	\$24,103
Engineering	594	\$38,053	683	\$40,218	673	\$44,729	513	\$42,827	644	\$45,437
Health	2,496	\$40,332	2,508	\$41,265	2,608	\$41,413	2,347	\$39,746	2,391	\$38,933
Law	81	\$30,290	77	\$30,174	76	\$32,883	67	\$29,909	61	\$35,177
Natural Science & Mathematics	283	\$31,265	250	\$32,369	277	\$34,152	231	\$32,651	257	\$31,674
Services	266	\$30,728	245	\$33,109	239	\$32,310	219	\$33,279	252	\$33,328
Social & Behavioral Sciences	138	\$26,701	131	\$27,979	124	\$25,137	103	\$26,892	127	\$27,568

Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2006-2010

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary								
Trades and Repair Technicians	36	\$28,468	36	\$34,026	25	\$30,788	34	\$33,267	40	\$29,305
Dual Major	87	\$32,305	116	\$30,985	108	\$32,918	78	\$31,009	109	\$33,682
Other	7	\$39,845			0	NA				
Associate Degree Total	5,466	\$35,465	5,445	\$37,062	5,510	\$37,670	4,801	\$36,578	5,216	\$36,734
Bachelor's Degree										
Arts & Humanities	1,205	\$29,026	1,210	\$29,913	1,149	\$29,505	1,053	\$28,721	1,136	\$29,749
Business	1,850	\$36,705	1,818	\$37,668	1,765	\$37,838	1,614	\$37,093	1,768	\$36,756
Education	1,099	\$29,402	1,155	\$29,883	1,127	\$30,718	1,029	\$31,521	984	\$30,380
Engineering	902	\$46,491	915	\$48,296	850	\$48,712	673	\$46,221	841	\$46,965
Health	1,017	\$45,213	1,113	\$46,878	1,286	\$46,489	1,378	\$46,889	1,286	\$43,988
Law	14	\$28,459	17	\$33,509	19	\$34,553	11	\$36,699	18	\$32,904
Natural Science & Mathematics	524	\$34,009	571	\$34,494	629	\$35,973	561	\$36,277	637	\$35,230
Services	291	\$29,572	285	\$30,194	314	\$29,794	272	\$28,102	300	\$28,033
Social & Behavioral Sciences	1,272	\$28,307	1,424	\$28,873	1,275	\$28,570	1,148	\$28,443	1,212	\$28,695
Dual Major	146	\$30,929	154	\$32,694	106	\$37,475	90	\$33,708	92	\$34,458
Bachelor's Degree Total	8,320	\$34,911	8,662	\$35,855	8,520	\$36,330	7,829	\$36,065	8,274	\$35,549
Master's Degree										
Arts & Humanities	102	\$37,163	112	\$36,963	130	\$38,928	112	\$38,385	101	\$40,424
Business	430	\$69,506	433	\$70,287	400	\$75,776	377	\$78,331	447	\$80,951
Education	807	\$42,611	738	\$44,066	971	\$44,429	905	\$46,999	997	\$45,459
Engineering	119	\$57,556	92	\$57,056	94	\$57,139	109	\$60,526	107	\$54,098
Health	321	\$57,331	356	\$60,362	379	\$63,178	374	\$62,497	417	\$63,124
Law	1	NA	0	NA					1	NA
Natural Science & Mathematics	78	\$46,825	63	\$48,941	75	\$50,870	75	\$54,902	83	\$56,565

Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2006-2010

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary								
Services	52	\$41,867	37	\$43,354	39	\$43,095	45	\$41,854	56	\$42,787
Social & Behavioral Sciences	406	\$38,886	491	\$38,967	497	\$40,261	503	\$41,091	538	\$42,549
Dual Major	94	\$34,965	86	\$37,743	10	\$51,069	18	\$37,825	6	\$29,515
Master's Degree Total	2,410	\$49,065	2,408	\$50,207	2,595	\$51,578	2,518	\$53,092	2,753	\$53,722
Doctoral - Research/Scholarship										
Arts & Humanities	8	\$44,234	8	\$54,452	10	\$44,266	8	\$55,567	5	NA
Business	4	NA	3	NA	1	NA	0	NA	6	\$81,885
Education	45	\$68,219	49	\$58,484	45	\$65,664	54	\$66,070	36	\$60,677
Engineering	6	\$64,151	6	\$83,641	9	\$61,029	5	NA	13	\$63,127
Health	69	\$92,070	19	\$62,826	31	\$63,722	43	\$62,073	3	NA
Natural Science & Mathematics	11	\$40,978	13	\$38,603	20	\$56,269	23	\$50,710	22	\$41,764
Services			1	NA			2	NA		
Social & Behavioral Sciences	13	\$56,877	11	\$57,226	17	\$60,835	13	\$47,369	12	\$45,847
Dual Major	0	NA	3	NA						
Doctoral - Research/Scholarship Total	156	\$75,062	113	\$57,096	133	\$61,733	148	\$60,963	97	\$55,997
Doctoral - Professional Practice										
Arts & Humanities									3	NA
Health	505	\$63,757	520	\$70,149	548	\$69,780	609	\$72,474	677	\$70,047
Law	340	\$54,549	292	\$61,378	299	\$66,630	211	\$54,571	248	\$53,777
Dual Major	0	NA								
Doctoral - Professional Practice Total	845	\$60,052	812	\$66,995	847	\$68,668	820	\$67,868	928	\$65,569

Table 5. First-Year Earnings in Constant 2010 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2006-2010

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary								
Less than Associate Award										
Arts & Humanities	46	\$30,436	32	\$30,854	44	\$28,096	52	\$29,703	66	\$28,297
Business	144	\$35,509	130	\$35,944	144	\$35,903	159	\$36,749	173	\$36,494
Education	5	NA	4	NA	15	\$26,511	7	\$25,172	8	\$22,087
Engineering	146	\$37,291	158	\$36,721	156	\$38,872	98	\$40,222	227	\$38,345
Health	255	\$32,141	305	\$32,709	344	\$32,625	406	\$32,348	446	\$31,308
Law	14	\$39,782	13	\$37,080	9	\$39,539	10	\$37,270	11	\$28,697
Natural Science & Mathematics	36	\$30,375	36	\$35,542	44	\$36,507	24	\$35,647	40	\$32,046
Services	28	\$32,797	18	\$36,828	23	\$32,980	28	\$32,948	31	\$42,945
Social & Behavioral Sciences	44	\$35,179	52	\$31,175	60	\$31,031	38	\$27,625	47	\$26,346
Trades and Repair Technicians	15	\$36,889	17	\$55,706	14	\$37,082	22	\$33,944	17	\$29,716
Dual Major	50	\$30,856	52	\$47,769	22	\$39,201	29	\$33,781	44	\$33,213
Other	0	NA								
Less than Associate Award Total	783	\$33,810	817	\$35,506	875	\$34,349	873	\$33,867	1,110	\$33,477
Associate Degree										
Arts & Humanities	553	\$31,540	552	\$32,073	541	\$31,302	497	\$31,076	550	\$31,991
Business	817	\$32,633	757	\$34,571	746	\$31,841	655	\$32,023	707	\$32,175
Education	108	\$25,468	90	\$24,886	93	\$23,568	57	\$24,725	78	\$24,103
Engineering	594	\$41,168	683	\$42,314	673	\$45,311	513	\$43,545	644	\$45,437
Health	2,496	\$43,632	2,508	\$43,415	2,608	\$41,952	2,347	\$40,413	2,391	\$38,933
Law	81	\$32,769	77	\$31,745	76	\$33,311	67	\$30,411	61	\$35,177
Natural Science & Mathematics	283	\$33,824	250	\$34,055	277	\$34,596	231	\$33,199	257	\$31,674
Services	266	\$33,243	245	\$34,834	239	\$32,730	219	\$33,837	252	\$33,328
Social & Behavioral Sciences	138	\$28,887	131	\$29,437	124	\$25,463	103	\$27,343	127	\$27,568

Table 5. First-Year Earnings in Constant 2010 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2006-2010

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary								
Trades and Repair Technicians	36	\$30,798	36	\$35,799	25	\$31,188	34	\$33,825	40	\$29,305
Dual Major	87	\$34,949	116	\$32,599	108	\$33,346	78	\$31,530	109	\$33,682
Other	7	\$43,106			0	NA				
Associate Degree Total	5,466	\$38,368	5,445	\$38,993	5,510	\$38,160	4,801	\$37,192	5,216	\$36,734
Bachelor's Degree										
Arts & Humanities	1,205	\$31,402	1,210	\$31,472	1,149	\$29,888	1,053	\$29,203	1,136	\$29,749
Business	1,850	\$39,709	1,818	\$39,631	1,765	\$38,330	1,614	\$37,715	1,768	\$36,756
Education	1,099	\$31,809	1,155	\$31,440	1,127	\$31,117	1,029	\$32,050	984	\$30,380
Engineering	902	\$50,296	915	\$50,812	850	\$49,345	673	\$46,996	841	\$46,965
Health	1,017	\$48,913	1,113	\$49,320	1,286	\$47,093	1,378	\$47,676	1,286	\$43,988
Law	14	\$30,788	17	\$35,255	19	\$35,002	11	\$37,315	18	\$32,904
Natural Science & Mathematics	524	\$36,793	571	\$36,291	629	\$36,441	561	\$36,885	637	\$35,230
Services	291	\$31,992	285	\$31,767	314	\$30,181	272	\$28,574	300	\$28,033
Social & Behavioral Sciences	1,272	\$30,624	1,424	\$30,378	1,275	\$28,941	1,148	\$28,920	1,212	\$28,695
Dual Major	146	\$33,461	154	\$34,398	106	\$37,962	90	\$34,274	92	\$34,458
Bachelor's Degree Total	8,320	\$37,768	8,662	\$37,723	8,520	\$36,802	7,829	\$36,670	8,274	\$35,549
Master's Degree										
Arts & Humanities	102	\$40,205	112	\$38,889	130	\$39,434	112	\$39,029	101	\$40,424
Business	430	\$75,194	433	\$73,949	400	\$76,761	377	\$79,645	447	\$80,951
Education	807	\$46,098	738	\$46,361	971	\$45,007	905	\$47,788	997	\$45,459
Engineering	119	\$62,266	92	\$60,029	94	\$57,882	109	\$61,542	107	\$54,098
Health	321	\$62,023	356	\$63,507	379	\$64,000	374	\$63,546	417	\$63,124
Law	1	NA	0	NA					1	NA
Natural Science & Mathematics	78	\$50,657	63	\$51,491	75	\$51,532	75	\$55,823	83	\$56,565

Table 5. First-Year Earnings in Constant 2010 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2006-2010

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

Degree Level / Discipline Area	2006		2007		2008		2009		2010	
	Number Estimated to be Employed Full-Time	Average Full-Time Salary								
Services	52	\$45,294	37	\$45,612	39	\$43,656	45	\$42,556	56	\$42,787
Social & Behavioral Sciences	406	\$42,068	491	\$40,997	497	\$40,785	503	\$41,780	538	\$42,549
Dual Major	94	\$37,826	86	\$39,709	10	\$51,733	18	\$38,459	6	\$29,515
Master's Degree Total	2,410	\$53,081	2,408	\$52,823	2,595	\$52,248	2,518	\$53,983	2,753	\$53,722
Doctoral - Research/Scholarship										
Arts & Humanities	8	\$47,854	8	\$57,289	10	\$44,841	8	\$56,499	5	NA
Business	4	NA	3	NA	1	NA	0	NA	6	\$81,885
Education	45	\$73,803	49	\$61,531	45	\$66,518	54	\$67,179	36	\$60,677
Engineering	6	\$69,402	6	\$87,998	9	\$61,823	5	NA	13	\$63,127
Health	69	\$99,605	19	\$66,099	31	\$64,551	43	\$63,115	3	NA
Natural Science & Mathematics	11	\$44,332	13	\$40,614	20	\$57,001	23	\$51,562	22	\$41,764
Services			1	NA			2	NA		
Social & Behavioral Sciences	13	\$61,532	11	\$60,207	17	\$61,626	13	\$48,164	12	\$45,847
Dual Major	0	NA	3	NA						
Doctoral - Research/Scholarship Total	156	\$81,206	113	\$60,071	133	\$62,536	148	\$61,986	97	\$55,997
Doctoral - Professional Practice										
Arts & Humanities									3	NA
Health	505	\$68,975	520	\$73,803	548	\$70,688	609	\$73,691	677	\$70,047
Law	340	\$59,014	292	\$64,576	299	\$67,497	211	\$55,487	248	\$53,777
Dual Major	0	NA								
Doctoral - Professional Practice Total	845	\$64,967	812	\$70,485	847	\$69,561	820	\$69,007	928	\$65,569

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 and can be found at http://www.ohiohighered.org/sites/default/files/uploads/data/statistical-profiles/discipline_subject_CIP_Nov2011.xls