

# In-State Retention and Salary Analysis of Spring Graduates, 2015 to 2018

*University System of Ohio Institutions*

---

Prepared by

**Ohio**

**Department of  
Higher Education**

**Mike DeWine**, Governor  
**Randy Gardner**, Chancellor

January 2021

---

## Table of Contents

Table 1. First-Year Retention of Ohio Resident Spring Term Graduates, by Degree Level, 2015-2018	Page 1
Table 2. First-Year Earnings of Ohio Resident Spring Term Graduates, by Degree Level, 2015-2018	Page 1
Table 3. First-Year Retention of Ohio Resident Spring Term Graduates, by Degree Level and Discipline Area, 2015-2018	Page 2
Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015-2018	Page 5
Table 5. First-Year Earnings in Constant 2018 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015-2018	Page 8
Data Notes	Page 11

---

**Table 1. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level, 2015-2018**

Degree Level	2015		2016		2017		2018	
	Number of Graduates	Percent Retained	Number of Graduates	Percent Retained	Number of Graduates	Percent Retained	Number of Graduates	Percent Retained
Less than Associate Award	3,919	77%	4,170	76%	5,801	76%	6,003	74%
Associate Degree	13,063	78%	12,576	78%	11,952	78%	11,909	78%
Bachelor's Degree	24,065	69%	24,387	69%	24,194	69%	24,249	69%
Master's Degree	4,995	74%	4,872	75%	4,913	74%	4,962	76%
Doctoral - Research/Scholarship	271	54%	247	59%	285	62%	259	58%
Doctoral - Professional Practice	1,895	63%	1,793	63%	1,806	65%	1,809	63%
	<b>48,208</b>	<b>72%</b>	<b>48,045</b>	<b>72%</b>	<b>48,951</b>	<b>72%</b>	<b>49,191</b>	<b>72%</b>

**Table 2. First-Year Earnings of Ohio Resident Spring Term Graduates by Degree Level, 2015-2018**

Degree Level	2015		2016		2017		2018	
	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
<b>a. Salaries Expressed in Current Dollars (not adjusted for inflation)</b>								
Less than Associate Award	2,113	\$38,204	2,154	\$37,276	3,239	\$39,536	3,426	\$41,477
Associate Degree	7,096	\$37,519	6,838	\$37,981	6,564	\$39,675	6,700	\$41,137
Bachelor's Degree	13,104	\$42,591	13,090	\$41,592	13,125	\$42,058	13,580	\$43,748
Master's Degree	3,413	\$59,888	3,340	\$58,653	3,390	\$60,616	3,474	\$60,008
Doctoral - Research/Scholarship	130	\$66,143	133	\$66,755	161	\$74,280	139	\$73,745
Doctoral - Professional Practice	1,131	\$72,696	1,060	\$68,635	1,108	\$67,935	1,079	\$68,925
<b>b. Salaries Expressed in Constant 2018 Dollars (adjusted for inflation)</b>								
Less than Associate Award	2,113	\$41,218	2,154	\$39,714	3,239	\$41,246	3,426	\$42,237
Associate Degree	7,096	\$40,479	6,838	\$40,466	6,564	\$41,391	6,700	\$41,890
Bachelor's Degree	13,104	\$45,952	13,090	\$44,313	13,125	\$43,877	13,580	\$44,549
Master's Degree	3,413	\$64,613	3,340	\$62,490	3,390	\$63,238	3,474	\$61,107
Doctoral - Research/Scholarship	130	\$71,362	133	\$71,121	161	\$77,493	139	\$75,096
Doctoral - Professional Practice	1,131	\$78,432	1,060	\$73,125	1,108	\$70,873	1,079	\$70,188

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	Number Estimated	Average Full-Time	Number Estimated to	Average Full-Time	Number Estimated	Average Full-Time	Number Estimated	Average Full-Time
<b>Less than Associate Award</b>								
Arts & Humanities	75	\$33,306	76	\$32,538	190	\$33,403	191	\$34,744
Business	223	\$38,352	274	\$39,840	538	\$42,995	618	\$43,187
Education	48	\$29,543	36	\$27,528	41	\$31,719	44	\$35,437
Engineering	563	\$42,493	508	\$40,924	720	\$45,372	889	\$48,296
Health	772	\$35,129	696	\$31,705	873	\$33,592	872	\$35,982
Natural Science & Mathematics	80	\$42,449	119	\$40,921	186	\$40,095	150	\$36,818
Social & Behavioral Sciences	33	\$33,525	34	\$30,052	108	\$31,902	117	\$33,536
xDual Major	99	\$32,544	157	\$37,678	235	\$41,371	256	\$43,876
yOther	220	\$43,133	254	\$44,288	348	\$42,126	289	\$42,299
<b>Less than Associate Award Total</b>	<b>2,113</b>	<b>\$38,204</b>	<b>2,154</b>	<b>\$37,276</b>	<b>3,239</b>	<b>\$39,536</b>	<b>3,426</b>	<b>\$41,477</b>
<b>Associate Degree</b>								
Arts & Humanities	1,264	\$31,214	1,099	\$31,762	1,170	\$32,799	1,249	\$34,223
Business	879	\$36,297	801	\$36,224	778	\$38,338	675	\$37,635
Education	142	\$24,836	128	\$25,864	139	\$27,919	130	\$25,782
Engineering	595	\$43,976	634	\$44,405	614	\$51,383	641	\$52,831
Health	2,862	\$41,756	2,828	\$41,813	2,559	\$43,299	2,681	\$45,526
Natural Science & Mathematics	396	\$36,236	438	\$35,562	387	\$35,127	382	\$37,198
Social & Behavioral Sciences	204	\$27,956	208	\$29,096	193	\$28,099	146	\$27,525
xDual Major	183	\$37,697	173	\$36,434	204	\$41,538	342	\$39,007
yOther	571	\$32,792	529	\$34,313	520	\$35,584	454	\$36,622
<b>Associate Degree Total</b>	<b>7,096</b>	<b>\$37,519</b>	<b>6,838</b>	<b>\$37,981</b>	<b>6,564</b>	<b>\$39,675</b>	<b>6,700</b>	<b>\$41,137</b>
<b>Bachelor's Degree</b>								
Arts & Humanities	1,521	\$31,895	1,571	\$32,547	1,545	\$32,680	1,413	\$33,852
Business	2,277	\$44,658	2,237	\$44,386	2,350	\$44,227	2,523	\$45,744
Education	1,703	\$34,003	1,630	\$33,220	1,541	\$34,265	1,647	\$34,453

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	Number Estimated	Average Full-Time	Number Estimated to	Average Full-Time	Number Estimated	Average Full-Time	Number Estimated	Average Full-Time
Engineering	1,581	\$58,125	1,529	\$54,784	1,603	\$56,720	1,655	\$59,174
Health	2,413	\$54,519	2,495	\$52,622	2,412	\$51,962	2,570	\$53,142
Natural Science & Mathematics	1,147	\$38,698	1,192	\$37,883	1,289	\$38,097	1,393	\$41,568
Social & Behavioral Sciences	1,883	\$32,034	1,860	\$31,346	1,843	\$32,020	1,811	\$32,460
xDual Major	182	\$38,754	162	\$40,033	150	\$39,655	145	\$40,240
yOther	397	\$37,283	414	\$35,919	392	\$36,895	423	\$40,360
<b>Bachelor's Degree Total</b>	<b>13,104</b>	<b>\$42,591</b>	<b>13,090</b>	<b>\$41,592</b>	<b>13,125</b>	<b>\$42,058</b>	<b>13,580</b>	<b>\$43,748</b>
<b>Master's Degree</b>								
Arts & Humanities	238	\$43,425	224	\$42,893	215	\$45,114	237	\$46,367
Business	513	\$81,524	539	\$82,388	526	\$83,235	490	\$82,960
Education	845	\$46,759	780	\$47,321	782	\$48,393	831	\$50,907
Engineering	209	\$71,865	181	\$67,014	191	\$71,287	194	\$67,922
Health	707	\$78,203	721	\$72,229	742	\$76,159	757	\$72,741
Natural Science & Mathematics	116	\$62,925	128	\$64,221	144	\$61,171	154	\$62,745
Social & Behavioral Sciences	688	\$44,617	665	\$42,309	690	\$43,860	704	\$44,844
xDual Major	14	\$49,741	15	\$50,381	19	\$57,190	20	\$53,746
yOther	83	\$44,919	87	\$42,043	81	\$47,910	87	\$45,684
<b>Master's Degree Total</b>	<b>3,413</b>	<b>\$59,888</b>	<b>3,340</b>	<b>\$58,653</b>	<b>3,390</b>	<b>\$60,616</b>	<b>3,474</b>	<b>\$60,008</b>
<b>Doctoral - Research/Scholarship</b>								
Arts & Humanities	12	\$52,299	6	\$38,757	10	\$80,024	11	\$58,404
Business	2		1		4		2	
Education	52	\$64,020	65	\$71,678	78	\$81,195	55	\$80,586
Engineering	17	\$87,245	12	\$65,020	11	\$73,295	14	\$67,217
Health	10	\$79,893	12	\$63,347	18	\$68,318	24	\$91,022
Natural Science & Mathematics	27	\$54,353	21	\$55,473	20	\$58,632	21	\$54,202

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	Number Estimated	Average Full-Time	Number Estimated to	Average Full-Time	Number Estimated	Average Full-Time	Number Estimated	Average Full-Time
Social & Behavioral Sciences	8	\$65,988	12	\$76,421	16	\$58,346	10	\$60,482
yOther	2		4		4		2	
<b>Doctoral - Research/Scholarship Total</b>	<b>130</b>	<b>\$66,143</b>	<b>133</b>	<b>\$66,755</b>	<b>161</b>	<b>\$74,280</b>	<b>139</b>	<b>\$73,745</b>
<b>Doctoral - Professional Practice</b>								
Arts & Humanities	16	\$59,955	10	\$62,782	19	\$59,155	18	\$57,785
Health	847	\$77,281	815	\$71,771	842	\$70,460	831	\$69,880
yOther	268	\$58,968	235	\$58,010	247	\$60,002	230	\$66,348
<b>Doctoral - Professional Practice Total</b>	<b>1,131</b>	<b>\$72,696</b>	<b>1,060</b>	<b>\$68,635</b>	<b>1,108</b>	<b>\$67,935</b>	<b>1,079</b>	<b>\$68,925</b>

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, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	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
<b>Less than Associate Award</b>								
Arts & Humanities	75	\$33,306	76	\$32,538	190	\$33,403	191	\$34,744
Business	223	\$38,352	274	\$39,840	538	\$42,995	618	\$43,187
Education	48	\$29,543	36	\$27,528	41	\$31,719	44	\$35,437
Engineering	563	\$42,493	508	\$40,924	720	\$45,372	889	\$48,296
Health	772	\$35,129	696	\$31,705	873	\$33,592	872	\$35,982
Natural Science & Mathematics	80	\$42,449	119	\$40,921	186	\$40,095	150	\$36,818
Social & Behavioral Sciences	33	\$33,525	34	\$30,052	108	\$31,902	117	\$33,536
xDual Major	99	\$32,544	157	\$37,678	235	\$41,371	256	\$43,876
yOther	220	\$43,133	254	\$44,288	348	\$42,126	289	\$42,299
<b>Less than Associate Award Total</b>	<b>2,113</b>	<b>\$38,204</b>	<b>2,154</b>	<b>\$37,276</b>	<b>3,239</b>	<b>\$39,536</b>	<b>3,426</b>	<b>\$41,477</b>
<b>Associate Degree</b>								
Arts & Humanities	1,264	\$31,214	1,099	\$31,762	1,170	\$32,799	1,249	\$34,223
Business	879	\$36,297	801	\$36,224	778	\$38,338	675	\$37,635
Education	142	\$24,836	128	\$25,864	139	\$27,919	130	\$25,782
Engineering	595	\$43,976	634	\$44,405	614	\$51,383	641	\$52,831
Health	2,862	\$41,756	2,828	\$41,813	2,559	\$43,299	2,681	\$45,526
Natural Science & Mathematics	396	\$36,236	438	\$35,562	387	\$35,127	382	\$37,198
Social & Behavioral Sciences	204	\$27,956	208	\$29,096	193	\$28,099	146	\$27,525
xDual Major	183	\$37,697	173	\$36,434	204	\$41,538	342	\$39,007
yOther	571	\$32,792	529	\$34,313	520	\$35,584	454	\$36,622
<b>Associate Degree Total</b>	<b>7,096</b>	<b>\$37,519</b>	<b>6,838</b>	<b>\$37,981</b>	<b>6,564</b>	<b>\$39,675</b>	<b>6,700</b>	<b>\$41,137</b>
<b>Bachelor's Degree</b>								
Arts & Humanities	1,521	\$31,895	1,571	\$32,547	1,545	\$32,680	1,413	\$33,852
Business	2,277	\$44,658	2,237	\$44,386	2,350	\$44,227	2,523	\$45,744
Education	1,703	\$34,003	1,630	\$33,220	1,541	\$34,265	1,647	\$34,453

**Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	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
Engineering	1,581	\$58,125	1,529	\$54,784	1,603	\$56,720	1,655	\$59,174
Health	2,413	\$54,519	2,495	\$52,622	2,412	\$51,962	2,570	\$53,142
Natural Science & Mathematics	1,147	\$38,698	1,192	\$37,883	1,289	\$38,097	1,393	\$41,568
Social & Behavioral Sciences	1,883	\$32,034	1,860	\$31,346	1,843	\$32,020	1,811	\$32,460
xDual Major	182	\$38,754	162	\$40,033	150	\$39,655	145	\$40,240
yOther	397	\$37,283	414	\$35,919	392	\$36,895	423	\$40,360
<b>Bachelor's Degree Total</b>	<b>13,104</b>	<b>\$42,591</b>	<b>13,090</b>	<b>\$41,592</b>	<b>13,125</b>	<b>\$42,058</b>	<b>13,580</b>	<b>\$43,748</b>
<b>Master's Degree</b>								
Arts & Humanities	238	\$43,425	224	\$42,893	215	\$45,114	237	\$46,367
Business	513	\$81,524	539	\$82,388	526	\$83,235	490	\$82,960
Education	845	\$46,759	780	\$47,321	782	\$48,393	831	\$50,907
Engineering	209	\$71,865	181	\$67,014	191	\$71,287	194	\$67,922
Health	707	\$78,203	721	\$72,229	742	\$76,159	757	\$72,741
Natural Science & Mathematics	116	\$62,925	128	\$64,221	144	\$61,171	154	\$62,745
Social & Behavioral Sciences	688	\$44,617	665	\$42,309	690	\$43,860	704	\$44,844
xDual Major	14	\$49,741	15	\$50,381	19	\$57,190	20	\$53,746
yOther	83	\$44,919	87	\$42,043	81	\$47,910	87	\$45,684
<b>Master's Degree Total</b>	<b>3,413</b>	<b>\$59,888</b>	<b>3,340</b>	<b>\$58,653</b>	<b>3,390</b>	<b>\$60,616</b>	<b>3,474</b>	<b>\$60,008</b>
<b>Doctoral - Research/Scholarship</b>								
Arts & Humanities	12	\$52,299	6	\$38,757	10	\$80,024	11	\$58,404
Business	2		1		4		2	
Education	52	\$64,020	65	\$71,678	78	\$81,195	55	\$80,586
Engineering	17	\$87,245	12	\$65,020	11	\$73,295	14	\$67,217
Health	10	\$79,893	12	\$63,347	18	\$68,318	24	\$91,022
Natural Science & Mathematics	27	\$54,353	21	\$55,473	20	\$58,632	21	\$54,202



**Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	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
Social & Behavioral Sciences	8	\$65,988	12	\$76,421	16	\$58,346	10	\$60,482
yOther	2		4		4		2	
<b>Doctoral - Research/Scholarship Total</b>	<b>130</b>	<b>\$66,143</b>	<b>133</b>	<b>\$66,755</b>	<b>161</b>	<b>\$74,280</b>	<b>139</b>	<b>\$73,745</b>
<b>Doctoral - Professional Practice</b>								
Arts & Humanities	16	\$59,955	10	\$62,782	19	\$59,155	18	\$57,785
Health	847	\$77,281	815	\$71,771	842	\$70,460	831	\$69,880
yOther	268	\$58,968	235	\$58,010	247	\$60,002	230	\$66,348
<b>Doctoral - Professional Practice Total</b>	<b>1,131</b>	<b>\$72,696</b>	<b>1,060</b>	<b>\$68,635</b>	<b>1,108</b>	<b>\$67,935</b>	<b>1,079</b>	<b>\$68,925</b>

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

**Table 5. First-Year Earnings in Constant 2018 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	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
<b>Less than Associate Award</b>								
Arts & Humanities	75	\$35,934	76	\$34,666	190	\$34,848	191	\$35,381
Business	223	\$41,379	274	\$42,447	538	\$44,854	618	\$43,978
Education	48	\$31,874	36	\$29,329	41	\$33,090	44	\$36,086
Engineering	563	\$45,846	508	\$43,601	720	\$47,334	889	\$49,181
Health	772	\$37,900	696	\$33,779	873	\$35,045	872	\$36,641
Natural Science & Mathematics	80	\$45,798	119	\$43,598	186	\$41,829	150	\$37,492
Social & Behavioral Sciences	33	\$36,171	34	\$32,018	108	\$33,281	117	\$34,151
xDual Major	99	\$35,112	157	\$40,142	235	\$43,160	256	\$44,680
yOther	220	\$46,536	254	\$47,185	348	\$43,947	289	\$43,074
<b>Less than Associate Award Total</b>	<b>2,113</b>	<b>\$41,218</b>	<b>2,154</b>	<b>\$39,714</b>	<b>3,239</b>	<b>\$41,246</b>	<b>3,426</b>	<b>\$42,237</b>
<b>Associate Degree</b>								
Arts & Humanities	1,264	\$33,676	1,099	\$33,840	1,170	\$34,218	1,249	\$34,850
Business	879	\$39,161	801	\$38,594	778	\$39,996	675	\$38,324
Education	142	\$26,796	128	\$27,556	139	\$29,126	130	\$26,255
Engineering	595	\$47,446	634	\$47,310	614	\$53,605	641	\$53,799
Health	2,862	\$45,050	2,828	\$44,548	2,559	\$45,171	2,681	\$46,360
Natural Science & Mathematics	396	\$39,095	438	\$37,888	387	\$36,646	382	\$37,880
Social & Behavioral Sciences	204	\$30,162	208	\$30,999	193	\$29,314	146	\$28,029
xDual Major	183	\$40,671	173	\$38,817	204	\$43,335	342	\$39,721
yOther	571	\$35,380	529	\$36,557	520	\$37,122	454	\$37,293
<b>Associate Degree Total</b>	<b>7,096</b>	<b>\$40,479</b>	<b>6,838</b>	<b>\$40,466</b>	<b>6,564</b>	<b>\$41,391</b>	<b>6,700</b>	<b>\$41,890</b>
<b>Bachelor's Degree</b>								
Arts & Humanities	1,521	\$34,411	1,571	\$34,676	1,545	\$34,093	1,413	\$34,472
Business	2,277	\$48,181	2,237	\$47,289	2,350	\$46,140	2,523	\$46,582
Education	1,703	\$36,685	1,630	\$35,393	1,541	\$35,747	1,647	\$35,084

**Table 5. First-Year Earnings in Constant 2018 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	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
Engineering	1,581	\$62,711	1,529	\$58,368	1,603	\$59,173	1,655	\$60,258
Health	2,413	\$58,821	2,495	\$56,064	2,412	\$54,209	2,570	\$54,115
Natural Science & Mathematics	1,147	\$41,751	1,192	\$40,361	1,289	\$39,745	1,393	\$42,329
Social & Behavioral Sciences	1,883	\$34,562	1,860	\$33,397	1,843	\$33,405	1,811	\$33,054
xDual Major	182	\$41,812	162	\$42,652	150	\$41,370	145	\$40,977
yOther	397	\$40,224	414	\$38,269	392	\$38,491	423	\$41,099
<b>Bachelor's Degree Total</b>	<b>13,104</b>	<b>\$45,952</b>	<b>13,090</b>	<b>\$44,313</b>	<b>13,125</b>	<b>\$43,877</b>	<b>13,580</b>	<b>\$44,549</b>
<b>Master's Degree</b>								
Arts & Humanities	238	\$46,851	224	\$45,699	215	\$47,065	237	\$47,216
Business	513	\$87,956	539	\$87,778	526	\$86,834	490	\$84,480
Education	845	\$50,448	780	\$50,417	782	\$50,485	831	\$51,839
Engineering	209	\$77,536	181	\$71,398	191	\$74,370	194	\$69,166
Health	707	\$84,374	721	\$76,954	742	\$79,453	757	\$74,074
Natural Science & Mathematics	116	\$67,890	128	\$68,422	144	\$63,817	154	\$63,894
Social & Behavioral Sciences	688	\$48,137	665	\$45,077	690	\$45,757	704	\$45,665
xDual Major	14	\$53,666	15	\$53,676	19	\$59,663	20	\$54,731
yOther	83	\$48,463	87	\$44,794	81	\$49,982	87	\$46,521
<b>Master's Degree Total</b>	<b>3,413</b>	<b>\$64,613</b>	<b>3,340</b>	<b>\$62,490</b>	<b>3,390</b>	<b>\$63,238</b>	<b>3,474</b>	<b>\$61,107</b>
<b>Doctoral - Research/Scholarship</b>								
Arts & Humanities	12	\$56,425	6	\$41,292	10	\$83,485	11	\$59,474
Business	2		1		4		2	
Education	52	\$69,071	65	\$76,366	78	\$84,707	55	\$82,063
Engineering	17	\$94,129	12	\$69,273	11	\$76,464	14	\$68,449
Health	10	\$86,197	12	\$67,491	18	\$71,273	24	\$92,690
Natural Science & Mathematics	27	\$58,641	21	\$59,102	20	\$61,168	21	\$55,195

**Table 5. First-Year Earnings in Constant 2018 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2015 -2018**

Discipline Area	2015		2016		2017		2018	
	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
Social & Behavioral Sciences	8	\$71,195	12	\$81,420	16	\$60,869	10	\$61,590
yOther	2		4		4		2	
<b>Doctoral - Research/Scholarship Total</b>	<b>130</b>	<b>\$71,362</b>	<b>133</b>	<b>\$71,121</b>	<b>161</b>	<b>\$77,493</b>	<b>139</b>	<b>\$75,096</b>
<b>Doctoral - Professional Practice</b>								
Arts & Humanities	16	\$64,685	10	\$66,889	19	\$61,713	18	\$58,844
Health	847	\$83,379	815	\$76,466	842	\$73,507	831	\$71,160
yOther	268	\$63,620	235	\$61,805	247	\$62,597	230	\$67,563
<b>Doctoral - Professional Practice Total</b>	<b>1,131</b>	<b>\$78,432</b>	<b>1,060</b>	<b>\$73,125</b>	<b>1,108</b>	<b>\$70,873</b>	<b>1,079</b>	<b>\$70,188</b>

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 (ODJFS). 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 ODJFS's database reflects only employment by companies that paid unemployment insurance. As such, the data matching process does not include those employed as independent contractors, sole proprietors, owners of small companies, and on a federal payroll (including those employed at such installations as Wright-Patterson AFB, NASA Lewis, the Defense Supply Center in Columbus, and the EPA); b) 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.