

# In-State Retention and Salary Analysis of Spring Graduates, 2009 to 2013

*University System of Ohio Institutions*

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Prepared by



**Board of Regents**

University System of Ohio

**John R. Kasich**, Governor

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## Table of Contents

Summary	Page 1
Table 1. First-Year Retention of Ohio Resident Spring Term Graduates, by Degree Level, 2009-2013	Page 2
Table 2. First-Year Earnings of Ohio Resident Spring Term Graduates, by Degree Level, 2009-2013	Page 2
Table 3. First-Year Retention of Ohio Resident Spring Term Graduates, by Degree Level and Discipline Area, 2009-2013	Page 3
Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2009-2013	Page 6
Table 5. First-Year Earnings in Constant 2013 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2009-2013	Page 9
Data Notes	Page 12

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## **In-State Retention and Salary Analysis of Spring Graduates, 2009 to 2013**

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 44,606 graduates in spring 2013. In the fourth quarter of 2013, 79% of graduates worked in Ohio or attended an Ohio public college or university in 2013-2014. 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 86% and 91%, respectively. Master's degree recipients had a 78% retention rate in 2013, followed by 76% 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 4<sup>th</sup> quarter of the year. This is a rough method of estimating which graduates are employed full-time. Annual earnings are estimated by multiplying the 4<sup>th</sup> 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 2013, average earnings for associate degree recipients were \$35,211 compared to \$38,446 for bachelor's degree recipients. Master's, research/scholarship doctoral, and professional practice doctoral graduates earned \$53,376, \$66,611 and \$66,353, on average, respectively.

Earnings vary considerably by field of study. In 2013, average earnings for associate degree recipients in health and engineering were \$36,925 and \$41,041 respectively, compared to \$30,670 for Arts and Humanities and \$34,303 for Business. A similar pattern holds for bachelor's degree recipients, with Engineering graduates earning an average of \$52,143 and Health graduates earning \$47,018, compared to \$29,867 for Social and Behavioral Sciences and \$31,097 for Arts and Humanities.

### **Earnings Trends**

Inflation-adjusted average earnings for graduates by degree level have fallen over the last five years. In 2013 dollars, associate degree average earnings fell from \$39,738 in 2009 to \$35,211 in 2013 and bachelor's degree average earnings fell from \$39,175 to \$38,446. Master's degree earnings decreased from \$57,670 to \$53,376 from 2009 to 2013, respectively.

**Table 1. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level, 2009 -2013**

Degree Level	2009		2010		2011		2012		2013	
	Number of Graduates	Percent Retained								
Less than Associate Award	1,721	88%	2,116	88%	2,118	90%	2,152	90%	2,879	91%
Associate Degree	9,703	85%	10,277	85%	10,913	86%	12,234	86%	12,083	86%
Bachelor's Degree	19,251	74%	19,882	74%	20,825	74%	22,543	75%	22,666	76%
Master's Degree	3,915	78%	4,263	78%	4,734	78%	5,084	78%	4,866	78%
Doctoral - Research/Scholarship	268	62%	207	58%	218	55%	224	56%	226	58%
Doctoral - Professional Practice	1,658	57%	1,727	61%	1,819	59%	1,825	60%	1,886	61%
<b>Total</b>	<b>36,516</b>	<b>77%</b>	<b>38,472</b>	<b>78%</b>	<b>40,627</b>	<b>78%</b>	<b>44,062</b>	<b>79%</b>	<b>44,606</b>	<b>79%</b>

**Table 2. First-Year Earnings of Ohio Resident Spring Term Graduates by Degree Level, 2009 -2013**

Degree Level	2009		2010		2011		2012		2013	
	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
<b>a. Salaries Expressed in Current Dollars (not adjusted for inflation)</b>										
Less than Associate Award	683	\$33,738	874	\$33,874	844	\$34,032	990	\$34,859	1,334	\$33,523
Associate Degree	4,758	\$36,583	5,149	\$36,694	5,419	\$35,506	6,316	\$35,747	6,275	\$35,211
Bachelor's Degree	7,820	\$36,065	8,255	\$35,493	9,028	\$36,028	10,524	\$37,559	11,164	\$38,446
Master's Degree	2,510	\$53,091	2,730	\$53,686	3,056	\$49,807	3,317	\$52,731	3,195	\$53,376
Doctoral - Research/Scholarship	145	\$61,128	97	\$55,997	107	\$59,248	113	\$59,584	121	\$66,611
Doctoral - Professional Practice	820	\$67,868	928	\$65,569	950	\$65,227	975	\$67,182	1,056	\$66,353
<b>b. Salaries Expressed in Constant 2013 Dollars (adjusted for inflation)</b>										
Less than Associate Award	683	\$36,648	874	\$36,189	844	\$35,257	990	\$35,375	1,334	\$33,523
Associate Degree	4,758	\$39,738	5,149	\$39,201	5,419	\$36,784	6,316	\$36,277	6,275	\$35,211
Bachelor's Degree	7,820	\$39,175	8,255	\$37,918	9,028	\$37,325	10,524	\$38,115	11,164	\$38,446
Master's Degree	2,510	\$57,670	2,730	\$57,354	3,056	\$51,601	3,317	\$53,512	3,195	\$53,376
Doctoral - Research/Scholarship	145	\$66,400	97	\$59,823	107	\$61,382	113	\$60,466	121	\$66,611
Doctoral - Professional Practice	820	\$73,721	928	\$70,048	950	\$67,576	975	\$68,177	1,056	\$66,353

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	Number of Graduates	Percent Retained								
<b>Less than Associate Award</b>										
Arts & Humanities	152	94%	196	91%	170	94%	267	96%	177	96%
Business	261	81%	279	81%	269	88%	251	84%	283	85%
Education	16	88%	19	89%	19	84%	19	95%	24	100%
Engineering	170	86%	318	90%	261	91%	232	88%	254	92%
Health	738	90%	892	89%	913	89%	854	89%	1,302	92%
Law	21	81%	15	93%	23	87%	42	93%	44	82%
Natural Science & Mathematics	102	80%	138	88%	134	92%	159	92%	147	94%
Services	67	88%	68	91%	111	85%	105	91%	190	91%
Social & Behavioral Sciences	86	90%	58	95%	86	97%	51	94%	74	93%
Trades and Repair Technicians	37	86%	46	78%	39	82%	66	97%	80	93%
Dual Major	71	90%	87	82%	93	89%	106	90%	304	93%
<b>Less than Associate Award Total</b>	<b>1,721</b>	<b>88%</b>	<b>2,116</b>	<b>88%</b>	<b>2,118</b>	<b>90%</b>	<b>2,152</b>	<b>90%</b>	<b>2,879</b>	<b>91%</b>
<b>Associate Degree</b>										
Arts & Humanities	1,757	87%	1,969	85%	2,117	86%	2,390	88%	2,582	87%
Business	1,402	83%	1,445	84%	1,381	83%	1,638	83%	1,460	83%
Education	228	81%	212	86%	219	86%	296	82%	292	80%
Engineering	942	86%	1,059	86%	1,078	85%	1,115	85%	922	87%
Health	3,528	85%	3,637	87%	3,869	87%	4,129	88%	4,376	88%
Law	129	85%	99	91%	107	81%	156	85%	116	81%
Natural Science & Mathematics	581	80%	577	83%	770	85%	817	85%	820	83%
Services	510	86%	600	88%	561	87%	757	87%	621	87%
Social & Behavioral Sciences	324	81%	335	83%	362	80%	409	84%	386	87%
Trades and Repair Technicians	92	77%	86	78%	119	82%	170	76%	154	86%
Dual Major	210	82%	258	83%	330	85%	357	82%	354	86%
<b>Associate Degree Total</b>	<b>9,703</b>	<b>85%</b>	<b>10,277</b>	<b>85%</b>	<b>10,913</b>	<b>86%</b>	<b>12,234</b>	<b>86%</b>	<b>12,083</b>	<b>86%</b>

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	Number of Graduates	Percent Retained								
<b>Bachelor's Degree</b>										
Arts & Humanities	3,374	68%	3,483	68%	3,627	68%	3,546	69%	3,496	68%
Business	3,251	75%	3,353	73%	3,389	74%	3,405	73%	3,252	73%
Education	1,953	85%	1,922	84%	1,928	83%	2,121	85%	2,080	85%
Engineering	1,690	65%	1,862	69%	2,045	71%	2,301	68%	2,402	70%
Health	2,452	84%	2,412	84%	2,641	84%	3,097	87%	3,631	86%
Law	23	91%	34	76%	40	73%	37	70%	35	77%
Natural Science & Mathematics	1,769	72%	1,940	74%	2,080	74%	2,474	74%	2,380	74%
Services	783	77%	829	74%	882	75%	966	75%	1,012	76%
Social & Behavioral Sciences	3,578	73%	3,705	72%	3,760	73%	4,129	75%	3,977	75%
Dual Major	378	60%	342	59%	433	61%	467	64%	401	64%
<b>Bachelor's Degree Total</b>	<b>19,251</b>	<b>74%</b>	<b>19,882</b>	<b>74%</b>	<b>20,825</b>	<b>74%</b>	<b>22,543</b>	<b>75%</b>	<b>22,666</b>	<b>76%</b>
<b>Master's Degree</b>										
Arts & Humanities	255	71%	259	64%	318	69%	342	70%	318	68%
Business	560	74%	640	74%	702	75%	753	75%	713	74%
Education	1,229	85%	1,367	85%	1,454	85%	1,511	84%	1,264	84%
Engineering	223	63%	255	54%	319	59%	359	56%	348	61%
Health	537	82%	572	84%	668	79%	771	86%	868	84%
Law			2		7	29%	5		5	
Natural Science & Mathematics	160	64%	173	72%	227	70%	267	64%	285	62%
Services	86	71%	110	71%	115	78%	118	66%	125	72%
Social & Behavioral Sciences	833	79%	867	78%	894	80%	926	81%	907	81%
Dual Major	32	78%	18	44%	30	63%	32	56%	33	67%
<b>Master's Degree Total</b>	<b>3,915</b>	<b>78%</b>	<b>4,263</b>	<b>78%</b>	<b>4,734</b>	<b>78%</b>	<b>5,084</b>	<b>78%</b>	<b>4,866</b>	<b>78%</b>

**Table 3. First-Year Retention of Ohio Resident Spring Term Graduates by Degree Level and Discipline Area, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	Number of Graduates	Percent Retained								
<b>Doctoral - Research/Scholarship</b>										
Arts & Humanities	15	67%	12	42%	18	67%	13	85%	24	58%
Business	3		7	86%	4		10	30%	6	17%
Education	77	79%	64	75%	68	76%	89	71%	57	81%
Engineering	18	33%	27	52%	29	34%	22	32%	29	48%
Health	62	76%	4		12	58%	11	64%	13	77%
Natural Science & Mathematics	61	46%	55	53%	46	43%	56	43%	50	46%
Services	5				3		1		1	
Social & Behavioral Sciences	27	48%	38	39%	38	47%	22	45%	46	50%
<b>Doctoral - Research/Scholarship Total</b>	<b>268</b>	<b>62%</b>	<b>207</b>	<b>58%</b>	<b>218</b>	<b>55%</b>	<b>224</b>	<b>56%</b>	<b>226</b>	<b>58%</b>
<b>Doctoral - Professional Practice</b>										
Arts & Humanities			9	56%	2		4		5	
Health	1,104	57%	1,172	60%	1,287	57%	1,251	57%	1,343	60%
Law	554	57%	546	64%	530	63%	570	65%	538	64%
<b>Doctoral - Professional Practice Total</b>	<b>1,658</b>	<b>57%</b>	<b>1,727</b>	<b>61%</b>	<b>1,819</b>	<b>59%</b>	<b>1,825</b>	<b>60%</b>	<b>1,886</b>	<b>61%</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, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	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
<b>Less than Associate Award</b>										
Arts & Humanities	36	\$30,604	47	\$27,486	51	\$29,697	81	\$29,399	59	\$35,801
Business	89	\$37,930	94	\$38,328	106	\$34,287	100	\$37,879	137	\$36,542
Education	3		4		2		6	\$21,123	7	\$22,045
Engineering	69	\$41,879	177	\$39,607	135	\$40,211	121	\$41,162	143	\$41,639
Health	379	\$31,742	418	\$31,367	392	\$31,785	432	\$31,241	670	\$30,250
Law	10	\$36,654	11	\$28,697	14	\$33,937	25	\$45,870	31	\$34,937
Natural Science & Mathematics	18	\$36,934	28	\$32,148	30	\$35,327	55	\$35,116	48	\$41,895
Services	27	\$32,949	30	\$43,679	44	\$36,247	63	\$38,997	71	\$39,197
Social & Behavioral Sciences	17	\$26,489	23	\$23,817	19	\$27,264	19	\$27,063	25	\$29,549
Trades and Repair Technicians	18	\$32,873	14	\$30,394	14	\$30,555	36	\$33,835	35	\$33,770
xDual Major	17	\$35,926	28	\$35,744	37	\$42,432	52	\$47,507	108	\$31,739
<b>Less than Associate Award Total</b>	<b>683</b>	<b>\$33,738</b>	<b>874</b>	<b>\$33,874</b>	<b>844</b>	<b>\$34,032</b>	<b>990</b>	<b>\$34,859</b>	<b>1,334</b>	<b>\$33,523</b>
<b>Associate Degree</b>										
Arts & Humanities	491	\$30,521	528	\$31,872	570	\$31,307	726	\$30,273	754	\$30,670
Business	651	\$31,526	700	\$32,184	670	\$31,762	860	\$32,780	755	\$34,303
Education	57	\$24,317	78	\$24,103	79	\$24,872	95	\$24,324	110	\$23,796
Engineering	494	\$43,022	619	\$45,523	626	\$39,872	671	\$43,906	572	\$41,041
Health	2,339	\$39,758	2,385	\$38,938	2,560	\$37,690	2,799	\$37,804	2,950	\$36,925
Law	67	\$29,909	61	\$35,177	55	\$34,083	88	\$31,538	62	\$30,282
Natural Science & Mathematics	226	\$32,741	251	\$31,339	348	\$33,537	405	\$35,146	398	\$34,571
Services	217	\$33,084	251	\$33,143	222	\$33,420	352	\$32,387	301	\$31,511
Social & Behavioral Sciences	103	\$26,892	126	\$27,650	118	\$27,257	126	\$27,727	134	\$27,438
Trades and Repair Technicians	34	\$33,267	40	\$29,305	54	\$34,376	75	\$30,436	89	\$34,917
xDual Major	79	\$30,831	110	\$33,352	117	\$32,742	119	\$32,270	150	\$33,296
<b>Associate Degree Total</b>	<b>4,758</b>	<b>\$36,583</b>	<b>5,149</b>	<b>\$36,694</b>	<b>5,419</b>	<b>\$35,506</b>	<b>6,316</b>	<b>\$35,747</b>	<b>6,275</b>	<b>\$35,211</b>

**Table 4. First-Year Earnings in Current Dollars (not adjusted for inflation) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	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
<b>Bachelor's Degree</b>										
Arts & Humanities	1,052	\$28,720	1,136	\$29,749	1,248	\$29,027	1,333	\$30,065	1,381	\$31,097
Business	1,607	\$37,110	1,752	\$36,523	1,860	\$37,130	1,906	\$39,030	1,836	\$40,050
Education	1,029	\$31,521	984	\$30,380	944	\$28,882	1,158	\$30,066	1,300	\$30,922
Engineering	673	\$46,221	840	\$46,929	1,037	\$49,505	1,171	\$50,230	1,265	\$52,143
Health	1,378	\$46,889	1,285	\$43,986	1,476	\$44,134	1,961	\$46,917	2,267	\$47,018
Law	11	\$36,699	18	\$32,904	19	\$30,901	17	\$29,952	23	\$35,926
Natural Science & Mathematics	560	\$36,235	636	\$35,259	701	\$35,008	907	\$36,016	883	\$36,413
Services	272	\$28,102	300	\$28,033	311	\$30,407	391	\$31,791	412	\$29,681
Social & Behavioral Sciences	1,148	\$28,441	1,212	\$28,695	1,296	\$28,568	1,518	\$29,037	1,646	\$29,867
xDual Major	90	\$33,708	92	\$34,458	136	\$33,969	162	\$33,808	151	\$37,209
<b>Bachelor's Degree Total</b>	<b>7,820</b>	<b>\$36,065</b>	<b>8,255</b>	<b>\$35,493</b>	<b>9,028</b>	<b>\$36,028</b>	<b>10,524</b>	<b>\$37,559</b>	<b>11,164</b>	<b>\$38,446</b>
<b>Master's Degree</b>										
Arts & Humanities	112	\$38,385	101	\$40,424	140	\$37,346	134	\$37,010	143	\$38,805
Business	374	\$78,429	440	\$81,124	487	\$68,417	524	\$76,112	492	\$72,107
Education	905	\$46,999	997	\$45,459	1,017	\$41,440	1,101	\$41,588	916	\$42,415
Engineering	109	\$60,526	107	\$54,098	155	\$58,472	155	\$54,020	175	\$63,132
Health	372	\$62,572	414	\$63,167	487	\$62,817	612	\$68,578	669	\$68,136
Law			0		2		3		1	
Natural Science & Mathematics	75	\$54,902	80	\$56,353	110	\$49,501	127	\$52,953	121	\$48,725
Services	45	\$41,854	56	\$42,787	69	\$43,489	59	\$36,562	70	\$45,233
Social & Behavioral Sciences	500	\$41,073	528	\$42,357	573	\$39,551	587	\$41,351	590	\$40,801
xDual Major	18	\$37,825	7	\$36,243	16	\$42,967	15	\$39,390	18	\$48,046
<b>Master's Degree Total</b>	<b>2,510</b>	<b>\$53,091</b>	<b>2,730</b>	<b>\$53,686</b>	<b>3,056</b>	<b>\$49,807</b>	<b>3,317</b>	<b>\$52,731</b>	<b>3,195</b>	<b>\$53,376</b>



**Table 5. First-Year Earnings in Constant 2013 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	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
<b>Less than Associate Award</b>										
Arts & Humanities	36	\$33,244	47	\$29,364	51	\$30,767	81	\$29,835	59	\$35,801
Business	89	\$41,201	94	\$40,946	106	\$35,522	100	\$38,440	137	\$36,542
Education	3		4		2		6	\$21,435	7	\$22,045
Engineering	69	\$45,491	177	\$42,313	135	\$41,660	121	\$41,772	143	\$41,639
Health	379	\$34,479	418	\$33,510	392	\$32,930	432	\$31,704	670	\$30,250
Law	10	\$39,816	11	\$30,658	14	\$35,160	25	\$46,549	31	\$34,937
Natural Science & Mathematics	18	\$40,119	28	\$34,345	30	\$36,600	55	\$35,636	48	\$41,895
Services	27	\$35,790	30	\$46,663	44	\$37,552	63	\$39,575	71	\$39,197
Social & Behavioral Sciences	17	\$28,774	23	\$25,444	19	\$28,246	19	\$27,464	25	\$29,549
Trades and Repair Technicians	18	\$35,708	14	\$32,471	14	\$31,655	36	\$34,336	35	\$33,770
Dual Major	17	\$39,024	28	\$38,185	37	\$43,961	52	\$48,211	108	\$31,739
<b>Less than Associate Award Total</b>	<b>683</b>	<b>\$36,648</b>	<b>874</b>	<b>\$36,189</b>	<b>844</b>	<b>\$35,257</b>	<b>990</b>	<b>\$35,375</b>	<b>1,334</b>	<b>\$33,523</b>
<b>Associate Degree</b>										
Arts & Humanities	491	\$33,153	528	\$34,049	570	\$32,434	726	\$30,721	754	\$30,670
Business	651	\$34,245	700	\$34,382	670	\$32,906	860	\$33,265	755	\$34,303
Education	57	\$26,414	78	\$25,749	79	\$25,768	95	\$24,684	110	\$23,796
Engineering	494	\$46,732	619	\$48,633	626	\$41,308	671	\$44,556	572	\$41,041
Health	2,339	\$43,187	2,385	\$41,598	2,560	\$39,048	2,799	\$38,364	2,950	\$36,925
Law	67	\$32,489	61	\$37,580	55	\$35,310	88	\$32,005	62	\$30,282
Natural Science & Mathematics	226	\$35,565	251	\$33,480	348	\$34,745	405	\$35,667	398	\$34,571
Services	217	\$35,937	251	\$35,408	222	\$34,623	352	\$32,867	301	\$31,511
Social & Behavioral Sciences	103	\$29,211	126	\$29,539	118	\$28,239	126	\$28,137	134	\$27,438
Trades and Repair Technicians	34	\$36,136	40	\$31,307	54	\$35,614	75	\$30,886	89	\$34,917
Dual Major	79	\$33,490	110	\$35,630	117	\$33,922	119	\$32,748	150	\$33,296
<b>Associate Degree Total</b>	<b>4,758</b>	<b>\$39,738</b>	<b>5,149</b>	<b>\$39,201</b>	<b>5,419</b>	<b>\$36,784</b>	<b>6,316</b>	<b>\$36,277</b>	<b>6,275</b>	<b>\$35,211</b>

**Table 5. First-Year Earnings in Constant 2013 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	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
<b>Bachelor's Degree</b>										
Arts & Humanities	1,052	\$31,197	1,136	\$31,781	1,248	\$30,073	1,333	\$30,511	1,381	\$31,097
Business	1,607	\$40,310	1,752	\$39,018	1,860	\$38,468	1,906	\$39,608	1,836	\$40,050
Education	1,029	\$34,239	984	\$32,455	944	\$29,923	1,158	\$30,511	1,300	\$30,922
Engineering	673	\$50,207	840	\$50,135	1,037	\$51,288	1,171	\$50,974	1,265	\$52,143
Health	1,378	\$50,933	1,285	\$46,991	1,476	\$45,724	1,961	\$47,611	2,267	\$47,018
Law	11	\$39,864	18	\$35,152	19	\$32,014	17	\$30,396	23	\$35,926
Natural Science & Mathematics	560	\$39,360	636	\$37,668	701	\$36,269	907	\$36,549	883	\$36,413
Services	272	\$30,526	300	\$29,948	311	\$31,502	391	\$32,262	412	\$29,681
Social & Behavioral Sciences	1,148	\$30,894	1,212	\$30,655	1,296	\$29,597	1,518	\$29,467	1,646	\$29,867
Dual Major	90	\$36,615	92	\$36,812	136	\$35,192	162	\$34,309	151	\$37,209
<b>Bachelor's Degree Total</b>	<b>7,820</b>	<b>\$39,175</b>	<b>8,255</b>	<b>\$37,918</b>	<b>9,028</b>	<b>\$37,325</b>	<b>10,524</b>	<b>\$38,115</b>	<b>11,164</b>	<b>\$38,446</b>
<b>Master's Degree</b>										
Arts & Humanities	112	\$41,695	101	\$43,186	140	\$38,691	134	\$37,558	143	\$38,805
Business	374	\$85,194	440	\$86,666	487	\$70,881	524	\$77,239	492	\$72,107
Education	905	\$51,053	997	\$48,565	1,017	\$42,933	1,101	\$42,204	916	\$42,415
Engineering	109	\$65,746	107	\$57,794	155	\$60,578	155	\$54,820	175	\$63,132
Health	372	\$67,969	414	\$67,483	487	\$65,079	612	\$69,593	669	\$68,136
Law					2		3		1	
Natural Science & Mathematics	75	\$59,637	80	\$60,203	110	\$51,284	127	\$53,737	121	\$48,725
Services	45	\$45,464	56	\$45,710	69	\$45,055	59	\$37,104	70	\$45,233
Social & Behavioral Sciences	500	\$44,615	528	\$45,251	573	\$40,976	587	\$41,963	590	\$40,801
Dual Major	18	\$41,087	7	\$38,719	16	\$44,514	15	\$39,973	18	\$48,046
<b>Master's Degree Total</b>	<b>2,510</b>	<b>\$57,670</b>	<b>2,730</b>	<b>\$57,354</b>	<b>3,056</b>	<b>\$51,601</b>	<b>3,317</b>	<b>\$53,512</b>	<b>3,195</b>	<b>\$53,376</b>

**Table 5. First-Year Earnings in Constant 2013 Dollars (adjusted for inflation using CPI) of Ohio Resident Spring Term Graduates by Degree Level and Discipline, 2009 -2013**

Discipline Area	2009		2010		2011		2012		2013	
	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
<b>Doctoral - Research/Scholarship</b>										
Arts & Humanities	8	\$60,359	5		11	\$59,856	10	\$43,714	12	\$34,577
Business			6	\$87,479	1		3		1	
Education	54	\$71,768	36	\$64,823	48	\$61,762	57	\$67,036	41	\$82,094
Engineering	5		13	\$67,440	9	\$92,092	6	\$52,930	13	\$93,043
Health	41	\$67,724	3		7	\$52,992	7	\$49,526	10	\$66,408
Natural Science & Mathematics	22	\$55,312	22	\$44,618	16	\$52,442	20	\$49,631	22	\$49,071
Services	2									
Social & Behavioral Sciences	13	\$51,454	12	\$48,979	15	\$53,363	10	\$53,797	22	\$55,655
<b>Doctoral - Research/Scholarship Total</b>	<b>145</b>	<b>\$66,400</b>	<b>97</b>	<b>\$59,823</b>	<b>107</b>	<b>\$61,382</b>	<b>113</b>	<b>\$60,466</b>	<b>121</b>	<b>\$66,611</b>
<b>Doctoral - Professional Practice</b>										
Arts & Humanities			3		1		2		2	
Health	609	\$78,725	677	\$74,832	706	\$70,374	684	\$72,977	775	\$70,690
Law	211	\$59,278	248	\$57,451	243	\$59,433	289	\$57,132	279	\$54,208
<b>Doctoral - Professional Practice Total</b>	<b>820</b>	<b>\$73,721</b>	<b>928</b>	<b>\$70,048</b>	<b>950</b>	<b>\$67,576</b>	<b>975</b>	<b>\$68,177</b>	<b>1,056</b>	<b>\$66,353</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 (October – December) 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 businesses or self-employed individuals, 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.