

FISCAL YEAR 2020

# ALUMNI WAGES REPORT



ARIZONA BOARD OF  
**REGENTS**  
ASU ♦ NAU ♦ UA





## ABOUT THIS REPORT

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

Data in this report utilizes the wages of graduates of Arizona's public universities since 1990. Wage data is provided by the Arizona Department of Economic Security, and all reported wages reflect only those graduates who earned wages in Arizona.

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

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

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

## ABOUT THE ARIZONA BOARD OF REGENTS

The Arizona Board of Regents is committed to ensuring access for qualified residents of Arizona to undergraduate and graduate institutions; promoting the discovery, application and dissemination of new knowledge; extending the benefits of university activities to Arizona's citizens outside the university; and maximizing the benefits derived from the state's investment in education.

## MEMBERS

Lyndel Manson, Chair  
Fred DuVal, Chair Elect  
Cecilia Mata, Secretary  
Larry E. Penley, Treasurer  
Robert J. Herbold  
Jessica Pacheco  
Bill Ridenour  
Ron Shoopman  
Nikhil Dave, Student Regent  
Rachel Kanyur, Student Regent  
Gov. Doug Ducey, Ex-Officio  
Superintendent Kathy Hoffman, Ex-Officio

## ABOR EXECUTIVE DIRECTOR

John Arnold

September 9, 2021



## EXECUTIVE SUMMARY

The 2020 Alumni Wages Report demonstrates that a college degree is one of the most important investments an individual or the state can make. Median wages in Arizona are \$69,902 for an individual with a graduate degree, \$52,077 for a bachelor's degree holder and \$31,371 for an individual with a high school diploma alone.

Arizonans with an undergraduate degree earn a median wage that is \$20,706 higher than their peers who do not pursue a postsecondary education. Graduates with bachelor's degrees earn median wages that are \$15,061 higher than individuals with an associate degree or some college who make \$37,016. The contrast is even greater among Arizonans with a graduate degree, who earn \$38,531 more than high school graduates and \$32,886 more than individuals with an associate degree or some college. Graduates are also more likely to be employed and have stronger earning power five years after graduation – even when factoring in the impact of student-loan debt.

Graduates of Arizona's public universities are a driving force in the Arizona economy. In 2020, 330,655 public university degree recipients earned nearly \$23.9 billion in wages in Arizona and paid an estimated \$1.7 billion in state taxes.

Arizona's public universities offer a wide variety of majors for students, each that garners median wages specific to their field and market forces. Fields with the highest salaries for individuals with bachelor's degrees are computer science and engineering. For graduate degree recipients, the highest median wages are in computer sciences, engineering and business.

Median wages of graduates of Arizona's public universities increase with the number of years since graduation. Moreover, the median wages of graduates one, five, 10 and 20 years after graduation have all increased since 2010. Graduate median wages, student loan debt at graduation and debt-to-income ratios vary considerably across instructional programs.

It is important to note that graduates' persistence in the Arizona workforce declines over time. Approximately 78 percent of Arizona State University resident undergraduate degree recipients and 20 percent of nonresident undergraduate degree recipients are earning wages in Arizona one year after graduation. However, only 35 percent of resident undergraduate degree recipients and 11 percent of nonresident undergraduate degree recipients were earning a wage in Arizona 30 years later.

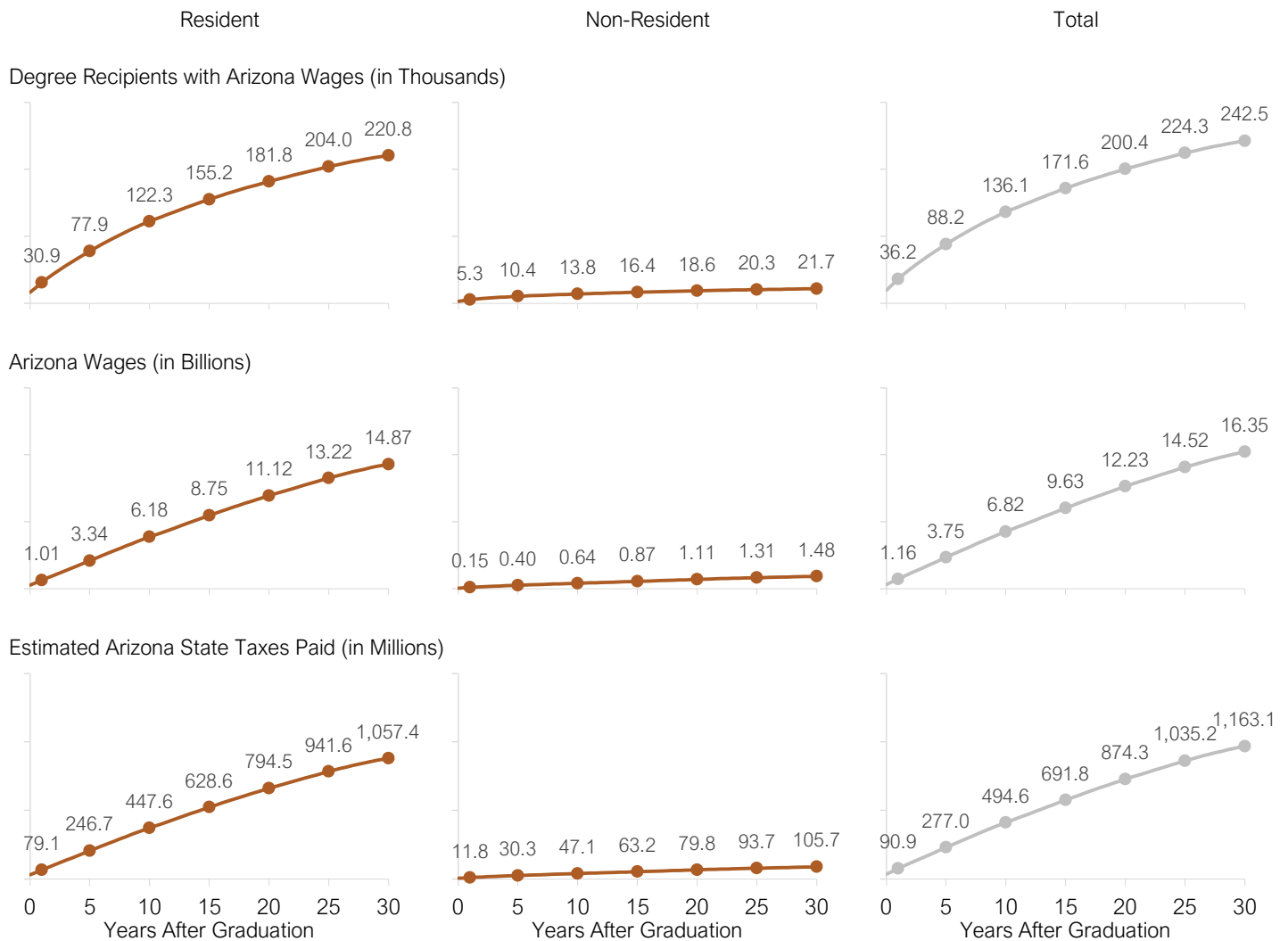
Similarly, approximately 80 percent of Northern Arizona University resident undergraduate degree recipients and 27 percent of nonresident undergraduate degree recipients earn wages in Arizona one year after graduation. After 30 years, only 34 percent of NAU resident undergraduate degree recipients and 10 percent of NAU nonresident undergraduate degree recipients continue to earn a wage in Arizona.

Approximately 70 percent of University of Arizona resident undergraduate degree recipients and 17 percent of nonresident undergraduate degree recipients earn wages in Arizona one year after graduation. After 30 years, 35 percent of UArizona resident undergraduate degree holders and 11 percent of nonresident undergraduate degree holders continue to earn a wage in Arizona.

Without comparable data from other states, however, it is unclear if the persistence rates of undergraduate degree holders in Arizona are normative or cause for concern.

## Arizona Public Universities

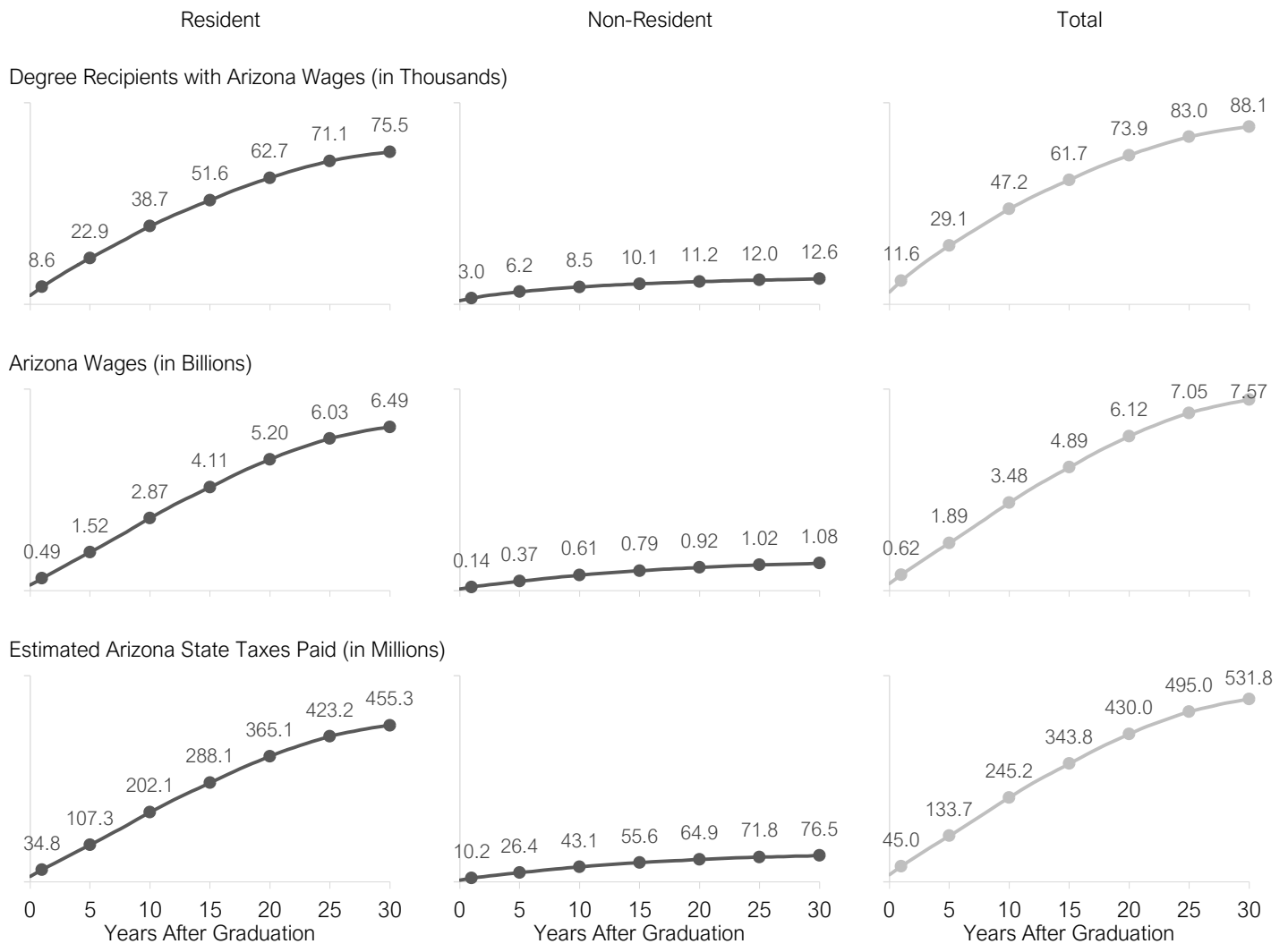
Exhibit E.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation



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

# Arizona Public Universities

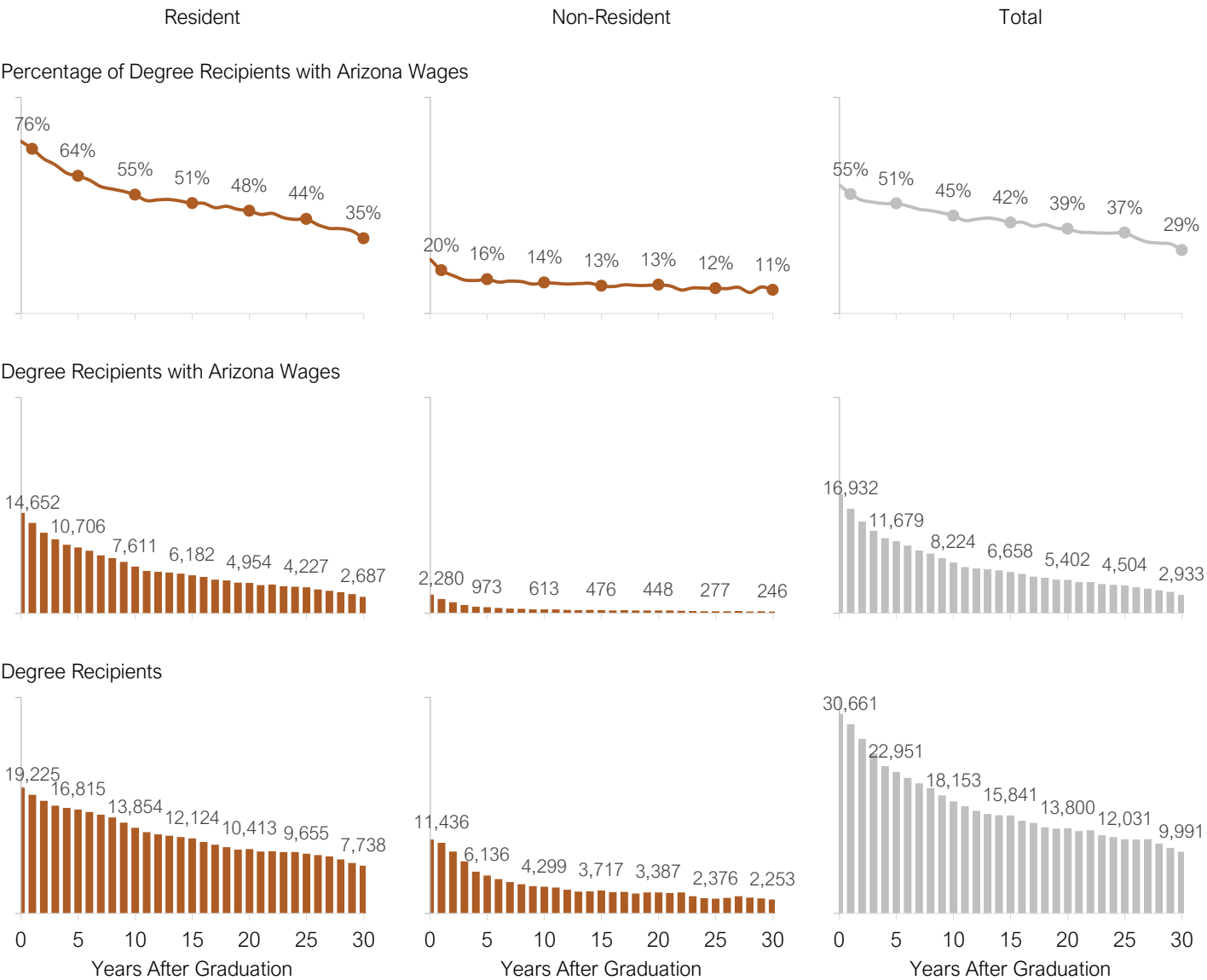
Exhibit E.W.2: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation



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

Arizona Public Universities

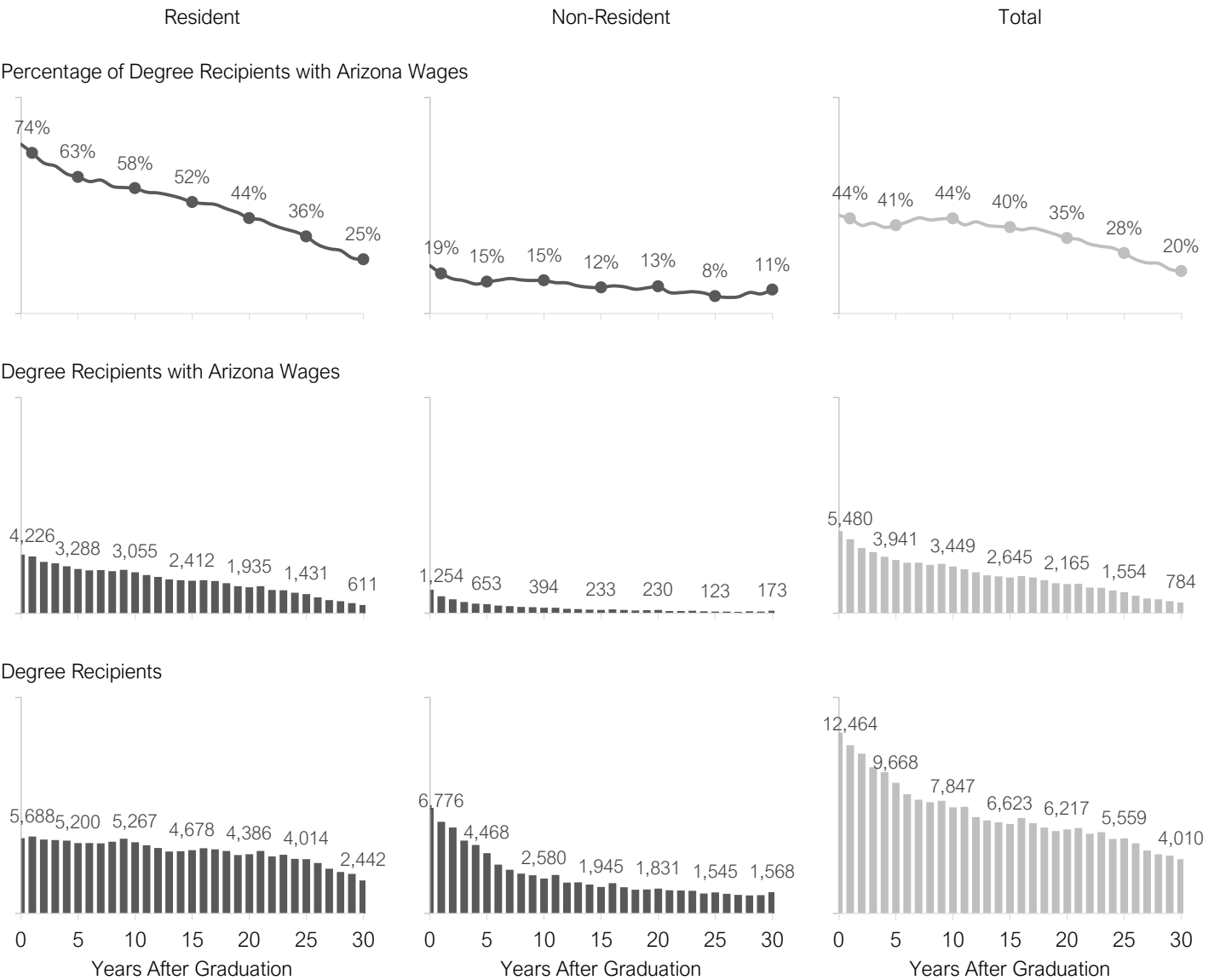
Exhibit E.W.3: Arizona Workforce Persistence of Undergraduate Alumni in 2020 by Years After Graduation



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

Arizona Public Universities

Exhibit E.W.4: Arizona Workforce Persistence of Graduate Alumni in 2020 by Years After Graduation



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

## Arizona State University

Exhibit ASU.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation

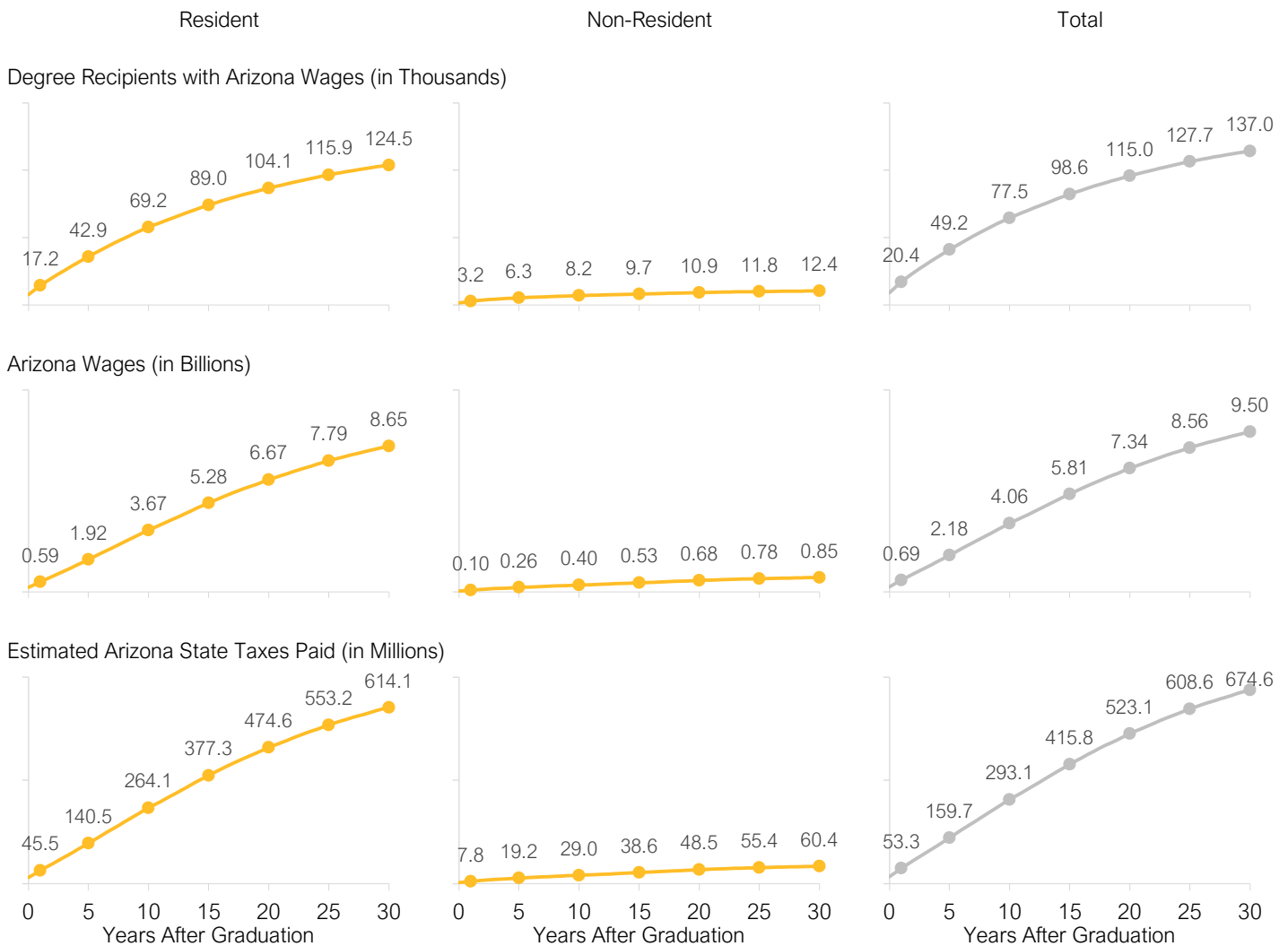
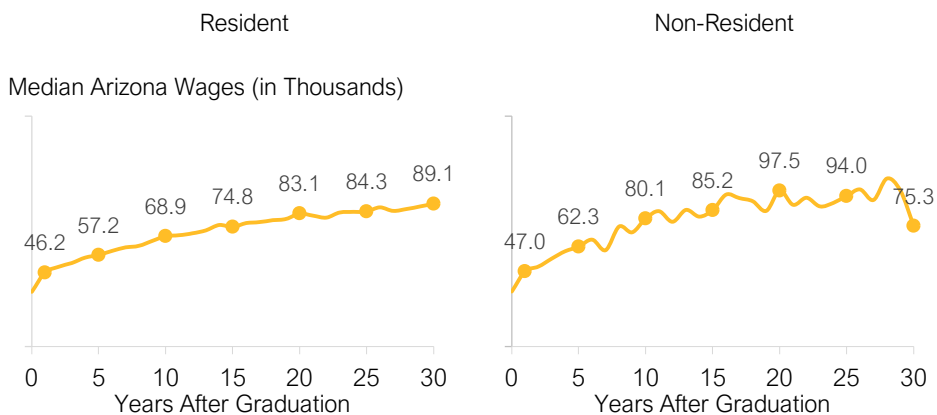


Exhibit ASU.W.2: Median Arizona Wages of Undergraduate Alumni in 2020 by Years After Graduation

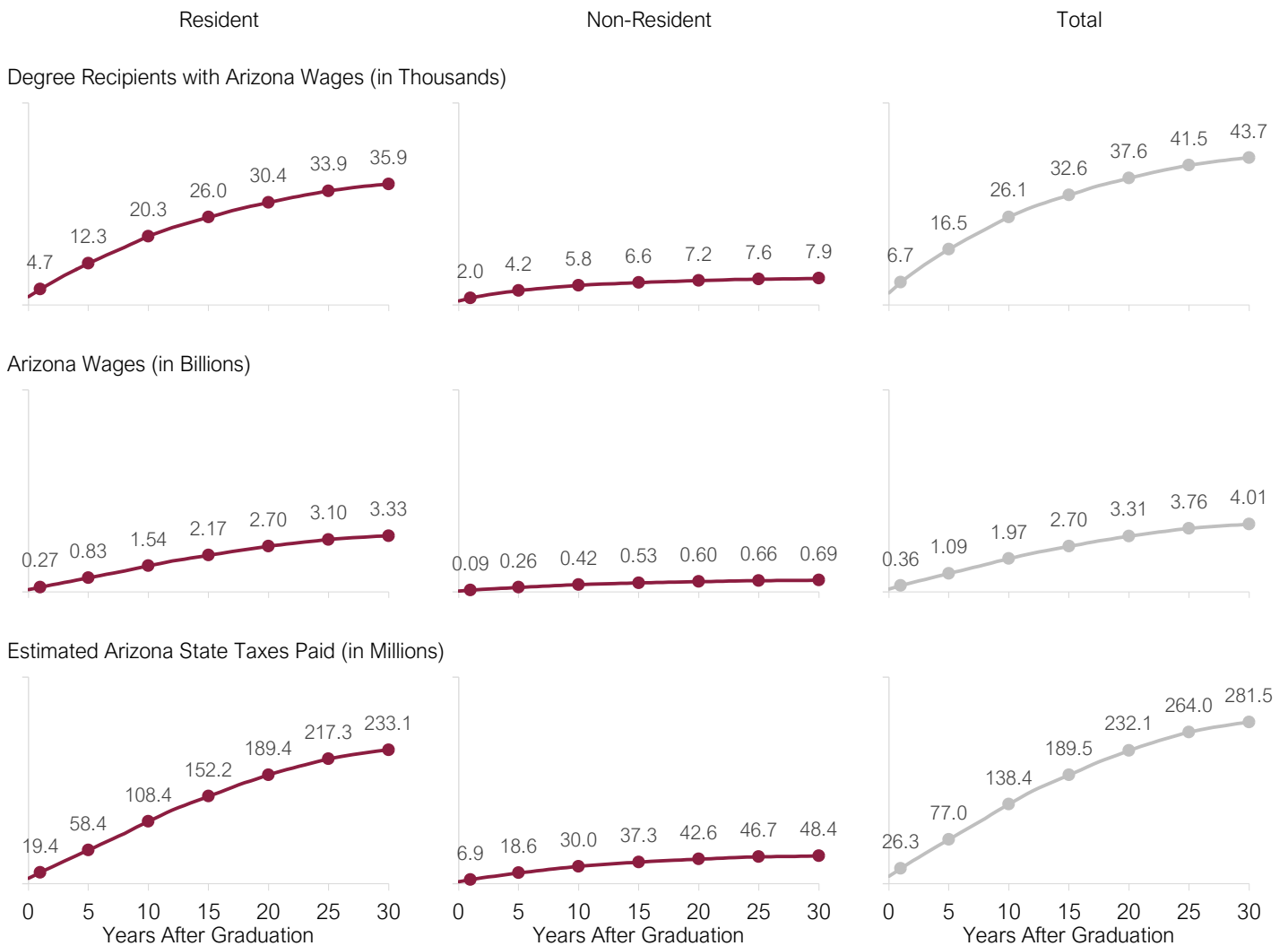


Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

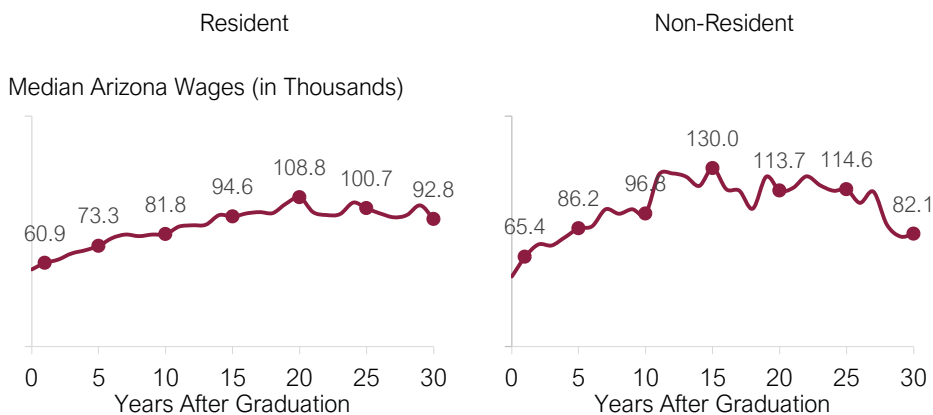


# Arizona State University

## Exhibit ASU.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation



## Exhibit ASU.W.4: Median Arizona Wages of Graduate Alumni in 2020 by Years After Graduation



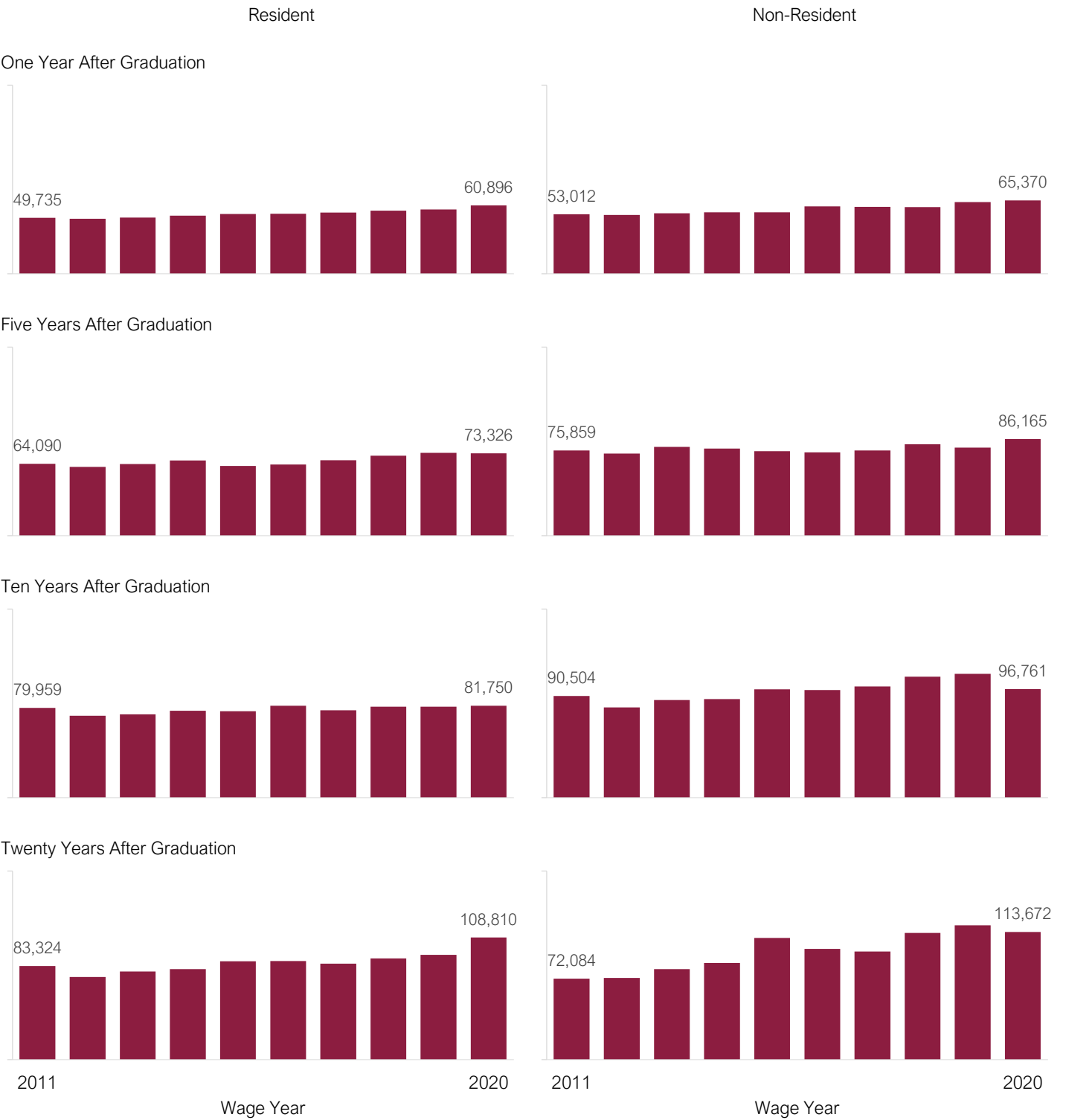
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

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



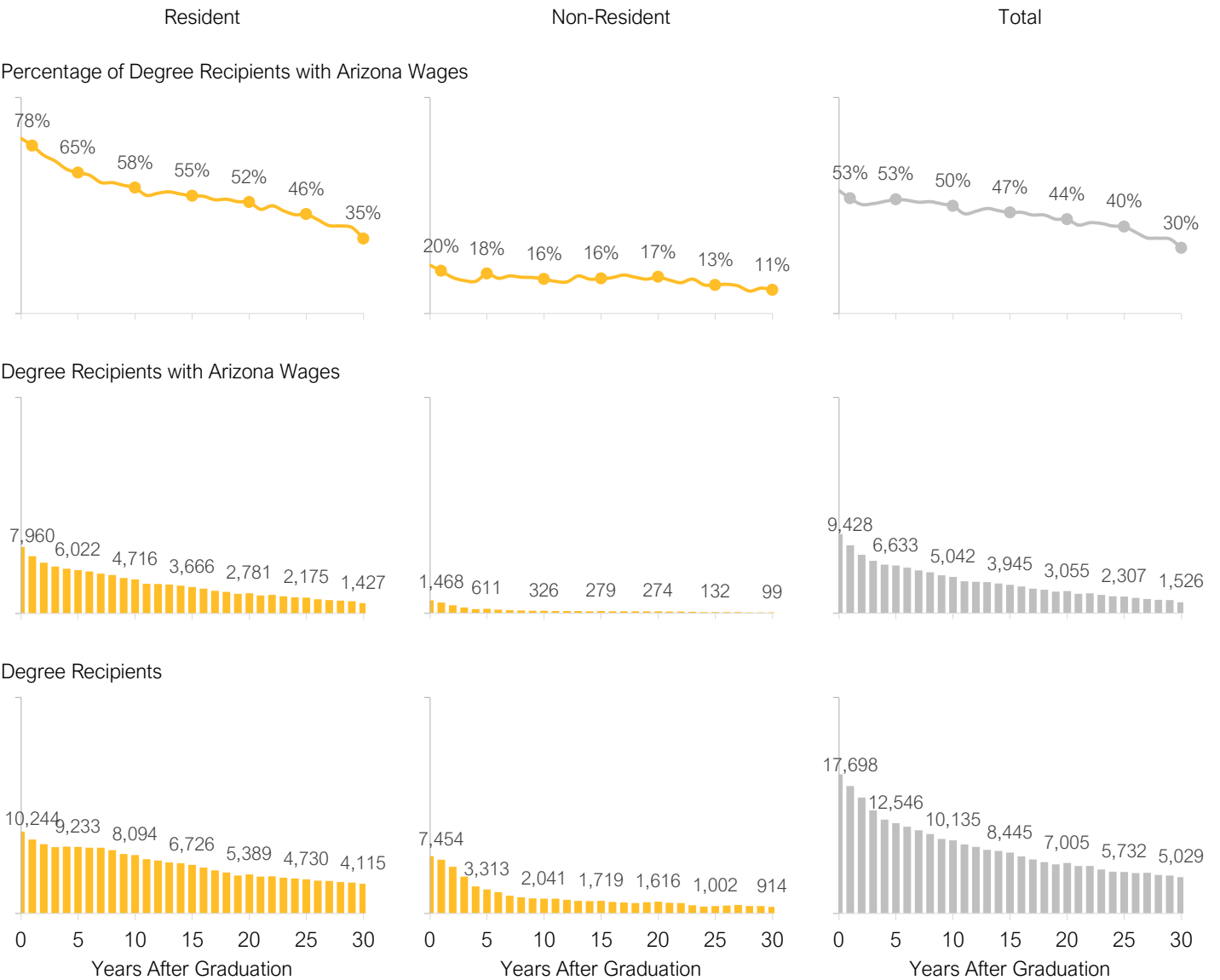
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

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



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

Exhibit ASU.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2020 by Years After Graduation



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

Exhibit ASU.W.8: Arizona Workforce Persistence of Graduate Alumni in 2020 by Years After Graduation



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



Exhibit ASU.W.9: Median 2020 Arizona Wages of 2015-2019 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	13,390	5,433
14	Engineering	5,995	2,744
51	Health Professions and Related Programs	4,624	2,231
09	Communication, Journalism, and Related Programs	5,849	2,078
26	Biological and Biomedical Sciences	4,835	1,990
13	Education	3,161	1,983
45	Social Sciences	5,674	1,733
42	Psychology	4,274	1,685
30	Interdisciplinary Studies	3,772	1,511
11	Computer and Information Sciences and Support Services	2,456	1,350
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	2,717	1,233
50	Visual and Performing Arts	3,359	1,198
19	Family, Consumer, and Human Sciences	2,526	994
31	Parks, Recreation, Leisure, Fitness and Kinesiology	2,056	943
44	Public Administration and Social Service Professions	1,188	582
23	English Language, Literature, and Letters	1,789	575
24	Liberal Arts and Sciences, General Studies, and Humanities	1,379	299
04	Architecture and Related Services	889	296
54	History	946	278
22	Legal Professions and Studies	598	272
27	Mathematics and Statistics	705	266
40	Physical Sciences	647	265
41	Science Technologies and Technicians	517	257
15	Engineering Technologies and Engineering Related Fields	397	184
16	Foreign Languages, Literatures, and Linguistics	582	173
03	Natural Resources and Conservation	412	164
10	Communications Technologies, Technicians, and Support Services	287	141
38	Philosophy and Religious Studies	376	98
49	Transportation and Materials Moving	339	96
05	Area, Ethnic, Cultural, Gender, and Group Studies	207	92
01	Agriculture, Agriculture Operations, and Related Sciences	25	10
25	Library Science		
Total		73,648	30,287

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

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

Exhibit ASU.W.9: Median 2020 Arizona Wages of 2015-2019 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
41%	59%	13%	58%	3,177	\$19,850	\$58,562	4.2%	
46%	61%	16%	62%	1,692	\$24,495	\$74,698	4.1%	
48%	61%	17%	71%	1,587	\$23,599	\$62,223	4.7%	
36%	56%	12%	69%	1,424	\$20,500	\$49,348	5.2%	
41%	45%	18%	66%	1,317	\$21,375	\$41,975	6.3%	
63%	70%	32%	67%	1,334	\$19,446	\$50,540	4.8%	
31%	50%	8%	69%	1,190	\$21,304	\$49,207	5.4%	
39%	56%	10%	71%	1,198	\$20,473	\$42,169	6.0%	
40%	56%	13%	72%	1,084	\$22,867	\$48,678	5.8%	
55%	66%	19%	57%	776	\$20,500	\$77,604	3.3%	
45%	65%	13%	71%	874	\$19,498	\$48,054	5.0%	
36%	46%	12%	69%	822	\$23,091	\$40,300	7.1%	
39%	55%	12%	74%	738	\$23,000	\$40,697	7.0%	
46%	53%	22%	69%	648	\$21,500	\$40,409	6.6%	
49%	61%	16%	76%	445	\$21,037	\$43,578	6.0%	
32%	51%	6%	71%	407	\$23,308	\$43,417	6.7%	
22%	56%	5%	74%	222	\$25,000	\$52,713	5.9%	
33%	54%	13%	67%	198	\$22,650	\$50,831	5.5%	
29%	52%	4%	66%	183	\$22,000	\$45,892	5.9%	
45%	58%	14%	69%	189	\$20,500	\$46,726	5.4%	
38%	47%	11%	64%	171	\$23,250	\$57,487	5.0%	
41%	47%	19%	70%	186	\$25,250	\$49,379	6.3%	
50%	69%	8%	71%	183	\$23,250	\$61,930	4.7%	
46%	63%	18%	70%	129	\$26,282	\$75,730	4.3%	
30%	41%	5%	67%	116	\$19,750	\$44,622	5.5%	
40%	48%	19%	60%	99	\$20,481	\$43,725	5.8%	
49%	59%	18%	63%	89	\$20,250	\$42,976	5.8%	
26%	38%	8%	64%	63	\$23,250	\$43,083	6.7%	
28%	34%	19%	73%	70	\$27,000	\$43,688	7.7%	
44%	50%	18%	78%	72	\$20,188	\$43,650	5.7%	
40%	44%		70%	7	\$18,750	\$51,293	4.5%	
41%	57%	13%	68%	20,690	\$21,500	\$57,823	4.6%	

Exhibit ASU.W.10: Median 2020 Arizona Wages of 2015-2019 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	6,605	1,964
52	Business, Management, Marketing, and Related Support Services	6,012	1,837
14	Engineering	5,458	1,444
44	Public Administration and Social Service Professions	2,315	1,263
22	Legal Professions and Studies	1,781	872
51	Health Professions and Related Programs	1,217	566
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	1,624	274
19	Family, Consumer, and Human Sciences	824	265
11	Computer and Information Sciences and Support Services	1,571	223
50	Visual and Performing Arts	912	221
04	Architecture and Related Services	492	207
45	Social Sciences	890	206
26	Biological and Biomedical Sciences	573	186
42	Psychology	671	180
15	Engineering Technologies and Engineering Related Fields	540	169
09	Communication, Journalism, and Related Programs	514	151
30	Interdisciplinary Studies	357	125
27	Mathematics and Statistics	451	124
03	Natural Resources and Conservation	362	108
24	Liberal Arts and Sciences, General Studies, and Humanities	320	95
23	English Language, Literature, and Letters	345	80
54	History	304	58
40	Physical Sciences	269	54
16	Foreign Languages, Literatures, and Linguistics	128	44
31	Parks, Recreation, Leisure, Fitness and Kinesiology	123	43
38	Philosophy and Religious Studies	72	24
05	Area, Ethnic, Cultural, Gender, and Group Studies	45	15
01	Agriculture, Agriculture Operations, and Related Sciences		
10	Communications Technologies, Technicians, and Support Services	9	
25	Library Science		
41	Science Technologies and Technicians		
49	Transportation and Materials Moving		
Total		34,707	10,769

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

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

Exhibit ASU.W.10: Median 2020 Arizona Wages of 2015-2019 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
30%	64%	6%	71%	1,397	\$37,500	\$57,948	8.6%	
31%	65%	13%	54%	1,001	\$41,000	\$89,142	6.1%	
26%	60%	14%	28%	400	\$23,504	\$89,226	3.5%	
55%	65%	19%	77%	973	\$41,000	\$56,473	9.7%	
49%	61%	20%	4%	33	\$25,679	\$76,341	4.5%	
47%	61%	15%	71%	403	\$50,857	\$77,159	8.8%	
17%	59%	3%	66%	181	\$36,948	\$57,840	8.5%	
32%	59%	9%	74%	197	\$36,312	\$48,743	9.9%	
14%	44%	11%	17%	39	\$31,424	\$109,100	3.8%	
24%	45%	15%	66%	146	\$51,602	\$43,996	15.6%	
42%	57%	26%	64%	133	\$55,070	\$62,497	11.7%	
23%	50%	9%	68%	141	\$38,647	\$58,122	8.9%	
32%	44%	19%	46%	85	\$28,846	\$66,459	5.8%	
27%	51%	10%	77%	138	\$49,995	\$65,435	10.2%	
31%	56%	13%	47%	79	\$20,750	\$74,515	3.7%	
29%	50%	12%	46%	69	\$40,112	\$58,253	9.2%	
35%	53%	13%	59%	74	\$36,491	\$58,112	8.4%	
27%	55%	15%	40%	50	\$46,077	\$71,477	8.6%	
30%	51%	11%	58%	63	\$38,481	\$61,733	8.3%	
30%	52%	7%	68%	65	\$47,651	\$56,557	11.2%	
23%	54%	7%	68%	54	\$33,382	\$55,398	8.0%	
19%	52%	6%	47%	27	\$29,350	\$53,102	7.4%	
20%	40%	16%	28%	15	\$31,500	\$68,477	6.1%	
34%	53%	16%	36%	16	\$29,794	\$56,412	7.0%	
35%	50%	14%	53%	23	\$32,485	\$56,496	7.7%	
33%	45%		54%	13	\$25,265	\$54,537	6.2%	
33%	43%		73%	11	\$43,944	\$47,092	12.4%	
			R	R	R		R	
31%	60%	11%	54%	5,827	\$40,018	\$67,960	7.8%	

Exhibit ASU.W.11: Median 2020 Arizona Wages of 2010-2014 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	8,889	3,747
13	Education	3,986	2,187
45	Social Sciences	4,798	1,754
09	Communication, Journalism, and Related Programs	4,467	1,668
30	Interdisciplinary Studies	3,987	1,569
42	Psychology	3,382	1,450
26	Biological and Biomedical Sciences	3,511	1,425
51	Health Professions and Related Programs	2,420	1,283
14	Engineering	2,700	1,236
50	Visual and Performing Arts	3,486	1,164
31	Parks, Recreation, Leisure, Fitness and Kinesiology	2,007	899
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	1,675	885
19	Family, Consumer, and Human Sciences	1,923	821
11	Computer and Information Sciences and Support Services	1,172	658
23	English Language, Literature, and Letters	1,438	599
54	History	988	377
22	Legal Professions and Studies	666	297
04	Architecture and Related Services	623	261
44	Public Administration and Social Service Professions	502	239
24	Liberal Arts and Sciences, General Studies, and Humanities	699	230
15	Engineering Technologies and Engineering Related Fields	373	223
41	Science Technologies and Technicians	444	217
16	Foreign Languages, Literatures, and Linguistics	567	209
27	Mathematics and Statistics	460	178
03	Natural Resources and Conservation	482	152
40	Physical Sciences	360	124
38	Philosophy and Religious Studies	331	118
01	Agriculture, Agriculture Operations, and Related Sciences	281	95
05	Area, Ethnic, Cultural, Gender, and Group Studies	215	94
49	Transportation and Materials Moving	265	60
10	Communications Technologies, Technicians, and Support Services	25	15
25	Library Science		
Total		55,105	23,517

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

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



Exhibit ASU.W.11: Median 2020 Arizona Wages of 2010-2014 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
42%	52%	14%	56%	2,104	\$17,187	\$77,310	3.0%
55%	59%	24%	67%	1,463	\$17,218	\$54,581	4.2%
37%	45%	11%	64%	1,128	\$20,047	\$62,853	4.3%
37%	49%	12%	61%	1,023	\$17,750	\$63,013	3.8%
39%	49%	13%	62%	976	\$19,632	\$63,425	4.2%
43%	49%	12%	65%	939	\$17,230	\$56,257	4.1%
41%	44%	13%	62%	881	\$19,500	\$67,546	3.9%
53%	59%	15%	68%	870	\$18,000	\$75,551	3.2%
46%	53%	17%	61%	757	\$20,648	\$93,512	3.0%
33%	41%	9%	62%	719	\$20,250	\$51,142	5.3%
45%	51%	19%	62%	553	\$18,000	\$62,763	3.9%
53%	61%	15%	69%	607	\$17,656	\$56,363	4.2%
43%	49%	14%	70%	575	\$21,000	\$54,048	5.2%
56%	63%	17%	59%	389	\$17,750	\$101,756	2.3%
42%	47%	15%	66%	398	\$19,500	\$52,729	5.0%
38%	47%	7%	64%	241	\$19,125	\$55,285	4.7%
45%	53%	11%	68%	202	\$18,750	\$58,856	4.3%
42%	50%	21%	73%	191	\$20,000	\$68,653	3.9%
48%	50%	19%	77%	183	\$21,000	\$48,848	5.8%
33%	46%	9%	71%	164	\$21,661	\$69,467	4.2%
60%	66%	23%	69%	153	\$26,500	\$90,033	4.0%
49%	53%	16%	60%	131	\$20,750	\$81,089	3.4%
37%	42%	9%	61%	128	\$17,836	\$55,012	4.4%
39%	46%	10%	63%	112	\$25,670	\$77,485	4.5%
32%	39%	10%	63%	96	\$21,250	\$63,506	4.5%
34%	39%	14%	66%	82	\$23,500	\$69,867	4.5%
36%	39%		68%	80	\$21,469	\$59,770	4.8%
34%	47%	10%	47%	45	\$17,337	\$59,654	3.9%
44%	48%		71%	67	\$17,330	\$51,045	4.6%
23%	28%		83%	50	\$29,967	\$79,343	5.1%
60%	72%		80%	12	\$23,125	\$48,638	6.4%
43%	51%	13%	65%	15,319	\$18,750	\$63,954	3.9%

Exhibit ASU.W.12: Median 2020 Arizona Wages of 2010-2014 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	5,031	2,116
52	Business, Management, Marketing, and Related Support Services	5,099	1,760
44	Public Administration and Social Service Professions	1,883	917
14	Engineering	2,884	720
22	Legal Professions and Studies	1,160	542
51	Health Professions and Related Programs	853	376
04	Architecture and Related Services	621	210
15	Engineering Technologies and Engineering Related Fields	534	202
50	Visual and Performing Arts	778	162
11	Computer and Information Sciences and Support Services	711	139
19	Family, Consumer, and Human Sciences	249	119
42	Psychology	343	116
45	Social Sciences	450	108
26	Biological and Biomedical Sciences	311	100
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	295	96
09	Communication, Journalism, and Related Programs	365	84
24	Liberal Arts and Sciences, General Studies, and Humanities	198	74
30	Interdisciplinary Studies	170	71
23	English Language, Literature, and Letters	239	70
27	Mathematics and Statistics	173	52
40	Physical Sciences	262	47
38	Philosophy and Religious Studies	103	36
16	Foreign Languages, Literatures, and Linguistics	111	29
54	History	84	23
31	Parks, Recreation, Leisure, Fitness and Kinesiology	99	21
03	Natural Resources and Conservation	84	17
01	Agriculture, Agriculture Operations, and Related Sciences		
05	Area, Ethnic, Cultural, Gender, and Group Studies	12	
10	Communications Technologies, Technicians, and Support Services		
25	Library Science		
41	Science Technologies and Technicians		
49	Transportation and Materials Moving		
Total		23,006	8,182

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

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

Exhibit ASU.W.12: Median 2020 Arizona Wages of 2010-2014 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
42%	54%	14%	72%	1,521	\$30,750	\$63,377	6.6%	
35%	55%	14%	67%	1,178	\$41,000	\$123,096	4.5%	
49%	53%	21%	79%	724	\$38,223	\$63,946	8.2%	
25%	54%	12%	27%	195	\$19,750	\$124,483	2.2%	
47%	52%	20%	5%	28	\$33,519	\$107,945	4.2%	
44%	52%	13%	69%	260	\$41,125	\$98,154	5.7%	
34%	48%	14%	77%	161	\$59,412	\$80,592	10.1%	
38%	55%	13%	47%	94	\$23,696	\$104,773	3.1%	
21%	32%	14%	67%	108	\$46,284	\$55,618	11.4%	
20%	49%	11%	15%	21	\$20,500	\$129,240	2.2%	
48%	53%	19%	74%	88	\$40,688	\$58,697	9.5%	
34%	45%	13%	72%	84	\$53,017	\$75,073	9.6%	
24%	37%	7%	69%	74	\$25,137	\$79,868	4.3%	
32%	41%	22%	34%	34	\$26,405	\$81,077	4.4%	
33%	57%	8%	74%	71	\$35,804	\$69,025	7.1%	
23%	36%	7%	64%	54	\$34,080	\$62,550	7.4%	
37%	44%		58%	43	\$40,000	\$60,407	9.0%	
42%	51%		68%	48	\$28,937	\$67,750	5.8%	
29%	42%	12%	50%	35	\$33,305	\$59,564	7.6%	
30%	42%	22%	25%	13	\$31,418	\$101,284	4.2%	
18%	37%	12%	30%	14	\$33,987	\$99,699	4.6%	
35%	43%	18%	56%	20	\$37,000	\$73,410	6.9%	
26%	35%	13%	34%	10	\$18,375	\$53,290	4.7%	
27%	38%		52%	12	\$28,617	\$69,102	5.6%	
21%	29%		57%	12	\$37,125	\$59,630	8.5%	
20%	33%	12%	41%	7	\$17,000	\$91,249	2.5%	
			R	R	R		R	
36%	52%	13%	60%	4,912	\$36,491	\$82,848	6.0%	

Exhibit NAU.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation

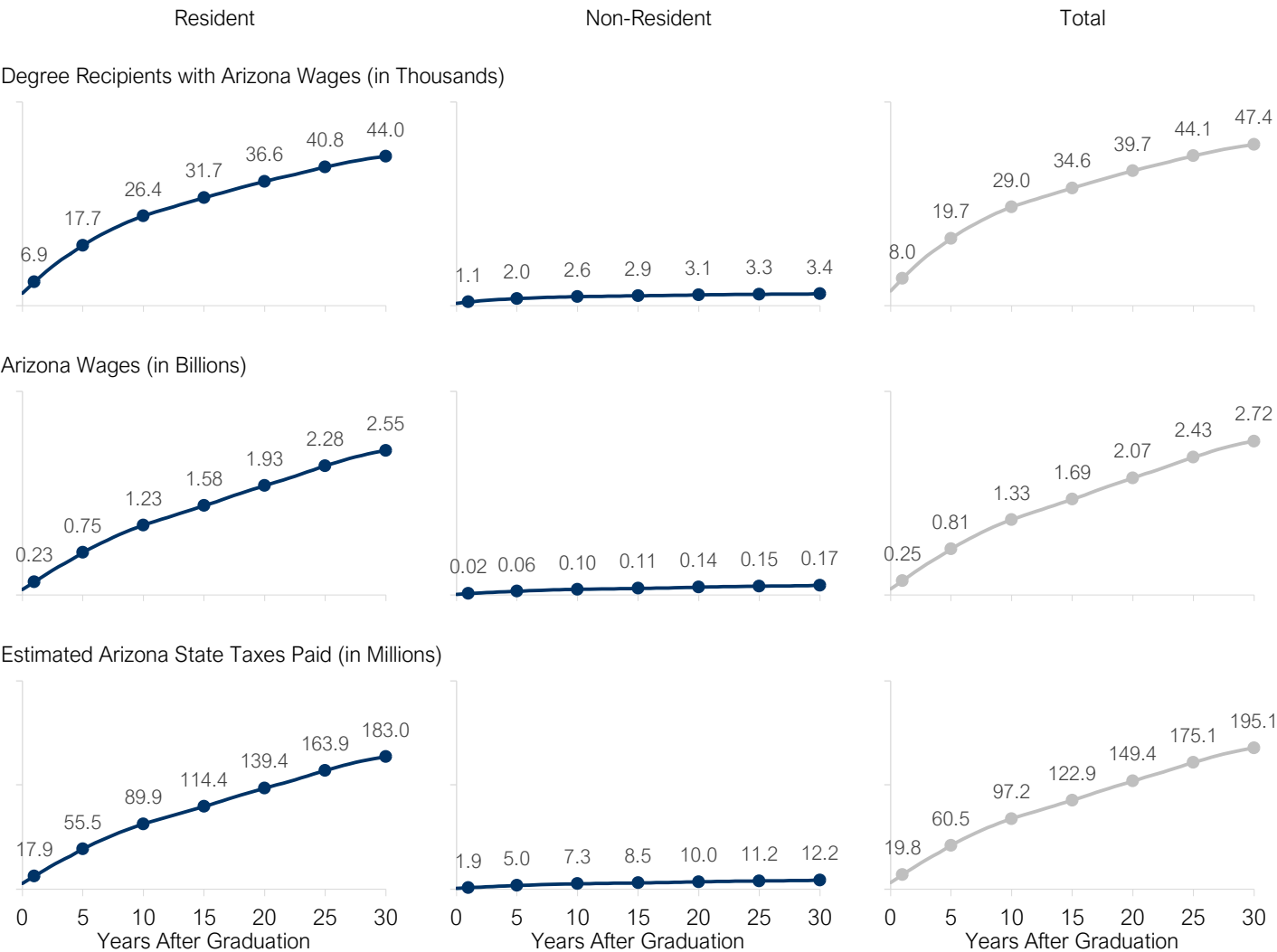
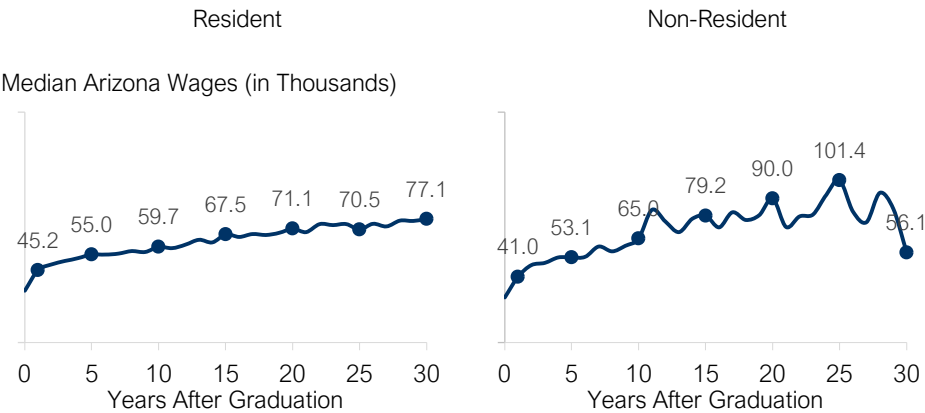


Exhibit NAU.W.2: Median Arizona Wages of Undergraduate Alumni in 2020 by Years After Graduation



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

Exhibit NAU.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation

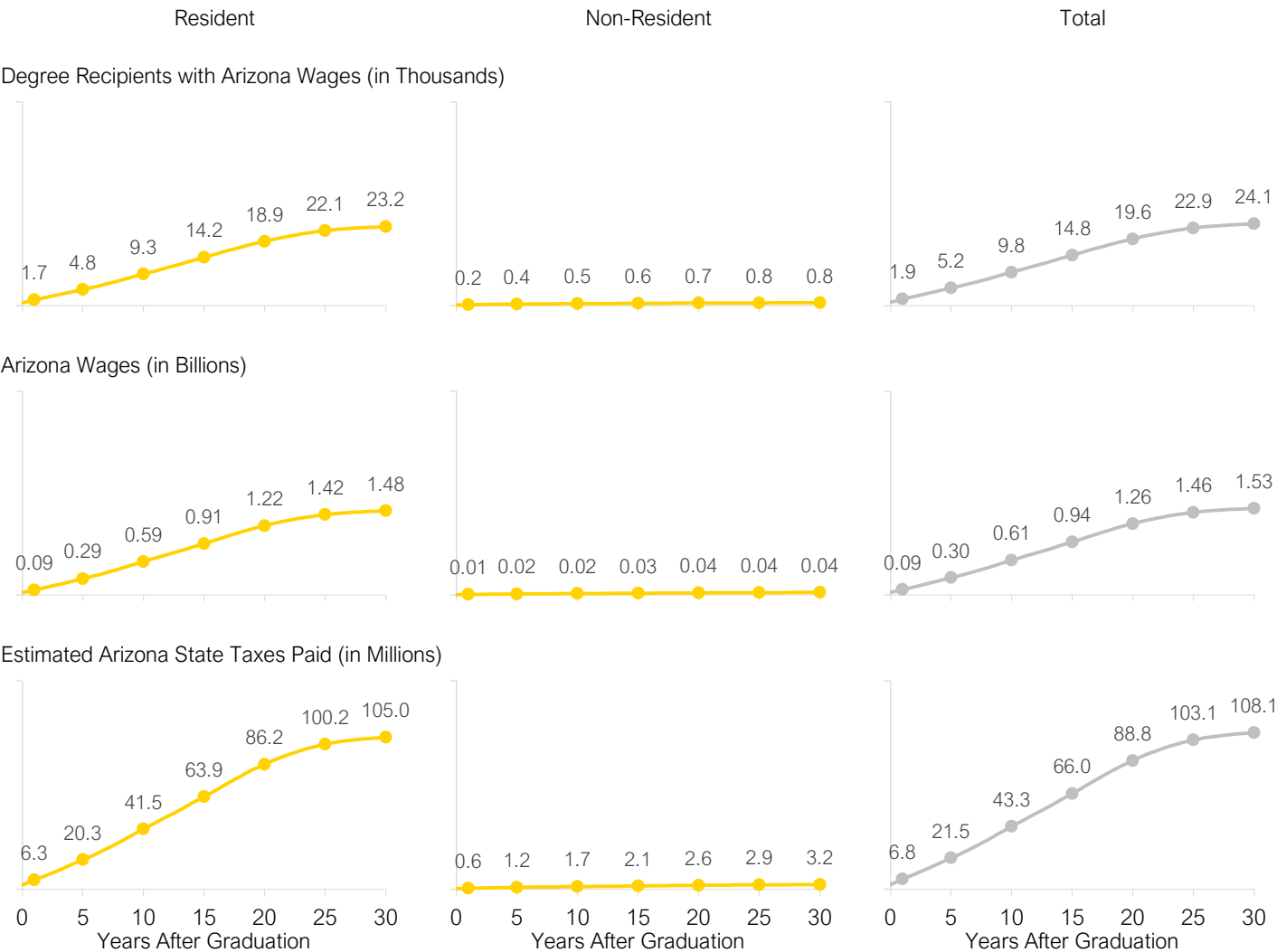
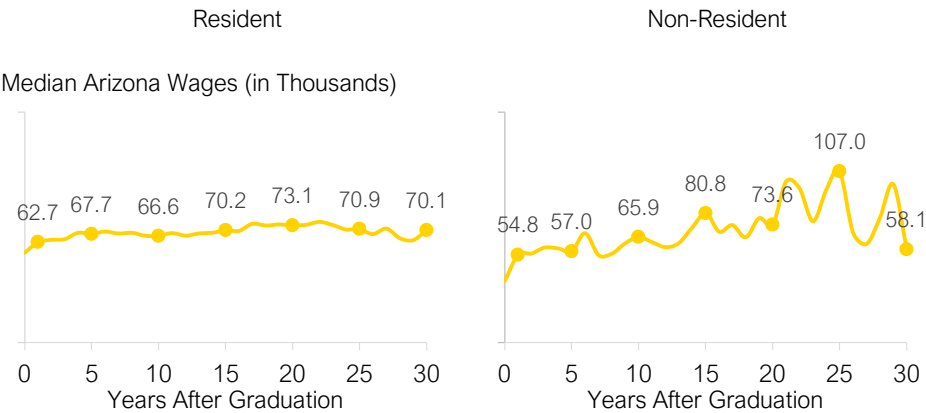


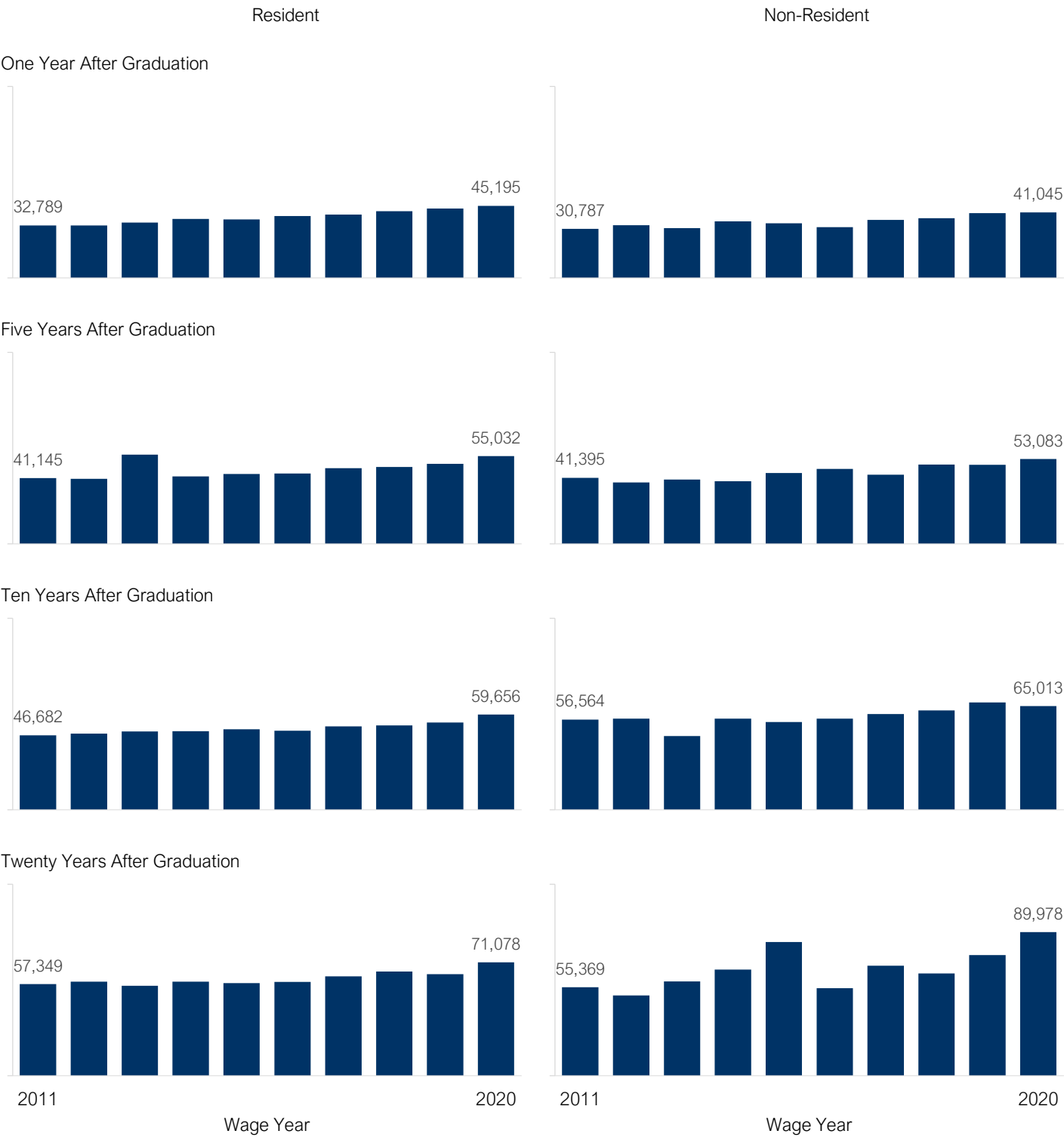
Exhibit NAU.W.4: Median Arizona Wages of Graduate Alumni in 2020 by Years After Graduation



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



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



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

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

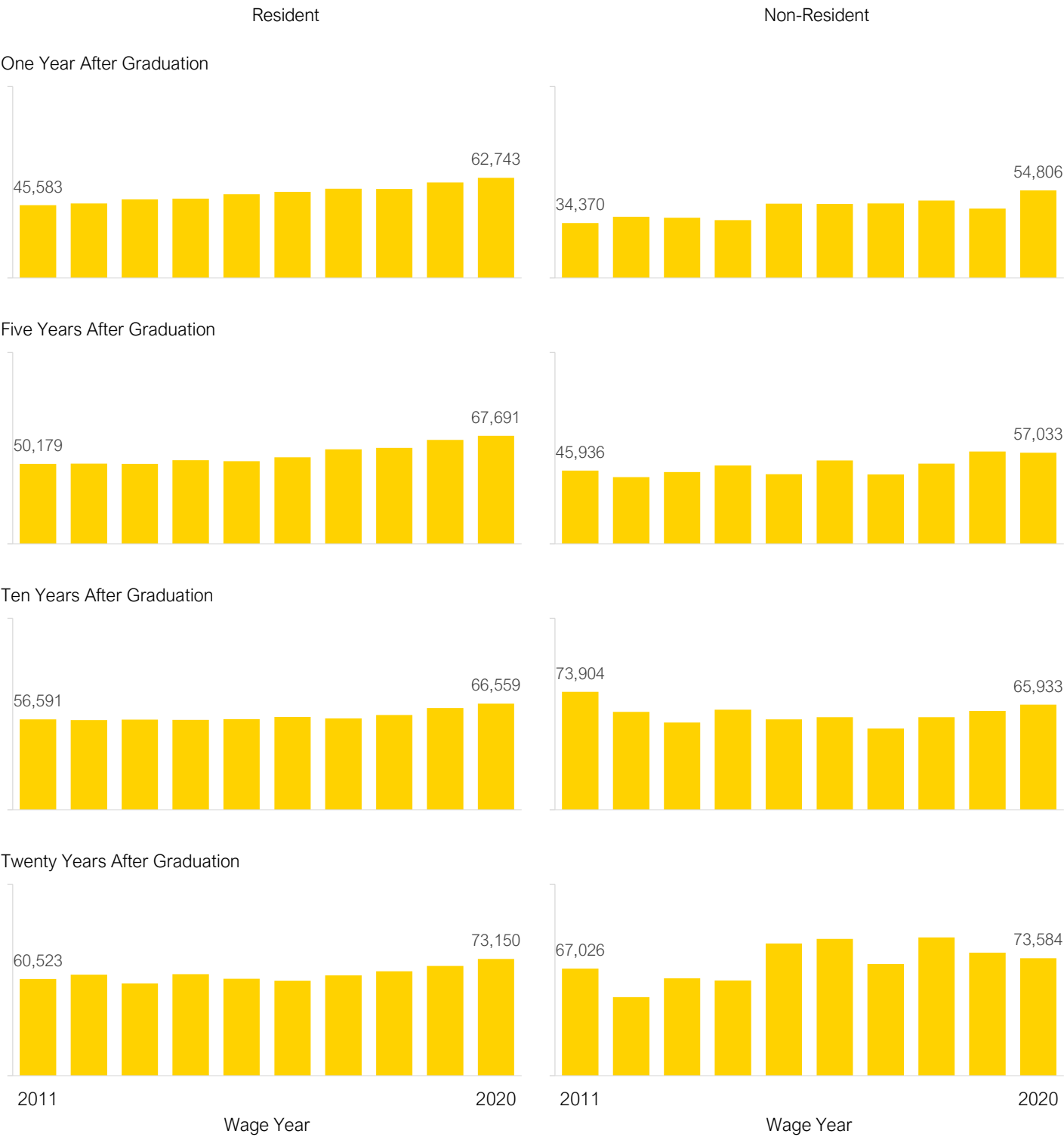
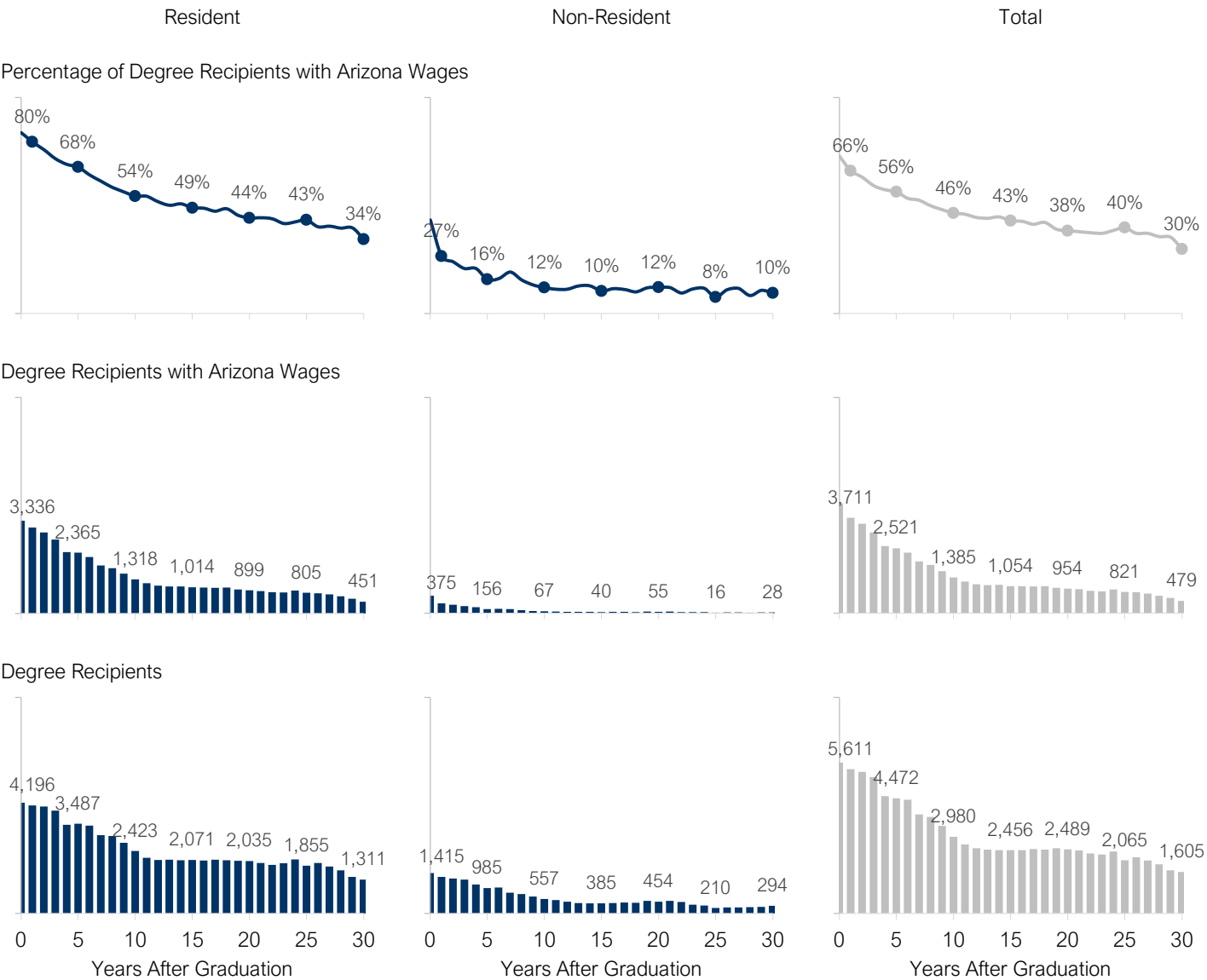
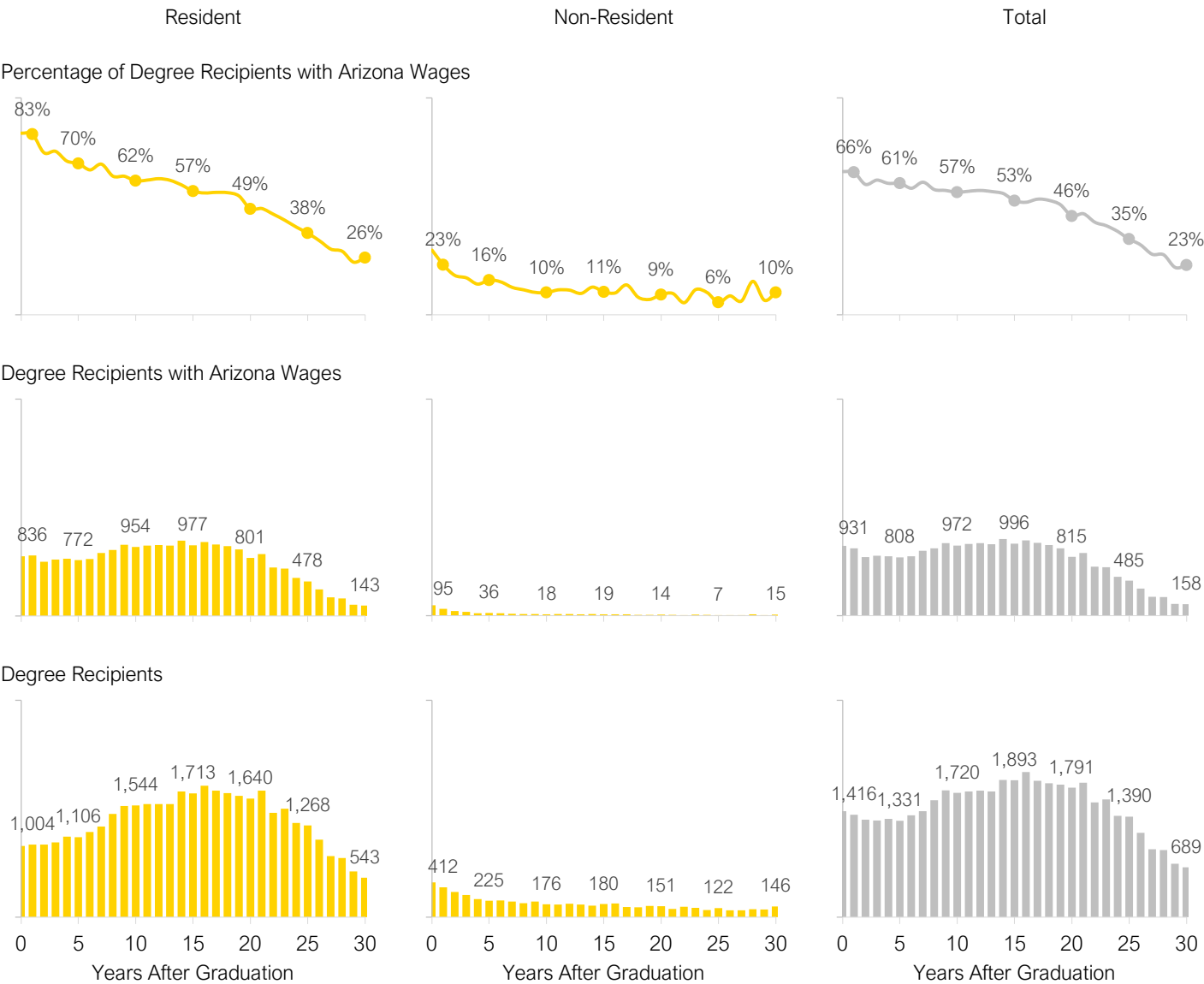


Exhibit NAU.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2020 by Years After Graduation



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

Exhibit NAU.W.8: Arizona Workforce Persistence of Graduate Alumni in 2020 by Years After Graduation



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

# Northern Arizona University

## Exhibit NAU.W.9: Median 2020 Arizona Wages of 2015-2019 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	3,819	2,431
52	Business, Management, Marketing, and Related Support Services	4,527	2,095
13	Education	2,664	1,518
24	Liberal Arts and Sciences, General Studies, and Humanities	2,772	1,431
45	Social Sciences	2,062	713
26	Biological and Biomedical Sciences	1,814	691
42	Psychology	1,170	483
14	Engineering	1,058	439
09	Communication, Journalism, and Related Programs	1,262	407
50	Visual and Performing Arts	844	330
31	Parks, Recreation, Leisure, Fitness and Kinesiology	882	282
41	Science Technologies and Technicians	406	226
44	Public Administration and Social Service Professions	504	205
40	Physical Sciences	523	154
03	Natural Resources and Conservation	545	138
11	Computer and Information Sciences and Support Services	250	111
30	Interdisciplinary Studies	318	110
23	English Language, Literature, and Letters	286	94
16	Foreign Languages, Literatures, and Linguistics	214	77
27	Mathematics and Statistics	124	49
54	History	148	46
38	Philosophy and Religious Studies	63	18
05	Area, Ethnic, Cultural, Gender, and Group Studies	41	17
22	Legal Professions and Studies	39	11
01	Agriculture, Agriculture Operations, and Related Sciences		
04	Architecture and Related Services		
10	Communications Technologies, Technicians, and Support Services		
15	Engineering Technologies and Engineering Related Fields		
19	Family, Consumer, and Human Sciences		
25	Library Science		
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49	Transportation and Materials Moving		
Total		25,822	11,856

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

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

Exhibit NAU.W.9: Median 2020 Arizona Wages of 2015-2019 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
64%	70%	18%	68%	1,641	\$20,487	\$66,665	3.8%	
46%	60%	18%	62%	1,294	\$19,988	\$53,243	4.7%	
57%	63%	26%	68%	1,029	\$19,909	\$49,251	5.0%	
52%	56%	8%	62%	886	\$13,666	\$49,703	3.4%	
35%	47%	11%	68%	483	\$21,278	\$40,464	6.5%	
38%	46%	15%	67%	460	\$23,997	\$38,237	7.8%	
41%	49%	16%	68%	330	\$19,667	\$37,726	6.5%	
41%	58%	18%	65%	287	\$25,480	\$69,962	4.5%	
32%	47%	9%	68%	276	\$21,491	\$41,182	6.5%	
39%	46%	15%	66%	218	\$23,011	\$37,783	7.6%	
32%	44%	9%	64%	180	\$21,954	\$35,224	7.7%	
56%	58%	10%	63%	142	\$21,816	\$48,467	5.6%	
41%	52%	13%	71%	145	\$18,305	\$41,754	5.4%	
29%	38%	13%	70%	108	\$25,821	\$43,841	7.3%	
25%	33%	10%	60%	83	\$22,759	\$37,266	7.6%	
44%	57%	12%	71%	79	\$24,740	\$77,255	4.0%	
35%	45%	9%	69%	76	\$22,108	\$37,591	7.3%	
33%	41%	9%	71%	67	\$19,296	\$35,413	6.8%	
36%	40%	16%	61%	47	\$17,813	\$40,210	5.5%	
40%	47%	14%	51%	25	\$23,261	\$47,626	6.1%	
31%	44%	9%	70%	32	\$24,514	\$34,812	8.7%	
29%	38%	0%	72%	13	\$23,664	\$39,835	7.4%	
41%	45%	25%	76%	13	\$25,732	\$33,141	9.6%	
28%	38%	17%	55%	6	\$18,306	\$39,561	5.7%	
46%	56%	15%	66%	7,780	\$20,202	\$50,031	5.0%	

# Northern Arizona University

## Exhibit NAU.W.10: Median 2020 Arizona Wages of 2015-2019 Graduate Alumni by Instructional Program

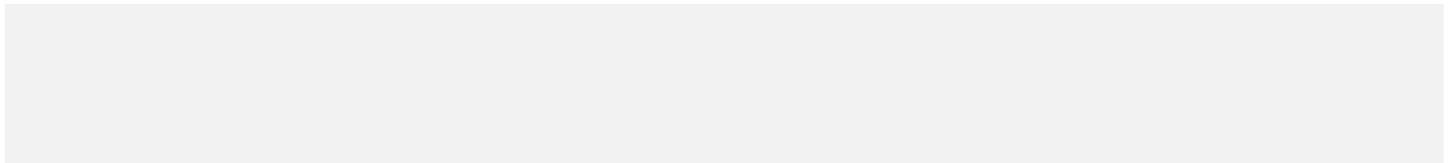
Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	3,289	1,838
51	Health Professions and Related Programs	1,306	707
52	Business, Management, Marketing, and Related Support Services	675	384
23	English Language, Literature, and Letters	356	127
45	Social Sciences	240	78
42	Psychology	152	50
14	Engineering	107	39
26	Biological and Biomedical Sciences	118	29
27	Mathematics and Statistics	74	25
44	Public Administration and Social Service Professions	44	21
03	Natural Resources and Conservation	165	20
09	Communication, Journalism, and Related Programs	55	20
40	Physical Sciences	96	19
50	Visual and Performing Arts	52	17
54	History	33	10
30	Interdisciplinary Studies	51	7
11	Computer and Information Sciences and Support Services	9	R
16	Foreign Languages, Literatures, and Linguistics	28	R
01	Agriculture, Agriculture Operations, and Related Sciences		
04	Architecture and Related Services		
05	Area, Ethnic, Cultural, Gender, and Group Studies		
10	Communications Technologies, Technicians, and Support Services		
15	Engineering Technologies and Engineering Related Fields		
19	Family, Consumer, and Human Sciences		
22	Legal Professions and Studies		
24	Liberal Arts and Sciences, General Studies, and Humanities		
25	Library Science		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
38	Philosophy and Religious Studies		
41	Science Technologies and Technicians		
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49	Transportation and Materials Moving		
Total		6,821	3,377

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

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

Exhibit NAU.W.10: Median 2020 Arizona Wages of 2015-2019 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt		Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res							
56%	64%	13%	60%	1,095		\$29,447		\$60,892	6.4%
54%	63%	16%	74%	523		\$41,257		\$76,942	7.1%
57%	63%	20%	59%	228		\$28,074		\$74,013	5.1%
36%	55%	6%	54%	69		\$29,366		\$53,681	7.3%
33%	50%	13%	59%	46		\$29,760		\$45,938	8.6%
33%	38%	18%	76%	38		\$34,611		\$69,519	6.6%
36%	48%	17%	33%	13		\$24,027		\$74,332	4.3%
25%	34%	12%	31%	9		\$27,533		\$47,879	7.7%
34%	56%	15%	R	R		R		\$55,837	R
48%	54%	22%	62%	13		\$15,155		\$66,032	3.1%
12%	19%	7%	35%	7		\$19,894		\$51,234	5.2%
36%	47%	16%	50%	10		\$26,315		\$51,808	6.8%
20%	25%	17%	R	R		R		\$57,267	R
33%	50%	15%	65%	11		\$28,348		\$47,272	8.0%
30%	40%	15%	R	R		R		\$48,569	R
14%	17%	7%	R	R		R		\$45,231	R
R	R	R	R	R		R		R	R
R	R	R	R	R		R		R	R



50%	60%	13%	61%	2,059		\$33,510		\$64,599	6.9%
-----	-----	-----	-----	-------	--	----------	--	----------	------



# Northern Arizona University

## Exhibit NAU.W.11: Median 2020 Arizona Wages of 2010-2014 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	2,996	1,469
52	Business, Management, Marketing, and Related Support Services	3,478	1,389
24	Liberal Arts and Sciences, General Studies, and Humanities	2,127	992
51	Health Professions and Related Programs	1,828	889
45	Social Sciences	1,546	498
26	Biological and Biomedical Sciences	1,111	362
42	Psychology	878	332
41	Science Technologies and Technicians	618	314
09	Communication, Journalism, and Related Programs	895	308
50	Visual and Performing Arts	909	280
14	Engineering	668	218
31	Parks, Recreation, Leisure, Fitness and Kinesiology	644	184
23	English Language, Literature, and Letters	365	134
40	Physical Sciences	450	123
44	Public Administration and Social Service Professions	262	103
03	Natural Resources and Conservation	406	93
54	History	187	55
16	Foreign Languages, Literatures, and Linguistics	155	47
11	Computer and Information Sciences and Support Services	98	35
27	Mathematics and Statistics	102	35
38	Philosophy and Religious Studies	81	28
30	Interdisciplinary Studies	60	24
05	Area, Ethnic, Cultural, Gender, and Group Studies	49	10
22	Legal Professions and Studies	7	R
01	Agriculture, Agriculture Operations, and Related Sciences		
04	Architecture and Related Services		
10	Communications Technologies, Technicians, and Support Services		
15	Engineering Technologies and Engineering Related Fields		
19	Family, Consumer, and Human Sciences		
25	Library Science		
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49	Transportation and Materials Moving		
Total		19,510	7,781

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

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

Exhibit NAU.W.11: Median 2020 Arizona Wages of 2010-2014 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
49%	52%	17%	59%	869	\$22,199	\$53,219	5.6%
40%	51%	12%	52%	725	\$19,840	\$67,308	4.0%
47%	49%	11%	59%	585	\$16,575	\$56,661	3.9%
49%	55%	10%	56%	496	\$21,794	\$73,157	4.0%
32%	40%	13%	60%	297	\$22,872	\$51,620	6.0%
33%	39%	13%	56%	204	\$22,831	\$58,409	5.3%
38%	43%	11%	62%	207	\$19,903	\$49,517	5.4%
51%	54%	3%	58%	181	\$19,194	\$57,285	4.5%
34%	42%	9%	55%	169	\$22,802	\$51,145	6.0%
31%	35%	14%	53%	148	\$21,512	\$48,664	5.9%
33%	41%	16%	57%	124	\$26,173	\$92,316	3.8%
29%	42%	10%	54%	99	\$20,034	\$60,095	4.5%
37%	42%	13%	57%	76	\$20,865	\$50,025	5.6%
27%	39%	7%	54%	67	\$24,880	\$59,069	5.7%
39%	50%	12%	59%	61	\$19,406	\$51,235	5.1%
23%	28%	14%	62%	58	\$25,311	\$49,652	6.9%
29%	40%	2%	64%	35	\$20,402	\$45,447	6.0%
30%	35%	16%	49%	23	\$25,335	\$54,599	6.2%
36%	42%	14%	60%	21	\$23,808	\$98,851	3.2%
34%	43%	8%	71%	25	\$18,810	\$63,823	4.0%
35%	39%	14%	64%	18	\$27,043	\$47,028	7.7%
40%	47%	0%	75%	18	\$27,409	\$40,017	9.2%
20%	20%	22%	80%	8	\$23,085	\$59,003	5.3%
R	R	R	R	R	R	R	R

40% 47% 12% 57% 4,443 \$20,832 \$56,868 4.9%

# Northern Arizona University

## Exhibit NAU.W.12: Median 2020 Arizona Wages of 2010-2014 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	5,137	2,746
52	Business, Management, Marketing, and Related Support Services	819	408
51	Health Professions and Related Programs	679	303
23	English Language, Literature, and Letters	414	151
45	Social Sciences	259	53
42	Psychology	138	45
26	Biological and Biomedical Sciences	123	37
14	Engineering	64	22
09	Communication, Journalism, and Related Programs	53	21
03	Natural Resources and Conservation	153	20
40	Physical Sciences	98	18
24	Liberal Arts and Sciences, General Studies, and Humanities	57	11
27	Mathematics and Statistics	36	10
44	Public Administration and Social Service Professions	22	10
54	History	36	8
50	Visual and Performing Arts	50	6
30	Interdisciplinary Studies	22	R
16	Foreign Languages, Literatures, and Linguistics	17	R
11	Computer and Information Sciences and Support Services	R	R
01	Agriculture, Agriculture Operations, and Related Sciences		
04	Architecture and Related Services		
05	Area, Ethnic, Cultural, Gender, and Group Studies		
10	Communications Technologies, Technicians, and Support Services		
15	Engineering Technologies and Engineering Related Fields		
19	Family, Consumer, and Human Sciences		
22	Legal Professions and Studies		
25	Library Science		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
38	Philosophy and Religious Studies		
41	Science Technologies and Technicians		
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49	Transportation and Materials Moving		
Total		8,111	3,836

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

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

Exhibit NAU.W.12: Median 2020 Arizona Wages of 2010-2014 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
53%	56%	15%	51%	1,410	\$29,001	\$65,544	6.0%
50%	54%	11%	50%	205	\$30,546	\$93,838	4.4%
45%	51%	8%	54%	163	\$36,758	\$80,395	6.2%
36%	48%	8%	61%	92	\$27,881	\$62,519	6.1%
20%	29%	7%	58%	31	\$32,412	\$62,255	7.1%
33%	41%	8%	62%	28	\$35,943	\$73,248	6.7%
30%	37%	12%	30%	11	\$33,161	\$62,833	7.2%
34%	52%	0%	55%	12	\$23,627	\$90,230	3.6%
40%	51%	7%	33%	7	\$19,253	\$66,103	4.0%
13%	17%	9%	65%	13	\$15,528	\$55,053	3.8%
18%	21%	16%	44%	8	\$29,514	\$58,936	6.8%
19%	24%	7%	64%	7	\$39,423	\$53,486	10.1%
28%	36%	14%	R	R	R	\$83,465	R
45%	53%	0%	R	R	R	\$80,574	R
22%	30%	8%	R	R	R	\$52,158	R
12%	25%	3%	R	R	R	\$63,033	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R

47%	53%	11%	52%	1,989	\$29,364	\$67,553	5.9%
-----	-----	-----	-----	-------	----------	----------	------

Exhibit UA.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation

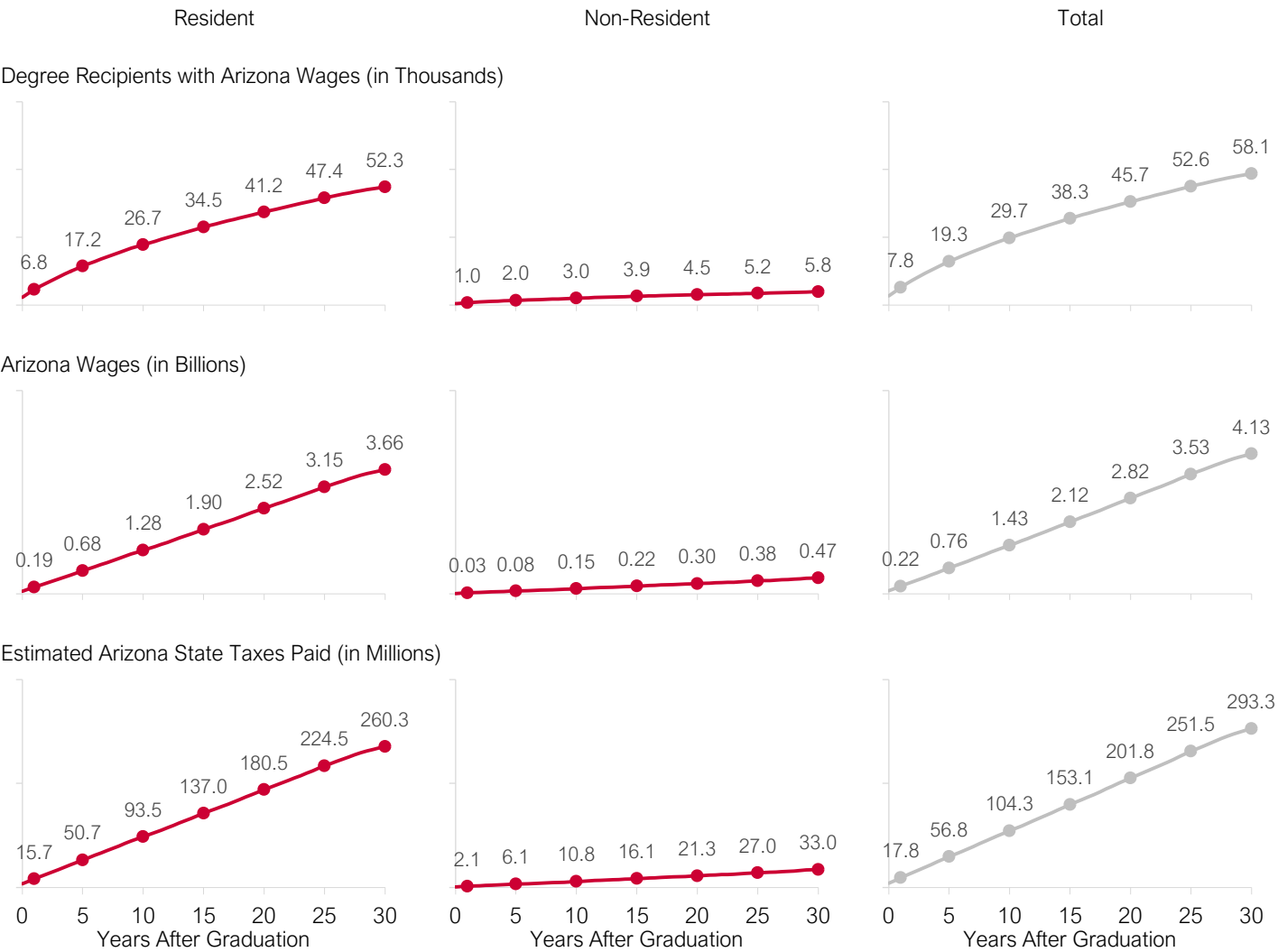
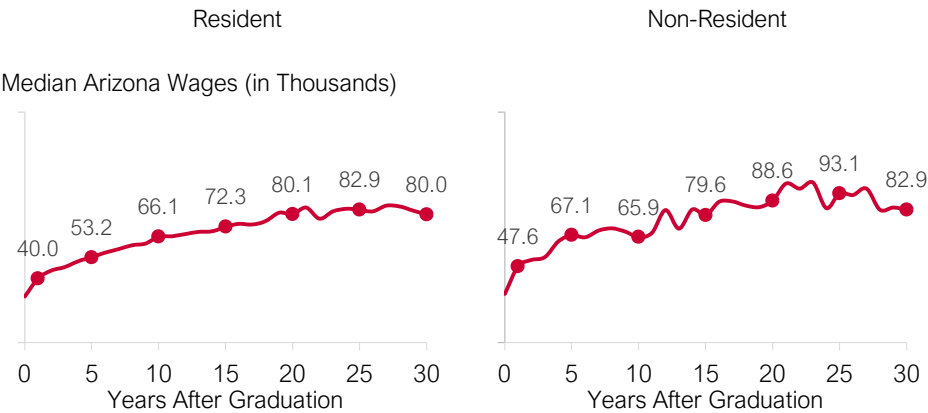


Exhibit UA.W.2: Median Arizona Wages of Undergraduate Alumni in 2020 by Years After Graduation



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

Exhibit UA.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2020 by Years After Graduation

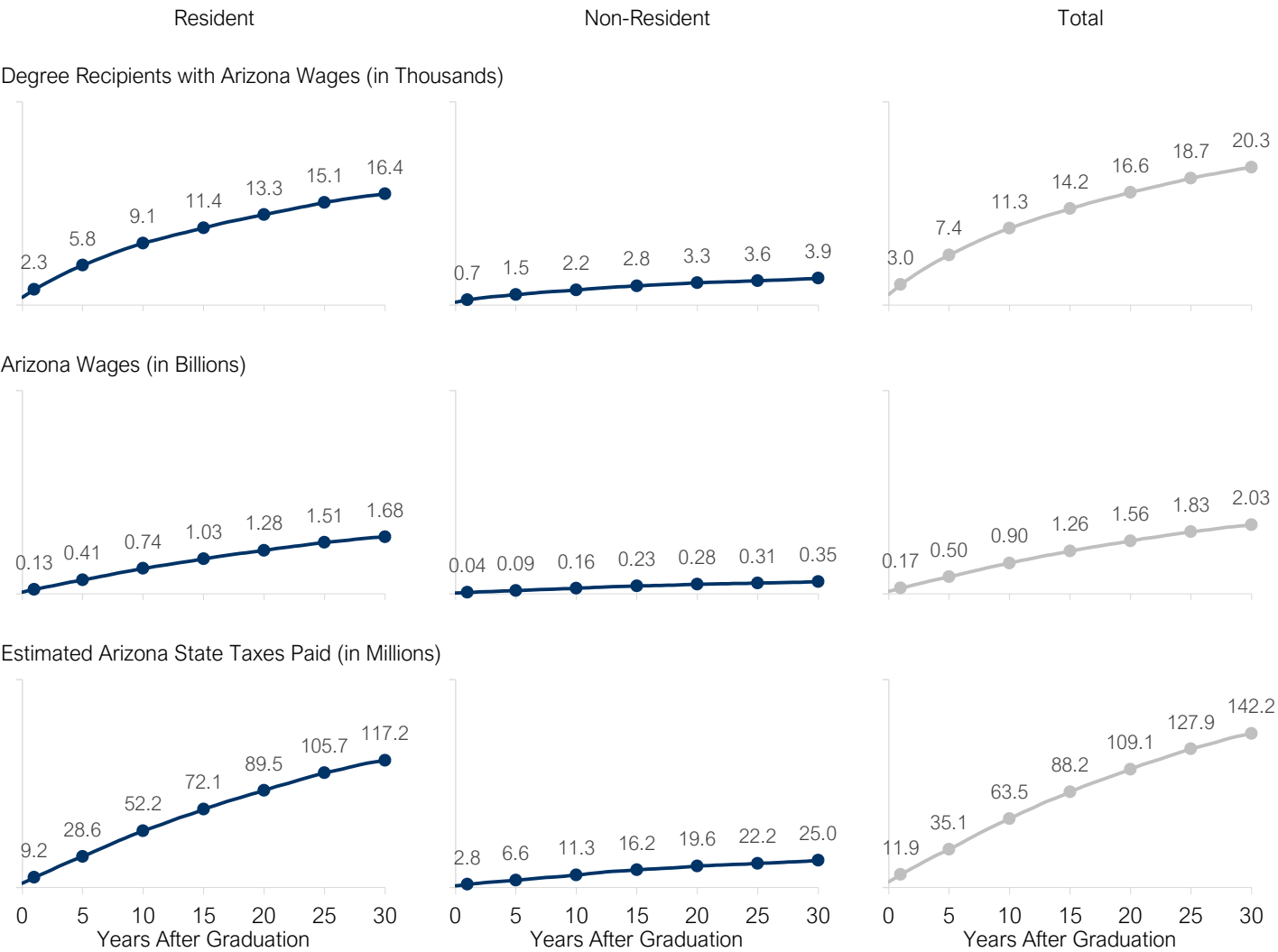
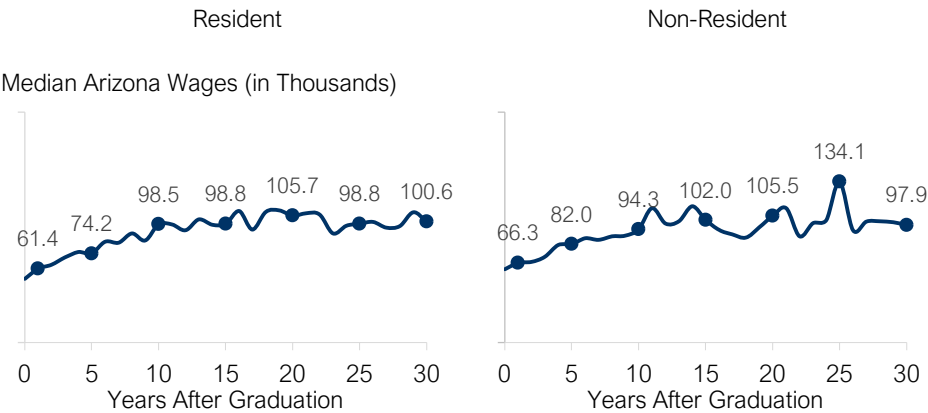
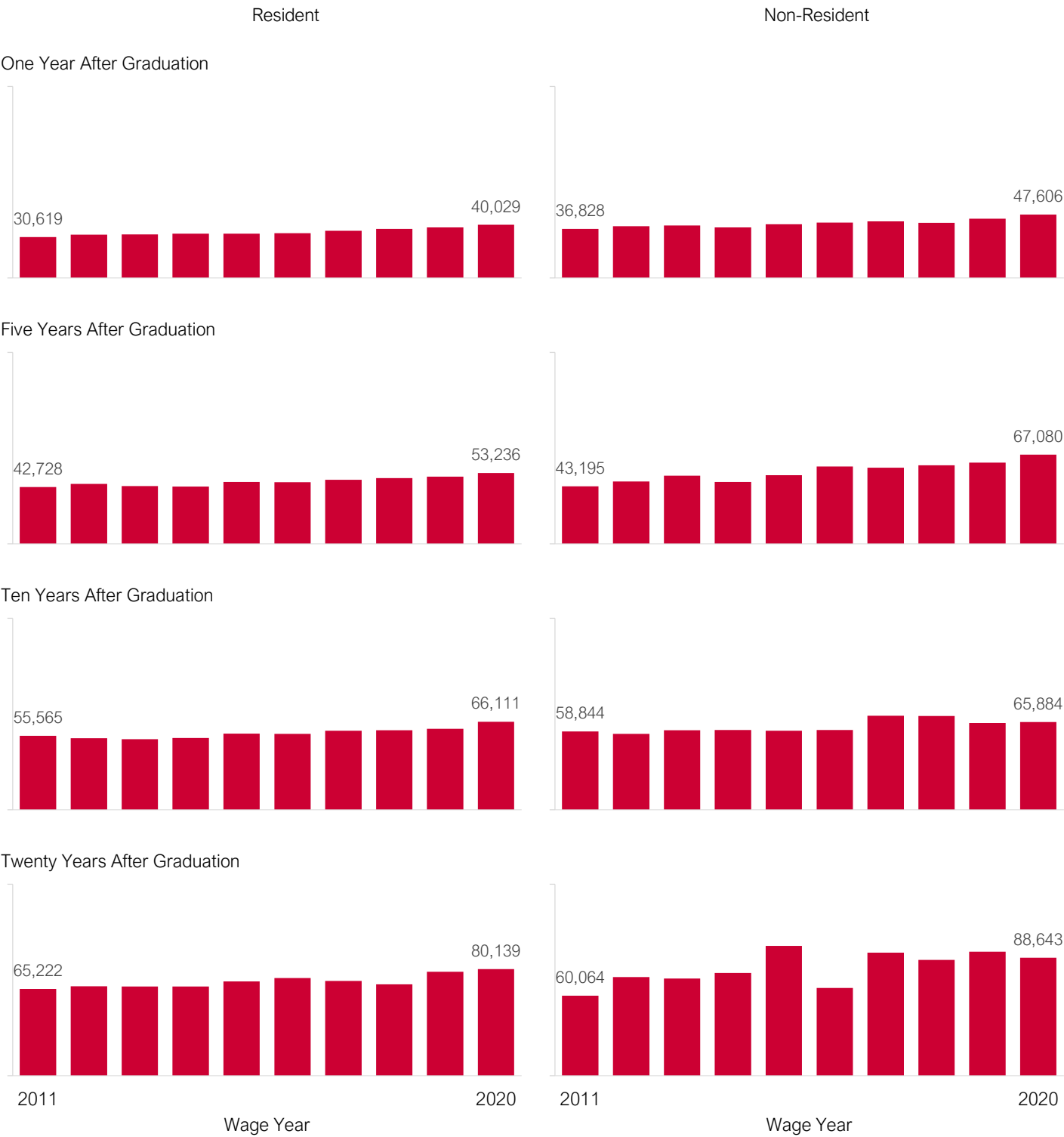


Exhibit UA.W.4: Median Arizona Wages of Graduate Alumni in 2020 by Years After Graduation



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

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



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

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

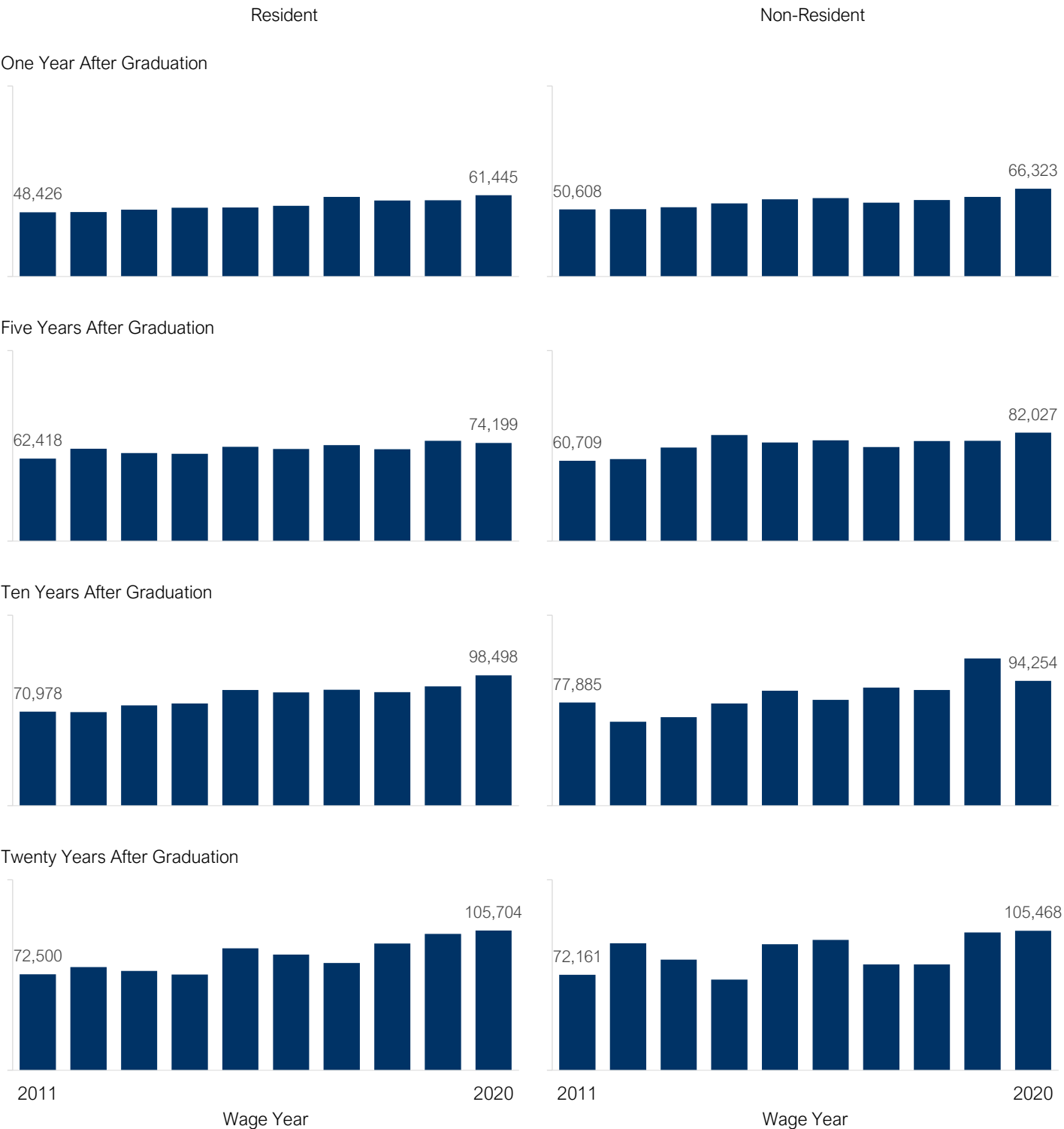
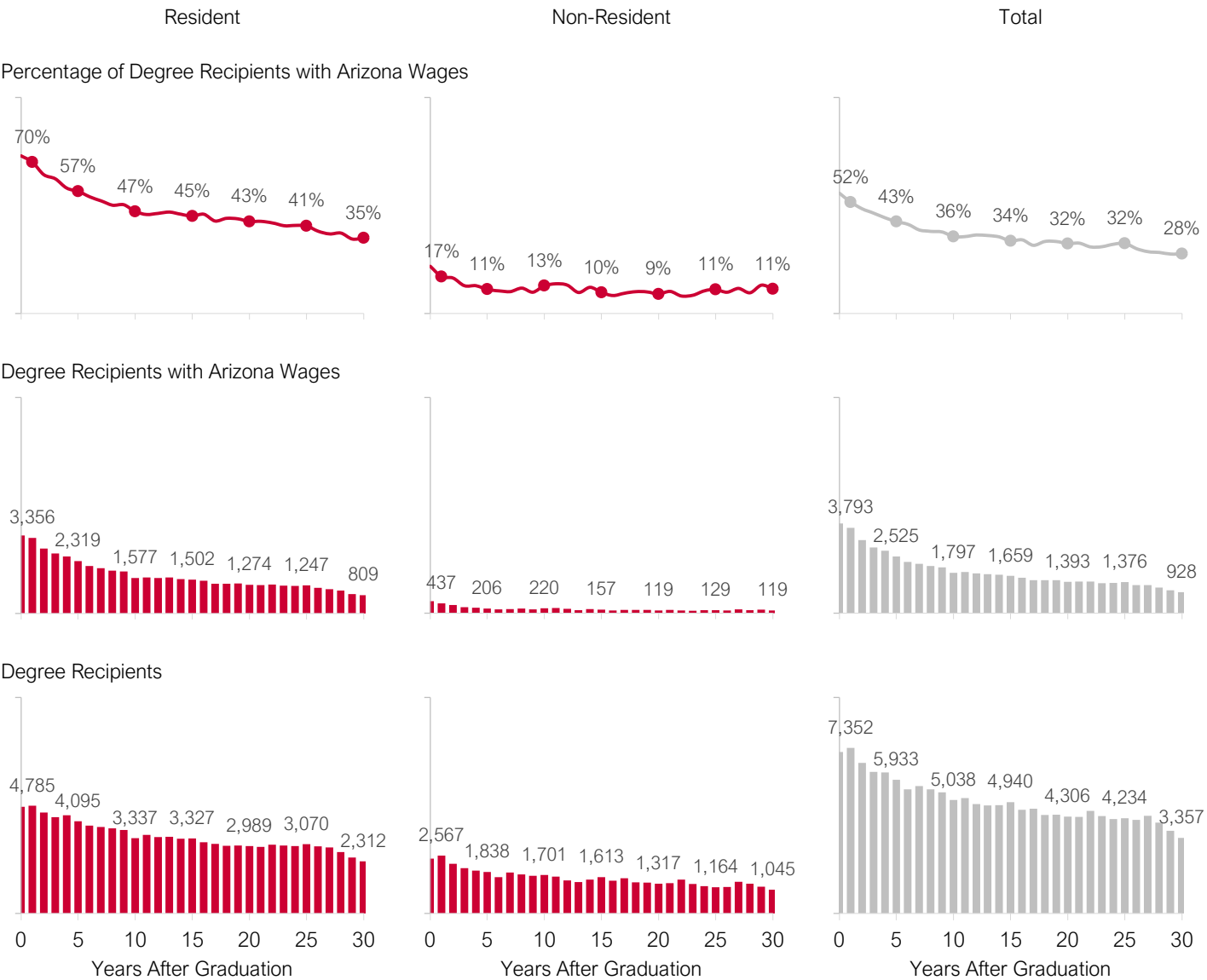


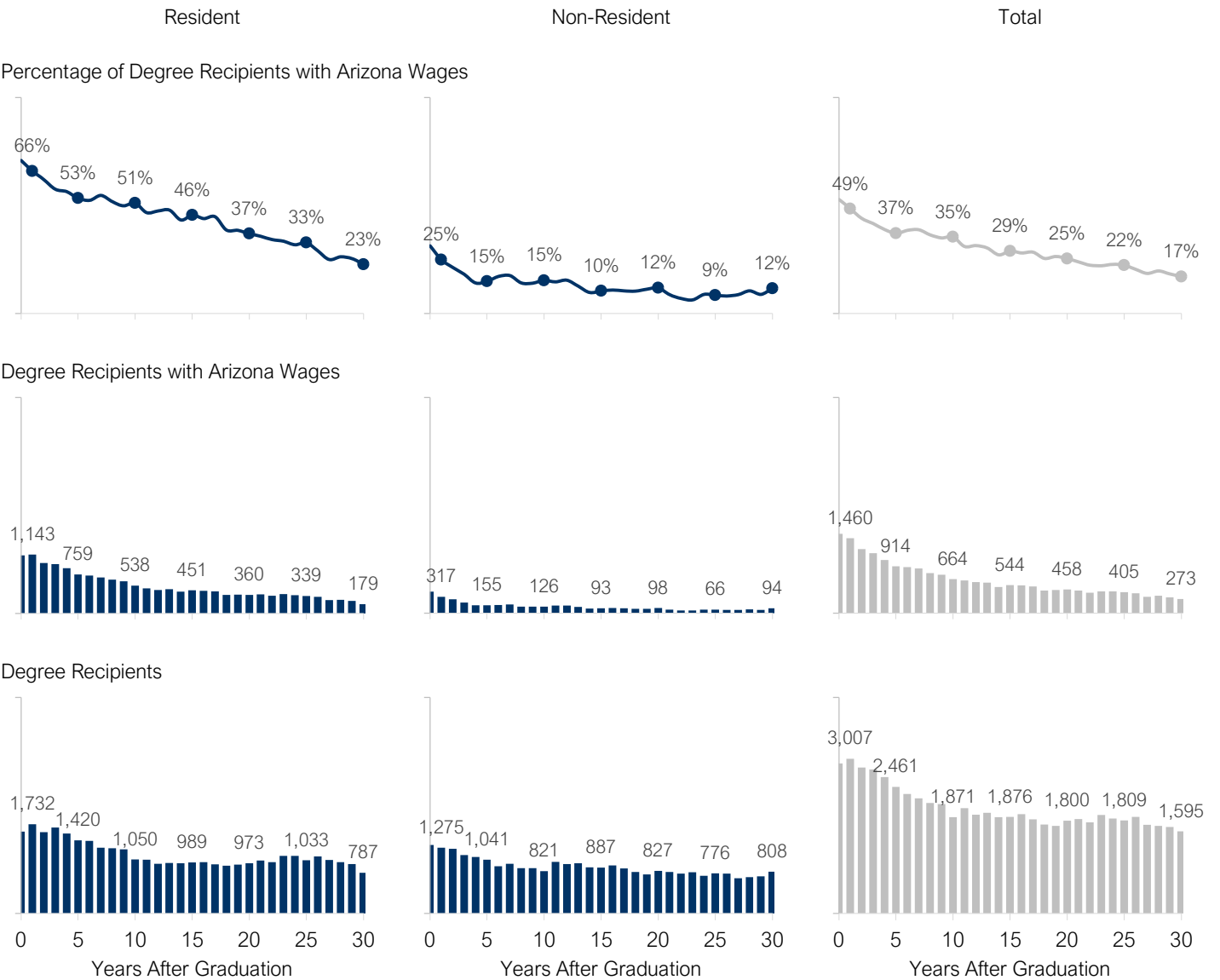


Exhibit UA.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2020 by Years After Graduation



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

Exhibit UA.W.8: Arizona Workforce Persistence of Graduate Alumni in 2020 by Years After Graduation



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

## Exhibit UA.W.9: Median 2020 Arizona Wages of 2015-2019 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	5,050	1,646
51	Health Professions and Related Programs	2,614	1,168
26	Biological and Biomedical Sciences	3,198	1,032
14	Engineering	2,390	1,029
42	Psychology	2,387	934
30	Interdisciplinary Studies	2,458	772
13	Education	1,437	758
45	Social Sciences	2,819	680
11	Computer and Information Sciences and Support Services	1,267	495
09	Communication, Journalism, and Related Programs	1,733	484
16	Foreign Languages, Literatures, and Linguistics	831	350
50	Visual and Performing Arts	1,255	336
19	Family, Consumer, and Human Sciences	683	314
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	622	300
01	Agriculture, Agriculture Operations, and Related Sciences	618	281
23	English Language, Literature, and Letters	617	253
40	Physical Sciences	742	212
44	Public Administration and Social Service Professions	399	190
04	Architecture and Related Services	661	189
41	Science Technologies and Technicians	310	176
03	Natural Resources and Conservation	412	148
27	Mathematics and Statistics	482	146
54	History	383	146
05	Area, Ethnic, Cultural, Gender, and Group Studies	363	129
38	Philosophy and Religious Studies	376	120
22	Legal Professions and Studies	258	92
15	Engineering Technologies and Engineering Related Fields	100	38
10	Communications Technologies, Technicians, and Support Services		
24	Liberal Arts and Sciences, General Studies, and Humanities		
25	Library Science		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
49	Transportation and Materials Moving		
Total		32,529	11,727

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

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

Exhibit UA.W.9: Median 2020 Arizona Wages of 2015-2019 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
33%	49%	12%	53%	869	\$21,272	\$58,935	4.5%
45%	53%	13%	65%	765	\$21,377	\$43,728	6.1%
32%	37%	11%	57%	591	\$22,760	\$36,888	7.7%
43%	53%	16%	53%	547	\$23,258	\$77,090	3.7%
39%	51%	8%	65%	609	\$19,792	\$38,463	6.4%
31%	47%	9%	64%	492	\$24,736	\$42,688	7.2%
53%	64%	17%	64%	484	\$20,157	\$46,924	5.3%
24%	41%	7%	65%	442	\$22,265	\$44,336	6.2%
39%	52%	11%	58%	285	\$24,738	\$72,674	4.2%
28%	49%	10%	57%	276	\$22,610	\$46,330	6.1%
42%	47%	14%	68%	238	\$20,231	\$38,657	6.5%
27%	35%	4%	63%	210	\$21,555	\$35,990	7.4%
46%	54%	11%	69%	217	\$19,298	\$39,028	6.1%
48%	59%	12%	66%	197	\$18,801	\$41,578	5.6%
45%	54%	11%	55%	155	\$19,298	\$51,951	4.6%
41%	48%	11%	65%	164	\$24,199	\$38,492	7.8%
29%	39%	9%	59%	126	\$23,810	\$59,086	5.0%
48%	62%	9%	64%	122	\$20,318	\$45,363	5.6%
29%	48%	10%	55%	104	\$28,697	\$52,500	6.8%
57%	61%	15%	64%	112	\$19,771	\$52,998	4.6%
36%	42%	12%	66%	97	\$24,736	\$41,146	7.5%
30%	44%	7%	66%	97	\$21,064	\$54,810	4.8%
38%	48%	8%	61%	89	\$22,313	\$40,521	6.8%
36%	44%	6%	78%	100	\$25,231	\$36,902	8.5%
32%	41%	6%	55%	66	\$23,168	\$41,959	6.8%
36%	48%	5%	67%	62	\$22,174	\$39,842	6.9%
38%	55%	6%	50%	19	\$26,720	\$74,516	4.4%
36%	48%	10%	60%	7,079	\$20,289	\$47,452	5.3%

# University of Arizona

## Exhibit UA.W.10: Median 2020 Arizona Wages of 2015-2019 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	4,025	1,668
52	Business, Management, Marketing, and Related Support Services	1,504	659
13	Education	1,221	615
22	Legal Professions and Studies	767	299
14	Engineering	985	274
26	Biological and Biomedical Sciences	553	157
45	Social Sciences	760	155
25	Library Science	297	151
11	Computer and Information Sciences and Support Services	690	142
40	Physical Sciences	848	128
03	Natural Resources and Conservation	206	64
44	Public Administration and Social Service Professions	143	60
04	Architecture and Related Services	235	58
50	Visual and Performing Arts	332	58
42	Psychology	197	52
16	Foreign Languages, Literatures, and Linguistics	261	50
05	Area, Ethnic, Cultural, Gender, and Group Studies	183	37
23	English Language, Literature, and Letters	143	36
15	Engineering Technologies and Engineering Related Fields	79	33
27	Mathematics and Statistics	142	32
54	History	74	29
01	Agriculture, Agriculture Operations, and Related Sciences	78	14
38	Philosophy and Religious Studies	55	14
19	Family, Consumer, and Human Sciences	40	13
09	Communication, Journalism, and Related Programs	66	11
30	Interdisciplinary Studies	35	8
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	R	R
10	Communications Technologies, Technicians, and Support Services		
24	Liberal Arts and Sciences, General Studies, and Humanities		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
41	Science Technologies and Technicians		
49	Transportation and Materials Moving		
Total		13,754	4,785

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

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

Exhibit UA.W.10: Median 2020 Arizona Wages of 2015-2019 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
41%	50%	15%	80%	1,329	\$66,920	\$76,491	11.7%	
44%	63%	16%	57%	377	\$40,564	\$91,162	5.9%	
50%	59%	22%	65%	397	\$31,259	\$53,862	7.7%	
39%	50%	25%	75%	223	\$79,228	\$72,170	14.6%	
28%	50%	14%	35%	97	\$29,802	\$92,026	4.3%	
28%	39%	14%	40%	63	\$23,057	\$53,443	5.7%	
20%	34%	6%	57%	88	\$36,125	\$57,966	8.3%	
51%	62%	16%	66%	100	\$37,498	\$46,705	10.7%	
21%	45%	12%	35%	50	\$31,950	\$88,778	4.8%	
15%	26%	10%	31%	40	\$24,213	\$83,665	3.9%	
31%	38%	22%	33%	21	\$22,146	\$48,814	6.0%	
42%	50%	7%	63%	38	\$35,336	\$56,687	8.3%	
25%	36%	14%	64%	37	\$40,116	\$52,395	10.2%	
17%	34%	9%	72%	42	\$40,564	\$48,618	11.1%	
26%	47%	7%	63%	33	\$45,899	\$64,609	9.5%	
19%	42%	8%	52%	26	\$24,884	\$42,513	7.8%	
20%	32%	10%	51%	19	\$68,037	\$43,692	20.7%	
25%	49%	16%	47%	17	\$33,038	\$48,922	9.0%	
42%	52%	30%	24%	8	\$11,854	\$94,966	1.7%	
23%	33%	19%	19%	6	\$15,205	\$91,335	2.2%	
39%	56%	20%	59%	17	\$46,000	\$46,338	13.2%	
18%	32%	10%	43%	6	\$10,903	\$66,467	2.2%	
25%	60%	6%	43%	6	\$30,762	\$53,962	7.6%	
33%	55%	10%	69%	9	\$48,510	\$62,656	10.3%	
17%	31%	5%	73%	8	\$29,411	\$50,591	7.7%	
23%	38%	11%	R	R	R	\$56,332	R	
R	R	R	R	R	R	R	R	
35%	50%	14%	63%	3,022	\$47,375	\$69,024	9.1%	

# University of Arizona

## Exhibit UA.W.11: Median 2020 Arizona Wages of 2010-2014 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	4,399	1,262
42	Psychology	2,335	858
45	Social Sciences	2,884	791
13	Education	1,526	730
26	Biological and Biomedical Sciences	2,184	710
14	Engineering	1,530	586
51	Health Professions and Related Programs	1,476	577
30	Interdisciplinary Studies	1,487	397
50	Visual and Performing Arts	1,545	370
09	Communication, Journalism, and Related Programs	1,563	338
16	Foreign Languages, Literatures, and Linguistics	883	301
19	Family, Consumer, and Human Sciences	732	268
23	English Language, Literature, and Letters	924	261
54	History	593	198
01	Agriculture, Agriculture Operations, and Related Sciences	469	177
40	Physical Sciences	555	163
44	Public Administration and Social Service Professions	424	158
04	Architecture and Related Services	642	141
11	Computer and Information Sciences and Support Services	408	131
05	Area, Ethnic, Cultural, Gender, and Group Studies	347	115
27	Mathematics and Statistics	425	114
38	Philosophy and Religious Studies	369	110
03	Natural Resources and Conservation	267	88
15	Engineering Technologies and Engineering Related Fields	208	64
41	Science Technologies and Technicians	80	39
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	53	19
10	Communications Technologies, Technicians, and Support Services		
22	Legal Professions and Studies		
24	Liberal Arts and Sciences, General Studies, and Humanities		
25	Library Science		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
49	Transportation and Materials Moving		
Total		27,097	8,570

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

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

Exhibit UA.W.11: Median 2020 Arizona Wages of 2010-2014 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
29%	44%	9%	50%	626	\$19,337	\$80,081	3.2%
37%	47%	8%	58%	497	\$18,903	\$51,753	4.9%
27%	40%	7%	56%	442	\$19,289	\$57,322	4.5%
48%	56%	17%	63%	458	\$19,152	\$51,180	5.0%
33%	37%	10%	48%	344	\$18,045	\$66,472	3.7%
38%	46%	14%	55%	323	\$17,908	\$98,701	2.4%
39%	45%	21%	57%	331	\$17,531	\$65,679	3.6%
27%	39%	8%	53%	209	\$19,552	\$56,828	4.6%
24%	32%	6%	60%	223	\$20,807	\$46,758	6.0%
22%	38%	5%	46%	157	\$20,830	\$58,424	4.8%
34%	39%	9%	59%	178	\$16,331	\$50,481	4.4%
37%	48%	9%	63%	168	\$18,632	\$50,932	4.9%
28%	34%	6%	54%	142	\$17,662	\$45,014	5.3%
33%	42%	9%	55%	109	\$18,808	\$51,569	4.9%
38%	47%	14%	55%	98	\$17,418	\$67,407	3.5%
29%	37%	8%	55%	89	\$22,314	\$74,103	4.1%
37%	46%	11%	66%	104	\$16,038	\$54,906	3.9%
22%	39%	4%	56%	79	\$18,898	\$70,430	3.6%
32%	35%	14%	50%	65	\$22,774	\$90,399	3.4%
33%	40%	9%	68%	78	\$20,919	\$47,677	5.9%
27%	33%	6%	47%	54	\$14,839	\$77,212	2.6%
30%	37%	8%	56%	62	\$18,759	\$49,235	5.1%
33%	39%	9%	49%	43	\$18,408	\$50,300	4.9%
31%	43%	3%	59%	38	\$24,024	\$99,955	3.2%
49%	49%		62%	24	\$17,727	\$63,916	3.7%
36%	46%	13%	63%	12	\$16,032	\$63,830	3.4%
32%	42%	9%	55%	4,728	\$18,887	\$60,948	4.2%



# University of Arizona

## Exhibit UA.W.12: Median 2020 Arizona Wages of 2010-2014 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	2,053	872
13	Education	1,230	531
52	Business, Management, Marketing, and Related Support Services	1,308	484
22	Legal Professions and Studies	829	333
25	Library Science	485	204
14	Engineering	692	184
40	Physical Sciences	714	129
26	Biological and Biomedical Sciences	447	102
45	Social Sciences	443	74
50	Visual and Performing Arts	384	70
44	Public Administration and Social Service Professions	147	59
04	Architecture and Related Services	207	57
03	Natural Resources and Conservation	222	50
11	Computer and Information Sciences and Support Services	447	50
16	Foreign Languages, Literatures, and Linguistics	215	49
23	English Language, Literature, and Letters	213	47
05	Area, Ethnic, Cultural, Gender, and Group Studies	201	44
42	Psychology	141	32
01	Agriculture, Agriculture Operations, and Related Sciences	90	21
54	History	50	12
09	Communication, Journalism, and Related Programs	53	11
27	Mathematics and Statistics	93	11
19	Family, Consumer, and Human Sciences	36	10
15	Engineering Technologies and Engineering Related Fields	15	9
30	Interdisciplinary Studies	33	9
38	Philosophy and Religious Studies	40	R
10	Communications Technologies, Technicians, and Support Services		
24	Liberal Arts and Sciences, General Studies, and Humanities		
31	Parks, Recreation, Leisure, Fitness and Kinesiology		
41	Science Technologies and Technicians		
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services		
49	Transportation and Materials Moving		
Total		10,707	3,425

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

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

Exhibit UA.W.12: Median 2020 Arizona Wages of 2010-2014 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt		Median Wages		Debt-to-Income Ratio		
All	Res	Non-Res									
42%	46%	18%	81%	709	<div></div>	\$89,077	<div></div>	\$129,597	<div></div>	9.4%	<div></div>
43%	52%	15%	56%	298	<div></div>	\$28,711	<div></div>	\$58,567	<div></div>	6.7%	<div></div>
37%	51%	22%	67%	326	<div></div>	\$40,631	<div></div>	\$122,528	<div></div>	4.5%	<div></div>
40%	50%	16%	85%	282	<div></div>	\$88,705	<div></div>	\$96,086	<div></div>	12.6%	<div></div>
42%	49%	11%	70%	143	<div></div>	\$34,997	<div></div>	\$56,964	<div></div>	8.4%	<div></div>
27%	43%	14%	29%	54	<div></div>	\$20,269	<div></div>	\$121,013	<div></div>	2.3%	<div></div>
18%	37%	12%	25%	32	<div></div>	\$26,003	<div></div>	\$109,621	<div></div>	3.2%	<div></div>
23%	34%	12%	39%	40	<div></div>	\$26,696	<div></div>	\$90,110	<div></div>	4.0%	<div></div>
17%	28%	8%	65%	48	<div></div>	\$33,594	<div></div>	\$69,739	<div></div>	6.6%	<div></div>
18%	34%	10%	59%	41	<div></div>	\$22,724	<div></div>	\$49,080	<div></div>	6.3%	<div></div>
40%	43%	24%	69%	41	<div></div>	\$28,712	<div></div>	\$70,197	<div></div>	5.6%	<div></div>
28%	38%	13%	74%	42	<div></div>	\$33,321	<div></div>	\$65,240	<div></div>	7.0%	<div></div>
23%	31%	14%	30%	15	<div></div>	\$16,713	<div></div>	\$65,172	<div></div>	3.5%	<div></div>
11%	42%	6%	34%	17	<div></div>	\$25,241	<div></div>	\$104,634	<div></div>	3.3%	<div></div>
23%	34%	14%	55%	27	<div></div>	\$32,894	<div></div>	\$54,506	<div></div>	8.2%	<div></div>
22%	27%	20%	57%	27	<div></div>	\$17,168	<div></div>	\$53,354	<div></div>	4.4%	<div></div>
22%	39%	10%	50%	22	<div></div>	\$30,835	<div></div>	\$59,637	<div></div>	7.1%	<div></div>
23%	31%	10%	50%	16	<div></div>	\$25,702	<div></div>	\$76,497	<div></div>	4.6%	<div></div>
23%	53%	5%	52%	11	<div></div>	\$31,908	<div></div>	\$74,597	<div></div>	5.8%	<div></div>
24%	44%	13%	58%	7	<div></div>	\$43,902	<div></div>	\$59,234	<div></div>	10.1%	<div></div>
21%	45%	3%	R	R		R		\$64,616	<div></div>	R	
12%	16%	11%	R	R		R		\$63,583	<div></div>	R	
28%	47%	14%	R	R		R		\$93,187	<div></div>	R	
60%	57%	100%	67%	6	<div></div>	\$25,966	<div></div>	\$76,079	<div></div>	4.7%	<div></div>
27%	36%	9%	R	R		R		\$78,380	<div></div>	R	
R	R	R	R	R		R		R		R	
32%	45%	14%	64%	2,206		\$44,480	<div></div>	\$87,315	<div></div>	6.9%	<div></div>

