



Baccalaureate Follow-Up Study:
Class of 2015

June 2017

Students, parents, educators, and policy-makers need information regarding the outcomes of bachelor's degree recipients after they complete college. This report, Baccalaureate Follow-

The answer to this q

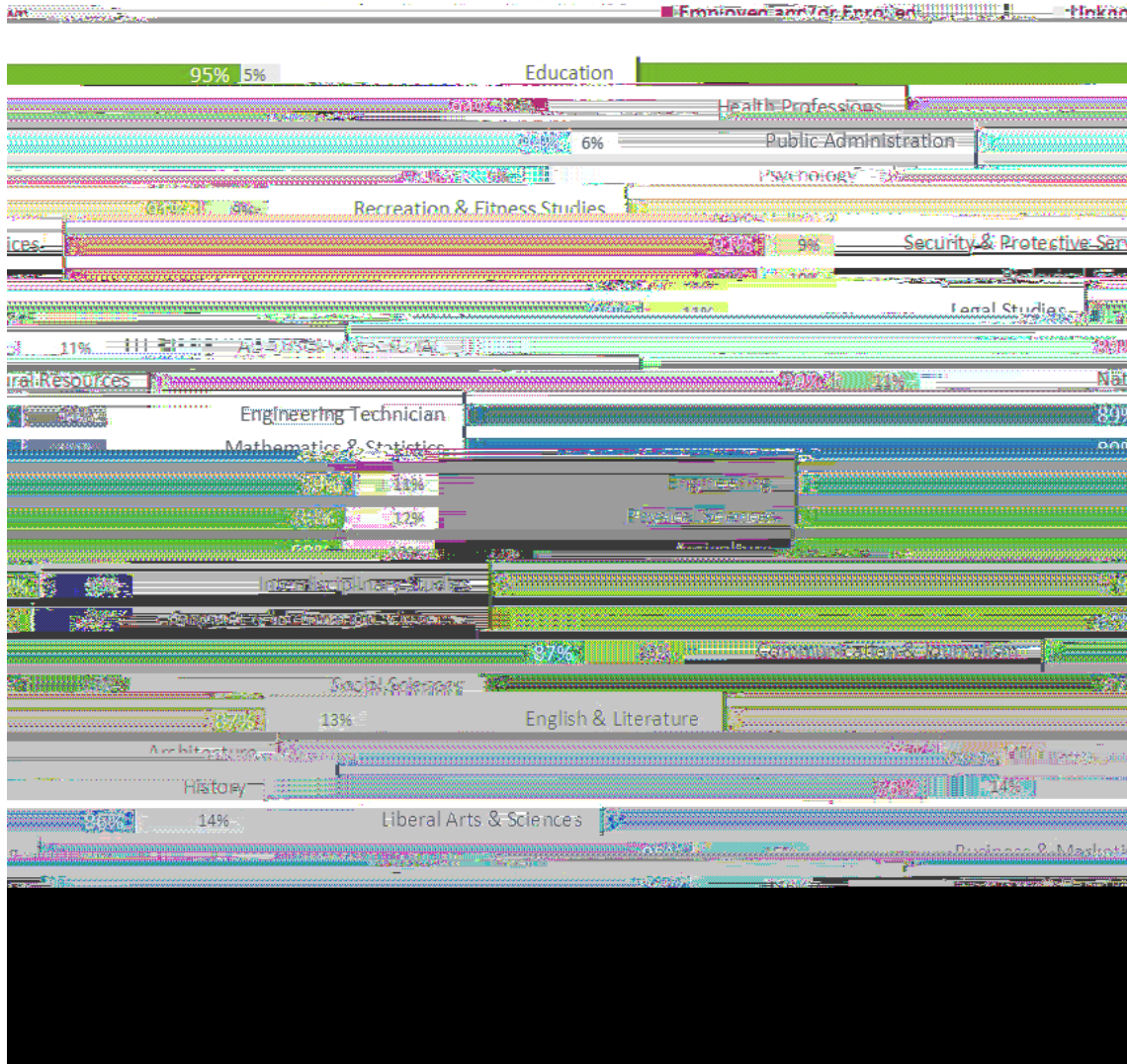
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Table 13A. Median Annual Wages for Baccalaureate

An analysis by field of study, shown in Figure 3, shows that Education was the field of study with the highest percentage of graduates with known outcomes (95%). Figure 3 also shows that the fields of Philosophy & Religious Studies and Visual & Performing Arts had the lowest percentage of graduates found (81%) in the available data sources.

Figure 3. Proportion Graduates Working and/or Enrolled One Year After Graduation, by Field of Study



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Table 2. Number

An important follow-up analysis determined whether the results were the same by race/ethnicity and by gender. The percent of working graduates by race/ethnicity was indeed similar to their proportion of all graduates. For example, Black/African

Table 5. Number of Baccalaureate Graduates Working, by Gender

	(N=49,330)		(N=60,333)	
Female	29,360	60%	35,484	59%
Male	19,970	40%	24,849	41%
Total	49,330	100%	60,333	100%

Sources: Board of Governors staff analysis of data from the Florida Education & Training P

The answer to this question is also yes. Overall 30%, or 16,272 of the graduates found in the national and state employment and education databases, pursued additional education one year after graduation.² Most (74%) worked while enrolled, and will be discussed in more detail in the next section. Due to data limitations, it is impossible to determine 1) how many enrolled in graduate programs vs. a second baccalaureate program or perhaps even just a few courses, 2) what their field of study was, and 3) how many enrolled on a full-time basis. (Refer to Appendix A for more information about the limitations of the national education database.)

These outcomes also varied by field of study. The fields with the highest number of graduates pursuing further education were Health Professions (2,220), Biological Sciences (2,082), Business & Marketing (2,072), Psychology (1,900), and Social Sciences (1,606). Refer to Table 6 on the next page for details.

² The graduates pursuing further education represent approximately 27% of the graduates whose records were used for the study.

A follow-up to the question “ Do graduates pursue further education” is whether the results are the same by race/ethnicity and by gender. The percent of graduates that pursued further education by race/ethnicity was similar to their proportion of all graduates. For example, 25% of all graduates were Hispanic and 25% of graduates who pursued further education were Hispanic. Refer to Table 7 below for details.

Table 7. Number of Baccalaureate Graduates Enrolled in Further Education, by Largest Race/Ethnicity Categories

	(N=16,272)		(N=60,333)	
Black / African American	2,217	14%	7,528	12%
Hispanic	4,101	25%	14,893	25%
White	8,180	50%	31,472	52%
All Others	1,774	11%	6,440	11%
Total	16,272	100%	60,333	100%

An analysis by gender of the graduates who pursued further education showed differences when compared to their proportion of all graduates. Females represented 59% of all graduates and 62% of graduates pursuing in further education. Refer to Table 8 below for details.

Table 8. Number of Baccalaureate Graduates Enrolled in Further Education, by Gender

	(N=16,272)		(N=60,333)	
Female	10,119	62%	35,484	59%
Male	6,153	38%	24,849	41%
Total	16,272	100%	60,333	100%

all graduates but represented 63% of graduates who worked while pursuing additional education. Refer to Table 11 below for details.

Table 11. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Gender

	(N=12,112)		(N=60,333)	
Female	7,673	63%	35,484	59%
Male	4,439	37%	24,849	41%
Total	12,112	100%	60,333	

It is important to note that median annual earnings varied widely among graduates within each field. In order to provide more accurate information, additional data points are provided to facilitate a better understanding of the wages earned by recent graduates. Figure 4, on the next page, illustrates the median wages for the 28 fields of study, along with the inter-quartile ranges represented by the gray boxes (25th and 75th percentile), and the restricted range represented by the lines that extend all the way to the 5th and 95th percentile. The restricted range from the 5th to the 95th percentile was used to control for unusually high and low wages.

For fields of study with smaller wage ranges, the median is a fairly accurate depiction of post-baccalaureate wages for new graduates. For example, the median wage for both Health Profession graduates and Education graduates was \$46,100. However, the range for Education graduates was only \$49,100 (from \$22,900 at the 5th percentile to \$72,000 at the 95th percentile) while the range for Health Profession graduates was \$62,000 (from \$20,200 at the 5th percentile to \$82,200 at the 95th percentile). This indicates that there is less variability among the wages of Education graduates compared to the Health Professions graduate wages. For SUS graduates, this means Education graduates can reasonably expect to earn an annual wage that is close to the median wage of \$46,100. At the same time, Health Professions graduates may earn an annual wage that is considerably more or less than \$46,100 during their first year following completion of a baccalaureate degree because the wage range of variability among 290.9th rates

Figure 4. Distribution of

An important follow-up analysis for the largest racial/ethnic groups revealed several notable differences in median wages. Black/African American graduates who worked full-time one year after graduation had the lowest annual median wage of \$35,600, which was \$3,500 below the median of \$39,100 for all graduates. By field of study, Black/African American graduates had median wages that were below the median for all graduates in nine of the ten largest fields. For seven of those nine, the median wage for Black/African American graduates was more than \$1,000 below than the median wages for all graduates. The largest difference was for Black/African American graduates with degrees in Health Professions, which was \$8,700 less than the median for all Health Professions graduates (\$37,400 compared to \$46,100). See Table 13A below for details.

Table 13A: Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, Black/African American and All Students, by Largest Fields of Study

	Median	# Graduates Employed Full-Time	Median	# Graduates Employed Full-Time
Biological Sciences				

The average median wage for Hispanic graduates was lower than the median for all graduates by \$100. By field of study, the median wages for Hispanic graduates were comparable to or exceeded the median for graduates across all fields of study, with one notable exception. The median wages for Hispanic Education graduates was \$2,400 less than the wages for all Education graduates (\$43,700 vs. \$46,100). See Table 13B below for more details.

Table 13B. Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, Hispanic and All Students, by Largest Fields of Study

Table 13C: Median Annual Wages for Baccalaureate Graduates, Employed Full-Time, One Year After Graduation, White and All Students, by Largest Fields of Study

Median	# Graduates Employed Full-Time
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Additional analyses were also conducted to compare the outcomes of the Class of 2015 to the outcomes of the Class of 2014. Overall, the outcomes were similar except for the median annual wages. Table 15 below shows that the proportions of graduates found working and/or pursuing further education were comparable overall, with one exception. The percent of graduates who worked full-time while enrolled, as a percent of all who worked while enrolled, was higher for the Class of 2015 (51% vs, 46%).

Table 15. Comparison of Overall Outcomes for the Classes of 2014 and 2015

Outcome Measure	Class of 2014	Class of 2015	
Number of Graduates Found	57,421	53,490	Number of Graduates Found
Percent of Usable Records	89%	89%	Percent of Usable Records
Number of Graduates Not Found	6,905	6,905	Number of Graduates Not Found
Percent of Usable Records	11%	11%	Percent of Usable Records
Number of Graduates Found	53,490	53,490	Number of Graduates Found
Percent of Graduates Found	93%	92%	Percent of Graduates Found
Number of Graduates Enrolled	18,664	16,320	Number of Graduates Enrolled
Percent of Graduates Found	30%	30%	Percent of Graduates Found
Number of Graduates Working Only	36,770	37,218	Number of Graduates Working Only
Percent of Graduates Found	70%	70%	Percent of Graduates Found
Number of Graduates Only Enrolled (not working)	3,626	4,160	Number of Graduates Only Enrolled (not working)
Percent of Graduates Found	7%	8%	Percent of Graduates Found
Number of Graduates Working While Enrolled	12,033	12,112	Number of Graduates Working While Enrolled
Percent of Graduates Found	23%	23%	Percent of Graduates Found
Number of Graduates Working Full-Time While Enrolled	5,544	6,426	Number of Graduates Working Full-Time While Enrolled
Percent of Graduates Working While Enrolled	46%	51%	Percent of Graduates Working While Enrolled

Sources: Board of Governors staff analysis of data from the Florida Education & Training Placement Information Program, the National Student Clearinghouse, and the State University Data System.

Notes: Class of 2014 includes graduates whose degrees were granted in the Summer and Fall terms of 2013 and the Spring of 2014. Class of 2015 includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015.

As previously noted, there were also several differences in the salary outcomes for graduates. The overall median wage for all graduates increased by \$2,800 from \$36,300 for the Class of 2014 to \$39,100 for the Class of 2015, an increase of 8%. While the median wage increased between six and nine percent for graduates in all categories, not all increases were evenly distributed as noted below. However, two years of data do not indicate a trend. Additional analyses are underway to analyze salaries over a longer period of time to identify possible trends.

The median wage for female graduates from the Class of 2014 was \$4,400 lower than the median for male graduates. Female graduates from the Class of 2015 had a median wage that was \$5,500 lower than the median for male graduates. The median wage for Black/African American graduates from the Class of 2014 was \$3,100 lower than the median for all graduates. Black/African American

This third Baccalaureate Follow-Up Study provides important information about the outcomes for State University System graduates. Of 60,333 graduates with usable records from the Class of 2015, 89% were found working and/or pursuing additional education one year after receiving their baccalaureate degrees. Approximately 92% of baccalaureate graduates found in the national databases were working in the state of Florida, in one of the other 40 states and territories that provided data to WRIS 2, or in a Federal civilian position reported to OPM within one year after graduation. Of those who were employed, nearly three-fourths (71%) worked full-time. The median wages for new graduates who worked full-time one year after graduation was \$39,100, an increase of \$2,800 over the previous year's cohort. Nearly one-third (30%) of graduates found in the national databases enrolled in further education and approximately 23% were employed while pursuing additional education within one year of graduation.

When analyzing results by gender and race/ethnicity, few notable differences were found regarding employment and further education. The one noteworthy exception, however, concerned median annual wages. The median annual wage for female graduates (\$37,000) was \$5,500 lower than the median annual wage for male graduates (\$42,500). Black/African American graduates received the lowest median annual wages of \$35,600, which was \$3,500 below the median for all graduates.

The outcomes for the Class of 2015 were generally comparable to the outcomes for the Class of 2014 except in regards to the starting salaries. The difference between the median wages for Black/African American and all graduates increased from \$3,100 for the Class of 2014 to \$3,500 for the Class of 2015. The difference between the median wages for females also increased from \$4,400 for the Class of 2014 to \$5,500 for the Class of 2015.

The OPM database also does not include foreign nationals overseas, Public Health Service's Commissioned Officer Corps, non-appropriated fund employees, or the Judicial Branch.

In addition, the only Legislative Branch entities that provide data to OPM are the Dwight D. Eisenhower Memorial Commission, the Financial Crisis Inquiry Commission, the Government Printing Office, the Medicare Payment Advisory Commission, the Ronald Reagan Centennial Commission, the U.S. - China Economic and Security Review Commission, the U.S. Commission on International Religious Freedom, and the U.S. Tax Court.

State and federal privacy laws and regulations directly influenced the way in which data are displayed throughout this report. To ensure compliance, cell sizes with less than 10 individuals cannot be displayed. Median wage amounts were also rounded to the nearest hundred to protect privacy.

The agreement that enables FETPIP to access the employment data provided by DEO also creates two significant limitations. First, the agreement does not allow any employment records to be attached to certain identifying elements such as race and gender to be returned to the data requestor -- in this instance Board staff. Second, WRIS 2 data, which contains data for an additional 40 states (listed above) as well as the District of Columbia and Puerto Rico, can only be provided back to Board staff in aggregate form. These restrictions limited the current study to providing only descriptive statistics, rather than more sophisticated statistical analyses that could determine whether statistically significant differences in outcomes existed between graduates with different characteristics.

The pilot study for the Class of 2012 utilized data from the State University Data System, the National Student Clearinghouse, and Florida's UI database. As a result the employment outcomes only included graduates working in Florida. The pilot study also separated graduates who worked while pursuing additional education from the analysis of working graduates and the analysis of graduates who pursued additional education resulting in an under-reporting of graduates in those two sets of analyses. Finally, the pilot study did not include outcomes by gender.

The Class of 2014 study was significantly enhanced through the utilization of WRIS 2 and OPM employment information, which provided the ability to determine the

analysis of working graduates and the analysis of graduates who pursued additional education included graduates who worked while pursuing additional education.

The Class of 2015 study retained all of the enhancements put in place for the Class of 2014 study. This provided the opportunity to include a comparison of the outcomes for the Class of 2015 to the outcomes for the Class of 2014.

Table C. Number of Baccalaureate Graduates Enrolled in Further Education, by Largest Race/Ethnicity Categories and by Largest Fields of Study

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Table E. Number of Baccalaureate Graduates Working While Enrolled in Further Education, by Largest Race/Ethnicity Categories and by Largest Fields of Study

Field of Study	Black / African American				Hispanic				White				Total		
	# of		% of		# of		% of		# of		% of		# of		
	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	Enrolled & Working	
Biological Sciences	412	10%	371	28%	1,174	27%	631	47%	2,017	47%	1,338	4,331	148	11%	
Business Administration	276	56%	1,964	54%	493	3,669	Engineering	35	7%	249	7%	131	27%	945	26%
Education	901	51%	3,656	52%	1,771	7,010	Health Professions	334	19%	1,301	19%	343	19%	1,333	19%
Engineering	631	45%	2,301	46%	1,411	4,995	Psychology	196	14%	610	12%	480	34%	1,647	33%
Health Professions	400	57%	1,907	53%	22	43%	484	40%	47	22%	462	34%	404	57%	
Other Disciplines	446	17%	1,670	13%	615	23%	2,773	22%	1,315	50%	6,747	54%	2,622	12,431	All Other
	1,858	15%	7,528	12%	3,110	26%	14,893	25%	6,029	50%	31,472	52%	12,112	60,333	Total

Sources: Board of Governors staff analysis of data from the National Student Clearinghouse and the State University Data System.

Notes: Total graduates include graduates not found in national and state employment or education databases. Row percentages will not sum to 100 because not all racial/ethnic groups are reported. Includes graduates whose degrees were granted in the Summer and Fall terms of 2014 and the Spring of 2015. Enrollments were counted within 14 months, or 426 days, of graduation. Graduates working within one year were counted if they worked at least one quarter within 12 months after graduation.

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