



2018

WAGES OF GRADUATES REPORT





ABOUT THIS REPORT

The 2018 Arizona Board of Regents Wages of Graduates Report documents wages earned by graduates from Arizona's public universities, including a breakdown of median earnings according to major and the overall economic contribution of Arizona university graduates to the state. Wages were examined for graduates from Arizona State University, Northern Arizona University and the University of Arizona.

This report provides an analysis of Arizona public university system graduates working in Arizona in 2017 who graduated between fiscal years 1990 and 2017. Wages by academic program data include the most recent five-year cohort of graduates from 2013 through 2017; information is not provided for programs with small numbers of graduates working in Arizona. The data cited in this report comes from the Arizona Department of Economic Security employer records and the U.S. Census Bureau American Community Survey.

Average wages are calculated through a different method than median wages. Average wages are based on the population of graduates who earned wages in Arizona during any portion of any particular year. Therefore, the reported average wages understate the annualized wage earnings of graduates. Median wages are calculated using only the population of graduates that earned wages in Arizona during all four quarters of the year.

For 2017 graduates, median wages likely understate earnings capability as reported wages may include lower wages earned while a student with wages earned after graduation.

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

Ron Shoopman, Chair
Larry Penley, Chair Elect
Ram Krishna, Secretary
Bill Ridenour, Treasurer
Lyndel Manson
Karrin Taylor Robson
Jay Heiler
Rick Myers
Aundrea DeGravina, Student Regent
Lauren L'Ecuyer, Student Regent
Gov. Doug Ducey, Ex-Officio
Superintendent Diane Douglas, Ex-Officio



TABLE OF CONTENTS

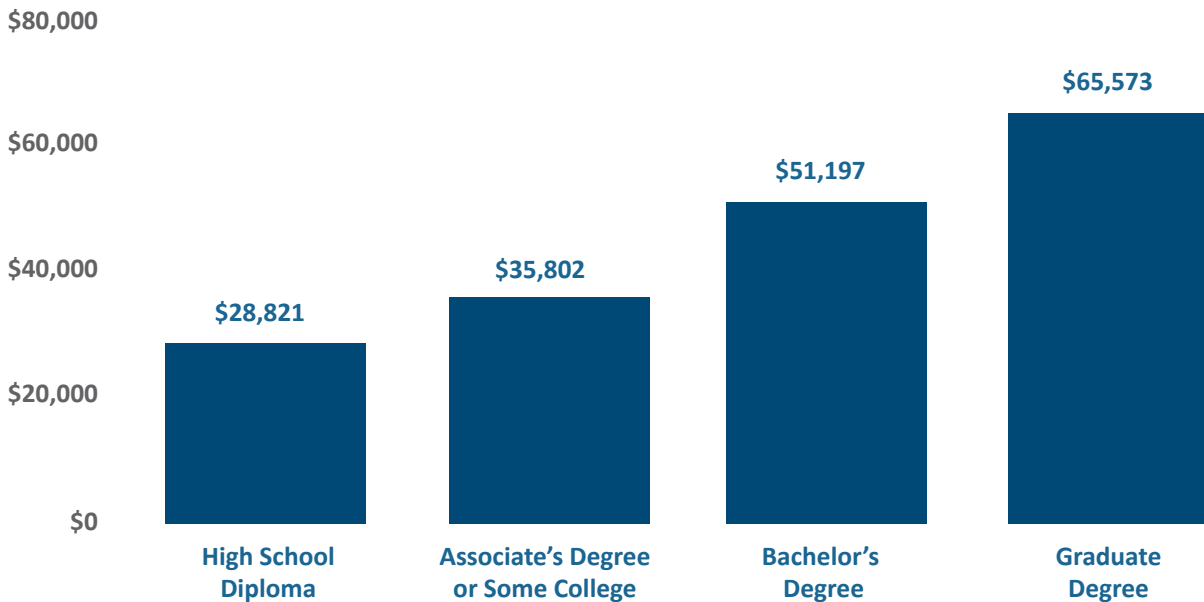
4	EXECUTIVE SUMMARY
7	ARIZONA PUBLIC UNIVERSITIES ENTERPRISE EXHIBITS
14	ARIZONA STATE UNIVERSITY
22	NORTHERN ARIZONA UNIVERSITY
30	UNIVERSITY OF ARIZONA

EXECUTIVE SUMMARY

Illustrating the economic impact of higher education, the 2018 Wages of Graduates 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 \$65,573 for an individual with a graduate degree, \$51,197 for a bachelor's degree holder and \$28,821 for an individual with a high school diploma alone.¹

This means Arizonans with an undergraduate degree earn a median wage that is \$22,376 higher than their peers who do not pursue a postsecondary education. Graduates with bachelor's degrees earn median wages that are \$15,395 higher than individuals with an associate degree or some college who make \$35,802. The contrast is even greater among Arizonans with a graduate degree, who earn \$36,752 more than high school graduates and \$29,771 more than individuals with an associate degree or some college.²

2017 MEDIAN WAGES IN ARIZONA BY EDUCATIONAL ATTAINMENT³



¹ 2017 U.S. Census Bureau American Community Survey

² Id.

³ Id.

Benefits for individuals and the state also accrue over time with nearly 300,000 graduates from Arizona public universities from fiscal year 1990 to 2017 earning nearly \$18.6 billion in wages in Arizona with an estimated \$1.3 billion in state taxes. 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. Over the course of a career, university graduates earn an estimated \$1 million more than those with a high school degree alone.

Taking into account variation by institution, occupation and labor market, wages of Arizona public universities graduates generally rise over time. 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, engineering and business-related fields.

Although the benefits of graduating from college are considerable for students and the state, Arizona high school students go to college at a rate far less than the national average. According to the board’s [2018 College Enrollment and Completion Report](#), the enrollment rate was 52.6 percent in 2017, a rate that has remained static since 2013.

Additional key takeaways from the Wages of Graduates Report include:

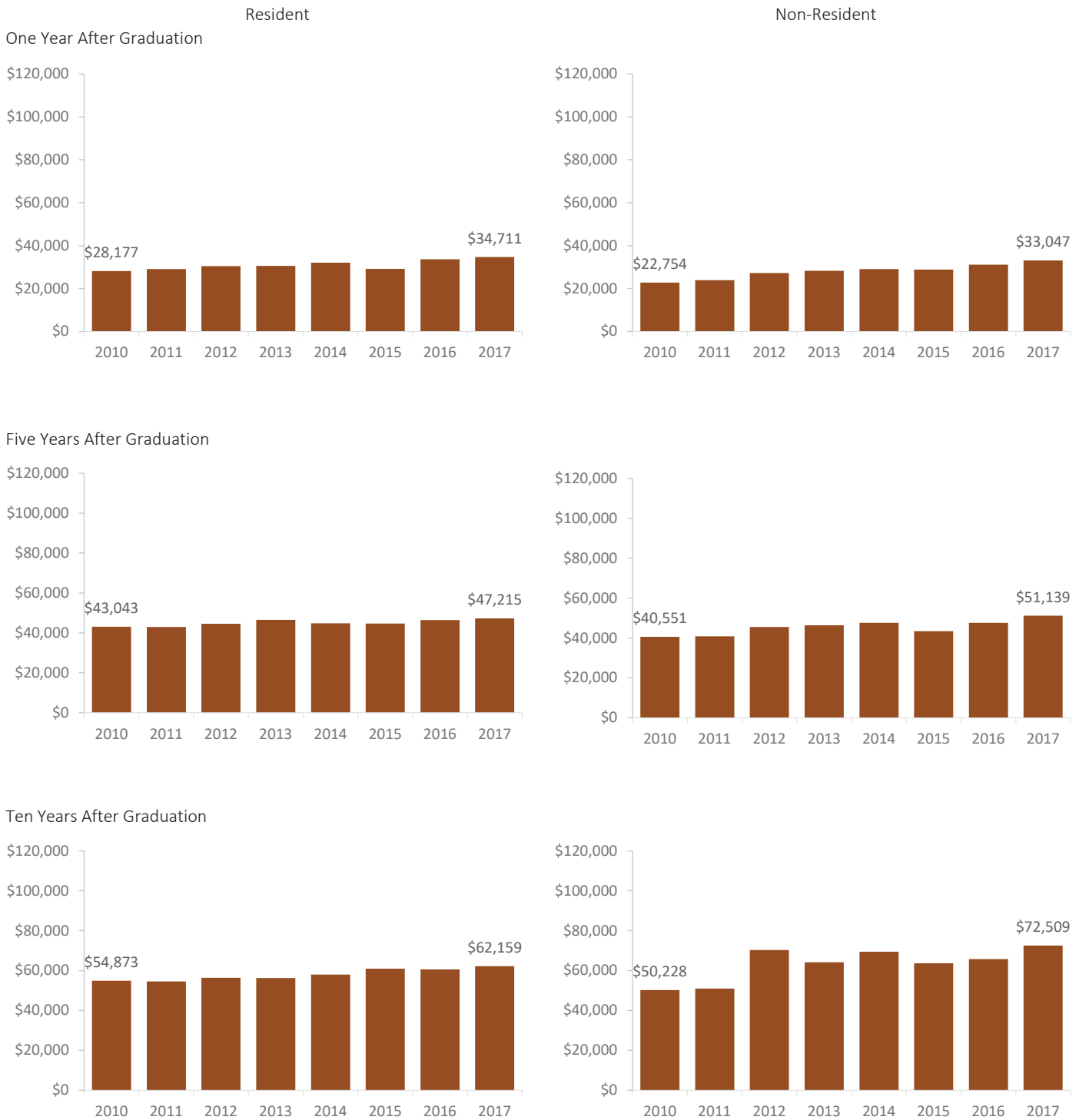
- The average wage of resident bachelor’s degree graduates increases 267 percent over the course of their careers.
- Resident graduate student wages two years out of school are 66 percent higher than undergraduate students, but the wage gap between graduate degree holders and those with a bachelor’s degree closes to 12 percent 20 years after graduation.
- Eighty percent of resident students and 26 percent of non-resident students are employed in Arizona within six months.
- More than 20 percent of graduate degrees are in education and more than 15 percent of undergraduate degrees earned by students are in the fields of business, management and marketing.



2018
WAGES OF GRADUATES
REPORT EXHIBITS

Arizona Public Universities Enterprise

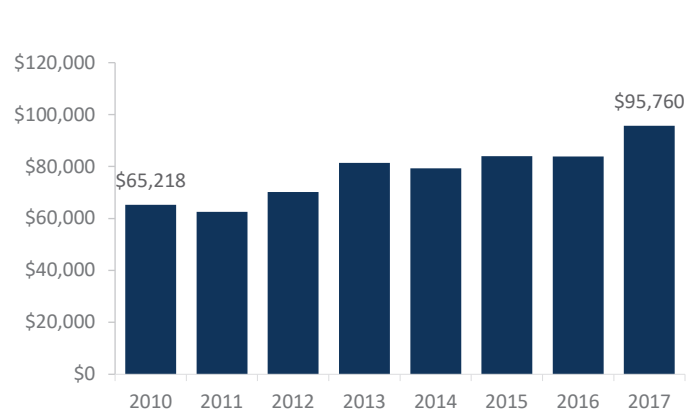
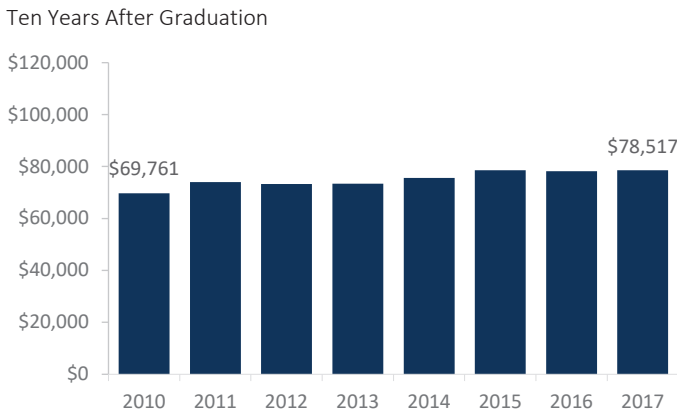
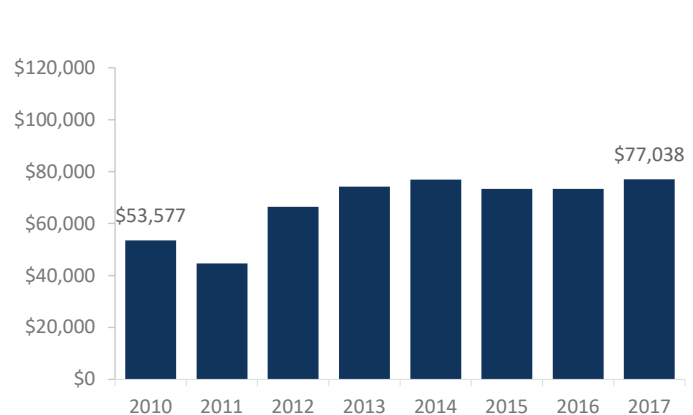
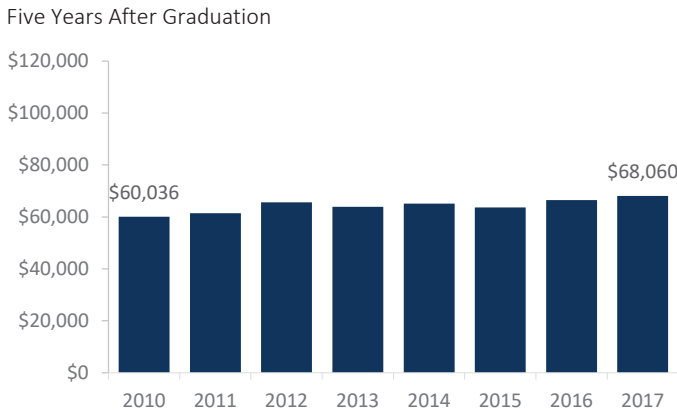
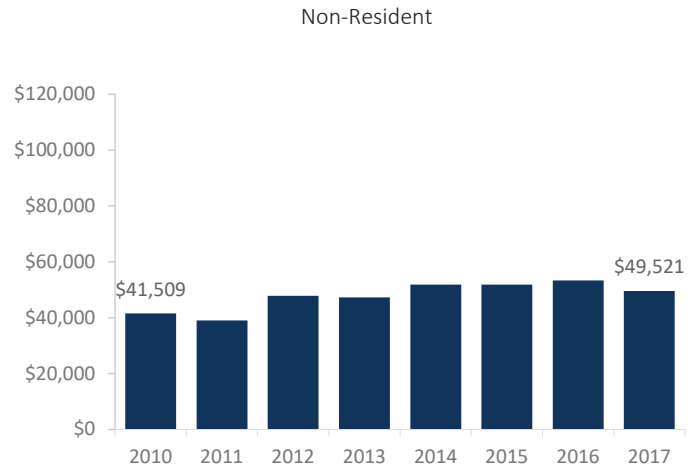
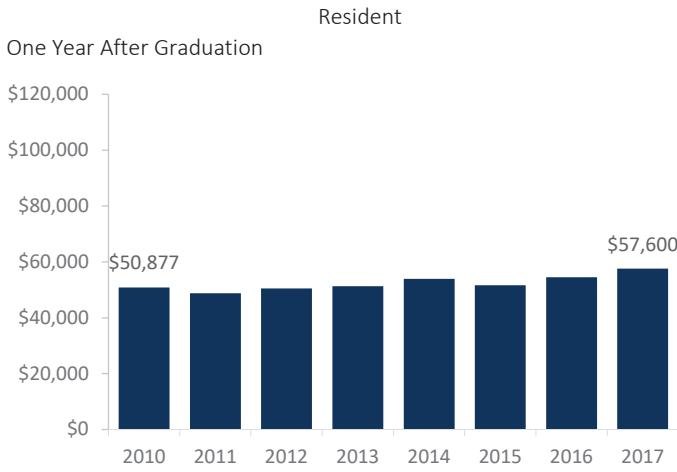
Exhibit W.Enterprise.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Arizona Public Universities Enterprise

Exhibit W.Enterprise.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation



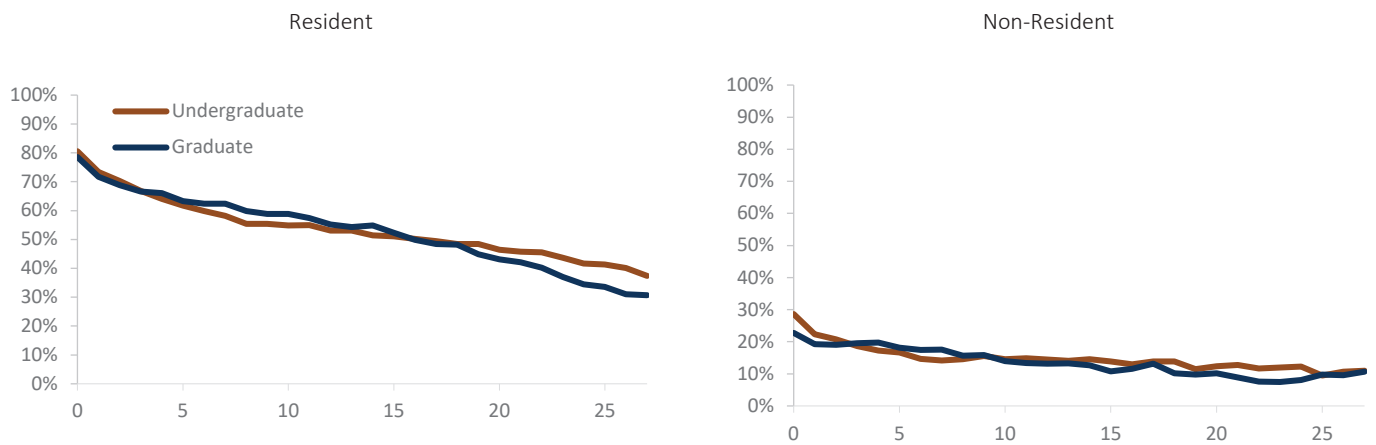
Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Arizona Public Universities Enterprise

Exhibit W.Enterprise.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation



Exhibit W.Enterprise.4: Percentage of Graduates with Arizona Wages by Years Since Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Arizona Public Universities Enterprise

Exhibit W.Enterprise.5: Total 2017 Wages Earned in Arizona by Graduates
Enterprise graduates earned \$18.6 billion in Arizona wages in 2017.

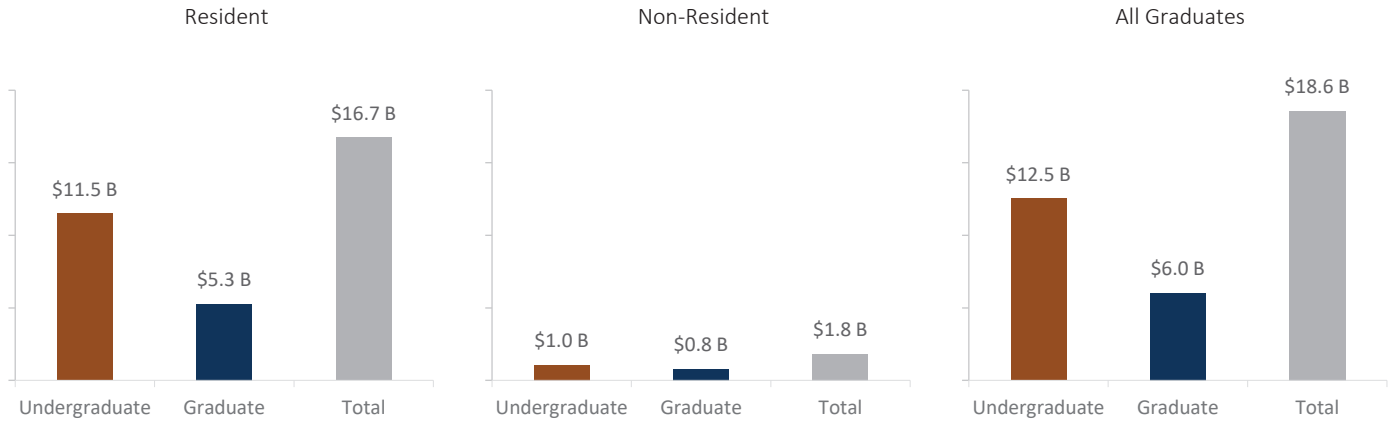
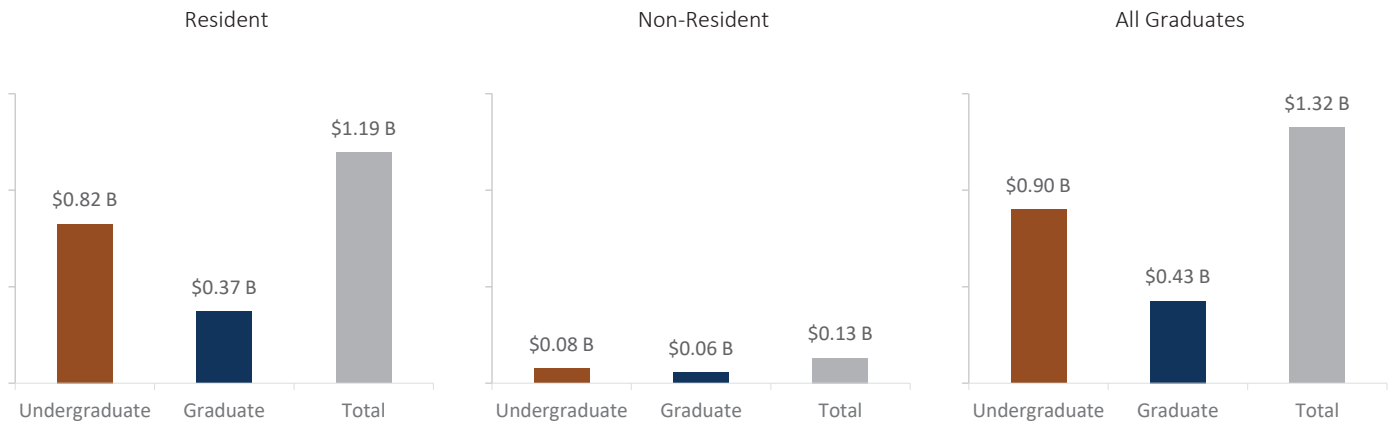


Exhibit W.Enterprise.6: 2017 Estimated State Taxes Paid by Graduates
Enterprise graduates paid an estimated \$1.3 billion in Arizona taxes in 2017.



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

Arizona Public Universities Enterprise

Exhibit W.Enterprise.7: 2013-2017 Bachelor's Degree Graduates by Instructional Program
The enterprise graduates substantially more undergraduates in business than in any other field.

Classification of Instructional Program (CIP)	Graduates	Employed In State	Retention		
			Res	Non-Res	All
Total	128,641	74,798	71.2%	22.7%	58.1%
52 Business, Management, Marketing and Related Support	20,388	11,185	71.8%	23.4%	54.9%
51 Health Professions and Related Clinical Sciences	9,156	6,245	77.8%	25.4%	68.2%
13 Education	7,790	6,044	84.0%	42.0%	77.6%
26 Biological and Biomedical Sciences	9,645	5,622	63.8%	28.4%	58.3%
45 Social Sciences	10,830	5,252	66.5%	17.6%	48.5%
42 Psychology	8,060	4,826	72.6%	21.4%	59.9%
14 Engineering	8,263	4,653	67.4%	23.8%	56.3%
9 Communication, Journalism and Related Programs	8,065	4,084	70.4%	21.6%	50.6%
30 Multi/Interdisciplinary Studies	6,258	3,396	71.1%	19.4%	54.3%
50 Visual and Performing Arts	6,097	3,290	65.4%	20.2%	54.0%
24 Liberal Arts and Sciences, General Studies and Humanities	3,819	2,347	74.5%	10.9%	61.5%
19 Family and Consumer Sciences/Human Sciences	3,516	2,139	73.1%	21.7%	60.8%
43 Security and Protective Services	3,093	1,952	79.8%	21.4%	63.1%
31 Parks, Recreation, Leisure and Fitness Studies	2,945	1,870	73.2%	33.2%	63.5%
11 Computer and Information Sciences and Support Services	2,933	1,799	70.2%	25.2%	61.3%
23 English Language and Literatures/Letters	2,902	1,673	69.0%	20.1%	57.6%
44 Public Administration and Social Service Professions	2,262	1,567	77.9%	30.0%	69.3%
16 Foreign Languages, Literatures and Linguistics	1,967	1,098	63.4%	19.2%	55.8%
41 Science Technologies and Technicians	1,282	912	78.0%	17.8%	71.1%
40 Physical Sciences	1,887	905	57.3%	22.5%	48.0%
54 History	1,757	880	66.5%	14.3%	50.1%
3 Natural Resources and Conservation	1,456	787	61.7%	32.2%	54.1%
4 Architecture and Related Services	1,423	689	66.4%	22.5%	48.4%
27 Mathematics and Statistics	1,322	648	60.1%	16.2%	49.0%
22 Legal Professions and Studies	816	480	69.2%	24.1%	58.8%
38 Philosophy and Religious Studies	870	457	61.1%	22.4%	52.5%
1 Agriculture and Related Sciences	721	416	69.0%	19.9%	57.7%
5 Area, Ethnic, Cultural and Gender Studies	651	391	67.7%	22.0%	60.1%
15 Engineering Technologies/Technicians	616	353	69.2%	27.0%	57.3%
10 Communications Technologies/Technicians and Support	313	200	78.2%	18.7%	63.9%
49 Transportation and Materials Moving	293	143	57.3%	26.3%	48.8%
12 Personal and Culinary Services	0	0			
25 Library Science	0	0			
28 ROTC	0	0			
29 Military Technologies	0	0			
39 Theology and Religious Vocations	0	0			
46 Construction Trades	0	0			
47 Mechanic and Repair Technologies/Technicians	0	0			
48 Precision Production	0	0			

Note: Exhibit sorted by number of graduates employed in Arizona.

Arizona Public Universities Enterprise

Exhibit W.Enterprise.8: 2013-2017 Graduate Degree Graduates by Instructional Program
Twenty percent of enterprise graduate degrees are in education.

Classification of Instructional Program (CIP)	Graduates	Employed In State	Retention		
			Res	Non-Res	All
Total	49,631	23,506	70.4%	20.2%	47.4%
13 Education	10,536	6,262	78.9%	16.6%	59.4%
52 Business, Management, Marketing and Related Support	8,221	3,812	76.9%	20.4%	46.4%
51 Health Professions and Related Clinical Sciences	5,358	3,039	66.6%	21.9%	56.7%
14 Engineering	5,514	1,822	65.6%	19.9%	33.0%
44 Public Administration and Social Service Professions	2,235	1,586	76.6%	40.6%	71.0%
22 Legal Professions and Studies	2,155	1,301	72.2%	31.2%	60.4%
45 Social Sciences	1,643	564	49.9%	19.4%	34.3%
50 Visual and Performing Arts	1,290	484	57.5%	27.4%	37.5%
11 Computer and Information Sciences and Support Services	1,943	460	59.2%	17.6%	23.7%
26 Biological and Biomedical Sciences	1,046	401	50.3%	23.4%	38.3%
23 English Language and Literatures/Letters	840	374	66.1%	20.1%	44.5%
4 Architecture and Related Services	840	364	62.0%	24.6%	43.3%
42 Psychology	899	359	57.8%	19.9%	39.9%
40 Physical Sciences	1,235	300	41.2%	18.4%	24.3%
19 Family and Consumer Sciences/Human Sciences	556	283	75.3%	14.7%	50.9%
43 Security and Protective Services	1,017	280	72.7%	7.3%	27.5%
9 Communication, Journalism and Related Programs	556	242	61.4%	25.4%	43.5%
15 Engineering Technologies/Technicians	509	224	62.9%	19.7%	44.0%
3 Natural Resources and Conservation	539	202	51.7%	23.5%	37.5%
25 Library Science	340	193	64.6%	20.0%	56.8%
30 Multi/Interdisciplinary Studies	394	191	63.8%	23.0%	48.5%
16 Foreign Languages, Literatures and Linguistics	431	150	56.8%	20.6%	34.8%
24 Liberal Arts and Sciences, General Studies and Humanities	332	146	70.8%	13.0%	44.0%
27 Mathematics and Statistics	387	137	55.6%	23.7%	35.4%
54 History	257	101	64.3%	20.0%	39.3%
5 Area, Ethnic, Cultural and Gender Studies	242	95	52.5%	29.8%	39.3%
1 Agriculture and Related Sciences	233	89	55.0%	23.4%	38.2%
38 Philosophy and Religious Studies	157	69	59.8%	21.5%	43.9%
31 Parks, Recreation, Leisure and Fitness Studies	107	50	58.8%	25.6%	46.7%
10 Communications Technologies/Technicians and Support	0	0			
12 Personal and Culinary Services	0	0			
28 ROTC	0	0			
29 Military Technologies	0	0			
39 Theology and Religious Vocations	0	0			
41 Science Technologies and Technicians	0	0			
46 Construction Trades	0	0			
47 Mechanic and Repair Technologies/Technicians	0	0			
48 Precision Production	0	0			
49 Transportation and Materials Moving	0	0			

Note: Exhibit sorted by number of graduates employed in Arizona.

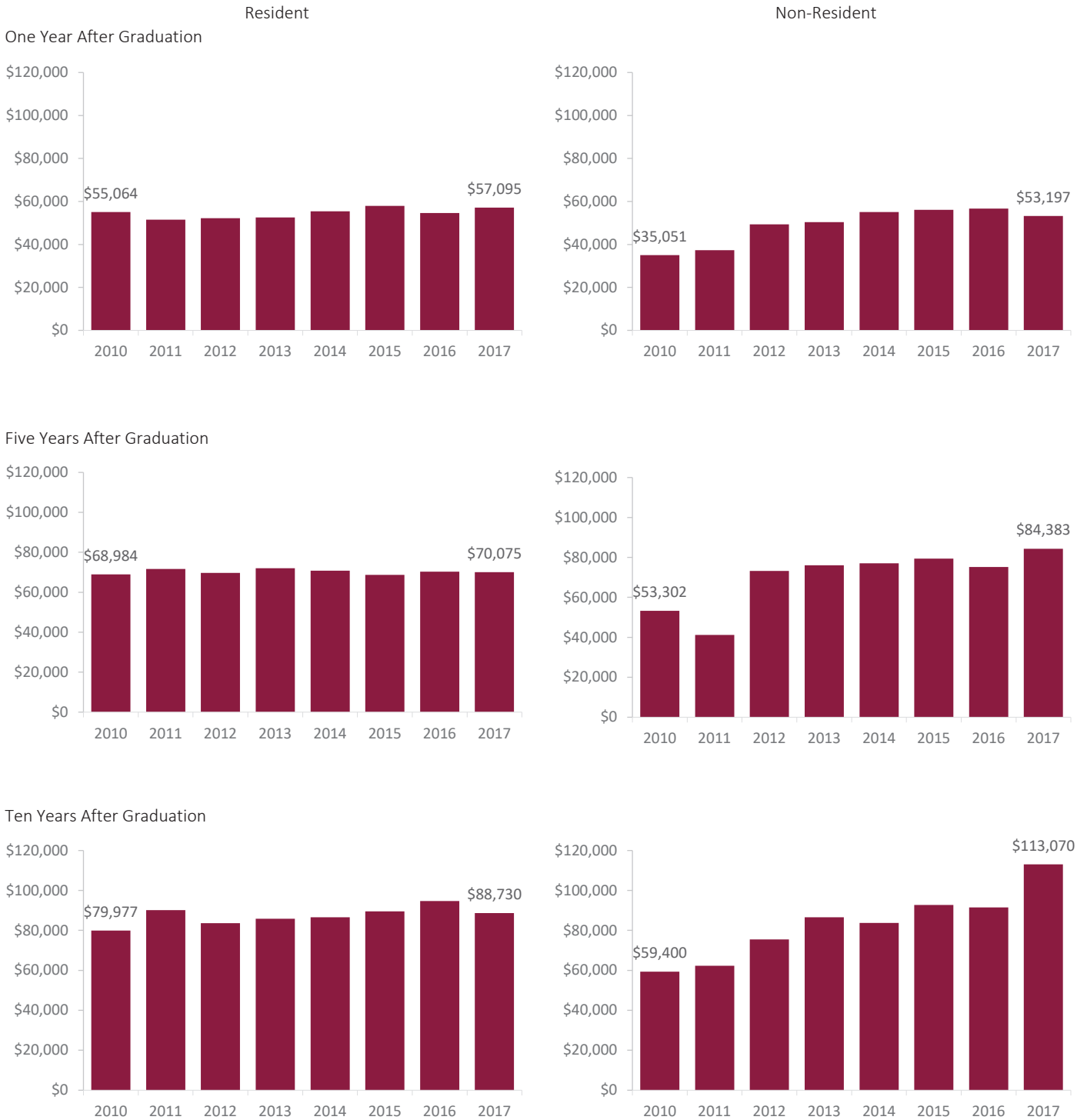
Arizona State University

Exhibit W.ASU.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Exhibit W.ASU.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Arizona State University

Exhibit W.ASU.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

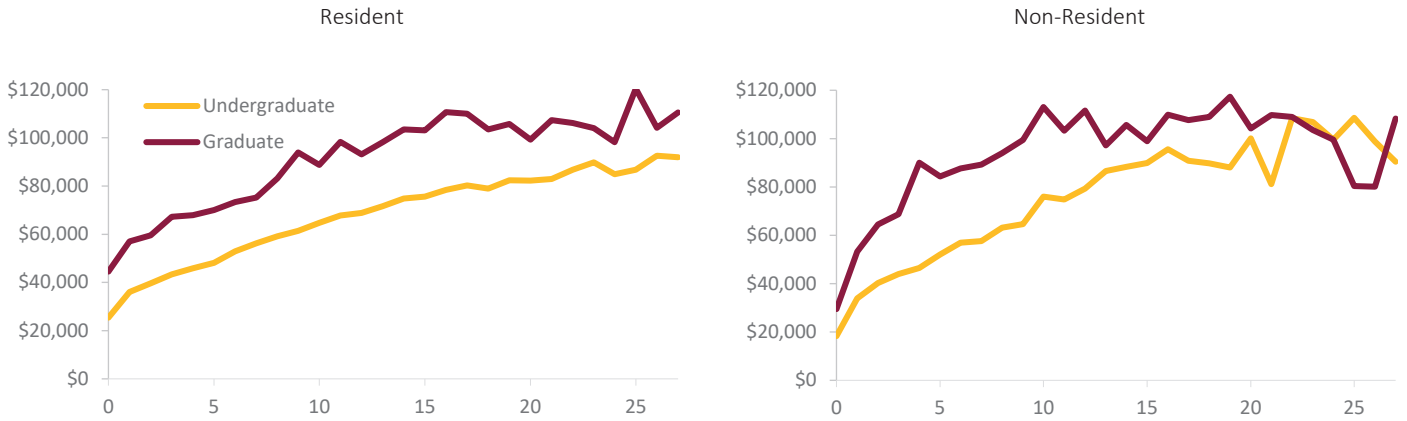


Exhibit W.ASU.4: Median 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

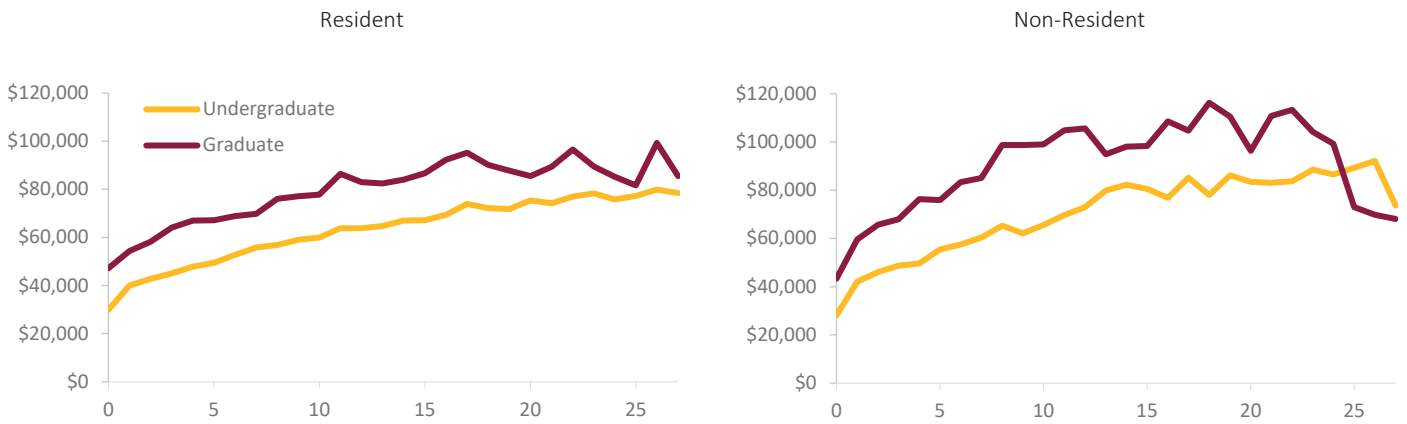
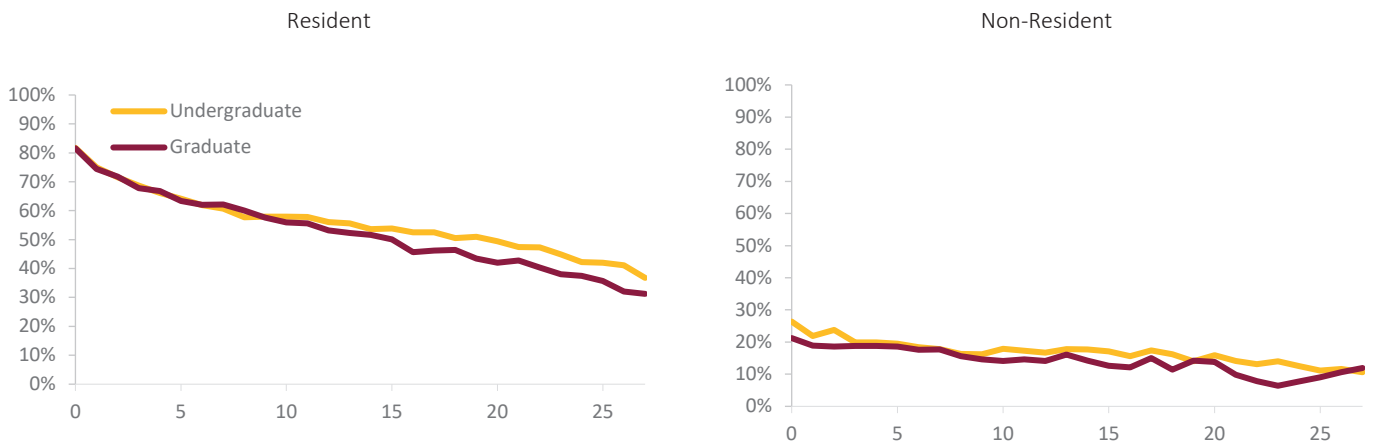


Exhibit W.ASU.5: Percentage of Graduates with Arizona Wages by Years Since Graduation
Arizona retention of ASU graduates markedly declines over time.



Note: All calculation based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Average wage calculations include all graduates that earned wages in Arizona during the year. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Arizona State University

Exhibit W.ASU.6: 2017 Wages Earned in Arizona by Graduates
ASU graduates earned \$10.2 billion in Arizona wages in 2017.

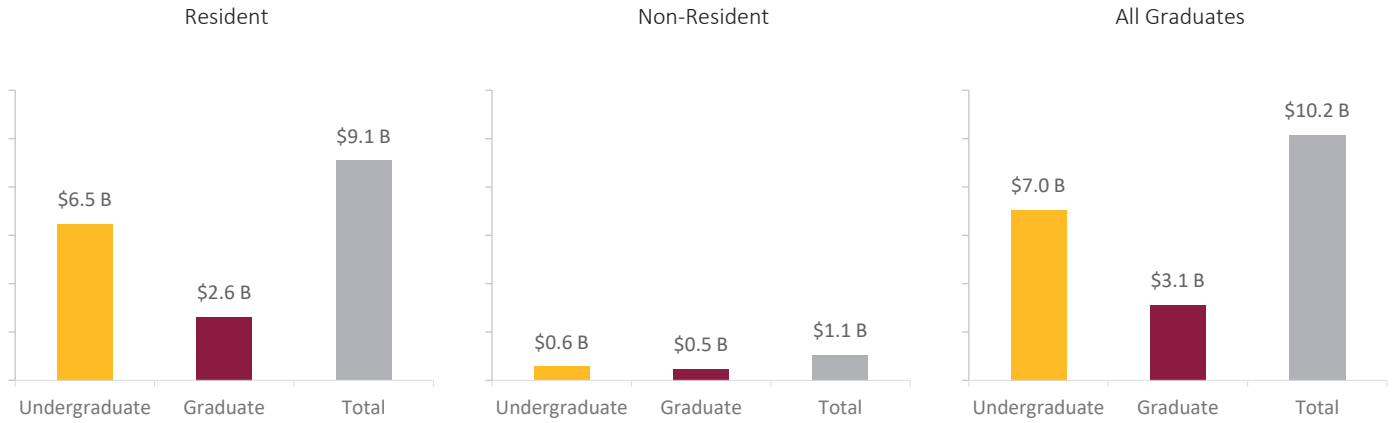
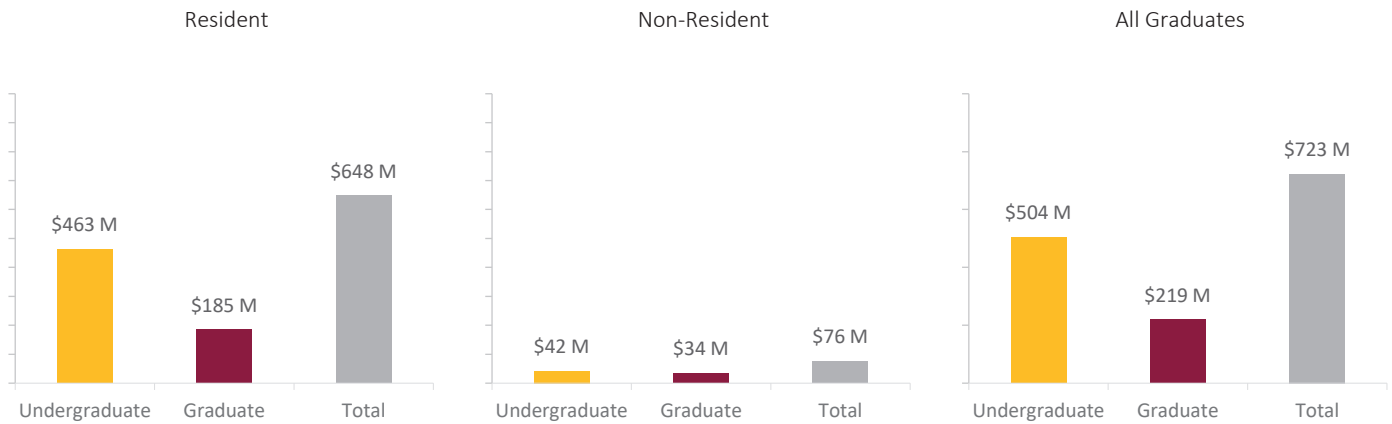


Exhibit W.ASU.7: 2017 Estimated State Taxes Paid by Graduates
ASU graduates paid an estimated \$723 million in Arizona taxes in 2017.



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

Arizona State University

Exhibit W.ASU.8: Arizona Wages of 2013-2017 Bachelor's Degree Graduates by Instructional Program
The highest median wages for ASU bachelor's degree graduates are in computing and engineering.

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	73,279	43,630	29,128
52 Business, Management, Marketing and Related Support	11,536	6,599	3,919
14 Engineering	5,293	3,112	1,863
45 Social Sciences	5,863	2,981	2,051
26 Biological and Biomedical Sciences	4,774	2,956	1,929
13 Education	3,523	2,872	1,956
9 Communication, Journalism and Related Programs	5,399	2,865	1,954
42 Psychology	4,352	2,612	1,805
51 Health Professions and Related Clinical Sciences	3,969	2,609	1,840
30 Multi/Interdisciplinary Studies	3,800	2,230	1,494
50 Visual and Performing Arts	3,752	2,146	1,476
43 Security and Protective Services	2,779	1,720	1,263
19 Family and Consumer Sciences/Human Sciences	2,701	1,651	1,226
31 Parks, Recreation, Leisure and Fitness Studies	2,113	1,435	973
11 Computer and Information Sciences and Support Services	1,916	1,304	782
44 Public Administration and Social Service Professions	1,399	1,056	829
23 English Language and Literatures/Letters	1,762	1,024	728
54 History	1,070	514	340
4 Architecture and Related Services	830	459	326
22 Legal Professions and Studies	706	416	295
41 Science Technologies and Technicians	566	370	253
27 Mathematics and Statistics	665	368	242
40 Physical Sciences	586	333	214
16 Foreign Languages, Literatures and Linguistics	622	321	212
24 Liberal Arts and Sciences, General Studies and Humanities	972	318	232
15 Engineering Technologies/Technicians	485	299	215
3 Natural Resources and Conservation	521	298	179
10 Communications Technologies/Technicians and Support	313	200	134
38 Philosophy and Religious Studies	353	195	128
5 Area, Ethnic, Cultural and Gender Studies	242	161	130
49 Transportation and Materials Moving	293	143	100
1 Agriculture and Related Sciences	124	63	40
12 Personal and Culinary Services	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
39 Theology and Religious Vocations	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

Arizona State University

Exhibit W.ASU.8: (Continued)

Retention			With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
Res	Non-Res	All				
72.6%	23.6%	59.5%	66.8%	\$41,811	\$21,250	6.4%
73.8%	24.4%	57.2%	59.4%	\$48,878	\$19,583	5.0%
68.9%	24.3%	58.8%	59.9%	\$62,802	\$23,000	4.6%
67.6%	18.1%	50.8%	68.8%	\$40,312	\$21,500	6.7%
66.1%	32.4%	61.9%	65.3%	\$32,403	\$21,500	8.3%
86.2%	51.4%	81.5%	68.1%	\$41,167	\$20,000	6.1%
72.3%	23.1%	53.1%	68.2%	\$40,519	\$20,025	6.2%
73.3%	21.2%	60.0%	69.1%	\$35,105	\$19,750	7.1%
78.2%	24.7%	65.7%	70.5%	\$54,643	\$21,967	5.0%
72.5%	23.4%	58.7%	67.0%	\$40,826	\$23,000	7.1%
68.9%	22.1%	57.2%	68.8%	\$33,077	\$21,500	8.1%
79.2%	20.6%	61.9%	73.4%	\$39,296	\$19,250	6.1%
73.3%	23.0%	61.1%	74.3%	\$34,189	\$22,250	8.2%
74.9%	39.5%	67.9%	67.8%	\$32,175	\$20,795	8.1%
75.5%	31.6%	68.1%	60.0%	\$65,829	\$20,750	4.0%
80.6%	38.8%	75.5%	78.5%	\$38,488	\$21,250	6.9%
72.3%	16.1%	58.1%	71.1%	\$35,150	\$21,640	7.7%
67.7%	11.1%	48.0%	66.1%	\$36,896	\$21,096	7.2%
69.6%	28.9%	55.3%	71.0%	\$44,355	\$22,563	6.4%
69.4%	22.3%	58.9%	70.9%	\$38,189	\$21,000	6.9%
78.5%	18.5%	65.4%	68.4%	\$55,717	\$23,000	5.2%
65.5%	17.7%	55.3%	65.8%	\$46,874	\$24,233	6.5%
62.1%	30.6%	56.8%	64.3%	\$40,076	\$25,000	7.8%
60.4%	13.0%	51.6%	66.0%	\$36,274	\$20,279	7.0%
69.5%	8.1%	32.7%	73.0%	\$46,693	\$25,000	6.7%
73.8%	27.0%	61.6%	71.9%	\$63,658	\$28,479	5.6%
63.8%	35.8%	57.2%	60.1%	\$39,052	\$20,571	6.6%
78.2%	18.7%	63.9%	67.0%	\$40,553	\$25,050	7.7%
65.7%	20.7%	55.2%	65.6%	\$36,547	\$24,058	8.3%
70.0%	41.4%	66.5%	80.7%	\$34,935	\$24,747	8.9%
57.3%	26.3%	48.8%	69.9%	\$36,415	\$26,000	9.0%
65.8%	24.4%	50.8%	63.5%	\$40,845	\$20,138	6.2%

Arizona State University

Exhibit W.ASU.9: Arizona Wages of 2013-2017 Graduate Degree Graduates by Instructional Program
The highest median wages for ASU graduate degree graduates are in computing, engineering and business.

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	29,645	13,097	7,454
13 Education	5,650	2,720	1,990
52 Business, Management, Marketing and Related Support	6,022	2,503	1,504
14 Engineering	4,585	1,501	396
44 Public Administration and Social Service Professions	2,027	1,456	1,163
22 Legal Professions and Studies	1,352	881	41
51 Health Professions and Related Clinical Sciences	1,041	622	439
50 Visual and Performing Arts	880	361	239
11 Computer and Information Sciences and Support Services	1,285	310	39
43 Security and Protective Services	1,017	280	196
19 Family and Consumer Sciences/Human Sciences	521	273	196
4 Architecture and Related Services	569	268	188
45 Social Sciences	648	227	152
15 Engineering Technologies/Technicians	452	196	102
9 Communication, Journalism and Related Programs	443	194	89
42 Psychology	525	186	145
26 Biological and Biomedical Sciences	429	185	78
30 Multi/Interdisciplinary Studies	313	157	100
24 Liberal Arts and Sciences, General Studies and Humanities	321	142	95
23 English Language and Literatures/Letters	243	116	64
3 Natural Resources and Conservation	231	95	43
40 Physical Sciences	293	89	21
27 Mathematics and Statistics	194	71	31
16 Foreign Languages, Literatures and Linguistics	131	60	23
38 Philosophy and Religious Studies	108	51	29
31 Parks, Recreation, Leisure and Fitness Studies	107	50	31
54 History	145	48	27
1 Agriculture and Related Sciences	75	35	15
5 Area, Ethnic, Cultural and Gender Studies	38	20	18
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
39 Theology and Religious Vocations	0	0	0
41 Science Technologies and Technicians	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

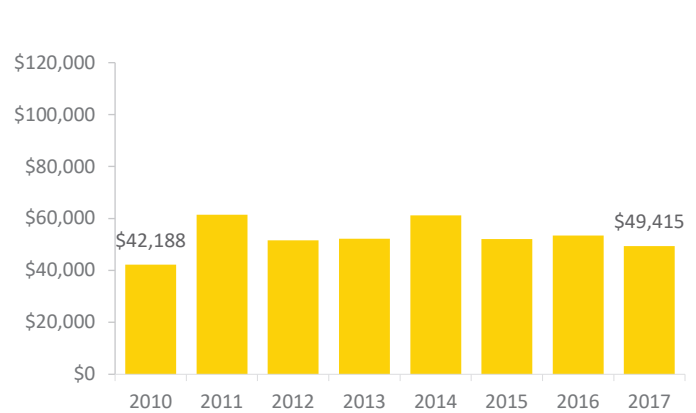
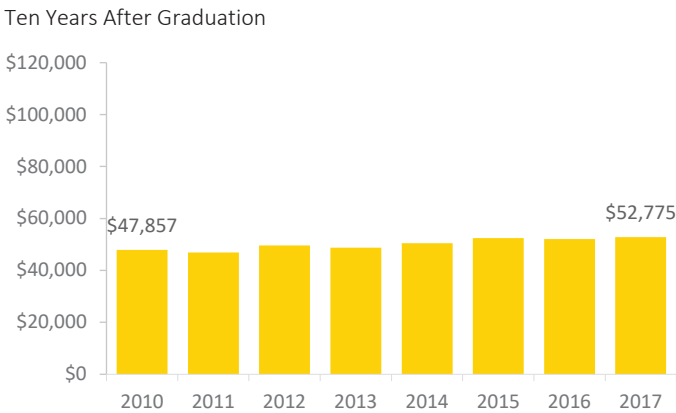
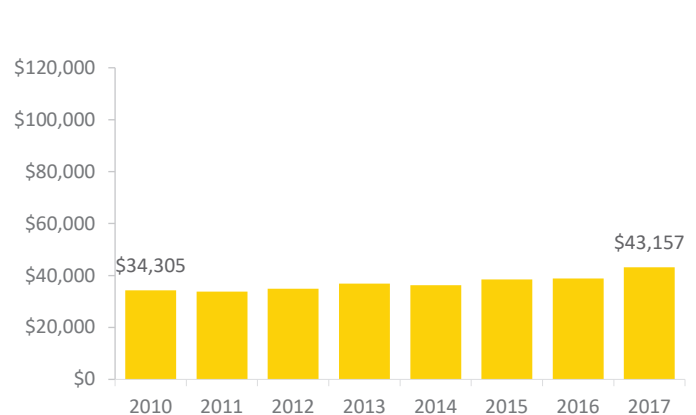
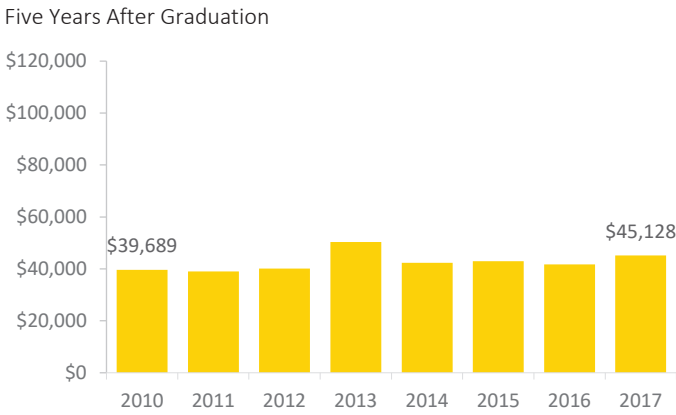
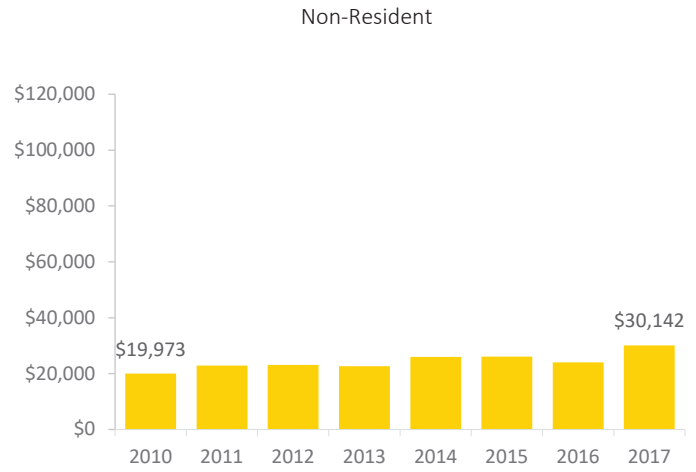
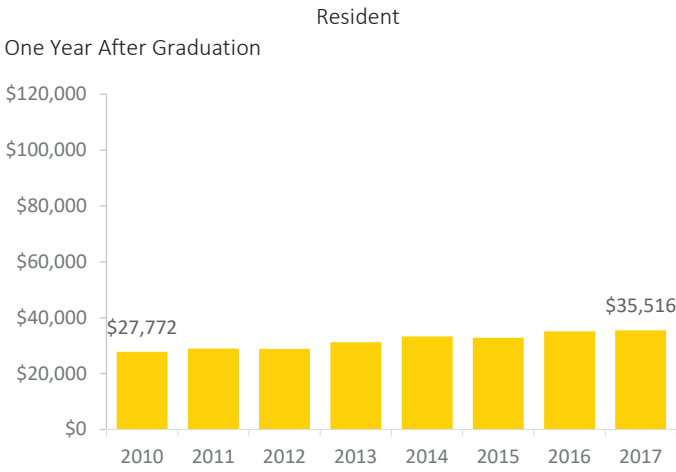
Arizona State University

Exhibit W.ASU.9: (Continued)

Retention			With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
Res	Non-Res	All				
72.6%	19.4%	44.2%	56.9%	\$58,415	\$39,226	8.9%
78.4%	14.0%	48.1%	73.2%	\$49,391	\$35,500	9.5%
77.0%	18.7%	41.6%	60.1%	\$82,841	\$41,000	6.6%
68.3%	20.0%	32.7%	26.4%	\$81,667	\$20,500	3.3%
77.2%	42.5%	71.8%	79.9%	\$48,225	\$41,000	11.3%
74.2%	32.9%	65.2%	4.7%	\$66,462	\$29,550	5.9%
74.2%	21.9%	59.8%	70.6%	\$73,344	\$46,123	8.3%
61.5%	30.2%	41.0%	66.2%	\$33,965	\$45,250	17.7%
61.0%	19.1%	24.1%	12.6%	\$94,310	\$30,750	4.3%
72.7%	7.3%	27.5%	70.0%	\$49,736	\$40,832	10.9%
76.6%	13.9%	52.4%	71.8%	\$43,060	\$36,156	11.1%
67.1%	26.0%	47.1%	70.1%	\$54,315	\$61,038	14.9%
55.2%	17.9%	35.0%	67.0%	\$54,327	\$35,143	8.6%
63.9%	18.2%	43.4%	52.0%	\$67,161	\$26,303	5.2%
62.2%	25.3%	43.8%	45.9%	\$45,432	\$37,069	10.8%
54.4%	17.9%	35.4%	78.0%	\$60,123	\$55,776	12.3%
54.3%	28.3%	43.1%	42.2%	\$53,937	\$28,543	7.0%
67.9%	21.7%	50.2%	63.7%	\$48,978	\$38,634	10.5%
71.1%	12.8%	44.2%	66.9%	\$44,227	\$45,212	13.6%
66.7%	22.9%	47.7%	55.2%	\$44,300	\$35,428	10.6%
58.9%	24.4%	41.1%	45.3%	\$54,064	\$31,054	7.6%
51.1%	26.4%	30.4%	23.6%	\$61,655	\$21,217	4.6%
51.9%	25.7%	36.6%	43.7%	\$67,575	\$41,000	8.1%
59.2%	30.0%	45.8%	38.3%	\$41,395	\$19,363	6.2%
59.7%	22.2%	47.2%	56.9%	\$39,199	\$45,125	15.3%
58.8%	25.6%	46.7%	62.0%	\$46,098	\$37,795	10.9%
64.3%	13.5%	33.1%	56.3%	\$44,751	\$30,946	9.2%
67.4%	18.8%	46.7%	42.9%	\$68,987	\$40,507	7.8%
66.7%	40.0%	52.6%	90.0%	\$34,237	\$41,119	15.9%

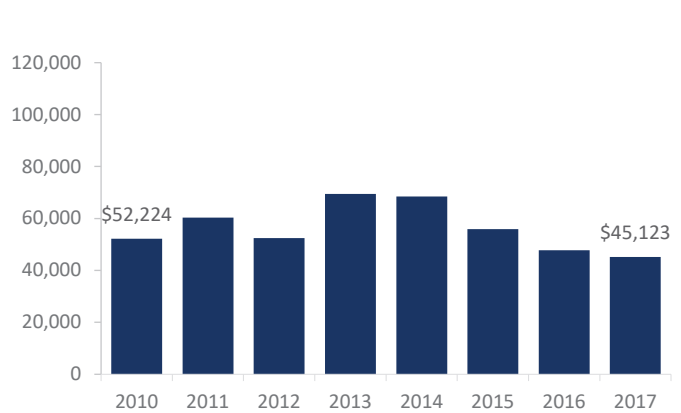
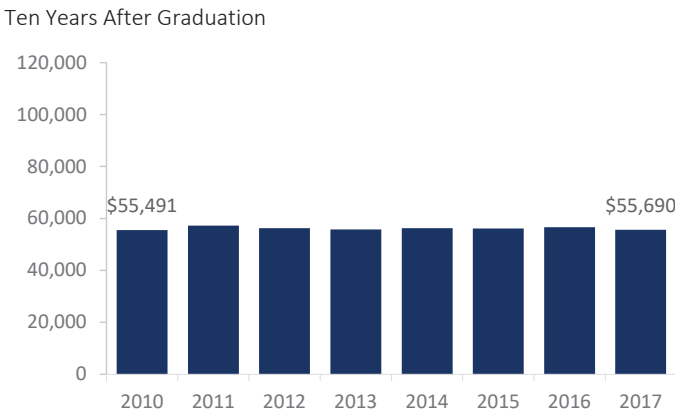
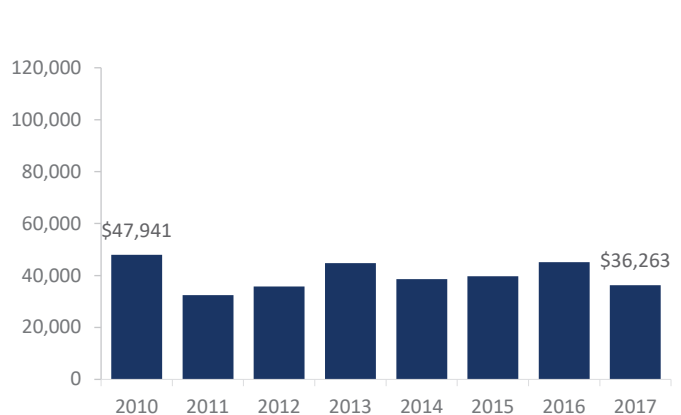
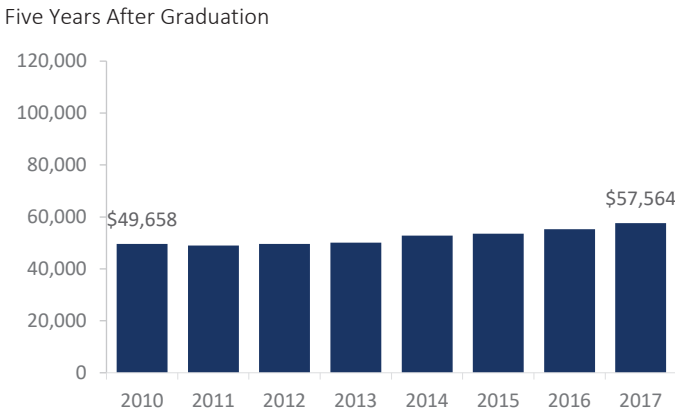
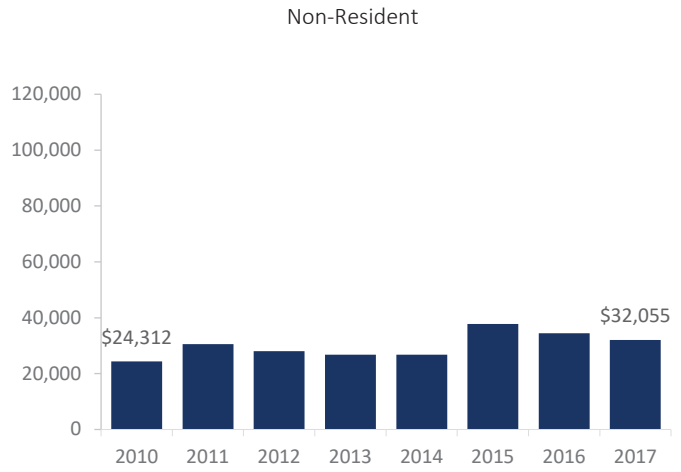
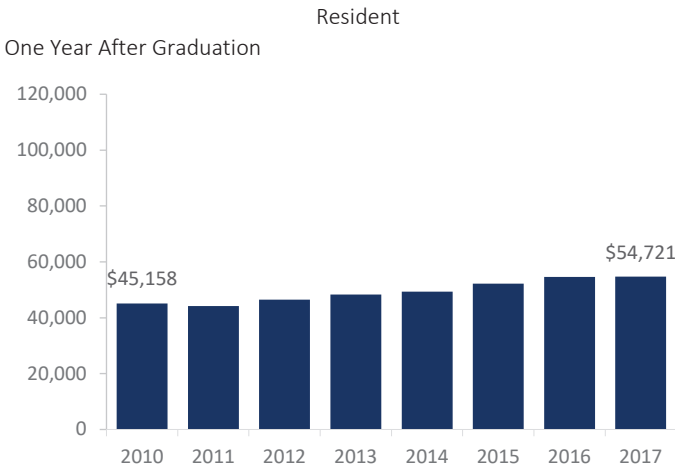
Northern Arizona University

Exhibit W.NAU.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Exhibit W.NAU.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Northern Arizona University

Exhibit W.NAU.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

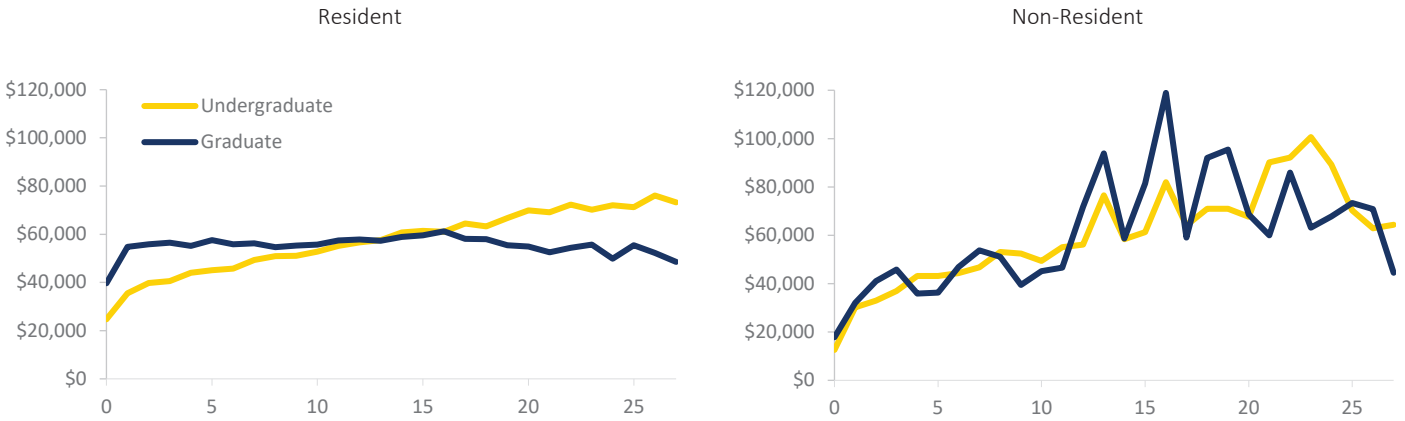


Exhibit W.NAU.4: Median 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

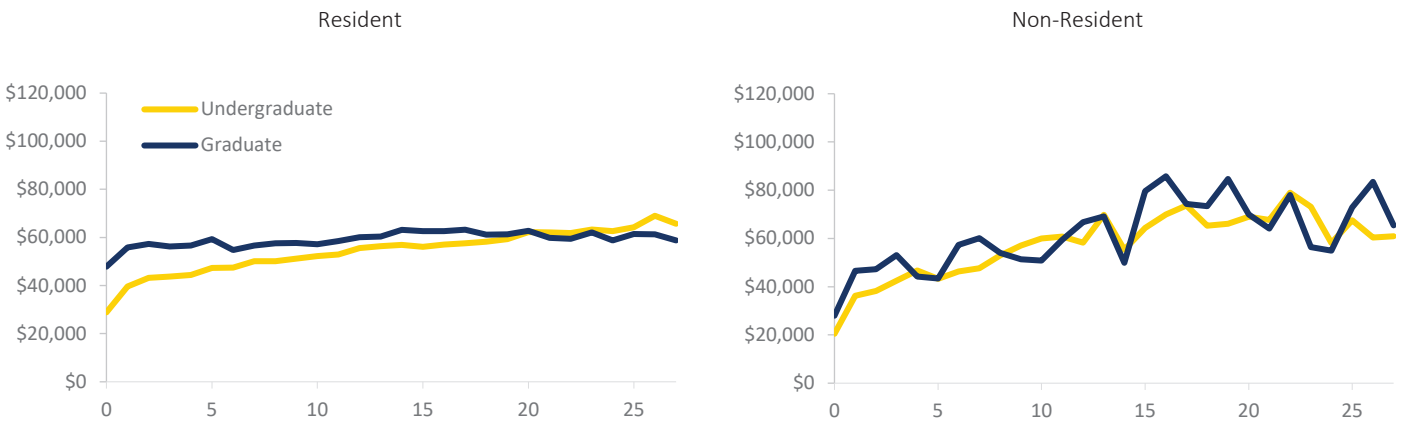
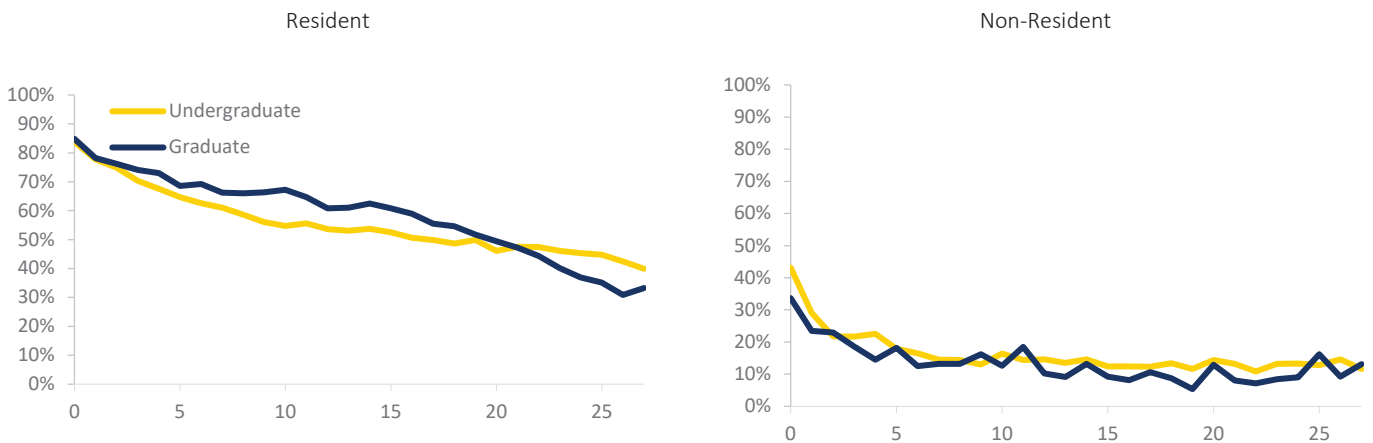


Exhibit W.NAU.5: Percentage of Graduates with Arizona Wages by Years Since Graduation
Arizona's retention of NAU graduates markedly declines over time.



Note: All calculation based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Average wage calculations include all graduates that earned wages in Arizona during the year. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Northern Arizona University

Exhibit W.NAU.6: 2017 Wages Earned in Arizona by Graduates
 NAU graduates earned \$3.7 billion in Arizona wages in 2017.

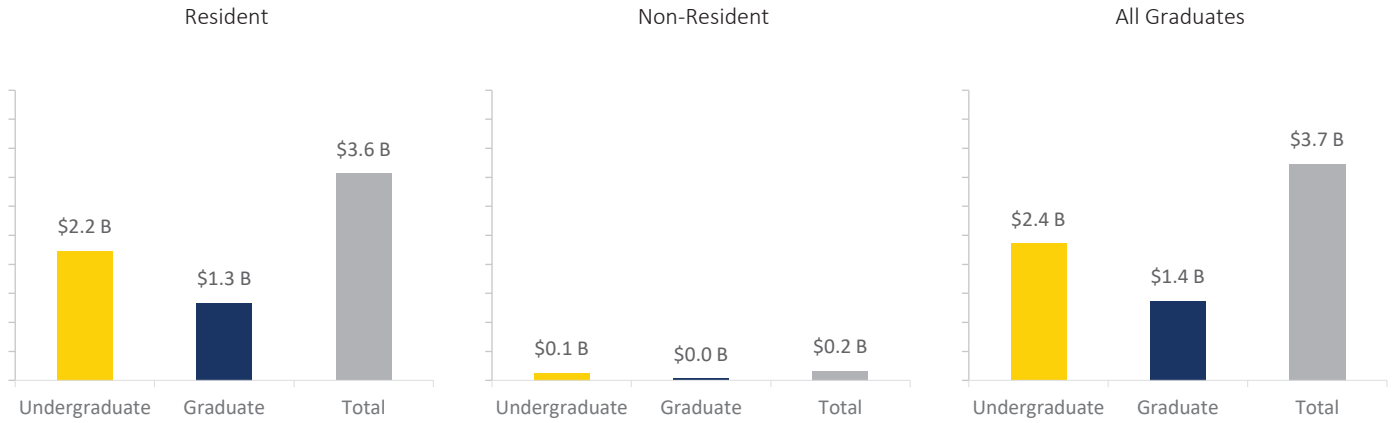
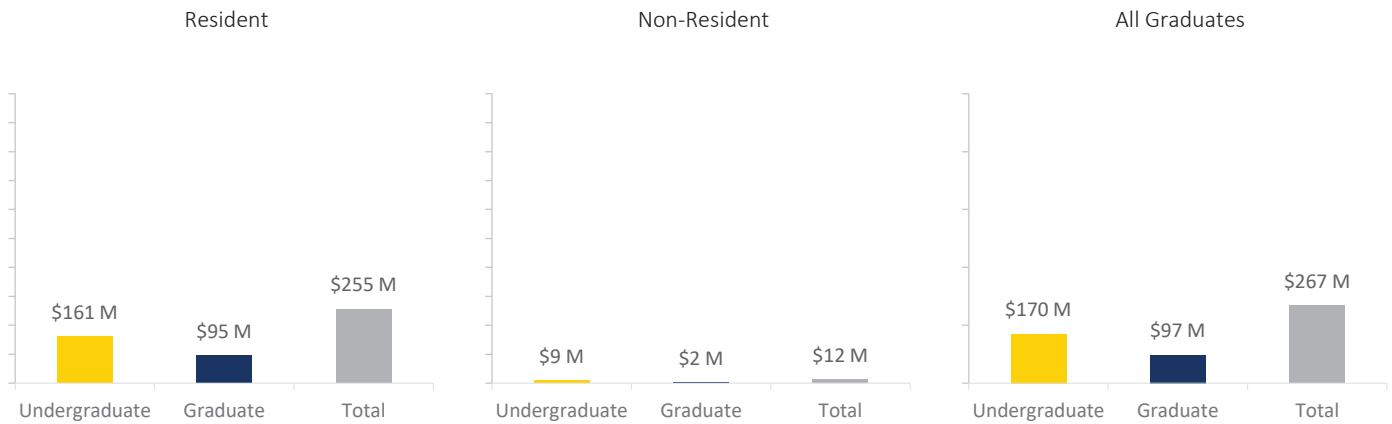


Exhibit W.NAU.7: 2017 Estimated State Taxes Paid by Graduates
 NAU graduates paid an estimated \$267 million in Arizona taxes in 2017.



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

Northern Arizona University










































































Exhibit W.NAU.8: Arizona Wages of 2013-2017 Bachelor's Degree Graduates by Instructional Program
The highest median wages for NAU bachelor's degree graduates are in computing and engineering.

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	23,424	15,093	5,418
52 Business, Management, Marketing and Related Support	3,948	2,408	821
51 Health Professions and Related Clinical Sciences	2,939	2,251	880
13 Education	2,764	2,166	860
24 Liberal Arts and Sciences, General Studies and Humanities	2,847	2,029	769
45 Social Sciences	1,860	1,048	365
26 Biological and Biomedical Sciences	1,587	934	308
42 Psychology	1,156	758	303
9 Communication, Journalism and Related Programs	1,107	605	210
50 Visual and Performing Arts	852	511	173
14 Engineering	924	481	152
31 Parks, Recreation, Leisure and Fitness Studies	832	435	113
41 Science Technologies and Technicians	519	406	159
3 Natural Resources and Conservation	526	283	83
40 Physical Sciences	526	255	90
44 Public Administration and Social Service Professions	346	219	91
23 English Language and Literatures/Letters	322	189	67
30 Multi/Interdisciplinary Studies	203	135	39
16 Foreign Languages, Literatures and Linguistics	183	112	36
11 Computer and Information Sciences and Support Services	187	91	27
27 Mathematics and Statistics	119	74	17
54 History	158	69	27
38 Philosophy and Religious Studies	76	47	12
5 Area, Ethnic, Cultural and Gender Studies	53	28	10
22 Legal Professions and Studies	32	13	2
1 Agriculture and Related Sciences	0	0	0
4 Architecture and Related Services	0	0	0
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
15 Engineering Technologies/Technicians	0	0	0
19 Family and Consumer Sciences/Human Sciences	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
39 Theology and Religious Vocations	0	0	0
43 Security and Protective Services	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

Northern Arizona University

Exhibit W.NAU.8: (Continued)

Retention			With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
Res	Non-Res	All				
75.1%	28.3%	64.4%	35.9%	\$40,306 	\$6,188 	1.9% 
75.7%	27.8%	61.0%	34.1%	\$44,544 	\$6,432 	1.8% 
82.4%	27.7%	76.6%	39.1%	\$57,173 	\$6,184 	1.4% 
84.3%	39.3%	78.4%	39.7%	\$40,482 	\$6,186 	1.9% 
75.2%	18.9%	71.3%	37.9%	\$42,256 	\$6,188 	1.8% 
71.1%	27.9%	56.3%	34.8%	\$34,893 	\$7,420 	2.7% 
68.8%	31.3%	58.9%	33.0%	\$28,860 	\$6,780 	2.9% 
75.8%	30.1%	65.6%	40.0%	\$31,154 	\$7,420 	3.0% 
69.2%	25.3%	54.7%	34.7%	\$34,338 	\$7,422 	2.7% 
67.9%	31.7%	60.0%	33.9%	\$30,068 	\$7,420 	3.1% 
69.6%	25.5%	52.1%	31.6%	\$57,530 	\$7,420 	1.6% 
68.0%	24.6%	52.3%	26.0%	\$27,675 	\$7,420 	3.4% 
80.4%	16.7%	78.2%	39.2%	\$41,420 	\$6,186 	1.9% 
63.4%	33.3%	53.8%	29.3%	\$26,695 	\$7,420 	3.5% 
61.1%	25.7%	48.5%	35.3%	\$32,746 	\$7,420 	2.8% 
78.7%	30.6%	63.3%	41.6%	\$34,855 	\$7,422 	2.7% 
68.5%	32.2%	58.7%	35.4%	\$29,123 	\$6,190 	2.7% 
76.6%	34.7%	66.5%	28.9%	\$29,928 	\$7,420 	3.1% 
69.3%	24.2%	61.2%	32.1%	\$33,331 	\$6,184 	2.3% 
60.8%	21.1%	48.7%	29.7%	\$69,624 	\$7,420 	1.3% 
70.0%	37.9%	62.2%	23.0%	\$36,686 	\$7,420 	2.5% 
55.4%	22.8%	43.7%	39.1%	\$27,382 	\$7,422 	3.4% 
63.5%	53.8%	61.8%	25.5%	\$26,422 	\$7,421 	3.5% 
59.5%	27.3%	52.8%	35.7%	\$29,679 	\$6,283 	2.7% 
50.0%	28.6%	40.6%	15.4%	\$26,815 		

Northern Arizona University

Exhibit W.NAU.9: Arizona Wages of 2013-2017 Graduate Degree Graduates by Instructional Program
More than 50 percent of NAU graduate degrees are in education.

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	6,986	4,708	1,546
13 Education	3,646	2,751	897
51 Health Professions and Related Clinical Sciences	1,020	690	294
52 Business, Management, Marketing and Related Support	741	542	185
23 English Language and Literatures/Letters	414	203	76
45 Social Sciences	252	102	17
42 Psychology	165	96	22
3 Natural Resources and Conservation	153	54	5
26 Biological and Biomedical Sciences	116	48	7
40 Physical Sciences	105	38	3
14 Engineering	70	37	9
27 Mathematics and Statistics	56	33	4
9 Communication, Journalism and Related Programs	56	29	8
44 Public Administration and Social Service Professions	37	28	15
50 Visual and Performing Arts	49	23	6
30 Multi/Interdisciplinary Studies	51	22	3
54 History	42	21	1
16 Foreign Languages, Literatures and Linguistics	23	5	1
24 Liberal Arts and Sciences, General Studies and Humanities	11	4	2
11 Computer and Information Sciences and Support Services	1	1	0
1 Agriculture and Related Sciences	0	0	0
4 Architecture and Related Services	0	0	0
5 Area, Ethnic, Cultural and Gender Studies	0	0	0
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
15 Engineering Technologies/Technicians	0	0	0
19 Family and Consumer Sciences/Human Sciences	0	0	0
22 Legal Professions and Studies	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
31 Parks, Recreation, Leisure and Fitness Studies	0	0	0
38 Philosophy and Religious Studies	0	0	0
39 Theology and Religious Vocations	0	0	0
41 Science Technologies and Technicians	0	0	0
43 Security and Protective Services	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

Northern Arizona University

Exhibit W.NAU.9: (Continued)










































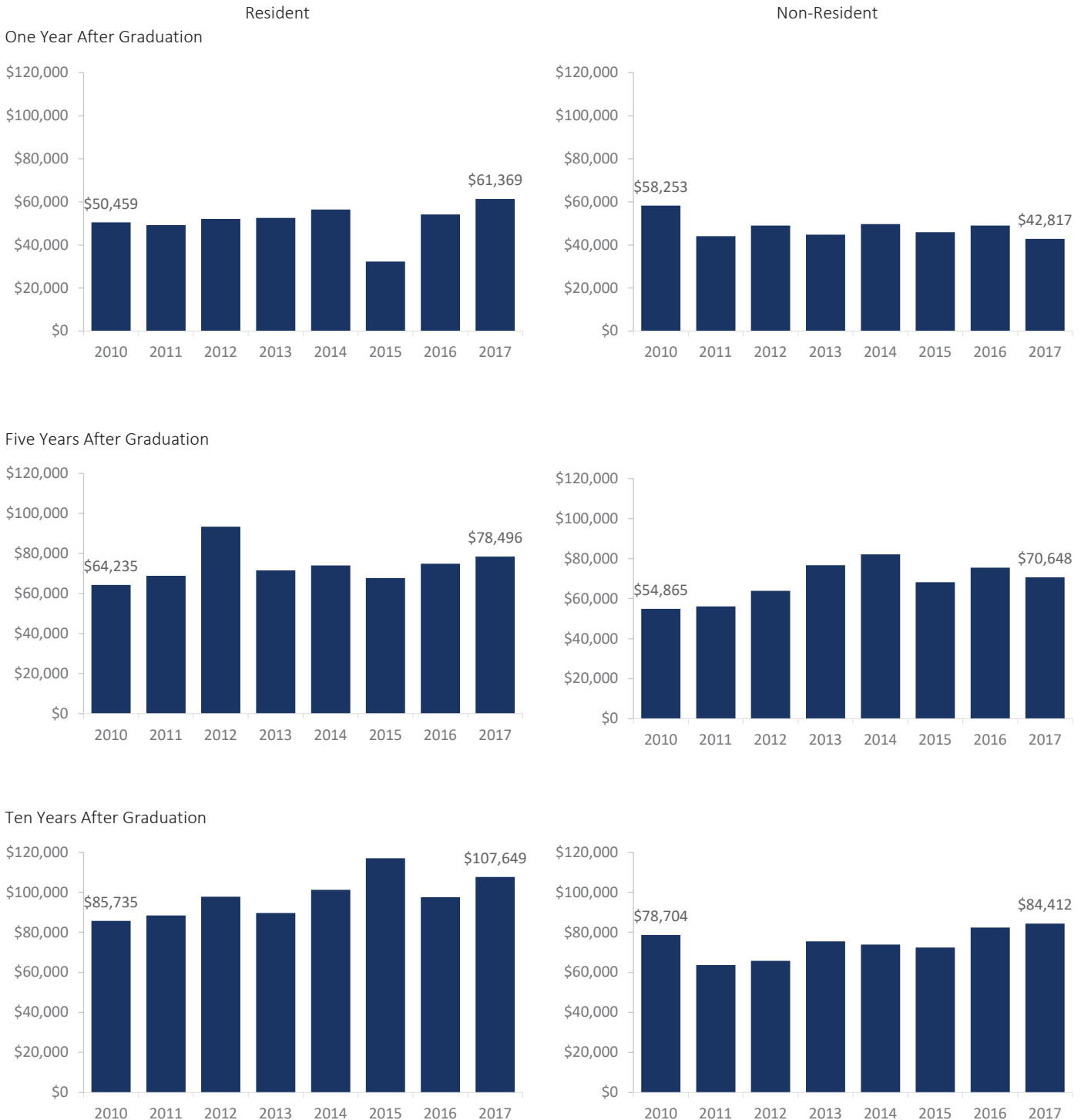
Retention			With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
Res	Non-Res	All				
76.9%	23.2%	67.4%	32.8%	\$54,692 	\$15,952 	3.9% 
81.0%	25.6%	75.5%	32.6%	\$51,983 	\$12,151 	3.1% 
77.3%	14.1%	67.6%	42.6%	\$70,678 	\$20,282 	3.8% 
79.3%	27.3%	73.1%	34.1%	\$67,990 	\$18,944 	3.7% 
71.1%	10.6%	49.0%	37.4%	\$45,894 	\$15,677 	4.5% 
56.2%	21.7%	40.5%	16.7%	\$43,066 	\$16,177 	5.0% 
68.5%	23.7%	58.2%	22.9%	\$56,498 	\$14,522 	3.4% 
40.7%	29.2%	35.3%	9.3%	\$45,529 		
40.5%	42.9%	41.4%	14.6%	\$42,791 	\$15,732 	4.9% 
50.0%	27.0%	36.2%	7.9%	\$53,359 		
60.4%	36.4%	52.9%	24.3%	\$59,213 	\$20,296 	4.5% 
75.0%	37.5%	58.9%	12.1%	\$65,758 		
63.2%	27.8%	51.8%	27.6%	\$43,262 	\$19,924 	6.1% 
86.7%	28.6%	75.7%	53.6%	\$49,213 	\$14,694 	4.0% 
68.2%	29.6%	46.9%	26.1%	\$43,795 	\$23,065 	7.0% 
51.4%	25.0%	43.1%	13.6%	\$22,429 		
65.4%	25.0%	50.0%	4.8%	\$40,897 		
40.0%	16.7%	21.7%	20.0%			
60.0%	16.7%	36.4%	50.0%			
100.0%		100.0%				

Exhibit W.UA.1: Average Wages of Bachelor's Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

Exhibit W.UA.2: Average Wages of Graduate Degree Graduates One, Five and 10 Years After Graduation



Note: Average wage calculations include all graduates that earned wages in Arizona during the year.

The University of Arizona

Exhibit W.UA.3: Average 2017 Wages Earned by Graduates in Arizona by Years Since Graduation



Exhibit W.UA.4: Median 2017 Wages Earned by Graduates in Arizona by Years Since Graduation

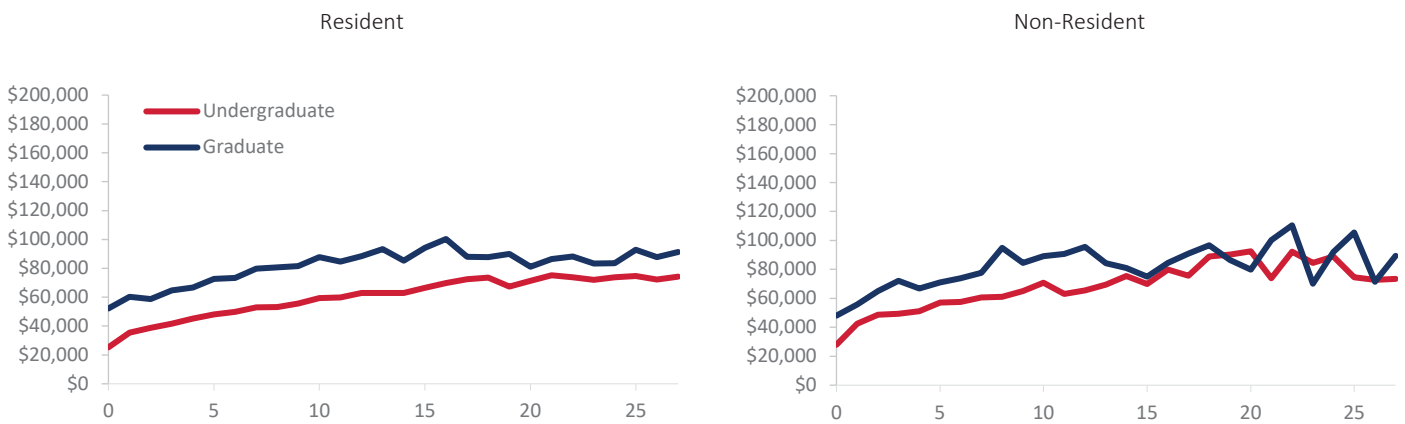
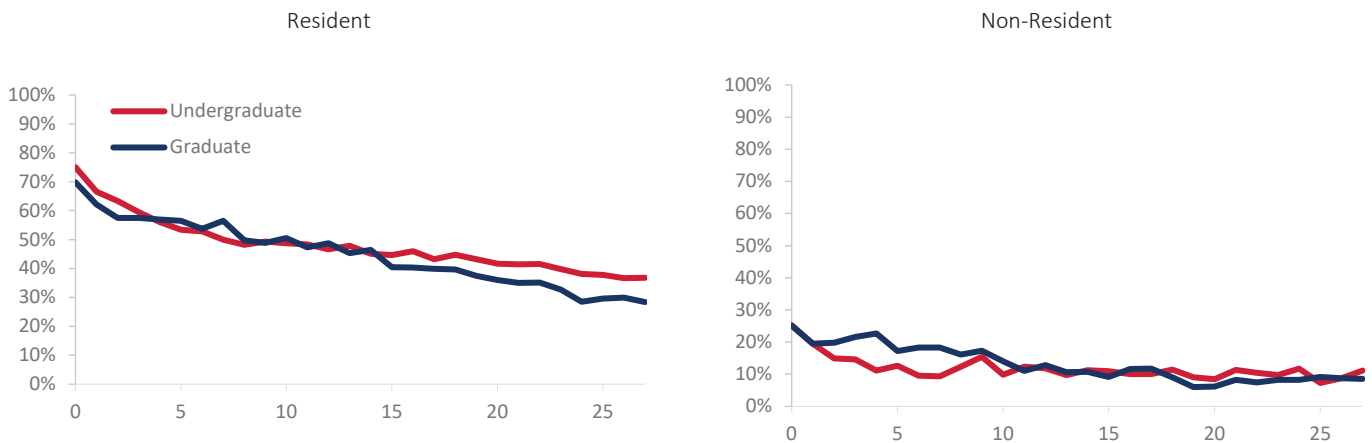


Exhibit W.UA.5: Percentage of Graduates with Arizona Wages by Years Since Graduation
Arizona retention of UA graduates markedly declines over time.



Note: All calculation based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Average wage calculations include all graduates that earned wages in Arizona during the year. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit W.UA.6: 2017 Wages Earned in Arizona by Graduates
 UA graduates earned \$4.7 billion in Arizona wages in 2017.

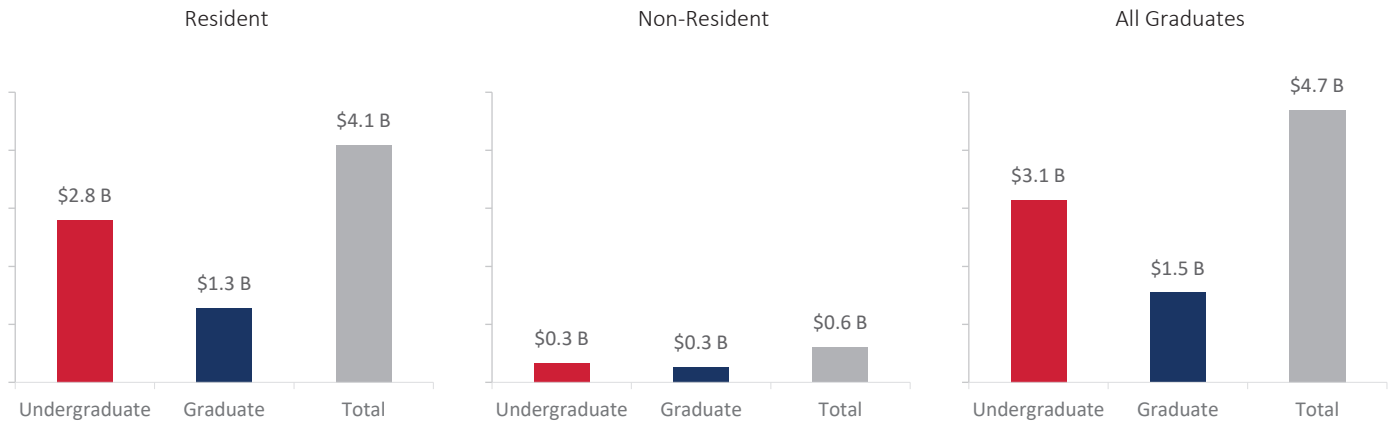
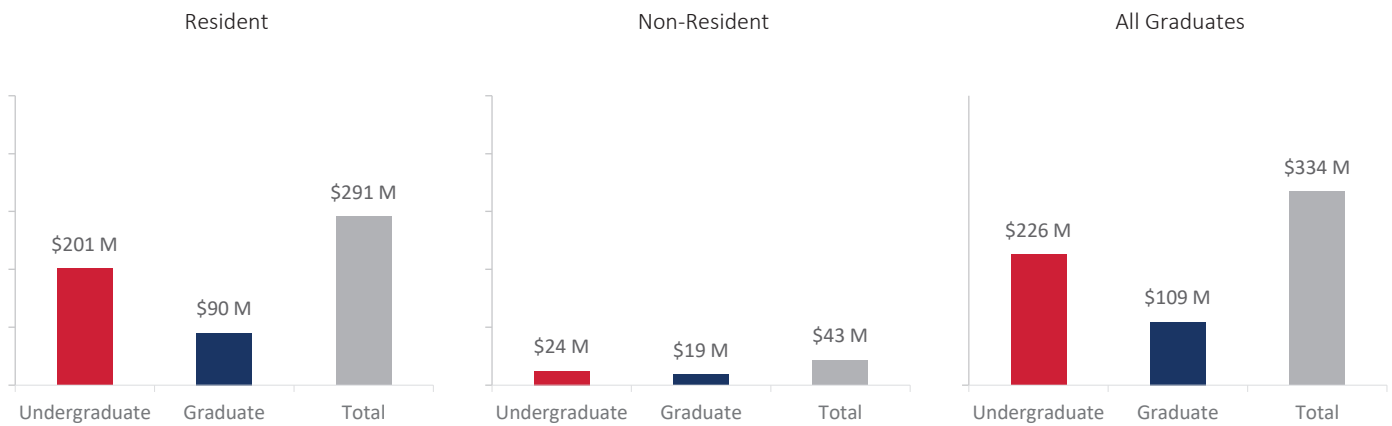


Exhibit W.UA.7: 2017 Estimated State Taxes Paid by Graduates
 UA graduates paid an estimated \$334 million in Arizona taxes in 2017.



Note: All calculations based only on graduates since 1990. Degree recipients are included in only one student grouping and one graduation year based upon their highest degree awarded. Estimated Arizona state taxes paid by graduates assumes the following rates and income levels: <= \$25k = 12.6%; >\$25k and <=\$75k = 6.8%; >\$75k and <=\$100k = 7.2%; >\$100k = 6.9%.

The University of Arizona

Exhibit W.UA.8: Arizona Wages of 2013-2017 Bachelor's Degree Graduates by Instructional Program
The highest median wages for UA bachelor's degree graduates are in computing and engineering.

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	31,938	16,075	9,850
52 Business, Management, Marketing and Related Support	4,904	2,178	1,181
26 Biological and Biomedical Sciences	3,284	1,732	979
42 Psychology	2,552	1,456	934
51 Health Professions and Related Clinical Sciences	2,248	1,385	903
45 Social Sciences	3,107	1,223	802
14 Engineering	2,046	1,060	577
30 Multi/Interdisciplinary Studies	2,255	1,031	647
13 Education	1,503	1,006	630
16 Foreign Languages, Literatures and Linguistics	1,162	665	454
50 Visual and Performing Arts	1,493	633	428
9 Communication, Journalism and Related Programs	1,559	614	349
19 Family and Consumer Sciences/Human Sciences	815	488	320
23 English Language and Literatures/Letters	818	460	287
11 Computer and Information Sciences and Support Services	830	404	222
1 Agriculture and Related Sciences	597	353	206
40 Physical Sciences	775	317	196
54 History	529	297	198
44 Public Administration and Social Service Professions	517	292	203
43 Security and Protective Services	314	232	164
4 Architecture and Related Services	593	230	129
38 Philosophy and Religious Studies	441	215	132
27 Mathematics and Statistics	538	206	115
3 Natural Resources and Conservation	409	206	128
5 Area, Ethnic, Cultural and Gender Studies	356	202	156
41 Science Technologies and Technicians	197	136	85
15 Engineering Technologies/Technicians	131	54	37
22 Legal Professions and Studies	78	51	34
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
24 Liberal Arts and Sciences, General Studies and Humanities	0	0	0
25 Library Science	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
31 Parks, Recreation, Leisure and Fitness Studies	0	0	0
39 Theology and Religious Vocations	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

Exhibit W.UA.8: (Continued)

Retention			With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
Res	Non-Res	All				
64.6%	17.6%	50.3%	61.3%	\$29,250	\$22,862	9.8%
62.8%	18.9%	44.4%	54.2%	\$40,605	\$21,023	6.5%
58.1%	20.8%	52.7%	56.5%	\$18,326	\$25,442	17.4%
70.1%	18.3%	57.1%	64.1%	\$26,963	\$22,248	10.3%
70.4%	25.3%	61.6%	65.2%	\$26,681	\$24,039	11.3%
60.8%	12.1%	39.4%	65.6%	\$28,827	\$24,740	10.8%
62.5%	21.4%	51.8%	54.4%	\$54,952	\$23,254	5.3%
67.6%	14.0%	45.7%	62.8%	\$25,102	\$25,256	12.6%
77.5%	32.2%	66.9%	62.6%	\$32,399	\$21,276	8.2%
64.1%	22.1%	57.2%	68.3%	\$24,840	\$27,533	13.9%
54.9%	11.0%	42.4%	67.6%	\$20,471	\$23,006	14.1%
63.6%	16.0%	39.4%	56.8%	\$29,016	\$21,308	9.2%
72.5%	17.2%	59.9%	65.6%	\$28,423	\$20,325	9.0%
62.8%	25.2%	56.2%	62.4%	\$21,941	\$24,743	14.1%
59.0%	16.1%	48.7%	55.0%	\$52,715	\$24,869	5.9%
69.5%	18.2%	59.1%	58.4%	\$30,168	\$19,588	8.1%
50.7%	16.3%	40.9%	61.8%	\$35,466	\$25,980	9.2%
67.3%	20.0%	56.1%	66.7%	\$27,378	\$30,136	13.8%
69.1%	17.5%	56.5%	69.5%	\$34,803	\$19,798	7.1%
84.8%	31.3%	73.9%	70.7%	\$25,355	\$20,133	10.0%
60.8%	16.1%	38.8%	56.1%	\$31,367	\$28,944	11.6%
57.0%	19.6%	48.8%	61.4%	\$23,907	\$25,730	13.5%
50.1%	11.0%	38.3%	55.8%	\$37,272	\$25,814	8.7%
57.1%	24.7%	50.4%	62.1%	\$20,328	\$22,098	13.6%
67.2%	13.0%	56.7%	77.2%	\$25,905	\$32,660	15.8%
70.5%		69.0%	62.5%	\$42,176	\$19,492	5.8%
49.4%	27.1%	41.2%	68.5%	\$55,323	\$31,500	7.1%
72.6%	37.5%	65.4%	66.7%	\$12,447	\$37,849	38.1%













































































The University of Arizona

Exhibit W.UA.9: Wages of 2013-2017 Graduate Degree Graduates Employed In State by Instructional Program
The highest median wages for UA graduate degree graduates are in engineering, business and computing.

Classification of Instructional Program (CIP)	Graduates	Employed In State	With Debt
Total	13,000	5,701	3,662
51 Health Professions and Related Clinical Sciences	3,297	1,727	1,409
13 Education	1,240	791	498
52 Business, Management, Marketing and Related Support	1,458	767	452
22 Legal Professions and Studies	803	420	330
14 Engineering	859	284	89
45 Social Sciences	743	235	132
25 Library Science	340	193	132
40 Physical Sciences	837	173	54
26 Biological and Biomedical Sciences	501	168	77
11 Computer and Information Sciences and Support Services	657	149	48
44 Public Administration and Social Service Professions	171	102	70
50 Visual and Performing Arts	361	100	64
4 Architecture and Related Services	271	96	68
16 Foreign Languages, Literatures and Linguistics	277	85	42
42 Psychology	209	77	45
5 Area, Ethnic, Cultural and Gender Studies	204	75	43
23 English Language and Literatures/Letters	183	55	25
1 Agriculture and Related Sciences	158	54	27
3 Natural Resources and Conservation	155	53	17
27 Mathematics and Statistics	137	33	9
54 History	70	32	22
15 Engineering Technologies/Technicians	57	28	12
9 Communication, Journalism and Related Programs	57	19	12
38 Philosophy and Religious Studies	49	18	10
30 Multi/Interdisciplinary Studies	30	12	5
19 Family and Consumer Sciences/Human Sciences	35	10	5
10 Communications Technologies/Technicians and Support	0	0	0
12 Personal and Culinary Services	0	0	0
24 Liberal Arts and Sciences, General Studies and Humanities	0	0	0
28 ROTC	0	0	0
29 Military Technologies	0	0	0
31 Parks, Recreation, Leisure and Fitness Studies	0	0	0
39 Theology and Religious Vocations	0	0	0
41 Science Technologies and Technicians	0	0	0
43 Security and Protective Services	0	0	0
46 Construction Trades	0	0	0
47 Mechanic and Repair Technologies/Technicians	0	0	0
48 Precision Production	0	0	0
49 Transportation and Materials Moving	0	0	0

Note: Exhibit sorted by number of graduates employed in Arizona. Median wage and debt-to-income ratio calculations include only graduates that earned wages in Arizona in all four quarters of the year. Debt-to-income ratio calculations reflect the average unsubsidized interest rate and an assumed 10-year repayment schedule.

Exhibit W.UA.9: (Continued)

Retention			With Debt	Median Wages	Median Debt	Debt-to-Income Ratio
Res	Non-Res	All				
61.3%	21.8%	43.9%	64.2%	\$49,020 	\$63,860 	17.3% 
60.7%	23.6%	52.4%	81.6%	\$53,990 	\$101,006 	24.8% 
73.4%	30.1%	63.8%	63.0%	\$42,116 	\$45,239 	14.3% 
74.6%	28.6%	52.6%	58.9%	\$73,278 	\$52,489 	9.5% 
67.9%	29.7%	52.3%	78.6%	\$55,903 	\$111,195 	26.4% 
56.4%	18.6%	33.1%	31.3%	\$73,293 	\$37,991 	6.9% 
43.4%	20.1%	31.6%	56.2%	\$35,973 	\$39,987 	14.8% 
64.6%	20.0%	56.8%	68.4%	\$37,854 	\$40,694 	14.3% 
37.6%	14.3%	20.7%	31.2%	\$55,241 	\$37,737 	9.1% 
49.4%	16.3%	33.5%	45.8%	\$35,261 	\$40,564 	15.3% 
56.6%	14.4%	22.7%	32.2%	\$70,902 	\$50,514 	9.5% 
67.4%	23.3%	59.6%	68.6%	\$47,798 	\$48,272 	13.4% 
44.0%	20.6%	27.7%	64.0%	\$14,132 	\$37,733 	35.4% 
50.4%	21.8%	35.4%	70.8%	\$35,650 	\$43,469 	16.2% 
55.9%	17.9%	30.7%	49.4%	\$23,038 	\$59,487 	34.3% 
52.6%	23.2%	36.8%	58.4%	\$28,000 	\$56,426 	26.7% 
49.4%	28.1%	36.8%	57.3%	\$21,523 	\$58,420 	36.0% 
35.6%	28.3%	30.1%	45.5%	\$32,500 	\$37,089 	15.1% 
47.0%	25.0%	34.2%	50.0%	\$43,711 	\$35,439 	10.8% 
52.7%	17.3%	34.2%	32.1%	\$36,000 	\$37,338 	13.8% 
44.8%	18.5%	24.1%	27.3%	\$55,114 	\$50,184 	12.1% 
63.3%	32.5%	45.7%	68.8%	\$26,296 	\$53,797 	27.1% 
56.8%	35.0%	49.1%	42.9%	\$63,655 	\$33,600 	7.0% 
50.0%	24.3%	33.3%	63.2%	\$15,125 	\$32,607 	28.6% 
60.0%	20.7%	36.7%	55.6%	\$26,882 	\$54,046 	26.7% 
44.4%	33.3%	40.0%	41.7%	\$42,072 		
41.7%	21.7%	28.6%	50.0%	\$24,055 