

2011 - 2012 GRADUATE OUTCOMES

UNIVERSITY OF
NEBRASKA-KEARNEY

GRADUATE OUTCOMES

A publication of

Nebraska Department of Labor
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GRADUATE OUTCOMES EXPLAINED

The Workforce Investment Act provided the impetus for the Graduate Outcomes project to develop a system of consumer information. This collaborative effort involves the Nebraska Department of Labor, the Coordinating Commission for Postsecondary Education, all six of Nebraska's community colleges, all three state colleges and the University of Nebraska - Kearney.

WHO USES GRADUATE OUTCOMES INFORMATION?

Prospective students planning their education need information to help select a college and major. Colleges and regulatory commissions need the information to improve educational programs in the state. Workforce Investment Boards, economic developers, and policy makers need information on labor supply to help meet the needs of businesses in Nebraska.

WHAT DOES THE GRADUATE OUTCOMES PROJECT TELL ME?

Results from the Graduate Outcomes project give a clear picture of recent graduates' work location, earnings, and industry employment.

HERE ARE JUST A FEW EXAMPLES OF QUESTIONS THE GRADUATE OUTCOMES PROJECT CAN HELP ANSWER:

- In which counties are graduates employed?
- What are the demographic characteristics of graduates?
- What industries employ recent graduates?
- Which fields of study produce graduates most likely to be employed in Nebraska?
- Which fields of study produce graduates with the highest wages?
- What are some characteristics of the businesses employing these recent graduates?

The Appendix of this publication contains detailed spreadsheets for participating institutions that include the percentage of graduates working in Nebraska plus earnings by field of study and degree. It also includes industry employment by major and degree along with earnings information.

4 [THINGS TO KNOW

Annualized wage records are found by taking the graduate's first quarter earnings multiplied by four. This is the same methodology used to estimate the service area earnings, using Quarterly Census of Employment and Wages data.

When there are small numbers of students in a program/major/industry, a few unusual results can dramatically affect percentages. To protect individual confidentiality, programs with fewer than four graduates are not published. Non-publishable or unavailable data is denoted as “***” or “na” throughout the publication.

Wage matches are postponed to give graduates time to be working in a career field. There is also a lag time in obtaining unemployment insurance records. In general, for people working January through March, employers have approximately April through June to report the information.

The Quarterly Census of Employment and Wage information is added July through September. Past experience tells us that if the queries are run at a later date, more employment is reported, allowing for more accurate and complete data.

Not all graduates can be found. If a graduate is not found, it does not necessarily mean they are unemployed; it means they were not located in the search of Nebraska's Unemployment Insurance database. Individuals who are self-employed, work in industries not covered by Unemployment Insurance, are enrolled in other postsecondary education and are not working, work in another state, or work for the federal government are unlikely to be found in the database. An institution's proximity to bordering states may make some students less likely to be employed in Nebraska, and therefore, not found in Nebraska's Unemployment Insurance database.

Earnings may be for full or part-time work. Earnings reported in the database include wages, salaries, bonuses, commissions and other income designated as earnings under Nebraska Unemployment law. Wages tend to be higher in some regions than others. The wage information listed relates to all individuals found working in Nebraska and may be influenced by strong regional variation.

It is not possible to tell if graduates are employed in occupations related to their education.

The CIP Code field identifies the six digit classification of instructional program (CIP) code for each field of study.

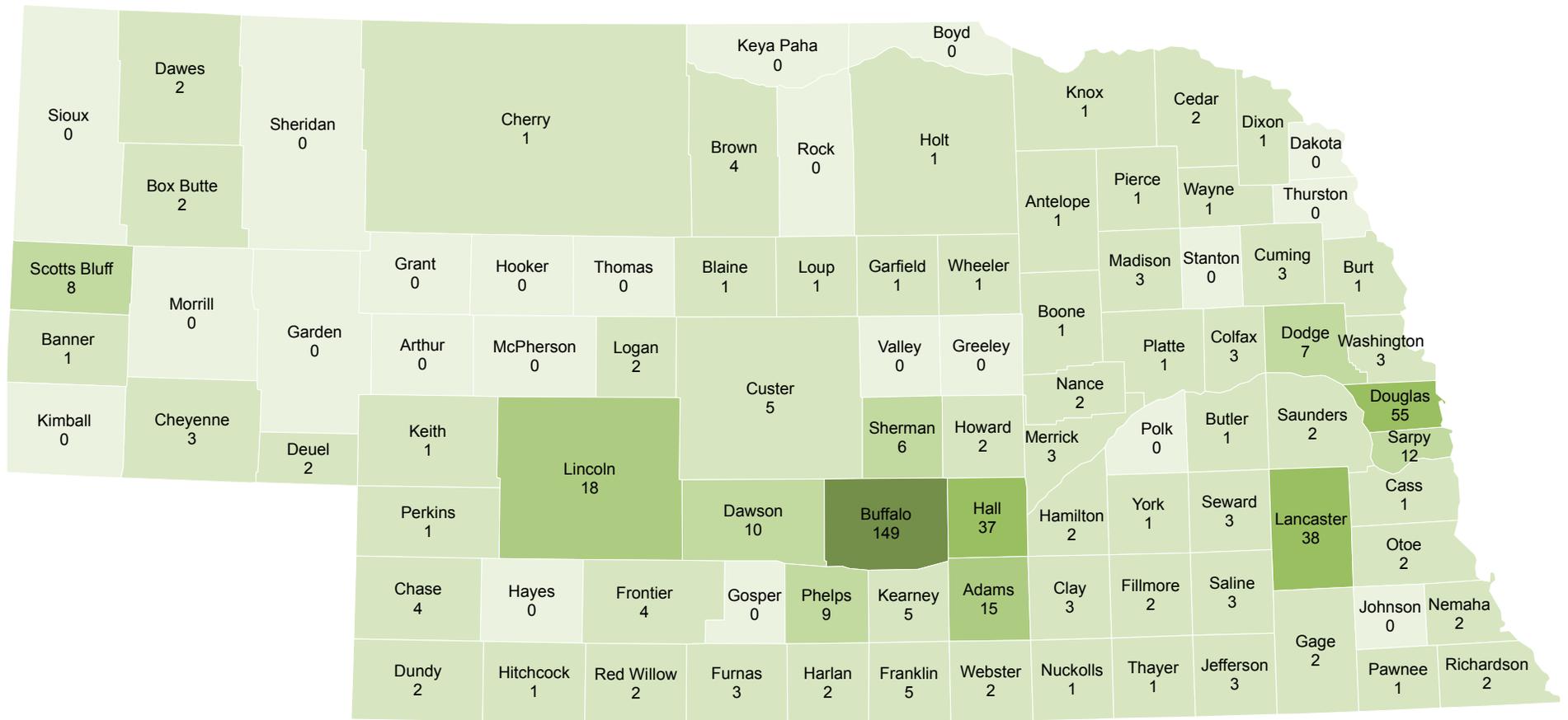
Data pertaining to the University of Nebraska-Lincoln and University of Nebraska-Omaha was not made available to the Nebraska Department of Labor for this publication.



GRADUATE EMPLOYMENT BY COUNTY
DEMOGRAPHIC ANALYSIS
INDUSTRY ANALYSIS
SECTOR/BUSINESS SIZE ANALYSIS
AGE ANALYSIS

**UNIVERSITY
OF NEBRASKA-
KEARNEY**

GRADUATE EMPLOYMENT BY COUNTY



NUMBER OF GRADUATES



DEMOGRAPHIC ANALYSIS

ESTIMATED AVERAGE ANNUAL WAGE BY RACE/ETHNICITY & DEGREE LEVEL



Five percent of all UNK graduates were minorities. Minorities constituted 5.4% of those graduating with a master's degree or higher. More than twice as many females as males earned master's degrees. Male graduates reported higher median wages than females at each degree level. Male graduates with a post master's certificate earned the highest median annual wages of \$92,184. For all groups about whom economic data is disclosable, minorities earning master's degrees were the group least apt to be found working in Nebraska.

- ALL DEGREE LEVELS
- BACHELOR'S DEGREE
- MASTER'S DEGREE
- POST MASTER'S CERTIFICATE

If a color is not displayed on the graph, the data was not available for that race/ethnicity and degree level.

Estimated avg. annual wage data is not available for Black (Non-Hispanic), Alaskan Native/American Indian, Asian, Native Hawaiian/Other Pacific Islander UNK graduates or UNK graduates of two or more races. For complete breakdown of graph data, see the table on the previous page.

INDUSTRY

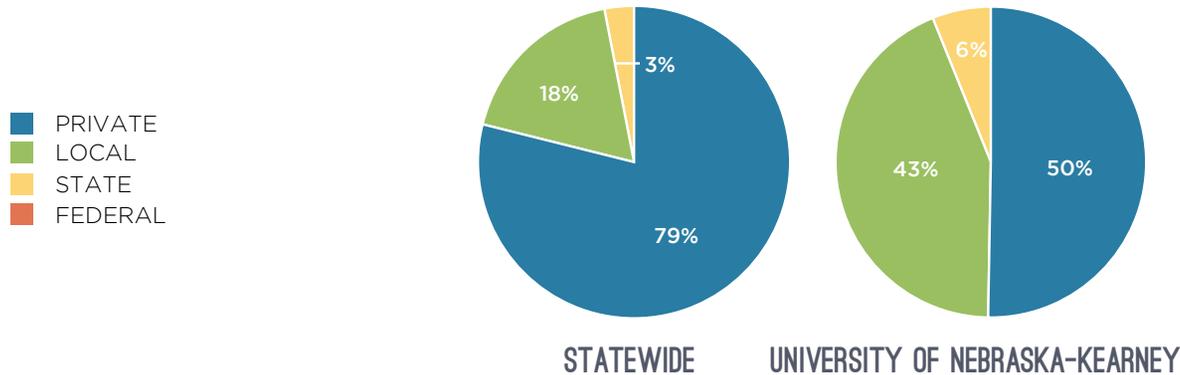
ANALYSIS

The wholesale trade industry had the highest estimated annual average earnings at \$42,937. The educational services industry employed the most UNK graduates at 43.7 % of UNK graduates found working in Nebraska. Female graduates were more likely than males to work in the industries of educational services (31.8% of females, 11.9% of males) and health care (6.9% of females, 1.6% of males). Male graduates were more likely to work in the wholesale trade industry (2.2% of males, 0.2% of females). The educational services industry employed 79.5% of graduates who earned more than a bachelor's degree from UNK and were found to be working in Nebraska.

EMPLOYING INDUSTRY	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVG. ANNUAL EARNINGS
Accommodation and Food Services	10	\$16,565
Administrative and Support and Waste Management and Remediation Services	12	\$25,479
Agriculture, Forestry, Fishing & Hunting	4	\$26,787
Arts, Entertainment, and Recreation	8	\$20,877
Construction	15	\$31,515
Educational Services	314	\$41,076
Finance and Insurance	30	\$30,984
Health Care	62	\$25,328
Information	13	\$28,198
Leisure and Hospitality	20	\$17,539
Management of Companies and Enterprises	7	\$33,630
Manufacturing	21	\$38,180
Other Services, Except Public Administration	7	\$20,477
Professional, Scientific, and Technical Services	33	\$34,368
Public Administration	38	\$30,680
Real Estate and Rental and Leasing	2	***
Retail Trade	78	\$22,511
Social Assistance	21	\$24,686
Transportation and Warehousing	5	\$36,815
Wholesale Trade	18	\$42,937

BUSINESS SECTOR & SIZE ANALYSIS

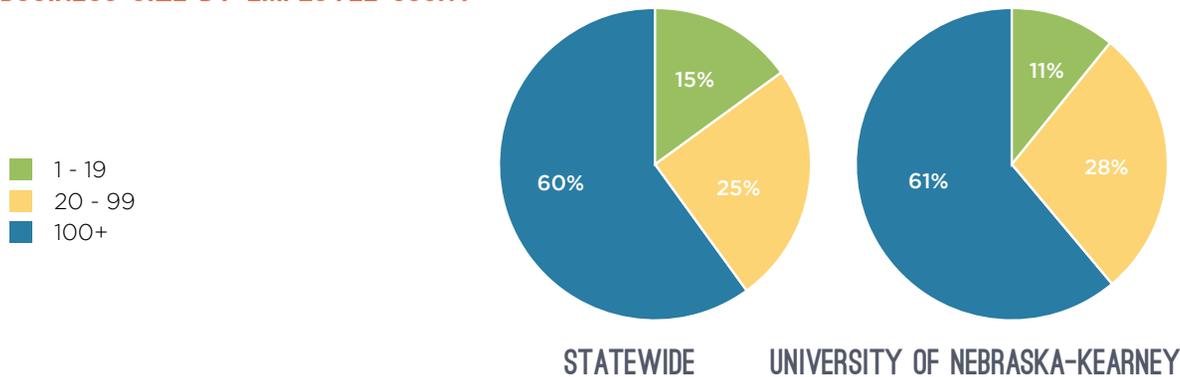
GRADUATE EMPLOYMENT PERCENTAGE BY BUSINESS SECTOR



	FEDERAL	%	STATE	%	LOCAL	%	PRIVATE	%	TOTAL
Statewide	N/A	0%	234	3%	1382	18%	6142	79%	7758
University of Nebraska-Kearney	N/A	0%	46	6%	310	43%	362	50%	718

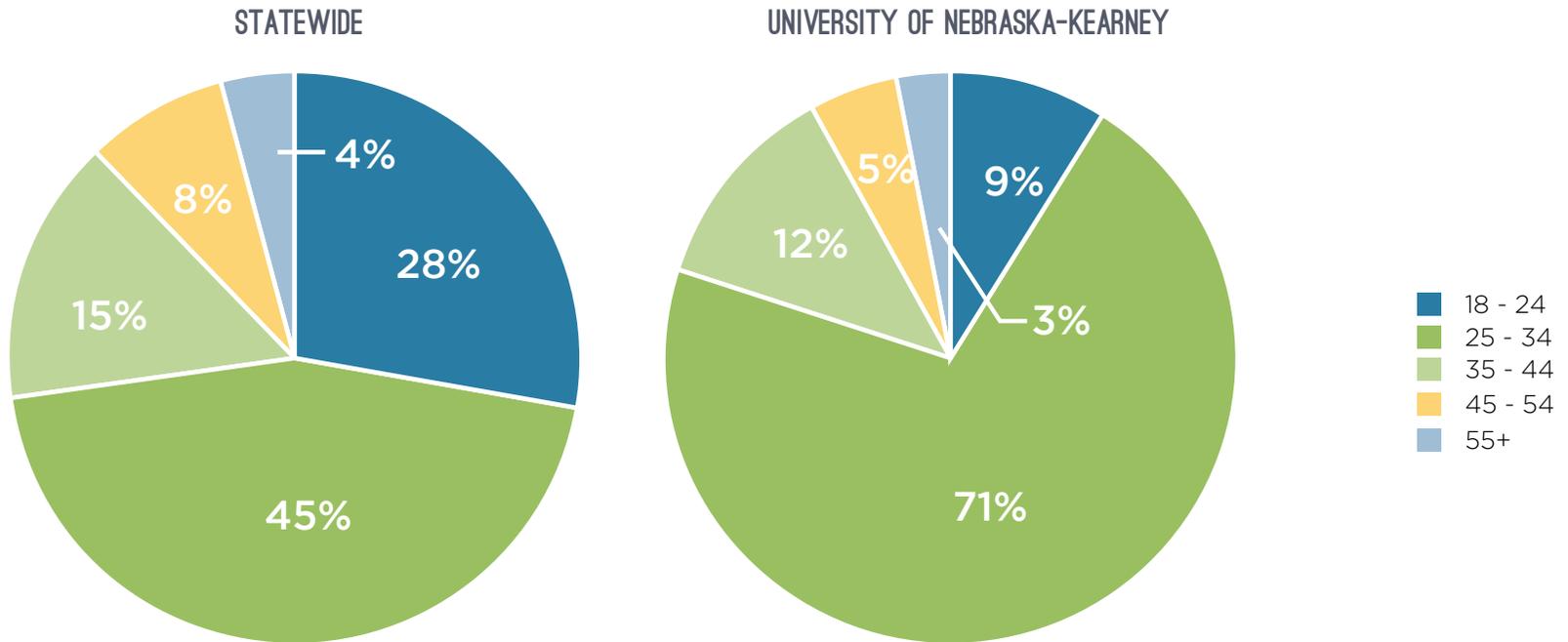
Just over half (50.4%) of recent UNK graduates were employed in the private sector. A similar percentage (43.2%) were employed in the local government sector. 37.9% of UNK's graduates majored in education-related fields of study. 17.4% graduated with majors in business. The major that earned the highest average annual wage was educational leadership and administration, general with average wages of \$55,978. 61.4% of UNK graduates worked for large businesses (more than 100 employees). Large firms also paid the highest average annual wage. 47.8% of graduates working for large firms were found to be working in local government. Among all large firms, local government paid the highest annual average wage of \$42,439. This is more than \$13,000 higher than the private industry average. Local government also paid the highest average annual wage among medium sized firms (20-99 employees). In this business size category, local government firms paid an average of \$39,162, more than \$11,000 more than private industry.

BUSINESS SIZE BY EMPLOYEE COUNT



	1 - 19	%	20 - 99	%	100+	%	TOTAL
Statewide	1195	15%	1927	25%	4636	60%	7758
University of Nebraska-Kearney	78	11%	199	28%	441	61%	718

GRADUATE PERCENTAGE BY AGE



AGE	STATEWIDE		UNIVERSITY OF NEBRASKA-KEARNEY	
	GRADUATES	%	GRADUATES	%
18 - 24	2862	28%	107	9%
25 - 34	3112	45%	829	71%
35 - 44	1203	15%	144	12%
45 - 54	664	8%	55	5%
55+	336	4%	32	3%

A photograph of a desk setup. In the upper right, a silver laptop is open, showing its keyboard. In the center, a white smartphone lies flat, displaying a grid of colorful app icons on its screen. To the left of the phone is a dark-colored coffee cup with a gold-colored handle. In the lower left, a circular wooden object, possibly a lid or a small tray, has the text "AJ NEGO" and "POPO EUDNIA" printed on it in a dark, sans-serif font. The background is a plain, light-colored surface.

EMPLOYING INDUSTRY BY FIELD OF STUDY
PERCENT & ESTIMATED EARNINGS

A large, stylized yellow bracket graphic that is open on the right side, positioned to the left of the word "APPENDIX".

APPENDIX

GRADUATES WORKING IN NEBRASKA, 1Q, 2013

UNIVERSITY OF NEBRASKA-KEARNEY - EMPLOYING INDUSTRY BY FIELD OF STUDY

EMPLOYING INDUSTRY

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVERAGE ANNUAL EARNINGS	ACCOMMODATION & FOOD SERVICES	ADMINISTRATIVE & SUPPORT & WASTE MANAGEMENT & REMEDIATION SERVICES	AGRICULTURE, FORESTRY, FISHING & HUNTING	ARTS, ENTERTAINMENT, & RECREATION	CONSTRUCTION	EDUCATIONAL SERVICES	FINANCE & INSURANCE	HEALTH CARE	INFORMATION	LEISURE & HOSPITALITY	MANAGEMENT OF COMPANIES & ENTERPRISES	MANUFACTURING	MINING	OTHER SERVICES, EXCEPT PUBLIC ADMINISTRATION	PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	PUBLIC ADMINISTRATION	REAL ESTATE & RENTAL & LEASING	RETAIL TRADE	SOCIAL ASSISTANCE	TRANSPORTATION & WAREHOUSING UTILITIES	WHOLESALE TRADE	
Agricultural Business & Management, General	010101	5	8	\$44,010							1							1				1			5	
Allied Health Diagnostic, Intervention, & Treatment Professions, Other	510999	5	6	\$33,349								4		1												
Art/Art Studies, General	500701	5	20	\$27,967	2					6			2	1		2			2			4		1		
Art/Art Studies, General	500701	7	8	\$46,975				1		7																
Biology/Biological Sciences, General	260101	5	6	\$22,172						1		2							1	1		1				
Biology/Biological Sciences, General	260101	7	10	\$30,994						5						1		1	3							
Business Administration & Management, General	520201	5	74	\$25,705	2	4	1	1	3	12	7	1	4	4	5				7			21			2	

EMPLOYING INDUSTRY

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVERAGE ANNUAL EARNINGS	ACCOMMODATION & FOOD SERVICES	ADMINISTRATIVE & SUPPORT & WASTE MANAGEMENT & REMEDIATION SERVICES	AGRICULTURE, FORESTRY, FISHING & HUNTING	ARTS, ENTERTAINMENT, & RECREATION	CONSTRUCTION	EDUCATIONAL SERVICES	FINANCE & INSURANCE	HEALTH CARE	INFORMATION	LEISURE & HOSPITALITY	MANAGEMENT OF COMPANIES & ENTERPRISES	MANUFACTURING	MINING	OTHER SERVICES, EXCEPT PUBLIC ADMINISTRATION	PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	PUBLIC ADMINISTRATION	REAL ESTATE & RENTAL & LEASING	RETAIL TRADE	SOCIAL ASSISTANCE	TRANSPORTATION & WAREHOUSING	UTILITIES	WHOLESALE TRADE
Business Administration & Management, General	520201	7	14	\$43,995		1				2	1								4	2		2	1	1		
Business Teacher Education	131303	5	1	***						1																
Chemistry, General	400501	5	2	***								1										1				
Communication Sciences & Disorders, General	510201	5	3	***								1										2				
Communication Sciences & Disorders, General	510201	7	12	\$48,985						7		4										1				
Computer & Information Sciences, General	110101	5	6	\$46,414							1				1							4				
Counselor Education/ School Counseling & Guidance Services	131101	7	26	\$38,166	1					12		8								4			1			
Counselor Education/ School Counseling & Guidance Services	131101	8	5	\$47,755						5																

EMPLOYING INDUSTRY

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVERAGE ANNUAL EARNINGS	ACCOMMODATION & FOOD SERVICES	ADMINISTRATIVE & SUPPORT & WASTE MANAGEMENT & REMEDIATION SERVICES	AGRICULTURE, FORESTRY, FISHING & HUNTING	ARTS, ENTERTAINMENT, & RECREATION	CONSTRUCTION	EDUCATIONAL SERVICES	FINANCE & INSURANCE	HEALTH CARE	INFORMATION	LEISURE & HOSPITALITY	MANAGEMENT OF COMPANIES & ENTERPRISES	MANUFACTURING	MINING	OTHER SERVICES, EXCEPT PUBLIC ADMINISTRATION	PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	PUBLIC ADMINISTRATION	REAL ESTATE & RENTAL & LEASING	RETAIL TRADE	SOCIAL ASSISTANCE	TRANSPORTATION & WAREHOUSING	UTILITIES	WHOLESALE TRADE
Criminal Justice/Safety Studies	430104	5	22	\$27,824		1					2	2		2					1	10		3	1			
Curriculum & Instruction	130301	7	29	\$46,370						29																
Drama & Dramatics/Theatre Arts, General	500501	5	1	***																		1				
Economics, General	450601	5	1	***															1							
Educational Leadership & Administration, General	130401	7	45	\$53,025			1			42										2						
Educational Leadership & Administration, General	130401	8	5	\$82,548						5																
Elementary Education & Teaching	131202	5	70	\$30,660	1			1		60				1				1				1	5			
Elementary Education & Teaching	131202	7	15	\$48,336						14		1														
English Language & Literature, General	230101	5	13	\$29,432						9	1								1			2				
English Language & Literature, General	230101	7	5	\$30,971						4		1														

Degree Codes: 5 = Bachelor's Degree, 6 = Post-Bachelor's Certificate, 7 = Master's Degree, 8 = Post-Masters Certificate

EMPLOYING INDUSTRY

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVERAGE ANNUAL EARNINGS	ACCOMMODATION & FOOD SERVICES	ADMINISTRATIVE & SUPPORT & WASTE MANAGEMENT & REMEDIATION SERVICES	AGRICULTURE, FORESTRY, FISHING & HUNTING	ARTS, ENTERTAINMENT, & RECREATION	CONSTRUCTION	EDUCATIONAL SERVICES	FINANCE & INSURANCE	HEALTH CARE	INFORMATION	LEISURE & HOSPITALITY	MANAGEMENT OF COMPANIES & ENTERPRISES	MANUFACTURING	MINING	OTHER SERVICES, EXCEPT PUBLIC ADMINISTRATION	PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	PUBLIC ADMINISTRATION	REAL ESTATE & RENTAL & LEASING	RETAIL TRADE	SOCIAL ASSISTANCE	TRANSPORTATION & WAREHOUSING	UTILITIES	WHOLESALE TRADE
Family & Consumer Economics & Related Services, Other	190499	5	22	\$21,264			1		1			8						1	2	2		5	2			
French Language & Literature	160901	5	1	***															1							
General Studies	240102	5	11	\$26,220				1		2	1			2		1			1			2				1
Geography	450701	5	0	***																						
History, General	540101	5	18	\$20,954				1	1	11		1	1	1								2				
History, General	540101	7	2	***						2																
International Relations & Affairs	450901	5	0	***																						
Journalism, Other	090499	5	20	\$28,856						1	1	1	7	1	1	4					1	2		1		
Mathematics, General	270101	5	3	***						1									1		1					
Music, General	500901	5	13	\$20,702						6												6		1		
Music, General	500901	7	0	***																						
Operations Management & Supervision	520205	5	37	\$39,822	1	1	1		10	1			1	1		3		1	5	1		2		1		8
Parks, Recreation & Leisure Studies	310101	5	29	\$19,367	1				2	2	3	8		1		1				6		4	1			

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EMPLOYING INDUSTRY

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVERAGE ANNUAL EARNINGS	ACCOMMODATION & FOOD SERVICES	ADMINISTRATIVE & SUPPORT & WASTE MANAGEMENT & REMEDIATION SERVICES	AGRICULTURE, FORESTRY, FISHING & HUNTING	ARTS, ENTERTAINMENT, & RECREATION	CONSTRUCTION	EDUCATIONAL SERVICES	FINANCE & INSURANCE	HEALTH CARE	INFORMATION	LEISURE & HOSPITALITY	MANAGEMENT OF COMPANIES & ENTERPRISES	MANUFACTURING	MINING	OTHER SERVICES, EXCEPT PUBLIC ADMINISTRATION	PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	PUBLIC ADMINISTRATION	REAL ESTATE & RENTAL & LEASING	RETAIL TRADE	SOCIAL ASSISTANCE	TRANSPORTATION & WAREHOUSING	UTILITIES	WHOLESALE TRADE
Philosophy	380101	5	0	***																						
Physical Education Teaching & Coaching	131314	5	16	\$22,539		1		1		9						1				2		1				1
Physical Education Teaching & Coaching	131314	7	7	\$47,299						4	2									1						
Physics, General	400801	5	1	***		1																				
Political Science & Government, General	451001	5	5	\$30,765					1	1			1	1					1							
Psychology, General	420101	5	22	\$22,970				1		3	2	3		2		2				2		4	3			
Rhetoric & Composition	231304	5	9	\$23,893						2	1	2			1				1			1				1
Science Teacher Education/General Science Teacher Education	131316	7	1	***						1																
Social Work	440701	5	23	\$22,471						2	1	7		1				3		4		1	4			
Sociology	451101	5	2	***								1											1			
Spanish Language & Literature	160905	5	8	\$24,862	1	2				4				1												

EMPLOYING INDUSTRY

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	GRADUATES WORKING IN NEBRASKA	ESTIMATED AVERAGE ANNUAL EARNINGS	ACCOMMODATION & FOOD SERVICES	ADMINISTRATIVE & SUPPORT & WASTE MANAGEMENT & REMEDIATION SERVICES	AGRICULTURE, FORESTRY, FISHING & HUNTING	ARTS, ENTERTAINMENT, & RECREATION	CONSTRUCTION	EDUCATIONAL SERVICES	FINANCE & INSURANCE	HEALTH CARE	INFORMATION	LEISURE & HOSPITALITY	MANAGEMENT OF COMPANIES & ENTERPRISES	MANUFACTURING	MINING	OTHER SERVICES, EXCEPT PUBLIC ADMINISTRATION	PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	PUBLIC ADMINISTRATION	REAL ESTATE & RENTAL & LEASING	RETAIL TRADE	SOCIAL ASSISTANCE	TRANSPORTATION & WAREHOUSING	UTILITIES	WHOLESALE TRADE
Special Education & Teaching, General	131001	5	7	\$27,748						6													1			
Special Education & Teaching, General	131001	7	20	\$47,770						19													1			
Sport & Fitness Administration /Management	310504	5	9	\$16,150	1	1		1		1	1									1		3				
Teacher Education & Professional Development, Specific Subject Areas, Other	131399	7	25	\$52,964						24						1										

GRADUATES WORKING IN NEBRASKA, 1Q, 2013

UNIVERSITY OF NEBRASKA-KEARNEY - PERCENT AND ESTIMATED EARNINGS

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	TOTAL GRADUATES	GRADUATES WORKING IN NEBRASKA	PERCENTAGE WORKING IN NEBRASKA	ESTIMATED AVG ANNUAL EARNINGS
Agricultural Business & Management, General	010101	5	10	8	80.0%	\$44,010
Allied Health Diagnostic, Intervention, & Treatment Professions, Other	510999	5	8	7	87.5%	\$33,349
Art/Art Studies, General	500701	5	26	20	76.9%	\$27,967
Art/Art Studies, General	500701	7	16	8	50.0%	\$46,975
Biology/Biological Sciences, General	260101	5	18	6	33.3%	\$22,172
Biology/Biological Sciences, General	260101	7	62	10	16.1%	\$30,994
Business Administration & Management, General	520201	5	114	75	65.8%	\$25,705
Business Administration & Management, General	520201	7	19	14	73.7%	\$43,995
Business Teacher Education	131303	5	2	1	50.0%	***
Chemistry, General	400501	5	9	2	22.2%	***
Communication Sciences & Disorders, General	510201	5	11	3	27.3%	***
Communication Sciences & Disorders, General	510201	7	17	12	70.6%	\$48,985
Computer & Information Sciences, General	110101	5	10	6	60.0%	\$46,414
Counselor Education/School Counseling & Guidance Services	131101	7	34	26	76.5%	\$38,166
Counselor Education/School Counseling & Guidance Services	131101	8	9	5	55.6%	\$47,755
Criminal Justice/Safety Studies	430104	5	31	22	71.0%	\$27,824
Curriculum & Instruction	130301	7	42	29	69.0%	\$46,370
Drama & Dramatics/Theatre Arts, General	500501	5	2	1	50.0%	***
Economics, General	450601	5	7	1	14.3%	***
Educational Leadership & Administration, General	130401	7	53	45	84.9%	\$53,025
Educational Leadership & Administration, General	130401	8	8	5	62.5%	\$82,548
Elementary Education & Teaching	131202	5	81	70	86.4%	\$30,660
Elementary Education & Teaching	131202	7	25	15	60.0%	\$48,336
English Language & Literature, General	230101	5	17	13	76.5%	\$29,432
English Language & Literature, General	230101	7	7	5	71.4%	\$30,971
Family & Consumer Economics & Related Services, Other	190499	5	42	22	52.4%	\$21,264
French Language & Literature	160901	5	1	1	100.0%	***

Degree Codes: 5 = Bachelor's Degree, 6 = Post-Bachelor's Certificate, 7 = Master's Degree, 8 = Post-Masters Certificate

FIELD OF STUDY	CIP CODE	DEGREE AWARD LEVEL	TOTAL GRADUATES	GRADUATES WORKING IN NEBRASKA	PERCENTAGE WORKING IN NEBRASKA	ESTIMATED AVG ANNUAL EARNINGS
General Studies	240102	5	19	11	57.9%	\$26,220
Geography	450701	5	2	0	0.0%	***
History, General	540101	5	24	18	75.0%	\$20,954
History, General	540101	7	13	2	15.4%	***
International Relations & Affairs	450901	5	3	0	0.0%	***
Journalism, Other	090499	5	27	20	74.1%	\$28,856
Mathematics, General	270101	5	7	3	42.9%	***
Music, General	500901	5	19	13	68.4%	\$20,702
Music, General	500901	7	1	0	0.0%	***
Operations Management & Supervision	520205	5	84	37	44.0%	\$39,822
Parks, Recreation & Leisure Studies	310101	5	54	29	53.7%	\$19,367
Philosophy	380101	5	1	0	0.0%	***
Physical Education Teaching & Coaching	131314	5	21	16	76.2%	\$22,539
Physical Education Teaching & Coaching	131314	7	10	7	70.0%	\$47,299
Physics, General	400801	5	3	1	33.3%	***
Political Science & Government, General	451001	5	9	5	55.6%	\$30,765
Psychology, General	420101	5	38	22	57.9%	\$22,970
Rhetoric & Composition	231304	5	16	9	56.3%	\$23,893
Science Teacher Education/ General Science Teacher Education	131316	7	2	1	50.0%	***
Social Work	440701	5	27	23	85.2%	\$22,471
Sociology	451101	5	3	2	66.7%	***
Spanish Language & Literature	160905	5	12	8	66.7%	\$24,862
Special Education & Teaching, General	131001	5	7	7	100.0%	\$27,748
Special Education & Teaching, General	131001	7	25	20	80.0%	\$47,770
Sport & Fitness Administration/Management	310504	5	19	9	47.4%	\$16,150
Teacher Education & Professional Development, Specific Subject Areas, Other	131399	7	40	25	62.5%	\$52,964

Degree Codes: 5 = Bachelor's Degree, 6 = Post-Bachelor's Certificate, 7 = Master's Degree, 8 = Post-Masters Certificate

ACKNOWLEDGEMENTS

PETE RICKETTS
GOVERNOR

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