

School-to-Work: Do Tennessee's Higher Education Graduates Work in Tennessee?

Part 2. Employment and Earnings Trends by Institution

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Introduction

As reported in Part 1 of this study¹, many graduates of Tennessee's public higher education institutions remain in Tennessee upon graduation and enter the state's workforce; within two years, approximately two-thirds are working for employers who are part of the Unemployment Insurance system. As time passes, fewer continue working in the state, but these losses are tempered by an influx of new graduates. Seven years after graduation, graduates of Tennessee's public institutions are earning an average annual wage of \$50,418, with bachelor's degree holders earning just under the average, associate's degree holders earning approximately \$7,000 under the average, and graduate and professional degree holders earning well above the average.

This second installment of this project studying Tennessee's higher education graduates focuses on comparisons among Tennessee's public institutions of higher education. To facilitate meaningful and readable comparisons, most of the following analysis examines broad groups of schools, focusing on four major affiliations of Tennessee's public institutions: The University of Tennessee, Tennessee Board of Regents Universities, and Tennessee Board of Regents Community Colleges. A breakdown of labor participation and wage data for each individual institution can be found in the Appendix, where data from three points in time are reported to provide snapshots over time of each institution's graduates.

Some differences exist among graduates of Tennessee's public institutions, both in Tennessee labor force participation and in wages. Some of the differences can be attributed to the degree mix of each institution's graduates, but additional differences

¹ "School-to-Work: Do Tennessee's Higher Education Graduates Work in Tennessee? Part 1. State-level Labor Market and Earnings Trends": http://cbaweb2a.bus.utk.edu/cber/THEC/the_c_pt1.pdf

remain even after accounting for the mix. Graduates of The University of Tennessee are less likely to stay in the state and join its labor force, regardless of degree type (though there are differences among the University's campuses; see Appendix). Graduates of Tennessee Board of Regents Universities are more likely to join the Tennessee labor force, but not nearly as likely as community college and technical institute graduates, among whom nearly three-fourths join the labor force immediately upon graduation. Wages are higher, on average, for University of Tennessee graduates, but mostly because of difference in the type of degree earned. Wage growth is fairly consistent across the institutions within degree levels, with differences being fairly small in magnitude.

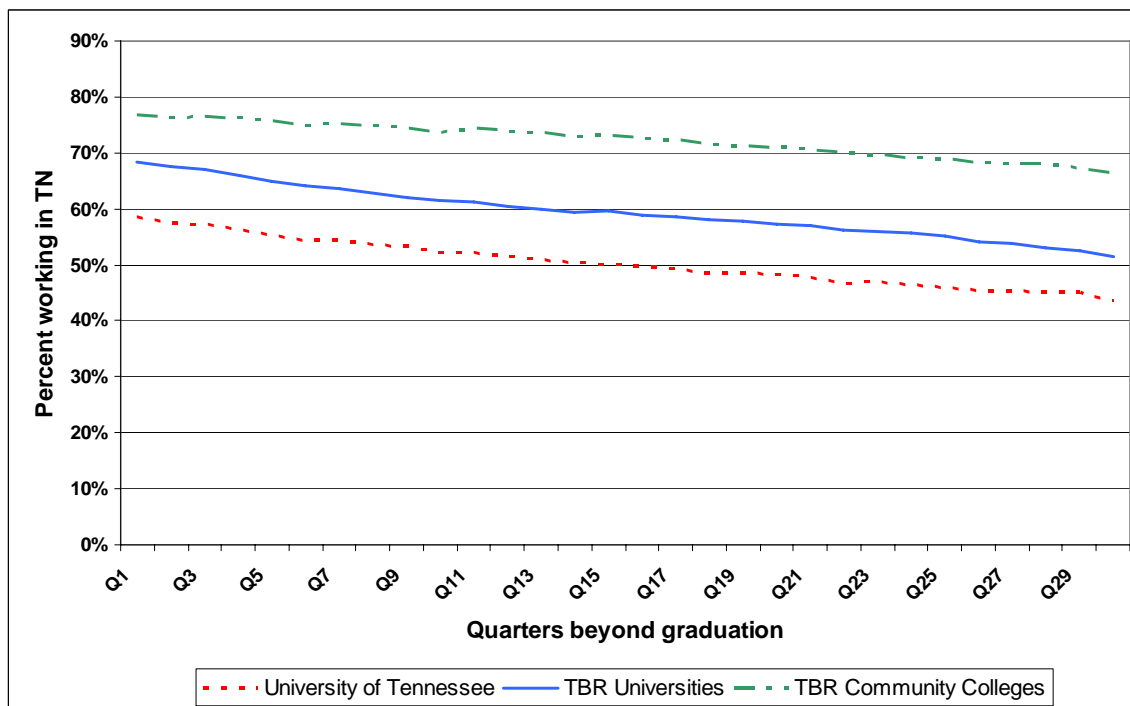
The Basic Question Revisited: Working or Not

In Part 1 of this report, we asked a basic question: do Tennessee's higher education graduates work in Tennessee after earning their degree? As reported, 67.2 percent of graduates work in Tennessee as part of the Unemployment Insurance system in their first quarter after graduation. Additionally, we found that this percentage tends to decline over time, dropping to 55.5 percent within seven years of graduation.

Now we dig deeper to determine whether these numbers are consistent across the state's different higher education institutions. The percent of graduates remaining varies considerably among individual institutions as well as between The University of Tennessee and Tennessee Board of Regents (TBR) institutions. Less than 59 percent of University of Tennessee graduates work in Tennessee in the first quarter after graduation, compared to 68 percent for TBR Universities and more than 75 percent for TBR Community Colleges. However, the trends over time across institutions are very similar and reflect the overall trend of graduates leaving the state (Figure 1)².

² See Appendix for workforce participation and wage data for the individual institutions within the University of Tennessee and Tennessee Board of Regents systems.

Figure 1: Trend in Graduates Working in Tennessee

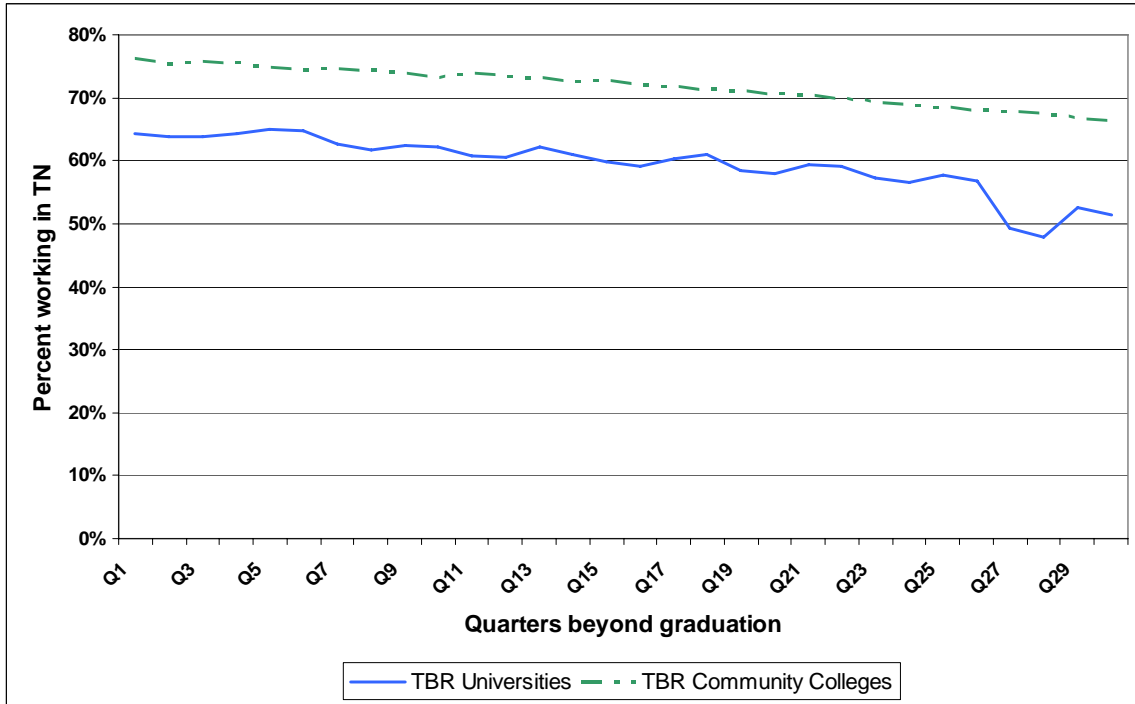


While the differences between institutions illustrated in Figure 1 might seem dramatic, it is reasonable to assume that the type of degree earned explains some of this difference³. As reported in Part 1, associate’s degree earners are much more likely to stay in the state than bachelor’s degree earners, and graduate and professional degree earners are less likely to join the Tennessee workforce than bachelor’s degree recipients. Each Tennessee public institution offers a different complement of degree types, and the graduates attaining these degrees are not necessarily in comparable proportions. Thus, a more meaningful comparison is to examine the trends by degree type. Figure 2 shows the trend of associate’s degree recipients in the workforce. TBR Community College

³ Approximately 12,000 students earned multiple degrees in Tennessee’s public higher-ed institutions during the 1996/97-2004/05 time period. For the purposes of this report, graduates are counted only for their highest degree earned. In the case of multiple degrees of comparable level, only the most recent degree is considered.

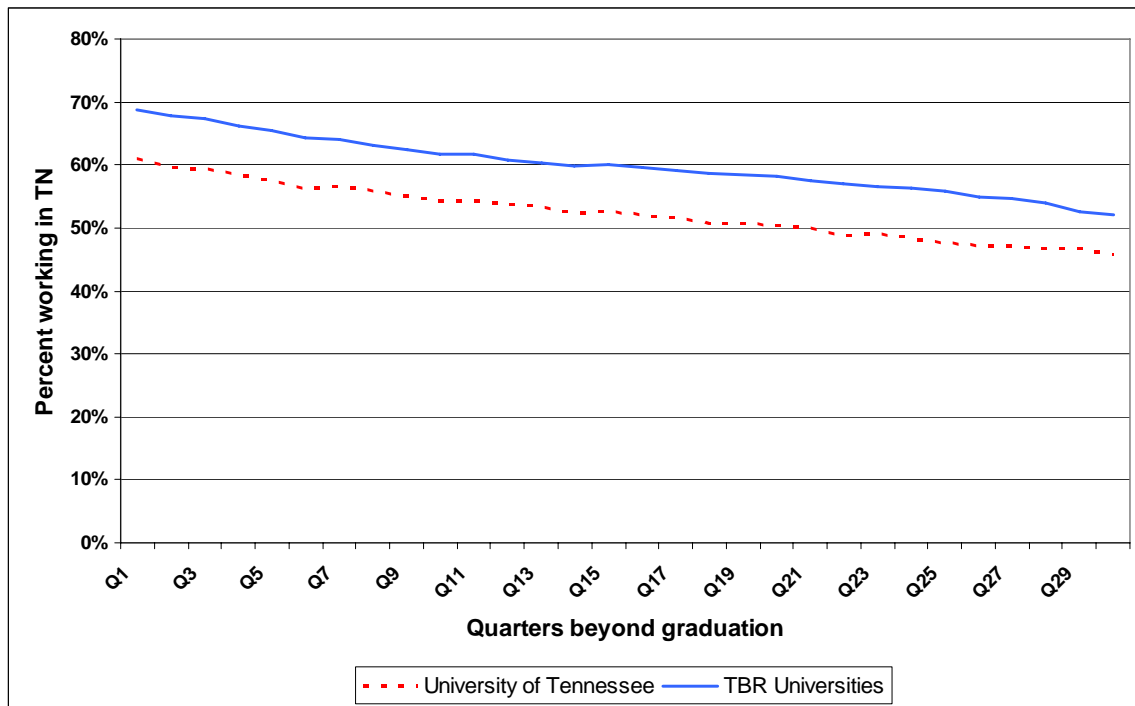
graduates have a greater tendency to join and remain in the Tennessee workforce than TBR University graduates, even when comparing only associate degree earners.

Figure 2: Trend in Graduates Working in Tennessee: Associate’s Degrees



Similar differences can be found between TBR Universities and The University of Tennessee for bachelor’s degree earners. About 69 percent of TBR graduates are in the Tennessee workforce one quarter after graduation, compared to just 61 percent of University of Tennessee graduates (Figure 3).

Figure 3: Trend in Graduates Working in Tennessee: Bachelor's Degrees



The same pattern can be found among master's and doctoral degree earners, with graduates of The University of Tennessee being roughly 10 percentage points less likely to join the Tennessee workforce upon graduation than their counterparts from TBR Universities (Figures 4 and 5). This difference also exists among Education Specialist degree earners, though overall they are far more likely to join the Tennessee workforce than all other graduates from Tennessee public universities (Figure 6).

Figure 4: Trend in Graduates Working in Tennessee: Master's Degrees

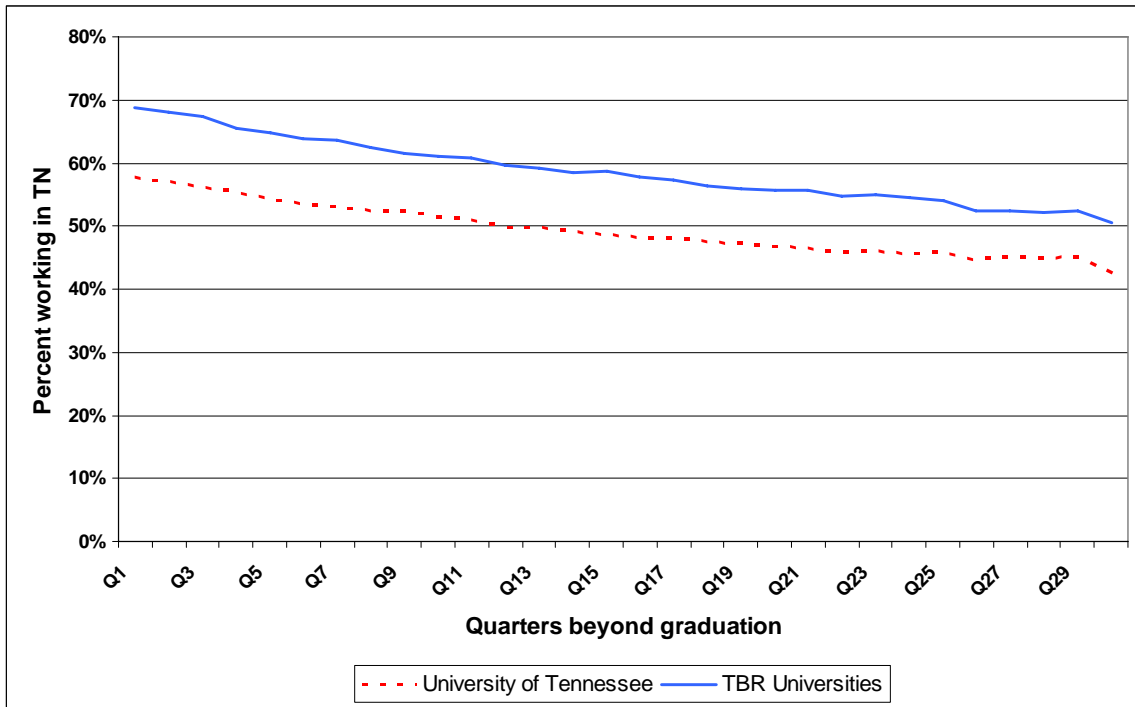


Figure 5: Trend in Graduates Working in Tennessee: Doctoral Degrees

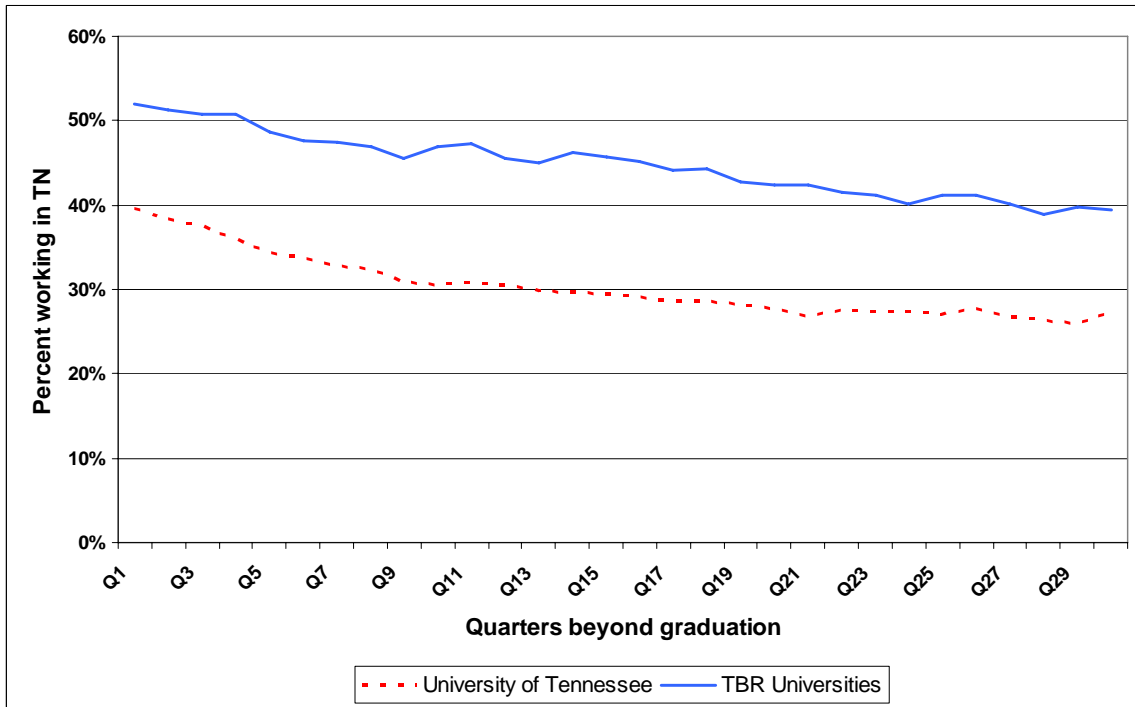
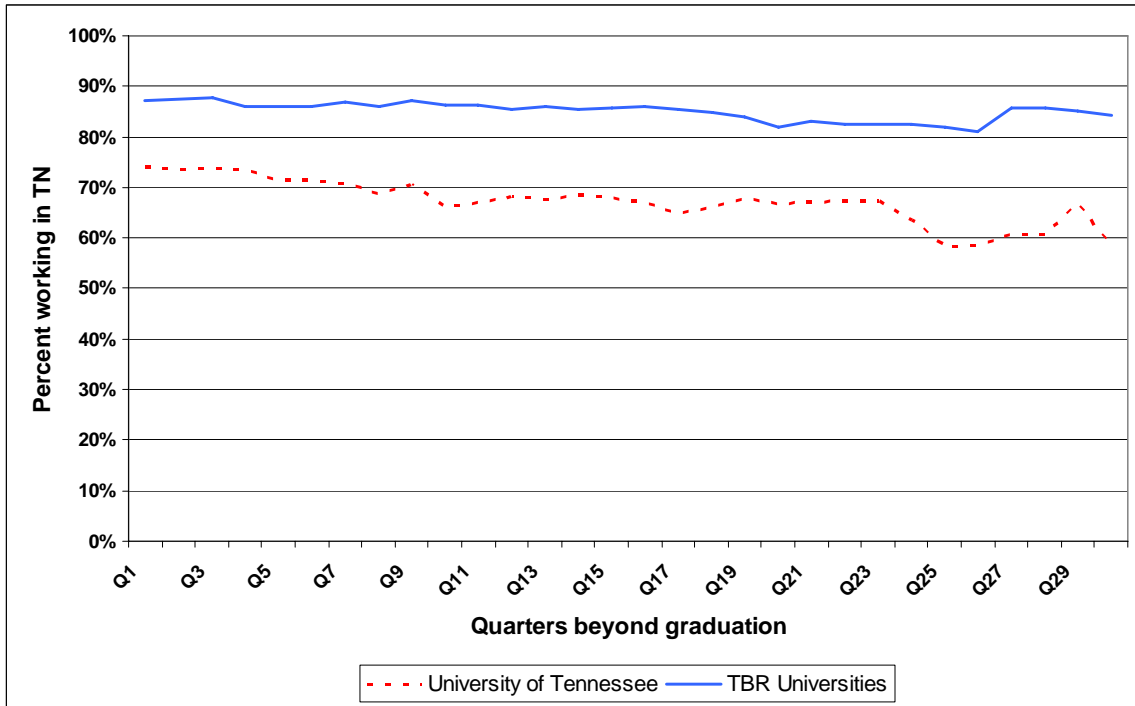
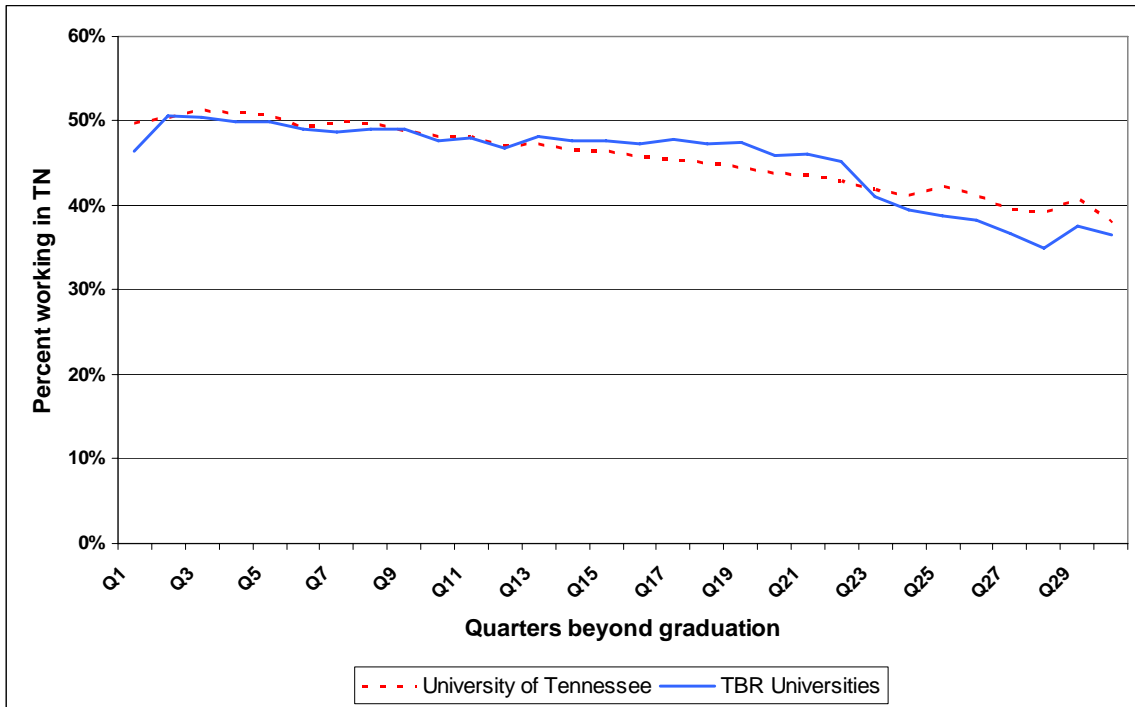


Figure 6: Trend in Graduates Working in Tennessee: Education Specialist Degrees



Graduates with professional degrees, however, seem to behave more similarly from institution to institution. TBR University graduates and University of Tennessee graduates both have workforce participation rates between 45 and 50 percent one quarter after graduation, and this rate declines similarly over time (Figure 7).

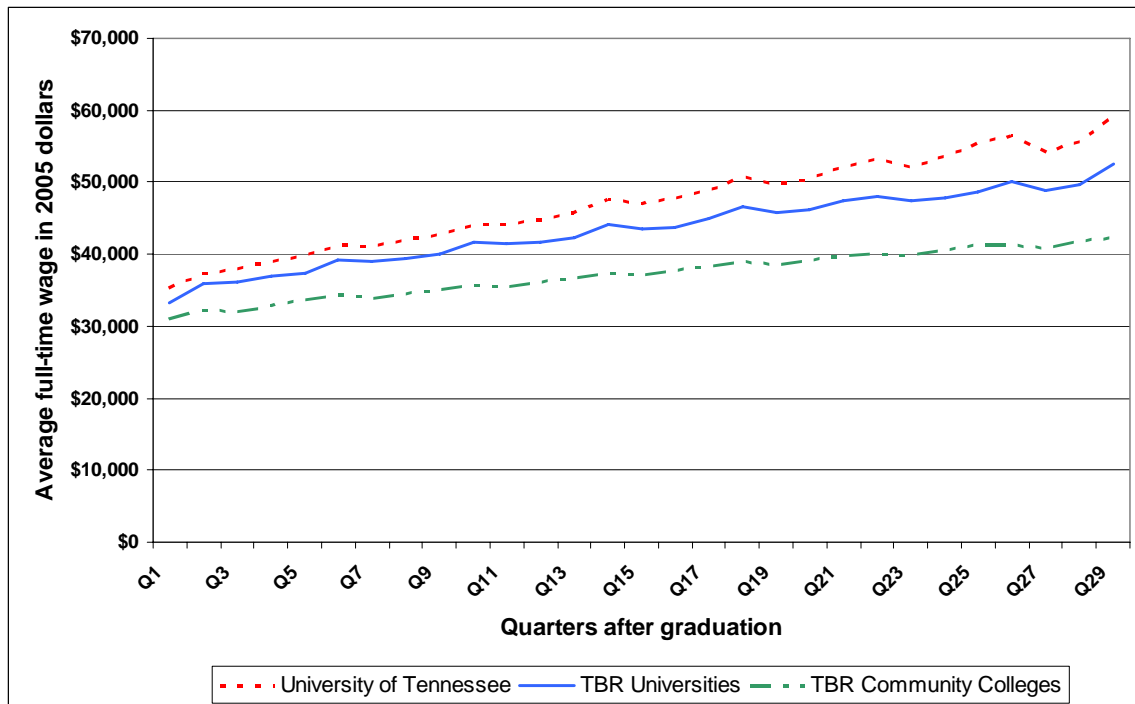
Figure 7: Trend in Graduates Working in Tennessee: Professional Degrees



*Full-time Wages of Tennessee Higher Education Graduates in the Tennessee Labor
Market: Comparing Institutions*

In this section we analyze the earnings of graduates working full-time in the Tennessee labor force as time passes after graduation. As in Part 1 of this report, wages have been annualized and adjusted so that we can accurately make comparisons based on *time since graduation*, not *year of graduation*.⁴ As with workforce participation, there are wage differences among the institutions. However, unlike with participation rates, the earnings growth trends vary somewhat, with earnings growing more quickly for graduates of some institutions than for graduates of others (Figure 8).

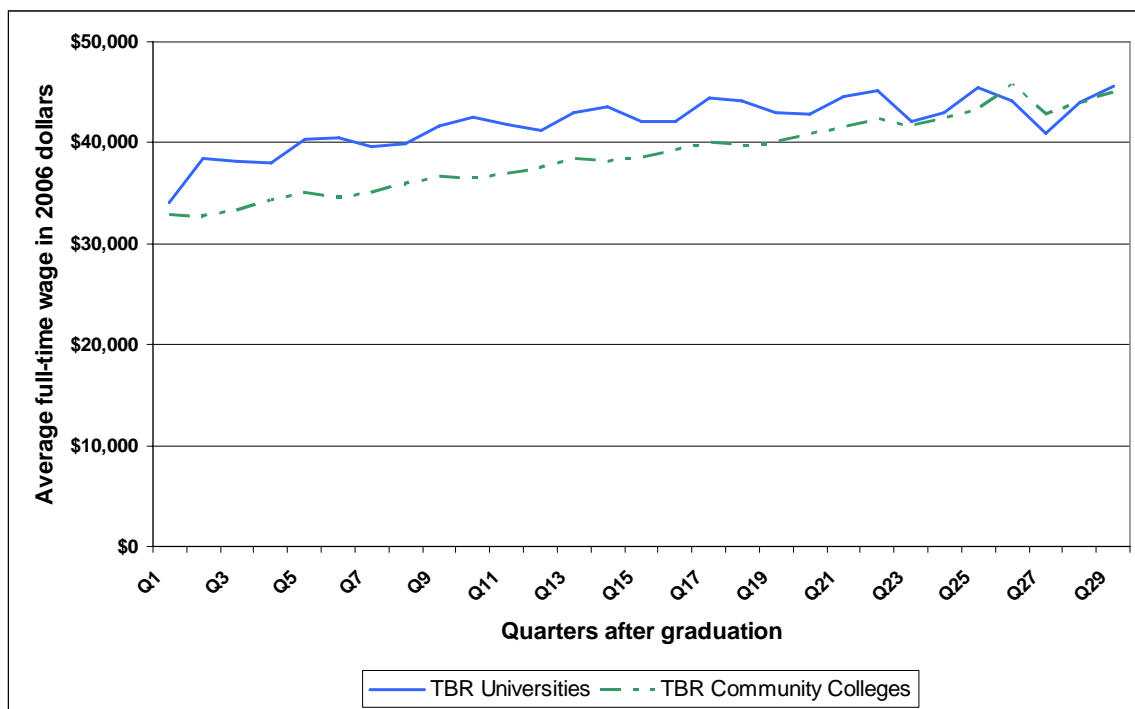
Figure 8: Trend in Wages for Graduates Working in Tennessee



⁴ Wages have been normalized to account for changes in the average wage growth over time by adjusting wage data for earlier years by the trend increase in wages. The wage growth reported in this section is then attributable to factors such as length of tenure in the labor force and growing skill levels, and not to wage increase trends.

Once again, we can expect some of the differences to be explained by degree type, which varies considerably across institutions.⁵ For those earning associate's degrees, average wages are consistently higher for TBR University graduates than TBR Community College graduates, but graduates from both groups experience similar wage growth during their first seven years in the Tennessee workforce (Figure 9).

Figure 9: Trend in Wages for Graduates Working in Tennessee: Associate's Degrees



As Table 1 shows, not all of the variation in wage growth is explained by degree type, and there are some differences between institutions. The Compound Annual Growth Rates (CAGR) for wages at each institution and for each degree type are listed. The CAGR is calculated from the second quarter after graduation through the 25th quarter

⁵ The average earnings of all graduates with each degree type from each higher education institution will be estimated less precisely for schools where a lower percentage of graduates choose to work in Tennessee, though the averages for people working in Tennessee are estimated similarly.

after graduation. Table 2 shows average wages for the second quarter to provide a reference point for the growth.

Table 1: Wage CAGR for Graduates of Tennessee Public Institutions

	Associate's	Bachelor's	Master's	Doctoral	Ed. Specialist	Professional
All Institutions	4.3%	7.1%	3.8%	1.3%	4.2%	13.1%
University of Tennessee	-	8.3%	3.7%	4.2%	1.3%	13.0%
TBR Universities	4.6%	6.4%	3.8%	3.3%	1.3%	13.5%
TBR Community Colleges	5.1%	-	-	-	-	-

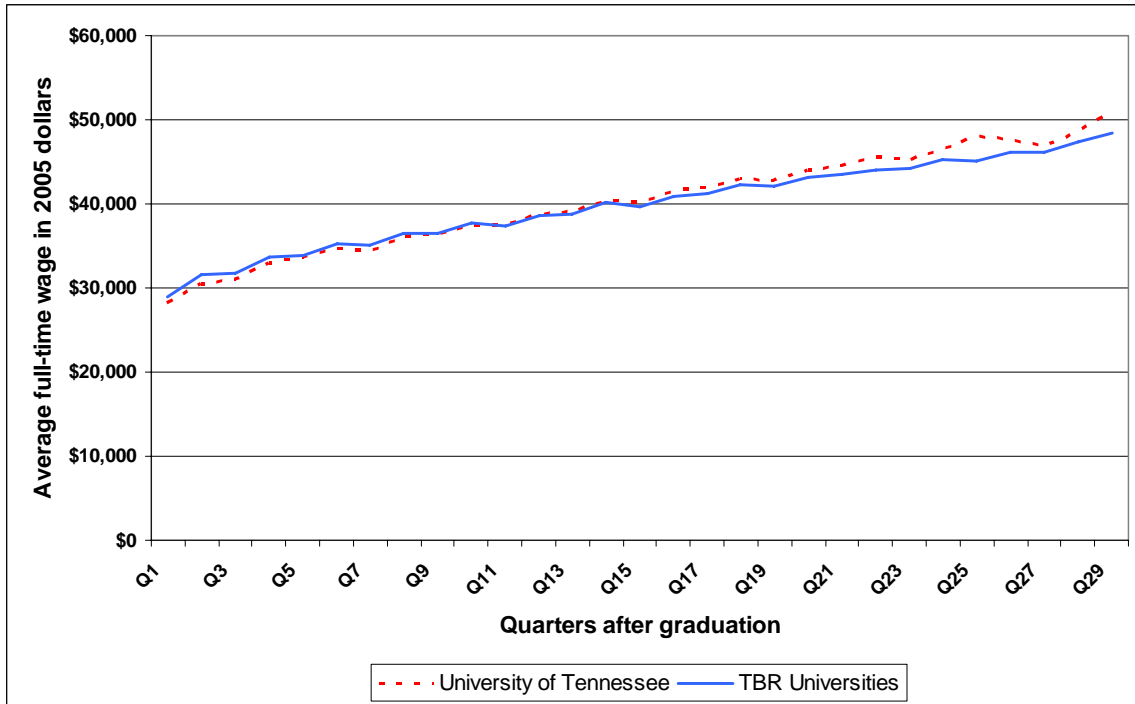
Table 2: Average Wage in Quarter 2 for Graduates of Tennessee Public Institutions

	Associate's	Bachelor's	Master's	Doctoral	Ed. Specialist	Professional
All Institutions	\$32,862	\$31,170	\$44,879	\$55,440	\$50,158	\$56,893
University of Tennessee	-	\$30,477	\$45,516	\$52,034	\$48,925	\$60,418
TBR Universities	\$38,513	\$31,531	\$44,443	\$59,142	\$50,323	\$46,835
TBR Community Colleges	\$32,746	-	-	-	-	-

One such difference exists for bachelor’s degree earners, among whom wage growth for University of Tennessee graduates is slightly faster than growth for TBR University graduates. Average initial wages (one quarter after graduation) are approximately \$1,000 higher for graduates of TBR Universities, but 23 quarters later, they are approximately \$3,000 lower than those of the University of Tennessee graduates (Figure 10).

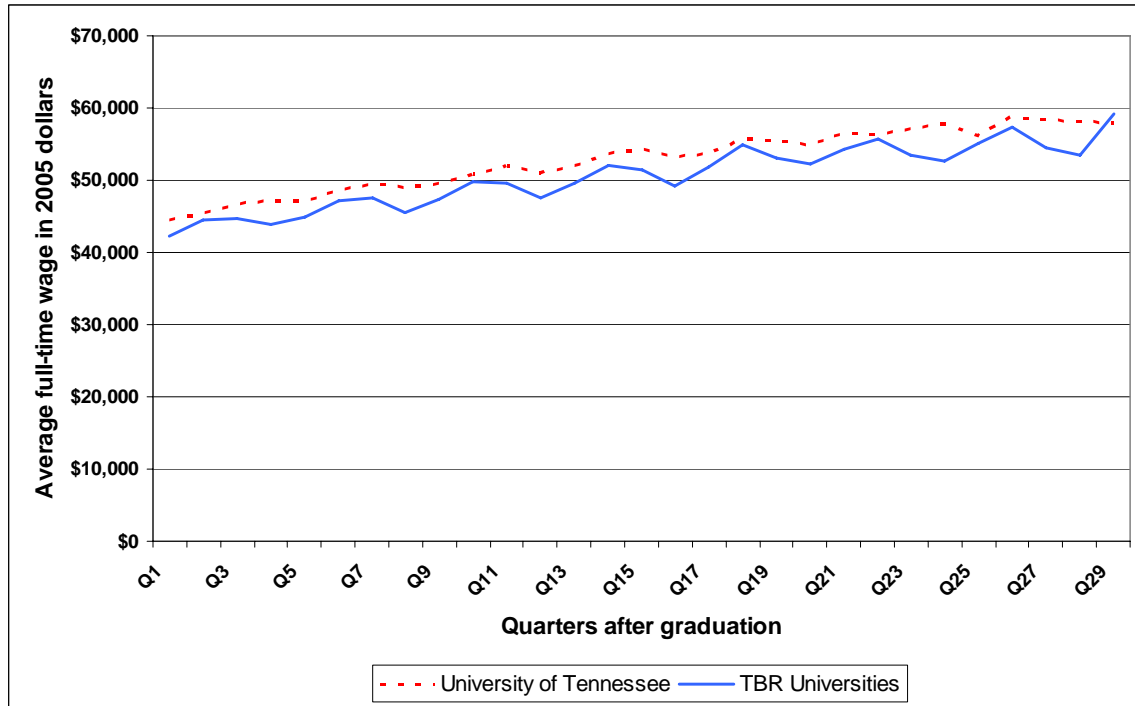
Figure 10: Trend in Wages for Graduates Working in Tennessee:

Bachelor's Degrees



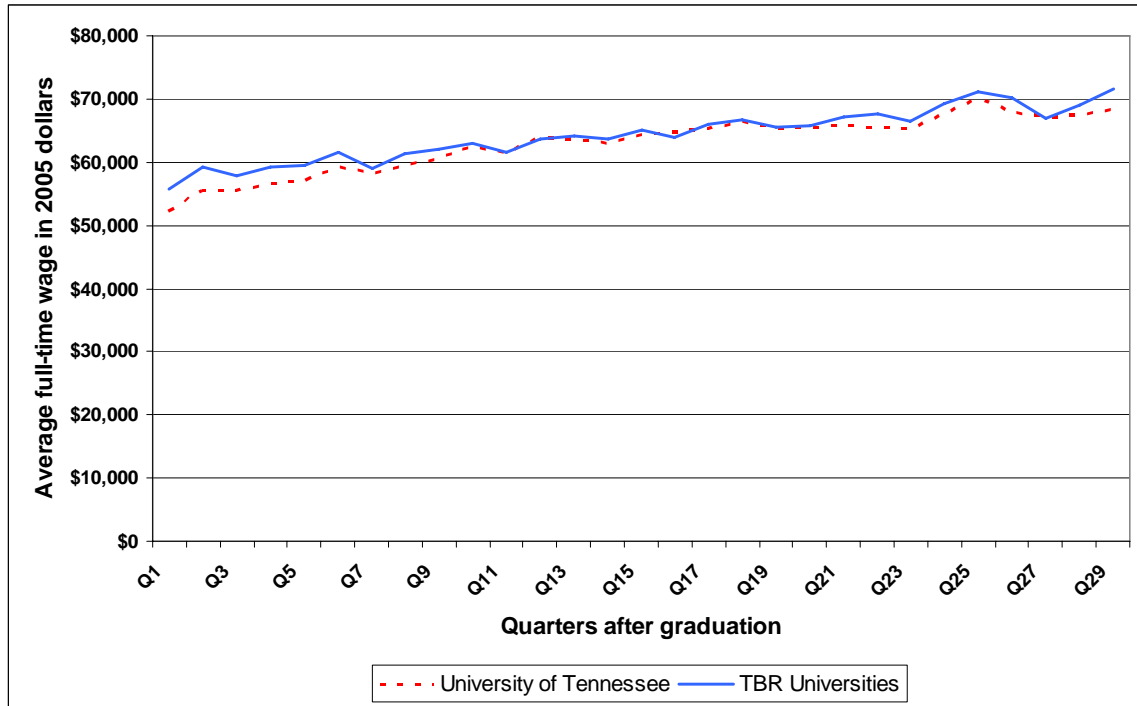
Wages start considerably higher for master's degree holders than for those with bachelor's degrees, but the growth is slower. Average wages for graduates with master's degrees are comparable for TBR University graduates and University of Tennessee graduates, with a comparable growth rate and average starting wage (Figure 11).

Figure 11: Trend in Wages for Graduates Working in Tennessee: Master's Degrees



Graduates with doctoral degrees, like those with master's degrees, initially have significantly higher average wages than graduates with bachelor's degrees but grow more slowly over time. There are small differences, initially and over time, between doctoral degree graduates from TBR Universities and from The University of Tennessee (Figure 12).

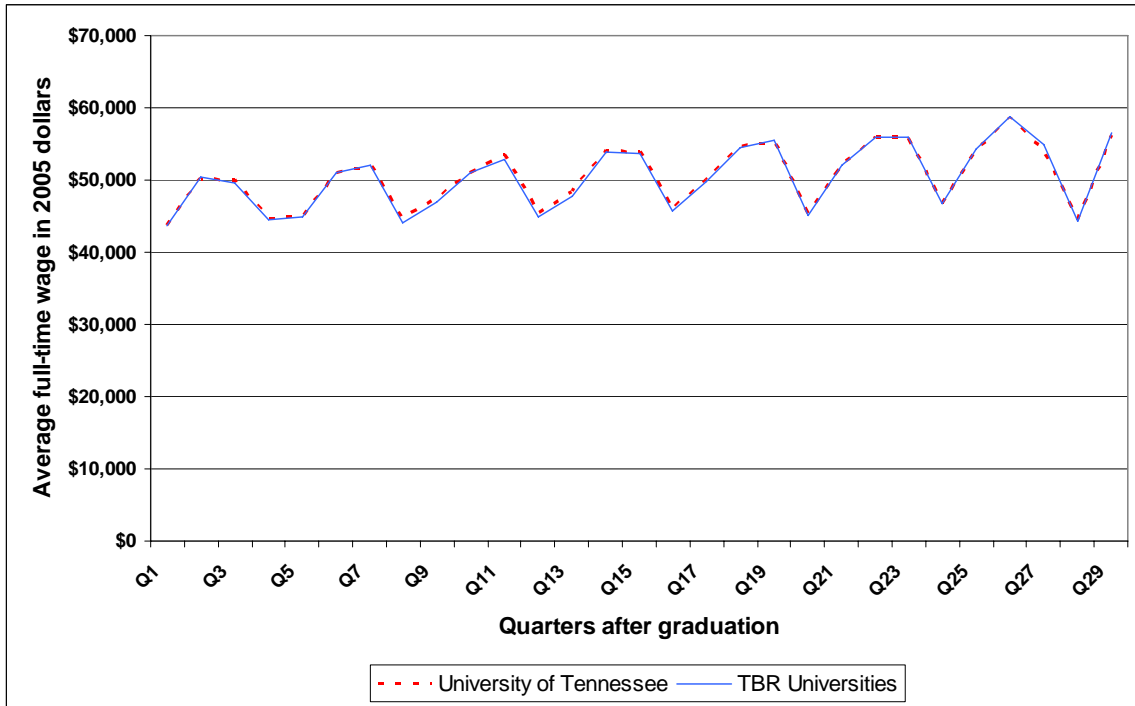
Figure 12: Trend in Wages for Graduates Working in Tennessee: Doctoral Degrees



There is much less variation among graduates with Education Specialist degrees since so many are employed by state or local government. Initial wages and growth are very similar for University of Tennessee graduates and TBR University graduates (Figure 13). Growth rates are considerably slower for these workers than for graduates with other types of degrees. Note that there is a seasonal effect present in these wages, as some workers with an Education Specialist Degree are not paid wages in the summer months.

Figure 13: Trend in Wages for Graduates Working in Tennessee:

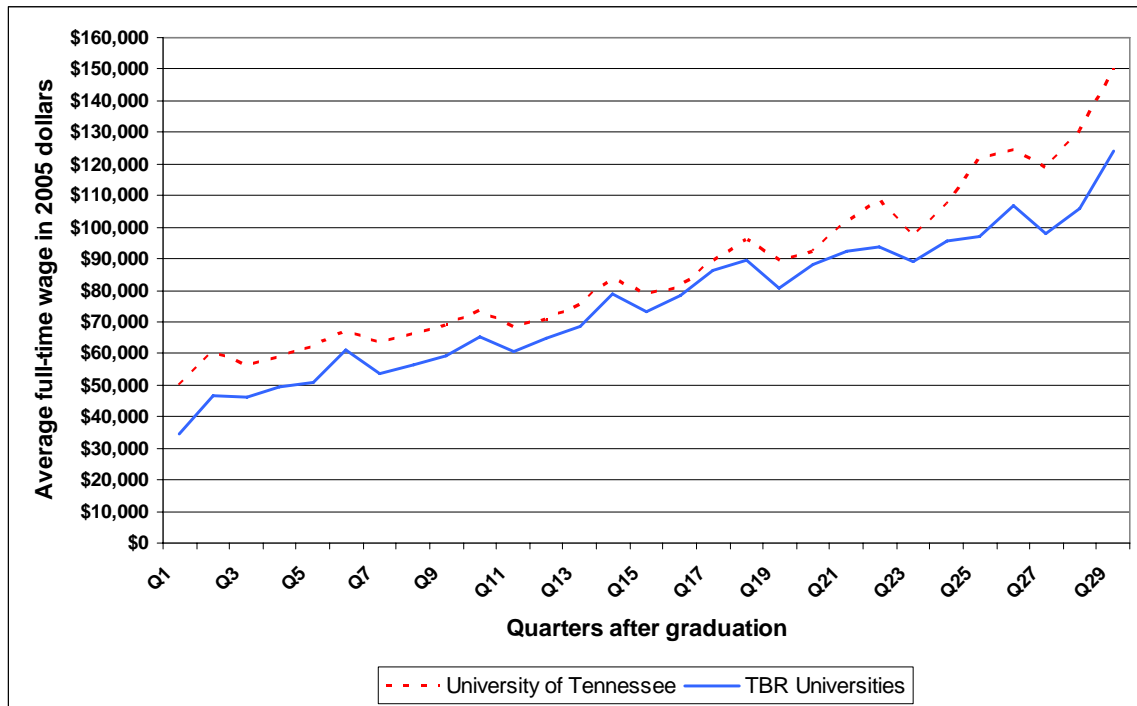
Education Specialist Degrees



The most significant difference in wages can be found among professional degree earners, where initial average wages differ by more than \$15,000, with University of Tennessee graduates earning just over \$50,000 on average and TBR University graduates earning just under \$35,000 on average (Figure 14). This gap fluctuates over time, but after seven years in the workforce, the average difference has widened to just over \$25,000. Much of the difference is explained by earnings of graduates from The University of Tennessee Medical School.

Figure 14: Trend in Wages for Graduates Working in Tennessee:

Professional Degrees



Conclusion

Part 2 of this series of reports on Tennessee public college graduates' employment and earnings narrows the focus of the previous study, concentrating on the similarities and differences between Tennessee's public systems of higher education: Tennessee Board of Regents Universities and Community Colleges and The University of Tennessee. In order to provide more meaningful comparisons, workforce participation and wages were analyzed by degree type to illustrate some of the similarities and differences among institutions. Future reports will include further discussion of Tennessee's public institutions of higher education, as well as a more detailed analysis of degree type and broadly defined major fields of study.

Appendix: Individual Institution Labor Participation and Wage Data⁶

Table A: Graduates of All Institutions: 3rd Quarter after Graduation

	All Award Levels	Associate's	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
Full-Time	56.4%	62.4%	53.3%	57.7%	83.9%	40.1%	48.5%
Wages	\$35,532	\$32,488	\$31,569	\$45,558	\$49,935	\$55,448	\$53,933
Part-Time	9.7%	13.0%	11.0%	4.7%	2.0%	2.8%	2.6%

Table B: Graduates of All Institutions: 13th Quarter after Graduation

	All Award Levels	Associate's	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
Full-Time	55.2%	65.6%	52.5%	52.0%	81.7%	34.3%	46.0%
Wages	\$41,826	\$37,345	\$38,910	\$48,941	\$48,376	\$63,592	\$73,776
Part-Time	4.9%	7.0%	5.1%	2.8%	1.4%	1.6%	1.5%

Table C: Graduates of All Institutions: 25th Quarter after Graduation

	All Award Levels	Associate's	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
Full-Time	51.8%	63.0%	49.4%	48.0%	76.8%	31.0%	39.6%
Wages	\$48,549	\$41,974	\$46,179	\$55,534	\$54,098	\$70,190	\$115,527
Part-Time	3.4%	4.8%	3.3%	2.2%	1.6%	1.6%	1.7%

⁶ All wages are adjusted by CPI and worker productivity, and are annual wages for full-time workers only. Blanks indicate very small cell counts or no available data for this institution for this time period.

Table D: University of Tennessee Graduates: 3rd Quarter after Graduation

		All Award Levels	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
University of Tennessee System	Full-Time	49.2%	48.6%	52.2%	71.0%	34.6%	48.9%
	Wages	\$37,879	\$31,104	\$46,805	\$51,905	\$53,182	\$56,650
	Part-Time	8.1%	10.7%	4.1%	2.8%	2.8%	2.4%
University of Tennessee, Knoxville	Full-Time	45.8%	43.9%	50.1%	83.9%	34.0%	50.4%
	Wages	\$37,723	\$30,904	\$44,748	\$52,258	\$50,434	\$50,253
	Part-Time	7.9%	10.5%	4.0%	1.6%	2.9%	4.0%
University of Tennessee, Chattanooga	Full-Time	54.8%	55.3%	54.1%	26.8%	60.5%	
	Wages	\$35,936	\$30,849	\$50,503	\$48,125	\$49,402	
	Part-Time	8.9%	10.5%	4.6%	7.1%	4.7%	
University of Tennessee, Martin	Full-Time	57.5%	55.7%	68.8%			
	Wages	\$32,426	\$29,898	\$45,328			
	Part-Time	11.6%	12.7%	4.4%			
University of Tennessee, Medical Health Science Center	Full-Time	53.5%	70.2%	60.8%		34.6%	48.0%
	Wages	\$58,400	\$43,815	\$68,369		\$76,378	\$61,099
	Part-Time	2.3%	4.8%	2.8%		2.2%	1.3%

Table E: University of Tennessee Graduates: 13th Quarter after Graduation

		All Award Levels	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
University of Tennessee System	Full-Time	47.3%	48.5%	47.2%	67.1%	28.2%	46.0%
	Wages	\$45,765	\$39,191	\$52,114	\$51,817	\$63,099	\$75,629
	Part-Time	3.7%	4.7%	2.6%	0.6%	1.5%	1.3%
University of Tennessee, Knoxville	Full-Time	43.8%	43.7%	45.1%	78.3%	28.5%	49.7%
	Wages	\$45,209	\$40,497	\$48,980	\$51,486	\$60,192	\$64,955
	Part-Time	3.5%	4.3%	2.6%	0.8%	1.7%	1.6%
University of Tennessee, Chattanooga	Full-Time	50.7%	51.8%	48.1%			
	Wages	\$43,731	\$37,937	\$60,768			
	Part-Time	4.5%	5.3%	2.6%			
University of Tennessee, Martin	Full-Time	61.5%	60.6%	67.0%			
	Wages	\$37,298	\$35,275	\$48,885			
	Part-Time	5.0%	5.5%	2.0%			
University of Tennessee, Medical Health Science Center	Full-Time	49.7%	66.6%	57.7%		25.2%	43.6%
	Wages	\$71,794	\$47,672	\$74,740		\$96,390	\$83,504
	Part-Time	1.6%	2.3%	3.1%			1.2%

Table F: University of Tennessee Graduates: 25th Quarter after Graduation

		All Award Levels	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
University of Tennessee System	Full-Time	43.4%	44.6%	43.9%	58.3%	25.4%	40.5%
	Wages	\$55,523	\$48,086	\$56,117	\$52,378	\$69,165	\$121,923
	Part-Time	2.5%	3.0%	1.9%		1.6%	1.7%
University of Tennessee, Knoxville	Full-Time	40.4%	39.9%	43.2%	58.3%	25.8%	41.1%
	Wages	\$54,540	\$51,705	\$54,477	\$52,378	\$68,727	\$80,646
	Part-Time	2.5%	2.9%	2.1%		1.7%	2.6%
University of Tennessee, Chattanooga	Full-Time	44.4%	45.3%	41.7%			
	Wages	\$49,917	\$45,744	\$62,867			
	Part-Time	3.0%	3.5%	1.5%			
University of Tennessee, Martin	Full-Time	58.9%	59.1%	57.8%			
	Wages	\$41,527	\$40,713	\$46,689			
	Part-Time	2.2%	2.4%	0.4%			
University of Tennessee, Medical Health Science Center	Full-Time	45.7%	59.0%	50.4%			40.2%
	Wages	\$105,149	\$49,503	\$83,251			\$149,231
	Part-Time	1.7%	3.9%				1.1%

Table G: TBR University Graduates: 3rd Quarter after Graduation

		All Award Levels	Associate's	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
TBR Universities	Full-Time	57.8%	58.7%	56.2%	62.2%	86.1%	48.1%	47.3%
	Wages	\$36,030	\$38,200	\$31,815	\$44,697	\$49,655	\$57,837	\$46,172
	Part-Time	9.3%	5.1%	11.2%	5.2%	1.8%	2.7%	3.1%
Austin Peay State University	Full-Time	44.4%	26.6%	45.0%	52.0%	57.4%		
	Wages	\$32,141	\$31,035	\$30,800	\$37,960	\$49,343		
	Part-Time	9.7%	4.7%	11.2%	5.2%	2.9%		
Tennessee State University	Full-Time	59.3%	86.6%	49.3%	73.5%	88.2%	75.5%	
	Wages	\$36,859	\$43,793	\$31,743	\$39,849	\$48,348	\$58,525	
	Part-Time	7.5%	2.5%	9.5%	5.0%	0.6%	2.2%	
Tennessee Technological University	Full-Time	62.1%		57.7%	66.7%	89.1%	47.5%	
	Wages	\$37,699		\$32,943	\$44,242	\$50,368	\$55,659	
	Part-Time	8.7%		10.9%	4.4%	2.0%		
University of Memphis	Full-Time	60.0%		62.0%	58.8%	70.6%	31.6%	60.9%
	Wages	\$39,863		\$34,295	\$49,853	\$52,020	\$57,594	\$46,666
	Part-Time	7.4%		9.5%	3.9%	2.9%	3.6%	4.0%
East Tennessee State University	Full-Time	51.0%	70.1%	50.8%	52.1%	96.9%	62.8%	13.3%
	Wages	\$33,912	\$32,786	\$30,141	\$42,379	\$49,787	\$59,949	\$40,478
	Part-Time	11.6%	9.1%	13.8%	7.5%		1.4%	1.0%
Middle Tennessee State University	Full-Time	61.4%	80.0%	59.8%	68.6%	83.8%	50.0%	
	Wages	\$33,250	\$38,618	\$30,481	\$44,158	\$46,725	\$51,356	
	Part-Time	10.8%	10.0%	11.9%	5.9%	1.5%	1.9%	

Table H: TBR University Graduates: 13th Quarter after Graduation

		All Award Levels	Associate's	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
TBR Universities	Full-Time	55.4%	58.9%	55.0%	56.1%	84.6%	43.4%	46.1%
	Wages	\$42,374	\$42,938	\$38,755	\$49,587	\$47,845	\$64,074	\$68,636
	Part-Time	4.6%	3.3%	5.3%	3.1%	1.5%	1.7%	2.1%
Austin Peay State University	Full-Time	43.5%	23.9%	45.3%	46.4%	50.0%		
	Wages	\$37,543	\$31,843	\$37,364	\$39,679	\$49,914		
	Part-Time	4.1%	3.9%	4.4%	2.5%	5.6%		
Tennessee State University	Full-Time	54.9%	83.9%	46.3%	65.6%	80.0%	67.9%	
	Wages	\$41,689	\$49,339	\$37,174	\$43,334	\$50,349	\$64,747	
	Part-Time	4.0%	2.2%	4.7%	3.2%	4.3%	2.1%	
Tennessee Technological University	Full-Time	62.0%		58.7%	63.7%	91.8%		
	Wages	\$41,258		\$40,267	\$41,693	\$46,275		
	Part-Time	4.7%		5.9%	2.2%	0.8%		
University of Memphis	Full-Time	55.5%		59.3%	51.3%	66.0%	28.5%	53.7%
	Wages	\$48,227		\$42,352	\$57,936	\$55,032	\$60,391	\$64,877
	Part-Time	3.8%		4.5%	3.1%		1.0%	2.3%
East Tennessee State University	Full-Time	51.2%	73.0%	51.1%	49.5%		58.8%	27.4%
	Wages	\$40,132	\$38,153	\$36,324	\$46,483		\$65,010	\$86,793
	Part-Time	5.4%	3.6%	6.4%	3.7%		2.3%	1.4%
Middle Tennessee State University	Full-Time	59.2%	73.3%	58.7%	61.3%	74.2%	48.0%	
	Wages	\$40,220	\$41,830	\$37,286	\$52,013	\$51,020	\$71,019	
	Part-Time	5.3%	6.7%	5.8%	3.3%	2.3%	2.7%	

Table I: TBR University Graduates: 25th Quarter after Graduation

		All Award Levels	Associate's	Bachelor's	Master's	Ed. Specialist	Doctoral	Professional
TBR Universities	Full-Time	52.1%	53.9%	52.4%	51.6%	80.1%	39.5%	37.1%
	Wages	\$48,718	\$45,535	\$45,164	\$55,112	\$54,324	\$71,177	\$97,137
	Part-Time	3.1%	3.8%	3.4%	2.5%	1.9%	1.7%	1.7%
Austin Peay State University	Full-Time	41.7%	23.8%	44.0%	43.0%			
	Wages	\$42,785	\$35,373	\$42,901	\$44,646			
	Part-Time	2.9%	2.3%	2.8%	3.5%			
Tennessee State University	Full-Time	53.3%	72.6%	47.0%	60.0%		70.4%	
	Wages	\$47,193	\$53,493	\$43,166	\$48,489		\$71,887	
	Part-Time	3.4%	3.8%	3.7%	2.9%		3.1%	
Tennessee Technological University	Full-Time	60.0%		57.9%	59.5%	88.3%		
	Wages	\$47,505		\$46,808	\$47,006	\$52,664		
	Part-Time	2.5%		2.9%	1.8%	1.1%		
University of Memphis	Full-Time	49.7%		53.4%	47.2%		26.2%	40.3%
	Wages	\$57,470		\$50,780	\$66,930		\$73,112	\$80,737
	Part-Time	2.8%		3.3%	2.2%		1.4%	2.1%
East Tennessee State University	Full-Time	48.6%	67.6%	49.2%	44.8%		39.7%	29.2%
	Wages	\$45,617	\$41,696	\$41,566	\$49,504		\$60,559	\$151,960
	Part-Time	3.4%	5.6%	3.6%	2.7%		1.7%	0.8%
Middle Tennessee State University	Full-Time	55.8%		55.7%	56.2%	72.9%		
	Wages	\$45,467		\$43,265	\$54,027	\$57,636		
	Part-Time	3.6%		3.8%	2.8%	2.1%		

Table J: TBR Community College Graduates: 3rd Quarter after Graduation

	Associate's	
TBR Community Colleges	Full-Time	62.2%
	Wages	\$31,787
	Part-Time	13.6%
Motlow State Community College	Full-Time	52.1%
	Wages	\$29,396
	Part-Time	19.9%
Nashville State Technical Community College	Full-Time	68.7%
	Wages	\$34,609
	Part-Time	8.9%
Northeast State Technical Community College	Full-Time	58.3%
	Wages	\$26,909
	Part-Time	15.7%
Pellissippi State Community College	Full-Time	59.2%
	Wages	\$28,695
	Part-Time	15.1%
Roane State Community College	Full-Time	67.2%
	Wages	\$32,647
	Part-Time	12.4%
Shelby State Community College	Full-Time	67.7%
	Wages	\$33,946
	Part-Time	11.7%
Southwest Tennessee Community College	Full-Time	64.2%
	Wages	\$34,022
	Part-Time	10.2%
Chattanooga State Technical Community College	Full-Time	59.3%
	Wages	\$32,063
	Part-Time	11.2%
Volunteer State Community College	Full-Time	60.7%
	Wages	\$31,745
	Part-Time	14.9%
Walters State Community College	Full-Time	62.2%
	Wages	\$30,011
	Part-Time	15.9%
Cleveland State Community College	Full-Time	61.4%
	Wages	\$31,629
	Part-Time	12.5%
Columbia State Community College	Full-Time	65.0%
	Wages	\$35,218
	Part-Time	14.0%
Dyersburg State Community College	Full-Time	61.8%
	Wages	\$30,603
	Part-Time	13.7%
Jackson State Community College	Full-Time	65.3%
	Wages	\$32,592
	Part-Time	14.1%

Table K: TBR Community College Graduates: 13th Quarter after Graduation

	Associate's	
TBR Community Colleges	Full-Time	66.0%
	Wages	\$36,361
	Part-Time	7.4%
Motlow State Community College	Full-Time	60.5%
	Wages	\$32,990
	Part-Time	10.1%
Nashville State Technical Community College	Full-Time	67.6%
	Wages	\$39,497
	Part-Time	5.5%
Northeast State Technical Community College	Full-Time	64.5%
	Wages	\$32,615
	Part-Time	6.1%
Pellissippi State Community College	Full-Time	61.3%
	Wages	\$34,936
	Part-Time	8.2%
Roane State Community College	Full-Time	72.0%
	Wages	\$37,111
	Part-Time	6.6%
Shelby State Community College (*CLOSED*)	Full-Time	65.7%
	Wages	\$40,133
	Part-Time	6.8%
Southwest Tennessee Community College	Full-Time	64.3%
	Wages	\$39,446
	Part-Time	5.9%
Chattanooga State Technical Community College	Full-Time	59.8%
	Wages	\$36,607
	Part-Time	7.3%
Volunteer State Community College	Full-Time	65.8%
	Wages	\$37,709
	Part-Time	6.9%
Walters State Community College	Full-Time	69.6%
	Wages	\$33,780
	Part-Time	8.5%
Cleveland State Community College	Full-Time	64.2%
	Wages	\$34,652
	Part-Time	8.0%
Columbia State Community College	Full-Time	71.1%
	Wages	\$38,980
	Part-Time	7.6%
Dyersburg State Community College	Full-Time	66.3%
	Wages	\$36,005
	Part-Time	9.1%
Jackson State Community College	Full-Time	69.6%
	Wages	\$35,789
	Part-Time	7.7%

Table L: TBR Community College Graduates: 25th Quarter after Graduation

	Associate's	
TBR Community Colleges	Full-Time	64.0%
	Wages	\$40,901
	Part-Time	5.0%
Motlow State Community College	Full-Time	62.2%
	Wages	\$35,825
	Part-Time	4.7%
Nashville State Technical Community College	Full-Time	63.9%
	Wages	\$44,815
	Part-Time	3.3%
Northeast State Technical Community College	Full-Time	62.3%
	Wages	\$38,623
	Part-Time	4.7%
Pellissippi State Community College	Full-Time	59.1%
	Wages	\$39,322
	Part-Time	5.6%
Roane State Community College	Full-Time	69.8%
	Wages	\$42,897
	Part-Time	3.5%
Shelby State Community College	Full-Time	62.9%
	Wages	\$45,226
	Part-Time	5.6%
Southwest Tennessee Community College	Full-Time	
	Wages	
	Part-Time	
Chattanooga State Technical Community College	Full-Time	56.5%
	Wages	\$39,927
	Part-Time	3.7%
Volunteer State Community College	Full-Time	62.0%
	Wages	\$41,664
	Part-Time	4.9%
Walters State Community College	Full-Time	69.0%
	Wages	\$38,398
	Part-Time	5.3%
Cleveland State Community College	Full-Time	58.8%
	Wages	\$38,460
	Part-Time	8.2%
Columbia State Community College	Full-Time	70.7%
	Wages	\$45,429
	Part-Time	5.6%
Dyersburg State Community College	Full-Time	62.8%
	Wages	\$40,091
	Part-Time	4.7%
Jackson State Community College	Full-Time	69.9%
	Wages	\$40,917
	Part-Time	4.8%