

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

Part 3. Employment and Earnings Trends by Field of Study

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Introduction

This is the third in a series of reports for a project studying graduates of Tennessee's public institutions of higher education. Part 1¹ explored overall trends in workforce participation and wages for graduates obtaining degrees from these institutions. Part 2² focused on comparing these trends across the three major affiliations of Tennessee's public institutions: The University of Tennessee, Tennessee Board of Regents Universities, and Tennessee Board of Regents Community Colleges.

To explore the trends of Tennessee's higher education graduates, we analyze data from two sources: the Tennessee Department of Labor and Workforce Development (TDLWD) and the Tennessee Higher Education Commission (THEC). Tennessee higher-education institutions awarded just over 232,000 degrees to 207,600 different people between 1997 and 2005.³ Almost 12 percent of the degrees awarded were to out-of-state students (just over 25,000).⁴

This third installment of the project focuses on the various fields of study that these graduates pursued and labor and wage trends for graduates in these fields over time. This report focuses on work and earnings trends for 35 broad fields of study.⁵

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/thec_pt1.pdf

² "School-to-Work: Do Tennessee's Higher Education Graduates Work in Tennessee? Part 2: Employment and Earnings Trends by Institution": http://cbaweb2a.bus.utk.edu/cber/THEC/thec_pt2.pdf

³ The actual number of graduates who could be matched to TDLWD records was 206,431, because records for 1,169 graduates did not contain valid social security numbers.

⁴ Out-of-state students are those who have out-of-state residency at the time of their graduation.

⁵ See Appendix A for a further breakdown of two fields: Education and Health Professions and Related Clinical Sciences.

The trends for each field will be reported by degree level (Associate, Bachelor, Master, Education Specialist, Doctorate, and Professional).⁶

Considerable differences in workforce participation exist among the various fields of study. Graduates in the fields of Education and Health Professions and Related Clinical Sciences are more likely to stay in Tennessee after graduation and enter the workforce compared to most of the other fields at each degree level, with the exception of the medical professional degree. However, the decline in workforce participation over time is similar across most fields.

There is also significant separation in average wages among graduates from the various fields. Consistently high wages and annual wage growth rates can be found in the fields of Engineering, Engineering Technologies/Technicians, Health Professions and Related Clinical Sciences, and Business, Management, Marketing, and Related Support Services. The high wages occur across degree types. Communication, Journalism, and Related Programs and Computer and Information Sciences and Support Services are also fields in which especially fast wage growth occurs, resulting in higher wages in later quarters relative to the other fields.

⁶ 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.

Workforce Participation Trends among Graduates

Parts 1 and 2 of this report addressed the Tennessee workforce participation among Tennessee's public higher education graduates, and examined differences among the three major affiliations of Tennessee's public institutions of higher education. Graduates of the Tennessee Board of Regents (TBR) Community Colleges and TBR Universities were more likely to be working in Tennessee after graduation, but workforce participation declined over time for all three affiliations.

Associate's Degrees

The declining trend in work participation is observed for associate's degree graduates from most fields (Table 1).⁷ About 75 percent are working in Tennessee three quarters after graduation, but this proportion decreases to just under 68 percent by 25 quarters after graduation. In some cases, the proportion of graduates working full-time in Tennessee remains consistent over time (e.g., Legal Professions and Studies) or even increases (e.g., Liberal Arts and Sciences, General Studies and Humanities), but combined full- and part-time workforce participation declines in every field of study.

The percent of associate's degree graduates remaining in Tennessee over time varies considerably among fields. The highest initial workforce participation rates are found among graduates in the fields of Science Technologies/Technicians (88 percent working full- or part-time), Health Professions and Related Clinical Sciences (87 percent), and Security and Protective Services (85 percent). Security and Protective Services graduates have the highest likelihood of remaining in the Tennessee workforce after 25 quarters (78 percent).

⁷ Workforce participation rates and average wages listed in this report may differ slightly from those reported in Part 2. A small number of graduates had an unidentifiable major and are not included in this report, changing the population in each degree type slightly.

Table 1: Trend in Graduates Working in Tennessee: Associate’s Degrees⁸

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	62.3%	65.6%	63.0%
	<i>Part Time</i>	13.0%	7.0%	4.8%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	37.0%	47.3%	36.1%
	<i>Part Time</i>	14.8%	10.8%	2.8%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	66.8%	66.5%	64.1%
	<i>Part Time</i>	10.1%	6.4%	5.0%
Computer and Information Sciences and Support Services	<i>Full Time</i>	66.0%	66.7%	64.7%
	<i>Part Time</i>	10.9%	3.6%	3.8%
Engineering Technologies/Technicians	<i>Full Time</i>	70.2%	67.9%	64.0%
	<i>Part Time</i>	7.1%	4.2%	3.0%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	71.9%	63.2%	52.4%
	<i>Part Time</i>	11.8%	10.5%	11.9%
Foreign Languages, Literatures, and Linguistics	<i>Full Time</i>	44.4%	30.4%	--
	<i>Part Time</i>	25.9%	17.4%	--
Health Professions and Related Clinical Sciences	<i>Full Time</i>	82.0%	78.9%	72.3%
	<i>Part Time</i>	4.8%	3.8%	4.0%
Legal Professions and Studies	<i>Full Time</i>	63.9%	63.7%	63.8%
	<i>Part Time</i>	10.7%	7.0%	4.3%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	43.0%	53.7%	54.4%
	<i>Part Time</i>	22.6%	11.2%	5.8%
Mechanic and Repair Technologies/Technicians	<i>Full Time</i>	67.8%	63.1%	52.2%
	<i>Part Time</i>	6.5%	2.9%	4.3%
Personal and Culinary Services	<i>Full Time</i>	79.2%	--	--
	<i>Part Time</i>	4.2%	--	--
Precision Production	<i>Full Time</i>	70.3%	78.7%	69.2%
	<i>Part Time</i>	10.8%	3.4%	7.7%
Public Administration and Social Service Professions	<i>Full Time</i>	48.0%	45.5%	44.8%
	<i>Part Time</i>	20.2%	12.4%	8.6%
Science Technologies/Technicians	<i>Full Time</i>	78.1%	77.4%	68.8%
	<i>Part Time</i>	9.4%	2.4%	2.1%
Security and Protective Services	<i>Full Time</i>	74.9%	78.1%	73.8%
	<i>Part Time</i>	10.2%	4.7%	3.8%
Social Sciences	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Technology Education/Industrial Arts	<i>Full Time</i>	66.2%	62.7%	55.7%
	<i>Part Time</i>	7.3%	5.9%	4.2%
Visual and Performing Arts	<i>Full Time</i>	59.0%	57.9%	50.7%
	<i>Part Time</i>	13.8%	8.1%	7.4%

⁸ “--” indicates that the number of graduates found working in Tennessee is less than 20. In this and all subsequent tables, labor and wage data for fields and time periods with fewer than 20 graduates are suppressed for privacy purposes.

Workforce participation and wage trends may fluctuate over time more for some fields than others due to the varying numbers of graduates in each field.

Bachelor's Degrees

A more substantial downward trend in Tennessee workforce participation is evident among bachelor's degree earners (Table 2). Less than 65 percent are working in Tennessee three quarters after graduation, and this proportion decreases to just over half by 25 quarters after graduation. Again, some fields show a small increase in full-time workers over the time period (e.g., Agriculture, Agriculture Operations, and Related Science), but all show declines in total workforce participation.

The highest initial workforce participation rates are found among graduates in the fields of Health Professions and Related Clinical Sciences (75 percent), Education (74 percent), and Multi/Interdisciplinary Studies (74 percent). After 25 quarters, each of these fields has approximately 62 percent of their graduates in the Tennessee workforce.

Table 2: Trend in Graduates Working in Tennessee: Bachelor's Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	53.3%	52.5%	49.4%
	<i>Part Time</i>	11.0%	5.1%	3.3%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	46.5%	48.0%	49.2%
	<i>Part Time</i>	11.4%	4.8%	2.6%
Architecture and Related Services	<i>Full Time</i>	46.3%	43.2%	39.8%
	<i>Part Time</i>	2.3%	2.5%	0%
Area, Ethnic, Cultural, and Gender Studies	<i>Full Time</i>	40.0%	40.2%	36.3%
	<i>Part Time</i>	14.4%	3.5%	4.4%
Biological and Biomedical Sciences	<i>Full Time</i>	40.4%	36.8%	38.4%
	<i>Part Time</i>	14.6%	7.4%	3.7%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	60.0%	58.4%	54.1%
	<i>Part Time</i>	7.8%	3.3%	2.8%
Communication, Journalism, and Related Programs	<i>Full Time</i>	52.9%	51.7%	46.5%
	<i>Part Time</i>	12.1%	6.0%	3.6%
Communications Technologies/Technicians and Support Services	<i>Full Time</i>	43.5%	--	--
	<i>Part Time</i>	17.4%	--	--
Computer and Information Sciences and Support Services	<i>Full Time</i>	49.2%	47.4%	39.2%
	<i>Part Time</i>	6.5%	2.5%	1.3%

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Education	<i>Full Time</i>	62.4%	60.2%	58.9%
	<i>Part Time</i>	12.0%	6.6%	3.2%
Engineering	<i>Full Time</i>	45.2%	44.6%	43.4%
	<i>Part Time</i>	3.9%	1.7%	0.9%
Engineering Technologies/Technicians	<i>Full Time</i>	58.2%	56.3%	55.9%
	<i>Part Time</i>	5.7%	2.8%	1.3%
English Language and Literature/Letters	<i>Full Time</i>	44.3%	43.2%	40.5%
	<i>Part Time</i>	16.2%	6.6%	4.5%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	52.2%	54.5%	45.5%
	<i>Part Time</i>	14.2%	6.9%	5.4%
Foreign Languages, Literatures, and Linguistics	<i>Full Time</i>	37.5%	35.1%	35.3%
	<i>Part Time</i>	11.9%	4.8%	4.5%
Legal Professions and Studies	<i>Full Time</i>	61.0%	52.2%	44.4%
	<i>Part Time</i>	10.0%	8.7%	11.1%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	56.1%	52.9%	49.9%
	<i>Part Time</i>	11.3%	5.5%	3.9%
Health Professions and Related Clinical Sciences	<i>Full Time</i>	69.8%	63.5%	58.3%
	<i>Part Time</i>	5.1%	3.4%	4.0%
History	<i>Full Time</i>	41.7%	42.5%	36.6%
	<i>Part Time</i>	17.0%	6.9%	4.8%
Mathematics and Statistics	<i>Full Time</i>	42.9%	45.7%	47.5%
	<i>Part Time</i>	11.1%	5.4%	1.2%
Multi/Interdisciplinary Studies	<i>Full Time</i>	57.5%	61.4%	58.3%
	<i>Part Time</i>	16.0%	8.1%	4.0%
Natural Resources and Conservation	<i>Full Time</i>	44.0%	49.3%	50.7%
	<i>Part Time</i>	13.4%	6.4%	3.2%
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	48.0%	50.7%	50.2%
	<i>Part Time</i>	14.2%	6.4%	3.0%
Philosophy and Religious Studies	<i>Full Time</i>	32.9%	30.3%	25.5%
	<i>Part Time</i>	15.9%	7.5%	6.1%
Physical Sciences	<i>Full Time</i>	37.9%	35.2%	36.0%
	<i>Part Time</i>	12.3%	5.4%	1.4%
Psychology	<i>Full Time</i>	49.1%	48.2%	45.6%
	<i>Part Time</i>	13.5%	6.2%	2.5%
Public Administration and Social Service Professions	<i>Full Time</i>	57.1%	56.5%	51.5%
	<i>Part Time</i>	12.3%	6.3%	4.6%
Security and Protective Services	<i>Full Time</i>	58.5%	58.6%	55.2%
	<i>Part Time</i>	11.6%	4.3%	2.9%
Social Sciences	<i>Full Time</i>	45.5%	47.5%	43.9%
	<i>Part Time</i>	13.3%	5.0%	2.7%
Transportation and Materials Moving	<i>Full Time</i>	38.5%	30.0%	30.9%
	<i>Part Time</i>	11.7%	4.6%	1.6%
Visual and Performing Arts	<i>Full Time</i>	44.0%	42.4%	40.7%
	<i>Part Time</i>	15.3%	6.5%	4.4%

Graduate and Professional Degrees

As with bachelor's degree earners, more than 60 percent of master's earners are working in Tennessee three quarters after graduation (Table 3). This proportion falls to about 50 percent by the 25th quarter after graduation. This downward trend exists in nearly all fields, but for some fields the proportions are considerably higher or lower. Graduates with a master's degree in Education are particularly likely to work in the state, with more than three-fourths working in Tennessee three quarters after graduation, and nearly two-thirds working in Tennessee 25 quarters after graduation.

Table 3: Trend in Graduates Working in Tennessee: Master's Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	57.7%	52.0%	48.0%
	<i>Part Time</i>	4.7%	2.8%	2.2%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	30.4%	26.7%	26.7%
	<i>Part Time</i>	6.2%	1.0%	3.3%
Architecture and Related Services	<i>Full Time</i>	41.2%	36.8%	40.5%
	<i>Part Time</i>	2.0%	1.1%	1.3%
Biological and Biomedical Sciences	<i>Full Time</i>	37.5%	29.2%	29.9%
	<i>Part Time</i>	6.9%	3.1%	2.5%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	59.2%	52.3%	45.7%
	<i>Part Time</i>	3.0%	1.7%	1.5%
Communication, Journalism, and Related Programs	<i>Full Time</i>	48.4%	40.9%	40.1%
	<i>Part Time</i>	7.4%	5.1%	6.6%
Computer and Information Sciences and Support Services	<i>Full Time</i>	50.6%	43.4%	34.8%
	<i>Part Time</i>	2.5%	0.3%	0.7%
Education	<i>Full Time</i>	73.0%	67.1%	63.2%
	<i>Part Time</i>	4.7%	3.2%	2.2%
Engineering	<i>Full Time</i>	32.7%	32.3%	32.0%
	<i>Part Time</i>	2.4%	1.0%	1.2%
Engineering Technologies/Technicians	<i>Full Time</i>	42.9%	37.3%	35.7%
	<i>Part Time</i>	3.2%	0.7%	1.6%
English Language and Literature/Letters	<i>Full Time</i>	48.8%	43.6%	41.4%
	<i>Part Time</i>	10.9%	5.8%	2.8%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	56.9%	49.3%	38.9%
	<i>Part Time</i>	3.8%	2.7%	0.8%
Foreign Languages, Literatures, and	<i>Full Time</i>	42.3%	34.4%	31.7%

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Linguistics	<i>Part Time</i>	9.9%	5.4%	4.9%
Health Professions and Related Clinical Sciences	<i>Full Time</i>	57.2%	50.8%	44.0%
	<i>Part Time</i>	2.6%	2.8%	2.3%
History	<i>Full Time</i>	35.0%	31.5%	30.4%
	<i>Part Time</i>	11.0%	5.5%	5.2%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	67.4%	55.7%	--
	<i>Part Time</i>	7.4%	0.0%	--
Library Science	<i>Full Time</i>	48.9%	41.3%	38.2%
	<i>Part Time</i>	3.4%	1.9%	3.4%
Mathematics and Statistics	<i>Full Time</i>	36.8%	31.0%	31.9%
	<i>Part Time</i>	4.9%	2.1%	2.2%
Multi/Interdisciplinary Studies	<i>Full Time</i>	2.4%	1.3%	3.8%
	<i>Part Time</i>	0.8%	0.0%	0.0%
Natural Resources and Conservation	<i>Full Time</i>	31.1%	27.5%	22.6%
	<i>Part Time</i>	9.5%	4.4%	0.0%
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	40.2%	35.0%	32.2%
	<i>Part Time</i>	7.0%	3.5%	3.2%
Philosophy and Religious Studies	<i>Full Time</i>	16.9%	8.5%	--
	<i>Part Time</i>	6.2%	4.3%	--
Physical Sciences	<i>Full Time</i>	23.8%	21.0%	28.0%
	<i>Part Time</i>	5.0%	1.0%	1.0%
Psychology	<i>Full Time</i>	44.4%	44.9%	42.4%
	<i>Part Time</i>	6.7%	4.7%	1.3%
Public Administration and Social Service Professions	<i>Full Time</i>	61.8%	55.1%	50.4%
	<i>Part Time</i>	5.2%	3.0%	3.5%
Security and Protective Services	<i>Full Time</i>	64.0%	56.0%	54.5%
	<i>Part Time</i>	3.8%	5.4%	1.3%
Social Sciences	<i>Full Time</i>	35.8%	29.7%	28.4%
	<i>Part Time</i>	8.7%	4.3%	3.3%
Transportation and Materials Moving	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Visual and Performing Arts	<i>Full Time</i>	28.0%	25.1%	21.3%
	<i>Part Time</i>	12.3%	6.1%	3.8%

Graduates with an education specialist degree are particularly likely to remain in the state to work (Table 4). More than 85 percent of these graduates are working in Tennessee three quarters after graduation and more than 78 percent remain in the workforce after 25 quarters.

Table 4: Trend in Graduates Working in Tennessee: Education Specialist Degrees⁹

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Education	<i>Full Time</i>	83.9%	81.9%	76.8%
	<i>Part Time</i>	2.0%	1.3%	1.6%

Graduates with a doctorate degree are the least likely to remain in Tennessee to work, with less than half in the Tennessee workforce three quarters after graduation and less than one-third in the workforce 25 quarters after graduation (Table 5). The field of Education is a significant exception, with nearly two-thirds working in the third quarter after graduation and more than half remaining in the workforce in the 25th quarter. The only other fields with more than one-third of graduates working in Tennessee after the 25th quarter are English Language and Literature/Letters (36.4 percent), History (36.4 percent), and Health Professions and Related Clinical Sciences (36.1 percent).

⁹ There were a small number of graduates reported with an education specialist degree in the field of Psychology, but the numbers are too small to report.

Table 5: Trend in Graduates Working in Tennessee: Doctorate Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	40.1%	34.3%	31.1%
	<i>Part Time</i>	2.8%	1.5%	1.5%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	28.6%	25.6%	14.3%
	<i>Part Time</i>	5.4%	2.3%	0.0%
Biological and Biomedical Sciences	<i>Full Time</i>	23.2%	14.9%	12.1%
	<i>Part Time</i>	2.0%	0.5%	0.0%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	14.9%	11.5%	15.9%
	<i>Part Time</i>	1.1%	0.0%	1.4%
Communication, Journalism, and Related Programs	<i>Full Time</i>	26.7%	26.7%	--
	<i>Part Time</i>	0.0%	0.0%	--
Computer and Information Sciences and Support Services	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Education	<i>Full Time</i>	62.2%	56.4%	53.4%
	<i>Part Time</i>	2.4%	2.6%	2.5%
Engineering	<i>Full Time</i>	33.8%	24.8%	29.7%
	<i>Part Time</i>	1.5%	0.9%	0.9%
English Language and Literature/Letters	<i>Full Time</i>	60.0%	51.6%	36.4%
	<i>Part Time</i>	2.4%	1.6%	0.0%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	45.0%	38.8%	29.3%
	<i>Part Time</i>	3.6%	2.9%	4.9%
Foreign Languages, Literatures, and Linguistics	<i>Full Time</i>	30.0%	--	--
	<i>Part Time</i>	10.0%	--	--
Health Professions and Related Clinical Sciences	<i>Full Time</i>	48.7%	39.0%	33.3%
	<i>Part Time</i>	2.9%	0.0%	2.8%
History	<i>Full Time</i>	46.3%	38.9%	36.4%
	<i>Part Time</i>	4.9%	8.3%	0.0%
Mathematics and Statistics	<i>Full Time</i>	19.2%	10.7%	8.0%
	<i>Part Time</i>	1.4%	0.0%	0.0%
Natural Resources and Conservation	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	44.7%	39.4%	--
	<i>Part Time</i>	2.1%	3.0%	--
Philosophy and Religious Studies	<i>Full Time</i>	36.2%	22.6%	--
	<i>Part Time</i>	4.3%	0.0%	--
Physical Sciences	<i>Full Time</i>	24.9%	26.9%	22.2%
	<i>Part Time</i>	2.0%	0.0%	0.0%
Psychology	<i>Full Time</i>	26.3%	24.7%	21.4%
	<i>Part Time</i>	3.8%	1.7%	2.4%
Public Administration and Social Service Professions	<i>Full Time</i>	31.8%	33.3%	--
	<i>Part Time</i>	0.0%	0.0%	--
Social Sciences	<i>Full Time</i>	24.4%	25.7%	22.0%
	<i>Part Time</i>	7.5%	0.0%	2.0%
Visual and Performing Arts	<i>Full Time</i>	25.7%	27.3%	--
	<i>Part Time</i>	11.4%	4.5%	--

Among professional degree earners, just over half are in the Tennessee workforce three quarters after graduation, and just over 40 percent remain in the workforce after 25 quarters (Table 6). There is a substantial difference between those receiving law degrees and medical degrees, with law degree recipients being more likely to work in Tennessee after three quarters by about 15 percentage points. However, there is less attrition among medical degree earners over time, resulting in a narrowing of the difference to just over five percentage points 25 quarters after graduation.

Table 6: Trend in Graduates Working in Tennessee: First Professional Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	48.5%	46.0%	39.6%
	<i>Part Time</i>	2.6%	1.5%	1.7%
Health Professions and Related Clinical Sciences	<i>Full Time</i>	42.4%	41.2%	37.1%
	<i>Part Time</i>	1.3%	1.3%	1.3%
Legal Professions and Studies	<i>Full Time</i>	57.7%	53.4%	43.3%
	<i>Part Time</i>	4.6%	1.9%	2.2%

Wage Trends among Graduates of Tennessee's Public Institutions of Higher Education

Wages and wage growth vary dramatically among graduates of Tennessee's public institutions. Parts 1 and 2 of this report analyzed two possible factors in this variation: degree level and institution. In this section we will explore the variation in wages and wage growth by field of study. To make comparisons that are as valid as possible, again we will analyze the data by degree level.

Associate's Degrees

Associate's degree earners that remain in Tennessee and are working three quarters after graduation have an average wage of \$32,417 (Table 7). By the 25th quarter, this average wage grows to \$41,859, for a compound annual growth rate (CAGR) of 4.8 percent. The highest average wages after three quarters belong to graduates in the fields of Security and Protective Services (\$38,052) and Engineering Technologies/Technicians (\$36,146). Graduates achieve the fastest wage growth and often the highest wages with degrees in the fields of Precision Production (8.2 percent annual growth), Science Technologies/Technicians (7.8 percent) and Computer and Information Sciences and Support Services (7.3 percent).

Table 7: Trend in Graduates' Wages: Associate's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	CAGR ¹⁰
All	\$32,417	\$37,258	\$41,859	4.8%
Agriculture, Agriculture Operations, and Related Science	\$24,577	\$28,689	--	--
Business, Management, Marketing, and Related Support Services	\$30,079	\$34,011	\$38,232	4.5%
Computer and Information Sciences and Support Services	\$34,736	\$42,618	\$51,083	7.3%
Engineering Technologies/Technicians	\$36,146	\$41,109	\$47,255	5.0%
Family and Consumer Sciences/Human Sciences	\$22,532	\$24,962	\$25,321	2.1%
Foreign Languages, Literatures, and Linguistics	--	--	--	--
Health Professions and Related Clinical Sciences	\$38,318	\$43,593	\$47,040	3.8%
Legal Professions and Studies	\$26,944	\$30,607	\$33,073	3.8%
Liberal Arts and Sciences, General Studies and Humanities	\$26,175	\$30,773	\$36,089	6.0%
Mechanic and Repair Technologies/Technicians	\$35,535	\$40,274	\$42,437	3.3%
Personal and Culinary Services	\$28,862	--	--	--
Precision Production	\$29,331	\$44,575	\$45,297	8.2%
Public Administration and Social Service Professions	\$20,524	\$25,949	\$25,874	4.3%
Science Technologies/Technicians	\$35,707	\$44,999	\$54,106	7.8%
Security and Protective Services	\$38,052	\$43,174	\$47,973	4.3%
Social Sciences	--	--	--	--
Technology Education/Industrial Arts	\$36,045	\$40,822	\$42,922	3.2%
Visual and Performing Arts	\$25,081	\$30,873	\$35,036	6.3%

¹⁰ The CAGR listed in Tables 7 through 12 may differ slightly from those in Parts 1 and 2 of this report. The CAGR in this report is restricted to quarters 3 through 25 for consistency with the workforce participation and wages presented in these tables, as well as to maintain a larger sample size within fields.

Bachelor's Degrees

Wages for bachelor's degree earners begin slightly lower than wages for associate's degree earners, but grow much more rapidly. Bachelor's degree earners that remain working in Tennessee three quarters after graduation have an average wage of \$31,455 (Table 8). By the 25th quarter, this average wage grows to \$46,085, for a CAGR of 7.2 percent.

Wages and growth rates vary dramatically among fields for bachelor's degree earners. Graduates in the field of Liberal Arts and Sciences, General Studies and Humanities, for example, earn above average wages (\$32,904) in quarter three, but with a slow growth rate of 1.2 percent annually, their wages in quarter 25 (\$35,057) are substantially below the average for bachelor's holders overall.

The highest average wages three quarters after graduation are earned by graduates in the fields of Engineering (\$43,661), Health Professions and related Clinical Sciences (\$42,232), and Engineering Technologies/Technicians (\$40,440). Graduates in Architecture and Related Services have the fastest annual wage growth rate (13.7 percent), more than doubling their average wage from the third quarter to the 25th. They also have the highest average wage in the 25th quarter (\$64,449). Graduates in Area, Ethnic, Cultural, and Gender Studies (11.8 percent) and Biological and Biomedical Sciences (11.7 percent) also see very high annual wage growth.

Table 8: Trend in Graduates' Wages: Bachelor's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	CAGR
All	\$31,455	\$38,803	\$46,085	7.2%
Agriculture, Agriculture Operations, and Related Science	\$27,170	\$35,064	\$43,309	8.8%
Architecture and Related Services	\$31,863	\$41,579	\$64,499	13.7%
Area, Ethnic, Cultural, and Gender Studies	\$26,355	\$37,373	\$48,575	11.8%
Biological and Biomedical Sciences	\$26,024	\$36,039	\$47,887	11.7%
Business, Management, Marketing, and Related Support Services	\$33,039	\$43,092	\$55,372	9.8%
Communication, Journalism, and Related Programs	\$26,807	\$35,480	\$40,952	8.0%
Communications Technologies/Technicians and Support Services	\$28,358	--	--	--
Computer and Information Sciences and Support Services	\$38,482	\$48,677	\$56,024	7.1%
Education	\$31,408	\$35,870	\$40,533	4.7%
Engineering	\$43,661	\$53,462	\$60,702	6.2%
Engineering Technologies/Technicians	\$40,440	\$47,580	\$56,691	6.3%
English Language and Literature/Letters	\$26,116	\$32,662	\$41,261	8.7%
Family and Consumer Sciences/Human Sciences	\$26,227	\$32,432	\$37,202	6.6%
Foreign Languages, Literatures, and Linguistics	\$27,659	\$35,391	\$41,048	7.4%
Health Professions and Related Clinical Sciences	\$42,232	\$47,918	\$52,933	4.2%
History	\$26,733	\$33,765	\$41,124	8.1%
Legal Professions and Studies	\$28,327	\$33,254	--	--
Liberal Arts and Sciences, General Studies and Humanities	\$32,904	\$33,554	\$35,057	1.2%
Mathematics and Statistics	\$31,791	\$39,736	\$42,538	5.4%
Multi/Interdisciplinary Studies	\$30,720	\$34,226	\$37,627	3.8%
Natural Resources and Conservation	\$24,873	\$31,630	\$36,264	7.1%
Parks, Recreation, Leisure, and Fitness Studies	\$26,611	\$34,526	\$41,421	8.4%
Philosophy and Religious Studies	\$23,358	\$32,176	\$40,615	10.6%
Physical Sciences	\$30,207	\$42,012	\$49,683	9.5%
Psychology	\$25,832	\$32,157	\$38,354	7.5%
Public Administration and Social Service Professions	\$25,747	\$30,371	\$33,943	5.2%
Security and Protective Services	\$27,830	\$34,936	\$39,554	6.6%
Social Sciences	\$27,283	\$34,151	\$40,590	7.5%
Transportation and Materials Moving	\$26,741	\$36,158	\$46,324	10.5%
Visual and Performing Arts	\$25,701	\$32,463	\$37,479	7.1%

Graduate and Professional Degrees

Master's degree earners that remain in Tennessee and are working three quarters after graduation have an average wage of \$45,513 (Table 9). These wages vary considerably among fields of study. The highest average wages after three quarters belong to graduates in the fields of Business, Management, Marketing, and Related Support Services (\$58,910) and Engineering (\$56,795). Graduates achieve the fastest wage growth with degrees in the fields of Communication, Journalism, and Related Programs (9.2 percent annual growth) and Physical Sciences (7.2 percent). Computer and Information Sciences and Support Services wages also grow quickly at 6.7 percent annual growth, and by the 25th quarter these graduates are second in average wages at \$79,901. Business, Management, Marketing, and Related Support Services continue to have the highest wages with \$82,703.

Table 9: Trend in Graduates' Wages: Master's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	CAGR
All	\$45,513	\$50,590	\$55,521	3.7%
Agriculture, Agriculture Operations, and Related Science	\$32,671	\$42,011	\$46,264	6.5%
Architecture and Related Services	\$37,764	\$48,538	\$50,869	5.6%
Biological and Biomedical Sciences	\$37,848	\$47,233	\$47,347	4.2%
Business, Management, Marketing, and Related Support Services	\$58,910	\$74,048	\$82,743	6.4%
Communication, Journalism, and Related Programs	\$37,891	\$46,262	\$61,447	9.2%
Computer and Information Sciences and Support Services	\$55,931	\$67,459	\$79,901	6.7%
Education	\$41,065	\$41,456	\$45,923	2.1%
Engineering	\$56,795	\$68,847	\$74,357	5.0%
Engineering Technologies/Technicians	\$52,655	\$58,288	\$61,621	2.9%
English Language and Literature/Letters	\$31,779	\$38,936	\$43,852	6.0%
Family and Consumer Sciences/Human Sciences	\$36,447	\$37,542	\$39,719	1.6%
Foreign Languages, Literatures, and Linguistics	\$40,176	\$37,824	--	--
Health Professions and Related Clinical Sciences	\$55,818	\$59,103	\$63,499	2.4%
History	\$34,180	\$38,607	\$38,000	1.9%
Liberal Arts and Sciences, General Studies and Humanities	\$43,923	\$44,497	--	--
Library Science	\$36,949	\$41,542	\$42,667	2.7%
Mathematics and Statistics	\$48,254	\$54,640	\$58,580	3.6%
Multi/Interdisciplinary Studies	--	--	--	--
Natural Resources and Conservation	\$29,035	\$34,999	--	--
Parks, Recreation, Leisure, and Fitness Studies	\$33,644	\$39,410	\$49,138	7.1%
Philosophy and Religious Studies	--	--	--	--
Physical Sciences	\$40,572	\$52,254	\$59,454	7.2%
Psychology	\$36,570	\$40,552	\$45,077	3.9%
Public Administration and Social Service Professions	\$34,988	\$39,963	\$45,006	4.7%
Security and Protective Services	\$36,533	\$40,256	\$47,426	4.9%
Social Sciences	\$37,192	\$43,723	\$53,431	6.8%
Transportation and Materials Moving	--	--	--	--
Visual and Performing Arts	\$32,248	\$34,679	\$37,313	2.7%

Graduates with an education specialist degree come almost exclusively from the field of education. Average wages three quarters after graduation (\$49,948) are higher than the average wage for master’s degree candidates (all fields combined), but wage growth is considerably slower at 1.5 percent annually. By the 25th quarter after graduation, average wages for education specialist degree earners are below those for master’s degree earners, but remain almost \$10,000 greater than master’s degree earners in the field of education.

Table 10: Trend in Graduates’ Wages: Education Specialist Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	CAGR
Education	\$49,948	\$48,374	\$54,098	1.5%

Graduates with doctoral degrees have the highest average wages three quarters after graduation (\$55,497) of all degree earners (Table 11). The highest average wages come from the fields of Engineering (\$67,920) and Business, Management, Marketing, and Related Support Services (\$66,443). After 25 quarters, Engineering remains among the highest in average wages (second with \$86,897), but graduates earn the highest average wages with doctorate degrees in Psychology (\$88,018).

Table 11: Trend in Graduates' Wages: Doctorate Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	CAGR
All	\$55,497	\$63,667	\$70,190	4.4%
Agriculture, Agriculture Operations, and Related Science	--	--	--	--
Biological and Biomedical Sciences	\$48,052	\$68,112	--	--
Business, Management, Marketing, and Related Support Services	\$66,443	--	--	--
Communication, Journalism, and Related Programs	--	--	--	--
Computer and Information Sciences and Support Services	--	--	--	--
Education	\$59,122	\$63,230	\$67,005	2.3%
Engineering	\$67,920	\$86,024	\$86,897	4.6%
English Language and Literature/Letters	\$39,684	\$46,620	--	--
Family and Consumer Sciences/Human Sciences	\$50,960	\$68,900	\$71,926	6.5%
Foreign Languages, Literatures, and Linguistics	--	--	--	--
Health Professions and Related Clinical Sciences	\$63,256	\$70,606	--	--
History	\$34,554	--	--	--
Mathematics and Statistics	--	--	--	--
Natural Resources and Conservation	\$64,049	--	--	--
Parks, Recreation, Leisure, and Fitness Studies	\$45,375	\$56,523	\$82,468	11.5%
Philosophy and Religious Studies	--	--	--	--
Physical Sciences	\$44,688	\$53,376	--	--
Psychology	\$46,793	\$60,938	\$88,018	12.2%
Public Administration and Social Service Professions	\$44,192	\$52,335	\$83,378	12.2%
Social Sciences	\$49,650	\$69,419	--	--
Visual and Performing Arts	--	--	--	--

Graduates earning their first professional degree come exclusively from two fields: law and medicine. Average wages three quarters after graduation are about \$10,000 apart, with the average graduate in Legal Professions and Studies earning \$48,996 and the average Health Professions and related Clinical Studies graduate earning \$58,396. Wages for graduates with medical degrees, however, grow significantly more quickly (17.7 percent annually) than those for graduates with law degrees (9.3 percent). By the 25th quarter after graduation, the difference between the two average wages is more than \$60,000.

Table 12: Trend in Graduates' Wages: First Professional Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	CAGR
All	\$53,933	\$73,776	\$115,527	14.9%
Health Professions and Related Clinical Sciences	\$58,396	\$80,372	\$143,244	17.7%
Legal Professions and Studies	\$48,996	\$66,021	\$79,966	9.3%

Conclusion

Part 3 of this series of reports on Tennessee public college graduates' employment and earnings focused on similarities and differences among graduates from various fields of study. In order to provide more meaningful comparisons, workforce participation and wages were analyzed by degree level. Future reports will include further discussion of Tennessee's public institutions of higher education, including a detailed study of the industries in which graduates work and the fields of study from which they graduated.

Appendix 1: Workforce Participation Data for Tennessee Institutions by Field of Study

Table A: TBR University Graduates with Associate’s Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	58.7%	58.9%	53.9%
	<i>Part Time</i>	5.1%	3.3%	3.8%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	39.1%	38.7%	34.3%
	<i>Part Time</i>	5.8%	5.3%	2.9%
Health Professions and related Clinical Sciences	<i>Full Time</i>	79.8%	78.7%	69.9%
	<i>Part Time</i>	5.2%	2.9%	4.8%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	17.8%	17.9%	18.1%
	<i>Part Time</i>	4.4%	1.8%	1.7%
Security and Protective Services	<i>Full Time</i>	74.2%	69.2%	--
	<i>Part Time</i>	9.7%	7.7%	--
Technology Education/Industrial Arts	<i>Full Time</i>	37.5%	29.2%	30.3%
	<i>Part Time</i>	4.4%	7.5%	3.0%

Table B: TBR Community College Graduates with Associate's Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	62.2%	66.0%	64.0%
	<i>Part Time</i>	13.6%	7.4%	5.0%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	37.0%	47.3%	36.1%
	<i>Part Time</i>	14.8%	10.8%	2.8%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	67.4%	66.9%	63.8%
	<i>Part Time</i>	10.2%	6.9%	5.7%
Computer and Information Sciences and Support Services	<i>Full Time</i>	66.1%	66.7%	64.6%
	<i>Part Time</i>	10.7%	3.6%	4.0%
Engineering Technologies/Technicians	<i>Full Time</i>	69.0%	66.9%	65.0%
	<i>Part Time</i>	7.6%	4.3%	3.4%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	71.9%	63.2%	52.4%
	<i>Part Time</i>	11.8%	10.5%	11.9%
Foreign languages, literatures, and Linguistics	<i>Full Time</i>	44.4%	30.4%	--
	<i>Part Time</i>	25.9%	17.4%	--
Health Professions and related Clinical Sciences	<i>Full Time</i>	82.4%	79.1%	72.9%
	<i>Part Time</i>	4.7%	3.9%	3.9%
Legal Professions and Studies	<i>Full Time</i>	63.9%	63.7%	66.4%
	<i>Part Time</i>	10.1%	6.8%	5.3%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	43.8%	55.1%	56.1%
	<i>Part Time</i>	23.2%	11.5%	6.0%
Mechanic and Repair Technologies/Technicians	<i>Full Time</i>	72.0%	67.8%	63.9%
	<i>Part Time</i>	5.3%	4.2%	5.6%
Personal and Culinary Services	<i>Full Time</i>	78.3%	33.3%	--
	<i>Part Time</i>	4.3%	11.1%	--
Precision Production	<i>Full Time</i>	70.3%	78.7%	69.2%
	<i>Part Time</i>	10.8%	3.4%	7.7%
Public Administration and Social Service Professions	<i>Full Time</i>	48.0%	45.5%	44.8%
	<i>Part Time</i>	20.2%	12.4%	8.6%
Science Technologies/Technicians	<i>Full Time</i>	80.0%	85.3%	80.0%
	<i>Part Time</i>	8.7%	1.5%	2.9%
Security and Protective Services	<i>Full Time</i>	74.6%	79.2%	75.8%
	<i>Part Time</i>	10.4%	4.7%	4.4%
Social Sciences	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Technology Education/Industrial Arts	<i>Full Time</i>	71.5%	69.2%	65.0%
	<i>Part Time</i>	6.9%	5.1%	2.1%
Visual and Performing Arts	<i>Full Time</i>	58.0%	57.4%	48.5%
	<i>Part Time</i>	14.2%	8.6%	6.8%

Table C: University of Tennessee Graduates with Bachelor's Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	48.6%	48.5%	44.6%
	<i>Part Time</i>	10.7%	4.7%	3.0%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	44.4%	46.8%	44.0%
	<i>Part Time</i>	11.2%	4.9%	2.4%
Natural Resources and Conservation	<i>Full Time</i>	41.7%	45.2%	47.6%
	<i>Part Time</i>	13.4%	6.2%	3.1%
Architecture and Related Services	<i>Full Time</i>	46.4%	43.2%	39.8%
	<i>Part Time</i>	2.3%	2.5%	--
Area, Ethnic, Cultural, and Gender Studies	<i>Full Time</i>	39.0%	41.2%	37.5%
	<i>Part Time</i>	14.4%	2.9%	4.5%
Biological and Biomedical Sciences	<i>Full Time</i>	38.0%	32.7%	32.9%
	<i>Part Time</i>	15.9%	7.5%	3.0%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	54.1%	52.4%	48.1%
	<i>Part Time</i>	7.7%	3.3%	2.2%
Communication, Journalism, and Related Programs	<i>Full Time</i>	49.3%	47.8%	41.1%
	<i>Part Time</i>	10.6%	4.7%	2.9%
Computer and Information Sciences and Support Services	<i>Full Time</i>	46.1%	46.1%	41.0%
	<i>Part Time</i>	5.7%	2.7%	1.0%
Education	<i>Full Time</i>	58.2%	58.5%	55.4%
	<i>Part Time</i>	9.9%	5.1%	3.2%
Engineering	<i>Full Time</i>	40.3%	40.7%	38.6%
	<i>Part Time</i>	3.8%	1.7%	0.8%
Engineering Technologies/Technicians	<i>Full Time</i>	54.2%	52.2%	--
	<i>Part Time</i>	4.2%	13.0%	--
English Language and Literature/Letters	<i>Full Time</i>	41.8%	41.3%	35.7%
	<i>Part Time</i>	15.4%	6.6%	3.9%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	51.0%	53.3%	43.5%
	<i>Part Time</i>	12.7%	5.3%	3.7%
Foreign languages, literatures, and Linguistics	<i>Full Time</i>	32.9%	31.7%	35.9%
	<i>Part Time</i>	12.6%	3.0%	6.8%
Health Professions and related Clinical Sciences	<i>Full Time</i>	69.3%	65.4%	57.8%
	<i>Part Time</i>	4.7%	2.5%	4.7%
History	<i>Full Time</i>	42.2%	41.8%	32.0%
	<i>Part Time</i>	17.2%	8.0%	4.4%
Legal Professions and Studies	<i>Full Time</i>	61.0%	52.2%	44.4%
	<i>Part Time</i>	10.0%	8.7%	11.1%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	20.3%	17.8%	23.8%
	<i>Part Time</i>	23.7%	2.2%	--
Mathematics and Statistics	<i>Full Time</i>	34.4%	37.8%	34.8%
	<i>Part Time</i>	8.5%	2.5%	--
Multi/Interdisciplinary Studies	<i>Full Time</i>	50.7%	54.2%	53.8%
	<i>Part Time</i>	16.1%	8.2%	3.6%
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	45.3%	47.6%	44.9%
	<i>Part Time</i>	12.6%	5.4%	4.0%

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Public Administration and Social Service Professions	<i>Full Time</i>	52.9%	54.6%	49.8%
	<i>Part Time</i>	12.7%	5.8%	3.6%
Social Sciences	<i>Full Time</i>	42.5%	45.6%	41.5%
	<i>Part Time</i>	12.9%	4.6%	3.4%
Philosophy and Religious Studies	<i>Full Time</i>	31.9%	27.6%	25.0%
	<i>Part Time</i>	13.5%	7.9%	6.7%
Physical Sciences	<i>Full Time</i>	35.8%	30.1%	30.8%
	<i>Part Time</i>	9.4%	5.8%	0.8%
Psychology	<i>Full Time</i>	45.5%	45.5%	42.8%
	<i>Part Time</i>	14.6%	5.6%	1.9%
Security and Protective Services	<i>Full Time</i>	59.8%	61.9%	58.6%
	<i>Part Time</i>	11.8%	2.9%	0.9%
Visual and Performing Arts	<i>Full Time</i>	37.4%	36.8%	31.3%
	<i>Part Time</i>	15.0%	7.3%	5.1%

Table D: TBR University Graduates with Bachelor’s Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	56.1%	55.0%	52.4%
	<i>Part Time</i>	11.2%	5.3%	3.4%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	49.4%	49.7%	56.4%
	<i>Part Time</i>	11.7%	4.8%	2.9%
Architecture and Related Services	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Area, Ethnic, Cultural, and Gender Studies	<i>Full Time</i>	50.0%	--	--
	<i>Part Time</i>	13.9%	--	--
Biological and Biomedical Sciences	<i>Full Time</i>	42.1%	39.9%	42.8%
	<i>Part Time</i>	13.7%	7.3%	4.2%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	63.2%	61.6%	57.4%
	<i>Part Time</i>	7.9%	3.3%	3.1%
Communication, Journalism, and Related Programs	<i>Full Time</i>	55.6%	55.0%	50.6%
	<i>Part Time</i>	13.3%	7.1%	4.2%
Communications Technologies/Technicians and Support Services	<i>Full Time</i>	43.5%	--	--
	<i>Part Time</i>	17.4%	--	--
Computer and Information Sciences and Support Services	<i>Full Time</i>	50.2%	47.8%	38.5%
	<i>Part Time</i>	6.8%	2.4%	1.4%
Education	<i>Full Time</i>	65.1%	61.3%	61.4%
	<i>Part Time</i>	13.2%	7.7%	3.2%
Engineering	<i>Full Time</i>	49.7%	48.2%	48.0%
	<i>Part Time</i>	4.0%	1.6%	1.0%
Engineering Technologies/Technicians	<i>Full Time</i>	58.2%	56.4%	55.7%
	<i>Part Time</i>	5.7%	2.6%	1.3%
English Language and Literature/Letters	<i>Full Time</i>	46.6%	45.1%	45.5%
	<i>Part Time</i>	16.9%	6.5%	5.1%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	53.4%	55.9%	47.6%
	<i>Part Time</i>	15.9%	8.7%	7.2%
Foreign languages, literatures, and Linguistics	<i>Full Time</i>	42.5%	38.5%	34.7%
	<i>Part Time</i>	11.1%	6.8%	2.5%
Health Professions and related Clinical Sciences	<i>Full Time</i>	70.1%	62.4%	58.6%
	<i>Part Time</i>	5.3%	4.0%	3.7%
History	<i>Full Time</i>	41.3%	42.9%	39.8%
	<i>Part Time</i>	16.8%	6.2%	5.1%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	57.1%	54.3%	51.4%
	<i>Part Time</i>	10.9%	5.6%	4.1%
Mathematics and Statistics	<i>Full Time</i>	47.1%	49.0%	52.6%
	<i>Part Time</i>	12.4%	6.6%	1.7%
Multi/Interdisciplinary Studies	<i>Full Time</i>	59.2%	63.2%	59.5%
	<i>Part Time</i>	16.0%	8.0%	4.1%
Natural Resources and Conservation	<i>Full Time</i>	52.9%	67.3%	65.3%
	<i>Part Time</i>	13.2%	7.1%	4.1%
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	50.5%	53.6%	54.6%
	<i>Part Time</i>	15.5%	7.2%	2.2%

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Philosophy and Religious Studies	<i>Full Time</i>	34.2%	33.9%	26.3%
	<i>Part Time</i>	19.0%	7.0%	5.3%
Physical Sciences	<i>Full Time</i>	39.0%	38.0%	38.9%
	<i>Part Time</i>	13.9%	5.1%	1.7%
Psychology	<i>Full Time</i>	52.7%	50.8%	48.1%
	<i>Part Time</i>	12.3%	6.9%	3.0%
Public Administration and Social Service Professions	<i>Full Time</i>	59.9%	57.9%	52.7%
	<i>Part Time</i>	12.0%	6.7%	5.4%
Security and Protective Services	<i>Full Time</i>	58.0%	57.3%	53.8%
	<i>Part Time</i>	11.5%	4.8%	3.8%
Social Sciences	<i>Full Time</i>	48.6%	49.3%	46.3%
	<i>Part Time</i>	13.8%	5.5%	2.1%
Transportation and Materials Moving	<i>Full Time</i>	38.5%	30.0%	30.9%
	<i>Part Time</i>	11.7%	4.6%	1.6%
Visual and Performing Arts	<i>Full Time</i>	46.0%	44.1%	43.3%
	<i>Part Time</i>	15.3%	6.3%	4.3%

Table E: University of Tennessee Graduates with Master's Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	52.2%	47.2%	43.9%
	<i>Part Time</i>	4.1%	2.6%	1.9%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	29.8%	26.1%	26.9%
	<i>Part Time</i>	6.4%	1.1%	1.3%
Architecture and Related Services	<i>Full Time</i>	38.8%	32.9%	35.8%
	<i>Part Time</i>	1.4%	1.2%	1.5%
Biological and Biomedical Sciences	<i>Full Time</i>	35.0%	29.9%	19.0%
	<i>Part Time</i>	4.5%	--	1.6%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	51.7%	46.7%	41.2%
	<i>Part Time</i>	2.7%	1.2%	0.2%
Communication, Journalism, and Related Programs	<i>Full Time</i>	45.6%	38.9%	31.5%
	<i>Part Time</i>	4.6%	2.8%	8.2%
Computer and Information Sciences and Support Services	<i>Full Time</i>	43.0%	35.8%	31.3%
	<i>Part Time</i>	2.6%	0.7%	--
Education	<i>Full Time</i>	66.0%	60.0%	58.6%
	<i>Part Time</i>	3.8%	3.6%	2.1%
Engineering	<i>Full Time</i>	37.2%	37.5%	35.6%
	<i>Part Time</i>	2.5%	1.1%	1.5%
Engineering Technologies/Technicians	<i>Full Time</i>	40.4%	41.0%	18.5%
	<i>Part Time</i>	--	--	--
English Language and Literature/Letters	<i>Full Time</i>	49.3%	40.0%	41.7%
	<i>Part Time</i>	9.3%	2.8%	1.4%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	55.2%	46.9%	38.3%
	<i>Part Time</i>	3.4%	2.4%	0.9%
Foreign languages, literatures, and Linguistics	<i>Full Time</i>	39.6%	29.0%	28.1%
	<i>Part Time</i>	11.0%	4.8%	6.3%
Health Professions and related Clinical Sciences	<i>Full Time</i>	60.1%	54.1%	47.0%
	<i>Part Time</i>	2.4%	3.0%	2.5%
History	<i>Full Time</i>	19.0%	15.8%	18.2%
	<i>Part Time</i>	7.1%	2.6%	9.1%
Library Science	<i>Full Time</i>	48.9%	41.3%	38.2%
	<i>Part Time</i>	3.4%	1.9%	3.4%
Mathematics and Statistics	<i>Full Time</i>	29.1%	23.8%	29.6%
	<i>Part Time</i>	3.5%	0.8%	1.9%
Multi/Interdisciplinary Studies	<i>Full Time</i>	2.4%	1.3%	3.8%
	<i>Part Time</i>	0.8%	--	--
Natural Resources and Conservation	<i>Full Time</i>	31.1%	27.5%	22.6%
	<i>Part Time</i>	9.5%	4.4%	--
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	34.1%	29.6%	28.6%
	<i>Part Time</i>	5.5%	3.8%	2.9%
Philosophy and Religious Studies	<i>Full Time</i>	24.3%	14.3%	--
	<i>Part Time</i>	10.8%	--	--
Physical Sciences	<i>Full Time</i>	21.8%	18.5%	23.3%
	<i>Part Time</i>	4.8%	1.1%	

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Psychology	<i>Full Time</i>	38.8%	43.1%	41.3%
	<i>Part Time</i>	8.5%	3.6%	0.8%
Public Administration and Social Service Professions	<i>Full Time</i>	61.4%	54.7%	49.4%
	<i>Part Time</i>	5.5%	3.0%	3.8%
Security and Protective Services	<i>Full Time</i>	71.9%	64.0%	--
	<i>Part Time</i>	4.2%	10.0%	--
Social Sciences	<i>Full Time</i>	20.5%	17.9%	15.5%
	<i>Part Time</i>	8.9%	4.1%	1.7%
Visual and Performing Arts	<i>Full Time</i>	24.8%	21.9%	18.5%
	<i>Part Time</i>	11.8%	3.3%	2.2%

Table F: TBR University Graduates with Master's Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	62.2%	56.1%	51.5%
	<i>Part Time</i>	5.2%	3.1%	2.5%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	37.5%	31.8%	--
	<i>Part Time</i>	4.2%	--	--
Architecture and Related Services	<i>Full Time</i>	55.6%	65.2%	--
	<i>Part Time</i>	5.6%	--	--
Biological and Biomedical Sciences	<i>Full Time</i>	38.4%	28.9%	34.8%
	<i>Part Time</i>	7.8%	4.2%	2.8%
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	65.8%	57.0%	49.4%
	<i>Part Time</i>	3.3%	2.1%	2.5%
Communication, Journalism, and Related Programs	<i>Full Time</i>	50.1%	42.2%	46.8%
	<i>Part Time</i>	9.2%	6.7%	5.3%
Computer and Information Sciences and Support Services	<i>Full Time</i>	58.8%	51.4%	38.2%
	<i>Part Time</i>	2.4%	--	1.5%
Education	<i>Full Time</i>	76.5%	70.7%	65.9%
	<i>Part Time</i>	5.1%	2.9%	2.3%
Engineering	<i>Full Time</i>	25.8%	23.3%	25.9%
	<i>Part Time</i>	2.3%	0.7%	0.5%
Engineering Technologies/Technicians	<i>Full Time</i>	43.2%	36.7%	40.2%
	<i>Part Time</i>	3.6%	0.8%	2.0%
English Language and Literature/Letters	<i>Full Time</i>	48.6%	45.2%	41.3%
	<i>Part Time</i>	11.6%	7.2%	3.4%
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	63.7%	63.6%	--
	<i>Part Time</i>	5.5%	4.5%	--
Foreign languages, literatures, and Linguistics	<i>Full Time</i>	47.1%	45.2%	--
	<i>Part Time</i>	7.8%	6.5%	--
Health Professions and related Clinical Sciences	<i>Full Time</i>	53.2%	46.2%	39.4%
	<i>Part Time</i>	2.9%	2.6%	2.1%
History	<i>Full Time</i>	38.0%	34.5%	33.3%
	<i>Part Time</i>	11.8%	6.0%	4.3%
Liberal Arts and Sciences, General Studies and Humanities	<i>Full Time</i>	67.4%	55.7%	--
	<i>Part Time</i>	7.4%	--	--
Mathematics and Statistics	<i>Full Time</i>	40.9%	35.0%	33.3%
	<i>Part Time</i>	5.6%	2.8%	2.4%
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	44.5%	39.5%	35.4%
	<i>Part Time</i>	8.1%	3.3%	3.5%
Philosophy and Religious Studies	<i>Full Time</i>	7.1%	--	--
	<i>Part Time</i>	--	--	--
Physical Sciences	<i>Full Time</i>	25.3%	23.0%	31.6%
	<i>Part Time</i>	5.2%	0.9%	1.8%
Psychology	<i>Full Time</i>	48.3%	46.3%	43.2%
	<i>Part Time</i>	5.4%	5.5%	1.6%
Public Administration and Social Service Professions	<i>Full Time</i>	64.6%	59.1%	56.9%
	<i>Part Time</i>	3.1%	2.6%	2.0%

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Security and Protective Services	<i>Full Time</i>	59.4%	52.6%	54.2%
	<i>Part Time</i>	3.6%	3.4%	1.7%
Social Sciences	<i>Full Time</i>	43.3%	35.5%	34.4%
	<i>Part Time</i>	8.7%	4.4%	4.0%
Transportation and Materials Moving	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Visual and Performing Arts	<i>Full Time</i>	30.7%	27.8%	23.5%
	<i>Part Time</i>	12.8%	8.5%	5.0%

Table G: University of Tennessee Graduates with Education Specialist Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	
Education	<i>Full Time</i>	71.0%	67.1%	58.3%
	<i>Part Time</i>	2.8%	0.6%	--

Table H: TBR University Graduates with Education Specialist Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter	
Education	<i>Full Time</i>	86.1%	84.7%	80.1%
	<i>Part Time</i>	1.8%	1.4%	1.9%

Table I: University of Tennessee Graduates with Doctorate Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	34.6%	28.2%	25.4%
	<i>Part Time</i>	2.8%	1.5%	1.6%
Agriculture, Agriculture Operations, and Related Science	<i>Full Time</i>	28.6%	25.6%	14.3%
	<i>Part Time</i>	5.4%	2.3%	--
Biological and Biomedical Sciences	<i>Full Time</i>	21.3%	14.4%	10.5%
	<i>Part Time</i>	1.8%	0.5%	--
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	15.7%	12.0%	22.9%
	<i>Part Time</i>	1.0%	--	--
Communication, Journalism, and Related Programs	<i>Full Time</i>	27.1%	27.0%	--
	<i>Part Time</i>	--	--	--
Computer and Information Sciences and Support Services	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Education	<i>Full Time</i>	47.3%	41.2%	38.2%
	<i>Part Time</i>	2.8%	4.0%	3.6%
Engineering	<i>Full Time</i>	33.9%	24.8%	29.9%
	<i>Part Time</i>	1.7%	0.6%	1.3%
English Language and Literature/Letters	<i>Full Time</i>	58.3%	46.7%	27.6%
	<i>Part Time</i>	3.3%	2.2%	--
Family and Consumer Sciences/Human Sciences	<i>Full Time</i>	45.0%	38.8%	29.3%
	<i>Part Time</i>	3.6%	2.9%	4.9%
Foreign languages, literatures, and Linguistics	<i>Full Time</i>	30.0%	--	--
	<i>Part Time</i>	10.0%	--	--
Health Professions and related Clinical Sciences	<i>Full Time</i>	52.8%	42.9%	37.5%
	<i>Part Time</i>	3.2%	--	3.1%
History	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Mathematics and Statistics	<i>Full Time</i>	15.6%	4.2%	--
	<i>Part Time</i>	3.1%	--	--
Natural Resources and Conservation	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Philosophy and Religious Studies	<i>Full Time</i>	51.7%	23.8%	--
	<i>Part Time</i>	3.4%	--	--
Physical Sciences	<i>Full Time</i>	25.0%	26.1%	23.8%
	<i>Part Time</i>	2.4%	--	--
Psychology	<i>Full Time</i>	22.6%	21.1%	17.9%
	<i>Part Time</i>	3.4%	2.1%	2.6%
Public Administration and Social Service Professions	<i>Full Time</i>	21.9%	20.0%	--
	<i>Part Time</i>	--	--	--
Social Sciences	<i>Full Time</i>	21.7%	23.7%	23.9%
	<i>Part Time</i>	6.5%	--	2.2%

Table J: TBR University Graduates with Doctorate Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	48.2%	43.6%	39.8%
	<i>Part Time</i>	2.7%	1.5%	1.5%
Biological and Biomedical Sciences	<i>Full Time</i>	38.2%	19.0%	--
	<i>Part Time</i>	2.9%	--	--
Business, Management, Marketing, and Related Support Services	<i>Full Time</i>	14.0%	10.9%	8.8%
	<i>Part Time</i>	1.2%		2.9%
Communication, Journalism, and Related Programs	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Education	<i>Full Time</i>	71.1%	66.6%	63.0%
	<i>Part Time</i>	2.2%	1.7%	1.7%
Engineering	<i>Full Time</i>	33.7%	24.6%	29.4%
	<i>Part Time</i>	1.1%	1.5%	--
English Language and Literature/Letters	<i>Full Time</i>	64.0%	--	--
	<i>Part Time</i>	--	--	--
Health Professions and related Clinical Sciences	<i>Full Time</i>	12.5%	--	--
	<i>Part Time</i>	--	--	--
History	<i>Full Time</i>	36.4%	--	--
	<i>Part Time</i>	9.1%	--	--
Mathematics and Statistics	<i>Full Time</i>	22.0%	15.6%	--
	<i>Part Time</i>	--	--	--
Natural Resources and Conservation	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Parks, Recreation, Leisure, and Fitness Studies	<i>Full Time</i>	44.7%	39.4%	--
	<i>Part Time</i>	2.1%	3.0%	--
Philosophy and Religious Studies	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Physical Sciences	<i>Full Time</i>	24.3%	30.8%	--
	<i>Part Time</i>	--	--	--
Psychology	<i>Full Time</i>	28.2%	26.5%	23.0%
	<i>Part Time</i>	3.9%	1.5%	2.3%
Public Administration and Social Service Professions	<i>Full Time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Social Sciences	<i>Full Time</i>	40.9%	--	--
	<i>Part Time</i>	13.6%	--	--
Visual and Performing Arts	<i>Full Time</i>	25.7%	27.3%	--
	<i>Part Time</i>	11.4%	4.5%	--

Table K: University of Tennessee Graduates with Professional Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	48.9%	46.0%	40.5%
	<i>Part Time</i>	2.4%	1.3%	1.7%
Health Professions and related Clinical Sciences	<i>Full Time</i>	46.6%	43.2%	38.3%
	<i>Part Time</i>	1.3%	1.3%	1.4%
Legal Professions and Studies	<i>Full Time</i>	54.8%	53.1%	46.1%
	<i>Part Time</i>	5.2%	1.4%	2.3%

Table L: TBR University Graduates with Professional Degrees

Field of Study		3rd Quarter	13th Quarter	25th Quarter
All	<i>Full Time</i>	47.3%	46.1%	37.1%
	<i>Part Time</i>	3.1%	2.1%	1.7%
Health Professions and related Clinical Sciences	<i>Full Time</i>	13.3%	27.4%	29.2%
	<i>Part Time</i>	1.0%	1.4%	0.8%
Legal Professions and Studies	<i>Full Time</i>	60.9%	53.7%	40.3%
	<i>Part Time</i>	4.0%	2.3%	2.1%

Appendix 2: Wage Data for Tennessee Institutions by Field of Study

Table M: TBR University Graduates with Associate’s Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$38,124	\$42,826	\$45,266
Business, Management, Marketing, and Related Support Services	\$25,690	\$26,370	--
Health Professions and related Clinical Sciences	\$39,802	\$44,952	\$47,405
Liberal Arts and Sciences, General Studies and Humanities	\$30,945	\$32,315	\$34,697
Security and Protective Services	\$38,301	--	--
Technology Education/Industrial Arts	\$34,913	\$35,240	\$36,554

Table N: TBR Community College Graduates with Associate’s Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$31,888	\$36,545	\$40,771
Agriculture, Agriculture Operations, and Related Science	\$24,577	--	--
Business, Management, Marketing, and Related Support Services	\$29,084	\$32,335	\$33,967
Computer and Information Sciences and Support Services	\$34,149	\$41,626	\$48,367
Engineering Technologies/Technicians	\$35,925	\$40,046	\$46,003
Family and Consumer Sciences/Human Sciences	\$22,532	\$24,962	\$25,321
Foreign languages, literatures, and Linguistics	--	--	--
Health Professions and related Clinical Sciences	\$38,161	\$43,434	\$46,956
Legal Professions and Studies	\$26,602	\$30,129	\$30,927
Liberal Arts and Sciences, General Studies and Humanities	\$26,113	\$30,753	\$36,110
Mechanic and Repair Technologies/Technicians	\$35,085	\$41,496	\$41,795
Personal and Culinary Services	--	--	--
Precision Production	\$29,331	\$44,575	\$45,297
Public Administration and Social Service Professions	\$20,524	\$25,949	\$25,874
Science Technologies/Technicians	\$37,047	\$46,391	\$57,704
Security and Protective Services	\$37,214	\$41,683	\$41,397
Social Sciences	--	--	--
Technology Education/Industrial Arts	\$36,166	\$41,813	\$43,217
Visual and Performing Arts	\$24,476	\$30,033	\$35,265

Table O: University of Tennessee Graduates with Bachelor's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$30,959	\$39,024	\$47,956
Agriculture, Agriculture Operations, and Related Science	\$27,203	\$34,589	\$43,595
Architecture and Related Services	\$31,873	\$41,645	\$64,499
Area, Ethnic, Cultural, and Gender Studies	\$26,878	\$37,631	\$48,575
Biological and Biomedical Sciences	\$24,866	\$37,167	\$50,214
Business, Management, Marketing, and Related Support Services	\$32,838	\$43,708	\$62,063
Communication, Journalism, and Related Programs	\$27,163	\$36,901	\$43,207
Computer and Information Sciences and Support Services	\$38,672	\$48,031	\$59,821
Education	\$34,358	\$40,159	\$44,595
Engineering	\$42,737	\$52,517	\$60,673
Engineering Technologies/Technicians	--	--	--
English Language and Literature/Letters	\$26,186	\$33,588	\$44,667
Family and Consumer Sciences/Human Sciences	\$27,223	\$33,181	\$37,645
Foreign languages, literatures, and Linguistics	\$27,343	\$39,630	\$41,853
Health Professions and related Clinical Sciences	\$42,511	\$47,353	\$51,993
History	\$26,338	\$33,169	\$40,049
Legal Professions and Studies	\$28,327	\$33,254	--
Liberal Arts and Sciences, General Studies and Humanities	--	--	--
Mathematics and Statistics	\$33,529	\$44,263	--
Multi/Interdisciplinary Studies	\$31,439	\$33,870	\$37,534
Natural Resources and Conservation	\$25,285	\$31,881	\$37,308
Parks, Recreation, Leisure, and Fitness Studies	\$25,925	\$35,408	\$43,015
Philosophy and Religious Studies	\$22,592	\$34,211	--
Physical Sciences	\$29,722	\$39,699	\$45,929
Psychology	\$25,398	\$32,415	\$38,001
Public Administration and Social Service Professions	\$26,022	\$31,043	\$34,826
Security and Protective Services	\$27,572	\$34,736	\$39,335
Social Sciences	\$27,375	\$35,465	\$43,419
Visual and Performing Arts	\$24,589	\$30,938	\$36,804

Table P: TBR University Graduates with Bachelor's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$31,719	\$38,680	\$45,087
Agriculture, Agriculture Operations, and Related Science	\$27,130	\$35,683	\$42,997
Architecture and Related Services	--	--	--
Area, Ethnic, Cultural, and Gender Studies	--	--	--
Biological and Biomedical Sciences	\$26,805	\$35,321	\$46,452
Business, Management, Marketing, and Related Support Services	\$33,133	\$42,808	\$52,293
Communication, Journalism, and Related Programs	\$26,563	\$34,452	\$39,537
Communications Technologies/Technicians and Support Services	--	--	--
Computer and Information Sciences and Support Services	\$38,423	\$48,869	\$54,621
Education	\$29,767	\$32,995	\$38,002
Engineering	\$44,362	\$54,222	\$60,724
Engineering Technologies/Technicians	\$40,341	\$47,504	\$56,581
English Language and Literature/Letters	\$26,058	\$31,856	\$38,468
Family and Consumer Sciences/Human Sciences	\$25,202	\$31,624	\$36,780
Foreign languages, literatures, and Linguistics	\$27,919	\$31,822	\$40,321
Health Professions and related Clinical Sciences	\$42,077	\$48,260	\$53,471
History	\$27,022	\$34,169	\$41,741
Liberal Arts and Sciences, General Studies and Humanities	\$33,012	\$33,673	\$35,161
Mathematics and Statistics	\$31,137	\$38,259	\$41,794
Multi/Interdisciplinary Studies	\$30,572	\$34,300	\$37,648
Natural Resources and Conservation	\$23,602	\$30,887	\$32,707
Parks, Recreation, Leisure, and Fitness Studies	\$27,153	\$33,802	\$40,324
Philosophy and Religious Studies	\$24,343	\$29,984	--
Physical Sciences	\$30,443	\$43,012	\$51,297
Psychology	\$26,206	\$31,934	\$38,636
Public Administration and Social Service Professions	\$25,579	\$29,919	\$33,347
Security and Protective Services	\$27,930	\$35,021	\$39,656
Social Sciences	\$27,198	\$32,900	\$38,121
Transportation and Materials Moving	\$26,741	\$36,158	\$46,324
Visual and Performing Arts	\$25,977	\$32,861	\$37,615

Table Q: University of Tennessee Graduates with Master's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$46,695	\$52,015	\$56,063
Agriculture, Agriculture Operations, and Related Science	\$32,986	\$42,732	\$48,386
Architecture and Related Services	\$36,224	\$48,387	\$52,879
Biological and Biomedical Sciences	\$52,734	\$63,662	--
Business, Management, Marketing, and Related Support Services	\$60,741	\$76,250	\$81,920
Communication, Journalism, and Related Programs	\$39,632	\$44,832	\$58,446
Computer and Information Sciences and Support Services	\$56,894	\$67,378	\$85,630
Education	\$40,484	\$39,757	\$44,613
Engineering	\$58,979	\$72,185	\$76,901
Engineering Technologies/Technicians	\$65,123	--	--
English Language and Literature/Letters	\$29,868	\$35,946	\$44,555
Family and Consumer Sciences/Human Sciences	\$35,789	\$36,561	\$39,209
Foreign languages, literatures, and Linguistics	\$39,366	--	--
Health Professions and related Clinical Sciences	\$60,801	\$62,452	\$66,264
History	--	--	--
Library Science	\$36,949	\$41,542	\$42,667
Mathematics and Statistics	\$41,674	\$44,885	\$54,033
Multi/Interdisciplinary Studies	--	--	--
Natural Resources and Conservation	\$29,035	\$34,999	--
Parks, Recreation, Leisure, and Fitness Studies	\$30,342	\$37,974	\$49,495
Philosophy and Religious Studies	--	--	--
Physical Sciences	\$41,385	--	--
Psychology	\$36,865	\$39,071	\$42,925
Public Administration and Social Service Professions	\$33,650	\$38,621	\$43,307
Security and Protective Services	\$35,787	\$39,378	--
Social Sciences	\$35,620	\$38,200	--
Visual and Performing Arts	\$31,323	\$32,080	--

Table R: TBR University Graduates with Master's Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$44,696	\$49,588	\$55,128
Agriculture, Agriculture Operations, and Related Science	--	--	--
Architecture and Related Services	\$44,309	--	--
Biological and Biomedical Sciences	\$32,794	\$40,772	\$46,622
Business, Management, Marketing, and Related Support Services	\$57,662	\$72,531	\$83,300
Communication, Journalism, and Related Programs	\$36,870	\$47,106	\$63,015
Computer and Information Sciences and Support Services	\$55,162	\$67,517	\$75,273
Education	\$41,316	\$42,190	\$46,595
Engineering	\$52,075	\$59,523	\$68,457
Engineering Technologies/Technicians	\$51,106	\$56,548	\$59,268
English Language and Literature/Letters	\$32,661	\$40,112	\$43,567
Family and Consumer Sciences/Human Sciences	\$38,684	\$41,711	--
Foreign languages, literatures, and Linguistics	\$41,391	--	--
Health Professions and related Clinical Sciences	\$47,930	\$53,573	\$58,492
History	\$34,511	\$38,156	\$38,130
Liberal Arts and Sciences, General Studies and Humanities	\$43,923	\$44,497	--
Mathematics and Statistics	\$50,765	\$58,413	\$61,177
Parks, Recreation, Leisure, and Fitness Studies	\$35,465	\$40,275	\$48,883
Philosophy and Religious Studies	--	--	--
Physical Sciences	\$40,074	\$51,512	--
Psychology	\$36,406	\$41,704	\$46,442
Public Administration and Social Service Professions	\$44,357	\$50,269	\$54,968
Security and Protective Services	\$36,903	\$40,572	\$48,439
Social Sciences	\$37,552	\$45,088	\$58,121
Transportation and Materials Moving	--	--	--
Visual and Performing Arts	\$32,892	\$36,376	\$38,311

Table S: University of Tennessee Graduates with Education Specialist Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
Education	\$51,905	\$51,817	\$52,378

Table T: TBR University Graduates with Education Specialist Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
Education	\$49,669	\$47,841	\$54,324

Table U: University of Tennessee Graduates with Doctorate Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$53,182	\$63,099	\$69,165
Agriculture, Agriculture Operations, and Related Science	--	--	--
Biological and Biomedical Sciences	\$48,041	\$70,993	--
Business, Management, Marketing, and Related Support Services	--	--	--
Communication, Journalism, and Related Programs	--	--	--
Computer and Information Sciences and Support Services	--	--	--
Education	\$53,909	\$60,671	\$63,652
Engineering	\$71,102	\$90,839	\$87,894
English Language and Literature/Letters	\$35,888	\$38,910	--
Family and Consumer Sciences/Human Sciences	\$50,960	\$68,900	--
Foreign languages, literatures, and Linguistics	--	--	--
Health Professions and related Clinical Sciences	\$63,665	\$70,349	--
History	--	--	--
Mathematics and Statistics	--	--	--
Natural Resources and Conservation	--	--	--
Philosophy and Religious Studies	--	--	--
Physical Sciences	\$43,527	\$55,805	--
Psychology	\$43,136	\$62,410	--
Public Administration and Social Service Professions	--	--	--
Social Sciences	\$43,421	\$47,207	--

Table V: TBR University Graduates with Doctorate Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$57,949	\$64,225	\$71,177
Biological and Biomedical Sciences	--	--	--
Business, Management, Marketing, and Related Support Services	--	--	--
Communication, Journalism, and Related Programs	--	--	--
Education	\$61,208	\$64,297	\$68,296
Engineering	\$59,607	--	--
English Language and Literature/Letters	--	--	--
Health Professions and related Clinical Sciences	--	--	--
History	--	--	--
Mathematics and Statistics	--	--	--
Natural Resources and Conservation	--	--	--
Parks, Recreation, Leisure, and Fitness Studies	\$45,375	--	--
Philosophy and Religious Studies	--	--	--
Physical Sciences	--	--	--
Psychology	\$48,321	\$60,383	\$84,964
Public Administration and Social Service Professions	--	--	--
Social Sciences	--	--	--
Visual and Performing Arts	--	--	--

Table W: University of Tennessee Graduates with Professional Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$56,650	\$75,629	\$121,923
Legal Professions and Studies	\$51,349	\$67,066	\$79,326
Health Professions and related Clinical Sciences	\$59,131	\$79,783	\$142,214

Table X: TBR University Graduates with Professional Degrees

Field of Study	3rd Quarter	13th Quarter	25th Quarter
All	\$46,172	\$68,636	\$97,137
Legal Professions and Studies	\$46,666	\$64,877	\$80,737
Health Professions and related Clinical Sciences	\$40,478	\$86,793	\$151,960

Appendix 3: Workforce Participation and Wage Data for Selected Fields of Study

Table Y: Workforce Participation for Associate’s Degree Earners

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Communication Disorders Sciences and Services	<i>Full time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Dental Support Services and Allied Professions	<i>Full time</i>	73.2%	71.9%	60.5%
	<i>Part Time</i>	5.5%	3.2%	4.8%
Health and Medical Administrative Services	<i>Full time</i>	78.3%	76.2%	72.0%
	<i>Part Time</i>	9.2%	4.5%	2.2%
Allied Health and Medical Assisting Services	<i>Full time</i>	68.5%	66.9%	62.3%
	<i>Part Time</i>	9.3%	6.7%	5.9%
Allied Health Diagnostic, Intervention, and Treatment Professions	<i>Full time</i>	81.7%	80.8%	75.6%
	<i>Part Time</i>	5.3%	3.6%	3.5%
Clinical/Medical Laboratory Science and Allied Professions	<i>Full time</i>	81.8%	78.6%	66.7%
	<i>Part Time</i>	5.3%	4.8%	7.6%
Nursing	<i>Full time</i>	87.0%	82.7%	76.0%
	<i>Part Time</i>	2.9%	2.9%	3.5%
Public Health	<i>Full time</i>	63.9%	67.9%	--
	<i>Part Time</i>	16.7%	7.1%	--

Table Z: Workforce Participation for Bachelor’s Degree Earners

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Special Education and Teaching	<i>Full time</i>	58.9%	56.4%	55.5%
	<i>Part Time</i>	13.7%	8.2%	3.4%
Teacher Education and Professional Development, Specific Levels and Methods	<i>Full time</i>	67.7%	65.6%	65.6%
	<i>Part Time</i>	12.1%	5.9%	4.4%
Junior High/Intermediate/Middle School Education and Teaching	<i>Full time</i>	63.9%	--	--
	<i>Part Time</i>	9.8%	--	--
Pre-Elementary/Early Childhood/Kindergarten Teacher Education	<i>Full time</i>	73.1%	--	--
	<i>Part Time</i>	9.2%	--	--
Secondary Education and Teaching	<i>Full time</i>	62.6%	64.3%	67.1%
	<i>Part Time</i>	13.0%	6.4%	--
Teacher Education, Multiple Levels	<i>Full time</i>	74.2%	69.6%	--
	<i>Part Time</i>	8.3%	2.9%	--
Early Childhood Education and Teaching	<i>Full time</i>	62.1%	65.9%	64.4%
	<i>Part Time</i>	18.1%	6.4%	7.7%
Teacher Education and Professional Development, Specific Subject Areas	<i>Full time</i>	60.4%	59.4%	58.0%
	<i>Part Time</i>	10.8%	6.1%	2.6%
Mathematics Teacher Education	<i>Full time</i>	62.2%	59.3%	--
	<i>Part Time</i>	13.5%	3.7%	--
Science Teacher Education/General Science Teacher Education	<i>Full time</i>	65.6%	--	--
	<i>Part Time</i>	9.4%	--	10.0%
Biology Teacher Education	<i>Full time</i>	65.2%	80.0%	--
	<i>Part Time</i>	21.7%	20.0%	--
Chemistry Teacher Education	<i>Full time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Communication Disorders Sciences and Services	<i>Full time</i>	34.9%	40.0%	26.9%
	<i>Part Time</i>	16.5%	4.3%	7.5%
Dental Support Services and Allied Professions	<i>Full time</i>	70.8%	71.1%	58.8%
	<i>Part Time</i>	4.9%	2.3%	4.4%
Health and Medical Administrative Services	<i>Full time</i>	63.1%	63.4%	53.9%
	<i>Part Time</i>	6.3%	0.8%	2.9%
Allied Health Diagnostic, Intervention, and Treatment Professions	<i>Full time</i>	66.7%	54.8%	58.6%
	<i>Part Time</i>	5.7%	4.8%	--
Clinical/Medical Laboratory Science and Allied Professions	<i>Full time</i>	67.1%	59.9%	58.4%
	<i>Part Time</i>	7.1%	4.4%	2.2%
Nursing	<i>Full time</i>	76.1%	66.9%	61.7%
	<i>Part Time</i>	3.3%	3.4%	3.9%
Public Health	<i>Full time</i>	55.8%	56.4%	53.0%
	<i>Part Time</i>	13.1%	6.7%	4.3%
Rehabilitation and Therapeutic Professions	<i>Full time</i>	61.2%	61.0%	57.2%
	<i>Part Time</i>	4.9%	2.8%	5.0%

Table AA: Workforce Participation for Master's Degree Earners

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Educational Administration and Supervision	<i>Full time</i>	82.1%	77.9%	72.8%
	<i>Part Time</i>	3.3%	1.6%	1.6%
Special Education and Teaching	<i>Full time</i>	75.8%	64.4%	63.4%
	<i>Part Time</i>	3.8%	2.7%	2.0%
Teacher Education and Professional Development, Specific Levels and Methods	<i>Full time</i>	60.7%	61.8%	59.6%
	<i>Part Time</i>	9.3%	2.8%	2.3%
Elementary Education and Teaching	<i>Full time</i>	57.9%	59.9%	60.7%
	<i>Part Time</i>	9.1%	3.3%	2.8%
Pre-Elementary/Early Childhood/Kindergarten Teacher Education	<i>Full time</i>	62.9%	--	--
	<i>Part Time</i>	11.4%	--	--
Secondary Education and Teaching	<i>Full time</i>	59.0%	60.3%	40.5%
	<i>Part Time</i>	10.6%	1.6%	4.1%
Teacher Education, Multiple Levels	<i>Full time</i>	68.5%	69.4%	66.0%
	<i>Part Time</i>	5.9%	1.7%	1.0%
Early Childhood Education and Teaching	<i>Full time</i>	67.1%	61.6%	79.3%
	<i>Part Time</i>	15.2%	5.5%	
Teacher Education and Professional Development, Specific Subject Areas	<i>Full time</i>	63.9%	56.7%	59.1%
	<i>Part Time</i>	6.3%	3.9%	2.6%
Mathematics Teacher Education	<i>Full time</i>	86.7%	70.0%	--
	<i>Part Time</i>	--	--	--
Biology Teacher Education	<i>Full time</i>	80.0%	--	--
	<i>Part Time</i>	10.0%	--	--
Communication Disorders Sciences and Services	<i>Full time</i>	50.5%	42.2%	37.6%
	<i>Part Time</i>	2.2%	3.5%	3.6%
Health and Medical Administrative Services	<i>Full time</i>	55.6%	57.7%	54.2%
	<i>Part Time</i>	4.9%	1.9%	--
Allied Health Diagnostic, Intervention, and Treatment Professions	<i>Full time</i>	21.5%	11.1%	--
	<i>Part Time</i>	--	1.9%	--
Nursing	<i>Full time</i>	66.1%	61.6%	50.8%
	<i>Part Time</i>	2.3%	2.1%	2.0%
Public Health	<i>Full time</i>	50.9%	46.4%	48.6%
	<i>Part Time</i>	4.4%	3.5%	1.4%
Rehabilitation and Therapeutic Professions	<i>Full time</i>	67.9%	62.2%	46.2%
	<i>Part Time</i>	3.0%	4.0%	--

Table BB: Workforce Participation for Education Specialist Degree Earners

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Educational Administration and Supervision	<i>Full time</i>	89.7%	90.1%	86.7%
	<i>Part Time</i>	1.5%	1.6%	1.6%
Teacher Education and Professional Development, Specific Levels and Methods	<i>Full time</i>	26.8%	11.5%	--
	<i>Part Time</i>	7.1%	--	--
Teacher Education and Professional Development, Specific Subject Areas	<i>Full time</i>	--	--	--
	<i>Part Time</i>	--	--	--

Table CC: Workforce Participation for Doctorate Degree Earners

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Educational Administration and Supervision	<i>Full time</i>	72.2%	68.1%	63.2%
	<i>Part Time</i>	2.1%	2.3%	1.5%
Teacher Education and Professional Development, Specific Subject Areas	<i>Full time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Communication Disorders Sciences and Services	<i>Full time</i>	26.3%	13.0%	--
	<i>Part Time</i>	--	--	--
Health and Medical Administrative Services	<i>Full time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Nursing	<i>Full time</i>	63.0%	64.0%	--
	<i>Part Time</i>	4.3%	--	--
Pharmacy, Pharmaceutical Sciences, and Administration	<i>Full time</i>	--	--	--
	<i>Part Time</i>	--	--	--
Rehabilitation and Therapeutic Professions	<i>Full time</i>	61.9%	--	--
	<i>Part Time</i>	16.2%	--	--

Table DD: Workforce Participation for Professional Degree Earners

Field of Study		3rd Quarter	13th Quarter	25th Quarter
Dentistry (DDS, DMD)	<i>Full time</i>	30.5%	25.1%	19.5%
	<i>Part Time</i>	0.9%	1.8%	1.9%
Medicine (MD)	<i>Full time</i>	34.0%	34.0%	36.4%
	<i>Part Time</i>	0.5%	1.2%	0.7%
Pharmacy, Pharmaceutical Sciences, and Administration	<i>Full time</i>	74.0%	71.9%	61.4%
	<i>Part Time</i>	3.3%	0.7%	1.2%
Veterinary Medicine (DVM)	<i>Full time</i>	39.5%	40.9%	28.2%
	<i>Part Time</i>	1.2%	2.0%	3.4%

Table EE: Average Wages for Associate's Degree Earners

Field of Study	3rd Quarter	13th Quarter	25th quarter
Communication Disorders Sciences and Services	--	--	--
Dental Support Services and Allied Professions	\$37,235	\$43,135	\$45,288
Health and Medical Administrative Services	\$27,947	\$33,345	\$36,831
Allied Health and Medical Assisting Services	\$29,776	\$35,264	\$40,552
Allied Health Diagnostic, Intervention, and Treatment Professions	\$36,590	\$42,155	\$45,342
Clinical/Medical Laboratory Science and Allied Professions	\$30,153	\$32,345	\$35,635
Nursing	\$41,996	\$47,428	\$51,410
Public Health	\$38,010	--	--

Table FF: Average Wages for Bachelor's Degree Earners

Field of Study	3rd Quarter	13th Quarter	25th quarter
Special Education and Teaching	\$29,552	\$32,515	\$35,769
Teacher Education and Professional Development, Specific Levels and Methods	\$29,774	\$32,290	\$37,015
Junior High/Intermediate/Middle School Education and Teaching	\$30,306	--	--
Pre-Elementary/Early Childhood/Kindergarten Teacher Education	\$27,468	--	--
Secondary Education and Teaching	\$29,821	\$30,508	\$35,590
Teacher Education, Multiple Levels	\$31,908	\$36,668	--
Early Childhood Education and Teaching	\$27,274	\$31,587	\$38,142
Teacher Education and Professional Development, Specific Subject Areas	\$33,934	\$39,996	\$44,820
Mathematics Teacher Education	\$32,860	--	--
Science Teacher Education/General Science Teacher Education	\$30,501	--	--
Biology Teacher Education	--	--	--
Chemistry Teacher Education	--	--	--
Communication Disorders Sciences and Services	\$23,715	\$31,246	--
Dental Support Services and Allied Professions	\$41,752	\$45,498	\$41,725
Health and Medical Administrative Services	\$32,365	\$38,352	\$44,046
Allied Health Diagnostic, Intervention, and Treatment Professions	\$32,515	\$43,482	\$47,459
Clinical/Medical Laboratory Science and Allied Professions	\$38,624	\$42,424	\$46,069
Nursing	\$44,070	\$49,720	\$55,361
Public Health	\$27,973	\$36,589	\$39,340
Rehabilitation and Therapeutic Professions	\$47,456	\$52,454	\$56,890

Table GG: Average Wages for Master's Degree Earners

Field of Study	3rd Quarter	13th Quarter	25th quarter
Educational Administration and Supervision	\$44,919	\$44,422	\$49,639
Special Education and Teaching	\$40,149	\$42,807	\$46,590
Teacher Education and Professional Development, Specific Levels and Methods	\$37,192	\$37,370	\$40,380
Elementary Education and Teaching	\$36,394	\$35,494	\$40,114
Pre-Elementary/Early Childhood/Kindergarten Teacher Education	\$34,020	--	--
Secondary Education and Teaching	\$36,123	\$40,582	\$40,616
Teacher Education, Multiple Levels	\$39,782	\$38,003	\$39,977
Early Childhood Education and Teaching	\$40,576	\$37,471	\$42,508
Teacher Education and Professional Development, Specific Subject Areas	\$42,468	\$44,053	\$54,594
Mathematics Teacher Education	\$38,766	--	--
Biology Teacher Education	--	--	--
Communication Disorders Sciences and Services	\$40,210	\$41,882	\$47,198
Health and Medical Administrative Services	\$51,416	\$63,285	--
Allied Health Diagnostic, Intervention, and Treatment Professions	--	--	--
Nursing	\$69,585	\$72,419	\$73,538
Public Health	\$51,375	\$57,960	\$67,101
Rehabilitation and Therapeutic Professions	\$50,562	\$57,636	\$45,930

Table HH: Average Wages for Education Specialist Degree Earners

Field of Study	3rd Quarter	13th Quarter	25th quarter
Educational Administration and Supervision	\$51,222	\$48,946	\$55,594
Teacher Education and Professional Development, Specific Levels and Methods	--	--	--
Teacher Education and Professional Development, Specific Subject Areas	--	--	--

Table II: Average Wages for Doctorate Degree Earners

Field of Study	3rd Quarter	13th Quarter	25th quarter
Educational Administration and Supervision	\$64,489	\$68,194	\$70,623
Teacher Education and Professional Development, Specific Subject Areas	--	--	--
Communication Disorders Sciences and Services	--	--	--
Health and Medical Administrative Services	--	--	--
Nursing	\$73,016	\$69,579	--
Pharmacy, Pharmaceutical Sciences, and Administration	--	--	--
Rehabilitation and Therapeutic Professions	\$49,402	--	--

Table JJ: Average Wages for Professional Degree Earners

Field of Study	3rd Quarter	13th Quarter	25th quarter
Dentistry (DDS, DMD)	\$67,360	\$103,605	\$176,482
Medicine (MD)	\$40,947	\$68,637	\$167,159
Pharmacy, Pharmaceutical Sciences, and Administration	\$78,428	\$95,164	\$114,436
Veterinary Medicine (DVM)	\$46,429	\$57,910	\$86,286