

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

## Part 2. Employment and Earnings Trends by Institution

October 2007

William F. Fox, Professor of Economics and Director  
Brad Kiser, Research Associate  
Angela Thacker, Research Associate

Center for Business and Economic Research  
College of Business Administration  
The University of Tennessee  
Temple Court, Suite 100  
804 Volunteer Boulevard  
Knoxville, Tennessee 37996-4334  
Phone: (865) 974-5441  
Fax: (865) 974-3100  
<http://cber.bus.utk.edu>



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

## Part 2. Employment and Earnings Trends by Institution

### Contents

|  |    |
|--|----|
| Introduction .....   | 1  |
| The Basic Question Revisited: Working or Not.....  | 3  |
| Figure 1: Trend in Graduates Working in Tennessee .....  | 4  |
| Figure 2: Trend in Graduates Working in Tennessee: Associate’s Degrees.....  | 5  |
| Figure 3: Trend in Graduates Working in Tennessee: Bachelor’s Degrees.....   | 6  |
| Figure 4: Trend in Graduates Working in Tennessee: Master’s Degrees .....  | 7  |
| Figure 5: Trend in Graduates Working in Tennessee: Doctoral Degrees .....  | 7  |
| Figure 6: Trend in Graduates Working in Tennessee: Education Specialist Degrees .....                                  | 8  |
| Figure 7: Trend in Graduates Working in Tennessee: Professional Degrees .....  | 9  |
| Full-time Wages of Tennessee Higher Education Graduates in the Tennessee Labor Market:<br>Comparing Institutions ..... | 10 |
| Figure 8: Trend in Wages for Graduates Working in Tennessee.....   | 10 |
| Figure 9: Trend in Wages for Graduates Working in Tennessee:<br>Associate’s Degrees.....                               | 11 |
| Table 1: Wage CAGR for Graduates of Tennessee Public Institutions.....   | 12 |
| Table 2: Average Wage in Quarter 2 for Graduates of Tennessee Public Institutions .....                                | 12 |
| Figure 10: Trend in Wages for Graduates Working in Tennessee:<br>Bachelor’s Degrees.....                               | 13 |
| Figure 11: Trend in Wages for Graduates Working in Tennessee:<br>Master’s Degrees .....                                | 14 |
| Figure 12: Trend in Wages for Graduates Working in Tennessee:<br>Doctoral Degrees .....                                | 15 |
| Figure 13: Trend in Wages for Graduates Working in Tennessee:<br>Education Specialist Degrees .....                    | 16 |
| Figure 14: Trend in Wages for Graduates Working in Tennessee:<br>Professional Degrees .....                            | 17 |
| Conclusion.....  | 18 |
| Appendix: Individual Institution Labor Participation and Wage Data.....  | 19 |
| Table A: Graduates of All Institutions: Q3.....  | 19 |
| Table B: Graduates of All Institutions: Q13.....   | 19 |
| Table C: Graduates of All Institutions: Q25.....   | 19 |
| Table D: University of Tennessee Graduates: Q3 .....   | 20 |
| Table E: University of Tennessee Graduates: Q13.....   | 21 |
| Table F: University of Tennessee Graduates: Q25.....   | 22 |
| Table G: TBR University Graduates: Q3 .....  | 23 |
| Table H: TBR University Graduates: Q13 .....   | 24 |
| Table I: TBR University Graduates: Q25 .....   | 25 |
| Table J: TBR Community College Graduates: Q3 .....   | 26 |
| Table K: TBR Community College Graduates: Q13.....   | 27 |
| Table L: TBR Community College Graduates: Q25 .....  | 28 |

## *Introduction*

As reported in Part 1 of this study<sup>1</sup>, 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

---

<sup>1</sup> "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](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*

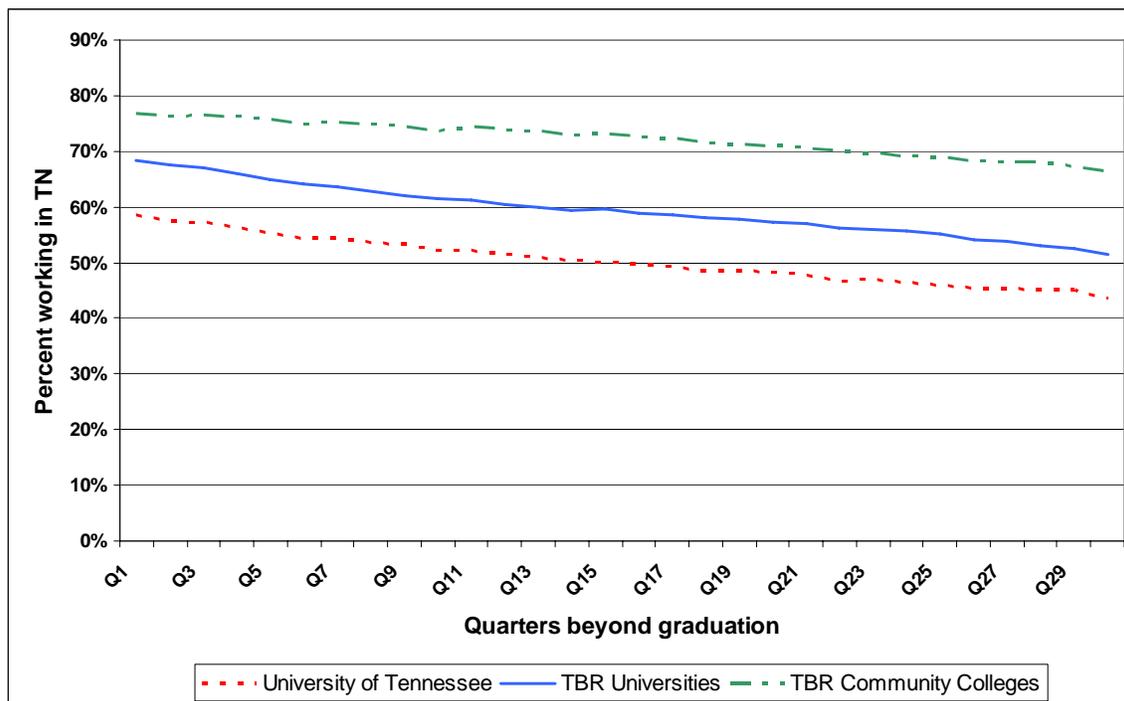
In Part 1 of this report, we asked a basic question: do Tennessee's higher education graduates work in Tennessee after earning their degree? As reported, 67.2 percent of graduates work in Tennessee as part of the Unemployment Insurance system in their first quarter after graduation. Additionally, we 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)<sup>2</sup>.

---

<sup>2</sup> 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**

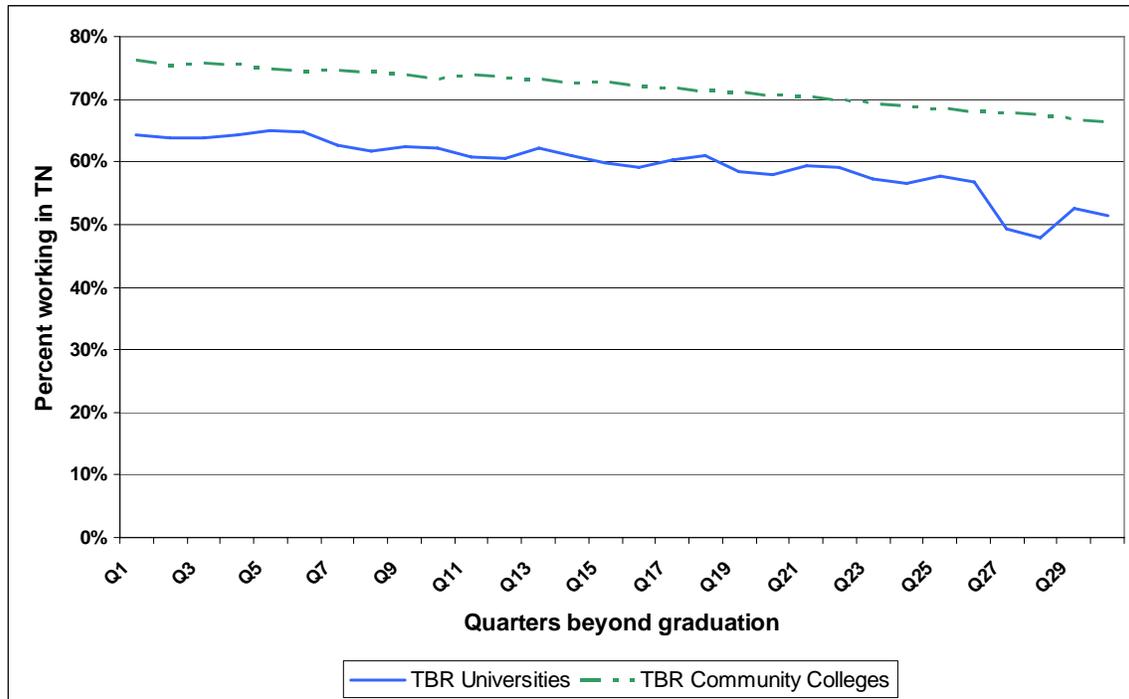


While the differences between institutions illustrated in Figure 1 might seem dramatic, it is reasonable to assume that the type of degree earned explains some of this difference<sup>3</sup>. As reported in Part 1, associate's degree earners are much more likely to stay in the state than bachelor's degree 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

<sup>3</sup> 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.

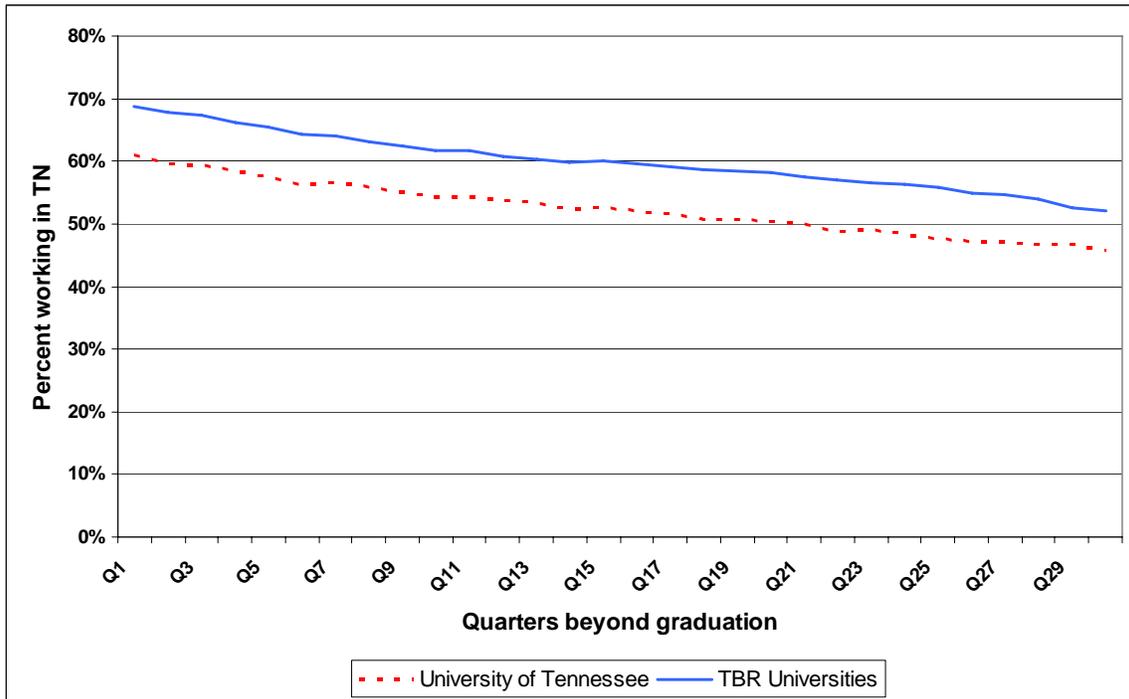
graduates have a greater tendency to join and remain in the Tennessee workforce than TBR University graduates, even when comparing only associate degree earners.

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



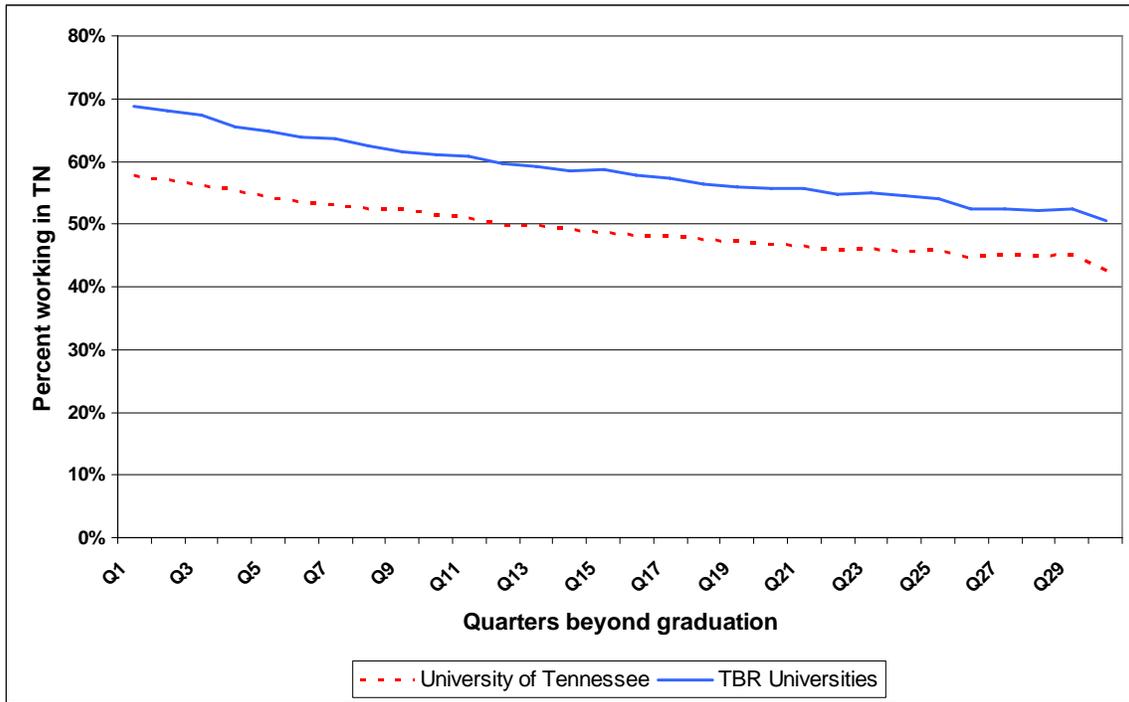
Similar differences can be found between TBR Universities and The University of Tennessee for bachelor’s degree earners. About 69 percent of TBR graduates are in the Tennessee workforce one quarter after graduation, compared to just 61 percent of University of Tennessee graduates (Figure 3).

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

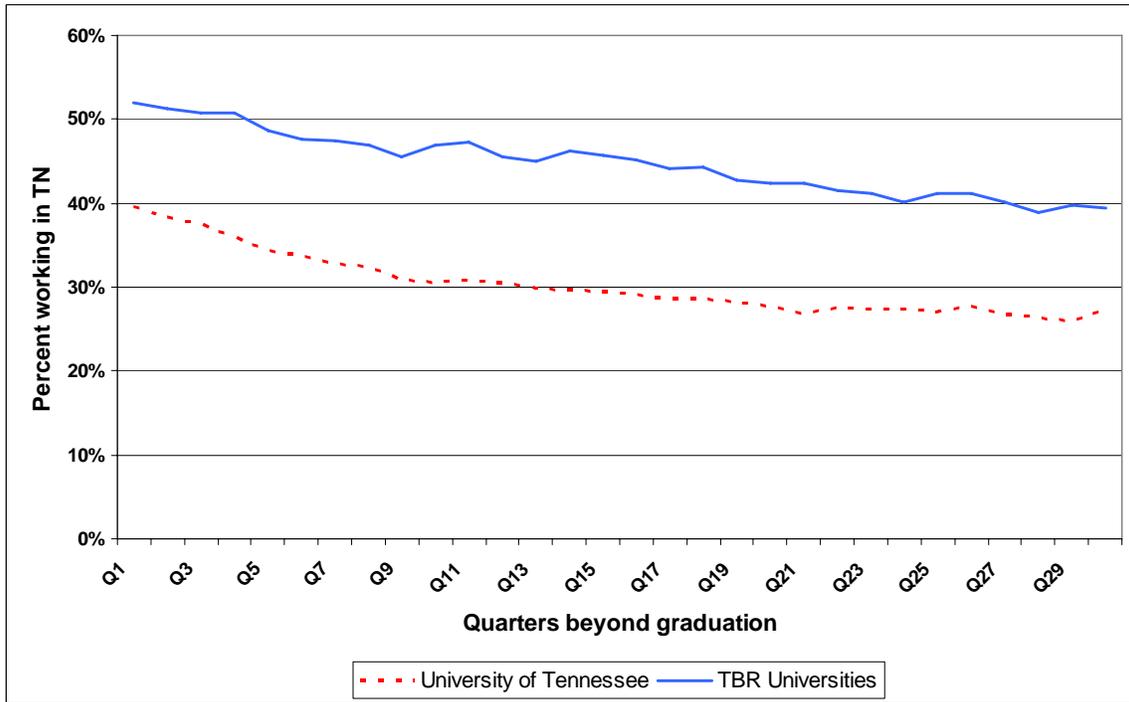


The same pattern can be found among master's and doctoral degree earners, with graduates of The University of Tennessee being roughly 10 percentage points less likely to join the Tennessee workforce upon graduation than their counterparts from TBR Universities (Figures 4 and 5). This difference also 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).

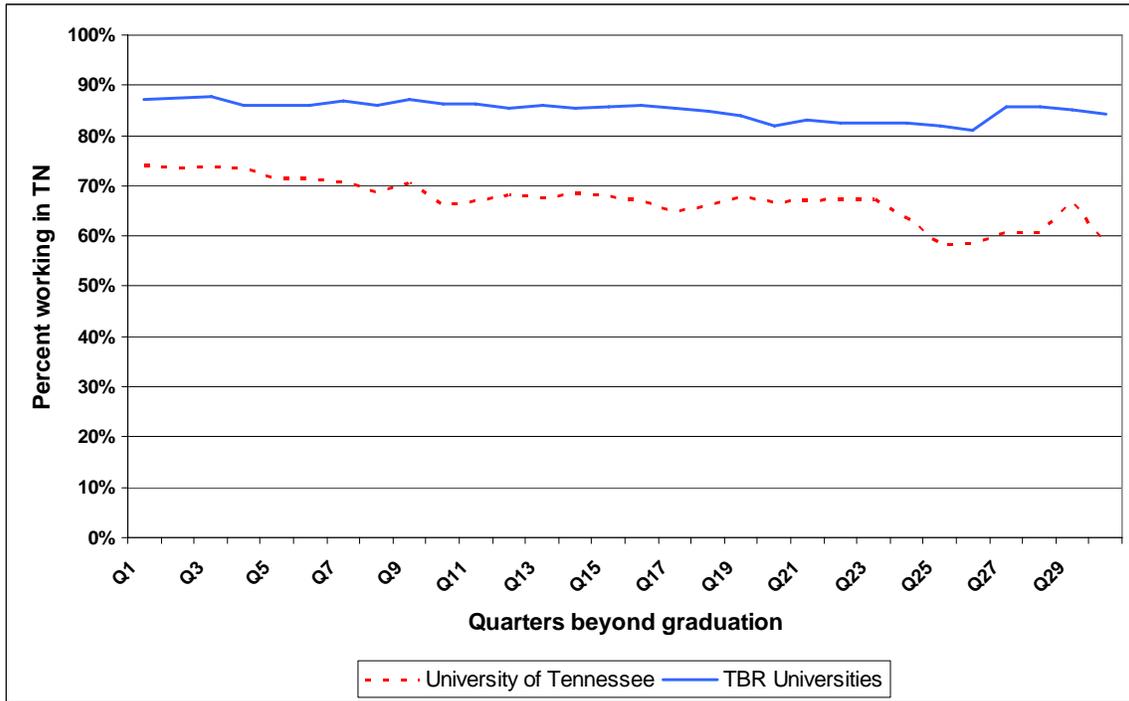
**Figure 4: Trend in Graduates Working in Tennessee: Master's Degrees**



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

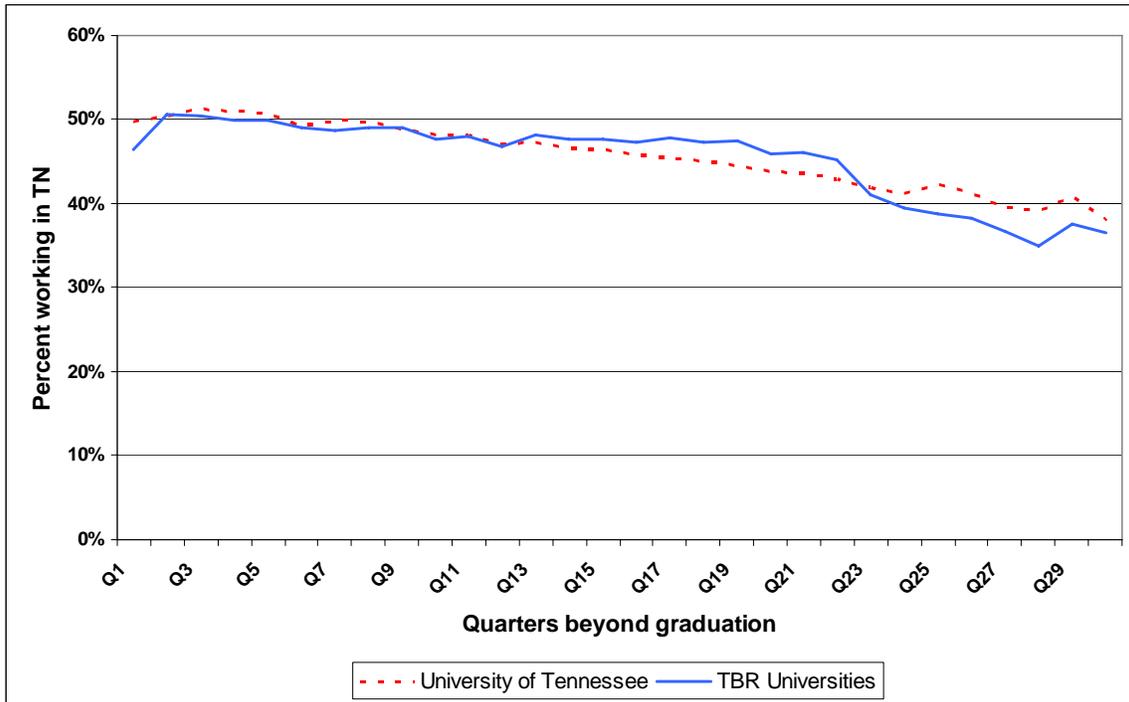


**Figure 6: Trend in Graduates Working in Tennessee: Education Specialist Degrees**



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).

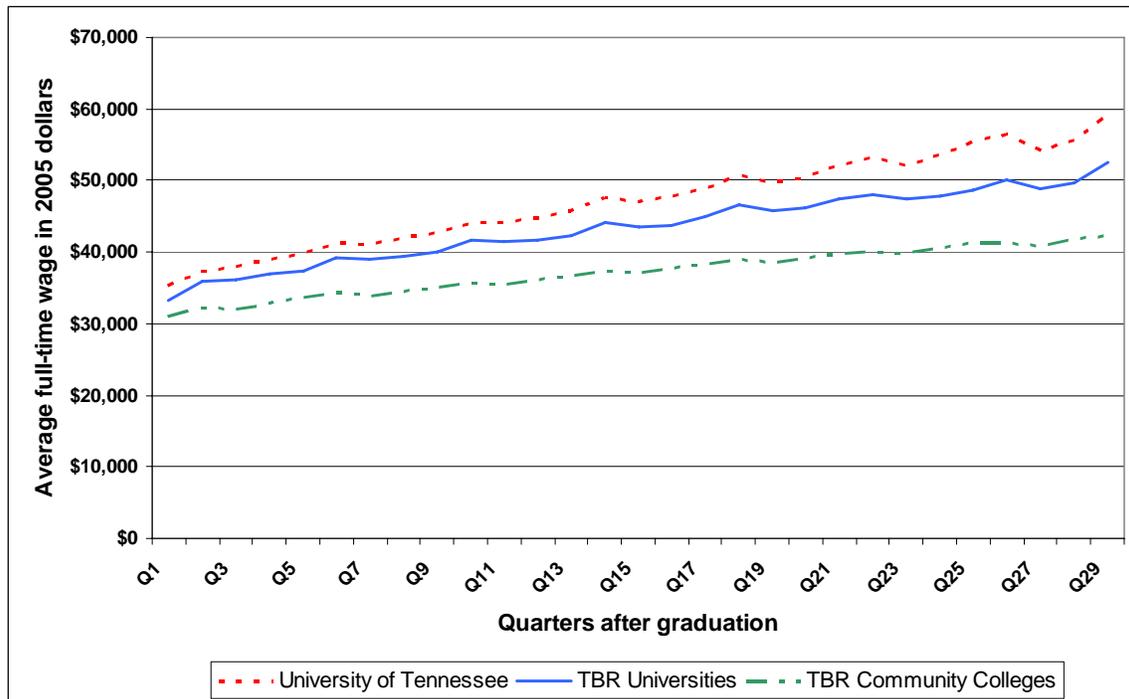
**Figure 7: Trend in Graduates Working in Tennessee: Professional Degrees**



*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*.<sup>4</sup> 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).

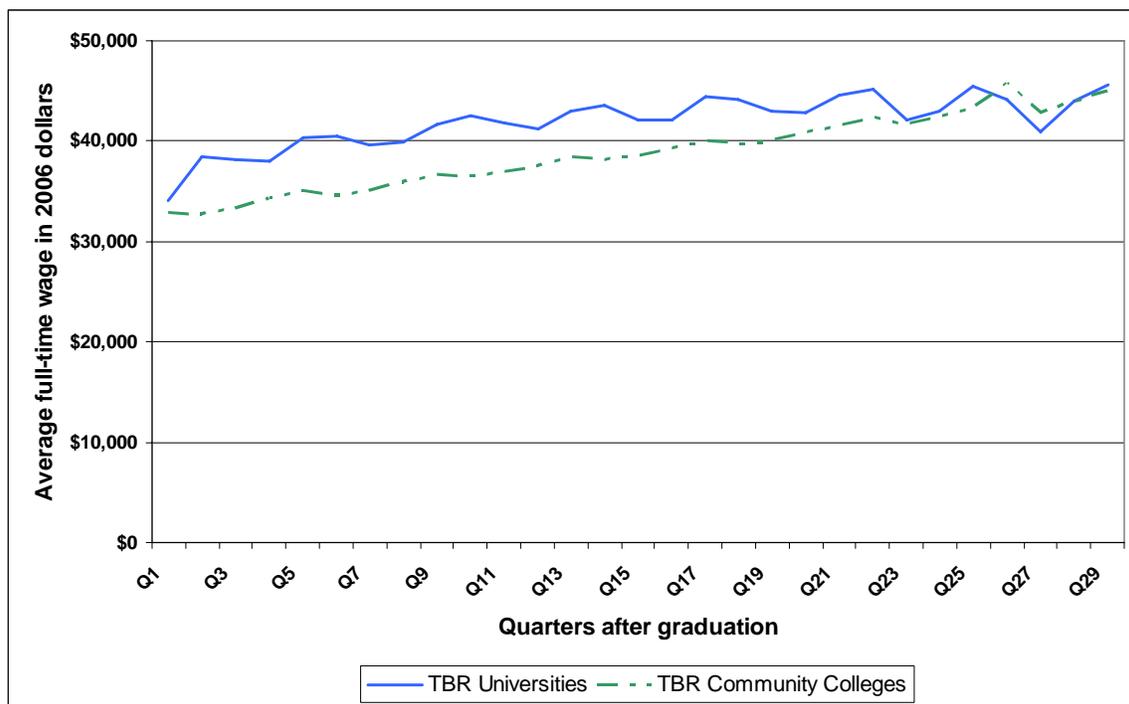
**Figure 8: Trend in Wages for Graduates Working in Tennessee**



<sup>4</sup> 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.<sup>5</sup> 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 25<sup>th</sup> quarter

<sup>5</sup> 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**

|                         | <b>Associate's</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Doctoral</b> | <b>Ed. Specialist</b> | <b>Professional</b> |
|-------------------------|--------------------|-------------------|-----------------|-----------------|-----------------------|---------------------|
| 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%               | -                 | -               | -               | -                     | -                   |

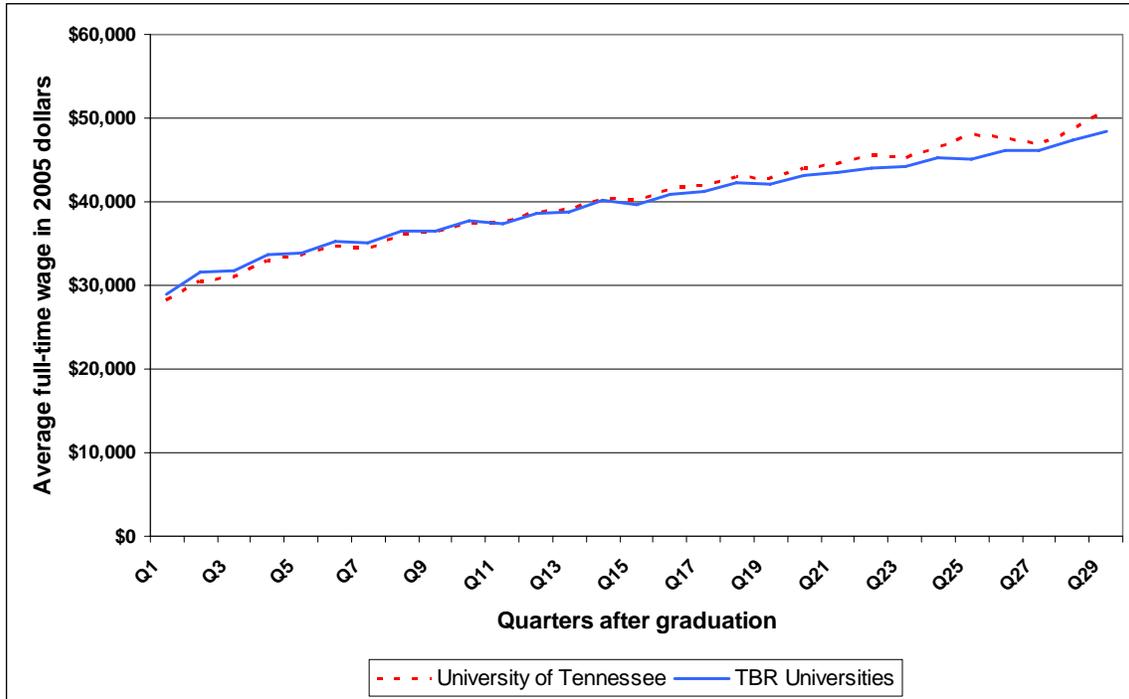
**Table 2: Average Wage in Quarter 2 for Graduates of Tennessee Public Institutions**

|                         | <b>Associate's</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Doctoral</b> | <b>Ed. Specialist</b> | <b>Professional</b> |
|-------------------------|--------------------|-------------------|-----------------|-----------------|-----------------------|---------------------|
| 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).

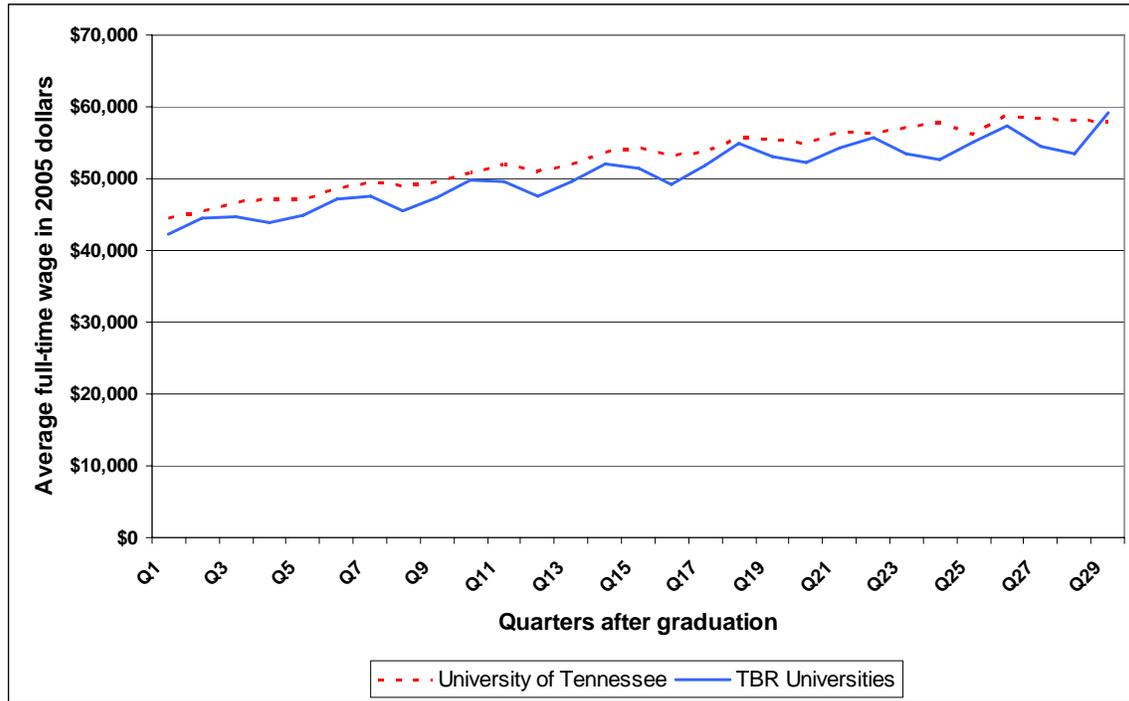
**Figure 10: Trend in Wages for Graduates Working in Tennessee:**

**Bachelor's Degrees**



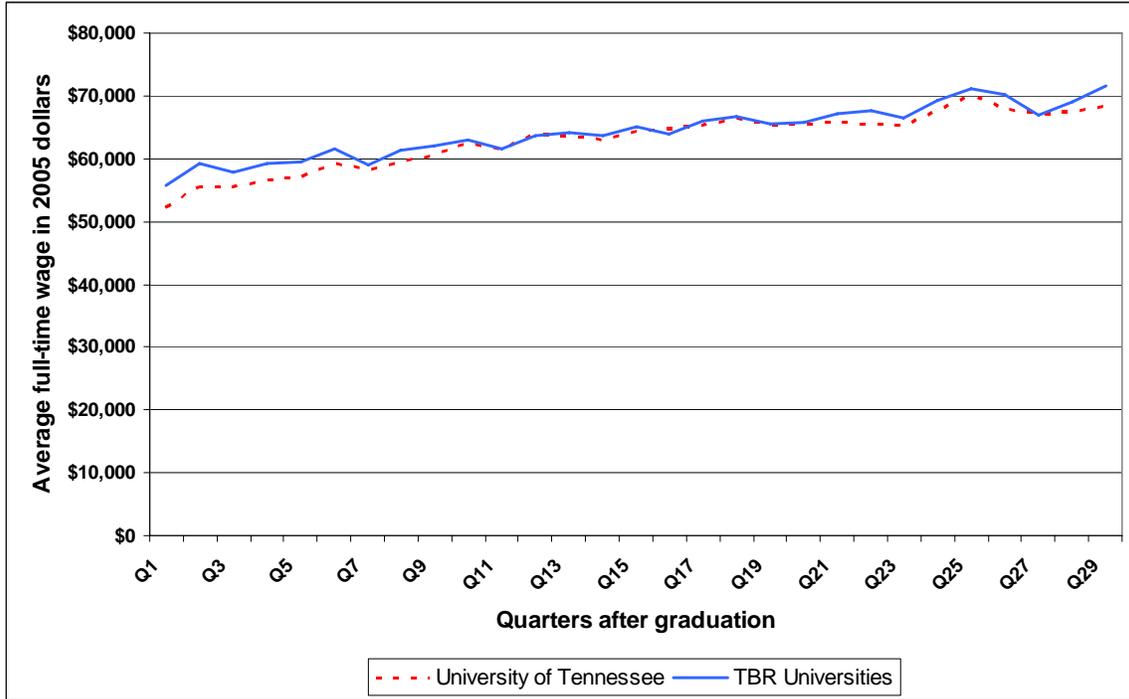
Wages start considerably higher for master's degree holders than for those with bachelor's degrees, but the growth is slower. Average wages for graduates with master's degrees are comparable for TBR University graduates and University of Tennessee graduates, with a comparable growth rate and average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

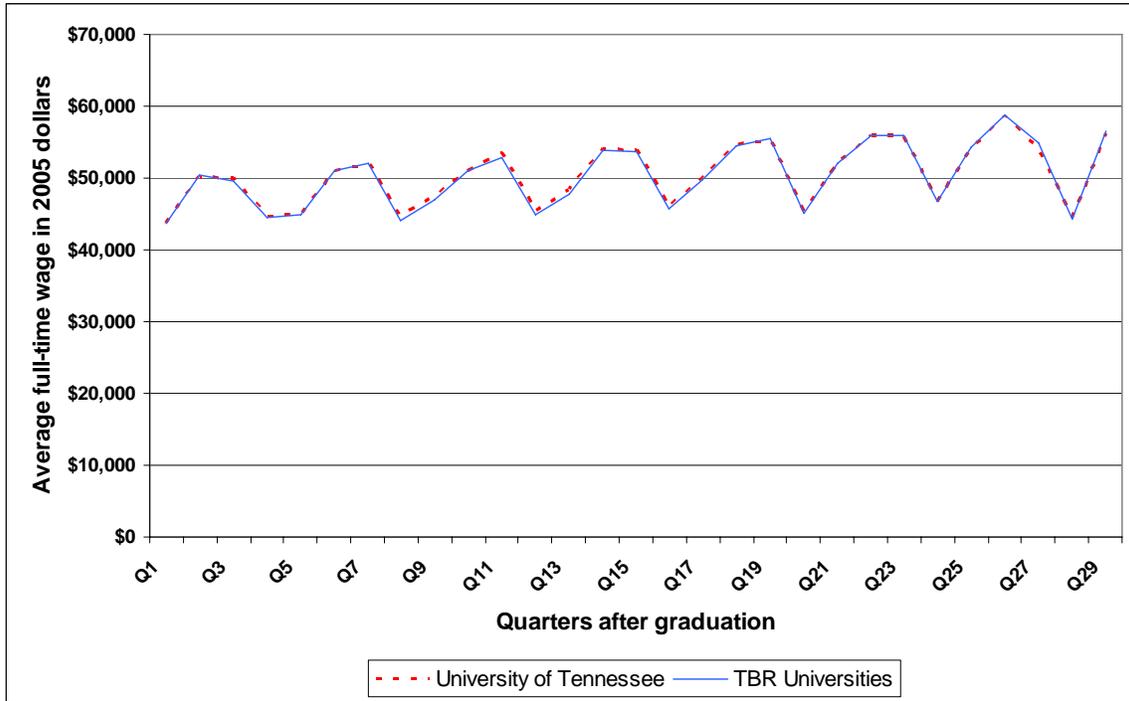
**Figure 12: Trend in Wages for Graduates Working in Tennessee: Doctoral Degrees**



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:**

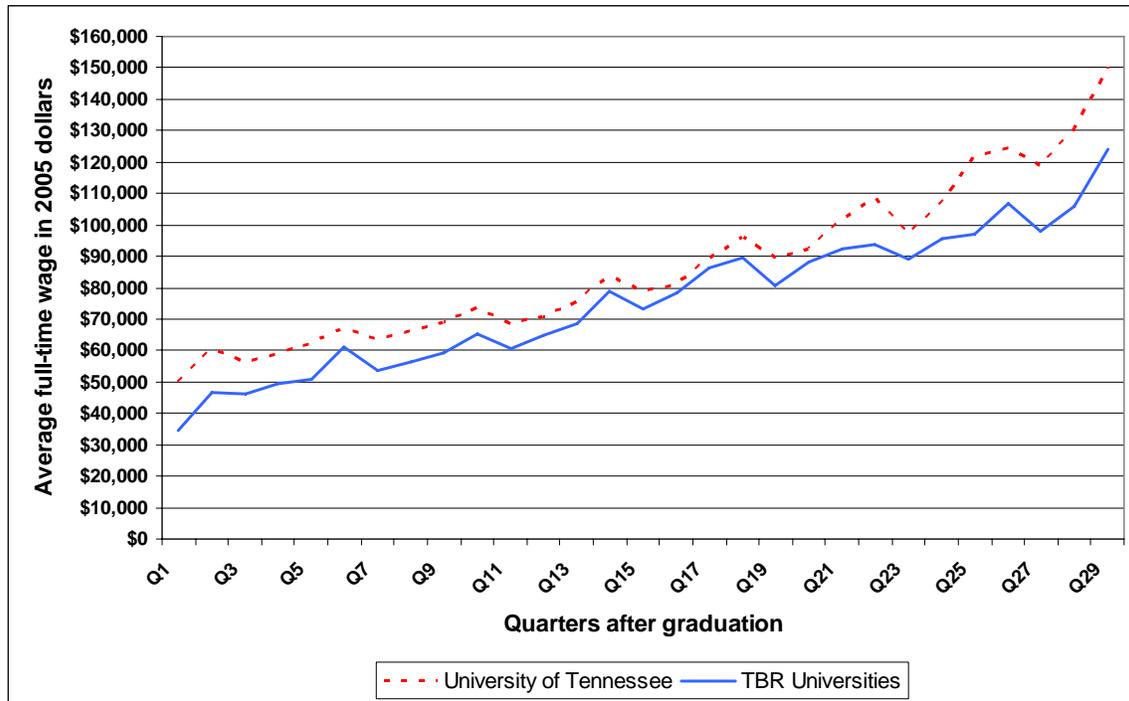
**Education Specialist Degrees**



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 Data<sup>6</sup>*

**Table A: Graduates of All Institutions: 3<sup>rd</sup> Quarter after Graduation**

|           | <b>All Award Levels</b> | <b>Associate's</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Ed. Specialist</b> | <b>Doctoral</b> | <b>Professional</b> |
|-----------|-------------------------|--------------------|-------------------|-----------------|-----------------------|-----------------|---------------------|
| 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**

|           | <b>All Award Levels</b> | <b>Associate's</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Ed. Specialist</b> | <b>Doctoral</b> | <b>Professional</b> |
|-----------|-------------------------|--------------------|-------------------|-----------------|-----------------------|-----------------|---------------------|
| 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**

|           | <b>All Award Levels</b> | <b>Associate's</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Ed. Specialist</b> | <b>Doctoral</b> | <b>Professional</b> |
|-----------|-------------------------|--------------------|-------------------|-----------------|-----------------------|-----------------|---------------------|
| 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%                |

<sup>6</sup> 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: 3<sup>rd</sup> Quarter after Graduation**

|   |           | <b>All Award Levels</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Ed. Specialist</b> | <b>Doctoral</b> | <b>Professional</b> |
|---|-----------|-------------------------|-------------------|-----------------|-----------------------|-----------------|---------------------|
| <b>University of Tennessee System</b>                         | 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%                |
| <b>University of Tennessee, Knoxville</b>                     | 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%                |
| <b>University of Tennessee, Chattanooga</b>                   | 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%            |                     |
| <b>University of Tennessee, Martin</b>                        | Full-Time | 57.5%                   | 55.7%             | 68.8%           |                       |                 |                     |
|   | Wages     | \$32,426                | \$29,898          | \$45,328        |                       |                 |                     |
|   | Part-Time | 11.6%                   | 12.7%             | 4.4%            |                       |                 |                     |
| <b>University of Tennessee, Medical Health Science Center</b> | 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: 13<sup>th</sup> Quarter after Graduation**

|   |           | <b>All Award Levels</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Ed. Specialist</b> | <b>Doctoral</b> | <b>Professional</b> |
|---|-----------|-------------------------|-------------------|-----------------|-----------------------|-----------------|---------------------|
| <b>University of Tennessee System</b>                         | 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%                |
| <b>University of Tennessee, Knoxville</b>                     | 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%                |
| <b>University of Tennessee, Chattanooga</b>                   | Full-Time | 50.7%                   | 51.8%             | 48.1%           |                       |                 |                     |
|   | Wages     | \$43,731                | \$37,937          | \$60,768        |                       |                 |                     |
|   | Part-Time | 4.5%                    | 5.3%              | 2.6%            |                       |                 |                     |
| <b>University of Tennessee, Martin</b>                        | Full-Time | 61.5%                   | 60.6%             | 67.0%           |                       |                 |                     |
|   | Wages     | \$37,298                | \$35,275          | \$48,885        |                       |                 |                     |
|   | Part-Time | 5.0%                    | 5.5%              | 2.0%            |                       |                 |                     |
| <b>University of Tennessee, Medical Health Science Center</b> | 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: 25<sup>th</sup> Quarter after Graduation**

|   |           | <b>All Award Levels</b> | <b>Bachelor's</b> | <b>Master's</b> | <b>Ed. Specialist</b> | <b>Doctoral</b> | <b>Professional</b> |
|---|-----------|-------------------------|-------------------|-----------------|-----------------------|-----------------|---------------------|
| <b>University of Tennessee System</b>                         | 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%                |
| <b>University of Tennessee, Knoxville</b>                     | 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%                |
| <b>University of Tennessee, Chattanooga</b>                   | Full-Time | 44.4%                   | 45.3%             | 41.7%           |                       |                 |                     |
|   | Wages     | \$49,917                | \$45,744          | \$62,867        |                       |                 |                     |
|   | Part-Time | 3.0%                    | 3.5%              | 1.5%            |                       |                 |                     |
| <b>University of Tennessee, Martin</b>                        | Full-Time | 58.9%                   | 59.1%             | 57.8%           |                       |                 |                     |
|   | Wages     | \$41,527                | \$40,713          | \$46,689        |                       |                 |                     |
|   | Part-Time | 2.2%                    | 2.4%              | 0.4%            |                       |                 |                     |
| <b>University of Tennessee, Medical Health Science Center</b> | 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: 3<sup>rd</sup> Quarter after Graduation**

|   |           | All Award Levels | Associate's | Bachelor's | Master's | Ed. Specialist | Doctoral | Professional |
|---|-----------|------------------|-------------|------------|----------|----------------|----------|--------------|
| <b>TBR Universities</b>                   | 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%         |
| <b>Austin Peay State University</b>       | 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%           |          |              |
| <b>Tennessee State University</b>         | 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%     |              |
| <b>Tennessee Technological University</b> | 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%           |          |              |
| <b>University of Memphis</b>              | 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%         |
| <b>East Tennessee State University</b>    | 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%         |
| <b>Middle Tennessee State University</b>  | 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: 13<sup>th</sup> Quarter after Graduation**

|   |           | All Award Levels | Associate's | Bachelor's | Master's | Ed. Specialist | Doctoral | Professional |
|---|-----------|------------------|-------------|------------|----------|----------------|----------|--------------|
| <b>TBR Universities</b>                   | 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%         |
| <b>Austin Peay State University</b>       | 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%           |          |              |
| <b>Tennessee State University</b>         | 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%     |              |
| <b>Tennessee Technological University</b> | 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%           |          |              |
| <b>University of Memphis</b>              | 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%         |
| <b>East Tennessee State University</b>    | 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%         |
| <b>Middle Tennessee State University</b>  | 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: 25<sup>th</sup> Quarter after Graduation**

|   |           | All Award Levels | Associate's | Bachelor's | Master's | Ed. Specialist | Doctoral | Professional |
|---|-----------|------------------|-------------|------------|----------|----------------|----------|--------------|
| <b>TBR Universities</b>                   | 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%         |
| <b>Austin Peay State University</b>       | 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%     |                |          |              |
| <b>Tennessee State University</b>         | 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%     |              |
| <b>Tennessee Technological University</b> | 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%           |          |              |
| <b>University of Memphis</b>              | 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%         |
| <b>East Tennessee State University</b>    | 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%         |
| <b>Middle Tennessee State University</b>  | 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: 3<sup>rd</sup> Quarter after Graduation**

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

**Table K: TBR Community College Graduates: 13<sup>th</sup> Quarter after Graduation**

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

**Table L: TBR Community College Graduates: 25<sup>th</sup> Quarter after Graduation**

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