

**CALENDAR YEAR 2024**

**ALUMNI WAGES  
REPORT**





## ABOUT THIS REPORT

The annual Arizona Board of Regents Alumni Wages Report examines wages earned by graduates of the state's public universities in Arizona's workforce. This important educational outcome documents the overall contribution of graduates to the state's economy, median wages earned by graduates, graduates' persistence in the Arizona workforce as well as the variability in graduate wages and student loan debt across degree levels and instructional programs.

Data in this report utilizes the wages of graduates of Arizona's public universities over the last 30 years. Wage data is provided by the Arizona Department of Economic Security, and all reported wages reflect only those graduates who earned wages in Arizona. Graduates of Arizona's public universities are reported by each university according to the highest degree completed at that specific institution

Reported values for university undergraduate degree recipients include individuals who earned graduate level degrees from other institutions. Moreover, to maintain graduates' privacy information, only summary statistics are provided by the universities to the board for this report. As a result, graduates who received degrees from more than one Arizona public university are included in each institution's reported values. Totals reported for the Arizona public university enterprise duplicate graduates who received more than one degree from Arizona's public universities.

All median wages reported reflect only those graduates who earned Arizona wages in all four quarters of the calendar year. The universities report median wages, student loan debt at graduation and debt-to-income ratios by program level and instructional program that reflect five-year cohorts of graduates one to five years and six to ten years after their graduation.

### **ABOUT THE ARIZONA BOARD OF REGENTS**

The Arizona Board of Regents is committed to ensuring access for qualified residents of Arizona to undergraduate and graduate institutions; promoting the discovery, application and dissemination of new knowledge; extending the benefits of university activities to Arizona's citizens outside the university; and maximizing the benefits derived from the state's investment in education.

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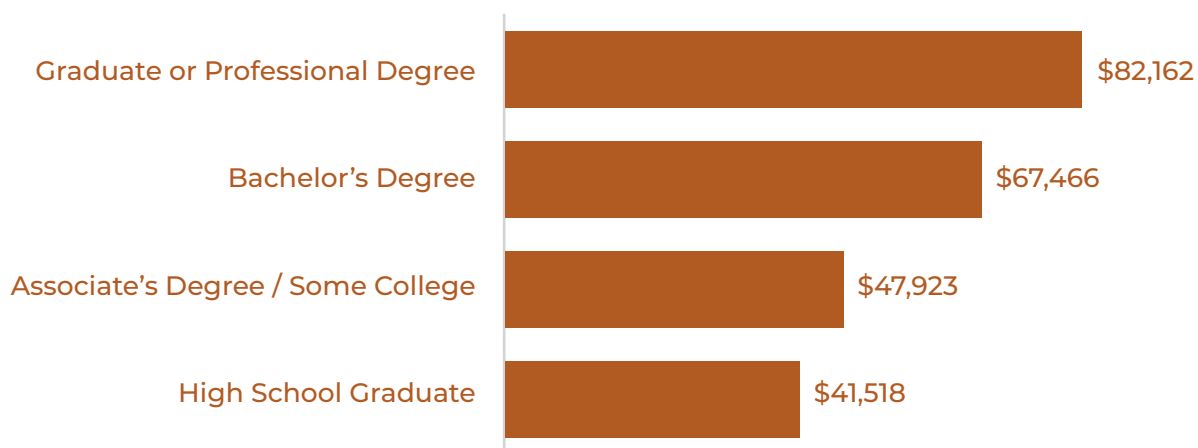
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## EXECUTIVE SUMMARY

The CY 2024 Alumni Wages Report demonstrates that a college degree is one of the most important investments an individual or the state can make. For Arizonans age 25 and older, median annual earnings are \$67,466 for bachelor's degree holders compared to \$41,518 for individuals with only a high school diploma (2024 inflation-adjusted dollars).

### 2024 Median Earnings of Arizona Population 25 and Older by Educational Attainment Source: US Census, in 2024 Inflation-Adjusted Dollars




Educational attainment is strongly associated with higher earnings. Bachelor's degree holders earn a median wage that is \$25,948 (62%) higher than high school graduates. Individuals with some college or an associate degree earn \$47,923, representing a more modest premium of \$6,405. Those with graduate or professional degrees earn the highest median wages at \$82,162—nearly double that of high school graduates. Degree holders are also more likely to be employed and demonstrate strong earning power within five years of graduation, even when accounting for student loan debt.

Graduates of Arizona's public universities are a significant driver of the state's economy. In 2024, approximately 256,400 undergraduate alumni working in Arizona earned nearly \$22 billion in wages and contributed an estimated \$1.8 billion in state taxes. In addition, about 90,300 graduate-level alumni earned \$9.9 billion in wages and contributed an estimated \$817 million in state taxes.

Many graduates remain in Arizona's workforce following graduation. Among undergraduate alumni, 77% of Arizona residents and 19% of non-residents are working in Arizona one year after graduation in 2024, compared to 38% and 11% for those who graduated 30 years ago. Similar patterns are observed for graduate-level alumni, with 74% of Arizona residents and 17% of non-residents working in-state one year after graduation, declining to 26% and 7% over time. These trends reflect the natural mobility of college-educated workers as they pursue opportunities across the country.<sup>1</sup>

<sup>1</sup><https://www.census.gov/data/tables/time-series/demo/geographic-mobility/state-to-state-migration.html>



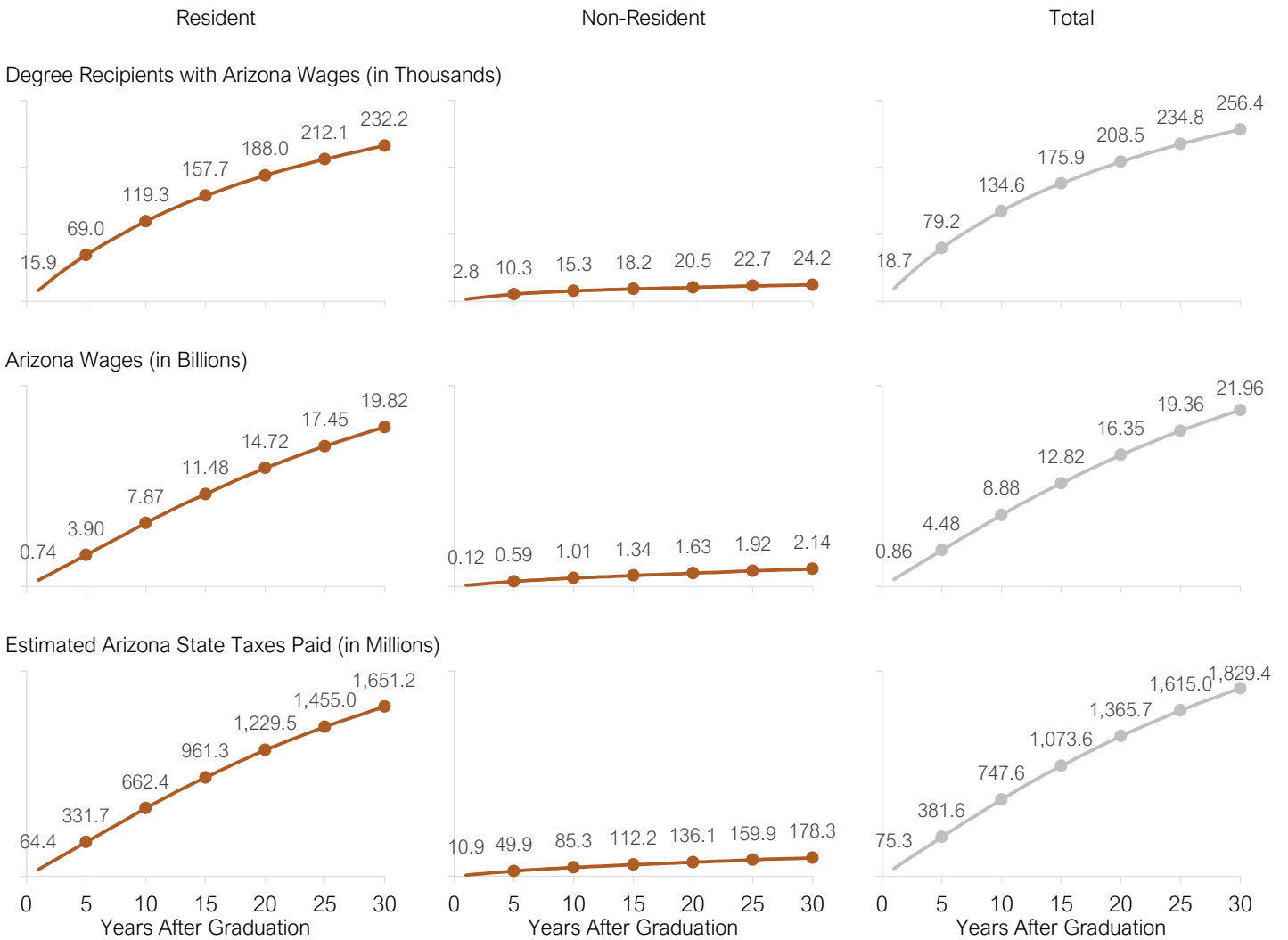
Arizona's three public universities offer a wide variety of degree majors, with graduates from each garnering median wages specific to their field and market forces. Median wages continually increase after graduation, and the ten-year median wage trends at one, five, 10 and 20 years after graduation rise on average and typically beat inflation.

Earnings vary by field of study and labor market demand. At the bachelor's level, graduates in computer science and engineering earn the highest median wages. For graduate and professional degrees, the highest wages are observed in computer science, engineering, business, and health-related fields. Median wages, student loan debt, and debt-to-income ratios also vary considerably across instructional programs. These measures are not directly comparable across universities or program categories due to differences in the mix and range of academic offerings at each institution.

Overall, these findings highlight the sustained economic value of Arizona's public universities for graduates and the state.

# Arizona Public Universities

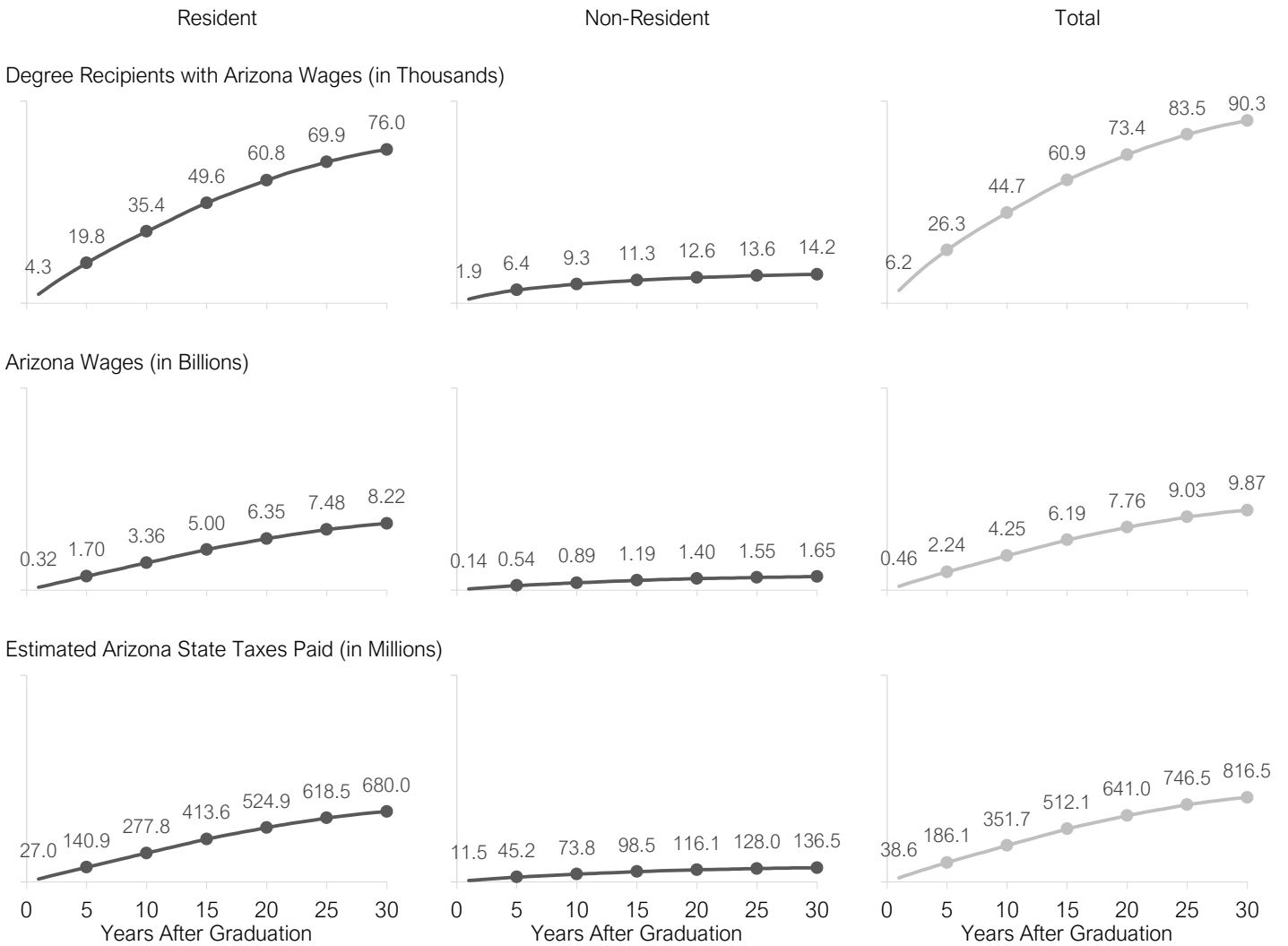
Exhibit E.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

# Arizona Public Universities

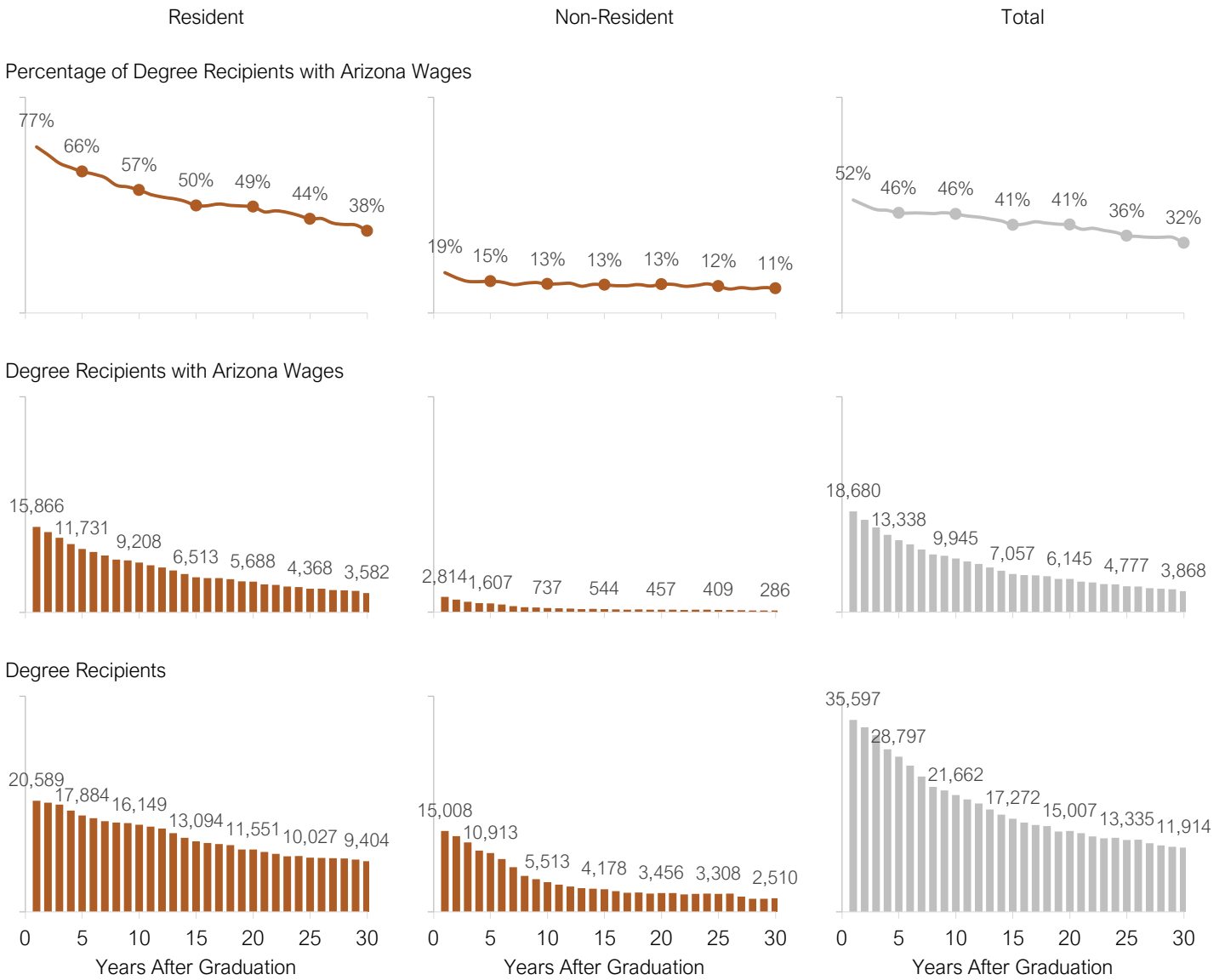
## Exhibit E.W.2: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

# Arizona Public Universities

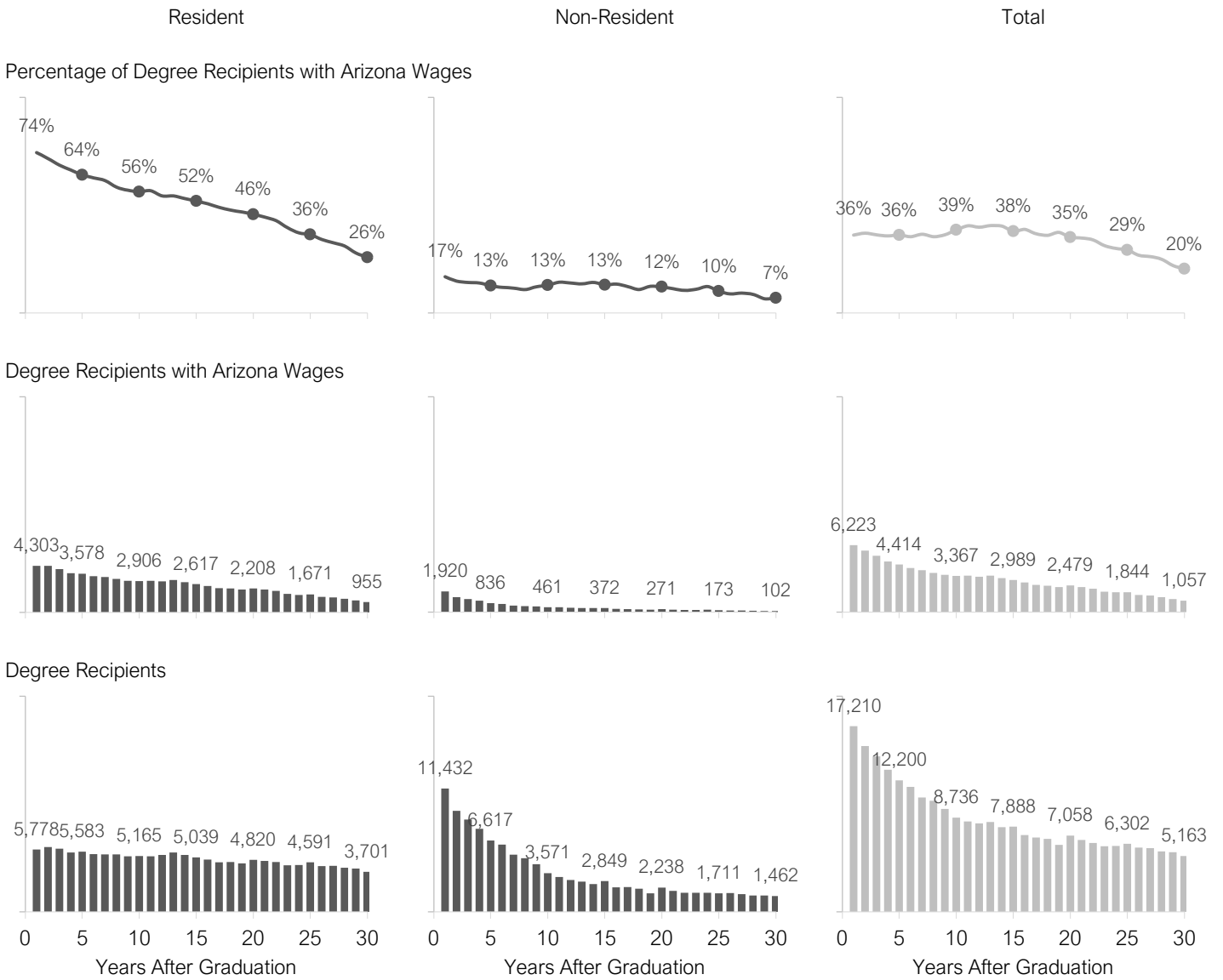
## Exhibit E.W.3: Arizona Workforce Persistence of Undergraduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

# Arizona Public Universities

## Exhibit E.W.4: Arizona Workforce Persistence of Graduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Arizona State University

Exhibit ASU.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation

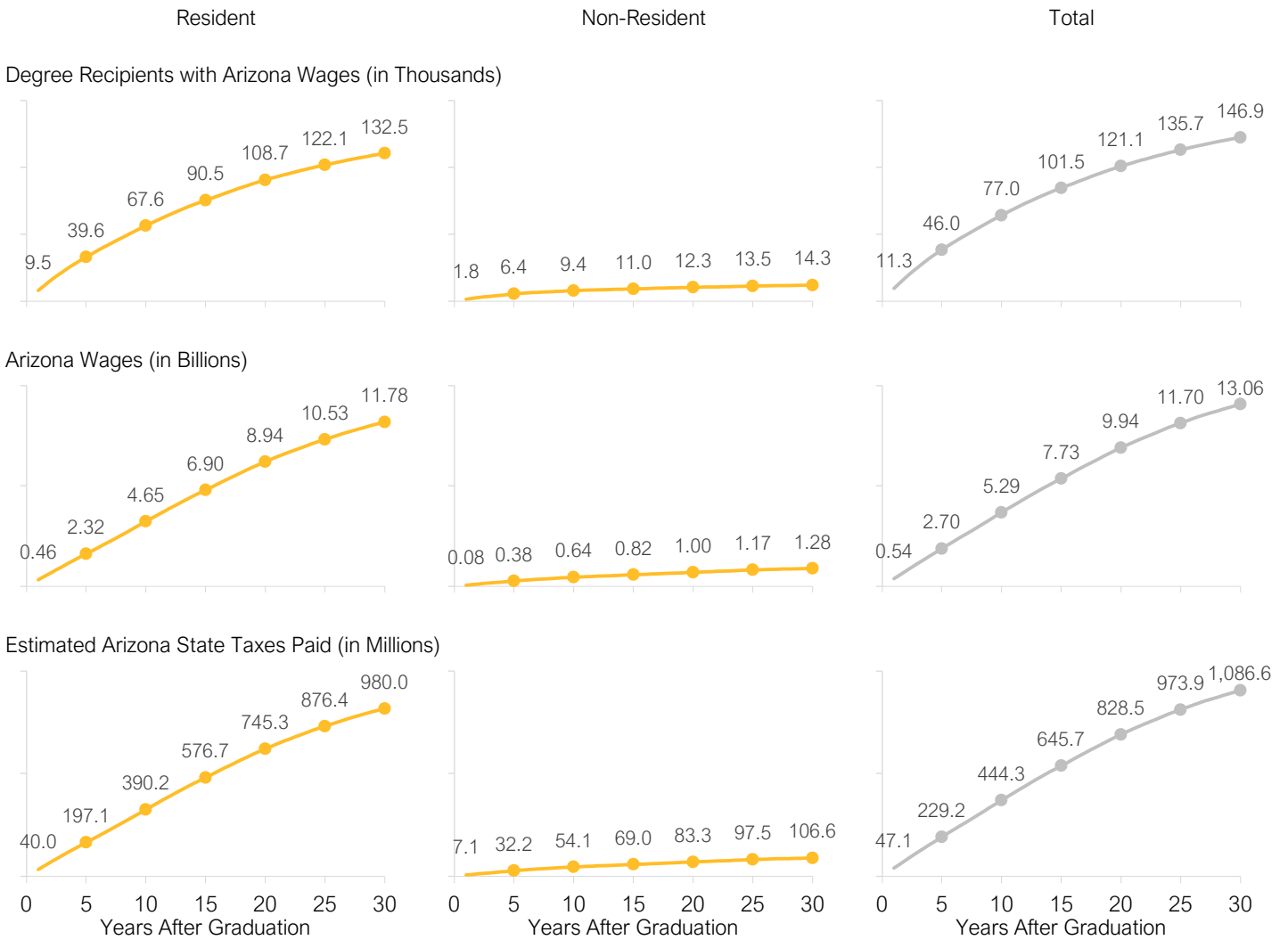
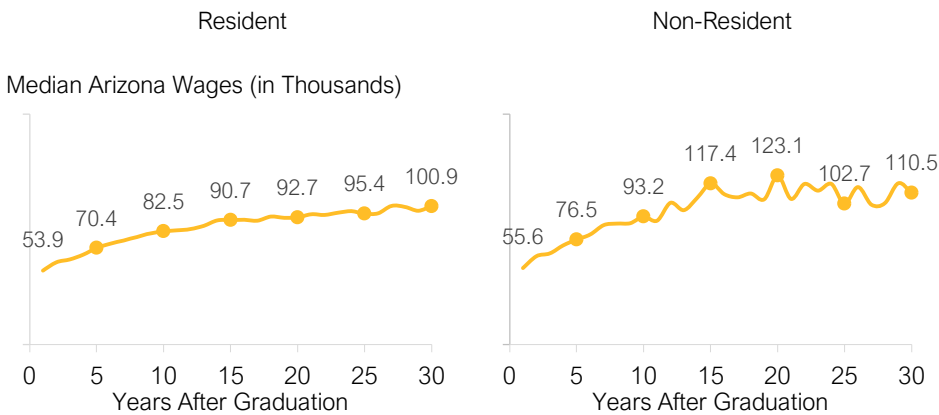


Exhibit ASU.W.2: Median Arizona Wages of Undergraduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Arizona State University

Exhibit ASU.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation

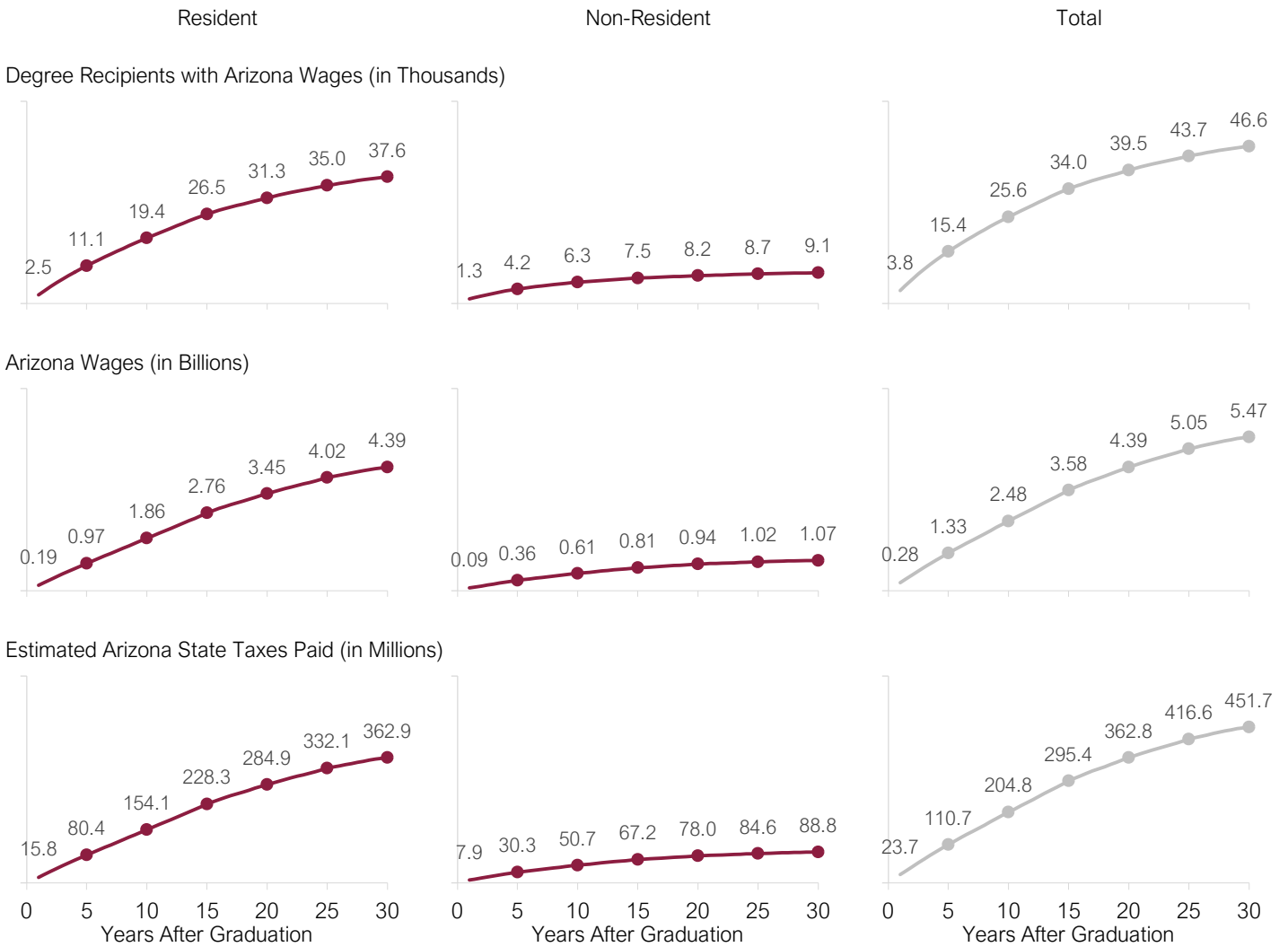
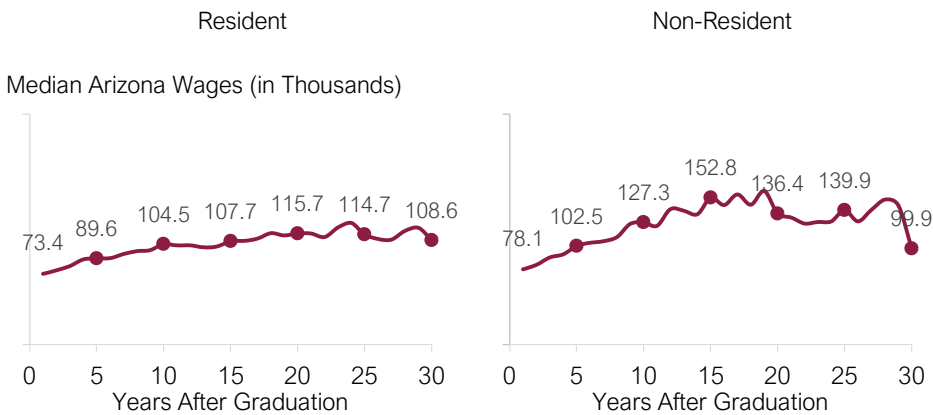
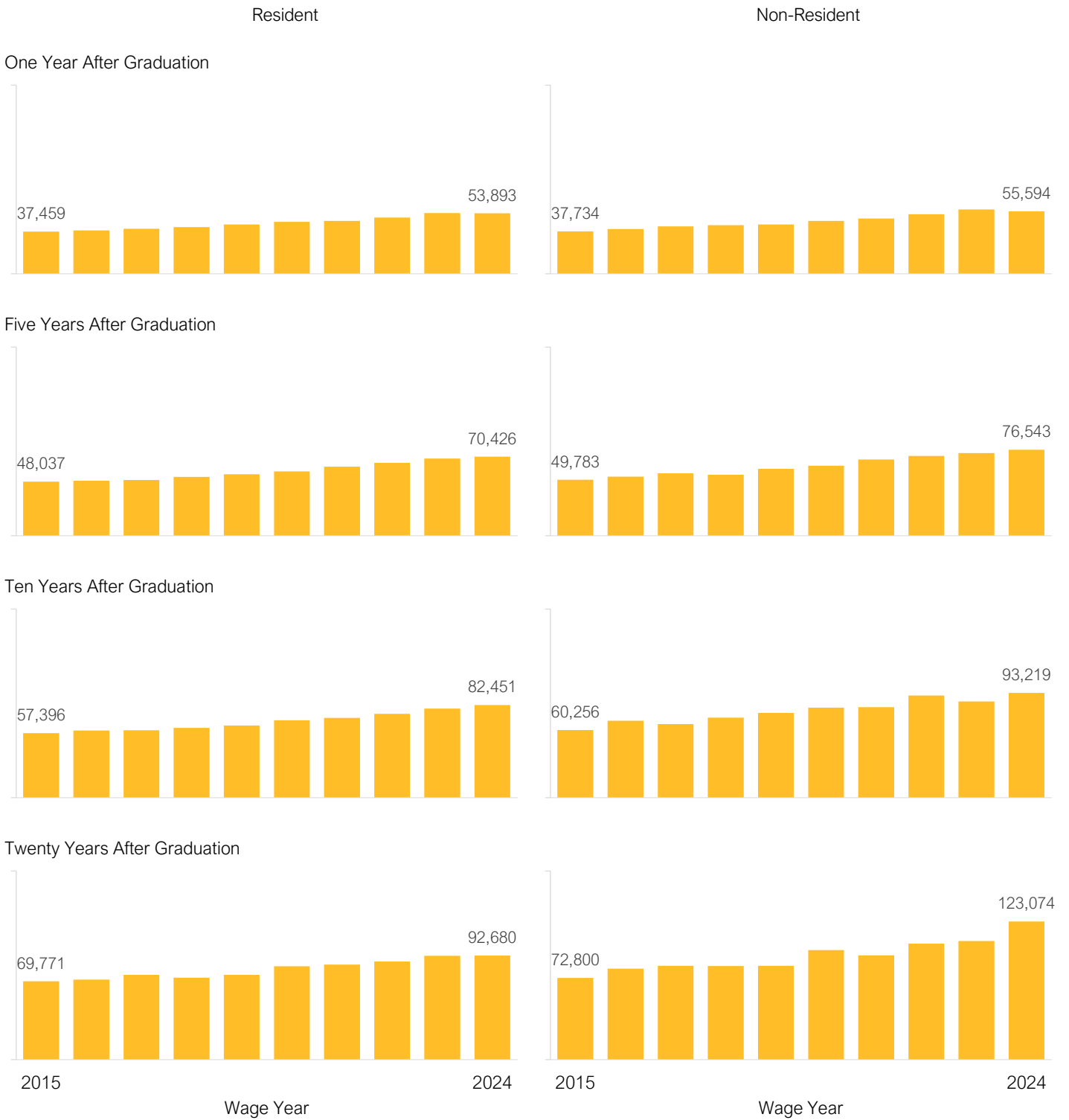


Exhibit ASU.W.4: Median Arizona Wages of Graduate Alumni in 2024 by Years After Graduation



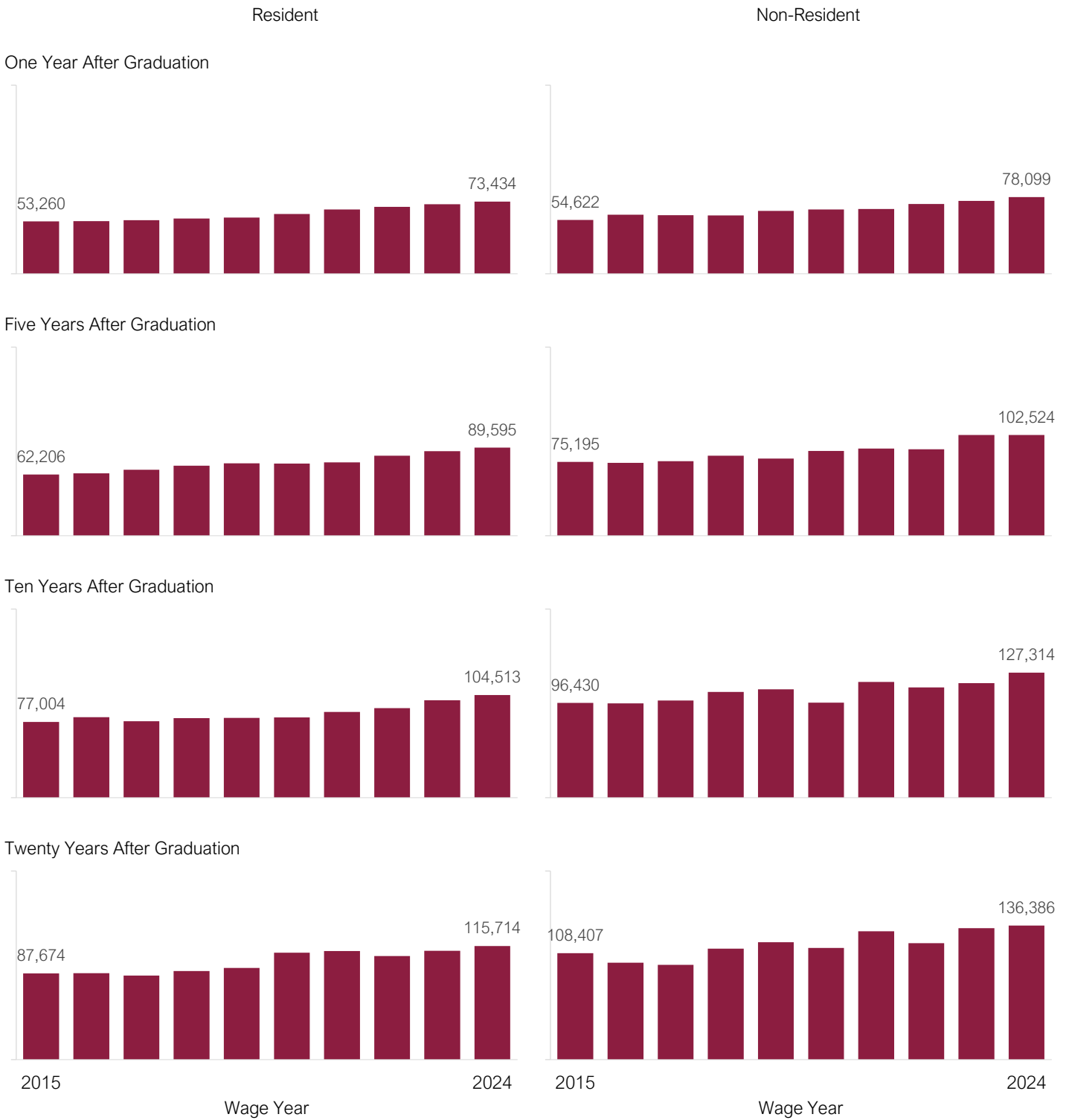
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit ASU.W.5: Median Arizona Wages of Undergraduate Alumni Over Last Ten Years



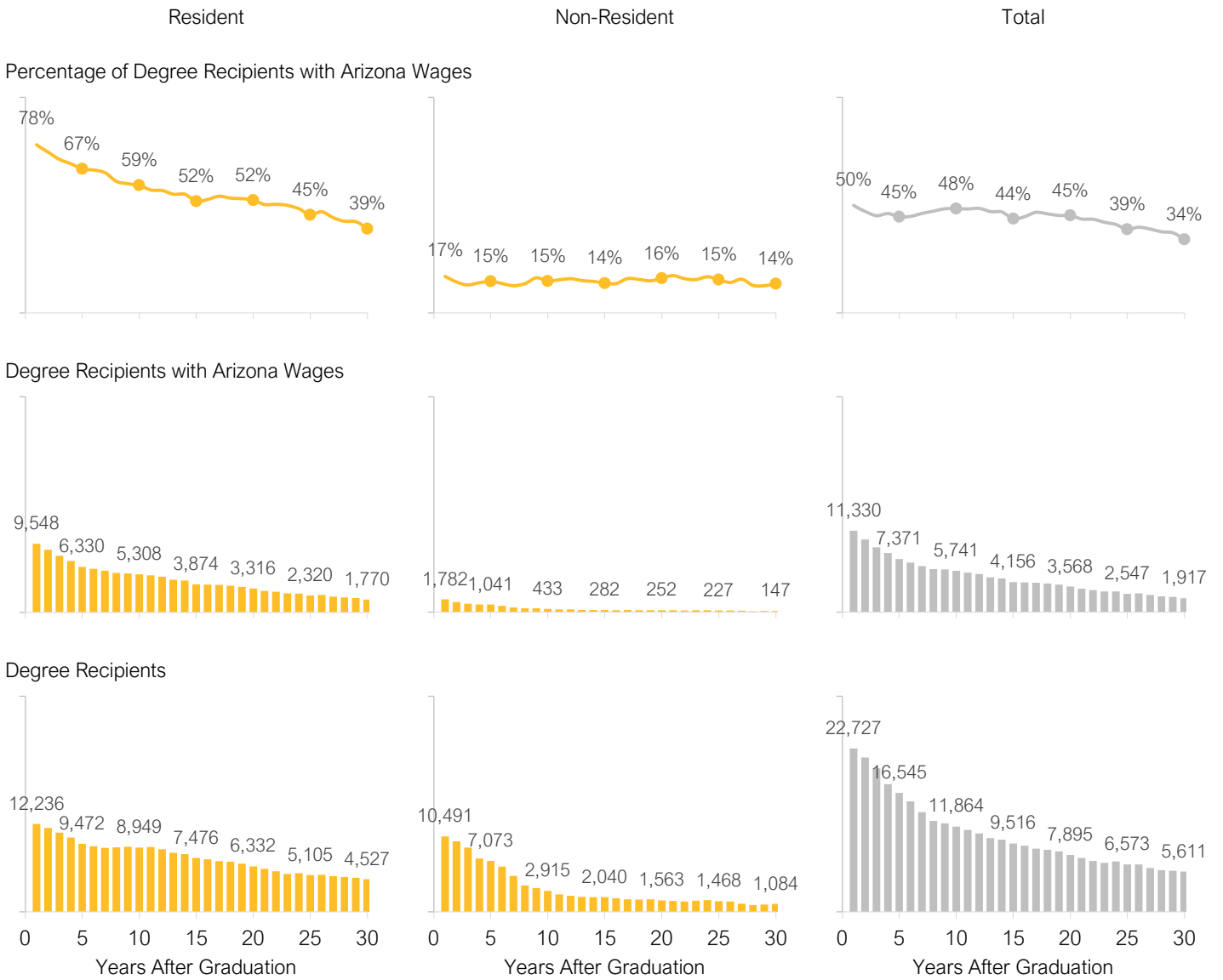
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit ASU.W.6: Median Arizona Wages of Graduate Alumni Over Last Ten Years



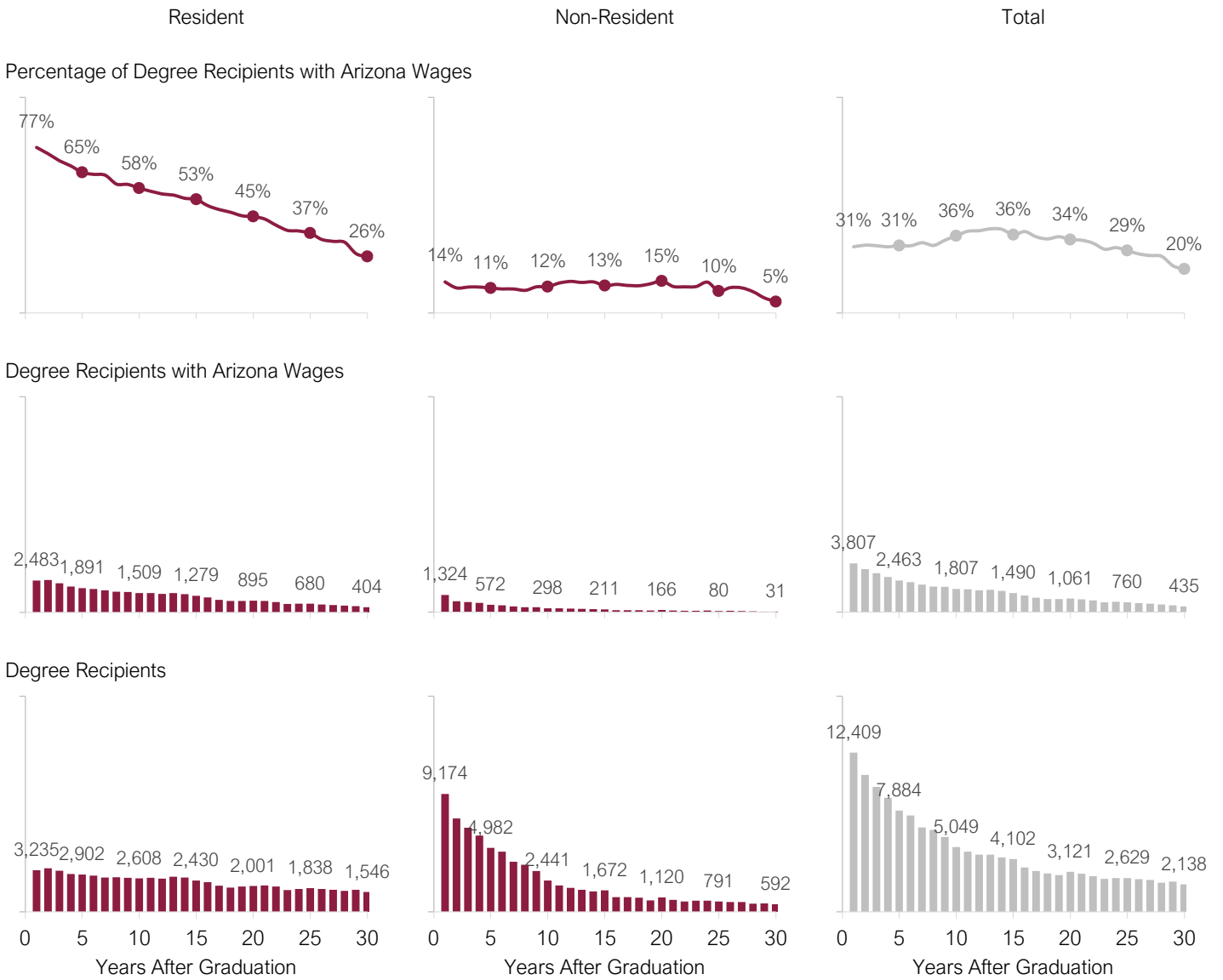
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit ASU.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit ASU.W.8: Arizona Workforce Persistence of Graduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit ASU.W.9: Median 2024 Arizona Wages of 2019-2023 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	18,600	7,051
51	Health Professions and Related Programs	8,394	3,940
14	Engineering	7,654	3,354
26	Biological and Biomedical Sciences	7,213	2,677
42	Psychology	7,037	2,373
13	Education	3,680	2,295
09	Communication, Journalism, and Related Programs	6,809	2,189
11	Computer and Information Sciences and Support Services	4,365	1,932
45	Social Sciences	6,619	1,728
30	Interdisciplinary Studies	4,356	1,557
50	Visual and Performing Arts	3,884	1,416
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	2,778	1,211
31	Parks, Recreation, Leisure, Fitness and Kinesiology	2,174	890
44	Public Administration and Social Service Professions	1,903	760
19	Family, Consumer, and Human Sciences	2,243	679
23	English Language, Literature, and Letters	2,220	633
04	Architecture and Related Services	1,394	507
15	Engineering and Engineering Related Technologies and Technicians	873	456
24	Liberal Arts and Sciences, General Studies, and Humanities	2,026	389
40	Physical Sciences	877	369
27	Mathematics and Statistics	884	350
22	Legal Professions and Studies	660	283
54	History	1,091	276
03	Natural Resources and Conservation	749	252
10	Communications Technologies, Technicians, and Support Services	422	218
41	Science Technologies and Technicians	517	209
16	Foreign Languages, Literatures, and Linguistics	671	155
49	Transportation and Materials Moving	445	140
38	Philosophy and Religious Studies	563	128
05	Area, Ethnic, Cultural, Gender, and Group Studies	207	83
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
Total		98,474	37,502

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit ASU.W.9: Median 2024 Arizona Wages of 2019-2023 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res					
38%	61%	13%	51%	3,567	\$18,750	\$68,318	3.4%
47%	64%	15%	61%	2,399	\$21,500	\$71,624	3.8%
44%	62%	14%	55%	1,832	\$22,506	\$87,311	3.2%
37%	49%	12%	56%	1,492	\$18,500	\$50,794	4.6%
34%	58%	9%	58%	1,376	\$18,359	\$47,604	4.8%
62%	76%	22%	52%	1,191	\$16,800	\$59,104	3.6%
32%	62%	10%	61%	1,328	\$19,500	\$55,669	4.4%
44%	61%	14%	50%	974	\$19,500	\$85,889	2.8%
26%	51%	7%	59%	1,017	\$18,750	\$57,858	4.1%
36%	57%	11%	64%	1,002	\$20,235	\$58,463	4.3%
36%	52%	12%	60%	844	\$21,393	\$46,717	5.7%
44%	65%	10%	58%	702	\$17,500	\$57,339	3.8%
41%	55%	14%	62%	553	\$18,521	\$48,429	4.8%
40%	65%	10%	65%	495	\$17,750	\$54,472	4.1%
30%	60%	7%	62%	424	\$19,530	\$48,766	5.0%
29%	56%	6%	60%	380	\$22,637	\$48,197	5.9%
36%	62%	9%	57%	290	\$21,500	\$59,557	4.5%
52%	72%	23%	52%	237	\$23,000	\$94,212	3.1%
19%	56%	4%	76%	294	\$23,193	\$61,622	4.7%
42%	52%	12%	59%	218	\$21,939	\$58,447	4.7%
40%	50%	15%	57%	200	\$19,958	\$67,899	3.7%
43%	58%	10%	60%	171	\$19,500	\$53,196	4.6%
25%	51%	6%	57%	156	\$23,479	\$52,397	5.6%
34%	51%	12%	58%	147	\$18,000	\$55,220	4.1%
52%	60%	23%	58%	126	\$17,347	\$49,532	4.4%
40%	68%	4%	67%	140	\$18,750	\$75,515	3.1%
23%	42%	3%	56%	87	\$16,750	\$48,879	4.3%
31%	42%	19%	61%	85	\$25,125	\$57,825	5.4%
23%	43%	3%	57%	73	\$19,000	\$51,475	4.6%
40%	57%	7%	61%	51	\$15,270	\$47,055	4.1%
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
38%	60%	11%	58%	21,851	\$19,500	\$61,767	3.9%

Exhibit ASU.W.10: Median 2024 Arizona Wages of 2019-2023 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	6,827	2,012
13	Education	9,984	1,997
14	Engineering	5,934	1,526
44	Public Administration and Social Service Professions	3,231	1,337
22	Legal Professions and Studies	2,872	1,110
51	Health Professions and Related Programs	1,649	777
11	Computer and Information Sciences and Support Services	3,411	563
09	Communication, Journalism, and Related Programs	1,868	524
42	Psychology	2,433	400
26	Biological and Biomedical Sciences	1,055	352
30	Interdisciplinary Studies	1,004	301
04	Architecture and Related Services	603	273
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	1,660	253
15	Engineering and Engineering Related Technologies and Technicians	801	249
45	Social Sciences	1,298	244
50	Visual and Performing Arts	802	197
19	Family, Consumer, and Human Sciences	764	161
03	Natural Resources and Conservation	637	146
27	Mathematics and Statistics	547	140
23	English Language, Literature, and Letters	757	133
54	History	663	80
40	Physical Sciences	265	67
24	Liberal Arts and Sciences, General Studies, and Humanities	202	55
16	Foreign Languages, Literatures, and Linguistics	149	50
31	Parks, Recreation, Leisure, Fitness and Kinesiology	123	37
38	Philosophy and Religious Studies	37	13
05	Area, Ethnic, Cultural, Gender, and Group Studies	44	11
10	Communications Technologies, Technicians, and Support Services	29	11
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
41	Science Technologies and Technicians	R	R
49	Transportation and Materials Moving	R	R
Total		49,586	12,991

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit ASU.W.10: Median 2024 Arizona Wages of 2019-2023 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
29%	66%	12%	47%	945	\$43,086	\$108,449	5.3%
20%	67%	5%	62%	1,234	\$30,773	\$69,070	5.9%
26%	60%	14%	25%	377	\$20,500	\$108,525	2.5%
41%	65%	9%	69%	919	\$44,002	\$67,585	8.6%
39%	60%	18%	4%	45	\$20,500	\$101,658	2.7%
47%	67%	17%	69%	539	\$57,017	\$89,723	8.4%
17%	58%	10%	16%	90	\$20,500	\$118,650	2.3%
28%	65%	8%	51%	267	\$30,000	\$70,263	5.7%
16%	58%	5%	71%	285	\$41,000	\$64,424	8.4%
33%	55%	12%	48%	169	\$30,750	\$72,678	5.6%
30%	54%	10%	48%	144	\$26,526	\$73,116	4.8%
45%	59%	30%	52%	143	\$56,119	\$73,569	10.1%
15%	63%	3%	54%	137	\$35,227	\$78,764	5.9%
31%	60%	21%	37%	91	\$32,370	\$86,067	5.0%
19%	49%	8%	57%	138	\$37,069	\$72,315	6.8%
25%	46%	15%	60%	118	\$41,323	\$52,843	10.4%
21%	55%	4%	61%	98	\$38,928	\$59,197	8.7%
23%	56%	7%	47%	68	\$32,590	\$71,298	6.1%
26%	53%	13%	40%	56	\$40,750	\$86,817	6.2%
18%	61%	5%	62%	83	\$36,339	\$67,493	7.1%
12%	54%	2%	54%	43	\$38,000	\$63,190	8.0%
25%	49%	21%	24%	16	\$23,000	\$90,000	3.4%
27%	57%	3%	51%	28	\$41,152	\$55,190	9.9%
34%	61%	11%	42%	21	\$32,765	\$57,596	7.5%
30%	45%	17%	65%	24	\$57,292	\$68,734	11.0%
35%	41%	27%	62%	8	\$58,091	\$73,982	10.4%
25%	24%	26%	64%	7	\$18,000	\$71,995	3.3%
38%	65%	0%	R	R	R	\$46,579	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
26%	10%	62%	47%	6,097	\$37,749	\$82,514	6.1%

Exhibit ASU.W.11: Median 2024 Arizona Wages of 2014-2018 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	11,407	4,434
14	Engineering	4,871	2,098
26	Biological and Biomedical Sciences	4,378	1,966
09	Communication, Journalism, and Related Programs	5,517	1,916
51	Health Professions and Related Programs	4,043	1,819
13	Education	2,977	1,681
45	Social Sciences	5,317	1,670
30	Interdisciplinary Studies	4,041	1,626
42	Psychology	3,884	1,473
50	Visual and Performing Arts	3,297	1,179
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	2,569	1,156
11	Computer and Information Sciences and Support Services	2,016	1,026
31	Parks, Recreation, Leisure, Fitness and Kinesiology	1,941	917
19	Family, Consumer, and Human Sciences	1,844	665
23	English Language, Literature, and Letters	1,563	553
44	Public Administration and Social Service Professions	900	422
54	History	904	282
15	Engineering and Engineering Related Technologies and Technicians	577	275
04	Architecture and Related Services	744	249
22	Legal Professions and Studies	571	248
24	Liberal Arts and Sciences, General Studies, and Humanities	1,095	240
41	Science Technologies and Technicians	503	234
27	Mathematics and Statistics	606	230
40	Physical Sciences	544	219
16	Foreign Languages, Literatures, and Linguistics	527	168
03	Natural Resources and Conservation	399	142
10	Communications Technologies, Technicians, and Support Services	235	129
05	Area, Ethnic, Cultural, Gender, and Group Studies	196	93
49	Transportation and Materials Moving	337	93
38	Philosophy and Religious Studies	326	89
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	69	23
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
Total		66,090	26,554

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit ASU.W.11: Median 2024 Arizona Wages of 2014-2018 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res					
39%	55%	12%	58%	2,591	\$20,419	\$92,765	2.7%
43%	56%	13%	63%	1,327	\$24,036	\$113,972	2.6%
45%	50%	16%	64%	1,266	\$21,500	\$78,959	3.3%
35%	52%	12%	69%	1,315	\$20,826	\$73,410	3.5%
45%	57%	14%	72%	1,302	\$21,863	\$85,030	3.2%
56%	62%	23%	70%	1,185	\$20,000	\$64,176	3.8%
31%	48%	8%	69%	1,148	\$22,027	\$77,195	3.5%
40%	52%	12%	71%	1,154	\$23,500	\$72,640	4.0%
38%	52%	9%	69%	1,023	\$19,806	\$66,742	3.6%
36%	45%	11%	69%	817	\$23,035	\$60,638	4.7%
45%	62%	11%	71%	820	\$18,954	\$69,781	3.3%
51%	59%	15%	60%	619	\$20,500	\$123,586	2.0%
47%	54%	22%	67%	610	\$20,500	\$72,661	3.5%
36%	52%	9%	75%	500	\$23,000	\$62,155	4.5%
35%	50%	6%	71%	394	\$21,483	\$61,792	4.3%
47%	57%	10%	78%	330	\$22,000	\$61,088	4.4%
31%	51%	6%	67%	188	\$22,000	\$64,925	4.2%
48%	60%	19%	66%	181	\$26,282	\$116,052	2.8%
33%	50%	14%	68%	170	\$23,125	\$81,508	3.5%
43%	54%	11%	73%	181	\$18,668	\$73,040	3.1%
22%	52%	6%	71%	170	\$26,271	\$72,840	4.4%
47%	60%	6%	72%	168	\$23,297	\$90,299	3.2%
38%	46%	11%	65%	150	\$24,108	\$90,444	3.3%
40%	47%	13%	68%	148	\$24,125	\$82,033	3.6%
32%	42%	2%	67%	113	\$18,750	\$63,803	3.6%
36%	42%	19%	61%	86	\$20,904	\$74,384	3.4%
55%	66%	17%	67%	86	\$19,125	\$68,248	3.4%
47%	53%	15%	72%	67	\$23,831	\$69,020	4.2%
28%	36%	11%	73%	68	\$26,279	\$89,632	3.6%
27%	38%	7%	71%	63	\$24,250	\$71,441	4.2%
33%	47%	12%	65%	15	\$16,877	\$90,000	2.3%
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
40%	54%	11%	69%	18,255	\$21,500	\$78,537	3.4%

Exhibit ASU.W.12: Median 2024 Arizona Wages of 2014-2018 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	5,956	1,819
52	Business, Management, Marketing, and Related Support Services	5,892	1,664
14	Engineering	4,896	1,088
44	Public Administration and Social Service Professions	2,093	1,009
22	Legal Professions and Studies	1,525	698
51	Health Professions and Related Programs	1,093	468
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	1,395	223
50	Visual and Performing Arts	803	184
04	Architecture and Related Services	516	175
30	Interdisciplinary Studies	479	168
19	Family, Consumer, and Human Sciences	535	167
45	Social Sciences	708	160
11	Computer and Information Sciences and Support Services	1,446	150
26	Biological and Biomedical Sciences	477	147
15	Engineering and Engineering Related Technologies and Technicians	606	142
09	Communication, Journalism, and Related Programs	451	129
42	Psychology	485	115
24	Liberal Arts and Sciences, General Studies, and Humanities	318	94
27	Mathematics and Statistics	350	84
23	English Language, Literature, and Letters	255	73
03	Natural Resources and Conservation	278	72
40	Physical Sciences	261	46
31	Parks, Recreation, Leisure, Fitness and Kinesiology	110	42
54	History	223	42
16	Foreign Languages, Literatures, and Linguistics	112	38
38	Philosophy and Religious Studies	84	23
05	Area, Ethnic, Cultural, Gender, and Group Studies	41	10
10	Communications Technologies, Technicians, and Support Services	R	R
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
41	Science Technologies and Technicians	R	R
49	Transportation and Materials Moving	R	R
Total		31,311	9,004

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit ASU.W.12: Median 2024 Arizona Wages of 2014-2018 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
31%	58%	7%	72%	1,316	\$36,674	\$75,359	6.4%	
28%	60%	10%	60%	991	\$41,000	\$143,706	3.8%	
22%	54%	11%	31%	332	\$21,454	\$140,226	2.0%	
48%	55%	16%	78%	785	\$41,000	\$76,736	7.0%	
46%	56%	16%	5%	32	\$28,728	\$133,455	2.8%	
43%	55%	15%	69%	325	\$49,500	\$106,148	6.1%	
16%	51%	4%	70%	155	\$36,248	\$85,514	5.6%	
23%	42%	13%	69%	127	\$51,250	\$58,792	11.5%	
34%	50%	17%	65%	114	\$58,278	\$95,480	8.0%	
35%	48%	15%	62%	104	\$31,959	\$82,106	5.1%	
31%	54%	8%	75%	125	\$39,750	\$64,052	8.2%	
23%	46%	8%	73%	116	\$36,013	\$87,971	5.4%	
10%	44%	6%	20%	30	\$30,750	\$165,225	2.5%	
31%	45%	15%	47%	69	\$30,500	\$106,980	3.8%	
23%	44%	9%	53%	75	\$24,500	\$122,580	2.6%	
29%	45%	14%	51%	66	\$38,540	\$88,757	5.7%	
24%	44%	6%	70%	81	\$52,424	\$98,027	7.0%	
30%	49%	10%	69%	65	\$46,002	\$68,187	8.9%	
24%	46%	14%	36%	30	\$45,211	\$118,649	5.0%	
29%	50%	10%	60%	44	\$31,597	\$68,161	6.1%	
26%	42%	11%	57%	41	\$36,500	\$99,123	4.9%	
18%	40%	14%	20%	9	\$35,493	\$104,418	4.5%	
38%	51%	15%	55%	23	\$42,052	\$97,616	5.7%	
19%	49%	6%	50%	21	\$31,580	\$73,652	5.6%	
34%	52%	12%	42%	16	\$25,374	\$71,928	4.6%	
27%	36%	8%	57%	13	\$41,000	\$83,771	6.4%	
24%	38%	10%	80%	8	\$44,521	\$71,611	8.2%	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
29%	54%	10%	57%	5,114	\$39,503	\$99,344	5.2%	

Exhibit NAU.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation

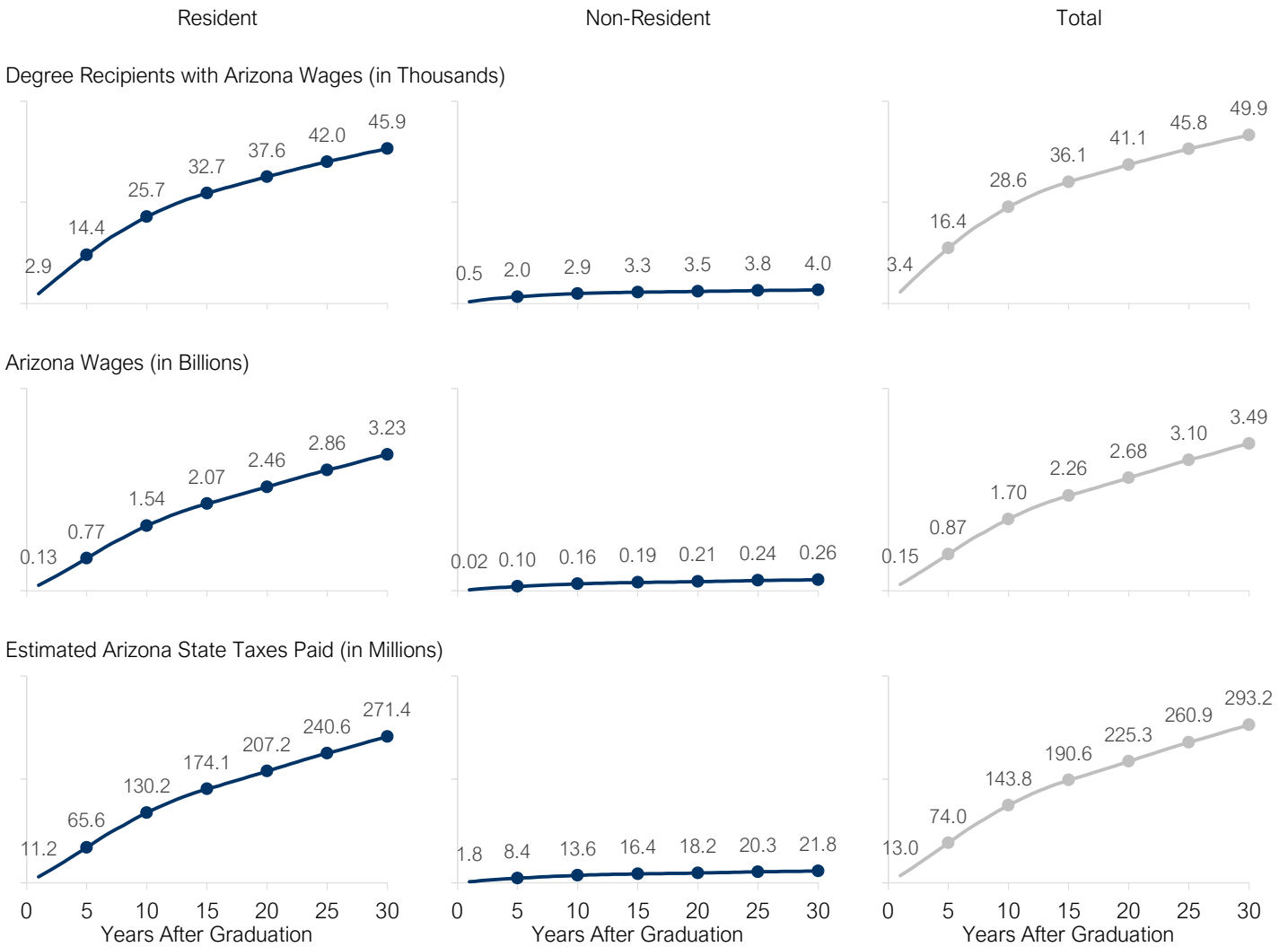
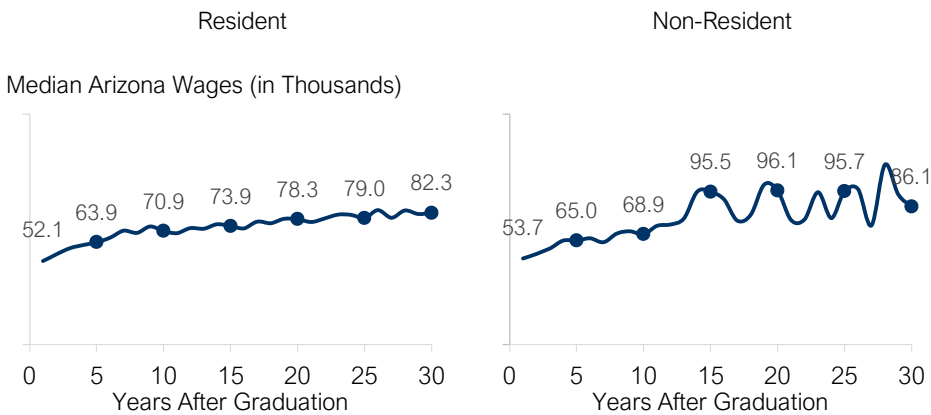


Exhibit NAU.W.2: Median Arizona Wages of Undergraduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit NAU.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation

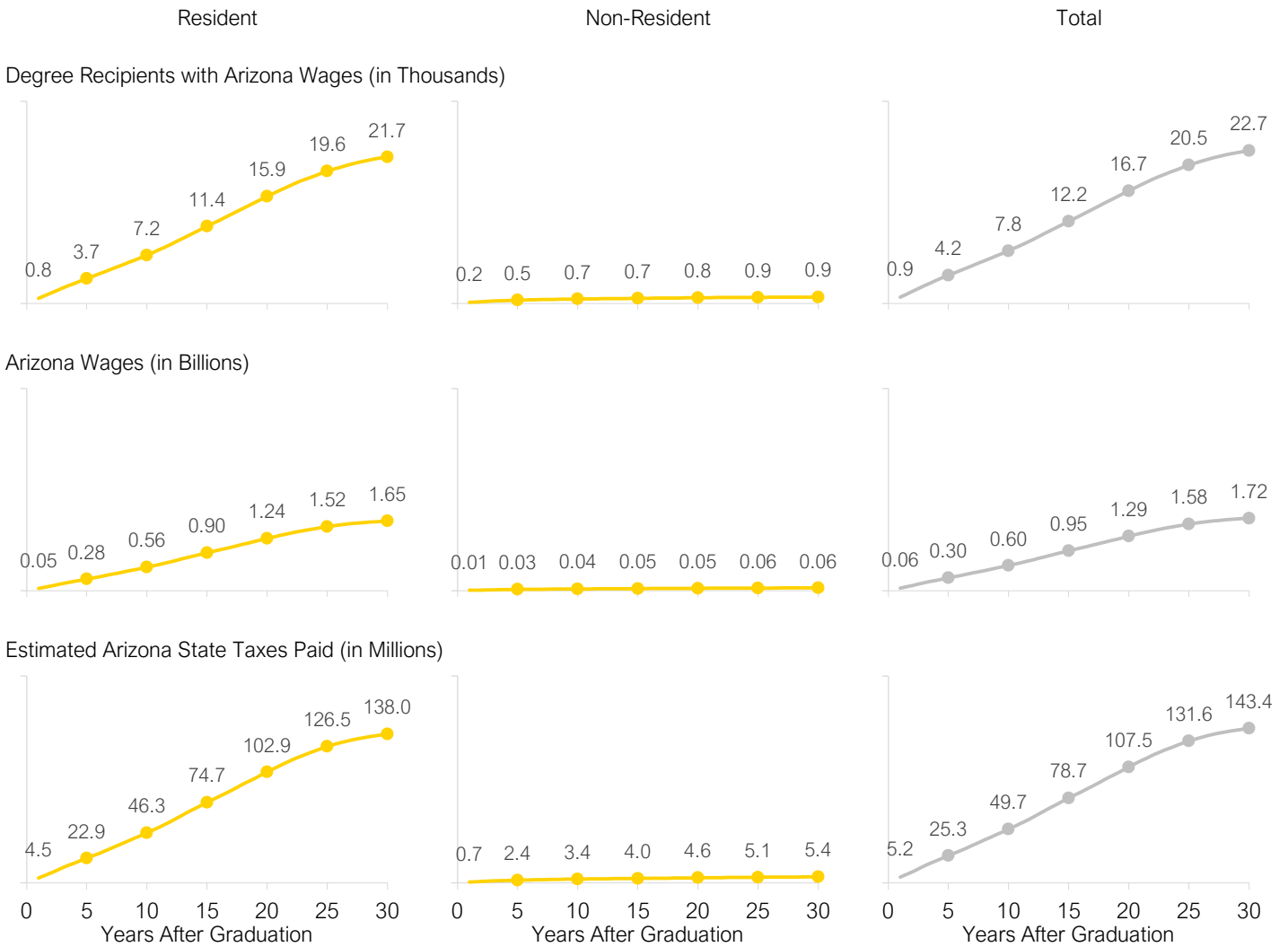
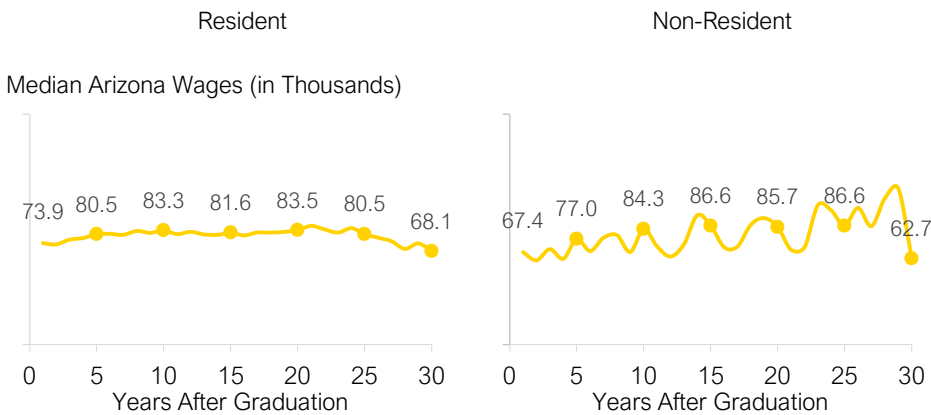
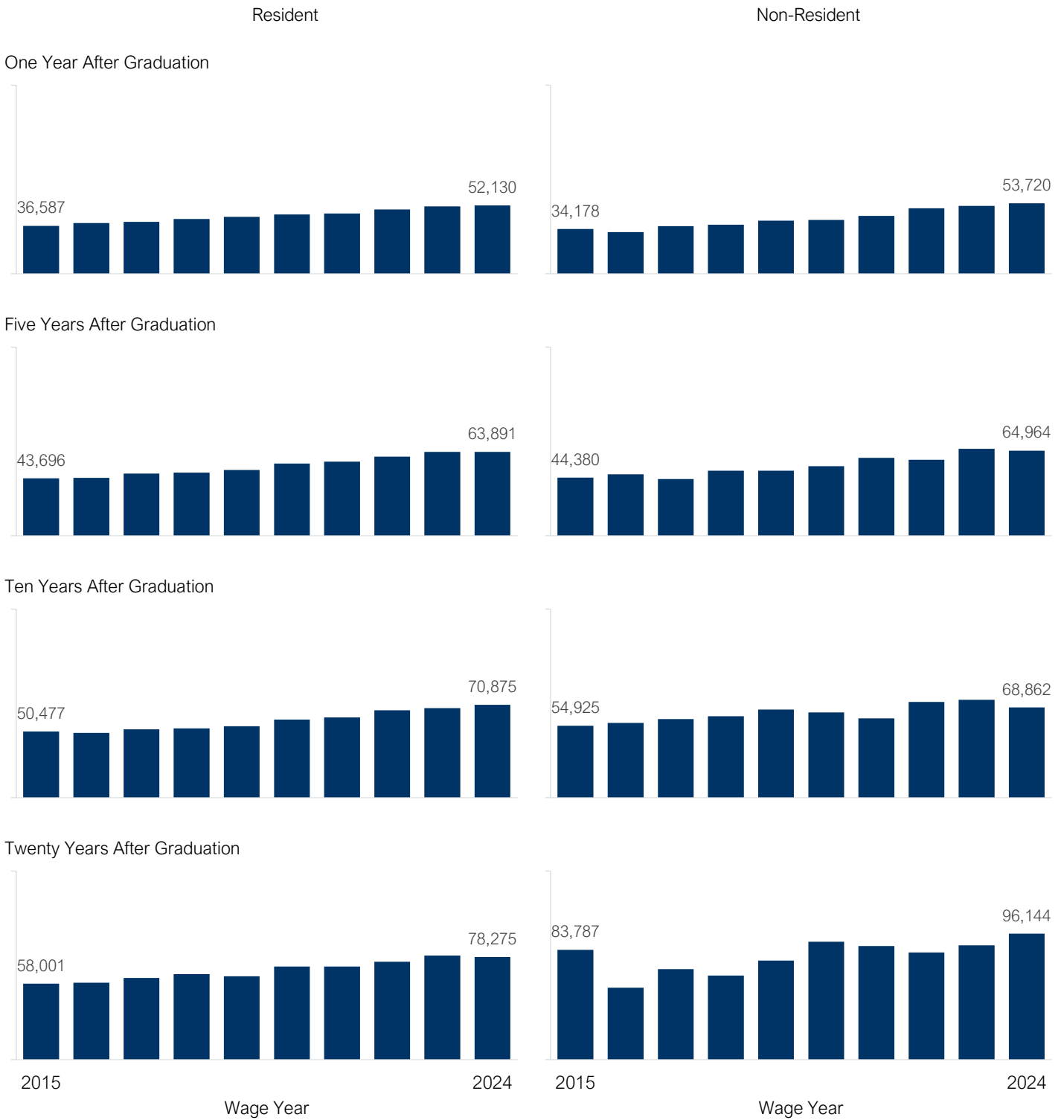


Exhibit NAU.W.4: Median Arizona Wages of Graduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit NAU.W.5: Median Arizona Wages of Undergraduate Alumni Over Last Ten Years



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit NAU.W.6: Median Arizona Wages of Graduate Alumni Over Last Ten Years



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

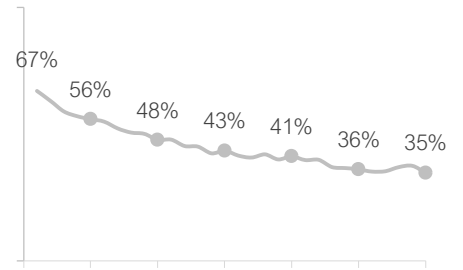
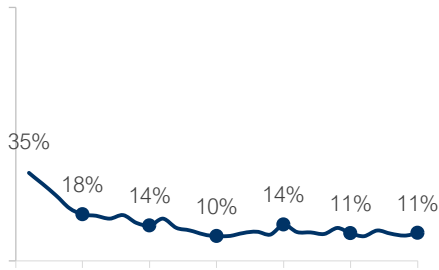
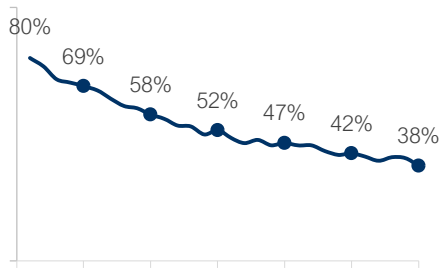
Exhibit NAU.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2024 by Years After Graduation

Resident

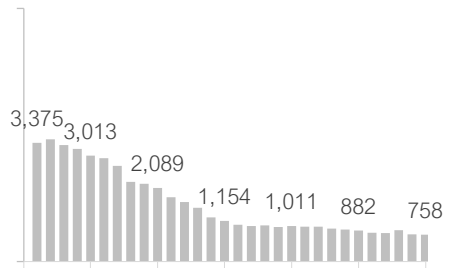
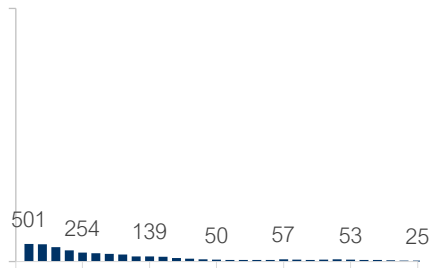
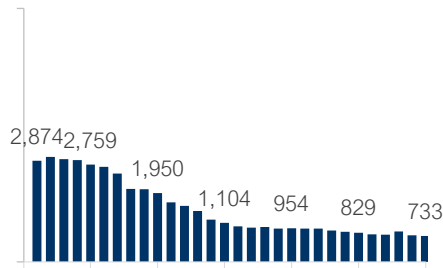
Non-Resident

Total

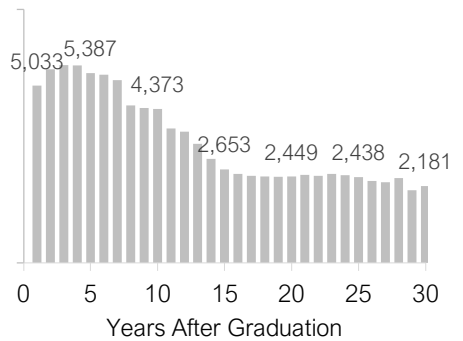
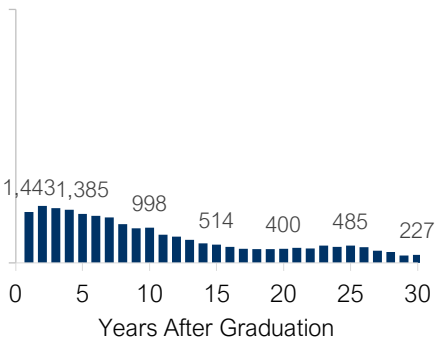
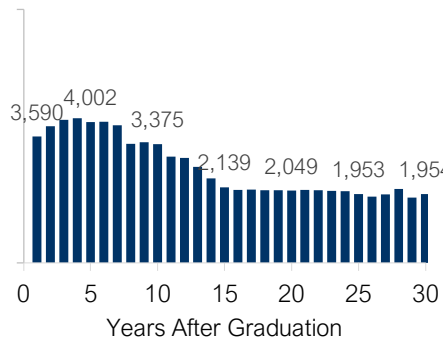
Percentage of Degree Recipients with Arizona Wages



Degree Recipients with Arizona Wages

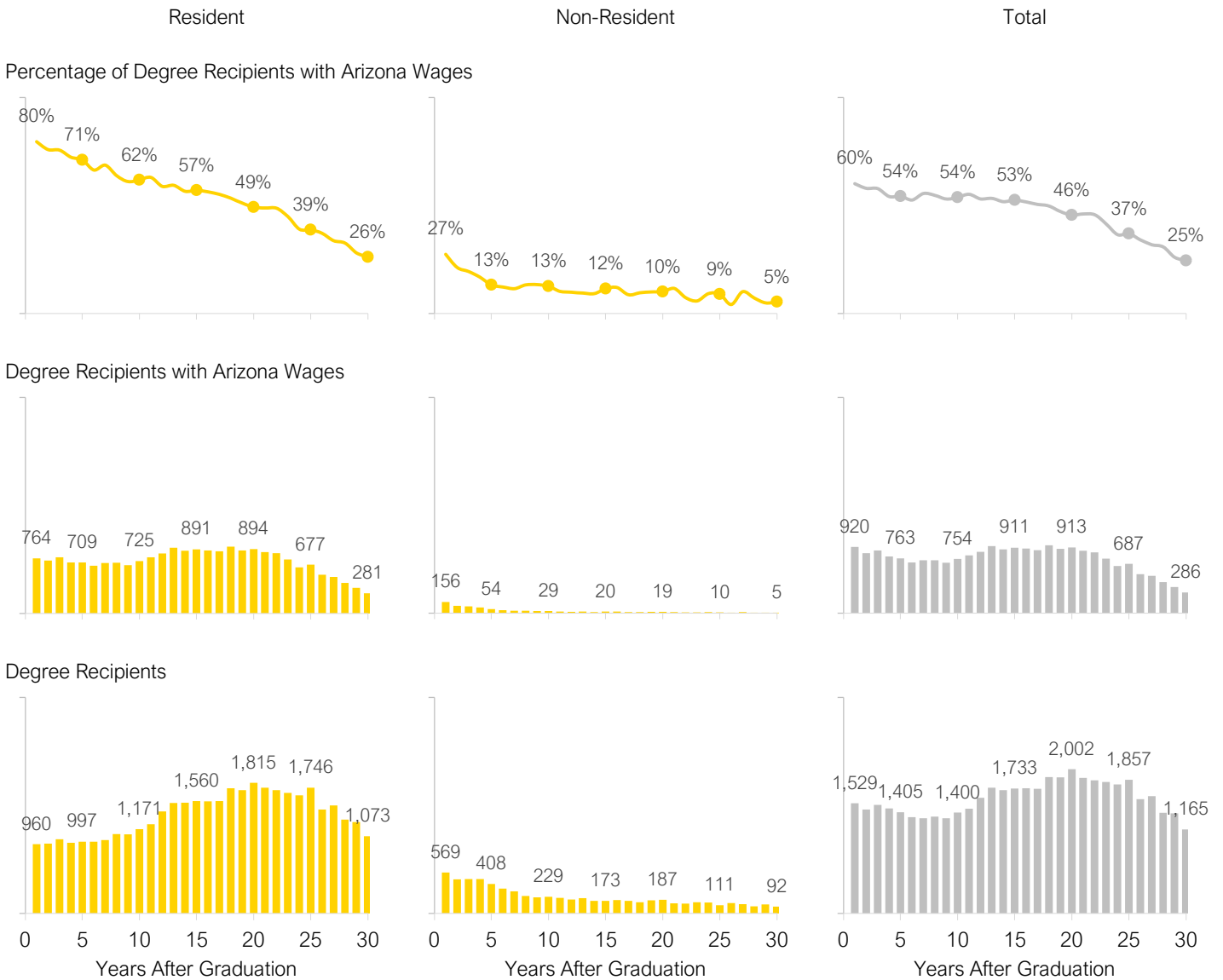


Degree Recipients



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Exhibit NAU.W.8: Arizona Workforce Persistence of Graduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

Northern Arizona University

Exhibit NAU.W.9: Median 2024 Arizona Wages of 2019-2023 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	4,128	2,135
13	Education	2,627	1,473
52	Business, Management, Marketing, and Related Support Services	4,197	1,333
24	Liberal Arts and Sciences, General Studies, and Humanities	2,243	955
26	Biological and Biomedical Sciences	2,250	747
45	Social Sciences	2,058	677
42	Psychology	1,625	623
09	Communication, Journalism, and Related Programs	1,436	423
31	Parks, Recreation, Leisure, Fitness and Kinesiology	1,105	331
50	Visual and Performing Arts	833	300
14	Engineering	1,026	295
44	Public Administration and Social Service Professions	698	262
41	Science Technologies and Technicians	318	164
03	Natural Resources and Conservation	629	161
30	Interdisciplinary Studies	548	156
11	Computer and Information Sciences and Support Services	477	146
40	Physical Sciences	542	142
23	English Language, Literature, and Letters	289	91
16	Foreign Languages, Literatures, and Linguistics	254	77
54	History	145	46
27	Mathematics and Statistics	151	44
05	Area, Ethnic, Cultural, Gender, and Group Studies	33	18
38	Philosophy and Religious Studies	51	13
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	50	13
22	Legal Professions and Studies	18	6
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
04	Architecture and Related Services	R	R
10	Communications Technologies, Technicians, and Support Services	R	R
15	Engineering and Engineering Related Technologies and Technicians	R	R
19	Family, Consumer, and Human Sciences	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
49	Transportation and Materials Moving	R	R
Total		27,163	10,458

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit NAU.W.9: Median 2024 Arizona Wages of 2019-2023 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio
All	Res	Non-Res					
52%	60%	18%	60%	1,288	\$17,750	\$80,770	2.7%
56%	63%	32%	53%	788	\$16,484	\$58,317	3.5%
32%	41%	13%	54%	721	\$20,031	\$63,141	4.0%
43%	47%	18%	52%	494	\$13,474	\$61,333	2.7%
33%	40%	11%	56%	418	\$19,012	\$47,942	5.0%
33%	45%	12%	58%	393	\$19,500	\$50,861	4.8%
38%	47%	15%	61%	379	\$19,500	\$46,738	5.2%
29%	41%	12%	56%	235	\$20,986	\$53,310	4.9%
30%	39%	13%	51%	169	\$20,000	\$46,037	5.4%
36%	42%	15%	56%	169	\$19,000	\$47,869	5.0%
29%	39%	13%	56%	164	\$22,981	\$82,534	3.5%
38%	51%	12%	60%	156	\$20,500	\$50,838	5.0%
52%	59%	22%	61%	100	\$22,717	\$56,521	5.0%
26%	33%	11%	60%	97	\$21,229	\$47,646	5.6%
28%	37%	11%	67%	104	\$24,211	\$52,918	5.7%
31%	36%	17%	58%	84	\$25,000	\$75,446	4.1%
26%	33%	13%	55%	78	\$22,625	\$55,327	5.1%
31%	40%	8%	66%	60	\$18,625	\$45,746	5.1%
30%	39%	7%	55%	42	\$16,165	\$52,742	3.8%
32%	42%	15%	63%	29	\$22,000	\$41,307	6.7%
29%	33%	20%	59%	26	\$14,281	\$56,124	3.2%
55%	58%	43%	61%	11	\$21,000	\$49,736	5.3%
25%	33%	0%	46%	6	\$23,148	\$39,433	7.3%
26%	30%	10%	54%	7	\$19,725	\$43,308	5.7%
33%	42%	17%	R	R	R	\$58,313	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
39%	47%	15%	57%	5,925	\$18,750	\$58,610	4.0%

Northern Arizona University

Exhibit NAU.W.10: Median 2024 Arizona Wages of 2019-2023 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	2,959	1,488
51	Health Professions and Related Programs	1,809	752
52	Business, Management, Marketing, and Related Support Services	654	279
44	Public Administration and Social Service Professions	254	116
23	English Language, Literature, and Letters	278	82
42	Psychology	168	68
45	Social Sciences	213	54
26	Biological and Biomedical Sciences	133	36
11	Computer and Information Sciences and Support Services	172	35
30	Interdisciplinary Studies	98	30
14	Engineering	147	25
03	Natural Resources and Conservation	138	16
09	Communication, Journalism, and Related Programs	59	16
40	Physical Sciences	100	15
50	Visual and Performing Arts	40	11
27	Mathematics and Statistics	67	9
31	Parks, Recreation, Leisure, Fitness and Kinesiology	25	R
54	History	24	R
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
04	Architecture and Related Services	R	R
05	Area, Ethnic, Cultural, Gender, and Group Studies	R	R
10	Communications Technologies, Technicians, and Support Services	R	R
15	Engineering and Engineering Related Technologies and Technicians	R	R
16	Foreign Languages, Literatures, and Linguistics	20	R
19	Family, Consumer, and Human Sciences	R	R
22	Legal Professions and Studies	R	R
24	Liberal Arts and Sciences, General Studies, and Humanities	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
38	Philosophy and Religious Studies	R	R
41	Science Technologies and Technicians	R	R
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	R	R
49	Transportation and Materials Moving	R	R
Total		7,338	3,036

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit NAU.W.10: Median 2024 Arizona Wages of 2019-2023 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
50%	63%	14%	54%	807	\$30,687	\$71,066	5.7%	
42%	53%	15%	71%	534	\$66,430	\$85,617	10.3%	
43%	51%	11%	47%	130	\$27,895	\$95,506	3.9%	
46%	57%	10%	73%	85	\$31,294	\$67,368	6.2%	
29%	54%	8%	40%	33	\$35,571	\$65,523	7.2%	
40%	50%	16%	72%	49	\$42,216	\$82,010	6.8%	
25%	36%	16%	43%	23	\$29,015	\$62,008	6.2%	
27%	42%	15%	17%	6	\$42,080	\$71,124	7.8%	
20%	36%	16%	17%	6	\$18,750	\$84,506	2.9%	
31%	39%	22%	47%	14	\$28,331	\$65,188	5.8%	
17%	30%	7%	36%	9	\$21,221	\$88,001	3.2%	
12%	20%	6%	R	R	R	\$63,516	R	
27%	39%	14%	R	R	R	\$58,560	R	
15%	24%	11%	R	R	R	\$60,694	R	
28%	40%	15%	55%	6	\$35,854	\$68,863	6.9%	
13%	22%	8%	R	R	R	\$64,135	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
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R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
41%	55%	13%	57%	1,718	\$36,210	\$75,214	6.4%	

Northern Arizona University

Exhibit NAU.W.11: Median 2024 Arizona Wages of 2014-2018 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	3,481	1,634
13	Education	2,697	1,238
52	Business, Management, Marketing, and Related Support Services	4,264	1,192
24	Liberal Arts and Sciences, General Studies, and Humanities	2,825	1,024
45	Social Sciences	1,944	531
26	Biological and Biomedical Sciences	1,694	505
42	Psychology	1,151	385
09	Communication, Journalism, and Related Programs	1,212	295
31	Parks, Recreation, Leisure, Fitness and Kinesiology	858	256
50	Visual and Performing Arts	856	238
14	Engineering	1,002	218
41	Science Technologies and Technicians	453	198
44	Public Administration and Social Service Professions	417	148
40	Physical Sciences	499	110
03	Natural Resources and Conservation	535	99
23	English Language, Literature, and Letters	280	85
30	Interdisciplinary Studies	257	76
16	Foreign Languages, Literatures, and Linguistics	204	69
11	Computer and Information Sciences and Support Services	222	51
54	History	147	33
27	Mathematics and Statistics	121	28
38	Philosophy and Religious Studies	64	16
05	Area, Ethnic, Cultural, Gender, and Group Studies	46	15
22	Legal Professions and Studies	36	14
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
04	Architecture and Related Services	R	R
10	Communications Technologies, Technicians, and Support Services	R	R
15	Engineering and Engineering Related Technologies and Technicians	R	R
19	Family, Consumer, and Human Sciences	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	R	R
49	Transportation and Materials Moving	R	R
Total		24,902	8,353

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit NAU.W.11: Median 2024 Arizona Wages of 2014-2018 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res					
47%	52%	10%	69%	1,127	\$20,927	\$88,051	2.9%
46%	51%	17%	69%	859	\$20,927	\$62,715	4.1%
28%	37%	10%	61%	728	\$20,523	\$79,996	3.1%
36%	39%	7%	64%	656	\$15,000	\$70,810	2.6%
27%	36%	11%	71%	378	\$23,250	\$65,391	4.4%
30%	36%	11%	62%	313	\$23,693	\$71,545	4.1%
33%	40%	11%	71%	275	\$19,352	\$61,518	3.9%
24%	34%	7%	69%	203	\$23,250	\$63,883	4.5%
30%	41%	10%	63%	160	\$23,250	\$67,315	4.2%
28%	33%	10%	72%	171	\$23,500	\$55,492	5.2%
22%	31%	9%	65%	141	\$27,000	\$102,590	3.2%
44%	45%	6%	67%	133	\$20,430	\$63,116	4.0%
35%	44%	14%	74%	110	\$19,975	\$64,007	3.8%
22%	30%	8%	67%	74	\$27,000	\$71,249	4.6%
19%	22%	11%	56%	55	\$19,475	\$62,422	3.8%
30%	39%	7%	73%	62	\$19,571	\$54,939	4.4%
30%	37%	8%	68%	52	\$23,974	\$57,279	5.1%
34%	39%	9%	64%	44	\$22,250	\$62,773	4.3%
23%	32%	0%	71%	36	\$25,500	\$108,341	2.9%
22%	32%	7%	64%	21	\$20,000	\$54,994	4.5%
23%	29%	7%	54%	15	\$16,500	\$75,721	2.7%
25%	31%	0%	69%	11	\$16,500	\$62,591	3.2%
33%	38%	11%	67%	10	\$31,537	\$56,185	6.9%
39%	50%	21%	43%	6	\$18,480	\$59,247	3.8%
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
34%	41%	10%	67%	5,566	\$20,747	\$70,194	3.6%

Northern Arizona University

Exhibit NAU.W.12: Median 2024 Arizona Wages of 2014-2018 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
13	Education	3,366	1,687
51	Health Professions and Related Programs	1,180	454
52	Business, Management, Marketing, and Related Support Services	695	258
23	English Language, Literature, and Letters	391	130
42	Psychology	160	58
45	Social Sciences	249	50
26	Biological and Biomedical Sciences	122	28
44	Public Administration and Social Service Professions	43	24
03	Natural Resources and Conservation	159	23
14	Engineering	90	20
27	Mathematics and Statistics	67	17
40	Physical Sciences	99	17
50	Visual and Performing Arts	49	14
09	Communication, Journalism, and Related Programs	54	10
30	Interdisciplinary Studies	59	9
54	History	37	R
16	Foreign Languages, Literatures, and Linguistics	28	R
11	Computer and Information Sciences and Support Services	R	R
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	R	R
04	Architecture and Related Services	R	R
05	Area, Ethnic, Cultural, Gender, and Group Studies	R	R
10	Communications Technologies, Technicians, and Support Services	R	R
15	Engineering and Engineering Related Technologies and Technicians	R	R
19	Family, Consumer, and Human Sciences	R	R
22	Legal Professions and Studies	R	R
24	Liberal Arts and Sciences, General Studies, and Humanities	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
31	Parks, Recreation, Leisure, Fitness and Kinesiology	R	R
38	Philosophy and Religious Studies	R	R
41	Science Technologies and Technicians	R	R
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	R	R
49	Transportation and Materials Moving	R	R
Total		6,838	2,799

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Northern Arizona University

Exhibit NAU.W.12: Median 2024 Arizona Wages of 2014-2018 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
50%	56%	9%	62%	1,040	\$29,832	\$78,148	5.0%	
38%	44%	8%	72%	329	\$57,111	\$94,481	8.0%	
37%	41%	8%	57%	148	\$30,309	\$107,127	3.7%	
33%	50%	5%	55%	72	\$31,673	\$68,535	6.1%	
36%	41%	16%	72%	42	\$33,271	\$90,396	4.8%	
20%	33%	5%	54%	27	\$34,865	\$66,910	6.9%	
23%	27%	16%	36%	10	\$51,446	\$79,330	8.5%	
56%	67%	0%	67%	16	\$17,908	\$88,414	2.7%	
14%	19%	10%	48%	11	\$27,705	\$69,136	5.3%	
22%	28%	13%	30%	6	\$25,435	\$98,482	3.4%	
25%	42%	9%	R	R	R	\$79,577	R	
17%	32%	8%	R	R	R	\$71,682	R	
29%	43%	18%	50%	7	\$23,688	\$58,713	5.3%	
19%	25%	6%	60%	6	\$26,562	\$57,596	6.1%	
15%	18%	10%	R	R	R	\$57,679	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
41%	49%	9%	61%	1,721	\$31,921	\$81,052	5.2%	

Exhibit UA.W.1: Cumulative Undergraduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation

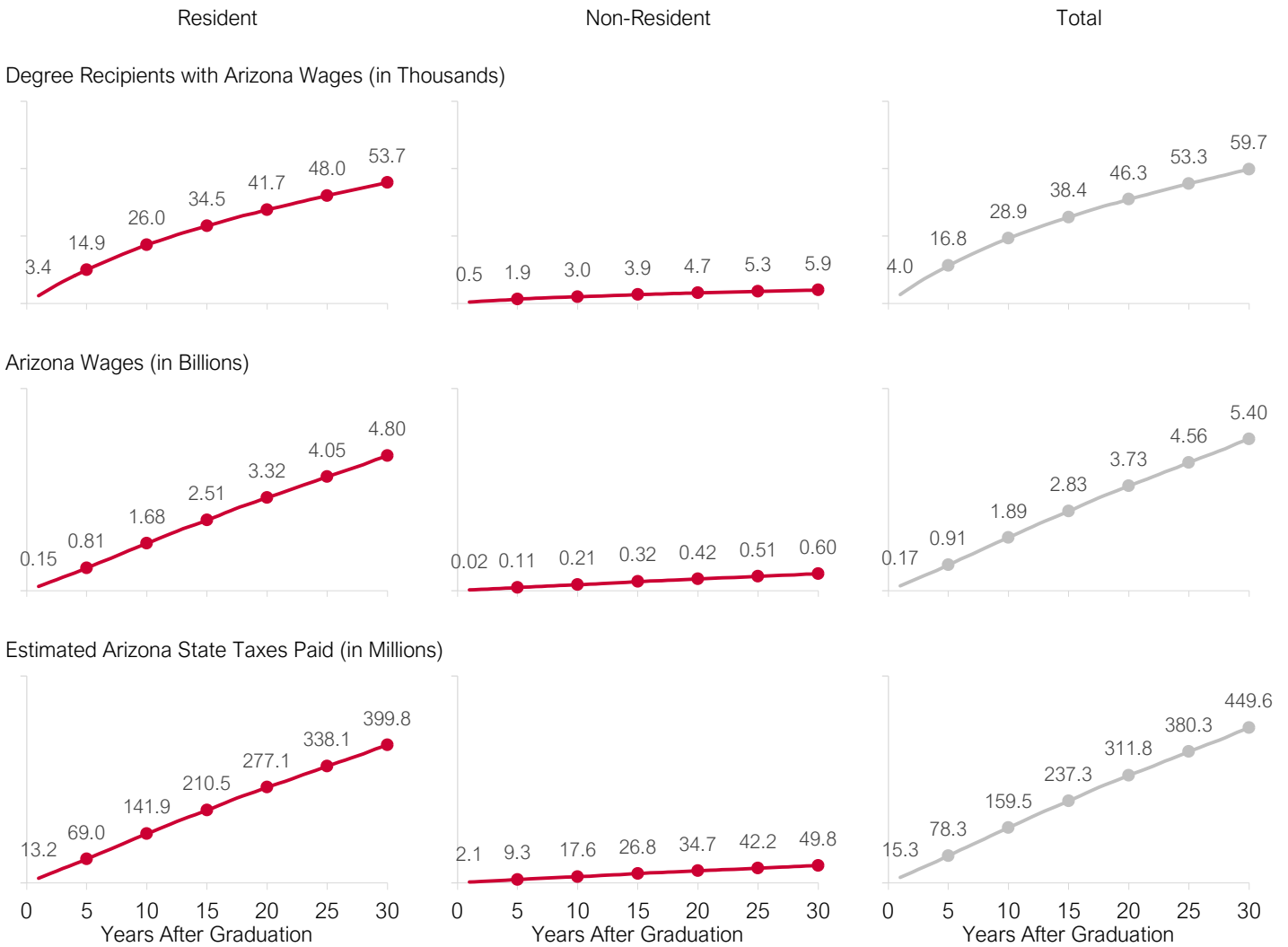
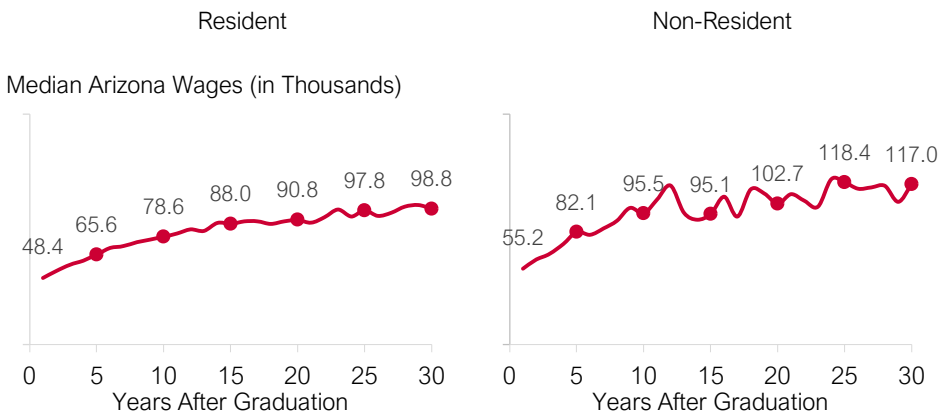


Exhibit UA.W.2: Median Arizona Wages of Undergraduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit UA.W.3: Cumulative Graduate Alumni, Wages and Estimated State Taxes in 2024 by Years After Graduation

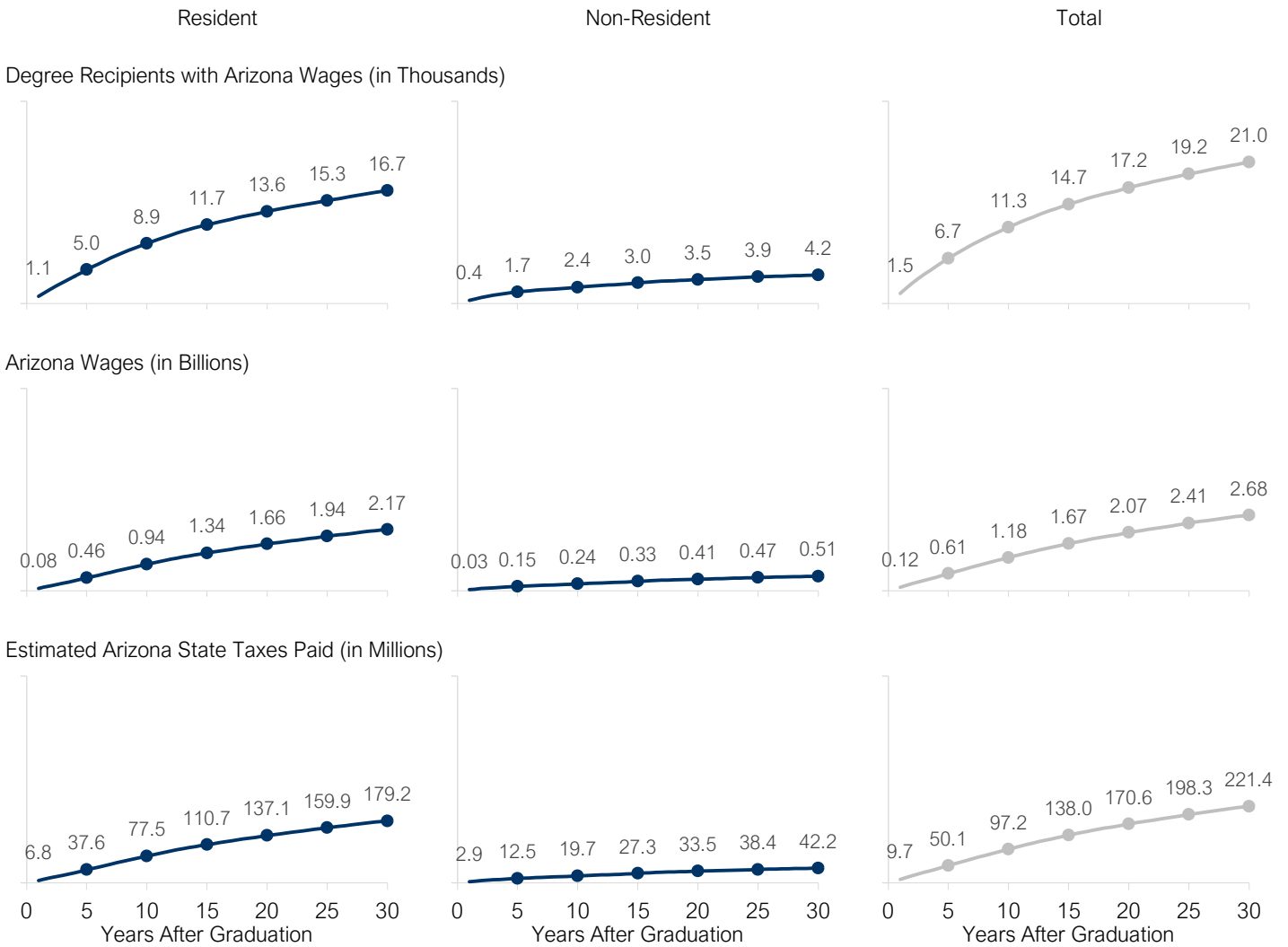
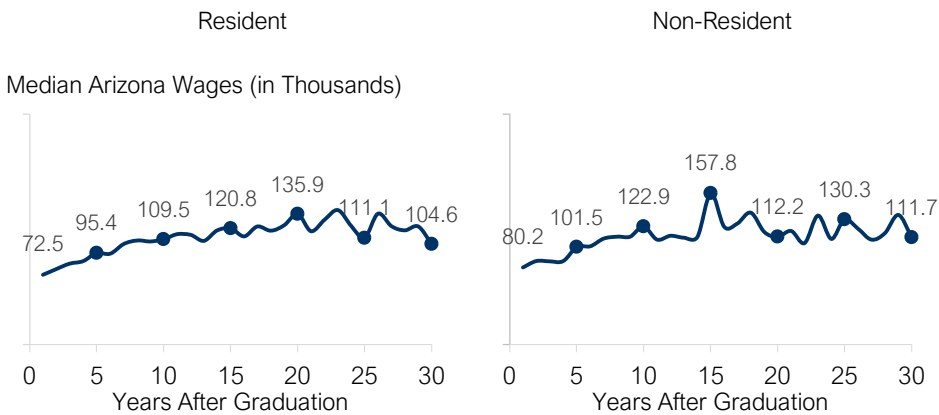
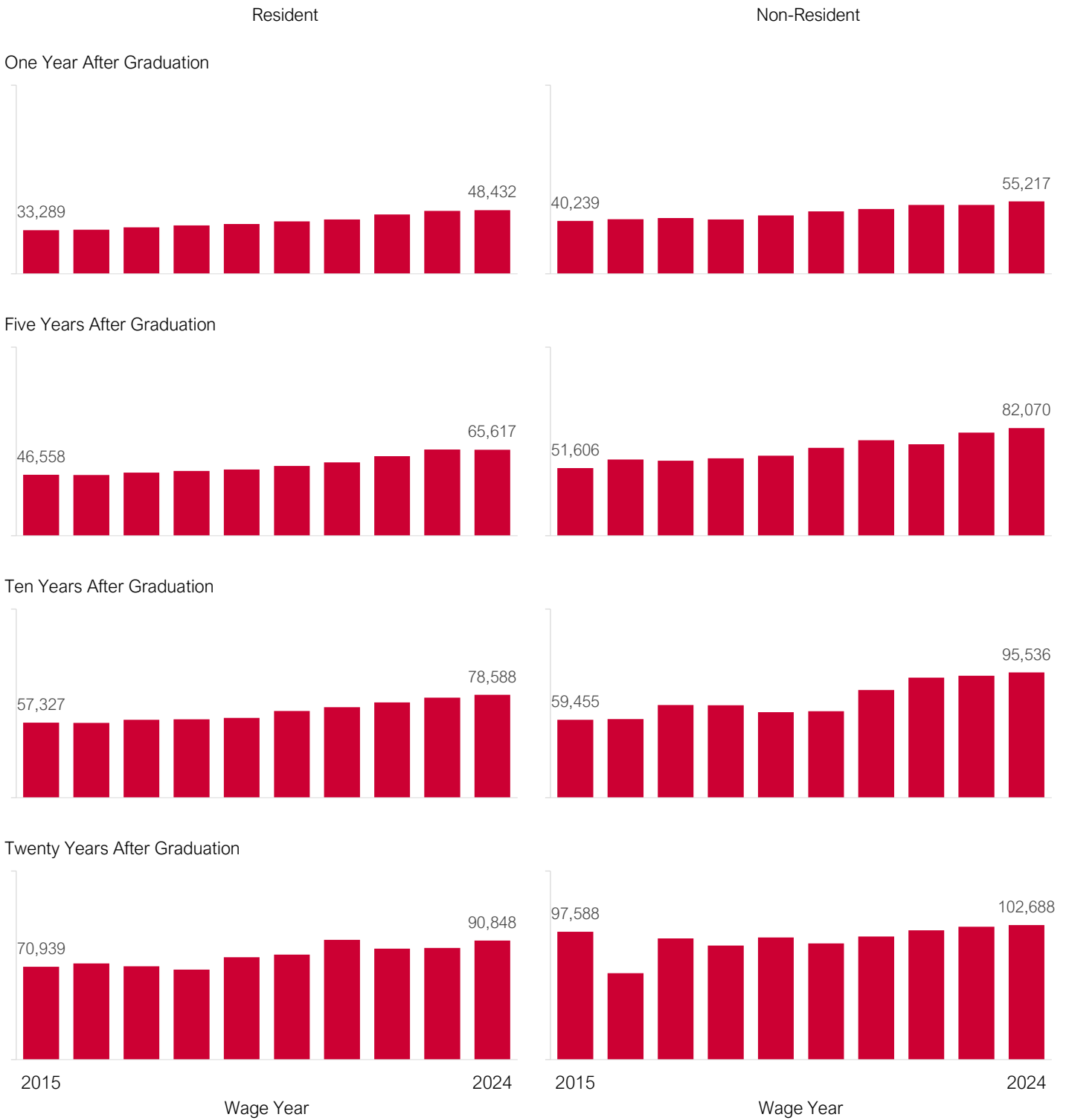


Exhibit UA.W.4: Median Arizona Wages of Graduate Alumni in 2024 by Years After Graduation



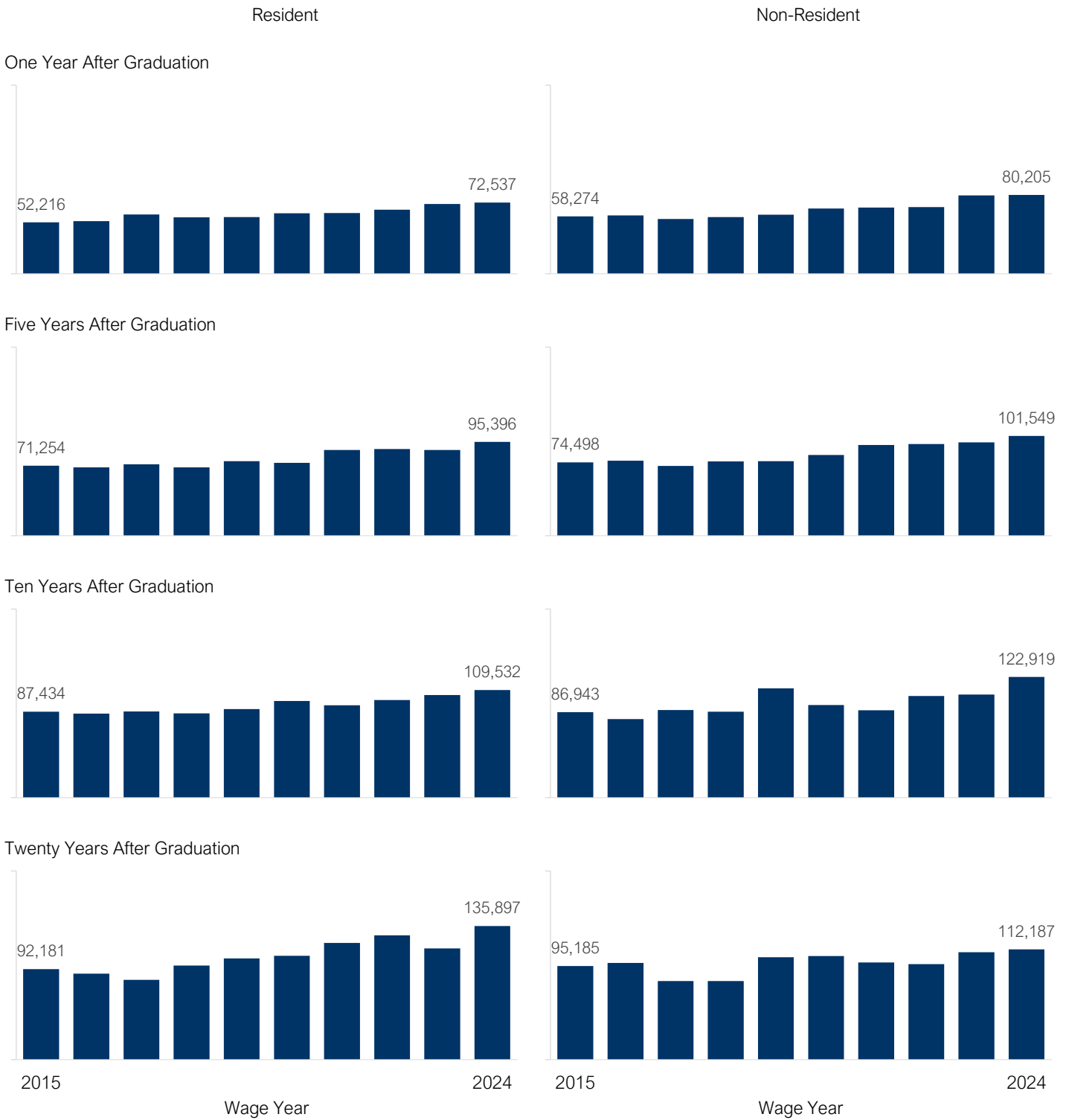
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit UA.W.5: Median Arizona Wages of Undergraduate Alumni Over Last Ten Years



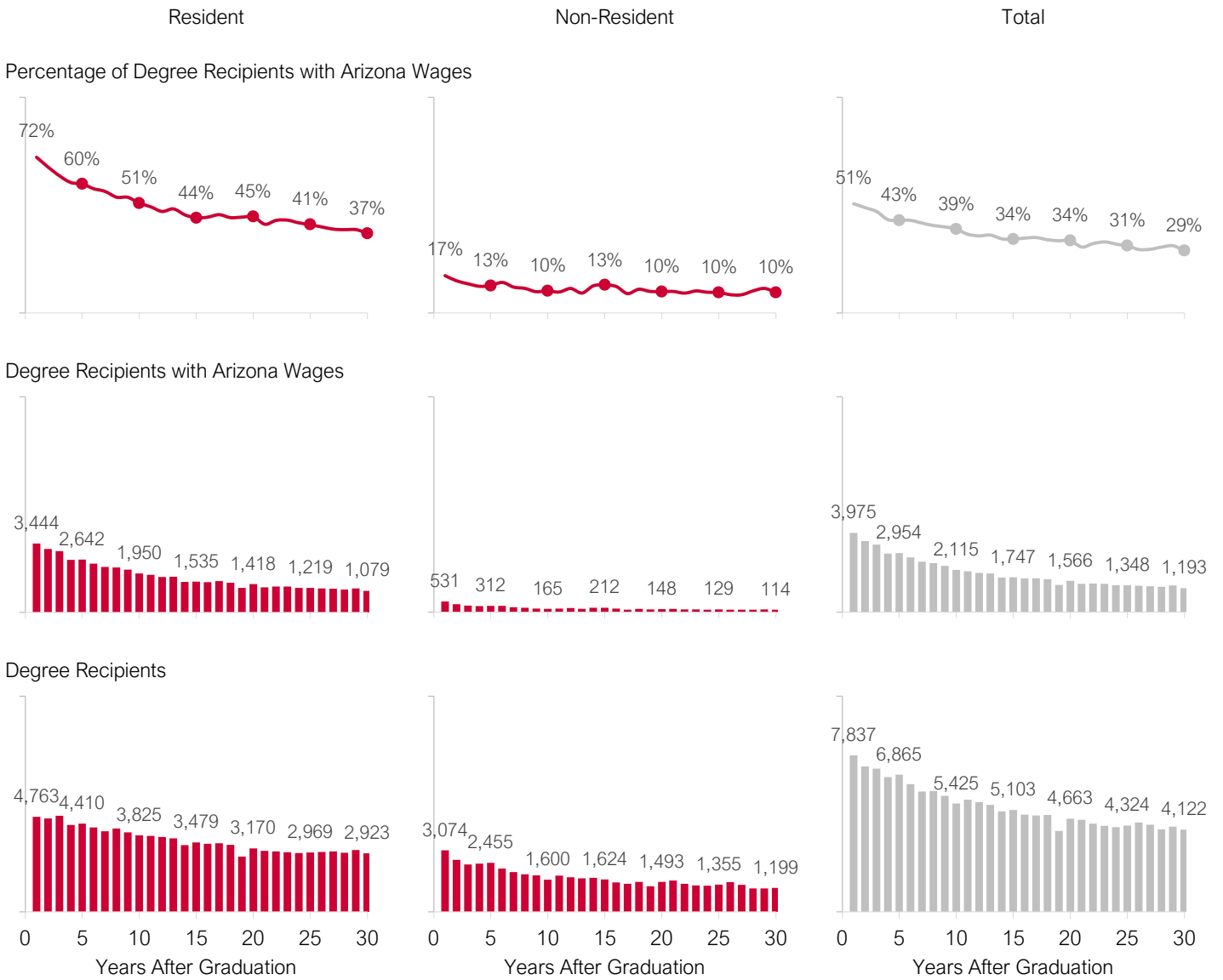
Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit UA.W.6: Median Arizona Wages of Graduate Alumni Over Last Ten Years



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded. Median wage calculations include only graduates that earned wages in Arizona in all four quarters of the year.

Exhibit UA.W.7: Arizona Workforce Persistence of Undergraduate Alumni in 2024 by Years After Graduation



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

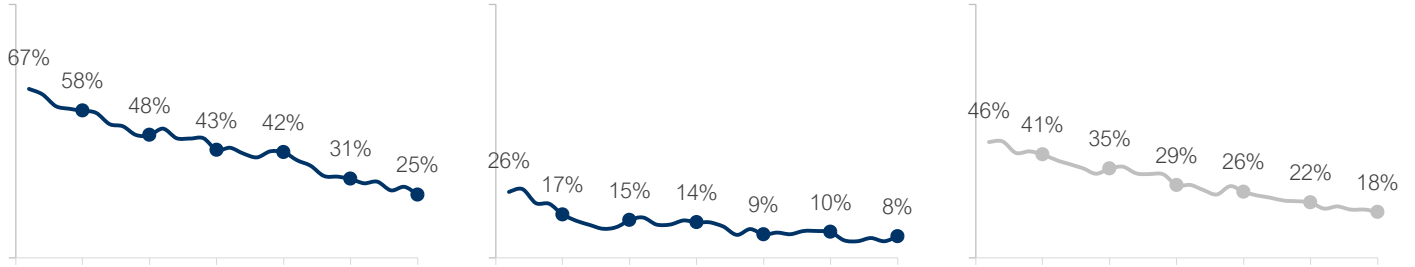
Exhibit UA.W.8: Arizona Workforce Persistence of Graduate Alumni in 2024 by Years After Graduation

Resident

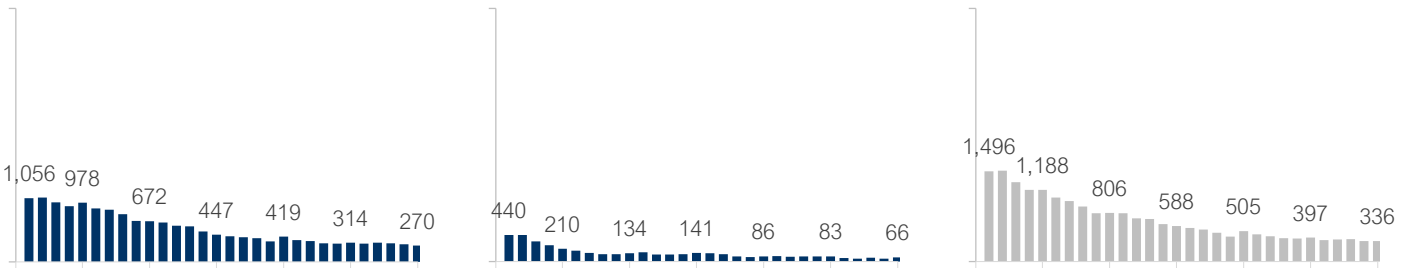
Non-Resident

Total

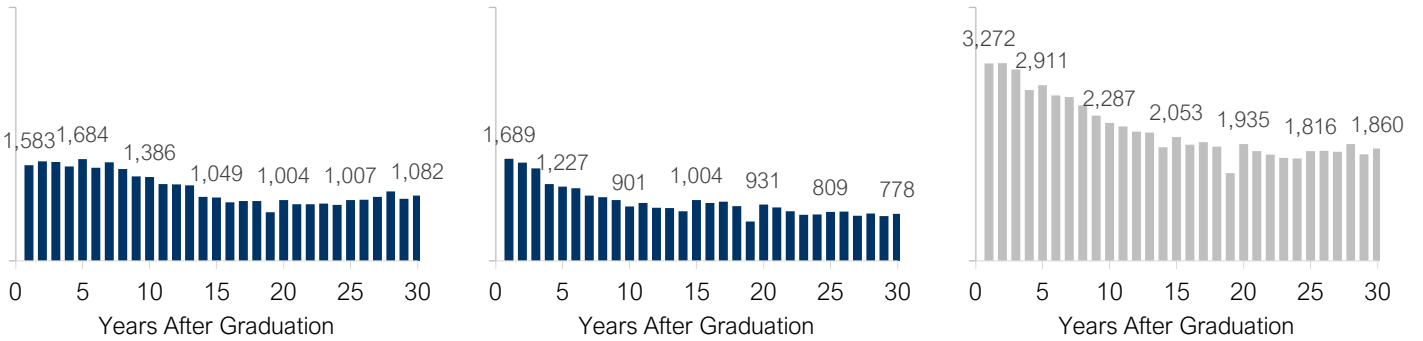
Percentage of Degree Recipients with Arizona Wages



Degree Recipients with Arizona Wages



Degree Recipients



Note: Degree recipients are included in only one program level and one graduation year based upon their highest degree awarded.

University of Arizona

Exhibit UA.W.9: Median 2024 Arizona Wages of 2019-2023 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	5,559	1,835
51	Health Professions and Related Programs	2,908	1,401
26	Biological and Biomedical Sciences	3,247	1,171
42	Psychology	2,652	1,123
14	Engineering	2,686	1,072
13	Education	1,312	782
30	Interdisciplinary Studies	2,426	741
11	Computer and Information Sciences and Support Services	1,918	677
45	Social Sciences	2,432	661
09	Communication, Journalism, and Related Programs	1,745	472
50	Visual and Performing Arts	1,277	435
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	766	406
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	823	358
16	Foreign Languages, Literatures, and Linguistics	802	333
19	Family, Consumer, and Human Sciences	506	260
22	Legal Professions and Studies	1,107	241
41	Science Technologies and Technicians	470	232
23	English Language, Literature, and Letters	520	226
04	Architecture and Related Services	713	214
03	Natural Resources and Conservation	523	200
40	Physical Sciences	803	193
27	Mathematics and Statistics	546	149
29	Military Technologies and Applied Sciences	402	131
05	Area, Ethnic, Cultural, Gender, and Group Studies	331	121
44	Public Administration and Social Service Professions	243	116
54	History	314	115
38	Philosophy and Religious Studies	227	58
24	Liberal Arts and Sciences, General Studies, and Humanities	95	36
15	Engineering and Engineering Related Technologies and Technicians	80	31
10	Communications Technologies, Technicians, and Support Services	R	R
25	Library Science	R	R
31	Parks, Recreation, Leisure, Fitness and Kinesiology	R	R
49	Transportation and Materials Moving	R	R
Total		35,914	13,286

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit UA.W.9: Median 2024 Arizona Wages of 2019-2023 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res					
33%	51%	12%	45%	834	\$21,276	\$70,571	3.8%
48%	58%	17%	58%	810	\$20,439	\$61,797	4.1%
36%	41%	12%	51%	601	\$22,131	\$45,272	6.1%
42%	56%	11%	58%	652	\$19,300	\$46,861	5.2%
40%	57%	10%	49%	520	\$21,852	\$87,690	3.1%
60%	71%	19%	56%	435	\$17,812	\$55,179	4.0%
31%	48%	8%	58%	433	\$23,754	\$50,353	5.9%
35%	52%	10%	54%	365	\$22,195	\$81,101	3.4%
27%	45%	7%	57%	378	\$20,772	\$52,580	4.9%
27%	49%	10%	59%	279	\$19,056	\$55,159	4.3%
34%	45%	7%	57%	248	\$21,276	\$40,954	6.5%
53%	62%	21%	55%	224	\$18,793	\$52,547	4.5%
43%	50%	16%	50%	180	\$22,513	\$50,051	5.6%
42%	47%	17%	50%	168	\$20,460	\$47,541	5.4%
51%	61%	15%	58%	152	\$18,546	\$48,803	4.8%
22%	47%	2%	65%	156	\$22,019	\$53,738	5.1%
49%	62%	14%	62%	144	\$18,618	\$60,180	3.9%
43%	50%	15%	61%	137	\$21,277	\$43,629	6.1%
30%	50%	11%	60%	129	\$26,390	\$64,111	5.1%
38%	45%	12%	54%	107	\$24,745	\$49,413	6.3%
24%	39%	7%	51%	98	\$23,756	\$70,293	4.2%
27%	45%	5%	58%	86	\$24,985	\$66,531	4.7%
33%	58%	5%	43%	56	\$23,747	\$83,488	3.6%
37%	42%	17%	65%	79	\$24,987	\$44,756	7.0%
48%	59%	12%	56%	65	\$21,114	\$55,690	4.7%
37%	49%	7%	62%	71	\$22,943	\$45,933	6.2%
26%	38%	6%	55%	32	\$24,299	\$50,865	6.0%
38%	66%	7%	53%	19	\$14,843	\$48,120	3.9%
39%	59%	6%	65%	20	\$27,016	\$85,633	3.9%
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
37%	52%	10%	54%	7,218	\$21,274	\$57,629	4.6%

University of Arizona

Exhibit UA.W.10: Median 2024 Arizona Wages of 2019-2023 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	4,574	1,998
52	Business, Management, Marketing, and Related Support Services	1,597	738
13	Education	1,121	612
14	Engineering	1,220	420
22	Legal Professions and Studies	1,084	408
11	Computer and Information Sciences and Support Services	696	170
45	Social Sciences	819	166
26	Biological and Biomedical Sciences	569	149
25	Library Science	334	145
40	Physical Sciences	865	143
44	Public Administration and Social Service Professions	162	82
27	Mathematics and Statistics	285	73
50	Visual and Performing Arts	283	66
04	Architecture and Related Services	221	64
03	Natural Resources and Conservation	168	54
42	Psychology	184	53
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	100	50
16	Foreign Languages, Literatures, and Linguistics	244	45
30	Interdisciplinary Studies	183	43
19	Family, Consumer, and Human Sciences	92	42
23	English Language, Literature, and Letters	137	40
15	Engineering and Engineering Related Technologies and Technicians	149	35
05	Area, Ethnic, Cultural, Gender, and Group Studies	144	28
09	Communication, Journalism, and Related Programs	93	24
54	History	48	14
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	45	12
38	Philosophy and Religious Studies	51	7
10	Communications Technologies, Technicians, and Support Services	R	R
24	Liberal Arts and Sciences, General Studies, and Humanities	R	R
29	Military Technologies and Applied Sciences	R	R
31	Parks, Recreation, Leisure, Fitness and Kinesiology	R	R
41	Science Technologies and Technicians	R	R
49	Transportation and Materials Moving	R	R
Total		15,459	5,675

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit UA.W.10: Median 2024 Arizona Wages of 2019-2023 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
44%	53%	22%	77%	1,539	\$78,156	\$89,956	11.5%	
46%	65%	21%	54%	399	\$40,564	\$106,728	5.0%	
55%	67%	28%	58%	354	\$26,647	\$65,122	5.4%	
34%	51%	23%	32%	135	\$24,443	\$113,777	2.8%	
38%	59%	24%	63%	256	\$60,853	\$86,841	9.3%	
24%	48%	14%	36%	62	\$38,207	\$102,993	4.9%	
20%	45%	8%	43%	72	\$30,435	\$69,491	5.8%	
26%	34%	14%	42%	62	\$32,927	\$68,728	6.3%	
43%	59%	21%	67%	97	\$38,527	\$57,973	8.8%	
17%	31%	10%	28%	40	\$29,185	\$92,152	4.2%	
51%	59%	23%	63%	52	\$28,084	\$66,408	5.6%	
26%	42%	18%	23%	17	\$45,022	\$88,023	6.8%	
23%	37%	18%	55%	36	\$30,176	\$48,444	8.2%	
29%	48%	15%	61%	39	\$40,566	\$73,731	7.3%	
32%	43%	21%	46%	25	\$22,146	\$72,054	4.1%	
29%	48%	14%	47%	25	\$44,581	\$64,375	9.2%	
50%	67%	37%	36%	18	\$27,863	\$122,304	3.0%	
18%	29%	14%	42%	19	\$19,300	\$53,625	4.8%	
23%	47%	9%	63%	27	\$37,660	\$71,856	6.9%	
46%	70%	24%	69%	29	\$36,615	\$61,121	7.9%	
29%	59%	19%	53%	21	\$25,726	\$61,106	5.6%	
23%	53%	14%	37%	13	\$17,068	\$122,951	1.8%	
19%	38%	9%	54%	15	\$33,659	\$58,874	7.6%	
26%	35%	14%	42%	10	\$33,209	\$51,841	8.5%	
29%	39%	15%	50%	7	\$37,481	\$60,381	8.2%	
27%	31%	25%	R	R	R	\$63,839	R	
14%	33%	6%	R	R	R	\$55,897	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
37%	53%	18%	60%	3,377	\$50,162	\$83,774	7.9%	

University of Arizona

Exhibit UA.W.11: Median 2024 Arizona Wages of 2014-2018 Undergraduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
52	Business, Management, Marketing, and Related Support Services	4,622	1,448
26	Biological and Biomedical Sciences	2,615	948
42	Psychology	2,243	873
51	Health Professions and Related Programs	2,120	862
14	Engineering	1,997	828
30	Interdisciplinary Studies	2,249	722
45	Social Sciences	2,710	694
13	Education	1,329	602
09	Communication, Journalism, and Related Programs	1,598	438
50	Visual and Performing Arts	1,274	359
11	Computer and Information Sciences and Support Services	990	327
16	Foreign Languages, Literatures, and Linguistics	783	309
19	Family, Consumer, and Human Sciences	689	307
23	English Language, Literature, and Letters	618	242
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	560	241
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	447	201
40	Physical Sciences	637	180
44	Public Administration and Social Service Professions	427	179
04	Architecture and Related Services	597	167
54	History	383	157
03	Natural Resources and Conservation	362	131
05	Area, Ethnic, Cultural, Gender, and Group Studies	338	116
41	Science Technologies and Technicians	235	116
38	Philosophy and Religious Studies	361	112
27	Mathematics and Statistics	419	101
22	Legal Professions and Studies	120	46
15	Engineering and Engineering Related Technologies and Technicians	106	35
10	Communications Technologies, Technicians, and Support Services	R	R
24	Liberal Arts and Sciences, General Studies, and Humanities	R	R
25	Library Science	R	R
29	Military Technologies and Applied Sciences	R	R
31	Parks, Recreation, Leisure, Fitness and Kinesiology	R	R
49	Transportation and Materials Moving	R	R
Total		29,708	10,351

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit UA.W.11: Median 2024 Arizona Wages of 2014-2018 Undergraduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt	Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res					
31%	46%	11%	53%	771	\$19,866	\$99,566	2.4%
36%	42%	10%	54%	516	\$22,194	\$76,389	3.6%
39%	50%	7%	63%	551	\$19,655	\$61,304	3.9%
41%	48%	11%	63%	544	\$20,989	\$74,303	3.5%
41%	51%	14%	56%	460	\$24,735	\$114,945	2.6%
32%	48%	9%	60%	436	\$23,252	\$67,448	4.2%
26%	43%	6%	64%	444	\$22,773	\$73,576	3.8%
45%	55%	14%	62%	372	\$19,320	\$61,954	3.8%
27%	47%	10%	57%	249	\$22,822	\$76,584	3.7%
28%	36%	7%	65%	235	\$22,764	\$52,406	5.3%
33%	42%	9%	55%	181	\$24,738	\$122,206	2.5%
39%	44%	12%	68%	210	\$18,738	\$58,478	3.9%
45%	53%	12%	66%	203	\$19,352	\$60,716	3.9%
39%	46%	10%	59%	142	\$22,548	\$58,677	4.7%
43%	51%	8%	58%	139	\$19,053	\$77,967	3.0%
45%	55%	11%	68%	136	\$15,685	\$67,987	2.8%
28%	39%	7%	61%	109	\$24,745	\$90,882	3.3%
42%	52%	11%	70%	125	\$18,306	\$69,597	3.2%
28%	46%	9%	54%	91	\$23,560	\$81,886	3.5%
41%	52%	8%	62%	97	\$20,533	\$63,605	4.0%
36%	42%	13%	60%	78	\$22,497	\$60,777	4.5%
34%	41%	9%	77%	89	\$21,876	\$55,480	4.8%
49%	51%	0%	66%	77	\$20,275	\$79,645	3.1%
31%	37%	13%	50%	56	\$20,946	\$65,255	3.9%
24%	34%	7%	59%	60	\$22,570	\$86,810	3.2%
38%	51%	6%	52%	24	\$24,022	\$66,333	4.4%
33%	49%	5%	51%	18	\$24,522	\$115,226	2.6%
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
R	R	R	R	R	R	R	R
35%	47%	10%	60%	6,177	\$21,274	\$75,087	3.5%

University of Arizona

Exhibit UA.W.12: Median 2024 Arizona Wages of 2014-2018 Graduate Alumni by Instructional Program

Classification of Instructional Program (CIP)		Graduates	With Arizona Wages
51	Health Professions and Related Programs	3,536	1,331
52	Business, Management, Marketing, and Related Support Services	1,460	575
13	Education	1,170	529
22	Legal Professions and Studies	770	294
14	Engineering	867	198
45	Social Sciences	690	147
25	Library Science	305	136
26	Biological and Biomedical Sciences	492	124
40	Physical Sciences	725	120
11	Computer and Information Sciences and Support Services	655	115
44	Public Administration and Social Service Professions	153	70
50	Visual and Performing Arts	320	58
03	Natural Resources and Conservation	198	46
16	Foreign Languages, Literatures, and Linguistics	222	46
04	Architecture and Related Services	239	44
42	Psychology	145	44
23	English Language, Literature, and Letters	154	38
05	Area, Ethnic, Cultural, Gender, and Group Studies	171	34
15	Engineering and Engineering Related Technologies and Technicians	63	25
54	History	61	18
27	Mathematics and Statistics	108	15
01	Agricultural, Animal, Plant and Veterinary Science and Related Fields	76	13
30	Interdisciplinary Studies	29	10
19	Family, Consumer, and Human Sciences	25	8
38	Philosophy and Religious Studies	47	8
09	Communication, Journalism, and Related Programs	58	7
10	Communications Technologies, Technicians, and Support Services	R	R
24	Liberal Arts and Sciences, General Studies, and Humanities	R	R
29	Military Technologies and Applied Sciences	R	R
31	Parks, Recreation, Leisure, Fitness and Kinesiology	R	R
41	Science Technologies and Technicians	R	R
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	R	R
49	Transportation and Materials Moving	R	R
Total		12,726	4,053

Note: Classification of Instructional Program (CIP) codes listed reflect all degree programs offered by Arizona public universities. Exhibit is sorted by the number of graduates employed in Arizona. Values with five or less graduates are redacted and marked 'R'. Student Loan Debt and Median Wages reported include only graduates with Arizona wages in all four quarters of the year. Debt-to-income ratio calculations use the average unsubsidized student loan rate over the 5-year period and assume a standard 10-year repayment schedule. The debt-to-income ratios are calculated as follows:

$$\text{Debt-to-Income Ratio} = \text{Monthly Payment} / \text{Monthly Income} = (\text{Student Loan Amount} / (((1+i)^n)-1) / (i(1+i)^n)) / (\text{Annual Income} / 12)$$

where i = average student loan rate / 12 and n = 120, the total number of student loan payments.

Exhibit UA.W.12: Median 2024 Arizona Wages of 2014-2018 Graduate Alumni by Instructional Program (Continued)

Workforce Persistence			With Student Loan Debt		Median Student Loan Debt	Median Wages	Debt-to-Income Ratio	
All	Res	Non-Res						
38%	45%	12%	82%	1,088	\$72,463	\$123,984	7.7%	
39%	58%	16%	58%	336	\$40,788	\$137,717	3.9%	
45%	54%	15%	65%	344	\$33,228	\$70,048	6.2%	
38%	51%	18%	76%	222	\$80,945	\$125,231	8.5%	
23%	41%	11%	35%	70	\$26,646	\$137,984	2.5%	
21%	33%	7%	60%	88	\$36,137	\$82,937	5.7%	
45%	54%	10%	63%	85	\$39,090	\$65,549	7.9%	
25%	37%	9%	40%	50	\$24,874	\$97,502	3.4%	
17%	29%	10%	28%	33	\$26,334	\$134,512	2.6%	
18%	48%	9%	41%	47	\$30,095	\$142,532	2.8%	
46%	54%	8%	71%	50	\$36,599	\$79,640	6.1%	
18%	33%	11%	64%	37	\$40,564	\$58,517	9.1%	
23%	31%	14%	33%	15	\$20,282	\$79,929	3.3%	
21%	42%	9%	50%	23	\$22,562	\$60,726	4.9%	
18%	32%	6%	64%	28	\$52,126	\$87,102	7.9%	
30%	48%	9%	66%	29	\$42,187	\$91,796	6.1%	
25%	41%	19%	45%	17	\$20,282	\$67,625	4.0%	
20%	30%	10%	53%	18	\$60,939	\$60,131	13.4%	
40%	51%	23%	36%	9	\$27,411	\$133,876	2.7%	
30%	48%	13%	50%	9	\$48,678	\$68,419	9.4%	
14%	26%	11%	R	R	R	\$141,620	R	
17%	38%	2%	46%	6	\$37,912	\$97,196	5.1%	
34%	57%	13%	R	R	R	\$111,538	R	
32%	56%	19%	75%	6	\$62,107	\$115,783	7.1%	
17%	42%	0%	R	R	R	\$73,361	R	
12%	27%	3%	R	R	R	\$84,574	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
R	R	R	R	R	R	R	R	
32%	46%	12%	65%	2,626	\$50,139	\$104,869	6.3%	