

## Workforce Analysis

Institution:	University of Arkansas
Program Name:	Master of Arts in Art History in Arts of the Americas
Proposed CIP Code:	50.0703
By:	ADFA Economic Policy Division
Date:	October 4th, 2021

### Introduction

The University of Arkansas is proposing a Master of Arts in Art History in Arts of the Americas which will be in collaboration with the Crystal Bridges Museum of American Art. Students will be prepared to pursue a PhD in Art History as well to have the necessary skills to work in art museums at the end of the degree, gaining experience from continuous trips and internships at the Crystal Bridges Museum of American Art. According to their description of the program, by focusing on arts in the Americas, graduates will be enjoying an increasing demand for their skills, as these areas in Art History have been growing in recent decades, particularly the ones regarding to minorities.

Analyzing this type of programs is not easy because its success depends on its quality. While this type of degree can lead to interesting career paths, most graduates in Art History, Criticism and Conservation programs don't work in any occupation or industry related to their degree, and these skills are not easily transferrable as, for example, mathematics or computer science. Moreover, among those employed in related occupations, the gap between the top half earners and the bottom half is relatively wide. Therefore, a program like the one proposed is only advisable when its designed to be a top program, and not just limited to teach students a set of skills. Partnering with the Crystal Bridges Museum of American Art and focusing on areas that have been growing in demand are two elements in favor of this degree.

### Analysis

According to Chmura Analytics, only one person graduated with a degree in Art History, Criticism and Conservation (or related majors) in the state in 2018-2019, while almost 4,000 did in the nation. Although most of these degrees were granted at Bachelor's degree level, almost 30% were at post-bachelor's/graduate level. On one side this could be a sign of Arkansas trailing in this area of study, but it could also be lack of demand, or both. How much these numbers could grow as such program becomes available, it will depend on prospective students interests. Later in this report we will see that, at least from the employment perspective, the skills earned in this degree have a demand that is in line with the rest of the nation.

**Table 1: Awards by type in Academic year 2018-2019 (Source: Chmura Analytics)**

CIP Code	Title	Area	Total	% Certificates	% Assoc. Degrees	% Bacc. Degrees	% Masters and Post-Bacc.	% Doctorate
50.0703	Art History, Criticism and Conservation	Arkansas	1	0%	0%	100%	0%	0%
		United States	3,938	1%	1%	70%	23%	6%

There are five occupations linked to this major. In regards to ‘Appraisers’, which might require such degree only in cases of buildings of historical significance, the relation to the description of the program is loose, so it will be included in the tables but we will omit it in the analysis. Of the remaining art-related occupations, we can consistently see around one third of the workers having a Masters degree.<sup>1</sup> It’s important to keep in mind these distributions when looking at tables related to wages and employment as those values and distributions correspond to all workers in these occupations, but those with Masters degree would probably be over-represented at the top, since it could be guessed that, in general, those with graduate studies are more likely to achieve senior positions than those with lower education attainment.

**Table 2: Education attainment in matched occupations (Source: Chmura Analytics)**

usoc	Occupation	% Less Than High School	% High School	% Some College	% 2 Year Degree	% Bachelors Degree	% Masters	% Doctorate
u13-2022	Appraisers of Personal and Business Property	1%	11%	23%	9%	45%	7%	3%
u25-1121	Art, Drama, and Music Teachers, Postsecondary	1%	2%	3%	2%	18%	31%	43%
u25-4011	Archivists	2%	7%	8%	4%	39%	33%	7%
u25-4012	Curators	2%	7%	8%	4%	38%	33%	7%
u25-4013	Museum Technicians and Conservators	2%	7%	8%	4%	38%	33%	7%

<sup>1</sup> It’s worth noting that Chmura Analytics estimates these values using BLS data, which sometimes combines and blends similar occupations in when calculating these values so these almost equal numbers across education level could be due to all of these jobs combined in the same sample.

**Table 3: Education, Experience, Training (Source: Bureau of Labor Statistics)**

Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Appraisers of Personal and Business Property	Bachelor's degree	None	Long-term on-the-job training
Art, Drama, and Music Teachers, Postsecondary	Master's degree	None	None
Archivists	Master's degree	None	None
Curators	Master's degree	None	None
Museum Technicians and Conservators	Bachelor's degree	None	None

Table 4 shows the age distribution for these occupations. It's interesting to see that the ones in the last three rows have one of the largest percentage of workers in the 25-34 bracket of all occupations, with almost half of the workers in the 20-35 age range. One reason could be that these are occupations with a ceiling in terms of seniority, and after certain point is reached, the next promotion would be to managerial positions. But this wouldn't explain why the minimum is in the 45-54 range and then grows again after 55. Another explanation could be that what BLS and Chmura define as these occupations, in reality they are a mix of different sub-occupations, whose aggregates give a strange distribution with a minimum at the middle, but each of these sub-occupation have a standard monotonic distribution. The data available doesn't give any hint on the answer without further research.

**Table 4: Age distribution in matched occupations (Source: Chmura Analytics)**

Occupation	Ages 16 - 19	Ages 20 - 24	Ages 25 - 34	Ages 35 - 44	Ages 45 - 54	Ages 55 - 64	Ages 65 and over
Appraisers of Personal and Business Property	0%	2%	10%	18%	26%	30%	14%
Art, Drama, and Music Teachers, Postsecondary	0%	5%	16%	22%	22%	21%	13%
Archivists	0%	6%	42%	17%	8%	16%	10%
Curators	0%	6%	42%	17%	8%	16%	10%
Museum Technicians and Conservators	0%	6%	43%	17%	8%	16%	10%

Table 5 shows different variables related to these occupations. Except for Postsecondary teachers, the number of people employed in these occupations is small. Very few workers are self employed and most of them work in the public sector. Location Quotient values around 1 means that the proportion of these workers over the whole workforce is in line with the rest of the nation (which is interesting since one would assume Arkansas, having high levels of rurality, would have a lower portion of the workforce employed in these occupations). The past 5 years haven't been good for these occupations, with a decline in the number of workers and unemployment rates around 9% for Archivists, Curators and Museum Technicians. Of course, the last year in study corresponds to the first of the pandemic, which affected heterogeneously different areas of the economy, with arts and tourism-related occupations being heavily affected. Nevertheless, Chmura Analytics expect a net growth in the next 12 months (Exits+Net growth estimates the expected number of positions to be available for new workers in these occupations).

**Table 5: Occupation Snapshot (Source: Chmura Analytics)**

Occupation	Empl	Percent Self empl.	Percent Private	LQ	Unemp. Rate	Prev 5 Years Empl. Change	Prev 5 Years % Annual Change	1 Year Forecast Total Demand	1 Year Forecast Exits	1 Year Forecast Net Empl. Growth	1 Year Forecast % Net Empl. Growth
Appraisers of Personal and Business Property	37	14%	74%	0.87	N/A	7	4.3%	3	1	1	1.5%
Art, Drama, and Music Teachers, Postsecondary	578	0%	29%	0.78	2.8%	-19	-0.7%	53	22	4	0.7%
Archivists	56	5%	33%	0.90	9.0%	-2	-0.6%	7	3	1	0.9%
Curators	120	6%	25%	1.11	9.2%	-10	-1.6%	16	6	2	1.5%
Museum Technicians and Conservators	86	6%	24%	0.77	9.0%	-4	-1.0%	11	4	1	1.4%

One aspect to keep in mind with this type of degrees is that, many art-related degrees have graduates working in occupations that are unrelated to their major. The following table looks at the distribution of occupations and industries for people with a bachelor’s degree in Art History, Criticism, and Conservation, using American Community Survey Microdata from Census Bureau. Note that this is not exactly the same program as the one proposed. In this case, I analyzed with only a bachelor’s degree and only one major in Art History, Criticism, and Conservation. I also limited the sample to those individuals 40 years old and younger. I used this sample because a) ACS doesn’t have data on majors at Masters degree level, so those in the sample with a MA or a Doctorate/Professional degree could’ve studied something else (for example, Law); b) including those with double major could have distorted the sample if a large number of them focus their career on their other major (say, double major in Art History and Business or Architecture, for example).

The data shows that very few people work in art-related occupations/industries. Most work in different areas than the ones which their degrees prepared for. In some cases, like those working in food services or clothing stores, the data suggest certain struggle to find a career path.<sup>2</sup> Of course, this is a snapshot for individuals with just a Bachelor’s degree when, according to BLS, the Archivists and Curators typically require a Masters degree. Additionally, job market outcomes are also closely related to the quality of programs, which means that such a distribution is not the same for graduates of all schools, and those graduating from top programs might have a higher probability of working for Museums and Art Galleries. The fact that students in this program at University of Arkansas will be working in close relation with Crystal Bridges Museum could give them an advantage when looking for work post-graduation. But all this is hypothetically since we don’t have data of similar programs in the state to compare or infer future outcomes.

<sup>2</sup> Note that this data is pre-pandemic, so we can’t attribute this to last year’s economic downturn.

**Table 6: Industry and Occupation distribution for graduates ages 25-40, with BA in Art History, Criticism, and Conservation (Source: Census Bureau, American Community Survey Microdata, 2015-19)**

Industry	Percentage
EDU-Elementary and Secondary Schools	7%
ENT-Restaurants and Other Food Services	5%
EDU-Colleges, Universities, And Professional Schools, Including Junior Colleges	5%
ENT-Museums, Art Galleries, Historical Sites, And Similar Institutions	4%
PRF-Computer Systems Design and Related Services	3%
PRF-Advertising, Public Relations, and Related Services	3%
PRF-Management, Scientific, And Technical Consulting Services	3%
MED-General Medical and Surgical Hospitals, And Specialty (Except Psychiatric and Substance Abuse) Hospitals	2%
RET-Miscellaneous Retail Stores	2%
RET-Clothing Stores	2%

Occupation	Percentage
Business Operations Specialists	9%
Other Management Occupations	8%
Art and Design Workers	5%
Preschool, Elementary, Middle, Secondary, and Special Education Teachers	5%
Information and Record Clerks	4%
Other Office and Administrative Support Workers	4%
Secretaries and Administrative Assistants	4%
Retail Sales Workers	3%
Supervisors of Sales Workers	3%
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	3%

Archivists and curators have similar levels of wages for the bottom half of the workers, but the former grow faster for the top half. Archivists is one of the few occupations whose average wage in Arkansas is almost equal to the one in the rest of the country. The other occupations in the table have similar differences of means with the national level as most occupations in the state. Museum Technicians and Conservators earn lower salaries compared to the other with a ceiling at around \$50,000. Postsecondary teachers have the wider gap between the ones at the bottom and those at the top. This is in part because there are different sub-occupations within (instructors, full professors) and tenure and seniority within an academic department usually come with increases in salary.

**Table 7: Wage distribution for matched occupations (Source: Chmura Analytics)**

Occupation	Mean	Entry Level	Experienced	10% Percentile	25% Percentile	50% Percentile	75% Percentile	90% Percentile	Mean USA
Appraisers of Personal and Business Property	\$46,100	\$27,500	\$55,300	\$20,800	\$33,400	\$42,000	\$53,600	\$69,000	\$65,600
Art, Drama, and Music Teachers, Postsecondary	\$63,400	\$35,200	\$77,500	\$28,100	\$44,400	\$59,400	\$76,700	\$98,300	\$84,800
Archivists	\$61,100	\$39,900	\$71,700	\$38,900	\$42,700	\$49,400	\$87,000	\$97,200	\$61,200
Curators	\$54,200	\$38,300	\$62,200	\$35,800	\$43,000	\$48,100	\$69,800	\$81,300	\$61,700
Museum Technicians and Conservators	\$39,700	\$31,000	\$44,000	\$29,400	\$34,100	\$38,300	\$43,300	\$50,600	\$50,000

In the 12 months between August 2020 and July 2021, there were 176 Online ads in Arkansas for related occupations. Interestingly, the most relevant ones have a location quotient above 1, which means that the proportion of ads for these occupations in Arkansas was larger than in the rest of the country, indicating a relatively higher local demand, especially for Curators. Of course, some of the largest metropolitan areas are still struggling with reopening public spaces, so these values might converge to 1 or below once the economy returns to its normal course.

**Table 8: Online job Advertisement in Arkansas for matched occupations, August 2020 - July 2021 (Source: Chmura Analytics)**

SOC	Occupation	Total Ads	JPLQ
25-1121.00	Art, Drama, and Music Teachers, Postsecondary	127	1.27
25-4012.00	Curators	33	1.75
25-4013.00	Museum Technicians and Conservators	8	1.23
25-4011.00	Archivists	6	1.05
13-2022.00	Appraisers of Personal and Business Property	2	0.88

Finally, we list the job market outcomes within the first year for graduates of University of Arkansas. The latest data is for the 2016-17 cohort. Given that the university is the largest in the state and one of the most prestigious, the share of graduates in the state and salaries of full time employed would be high compared to state averages. Of course, we need to note that employment related values correspond to those who worked for a salary within the state's border. That is, those who moved to a different state, or became self-employed, or continued as full-time students won't be counted as employed by the data.<sup>3</sup>

<sup>3</sup> Which it is an interesting issue: a BS in Physics that place most of their students in the top PhD programs or an MBA that places most of its graduates in Wall Street or Silicon Valley would appear to have poor job market outcomes by this table. A similar issue occurs with graduates in Biology in programs that aim their students to medical school after graduation.

**Table 9: Job Placement Track Record, University of Arkansas, Fayetteville, 2016 & 2017 cohorts (Source: ARC 2019 Economic Security Report)**

Degree Abbr.	CIP Category	CIP Detail	Graduates	Share graduates in state	Employed %	Avg First Year Wages	Full-Time %	State Avg Full Time Emp	Avg First Year Full-Time Wages	State Avg Full Time Wage
Bacc.	Agriculture	Agribusiness/Agricultural Business Operations	123	33%	69%	\$33,439	47%	53%	\$43,061	\$40,121
Bacc.	Agriculture	Ornamental Horticulture	25	100%	72%	\$25,106	48%	48%	\$32,962	\$32,962
Bacc.	Agriculture	Agricultural and Extension Education Services	38	100%	68%	\$23,970	34%	34%	\$32,418	\$32,418
Bacc.	Agriculture	Animal Sciences, General	92	71%	65%	\$22,714	33%	34%	\$32,160	\$32,078
Bacc.	Agriculture	Poultry Science	29	100%	59%	\$40,893	45%	45%	\$45,404	\$45,404
Bacc.	Agriculture	Food Science	34	100%	59%	\$39,421	44%	44%	\$47,578	\$47,578
Bacc.	Agriculture	Agronomy and Crop Science	29	100%	38%	\$24,830	14%	14%	\$41,476	\$41,476
Bacc.	Natural Resources & Conservation	Environmental Science	50	100%	50%	\$21,625	24%	24%	\$32,227	\$32,227
Bacc.	Architecture	Architecture	107	100%	39%	\$39,513	31%	31%	\$45,233	\$45,233
Bacc.	Architecture	Landscape Architecture	15	100%	27%	\$36,793	20%	20%	\$40,632	\$40,632
Bacc.	Communication & Journalism	Speech Communication and Rhetoric	286	76%	42%	\$29,494	24%	28%	\$43,332	\$39,522
Bacc.	Communication & Journalism	Journalism	307	54%	40%	\$29,999	28%	32%	\$37,656	\$33,386
Bacc.	Computer & Information Sciences	Computer and Information Sciences, General	125	31%	56%	\$51,163	46%	51%	\$58,090	\$53,446
Bacc.	Education	Education, General	89	100%	55%	\$18,711	22%	22%	\$25,955	\$25,955
Bacc.	Education	Elementary Education and Teaching	57	19%	89%	\$13,512	5%	56%	\$33,497	\$35,990
Bacc.	Education	Kindergarten/Preschool Education and Teaching	86	51%	67%	\$37,182	55%	55%	\$40,426	\$37,094
Bacc.	Education	Technical Teacher Education	31	100%	71%	\$31,872	45%	45%	\$36,147	\$36,147
Bacc.	Engineering	Bioengineering and Biomedical Engineering	84	100%	29%	\$18,067	10%	10%	\$32,606	\$32,606
Bacc.	Engineering	Chemical Engineering	119	100%	38%	\$46,895	27%	27%	\$60,230	\$60,230
Bacc.	Engineering	Civil Engineering, General	120	78%	44%	\$46,533	36%	42%	\$54,373	\$54,138
Bacc.	Engineering	Computer Engineering, General	58	100%	40%	\$55,652	29%	29%	\$64,066	\$64,066
Bacc.	Engineering	Electrical and Electronics Engineering	97	56%	28%	\$54,020	22%	33%	\$63,411	\$60,012
Bacc.	Engineering	Mechanical Engineering	278	66%	46%	\$44,780	33%	43%	\$55,130	\$58,845
Bacc.	Engineering	Industrial Engineering	135	100%	41%	\$54,167	29%	29%	\$61,737	\$61,737

Bacc.	Engineering	Biological/Biosystems Engineering	42	100%	48%	\$34,261	24%	24%	\$49,848	\$49,848
Bacc.	Foreign Languages & Linguistics	French Language and Literature	13	100%	62%	\$30,837	46%	46%	\$31,566	\$31,566
Bacc.	Foreign Languages & Linguistics	Spanish Language and Literature	43	78%	44%	\$24,755	19%	20%	\$43,839	\$38,387
Bacc.	Foreign Languages & Linguistics	Classics and Classical Languages, Literatures, and Linguistics	11	100%	64%	\$21,063	27%	27%	\$39,957	\$39,957
Bacc.	Family & Consumer Sciences	Foods, Nutrition, and Wellness Studies, General	183	63%	44%	\$25,265	24%	25%	\$35,927	\$32,522
Bacc.	Family & Consumer Sciences	Human Development and Family Studies, General	95	100%	52%	\$25,559	27%	27%	\$29,908	\$29,908
Bacc.	Family & Consumer Sciences	Apparel and Textiles, General	140	100%	45%	\$31,299	29%	29%	\$42,278	\$42,278
Bacc.	English Language & Literature	English Language and Literature, General	176	36%	59%	\$20,417	27%	33%	\$31,315	\$29,011
Bacc.	Biological & Biomedical Sciences	Biology/Biological Sciences, General	394	33%	39%	\$18,439	15%	21%	\$32,028	\$31,241
Bacc.	Mathematics & Statistics	Mathematics, General	54	28%	44%	\$27,824	26%	35%	\$39,057	\$40,351
Bacc.	Parks, Recreation, Leisure & Fitness	Parks, Recreation and Leisure Studies	144	100%	42%	\$23,439	24%	24%	\$31,783	\$31,783
Bacc.	Parks, Recreation, Leisure & Fitness	Health and Physical Education/Fitness, General	438	84%	44%	\$24,415	22%	21%	\$36,936	\$36,575
Bacc.	Philosophy & Religious Studies	Philosophy	25	46%	56%	\$15,972	16%	24%	\$33,464	\$30,464
Bacc.	Physical Sciences	Chemistry, General	116	39%	45%	\$14,857	12%	20%	\$29,743	\$34,033
Bacc.	Physical Sciences	Geology/Earth Science, General	37	55%	27%	\$21,510	14%	26%	\$37,469	\$33,068
Bacc.	Physical Sciences	Physics, General	50	68%	30%	\$29,183	18%	20%	\$39,654	\$41,428
Bacc.	Psychology	Psychology, General	270	22%	53%	\$21,052	25%	34%	\$29,503	\$28,431
Bacc.	Law Enforcement & Protective Serv.	Criminal Justice/Safety Studies	144	27%	60%	\$29,447	38%	44%	\$37,221	\$35,361
Bacc.	Public Admin. & Social Service	Social Work	105	29%	61%	\$20,817	28%	37%	\$31,654	\$29,964
Bacc.	Social Sciences	Anthropology	73	79%	60%	\$19,822	32%	38%	\$27,620	\$29,489
Bacc.	Social Sciences	Economics, General	42	52%	38%	\$39,471	26%	26%	\$48,187	\$43,673
Bacc.	Social Sciences	Geography	25	63%	60%	\$38,812	28%	28%	\$76,990	\$65,131
Bacc.	Social Sciences	International Relations and Affairs	127	100%	45%	\$19,250	19%	19%	\$32,260	\$32,260
Bacc.	Social Sciences	Political Science and Government, General	189	69%	42%	\$20,724	15%	18%	\$39,188	\$36,176
Bacc.	Social Sciences	Sociology	63	24%	51%	\$24,088	33%	41%	\$32,347	\$30,685
Bacc.	Visual & Performing Arts	Interior Design	28	51%	32%	\$38,504	29%	38%	\$41,253	\$37,939



Bacc.	Visual & Performing Arts	Drama and Dramatics/Theatre Arts, General	27	30%	63%	\$17,928	44%	34%	\$22,222	\$23,340
Bacc.	Visual & Performing Arts	Art/Art Studies, General	137	45%	63%	\$22,114	38%	43%	\$29,314	\$27,627
Bacc.	Visual & Performing Arts	Music Performance, General	72	54%	54%	\$21,082	25%	34%	\$34,234	\$35,496
Bacc.	Health Professions	Audiology/Audiologist and Speech-Language Pathology/Pathologist	134	46%	31%	\$9,784	7%	12%	\$27,542	\$28,075
Bacc.	Health Professions	Public Health, General	141	100%	52%	\$20,651	23%	23%	\$33,750	\$33,750
Bacc.	Health Professions	Registered Nursing/Registered Nurse	567	25%	53%	\$52,896	41%	59%	\$58,359	\$59,537
Bacc.	Business, Management & Marketing	Business/Commerce, General	26	7%	58%	\$49,224	46%	42%	\$58,661	\$40,851
Bacc.	Business, Management & Marketing	Business Administration and Management, General	235	19%	41%	\$37,087	27%	46%	\$46,849	\$39,595
Bacc.	Business, Management & Marketing	Logistics, Materials, and Supply Chain Management	346	100%	46%	\$44,191	32%	32%	\$52,634	\$52,634
Bacc.	Business, Management & Marketing	Retail Management	20	100%	45%	\$41,953	40%	40%	\$44,277	\$44,277
Bacc.	Business, Management & Marketing	Accounting	197	30%	49%	\$34,459	24%	43%	\$44,966	\$42,929
Bacc.	Business, Management & Marketing	Business/Managerial Economics	62	53%	47%	\$35,522	26%	33%	\$52,925	\$45,797
Bacc.	Business, Management & Marketing	Finance, General	469	65%	37%	\$40,054	24%	29%	\$50,662	\$45,268
Bacc.	Business, Management & Marketing	Human Resources Development	52	100%	73%	\$41,591	54%	54%	\$45,933	\$45,933
Bacc.	Business, Management & Marketing	International Business/Trade/Commerce	68	62%	50%	\$41,331	35%	31%	\$50,196	\$50,603
Bacc.	Business, Management & Marketing	Management Science	100	73%	50%	\$43,303	35%	31%	\$50,370	\$49,087
Bacc.	Business, Management & Marketing	Marketing/Marketing Management, General	493	72%	42%	\$40,574	30%	34%	\$48,128	\$43,774
Bacc.	History	History, General	144	39%	63%	\$23,428	31%	35%	\$34,232	\$31,837
Bacc.	ALL AREAS OF STUDY		8,766	34%	47%	\$32,321	28%	39%	\$44,147	\$41,190
Post Bacc.	Business, Management & Marketing	Management Science	27	100%	85%	\$63,784	63%	63%	\$66,688	\$66,688
Post Bacc.	ALL AREAS OF STUDY		47	15%	72%	\$55,052	51%	42%	\$59,446	\$60,387
Masters	Agriculture	Agricultural Economics	45	100%	44%	\$48,622	31%	31%	\$58,953	\$58,953
Masters	Agriculture	Agricultural Production Operations, General	14	100%	36%	\$54,531	36%	36%	\$54,531	\$54,531
Masters	Agriculture	Animal Sciences, General	15	100%	53%	\$53,484	27%	27%	\$91,588	\$91,588
Masters	Agriculture	Food Science	21	100%	24%	\$34,992	14%	14%	\$52,914	\$52,914

Masters	Agriculture	Agronomy and Crop Science	28	100%	29%	\$51,477	18%	18%	\$50,976	\$50,976
Masters	Communication & Journalism	Speech Communication and Rhetoric	22	100%	59%	\$41,493	41%	41%	\$52,895	\$52,895
Masters	Communication & Journalism	Journalism	19	100%	79%	\$34,098	53%	53%	\$43,461	\$43,461
Masters	Computer & Information Sciences	Computer and Information Sciences, General	18	2%	50%	\$71,449	33%	3%	\$93,491	\$57,608
Masters	Education	Educational Leadership and Administration, General	20	24%	65%	\$58,052	50%	68%	\$60,115	\$53,333
Masters	Education	Adult and Continuing Education Administration	12	100%	75%	\$41,003	67%	67%	\$45,217	\$45,217
Masters	Education	Higher Education/Higher Education Administration	52	81%	60%	\$32,978	38%	39%	\$41,460	\$41,263
Masters	Education	Educational/Instructional Technology	27	23%	52%	\$49,769	41%	66%	\$57,643	\$50,835
Masters	Education	Special Education and Teaching, General	22	9%	77%	\$49,588	64%	47%	\$52,547	\$45,637
Masters	Education	Counselor Education/School Counseling and Guidance Services	48	19%	69%	\$38,415	50%	64%	\$43,217	\$47,061
Masters	Education	Adult and Continuing Education and Teaching	31	58%	68%	\$47,397	61%	62%	\$51,565	\$45,426
Masters	Education	Elementary Education and Teaching	140	85%	67%	\$44,168	63%	67%	\$45,740	\$44,918
Masters	Education	Secondary Education and Teaching	76	32%	68%	\$38,823	57%	68%	\$40,894	\$41,917
Masters	Education	Agricultural Teacher Education	14	100%	79%	\$56,316	57%	57%	\$73,456	\$73,456
Masters	Education	Physical Education Teaching and Coaching	22	100%	32%	\$51,530	32%	32%	\$51,530	\$51,530
Masters	Engineering	Agricultural Engineering	22	100%	36%	\$49,141	18%	18%	\$40,392	\$40,392
Masters	Engineering	Civil Engineering, General	22	100%	59%	\$63,449	50%	50%	\$74,595	\$74,595
Masters	Engineering	Computer Engineering, General	15	100%	33%	\$43,288	20%	20%	\$68,177	\$68,177
Masters	Engineering	Electrical and Electronics Engineering	45	100%	16%	\$68,610	9%	9%	\$57,836	\$57,836
Masters	Engineering	Mechanical Engineering	12	100%	25%	\$76,128	25%	25%	\$76,128	\$76,128
Masters	Engineering	Industrial Engineering	17	100%	53%	\$72,475	47%	47%	\$76,315	\$76,315
Masters	Engineering Technology	Engineering/Industrial Management	404	100%	19%	\$72,642	16%	16%	\$78,037	\$78,037
Masters	Foreign Languages & Linguistics	Spanish Language and Literature	17	100%	47%	\$20,713	35%	35%	\$22,098	\$22,098
Masters	Family & Consumer Sciences	Family and Consumer Sciences/Human Sciences, General	24	27%	67%	\$34,062	42%	42%	\$45,936	\$43,457
Masters	English Language & Literature	English Language and Literature, General	25	38%	52%	\$25,877	36%	40%	\$31,478	\$32,474
Masters	English Language & Literature	Creative Writing	16	100%	56%	\$23,086	38%	38%	\$27,836	\$27,836
Masters	Mathematics & Statistics	Mathematics, General	13	52%	31%	\$48,633	23%	36%	\$63,431	\$51,522

Masters	Mathematics & Statistics	Statistics, General	13	100%	54%	\$58,766	46%	46%	\$68,475	\$68,475
Masters	Parks, Recreation, Leisure & Fitness	Parks, Recreation and Leisure Facilities Management, General	57	100%	47%	\$34,894	39%	39%	\$38,087	\$38,087
Masters	Parks, Recreation, Leisure & Fitness	Kinesiology and Exercise Science	27	56%	37%	\$27,195	15%	17%	\$43,059	\$40,305
Masters	Physical Sciences	Geology/Earth Science, General	28	100%	29%	\$32,116	18%	18%	\$40,117	\$40,117
Masters	Physical Sciences	Materials Chemistry	18	100%	50%	\$55,439	33%	33%	\$59,344	\$59,344
Masters	Public Admin. & Social Service	Social Work	39	15%	72%	\$42,706	64%	81%	\$44,425	\$46,151
Masters	Social Sciences	Political Science and Government, General	12	100%	33%	\$16,436	25%	25%	\$21,355	\$21,355
Masters	Social Sciences	Sociology	15	100%	33%	\$28,318	20%	20%	\$44,422	\$44,422
Masters	Visual & Performing Arts	Music Performance, General	40	67%	40%	\$21,712	15%	22%	\$40,528	\$48,259
Masters	Health Professions	Audiology/Audiologist and Speech-Language Pathology/Pathologist	56	36%	61%	\$49,927	48%	55%	\$56,963	\$54,492
Masters	Health Professions	Vocational Rehabilitation Counseling/Counselor	18	22%	67%	\$40,487	61%	49%	\$41,156	\$41,307
Masters	Health Professions	Registered Nursing/Registered Nurse	13	7%	69%	\$52,957	62%	72%	\$57,396	\$87,401
Masters	Business, Management & Marketing	Business Administration and Management, General	224	36%	61%	\$108,766	46%	46%	\$126,440	\$94,597
Masters	Business, Management & Marketing	Accounting	118	80%	33%	\$44,965	22%	26%	\$54,768	\$52,433
Masters	Business, Management & Marketing	Management Science	58	62%	57%	\$89,612	50%	49%	\$93,793	\$86,756
Masters	ALL AREAS OF STUDY		2,351	23%	44%	\$54,556	33%	40%	\$63,587	\$56,175
Post-Masters	ALL AREAS OF STUDY		16	2%	69%	\$65,830	44%	35%	\$67,506	\$63,838
Prof. Doct.	Legal Professions & Studies	Law	223	47%	52%	\$43,796	35%	44%	\$55,710	\$54,752
Prof. Doct.	Health Professions	Nursing Practice	20	26%	55%	\$113,346	50%	53%	\$120,354	\$110,470
Prof. Doct.	ALL AREAS OF STUDY		243	19%	52%	\$49,820	36%	49%	\$63,055	\$75,469
Ph.D	Agriculture	Poultry Science	12	100%	33%	\$84,926	33%	33%	\$84,926	\$84,926
Ph.D	Education	Curriculum and Instruction	16	100%	50%	\$61,220	44%	44%	\$64,783	\$64,783
Ph.D	Education	Educational Leadership and Administration, General	12	40%	33%	\$112,024	33%	40%	\$112,024	\$80,211
Ph.D	Engineering	Engineering, General	50	100%	28%	\$67,744	18%	18%	\$82,859	\$82,859
Ph.D	English Language & Literature	English Language and Literature, General	23	100%	39%	\$21,376	13%	13%	\$42,765	\$42,765
Ph.D	Physical Sciences	Chemistry, General	23	100%	35%	\$48,242	30%	30%	\$51,882	\$51,882

Ph.D	Public Admin. & Social Service	Public Policy Analysis, General	13	100%	54%	\$72,749	46%	46%	\$83,207	\$83,207
Ph.D	History	History, General	11	100%	55%	\$62,180	45%	45%	\$70,016	\$70,016
Ph.D	ALL AREAS OF STUDY		346	61%	33%	\$59,599	24%	32%	\$71,584	\$71,973