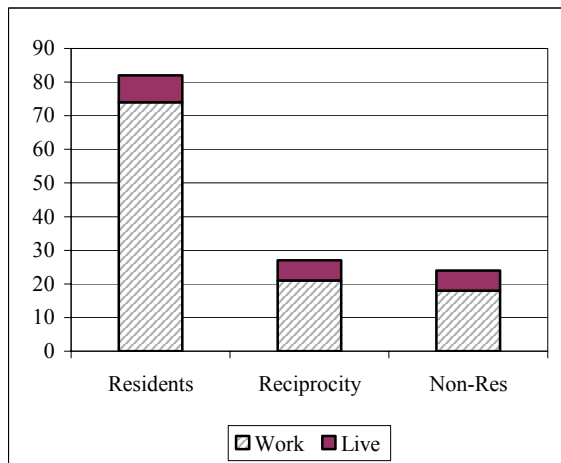


The Impact of a UW Education: Employment, Salaries and Residency Patterns of University of Wisconsin Graduates

This bulletin provides insights into the significant benefits of a UW education to the state of Wisconsin and to UW graduates. The analysis is based on baccalaureate degree recipients from the 1979-80, 1984-85, 1989-90, 1994-95 and 1999-00 graduating classes working in jobs covered by unemployment insurance. The employment figures exclude approximately 8 percent of individuals who are self-employed or working in establishments with few employees. The findings corroborate those presented in an earlier bulletin based on a survey of UW Alumni (see *Post Baccalaureate Experiences*, UWSA/OPAR, Summer 2001).

Where Recent UW Grads Work & Live

1999 UW Graduates
Working and Residing in Wisconsin
By Student Residency Status

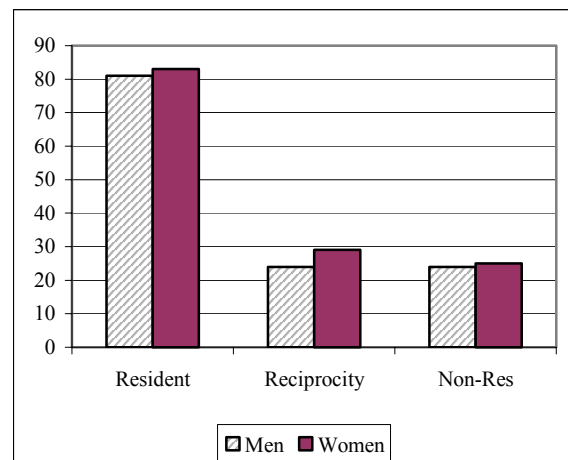


In recent years questions have been raised about the large number of UW graduates leaving the state of Wisconsin upon graduation. A match of UW graduates with information from the Wisconsin Department of Workforce Development demonstrates that more than 80 percent of Wisconsin resident students remain in Wisconsin immediately after graduation.

- Eighty-two percent of UW graduates who were Wisconsin residents while an undergraduate are working in covered employment, working in non-covered employment, or living in the state of Wisconsin immediately after graduation.
- Twenty-four percent of non-resident graduates and 27 percent of Minnesota reciprocity graduates remain in Wisconsin upon completion of their degrees.

- Female graduates are slightly more likely than male graduates to remain in Wisconsin regardless of their undergraduate residency status.

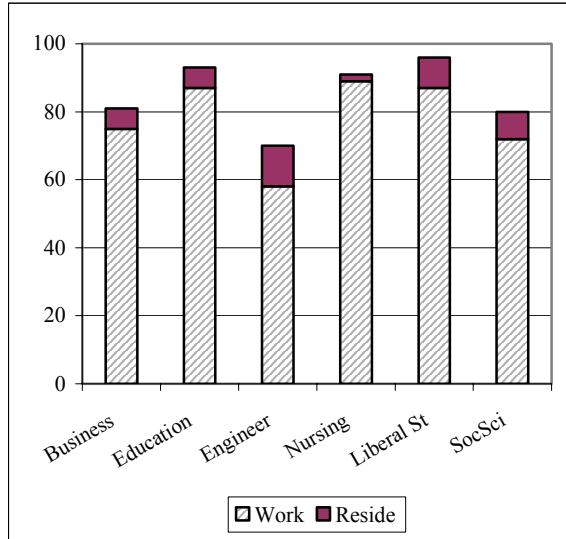
1999 UW Graduates
Working and Residing in Wisconsin
By Student Residency Status & Gender



The proportion of graduates remaining in Wisconsin varies by undergraduate field of study. Graduates who majored in education and liberal studies are more likely to remain in Wisconsin than graduates with engineering degrees.

- Ninety-one percent of nursing, 93 percent of education and 96 percent of liberal studies graduates remain in Wisconsin immediately following graduation.
- Approximately 80 percent of social science and business graduates remain in Wisconsin.
- Seventy percent of engineering graduates remain in the State.

**1999 Resident UW Graduates
Working and Residing in Wisconsin
By Field of Study**



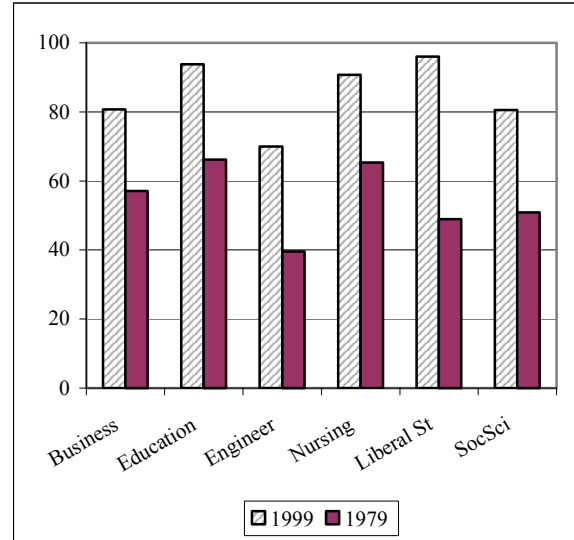
- Twenty years after graduation the differences by field in the likelihood of staying in Wisconsin remains fairly consistent.
- More than 60 percent of the education and nursing graduates stay in Wisconsin.
- Approximately 50 percent of the business, liberal studies and social science graduates remain in the State.
- Forty-percent of engineering graduates remain in Wisconsin after 20 years.

Where Older UW Grads Work & Live

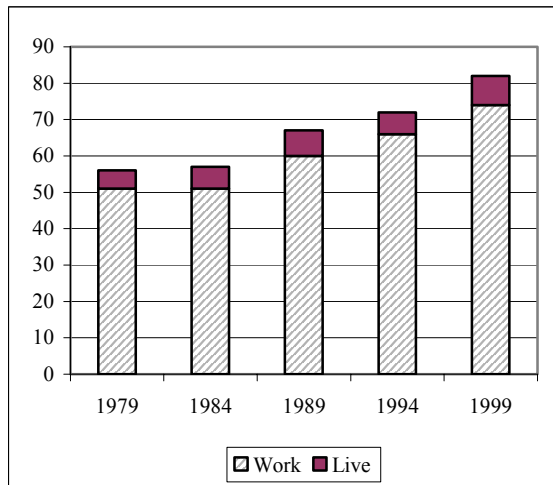
The proportion of UW graduates remaining in Wisconsin over time decreases. After 15 years the proportion remaining in Wisconsin stabilizes at 56 percent of the graduating class.

- Five years after graduation, 72 percent of UW graduates work or live in Wisconsin and 10 years after graduation 67 percent remain in the state.
- Fifty-six percent of UW alumni work/live in Wisconsin both 15 and 20 years after graduation.
- Fifty-one percent of the graduates 20 years after graduation are working in covered employment in Wisconsin. An additional 5 percent of graduates are living in Wisconsin but not working in jobs covered by unemployment insurance.

**1979 and 1999 Resident UW Graduates
Working and Residing in Wisconsin
By Field of Study**



**Resident UW Graduates
Working and Residing in Wisconsin
By Year of Graduation**

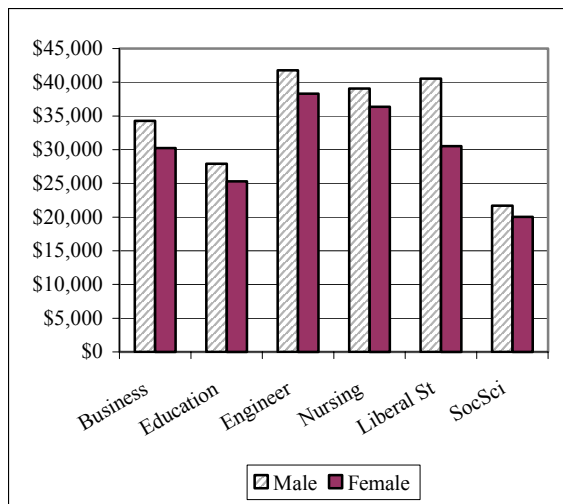


Earnings of Recent UW Grads in WI

Resident UW graduates working in covered employment in Wisconsin earn \$26,000 on average immediately after graduation. The average salaries vary from well over \$40,000 to under \$20,000 by field of undergraduate study and gender.

- The average earnings of recent education degree holders are \$25,800. Recent female education graduates earn \$25,300 and for men the average is \$27,900.
- The average salary for recent graduates in engineering is \$41,300. Recent women engineering graduates earn \$38,300 while their male counterparts earn a salary of \$41,800.
- 1999 female graduates earn 85 percent of what their male counterparts earn. Female graduates in the fields of nursing, engineering and education, however, earn over 90 percent of the wages for males.

**1999 Resident UW Graduates
Earnings in Wisconsin
By Gender & Field of Study**



University of Wisconsin System graduates working in Wisconsin earn lower salaries than college graduates nationally. This is true for all fields of study examined. However, the Wisconsin earnings data only reflect the wages of graduates working in employment covered by unemployment compensation.

- Nurses employed in Wisconsin make 97 percent of the national average starting salary.
- Civil engineers earn 93 percent of the National starting salary, while chemical engineers and accountants employed in Wisconsin earn 86 percent of the national average.
- The smaller difference in salaries for accountants and nurses in Wisconsin results in a higher proportion of these graduates staying in Wisconsin.

- There are larger income differences for graduates with finance, English, performing arts and history degrees where they earn 74, 72, 68 and 61 percent, respectively, of the national average.

**National Starting Salaries and Earnings of
UW Graduates Employed in Wisconsin**

	National	Wisconsin
Accounting	39,494	34,109
Finance/Economics	39,961	28,913
Chemical Engineering	51,137	43,864
Civil Engineering	41,193	38,287
Computer Science	51,135	42,159
English	28,438	20,357
History	30,395	18,518
Political Science	28,546	21,745
Nursing	37,803	36,649
Visual/Performing Arts	27,575	18,690

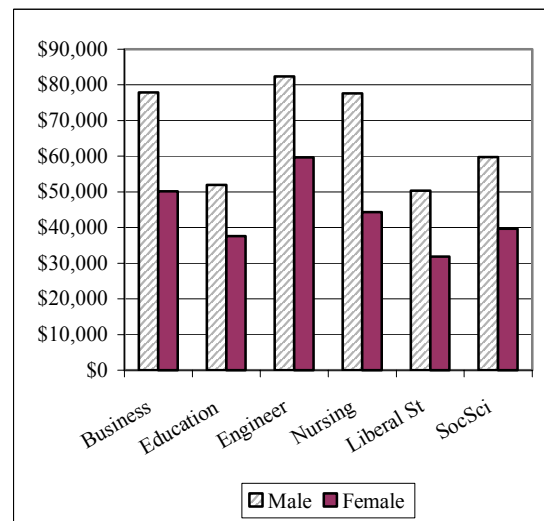
National Starting Salary Source: U.S. Bureau of Labor Statistics
Wisconsin Earnings for 1999 Resident UW Graduates

Earnings of Older UW Grads

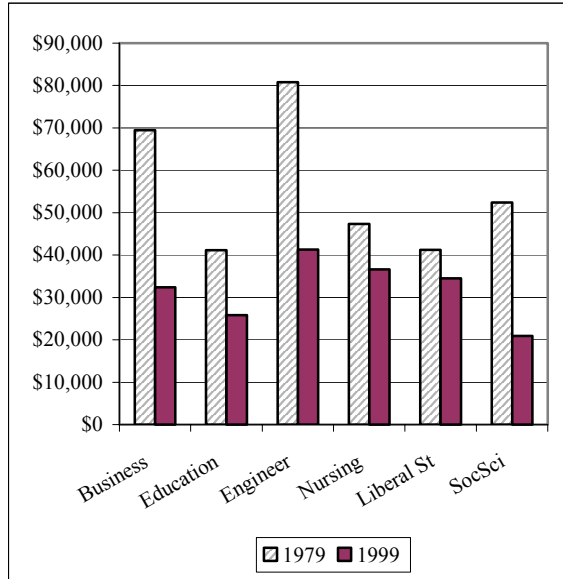
The average earnings of graduates 20 years after graduation are \$53,000. This is slightly more than a 100 percent increase in real earnings between these cohorts. As with the recent graduates from the 1999 class, there is considerable variation in the average wages by both field of study and gender for the 1979 graduating class.

- There is a smaller earnings differential for women (28%) for 1979 graduates in the fields of education and engineering than in nursing (43%).
- Nearly 70 percent of education and nursing majors remain in their field of study after 20 years.

**1979 Resident UW Graduates
Earnings in Wisconsin
By Gender & Field of Study**



**1979 and 1999 Resident UW Graduates
Wage Earnings in Wisconsin
By Field of Study**



- Business graduates from the class of 1979 earned an average of \$69,500, 114 percent more than recent business graduates. 1979 engineering graduates earned an average of \$80,800, which is 96 percent more than recent graduates.
- By contrast, earnings of nursing went from \$36,600 for recent graduates to \$47,400 for the class of 1979. Education earnings grew from \$25,800 to \$41,100.

Economic Returns to a UW Degree

The average earnings of all UW graduates from the 1979, 1984, 1989, 1994 and 1999 classes who are employed in Wisconsin is \$40,700. This compares to Wisconsin high school diploma holders who earn approximately \$23,100 and residents with some college experience that have average earnings of \$25,000.

- The increase in earnings over a lifetime for Wisconsin women completing a college degree compared to women with a high school diploma is equal to that for men at slightly over \$700,000.
- The national increase in earnings over a lifetime for a college education is approximately \$800,000. This is a result of two factors: (1) college graduates nationally earn more than they do in Wisconsin, and (2) high school graduates nationally earn less than Wisconsin high school graduates.
- A college graduate in Wisconsin will contribute approximately \$45,500 more in state income tax over a lifetime than if he/she has only a high school diploma.
- There are additional economic returns and non-economic returns to the individual and to the state resulting from a UW education. The non-economic returns include many factors related to the quality of life, health care, and civic participation which are beyond the scope of this bulletin.

The findings presented in this bulletin are derived from an analysis facilitated by a data sharing agreement between the University of Wisconsin System and the Wisconsin Department of Workforce Development. Additional assistance was provided by the Employment and Training Institute at UW-Milwaukee.

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