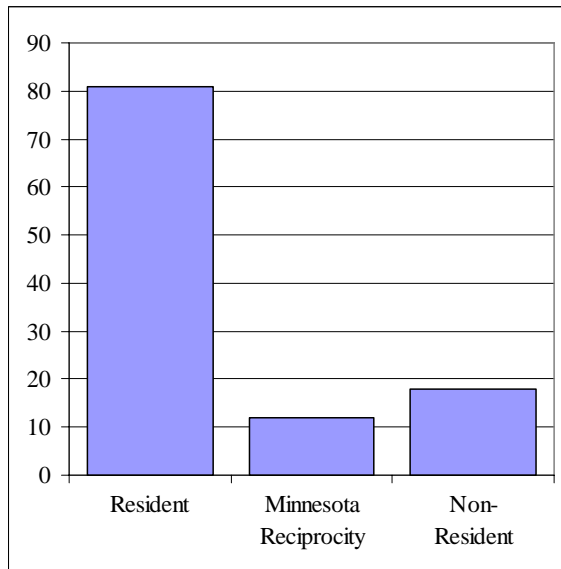


**Post Baccalaureate Experiences
University of Wisconsin Graduates
Employment, Salaries, and Migration Patterns**

Brain Drain/Brain Gain

**UW Graduates Who
Currently Reside in Wisconsin
By Student Residency Status**



Recently, there has been a great deal of attention given to the issues of “**brain gain**” and “**brain drain.**” Analysis of the ACT Alumni Outcomes survey provides us with a positive picture of both the retention and attraction of university graduates into Wisconsin’s workforce.

- Of the survey respondents who were Wisconsin residents as students, more than four in five (81%) remained in Wisconsin after graduation.
- Additionally, 12% of the Minnesota reciprocity students remained in state.

- Eighteen percent (18%) of non-residents students stayed in Wisconsin.
- Three quarters of the Minnesota reciprocity students returned to Minnesota after graduation. Of those reciprocity students who did not return to Minnesota, more chose to settle in Wisconsin than in any other state.

Employment Status

For all of the UW graduates who remain in Wisconsin, there is also a positive picture with regard to **employment status.**

- Over 98% of UW graduates are either employed, continuing with further education, or caring for family.
- Male alumni are more likely to be working full-time than female alumni (87% and 79% respectively). Conversely, female graduates are more likely to be working part-time.
- Four percent (4%) of UW graduates are pursuing post-baccalaureate education while working part-time. An additional 4% are working part-time, but are not concurrently in school. Six percent (6%) of UW graduates are continuing their education full-time.
- Female graduates are more likely than male graduates to be out of the labor force due to family caregiver responsibilities (4% for females as compared with less than 1% for males).

**UW Alumni Residing in Wisconsin
Post-Baccalaureate Employment Status**

	Male	Female	Total
Employed			
Full	87%	79%	83%
Part	1%	6%	4%
Part-time & Attending School	3%	5%	4%
Not Employed			
Seeking	2%	1%	1%
Out of Labor Force			
Attending School	7%	6%	6%
Caring for Family	0%	4%	2%

Occupational Choices

UW graduates find employment in a wide array of **occupational fields**. The following findings are based on a list of employment categories included in the ACT Alumni Outcomes survey.

- The occupational field with highest percent of survey respondents is Business/Management (25%). There are relatively similar proportions of male and female graduates in this field (26% male and 23% female).
- In the second most popular occupational field (Education), the proportion of women is almost double that of men (21% and 11%, respectively).
- In the third most popular field (Health Sciences and Allied Health), the percentage of female graduates is three times that of men (15% and 5%, respectively). This field includes nursing which is a popular employment area for female graduates.

- The fourth most common occupational field (Engineering) is proportionally much more popular among male graduates (18% for males and 3% for females).
- For all UW graduates, the top four occupational fields are Business/Management (25%), Education (18%), Health Sciences (10%), and Engineering (8%).

**UW Alumni
Current Occupational Field**

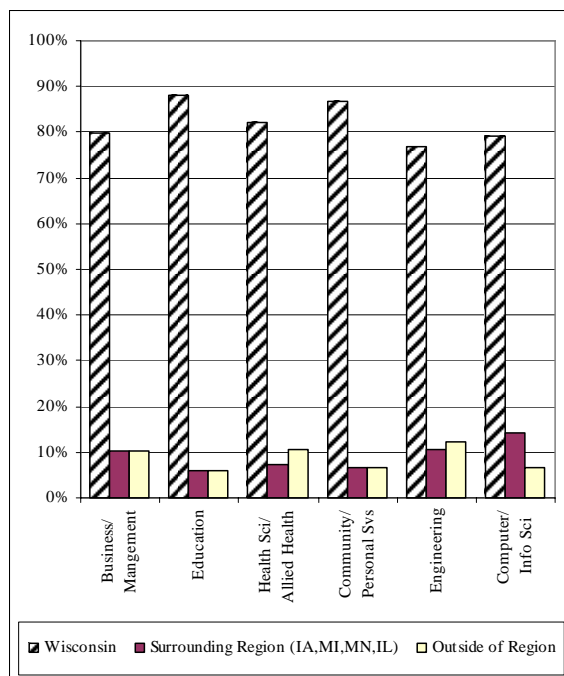
	Male	Female	Total
Business & Mgmt.	26%	23%	25%
Education	11%	21%	18%
Health Science & Allied Health	5%	15%	10%
Community & Personal Services	5%	8%	7%
Engineering	18%	3%	8%
Computer & Info Sci.	8%	3%	5%
Communications	3%	5%	4%
Agriculture	4%	2%	3%
Marketing & Distribution	4%	4%	4%
Sciences (Bio and Physical)	4%	3%	4%
Social Sciences	4%	4%	4%
All Others	8%	10%	9%

Occupational Choices in Relation to Brain Gain/Brain Drain

The analysis of **occupational field in relation to brain gain/brain drain** provides yet another perspective on the post-baccalaureate experiences of UW graduates with positive ramifications for the State of Wisconsin.

- UW graduates who were residents as students and entered the occupational field of Education, have the highest percentage remaining in Wisconsin after graduation (88%).
- Communications is the field with the next highest percent of UW graduates remaining in state (87%).
- Although UW graduates who work in the field of Engineering have the lowest percent remaining in Wisconsin after graduation, over three quarters do choose to remain in the state.
- Of those resident students who graduated from a UW institution and relocated to a state within the surrounding region (IA, MI, MN or IL), the highest percentages were in the occupational fields of Computer and Information Sciences (14%) and Marketing/Distribution (14%).

**Current State of Residency by Field
UW Alumni Who Were
Wisconsin Residents as Students**



Occupational Choices in Relation to Salaries of UW Graduates

**Salaries of Current Full-time Employment
by Occupational Field**

	≥ \$30K	≥ \$40K	≥ \$50K
Business/Mgmt	78%	41%	23%
Education	40%	4%	2%
Health Science/ Allied Health	74%	32%	10%
Community/ Personal Svcs.	51%	16%	4%
Engineering	94%	71%	34%
Computer/ Information Sci.	92%	66%	34%
Communications	45%	13%	4%
Agriculture	54%	17%	5%
Marketing & Distribution	73%	37%	23%
Sciences (Bio/ Physical)	49%	15%	1%
Social Sci.	65%	37%	19%
All Other	48%	14%	4%

Since the ACT Alumni Outcomes survey was administered to individuals three, four, or five years after graduation we are able to gain insight into the salaries of UW alumni who are in the early stages of their careers. Also, the analysis of **occupational field by salaries** helps us to better understand the impact of career choices on income.

- In Engineering, the highest paying employment field, 94% of UW graduates make \$30K a year or more, 71% make \$40K or more, and 34.3% make \$50K or more.
- The second highest paying employment category, Computer and Information Science (the sixth most common category), has UW graduate salaries of 92% for \$30K and above, 66% for \$40K and above, and 34% for \$50K and above.

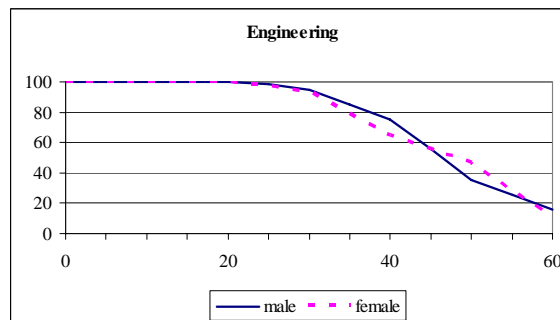
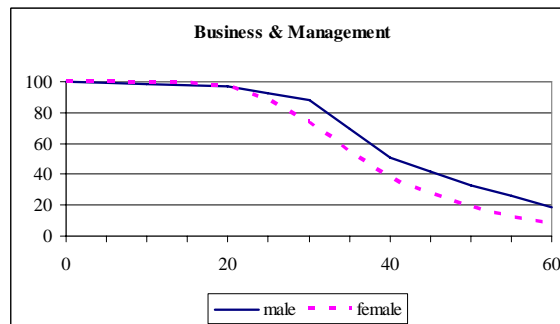
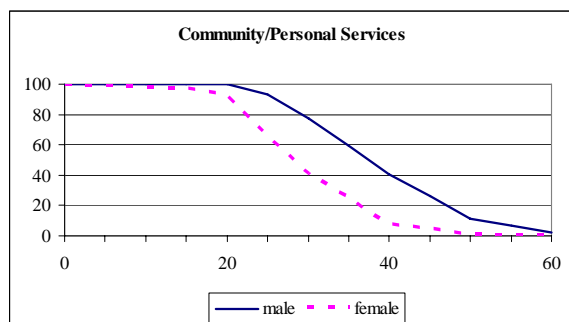
- In the most popular employment category (Business/Management), 78% make \$30K or more, 41% make \$40K or more, and 23% make \$50K or more.
- The second most popular occupational field (Education) has the lowest salaries, 40% of UW graduates earn salaries of \$30K or more, 4% make \$40K or more, and 3% make \$50K or more. These figures reflect lower salaries for Education nationally.
- For all occupational fields 65% of survey respondents have salaries of \$30K or more, 31% have salaries of over \$40K, and over 14% have salaries of \$50K or more.

Salaries in Relation to Occupation and Gender

The differential in salaries between males and females varies by occupational category. Analysis of **gender comparisons in terms of salary** provides insight into which career choices offer the greatest income equity.

- The largest consistent gender gaps, across all salary levels, are in the fields of Community/Personal Services and Business/Management.
- The closest salary differentials are in the field of Engineering.

Salaries by Occupation



X axis = dollar values of salary in thousands
Y axis = percent earning above salary level

Additional Notes

The ACT Alumni Outcomes survey, conducted by ACT, was administered in the spring of 2000 to campus-based random samples of UW graduates. The findings are derived from an analysis of responses to the survey, which was administered to UW graduates from the classes of 1996, 1997, and 1998. The goal of this analysis is to provide insights into the significant benefits that a UW education offers to its students and to the state of Wisconsin as a whole.

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