

University of Alaska Program Employment Outcomes Information Distribution

October 6, 2023

The UA Data Analysis & Institutional Research (UAIR) department facilitates collaboration between all departments within the UA System and the Alaska Department of Labor and Workforce Development (DoLWD) through a Reimbursable Services Agreement (RSA). The RSA provides data matching services and includes a memorandum of agreement that permits sharing of university-owned data. Any UA department may request this service through the UAIR office.

Information sourced through the RSA includes, for example, patterns of employment, occupation, work and residence location area, type of employer, salary, etc. The information and analyses provided via the RSA directly inform and support mission-related and revenue-generating activities, including:

- University program reviews
- BOR key performance indicators
- Specialized program accreditation
- Institutional level accreditation
- Campus-level compliance reporting on employment outcomes for students benefitting from targeted grants
- Advocacy and fundraising support for key Alaska industry sectors and the Legislature
- Development or expansion of programs to meet high-demand and regional workforce needs

This information is provided as a service by the UA Data Analysis & Institutional Research department, [available online here](#). For additional information, questions, and assistance, please email ir@alaska.edu.

This document contains context, methodology, references, and instructions for the University of Alaska Program Employment Outcomes Reports, see appendix A for links to each report. A list of all requested data elements and example data sets can be found in Appendix B-G. Each contains a key that will help identify the data elements in the list and help to locate them in the corresponding data sets. Tab names and the information contained in each is included in each university data file. A glossary of terms is also included in the university data files and listed near the end of this document.

The linked reports reflect employment outcomes within the state of Alaska for graduates of University of Alaska programs in the year prior to graduation and the years post-graduation. The UA Program Employment Outcomes Reports can be used to explore the current employment and residency outcomes for recent graduates, the impact of a postsecondary credential on their outcomes and their potential growth.

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Context

As a result of limited information availability, providing a true and complete picture of post-graduation employment outcomes is not possible. However, the best information available to date is presented here, and this report continues to be refined in collaboration between the University of Alaska System of Higher Education and the Alaska Department of Labor and Workforce Development.

Residency and employment outcomes for 1-year before and 1-, 5- and 10-years after graduation is listed for individuals paying into Alaska's unemployment insurance system, i.e., only those employed in Alaska in the private sector, or in state or local government. Outcomes for UA graduates working for the federal government (military or civilian), who are self-employed, or who are working out of state are not available.

Beyond this, information presented here does not account for whether a student was employed prior to or during postsecondary participation at UA, or whether an individual graduate continued in postsecondary education after receiving his or her degree, in addition to working.

The percentage of UA graduates who received student loans as well as the average and the median loan debt figures, where disclosable, are also included in this report. On the whole, UA graduates who take debt had less in loans compared to other states. In FY20, 47 percent of UA graduates took out student loans with an average loan debt of \$26,356. For context Alaska ranked 38th in the College Access and Success Student Debt and the Class of 2020 report. The state with the lowest debt ranked 51st with an average graduate debt of \$18,344 and the highest ranked 1st with an average graduate debt of \$39,928.¹

Many programs have common, overlapping course requirements and share faculty. For example, UAF offers both a Bachelor of Arts and a Bachelor of Science in Psychology. There is no added cost to offer a B.S. Psychology program in addition to the B.A. Psychology program. The only practical difference between these two programs is in the courses needed to meet general baccalaureate requirements for a B.S. versus a B.A., not the major requirements for a baccalaureate degree in Psychology. Another example is the offering of Certificates in Airframe, Powerplant, Airframe & Powerplant, and an Associate of Applied Science in Aviation Maintenance.

The requirements for these four programs all overlap, and the A.A.S. requirements are equivalent to the Airframe & Powerplant Certificate requirements plus general education requirements. There are many more clusters of graduate certificates, masters, and doctoral programs at the graduate level. Some programs are designed to meet regional employment demands, such as the Maritime and Multiskilled Worker program, for which there may be only seasonal employment due to weather conditions and other factors.

¹<https://ticas.org/wp-content/uploads/2021/11/classof2020.pdf>

Many programs have common, overlapping course requirements and share faculty. For example, UAF offers both a Bachelor of Arts and a Bachelor of Science in Psychology. There is no added cost to offer a B.S. Psychology program in addition to the B.A. Psychology program. The only practical difference between these two programs is in the courses needed to meet general baccalaureate requirements for a B.S. versus a B.A., not the major requirements for a baccalaureate degree in Psychology. Another example is the offering of Certificates in Airframe, Powerplant, Airframe & Powerplant, and an Associate of Applied Science in Aviation Maintenance.

The requirements for these four programs all overlap, and the A.A.S. requirements are equivalent to the Airframe & Powerplant Certificate requirements plus general education requirements. There are many more clusters of graduate certificates, masters, and doctoral programs at the graduate level. Some programs are designed to meet regional employment demands, such as the Maritime and Multiskilled Worker program, for which there may be only seasonal employment due to weather conditions and other factors.

Graduates may earn what appears to be a low average salary simply due to the circumstance and nature of the job he or she is qualified to take. People with certain characteristics that drive career choices after graduation may self-select for certain programs, therefore any relationship between employment outcomes and the program completed is likely to be a function primarily of the graduates rather than the program.

To further enable evaluation of programs addressing similar industry needs, additional views of residency and employment outcomes are included that aggregates graduates by Classification of Instructional Program (CIP) codes, critical industries and University designated high demand areas (Table 8, Table 9, and Table 10).

The Classification of Instructional Program (CIP) is a nationally recognized set of program categorizations. Two-, four- and six-digit CIP codes are included, with the two-digit CIP code being the career cluster. Career cluster categories consist of entry-level through professional-level occupations within a broad industry area and are assigned based on the CIP code assigned in UA information systems to the degree or certificate program.

Programs identified by Alaska industry as critical are programs that support one or more of the following industry areas; Administration and Finance, Construction, Education, Fisheries and Marine Science, Health, Hospitality and Tourism, Information Technology, Law and Public Safety, Mining, Oil and Gas, and Transportation. Programs that each University has designated as being high demand are programs whose graduates are trained to work in one or more of the following industry areas; Administration and Finance, Aviation, Construction, Fisheries and Marine Science, Health, Hospitality and Tourism, Information Technology, Mining, Natural Resources Development, Oil and Gas, Teacher Education, and Transportation.

Information in this report is limited to those with a legitimate educational interest. A legitimate educational interest is held by a university official if the information requested is necessary for that official to perform work appropriate to the official's position.

Information on Board of Regents Policy and Regulation related to program review is available at <https://www.alaska.edu/bor/policy/10.06-Academic%20Program%20Review.pdf>. Additional information about UA's academic program review, program approval and deletion, as well as promotion and tenure processes are also available online.²

Methodology and Data Sources

Program majors and graduates

UA program majors and demographics, loan debt and degree award information supplied by universities via UA Information Systems: UA Decision Support Database (RPTP.DSDMGR). Compiled by UA System Office Data Analysis & Institutional Research.

Programs with zero graduates relevant to the timeframe being reported and those programs not leading to a degree (e.g., Pre-Majors, Undeclared), are excluded from this report.

Loan debt, employment, and residency outcomes, where disclosable, are listed by graduation year, demographics, major, degree, program, academic unit, and industry area for graduates. Loan debt information is limited to only graduates who received loans in the 5 fiscal years leading to and including the fiscal year prior to the most recent outcomes data available. If the most recent outcomes data available is for the calendar year of 2022, the fiscal year prior to FY22, FY21 is the most recent set of graduates evaluated and the 5-year span is FY17 to FY21. Outcomes 1-year before and 1-year after graduation are listed for graduates in the FY17 – FY21 timeframe.

Average FY17 - FY21 fiscal year count of majors and degrees for each program is calculated by dividing total numbers of students and graduates by 5, including for those programs that were not active every year during that time. This measure will be refined when a standardized and reliable method for determining actual start and end dates of programs in university information systems is developed.

Graduate outcome data for 5- and 10-years after graduation, is selected by first subtracting 5-, and 10-years from the most recent outcomes data available to get the beginning of a 5- or 10-year range, then selecting graduates from the fiscal year 5- or 10-years prior to each year in that range. For example, if the most recent outcomes data available is for FY22, 5 years before FY22 is FY18 making the outcomes range FY18 to FY22, and the fiscal years 5 years prior to each of those years is FY13 to FY17, making those the graduates for which outcome information 5 years after graduation is available.

²[https://go.boarddocs.com/ak/alaska/Board.nsf/files/C5YRD96B1543/\\$file/UAA%20Accreditation%20and%20Program%20Review%208.9.2021.pdf](https://go.boarddocs.com/ak/alaska/Board.nsf/files/C5YRD96B1543/$file/UAA%20Accreditation%20and%20Program%20Review%208.9.2021.pdf)

Per Alaska Statute 23.20.110 and the federal Family Educational Rights and Privacy Act of 1974 (FERPA), information that may reveal the identity of an individual employee, student, graduate, or employer may not be publicly disclosed. To meet this requirement, groupings with less than five individuals may not be included to protect personally identifiable information and individual privacy. Nondisclosable (ND) cells indicate the university determined the value could not be displayed without potentially identifying private, protected information about one or more people, i.e., programs with fewer than 5 average annual majors or graduates from FY17-FY21.

Table 1. Alaska Workforce Saturation by Occupation (2022) by University of Alaska Graduates (FY99 - FY21) contains employment information for all Alaskan workers in calendar year 2022 and includes all UA graduates from FY99 to FY21. Each graduate in this table is assigned to the occupation that earns the most in the 2022 calendar year and may have earned more than one degree from the university.

Tables 2 through 10 contain the loan debt information for FY17-FY21 graduates and wage/salary and residency outcomes 1-year before and 1-, 5-, and 10-years after graduation. Individuals who earned more than one degree are reported under each program they graduated from in tables 2 through 10.

Employment outcomes

Residency and employment information provided by Alaska Department of Labor and Workforce Development, Research and Analysis division. Residency was determined by receipt of an Alaska Permanent Fund Dividend and includes only the residents who filed for the Permanent Fund Dividend in the relevant fiscal years; residents who were ineligible or chose not to file are not included as residents regardless of work or home location.

Employment information was retrieved from Alaska employment records, so graduates working outside the state of Alaska, for the federal government, or self-employed are not included. To accommodate the impact of seasonal employment variations and graduates' personal choices about working part-or full-time, an "adjusted average annual wage" measure is used. This measure applies an "Employment FTE" factor to average annual earnings, calculated as Total Quarters Worked / (Total Graduates Employed x 4), and results in an adjusted annualized wage figure for those programs in which all employed graduates do not work in all 4 quarters during the years measured.

Cells that display a value of "Suppressed or ND" indicate DoLWD determined the value could not be displayed without disclosing protected information. When a grouping was over five individuals, but employment was under five, then only wage earnings were suppressed.

The type of occupation a graduate worked in, "in related field" or not, was determined from the standard occupational code (SOC) reported by each employer. Approximately 2 percent of all graduates are arbitrarily classified as not working in the field they earned a degree in, as a result of the graduate's employer not reporting the standard occupation code information.

Employment information is matched based on SSN, UA records without a valid SSN and are not able to be repaired or recovered by the Alaska Department of Labor and Workforce Development, Research and Analysis division are excluded.

Figures for tables 2 through 10 are not separated for multiple programs completed by graduates. For example, if a student completes a bachelor's program and returns to complete a graduate degree, he or she is identified in both programs. This individual is counted in the total graduates for both programs, and his or her annual earnings are attributed to both programs.

In Table 1. Alaska Workforce Saturation by Occupation (2022) by University of Alaska Graduates (FY99 - FY21), each graduate is assigned to the occupation that earns the most in the 2022 calendar year and may have earned more than one degree from the university.

The ratio of employed graduates to resident graduates is calculated by dividing the percent of graduates employed in Alaska by the percent of graduate residents in Alaska, multiplied by 100.

Glossary of Terms

AO:	Academic Organization (Unit)
CIP:	Classification of Instructional Programs
CY:	Calendar Year
DoLWD:	Department of Labor and Workforce Development
FERPA:	Family Educational Rights and Privacy Act
FTE:	Full Time equivalent
FY:	Fiscal Year
NAICS:	National American Industry Classification System
SOC:	Standard Occupational Classification system
Degree Level:	Level of degree, defined as either 2-year and below or 4-year and above
Degree Description:	Complete description of the degree, i.e. "Associate of Arts" or "Bachelor of Science"

Degree Category:	Type of degree, defined 00_OEC or 50_BAC
00_OEC:	Occupational Endorsement Certificate
10_CT:	1-Year Certificate
20_CT:	2-Year Certificate
30_AAS:	Associate of Applied Science
40_AA:	Associate of Arts
50_BAC:	Baccalaureate
60_LIC:	Licensure
70_MAS:	Masters
80_PhD:	Doctorate
APS:	Alaska Performance Scholarship
AEG:	Alaska Gift Grant
Hi/Pac:	Hawaiian Native / Pacific Islander
Nat/Ind:	Alaska Native or American Indian

APPENDIX A: University Data Files, Submitted Template, and Definitions

Links to University Data Files

University of Alaska Anchorage:

<https://docs.google.com/spreadsheets/d/1HufqITFvWBtTqggjNHxyjYWw-lIs4oih/edit#gid=1817303555>

University of Alaska Fairbanks:

https://docs.google.com/spreadsheets/d/1I1HRxLf4D_VYLib5e8HrGf7xhIhRCTou/edit#gid=107410402

University of Alaska Southeast:

https://docs.google.com/spreadsheets/d/1Xf7_z5fQFMXpFulvtuRH2k_hja-rY8rB/edit#gid=131934044

University of Alaska:

<https://docs.google.com/spreadsheets/d/16TN-dwVK5QEYhbZ1zYjzKsxziY0knZQa/edit#gid=1683405230>

Link to the UA Data Template Submitted to DoLWD:

<https://docs.google.com/spreadsheets/d/13QrMVgvRAmyQolhCmXP9H8HcRnTt-JNI/edit#gid=733751784>

Link to all UA Data Definitions:

<https://drive.google.com/drive/folders/0ANYuVvcN01PyUk9PVA>

APPENDIX B

Tab Name: 1 Current Occupations

Table 1. Alaska Workforce Saturation by Occupation (CY2022) by University of Alaska Graduates (FY99 - FY21).

This table contains current occupational outcomes for all Alaskan workers and UA graduates. Each graduate is assigned to the occupation that earns the most in calendar year (CY) 2022, and is counted once even if they have earned more than one degree or held multiple occupations during the year.

Section	Column
OCCUPATION	A Standard Occupational Classification (SOC) Code
	B Standard Occupational Classification (SOC) Title
	C Education Needed
	D Required Work Experience
ALASKA WORKFORCE, CURRENT AND PROJECTED	E 2020 Employment Count
	F 2030 Employment Count
	G Percent Change, 2020-2030 (%)
	H Total Openings, 2020-2030
	I Annualized Openings (10-year projection divided by 10)
	J AK 3-Year Average Annual Wage
	K AK Average Annual Wage CY2022
	L Total Quarters Worked CY2022
	M FTE CY2022
	N FY22 FTE Avg Annualized Wage
	O Number of CY2022 AK Residents Working in SOC in CY2022
	P Number of Workers in SOC in CY2022
	Q Number of CY 2021 AK Residents Working in SOC in CY2022
UA GRADUATES IN ALASKA WORKFORCE	R Number of UA Grads (FY99-FY21) Working in SOC in 2022
	S Number of UA Grads (FY99-FY21) Working in SOC in 2022 as CY2022 AK Residents
	T Number of FY21 UA Grads Working in SOC in CY2022
	U Number of FY21 UA Grads Working in SOC in CY2022 as CY2022 AK Residents
	V Total Number of non-UA Grads working in SOC in CY2022 (# of Workers in SOC - Total # of UA Grads working in SOC)
	W Number of non-UA Grads working in SOC in CY2022 as CY2022 AK Residents

APPENDIX C

Table Structure of Tab 2 - Tab 10

Outcome information displayed in Tables 2 - 10 are identically structured, with each table summarizing outcomes for different reporting groups and levels. Row headers in these tables represent populations of graduates. Column headers break those reporting groups out by loan, residency, employment and wage information for pre and post award; 1-year before and 1-, 5- and 10-years after graduation timeframes.

Section	Columns
TABLE SPECIFIC	A
	B
	C
	D
TABLE SPECIFIC REPORTING GROUPS AND LEVELS (ROW HEADERS)	
LOAN DEBT OF GRADUATES, LAST 5 YEARS	E % Grads with debt
	F Average FY # of Grads with Loans
	G Average Loan Debt \$ of Grads with Loans
	H Median loan debt
BASELINE: 1-YEAR BEFORE GRADUATION	I Total # of UA Grads FY17-FY21
	J Total # Grads FY17-FY21 Employed in AK; 1-Year Before Graduation (Outcomes FY16-FY20)
	K Number of Grads FY17-FY21 AK Residents; 1-Year Before Graduation (Outcomes FY16-FY20)
	L % of Grads FY17-FY21 Employed in AK; 1-Year Before Graduation (Outcomes FY16-FY20)
	M % of Grads FY17-FY21 Residents in AK; 1-Year Before Graduation (Outcomes FY16-FY20)
	N Ratio of Employed Grads : Resident Grads, FY17-FY21 (Outcomes FY16-FY20)
	O % of Grads FY17-FY21 Employed in Related Field; 1-Year Before Graduation (Outcomes FY16-FY20)
	P Average Annualized Total Salary for UA Grads FY17-FY21 Employed in Related Field ;1-Year Before Graduation (Outcomes FY16-FY20)
	Q Average Annualized Total Salary for All Employed UA Grads FY17-FY21 ; 1-Year Before Graduation (Outcomes FY16-FY20)
YEARS AFTER GRADUATION	
1 5 10	
OUTCOMES: 1-, 5-, AND 10-YEARS AFTER GRADUATION	R AA AJ Total # of UA Grads
	S AB AK Total # Grads Employed in AK
	T AC AL Number of Grads AK Residents
	U AD AM % of Grads Employed in AK
	V AE AN % of Grads Residents in AK
	W AF AO Ratio of Employed Grads : Resident Grads
	X AG AP % of Grads Employed in Related Field
	Y AH AQ Average Annualized Total Salary for UA Grads Employed in Related Field
	Z AI AR Average Annualized Total Salary for All Employed UA Grads

APPENDIX C2

Tab Name: 2 Outcomes by Demographics

Table 2. Academic Program Outcomes by Demographics: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

Column	
REPORTING CATEGORIES	A University
	B Category
	C Subcategory (Values of Category)
	D n/a
Row Headers	
DEMOGRAPHICS	Column B/C/D
	Total Row 8
	Gender Rows 9-10
	Race/Ethnicity Rows 11-18
	Age
	o Under 25 Row 19
	o 25-under 65 Row 20
	o 65+ Row 21
	o Not Reported Row 22
	First-generation Row 23
	Pell Row 24
	Has Student Loans Row 25
	APS Recipient (System) Row 26
	AEG Recipient (System) Row 27
	UA Scholar Recipient (System) Row 28
	Dual Enrollment (System) Row 29
	Origin at Entry
	o Foreign Row 30
	o In-state Rural Row 31
	o In-state Urban Row 32
	o Not Reported Row 33
	o Out-of-state Row 34
By Highschool Rows 35-86	
By Career Cluster Rows 87-102	
By Campus Row 103-118	

APPENDIX C3

Tab Name: 3 Outcomes by Program

Table 3. Academic Program Outcomes by Program: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

		Column			
REPORTING CATEGORIES	A	University Campus			
	B	Category			
	C	Subcategory (Values of Category)			
	D	n/a			
		Row Headers			
PROGRAM DETAIL	Column B/C/D	UA FILE	UAA FILE	UAF FILE	UAS FILE
	Total	Row 8	Row 8	Row 8	Row 8
	Graduation Year	Rows 9-22	Rows 9-22	Rows 9-22	Rows 9-22
	Degree Level Summaries				
	o By Degree (bachelors, associates, masters, etc.)	Rows 23-76	Rows 23-53	Rows 23-63	Rows 23-38
	o By Degree Category (uar07_degree)	Rows 77-85	Rows 54-62	Rows 64-72	Rows 39-46
	By Major	Rows 86-558	Rows 63-301	Rows 73-285	Rows 47-162
By Program	Rows 559-1258	Rows 302-628	Rows 286-608	Rows 163-316	

APPENDIX C4

Tab Name: 4 Campus Degree-Level Outcomes

Table 4. Program Outcomes by Campus and Degree Level: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

		Column			
REPORTING CATEGORIES	A	University Campus			
	B	AO Unit			
	C	Degree-Level			
	D	n/a			

		Row Headers			
Column B/C/D		UA FILE	UAA FILE	UAF FILE	UAS FILE
DEGREE-LEVEL	Academic Unit - 2-Year and Below, 4-Year and Above, Totals				
	o Anchorage	Rows 8-10	Rows 8-10	-	-
	o Kenai	Rows 11-12	Rows 11-12	-	-
	o Kodiak	Rows 13-14	Rows 13-14	-	-
	o Mat-Su	Rows 15-16	Rows 15-16	-	-
	o PWSC	Rows 17-18	Rows 17-18	-	-
	o Troth Yeddha	Rows 19-21	-	Rows 8-10	-
	o Bristol Bay	Rows 22-24	-	Rows 11-13	-
	o Chukchi	Rows 25-27	-	Rows 14-16	-
	o Interior Alaska	Rows 28-30	-	Rows 17-19	-
	o Kuskokwim	Rows 31-33	-	Rows 20-22	-
	o Northwest	Rows 34-36	-	Rows 23-25	-
	o Rural College	Rows 37-39	-	Rows 26-28	-
	o UAF CTC	Rows 40-41	-	Rows 29-30	-
	o Juneau	Rows 42-44	-	-	Rows 8-10
o Ketchikan	Rows 45-46	-	-	Rows 11-12	
o Sitka	Rows 47-48	-	-	Rows 13-14	

APPENDIX C5

Tab Name: 5 Campus Program-Level Outcomes

Table 5. Program Outcomes by Campus: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

Column		Row Headers			
REPORTING CATEGORIES	A	University Campus			
	B	AO Unit			
	C	Program			
	D	n/a			
PROGRAM DETAIL	Column B/C/D	UA FILE	UAA FILE	UAF FILE	UAS FILE
	Anchorage by Program	Rows 8-267	Rows 8-267	-	-
	Kenai by Program	Rows 268-293	Rows 268-293	-	-
	Kodiak by Program	Rows 294-308	Rows 294-308	-	-
	Mat-Su by Program	Rows 309-350	Rows 309-350	-	-
	Prince William Sound College by Program	Rows 351-367	Rows 351-367	-	-
	Troth Yeddha by Program	Rows 368-585	-	Rows 8-225	-
	Bristol Bay by Program	Rows 586-615	-	Rows 226-255	-
	Chukchi by Program	Rows 616-626	-	Rows 256-266	-
	Interior Alaska by Program	Rows 626-661	-	Rows 267-301	-
	Kuskokwim by Program	Rows 662-684	-	Rows 302-324	-
	Northwest by Program	Rows 685-701	-	Rows 325-341	-
	Rural College by Program	Rows 702-710	-	Rows 342-350	-
	UAF CTC by Program	Rows 711-785	-	Rows 351-425	-
	Juneau by Program	Rows 786-917	-	-	Rows 8-139
	Ketchikan by Program	Rows 918-939	-	-	Rows 140-161
Sitka by Program	Rows 940-978	-	-	Rows 162-200	

APPENDIX C6

Tab Name: 6 Degree-Level Outcomes by Job

Table 6. Occupation of Graduates by Degree Level: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

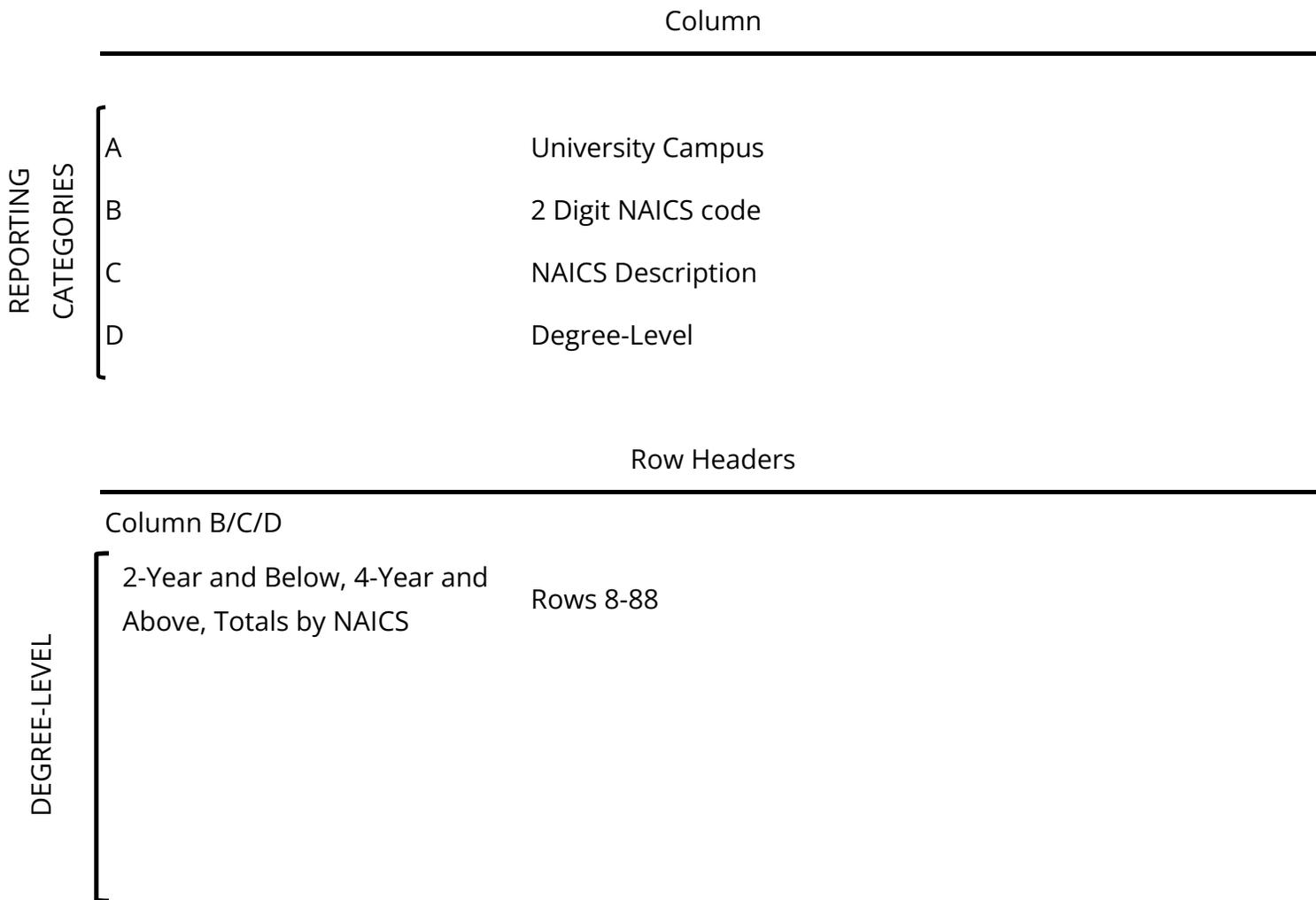
Column	
REPORTING CATEGORIES	A University Campus
	B 3 Digit SOC Code
	C SOC Description
	D Degree-Level
Row Headers	
DEGREE-LEVEL	Column B/C/D
	2-Year and Below, 4-Year and Above, Totals by SOC Rows 8-295

APPENDIX C7

Tab Name: 7 Degree-Level Outcomes by Area

Table 7. Industry of Graduates by Degree Level: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).



APPENDIX C8

Tab Name: 8 CIP Outcomes

Table 8. Program Category: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

Column					
REPORTING CATEGORIES	A	University Campus			
	B	CIP Category			
	C	CIP Code			
	D	CIP Description			
		Row Headers			
PROGRAM CATEGORY	Column B/C/D	UA FILE	UAA FILE	UAF FILE	UAS FILE
	CIP_Code_2	Rows 8-40	Rows 8-38	Rows 8-40	Rows 8-31
	CIP_Code_4	Rows 41-183	Rows 39-141	Rows 41-145	Rows 32-85
	CIP_Code_6	Rows 184-434	Rows 142-301	Rows 146-293	Rows 86-157

APPENDIX C9

Tab Name: 9 Industry Job Outcomes

Table 9. Programs Identified by Alaska Industry as Critical: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

		Column				
REPORTING CATEGORIES	A	University Campus				
	B	Category				
	C	Industry Area				
	D	Degree-Level				
		Row Headers				
		Column B/C/D	UA FILE	UAA FILE	UAF FILE	UAS FILE
DEGREE-LEVEL	Industry High Demand Area - 2-Year and Below, 4-Year and Above, Totals					
		o Industry High Demand Job	Rows 8-10	Rows 8-10	Rows 8-10	Rows 8-10
		o Administration and Finance	Rows 11-13	Rows 11-13	Rows 11-13	Rows 11-13
		o Construction	Rows 14-16	Rows 14-16	Rows 14-16	Rows 14-15
		o Education	Rows 17-19	Rows 17-19	Rows 17-19	Rows 16-17
		o Fisheries and Marine Science	Rows 20-22	Rows 20-21	Rows 20-21	Rows 18-20
		o Health	Rows 23-25	Rows 22-24	Rows 22-24	Rows 21-22
		o Hospitality and Tourism	Rows 26-28	Rows 25-27	Rows 25-26	Rows 23-25
		o Information Technology	Rows 29-31	Rows 28-30	Rows 27-29	Rows 26-27
		o Law and Public Safety	Rows 32-34	Rows 31-33	Rows 30-32	Rows 28-30
		o Mining	Rows 35-37	Rows 34-36	Rows 33-35	Rows 31-32
		o Oil and Gas	Rows 39-40	Rows 37-39	Rows 36-38	Rows 33-34
	o Not an Industry Job Program	Rows 41-43	Rows 40-42	Rows 39-41	Rows 35-37	
	o Transportation	Rows 44-46	Rows 43-45	Rows 42-43	Rows 38-39	

APPENDIX C10

Tab Name: 10 MAU High Demand Outcomes

Table 10. Programs Identified by UAA/UAF/UAS as High Demand: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

Row headers in tables 2-10 organize the loan and wage information in the column headers with the specific group of students in that row. For example, row 29 in Table 2 Outcomes by Demographics in the UAA data sheet will contain the aggregated wage information for all UAA graduates age 25 and under 65. Salary information for those graduates specific to 5 years out will be in columns Z-AH (listed in previous pages). Below and on the next pages you can find the row header locations as well as the column headers those rows are nested under (typically identifying the general type of information found in that table's row headers i.e. a column header of AO Unit indicates that the row headers in that column will all be AO level campuses instead of only one of the three universities).

		Column				
REPORTING CATEGORIES	A	University Campus				
	B	Category				
	C	Industry Area				
	D	Degree-Level				
		Row Headers				
		Column B/C/D	UA FILE	UAA FILE	UAF FILE	UAS FILE
DEGREE-LEVEL	University High Demand Area - 2-Year and Below, 4-Year and Above, Totals					
		o University High Demand Job	Rows 8-10	Rows 8-10	Rows 8-10	Rows 8-10
		o Administration and Finance	Rows 11-13	Rows 11-13	Rows 11-13	Rows 11-13
		o Aviation	Rows 14-16	Rows 14-16	Rows 14-15	-
		o Construction	Rows 17-19	Rows 17-19	Rows 16-18	Rows 14-15
		o Fisheries and Marine Science	Rows 20-22	Rows 20-21	Rows 19-20	Rows 16-18
		o Health	Rows 23-25	Rows 22-24	Rows 21-23	Rows 19-20
		o Hospitality and Tourism	Rows 26-28	Rows 25-26	Rows 24-26	-
		o Information Technology	Rows 29-31	Rows 27-29	Rows 27-29	Rows 21-22
		o Mining	Rows 32-34	Rows 30-32	Rows 30-32	Rows 23-24
		o Natural Resources Development	Rows 35-36	-	-	Rows 25-26
		o Oil and Gas	Rows 37-39	Rows 33-35	Rows 33-35	Rows 27-28
		o Not a University Job Program	Rows 40-42	Rows 36-38	Rows 36-38	Rows 29-31
		o Teacher Education	Rows 43-45	Rows 39-41	Rows 39-41	Rows 32-33
	o Transportation	Rows 46-47	-	-	Rows 34-35	

APPENDIX D

Table 1 Example - Columns A-D

Below is an example of the first few columns and rows in Table 1. Alaska Workforce Saturation by Occupation (2022) by University of Alaska Graduates (FY99 - FY21). Going down the rows shows the Row Headers identifying groups of graduates and/or workers. Row 13 outlines that the information in the AK Workers Columns is specific to all Alaskan workers who work as Fundraising Managers in CY22 and the UA graduate Columns are specific to all UA graduates working in that field.

	A	B	C	D
Row #	SOC Code	SOC Title	Education Needed	Required Work Experience
6	111011.00	Chief Executives	Bachelor's degree	5 years or more
7	111021.00	General and Operations Managers	Bachelor's degree	5 years or more
8	111031.00	Legislators	Bachelor's degree	Less than 5 years
9	112011.00	Advertising and Promotions Managers	Bachelor's degree	Less than 5 years
10	112021.00	Marketing Managers	Bachelor's degree	5 years or more
11	112022.00	Sales Managers	Bachelor's degree	Less than 5 years
12	112032.00	Public Relations Managers	Bachelor's degree	5 years or more
13	112033.00	Fundraising Managers	Bachelor's degree	5 years or more
14	113012.00	Administrative Services Managers	Bachelor's degree	Less than 5 years
15	113013.00	Facilities Managers	Bachelor's degree	Less than 5 years
16	113021.00	Computer and Information Systems Managers	Bachelor's degree	5 years or more
17	113031.00	Financial Managers	Bachelor's degree	5 years or more

APPENDIX D2

Table 1 Example - Columns E-Q

The columns immediately after the category groups will be the AK Worker Information for all workers in Alaska.

	E	F	G	H	I	J	K	L	M	N	O	P	Q
	AK Statewide												
	2020	2030	Percent	Total	Annualized	AK 3-Year	AK Average	Total		FY22 FTE Avg	Number of	Number of	Number of
	Employment	Employment	Change, 2020-	Openings,	projection	Average	Annual Wage	Quarters	FTE CY22	Annualized	Residents	Workers in	Residents
Row #	Count	Count	2030 (%)	2020-2030	divided by	Annual Wage	CY22	Worked	FTE CY22	Wage	Working in	SOC in CY	Working in
					10)			CY22			2022	2022	2022
6	1,589	1,773	11.6	1,320	132	\$86,797	\$84,926	18,001	82.3%	\$103,151	4,561	5,466	4,429
7	3,984	4,561	14.5	4,080	408	\$97,657	\$99,318	15,747	90.3%	\$110,046	3,835	4,362	3,753
8	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	\$15,263	\$14,863	271	73.6%	\$20,183	86	92	85
9	111	120	8.1	120	12	\$50,322	\$51,370	426	83.2%	\$61,741	103	128	99
10	323	368	13.9	340	34	\$87,145	\$89,759	1,333	89.6%	\$100,196	314	372	306
11	750	817	8.9	720	72	\$90,175	\$95,829	2,463	89.9%	\$106,606	605	685	590
12	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	\$83,706	\$87,673	605	92.2%	\$95,063	144	164	137
13	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	\$52,344	\$56,415	167	83.5%	\$67,563	45	50	45
14	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	\$59,427	\$60,560	4,948	90.1%	\$67,218	1,215	1,373	1,201
15	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	\$76,003	\$79,071	831	89.5%	\$88,301	190	232	184
16	922	972	5.4	740	74	\$101,021	\$102,240	2,245	93.2%	\$109,663	546	602	537
17	1,071	1,164	8.7	880	88	\$108,634	\$110,046	4,099	92.6%	\$118,879	1,024	1,107	1,017

APPENDIX D3

Table 1 Example - Columns R-W

The final columns in table 1 contain information on the UA graduates working in a specific field.

	R	S	T	U	V	W
	University Graduates					
	Number of UA Grads (FY99 to FY21 grads) Working in SOC in 2022	Number of UA Grads (FY99 to FY21 grads) Working in SOC in 2022 as CY 2022 AK Residents	Number of FY21 UA Grads Working in SOC in CY 2022	Number of FY21 UA Grads Working as CY 2022 AK Residents	Total Number of non-UA Grads working in SOC in CY 2022 (# of Workers in SOC - Total # of UA Grads working in SOC)	Number of non- UA Grads working in SOC in CY 2022 as CY 2022 AK Residents
Row #						
6	440	426	33	31	5,026	4,530
7	444	428	23	22	3,918	3,813
8	9	9	0	0	83	86
9	25	25	2	2	103	101
10	56	54	1	1	316	313
11	49	49	1	1	636	604
12	37	37	1	1	127	143
13	6	6	0	0	44	45
14	161	160	7	7	1,212	1,208
15	17	16	1	1	215	189
16	95	94	4	4	507	542
17	201	197	10	10	906	1,014

APPENDIX E

Table 2 through 10 Example - Columns A-H

This example uses Table 8. Program Category: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation . Row 9 is used to see that "Programs assigned a 2 digit CIP code of 11, Computer and Information Sciences and Support Services had an average loan debt of \$13,756 for graduates between FY17 and FY21".

A B C D E F G H

FY17-FY21 Loan Debt



Tables 2-10 Loan Information

Tables 2-10 Colum Headers and a few Row Headers

Row #	University	CIP_Code_Level	CIP_Code	CIP_Code_Desc	% Grads with Debt FY17-21	Average FY # of Grads with Loans FY17-21	Average Loan Debt \$ of Grads with Loans FY17-21	Median Loan Debt \$ of Grads with Loans FY17-21
4	UA	CIP_CODE_2	99	Unknown	43.7	ND	\$23,975	\$19,150
5	UA	CIP_CODE_2	01	Agriculture, Agriculture Operations, and Related Sciences	46.1	789	\$23,586	\$18,631
6	UA	CIP_CODE_2	03	Natural Resources and Conservation	40.0	466	\$24,633	\$19,790
7	UA	CIP_CODE_2	05	Area, Ethnic, Cultural, and Gender Studies	18.4	39	\$14,320	\$10,388
8	UA	CIP_CODE_2	09	Communication, Journalism, and Related Programs	38.5	7	\$14,398	\$13,347
9	UA	CIP_CODE_2	11	Computer and Information Sciences and Support Services	41.7	55	\$13,756	\$9,524

APPENDIX E2

Table 2 through 10 Example - Columns I-Z

Tables 2 through 10 go across the sheet to column AR. The periods of time pre and post graduation are shown here stacked vertically.

-1

I	J	K	L	M	N	O	P	Q	
FY17-FY21 Degree Recipients, 1-Year Before Graduation (Outcomes FY16-20)								\$	
								Average	Average
								Annualized	Annualized
								Total Salary	Total Salary
								% of Grads for UA Grads	% of Grads for UA Grads
								FY17-21	FY17-21
								Employed in	Employed in
								Related	Related
								Field; 1-Year	Field; 1-Year
								Before	Before
								Graduation	Graduation
								(Outcomes	(Outcomes
								FY16-20)	FY16-20)
Total # of	Total # Grads FY17-	Number of	% of Grads	% of Grads	% of Resident Grads	Graduation	Graduation	Graduation	
UA Grads	21 Employed in AK;	Grads FY17-	Employed in AK; 1-Year	FY17-21	FY17-21 who are	(Outcomes	(Outcomes	(Outcomes	
FY17-21	1-Year Before	21 AK	Before Graduation	Residents in	Employed	FY16-20)	FY16-20)	FY16-20)	
(Outcomes	Year Before	Residents; 1-	(Outcomes FY16-20)	AK; 1-Year	(Outcomes FY16-20)				
FY16-20)	Graduation	Year Before		Before					
	(Outcomes	Graduation		Graduation					
	FY16-20)	(Outcomes		(Outcomes					
	FY16-20)	FY16-20)		FY16-20)					
18,949	14,372	16,659	75.8	87.9	80.4	19.6	\$44,842	\$33,314	
11,144	8,547	9,892	76.7	88.8	81.3	17.6	\$44,817	\$31,716	
7,805	5,825	6,767	74.6	86.7	79.0	22.7	\$44,872	\$35,800	
1,306	1,048	1,108	80.2	84.8	81.3	33.4	\$43,814	\$34,304	
121	96	112	79.3	92.6	82.1	30.2	\$39,294	\$33,230	
872	665	756	76.3	86.7	81.3	32.8	\$37,864	\$34,668	

1

R	S	T	U	V	W	X	Y	Z	
FY17-FY21 Degree Recipients, 1-Year Post-Graduation (Outcomes FY18-FY22)								\$	
								Average	Average
								Annualized	Annualized
								Total Salary	Total Salary
								% of Grads for UA Grads	% of Grads for UA Grads
								FY17-21	FY17-21
								Employed in	Employed in
								Related	Related
								Field	Field
								1-Years After	1-Years After
								Graduation	Graduation
								(Outcomes	(Outcomes
								FY18-22)	FY18-22)
Total # of	Total # Grads FY17-	Number of	% of Grads	% of Grads	% of Resident Grads	Graduation	Graduation	Graduation	
UA Grads	21 Employed in AK	Grads FY17-	Employed in AK 1-Years	FY17-21	FY17-21 who are	(Outcomes	(Outcomes	(Outcomes	
FY17-21	1-Years After	21 AK	After Graduation	Residents in	Employed 1-Years	FY18-22)	FY18-22)	FY18-22)	
(Outcomes	Graduation	Residents 1-	(Outcomes FY18-22)	AK 1-Years	after Graduation				
FY18-22)	(Outcomes	Years After		After	(Outcomes				
	FY18-22)	Graduation		Graduation	FY18-22)				
	FY18-22)	(Outcomes		(Outcomes					
	FY18-22)	FY18-22)		FY18-22)					
18,949	14,365	16,281	75.8	85.9	83.6	29.7	\$55,891	\$46,861	
11,144	8,627	9,647	77.4	86.6	85.2	28.6	\$53,152	\$44,673	
7,805	5,738	6,634	73.5	85.0	81.2	31.4	\$59,726	\$50,251	
1,306	1,106	1,145	84.7	87.7	87.5	36.7	\$62,909	\$45,561	
121	102	113	84.3	93.4	87.6	33.3	\$45,824	\$43,868	
872	706	746	81.0	85.6	88.5	50.0	\$44,377	\$44,125	

APPENDIX E3

Table 2 through 10 Example - Columns AA-AR

Tables 2 through 10 go across the sheet to column AR. The periods of time 5- and 10- years after graduation are shown here stacked vertically.

5

AA	AB	AC	AD	AE	AF	AG	AH	AI	
FY13-FY17 Degree Recipients, 5-Year Post-Graduation (Outcomes FY18-FY22)								\$	
								Average Annualized Total Salary	Average Annualized Total Salary
Total # of UA Grads FY13-17	Total # Grads FY13-17 Employed in AK 5-Years After Graduation (Outcomes FY18-22)	Number of Grads FY13-17 Residents 5-Years After Graduation (Outcomes FY18-22)	% of Grads Employed in AK 5-Years After Graduation (Outcomes FY18-22)	% of Grads FY13-17 Residents in AK 5-Years After Graduation (Outcomes FY18-22)	% of Resident Grads Employed 5-Years after Graduation (Outcomes FY18-22)	% of Grads FY13-17 Employed in Related Field 5-Years After Graduation (Outcomes FY18-22)	% of Grads for UA Grads Employed in Related Field 5-Years After Graduation (Outcomes FY18-22)	for UA Grads Employed in Related Field 5-Years After Graduation (Outcomes FY18-22)	for All Employed UA Grads FY13-17 5-Years After Graduation (Outcomes FY18-22)
21,393	9,911	13,880	46.3	64.9	68.2	31.9	\$71,844	\$63,520	
12,752	5,957	8,448	46.7	66.2	67.9	31.4	\$66,379	\$57,693	
8,641	3,954	5,432	45.8	62.9	68.6	32.7	\$79,863	\$72,391	
1,354	697	955	51.5	70.5	68.3	32.4	\$69,309	\$53,415	
90	38	56	42.2	62.2	64.3	31.6	\$78,548	\$61,836	
1,028	503	740	48.9	72.0	65.1	28.2	\$54,416	\$49,578	

10

AJ	AK	AL	AM	AN	AO	AP	AQ	AR	
FY08-FY12 Degree Recipients, 10-Year Post-Graduation (Outcomes FY18-FY22)								\$	
								Average Annualized Total Salary	Average Annualized Total Salary
Total # of UA Grads FY08-12	Total # Grads FY08-12 Employed in AK 10-Years After Graduation (Outcomes FY18-22)	Number of Grads FY08-12 Residents 10-Years After Graduation (Outcomes FY18-22)	% of Grads Employed in AK 10-Years After Graduation (Outcomes FY18-22)	% of Grads FY08-12 Residents in AK 10-Years After Graduation (Outcomes FY18-22)	% of Resident Grads Employed 10-Years after Graduation (Outcomes FY18-22)	% of Grads FY08-12 Employed in Related Field 10-Years After Graduation (Outcomes FY18-22)	% of Grads for UA Grads Employed in Related Field 10-Years After Graduation (Outcomes FY18-22)	for UA Grads Employed in Related Field 10-Years After Graduation (Outcomes FY18-22)	for All Employed UA Grads FY08-12 10-Years After Graduation (Outcomes FY18-22)
13,766	6,432	8,022	46.7	58.3	77.0	28.1	\$83,921	\$74,194	
8,346	3,913	4,966	46.9	59.5	76.3	28.1	\$74,273	\$65,180	
5,420	2,519	3,056	46.5	56.4	78.0	28.1	\$98,752	\$88,070	
404	218	280	54.0	69.3	75.7	26.1	\$82,416	\$59,699	
77	34	45	44.2	58.4	71.1	20.6	\$59,392	\$64,068	
689	369	481	53.6	69.8	73.4	23.0	\$64,377	\$55,470	

APPENDIX F

Tab Name: 11 Place of Work and Res CY22

Table 11. FY17 - FY21 University of Alaska Graduates who are working in Alaska in CY22, number and ratio

Table 11 is not structured the same as any other table. It displays the borough or census area FY99 - FY21 graduates are working and residing in with only a few rows and the majority of the information going across in columns. Rows in table 11 contain the aggregated number of graduates working or residing in an area and the residency rate at the place of work, meaning the percentage of people living and working in an area. Information in this table is limited to data available in calendar year 2022. Columns mainly contain the borough or census area for the aggregated number of graduates working or living there.

		Column
CENSUS AREA	A	University Campus
	B	Calendar Year 2022
	C	Aleutians East Borough
	D	Aleutians West Census Area
	E	Anchorage, Municipality of
	F	Bethel Census Area
	G	Bristol Bay Borough
	H	Chugach Census Area
	I	Copper River Census Area
	J	Denali Borough
	K	Dillingham Census Area
	L	Fairbanks North Star Borough
	M	Haines Borough
	N	Hoonah-Angoon Census Area
	O	Juneau, City and Borough of
	P	Kenai Peninsula Borough
	Q	Ketchikan Gateway Borough
	R	Kodiak Island Borough
	S	Kusilvak Census Area
	T	Lake and Peninsula Borough
	U	Matanuska-Susitna Borough
	V	Nome Census Area
	W	North Slope Borough
	X	Northwest Arctic Borough
	Y	Off Shore
	Z	Petersburg Borough
AA	Prince of Wales-Hyder Census Area	
AB	Sitka, City and Borough of	
AC	Skagway, Municipality of	
AD	Southeast Fairbanks Census Area	
AE	Wrangell, City and Borough of	
AF	Yakutat, City and Borough of	
AG	Yukon-Koyukuk Census Area	
		Row Headers
REPORTING CATEGORIES	Detail / Borough or Census area	Row 5
	Place of Work	Row 6
	Residency Rate at Place of Work	Row 7
	Place of Residence	Row 8

APPENDIX G
Table 11 Example

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z AA AB AC AD AE AF AG

Table 11. FY17 - FY21 University of Alaska Graduates who are working in Alaska in CY22, number and ratio

[For additional information see the University of Alaska Program Employment Outcomes Information Distribution document on the UA IR website.](#)

Need more information or help? Contact ir@alaska.edu

Row #	University Campus	Calendar Year	Alaska Census Areas																														
			Aleutians East Borough	Aleutians West Census Area	Anchorage Municipality	Bethel Census Area	Bristol Bay Borough	Chugach Census Area	Copper River Census Area	Denali Borough	Dillingham Census Area	Fairbanks North Star Borough	Haines Borough	Hoonah-Angoon Census Area	Juneau City and Borough	Kenai Peninsula Borough	Ketchikan Gateway Borough	Kodiak Island Borough	Kusilvak Census Area	Lake and Peninsula Borough	Matanuska-Susitna Borough	Nome Census Area	North Slope Borough	Northwest Arctic Borough	Off Shore Borough	Petersburg Borough	Prince of Wales-Hyder Census Area	Sitka City and Borough	Skagway Municipality	Southeast Fairbanks Census Area	Wrangell City and Borough	Yakutat City and Borough	Yukon-Koyukuk Census Area
5	UA	Place of Work	24	19	6207	261	22	117	21	29	87	2468	22	12	834	691	220	176	50	29	1130	205	273	92	1	30	66	165	9	123	24	14	121
6	UA	Residency Rate at Place of Work	87.5%	100.0%	96.9%	93.1%	100.0%	94.9%	95.2%	89.7%	98.9%	95.9%	100.0%	100.0%	96.4%	98.6%	96.8%	93.8%	96.0%	96.6%	97.8%	97.6%	87.9%	93.5%	100.0%	90.0%	89.4%	97.0%	100.0%	95.1%	87.5%	100.0%	97.5%
7	UA	Place of Residence	24	17	6546	216	17	143	45	20	92	2804	32	13	910	832	193	201	61	21	1977	196	52	71	0	31	70	174	14	107	24	13	131

APPENDIX H: Locating Data Examples

Below are a few examples of finding specific information from the University data file. Though not required it is recommended to read through appendix B-G first.

Q. What was the average loan debt of all FY17 - FY21 UAS graduates?

A. Referencing appendix C it is shown that the average loan debt in dollars of grads with loans will be in column G of tables 2-10.

LOAN DEBT OF GRADUATES, LAST 5 YEARS	E	% Grads with debt
	F	Average FY # of Grads with Loans
	G	Average Loan Debt \$ of Grads with Loans
	H	Median loan debt

Appendix C3, shows that 'Table 3. Academic Program Outcomes by Program: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation, will contain the total loan debt for all UAS graduates in row 8 for the UAS file.

Column B/C/D	UA FILE	UAA FILE	UAF FILE	UAS FILE
Total	Row 8	Row 8	Row 8	Row 8

Navigating to the '2 Outcomes by Program tab in the UAS data file, row 8, column G gives the average loan debt of all FY17 - FY21 grads.

University	Category	Subcategory	% Grads with Debt FY17-FY21	Average FY # of Grads with Loans FY17-FY21	Average Loan Debt \$ of Grads with Loans FY17-FY21
UAS	Total	Total	31.6	155	\$22,785
UAS	Graduation Fiscal Year	2008	0.0	0	\$0

Q: What percentage of FY13 - FY17 Alaska Native or American Indian graduates at UAA were employed in any occupation 5 years after graduation?

A: Appendix C shows that employment data for 5 years after graduation is in column AD.

OUTCOMES: 1-, 5-, AND 10-YEARS AFTER GRADUATION	YEARS AFTER GRADUATION			
	1	5	10	
R	AA	AJ		Total # of UA Grads
S	AB	AK		Total # Grads Employed in AK
T	AC	AL		Number of Grads AK Residents
U	AD	AM		% of Grads Employed in AK
V	AE	AN		% of Grads Residents in AK
W	AF	AO		Ratio of Employed Grads : Resident Grads
X	AG	AP		% of Grads Employed in Related Field
Y	AH	AQ		Average Annualized Total Salary for UA Grads Employed in Related Field
Z	AI	AR		Average Annualized Total Salary for All Employed UA Grads

Referencing appendix C2, Table 2. Academic Program Outcomes by Demographics will contain employment data by race/ethnicity between rows 11 and 18. There is no UA/UAA/UAF/UAS file column, meaning there is no difference in row numbers between the files.

Column B/C/D	
Total	Row 8
Gender	Rows 9-10
Race/Ethnicity	Rows 11-18

The glossary of terms list the abbreviation for Alaska Native or American Indian to be Nat/Ind, and the row between 11 and 18 in the UAA data file tab 'Outcomes by Demographics' with that value is row 16.

16	UAA	Race	Nat/Ind
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Row 16, column AD has the percent of Alaska Native or American Indian FY13 - FY17 graduates employed in AK 5-years after graduation.

Table 2 through 10 Exam

Referencing the example table in appendix E3, data locations for 5-years post-graduation are in columns AA-AI. The column containing the percentage of FY13 – FY17 grads employed in AK 5-years after graduation is column AD.

Tables 2 through 10 go across the sheet to column AR. The periods of time are listed vertically.

5			
AA	AB	AC	AD
		FY13-FY17	Degree Recipients, 5-Year Post-Graduation
			
		Number	%
	Total # Grads	Grads FY13-17	Rate
	Employed in AK 5-Years After Graduation (Outcomes FY18-22)	Residents Years After Graduation (Outcomes FY18-22)	% of Grads FY13-17 Employed in AK 5-Years After Graduation (Outcomes FY18-22)

Q. How does the income for graduates from 2-year programs at UAF CTC campus employed in a field related to their program compare a year before graduation to a year after graduation?

A. Data locations for Table 4. Program Outcomes by Campus and Degree-Level are in appendix C4 according to the table of contents.

APPENDIX C4:

Tab Name: 4 Campus Degree-Level Outcomes

Table 4. Program Outcomes by Campus and Degree Level: Loan Debt at Graduation & Employment and Residency Outcomes 1-year before graduation, and 1-, 5- and 10-years after graduation

The data locations show that for UAF CTC the totals for 2-year and below and 4-year and above programs are between rows 29 and 30.

o Northwest	Rows 34-36	-	Rows 23-25	-
o Rural College	Rows 37-39	-	Rows 26-28	-
o UAF CTC	Rows 40-41	-	Rows 29-30	-
o Juneau	Rows 42-44	-	-	Rows 8-10

Referencing the column locations for tables 2 and 10 in appendix C, the percent of grads employed in a related field pre-award in column P and column Y for a year after graduation.

Locating the row labeled "UAF CTC 2-year and below", column P and column Y have the values of \$34,092 and \$41,659 respectively.

Category	AO Unit	Degree Level	Loan Debt FY17-FY21 Graduates				Data for Pre-Graduation Grads (1 year before graduation) from FY17-FY21 - Outcomes for FY16-FY20										Data for 1-Year After Graduation - Grads from FY17-FY21 - Outcomes for FY18-FY22									
			Average FY # of Grads with Debt FY17-FY21	Average Loan with Grads FY17-FY21	Median Debt \$ of Loans FY17-FY21	Total # of Grads FY17-FY21	Total # of UA Grads (Outcomes FY16-FY20)	Number of Grads FY17-FY21	% of Grads Employed in AK, 1-Year Before Graduation (Outcomes FY16-FY20)	% of Grads Employed in AK, 1-Year Before Graduation (Outcomes FY16-FY20)	Ratio of Grads Employed in AK, 1-Year Before Graduation (Outcomes FY16-FY20)	% of Grads Employed in Related Field, 1-Year Before Graduation (Outcomes FY16-FY20)	Average Annualized Total Salary for UA Grads FY17-FY21	Average Annualized Total Salary for All UA Grads FY17-FY21	Total # of Grads FY17-FY21	Number of Grads FY17-FY21	% of Grads Employed in AK, 1-Year After Graduation (Outcomes FY18-FY22)	% of Grads Employed in AK, 1-Year After Graduation (Outcomes FY18-FY22)	Ratio of Grads Employed in AK, 1-Year After Graduation (Outcomes FY18-FY22)	% of Grads Employed in Related Field, 1-Year After Graduation (Outcomes FY18-FY22)	Average Annualized Total Salary for UA Grads FY17-FY21	Average Annualized Total Salary for All UA Grads FY17-FY21				
																							Graduation (Outcomes FY18-FY22)	Graduation (Outcomes FY18-FY22)	Graduation (Outcomes FY18-FY22)	Graduation (Outcomes FY18-FY22)
Academic Unit	30 Troth/Yedidya	2-year and Below	0.0	0	\$0	8	1	6	12.5	75.0	16.7	0.0	\$0	ND	8	1	6	12.5	75.0	16.7	0.0	\$0	ND			
Academic Unit	30 Troth/Yedidya	4-year and Above	35.1	216	\$28,905	\$23,469	4,204	3,071	3,342	73.0	73.5	91.9	18.5	\$40,959	\$30,257	4,204	2,811	3,212	66.9	76.4	87.5	23.1	\$54,280			
Academic Unit	30 Troth/Yedidya	Total	35.1	216	\$28,905	\$23,469	4,212	3,072	3,348	72.9	73.5	91.8	18.5	\$40,959	\$30,263	4,212	2,812	3,218	66.8	76.4	87.4	23.1	\$54,280			
Academic Unit	32 Bristol Bay	2-year and Below	10.3	1	\$13,175	\$11,676	87	68	81	78.2	93.1	84.0	2.9	ND	\$31,205	87	68	80	78.2	92.0	85.0	11.8	\$23,392			
Academic Unit	32 Bristol Bay	4-year and Above	25.0	0	\$24,734	\$24,734	4	4	3	100.0	75.0	133.3	0.0	ND	ND	4	4	3	100.0	75.0	133.3	0.0	\$0			
Academic Unit	32 Bristol Bay	Total	11.1	2	\$14,620	\$13,247	91	72	84	79.1	92.3	85.7	2.8	ND	\$32,277	91	72	83	79.1	91.2	86.7	11.1	\$23,392			
Academic Unit	33 Chukchi	2-year and Below	26.7	1	\$6,639	\$6,328	16	15	16	93.8	100.0	93.8	60.0	\$71,935	\$67,470	16	14	16	87.5	100.0	87.5	64.3	\$63,411			
Academic Unit	33 Chukchi	4-year and Above	0.0	0	\$0	\$0	2	1	2	50.0	100.0	50.0	0.0	ND	ND	2	1	2	50.0	100.0	50.0	0.0	\$0			
Academic Unit	33 Chukchi	Total	25.0	1	\$6,699	\$6,328	18	16	18	88.9	100.0	88.9	28.0	\$71,935	\$67,341	18	15	18	83.3	100.0	83.3	60.0	\$63,411			
Academic Unit	34 Interior Alaska	2-year and Below	28.0	16	\$17,765	\$12,464	359	293	316	81.6	88.0	92.7	28.0	\$40,514	\$34,695	359	298	315	83.0	87.7	94.6	27.9	\$45,919			
Academic Unit	34 Interior Alaska	4-year and Above	25.0	0	\$12,368	\$12,368	5	4	5	80.0	100.0	80.0	0.0	ND	ND	5	5	5	100.0	100.0	100.0	20.0	ND			
Academic Unit	34 Interior Alaska	Total	27.9	17	\$17,700	\$12,368	364	297	321	81.6	88.2	92.5	27.6	\$40,514	\$34,676	364	303	320	83.2	87.9	94.7	27.7	\$45,224			
Academic Unit	35 Kuskokwim	2-year and Below	19.2	5	\$8,364	\$5,448	142	120	130	84.5	91.5	92.3	16.7	\$43,793	\$44,335	142	123	131	86.6	92.3	93.9	14.6	\$47,238			
Academic Unit	35 Kuskokwim	4-year and Above	75.0	1	\$7,419	\$7,216	5	4	5	80.0	100.0	80.0	25.0	ND	ND	5	5	5	100.0	100.0	100.0	20.0	ND			
Academic Unit	35 Kuskokwim	Total	21.0	5	\$8,255	\$5,461	147	124	135	84.4	91.8	91.9	16.9	\$43,362	\$44,740	147	128	136	87.1	92.5	94.1	14.8	\$47,447			
Academic Unit	36 Northwest	2-year and Below	6.3	0	\$7,423	\$7,423	39	32	35	82.1	83.7	91.4	34.4	\$57,646	\$61,323	39	31	35	79.5	83.7	88.6	35.5	\$73,737			
Academic Unit	36 Northwest	4-year and Above	100.0	1	\$10,142	\$10,142	1	1	1	100.0	100.0	100.0	0.0	ND	ND	1	1	1	100.0	100.0	100.0	0.0	\$0			
Academic Unit	36 Northwest	Total	3.1	1	\$8,329	\$10,142	40	33	36	82.5	90.0	91.7	33.3	\$57,646	\$61,569	40	32	36	90.0	90.0	88.9	34.4	\$73,737			
Academic Unit	37 Rural College	2-year and Below	40.5	3	\$19,972	\$17,316	41	37	40	90.2	97.6	92.5	0.0	ND	\$37,645	41	38	40	92.7	97.6	95.0	0.0	\$0			
Academic Unit	37 Rural College	4-year and Above	37.8	6	\$23,258	\$18,555	112	82	92	73.2	82.1	83.1	6.1	\$54,788	\$43,641	112	81	87	72.3	77.7	83.1	8.6	\$62,897			
Academic Unit	37 Rural College	Total	38.7	9	\$22,186	\$18,554	153	119	132	77.8	86.3	90.2	4.2	\$54,788	\$41,821	153	119	127	77.8	83.0	93.7	5.9	\$62,897			
Academic Unit	38 UAF CTC	2-year and Below	32.3	98	\$17,511	\$12,864	2,074	1,515	1,711	73.0	82.5	88.5	26.1	\$34,092	\$31,706	2,074	1,544	1,676	74.4	80.8	92.1	37.7	\$41,659			
Academic Unit	38 UAF CTC	Total	32.3	98	\$17,511	\$12,864	2,074	1,515	1,711	73.0	82.5	88.5	26.1	\$34,092	\$31,706	2,074	1,544	1,676	74.4	80.8	92.1	37.7	\$41,659			