

University of Alaska Employment Outcomes Information Distribution January 2022

The attached report reflects employment outcomes within the state of Alaska for graduates of University of Alaska programs in the years post-graduation. Alaska residency and employment data used for this report was received from the Alaska Department of Labor and Workforce Development (DoLWD) and includes all University of Alaska students who graduated from 2011 to 2019. Additional information is included for graduation year, demographic, degree, and program information and debt load upon graduation.

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. This report includes 0-, 1- and 5- year post graduation residency and employment outcomes 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 leading up to the graduation year 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 listed by graduation year, demographics, program for graduates who received loans. On the whole, fewer UA graduates take loans compared to the national average, and those who do take less in loans. In FY18, 35 percent of UA graduates took out student loans with an average, aggregate loan debt of \$25,600. For context and comparison, nationally, about 65 percent of college seniors graduating in 2018 had student loan debt, with an average of \$29,200 per borrower¹.

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 demand, such as the Construction Trades Technology certificate, 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, an additional view of residency and employment outcomes is included that aggregates graduates by CIP code, with the two-digit CIP code being the

¹ <https://ticas.org/wp-content/uploads/2019/09/classof2018.pdf>

career cluster. Career cluster categories consist of entry-level through professional-level occupations within a broad industry area, and are assigned based on the classification of instructional programs code (CIP) assigned in UA information systems to the degree or certificate program.

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 FY11 - FY19.

Programs with zero graduates from FY11-FY19 and an FY19 status of Closed or Admission Suspended, and those programs not leading to a degree (e.g., Pre-Majors, Undeclared), are excluded from this report.

Average FY11-FY19 count of majors and degrees for each program are 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.

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 disclosed. To meet this requirement, groupings with less than five individuals are not 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 FY11- FY19.

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. 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.

Cells that display a value of "Suppressed" 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.

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

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)

results in an adjusted annualized wage figure for those programs in which all employed graduates do not work all 4 quarters during the years measured.



Figures 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.

Using the Outcomes Data for Reporting:



A list of all requested data elements and example data sets can be found in Appendix A. Each contains a key that will help identify the data elements in the list and help to locate them in the corresponding data sets. Note, the BBA Concentrators data in example 4 in Appendix A is only for UAS data.

Links to an example of the data template that was submitted to DoLWD, all of the university data files, and data definitions can be found in Appendix B.











APPENDIX A:
UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Data provided to/from at the following levels:		Tab Name	UA	UAA	UAF	UAS
			Data Location			
	• Loan Debt <ul style="list-style-type: none">o Avg loan debt (FY15-19 & FY11-15)o Median loan debt (FY15-19 & FY11-15)o % with loan debt (FY15-19 & FY11-15)	GradsAggregation_Total	Column E, V	Column E, V	Column E, V	Column E, V
		GradsAggregation_Total	Column F, W	Column F, W	Column F, W	Column F, W
		GradsAggregation_Total	Column D, U	Column D, U	Column D, U	Column D, U
	• Total # of UA Grads - pre-post, 1, 5 years post grad	GradsAggregation_Total	Columns G, N, X	Columns G, N, X	Columns G, N, X	Columns G, N, X
		Report Unduplicated High Demand	Columns J, Q, X	Columns J, Q, X	Columns J, Q, X	Columns J, Q, X
		Report by Industry	Columns L, S, Z	Columns L, S, Z	Columns L, S, Z	Columns L, S, Z
		Cip Aggregation Tab	Columns E, L, S	Columns E, L, S	Columns E, L, S	Columns E, L, S
		UAS BBA concentration	Columns F, M, T	Columns F, M, T	Columns F, M, T	Columns F, M, T
	• Total # Grads FY15-19 Employed in AK - pre-post, 1, 5 years post grad	GradsAggregation_Total	Columns H, O, Y	Columns H, O, Y	Columns H, O, Y	Columns H, O, Y
		Report Unduplicated High Demand	Columns K, R, Y	Columns K, R, Y	Columns K, R, Y	Columns K, R, Y
		Report by Industry	Columns M, T, AA	Columns M, T, AA	Columns M, T, AA	Columns M, T, AA
		Cip Aggregation Tab	Columns F, M, TT	Columns F, M, TT	Columns F, M, TT	Columns F, M, TT
		UAS BBA concentration	Columns G, N, U	Columns G, N, U	Columns G, N, U	Columns G, N, U
 • % of Grads FY15-19 AK Residents - pre-post, 1, 5 years post grad	GradsAggregation_Total	Columns I, P, Z	Columns I, P, Z	Columns I, P, Z	Columns I, P, Z	
	Report Unduplicated High Demand	Columns L, S, Z	Columns L, S, Z	Columns L, S, Z	Columns L, S, Z	
	Report by Industry	Columns N, U, AB	Columns N, U, AB	Columns N, U, AB	Columns N, U, AB	
	Cip Aggregation Tab	Columns G, N, U	Columns G, N, U	Columns G, N, U	Columns G, N, U	
	UAS BBA concentration	Columns H, O, V	Columns H, O, V	Columns H, O, V	Columns H, O, V	
• % of Grads FY15-19 Employed in AK - pre-post, 1, 5 years post grad	GradsAggregation_Total	Columns J, Q, AA	Columns J, Q, AA	Columns J, Q, AA	Columns J, Q, AA	
	Report Unduplicated High Demand	Columns M, T, AA	Columns M, T, AA	Columns M, T, AA	Columns M, T, AA	
	Report by Industry	Columns O, V, AC	Columns O, V, AC	Columns O, V, AC	Columns O, V, AC	
	Cip Aggregation Tab	Columns H, O, V	Columns H, O, V	Columns H, O, V	Columns H, O, V	
	UAS BBA concentration	Columns I, P, W	Columns I, P, W	Columns I, P, W	Columns I, P, W	
• % of Grads FY15-19 Employed in Related Field - pre-post, 1, 5 years post grad	GradsAggregation_Total	Columns K, R, AB	Columns K, R, AB	Columns K, R, AB	Columns K, R, AB	
	Report Unduplicated High Demand	Columns N, U, AB	Columns N, U, AB	Columns N, U, AB	Columns N, U, AB	
	Report by Industry	Columns P, W, AD	Columns P, W, AD	Columns P, W, AD	Columns P, W, AD	
	Cip Aggregation Tab	Columns I, P, W	Columns I, P, W	Columns I, P, W	Columns I, P, W	
	UAS BBA concentration	Columns J, Q, X	Columns J, Q, X	Columns J, Q, X	Columns J, Q, X	
• University Overall Total	GradsAggregation_Total	Row 2	Row 2	Row 2	Row 2	
• Degree Level Summaries <ul style="list-style-type: none">o By Degree (Bachelors, associates, certificates, etc.)	GradsAggregation_Total	Rows 3-47	Rows 3-29	Rows 3-35	Rows 3-17	

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Data provided to/from at the following levels:	Tab Name	UA	UAA	UAF	UAS
		Data Location			
o By Degree(uar07_degree) additional data for Degree	GradsAggregation_Total	Rows 48-56	Rows 30-38	Rows 36-43	Rows 18-25
	GradsAggregation_Total	Rows 57-451	Rows 39-239	Rows 44-222	Rows 26-114
• By Program	GradsAggregation_Total	Rows 452-453	Rows 240-241	Rows 223-224	Rows 115-116
• Gender	GradsAggregation_Total	Rows 454-461	Rows 242-249	Rows 225-232	Rows 117-124
• Race/Ethnicity					
• Age					
o Under 25	GradsAggregation_Total	Row 462	Row 250	Row 233	Row 125
o 25-under 65	GradsAggregation_Total	Row 463	Row 251	Row 234	Row 126
o 65+	GradsAggregation_Total	Row 464	Row 252	Row 235	Row 127
o Not Reported	GradsAggregation_Total	Row 465	n/a	Row 236	n/a
• Dual Enrollment (System)	GradsAggregation_Total	Row 466	Row 253	Row 237	Row 128
• Origin at Entry					
o In-state Rural	GradsAggregation_Total	Row 467	Row 254	Row 238	Row 129
o In-state Urban	GradsAggregation_Total	Row 468	Row 255	Row 239	Row 130
o Out-of-state	GradsAggregation_Total	Row 469	Row 256	Row 240	Row 131
o Foreign	GradsAggregation_Total	Row 470	Row 257	Row 241	Row 132
o Not Reported	GradsAggregation_Total	Row 471	Row 258	Row 242	Row 133
• Pell	GradsAggregation_Total	Row 472	Row 259	Row 243	Row 134
• First-generation	GradsAggregation_Total	Row 473	Row 260	Row 244	Row 135
• AEG Recipient (System)	GradsAggregation_Total	Row 474	Row 261	Row 245	Row 136
• APS Recipient (System)	GradsAggregation_Total	Row 475	Row 262	Row 246	Row 137
• UA Scholar Recipient (System)	GradsAggregation_Total	Row 476	Row 263	Row 247	Row 138
• % of graduates employed within a year	GradsAggregation_Total	Rows 477-485	Rows 264-272	Rows 248-256	Rows 139-147
o % employed at all	GradsAggregation_Total	Columns J, Q, AA	Columns J, Q, AA	Columns J, Q, AA	Columns J, Q, AA
o % employed in field	GradsAggregation_Total	Columns K, R, AB	Columns K, R, AB	Columns K, R, AB	Columns K, R, AB
 [• High Demand Industry - Unduplicated				
	o Industry by Major (Teri) - Major Code and Major Name	Report Unduplicated High Demand	Column D, E	Column D, E	Column D, E
	o Industry by Degree (Teri) - Degree Code and Degree Name	Report Unduplicated High Demand	Columns E, F	Columns E, F	Columns E, F
	o Industry by Concentration- Concentration Code and Concentration Name	Report Unduplicated High Demand	Columns G, H	Columns G, H	Columns G, H
 [o Industry by CIP Code	Report Unduplicated High Demand	Column I	Column I	Column I
	• Report by Each Industry - Unduplicated				
	o Industry by Major (Teri) - Major Code and Major Name	Report (INDUSTRY NAME)	Column D, E	Column D, E	Column D, E
	o Industry by Degree (Teri) - Degree Code and Degree Name	Report (INDUSTRY NAME)	Columns E, F	Columns E, F	Columns E, F
	o Industry by Concentration- Concentration Code and Concentration Name	Report (INDUSTRY NAME)	Columns G, H	Columns G, H	Columns G, H
	o Industry by CIP Code	Report (INDUSTRY NAME)	Column I	Column I	Column I
	o Industry	Report (INDUSTRY NAME)	Column J	Column J	Column J
	o Target Occupation by Standard Occupational Code (SOC)	Report (INDUSTRY NAME)	Column K	Column K	Column K

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Data provided to/from at the following levels:		Tab Name	UA	UAA	UAF	UAS
			Data Location			
	• Salary - have now	GradsAggregation_Total	Column L, S, AC	Column L	Column L	Column L
	o Avg Annualized Salary Grads in Field - pre-post, 1, 5 years post grad	GradsAggregation_Total	Column M, T, AD	Column M	Column M	Column M
	o Avg Annualized Salary All Grads - pre-post, 1, 5 years post grad	Not provided currently - in original file not in requests moving forward.				
	• All past grads - most recent year employment					
	• Location of Work and Residency	Place of work and Res Cy20	Row 2	Row 2	Row 2	Row 2
	o Location where they work, CY20	Place of work and Res Cy20	Row 3	Row 3	Row 3	Row 3
	o Location where they live, CY20	Place of work and Res Cy20	Row 4	Row 4	Row 4	Row 4
	o Place of work - Residency Cy20 - Addition	Not provided currently	n/a	n/a	n/a	n/a
	• Employer Name (EMSI)	GradsAggregation_Total	Row 486	Row 273	Row 257	Row 148
	• Student loan debt - pre-post, 1, 5 years post grad	Not provided currently - Group put on hold				
	• Military					
	• Add 6,4,and 2 digit CIP code summaries	Cip Aggregation Tab	Rows 2-35	Rows 2-33	Rows 2-34	Rows 2-24
	o 2 Digit Cip Codes - Career Cluster	Cip Aggregation Tab	Rows 36-170	Rows 34-131	Rows 35-136	Row 25-75
	o 4 Digit Cip Codes	Cip Aggregation Tab	Rows 171-407	Rows 132-274	Rows 137-272	Row 76-138
	o 6 Digit Cip Codes					
	• UAS Program Emphasis - UAS File Only	UAS_BBA_Concentration_Aggregati	n/a	n/a	n/a	Columns B and C
	- by program; - Major Code and Major Name	UAS_BBA_Concentration_Aggregati	n/a	n/a	n/a	Column D
	- by concentration	UAS_BBA_Concentration_Aggregati	n/a	n/a	n/a	Column E
	- by degree level; UAR07_Degree					
Outcomes Data Report Graduates and Timing of Outcomes						
	• Pre- post- graduation – grads from FY15-19 (outcomes for FY14-18 as pre- and outcomes for FY16-20 as post-); focus is more on employment (y/n) than salary	GradsAggregation_Total	Columns G-M	Columns G-M	Columns G-M	Columns G-M
		Cip Aggregation Tab	Columns E-K	Columns E-K	Columns E-K	Columns E-K
		UAS BBA concentration	Columns F-L	Columns F-L	Columns F-L	Columns F-L
	• 1 Year after - grads from FY15-19 (outcomes for FY16-20)	GradsAggregation_Total	Columns N-T	Columns N-T	Columns N-T	Columns N-T
		Cip Aggregation Tab	Columns L-R	Columns L-R	Columns L-R	Columns L-R
		UAS BBA concentration	Columns M-S	Columns M-S	Columns M-S	Columns M-S
	• 5 years after – grads from FY11-15 (outcomes for FY16-20)	GradsAggregation_Total	Columns X-AD	Columns X-AD	Columns X-AD	Columns X-AD
		Cip Aggregation Tab	Columns S-Y	Columns S-Y	Columns S-Y	Columns S-Y
		UAS BBA concentration	Columns T-Z	Columns T-Z	Columns T-Z	Columns T-Z
Misc. Data Request:						
• Proportion of current students/grads who are working		Not provided currently				

UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Table 1. GradsAggregation_Total Tab - Loan Debt and Employment Outcomes

			0										1										5																		
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												
FY15-FY19 Loan Debt						FY15-FY19 Degree Recipients, 0 Years Post-Graduation (Outcomes FY14-FY18)								FY15-FY19 Degree Recipients, 1 Year Post-Graduation (Outcomes FY16-FY20)								FY11-FY15 Loan Debt			FY11-FY15 Degree Recipients, 5 Year Post-Graduation (Outcomes FY16-FY20)																
																																									
Row #	University	Category	Subcategory				Total # Grads		% of Grads		% of Grads		Average Annualized		Average Annualized		Total # Grads		% of Grads		% of Grads		% of Grads		Average Annualized		Average Annualized					Total # Grads		% of Grads		% of Grads		Average Annualized		Average Annualized	
				% Grads with Loan Debt	Average \$ of Loans	Median Debt of Grads with Loans	Employed in UA Graduation (Outcomes FY14-18)	After Graduation (Outcomes FY14-18)	FY15-19 AK Residents 0-Years After Graduation (Outcomes FY14-18)	FY15-19 AK Residents 0-Years After Graduation (Outcomes FY14-18)	Employed in UA Graduation (Outcomes FY14-18)	After Graduation (Outcomes FY14-18)	19 Employed in UA Graduation (Outcomes FY14-18)	After Graduation (Outcomes FY14-18)	19 Employed in UA Graduation (Outcomes FY14-18)	After Graduation (Outcomes FY14-18)	Total # of UA Graduation (Outcomes FY16-FY20)	After Graduation (Outcomes FY16-FY20)	1-Year After Graduation (Outcomes FY16-FY20)	Employed in UA Graduation (Outcomes FY16-FY20)	After Graduation (Outcomes FY16-FY20)	1-Year After Graduation (Outcomes FY16-FY20)	Employed in UA Graduation (Outcomes FY16-FY20)	After Graduation (Outcomes FY16-FY20)	1-Year After Graduation (Outcomes FY16-FY20)	Total Salary for UA Grads FY15-19 Employed in UA Graduation (Outcomes FY16-FY20)	All UA Grads FY15-19 1-Year After Graduation (Outcomes FY16-FY20)	% Grads with Loan Debt	Average \$ of Loans	Median Debt of Grads with Loans	Employed in UA Graduation (Outcomes FY16-20)	After Graduation (Outcomes FY16-20)	FY11-15 AK Residents 5-Years After Graduation (Outcomes FY16-20)	FY11-15 AK Residents 5-Years After Graduation (Outcomes FY16-20)	Employed in UA Graduation (Outcomes FY16-20)	After Graduation (Outcomes FY16-20)	15 Employed in UA Graduation (Outcomes FY16-20)	After Graduation (Outcomes FY16-20)	15 Employed in UA Graduation (Outcomes FY16-20)	After Graduation (Outcomes FY16-20)	
2	UA	Total	University of Alaska	38	24,753	19,890	22,895	17,621	87.5	77.0	20.8	43,060	32,895	22,895	17,791	87.5	77.7	31.5	50,998	43,253	41	25,705	20,906	22,214	10,428	68.0	46.9	32.8	67,478	60,590											
3	UA	Degree	Associate of Applied Science	43	21,079	17,567	4,050	3,130	90.9	77.3	17.8	35,079	33,400	4,050	3,317	90.9	81.9	25.3	43,176	44,895	47	21,982	18,908	4,177	2,102	72.3	50.3	20.5	60,502	64,204											
4	UA	Degree	Associate of Arts	40	20,600	15,821	2,004	1,461	87.5	72.9	1.2	12,718	26,755	2,004	1,436	87.5	71.7	1.6	13,529	30,405	42	21,028	16,796	1,885	832	68.4	44.1	2.3	41,230	45,390											
5	UA	Degree	Associate of Business	0	0	0	ND	0	0.0	0.0	0.0	0	0	ND	0	0.0	0.0	0.0	0	0	0	0	0	ND	ND	100.0	50.0	0.0	0	Suppressed											
6	UA	Degree	Associate of Science	41	22,225	16,357	110	71	73.6	64.5	1.4	33,394	22,291	110	72	73.6	65.5	1.4	33,908	26,734	52	23,678	22,379	42	16	76.2	38.1	0.0	0	71,502											
7	UA	Degree	Bach of Applied Arts & Science	25	12,539	12,539	8	5	100.0	62.5	0.0	0	66,497	8	6	100.0	75.0	0.0	0	62,949	0	0	0	0	0	0.0	0.0	0.0	0	0											
8	UA	Degree	Bach of Emergency Managemen	39	25,284	18,974	128	70	54.7	54.7	45.7	35,026	31,137	128	61	54.7	47.7	49.2	50,345	42,348	43	25,385	21,698	28	9	42.9	32.1	22.2	66,733	88,586											
9	UA	Degree	Bach of Security Mgt	0	0	0	ND	ND	100.0	100.0	0.0	0	Suppressed	ND	ND	100.0	100.0	0.0	0	Suppressed	0	0	0	0	0	0.0	0.0	0.0	0	0											
10	UA	Degree	Bachelor of Arts	48	27,244	22,756	3,307	2,520	87.5	76.2	8.9	25,711	23,727	3,307	2,513	87.5	76.0	21.3	37,509	32,624	52	29,205	24,938	3,554	1,602	64.7	45.1	27.5	52,733	48,371											
11	UA	Degree	Bachelor of Arts and Sciences	0	0	0	ND	ND	0.0	100.0	100.0	Suppressed	Suppressed	ND	0	0.0	0.0	0.0	0	0	0	0	0	ND	ND	66.7	66.7	0.0	0	Suppressed											
12	UA	Degree	Bachelor of Business Admin.	42.8	25,581	21,272	1,550	1,180	85.2	76.1	27.8	36,567	33,034	1,550	1,155	85.2	74.5	40.2	46,728	44,252	43.7	26,865	21,157	1,424	613	62.4	43.0	43.9	70,616	65,382											
13	UA	Degree	Bachelor of Fine Arts	46.2	31,761	35,024	52	38	90.4	73.1	2.6	2,631	19,305	52	38	90.4	73.1	15.8	19,830	28,523	52.7	38,656	35,996	55	26	63.6	47.3	19.2	37,728	41,289											
14	UA	Degree	Bachelor of Human Services	47.4	15,779	12,368	76	59	94.7	77.6	10.2	30,092	27,605	76	60	94.7	78.9	16.7	37,901	35,247	52.1	18,191	12,688	94	44	77.7	46.8	6.8	38,840	41,681											
15	UA	Degree	Bachelor of Liberal Arts	52.8	24,461	19,793	125	90	83.2	72.0	2.2	14,129	29,117	125	92	83.2	73.6	1.1	4,800	32,871	55.0	26,375	22,824	129	57	62.0	44.2	3.5	60,681	51,987											
16	UA	Degree	Bachelor of Liberal Studies	33.3	21,719	13,075	9	7	88.9	77.8	0.0	0	18,974	9	5	88.9	55.6	0.0	0	32,523	48.0	27,088	20,322	25	15	80.0	60.0	13.3	44,354	42,254											
17	UA	Degree	Bachelor of Music	48.5	30,156	28,835	66	55	93.9	83.3	14.5	18,007	15,683	66	52	93.9	78.8	17.3	21,879	23,072	62.5	32,531	29,820	72	29	58.3	40.3	55.2	54,543	46,504											
18	UA	Degree	Bachelor of Science	44.2	27,884	23,222	3,874	2,884	89.9	74.4	14.0	37,905	26,778	3,874	3,021	89.9	78.0	38.1	55,857	44,322	49.3	29,261	25,501	3,162	1,374	64.3	43.5	51.3	74,588	69,723											
19	UA	Degree	Bachelor of Social Work	53.6	29,181	26,395	140	108	88.6	77.1	25.9	20,209	21,568	140	116	88.6	82.9	56.0	34,612	32,142	60.2	25,161	23,567	83	28	53.0	33.7	71.4	52,196	50,723											
20	UA	Degree	Bachelor of Technology	25.0	45,020	45,020	4	3	75.0	75.0	0.0	0	Suppressed	4	3	75.0	75.0	0.0	0	Suppressed	28.6	7,927	7,927	7	3	85.7	42.9	0.0	0	Suppressed											
21	UA	Degree	Certificate	24.8	14,297	10,388	1,618	1,240	87.9	76.6	27.0	35,311	32,499	1,618	1,302	87.9	80.5	41.2	40,791	39,541	24.6	15,887	11,536	1,471	713	73.3	48.5	35.9	55,747	50,149											
22	UA	Degree	Doctor of Philosophy	19.7	36,123	22,592	238	167	60.1	70.2	23.4	43,752	42,834	238	125	60.1	52.5	28.0	60,790	59,596	25.9	45,437	35,859	243	76	45.3	31.3	25.0	70,859	78,048											







APPENDIX A:
UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Table 2. Report Unduplicated High Demand Tab - Unduplicated High Demand Industry Outcomes by Industry, Job, Major, and Degree

										0								1								5							
										FY15-FY19 Degree Recipients, 0 Years Post-Graduation (Outcomes FY14-FY18)								FY15-FY19 Degree Recipients, 1 Year Post-Graduation (Outcomes FY16-FY20)								FY11-FY15 Degree Recipients, 5 Year Post-Graduation (Outcomes FY16-FY20)							


APPENDIX A:
UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Note: There is a separate tab formatted similarly for each of the 11 industry categories.

											0				1				5																																																							
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																																										
											FY15-FY19 Degree Recipients, 0 Years Post-Graduation (Outcomes FY14-FY18)								FY15-FY19 Degree Recipients, 1 Year Post-Graduation (Outcomes FY16-FY20)								FY11-FY15 Degree Recipients, 5 Year Post-Graduation (Outcomes FY16-FY20)																																															
																																																																										
											Total # Grads FY15-19 Employed in AK 0-Years Residents 0-				% of Grads FY15-19 Employed in AK 0- Years After Graduation (Outcomes FY14-18)				% of Grads FY15-19 Employed in AK 0- Years After Graduation (Outcomes FY14-18)				Average Annualized Total Salary for FY15-19 All Employed in UA Grads FY15-19 0-Years After Graduation (Outcomes FY14-18)				Average Annualized Total Salary for FY15-19 All Employed in UA Grads FY15-19 0-Years After Graduation (Outcomes FY14-18)				Total # Grads FY15-19 Employed in AK 1-Year Residents 1-				% of Grads FY15-19 Employed in AK 1-Year Residents 1- Years After Graduation (Outcomes for FY16-FY20)				% of Grads FY15-19 Employed in AK 1-Year Residents 1- Years After Graduation (Outcomes for FY16-FY20)				% of Grads FY15-19 Employed in AK 1-Year Residents 1- Years After Graduation (Outcomes for FY16-FY20)				Average Annualized Salary for UA Grads FY15-19 Employed in UA Grads FY15-19 1- Years After Graduation (Outcomes for FY16-FY20)				Average Annualized Total Salary for FY15-19 All Employed in UA Grads FY15-19 1- Years After Graduation (Outcomes for FY16-FY20)				Total # Grads FY11-15 Employed in AK 5-Years Residents 5-				% of Grads FY11-15 Employed in AK 5- Years After Graduation (Outcomes FY16-20)				% of Grads FY11-15 Employed in AK 5- Years After Graduation (Outcomes FY16-20)				Average Annualized Total Salary for FY11-15 All Employed in UA Grads FY11-15 5-Years After Graduation (Outcomes FY16-20)				Average Annualized Total Salary for FY11-15 All Employed in UA Grads FY11-15 5-Years After Graduation (Outcomes FY16-20)			
Row #	University	Category	Major_ Code	Major	Degree _Code	Degree	Concentration	Concentration_Desc	Cip_Code	Industry	Target Occupations by Standard Occupation Code (SOC)																																																															
2	UA	Total		University of Alaska						Administration and Finance																																																																
3	UA	Graduation Year	2011							Administration and Finance																																																																
4	UA	Graduation Year	2012							Administration and Finance																																																																
5	UA	Graduation Year	2013							Administration and Finance																																																																
6	UA	Graduation Year	2014							Administration and Finance																																																																
7	UA	Graduation Year	2015							Administration and Finance																																																																
8	UA	Graduation Year	2016							Administration and Finance																																																																
9	UA	Graduation Year	2017							Administration and Finance																																																																
10	UA	Graduation Year	2018							Administration and Finance																																																																
11	UA	Graduation Year	2019							Administration and Finance																																																																
12	UA	Industry Program	AAC	Applied Accounting	AAS	Associate of Applied Science			520302	Administration and Finance	Accountants, Auditors, Compliance Officers & Bookkeepers (13-2011, 13-1041, 43-3031)																																																															
13	UA	Industry Program	ABMG	Applied Business Mgmt	CT2	Certificate			520201	Administration and Finance	General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)																																																															
14	UA	Industry Program	ATLD	Appld Technologies Leadership	BS	Bachelor of Science			419999	Administration and Finance	General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)																																																															
15	UA	Industry Program	BADL	Business Administration	BBA	Bachelor of Business Admin.			520201	Administration and Finance	General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)																																																															
16	UA	Industry Program	BADM	Business Administration - Other	BBA	Bachelor of Business Admin.	BADM	Accounting	520201	Administration and Finance	General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)																																																															
17	UA	Industry Program	BADM	Business Administration - Entrepreneurship	BBA	Bachelor of Business Admin.	BADM	Entrepreneurship	520201	Administration and Finance	General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)																																																															
18	UA	Industry Program	BADM	Business Administration - General Business	BBA	Bachelor of Business Admin.	BADM	General Business	520201	Administration and Finance	General, Operations Managers, Management Analysts, & Chief Executives (11-1021, 13-1111, 11-1011)																																																															

APPENDIX A: UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Table 4. Place of Work and Res CY20 Tab - The Ratio in CY20 of UA Grads Place of Work:Place of Residency in Alaska by Census Area

		Prince of Wales-Juneau, Alaska																																																	
		Aleutians								Copper River								Hoonah-Juneau, Alaska								Prince of Wales-Juneau, Alaska																									
Row #	Calendar Year 2020	Aleutians		Bethel		Chugach		Copper River		Dillingham		Fairbanks		Hoonah-Juneau, Alaska		Kenai Peninsula		Ketchikan Gateway		Kodiak Island		Kusilvak		Lake and Peninsula		Matanuska-Susitna		Nome		North Slope		Northwest Arctic		Off Shore		Petersburg		Wales-Juneau, Alaska		Sitka, City and Borough		Skagway, Municipality of		Southeast Fairbanks		Wrangell, City and Borough		Yakutat, City and Borough		Yukon-Koyukuk	
		East Borough	West Census	Anchorage, Municipality of	Census	Bay	Census	Census	Denali Borough	Census	North Star Borough	Haines Borough	Census	Area	Area	City and Borough	Peninsula Borough	Gateway Borough	Island Borough	Census	Peninsula Borough	Susitna Borough	Census	Area	Area	Slope	Arctic Borough	Shore	Borough	Census	Borough	of	Census	Area	Area	Census	City and Borough	of	Census	Area	Area	Census	Census								
		2	Place of Work	42	38	10,801	475	39	203	60	54	201	4,325	42	33	1,537	1,306	350	297	92	59	1,994	296	566	146	9	42	107	273	18	191	52	20	228																	
		3	Residency by Census Area	46	32	11,760	408	43	216	83	65	217	5,076	63	43	1,675	1,617	332	332	126	41	3,553	294	98	117	0	50	118	283	20	172	61	20	230																	
4	Place of Work : Residency	0.91	1.19	0.92	1.16	0.91	0.94	0.72	0.83	0.93	0.85	0.67	0.77	0.92	0.81	1.05	0.89	0.73	1.44	0.56	1.01	5.78	1.25	N/A	0.84	0.91	0.96	0.90	1.11	0.85	1.00	0.99																			

UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Table 5. CIP Aggregations Tab - Employment Outcomes by 2, 4, and 6 Digit CIP Codes

A		B		C		D		0							1							5																											
								E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																					
								FY15-FY19 Degree Recipients, 0 Years Post-Graduation (Outcomes FY14-FY18)							FY15-FY19 Degree Recipients, 1 Year Post-Graduation (Outcomes FY16-FY20)							FY11-FY15 Degree Recipients, 5 Year Post-Graduation (Outcomes FY16-FY20)																											
								<div><div></div><div>\$</div></div>							<div><div></div><div>\$</div></div>							<div><div></div><div>\$</div></div>																											
								Average Annualized							Average Annualized							Average Annualized							Average Annualized																				
								Total # Grads FY15-19 Employed in AK 0-Years After Graduation (Outcomes FY14-18)							Total Salary for UA Grads FY15-19 All Employed (Outcomes FY14-18)							Total # Grads FY15-19 Employed in AK 1-Year After Graduation (Outcomes FY16-FY20)							Total Salary for UA Grads FY15-19 All Employed (Outcomes FY16-FY20)							Total # Grads FY11-15 Employed in AK 5-Years After Graduation (Outcomes FY16-20)							Total Salary for UA Grads FY11-15 All Employed (Outcomes FY16-20)						
								Total # of UA Grads FY15-19							Total # of UA Grads FY15-19							Total # of UA Grads FY11-15							Total # of UA Grads FY11-15																				
								Graduation (Outcomes FY14-18)							Graduation (Outcomes FY14-18)							Graduation (Outcomes FY16-FY20)							Graduation (Outcomes FY16-FY20)							Graduation (Outcomes FY16-20)							Graduation (Outcomes FY16-20)						
Row #	University	CIP_Code_Level	CIP_Code	CIP_Code_Desc	FY15-19	FY14-18	FY14-18	FY14-18	FY14-18	FY14-18	FY14-18	FY15-19	FY16-FY20	FY16-FY20	FY16-FY20	FY16-FY20	FY16-FY20	FY16-FY20	FY16-FY20	FY11-15	FY16-20	FY16-20	FY16-20	FY16-20	FY16-20	FY16-20	FY16-20	FY16-20	FY16-20																				
2	UA	CIP_CODE_2	99	Unknown	0	0	0.0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0	0	17	9	70.6	52.9	0.0	0	47,654																								
3	UA	CIP_CODE_2	01	Agriculture, Agriculture Operations, and Related Sciences	ND	ND	100.0	50.0	0.0	Suppressed	Suppressed	ND	ND	100.0	50.0	0.0	Suppressed	Suppressed	ND	ND	100.0	33.3	0.0	Suppressed	Suppressed																								
4	UA	CIP_CODE_2	03	Natural Resources and Conservation	467	351	80.5	75.2	12.5	34,688	26,003	467	336	80.5	71.9	22.6	35,263	33,057	380	145	62.6	38.2	30.3	55,110	48,330																								
5	UA	CIP_CODE_2	05	Area, Ethnic, Cultural, and Gender Studies	92	65	79.3	70.7	3.1	45,178	36,297	92	73	79.3	79.3	2.7	47,444	43,731	79	38	82.3	48.1	0.0	0	52,433																								
6	UA	CIP_CODE_2	09	Communication, Journalism, and Related Programs	216	159	80.6	73.6	13.2	19,093	24,990	216	163	80.6	75.5	15.3	34,046	33,601	240	105	57.9	43.8	13.3	49,921	50,909																								
7	UA	CIP_CODE_2	11	Computer and Information Sciences and Support Services	382	289	93.2	75.7	1.0	84,184	30,941	382	301	93.2	78.8	1.3	61,485	39,461	399	196	70.2	49.1	2.0	77,673	58,185																								
8	UA	CIP_CODE_2	12	Personal and Culinary Services	247	192	87.9	77.7	42.2	17,716	17,596	247	184	87.9	74.5	46.2	23,397	22,674	196	76	64.3	38.8	38.2	37,024	37,391																								
9	UA	CIP_CODE_2	13	Education	2,440	2,236	91.2	91.6	41.7	48,215	39,382	2,440	2,157	91.2	88.4	55.7	53,883	51,696	2,803	1,620	77.1	57.8	53.3	68,165	64,636																								
10	UA	CIP_CODE_2	14	Engineering	1,317	1,003	83.2	76.2	30.2	49,123	37,778	1,317	935	83.2	71.0	52.8	65,456	58,771	1,159	490	60.7	42.3	68.0	93,149	88,438																								
11	UA	CIP_CODE_2	15	Engineering Technologies and Engineering-Related Field	878	717	94.1	81.7	11.7	53,338	43,181	878	741	94.1	84.4	15.8	64,411	57,377	880	511	76.3	58.1	15.7	89,633	94,459																								
12	UA	CIP_CODE_2	16	Foreign Languages, Literatures, and Linguistics	210	154	81.4	73.3	13.6	48,607	28,041	210	150	81.4	71.4	16.0	41,891	33,249	220	74	52.3	33.6	20.3	39,582	41,942																								
13	UA	CIP_CODE_2	19	Family and Consumer Sciences/Human Sciences	135	102	84.4	75.6	18.6	24,966	24,964	135	104	84.4	77.0	28.8	27,269	30,249	186	92	69.4	49.5	21.7	32,393	37,605																								
14	UA	CIP_CODE_2	22	Legal Professions and Studies	100	69	92.0	69.0	24.6	37,163	33,012	100	72	92.0	72.0	29.2	41,282	40,030	88	35	63.6	39.8	51.4	47,075	42,512																								
15	UA	CIP_CODE_2	23	English Language and Literature/Letters	391	281	84.4	71.9	7.8	36,584	23,619	391	277	84.4	70.8	15.5	28,939	29,967	428	194	63.1	45.3	21.1	49,388	44,332																								
16	UA	CIP_CODE_2	24	Liberal Arts and Sciences, General Studies and Humaniti	2,020	1,473	87.4	72.9	1.3	12,519	26,711	2,020	1,446	87.4	71.6	1.6	13,529	30,388	1,947	866	68.4	44.5	2.7	43,928	45,328																								
17	UA	CIP_CODE_2	26	Biological and Biomedical Sciences	670	522	87.2	77.9	13.2	28,783	19,630	670	498	87.2	74.3	17.5	31,467	27,299	622	230	58.7	37.0	32.2	47,703	54,985																								
18	UA	CIP_CODE_2	27	Mathematics and Statistics	140	99	82.1	70.7	3.0	43,799	21,285	140	94	82.1	67.1	16.0	36,225	30,898	138	50	50.0	36.2	32.0	59,164	52,337																								
19	UA	CIP_CODE_2	30	Multi/Interdisciplinary Studies	753	535	83.8	71.0	0.7	47,930	29,445	753	530	83.8	70.4	0.9	49,873	34,373	624	247	63.9	39.6	2.8	55,591	56,310																								
20	UA	CIP_CODE_2	31	Parks, Recreation, Leisure, and Fitness Studies	111	93	82.0	83.8	3.2	10,553	17,171	111	84	82.0	75.7	4.8	3,979	24,256	150	68	62.0	45.3	0.0	0	49,134																								
21	UA	CIP_CODE_2	38	Philosophy and Religious Studies	34	23	97.1	67.6	0.0	0	26,254	34	26	97.1	76.5	0.0	0	27,830	58	24	56.9	41.4	0.0	0	48,531																								
22	UA	CIP_CODE_2	40	Physical Sciences	335	256	74.9	76.4	14.1	29,137	21,853	335	206	74.9	61.5	28.2	43,902	35,820	347	117	47.8	33.7	35.9	69,785	65,198																								

APPENDIX A:
UNIVERSITY REQUESTED DATA ELEMENTS AND ITEM LOCATIONS IN DATA FILE

Table 6. UAS_BBA_Concentration_Aggregati Tab - UAS Only Outcomes by Program Emphasis

		0										1							5								
		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
		FY15-FY19 Degree Recipients, 0 Years Post-Graduation (Outcomes FY14-FY18)												FY15-FY19 Degree Recipients, 1 Year Post-Graduation (Outcomes FY16-FY20)							FY11-FY15 Degree Recipients, 5 Year Post-Graduation (Outcomes FY16-FY20)						
		\$												\$							\$						
		BBA																									

APPENDIX B:
UNIVERSITY DATA FILES, SUBMITTED TEMPLATE, AND DEFINITIONS

Links to University Data Files:

University of Alaska Anchorage: https://docs.google.com/spreadsheets/d/1-EolVN37aXbcaXL5txl_5bNa3pnwG-B9/edit?usp=sharing&oid=103729244870167083444&rtpof=true&sd=true

University of Alaska Fairbanks: <https://docs.google.com/spreadsheets/d/1urj76oTSMNUYMIcebicEh2bZFMPeV3Yh/edit?usp=sharing&oid=103729244870167083444&rtpof=true&sd=true>

University of Alaska Southeast: <https://docs.google.com/spreadsheets/d/1BF1wlu-9T61CPhqR5kIF3DlxTksgCpl2/edit?usp=sharing&oid=103729244870167083444&rtpof=true&sd=true>

University of Alaska: <https://docs.google.com/spreadsheets/d/1xY78ejl1FxWNFdr2pmDmYjCdfeza7Qxu/edit?usp=sharing&oid=103729244870167083444&rtpof=true&sd=true>

Link to the UA Data Template Submitted to DoLWD:

<https://docs.google.com/spreadsheets/d/1GA1uWb7oVKweT9t3SCeqMcFD-ujf45N1/edit?usp=sharing&oid=103729244870167083444&rtpof=true&sd=true>

Link to all UA Data Definitions:

<https://drive.google.com/drive/folders/1UvaslcutrKUroU1uJhjCYQtpOcfRwAbk?usp=sharing>