



INDIANA

RETURN

ON INVESTMENT

REPORT



Part II: A Closer Look at College Value

What Hoosier students pay for college in Indiana and what they get in return





Introduction: A Closer Look at College Value

An investment in higher education may be the most important purchase Hoosiers ever make. A college degree yields returns in terms of higher earnings after graduation, but higher education offers benefits that extend far beyond a financial payback. These dividends include greater job satisfaction and security, enhanced social mobility, increased civic involvement, improved health and wellness, and a higher quality of life.¹

Indiana students and families sensibly view higher education as more than just a financial decision. However, due to the complex nature of this investment, Hoosiers must carefully consider the costs and benefits of how, where, and at what pace they pursue their higher education. Students invest their time and money to earn a college degree while governments and higher education institutions provide financial aid to support that achievement. Though the benefits of higher learning begin to accrue from the moment a student enrolls in college, the most meaningful and lasting return on investment occurs with college completion.

The College Payoff

College graduates earn an average of a \$1 million more over their lifetimes and experience half the unemployment risk of those with only a high school diploma. As a group, college degree-holders represent a better prepared workforce that increases Indiana's ability to attract outside investment, create jobs and spur new innovation. As the state's college graduates increase their standard of living, Indiana's per capita income and tax revenues grow as well, paving the way for a higher standard of living for all Hoosiers.

All learning pays dividends, but a college credential provides a passport to prosperity and opportunity. Unfortunately, far too many students in Indiana and across the nation leave college with debt and no degree. Others take out student loans without a clear understanding of what their post-graduate job earnings are likely to be or how long it will realistically take them to pay off their college debt. With students taking longer to graduate and finishing with more debt than ever before, Hoosiers' investment in higher

education must be accompanied by a clear sense of the financial realities and a purposeful plan to graduate on time.

Return on Investment: Part I (State Level)

The Commission for Higher Education is committed to helping Hoosiers understand the undeniable value of college while recognizing that the outcome depends heavily on individual choice—where students go to school, what they study, how long it takes them to graduate, and how much debt they incur.

With these realities in mind, the Commission released the first part of an ongoing series of "Return on Investment" reports in January 2013. Subtitled, "Making the Case: How Hoosiers can get more for their higher education dollars," the report conveyed the compelling value of college degrees and quality workforce credentials. The report also demonstrated that college graduates have more opportunities, greater job security and higher earnings while the State of Indiana secures a stronger economy, workforce and middle class as more Hoosiers advance their education.

Part I of Indiana's Return on Investment (ROI) series presented a three-fold opportunity to further increase the payoff higher education provides to students and the state. It called on the state to invest more in higher education through performance-based funding and for colleges to control tuition costs and encourage smarter student choices through proactive advising practices. Notably, the Commission also acknowledged students' responsibility, calling on students to develop clear plans for on-time graduation and to borrow wisely in an

All learning pays dividends, but a college degree is the true currency.





Indiana must empower students and families to make informed choices when investing in higher education.

effort to minimize college debt and increase their return on investment.

Return on Investment: Part II (College Level)

Released in November 2013, ROI Part II is designed to empower students and families with even more essential information as they consider their options for education beyond high school. Through institution-specific profiles for each of Indiana's public colleges and universities, the report examines the value of an individual's investment in higher education and the expected return in terms of salary and job opportunities by program area. In addition to helping college students make smarter choices, the data can be used to inform state-level policy discussions and guide the decisions of Indiana's higher education administrators.

ROI Part II features three key pieces of information. First, the report provides data on college costs (before and after financial aid), as well as average student debt. This can help students and families understand their expected investment and the importance of timely college completion.

Second, the report highlights the top three industries of employment by degree program for Hoosier graduates employed in Indiana. Students should understand which program areas offer clear career pathways following graduation versus those that may require further planning, research or advanced education to determine a career path.

Third, the report notes the average salaries for Hoosier graduates working in Indiana one, five, and ten years after graduation. This salary data is informative when considering how to pay for college and planning a post-graduation budget.

Armed with these data, it may be tempting to make decisions about a particular college or degree based solely on expected earnings. It's equally important for students to consider other factors, such as personal interest, preferred industry of employment, value to society, and potential for career growth. Ultimately, the data in

this report should equip students and families to make more informed decisions about their college and career path while ensuring a greater return on investment.



Increasing Indiana's return on investment in higher education is a responsibility that must be shared jointly by the state, Indiana colleges and Hoosier students.

Acknowledgments

This report would not be possible without strong gubernatorial and legislative support as well as the meaningful partnership with the Indiana Department of Workforce Development, Indiana Department of Education and the Indiana Business Research Center that created the Indiana Workforce Intelligence System (IWIS), the state's longitudinal data warehouse. The Commission also appreciates the ongoing engagement and collaboration of Indiana's colleges and universities as full partners in advancing educational opportunity and degree attainment for all Hoosiers.

¹ For more, see the College Board's report titled [Education Pays 2013: The Benefit of Higher Education for Individuals and Society](http://trends.collegeboard.org/sites/default/files/education-pays-2013-full-report.pdf) at <http://trends.collegeboard.org/sites/default/files/education-pays-2013-full-report.pdf>.





Frequently Asked Questions

Q: Why did the Commission for Higher Education create the Return on Investment reports?

A: The Commission recognizes that choosing to invest in higher education is a worthwhile but complex decision. Students and families must carefully consider the costs and benefits associated with their options for how, where, and at what pace they will pursue higher education. The value of the investment in higher education increases significantly through thoughtful planning and responsible financing.

Part II of the Return on Investment series is designed to help prospective college students and their families evaluate their ever-increasing options and make more informed choices about their investment in higher education. This same information can also be used to guide higher education administrators and state-level policy discussions.

Q: What are the key elements of the ROI report?

A: The report features three key pieces of information for each Indiana public college:

1) **Average cost of college** (before and after financial aid) and **average student debt**. These estimations show how much a student might pay for college as well as the amount of debt upon graduation. This information can help students and families better understand their expected investment and the importance of college completion.

2) **Top three industries of employment** by major one year post-graduation for Hoosier graduates who stay in Indiana. Students benefit from understanding which programs offer clear pathways to professions after graduation, versus areas that may require more research and planning to identify career pathways.

3) **Average salary one, five, and ten years post-graduation** for Hoosier graduates who stay in Indiana. Expected salary and future earnings are important information when choosing a degree program, considering how to finance a college education and planning a post-graduation budget.

Q: How should the ROI report be used?

A: The report can help students and families, educators, policymakers, and the public better understand the importance of making informed choices when investing in higher education in a number of ways. For instance, readers may be interested in reviewing the average cost of college, average debt load and percentage of graduates leaving with debt as they consider how to plan and pay for college.

Reviewing the top industries of employment for Hoosier graduates staying in Indiana indicates which majors tend to result in more direct career paths versus those that may require more planning, research or further education. Finally, reviewing salary trends for various program majors can help prospective students understand their average expected salary growth over time in comparison to the average cost of their education.





Frequently Asked Questions (continued)

Q: What should readers keep in mind when reviewing the ROI report?

A: As with nearly any report, the data have limitations when applied to individuals. First, the data points provided are averages that apply to certain types of students. Average cost of attendance before and after financial aid are average costs for first-time, full-time undergraduate students who are living on-campus (for institutions with on-campus housing) or living off-campus, not with family. A student's costs may be lower or higher than the averages reported here based on individual choices, personal circumstances and other factors. In addition, average debt upon graduation is based on graduates who started and finished at that institution. A student's debt may be more or less than the average, depending on individual choices, family income and financial planning among other considerations.

Workforce and salary data provided in the report are based on Hoosier graduates who chose to stay and work in Indiana. A college graduate's salary may, again, be more or less than the averages reported here, depending on where the individual chooses to live; the industry in which the individual chooses to work; the sector (public or private) in which individual chooses to work, among other factors. Industries of employment are based on one year post-graduation employment for Hoosier graduates staying in Indiana. Industry of employment may be heavily based on student choice, in addition to available job market, and may (and likely will) change over time.

Given these and other caveats, readers should consider the data in this report as one factor in making decisions about investing in college and determining their actual return on investment. Students and families should consider such factors as campus size and location; degree programs offered; average class size; research, internship, and study abroad opportunities; college advising and student services available, and the student's desired learning outcomes. Policymakers and members of the public should also consider a university's fidelity to its mission; the contribution of the university to the well-being of the state and regional economy; research and scholarship activities conducted by university staff; and the role of the institution in increasing the educational attainment of Hoosiers.

Q: What are the biggest takeaways from the ROI report?

A: First and foremost, a college degree matters and higher education continues to offer a significant return on investment for both individual students and the state. This investment is even more valuable when combined with sound financial planning and a clear understanding of a student's desired outcomes. Despite recent media attention and occasional claims to the contrary, a college education continues to be a sound and worthwhile investment that pays lifetime dividends. Though increasing college costs and student debt remain legitimate concerns (especially for those who are unemployed or underemployed), the data clearly show that the investment pays off for those who complete college.

Another important takeaway is that the clarity and directness of an individual's career path may vary considerably depending on the chosen program of study. For some college majors, two-thirds or more of Hoosier graduates that stay in state go to work directly for a particular industry. For other majors, there is much greater variety in the types of fields a student enters. This means that students who choose to pursue certain majors will likely need to do more planning or pursue further education to successfully navigate their career path. These and other factors underscore the importance of proactive college advising and career counseling. **The bottom line:** Purposeful planning and college completion pay off.





State of Indiana: Bachelor, Master, and Doctoral

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$21,430	Average debt upon graduation (for students with debt)	\$26,028
Annual cost of college AFTER financial aid	\$11,091	Percent of students with debt upon graduation	66%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (7%) Banking Institutions (6%) Employment Services (4%)	 \$35,511	 \$49,252	 \$68,470
Education K-12 Schools (71%) Day Care Services (3%) Restaurants (2%)	 \$28,582	 \$38,898	 \$47,771
Health professions/related progs. General Hospitals (66%) Management of Companies (6%) Doctors' Offices (3%)	 \$46,501	 \$53,471	 \$64,458
ALL PROGRAM AREAS	 \$34,161	 \$44,730	 \$58,944





State of Indiana: Bachelor, Master, and Doctoral

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Agriculture	Nondurable Goods Wholesalers (8%)	Grain Farming (8%)	Law and Garden Equipment Stores (6%)	\$35,202	\$48,118	\$58,211
Architecture	Architectural and Engineering Services (34%)	Services to Buildings (9%)	Employment Services (5%)	\$25,842	\$41,118	\$56,144
Biological/life sciences	Colleges and Universities (9%)	General Hospitals (9%)	Employment Services (8%)	\$28,350	\$50,889	\$80,299
Business/marketing	Accounting and Related Services (7%)	Banking Institutions (6%)	Employment Services (4%)	\$35,511	\$49,252	\$68,470
Communication/journalism	Restaurants (6%)	Print Publishers (6%)	Broadcasting (6%)	\$28,200	\$39,509	\$51,470
Computer and information sciences	Computer Systems Design (22%)	Colleges and Universities (10%)	Employment Services (3%)	\$44,287	\$56,769	\$74,365
Education	K-12 Schools (71%)	Day Care Services (3%)	Restaurants (2%)	\$28,582	\$38,898	\$47,771
Engineering	Architectural and Engineering Services (16%)	Employment Services (6%)	Aerospace Product Manufacturing (5%)	\$50,560	\$66,892	\$89,470
Engineering technologies	Architectural and Engineering Services (8%)	Nonresidential Building Construction (6%)	Employment Services (4%)	\$45,856	\$59,191	\$74,375
English	K-12 Schools (25%)	Colleges and Universities (6%)	Print Publishers (5%)	\$26,910	\$36,547	\$46,530
Family and consumer sciences	Clothing Stores (8%)	Day Care Services (7%)	K-12 Schools (6%)	\$28,224	\$39,766	\$51,586
Foreign languages, literatures, and linguistics	K-12 Schools (24%)	Employment Services (7%)	Colleges and Universities (6%)	\$28,569	\$35,850	\$42,093
Health professions/related progs.	General Hospitals (66%)	Management of Companies (6%)	Doctors' Offices (3%)	\$46,501	\$53,471	\$64,458
History	Restaurants (8%)	Colleges and Universities (5%)	Employment Services (4%)	\$25,636	\$37,975	\$47,944
Homeland Security, law enforcement, firefighting, and protective services	Government (29%)	Human Resource Prog. Administration (5%)	Justice and Safety Activities (5%)	\$29,973	\$40,891	\$47,878
Interdisciplinary studies	K-12 Schools (11%)	Colleges and Universities (6%)	Outpatient Care Centers (5%)	\$26,909	\$39,246	\$51,627
Liberal arts/general studies	General Hospitals (7%)	Colleges and Universities (6%)	K-12 Schools (5%)	\$32,887	\$41,456	\$50,273
Mathematics and statistics	K-12 Schools (55%)	Insurance Carriers (6%)	Insurance Agencies (3%)	\$35,269	\$46,599	\$57,205
Natural resources and conservation	Government (10%)	Scientific and Technical Consulting (8%)	Colleges and Universities (7%)	\$28,088	\$40,144	\$49,426





State of Indiana: Bachelor, Master, and Doctoral

Bachelor's Programs (cont'd)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Parks/Recreation/Leisure/Fitness	K-12 Schools (7%)	Other Recreation Industries (6%)	General Hospitals (5%)	\$27,451	\$43,500	\$55,231
Philosophy and religious studies	Colleges and Universities (9%)	Restaurants (6%)	Employment Services (6%)	\$27,755	\$41,238	\$56,300
Physical sciences	Employment Services (11%)	Architectural and Engineering Services (10%)	Scientific and Technical Consulting (8%)	\$32,714	\$48,885	\$77,394
Psychology	Outpatient Care Centers (9%)	General Hospitals (5%)	Psychiatric Hospitals (5%)	\$25,668	\$35,418	\$46,646
Public administration and social services	Human Resource Prog. Administration (10%)	Government (5%)	Family Services (4%)	\$30,599	\$44,015	\$58,653
Social sciences	Government (9%)	K-12 Schools (9%)	Restaurants (5%)	\$28,086	\$38,876	\$51,747
Transportation and materials moving	Scheduled Air Transportation (23%)	Air Transportation Support (18%)	Employment Services (5%)	\$25,767	\$48,264	\$68,632
Visual and performing arts	K-12 Schools (15%)	Restaurants (8%)	Colleges and Universities (4%)	\$25,266	\$33,981	\$42,882
ALL BACHELOR'S PROGRAMS				\$34,161	\$44,730	\$58,944





State of Indiana: Bachelor, Master, and Doctoral

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (26%)	Employment Services (10%)	General Hospitals (7%)	\$37,075	\$58,830	\$145,237
Business/marketing	Accounting and Related Services (12%)	Colleges and Universities (6%)	Engine and Transmission Equipment Manufacturing (6%)	\$71,823	\$93,118	\$114,224
Communication/journalism	Colleges and Universities (33%)	Junior Colleges (7%)	Print Publishers (5%)	\$45,862	\$49,311	\$60,144
Computer and information sciences	Computer Systems Design (27%)	Colleges and Universities (21%)	Communications Equipment Manufacturing (10%)	\$56,768	\$75,327	\$79,717
Education	K-12 Schools (78%)	Colleges and Universities (7%)	Junior Colleges (2%)	\$48,950	\$57,542	\$64,750
Engineering	Architectural and Engineering Services (14%)	Aerospace Product Manufacturing (11%)	Engine and Transmission Equipment Manufacturing (10%)	\$70,310	\$82,590	\$115,901
English	Colleges and Universities (39%)	K-12 Schools (22%)	Junior Colleges (18%)	\$38,216	\$44,513	**
Health professions/related progs.	General Hospitals (33%)	Doctors' Offices (17%)	Other Health Practitioners' Offices (8%)	\$68,220	\$75,436	\$86,200
History	Colleges and Universities (19%)	K-12 Schools (17%)	Junior Colleges (12%)	\$39,779	\$49,477	**
Liberal arts/general studies	Colleges and Universities (30%)	K-12 Schools (22%)	Junior Colleges (11%)	\$40,498	\$46,769	**
Library science	Other Information Services (32%)	K-12 Schools (23%)	Colleges and Universities (23%)	\$36,117	\$45,384	\$53,418
Mathematics and statistics	K-12 Schools (45%)	Junior Colleges (15%)	Colleges and Universities (10%)	\$49,127	\$61,195	**
Parks/Recreation/Leisure/Fitness	Colleges and Universities (33%)	K-12 Schools (13%)	General Hospitals (7%)	\$38,513	\$48,990	\$64,203
Physical sciences	K-12 Schools (19%)	Colleges and Universities (17%)	Pharmaceutical Manufacturing (16%)	\$50,740	\$59,756	**
Psychology	K-12 Schools (41%)	Outpatient Care Centers (10%)	Colleges and Universities (9%)	\$36,025	\$47,598	\$49,863
Public administration and social services	General Hospitals (14%)	Family Services (12%)	Human Resource Prog. Administration (9%)	\$39,743	\$47,998	\$53,484
Social sciences	Colleges and Universities (16%)	Government (16%)	Junior Colleges (6%)	\$38,510	\$47,241	\$72,528
Visual and performing arts	K-12 Schools (33%)	Colleges and Universities (30%)	Junior Colleges (5%)	\$36,153	\$43,423	\$52,479
ALL MASTER'S PROGRAMS				\$53,539	\$63,544	\$75,838





State of Indiana: Bachelor, Master, and Doctoral

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (47%)	K-12 Schools (36%)	Junior Colleges (7%)	\$77,705	\$86,839	\$90,645
Health professions/related progs.	Colleges and Universities (45%)	Doctors' Offices (28%)	*	\$61,020	\$92,087	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$66,051	\$82,242	\$89,568

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	General Hospitals (32%)	Health Care Stores (18%)	Dentists' Offices (15%)	\$82,022	\$135,198	\$194,819
Law/legal studies	Legal Services (52%)	Government (14%)	Justice and Safety Activities (7%)	\$56,907	\$77,332	\$96,592
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$70,659	\$110,546	\$154,778





State of Indiana: Certificate and Associate

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$16,223	Average debt upon graduation (for students with debt)	\$17,132
Annual cost of college AFTER financial aid	\$9,041	Percent of students with debt upon graduation	49%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (50%) Nursing Care Facilities (10%) Doctors' Offices (8%)	\$39,238	\$46,163	\$53,375
Business/marketing Banking Institutions (7%) General Hospitals (4%) Employment Services (4%)	\$30,751	\$36,926	\$47,357
Liberal arts/general studies General Hospitals (7%) Colleges and Universities (6%) Restaurants (4%)	\$30,716	\$37,494	\$46,421
ALL PROGRAM AREAS	\$37,212	\$43,858	\$52,254





State of Indiana: Certificate and Associate

Certificate Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Employment Services (6%)	Colleges and Universities (6%)	Motor Vehicle Parts Manufacturing (5%)	\$28,393	\$35,747	\$49,529
Computer and information sciences	Employment Services (10%)	Motor Vehicle Parts Manufacturing (9%)	*	\$34,520	**	\$45,563
Construction trades	Building Equipment Contractors (19%)	Building Contractors (10%)	Nonresidential Building Construction (7%)	\$39,297	\$48,395	**
Engineering technologies	Building Equipment Contractors (8%)	Motor Vehicle Parts Manufacturing (6%)	Employment Services (5%)	\$38,298	\$46,644	\$55,769
Health professions/related progs.	Nursing Care Facilities (31%)	General Hospitals (17%)	Doctors' Offices (11%)	\$28,657	\$36,795	\$42,462
Interdisciplinary studies	General Hospitals (8%)	Colleges and Universities (8%)	Legal Services (6%)	\$36,369	\$41,630	\$59,446
Mechanic and repair technologies	Automotive Repair (17%)	Automobile Dealers (15%)	Motor Vehicle Parts Manufacturing (8%)	\$27,210	\$34,943	**
ALL CERTIFICATE PROGRAMS				\$30,508	\$37,738	\$45,175





State of Indiana: Certificate and Associate

Associate's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Agriculture	Services to Buildings (19%)	Law and Garden Equipment Stores (8%)	Nondurable Goods Wholesalers (8%)	\$27,922	\$43,210	\$41,155
Business/marketing	Banking Institutions (7%)	General Hospitals (4%)	Employment Services (4%)	\$30,751	\$36,926	\$47,357
Computer and information sciences	Computer Systems Design (7%)	Employment Services (5%)	K-12 Schools (4%)	\$32,525	\$41,713	\$46,165
Construction trades	Building Equipment Contractors (58%)	Nonresidential Building Construction (12%)	Building Finishing Contractors (4%)	\$56,817	\$60,015	\$69,421
Education	Day Care Services (38%)	K-12 Schools (11%)	Family Services (6%)	\$21,462	\$25,706	\$33,525
Engineering technologies	Architectural and Engineering Services (6%)	Building Equipment Contractors (5%)	Motor Vehicle Parts Manufacturing (5%)	\$39,936	\$51,923	\$63,218
Family and consumer sciences	Day Care Services (46%)	*	*	**	\$26,625	\$28,843
Health professions/related progs.	General Hospitals (50%)	Nursing Care Facilities (10%)	Doctors' Offices (8%)	\$39,238	\$46,163	\$53,375
Homeland Security, law enforcement, firefighting, and protective services	Government (27%)	Justice and Safety Activities (7%)	Security Services (4%)	\$27,286	\$38,114	\$43,375
Law/legal studies	Legal Services (36%)	Government (9%)	Employment Services (8%)	\$26,763	\$31,528	\$36,864
Liberal arts/general studies	General Hospitals (7%)	Colleges and Universities (6%)	Restaurants (4%)	\$30,716	\$37,494	\$46,421
Mechanic and repair technologies	Automobile Dealers (19%)	Automotive Repair (10%)	Machinery Wholesalers (10%)	\$31,910	\$41,260	\$45,384
Natural resources and conservation	Government (17%)	Employment Services (7%)	Justice and Safety Activities (7%)	\$26,506	\$36,293	**
Personal and culinary services	Death Care Services (47%)	Traveler Accommodation (5%)	*	\$31,979	\$40,972	**
Precision production	Building Equipment Contractors (26%)	Nonresidential Building Construction (21%)	Building Contractors (20%)	\$54,668	\$57,230	\$65,726
Visual and performing arts	Printing Activities (6%)	Banking Institutions (5%)	Print Publishers (5%)	\$25,469	\$30,068	\$37,237
ALL ASSOCIATE'S PROGRAMS				\$37,212	\$43,858	\$52,254





Ball State University

THE INVESTMENT

What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,760	Average debt upon graduation (for students with debt)	\$25,692
Annual cost of college AFTER financial aid	\$12,622	Percent of students with debt upon graduation	70%

THE RETURN

What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Education K-12 Schools (68%) Day Care Services (3%) Civic and Social Organizations (2%)	\$28,225	\$39,019	\$47,928
Business/marketing Banking Institutions (7%) Accounting and Related Services (6%) Employment Services (6%)	\$33,215	\$50,222	\$63,740
Liberal arts/general studies General Hospitals (8%) Employment Services (5%) Colleges and Universities (4%)	\$29,839	\$37,906	\$45,482
ALL PROGRAM AREAS	\$31,054	\$41,496	\$51,754





RETURN ON INVESTMENT



Ball State University

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Architecture	Architectural and Engineering Services (46%)	Services to Buildings (7%)	Restaurants (5%)	\$25,869	\$40,877	\$58,764
Biological/life sciences	Employment Services (7%)	General Hospitals (7%)	Colleges and Universities (6%)	\$27,961	\$42,717	**
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (6%)	Employment Services (6%)	\$33,215	\$50,222	\$63,740
Communication/journalism	Broadcasting (8%)	Print Publishers (8%)	Restaurants (5%)	\$28,388	\$38,944	\$52,958
Education	K-12 Schools (68%)	Day Care Services (3%)	Civic and Social Organizations (2%)	\$28,225	\$39,019	\$47,928
Engineering technologies	Nonresidential Building Construction (9%)	Computer Systems Design (8%)	Building Equipment Contractors (7%)	\$37,449	\$48,901	**
English	K-12 Schools (46%)	Employment Services (5%)	Restaurants (4%)	\$29,007	\$37,128	\$44,287
Family and consumer sciences	Clothing Stores (11%)	Day Care Services (10%)	Department Stores (5%)	\$25,934	\$35,956	**
Foreign languages, literatures, and linguistics	K-12 Schools (33%)	Employment Services (8%)	*	\$27,603	\$36,629	**
Health professions/related progs.	General Hospitals (80%)	Nursing Care Facilities (3%)	Doctors' Offices (2%)	\$47,439	\$53,054	\$59,026
History	Restaurants (8%)	Colleges and Universities (7%)	Insurance Carriers (7%)	\$23,063	\$34,949	**
Homeland Security, law enforcement, firefighting, and protective services	Government (36%)	Justice and Safety Activities (7%)	Human Resource Prog. Administration (5%)	\$30,353	\$39,637	\$49,319
Liberal arts/general studies	General Hospitals (8%)	Employment Services (5%)	Colleges and Universities (4%)	\$29,839	\$37,906	\$45,482
Mathematics and statistics	K-12 Schools (76%)	*	*	\$34,146	\$44,458	**
Physical sciences	Employment Services (24%)	Scientific and Technical Consulting (16%)	Architectural and Engineering Services (11%)	\$35,237	\$50,278	**
Psychology	Outpatient Care Centers (14%)	Other Residential Facilities (7%)	Family Services (6%)	\$24,541	\$34,549	\$45,024
Public administration and social services	Human Resource Prog. Administration (22%)	Family Services (15%)	Nursing Care Facilities (10%)	\$27,028	\$33,757	\$38,188
Social sciences	K-12 Schools (21%)	Government (7%)	Restaurants (7%)	\$28,199	\$37,003	\$49,254
Visual and performing arts	K-12 Schools (35%)	Restaurants (10%)	Employment Services (3%)	\$25,958	\$35,147	\$48,293
ALL BACHELOR'S PROGRAMS				\$31,054	\$41,496	\$51,754



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Ball State University

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (26%)	Banking Institutions (6%)	Medical Equipment Manufacturing (6%)	\$64,640	\$86,966	**
Communication/journalism	Colleges and Universities (21%)	Print Publishers (9%)	*	\$42,316	\$51,119	**
Computer and information sciences	Computer Systems Design (27%)	Colleges and Universities (23%)	Junior Colleges (7%)	\$50,934	\$67,615	\$80,213
Education	K-12 Schools (83%)	Colleges and Universities (5%)	Junior Colleges (2%)	\$49,568	\$57,313	\$60,781
Health professions/related progs.	General Hospitals (35%)	Doctors' Offices (12%)	Other Health Practitioners' Offices (10%)	\$64,198	\$66,867	\$69,916
Psychology	K-12 Schools (43%)	Colleges and Universities (10%)	General Hospitals (7%)	\$37,035	\$45,490	**
Public administration and social services	Colleges and Universities (17%)	General Hospitals (12%)	Government (12%)	\$44,852	\$52,941	**
ALL MASTER'S PROGRAMS				\$51,124	\$60,597	\$65,266

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (44%)	K-12 Schools (31%)	*	\$71,011	\$92,068	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$62,096	\$78,925	**





Indiana State University

THE INVESTMENT

What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,838	Average debt upon graduation (for students with debt)	\$24,145
Annual cost of college AFTER financial aid	\$11,183	Percent of students with debt upon graduation	75%

THE RETURN

What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (7%) Accounting and Related Services (5%) Insurance Agencies (4%)	 \$35,282	 \$46,508	 \$55,846
Education K-12 Schools (63%) Employment Services (4%) Day Care Services (3%)	 \$28,687	 \$38,674	 \$46,714
Social sciences Government (20%) Justice and Safety Activities (6%) Human Resource Prog. Administration (5%)	 \$26,979	 \$37,981	 \$43,854
ALL PROGRAM AREAS	 \$33,074	 \$41,717	 \$50,826





RETURN ON INVESTMENT



Indiana State University

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (5%)	Insurance Agencies (4%)	\$35,282	\$46,508	\$55,846
Communication/journalism	Broadcasting (9%)	Restaurants (6%)	Colleges and Universities (4%)	\$26,212	\$34,183	**
Computer and information sciences	Computer Systems Design (14%)	Colleges and Universities (12%)	*	\$36,306	\$45,857	**
Education	K-12 Schools (63%)	Employment Services (4%)	Day Care Services (3%)	\$28,687	\$38,674	\$46,714
Engineering technologies	Employment Services (8%)	Engine and Transmission Equipment Manufacturing (8%)	Motor Vehicle Parts Manufacturing (6%)	\$43,426	\$56,244	\$64,265
English	K-12 Schools (41%)	Employment Services (9%)	*	\$33,148	\$36,268	**
Family and consumer sciences	K-12 Schools (15%)	Day Care Services (13%)	Clothing Stores (8%)	\$25,068	\$33,036	\$38,138
Health professions/related progs.	General Hospitals (72%)	K-12 Schools (3%)	Outpatient Care Centers (3%)	\$48,169	\$51,008	\$59,005
Parks/Recreation/Leisure/Fitness	Government (8%)	Other Recreation Industries (8%)	Civic and Social Organizations (5%)	\$26,345	\$36,734	**
Psychology	Outpatient Care Centers (19%)	K-12 Schools (5%)	Other Residential Facilities (5%)	\$23,387	\$33,255	**
Social sciences	Government (20%)	Justice and Safety Activities (6%)	Human Resource Prog. Administration (5%)	\$26,979	\$37,981	\$43,854
Transportation and materials moving	Air Transportation Support (32%)	Scheduled Air Transportation (18%)	Employment Services (6%)	\$24,763	\$45,244	**
Visual and performing arts	K-12 Schools (30%)	Sporting Goods and Hobby Stores (5%)	Printing Activities (4%)	\$26,333	\$33,343	**
ALL BACHELOR'S PROGRAMS				\$33,074	\$41,717	\$50,826



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Indiana State University

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Colleges and Universities (25%)	Junior Colleges (8%)	*	\$50,519	\$62,767	\$95,804
Education	K-12 Schools (78%)	Colleges and Universities (8%)	Junior Colleges (2%)	\$47,245	\$59,380	\$63,585
Health professions/related progs.	General Hospitals (24%)	K-12 Schools (22%)	Other Health Practitioners' Offices (14%)	\$62,859	\$64,969	**
ALL MASTER'S PROGRAMS				\$47,708	\$57,132	\$71,041

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	K-12 Schools (49%)	Colleges and Universities (27%)	Junior Colleges (14%)	\$88,473	\$86,427	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$84,571	\$88,485	**





Indiana University-Bloomington

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$22,049	Average debt upon graduation (for students with debt)	\$27,413
Annual cost of college AFTER financial aid	\$10,899	Percent of students with debt upon graduation	61%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (17%) Banking Institutions (5%) Employment Services (5%)	 \$39,755	 \$57,930	 \$83,226
Education K-12 Schools (69%) Day Care Services (3%) Restaurants (2%)	 \$28,968	 \$39,342	 \$47,124
Parks/Recreation/Leisure/Fitness Restaurants (6%) K-12 Schools (6%) Traveler Accommodation (6%)	 \$26,573	 \$44,940	 \$56,173
ALL PROGRAM AREAS	 \$30,390	 \$45,183	 \$62,838





RETURN ON INVESTMENT



Indiana University-Bloomington

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (13%)	General Hospitals (12%)	Employment Services (10%)	\$27,746	\$57,580	\$97,049
Business/marketing	Accounting and Related Services (17%)	Banking Institutions (5%)	Employment Services (5%)	\$39,755	\$57,930	\$83,226
Communication/journalism	Restaurants (9%)	Print Publishers (9%)	Broadcasting (6%)	\$27,811	\$41,905	\$53,698
Computer and information sciences	Computer Systems Design (25%)	Colleges and Universities (17%)	Accounting and Related Services (4%)	\$39,928	\$54,674	\$73,571
Education	K-12 Schools (69%)	Day Care Services (3%)	Restaurants (2%)	\$28,968	\$39,342	\$47,124
English	Print Publishers (13%)	Colleges and Universities (10%)	Restaurants (10%)	\$25,065	\$34,627	\$51,207
Family and consumer sciences	Clothing Stores (26%)	Department Stores (16%)	Shoe Stores (7%)	\$27,554	\$37,746	**
Foreign languages, literatures, and linguistics	Colleges and Universities (13%)	K-12 Schools (7%)	Employment Services (6%)	\$27,973	\$35,734	\$42,848
Health professions/related progs.	General Hospitals (55%)	K-12 Schools (6%)	Other Health Practitioners' Offices (4%)	\$39,359	\$55,051	\$59,747
History	Colleges and Universities (10%)	Restaurants (10%)	*	\$24,062	\$44,738	\$55,962
Homeland Security, law enforcement, firefighting, and protective services	Government (27%)	Restaurants (6%)	Human Resource Prog. Administration (6%)	\$29,305	\$42,422	\$52,413
Liberal arts/general studies	Colleges and Universities (14%)	Restaurants (6%)	Employment Services (4%)	\$31,378	\$39,559	\$51,522
Parks/Recreation/Leisure/Fitness	Restaurants (6%)	K-12 Schools (6%)	Traveler Accommodation (6%)	\$26,573	\$44,940	\$56,173
Physical sciences	Scientific and Technical Consulting (12%)	Pharmaceutical Manufacturing (10%)	Colleges and Universities (9%)	\$31,419	\$52,118	\$93,568
Psychology	Colleges and Universities (10%)	Restaurants (7%)	Outpatient Care Centers (6%)	\$26,021	\$39,355	\$54,037
Public administration and social services	Banking Institutions (5%)	Employment Services (4%)	Insurance Carriers (4%)	\$32,048	\$50,426	\$68,579
Social sciences	Colleges and Universities (8%)	Restaurants (7%)	Banking Institutions (5%)	\$27,167	\$40,750	\$57,126
Visual and performing arts	Restaurants (10%)	Colleges and Universities (8%)	Print Publishers (6%)	\$24,798	\$35,199	\$44,455
ALL BACHELOR'S PROGRAMS				\$30,390	\$45,183	\$62,838



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Indiana University-Bloomington

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (36%)	Engine and Transmission Equipment Manufacturing (10%)	Colleges and Universities (7%)	\$73,426	\$95,711	\$125,829
Education	K-12 Schools (64%)	Colleges and Universities (17%)	Junior Colleges (2%)	\$41,907	\$52,858	\$61,607
Health professions/related progs.	General Hospitals (24%)	K-12 Schools (21%)	Other Health Practitioners' Offices (15%)	\$45,081	\$62,507	**
Library science	Colleges and Universities (42%)	Other Information Services (26%)	K-12 Schools (9%)	\$34,160	\$42,527	\$50,512
Parks/Recreation/Leisure/Fitness	Colleges and Universities (38%)	General Hospitals (7%)	K-12 Schools (5%)	\$37,530	\$50,204	\$61,506
Public administration and social services	Colleges and Universities (22%)	Government (10%)	Human Resource Prog. Administration (8%)	\$36,631	\$53,955	**
ALL MASTER'S PROGRAMS				\$45,859	\$56,778	\$72,735

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (59%)	K-12 Schools (25%)	*	\$73,376	\$79,681	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$59,884	\$71,115	\$84,109

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	Other Health Practitioners' Offices (75%)	Colleges and Universities (16%)	*	\$55,260	\$85,415	\$85,994
Law/legal studies	Legal Services (59%)	Government (11%)	Justice and Safety Activities (9%)	\$54,597	\$77,192	\$90,266
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$54,759	\$79,349	\$89,172





Indiana University-East

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,146	Average debt upon graduation (for students with debt)	\$26,460
Annual cost of college AFTER financial aid	\$8,549	Percent of students with debt upon graduation	84%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (10%) Employment Services (5%) Restaurants (5%)	\$32,303		\$57,731
Health professions/related progs. General Hospitals (69%) Nursing Care Facilities (11%) Outpatient Care Centers (5%)	\$48,501	\$58,773	\$66,290
Liberal arts/general studies General Hospitals (13%) Outpatient Care Centers (12%)	\$28,742	\$36,933	\$46,404
ALL PROGRAM AREAS	\$33,435	\$43,015	\$51,365





Indiana University-East

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (10%)	Employment Services (5%)	Restaurants (5%)	\$32,303	**	\$57,731
Education	K-12 Schools (74%)	*	*	\$27,923	\$37,950	\$44,424
Health professions/related progs.	General Hospitals (69%)	Nursing Care Facilities (11%)	Outpatient Care Centers (5%)	\$48,501	\$58,773	\$66,290
Liberal arts/general studies	General Hospitals (13%)	Outpatient Care Centers (12%)	*	\$28,742	\$36,933	\$46,404
ALL BACHELOR'S PROGRAMS				\$33,435	\$43,015	\$51,365





Indiana University-Kokomo

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,643	Average debt upon graduation (for students with debt)	\$25,839
Annual cost of college AFTER financial aid	\$10,058	Percent of students with debt upon graduation	70%

THE RETURN What do Hoosier graduates earn?

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MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (72%) Nursing Care Facilities (6%) Specialty Hospitals (4%)	\$\$\$ \$52,965	\$\$\$ \$61,420	\$\$\$\$ \$71,627
Liberal arts/general studies Motor Vehicle Parts Manufacturing (11%) Colleges and Universities (8%) General Hospitals (7%)	\$\$ \$37,186	\$\$ \$43,243	\$\$\$ \$61,955
Business/marketing Banking Institutions (7%) Accounting and Related Services (6%) Other General Merchandise Stores (6%)	\$\$ \$32,538	\$\$\$ \$45,504	\$\$\$ \$55,546
ALL PROGRAM AREAS	\$\$ \$42,147	\$\$\$ \$45,126	\$\$\$ \$53,496





Indiana University-Kokomo

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (6%)	Other General Merchandise Stores (6%)	\$32,538	\$45,504	\$55,546
Education	K-12 Schools (76%)	Family Services (4%)	*	\$25,791	\$33,242	\$39,810
Health professions/related progs.	General Hospitals (72%)	Nursing Care Facilities (6%)	Specialty Hospitals (4%)	\$52,965	\$61,420	\$71,627
Liberal arts/general studies	Motor Vehicle Parts Manufacturing (11%)	Colleges and Universities (8%)	General Hospitals (7%)	\$37,186	\$43,243	\$61,955
ALL BACHELOR'S PROGRAMS				\$42,147	\$45,126	\$53,496

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
All program areas have too little data to report.						
ALL MASTER'S PROGRAMS				\$50,917	\$74,792	\$93,259





Indiana University-Northwest

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$25,012	Average debt upon graduation (for students with debt)	\$31,686
Annual cost of college AFTER financial aid	\$13,379	Percent of students with debt upon graduation	71%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (62%) Management of Companies (22%) Doctors' Offices (4%)	 \$49,527	 \$57,514	 \$60,558
Liberal arts/general studies K-12 Schools (14%) Dentists' Offices (11%) General Hospitals (10%)	 \$28,662	 \$44,152	 \$46,535
Business/marketing Iron & Steel Manufacturing (11%) Banking Institutions (9%) Building Material Stores (7%)	 \$36,342	 \$49,404	 \$60,546
ALL PROGRAM AREAS	 \$37,210	 \$46,722	 \$54,313





Indiana University-Northwest

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Iron & Steel Manufacturing (11%)	Banking Institutions (9%)	Building Material Stores (7%)	\$36,342	\$49,404	\$60,546
Education	K-12 Schools (90%)	*	*	\$31,704	\$42,206	\$55,073
Health professions/related progs.	General Hospitals (62%)	Management of Companies (22%)	Doctors' Offices (4%)	\$49,527	\$57,514	\$60,558
Homeland Security, law enforcement, firefighting, and protective services	Government (31%)	Justice and Safety Activities (8%)	*	\$31,162	\$45,302	\$44,383
Liberal arts/general studies	K-12 Schools (14%)	Dentists' Offices (11%)	General Hospitals (10%)	\$28,662	\$44,152	\$46,535
ALL BACHELOR'S PROGRAMS				\$37,210	\$46,722	\$54,313

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Iron & Steel Manufacturing (19%)	Banking Institutions (8%)	Management of Companies (7%)	\$61,742	\$77,145	\$80,455
Education	K-12 Schools (96%)	*	*	\$60,023	\$65,178	**
Public administration and social services	Family Services (15%)	Human Resource Prog. Administration (9%)	Management of Companies (7%)	\$40,321	\$48,352	\$64,098
ALL MASTER'S PROGRAMS				\$52,679	\$60,481	\$71,618





Indiana University-Purdue University-Fort Wayne

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$23,736	Average debt upon graduation (for students with debt)	\$27,063
Annual cost of college AFTER financial aid	\$12,481	Percent of students with debt upon graduation	76%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (8%) Insurance Carriers (8%) Restaurants (6%)	\$33,086	\$45,047	\$56,597
Liberal arts/general studies General Hospitals (7%) K-12 Schools (5%) Banking Institutions (4%)	\$32,922	\$43,450	\$52,878
Education K-12 Schools (81%) Day Care Services (3%) Restaurants (2%)	\$28,213	\$38,026	\$47,071
ALL PROGRAM AREAS	\$32,224	\$43,708	\$53,945





RETURN ON INVESTMENT



Indiana University-Purdue University-Fort Wayne

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	General Hospitals (10%)	Health Care Stores (9%)	Medical Laboratories (6%)	\$25,419	\$52,074	**
Business/marketing	Banking Institutions (8%)	Insurance Carriers (8%)	Restaurants (6%)	\$33,086	\$45,047	\$56,597
Communication/journalism	Restaurants (5%)	*	*	\$27,265	\$37,840	\$45,764
Computer and information sciences	Computer Systems Design (27%)	Communications Equipment Manufacturing (13%)	*	\$46,245	\$63,987	\$80,987
Education	K-12 Schools (81%)	Day Care Services (3%)	Restaurants (2%)	\$28,213	\$38,026	\$47,071
Engineering	Architectural and Engineering Services (14%)	Communications Equipment Manufacturing (11%)	Employment Services (11%)	\$51,194	\$66,144	**
Engineering technologies	Architectural and Engineering Services (9%)	Medical Equipment Manufacturing (8%)	Communications Equipment Manufacturing (7%)	\$49,661	\$62,758	\$75,893
Health professions/related progs.	General Hospitals (48%)	Outpatient Care Centers (7%)	K-12 Schools (7%)	\$35,613	\$46,449	\$51,945
Homeland Security, law enforcement, firefighting, and protective services	Government (32%)	*	*	**	\$37,898	\$46,377
Liberal arts/general studies	General Hospitals (7%)	K-12 Schools (5%)	Banking Institutions (4%)	\$32,922	\$43,450	\$52,878
Psychology	Outpatient Care Centers (14%)	Restaurants (9%)	Vocational Rehabilitation Centers (7%)	\$24,258	\$31,277	\$40,602
Public administration and social services	Government (19%)	General Hospitals (12%)	Insurance Carriers (5%)	\$28,516	\$39,683	**
Social sciences	Colleges and Universities (8%)	General Hospitals (8%)	Outpatient Care Centers (8%)	\$25,757	\$37,118	**
Visual and performing arts	K-12 Schools (13%)	Restaurants (5%)	Employment Services (4%)	\$24,201	\$32,088	**
ALL BACHELOR'S PROGRAMS				\$32,224	\$43,708	\$53,945





Indiana University-Purdue University-Fort Wayne

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Communications Equipment Manufacturing (7%)	Colleges and Universities (7%)	Medical Equipment Manufacturing (6%)	\$66,628	\$85,571	\$113,993
Education	K-12 Schools (82%)	Colleges and Universities (2%)	Outpatient Care Centers (2%)	\$48,012	\$56,008	\$64,046
ALL MASTER'S PROGRAMS				\$54,731	\$63,443	\$70,452





Indiana University-Purdue University-Indianapolis

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$23,579	Average debt upon graduation (for students with debt)	\$29,660
Annual cost of college AFTER financial aid	\$12,442	Percent of students with debt upon graduation	74%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (6%) Employment Services (6%) Banking Institutions (5%)	\$37,204	\$50,420	\$66,602
Health professions/related progs. General Hospitals (72%) Management of Companies (7%) Doctors' Offices (4%)	\$50,272	\$56,235	\$65,325
Liberal arts/general studies General Hospitals (7%) Colleges and Universities (5%) Employment Services (5%)	\$36,340	\$45,493	\$52,538
ALL PROGRAM AREAS	\$37,974	\$47,046	\$59,474





RETURN ON INVESTMENT



IUPUI

Indiana University-Purdue University-Indianapolis

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (13%)	Employment Services (11%)	Medical Laboratories (9%)	\$30,431	\$46,587	\$72,741
Business/marketing	Accounting and Related Services (6%)	Employment Services (6%)	Banking Institutions (5%)	\$37,204	\$50,420	\$66,602
Communication/journalism	Restaurants (7%)	Print Publishers (6%)	Colleges and Universities (4%)	\$31,251	\$42,363	\$50,439
Computer and information sciences	Computer Systems Design (19%)	Colleges and Universities (11%)	Employment Services (5%)	\$47,784	\$57,668	\$70,027
Education	K-12 Schools (77%)	Day Care Services (4%)	Restaurants (2%)	\$28,697	\$38,324	\$46,969
Engineering	Aerospace Product Manufacturing (11%)	Employment Services (10%)	Architectural and Engineering Services (9%)	\$52,355	\$72,898	\$85,237
Engineering technologies	Architectural and Engineering Services (10%)	Nonresidential Building Construction (9%)	Engine and Transmission Equipment Manufacturing (6%)	\$46,692	\$57,905	\$78,183
English	Banking Institutions (4%)	Electronic Markets (4%)	Print Publishers (4%)	\$26,516	\$34,684	**
Health professions/related progs.	General Hospitals (72%)	Management of Companies (7%)	Doctors' Offices (4%)	\$50,272	\$56,235	\$65,325
History	*	*	*	\$29,588	\$38,991	**
Homeland Security, law enforcement, firefighting, and protective services	Government (23%)	Human Resource Prog. Administration (6%)	Employment Services (5%)	\$31,787	\$42,862	\$48,992
Liberal arts/general studies	General Hospitals (7%)	Colleges and Universities (5%)	Employment Services (5%)	\$36,340	\$45,493	\$52,538
Parks/Recreation/Leisure/Fitness	K-12 Schools (14%)	Other Recreation Industries (7%)	General Hospitals (6%)	\$30,522	\$42,170	\$56,939
Physical sciences	Employment Services (16%)	Scientific and Technical Consulting (10%)	Pharmaceutical Manufacturing (8%)	\$33,247	\$53,573	**
Psychology	General Hospitals (9%)	Colleges and Universities (7%)	Outpatient Care Centers (4%)	\$28,338	\$37,869	\$45,995
Public administration and social services	Human Resource Prog. Administration (18%)	Family Services (8%)	General Hospitals (7%)	\$31,151	\$38,956	\$51,526
Social sciences	Government (7%)	Restaurants (6%)	Colleges and Universities (5%)	\$31,423	\$40,327	\$52,742
Visual and performing arts	Restaurants (10%)	Employment Services (5%)	Print Publishers (4%)	\$25,153	\$32,730	\$37,894
ALL BACHELOR'S PROGRAMS				\$37,974	\$47,046	\$59,474



INDIANA COMMISSION
for
HIGHER EDUCATION



COMPLETION



PRODUCTIVITY



QUALITY



IUPUI | Indiana University-Purdue University-Indianapolis

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (30%)	Employment Services (11%)	General Hospitals (8%)	\$36,713	\$60,608	\$159,149
Business/marketing	Engine and Transmission Equipment Manufacturing (13%)	Accounting and Related Services (12%)	Pharmaceutical Manufacturing (7%)	\$81,456	\$107,933	\$117,529
Communication/journalism	Colleges and Universities (33%)	Computer Systems Design (12%)	*	\$55,217	\$53,872	**
Education	K-12 Schools (81%)	Colleges and Universities (5%)	General Hospitals (1%)	\$48,210	\$56,791	\$66,141
Health professions/related progs.	General Hospitals (37%)	Doctors' Offices (16%)	Colleges and Universities (9%)	\$75,952	\$87,555	\$112,554
Library science	Other Information Services (35%)	K-12 Schools (28%)	Colleges and Universities (16%)	\$36,720	\$46,466	\$55,468
Public administration and social services	General Hospitals (19%)	Family Services (16%)	Human Resource Prog. Administration (10%)	\$38,138	\$46,311	\$48,750
ALL MASTER'S PROGRAMS				\$56,672	\$67,823	\$82,460

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	General Hospitals (46%)	Dentists' Offices (31%)	Management of Companies (6%)	\$72,647	\$162,384	\$252,977
Law/legal studies	Legal Services (50%)	Government (15%)	Justice and Safety Activities (6%)	\$57,553	\$77,378	\$98,955
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$63,767	\$118,551	\$184,365





Indiana University-South Bend

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,813	Average debt upon graduation (for students with debt)	\$24,972
Annual cost of college AFTER financial aid	\$10,836	Percent of students with debt upon graduation	72%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Liberal arts/general studies General Hospitals (6%) K-12 Schools (6%) Colleges and Universities (6%)	\$31,657	\$38,745	\$44,807
Business/marketing Accounting and Related Services (10%) Banking Institutions (9%) Employment Services (4%)	\$31,991	\$47,034	\$64,436
Health professions/related progs. General Hospitals (63%) Dentists' Offices (13%) Doctors' Offices (3%)	\$43,774	\$48,417	\$64,562
ALL PROGRAM AREAS	\$32,359	\$41,322	\$53,881





Indiana University-South Bend

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (10%)	Banking Institutions (9%)	Employment Services (4%)	\$31,991	\$47,034	\$64,436
Communication/journalism	Broadcasting (14%)	*	*	\$26,979	\$36,008	**
Education	K-12 Schools (76%)	Restaurants (3%)	Day Care Services (2%)	\$27,820	\$38,374	\$49,217
Health professions/related progs.	General Hospitals (63%)	Dentists' Offices (13%)	Doctors' Offices (3%)	\$43,774	\$48,417	\$64,562
Homeland Security, law enforcement, firefighting, and protective services	Government (25%)	Human Resource Prog. Administration (6%)	Banking Institutions (5%)	\$28,378	\$38,354	\$41,012
Liberal arts/general studies	General Hospitals (6%)	K-12 Schools (6%)	Colleges and Universities (6%)	\$31,657	\$38,745	\$44,807
Psychology	Psychiatric Hospitals (14%)	Other Residential Facilities (10%)	Family Services (9%)	\$25,364	\$32,649	**
Social sciences	Restaurants (11%)	*	*	\$27,510	\$35,237	**
Visual and performing arts	Restaurants (14%)	*	*	\$23,754	\$34,078	**
ALL BACHELOR'S PROGRAMS				\$32,359	\$41,322	\$53,881

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (13%)	Banking Institutions (9%)	Colleges and Universities (8%)	\$56,435	\$75,054	\$109,491
Education	K-12 Schools (83%)	Colleges and Universities (5%)	Family Services (1%)	\$45,335	\$56,590	\$66,944
Public administration and social services	Psychiatric Hospitals (17%)	Family Services (12%)	General Hospitals (12%)	\$41,654	\$48,279	\$52,716
ALL MASTER'S PROGRAMS				\$46,820	\$57,592	\$68,527





Indiana University-Southeast

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,345	Average debt upon graduation (for students with debt)	\$23,359
Annual cost of college AFTER financial aid	\$10,261	Percent of students with debt upon graduation	61%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (12%) Accounting and Related Services (8%) Printing Activities (4%)	\$33,244	\$44,149	\$67,090
Liberal arts/general studies K-12 Schools (9%) General Hospitals (5%) Colleges and Universities (5%)	\$30,398	\$38,066	\$47,766
Education K-12 Schools (81%) Day Care Services (2%) Other General Merchandise Stores (2%)	\$28,868	\$39,270	\$47,682
ALL PROGRAM AREAS	\$31,958	\$40,193	\$52,366





Indiana University-Southeast

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (12%)	Accounting and Related Services (8%)	Printing Activities (4%)	\$33,244	\$44,149	\$67,090
Education	K-12 Schools (81%)	Day Care Services (2%)	Other General Merchandise Stores (2%)	\$28,868	\$39,270	\$47,682
Health professions/related progs.	General Hospitals (88%)	*	*	\$46,606	\$51,509	\$58,809
Liberal arts/general studies	K-12 Schools (9%)	General Hospitals (5%)	Colleges and Universities (5%)	\$30,398	\$38,066	\$47,766
ALL BACHELOR'S PROGRAMS				\$31,958	\$40,193	\$52,366

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	K-12 Schools (98%)	*	*	\$47,808	\$53,212	\$62,036
ALL MASTER'S PROGRAMS				\$50,298	\$56,634	\$65,198





Ivy Tech Community College

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$16,185	Average debt upon graduation (for students with debt)	\$17,444
Annual cost of college AFTER financial aid	\$8,915	Percent of students with debt upon graduation	47%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (52%) Nursing Care Facilities (11%) Doctors' Offices (8%)	 \$39,866	 \$44,480	 \$50,563
Business/marketing Banking Institutions (7%) Employment Services (5%) General Hospitals (5%)	 \$28,621	 \$33,964	 \$38,603
Construction trades Building Equipment Contractors (60%) Nonresidential Building Construction (12%) Building Finishing Contractors (4%)	 \$58,527	 \$60,606	 \$69,949
ALL PROGRAM AREAS	 \$37,777	 \$43,177	 \$49,747





Ivy Tech Community College

Certificate Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Employment Services (7%)	Colleges and Universities (6%)	Motor Vehicle Parts Manufacturing (6%)	\$27,718	\$30,552	\$35,900
Construction trades	Building Equipment Contractors (19%)	Building Contractors (10%)	Nonresidential Building Construction (7%)	\$39,297	\$48,395	**
Engineering technologies	Building Equipment Contractors (8%)	Motor Vehicle Parts Manufacturing (6%)	Employment Services (5%)	\$38,249	\$45,950	\$54,884
Health professions/related progs.	Nursing Care Facilities (33%)	General Hospitals (18%)	Doctors' Offices (11%)	\$28,841	\$37,404	\$43,075
Mechanic and repair technologies	Automotive Repair (17%)	Automobile Dealers (15%)	Motor Vehicle Parts Manufacturing (8%)	\$27,210	\$34,943	**
ALL CERTIFICATE PROGRAMS				\$30,154	\$37,662	\$43,462





Ivy Tech Community College

Associate's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (7%)	Employment Services (5%)	General Hospitals (5%)	\$28,621	\$33,964	\$38,603
Computer and information sciences	Computer Systems Design (7%)	Employment Services (5%)	General Hospitals (4%)	\$32,098	\$41,284	\$44,543
Construction trades	Building Equipment Contractors (60%)	Nonresidential Building Construction (12%)	Building Finishing Contractors (4%)	\$58,527	\$60,606	\$69,949
Education	Day Care Services (37%)	K-12 Schools (12%)	Family Services (7%)	\$21,588	\$25,276	\$30,772
Engineering technologies	Building Equipment Contractors (7%)	Employment Services (5%)	Motor Vehicle Parts Manufacturing (5%)	\$40,496	\$50,289	\$55,758
Health professions/related progs.	General Hospitals (52%)	Nursing Care Facilities (11%)	Doctors' Offices (8%)	\$39,866	\$44,480	\$50,563
Homeland Security, law enforcement, firefighting, and protective services	Government (24%)	Justice and Safety Activities (6%)	Restaurants (5%)	\$27,337	\$34,133	**
Law/legal studies	Legal Services (35%)	Government (8%)	Employment Services (8%)	\$26,855	\$31,974	\$37,528
Liberal arts/general studies	General Hospitals (11%)	Restaurants (6%)	Nursing Care Facilities (5%)	\$25,984	\$34,450	**
Mechanic and repair technologies	Automobile Dealers (24%)	Automotive Repair (12%)	Automotive Parts Stores (7%)	\$32,602	\$40,720	**
Personal and culinary services	Death Care Services (62%)	*	*	\$37,492	\$45,242	**
Precision production	Building Equipment Contractors (29%)	Nonresidential Building Construction (23%)	Building Contractors (22%)	\$56,318	\$59,123	\$67,501
Visual and performing arts	Print Publishers (7%)	Printing Activities (5%)	Banking Institutions (4%)	\$25,328	\$29,980	\$37,951
ALL ASSOCIATE'S PROGRAMS				\$37,777	\$43,177	\$49,747





Purdue University-Calumet Campus

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,232	Average debt upon graduation (for students with debt)	\$28,784
Annual cost of college AFTER financial aid	\$10,535	Percent of students with debt upon graduation	62%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (8%) Restaurants (6%) Iron & Steel Manufacturing (5%)	\$34,487	\$46,797	\$54,310
Social sciences K-12 Schools (14%) Government (11%) Human Resource Prog. Administration (7%)	\$31,512	\$38,585	\$44,960
Health professions/related progs. General Hospitals (64%) Management of Companies (26%)	\$50,211	\$60,120	
ALL PROGRAM AREAS	\$35,985	\$45,954	\$58,117





RETURN ON INVESTMENT



Purdue University-Calumet Campus

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (8%)	Restaurants (6%)	Iron & Steel Manufacturing (5%)	\$34,487	\$46,797	\$54,310
Communication/journalism	Banking Institutions (7%)	Gambling Industries (6%)	Restaurants (6%)	\$25,887	\$34,231	**
Computer and information sciences	Iron & Steel Manufacturing (11%)	*	*	**	\$48,328	\$64,063
Education	K-12 Schools (91%)	*	*	\$31,003	\$38,803	\$51,534
Engineering	Iron & Steel Manufacturing (29%)	Architectural and Engineering Services (16%)	Electric Power (16%)	\$56,943	\$72,538	**
Engineering technologies	Iron & Steel Manufacturing (16%)	Architectural and Engineering Services (13%)	Electric Power (7%)	\$48,714	\$74,333	\$85,427
English	K-12 Schools (42%)	Banking Institutions (7%)	Colleges and Universities (7%)	\$25,719	\$35,952	**
Health professions/related progs.	General Hospitals (64%)	Management of Companies (26%)	*	\$50,211	\$60,120	**
Psychology	Human Resource Prog. Administration (9%)	Residential Facilities (8%)	Banking Institutions (7%)	\$23,747	\$33,731	\$44,385
Social sciences	K-12 Schools (14%)	Government (11%)	Human Resource Prog. Administration (7%)	\$31,512	\$38,585	\$44,960
ALL BACHELOR'S PROGRAMS				\$35,985	\$45,954	\$58,117

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Iron & Steel Manufacturing (12%)	Banking Institutions (9%)	Colleges and Universities (6%)	\$81,938	\$84,997	\$125,980
Education	K-12 Schools (82%)	Colleges and Universities (6%)	Family Services (3%)	\$47,938	\$61,751	\$64,595
Health professions/related progs.	Doctors' Offices (48%)	General Hospitals (23%)	Management of Companies (7%)	\$73,465	\$78,822	\$89,166
ALL MASTER'S PROGRAMS				\$59,080	\$68,493	\$87,068





Purdue University-North Central Campus

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,503	Average debt upon graduation (for students with debt)	\$22,263
Annual cost of college AFTER financial aid	\$7,210	Percent of students with debt upon graduation	62%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (10%) Building Material Stores (8%) Iron & Steel Manufacturing (5%)	\$35,794	\$43,638	\$64,610
Liberal arts/general studies Restaurants (6%) Government (5%) K-12 Schools (5%)	\$29,066	\$40,076	\$49,416
Engineering technologies Electric Power (10%) Architectural and Engineering Services (9%) Iron & Steel Manufacturing (9%)	\$47,981	\$69,398	
ALL PROGRAM AREAS	\$35,149	\$45,137	\$53,064





Purdue University-North Central Campus

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (10%)	Building Material Stores (8%)	Iron & Steel Manufacturing (5%)	\$35,794	\$43,638	\$64,610
Education	K-12 Schools (85%)	*	*	\$29,084	\$36,945	\$47,521
Engineering technologies	Electric Power (10%)	Architectural and Engineering Services (9%)	Iron & Steel Manufacturing (9%)	\$47,981	\$69,398	**
Interdisciplinary studies	Outpatient Care Centers (12%)	Social Advocacy Organizations (9%)	Human Resource Prog. Administration (8%)	\$24,488	\$32,967	**
Liberal arts/general studies	Restaurants (6%)	Government (5%)	K-12 Schools (5%)	\$29,066	\$40,076	\$49,416
ALL BACHELOR'S PROGRAMS				\$35,149	\$45,137	\$53,064





Purdue University-West Lafayette

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$22,748	Average debt upon graduation (for students with debt)	\$24,056
Annual cost of college AFTER financial aid	\$12,969	Percent of students with debt upon graduation	60%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (9%) Traveler Accommodation (5%) Restaurants (5%)	 \$36,564	 \$50,669	 \$73,369
Engineering Architectural and Engineering Services (18%) Iron & Steel Manufacturing (5%) Employment Services (5%)	 \$49,615	 \$65,281	 \$89,365
Education K-12 Schools (59%) Day Care Services (2%) Colleges and Universities (2%)	 \$29,251	 \$40,980	 \$49,854
ALL PROGRAM AREAS	 \$35,760	 \$49,035	 \$65,320





RETURN ON INVESTMENT



Purdue University-West Lafayette

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Agriculture	Nondurable Goods Wholesalers (8%)	Grain Farming (8%)	Law and Garden Equipment Stores (6%)	\$35,158	\$48,408	\$58,211
Biological/life sciences	Colleges and Universities (13%)	Research and Development Services (11%)	K-12 Schools (11%)	\$29,040	\$47,276	\$69,135
Business/marketing	Accounting and Related Services (9%)	Traveler Accommodation (5%)	Restaurants (5%)	\$36,564	\$50,669	\$73,369
Communication/journalism	Colleges and Universities (6%)	Employment Services (6%)	Broadcasting (5%)	\$28,069	\$44,347	\$55,708
Computer and information sciences	Computer Systems Design (38%)	Colleges and Universities (9%)	Insurance Carriers (5%)	\$49,298	\$66,862	\$83,916
Education	K-12 Schools (59%)	Day Care Services (2%)	Colleges and Universities (2%)	\$29,251	\$40,980	\$49,854
Engineering	Architectural and Engineering Services (18%)	Iron & Steel Manufacturing (5%)	Employment Services (5%)	\$49,615	\$65,281	\$89,365
Engineering technologies	Nonresidential Building Construction (8%)	Architectural and Engineering Services (7%)	Computer Systems Design (5%)	\$46,500	\$59,142	\$73,800
English	K-12 Schools (37%)	Colleges and Universities (7%)	Employment Services (6%)	\$27,393	\$39,236	\$49,551
Family and consumer sciences	Banking Institutions (7%)	K-12 Schools (6%)	Family Services (4%)	\$30,820	\$44,320	\$55,644
Health professions/related progs.	General Hospitals (52%)	Management of Companies (7%)	Other Professional Services (6%)	\$40,933	\$50,378	\$71,198
History	Restaurants (9%)	Employment Services (6%)	Colleges and Universities (5%)	\$25,205	\$36,669	**
Mathematics and statistics	K-12 Schools (52%)	Insurance Carriers (13%)	Insurance Agencies (5%)	\$37,741	\$53,404	\$63,299
Natural resources and conservation	Colleges and Universities (7%)	Environmental Quality Program Administration (7%)	Services to Buildings (7%)	\$27,893	\$39,771	\$49,112
Physical sciences	K-12 Schools (18%)	Colleges and Universities (10%)	Employment Services (7%)	\$32,873	\$41,153	\$68,625
Psychology	Psychiatric Hospitals (15%)	Outpatient Care Centers (5%)	Family Services (5%)	\$24,726	\$35,007	\$43,295
Social sciences	K-12 Schools (13%)	Government (10%)	Restaurants (5%)	\$27,527	\$43,190	\$53,659
Transportation and materials moving	Scheduled Air Transportation (26%)	Air Transportation Support (8%)	Nonscheduled Air Transportation (8%)	\$26,415	\$50,472	\$68,202
Visual and performing arts	K-12 Schools (17%)	Restaurants (8%)	Print Publishers (5%)	\$26,545	\$34,516	\$43,583
ALL BACHELOR'S PROGRAMS				\$35,760	\$49,035	\$65,320



INDIANA COMMISSION
for
HIGHER EDUCATION



COMPLETION



PRODUCTIVITY



QUALITY



Purdue University-West Lafayette

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Colleges and Universities (8%)	Pharmaceutical Manufacturing (8%)	Employment Services (6%)	\$85,963	\$127,288	\$144,911
Education	K-12 Schools (34%)	Aerospace Product Manufacturing (17%)	Colleges and Universities (16%)	\$61,932	\$66,756	\$71,825
Engineering	Architectural and Engineering Services (23%)	Engine and Transmission Equipment Manufacturing (10%)	Aerospace Product Manufacturing (7%)	\$67,624	\$82,166	\$117,937
Health professions/related progs.	General Hospitals (14%)	K-12 Schools (14%)	Management of Companies (14%)	\$61,639	\$74,984	**
ALL MASTER'S PROGRAMS				\$64,669	\$75,790	\$93,696

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (66%)	K-12 Schools (31%)	*	\$69,867	\$89,956	**
Engineering	Colleges and Universities (59%)	*	*	\$77,261	\$97,284	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$62,235	\$86,375	\$87,888

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	Health Care Stores (36%)	General Hospitals (22%)	Other Professional Services (21%)	\$94,392	\$108,273	\$100,992
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$94,392	\$108,273	\$100,992





RETURN ON INVESTMENT



University of Southern Indiana

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$18,382	Average debt upon graduation (for students with debt)	\$21,940
Annual cost of college AFTER financial aid	\$12,495	Percent of students with debt upon graduation	68%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (57%) Dentists' Offices (11%) Doctors' Offices (6%)	 \$40,880	 \$48,850	 \$55,951
Business/marketing Banking Institutions (7%) Accounting and Related Services (7%) Credit and Lending Institutions (5%)	 \$33,643	 \$45,525	 \$61,135
Education K-12 Schools (72%) Day Care Services (6%) Restaurants (3%)	 \$26,791	 \$36,730	 \$45,220
ALL PROGRAM AREAS	 \$32,951	 \$41,155	 \$53,358





University of Southern Indiana

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	General Hospitals (20%)	Architectural and Engineering Services (15%)	*	\$27,731	\$46,394	**
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (7%)	Credit and Lending Institutions (5%)	\$33,643	\$45,525	\$61,135
Communication/journalism	Broadcasting (7%)	Banking Institutions (7%)	Restaurants (5%)	\$26,629	\$35,995	\$43,960
Computer and information sciences	Credit and Lending Institutions (9%)	Computer Systems Design (8%)	Management of Companies (7%)	\$38,882	\$49,580	\$62,094
Education	K-12 Schools (72%)	Day Care Services (6%)	Restaurants (3%)	\$26,791	\$36,730	\$45,220
English	K-12 Schools (34%)	General Hospitals (8%)	*	\$28,010	\$42,017	**
Health professions/related progs.	General Hospitals (57%)	Dentists' Offices (11%)	Doctors' Offices (6%)	\$40,880	\$48,850	\$55,951
History	*	*	*	\$27,036	\$35,712	**
Psychology	Other Health Practitioners' Offices (14%)	Outpatient Care Centers (11%)	General Hospitals (9%)	\$24,957	\$33,328	**
Public administration and social services	Human Resource Prog. Administration (23%)	Other Health Practitioners' Offices (12%)	General Hospitals (9%)	\$28,592	\$32,962	**
Social sciences	K-12 Schools (14%)	Government (7%)	Restaurants (7%)	\$26,672	\$34,887	\$59,530
Visual and performing arts	K-12 Schools (13%)	Restaurants (5%)	Other Professional Services (4%)	\$24,254	\$31,847	**
ALL BACHELOR'S PROGRAMS				\$32,951	\$41,155	\$53,358

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Credit and Lending Institutions (11%)	Colleges and Universities (9%)	Pharmaceutical Manufacturing (7%)	\$68,668	\$84,975	**
Education	K-12 Schools (91%)	*	*	\$45,969	\$55,165	**
Health professions/related progs.	General Hospitals (31%)	Doctors' Offices (22%)	Other Health Practitioners' Offices (14%)	\$60,719	\$63,681	**
ALL MASTER'S PROGRAMS				\$57,408	\$65,594	\$65,967





Vincennes University

THE INVESTMENT

What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$16,619	Average debt upon graduation (for students with debt)	\$15,476
Annual cost of college AFTER financial aid	\$9,497	Percent of students with debt upon graduation	60%

THE RETURN

What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (58%) Nursing Care Facilities (15%) Doctors' Offices (6%)	\$36,937	\$43,948	\$50,909
Liberal arts/general studies General Hospitals (8%) Machine Shops (8%) Nursing Care Facilities (5%)	\$29,834	\$33,504	\$52,313
Business/marketing General Hospitals (6%) Restaurants (6%) Employment Services (5%)	\$26,587	\$32,456	\$39,597
ALL PROGRAM AREAS	\$31,508	\$38,711	\$45,935





RETURN ON INVESTMENT



Vincennes University

Certificate Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	Nursing Care Facilities (54%)	General Hospitals (17%)	Doctors' Offices (10%)	\$29,629	\$35,997	\$45,821
ALL CERTIFICATE PROGRAMS				\$29,557	\$37,508	\$46,549

Associate's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	General Hospitals (6%)	Restaurants (6%)	Employment Services (5%)	\$26,587	\$32,456	\$39,597
Construction trades	Building Equipment Contractors (21%)	Residential Building Construction (14%)	Building Contractors (7%)	\$34,655	\$43,596	**
Engineering technologies	Architectural and Engineering Services (23%)	Motor Vehicle Parts Manufacturing (7%)	Engine and Transmission Equipment Manufacturing (6%)	\$36,385	\$44,858	\$51,089
Health professions/related progs.	General Hospitals (58%)	Nursing Care Facilities (15%)	Doctors' Offices (6%)	\$36,937	\$43,948	\$50,909
Homeland Security, law enforcement, firefighting, and protective services	Government (31%)	Justice and Safety Activities (9%)	Other Health Care (5%)	\$26,160	\$38,293	\$42,264
Liberal arts/general studies	General Hospitals (8%)	Machine Shops (8%)	Nursing Care Facilities (5%)	\$29,834	\$33,504	\$52,313
Mechanic and repair technologies	Machinery Wholesalers (22%)	Automobile Dealers (9%)	Automotive Repair (7%)	\$30,938	\$42,832	**
Natural resources and conservation	Government (17%)	Employment Services (7%)	Justice and Safety Activities (7%)	\$26,506	\$36,155	**
ALL ASSOCIATE'S PROGRAMS				\$31,508	\$38,711	\$45,935





RETURN ON INVESTMENT



NOTES ON WORKFORCE DATA:

Workforce data limitations: All workforce information (average salary, industry of employment) is based SOLELY on students who are employed in Indiana working for employers that participate in unemployment insurance and new hire data submissions. Additionally, workforce information is limited to records that could be linked to data collected by Indiana Department of Workforce Development.

Finally, workforce data are reported only for programs in which 30 or more students in at least two groups (1 year, 5 years, or 10 years out) were employed in Indiana. A space designated with ** indicates that fewer than 30 Indiana resident graduates in at least two groups were employed in Indiana. For industry of employment, data are reported only for industries in which at least five 2007-2011 Indiana resident graduates were employed one year post-graduation. A space designated with * indicates that all remaining industries (other than those reported) employed fewer than five individuals.

DATA ELEMENT DEFINITIONS AND SOURCES

Average Student Investment:

- Annual cost of college BEFORE financial aid: represents, for 2011-2012, the total annual cost of attendance, before financial aid, for in-state, full-time, first-time undergraduate degree-seeking students. Total price is based on students living on-campus (for institutions with on-campus housing) or students living off campus, not with parents. SOURCE: Integrated Postsecondary Education Database (IPEDS).
- Annual cost of cost of college AFTER financial aid: represents, for 2011-2012, the total annual cost of attendance after financial aid (aid that students do not need to pay back) for in-state, full-time, first-time undergraduate degree-seeking students. SOURCE: Integrated Postsecondary Education Database (IPEDS).

Average Student Debt:

- Average student debt upon graduation (for students with debt): represents, for Indiana resident students who graduated with Bachelor's degrees (for four-year institutions) or Associate's degrees (for two-year institutions) in 2010-2011, who started at the institution as first-time students, the total amount of debt amassed by those graduates divided by the total number of Bachelor's or Associate's graduates with debt. This calculation does not include Indiana resident students who graduated in 2010-2011 but did not start at the institution of completion as a first-time student, nor does it include students who graduated without debt. SOURCE: Institutional Supplemental Budget (BRS IV) Data Submissions, September 2012.
- Percent of students with debt upon graduation: represents, for Indiana resident students who graduated with Bachelor's degrees (for four-year institutions) or Associate's degrees (for two-year institutions) in 2010-2011, who started at the institution as first-time students, the percent of those students who graduated with debt. This calculation does not include Indiana resident students who graduated in 2010-2011 but did not start at the institution of completion as a first-time student. SOURCE: Institutional Supplemental Budget (BRS IV) Data Submissions, September 2012.

Most Popular Program Areas and Industries of Employment

- Most popular program areas are the two-digit CIP codes in which the institution conferred the most Bachelor's degrees (for four-year institutions) or Associate's degrees (for two-year institutions) to Indiana resident graduates between 2007 and 2011. SOURCE: CHEDSS Annual Data Submissions to the Indiana Commission for Higher Education.
- Industries of employment are the three four-digit NAICS (North American Industry Classification System) codes in which the largest percentage of 2007-2011 Indiana resident graduates in each program area were employed ONE YEAR post-graduation. SOURCE: Indiana Workforce Intelligence System (IWIS). Note that in some cases, NAICS code names have been slightly modified for space reasons.
- Average annual salary after graduation: represents annual salary for each measured period (1 year, 5 years, or 10 years post-graduation). Average salary after one year represents average salary one year (2-5 quarters) post-graduation for Indiana resident students who graduated between 2009-2011. Average salary after five years represents average salary five years (18-21 quarters) post-graduation for Indiana resident students who graduated between 2005-2007. Average salary after ten years represents average salary ten years (38-41 quarters) post-graduation for Indiana resident students who graduated between 2001-2002. SOURCE: Indiana Workforce Intelligence System (IWIS).

