

# PayScale Alumni Analytics

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Wittenberg University

December 2014

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## Wittenberg University

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## Wittenberg University

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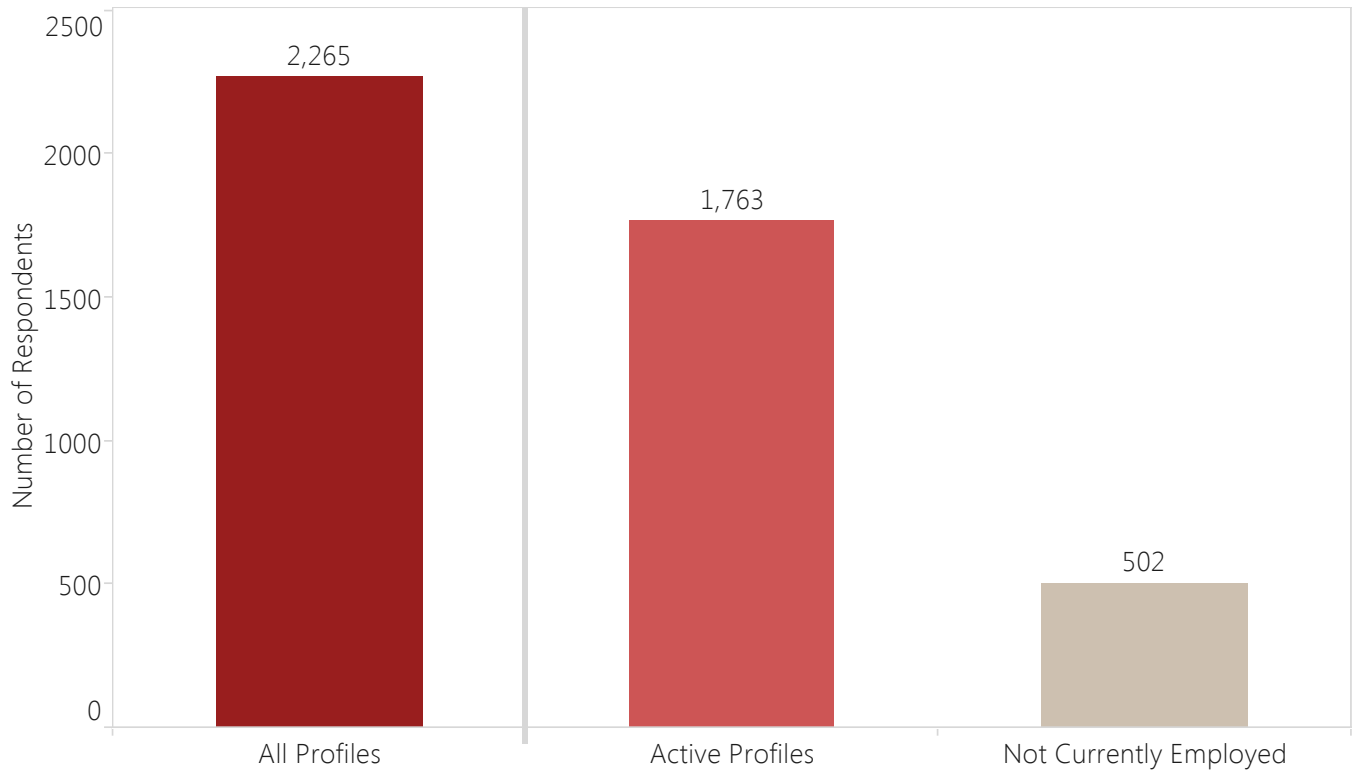
Wittenberg University and PayScale partnered to survey Wittenberg alumni about career outcomes post-graduation. All graduating classes were asked to participate. Data was collected from Wittenberg alumni in an online survey hosted by PayScale from September 16, 2014 to November 4, 2014. The PayScale survey was sent to 16,193 Wittenberg alumni. Of the 16,193 alumni, 3376 (21 percent) began the survey. A total of 2,265 profiles (67 percent of those who began the survey) were used in this report. Profiles were not used if the respondent said he/she was currently employed and did not choose a valid job title, if the respondent did not provide compensation, or if the respondent's profile did not meet another validation requirement contained in PayScale's proprietary validation system. 502 profiles (28 percent) used in this report are respondents who are not currently employed. Reasons a respondent may not be currently employed could include: they are retired, they are actively looking for a job, they are in graduate school, they are a stay-at-home parent, etc. Many questions in the survey are not required, therefore, counts will not always sum to the total. Completed surveys from the graduating classes of 1943 to 2014 were included in this analysis. Unless otherwise noted, aggregate data provided in this report that refers to Bachelor's alumni includes all graduates who earned a Bachelor's from Wittenberg, regardless of whether or not the respondent went on to earn a higher degree. Alumni are still welcome to complete the survey if they'd like to receive a free, personalized salary report to see how their current pay compares to the market for their position.

The survey can be found here: [http://www.payscale.com/content/school\\_surveys/wittenberg.html](http://www.payscale.com/content/school_surveys/wittenberg.html)

# 1. Number of Respondents

Wittenberg University

Figure 1.1 Number of Respondents by Profile Type

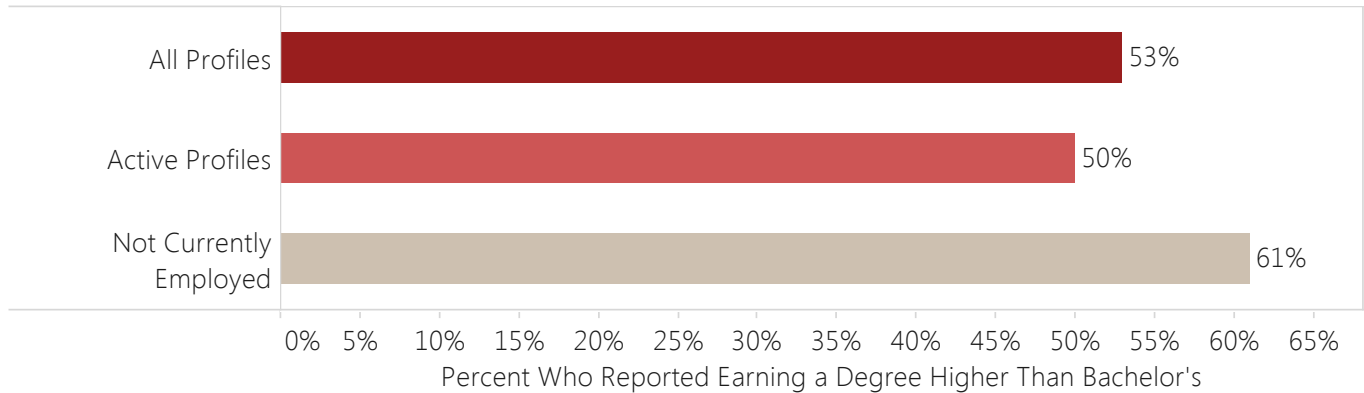


Note: All Profiles include Active Profiles and Not Currently Employed Profiles. A profile is Not Currently Employed if the respondent answered "No" to the question "Are you currently employed?". A profile is Active if the respondent answered "Yes" to the question "Are you currently employed?" and is activated. A profile will not be activated if the respondent does not choose a valid job title, if the respondent does not provide compensation, or if the respondent's profile does not meet another validation requirement contained in PayScale's proprietary validation system.

# 1. Number of Respondents

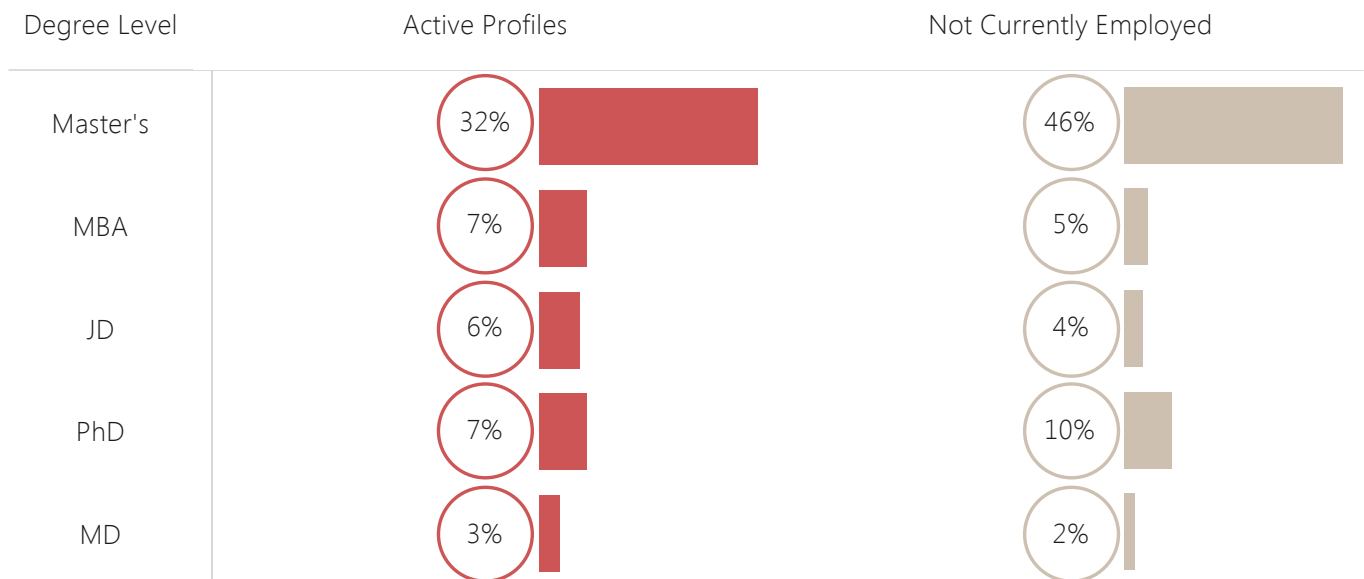
## Wittenberg University

Figure 1.2 Percentage of Respondents Who Reported Earning a Degree Higher Than Bachelor's by Profile Type



Note: Degrees higher than Bachelor's include Master's, MBA, JD, PhD, and MD. Higher degree obtained at any school. Education questions are not required in the survey.

Figure 1.3 Percentage Breakdown of Higher Degrees Reported

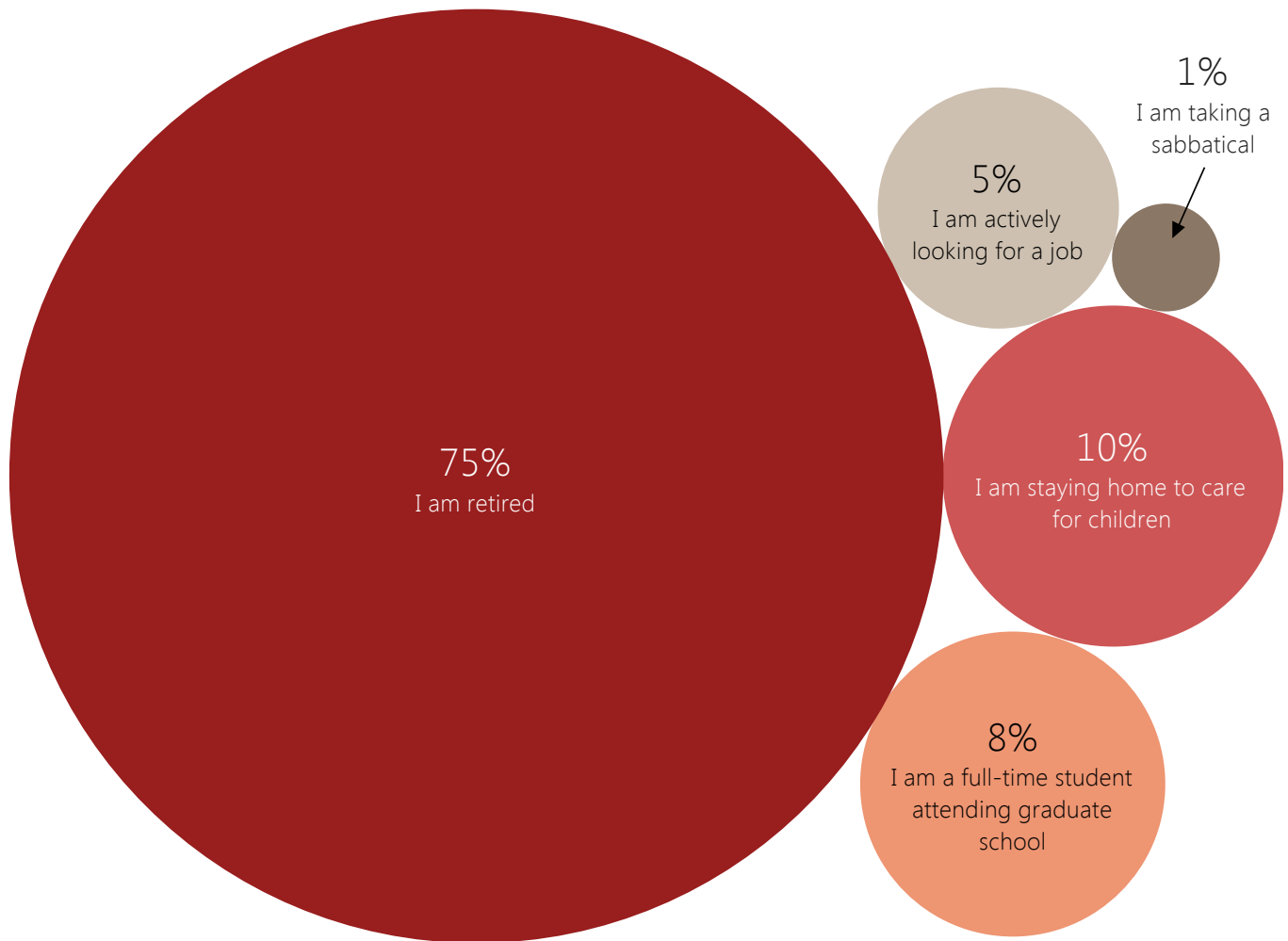


Note: Education questions are not required in the survey. 46 percent of Not Currently Employed Profiles report earning a Master's degree compared to only 32 percent of Active Profiles.

## 2. Not Currently Employed Breakdown

Wittenberg University

Figure 2.1 Percentage Breakdown: Not Currently Employed Reasons

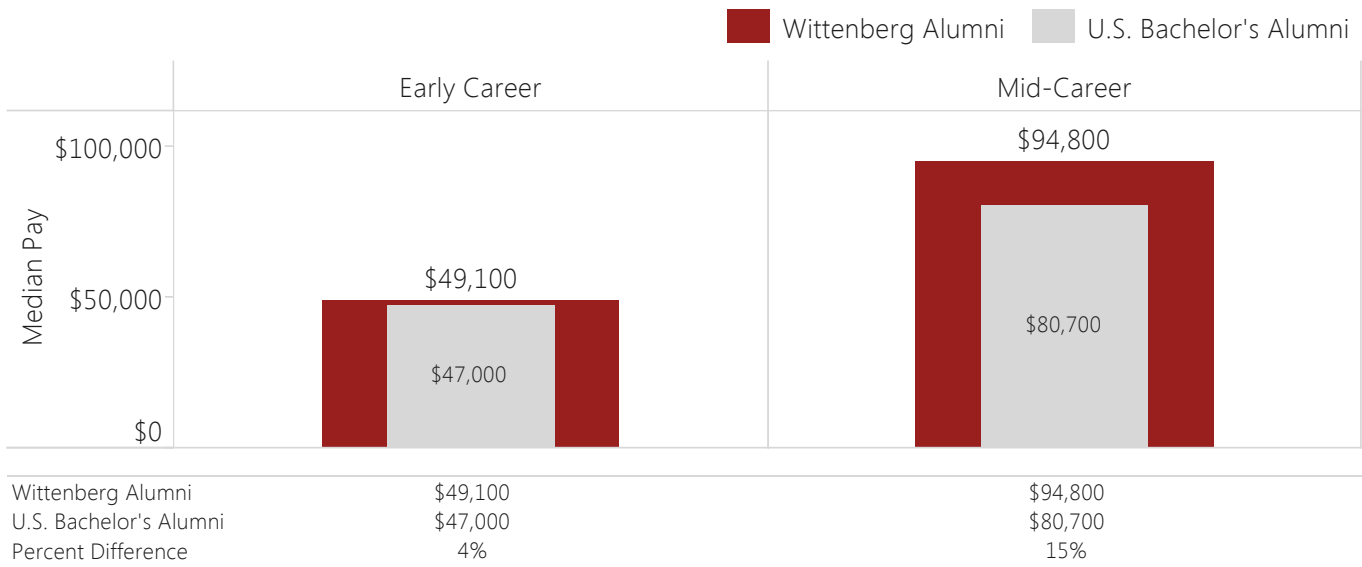


Note: A large majority of the survey respondents who are not currently employed are retired (75 percent). Staying home to care for children is the next most common reason (10 percent) followed closely by attending graduate school (8 percent). Only 5 percent of respondents who are not currently employed are actively seeking work.

### 3. Median Income

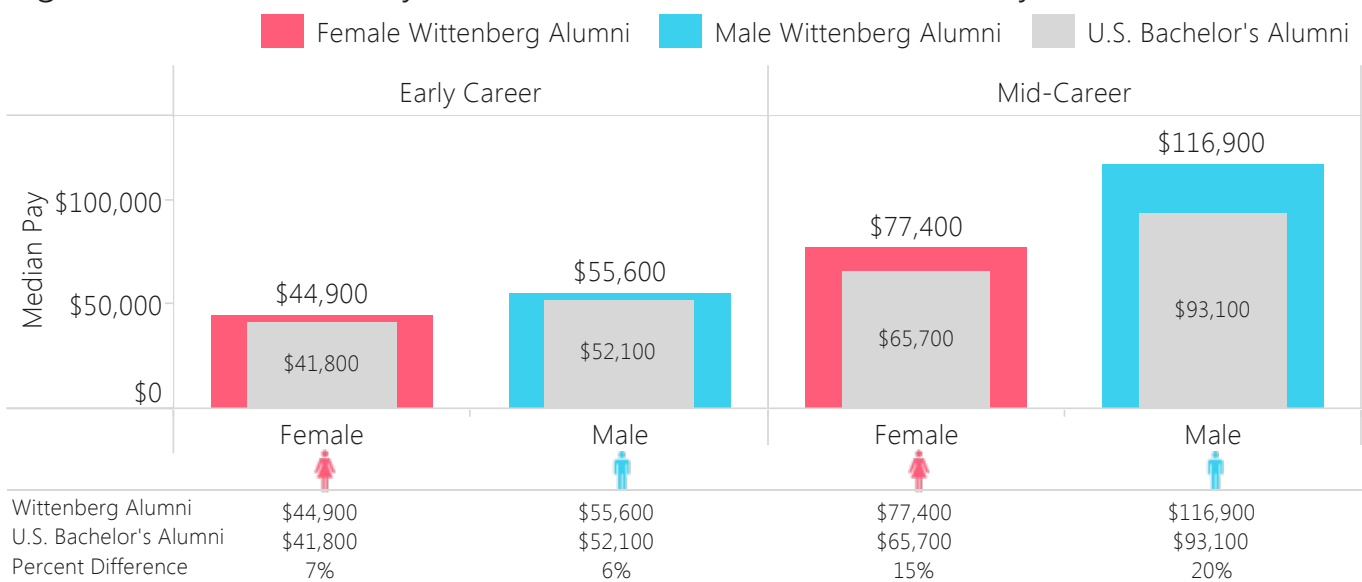
#### Wittenberg University

Figure 3.1 Median Early Career and Mid-Career Income



Note: Early career workers are defined as workers with 0 to 5 years of experience. Mid-career workers are defined as workers with 10 or more years of experience.

Figure 3.2 Median Early Career and Mid-Career Income by Gender

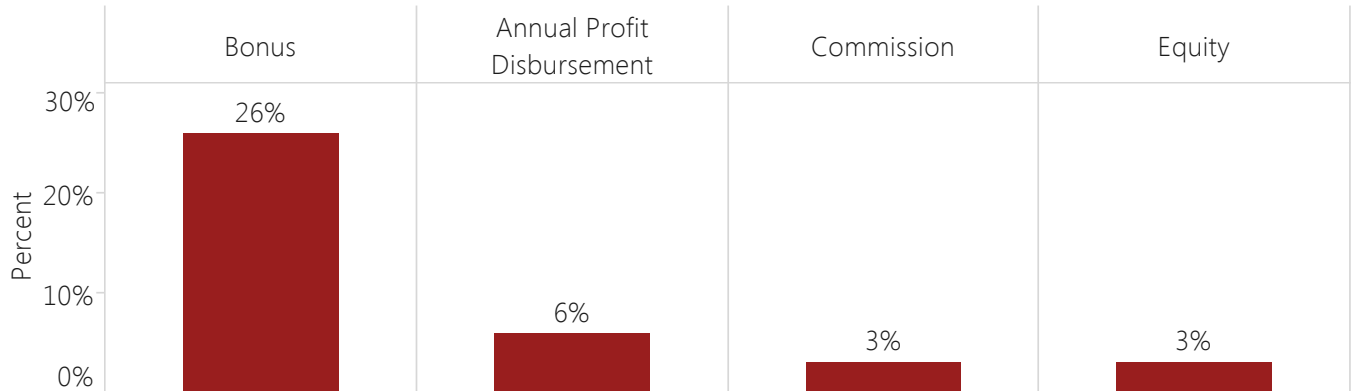


Note: Wittenberg alumni follow the national trend of men having a higher median pay than women. Early-career male Wittenberg alumni earn 19 percent more than their female counterparts compared to the national 20 percent difference in median pay between the genders. The gender wage gap for mid-career workers is smaller for Wittenberg alumni with the difference in pay for mid-career Wittenberg alumni at 34 percent compared to the national 42 percent difference for all U.S. Bachelor's alumni. Some of the wage gap can be attributed to job choice. Men and women tend to choose different fields.

# 4. Variable Compensation

## Wittenberg University

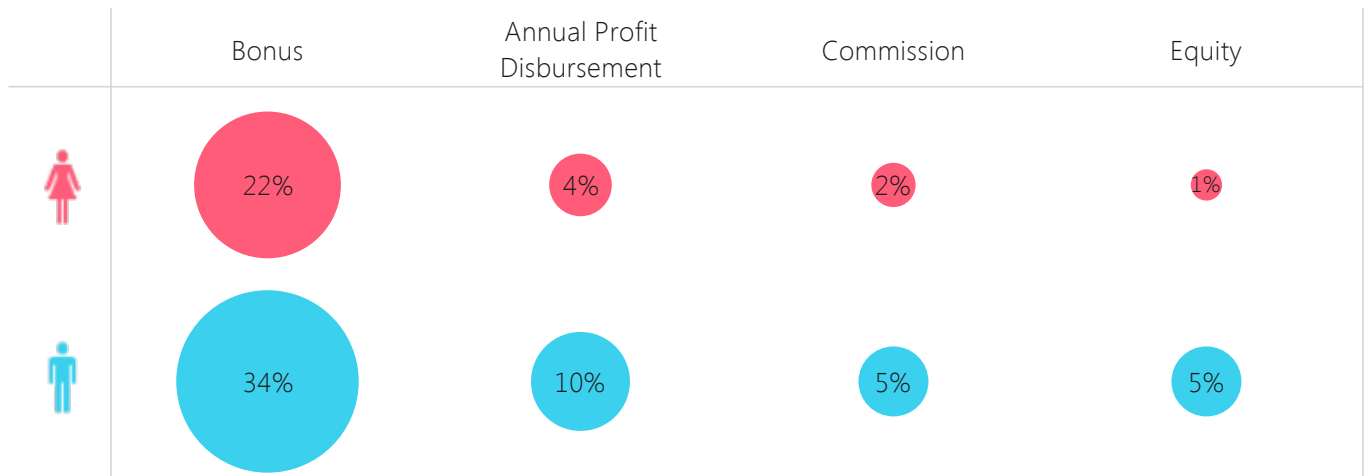
Figure 4.1 Percentage of Respondents Who Reported Earning Variable Compensation



Note:

- Bonus: Reported annual total bonus (in dollars per year) greater than or equal to \$100.
- Annual Profit Disbursement: Reported annual profit share (in dollars per year) greater than or equal to \$100.
- Commission: Reported annual commission (in dollars per year) greater than or equal to \$100.
- Equity: Answered "Yes" to the question "Do you receive equity as part of your compensation package?"

Figure 4.2 Percentage of Respondents Who Reported Earning Variable Compensation by Gender



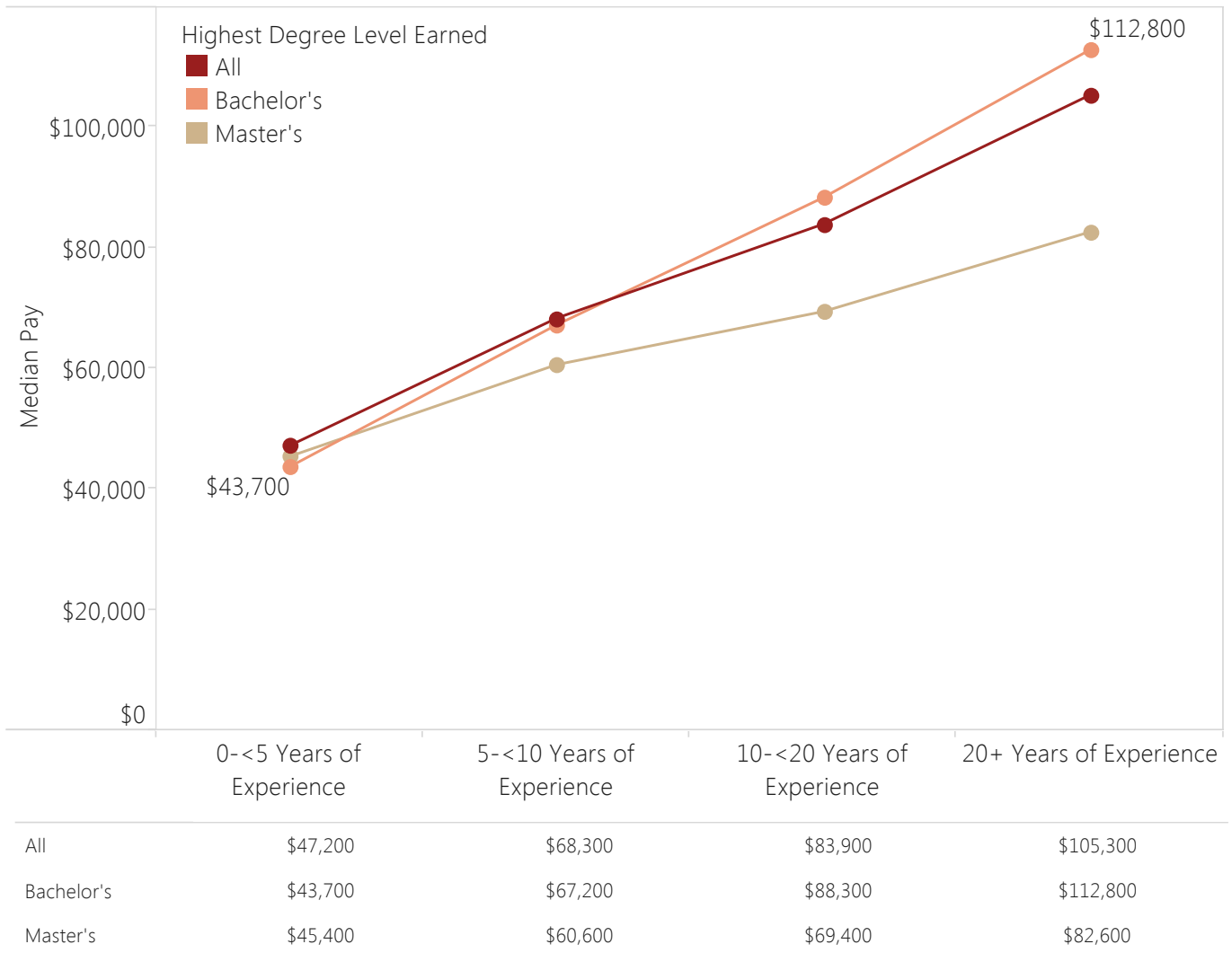
Note: A higher frequency of male Wittenberg alumni report earning variable compensation than female Wittenberg alumni. 34 percent of the male alumni report earning a bonus compared to only 22 percent of female alumni.



# 5. Maturity Curves

## Wittenberg University

Figure 5.1 Maturity Curves by Highest Degree Level Earned  
(Highest Degree Earned from Any University)



Note: Wittenberg alumni who earn a Bachelor's degree and no higher degree have the steepest maturity curve with the lowest 0-<5 years of experience median pay (\$43,700) and the highest 20+ years of experience median pay (\$112,800).

Confidence levels for the Bachelor's and Master's alumni maturity curves are all "High" (error on the median pay is less than 5 percent) and "Medium" (error on the median pay is greater than 5 percent but less than 10 percent).

# 5. Maturity Curves



## Wittenberg University

Figure 5.2 Maturity Curves by Highest Degree Level Earned: Bachelor's

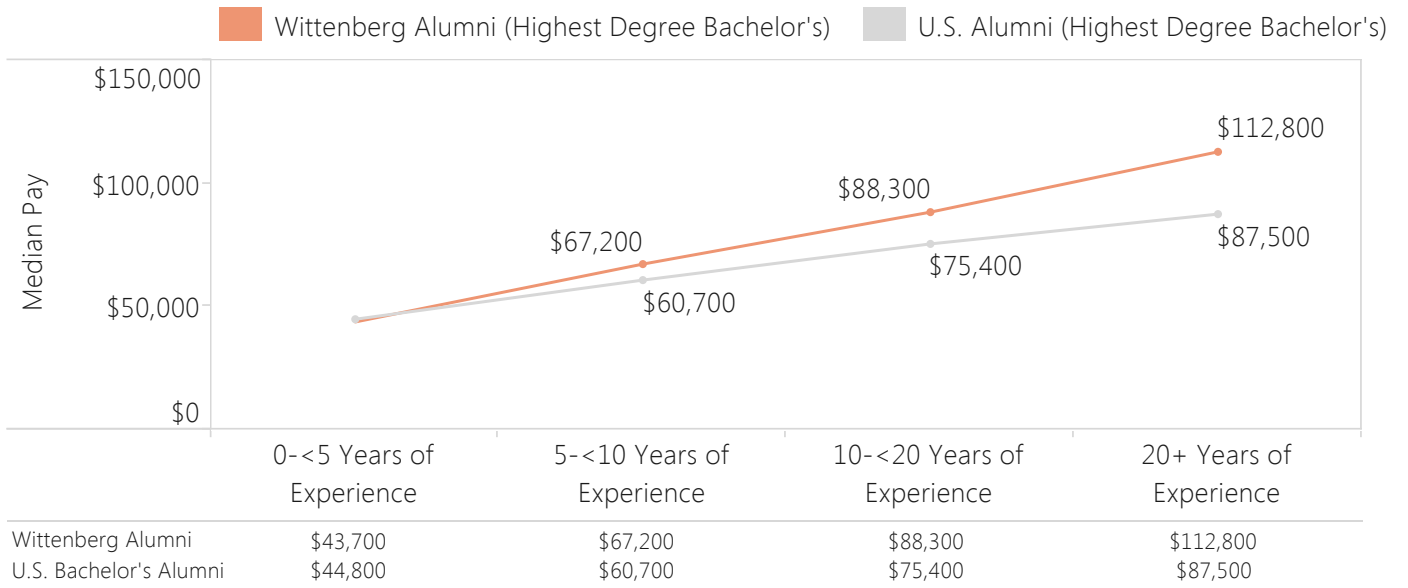
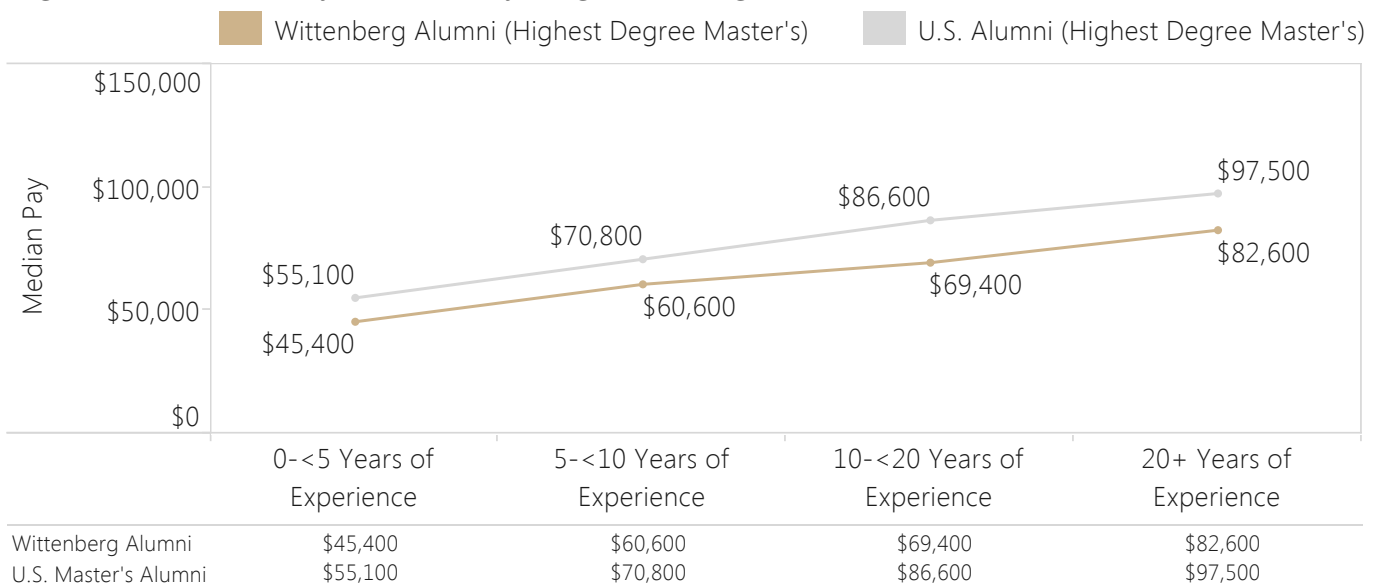


Figure 5.3 Maturity Curves by Highest Degree Level Earned: Master's

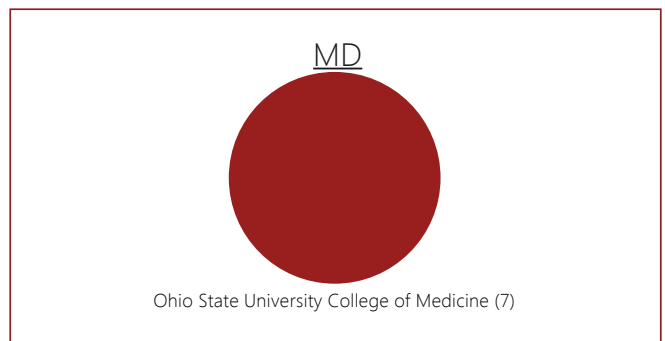
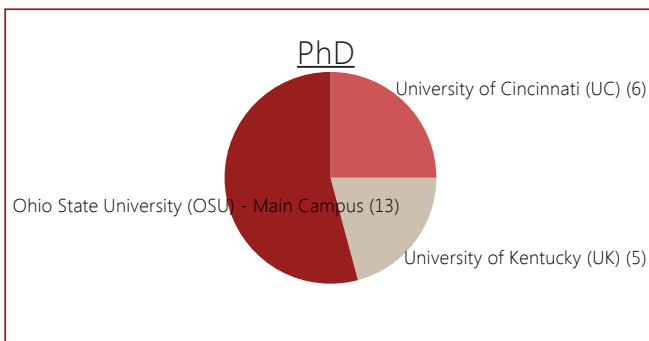
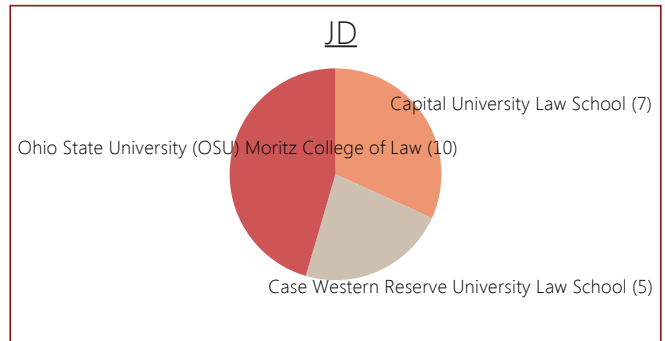
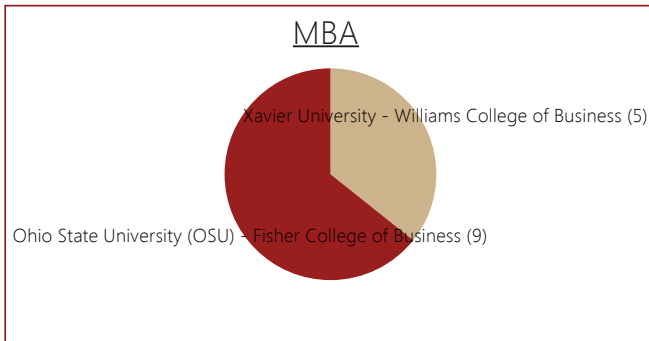
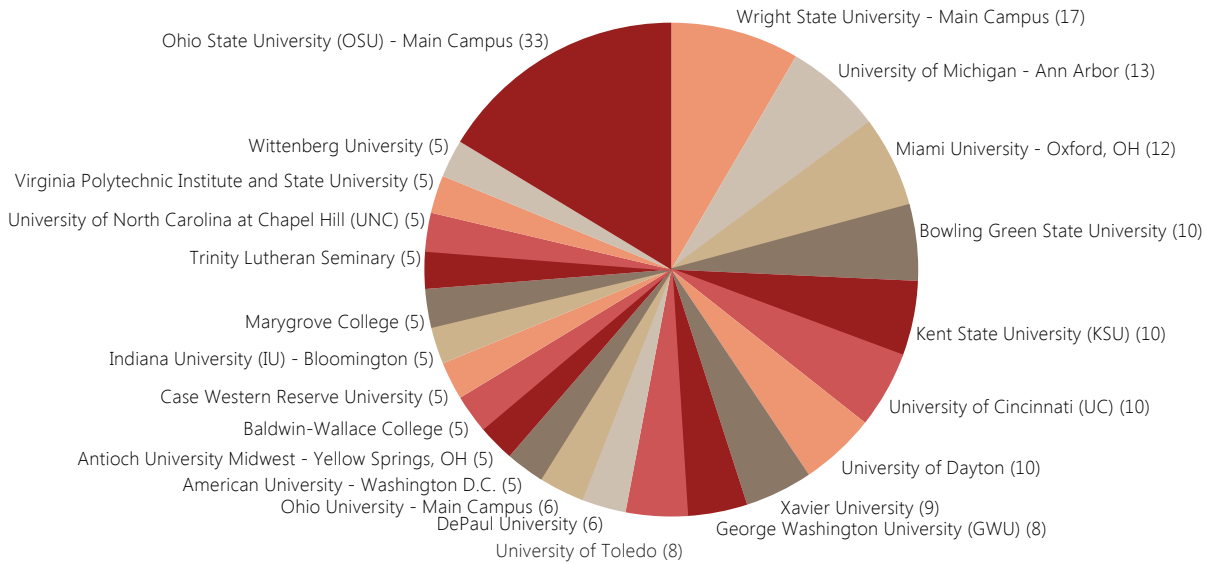


# 6. Where They Go

## Wittenberg University

Figure 6.1 Where Wittenberg Alumni Go For Higher Degrees

### Master's

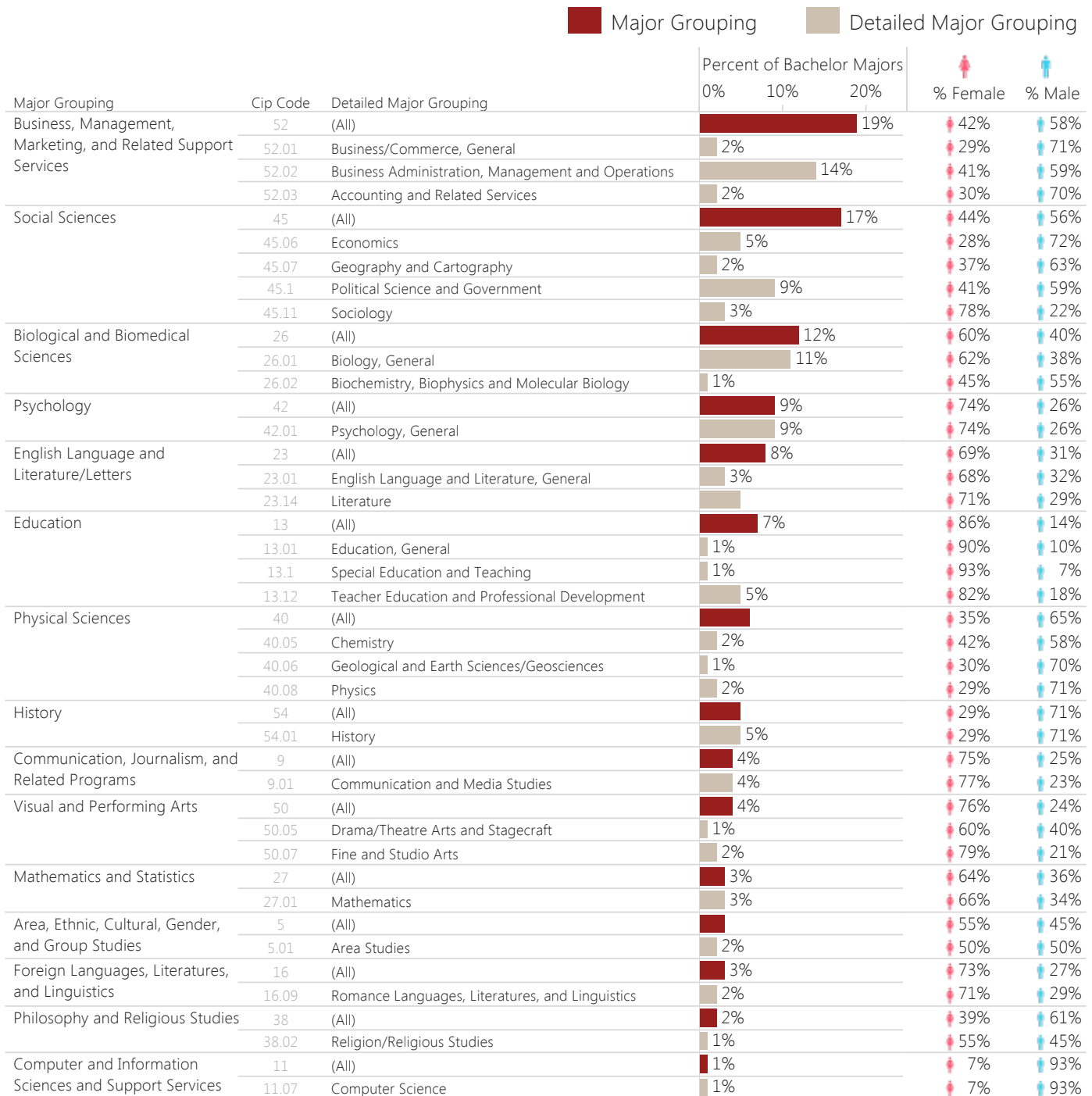


# 7. Breakdown of Bachelor Majors



## Wittenberg University

Figure 7.1 Breakdown of Bachelor Majors

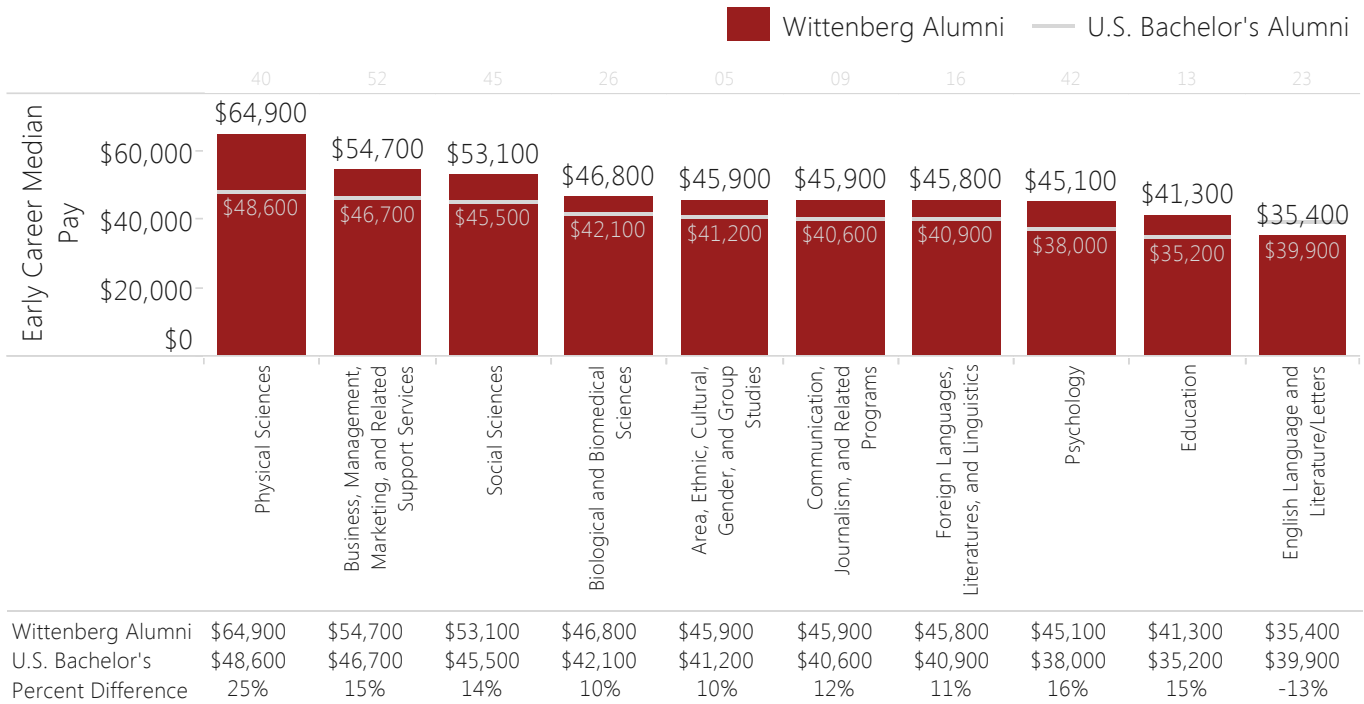


# 8. Median Income by Major



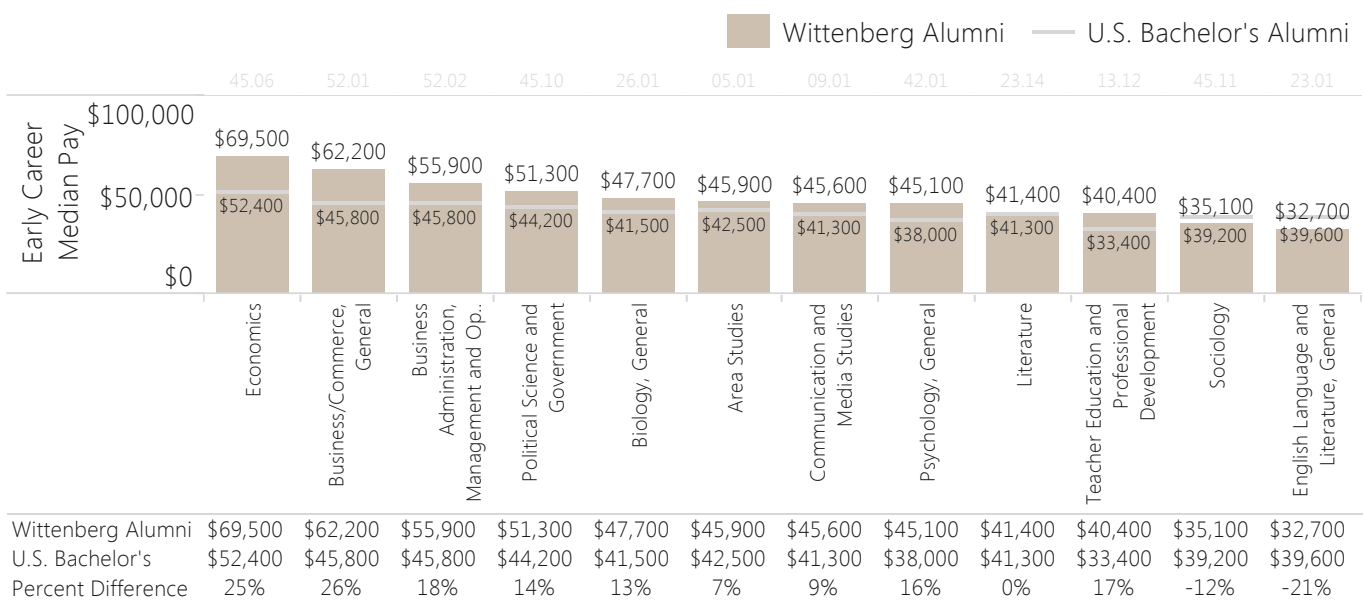
## Wittenberg University

Figure 8.1 Early Career Median Income by Bachelor Major Grouping



Note: Early career Wittenberg alumni who major in Physical Sciences earn 25 percent more than the national median and Business majors earn 15 percent more than the national median. It is interesting to note, however, that 51 percent of Physical Science majors report earning an advanced degree compared to only 26 percent of Business majors.

Figure 8.2 Early Career Median Income by Detailed Bachelor Major Grouping

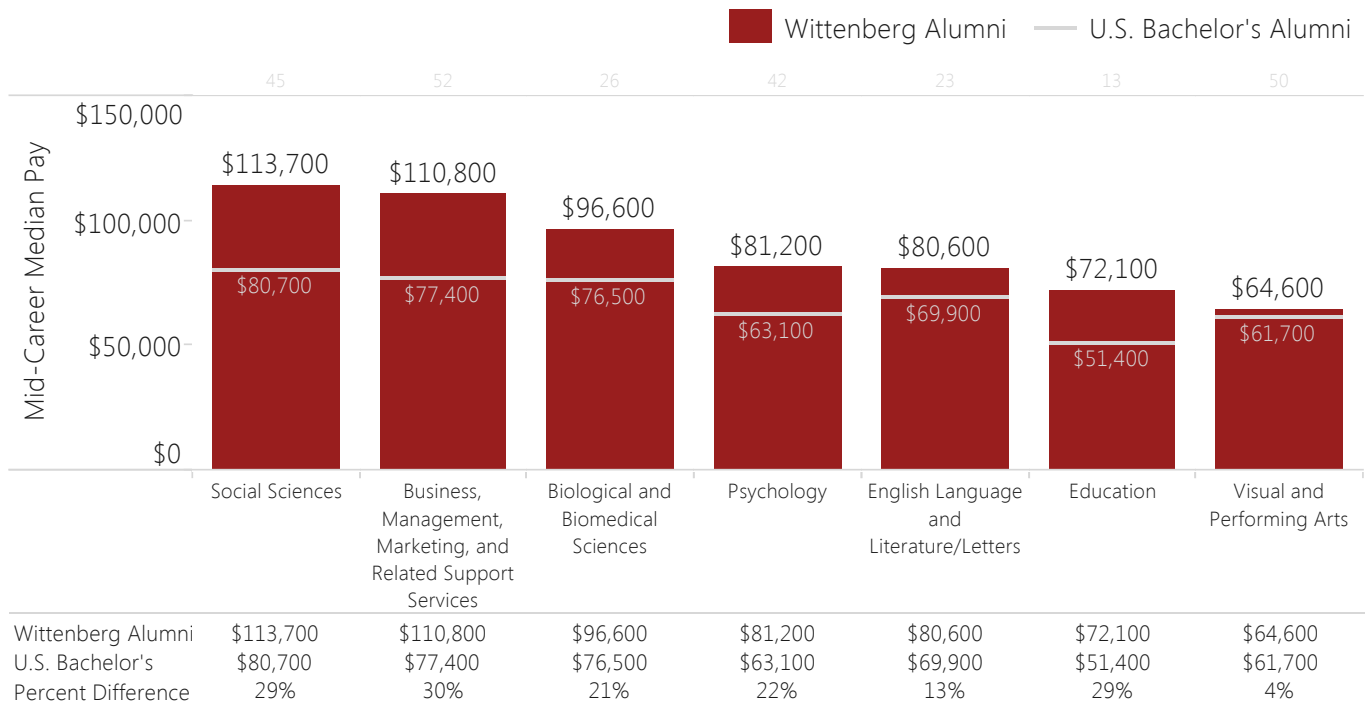


# 8. Median Income by Major



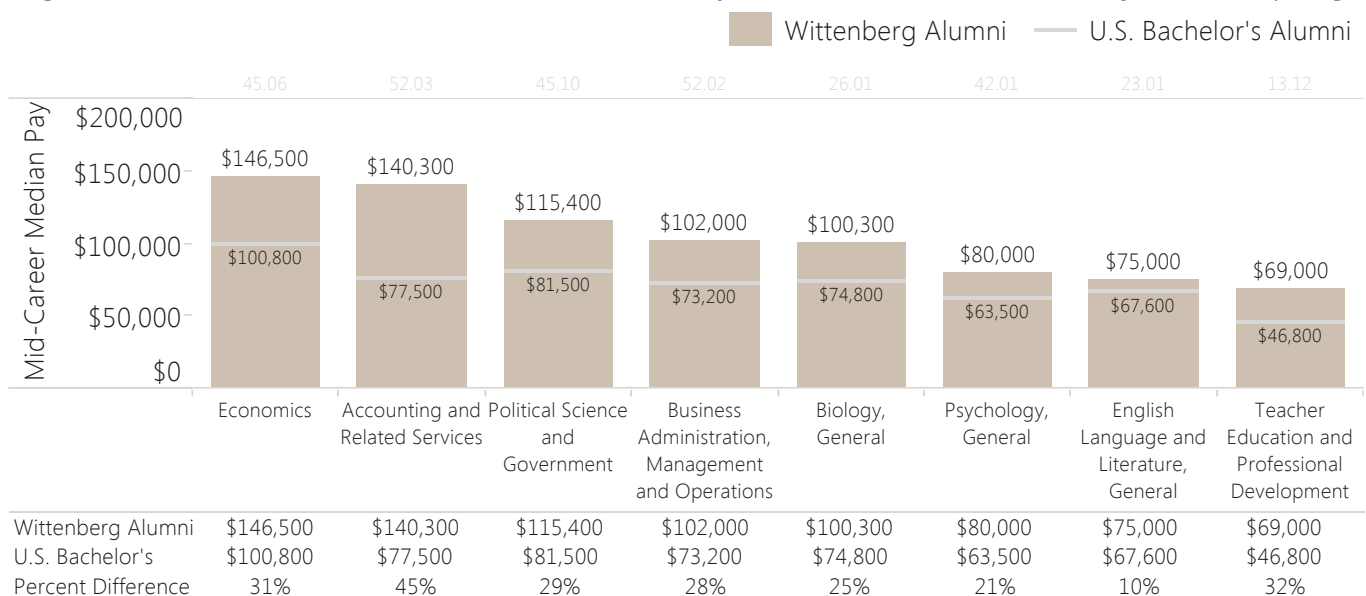
## Wittenberg University

Figure 8.3 Mid-Career Median Income by Bachelor Major Grouping



Note: Mid-career Wittenberg alumni who major in Business earn 30 percent more than the national median, followed closely by mid-career Education majors who earn 29 percent more than the national median.

Figure 8.4 Mid-Career Median Income by Detailed Bachelor Major Grouping



# 8. Median Income by Major

## Wittenberg University

Figure 8.5 Bachelor Major Groupings With the Highest Pay Growth  
(Difference Between Early Career and Mid-Career Pay)

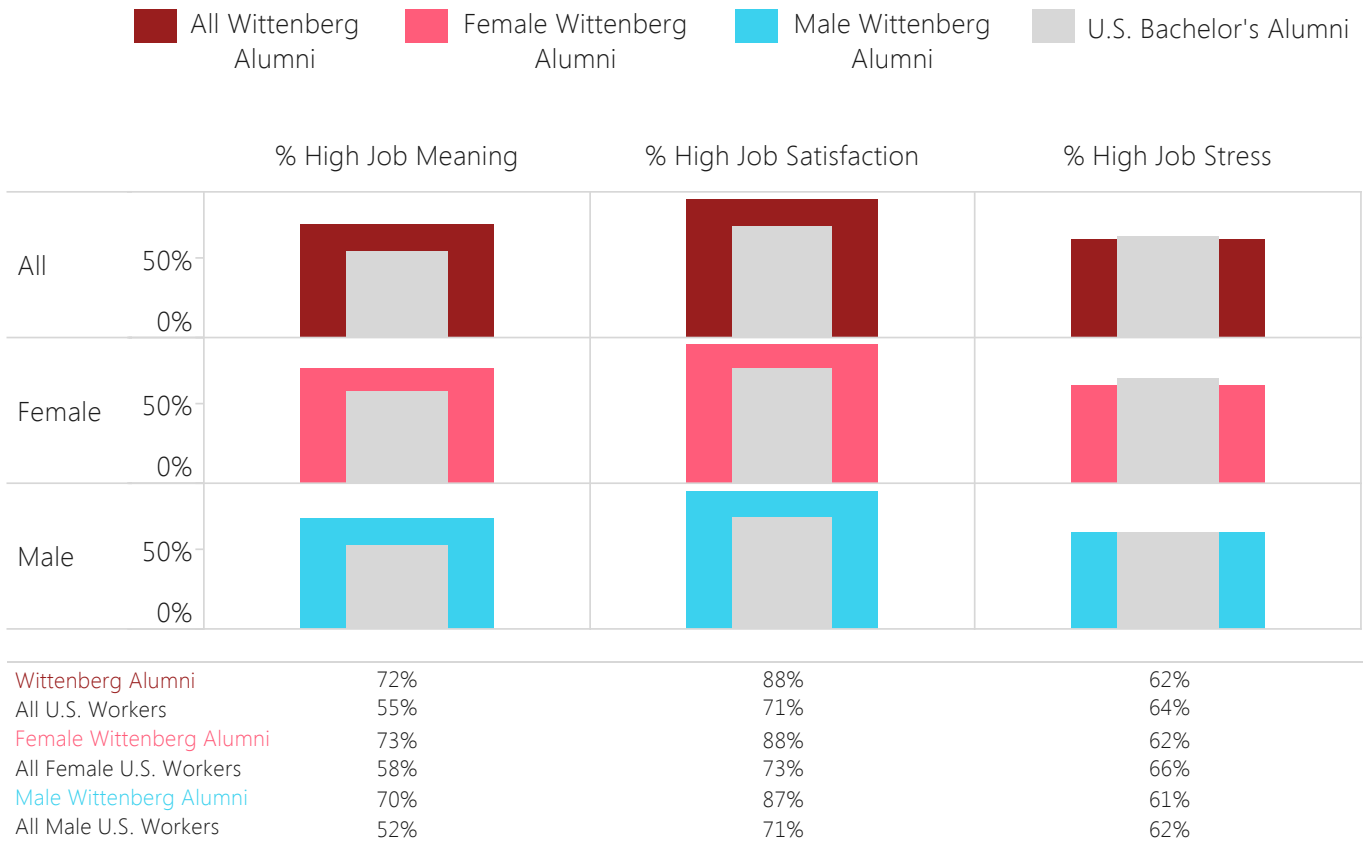


Note: Social science majors see the largest pay growth between early and mid-career with an increase of \$60,600. Education majors see the smallest pay growth between early and mid-career with an increase of only \$30,800. English Language and Literature/Letters are the only major with an early career median pay below the national median, however, the pay growth is high enough that they surpass the national median by mid-career.

# 9. Soft Job Features

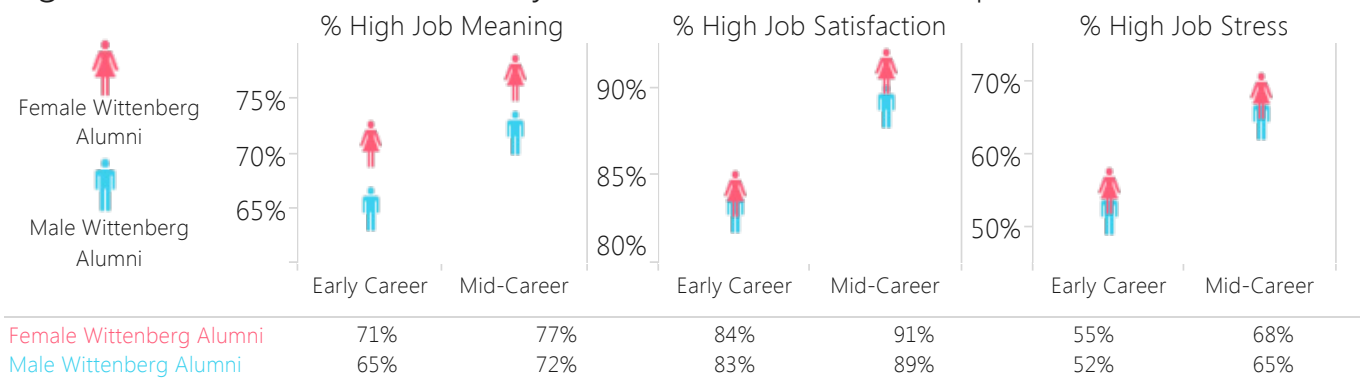
## Wittenberg University

Figure 9.1 Soft Job Features Overall by Gender



Note: Wittenberg alumni have higher job meaning and higher job satisfaction than the national percentages overall and by gender. Wittenberg alumni also see slightly lower job stress overall and by gender compared to national percentages.

Figure 9.2 Soft Job Features by Gender and Years of Experience



Note: Female Wittenberg alumni report higher job meaning, higher job satisfaction, and higher job stress than male Wittenberg alumni for both early and mid-career. Job meaning, job satisfaction, and job stress increase from early career to mid-career for both genders.



# 10. Soft Job Features by Major



## Wittenberg University

Figure 10.1 Job Meaning by Major Grouping

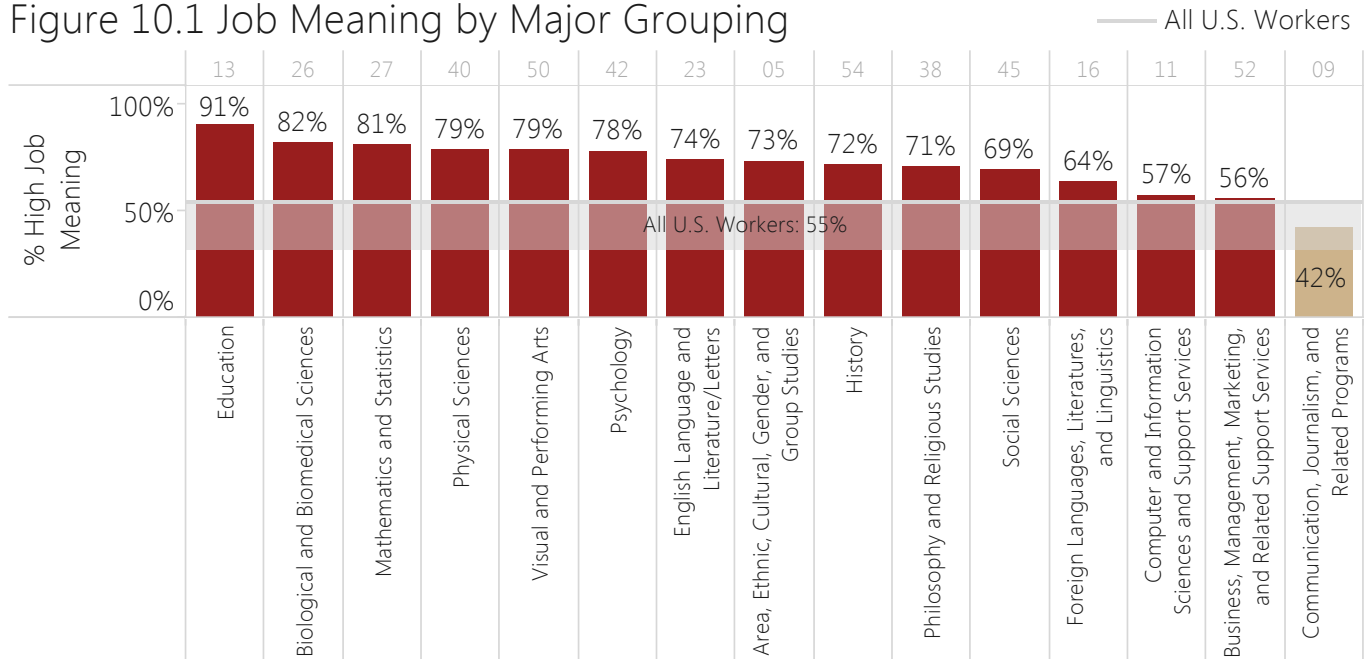
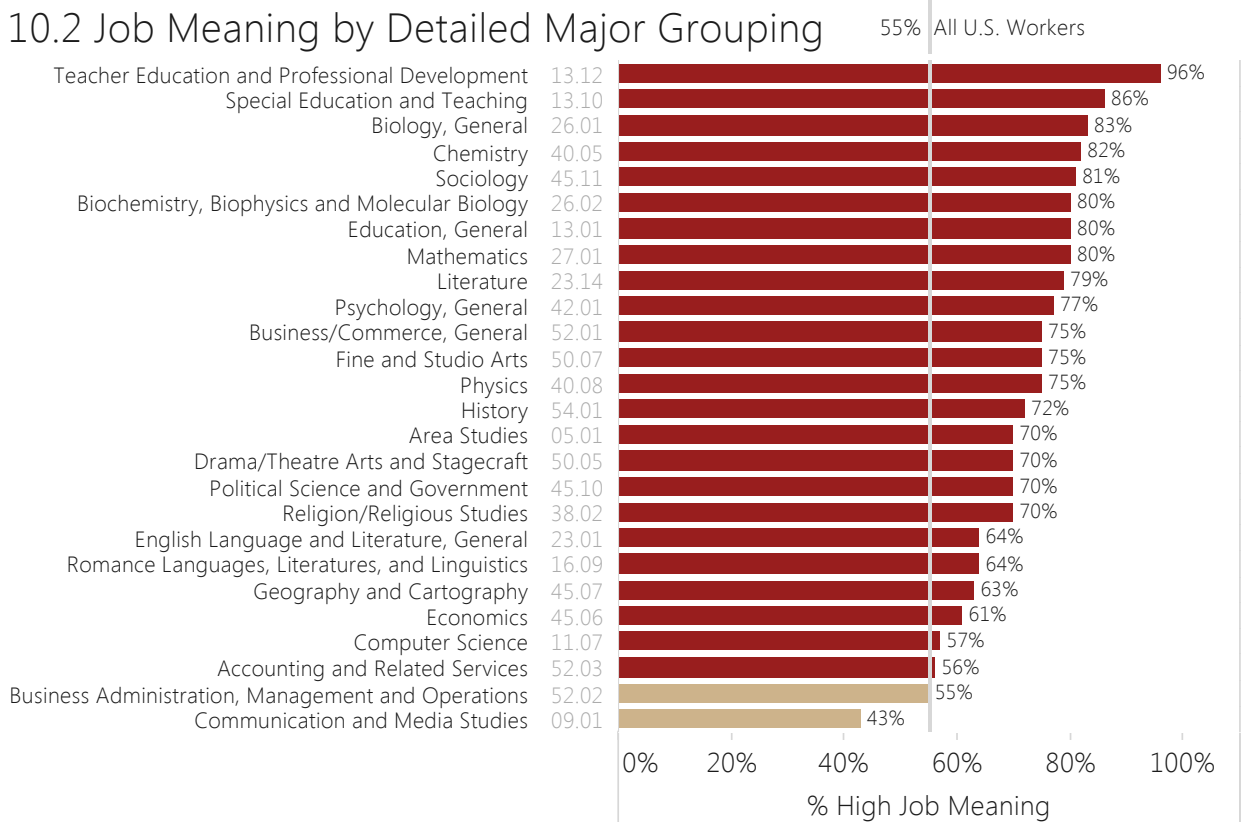


Figure 10.2 Job Meaning by Detailed Major Grouping



Note: Wittenberg alumni who major in Business Administration, Management and Operations or Communication and Media Studies have lower job meaning than the national percentage.

# 10. Soft Job Features by Major



## Wittenberg University

Figure 10.3 Job Satisfaction by Major Grouping

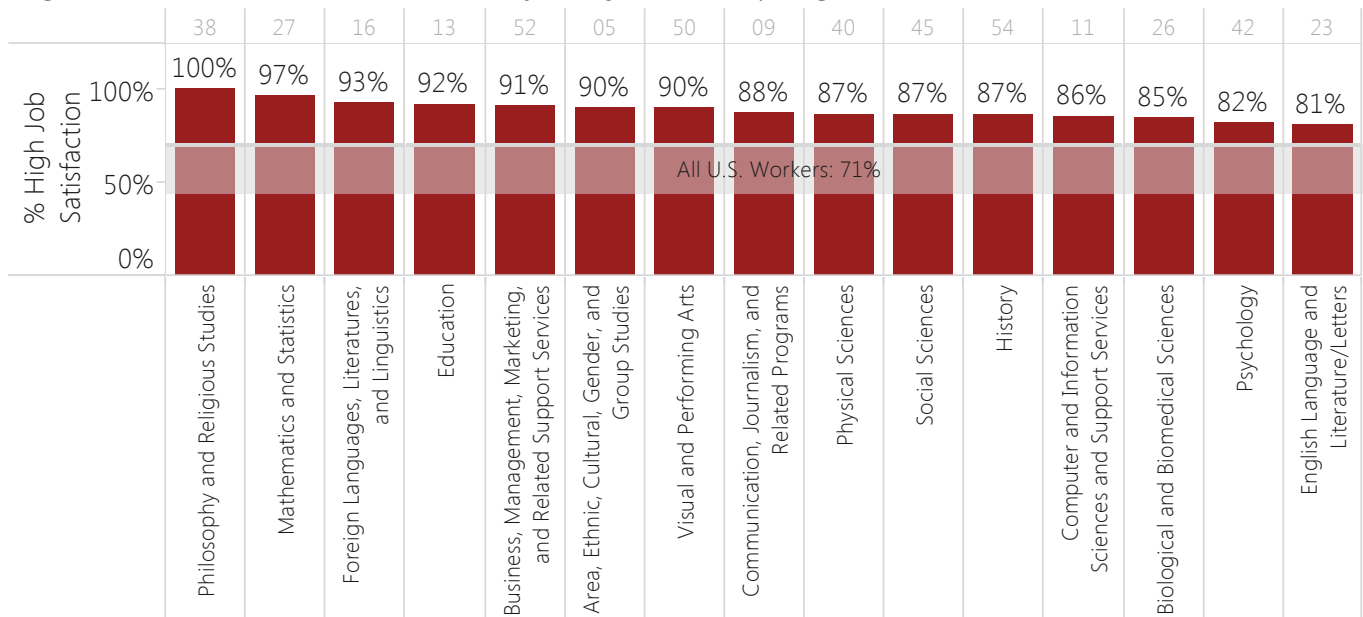
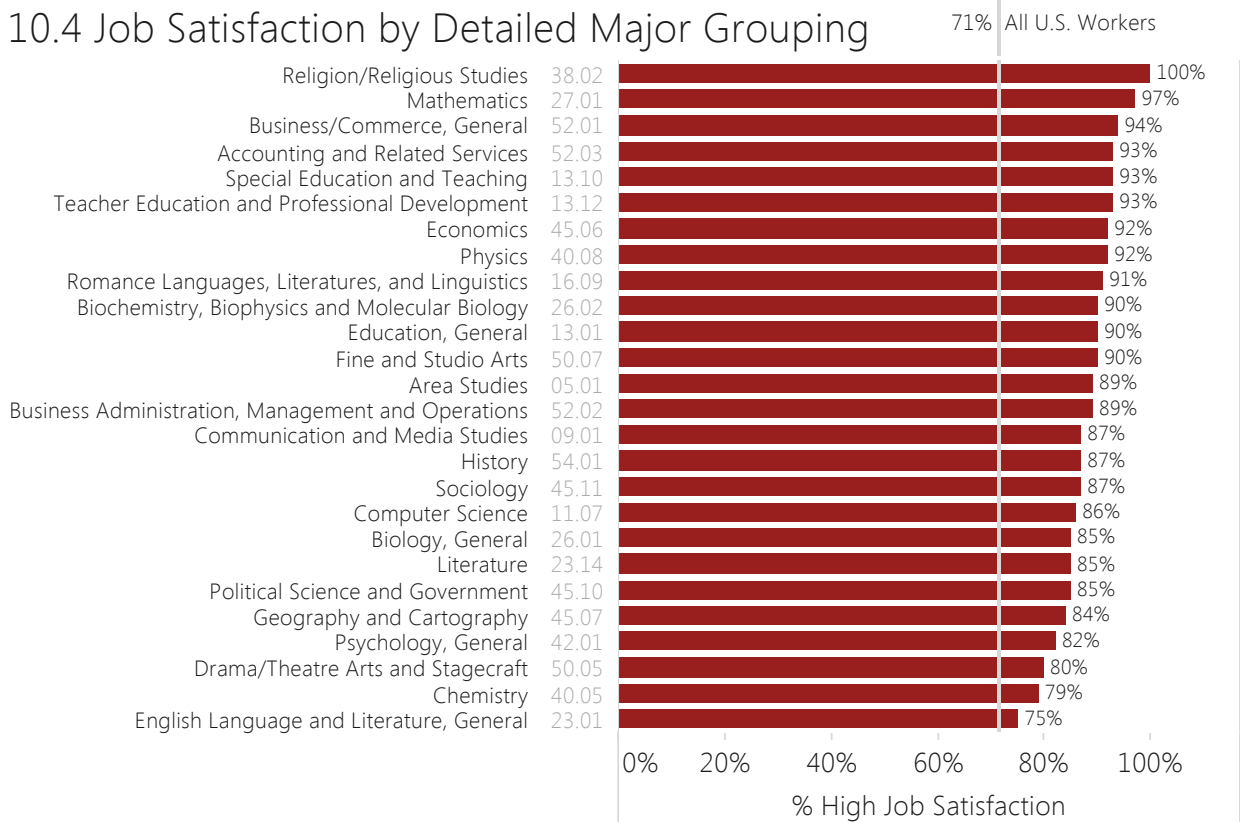


Figure 10.4 Job Satisfaction by Detailed Major Grouping



Note: Wittenberg alumni have higher job satisfaction than the national percentage across all majors.

# 10. Soft Job Features by Major



## Wittenberg University

Figure 10.5 Job Stress by Major Grouping

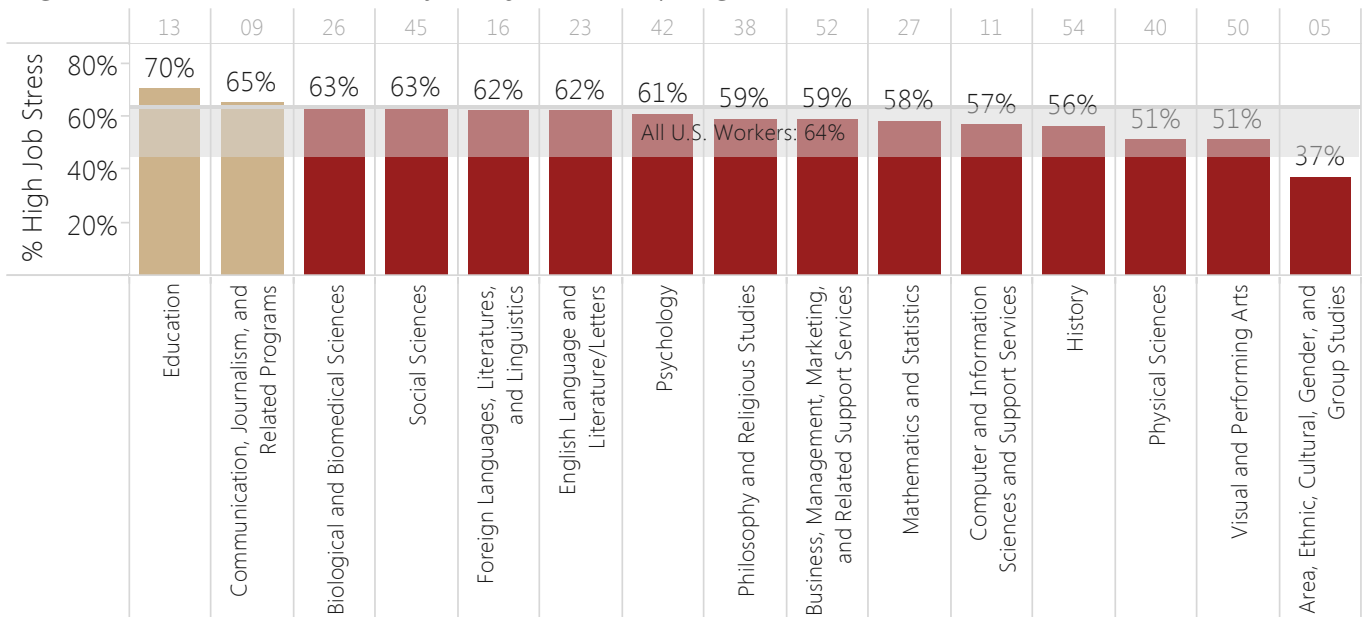
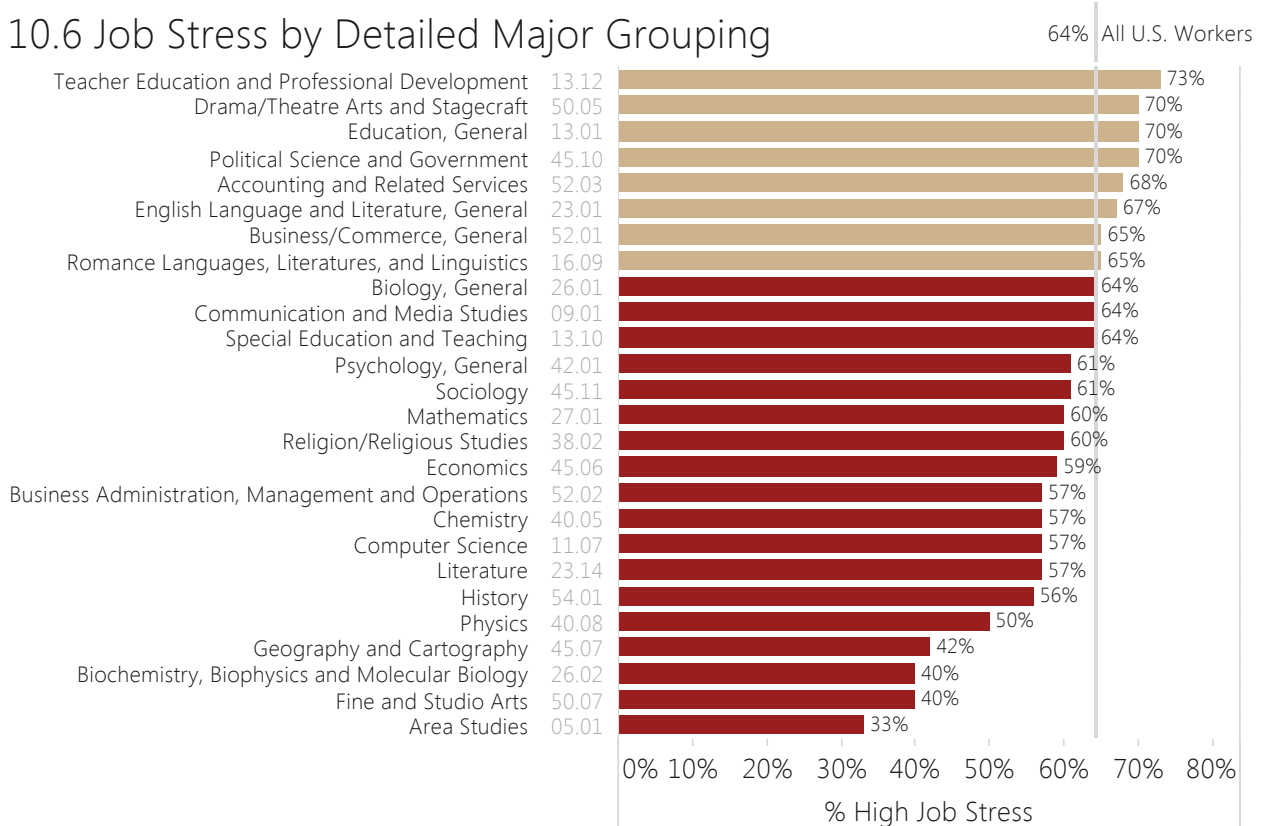


Figure 10.6 Job Stress by Detailed Major Grouping

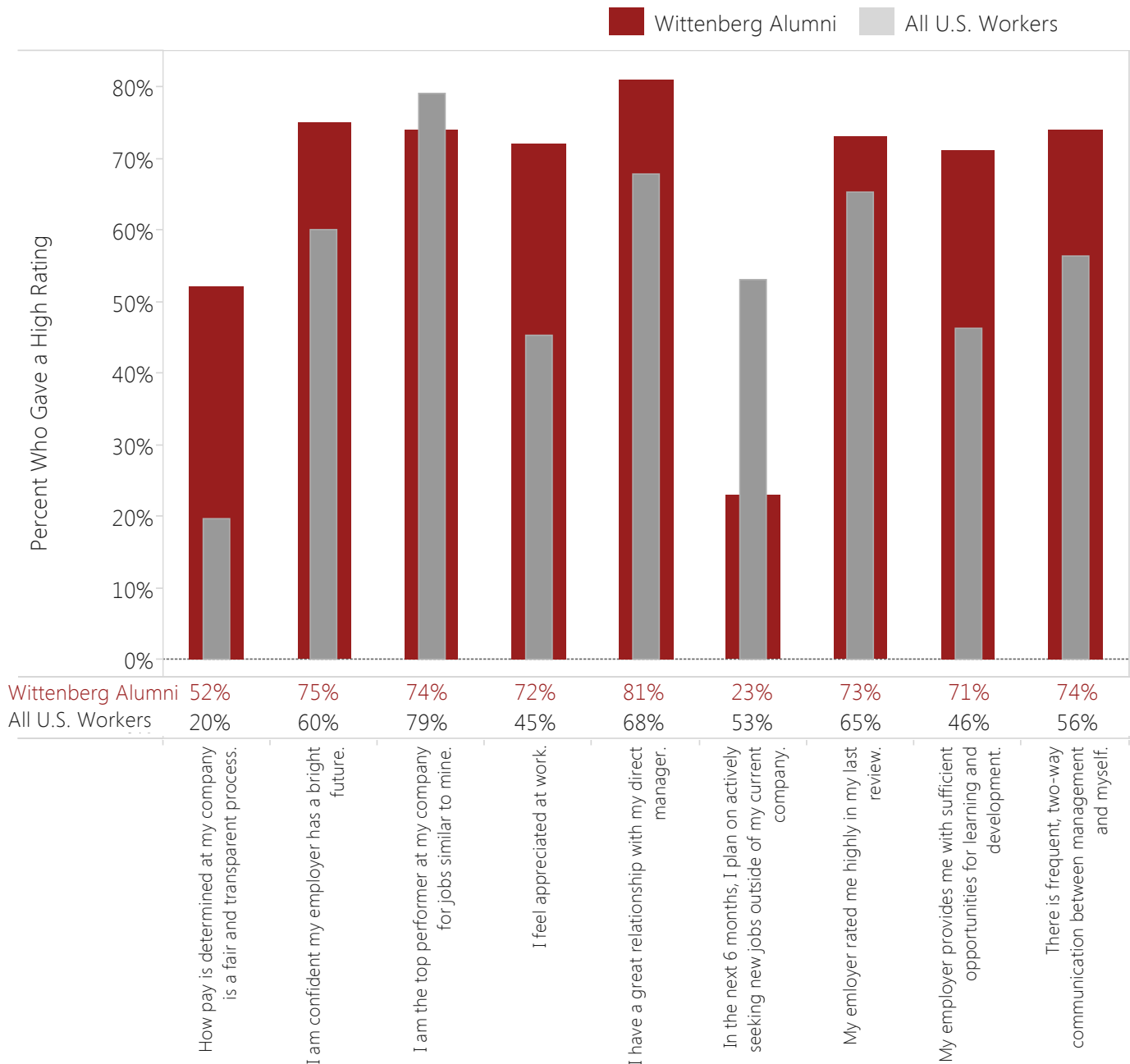


Note: Wittenberg alumni who major in Teacher Education and Professional Development are more likely to report high job stress (73%), however, they also report the highest job meaning (96%).

# 11. Employee Engagement

## Wittenberg University

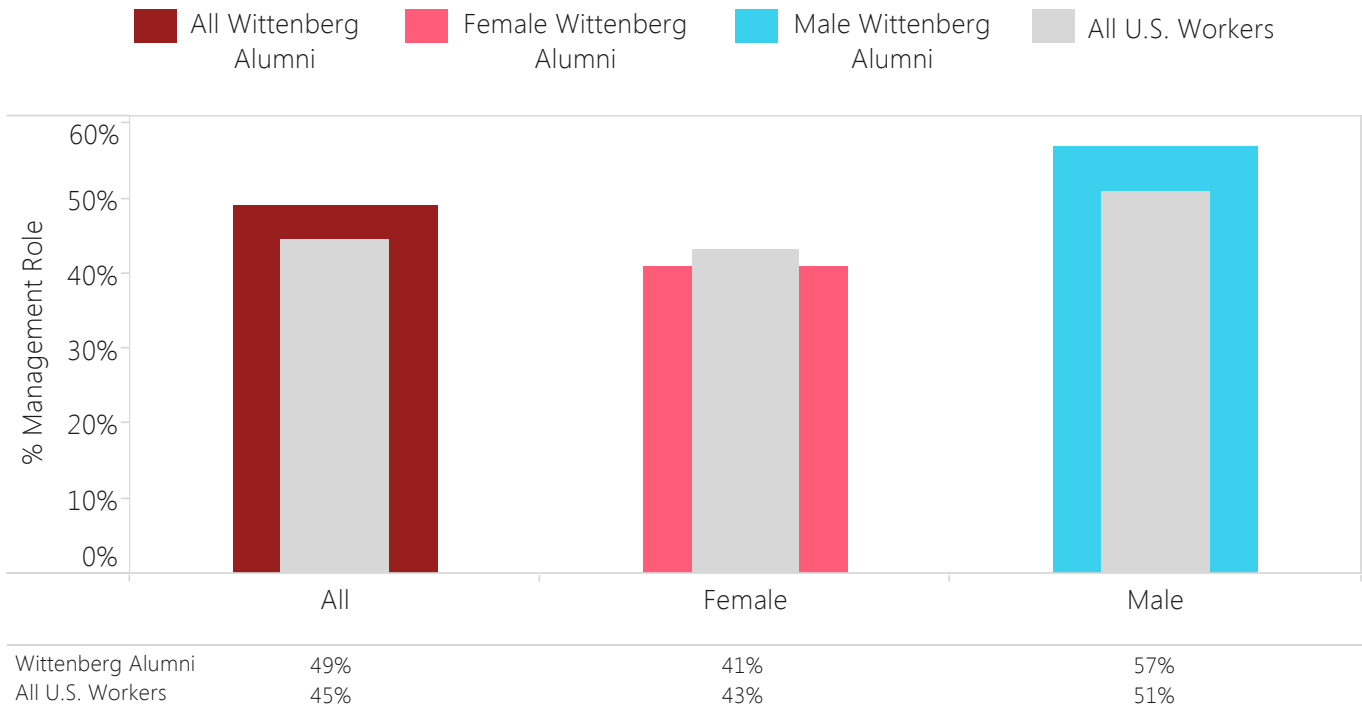
Figure 11.1 Employee Engagement Data



# 12. Management Role

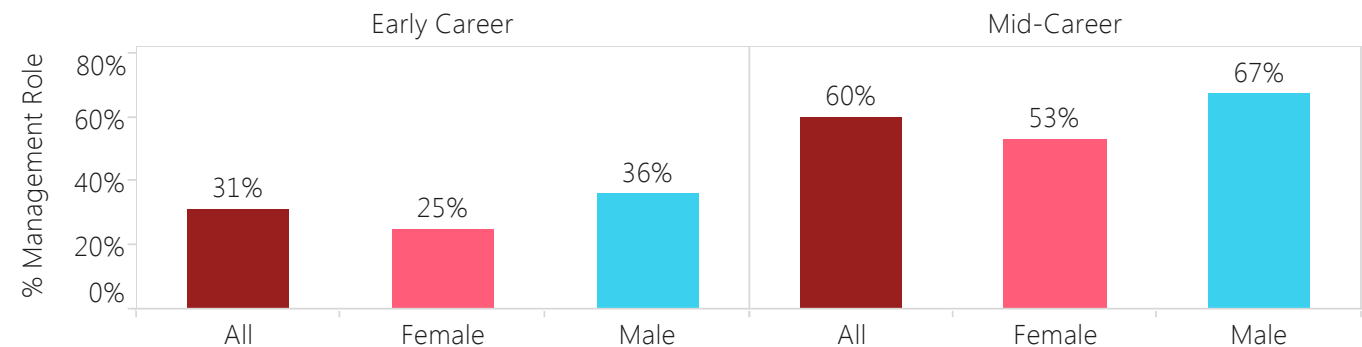
## Wittenberg University

Figure 12.1 Percentage in Management by Gender



Note: Wittenberg alumni have a slightly higher percentage in management roles (people supervision) at 49% compared to the national 45%, however, female Clarkson alumni have a slightly lower percentage in management roles at 41% compared to the national 43%.

Figure 12.2 Percentage in Management by Gender and Experience



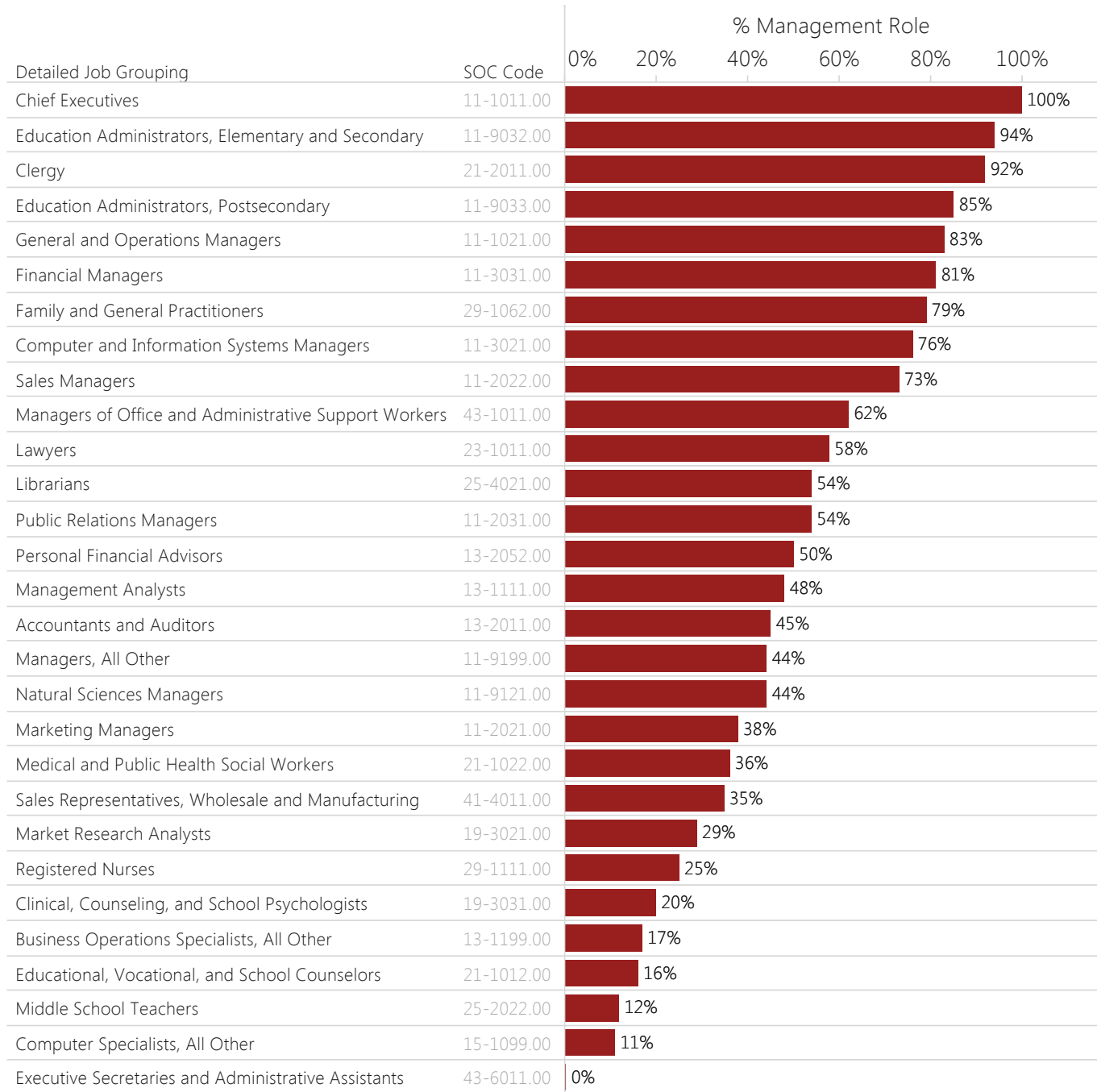
Note: 36 percent of early career male Wittenberg alumni are in management roles, compared to only 25 percent of early career female Wittenberg alumni. The percentage in management roles is also higher for mid-career male alumni at 67 percent, while only 53 percent of mid-career female alumni are in management roles.

# 12. Management Role



## Wittenberg University

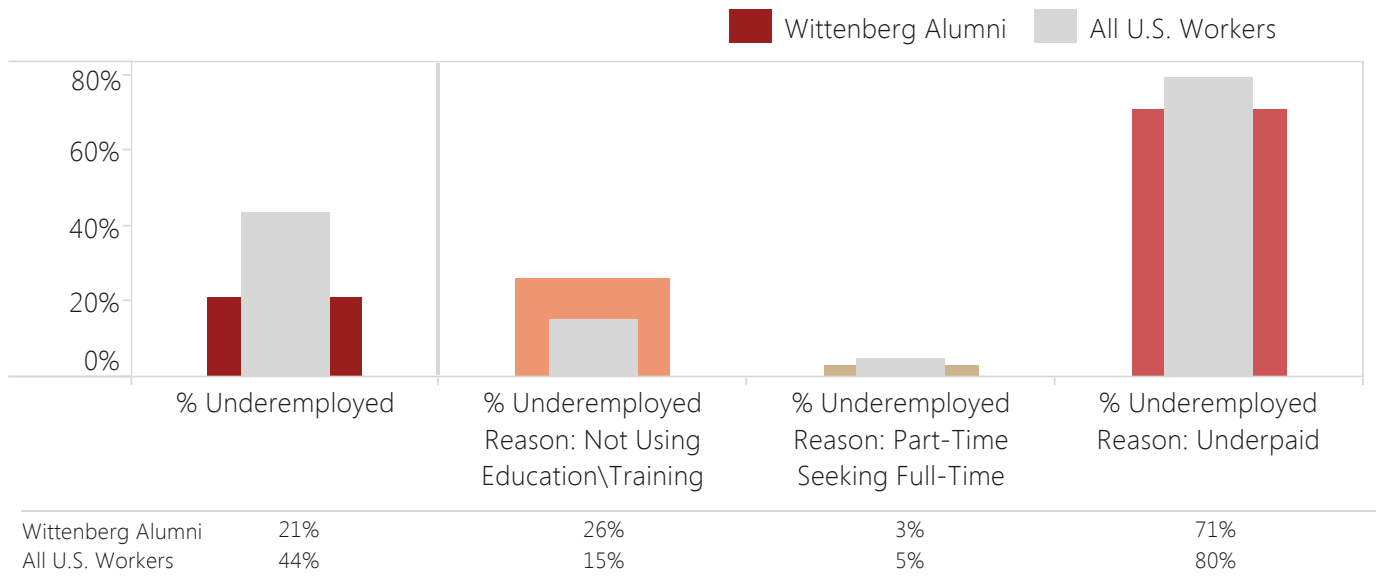
Figure 12.3 Percentage in Management by Detailed Occupational Grouping



# 13. Underemployment

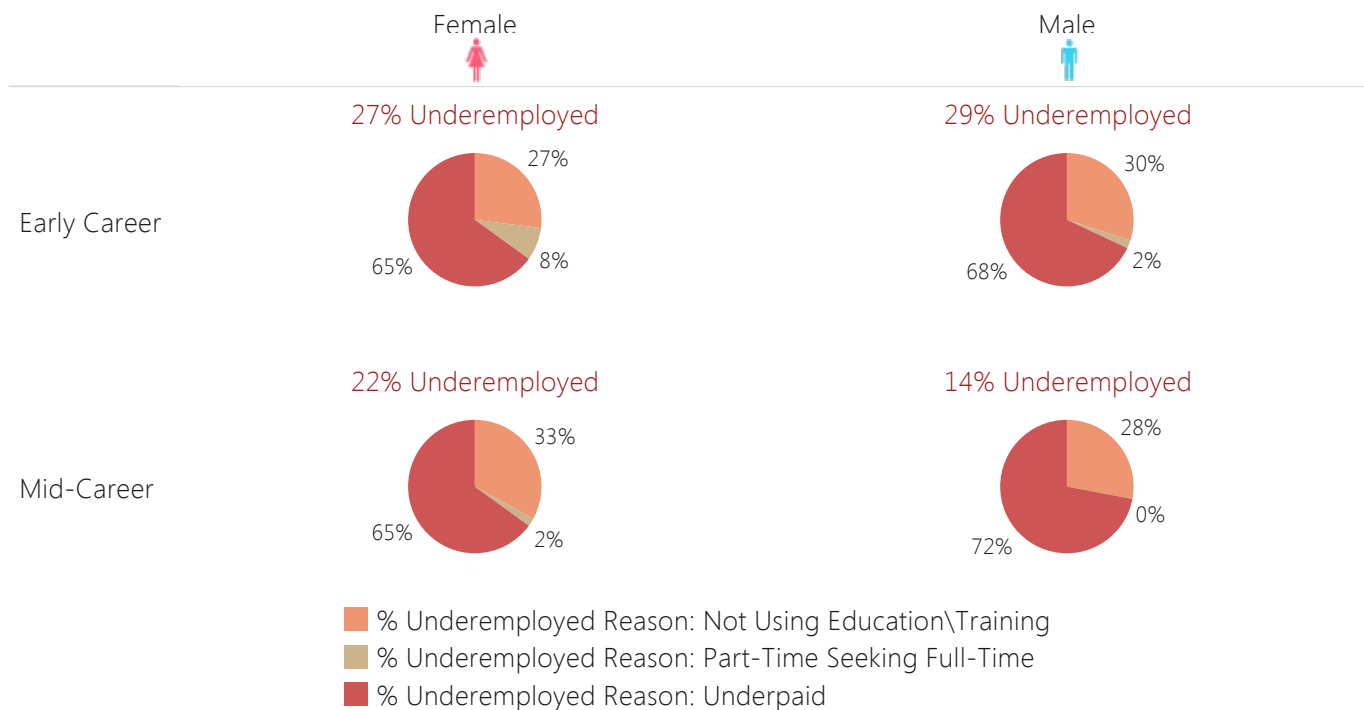
## Wittenberg University

Figure 13.1 Underemployment Statistics



Note: The national underemployed percentage is more than double the percentage of Wittenberg alumni who report being underemployed. Wittenberg alumni have a higher percentage who report being underemployed due to not using education/training than all U.S. workers.

Figure 13.2 Underemployment Statistics by Gender and Experience



# 13. Underemployment

## Wittenberg University

Figure 13.3 Underemployment by Bachelor Major Grouping

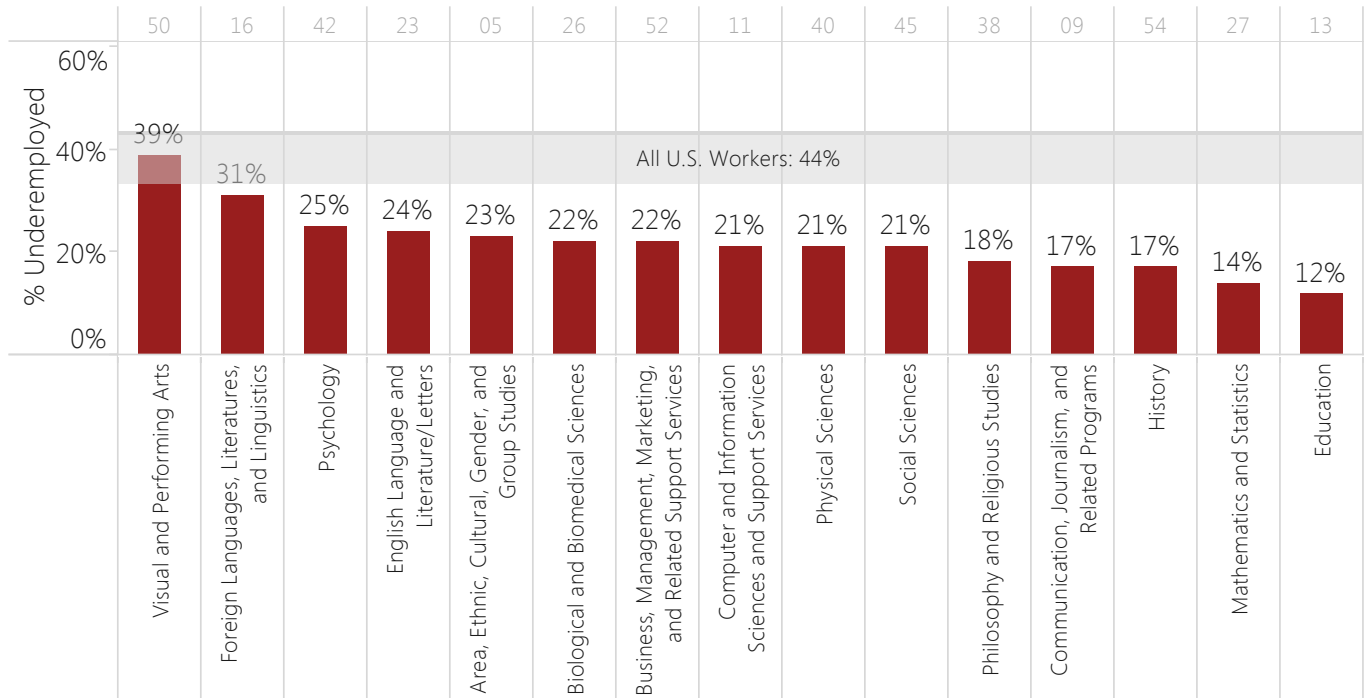
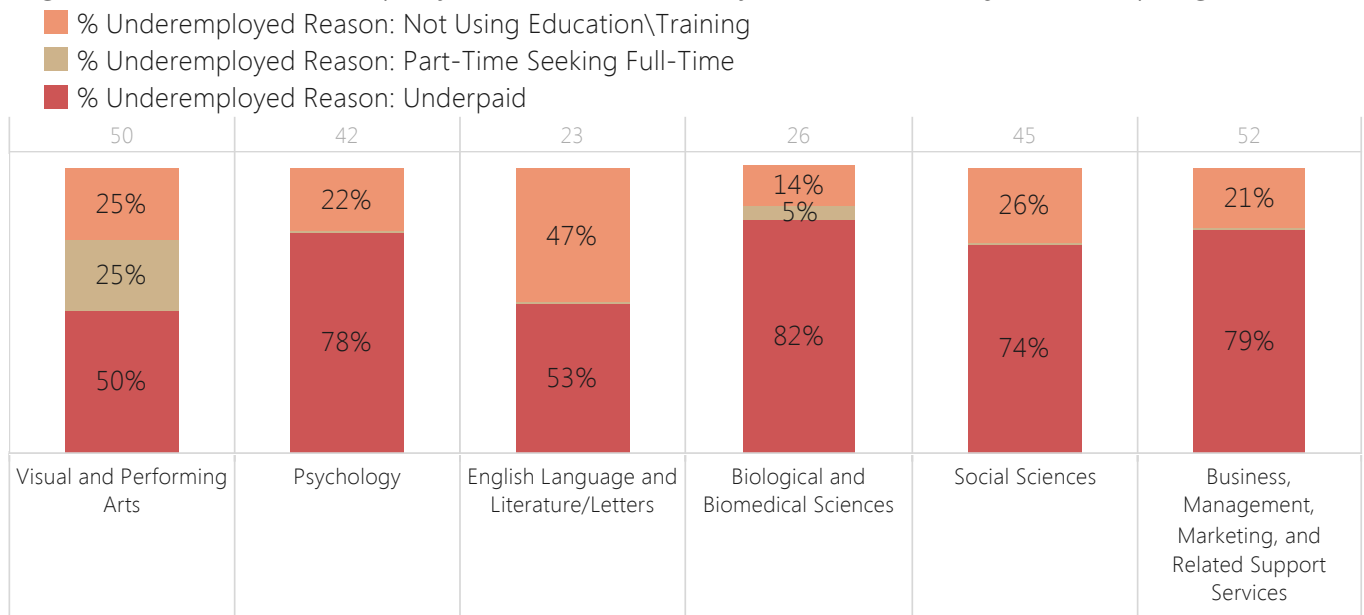


Figure 13.4 Underemployment Reasons by Bachelor Major Grouping

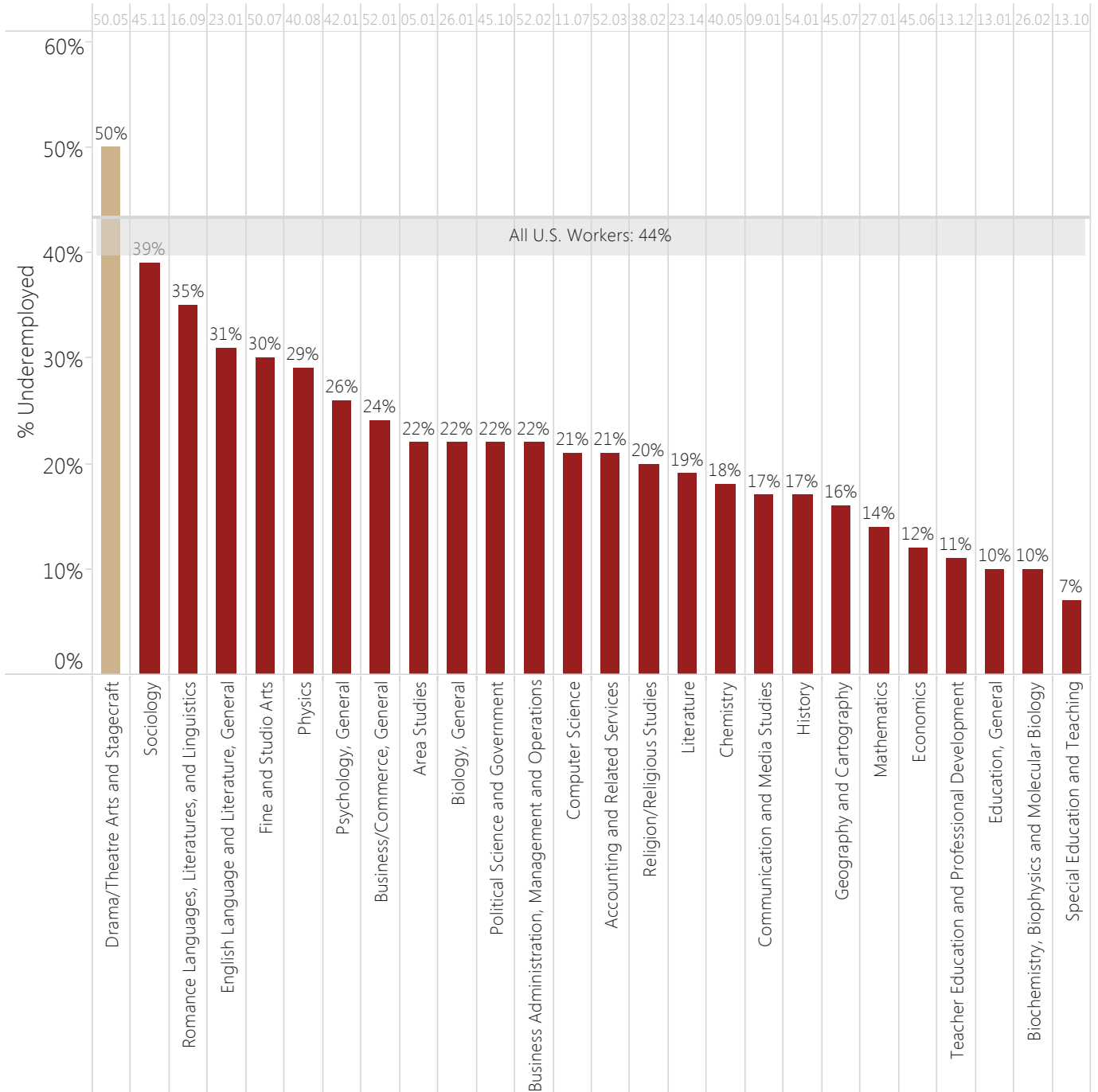




# 13. Underemployment

## Wittenberg University

Figure 13.5 Underemployment by Detailed Bachelor Major Grouping

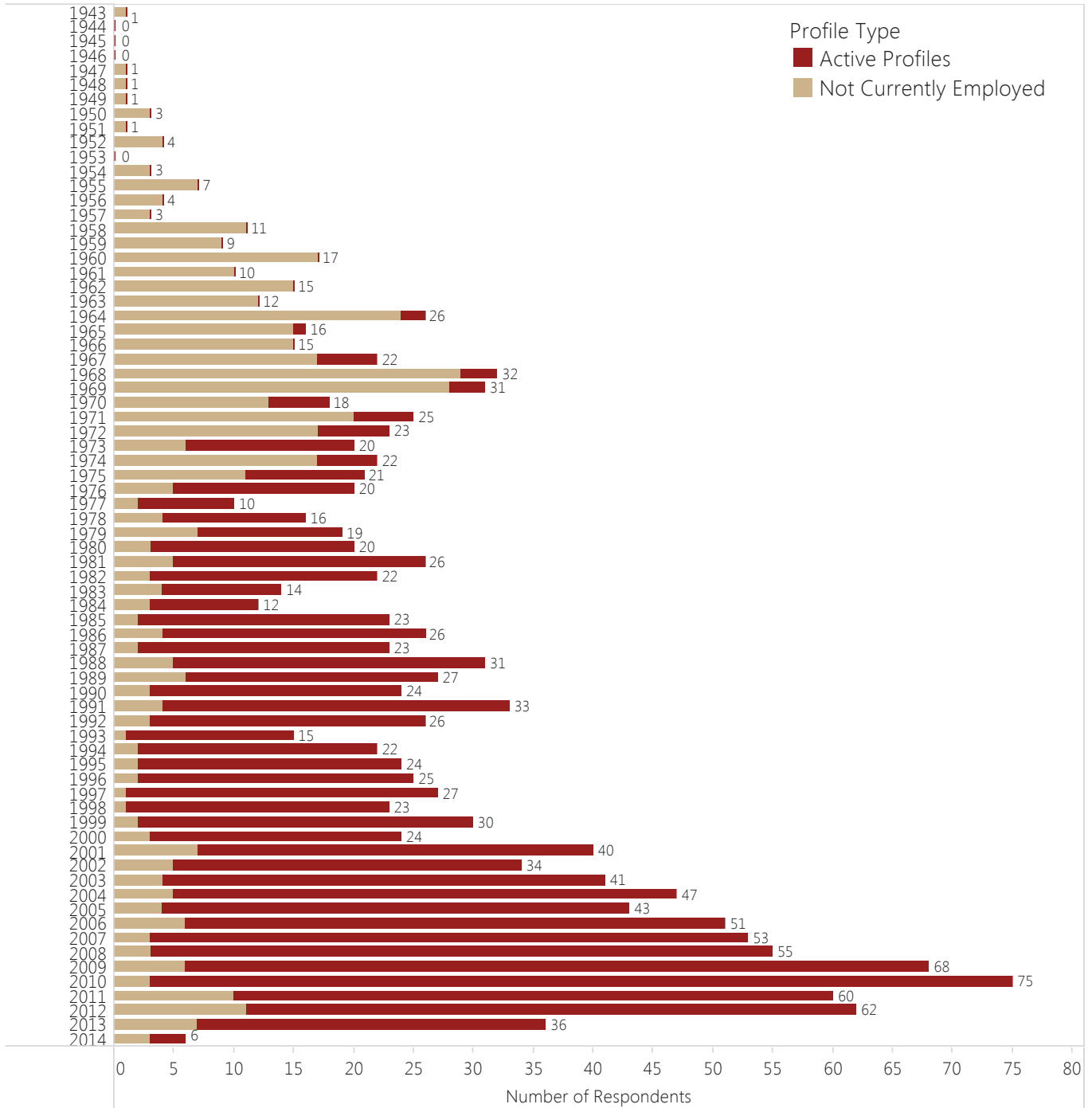


Note: 50 percent of Drama/Theatre Arts and Stagecraft majors report that they are underemployed. It is the only detailed major grouping that reports a higher percentage underemployed than all U.S. workers (44 percent).

# 14. Year Graduated

## Wittenberg University

Figure 14.1 Number of Respondents by Year Graduated



Note: "Number of Respondents" includes alumni who graduated from Wittenberg the given year and are either "Active Profiles" or "Not Currently Employed". A profile will not be activated if the respondent does not choose a valid job title, if the respondent does not provide compensation, or if the respondent's profile does not meet another validation requirement contained in PayScale's proprietary validation system. Reasons a respondent may not be currently employed could include: they are retired, they are actively looking for a job, they are in graduate school, etc.

# 14. Year Graduated

## Wittenberg University

Figure 14.2 Median Income by Year Graduated

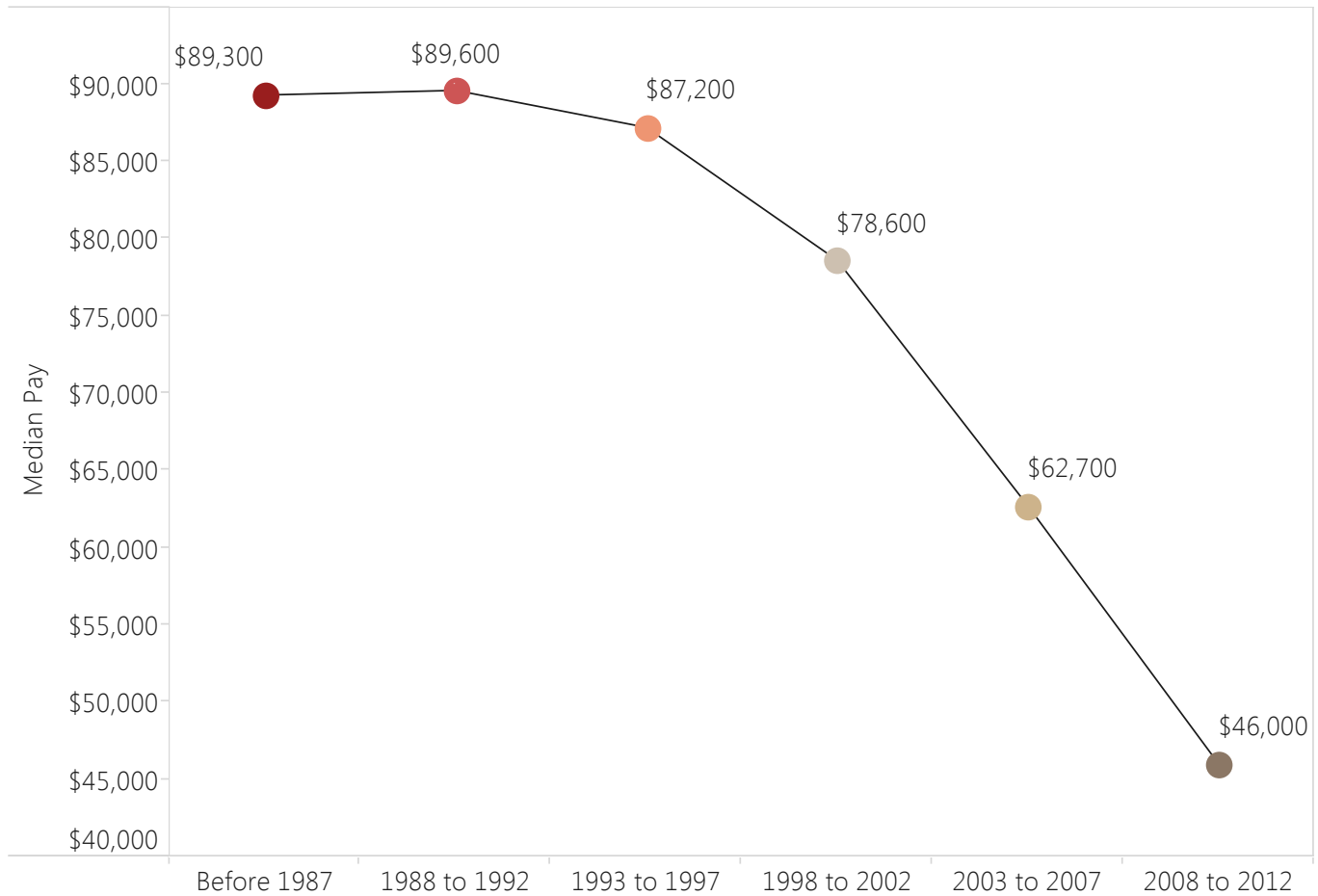
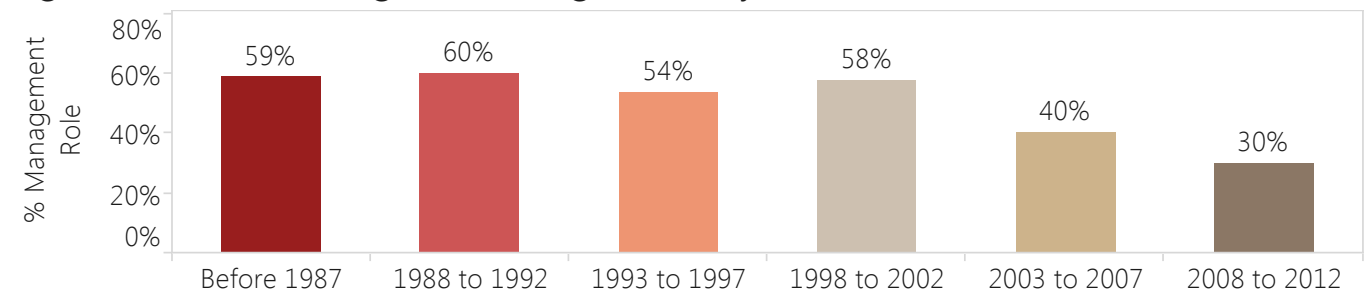


Figure 14.3 Percentage in Management by Year Graduated



# 14. Year Graduated

## Wittenberg University

Figure 14.4 Job Meaning by Year Graduated

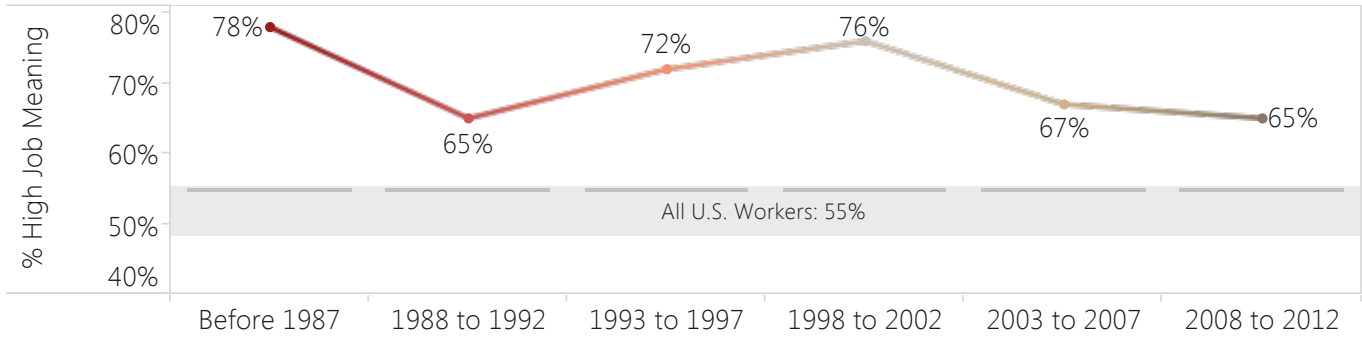


Figure 14.5 Job Satisfaction by Year Graduated

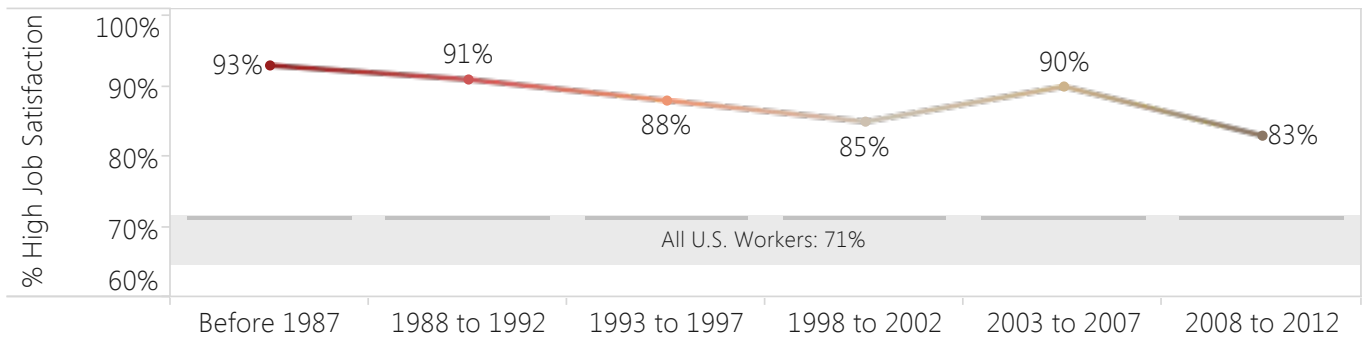
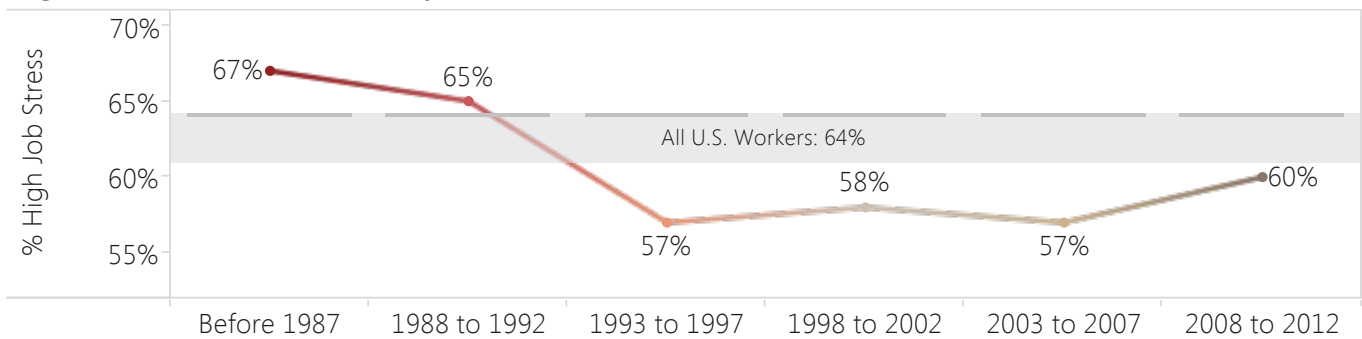


Figure 14.6 Job Stress by Year Graduated



# 14. Year Graduated

## Wittenberg University

Figure 14.7 Underemployment by Year Graduated

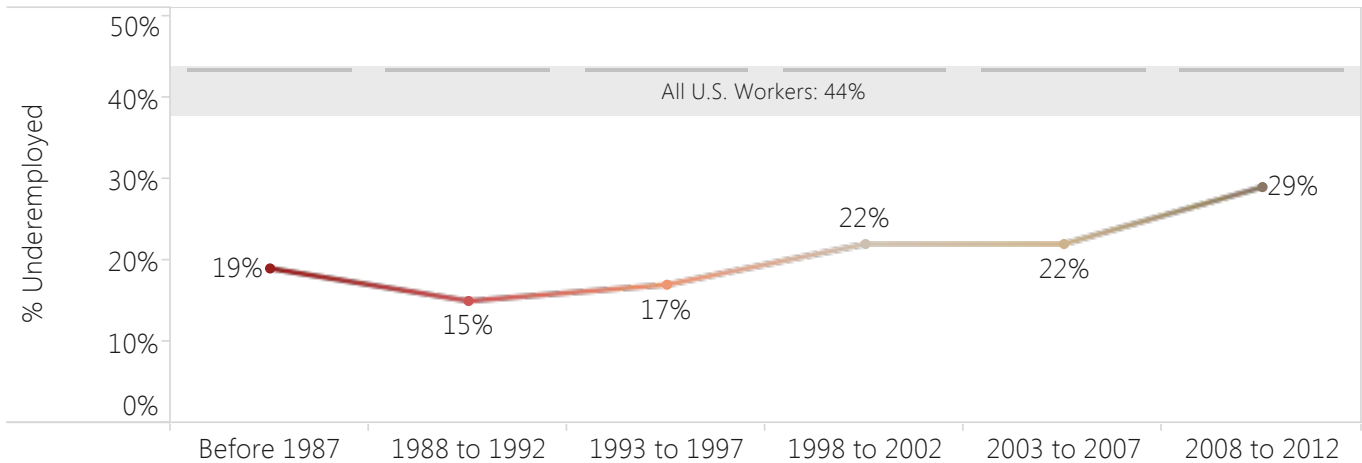
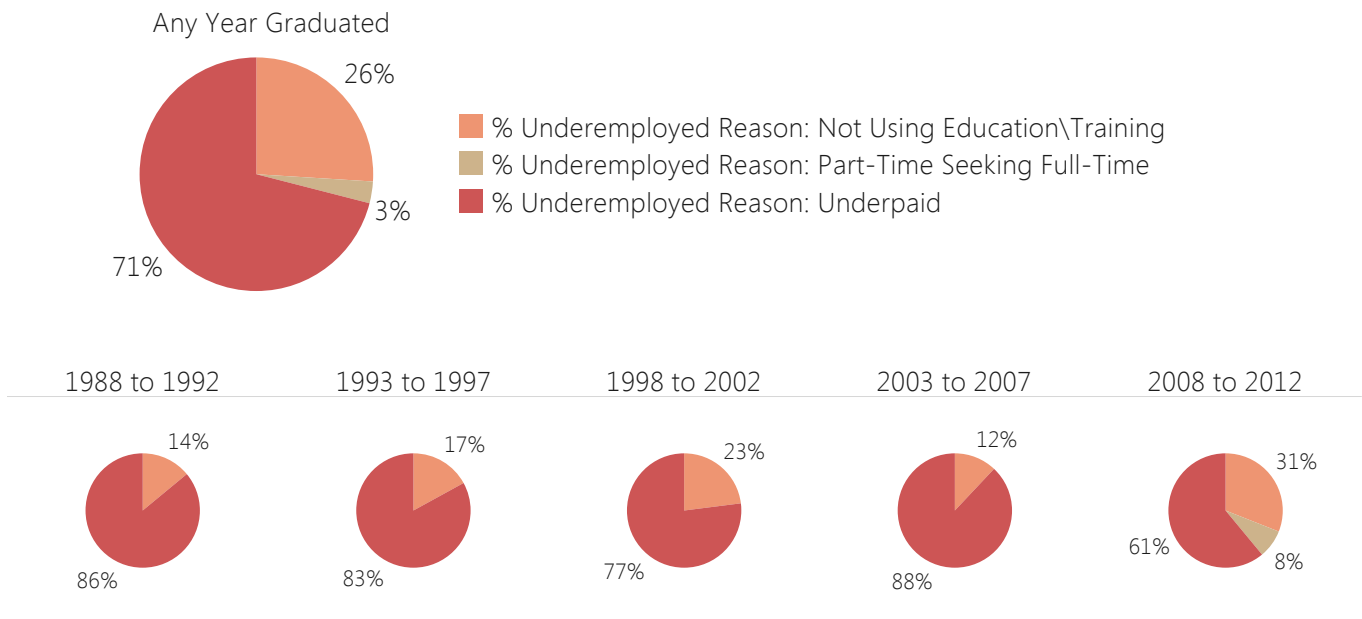


Figure 14.8 Underemployment Reason by Year Graduated

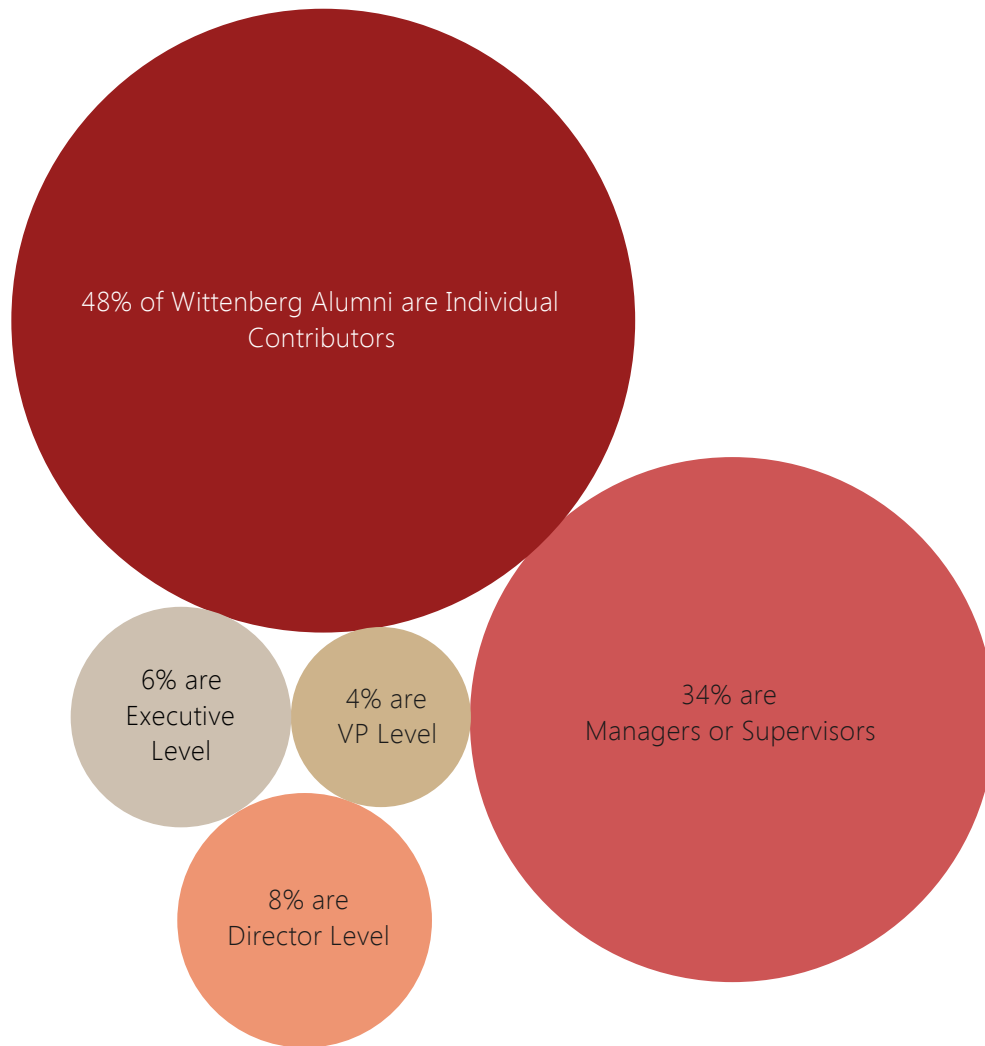


Note: Wittenberg alumni that graduated between 2008 and 2012 are most likely to say they are underemployed because of the following reasons: not using their education/training (31 percent) and working part time and seeking full-time work (8 percent). There was insufficient data to report underemployment reasons for alumni who graduated before 1987.

# 15. Job Level

Wittenberg University

Figure 15.1 Breakdown of Alumni by Job Level



	All	Female	Male
Executive Level	6%	3%	8%
VP Level	4%	2%	7%
Director Level	8%	8%	8%
Manager or Supervisor	34%	30%	37%
Individual Contributor	48%	57%	40%

# 15. Job Level

## Wittenberg University

Figure 15.2 Mid-Career Median Income by Job Level

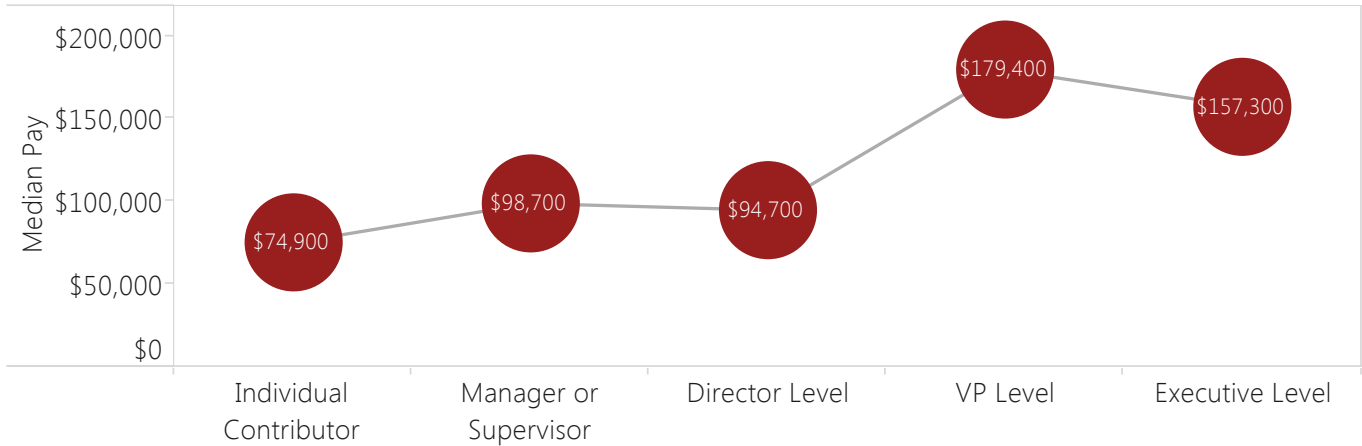


Figure 15.3 Percentage in Management Role by Job Level

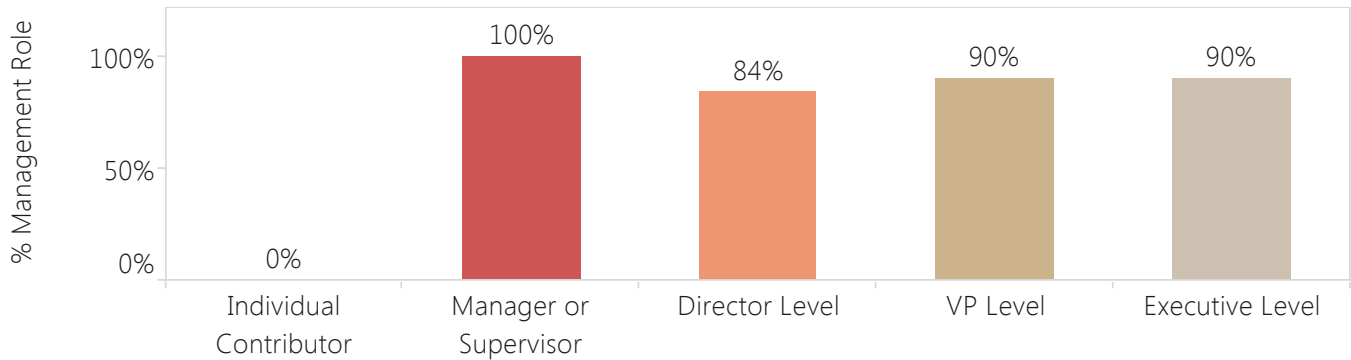
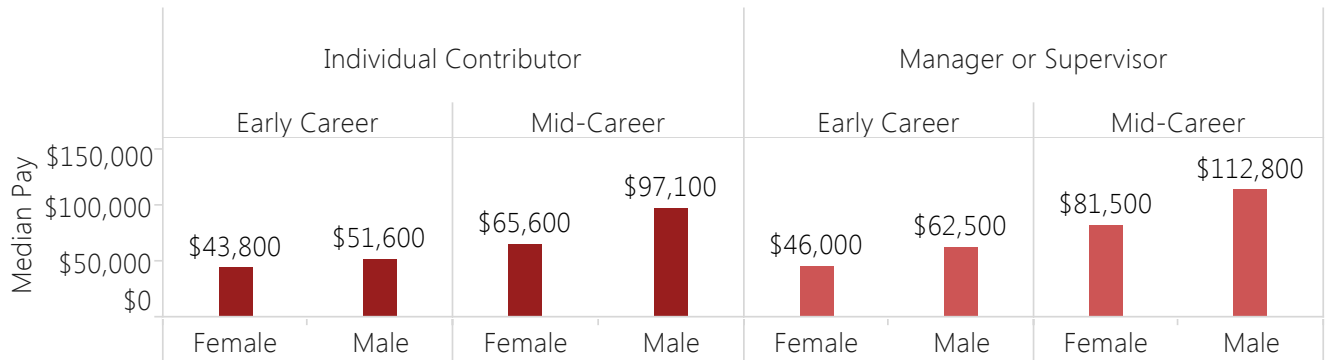


Figure 15.4 Median Income by Job Level, Gender and Experience



# 15. Job Level

## Wittenberg University

Figure 15.5 Job Meaning by Job Level

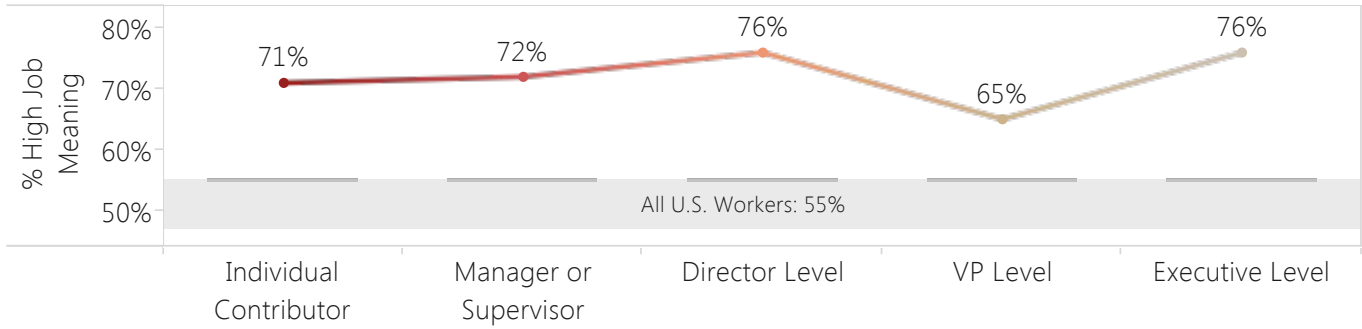


Figure 15.6 Job Satisfaction by Job Level

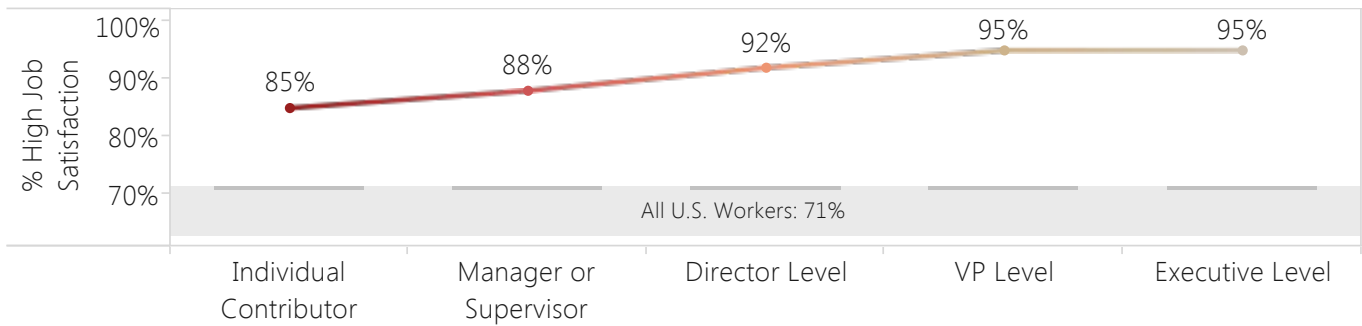
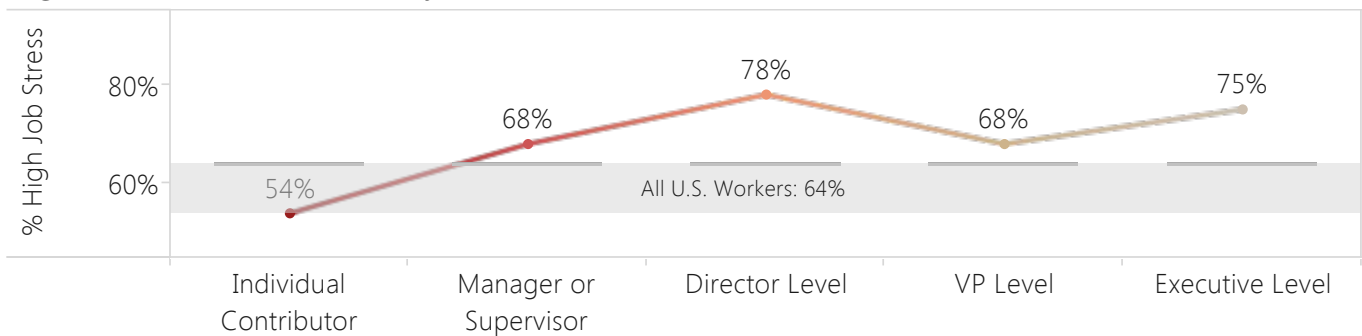


Figure 15.7 Job Stress by Job Level



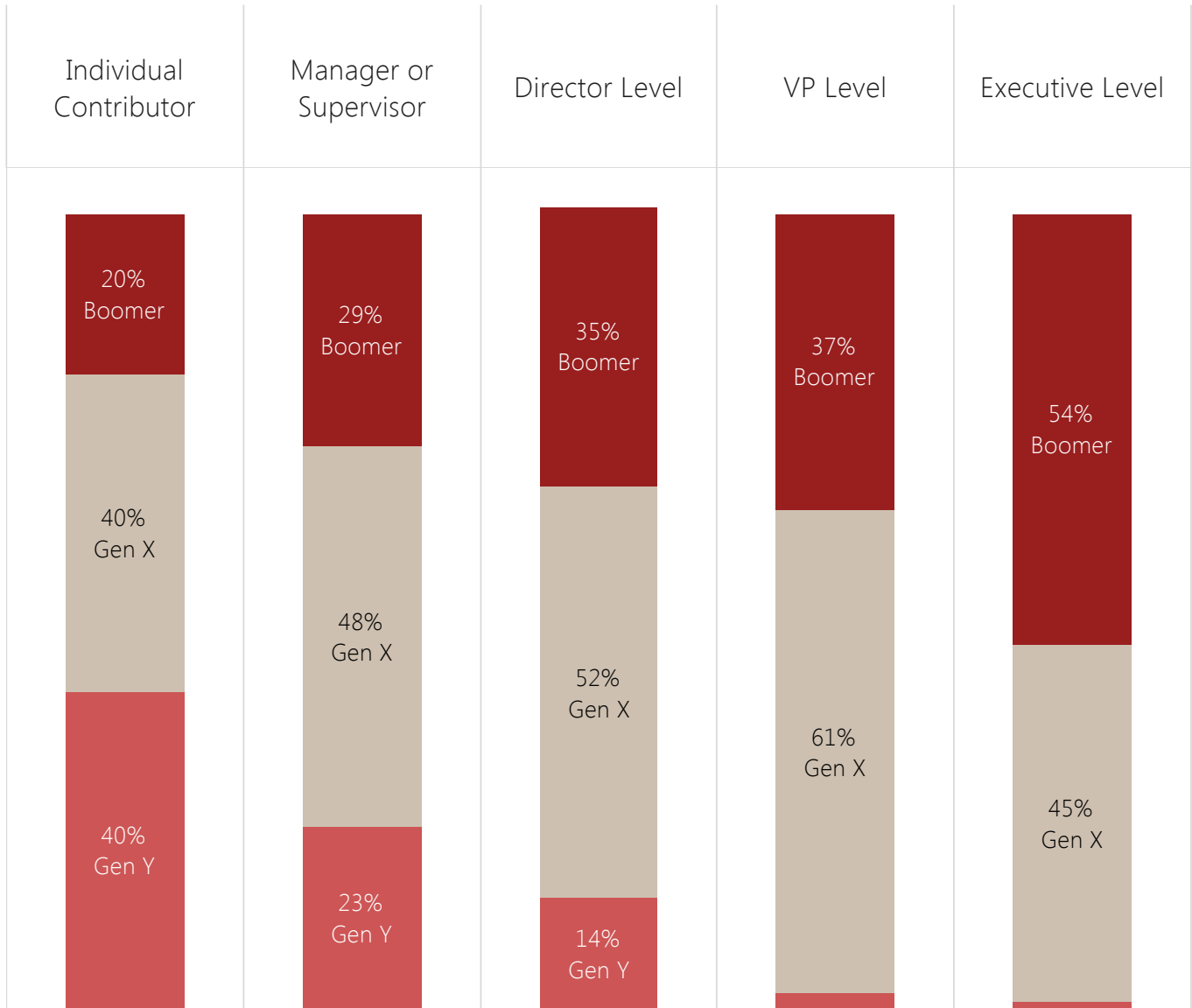


# 15. Job Level

## Wittenberg University

Figure 15.8 Generational Breakdown by Job Level

■ % Baby Boomer: 1946-1964  
■ % Gen X: 1965-1981  
■ % Gen Y: 1982-2002



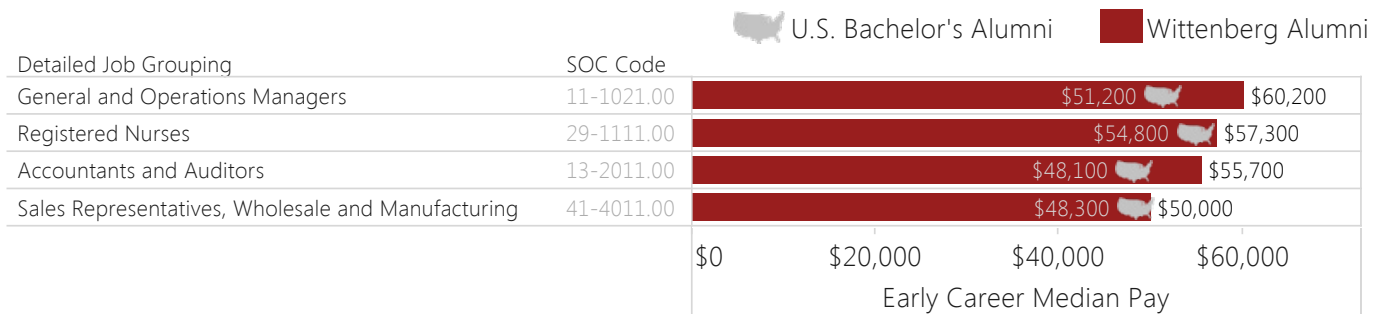
Note: The percentage of Gen Y workers is highest for Individual Contributors and decreases as we move up the job levels. Conversely, the percentage of Generation X workers is the highest for VP Levels and decreases as we move down the job levels. The percentage of Baby Boomers is highest for Executive Levels and decreases as we move down the job levels.

# 16. Detailed Occupational Groupings



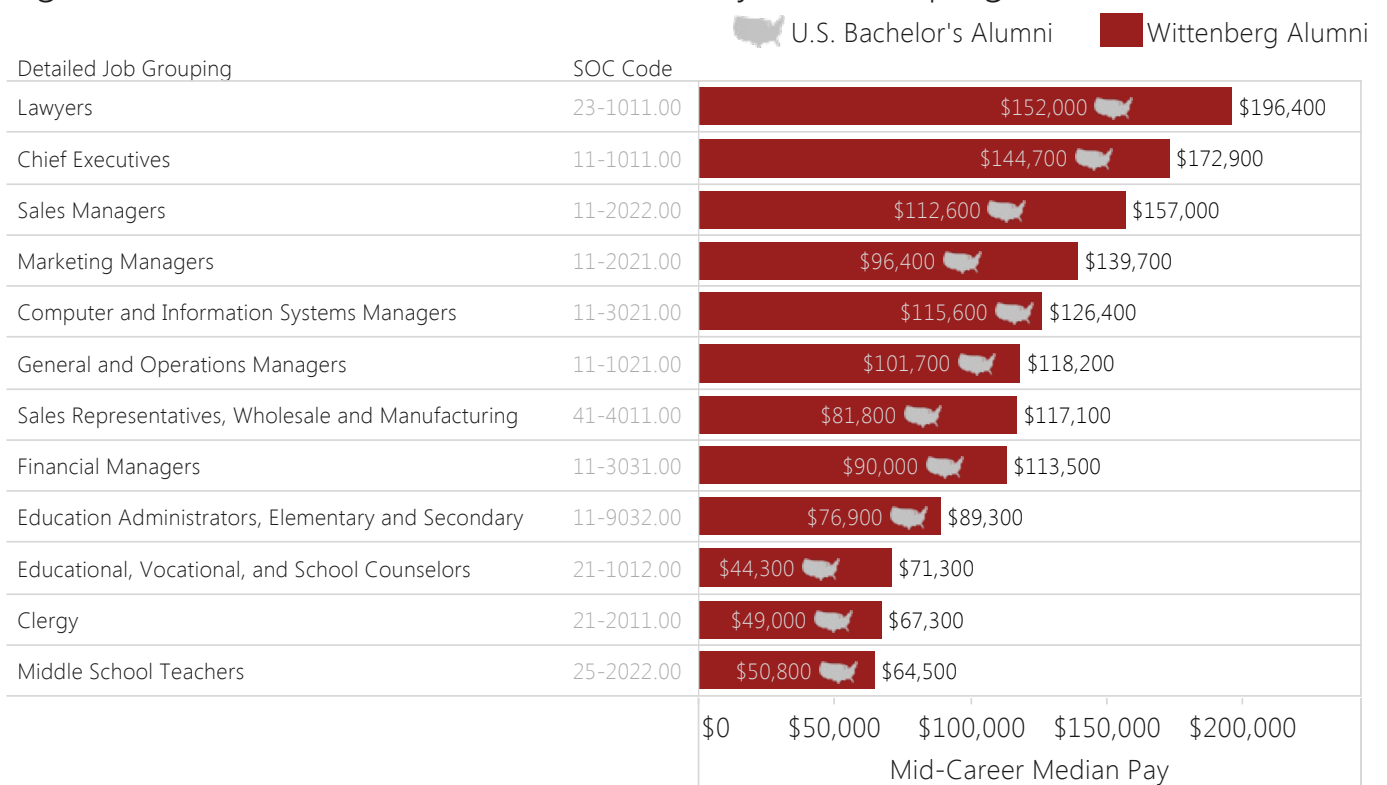
## Wittenberg University

Figure 16.1 Early Career Median Income by Job Grouping



Note: Wittenberg alumni earn more than the national early career median pay across all detailed job groupings. General and Operations Managers have the greatest percent difference (15 percent) between Wittenberg alumni and all U.S. Bachelor's alumni and Sales Representatives in Wholesale and Manufacturing have the smallest percent difference (4 percent).

Figure 16.2 Mid-Career Median Income by Job Grouping



# 16. Detailed Occupational Groupings



## Wittenberg University

Figure 16.3 Most Common Jobs by Gender

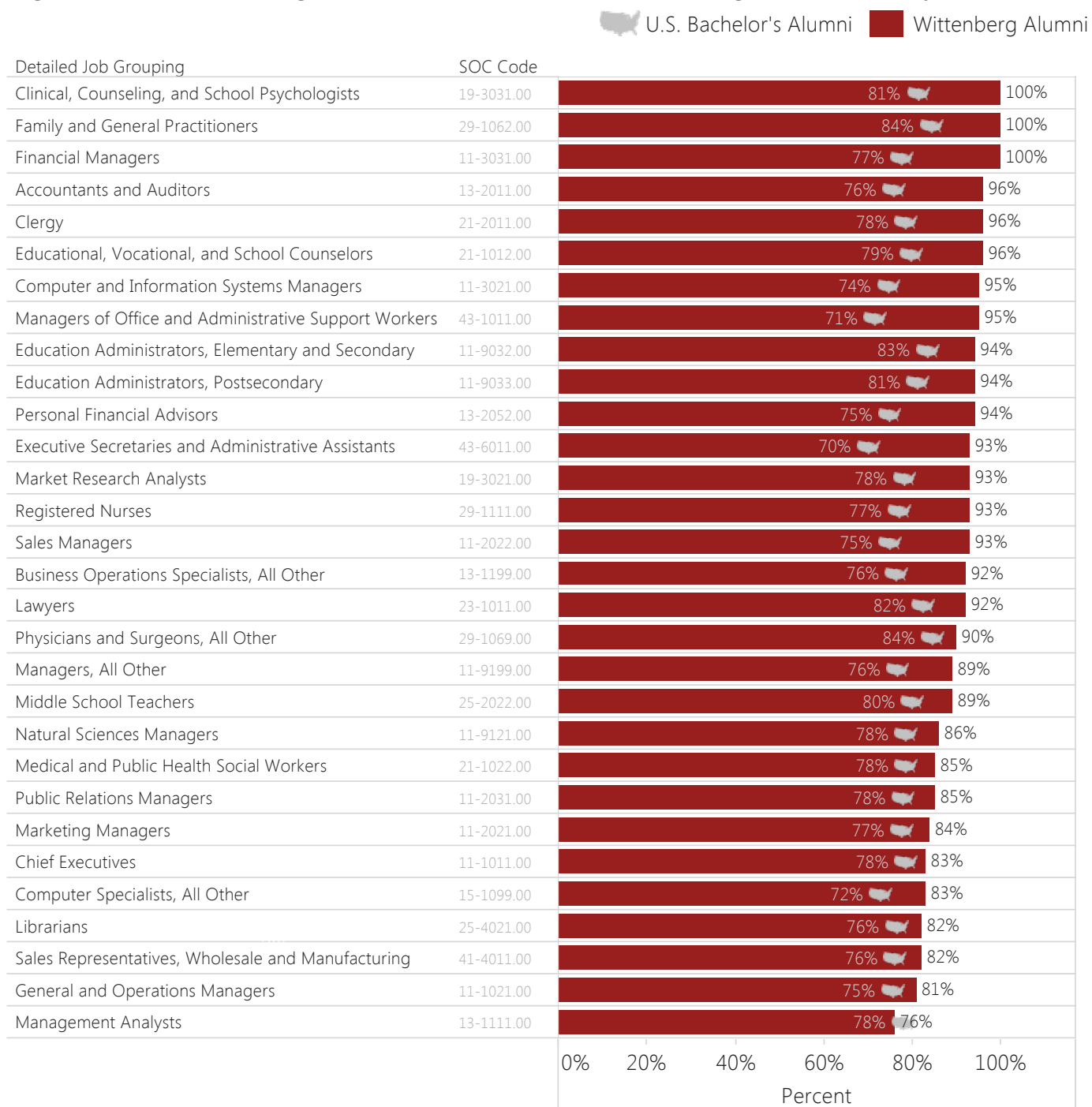
Detailed Job Grouping	Female		Detailed Job Grouping	Male	
	Commonness	Rank		Commonness	Rank
General and Operations Managers	1	1	General and Operations Managers	1	1
Lawyers	2	2	Lawyers	2	2
Marketing Managers	3	3	Chief Executives	3	3
Educational, Vocational, and School Counselors	4	4	Sales Representatives, Wholesale and Manufacturing	4	4
Chief Executives	5	5	Sales Managers	5	5
Managers of Office and Administrative Support Workers	6	6	Managers, All Other	6	6
Market Research Analysts	7	7	Clergy	7	7
Middle School Teachers	7	7	Accountants and Auditors	8	8
Education Administrators, Elementary and Secondary	9	9	Management Analysts	8	8
Accountants and Auditors	10	10	Marketing Managers	10	10
Clinical, Counseling, and School Psychologists	10	10	Computer Specialists, All Other	11	11
Executive Secretaries and Administrative Assistants	10	10	Personal Financial Advisors	11	11
Librarians	10	10	Computer and Information Systems Managers	13	13
Medical and Public Health Social Workers	10	10	Financial Managers	13	13
Computer and Information Systems Managers	15	15	Education Administrators, Postsecondary	15	15
Managers, All Other	15	15	Business Operations Specialists, All Other	16	16
Public Relations Managers	15	15	Education Administrators, Elementary and Secondary	17	17
Education Administrators, Postsecondary	18	18	Natural Sciences Managers	17	17
Registered Nurses	19	19	Instructional Coordinators	19	19
Financial Managers	20	20	Clinical, Counseling, and School Psychologists	20	20
Personal Financial Advisors	20	20	Educational, Vocational, and School Counselors	20	20
Sales Managers	20	20	Family and General Practitioners	20	20
Sales Representatives, Wholesale and Manufacturing	20	20	Managers of Office and Administrative Support Workers	20	20
Business Operations Specialists, All Other	24	24	Middle School Teachers	24	24
Family and General Practitioners	24	24	Public Relations Managers	24	24
Management Analysts	24	24	Executive Secretaries and Administrative Assistants	26	26
Natural Sciences Managers	24	24	Market Research Analysts	26	26
Computer Specialists, All Other	28	28	Registered Nurses	26	26
Instructional Coordinators	28	28	Librarians	29	29
Clergy	30	30	Medical and Public Health Social Workers	29	29

Note: Commonness rank is determined by the number of respondents who report a job within the detailed occupational grouping.

# 17. School Recommendation

## Wittenberg University

Figure 17.1 Percentage That Recommend Wittenberg Education by Job



Note: Wittenberg alumni are more likely to recommend their undergraduate school than all U.S. Bachelor's alumni by detailed occupational grouping, except for Management Analysts. 76 percent of Wittenberg alumni currently working as Management Analysts recommend Wittenberg compared to 78 percent of all U.S. Bachelor's alumni working as Management Analysts.

# 17. School Recommendation

## Wittenberg University

Figure 17.2 Percentage That Recommend Wittenberg Education by Employment Status

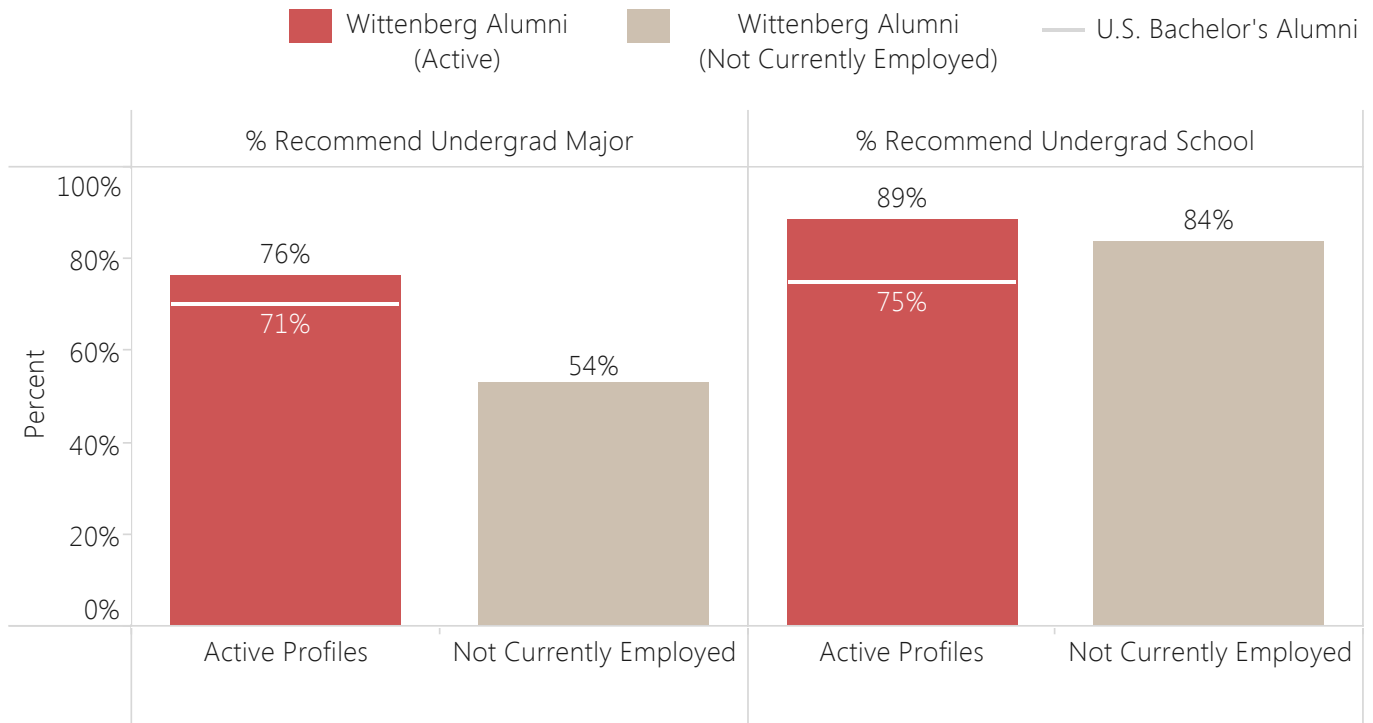
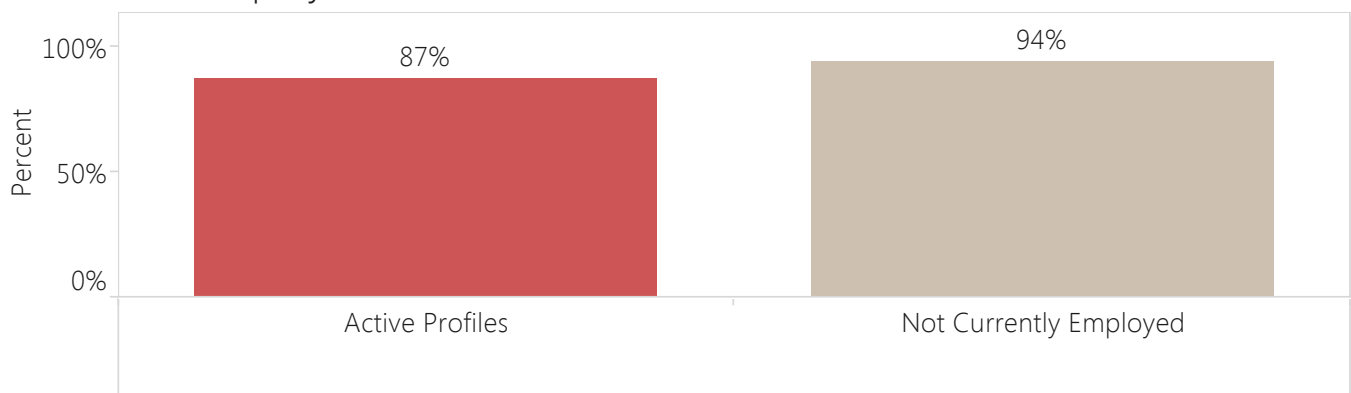


Figure 17.3 Percentage That Consider Their Education a Good Value by Employment Status



Note: PayScale does not currently collect national unemployment statistics.

# 18. Company Size

## Wittenberg University

Figure 18.1 Breakdown of All Alumni by Company Size

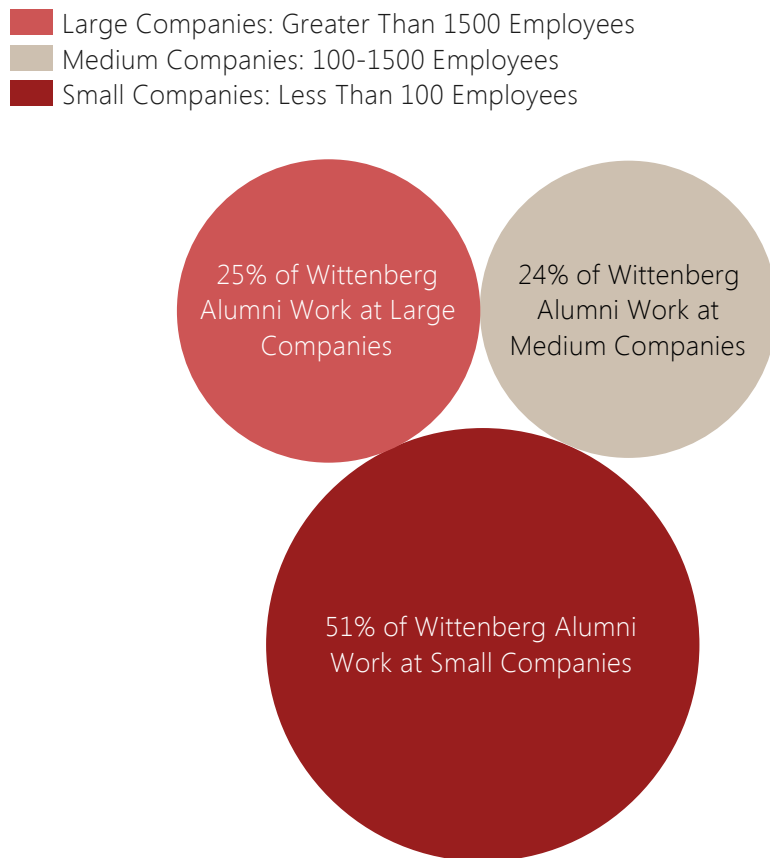
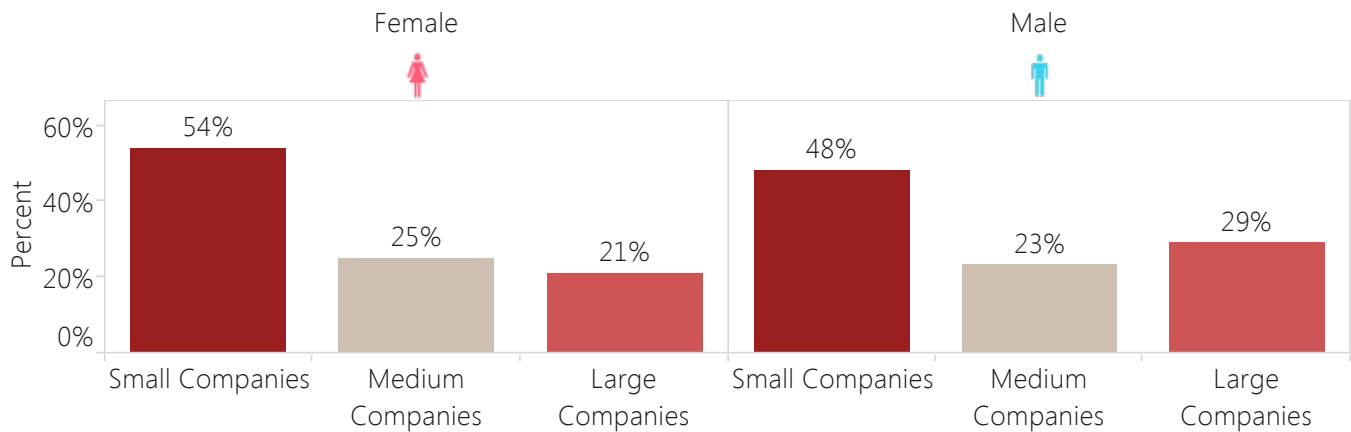


Figure 18.2 Breakdown of Alumni by Company Size and Gender



# 18. Company Size

## Wittenberg University

Figure 17.3 Median Income by Company Size

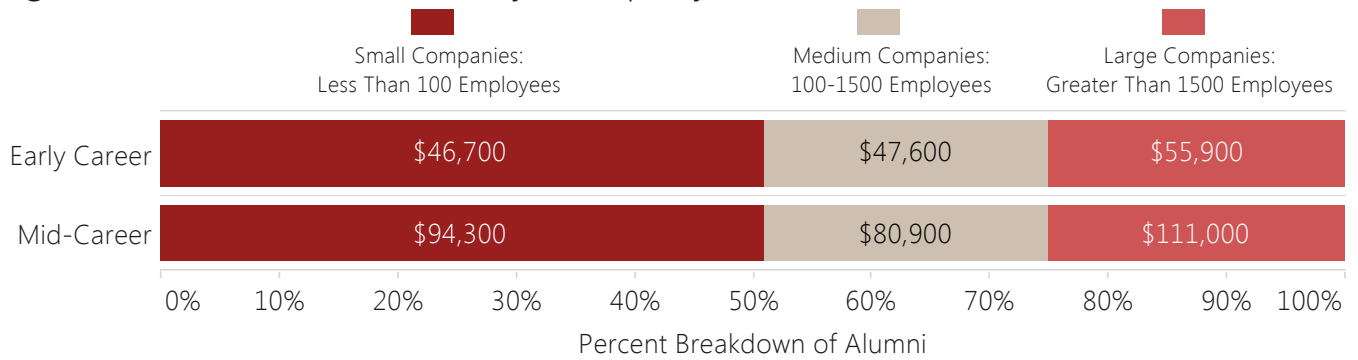
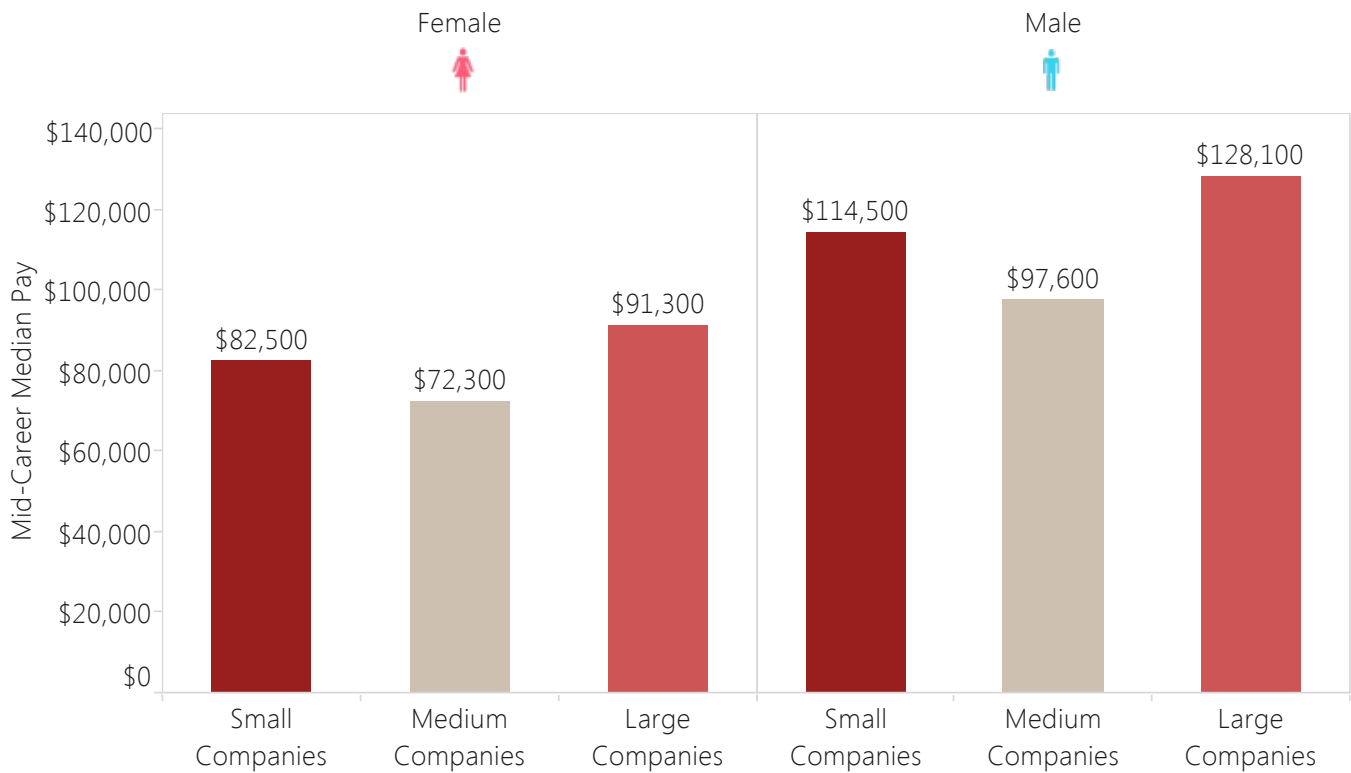


Figure 18.4 Mid-Career Income by Company Size and Gender



Note: The mid-career median pay for both male and female Wittenberg alumni is highest for workers in large size companies and lowest for workers in medium size companies.

# 19. Employer Type

## Wittenberg University

Figure 19.1 Breakdown of Alumni by Employer Type

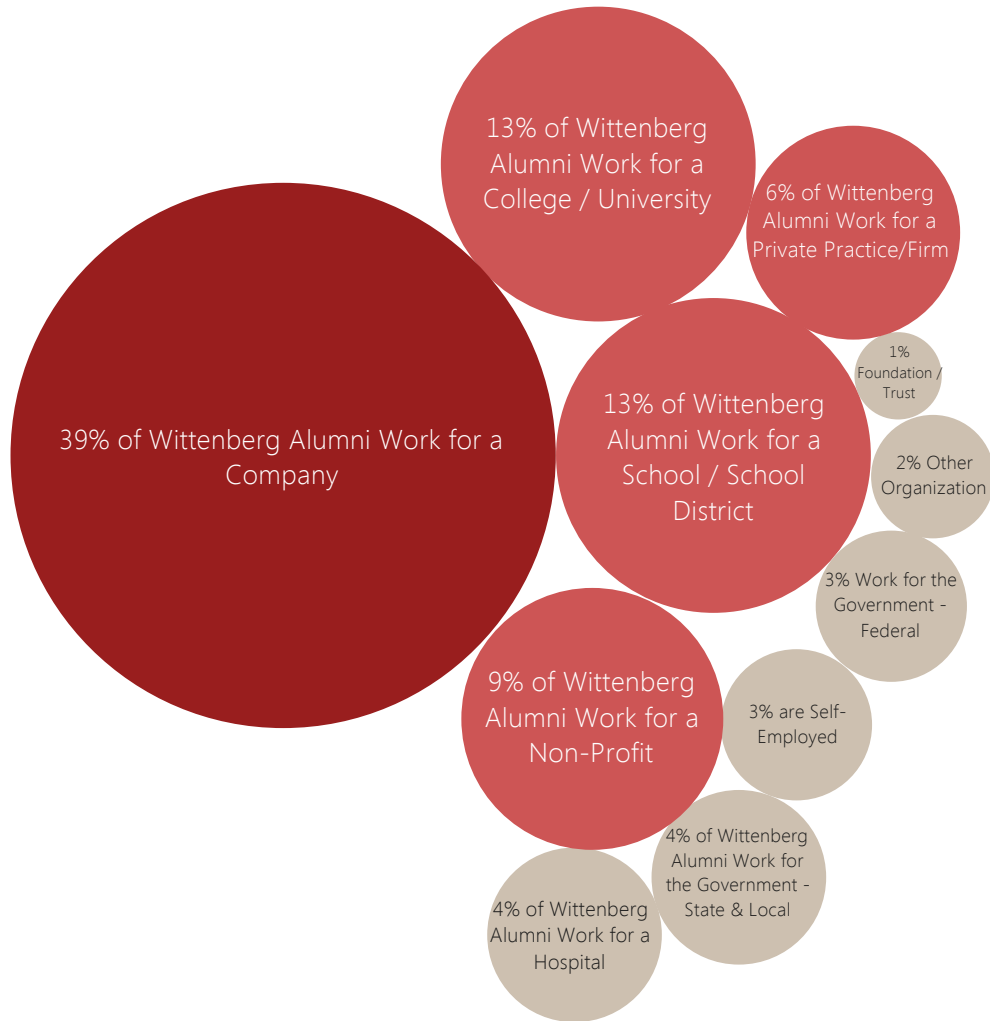
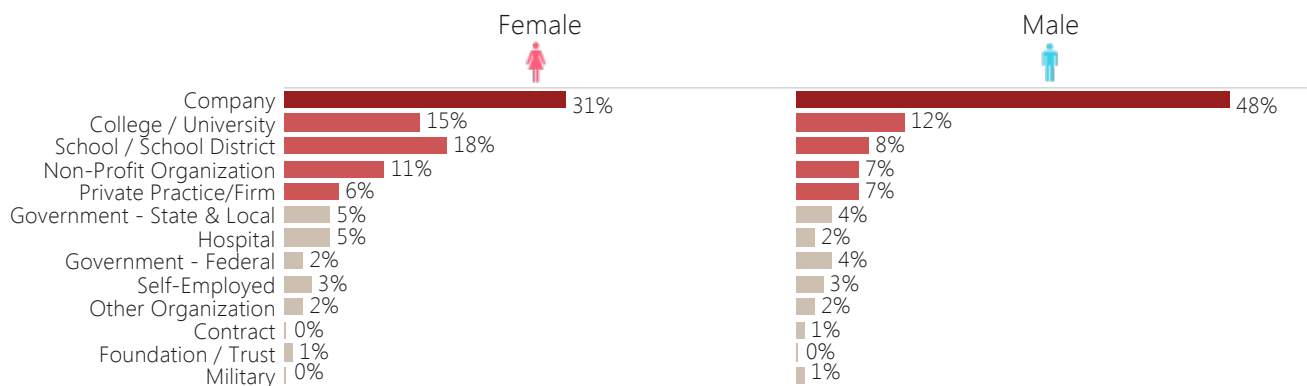


Figure 19.2 Breakdown of Alumni by Employer Type and Gender





# 19. Employer Type

## Wittenberg University

Figure 19.3 Early Career Median Income by Employer Type

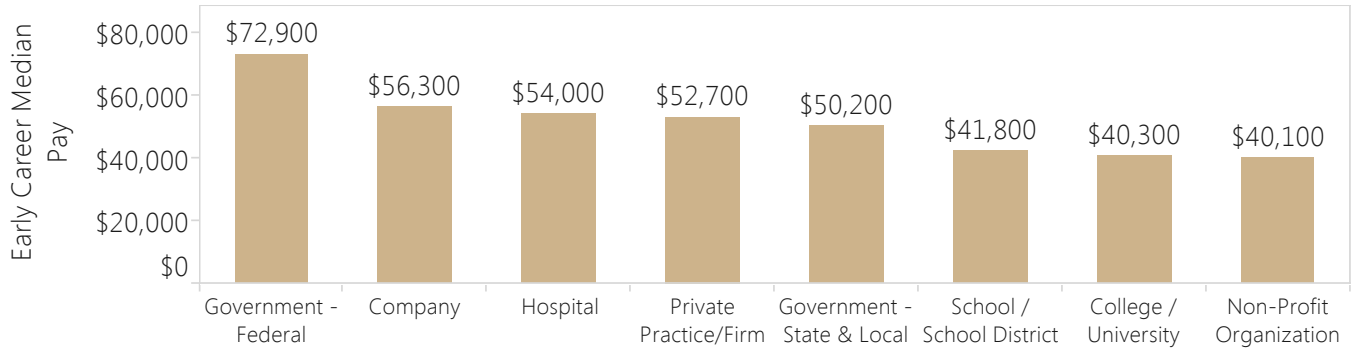


Figure 19.4 Mid-Career Median Income by Employer Type

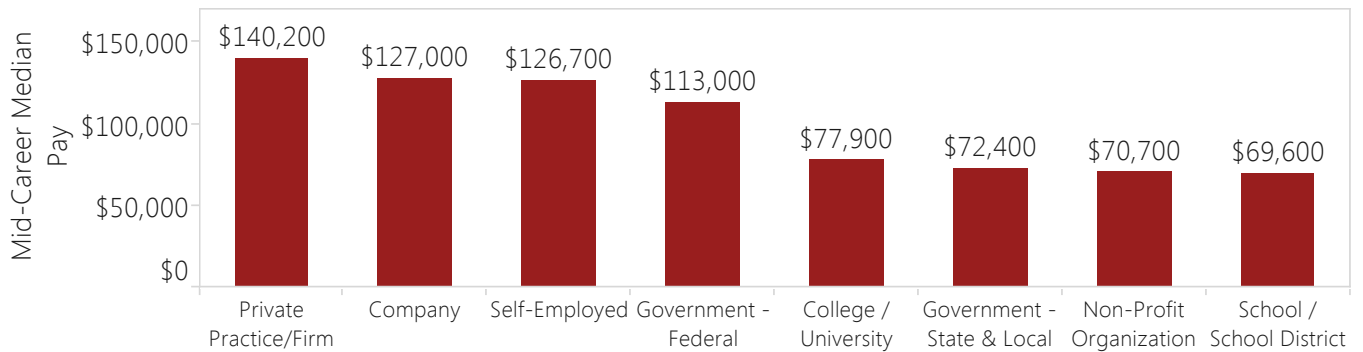
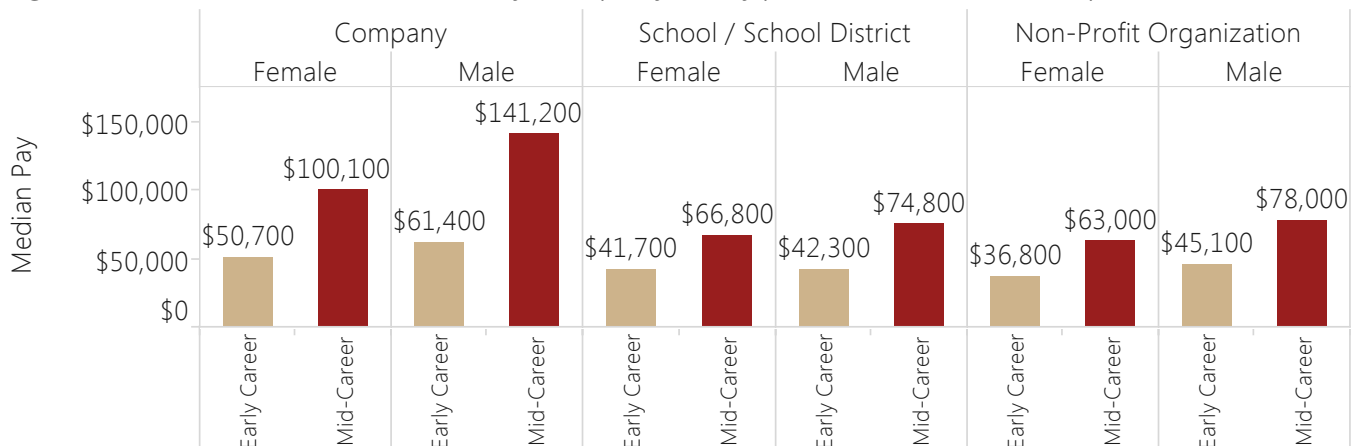


Figure 19.5 Median Income by Employer Type, Gender and Experience



# 20. Industry

## Wittenberg University

Figure 20.1 Breakdown of Alumni by Industry

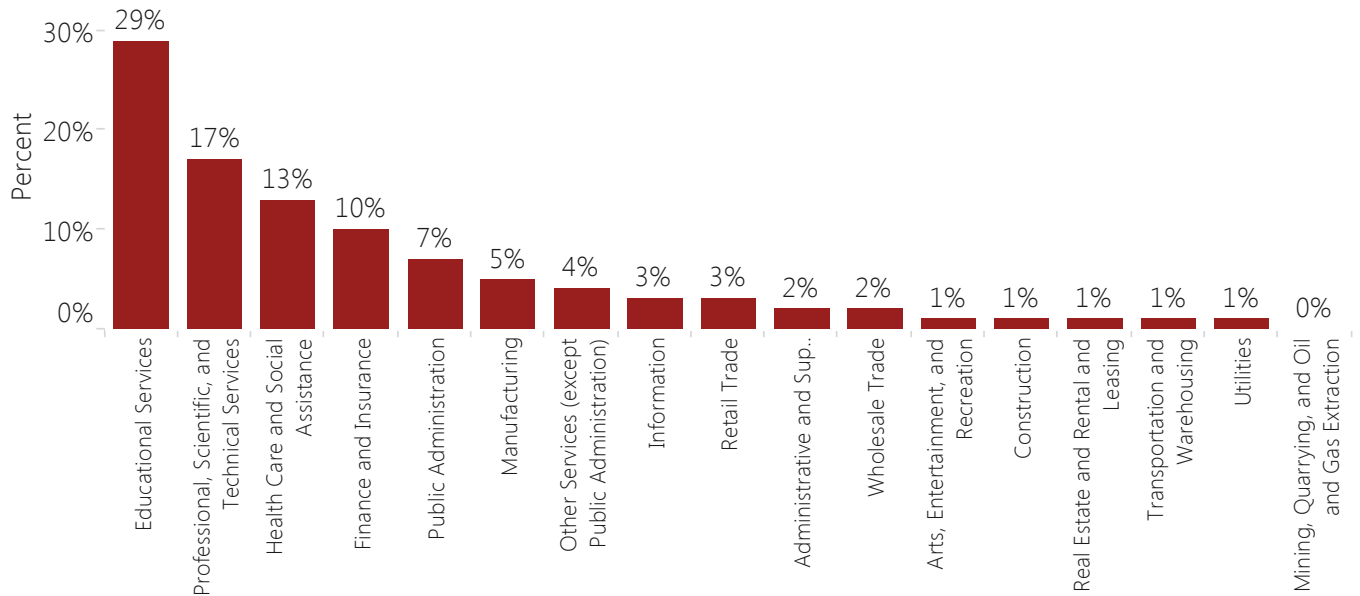
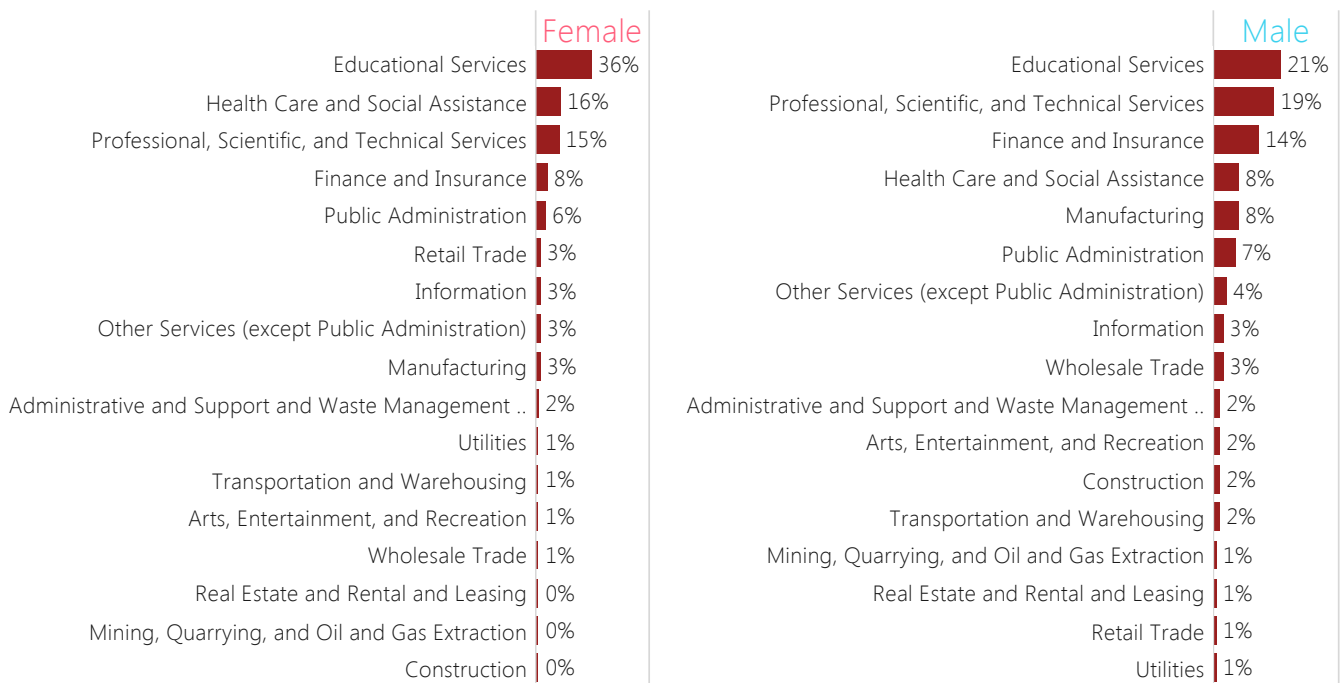


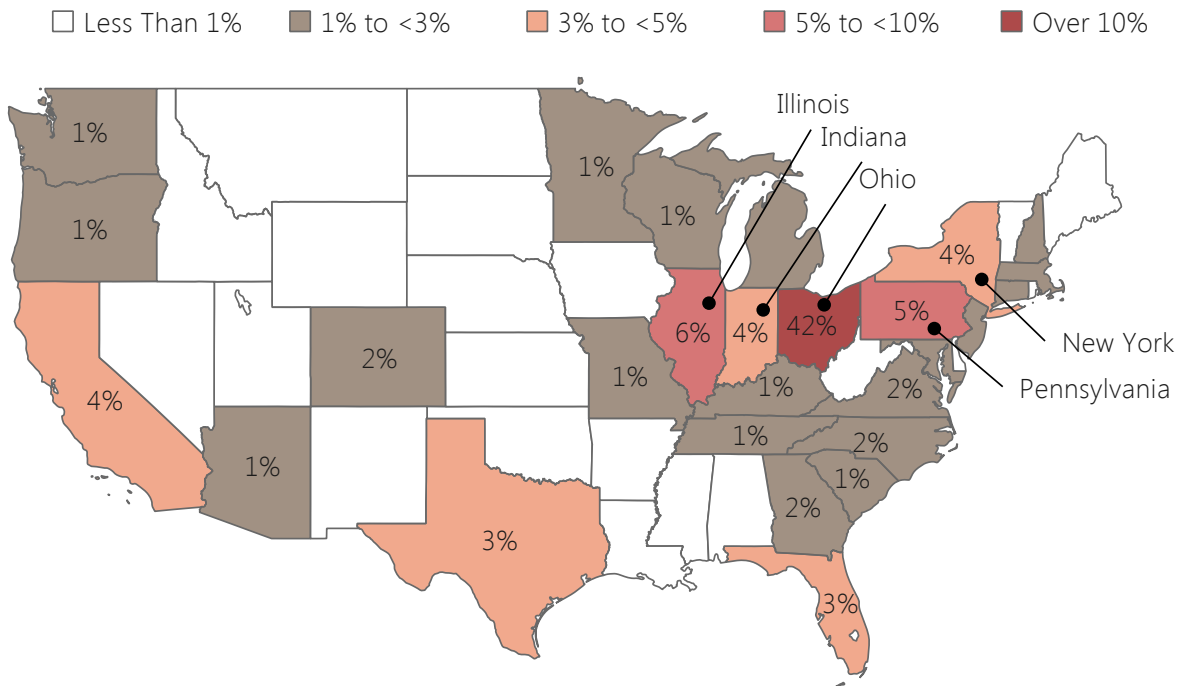
Figure 20.2 Breakdown of Alumni by Industry and Gender



# 21. State

## Wittenberg University

Figure 21.1 Location Breakdown of Alumni

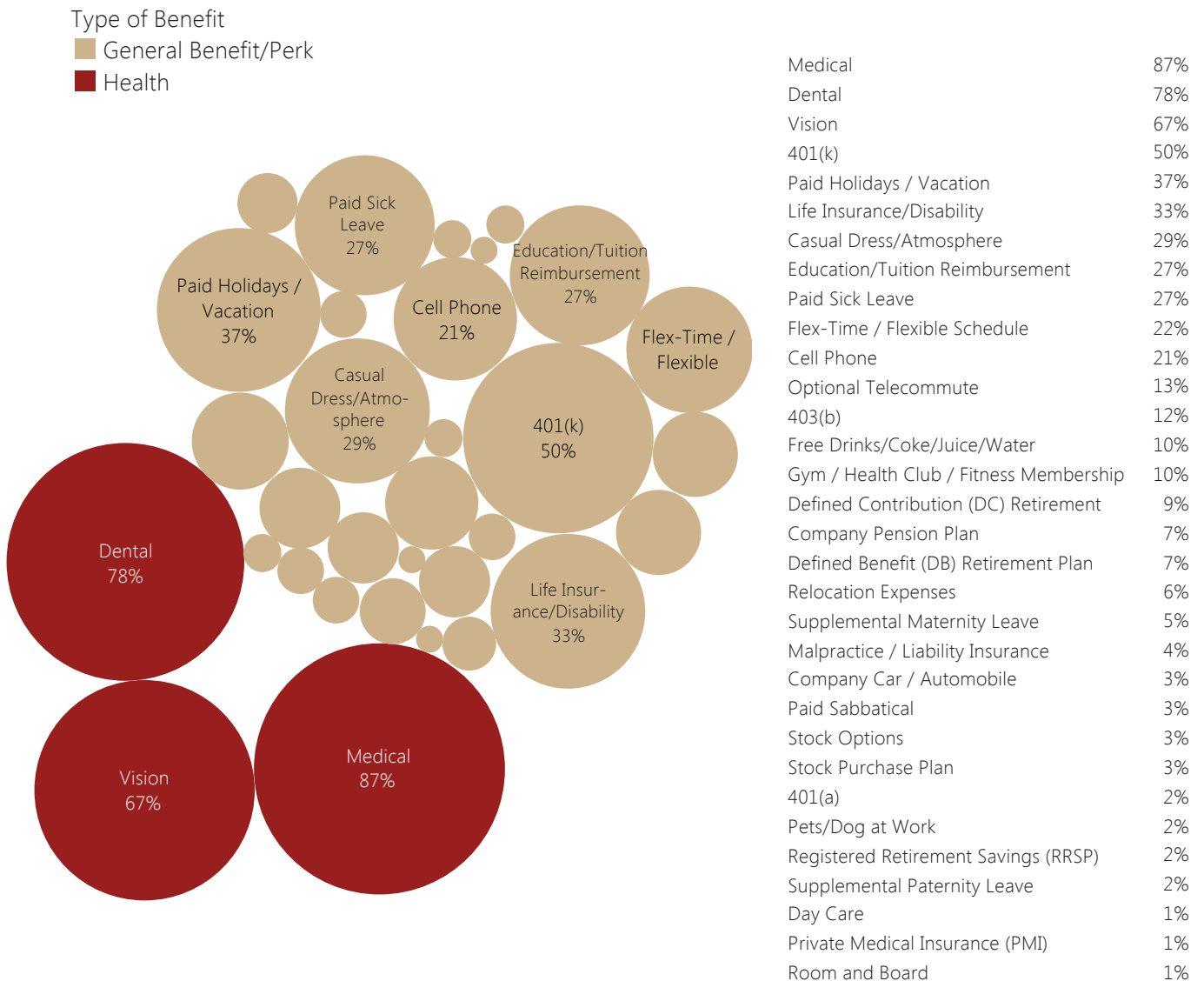


Ohio	42%
Illinois	6%
Pennsylvania	5%
California	4%
Indiana	4%
New York	4%
District of Columbia	3%
Florida	3%
Texas	3%
Colorado	2%
Georgia	2%
Massachusetts	2%
Michigan	2%
North Carolina	2%
Virginia	2%
Arizona	1%
Connecticut	1%
Kentucky	1%
Maryland	1%
Minnesota	1%
Missouri	1%
New Hampshire	1%
New Jersey	1%
Oregon	1%
South Carolina	1%
Tennessee	1%
Washington	1%
Wisconsin	1%

# 22. Benefits

## Wittenberg University

Figure 22.1 Benefits Breakdown



## 23. Return on Investment (ROI)

### Wittenberg University

Figure 23.1 20-Year Return on Investment (ROI) With and Without Aid

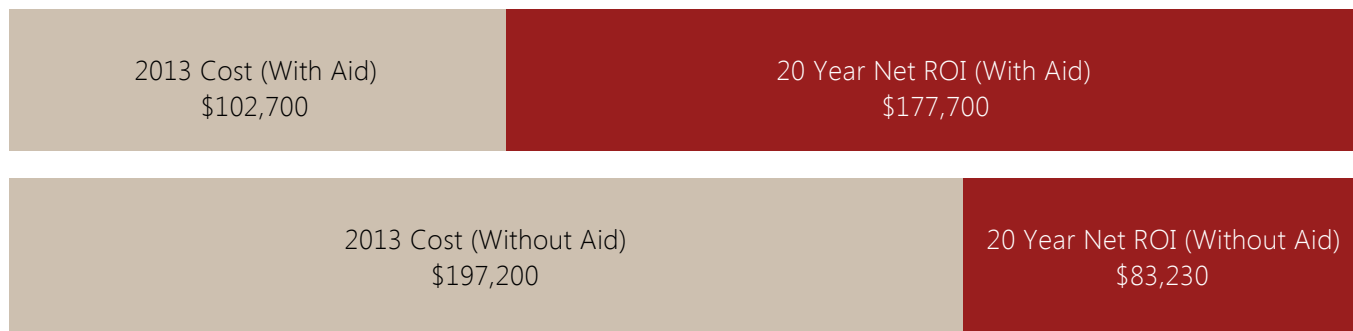
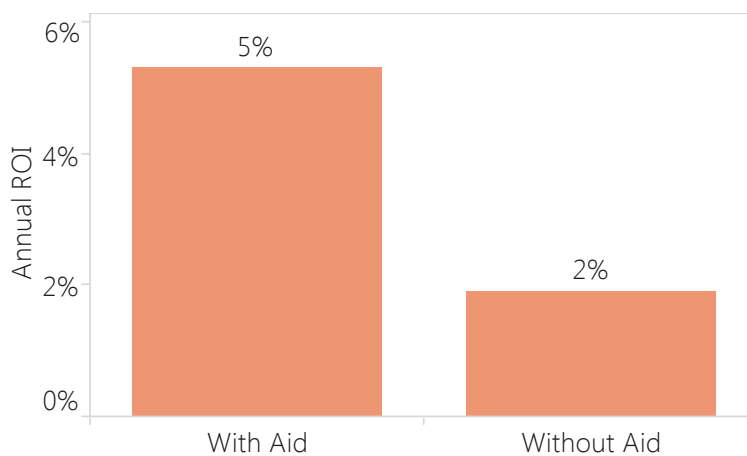


Figure 23.2 Annualized Return on Investment (ROI) With and Without Aid



2013 Cost: The total cost to attend (tuition, room and board, books and supplies) weighted for the length of time it takes most students to graduate with a bachelor's degree.

20 Year Net ROI: The total income that a graduate will earn after graduation in 20 years of working, minus both what they would have earned as a high school graduate (foregone wages) and the cost of college (tuition, room and board, books and supplies), minus the average financial aid amount awarded to students at that school if that filter has been selected. It is their net earnings in 20 years as a college graduate.

Annual ROI: This is the 20 Year Net ROI divided by the 2013 Cost, annualized to represent the percent of expected ROI received each year after graduation.

## Wittenberg University

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Overview: Wittenberg Alumni Analytics Report

- A total of 2265 profiles are used in this report.
- Data is taken from September 16, 2014 to November 4, 2014.
- Data for all U.S. workers is taken from September 1, 2012 to September 1, 2014.

Many questions in the survey are not required, therefore, counts will not always sum to the total. Unless otherwise noted, aggregate data provided in this report that refers to Bachelor's alumni includes all graduates who earned a Bachelor's from Wittenberg, regardless of whether or not the respondent went on to earn a higher degree.

Definitions:

Profile Type:

- Active Profile: A respondent who answered "Yes" to the question "Are you currently employed?", has a confirmed job title, location, compensation data and has passed the validation rules contained in PayScale's proprietary validation system.
- Unemployed Profile: A respondent who answered "No" to the question "Are you currently employed?". Note: Respondents who are unemployed are not redirected to the PayScale survey.

% Who Reported Earning a Degree Higher Than Bachelor's: This is the percentage of all active profiles who reported earning a Master's, MBA, JD, PhD, or MD degree after earning their undergraduate degree.

Highest Degree Level Earned: This is the highest degree level earned by the respondent. Degree earned from any school.

Total Cash Compensation (TCC): TCC combines base annual salary or hourly wage, bonuses, profit sharing, tips, commissions, and other forms of cash earnings, as applicable. It does not include equity (stock) compensation, cash value of retirement benefits, or value of other non-cash benefits (e.g., healthcare).

Median Pay: The median pay is the national median (50th Percentile) annual total cash compensation. Half the people doing the job earn more than the median, while half earn less.

- "No Data" is listed if there is no data to report.
- "Low Data" is listed if the data is too thin to report.

Variable Compensation:

- Bonus: Annual total bonus in dollars per year.
- Annual Profit Disbursement: Annual profit share in dollars per year.
- Commission: Annual commission in dollars per year.
- Equity: Answered "Yes" to the question "Do you receive equity as part of your compensation package?"

Note: When reporting the percentage who receive Bonus, Annual Profit Disbursement, or Commission, only respondents who report dollars per year greater than or equal to \$100 are included.

Confidence Level:

- High: Error on the median pay is less than 5 percent.
- Medium: Error on the median pay greater than 5 percent but less than 10 percent.
- Low: Error on the median pay greater than 10 percent but less than 15 percent.
- N/A: Error on the median pay greater than 15 percent.

Years of Experience: These are the number of years the respondent has spent in their field/career. Therefore the years of experience will incorporate all applicable jobs in the field, not just the current job.

- Early-Career: Workers with 0-5 years of experience.
- Mid-Career: Workers with 10+ years of experience.

## Wittenberg University

**Percent with High Job Satisfaction:** This is the percentage of respondents within a given job who answered "Extremely satisfied" or "Fairly satisfied" to the question, "How satisfied are you in your job?" "Low Data" is listed if the data is too thin to report.

**Percent with High Job Meaning:** This is the percentage of respondents within a given job who answered "Very much so" or "Yes" to the question, "Does your work make the world a better place?" "Low Data" is listed if the data is too thin to report.

**Percent with High Stress:** This is the percentage of respondents within a given job who answered "Fairly stressful" or "Extremely stressful" when asked whether their job is stressful. "Low Data" is listed if the data is too thin to report.

**Percent in Management Role:** This is the percentage of respondents within a given job who answered "Yes" when asked "Do you supervise people?" "Low Data" is listed if the data is too thin to report.

**Percent who Recommend School:** This is the percentage of respondents within a given job who answered "Yes, strongly" or "Yes, moderately" when asked "Do you recommend your undergraduate school to students choosing a school?" or "Yes, strongly" or "Yes, moderately" when asked "Do you recommend your business school to students choosing a school?" Note: Only applicable to Bachelor's.

**Percent who Recommend Major:** This is the percentage of respondents within a given job who answered "Yes, strongly" or "Yes, moderately" when "Do you recommend your undergraduate major to students choosing a major?" Note: Only applicable to Bachelor's.

**Percent Underemployed:** This is the percent of respondents who answered "Yes" to the question "Do you consider yourself underemployed?" or answered "I'm not sure" and did not answer "I am happily employed" when further prompted "Tell us more about your employment situation."

**Reason for Being Underemployed:** This is the percent breakdown of those who answered "I am not getting paid as much as my education or training merits", "I am not working in a job that uses my education or training", and "I am working part-time but want full-time work" when further asked "Tell us more about your employment situation." This only applies to those who respond "Yes" or "I'm not sure" to the question "Do you consider yourself underemployed?"

**CIP Code:** The Classification of Instructional Programs (CIP) provides a taxonomic scheme that supports the accurate tracking and reporting of fields of study and program completions activity (<http://nces.ed.gov/ipeds/cipcode>).

Note:

- Major Grouping: 2-Digit CIP Codes are the highest level of the taxonomy.
- Detailed Major Grouping: 4-Digit CIP Codes are one level below the 2-Digit CIP Codes in the taxonomy.

**SOC Code:** The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition (<http://www.bls.gov/soc/>).

Note: In this report we use the Detailed Job Categories: These are minor job groupings defined by the Occupational Information Network(O\*NET) (<http://www.onetcenter.org>) based on the most detailed level of the SOC Code taxonomy.

**Company Size:**

- Small Companies: Companies with less than 100 employees.
- Medium Companies: Companies with 100 to 1500 employees.
- Large Companies: Companies with more than 1500 employees.

**Job Level:**

- Executive Level: Workers with a Chief Executive title (CEO, CFO, etc.) or a title with a comparable level or responsibility, years of experience, and management scope.
- VP Level: Workers with a Vice Presidential title or a title with a comparable level or responsibility, years of experience, and management scope.
- Director Level: Workers with a Director title or a title with a comparable level or responsibility, years of experience, and management scope.
- Manager or Supervisor: Workers who supervise people and do not have a higher level title.
- Individual Contributor: Workers who do not supervise people and do not have a higher level title.

**NAICS Industry:** The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy (<http://www.census.gov/eos/www/naics/>).



542 First Avenue South  
Suite 400  
Seattle, Washington 98104  
[www.payscale.com](http://www.payscale.com)

Questions? Please email: [partners@payscale.com](mailto:partners@payscale.com)