



# Analysis of Differential Characteristics of Those who Leave Without a Degree and Those who Attain a Degree

Data Summit

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# Purpose and context of project

- § Gain insight into what happens to our students once they leave the University of Hawai'i and enter the workforce by combining UH student data with state and federal wage data
- § Look at the impact of graduating vs not-graduating
- § Examine which factors are important in the differential in wages, and assess the statistical differences between the two groups

# Graduates

- § Students who graduated with an undergraduate degree from UH in academic years 2008 to 2010
- § Excludes students who previously earned a higher degree
- § Excludes students who are still enrolled anytime three years after graduation
- § Excludes early admits, international exchange, and unclassified students
- § One outcome per student per year. If a student earned more than one degree, the higher degree was used.

# Graduates

18,426

Total  
Graduates

11,947

Excluding Still Enrolled,  
Higher Previous Degree,  
or No Match

3,398

Number Employed  
All 4 Quarters in  
All 5 Years

28.4%

%  
Employed

# Leavers

- § Students pursuing an undergraduate degree at UH but left the system before graduating and did not return at any later time. Last enrolled academic year was 2008 to 2010
- § Excludes students who earned a certificate of achievement or higher degree any time prior
- § Excludes students who enrolled elsewhere or earned a degree after leaving UH
- § Excludes early admits, international exchange, and unclassified students

# Leavers

21,140

Total  
Leavers,  
Excluding  
Previous Degree

15,933

Excluding Enrolled or  
Earned Degree Elsewhere

3,566

Number Employed  
All 4 Quarters in  
All 5 Years

22.4%

%  
Employed

# Data Sources

## UH student data

- § Major
- § Classification of instructional program (CIP) category (e.g., CIP codes beginning with 13 are education-related majors)
- § Degree type (e.g., Associate, Bachelor's, etc.)
- § Selected demographics

## State unemployment insurance wage data

- § Use NAICS code to categorize employers into industries. e.g., Retail Trade

## Federal wage data (via FEDES)

- § For federal employees, we used their agency name and occupation name to categorize their employment as either Fed Public Administration, Fed Health, or Fed Education

# Data limitations and assumptions

- § Labor data does not include the self-employed and those with no SSN match
- § Hours worked are not available, so we do not know wage rates, just total earnings
- § Employment data is available at the industry level, not occupation or specific employer
- § If a person had more than one employer in a given time period, the NAICS code of the employer who paid the highest wages is used, and the wage is the sum of wages from all employers
- § A person is "employed" if they have wages in all four quarters of every year



# Decision making factors

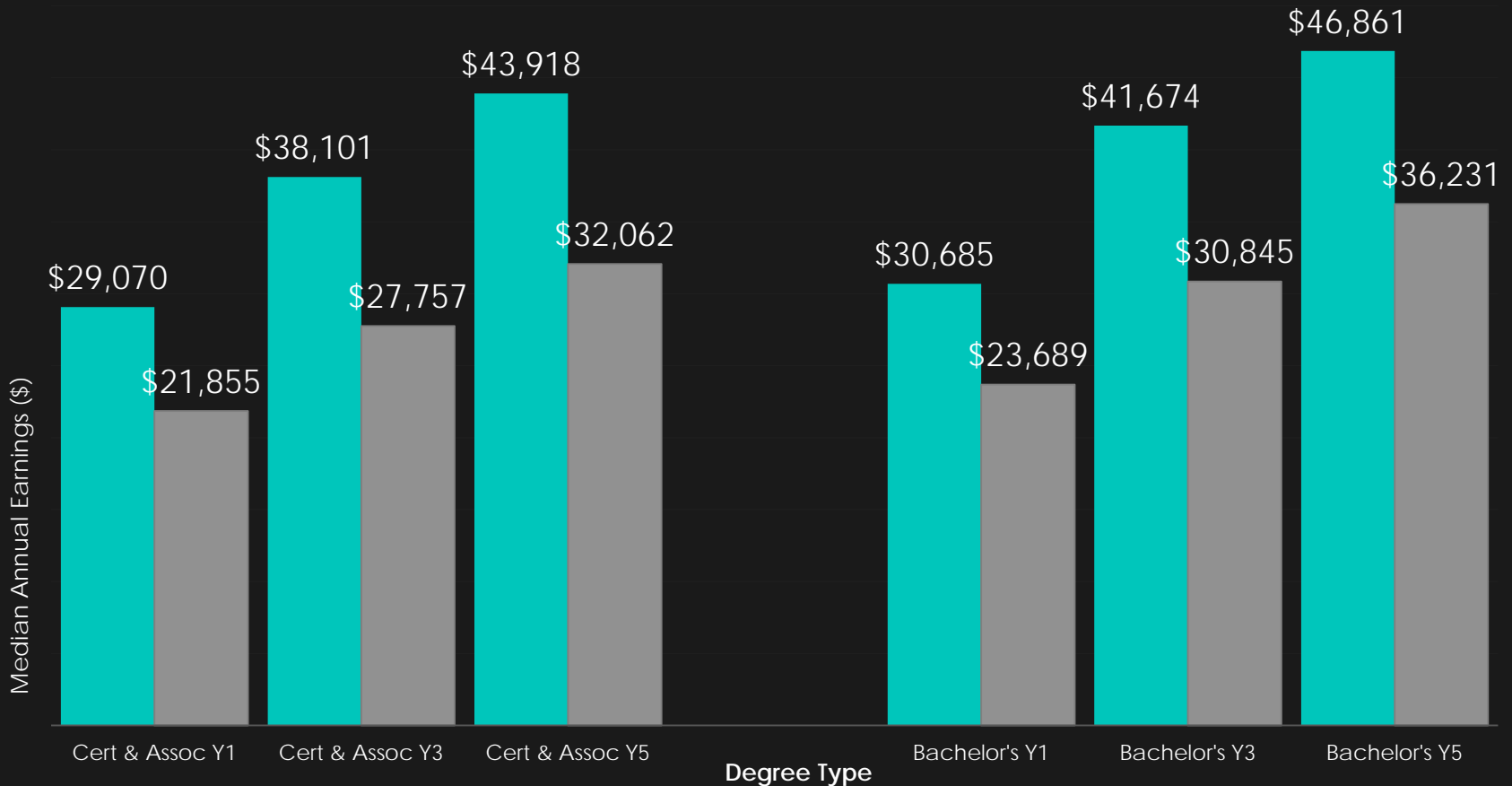
§ Top 4 factors affecting students' decision to complete or not complete college degree

1	2	3	4
GPA	Major	Degree	Industry
39.0%	25.2%	23.7%	8.0%

# Graduates vs. Leavers

Median Annual Earnings - Graduates vs. Leavers

■ Graduates ■ Leavers

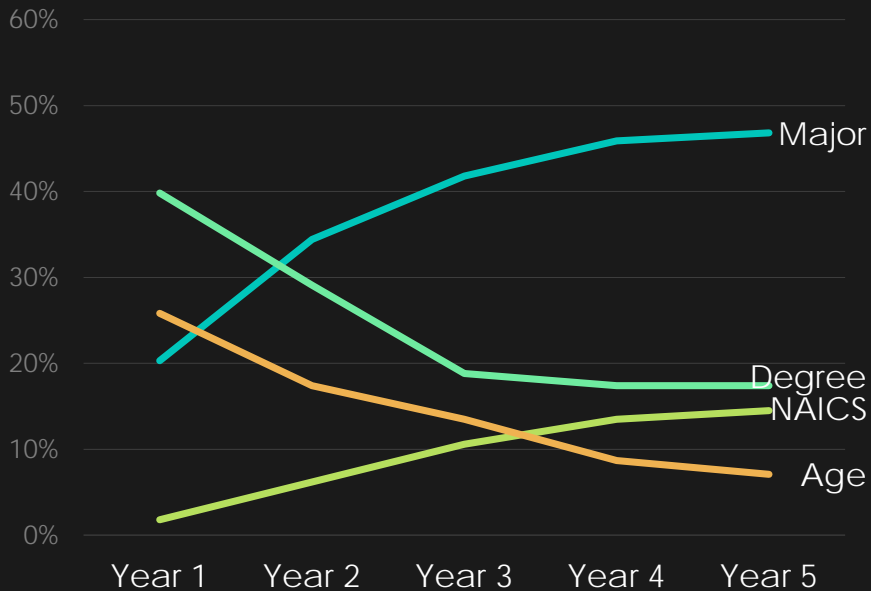


Excludes Leavers who enrolled elsewhere or earned a degree elsewhere after leaving UH.

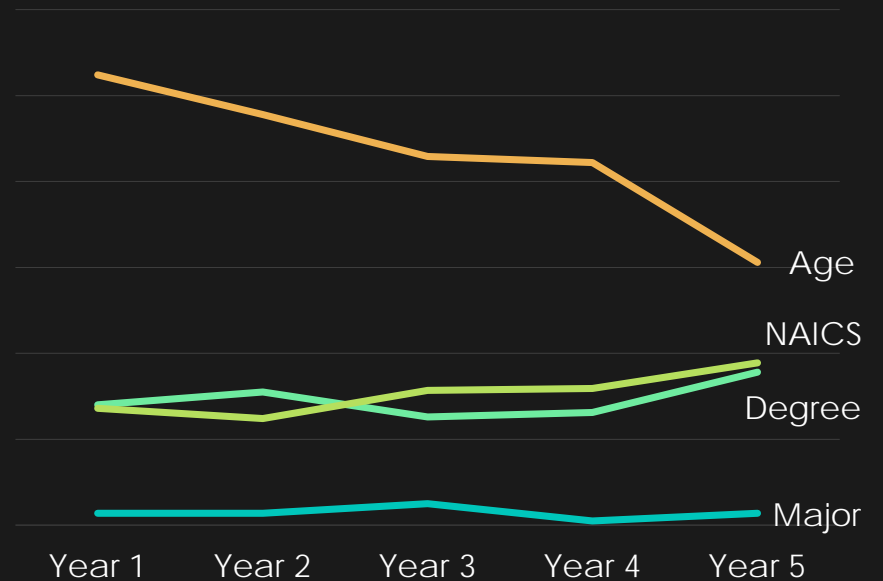
# Earnings Gap

Earning Indicator's Importance Ranking and Changes over Time

Completers

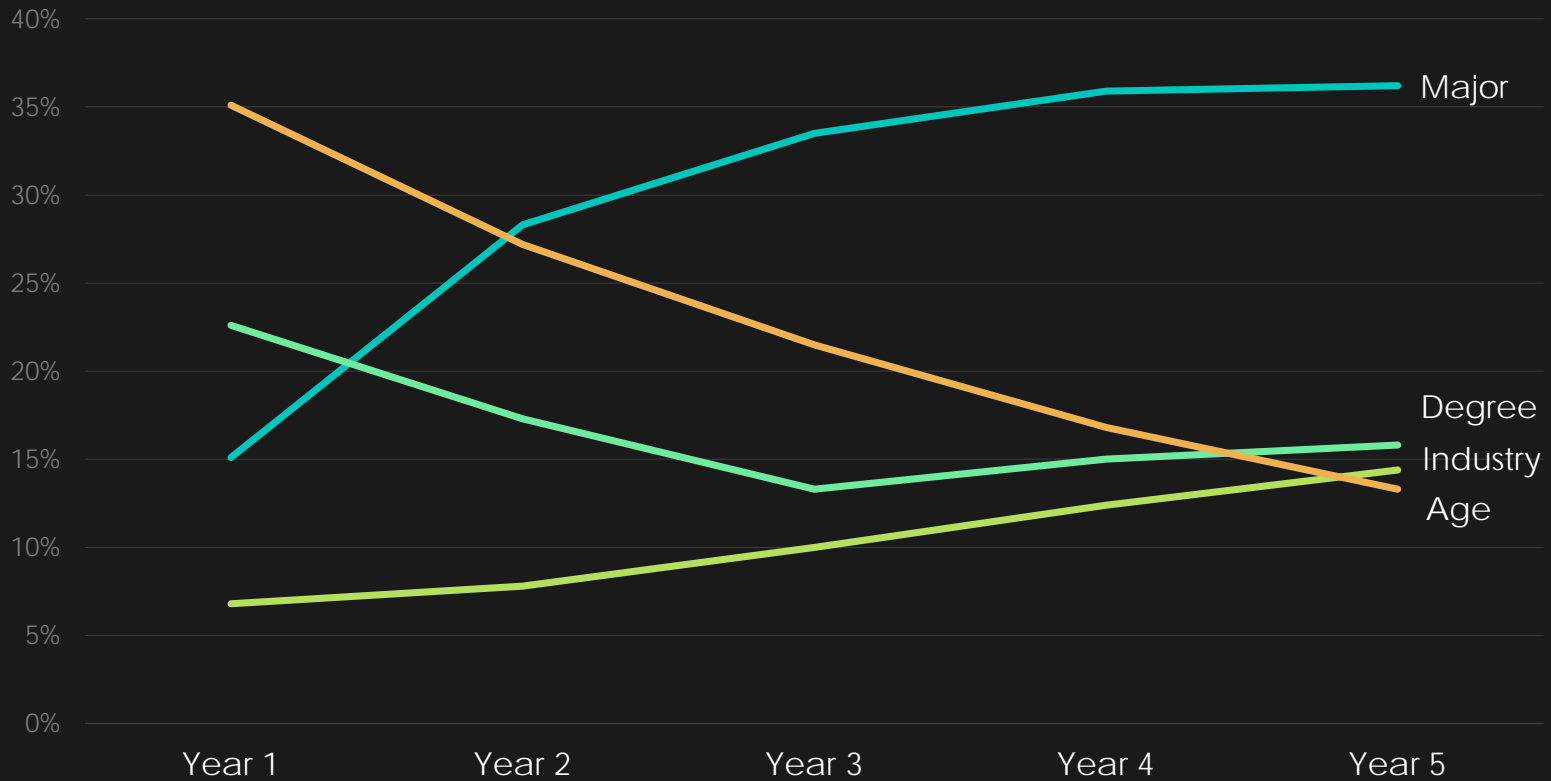


Leavers



# Earnings Indicators

Earning Indicator's Importance Ranking and Changes over Time



# Earnings Indicators

Students' **academic major** becomes the most important factor affecting their earnings starting in the second year

Healthcare related majors had the highest annual earnings, followed by STEM, Education, and Business & Communication

By controlling for other factors, Healthcare related majors can earn \$11,193 more than Arts & Humanities majors on average in the first year, and the gap increased to \$29,751 in the fifth year



# Mahalo

Institutional Research & Analysis Office

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