



North Dakota Statewide Longitudinal Data System

NDUS Graduate Retainment and Waiver Report

January 5, 2017

Introduction and Description of Data

The general purpose of this study is to determine the rates at which students who complete degrees in the North Dakota University System are retained in the state of North Dakota, either for employment, further study, or both. This will be analyzed across multiple factors, such as the student's state or country of origin, field of study, and whether or not the student received a tuition waiver during their time in the University System. All tables and figures include a description of the data included in them.

For the purposes of this study, unless otherwise noted, a student is considered employed in North Dakota whether they are working full-time or part-time. Students are only considered re-enrolled in the University System if they have re-enrolled as a full-time student.

Students included in this study completed their degree from a North Dakota University System institution during or between the 2007-2008 and 2015-2016 academic years. Not all years of data are included in all sections of the report; be certain to read the description of each report and the data included for more information.

Please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

This report is not intended to match any number of graduates reported by the University System or IPEDS data. While investigating the rate at which students are retained, it is often of interest to determine the rate at which they are retained after their *first* degree - i.e. if a student earns an associate degree, are they likely to re-enroll or stay employed in North Dakota? Later sections focus on a student's *last* degree, primarily to determine employment rates of graduates in various areas of study. Be certain to read the description of the data provided for each figure and table.

Any cell with fewer than 3 students has been suppressed. Low cell counts are suppressed with an asterisk in tables; in figures, a low cell count will simply appear blank.

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1 What percent of NDUS graduates are employed or re-enrolled in North Dakota following first degree completion?

1.1 Overall Retention Rates

Figure and Table 1 below show the retention results for one to seven years following first degree completion for students graduating from the North Dakota University System. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

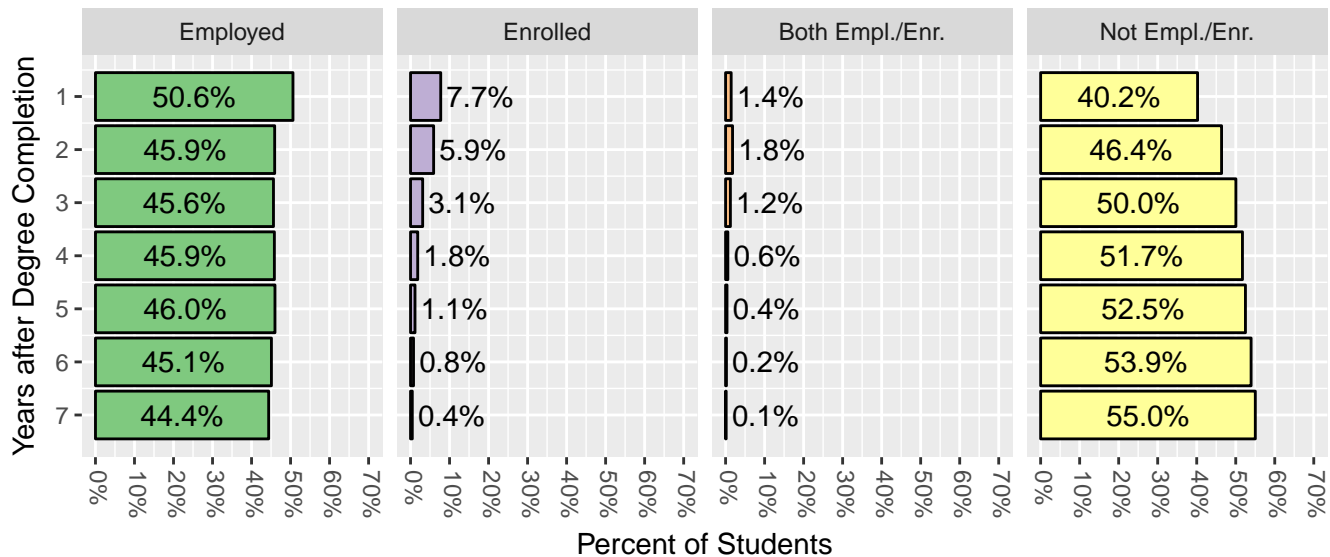


Figure 1: NDUS graduate employment and re-enrollment rates by years following first degree completion

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	67,147	33,990	50.6%	5,193	7.7%	957	1.4%	27,007	40.2%
2 Years	58,885	27,046	45.9%	3,484	5.9%	1,050	1.8%	27,305	46.4%
3 Years	50,811	23,179	45.6%	1,579	3.1%	626	1.2%	25,427	50.0%
4 Years	43,008	19,722	45.9%	791	1.8%	249	0.6%	22,246	51.7%
5 Years	35,203	16,195	46.0%	403	1.1%	127	0.4%	18,478	52.5%
6 Years	27,772	12,524	45.1%	210	0.8%	59	0.2%	14,979	53.9%
7 Years	20,501	9,101	44.4%	91	0.4%	30	0.1%	11,279	55.0%

Table 1: NDUS graduate employment and re-enrollment rates by years following first degree completion

1.2 Retention Rates for North Dakota Students

Figure and Table 2 below show the retention results for one to seven years following first degree completion for students graduating from the North Dakota University System who originated from a North Dakota high school. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

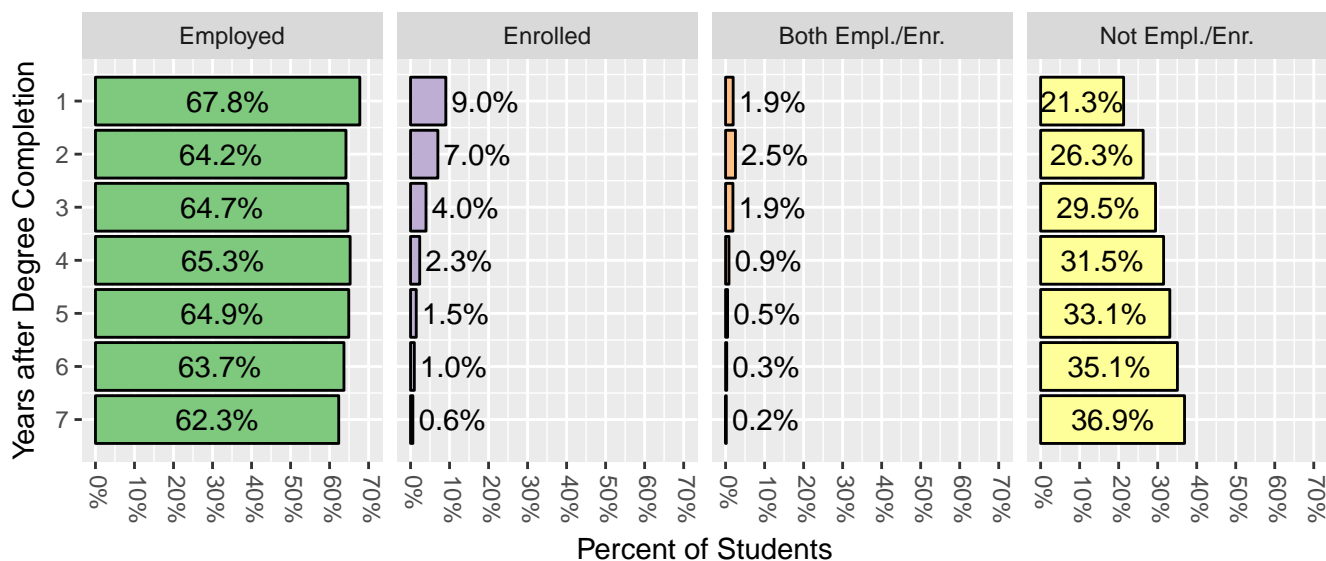


Figure 2: NDUS graduate employment and re-enrollment rates by years following first degree completion for North Dakota students

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	35,426	24,002	67.8%	3,203	9.0%	687	1.9%	7,534	21.3%
2 Years	31,740	20,376	64.2%	2,223	7.0%	800	2.5%	8,341	26.3%
3 Years	28,025	18,134	64.7%	1,110	4.0%	527	1.9%	8,254	29.5%
4 Years	24,219	15,808	65.3%	569	2.3%	210	0.9%	7,632	31.5%
5 Years	20,378	13,229	64.9%	298	1.5%	105	0.5%	6,746	33.1%
6 Years	16,304	10,383	63.7%	158	1.0%	48	0.3%	5,715	35.1%
7 Years	12,235	7,628	62.3%	73	0.6%	22	0.2%	4,512	36.9%

Table 2: NDUS graduate employment and re-enrollment rates by years following first degree completion for North Dakota students

1.3 Retention Rates for Out of State Students

Figure and Table 3 below show the retention results for one to seven years following first degree completion for students graduating from the North Dakota University System who *did not* originate from a North Dakota high school. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

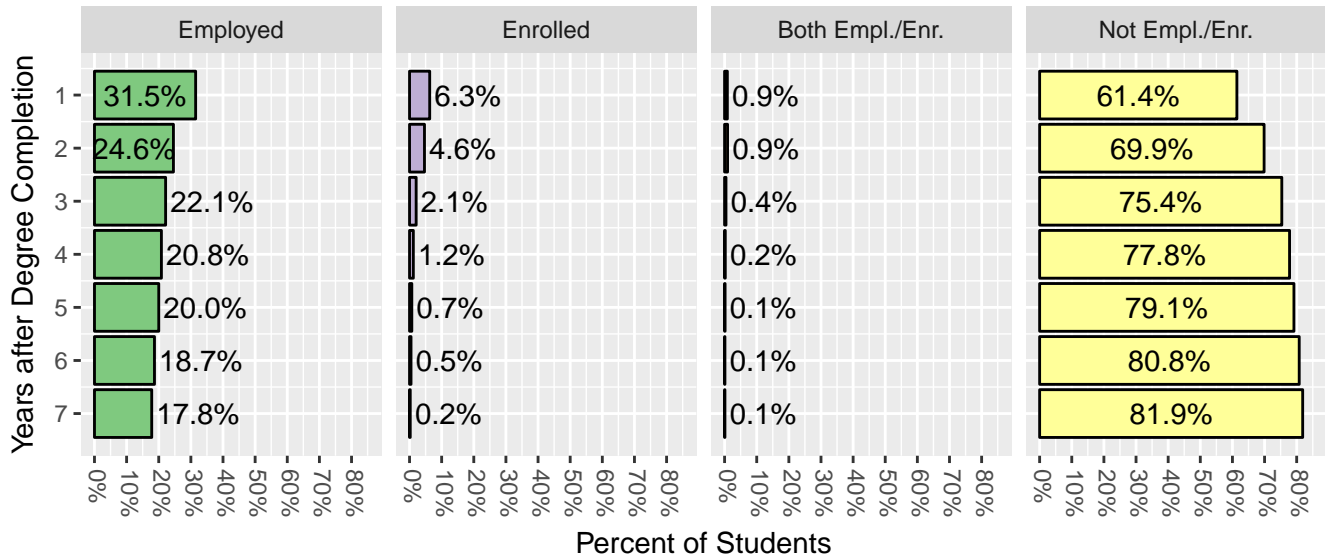


Figure 3: NDUS graduate employment and re-enrollment rates by years following first degree completion for Out of State students

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	31,721	9,988	31.5%	1,990	6.3%	270	0.9%	19,473	61.4%
2 Years	27,145	6,670	24.6%	1,261	4.6%	250	0.9%	18,964	69.9%
3 Years	22,786	5,045	22.1%	469	2.1%	99	0.4%	17,173	75.4%
4 Years	18,789	3,914	20.8%	222	1.2%	39	0.2%	14,614	77.8%
5 Years	14,825	2,966	20.0%	105	0.7%	22	0.1%	11,732	79.1%
6 Years	11,468	2,141	18.7%	52	0.5%	11	0.1%	9,264	80.8%
7 Years	8,266	1,473	17.8%	18	0.2%	8	0.1%	6,767	81.9%

Table 3: NDUS graduate employment and re-enrollment rates by years following first degree completion for Out of State students

2 What percent of NDUS graduates of various degree levels are employed or re-enrolled in North Dakota following first degree completion?

The following sections investigate the retention rates for students graduating from the North Dakota University System by degree level: associate, bachelor, master's, and doctorate. For each level, if a student earned multiple degrees of the same level, their earliest degree was the one included in this section.

2.1 Retention Rates for Associate Degree Recipients

Figure and Table 4 below show the retention results for one to seven years following first associate degree completion for students graduating from the North Dakota University System. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 with an associate degree is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

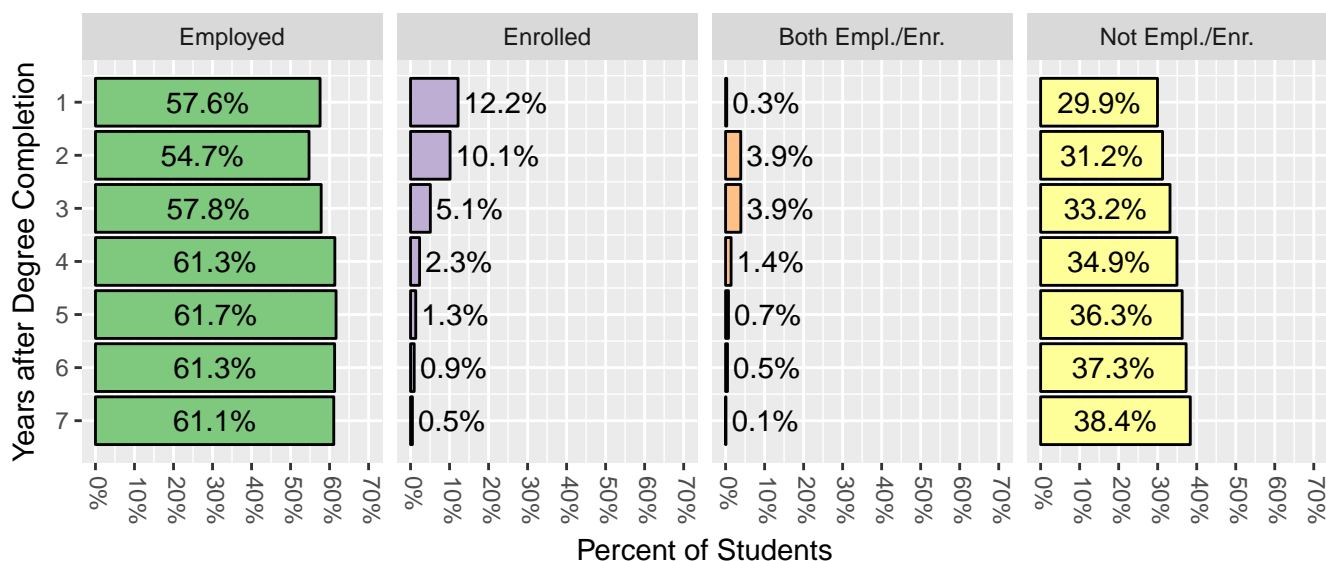


Figure 4: NDUS graduate employment and re-enrollment rates by years following associate degree completion

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	14,636	8,426	57.6%	1,784	12.2%	43	0.3%	4,383	29.9%
2 Years	12,859	7,039	54.7%	1,303	10.1%	499	3.9%	4,018	31.2%
3 Years	11,133	6,440	57.8%	565	5.1%	436	3.9%	3,692	33.2%
4 Years	9,466	5,807	61.3%	219	2.3%	133	1.4%	3,307	34.9%
5 Years	7,736	4,770	61.7%	103	1.3%	57	0.7%	2,806	36.3%
6 Years	5,978	3,664	61.3%	56	0.9%	29	0.5%	2,229	37.3%
7 Years	4,380	2,675	61.1%	21	0.5%	4	0.1%	1,680	38.4%

Table 4: NDUS graduate employment and re-enrollment rates by years following associate degree completion

2.2 Retention Rates for Bachelor Degree Recipients

Figure and Table 5 below show the retention results for one to seven years following first bachelor degree completion for students graduating from the North Dakota University System. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 with a bachelor degree is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

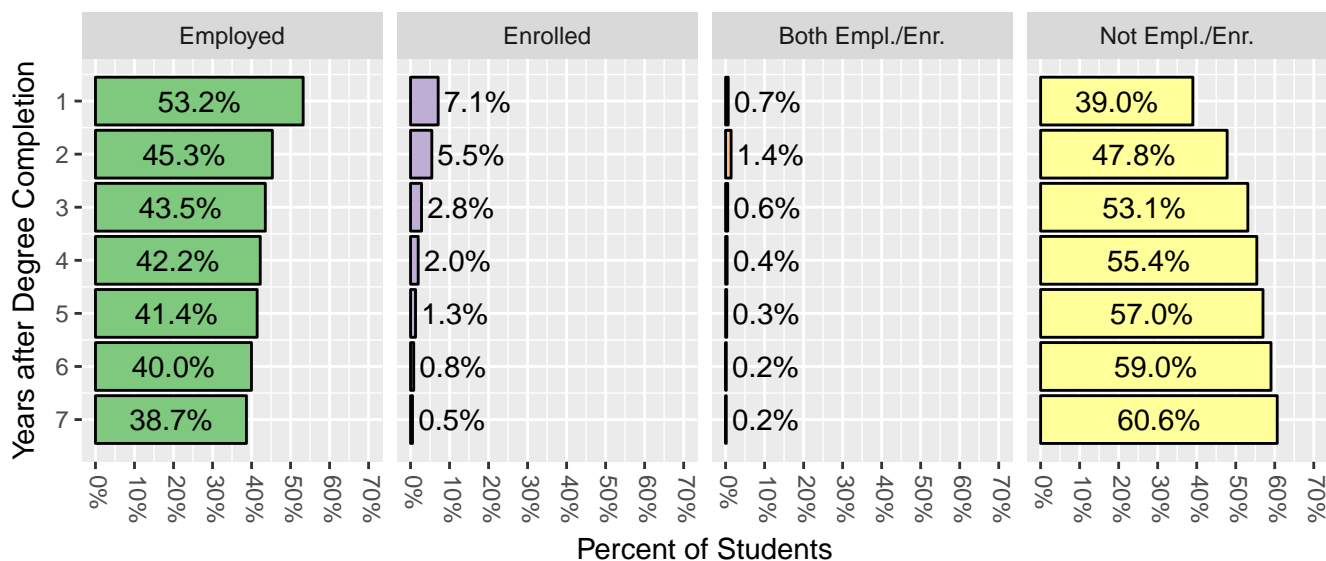


Figure 5: NDUS graduate employment and re-enrollment rates by years following bachelor degree completion

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	41,359	22,015	53.2%	2,929	7.1%	281	0.7%	16,134	39.0%
2 Years	35,955	16,300	45.3%	1,961	5.5%	508	1.4%	17,186	47.8%
3 Years	30,739	13,380	43.5%	866	2.8%	170	0.6%	16,323	53.1%
4 Years	25,762	10,879	42.2%	506	2.0%	103	0.4%	14,274	55.4%
5 Years	20,924	8,671	41.4%	268	1.3%	61	0.3%	11,924	57.0%
6 Years	16,416	6,563	40.0%	133	0.8%	29	0.2%	9,691	59.0%
7 Years	11,928	4,615	38.7%	60	0.5%	20	0.2%	7,233	60.6%

Table 5: NDUS graduate employment and re-enrollment rates by years following bachelor degree completion

2.3 Retention Rates for Master's Degree Recipients

Figure and Table 6 below show the retention results for one to seven years following first master's degree completion for students graduating from the North Dakota University System. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 with a master's degree is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

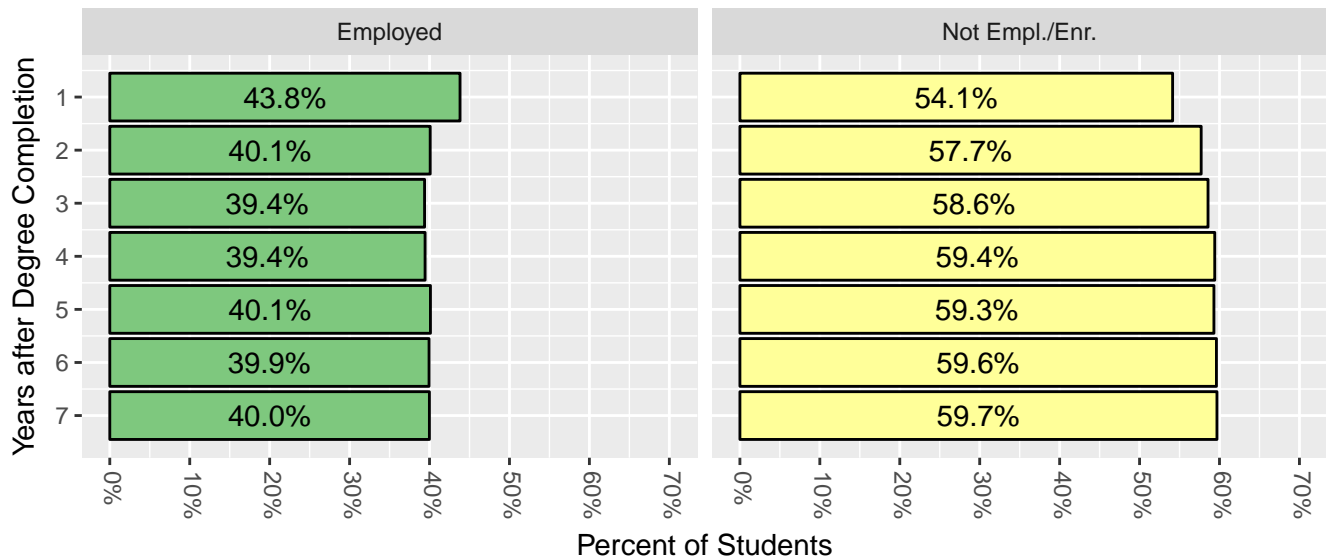


Figure 6: NDUS graduate employment and re-enrollment rates by years following master's degree completion

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	9,569	4,193	43.8%	*	*	*	*	5,180	54.1%
2 Years	8,235	3,301	40.1%	*	*	*	*	4,752	57.7%
3 Years	6,856	2,700	39.4%	*	*	*	*	4,015	58.6%
4 Years	5,631	2,221	39.4%	*	*	*	*	3,345	59.4%
5 Years	4,430	1,777	40.1%	*	*	*	*	2,627	59.3%
6 Years	3,365	1,344	39.9%	*	*	*	*	2,006	59.6%
7 Years	2,376	950	40.0%	*	*	*	*	1,418	59.7%

Table 6: NDUS graduate employment and re-enrollment rates by years following master's degree completion

2.4 Retention Rates for Doctorate Degree Recipients

Figure and Table 7 below show the retention results for one to seven years following first doctorate degree completion for students graduating from the North Dakota University System. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 with a doctorate degree is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

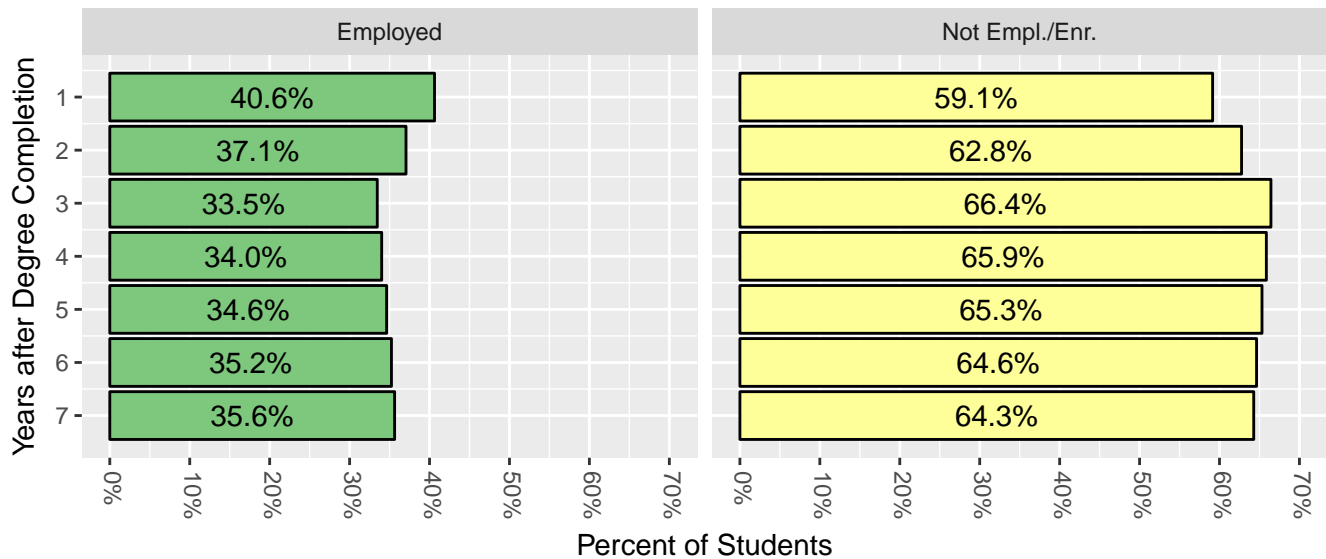


Figure 7: NDUS graduate employment and re-enrollment rates by years following doctorate degree completion

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
1 Year	3,776	1,534	40.6%	*	*	*	*	2,233	59.1%
2 Years	3,303	1,224	37.1%	*	*	*	*	2,073	62.8%
3 Years	2,869	960	33.5%	*	*	*	*	1,906	66.4%
4 Years	2,440	830	34.0%	*	*	*	*	1,607	65.9%
5 Years	1,998	692	34.6%	*	*	*	*	1,305	65.3%
6 Years	1,575	555	35.2%	*	*	*	*	1,018	64.6%
7 Years	1,159	413	35.6%	*	*	*	*	745	64.3%

Table 7: NDUS graduate employment and re-enrollment rates by years following doctorate degree completion

3 What are the North Dakota employment and NDUS enrollment rates for tuition waiver recipients?

Are students who receive tuition waivers (of any amount and type) more likely to be retained in North Dakota for employment, re-enrollment in the University System, or both? To study this, students were split into two groups, waiver and non-waiver, on the basis of how much tuition a student had waived at any point during the process of earning the indicated degree. If a student had received a tuition waiver *of any amount*, they were included in the waiver group.

3.1 Associate Degree Recipients

Figure and Table 8 (Table 8 is on the following page) show the retention results for one to seven years following degree completion for students graduating with their first associate degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first associate degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

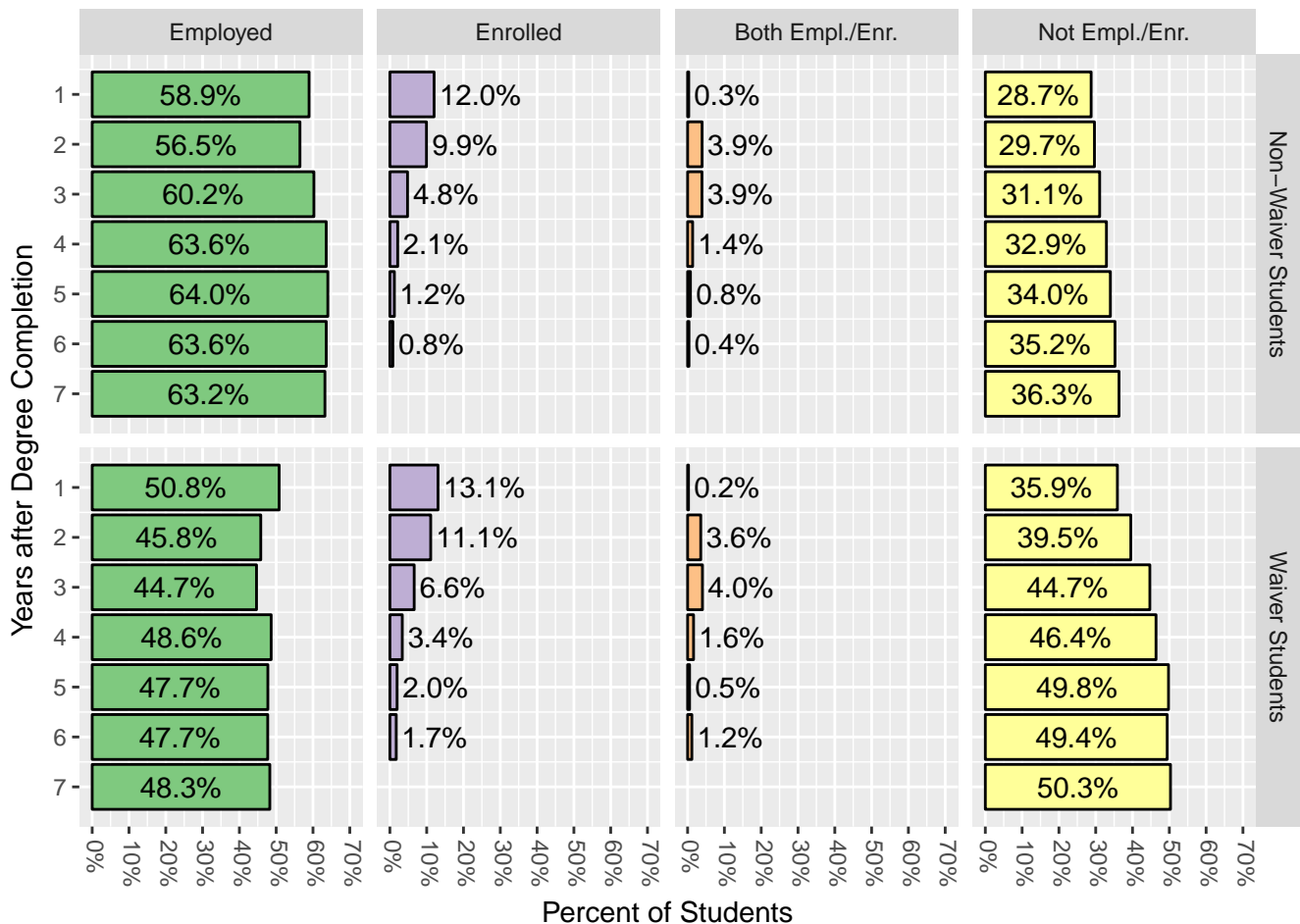


Figure 8: NDUS graduate employment and re-enrollment rates by years following first associate degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
<i>Non – Waiver Students</i>									
1 Year	12,181	7,179	58.9%	1,463	12.0%	37	0.3%	3,502	28.7%
2 Years	10,785	6,089	56.5%	1,073	9.9%	425	3.9%	3,198	29.7%
3 Years	9,422	5,676	60.2%	452	4.8%	367	3.9%	2,927	31.1%
4 Years	8,043	5,115	63.6%	171	2.1%	110	1.4%	2,647	32.9%
5 Years	6,613	4,234	64.0%	81	1.2%	51	0.8%	2,247	34.0%
6 Years	5,110	3,250	63.6%	41	0.8%	19	0.4%	1,800	35.2%
7 Years	3,746	2,369	63.2%	*	*	*	*	1,361	36.3%
<i>Waiver Students</i>									
1 Year	2,455	1,247	50.8%	321	13.1%	6	0.2%	881	35.9%
2 Years	2,074	950	45.8%	230	11.1%	74	3.6%	820	39.5%
3 Years	1,711	764	44.7%	113	6.6%	69	4.0%	765	44.7%
4 Years	1,423	692	48.6%	48	3.4%	23	1.6%	660	46.4%
5 Years	1,123	536	47.7%	22	2.0%	6	0.5%	559	49.8%
6 Years	868	414	47.7%	15	1.7%	10	1.2%	429	49.4%
7 Years	634	306	48.3%	*	*	*	*	319	50.3%

Table 8: NDUS graduate employment and re-enrollment rates by years following first associate degree completion and waiver status

3.2 Bachelor Degree Recipients

Figure and Table 9 (Table 9 is on the following page) show the retention results for one to seven years following degree completion for students graduating with their first bachelor degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first bachelor degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

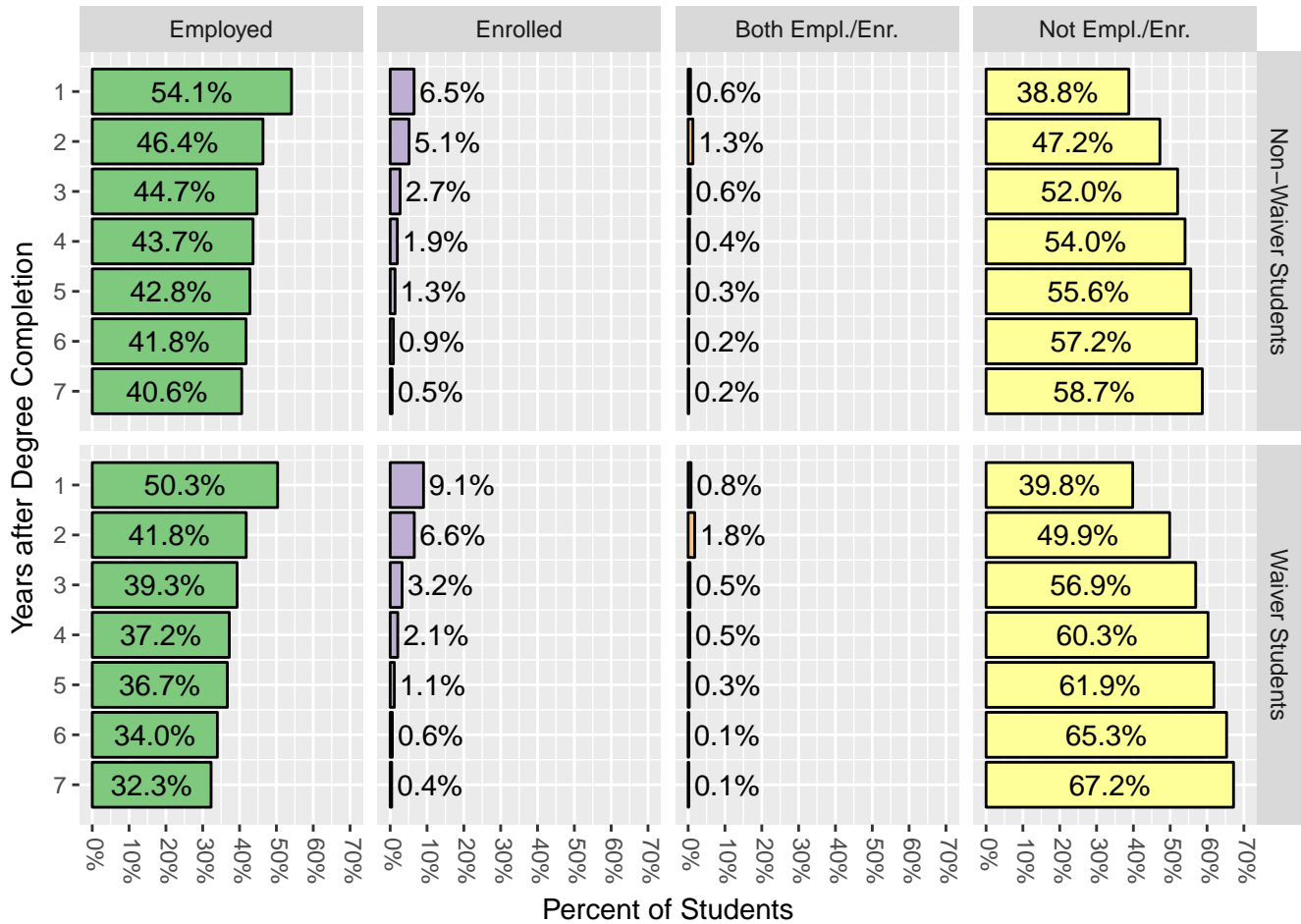


Figure 9: NDUS graduate employment and re-enrollment rates by years following first bachelor degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
<i>Non – Waiver Students</i>									
1 Year	31,769	17,188	54.1%	2,061	6.5%	205	0.6%	12,315	38.8%
2 Years	27,865	12,918	46.4%	1,431	5.1%	363	1.3%	13,153	47.2%
3 Years	23,882	10,683	44.7%	644	2.7%	135	0.6%	12,420	52.0%
4 Years	20,024	8,744	43.7%	388	1.9%	76	0.4%	10,816	54.0%
5 Years	16,238	6,952	42.8%	215	1.3%	46	0.3%	9,025	55.6%
6 Years	12,657	5,286	41.8%	111	0.9%	24	0.2%	7,236	57.2%
7 Years	9,219	3,741	40.6%	49	0.5%	16	0.2%	5,413	58.7%
<i>Waiver Students</i>									
1 Year	9,590	4,827	50.3%	868	9.1%	76	0.8%	3,819	39.8%
2 Years	8,090	3,382	41.8%	530	6.6%	145	1.8%	4,033	49.9%
3 Years	6,857	2,697	39.3%	222	3.2%	35	0.5%	3,903	56.9%
4 Years	5,738	2,135	37.2%	118	2.1%	27	0.5%	3,458	60.3%
5 Years	4,686	1,719	36.7%	53	1.1%	15	0.3%	2,899	61.9%
6 Years	3,759	1,277	34.0%	22	0.6%	5	0.1%	2,455	65.3%
7 Years	2,709	874	32.3%	11	0.4%	4	0.1%	1,820	67.2%

Table 9: NDUS graduate employment and re-enrollment rates by years following first bachelor degree completion and waiver status

3.3 Master's Degree Recipients

Figure and Table 10 (Table 10 is on the following page) show the retention results for one to seven years following degree completion for students graduating with their first master's degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first master's degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

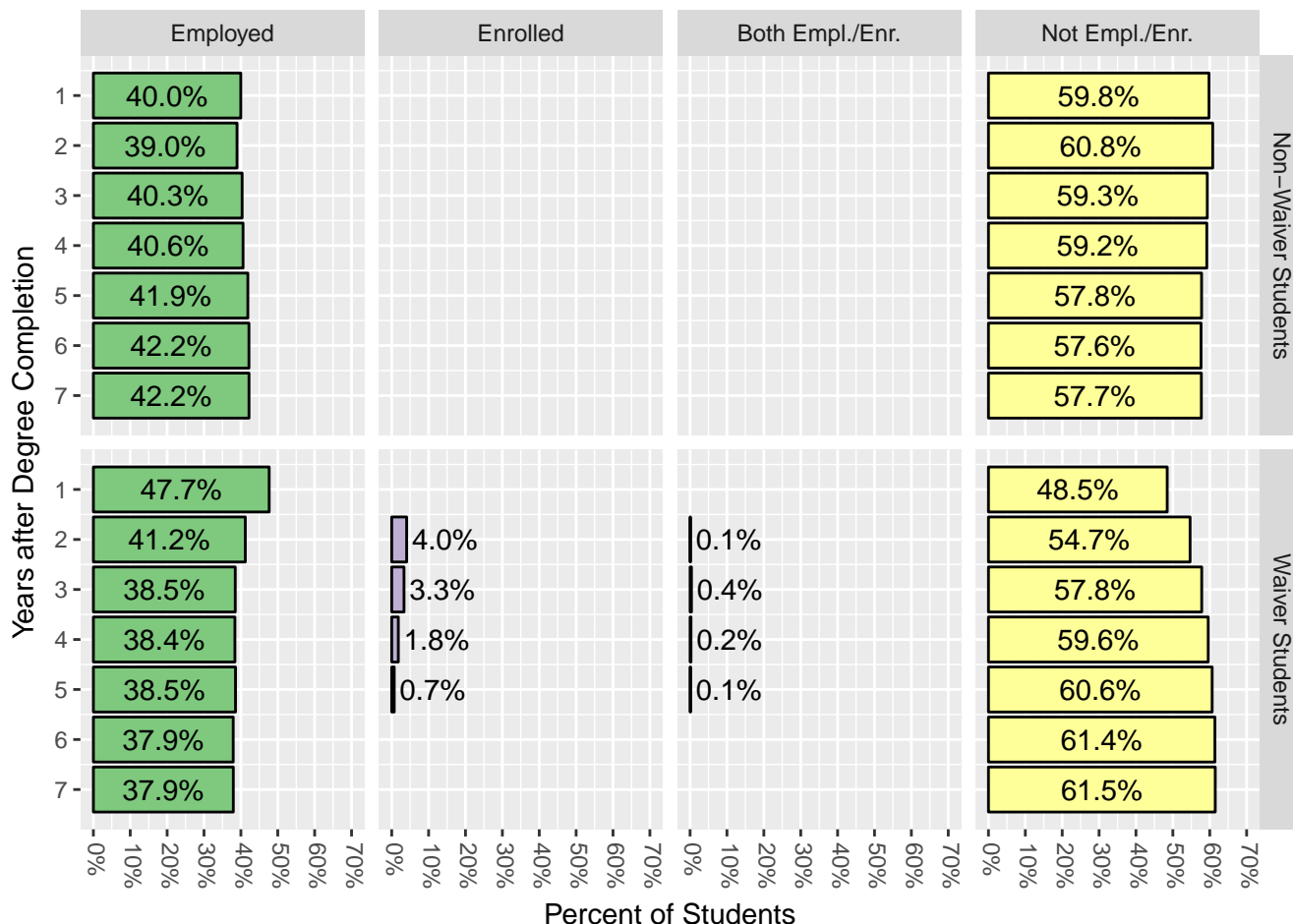


Figure 10: NDUS graduate employment and re-enrollment rates by years following first master's degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS		
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	
<i>Non – Waiver Students</i>										
1 Year	4,784	1,912	40.0%	*	*	*	*	2,861	59.8%	
2 Years	4,079	1,589	39.0%	*	*	*	*	2,480	60.8%	
3 Years	3,347	1,350	40.3%	*	*	*	*	1,986	59.3%	
4 Years	2,723	1,105	40.6%	*	*	*	*	1,612	59.2%	
5 Years	2,087	874	41.9%	*	*	*	*	1,206	57.8%	
6 Years	1,598	674	42.2%	*	*	*	*	921	57.6%	
7 Years	1,140	481	42.2%	*	*	*	*	658	57.7%	
<i>Waiver Students</i>										
1 Year	4,785	2,281	47.7%	*	*	*	*	2,319	48.5%	
2 Years	4,156	1,712	41.2%	168	4.0%	4	0.1%	2,272	54.7%	
3 Years	3,509	1,350	38.5%	117	3.3%	13	0.4%	2,029	57.8%	
4 Years	2,908	1,116	38.4%	52	1.8%	7	0.2%	1,733	59.6%	
5 Years	2,343	903	38.5%	16	0.7%	3	0.1%	1,421	60.6%	
6 Years	1,767	670	37.9%	*	*	*	*	1,085	61.4%	
7 Years	1,236	469	37.9%	*	*	*	*	760	61.5%	

Table 10: NDUS graduate employment and re-enrollment rates by years following first master's degree completion and waiver status

3.4 Doctorate Degree Recipients

Figure and Table 11 (Table 11 is on the following page) show the retention results for one to seven years following degree completion for students graduating with their first doctorate degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first doctorate degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

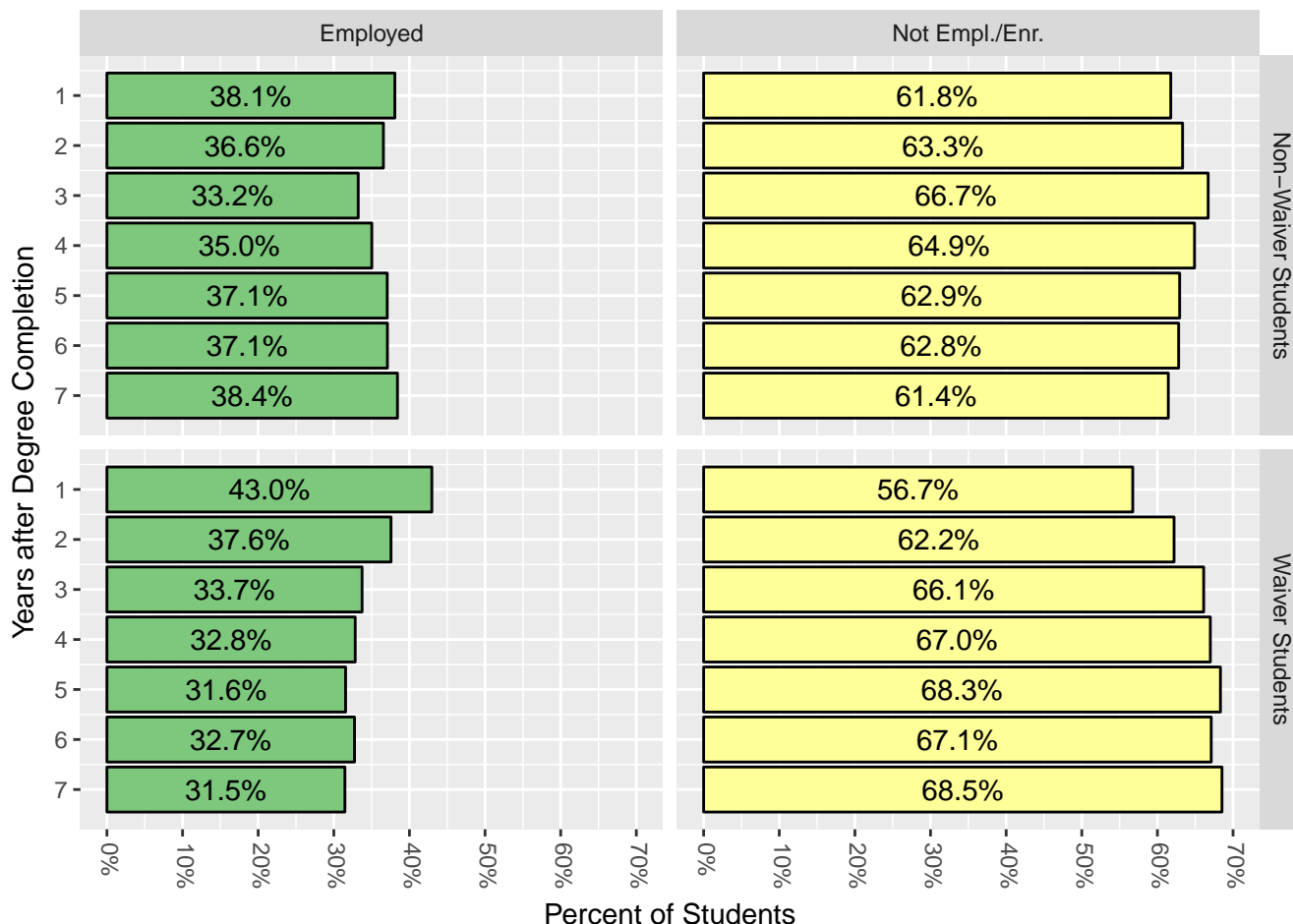


Figure 11: NDUS graduate employment and re-enrollment rates by years following first doctorate degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS		
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	
<i>Non – Waiver Students</i>										
1 Year	1,802	686	38.1%	*	*	*	*	1,113	61.8%	
2 Years	1,655	605	36.6%	*	*	*	*	1,048	63.3%	
3 Years	1,535	510	33.2%	*	*	*	*	1,024	66.7%	
4 Years	1,325	464	35.0%	*	*	*	*	860	64.9%	
5 Years	1,117	414	37.1%	*	*	*	*	703	62.9%	
6 Years	906	336	37.1%	*	*	*	*	569	62.8%	
7 Years	695	267	38.4%	*	*	*	*	427	61.4%	
<i>Waiver Students</i>										
1 Year	1,974	848	43.0%	*	*	*	*	1,120	56.7%	
2 Years	1,648	619	37.6%	*	*	*	*	1,025	62.2%	
3 Years	1,334	450	33.7%	*	*	*	*	882	66.1%	
4 Years	1,115	366	32.8%	*	*	*	*	747	67.0%	
5 Years	881	278	31.6%	*	*	*	*	602	68.3%	
6 Years	669	219	32.7%	*	*	*	*	449	67.1%	
7 Years	464	146	31.5%	*	*	*	*	318	68.5%	

Table 11: NDUS graduate employment and re-enrollment rates by years following first doctorate degree completion and waiver status

4 What are the North Dakota employment and NDUS enrollment rates for tuition waiver recipients from North Dakota?

Are graduates originating from North Dakota who receive tuition waivers (of any amount and type) more likely to be retained in North Dakota for employment, re-enrollment in the University System, or both? To study this, students who had graduated from a North Dakota high school were split into two groups, waiver and non-waiver, on the basis of how much tuition a student had waived at any point during the process of earning the indicated degree. If a student had received a tuition waiver *of any amount*, they were included in the waiver group.

4.1 Associate Degree Recipients from North Dakota

Figure and Table 12 (Table 12 is on the following page) show the retention results for one to seven years following degree completion for students who, after graduating from a North Dakota high school, graduated with their first associate degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first associate degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

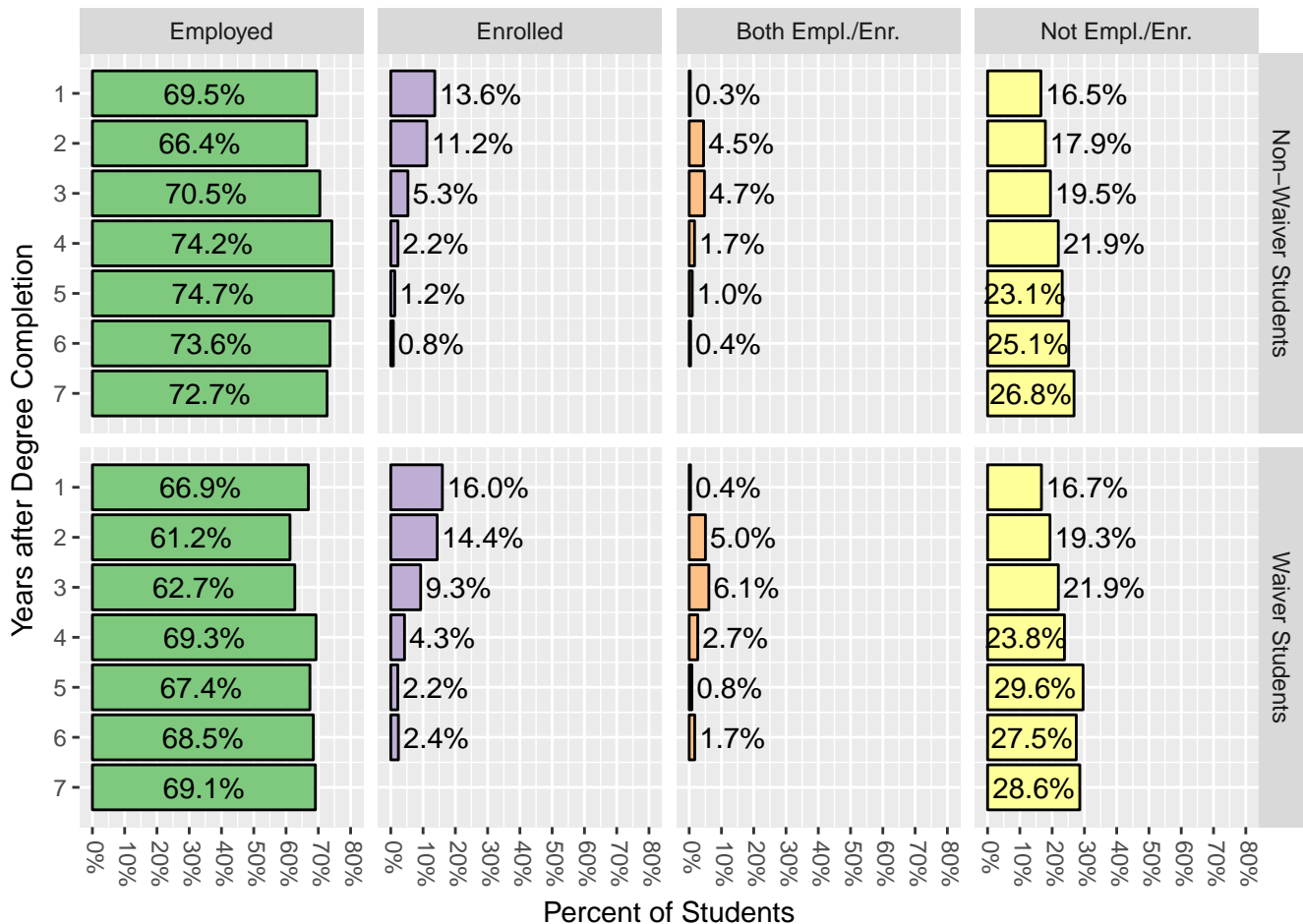


Figure 12: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first associate degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
<i>Non – Waiver Students</i>									
1 Year	9,261	6,438	69.5%	1,263	13.6%	31	0.3%	1,529	16.5%
2 Years	8,342	5,543	66.4%	933	11.2%	372	4.5%	1,494	17.9%
3 Years	7,363	5,189	70.5%	391	5.3%	349	4.7%	1,434	19.5%
4 Years	6,339	4,704	74.2%	141	2.2%	105	1.7%	1,389	21.9%
5 Years	5,248	3,920	74.7%	65	1.2%	50	1.0%	1,213	23.1%
6 Years	4,084	3,007	73.6%	33	0.8%	18	0.4%	1,026	25.1%
7 Years	3,002	2,183	72.7%	*	*	*	*	804	26.8%
<i>Waiver Students</i>									
1 Year	1,439	963	66.9%	230	16.0%	6	0.4%	240	16.7%
2 Years	1,132	693	61.2%	163	14.4%	57	5.0%	219	19.3%
3 Years	885	555	62.7%	82	9.3%	54	6.1%	194	21.9%
4 Years	752	521	69.3%	32	4.3%	20	2.7%	179	23.8%
5 Years	595	401	67.4%	13	2.2%	5	0.8%	176	29.6%
6 Years	466	319	68.5%	11	2.4%	8	1.7%	128	27.5%
7 Years	343	237	69.1%	*	*	*	*	98	28.6%

Table 12: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first associate degree completion and waiver status

4.2 Bachelor Degree Recipients from North Dakota

Figure and Table 13 (Table 13 is on the following page) show the retention results for one to seven years following degree completion for students who, after graduating from a North Dakota high school, graduated with their first bachelor degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first bachelor degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

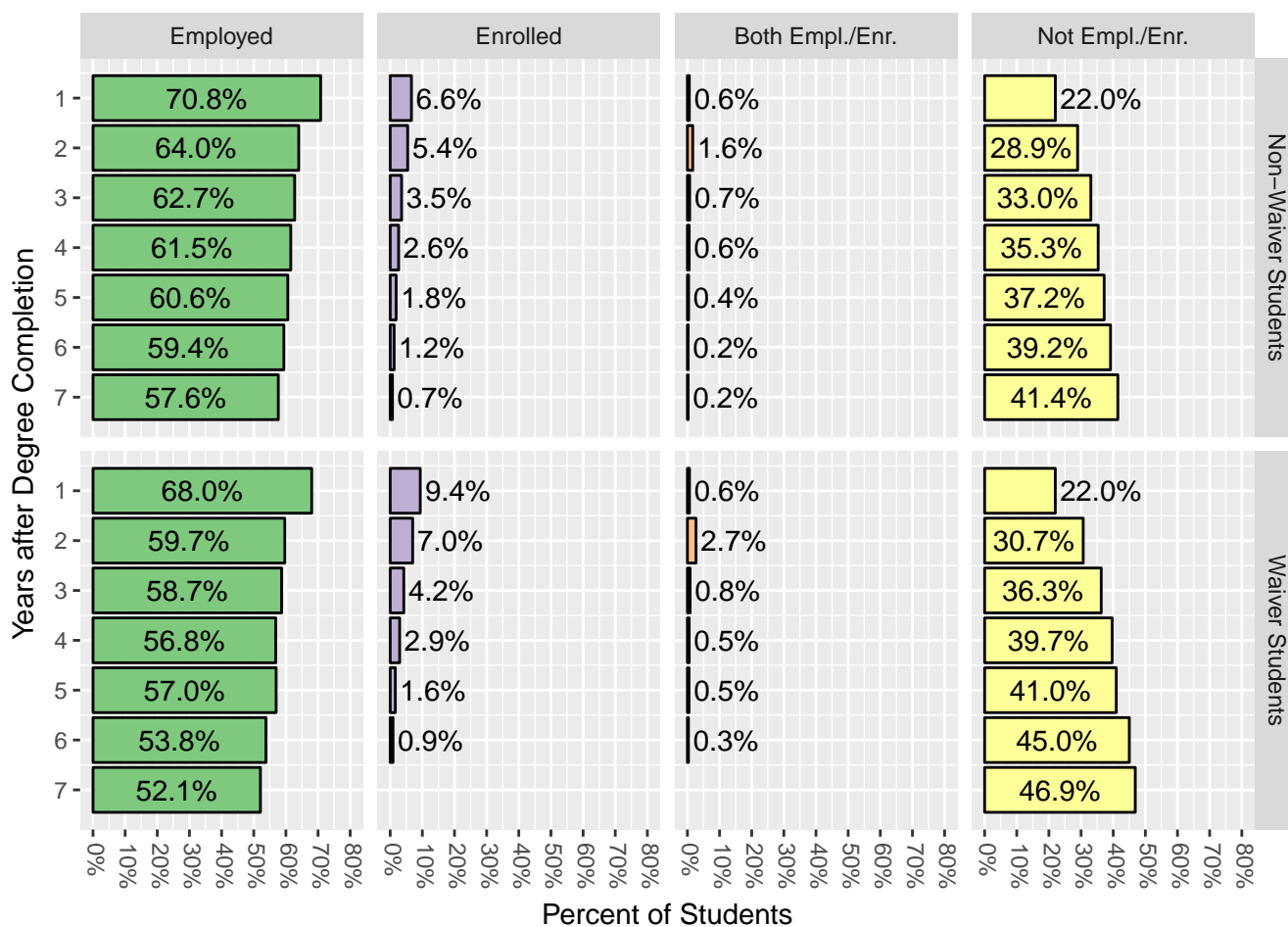


Figure 13: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first bachelor degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS		
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	
<i>Non – Waiver Students</i>										
1 Year	15,767	11,164	70.8%	1,041	6.6%	93	0.6%	3,469	22.0%	
2 Years	14,271	9,132	64.0%	776	5.4%	235	1.6%	4,128	28.9%	
3 Years	12,636	7,926	62.7%	447	3.5%	88	0.7%	4,175	33.0%	
4 Years	10,884	6,695	61.5%	285	2.6%	60	0.6%	3,844	35.3%	
5 Years	9,047	5,482	60.6%	167	1.8%	34	0.4%	3,364	37.2%	
6 Years	7,211	4,282	59.4%	88	1.2%	17	0.2%	2,824	39.2%	
7 Years	5,361	3,090	57.6%	38	0.7%	12	0.2%	2,221	41.4%	
<i>Waiver Students</i>										
1 Year	4,531	3,082	68.0%	424	9.4%	29	0.6%	996	22.0%	
2 Years	3,763	2,245	59.7%	263	7.0%	101	2.7%	1,154	30.7%	
3 Years	3,124	1,833	58.7%	132	4.2%	26	0.8%	1,133	36.3%	
4 Years	2,551	1,450	56.8%	75	2.9%	14	0.5%	1,012	39.7%	
5 Years	2,061	1,174	57.0%	33	1.6%	10	0.5%	844	41.0%	
6 Years	1,593	857	53.8%	14	0.9%	5	0.3%	717	45.0%	
7 Years	1,129	588	52.1%	*	*	*	*	529	46.9%	

Table 13: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first bachelor degree completion and waiver status

4.3 Master's Degree Recipients from North Dakota

Figure and Table 14 (Table 14 is on the following page) show the retention results for one to seven years following degree completion for students who, after graduating from a North Dakota high school, graduated with their first master's degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first master's degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

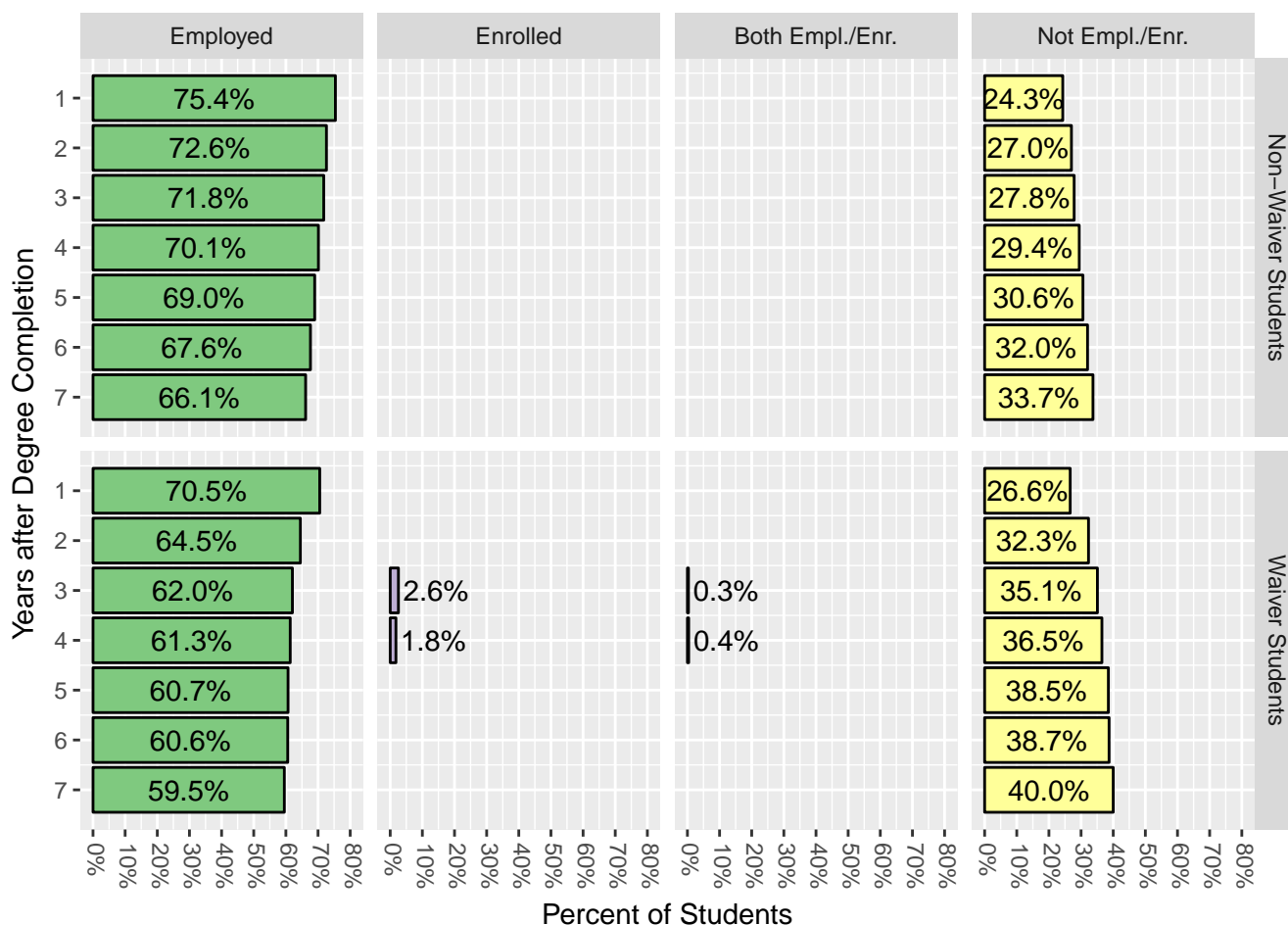


Figure 14: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first master's degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS		
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	
<i>Non – Waiver Students</i>										
1 Year	2,012	1,517	75.4%	*	*	*	*	489	24.3%	
2 Years	1,800	1,307	72.6%	*	*	*	*	486	27.0%	
3 Years	1,573	1,129	71.8%	*	*	*	*	438	27.8%	
4 Years	1,342	941	70.1%	*	*	*	*	395	29.4%	
5 Years	1,092	753	69.0%	*	*	*	*	334	30.6%	
6 Years	856	579	67.6%	*	*	*	*	274	32.0%	
7 Years	632	418	66.1%	*	*	*	*	213	33.7%	
<i>Waiver Students</i>										
1 Year	1,995	1,407	70.5%	*	*	*	*	531	26.6%	
2 Years	1,764	1,138	64.5%	*	*	*	*	570	32.3%	
3 Years	1,522	944	62.0%	39	2.6%	5	0.3%	534	35.1%	
4 Years	1,291	792	61.3%	23	1.8%	5	0.4%	471	36.5%	
5 Years	1,078	654	60.7%	*	*	*	*	415	38.5%	
6 Years	837	507	60.6%	*	*	*	*	324	38.7%	
7 Years	620	369	59.5%	*	*	*	*	248	40.0%	

Table 14: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first master's degree completion and waiver status

4.4 Doctorate Degree Recipients from North Dakota

Figure and Table 15 (Table 15 is on the following page) show the retention results for one to seven years following degree completion for students who, after graduating from a North Dakota high school, graduated with their first doctorate degree from a North Dakota University System institution. Students were split into two groups, waiver and non-waiver, based on whether or not a student had received a tuition waiver while earning their first doctorate degree. A student will be marked as employed, enrolled, both, or neither based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

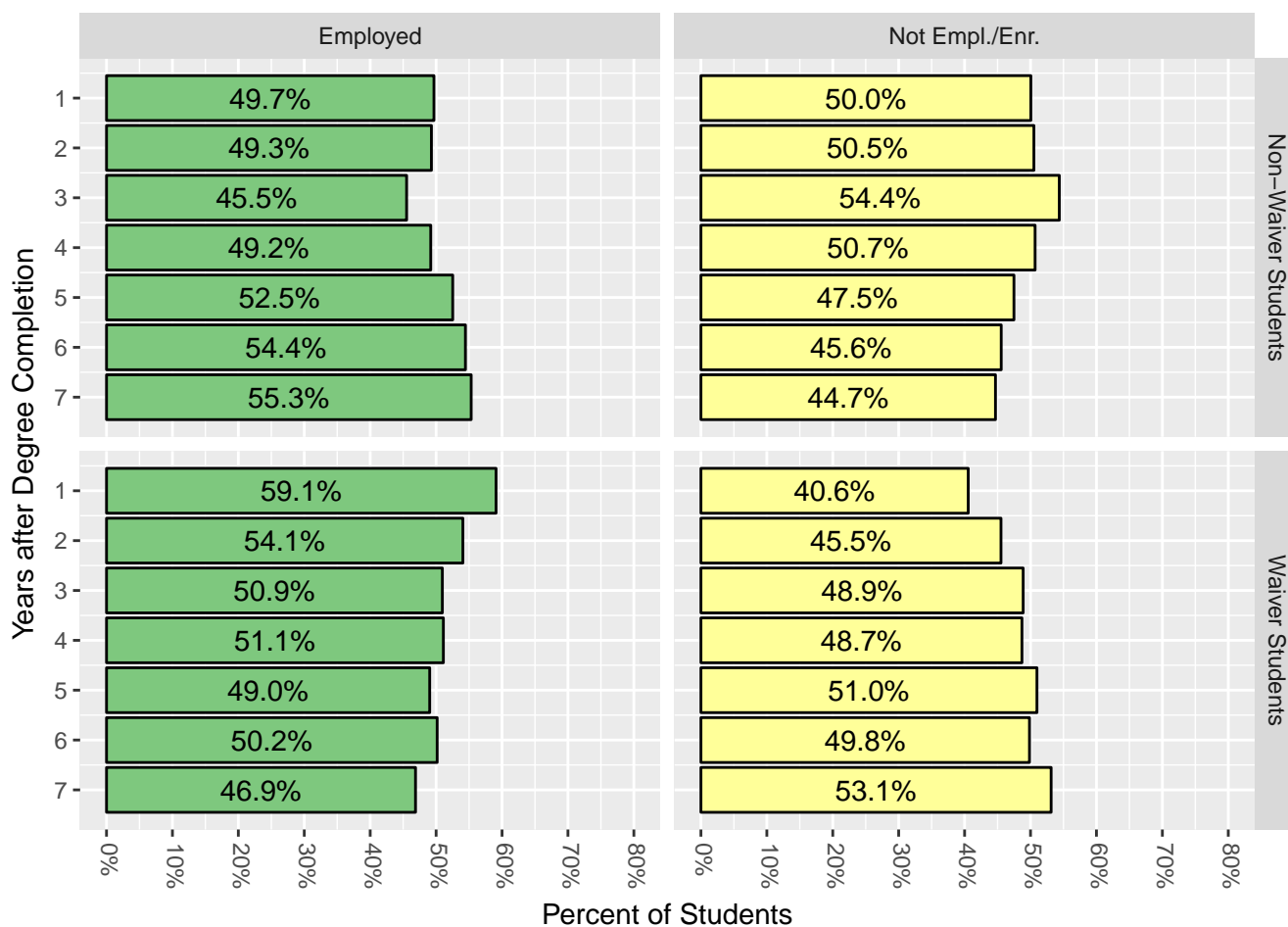


Figure 15: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first doctorate degree completion and waiver status

	Total Students	Employed in North Dakota		Enrolled in NDUS		Both Employed and Enrolled in NDUS		Not Employed or Enrolled in NDUS	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate
<i>Non – Waiver Students</i>									
1 Year	1,059	526	49.7%	*	*	*	*	530	50.0%
2 Years	980	483	49.3%	*	*	*	*	495	50.5%
3 Years	916	417	45.5%	*	*	*	*	498	54.4%
4 Years	795	391	49.2%	*	*	*	*	403	50.7%
5 Years	676	355	52.5%	*	*	*	*	321	47.5%
6 Years	540	294	54.4%	*	*	*	*	246	45.6%
7 Years	423	234	55.3%	*	*	*	*	189	44.7%
<i>Waiver Students</i>									
1 Year	836	494	59.1%	*	*	*	*	339	40.6%
2 Years	714	386	54.1%	*	*	*	*	325	45.5%
3 Years	581	296	50.9%	*	*	*	*	284	48.9%
4 Years	499	255	51.1%	*	*	*	*	243	48.7%
5 Years	410	201	49.0%	*	*	*	*	209	51.0%
6 Years	313	157	50.2%	*	*	*	*	156	49.8%
7 Years	224	105	46.9%	*	*	*	*	119	53.1%

Table 15: NDUS graduate employment and re-enrollment rates for North Dakota students by years following first doctorate degree completion and waiver status

5 Of the NDUS students completing a degree and receiving a waiver, what types were awarded?

The following sections show the counts of waivers received by students completing a degree in the North Dakota University System. Students are considered to have received a waiver if they had tuition waived regardless of the amount during the completion of the indicated degree type. Please be aware that these figures are grouped by degree year, not the year that the tuition waiver was granted. For example, any value associated with 2016 represents the number of students who received a tuition waiver of the indicated type at any point during the completion of the degree and completed their degree in 2016. Also be aware that an individual student may be represented in multiple categories if they received multiple types of waivers during their academic career.

5.1 Waiver Type Counts for Undergraduate Degree Recipients

The figure and table below include students completing a bachelor or associate degree in NDUS. The most common waiver types are included in the figure and table, while any other waiver types are combined into "Other" waivers. Degree years represent the spring of the academic year - for example, 2016 represents the 2015-16 academic year.

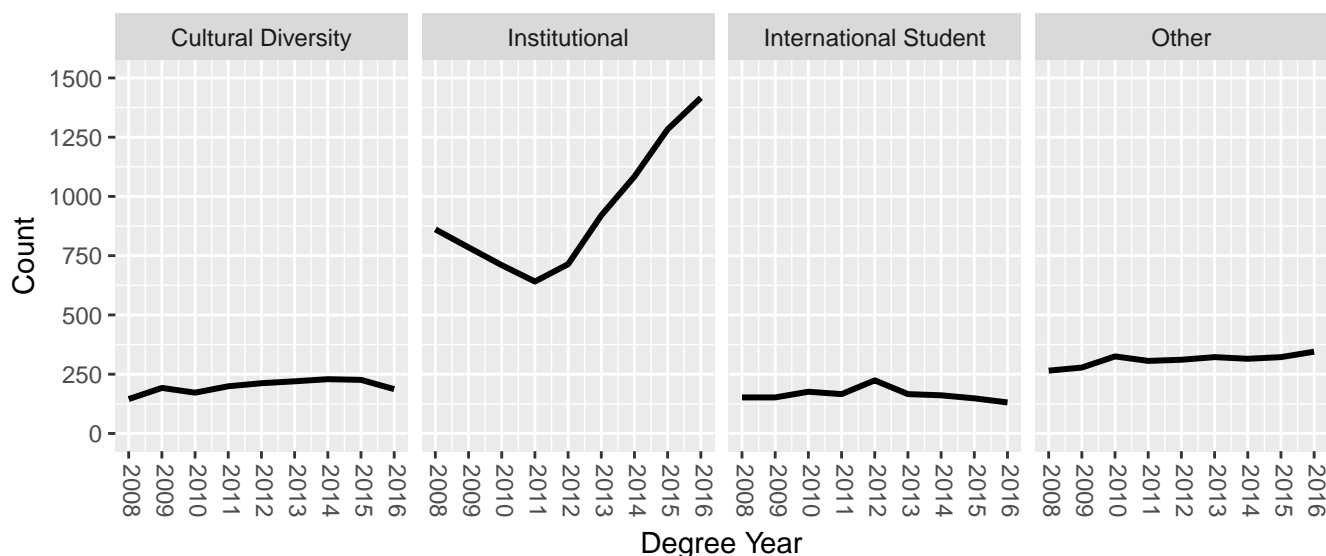


Figure 16: Count of waiver types for undergraduate degree recipients by degree year

Waiver Type	Degree Year (Spring)								
	2008	2009	2010	2011	2012	2013	2014	2015	2016
Cultural Diversity	145	192	172	199	212	220	229	226	187
Institutional	861	785	710	641	714	920	1084	1,283	1,416
International Student	152	152	176	166	224	166	161	148	131
Other	265	278	325	306	311	322	315	322	345

Table 16: Count of waiver types for undergraduate degree recipients by degree year

5.2 Waiver Type Counts for Graduate Degree Recipients

The figure and table below include students completing a master's, post-master's, or doctorate degree in NDUS. The most common waiver types are included in the figure and table, while any other waiver types are combined into "Other" waivers. Degree years represent the spring of the academic year - for example, 2016 represents the 2015-16 academic year.

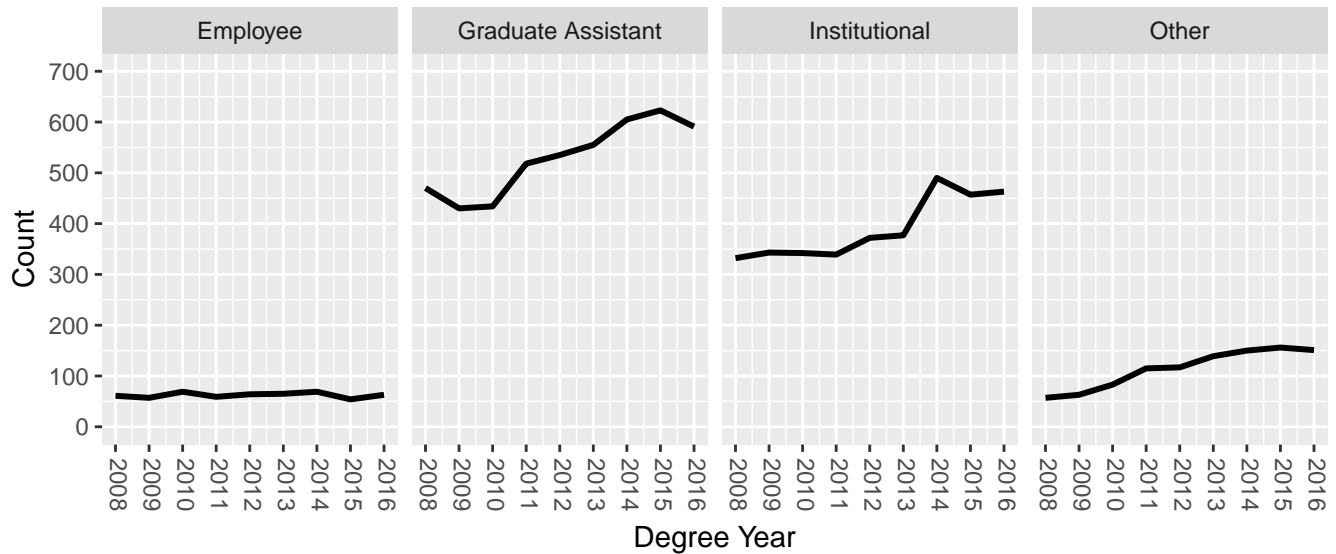


Figure 17: Count of waiver types for graduate degree recipients by degree year

Waiver Type	Degree Year (Spring)									
	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Employee	61	57	69	59	64	65	69	54	63	
Graduate Assistant	470	430	434	518	535	555	605	623	591	
Institutional	332	343	342	339	372	377	490	457	463	
Other	57	63	83	115	117	139	150	156	151	

Table 17: Count of waiver types for graduate degree recipients by degree year

6 What are the North Dakota retention rates for international students who receive a tuition waiver?

The most common countries of origin for international NDUS graduates are Canada, China, and India. The figure below (and table on the following page) show the rate at which students from these countries were retained in North Dakota for employment and/or re-enrollment in the North Dakota University System following their *first* degree earned in the University System. Students not originating from one of these countries are grouped together under 'Other'. To compare the potential effects of tuition waivers on student retention, students are further split into two groups - students receiving a tuition waiver of any type and amount and students that did not receive any tuition waiver. Any blank areas in the graph and/or table below are indicative of extremely low student counts for that particular area; those values have been suppressed.

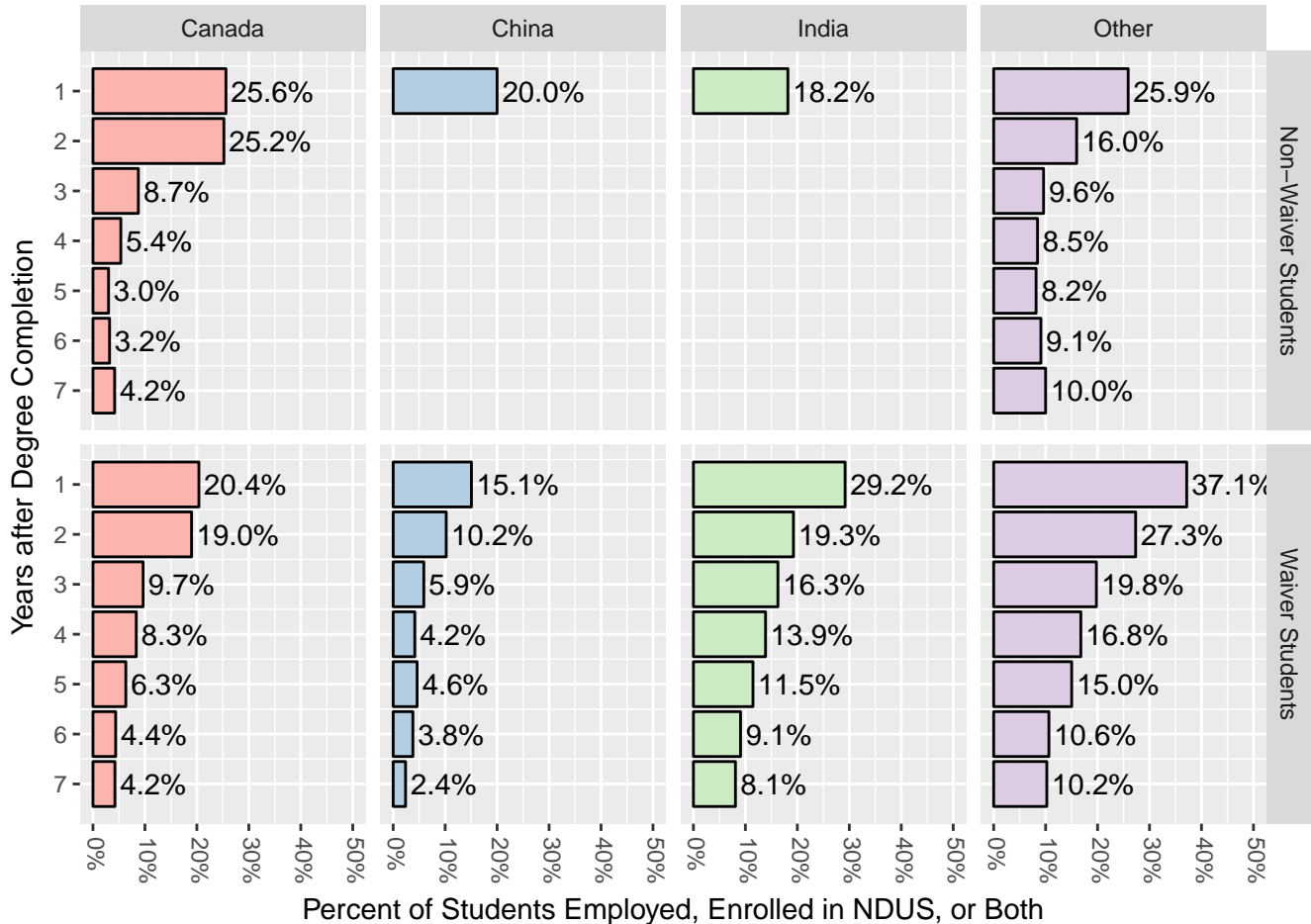


Figure 18: NDUS graduate employment and re-enrollment rates for international students by years following first degree completion and waiver status

Please note that for the following table, **count** represents the total number of students present for that country, waiver category, and year combination. For example, if a count was 100, and the rate was 10%, it represents that 10%, or 10, of the 100 were retained for employment, re-enrollment, or both in North Dakota.

	Canada		China		India		Other	
	Count	Rate	Count	Rate	Count	Rate	Count	Rate
<i>Non – Waiver Students</i>								
1 Year	590	25.6%	25	20.0%	22	18.2%	197	25.9%
2 Years	504	25.2%					144	16.0%
3 Years	435	8.7%					104	9.6%
4 Years	373	5.4%					71	8.5%
5 Years	300	3.0%					49	8.2%
6 Years	219	3.2%					33	9.1%
7 Years	168	4.2%					20	10.0%
<i>Waiver Students</i>								
1 Year	461	20.4%	664	15.1%	781	29.2%	1,319	37.1%
2 Years	411	19.0%	578	10.2%	722	19.3%	1,149	27.3%
3 Years	352	9.7%	492	5.9%	658	16.3%	981	19.8%
4 Years	300	8.3%	433	4.2%	569	13.9%	775	16.8%
5 Years	253	6.3%	195	4.6%	445	11.5%	606	15.0%
6 Years	206	4.4%	132	3.8%	353	9.1%	442	10.6%
7 Years	142	4.2%	84	2.4%	235	8.1%	303	10.2%

Table 18: NDUS graduate employment and re-enrollment rates for international students by years following first degree completion and waiver status

7 What are North Dakota retention rates and waiver information by NDUS institution?

7.1 Bismarck State College Retention and Waiver Information

How many tuition waivers did Bismarck State College graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Bismarck State College while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

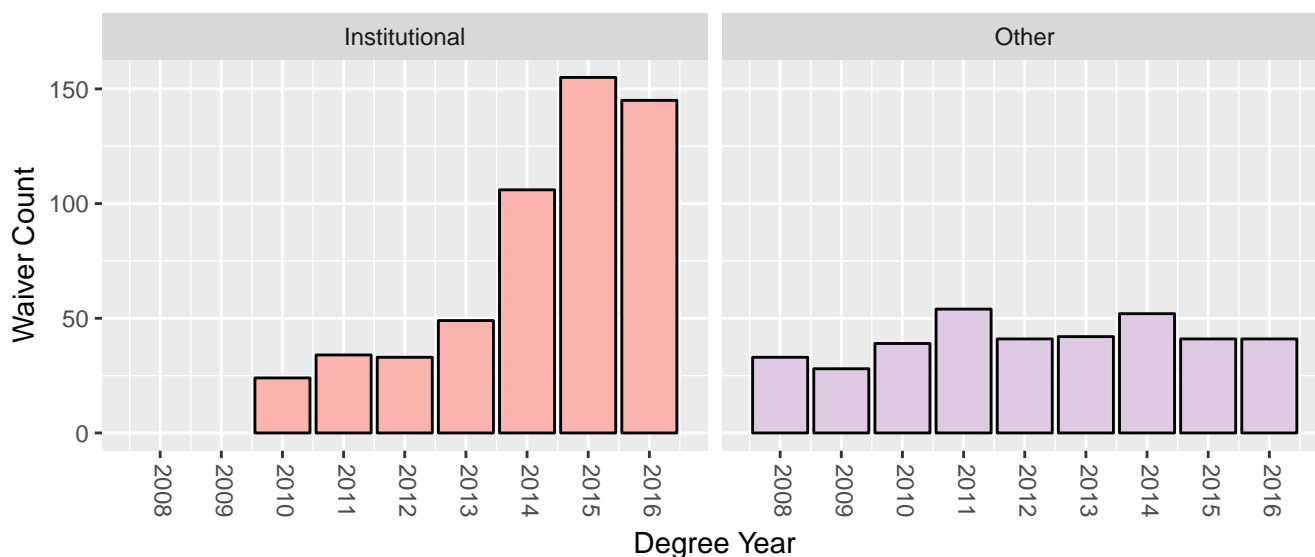


Figure 19: Bismarck State College waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	*	*	*	33
2008-09	*	*	*	28
2009-10	24	*	*	39
2010-11	34	*	*	54
2011-12	33	*	*	41
2012-13	49	*	*	42
2013-14	106	*	*	52
2014-15	155	*	*	41
2015-16	145	*	*	41

Table 19: Bismarck State College waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Bismarck State College?

The figure and table below show the overall rates of retention for graduates from Bismarck State College in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

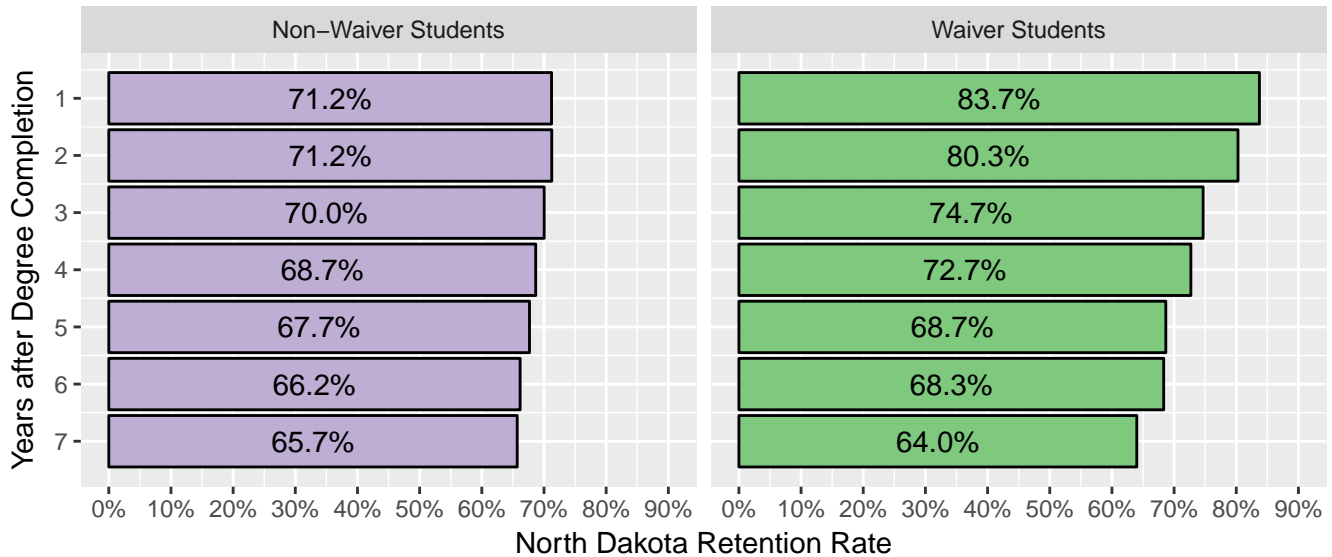


Figure 20: North Dakota retention rates for Bismarck State College graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	71.2%	71.2%	70.0%	68.7%	67.7%	66.2%	65.7%
Waiver Students	83.7%	80.3%	74.7%	72.7%	68.7%	68.3%	64.0%

Table 20: North Dakota retention rates for Bismarck State College graduates by years after degree completion and waiver status

7.2 Dickinson State University Retention and Waiver Information

How many tuition waivers did Dickinson State University graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Dickinson State University while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

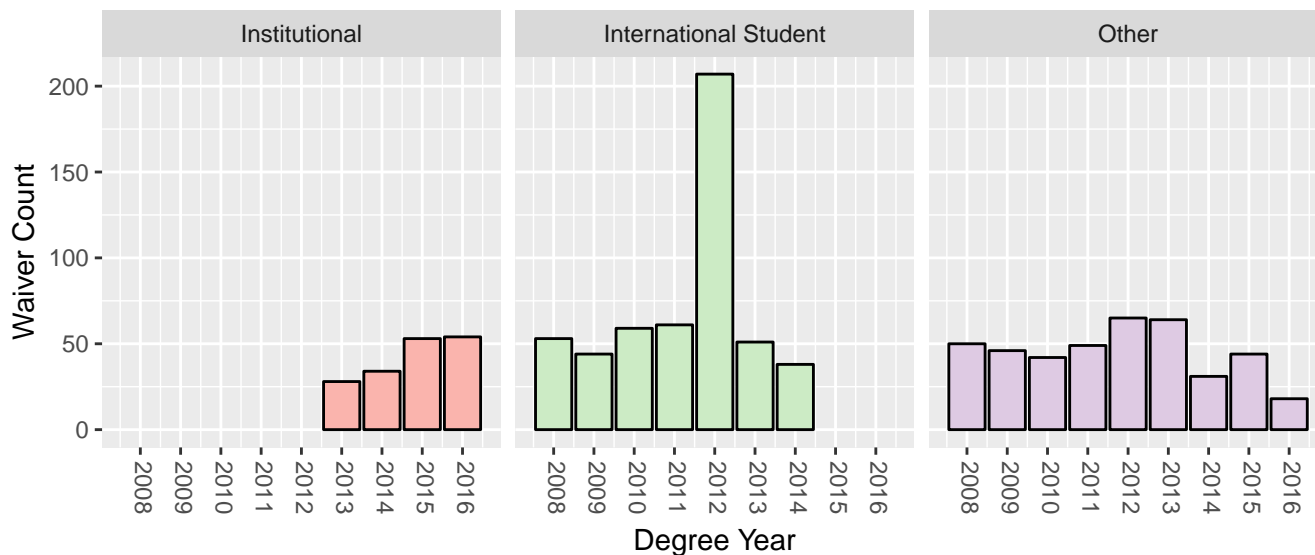


Figure 21: Dickinson State University waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	*	*	53	50
2008-09	*	*	44	46
2009-10	*	*	59	42
2010-11	*	*	61	49
2011-12	*	*	207	65
2012-13	28	*	51	64
2013-14	34	*	38	31
2014-15	53	*	*	44
2015-16	54	*	*	18

Table 21: Dickinson State University waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Dickinson State University?

The figure and table below show the overall rates of retention for graduates from Dickinson State University in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

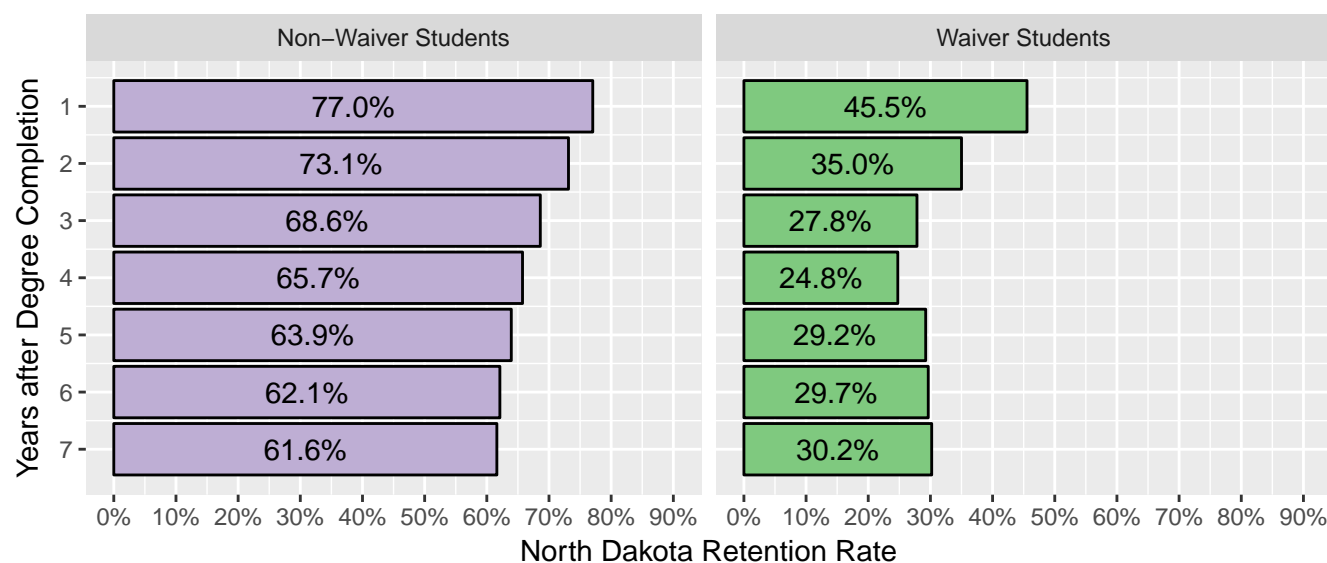


Figure 22: North Dakota retention rates for Dickinson State University graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	77.0%	73.1%	68.6%	65.7%	63.9%	62.1%	61.6%
Waiver Students	45.5%	35.0%	27.8%	24.8%	29.2%	29.7%	30.2%

Table 22: North Dakota retention rates for Dickinson State University graduates by years after degree completion and waiver status

7.3 Lake Region State College Retention and Waiver Information

How many tuition waivers did Lake Region State College graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Lake Region State College while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

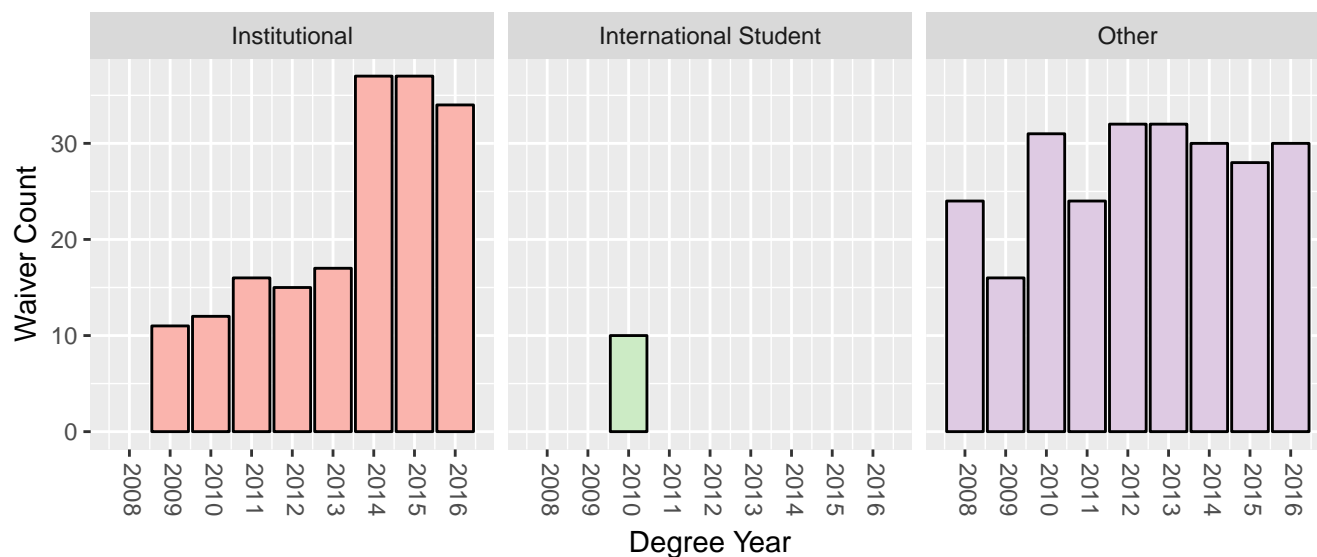


Figure 23: Lake Region State College waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	*	*	*	24
2008-09	11	*	*	16
2009-10	12	*	10	31
2010-11	16	*	*	24
2011-12	15	*	*	32
2012-13	17	*	*	32
2013-14	37	*	*	30
2014-15	37	*	*	28
2015-16	34	*	*	30

Table 23: Lake Region State College waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Lake Region State College?

The figure and table below show the overall rates of retention for graduates from Lake Region State College in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

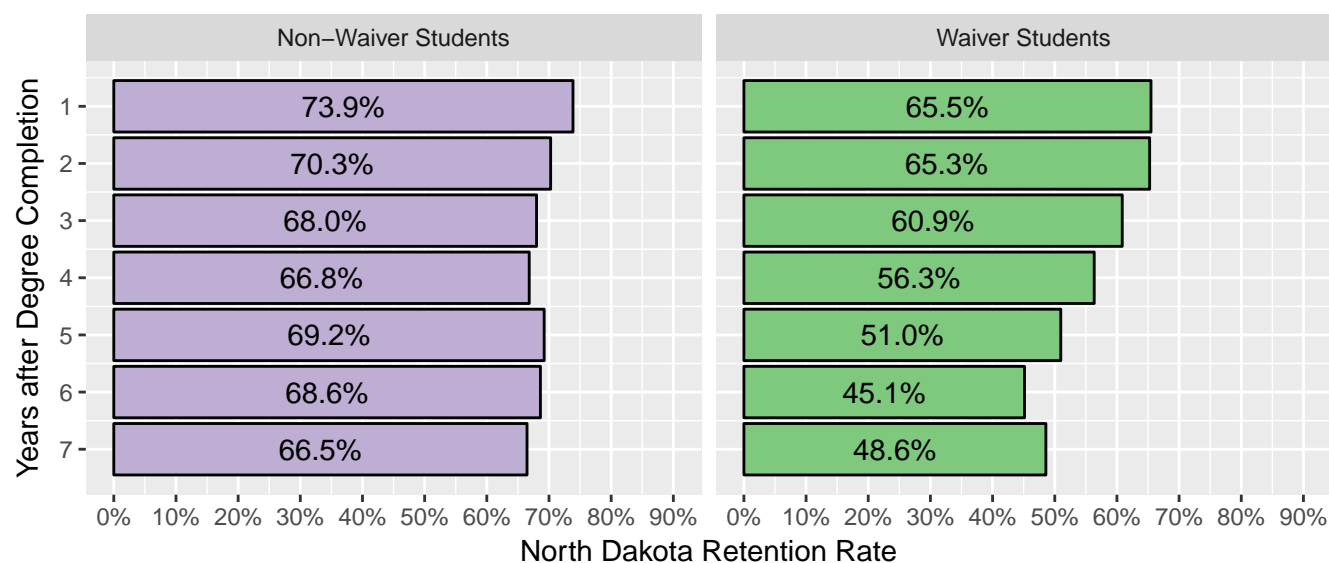


Figure 24: North Dakota retention rates for Lake Region State College graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	73.9%	70.3%	68.0%	66.8%	69.2%	68.6%	66.5%
Waiver Students	65.5%	65.3%	60.9%	56.3%	51.0%	45.1%	48.6%

Table 24: North Dakota retention rates for Lake Region State College graduates by years after degree completion and waiver status

7.4 Mayville State University Retention and Waiver Information

How many tuition waivers did Mayville State University graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Mayville State University while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

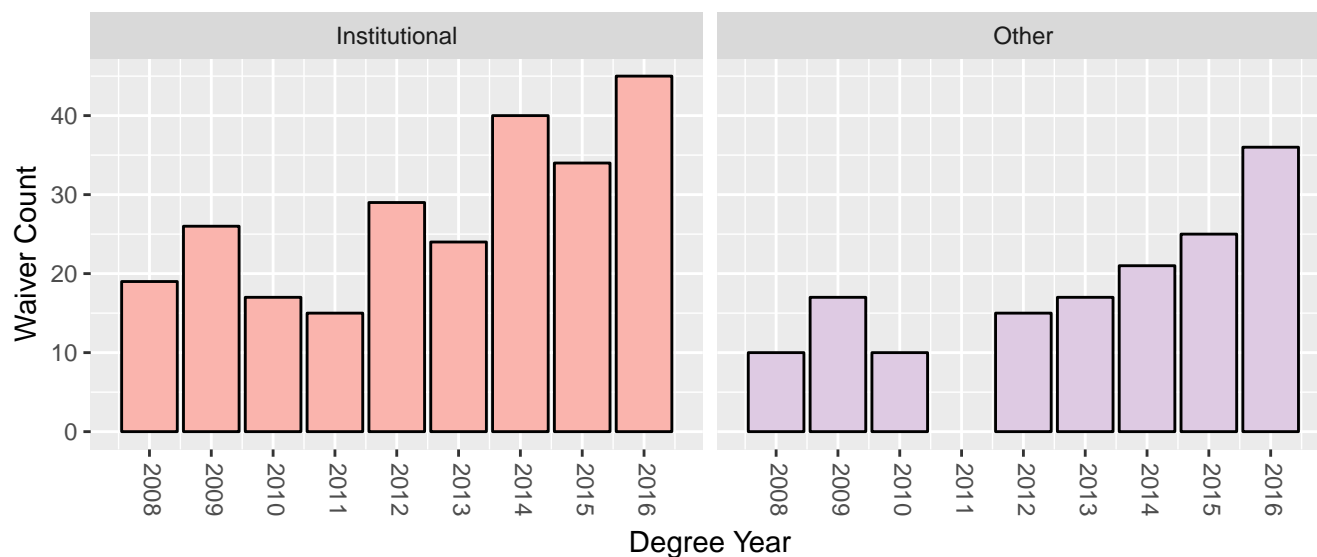


Figure 25: Mayville State University waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	19	*	*	10
2008-09	26	*	*	17
2009-10	17	*	*	10
2010-11	15	*	*	*
2011-12	29	*	*	15
2012-13	24	*	*	17
2013-14	40	*	*	21
2014-15	34	*	*	25
2015-16	45	*	*	36

Table 25: Mayville State University waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Mayville State University?

The figure and table below show the overall rates of retention for graduates from Mayville State University in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

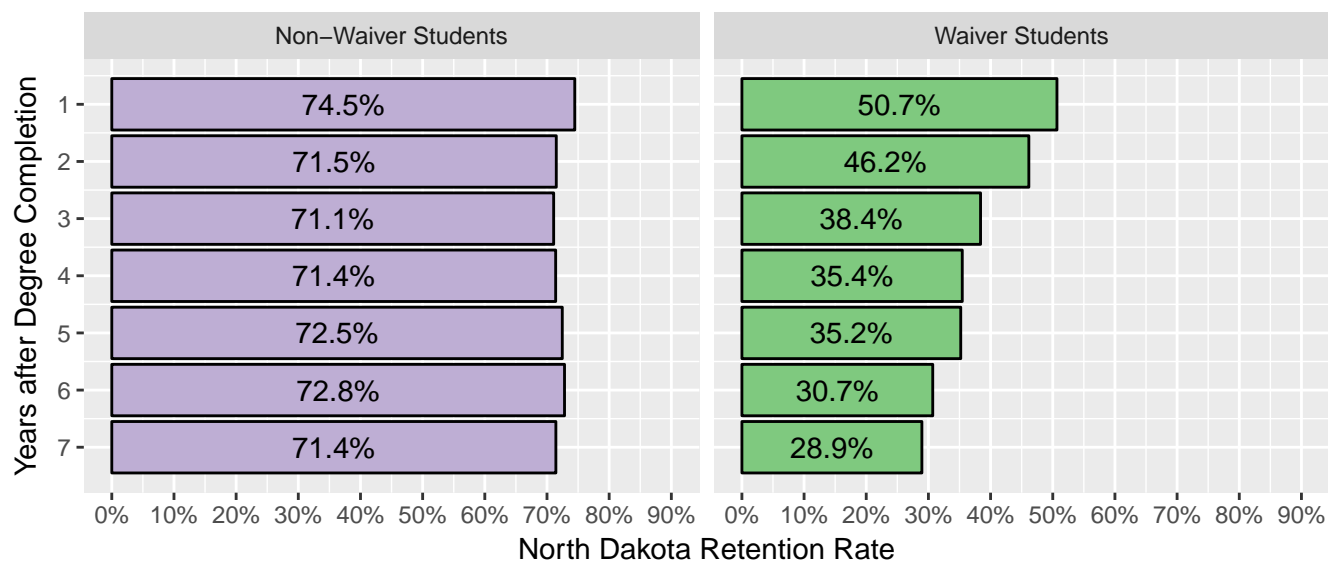


Figure 26: North Dakota retention rates for Mayville State University graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	74.5%	71.5%	71.1%	71.4%	72.5%	72.8%	71.4%
Waiver Students	50.7%	46.2%	38.4%	35.4%	35.2%	30.7%	28.9%

Table 26: North Dakota retention rates for Mayville State University graduates by years after degree completion and waiver status

7.5 Minot State University Retention and Waiver Information

How many tuition waivers did Minot State University graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Minot State University while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

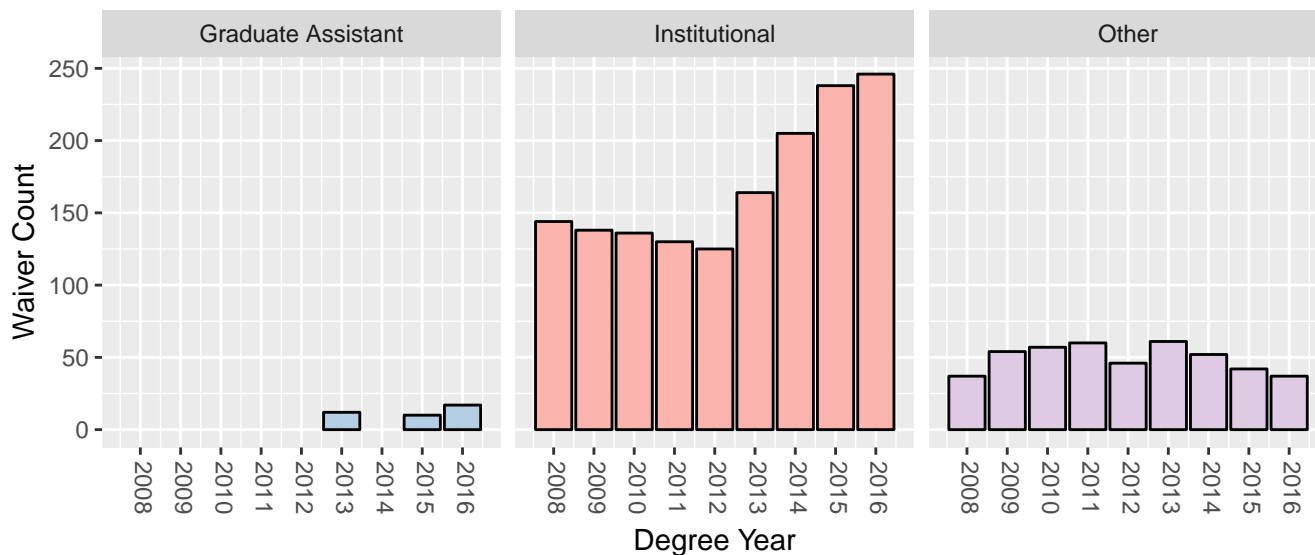


Figure 27: Minot State University waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	144	*	*	37
2008-09	138	*	*	54
2009-10	136	*	*	57
2010-11	130	*	*	60
2011-12	125	*	*	46
2012-13	164	12	*	61
2013-14	205	*	*	52
2014-15	238	10	*	42
2015-16	246	17	*	37

Table 27: Minot State University waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Minot State University?

The figure and table below show the overall rates of retention for graduates from Minot State University in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

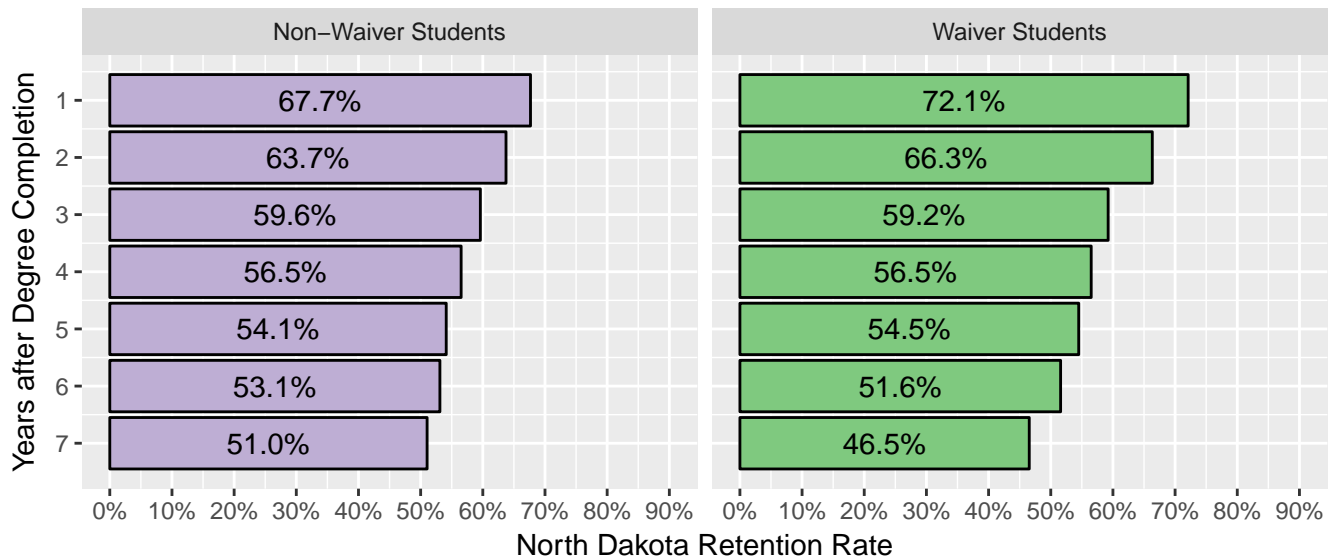


Figure 28: North Dakota retention rates for Minot State University graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	67.7%	63.7%	59.6%	56.5%	54.1%	53.1%	51.0%
Waiver Students	72.1%	66.3%	59.2%	56.5%	54.5%	51.6%	46.5%

Table 28: North Dakota retention rates for Minot State University graduates by years after degree completion and waiver status

7.6 Dakota College at Bottineau Retention and Waiver Information

How many tuition waivers did Dakota College at Bottineau graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Dakota College at Bottineau while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

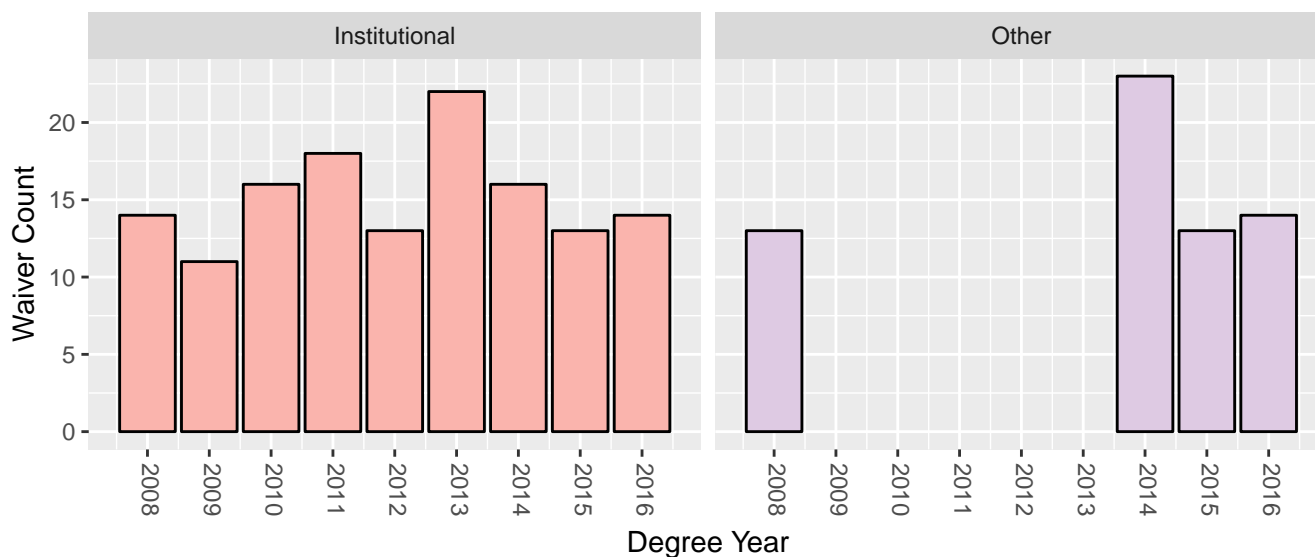


Figure 29: Dakota College at Bottineau waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	14	*	*	13
2008-09	11	*	*	*
2009-10	16	*	*	*
2010-11	18	*	*	*
2011-12	13	*	*	*
2012-13	22	*	*	*
2013-14	16	*	*	23
2014-15	13	*	*	13
2015-16	14	*	*	14

Table 29: Dakota College at Bottineau waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Dakota College at Bottineau?

The figure and table below show the overall rates of retention for graduates from Dakota College at Bottineau in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

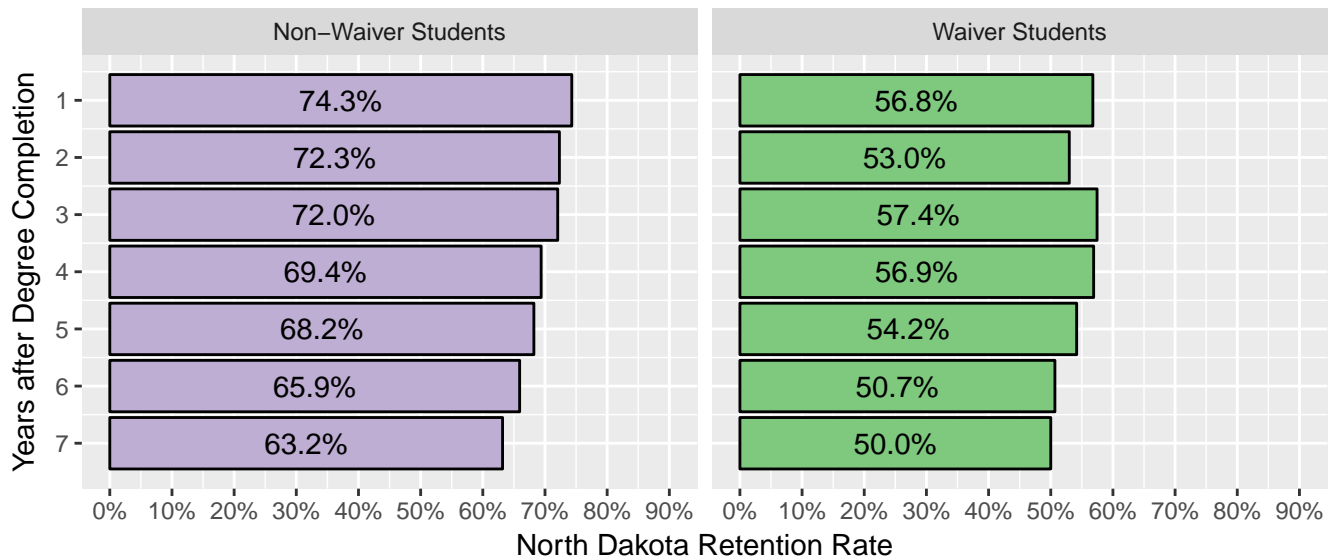


Figure 30: North Dakota retention rates for Dakota College at Bottineau graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	74.3%	72.3%	72.0%	69.4%	68.2%	65.9%	63.2%
Waiver Students	56.8%	53.0%	57.4%	56.9%	54.2%	50.7%	50.0%

Table 30: North Dakota retention rates for Dakota College at Bottineau graduates by years after degree completion and waiver status

7.7 North Dakota State College of Science Retention and Waiver Information

How many tuition waivers did North Dakota State College of Science graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of North Dakota State College of Science while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

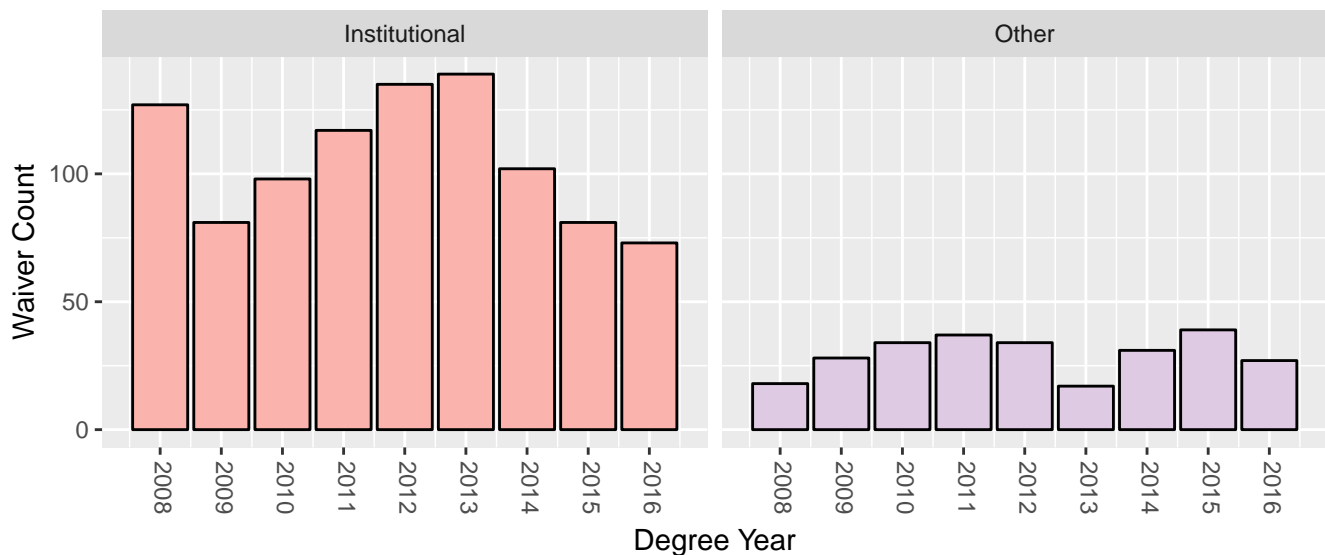


Figure 31: North Dakota State College of Science waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	127	*	*	18
2008-09	81	*	*	28
2009-10	98	*	*	34
2010-11	117	*	*	37
2011-12	135	*	*	34
2012-13	139	*	*	17
2013-14	102	*	*	31
2014-15	81	*	*	39
2015-16	73	*	*	27

Table 31: North Dakota State College of Science waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from North Dakota State College of Science?

The figure and table below show the overall rates of retention for graduates from North Dakota State College of Science in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

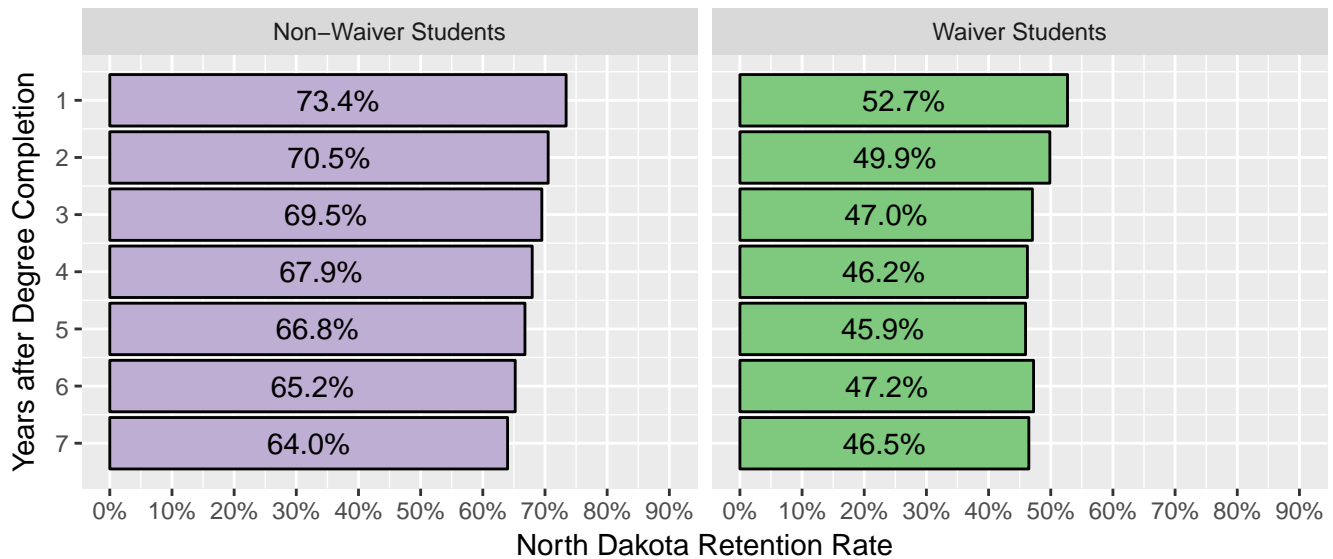


Figure 32: North Dakota retention rates for North Dakota State College of Science graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	73.4%	70.5%	69.5%	67.9%	66.8%	65.2%	64.0%
Waiver Students	52.7%	49.9%	47.0%	46.2%	45.9%	47.2%	46.5%

Table 32: North Dakota retention rates for North Dakota State College of Science graduates by years after degree completion and waiver status

7.8 North Dakota State University Retention and Waiver Information

How many tuition waivers did North Dakota State University graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of North Dakota State University while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

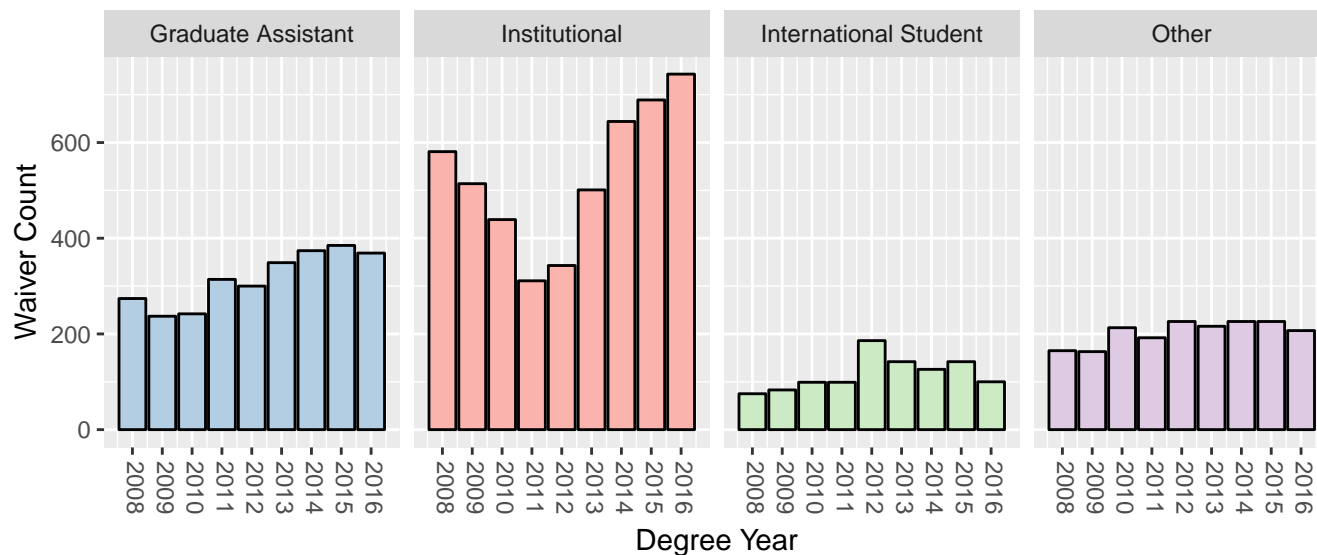


Figure 33: North Dakota State University waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	581	274	75	165
2008-09	514	237	83	163
2009-10	439	242	99	213
2010-11	311	314	99	192
2011-12	343	300	186	226
2012-13	501	349	142	216
2013-14	644	374	126	226
2014-15	689	385	142	226
2015-16	743	369	100	207

Table 33: North Dakota State University waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from North Dakota State University?

The figure and table below show the overall rates of retention for graduates from North Dakota State University in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

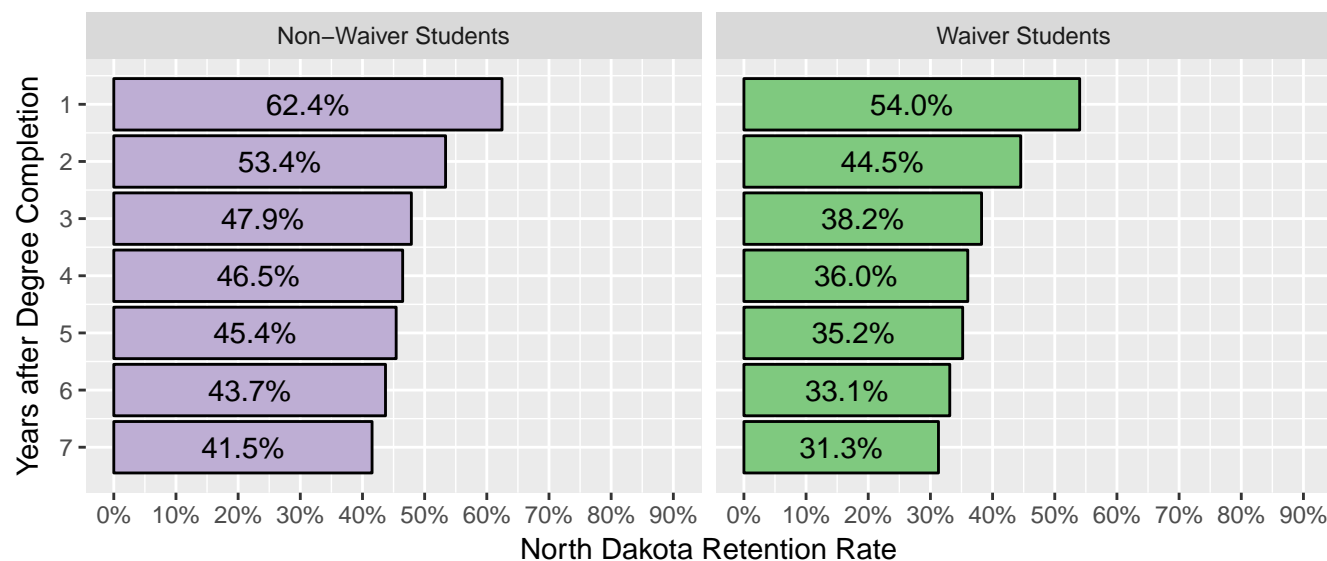


Figure 34: North Dakota retention rates for North Dakota State University graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	62.4%	53.4%	47.9%	46.5%	45.4%	43.7%	41.5%
Waiver Students	54.0%	44.5%	38.2%	36.0%	35.2%	33.1%	31.3%

Table 34: North Dakota retention rates for North Dakota State University graduates by years after degree completion and waiver status

7.9 University of North Dakota Retention and Waiver Information

How many tuition waivers did University of North Dakota graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of University of North Dakota while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

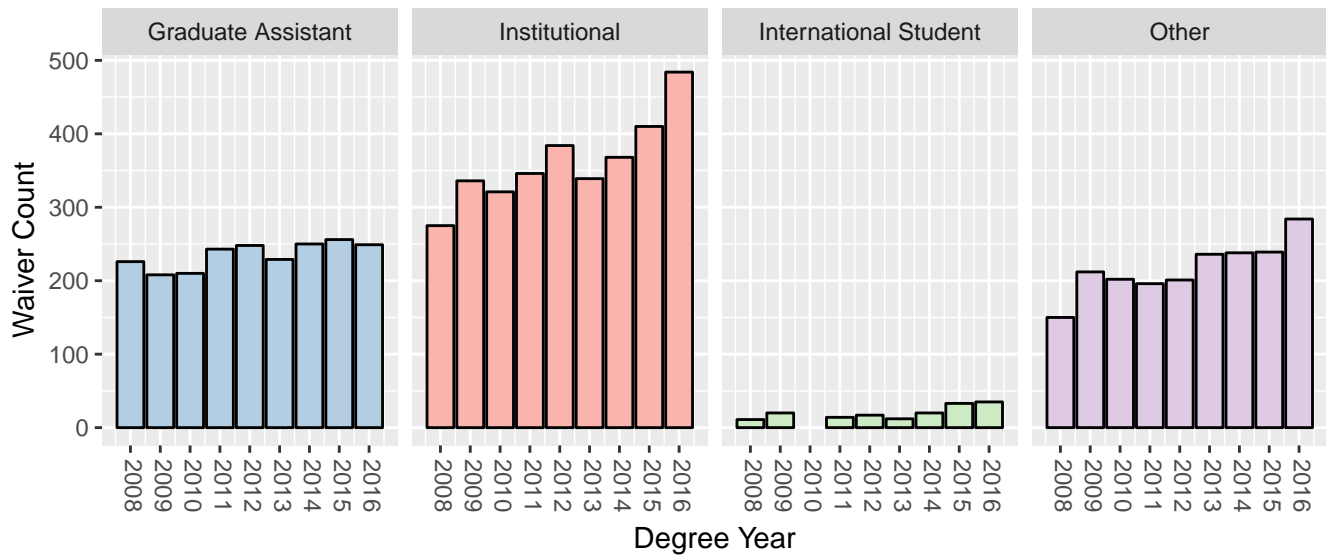


Figure 35: University of North Dakota waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	275	226	11	150
2008-09	336	208	20	212
2009-10	321	210	*	202
2010-11	346	243	14	196
2011-12	384	248	17	201
2012-13	339	229	12	236
2013-14	368	250	20	238
2014-15	410	256	33	239
2015-16	484	249	35	284

Table 35: University of North Dakota waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from University of North Dakota?

The figure and table below show the overall rates of retention for graduates from University of North Dakota in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

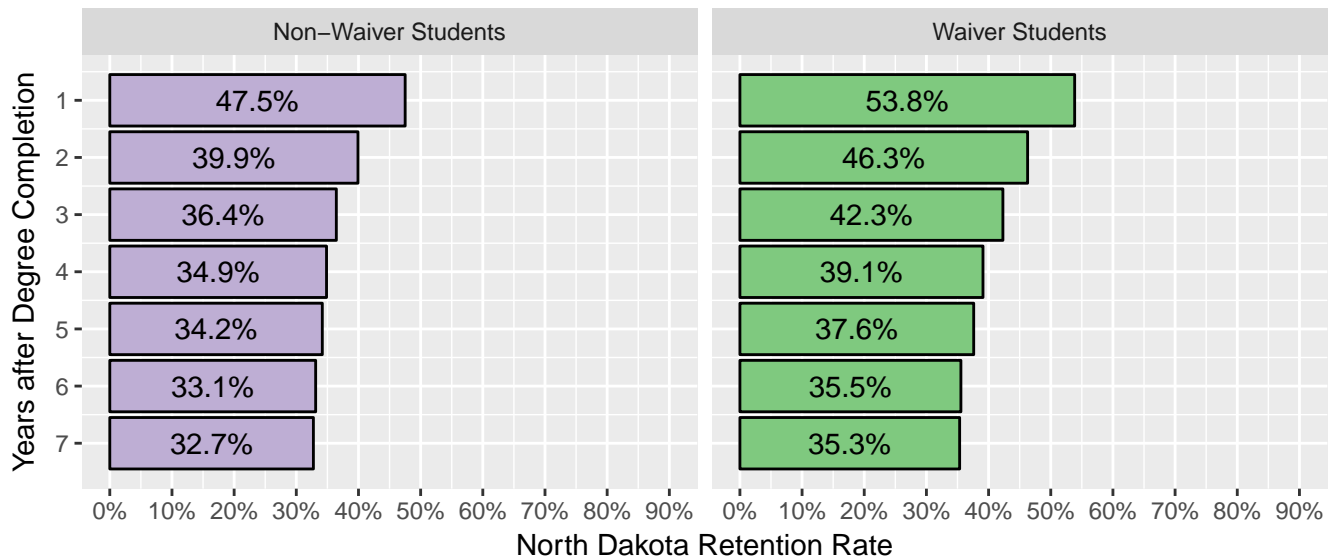


Figure 36: North Dakota retention rates for University of North Dakota graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	47.5%	39.9%	36.4%	34.9%	34.2%	33.1%	32.7%
Waiver Students	53.8%	46.3%	42.3%	39.1%	37.6%	35.5%	35.3%

Table 36: North Dakota retention rates for University of North Dakota graduates by years after degree completion and waiver status

7.10 Valley City State University Retention and Waiver Information

How many tuition waivers did Valley City State University graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Valley City State University while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

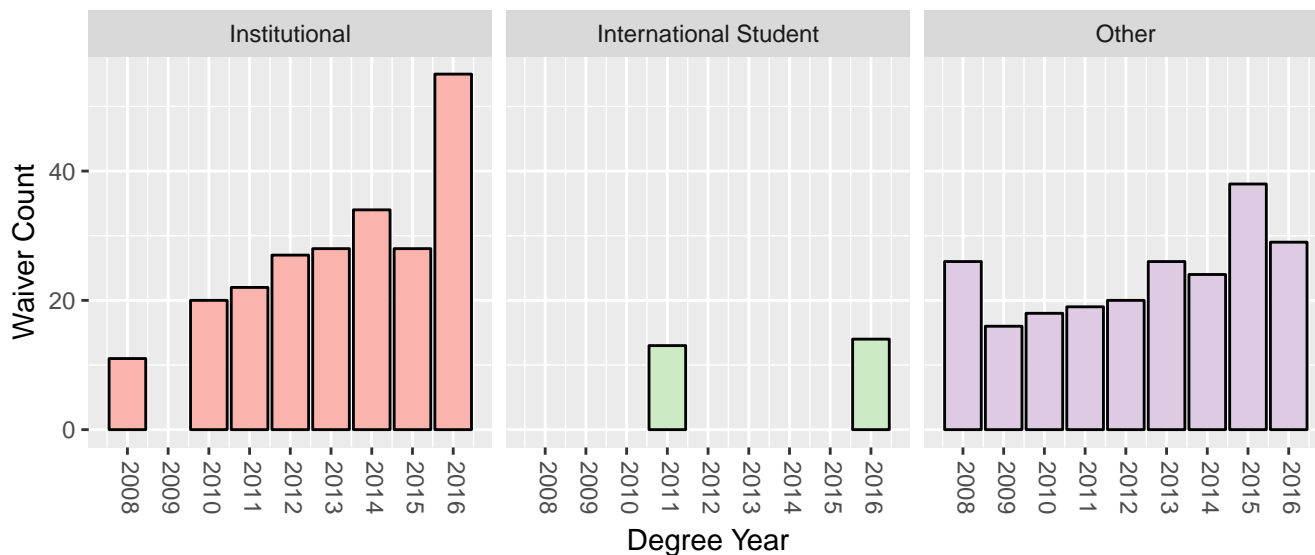


Figure 37: Valley City State University waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	11	*	*	26
2008-09	*	*	*	16
2009-10	20	*	*	18
2010-11	22	*	13	19
2011-12	27	*	*	20
2012-13	28	*	*	26
2013-14	34	*	*	24
2014-15	28	*	*	38
2015-16	55	*	14	29

Table 37: Valley City State University waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Valley City State University?

The figure and table below show the overall rates of retention for graduates from Valley City State University in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

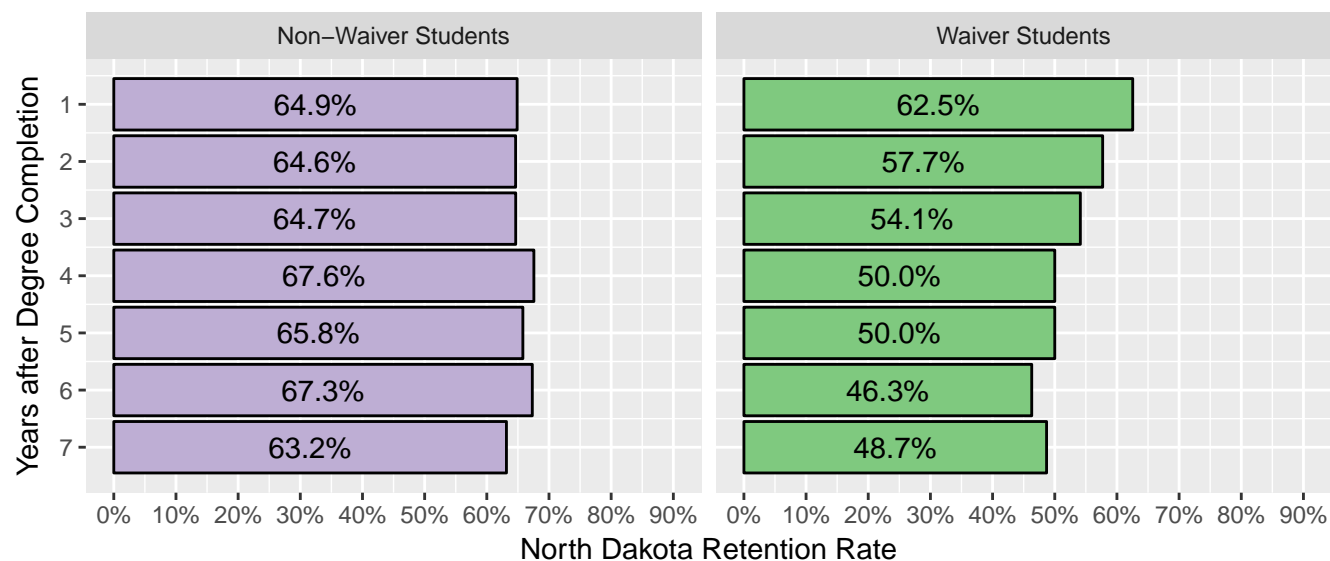


Figure 38: North Dakota retention rates for Valley City State University graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	64.9%	64.6%	64.7%	67.6%	65.8%	67.3%	63.2%
Waiver Students	62.5%	57.7%	54.1%	50.0%	50.0%	46.3%	48.7%

Table 38: North Dakota retention rates for Valley City State University graduates by years after degree completion and waiver status

7.11 Williston State College Retention and Waiver Information

How many tuition waivers did Williston State College graduates receive, and what types?

The figure and table below show the types of waivers received by graduates of Williston State College while earning the degree awarded during that year. It is important to note that these are *not* a count of the waivers granted during each academic year, but rather a count of the number of waivers granted to students graduating during the indicated academic year. Please note that degree years are given as the spring of the year - for example, 2016 in the figure below represents the 2015-16 academic year.

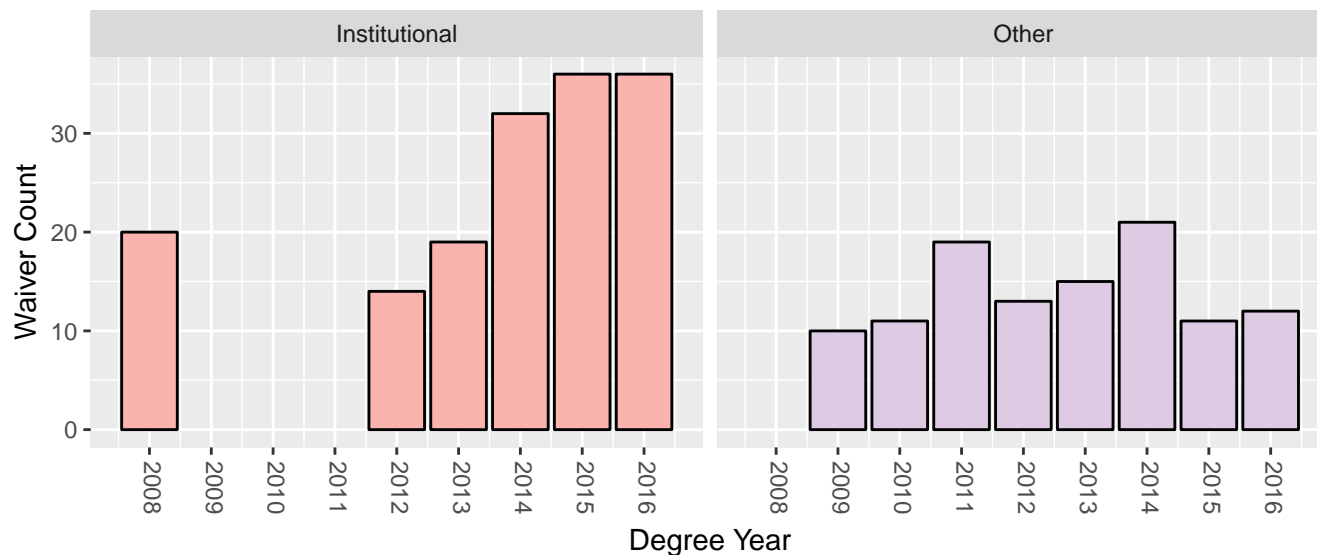


Figure 39: Williston State College waiver counts for graduating students by degree year

Degree Year	Institutional	Graduate Assistant	International Student	Other
2007-08	20	*	*	*
2008-09	*	*	*	10
2009-10	*	*	*	11
2010-11	*	*	*	19
2011-12	14	*	*	13
2012-13	19	*	*	15
2013-14	32	*	*	21
2014-15	36	*	*	11
2015-16	36	*	*	12

Table 39: Williston State College waiver counts for graduating students by degree year

What are the North Dakota retention rates for graduates from Williston State College?

The figure and table below show the overall rates of retention for graduates from Williston State College in North Dakota for employment and/or re-enrollment in NDUS by waiver status and years following first degree completion. A student will be marked as employed and/or enrolled based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be retained during the first year after degree completion, it represents that the student was found to be employed and/or enrolled in North Dakota sometime during the time from the third quarter of 2010 (the quarter following graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

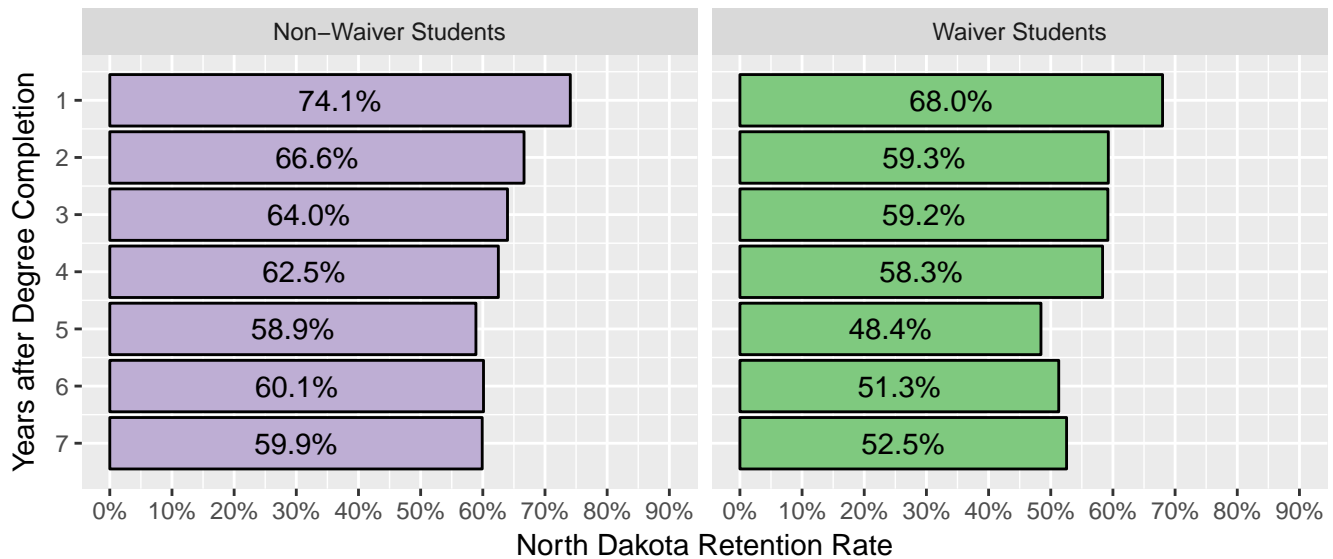


Figure 40: North Dakota retention rates for Williston State College graduates by years after degree completion and waiver status

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	74.1%	66.6%	64.0%	62.5%	58.9%	60.1%	59.9%
Waiver Students	68.0%	59.3%	59.2%	58.3%	48.4%	51.3%	52.5%

Table 40: North Dakota retention rates for Williston State College graduates by years after degree completion and waiver status

8 What are North Dakota employment rates and waiver information by CIP code?

The following sections show North Dakota employment and waiver information for students graduating from NDUS colleges by Classification of Instructional Program (CIP) code. Only the **most recent** degrees earned by graduates are included in this section of the report. CIP codes are restricted to the first four digits of each CIP code, to include relatively specific categories that are neither too broad nor too specific.

This section is limited to only CIP codes in which 500 or more students earned their most recent degree between the 2007-2008 and 2015-2016 academic years, inclusive.

8.1 Agricultural Business and Management (CIP: 1.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Agricultural Business and Management CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

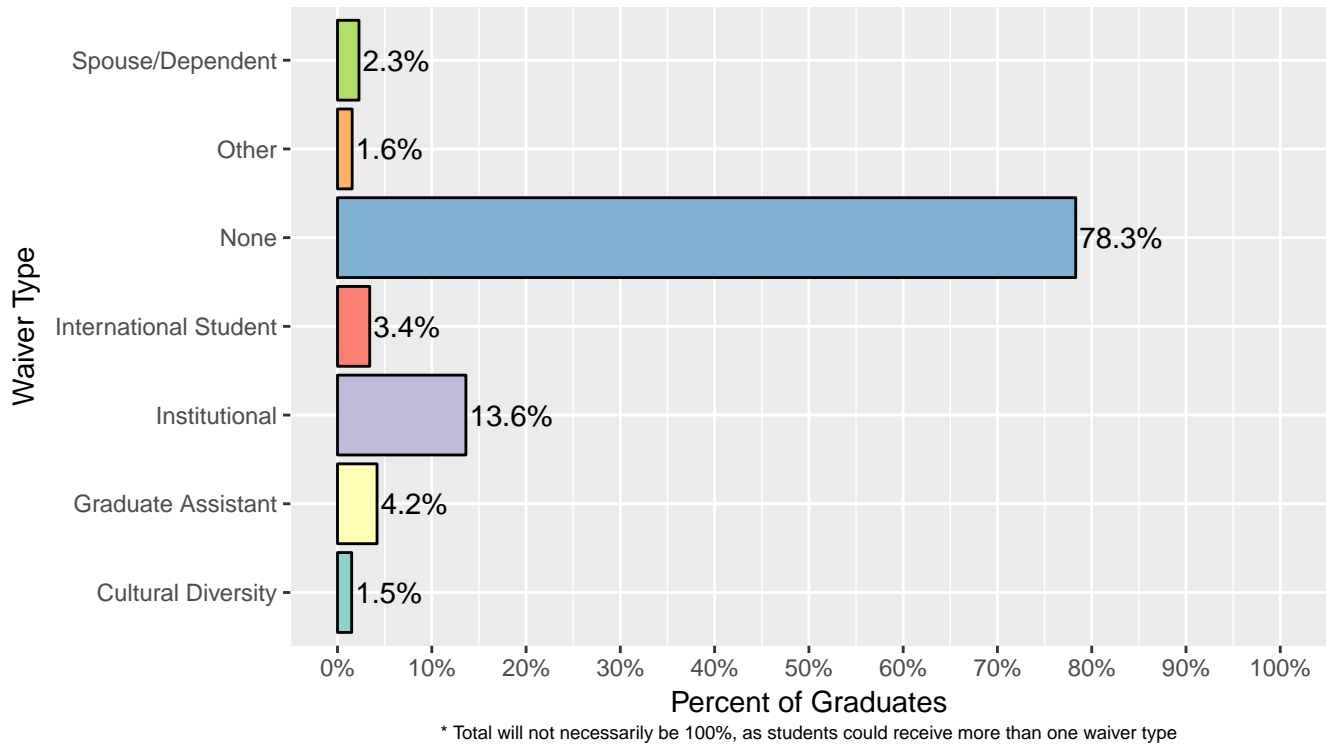


Figure 41: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	10.2%	5.9%						3.5%	
Institutional Waiver	18.9%	11.7%	8.6%	6.7%	11.5%	11.2%	14.9%	17.1%	13.0%
International Student Waiver				7.3%		5.6%			
No Waiver	64.8%	74.1%	80.2%	78.2%	76.5%	75.2%	73.2%	72.6%	77.6%

Table 41: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Agricultural Business and Management (CIP: 1.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Agricultural Business and Management CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

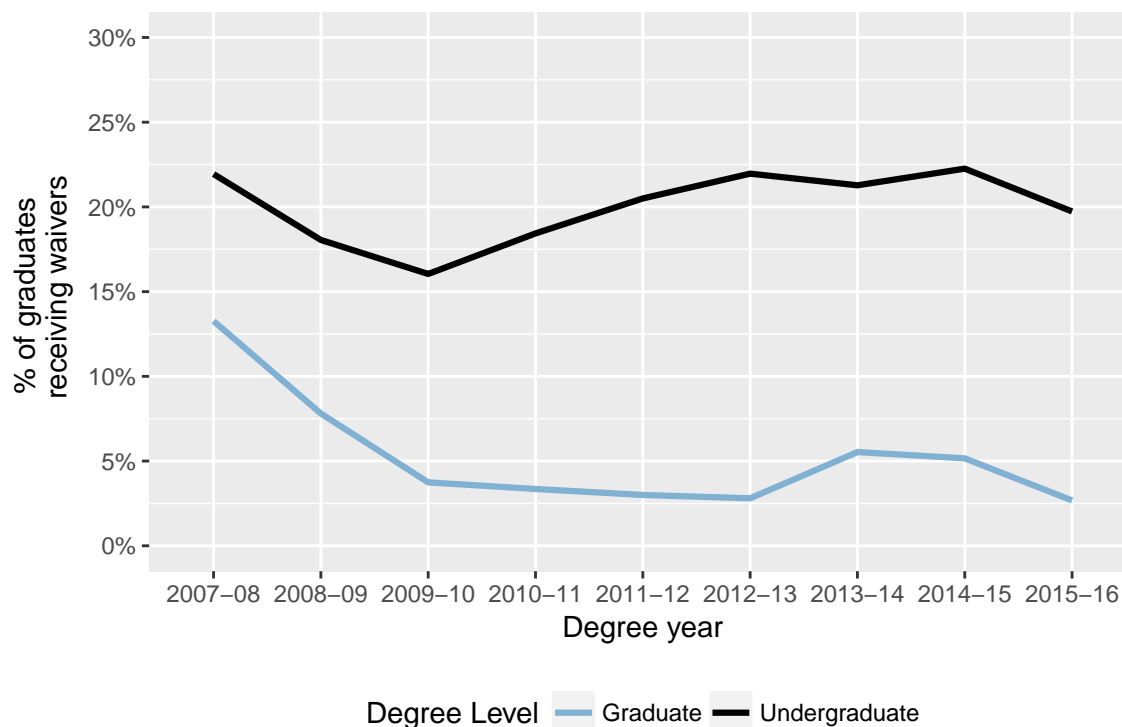


Figure 42: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	13.3%	7.8%	3.7%	3.4%	3.0%	2.8%	5.5%	5.2%	2.7%
Undergraduate	21.9%	18.0%	16.0%	18.4%	20.5%	22.0%	21.3%	22.3%	19.7%

Table 42: Percent of graduates receiving a waiver by degree year

Agricultural Business and Management (CIP: 1.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Agricultural Business and Management CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

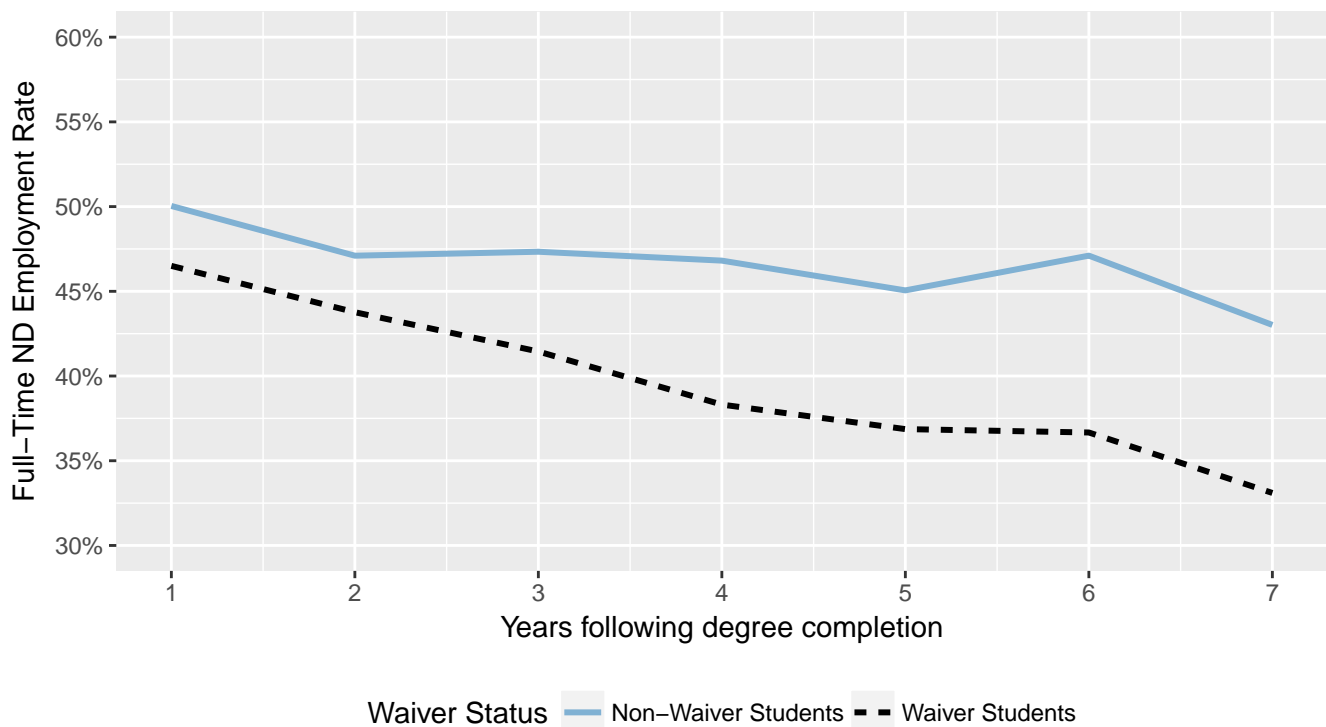


Figure 43: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	50.0%	47.1%	47.3%	46.8%	45.1%	47.1%	43.0%
Waiver Students	46.5%	43.8%	41.4%	38.3%	36.9%	36.7%	33.1%

Table 43: Full-time ND employment rates by years following degree completion and waiver status

8.2 Architecture (CIP: 4.02)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Architecture CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

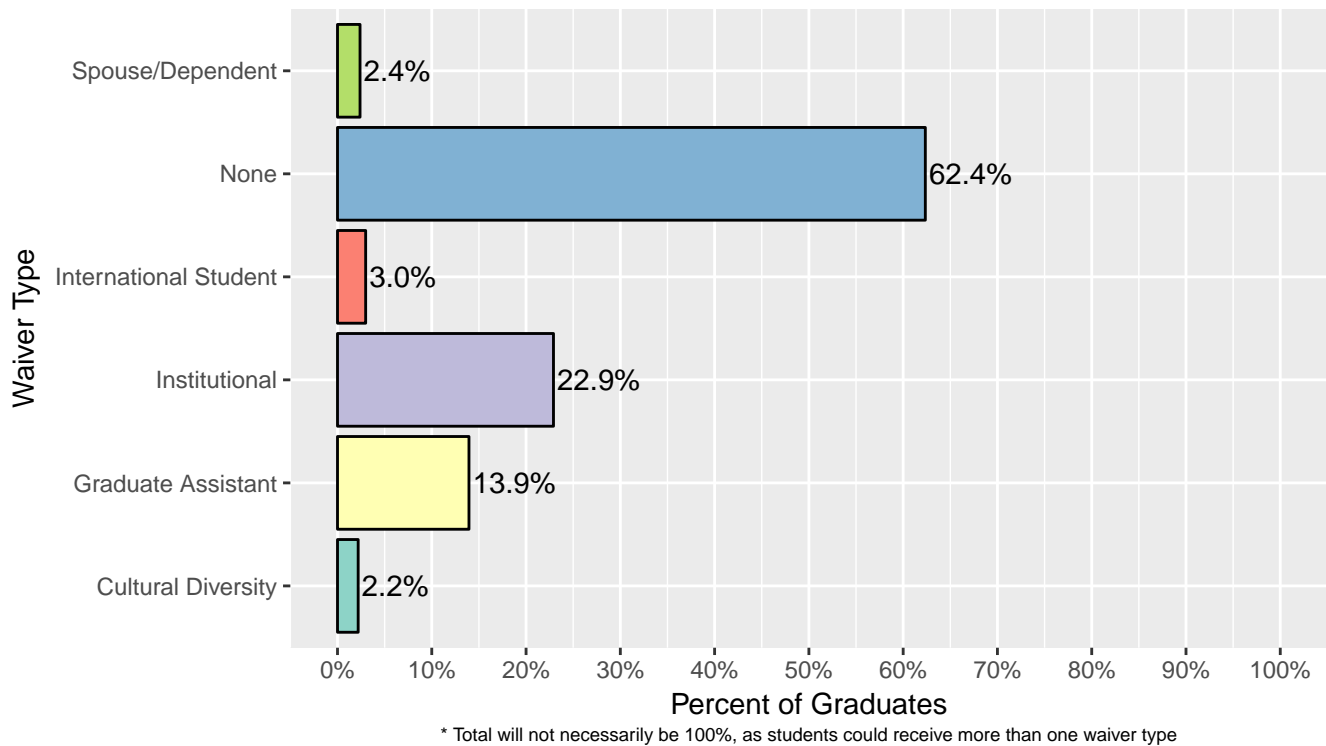


Figure 44: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver							21.7%	40.0%	19.3%
Institutional Waiver		25.8%	25.5%				36.7%		34.1%
No Waiver	75.0%	71.0%	64.7%	73.1%	72.6%	70.8%	36.7%	36.0%	33.0%

Table 44: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Architecture (CIP: 4.02)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Architecture CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

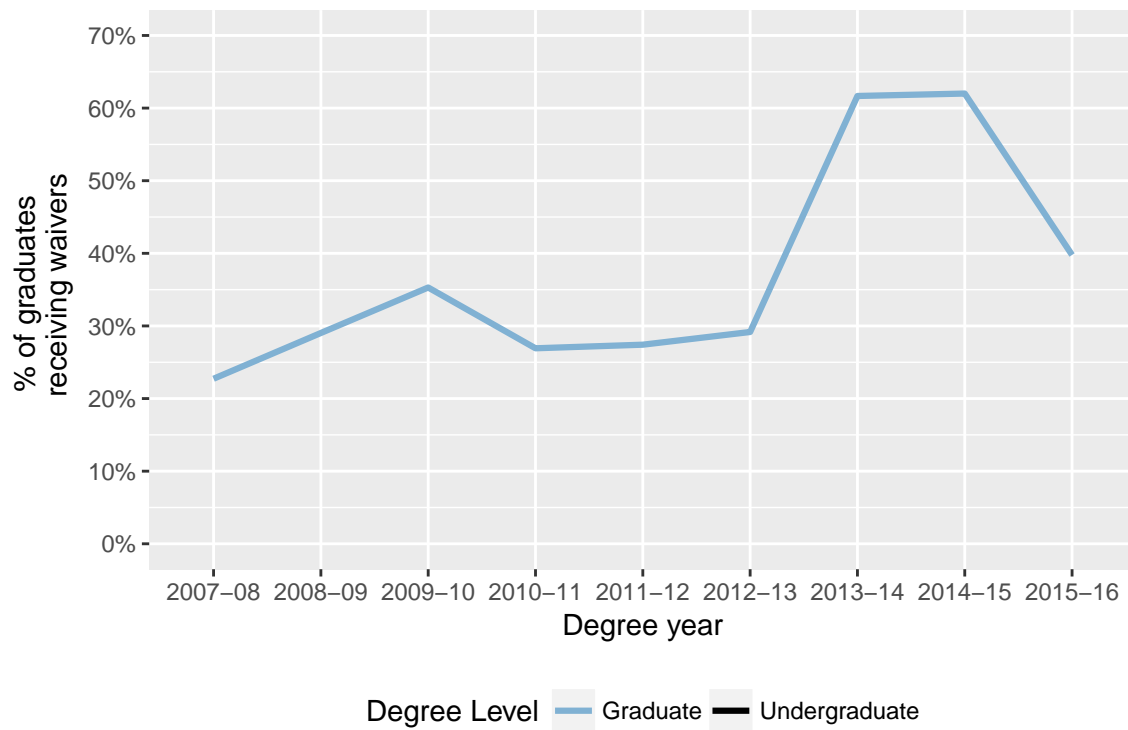


Figure 45: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	22.7%	29.0%	35.3%	26.9%	27.4%	29.2%	61.7%	62.0%	39.8%
Undergraduate									27.3%

Table 45: Percent of graduates receiving a waiver by degree year

Architecture (CIP: 4.02)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Architecture CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

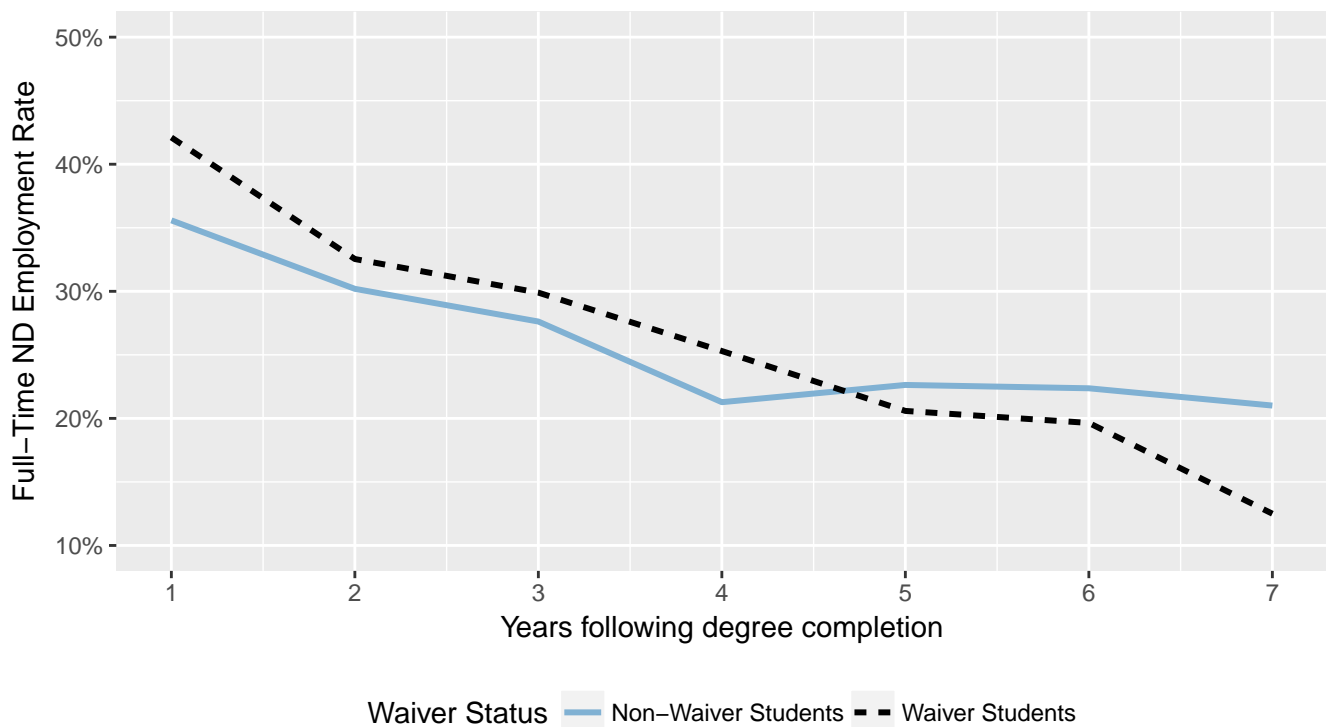


Figure 46: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	35.6%	30.2%	27.6%	21.3%	22.6%	22.4%	21.0%
Waiver Students	42.1%	32.5%	29.9%	25.3%	20.6%	19.6%	12.5%

Table 46: Full-time ND employment rates by years following degree completion and waiver status

8.3 Communication and Media Studies (CIP: 9.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Communication and Media Studies CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

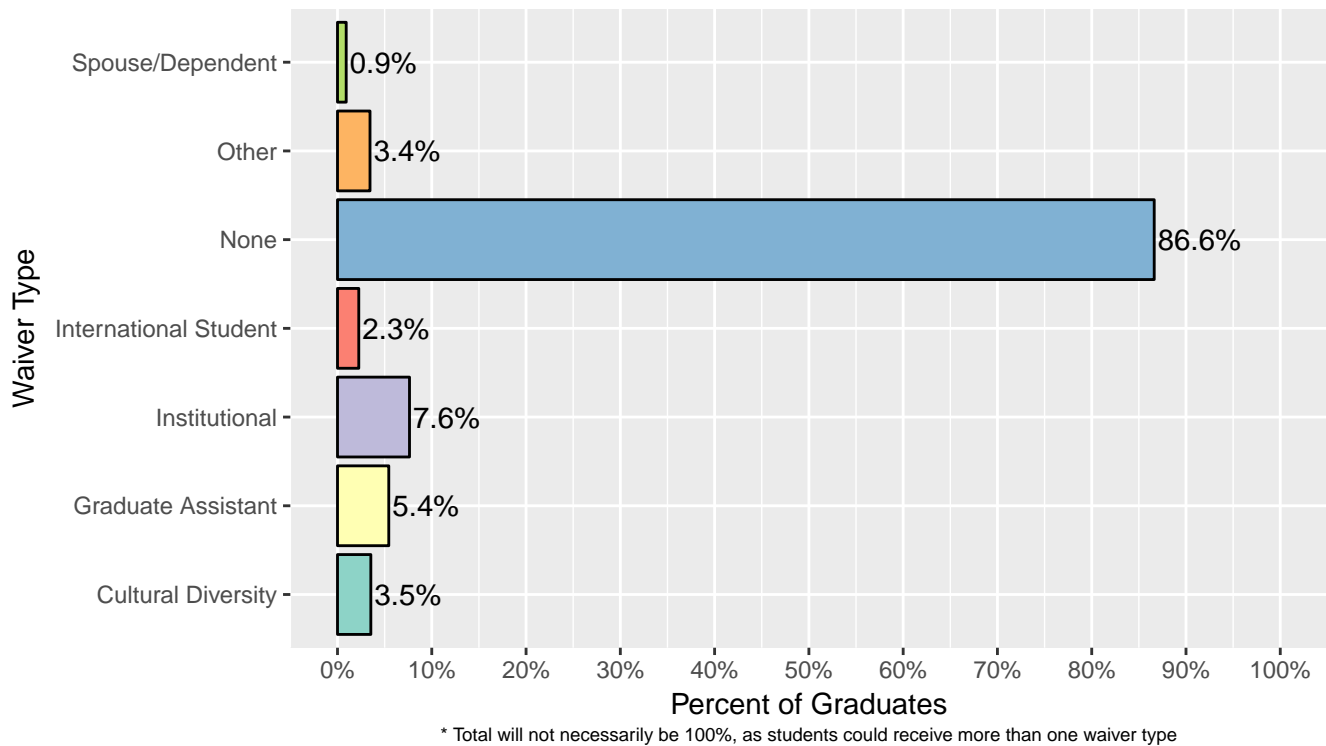


Figure 47: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver	4.2%	2.1%	3.5%	2.9%	3.9%		3.0%	4.6%	2.3%
Graduate Assistant Waiver	4.3%	4.1%	6.7%	3.7%	6.0%	5.5%	6.3%	4.3%	4.2%
Institutional Waiver	6.5%	6.6%	8.3%	6.6%	5.7%	5.5%	5.6%	7.5%	10.0%
International Student Waiver				3.9%				3.5%	
No Waiver	81.6%	78.6%	76.0%	78.9%	79.8%	79.9%	78.3%	77.6%	78.4%
Other		6.0%	3.7%	2.9%		2.9%	4.1%		

Table 47: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Communication and Media Studies (CIP: 9.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Communication and Media Studies CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

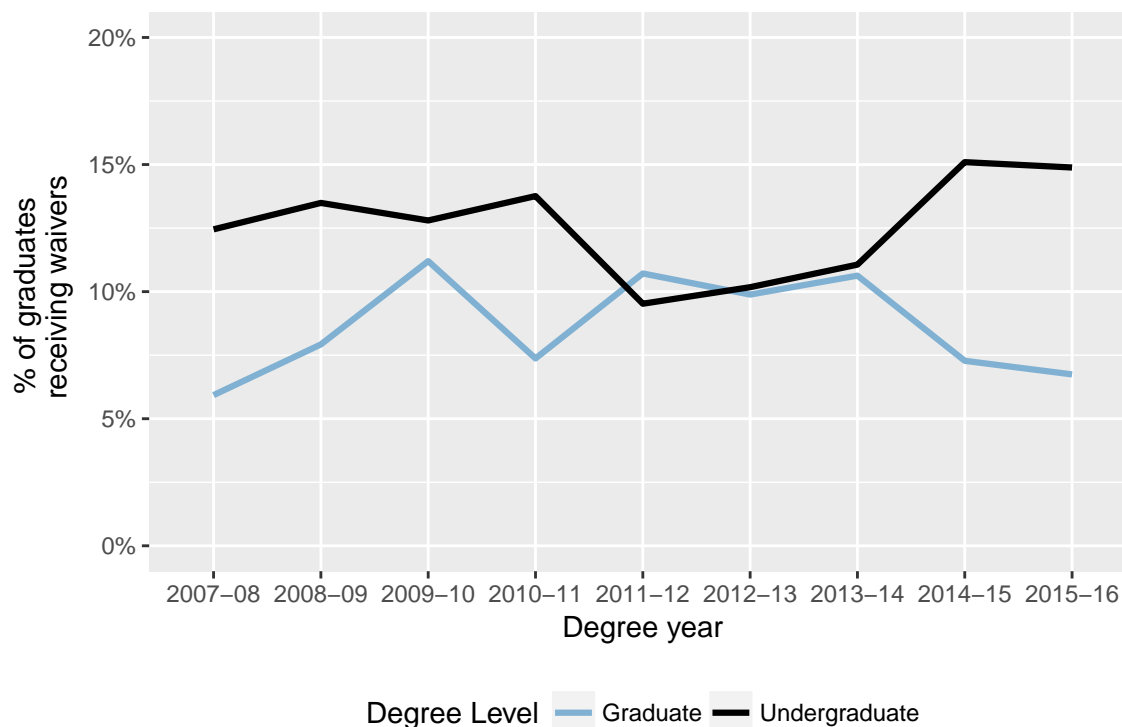


Figure 48: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	5.9%	7.9%	11.2%	7.4%	10.7%	9.9%	10.6%	7.3%	6.7%
Undergraduate	12.5%	13.5%	12.8%	13.8%	9.5%	10.2%	11.1%	15.1%	14.9%

Table 48: Percent of graduates receiving a waiver by degree year

Communication and Media Studies (CIP: 9.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Communication and Media Studies CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

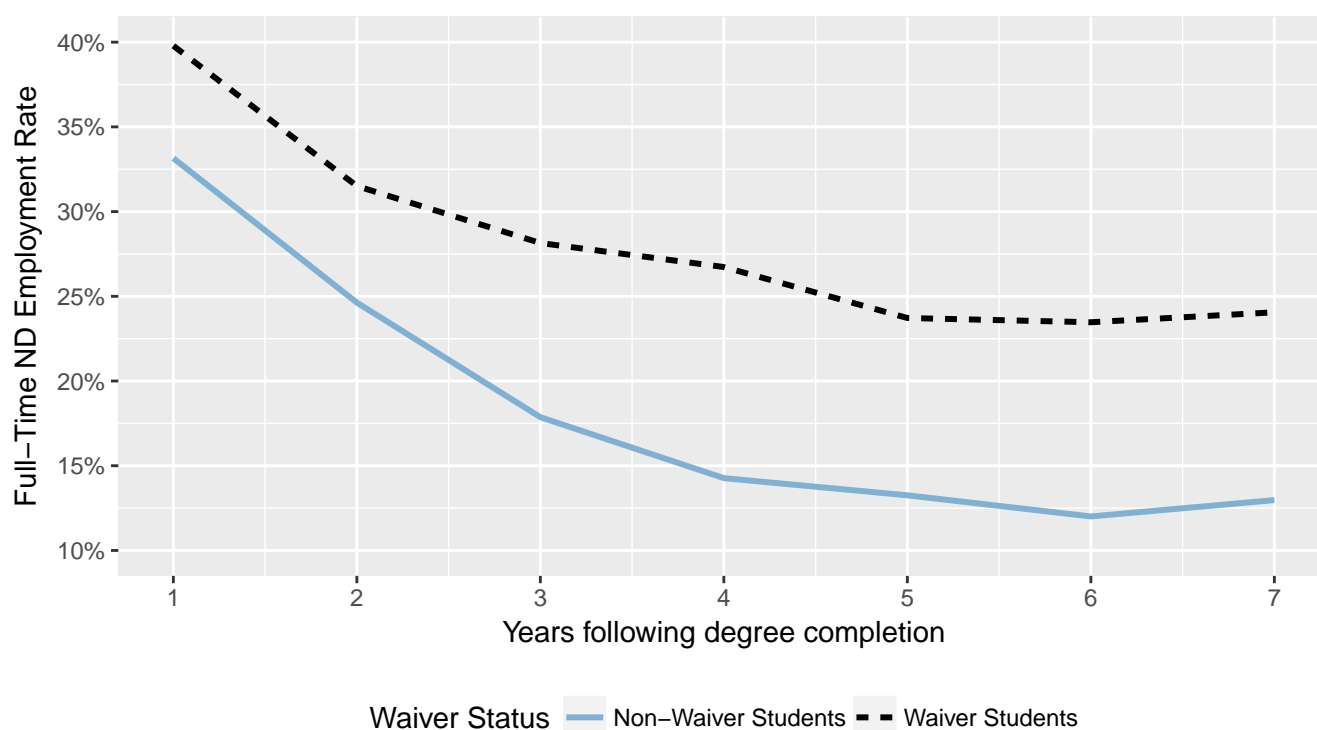


Figure 49: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	33.2%	24.6%	17.9%	14.3%	13.3%	12.0%	13.0%
Waiver Students	39.8%	31.5%	28.1%	26.7%	23.7%	23.5%	24.1%

Table 49: Full-time ND employment rates by years following degree completion and waiver status

8.4 Public Relations, Advertising, and Applied Communication (CIP: 9.09)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Public Relations, Advertising, and Applied Communication CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

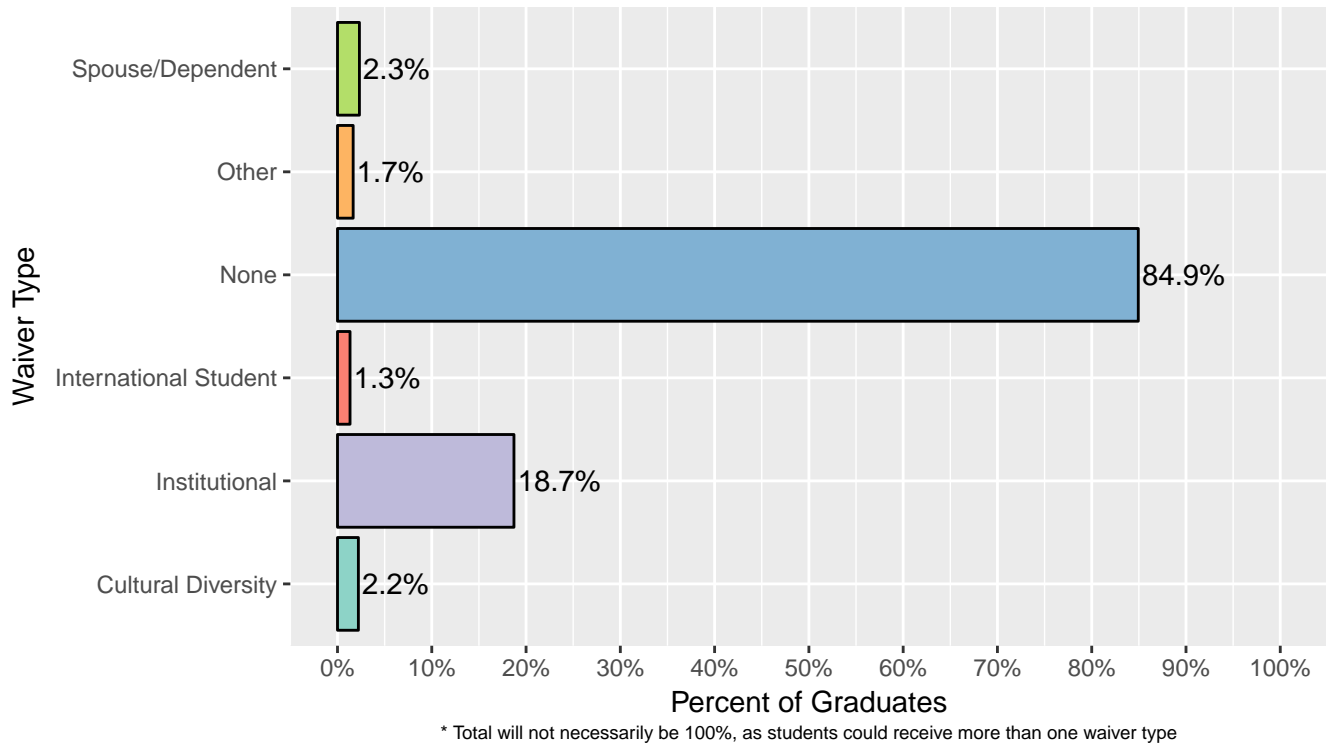


Figure 50: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	36.7%	19.2%	17.6%	11.2%		11.1%	12.4%	16.0%	22.1%
No Waiver	60.8%	65.4%	75.6%	81.6%	83.3%	79.5%	84.1%	78.5%	72.7%

Table 50: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Public Relations, Advertising, and Applied Communication (CIP: 9.09)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Public Relations, Advertising, and Applied Communication CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.



Figure 51: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	39.2%	34.6%	24.4%	18.4%	16.7%	20.5%	15.9%	21.5%	27.3%

Table 51: Percent of graduates receiving a waiver by degree year

Public Relations, Advertising, and Applied Communication (CIP: 9.09)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Public Relations, Advertising, and Applied Communication CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

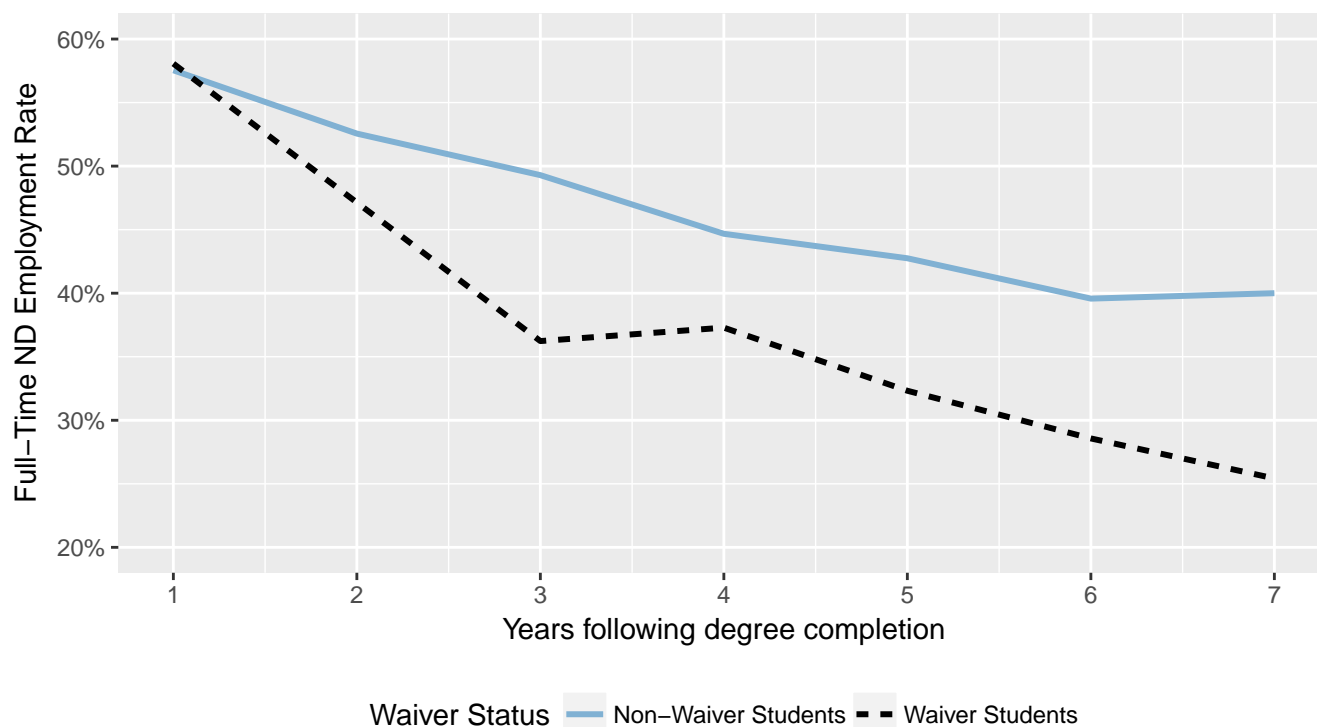


Figure 52: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	57.5%	52.6%	49.3%	44.7%	42.7%	39.6%	40.0%
Waiver Students	58.1%	47.1%	36.2%	37.3%	32.3%	28.6%	25.4%

Table 52: Full-time ND employment rates by years following degree completion and waiver status

8.5 Computer and Information Sciences, General (CIP: 11.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Computer and Information Sciences, General CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

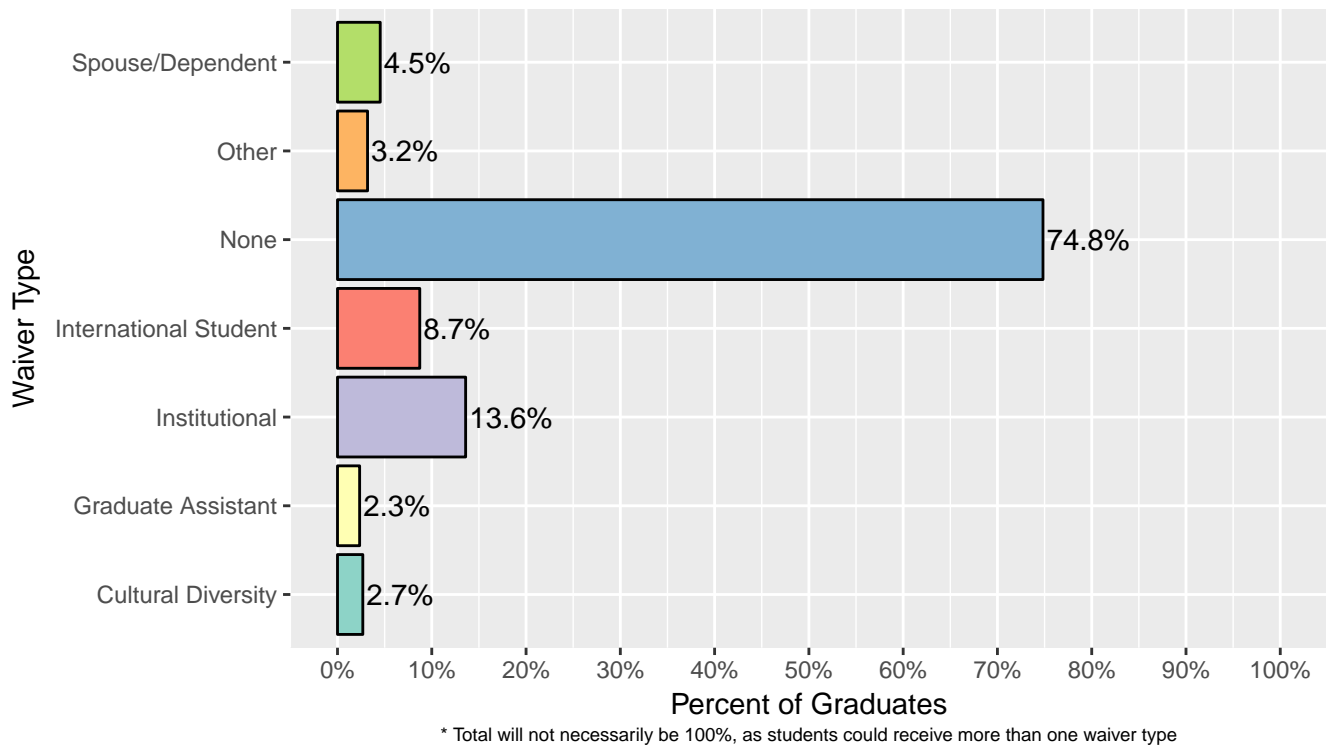


Figure 53: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	15.5%				16.4%	14.5%	18.2%		14.5%
International Student Waiver				15.2%					
No Waiver	60.7%	72.2%	82.4%	69.7%	64.2%	59.4%	60.6%	73.1%	69.9%

Table 53: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Computer and Information Sciences, General (CIP: 11.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Computer and Information Sciences, General CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

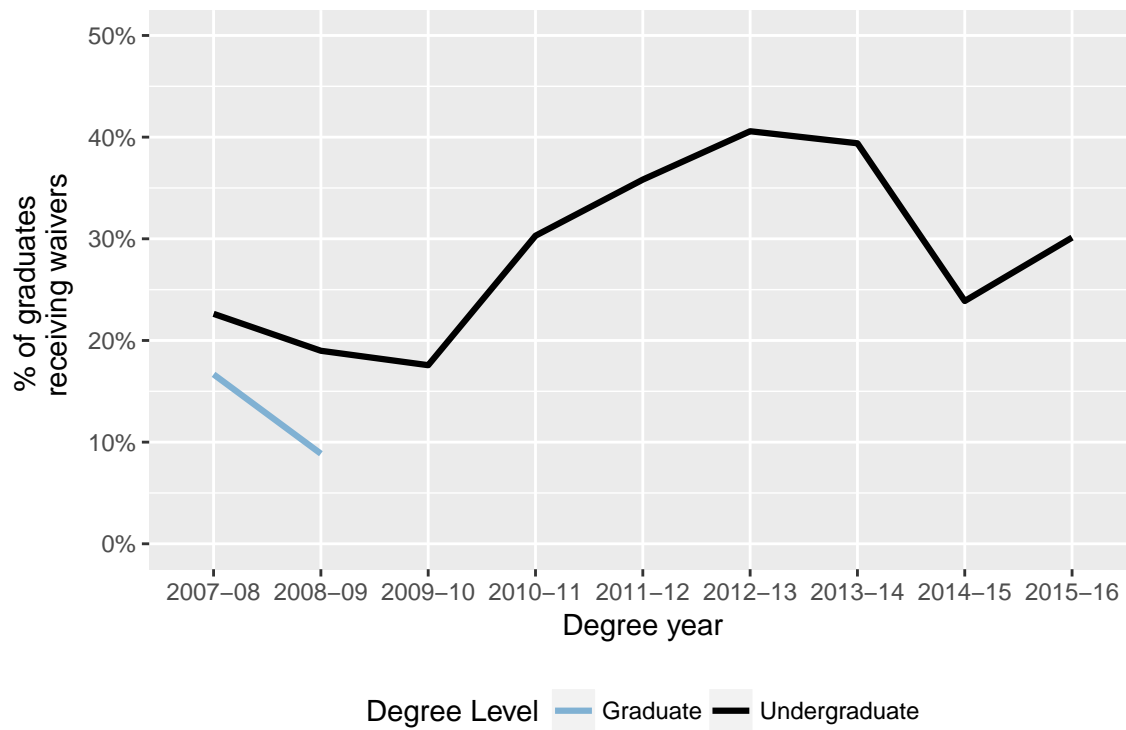


Figure 54: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	16.7%	8.9%							
Undergraduate	22.6%	19.0%	17.6%	30.3%	35.8%	40.6%	39.4%	23.9%	30.1%

Table 54: Percent of graduates receiving a waiver by degree year

Computer and Information Sciences, General (CIP: 11.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Computer and Information Sciences, General CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

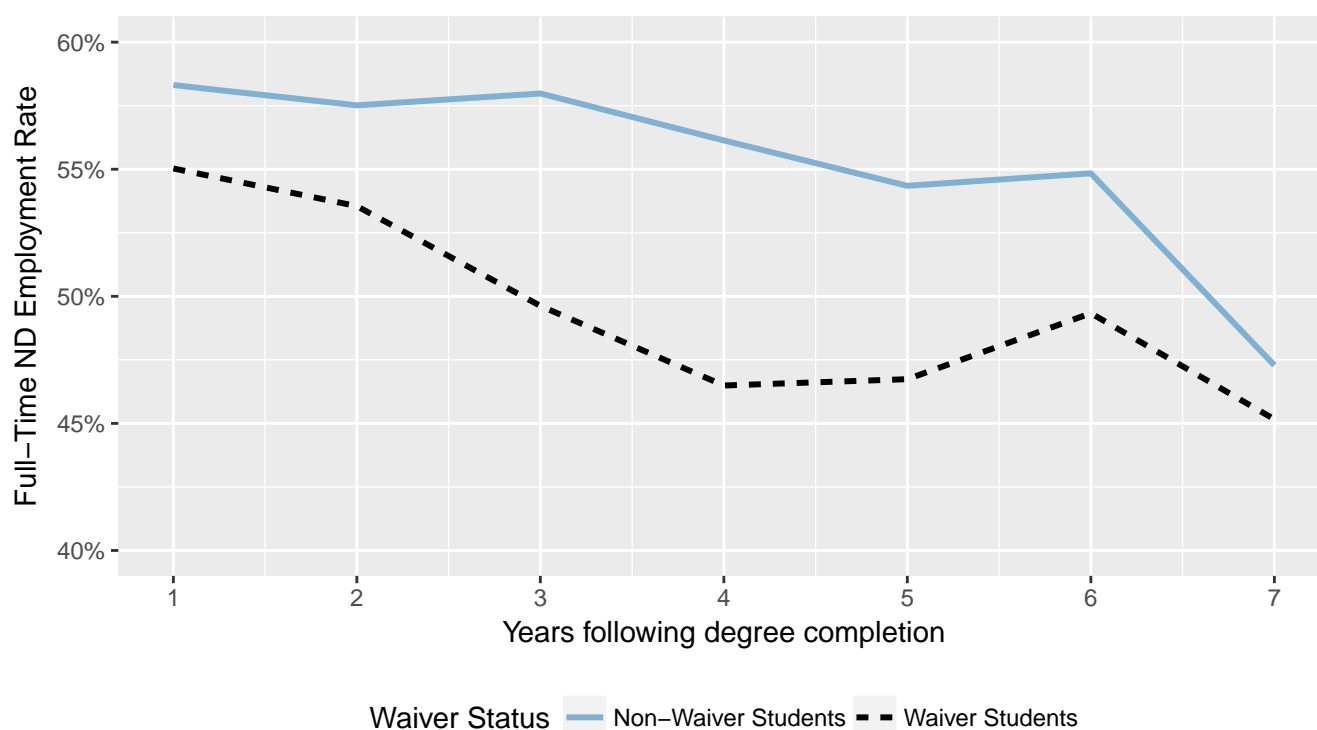


Figure 55: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	58.3%	57.5%	58.0%	56.1%	54.3%	54.8%	47.3%
Waiver Students	55.0%	53.5%	49.6%	46.5%	46.7%	49.3%	45.2%

Table 55: Full-time ND employment rates by years following degree completion and waiver status

8.6 Data Processing (CIP: 11.03)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Data Processing CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

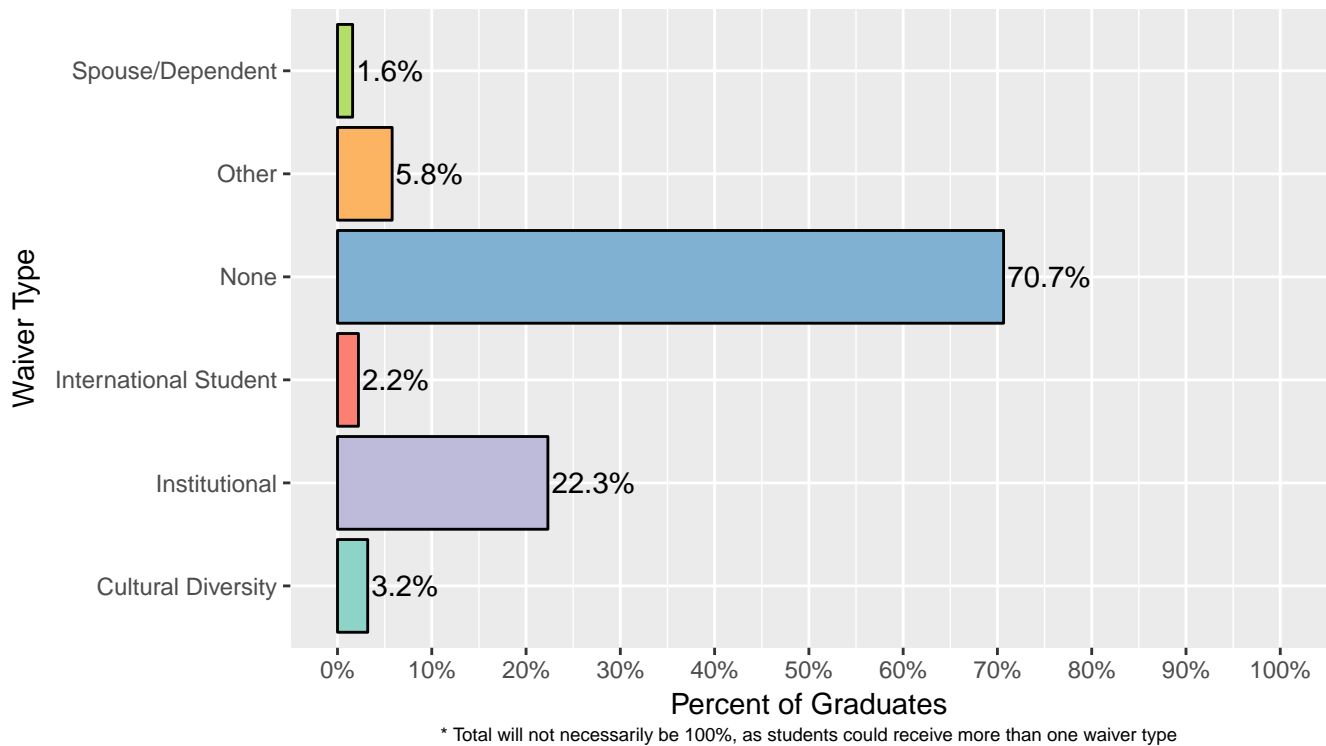


Figure 56: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	19.6%	18.6%	14.2%	13.7%	22.2%	21.8%	29.3%	26.6%	26.7%
No Waiver	69.1%	64.6%	76.4%	77.9%	70.7%	67.8%	60.9%	53.2%	57.3%
Other		10.6%						11.7%	

Table 56: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Data Processing (CIP: 11.03)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Data Processing CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

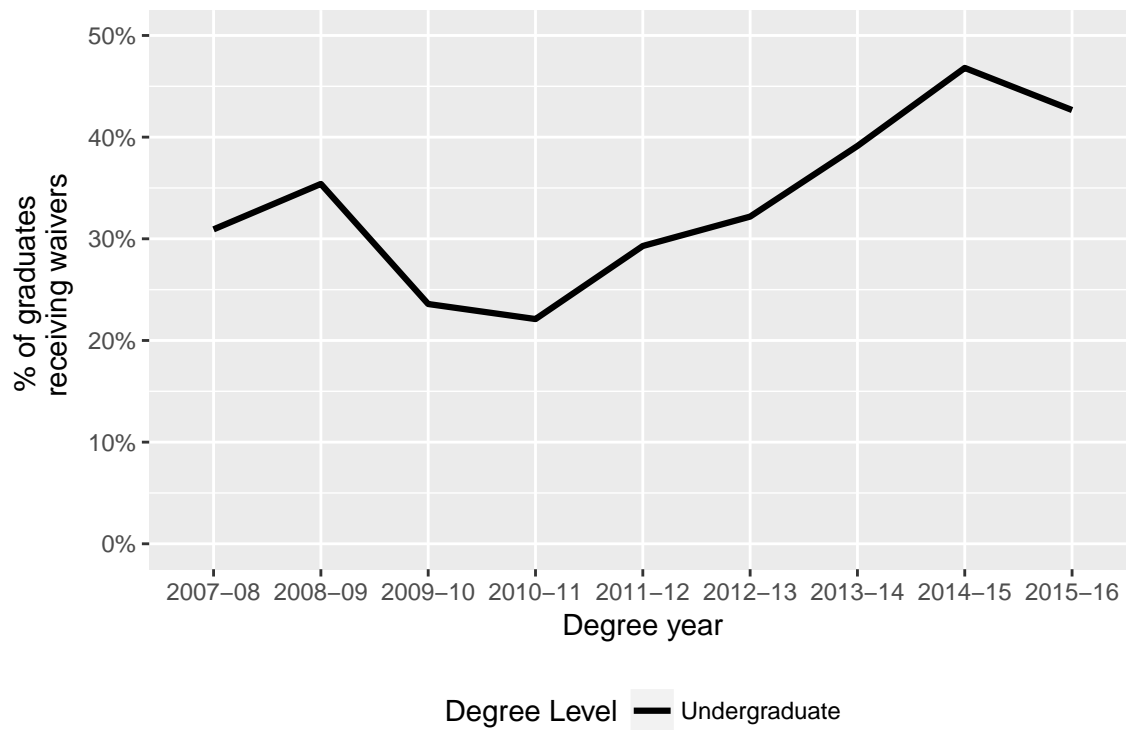


Figure 57: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	30.9%	35.4%	23.6%	22.1%	29.3%	32.2%	39.1%	46.8%	42.7%

Table 57: Percent of graduates receiving a waiver by degree year

Data Processing (CIP: 11.03)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Data Processing CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

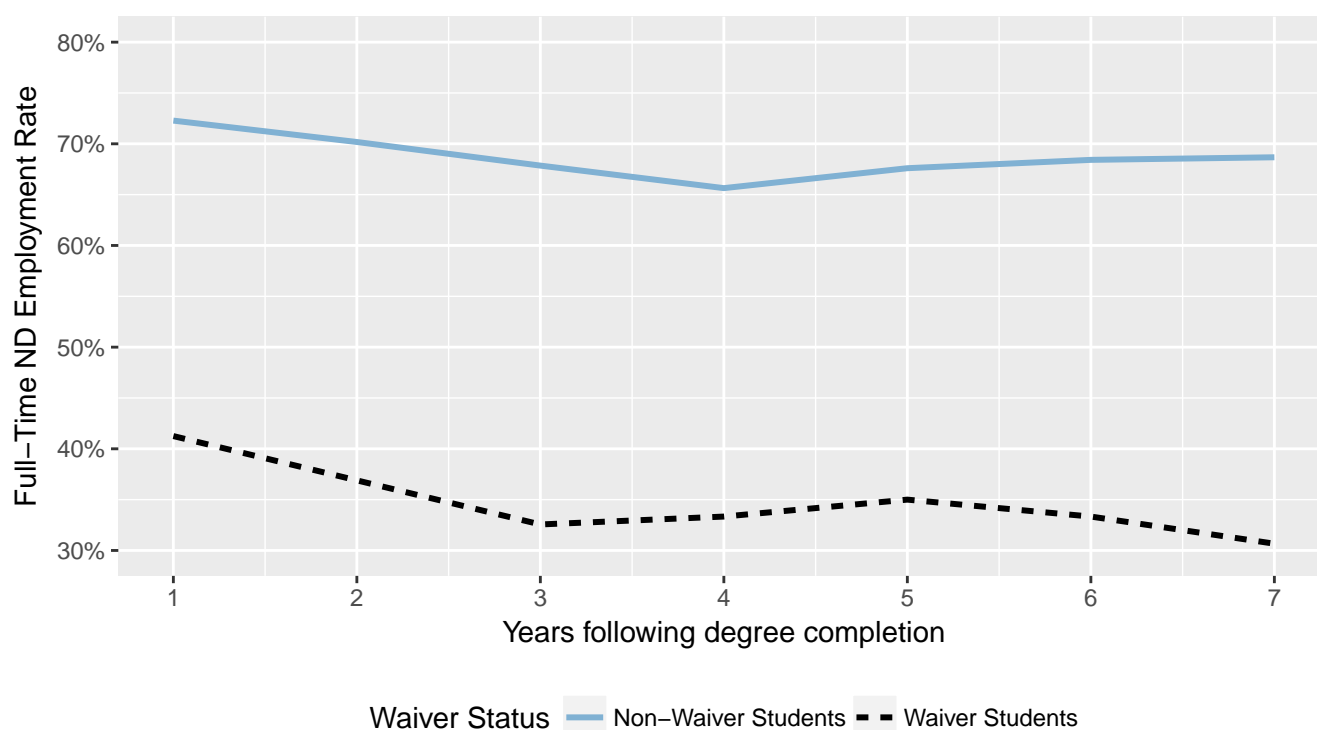


Figure 58: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	72.3%	70.2%	67.9%	65.6%	67.6%	68.4%	68.7%
Waiver Students	41.2%	36.9%	32.6%	33.3%	35.0%	33.3%	30.7%

Table 58: Full-time ND employment rates by years following degree completion and waiver status

8.7 Computer Science (CIP: 11.07)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Computer Science CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

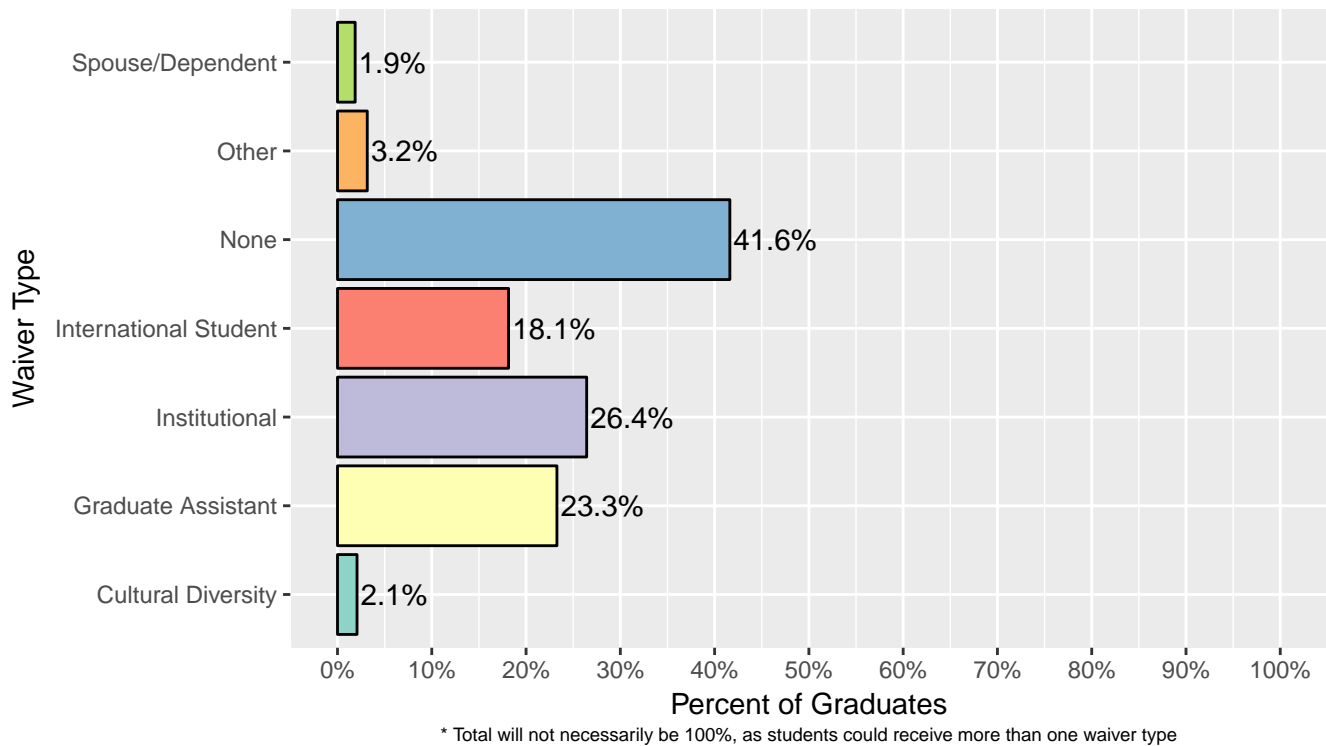


Figure 59: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	14.9%	10.1%	16.1%	24.8%	20.8%	28.3%	22.8%	16.5%	22.8%
Institutional Waiver	38.8%	31.9%	21.2%	16.8%	13.6%	20.3%	16.8%	25.2%	24.3%
International Student Waiver	12.4%	21.0%	21.2%	16.8%	20.8%	13.0%	14.1%	11.7%	8.1%
No Waiver	31.4%	31.1%	35.8%	33.6%	40.3%	31.2%	39.6%	38.8%	38.2%

Table 59: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Computer Science (CIP: 11.07)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Computer Science CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

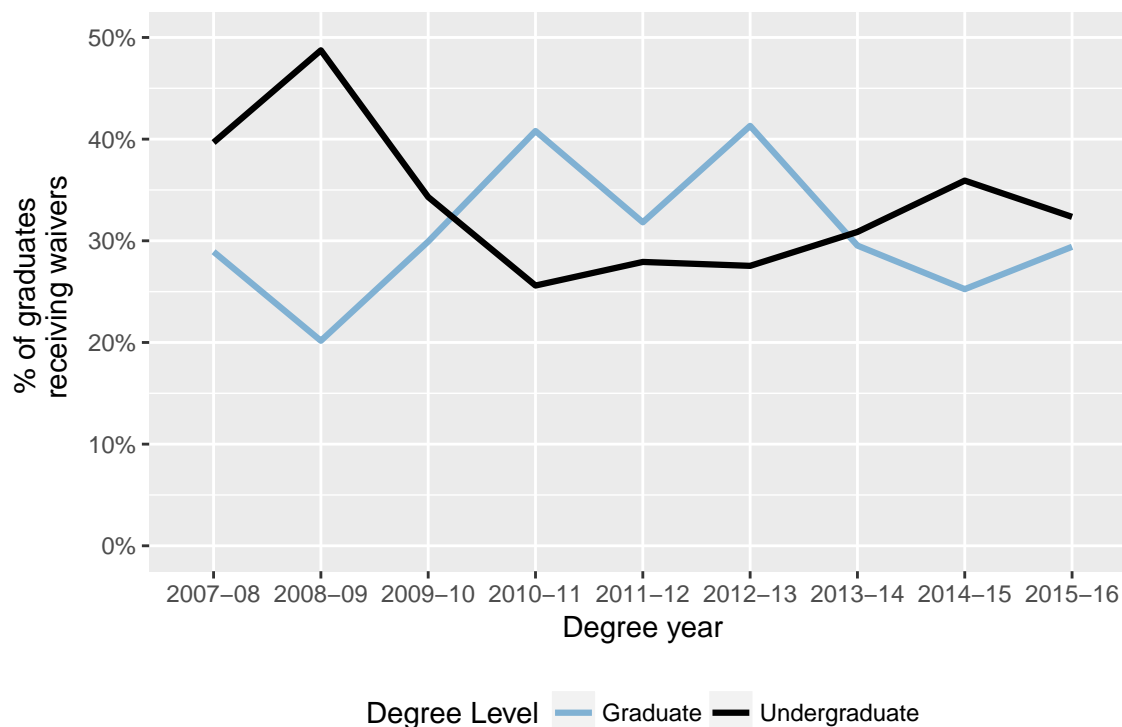


Figure 60: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	28.9%	20.2%	29.9%	40.8%	31.8%	41.3%	29.5%	25.2%	29.4%
Undergraduate	39.7%	48.7%	34.3%	25.6%	27.9%	27.5%	30.9%	35.9%	32.4%

Table 60: Percent of graduates receiving a waiver by degree year

Computer Science (CIP: 11.07)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Computer Science CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

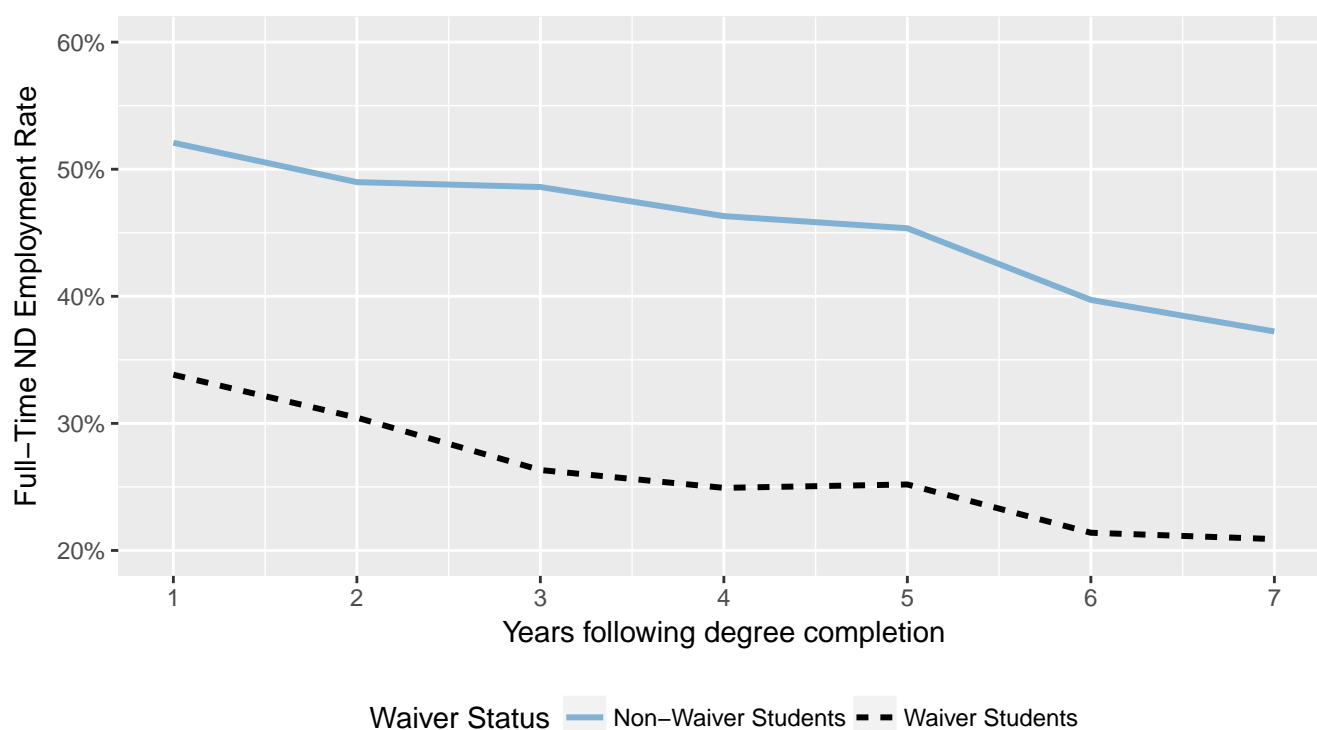


Figure 61: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	52.1%	49.0%	48.6%	46.3%	45.4%	39.7%	37.2%
Waiver Students	33.8%	30.5%	26.3%	24.9%	25.2%	21.4%	20.9%

Table 61: Full-time ND employment rates by years following degree completion and waiver status

8.8 Educational Administration and Supervision (CIP: 13.04)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Educational Administration and Supervision CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

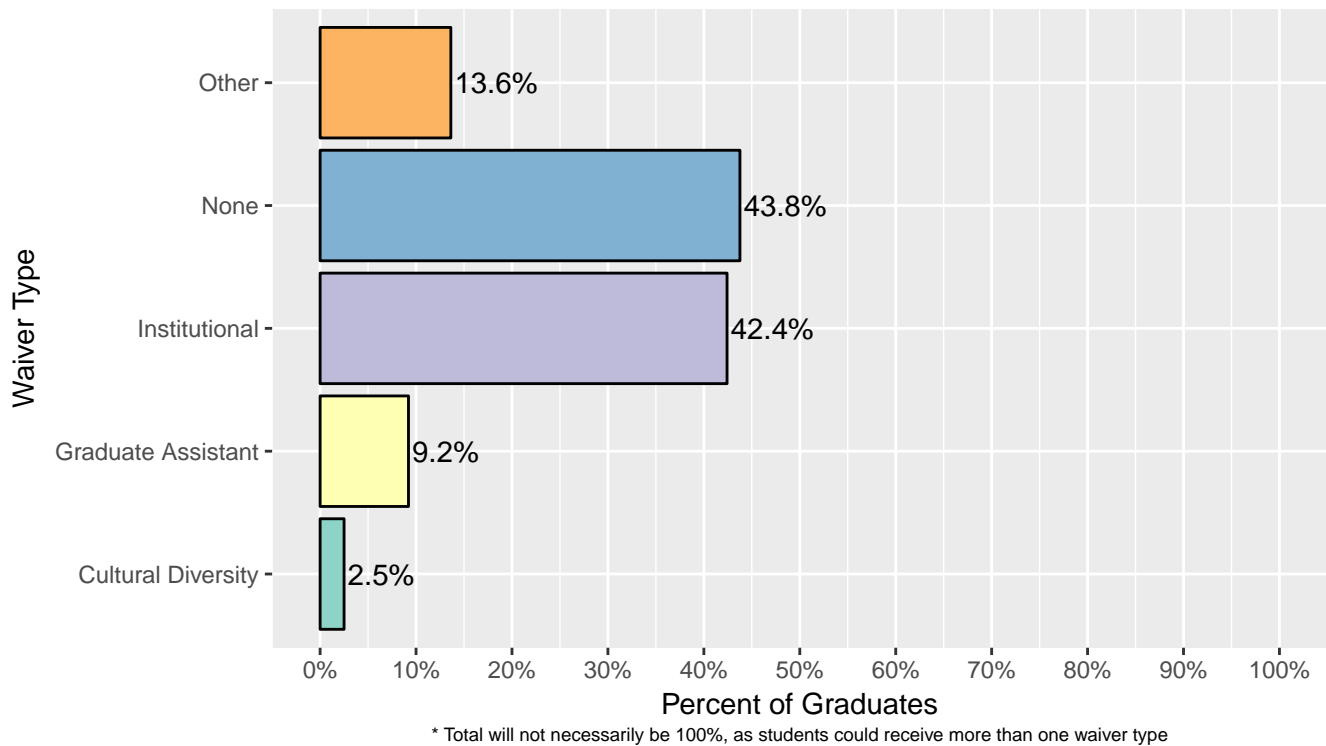


Figure 62: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	35.6%	33.3%	50.0%	33.3%	45.1%	36.1%	35.2%	41.7%	29.9%
No Waiver	47.9%	43.1%	29.2%	35.2%	31.4%	40.3%	35.2%	35.7%	43.3%

Table 62: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Educational Administration and Supervision (CIP: 13.04)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Educational Administration and Supervision CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

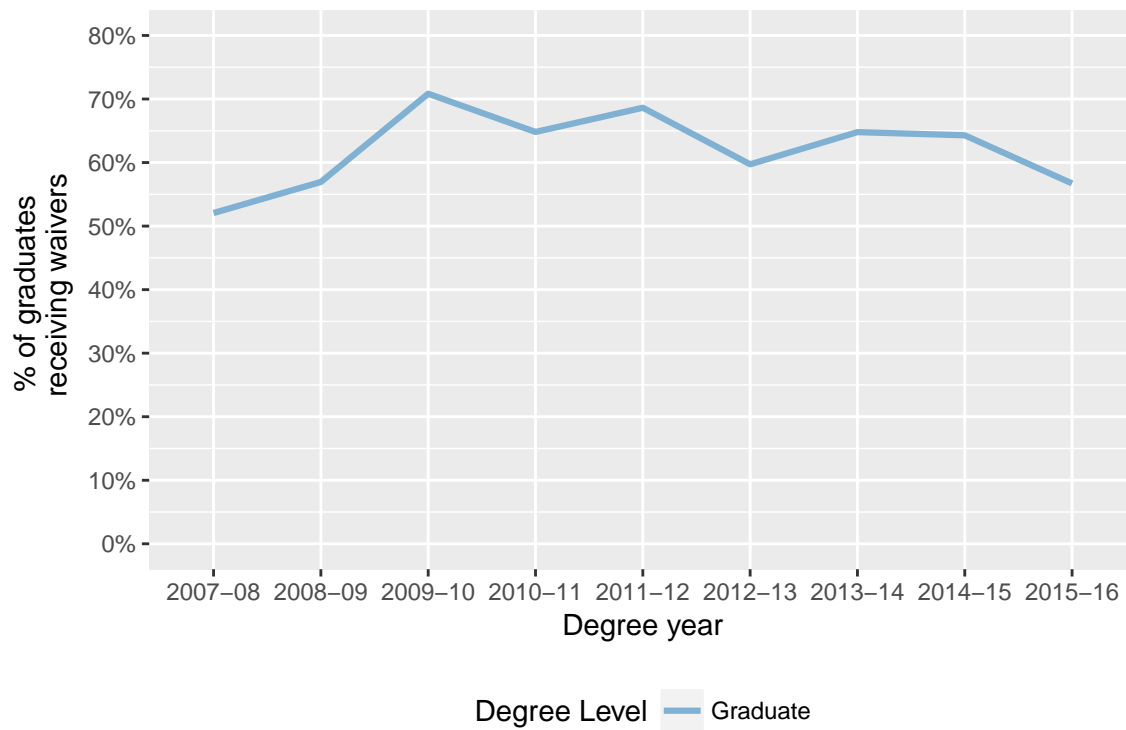


Figure 63: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	52.1%	56.9%	70.8%	64.8%	68.6%	59.7%	64.8%	64.3%	56.7%

Table 63: Percent of graduates receiving a waiver by degree year

Educational Administration and Supervision (CIP: 13.04)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Educational Administration and Supervision CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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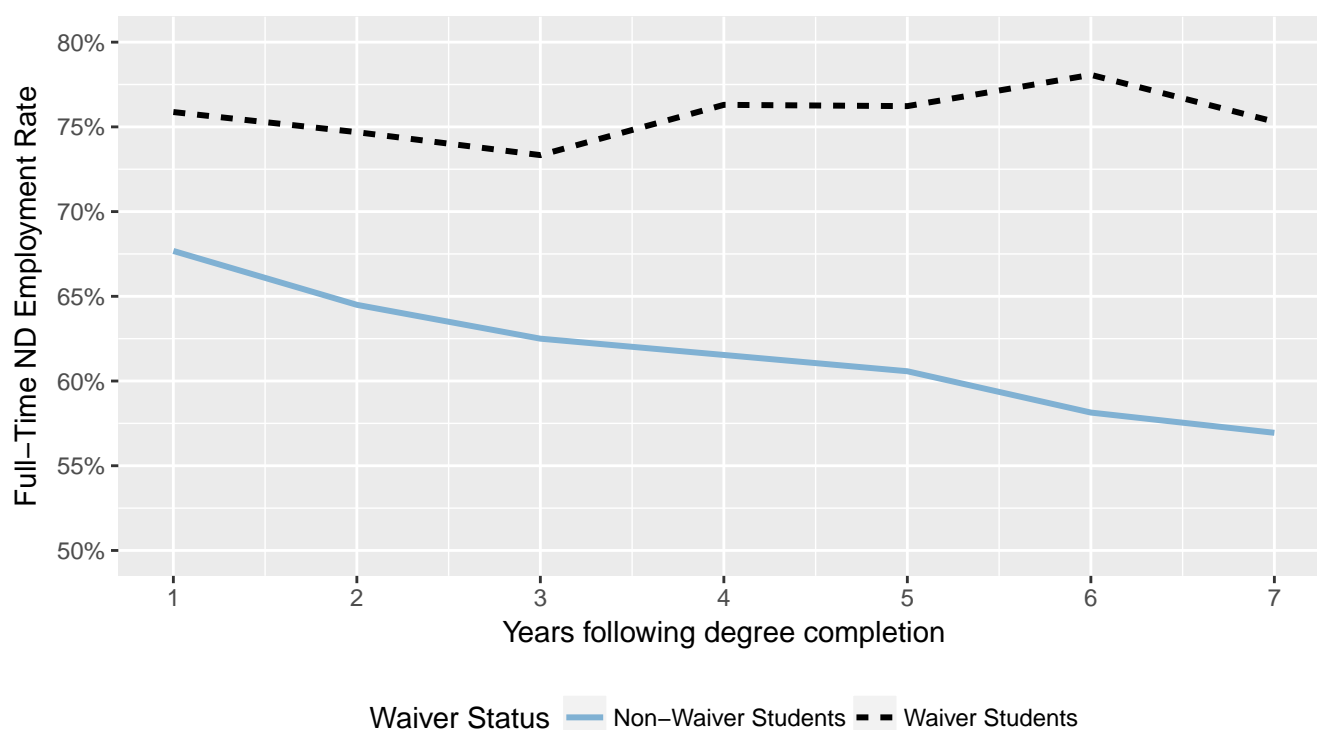


Figure 64: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	67.7%	64.5%	62.5%	61.5%	60.6%	58.1%	56.9%
Waiver Students	75.9%	74.7%	73.3%	76.3%	76.2%	78.1%	75.3%

Table 64: Full-time ND employment rates by years following degree completion and waiver status

8.9 Special Education and Teaching (CIP: 13.1)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Special Education and Teaching CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

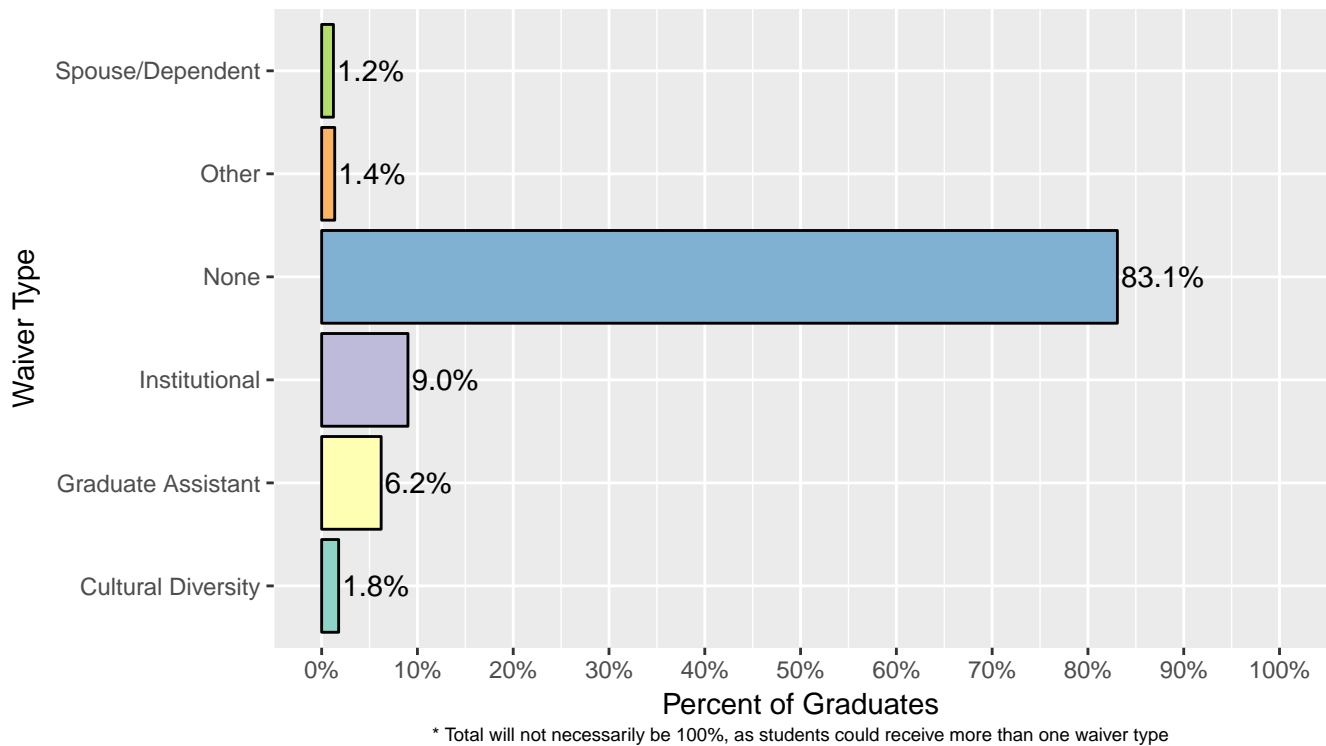


Figure 65: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	12.1%	11.3%	7.2%						5.8%
Institutional Waiver	12.1%	9.4%		6.9%	7.8%	7.6%	9.8%	6.6%	11.9%
No Waiver	72.4%	77.4%	77.7%	80.7%	85.5%	79.6%	82.4%	86.7%	78.6%

Table 65: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Special Education and Teaching (CIP: 13.10)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Special Education and Teaching CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

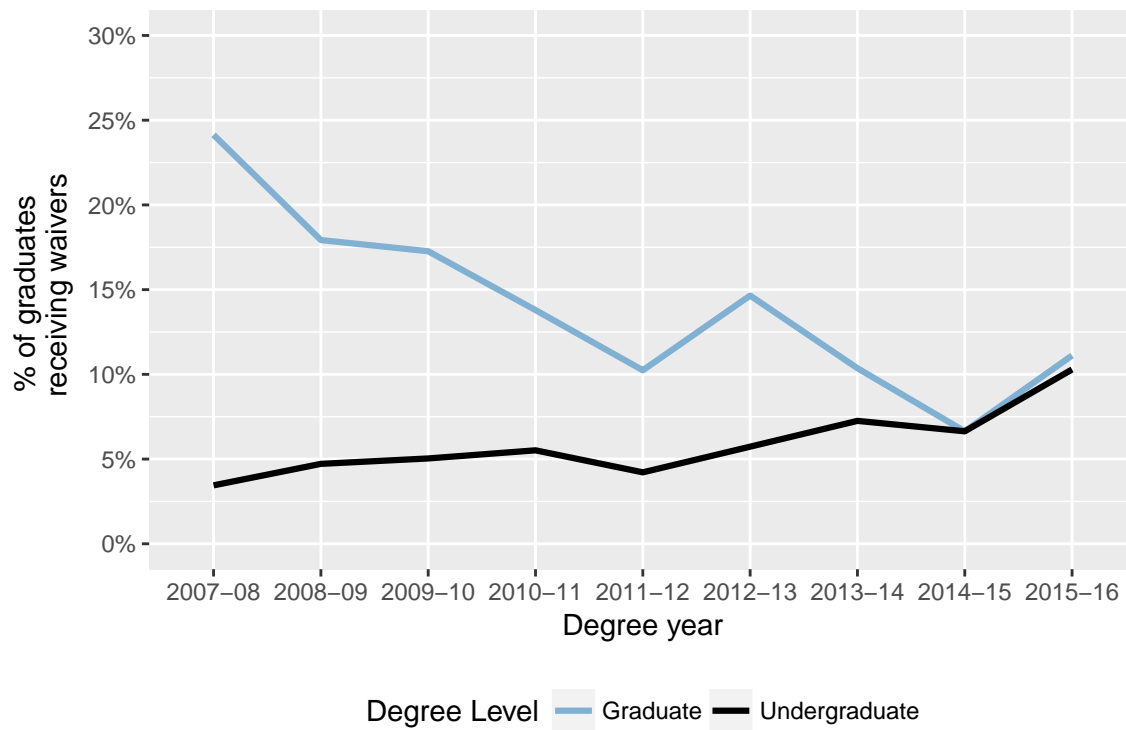


Figure 66: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	24.1%	17.9%	17.3%	13.8%	10.2%	14.6%	10.4%	6.6%	11.1%
Undergraduate	3.4%	4.7%	5.0%	5.5%	4.2%	5.7%	7.3%	6.6%	10.3%

Table 66: Percent of graduates receiving a waiver by degree year

Special Education and Teaching (CIP: 13.10)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Special Education and Teaching CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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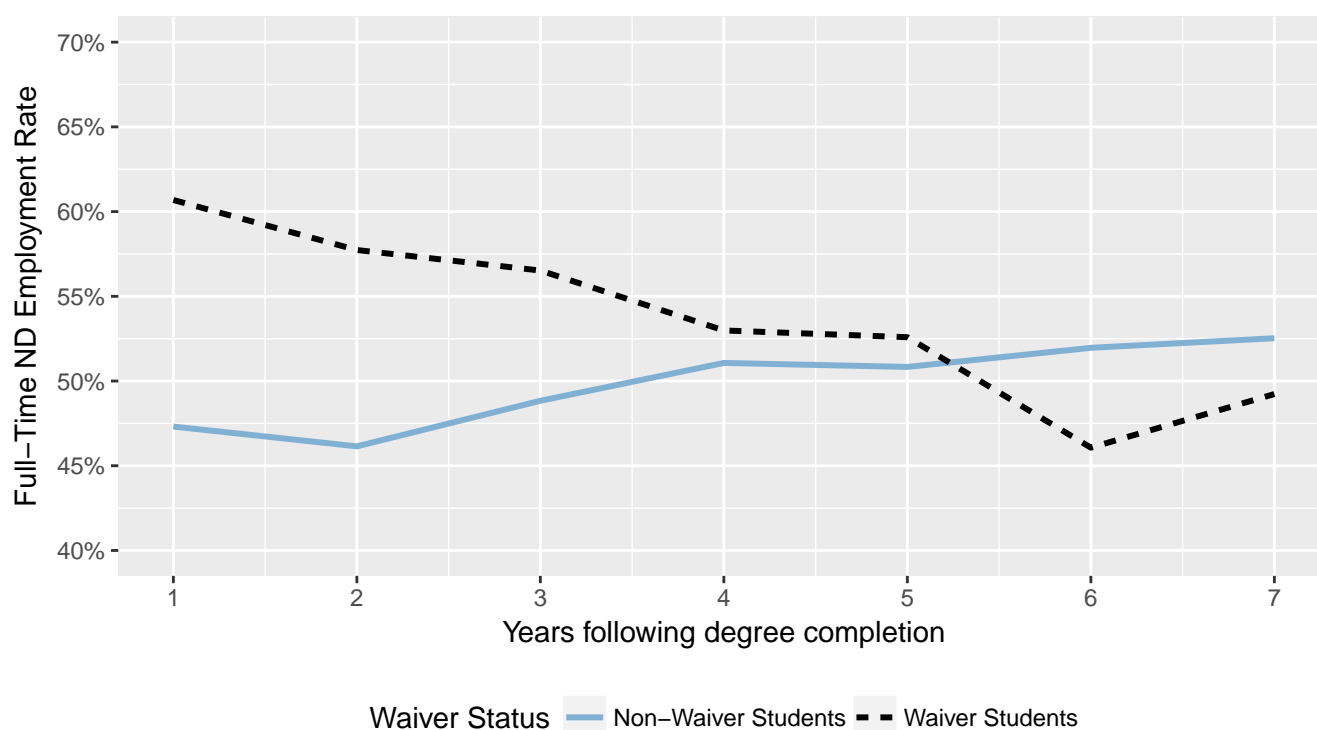


Figure 67: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	47.3%	46.1%	48.8%	51.1%	50.8%	52.0%	52.5%
Waiver Students	60.7%	57.7%	56.5%	53.0%	52.6%	46.1%	49.2%

Table 67: Full-time ND employment rates by years following degree completion and waiver status

8.10 Teacher Education and Professional Development, Specific Levels and Methods (CIP: 13.12)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Teacher Education and Professional Development, Specific Levels and Methods CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

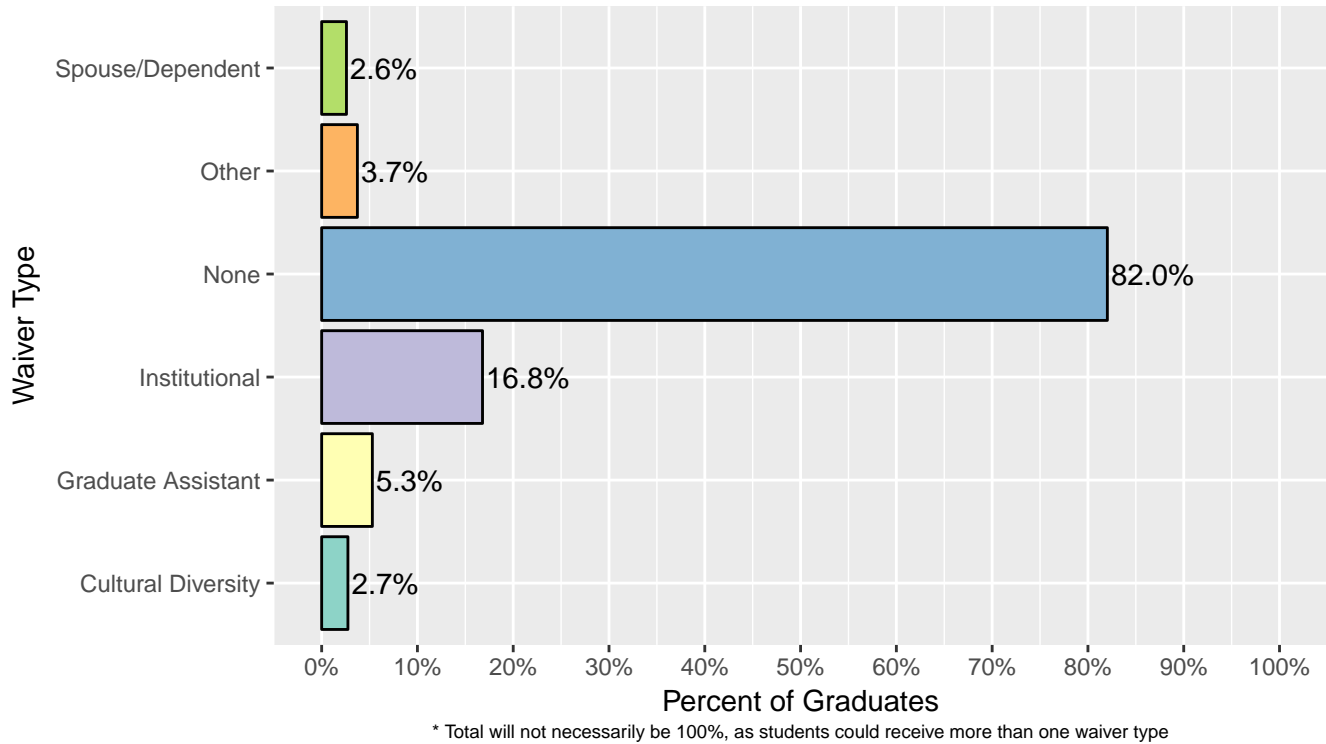


Figure 68: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver	3.3%		4.4%						
Graduate Assistant Waiver	5.6%	3.7%	4.4%	4.6%	4.6%	3.7%	4.9%	6.2%	3.9%
Institutional Waiver	13.9%	16.2%	12.4%	13.7%	10.3%	10.7%	13.3%	18.4%	22.0%
No Waiver	73.2%	74.5%	73.7%	71.6%	76.9%	75.9%	75.5%	66.6%	66.1%
Other	3.3%			5.6%		4.5%		2.6%	3.4%
Spouse/Dependent Waiver						2.7%		3.8%	2.6%

Table 68: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Teacher Education and Professional Development, Specific Levels and Methods (CIP: 13.12)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Teacher Education and Professional Development, Specific Levels and Methods CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

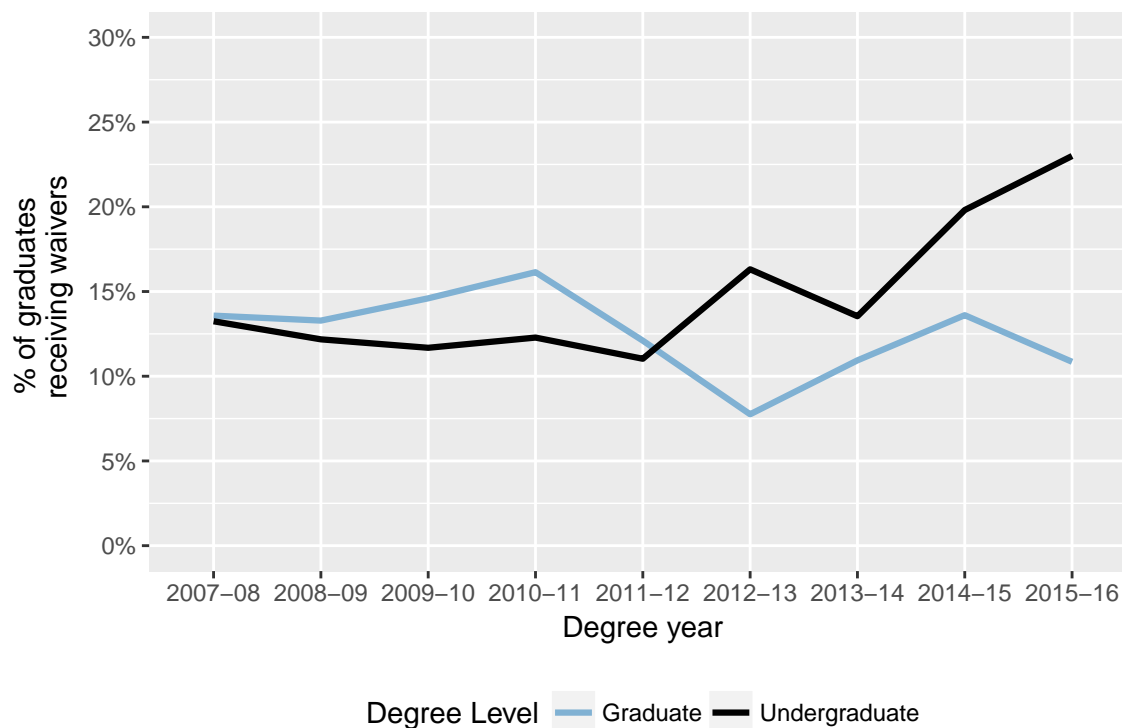


Figure 69: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	13.6%	13.3%	14.6%	16.1%	12.1%	7.8%	10.9%	13.6%	10.9%
Undergraduate	13.2%	12.2%	11.7%	12.3%	11.0%	16.3%	13.5%	19.8%	23.0%

Table 69: Percent of graduates receiving a waiver by degree year

Teacher Education and Professional Development, Specific Levels and Methods (CIP: 13.12)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Teacher Education and Professional Development, Specific Levels and Methods CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

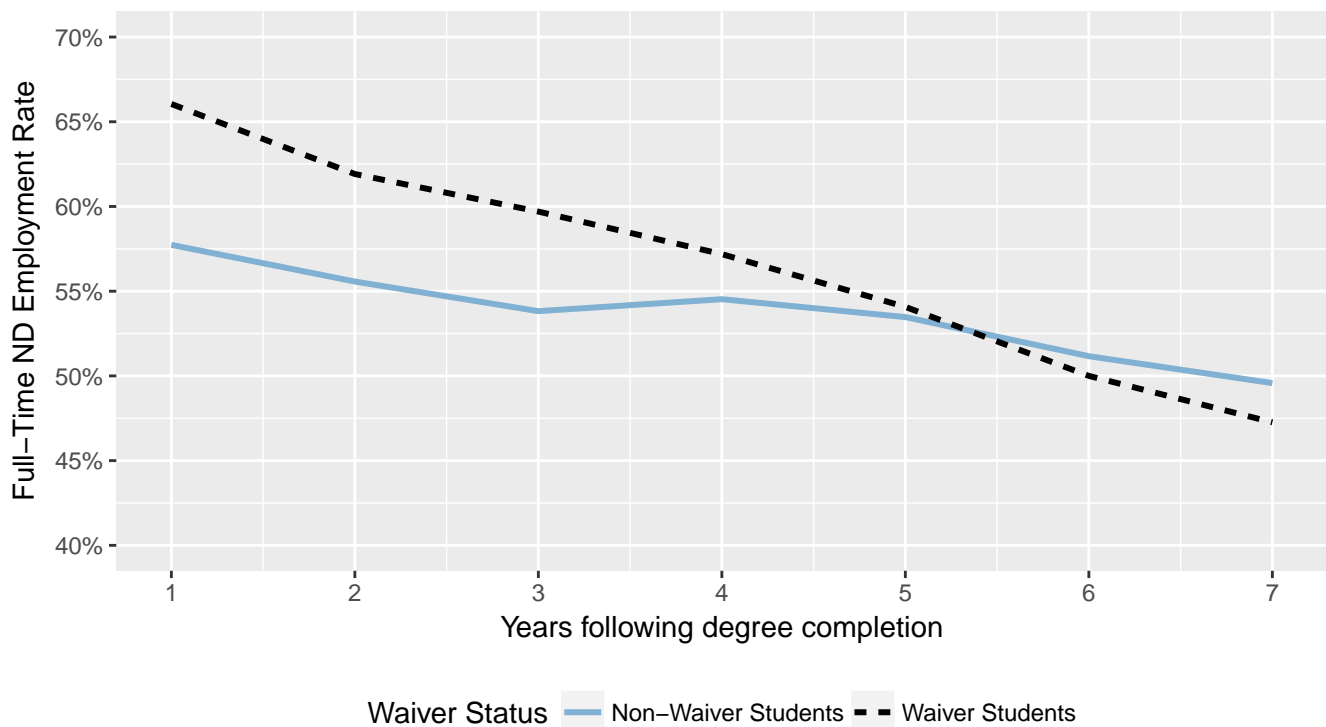


Figure 70: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	57.7%	55.6%	53.8%	54.5%	53.5%	51.2%	49.6%
Waiver Students	66.0%	61.9%	59.7%	57.2%	54.1%	50.0%	47.3%

Table 70: Full-time ND employment rates by years following degree completion and waiver status

8.11 Teacher Education and Professional Development, Specific Subject Areas (CIP: 13.13)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Teacher Education and Professional Development, Specific Subject Areas CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

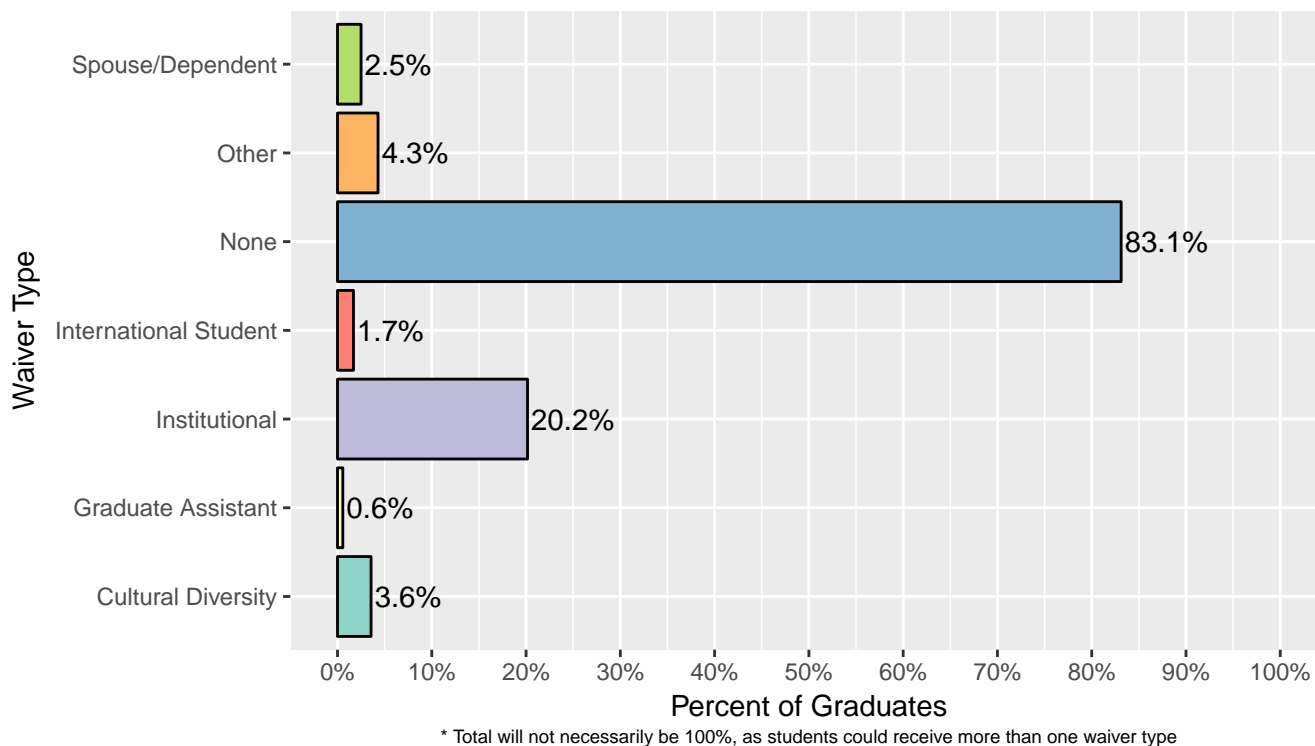


Figure 71: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver		4.3%	5.0%		2.9%	3.9%	3.4%		
Institutional Waiver	14.6%	16.1%	16.1%	10.1%	13.2%	15.0%	19.5%	23.4%	26.6%
No Waiver	70.1%	73.6%	73.6%	79.8%	77.1%	72.7%	70.3%	66.5%	63.4%
Other	7.0%	3.0%		3.6%	2.9%	4.2%	2.9%	4.4%	4.7%
Spouse/Dependent Waiver	3.4%				2.9%				

Table 71: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Teacher Education and Professional Development, Specific Subject Areas (CIP: 13.13)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Teacher Education and Professional Development, Specific Subject Areas CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

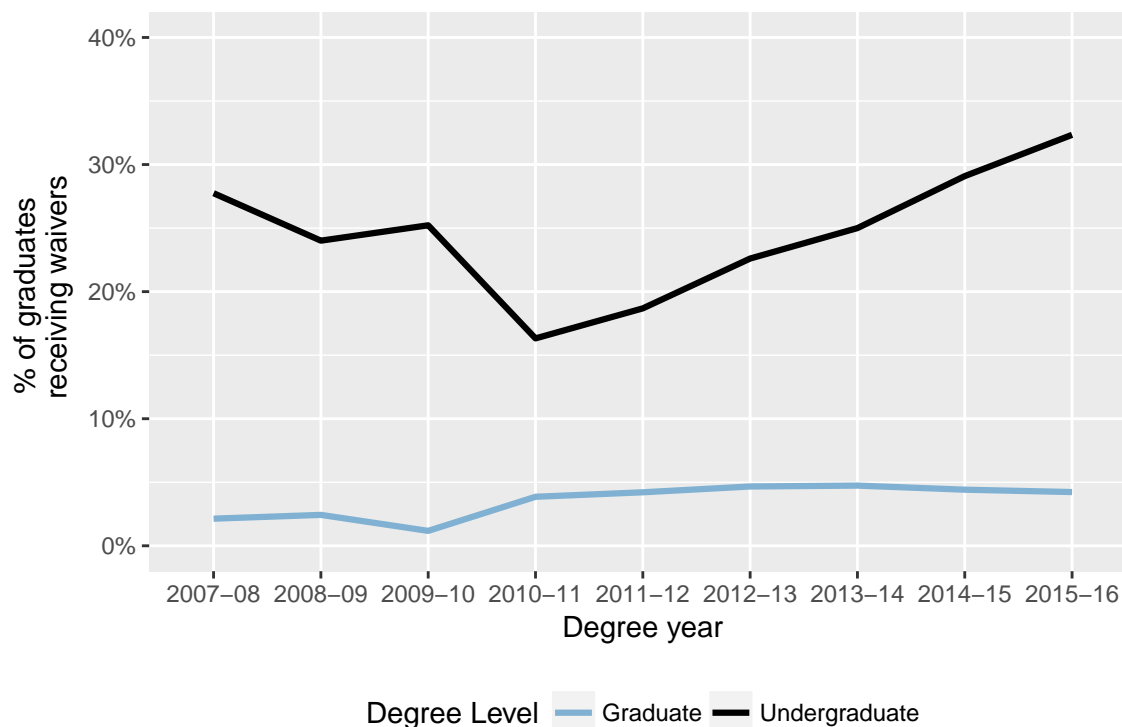


Figure 72: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	2.1%	2.4%	1.2%	3.9%	4.2%	4.7%	4.7%	4.4%	4.2%
Undergraduate	27.7%	24.0%	25.2%	16.3%	18.7%	22.6%	25.0%	29.1%	32.3%

Table 72: Percent of graduates receiving a waiver by degree year

Teacher Education and Professional Development, Specific Subject Areas (CIP: 13.13)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Teacher Education and Professional Development, Specific Subject Areas CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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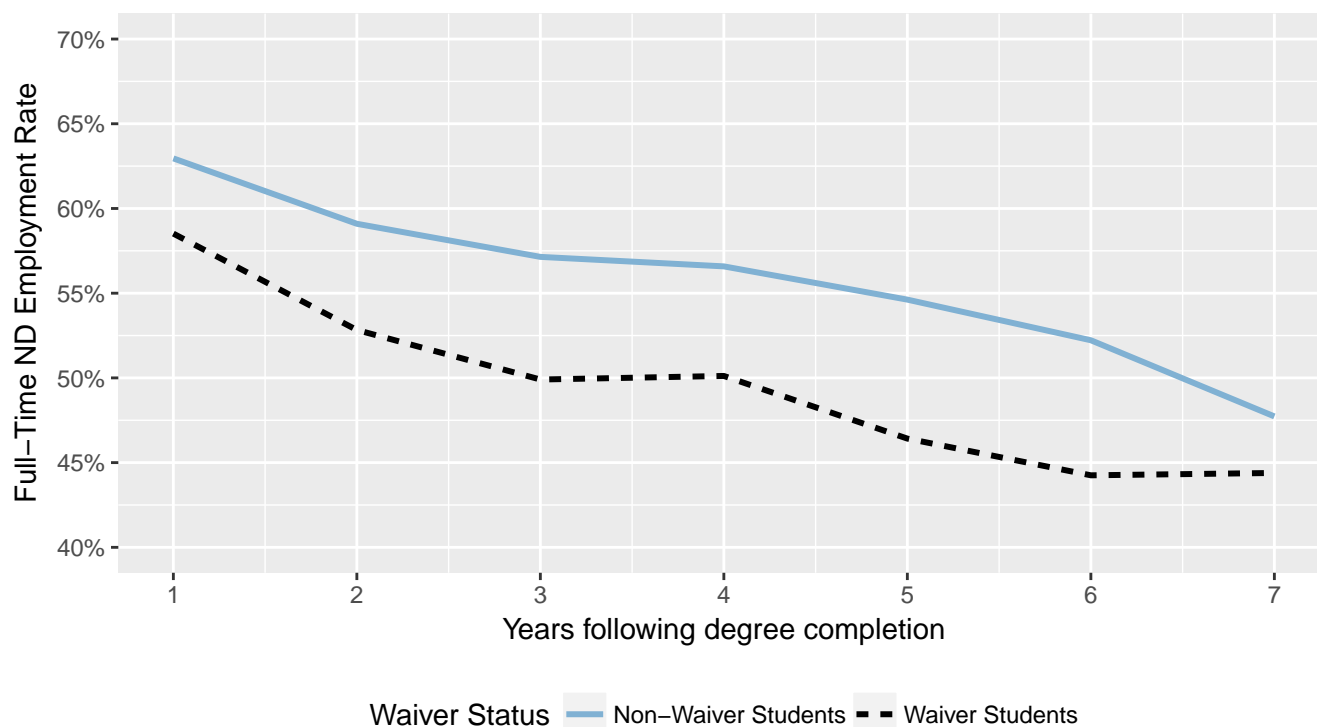


Figure 73: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	63.0%	59.1%	57.1%	56.6%	54.6%	52.2%	47.7%
Waiver Students	58.5%	52.8%	49.9%	50.1%	46.4%	44.3%	44.4%

Table 73: Full-time ND employment rates by years following degree completion and waiver status

8.12 Civil Engineering (CIP: 14.08)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Civil Engineering CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

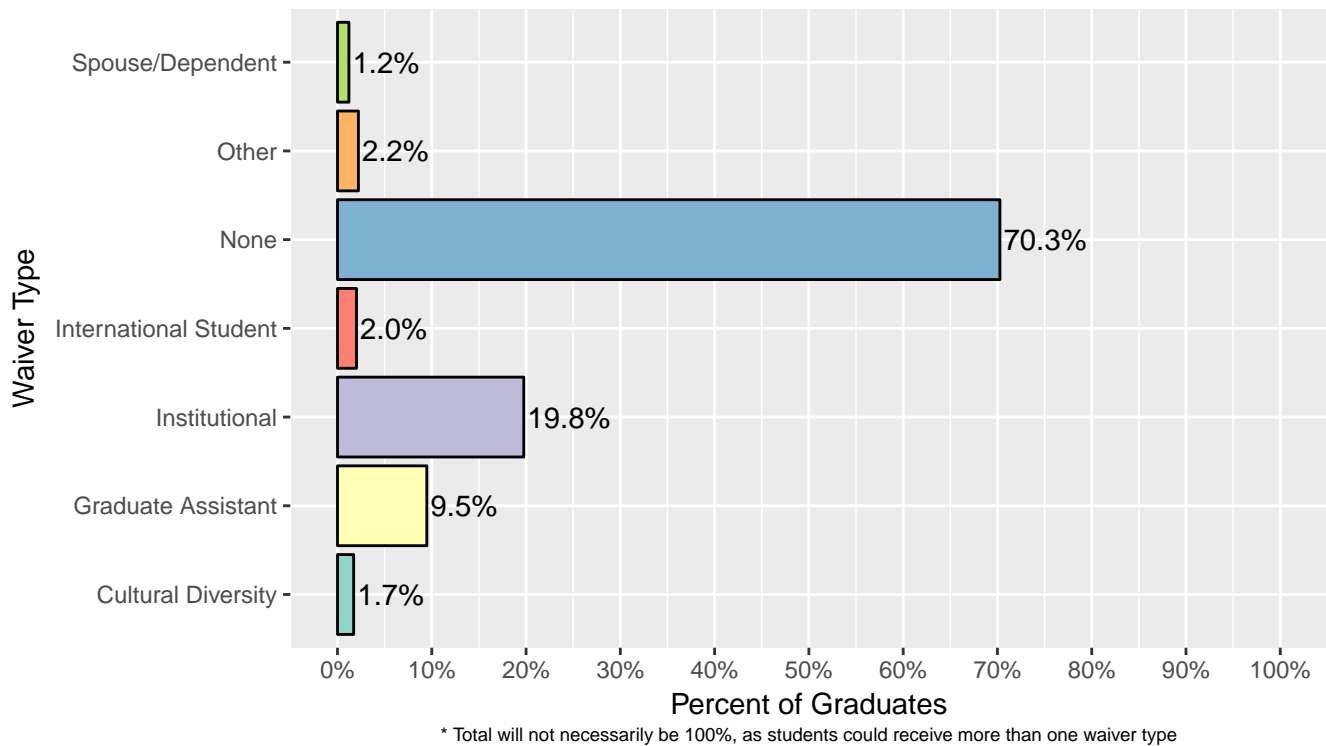


Figure 74: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	10.2%			12.2%	9.9%	9.1%		8.6%	
Institutional Waiver	14.8%	20.2%	9.8%		9.0%	20.5%	29.0%	27.0%	25.2%
No Waiver	71.3%	61.9%	77.5%	78.0%	76.6%	63.6%	55.7%	54.6%	59.1%

Table 74: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Civil Engineering (CIP: 14.08)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Civil Engineering CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

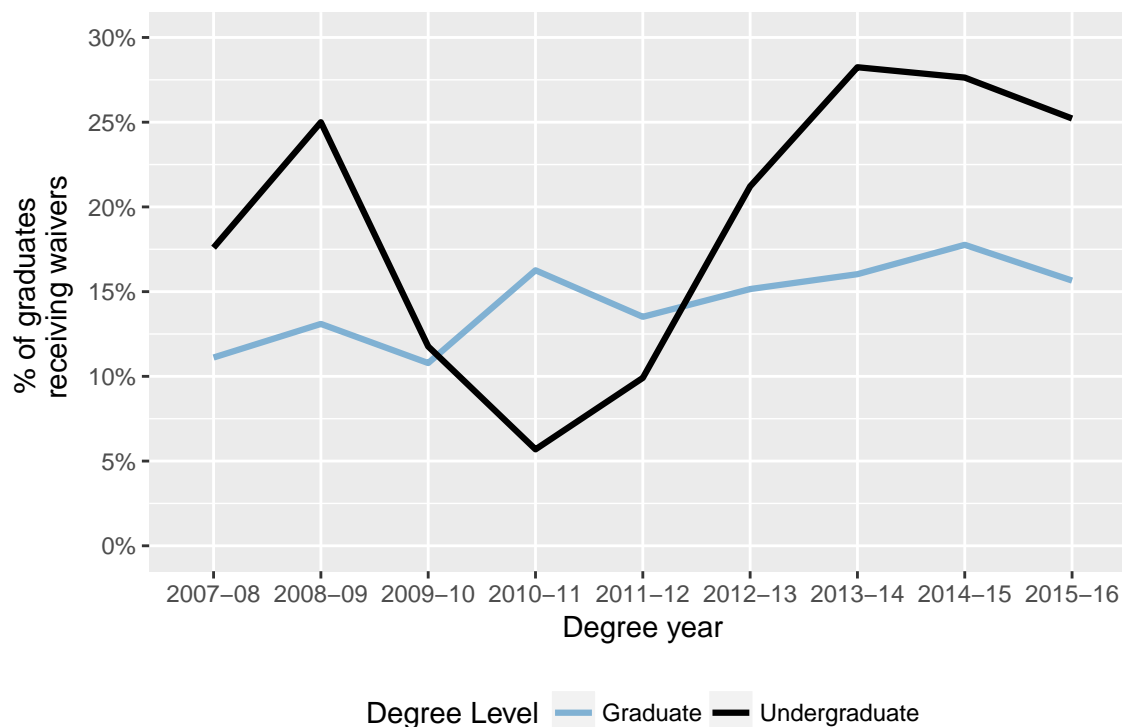


Figure 75: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	11.1%	13.1%	10.8%	16.3%	13.5%	15.2%	16.0%	17.8%	15.7%
Undergraduate	17.6%	25.0%	11.8%	5.7%	9.9%	21.2%	28.2%	27.6%	25.2%

Table 75: Percent of graduates receiving a waiver by degree year

Civil Engineering (CIP: 14.08)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Civil Engineering CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

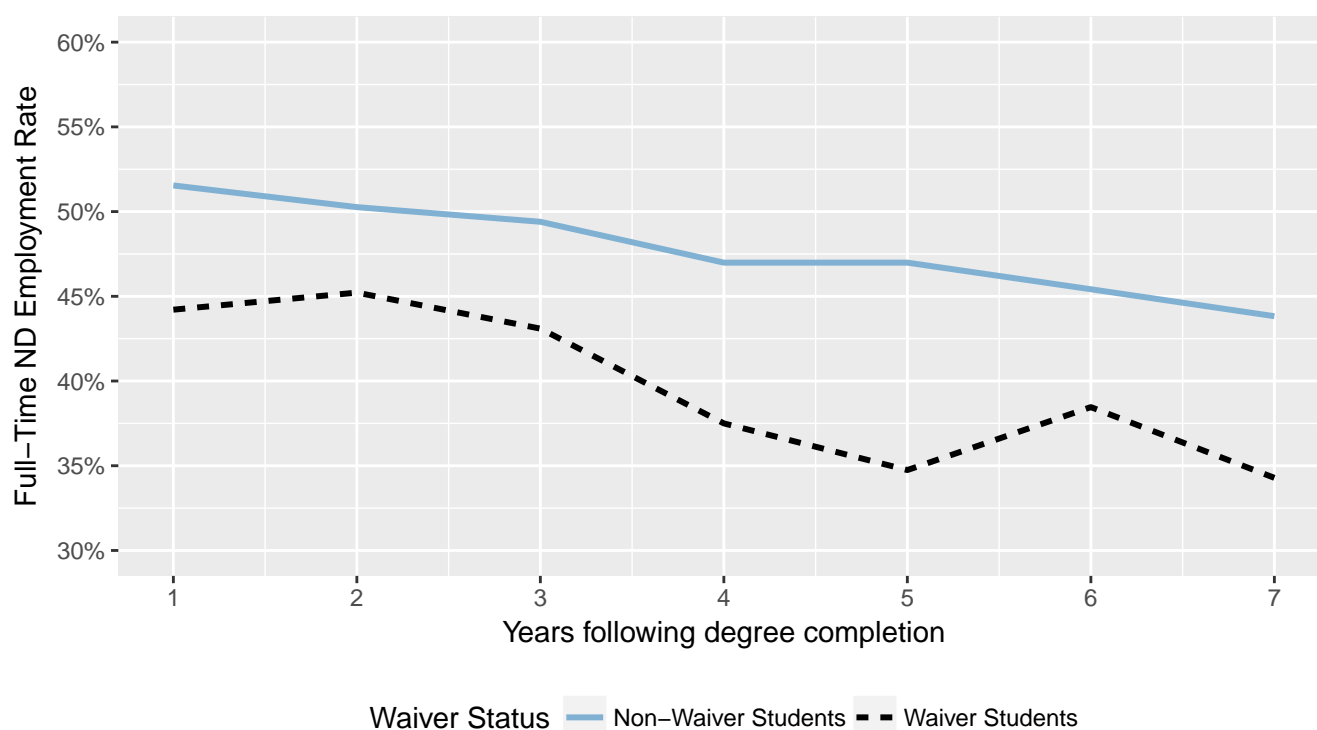


Figure 76: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	51.5%	50.3%	49.4%	47.0%	47.0%	45.4%	43.8%
Waiver Students	44.2%	45.2%	43.1%	37.5%	34.7%	38.5%	34.3%

Table 76: Full-time ND employment rates by years following degree completion and waiver status

8.13 Electrical, Electronics and Communications Engineering (CIP: 14.1)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Electrical, Electronics and Communications Engineering CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

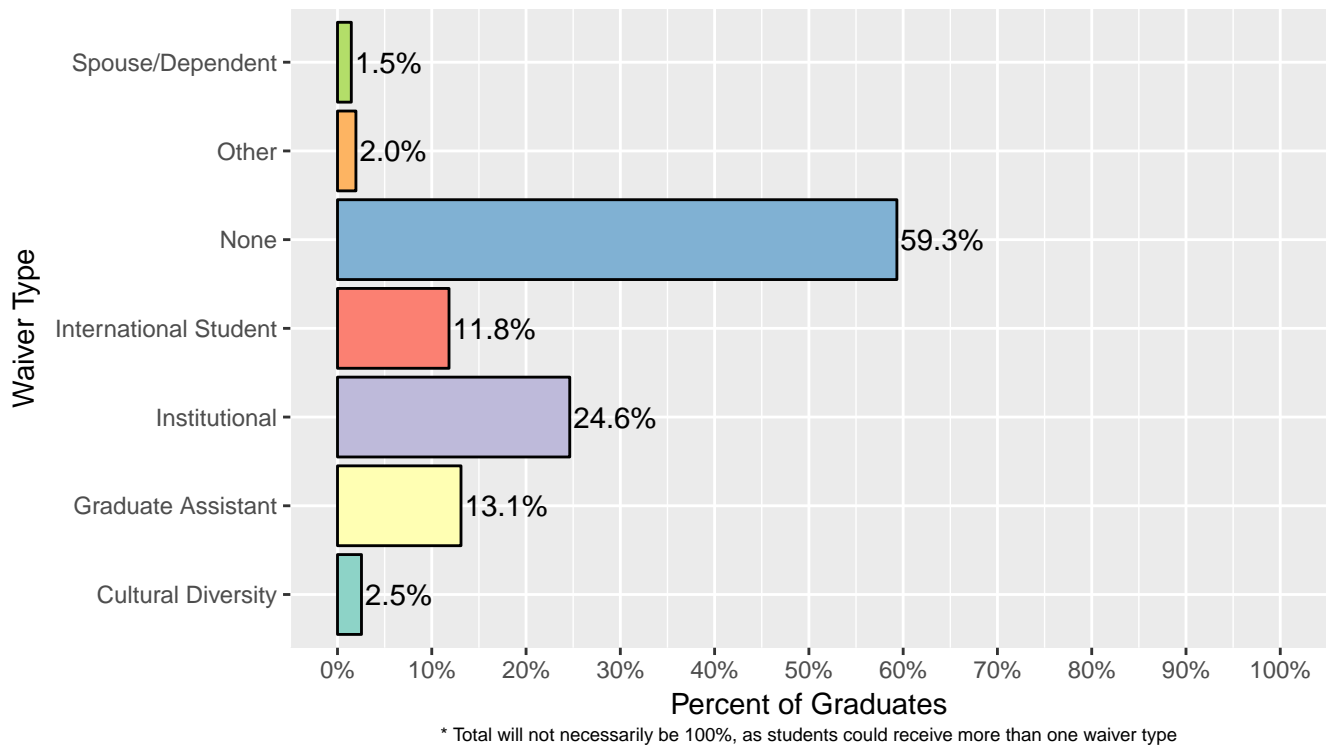


Figure 77: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver		9.1%		16.2%	16.0%	10.4%		11.8%	15.5%
Institutional Waiver	19.4%	15.5%	22.9%	12.1%	16.8%	23.7%	22.1%	27.5%	24.4%
International Student Waiver		10.9%	10.4%		15.1%	12.6%		11.4%	10.9%
No Waiver	62.0%	55.5%	53.1%	60.6%	47.9%	47.4%	66.3%	43.1%	45.1%

Table 77: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Electrical, Electronics and Communications Engineering (CIP: 14.10)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Electrical, Electronics and Communications Engineering CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

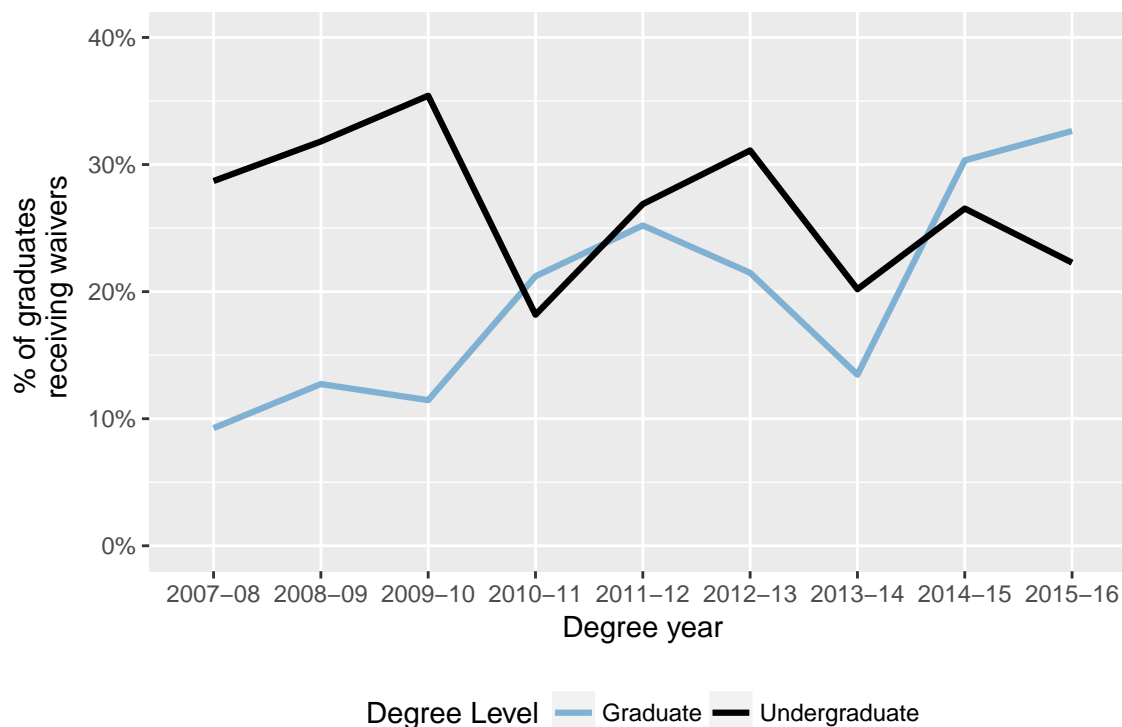


Figure 78: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	9.3%	12.7%	11.5%	21.2%	25.2%	21.5%	13.5%	30.3%	32.6%
Undergraduate	28.7%	31.8%	35.4%	18.2%	26.9%	31.1%	20.2%	26.5%	22.3%

Table 78: Percent of graduates receiving a waiver by degree year

Electrical, Electronics and Communications Engineering (CIP: 14.10)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Electrical, Electronics and Communications Engineering CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

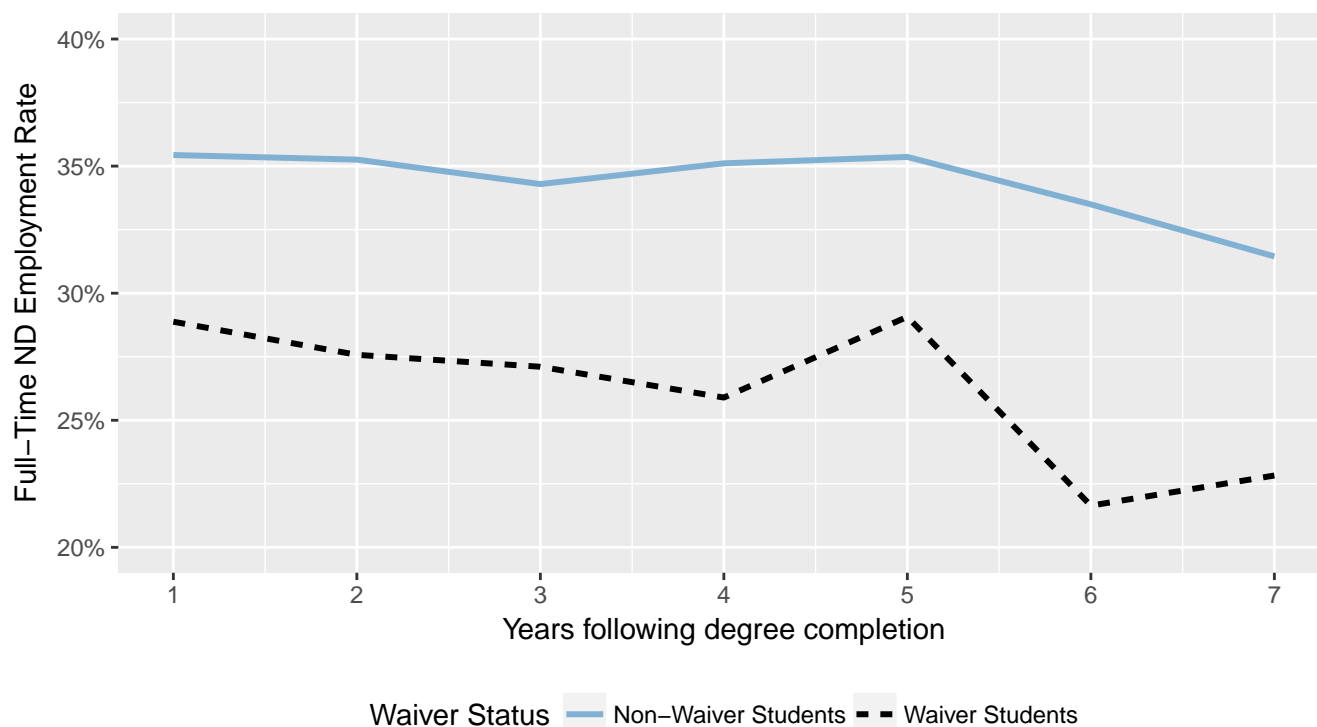


Figure 79: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	35.4%	35.3%	34.3%	35.1%	35.4%	33.5%	31.4%
Waiver Students	28.9%	27.6%	27.1%	25.9%	29.1%	21.6%	22.8%

Table 79: Full-time ND employment rates by years following degree completion and waiver status

8.14 Mechanical Engineering (CIP: 14.19)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Mechanical Engineering CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

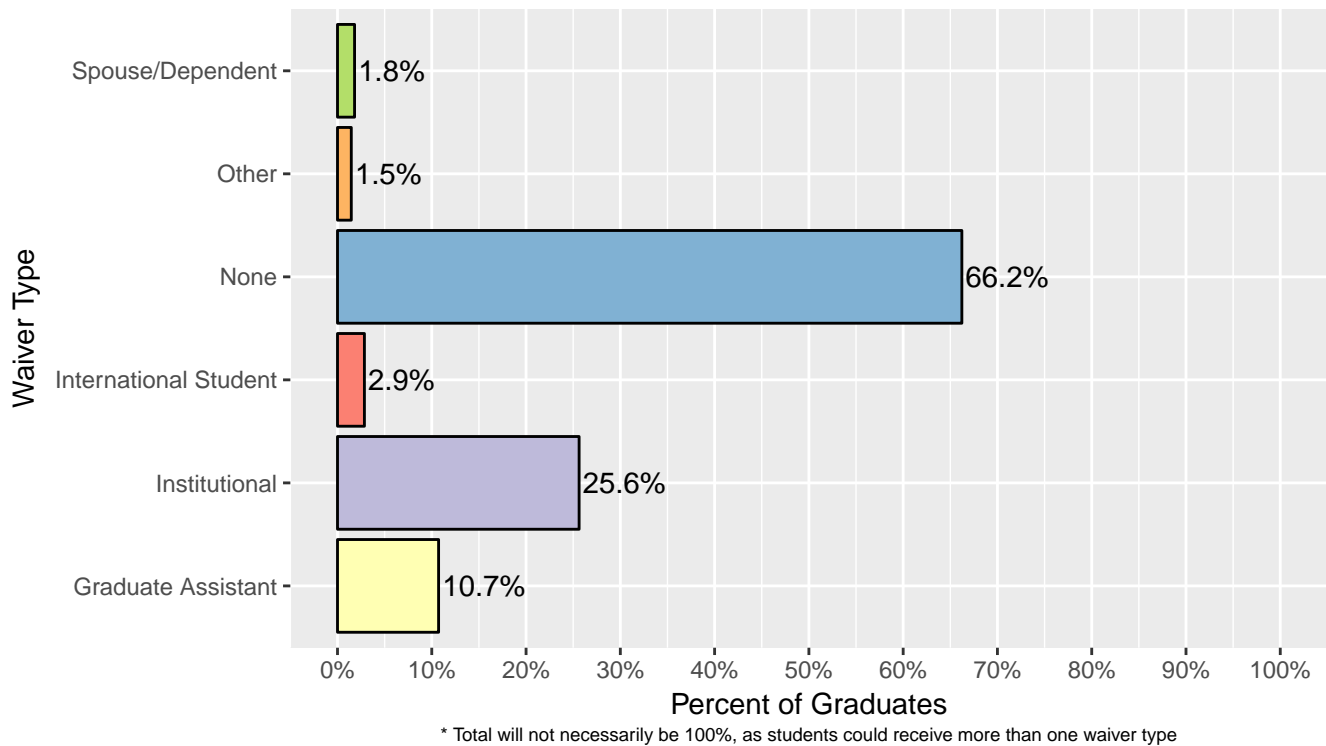


Figure 80: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	9.0%	9.2%	7.5%	10.3%	10.1%	12.0%	9.8%	11.6%	7.7%
Institutional Waiver	26.9%	30.5%	29.3%	23.4%	13.7%	17.7%	21.6%	24.9%	25.1%
International Student Waiver								4.4%	
No Waiver	61.2%	54.2%	56.4%	62.1%	69.8%	64.6%	62.9%	55.8%	59.6%

Table 80: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Mechanical Engineering (CIP: 14.19)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Mechanical Engineering CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

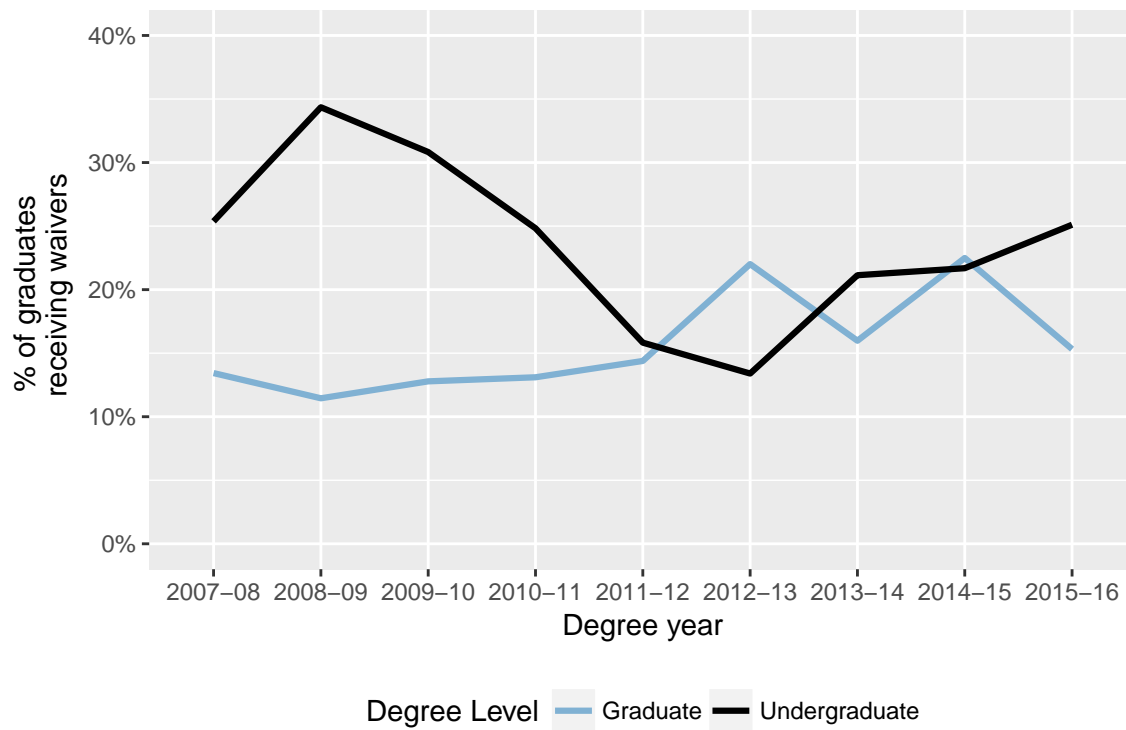


Figure 81: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	13.4%	11.5%	12.8%	13.1%	14.4%	22.0%	16.0%	22.5%	15.3%
Undergraduate	25.4%	34.4%	30.8%	24.8%	15.8%	13.4%	21.1%	21.7%	25.1%

Table 81: Percent of graduates receiving a waiver by degree year

Mechanical Engineering (CIP: 14.19)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Mechanical Engineering CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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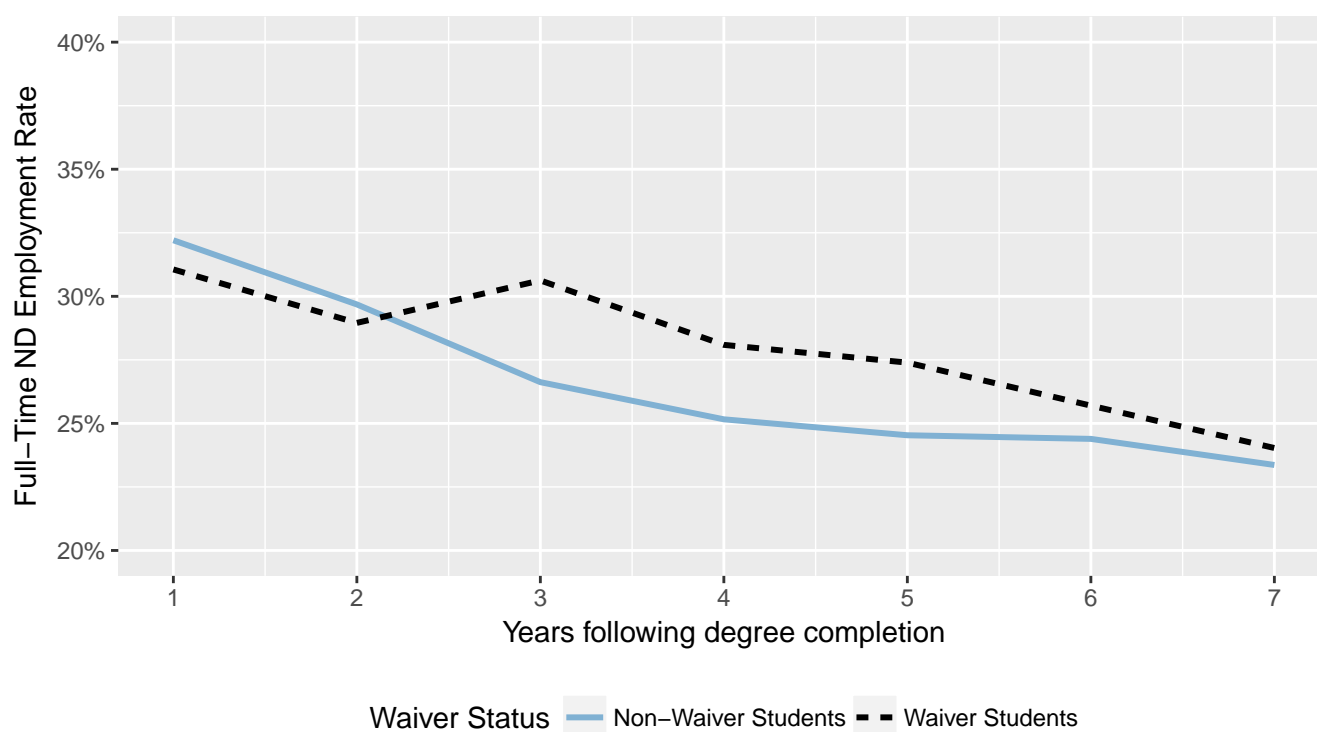


Figure 82: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	32.2%	29.7%	26.6%	25.2%	24.5%	24.4%	23.4%
Waiver Students	31.1%	29.0%	30.6%	28.1%	27.4%	25.7%	24.0%

Table 82: Full-time ND employment rates by years following degree completion and waiver status

8.15 Electrical Engineering Technologies/Technicians (CIP: 15.03)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Electrical Engineering Technologies/Technicians CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

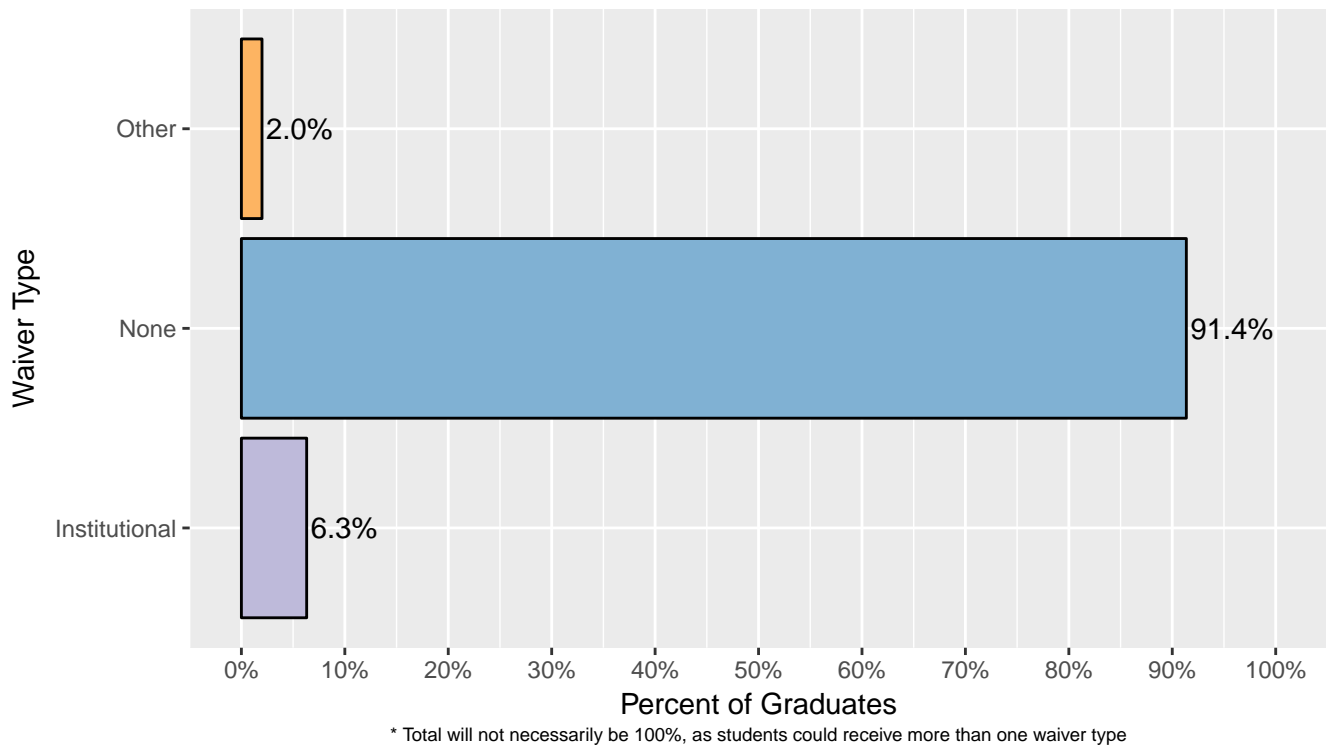


Figure 83: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver					9.6%	12.2%			8.3%
No Waiver	96.0%	95.1%	90.6%	91.1%	84.8%	85.5%	92.2%	95.2%	90.1%

Table 83: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Electrical Engineering Technologies/Technicians (CIP: 15.03)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Electrical Engineering Technologies/Technicians CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

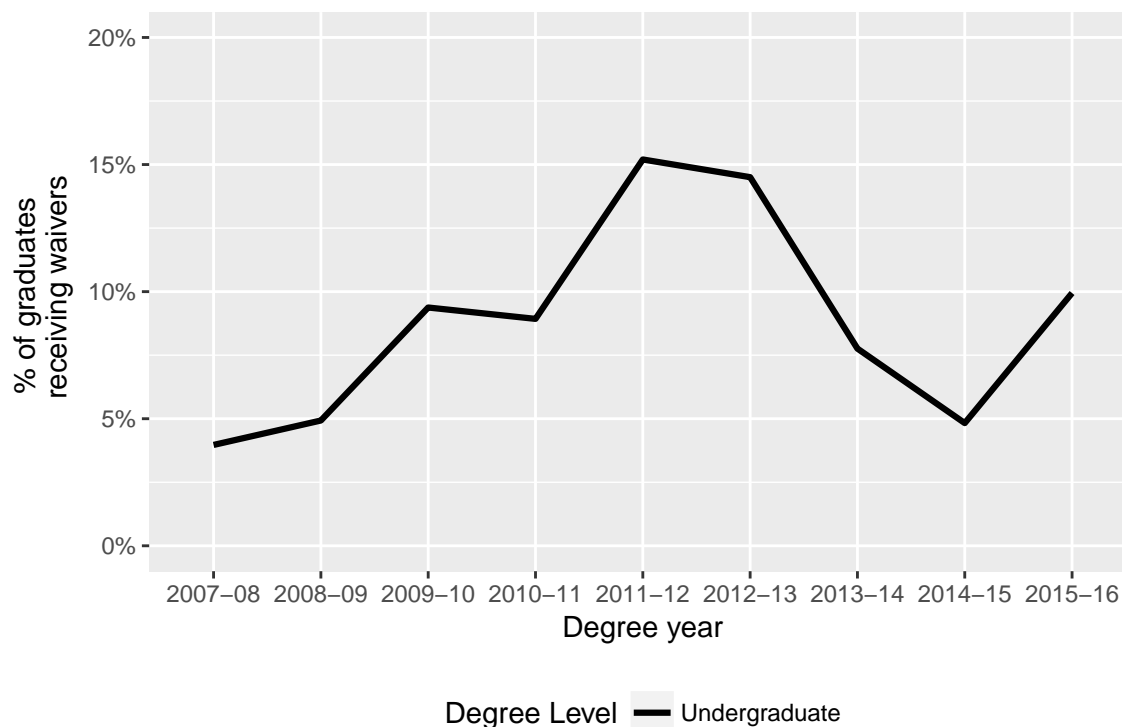


Figure 84: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	4.0%	4.9%	9.4%	8.9%	15.2%	14.5%	7.8%	4.8%	9.9%

Table 84: Percent of graduates receiving a waiver by degree year

Electrical Engineering Technologies/Technicians (CIP: 15.03)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Electrical Engineering Technologies/Technicians CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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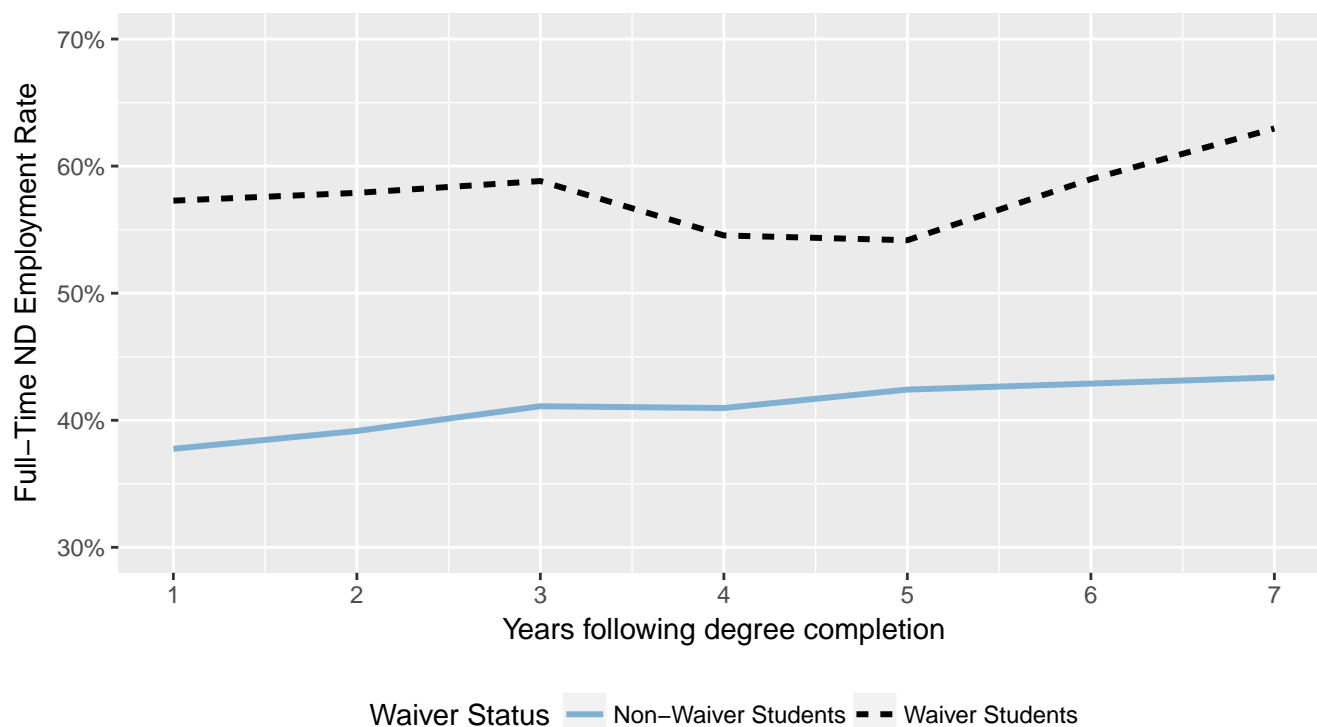


Figure 85: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	37.8%	39.2%	41.1%	41.0%	42.4%	42.9%	43.4%
Waiver Students	57.3%	57.9%	58.8%	54.5%	54.2%	59.0%	63.0%

Table 85: Full-time ND employment rates by years following degree completion and waiver status

8.16 Industrial Production Technologies/Technicians (CIP: 15.06)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Industrial Production Technologies/Technicians CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

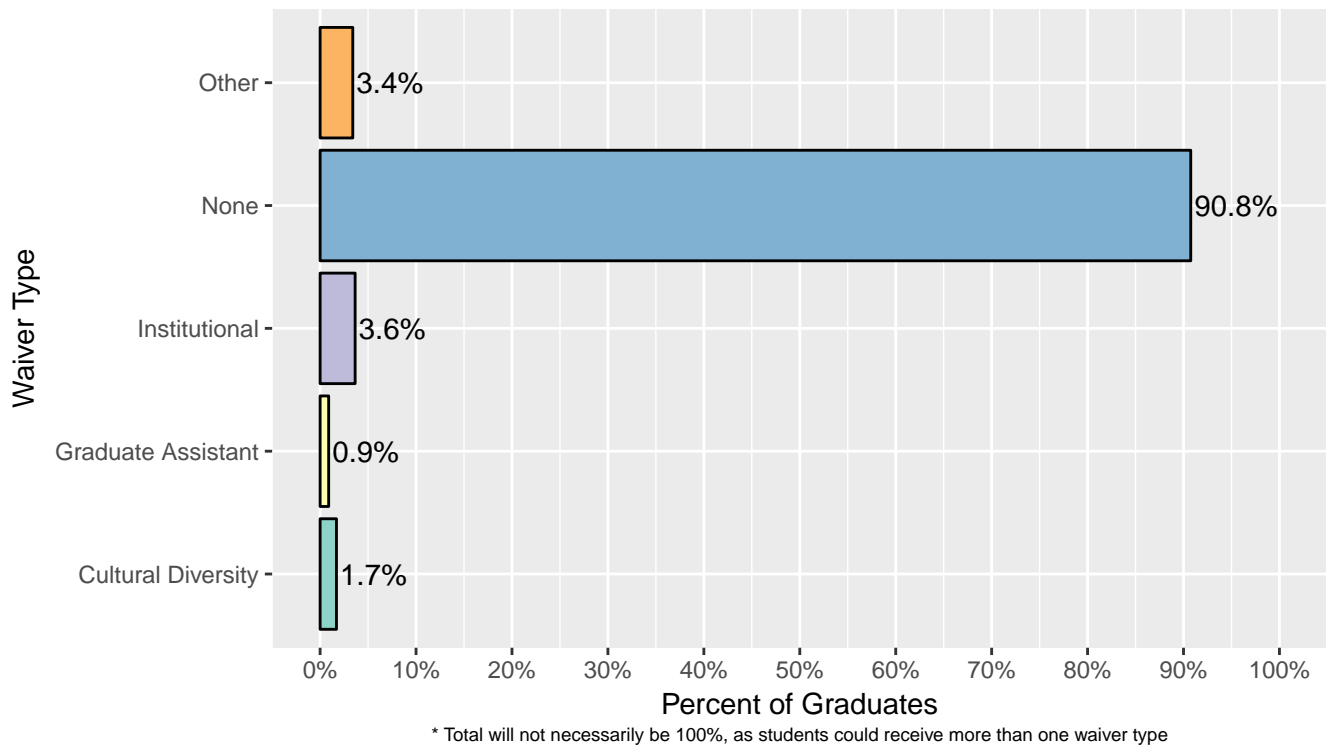


Figure 86: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver								9.2%	6.9%
No Waiver	91.6%	94.0%	95.0%	86.0%	92.5%	83.8%	90.4%	85.9%	88.2%

Table 86: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Industrial Production Technologies/Technicians (CIP: 15.06)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Industrial Production Technologies/Technicians CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

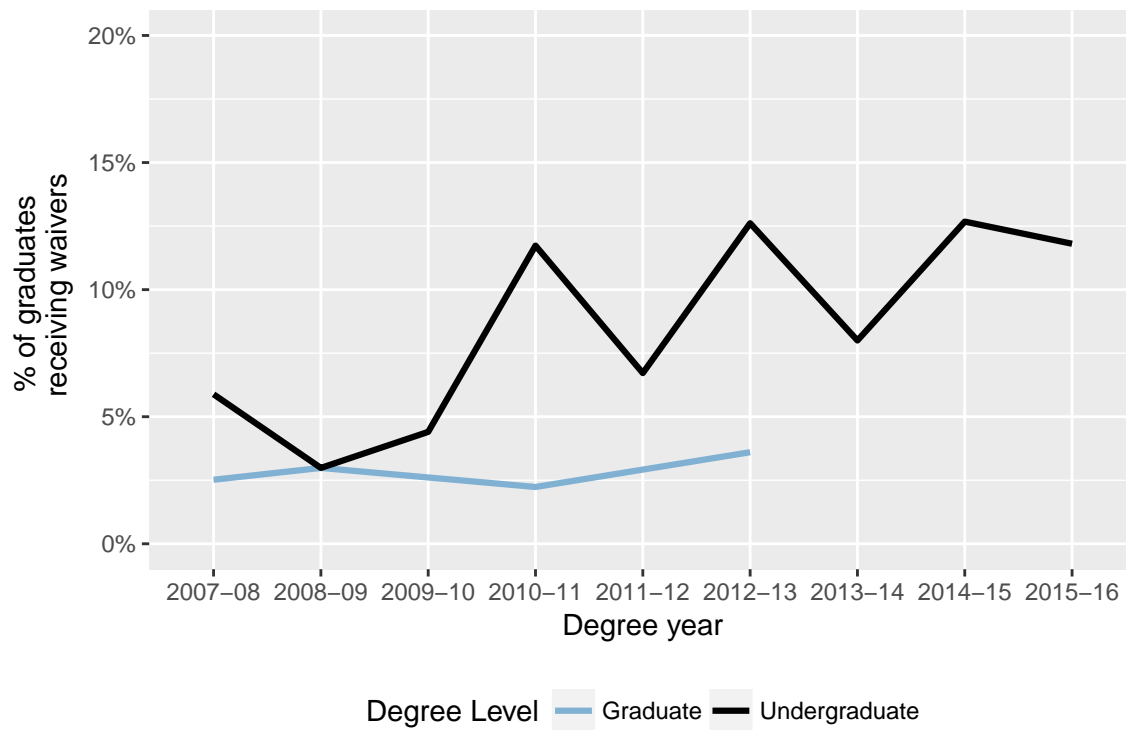


Figure 87: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	2.5%	3.0%		2.2%		3.6%			
Undergraduate	5.9%	3.0%	4.4%	11.7%	6.7%	12.6%	8.0%	12.7%	11.8%

Table 87: Percent of graduates receiving a waiver by degree year

Industrial Production Technologies/Technicians (CIP: 15.06)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Industrial Production Technologies/Technicians CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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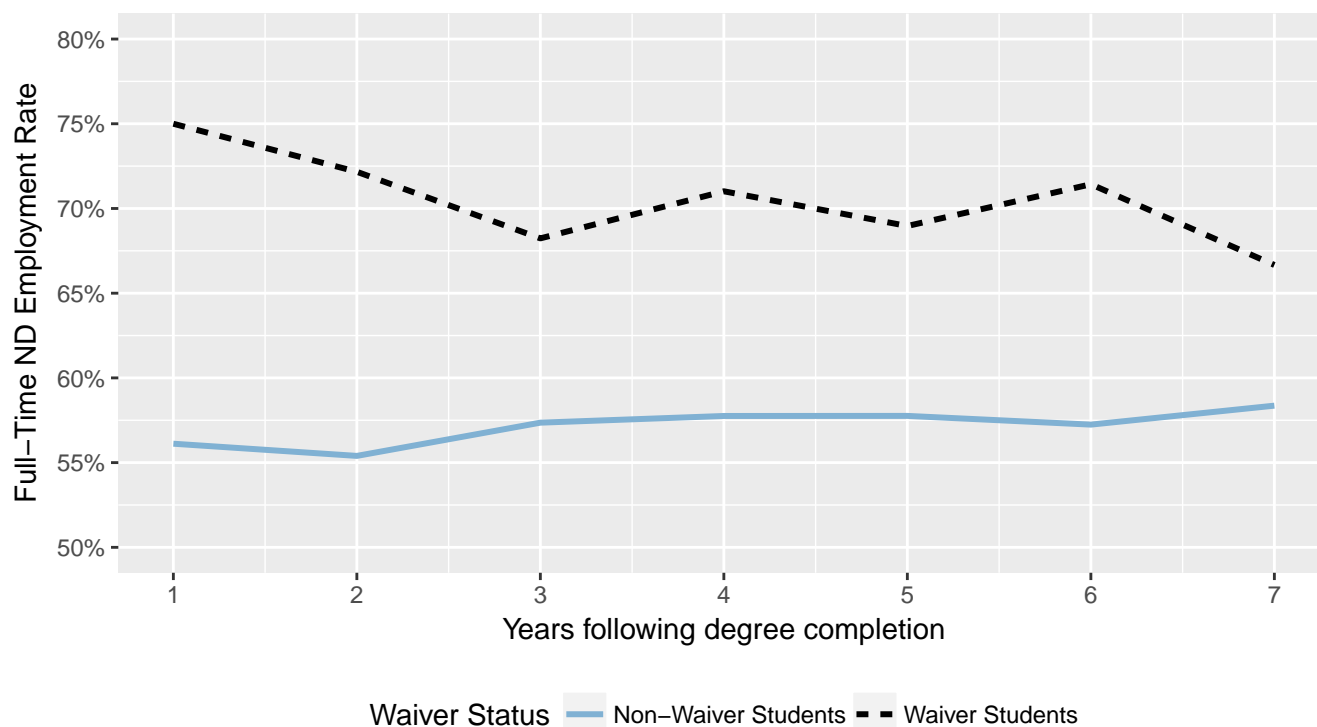


Figure 88: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	56.1%	55.4%	57.4%	57.8%	57.8%	57.2%	58.4%
Waiver Students	75.0%	72.2%	68.2%	71.0%	69.0%	71.4%	66.7%

Table 88: Full-time ND employment rates by years following degree completion and waiver status

8.17 Romance Languages, Literatures, and Linguistics (CIP: 16.09)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Romance Languages, Literatures, and Linguistics CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

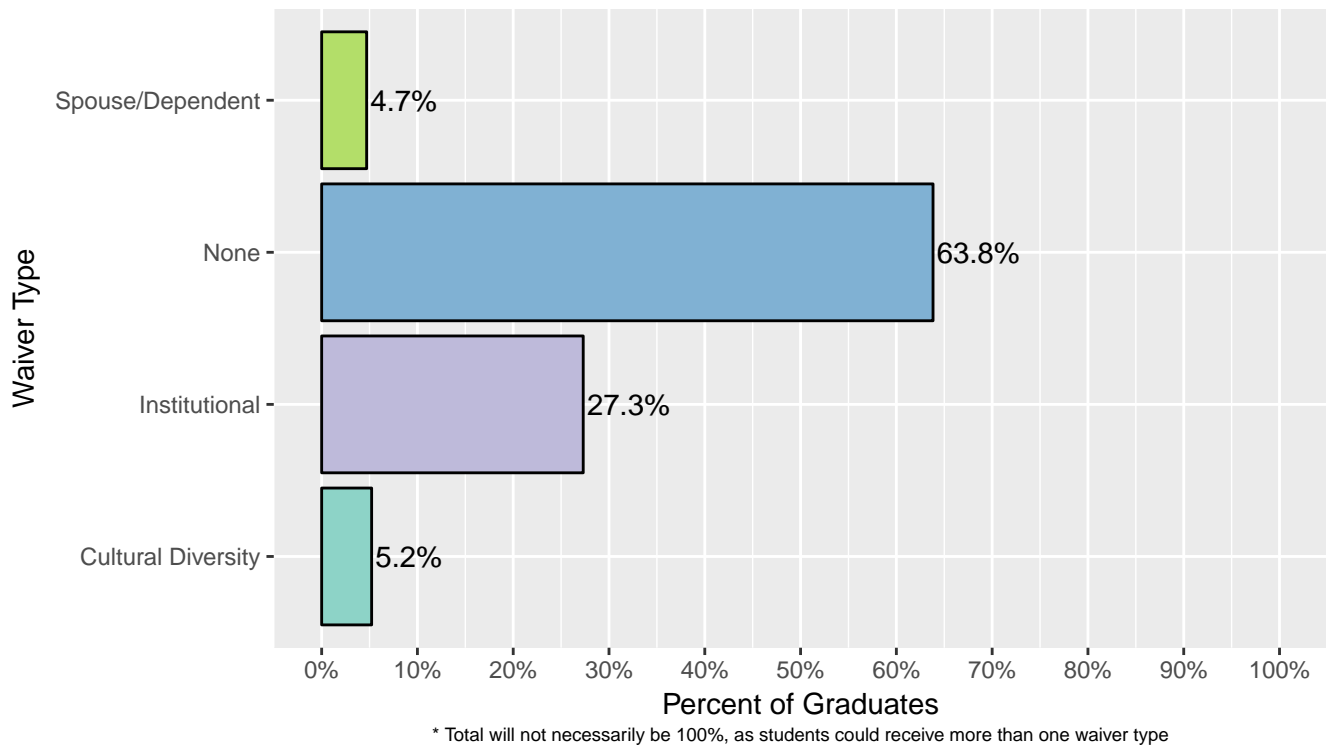


Figure 89: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	36.8%	31.6%	18.8%	21.8%	23.7%	21.9%	22.8%	28.8%	32.0%
No Waiver	50.9%	56.1%	58.0%	65.5%	62.7%	67.1%	69.6%	58.9%	61.3%

Table 89: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Romance Languages, Literatures, and Linguistics (CIP: 16.09)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Romance Languages, Literatures, and Linguistics CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

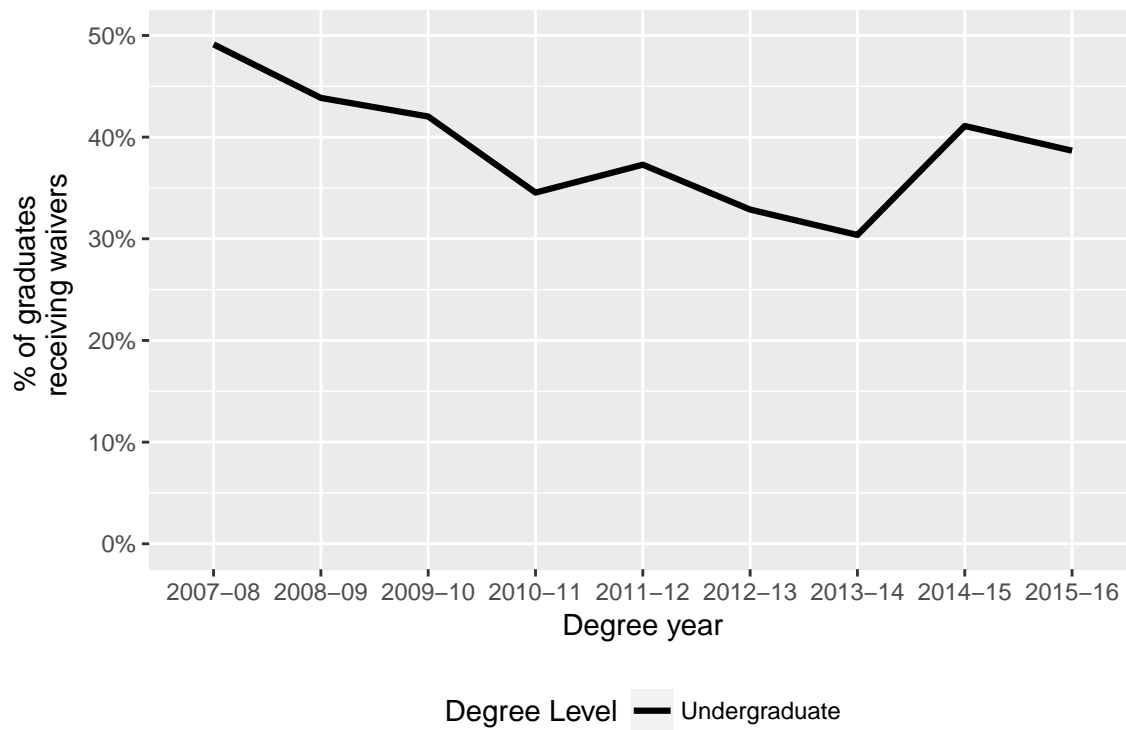


Figure 90: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	49.1%	43.9%	42.0%	34.5%	37.3%	32.9%	30.4%	41.1%	38.7%

Table 90: Percent of graduates receiving a waiver by degree year

Romance Languages, Literatures, and Linguistics (CIP: 16.09)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Romance Languages, Literatures, and Linguistics CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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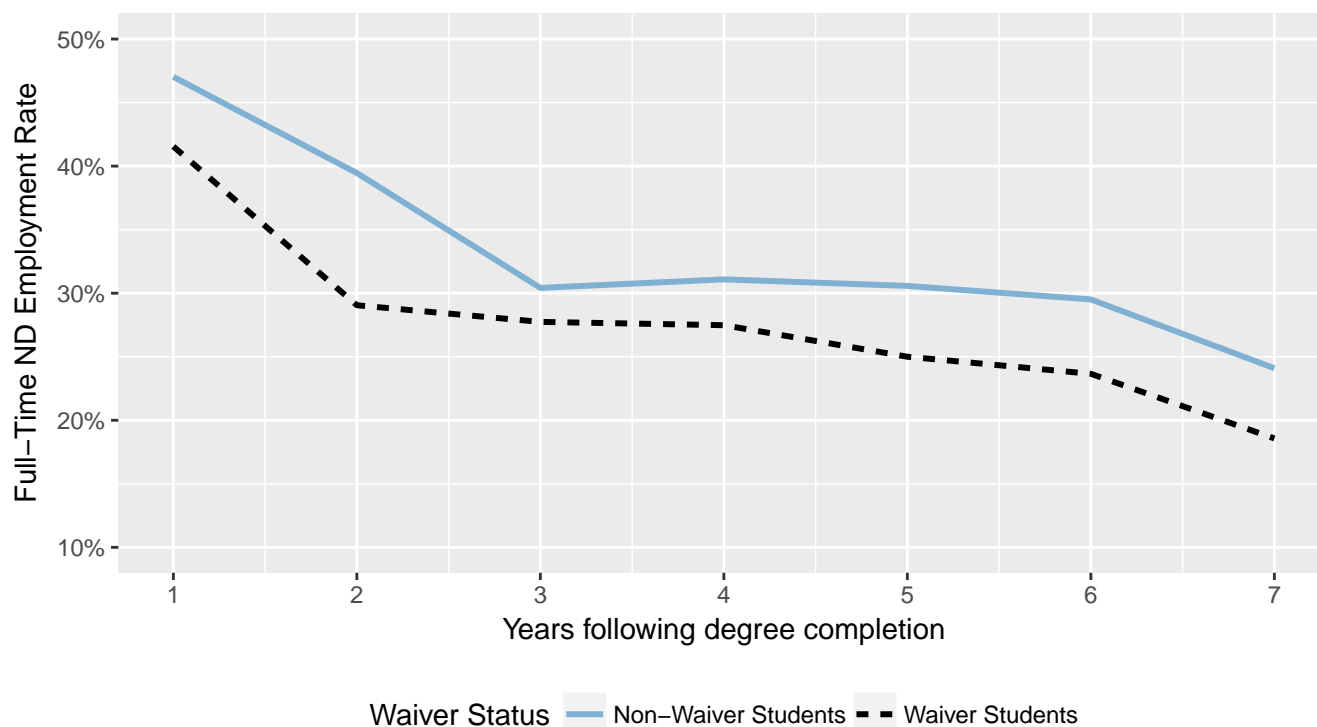


Figure 91: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	47.0%	39.5%	30.4%	31.1%	30.6%	29.5%	24.1%
Waiver Students	41.5%	29.1%	27.7%	27.5%	25.0%	23.7%	18.6%

Table 91: Full-time ND employment rates by years following degree completion and waiver status

8.18 Human Development, Family Studies, and Related Services (CIP: 19.07)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Human Development, Family Studies, and Related Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

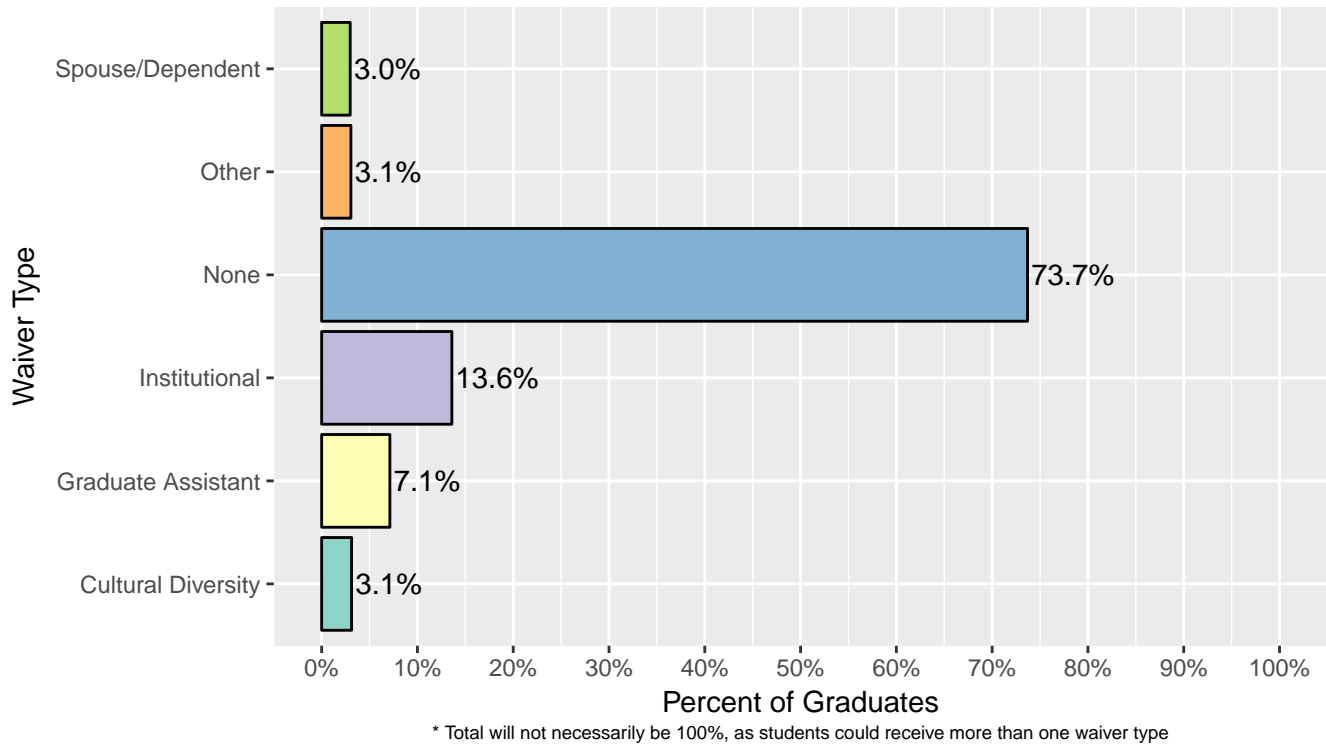


Figure 92: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	7.3%		7.6%	9.8%	7.3%	6.1%	7.5%	6.7%	5.3%
Institutional Waiver	22.0%	21.0%	15.3%	7.6%	6.7%	10.0%	10.0%	12.8%	16.5%
No Waiver	63.3%	62.9%	67.9%	74.2%	78.1%	75.0%	73.6%	70.1%	68.6%

Table 92: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Human Development, Family Studies, and Related Services (CIP: 19.07)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Human Development, Family Studies, and Related Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

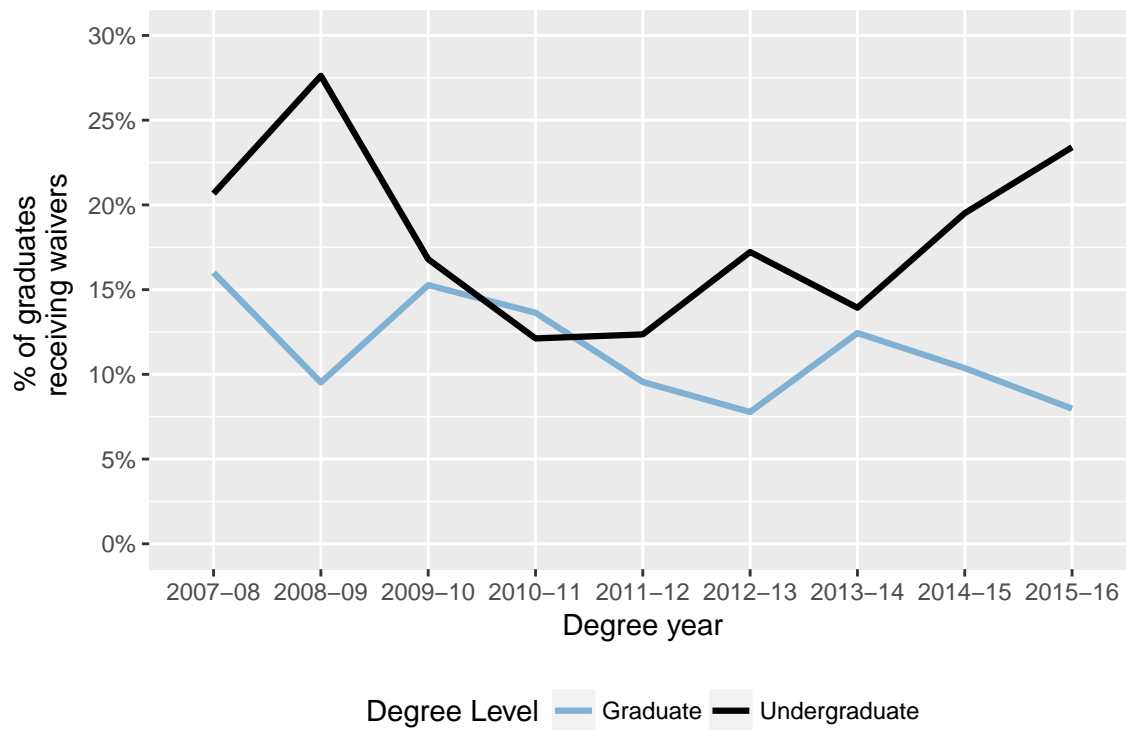


Figure 93: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	16.0%	9.5%	15.3%	13.6%	9.6%	7.8%	12.4%	10.4%	8.0%
Undergraduate	20.7%	27.6%	16.8%	12.1%	12.4%	17.2%	13.9%	19.5%	23.4%

Table 93: Percent of graduates receiving a waiver by degree year

Human Development, Family Studies, and Related Services (CIP: 19.07)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Human Development, Family Studies, and Related Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

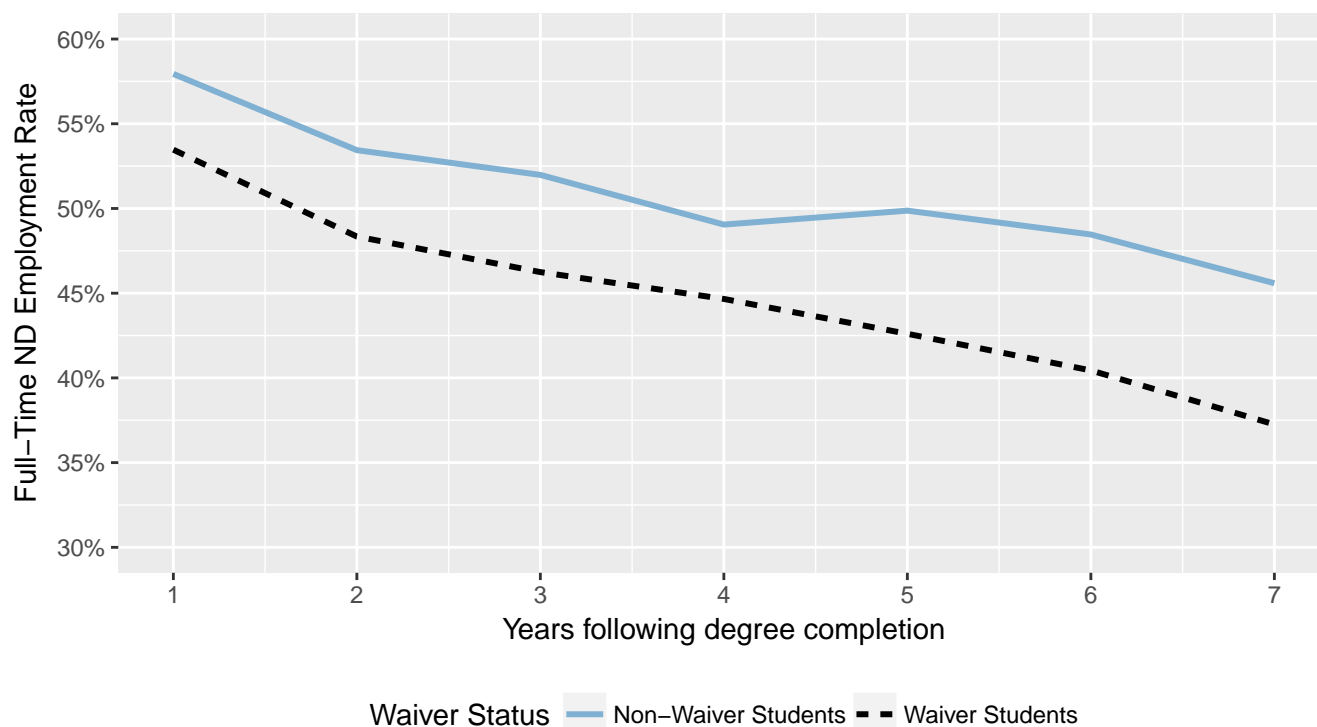


Figure 94: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	57.9%	53.4%	52.0%	49.0%	49.9%	48.5%	45.6%
Waiver Students	53.5%	48.3%	46.2%	44.7%	42.6%	40.4%	37.3%

Table 94: Full-time ND employment rates by years following degree completion and waiver status

8.19 Law (CIP: 22.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Law CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

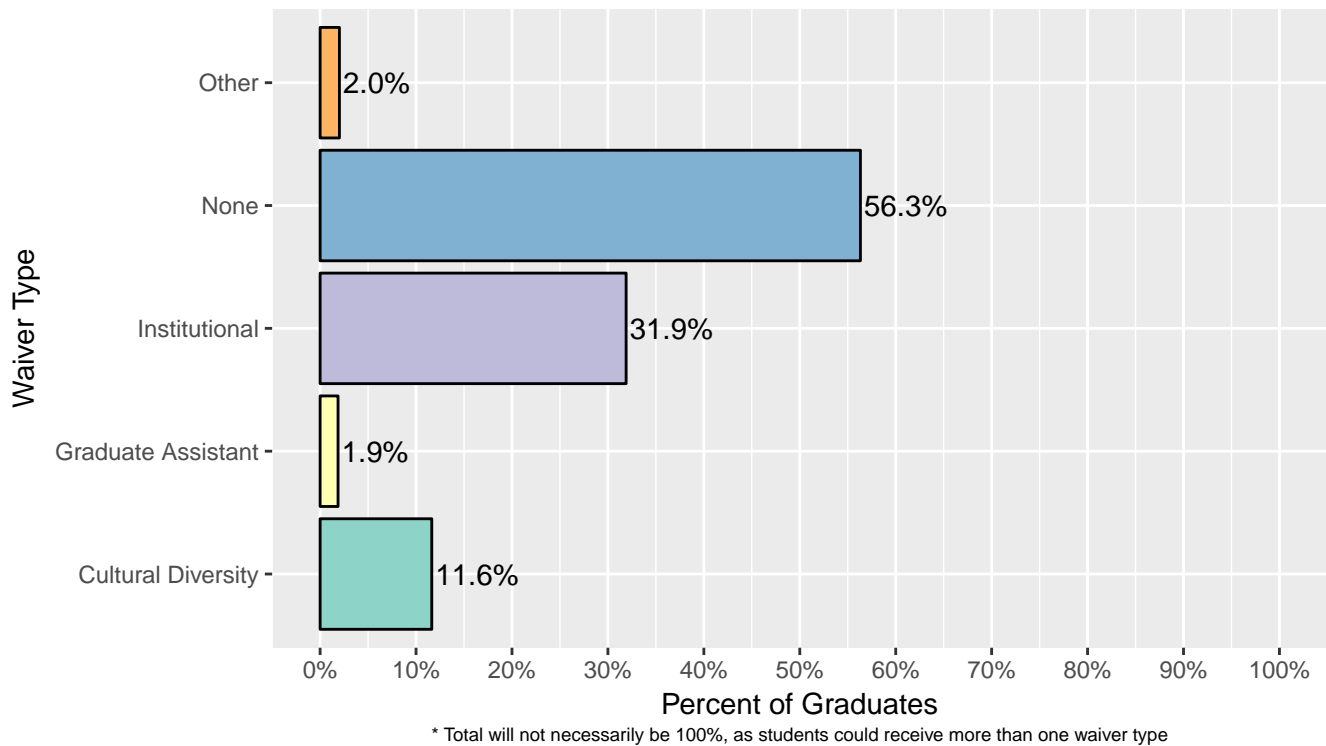


Figure 95: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver	11.9%				12.2%			15.2%	16.9%
Institutional Waiver	36.9%	38.3%	46.1%	26.5%	30.0%	22.2%	28.8%	25.3%	22.1%
No Waiver	51.2%	50.6%	43.4%	59.0%	53.3%	61.7%	56.2%	58.2%	53.2%

Table 95: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Law (CIP: 22.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Law CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

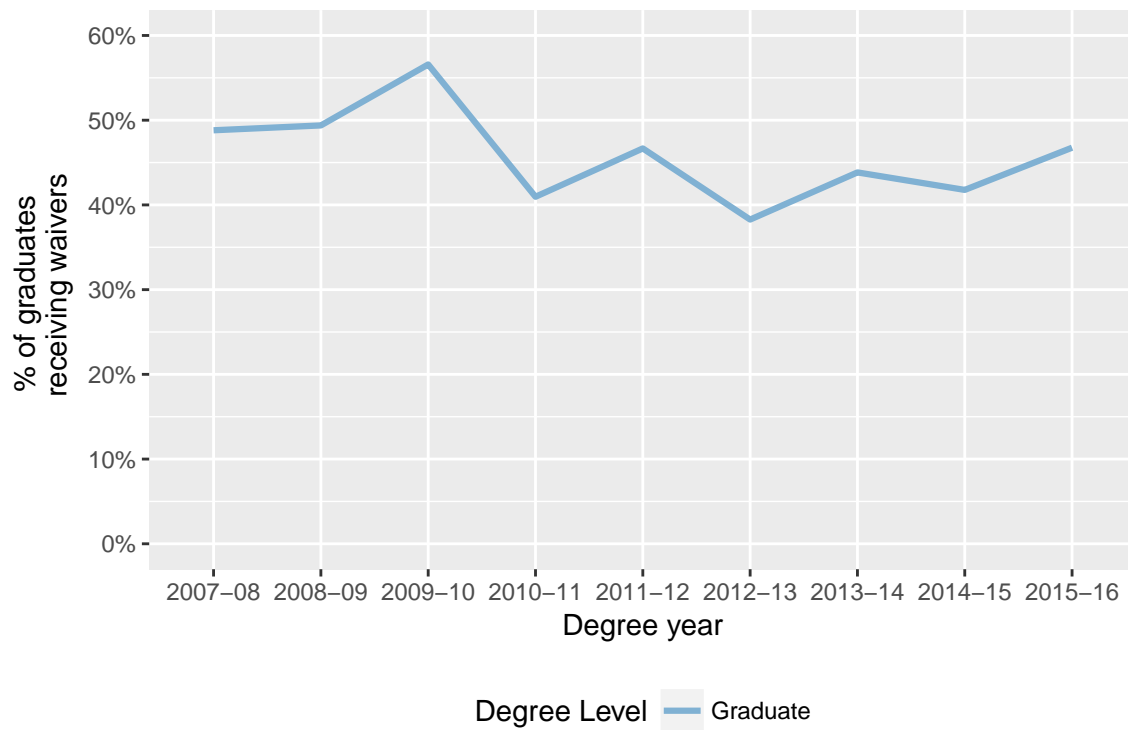


Figure 96: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	48.8%	49.4%	56.6%	41.0%	46.7%	38.3%	43.8%	41.8%	46.8%

Table 96: Percent of graduates receiving a waiver by degree year

Law (CIP: 22.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Law CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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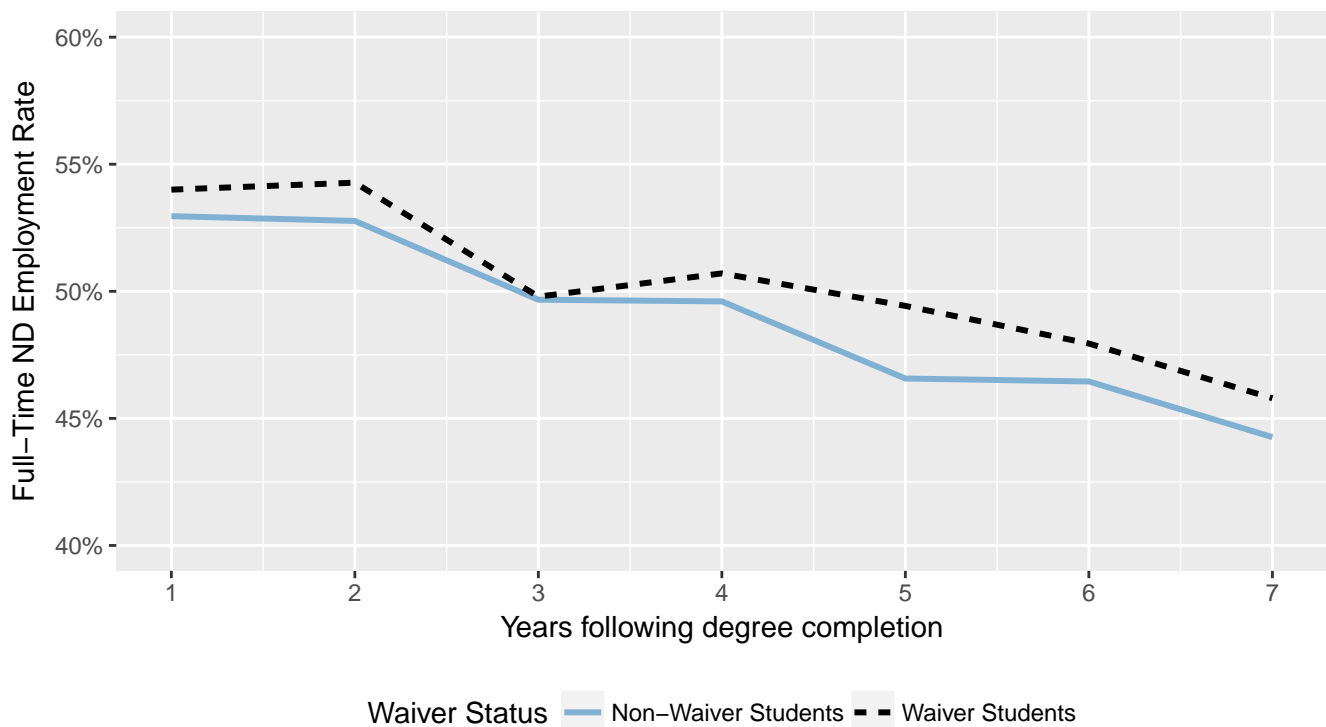


Figure 97: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	53.0%	52.8%	49.7%	49.6%	46.6%	46.5%	44.3%
Waiver Students	54.0%	54.3%	49.8%	50.7%	49.4%	47.9%	45.8%

Table 97: Full-time ND employment rates by years following degree completion and waiver status

8.20 English Language and Literature, General (CIP: 23.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the English Language and Literature, General CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

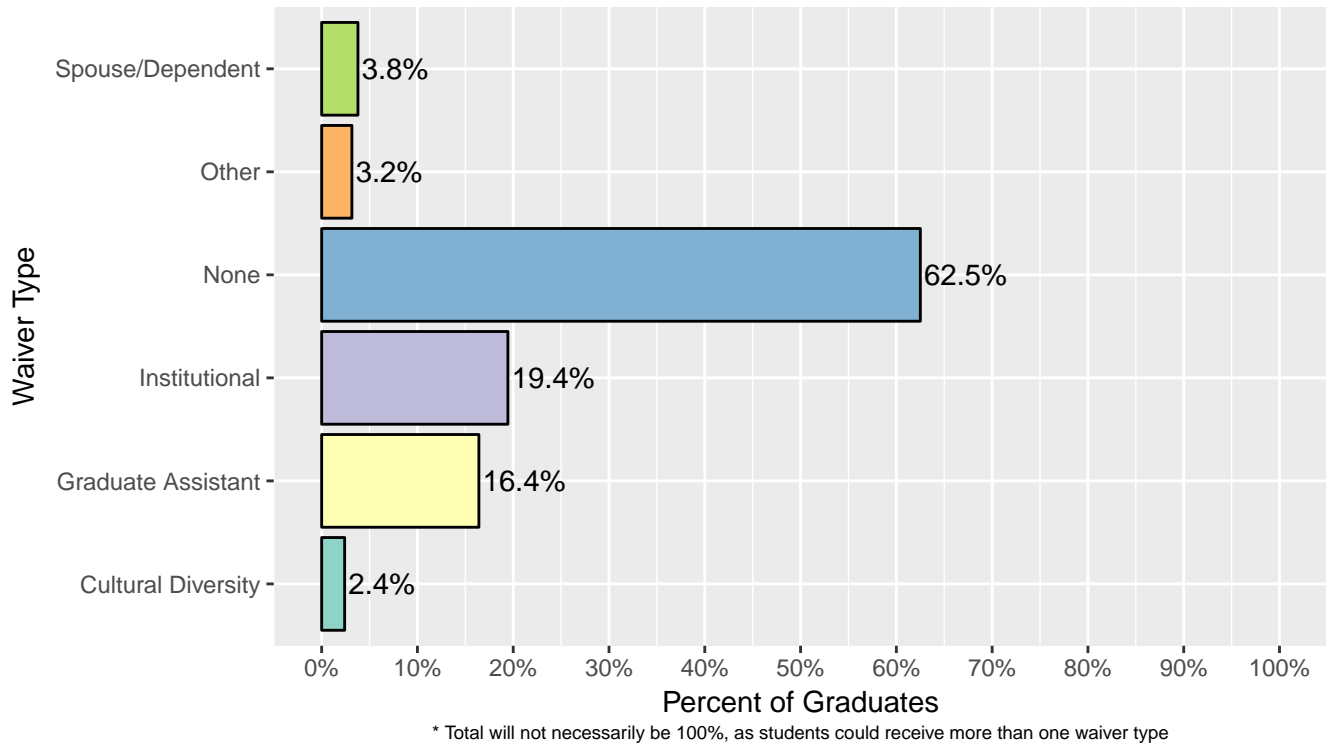


Figure 98: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver	11.7%	19.3%		22.7%	12.2%	17.0%	11.0%	16.8%	15.2%
Institutional Waiver	17.5%	13.6%	15.3%	11.3%	22.2%	15.0%	19.8%	25.7%	20.0%
No Waiver	65.0%	60.2%	67.1%	53.6%	56.7%	52.0%	58.2%	51.5%	55.2%

Table 98: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

English Language and Literature, General (CIP: 23.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the English Language and Literature, General CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

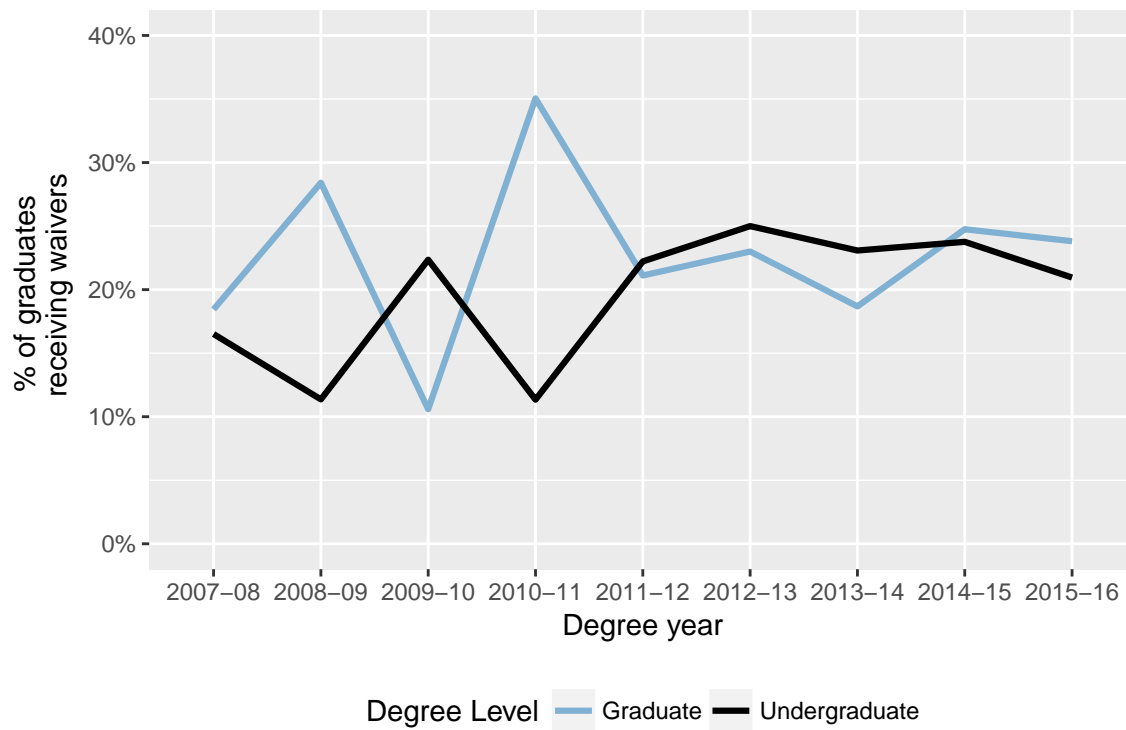


Figure 99: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	18.4%	28.4%	10.6%	35.1%	21.1%	23.0%	18.7%	24.8%	23.8%
Undergraduate	16.5%	11.4%	22.4%	11.3%	22.2%	25.0%	23.1%	23.8%	21.0%

Table 99: Percent of graduates receiving a waiver by degree year

English Language and Literature, General (CIP: 23.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the English Language and Literature, General CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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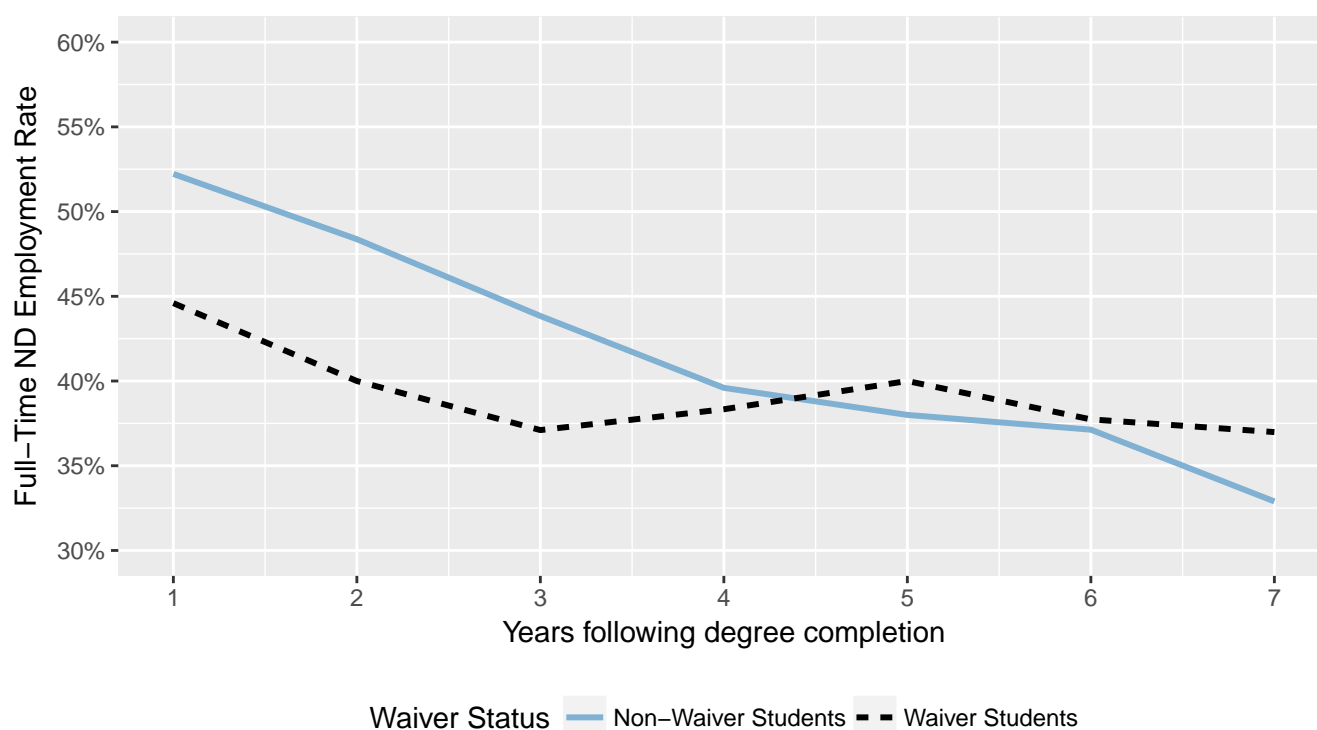


Figure 100: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	52.2%	48.4%	43.8%	39.6%	38.0%	37.1%	32.9%
Waiver Students	44.6%	40.0%	37.1%	38.3%	40.0%	37.7%	37.0%

Table 100: Full-time ND employment rates by years following degree completion and waiver status

8.21 Liberal Arts and Sciences, General Studies and Humanities (CIP: 24.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Liberal Arts and Sciences, General Studies and Humanities CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

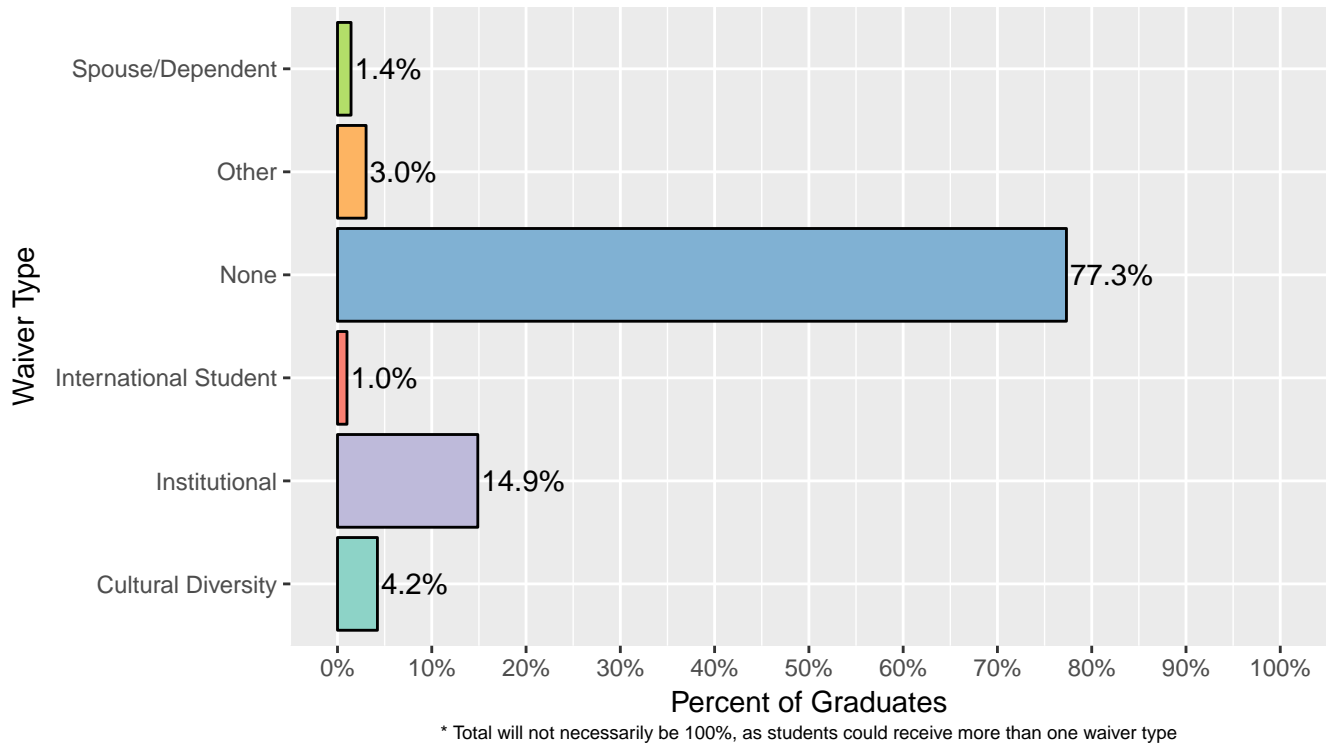


Figure 101: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver			4.0%	4.7%	4.7%	4.8%	5.3%	5.0%	3.7%
Institutional Waiver	9.3%	7.6%	10.2%	8.0%	12.3%	12.2%	17.5%	21.1%	22.6%
No Waiver	83.4%	83.8%	77.2%	83.8%	77.5%	80.1%	71.8%	68.3%	68.1%
Other	2.9%	4.2%	4.5%		4.3%		2.6%	3.1%	2.9%
Spouse/Dependent Waiver							1.9%	1.9%	1.7%

Table 101: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Liberal Arts and Sciences, General Studies and Humanities (CIP: 24.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Liberal Arts and Sciences, General Studies and Humanities CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

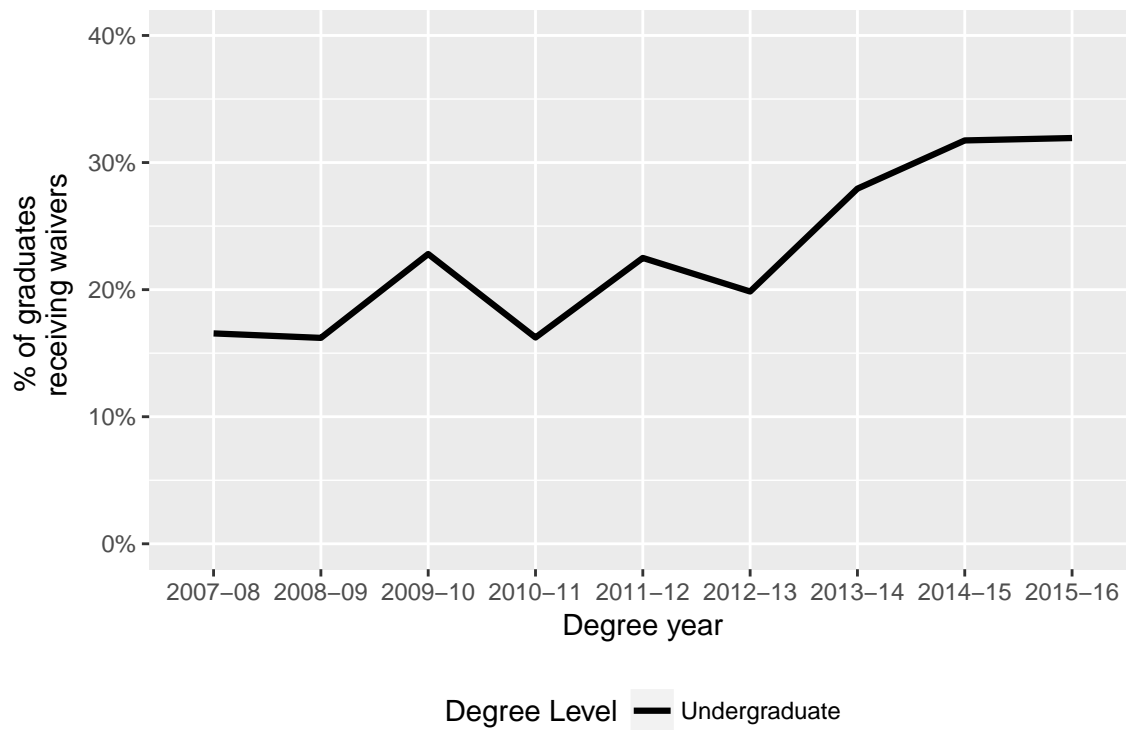


Figure 102: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	16.6%	16.2%	22.8%	16.2%	22.5%	19.9%	27.9%	31.7%	31.9%

Table 102: Percent of graduates receiving a waiver by degree year

Liberal Arts and Sciences, General Studies and Humanities (CIP: 24.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Liberal Arts and Sciences, General Studies and Humanities CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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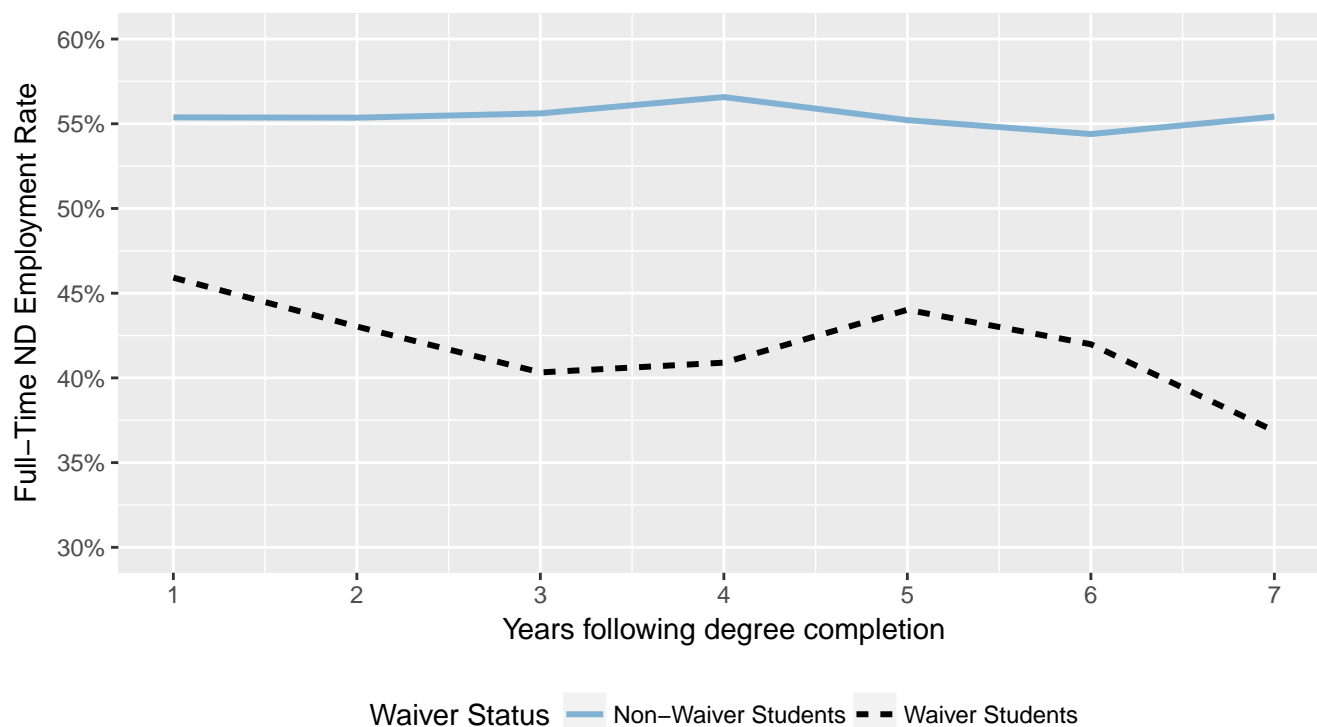


Figure 103: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	55.4%	55.4%	55.6%	56.6%	55.2%	54.4%	55.4%
Waiver Students	45.9%	43.0%	40.3%	40.9%	44.0%	42.0%	36.9%

Table 103: Full-time ND employment rates by years following degree completion and waiver status

8.22 Biology, General (CIP: 26.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Biology, General CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

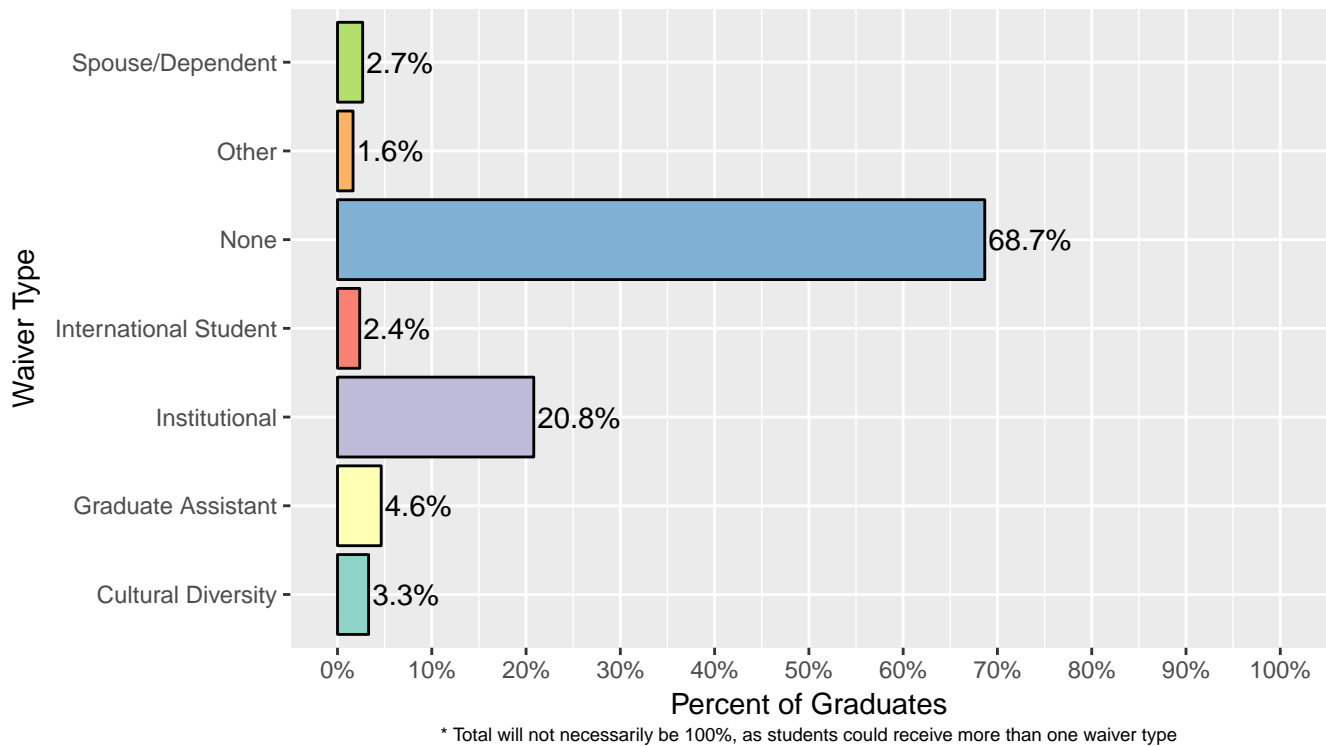


Figure 104: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver									6.1%
Institutional Waiver	10.5%	18.5%	10.6%	16.8%	16.7%	16.0%	22.8%	25.8%	31.3%
No Waiver	71.1%	67.2%	82.7%	65.5%	70.7%	71.8%	65.6%	58.4%	52.5%

Table 104: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Biology, General (CIP: 26.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Biology, General CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

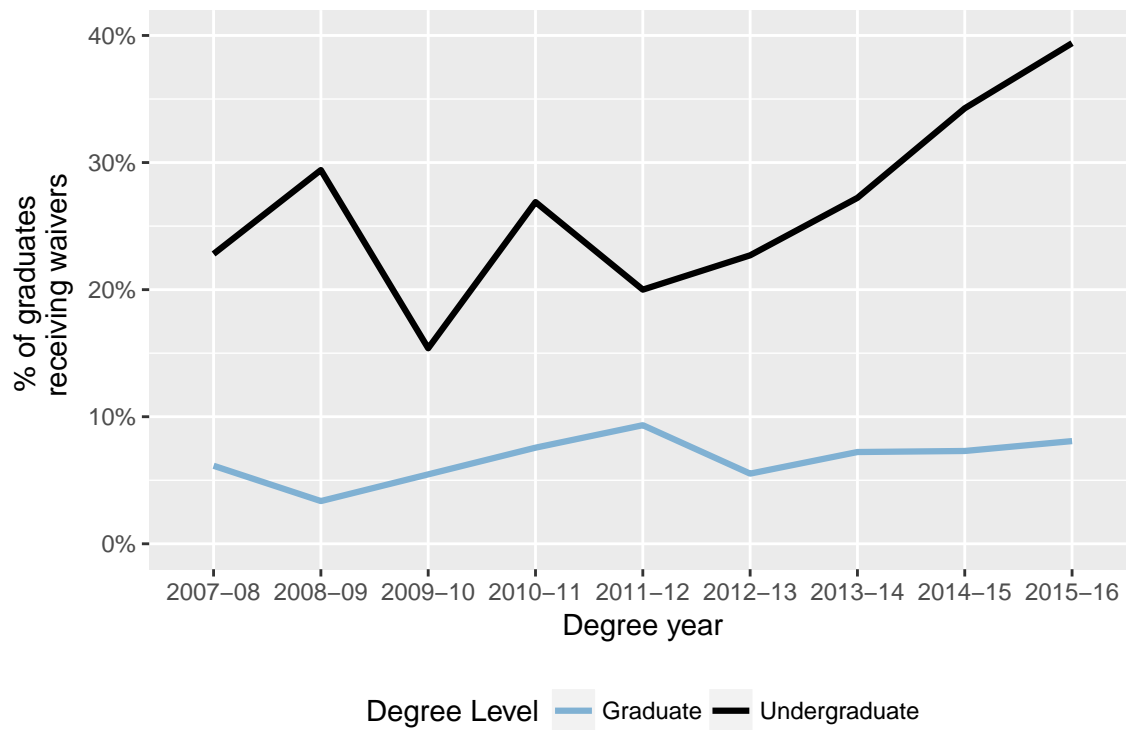


Figure 105: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	6.1%	3.4%		7.6%	9.3%	5.5%	7.2%	7.3%	8.1%
Undergraduate	22.8%	29.4%	15.4%	26.9%	20.0%	22.7%	27.2%	34.3%	39.4%

Table 105: Percent of graduates receiving a waiver by degree year

Biology, General (CIP: 26.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Biology, General CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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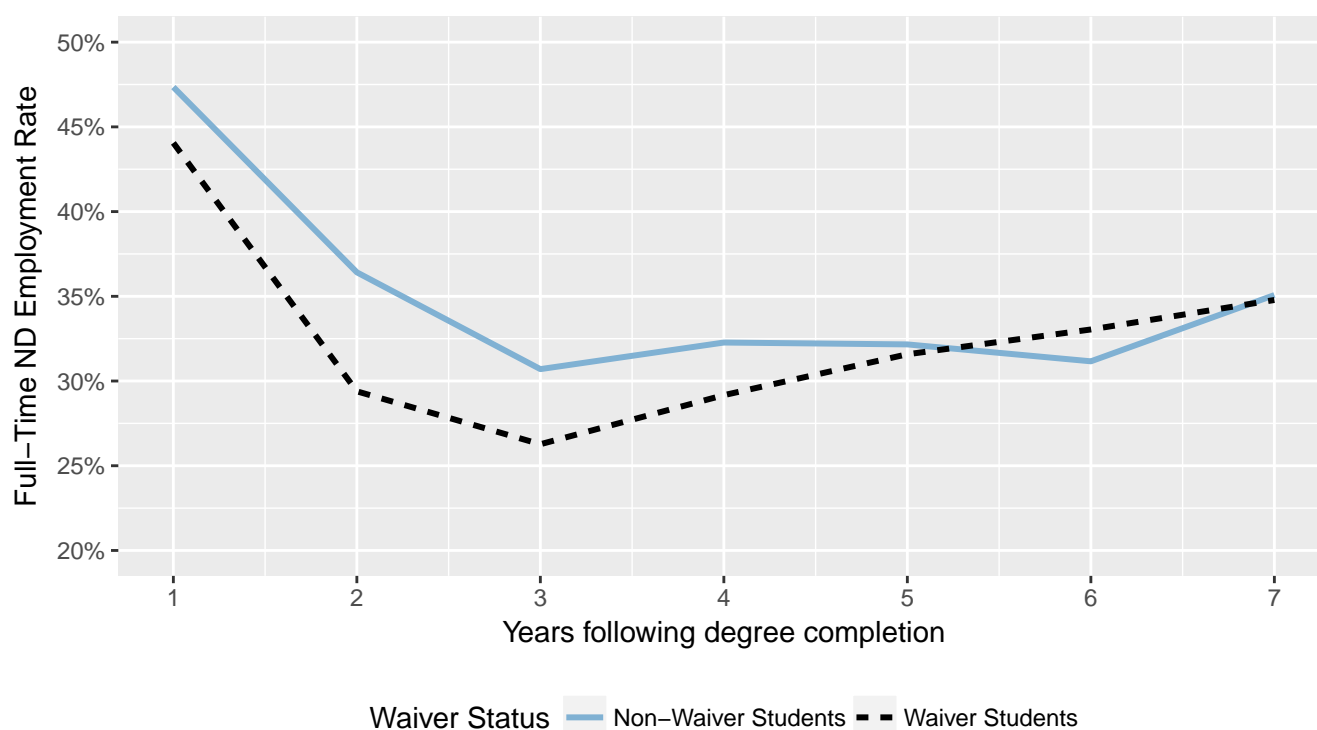


Figure 106: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	47.3%	36.4%	30.7%	32.3%	32.2%	31.2%	35.1%
Waiver Students	44.1%	29.4%	26.3%	29.2%	31.6%	33.0%	34.8%

Table 106: Full-time ND employment rates by years following degree completion and waiver status

8.23 Microbiological Sciences and Immunology (CIP: 26.05)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Microbiological Sciences and Immunology CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

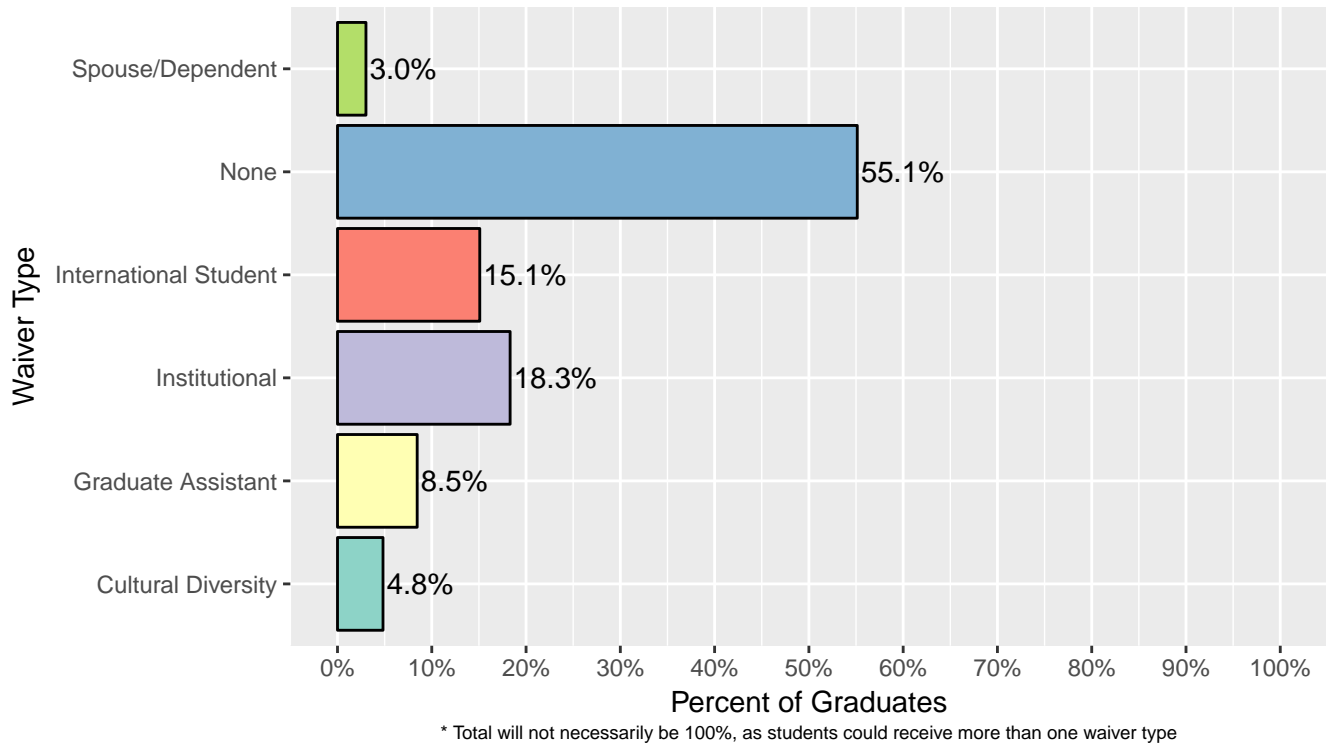


Figure 107: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver							27.7%	23.5%	34.4%
International Student Waiver	21.3%	25.5%			20.4%	16.4%			
No Waiver	55.3%	50.9%	42.9%	64.4%	51.9%	64.2%	49.2%	51.8%	37.7%

Table 107: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Microbiological Sciences and Immunology (CIP: 26.05)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Microbiological Sciences and Immunology CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

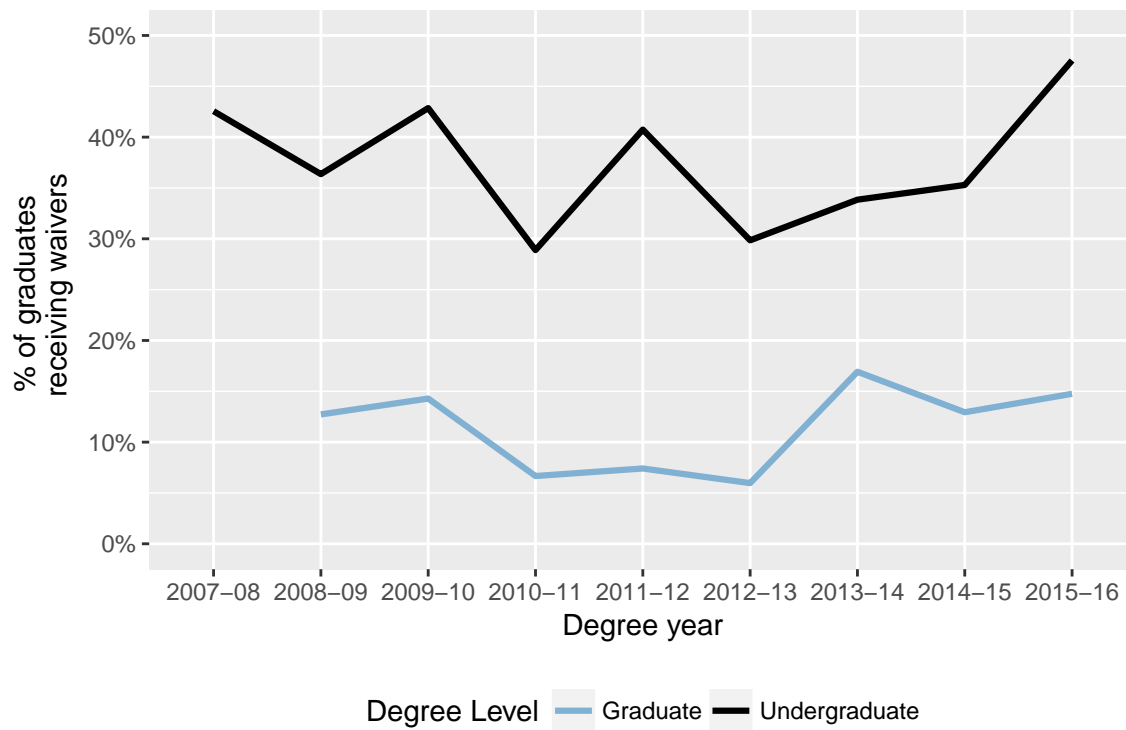


Figure 108: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate		12.7%	14.3%	6.7%	7.4%	6.0%	16.9%	12.9%	14.8%
Undergraduate	42.6%	36.4%	42.9%	28.9%	40.7%	29.9%	33.8%	35.3%	47.5%

Table 108: Percent of graduates receiving a waiver by degree year

Microbiological Sciences and Immunology (CIP: 26.05)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Microbiological Sciences and Immunology CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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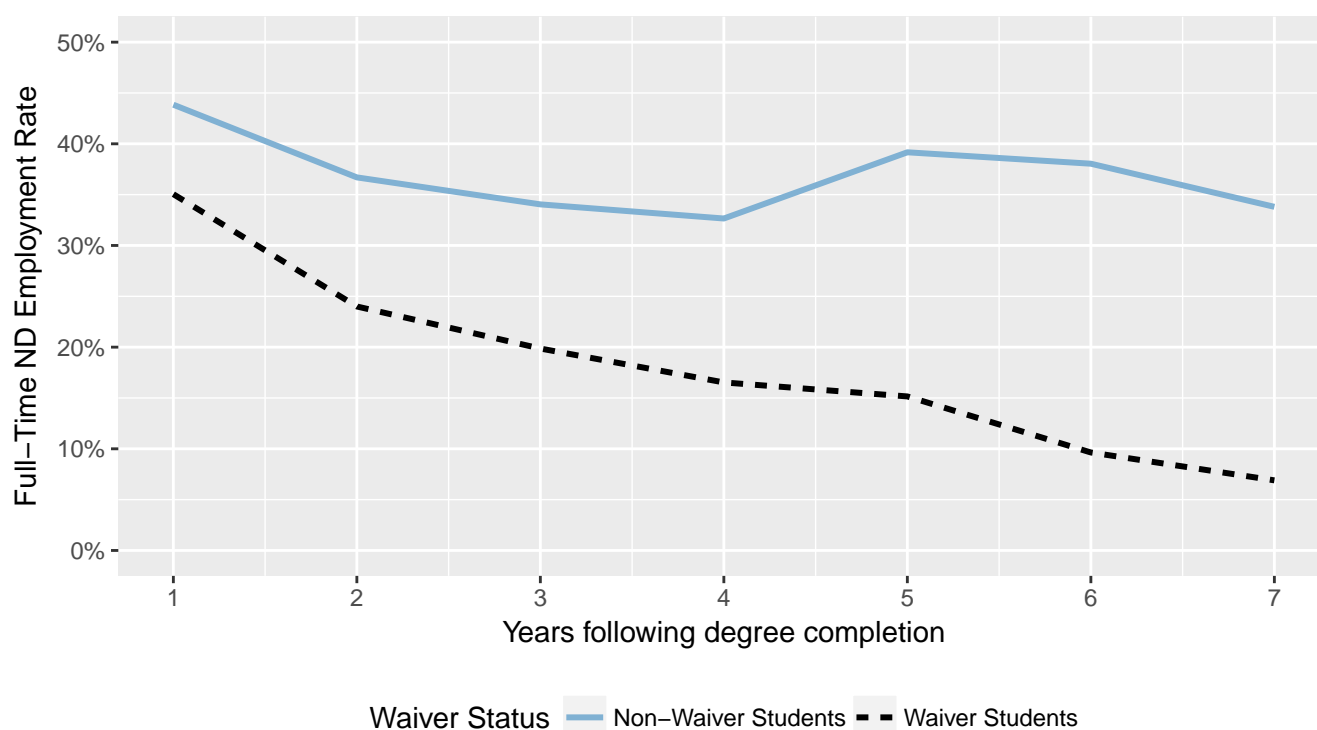


Figure 109: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	43.8%	36.7%	34.0%	32.7%	39.2%	38.0%	33.8%
Waiver Students	35.0%	24.0%	19.9%	16.5%	15.2%	9.6%	6.9%

Table 109: Full-time ND employment rates by years following degree completion and waiver status

8.24 Zoology/Animal Biology (CIP: 26.07)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Zoology/Animal Biology CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

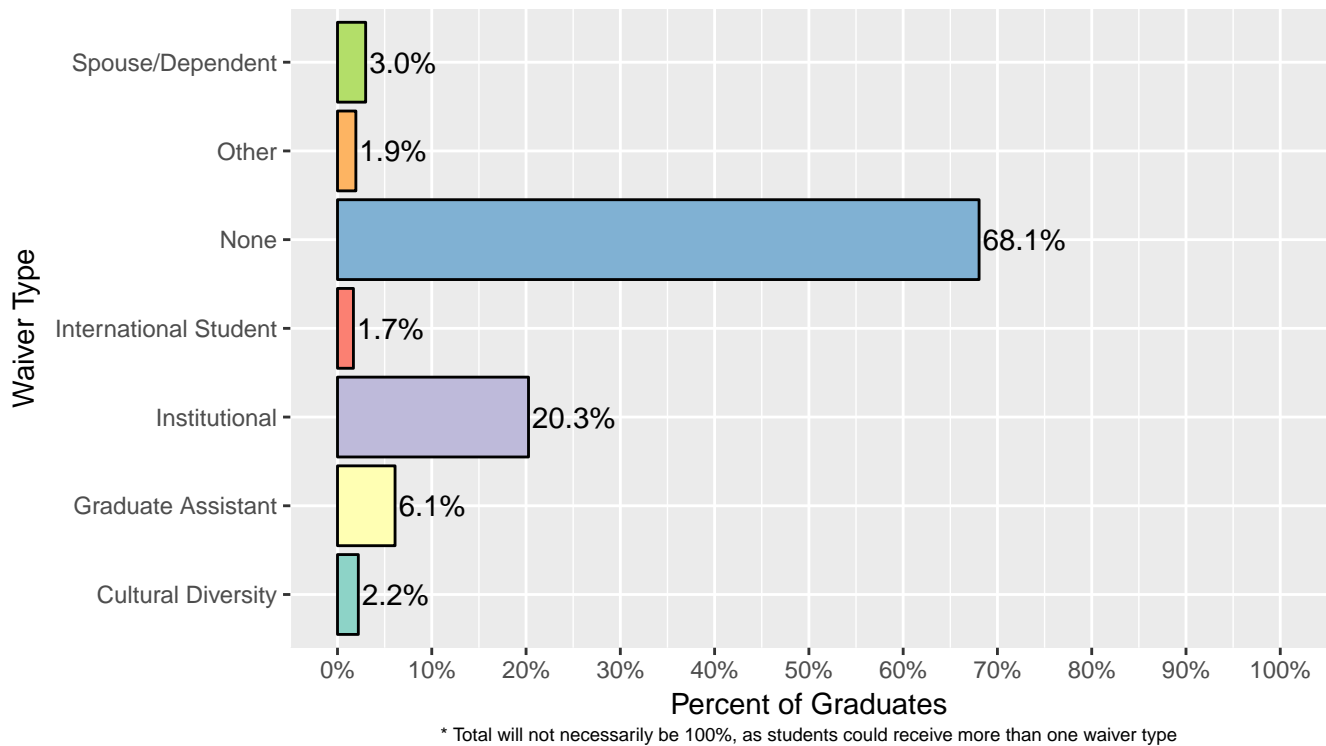


Figure 110: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver				13.3%	18.3%	16.0%	22.2%	25.8%	29.1%
No Waiver	73.3%	66.7%	68.9%	70.7%	72.0%	71.7%	67.6%	54.2%	56.4%

Table 110: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Zoology/Animal Biology (CIP: 26.07)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Zoology/Animal Biology CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

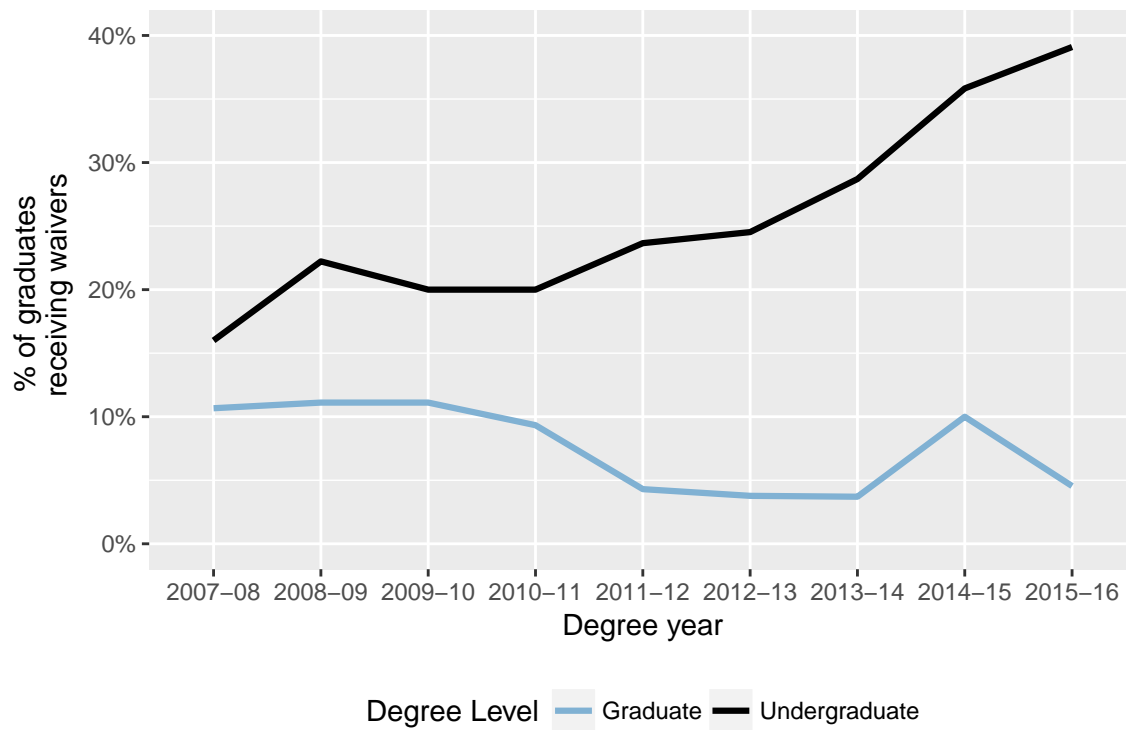


Figure 111: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	10.7%	11.1%	11.1%	9.3%	4.3%	3.8%	3.7%	10.0%	4.5%
Undergraduate	16.0%	22.2%	20.0%	20.0%	23.7%	24.5%	28.7%	35.8%	39.1%

Table 111: Percent of graduates receiving a waiver by degree year

Zoology/Animal Biology (CIP: 26.07)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Zoology/Animal Biology CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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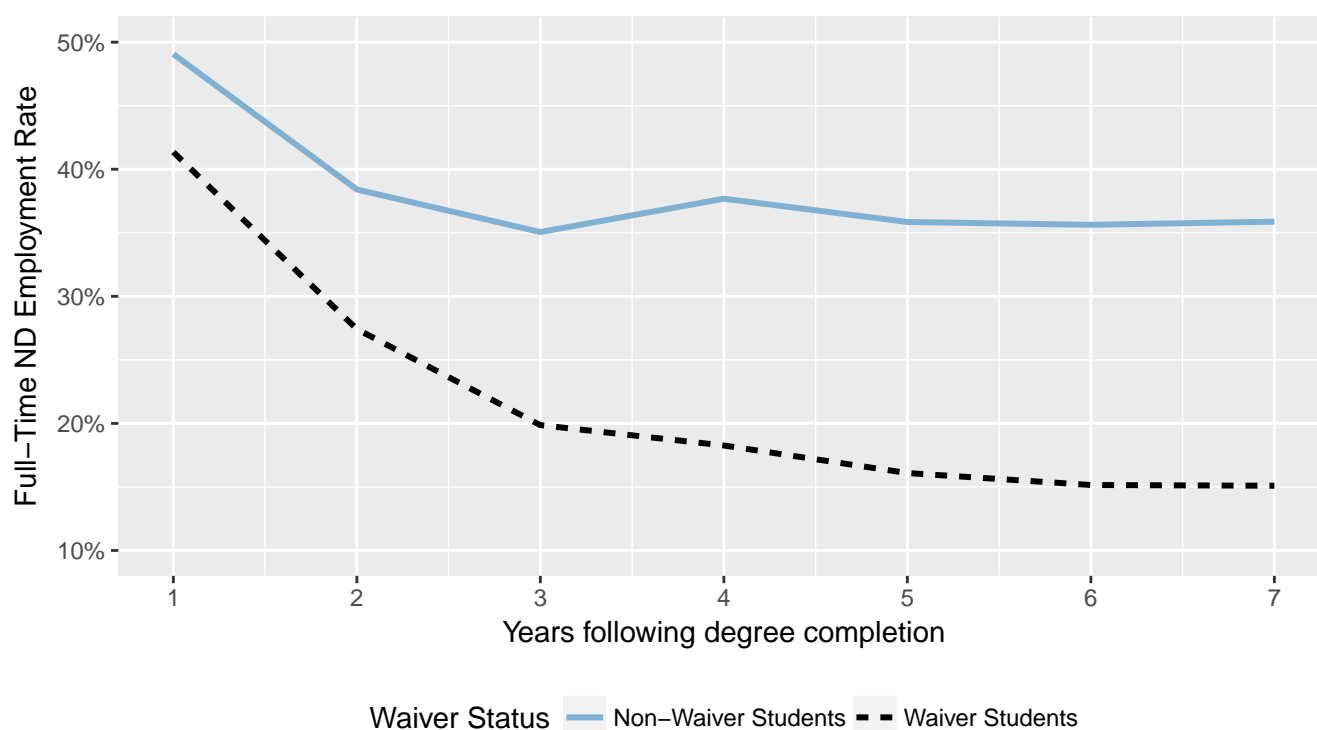


Figure 112: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	49.1%	38.4%	35.1%	37.7%	35.8%	35.6%	35.9%
Waiver Students	41.4%	27.4%	19.9%	18.3%	16.1%	15.2%	15.1%

Table 112: Full-time ND employment rates by years following degree completion and waiver status

8.25 Mathematics (CIP: 27.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Mathematics CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

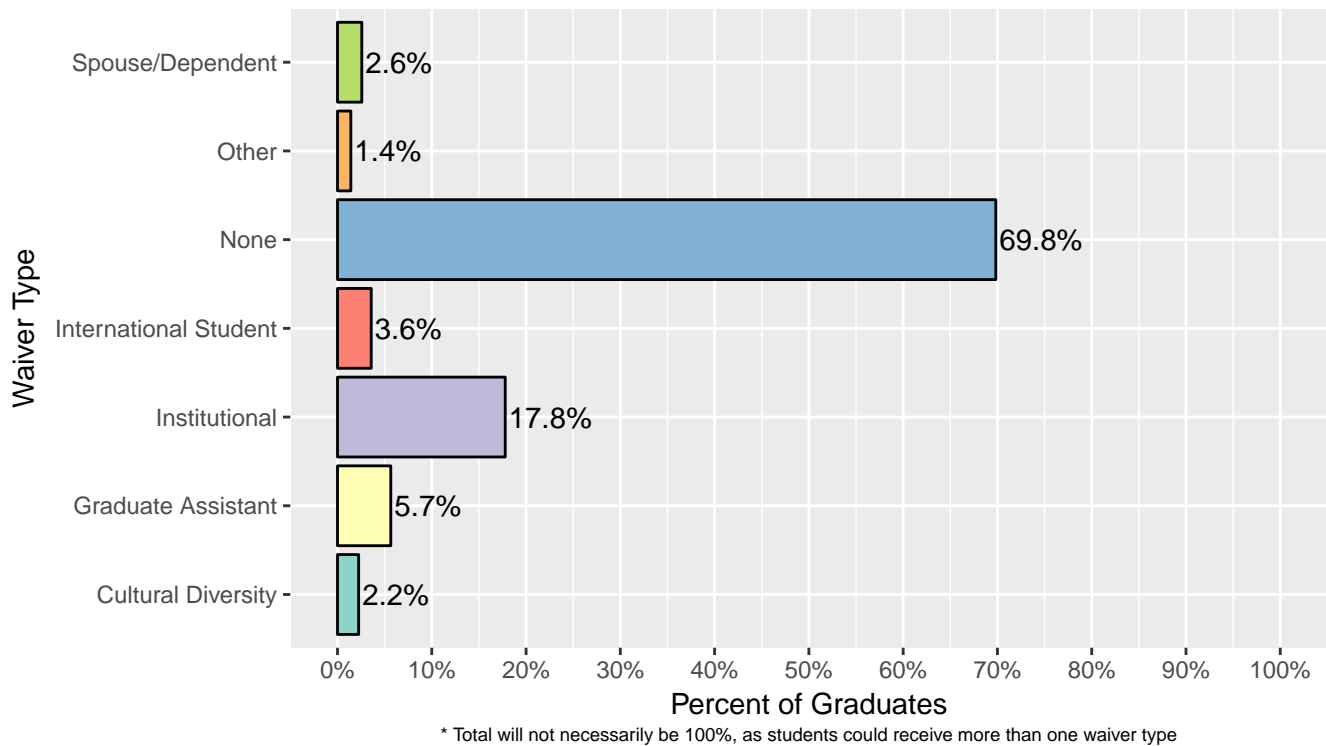


Figure 113: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver		9.1%		8.5%					5.7%
Institutional Waiver	13.1%	14.5%	15.0%		17.2%	14.8%	18.4%	25.8%	21.1%
No Waiver	76.2%	64.5%	71.0%	74.4%	66.4%	70.4%	63.9%	62.4%	65.5%

Table 113: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Mathematics (CIP: 27.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Mathematics CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

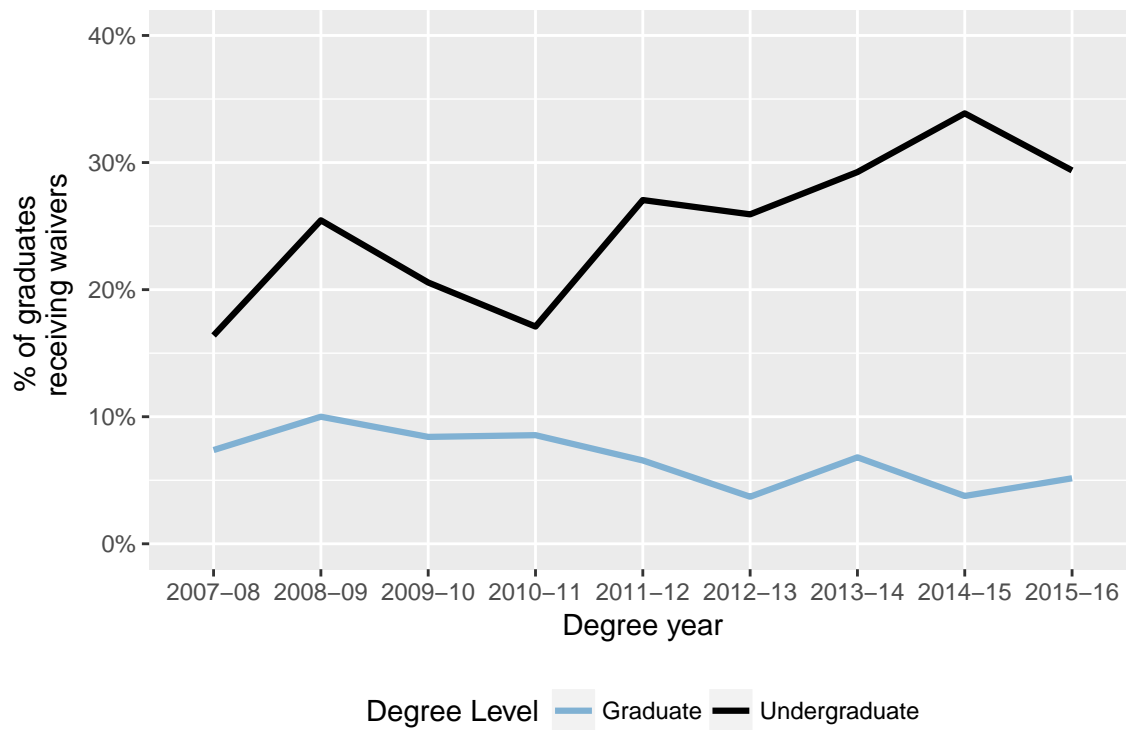


Figure 114: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	7.4%	10.0%	8.4%	8.5%	6.6%	3.7%	6.8%	3.8%	5.2%
Undergraduate	16.4%	25.5%	20.6%	17.1%	27.0%	25.9%	29.3%	33.9%	29.4%

Table 114: Percent of graduates receiving a waiver by degree year

Mathematics (CIP: 27.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Mathematics CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

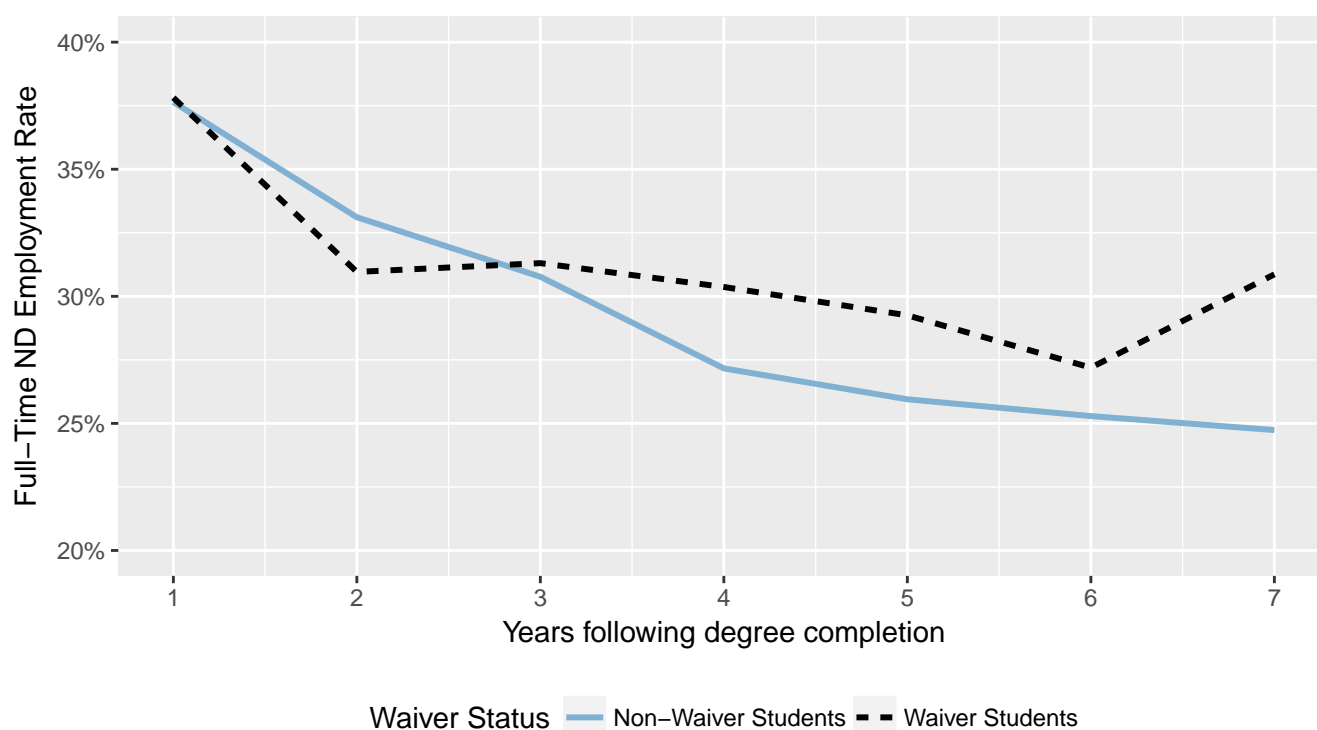


Figure 115: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	37.6%	33.1%	30.8%	27.2%	25.9%	25.3%	24.7%
Waiver Students	37.8%	31.0%	31.3%	30.4%	29.3%	27.2%	30.9%

Table 115: Full-time ND employment rates by years following degree completion and waiver status

8.26 Multi/Interdisciplinary Studies, Other (CIP: 30.99)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Multi/Interdisciplinary Studies, Other CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

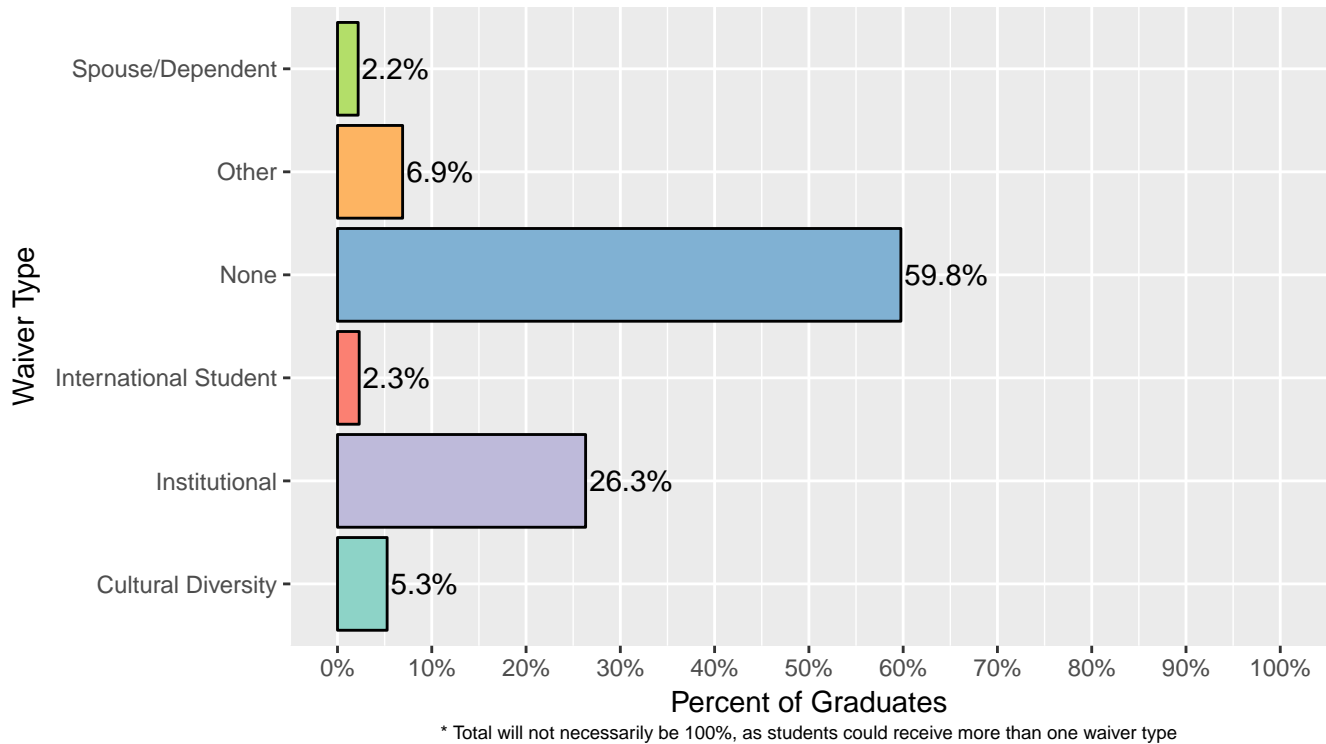


Figure 116: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	28.0%	30.8%	19.3%	23.2%	25.8%	18.4%	26.1%	31.5%	28.2%
No Waiver	53.6%	53.3%	62.2%	61.6%	57.3%	62.1%	58.7%	54.8%	61.2%
Other					8.1%				

Table 116: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Multi/Interdisciplinary Studies, Other (CIP: 30.99)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Multi/Interdisciplinary Studies, Other CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

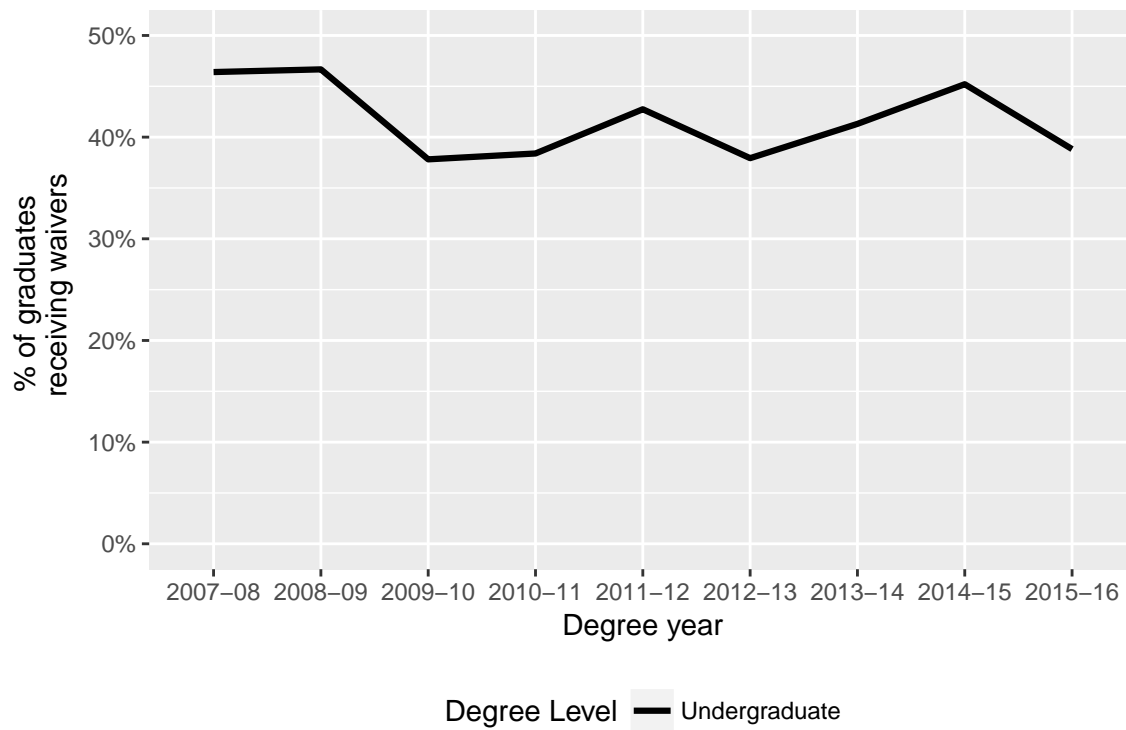


Figure 117: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	46.4%	46.7%	37.8%	38.4%	42.7%	37.9%	41.3%	45.2%	38.8%

Table 117: Percent of graduates receiving a waiver by degree year

Multi/Interdisciplinary Studies, Other (CIP: 30.99)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Multi/Interdisciplinary Studies, Other CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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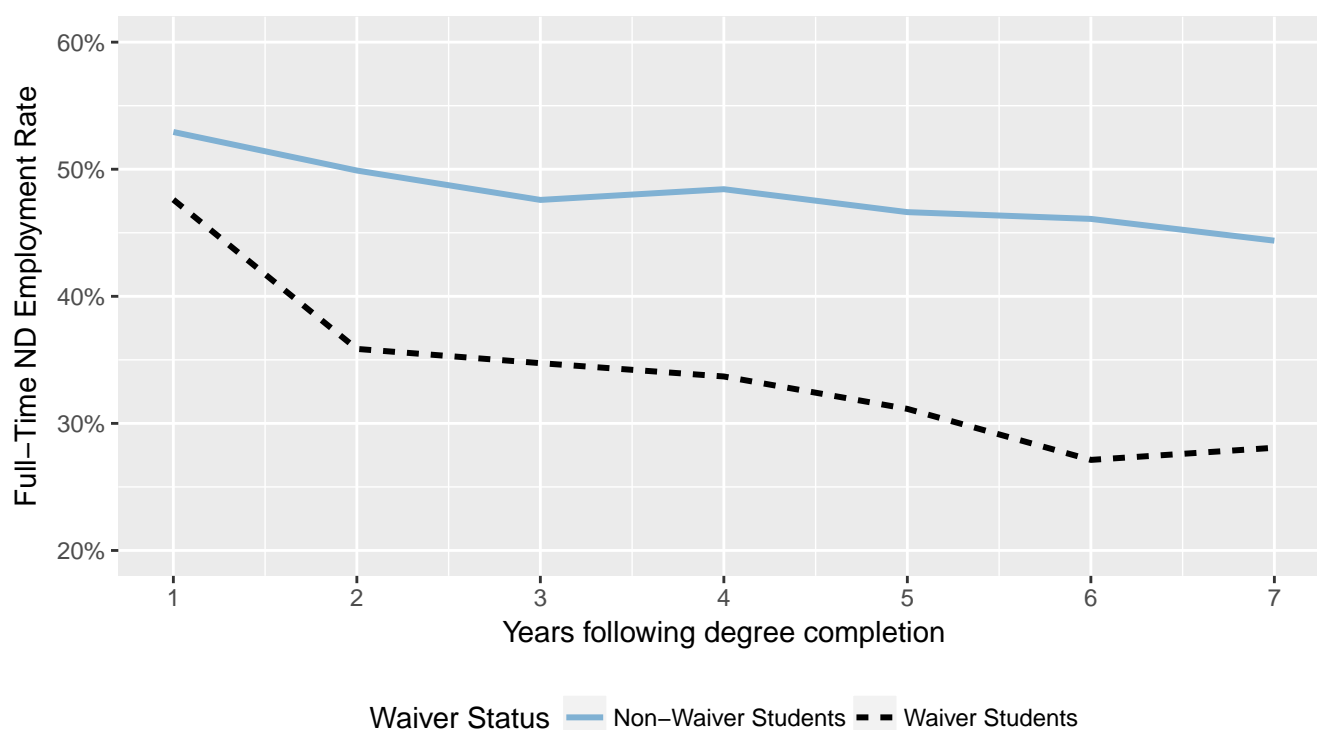


Figure 118: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	52.9%	49.9%	47.6%	48.4%	46.6%	46.1%	44.4%
Waiver Students	47.6%	35.9%	34.7%	33.7%	31.1%	27.1%	28.1%

Table 118: Full-time ND employment rates by years following degree completion and waiver status

8.27 Health and Physical Education/Fitness (CIP: 31.05)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Health and Physical Education/Fitness CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

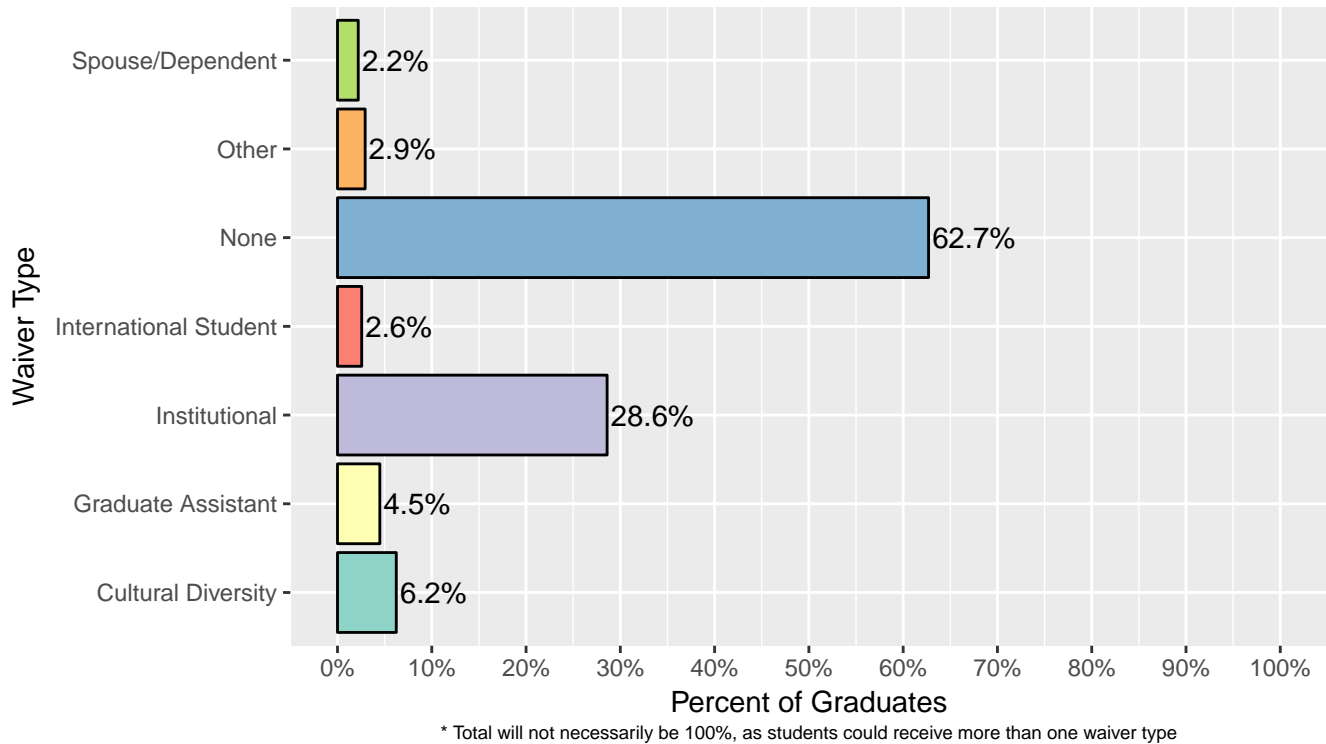


Figure 119: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver					12.0%		6.0%	4.5%	
Graduate Assistant Waiver								5.0%	
Institutional Waiver	26.2%	18.3%	22.9%	19.0%	23.9%	22.3%	25.3%	32.3%	31.0%
No Waiver	60.0%	56.3%	50.6%	67.2%	56.4%	63.1%	61.4%	52.3%	52.4%
Other									4.4%

Table 119: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Health and Physical Education/Fitness (CIP: 31.05)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Health and Physical Education/Fitness CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

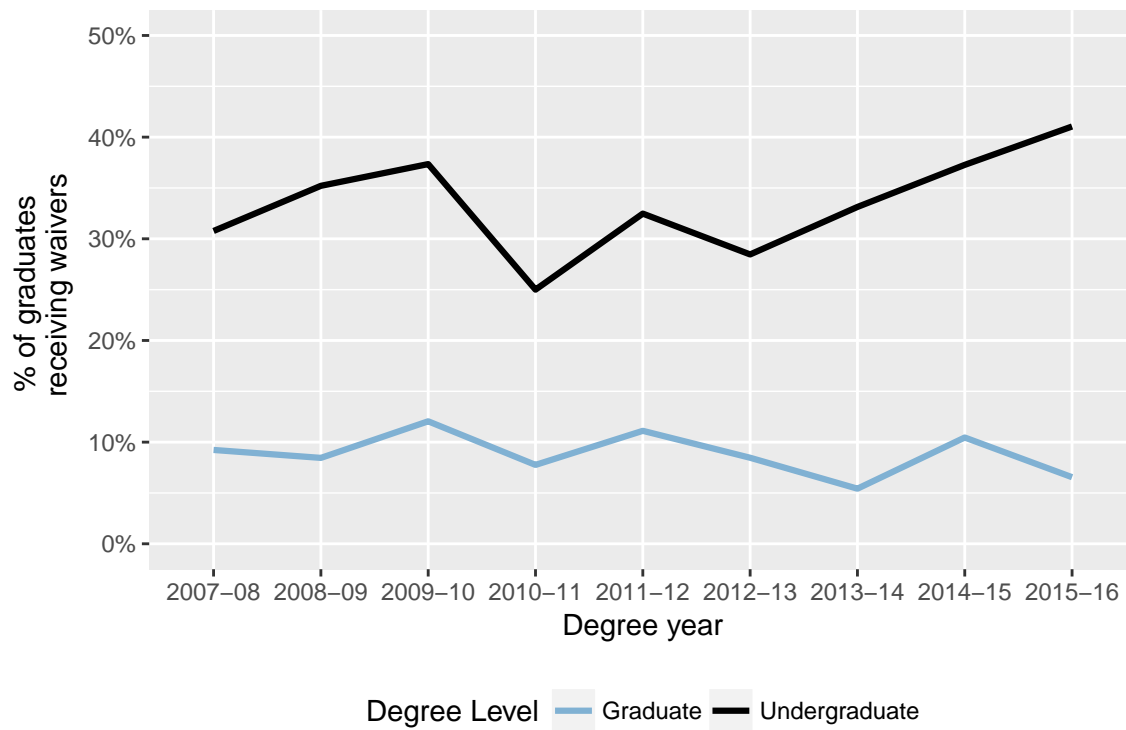


Figure 120: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	9.2%	8.5%	12.0%	7.8%	11.1%	8.5%	5.4%	10.5%	6.6%
Undergraduate	30.8%	35.2%	37.3%	25.0%	32.5%	28.5%	33.1%	37.3%	41.0%

Table 120: Percent of graduates receiving a waiver by degree year

Health and Physical Education/Fitness (CIP: 31.05)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Health and Physical Education/Fitness CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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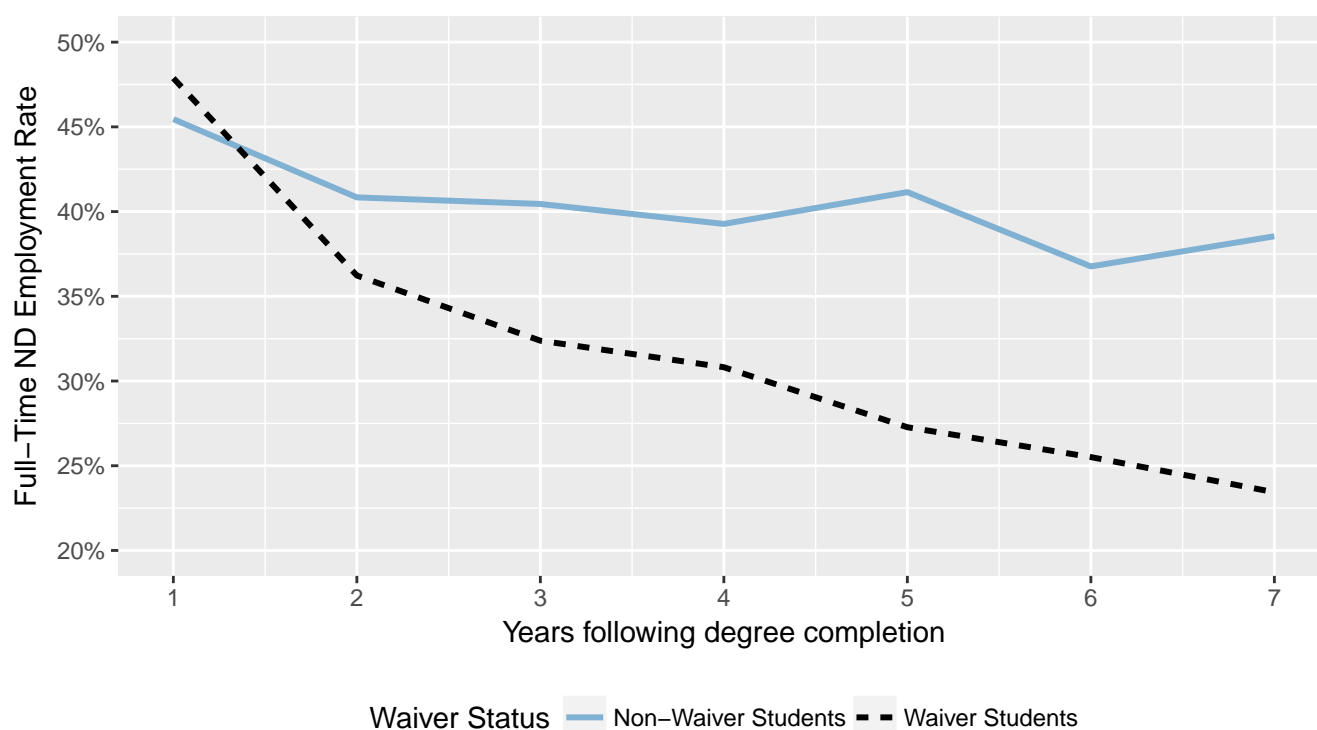


Figure 121: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	45.5%	40.8%	40.4%	39.3%	41.1%	36.8%	38.5%
Waiver Students	47.9%	36.2%	32.4%	30.8%	27.3%	25.5%	23.4%

Table 121: Full-time ND employment rates by years following degree completion and waiver status

8.28 Chemistry (CIP: 40.05)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Chemistry CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

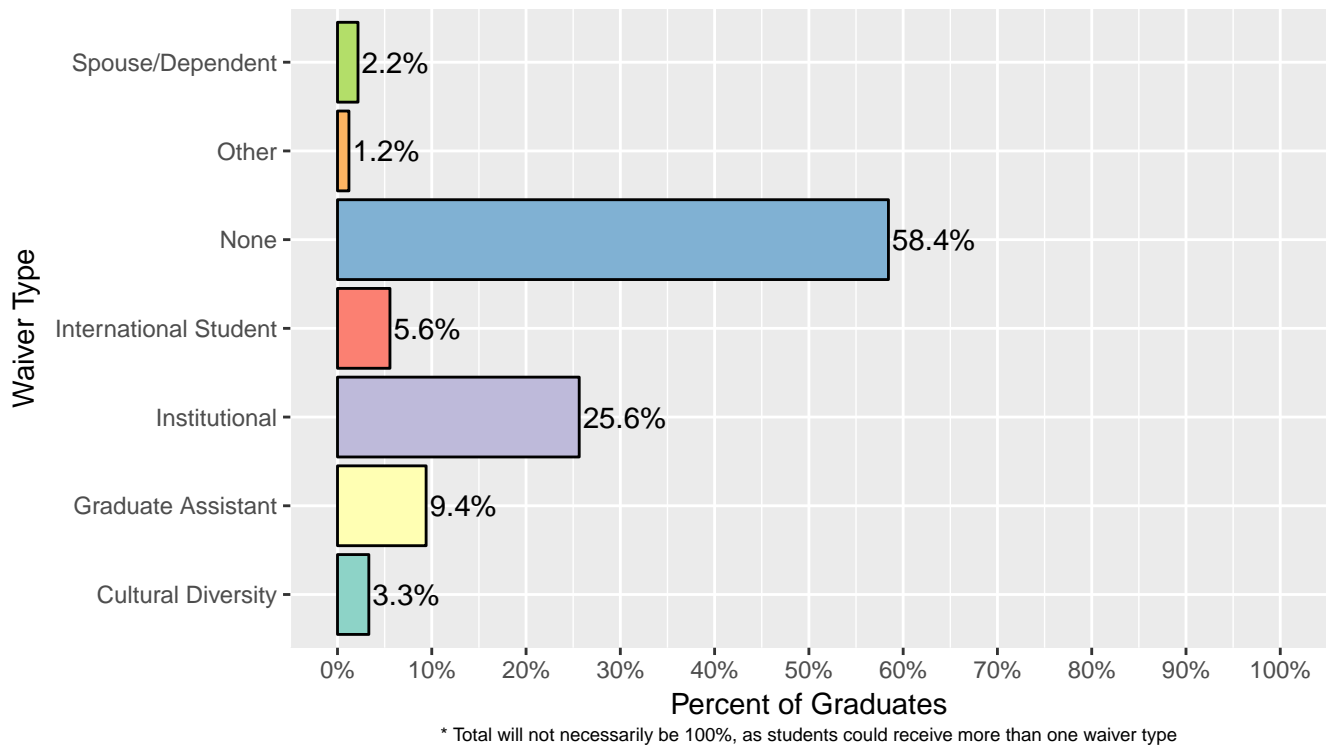


Figure 122: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver									4.3%
Graduate Assistant Waiver	12.7%	9.3%	12.2%	12.5%	11.5%	9.0%	8.6%	5.6%	5.1%
Institutional Waiver	14.2%	20.0%	14.5%	14.7%	17.8%	16.9%	25.4%	34.2%	39.4%
International Student Waiver		7.3%			12.1%	6.9%			
No Waiver	62.7%	59.3%	60.3%	59.6%	52.9%	61.9%	57.3%	51.5%	43.7%
Spouse/Dependent Waiver									4.7%

Table 122: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Chemistry (CIP: 40.05)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Chemistry CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

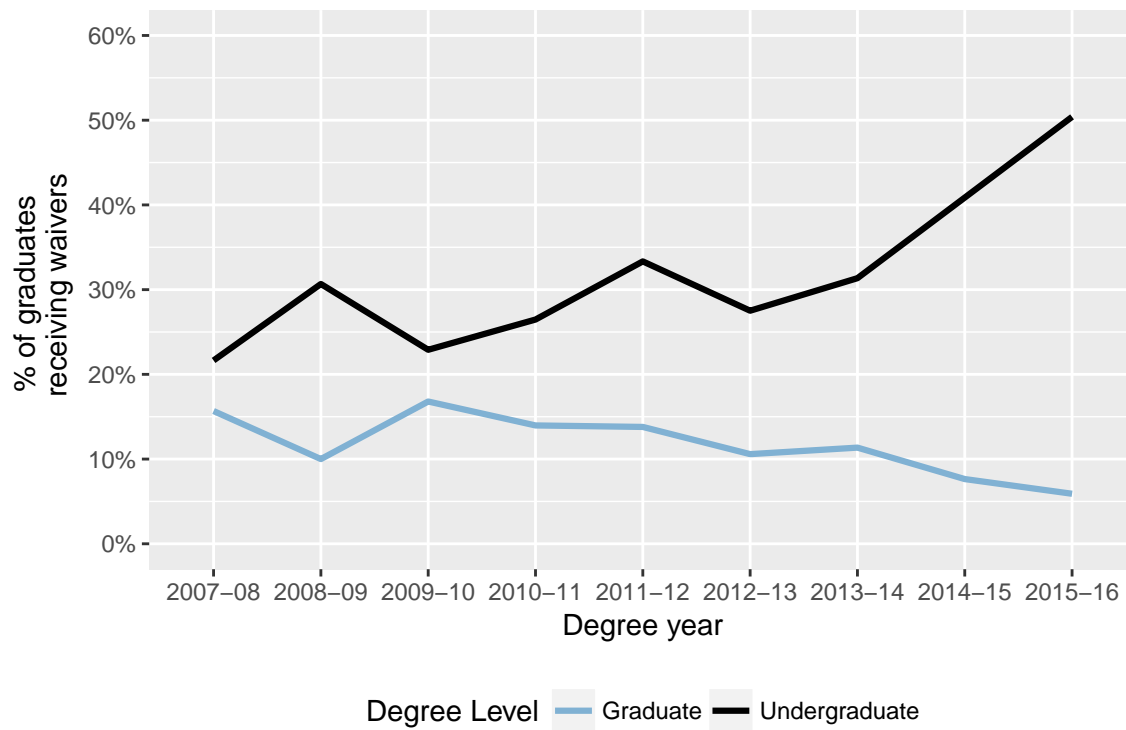


Figure 123: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	15.7%	10.0%	16.8%	14.0%	13.8%	10.6%	11.4%	7.6%	5.9%
Undergraduate	21.6%	30.7%	22.9%	26.5%	33.3%	27.5%	31.4%	40.9%	50.4%

Table 123: Percent of graduates receiving a waiver by degree year

Chemistry (CIP: 40.05)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Chemistry CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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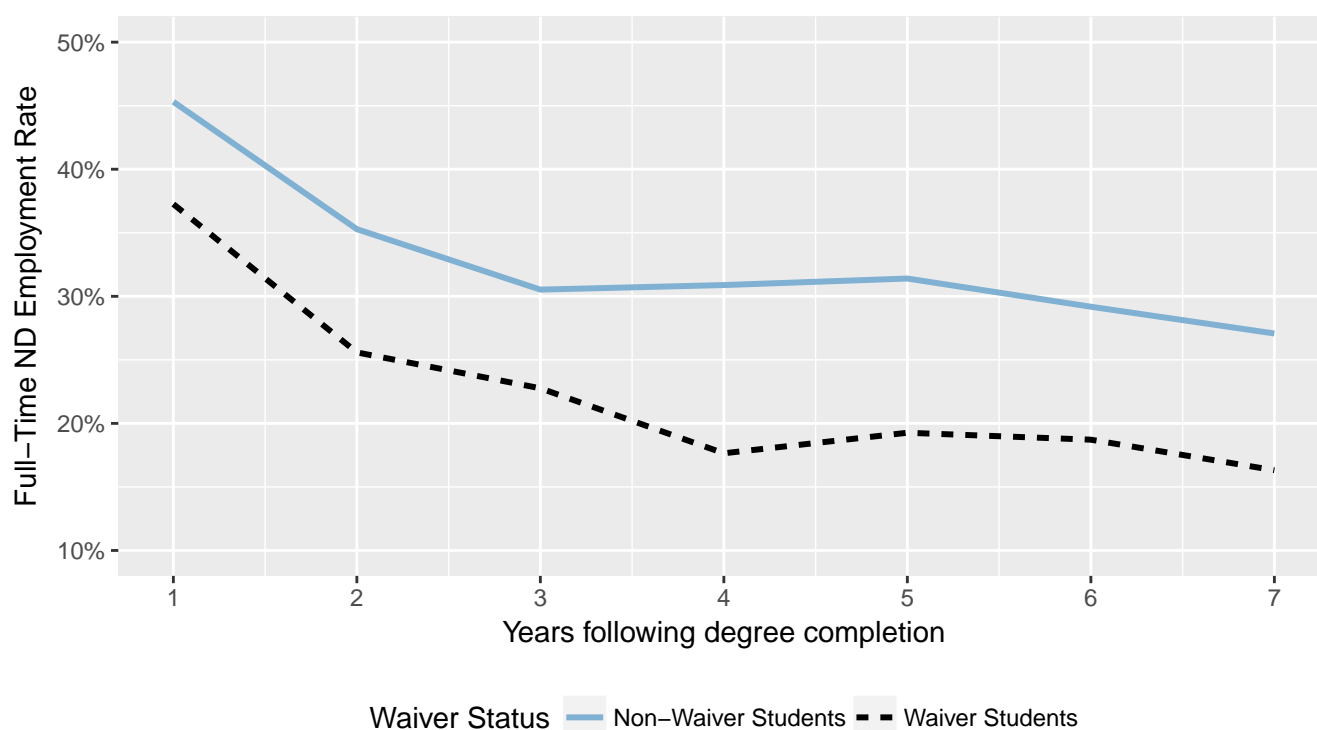


Figure 124: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	45.3%	35.3%	30.5%	30.9%	31.4%	29.2%	27.1%
Waiver Students	37.3%	25.6%	22.8%	17.6%	19.3%	18.7%	16.3%

Table 124: Full-time ND employment rates by years following degree completion and waiver status

8.29 Psychology, General (CIP: 42.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Psychology, General CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

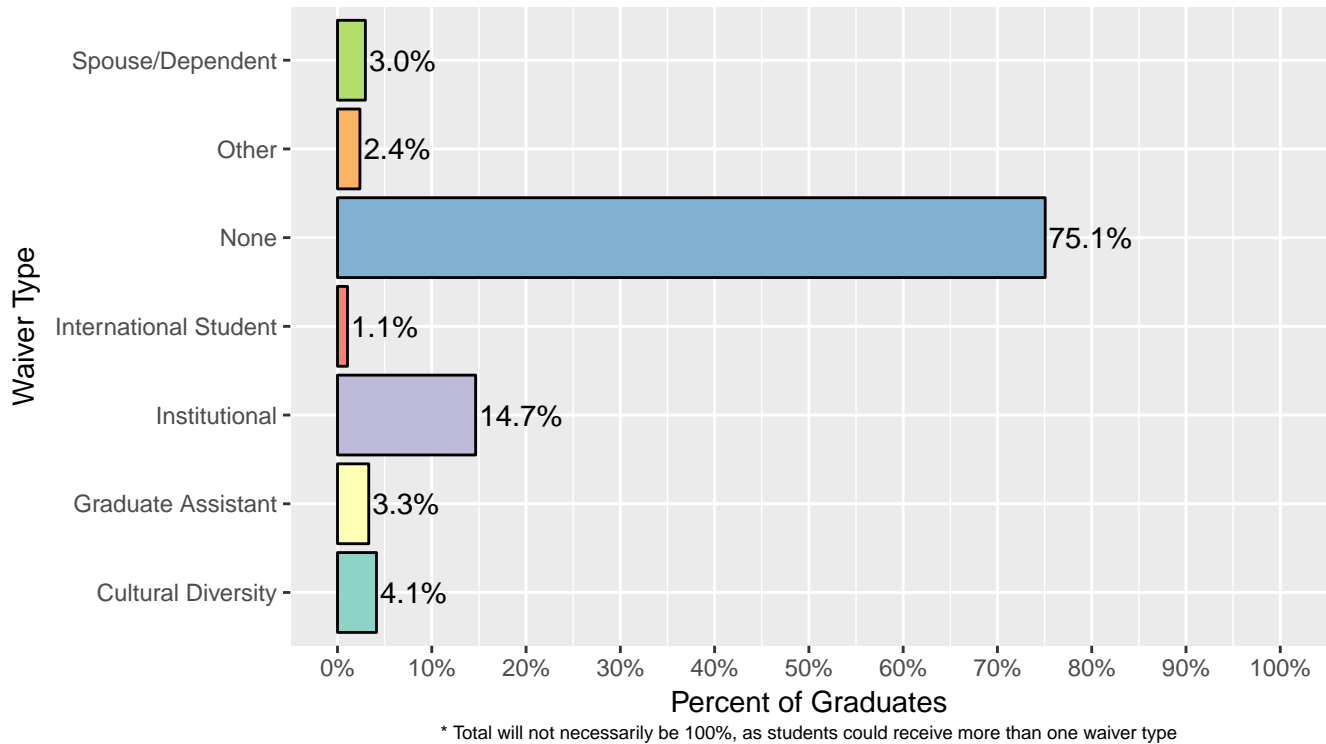


Figure 125: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver	3.1%	3.4%	4.3%	2.7%	3.5%	5.2%	2.6%	5.3%	4.9%
Graduate Assistant Waiver	4.2%	3.4%	3.8%	3.9%	3.3%	2.4%	3.3%	2.1%	3.2%
Institutional Waiver	15.2%	15.8%	14.4%	9.6%	12.5%	7.3%	14.2%	16.6%	19.7%
No Waiver	73.0%	71.9%	69.5%	77.0%	74.1%	79.2%	74.5%	68.6%	66.8%
Other				3.4%	2.4%	2.0%	2.0%	3.0%	
Spouse/Dependent Waiver			4.5%	2.5%	2.4%	3.0%	2.6%	3.4%	3.3%

Table 125: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Psychology, General (CIP: 42.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Psychology, General CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

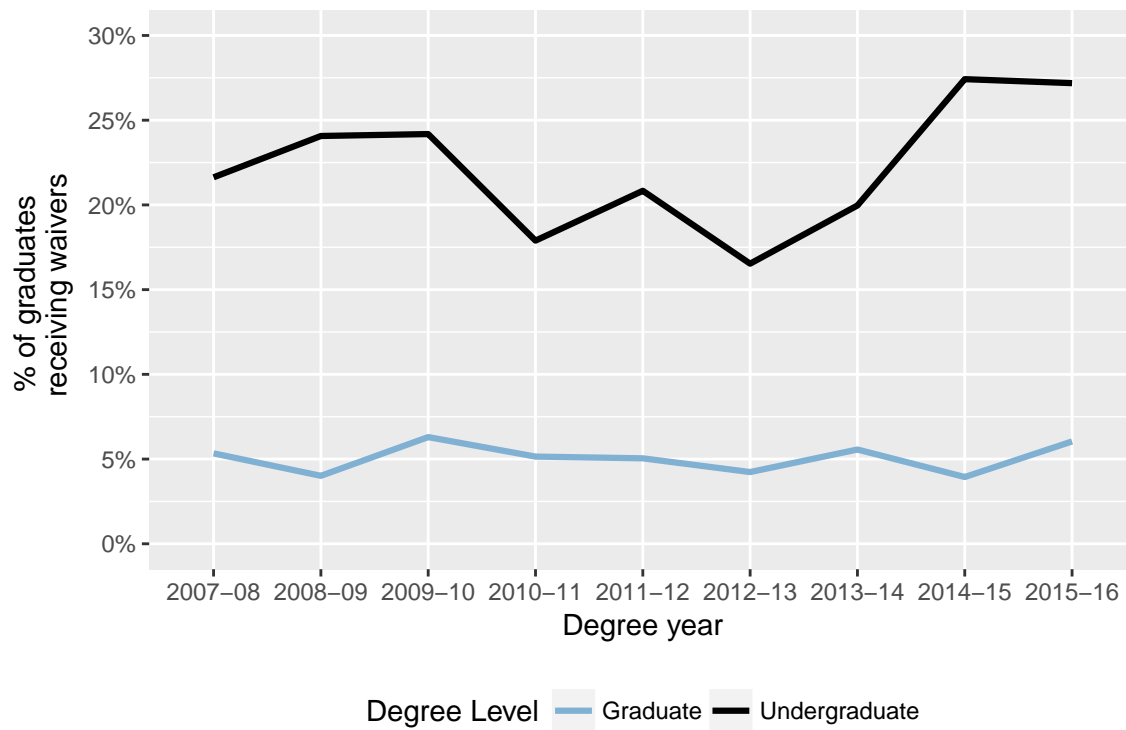


Figure 126: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	5.3%	4.0%	6.3%	5.1%	5.0%	4.2%	5.6%	3.9%	6.0%
Undergraduate	21.6%	24.1%	24.2%	17.9%	20.8%	16.5%	20.0%	27.4%	27.2%

Table 126: Percent of graduates receiving a waiver by degree year

Psychology, General (CIP: 42.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Psychology, General CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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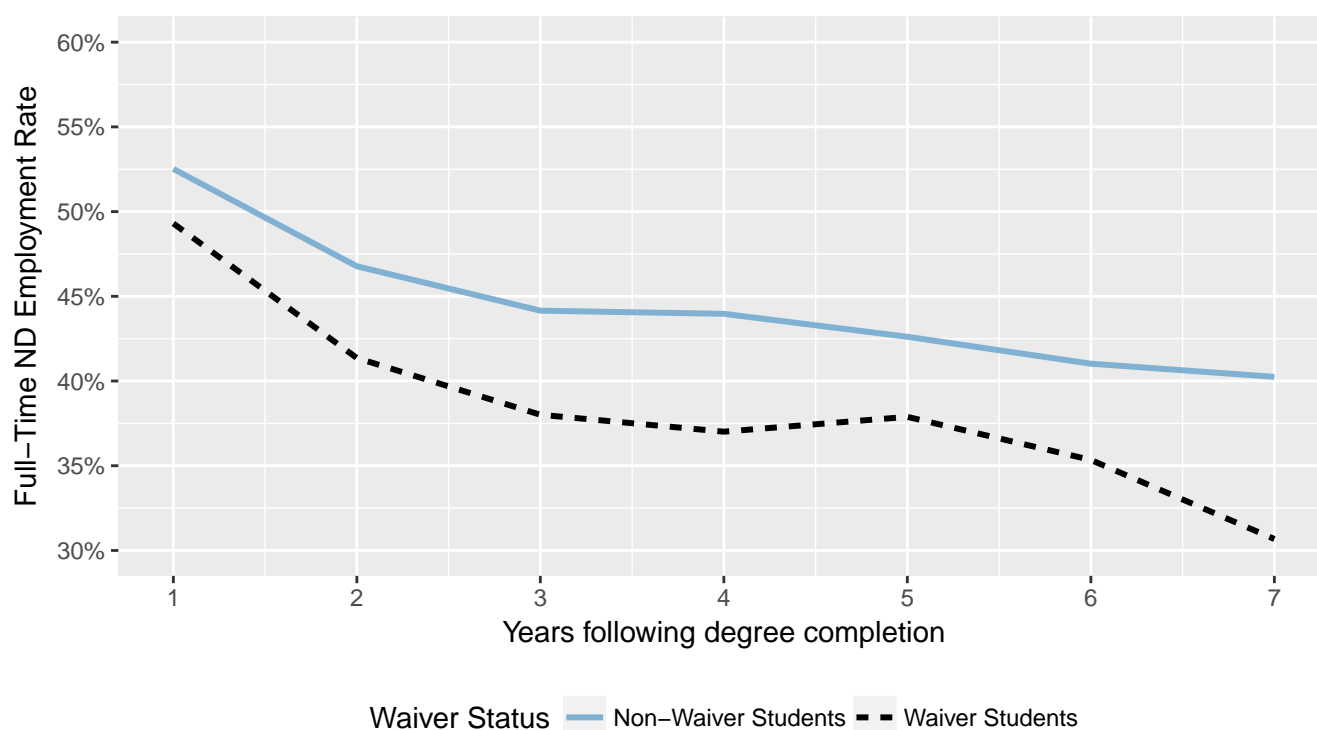


Figure 127: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	52.5%	46.8%	44.2%	44.0%	42.6%	41.0%	40.2%
Waiver Students	49.3%	41.4%	38.0%	37.0%	37.9%	35.3%	30.7%

Table 127: Full-time ND employment rates by years following degree completion and waiver status

8.30 Criminal Justice and Corrections (CIP: 43.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Criminal Justice and Corrections CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

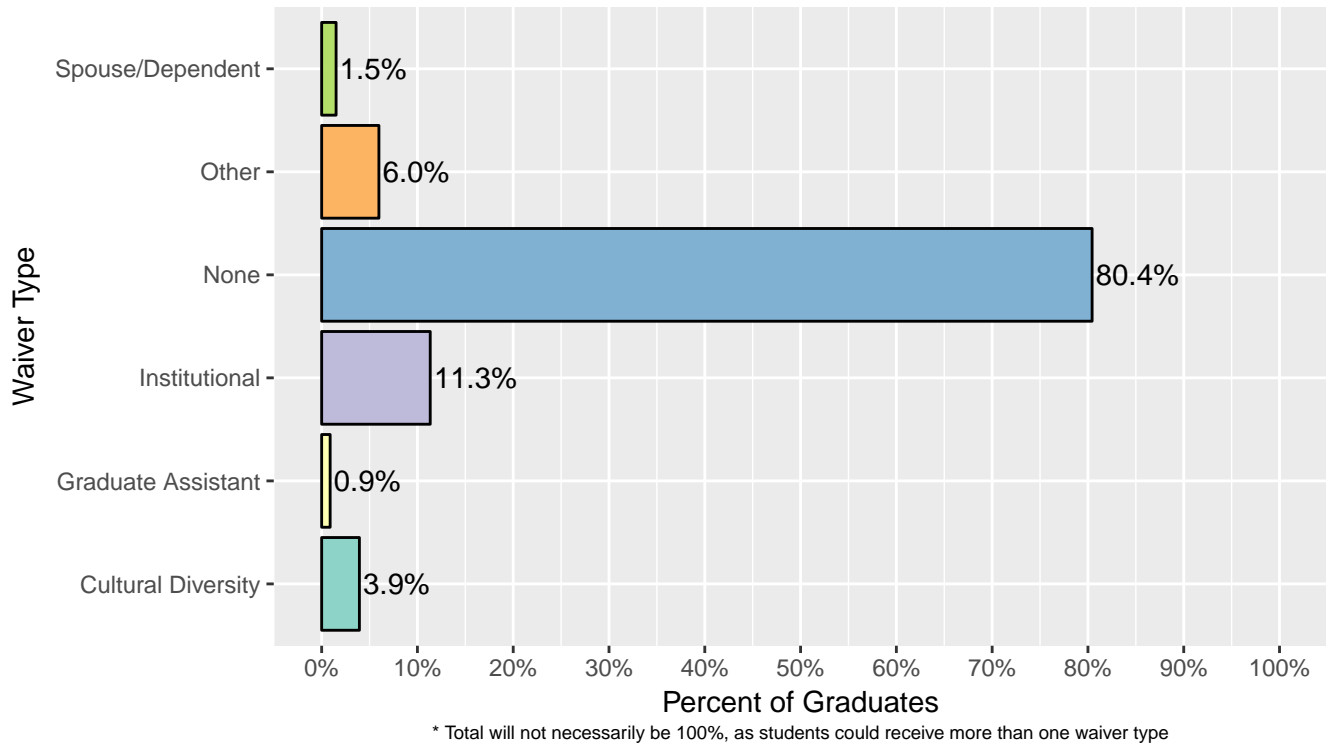


Figure 128: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver			8.7%				3.4%	4.1%	3.9%
Institutional Waiver	13.3%	15.9%	15.5%	7.8%	6.6%	9.0%	10.7%	10.7%	10.3%
No Waiver	75.7%	74.0%	68.0%	80.2%	82.7%	77.7%	76.6%	77.2%	80.1%
Other	6.7%	5.7%	5.8%	6.5%	5.5%	7.7%	5.5%	5.5%	

Table 128: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Criminal Justice and Corrections (CIP: 43.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Criminal Justice and Corrections CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

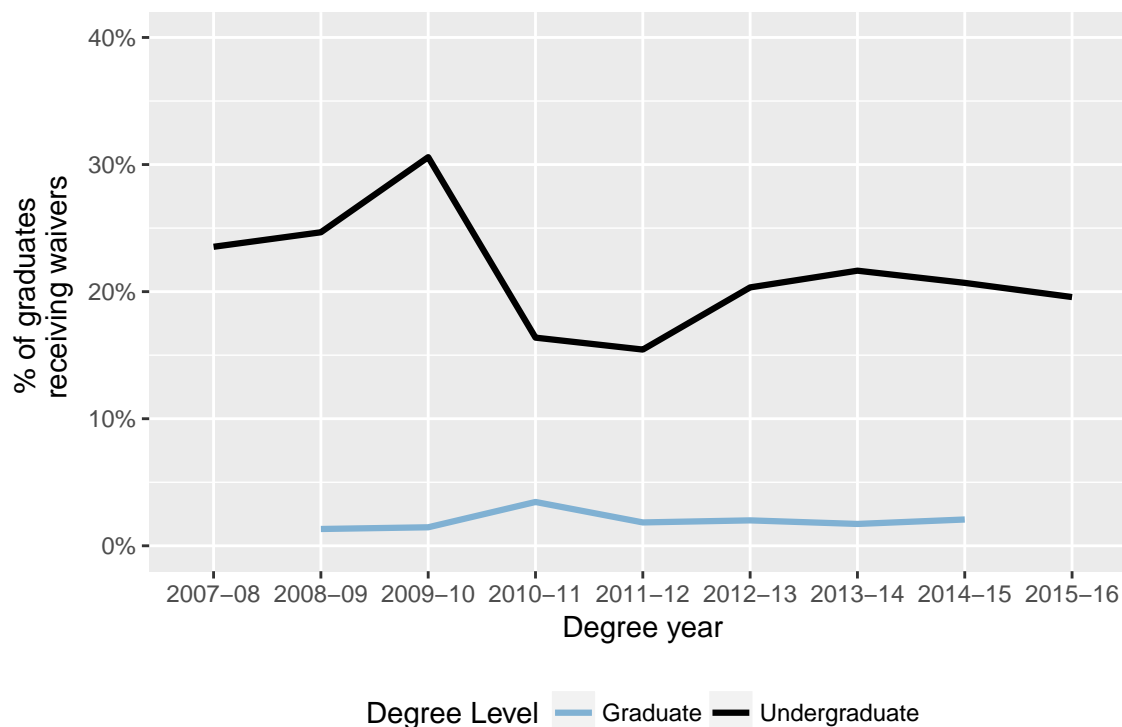


Figure 129: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate		1.3%	1.5%	3.4%	1.8%	2.0%	1.7%	2.1%	
Undergraduate	23.5%	24.7%	30.6%	16.4%	15.4%	20.3%	21.6%	20.7%	19.6%

Table 129: Percent of graduates receiving a waiver by degree year

Criminal Justice and Corrections (CIP: 43.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Criminal Justice and Corrections CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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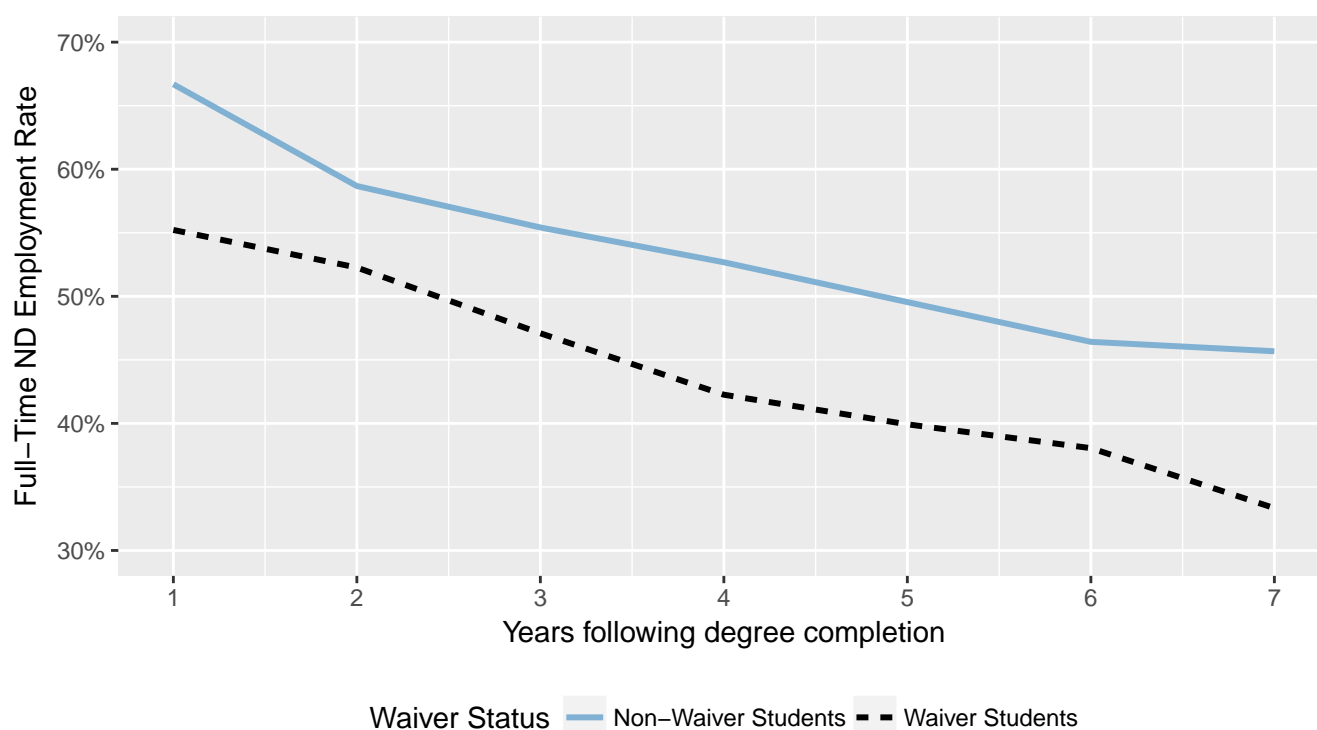


Figure 130: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	66.7%	58.7%	55.4%	52.7%	49.5%	46.4%	45.7%
Waiver Students	55.2%	52.3%	47.1%	42.3%	39.9%	38.1%	33.3%

Table 130: Full-time ND employment rates by years following degree completion and waiver status

8.31 Social Work (CIP: 44.07)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Social Work CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

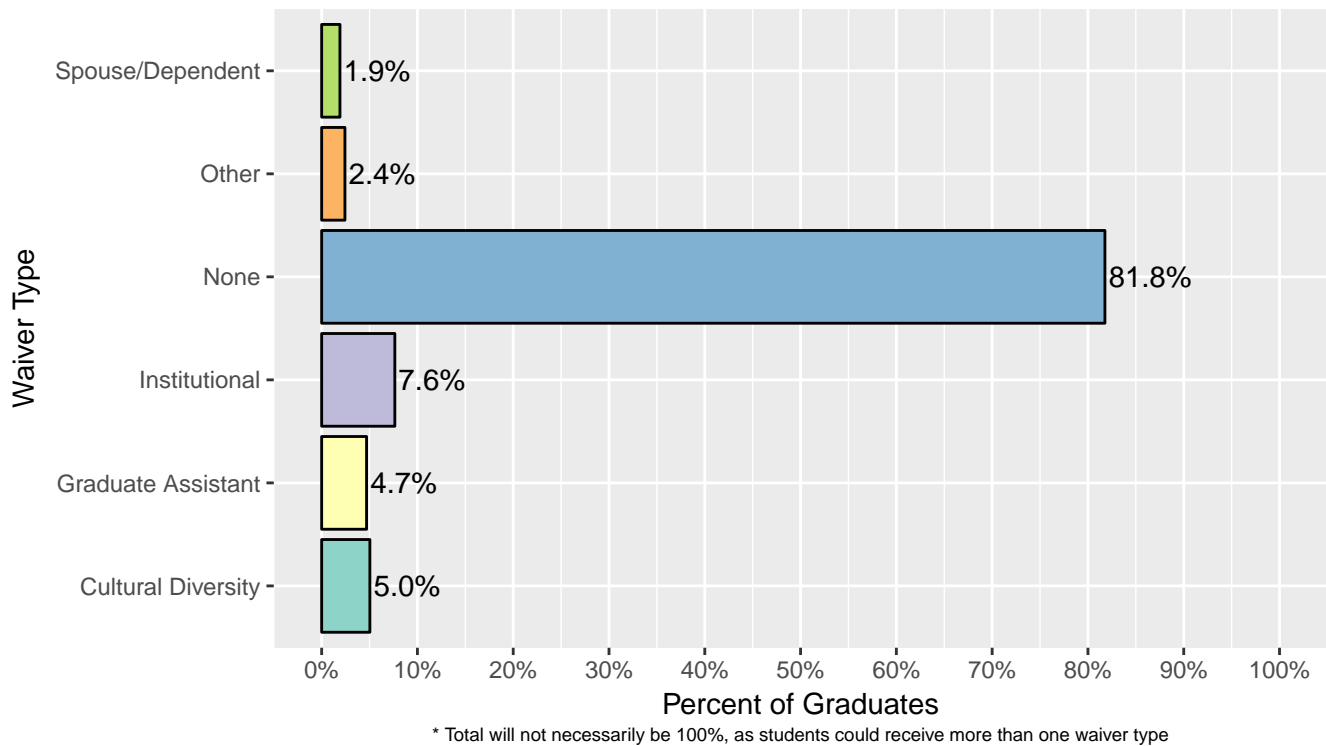


Figure 131: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver								5.0%	
Institutional Waiver							6.6%	8.4%	14.1%
No Waiver	60.3%	81.1%	74.7%	80.2%	83.5%	82.1%	81.9%	80.2%	75.7%

Table 131: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Social Work (CIP: 44.07)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Social Work CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

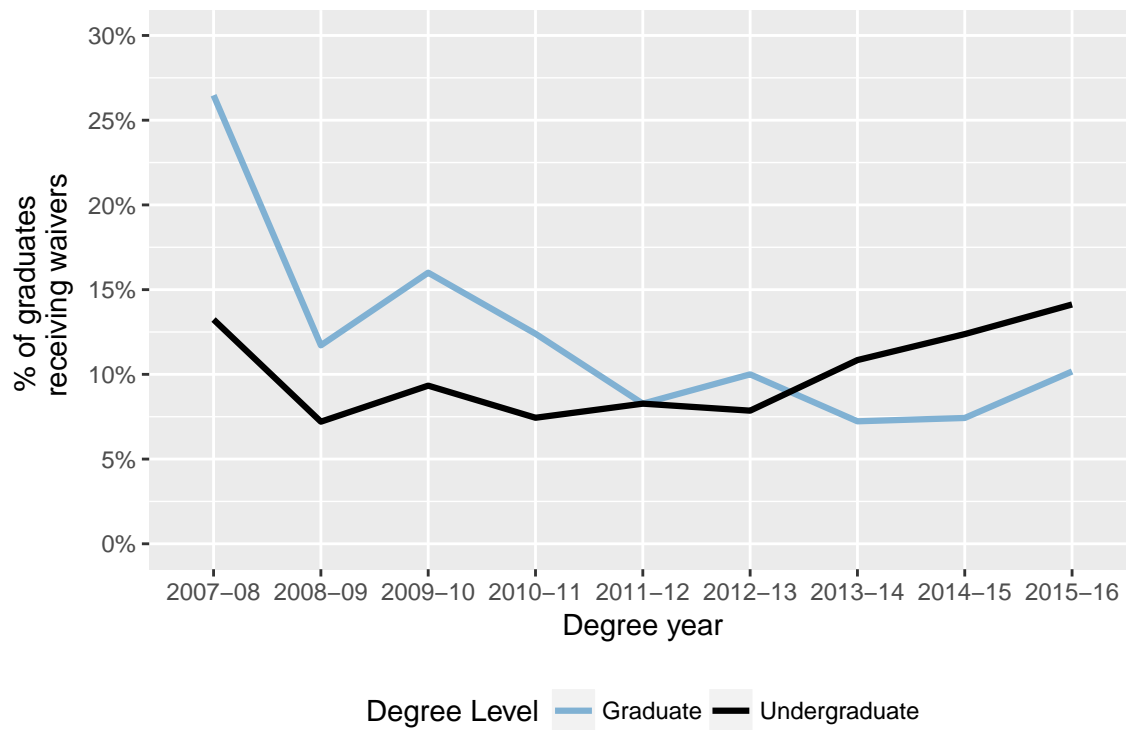


Figure 132: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	26.5%	11.7%	16.0%	12.4%	8.3%	10.0%	7.2%	7.4%	10.2%
Undergraduate	13.2%	7.2%	9.3%	7.4%	8.3%	7.9%	10.8%	12.4%	14.1%

Table 132: Percent of graduates receiving a waiver by degree year

Social Work (CIP: 44.07)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Social Work CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

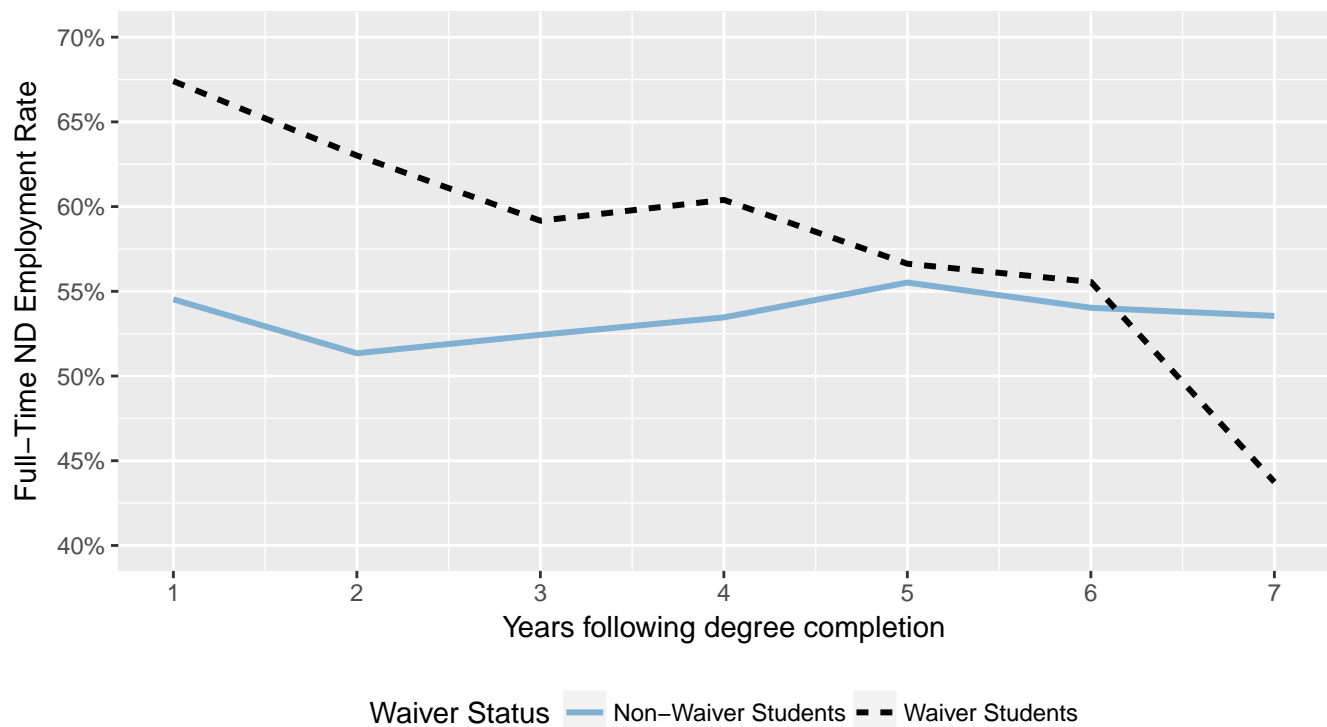


Figure 133: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	54.5%	51.3%	52.4%	53.5%	55.5%	54.0%	53.5%
Waiver Students	67.4%	63.0%	59.2%	60.4%	56.6%	55.6%	43.8%

Table 133: Full-time ND employment rates by years following degree completion and waiver status

8.32 Economics (CIP: 45.06)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Economics CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

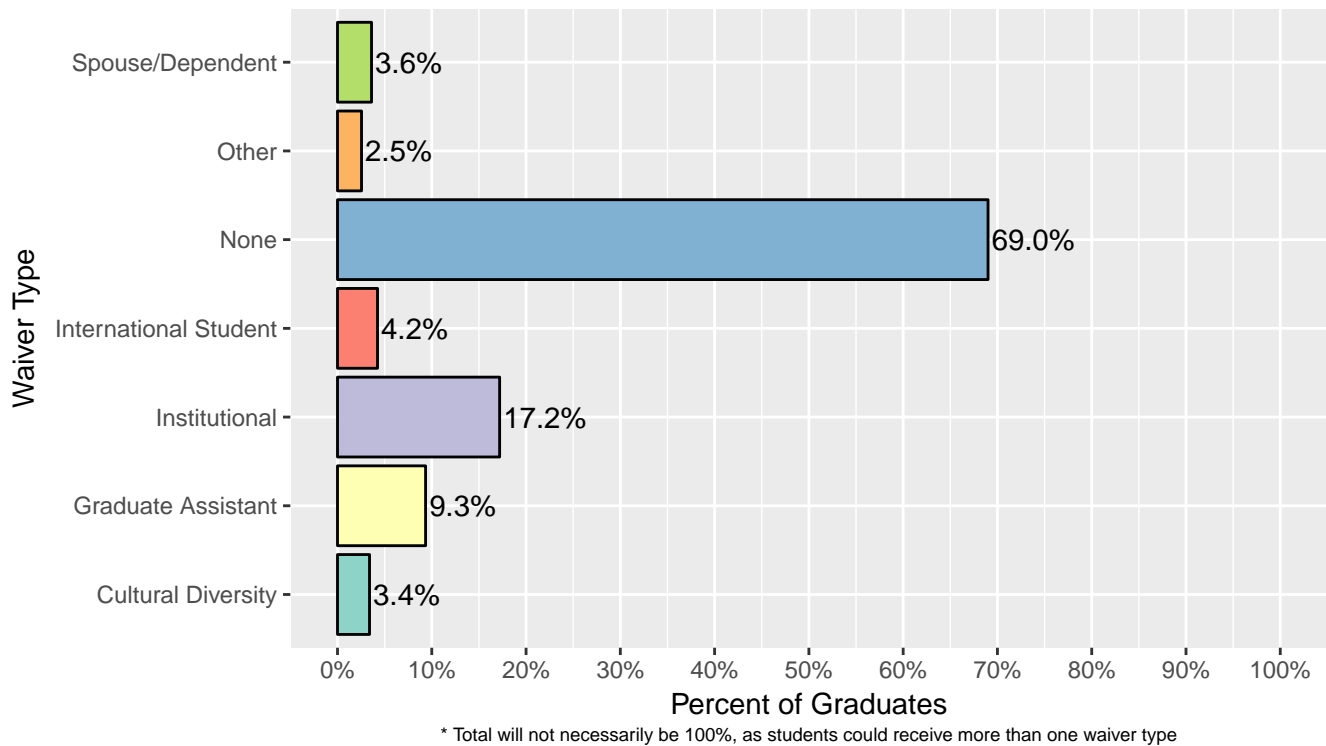


Figure 134: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver				14.9%					
Institutional Waiver	21.2%		19.7%	22.4%	19.0%				13.3%
No Waiver	59.6%	74.4%	66.7%	50.7%	55.6%	70.6%	56.9%	72.5%	66.7%

Table 134: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Economics (CIP: 45.06)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Economics CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

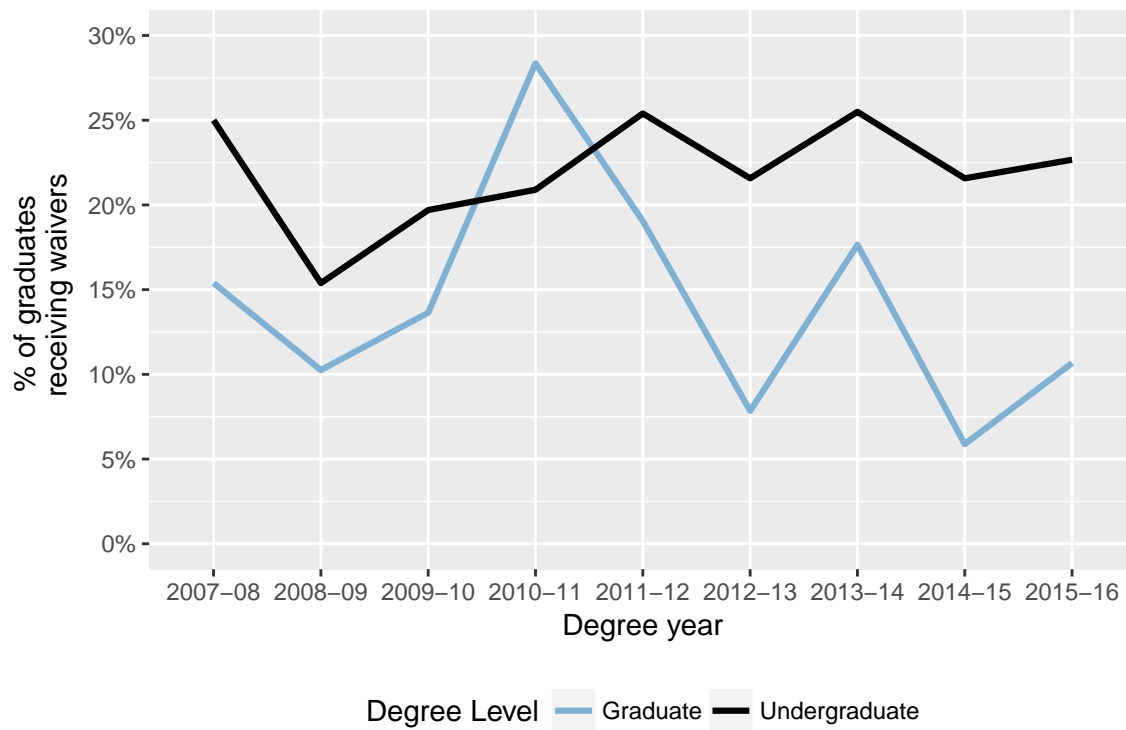


Figure 135: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	15.4%	10.3%	13.6%	28.4%	19.0%	7.8%	17.6%	5.9%	10.7%
Undergraduate	25.0%	15.4%	19.7%	20.9%	25.4%	21.6%	25.5%	21.6%	22.7%

Table 135: Percent of graduates receiving a waiver by degree year

Economics (CIP: 45.06)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Economics CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

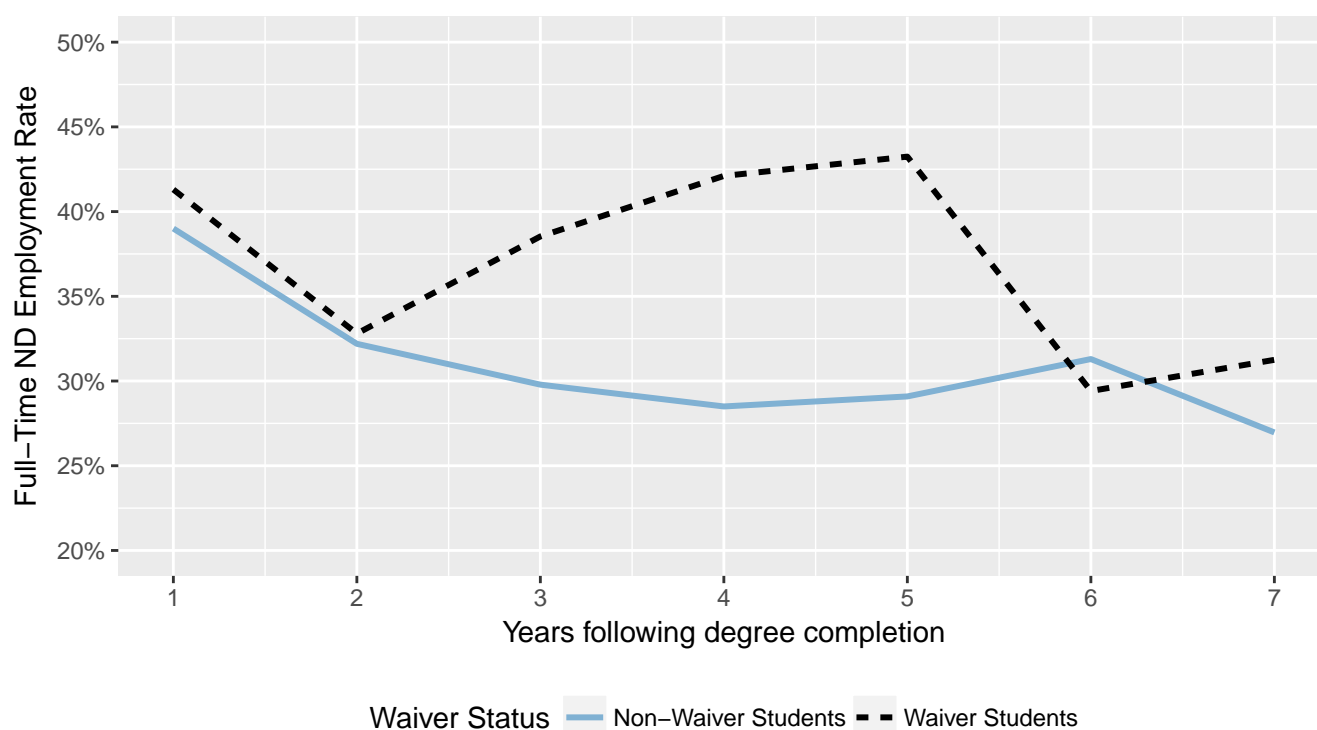


Figure 136: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	39.0%	32.2%	29.8%	28.5%	29.1%	31.3%	27.0%
Waiver Students	41.3%	32.8%	38.5%	42.1%	43.2%	29.4%	31.2%

Table 136: Full-time ND employment rates by years following degree completion and waiver status

8.33 Political Science and Government (CIP: 45.1)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Political Science and Government CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

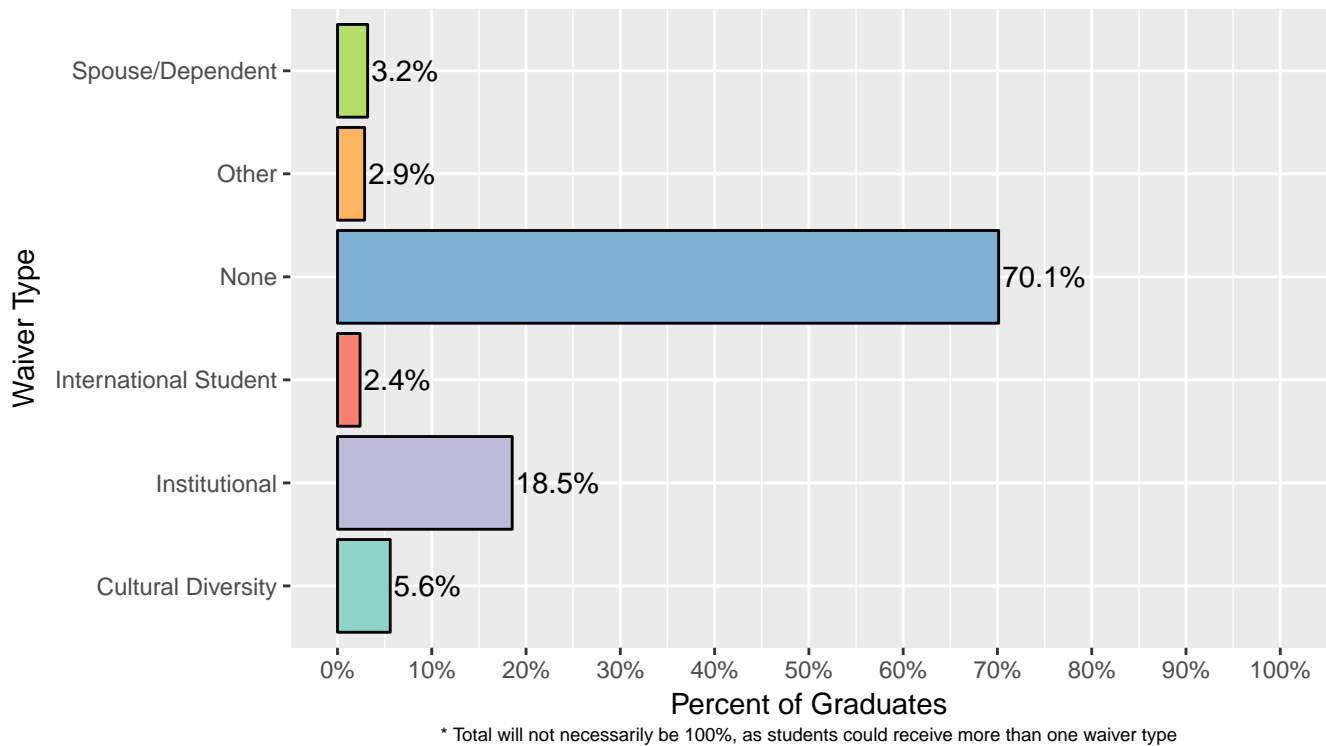


Figure 137: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver		20.5%		24.3%	16.7%	15.6%	17.5%	18.3%	20.0%
No Waiver	81.1%	63.9%	75.0%	58.6%	66.7%	61.1%	69.8%	62.0%	74.3%

Table 137: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Political Science and Government (CIP: 45.10)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Political Science and Government CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

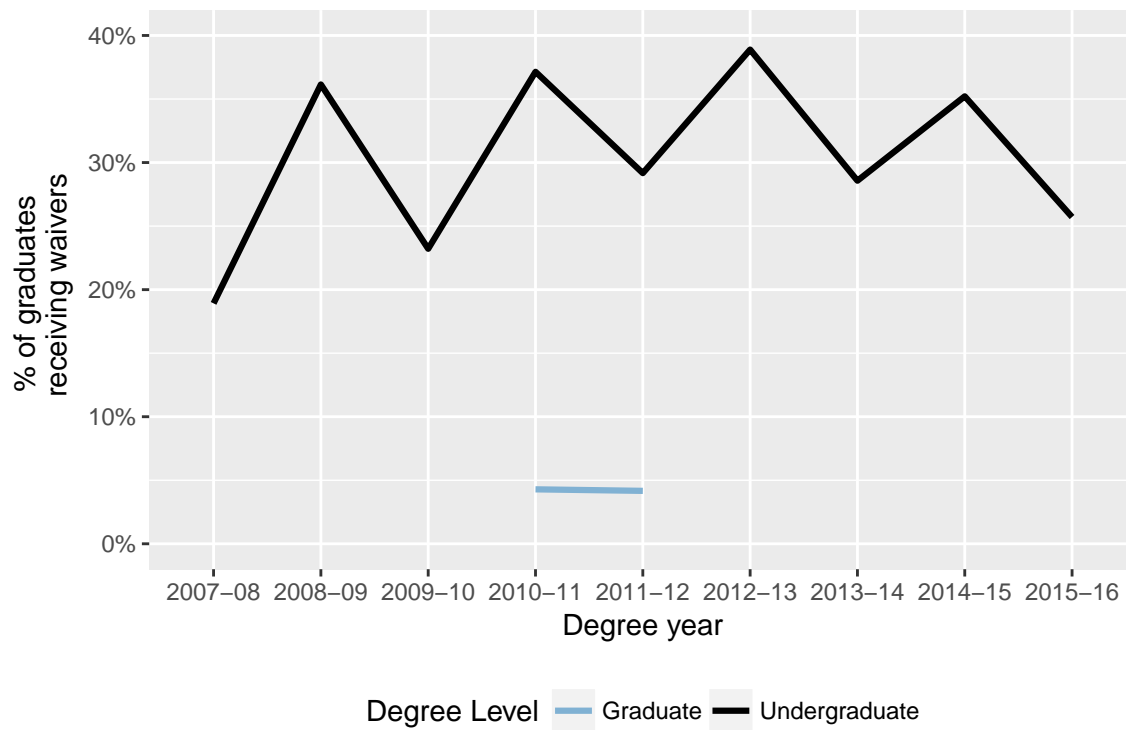


Figure 138: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate				4.3%	4.2%				
Undergraduate	18.9%	36.1%	23.2%	37.1%	29.2%	38.9%	28.6%	35.2%	25.7%

Table 138: Percent of graduates receiving a waiver by degree year

Political Science and Government (CIP: 45.10)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Political Science and Government CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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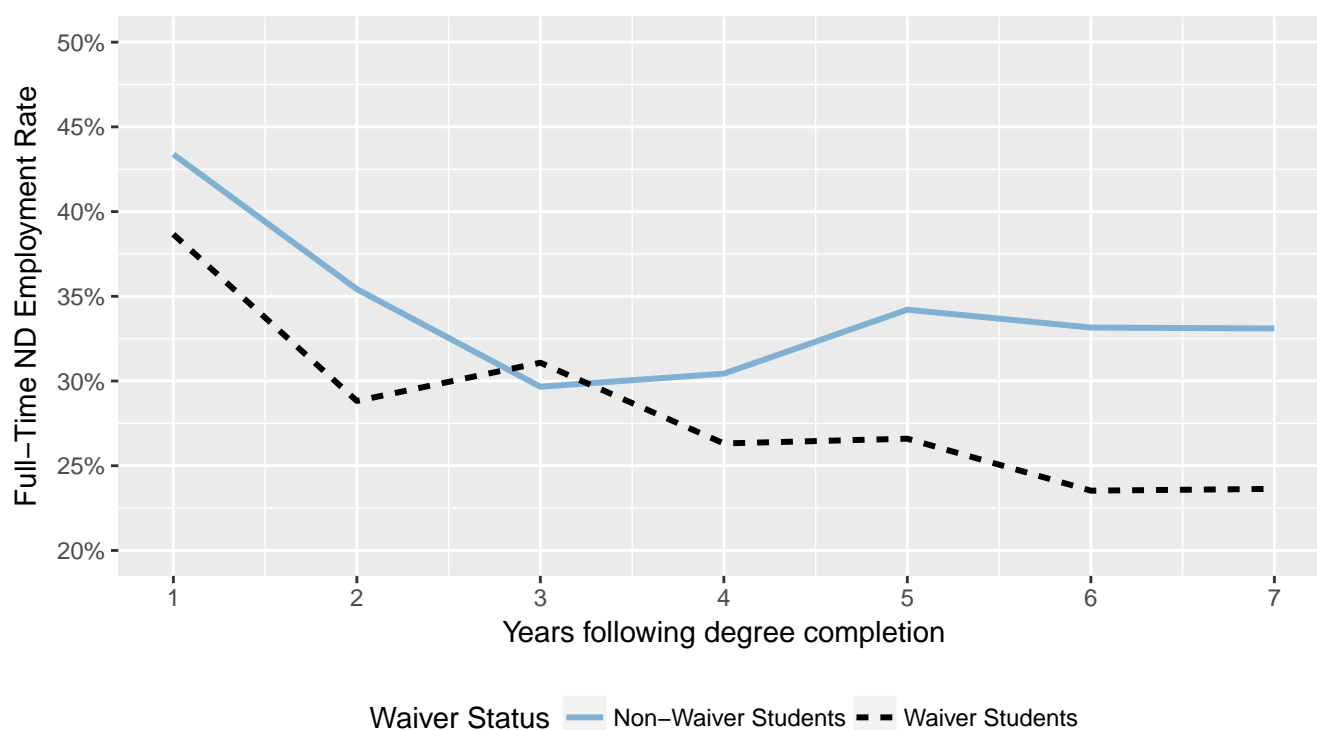


Figure 139: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	43.4%	35.4%	29.7%	30.4%	34.2%	33.2%	33.1%
Waiver Students	38.7%	28.8%	31.1%	26.3%	26.6%	23.5%	23.6%

Table 139: Full-time ND employment rates by years following degree completion and waiver status

8.34 Sociology (CIP: 45.11)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Sociology CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

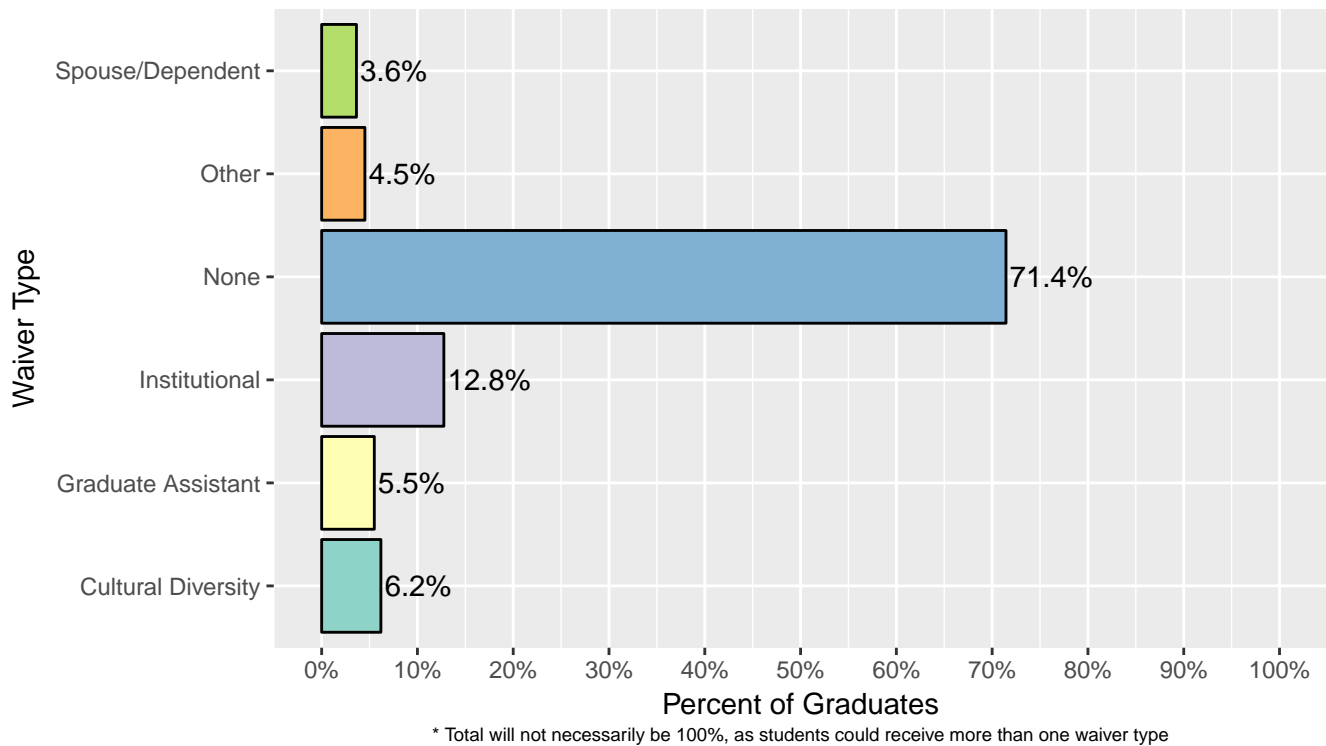


Figure 140: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver					9.6%			8.8%	
Graduate Assistant Waiver							8.1%		
Institutional Waiver	12.0%	10.6%	11.8%	9.8%	11.2%	13.7%	13.8%	11.4%	15.4%
No Waiver	72.0%	70.8%	72.8%	69.6%	65.6%	62.9%	65.9%	69.3%	65.4%

Table 140: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Sociology (CIP: 45.11)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Sociology CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

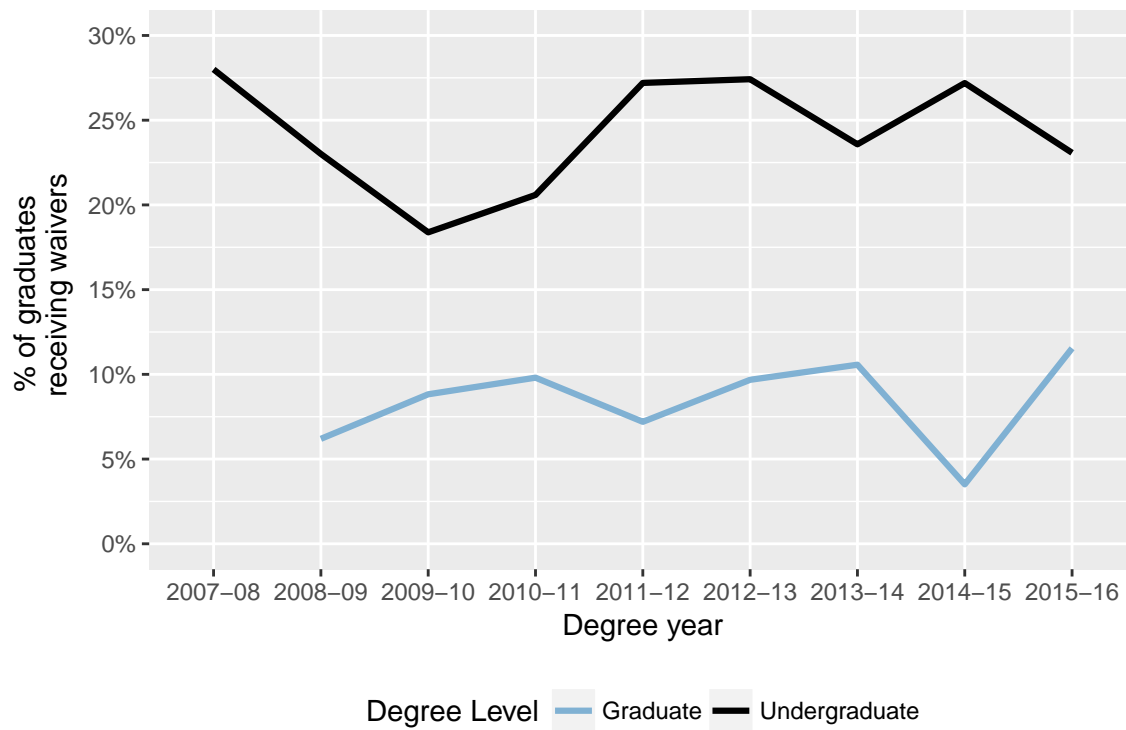


Figure 141: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate		6.2%	8.8%	9.8%	7.2%	9.7%	10.6%	3.5%	11.5%
Undergraduate	28.0%	23.0%	18.4%	20.6%	27.2%	27.4%	23.6%	27.2%	23.1%

Table 141: Percent of graduates receiving a waiver by degree year

Sociology (CIP: 45.11)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Sociology CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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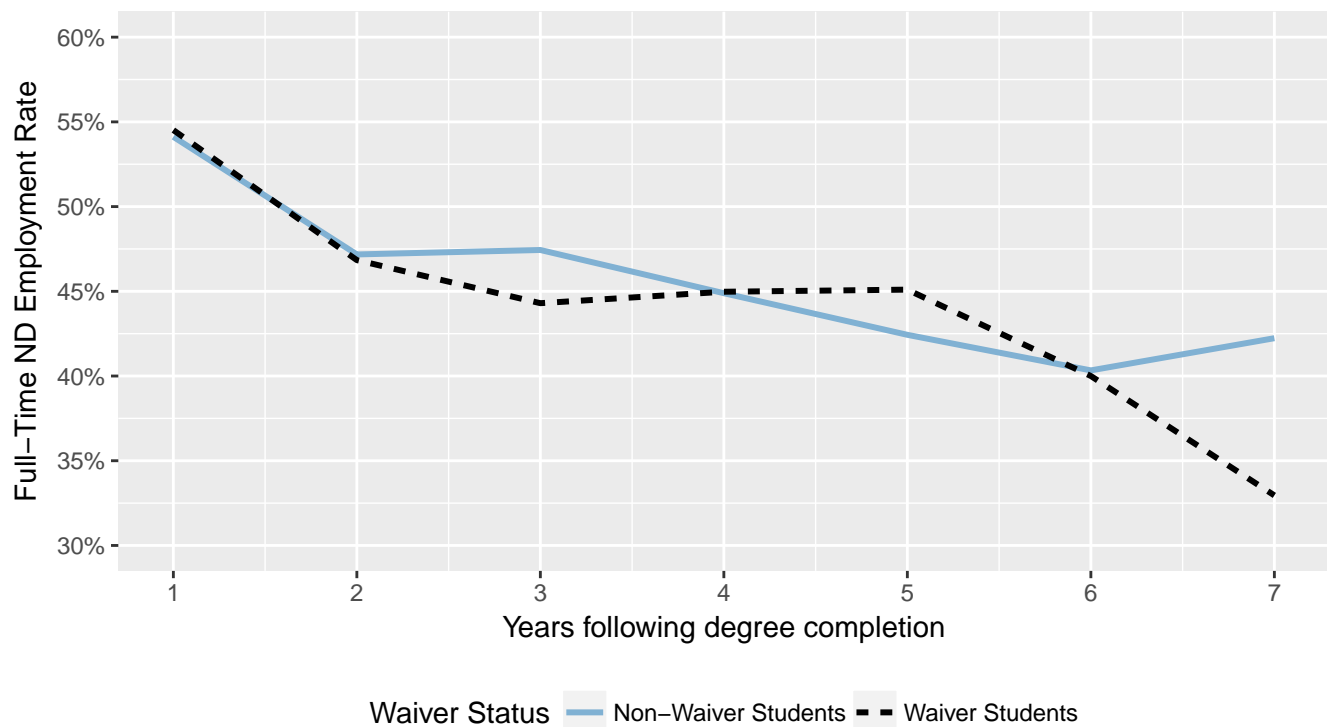


Figure 142: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	54.1%	47.2%	47.4%	44.9%	42.4%	40.3%	42.2%
Waiver Students	54.5%	46.8%	44.3%	45.0%	45.1%	40.0%	33.0%

Table 142: Full-time ND employment rates by years following degree completion and waiver status

8.35 Vehicle Maintenance and Repair Technologies (CIP: 47.06)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Vehicle Maintenance and Repair Technologies CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

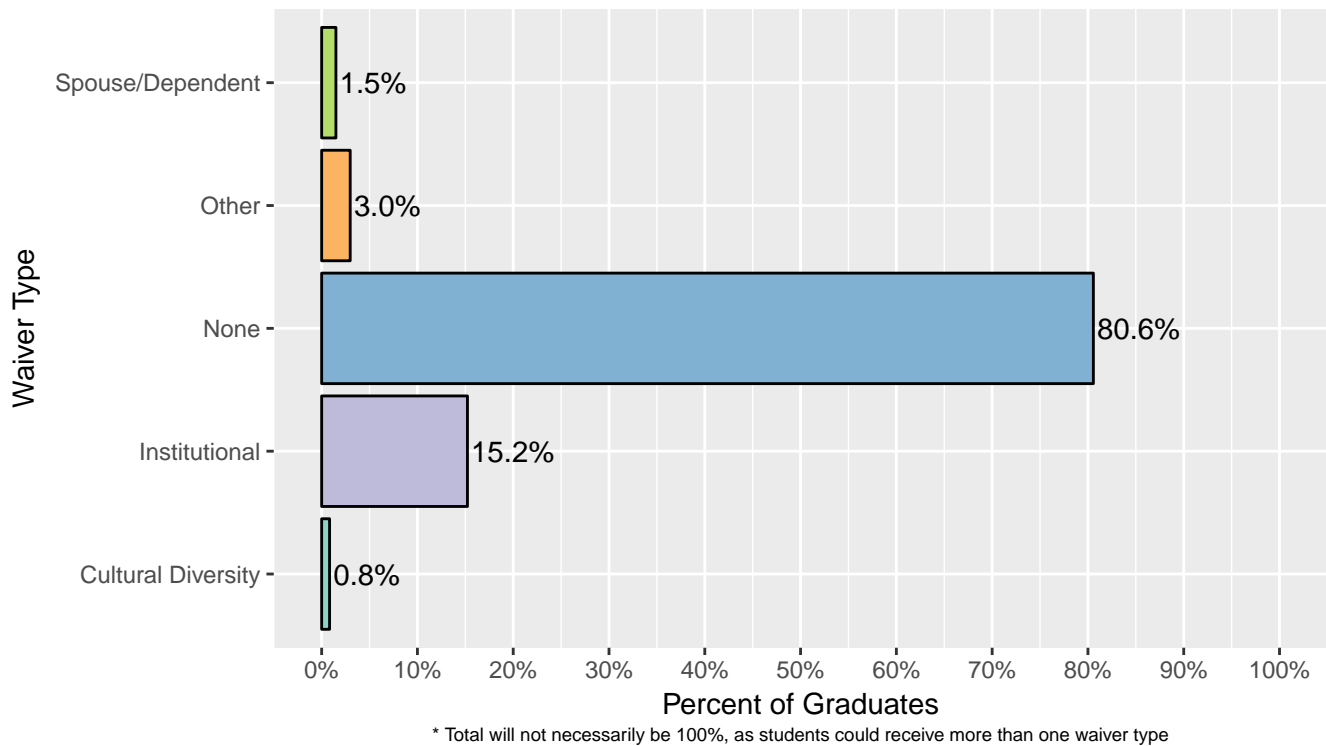


Figure 143: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	12.2%	13.3%	19.4%	18.0%	16.2%	21.1%	17.3%	12.9%	7.9%
No Waiver	82.3%	79.7%	78.6%	76.2%	77.7%	76.1%	76.4%	81.8%	86.0%

Table 143: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Vehicle Maintenance and Repair Technologies (CIP: 47.06)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Vehicle Maintenance and Repair Technologies CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

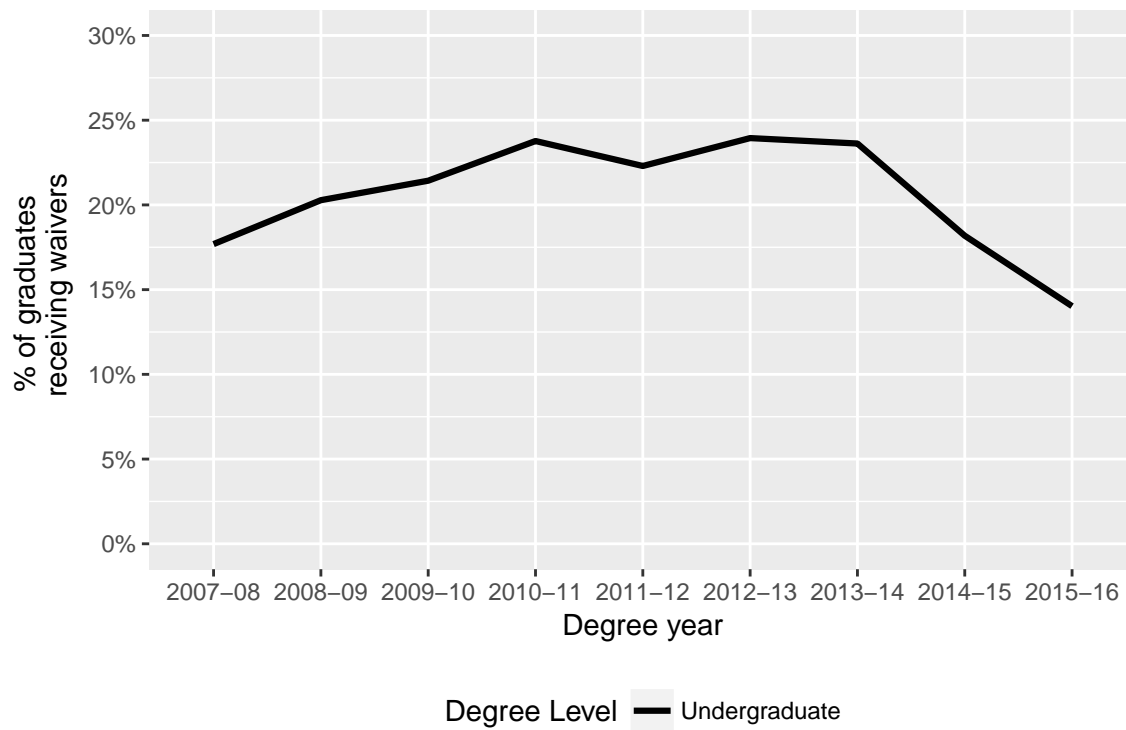


Figure 144: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	17.7%	20.3%	21.4%	23.8%	22.3%	23.9%	23.6%	18.2%	14.0%

Table 144: Percent of graduates receiving a waiver by degree year

Vehicle Maintenance and Repair Technologies (CIP: 47.06)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Vehicle Maintenance and Repair Technologies CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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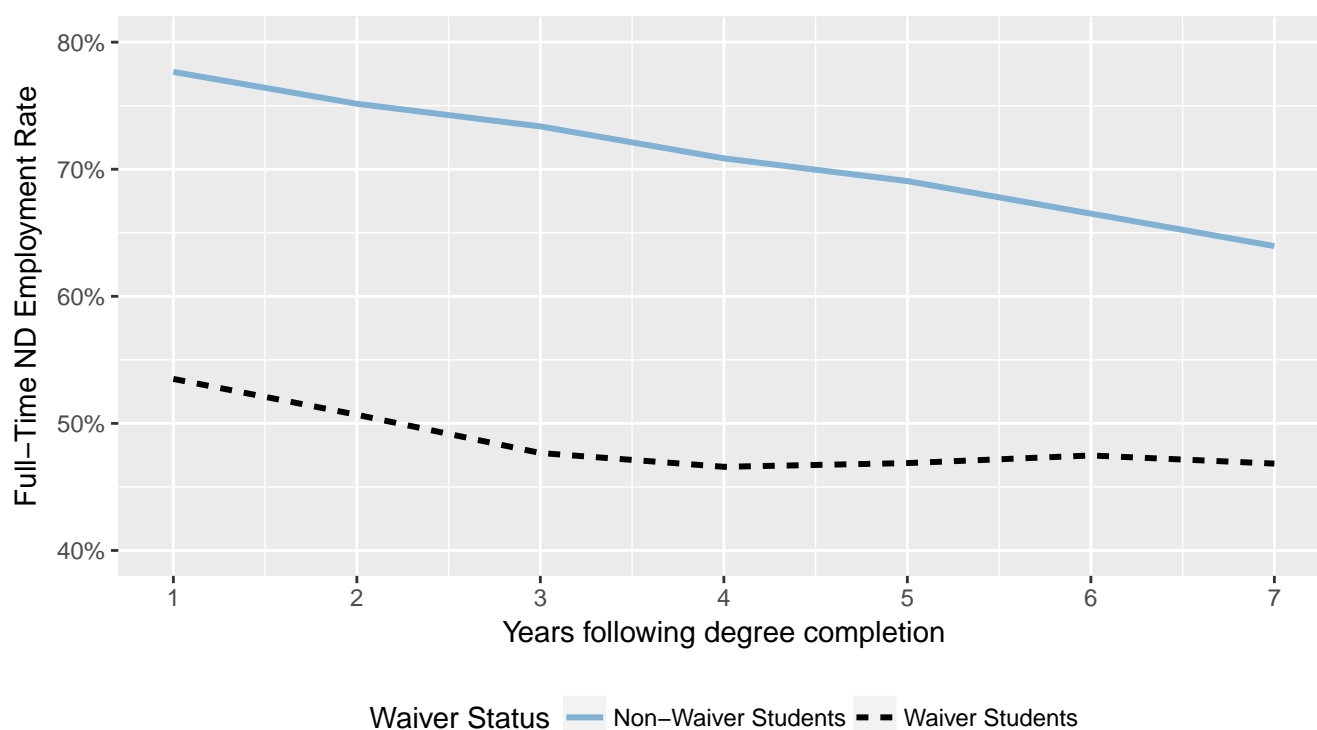


Figure 145: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	77.7%	75.2%	73.4%	70.9%	69.1%	66.5%	64.0%
Waiver Students	53.5%	50.7%	47.7%	46.6%	46.9%	47.5%	46.8%

Table 145: Full-time ND employment rates by years following degree completion and waiver status

8.36 Precision Metal Working (CIP: 48.05)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Precision Metal Working CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

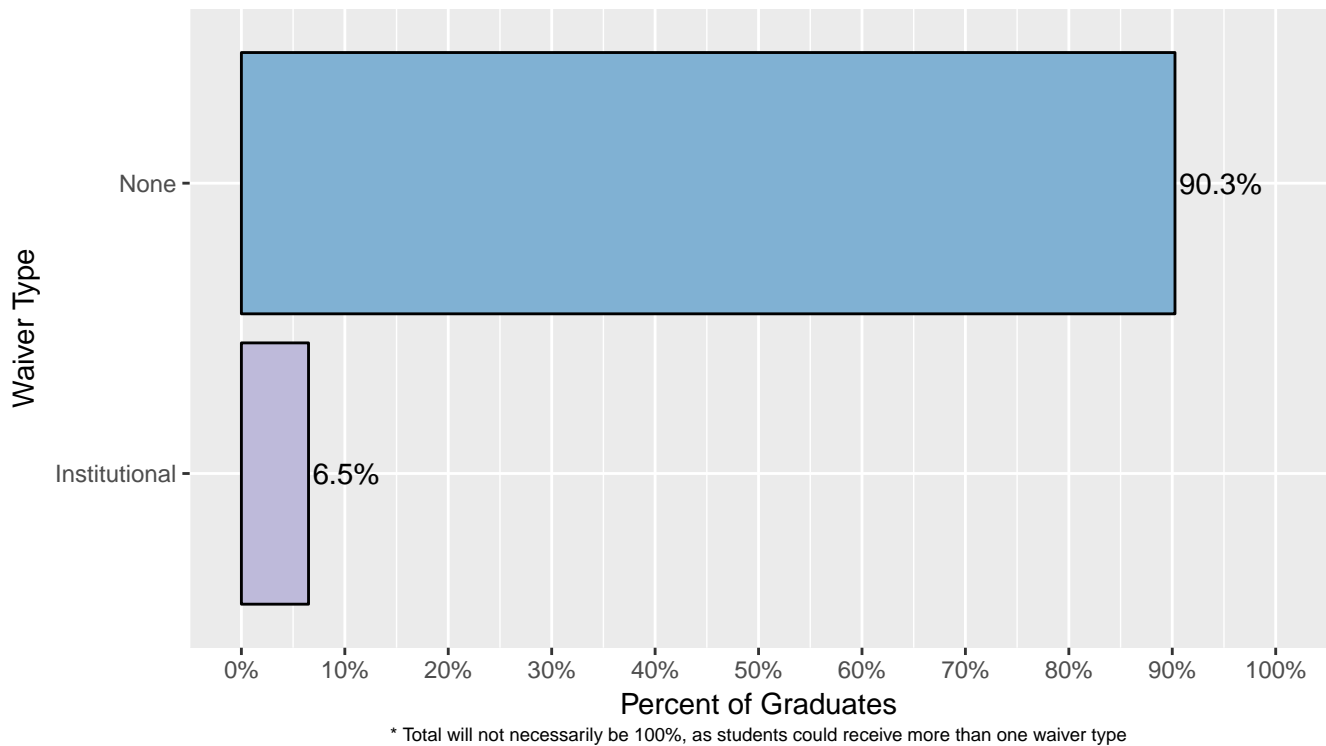


Figure 146: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
No Waiver	90.2%	98.1%	86.3%	90.2%	86.7%	87.7%	94.3%	87.7%	89.6%

Table 146: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Precision Metal Working (CIP: 48.05)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Precision Metal Working CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

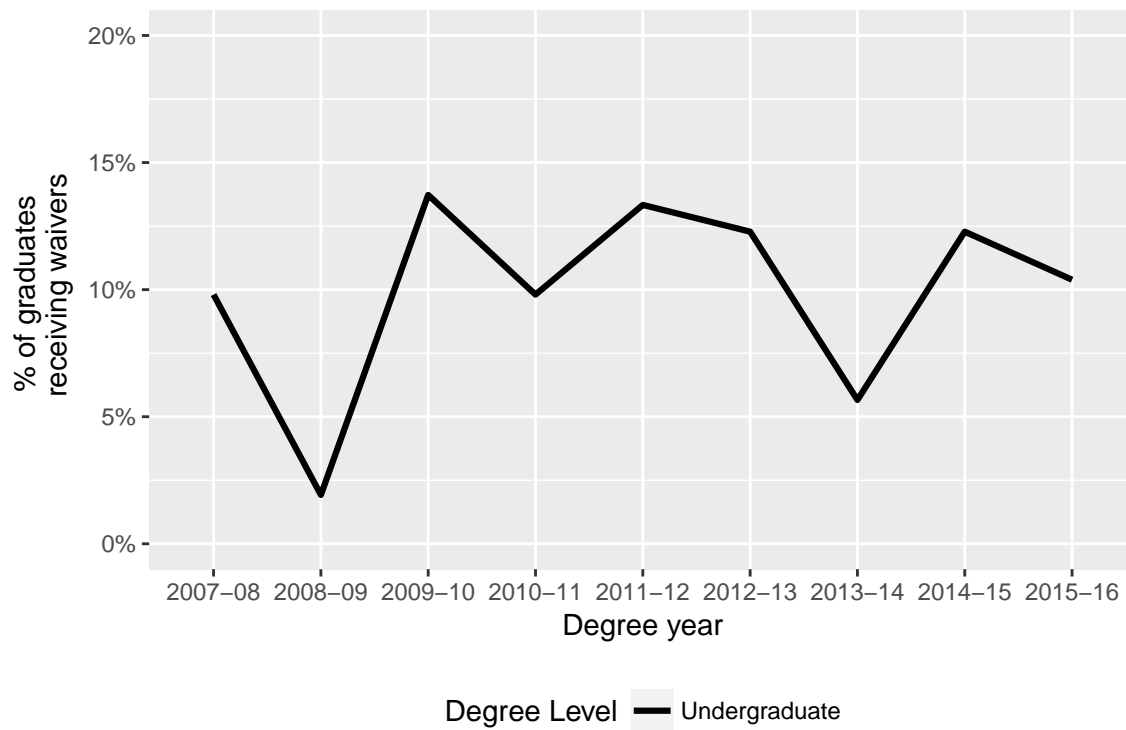


Figure 147: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	9.8%	1.9%	13.7%	9.8%	13.3%	12.3%	5.7%	12.3%	10.4%

Table 147: Percent of graduates receiving a waiver by degree year

Precision Metal Working (CIP: 48.05)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Precision Metal Working CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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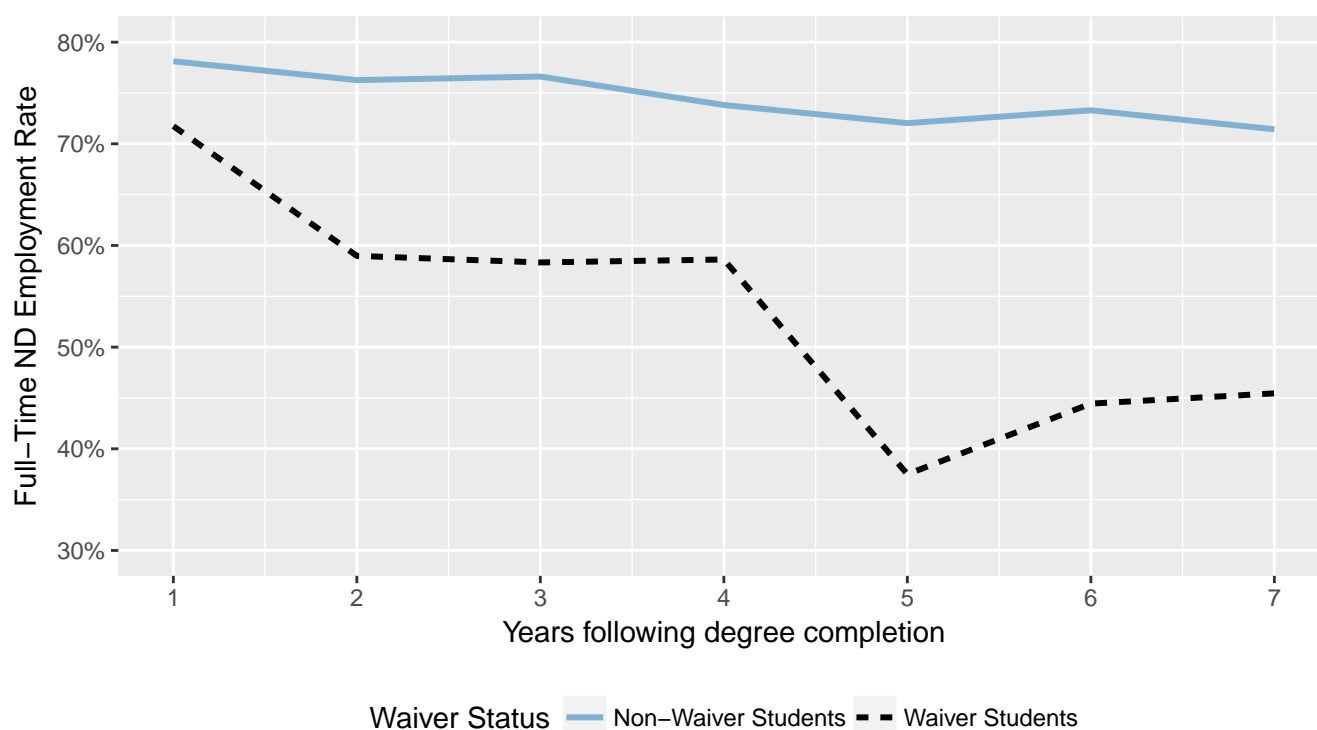


Figure 148: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	78.1%	76.3%	76.6%	73.8%	72.0%	73.3%	71.4%
Waiver Students	71.7%	59.0%	58.3%	58.6%	37.5%	44.4%	45.5%

Table 148: Full-time ND employment rates by years following degree completion and waiver status

8.37 Air Transportation (CIP: 49.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Air Transportation CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

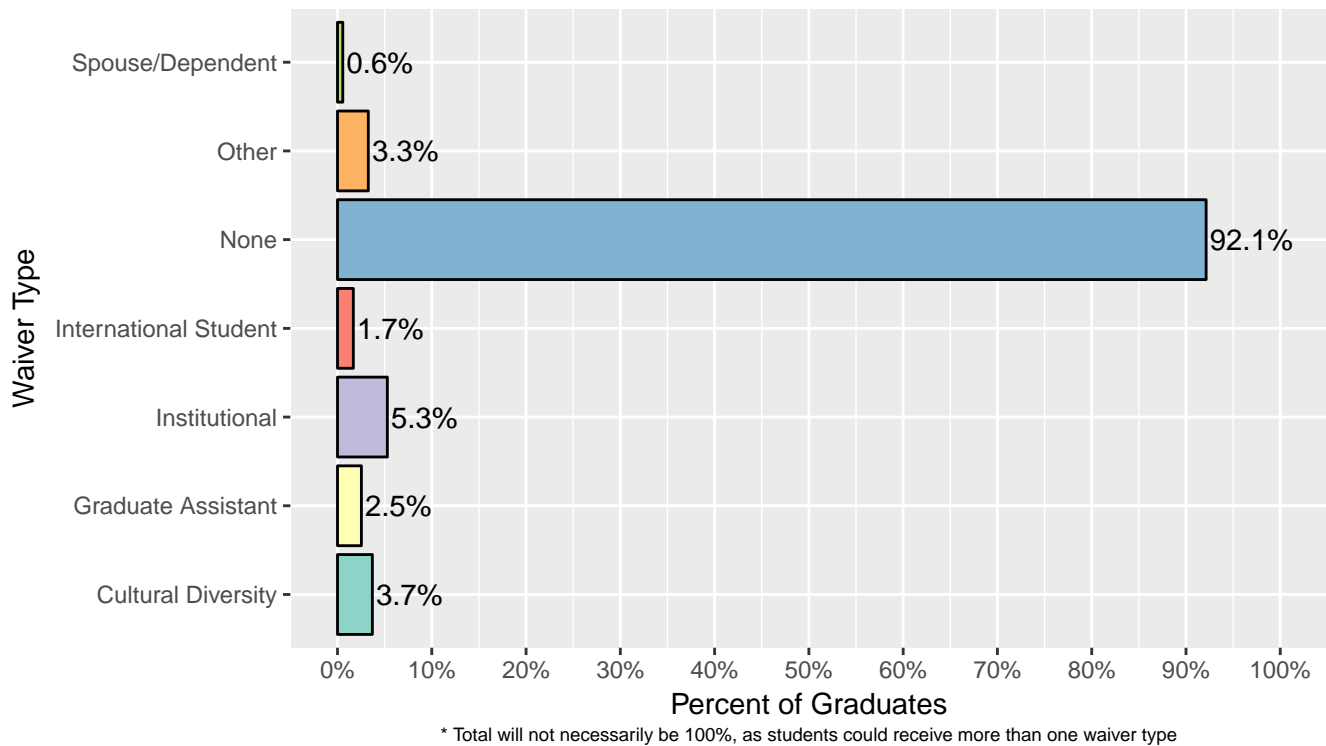


Figure 149: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver			3.7%					6.0%	
Graduate Assistant Waiver							5.2%		
Institutional Waiver	2.8%	4.4%	6.7%	5.9%	5.3%	4.4%	3.6%	4.8%	6.5%
International Student Waiver								4.4%	
No Waiver	88.4%	83.7%	82.9%	85.9%	86.6%	87.3%	82.3%	79.0%	83.1%
Other		4.7%	4.8%				3.9%		

Table 149: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Air Transportation (CIP: 49.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Air Transportation CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

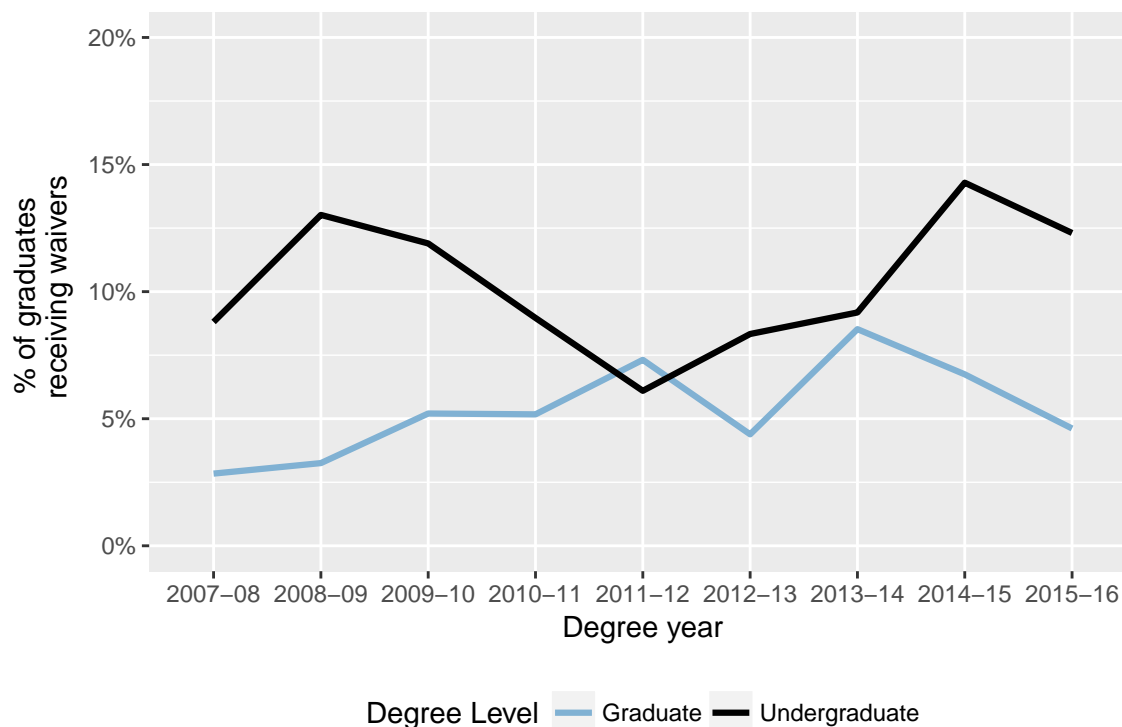


Figure 150: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	2.8%	3.3%	5.2%	5.2%	7.3%	4.4%	8.5%	6.7%	4.6%
Undergraduate	8.8%	13.0%	11.9%	9.0%	6.1%	8.3%	9.2%	14.3%	12.3%

Table 150: Percent of graduates receiving a waiver by degree year

Air Transportation (CIP: 49.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Air Transportation CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

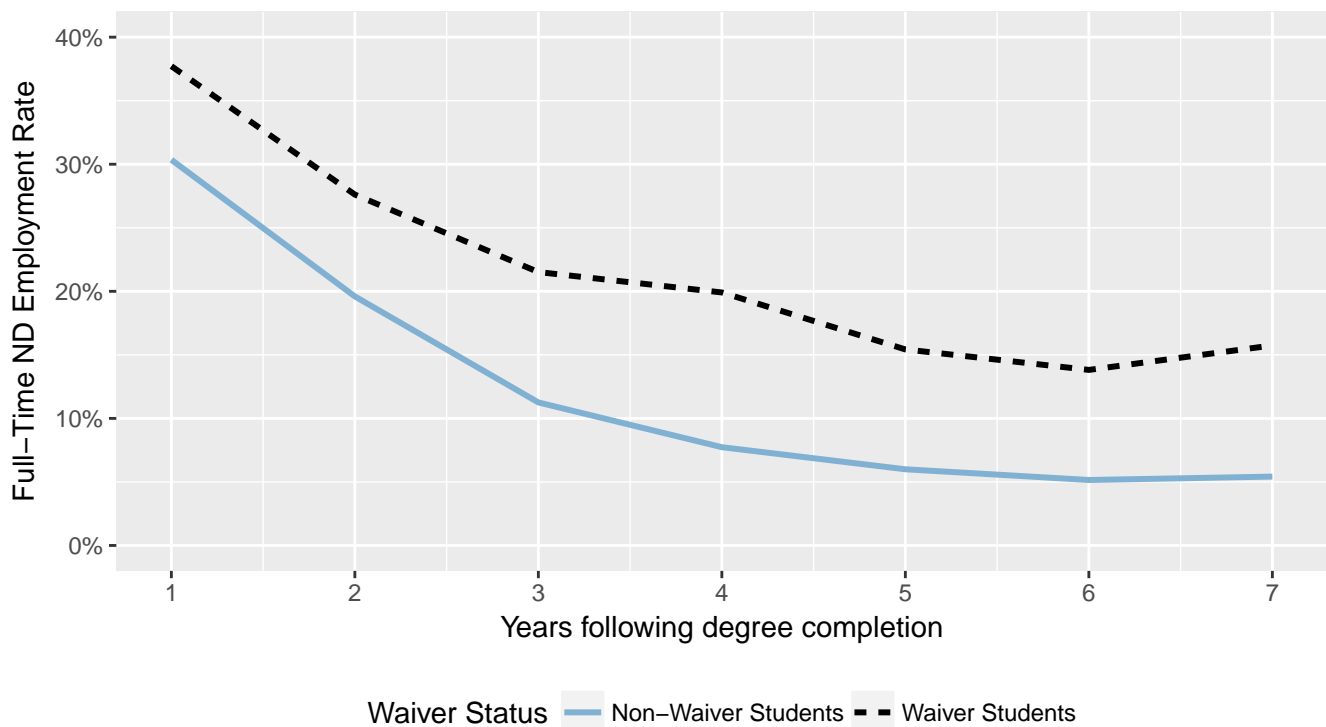


Figure 151: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	30.4%	19.6%	11.3%	7.7%	6.0%	5.2%	5.4%
Waiver Students	37.7%	27.6%	21.5%	19.9%	15.4%	13.8%	15.7%

Table 151: Full-time ND employment rates by years following degree completion and waiver status

8.38 Design and Applied Arts (CIP: 50.04)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Design and Applied Arts CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

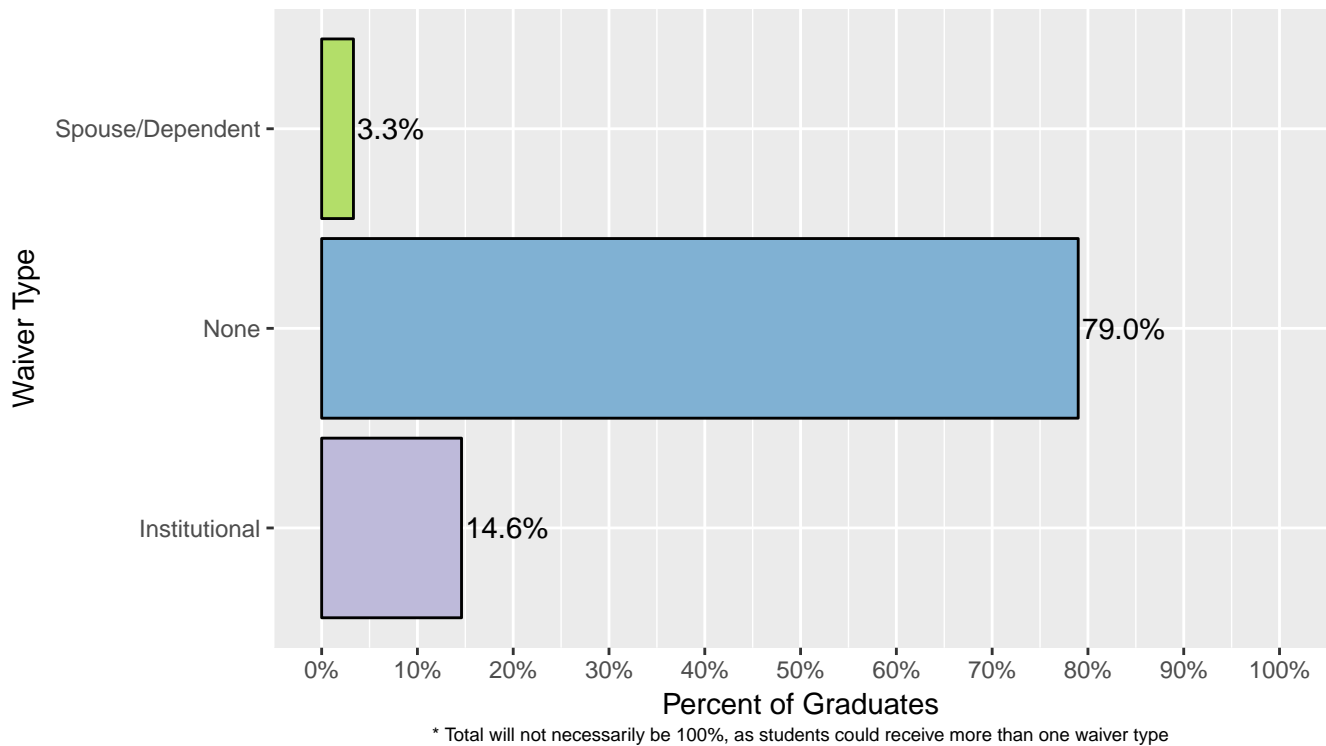


Figure 152: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	32.7%	24.5%							
No Waiver	63.5%	69.8%	82.7%	88.7%	89.6%	83.0%	71.9%	73.8%	76.0%

Table 152: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Design and Applied Arts (CIP: 50.04)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Design and Applied Arts CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

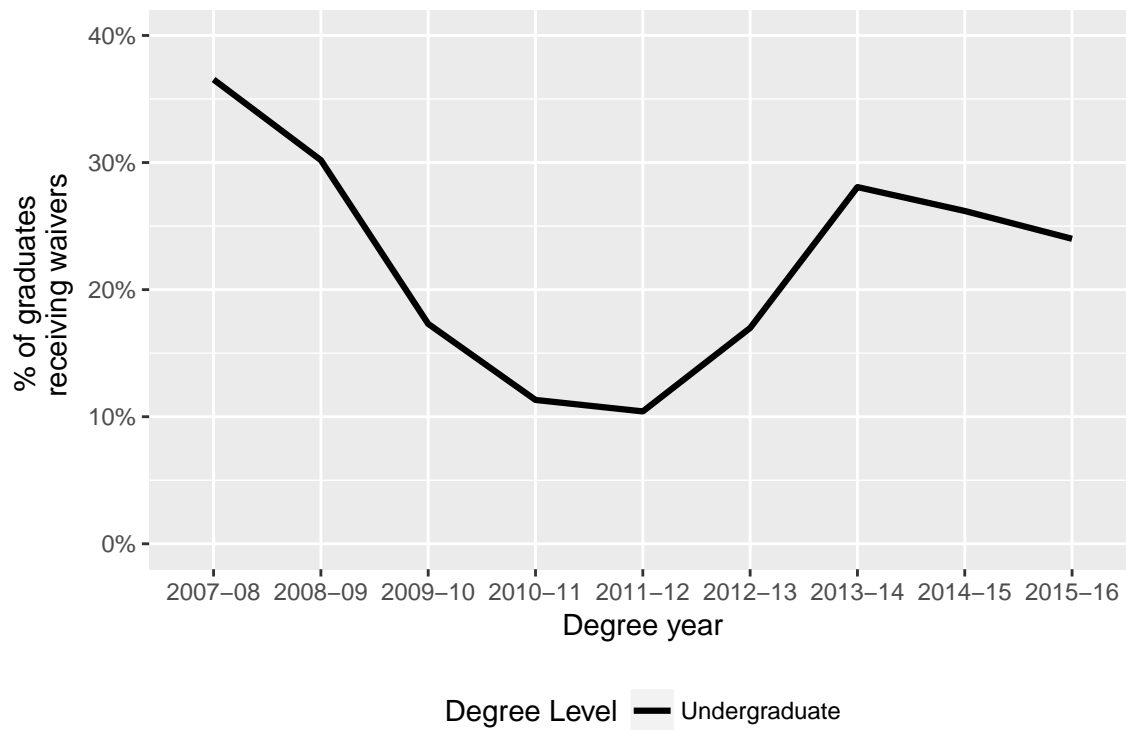


Figure 153: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	36.5%	30.2%	17.3%	11.3%	10.4%	17.0%	28.1%	26.2%	24.0%

Table 153: Percent of graduates receiving a waiver by degree year

Design and Applied Arts (CIP: 50.04)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Design and Applied Arts CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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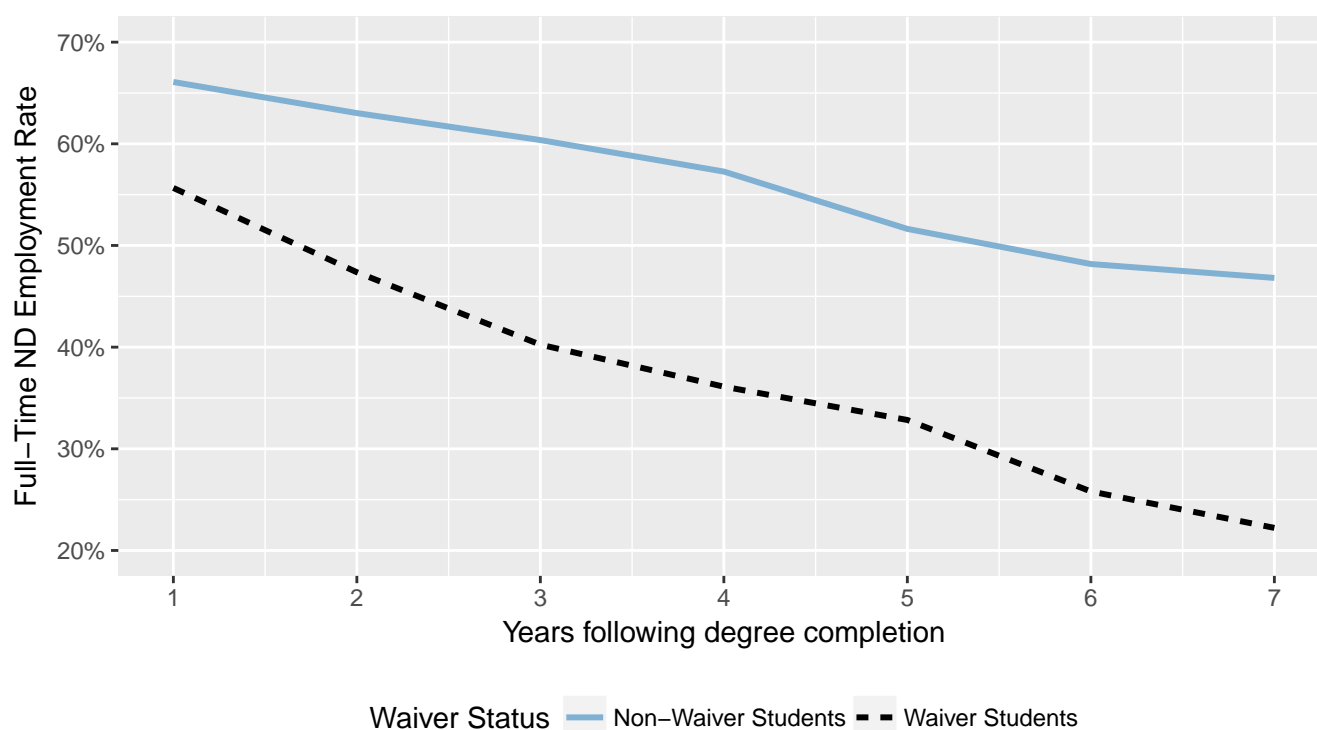


Figure 154: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	66.1%	63.0%	60.4%	57.3%	51.6%	48.2%	46.8%
Waiver Students	55.7%	47.4%	40.2%	36.1%	32.8%	25.8%	22.2%

Table 154: Full-time ND employment rates by years following degree completion and waiver status

8.39 Fine and Studio Arts (CIP: 50.07)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Fine and Studio Arts CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

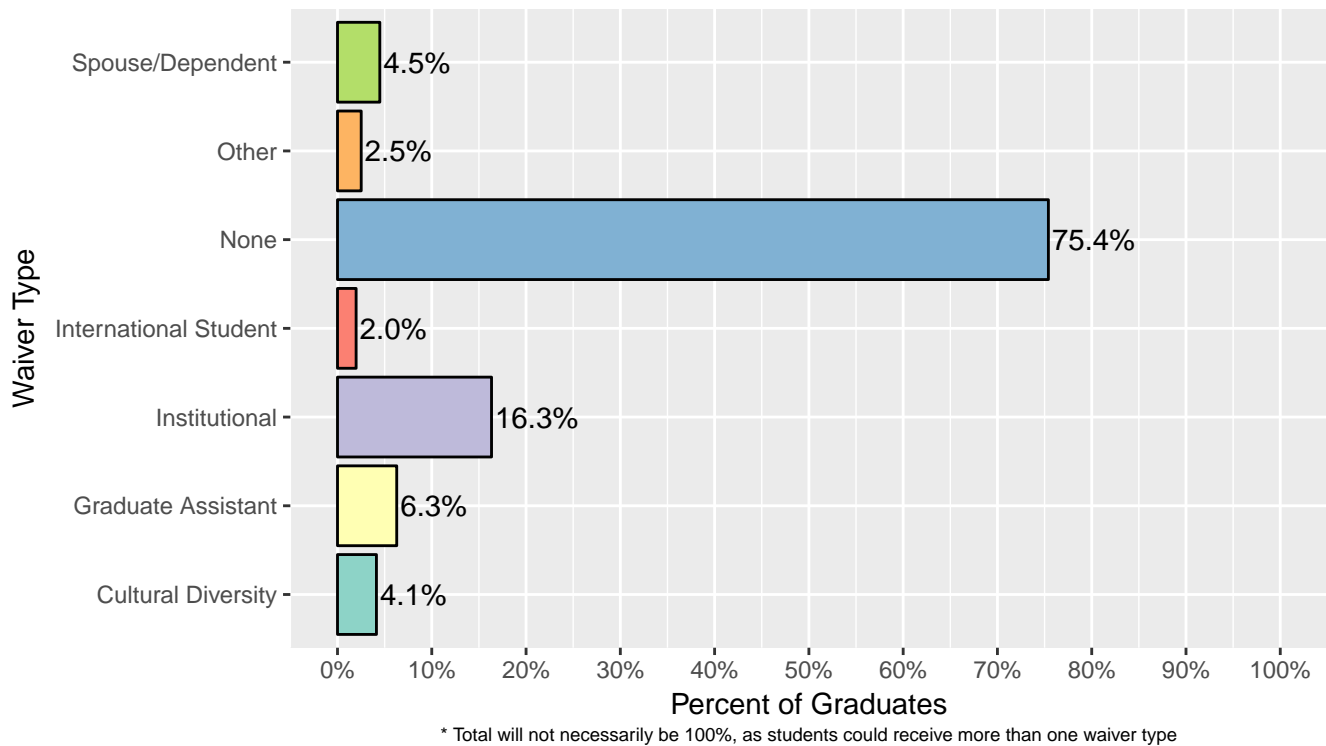


Figure 155: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver		21.9%	14.3%		16.1%		14.1%	24.0%	19.4%
No Waiver	75.7%	64.1%	77.1%	77.8%	62.9%	65.6%	69.4%	53.3%	64.5%

Table 155: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Fine and Studio Arts (CIP: 50.07)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Fine and Studio Arts CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

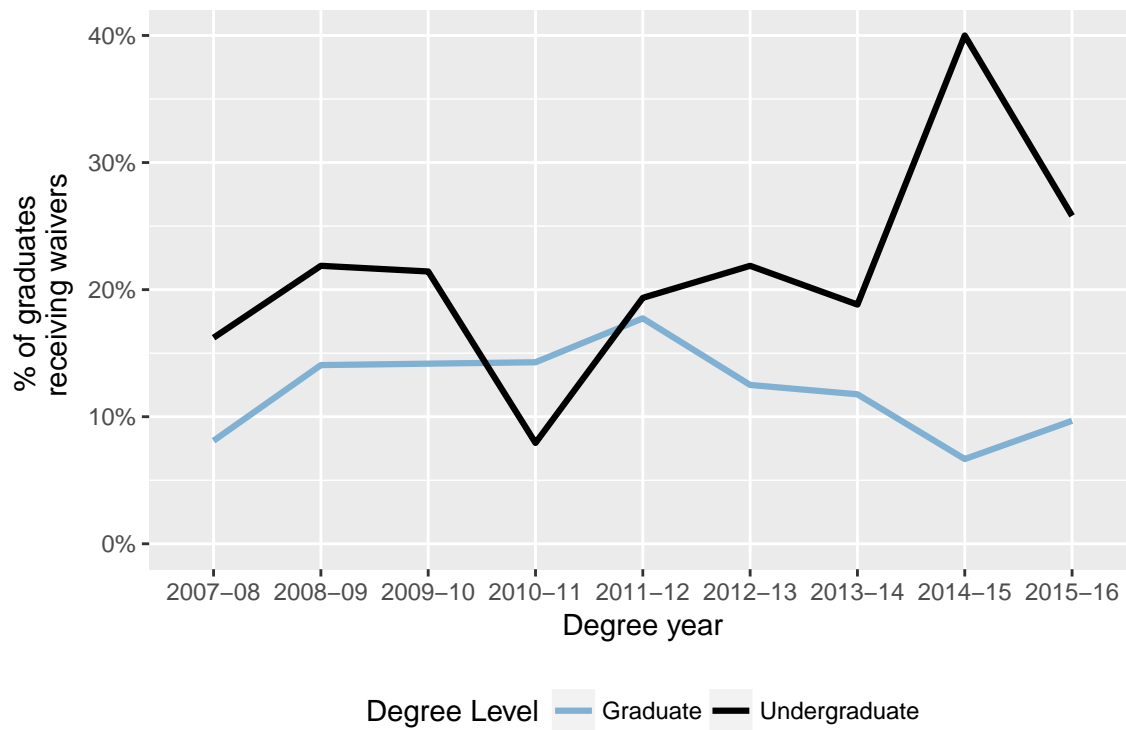


Figure 156: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	8.1%	14.1%		14.3%	17.7%	12.5%	11.8%	6.7%	9.7%
Undergraduate	16.2%	21.9%	21.4%	7.9%	19.4%	21.9%	18.8%	40.0%	25.8%

Table 156: Percent of graduates receiving a waiver by degree year

Fine and Studio Arts (CIP: 50.07)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Fine and Studio Arts CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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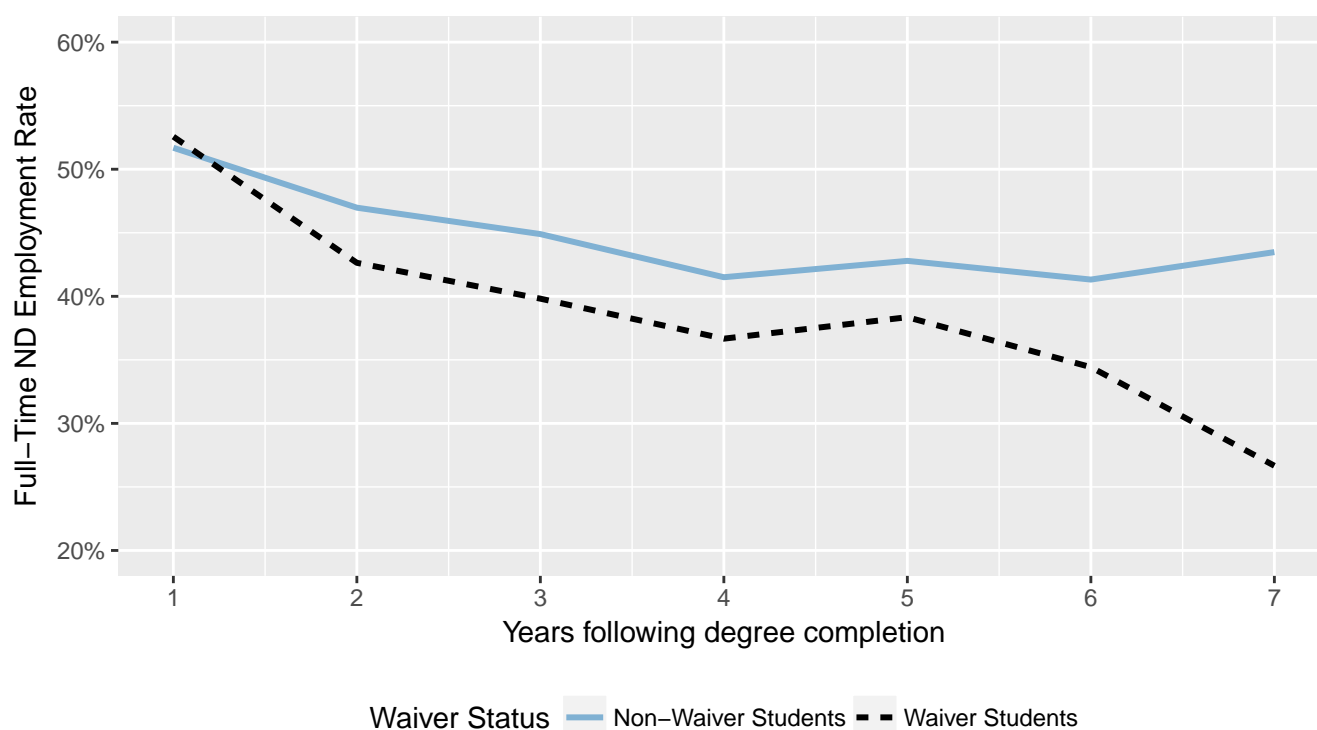


Figure 157: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	51.7%	47.0%	44.9%	41.5%	42.8%	41.3%	43.5%
Waiver Students	52.6%	42.6%	39.8%	36.7%	38.4%	34.4%	26.7%

Table 157: Full-time ND employment rates by years following degree completion and waiver status

8.40 Communication Disorders Sciences and Services (CIP: 51.02)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Communication Disorders Sciences and Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

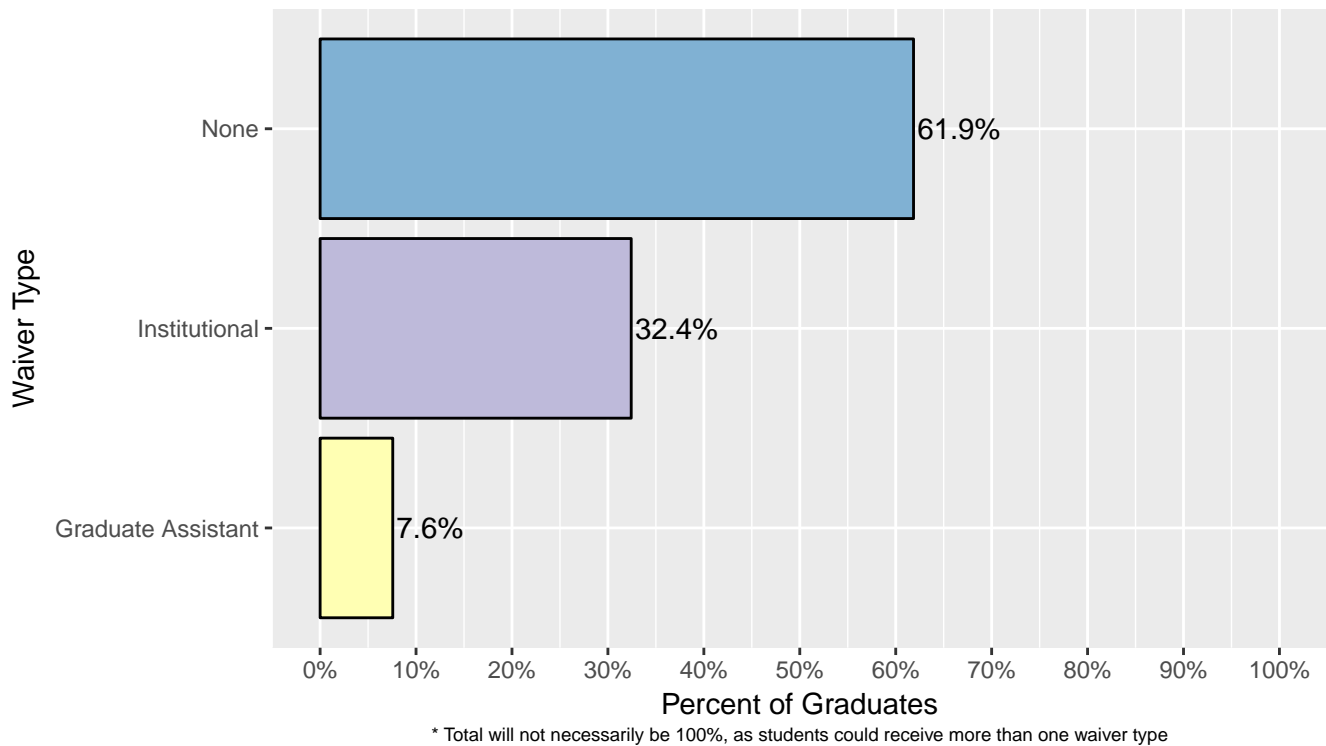


Figure 158: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver									12.5%
Institutional Waiver	31.8%	29.9%	33.3%	18.8%	26.2%		34.1%	39.3%	44.8%
No Waiver	64.7%	67.2%	57.7%	70.0%	63.7%	70.6%	57.1%	50.6%	37.5%

Table 158: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Communication Disorders Sciences and Services (CIP: 51.02)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Communication Disorders Sciences and Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

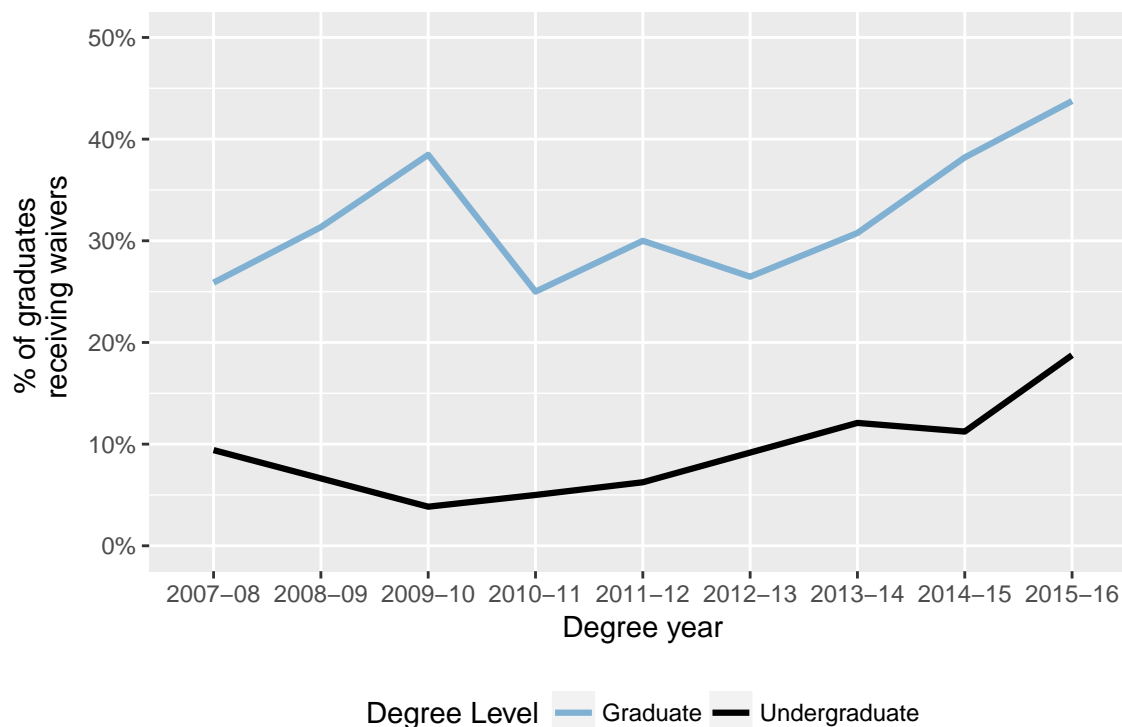


Figure 159: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	25.9%	31.3%	38.5%	25.0%	30.0%	26.5%	30.8%	38.2%	43.8%
Undergraduate	9.4%		3.8%	5.0%	6.2%		12.1%	11.2%	18.8%

Table 159: Percent of graduates receiving a waiver by degree year

Communication Disorders Sciences and Services (CIP: 51.02)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Communication Disorders Sciences and Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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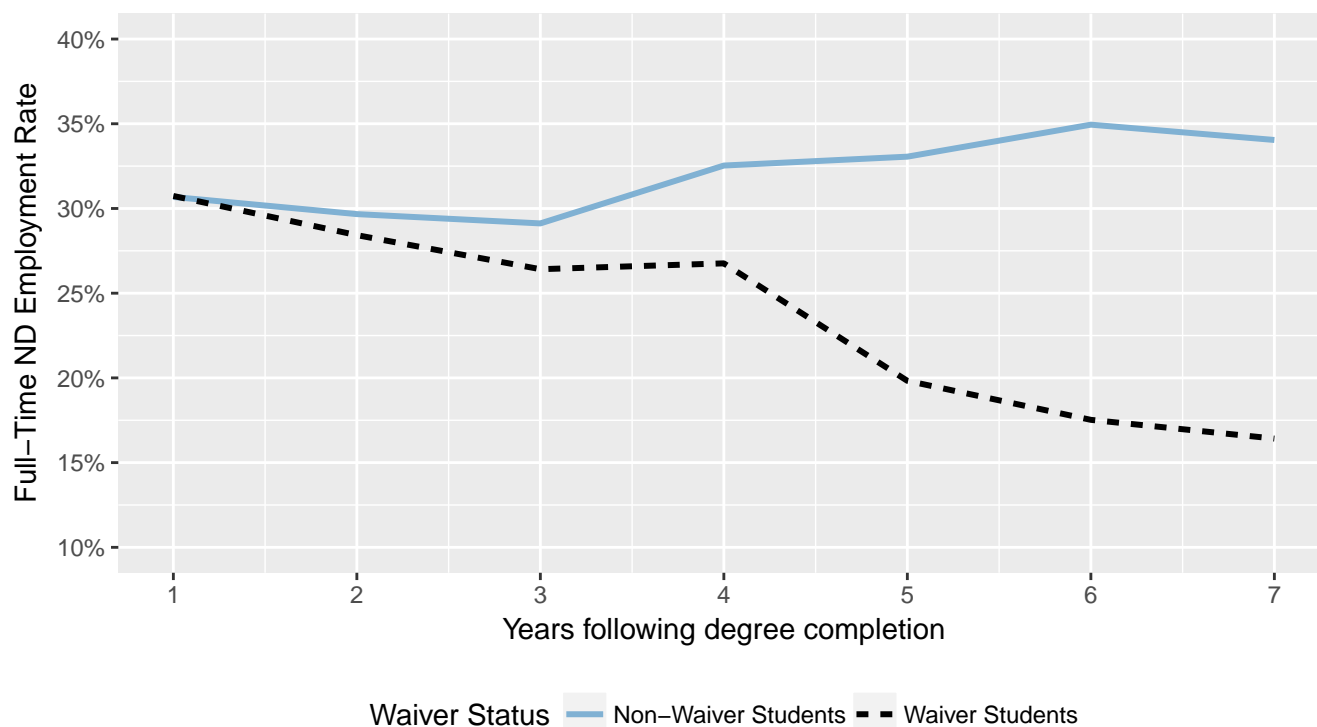


Figure 160: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	30.7%	29.7%	29.1%	32.5%	33.1%	34.9%	34.0%
Waiver Students	30.7%	28.4%	26.4%	26.8%	19.8%	17.5%	16.4%

Table 160: Full-time ND employment rates by years following degree completion and waiver status

8.41 Health and Medical Administrative Services (CIP: 51.07)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Health and Medical Administrative Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

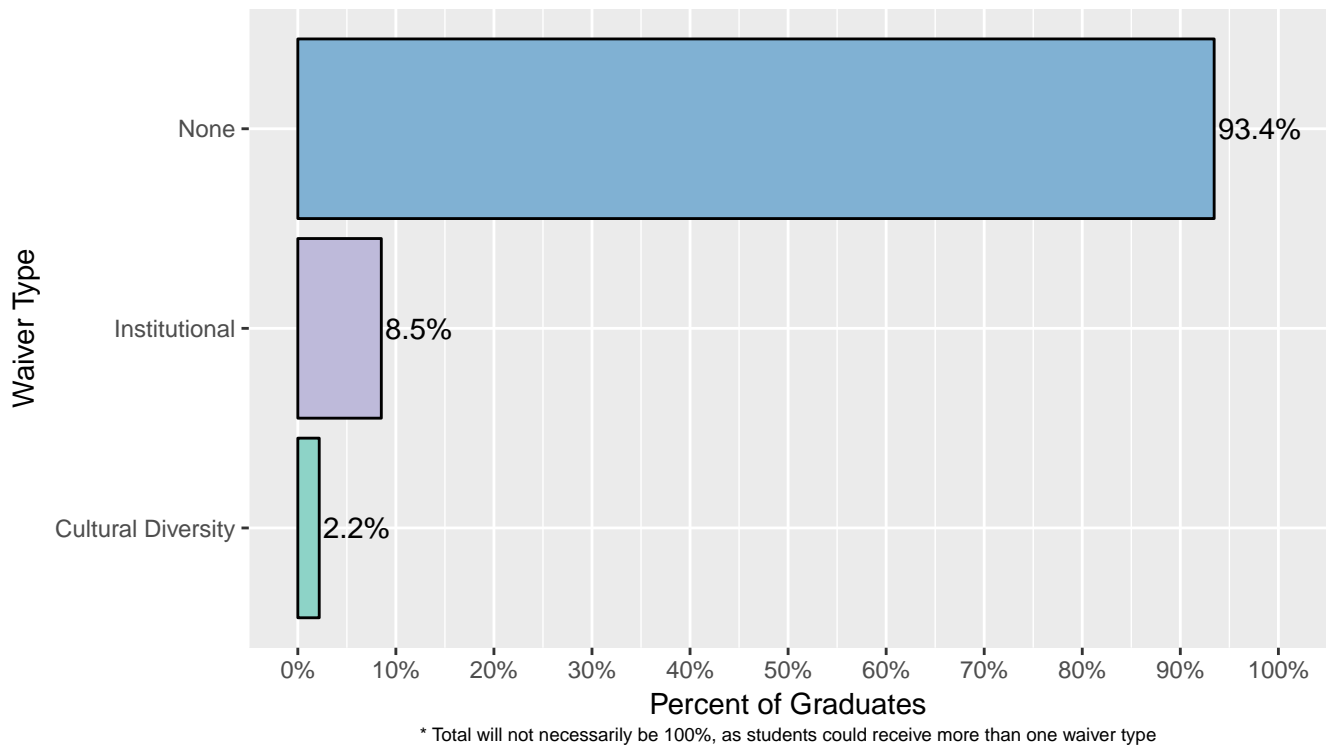


Figure 161: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
No Waiver	95.9%	88.7%	87.7%	87.0%	86.9%	87.0%	83.1%	91.2%	96.0%

Table 161: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Health and Medical Administrative Services (CIP: 51.07)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Health and Medical Administrative Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

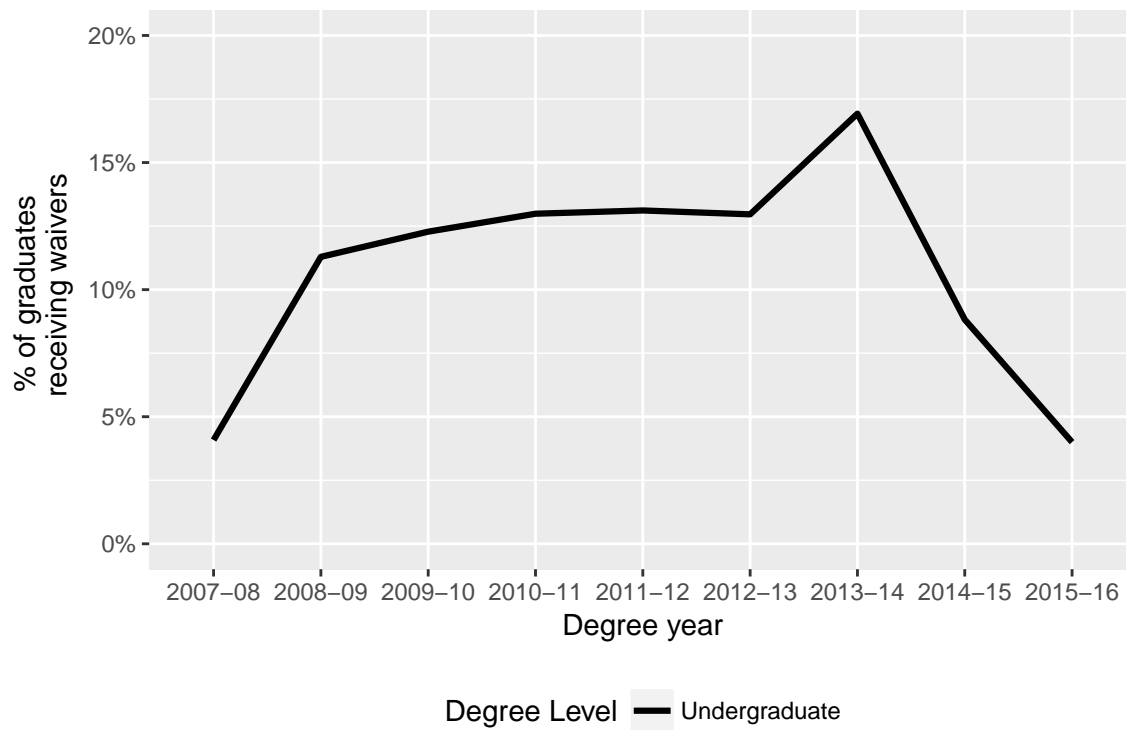


Figure 162: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	4.1%	11.3%	12.3%	13.0%	13.1%	13.0%	16.9%	8.8%	4.0%

Table 162: Percent of graduates receiving a waiver by degree year

Health and Medical Administrative Services (CIP: 51.07)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Health and Medical Administrative Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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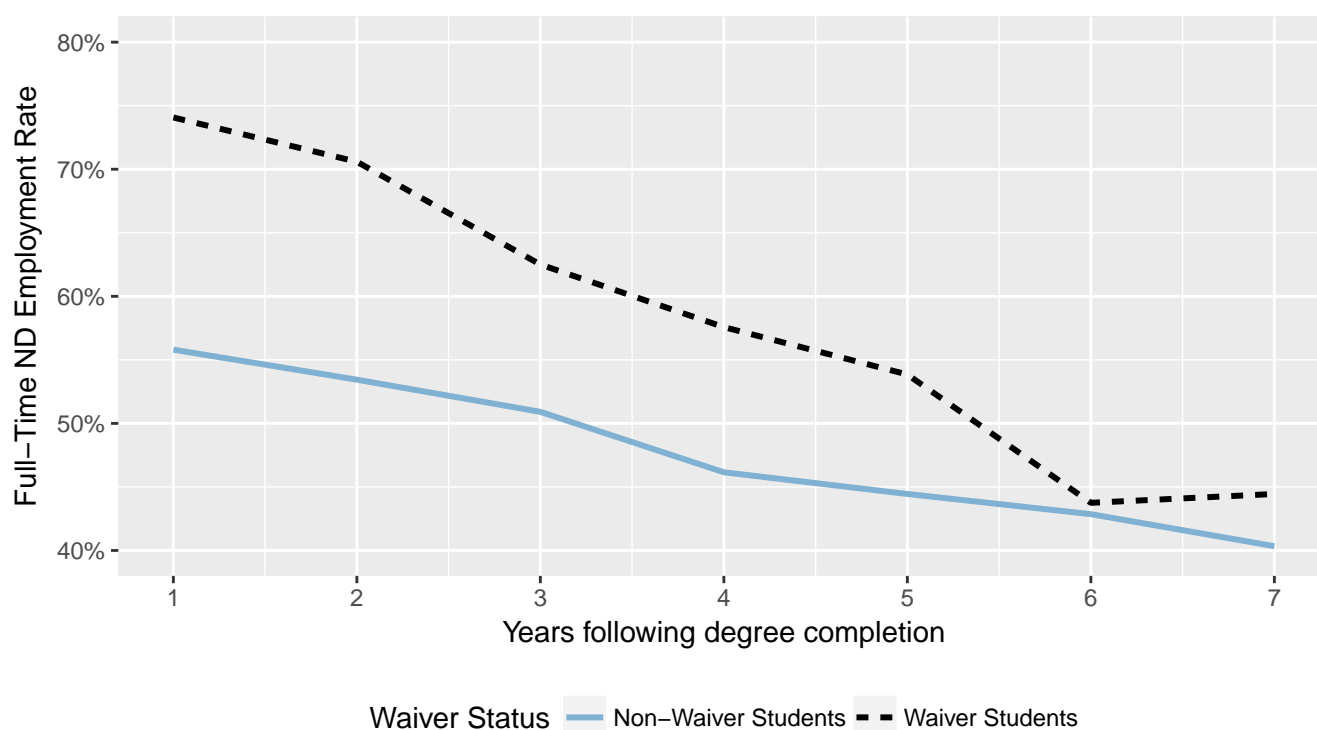


Figure 163: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	55.8%	53.4%	50.9%	46.2%	44.4%	42.9%	40.3%
Waiver Students	74.1%	70.6%	62.5%	57.6%	53.8%	43.8%	44.4%

Table 163: Full-time ND employment rates by years following degree completion and waiver status

8.42 Allied Health and Medical Assisting Services (CIP: 51.08)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Allied Health and Medical Assisting Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

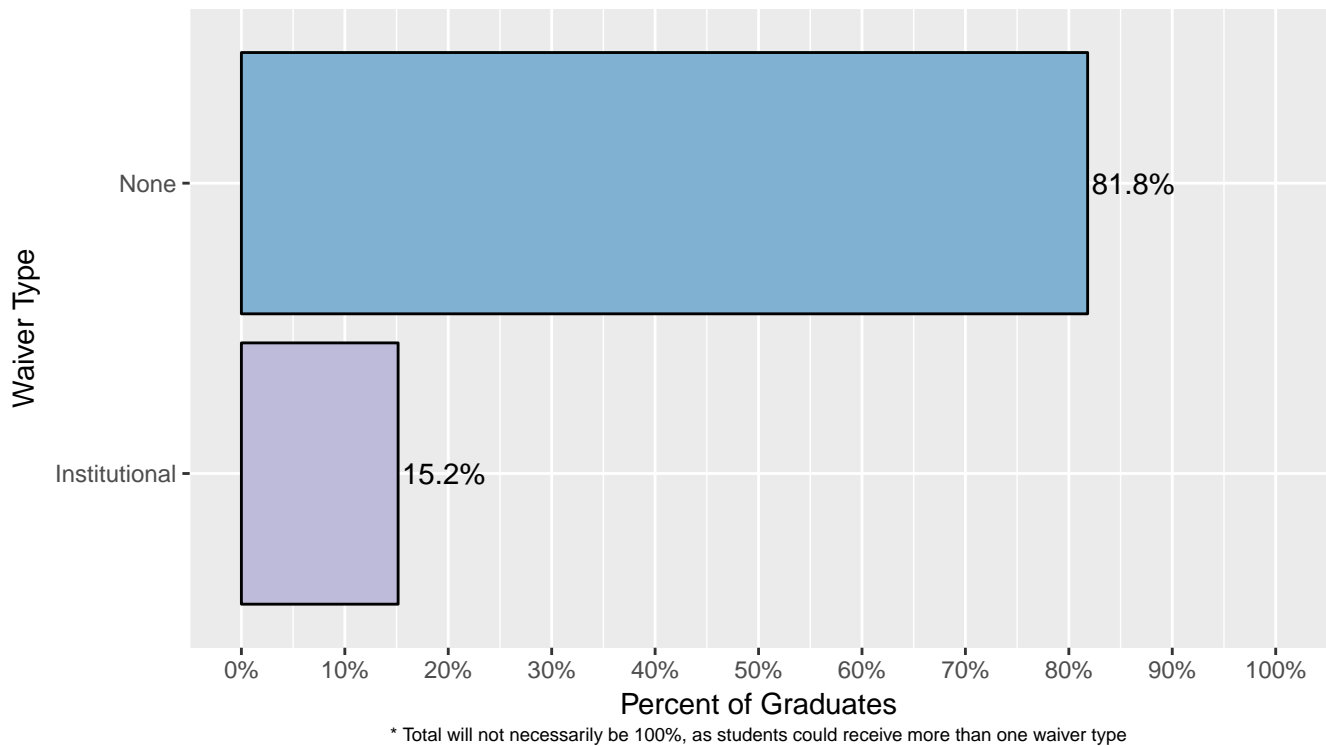


Figure 164: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	19.0%	32.3%			13.1%				22.8%
No Waiver	75.9%	64.6%	80.0%	86.4%	78.6%	91.1%	82.3%	89.6%	77.2%

Table 164: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Allied Health and Medical Assisting Services (CIP: 51.08)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Allied Health and Medical Assisting Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

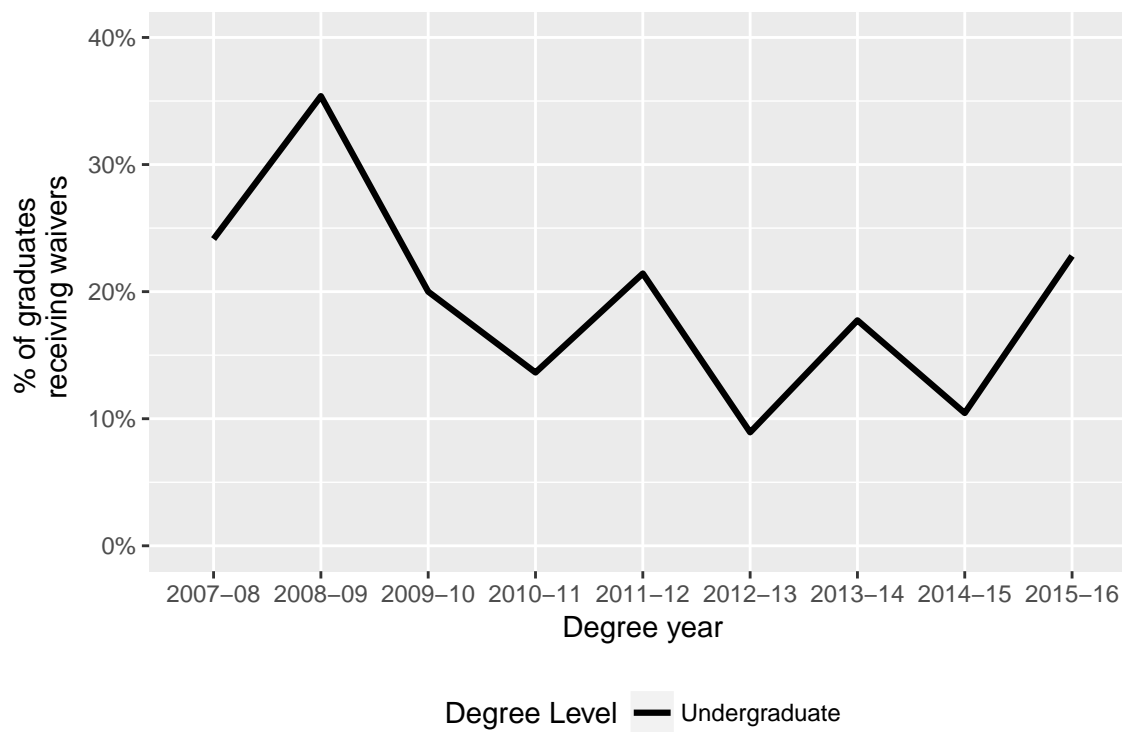


Figure 165: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	24.1%	35.4%	20.0%	13.6%	21.4%	8.9%	17.7%	10.4%	22.8%

Table 165: Percent of graduates receiving a waiver by degree year

Allied Health and Medical Assisting Services (CIP: 51.08)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Allied Health and Medical Assisting Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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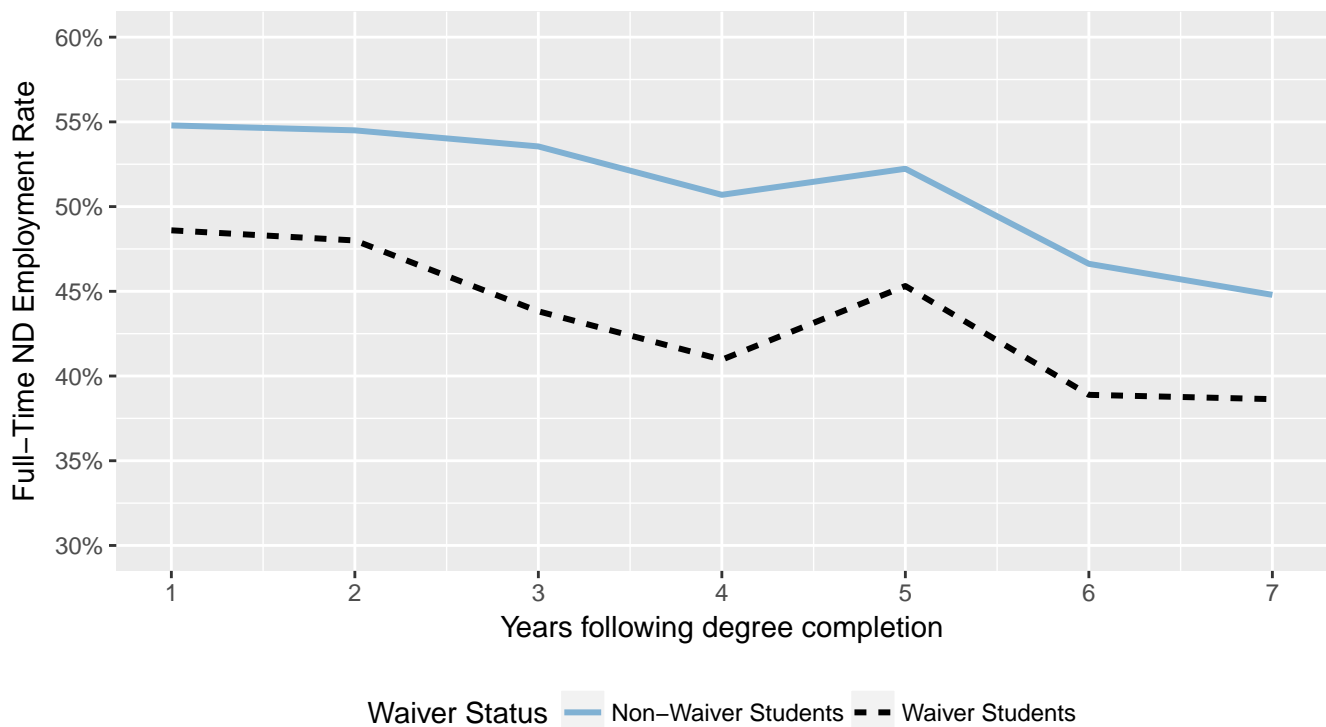


Figure 166: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	54.8%	54.5%	53.6%	50.7%	52.2%	46.6%	44.8%
Waiver Students	48.6%	48.0%	43.8%	41.0%	45.3%	38.9%	38.6%

Table 166: Full-time ND employment rates by years following degree completion and waiver status

8.43 Allied Health Diagnostic, Intervention, and Treatment Professions (CIP: 51.09)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Allied Health Diagnostic, Intervention, and Treatment Professions CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

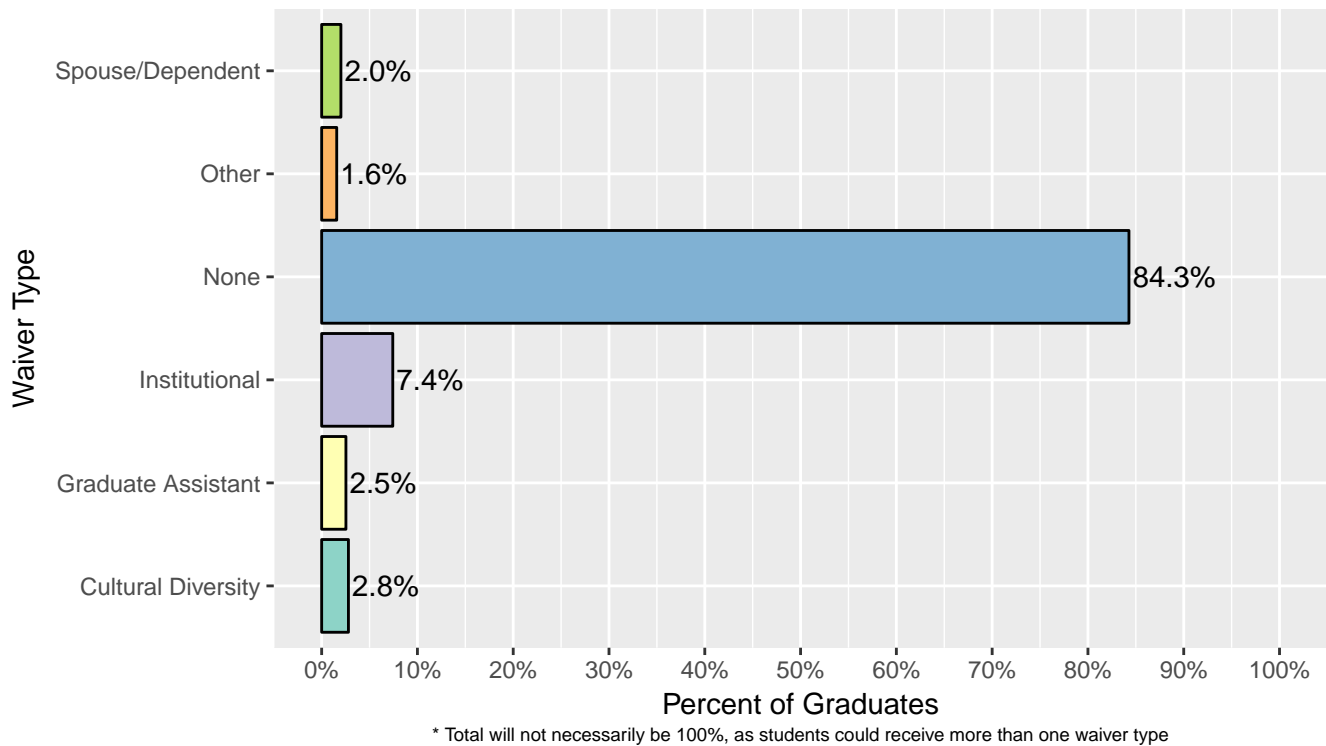


Figure 167: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver		8.8%		10.7%			6.5%	9.0%	11.9%
No Waiver	92.7%	85.0%	91.2%	83.5%	85.3%	75.3%	85.8%	75.9%	75.0%

Table 167: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Allied Health Diagnostic, Intervention, and Treatment Professions (CIP: 51.09)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Allied Health Diagnostic, Intervention, and Treatment Professions CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

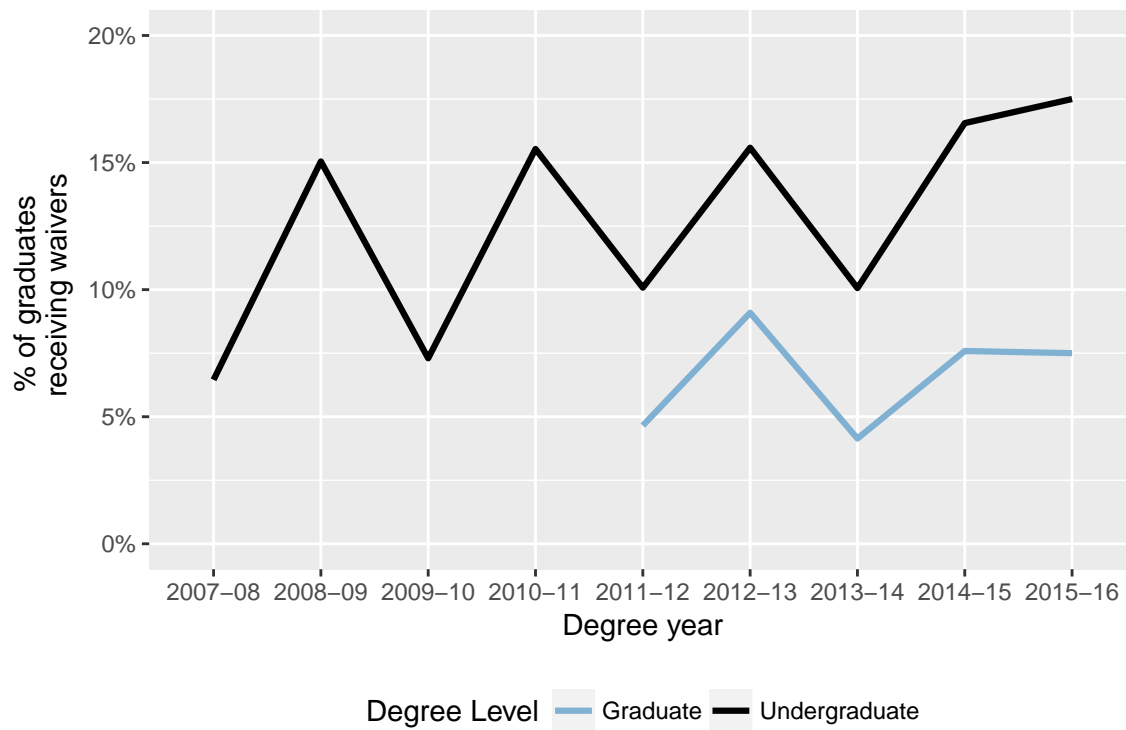


Figure 168: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate					4.7%	9.1%	4.1%	7.6%	7.5%
Undergraduate	6.5%	15.0%	7.3%	15.5%	10.1%	15.6%	10.1%	16.6%	17.5%

Table 168: Percent of graduates receiving a waiver by degree year

Allied Health Diagnostic, Intervention, and Treatment Professions (CIP: 51.09)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Allied Health Diagnostic, Intervention, and Treatment Professions CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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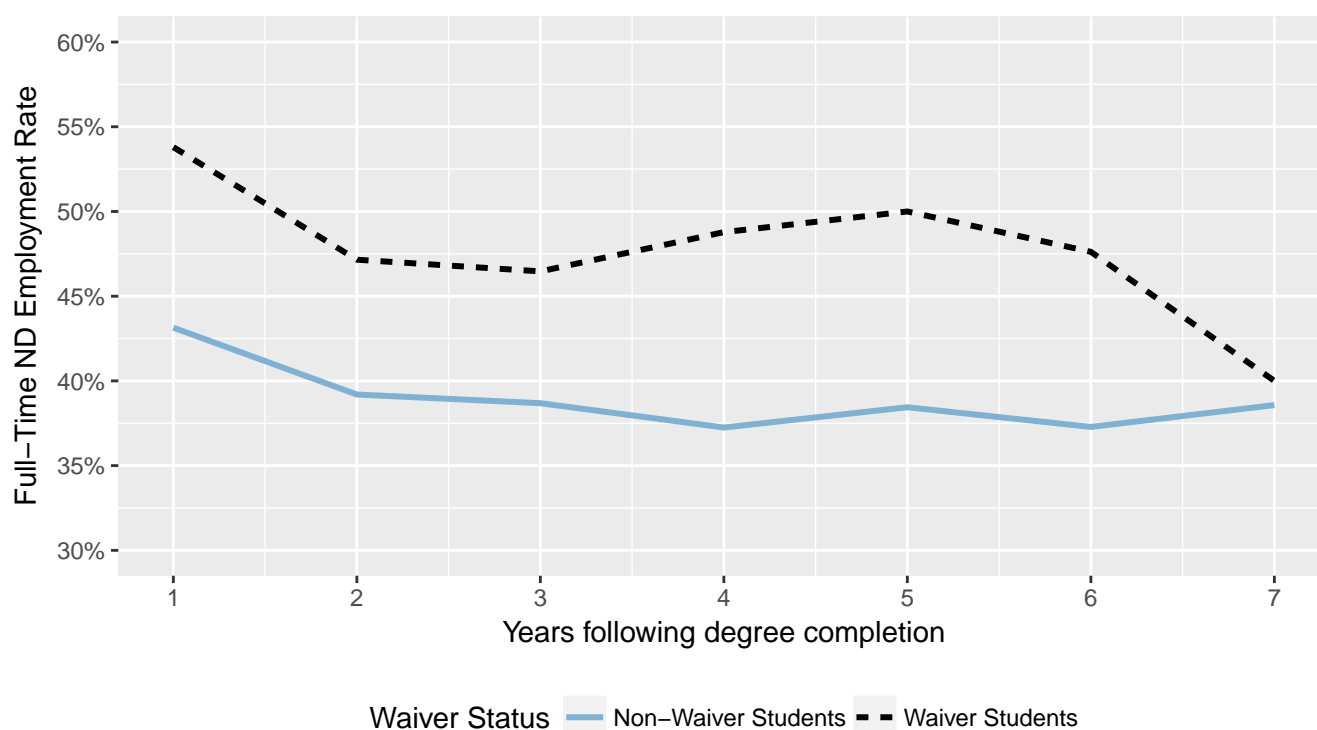


Figure 169: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	43.1%	39.2%	38.7%	37.2%	38.4%	37.3%	38.6%
Waiver Students	53.8%	47.2%	46.5%	48.8%	50.0%	47.6%	40.0%

Table 169: Full-time ND employment rates by years following degree completion and waiver status

8.44 Clinical/Medical Laboratory Science/Research and Allied Professions (CIP: 51.1)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Clinical/Medical Laboratory Science/Research and Allied Professions CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

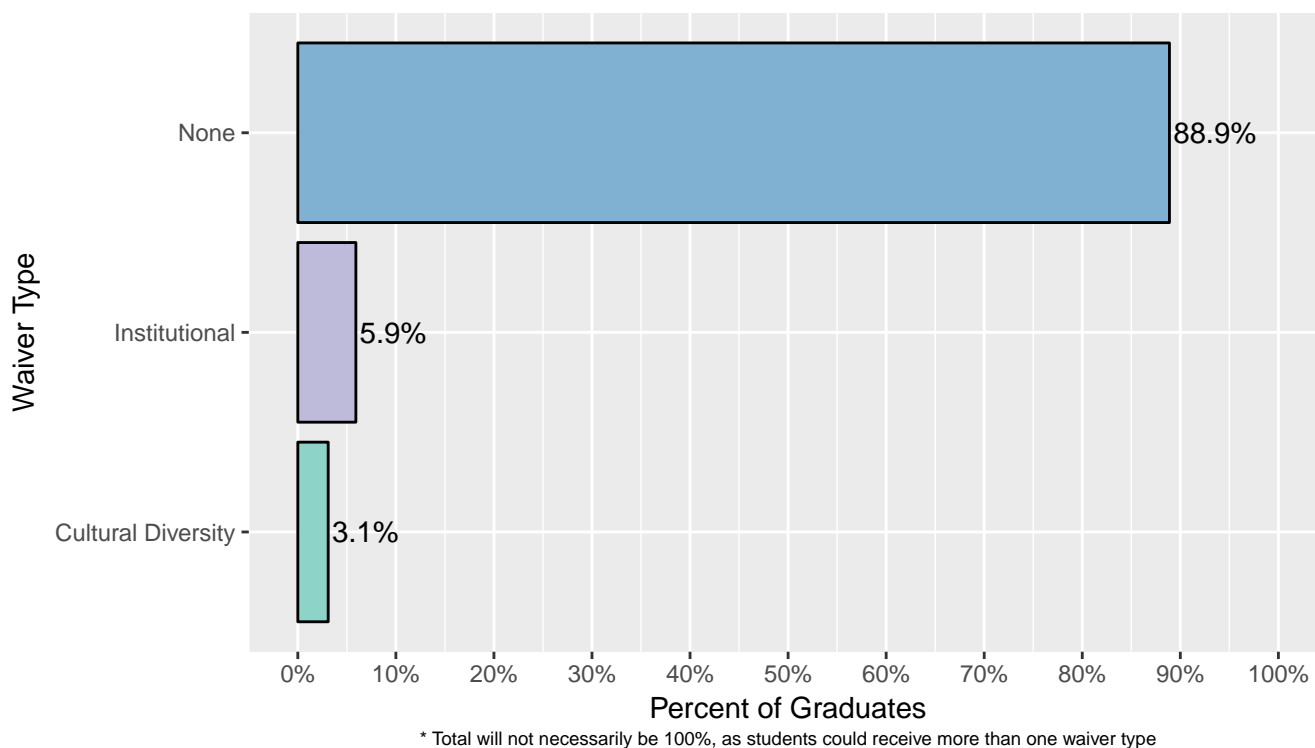


Figure 170: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver			11.7%						
No Waiver	90.4%	86.2%	79.3%	86.4%	93.2%	87.3%	92.3%	91.4%	88.1%

Table 170: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Clinical/Medical Laboratory Science/Research and Allied Professions (CIP: 51.10)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Clinical/Medical Laboratory Science/Research and Allied Professions CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

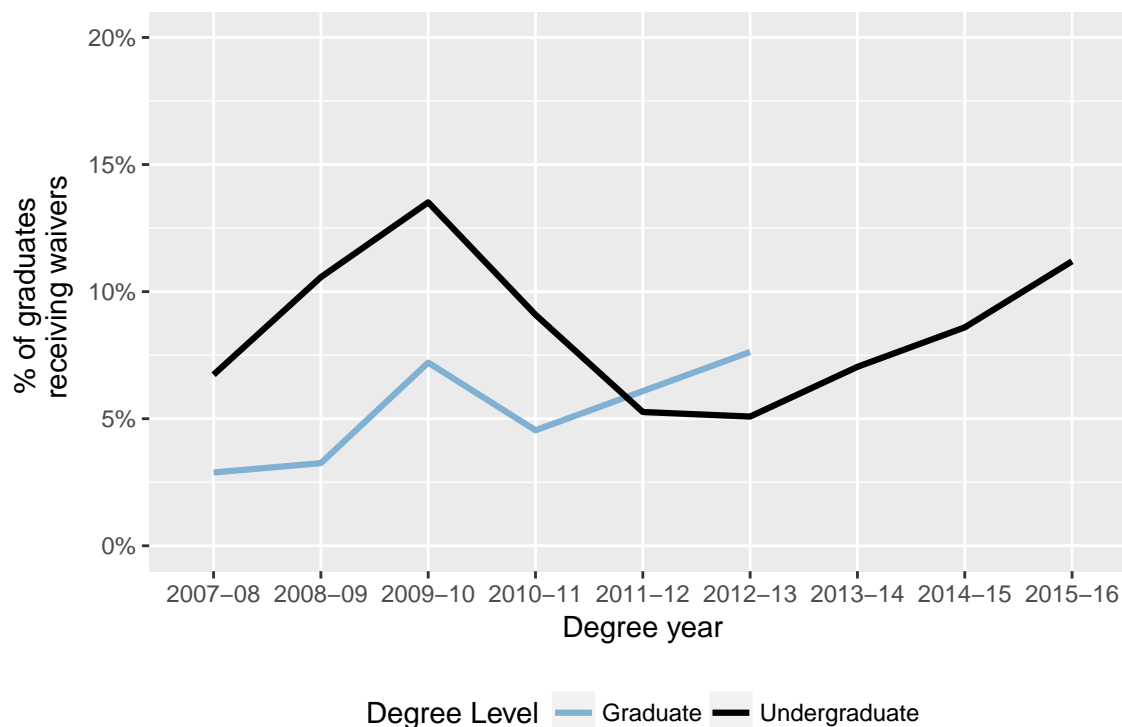


Figure 171: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	2.9%	3.3%	7.2%	4.5%		7.6%			
Undergraduate	6.7%	10.6%	13.5%	9.1%	5.3%	5.1%	7.0%	8.6%	11.2%

Table 171: Percent of graduates receiving a waiver by degree year

Clinical/Medical Laboratory Science/Research and Allied Professions (CIP: 51.10)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Clinical/Medical Laboratory Science/Research and Allied Professions CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

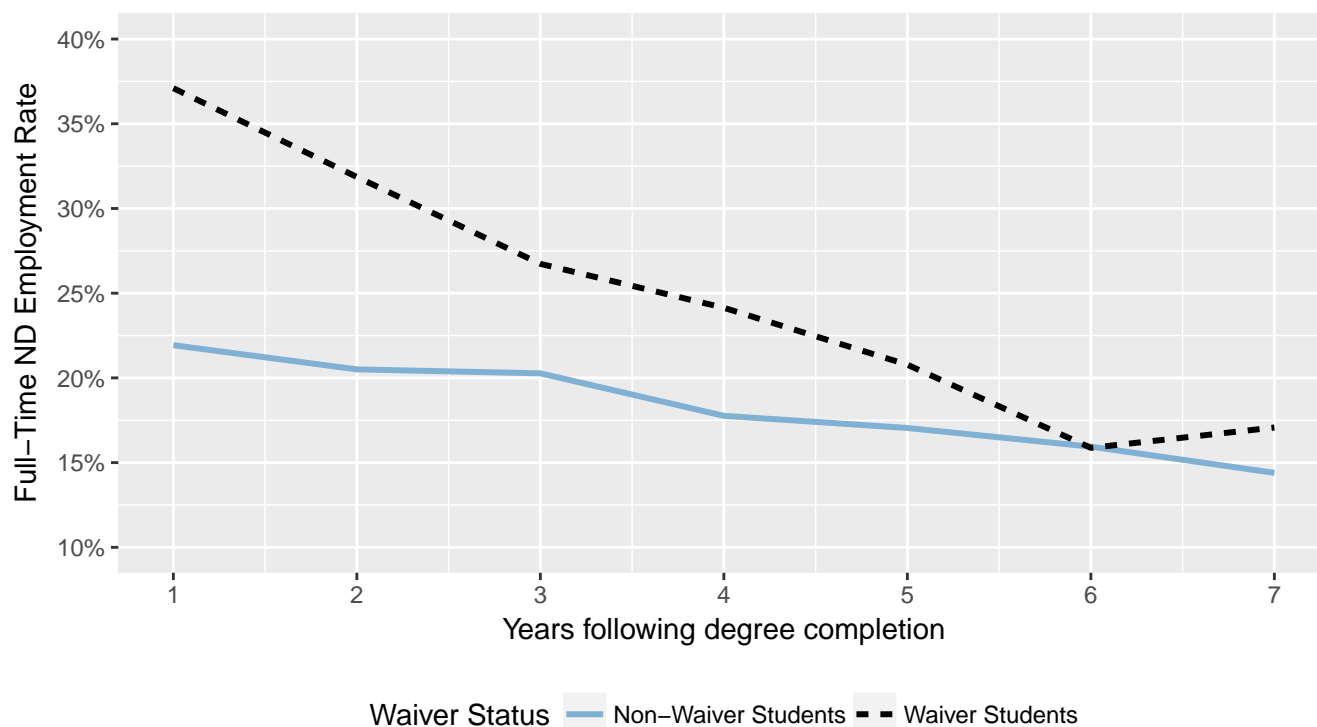


Figure 172: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	21.9%	20.5%	20.3%	17.8%	17.0%	15.9%	14.4%
Waiver Students	37.1%	31.9%	26.7%	24.1%	20.8%	15.9%	17.1%

Table 172: Full-time ND employment rates by years following degree completion and waiver status

8.45 Medicine (CIP: 51.12)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Medicine CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

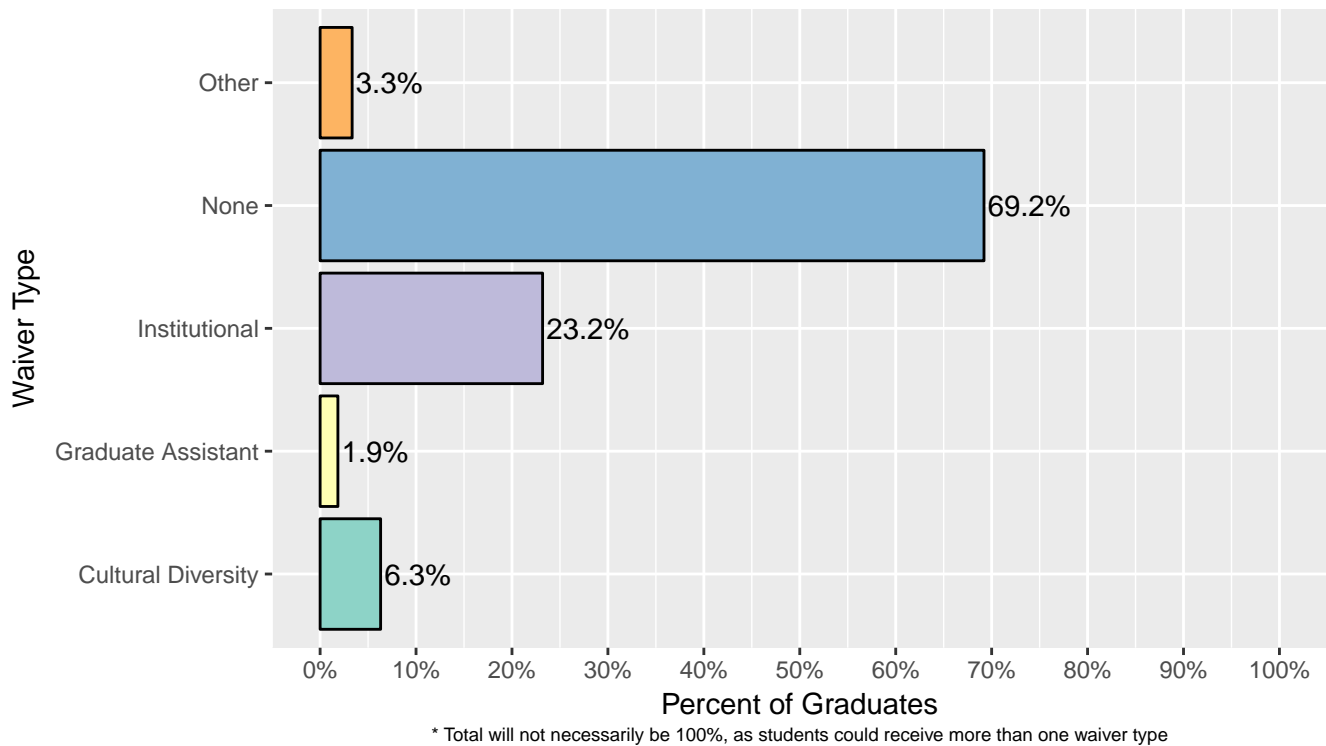


Figure 173: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver									12.0%
Institutional Waiver		26.2%	19.0%	21.1%	20.0%	23.1%	23.1%	21.1%	28.9%
No Waiver	80.0%	68.9%	72.4%	71.9%	68.3%	64.6%	58.5%	66.7%	49.4%

Table 173: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Medicine (CIP: 51.12)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Medicine CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

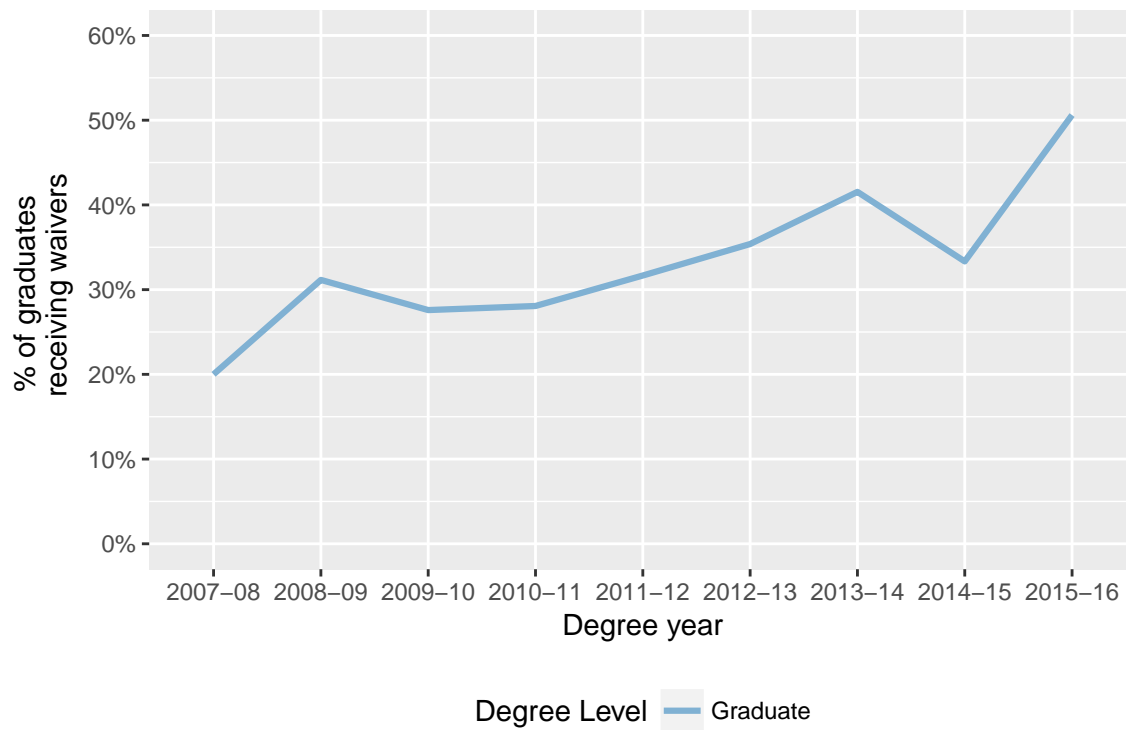


Figure 174: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	20.0%	31.1%	27.6%	28.1%	31.7%	35.4%	41.5%	33.3%	50.6%

Table 174: Percent of graduates receiving a waiver by degree year

Medicine (CIP: 51.12)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Medicine CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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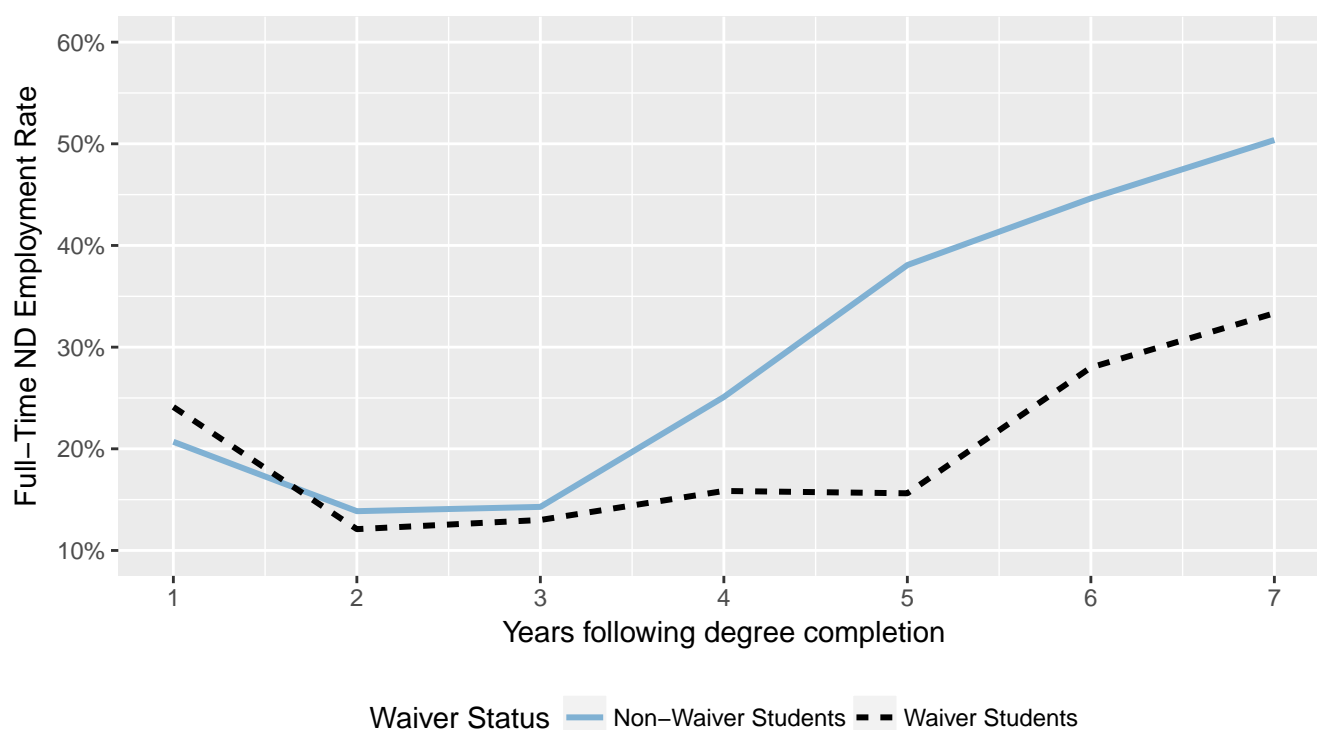


Figure 175: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	20.7%	13.9%	14.3%	25.1%	38.1%	44.6%	50.4%
Waiver Students	24.1%	12.1%	13.0%	15.9%	15.6%	28.0%	33.3%

Table 175: Full-time ND employment rates by years following degree completion and waiver status

8.46 Pharmacy, Pharmaceutical Sciences, and Administration (CIP: 51.2)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Pharmacy, Pharmaceutical Sciences, and Administration CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

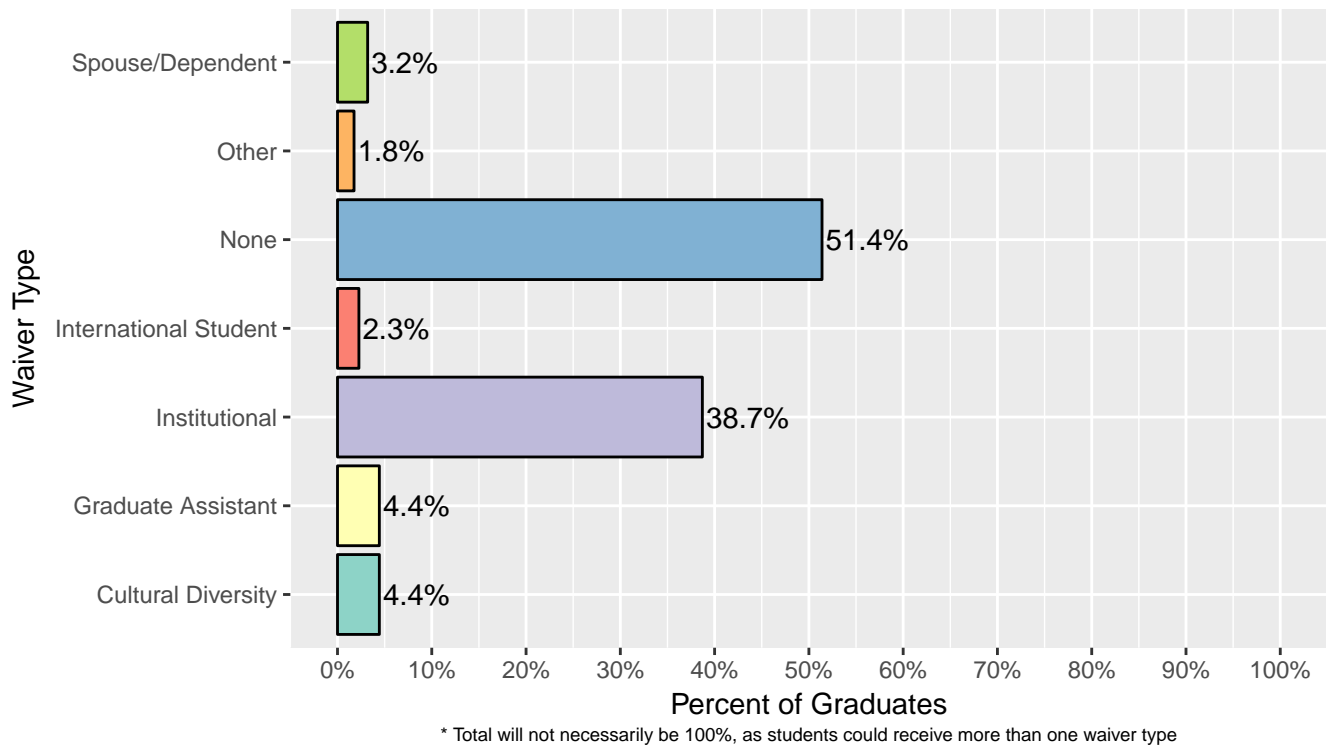


Figure 176: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver			12.6%	11.1%	11.8%	11.8%	81.2%	67.6%	65.4%
No Waiver	76.0%	80.6%	75.8%	73.3%	68.8%	66.7%		20.9%	23.1%

Table 176: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Pharmacy, Pharmaceutical Sciences, and Administration (CIP: 51.20)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Pharmacy, Pharmaceutical Sciences, and Administration CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

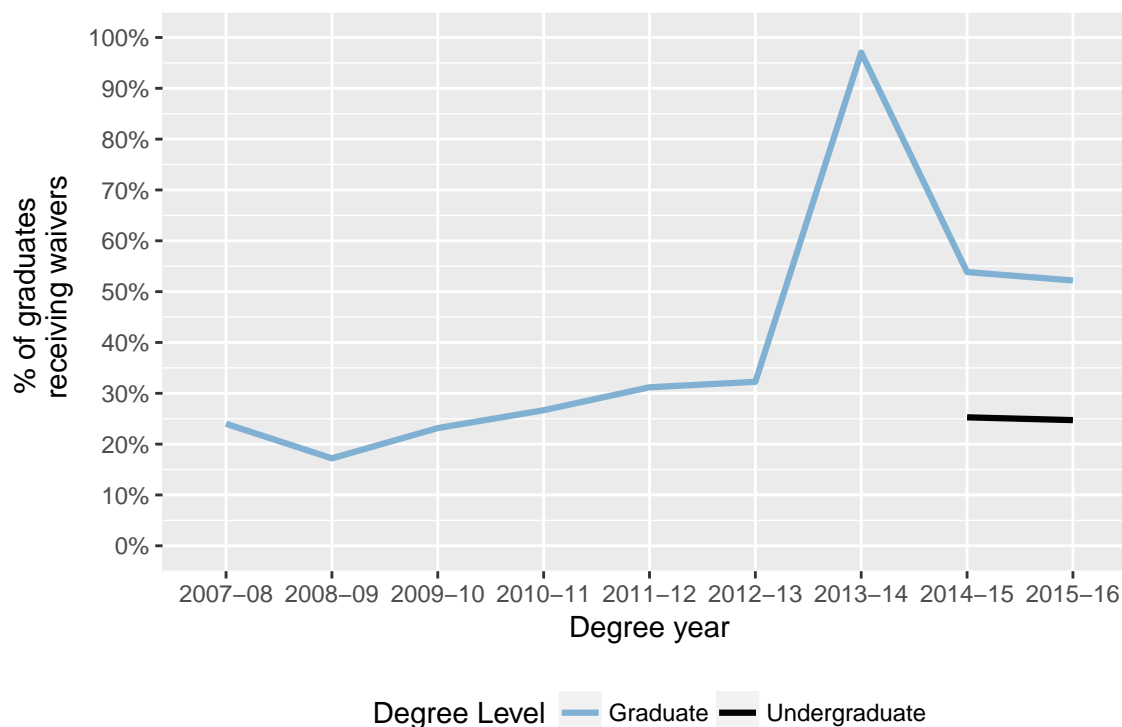


Figure 177: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	24.0%	17.2%	23.2%	26.7%	31.2%	32.3%	97.0%	53.8%	52.2%
Undergraduate								25.3%	24.7%

Table 177: Percent of graduates receiving a waiver by degree year

Pharmacy, Pharmaceutical Sciences, and Administration (CIP: 51.20)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Pharmacy, Pharmaceutical Sciences, and Administration CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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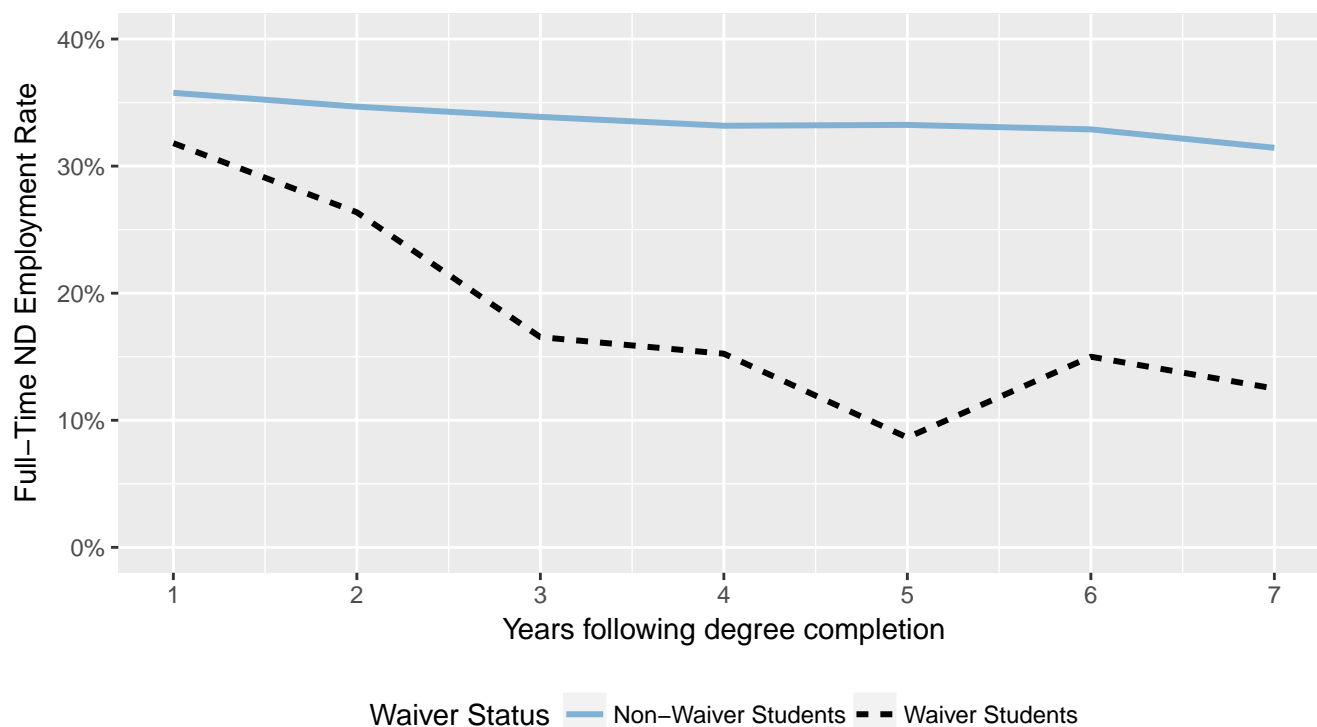


Figure 178: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	35.8%	34.7%	33.9%	33.2%	33.2%	32.9%	31.4%
Waiver Students	31.8%	26.4%	16.5%	15.2%	8.6%	15.0%	12.5%

Table 178: Full-time ND employment rates by years following degree completion and waiver status

8.47 Rehabilitation and Therapeutic Professions (CIP: 51.23)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Rehabilitation and Therapeutic Professions CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

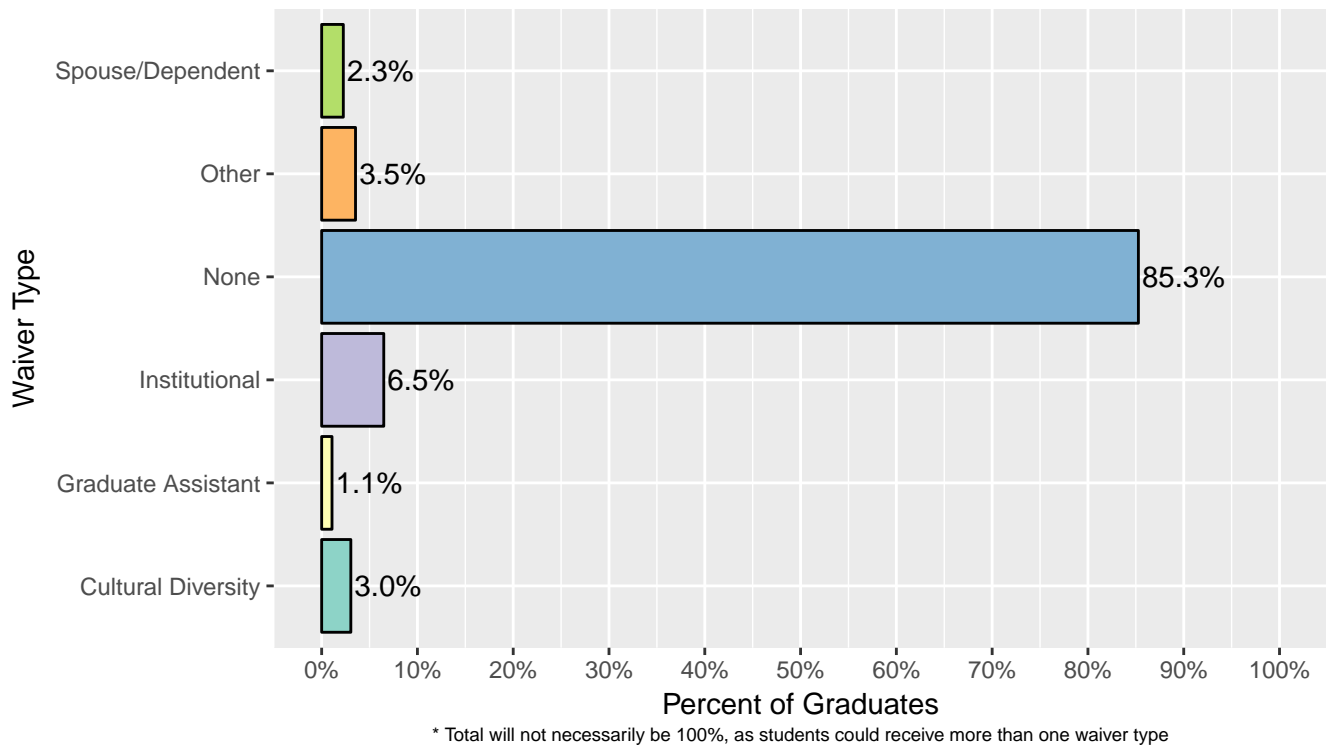


Figure 179: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver					13.1%		9.6%		7.5%
No Waiver	96.4%	85.0%	84.0%	78.5%	80.8%	82.1%	78.9%	80.2%	84.2%

Table 179: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Rehabilitation and Therapeutic Professions (CIP: 51.23)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Rehabilitation and Therapeutic Professions CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

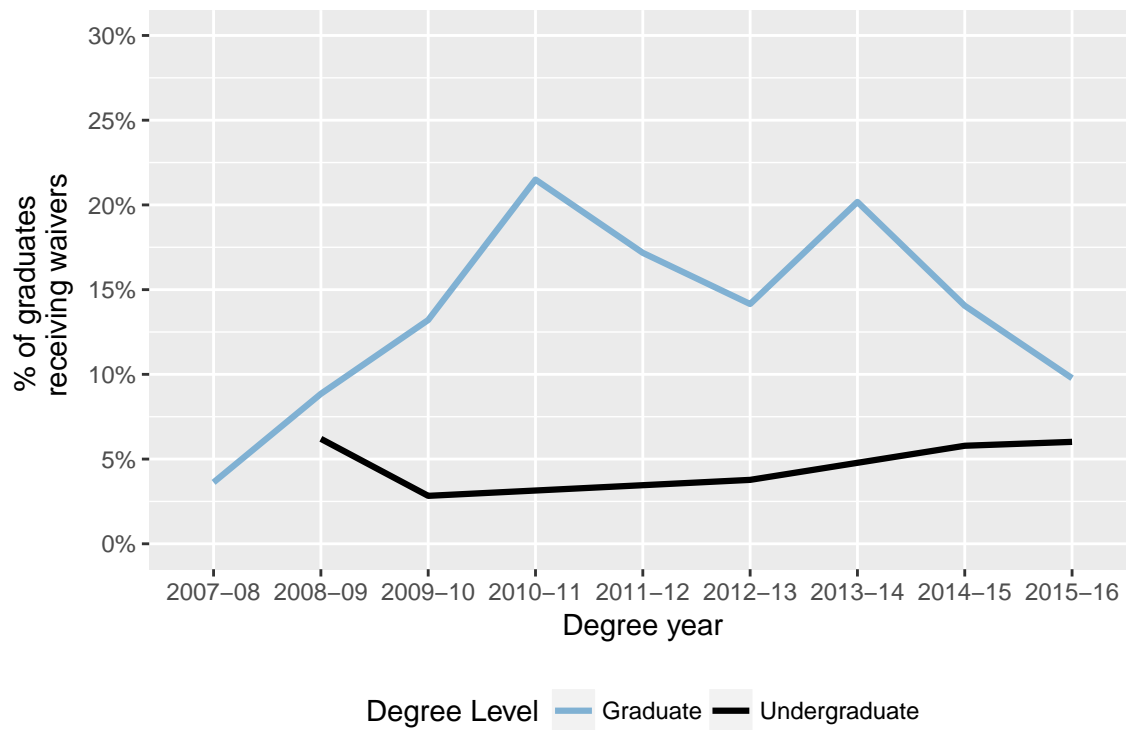


Figure 180: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	3.6%	8.8%	13.2%	21.5%	17.2%	14.2%	20.2%	14.0%	9.8%
Undergraduate		6.2%	2.8%			3.8%		5.8%	6.0%

Table 180: Percent of graduates receiving a waiver by degree year

Rehabilitation and Therapeutic Professions (CIP: 51.23)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Rehabilitation and Therapeutic Professions CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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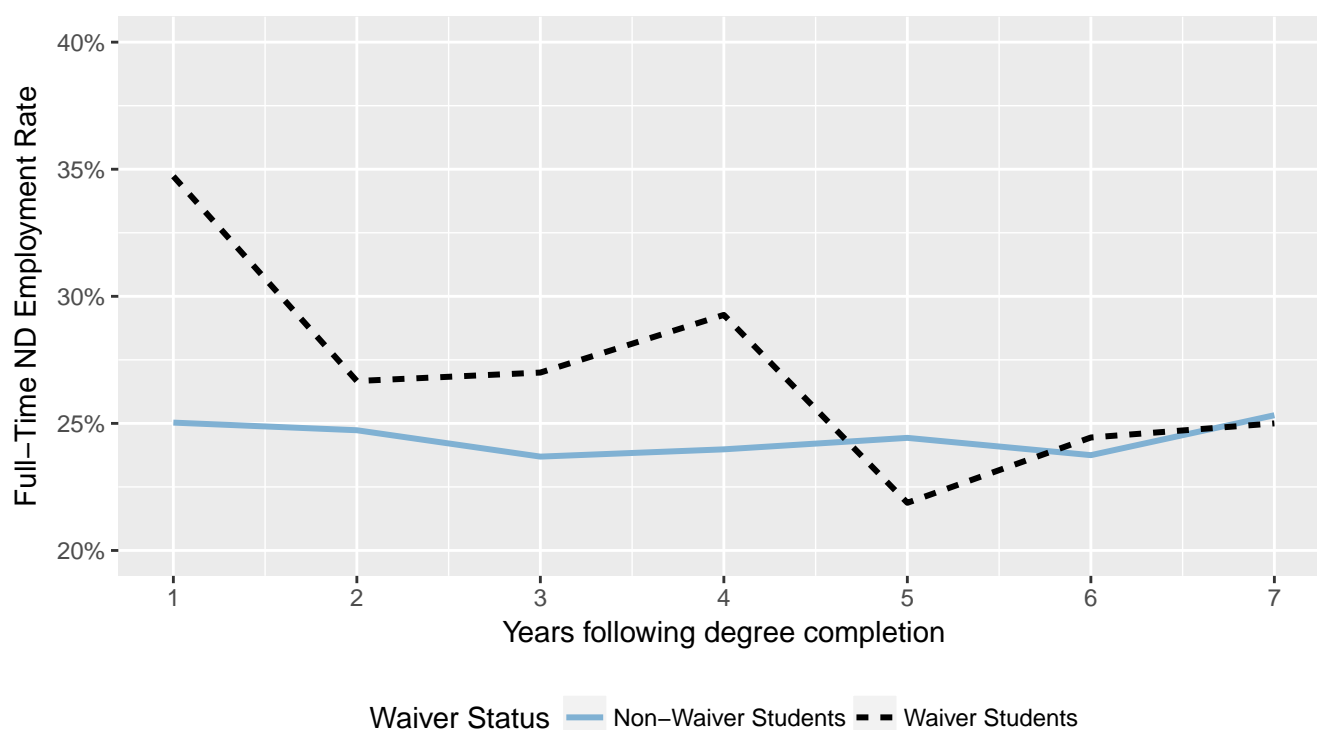


Figure 181: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	25.0%	24.7%	23.7%	24.0%	24.4%	23.8%	25.3%
Waiver Students	34.7%	26.7%	27.0%	29.3%	21.9%	24.4%	25.0%

Table 181: Full-time ND employment rates by years following degree completion and waiver status

8.48 Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing (CIP: 51.38)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

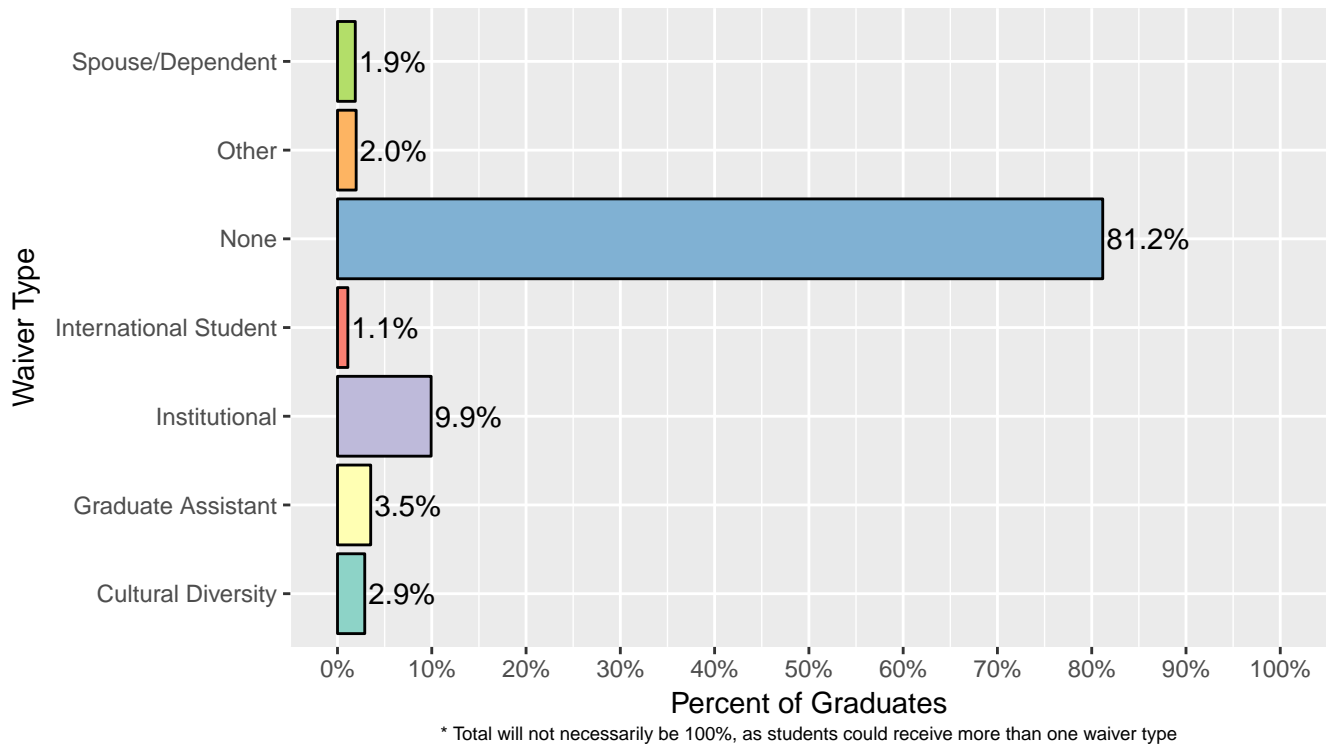


Figure 182: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver	3.2%	2.5%	2.4%	2.7%	2.3%	2.0%	4.4%
Graduate Assistant Waiver		3.8%	3.1%	2.7%	4.1%	5.0%	3.4%
Institutional Waiver	7.0%	9.9%	8.3%	9.2%	8.3%	10.5%	12.8%
International Student Waiver						2.0%	
No Waiver	82.7%	80.2%	81.7%	80.0%	80.2%	76.8%	75.6%
Other	3.8%		3.3%	2.3%			
Spouse/Dependent Waiver				2.1%	2.5%	2.4%	

Table 182: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing (CIP: 51.38)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

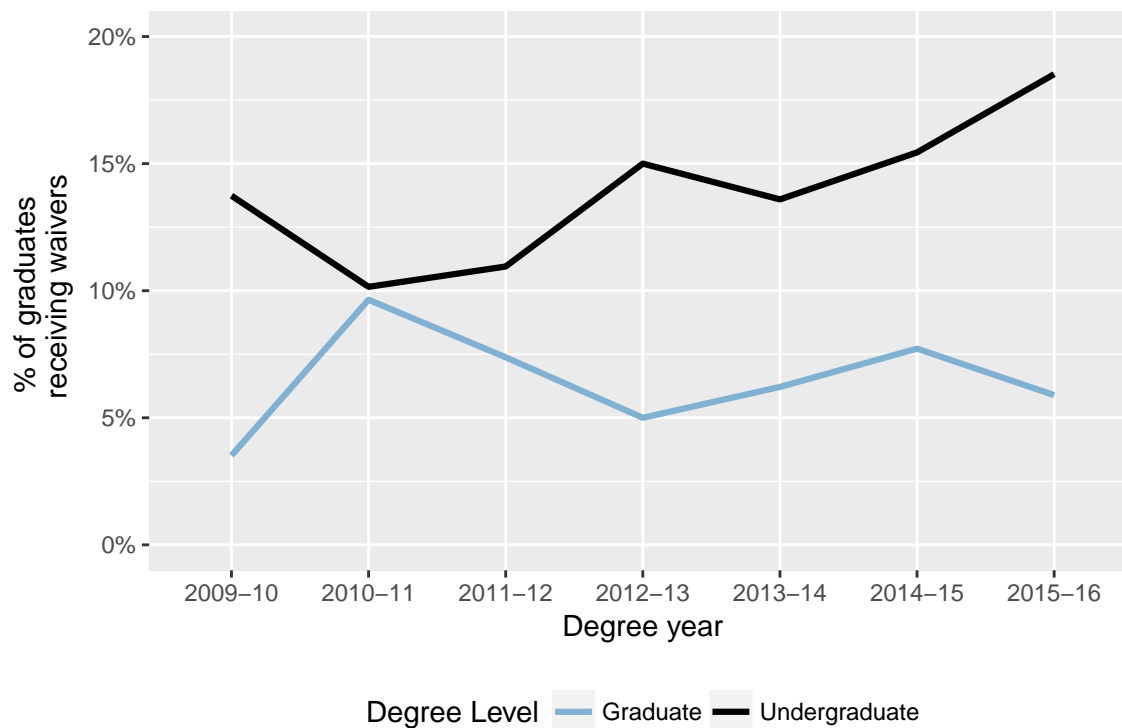


Figure 183: Percent of graduates receiving a waiver by degree year

Degree Level	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	3.5%	9.6%	7.4%	5.0%	6.2%	7.7%	5.9%
Undergraduate	13.7%	10.2%	11.0%	15.0%	13.6%	15.4%	18.5%

Table 183: Percent of graduates receiving a waiver by degree year

Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing (CIP: 51.38)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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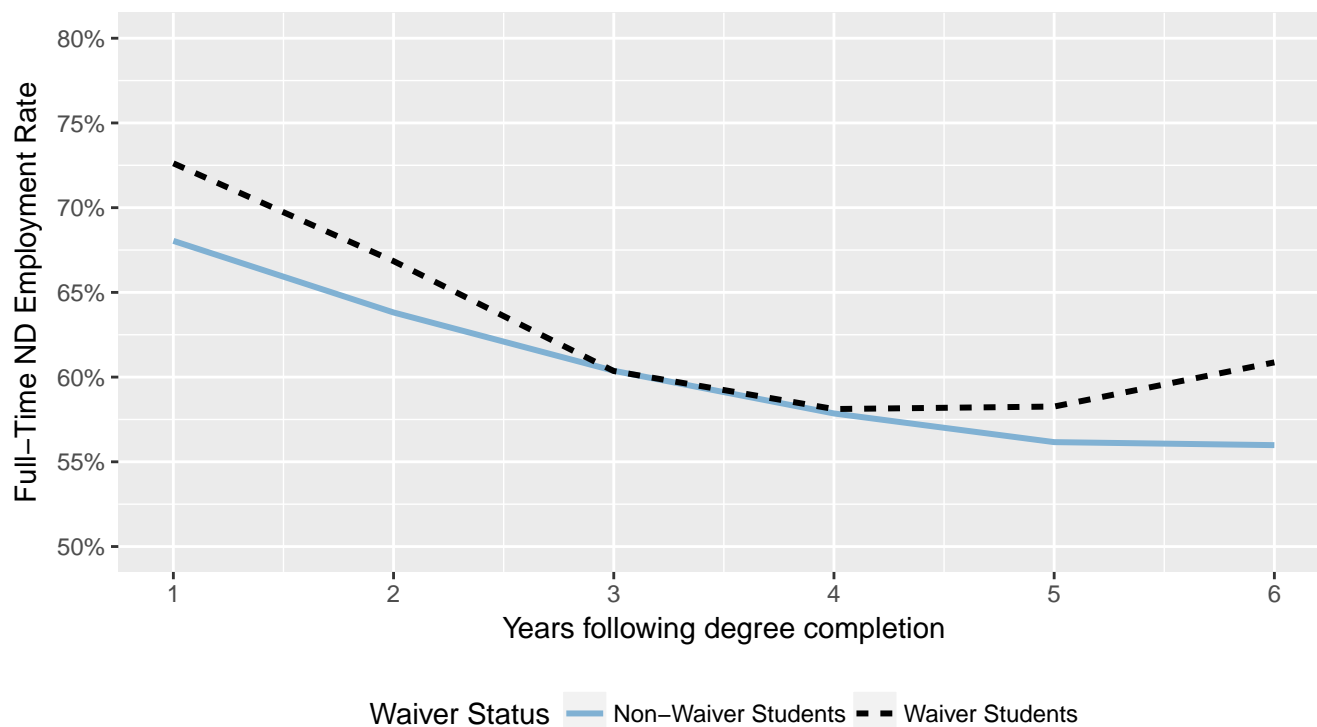


Figure 184: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
Non-Waiver Students	68.0%	63.8%	60.4%	57.9%	56.2%	56.0%
Waiver Students	72.6%	66.8%	60.4%	58.1%	58.3%	60.9%

Table 184: Full-time ND employment rates by years following degree completion and waiver status

8.49 Business Administration, Management and Operations (CIP: 52.02)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Business Administration, Management and Operations CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

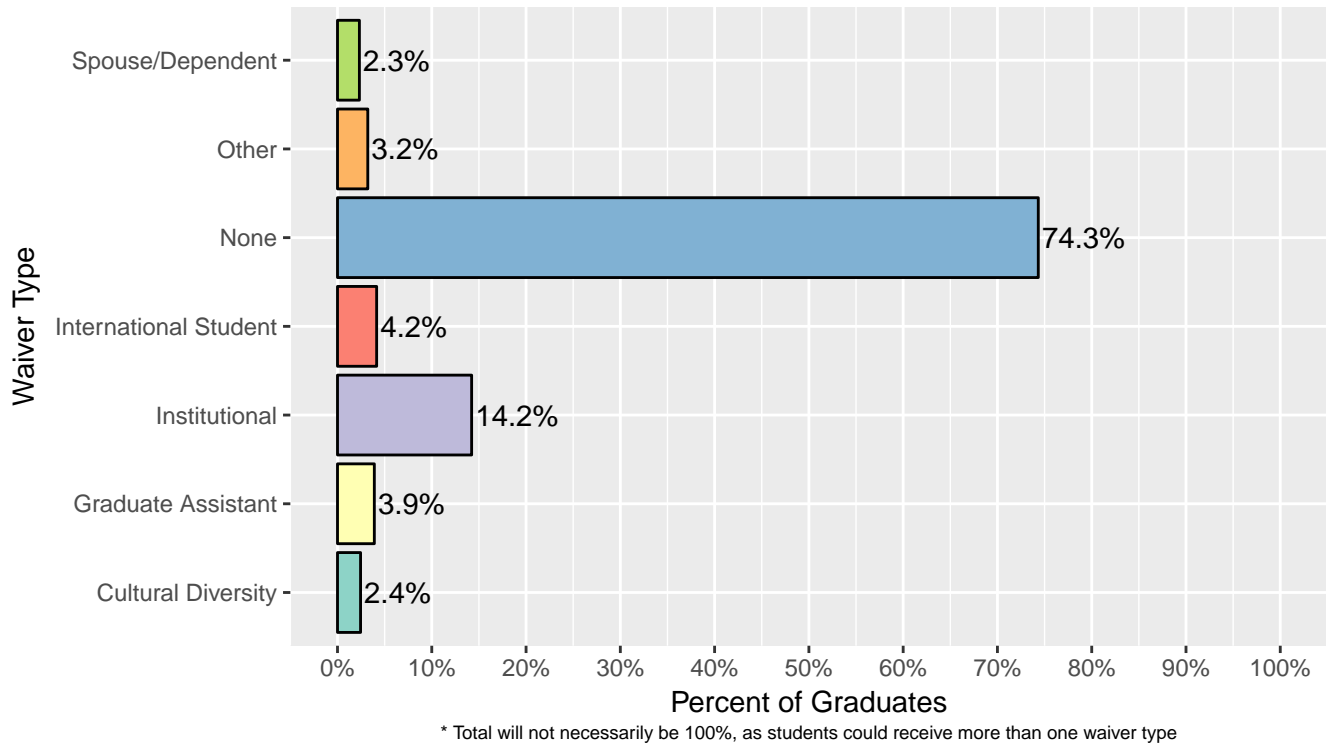


Figure 185: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Cultural Diversity Waiver	2.1%	2.4%	2.4%	2.2%	2.2%	2.4%	2.3%	3.1%	1.9%
Graduate Assistant Waiver	2.9%	3.6%	3.9%	4.6%	4.4%	5.2%	3.7%	2.5%	3.0%
Institutional Waiver	14.8%	15.7%	15.2%	10.5%	9.6%	9.9%	13.1%	16.7%	16.6%
International Student Waiver	3.6%	2.8%	5.2%	5.0%	5.2%	4.0%	3.6%	3.8%	2.8%
No Waiver	72.5%	69.6%	68.7%	70.1%	73.8%	73.1%	73.0%	68.6%	70.5%
Other	2.8%	4.1%	2.6%	3.4%	2.9%	3.7%	2.3%	3.1%	2.8%
Spouse/Dependent Waiver	1.3%	1.8%	2.0%	4.2%	1.9%	1.7%	2.0%	2.3%	2.5%

Table 185: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Business Administration, Management and Operations (CIP: 52.02)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Business Administration, Management and Operations CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

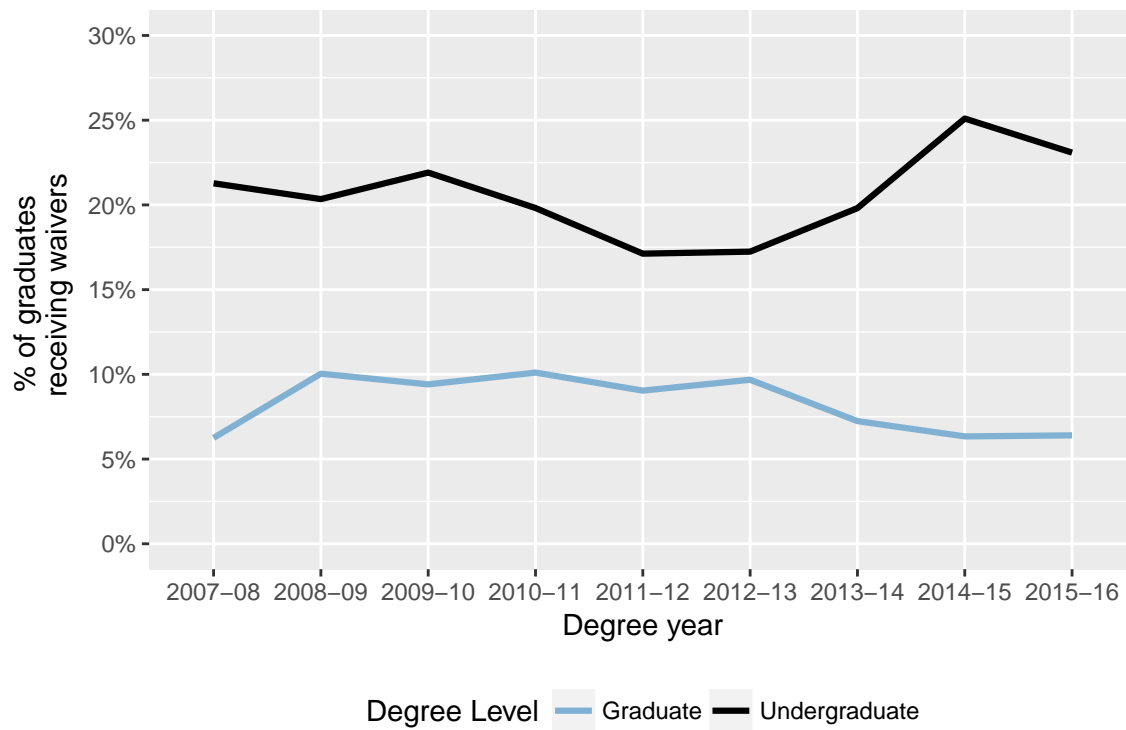


Figure 186: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	6.2%	10.0%	9.4%	10.1%	9.0%	9.7%	7.2%	6.3%	6.4%
Undergraduate	21.3%	20.3%	21.9%	19.8%	17.1%	17.2%	19.8%	25.1%	23.1%

Table 186: Percent of graduates receiving a waiver by degree year

Business Administration, Management and Operations (CIP: 52.02)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Business Administration, Management and Operations CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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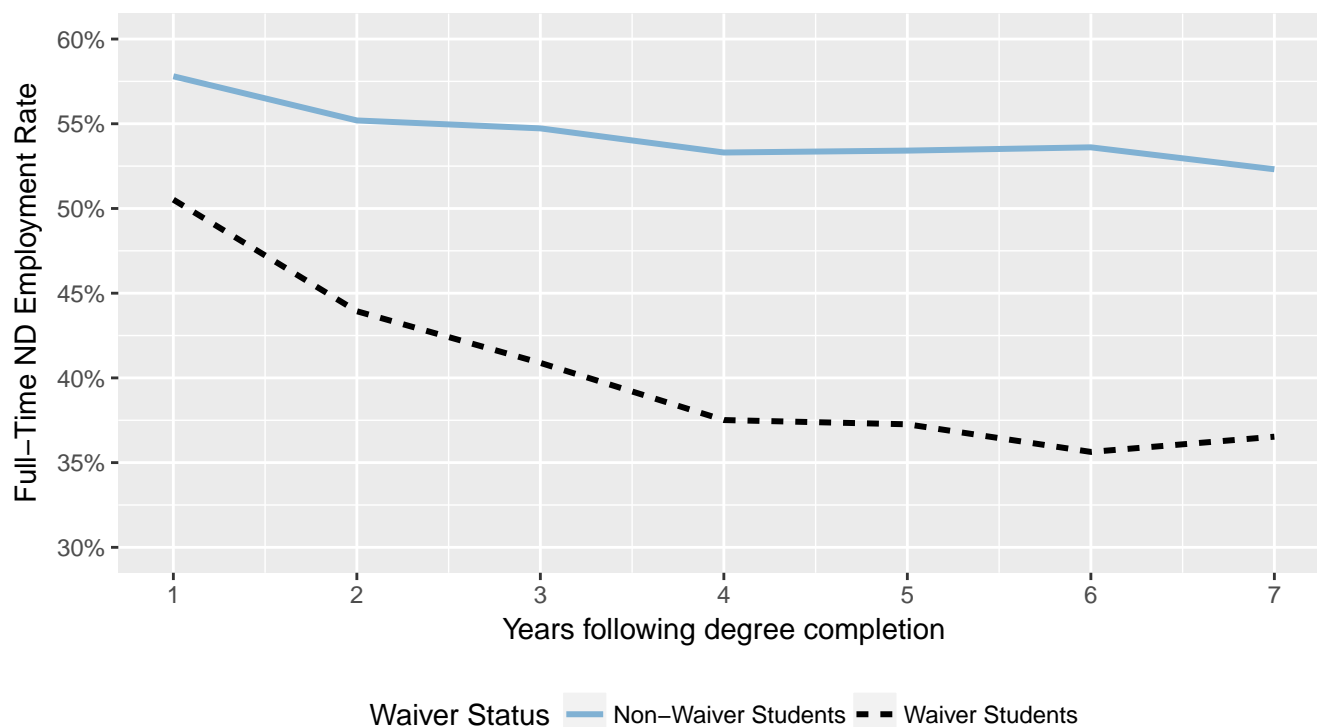


Figure 187: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	57.8%	55.2%	54.7%	53.3%	53.4%	53.6%	52.3%
Waiver Students	50.5%	43.9%	40.9%	37.5%	37.3%	35.6%	36.5%

Table 187: Full-time ND employment rates by years following degree completion and waiver status

8.50 Accounting and Related Services (CIP: 52.03)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Accounting and Related Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

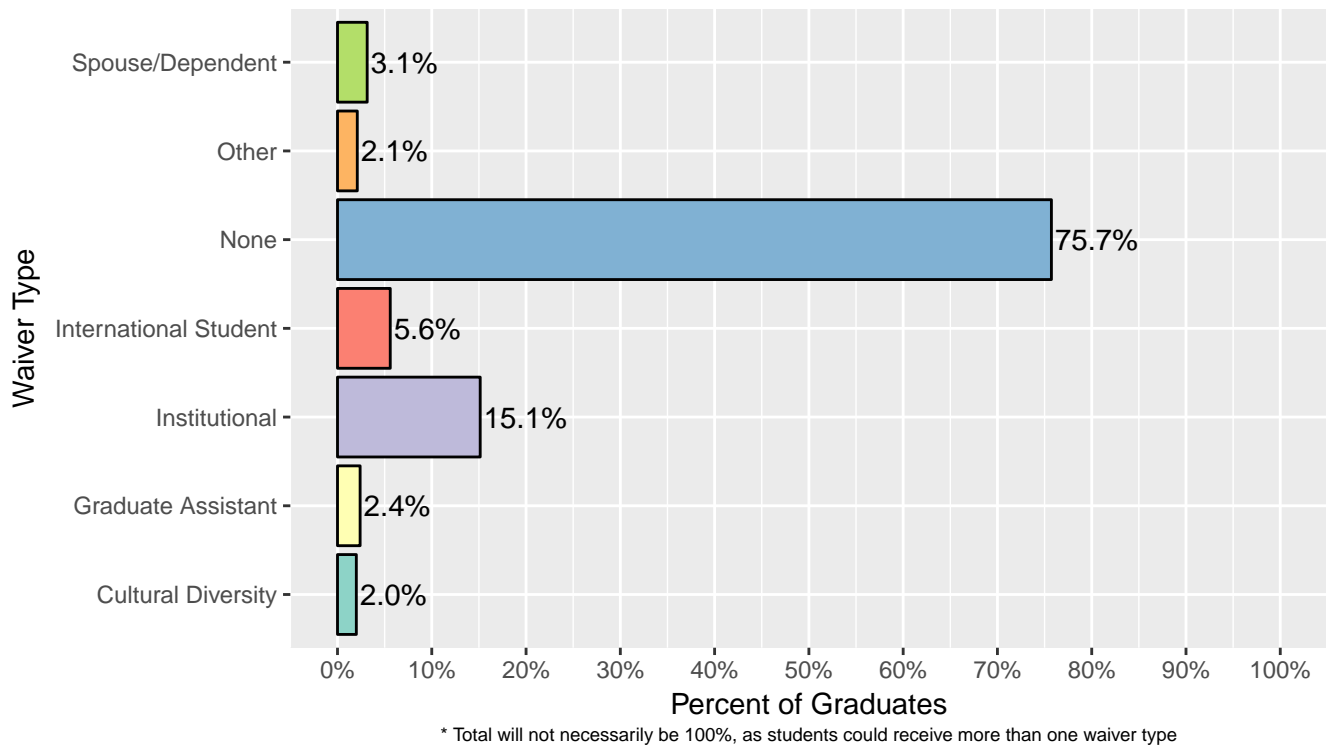


Figure 188: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	17.9%	16.5%	14.6%	13.2%	7.4%	10.2%	10.2%	17.8%	20.6%
International Student Waiver		4.2%			8.5%	8.4%	4.3%	5.4%	5.4%
No Waiver	72.1%	72.5%	70.4%	76.2%	69.4%	73.3%	77.4%	66.0%	66.5%
Other					3.9%				
Spouse/Dependent Waiver			4.9%		5.0%				

Table 188: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Accounting and Related Services (CIP: 52.03)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Accounting and Related Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

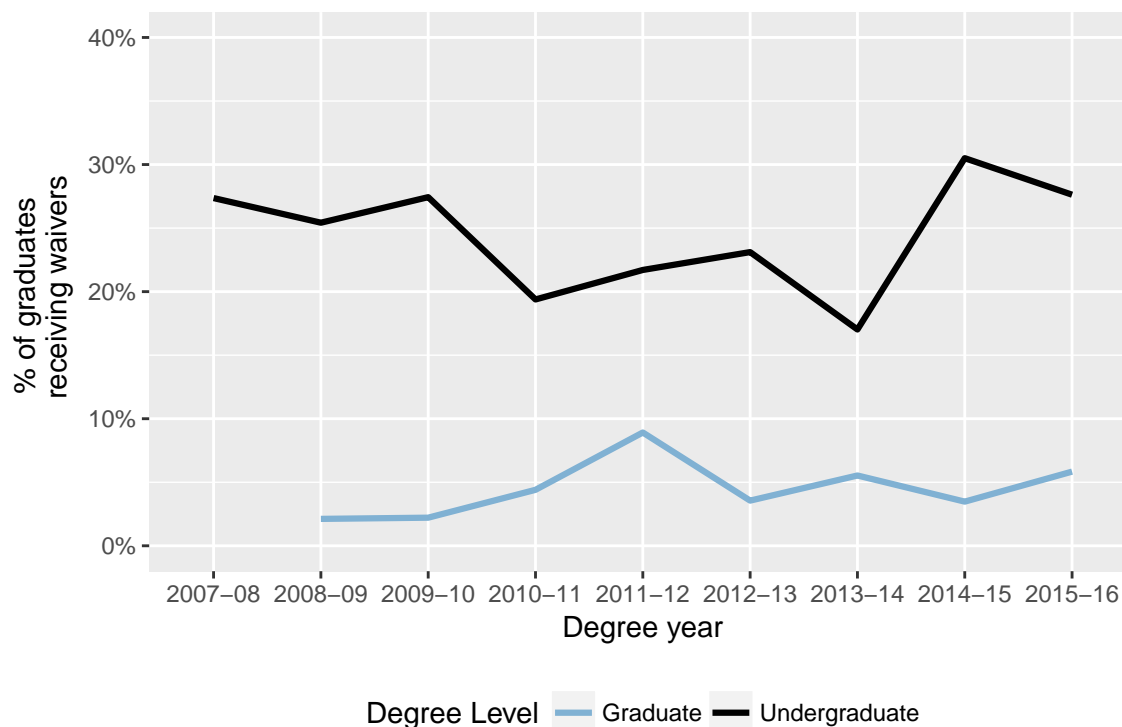


Figure 189: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate		2.1%	2.2%	4.4%	8.9%	3.6%	5.5%	3.5%	5.8%
Undergraduate	27.4%	25.4%	27.4%	19.4%	21.7%	23.1%	17.0%	30.5%	27.6%

Table 189: Percent of graduates receiving a waiver by degree year

Accounting and Related Services (CIP: 52.03)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Accounting and Related Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

A student will be marked as employed based on their status during the entire year indicated. For example, if a student, graduating in the spring of 2010 is found to be employed full-time during the first year after degree completion, it represents that the student was found to be employed in North Dakota sometime during the time from the third quarter of 2010 (the quarter *following* graduation) to the second quarter of 2011. Please note that the shorter the timeframe, the more students can be included for study, hence, following graduates one year post-degree includes far more students than following students seven years post-degree.

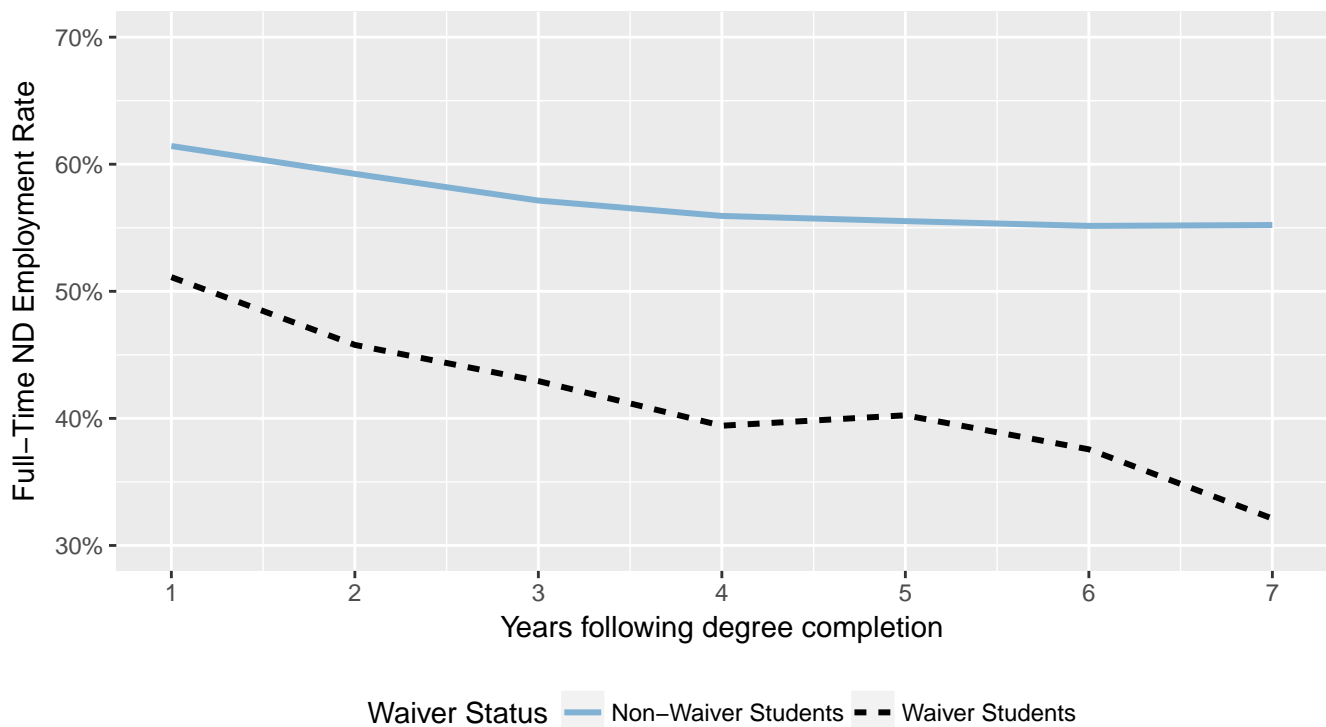


Figure 190: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	61.4%	59.2%	57.1%	55.9%	55.5%	55.1%	55.2%
Waiver Students	51.1%	45.8%	42.9%	39.4%	40.2%	37.6%	32.1%

Table 190: Full-time ND employment rates by years following degree completion and waiver status

8.51 Business Operations Support and Assistant Services (CIP: 52.04)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Business Operations Support and Assistant Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

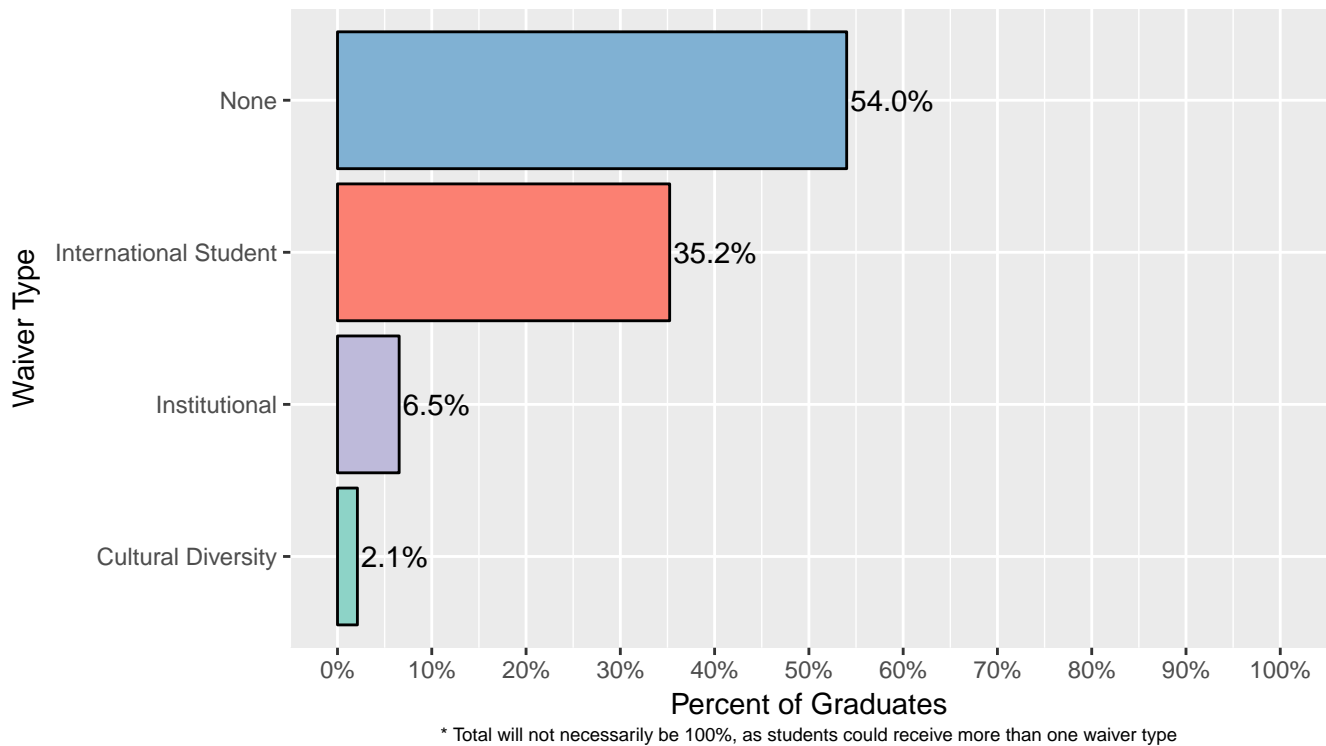


Figure 191: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
International Student Waiver					78.8%				
No Waiver	83.7%	83.0%	90.6%	88.9%	17.8%	77.1%	65.0%	68.6%	73.7%

Table 191: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Business Operations Support and Assistant Services (CIP: 52.04)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Business Operations Support and Assistant Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

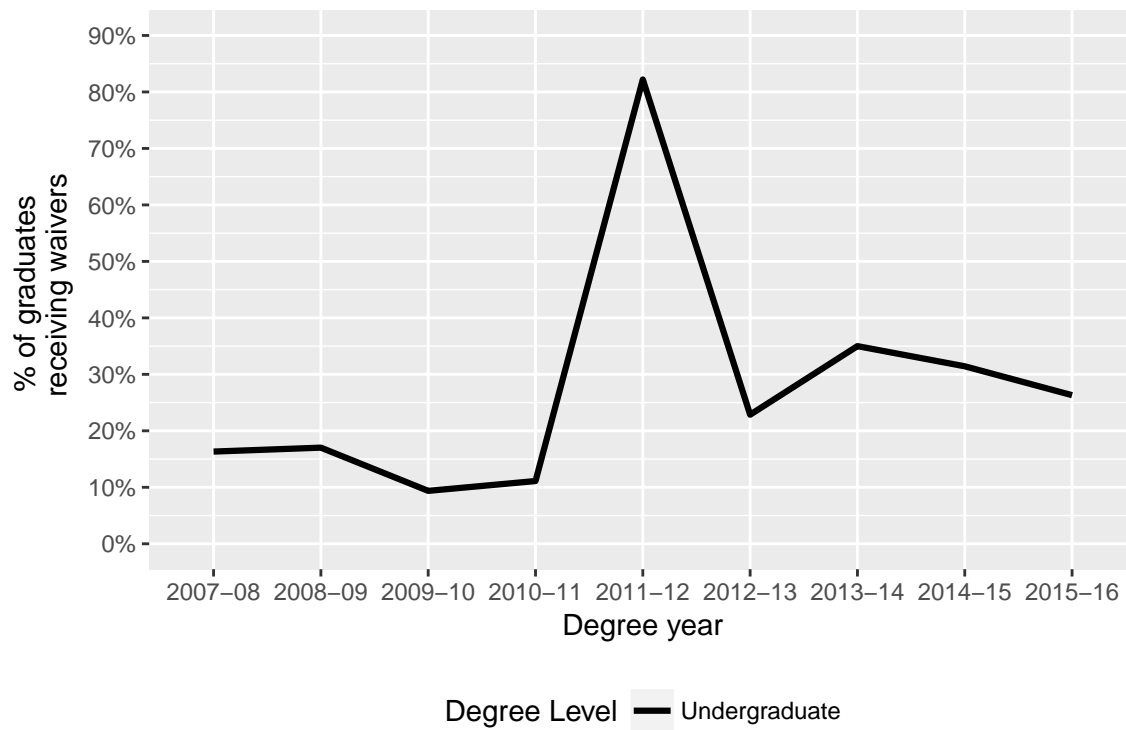


Figure 192: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	16.3%	17.0%	9.4%	11.1%	82.2%	22.9%	35.0%	31.4%	26.3%

Table 192: Percent of graduates receiving a waiver by degree year

Business Operations Support and Assistant Services (CIP: 52.04)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Business Operations Support and Assistant Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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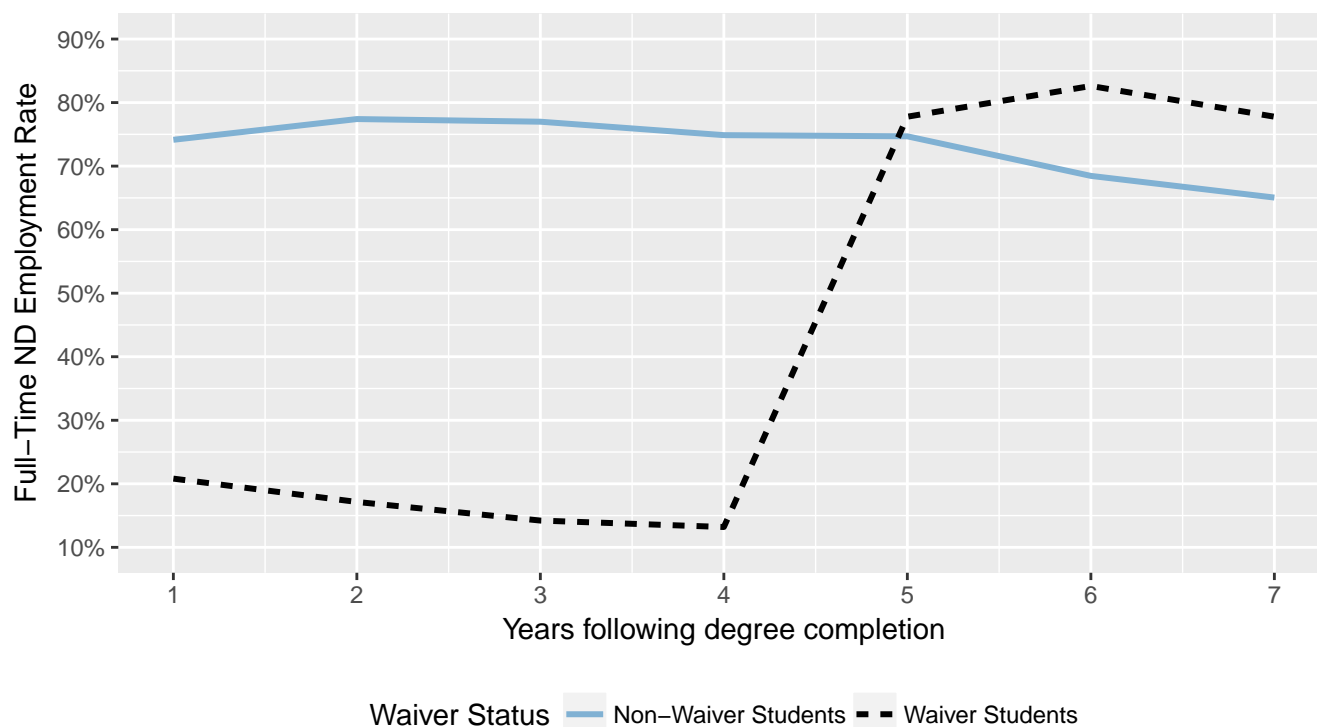


Figure 193: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	74.1%	77.4%	77.0%	74.9%	74.7%	68.5%	65.0%
Waiver Students	20.8%	17.1%	14.2%	13.2%	77.8%	82.6%	77.8%

Table 193: Full-time ND employment rates by years following degree completion and waiver status

8.52 Finance and Financial Management Services (CIP: 52.08)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Finance and Financial Management Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

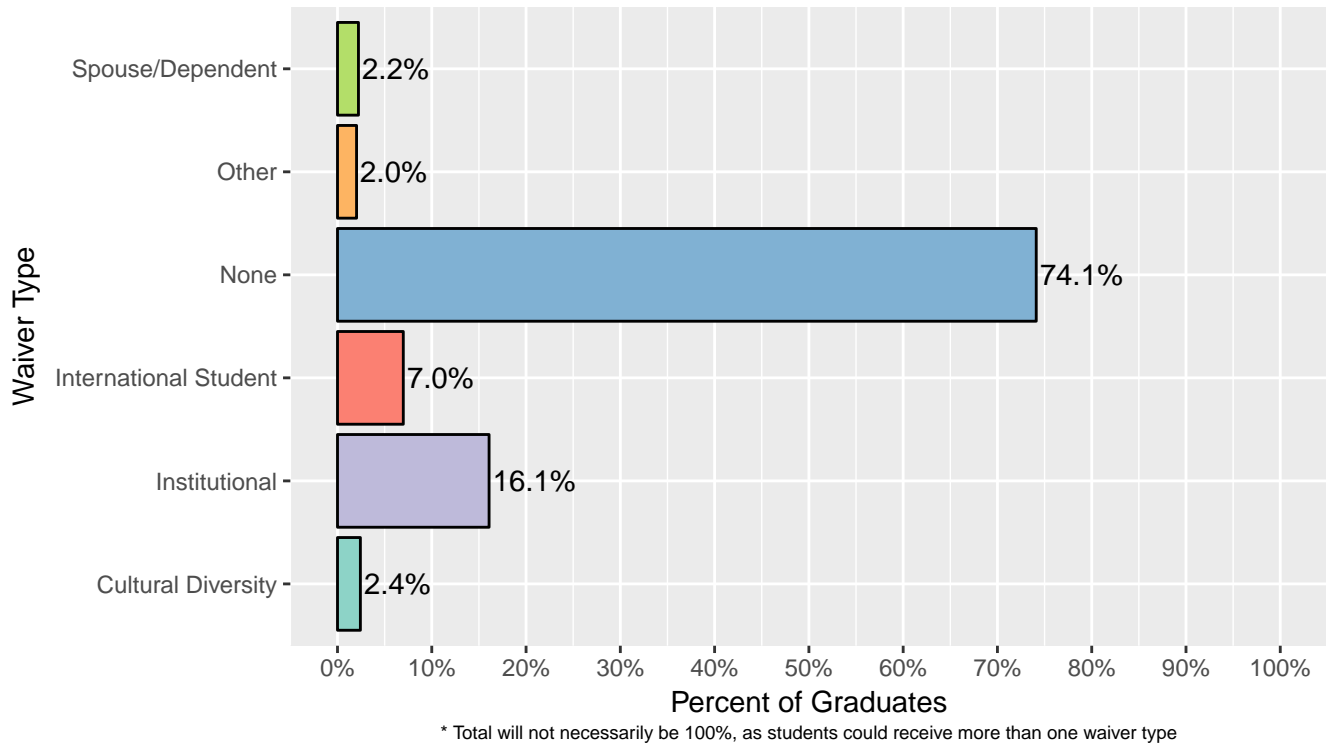


Figure 194: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver		18.4%	8.6%			12.4%	14.1%	22.8%	33.6%
International Student Waiver					13.7%		10.2%		
No Waiver	77.1%	75.9%	76.7%	80.9%	76.1%	75.2%	70.3%	62.6%	53.7%

Table 194: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Finance and Financial Management Services (CIP: 52.08)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Finance and Financial Management Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

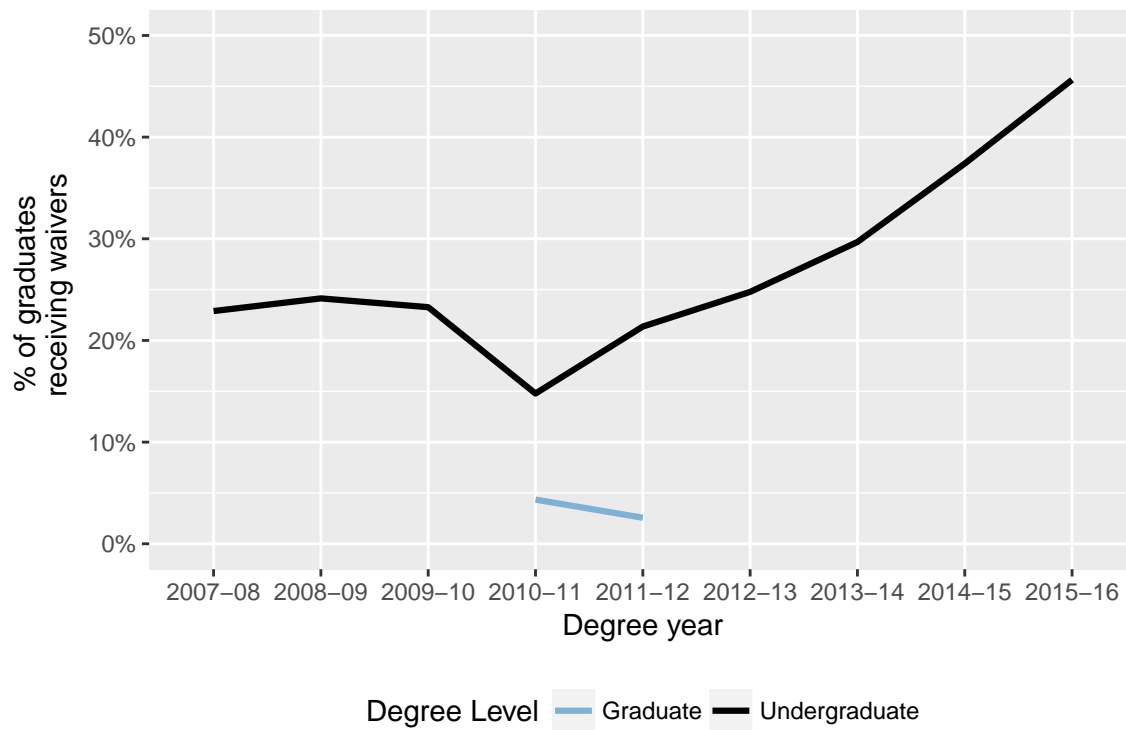


Figure 195: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate				4.3%	2.6%				
Undergraduate	22.9%	24.1%	23.3%	14.8%	21.4%	24.8%	29.7%	37.4%	45.6%

Table 195: Percent of graduates receiving a waiver by degree year

Finance and Financial Management Services (CIP: 52.08)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Finance and Financial Management Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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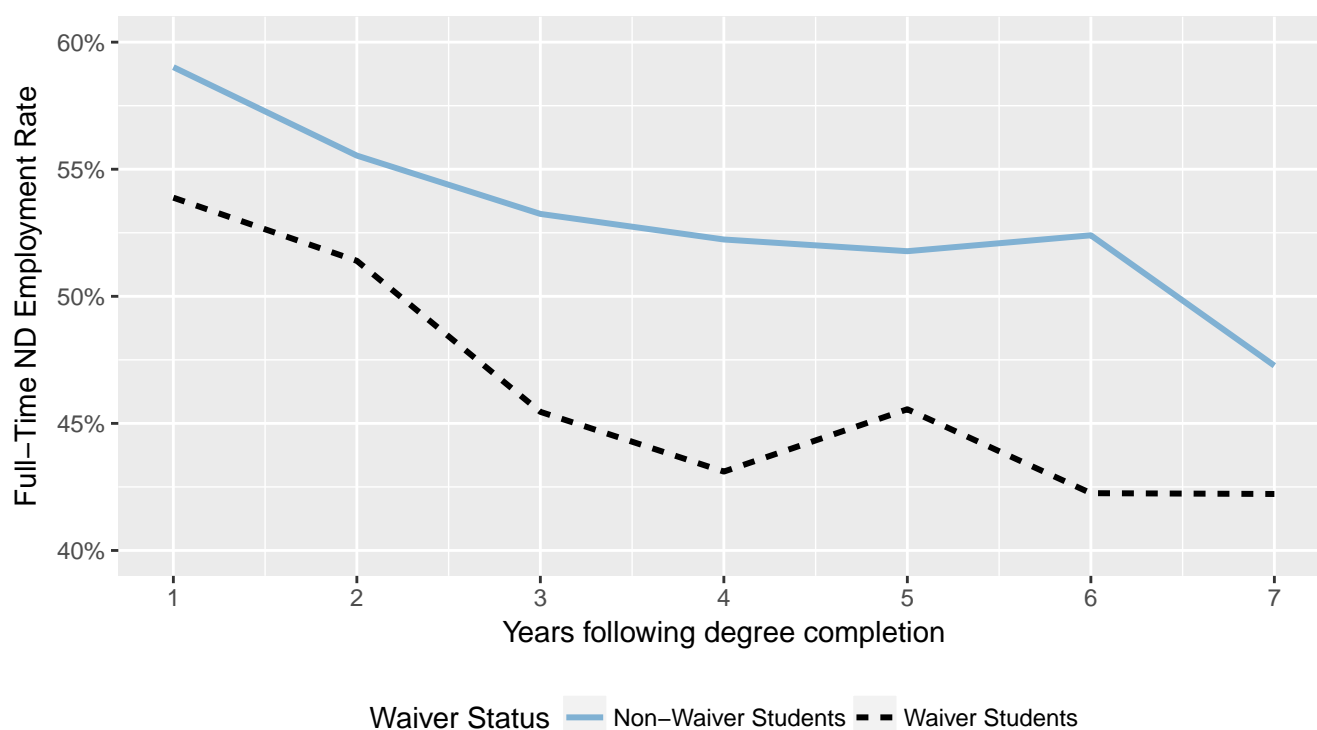


Figure 196: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	59.0%	55.5%	53.2%	52.2%	51.8%	52.4%	47.3%
Waiver Students	53.9%	51.4%	45.5%	43.1%	45.6%	42.3%	42.2%

Table 196: Full-time ND employment rates by years following degree completion and waiver status

8.53 Management Information Systems and Services (CIP: 52.12)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Management Information Systems and Services CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

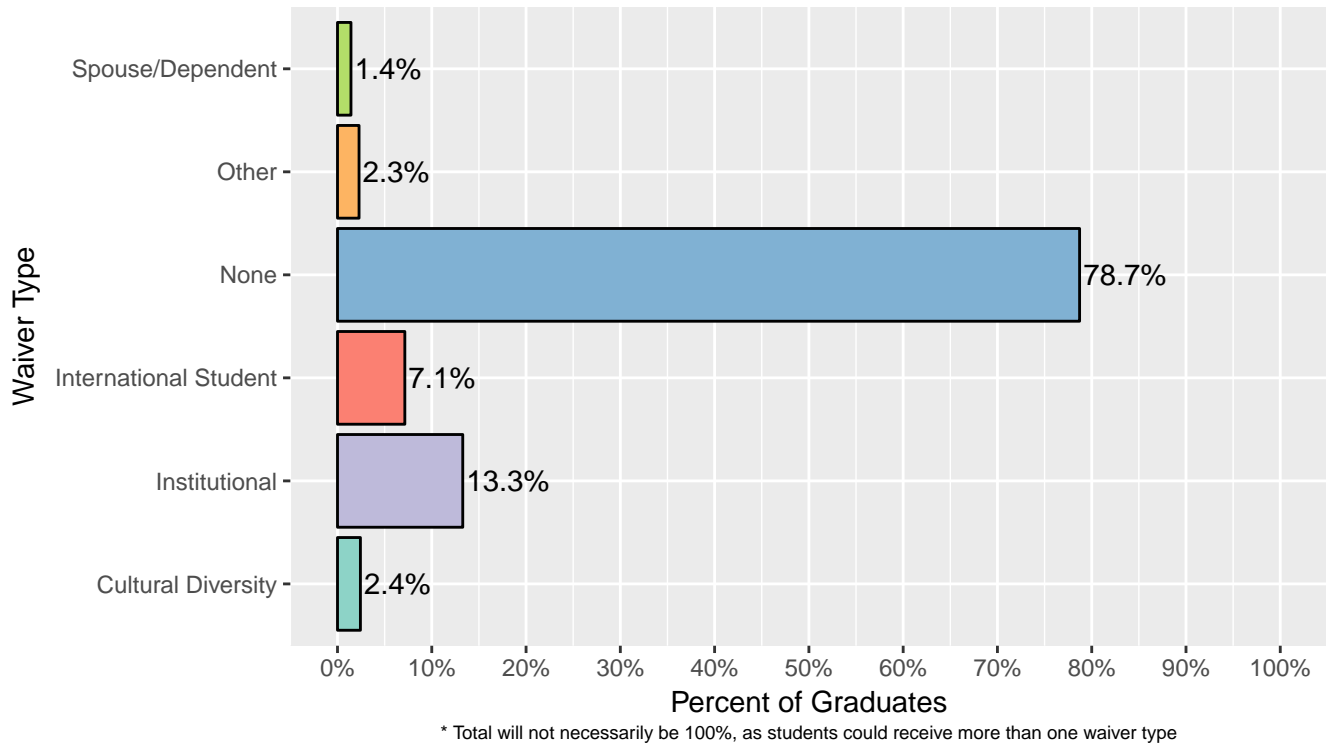


Figure 197: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver	27.0%	19.4%				13.2%			14.5%
International Student Waiver			11.5%		13.5%				
No Waiver	66.2%	64.5%	72.4%	78.6%	74.2%	75.0%	77.4%	85.3%	75.9%

Table 197: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Management Information Systems and Services (CIP: 52.12)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Management Information Systems and Services CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

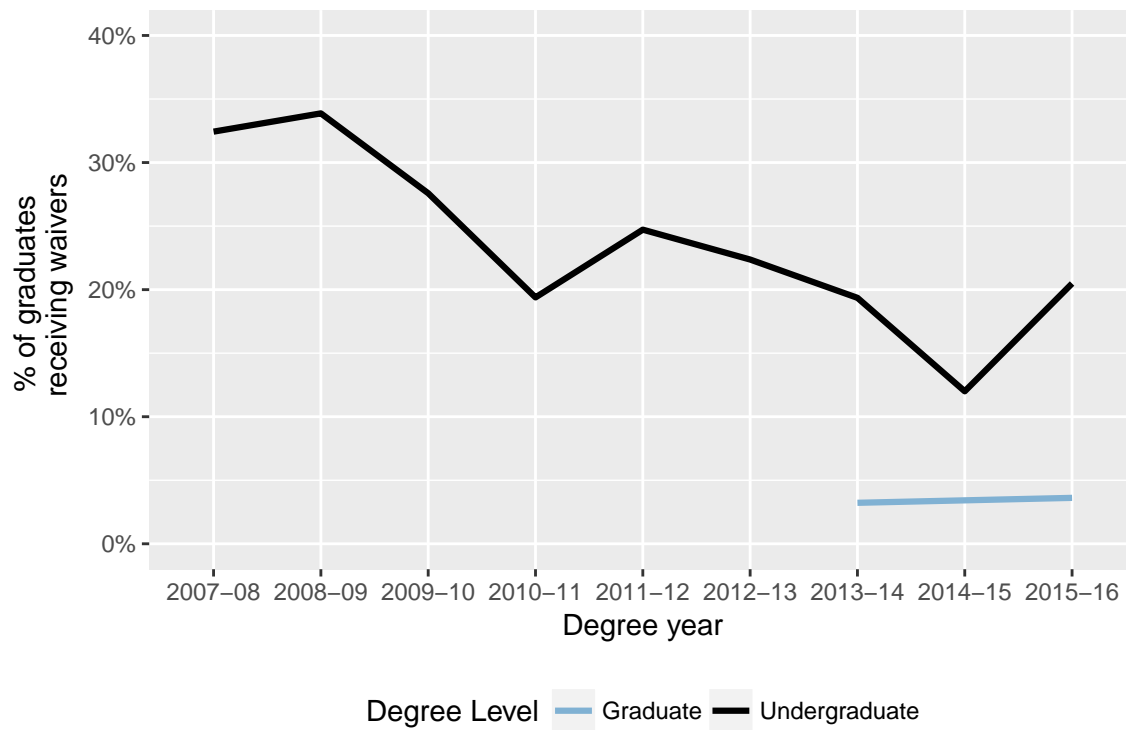


Figure 198: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate							3.2%		3.6%
Undergraduate	32.4%	33.9%	27.6%	19.4%	24.7%	22.4%	19.4%	12.0%	20.5%

Table 198: Percent of graduates receiving a waiver by degree year

Management Information Systems and Services (CIP: 52.12)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Management Information Systems and Services CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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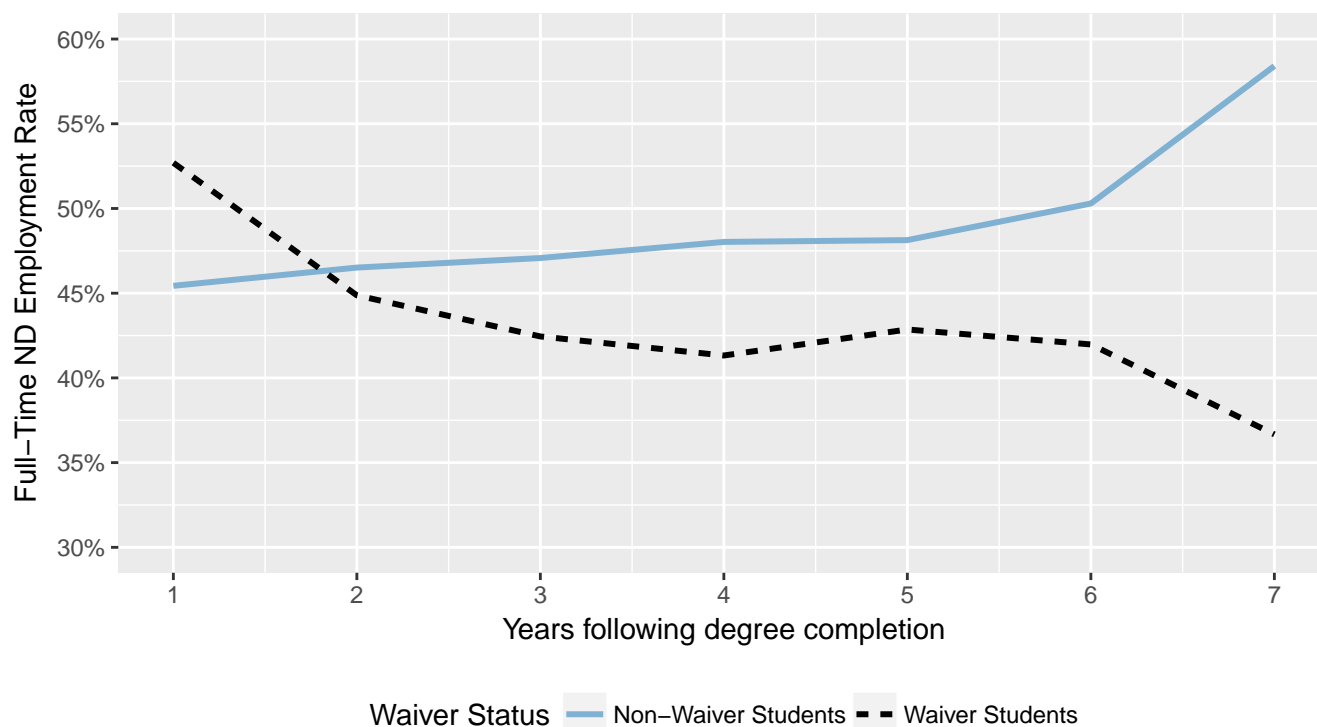


Figure 199: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	45.4%	46.5%	47.1%	48.0%	48.1%	50.3%	58.4%
Waiver Students	52.7%	44.9%	42.4%	41.3%	42.9%	42.0%	36.7%

Table 199: Full-time ND employment rates by years following degree completion and waiver status

8.54 Marketing (CIP: 52.14)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the Marketing CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

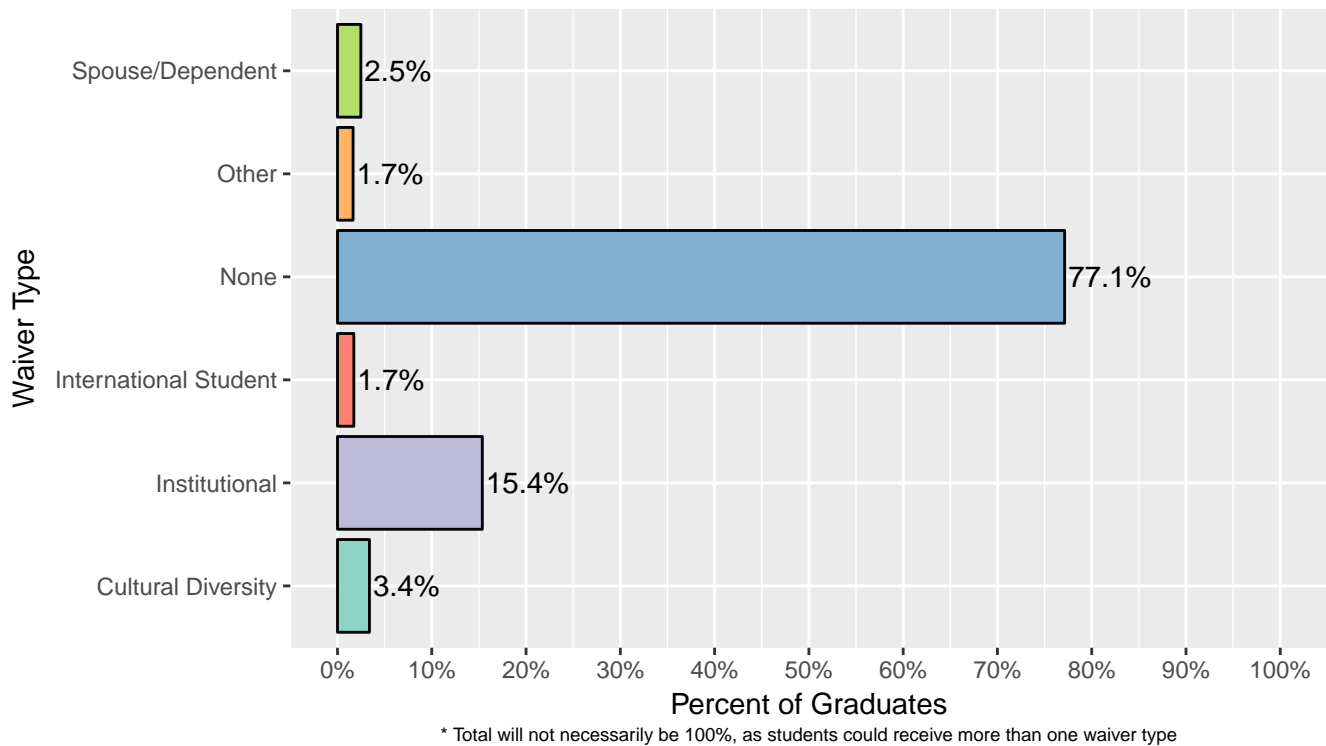


Figure 200: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Institutional Waiver		15.9%	11.6%	10.0%	9.4%	19.9%	14.6%	22.7%	18.8%
No Waiver	90.1%	74.6%	79.1%	77.7%	79.9%	69.9%	78.1%	69.3%	70.4%

Table 200: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Marketing (CIP: 52.14)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the Marketing CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

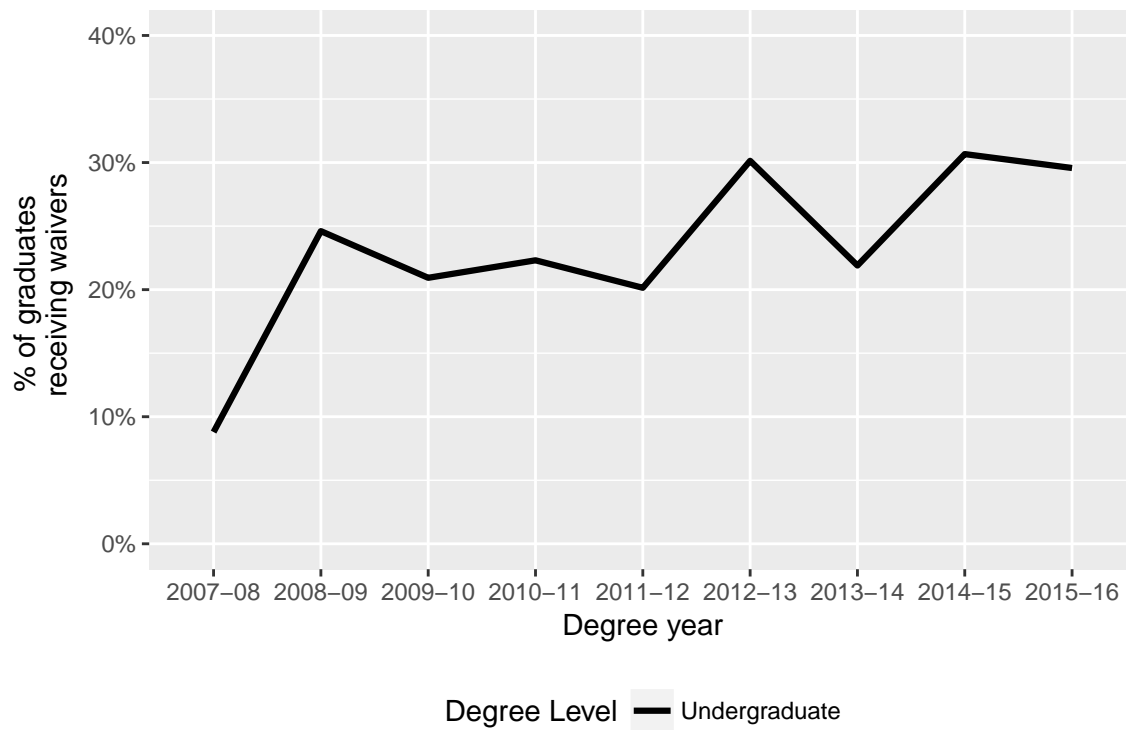


Figure 201: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Undergraduate	8.8%	24.6%	20.9%	22.3%	20.1%	30.1%	21.9%	30.7%	29.6%

Table 201: Percent of graduates receiving a waiver by degree year

Marketing (CIP: 52.14)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the Marketing CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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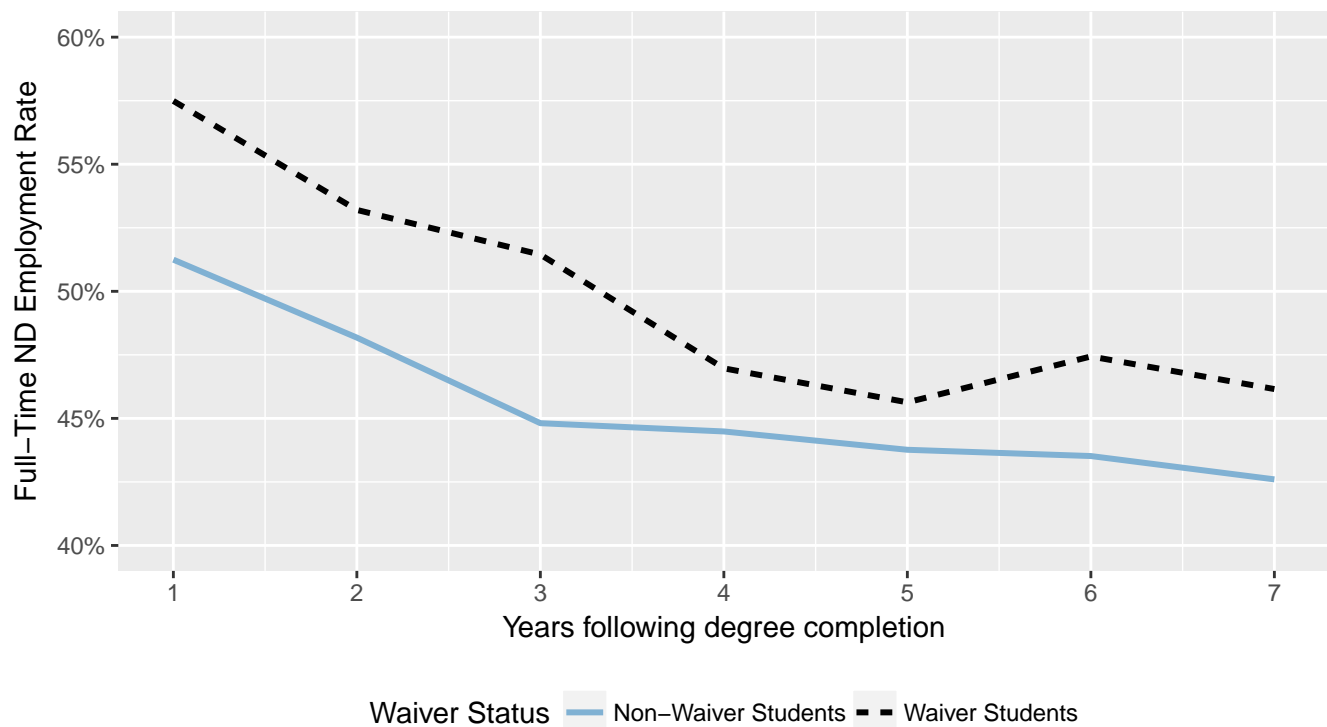


Figure 202: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	51.2%	48.2%	44.8%	44.5%	43.8%	43.5%	42.6%
Waiver Students	57.5%	53.2%	51.4%	47.0%	45.6%	47.4%	46.2%

Table 202: Full-time ND employment rates by years following degree completion and waiver status

8.55 History (CIP: 54.01)

Rate of graduates receiving tuition waivers by type

The figure below includes all graduates completing a degree in the History CIP area between the 2007-08 and 2015-16 academic years, and the percent of these total graduates who received a tuition waiver of a certain type while completing the degree. The percentages below will not necessarily add to 100%, as graduates could have received more than one type of waiver during the completion of the degree.

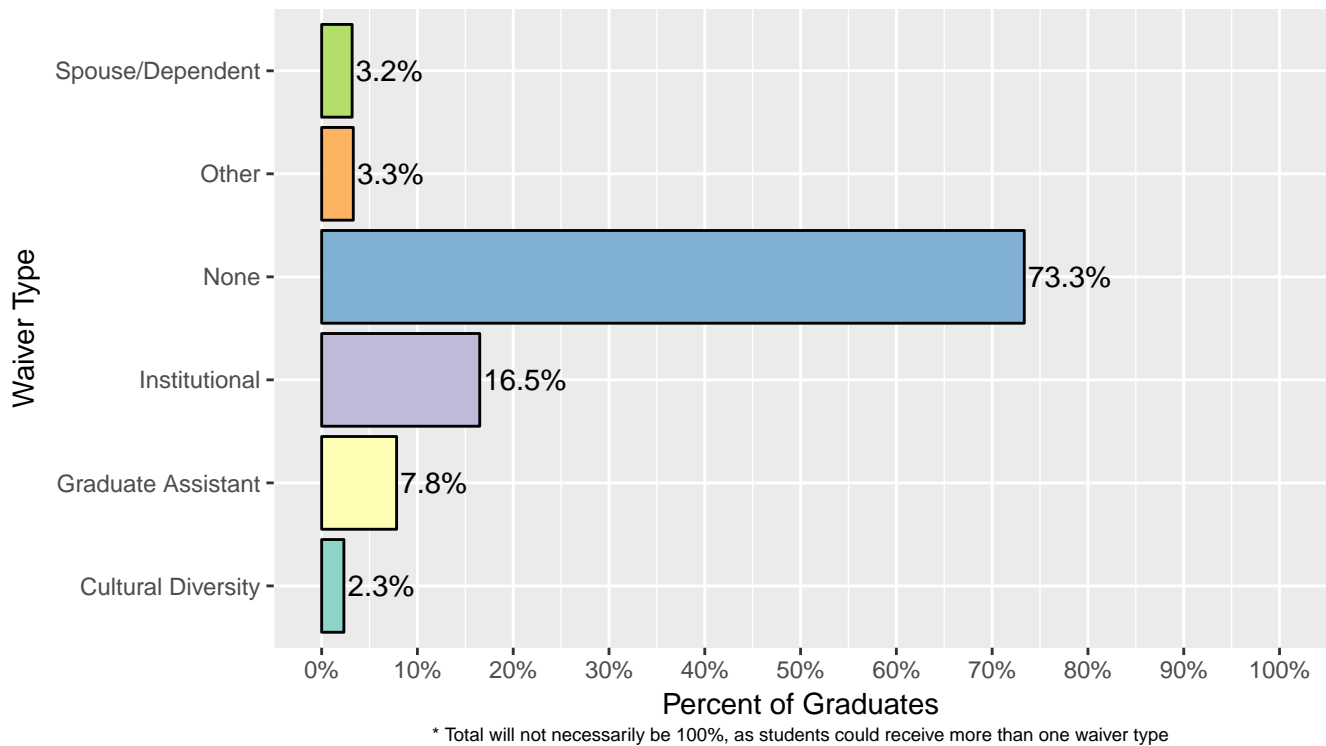


Figure 203: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate Assistant Waiver			11.5%	9.7%					
Institutional Waiver	14.8%		16.1%	12.6%	13.0%	18.8%	18.0%	13.9%	19.6%
No Waiver	75.0%	76.0%	64.4%	62.1%	70.7%	61.6%	70.0%	75.0%	67.3%

Table 203: Percent of Graduates Receiving Tuition Waivers by Type, 2007-08 to 2015-16

History (CIP: 54.01)

Percent of graduates receiving a waiver by degree level

The figure and table below illustrate the percentage of students who received a waiver of any type while completing a degree in the History CIP area. The undergraduate group contains associate and bachelor degree completers, while the graduate group contains master's, post-master's, and doctorate degrees.

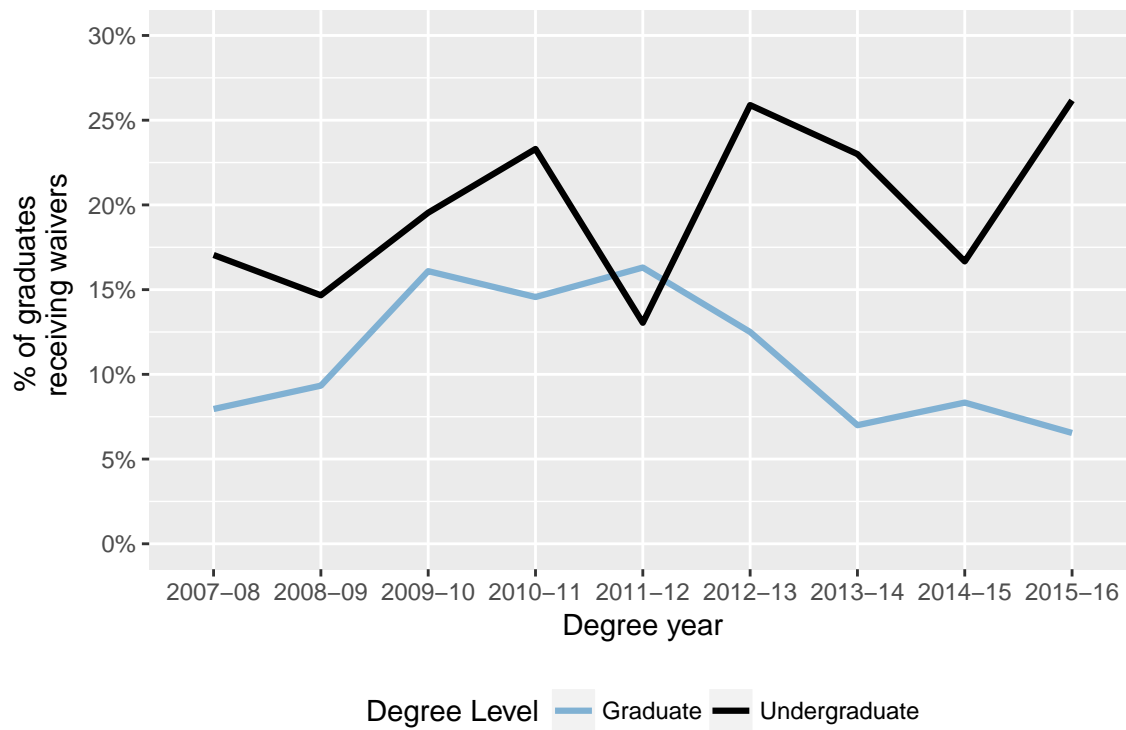


Figure 204: Percent of graduates receiving a waiver by degree year

Degree Level	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
Graduate	8.0%	9.3%	16.1%	14.6%	16.3%	12.5%	7.0%	8.3%	6.5%
Undergraduate	17.0%	14.7%	19.5%	23.3%	13.0%	25.9%	23.0%	16.7%	26.2%

Table 204: Percent of graduates receiving a waiver by degree year

History (CIP: 54.01)

Full-time employment rates in North Dakota by waiver status

The figure and table below show the full-time employment rates in North Dakota for graduates completing a degree in the History CIP area by the number of years following degree completion and waiver status.

A graduate is identified as employed "full-time" based on an estimate of 30 hours per week in a typical full quarter multiplied by the current minimum wage. Hence, a student will be identified as working "full-time" if they have a reported quarterly wage of \$2,827.50 or more. Again, please note that the wage information on this report relates only to employers found liable to contribute to the Unemployment Insurance system in North Dakota. Non-labile employment is not included. Some examples of employment that could be non-labile are self-employed individuals, individuals employed in farming operations, and independent contractors.

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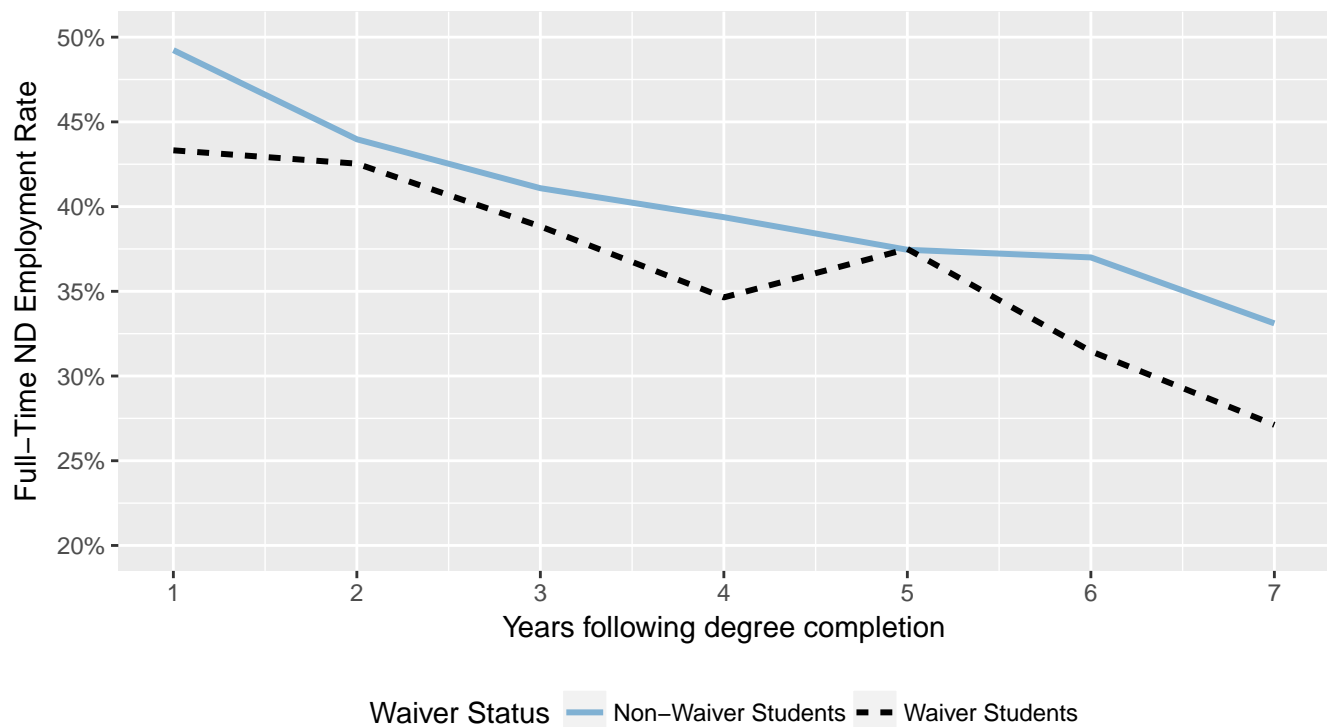


Figure 205: Full-time ND employment rates by years following degree completion and waiver status

Waiver Status	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Non-Waiver Students	49.2%	44.0%	41.1%	39.4%	37.5%	37.0%	33.1%
Waiver Students	43.3%	42.5%	38.8%	34.6%	37.5%	31.5%	27.1%

Table 205: Full-time ND employment rates by years following degree completion and waiver status