

# The Economic and Fiscal Impact of the Oklahoma State System of Higher Education

June 20, 2025

Final Report

OKLAHOMA STATE REGENTS  
FOR HIGHER EDUCATION

*Improving our future by degrees*



**ECONOMICS CENTER**  
RESEARCH AND CONSULTING

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## Executive Summary

The Oklahoma State System of Higher Education (State System) is the legal structure for providing public education at the collegiate level in Oklahoma. It is comprised of 25 public colleges and universities (two research universities, 10 regional universities, one liberal arts university, and 12 two-year colleges), 10 constituent agencies, and one university center. The Oklahoma State Regents for Higher Education coordinates the State System by setting academic standards of higher education, granting degrees, allocating funding from the Oklahoma Legislature, establishing tuition and fees within limits set by the Oklahoma Legislature, and managing scholarships and special programs, among other responsibilities.

The Oklahoma State Regents for Higher Education contracted with the Economics Center to provide a comprehensive analysis of higher education in Oklahoma. This report evaluates educational attainment levels across Oklahoma, establishes trends in various metrics to illustrate how the State System has evolved, quantifies the economic and fiscal impact of the institutions within the State System, examines the employment characteristics of graduates from the State System, and quantifying the impact of the Oklahoma's Promise scholarship program.

### Educational Attainment in Oklahoma

Oklahomans have been attaining higher levels of education over the past 10 years. The share of the population 25 years and older with some college or less decreased from 69.0 percent in 2014 to 63.9 percent in 2023, representing a decrease of 5.1 percentage points. Conversely, the share of the population 25 years and older with an associate's degree or higher increased by 5.1 percentage points from 31.0 percent in 2014 to 36.1 percent in 2023.

However, Oklahoma had lower levels of educational attainment compared to the United States. Compared to the nation, Oklahoma had a greater portion of the population aged 25 and over with some college or less, while the nation as a whole had a greater portion of the population with an associate degree or higher. Specifically, the share of the population aged 25 and over with an associate degree or higher was 7.7 percentage points lower in Oklahoma than nationally in 2023.

In addition to increases in educational attainment, Oklahomans 25 years and older experienced increases in median earnings between 2014 and 2023. Overall, the population 25 years and older in Oklahoma had median annual earnings of \$32,342 in 2014, which increased to \$44,967 in 2023. This represents an increase of \$12,625, or an average annual growth rate of 3.7 percent. Median annual earnings also increased with higher levels of educational attainment. In Oklahoma, those with less than a high school diploma had the lowest median annual earnings of \$30,185 in 2023, while those with a graduate or professional degree had the highest median annual earnings of \$71,642 in 2023.

The median annual earnings for all educational levels were lower in Oklahoma in 2023 compared to the United States. For the population 25 years and older, median annual earnings in the United States were \$51,184 in 2023. Compared to median annual earnings of \$44,967 in Oklahoma, this represents annual earnings that were \$6,217, or 13.8 percent, higher in the United States in 2023. Compared to Oklahoma, median annual earnings in the United States in 2023 exceeded that of Oklahoma by between \$1,307 for those with less than a high school diploma and \$17,077 for those with a graduate or professional degree.

### Trends in the Oklahoma State System of Higher Education

To evaluate how the Oklahoma State System of Higher Education has evolved, various metrics were analyzed over a ten-year period spanning fiscal years 2015 through 2024. Metrics include enrollment, degrees conferred, income, expenditures, state appropriations, employment, and wages. Despite some fluctuations, all metrics except for degrees conferred exhibited declines over the past 10 years. However,

many of these metrics are intertwined. For example, as enrollment has declined so has inflation-adjusted income, inflation-adjusted expenditures, and inflation-adjusted state appropriations.<sup>1</sup> However, the consistent growth in degree attainment over the 10-year period reflects both OSRHE's commitment to higher education and students' continued pursuit of additional education. Highlights in the trends analysis include:

- Total full-time equivalent (FTE) enrollment declined from 142,513 students in fiscal year 2015 to 131,959 students in fiscal year 2024. This represents a 7.4 percent decline in the number of FTE students enrolled over this period, or an average of 0.9 percent per year.
- Total headcount enrollment decreased from 231,146 students in fiscal year 2015 to 199,705 students in fiscal year 2024. This represents a 13.6 percent decline in the number of students enrolled over this period, or an average of 1.6 percent per year.
- A total of 35,903 degrees were conferred in fiscal year 2015, which increased to 38,460 degrees conferred in fiscal year 2024. This represents growth of 7.1 percent over the 10-year period, or an average of 0.8 percent per year.
- Total income increased from \$4.56 billion in fiscal year 2015 to \$5.45 billion in fiscal year 2024, representing an average annual growth rate of 2.0 percent. After adjusting for inflation, total income experienced a real decrease that averaged 1.1 percent per year between fiscal years 2015 and 2024.
- Total expenditures increased by an average of 2.5 percent per year between fiscal years 2015 and 2024, increasing from \$4.47 billion in fiscal year 2015 to \$5.57 billion in fiscal year 2024. After adjusting for inflation, total expenditures experienced a real decrease that averaged 0.7 percent per year between fiscal years 2015 and 2024.
- Public colleges and universities in the Oklahoma State System of Higher Education received \$874.14 million in state appropriations in fiscal year 2015. Despite fluctuations from year to year, state appropriations to public colleges and universities in the Oklahoma State System of Higher Education declined to \$835.94 million in fiscal year 2024. This represents an annual decline of 0.5 percent, or 3.5 percent after adjusting for inflation.
- Full-time equivalent (FTE) employment decreased from 32,939 in fiscal year 2015 to 29,200 in fiscal year 2024. This represents a decline of 11.4 percent over the 10-year period, or an average of 1.3 percent per year. Staff comprised an average of 56.8 percent of FTE employees, while faculty and students comprised an average of 26.9 percent and 16.3 percent of FTE employees, respectively.
- Total wages and benefits increased from \$2.49 billion in fiscal year 2015 to \$3.28 billion in fiscal year 2024, equating to an average annual increase of 3.1 percent. However, after adjusting for inflation, total wages and benefits experienced a real decrease of approximately 0.4 percent over the 10-year period.

### **Economic and Fiscal Impact of the Oklahoma State System of Higher Education**

The expenditures made by the Oklahoma State System of Higher Education as well as the spending of students and alumni generate economic impacts in the form of economic output, jobs, and wages throughout the State of Oklahoma. These expenditures in turn stimulate additional economic impact resulting from increased demand, income, and jobs within other industries as well as the increases in household income and spending. The subsequent impact on state and local tax revenue represents the

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<sup>1</sup> The U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) was utilized for all inflation adjustments.



fiscal impact, which is comprised of the income tax revenue resulting from the wages supported as well as the sales tax revenue resulting from student spending and the spending of wages.

**Table 1: Total Economic Impact of the Oklahoma State System of Higher Education on Oklahoma, FY 2024 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$7,428,057,590	77,630	\$4,648,810,256
Indirect	\$7,186,100,102	33,502	\$2,418,766,157
<b>Total</b>	<b>\$14,614,157,692</b>	<b>111,132</b>	<b>\$7,067,576,413</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

As detailed in Table 1, the operations, student spending, and alumni of the Oklahoma State System of Higher Education directly generated \$7.43 billion in economic output in the State of Oklahoma in fiscal year 2024, which supported 77,630 jobs with wages of \$4.65 billion. The inter-industry linkages resulted in an additional \$7.19 billion in indirect economic output, which supported 33,502 jobs with wages of \$2.42 billion. In fiscal year 2024, the operations, student spending, and alumni of the Oklahoma State System of Higher Education had a total economic impact of \$14.61 billion, a total employment impact of 111,132 jobs, and a total wage impact of \$7.07 billion in the State of Oklahoma.

**Table 2: Total Fiscal Impact of the Oklahoma State System of Higher Education, FY 2024 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$61,262,064	<b>\$61,262,064</b>
County	N/A	\$13,753,885	<b>\$13,753,885</b>
State	\$275,933,872	\$110,872,015	<b>\$386,805,887</b>
<b>Total</b>	<b>\$275,933,872</b>	<b>\$185,887,964</b>	<b>\$461,821,836</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

The operations, student spending, and alumni of the Oklahoma State System of Higher Education created a total of \$461.82 million in fiscal benefits for state and local jurisdictions in fiscal year 2024, as detailed in Table 2. The State of Oklahoma benefited from \$275.93 million in income tax revenue and \$110.87 million in sales tax revenue. Local jurisdictions and counties benefited from \$61.26 million and \$13.75 million in sales tax revenue, respectively. In total, the operations, student spending, and alumni of the Oklahoma State System of Higher Education generated \$275.93 million in income tax revenue and \$185.89 million in sales tax revenue in fiscal year 2024.

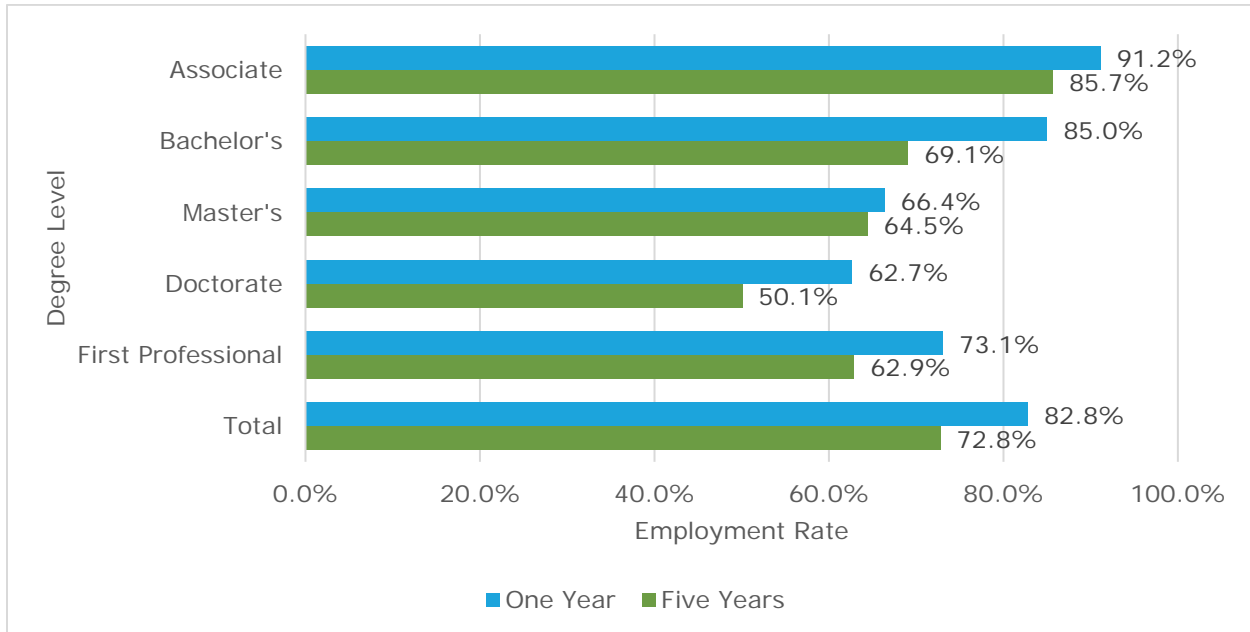
State appropriations to public colleges and universities in the Oklahoma State System of Higher Education totaled \$835.94 million in fiscal year 2024. This means that every dollar in state appropriations resulted in \$17.48 in total economic output throughout the State of Oklahoma in fiscal year 2024. Operations of the Oklahoma State System of Higher Education represent approximately two-thirds of the total economic output. This means that operations resulted in \$11.67 in total economic output for every dollar in state appropriations. Furthermore, student spending resulted in \$2.61 in total economic output for every dollar in state appropriations, while alumni resulted in \$3.20 in total economic output for every dollar in state appropriations.



## Supply Chain for Oklahoma's Workforce

The Oklahoma State System of Higher Education serves as a steward for students who attend public institutions of higher education in Oklahoma and further impacts the state's economy by providing a skilled workforce. The employment patterns of graduates from Oklahoma public colleges and universities highlight the retention of graduates within the Oklahoma workforce as well as their associated wages.

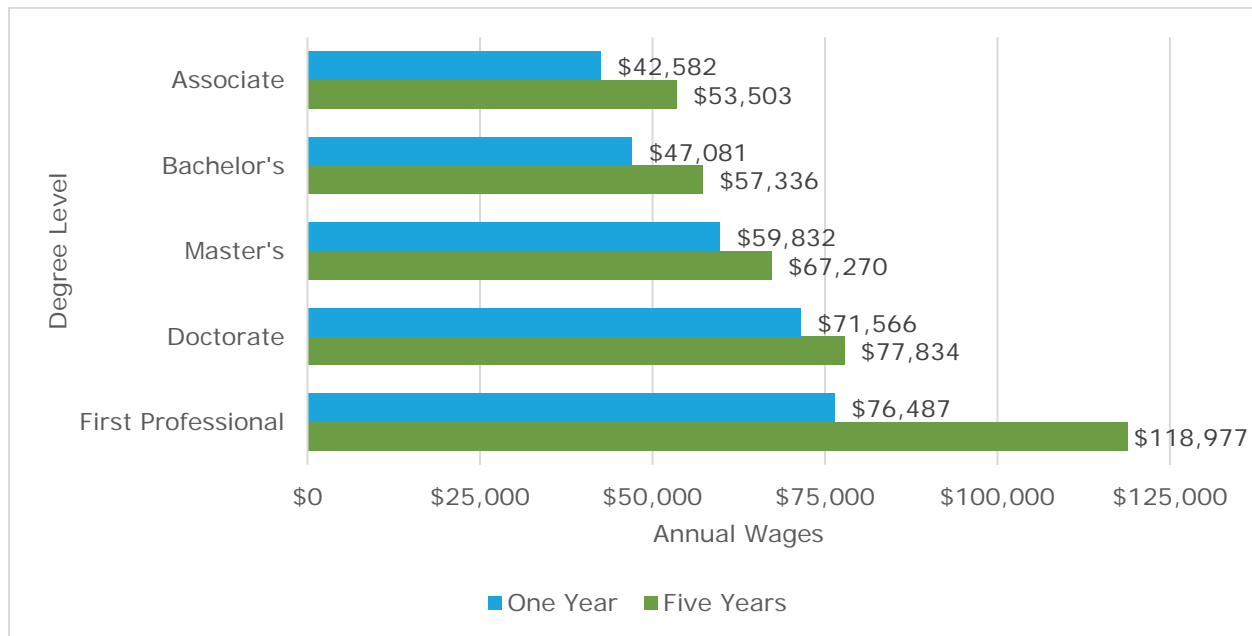
**Figure 1: One- and Five-Year Employment Rate by Degree Level for All Fields of Study, 2023**



Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Figure 1 illustrates the overall employment rates in 2023 by degree type among graduates from Oklahoma public colleges and universities. Employment rates one year after graduation were highest for those with an associate degree (91.2%) or bachelor's degrees (85.0%). Comparatively lower employment rates one year after graduation were observed for those with a first professional degree (73.1%), a master's degree (66.4%), or a doctorate degree (62.7%). Employment rates decreased across all degree types in the fifth year after graduation, with the highest long-term employment rate observed for associate degree holders (85.7%) followed by bachelor's degree holders (69.1%). Among graduate students, those with a master's degree had the highest five-year employment rate of 64.5 percent followed by those with a first professional degree (62.9%) and a doctorate degree (50.1%).

**Figure 2: One- and Five-Year Median Annual Wage by Degree Level, 2023 (2024\$)**



Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education and the 2023 Employment Outcomes Report.

Graduates with advanced degrees had higher wages compared to undergraduate degree holders, as shown in Figure 2. In the first year after graduation, graduates who were first professional degree holders earned the highest wages with median annual wages of \$76,487. This is followed by median annual wages one year after graduation of \$71,566 for doctorate degree holders, \$59,832 for master's degree holders, \$47,081 for bachelor's degree holders, and \$42,582 for associate degree holders. Median annual wages for graduates increased across all degree levels after five years of work experience. In the fifth year after graduation, median annual wages reached \$118,977 for first professional degree holders, \$77,834 for doctorate degree holders, \$67,270 for master's degree holders, \$57,336 for bachelor's degree holders, and \$53,503 for associate degree holders.

### Impact of Oklahoma's Promise

Oklahoma's Promise is a scholarship program that allows eligible 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup> grade students to earn a scholarship for college or technology center tuition. The program encourages high school students to pursue higher education while meeting certain academic and conduct standards. Compared to non-participants, students participating in Oklahoma's Promise had improved educational outcomes including high school grade point average (GPA), ACT scores, rate of attending college, rate of enrolling in college full-time, and rate of completing college.<sup>2</sup> Additionally, Oklahoma's Promise demonstrates a substantial positive impact on employment rates, resulting in a highly retained workforce within the state after graduation.

To assess the impact of the scholarships provided to students through Oklahoma's Promise, the estimated wages for a cohort of students completing Oklahoma's Promise were compared to the estimated wages for the same cohort of students assuming they had not completed Oklahoma's Promise.

<sup>2</sup> (Oklahoma State Regents for Higher Education, 2025)

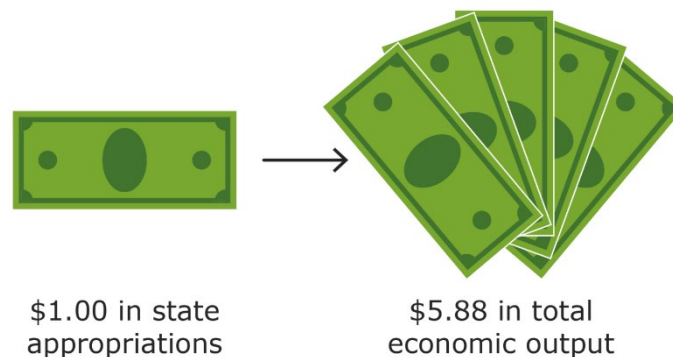
This counterfactual analysis allows for comparisons to what may have occurred in the absence of the scholarship program.

The outcomes for students by participation status in Oklahoma's Promise as well as data by educational attainment from the U.S. Census Bureau were utilized to estimate the wages earned by students. The difference in the estimated wages represents the impact for students participating in and completing Oklahoma's Promise. This impact is estimated for the 5,984 students who completed Oklahoma's Promise in 2017, entered college as freshmen in 2017, and graduated from college in 2022, assuming graduation within five years.

It is estimated that Oklahoma's Promise completers earned \$197.64 million in wages in 2023, while non-Oklahoma Promise completers would have received \$171.60 million. This means that an additional \$26.04 million in wages were earned by Oklahoma's Promise completers compared to if these students had not participated in and completed Oklahoma's Promise. The additional wages earned as a result of completing Oklahoma's Promise generated an additional \$1.53 million in state and local tax revenue.

Furthermore, the spending of the wages earned by Oklahoma's Promise completers resulted in a total of \$400.42 million in economic output, supported 2,855 jobs, and generated \$122.22 million in wages in the State of Oklahoma in 2023. In comparison, the spending of the wages earned in the counterfactual analysis for non-Oklahoma's Promise completers resulted in a total of \$373.18 million in economic output, supported 2,660 jobs, and generated \$113.91 million in wages in the State of Oklahoma in 2023. This means that participation in and completion of Oklahoma's Promise resulted in an additional \$27.24 million in total economic output and supported an additional 195 jobs with wages of \$8.31 million in the State of Oklahoma in 2023 that otherwise would not have been generated. This additional economic activity resulted in an additional \$492,013 in tax revenue that otherwise would not have been generated.

Expenditures for Oklahoma's Promise totaled \$68.09 million in fiscal year 2024. In total, the spending of the wages earned by Oklahoma's Promise completers resulted in a total of \$400.42 million in economic output in the State of Oklahoma in 2023. This means that every dollar invested in Oklahoma's Promise scholarship program resulted in \$5.88 in total economic output throughout the State of Oklahoma. Furthermore, \$0.40 in total economic output per dollar invested in Oklahoma's Promise would not have occurred without this scholarship program, given the additional \$27.24 million in total economic output that otherwise would not have been generated.



## Analysis of Community Benefits

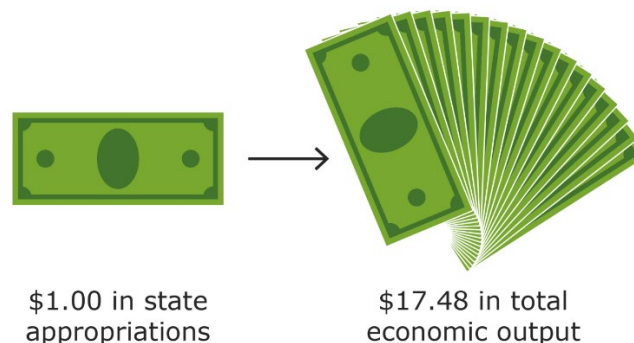
In addition to the education provided to students, the institutions in the Oklahoma State System of Higher Education contribute to their communities through various programs that integrate education with real-world engagement. Most institutions in the Oklahoma State System of Higher Education participate in experiential learning, service learning, internships, clinical services, and community-based research, with approximately half offering co-op opportunities for students. These activities bridge academic knowledge with practical experience, benefiting both the institutions and the communities they serve.

A total of 53,630 students participated in community-oriented educational activities in the 2023-24 academic year. These activities were overseen and/or led by 1,785 staff members and 3,718 faculty members. Students dedicated 3.78 million hours across all educational activities, reinforcing their key role in experiential learning, clinical services, and service-based programs. Staff and faculty contributed 456,654 and 520,587 hours, respectively, with their efforts being particularly concentrated in clinical services and experiential learning activities.

Students, staff, and faculty also contribute their time to various sectors in Oklahoma through volunteer activities. A total of 355,112 hours were volunteered by students, staff, and faculty during the 2023-24 academic year. According to Independent Sector, the estimated value of volunteer time in Oklahoma was \$30.63 per hour in 2024.<sup>3</sup> This valuation helps demonstrate the financial significance of volunteer contributions by showing how much these services would cost if they required monetary compensation. The total economic value of the volunteer efforts of students, staff, and faculty within the Oklahoma State System of Higher Education is estimated at \$10.88 million during the 2023-24 academic year.

## Conclusion

For more than 80 years, the Oklahoma State Regents for Higher Education has served as the coordinating board of control for all public institutions of higher education in the State System with each institution being governed by a board of regents or trustees that is responsible for the operation and management of that institution. While the State System's main function is to educate students, it also contributes to Oklahoma's economy by making purchases, employing workers, and attracting students. Specifically, the activities of the Oklahoma State System of Higher Education generated a total of \$17.48 in economic output throughout the State of Oklahoma for every dollar received in state appropriations. Through its operations, student spending, and alumni, the State System exhibits considerable influence in the statewide economy as well as serves as a cornerstone for the development of the talent necessary for the state's economy to thrive.



<sup>3</sup> (Independent Sector, 2025)

## Introduction

Established in 1941 by a constitutional amendment, the Oklahoma State System of Higher Education (State System) is the legal structure for providing public education at the collegiate level in Oklahoma. The State System is comprised of 25 public colleges and universities, 10 constituent agencies, and one university center. Of the public colleges and universities, there are two research universities, 10 regional universities, one liberal arts university, and 12 two-year colleges.

### Research Universities

- Oklahoma State University (OSU)
- University of Oklahoma (OU)

### Regional Universities

- Cameron University
- East Central University
- Langston University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma Panhandle State University
- Rogers State University
- Southeastern Oklahoma State University
- Southwestern Oklahoma State University
- University of Central Oklahoma

### Liberal Arts University

- University of Science and Arts of Oklahoma

### Two-Year Colleges

- Carl Albert State College
- Connors State College

- Eastern Oklahoma State College
- Murray State College
- Northeastern Oklahoma A&M College
- Northern Oklahoma College
- Oklahoma City Community College
- Redlands Community College
- Rose State College
- Seminole State College
- Tulsa Community College
- Western Oklahoma State College

### Constituent Agencies

- OSU Agricultural Experiment Station
- OSU Center for Health Sciences
- OSU College of Veterinary Medicine
- OSU Cooperative Extension Service
- OSU Institute of Technology, Okmulgee
- OSU-Oklahoma City
- OU Geological Survey
- OU Health Sciences Center
- OU Law Center
- OU-Tulsa

### University Center

- University Center at Ponca City

Each institution is governed by a board of regents or trustees that are responsible for the operation and management of the institution, while the State System is coordinated by the Oklahoma State Regents for Higher Education. The Oklahoma State Regents for Higher Education sets academic standards of higher education, grants degrees, allocates funding from the Oklahoma Legislature, establishes tuition and fees within limits set by the Oklahoma Legislature, and manages scholarships and special programs, among other responsibilities.

This report provides a comprehensive analysis of higher education in Oklahoma by evaluating educational attainment levels across Oklahoma, establishing trends in various metrics to illustrate how the State System has evolved, quantifying the economic and fiscal impact of the institutions within the State System, examining the employment characteristics of graduates from the State System, quantifying the impact of the Oklahoma's Promise scholarship program, and evaluating the community benefits generated by institutions. In this report, analysis that is disaggregated by institution type includes the liberal arts university with the regional universities and includes the constituent agencies with the research universities. Additionally, the university center is excluded from this analysis.

# Methodology

## Economic Impact

An economic impact analysis measures the effect of an organization's expenditures on its surrounding community. The total economic impact is the sum of the direct and indirect impacts. The direct impact is the amount spent directly by the organization that is retained within the local economy. The indirect impact is the additional economic impact resulting from increased demand, income, and jobs within other industries, or the inter-industry linkages. The direct impact has ripple effects due to increased household income and spending, which are referred to as induced impacts. Induced impacts are reported within indirect impacts for the entirety of this report.

Operations expenditure data for fiscal year 2024 for each institution was provided by the Oklahoma State Regents for Higher Education. Expenditure data were factored for economic leakage to represent only the economic impact of money retained in the State of Oklahoma. Economic leakage refers to the percentage of purchases for products and services that cannot be met immediately within the local economy, and thus must be imported from outside the local economy. Leakage estimates were obtained from Lightcast.

Students contribute economically to the area in which they study by purchasing goods and services while attending school. Students spend money on housing, groceries, restaurants, apparel, fuel, vehicle repairs, public transportation, health care, entertainment, and personal care products, among other purchases. Student spending was estimated using the U.S. Bureau of Labor Statistics' Consumer Expenditure Survey for those under 25 years and enrollment data provided by the Oklahoma State Regents for Higher Education. The Economics Center categorized expenditure categories and classified them according to the respective North American Classification System (NAICS) industry code(s). All expenditures were adjusted to Oklahoma using the U.S. Bureau of Economic Analysis' Regional Price Parities to account for regional differences in the price of goods, rent, and other services.

Student spending patterns differ based on their housing situation. The housing, room, and board expenses of students residing on-campus are captured in the operations expenditures of the Oklahoma State System of Higher Education. A breakdown of housing status was unavailable. Therefore, the number or percentage of students residing on campus was identified through web searches for each institution. If no information was found, the weighted average of the percentage of students residing on campus weighted by total FTE enrollment by institution type (research, regional, two-year) was utilized.

To provide a conservative estimate of student spending, the Economics Center excluded expenditure categories that would have occurred outside of Oklahoma's economy for non-resident students. This resulted in the exclusion of telephone services; vehicle purchases and finance charges; vehicle insurance; vehicle rentals, leases, licenses, and other charges; health insurance; personal insurance and pensions; and cash contributions. For students residing on campus, the Economics Center also excluded food at home, shelter, utilities, and household related expenditure categories. Additionally, reading and education expenditure categories were excluded from all student spending estimates to avoid double counting. Expenditures were then reduced by one-third to remove expenditures that occur during school breaks and during the summer semester when active enrollment typically decreases. To provide a breakdown of student spending by residents and non-residents, it was assumed that resident and non-resident students lived on campus in equal proportions.

Alumni that become employed and remain in Oklahoma after graduation also contribute to the state's economy. The Oklahoma State Regents for Higher Education conducts a wage-record match analysis to match degree recipients to data from the Oklahoma Employment Security Commission and the

Oklahoma Tax Commission to identify employment and wage records. This wage-record match analysis is conducted annually for degree recipients from two cohorts to identify one- and five-year employment rates as well as median wages. The most recent analysis was based on the 2021-22 (one-year) and 2017-18 (five-year) cohorts utilizing employment and wage records for 2023. Based on the wages earned by alumni from the wage-record match analysis, the Economics Center estimated the spending patterns of alumni using the U.S. Bureau of Labor Statistics' Consumer Expenditure Survey for the South. Wages were adjusted for inflation using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) and are reported in 2024 dollars.

The post-leakage expenditures were used in an input-output model that uses multipliers to represent the inter-industry linkages and household economic relationships. Multipliers are used to determine the total economic impact when applied to the direct impact. This means that multipliers reflect how many additional dollars will be spent in a local economy by other businesses and households for every dollar spent by an organization. These multipliers are location and industry specific and were obtained from Lightcast.

### **Fiscal Impact**

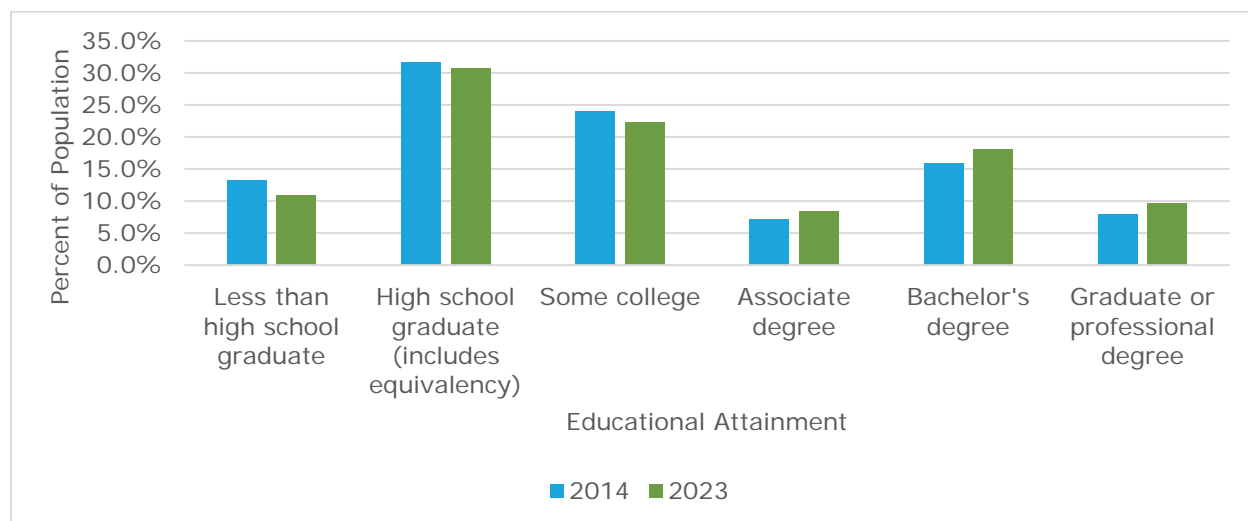
The fiscal impact analysis estimates the subsequent impact on state and local tax revenue in the form of state income tax revenue as well as state, county, and city sales tax revenue. Income tax revenue resulting from the wages supported as well as the sales tax revenue resulting from student and alumni spending and the spending of wages were calculated.

The Economics Center obtained the state income tax bracket from the Oklahoma Tax Commission and estimated the income tax revenue generated utilizing the average wages per job. The Economics Center retrieved sales tax rates from the Oklahoma Tax Commission and calculated a blended sales tax rate for counties and cities in Oklahoma. The blended county sales tax rate was calculated by weighting each county's tax rate with the estimated taxable spending occurring in each county utilizing sales data from Lightcast. The blended city sales tax rate was calculated by utilizing a straight average of city tax rates for each county and then weighting the tax rates by county with the estimated taxable spending occurring in each county. To estimate the sales tax revenue generated, the U.S. Bureau of Labor Statistics' Consumer Expenditure Survey for the South was utilized to determine what portion of average annual wages were used to make taxable purchases. Taxable spending was then factored for economic leakage, and the applicable sales tax rates were applied.



## Educational Attainment in Oklahoma

**Figure 3: Educational Attainment for Population 25 Years and Older in Oklahoma, 2014 and 2023**

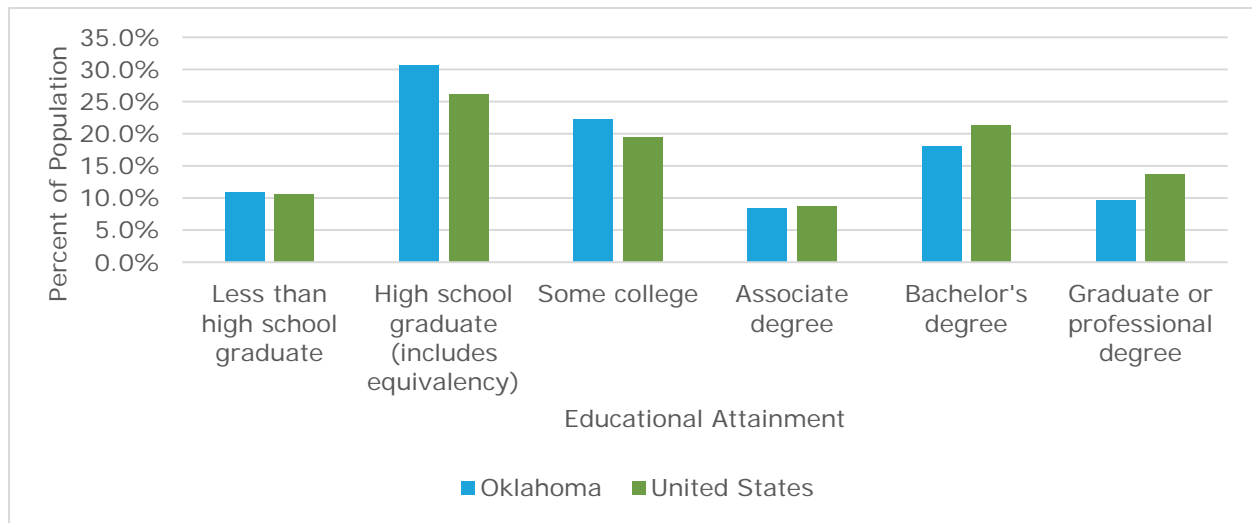


Source: U.S. Census Bureau's American Community Survey Table S1501 (five-year estimates).

Oklahomans have been attaining higher levels of education over the past 10 years. Figure 3 illustrates the share of the population 25 years and older by educational attainment in 2014 and 2023. Approximately 69.0 percent of the population 25 years and older had some college or less in 2014. This decreased to 63.9 percent by 2023, representing a decrease of 5.1 percentage points. The share of the population 25 years and older with less than a high school diploma decreased from 13.3 percent in 2014 to 10.9 percent in 2023. This represents a decrease of 2.4 percentage points, which is the largest decrease among the educational levels. The share of the population 25 years and older with a high school diploma or equivalent and some college was 31.7 percent and 24.0 percent, respectively, in 2014. By 2023, the share of the population 25 years and older with a high school diploma or equivalent dropped 1.0 percentage point to 30.7 percent, while the share with some college dropped 1.7 percentage points to 22.3 percent.

Conversely, the share of the population 25 years and older with an associate's degree or higher increased by 5.1 percentage points from 31.0 percent in 2014 to 36.1 percent in 2023. The share of the population 25 years and older with an associate degree increased from 7.1 percent in 2014 to 8.3 percent in 2023, representing a 1.2 percentage point increase. The share of the population with a bachelor's degree increased from 15.9 percent in 2014 to 18.1 percent in 2023. This represents an increase of 2.2 percentage points, which is the largest increase among the educational levels. Furthermore, the share of the population with a graduate or professional degree increased by 1.7 percentage points from 8.0 percent in 2014 to 9.7 percent in 2023.

**Figure 4: Educational Attainment for Population 25 Years and Older in Oklahoma and the United States, 2023**

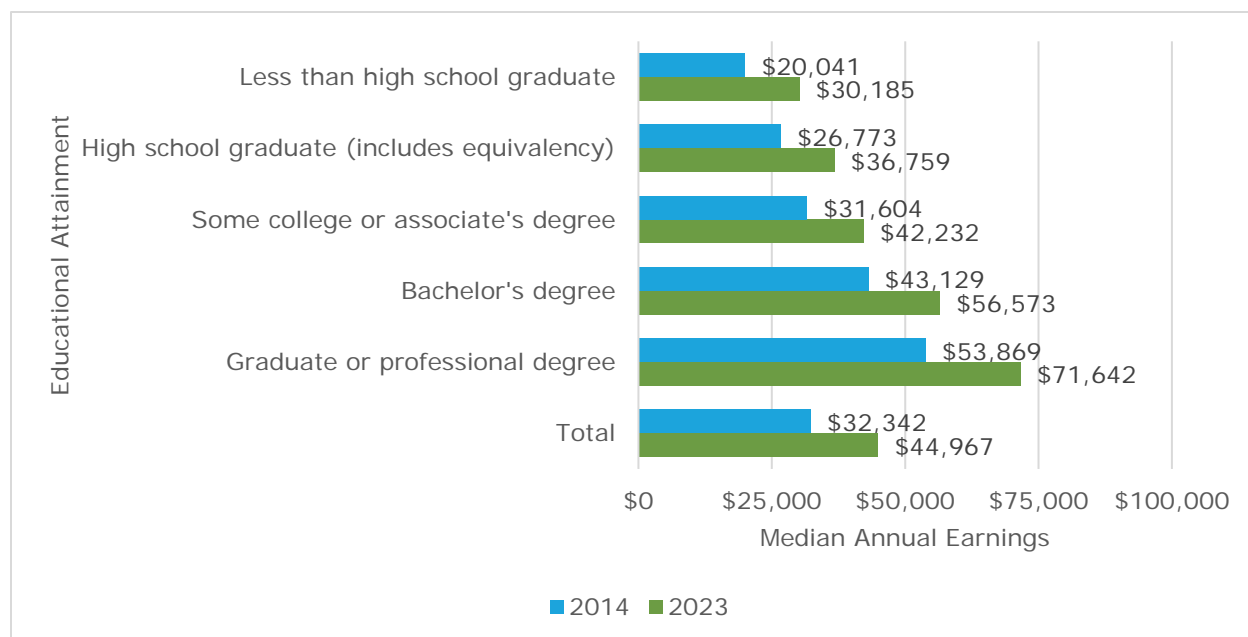


Source: U.S. Census Bureau's American Community Survey Table S1501 (five-year estimates).

Figure 4 compares the educational attainment in 2023 for the population 25 years and older in Oklahoma and the United States. Oklahoma had lower levels of educational attainment compared to the United States. Among the population 25 years and older in Oklahoma, approximately 30.7 percent had a high school diploma or equivalent, 22.3 percent had some college, 18.1 percent had a bachelor's degree, 10.9 percent had less than a high school diploma, 9.7 percent had a graduate or professional degree, and 8.3 percent had an associate degree in 2023. This means that approximately 63.9 percent of Oklahomans 25 years and older had some college or less, while 36.1 percent had an associate degree or higher.

Among the population 25 years and older in the United States, approximately 26.2 percent had a high school diploma or equivalent, 21.3 percent had a bachelor's degree, 19.4 percent had some college, 13.7 percent had a graduate or professional degree, 10.6 percent had less than a high school diploma, and 8.8 percent had an associate degree in 2023. This means that approximately 56.2 percent of the population 25 years and older had some college or less, while 43.8 percent had an associate degree or higher. Compared to the nation, Oklahoma had a greater portion of the population aged 25 and over with some college or less, while the nation, as a whole, had a greater portion of the population with an associate degree or higher. Specifically, the share of the population aged 25 and over with an associate degree or higher was 7.7 percentage points lower in Oklahoma than nationally in 2023.

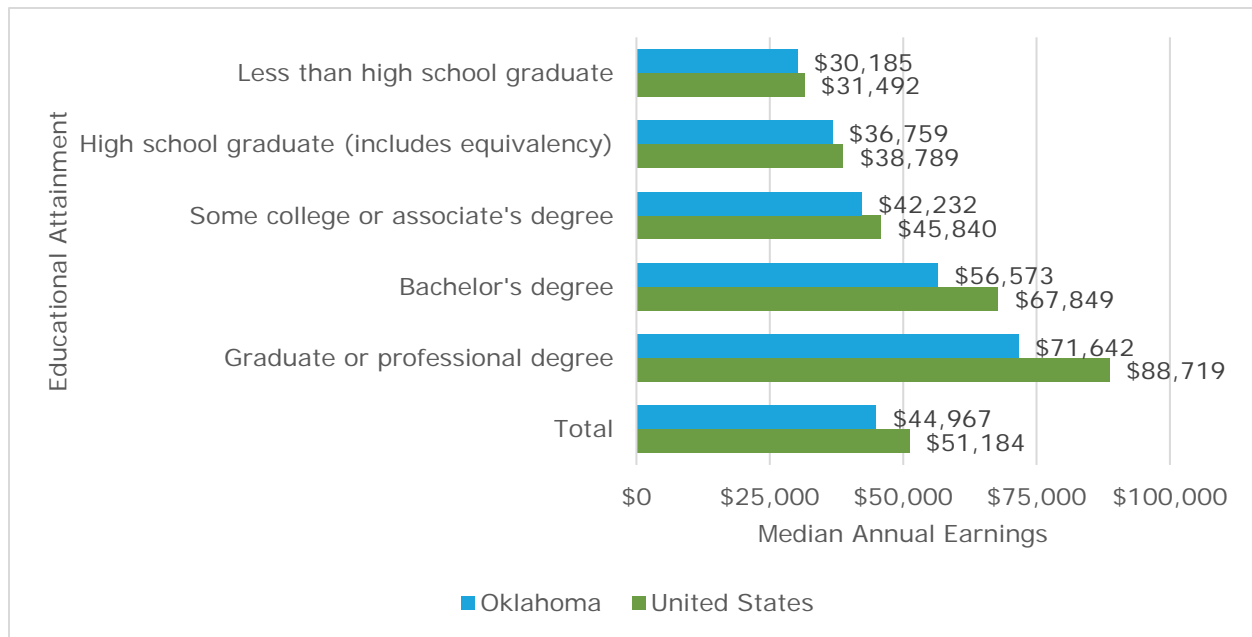
**Figure 5: Median Annual Earnings by Educational Attainment for Population 25 Years and Older in Oklahoma, 2014 (2014\$) and 2023 (2023\$)**



Source: U.S. Census Bureau's American Community Survey Table B20004 (five-year estimates).

Oklahomans 25 years and older experienced increases in median earnings between 2014 and 2023, as shown in Figure 5. Overall, the population 25 years and older in Oklahoma had median annual earnings of \$32,342 in 2014, which increased to \$44,967 in 2023. This represents an increase of \$12,625, or an average annual growth rate of 3.7 percent. Median annual earnings increased with higher levels of educational attainment. The population 25 years and older with a graduate or professional degree had the highest median annual wages of \$53,869 in 2014 followed by those with a bachelor's degree (\$43,129), some college or an associate's degree (\$31,604), a high school diploma or equivalent (\$26,773), and less than a high school diploma (\$20,041). By 2023, the median annual wages for the population 25 years and older increased to \$71,642 for those with a graduate or professional degree, \$56,573 for those with a bachelor's degree, \$42,232 for those with some college or an associate's degree, \$36,759 for those with a high school diploma or equivalent, and \$30,185 for those with less than a high school diploma. This represents an increase in wages ranging from \$9,986 for those with a high school diploma or equivalent to \$17,773 for those with a graduate or professional degree over the 10-year period.

**Figure 6: Median Annual Earnings by Educational Attainment for Population 25 Years and Older in Oklahoma and the United States, 2023 (2023\$)**



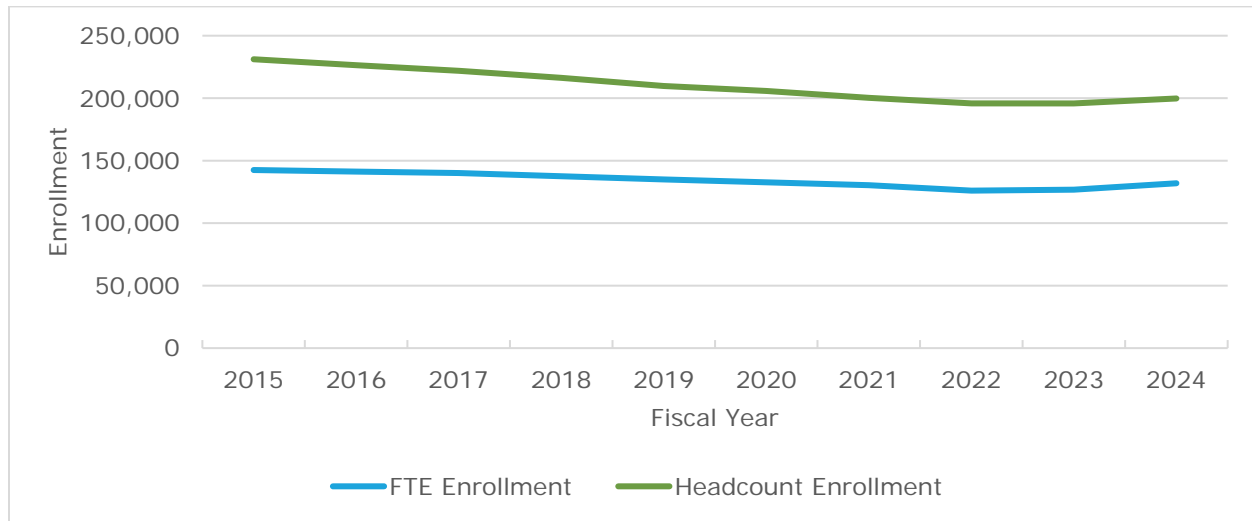
Source: U.S. Census Bureau's American Community Survey Table B20004 (five-year estimates).

As shown in Figure 6, the median annual earnings for all educational levels were lower in Oklahoma in 2023 compared to the United States. For the population 25 years and older, median annual earnings in the United States were \$51,184 in 2023. Compared to median annual earnings of \$44,967 in Oklahoma, this represents annual earnings that were \$6,217, or 13.8 percent, higher in the United States in 2023. As educational attainment increases, the difference in earnings between the United States and Oklahoma increases. In the United States, median annual wages for the population 25 years and older were \$31,492 for those with less than a high school diploma, \$38,789 for those with a high school diploma or equivalent, \$45,840 for those with some college or an associate's degree, \$67,849 for those with a bachelor's degree, and \$88,719 for those with a graduate or professional degree in 2023. Compared to Oklahoma, median annual earnings in the United States in 2023 exceeded that of Oklahoma by between \$1,307 for those with less than a high school diploma and \$17,077 for those with a graduate or professional degree.

# Trends in the Oklahoma State System of Higher Education

## Enrollment & Degrees Conferred

**Figure 7: Oklahoma State System of Higher Education Total Enrollment, FY 2015-2024**

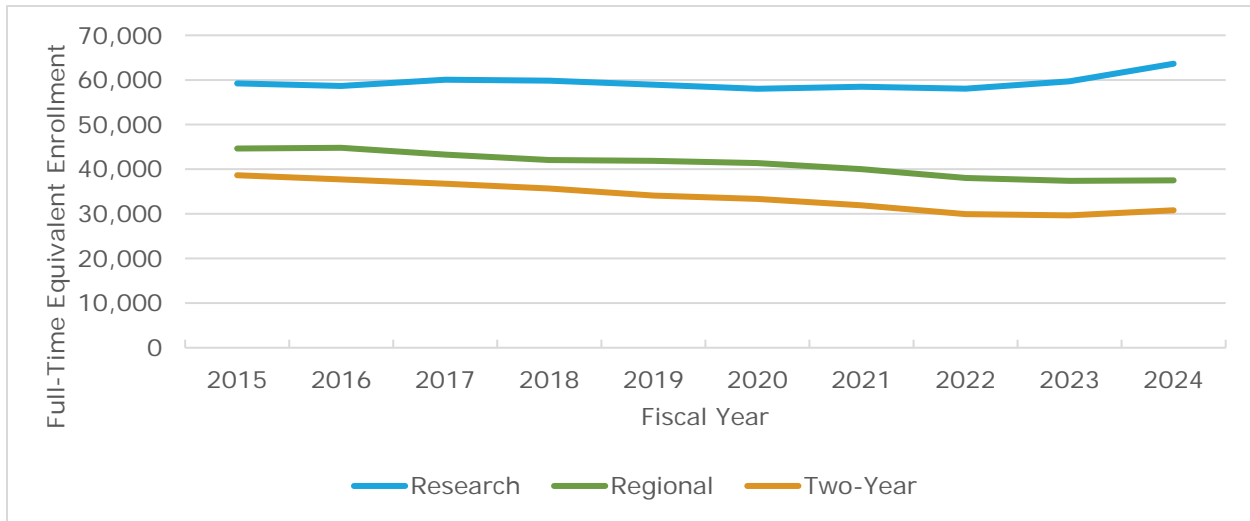


Source: Oklahoma State Regents for Higher Education.

The Oklahoma State System of Higher Education experienced an overall decline in enrollment between fiscal years 2015 and 2024, as detailed in Figure 7. The total full-time equivalent (FTE) enrollment in fiscal year 2015 was 142,513 students, which declined to 131,959 students in fiscal year 2024. This represents a 7.4 percent decline in the number of FTE students enrolled over this period, or an average of 0.9 percent per year. The total headcount enrollment decreased from 231,146 students in fiscal year 2015 to 199,705 students in fiscal year 2024. This represents a 13.6 percent decline in the number of students enrolled over this period, or an average of 1.6 percent per year.

Specifically, there was a consistent year-over-year decline in both FTE enrollment and headcount enrollment between fiscal years 2015 and 2022. FTE enrollment dropped by 16,485 students over this period, while headcount enrollment dropped by 35,316 students. This represents a decline of 11.6 percent in FTE enrollment and a decline of 15.3 percent in headcount enrollment between fiscal years 2015 and 2022. However, both FTE enrollment and headcount enrollment increased in fiscal years 2023 and 2024. FTE enrollment increased from 126,028 in fiscal year 2022 to 131,959 in fiscal year 2024, representing an increase of 4.7 percent. Headcount enrollment increased from 195,830 in fiscal year 2022 to 199,705 in fiscal year 2024, representing an increase of 2.0 percent. Despite this positive shift in student enrollment patterns in recent years, both FTE enrollment and headcount enrollment remain below the 10-year high observed in fiscal year 2015.

**Figure 8: Oklahoma State System of Higher Education FTE Enrollment by Institution Type, FY 2015-2024**

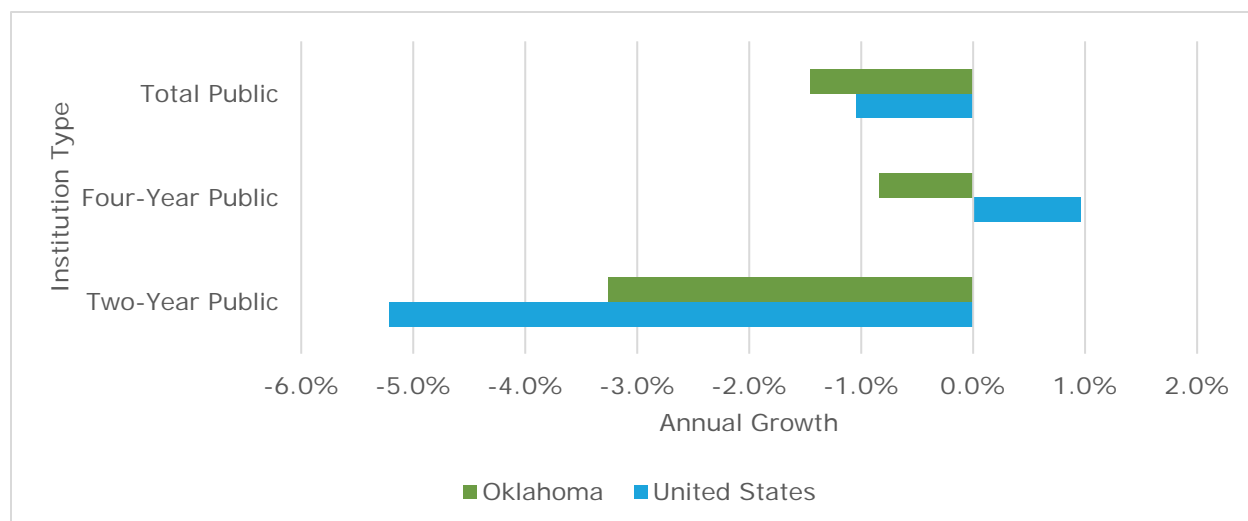


Source: Oklahoma State Regents for Higher Education.

The Oklahoma State System of Higher Education broadly categorizes its members into research universities, regional universities, and two-year colleges.<sup>4</sup> Figure 8 illustrates FTE enrollment between fiscal years 2015 and 2024 by institution type. Research universities experienced an increase in FTE enrollment from 59,229 in fiscal year 2015 to 63,636 in fiscal year 2024, representing a 7.4 percent increase over the 10-year period. FTE enrollment for regional universities decreased from 44,630 in fiscal year 2015 to 37,522 in fiscal year 2024, representing a 15.9 percent decrease over the 10-year period. Two-year colleges experienced a decline in FTE enrollment from 38,654 in fiscal year 2015 to 30,801 in fiscal year 2024, representing a 20.3 percent decrease over the 10-year period. Notably, FTE enrollment increased for each institution type between fiscal years 2023 and 2024 with FTE enrollment increasing by 6.6 percent for research universities and 3.8 percent for two-year colleges, compared to growth of 0.3 percent for regional universities.

<sup>4</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

**Figure 9: Annual Growth in FTE Enrollment for Public Institutions by Institution Type in Oklahoma and the United States, FY 2015-2023**

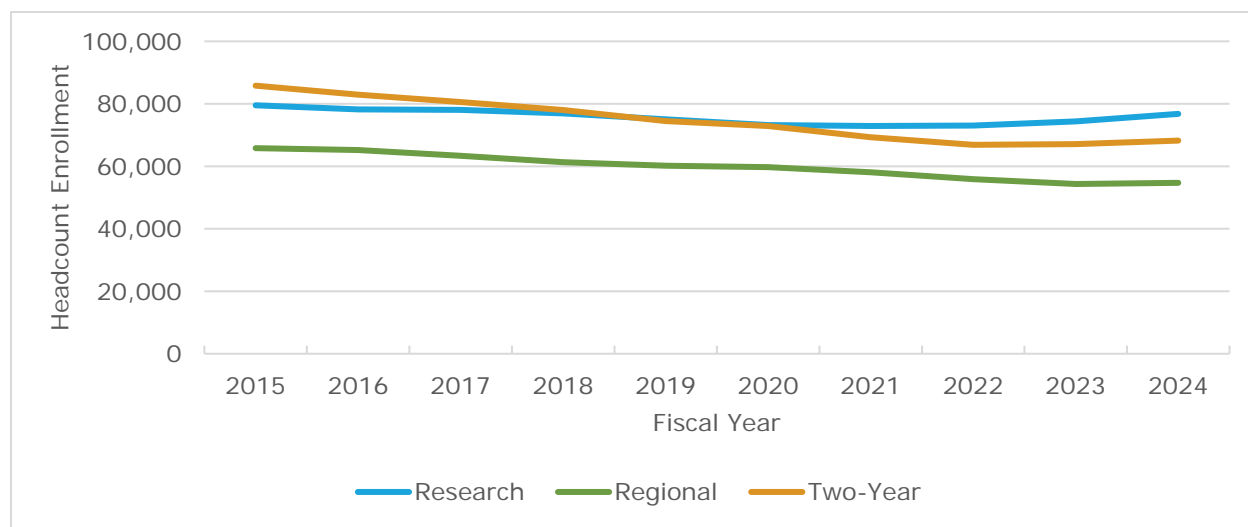


Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education and the National Center for Education Statistics Trend Generator.

Figure 9 illustrates the average annual growth in FTE enrollment for all public institutions in the United States and in Oklahoma by institution type. Nationally, FTE enrollment at public institutions declined by an average of approximately 1.0 percent per year between fiscal years 2015 and 2023. In comparison, FTE enrollment at public institutions in Oklahoma declined by an average of 1.5 percent per year between fiscal years 2015 and 2023. Nationally, two-year public institutions experienced an average decrease in FTE enrollment of 5.2 percent per year between fiscal years 2015 and 2023, whereas four-year public institutions experienced an average increase in FTE enrollment of 1.0 percent per year. In Oklahoma, both two-year public institutions and four-year public institutions, including research and regional universities, experienced a decline in FTE enrollment between fiscal years 2015 and 2023 averaging 3.3 percent and 0.8 percent per year, respectively. This highlights that two-year public institutions in Oklahoma have fared better while four-year public institutions in Oklahoma have fared worse compared to similar institutions nationally.



**Figure 10: Oklahoma State System of Higher Education Headcount Enrollment by Institution Type, FY 2015-2024**

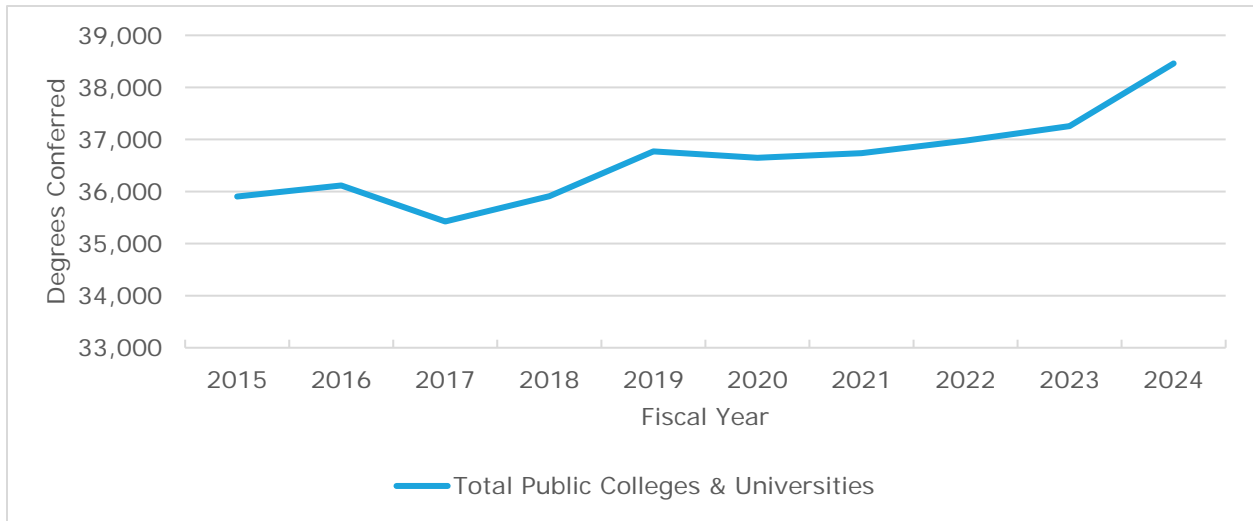


Source: Oklahoma State Regents for Higher Education.

Figure 10 illustrates the headcount enrollment between fiscal years 2015 and 2024 by institution type.<sup>5</sup> During fiscal year 2015, headcount enrollment totaled 79,526 for research universities, 65,809 for regional universities, and 85,811 for two-year colleges. During fiscal year 2024, headcount enrollment totaled 76,766 for research universities, 54,687 for regional universities, and 68,252 for two-year colleges. This represents a 3.5 percent decrease for research universities, a 16.9 percent decrease for regional universities, and a 20.5 percent decrease for two-year colleges over the 10-year period. Notably, headcount enrollment increased for each institution type between fiscal years 2023 and 2024 with headcount enrollment increasing by 3.2 percent for research universities and 1.7 percent for two-year colleges, compared to growth of 0.6 percent for regional universities. However, headcount enrollment remained below the 10-year high observed in fiscal year 2015 for all institution types.

<sup>5</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

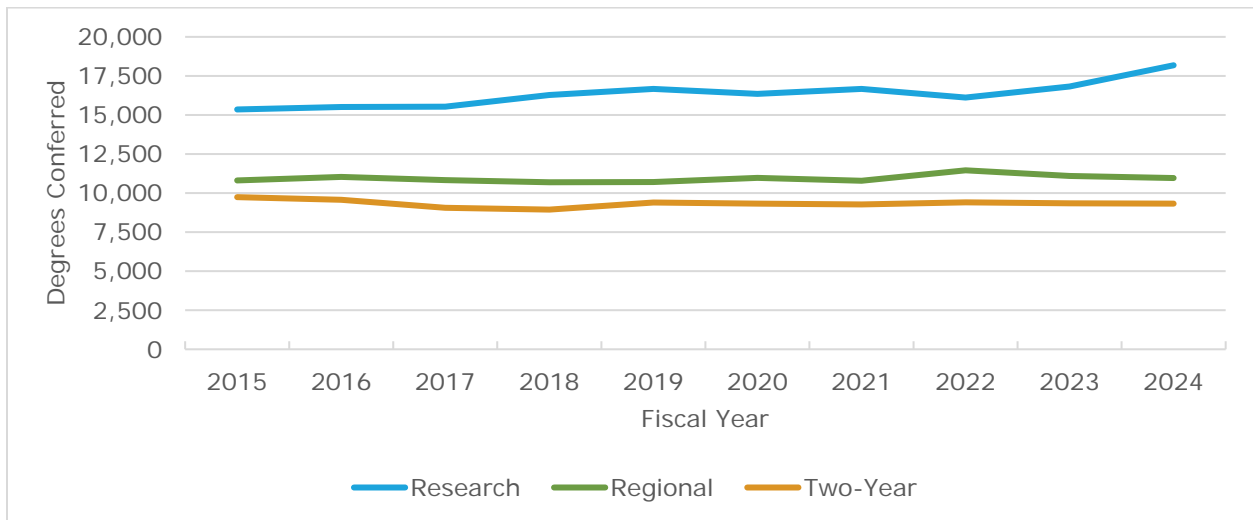
**Figure 11: Oklahoma State System of Higher Education Total Degrees Conferred, FY 2015-2024**



Source: Oklahoma State Regents for Higher Education.

The Oklahoma State System of Higher Education experienced an overall increase in degrees conferred between fiscal years 2015 and 2024, as illustrated in Figure 11. A total of 35,903 degrees were conferred in fiscal year 2015, which increased to 38,460 degrees conferred in fiscal year 2024. This represents growth of 7.1 percent over the 10-year period, or an average of 0.8 percent per year. Degrees conferred decreased from the prior year in both fiscal year 2017 and fiscal year 2020. However, degrees conferred have increased each year between fiscal years 2021 and 2024. This consistent growth in degree attainment reflects both OSRHE's commitment to higher education and students' continued pursuit of additional education.

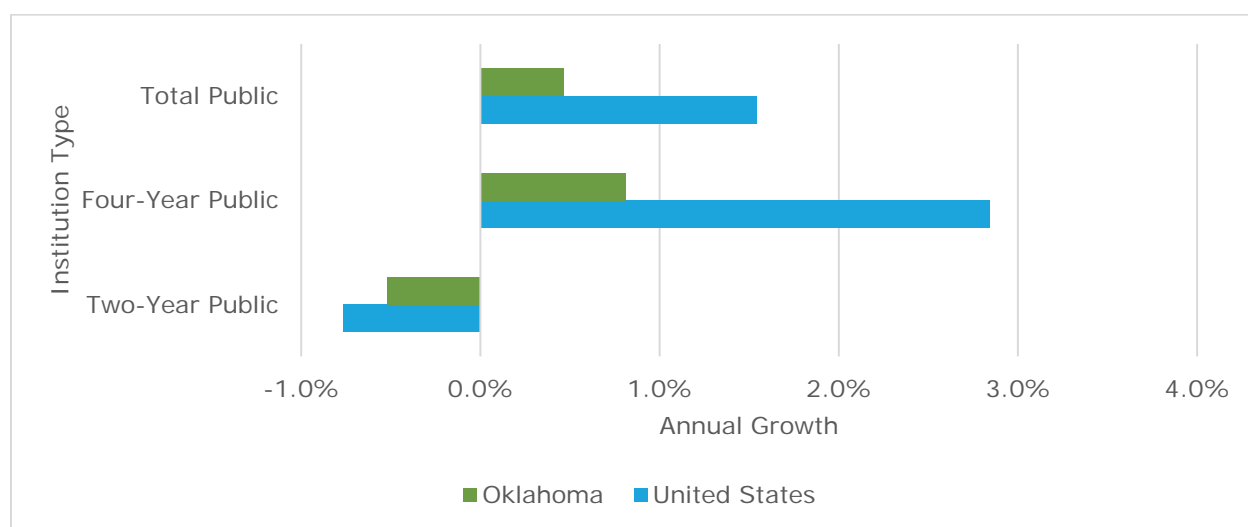
**Figure 12: Oklahoma State System of Higher Education Degrees Conferred by Institution Type, FY 2015-2024**



Source: Oklahoma State Regents for Higher Education.

Figure 12 illustrates degrees conferred by institution type between fiscal years 2015 and 2024.<sup>6</sup> Research universities were the largest contributors to the growth in degree attainment. Degrees conferred by research universities grew from 15,353 in fiscal year 2015 to 18,182 in fiscal year 2024. This represents overall growth of 18.4 percent over the 10-year period. Despite some fluctuations from year to year, degrees conferred by regional universities were relatively stable, with an increase from 10,810 in fiscal year 2015 to 10,959 in fiscal year 2024. This represents overall growth of 1.4 percent over the 10-year period. Degrees conferred by two-year colleges experienced an overall decline of 4.3 percent over the 10-year period, decreasing from 9,740 in fiscal year 2015 to 9,319 in fiscal year 2024. Between fiscal years 2015 and 2024, degrees conferred increased by an average of 1.9 percent per year for research universities and 0.2 percent per year for regional universities, whereas two-year colleges experienced an average annual decline of 0.5 percent in degrees conferred.

**Figure 13: Annual Growth in Degrees Conferred for Public Institutions by Institution Type in Oklahoma and the United States, FY 2015-2023**

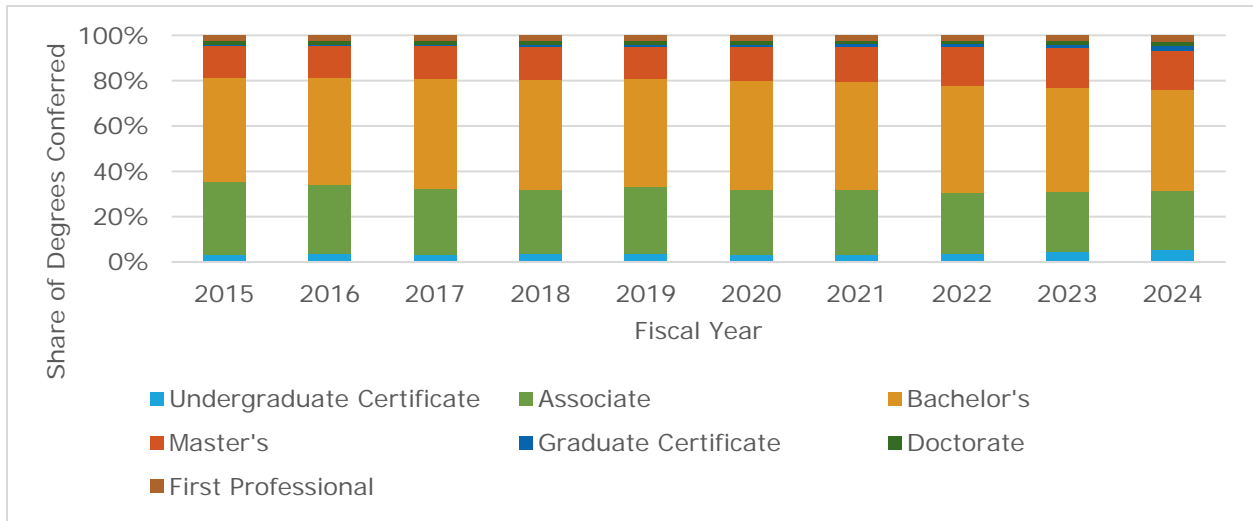


Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education and the National Center for Education Statistics Trend Generator.

Figure 13 illustrates the annual growth in degrees conferred for all public institutions in the United States and in Oklahoma by institution type. Nationally, degrees conferred at public institutions increased by an average of approximately 1.5 percent per year between fiscal years 2015 and 2023. In comparison, degrees conferred at public institutions in Oklahoma increased by an average of 0.5 percent per year over this period. Nationally, two-year public institutions experienced a decrease in degrees conferred that averaged 0.8 percent per year between fiscal years 2015 and 2023, whereas four-year public institutions experienced an increase in degrees conferred that averaged 2.8 percent per year during this period. Between fiscal years 2015 and 2023, similar trends were observed in Oklahoma with degrees conferred at two-year public institutions declining by an average of 0.5 percent per year, while degrees conferred by four-year public institutions increased by an average of 0.8 percent per year. Consistent with FTE enrollment, this highlights that two-year public institutions in Oklahoma have fared better, while four-year public institutions in Oklahoma have fared worse compared to similar institutions nationally.

<sup>6</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

**Figure 14: Oklahoma State System of Higher Education Share of Degrees Conferred by Degree Level, FY 2015-2024**

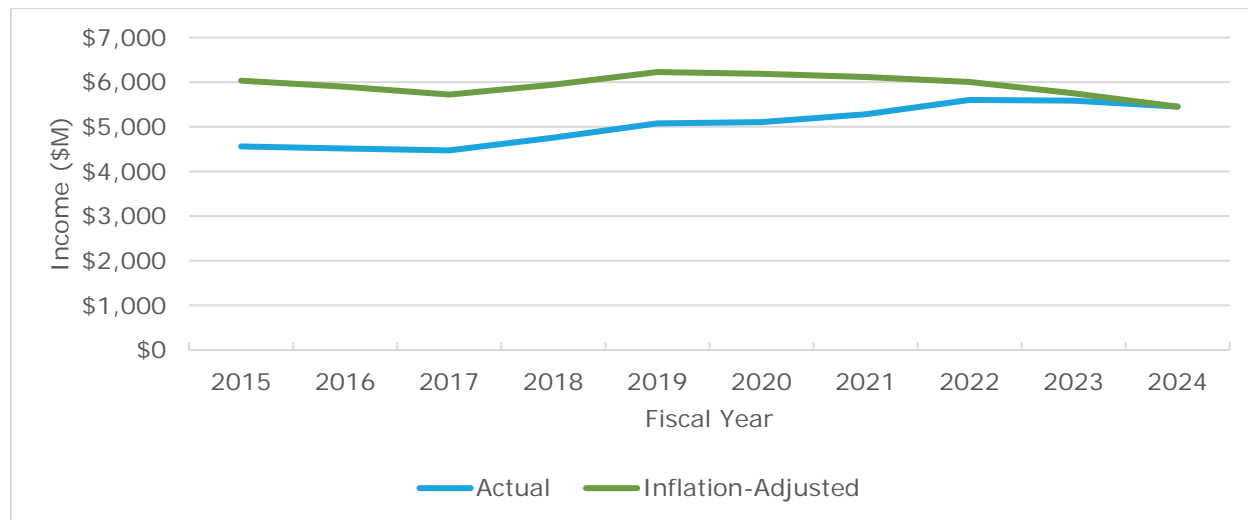


Source: Oklahoma State Regents for Higher Education.

Figure 14 illustrates the share of degrees conferred by the Oklahoma State System of Higher Education between fiscal years 2015 and 2024 by degree level. Approximately half (47.3%) of the degrees conferred between fiscal years 2015 and 2024 were bachelor's degrees. Associate degrees represented an average of 28.5 percent of degrees conferred over the 10-year period, while undergraduate certificates represented an average of 3.8 percent of degrees conferred. This means that more than three-quarters (79.6%) of the degrees conferred were at the undergraduate level. Conversely, this means that 20.4 percent of the degrees conferred were at the graduate level. Specifically, master's degrees represented an average of 15.3 percent of the degrees conferred, graduate certificates represented an average of 1.1 percent of the degrees conferred, doctorate degrees represented 1.4 percent of the degrees conferred, and first professional degrees represented 2.6 percent of the degrees conferred.

## Income & Expenditures

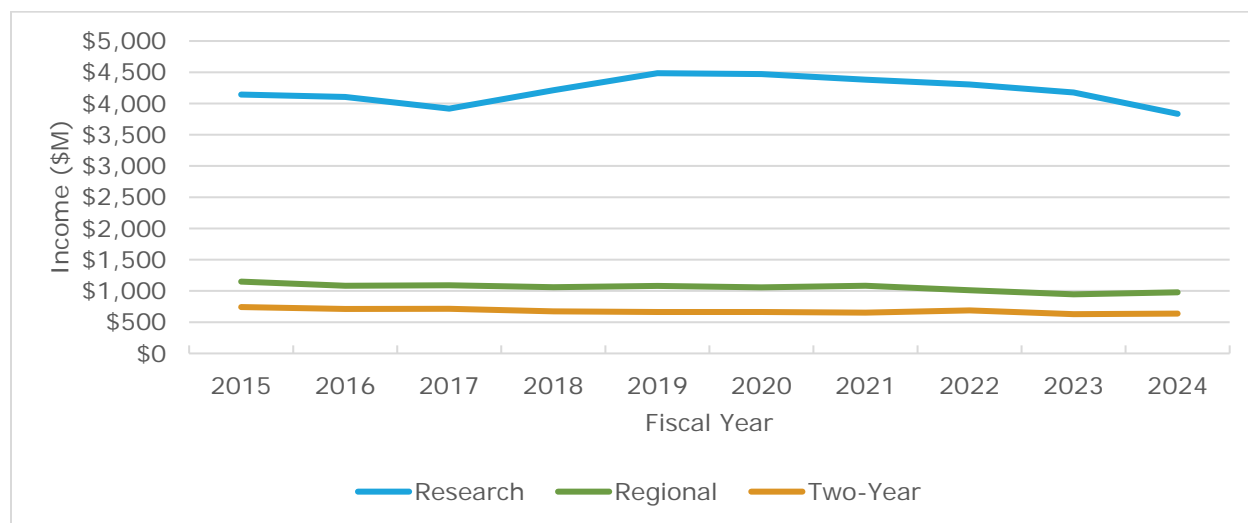
**Figure 15: Oklahoma State System of Higher Education Total Income, FY 2015-2024**



Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education.

Figure 15 illustrates the actual and inflation-adjusted total income for the Oklahoma State System of Higher Education between fiscal years 2015 and 2024.<sup>7</sup> Total income increased from \$4.56 billion in fiscal year 2015 to \$5.45 billion in fiscal year 2024. This represents an increase in total income of \$891.1 million over the 10-year period, or an average annual growth rate of 2.0 percent. After adjusting for inflation, total income experienced a real decrease that averaged 1.1 percent per year between fiscal years 2015 and 2024.

**Figure 16: Oklahoma State System of Higher Education Income by Institution Type, FY 2015-2024 (2024\$)**

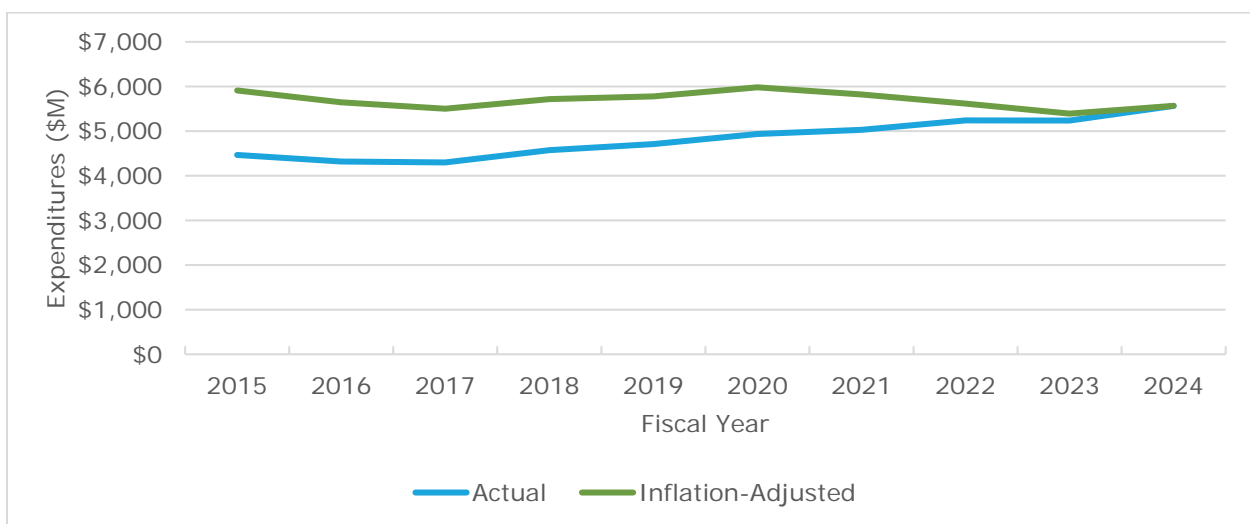


Source: Oklahoma State Regents for Higher Education.

<sup>7</sup> The U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) was utilized for all inflation adjustments.

Figure 16 details the inflation-adjusted total income in the Oklahoma State System of Higher Education by institution type.<sup>8</sup> Between fiscal years 2015 and 2024, research universities accounted for an average of 70.9 percent of the inflation-adjusted total income for the Oklahoma State System of Higher Education. Inflation-adjusted total income for research universities decreased from \$4.14 billion in fiscal year 2015 to \$3.83 billion in fiscal year 2024, representing a decrease of 7.5 percent over the 10-year period. Regional universities accounted for an average of 17.8 percent of the inflation-adjusted total income for the Oklahoma State System of Higher Education over the past 10 years. Inflation-adjusted total income for regional universities declined by 14.8 percent over the past 10 years with total income decreasing from \$1.15 billion in fiscal year 2015 to \$979.2 million in fiscal year 2024. Additionally, inflation-adjusted total income for two-year colleges decreased from \$742.1 million in fiscal year 2015 to \$637.8 million in fiscal year 2024, representing a decrease of 14.1 percent over the 10-year period. On average, two-year colleges accounted for 11.4 percent of the inflation-adjusted total income for the Oklahoma State System of Higher Education over the past 10 years.

**Figure 17: Oklahoma State System of Higher Education Total Expenditures, FY 2015-2024**

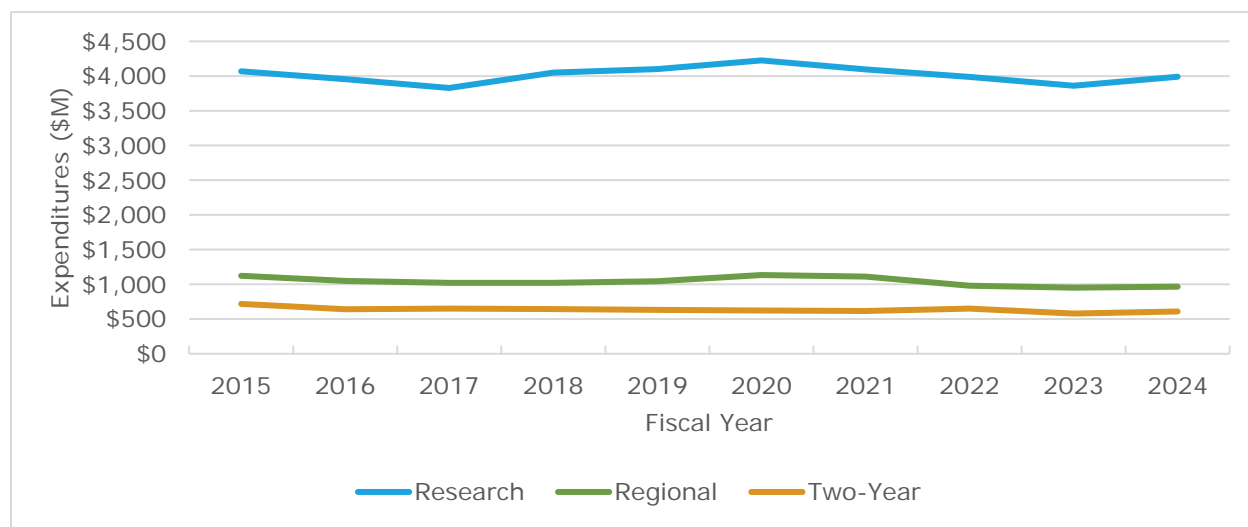


Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education.

Figure 17 illustrates the actual and inflation-adjusted total expenditures for the Oklahoma State System of Higher Education between fiscal years 2015 and 2024. Total expenditures increased by an average of 2.5 percent per year between fiscal years 2015 and 2024. Total expenditures were \$4.47 billion in fiscal year 2015 and \$5.57 billion in fiscal year 2024, representing an increase of \$1.10 billion. After adjusting for inflation, total expenditures experienced a real decrease that averaged 0.7 percent per year between fiscal years 2015 and 2024.

<sup>8</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

**Figure 18: Oklahoma State System of Higher Education Expenditures by Institution Type, FY 2015-2024 (2024\$)**



Source: Oklahoma State Regents for Higher Education.

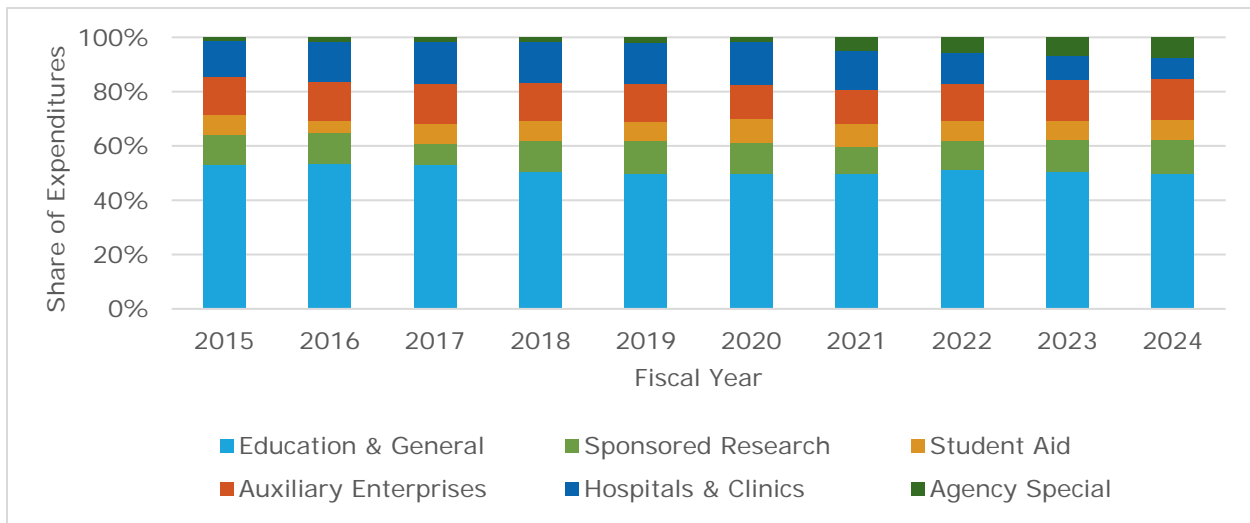
As illustrated in Figure 18, inflation-adjusted total expenditures decreased across all institution types over the past 10 years.<sup>9</sup> During fiscal year 2015, inflation-adjusted expenditures totaled \$4.07 billion for research universities, \$1.12 billion for regional universities, and \$718.0 million for two-year colleges. During fiscal year 2024, expenditures totaled \$3.99 billion for research universities, \$965.9 million for regional universities, and \$609.1 million for two-year colleges. This represents a real decrease of 0.2 percent for research universities, 1.7 percent for regional universities, and 1.8 percent for two-year colleges over the 10-year period. Similar to total income, research universities accounted for an average of 70.5 percent of the total inflation-adjusted expenditures for the Oklahoma State System of Higher Education over the past 10 years. This highlights that research universities are the primary driver of changes in both inflation-adjusted income and expenditures within the Oklahoma State System of Higher Education.

The Oklahoma State System of Higher Education classifies expenditures into six major categories including education and general, sponsored research, student aid, auxiliary enterprises, hospitals and clinics, and agency special. Education and general expenditures refer to the primary expenditures related to instruction, research, and public service. Sponsored research expenditures refer to externally funded research. Auxiliary enterprise expenditures refer to self-supporting operations of services that are related to the education process such as housing, food services or athletics. Agency special expenditures refer to ancillary functions to educational operations.

<sup>9</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.



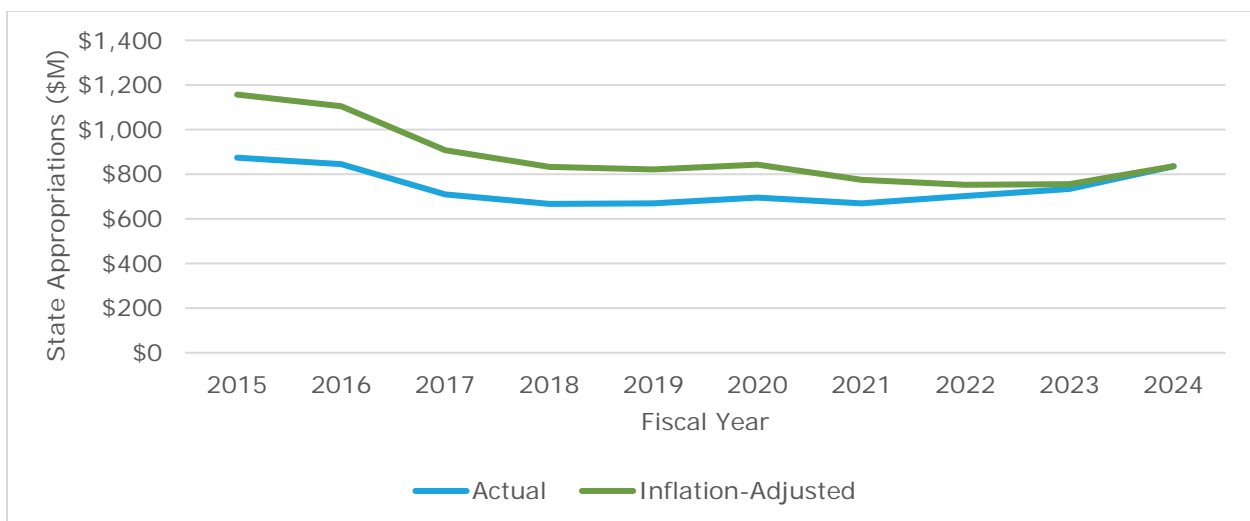
**Figure 19: Share of Oklahoma State System of Higher Education Expenditures by Major Activity, FY 2015-2024**



Source: Oklahoma State Regents for Higher Education.

Figure 19 illustrates the share of expenditures by major category for the Oklahoma State System of Higher Education between fiscal years 2015 and 2024. Approximately half (51.1%) of expenditures between fiscal years 2015 and 2024 were for education and general activities. Auxiliary enterprises accounted for an average of 13.8 percent of expenditures, while hospitals and clinics accounted for an average of 13.2 percent of expenditures. The remaining 21.8 percent of expenditures between fiscal years 2015 and 2024 were for sponsored research (10.9%), student aid (7.4%), and agency special (3.5%).

**Figure 20: Oklahoma State Appropriations to Public Colleges and Universities, FY 2015-2024**



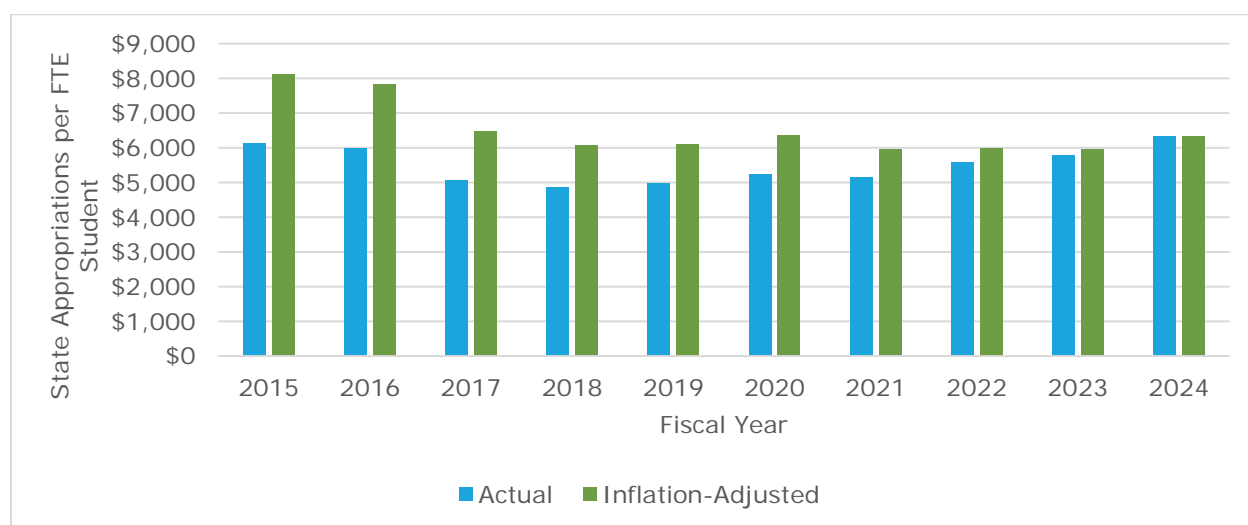
Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education.

The Oklahoma State System of Higher Education is funded, in part, by appropriations from the Oklahoma Legislature. Figure 20 details state appropriations to public colleges and universities in the Oklahoma

State System of Higher Education between fiscal years 2015 and 2024. Public colleges and universities received \$874.14 million in state appropriations in fiscal year 2015. Despite fluctuations from year to year, state appropriations to public colleges and universities declined to \$835.94 million in fiscal year 2024. This represents a decrease of \$38.20 million over the 10-year period, which equates to an annual decline of 0.5 percent.

However, state appropriations to public colleges and universities in the Oklahoma State System of Higher Education experienced a larger decrease after adjusting for inflation. State appropriations were approximately \$1.16 billion in fiscal year 2015, after adjusting for inflation. Given \$835.94 million in state appropriations in fiscal year 2024, this means that inflation-adjusted state appropriations decreased by \$320.97 million over the 10-year period. This equates to an annual decrease of 3.5 percent.

**Figure 21: State Appropriations to Public Colleges and Universities per Full-Time Equivalent Student, FY 2015-2024**

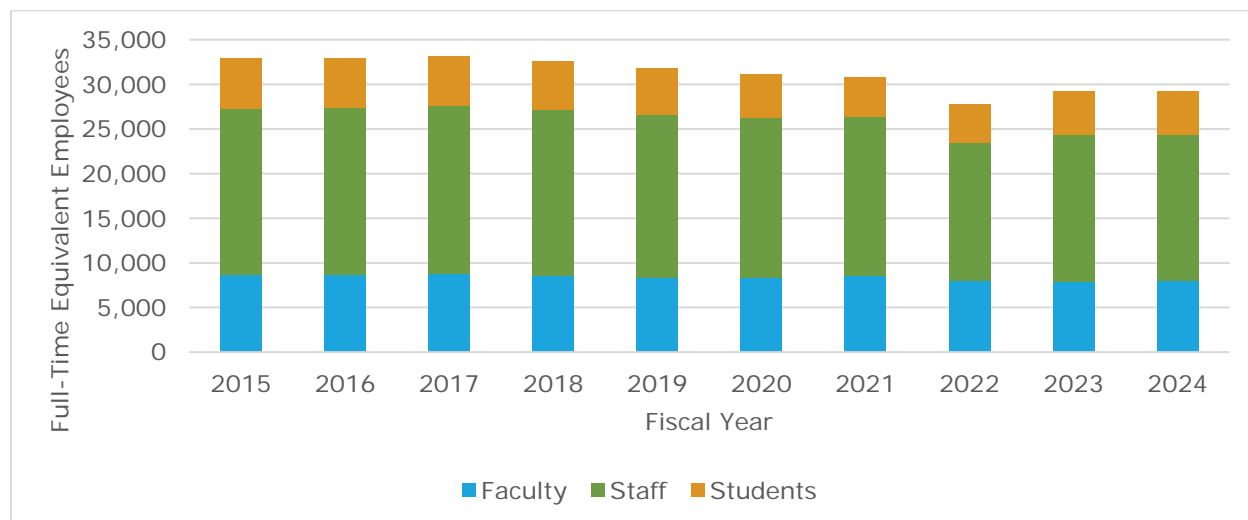


Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education.

Figure 21 details state appropriations to public colleges and universities in the Oklahoma State System of Higher Education per full-time equivalent student. State appropriations averaged \$6,134 per full-time equivalent student in fiscal year 2015 and increased to \$6,335 in fiscal year 2024. Despite fluctuations from year to year, state appropriations per full-time equivalent student increased by an average of 0.4 percent per year over the 10-year period. After adjusting for inflation, state appropriations per full-time equivalent student experienced a real decrease that averaged 2.7 percent per year.

## Employees & Wages

**Figure 22: Oklahoma State System of Higher Education FTE Employees by Employee Type, FY 2015-2024**

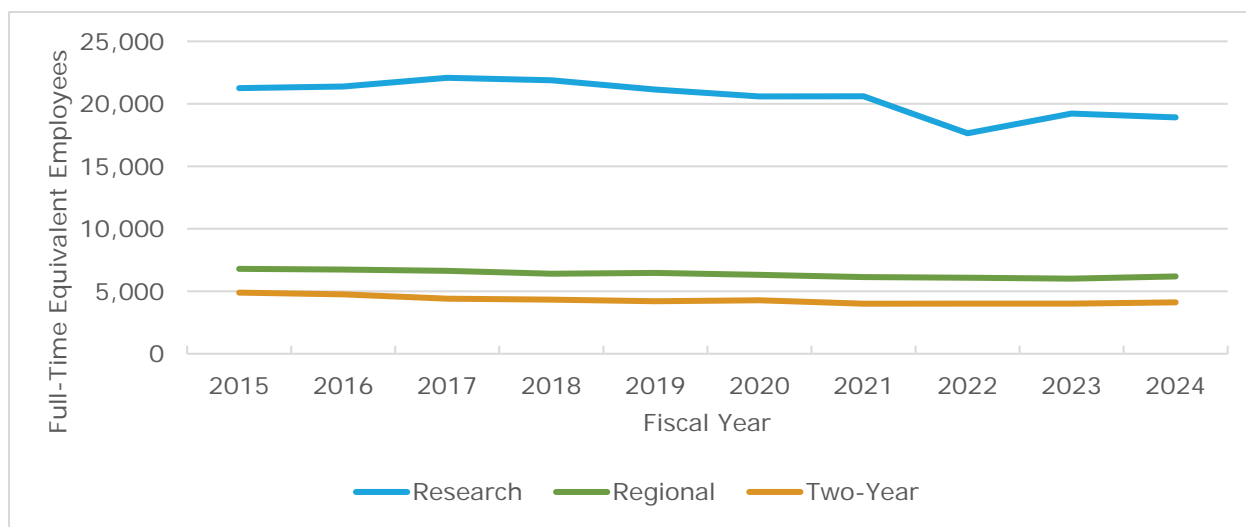


Source: Oklahoma State Regents for Higher Education.

The Oklahoma State System of Higher Education has experienced an overall decline in full-time equivalent (FTE) employment between fiscal years 2015 and 2024, as illustrated in Figure 22. FTE employment decreased from 32,939 in fiscal year 2015 to 29,200 in fiscal year 2024. This represents a decline of 11.4 percent over the 10-year period, or an average of 1.3 percent per year. FTE enrollment exhibited consistent year-over-year declines between fiscal years 2018 and 2022. Between fiscal years 2018 and 2021, FTE employment declined by an average of 1.8 percent annually compared to the prior year. However, FTE employment declined by 9.8 percent between fiscal years 2021 and 2022. FTE employment recovered partially by 5.5 percent between fiscal years 2022 and 2023 followed by a decline of 0.2 percent between fiscal years 2023 and 2024.

FTE employees are classified as faculty, staff, or students based on their roles and responsibilities. Staff comprised an average of 56.8 percent of FTE employees, while faculty and students comprised an average of 26.9 percent and 16.3 percent of FTE employees, respectively. Staff FTE employment declined from 18,696 in fiscal year 2015 to 16,348 in fiscal year 2024, representing a 12.6 percent decline over the 10-year period. Similarly, student FTE employment declined by 12.4 percent over the 10-year period, decreasing from 5,612 in fiscal year 2015 to 4,918 in fiscal year 2024. Faculty FTE employment experienced the smallest decline over the 10-year period of 8.1 percent. Specifically, faculty FTE employment decreased from 8,631 in fiscal year 2015 to 7,934 in fiscal year 2024. The largest year-over-year decline in FTE employees occurred in fiscal year 2021 for students and in fiscal year 2022 for faculty and staff. Specifically, student FTE employment declined by 10.6 percent between fiscal years 2020 and 2021. Between fiscal years 2021 and 2022, faculty FTE employment declined by 6.4 percent, while staff FTE employment declined by 13.0 percent.

**Figure 23: Oklahoma State System of Higher Education FTE Employees by Institution Type, FY 2015-2024**

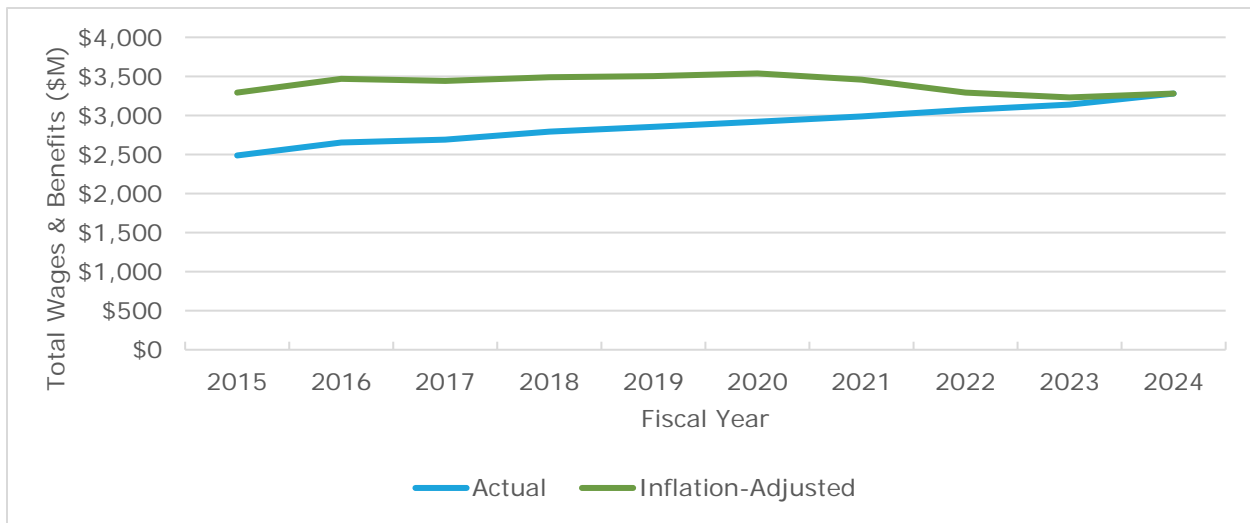


Source: Oklahoma State Regents for Higher Education.

Figure 23 details FTE employment in the Oklahoma State System of Higher Education by institution type.<sup>10</sup> Research universities employed an average of 65.7 percent of the total FTE employees in the Oklahoma State System of Higher Education, while regional universities and two-year colleges employed an average of 20.5 percent and 13.8 percent of the total FTE employees. FTE employment at research universities decreased from 21,254 in fiscal year 2015 to 18,907 in fiscal year 2024, representing a decline of 11.0 percent over the 10-year period. FTE employment at regional universities declined by 8.9 percent over the 10-year period, decreasing from 6,793 in fiscal year 2015 to 6,186 in fiscal year 2024. Two-year colleges experienced the largest decline in FTE employment of 16.1 percent over the 10-year period with FTE employment decreasing from 4,892 in fiscal year 2015 to 4,107 in fiscal year 2024.

<sup>10</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

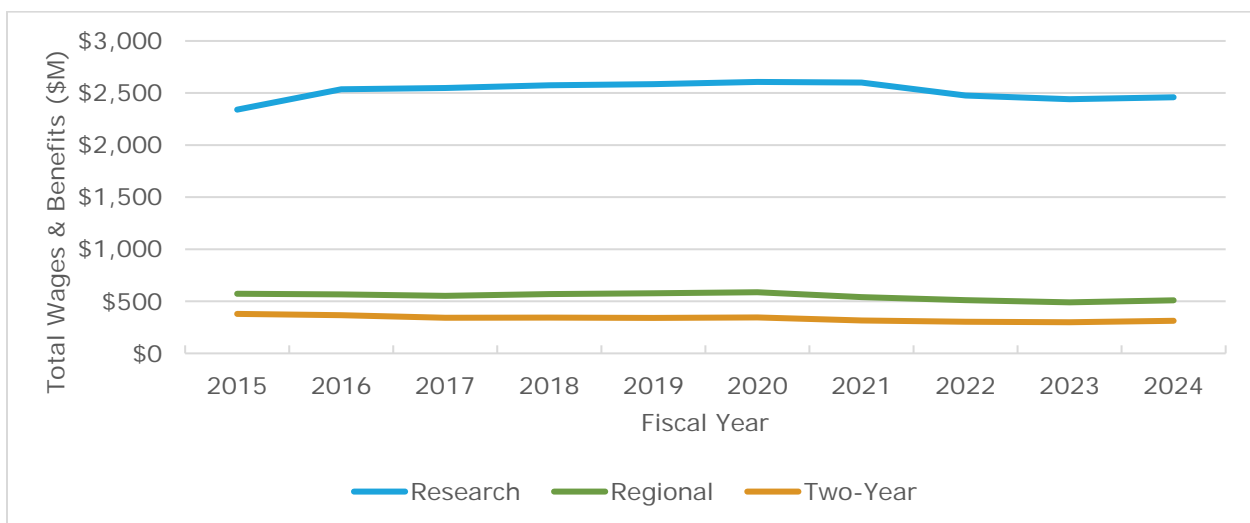
**Figure 24: Oklahoma State System of Higher Education Total Wages and Benefits, FY 2015-2024**



Source: Oklahoma State Regents for Higher Education.

Figure 24 illustrates the total wages and benefits in the Oklahoma State System of Higher Education between fiscal years 2015 and 2024. Total wages and benefits increased from \$2.49 billion in fiscal year 2015 to \$3.28 billion in fiscal year 2024. This means that total wages and benefits in the Oklahoma State System of Higher Education increased by approximately \$792.6 million over the 10-year period, equating to an average annual increase of 3.1 percent. However, after adjusting for inflation, total wages and benefits in the Oklahoma State System of Higher Education experienced a real decrease of approximately 0.4 percent over the 10-year period. Specifically, inflation-adjusted total wages and benefits were \$3.29 billion in fiscal year 2015 compared to total wages and benefits in fiscal year 2024 of \$3.28 billion. Inflation-adjusted total wages and benefits experienced year-over-year declines in fiscal year 2017 as well as during fiscal years 2021, 2022, and 2023.

**Figure 25: Oklahoma State System of Higher Education Total Wages and Benefits by Institution Type, FY 2015-2024 (2024\$)**



Source: Oklahoma State Regents for Higher Education.

Figure 25 details the inflation-adjusted total wages and benefits in the Oklahoma State System of Higher Education by institution type.<sup>11</sup> Research universities represented approximately 74.1 percent of the inflation-adjusted total wages and benefits in the Oklahoma State System of Higher Education, while regional universities and two-year colleges represented an average of 16.1 percent and 9.8 percent of the inflation-adjusted total wages and benefits. Inflation-adjusted wages and benefits at research universities increased from \$2.34 billion in fiscal year 2015 to \$2.46 billion in fiscal year 2024, representing a real annual increase of 0.5 percent over the 10-year period. Inflation-adjusted wages and benefits at regional universities decreased by 1.3 percent per year over the 10-year period, decreasing from \$572.7 million in fiscal year 2015 to \$509.0 million in fiscal year 2024. Two-year colleges experienced the largest real decrease in inflation-adjusted wages and benefits of 2.1 percent annually over the 10-year period. Inflation-adjusted wages and benefits for two-year colleges decreased from \$379.1 million in fiscal year 2015 to \$312.6 million in fiscal year 2024. Notably, research universities were the only institution type to experience a real increase in wages and benefits over the 10-year period, despite some years with negative year-over-year growth.

## Economic and Fiscal Impact of the Oklahoma State System of Higher Education

The expenditures made by the Oklahoma State System of Higher Education as well as the spending of students and alumni generate economic impacts in the form of economic output, jobs, and wages throughout the State of Oklahoma. These expenditures in turn stimulate additional economic impact resulting from increased demand, income, and jobs within other industries as well as the increases in household income and spending. The subsequent impact on state and local tax revenue represents the fiscal impact. The fiscal impact is comprised of the income tax revenue resulting from the wages supported as well as the sales tax revenue resulting from student spending and the spending of wages. A breakdown of the economic and fiscal impacts of the Oklahoma State System of Higher Education by institution type is detailed in the Appendix.

### Operations Expenditures

Operations expenditures represent the day-to-day expenses incurred by public institutions of higher education operating within Oklahoma. The Oklahoma State System of Higher Education classifies operations expenditures using two accounting funds: Education and General Part I and Education and General Part II. The Education and General Part I fund refers to the expenditures related to instruction, research, public service, academic support, student services, institutional support, operation of physical plant and scholarships. The Education and General Part II fund encompasses auxiliary enterprises, agency special, student aid, and sponsored research.

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<sup>11</sup> University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

**Table 3: Oklahoma State System of Higher Education Operations Expenditures by Function and Institution Type, FY 2024 (2024\$)**

Expenditure	Research Universities	Regional Universities	Two Year Colleges	Total
<b>Education and General Part I</b>				
Instruction	\$675,434,397	\$276,449,196	\$151,143,864	\$1,103,027,457
Research	\$92,612,775	\$5,414,747	\$0	\$98,027,522
Public Service	\$72,093,979	\$3,618,167	\$2,110,785	\$77,822,931
Academic Support	\$232,590,687	\$43,958,195	\$39,291,547	\$315,840,429
Student Services	\$84,429,099	\$63,491,007	\$41,758,599	\$189,678,705
Institutional Support	\$130,192,216	\$58,974,316	\$49,660,338	\$238,826,870
Operation of Physical Plant	\$222,131,422	\$81,662,912	\$64,607,960	\$368,402,294
Scholarships	\$252,953,753	\$90,198,616	\$37,991,351	\$381,143,720
<b>Total Education and General Part I</b>	<b>\$1,762,438,328</b>	<b>\$623,767,156</b>	<b>\$386,564,444</b>	<b>\$2,772,769,928</b>
<b>Education and General Part II</b>				
Auxiliary Enterprises	\$615,363,060	\$138,486,009	\$75,390,911	\$829,239,980
Student Services	\$166,886,239	\$93,636,714	\$42,009,155	\$302,532,108
Faculty & Staff Services	\$6,434,713	\$1,963,804	\$1,004,728	\$9,403,245
Intercollegiate Athletics	\$298,805,457	\$15,297,183	\$5,871,883	\$319,974,523
Other Operations	\$143,236,651	\$27,015,958	\$24,817,905	\$195,070,514
Other Self-Supporting Activities	\$0	\$572,350	\$160,322	\$732,672
Mandatory Transfers	\$0	\$0	\$1,526,918	\$1,526,918
Agency Special	\$849,816,084	\$27,157	\$202,612	\$850,045,853
Hospitals and Teaching Clinics	\$433,284,762	\$0	\$0	\$433,284,762
Other Agency Special	\$416,531,322	\$27,157	\$202,612	\$416,761,091
Student Aid	\$158,670,737	\$143,791,476	\$115,159,400	\$417,621,613
Scholarships, Fellowships, & Student Grants	\$158,670,737	\$131,676,723	\$102,376,929	\$392,724,389
Other Student Aid	\$0	\$12,114,753	\$12,782,471	\$24,897,224
Sponsored Research & Programs	\$604,388,096	\$59,811,571	\$31,763,749	\$695,963,416
<b>Total Education &amp; General Part II</b>	<b>\$2,228,237,977</b>	<b>\$342,116,213</b>	<b>\$222,516,672</b>	<b>\$2,792,870,862</b>
<b>Total Expenditures</b>	<b>\$3,990,676,305</b>	<b>\$965,883,369</b>	<b>\$609,081,116</b>	<b>\$5,565,640,790</b>

Source: Oklahoma State Regents for Higher Education.



As detailed in Table 3, the Oklahoma State System of Higher Education made a total of \$5.57 billion in operations expenditures in fiscal year 2024. Approximately 49.8 percent of the total operations expenditures were from the Education and General Part I fund, while the remaining 50.2 percent of total operations expenditures were from the Education and General Part II fund. Additionally, research universities accounted for 71.7 percent of the total operations expenditures in fiscal year 2024, while regional universities and two-year colleges accounted for 17.4 percent and 10.9 percent of the total operations expenditures in fiscal year 2024, respectively.<sup>12</sup>

**Table 4: Economic Impact of Operations Expenditures on Oklahoma, FY 2024 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$4,935,474,072	29,203	\$2,492,104,083
Indirect	\$4,815,931,118	16,452	\$1,652,035,210
<b>Total</b>	<b>\$9,751,405,190</b>	<b>45,655</b>	<b>\$4,144,139,293</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

After accounting for economic leakage, \$4.94 billion in direct economic output was generated by the operations expenditures of the Oklahoma State System of Higher Education in fiscal year 2024. This led to further indirect economic output of \$4.82 billion in the State of Oklahoma as a result of the inter-industry linkages. The Oklahoma State System of Higher Education employed 29,203 full-time equivalent employees who earned wages of \$2.49 billion. The operations expenditures of the Oklahoma State System of Higher Education indirectly supported an additional 16,452 jobs with wages of \$1.65 billion in the State of Oklahoma. As detailed in Table 4, the operations expenditures of the Oklahoma State System of Higher Education generated a total of \$9.75 billion in economic output and supported a total of 45,655 jobs with wages of \$4.14 billion in the State of Oklahoma in fiscal year 2024.

**Table 5: Fiscal Impact of Operations Expenditures, FY 2024 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$23,456,904	<b>\$23,456,904</b>
County	N/A	\$5,266,281	<b>\$5,266,281</b>
State	\$170,285,013	\$42,452,275	<b>\$212,737,288</b>
<b>Total</b>	<b>\$170,285,013</b>	<b>\$71,175,460</b>	<b>\$241,460,473</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

In addition to the economic impacts, fiscal impacts in the form of income and sales tax revenue are created for state and local jurisdictions. The wages supported by the operations expenditures of the Oklahoma State System of Higher Education generated a total of \$170.29 million in income tax revenue for the State of Oklahoma in fiscal year 2024. Additionally, the spending wages resulted in approximately \$71.18 million in sales tax revenue, of which the State of Oklahoma received \$42.45 million, local jurisdictions received \$23.46 million, and counties received \$5.27 million. As detailed in Table 5, the operations expenditures of the Oklahoma State System of Higher Education created a total of \$241.46 million in income and sales tax revenue in fiscal year 2024.

<sup>12</sup> The University of Science and Arts of Oklahoma is included with the regional universities, while the constituent agencies are included with the research universities.

## Student Spending

### Resident Students

**Table 6: Economic Impact of Resident Student Spending on Oklahoma, FY 2024 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$847,261,478	7,693	\$257,787,086
Indirect	\$799,815,389	5,866	\$263,004,122
<b>Total</b>	<b>\$1,647,076,867</b>	<b>13,559</b>	<b>\$520,791,208</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The spending of students who are residents of Oklahoma represents retained spending that may have otherwise left the State of Oklahoma's economy if not for the public institutions of higher education. In fiscal year 2024, there were 98,107 full-time equivalent students enrolled in public institutions of higher education that were Oklahoma residents. These resident students spent an estimated \$847.26 million in the State of Oklahoma in fiscal year 2024, which led to further indirect economic output of \$799.82 million. The spending of resident students directly supported 7,693 jobs with wages of \$257.79 million and indirectly supported an additional 5,866 jobs with wages of \$263.00 million. As detailed in Table 6, the spending of resident students generated \$1.65 billion in economic output and supported 13,559 jobs with wages of \$520.79 million in the State of Oklahoma in fiscal year 2024.

**Table 7: Fiscal Impact of Resident Student Spending, FY 2024 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$15,930,159	<b>\$15,930,159</b>
County	N/A	\$3,576,469	<b>\$3,576,469</b>
State	\$17,673,790	\$28,830,384	<b>\$46,504,174</b>
<b>Total</b>	<b>\$17,673,790</b>	<b>\$48,337,012</b>	<b>\$66,010,802</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The wages supported by resident student spending resulted in \$17.67 million in income tax revenue for the State of Oklahoma in fiscal year 2024. Additionally, the spending of resident students and the subsequent spending of the wages supported resulted in approximately \$48.34 million in sales tax revenue, of which the State of Oklahoma received \$28.83 million, local jurisdictions received \$15.93 million, and counties received \$3.58 million. As detailed in Table 7, resident student spending created a total of \$66.01 million in fiscal benefits in fiscal year 2024.

### Non-Resident Students

**Table 8: Economic Impact of Non-Resident Student Spending on Oklahoma, FY 2024 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$277,187,328	2,541	\$84,008,412
Indirect	\$260,812,786	1,912	\$85,572,902
<b>Total</b>	<b>\$538,000,114</b>	<b>4,453</b>	<b>\$169,581,314</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The spending of students who are not residents of Oklahoma represents new spending that would not occur in the State of Oklahoma's economy if the students were not enrolled at a public institution of higher education in Oklahoma. In fiscal year 2024, there were 33,853 full-time equivalent students enrolled in public institutions of higher education that resided outside of Oklahoma. These non-resident students spent \$277.19 million in the State of Oklahoma in fiscal year 2024, after factoring for economic leakage. The spending of non-resident students directly supported 2,541 jobs with wages of \$84.01 million. Indirectly, non-resident student spending generated an additional \$260.81 million in economic output, which supported 1,912 jobs with wages of \$85.57 million. In total, the spending non-resident students generated \$538.00 million in economic output and supported 4,453 jobs with wages of \$169.58 million in the State of Oklahoma in fiscal year 2024, as detailed in Table 8.

**Table 9: Fiscal Impact of Non-Resident Student Spending, FY 2024 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$5,087,129	<b>\$5,087,129</b>
County	N/A	\$1,142,108	<b>\$1,142,108</b>
State	\$5,737,507	\$9,206,682	<b>\$14,944,189</b>
<b>Total</b>	<b>\$5,737,507</b>	<b>\$15,435,919</b>	<b>\$21,173,426</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

As detailed in Table 9, the spending of non-resident students generated a total of \$21.17 million in fiscal benefits for state and local jurisdictions in fiscal year 2024. The wages supported by non-resident student spending resulted in \$5.74 million in income tax revenue for the State of Oklahoma. Additionally, the spending of non-resident students and the subsequent spending of the wages supported resulted in approximately \$15.44 million in sales tax revenue, of which \$9.21 million accrued to the State of Oklahoma, local jurisdictions received \$5.09 million, and counties received \$1.14 million.

## Total Student Spending

**Table 10: Total Economic Impact of Student Spending on Oklahoma, FY 2024 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$1,124,448,806	10,234	\$341,795,498
Indirect	\$1,060,628,175	7,778	\$348,577,024
<b>Total</b>	<b>\$2,185,076,981</b>	<b>18,012</b>	<b>\$690,372,522</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

As detailed in Table 10, resident and non-resident students directly spent \$1.12 billion in the State of Oklahoma in fiscal year 2024, which supported 10,234 jobs with wages of \$341.80 million. This spending led to further indirect economic output of \$1.06 billion, which supported 7,778 jobs with \$348.58 million in wages. In total, the spending of students generated \$2.19 billion in economic output and supported 18,012 jobs with wages of \$690.37 million in the State of Oklahoma in fiscal year 2024.

**Table 11: Toal Fiscal Impact of Student Spending, FY 2024 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$21,017,288	<b>\$21,017,288</b>
County	N/A	\$4,718,577	<b>\$4,718,577</b>
State	\$23,411,297	\$38,037,066	<b>\$61,448,363</b>
<b>Total</b>	<b>\$23,411,297</b>	<b>\$63,772,931</b>	<b>\$87,184,228</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

As detailed in Table 11, the spending of resident and non-resident students created a total of \$87.18 million in fiscal benefits for state and local jurisdictions in fiscal year 2024. The wages supported by student spending resulted in \$23.41 million in income tax revenue for the State of Oklahoma. Additionally, the spending of students and the subsequent spending of the wages supported resulted in approximately \$63.77 million in sales tax revenue, of which \$38.04 million accrued to the State of Oklahoma, local jurisdictions received \$21.02 million, and counties received \$4.72 million.

## Alumni Spending

Higher education has a compounding effect, in which benefits continue to accrue in the years after students graduate. The Oklahoma State Regents for Higher Education conducts a wage-record match analysis to match degree recipients to data from the Oklahoma Employment Security Commission and the Oklahoma Tax Commission to identify employment and wage records. This wage-record match analysis is conducted annually for degree recipients from two cohorts to identify one- and five-year employment rates as well as median wages. The most recent analysis was based on the 2021-22 (one-year) and 2017-18 (five-year) cohorts utilizing employment and wage records for 2023. The alumni impacts detailed are based on the 2021-22 cohort. Wage and tax revenue impacts have been adjusted for inflation and are reported in 2024 dollars.

## Resident Alumni

**Table 12: Impact of Resident Alumni from the 2021-22 Cohort in 2023, (2024\$)**

Employment Rate	Employed Graduates	Total Wages	Total Income Tax Revenue
93.4%	24,161	\$1,199,201,680	\$45,190,258

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 12 details the employment overview and impact in 2023 of Oklahoma resident alumni from the 2021-22 cohort. According to the wage-record match, 24,161 resident alumni from the 2021-22 cohort were employed in Oklahoma in 2023. This equates to a one-year employment rate of 93.4 percent. These resident alumni earned approximately \$1.20 billion in wages in 2023, which resulted in an estimated \$45.19 million in income tax revenue for the State of Oklahoma.

**Table 13: Economic Impact of the Spending of Resident Alumni from the 2021-22 Cohort in the State of Oklahoma, 2023 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$1,164,020,193	8,352	\$339,595,388
Indirect	\$1,114,168,022	7,889	\$355,768,775
<b>Total</b>	<b>\$2,278,188,215</b>	<b>16,241</b>	<b>\$695,364,163</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The \$1.20 billion in wages earned by resident alumni were estimated to result in additional spending of \$1.16 billion in the State of Oklahoma's economy in 2023. This spending directly supported 8,352 jobs with \$339.60 million in wages. Indirectly, an additional \$1.11 billion in economic output was generated in the State of Oklahoma by the spending of resident alumni, which supported 7,889 jobs with wages of \$355.77 million. As detailed in Table 13, the spending of resident alumni was estimated to generate \$2.28 billion in total economic output and to support a total of 16,241 jobs with wages of \$695.36 million in the State of Oklahoma in 2023.

**Table 14: Fiscal Impact of the Spending of Resident Alumni from the 2021-22 Cohort, 2023 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$14,286,559	\$14,286,559
County	N/A	\$3,207,460	\$3,207,460
State	\$24,478,171	\$25,855,801	\$50,333,972
<b>Total</b>	<b>\$24,478,171</b>	<b>\$43,349,820</b>	<b>\$67,827,991</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

In total, the spending of resident alumni generated approximately \$67.83 million in income and sales tax revenue for state and local jurisdictions in 2023, as detailed in Table 14. The jobs and wages supported by the spending of resident alumni resulted in approximately \$24.48 million in earnings tax revenue for the State of Oklahoma. The spending of resident alumni and the subsequent spending of the wages supported resulted in approximately \$43.35 million in sales tax revenue, of which \$25.86 million accrued to the State of Oklahoma, local jurisdictions received \$14.29 million, and counties received \$3.21 million.

## Non-Resident Alumni

**Table 15: Impact of Non-Resident Alumni from the 2021-22 Cohort in 2023, (2024\$)**

Employment Rate	Employed Graduates	Total Wages	Total Income Tax Revenue
50.2%	4,215	\$216,564,511	\$8,276,812

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 15 details the employment overview and impact in 2023 of non-Oklahoma resident alumni from the 2021-22 cohort. According to the wage-record match, 4,215 non-resident alumni from the 2021-22 cohort were employed in Oklahoma in 2023. This equates to a one-year employment rate of 50.2

percent. These non-resident alumni earned approximately \$216.56 million in wages in 2023, which resulted in an estimated \$8.28 million in income tax revenue for the State of Oklahoma.

**Table 16: Economic Impact of the Spending of Non-Resident Alumni from the 2021-22 Cohort in the State of Oklahoma, 2023 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$204,114,519	1,465	\$59,549,095
Indirect	\$195,372,787	1,383	\$62,385,148
<b>Total</b>	<b>\$399,487,306</b>	<b>2,848</b>	<b>\$121,934,243</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The \$216.56 million in wages earned by non-resident alumni were estimated to result in additional spending of \$204.11 million in the State of Oklahoma's economy in 2023. This spending directly supported 1,465 jobs with \$59.55 million in wages. Indirectly, an additional \$195.37 million in economic output was generated in the State of Oklahoma by the spending of non-resident alumni, which supported 1,383 jobs with wages of \$62.39 million. As detailed in Table 16, the spending of non-resident alumni was estimated to generate \$399.49 million in total economic output and to support a total of 2,848 jobs with wages of \$121.93 million in the State of Oklahoma in 2023.

**Table 17: Fiscal Impact of the Spending of Non-Resident Alumni from the 2021-22 Cohort, 2023 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$2,501,313	<b>\$2,501,313</b>
County	N/A	\$561,567	<b>\$561,567</b>
State	\$4,292,322	\$4,526,873	<b>\$8,819,195</b>
<b>Total</b>	<b>\$4,292,322</b>	<b>\$7,589,753</b>	<b>\$11,882,075</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

In total, the spending of non-resident alumni created approximately \$11.88 million in income and sales tax revenue for state and local jurisdictions in 2023, as detailed in Table 17. The jobs and wages supported by the spending of non-resident alumni resulted in approximately \$4.29 million in earnings tax revenue for the State of Oklahoma. The spending of non-resident alumni and the subsequent spending of the wages supported resulted in approximately \$7.59 million in sales tax, of which the State of Oklahoma received \$4.53 million, local jurisdictions received \$2.50 million, and counties received approximately \$561,600.

## Total Alumni Spending

**Table 18: Total Economic Impact of Alumni on Oklahoma, 2023 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$1,368,134,712	38,193	\$1,814,910,675
Indirect	\$1,309,540,809	9,272	\$418,153,923
<b>Total</b>	<b>\$2,677,675,521</b>	<b>47,465</b>	<b>\$2,233,064,598</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.



As detailed in Table 18, the spending of resident and non-resident alumni directly generated \$1.37 billion in economic output in the State of Oklahoma in 2023, which indirectly supported an additional \$1.31 billion in economic output. Employed alumni from the Oklahoma State System of Higher Education and the jobs directly supported by alumni spending resulted in direct employment of 38,193 in 2023 with wages of \$1.81 billion. Indirectly, an additional 9,272 jobs with wages of \$418.15 million were indirectly supported in the State of Oklahoma by the spending of alumni. In 2023, alumni from the Oklahoma State System of Higher Education had a total economic impact of \$2.68 billion, a total employment impact of 47,465 jobs, and a total wage impact of \$2.23 billion in the State of Oklahoma.

**Table 19: Total Fiscal Impact of Alumni, 2023 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$16,787,872	<b>\$16,787,872</b>
County	N/A	\$3,769,027	<b>\$3,769,027</b>
State	\$82,237,562	\$30,382,674	<b>\$112,620,236</b>
<b>Total</b>	<b>\$82,237,562</b>	<b>\$50,939,573</b>	<b>\$133,177,135</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

As detailed in Table 19, alumni from the Oklahoma State System of Higher Education created a total of \$133.18 million in income and sales tax revenue in 2023. The wages earned by alumni as well as the wages supported by alumni spending resulted in \$82.24 million in income tax revenue for the State of Oklahoma. Additionally, the spending of alumni and the subsequent spending of the wages supported resulted in approximately \$50.94 million in sales tax revenue, of which the State of Oklahoma received \$30.38 million, local jurisdictions received \$16.79 million, and counties received \$3.77 million.

## Total Impact

**Table 20: Total Economic Impact of the Oklahoma State System of Higher Education on Oklahoma, FY 2024 (2024\$)**

Impact Type	Output	Employment	Wages
Direct	\$7,428,057,590	77,630	\$4,648,810,256
Indirect	\$7,186,100,102	33,502	\$2,418,766,157
<b>Total</b>	<b>\$14,614,157,692</b>	<b>111,132</b>	<b>\$7,067,576,413</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

As detailed in Table 20, the operations, student spending, and alumni of the Oklahoma State System of Higher Education directly generated \$7.43 billion in economic output in the State of Oklahoma in fiscal year 2024, which supported 77,630 jobs with wages of \$4.65 billion.<sup>13</sup> The inter-industry linkages resulted in an additional \$7.19 billion in indirect economic output, which supported 33,502 jobs with wages of \$2.42 billion. In fiscal year 2024, the operations, student spending, and alumni of the Oklahoma State System of Higher Education had a total economic impact of \$14.61 billion, a total employment impact of 111,132 jobs, and a total wage impact of \$7.07 billion in the State of Oklahoma.

<sup>13</sup> The impact of alumni is quantified for calendar year 2023, which spans the first half of fiscal year 2024. Because alumni impacts have been adjusted for inflation, they have been added to the impacts of operations expenditures and student spending to estimate a total annual impact for the Oklahoma State System of Higher Education.

**Table 21: Total Fiscal Impact of the Oklahoma State System of Higher Education, FY 2024 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Local	N/A	\$61,262,064	<b>\$61,262,064</b>
County	N/A	\$13,753,885	<b>\$13,753,885</b>
State	\$275,933,872	\$110,872,015	<b>\$386,805,887</b>
<b>Total</b>	<b>\$275,933,872</b>	<b>\$185,887,964</b>	<b>\$461,821,836</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The operations, student spending, and alumni of the Oklahoma State System of Higher Education created a total of \$461.82 million in fiscal benefits for state and local jurisdictions in fiscal year 2024, as detailed in Table 21. The State of Oklahoma benefited from \$275.93 million in income tax revenue and \$110.87 million in sales tax revenue. Local jurisdictions and counties benefited from \$61.26 million and \$13.75 million in sales tax revenue, respectively. In total, the operations, student spending, and alumni of the Oklahoma State System of Higher Education generated \$275.93 million in income tax revenue and \$185.89 million in sales tax revenue in fiscal year 2024.

State appropriations to public colleges and universities in the Oklahoma State System of Higher Education totaled \$835.94 million in fiscal year 2024. This means that every dollar in state appropriations resulted in \$17.48 in total economic output throughout the State of Oklahoma in fiscal year 2024. Operations of the Oklahoma State System of Higher Education represent approximately two-thirds of the total economic output. This means that operations resulted in \$11.67 in total economic output for every dollar in state appropriations. Furthermore, student spending resulted in \$2.61 in total economic output for every dollar in state appropriations, while alumni resulted in \$3.20 in total economic output for every dollar in state appropriations.

## Supply Chain for Oklahoma's Workforce

This analysis provides an overview of the employment outcomes for graduates from Oklahoma public colleges and universities, focusing on employment rates and median wages one year and five years post-graduation. By examining the employment patterns of graduates from the 2021-22 and 2017-18 academic years, the analysis aims to understand the employment behaviors of students following degree completion. The analysis focuses on overall employment outcomes as well as differences in employment outcomes by degree level, field of study, and state of residence to assess the retention of graduates within the Oklahoma workforce.

## Employment Characteristics

**Table 22: Employment Rates for All Fields of Study by Residency and Student Level**

Residency Status	Undergraduate		Graduate	
	One Year	Five Years	One Year	Five Years
Oklahoma Resident	93.7%	85.5%	91.9%	79.5%
Non-Resident	61.3%	39.8%	32.0%	36.2%
<b>Total</b>	<b>87.3%</b>	<b>75.4%</b>	<b>67.5%</b>	<b>62.7%</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.



As detailed in Table 22, the employment rates by level of study across all fields highlight substantial differences between Oklahoma residents and non-residents at both one- and five-years post-graduation. A graduate is classified as a non-resident if they indicated a state of residence other than Oklahoma on their admissions application.

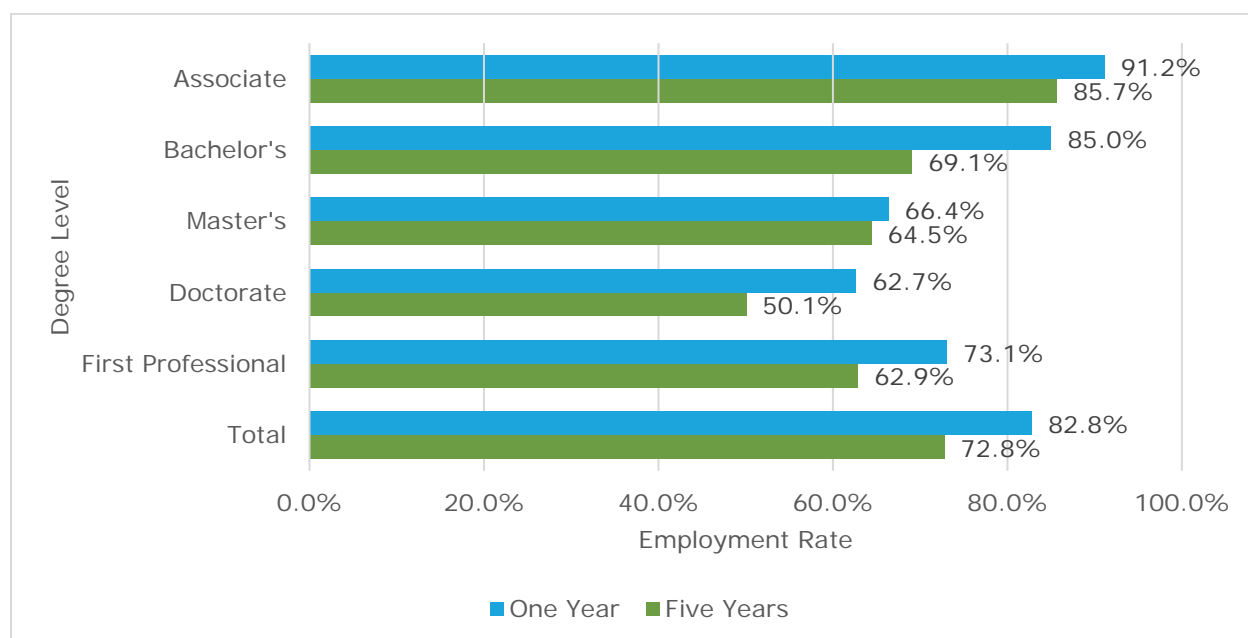
Among undergraduates, the overall one-year employment rate was 87.3 percent, reflecting a strong demand for undergraduate degree holders in the state's job market. Approximately 93.7 percent of undergraduates who were Oklahoma residents were employed one year after graduation. In contrast, approximately 61.3 percent of undergraduates who were non-resident were employed within Oklahoma one year after graduation, indicating that resident graduates were more likely to be retained in the Oklahoma workforce immediately following graduation.

The overall one-year employment rate for graduate students was lower than for undergraduates, at 67.5 percent, indicating that undergraduates were more frequently retained than graduate degree holders in the initial post-graduation year. The trends by state of residence remain similar at the graduate level. Approximately 91.9 percent of graduate students who were Oklahoma residents secured employment within Oklahoma one year after completing their degree. However, graduate students who were non-residents had lower retention, with just 32.0 percent employed in Oklahoma one-year post-graduation.

A decline is observed in the five-year employment rates for both undergraduates and graduates. Overall, the five-year employment rate was approximately 75.4 percent among undergraduate students and 62.7 percent among graduate students. This represents an 11.9 percentage point and 4.8 percent point decrease in the employment rates of undergraduates and graduates, respectively, between one and five years after graduation.

Approximately 85.5 percent of resident undergraduates were employed in Oklahoma five years after graduation, while only 39.8 percent of non-resident undergraduates were employed in Oklahoma. This suggests that a substantial portion of non-resident undergraduates are less likely to stay long-term within Oklahoma's workforce. In the fifth year after graduation, approximately 79.5 percent of graduate students who were Oklahoma residents were employed, while 36.2 percent of graduate students who were non-residents were employed. Notably, graduate students who were non-residents were the only group that experienced an increase in employment rates between one and five years after graduation.

**Figure 26: One- and Five-Year Employment Rate by Degree Level for All Field of Study, 2023**



Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Figure 26 illustrates the employment rates across all fields of study by degree type at one- and five-years post-graduation. Employment rates one year after graduation were highest for those with an associate degree (91.2%) or bachelor's degrees (85.0%). Comparatively lower employment rates one year after graduation were observed for those with a first professional degree (73.1%), a master's degree (66.4%), or a doctorate degree (62.7%). Employment rates decreased across all degree types in the fifth year after graduation, with the highest long-term employment rate observed for associate degree holders (85.7%) followed by bachelor's degree holders (69.1%). Among graduate students, those with a master's degree had the highest five-year employment rate of 64.5 percent followed by those with a first professional degree (62.9%) and a doctorate degree (50.1%).

Graduates with a bachelor's degree experienced the largest decline in employment rates between one and five years after graduation. This may be due to a variety of reasons such as a return to school, employment opportunities outside Oklahoma, or separation from the labor force. Additionally, employment rates for doctoral degree holders and professional degree holders experienced a decline in employment rates of more than 10.0 percentage points between one and five years after graduation. This trend further suggests that there are fewer in-state employment opportunities in Oklahoma for graduate degree holders compared to undergraduate degrees holders.

**Table 23: One- and Five-Year Employment Rates for Top 15 Fields of Study, 2023**

CIP Code	Program	Employment Rate (1 Year)	Employment Rate (5 Years)
52	Business, Management, Marketing, and Related Support Services	77.6%	67.9%
51	Health Professions and Related Programs	88.5%	81.1%
24	Liberal Arts and Sciences, General Studies and Humanities	85.7%	75.8%
13	Education	85.1%	82.4%
14	Engineering	77.6%	59.4%
42	Psychology	88.6%	74.1%
26	Biological and Biomedical Sciences	85.4%	67.6%
45	Social Sciences	88.4%	75.8%
30	Multi/Interdisciplinary Studies	82.5%	70.2%
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	73.7%	69.6%
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	74.5%	56.0%
11	Computer and Information Sciences and Support Services	83.3%	69.9%
09	Communication, Journalism, and Related Programs	82.4%	65.2%
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	82.5%	75.6%
50	Visual and Performing Arts	84.5%	67.2%

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 23 details the one- and five-year employment rates for graduates by field of study for the top 15 fields, based on graduate counts from the 2021-22 academic year.<sup>14</sup> Among graduates from the 2021-22 academic year, the top five fields of study were Business, Management, Marketing, and Related Support Services (17.6%); Health Professionals and Related programs (16.0%); Liberal Arts and Sciences, General Studies and Humanities (8.4%); Education (8.3%); and Engineering (4.8%). These fields of study accounted for more than half of graduates in both the 2017-18 and 2021-22 academic years.

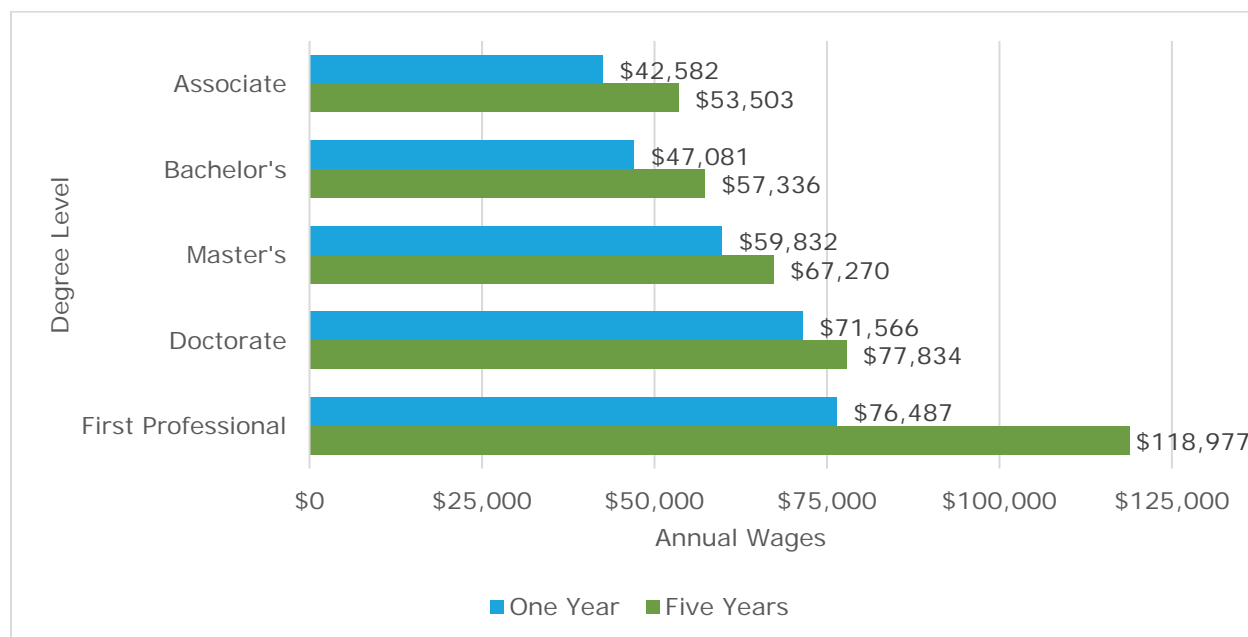
Among the top 15 fields of study, one-year employment rates were highest for graduates in Psychology (88.6%); Health Professional and Related Programs (88.5%); and Social Sciences (88.4%). In comparison, graduates in Education (82.4%); Health Professional and Related Programs (81.1%); and Liberal Arts and Sciences, General Studies and Humanities (75.8%) had the highest five-year employment rates within the top 15 fields of study.

Employment rates among graduates in all top 15 fields of study decreased between one and five years after graduation. However, the rate of decrease varied considerably. Graduates in Education had the smallest decline in employment rates, decreasing from 85.1 percent one year after graduation to 82.4 percent five years after graduation. This represents a 2.7 percentage point decrease. Conversely, graduates in Agricultural/Animal/Plant/Veterinary Science and Related Fields had the largest decline in

<sup>14</sup> See the Appendix for a complete list by field of study.

employment rates, decreasing by 18.6 percentage points from 74.5 percent one year after graduation to 56.0 percent five years after graduation.

**Figure 27: One- and Five-Year Median Annual Wage by Degree Level, 2023 (2024\$)**



Source: Economics Center analysis of data from the Oklahoma State Regents for Higher Education and the 2023 Employment Outcomes Report.

Graduates with advanced degrees had higher wages compared to undergraduate degree holders, as shown in Figure 27. In the first year post-graduation, graduates who were first professional degree holders earned the highest wages with median annual wages of \$76,487. This is followed by median annual wages one year after graduation of \$71,566 for doctorate degree holders, \$59,832 for master's degree holders, \$47,081 for bachelor's degree holders, and \$42,582 for associate degree holders. Median annual wages for graduates increased across all degree levels after five years of work experience. In the fifth year post-graduation, median annual wages reached \$118,977 for first professional degree holders, \$77,834 for doctorate degree holders, \$67,270 for master's degree holders, \$57,336 for bachelor's degree holders, and \$53,503 for associate degree holders.

First professional degree holders experienced the largest wage increase of \$42,489 between one and five years post-graduation, representing an annual increase of approximately 11.7 percent. Associate degree holders experienced the second largest wage increase of \$10,921 followed by bachelor's degree holders (\$10,255), master's degree holders (\$7,438), and doctorate degree holders (\$6,268). This represents annual growth rates of 5.9 percent for associate degree holders, 5.0 percent for bachelor's degree holders, 3.0 percent for master's degree holders, and 2.1 percent for doctorate degree holders. These trends highlight that wage growth tends to favor those with the highest and lowest degree levels.

**Table 24: One- and Five-Year Median Wages for Top 15 Fields of Study, 2023 (2024\$)**

CIP Code	Program	Median Wages (1 Year)	Median Wages (5 Years)	Annual Growth Rate
52	Business, Management, Marketing, and Related Support Services	\$49,004	\$60,987	5.6%
51	Health Professions and Related Programs	\$73,804	\$76,624	0.9%
24	Liberal Arts and Sciences, General Studies and Humanities	\$34,167	\$48,793	9.3%
13	Education	\$46,547	\$49,319	1.5%
14	Engineering	\$72,374	\$93,608	6.6%
42	Psychology	\$37,216	\$47,187	6.1%
26	Biological and Biomedical Sciences	\$36,506	\$52,049	9.3%
45	Social Sciences	\$35,167	\$48,253	8.2%
30	Multi/Interdisciplinary Studies	\$40,331	\$52,192	6.7%
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	\$35,209	\$52,568	10.5%
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	\$37,443	\$51,213	8.1%
11	Computer and Information Sciences and Support Services	\$61,659	\$78,462	6.2%
09	Communication, Journalism, and Related Programs	\$43,680	\$53,876	5.4%
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	\$44,803	\$57,575	6.5%
50	Visual and Performing Arts	\$38,838	\$42,806	2.5%

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 24 details the one- and five-year median wages for graduates from Oklahoma public colleges and universities by field of study for the top 15 fields, based on graduate counts from the 2021-22 academic year.<sup>15</sup> The fields of study with the highest median wages for graduates one year after graduation were Health Professional and Related Programs (\$73,804); Engineering (\$72,374); and Computer and Information Sciences and Support Services (\$61,659). Median wages for graduates were highest five years after graduation for Engineering (\$93,608); Computer and Information Sciences and Support Services (\$78,462); and Health Professions and Related Programs (\$76,624). The largest increase in wages between one and five years post-graduation were observed for Engineering (\$21,234) and Parks, Recreation, Leisure, Fitness, and Kinesiology (\$17,359).

## Job Market Comparison

To provide additional context for the employment characteristics of graduates, the number of graduates by field of study was compared to the current and projected job market in Oklahoma as well as the annual openings for that field. Additionally, the median wages for graduates by field were compared to the 25<sup>th</sup> percentile, median, and 75<sup>th</sup> percentile wages in Oklahoma in 2024.

<sup>15</sup> See the Appendix for a complete list by field of study.

**Table 25: Projected Job Growth and Annual Openings in Oklahoma for Top 15 Fields of Study, 2024-2034**

CIP Code	Program	Graduates 2021 22	Jobs 2024	Jobs 2034	Job Growth (2024 2034)	Annual Openings
52	Business, Management, Marketing, and Related Support Services	6,039	715,733	751,099	35,366	77,463
51	Health Professions and Related Programs	5,469	485,732	522,979	37,247	51,617
24	Liberal Arts and Sciences, General Studies and Humanities	2,891	281,075	290,993	9,918	30,845
13	Education	2,827	154,677	159,213	4,536	15,870
14	Engineering	1,635	105,221	113,095	7,875	8,740
42	Psychology	1,573	73,389	79,361	5,971	7,029
26	Biological and Biomedical Sciences	1,392	94,377	103,655	9,277	8,811
45	Social Sciences	1,194	156,517	169,778	13,262	13,851
30	Multi/Interdisciplinary Studies	1,090	554,295	590,189	35,894	60,950
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	1,058	129,448	136,247	6,799	13,559
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	990	216,051	226,730	10,679	23,430
11	Computer and Information Sciences and Support Services	987	125,267	132,559	7,292	11,945
09	Communication, Journalism, and Related Programs	882	65,637	70,888	5,251	6,463
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	789	145,969	153,755	7,786	14,116
50	Visual and Performing Arts	788	129,002	139,567	10,565	11,684

Source: Economics Center analysis of data retrieved from Lightcast.

Table 25 details the current and projected job market as well as the annual openings for the Top 15 fields of study based on graduates from the 2021-22 academic year.<sup>16</sup> It is important to note that the jobs and annual openings by field of study do not represent unique jobs or openings, meaning a job or opening may correspond to multiple fields of study. The data highlight the projected growth in the job market for each of the top 15 fields of study as well as opportunities for immediate employment. Fields with more openings may indicate higher turnover and replacement needs or consistently strong demand for new positions. Notably, many of the fields with larger job markets also rank highly in annual openings, highlighting their significant role in generating career opportunities in Oklahoma.

<sup>16</sup> See the Appendix for a complete list by field of study.

The Business, Management, Marketing, and Related Support Services field had the most graduates from the 2021-22 academic year as well as the largest job market. The jobs corresponding to this field are projected to increase from 715,733 in 2024 to 751,099 in 2034, representing an increase of 35,366 jobs. This field also has the most annual job openings at 77,463, reflecting its broad scope and strong presence in Oklahoma's economy. There are an average of 13 annual openings per graduate in the Business, Management, Marketing, and Related Support Services field.

The Health Professions and Related Programs field had the second most graduates from the 2021-22 academic year. This field ranked third in job market size as well as annual openings. Jobs corresponding to the Health Professions and Related Programs field are projected to increase from 485,732 in 2024 to 522,979 in 2034. This represents an increase of 37,247 jobs over the period, which is the largest increase among all fields of study. This further emphasizes the continued demand for healthcare services. Additionally, annual openings for jobs corresponding to the Health Professions and Related Programs field are expected to average 51,617 between 2024 and 2034, equating to an average of nine annual openings per graduate.

Although the Multi/Interdisciplinary Studies field ranked ninth in terms of graduates from the 2021-22 academic year, this field had the second largest job market and the second highest annual openings. Jobs corresponding to this field are projected to increase by 35,366 between 2024 and 2034, increasing from 554,295 jobs in 2024 to 590,189 jobs in 2034. Additionally, annual openings for jobs corresponding to the Multi/Interdisciplinary Studies field are expected to average 60,950 between 2024 and 2034. This equates to an average of 56 annual job openings per graduate in the Multi/Interdisciplinary Studies field.

**Table 26: Projected Job Growth and Annual Openings for Fastest Growing Fields of Study in Oklahoma, 2024-2034**

CIP Code	Program	Graduates 2021 22	Jobs 2024	Jobs 2034	Job Growth (2024 2034)	Annual Openings
51	Health Professions and Related Programs	5,469	485,732	522,979	37,247	51,617
30	Multi/Interdisciplinary Studies	1,090	554,295	590,189	35,894	60,950
52	Business, Management, Marketing, and Related Support Services	6,039	715,733	751,099	35,366	77,463
15	Engineering/Engineering-related Technologies/Technicians	514	331,778	352,198	20,421	31,400
19	Family and Consumer Sciences/Human Sciences	750	220,493	235,016	14,523	27,647

Source: Economics Center analysis of data retrieved from Lightcast.

Table 26 highlights the fields of study with the largest projected job growth in Oklahoma between 2024 and 2034. The Health Professions and Related Programs field is projected to have the largest growth in jobs of 37,247 jobs between 2024 and 2034. This increase highlights the growing need for healthcare roles in Oklahoma. The Multi/Interdisciplinary Studies field and the Business, Management, Marketing, and Related Support Services field have projected job growth of 35,894 jobs and 35,366 jobs between 2024 and 2034, respectively. These fields also have more than 60,000 annual jobs openings, which are

among the most annual job openings among all fields of study. Additionally, the Engineering/Engineering-related Technologies/Technicians field and the Family and Consumer Sciences/Human Sciences fields are also among the fastest growing fields with projected job growth of 20,421 jobs and 14,523 jobs between 2024 and 2034, respectively.

**Table 27: Projected Job Growth and Annual Openings for Slowest Growing Fields of Study in Oklahoma, 2024-2034**

CIP Code	Program	Graduates 2021 22	Jobs 2024	Jobs 2034	Job Growth (2024 2034)	Annual Openings
25	Library Science	88	28,071	29,690	1,619	3,240
10	Communications Technologies/Technicians and Support Services	23	19,771	21,052	1,281	2,008
23	English Language and Literature/Letters	255	51,992	52,923	932	4,339
41	Science Technologies/Technicians	9	18,309	19,215	906	1,919
22	Legal Professions and Studies	502	101,550	100,339	-1,210	10,185

Source: Economics Center analysis of data retrieved from Lightcast.

The contracting and slowest growing fields of study based on job growth in Oklahoma between 2024 and 2034 are highlighted in Table 27. The Legal Professions and Studies field is the only field projected to lose jobs between 2024 and 2034. This field is projected to lose 1,210 jobs despite having job openings that average 10,185 per year. The Science Technologies/Technicians field and Communication Technologies/Technicians and Support Services field have projected job growth of 906 jobs and 1,281 jobs between 2024 and 2034, respectively. These fields have approximately 2,000 annual jobs openings, which are among the fewest annual job openings among all fields of study. Additionally, the English Language and Literature/Letters field and the Library Science field are also among the slowest growing fields with projected job growth of 932 jobs and 1,619 jobs between 2024 and 2034, respectively.



**Table 28: Wage Comparison in Oklahoma for Top 15 Fields of Study, 2023 (2024\$)**

CIP Code	Program	Median Wages (1 Year)	Median Wages (5 Year)	25 <sup>th</sup> Percentile Annual Wages	Median Annual Wages	75 <sup>th</sup> Percentile Annual Wages
52	Business, Management, Marketing, and Related Support Services	\$49,004	\$60,987	\$29,855	\$41,513	\$65,053
51	Health Professions and Related Programs	\$73,804	\$76,624	\$30,022	\$42,834	\$66,720
24	Liberal Arts and Sciences, General Studies and Humanities	\$34,167	\$48,793	\$28,648	\$41,713	\$66,258
13	Education	\$46,547	\$49,319	\$29,066	\$40,765	\$53,722
14	Engineering	\$72,374	\$93,608	\$47,259	\$68,269	\$95,145
42	Psychology	\$37,216	\$47,187	\$33,978	\$46,531	\$67,537
26	Biological and Biomedical Sciences	\$36,506	\$52,049	\$38,711	\$54,055	\$82,347
45	Social Sciences	\$35,167	\$48,253	\$39,482	\$49,029	\$72,081
30	Multi/Interdisciplinary Studies	\$40,331	\$52,192	\$28,885	\$42,066	\$67,073
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	\$35,209	\$52,568	\$32,937	\$46,213	\$72,278
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	\$37,443	\$51,213	\$28,893	\$42,690	\$68,246
11	Computer and Information Sciences and Support Services	\$61,659	\$78,462	\$33,177	\$49,721	\$78,707
09	Communication, Journalism, and Related Programs	\$43,680	\$53,876	\$35,732	\$51,182	\$75,026
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	\$44,803	\$57,575	\$34,005	\$49,543	\$73,367
50	Visual and Performing Arts	\$38,838	\$42,806	\$39,097	\$47,548	\$71,006

Source: Economics Center analysis of data retrieved from Lightcast.

Table 28 compares the reported one- and five-year wages for graduates from the top 15 fields of study with the 25<sup>th</sup> percentile, median, and 75<sup>th</sup> percentile wages in 2024 across Oklahoma.<sup>17</sup> These data illustrate how the wages for graduates from the Oklahoma State System of Higher Education compare to all of Oklahoma. One-year reported wages for graduates from the 2021-22 academic year were greater than the 25<sup>th</sup> percentile annual wages for that field for 12 of the top 15 fields of study and were greater than the median annual wages for that field for five of the top 15 fields of study. Specifically, the fields of study in the top 15 with one-year reported wages that outperformed the median annual wages for that field were Business, Management, Marketing, and Related Support Services; Health Professions and Related Programs; Education; Engineering; and Computer and Information Sciences

<sup>17</sup> See the Appendix for a complete list by field of study.

and Support Services. Furthermore, five-year reported wages for graduates from the 2017-18 academic year were greater than the median annual wages for that field for 12 of the top 15 fields of study.

**Table 29: Wage Comparison in Oklahoma for Highest Paying Fields, 2023 (2024\$)**

CIP Code	Program	Median Wages (1 Year)	Median Wages (5 Year)	25 <sup>th</sup> Percentile Annual Wages	Median Annual Wages	75 <sup>th</sup> Percentile Annual Wages
14	Engineering	\$72,374	\$93,608	\$47,259	\$68,269	\$95,145
29	Military Technologies and Applied Sciences	\$36,156	\$86,397	\$37,354	\$58,414	\$82,908
03	Natural Resources and Conservation	\$46,864	\$57,544	\$36,660	\$58,306	\$89,906
38	Philosophy and Religious Studies	\$32,487	\$54,925	\$40,389	\$56,898	\$82,058
40	Physical Sciences	\$38,723	\$62,159	\$41,012	\$55,900	\$82,971

Source: Economics Center analysis of data retrieved from Lightcast.

Table 29 highlights the highest paying fields in Oklahoma in 2024 with graduates from the Oklahoma State System of Higher Education. Of the fields with graduates from public colleges and universities, the fields with the highest median annual wages in 2024 were the Engineering field, the Military Technologies and Applied Sciences field, the Natural Resources and Conservation field, the Philosophy and Religious Studies field, and the Physical Sciences field. One-year reported wages for graduates from the 2021-22 academic year in the Engineering field were higher than the median annual wages for that field across Oklahoma, while five-year reported wages for graduates from the 2017-18 academic year were higher than the median annual wages for that field in Oklahoma for the Engineering field, the Military Technologies and Applied Sciences field, and the Physical Sciences field.

**Table 30: Wage Comparison in Oklahoma for Lowest Paying Fields, 2023 (2024\$)**

CIP Code	Program	Median Wages (1 Year)	Median Wages (5 Year)	25 <sup>th</sup> Percentile Annual Wages	Median Annual Wages	75 <sup>th</sup> Percentile Annual Wages
46	Construction Trades	\$93,535	\$143,919	\$28,247	\$39,929	\$61,896
49	Transportation and Materials Moving	\$40,470	\$66,245	\$29,617	\$37,102	\$49,750
19	Family and Consumer Sciences/Human Sciences	\$37,289	\$43,808	\$23,510	\$30,435	\$44,568
25	Library Science	\$51,219	\$54,445	\$19,645	\$25,745	\$44,715
12	Culinary, Entertainment, and Personal Services	\$32,840	\$36,458	\$18,203	\$24,373	\$31,836

Source: Economics Center analysis of data retrieved from Lightcast.

Table 30 highlights the lowest paying fields in Oklahoma in 2024 with graduates from the Oklahoma State System of Higher Education. Of the fields with graduates from public colleges and universities, the fields with the lowest median annual wages in 2024 were the Construction Trades field; the Transportation and Materials Moving field; the Family and Consumer Sciences/Human Sciences field;

the Library Science field; and the Culinary, Entertainment, and Personal Services field. Notably, one-year and five-year reported wages for graduates from the Oklahoma State System of Higher Education in these fields were higher than the corresponding median annual wages across Oklahoma.

## Impact of Oklahoma's Promise

### Program Background

Oklahoma's Promise is a scholarship program created in 1992 by the Oklahoma Legislature for eligible students from qualifying families. Oklahoma's Promise allows 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup> grade students to earn a scholarship for college or technology center tuition. The program encourages high school students to pursue higher education while meeting certain academic and conduct standards.

Prior literature has found that scholarship recipients were between 3.2 and 13.0 percentage points more likely to be enrolled in college.<sup>18</sup> Scholarships have been found to increase persistence to the spring semester by 4.3 percent, persistence to the third year by between 8.0 and 12.0 percent, and persistence to the fourth year by 14.0 percentage points.<sup>19</sup> Furthermore, scholarship recipients have been found to be between 4.6 and 13.0 percentage points more likely to graduate within six years with a bachelor's degree.<sup>20</sup>

Compared to non-participants, students participating in Oklahoma's Promise had improved educational outcomes. The high school grade point average (GPA) was 3.47 for Oklahoma's Promise students compared to 3.10 for all high school seniors in Oklahoma, whereas ACT scores averaged 19.3 for Oklahoma's Promise students compared to 17.7 for non-Oklahoma's Promise students.<sup>21</sup> Students participating in Oklahoma's Promise also had higher rates of attending college, enrolling in college full-time, and completing college.<sup>22</sup> The college attendance rate was 79.0 percent for Oklahoma's Promise students compared to 35.0 percent for non-Oklahoma's Promise students, representing an increase of 44.0 percentage points.<sup>23</sup> Additionally, the rate of full-time college enrollment was 7.0 percentage points higher for Oklahoma's Promise students with a rate of 92.0 percent for Oklahoma's Promise students compared to 85.0 percent for non-Oklahoma's Promise students.<sup>24</sup> Five-year college completion rates were 45.0 percent for Oklahoma's Promise students compared to 42.0 percent for non-Oklahoma's Promise students, representing an increase of 3.0 percentage points.<sup>25</sup> Additionally, Oklahoma's Promise demonstrates a substantial positive impact on employment rates, resulting in a skilled workforce that is retained within the state after graduation.

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<sup>18</sup> (Castleman & Long, 2016); (Angrist, Autor, Hudson, & Pallais, 2016)

<sup>19</sup> (Castleman & Long, 2016); (Page, Kehoe, Castleman, & Sahadewo, 2019); (Angrist, Autor, Hudson, & Pallais, 2016)

<sup>20</sup> (Castleman & Long, 2016); (Page, Kehoe, Castleman, & Sahadewo, 2019)

<sup>21</sup> (Oklahoma State Regents for Higher Education, 2025)

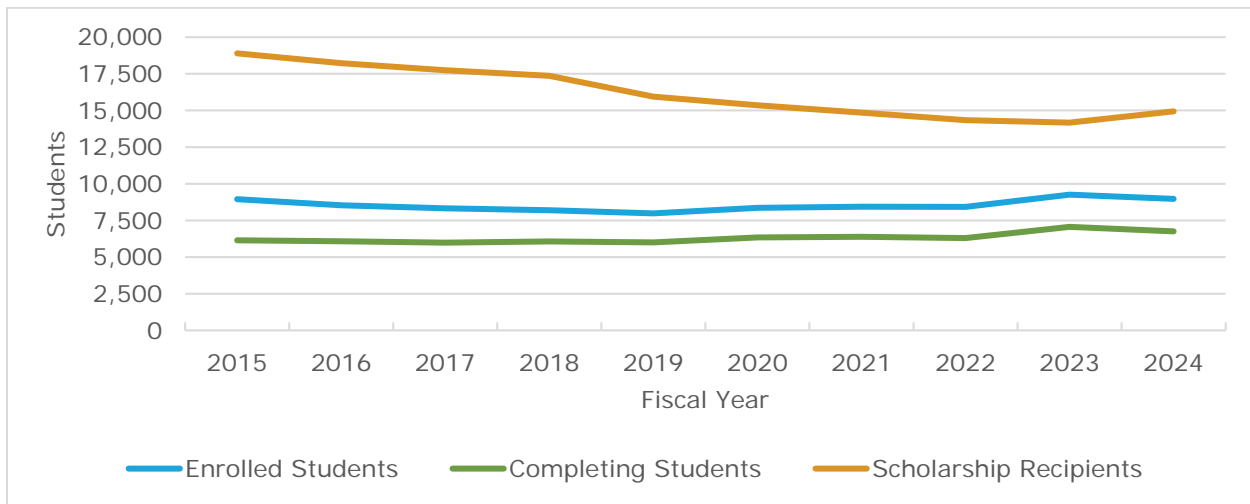
<sup>22</sup> (Oklahoma State Regents for Higher Education, 2025)

<sup>23</sup> (Oklahoma State Regents for Higher Education, 2025)

<sup>24</sup> (Oklahoma State Regents for Higher Education, 2025)

<sup>25</sup> (Oklahoma State Regents for Higher Education, 2025)

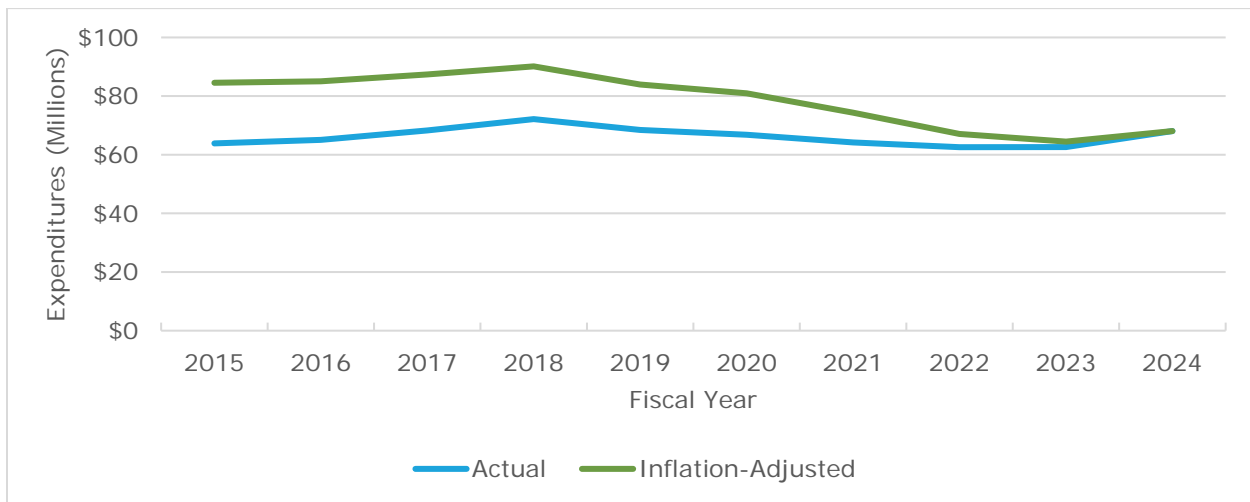
**Figure 28: Oklahoma's Promise High School Enrollment Summary, 2015-2024**



Source: *Oklahoma's Promise 2023-24 Year-End Report*.

Between fiscal years 2015 and 2024, a total of 85,417 high school students were enrolled in Oklahoma's Promise, of which 63,106 completed all the necessary requirements. This indicates an average completion rate of 73.9 percent for high school students enrolled in Oklahoma's Promise. On average, Oklahoma's Promise enrolled 8,542 high school students per year with 6,311 high school students completing the necessary requirements each year, as illustrated in Figure 28. Furthermore, an average of 16,182 students received a scholarship for higher education each year over the 10-year period.

**Figure 29: Oklahoma's Promise Expenditures, FY 2015-2024**

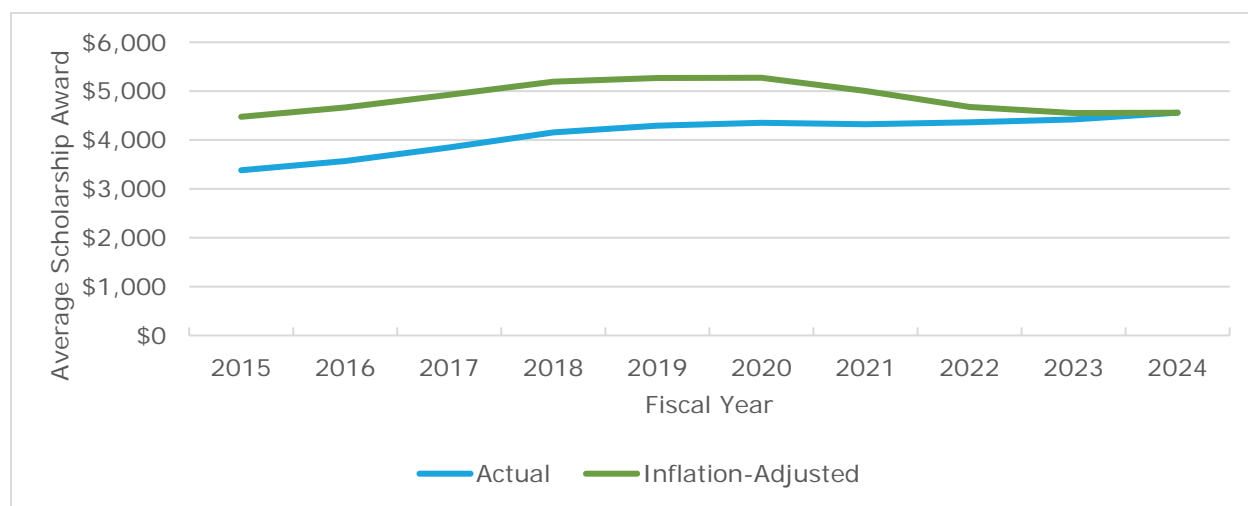


Source: *Economics Center analysis of data retrieved from Oklahoma's Promise 2023-24 Year-End Report*.

Figure 29 illustrates the actual and inflation-adjusted expenditures for Oklahoma's Promise between fiscal years 2015 and 2024. Total expenditures increased from \$63.88 million in fiscal year 2015 to \$68.09 million in fiscal year 2024. This represents an increase in expenditures for Oklahoma's Promise of \$4.21 million over the 10-year period, or an average annual growth rate of 0.7 percent. Expenditures for Oklahoma's Promise averaged \$66.21 million per year between fiscal years 2015 and 2024. After adjusting for inflation, expenditures for Oklahoma's Promise averaged \$78.60 million per year. Inflation-

adjusted expenditures for Oklahoma's Promise experienced a real decrease that averaged 2.4 percent per year between fiscal years 2015 and 2024.

**Figure 30: Oklahoma's Promise Average Scholarship Award per Recipient, FY 2015-2024**

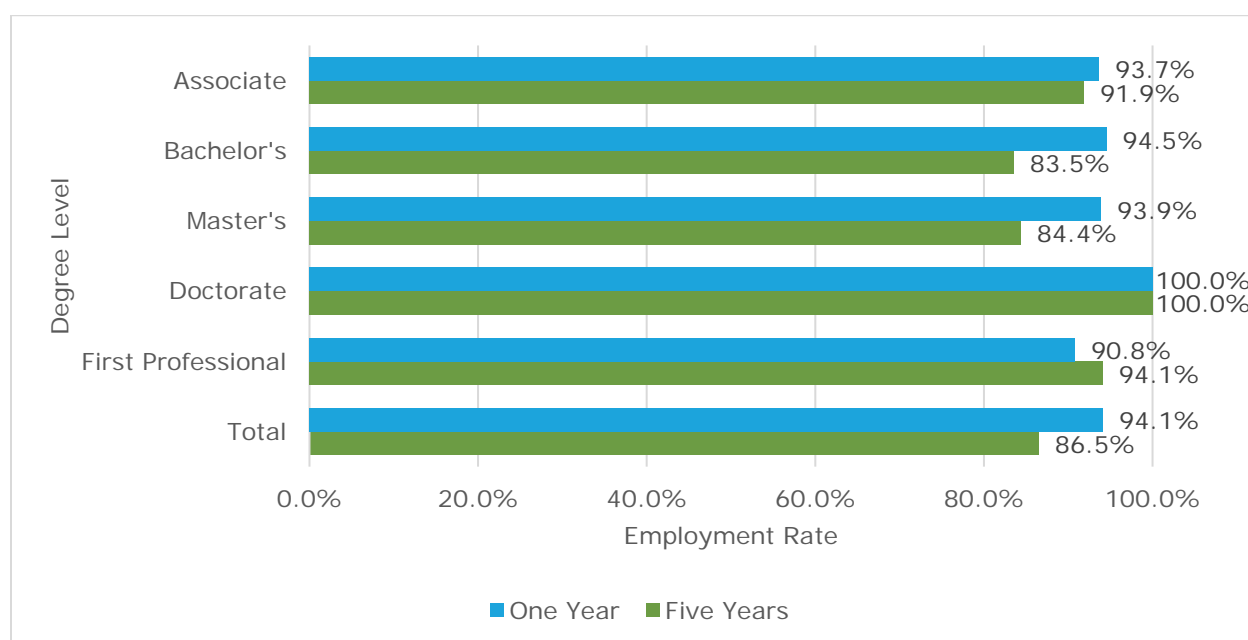


Source: Economics Center analysis of data retrieved from the Oklahoma's Promise 2023-24 Year-End Report.

Figure 30 details the average scholarship award per recipient for Oklahoma's Promise between fiscal years 2015 and 2024. The scholarship award per recipient averaged \$3,381 in fiscal year 2015 and increased to \$4,559 in fiscal year 2024. This represents an increase of \$1,178, or an average of 3.4 percent per year over the 10-year period. After adjusting for inflation, the average scholarship award per recipient experienced a real increase that averaged 0.2 percent per year.

## Employment Characteristics

**Figure 31: One- and Five-Year Employment Rates by Degree Level for Oklahoma's Promise Graduates, 2023**



Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

As illustrated in Figure 31, Oklahoma's Promise graduates had some of the highest in-state employment rates compared to other student populations. Overall, Oklahoma's Promise graduates had an employment rate of 94.1 percent one year after graduation and 86.5 percent five years after graduation. In comparison, non-Oklahoma's Promise graduates had a one-year employment rate of 81.4 percent and a five-year employment rate of 71.3 percent. This indicates that Oklahoma's Promise graduates had employment rates that were more than 10.0 percentage points higher than those among non-Oklahoma's Promise graduates.

For Oklahoma's Promise graduates, in-state employment rates were 93.7 percent for associate degree holders, 94.5 percent for bachelor's degree holders, 93.9 percent for master's degree holders, and 90.8 percent for first professional degree holders one year after graduation. Notably, Oklahoma's Promise graduates who were doctorate degree holders achieved an in-state employment rate of 100.0 percent both one- and five-years post-graduation, indicating full retention within the state for these advanced degree holders.

Five-year employment rates for Oklahoma's Promise graduates declined to 91.9 percent for associate degree holders, 83.5 percent for bachelor's degree holders, and 84.4 percent for master's degree holders. Conversely, the employment rate for Oklahoma's Promise graduates with a first professional degree increased to 94.1 percent five years after graduation. These high employment rates suggest that Oklahoma's Promise effectively supports graduates in securing immediate and continued in-state employment and suggest that Oklahoma's Promise graduates are more likely to be retained in the state's workforce.

**Table 31: One- and Five-Year Employment Rates for Top 15 Fields of Study for Oklahoma's Promise Graduates, 2023**

CIP Code	Program	Employment Rate (1 Year)	Employment Rate (5 Years)
51	Health Professions and Related Programs	95.7%	90.8%
52	Business, Management, Marketing, and Related Support Services	94.6%	88.5%
24	Liberal Arts and Sciences, General Studies and Humanities	93.9%	90.0%
13	Education	97.9%	94.3%
42	Psychology	92.6%	81.6%
26	Biological and Biomedical Sciences	94.8%	75.0%
45	Social Sciences	97.0%	90.0%
14	Engineering	85.8%	81.1%
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	95.2%	91.8%
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	93.5%	83.6%
30	Multi/Interdisciplinary Studies	92.7%	84.0%
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	96.3%	82.8%
09	Communication, Journalism, and Related Programs	93.1%	79.2%
11	Computer and Information Sciences and Support Services	87.5%	82.7%
50	Visual and Performing Arts	88.3%	79.0%

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 31 details the one- and five-year employment rates for Oklahoma's Promise graduates by field of study for the top 15 fields, based on graduate counts from the 2021-22 academic year.<sup>26</sup> Among Oklahoma's Promise graduates from the 2021-22 academic year, the top five fields of study were Health Professions and Related Programs (16.7%); Business, Management, Marketing, and Related Support Services (14.5%); Liberal Arts and Sciences, General Studies and Humanities (9.6%); Education (7.4%); and Psychology (6.4%). These fields of study accounted for more than half of Oklahoma's Promise graduates in both the 2017-18 and 2021-22 academic years.

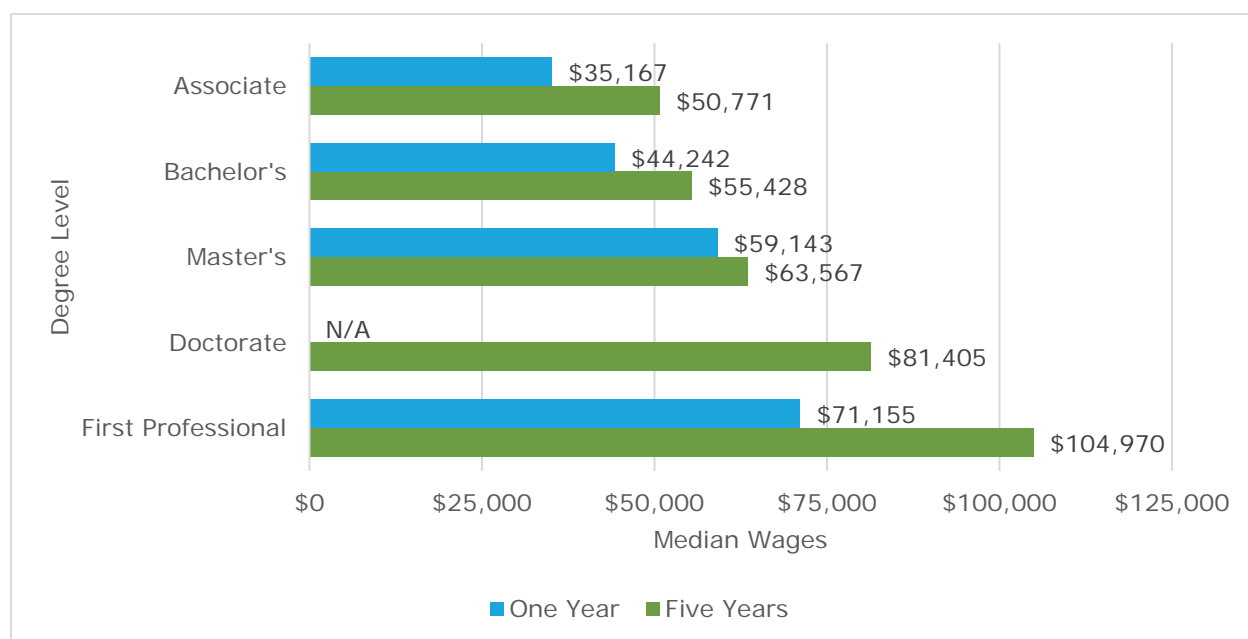
Among the top 15 fields of study, employment rates were highest for Oklahoma's Promise graduates in Education with a one-year employment rate of 97.9 percent and a five-year employment rate of 94.3 percent. Additionally, Oklahoma's Promise graduates in Social Sciences (97.0%) as well as Homeland Security, Law Enforcement, Firefighting, and Related Protective Services (96.3%) had among the highest one-year employment rates within the top 15 fields of study. However, Oklahoma's Promise graduates in Parks, Recreation, Leisure, Fitness, and Kinesiology (91.8%) as well as Health Professions and Related Programs (90.8%) had among the highest five-year employment rates within the top 15 fields of study.

Employment rates among Oklahoma's Promise graduates in all top 15 fields of study decreased between one and five years after graduation. However, the rate of decrease varied considerably. Oklahoma's

<sup>26</sup> See the Appendix for a complete list by field of study.

Promise graduates in Parks, Recreation, Leisure, Fitness, and Kinesiology had the smallest decline in employment rates, decreasing from 95.2 percent one year after graduation to 91.8 percent five years after graduation. This represents a 3.3 percentage point decrease. Conversely, Oklahoma's Promise graduates in Biological and Biomedical Sciences had the largest decline in employment rates, decreasing by 19.8 percentage points from 94.8 percent one year after graduation to 75.0 percent five years after graduation.

**Figure 32: One- and Five-Year Median Wages by Degree Level for Oklahoma's Promise Graduates, 2023 (2024\$)**



Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Consistent with overall trends, Oklahoma's Promise graduates with advanced degrees had higher wages compared to undergraduate degree holders, as shown in Figure 32. In the first year post-graduation, Oklahoma's Promise graduates who were first professional degree holders earned the highest wages with median annual wages of \$71,155. This is followed by median annual wages one year after graduation of \$59,143 for master's degree holders, \$44,242 for bachelor's degree holders, and \$35,167 for associate degree holders.<sup>27</sup> Median annual wages for Oklahoma's Promise graduates increased across all degree levels after five years of work experience. In the fifth year post-graduation, median annual wages reached \$104,970 for first professional degree holders, \$81,405 for doctorate degree holders, \$63,567 for master's degree holders, \$55,428 for bachelor's degree holders, and \$50,771 for associate degree holders.

First professional degree holders experienced the largest wage increase of \$33,815 between one- and five-years post-graduation, representing an annual increase of approximately 10.2 percent. Associate degree holders experienced the second largest wage increase of \$15,604 followed by bachelor's degree holders (\$11,186) and master's degree holders (\$4,424). This represents annual growth rates of 9.6 percent for associate degree holders, 5.8 percent for bachelor's degree holders, and 1.8 percent for

<sup>27</sup> Data were suppressed for Oklahoma's Promise graduates from the 2021-22 academic year with a doctorate degree; therefore, median wages one year after graduation are unable to be included.



master's degree holders. Consistent with overall trends, the wages for Oklahoma's Promise graduates highlight that wage growth tends to favor those with the highest and lowest degree levels.

**Table 32: One- and Five-Year Median Wages for Top 15 Fields of Study for Oklahoma's Promise Graduates, 2023 (2024\$)**

CIP Code	Program	Median Wages (1 Year)	Median Wages (5 Years)	Annual Growth Rate
51	Health Professions and Related Programs	\$66,981	\$65,238	-0.7%
52	Business, Management, Marketing, and Related Support Services	\$47,733	\$60,987	6.3%
24	Liberal Arts and Sciences, General Studies and Humanities	\$34,167	\$48,793	9.3%
13	Education	\$44,846	\$46,855	1.1%
42	Psychology	\$37,216	\$47,187	6.1%
26	Biological and Biomedical Sciences	\$34,893	\$52,049	10.5%
45	Social Sciences	\$37,346	\$48,253	6.6%
14	Engineering	\$72,374	\$94,056	6.8%
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	\$35,209	\$52,568	10.5%
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	\$38,770	\$51,213	7.2%
30	Multi/Interdisciplinary Studies	\$40,331	\$52,192	6.7%
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	\$43,929	\$56,880	6.7%
09	Communication, Journalism, and Related Programs	\$43,680	\$53,876	5.4%
11	Computer and Information Sciences and Support Services	\$64,418	\$87,794	8.0%
50	Visual and Performing Arts	\$34,999	\$40,159	3.5%

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 32 details the one- and five-year median wages for Oklahoma's Promise graduates by field of study for the top 15 fields, based on graduate counts from the 2021-22 academic year.<sup>28</sup> The fields of study with the highest median wages for Oklahoma's Promise graduates one year after graduation were Engineering (\$72,374); Health Professions and Related Programs (\$66,981); and Computer and Information Sciences and Support Services (\$64,418). Median wages for Oklahoma's Promise graduates were highest five years after graduation for Engineering (\$94,056); Computer and Information Sciences and Support Services (\$87,794); and Health Professions and Related Programs (\$65,238). The largest increases in wages between one- and five-years post-graduation were observed for Computer and Information Sciences and Support Services (\$23,376) and Engineering (\$21,682). Notably, Health Professions and Related Programs was the only field of study among the top 15 to experience a decrease in wages between one- and five-years post-graduation. This decrease is likely the result of a combination of factors including different distributions of graduates by program, fewer graduates in the cohort for

<sup>28</sup> See the Appendix for a complete list by field of study.

the five-year estimates, and/or the wage suppression necessary for the data to be shared with the Economics Center.

## Impact of Participation

To assess the impact of the scholarships provided to students through Oklahoma's Promise, the estimated wages for a cohort of students completing Oklahoma's Promise were compared to the estimated wages for the same cohort of students assuming they had not completed Oklahoma's Promise. This counterfactual analysis allows for comparisons to what may have occurred in the absence of the scholarship program.

The outcomes for students by participation status in Oklahoma's Promise as well as data by educational attainment from the U.S. Census Bureau were utilized to estimate the wages earned by students. The difference in the estimated wages represents the impact for students participating in and completing Oklahoma's Promise. This impact is estimated for students who completed Oklahoma's Promise in 2017, entered college as freshmen in 2017, and graduated from college in 2022. All dollars are reported in 2024 dollars.

**Table 33: Outcome Comparison by Oklahoma's Promise Participation Status**

Category	College Going Rate	College Completion Rate (5 Year)	Undergraduate Employment Rate (1 Year)	Undergraduate Median Wages (1 Year)
Oklahoma's Promise	85.0%	46.0%	94.2%	\$40,331
Non-Oklahoma's Promise	44.0%	41.0%	86.3%	\$42,867

Source: Oklahoma's Promise 2021-22 Year-End Report and Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

Table 33 compares various outcome measures for students by participation status in Oklahoma's Promise. According to the Oklahoma's Promise 2021-22 Year-End Report, the college-going rate was 85.0 percent for Oklahoma's Promise completers in 2017 compared to 44.0 percent for non-Oklahoma's Promise students. The five-year college completion rate for freshman in 2017 was 46.0 percent for Oklahoma's Promise students compared to 41.0 percent for non-Oklahoma's Promise students, according to the Oklahoma's Promise 2021-22 Year-End Report. College freshman in 2017 that graduate in five years fall into the 2021-22 cohort of graduates. Based on the wage-record match data for the 2021-22 cohort of college graduates, the one-year employment rate was 94.2 percent for undergraduate Oklahoma's Promise graduates compared to 86.3 percent for undergraduate non-Oklahoma's Promise graduates. Additionally, median wages one year after graduation were \$40,331 for Oklahoma's Promise undergraduates and \$42,867 for non-Oklahoma's Promise undergraduates, based on the wage-record match data for the 2021-22 cohort of graduates.

**Table 34: Employment Characteristics by Education Attainment in the State of Oklahoma, 2023 (2024\$)**

Educational Attainment	Employment Rate	Median Earnings
High school graduate (includes equivalency)	65.2%	\$37,843
Some college or associate's degree	72.5%	\$43,478

Source: U.S. Census Bureau's American Community Survey Tables S2301 and S2001 (five-year estimates).

According to the U.S. Census Bureau's American Community Survey, the employment rate in Oklahoma for individuals with a high school diploma or equivalent was 65.2 percent in 2023, while individuals with some college or an associate's degree had an employment rate of 72.5 percent in 2023. Furthermore, the median earnings in Oklahoma for individuals with a high school diploma or equivalent were \$36,759, while individuals with some college had median earnings of \$42,232 in 2023. After adjusting for inflation, this equates to median earnings of \$37,843 for individuals with a high school diploma or equivalent and \$43,478 for individuals with some college, as detailed in Table 34.

**Table 35: Educational Attainment Distribution by Oklahoma's Promise Participation Status for the 2017 Cohort, 2023**

Category	High School Graduate	Some College	College Graduate	Total Employed
Oklahoma's Promise	897	2,747	2,340	5,984
Non-Oklahoma's Promise	3,351	1,553	1,080	5,984

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

According to the Oklahoma's Promise 2021-22 Year-End Report, a total of 5,984 high school students completed Oklahoma's Promise in 2017. Based on the college-going rates, it is estimated that 15.0 percent of Oklahoma's Promise completers and 56.0 percent of non-Oklahoma's Promise completers did not attend college. Of those who did attend college, it is estimated that 46.0 percent of Oklahoma's Promise completers and 41.0 percent of non-Oklahoma's Promise completers completed college within five years. Therefore, of the 5,984 high school students who completed Oklahoma's Promise in 2017, it is estimated that 897 students had a high school diploma or equivalent, 2,747 students had some college, and 2,340 students had a college degree. Conversely, without Oklahoma's Promise, it is estimated that the cohort of 5,984 high school students would be comprised of 3,351 students with a high school diploma or equivalent, 1,553 students with some college, and 1,080 students with a college degree, as detailed in Table 35.

**Table 36: Employment Estimates by Educational Attainment and Oklahoma's Promise Participation Status**

Category	High School Graduate	Some College	College Graduate	Total Employed
Oklahoma's Promise	585	1,991	2,205	<b>4,781</b>
Non-Oklahoma's Promise	2,185	1,126	932	<b>4,243</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education and data retrieved from the U.S. Census Bureau's American Community Survey Tables S2301 and S2001 (five-year estimates).*

Combining the distribution by education attainment from Table 35 with the employment rates by educational attainment and Oklahoma's Promise participation status, the distribution of employed individuals by educational attainment and Oklahoma's Promise participation status are summarized in Table 36. According to the U.S. Census Bureau's American Community Survey, the employment rate in Oklahoma for individuals with a high school diploma or equivalent was 65.2 percent in 2023. This means that an estimated 585 Oklahoma's Promise completers and 2,185 non-Oklahoma's Promise completers who did not attend college were employed in 2023. According to the U.S. Census Bureau's American Community Survey, the employment rate in Oklahoma for individuals with some college was 72.5 percent in 2023. This means that an estimated 1,991 Oklahoma's Promise completers and 1,126 non-Oklahoma's Promise completers had at most some college and were employed in 2023. Of those that

did complete college, the one-year employment rate for undergraduate Oklahoma's Promise completers was 94.2 percent compared to 86.3 percent for undergraduate non-Oklahoma's Promise completers. This means that an estimated 2,205 Oklahoma's Promise completers and 932 non-Oklahoma's Promise completers graduated college in five years and were employed in 2023. In total, it is estimated that 4,781 Oklahoma's Promise completers and 4,243 non-Oklahoma's Promise completers were employed in 2023.

**Table 37: Aggregate Wage Impact by Educational Attainment and Oklahoma's Promise Participation Status, 2023 (2024\$)**

Category	High School Graduate	Some College	College Graduate	Total
Oklahoma's Promise	\$22,147,182	\$86,578,144	\$88,914,760	<b>\$197,640,086</b>
Non-Oklahoma's Promise	\$82,682,813	\$48,966,637	\$39,949,934	<b>\$171,599,384</b>
<b>Difference</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$26,040,702</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education and data retrieved from the U.S. Census Bureau's American Community Survey Tables S2301 and S2001 (five-year estimates).

Combining the employment estimates from Table 36 with the corresponding median wages, it is estimated that Oklahoma's Promise completers received \$197.64 million in wages in 2023, while non-Oklahoma Promise completers would have received \$171.60 million. This means that an additional \$26.04 million in wages were earned by Oklahoma's Promise completers compared to if these students had not participated in and completed Oklahoma's Promise, as detailed in Table 37.

**Table 38: Aggregate Tax Revenue Impact by Educational Attainment and Oklahoma's Promise Participation Status, 2023 (2024\$)**

Category	High School Graduate	Some College	College Graduate	Total
Oklahoma's Promise	\$1,351,448	\$5,157,759	\$5,373,991	<b>\$11,883,198</b>
Non-Oklahoma's Promise	\$5,045,407	\$2,917,111	\$2,387,074	<b>\$10,349,592</b>
<b>Difference</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$1,533,606</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

The wages earned results in additional income and sales tax revenue for state and local jurisdictions, as detailed in Table 38. Oklahoma's Promise completers were estimated to generate \$11.88 million in tax revenue in 2023, while non-Oklahoma's Promise completers were estimated to generate \$10.35 million in tax revenue. This means that an additional \$1.53 million in state and local tax revenue was generated by Oklahoma's Promise completers compared to if these students had not participated in and completed Oklahoma's Promise.

**Table 39: Economic Impact of Additional Spending by Oklahoma's Promise Participation Status, 2023 (2024\$)**

Category	Total Output	Total Employment	Total Wages
Oklahoma's Promise	\$400,421,637	2,855	\$122,219,426
Non-Oklahoma's Promise	\$373,182,958	2,660	\$113,905,450
<b>Difference</b>	<b>\$27,238,679</b>	<b>195</b>	<b>\$8,313,976</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

The spending of the wages earned by Oklahoma's Promise completers resulted in a total of \$400.42 million in economic output, supported 2,855 jobs, and generated \$122.22 million in wages in the State of Oklahoma in 2023. In comparison, the spending of the wages earned in the counterfactual analysis for non-Oklahoma's Promise completers resulted in a total of \$373.18 million in economic output, supported 2,660 jobs, and generated \$113.91 million in wages in the State of Oklahoma in 2023. As detailed in Table 39, participation in and completion of Oklahoma's Promise resulted in an additional \$27.24 million in total economic output and supported an additional 195 jobs with wages of \$8.31 million in the State of Oklahoma in 2023 that otherwise would not have been generated.

**Table 40: Fiscal Impact of Additional Spending by Oklahoma's Promise Participation Status, 2023 (2024\$)**

Jurisdiction	Income Tax Revenue	Sales Tax Revenue	Total Tax Revenue
Oklahoma's Promise	\$4,302,361	\$2,930,470	\$7,232,831
Non-Oklahoma's Promise	\$4,009,693	\$2,731,125	\$6,740,818
<b>Difference</b>	<b>\$292,668</b>	<b>\$199,345</b>	<b>\$492,013</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

The spending of the wages supported by Oklahoma's Promise completers created approximately \$7.23 million in total tax revenue for state and local jurisdictions in 2023. In comparison, the spending of the wages supported by the counterfactual analysis for non-Oklahoma's Promise completers resulted in a total of approximately \$6.74 million in tax revenue for state and local jurisdictions in 2023. As detailed in Table 40, participation in and completion of Oklahoma's Promise resulted in an additional \$492,013 in tax revenue that otherwise would not have been generated.

Expenditures for Oklahoma's Promise totaled \$68.09 million in fiscal year 2024. In total, the spending of the wages earned by Oklahoma's Promise completers resulted in a total of \$400.42 million in economic output in the State of Oklahoma in 2023. This means that every dollar invested in Oklahoma's Promise scholarship program resulted in \$5.88 in total economic output throughout the State of Oklahoma. Furthermore, \$0.40 in total economic output per dollar invested in Oklahoma's Promise would not have occurred without this scholarship program, given the additional \$27.24 million in total economic output that otherwise would not have been generated.

## Analysis of Community Benefits

In addition to the education provided to students, the institutions in the Oklahoma State System of Higher Education contribute to their communities through various programs that integrate education with real-world engagement. Most institutions in the Oklahoma State System of Higher Education participate in experiential learning, service learning, internships, clinical services, and community-based research, with approximately half offering co-op opportunities for students. These activities bridge academic knowledge with practical experience, benefiting both the institutions and the communities they serve.

**Table 41: Summary of Involvement in Educational Activities by Type, 2023-24**

Activity Type	Students		Staff		Faculty	
	Number of Participants	Total Hours	Number of Participants	Total Hours	Number of Participants	Total Hours
Experiential learning	26,020	2,359,926	513	76,406	1,349	195,077
Service learning	13,432	340,294	281	21,940	567	30,731
Community-based research	4,517	142,847	197	18,105	372	33,621
Clinical services or other professional training	4,668	364,904	469	297,724	890	225,911
Internships	4,485	522,974	193	26,536	376	27,802
Co-ops	443	43,780	104	11,189	80	6,768
Other activities	65	1,758	28	4,754	84	677
<b>Total</b>	<b>53,630</b>	<b>3,776,483</b>	<b>1,785</b>	<b>456,654</b>	<b>3,718</b>	<b>520,587</b>

Source: Economics Center analysis of community benefit survey.

Table 41 details the involvement of students, staff, and faculty in these types of educational activities, highlighting both the number of participants and the total hours involved. A total of 53,630 students participated in community-oriented educational activities in the 2023-24 academic year. These activities were overseen and/or led by 1,785 staff members and 3,718 faculty members. Students dedicated 3.78 million hours across all educational activities, reinforcing their key role in experiential learning, clinical services, and service-based programs. Staff and faculty contributed 456,654 and 520,587 hours, respectively, with their efforts being particularly concentrated in clinical services and experiential learning activities.

While students logged the most hours in total, staff had the highest individual time commitment. Each staff member contributed an average of 256 hours of time overseeing and/or leading these educational activities in the 2023-24 academic year. This equates to an average of 4.9 hours per week over 52 weeks. Additionally, each faculty member contributed an average of 140 hours, while each student participated in an average of 70 hours. Annually, this equates to an average of 2.7 hours per week for faculty and 1.4 hours per week for students. This suggests that while students engage in these programs in larger numbers, staff and faculty dedicate more hours per person, reflecting their involvement in both professional training and academic community engagement.



**Table 42: Economic Value of Volunteer Contributions by Personnel Type, 2023-24 (2024\$)**

Personnel Type	Total Hours Volunteered	Value per Hour (2024)	Total Economic Value
Students	155,662	\$30.63	\$4,767,927
Staff	60,077	\$30.63	\$1,840,159
Faculty	139,373	\$30.63	\$4,268,980
<b>Total</b>	<b>355,112</b>	<b>\$30.63</b>	<b>\$10,877,066</b>

Source: Economics Center analysis of community benefit survey.

Table 42 quantifies the economic value of the volunteer contributions made by students, staff, and faculty in the 2023-24 academic year. According to Independent Sector, the estimated value of volunteer time in Oklahoma was \$30.63 per hour in 2024.<sup>29</sup> This valuation helps demonstrate the financial significance of volunteer contributions by showing how much these services would cost if they required monetary compensation. Students, staff, and faculty volunteered a total of 355,112 hours during the 2023-24 academic year. The total economic value of these volunteer efforts is estimated at \$10.88 million.

Students contributed the most volunteer hours, totaling 155,662 hours, which translates to an economic value of \$4.77 million. Faculty contributed 139,373 hours of volunteered time, generating an estimated value of \$4.27 million. Additionally, staff contributed 60,077 hours of volunteered time, valued at \$1.84 million. This highlights the important role of higher education institutions in supporting the communities throughout Oklahoma through voluntary service of students as well as faculty and staff.

**Table 43: Economic Value of Volunteer Contributions by Volunteer Area, 2023-24 (2024\$)**

Volunteer Area	Total Hours Volunteered	Value per Hour (2024)	Total Economic Value
Animal care	50,517	\$30.63	\$1,547,336
Children and youth	78,988	\$30.63	\$2,419,387
Community development	59,965	\$30.63	\$1,836,713
Education	95,825	\$30.63	\$2,935,104
Environment	21,898	\$30.63	\$670,736
Sports	33,470	\$30.63	\$1,025,186
Other	14,450	\$30.63	\$442,604
<b>Total</b>	<b>355,113</b>	<b>\$30.63</b>	<b>\$10,877,066</b>

Source: Economics Center analysis of community benefit survey.

Table 43 further details the volunteer contributions by area of service, highlighting the diverse ways students, staff, and faculty contribute their time across various sectors in Oklahoma. Education received the most volunteer hours, representing 27.0 percent of the total hours and valued at \$2.94 million. Services for children and youth accounted for 22.2 percent of the total hours, which were valued at \$2.42 million. Volunteer hours in community development (16.9%) and animal care (14.2%) were valued at \$1.84 million and \$1.55 million, respectively. Volunteer hours in sports (9.4%), environmental services (6.2%), and other volunteer efforts (4.1%) were collectively valued at \$2.14 million.

<sup>29</sup> (Independent Sector, 2025)

## Conclusion

For more than 80 years, the Oklahoma State Regents for Higher Education has served as the coordinating board of control for all public institutions of higher education in the State System with each institution being governed by a board of regents or trustees that is responsible for the operation and management of that institution. While the State System's main function is to educate students, it also contributes to Oklahoma's economy by making purchases, employing workers, and attracting students. Specifically, the activities of public colleges and universities generated a total of \$17.48 in economic output throughout the State of Oklahoma for every dollar received in state appropriations. Through its operations, student spending, and alumni, the State System exhibits considerable influence in the statewide economy as well as serves as a cornerstone for the development of the talent necessary for the state's economy to thrive.



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## Appendix

**Table 44: Total Economic Impact on the State of Oklahoma by Institution Type and Expenditure Type, FY 2024 (2024\$)**

Institution Type	Expenditure Type	Output (Millions)			Employment			Wages (Millions)		
		Direct	Indirect	Total	Direct	Indirect	Total	Direct	Indirect	Total
Research Universities	Operations	\$3,580.67	\$3,508.88	\$7,089.55	18,907	10,920	29,827	\$1,901.58	\$1,265.05	\$3,166.63
	Resident Students	\$333.25	\$314.09	\$647.34	3,040	2,303	5,343	\$101.20	\$103.17	\$204.37
	Non-Resident Students	\$196.84	\$185.22	\$382.06	1,805	1,357	3,162	\$59.66	\$60.77	\$120.43
	Resident Alumni	\$440.47	\$421.60	\$862.07	11,896	2,985	14,881	\$606.32	\$134.62	\$740.94
	Non-Resident Alumni	\$138.19	\$132.27	\$270.46	3,802	937	4,739	\$191.22	\$42.24	\$233.46
	<b>Total</b>	<b>\$4,689.42</b>	<b>\$4,562.06</b>	<b>\$9,251.48</b>	<b>39,450</b>	<b>18,502</b>	<b>57,952</b>	<b>\$2,859.98</b>	<b>\$1,605.85</b>	<b>\$4,465.83</b>
Regional Universities	Operations	\$843.64	\$826.72	\$1,670.36	6,188	3,573	9,761	\$368.15	\$244.92	\$613.07
	Resident Students	\$257.99	\$243.35	\$501.34	2,348	1,784	4,132	\$78.42	\$79.98	\$158.40
	Non-Resident Students	\$58.58	\$55.07	\$113.65	539	403	942	\$17.74	\$18.06	\$35.80
	Resident Alumni	\$403.74	\$386.45	\$790.19	11,137	2,736	13,873	\$542.93	\$123.40	\$666.33
	Non-Resident Alumni	\$42.71	\$40.88	\$83.59	1,188	289	1,477	\$56.62	\$13.05	\$69.67
	<b>Total</b>	<b>\$1,606.66</b>	<b>\$1,552.47</b>	<b>\$3,159.13</b>	<b>21,400</b>	<b>8,785</b>	<b>30,185</b>	<b>\$1,063.86</b>	<b>\$479.41</b>	<b>\$1,543.27</b>
Two-Year Colleges	Operations	\$511.17	\$480.32	\$991.49	4,108	1,959	6,067	\$222.37	\$142.07	\$364.44
	Resident Students	\$256.02	\$242.38	\$498.40	2,305	1,779	4,084	\$78.17	\$79.86	\$158.03
	Non-Resident Students	\$21.78	\$20.52	\$42.30	199	150	349	\$6.61	\$6.74	\$13.35
	Resident Alumni	\$319.81	\$306.12	\$625.93	9,481	2,168	11,649	\$389.55	\$97.75	\$487.30
	Non-Resident Alumni	\$23.22	\$22.22	\$45.44	690	157	847	\$28.28	\$7.10	\$35.38
	<b>Total</b>	<b>\$1,132.00</b>	<b>\$1,071.56</b>	<b>\$2,203.56</b>	<b>16,783</b>	<b>6,213</b>	<b>22,996</b>	<b>\$724.98</b>	<b>\$333.52</b>	<b>\$1,058.50</b>
Total	Operations	\$4,935.48	\$4,815.92	\$9,751.40	29,203	16,452	45,655	\$2,492.10	\$1,652.04	\$4,144.14
	Resident Students	\$847.26	\$799.82	\$1,647.08	7,693	5,866	13,559	\$257.79	\$263.01	\$520.80
	Non-Resident Students	\$277.20	\$260.81	\$538.01	2,543	1,910	4,453	\$84.01	\$85.57	\$169.58
	Resident Alumni	\$1,164.02	\$1,114.17	\$2,278.19	32,514	7,889	40,403	\$1,538.80	\$355.77	\$1,894.57
	Non-Resident Alumni	\$204.12	\$195.37	\$399.49	5,680	1,383	7,063	\$276.12	\$62.39	\$338.51
	<b>Total</b>	<b>\$7,428.08</b>	<b>\$7,186.09</b>	<b>\$14,614.17</b>	<b>77,633</b>	<b>33,500</b>	<b>111,133</b>	<b>\$4,648.82</b>	<b>\$2,418.78</b>	<b>\$7,067.60</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

**Table 45: Total Fiscal Impact by Institution Type and Expenditure Type, FY 2024 (2024\$)**

Institution Type	Expenditure Type	State Income Tax Revenue	Local Sales Tax Revenue	County Sales Tax Revenue	State Sales Tax Revenue	Total Tax Revenue
Research Universities	Operations	\$132,536,529	\$17,041,855	\$3,826,049	\$30,842,332	\$184,246,765
	Resident Students	\$6,925,377	\$6,192,566	\$1,390,286	\$11,207,295	\$25,715,524
	Non-Resident Students	\$4,074,905	\$3,614,155	\$811,410	\$6,540,895	\$15,041,365
	Resident Alumni	\$27,724,174	\$5,399,122	\$1,212,151	\$9,771,326	\$44,106,773
	Non-Resident Alumni	\$8,748,678	\$1,692,767	\$380,041	\$3,063,567	\$13,885,053
	<b>Total</b>	<b>\$180,009,663</b>	<b>\$33,940,465</b>	<b>\$7,619,937</b>	<b>\$61,425,415</b>	<b>\$282,995,480</b>
Regional Universities	Operations	\$23,753,980	\$3,996,547	\$897,257	\$7,232,941	\$35,880,725
	Resident Students	\$5,371,320	\$4,821,838	\$1,082,550	\$8,726,558	\$20,002,266
	Non-Resident Students	\$1,210,236	\$1,068,825	\$239,961	\$1,934,359	\$4,453,381
	Resident Alumni	\$24,657,509	\$4,945,420	\$1,110,291	\$8,950,216	\$39,663,436
	Non-Resident Alumni	\$2,566,146	\$522,240	\$117,248	\$945,149	\$4,150,783
	<b>Total</b>	<b>\$57,559,191</b>	<b>\$15,354,870</b>	<b>\$3,447,307</b>	<b>\$27,789,223</b>	<b>\$104,150,591</b>
Two-Year Colleges	Operations	\$13,994,504	\$2,418,502	\$542,975	\$4,377,002	\$21,332,983
	Resident Students	\$5,377,093	\$4,915,755	\$1,103,633	\$8,896,531	\$20,293,012
	Non-Resident Students	\$452,365	\$404,149	\$90,735	\$731,429	\$1,678,678
	Resident Alumni	\$17,286,745	\$3,942,017	\$885,018	\$7,134,258	\$29,248,038
	Non-Resident Alumni	\$1,254,310	\$286,306	\$64,278	\$518,156	\$2,123,050
	<b>Total</b>	<b>\$38,365,017</b>	<b>\$11,966,729</b>	<b>\$2,686,639</b>	<b>\$21,657,376</b>	<b>\$74,675,761</b>
Total	Operations	\$170,285,013	\$23,456,904	\$5,266,281	\$42,452,275	\$241,460,473
	Resident Students	\$17,673,790	\$15,930,159	\$3,576,469	\$28,830,384	\$66,010,802
	Non-Resident Students	\$5,737,506	\$5,087,129	\$1,142,106	\$9,206,683	\$21,173,424
	Resident Alumni	\$69,668,428	\$14,286,559	\$3,207,460	\$25,855,800	\$113,018,247
	Non-Resident Alumni	\$12,569,134	\$2,501,313	\$561,567	\$4,526,872	\$20,158,886
	<b>Total</b>	<b>\$275,933,871</b>	<b>\$61,262,064</b>	<b>\$13,753,883</b>	<b>\$110,872,014</b>	<b>\$461,821,832</b>

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

**Table 46: State Appropriations and Leveraging Ratio by Institution Type, FY 2024 (2024\$)**

Institution Type	State Appropriations	Total Economic Output	Leveraging Ratio
Research Universities	\$459,092,169	\$9,251,475,921	\$20.15
Regional Universities	\$222,445,246	\$3,159,119,751	\$14.20
Two-Year Colleges	\$154,405,533	\$2,203,562,020	\$14.27
<b>Total</b>	<b>\$835,942,948</b>	<b>\$14,614,157,692</b>	<b>\$17.48</b>

*Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.*

**Table 47: Graduate Employment Characteristics for the 2021-22 and 2017-18 Cohorts, 2023 (2024\$)**

CIP Code	Program	Frequency		Employment Rate		Median Annual Wages	
		One Year	Five Years	One Year	Five Years	One Year	Five Years
52	Business, Management, Marketing, and Related Support Services	6,039	5,672	77.6%	67.9%	\$49,004	\$60,987
51	Health Professions and Related Programs	5,469	5,452	88.5%	81.1%	\$73,804	\$76,624
24	Liberal Arts and Sciences, General Studies and Humanities	2,891	2,691	85.7%	75.8%	\$34,167	\$48,793
13	Education	2,827	2,685	85.1%	82.4%	\$46,547	\$49,319
14	Engineering	1,635	1,879	77.6%	59.4%	\$72,374	\$93,608
42	Psychology	1,573	1,318	88.6%	74.1%	\$37,216	\$47,187
26	Biological and Biomedical Sciences	1,392	1,202	85.4%	67.6%	\$36,506	\$52,049
45	Social Sciences	1,194	1,314	88.4%	75.8%	\$35,167	\$48,253
30	Multi/Interdisciplinary Studies	1,090	1,303	82.5%	70.2%	\$40,331	\$52,192
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	1,058	694	73.7%	69.6%	\$35,209	\$52,568
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	990	815	74.5%	56.0%	\$37,443	\$51,213
11	Computer and Information Sciences and Support Services	987	1,002	83.3%	69.9%	\$61,659	\$78,462
09	Communication, Journalism, and Related Programs	882	954	82.4%	65.2%	\$43,680	\$53,876
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	789	911	82.5%	75.6%	\$44,803	\$57,575
50	Visual and Performing Arts	788	856	84.5%	67.2%	\$38,838	\$42,806
19	Family and Consumer Sciences/Human Sciences	750	820	90.8%	81.3%	\$37,289	\$43,808
44	Public Administration and Social Service Professions	529	505	87.1%	86.7%	\$63,251	\$60,020
40	Physical Sciences	520	534	80.2%	62.4%	\$38,723	\$62,159
15	Engineering/Engineering-Related Technologies/Technicians	514	782	84.6%	78.3%	\$59,997	\$69,242
22	Legal Professions and Studies	502	319	58.6%	69.9%	\$65,428	\$82,113
23	English Language and Literature/Letters	255	313	82.0%	70.6%	\$36,270	\$43,775
49	Transportation and Materials Moving	231	141	82.7%	41.1%	\$40,470	\$66,245
54	History	208	229	87.0%	78.6%	\$39,940	\$49,510
03	Natural Resources and Conservation	199	119	62.3%	65.5%	\$46,864	\$57,544
27	Mathematics and Statistics	188	220	77.7%	64.1%	\$42,933	\$58,101
47	Mechanic and Repair Technologies/Technicians	167	243	82.0%	70.4%	\$53,983	\$63,084

16	Foreign Languages, Literatures, and Linguistics	140	174	84.3%	74.7%	\$34,344	\$43,905
04	Architecture and Related Services	103	118	72.8%	61.9%	\$58,582	\$72,790
25	Library Science	88	85	85.2%	78.8%	\$51,219	\$54,445
46	Construction Trades	80	88	96.3%	90.9%	\$93,535	\$143,919
05	Area, Ethnic, Cultural, Gender, and Group Studies	57	74	84.2%	81.1%	\$51,990	\$83,776
12	Culinary, Entertainment, and Personal Services	43	42	95.3%	85.7%	\$32,840	\$36,458
38	Philosophy and Religious Studies	38	40	71.1%	47.5%	\$32,487	\$54,925
10	Communications Technologies/Technicians and Support Services	23	32	95.7%	75.0%	\$22,024	\$42,275
41	Science Technologies/Technicians	9	10	100.0%	100.0%	\$26,821	\$51,509
29	Military Technologies and Applied Sciences	9	2	88.9%	100.0%	\$36,156	\$86,397
32	Basic Skills and Developmental/Remedial Education	2	0	100.0%	N/A	\$85,640	N/A

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.

**Table 48: Projected Job Growth and Annual Openings in Oklahoma by Field of Study, 2024-2034**

CIP Code	Program	Graduates 2021 22	Jobs 2024	Jobs 2034	Job Growth (2024 2034)	Annual Openings
52	Business, Management, Marketing, and Related Support Services	6,039	715,733	751,099	35,366	77,463
51	Health Professions and Related Programs	5,469	485,732	522,979	37,247	51,617
24	Liberal Arts and Sciences, General Studies and Humanities	2,891	281,075	290,993	9,918	30,845
13	Education	2,827	154,677	159,213	4,536	15,870
14	Engineering	1,635	105,221	113,095	7,875	8,740
42	Psychology	1,573	73,389	79,361	5,971	7,029
26	Biological and Biomedical Sciences	1,392	94,377	103,655	9,277	8,811
45	Social Sciences	1,194	156,517	169,778	13,262	13,851
30	Multi/Interdisciplinary Studies	1,090	554,295	590,189	35,894	60,950
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	1,058	129,448	136,247	6,799	13,559
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	990	216,051	226,730	10,679	23,430
11	Computer and Information Sciences and Support Services	987	125,267	132,559	7,292	11,945
09	Communication, Journalism, and Related Programs	882	65,637	70,888	5,251	6,463
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	789	145,969	153,755	7,786	14,116
50	Visual and Performing Arts	788	129,002	139,567	10,565	11,684
19	Family and Consumer Sciences/Human Sciences	750	220,493	235,016	14,523	27,647
44	Public Administration and Social Service Professions	529	141,578	153,001	11,423	13,537
40	Physical Sciences	520	86,083	91,648	5,566	7,278
15	Engineering/Engineering-related Technologies/Technicians	514	331,778	352,198	20,421	31,400
22	Legal Professions and Studies	502	101,550	100,339	(1,210)	10,185
23	English Language and Literature/Letters	255	51,992	52,923	932	4,339
49	Transportation and Materials Moving	231	147,664	157,025	9,361	17,433
54	History	208	35,583	37,392	1,809	2,659
03	Natural Resources and Conservation	199	169,017	182,298	13,281	16,207
27	Mathematics and Statistics	188	70,346	75,006	4,661	6,019
47	Mechanic and Repair Technologies/Technicians	167	147,986	157,435	9,448	14,195
16	Foreign Languages, Literatures, and Linguistics	140	82,575	84,246	1,671	7,068

04	Architecture and Related Services	103	92,813	95,690	2,876	9,290
25	Library Science	88	28,071	29,690	1,619	3,240
46	Construction Trades	80	290,217	302,215	11,998	29,911
05	Area, Ethnic, Cultural, Gender, and Group Studies	57	34,258	36,073	1,815	3,300
12	Culinary, Entertainment, and Personal Services	43	136,672	143,898	7,227	23,346
38	Philosophy and Religious Studies	38	51,992	54,582	2,590	4,410
10	Communications Technologies/Technicians and Support Services	23	19,771	21,052	1,281	2,008
29	Military Technologies and Applied Sciences	9	58,720	62,292	3,572	5,587
41	Science Technologies/Technicians	9	18,309	19,215	906	1,919
32	Basic Skills and Developmental/Remedial Education	2	0	0	0	0

Source: Economics Center analysis of data retrieved from Lightcast.



**Table 49: Wage Comparison in Oklahoma by Field of Study, 2023 (2024\$)**

CIP Code	Program	Median Wages (1 Year)	Median Wages (5 Year)	25 <sup>th</sup> Percentile Annual Wages	Median Annual Wages	75 <sup>th</sup> Percentile Annual Wages
52	Business, Management, Marketing, and Related Support Services	\$49,004	\$60,987	\$29,855	\$41,513	\$65,053
51	Health Professions and Related Programs	\$73,804	\$76,624	\$30,022	\$42,834	\$66,720
24	Liberal Arts and Sciences, General Studies and Humanities	\$34,167	\$48,793	\$28,648	\$41,713	\$66,258
13	Education	\$46,547	\$49,319	\$29,066	\$40,765	\$53,722
14	Engineering	\$72,374	\$93,608	\$47,259	\$68,269	\$95,145
42	Psychology	\$37,216	\$47,187	\$33,978	\$46,531	\$67,537
26	Biological and Biomedical Sciences	\$36,506	\$52,049	\$38,711	\$54,055	\$82,347
45	Social Sciences	\$35,167	\$48,253	\$39,482	\$49,029	\$72,081
30	Multi/Interdisciplinary Studies	\$40,331	\$52,192	\$28,885	\$42,066	\$67,073
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	\$35,209	\$52,568	\$32,937	\$46,213	\$72,278
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	\$37,443	\$51,213	\$28,893	\$42,690	\$68,246
11	Computer and Information Sciences and Support Services	\$61,659	\$78,462	\$33,177	\$49,721	\$78,707
09	Communication, Journalism, and Related Programs	\$43,680	\$53,876	\$35,732	\$51,182	\$75,026
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	\$44,803	\$57,575	\$34,005	\$49,543	\$73,367
50	Visual and Performing Arts	\$38,838	\$42,806	\$39,097	\$47,548	\$71,006
19	Family and Consumer Sciences/Human Sciences	\$37,289	\$43,808	\$23,510	\$30,435	\$44,568
44	Public Administration and Social Service Professions	\$63,251	\$60,020	\$35,070	\$52,553	\$82,389
40	Physical Sciences	\$38,723	\$62,159	\$41,012	\$55,900	\$82,971
15	Engineering/Engineering-related Technologies/Technicians	\$59,997	\$69,242	\$36,410	\$51,267	\$73,530
22	Legal Professions and Studies	\$65,428	\$82,113	\$31,025	\$42,401	\$58,856
23	English Language and Literature/Letters	\$36,270	\$43,775	\$39,366	\$45,350	\$60,504
49	Transportation and Materials Moving	\$40,470	\$66,245	\$29,617	\$37,102	\$49,750
54	History	\$39,940	\$49,510	\$39,065	\$43,650	\$58,194
03	Natural Resources and Conservation	\$46,864	\$57,544	\$36,660	\$58,306	\$89,906
27	Mathematics and Statistics	\$42,933	\$58,101	\$40,574	\$50,431	\$70,239
47	Mechanic and Repair Technologies/Technicians	\$53,983	\$63,084	\$34,178	\$46,166	\$62,489

16	Foreign Languages, Literatures, and Linguistics	\$34,344	\$43,905	\$34,146	\$41,835	\$53,452
04	Architecture and Related Services	\$58,582	\$72,790	\$30,801	\$46,940	\$72,371
25	Library Science	\$51,219	\$54,445	\$19,645	\$25,745	\$44,715
46	Construction Trades	\$93,535	\$143,919	\$28,247	\$39,929	\$61,896
05	Area, Ethnic, Cultural, Gender, and Group Studies	\$51,990	\$83,776	\$39,314	\$53,291	\$72,525
12	Culinary, Entertainment, and Personal Services	\$32,840	\$36,458	\$18,203	\$24,373	\$31,836
38	Philosophy and Religious Studies	\$32,487	\$54,925	\$40,389	\$56,898	\$82,058
10	Communications Technologies/Technicians and Support Services	\$22,024	\$42,275	\$29,569	\$41,995	\$59,693
29	Military Technologies and Applied Sciences	\$36,156	\$86,397	\$37,354	\$58,414	\$82,908
41	Science Technologies/Technicians	\$26,821	\$51,509	\$35,470	\$47,171	\$61,265
32	Basic Skills and Developmental/Remedial Education	\$85,640	N/A	N/A	N/A	N/A
24	Liberal Arts and Sciences, General Studies and Humanities	\$49,004	\$60,987	\$29,855	\$41,513	\$65,053

Source: Economics Center analysis of data retrieved from Lightcast.

**Table 50: Oklahoma's Promise Graduate Employment Characteristics for the 2021-22 and 2017-18 Cohorts, 2023 (2024\$)**

CIP Code	Program	Frequency		Employment Rate		Median Annual Wages	
		One Year	Five Years	One Year	Five Years	One Year	Five Years
51	Health Professions and Related Programs	632	488	95.7%	90.8%	\$66,981	\$65,238
52	Business, Management, Marketing, and Related Support Services	551	485	94.6%	88.5%	\$47,733	\$60,987
24	Liberal Arts and Sciences, General Studies and Humanities	363	279	93.9%	90.0%	\$34,167	\$48,793
13	Education	280	264	97.9%	94.3%	\$44,846	\$46,855
42	Psychology	244	190	92.6%	81.6%	\$37,216	\$47,187
26	Biological and Biomedical Sciences	211	156	94.8%	75.0%	\$34,893	\$52,049
45	Social Sciences	164	160	97.0%	90.0%	\$37,346	\$48,253
14	Engineering	127	122	85.8%	81.1%	\$72,374	\$94,056
31	Parks, Recreation, Leisure, Fitness, and Kinesiology	124	110	95.2%	91.8%	\$35,209	\$52,568
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	124	116	93.5%	83.6%	\$38,770	\$51,213
30	Multi/Interdisciplinary Studies	110	106	92.7%	84.0%	\$40,331	\$52,192
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	107	93	96.3%	82.8%	\$43,929	\$56,880
09	Communication, Journalism, and Related Programs	102	130	93.1%	79.2%	\$43,680	\$53,876
11	Computer and Information Sciences and Support Services	96	81	87.5%	82.7%	\$64,418	\$87,794
50	Visual and Performing Arts	94	124	88.3%	79.0%	\$34,999	\$40,159
19	Family and Consumer Sciences/Human Sciences	76	90	97.4%	82.2%	\$37,493	\$48,178
15	Engineering/Engineering-Related Technologies/Technicians	72	102	91.7%	85.3%	\$60,067	\$69,242
44	Public Administration and Social Service Professions	59	46	94.9%	97.8%	\$52,670	\$60,020
40	Physical Sciences	47	36	91.5%	77.8%	\$38,723	\$64,006
23	English Language and Literature/Letters	34	38	91.2%	78.9%	\$36,270	\$43,775
54	History	32	25	96.9%	92.0%	\$39,940	\$49,510
16	Foreign Languages, Literatures, and Linguistics	22	13	86.4%	92.3%	\$36,008	\$43,597
22	Legal Professions and Studies	18	13	94.4%	92.3%	\$65,428	\$62,917
03	Natural Resources and Conservation	16	12	100.0%	83.3%	\$46,398	\$53,151
47	Mechanic and Repair Technologies/Technicians	15	21	100.0%	90.5%	\$53,983	\$53,556
27	Mathematics and Statistics	14	16	92.9%	87.5%	\$42,933	\$58,101

46	Construction Trades	14	12	100.0%	100.0%	\$93,535	\$145,058
04	Architecture and Related Services	12	10	75.0%	80.0%	\$58,582	\$72,790
05	Area, Ethnic, Cultural, Gender, and Group Studies	8	10	87.5%	80.0%	\$39,271	\$46,249
25	Library Science	6	2	100.0%	100.0%	\$51,219	\$54,445
49	Transportation and Materials Moving	5	7	80.0%	57.1%	\$40,470	\$66,245
38	Philosophy and Religious Studies	5	1	100.0%	0.0%	\$32,487	N/A
10	Communications Technologies/Technicians and Support Services	5	5	100.0%	60.0%	\$22,024	\$42,275
12	Culinary, Entertainment, and Personal Services	3	5	100.0%	80.0%	\$32,840	\$41,106
41	Science Technologies/Technicians	1	0	100.0%	N/A	\$26,821	N/A

Source: Economics Center analysis of data provided by the Oklahoma State Regents for Higher Education.