



**ILLINOIS BOARD OF HIGHER EDUCATION**  
1 NORTH OLD STATE CAPITOL PLAZA, SUITE 333  
SPRINGFIELD, ILLINOIS 62701-1377

JB Pritzker  
**Governor**

Pranav Kothari  
Chicago  
**Chair**

**Members**

Sharon Bush  
Chicago

Andrea Evans  
Chicago

Jennifer Garrison  
Vandalia

Nora Lee Heist  
Charleston

Veronica Herrero  
Chicago

Donn Mendoza  
Wonder Lake

Subhash Sharma  
Carbondale

Jamel Wright  
Morton

**Student Members**

Carter Blount  
Student Board Member

Magnus Noble  
Nontraditional Student  
Board Member

**Ex Officio Representatives**

Mara Botman  
Illinois Community  
College Board

Eric Zarnikow  
Illinois Student  
Assistance Commission

**Executive Director**

Ginger Ostro

IBHE.org

Phone 217.782.2551

Fax 217.782.8548

TTY 888.261.2881

Printed on Recycled Paper

March 14, 2026

**TO:** Senate President, Don Harmon  
Senate Minority Leader, John Curran  
Secretary of the Senate, Timothy Anderson  
Speaker of the House, Emanuel "Chris" Welch  
House Minority Leader, Tony M. McCombie  
Clerk of the House, John W. Hollman

**FROM:** Ginger Ostro, Executive Director

**RE:** Annual Report on New, Consolidated, Closed, and Low Producing Programs at Illinois Public Universities

We are pleased to submit to you the annual Academic Program Efficiency and Effectiveness Report (APEER) that includes a detailed report on new, consolidated, closed, and low producing programs at Illinois public universities as specified in 110 ILCS 205/7. This report covers Academic Year 2024-2025.

If you have any questions about these reports, please contact:

**Valerie Lynch**  
Senior Managing  
Director  
217-318-2491  
[lynch@ibhe.org](mailto:lynch@ibhe.org)

**Trish Aumann**  
Managing Director of Academic  
Strategy & Programs  
217-318-2511  
[aumann@ibhe.org](mailto:aumann@ibhe.org)

**Nkechi Onwuameze**  
Director of Academic  
Strategy & Quality  
217-866-1429  
[onwuameze@ibhe.org](mailto:onwuameze@ibhe.org)

**Jill Gebke**  
Director of Student Success  
Strategy  
217-866-1435  
[gebke@ibhe.org](mailto:gebke@ibhe.org)

Enclosure

Illinois State Library  
Legislative Research Unit

**ANNUAL REPORT ON ACADEMIC PROGRAM EFFICIENCY AND  
EFFECTIVENESS AT ILLINOIS PUBLIC UNIVERSITIES**  
FEATURING NEW CONSOLIDATED, CLOSED,  
AND LOW PRODUCING PROGRAMS



Illinois Board of Higher Education  
March 2026

## ILLINOIS BOARD OF HIGHER EDUCATION

### **Members**

Pranav Kothari, Chicago, Chair

Sharon Bush, Chicago

Andrea Evans, Chicago

Jennifer Garrison, Vandalia

Nora Lee Heist, Charleston

Veronica Herrero, Chicago

Donn Mendoza, Wonder Lake

Subhas Sharma, Carbondale

Jamel Wright, Morton

Carter Blount, Student Board Member

Magnus Noble, Nontraditional Student Board Member

Mara Botman, Ex Officio Representative, Illinois Community College Board

Eric Zarnikow, Ex Officio Representative, Illinois Student Assistance Commission

### **AGENCY**

Illinois Board of Higher Education

1 N. Old State Capitol Plaza

Suite 333

Springfield, Illinois 62701-1377

217.782.2551

TTY 888.261.2881

FAX 217.782.8548

[www.ibhe.org](http://www.ibhe.org)

Printed by Authority  
of the State of Illinois  
3/26 – 3c  
*Printed on Recycled Paper*

**Executive Summary**..... 4  
 APEER Review Findings ..... 4  
 Statewide Program Portfolio ..... 4  
 Workforce Context ..... 4  
 Conclusion ..... 4

**Annual Report on Academic Program Efficiency and Effectiveness at Illinois Public Universities** ..... 5  
 Introduction ..... 5  
 APEER Programs Process and Academic Program Reviews ..... 5  
 Enrollment and Degree Completion Data ..... 6  
 Summary of Low Producing Programs..... 7  
 Academic Program Offerings..... 7

**Workforce Context Within the APEER Review** ..... 10  
 Conclusion: Workforce Alignment with Program Landscape ..... 14

**Appendix A. Chicago State University**..... 15  
**Appendix B. Eastern Illinois University**..... 17  
**Appendix C. Governors State University** ..... 19  
**Appendix D. Illinois State University** ..... 21  
**Appendix E. Northeastern Illinois University**..... 23  
**Appendix F. Northern Illinois University** ..... 25  
**Appendix G. Southern Illinois University Carbondale** ..... 26  
**Appendix H. Southern Illinois University Edwardsville** ..... 29  
**Appendix I. University of Illinois Chicago** ..... 32  
**Appendix J. University of Illinois Springfield** ..... 36  
**Appendix K. University of Illinois Urbana-Champaign** ..... 37  
**Appendix L. Western Illinois University** ..... 44  
**Appendix M. Summary of Institutional Reviewed Programs and Classification Status**..... 46  
**Appendix N. Map of Public Institutions** ..... 47  
**Appendix O. Program Inventory at Public Universities by Level**..... 48  
**Appendix P. New Programs Academic Year 2024-25 by Institution and Approval Type** ..... 49  
**Appendix Q. Workforce Context Methodology and Data Sources** ..... 50  
**Appendix R. Statewide Program Completions by CIP Group (3-Year Avg.)**..... 51  
**Appendix S. Projected Annual Occupational Openings by Selected Academic Program Group (2025-30) ...** 52  
**Appendix T. Occupational Crosswalk Table Notes: Inclusion Rules and De-duplication Approach** ..... 53  
**Appendix U. Postsecondary Instructional Occupations and Labor Market Indicators (SOC 25-10xx Series)** . 66

## EXECUTIVE SUMMARY

---

This report presents the first Annual Report on Academic Program Efficiency and Effectiveness Report (APEER) at Illinois Public Universities review conducted under the 2025 amendment to the Board of Higher Education Act (110 ILCS 205/7). The amendment requires the Illinois Board of Higher Education (IBHE) to annually identify public university programs with low enrollment, low degree completion, and high cost per degree, and institutions to review and classify these programs. The goal is to ensure programs are educationally and economically justified and aligned with student needs and workforce demand.

### APEER Review Findings

Using three years of enrollment and degree completion data (AY 2022–23 to AY 2024–25), IBHE identified:

- **219 programs** that did not meet APEER thresholds
  - Represents **9.7%** of all public university programs
  - **64.8%** of flagged programs were at the bachelor's level
- Largest clusters: Philosophy (11), Chemistry (9), Physics (6)
- Institutions assigned programs to one of six categories:
  - Strong Institutional Justification – 57.7%
  - Priority Review – 21.9%
  - Redesign – 15.1%
  - Consolidate, Sunset, or Suspend – 5.3% combined

### Statewide Program Portfolio

As of December 2025, Illinois public universities offered **2,264 degree programs**.

2024–25 Academic Year Program Changes:

- 27 new programs launched
  - Concentrated in Business, Education, Engineering, Health, Biological Sciences, and Interdisciplinary Studies
  - 11 new programs created via Reasonable and Moderate Extension (RME)
- **18 programs closed**, following student teach-out processes
  - Closures occurred across 10 CIP categories, including Legal Professions, Health, and Social Sciences

### Workforce Context

IBHE incorporated statewide labor market analysis to assess program alignment with demand. Key patterns include:

- **High alignment & strong demand:** Education, Health Professions, Business
- **Mixed alignment:** Biological and Biomedical Sciences; Physical Sciences
- **Broad, diffuse demand:** Liberal Arts, Humanities, and Social Sciences
- **Smaller-scale or competitive labor markets:** Visual and Performing Arts

These workforce indicators – occupational openings, unemployment rates, job postings, and graduate outcomes – support institutions in evaluating program viability and relevance.

### Conclusion

The 2026 APEER review provides a data-informed view of Illinois' academic program landscape, integrating enrollment trends, degree production, and workforce demand. This annual process strengthens institutional decision-making and aligns academic offerings with *A Thriving Illinois*, supporting equity, sustainability, and economic growth across the state's higher education system.

## Introduction

This report is the first developed following the 2025 amendment to the Board of Higher Education Act 110 ILCS 205/7, which charges the Illinois Board of Higher Education (IBHE) to periodically review all existing programs of instruction, research, and public service at the State universities and colleges and to advise programs and the appropriate board of control if the contribution of each program is not educationally and economically justified. The Act states that the Board shall annually identify and provide to each public university certain programs of instruction that exhibit indicators of low performance in enrollment, degree completion, and relative high expense per degree. Each public university shall review this information, together with any other relevant information, and report annually to the Board using a status rubric provided by the Board, including programs to be closed or consolidated. The Board shall report annually on the instructional programs offered at public institutions of higher education, showing the number, types, and locations of instructional programs, any new programs that were created, any existing programs that have been closed or consolidated as a result of the review and report, and other information relevant to assessing the State's portfolio of programs.

The goal of this report is to help highlight programs for additional review and thoughtful consideration by institutions for their impact on the needs of current and future students, workforce demands, and the campus portfolio of programs. IBHE has included workforce data on programs as another lens of consideration as we look at the ecosystem of higher education training and employment opportunities, as well as the state's ability to attract and retain businesses that rely on a well-trained and talented workforce. These efforts all support IBHE's strategic plan, *A Thriving Illinois*, which is a commitment to a higher education ecosystem that reinforces equity, sustainability, and growth.

## APEER Programs Process and Academic Program Reviews

New academic degree programs are established through the Board of Higher Education approval process which includes application, staff review and recommendation, and the Board decision. Once a program is approved, a campus may request a Reasonable and Moderate Extension (RME) for the Board-approved program, which is approved by IBHE staff. These processes help ensure academic quality, potential impact to other similar programs, and address workforce demands. Every June, each public university submits an Annual Listing of Changes report to IBHE which includes a summary of academic actions on campus including new, consolidated, and closed programs.

Public universities in Illinois are required to internally review and evaluate all institutional degree programs as outlined in 23 Illinois Administrative Code 1050.50 on a review cycle from the year of IBHE approval. Each campus must place the reviewed program into a designated category of "good standing," "flagged for review," or "voluntary suspension." This internal review process generally includes a department self-study portion, involving faculty of the program, who submit a report to its chair, college dean, and then to institutional academic leadership. Institutions may also use other academic program review processes, such processes for external accreditation agencies, internal strategic enrollment management reviews, academic portfolio evaluations, departmental evaluations, etc. These processes support continuous improvement of programs, management of the academic portfolio, and highlight how programs connect and evolve with workforce needs.

The APEER review process supports the goals of portfolio management to highlight data points for consideration by institutions. IBHE staff analyzed fall semester census enrollments and academic year degree completion data, provided by each institution to IBHE through the annual Illinois Higher Education Information System (IHEIS) enrollment reporting process, from the most recently completed three academic years (AY 2024-25, AY 2023-24, and AY 2022-2023) for the calendar year 2026 report. IBHE provided institutions with the list of programs which met the mutually agreed-upon criteria for both enrollment and degree conferral thresholds for APEER review. Institutions may utilize the information gathered from the normal academic review process to classify programs report.

## Enrollment and Degree Completion Data

Programs meeting both thresholds for enrollment and degree conferral will be included for review. New programs within the defined timeframe will be excluded.

Table 1. Program Review Criteria

Degree Levels	3-Year Average of Fall Enrollment Counts	3-Year Average of Annual Degrees Conferred	New Program Exclusion Timeframe
Bachelors	Less than 40	Less than 9	8 years from first enrollment
Masters	Less than 10	Less than 5	5 years from first enrollment
Doctoral	Less than 10	Less than 2	8 years from first enrollment

The APEER process asks institutions to classify each program into a category based upon review of the program's current institutional status.

- **Sunset.** A teach-out period is established and no new or transfer students are admitted.
- **Consolidate.** Changing the program structure and combining it with another program.
- **Redesign.** Changes to curricular elements of the program will be applied to remediate performance and the program will be reviewed in a period of designated years.
- **Strong Institutional Justification.** The program has been reviewed and deemed "Justified" based on strong institutional rationale. Program may be reviewed in the future to determine further action.
- **Priority Review.** The program is placed under priority review to best determine the appropriate status.
- **New Program.** The is a new program and the first cycle of enrollment falls within the threshold for review exclusion.

For the calendar year 2026 report, IBHE found 219 programs which failed to meet APEER program minimums, which triggered the review process. These programs accounted for almost 10 percent of the total public university portfolio of programs in the state. Institutions will be required to report on programs failing to meet APEER minimum thresholds on a yearly basis. The percentage and counts of programs may be monitored as part of institutional portfolio management. The highest percentage of reviewed programs is found at the bachelor's level, accounting for 64.8 percent of the APEER flagged programs.

Table 2. Programs Identified for APEER Review by Institution and Degree Level

Institution	Bachelors		Masters		Doctoral		Grand Total	
	APEER	%	APEER	%	APEER	%	APEER	%
CSU	10	31.3%	4	16.0%	-	-	14	23.7%
EIU	13	14.4%	2	3.9%	-	-	15	10.6%
GovSt	8	22.2%	2	5.4%	1	16.7%	11	13.9%
ISU	5	4.7%	1	1.2%	-	0.0%	6	2.8%
NEIU	13	25.0%	1	2.1%	-	0.0%	14	14.0%
NIU	6	5.9%	4	3.5%	-	0.0%	10	4.0%
SIUC	20	13.3%	13	12.7%	-	0.0%	33	10.8%
SIUE	4	7.4%	-	0.0%	-	0.0%	4	3.3%
UIC	17	16.2%	14	10.6%	1	1.2%	32	10.0%
UIS	8	19.0%		0.0%	-	0.0%	8	10.5%
UIUC	26	14.7%	32	19.0%	1	1.0%	59	13.3%
WIU	12	12.9%	1	1.8%	-	0.0%	13	8.4%
<b>Grand Total</b>	<b>142</b>	<b>13.8%</b>	<b>74</b>	<b>8.1%</b>	<b>3</b>	<b>1.0%</b>	<b>219</b>	<b>9.7%</b>

\*Total counts in Program Inventory as of December 17, 2025.

## Summary of Low Producing Programs

Among the 219 reviewed programs, the largest groups were Philosophy (11), Chemistry (9), and Physics (6) programs. Appendices A-L show each institution’s listing of programs meeting APEER thresholds, classifications, costs, and institutional notes. The overwhelming response from institutions, 57.7 percent, is that the programs not meeting thresholds have a “Strong Institutional Justification.” The “Priority Review” classification is the second most frequently chosen option for institutions.

Table 3. Count of Classifications of APEER Program Reviews by Institution and Level

Degree Level	Consolidate	Priority Review	Redesign	Strong Institutional Justification	Sunset	Suspended	Grand Total
Bachelors	7	33	22	75	5	-	142
Masters	-	15	11	47	-	1	74
Doctoral	-	-	-	3	-	-	3
<b>Grand Total</b>	<b>7</b>	<b>48</b>	<b>33</b>	<b>125</b>	<b>5</b>	<b>1</b>	<b>219</b>

## Academic Program Offerings

In addition to reviewing low-producing programs, IBHE reports on the overall statewide academic program portfolio, including newly created and closed programs. The landscape of higher education is a dynamic portfolio, which changes frequently. As of December 17, 2025, the twelve public universities offered a total of 2,264 degree programs across undergraduate and graduate levels. A distribution of programs list by level is in Appendix M, and a map of primary, home region locations is available in Appendix N, and an overview of the inventory of program is listed in Appendix O. In addition to reviewing low-producing programs, IBHE reports on the overall statewide academic program portfolio, including newly created and closed programs.

Table 4. Summary for Illinois Public Universities 2024-25 New and Closed Programs

Level	New*	Closed
Bachelors	13	4
Masters	9	14
Doctoral	5	-
<b>Total</b>	<b>27</b>	<b>18</b>

\*11 programs were created through the RME process of a previously Board approved program including 3 bachelor's level, 4 master's level, and 4 doctoral level.

Over the course of the 2024-2025 Academic Year, universities created 27 new academic degree programs. Programs are approved via the application and Board of Higher Education approval process or as a Reasonable and Moderate Extension (RME) of a previously approved program. Of the 27 new programs created, 11 were established through the RME process. Overall, there were 13 bachelor's level programs created, nine master's level, and five doctoral levels created. Of the 27 new programs, the RME process was utilized to create three bachelor's level programs, four master's level programs, and four doctoral level programs, a full list is available in Appendix P.

Every academic program is assigned a Classification of Instructional Programs (CIP) code, a federal program classification system overseen by the National Center for Education Statistics, and used across higher education. There are more than 45 different, high-level groupings of CIP codes. Over 70 percent of the new programs came from six CIP categories. Top CIP categories include Business, Management, Marketing, and Related Support Services (4), Education (3), Engineering (3), Biological and Biomedical Sciences (3), Multi/Interdisciplinary Studies (3), and Health Professions and Related Clinical Sciences (3), which point to alignment with workforce needs.

Table 5. Listing of New Programs Established during the 2024-25 Academic Year

Program Level and Name	Institution
BA in Interdisciplinary Studies*	SIUC
BA in Media	UIUC
BAAS in Cybersecurity	EIU
BALAS in Linguistics	UIC
BS in Chemical Engineering plus Data Science	UIUC
BS in Computer Engineering	EIU
BS in Computer Science and Philosophy*	UIC
BS in Environmental Engineering	SIUC
BS in Marketing*	UIS
BS in Materials Science and Engineering + Data Science	UIUC
BS in Nuclear, Plasma, and Radiological Engineering + Data Science	UIUC
BS in Social Work	EIU
BSLAS in Molecular and Cellular Biology plus Data Science	UIUC
MAT in Elementary Education	EIU
MAT in Special Education	EIU
MS in Environmental Health*	UIC
MS in Global Studies	UIUC
MS in Human Resource Management*	UIC
MS in Multidisciplinary in Biomedical and Biological Sciences*	SIUC
MS in Nursing	NEIU
Master of Business Administration in Management Science*	UIS
Master of Professional Accountancy	SIUC
PhD in Environmental Health*	UIC
PhD in Civil and Environmental Engineering*	SIUC
PhD in Leadership, Equity, and Inquiry	NEIU
PhD in Multidisciplinary in Biomedical and Biological Sciences*	SIUC
PhD in Statistics*	UIC

\*Signifies programs created through the RME process (see explanation above).

Note: BA=Bachelor of Arts, BAAS = Bachelor of Applied Arts and Sciences, BALAS=BA in Liberal Arts and Sciences, BS=Bachelor of Science, MAT=Master of Arts in Teaching, MS=Master of Science, and PhD=Doctor of Philosophy

Conversely, institutions eliminated 18 degree programs during the year<sup>1</sup>. These eliminations occur after a teach-out period where no new students are admitted to the program while current students graduate. The closures came from 10 different CIP categories including Legal Professions and Studies (3), Health Professional and Related Clinical Sciences (2), and Social Sciences (2). It is important to note that, while a degree program may be eliminated from the academic profile, the associated departments and corresponding courses may remain.

<sup>1</sup> Being the first APEER report since the legislative amendment, IBHE does not have how many of these eliminated programs were due in part to the report.

Table. 6 Listing of Program Closed during the 2024-25 Academic Year

Program Level and Name	Institution
BS in Athletic Training	UIUC
BS in Economics	UIC
BS in Mathematics	SIUC
BS in the Teaching of Physics	UIC
LLM in Employee Benefits	UIC
LLM in Intellectual Property Law	UIC
LLM in Real Estate Law	UIC
MA in Mathematics	EIU
MFA in Creative Writing	SIUE
MS in Instruction in Secondary Education	NEIU
MS in Mining Engineering	SIUC
MS in Rehabilitation	UIUC
MS in Sustainable Urban Management	UIUC
MSEd in Special Education	SIUE
Master of Jurisprudence	UIC
MS in Biochemistry and Biotechnology	EIU
PSM in Geographic Information Sciences	EIU
PSM in Environmental Science Management	SIUE

Note: LLM=Master of Laws, MA=Master of Arts, MFA=Master of Fine Arts; MSEd=Master of Science in Education, PSM=Professional Science Masters. See Table 5 for additional degree abbreviations.

## WORKFORCE CONTEXT WITHIN THE APEER REVIEW

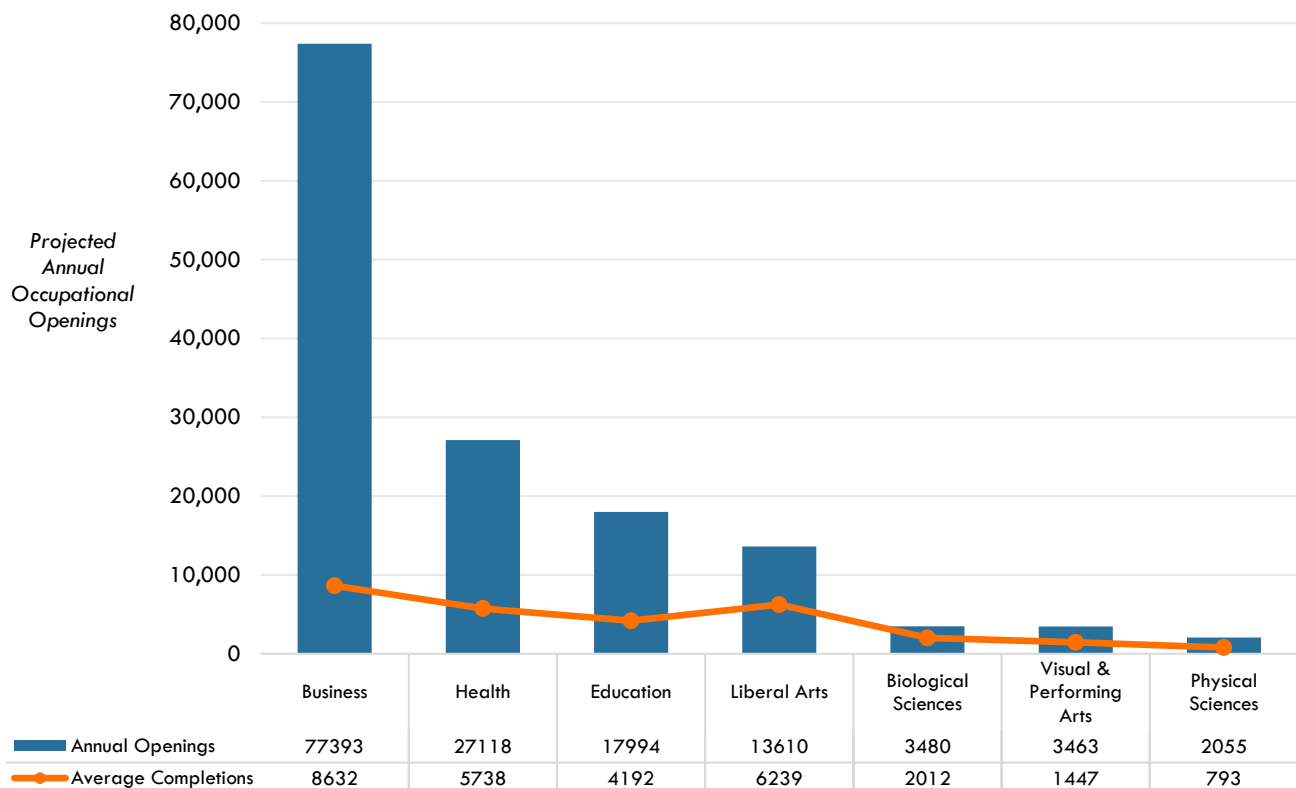
As part of the APEER review framework, workforce context is incorporated to provide a statewide labor market perspective on academic program groupings under consideration. The purpose of this analysis is to provide transparent, data-informed context regarding occupational demand conditions and graduate workforce outcomes.<sup>2</sup>

Workforce indicators examined include projected annual occupational openings, unemployment rates, occupational employment scale, real-time job posting activity, graduate employment outcomes, and geographic retention patterns. When considered collectively, these measures provide structural insight into how statewide completions within specific CIP groupings interface with Illinois' labor market.

To provide the most effective context, this analysis emphasizes observable labor market patterns to support effective institutional review and planning. Occupational employment, unemployment, wage, and projected openings data reflect JobsEQ estimates through Q2 2025. Real-time job posting activity reflects a 30-day snapshot from November 1-30, 2025.

To provide additional context regarding the relationship between academic program output and labor market demand, Figure 1 presents projected annual occupational openings alongside average annual program completions across the selected CIP groupings under APEER review. Projected openings reflect both employment growth and replacement demand, while completion figures represent the three-year average of statewide degree production across public institutions.

Figure 1. Projected Annual Occupational Openings and Average Annual Program Completions by CIP Group



Source: JobsEQ occupational projections (2025–2030) and IBHE public university IHEIS collected completion data (3-year average).

As shown in Figure 1, projected occupational openings vary substantially across program groupings, reflecting differences in occupational scale, workforce turnover, and industry structure. In several fields, projected openings

<sup>2</sup> Occupational demand estimates are informed by CIP–SOC crosswalk conventions and standardized to prevent duplication across program areas. Occupations are assigned to a primary feeder CIP grouping for reporting clarity. Postsecondary instructional occupations are reported separately, and roles requiring less than an associate degree were excluded to maintain consistency with postsecondary credential pathways.

exceed statewide completion levels, while in others, labor market demand is distributed across a broader set of occupations or credential pathways.

In some cases, occupational data are reported by broader Standard Occupational Classification (SOC) groupings within JobsEQ (for example, 25.10 Postsecondary Teachers), which aggregate multiple specialized occupations and report a combined unemployment rate and projected openings for the overall category.

### **Liberal Arts, Humanities, and Social Sciences**

*(CIP 05, 16, 23, 24, 38, 42, 45)*

Programs within Liberal Arts and Sciences, Humanities, Area and Ethnic Studies, English and Foreign Languages, Philosophy and Religious Studies, Psychology, and Social Sciences serve broad academic and civic functions and align with a diverse set of occupational pathways rather than a single concentrated employment cluster. Related occupations include secondary school teachers, community and social service specialists, policy analysts, writers and editors, administrative professionals, and management trainees.

Across many primary related occupations within these groupings, projected annual openings are moderate relative to the statewide volume of completions. In certain subfields, unemployment rates are above the three to five percent range commonly used to indicate full-employment conditions, and job posting activity is distributed across multiple sectors rather than concentrated within a narrow occupational base.

Within Psychology (CIP 42), bachelor-level pathways frequently lead to broader workforce roles, while licensed clinical occupations require advanced degrees. Similarly, social science and humanities graduates often disperse across public administration, nonprofit, education, and business sectors.

Overall, workforce indicators for these groupings reflect broad occupational dispersion, varied employment trajectories, and moderate demand intensity relative to completion scale.

### **Education**

*(CIP 13, including 13.04 and 13.1209)*

Education programs demonstrate direct alignment with instructional and school leadership occupations throughout Illinois. Primary related occupations include elementary teachers, secondary teachers, special education teachers, and educational administrators.

Projected annual openings remain substantial due to occupational scale and workforce turnover. Unemployment rates for instructional occupations remain within or below full-employment thresholds, and job posting activity remains consistent across regions of the state.

Educational Administration and Supervision (CIP 13.04) aligns with school leadership roles requiring prior instructional experience and advanced credentials. Education/Teaching of Individuals in Early Childhood Special Education Programs (CIP 13.1209) aligns with specialized instructional roles reflecting sustained statewide demand.

Postsecondary instructional roles represent a related but smaller occupational base and generally require advanced degrees. Employment outcomes demonstrate strong in-state retention among education graduates, reflecting the localized structure of instructional workforce demand.

Collectively, workforce indicators within education reflect large occupational scale, steady annual openings, and continued statewide need for licensed educators.

### **Biological and Biomedical Sciences**

*(CIP 26, including selected 6-digit pathways such as 26.0101 and 26.1103)*

Programs within Biological and Biomedical Sciences align with a segmented set of occupational pathways spanning laboratory sciences, healthcare-adjacent roles, environmental sciences, data-oriented positions, and secondary education.

Applied laboratory occupations such as biological technicians, medical and clinical laboratory technologists, epidemiologists, microbiologists, and medical scientists reflect low unemployment and steady projected openings. These roles demonstrate stable labor market absorption and represent applied workforce pathways for graduates.

Data-oriented spillover pathways associated with biological sciences – including data scientists and selected computer research roles – reflect sustained projected openings and low unemployment, indicating employer demand for quantitatively oriented scientific skill sets.

However, labor market conditions vary within the broader life sciences. The “Life Scientists, All Other” category reflects elevated unemployment relative to more specialized scientific occupations, and certain agriculture- and plant-related roles exhibit more moderate demand signals. Several core biological science occupations reflect annual openings that are modest relative to the combined scale of statewide completions.

It is also notable that multiple graduate-level programs appear in the APEER review cohort, including general biology programs (CIP 26.0101) and specialized research-oriented pathways such as bioinformatics (CIP 26.1103). Many related occupations require advanced degrees and represent smaller, highly specialized labor markets. Workforce absorption patterns at the graduate level therefore differ from those at the bachelor level and reflect the structural scale of research-intensive fields.

Overall, workforce indicators within CIP 26 reflect strong absorption in applied laboratory roles alongside more variable outcomes in generalized or research-intensive pathways.

## **Physical Sciences**

*(CIP 40)*

Physical sciences programs encompass chemistry, physics, atmospheric sciences, and earth sciences, each aligning with distinct occupational pathways characterized by differing scale and credential requirements.

Chemistry aligns with chemists, chemical technicians, environmental scientists, and forensic science technicians, occupations reflecting relatively low unemployment rates and steady projected annual openings. Technician pathways requiring associate-level credentials contribute meaningfully to overall occupational demand.

Physics and astronomy align with highly specialized occupations such as physicists and astronomers, which typically require doctoral-level preparation and reflect comparatively smaller annual openings despite high wage levels.

Atmospheric and geoscience programs align with atmospheric and space scientists, geoscientists, and hydrologists, occupations characterized by very low unemployment rates and stable projected demand, though total annual openings remain limited in absolute scale.

A share of graduates also enter secondary education roles, which represent a substantially larger occupational base statewide.

Workforce indicators within the physical sciences reflect specialized occupational pathways with variation in scale, credential requirements, and projected demand rather than uniform labor market conditions across the discipline.

## **Health Professions and Related Programs**

*(CIP 51, including 51.07, 51.08, 51.09, 51.15, 51.38)*

Health professions represent one of the most directly aligned academic groupings relative to statewide occupational demand.

Registered Nursing (CIP 51.38) aligns with one of the largest healthcare occupations in Illinois, characterized by strong projected annual openings, low unemployment, and sustained job posting activity. Allied health diagnostic and treatment professions (CIP 51.09) and health and medical administrative services (CIP 51.07) similarly align with high-volume demand occupations.

Mental and social health services programs (CIP 51.15) connect to counseling and community-based service occupations reflecting continued demand across regions.

Completion patterns across health disciplines generally correspond with occupational scale and demand intensity, though variation exists by specialty and licensure structure. Employment outcomes demonstrate strong industry alignment and high in-state retention across several health-related fields.

Overall, workforce indicators within CIP 51 reflect concentrated occupational demand, large workforce scale, and sustained hiring need across healthcare sectors.

### **Visual and Performing Arts**

*(CIP 50, including 50.04 Design and Applied Arts)*

Programs within Visual and Performing Arts align with a diverse set of creative and cultural occupations, including fine artists, designers, writers, media professionals, and performing arts roles.

CIP 50.04 (Design and Applied Arts) aligns with design-oriented occupations such as graphic designers, digital interface designers, and related applied arts roles. Labor market conditions within these fields vary by specialization and industry context.

Several related occupations exhibit elevated unemployment rates compared to statewide averages, including proofreaders and copy markers, technical writers, and certain media-related roles. Projected annual openings in many arts-related occupations remain modest relative to larger occupational groupings in management, healthcare, or technical fields.

Employment patterns within this sector are frequently distributed across freelance, contract, and portfolio-based arrangements, which may not be fully captured in traditional occupational demand measures. Given the presence of multiple lower-producing programs within the APEER cohort and comparatively smaller occupational scale, ongoing monitoring of completion patterns relative to labor market demand may be appropriate.

Overall, workforce signals within CIP 50 reflect a competitive and heterogeneous labor market structure with limited large-scale occupational expansion.

### **Business, Management, Marketing, and Related Support Services**

*(CIP 52, including 52.02, 52.03, 52.08, 52.12–52.13, 52.14)*

Programs within CIP 52 align with one of the largest and most structurally embedded occupational groupings in the Illinois economy. Major 4-digit subgroups include Business Administration and Management (52.02), Accounting and Related Services (52.03), Finance and Financial Management (52.08), Management Information Systems and Management Sciences (52.12–52.13), and Marketing (52.14).

Several management occupations demonstrate particularly strong labor market conditions. General and Operations Managers reflect very low unemployment, employment exceeding 167,000 statewide, and projected annual openings exceeding 12,000. Medical and Health Services Managers, Construction Managers, Financial Managers, and Computer and Information Systems Managers similarly demonstrate sustained projected demand paired with low unemployment rates.

Financial and accounting occupations reinforce strong employer demand. Accountants and Auditors, Personal Financial Advisors, Insurance Underwriters, and Financial and Investment Analysts exhibit stable employment conditions and consistent annual openings.

Most management and financial roles reflect tight labor conditions; however, certain sales-oriented and credit-related occupations demonstrate comparatively higher unemployment and more moderate projected openings.

Completion-to-demand dynamics within this grouping are influenced by occupational scale. In large management occupations such as General and Operations Managers, replacement demand alone generates substantial annual openings. Bachelor-level preparation aligns closely with entry and mid-level management pathways, while advanced degrees may align more selectively with senior leadership or specialized roles. Current workforce indicators reflect large-scale occupational demand; credential-level alignment across subfields may warrant continued monitoring.

Relatively few CIP 52 programs appear within the APEER review cohort, consistent with strong statewide demand indicators and broad occupational absorption capacity across business pathways.

Overall, workforce signals within CIP 52 reflect diversified and sustained employer demand driven by replacement needs and cross-industry management requirements.

### **Conclusion: Workforce Alignment with Program Landscape**

The inclusion of workforce context within the APEER framework is intended to provide transparent, statewide labor market perspective on academic program groupings under review. By examining projected occupational openings, unemployment conditions, employment scale, job posting activity, and graduate employment patterns, this analysis offers structural insight into how program completions interface with Illinois' evolving workforce landscape.

This approach is designed to support informed institutional decision-making processes by situating academic program review within observable labor market conditions. In doing so, workforce context contributes to a balanced evaluation framework that considers academic mission, student outcomes, and statewide workforce dynamics as interconnected elements of long-term strategic planning.

## APPENDIX A. CHICAGO STATE UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Chicago State University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
13.1314	Physical Education Teaching and Coaching.	B.S.Ed. in Physical Education	29	25	27	27.0	3	2	8	4.3	Redesign	Priority Review	\$414/credit	Completed redesign Summer 25 (too late for new student enrollment); Working directly with Network 17 (CPS) as they have indicated a strong need for PE teachers. All graduates have received job offers.
16.0905	Spanish Language and Literature.	B.A. in Spanish	4	5	2	3.7	1	2	1	1.3	Priority/Continued Review	Priority Review	\$419/credit	Completed redesign Summer 25 (too late for new student enrollment); Focus is now on translator skills. Multiple schools and Advocate have indicated interest. We are monitoring for growth over the next 2 years
23.0101	English Language and Literature, General.	B.A. in English	18	15	18	17.0	1	2	1	1.3	Priority/Continued Review	Priority Review	\$154/credit	Completing redesign this fall semester. New focus on professional writing; more electives and 4+1 MBA program in electives. Many classes serve other departments lowering cost.
31.0301	Parks, Rec., and Leisure Facilities Mgt, General.	B.S. in Recreation	7	10	15	10.7	5	3	1	3.0	Priority/Continued Review	Priority Review	\$489/credit	Redesigned this summer for a sports management focus. Working with the Obama Foundation for sports leadership careers. Enrollment is growing steadily.
40.0501	Chemistry, General.	B.S. in Chemistry	18	14	21	17.7	0	5	2	2.3	Redesign	Redesign	\$256/credit	Program is part of our new quantum initiative. Department brings in significant federal grant money (\$274,000 in student stipend support in AY 24-25) and we are redesigning to align with current Chicago job market.
40.0801	Physics, General.	B.S. in Physics	10	14	13	12.3	1	4	1	2.0	Strong Institutional Justification & No Further Action	Strong Institutional Justification	\$313/credit	Program is growing and remains one of the largest producers of African American physicists in the country (and state). Program aligns with quantum focus and we have initiated a new 4+1 program with UIUC for students to complete electrical engineering degrees at UIUC. Department faculty bring in significant federal grant funds (\$94,000 for student scholarships in AY24-25)
50.0701	Art/ Art Studies, General.	Art	35	42	37	38.0	6	4	7	5.7	Justification - Good Standing Review in # Years	Strong Institutional Justification	\$241/credit	The Program is growing (45 students this fall) and has a strong recruitment strategy. Advising and first year cohort building has also been improved to increase graduation rates
51.0000	Health Serv./ Allied Health/ Health Sci., Gen.	B.S. in Health Sciences	21	18	33	24.0	5	4	1	3.3	Consolidate	Redesign		The program has 50 students Fall 2025. It is now an online program with a stronger focus on medical data science. Moving one of our graduate faculty to be a primary contact with the undergraduate program to increase engagement and belonging.

Chicago State University, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
51.0706	Health Information/ Medical Records Admin./ Administrator.	B.S. in Health Information Administration	17	18	10	15.0	2	3	1	2.0	Redesign	Redesign	\$1090/credit	We have lowered costs (for this year; not reflected in this cost data) by moving it into another department (no extra chair salary). Furthermore, the program is completing a significant redesign. It went to online status last year, but this year, a curriculum redesign is in progress with a renewed focus on management positions which are more in demand in the Chicago workforce. We will monitor enrollment for 2 more years and then decide if this program still serves local need.
54.0101	History, General.	B.A. in History and Africana Studies	10	16	20	15.3	3	2	5	3.3	Consolidate	Strong Institutional Justification	\$168/credit	23 students in AY 24-25 and graduated 9; 15 enrolled this semester. This is a critical program as we are a PBI. The Africana Studies and History majors were consolidated and we are now working to market the major and work with local high schools. We have seen considerable interest via dual enrollment for Network 17 CPS schools.
<i>Master's Level Programs</i>														
13.1210	Early Childhood Education and Teaching.	M.A.T. in Early Childhood Education	0	0	10	3.3	0	0	1	0.3		Priority Review	\$518/credit	Rebounding with a new focus on passing the licensure exam; expect 2 graduates this year and 5 next. Increased enrollment will lower costs as many MAT courses are co-taught with undergraduate ECH senior level courses for initial licensure. Strong local demand for the degree; rebounding from loss of ECACE funding
23.0101	English Language and Literature, General.	M.A. in English	3	2	3	2.7	0	0	2	0.7	Redesign	Priority Review	\$770/credit	Program is completing redesign and will be relaunched for 26-27 admission cycle so priority review to focus on recruitment over the next two years.
23.1302	Creative Writing.	M.F.A. in Creative Writing	2	5	5	4.0	1	0	1	0.7	Priority/ Continued Review	Priority Review	\$282/credit	Just redesigned and relaunched. Enrollment in MFA is growing with a strong recruitment effort led by new department chair.
27.0101	Mathematics, General.	M.S. in Mathematics	2	3	1	2.0	1	3	1	1.7		Redesign	\$439/credit	Newly relaunched after a redesign (RME) with a focus on data science. We received approval after graduate enrollments closed so we will monitor for enrollment this year and next. Co-teaching some senior/entry graduate courses to lower costs to both programs

## APPENDIX B. EASTERN ILLINOIS UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Eastern Illinois University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
11.0199	Computer and Information Sci., Other.	Business Analytics & Information Systems	22	30	29	27.0	5	8	9	7.3	Strong Institutional Justification & No Further Action	Priority Review	\$509.65	Most courses are graduate level
13.1203	Junior High/Intermediate/Middle School Education and Teaching.	B.S.Ed. In Middle Level Education	19	22	19	20.0	5	5	5	5.0	Strong Institutional Justification & No Further Action	Strong Institutional Justification	\$724.79	This major shares many classes with other majors
13.1316	Science Teacher Ed./Gen. Science Teacher Ed.	B.S. in Science with Teacher Certification	23	19	25	22.3	4	2	4	3.3		Strong Institutional Justification		No courses tied to this CIP
13.1319	Technical Teacher Education.	B.S. in Technology Education	26	27	29	27.3	7	4	7	6.0	Strong Institutional Justification & No Further Action	Strong Institutional Justification	\$142.33	
27.0101	Mathematics, General.	B.A. in Mathematics	29	32	28	29.7	7	5	6	6.0		Strong Institutional Justification	\$189.44	
38.0101	Philosophy.	B.A. in Philosophy	6	5	4	5.0	1	3	2	2.0		Strong Institutional Justification	\$136.77	
40.0501	Chemistry, General.	B.A. and B.S. in Chemistry	31	28	27	28.7	4	13	4	7.0		Strong Institutional Justification	\$229.82	
40.0601	Geology/Earth Science, General.	B.S. in Geology	10	13	12	11.7	2	2	5	3.0	Priority/Continued Review	Consolidate	\$218.04	Geology and Geography are combining into a new CIP: 30.4101 (Environmental Geosciences)
40.0801	Physics, General.	B.S. in Physics	14	10	11	11.7	5	4	1	3.3		Strong Institutional Justification	\$308.36	
45.0601	Economics, General.	B.A. in Economics	10	17	7	11.3	2	2	3	2.3	Priority/Continued Review	Strong Institutional Justification	\$247.90	Economics has reduced the number of required courses
50.0501	Drama and Dramatics/Theatre Arts, General.	B.A. in Theatre Arts	23	33	31	29.0	7	3	6	5.3	Strong Institutional Justification & No Further Action	Strong Institutional Justification	\$184.80	

<i>Eastern Illinois University, continued</i>			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
51.0701	Health/ Health Care Admin/ Management.	B.S. in Health Administration	27	31	30	29.3	6	3	11	6.7		Strong Institutional Justification		No courses tied to this CIP
51.1005	Clinical Lab Sci/Medical Technology/ Technologist.	B.S. in Clinical Laboratory Science	20	22	14	18.7	7	1	4	4.0		Strong Institutional Justification		No major courses; students perform internships at hospitals for final year
<i>Master's Level Programs</i>														
40.0501	Chemistry, General.	M.S. in Chemistry	3	5	8	5.3	2	1	4	2.3		Priority Review	\$686.65	Admission has been suspended and the program is under priority review with the Dean of Arts & Sciences.
45.0601	Economics, General.	M.A. in Economics	3	0	0	1.0	2	1	0	1.0		Suspended		No graduate level courses are currently offered. The Graduate Dean and Dean of Arts & Sciences are working with the program to see whether it can be improved after institutional reorganization.

## APPENDIX C. GOVERNORS STATE UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Governors State University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
09.0102	Mass Comm./ Media Studies.	Bachelor of Arts in Media Studies	21	26	26	24.3	6	2	4	4.0	Justification – Good Standing – 5 year review cycle; next review is 2029-30	Strong Institutional Justification	\$252.47	This program support others majors at the university. There is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
27.0101	Mathematics, General.	B.A. in Mathematics	27	20	26	24.3	4	2	9	5.0	Justification – Good Standing – 5 year review cycle; next review is 2029-30	Strong Institutional Justification	\$2,853.46	This program support others majors at the university. There is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
40.0501	Chemistry, General.	B.S. in Chemistry	14	15	14	14.3	1	1	2	1.3	Priority/ Continued Review – 5 year cycle; next review is 2030-31	Strong Institutional Justification	\$7,110.92	This program supports other majors such as communications, general Education and the College of Health and Human Services. There is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
45.0101	Social Sciences, General.	B.S. in Social Sciences	17	19	11	15.7	2	4	2	2.7	3 year review cycle; next review is 2029-30	Strong Institutional Justification	\$3,259.84	This program supports other majors and is important to the mission of the university. There is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
45.1001	Political Science and Government, General.	B.A. in Political Science	16	20	20	18.7	5	7	6	6.0	5 year review cycle; next review is 2029-30	Strong Institutional Justification	\$1,252.33	This program supports other majors and the General Education program. There is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
45.1301	Sociology and Anthropology.	Bachelor of Arts in Anthropology and Sociology	15	14	13	14.0	4	5	4	4.3	Priority/ Continued Review – 5 year cycle; next review is 2030-31	Strong Institutional Justification	\$1,986.84	This program supports other majors and the General Education program. Also, there is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
51.2706	Medical Informatics.	B.S. in Health Informatics	9	14	11	11.3	3	2	1	2.0	Justification – Good Standing Review – next review is 2027-28)	Strong Institutional Justification	\$10,803.76	This program supports other majors and the General Education program. Also, there is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.

Governors State University, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
54.0101	History, General.	B.A. in History	9	15	14	12.7	2	0	0	0.7	Priority/ Continued Review: (next review is in 2028-29)	Strong Institutional Justification	\$1,279.50	This program supports the General Education program and other academic programs. Also, there is a strong institutional need and justification for the program.
<i>Master's Level Programs</i>														
45.1001	Political Science and Government, General.	M.A. in Political and Social Justice Studies	8	5	5	6.0	4	0	2	2.0	Justification – Good Standing: Next review is 2027-28	Strong Institutional Justification	\$11,384.79	There is a strong institutional need and justification for the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
50.0702	Fine/ Studio Arts, General.	M.F.A. in Studio Art	2	3	4	3.0	1	2	1	1.3	Justification – Good Standing Review in 5 Years: Next review is in 2029-30	Redesign	\$56,530.96	The faculty are examining the program. To determine cost, the university uses Cost Per Credit Hour for a Program.
<i>Doctoral Level Programs</i>														
51.2306	Occupational Therapy/ Therapist.	Dr. O.T. in Occupational Therapy	0	0	2	0.7	0	0	0	0.0	Justification – Good Standing Review in 1 Years: next review is in 2027-28	Strong Institutional Justification	\$25,201.81	There is a strong institutional need and justification for the program. The program was realigned a few years ago and it is developing . To determine cost, the university uses Cost Per Credit Hour for a Program.

## APPENDIX D. ILLINOIS STATE UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Illinois State University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
13.1303	Business and Innovation/ Entrepreneurship Teacher Education.	B.A. B.S. and B.S.Ed. in Business Education	35	27	29	30.3	5	5	6	5.3	Strong Institutional Justification and No Further Action Required	Strong Institutional Justification	Not available for specific program. Cost estimate is \$189.28 per credit hour (three-year average based on FY22, FY23, FY24 IBHE Cost Study for all programs with a 4-digit CIP of 13.13)	ISU's Business Education program is the only such program at a public institution in Illinois and serves a critical role in preparing educators for high school and community college business courses. While average enrollments are modest, this reflects a national trend for certain teacher preparation programs but does not necessarily demonstrate program inefficiency. According to IPEDS data, most institutions offering Business Ed degrees graduate fewer than five students annually, yet these programs persist because they address documented teacher shortages in Career and Technical Education. The U.S. Dept. of Ed. lists CTE, including business education, as a shortage area in Illinois and most states. Eliminating these programs would exacerbate workforce gaps in business and technology instruction, undermining Illinois' economic development goals and federal Perkins V priorities. Maintaining these programs ensures Illinois remains a leader in preparing educators for high-demand fields that support entrepreneurship, financial literacy, and workforce readiness.
13.1309	Technology Teacher Education/ Industrial Arts Teacher Education.	B.S. in Technology Education	32	32	29	31.0	7	7	6	6.7		Strong Institutional Justification	Not available for specific program. Cost estimate is \$189.28 per credit hour (three-year average based on FY22, FY23, FY24 IBHE Cost Study for all programs with a 4-digit CIP of 13.13)	The Technology Education program at ISU is the only program of its kind in Illinois, serving a critical need for educators who teach courses in engineering, manufacturing, and applied technology. Nationally, Technology Education programs are rare, and enrollment is consistently low across institutions due to the specialized nature of the field. However, demand for qualified teachers remains high: districts report persistent shortages in CTE areas, particularly in technology and industrial education, where teachers can earn significantly more in private industry. These shortages threaten the sustainability of high school programs that prepare students for careers in STEM and advanced manufacturing which are industries central to Illinois' economic competitiveness. By continuing to offer this program, ISU supports state and federal workforce priorities, ensuring students have access to high-quality technology education and that Illinois maintains a pipeline of certified educators in this critical area.
16.0501	German Language and Literature.	B.A. in German	5	6	2	4.3	1	1	1	1.0		Consolidate	\$304.56 per credit hour (3-year average based on FY22-24 IBHE Cost Study)	Reorganizing three low-enrolled majors into a single language major with specific sequences (with Spanish, German, and French).

Illinois State University, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<b>Bachelor's Level Programs, continued</b>														
16.0901	French Language and Literature.	B.A. in French and Francophone Studies	13	8	9	10.0	4	4	1	3.0		Consolidate	Not available for specific program. Cost estimate is \$217.51 per credit hour (3-year average based on FY22-24 IBHE Cost Study for all programs with a 4-digit CIP of 16.09)	Reorganizing three low-enrolled majors into a single language major with specific sequences (with Spanish, German, and French).
38.0101	Philosophy.	B.A. in Philosophy	26	28	25	26.3	6	9	8	7.7		Strong Institutional Justification	\$176.38 per credit hour (three-year average based on FY22-24 IBHE Cost Study))	If all completions (degrees earned) of first <b>and</b> second majors are counted, philosophy is at 6, 11, 11 over this 3 year period. That 3-year average is 9.3, above the threshold.
<b>Master's Level Programs</b>														
13.1303	Business and Innovation/ Entrepreneurship Teacher Education.	M.S. in Business Education	6	4	7	5.7	0	3	2	1.7		Strong Institutional Justification	Not available for specific program. Cost estimate is \$288.49 per credit hour (three-year average based on FY22-24 IBHE Cost Study for all programs with a 4-digit CIP of 13.13)	The Master of Science in Business Education program at Illinois State University is the only program of its kind in Illinois. The program provides advanced preparation for educators and professionals seeking leadership roles in business and technology education. While graduate enrollment is modest, this program fulfills a need in Illinois and aligns with national trends where specialized graduate programs in CTE fields maintain low headcounts but high strategic value. The program supports teacher licensure, curriculum development, and leadership in secondary and postsecondary business education programs. Given the documented teacher shortages in CTE fields and the growing emphasis on entrepreneurship and digital literacy in Illinois schools, this graduate program is essential for sustaining and improving the quality of business education statewide. Discontinuing this program would eliminate the only advanced pathway for business educators in Illinois, further constraining the state's ability to meet workforce development goals and federal Perkins V mandates.

## APPENDIX E. NORTHEASTERN ILLINOIS UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Northeastern Illinois University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
03.0103	Environmental Studies.	B.A. in Environmental Studies	13	13	15	13.7	3	6	5	4.7		Redesign	\$329/SCH	Redesign to merge with Geography and Earth Science in progress.
03.0104	Environmental Science.	Bachelor of Science in Environmental Science	17	13	21	17.0	4	2	3	3.0		Strong Institutional Justification	\$108/SCH	Efficient interdisciplinary program that serves a vital societal need
05.0207	Women's Studies.	B.A in Women's and Gender Studies	8	6	5	6.3	0	1	1	0.7		Strong Institutional Justification	\$250/SCH	Interdisciplinary program that serves university mission and vital societal need
05.0299	Ethnic, Cultural Minority, Gender, and Group Studies, Other.	B.A. in Inner City Studies	11	5	7	7.7	4	2	3	3.0	Sunset	Sunset	N/A	
16.0905	Spanish Language and Literature.	B.A. in Spanish	20	21	17	19.3	9	9	2	6.7		Strong Institutional Justification	\$418/SCH	Program serves multiple constituencies and contributes to institution's mission of educating teachers to serve in the region
27.0101	Mathematics, General.	B.A. in Mathematics	21	19	14	18.0	7	7	6	6.7		Strong Institutional Justification	\$273/SCH	Program serves all constituencies across the institution and vital to preparing students in quantitative skills in general and in STEM in particular. Also prepares future teachers.
30.2001	International/Globalization Studies.	B.A. in Global Studies	7	18	10	11.7	0	5	3	2.7	Continued Priority/Continued Review	Priority Review	\$98/SCH	Efficient interdisciplinary program that is being reviewed to align with workforce needs
38.0101	Philosophy.	B.A. in Philosophy	5	11	16	10.7	1	7	3	3.7		Strong Institutional Justification	\$173/SCH	Program serves multiple programs and graduation requirements across the institution, and contributes to the institution's mission
40.0501	Chemistry, General.	B.S. in Chemistry	29	15	22	22.0	9	7	6	7.3		Strong Institutional Justification	\$434/SCH	Program serves multiple programs and cognate requirements across multiple areas, and contributes to workforce development in STEM
40.0601	Geology/Earth Science, General.	B.S. in Earth Science	4	2	2	2.7	3	0	0	1.0	Continued Priority/Continued Review	Redesign	\$407/SCH	Redesign to merge with Geography and Earth Science in progress, new enrollment currently paused.
40.0801	Physics, General.	B.S. in Physics	11	13	13	12.3	0	2	2	1.3		Strong Institutional Justification	\$372/SCH	Program serves multiple programs and cognate requirements across multiple areas, and contributes to workforce development in STEM

Northeastern Illinois University, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
45.0201	Anthropology, General.	B.A. in Anthropology	10	14	7	10.3	2	6	3	3.7	Continued Redesign	Priority Review	\$304/SCH	Program redesigned its curriculum and student credit hours are on the rise. Institution seeking to invest a tenure line to address workforce needs and boost enrollment.
45.0701	Geography.	B.A. in Geography	5	10	5	6.7	2	4	4	3.3	Continued Priority/Continued Review	Redesign	\$329/SCH	Redesign to merge with Geography and Earth Science in progress.
<i>Master's Level Programs</i>														
13.1210	Early Childhood Education and Teaching.	Master of Arts in Teaching in Early Childhood Education	0	0	2	0.7	0	0	0	0.0	Redesign	Redesign	N/A	Program has been redesigned and currently has 15 students enrolled

## APPENDIX F. NORTHERN ILLINOIS UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Northern Illinois University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<b>Bachelor's Level Programs</b>														
27.0501	Statistics, General.	B.S. in Statistics	19	21	22	20.7	8	7	5	6.7		Priority Review	\$157/SCH	Departmental cost, not program specific. Faculty will begin a curriculum review in spring 2026 and provide 6-month status updates. Next comprehensive Program Review will occur in 2027-2028.
38.0101	Philosophy.	B.A. and B.S. in Philosophy	19	25	25	23.0	7	6	7	6.7		Redesign	\$233/SCH	Departmental cost, not program specific. Redesign efforts included 2025-2026 and 2026-2027 curricular changes.
40.0801	Physics, General.	B.S. in Physics	38	30	31	33.0	5	8	5	6.0	Redesign	Priority Review	\$388/SCH	Departmental cost, not program specific. Marketing and recruitment efforts have increased with 6-month status updates.
50.0703	Art History, Criticism and Conservation.	B.A. in Art History and Visual Studies	6	7	7	6.7	1	2	0	1.0	Consolidate	Consolidate	\$430/SCH	Departmental cost, not program specific. Consolidation with BA/BS in Art anticipated for the 2027-2028 catalog.
50.0901	Music, General.	B.A. in Music (Comprehensive Major)	24	26	46	32.0	5	1	6	4.0	Justification – Good Standing Review in 2028-29	Priority Review	\$578/SCH	Departmental cost, not program specific. Next comprehensive Program Review will occur in 2028-2029.
52.1304	Actuarial Science.	B.S. in Actuarial Science	17	12	15	14.7	5	0	2	2.3		Priority Review	\$157/SCH	Departmental cost, not program specific. Faculty will begin a curriculum review in spring 2026 and provide 6-month status updates. Next comprehensive Program Review will occur in 2027-2028.
<b>Master's Level Programs</b>														
16.0905	Spanish Language and Literature.	M.A. in World Languages and Cultures-Spanish and Hispanic Studies	6	6	10	7.3	2	1	2	1.7	Redesign	Redesign	\$243/SCH	Departmental cost, not program specific. Several program format changes were made and regular summer and online courses added to improve marketability, retention and time to completion.
45.0603	Econometrics and Quantitative Economics.	M.A. in Economics	3	2	2	2.3	2	5	2	3.0		Redesign	\$357/SCH	Departmental cost, not program specific. Redesign the MA as a terminal degree within the undergraduate, graduate, doctoral framework.
50.0701	Art/ Art Studies, General.	M.A. in Art	10	7	7	8.0	2	5	3	3.3		Redesign	\$430/SCH	Departmental cost, not program specific. Redesign clarifying graduate pathways in the School of Art and Design and exploring interdisciplinary opportunities.
52.0801	Finance, General.	M.S. in Finance	0	0	0	0.0	1	0	0	0.3		Strong Institutional Justification		This program uses CIP Code 27.0305 as reflected on the IBHE Program Inventory. Both metrics are above the IBHE thresholds using this CIP Code/degree level combination.

## APPENDIX G. SOUTHERN ILLINOIS UNIVERSITY CARBONDALE

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Southern Illinois University Carbondale			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
01.0000	Agriculture, General.	B.S. in Agricultural Systems and Education	22	21	30	24.3	9	3	11	7.7		Priority Review	\$355.41	
05.0201	African- American/ Black Studies.	B.A. in Africana Studies	2	1	1	1.3	1	1	0	0.7		Redesign	\$751.84	Revamped Africana Studies major: credits cut from 41 to 30; required courses reduced from 11 to 3.
13.1307	Health Teacher Education.	B.S. in Public Health	15	13	18	15.3	1	1	12	4.7	Strong Institutional Justification and No Further Action	Sunset	\$310.43	
13.1311	Mathematics Teacher Education.	B.S. in Mathematics	11	15	16	14.0	2	3	1	2.0	Strong Institutional Justification and No Further Action	Redesign	\$310.43	Undergoing curriculum review: Align with industry trends; add interdisciplinary courses blending math, data science, CS, business.
13.1322	Biology Teacher Education.	B.S. in Biological Sciences	9	10	9	9.3	0	3	2	1.7	Strong Institutional Justification and No Further Action	Priority Review	\$310.43	
14.0501	Bioengineering and Biomedical Engineering.	B.S. in Biomedical Engineering	21	20	30	23.7	2	0	8	3.3		Redesign	not available	New faculty with expertise in BME updated courses and improved teaching labs through internal reallocation.
16.0102	Linguistics.	B.A. in Linguistics	20	22	21	21.0	7	2	12	7.0		Redesign	\$275.46	Linguistics planning for a Language Science minor and TESOL certificate to boost enrollment, career pathways, and attract ESL-endorsing teachers.
19.0901	Apparel and Textiles, General.	B.S. in Fashion Studies	26	25	27	26.0	3	6	5	4.7		Redesign	\$602.07	Reinstate the fashion styling specialization
26.0301	Botany/Plant Biology.	B.A. and B.S. in Plant Biology	19	16	14	16.3	6	2	7	5.0	Continued Priority/Cont inued Review	Priority Review	\$296.08	Reevaluate PLB courses and concentrations; pursue cross-listing with Zoology, Agriculture, Forestry, and Horticulture to boost enrollment.
26.0502	Microbiology, General.	B.S. in Microbiology	20	21	20	20.3	7	6	4	5.7		Consolidate	\$227.81	Program is considering consolidating the degree program as a concentration within the Biological Sciences B.S. degree.
30.9999	Multi-/ Interdisciplinary Studies, Other.	B.S. in Technical Resource Management	20	30	37	29.0	8	4	7	6.3		Redesign	\$460.72	Curriculum redesigned for working adults: practical courses, flexible scheduling, TRM-IMAE cross-listing to boost efficiency and reduce costs.

Southern Illinois University Carbondale, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
38.0101	Philosophy.	B.A. in Philosophy	9	4	5	6.0	4	3	1	2.7	Continued Priority/Cont inued Review	Redesign	\$234.84	Philosophy B.A. updated with diverse courses like Eastern Philosophy and Women in Philosophy to foster diversity and collaboration.
40.0501	Chemistry, General.	B.A. and B.S. in Chemistry	33	36	27	32.0	7	7	8	7.3		Priority Review	\$418.61	
40.0601	Geology/ Earth Science, General.	B.A. and B.S. in Geology	18	19	19	18.7	4	6	8	6.0	Continued Priority/Cont inued Review	Redesign	\$491.4	Proposing to develop a new major in Environmental Science and Sustainability
40.0801	Physics, General.	B.S. in Physics	14	13	20	15.7	3	2	3	2.7	Continued Priority/Cont inued Review	Redesign	\$398.59	Proposing a new specialization in Astrophysics (approved) and Quantum Information Science (QIS)
45.0201	Anthropology, General.	B.A. in Anthropology	21	21	25	22.3	11	5	1	5.7		Redesign	\$385.37	Curriculum redesigned to emphasize cultural resource management minor, aligning with workforce needs and offering practical courses to meet Federal transportation law requirements
45.1101	Sociology, General.	B.A. in Sociology	17	18	10	15.0	2	4	2	2.7	Priority/Cont inued Review	Redesign	\$301.81	Plans to add Social Justice minor, new diversity courses. Two new faculty focus on medical and social health issues.
50.0408	Interior Design.	B.S. in Interior Design	34	33	41	36.0	4	9	8	7.0	Redesign	Redesign	\$470.99	Modify prerequisite structure to provide greater flexibility of course planning and providing more flexibility for the selection of elective courses (and/or the attainment of a minor in a field of interest).
50.0501	Drama and Dramatics/ Theatre Arts, General.	B.A. in Theater	17	24	24	21.7	2	8	5	5.0	Priority/Cont inued Review	Consolidate	\$727.23	Consolidate majors (Theater and Musical Theater)
50.0599	Dramatic/ Theatre Arts and Stagecraft, Other.	B.F.A. in Musical Theater	22	23	28	24.3	7	1	3	3.7		Consolidate	\$727.23	Consolidate majors (Theater and Musical Theater)
<i>Master's Level Programs</i>														
01.0901	Animal Sciences, General.	M.S. in Animal Science	7	5	6	6.0	4	2	1	2.3	Continued Priority/ Continued Review	Priority Review	\$498.48	
13.0406	Higher Education/ Higher Education Administration.	M.S.Ed. in Higher Education	4	3	6	4.3	1	3	2	2.0		Redesign	\$653.95	Explore more flexible delivery models and partnerships with regional community colleges, experiential learning opportunities.
13.1206	Teacher Education, Multiple Levels.	Master of Arts in Teaching (M.A.T.)	5	8	7	6.7	0	3	2	1.7	Strong Institutional Justification and No Further Action	Redesign	\$448.96	Explore hybrid delivery, recruitment partnerships, and redesign to serve working professionals under new licensure rules

Southern Illinois University Carbondale, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
14.0899	Civil Engineering, Other.	Master of Engineering in Civil and Environmental Eng	0	1	0	0.3	0	1	0	0.3		Priority Review	\$1,035.58	
26.0101	Biology/ Biological Sciences, General.	M.S. in Biological Sciences	10	3	5	6.0	7	1	2	3.3	Consolidate	Redesign	\$1,245.27	Redesigned as an Evolution, Ecology, and Organismal Biology (EOB) M.S. degree in the School of Biological Sciences to more closely match the interests of the students and the research interests of the faculty.
26.0301	Botany/ Plant Biology.	M.S. in Plant Biology	9	8	7	8.0	2	2	2	2.0		Priority Review	\$296.08	
38.0101	Philosophy.	M.A. in Philosophy	3	9	9	7.0	1	2	1	1.3		Priority Review	\$234.84	
40.0501	Chemistry, General.	M.S. in Chemistry	11	4	8	7.7	2	2	2	2.0		Priority Review	\$418.61	
44.0401	Public Administration.	Master of Public Administration	7	2	7	5.3	2	2	0	1.3		Redesign	\$1,399.46	The program has been included in RisePoint with an increase in 10 students from Fall 2024 to Fall 2025. It is anticipated that the growth will continue with the launch of the partnership.
45.0201	Anthropology, General.	M.A. in Anthropology	10	8	5	7.7	2	1	3	2.0		Redesign	\$385.37	Develop new graduate certificate in applied archaeology and cultural resource management meets growing private-sector demand driven by federal regulations.
45.0601	Economics, General.	M.A. in Economics	5	2	7	4.7	1	2	3	2.0	Consolidate	Priority Review	\$497.78	
45.1001	Political Science and Government, General.	M.A. in Political Science	1	2	4	2.3	0	1	4	1.7		Priority Review	\$468.98	
45.1101	Sociology, General.	M.A. in Sociology	5	3	5	4.3	2	3	0	1.7	Continued Priority/ Continued Review	Priority Review	\$301.81	

\* Other than the discontinued program, others noted as "not available" are consolidated/redesigned and we will have a better idea in a year.

## APPENDIX H. SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

Southern Illinois University Edwardsville			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
30.2001	International/ Globalization Studies.	Bachelor of Arts in International Studies	16	14	27	19.0	3	6	5	4.7		Strong Institutional Justification	The expense associated with maintaining the International/Globalization Studies program at SIUE continues to be relatively limited (\$22,000 in total in fiscal year 2025). Although there are 20 faculty affiliated with the program, none of them are uniquely dedicated, which helps to control the expense. Most of the \$22,000 annual expense is dedicated to paying a small portion of the Program Director's academic year and summer salary. There are only four courses uniquely dedicated to the program: INTS 200 – Essentials of International Studies; INTS 400 – Internship; INTS 401 – Independent Project; and INTS 499 – Senior Assignment. Also, the enrollment in this interdisciplinary program nearly doubled from 14 in Fall 2023 to 27 in Fall of 2024, demonstrating increased student demand. The benefits of continuing to provide this unique interdisciplinary program to students far outweigh the limited cost of administering the program.	SIUE wishes to maintain the International/Globalization Studies undergraduate degree program. The International/Globalization Studies Undergraduate program is an interdisciplinary 120-hour course of study emphasizing breadth of study rather than focusing on a single discipline. The program is designed to meet the needs of students whose educational, employment, career, professional, and personal goals may not be fully met with a single SIUE major. The program benefits from: an outstanding set of cross-cultural and cross-disciplinary core and elective courses; a focus on combining theoretical learning about social, political, economic and cultural developments in different world regions with hands-on applications while completing a foreign language requirement; study abroad; the senior assignment experience; elective internships and independent projects; various opportunities to tap into existing and emerging groups and networks on the SIUE campus, as well as regionally, nationally and internationally. The program utilizes existing faculty and courses, including an increasing number that are delivered on-line.

Southern Illinois University Edwardsville, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
38.0101	Philosophy.	B.A. and B.S. in Philosophy	16	17	28	20.3	10	4	5	6.3		Redesign	The Philosophy Department has consistently maintained positive net revenue, mostly because of its cost controls and its ability to enroll non-majors in its courses. Based on SIUE's REFACTR report, in FY 2025, total revenue was \$3,875,829, relative to a total expense of \$3,563,587, for a total positive net gain of \$312,242.	The undergraduate degree program in Philosophy was identified as part of Phase II of SIUE's current Program Prioritization process. The review and analysis of data underscored a few areas in which the Department performed comparatively well, such as credit hour production among non-majors, cost per undergraduate credit hour, and net revenue. At the same time, the review also raised questions specific to the Philosophy Department's relative performance in terms of the major specifically, particularly undergraduate degree production, program success rates, and the number of majors. As a result, the faculty in the Department of Philosophy began working on curricular transformation in September of 2025. The department is currently in the process of developing a proposal that will include an action plan, rationale for changes, measurable outcomes, success metrics, and an anticipated timeline for implementation of steps beginning no later than Fall 2026. A complete draft of the plan for curricular transformation is to be submitted to the Dean of the College of Arts and Sciences by February 13, 2026, and there will be additional steps in the review process. This completed plan will drive the redesign of the undergraduate program.

Southern Illinois University Edwardsville, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
40.0801	Physics, General.	B.A. and B.S. in Physics	15	12	24	17.0	4	2	5	3.7		Sunset	While Physics is a critical part of science and engineering education and will continue to be, the number of majors and minors has been on the decline. This issue of headcount was exacerbated by costs as measured by SIUE's REFACTR report. The Physics Department had been in a negative financial position with total expenses outpacing total revenue. In FY2025, the Physics Department had \$1,873,010 in total revenue and \$1,926,887 in total expenses inclusive of institutional overhead, resulting in a negative net financial position of nearly -\$53,877.	As part of Phase I of SIUE's Program Prioritization Process, the Bachelor of Science in Physics and the minor in Physics will be eliminated. New students will not be allowed to declare the major or minor after the census of spring semester of 2026. SIUE anticipates that few 200-, 300-, or 400-level physics major courses will be offered after a teach-out period of no longer than four years (Spring semester of 2029), and those will focus on improving engineering education or emerging needs. A comprehensive teach-out plan will ensure the completion of all enrolled students' academic requirements in a timely and academically sound manner, within an appropriate timeline. SIUE will continue to offer 100-level physics courses needed to support the curricular needs of other programs after the planned teach-out. As stated, the University remains open to the development of new courses within the discipline of Physics and associated majors to meet and further support the emerging needs of SIUE's students and regional employers.
45.0601	Economics, General.	B.A. and B.S. in Economics	22	21	12	18.3	4	11	1	5.3		Strong Institutional Justification	Because of the unique structure described in the notes, the Department of Economics and Finance, particularly the Economics' program, at SIUE has traditionally and continues to operate in a positive financial position with robust student credit hour production. As measured by SIUE's REFACTR study, total net revenue in FY2025 was \$171,811 and credit hour production from the Department increased significantly from 5,282 in 2024 to 7,575 in 2025.	SIUE wishes to maintain the undergraduate degree program in Economics. The Economics Department at SIUE is somewhat unique in that it maintains a standalone undergraduate degree program but also provides the coursework for the Economics specialization within the Business Administration undergraduate degree program. Because of this, the enrollments that are directly attributable to the Economics Department are reported to IBHE under two separate CIP Codes (one for the major and another for the specializations within business administration). When considered together, the enrollments in the Economics major (17) and the Economics specialization within Business Administration (22) totaled 39 in 2025. Consideration of both would have moved the undergraduate Economics program well above the threshold for being considered as part APEER reporting.

## APPENDIX I. UNIVERSITY OF ILLINOIS CHICAGO

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

University of Illinois Chicago			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
05.0107	Latin American Studies.	B.A. in Latin American and Latino Studies	11	14	9	11.3	3	5	2	3.3	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$440.39	Program in good standing, and contributes to UIC's general education program.
05.0125	German Studies.	B.A. in Germanic Studies	2	1	1	1.3	4	0	0	1.3		Strong Institutional Justification	\$383.60	Program in good standing, and contributes to UIC's general education program.
05.0201	African-American/Black Studies.	B.A. in Black Studies	6	4	4	4.7	1	2	1	1.3	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$384.20	Program in good standing, and contributes to UIC's general education program.
05.0299	Ethnic, Cultural Minority, Gender, and Group Studies, Other.	B.A. in Gender and Women's Studies	21	15	11	15.7	7	9	2	6.0		Strong Institutional Justification	\$390.04	Program in good standing, and contributes to UIC's general education program.
13.1325	French Language Teacher Education.	B.A. in the Teaching of French	2	2	2	2.0	1	0	0	0.3	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$259.19	Program in good standing, and shares a substantial number of courses and resources with the BA in French and Francophone Studies.
14.1201	Engineering Physics/Applied Physics.	B.S. in Engineering Physics	17	16	29	20.7	7	0	6	4.3		Strong Institutional Justification	\$358.29	Specialized curriculum that draws from existing courses and resources in the Dept. of Electrical and Computer Engineering and Dept. of Physics.
15.1501	Engineering/Industrial Management.	B.S. in Engineering Management	26	20	29	25.0	10	4	4	6.0		Strong Institutional Justification	\$326.75	Specialized curriculum that combines the essentials of an engineering education with the core of a business degree. Draws from existing courses and resources in two colleges.
16.0400	Slavic Languages, Literatures, and Linguistics, General.	B.A. in Polish, Russian, and Central and Eastern European Studies	2	4	4	3.3	1	3	2	2.0		Strong Institutional Justification	\$338.66	Program in good standing, and contributes to UIC's general education program.
16.0901	French Language and Literature.	B.A. in French and Francophone Studies	7	5	4	5.3	2	3	1	2.0	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$286.57	Program in good standing, and contributes to UIC's general education program.

University of Illinois Chicago, continued		Fall Enrollments					Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
24.0101	Liberal Arts and Sciences/ Liberal Studies.	B.A. in Liberal Studies	2	5	5	4.0	0	5	5	3.3		Strong Institutional Justification	\$325.09	Program allows students to anchor their academic trajectory in an established field of knowledge, while simultaneously finding flexibility to self-design a program that reflects their individual and intellectual interests and academic goals.
30.2202	Classical, Ancient Mediterranean, and Near Eastern Studies and Archaeology.	B.A. in Classical Studies	13	6	6	8.3	6	1	6	4.3		Strong Institutional Justification	\$254.50	Program in good standing, and contributes to UIC's general education program.
38.0101	Philosophy.	B.A. in Philosophy	31	27	29	29.0	8	6	8	7.3		Strong Institutional Justification	\$363.57	Program in good standing, and contributes to UIC's general education program.
50.0502	Technical Theatre/ Theatre Design and Technology.	B.A. in Theatre Design, Production, and Technology	24	19	22	21.7	9	5	4	6.0	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$463.53	Program in good standing, contributes to UIC's general education program, and shares a substantial number of courses and resources with the BFA in Acting and BA in Theatre and Performance.
50.0703	Art History, Criticism and Conservation.	B.A. in Art History	26	23	27	25.3	8	8	4	6.7		Strong Institutional Justification	\$325.78	Program in good standing, and contributes to UIC's general education program.
50.0901	Music, General.	B.A. in Music	26	30	27	27.7	8	8	4	6.7		Strong Institutional Justification	\$167.97	Program in good standing, contributes to UIC's general education program, and shares courses and resources with 5 undergraduate music programs (i.e., BA in Music, BA in Music Business, BMus in Music Education, BMus in Performance, MBus in Jazz Studies).
50.0903	Music Performance, General.	B.Mus. in Performance	15	16	16	15.7	2	1	1	1.3		Strong Institutional Justification	\$145.72	Program in good standing, contributes to UIC's general education program, and shares courses and resources with 5 undergraduate music programs (i.e., BA in Music, BA in Music Business, BMus in Music Education, BMus in Performance, MBus in Jazz Studies).
50.0910	Jazz/ Jazz Studies.	B.Mus. in Jazz Studies	15	19	20	18.0	2	3	2	2.3		Strong Institutional Justification	\$140.16	Program in good standing, contributes to UIC's general education program, and shares courses and resources with 5 undergraduate music programs (i.e., BA in Music, BA in Music Business, BMus in Music Education, BMus in Performance, MBus in Jazz Studies).
<i>Master's Level Programs</i>														
04.0801	Architectural History and Criticism, General.	M.A. in Design Criticism	0	2	2	1.3	1	0	3	1.3		Strong Institutional Justification	\$791.09	Program in good standing, and is intended for students (largely those with architectural and design backgrounds, including postgraduate and mid-career professionals), who are interested in re-focusing on research, writing, and publication. Program shares courses and resources with graduate programs in architecture and art history.

University of Illinois Chicago, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
09.0100	Communication, General.	M.A. in Communication	4	4	2	3.3	0	3	1	1.3		Strong Institutional Justification	\$1,092.22	Program in good standing and shares a significant number of courses and other resources with the PhD in Communications, which had 33 enrolled students in Fall 2025.
13.1311	Mathematics Teacher Education.	M.S. in the Teaching of Mathematics	6	3	3	4.0	4	2	0	2.0	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$610.08	Program in good standing, shares courses and resources with the MS and PhD in Mathematics (that collectively enrolled a total of 121 students in Fall 2025), and utilizes education courses used by other "teaching of" graduate programs (e.g., MA in the Teaching of History).
16.0400	Slavic Languages, Literatures, and Linguistics, General.	M.A. in Polish, Russian, and Central and Eastern European Studies	0	3	3	2.0	2	2	3	2.3		Strong Institutional Justification	\$629.47	Program in good standing (review completed in Spring 2025), and viewed as purposeful given its location at a public university in Chicago.
26.1501	Neuroscience.	M.S. in Neuroscience	0	1	1	0.7	0	0	1	0.3		Strong Institutional Justification	\$718.64	Program in good standing and shares a significant number of courses and other resources with the PhD in Neuroscience, which had 19 enrolled students in Fall 2025.
38.0101	Philosophy.	M.A. in Philosophy	0	0	0	0.0	2	1	1	1.3		Strong Institutional Justification	\$387.35*	The program typically admits only applicants to the PhD. MA applicants may be admitted under specific circumstances. Degree may be awarded once PhD candidates complete MA requirements or if students opt not to complete the PhD, assuming they have meet the degree requirements for the MA.
40.0601	Geology/ Earth Science, General.	M.S. in Earth and Environmental Sciences	6	2	5	4.3	2	2	2	2.0		Strong Institutional Justification	\$943.04	Program in good standing and shares a significant number of courses and other resources with the PhD in Earth and Environmental Sciences, which had 13 enrolled students in Fall 2025.
45.0701	Geography.	M.A. in Environmental and Urban Geography	1	1	0	0.7	0	0	0	0.0		Priority Review	\$905.32	Program utilizes courses and resources in the Dept. of Anthropology and students pursue interests in cognate fields, including courses in the School of Public Health, College of Engineering, and College of Urban Planning and Public Affairs. Program has suspended admission for AY2026-2027.
45.1001	Political Science and Government, General.	M.A. in Political Science	4	2	5	3.7	2	1	3	2.0		Strong Institutional Justification	\$613.18	Program shares a significant number of courses and other resources with the PhD in Political Science, which had 30 enrolled students in Fall 2025.
51.2007	Pharmacoeconomics/ Pharmaceutical Economics.	M.S. in Pharmacy	0	1	0	0.3	0	3	5	2.7		Strong Institutional Justification	\$298.34	The program admits only applicants to the PhD. Degree may be awarded if students opt not to complete the PhD, assuming they have meet the degree requirements for the MS.
51.2010	Pharmaceutical Sciences.	M.S. in Pharmaceutical Sciences	0	0	1	0.3	1	1	2	1.3		Strong Institutional Justification	\$3,811.9*	The program admits only applicants to the PhD. Degree may be awarded if students opt not to complete the PhD, assuming they have meet the degree requirements for the MS.

University of Illinois Chicago, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
51.2099	Pharmacy, Pharmaceutical Sciences, and Administration, Other.	M.S. in Comparative Effectiveness Research	6	7	10	7.7	3	0	2	1.7	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$401.47	This online program is small by design. At the time of its creation (2017), the college anticipated 10 students would be enrolled once fully implemented and program continues to work toward this goal. Because the program is designed for working professionals, most students take a part-time class load and takes them more than 2 years to complete.
51.9999	Health Professions and Related Clinical Sciences, Other.	M.S. in Patient Safety Leadership	4	3	3	3.3	2	1	1	1.3		Priority Review	\$4,116.71*	Program review process underway (initiated in Spring 2025).
54.0101	History, General.	M.A. in History	6	4	4	4.7	1	2	2	1.7		Strong Institutional Justification	\$766.68	Program shares a significant number of courses and other resources with the MA in the Teaching of History and PhD in History, which respectively had 16 and 52 enrolled students in Fall 2025.
<i>Doctoral Level Programs</i>														
16.0400	Slavic Languages, Literatures, and Linguistics, General.	Ph.D. in Polish, Russian, and Central and Eastern European Studies	10	7	6	7.7	0	0	1	0.3		Strong Institutional Justification	\$695.07	Program in good standing (review completed in Spring 2025), and viewed as purposeful given its location at a public university in Chicago.

\*No cost computed in 2024 Program Cost Study. Discipline or University-wide cost used instead.

## APPENDIX J. UNIVERSITY OF ILLINOIS SPRINGFIELD

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

University of Illinois Springfield			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
26.0202	Biochemistry.	B.S. in Biochemistry	21	17	15	17.7	6	3	2	3.7		Strong Institutional Justification	\$290.90	Program contributes to UIS's general education and related degree programs. Program was flagged for priority review in Fall 2025's program review and will be reviewed internally in 3 years.
38.0101	Philosophy.	B.A. in Philosophy	20	11	14	15.0	10	2	5	5.7		Priority Review	\$304.20	UIS conducted an Academic Portfolio Review during 2025. This program was identified internally as a program to sunset based on the review results. The Provost Office is awaiting the department's plan for responding to the sunset classification. The plan is expected in January 2026. Program was flagged for Priority Review in the program review submitted to IBHE in Fall 2025, expressly to provide it time to sunset.
40.0501	Chemistry, General.	B.S. in Chemistry	18	18	19	18.3	5	1	5	3.7		Strong Institutional Justification	\$293.93	Program contributes to UIS's general education and related degree programs. Program was flagged for priority review in Fall 2025's program review and will be reviewed internally in 3 years.
44.0501	Public Policy Analysis, General.	B.A. in Public Policy	2	2	0	1.3	0	2	0	0.7		Sunset	\$317.15	This program is being sunsetted. Governance processes are being followed.
45.1301	Sociology and Anthropology.	B.A. in Sociology/Anthropology	15	12	12	13.0	3	4	3	3.3		Strong Institutional Justification	\$288.24	Program contributes to UIS's general education. Program was in good standing in Fall 2023's program review. In addition, courses for this program also contribute to a forthcoming Health and the Human minor.
50.0501	Drama and Dramatics/Theatre Arts, General.	B.A. in Theatre	5	4	4	4.3	1	1	0	0.7		Priority Review	\$312.31	UIS conducted an Academic Portfolio Review during 2025. This program was identified internally as a program to sunset based on the review results. The Provost Office is awaiting the department's plan for responding to the sunset classification. The plan is expected in January 2026.
50.0702	Fine/ Studio Arts, General.	B.A. in Visual Arts	23	29	36	29.3	6	5	8	6.3		Strong Institutional Justification	\$330.45	Program contributes to UIS's general education. In addition, some courses for this program contribute to the Art Therapy minor. Program was in good standing in Fall 2023's program review.
51.1005	Clinical Laboratory Science/ Medical Technology/ Technologist.	B.S. in Medical Laboratory Science	25	22	34	27.0	5	4	3	4.0	Justification - Good Standing Review in 3 Years	Redesign	\$310.53	Program was redesigned in Fall 2020 and an online modality was added in Fall 2025

## APPENDIX K. UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

University of Illinois Urbana-Champaign			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
05.0104	East Asian Studies.	B.A.L.A.S. in East Asian Languages and Cultures	41	32	24	32.3	7	7	5	6.3		Strong Institutional Justification	\$220.50	Program is critical to the LAS mission. Deteriorating US-China relations and student visa issues along with the departure of faculty members have affected enrollments.
05.0107	Latin American Studies.	B.A.L.A.S. in Latin American Studies	2	1	0	1.0	1	1	0	0.7		Strong Institutional Justification	\$444.82	Program is critical to the LAS mission. Major enrollment is small but course enrollments and interest in minor and second majors is strong. New online offerings will draw more students to major.
05.0110	Russian Studies.	B.A.L.A.S. in Russian, Eastern European, and Eurasian Studies	1	0	4	1.7	0	0	0	0.0		Strong Institutional Justification	\$382.27	After COVID, our major and minor programs in REES have grown, and this year we will be graduating 3 majors and 2 minors. Though small, this suggests momentum that can be built upon as the Illinois Global Institute develops.
05.0125	German Studies.	B.A.L.A.S. in Germanic Studies	7	5	4	5.3	1	2	1	1.3	Justification – Good Standing	Strong Institutional Justification	\$217.49	The BALAS in Germanic Studies is in good standing and critical to the LAS mission. Also, these numbers do not include double majors, that is those who declared German as their second major.
05.0201	African-American/Black Studies.	B.A.L.A.S. in African American Studies	18	16	11	15.0	4	3	2	3.0		Priority Review	\$314.80	Program is in the middle of a major UG curriculum revision that we expect to complete in FA 26 and to go into effect SP27 or FA27. We request review after the new program has been in place for at least 3 years, so, in AY 2030-31 (5 years from now).
05.0203	Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies.	B.A.L.A.S. in Latina/Latino Studies	17	9	6	10.7	7	5	3	5.0	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$370.94	The program is critical to the LAS mission. Major enrollment is small but course enrollments and interest in the minor and Latina/Latino studies as a second major is strong.
05.0206	Asian-American Studies.	B.A.L.A.S. in Asian American Studies	1	1	7	3.0	0	0	0	0.0		Strong Institutional Justification	\$235.83	Our department has been rebuilding through faculty hires to teach the range of our courses and increase recruitment of majors as part of the core LAS mission. We have hired two new faculty and are in the process of hiring others this year.
05.0299	Ethnic, Cultural Minority, Gender, and Group Studies, Other.	B.A.L.A.S. in Gender and Women's Studies	24	35	29	29.3	5	4	8	5.7		Strong Institutional Justification	\$286.58	Program in good standing & will undergo external review in FA26. Uncounted double majors mean annual degrees conferred are ~double the listed numbers. Program provides strong interdisciplinary training for majors and offers significant General Education courses for campus.
13.1325	French Language Teacher Education.	B.A. in the Teaching of French	0	0	1	0.3	0	0	0	0.0		Redesign	\$198.95	Further redesign and program changes will be implemented to remedy performance. The program will be reviewed in a year.

University of Illinois Urbana-Champaign, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
13.1326	German Language Teacher Education.	B.A. in the Teaching of German	0	2	0	0.7	0	2	0	0.7		Strong Institutional Justification	\$139.38	The BA in the Teaching of German is in good standing and necessary for training future teachers for the State of Illinois, and therefore critical to the LAS mission. 3 students will be graduating with this degree in Spring 2026. The BAT is by definition a degree that is awarded to very few students. We're also constrained by the limits of the World Language Teacher Education program. Each WLTE cohort is capped at around 10 students per year, across all languages.
13.1330	Spanish Language Teacher Education.	B.A. in the Teaching of Spanish	4	5	5	4.7	4	5	4	4.3	Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$186.88	Program is critical to LAS mission. Current enrollment in the Spanish BAT is low, but interest is strong and both current trends and new state legislation point toward increased enrollments in subsequent licensure cycles. In particular, students entering high school in Illinois in the 2028-2029 school year and after will be required to complete two years of a foreign language to graduate. Given that Spanish is the most commonly taught/studied language in the US, this new law will likely have the largest impact on the teaching of Spanish.
16.0104	Comparative Literature.	B.A.L.A.S. in Comparative and World Literature	3	5	8	5.3	0	0	0	0.0		Strong Institutional Justification	\$255.95	Current number of undergraduate majors in CWL: 12. The recently redesigned Major has continued to attract more students.
16.0400	Slavic Languages, Literatures, and Linguistics, General.	B.A.L.A.S. in Slavic Studies	2	2	3	2.3	0	1	0	0.3	Justification – Good Standing Review in # Years	Strong Institutional Justification	\$295.76	The program is small but vital, serving students from immigrant communities (Ukraine, Russia, Bosnia) and others interested in the region. In the context of the Russian invasion of Ukraine, the program is a vital source of information and perspectives for students.
16.0901	French Language and Literature.	B.A.L.A.S. in French	8	12	4	8.0	3	3	1	2.3	Redesign	Strong Institutional Justification	\$226.61	Faculty are in the process of redesigning the degree, per the recommendations of the 2020-21 external academic program review, but its implementation was hindered by the pandemic. The unit expects the first courses of the new curriculum to be phased in during 2025-26, with the new BALAS in place no more than two years later. Re-review in three years (Fall 2028), following the unit's next external review.
16.0902	Italian Language and Literature.	B.A.L.A.S. in Italian	1	2	2	1.7	0	0	2	0.7		Strong Institutional Justification	\$231.08	Program is critical to the LAS mission. Major enrollment is small but course enrollments and interest in minor and second majors is strong.
16.0904	Portuguese Language and Literature.	B.A.L.A.S. in Portuguese	1	0	2	1.0	1	0	0	0.3		Strong Institutional Justification	\$182.52*	program is critical to the LAS mission. Major enrollment is small but course enrollments and interest in minor and second majors is strong.
16.1200	Classics and Classical Languages, Literatures, and Linguistics, General.	B.A.L.A.S. in Classics	10	16	19	15.0	5	0	4	3.0		Strong Institutional Justification	\$209.10	Program is critical to the LAS mission. Major enrollment is small but growing; course enrollments are strong and IU's/FTE are exceptionally high; interest in minor and second majors is strong

University of Illinois Urbana-Champaign, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes	
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25					
<i>Bachelor's Level Programs, continued</i>															
24.0101	Liberal Arts and Sciences/ Liberal Studies.	B.A.L.A.S. in Individual Plans of Study	4	5	3	4.0	0	5	1	2.0		Strong Institutional Justification	\$307.15	Campus adaption of two majors based on previous Individual Plans of Study programs has severely cut into our numbers which we plan to address via new promotional campaigns for advisors and students	
24.0199	Liberal Arts and Sciences, General Studies and Humanities, Other.	B.A.L.A.S. in Interdisciplinary Studies	1	2	3	2.0	0	0	1	0.3		Strong Institutional Justification	\$252.27	Program is critical to the LAS mission. While enrollment numbers are small, numbers in their associated courses are strong.	
38.0201	Religion/ Religious Studies.	B.A.L.A.S. in Religion	5	3	2	3.3	0	0	2	0.7		Strong Institutional Justification	\$237.15	Program serves General Education student needs across several categories. Minor program is currently enrolling 15 students.	
45.0701	Geography.	B.A.L.A.S. in Geography and Geographic Info Science	12	15	18	15.0	2	1	0	1.0		Strong Institutional Justification	\$261.01	Program is critical to the LAS mission. Major enrollment is small but course enrollments and interest in minor and second majors is strong.	
50.0703	Art History, Criticism and Conservation.	B.F.A. in Art and Art History	18	30	27	25.0	3	5	6	4.7		Strong Institutional Justification and No Further Action	Strong Institutional Justification	\$305.39	The university offers a separate BALAS in History of Art which shares courses with the BFA. The combined studio and art history curriculum reflected by the BFA is unique and attracts a small cohort, with more traditionally humanities inflected curricula reflected in the BA. Additionally, many courses in art history serve as large general education courses, foundational courses for students in art & design, and options for students to select from as part of Art & Design major requirements of "other A&D advanced courses"). Thus there is strong institutional justification for the size of this program.
50.0904	Music Theory and Composition.	B.Mus. in Music Composition	9	15	12	12.0	3	5	1	3.0	Redesign	Priority Review	\$302.59	This program is under strong consideration right now to be reimagined as a new concentration in the BA in Music. Composition-Theory-Production faculty are meeting in the next few months to discuss this.	
50.0905	Musicology and Ethnomusicolog y.	B.Mus. in Musicology	2	2	2	2.0	0	0	1	0.3	Redesign	Priority Review	\$453.26	This program is under strong consideration right now to be reimagined as a new concentration BA in Music. Musicology faculty are meeting before January to discuss this.	
50.0908	Voice and Opera.	B.Mus. in Vocal	13	11	14	12.7	4	2	2	2.7	Redesign	Priority Review	\$292.58	We are currently working on a new Bachelor of Music in Performance degree with several concentrations. Voice will be one of them. We will review this degree in that context, and we will likely plan to sunset this program.	
50.0910	Jazz/Jazz Studies.	B.Mus. in Jazz Performance	14	11	15	13.3	6	1	3	3.3	Redesign	Priority Review	\$310.24	We are currently working on a new Bachelor of Music in Performance degree with several concentrations. Jazz will be one of them. We will review this degree in that context, and we will likely plan to sunset this program.	
<i>Master's Level Programs, continued</i>															
05.0101	African Studies.	M.A. in African Studies	3	3	3	3.0	2	1	1	1.3		Strong Institutional Justification	\$487.09	intentionally small, program associated with International Area Centers - Title VI Centers funded by the USDE.	

University of Illinois Urbana-Champaign, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
05.0106	European Studies/ Civilization.	M.A. in European Union Studies	3	3	2	2.7	2	1	1	1.3		Strong Institutional Justification	\$709.13	intentionally small, program associated with International Area Centers - Title VI Centers funded by the USDE. The center is also funded as a Jean Monnet Centre of Excellence Grant Recipient.
05.0107	Latin American Studies.	M.A. in Latin American Studies	6	5	4	5.0	1	2	1	1.3		Strong Institutional Justification	\$623.75	intentionally small, program associated with International Area Centers - Title VI Centers funded by the USDE.
05.0110	Russian Studies.	M.A. in Russian, East European, and Eurasian Studies	4	4	6	4.7	1	3	3	2.3		Strong Institutional Justification	\$632.21	This program has rebounded somewhat since COVID. This year we will graduate four MA students.
05.0199	Area Studies, Other.	M.A. in South Asian and Middle Eastern Studies	2	2	0	1.3	1	1	1	1.0		Strong Institutional Justification	\$569.03	The CSAMES MA program is intentionally designed as a small, highly focused program, where limited enrollment ensures close mentorship and individualized training. Even with modest numbers, it delivers unique interdisciplinary expertise in South Asian and Middle Eastern studies that prepares graduates for impactful careers in academia, policy, and global advocacy.
13.1210	Early Childhood Education and Teaching.	Ed.M. in Early Childhood Education	2	1	2	1.7	2	0	1	1.0		Strong Institutional Justification	\$365.86	This intentionally small program is critical to the College of Ed's and the Uni's mission to provide viable options for teacher education candidates who are seeking both an EdM & licensure. These students who are seeking an EdM with state teacher licensure need a separate code from the Curriculum and Instruction EdM since they need specific advising and take restricted courses towards their EdM that are open only to licensure students.
13.1302	Art Teacher Education.	Ed.M. in Art Education	2	4	5	3.7	1	3	2	2.0	Strong Institutional Justification & No Further Action	Strong Institutional Justification	\$677.11	Program is intentionally small, and numbers reflect faculty intentions. This degree is under consideration for revision for online delivery.
13.1311	Mathematics Teacher Education.	M.S. in the Teaching of Mathematics	4	2	3	3.0	3	4	2	3.0		Strong Institutional Justification	\$398.47	Although small, the program is valuable in serving students who seek to improve their qualifications for teaching math, with careers ranging from middle school teaching to college lecturer. Provides an important service to the state of Illinois for teacher training in mathematics.
13.1323	Chemistry Teacher Education.	M.S. in the Teaching of Chemistry	0	0	3	1.0	1	0	0	0.3		Strong Institutional Justification	\$398.16*	program is critical to the LAS mission and is logistically small; provides an important service to the state of Illinois for teacher training in STEM
13.1333	Latin Teacher Education.	M.A. in the Teaching of Latin	2	2	0	1.3	1	0	2	1.0		Strong Institutional Justification	\$492.01	Program is critical to the LAS mission. Though small due to logistics, is one of the top MAT Latin programs in the U.S.; provides an important service to the state of Illinois by providing Latin teachers
14.1101	Engineering Mechanics.	M.S. in Theoretical and Applied Mechanics	3	2	3	2.7	2	1	1	1.3		Strong Institutional Justification	\$535.94	On 2019 APEER report with Strong Institutional Justification. Completing the PhD in TAM "core depth and breadth" courses fulfills the MS in TAM requirements, so the MS degree is needed for students who choose not to complete the PhD to be awarded the MS if they have fulfilled the MS requirements.

University of Illinois Urbana-Champaign, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
14.1101	Engineering Mechanics.	M.S. in Theoretical and Applied Mechanics	3	2	3	2.7	2	1	1	1.3		Strong Institutional Justification	\$535.94	On 2019 APEER report with Strong Institutional Justification. Completing the PhD in TAM "core depth and breadth" courses fulfills the MS in TAM requirements, so the MS degree is needed for students who choose not to complete the PhD to be awarded the MS if they have fulfilled the MS requirements.
16.0104	Comparative Literature.	M.A. in Comparative Literature	0	0	0	0.0	0	1	0	0.3		Strong Institutional Justification	\$2,938.09*	Program critical to LAS mission. Most students continue to PhD.
16.0400	Slavic Languages, Literatures, and Linguistics, Gen.	M.A. in Slavic Languages and Literature	0	0	0	0.0	1	2	0	1.0		Strong Institutional Justification	\$614.59*	Not a direct admit program, most students complete the PhD. The MA is only awarded upon approval of the department, usually when a student leaves the program.
16.0501	German Language and Literature.	M.A. in German	6	4	5	5.0	1	4	3	2.7		Strong Institutional Justification	\$615.89	Program is critical to the LAS mission and in good standing. It is usually completed in-progress toward PhD and therefore important for a Research I institution.
16.0901	French Language and Literature.	M.A. in French	4	3	2	3.0	1	3	0	1.3		Strong Institutional Justification	\$581.36	Recruitment has been complicated by pandemic and visa climate. Strong efforts are being carried out this year.
16.0902	Italian Language and Literature.	M.A. in Italian	1	1	1	1.0	1	1	0	0.7		Strong Institutional Justification	\$539.14	Recruitment has been complicated by pandemic and visa climate. Strong efforts are being carried out this year.
16.0904	Portuguese Language and Literature.	M.A. in Portuguese	2	0	0	0.7	1	1	0	0.7		Strong Institutional Justification	\$633.11*	program is critical to the LAS mission and is usually in-progress degree toward PhD
16.1200	Classics and Classical Languages, Literatures, and Linguistics, General.	M.A. in Classics	0	0	5	1.7	2	4	2	2.7		Strong Institutional Justification	\$459.21	Not a direct admit program, most students complete the PhD. The MA is only awarded upon approval of the department.
22.9999	Legal Professions and Studies, Other.	Master of Studies in Law (M.S.L.)	5	5	6	5.3	3	3	4	3.3		Strong Institutional Justification	\$694.28	The average enrollment and the average annual degrees conferred are consistent with the program approval we received from our institutional accreditor - the American Bar Association.
26.0102	Biomedical Sciences, General.	M.S. in Veterinary Medical Science Comparative Biosciences	1	0	0	0.3	0	3	0	1.0		Strong Institutional Justification	\$501.08	On 2019 APEER report with Strong Institutional Justification.
26.0202	Biochemistry.	M.S. in Biochemistry	0	0	0	0.0	1	1	0	0.7		Strong Institutional Justification	\$519.49	Students are not admitted directly into the MS in Biochemistry degree program. It is essential that the MS in Biochemistry degree program remain available for the rare instances where a student in the Biochemistry PhD program elects to leave but has met the requirements for the MS. Low enrollment numbers in the MS degree program means that students in the Biochemistry PhD program are making good progress toward the degree, and this is viewed as a positive outcome.

University of Illinois Urbana-Champaign, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
26.0301	Botany/ Plant Biology.	M.S. in Plant Biology	3	3	5	3.7	4	2	0	2.0		Strong Institutional Justification	\$912.90	The MS serves as a companion to the PhD by offering students both a standalone degree program, but also a flexible route into or out of doctoral study. As current grant funding constraints limit the length of support we can reliably provide, the MS pathway will become increasingly important, and we may admit some additional students through the MS route in future years. Finally, the department-level administration of this program adds relatively little additional administrative overhead, as there are extensive overlaps between coursework and advising needs for MS and PhD students.
26.0401	Cell/ Cellular Biology and Histology.	M.S. in Cell and Developmental Biology	0	0	0	0.0	1	4	0	1.7		Strong Institutional Justification	\$398.00*	Students are not admitted directly to the MS in CDB degree program. It is essential that the MS in CDB degree program remain available for the rare instances where a student in the CDB PhD program elects to leave but has met the requirements for the MS. Low enrollment numbers in the MS degree program means that students in the CDB PhD program are making good progress toward the degree, and this is viewed as a positive outcome.
26.1310	Ecology and Evolutionary Biology.	M.S. in Ecology, Evolution and Conservation Biology	7	6	2	5.0	3	1	4	2.7		Strong Institutional Justification	\$597.87	The MS serves as a companion to the PhD by offering students a flexible route into (or out of) doctoral study. As current grant funding constraints limit the length of support we can reliably provide, the MS pathway will become increasingly important.
38.0101	Philosophy.	M.A. in Philosophy	0	0	0	0.0	0	2	0	0.7		Strong Institutional Justification	\$364.33*	Not a direct admit program, most students complete the PhD. The MS is only awarded upon approval of the department.
38.0201	Religion/ Religious Studies.	M.A. in Religion	7	5	5	5.7	1	1	3	1.7		Strong Institutional Justification	\$587.97	Program recruiting and degree conferral rebounding after Covid dip. Students in this program enable Department to meet TA needs for essential General Education courses.
44.0201	Community Organization and Advocacy.	M.S. in Human Development and Family Studies	0	0	0	0.0	0	3	3	2.0		Strong Institutional Justification	\$334.18*	The MS is not a stand alone program. We admit students into our PhD track but some of them come in without an MS so they do it en route to the PhD.
45.0201	Anthropology, General.	M.A. in Anthropology	0	0	0	0.0	1	3	1	1.7		Strong Institutional Justification	\$354.14*	Not a direct admit program, most students complete the PhD. The MA is only awarded upon approval of the department.
45.0701	Geography.	M.A. in Geography	2	2	1	1.7	2	2	0	1.3		Strong Institutional Justification	\$439.93	The program is essential for students who enter the Ph.D. program and find they cannot complete those degree requirements, but have met the master's requirements.
45.1001	Political Science and Government, General.	M.A. in Political Science	0	0	0	0.0	1	5	2	2.7		Strong Institutional Justification	\$260.00*	Although we do not admit students to a stand-alone MA program, they may elect to earn a MA as they move toward completing the PhD. It is critical to the teaching mission of LAS.

University of Illinois Urbana-Champaign, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Master's Level Programs, continued</i>														
45.1101	Sociology, General.	M.A. in Sociology	0	0	0	0.0	4	1	5	3.3		Strong Institutional Justification	\$291.90*	Not a direct admit program, most students complete the PhD. The MS is only awarded upon approval of the department.
50.0703	Art History, Criticism and Conservation.	M.A. in Art History	4	3	5	4.0	1	1	2	1.3		Strong Institutional Justification	\$754.78	Program is small by design and the numbers are on target with faculty size and expertise.
<i>Doctoral Level Programs</i>														
16.0902	Italian Language and Literature.	Ph.D. in Italian	4	5	4	4.3	0	1	0	0.3		Strong Institutional Justification	\$715.36	Recruitment has been complicated by pandemic and visa climate. Strong efforts are being carried out this year.

*\*No cost computed in 2024 Program Cost Study. Discipline or University-wide cost used instead.*

## APPENDIX L. WESTERN ILLINOIS UNIVERSITY

**Program Action Plan:** *Sunset, Consolidate, Redesign, Strong Institutional Justification; Priority Review; New Program*

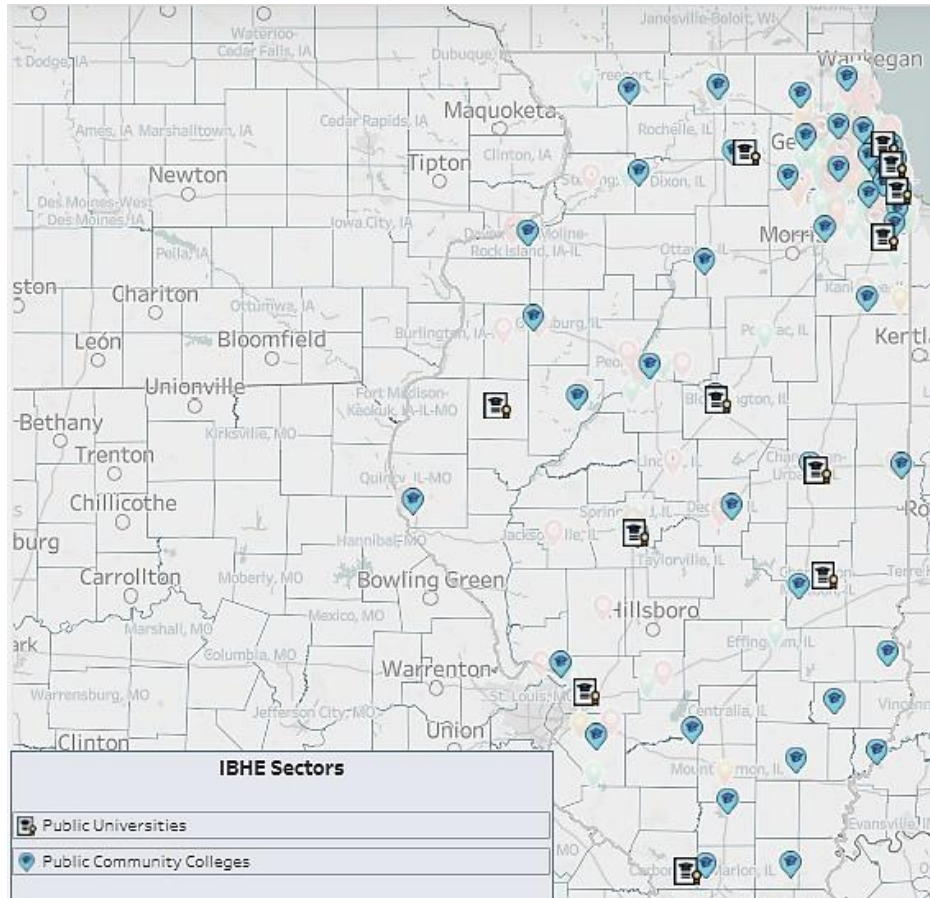
Western Illinois University			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs</i>														
11.1003	Computer and Information Systems Security/ Auditing/ Information Assurance.	B.S. in Cybersecurity	24	31	30	28.3	3	5	4	4.0	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
13.1203	Junior High/ Intermediate/ Middle School Education and Teaching.	B.S.Ed. in Middle Level Education	18	16	8	14.0	3	2	2	2.3	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
16.0101	Foreign Languages and Literatures, General.	B.A. in Foreign Languages & Cultures	19	23	12	18.0	7	5	2	4.7	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
19.0501	Foods, Nutrition, and Wellness Studies, General.	B.S. in Nutrition and Foodservice Management	6	3	2	3.7	2	0	1	1.0	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
24.0101	Liberal Arts and Sciences/ Liberal Studies.	Bachelor of Liberal Arts and Sciences	25	15	66	35.3	9	1	2	4.0		Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
27.0101	Mathematics, General.	B.S. in Mathematics	27	30	34	30.3	3	2	6	3.7	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
40.0404	Meteorology.	B.S. in Meteorology	27	26	24	25.7	2	4	10	5.3	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	

Western Illinois University, continued			Fall Enrollments				Academic Year Degree Completions				2023 Reported Status	Program Action Plan	Cost	Notes
CIP Code	CIP Code Title	Institutional Degree Title	Fall 2022	Fall 2023	Fall 2024	3-Yr Avg AY 22-25	AY 22-23	AY 23-24	AY 24-25	3-Yr Avg AY 22-25				
<i>Bachelor's Level Programs, continued</i>														
40.0501	Chemistry, General.	B.S. in Chemistry	31	27	31	29.7	5	5	6	5.3		Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
50.0702	Fine/ Studio Arts, General.	Bachelor of Fine Arts in Art	31	28	27	28.7	5	4	8	5.7	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
50.9999	Visual and Performing Arts, Other.	B.F.A. in Musical Theatre	25	20	21	22.0	10	6	2	6.0		Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
51.0701	Health/ Health Care Administration/ Management.	B.S. in Health Services Management	24	21	19	21.3	9	5	6	6.7		Sunset	Calculations incomplete due to academic restructuring and personnel turnover	Suspension of new student acceptance starting spring 2026; teach out plan with all students finishing by spring 2028
51.1005	Clinical Laboratory Science/ Medical Technology/ Technologist.	B.S. in Clinical Laboratory Science	8	10	14	10.7	1	1	1	1.0	Priority/ Continued Review	Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	
<i>Master's Level Programs</i>														
13.0411	Superintendency and Educational System Administration.	M.S.Ed. in Educational Leadership	3	6	5	4.7	1	0	0	0.3		Priority Review	Calculations incomplete due to academic restructuring and personnel turnover	

## APPENDIX M. SUMMARY OF INSTITUTIONAL REVIEWED PROGRAMS AND CLASSIFICATION STATUS

Institution APEER Degree Level of Program	Consolidate	Priority Review	Redesign	Strong Institutional Justification	Sunset	Suspended	Grand Total
<b>CSU</b>		<b>7</b>	<b>4</b>	<b>3</b>			<b>14</b>
Bachelors		4	3	3			10
Masters		3	1				4
<b>EIU</b>	<b>1</b>	<b>2</b>		<b>11</b>		<b>1</b>	<b>15</b>
Bachelors	1	1		11			13
Masters		1				1	2
<b>GSU</b>			<b>1</b>	<b>10</b>			<b>11</b>
Bachelors				8			8
Masters			1	1			2
Doctoral				1			1
<b>ISU</b>	<b>2</b>			<b>4</b>			<b>6</b>
Bachelors	2			3			5
Masters				1			1
<b>NEIU</b>		<b>2</b>	<b>4</b>	<b>7</b>	<b>1</b>		<b>14</b>
Bachelors		2	3	7	1		13
Masters			1				1
<b>NIU</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>1</b>			<b>10</b>
Bachelors	1	4	1				6
Masters			3	1			4
<b>SIUC</b>	<b>3</b>	<b>12</b>	<b>17</b>		<b>1</b>		<b>33</b>
Bachelors	3	4	12		1		20
Masters		8	5				13
<b>SIUE</b>			<b>1</b>	<b>2</b>	<b>1</b>		<b>4</b>
Bachelors			1	2	1		4
<b>UIC</b>		<b>2</b>		<b>30</b>			<b>32</b>
Bachelors				17			17
Masters		2		12			14
Doctoral				1			1
<b>UIS</b>		<b>2</b>	<b>1</b>	<b>4</b>	<b>1</b>		<b>8</b>
Bachelors		2	1	4	1		8
<b>UIUC</b>		<b>5</b>	<b>1</b>	<b>53</b>			<b>59</b>
Bachelors		5	1	20			26
Masters				32			32
Doctoral				1			1
<b>WIU</b>		<b>12</b>			<b>1</b>		<b>13</b>
Bachelors		11			1		12
Masters		1					1
<b>Grand Total</b>	<b>7</b>	<b>48</b>	<b>33</b>	<b>125</b>	<b>5</b>	<b>1</b>	<b>219</b>

## APPENDIX N. MAP OF PUBLIC INSTITUTIONS



## APPENDIX O. PROGRAM INVENTORY AT PUBLIC UNIVERSITIES BY LEVEL

Institution	Bachelors	Masters	Doctoral	Grand Total
Chicago State University	32	25	2	59
Eastern Illinois University	90	51	0	141
Governors State University	36	37	6	79
Illinois State University	106	86	25	217
Northeastern Illinois University	52	47	1	100
Northern Illinois University	101	114	34	249
Southern Illinois University Carbondale	150	102	54	306
Southern Illinois University Edwardsville	54	62	4	120
University of Illinois Chicago	105	132	82	319
University of Illinois Springfield	42	33	1	76
University of Illinois Urbana-Champaign	177	168	99	444
Western Illinois University	93	57	4	154
<b>Grand Total</b>	<b>1038</b>	<b>914</b>	<b>312</b>	<b>2,264</b>

*As of December 17, 2025*

**APPENDIX P. NEW PROGRAMS ACADEMIC YEAR 2024-25 BY INSTITUTION AND APPROVAL TYPE**

Institution	Program	CIP Code	Approval Type
<b>EIU</b>	B.A.A.S. in Cybersecurity	43.0403	Board
	B.S. in Computer Engineering	14.0901	Board
	B.S. in Social Work	44.0701	Board
	M.A.T. in Elementary Education	13.1202	Board
	M.A.T. in Special Education	13.1001	Board
<b>NEIU</b>	M.S. in Nursing	51.3801	Board
	Ph.D. in Leadership, Equity, and Inquiry	13.0410	Board
<b>SIUC</b>	B.A. in Interdisciplinary Studies	30.0000	RME
	B.S. in Environmental Engineering	14.1401	Board
	M.S. in Multidisciplinary in Biomedical and Biological Sciences	26.0102	RME
	Master of Professional Accountancy	52.1399	Board
	Ph.D. in Civil and Environmental Engineering	14.0899	RME
	Ph.D. in Multidisciplinary in Biomedical and Biological Sciences	26.0102	RME
<b>UIC</b>	B.A.L.A.S. in Linguistics	16.0102	Board
	B.S. in Computer Science and Philosophy	11.0199	RME
	M.S. in Environmental Health	51.2202	RME
	M.S. in Human Resource Management	52.1001	RME
	Ph.D. in Environmental Health	51.2202	RME
	Ph.D. in Statistics	27.0501	RME
<b>UIS</b>	B.S. in Marketing	52.1401	RME
	Master of Business Administration in Management Science	52.1301	RME
<b>UIUC</b>	B.A. in Media	09.0909	Board
	B.S. in Chemical Engineering plus Data Science	30.7001	Board
	B.S. in Materials Science and Engineering + Data Science	14.1801	Board
	B.S. in Nuclear, Plasma, and Radiological Engineering + Data Science	14.2301	Board
	B.S.L.A.S. in Molecular and Cellular Biology plus Data Science	26.0406	Board
	M.S. in Global Studies	30.2001	Board

### Purpose of the Workforce Appendix

This appendix provides supporting data and visualizations referenced in the Workforce Context section of the APEER report. It presents statewide labor market indicators aligned to reviewed CIP groupings to provide contextual insight into occupational demand conditions and graduate employment outcomes. The analysis is descriptive and not prescriptive and is intended to support contextual understanding rather than direct institutional action.

Selected two-digit CIP groupings are aligned to related occupations using SOC crosswalk methodology to approximate the relationship between academic program output and occupational workforce demand. Because many academic programs connect to multiple occupations, and many occupations draw from multiple academic pathways, these alignments are illustrative rather than definitive. All indicators reflect statewide labor market conditions.

For each CIP grouping, the appendix includes:

- Public university bachelor and graduate completions
- Occupational employment levels
- Unemployment rates
- Projected annual openings
- 30-day online job postings
- Median wages and minimum education requirements
- Postsecondary Employment Outcomes (PSEO), including five-year in-state retention and industry alignment

### Data Sources

Data are drawn from:

- IHEIS public university completion records (aligned to APEER scope)
- JobsEQ occupational employment, projections, unemployment, and job postings
- U.S. Census Bureau / LEHD Postsecondary Employment Outcomes (PSEO)

Occupational employment, unemployment, and projection indicators reflect JobsEQ estimates based on federal labor market data sources. Job posting activity reflects real-time employer demand signals captured through online postings. All indicators reflect the most recent available reporting period.

### Interpretation

Projected annual openings reflect both growth and replacement demand and indicate workforce scale rather than vacancy counts. Unemployment rates provide a measure of labor market tightness within specific occupations. Job postings reflect employer demand signals and may fluctuate due to hiring cycles, posting practices, or economic conditions.

PSEO outcomes reflect graduate employment patterns five years post-completion. Workforce absorption may vary by credential level in fields requiring advanced degrees or licensure, and graduates in some disciplines may enter occupations outside of the most closely aligned field. These indicators should therefore be interpreted as contextual measures of labor market conditions rather than direct measures of program performance. These crosswalk relationships reflect typical workforce pathways observed in labor market data and do not imply a direct one-to-one correspondence between academic programs and occupations.

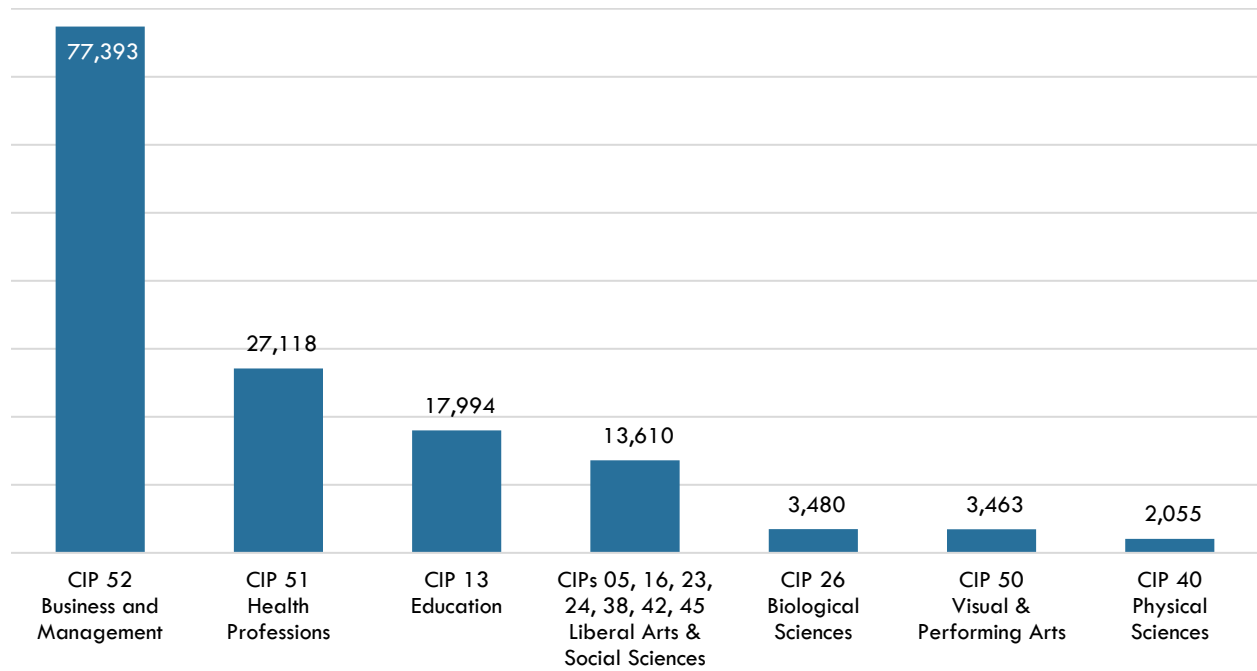
## APPENDIX R. STATEWIDE PROGRAM COMPLETIONS BY CIP GROUP (3-YEAR AVG.)

The table below summarizes statewide public university degree completions within the reviewed CIP groupings using a three-year average to smooth annual variation.

CIP Academic Program Code and Title	Associates	Bachelors	Masters	Doctoral	Total 3-Yr Average Completions
CIP 52 – Business, Management, Marketing	0	4,654	3,953	25	8,632
CIP 51 – Health Professions	40	2,916	1,350	1,432	5,738
CIP 13 – Education	0	1,985	1,921	286	4,192
CIP 05, 16, 23, 24, 38, 42, 45 – Liberal Arts / Humanities / Social Sciences	0	5,211	769	259	6,239
CIP 26 – Biological Sciences	0	1,702	182	128	2,012
CIP 50 – Visual & Performing Arts	0	1,068	344	35	1,447
CIP 40 – Physical Sciences	0	481	158	154	793
<b>Total</b>	<b>40</b>	<b>18,017</b>	<b>8,677</b>	<b>2,319</b>	<b>29,053</b>

## APPENDIX S. PROJECTED ANNUAL OCCUPATIONAL OPENINGS BY SELECTED ACADEMIC PROGRAM GROUP (2025-30)

---



This figure presents projected annual occupational openings aligned to selected two-digit CIP groupings under APEER review. Openings reflect both growth and replacement demand and illustrate the relative scale of labor market opportunities across program areas.

## APPENDIX T. OCCUPATIONAL CROSSWALK TABLE NOTES: INCLUSION RULES AND DE-DUPLICATION APPROACH

This table lists representative occupations aligned to reviewed CIP groupings to provide statewide labor market context for the APEER cohort. Occupational alignment is informed by CIP–SOC crosswalk conventions; however, additional standardization rules were applied to ensure interpretability and to prevent inflation of demand totals through duplication.

### De-duplication and Primary Feeder Placement.

Some occupations are associated with multiple CIP areas within federal crosswalk structures because they draw talent from more than one educational pathway (e.g., management, analytics, and education roles). To prevent double-counting across CIP groupings, each occupation is assigned to a single “primary feeder” academic grouping reflecting the most typical and direct preparation pathway for workforce alignment purposes. When an occupation is commonly associated with multiple academic backgrounds, placement reflects the pathway that provides the clearest and most practical alignment for interpretation of demand.

### Removal of Postsecondary Instructors from Demand Totals.

All postsecondary instructor occupations (SOC 25-10xx) were excluded from the primary demand totals and are presented separately. This approach avoids overstating occupational demand within CIP groupings, as instructional roles represent a distinct labor market structure and typically require advanced academic credentials.

### Minimum Education Threshold.

Occupations with a typical minimum entry requirement below an associate degree were excluded to maintain consistency with postsecondary program scope and to align demand indicators with credentialed pathways (associate degree and above).

### Consistency Review.

The occupation list was reviewed for duplicate SOC codes and cross-listings to ensure (1) demand totals are not inflated through repetition across CIP groupings and (2) each CIP grouping provides a coherent and interpretable representation of workforce alignment.

*Note: Occupations presented are representative rather than exhaustive. Demand indicators reflect statewide labor market conditions for the most recent reporting period available.*

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 52 – Business, Management, Marketing, and Related Support Services</b>							
11-1011	Chief Executives	8,887	2.4%	547	1,122	\$311,200	Bachelor's degree
11-1021	General and Operations Managers	167,501	1.8%	12,834	1,732	\$138,200	Bachelor's degree
11-2011	Advertising and Promotions Managers	439	2.5%	33	9	\$135,100	Bachelor's degree
11-2021	Marketing Managers	20,363	5.4%	1,591	3,715	\$161,300	Bachelor's degree
11-2022	Sales Managers	29,144	1.8%	2,109	1,956	\$165,300	Bachelor's degree
11-2032	Public Relations Managers	3,224	2.5%	213	83	\$134,900	Bachelor's degree
11-2033	Fundraising Managers	2,668	2.5%	171	70	\$115,300	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 52 – Business, Management, Marketing, and Related Support Services, continued</b>							
11-3012	Administrative Services Managers	10,972	1.7%	842	10	\$122,600	Bachelor's degree
11-3013	Facilities Managers	8,137	1.1%	616	93	\$111,200	Bachelor's degree
11-3021	Computer and Information Systems Managers	26,623	2.5%	2,077	5,547	\$172,300	Bachelor's degree
11-3031	Financial Managers	52,035	3.4%	4,050	2,076	\$179,100	Bachelor's degree
11-3051	Industrial Production Managers	11,413	1.9%	704	518	\$130,800	Bachelor's degree
11-3061	Purchasing Managers	4,015	3.3%	276	410	\$151,600	Bachelor's degree
11-3111	Compensation and Benefits Managers	600	1.7%	35	84	\$144,500	Bachelor's degree
11-3121	Human Resources Managers	12,936	2.2%	942	387	\$153,900	Bachelor's degree
11-3131	Training and Development Managers	1,746	1.8%	127	27	\$138,000	Bachelor's degree
11-9021	Construction Managers	21,399	2.2%	1,612	864	\$118,700	Bachelor's degree
11-9039	Education Administrators, All Other	1,964	1.5%	114	1	\$87,300	Bachelor's degree
11-9072	Entertainment and Recreation Managers, Except Gambling	3,180	2.8%	371	35	\$76,700	Bachelor's degree
11-9111	Medical and Health Services Managers	22,444	1.8%	2,103	7,281	\$139,200	Bachelor's degree
11-9121	Natural Sciences Managers	3,148	3.7%	224	246	\$166,400	Bachelor's degree
11-9151	Social and Community Service Managers	8,025	2.3%	637	162	\$80,900	Bachelor's degree
11-9199	Managers, All Other	46,723	2.2%	3,266	509	\$152,100	Bachelor's degree
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	534	4.3%	53	2	\$100,700	Bachelor's degree
13-1022	Wholesale and Retail Buyers, Except Farm Products	5,306	3.3%	553	30	\$80,100	Bachelor's degree
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13,887	1.3%	1,441	372	\$79,800	Bachelor's degree
13-1041	Compliance Officers	11,100	2.2%	828	306	\$86,500	Bachelor's degree
13-1051	Cost Estimators	6,954	1.5%	481	249	\$85,000	Bachelor's degree
13-1071	Human Resources Specialists	34,531	3.7%	2,849	3,284	\$79,200	Bachelor's degree
13-1075	Labor Relations Specialists	3,614	3.5%	246	11	\$101,000	Bachelor's degree
13-1081	Logisticians	10,070	3.3%	995	509	\$78,600	Bachelor's degree
13-1082	Project Management Specialists	25,715	2.1%	1,786	2	\$110,600	Bachelor's degree
13-1111	Management Analysts	45,727	4.7%	3,732	3,476	\$127,300	Bachelor's degree
13-1121	Meeting, Convention, and Event Planners	5,828	3.9%	573	198	\$63,500	Bachelor's degree
13-1131	Fundraisers	4,881	5.4%	336	110	\$68,000	Bachelor's degree
13-1141	Compensation, Benefits, and Job Analysis Specialists	3,813	1.5%	261	289	\$81,100	Bachelor's degree
13-1151	Training and Development Specialists	16,122	3.2%	1,420	291	\$73,200	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	37,587	4.3%	3,245	854	\$82,700	Bachelor's degree
13-1199	Business Operations Specialists, All Other	41,887	3.9%	3,388	2,557	\$87,900	Bachelor's degree
13-2011	Accountants and Auditors	60,330	2.1%	4,363	3,404	\$91,300	Bachelor's degree
13-2022	Appraisers of Personal and Business Property	107	0.9%	7	3	\$75,500	Bachelor's degree
13-2023	Appraisers and Assessors of Real Estate	2,521	0.9%	169	42	\$75,800	Bachelor's degree
13-2031	Budget Analysts	970	2.0%	55	22	\$94,000	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 52 – Business, Management, Marketing, and Related Support Services, continued</b>							
13-2041	Credit Analysts	2,978	3.0%	155	77	\$99,900	Bachelor's degree
13-2051	Financial and Investment Analysts	16,906	2.5%	1,075	1,425	\$116,200	Bachelor's degree
13-2052	Personal Financial Advisors	13,864	1.2%	997	77	\$161,800	Bachelor's degree
13-2053	Insurance Underwriters	7,291	1.1%	402	305	\$100,300	Bachelor's degree
13-2054	Financial Risk Specialists	2,739	3.5%	185	115	\$115,000	Bachelor's degree
13-2061	Financial Examiners	2,822	5.5%	245	165	\$109,900	Bachelor's degree
13-2071	Credit Counselors	1,367	6.4%	84	0	\$57,000	Bachelor's degree
13-2072	Loan Officers	11,408	6.6%	632	316	\$92,500	Bachelor's degree
13-2081	Tax Examiners and Collectors, and Revenue Agents	1,356	0.9%	87	124	\$85,800	Bachelor's degree
13-2099	Financial Specialists, All Other	6,012	3.5%	403	240	\$98,000	Bachelor's degree
15-1243	Database Architects	1,698	1.3%	100	128	\$139,400	Bachelor's degree
15-1251	Computer Programmers	3,123	4.0%	121	27	\$97,800	Bachelor's degree
15-1255	Web and Digital Interface Designers	3,126	5.4%	208	163	\$97,400	Bachelor's degree
15-2011	Actuaries	1,758	0.7%	109	159	\$130,400	Bachelor's degree
15-2031	Operations Research Analysts	4,603	2.2%	372	511	\$105,800	Bachelor's degree
15-2041	Statisticians	707	4.6%	45	73	\$124,800	Master's degree
15-2051	Data Scientists	8,545	2.5%	764	639	\$120,300	Bachelor's degree
19-3011	Economists	565	0.3%	27	5	\$135,700	Master's degree
19-3022	Survey Researchers	314	12.1%	25	1	\$96,800	Master's degree
27-3031	Public Relations Specialists	7,246	1.7%	551	647	\$75,300	Bachelor's degree
27-3041	Editors	4,522	2.9%	328	65	\$77,100	Bachelor's degree
27-3042	Technical Writers	1,402	11.1%	100	115	\$88,400	Bachelor's degree
27-3043	Writers and Authors	5,593	4.6%	487	191	\$74,600	Bachelor's degree
41-3031	Securities, Commodities, and Financial Services Sales Agents	25,050	6.5%	1,684	4,972	\$112,400	Bachelor's degree
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	10,990	2.2%	895	1,181	\$121,900	Bachelor's degree
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	60,638	2.2%	4,674	44	\$83,700	Bachelor's degree
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	3,390	6.6%	302	12	\$52,600	Associate's degree
43-9081	Proofreaders and Copy Markers	356	17.4%	49	6	\$50,300	Bachelor's degree
43-9111	Statistical Assistants	114	7.2%	11	3	\$64,900	Bachelor's degree
<b>CIP 52 Total</b>		<b>1,009,549</b>		<b>77,393</b>	<b>54,734</b>		
<b>CIP 52.02 – Business Administration, Management and Operations</b>							
11-1011	Chief Executives	8,887	2.4%	547	1,122	\$311,200	Bachelor's degree
11-1021	General and Operations Managers	167,501	1.8%	12,834	1,732	\$138,200	Bachelor's degree
11-2022	Sales Managers	29,144	1.8%	2,109	1,956	\$165,300	Bachelor's degree
11-2032	Public Relations Managers	3,224	2.5%	213	83	\$134,900	Bachelor's degree
11-2033	Fundraising Managers	2,668	2.5%	171	70	\$115,300	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 52.02 – Business Administration, Management and Operations, continued</b>							
11-3012	Administrative Services Managers	10,972	1.7%	842	10	\$122,600	Bachelor's degree
11-3013	Facilities Managers	8,137	1.1%	616	93	\$111,200	Bachelor's degree
11-3021	Computer and Information Systems Managers	26,623	2.5%	2,077	5,547	\$172,300	Bachelor's degree
11-3051	Industrial Production Managers	11,413	1.9%	704	518	\$130,800	Bachelor's degree
11-3061	Purchasing Managers	4,015	3.3%	276	410	\$151,600	Bachelor's degree
11-3111	Compensation and Benefits Managers	600	1.7%	35	84	\$144,500	Bachelor's degree
11-3121	Human Resources Managers	12,936	2.2%	942	387	\$153,900	Bachelor's degree
11-3131	Training and Development Managers	1,746	1.8%	127	27	\$138,000	Bachelor's degree
11-9021	Construction Managers	21,399	2.2%	1,612	864	\$118,700	Bachelor's degree
11-9039	Education Administrators, All Other	1,964	1.5%	114	1	\$87,300	Bachelor's degree
11-9072	Entertainment and Recreation Managers, Except Gambling	3,180	2.8%	371	35	\$76,700	Bachelor's degree
11-9111	Medical and Health Services Managers	22,444	1.8%	2,103	7,281	\$139,200	Bachelor's degree
11-9121	Natural Sciences Managers	3,148	3.7%	224	246	\$166,400	Bachelor's degree
11-9151	Social and Community Service Managers	8,025	2.3%	637	162	\$80,900	Bachelor's degree
11-9151	Social and Community Service Managers	8,025	2.3%	637	162	\$80,900	Bachelor's degree
11-9199	Managers, All Other	46,723	2.2%	3,266	509	\$152,100	Bachelor's degree
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	534	4.3%	53	2	\$100,700	Bachelor's degree
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13,887	1.3%	1,441	372	\$79,800	Bachelor's degree
13-1051	Cost Estimators	6,954	1.5%	481	249	\$85,000	Bachelor's degree
13-1071	Human Resources Specialists	34,531	3.7%	2,849	3,284	\$79,200	Bachelor's degree
13-1081	Logisticians	10,070	3.3%	995	509	\$78,600	Bachelor's degree
13-1082	Project Management Specialists	25,715	2.1%	1,786	2	\$110,600	Bachelor's degree
13-1111	Management Analysts	45,727	4.7%	3,732	3,476	\$127,300	Bachelor's degree
13-1131	Fundraisers	4,881	5.4%	336	110	\$68,000	Bachelor's degree
13-1141	Compensation, Benefits, and Job Analysis Specialists	3,813	1.5%	261	289	\$81,100	Bachelor's degree
13-1199	Business Operations Specialists, All Other	41,887	3.9%	3,388	2,557	\$87,900	Bachelor's degree
13-2053	Insurance Underwriters	7,291	1.1%	402	305	\$100,300	Bachelor's degree
13-2099	Financial Specialists, All Other	6,012	3.5%	403	240	\$98,000	Bachelor's degree
<b>CIP 52.02 Total</b>		<b>604,071</b>		<b>46,587</b>	<b>32,694</b>		
<b>CIP 52.02 – Business Administration, Management and Operations</b>							
11-1011	Chief Executives	8,887	2.4%	547	1,122	\$311,200	Bachelor's degree
11-1021	General and Operations Managers	167,501	1.8%	12,834	1,732	\$138,200	Bachelor's degree
11-3031	Financial Managers	52,035	3.4%	4,050	2,076	\$179,100	Bachelor's degree
13-1141	Compensation, Benefits, and Job Analysis Specialists	3,813	1.5%	261	289	\$81,100	Bachelor's degree
13-2011	Accountants and Auditors	60,330	2.1%	4,363	3,404	\$91,300	Bachelor's degree
13-2022	Appraisers of Personal and Business Property	107	0.9%	7	3	\$75,500	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 52.02 – Business Administration, Management and Operations, continued</b>							
13-2031	Budget Analysts	970	2.0%	55	22	\$94,000	Bachelor's degree
13-2041	Credit Analysts	2,978	3.0%	155	77	\$99,900	Bachelor's degree
13-2051	Financial and Investment Analysts	16,906	2.5%	1,075	1,425	\$116,200	Bachelor's degree
13-2052	Personal Financial Advisors	13,864	1.2%	997	77	\$161,800	Bachelor's degree
13-2053	Insurance Underwriters	7,291	1.1%	402	305	\$100,300	Bachelor's degree
13-2054	Financial Risk Specialists	2,739	3.5%	185	115	\$115,000	Bachelor's degree
13-2061	Financial Examiners	2,822	5.5%	245	165	\$109,900	Bachelor's degree
13-2071	Credit Counselors	1,367	6.4%	84	0	\$57,000	Bachelor's degree
13-2072	Loan Officers	11,408	6.6%	632	316	\$92,500	Bachelor's degree
13-2081	Tax Examiners and Collectors, and Revenue Agents	1,356	0.9%	87	124	\$85,800	Bachelor's degree
13-2099	Financial Specialists, All Other	6,012	3.5%	403	240	\$98,000	Bachelor's degree
41-3031	Securities, Commodities, and Financial Services Sales Agents	25,050	6.5%	1,684	4,972	\$112,400	Bachelor's degree
43-9111	Statistical Assistants	114	7.2%	11	3	\$64,900	Bachelor's degree
<b>CIP 52.02 Total</b>		<b>385,550</b>		<b>28,078</b>	<b>16,467</b>		
<b>CIP 52.12–52.13 – Management Information Systems &amp; Quantitative Methods</b>							
11-1011	Chief Executives	8,887	2.4%	547	1,122	\$311,200	Bachelor's degree
11-1021	General and Operations Managers	167,501	1.8%	12,834	1,732	\$138,200	Bachelor's degree
11-3021	Computer and Information Systems Managers	26,623	2.5%	2,077	5,547	\$172,300	Bachelor's degree
11-3021	Computer and Information Systems Managers	26,623	2.5%	2,077	5,547	\$172,300	Bachelor's degree
13-1111	Management Analysts	45,727	4.7%	3,732	3,476	\$127,300	Bachelor's degree
13-2053	Insurance Underwriters	7,291	1.1%	402	305	\$100,300	Bachelor's degree
13-2054	Financial Risk Specialists	2,739	3.5%	185	115	\$115,000	Bachelor's degree
15-2011	Actuaries	1,758	0.7%	109	159	\$130,400	Bachelor's degree
15-2031	Operations Research Analysts	4,603	2.2%	372	511	\$105,800	Bachelor's degree
15-2041	Statisticians	707	4.6%	45	73	\$124,800	Master's degree
15-2051	Data Scientists	8,545	2.5%	764	639	\$120,300	Bachelor's degree
19-3022	Survey Researchers	314	12.1%	25	1	\$96,800	Master's degree
<b>CIP 52.12–52.13 – Mgt. Info. Sys. &amp; Quantitative Methods Total</b>		<b>301,319</b>		<b>23,169</b>	<b>19,227</b>		
<b>CIP 52.14 – Marketing</b>							
11-2011	Advertising and Promotions Managers	439	2.5%	33	9	\$135,100	Bachelor's degree
11-2021	Marketing Managers	20,363	5.4%	1,591	3,715	\$161,300	Bachelor's degree
11-2022	Sales Managers	29,144	1.8%	2,109	1,956	\$165,300	Bachelor's degree
11-2033	Fundraising Managers	2,668	2.5%	171	70	\$115,300	Bachelor's degree
13-1131	Fundraisers	4,881	5.4%	336	110	\$68,000	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	37,587	4.3%	3,245	854	\$82,700	Bachelor's degree
15-1255	Web and Digital Interface Designers	3,126	5.4%	208	163	\$97,400	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 52.14 – Marketing, continued</b>							
19-3022	Survey Researchers	314	12.1%	25	1	\$96,800	Master's degree
<b>CIP 52.14 Total</b>		<b>98,521</b>		<b>7,718</b>	<b>6,878</b>		
<b>CIP 51 – Health Professions and Related Programs</b>							
11-3012	Administrative Services Managers	10,972	1.7%	842	10	\$122,600	Bachelor's degree
11-3013	Facilities Managers	8,137	1.1%	616	93	\$111,200	Bachelor's degree
11-9111	Medical and Health Services Managers	22,444	1.8%	2,103	7,281	\$139,200	Bachelor's degree
11-9121	Natural Sciences Managers	3,148	3.7%	224	246	\$166,400	Bachelor's degree
11-9199	Managers, All Other	46,723	2.2%	3,266	509	\$152,100	Bachelor's degree
13-1041	Compliance Officers	11,100	2.2%	828	306	\$86,500	Bachelor's degree
15-1221	Computer and Information Research Scientists	397	3.4%	32	598	\$132,900	Master's degree
15-1299	Computer Occupations, All Other	13,490	2.8%	828	2,476	\$108,300	Bachelor's degree
19-1041	Epidemiologists	207	1.8%	11	3	\$94,500	Master's degree
19-1042	Medical Scientists, Except Epidemiologists	5,204	1.8%	254	659	\$98,200	Doctoral or professional
19-1099	Life Scientists, All Other	247	27.8%	11	6	\$67,000	Bachelor's degree
19-2012	Physicists	1,696	6.2%	98	41	\$132,600	Doctoral or professional
19-2031	Chemists	3,349	1.5%	232	119	\$103,300	Bachelor's degree
19-2041	Environmental Scientists and Specialists, Including Health	1,632	2.0%	146	74	\$102,800	Bachelor's degree
19-3033	Clinical and Counseling Psychologists	3,388	0.9%	191	180	\$108,100	Doctoral or professional
19-4051	Nuclear Technicians	765	23.9%	64	5	\$92,600	Associate's degree
19-5011	Occupational Health and Safety Specialists	2,711	4.6%	287	434	\$98,700	Bachelor's degree
19-5012	Occupational Health and Safety Technicians	1,646	4.6%	172	5	\$72,200	Bachelor's degree
21-1013	Marriage and Family Therapists	1,883	0.2%	167	34	\$69,700	Master's degree
21-1015	Rehabilitation Counselors	3,835	2.5%	289	9	\$55,000	Master's degree
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	19,257	8.6%	1,917	1,245	\$70,900	Master's degree
21-1019	Counselors, All Other	2,458	2.0%	242	4	\$56,100	Master's degree
21-1022	Healthcare Social Workers	5,992	3.1%	494	106	\$71,000	Master's degree
21-1023	Mental Health and Substance Abuse Social Workers	2,440	6.0%	192	1,261	\$63,500	Master's degree
21-1091	Health Education Specialists	1,267	4.8%	122	28	\$74,000	Bachelor's degree
29-1011	Chiropractors	2,464	1.3%	102	37	\$89,900	Doctoral or professional
29-1021	Dentists, General	5,277	0.2%	103	262	\$196,400	Doctoral or professional
29-1022	Oral and Maxillofacial Surgeons	226	0.2%	4	39	\$362,500	Doctoral or professional
29-1023	Orthodontists	238	0.2%	4	7	\$274,500	Doctoral or professional
29-1024	Prosthodontists	33	0.2%	1	4	\$261,400	Doctoral or professional
29-1029	Dentists, All Other Specialists	141	0.2%	2	11	\$240,800	Doctoral or professional
29-1031	Dietitians and Nutritionists	2,836	3.1%	174	220	\$72,300	Bachelor's degree
29-1041	Optometrists	1,848	1.9%	63	160	\$140,700	Doctoral or professional

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 51 – Health Professions and Related Programs, continued</b>							
29-1051	Pharmacists	13,242	1.1%	419	505	\$141,500	Doctoral or professional
29-1071	Physician Assistants	4,839	0.1%	335	1,149	\$131,900	Master's degree
29-1081	Podiatrists	305	2.2%	6	16	\$165,000	Doctoral or professional
29-1122	Occupational Therapists	6,978	2.3%	379	824	\$100,400	Master's degree
29-1123	Physical Therapists	10,907	0.8%	458	2,392	\$111,400	Doctoral or professional
29-1124	Radiation Therapists	732	2.4%	26	184	\$115,200	Associate's degree
29-1125	Recreational Therapists	365	10.4%	26	19	\$68,500	Bachelor's degree
29-1126	Respiratory Therapists	5,693	0.7%	274	933	\$85,000	Associate's degree
29-1127	Speech-Language Pathologists	8,483	0.8%	533	1,713	\$90,900	Master's degree
29-1129	Therapists, All Other	1,648	1.5%	106	31	\$79,100	Bachelor's degree
29-1141	Registered Nurses	140,164	1.6%	6,456	11,535	\$94,300	Bachelor's degree
29-1151	Nurse Anesthetists	1,584	1.6%	61	256	\$251,500	Master's degree
29-1171	Nurse Practitioners	10,532	0.8%	852	1,005	\$134,200	Master's degree
29-1181	Audiologists	580	0.6%	27	46	\$96,000	Doctoral or professional
29-1211	Anesthesiologists	1,289	0.8%	24	107	\$317,200	Doctoral or professional
29-1212	Cardiologists	553	0.8%	10	146	\$475,100	Doctoral or professional
29-1213	Dermatologists	366	0.8%	8	30	\$374,200	Doctoral or professional
29-1214	Emergency Medicine Physicians	1,458	1.5%	26	145	\$322,300	Doctoral or professional
29-1215	Family Medicine Physicians	2,314	0.8%	43	237	\$210,700	Doctoral or professional
29-1216	General Internal Medicine Physicians	2,183	0.8%	38	72	\$261,300	Doctoral or professional
29-1217	Neurologists	309	0.8%	6	54	\$253,200	Doctoral or professional
29-1218	Obstetricians and Gynecologists	682	0.8%	12	173	\$268,600	Doctoral or professional
29-1221	Pediatricians, General	1,503	0.8%	24	72	\$220,200	Doctoral or professional
29-1222	Physicians, Pathologists	425	0.8%	8	17	\$213,300	Doctoral or professional
29-1223	Psychiatrists	831	0.8%	18	175	\$285,000	Doctoral or professional
29-1224	Radiologists	995	1.5%	18	45	\$365,600	Doctoral or professional
29-1229	Physicians, All Other	16,861	0.8%	313	527	\$257,000	Doctoral or professional
29-1241	Ophthalmologists, Except Pediatric	508	2.3%	8	14	\$317,400	Doctoral or professional
29-1242	Orthopedic Surgeons, Except Pediatric	367	2.4%	6	37	\$366,000	Doctoral or professional
29-1243	Pediatric Surgeons	36	2.5%	0	14	\$291,500	Doctoral or professional
29-1249	Surgeons, All Other	917	2.4%	14	176	\$350,700	Doctoral or professional
29-1291	Acupuncturists	672	2.1%	31	8	\$90,700	Master's degree
29-1292	Dental Hygienists	8,515	0.9%	539	191	\$91,200	Associate's degree
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	1,059	1.6%	51	2	\$106,800	Master's degree
29-2011	Medical and Clinical Laboratory Technologists	6,476	1.5%	370	269	\$70,900	Bachelor's degree
29-2012	Medical and Clinical Laboratory Technicians	6,485	1.5%	372	360	\$71,000	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 51 – Health Professions and Related Programs, continued</b>							
29-2031	Cardiovascular Technologists and Technicians	1,468	0.9%	74	1,517	\$74,500	Associate's degree
29-2032	Diagnostic Medical Sonographers	3,496	2.2%	187	826	\$98,800	Associate's degree
29-2033	Nuclear Medicine Technologists	710	0.1%	24	127	\$103,400	Associate's degree
29-2034	Radiologic Technologists and Technicians	8,211	0.7%	370	2,121	\$81,400	Associate's degree
29-2035	Magnetic Resonance Imaging Technologists	2,711	0.8%	130	331	\$92,400	Associate's degree
29-2036	Medical Dosimetrists	115	0.1%	5	7	\$147,800	Bachelor's degree
29-2051	Dietetic Technicians	541	4.4%	59	141	\$42,900	Associate's degree
31-2011	Occupational Therapy Assistants	2,166	1.1%	291	935	\$66,600	Associate's degree
<b>CIP 51 Total</b>		<b>467,719</b>		<b>27,118</b>	<b>45,956</b>		
<b>CIP 51.07 – Health and Medical Administrative Services</b>							
11-3012	Administrative Services Managers	10,972	1.7%	842	10	\$122,600	Bachelor's degree
11-3013	Facilities Managers	8,137	1.1%	616	93	\$111,200	Bachelor's degree
11-9111	Medical and Health Services Managers	22,444	1.8%	2,103	7,281	\$139,200	Bachelor's degree
11-9199	Managers, All Other	46,723	2.2%	3,266	509	\$152,100	Bachelor's degree
13-1041	Compliance Officers	11,100	2.2%	828	306	\$86,500	Bachelor's degree
29-9021	Health Information Technologists and Medical Registrars	986	3.9%	67	215	\$65,800	Associate's degree
<b>CIP 51.07 Total</b>		<b>100,362</b>		<b>7,723</b>	<b>8,414</b>		
<b>CIP 51.08 – Allied Health and Medical Assisting Services</b>							
29-1071	Physician Assistants	4,839	0.1%	335	1,149	\$131,900	Master's degree
29-2012	Medical and Clinical Laboratory Technicians	6,485	1.5%	372	360	\$71,000	Bachelor's degree
31-2011	Occupational Therapy Assistants	2,166	1.1%	291	935	\$66,600	Associate's degree
31-2021	Physical Therapist Assistants	4,576	0.8%	794	970	\$71,600	Associate's degree
<b>CIP 15.08 Total</b>		<b>18,065</b>		<b>1,792</b>	<b>3,414</b>		
<b>CIP 51.09 – Allied Health Diagnostic, Intervention, and Treatment Professions</b>							
19-4051	Nuclear Technicians	765	23.9%	64	5	\$92,600	Associate's degree
19-5012	Occupational Health and Safety Technicians	1,646	4.6%	172	5	\$72,200	Bachelor's degree
29-1071	Physician Assistants	4,839	0.1%	335	1,149	\$131,900	Master's degree
29-1124	Radiation Therapists	732	2.4%	26	184	\$115,200	Associate's degree
29-1126	Respiratory Therapists	5,693	0.7%	274	933	\$85,000	Associate's degree
29-2031	Cardiovascular Technologists and Technicians	1,468	0.9%	74	1,517	\$74,500	Associate's degree
29-2032	Diagnostic Medical Sonographers	3,496	2.2%	187	826	\$98,800	Associate's degree
29-2033	Nuclear Medicine Technologists	710	0.1%	24	127	\$103,400	Associate's degree
29-2034	Radiologic Technologists and Technicians	8,211	0.7%	370	2,121	\$81,400	Associate's degree
29-2035	Magnetic Resonance Imaging Technologists	2,711	0.8%	130	331	\$92,400	Associate's degree
29-2036	Medical Dosimetrists	115	0.1%	5	7	\$147,800	Bachelor's degree
<b>CIP 15.09 Total</b>		<b>30,386</b>		<b>1,659</b>	<b>7,205</b>		

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 51.15 – Mental and Social Health Services and Allied Professions</b>							
19-3033	Clinical and Counseling Psychologists	3,388	0.9%	191	180	\$108,100	Doctoral or professional
21-1013	Marriage and Family Therapists	1,883	0.2%	167	34	\$69,700	Master's degree
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	19,257	8.6%	1,917	1,245	\$70,900	Master's degree
21-1019	Counselors, All Other	2,458	2.0%	242	4	\$56,100	Master's degree
21-1022	Healthcare Social Workers	5,992	3.1%	494	106	\$71,000	Master's degree
21-1023	Mental Health and Substance Abuse Social Workers	2,440	6.0%	192	1,261	\$63,500	Master's degree
21-1091	Health Education Specialists	1,267	4.8%	122	28	\$74,000	Bachelor's degree
21-2011	Clergy	10,426	1.4%	819	161	\$60,600	Bachelor's degree
21-2021	Directors, Religious Activities and Education	4,627	0.1%	408	37	\$60,900	Bachelor's degree
29-9092	Genetic Counselors	105	4.0%	7	11	\$95,100	Master's degree
<b>CIP 51.15 Total</b>		<b>51,842</b>		<b>4,558</b>	<b>3,067</b>		
<b>CIP 51.38 – Registered Nursing</b>							
11-9111	Medical and Health Services Managers	22,444	1.8%	2,103	7,281	\$139,200	Bachelor's degree
29-1141	Registered Nurses	140,164	1.6%	6,456	11,535	\$94,300	Bachelor's degree
29-1151	Nurse Anesthetists	1,584	1.6%	61	256	\$251,500	Master's degree
29-1171	Nurse Practitioners	10,532	0.8%	852	1,005	\$134,200	Master's degree
<b>CIP 51.38 Total</b>		<b>174,724</b>		<b>9,471</b>	<b>20,077</b>		
<b>CIP 13 – Education</b>							
11-3131	Training and Development Managers	1,746	1.8%	127	27	\$138,000	Bachelor's degree
11-9031	Education and Childcare Administrators, Preschool and Daycare	3,871	1.5%	202	217	\$56,000	Bachelor's degree
11-9032	Education Administrators, Kindergarten through Secondary	14,227	1.5%	745	139	\$118,400	Master's degree
11-9039	Education Administrators, All Other	1,964	1.5%	114	1	\$87,300	Bachelor's degree
13-1151	Training and Development Specialists	16,122	3.2%	1,420	291	\$73,200	Bachelor's degree
21-1012	Educational, Guidance, and Career Counselors and Advisors	13,196	2.5%	888	215	\$72,000	Master's degree
25-1022	Mathematical Science Teachers, Postsecondary	2,109	1.3%	140	91	\$83,700	Doctoral or professional
25-2011	Preschool Teachers, Except Special Education	22,504	3.6%	2,301	1,160	\$42,800	Associate's degree
25-2012	Kindergarten Teachers, Except Special Education	4,528	3.5%	426	19	\$69,900	Bachelor's degree
25-2021	Elementary School Teachers, Except Special Education	59,576	2.7%	3,116	1,007	\$71,900	Bachelor's degree
25-2022	Middle School Teachers, Except Special and Career/Technical Education	25,078	2.7%	1,311	529	\$74,800	Bachelor's degree
25-2023	Career/Technical Education Teachers, Middle School	208	2.8%	11	0	\$84,800	Bachelor's degree
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	46,079	2.4%	2,193	604	\$84,000	Bachelor's degree
25-2032	Career/Technical Education Teachers, Secondary School	2,652	2.4%	126	22	\$88,400	Bachelor's degree
25-2051	Special Education Teachers, Preschool	1,094	1.8%	65	36	\$63,400	Bachelor's degree
25-2052	Special Education Teachers, Kindergarten and Elementary School	11,772	1.7%	639	611	\$75,000	Bachelor's degree
25-2057	Special Education Teachers, Middle School	4,142	1.7%	225	100	\$74,400	Bachelor's degree
25-2058	Special Education Teachers, Secondary School	8,008	1.8%	435	95	\$82,500	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 13 – Education</b> , continued							
25-2059	Special Education Teachers, All Other	1,932	1.7%	112	190	\$68,300	Bachelor's degree
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	1,654	3.0%	145	93	\$65,500	Bachelor's degree
25-3031	Substitute Teachers, Short-Term	16,701	2.9%	1,825	401	\$43,500	Bachelor's degree
25-3099	Teachers and Instructors, All Other	2,637	2.8%	283	186	\$67,300	Bachelor's degree
25-4022	Librarians and Media Collections Specialists	4,987	1.6%	404	40	\$69,400	Master's degree
25-9031	Instructional Coordinators	8,832	2.7%	677	476	\$81,400	Master's degree
25-9099	Educational Instruction and Library Workers, All Other	818	2.6%	63	0	\$50,500	Bachelor's degree
<b>CIP 13 Total</b>		<b>276,434</b>		<b>17,994</b>	<b>6,550</b>		
<b>CIP 13.04 - Education Administrators</b>							
11-3131	Training and Development Managers	1,746	1.8%	127	27	\$138,000	Bachelor's degree
11-9031	Education and Childcare Administrators, Preschool and Daycare	3,871	1.5%	202	217	\$56,000	Bachelor's degree
11-9032	Education Administrators, Kindergarten through Secondary	14,227	1.5%	745	139	\$118,400	Master's degree
11-9039	Education Administrators, All Other	1,964	1.5%	114	1	\$87,300	Bachelor's degree
<b>CIP 13.04 Total</b>		<b>21,807</b>		<b>1188</b>	<b>384</b>		
<b>CIP 13.10 &amp; 13.12 - Early Childhood</b>							
25-2051	Special Education Teachers, Preschool	1,094	1.8%	65	36	\$63,400	Bachelor's degree
25-2012	Kindergarten Teachers, Except Special Education	4,528	3.5%	426	19	\$69,900	Bachelor's degree
25-2011	Preschool Teachers, Except Special Education	22,504	3.6%	2,301	1,160	\$42,800	Associate's degree
<b>CIP 13.10 &amp; 13.12 Total</b>		<b>28,125</b>		<b>2,792</b>	<b>1,215</b>		
<b>CIP 05, 16, 23, 24, 38, 42, 45 - Liberal Arts, Humanities, and Social Sciences</b>							
17-1021	Cartographers and Photogrammetrists	427	1.1%	28	1	\$91,100	Bachelor's degree
19-1029	Biological Scientists, All Other	1,459	2.4%	104	46	\$89,300	Bachelor's degree
19-1099	Life Scientists, All Other	247	27.8%	11	6	\$67,000	Bachelor's degree
19-3011	Economists	565	0.3%	27	5	\$135,700	Master's degree
19-3022	Survey Researchers	314	12.1%	25	1	\$96,800	Master's degree
19-3032	Industrial-Organizational Psychologists	327	0.4%	18	2	\$136,000	Master's degree
19-3033	Clinical and Counseling Psychologists	3,388	0.9%	191	180	\$108,100	Doctoral or professional
19-3034	School Psychologists	3,147	1.0%	134	521	\$86,400	Master's degree
19-3039	Psychologists, All Other	2,165	0.4%	122	47	\$103,600	Master's degree
19-3041	Sociologists	95	1.9%	8	0	\$139,800	Master's degree
19-3051	Urban and Regional Planners	1,290	0.3%	87	37	\$89,600	Master's degree
19-3091	Anthropologists and Archeologists	238	5.0%	20	39	\$64,900	Master's degree
19-3092	Geographers	49	5.0%	4	5	\$95,800	Bachelor's degree
19-3094	Political Scientists	124	5.1%	9	1	\$106,200	Master's degree
19-3099	Social Scientists and Related Workers, All Other	744	5.2%	58	8	\$103,800	Bachelor's degree
19-4061	Social Science Research Assistants	370	14.8%	45	3	\$61,000	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 05, 16, 23, 24, 38, 42, 45 - Liberal Arts, Humanities, and Social Sciences, continued</b>							
19-4099	Life, Physical, and Social Science Technicians, All Other	1,262	3.3%	152	375	\$60,600	Associate's degree
21-1012	Educational, Guidance, and Career Counselors and Advisors	13,196	2.5%	888	215	\$72,000	Master's degree
21-1013	Marriage and Family Therapists	1,883	0.2%	167	34	\$69,700	Master's degree
21-1015	Rehabilitation Counselors	3,835	2.5%	289	9	\$55,000	Master's degree
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	19,257	8.6%	1,917	1,245	\$70,900	Master's degree
21-1019	Counselors, All Other	2,458	2.0%	242	4	\$56,100	Master's degree
21-1021	Child, Family, and School Social Workers	17,040	1.6%	1,323	551	\$71,800	Bachelor's degree
21-1022	Healthcare Social Workers	5,992	3.1%	494	106	\$71,000	Master's degree
21-1023	Mental Health and Substance Abuse Social Workers	2,440	6.0%	192	1,261	\$63,500	Master's degree
21-1029	Social Workers, All Other	2,205	2.4%	174	1	\$77,600	Bachelor's degree
21-1092	Probation Officers and Correctional Treatment Specialists	2,598	0.8%	181	8	\$72,900	Bachelor's degree
27-3041	Editors	4,522	2.9%	328	65	\$77,100	Bachelor's degree
27-3042	Technical Writers	1,402	11.1%	100	115	\$88,400	Bachelor's degree
27-3043	Writers and Authors	5,593	4.6%	487	191	\$74,600	Bachelor's degree
27-3091	Interpreters and Translators	3,034	4.4%	265	179	\$61,500	Bachelor's degree
43-9081	Proofreaders and Copy Markers	356	17.4%	49	6	\$50,300	Bachelor's degree
<b>CIP 05, 16, 23, 24, 38, 42, 45 Total</b>		<b>102,021</b>		<b>8,138</b>	<b>5,267</b>		
<b>CIP 26 – Biological and Biomedical Sciences</b>							
11-9121	Natural Sciences Managers	3,148	3.7%	224	246	\$166,400	Bachelor's degree
15-1221	Computer and Information Research Scientists	397	3.4%	32	598	\$132,900	Master's degree
15-1299	Computer Occupations, All Other	13,490	2.8%	828	2,476	\$108,300	Bachelor's degree
15-2021	Mathematicians	58	8.4%	3	3	\$122,000	Master's degree
15-2041	Statisticians	707	4.6%	45	73	\$124,800	Master's degree
15-2051	Data Scientists	8,545	2.5%	764	639	\$120,300	Bachelor's degree
15-2099	Mathematical Science Occupations, All Other	1,522	2.4%	97	5	\$90,800	Bachelor's degree
19-1013	Soil and Plant Scientists	667	9.6%	48	38	\$70,400	Bachelor's degree
19-1021	Biochemists and Biophysicists	253	2.4%	19	27	\$89,000	Doctoral or professional
19-1022	Microbiologists	803	2.4%	58	30	\$82,100	Bachelor's degree
19-1023	Zoologists and Wildlife Biologists	185	2.4%	13	5	\$78,700	Bachelor's degree
19-1029	Biological Scientists, All Other	1,459	2.4%	104	46	\$89,300	Bachelor's degree
19-1031	Conservation Scientists	799	4.1%	69	23	\$73,600	Bachelor's degree
19-1041	Epidemiologists	207	1.8%	11	3	\$94,500	Master's degree
19-1042	Medical Scientists, Except Epidemiologists	5,204	1.8%	254	659	\$98,200	Doctoral or professional
19-1099	Life Scientists, All Other	247	27.8%	11	6	\$67,000	Bachelor's degree
19-4012	Agricultural Technicians	529	5.9%	74	36	\$51,500	Associate's degree
19-4013	Food Science Technicians	661	5.5%	92	71	\$70,900	Associate's degree
19-4021	Biological Technicians	1,712	1.6%	188	255	\$58,300	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 26 – Biological and Biomedical Sciences, continued</b>							
19-4092	Forensic Science Technicians	401	3.2%	52	3	\$101,700	Bachelor's degree
29-1128	Exercise Physiologists	727	3.0%	44	27	\$69,300	Bachelor's degree
29-2011	Medical and Clinical Laboratory Technologists	6,476	1.5%	370	269	\$70,900	Bachelor's degree
29-9091	Athletic Trainers	1,148	3.9%	74	151	\$71,000	Master's degree
29-9092	Genetic Counselors	105	4.0%	7	11	\$95,100	Master's degree
<b>CIP 26 Total</b>		<b>49,451</b>		<b>3,480</b>	<b>5,700</b>		
<b>CIP 50 – Visual and Performing Arts</b>							
11-2011	Advertising and Promotions Managers	439	2.5%	33	9	\$135,100	Bachelor's degree
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	534	4.3%	53	2	\$100,700	Bachelor's degree
13-2022	Appraisers of Personal and Business Property	107	0.9%	7	3	\$75,500	Bachelor's degree
15-1255	Web and Digital Interface Designers	3,126	5.4%	208	163	\$97,400	Bachelor's degree
25-4011	Archivists	213	10.4%	23	10	\$71,500	Master's degree
25-4012	Curators	606	10.5%	68	26	\$72,200	Master's degree
25-4013	Museum Technicians and Conservators	594	10.3%	66	13	\$50,800	Bachelor's degree
27-1011	Art Directors	5,243	5.9%	419	54	\$114,900	Bachelor's degree
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	873	5.7%	68	1	\$71,900	Bachelor's degree
27-1014	Special Effects Artists and Animators	1,987	5.4%	154	66	\$82,600	Bachelor's degree
27-1021	Commercial and Industrial Designers	518	3.8%	30	6	\$76,000	Bachelor's degree
27-1022	Fashion Designers	704	8.5%	56	3	\$118,400	Bachelor's degree
27-1024	Graphic Designers	10,533	4.8%	713	231	\$67,100	Bachelor's degree
27-1025	Interior Designers	3,522	3.3%	289	82	\$77,700	Bachelor's degree
27-1027	Set and Exhibit Designers	1,122	3.9%	77	1	\$70,200	Bachelor's degree
27-1029	Designers, All Other	768	4.0%	50	1	\$85,300	Bachelor's degree
27-2012	Producers and Directors	4,459	5.9%	309	104	\$87,700	Bachelor's degree
27-2041	Music Directors and Composers	1,967	4.5%	176	22	\$64,400	Bachelor's degree
27-3043	Writers and Authors	5,593	4.6%	487	191	\$74,600	Bachelor's degree
27-4031	Camera Operators, Television, Video, and Film	1,297	8.8%	89	16	\$88,400	Bachelor's degree
27-4032	Film and Video Editors	1,228	8.7%	88	13	\$68,400	Bachelor's degree
<b>CIP 50.04 – CIP 50 Total and Applied Arts</b>		<b>45,433</b>		<b>3,463</b>	<b>1,017</b>		
<b>CIP 50.04 – Design and Applied Arts</b>							
15-1255	Web and Digital Interface Designers	3,126	5.4%	208	163	\$97,400	Bachelor's degree
27-1011	Art Directors	5,243	5.9%	419	54	\$114,900	Bachelor's degree
27-1014	Special Effects Artists and Animators	1,987	5.4%	154	66	\$82,600	Bachelor's degree
27-1021	Commercial and Industrial Designers	518	3.8%	30	6	\$76,000	Bachelor's degree
27-1022	Fashion Designers	704	8.5%	56	3	\$118,400	Bachelor's degree
27-1024	Graphic Designers	10,533	4.8%	713	231	\$67,100	Bachelor's degree
27-1025	Interior Designers	3,522	3.3%	289	82	\$77,700	Bachelor's degree

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 Day Online Job Ads	Average Wages	Typical Minimal Education Requirements
<b>CIP 50.04 – Design and Applied Arts, continued</b>							
27-1027	Set and Exhibit Designers	1,122	3.9%	77	1	\$70,200	Bachelor's degree
27-1029	Designers, All Other	768	4.0%	50	1	\$85,300	Bachelor's degree
<b>CIP 50.04 Total</b>		<b>27,522</b>		<b>1,996</b>	<b>607</b>		
<b>CIP 40 – Physical Sciences</b>							
11-9041	Architectural and Engineering Managers	8,371	3.3%	501	1,743	\$163,300	Bachelor's degree
11-9121	Natural Sciences Managers	3,148	3.7%	224	246	\$166,400	Bachelor's degree
19-2011	Astronomers	40	6.5%	2	1	\$133,700	Doctoral or professional
19-2012	Physicists	1,696	6.2%	98	41	\$132,600	Doctoral or professional
19-2021	Atmospheric and Space Scientists	295	0.5%	25	5	\$162,100	Bachelor's degree
19-2031	Chemists	3,349	1.5%	232	119	\$103,300	Bachelor's degree
19-2032	Materials Scientists	384	1.4%	26	7	\$126,000	Bachelor's degree
19-2041	Environmental Scientists and Specialists, Including Health	1,632	2.0%	146	74	\$102,800	Bachelor's degree
19-2042	Geoscientists, Except Hydrologists and Geographers	418	0.4%	31	49	\$101,500	Bachelor's degree
19-2043	Hydrologists	114	0.4%	8	2	\$96,300	Bachelor's degree
19-2099	Physical Scientists, All Other	791	3.1%	45	0	\$119,200	Bachelor's degree
19-4013	Food Science Technicians	661	5.5%	92	71	\$70,900	Associate's degree
19-4031	Chemical Technicians	1,854	0.2%	208	92	\$70,300	Associate's degree
19-4042	Environmental Science and Protection Technicians, Including Health	1,696	5.9%	184	73	\$67,200	Associate's degree
19-4043	Geological Technicians, Except Hydrologic Technicians	189	6.0%	20	7	\$53,300	Associate's degree
19-4044	Hydrologic Technicians	79	5.8%	8	0	\$63,600	Associate's degree
19-4092	Forensic Science Technicians	401	3.2%	52	3	\$101,700	Bachelor's degree
19-4099	Life, Physical, and Social Science Technicians, All Other	1,262	3.3%	152	375	\$60,600	Associate's degree
<b>CIP 40 Total</b>		<b>26,380</b>		<b>2,055</b>	<b>2,908</b>		

## APPENDIX U. POSTSECONDARY INSTRUCTIONAL OCCUPATIONS AND LABOR MARKET INDICATORS (SOC 25-10XX SERIES)

Postsecondary instructional occupations are presented separately and are not included in CIP-aligned occupational demand aggregates.

Unemployment rates reflect JobsEQ's aggregation methodology, which groups certain detailed instructional occupations within broader SOC categories (e.g., 25-10xx) and reports standardized labor market indicators across those groupings.

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 day Online Job Ads	Avg. Wages	Typical Min Educ Req
<b>SOC 25-10xx Series</b>							
25-1041	Agricultural Sciences Teachers, Postsecondary	347	1.4%	24	1	\$98,600	Doctoral or professional
25-1063	Economics Teachers, Postsecondary	513	1.3%	34	27	\$127,100	Doctoral or professional
25-1043	Forestry and Conservation Science Teachers, Postsecondary	42	1.3%	3	1	\$106,600	Doctoral or professional
25-1071	Health Specialties Teachers, Postsecondary	8,595	1.3%	730	1,055	\$116,600	Doctoral or professional
25-1053	Environmental Science Teachers, Postsecondary	164	1.3%	11	11	\$94,100	Doctoral or professional
25-1031	Architecture Teachers, Postsecondary	199	1.3%	13	17	\$90,900	Doctoral or professional
25-1069	Social Sciences Teachers, Postsecondary, All Other	1,619	1.3%	106	3	\$68,200	Doctoral or professional
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	153	1.3%	10	15	\$104,600	Doctoral or professional
25-1122	Communications Teachers, Postsecondary	1,358	1.3%	90	25	\$85,400	Doctoral or professional
25-1021	Computer Science Teachers, Postsecondary	1,359	1.3%	95	81	\$107,200	Doctoral or professional
25-1194	Career/Technical Education Teachers, Postsecondary	4,167	1.3%	260	724	\$70,700	Bachelor's degree
25-1081	Education Teachers, Postsecondary	3,704	1.3%	246	99	\$67,900	Doctoral or professional
25-1121	Art, Drama, and Music Teachers, Postsecondary	4,119	1.3%	270	338	\$89,400	Master's degree
25-1011	Business Teachers, Postsecondary	3,438	1.3%	238	221	\$111,400	Doctoral or professional
25-1123	English Language and Literature Teachers, Postsecondary	2,389	1.3%	153	133	\$81,400	Doctoral or professional
25-1124	Foreign Language and Literature Teachers, Postsecondary	787	1.3%	50	61	\$84,400	Doctoral or professional
25-1192	Family and Consumer Sciences Teachers, Postsecondary	131	1.3%	9	6	\$84,200	Doctoral or professional
25-1022	Mathematical Science Teachers, Postsecondary	2,109	1.3%	140	91	\$83,700	Doctoral or professional
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	539	1.3%	36	37	\$80,900	Doctoral or professional
25-1042	Biological Science Teachers, Postsecondary	1,878	1.3%	136	157	\$91,900	Doctoral or professional
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	152	1.2%	10	8	\$92,000	Doctoral or professional
25-1052	Chemistry Teachers, Postsecondary	887	1.3%	59	44	\$100,900	Doctoral or professional
25-1054	Physics Teachers, Postsecondary	530	1.3%	36	20	\$96,700	Doctoral or professional
25-1125	History Teachers, Postsecondary	675	1.3%	43	22	\$91,800	Doctoral or professional
25-1064	Geography Teachers, Postsecondary	132	1.3%	9	12	\$92,200	Doctoral or professional
25-1066	Psychology Teachers, Postsecondary	2,148	1.3%	145	60	\$83,400	Doctoral or professional
25-1032	Engineering Teachers, Postsecondary	1,335	1.3%	99	37	\$127,000	Doctoral or professional
25-1112	Law Teachers, Postsecondary	462	1.3%	31	24	\$118,200	Doctoral or professional
25-1082	Library Science Teachers, Postsecondary	491	1.3%	33	2	\$73,700	Doctoral or professional
25-1113	Social Work Teachers, Postsecondary	647	1.4%	43	19	\$75,400	Doctoral or professional

SOC Code	Occupation Title	Statewide Employment	Unemployed Rate	Projected Annual Openings	30 day Online Job Ads	Avg. Wages	Typical Min Educ Req
<b>SOC 25-10xx Series</b> , continued							
25-1061	Anthropology and Archeology Teachers, Postsecondary	161	1.3%	11	26	\$92,500	Doctoral or professional
25-1065	Political Science Teachers, Postsecondary	474	1.3%	31	19	\$99,600	Doctoral or professional
25-1126	Philosophy and Religion Teachers, Postsecondary	1,131	1.3%	73	24	\$80,700	Doctoral or professional
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	390	1.3%	26	23	\$75,800	Doctoral or professional
25-1067	Sociology Teachers, Postsecondary	498	1.3%	33	46	\$90,200	Doctoral or professional
25-1072	Nursing Instructors and Teachers, Postsecondary	2,740	1.3%	230	175	\$86,900	Doctoral or professional
<b>SOC 25-10xx Series Total</b>		<b>50,464</b>		<b>3,566</b>	<b>3,664</b>		