

Arts and Sciences Majors: Providing Pathways to Purpose and Success

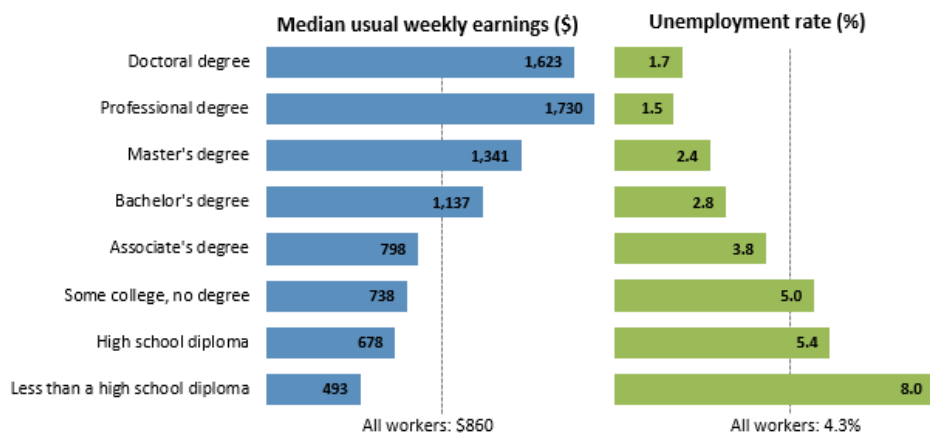
Today's students and parents see a four-year college education as a critical to achieving the American Dream. With debt and economic uncertainty on the rise, however, it is understandable that they want to ensure that the degree chosen will prepare students for careers that bring both purpose...and a paycheck. This brief describes the value of majors in the arts and sciences, which are uniquely positioned to deliver both inspiration and long-term stability, especially when combined with experiential learning (e.g. internship). It also highlights specific advantages that the **Rutgers University and the School of Arts and Sciences** provides for its students in life and career development.

The college “wage premium” is high, regardless of major.

Compared to those with less education, those who earn a Bachelor's degree in any major:

- are much less likely to be unemployed and
- will likely earn much more money after graduation and over a lifetime.^{1,2}

Earnings and unemployment rates by educational attainment, 2015



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey

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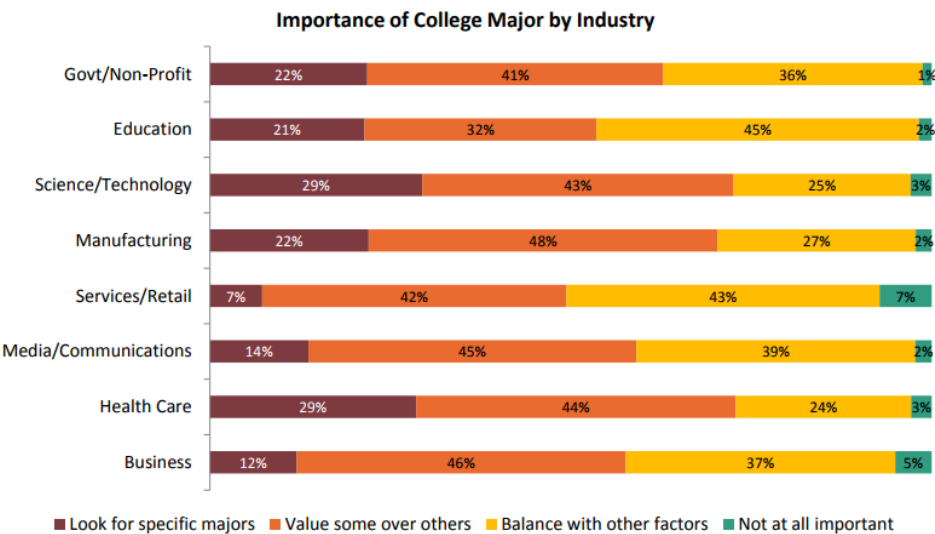
Rutgers has an edge: college reputation matters to employers.

- Rutgers consistently ranks in the top 25 of national rankings and in the top 100 in global rankings.^{3,4}
- Nationally and regionally known universities like Rutgers are favored by most hiring employers.⁵
- Flagship public colleges like Rutgers-New Brunswick are the most desirable, according to employers.⁶

Demand for Arts and Sciences Majors is Strong and Rising.

According to a Chronicle of Higher Education Survey, 78% of employers will consider any major. ⁷

- Even in the most restrictive industries (Science and Technology and Healthcare) over two-thirds (71%) of employers will consider other majors for jobs. ⁸



Q: How important is a recent college graduate’s major to your organization when you hire?

- Indeed, studies show that arts and sciences majors, especially those who pursue an internship, are more likely to land jobs in business than business majors. ^{9, 10}

Demand for arts and science majors and related skills is rising faster than in most other disciplines.

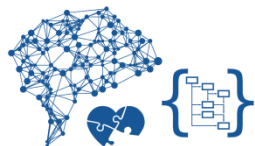
- Compared to 2015-16, **on-campus demand for arts, communications, sciences, humanities & social science majors rose by 25%**, versus less than 20% for engineering and all majors combined.¹¹
- Between 1980 and 2015, a Pew Research Center study found a higher than average rise in the percentage of jobs that require social and analytical skills, which arts and sciences majors help to build.¹²

Experts predict a continued steady rise in demand for skills taught in the arts and sciences as AI replaces technical job functions.

As we enter the age of artificial intelligence and more human- machine interaction, the need for humanities and other liberal arts majors is increasing. For example, designing artificial intelligence systems requires knowledge of math, psychology, sociology and other disciplines.¹³ In 2016, the World Economic Forum described the top skills workers will need to thrive in what they describe as the Fourth Industrial Revolution. These skills match those taught in many arts and sciences majors.

Top 10 Skills in 2020¹⁴

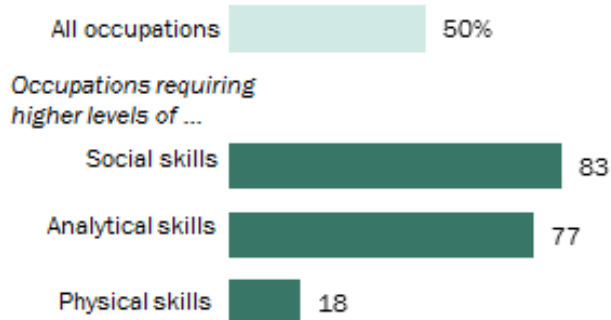
1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



Source: Future of Jobs Report, World Economic Forum

Employment growth is more rapid in occupations requiring higher social or analytical skills

% change in employment, 1980-2015



Note: Based on employed civilians ages 16 and older. Occupations requiring a higher level of a skill set are those with average to above-average ratings in the importance of the skill set to job performance. Because an individual occupation may require higher levels of more than one skill, the three categories of occupations are not mutually exclusive.

Source: Pew Research Center analysis of O*NET and monthly Current Population Survey data (IPUMS).
"The State of American Jobs"

Employment and starting salaries for Arts and Sciences majors are also on the rise

- Nationwide, students who graduated in 2015 with a bachelor's degree in the humanities and related majors (e.g. Anthropology, languages, English, history, philosophy) were between 1-6% more likely to find a job than in 2014.¹⁵
- Starting salaries for humanities graduates also increased by an average of 13% compared to just a year before.¹⁶

Rutgers School of Arts and Sciences Majors find success shortly after graduation

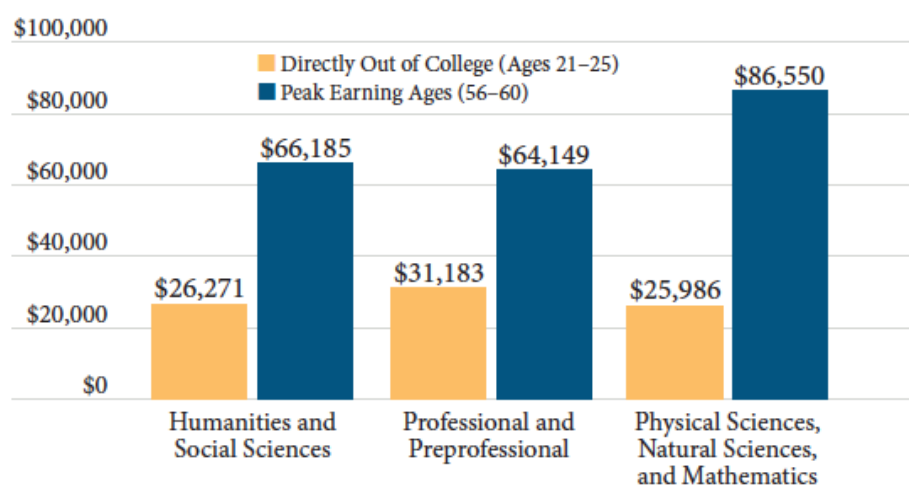
- In 2016, more than 8 out of 10 (83%) of Rutgers School of Arts and Sciences graduates found jobs or entered school after graduation, compared to 82% university-wide.¹⁷
- The median starting salary for SAS graduates in 2016 was \$38,000 AND they earned an average of \$17,479 in bonuses and other income.¹⁸

Arts and sciences majors earn more than professional and pre-professional majors over a lifetime¹⁹ and report myriad other benefits²⁰.

Source: American Association of Colleges and Universities, 2014

- According to one recent study, **earning** over \$100,000 per year is more related to **taking** a high number of

Liberal Arts and Sciences Majors Close Earnings Gaps with Professional Majors



classes outside of one's major than the choice of a particular major.²¹

- Numerous studies also show that those who study the humanities and other arts and sciences report higher levels of satisfaction in their work, community and personal lives, regardless of income.^{22, 23}
- Creativity and networking skills have a big payoff in large cities and majors focused on "soft skills" get the greatest wage increase from city size.^{24, 25}

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⁴ <http://www.njbiz.com/article/20170622/NJBIZ01/170629929/rutgers-rated-one-of-the-top-100-research-universities-in-the-world>

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⁶ <http://www.chronicle.com/items/biz/pdf/Employers%20Survey.pdf> (2014)

⁷ <http://www.chronicle.com/items/biz/pdf/Employers%20Survey.pdf> (2014)

⁸ <http://www.chronicle.com/items/biz/pdf/Employers%20Survey.pdf> (2014)

⁹ <https://www.insidehighered.com/views/2013/10/17/liberal-arts-are-best-preparation-even-business-career-essay>

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¹³ <https://www.fastcodesign.com/3061163/a-designers-guide-to-the-15-billion-artificial-intelligence-industry>

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¹⁶ <http://time.com/money/4535124/liberal-arts-grads/>

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¹⁸ https://careers.rutgers.edu/page.cfm?page_id=462&school=sas

¹⁹ American Association of Colleges and Universities (2014). [Liberal Arts Graduates and Employment: Setting the Record Straight](#). American Association of Colleges and Universities. Washington, DC.

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²¹ <https://www.insidehighered.com/news/2016/01/22/study-traces-characteristics-undergraduate-education-key-measures-success-life>

²² Philip Oreopoulos & Uros Petronijevic, 2013. "Making College Worth It: A Review of the Returns to Higher Education," *The Future of Children*, vol 23(1), pages 41-65. <http://www.nber.org/papers/w19053.pdf>

²³ <https://www.insidehighered.com/news/2016/01/22/study-traces-characteristics-undergraduate-education-key-measures-success-life>

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²⁵ Cunningham, Patton & Reed, 2016: <http://www.sciencedirect.com/science/article/pii/S0167268116000032>