Robert Kustra, President
February 13, 2014
### Idaho’s hot jobs for 2010-2020

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Openings</th>
<th>Projected Employment</th>
<th>Growth in Number (%)</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>1,618</td>
<td>675</td>
<td>4.66/40.44%</td>
<td>$28.24</td>
</tr>
<tr>
<td>2</td>
<td>Medical and Health Services Managers</td>
<td>1,978</td>
<td>63</td>
<td>455/29.88%</td>
<td>$34.59</td>
</tr>
<tr>
<td>3</td>
<td>Physical Therapists</td>
<td>1,453</td>
<td>54</td>
<td>424/41.21%</td>
<td>$34.27</td>
</tr>
<tr>
<td>4</td>
<td>Dental Hygienists</td>
<td>1,157</td>
<td>61</td>
<td>365/30.22%</td>
<td>$34.10</td>
</tr>
<tr>
<td>5</td>
<td>Pharmacists</td>
<td>1,726</td>
<td>68</td>
<td>322/22.93%</td>
<td>$52.13</td>
</tr>
<tr>
<td>6</td>
<td>Software Developers, Applications</td>
<td>1,697</td>
<td>53</td>
<td>391/29.94%</td>
<td>$30.83</td>
</tr>
<tr>
<td>7</td>
<td>Management Analysts</td>
<td>2,708</td>
<td>89</td>
<td>540/24.91%</td>
<td>$25.56</td>
</tr>
<tr>
<td>8</td>
<td>Physicians and Surgeons, All Other</td>
<td>1,211</td>
<td>42</td>
<td>222/22.45%</td>
<td>not available</td>
</tr>
<tr>
<td>9</td>
<td>Network and Computer Systems Administrators</td>
<td>1,406</td>
<td>49</td>
<td>312/20.52%</td>
<td>$29.76</td>
</tr>
<tr>
<td>10</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>1,479</td>
<td>71</td>
<td>427/40.59%</td>
<td>$23.39</td>
</tr>
<tr>
<td>11</td>
<td>Radiologic Technologists and Technicians</td>
<td>1,399</td>
<td>56</td>
<td>399/39.90%</td>
<td>$24.46</td>
</tr>
<tr>
<td>12</td>
<td>Family and General Practitioners</td>
<td>918</td>
<td>53</td>
<td>179/24.22%</td>
<td>$80.60</td>
</tr>
<tr>
<td>13</td>
<td>Physician Assistants</td>
<td>732</td>
<td>27</td>
<td>167/29.56%</td>
<td>$42.95</td>
</tr>
<tr>
<td>14</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>3,609</td>
<td>153</td>
<td>770/27.12%</td>
<td>$18.22</td>
</tr>
<tr>
<td>15</td>
<td>Mechanical Engineers</td>
<td>1,370</td>
<td>58</td>
<td>212/18.31%</td>
<td>$39.05</td>
</tr>
<tr>
<td>16</td>
<td>Electrical Engineers</td>
<td>2,124</td>
<td>73</td>
<td>290/15.81%</td>
<td>$42.69</td>
</tr>
<tr>
<td>17</td>
<td>Computer Systems Analysts</td>
<td>1,774</td>
<td>40</td>
<td>215/22.42%</td>
<td>$29.19</td>
</tr>
<tr>
<td>18</td>
<td>Industrial Machinery Mechanics</td>
<td>1,630</td>
<td>60</td>
<td>356/27.94%</td>
<td>$21.11</td>
</tr>
<tr>
<td>19</td>
<td>Loan Officers</td>
<td>2,825</td>
<td>105</td>
<td>438/18.35%</td>
<td>$23.49</td>
</tr>
<tr>
<td>20</td>
<td>Elementary School Teachers, Excluding Special Education</td>
<td>1,860</td>
<td>273</td>
<td>1,200/17.24%</td>
<td>$not available</td>
</tr>
</tbody>
</table>

**Legend**
- **Projected Employment**
- **Required Education**
- **Annual Openings**
- **Growth in Number / %**
- **Median Hourly Wage**

Explore careers at labor.idaho.gov/careers and see more job growth projections at lmi.idaho.gov.
Serving Idaho’s Changing Economy

Materials Science (MS, PhD)
Computer Engineering (MS)
Electrical Engineering (MS)
Electrical & Computer Engineering (PhD)
Mechanical Engineering (MS)
Management Information Systems (MS)
Information Technology Management (MBA)

STEM Education (MS)
Nursing (MS, DNP)

Computer Systems Engineering (BS)
Bioinformatics (BS/MS *joint program with ISU)
Business Intelligence (Certificate)
Biomedical Sciences (BS)
Biomedical Engineering (MS)
MBA with Health Care Emphasis
Computer Science (PhD)

Nursing (BS – Distance)
Radiologic Sciences (BS)
Health Sciences Studies (BS – includes emphases in leadership and health policy or health informatics, among others)
Kinesiology (BS-Pre Professional, MS)
Biomolecular Science (PhD)
Serving Idaho’s Changing Economy

In the past five years we have:

• Increased nursing bachelor’s and master’s degree graduates by more than 300 percent
• Doubled our graduates in biology, chemistry and pre-medical studies
• Boosted our mechanical engineering graduates by 50 percent
• Doubled our computer science BS and MS graduates
Striving for New Ways to Inspire, Educate and Prepare Students
Improving Transferability

• Developing transfer equivalencies for every Boise State course so that students at top “feeder” institutions can transition seamlessly
• Ensuring that there is a central position responsible for facilitating transfer articulation agreements and coordinating information and activities among Boise State offices
• Ensuring that transfer agreements and other essential transfer information are clear and easily accessible on the Boise State website
• Created a Boise State center on the CWI campus that provides students with convenient access to advising and registration.
State Board of Education Goal: 60% of Idahoans between the ages of 25-34 attain a postsecondary degree or credential by 2020. Currently, only 39% of Idahoans between 25-34 years of age have a postsecondary degree or credential.
Boise State University

Number of Graduates per Year

Boise State awards more than 40% of all public university bachelor’s degrees in Idaho

2013: 3,757 grads!
2003: 2,364 grads
1993: 1,819 grads
1934: 25 grads

Years 1934-2012
A Highly Efficient University
Administrative Flexibility

- There are efficiencies to be gained by removing multiple layers of oversight that exist in today's business model for Boise State. The State Board of Education is the constitutional body responsible of oversight of Idaho's higher education system, but the current model has additional unneeded additional layers of review and approval.

- Idaho's current administrative model for higher education is bifurcated; the University of Idaho and community colleges optionally utilize state support services, while Boise State, LCSC, and ISU are required to utilize them. Changing the system to allow all higher education entities optional access would streamline the system.

- We worked closely with the Board as well as impacted state agencies in developing the bill provisions.

- Boise State has proven its effectiveness in determining where state administrative services or university operated services are the most beneficial. In 2009, the Legislature gave universities sole, independent discretion over purchases not relating to statewide contracts. Since then Boise State has averaged a 75% increase in formal purchasing bids and completed the bid process in fewer days; all while reducing customer complaints and response times and without expanding staff supports.
Challenge: Meeting the 60% Goal

Carnegie Basic Classification

Data source: IPEDS Fall 2011 (public universities)
Challenge: Meeting the 60% Goal

72 new full-time positions needed to decrease Boise State’s ratio to midpoint between average of Master’s-Large andDoctoral/Research.

Master's-Large: 24.5
Boise State: 23.5
Doctoral/Research: 23.1
Research-High: 22.6

Carnegie Basic Classification
Challenge: Meeting the 60% Goal

National Academic Advising Association Recommended Minimum

Boise State University

300

578
Challenge: Meeting the 60% Goal

- National Academic Advising Association Recommended Minimum: 300
- Boise State University: 578

12 new professional advisor positions needed to reach the recommended minimum.
The Value of a College Degree

Median annual earnings among full-time workers ages 25 to 32, in 2012 dollars


PEW RESEARCH CENTER
The Class of 2017 celebrated their first day on campus with a new tradition - "The Bon The Blue"