

NACE SALARY SURVEY

Starting salary projections for Class of 2021 new college graduates
Data reported by employers

SALARIES BY MAJOR p. 9

SALARIES BY INDUSTRY p. 27

SALARIES BY REGION p. 36

FEATURING
Starting Salary Projections
For all Degree Levels

**ASSOCIATE
BACHELOR'S
MASTER'S
DOCTORAL**



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ABOUT THE SURVEY

The Winter 2021 *Salary Survey* report features annual salary projections for Class of 2021 college graduates. The figures reported are for base salaries only and do not include bonuses, commissions, fringe benefits, or overtime rates. The report provides the detailed salary projections by academic major and degree level, along with breakouts by both industry and geographic region.

Data contained in the report were obtained by surveying NACE employer members from September 14, 2020, through November 30, 2020. A total of 139 surveys were returned—a 14.9 percent response rate. Of those responding, 5.8 percent of respondents were from the New England region, 10.2 percent were from the Plains region, 10.2 percent were from the Rocky Mountain/Far West region, 12.5 percent were from the Southwest region, 18.2 percent were from the Southeast region, 19.7 percent were from the Mideast region, and 23.4 percent were from the Great Lakes region. A list of respondents by industry and size, and a partial list of organizations that supplied data for this report can be found in the Appendix.

Salary Survey (ISSN 1520-8648) is available to individuals holding membership in the National Association of Colleges and Employers; it is also available on a subscription basis. The *Salary Survey* report is published three times a year—January, July, and October—by the National Association of Colleges and Employers, 62 Highland Ave., Bethlehem, PA 18017-9085. For more information, see www.nacweb.org/store/subscription/salary-survey/ or contact NACE at 610.868.1421.

RESEARCH STAFF

Director of Research, Public Policy, and Legislative Affairs Edwin W. Koc

Assistant Director of Research and Public Policy Joshua Kahn

Research Manager Andrea J. Koncz

Research Associate Angelena Galbraith

Research Assistant Anna Longenberger

ISSUES OF SALARY SURVEY FOR THE CLASS OF 2021

The Winter issue features starting salary projections by major from employer-provided data. The Winter 2021 report is the first report for the Class of 2021. Data are available by major, industry, and region. There are also data for advanced-degree candidates; the report includes data for 40 master's and 17 doctoral degree disciplines.

The Fall issue reports data from participating institutions; the data are provided to the schools by their graduates. In this sense, the data are "early" returns on *First-Destination Survey* salary data. The report includes data by major and region. The Fall 2021 issue will provide actual starting salary data for the Class of 2021.

The Summer issue serves as the final report for the previous year's graduating class. The report features data provided through the national *First-Destination Survey* initiative; the data represent actual starting salaries (not projections) reported by graduates to their institutions. Data are by major, region, and Carnegie Classification. The Summer 2021 issue is the final report on starting salaries for the Class of 2020. The Summer 2022 *Salary Survey* will serve as the final report for the Class of 2021.

SALARY DATA FOR THE CLASS OF 2021

REPORT	WHAT	DATA SOURCE
First Report – Winter 2021	Pre-graduation projected starting salaries	Employers
Second Report – Fall 2021	Early results, post-graduation actual starting salaries	Students/Schools
Final Report – Summer 2022	Final results, post-graduation actual starting salaries	First-Destination Survey (Students/Schools)

HOW TO READ SALARY SURVEY

ASSOCIATE / BACHELOR'S / MASTER'S / DOCTORAL

STARTING SALARY BY ACADEMIC MAJOR | PAGE 10, 11, 15, 18

In this section, you will find the average starting salary according to the major field of study, with no regard to the type of employer reporting the salary. Refer to this section when you want to know the starting salary for a graduate holding a degree in a specific discipline, such as accounting or computer science.

STARTING SALARY BY MAJOR AND INDUSTRY | PAGE 20, 25

This section shows data first by the major field of study, then by the type of employer (industry) reporting the salaries. Employer types are listed in alphabetical order under each major. See this section when you want the average starting salary reported by a specific type of employer to a graduate earning a degree in a specific major. (Example: Average salary that chemical [pharmaceutical] manufacturing firms are reporting for chemical engineering graduates.)

STARTING SALARY BY INDUSTRY AND MAJOR | PAGE 28, 34

This section contains the same basic information as "Starting Salaries by Major and Industry," but in a different order. You will see data by a specific type of employer (industry), then according to the average salary by major field of study. Industries are arranged in alphabetical order. Majors are listed under each industry in the typical report order by broad category, then alphabetically within the category. Use this section to find the average starting salary reported by a specific type of employer to a graduate in a specific major. (Example: Majors hired by construction firms and their corresponding average starting salaries.)

STARTING SALARY BY REGION AND MAJOR | PAGE 37, 45, 49

In this section, you will find the average starting salary according to the major field of study within seven geographic regions (New England, Mideast, Great Lakes, Plains, Southeast, Southwest, and Rocky Mountain/Far West. Note: For the master's and doctoral degree levels, regions have been combined due to limited data.) The regional data are based upon the locations of the participating organizations that supplied information for the majors within each region. The majors are reported in typical report order, by broad category, then alphabetically within the category. Averages are provided strictly by major field of study with no regard to the type of employer reporting the salary. Refer to this section when you want to know the starting salary for a graduate holding a degree in a specific discipline in a regional location, such as mechanical engineering majors hired by participants in the Southwest.

EXECUTIVE SUMMARY

STARTING SALARY PROJECTIONS FOR THE CLASS OF 2021

Bachelor's Degree Graduates

As we recently closed out a disruptive and unpredictable 2020 due to the COVID-19 pandemic, the average starting salary projections for the Class of 2021 reveal some much-needed optimism on the part of employers. In this Winter 2021 *Salary Survey* report, all reported categories of majors show increases, albeit some of them are on the smaller side. (See Figure 1.)

Graduates earning degrees in the computer sciences field are one exception to these small increases in starting salary projections. The average salary projection for these Class of 2021 graduates is \$72,173, which is a climb of 7.1% from last year's projection of \$67,411 for the Class of 2020. Nearly half of survey respondents plan to hire computer science graduates; this demand and large jump in salaries could possibly be due to the greater need for technology prompted by the new "virtual world" we live and work in due to the pandemic. All three of the individual reported computer sciences majors reflect similar increases: computer science (7.1%), information sciences and systems (7.1%), and software applications (6.8%).

While the increase in average starting salary projections for engineering graduates is just 1.6%, they are expected to be the second highest paid majors, with an overall salary projection of \$71,088. Petroleum engineering graduates (\$83,860) have the category's top projected salary. Following closely behind are the two computer-related engineering degrees: software engineering (\$76,955) and computer engineering (\$76,890). Their average salary projections have risen 6.4% and 8.1%, respectively.

FIGURE 1 / AVERAGE SALARIES BY DISCIPLINE / BACHELOR'S DEGREES

BROAD CATEGORY	2021 SALARY PROJECTION	2020 SALARY PROJECTION	% CHANGE
Computer Sciences	\$72,173	\$67,411	7.1%
Engineering	\$71,088	\$69,961	1.6%
Math & Sciences	\$63,316	\$62,488	1.3%
Social Sciences	\$59,919	\$57,425	4.3%
Humanities	\$59,500	\$53,617	11.0%
Business	\$58,869	\$57,939	1.6%
Communications	\$58,174	\$56,484	3.0%
Agriculture & Natural Resources	\$54,857	\$53,504	2.5%

The reported majors within the math and sciences category show both increases and decreases, which is keeping the overall increase to just 1.3%. This slight increase brings the overall average salary projection to \$63,316. The average projection for math majors (\$67,360) is 4.5% higher this year, while the average salary projection for chemistry majors (\$59,625) is down 3% from last year's average. It is important to note that data are very limited within this category, as all but one reported major (mathematics) have less than 10 reported salary projections.

The overall average salary projection for business majors is up 1.6% to \$58,869. Despite the fact that management information systems graduates have the highest salary projection of the group, their average remains practically level, rising just 0.2%, from \$63,445 to \$63,565. The demand for accounting majors is evident in this report. Not only are they the major most in demand at the bachelor's degree level (see Figure 2), but their average salary projection has jumped by more than 10%, from \$52,734 last year to \$58,508 this year. This is a steep climb from last year, when the projected salary increase for Class of 2020 accounting graduates was just 0.4%.

FIGURE 2: TOP DEGREES IN DEMAND (BACHELOR'S DEGREE LEVEL)

MAJOR	# OF RESPONDENTS THAT WILL HIRE	% OF TOTAL RESPONDENTS THAT WILL HIRE
Accounting	75	54.0%
Finance	73	52.5%
Business Administration/Mgmt.	68	48.9%
Computer Science	68	48.9%
Mechanical Engineering	62	44.6%
Logistics/Supply Chain	55	39.6%
Management Information Systems	55	39.6%
Electrical Engineering	54	38.8%
Information Sciences & Systems	52	37.4%
Computer Engineering	45	32.4%

The average salary projection for Class of 2021 graduates earning social sciences degrees (\$59,919) is 4.3% higher than last year's average (\$57,425). While data are also somewhat limited in this category, the average salary projections for economics (\$65,100), political science/international relations (\$58,270), and psychology (\$57,429) majors show the highest increases of the group at 7.8%, 6.1%, and 4.8%, respectively.

Class of 2021 graduates in the communications field (\$58,174) are projected to earn average salaries that are 3% higher than the salary predictions for their Class of 2020 counterparts (\$56,484). However, when compared to the average of just two years ago (\$52,056), the current average is up by almost 12%. The largest increase within the group is for journalism majors; the projection for Class of 2021 journalism majors (\$61,400) is 9% higher than the projected average salary for the Class of 2020 journalism majors (\$56,333).

Last year's graduates earning bachelor's degrees in the humanities were projected to earn 5% less than their Class of 2019 counterparts. This year, their average projection of \$59,500 has more than bounced back, climbing 11% from \$53,617 last year. As the average salary projections for all individual reported majors in this category are based on less than 10 salary projections, this data should be read with caution.

Master's Degree Graduates

Three-quarters of the reported categories of majors for Class of 2021 master's degree graduate are projected to receive average starting salaries that are higher than those projected for their Class of 2020 counterparts. Computer sciences, engineering, and business graduates at the master's degree level are expected to earn higher salaries, while math and sciences graduates are projected to earn lower salaries. (See Figure 3.)

Not only are computer sciences graduates projected to be the highest paid (\$85,373) at this degree level, but their 7% growth in projected salaries is the highest of the reported categories. Additionally, individual computer science graduates top the list of majors in demand at the master's degree level, with information sciences and systems and software applications also placing among the top 10. (See Figure 4.)

As a group, engineering graduates have an average salary projection of \$80,320, which is almost 4% higher than last year's average projection of \$77,298. The four individual engineering disciplines that have the highest projected increases in their average starting salaries—computer engineering (\$87,729; up 10.2%), electrical engineering (\$84,691; up 7.5%), mechanical engineering (\$81,473; up 7.3%), and software engineering (\$84,998; up 5.6%)—are also those that fall on the list of top majors in demand at the master's level. In addition, all four of these master's degree majors have average salary projections greater than \$80,000.

Overall, Class of 2021 master's degree graduates in business have projected average salaries that will closely resemble those for their Class of 2020 counterparts, as their average overall salary projection (\$75,461) is approximately 1% higher than last year's projection (\$75,197). However, specific M.B.A. graduates will fare better, with an average salary projection of \$87,966, which is up 11.3% from last year's average of \$79,043. This large bump in their average salary projection may be due to the reported salary projections by finance, insurance, and real estate employers that average \$95,000. M.B.A. graduates are also second on the list of top majors in demand at the master's degree level.

The average salary projection for master's degree math and sciences majors (\$73,992) has dropped by 7.2% for the Class of 2021. However, in examining the individual majors, mathematics majors have an average salary projection that is up 3.2% to \$84,975 from \$82,350 last year. The average salary projection for chemistry majors is also up for the Class of 2021, rising 1.7%, from \$72,457 to \$73,700. Meanwhile, Class of 2021 physics graduates earning master's degree are expected to earn average salaries of \$78,200, which are 6% less than last year's average of \$83,214. While the drop in salary projections for physics majors may be driving the decrease for the category, there are also salary projections reported for biology, construction science, environmental science, and geology majors that were not included last year. Their average salary projections are all below the overall average and range from \$57,667 for construction science majors to \$71,000 for geology majors.

FIGURE 3 / AVERAGE SALARIES BY DISCIPLINE / MASTER'S DEGREES

BROAD CATEGORY	2021 SALARY PROJECTION	2020 SALARY PROJECTION	% CHANGE
Computer Sciences	\$85,373	\$79,793	7.0%
Engineering	\$80,320	\$77,298	3.9%
Business	\$75,461	\$75,197	0.4%
Math & Sciences	\$73,992	\$79,717	-7.2%

FIGURE 4: TOP DEGREES IN DEMAND (MASTER'S DEGREE LEVEL)

MAJOR	# OF RESPONDENTS THAT WILL HIRE	% OF TOTAL RESPONDENTS THAT WILL HIRE
Computer Science	30	21.6%
Business Administration/Mgmt. - MBA	26	18.7%
Computer Engineering	23	16.5%
Electrical Engineering	23	16.5%
Mechanical Engineering	22	15.8%
Accounting	21	15.1%
Finance	21	15.1%
Information Science & Systems	18	12.9%
Software Applications	17	12.2%
Software Engineering	16	11.5%

Doctoral Degree Graduates

With data that is even more limited at the doctoral degree level, average salary projections are provided in just three categories of majors. However, only engineering and math and sciences show year-to-year comparisons, which is also due to the lack of data in the Winter 2020 *Salary Survey* report. (See Figure 5.)

The average salary projection for graduates earning doctoral degrees in the computer sciences tops the \$100,000 mark, making these graduates the highest paid with an average of \$114,778. While no data were available to compare the

individual major projections to last year, specific computer science majors are expected to earn an average of \$123,833, and software applications majors follow with an average salary projection of \$96,667.

Class of 2021 doctoral degree graduates in the engineering fields are projected to earn starting salaries that also average near \$100,000, however this year's average (\$97,136) is down 4.3% from last year's average (\$101,484).

At this time last year, math and sciences degrees were the highest paid doctoral degree graduates, with an average salary projection of \$103,083. For the Class of 2021, the average salary projection has dipped almost 15% to \$87,933. With only three reported average salary projections for each individual major in this particular category, yearly comparisons are highly dependent upon respondent data. Nonetheless, individual math majors at the doctoral level are only expected to see their average salary projection drop by 2.2%, from \$108,400 to \$106,000.

FIGURE 5 / AVERAGE SALARIES BY DISCIPLINE / DOCTORAL DEGREES

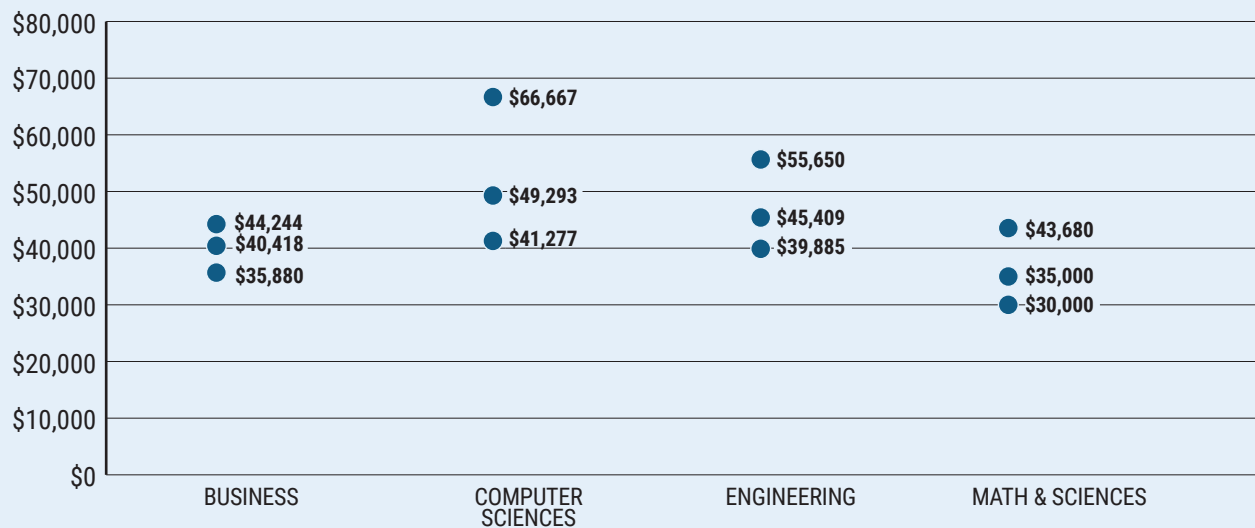
BROAD CATEGORY	2021 SALARY PROJECTION	2020 SALARY PROJECTION	% CHANGE
Computer Sciences	\$114,778	--not reported--	N/A
Engineering	\$97,136	\$101,484	-4.3%
Math & Sciences	\$87,933	\$103,083	-14.7%

FIGURE 6: TOP DEGREES IN DEMAND (DOCTORAL DEGREE LEVEL)

MAJOR	# OF RESPONDENTS THAT WILL HIRE	% OF TOTAL RESPONDENTS THAT WILL HIRE
Computer Engineering	6	4.3%
Computer Science	5	3.6%
Materials Engineering/Science	5	3.6%
Mechanical Engineering	5	3.6%
Software Engineering	5	3.6%

STARTING SALARY BY ACADEMIC MAJOR

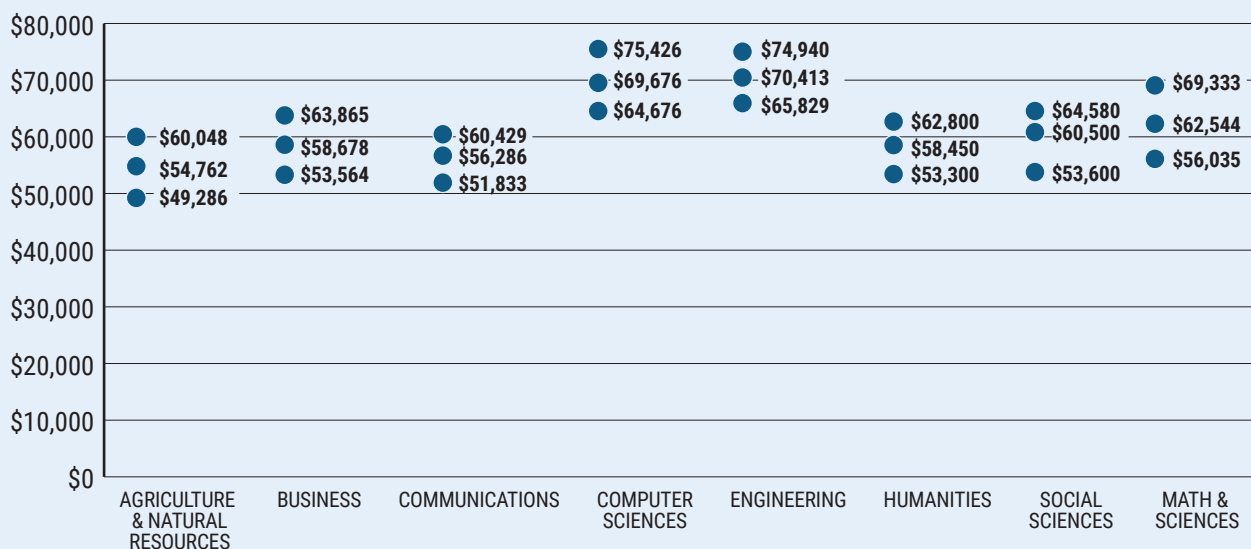
ASSOCIATE DEGREES / SALARY RANGES BY BROAD CATEGORY



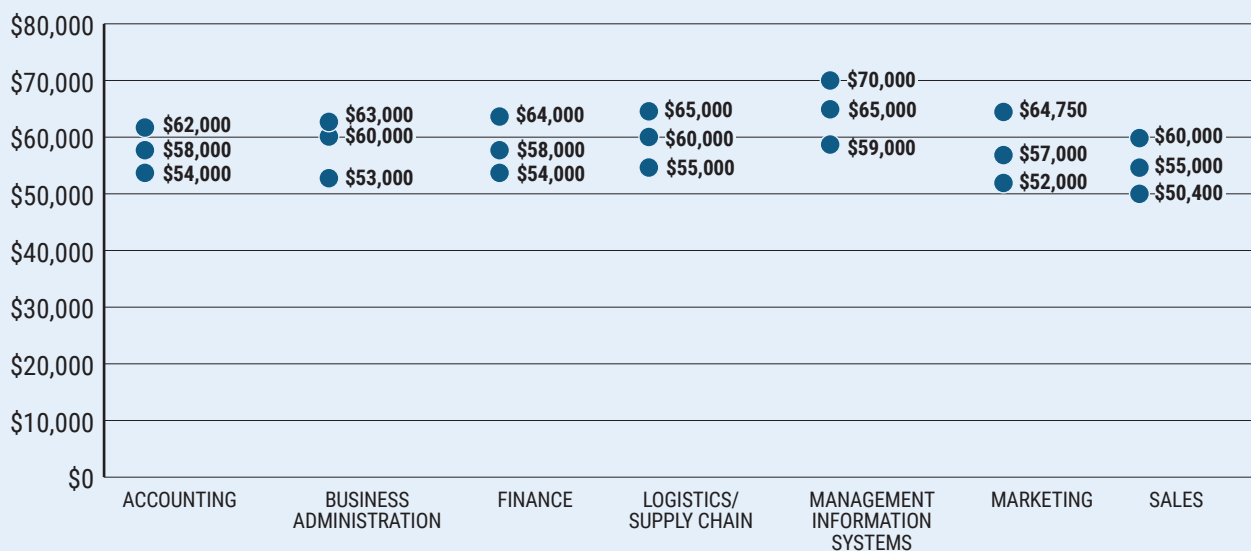
ASSOCIATE DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$46,028	\$37,000	\$41,200	\$45,760	6
Business Administration/Management	\$38,600	\$36,000	\$37,200	\$41,200	4
Finance	\$47,032	\$37,400	\$45,000	\$45,760	5
Human Resources	\$40,533	\$35,000	\$41,600	\$45,000	3
Logistics/Supply Chain	\$40,270	\$36,200	\$40,540	\$44,340	4
Management Information Systems	\$40,690	\$36,000	\$41,000	\$45,380	4
Marketing	\$38,460	\$34,140	\$37,780	\$42,780	4
Sales	\$38,460	\$34,140	\$37,780	\$42,780	4
COMPUTER SCIENCES MAJORS					
Computer Science	\$54,152	\$45,760	\$50,000	\$65,000	5
Information Sciences & Systems	\$51,440	\$40,380	\$47,880	\$62,500	4
Software Applications	\$53,333	\$35,000	\$50,000	\$75,000	3
ENGINEERING MAJORS					
Civil Engineering	\$46,900	\$37,500	\$46,000	\$56,300	4
Computer Engineering	\$45,253	\$40,000	\$45,760	\$50,000	3
Electrical Engineering	\$51,420	\$41,840	\$46,840	\$61,000	4
Engineering Technology	\$43,920	\$40,000	\$41,840	\$47,840	4
Mechanical Engineering	\$43,912	\$40,000	\$43,680	\$48,880	5
Software Engineering	\$55,000	\$40,000	\$50,000	\$75,000	3
MATHEMATICS AND SCIENCES MAJORS					
Biology/Biological Sciences	\$36,227	\$30,000	\$35,000	\$43,680	3

BACHELOR'S DEGREES / SALARY RANGES BY BROAD CATEGORY



BUSINESS MAJORS / SALARY RANGES



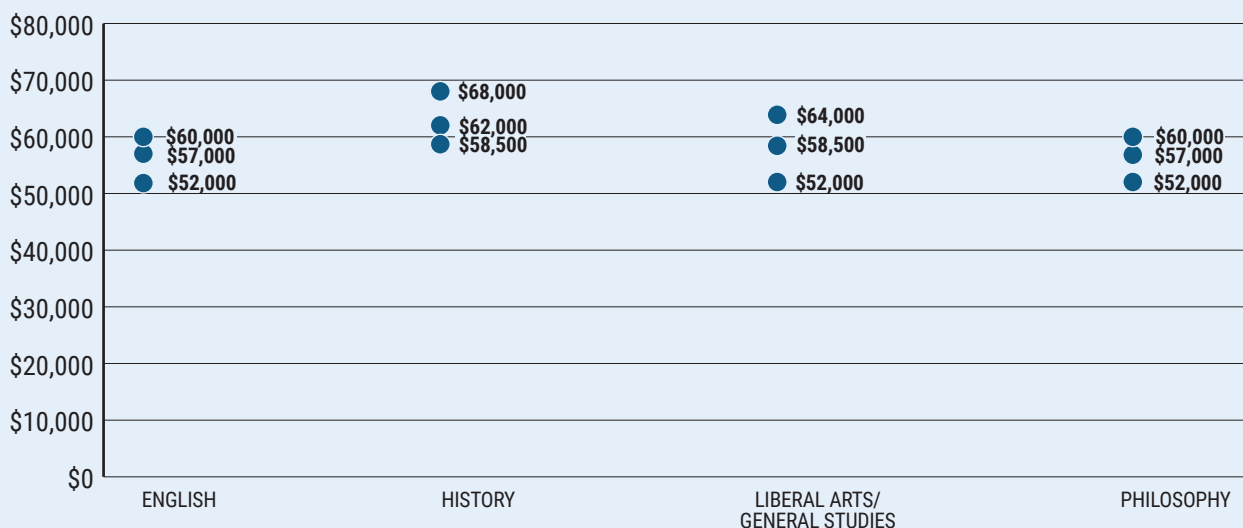
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management	\$54,500	\$50,000	\$55,000	\$58,500	8
Conservation/Natural Resources Management	\$48,333	\$45,000	\$50,000	\$50,000	3
Animal Science	\$57,000	\$50,000	\$56,000	\$65,000	3
Food Science	\$57,143	\$50,000	\$56,000	\$64,000	7
BUSINESS MAJORS					
Accounting	\$58,508	\$54,000	\$58,000	\$62,000	73
Actuarial Science	\$61,063	\$54,750	\$61,750	\$66,250	8

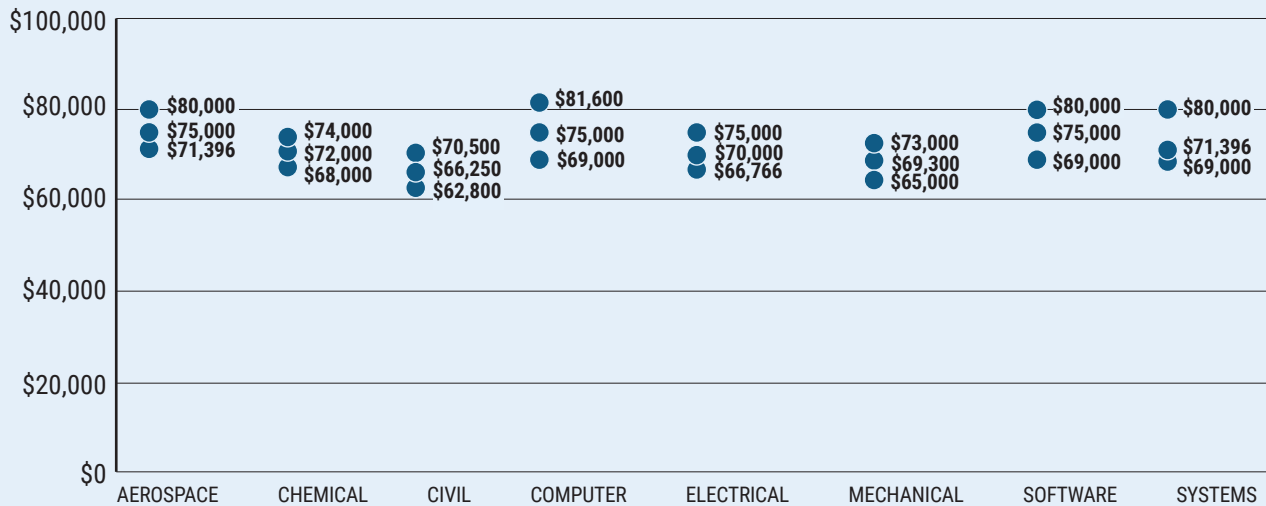
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Administration/Management	\$58,207	\$53,000	\$60,000	\$63,000	55
Finance	\$58,845	\$54,000	\$58,000	\$64,000	63
Hospitality Management	\$60,429	\$50,000	\$60,000	\$70,000	7
Human Resources	\$56,415	\$50,000	\$55,000	\$61,008	39
International Business	\$56,542	\$51,000	\$55,250	\$62,000	12
Logistics/Supply Chain	\$60,273	\$55,000	\$60,000	\$65,000	51
Management Information Systems	\$63,565	\$59,000	\$65,000	\$70,000	49
Marketing	\$58,242	\$52,000	\$57,000	\$64,750	40
Sales	\$55,787	\$50,400	\$55,000	\$60,000	38
COMMUNICATIONS MAJORS					
Advertising	\$59,033	\$51,500	\$57,000	\$62,250	8
Communications	\$57,089	\$52,000	\$55,500	\$60,000	20
Journalism	\$61,400	\$55,000	\$57,000	\$60,000	5
Public Relations	\$58,029	\$50,000	\$57,000	\$60,000	9
COMPUTER SCIENCES MAJORS					
Computer Science	\$73,551	\$65,000	\$70,000	\$76,020	63
Information Sciences & Systems	\$70,336	\$64,000	\$69,000	\$75,000	49
Software Applications	\$72,253	\$65,000	\$70,000	\$75,000	39
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$78,195	\$71,396	\$75,000	\$80,000	10
Biomedical Engineering	\$65,781	\$61,500	\$66,000	\$70,500	8
Chemical Engineering	\$69,996	\$68,000	\$72,000	\$74,000	35
Civil Engineering	\$66,670	\$62,800	\$66,250	\$70,500	26

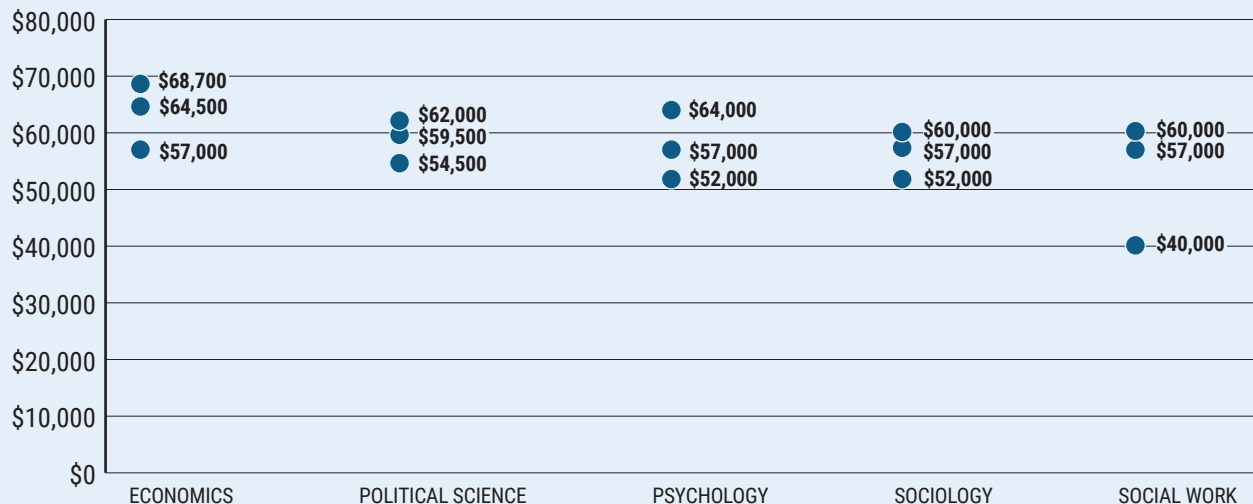
HUMANITIES MAJORS / SALARY RANGES



ENGINEERING MAJORS / SALARY RANGES



SOCIAL SCIENCES MAJORS / SALARY RANGES



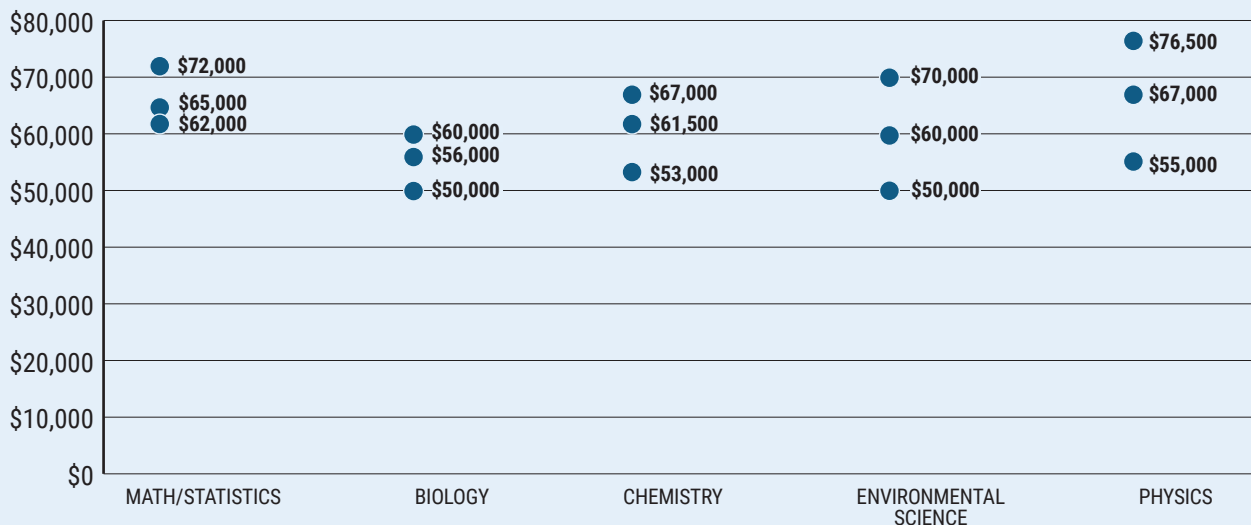
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Computer Engineering	\$76,890	\$69,000	\$75,000	\$81,600	39
Electrical Engineering	\$71,799	\$66,766	\$70,000	\$75,000	48
Engineering Technology	\$65,149	\$58,000	\$65,000	\$69,000	23
Environmental Engineering	\$65,258	\$61,000	\$68,000	\$70,008	15
Industrial/Manufacturing Engineering	\$68,230	\$65,000	\$69,000	\$71,396	33
Materials Engineering/Science	\$67,413	\$65,000	\$69,000	\$72,500	17
Mechanical Engineering	\$70,345	\$65,000	\$69,300	\$73,000	56
Nuclear Engineering	\$66,706	\$65,831	\$68,000	\$70,008	6
Petroleum Engineering	\$83,860	\$68,000	\$82,500	\$105,000	5
Software Engineering	\$76,955	\$69,000	\$75,000	\$80,000	24

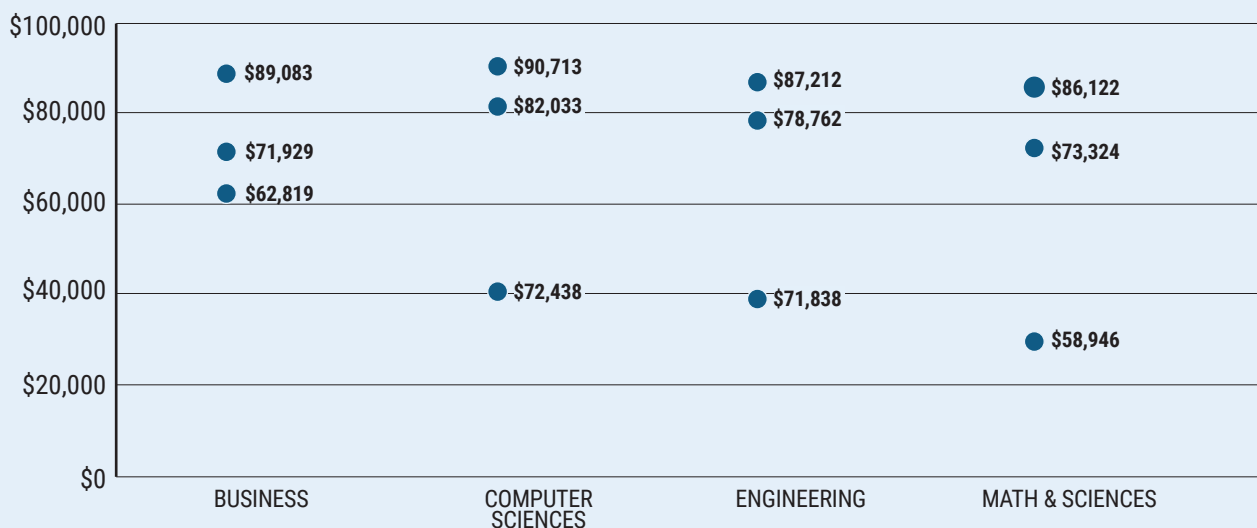
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Systems Engineering	\$76,230	\$69,000	\$71,396	\$80,000	21
HEALTHCARE MAJORS					
Healthcare Administration	\$61,500	\$58,500	\$60,000	\$64,500	4
HUMANITIES MAJORS					
English Language & Literature	\$58,200	\$52,000	\$57,000	\$60,000	5
History	\$63,250	\$58,500	\$62,000	\$68,000	4
Liberal Arts/General Studies	\$59,167	\$52,000	\$58,500	\$64,000	6
Philosophy	\$58,200	\$52,000	\$57,000	\$60,000	5
SOCIAL SCIENCES MAJORS					
Economics	\$65,100	\$57,000	\$64,500	\$68,700	16
Political Science/International Relations	\$58,270	\$54,500	\$59,500	\$62,000	8
Psychology	\$57,429	\$52,000	\$57,000	\$64,000	7
Sociology	\$55,000	\$52,000	\$57,000	\$60,000	6
Social Work	\$52,333	\$40,000	\$57,000	\$60,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$67,360	\$62,000	\$65,000	\$72,000	25
Biology/Biological Sciences	\$55,200	\$50,000	\$56,000	\$60,000	5
Chemistry	\$59,625	\$53,000	\$61,500	\$67,000	8
Construction Science	\$61,200	\$50,000	\$60,000	\$72,000	5
Environmental Science	\$59,400	\$50,000	\$60,000	\$70,000	5
Geology/Geological Sciences	\$61,200	\$50,000	\$60,000	\$60,000	5
Physics	\$65,750	\$55,000	\$67,000	\$76,500	4

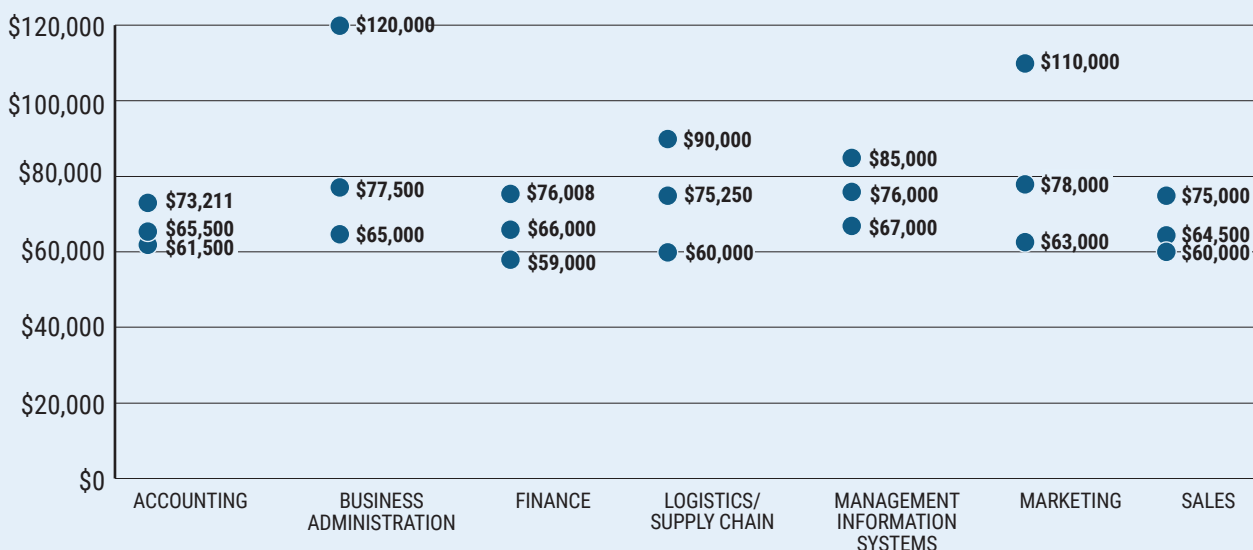
MATH & SCIENCES MAJORS / SALARY RANGES



MASTER'S DEGREES / SALARY RANGES BY BROAD CATEGORY



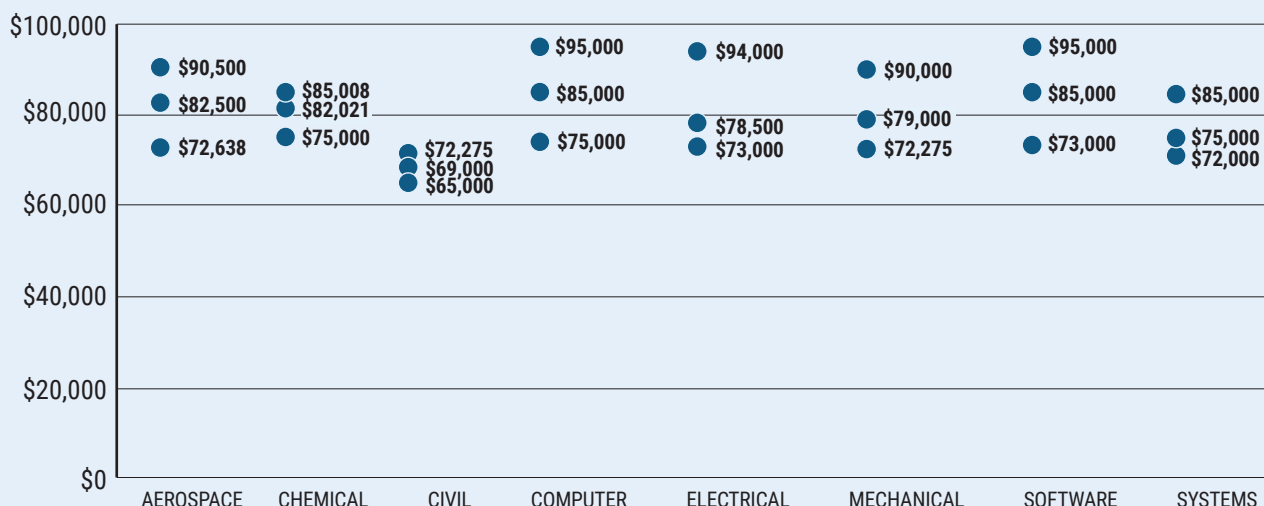
BUSINESS MAJORS / SALARY RANGES



MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Food Science	\$68,000	\$60,000	\$64,000	\$80,000	3
BUSINESS MAJORS					
Accounting	\$66,166	\$61,500	\$65,500	\$73,211	22
Actuarial Science	\$66,900	\$62,500	\$64,000	\$68,000	5
Business Administration/Management	\$87,966	\$65,000	\$77,500	\$120,000	22
Finance	\$70,430	\$59,000	\$66,000	\$76,008	19
Hospitality Management	\$81,000	\$60,000	\$63,000	\$120,000	3
Human Resources	\$77,684	\$66,500	\$81,250	\$86,254	12

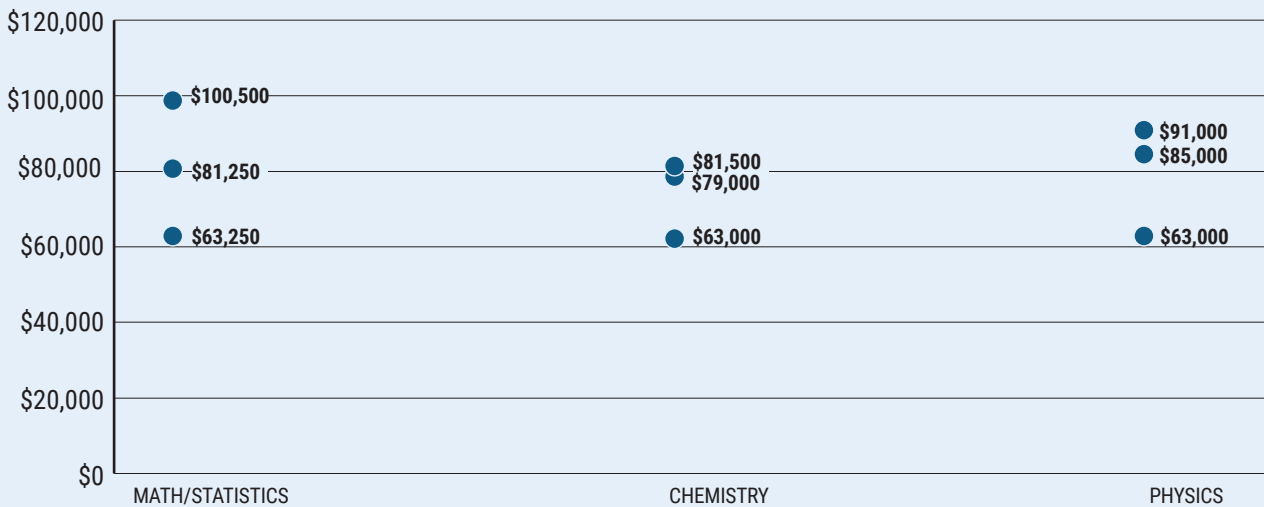
ENGINEERING MAJORS / SALARY RANGES



MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
International Business	\$65,250	\$61,500	\$64,500	\$69,000	4
Logistics/Supply Chain	\$76,259	\$60,000	\$75,250	\$90,000	11
Management Information Systems	\$75,074	\$67,000	\$76,000	\$85,000	17
Marketing	\$84,000	\$63,000	\$78,000	\$110,000	9
Sales	\$73,167	\$60,000	\$64,500	\$75,000	6
COMMUNICATIONS MAJORS					
Communications	\$61,533	\$41,600	\$63,000	\$80,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$88,934	\$73,000	\$85,000	\$96,000	28
Information Sciences & Systems	\$82,611	\$72,000	\$77,450	\$85,000	18
Software Applications	\$82,597	\$72,000	\$82,000	\$88,200	18
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$84,853	\$72,638	\$82,500	\$90,500	8
Biomedical Engineering	\$73,755	\$69,000	\$74,000	\$78,511	4
Chemical Engineering	\$82,916	\$75,000	\$82,021	\$85,008	13
Civil Engineering	\$70,028	\$65,000	\$69,000	\$72,275	10
Computer Engineering	\$87,279	\$75,000	\$85,000	\$95,000	17
Electrical Engineering	\$84,691	\$73,000	\$78,500	\$94,000	19
Engineering Technology	\$71,520	\$65,000	\$73,000	\$80,640	7
Environmental Engineering	\$73,253	\$72,275	\$75,000	\$76,000	9
Industrial/Manufacturing Engineering	\$74,468	\$72,275	\$75,000	\$76,000	7
Materials Engineering/Science	\$74,142	\$72,275	\$75,000	\$83,000	9
Mechanical Engineering	\$81,473	\$72,275	\$79,000	\$90,000	19
Nuclear Engineering	\$70,092	\$65,000	\$72,275	\$73,000	3

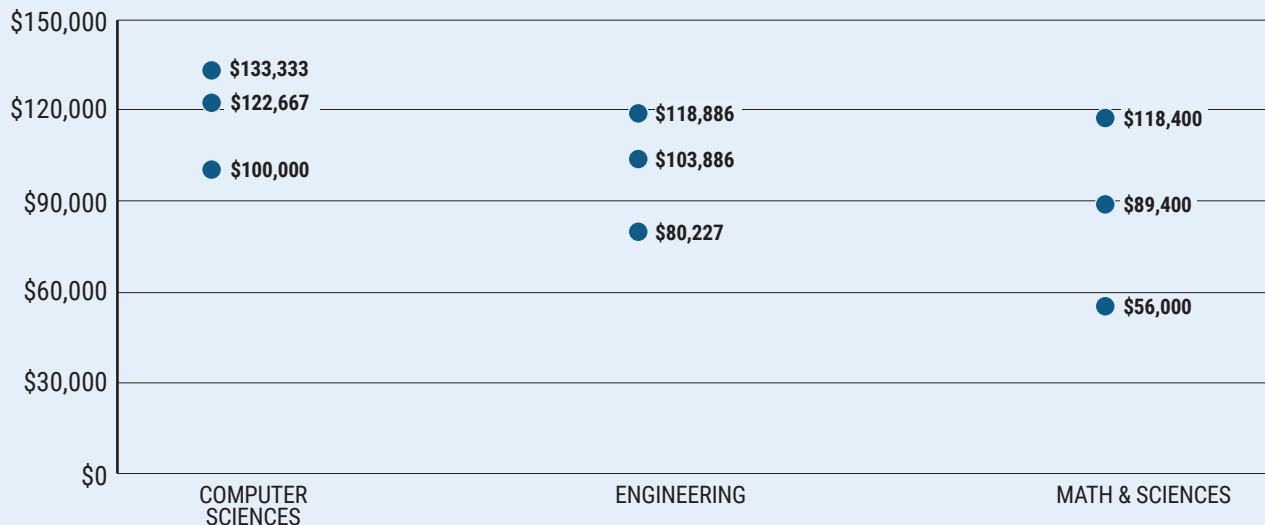
MATH & SCIENCES MAJORS / SALARY RANGES



MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Petroleum Engineering	\$90,750	\$69,000	\$92,000	\$112,500	4
Software Engineering	\$84,998	\$73,000	\$85,000	\$95,000	13
Systems Engineering	\$79,025	\$72,000	\$75,000	\$85,000	11
SOCIAL SCIENCES MAJORS					
Economics	\$65,175	\$58,000	\$67,500	\$72,350	4
Political Science/International Relations	\$62,550	\$56,750	\$62,250	\$68,350	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$84,975	\$63,250	\$81,250	\$100,500	12
Biology/Biological Sciences	\$62,875	\$53,500	\$61,500	\$72,250	4
Chemistry	\$73,700	\$63,000	\$79,000	\$81,500	5
Construction Science	\$57,667	\$50,000	\$60,000	\$63,000	3
Environmental Science	\$62,500	\$53,500	\$61,500	\$71,500	4
Geology/Geological Sciences	\$71,000	\$53,500	\$61,500	\$88,500	4
Physics	\$78,200	\$63,000	\$85,000	\$91,000	5

DOCTORAL DEGREES / SALARY RANGES BY BROAD CATEGORY



DOCTORAL DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Food Science	\$77,000	\$60,000	\$76,000	\$95,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$123,833	\$120,000	\$129,000	\$140,000	6
Software Applications	\$96,667	\$60,000	\$110,000	\$120,000	3
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$98,667	\$65,000	\$115,000	\$116,000	3
Chemical Engineering	\$98,000	\$83,500	\$103,500	\$112,500	4
Civil Engineering	\$79,500	\$60,000	\$71,500	\$99,000	4
Computer Engineering	\$113,333	\$107,000	\$115,000	\$138,000	6
Electrical Engineering	\$114,333	\$107,000	\$118,000	\$138,000	6
Environmental Engineering	\$74,000	\$53,000	\$65,000	\$104,000	3
Materials Engineering/Science	\$86,800	\$65,000	\$102,000	\$105,000	5
Mechanical Engineering	\$102,500	\$83,500	\$111,000	\$118,000	8
Software Engineering	\$85,200	\$65,000	\$107,000	\$120,000	5
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$106,000	\$60,000	\$120,000	\$138,000	3
Biology/Biological Sciences	\$70,000	\$50,000	\$60,000	\$100,000	3
Chemistry	\$90,000	\$60,000	\$100,000	\$110,000	3
Geology/Geological Sciences	\$79,000	\$50,000	\$60,000	\$127,000	3
Physics	\$94,667	\$60,000	\$107,000	\$117,000	3

STARTING SALARY BY MAJOR AND INDUSTRY



BACHELOR'S DEGREE

TOP-PAYING INDUSTRIES / BACHELOR'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Information	\$75,335	65
Miscellaneous Professional Services	\$69,862	29
Retail Trade	\$69,118	38
Wholesale Trade	\$68,946	74
Chemical (Pharmaceutical) Mfg.	\$67,282	67

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management					
Wholesale Trade	\$58,667	\$55,000	\$57,000	\$64,000	3
Food Science					
Food & Beverage Manufacturing	\$55,000	\$45,000	\$50,000	\$70,000	3
Wholesale Trade	\$58,333	\$55,000	\$56,000	\$64,000	3
BUSINESS MAJORS					
Accounting					
Accounting Services	\$60,163	\$56,825	\$60,000	\$63,500	4
Chemical (Pharmaceutical) Manufacturing	\$69,500	\$60,000	\$68,500	\$80,000	3
Computer & Electronics Manufacturing	\$61,000	\$58,000	\$60,000	\$65,000	3
Engineering Services	\$55,336	\$50,000	\$55,000	\$61,008	3
Finance, Insurance, & Real Estate	\$57,250	\$52,500	\$56,500	\$64,500	12
Food & Beverage Manufacturing	\$55,900	\$50,000	\$60,000	\$60,000	5
Government	\$58,133	\$52,000	\$54,000	\$68,400	3
Information	\$61,000	\$53,500	\$61,000	\$68,500	4
Management Consulting	\$64,000	\$60,000	\$60,000	\$72,000	3
Miscellaneous Manufacturing	\$57,250	\$54,500	\$57,000	\$60,000	12
Motor Vehicle Manufacturing	\$55,125	\$48,250	\$59,000	\$62,000	4
Retail Trade	\$66,000	\$52,000	\$61,000	\$85,000	3
Utilities	\$58,313	\$55,626	\$59,000	\$61,000	4
Wholesale Trade	\$57,333	\$51,000	\$59,000	\$62,000	3
Actuarial Science					
Finance, Insurance, & Real Estate	\$59,250	\$54,750	\$60,000	\$63,750	4
Business Administration/Management					
Computer & Electronics Manufacturing	\$58,167	\$46,500	\$60,000	\$68,000	3
Engineering Services	\$60,669	\$55,000	\$61,008	\$66,000	3

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Finance, Insurance, & Real Estate	\$55,778	\$52,000	\$55,000	\$60,000	9
Food & Beverage Manufacturing	\$54,875	\$47,500	\$55,000	\$62,250	4
Information	\$62,333	\$50,000	\$65,000	\$72,000	3
Miscellaneous Manufacturing	\$58,224	\$55,000	\$57,000	\$60,000	9
Motor Vehicle Manufacturing	\$51,333	\$39,500	\$53,500	\$61,000	3
Retail Trade	\$64,250	\$54,500	\$60,000	\$74,000	4
Wholesale Trade	\$53,333	\$48,000	\$55,000	\$57,000	3
Finance					
Computer & Electronics Manufacturing	\$61,000	\$58,000	\$60,000	\$65,000	3
Finance, Insurance, & Real Estate	\$57,750	\$51,000	\$55,000	\$61,000	12
Food & Beverage Manufacturing	\$54,875	\$47,500	\$55,000	\$62,250	4
Government	\$58,133	\$52,000	\$54,000	\$68,400	3
Information	\$64,000	\$55,000	\$65,000	\$72,000	3
Miscellaneous Manufacturing	\$58,333	\$55,000	\$57,000	\$62,000	9
Motor Vehicle Manufacturing	\$52,500	\$39,500	\$57,000	\$61,000	3
Retail Trade	\$64,500	\$54,500	\$60,500	\$74,500	4
Utilities	\$58,813	\$55,626	\$59,000	\$62,000	4
Wholesale Trade	\$55,800	\$55,000	\$55,000	\$59,000	5
Human Resources					
Finance, Insurance, & Real Estate	\$53,142	\$50,000	\$52,000	\$54,995	7
Food & Beverage Manufacturing	\$54,375	\$47,500	\$50,000	\$61,250	4
Information	\$66,333	\$62,000	\$65,000	\$72,000	3
Miscellaneous Manufacturing	\$53,503	\$51,000	\$53,510	\$56,000	8
International Business					
Finance, Insurance, & Real Estate	\$56,333	\$52,000	\$53,000	\$64,000	3
Logistics/Supply Chain					
Chemical (Pharmaceutical) Manufacturing	\$68,333	\$60,000	\$65,000	\$80,000	3
Computer & Electronics Manufacturing	\$58,833	\$46,500	\$60,000	\$70,000	3
Finance, Insurance, & Real Estate	\$60,500	\$56,500	\$62,000	\$64,500	4
Food & Beverage Manufacturing	\$57,452	\$50,000	\$60,000	\$64,500	5
Miscellaneous Manufacturing	\$59,377	\$53,510	\$60,000	\$62,000	12
Motor Vehicle Manufacturing	\$55,375	\$48,750	\$59,500	\$62,000	4
Retail Trade	\$59,333	\$52,000	\$57,000	\$69,000	3
Utilities	\$59,356	\$56,211	\$60,000	\$62,500	4
Wholesale Trade	\$57,125	\$51,500	\$56,500	\$62,750	4
Management Information Systems					
Accounting Services	\$60,883	\$55,650	\$58,000	\$69,000	3
Finance, Insurance, & Real Estate	\$61,000	\$60,000	\$62,000	\$64,000	9
Food & Beverage Manufacturing	\$61,000	\$50,000	\$65,000	\$72,500	5

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Information	\$64,000	\$55,000	\$65,000	\$72,000	3
Management Consulting	\$69,000	\$65,000	\$66,000	\$76,000	3
Miscellaneous Manufacturing	\$60,480	\$55,000	\$60,000	\$62,400	5
Utilities	\$64,057	\$62,614	\$65,000	\$65,500	4
Marketing					
Finance, Insurance, & Real Estate	\$57,875	\$52,500	\$58,500	\$64,500	8
Food & Beverage Manufacturing	\$57,565	\$47,880	\$57,250	\$67,250	4
Information	\$62,500	\$55,000	\$66,500	\$70,000	4
Miscellaneous Manufacturing	\$56,233	\$50,400	\$55,000	\$57,000	6
Retail Trade	\$64,667	\$52,000	\$57,000	\$85,000	3
Wholesale Trade	\$52,333	\$48,000	\$52,000	\$57,000	3
Sales					
Computer & Electronics Manufacturing	\$50,500	\$45,000	\$46,500	\$60,000	3
Finance, Insurance, & Real Estate	\$54,143	\$45,000	\$53,000	\$63,000	7
Food & Beverage Manufacturing	\$56,125	\$47,500	\$57,250	\$64,750	4
Miscellaneous Manufacturing	\$56,673	\$55,000	\$55,000	\$60,000	11
COMMUNICATIONS MAJORS					
Communications					
Miscellaneous Manufacturing	\$54,673	\$52,020	\$55,000	\$57,000	3
Retail Trade	\$70,333	\$57,000	\$69,000	\$85,000	3
Public Relations					
Retail Trade	\$70,333	\$57,000	\$69,000	\$85,000	3
COMPUTER SCIENCES MAJORS					
Computer Science					
Computer & Electronics Manufacturing	\$72,670	\$68,000	\$74,500	\$76,020	6
Finance, Insurance, & Real Estate	\$74,900	\$63,000	\$70,000	\$78,000	10
Food & Beverage Manufacturing	\$63,333	\$50,000	\$67,500	\$72,500	3
Information	\$80,258	\$68,000	\$72,000	\$82,000	6
Management Consulting	\$74,000	\$72,500	\$75,000	\$75,500	4
Miscellaneous Manufacturing	\$64,067	\$62,000	\$63,700	\$65,000	6
Miscellaneous Professional Services	\$76,333	\$60,000	\$80,000	\$89,000	3
Retail Trade	\$83,500	\$69,500	\$77,500	\$97,500	4
Utilities	\$65,633	\$65,000	\$65,500	\$66,266	4
Wholesale Trade	\$73,333	\$64,000	\$71,000	\$85,000	3
Information Sciences & Systems					
Computer & Electronics Manufacturing	\$65,288	\$57,500	\$65,575	\$73,075	4
Finance, Insurance, & Real Estate	\$68,778	\$63,000	\$65,000	\$70,000	9
Food & Beverage Manufacturing	\$65,000	\$50,000	\$72,500	\$72,500	3
Information	\$85,500	\$71,500	\$78,500	\$99,500	4

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Management Consulting	\$71,500	\$67,500	\$72,500	\$75,500	4
Miscellaneous Manufacturing	\$64,350	\$61,200	\$63,700	\$67,500	4
Utilities	\$64,057	\$62,614	\$65,000	\$65,500	4
Software Applications					
Finance, Insurance, & Real Estate	\$66,800	\$63,000	\$65,000	\$70,000	5
Food & Beverage Manufacturing	\$65,000	\$50,000	\$72,500	\$72,500	3
Information	\$82,510	\$68,000	\$75,000	\$82,000	5
Management Consulting	\$74,000	\$72,500	\$75,000	\$75,500	4
ENGINEERING MAJORS					
Chemical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$76,813	\$72,625	\$75,625	\$81,000	4
Food & Beverage Manufacturing	\$63,152	\$57,000	\$67,000	\$72,000	5
Miscellaneous Manufacturing	\$69,854	\$68,000	\$70,000	\$72,500	10
Utilities	\$69,133	\$67,266	\$68,500	\$71,000	4
Civil Engineering					
Construction	\$64,417	\$62,000	\$63,000	\$68,000	6
Engineering Services	\$61,261	\$60,000	\$62,800	\$65,500	5
Management Consulting	\$62,333	\$50,000	\$65,000	\$72,000	3
Utilities	\$68,546	\$68,000	\$68,300	\$69,000	5
Computer Engineering					
Computer & Electronics Manufacturing	\$74,204	\$74,000	\$75,000	\$76,020	5
Finance, Insurance, & Real Estate	\$79,000	\$60,500	\$66,500	\$97,500	4
Information	\$87,138	\$72,000	\$78,500	\$102,275	4
Management Consulting	\$71,000	\$66,500	\$72,500	\$75,500	4
Motor Vehicle Manufacturing	\$73,833	\$69,000	\$72,500	\$80,000	3
Utilities	\$67,844	\$66,531	\$68,000	\$69,000	3
Wholesale Trade	\$73,333	\$64,000	\$71,000	\$85,000	3
Electrical Engineering					
Computer & Electronics Manufacturing	\$71,503	\$68,000	\$73,000	\$74,000	6
Engineering Services	\$71,833	\$67,500	\$73,000	\$75,000	3
Food & Beverage Manufacturing	\$60,940	\$51,380	\$62,000	\$70,500	4
Information	\$89,183	\$70,000	\$75,000	\$122,550	3
Management Consulting	\$71,333	\$63,000	\$75,000	\$76,000	3
Miscellaneous Manufacturing	\$68,800	\$66,000	\$68,250	\$72,000	10
Motor Vehicle Manufacturing	\$70,965	\$69,000	\$71,396	\$72,500	3
Utilities	\$70,508	\$67,266	\$68,500	\$73,750	4
Wholesale Trade	\$70,500	\$69,500	\$70,000	\$72,000	3
Engineering Technology					
Miscellaneous Manufacturing	\$61,000	\$57,000	\$64,500	\$65,000	4
Utilities	\$65,743	\$60,228	\$68,000	\$69,000	3

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Environmental Engineering					
Motor Vehicle Manufacturing	\$67,132	\$61,000	\$69,000	\$71,396	3
Industrial/Manufacturing Engineering					
Computer & Electronics Manufacturing	\$72,250	\$67,500	\$72,000	\$77,000	4
Food & Beverage Manufacturing	\$60,940	\$51,380	\$62,000	\$70,500	4
Miscellaneous Manufacturing	\$67,727	\$65,000	\$68,500	\$70,000	11
Motor Vehicle Manufacturing	\$68,349	\$65,000	\$70,198	\$71,698	4
Utilities	\$67,143	\$64,430	\$68,000	\$69,000	3
Materials Engineering/Science					
Miscellaneous Manufacturing	\$65,900	\$65,000	\$68,500	\$72,600	8
Motor Vehicle Manufacturing	\$70,965	\$69,000	\$71,396	\$72,500	3
Mechanical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$72,750	\$72,000	\$73,000	\$73,250	3
Computer & Electronics Manufacturing	\$72,000	\$68,000	\$72,500	\$74,000	6
Construction	\$63,500	\$60,500	\$64,000	\$66,500	4
Food & Beverage Manufacturing	\$63,152	\$57,000	\$67,000	\$72,000	5
Management Consulting	\$62,500	\$56,500	\$64,000	\$68,500	4
Miscellaneous Manufacturing	\$67,469	\$65,000	\$68,000	\$70,000	13
Motor Vehicle Manufacturing	\$71,224	\$70,198	\$71,698	\$72,250	4
Utilities	\$68,486	\$68,000	\$68,000	\$69,000	5
Wholesale Trade	\$69,833	\$69,500	\$70,000	\$70,000	3
Software Engineering					
Computer & Electronics Manufacturing	\$74,404	\$74,000	\$75,000	\$76,020	5
Motor Vehicle Manufacturing	\$73,465	\$69,000	\$71,396	\$80,000	3
Systems Engineering					
Finance, Insurance, & Real Estate	\$84,333	\$58,000	\$70,000	\$125,000	3
Motor Vehicle Manufacturing	\$73,224	\$70,198	\$71,948	\$76,250	4
Utilities	\$67,143	\$64,430	\$68,000	\$69,000	3
SOCIAL SCIENCES MAJORS					
Economics					
Finance, Insurance, & Real Estate	\$71,200	\$60,000	\$64,000	\$65,000	5
Political Science/International Relations					
Finance, Insurance, & Real Estate	\$58,333	\$52,000	\$59,000	\$64,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance, & Real Estate	\$73,375	\$57,250	\$63,250	\$89,500	4
Management Consulting	\$68,250	\$62,500	\$67,500	\$74,000	4
Miscellaneous Manufacturing	\$61,467	\$55,000	\$62,400	\$67,000	3

MASTER'S DEGREE

TOP-PAYING INDUSTRIES / MASTER'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Information	\$93,750	25
Computer & Electronics Mfg.	\$86,025	22
Chemical (Pharmaceutical) Mfg.	\$83,817	20
Finance, Insurance, & Real Estate	\$77,740	52
Engineering Services	\$77,552	20

MASTER'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting					
Accounting Services	\$61,038	\$58,575	\$61,750	\$63,500	4
Finance, Insurance, & Real Estate	\$70,750	\$61,500	\$75,500	\$80,000	4
Motor Vehicle Manufacturing	\$61,200	\$41,600	\$67,000	\$75,000	3
Actuarial Science					
Finance, Insurance, & Real Estate	\$70,167	\$62,500	\$68,000	\$80,000	3
Business Administration/Management					
Finance, Insurance, & Real Estate	\$95,000	\$69,000	\$75,500	\$140,000	6
Finance					
Finance, Insurance, & Real Estate	\$65,500	\$55,500	\$65,000	\$75,500	4
Logistics/Supply Chain					
Motor Vehicle Manufacturing	\$62,533	\$41,600	\$70,000	\$76,000	3
Management Information Systems					
Food & Beverage Manufacturing	\$74,333	\$60,000	\$78,000	\$85,000	3
Marketing					
Food & Beverage Manufacturing	\$86,000	\$60,000	\$78,000	\$120,000	3
COMPUTER SCIENCES MAJORS					
Computer Science					
Finance, Insurance, & Real Estate	\$97,833	\$70,000	\$99,500	\$125,000	6
Information	\$89,517	\$72,000	\$74,000	\$122,550	3
Management Consulting	\$79,333	\$72,000	\$76,000	\$90,000	3
Information Sciences & Systems					
Finance, Insurance, & Real Estate	\$89,333	\$58,000	\$75,000	\$135,000	3
Software Applications					
Management Consulting	\$79,333	\$72,000	\$76,000	\$90,000	3

MASTER'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ENGINEERING MAJORS					
Chemical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$83,007	\$81,000	\$82,021	\$86,000	3
Civil Engineering					
Engineering Services	\$65,000	\$57,000	\$66,000	\$72,000	3
Electrical Engineering					
Motor Vehicle Manufacturing	\$76,758	\$72,275	\$75,000	\$83,000	3
Environmental Engineering					
Motor Vehicle Manufacturing	\$74,425	\$72,275	\$75,000	\$76,000	3
Industrial/Manufacturing Engineering					
Motor Vehicle Manufacturing	\$74,425	\$72,275	\$75,000	\$76,000	3
Materials Engineering/Science					
Motor Vehicle Manufacturing	\$76,758	\$72,275	\$75,000	\$83,000	3
Mechanical Engineering					
Motor Vehicle Manufacturing	\$76,758	\$72,275	\$75,000	\$83,000	3
Systems Engineering					
Motor Vehicle Manufacturing	\$76,758	\$72,275	\$75,000	\$83,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance, & Real Estate	\$93,375	\$57,250	\$93,250	\$129,500	4

STARTING SALARY BY INDUSTRY AND MAJOR

BACHELOR'S DEGREE

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ACCOUNTING SERVICES					
Business Majors					
Accounting	\$60,163	\$56,825	\$60,000	\$63,500	4
Management Information Systems	\$60,883	\$55,650	\$58,000	\$69,000	3
CHEMICAL (PHARMACEUTICAL) MANUFACTURING					
Business Majors					
Accounting	\$69,500	\$60,000	\$68,500	\$80,000	3
Logistics/Supply Chain	\$68,333	\$60,000	\$65,000	\$80,000	3
Engineering Majors					
Chemical Engineering	\$76,813	\$72,625	\$75,625	\$81,000	4
Mechanical Engineering	\$72,750	\$72,000	\$73,000	\$73,250	3
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$61,000	\$58,000	\$60,000	\$65,000	3
Business Administration/Management	\$58,167	\$46,500	\$60,000	\$68,000	3
Finance	\$61,000	\$58,000	\$60,000	\$65,000	3
Logistics/Supply Chain	\$58,833	\$46,500	\$60,000	\$70,000	3
Sales	\$50,500	\$45,000	\$46,500	\$60,000	3
Computer Sciences Majors					
Computer Science	\$72,670	\$68,000	\$74,500	\$76,020	6
Information Sciences & Systems	\$65,288	\$57,500	\$65,575	\$73,075	4
Engineering Majors					
Computer Engineering	\$74,204	\$74,000	\$75,000	\$76,020	5
Electrical Engineering	\$71,503	\$68,000	\$73,000	\$74,000	6
Industrial/Manufacturing Engineering	\$72,250	\$67,500	\$72,000	\$77,000	4
Mechanical Engineering	\$72,000	\$68,000	\$72,500	\$74,000	6
Software Engineering	\$74,404	\$74,000	\$75,000	\$76,020	5
CONSTRUCTION					
Engineering Majors					
Civil Engineering	\$64,417	\$62,000	\$63,000	\$68,000	6
Mechanical Engineering	\$63,500	\$60,500	\$64,000	\$66,500	4
ENGINEERING SERVICES					
Business Majors					
Accounting	\$55,336	\$50,000	\$55,000	\$61,008	3
Business Administration/Management	\$60,669	\$55,000	\$61,008	\$66,000	3
Engineering Majors					
Civil Engineering	\$61,261	\$60,000	\$62,800	\$65,500	5
Electrical Engineering	\$71,833	\$67,500	\$73,000	\$75,000	3

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
FINANCE, INSURANCE, & REAL ESTATE					
Business Majors					
Accounting	\$57,250	\$52,500	\$56,500	\$64,500	12
Actuarial Science	\$59,250	\$54,750	\$60,000	\$63,750	4
Business Administration/Management	\$55,778	\$52,000	\$55,000	\$60,000	9
Finance	\$57,750	\$51,000	\$55,000	\$61,000	12
Human Resources	\$53,142	\$50,000	\$52,000	\$54,995	7
International Business	\$56,333	\$52,000	\$53,000	\$64,000	3
Logistics/Supply Chain	\$60,500	\$56,500	\$62,000	\$64,500	4
Management Information Systems	\$61,000	\$60,000	\$62,000	\$64,000	9
Marketing	\$57,875	\$52,500	\$58,500	\$64,500	8
Sales	\$54,143	\$45,000	\$53,000	\$63,000	7
Computer Sciences Majors					
Computer Science	\$74,900	\$63,000	\$70,000	\$78,000	10
Information Sciences & Systems	\$68,778	\$63,000	\$65,000	\$70,000	9
Software Applications	\$66,800	\$63,000	\$65,000	\$70,000	5
Engineering Majors					
Computer Engineering	\$79,000	\$60,500	\$66,500	\$97,500	4
Systems Engineering	\$84,333	\$58,000	\$70,000	\$125,000	3
Social Sciences Majors					
Economics	\$71,200	\$60,000	\$64,000	\$65,000	5
Political Science/International Relations	\$58,333	\$52,000	\$59,000	\$64,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$73,375	\$57,250	\$63,250	\$89,500	4
FOOD & BEVERAGE MANUFACTURING					
Agriculture and Natural Resources Majors					
Food Science	\$55,000	\$45,000	\$50,000	\$70,000	3
Business Majors					
Accounting	\$55,900	\$50,000	\$60,000	\$60,000	5
Business Administration/Management	\$54,875	\$47,500	\$55,000	\$62,250	4
Finance	\$54,875	\$47,500	\$55,000	\$62,250	4
Human Resources	\$54,375	\$47,500	\$50,000	\$61,250	4
Logistics/Supply Chain	\$57,452	\$50,000	\$60,000	\$64,500	5
Management Information Systems	\$61,000	\$50,000	\$65,000	\$72,500	5
Marketing	\$57,565	\$47,880	\$57,250	\$67,250	4
Sales	\$56,125	\$47,500	\$57,250	\$64,750	4
Computer Sciences Majors					
Computer Science	\$63,333	\$50,000	\$67,500	\$72,500	3
Information Sciences & Systems	\$65,000	\$50,000	\$72,500	\$72,500	3
Software Applications	\$65,000	\$50,000	\$72,500	\$72,500	3

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Majors					
Chemical Engineering	\$63,152	\$57,000	\$67,000	\$72,000	5
Electrical Engineering	\$60,940	\$51,380	\$62,000	\$70,500	4
Industrial/Manufacturing Engineering	\$60,940	\$51,380	\$62,000	\$70,500	4
Mechanical Engineering	\$63,152	\$57,000	\$67,000	\$72,000	5
GOVERNMENT					
Business Majors					
Accounting	\$58,133	\$52,000	\$54,000	\$68,400	3
Finance	\$58,133	\$52,000	\$54,000	\$68,400	3
INFORMATION					
Business Majors					
Accounting	\$61,000	\$53,500	\$61,000	\$68,500	4
Business Administration/Management	\$62,333	\$50,000	\$65,000	\$72,000	3
Finance	\$64,000	\$55,000	\$65,000	\$72,000	3
Human Resources	\$66,333	\$62,000	\$65,000	\$72,000	3
Management Information Systems	\$64,000	\$55,000	\$65,000	\$72,000	3
Marketing	\$62,500	\$55,000	\$66,500	\$70,000	4
Computer Sciences Majors					
Computer Science	\$80,258	\$68,000	\$72,000	\$82,000	6
Information Sciences & Systems	\$85,500	\$71,500	\$78,500	\$99,500	4
Software Applications	\$82,510	\$68,000	\$75,000	\$82,000	5
Engineering Majors					
Computer Engineering	\$87,138	\$72,000	\$78,500	\$102,275	4
Electrical Engineering	\$89,183	\$70,000	\$75,000	\$122,550	3
MANAGEMENT CONSULTING					
Business Majors					
Accounting	\$64,000	\$60,000	\$60,000	\$72,000	3
Management Information Systems	\$69,000	\$65,000	\$66,000	\$76,000	3
Computer Sciences Majors					
Computer Science	\$74,000	\$72,500	\$75,000	\$75,500	4
Information Sciences & Systems	\$71,500	\$67,500	\$72,500	\$75,500	4
Software Applications	\$74,000	\$72,500	\$75,000	\$75,500	4
Engineering Majors					
Civil Engineering	\$62,333	\$50,000	\$65,000	\$72,000	3
Computer Engineering	\$71,000	\$66,500	\$72,500	\$75,500	4
Electrical Engineering	\$71,333	\$63,000	\$75,000	\$76,000	3
Mechanical Engineering	\$62,500	\$56,500	\$64,000	\$68,500	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$68,250	\$62,500	\$67,500	\$74,000	4

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
MISCELLANEOUS MANUFACTURING					
Business Majors					
Accounting	\$57,250	\$54,500	\$57,000	\$60,000	12
Business Administration/Management	\$58,224	\$55,000	\$57,000	\$60,000	9
Finance	\$58,333	\$55,000	\$57,000	\$62,000	9
Human Resources	\$53,503	\$51,000	\$53,510	\$56,000	8
Logistics/Supply Chain	\$59,377	\$53,510	\$60,000	\$62,000	12
Management Information Systems	\$60,480	\$55,000	\$60,000	\$62,400	5
Marketing	\$56,233	\$50,400	\$55,000	\$57,000	6
Sales	\$56,673	\$55,000	\$55,000	\$60,000	11
Communications Majors					
Communications	\$54,673	\$52,020	\$55,000	\$57,000	3
Computer Sciences Majors					
Computer Science	\$64,067	\$62,000	\$63,700	\$65,000	6
Information Sciences & Systems	\$64,350	\$61,200	\$63,700	\$67,500	4
Engineering Majors					
Chemical Engineering	\$69,854	\$68,000	\$70,000	\$72,500	10
Electrical Engineering	\$68,800	\$66,000	\$68,250	\$72,000	10
Engineering Technology	\$61,000	\$57,000	\$64,500	\$65,000	4
Industrial/Manufacturing Engineering	\$67,727	\$65,000	\$68,500	\$70,000	11
Materials Engineering/Science	\$65,900	\$65,000	\$68,500	\$72,600	8
Mechanical Engineering	\$67,469	\$65,000	\$68,000	\$70,000	13
Mathematics and Sciences Majors					
Mathematics/Statistics	\$61,467	\$55,000	\$62,400	\$67,000	3
MISCELLANEOUS PROFESSIONAL SERVICES					
Computer Sciences Majors					
Computer Science	\$76,333	\$60,000	\$80,000	\$89,000	3
MOTOR VEHICLE MANUFACTURING					
Business Majors					
Accounting	\$55,125	\$48,250	\$59,000	\$62,000	4
Business Administration/Management	\$51,333	\$39,500	\$53,500	\$61,000	3
Finance	\$52,500	\$39,500	\$57,000	\$61,000	3
Logistics/Supply Chain	\$55,375	\$48,750	\$59,500	\$62,000	4
Engineering Majors					
Computer Engineering	\$73,833	\$69,000	\$72,500	\$80,000	3
Electrical Engineering	\$70,965	\$69,000	\$71,396	\$72,500	3
Environmental Engineering	\$67,132	\$61,000	\$69,000	\$71,396	3
Industrial/Manufacturing Engineering	\$68,349	\$65,000	\$70,198	\$71,698	4
Materials Engineering/Science	\$70,965	\$69,000	\$71,396	\$72,500	3

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Mechanical Engineering	\$71,224	\$70,198	\$71,698	\$72,250	4
Software Engineering	\$73,465	\$69,000	\$71,396	\$80,000	3
Systems Engineering	\$73,224	\$70,198	\$71,948	\$76,250	4
RETAIL TRADE					
Business Majors					
Accounting	\$66,000	\$52,000	\$61,000	\$85,000	3
Business Administration/Management	\$64,250	\$54,500	\$60,000	\$74,000	4
Finance	\$64,500	\$54,500	\$60,500	\$74,500	4
Logistics/Supply Chain	\$59,333	\$52,000	\$57,000	\$69,000	3
Marketing	\$64,667	\$52,000	\$57,000	\$85,000	3
Communications Majors					
Communications	\$70,333	\$57,000	\$69,000	\$85,000	3
Public Relations	\$70,333	\$57,000	\$69,000	\$85,000	3
Computer Sciences Majors					
Computer Science	\$83,500	\$69,500	\$77,500	\$97,500	4
UTILITIES					
Business Majors					
Accounting	\$58,313	\$55,626	\$59,000	\$61,000	4
Finance	\$58,813	\$55,626	\$59,000	\$62,000	4
Logistics/Supply Chain	\$59,356	\$56,211	\$60,000	\$62,500	4
Management Information Systems	\$64,057	\$62,614	\$65,000	\$65,500	4
Computer Sciences Majors					
Computer Science	\$65,633	\$65,000	\$65,500	\$66,266	4
Information Sciences & Systems	\$64,057	\$62,614	\$65,000	\$65,500	4
Engineering Majors					
Chemical Engineering	\$69,133	\$67,266	\$68,500	\$71,000	4
Civil Engineering	\$68,546	\$68,000	\$68,300	\$69,000	5
Computer Engineering	\$67,844	\$66,531	\$68,000	\$69,000	3
Electrical Engineering	\$70,508	\$67,266	\$68,500	\$73,750	4
Engineering Technology	\$65,743	\$60,228	\$68,000	\$69,000	3
Industrial/Manufacturing Engineering	\$67,143	\$64,430	\$68,000	\$69,000	3
Mechanical Engineering	\$68,486	\$68,000	\$68,000	\$69,000	5
Systems Engineering	\$67,143	\$64,430	\$68,000	\$69,000	3
WHOLESALE TRADE					
Agriculture and Natural Resources Majors					
Agricultural Business/Management	\$58,667	\$55,000	\$57,000	\$64,000	3
Food Science	\$58,333	\$55,000	\$56,000	\$64,000	3
Business Majors					
Accounting	\$57,333	\$51,000	\$59,000	\$62,000	3

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Administration/Management	\$53,333	\$48,000	\$55,000	\$57,000	3
Finance	\$55,800	\$55,000	\$55,000	\$59,000	5
Logistics/Supply Chain	\$57,125	\$51,500	\$56,500	\$62,750	4
Marketing	\$52,333	\$48,000	\$52,000	\$57,000	3
Computer Sciences Majors					
Computer Science	\$73,333	\$64,000	\$71,000	\$85,000	3
Engineering Majors					
Computer Engineering	\$73,333	\$64,000	\$71,000	\$85,000	3
Electrical Engineering	\$70,500	\$69,500	\$70,000	\$72,000	3
Mechanical Engineering	\$69,833	\$69,500	\$70,000	\$70,000	3

MASTER'S DEGREE

MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ACCOUNTING SERVICES					
Business Majors					
Accounting	\$61,038	\$58,575	\$61,750	\$63,500	4
CHEMICAL (PHARMACEUTICAL) MANUFACTURING					
Engineering Majors					
Chemical Engineering	\$83,007	\$81,000	\$82,021	\$86,000	3
ENGINEERING SERVICES					
Engineering Majors					
Civil Engineering	\$65,000	\$57,000	\$66,000	\$72,000	3
FINANCE, INSURANCE, & REAL ESTATE					
Business Majors					
Accounting	\$70,750	\$61,500	\$75,500	\$80,000	4
Actuarial Science	\$70,167	\$62,500	\$68,000	\$80,000	3
Business Administration/Management	\$95,000	\$69,000	\$75,500	\$140,000	6
Finance	\$65,500	\$55,500	\$65,000	\$75,500	4
Computer Sciences Majors					
Computer Science	\$97,833	\$70,000	\$99,500	\$125,000	6
Information Sciences & Systems	\$89,333	\$58,000	\$75,000	\$135,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$93,375	\$57,250	\$93,250	\$129,500	4
FOOD & BEVERAGE MANUFACTURING					
Business Majors					
Management Information Systems	\$74,333	\$60,000	\$78,000	\$85,000	3
Marketing	\$86,000	\$60,000	\$78,000	\$120,000	3
INFORMATION					
Computer Sciences Majors					
Computer Science	\$89,517	\$72,000	\$74,000	\$122,550	3
MANAGEMENT CONSULTING					
Computer Sciences Majors					
Computer Science	\$79,333	\$72,000	\$76,000	\$90,000	3
Software Applications	\$79,333	\$72,000	\$76,000	\$90,000	3
MOTOR VEHICLE MANUFACTURING					
Business Majors					
Accounting	\$61,200	\$41,600	\$67,000	\$75,000	3
Logistics/Supply Chain	\$62,533	\$41,600	\$70,000	\$76,000	3

MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Majors					
Electrical Engineering	\$76,758	\$72,275	\$75,000	\$83,000	3
Environmental Engineering	\$74,425	\$72,275	\$75,000	\$76,000	3
Industrial/Manufacturing Engineering	\$74,425	\$72,275	\$75,000	\$76,000	3
Materials Engineering/Science	\$76,758	\$72,275	\$75,000	\$83,000	3
Mechanical Engineering	\$76,758	\$72,275	\$75,000	\$83,000	3
Systems Engineering	\$76,758	\$72,275	\$75,000	\$83,000	3

STARTING SALARY BY REGION AND MAJOR

BACHELOR'S DEGREE

AVERAGE SALARIES BY BROAD CATEGORY - NEW ENGLAND

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Business	\$56,650	20
Communications	\$52,000	4
Computer Sciences	\$81,250	6
Engineering	\$73,609	17

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
NEW ENGLAND					
Business Majors					
Accounting	\$52,665	\$39,500	\$53,996	\$64,500	3
Business Administration/Management	\$54,667	\$39,500	\$60,000	\$64,500	3
Finance	\$53,500	\$47,250	\$55,000	\$59,750	4
Logistics/Supply Chain	\$54,667	\$39,500	\$60,000	\$64,500	3
Computer Sciences Majors					
Computer Science	\$82,500	\$67,500	\$85,000	\$95,000	3

AVERAGE SALARIES BY BROAD CATEGORY - MIDEAST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$52,500	4
Business	\$57,589	81
Communications	\$55,025	11
Computer Sciences	\$76,073	26
Engineering	\$72,816	64
Humanities	\$58,500	14
Social Sciences	\$59,504	15
Math & Sciences	\$64,031	13

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
MIDEAST					
Business Majors					
Accounting	\$58,360	\$51,000	\$57,000	\$67,000	15
Business Administration/Management	\$56,850	\$52,000	\$56,000	\$60,000	10
Finance	\$57,673	\$54,000	\$57,000	\$61,000	11
Human Resources	\$54,000	\$45,000	\$57,000	\$60,000	3
International Business	\$57,250	\$51,000	\$58,500	\$63,500	4
Logistics/Supply Chain	\$59,626	\$52,000	\$60,000	\$60,000	10
Management Information Systems	\$61,675	\$54,500	\$65,500	\$69,200	8
Marketing	\$53,408	\$49,250	\$53,000	\$58,500	8
Sales	\$54,438	\$45,750	\$56,000	\$60,000	8
Communications Majors					
Advertising	\$54,253	\$45,760	\$57,000	\$60,000	3
Communications	\$54,253	\$45,760	\$57,000	\$60,000	3
Public Relations	\$54,253	\$45,760	\$57,000	\$60,000	3
Computer Sciences Majors					
Computer Science	\$76,250	\$66,000	\$73,700	\$75,000	9
Information Sciences & Systems	\$75,044	\$66,000	\$70,000	\$75,000	9
Software Applications	\$77,031	\$65,500	\$74,350	\$75,000	8
Engineering Majors					
Chemical Engineering	\$69,640	\$68,000	\$72,000	\$73,000	9
Civil Engineering	\$67,750	\$65,000	\$68,500	\$70,500	4
Computer Engineering	\$83,910	\$69,000	\$75,000	\$85,000	5
Electrical Engineering	\$73,414	\$66,500	\$70,500	\$72,500	8
Engineering Technology	\$60,920	\$45,760	\$68,000	\$69,000	3
Environmental Engineering	\$61,920	\$45,760	\$68,000	\$72,000	3
Industrial/Manufacturing Engineering	\$65,823	\$65,000	\$69,000	\$70,000	7

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
MIDEAST					
Materials Engineering/Science	\$68,667	\$65,000	\$68,000	\$73,000	3
Mechanical Engineering	\$73,362	\$68,000	\$72,000	\$73,000	9
Software Engineering	\$88,500	\$68,000	\$75,000	\$122,500	3
Systems Engineering	\$81,750	\$68,500	\$71,000	\$95,000	4
Social Sciences Majors					
Economics	\$62,080	\$57,000	\$61,000	\$68,400	5
Political Science/International Relations	\$57,790	\$51,380	\$58,500	\$64,200	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$66,733	\$65,000	\$67,000	\$68,400	6

AVERAGE SALARIES BY BROAD CATEGORY - GREAT LAKES

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$60,000	3
Business	\$60,444	99
Communications	\$61,000	3
Computer Sciences	\$69,621	33
Engineering	\$68,306	71
Humanities	\$72,000	4
Social Sciences	\$74,600	5
Math & Sciences	\$69,333	9

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
GREAT LAKES					
Business Majors					
Accounting	\$60,469	\$57,000	\$60,500	\$65,000	16
Business Administration/Management	\$59,000	\$55,000	\$60,000	\$62,000	10
Finance	\$59,458	\$52,500	\$60,500	\$65,000	12
Human Resources	\$56,708	\$50,000	\$55,000	\$61,500	12
Logistics/Supply Chain	\$62,000	\$60,000	\$61,000	\$67,000	13
Management Information Systems	\$64,318	\$60,000	\$65,000	\$71,000	11
Marketing	\$62,600	\$55,000	\$66,500	\$70,000	10
Sales	\$55,091	\$45,000	\$55,000	\$61,000	11
Communications Majors					
Communications	\$61,000	\$55,000	\$56,000	\$72,000	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
GREAT LAKES					
Computer Sciences Majors					
Computer Science	\$72,679	\$65,000	\$69,000	\$76,000	14
Information Sciences & Systems	\$66,136	\$60,000	\$68,000	\$71,000	11
Software Applications	\$69,063	\$65,000	\$68,500	\$71,750	8
Engineering Majors					
Biomedical Engineering	\$67,750	\$63,000	\$67,000	\$73,250	3
Chemical Engineering	\$61,750	\$67,000	\$72,000	\$72,500	7
Civil Engineering	\$64,000	\$60,000	\$65,000	\$67,000	5
Computer Engineering	\$78,111	\$68,500	\$72,500	\$78,000	9
Electrical Engineering	\$68,625	\$66,000	\$68,750	\$71,250	8
Engineering Technology	\$62,083	\$58,000	\$63,500	\$65,000	6
Industrial/Manufacturing Engineering	\$64,688	\$62,000	\$66,000	\$68,250	8
Materials Engineering/Science	\$60,500	\$40,000	\$69,000	\$72,500	3
Mechanical Engineering	\$67,518	\$65,000	\$68,000	\$72,500	14
Software Engineering	\$72,000	\$68,000	\$69,000	\$79,000	3
Systems Engineering	\$87,125	\$70,750	\$77,250	\$103,500	4
Social Sciences Majors					
Economics	\$75,250	\$57,000	\$70,500	\$93,500	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$78,200	\$65,000	\$72,000	\$76,000	5
Chemistry	\$56,000	\$40,000	\$63,000	\$65,000	3

AVERAGE SALARIES BY BROAD CATEGORY - PLAINS

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$58,875	8
Business	\$55,486	54
Communications	\$53,604	5
Computer Sciences	\$65,075	16
Engineering	\$65,789	49
Math and Sciences	\$51,600	9

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
PLAINS					
Business Majors					
Accounting	\$55,250	\$51,500	\$55,500	\$58,000	8
Business Administration/Management	\$55,074	\$52,020	\$53,500	\$57,000	7
Finance	\$55,875	\$53,500	\$56,000	\$58,000	8
Human Resources	\$52,755	\$52,010	\$52,510	\$53,500	4
Logistics/Supply Chain	\$58,337	\$53,000	\$58,000	\$61,500	6
Management Information Systems	\$62,067	\$59,000	\$62,700	\$64,000	6
Marketing	\$51,986	\$50,000	\$53,000	\$55,000	7
Sales	\$52,983	\$50,400	\$53,250	\$54,000	6
Communications Majors					
Communications	\$53,340	\$52,020	\$53,000	\$55,000	3
Computer Sciences Majors					
Computer Science	\$65,629	\$63,000	\$65,000	\$69,000	7
Information Sciences & Systems	\$64,600	\$62,700	\$63,500	\$66,500	4
Software Applications	\$64,680	\$63,000	\$64,000	\$65,000	5
Engineering Majors					
Chemical Engineering	\$68,808	\$68,040	\$69,500	\$71,500	5
Civil Engineering	\$60,325	\$56,400	\$62,900	\$64,250	4
Computer Engineering	\$66,750	\$63,500	\$66,500	\$70,000	4
Electrical Engineering	\$68,313	\$66,750	\$68,750	\$69,750	8
Engineering Technology	\$62,700	\$59,400	\$62,900	\$66,000	4
Environmental Engineering	\$63,250	\$57,750	\$67,000	\$68,750	4
Industrial/Manufacturing Engineering	\$69,250	\$68,750	\$69,250	\$69,750	4
Mechanical Engineering	\$65,667	\$65,000	\$68,500	\$69,500	9
Mathematics and Sciences Majors					
Mathematics/Statistics	\$57,467	\$50,000	\$60,000	\$62,400	3

AVERAGE SALARIES BY BROAD CATEGORY - SOUTHEAST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Business	\$58,362	93
Communications	\$55,126	8
Computer Sciences	\$69,456	28
Engineering	\$68,524	68
Humanities	\$54,250	8
Social Sciences	\$55,500	18
Math & Sciences	\$59,100	5

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHEAST					
Business Majors					
Accounting	\$58,484	\$55,000	\$58,000	\$61,008	15
Business Administration/Management	\$57,351	\$53,500	\$57,500	\$60,504	12
Finance	\$59,661	\$54,251	\$58,000	\$64,000	14
Human Resources	\$54,977	\$50,000	\$55,000	\$57,000	10
International Business	\$55,250	\$50,000	\$54,500	\$60,500	4
Logistics/Supply Chain	\$58,381	\$52,422	\$62,000	\$64,008	9
Management Information Systems	\$62,567	\$58,000	\$60,228	\$70,000	11
Marketing	\$57,571	\$52,000	\$57,000	\$64,000	7
Sales	\$57,625	\$53,500	\$58,500	\$62,500	8
Communications Majors					
Communications	\$53,601	\$52,000	\$52,000	\$57,000	5
Computer Sciences Majors					
Computer Science	\$70,295	\$65,766	\$70,000	\$74,004	12
Information Sciences & Systems	\$67,123	\$60,228	\$65,000	\$70,000	10
Software Applications	\$71,667	\$60,000	\$72,500	\$78,000	6
Engineering Majors					
Chemical Engineering	\$70,255	\$66,531	\$70,000	\$75,000	6
Civil Engineering	\$65,145	\$63,000	\$64,430	\$68,004	3
Computer Engineering	\$68,840	\$66,531	\$69,500	\$74,508	6
Electrical Engineering	\$69,794	\$65,500	\$69,000	\$75,000	12
Engineering Technology	\$62,646	\$60,228	\$65,000	\$65,000	5
Industrial/Manufacturing Engineering	\$67,738	\$65,000	\$66,500	\$69,000	6
Materials Engineering/Science	\$68,926	\$65,000	\$68,000	\$72,200	5
Mechanical Engineering	\$67,653	\$64,430	\$65,000	\$69,100	10
Software Engineering	\$73,333	\$58,000	\$75,000	\$87,000	3
Systems Engineering	\$70,286	\$64,430	\$70,000	\$75,000	5
Humanities Majors					
Liberal Arts/General Studies	\$55,333	\$50,000	\$52,000	\$64,000	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHEAST					
Social Sciences Majors					
Economics	\$59,600	\$57,000	\$60,000	\$64,000	5
Political Science/International Relations	\$58,750	\$55,500	\$59,500	\$62,000	4
Psychology	\$53,250	\$46,000	\$54,500	\$60,500	4
Sociology	\$53,250	\$46,000	\$54,500	\$60,500	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$59,100	\$55,000	\$62,000	\$62,500	5

AVERAGE SALARIES BY BROAD CATEGORY - SOUTHWEST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Business	\$61,938	32
Communications	\$50,000	4
Computer Sciences	\$76,780	21
Engineering	\$79,569	41

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHWEST					
Business Majors					
Accounting	\$60,042	\$60,000	\$60,000	\$61,000	6
Business Administration/Management	\$60,613	\$57,825	\$61,000	\$63,400	4
Finance	\$61,108	\$60,000	\$61,000	\$63,000	6
Logistics/Supply Chain	\$63,800	\$61,500	\$64,000	\$66,100	4
Management Information Systems	\$68,036	\$65,000	\$69,000	\$75,600	7
Computer Sciences Majors					
Computer Science	\$76,903	\$69,500	\$76,010	\$79,600	8
Information Sciences & Systems	\$75,164	\$66,150	\$70,000	\$80,000	7
Software Applications	\$78,503	\$70,000	\$76,010	\$80,000	6
Engineering Majors					
Chemical Engineering	\$82,225	\$74,000	\$78,750	\$90,450	4
Civil Engineering	\$72,200	\$66,650	\$70,650	\$77,750	4
Computer Engineering	\$80,270	\$76,000	\$77,010	\$81,600	6
Electrical Engineering	\$81,324	\$76,020	\$78,500	\$82,500	5
Engineering Technology	\$73,550	\$66,150	\$72,000	\$82,500	3
Mechanical Engineering	\$78,780	\$72,000	\$73,000	\$82,500	5
Software Engineering	\$82,004	\$76,020	\$78,000	\$80,000	5
Systems Engineering	\$77,500	\$70,000	\$80,000	\$82,500	3

AVERAGE SALARIES BY BROAD CATEGORY - ROCKY MOUNTAIN/FAR WEST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$50,000	6
Business	\$62,160	50
Communications	\$76,857	7
Computer Sciences	\$75,194	18
Engineering	\$73,414	56
Math & Sciences	\$65,842	19

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ROCKY MOUNTAIN/FAR WEST					
Business Majors					
Accounting	\$60,444	\$55,000	\$60,000	\$63,000	9
Business Administration/Management	\$64,500	\$57,500	\$64,000	\$69,000	8
Finance	\$63,429	\$50,000	\$64,000	\$70,000	7
Human Resources	\$64,000	\$60,000	\$66,500	\$69,000	6
Logistics/Supply Chain	\$62,833	\$60,000	\$64,000	\$69,000	6
Management Information Systems	\$63,333	\$50,000	\$65,000	\$75,000	3
Marketing	\$65,600	\$60,000	\$65,000	\$68,000	5
Sales	\$58,333	\$50,000	\$60,000	\$65,000	3
Communications Majors					
Communications	\$71,333	\$60,000	\$69,000	\$85,000	3
Computer Sciences Majors					
Computer Science	\$78,389	\$74,000	\$75,000	\$80,000	9
Information Sciences & Systems	\$72,300	\$55,000	\$75,000	\$80,000	5
Software Applications	\$71,625	\$55,000	\$67,500	\$88,250	4
Engineering Majors					
Aerospace/Aeronautical Engineering	\$72,200	\$74,000	\$75,000	\$75,000	5
Civil Engineering	\$69,100	\$57,000	\$70,500	\$75,000	5
Computer Engineering	\$78,688	\$74,500	\$77,500	\$83,500	8
Electrical Engineering	\$74,800	\$74,000	\$75,000	\$75,000	5
Environmental Engineering	\$67,567	\$57,000	\$66,700	\$79,000	3
Industrial/Manufacturing Engineering	\$72,400	\$72,000	\$74,000	\$79,000	5
Mechanical Engineering	\$75,286	\$72,000	\$75,000	\$80,000	7
Software Engineering	\$74,333	\$74,000	\$75,000	\$80,000	6
Mathematics and Sciences Majors					
Mathematics/Statistics	\$70,750	\$62,000	\$76,500	\$79,500	4
Chemistry	\$64,333	\$50,000	\$69,000	\$74,000	3
Environmental Science	\$64,000	\$50,000	\$70,000	\$72,000	3
Geology/Geological Sciences	\$67,000	\$50,000	\$60,000	\$91,000	3
Physics	\$67,667	\$50,000	\$74,000	\$79,000	3

MASTER'S DEGREE

AVERAGE SALARIES BY BROAD CATEGORY - NEW ENGLAND/MIDEAST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Business	\$68,371	31
Communications	\$55,867	6
Computer Sciences	\$97,891	11
Engineering	\$81,482	45
Humanities	\$63,000	7
Social Sciences	\$66,200	7
Math & Sciences	\$64,463	8

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
NEW ENGLAND/MIDEAST					
Business Majors					
Accounting	\$58,325	\$47,800	\$59,000	\$68,850	4
Business Administration/Management	\$76,267	\$54,000	\$66,000	\$110,000	6
Finance	\$67,050	\$54,000	\$61,500	\$73,700	6
Management Information Systems	\$74,233	\$71,000	\$73,700	\$78,000	3
Marketing	\$78,750	\$58,500	\$70,500	\$99,000	4
Computer Sciences Majors					
Computer Science	\$101,888	\$75,000	\$100,775	\$128,775	4
Information Sciences & Systems	\$99,175	\$72,350	\$95,350	\$126,000	4
Software Applications	\$90,850	\$71,000	\$79,000	\$122,550	3
Engineering Majors					
Aerospace/Aeronautical Engineering	\$89,275	\$72,275	\$73,000	\$122,550	3
Chemical Engineering	\$77,455	\$73,000	\$75,000	\$81,000	5
Computer Engineering	\$96,850	\$73,000	\$95,000	\$122,550	3
Electrical Engineering	\$85,706	\$72,638	\$74,000	\$98,775	4
Industrial/Manufacturing Engineering	\$73,425	\$72,275	\$73,000	\$75,000	3
Materials Engineering/Science	\$76,569	\$72,638	\$74,000	\$80,500	4
Mechanical Engineering	\$84,355	\$73,000	\$75,000	\$79,000	5
Software Engineering	\$90,694	\$72,638	\$84,000	\$108,750	4
Systems Engineering	\$84,319	\$72,638	\$74,000	\$96,000	4

AVERAGE SALARIES BY BROAD CATEGORY - GREAT LAKES/PLAINS

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$64,500	4
Business	\$79,835	36
Computer Sciences	\$83,267	18
Engineering	\$73,772	33
Math & Sciences	\$72,389	9

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
GREAT LAKES/PLAINS					
Business Majors					
Accounting	\$69,776	\$65,500	\$68,500	\$74,106	8
Business Administration/Management	\$90,200	\$66,000	\$75,000	\$125,000	5
Finance	\$71,404	\$66,000	\$73,211	\$75,000	3
Human Resources	\$79,000	\$73,000	\$79,250	\$85,000	4
Logistics/Supply Chain	\$73,750	\$70,000	\$75,250	\$76,000	3
Management Information Systems	\$82,680	\$82,400	\$85,000	\$85,000	5
Sales	\$85,333	\$66,000	\$75,000	\$115,000	3
Computer Sciences Majors					
Computer Science	\$87,200	\$75,000	\$85,000	\$86,000	7
Information Sciences & Systems	\$80,900	\$75,000	\$83,700	\$85,000	6
Software Applications	\$80,600	\$75,000	\$85,000	\$85,000	5
Engineering Majors					
Civil Engineering	\$64,750	\$59,500	\$67,000	\$70,000	4
Computer Engineering	\$80,133	\$75,000	\$82,400	\$83,000	3
Electrical Engineering	\$76,000	\$73,000	\$75,000	\$79,000	4
Engineering Technology	\$74,667	\$66,000	\$75,000	\$83,000	3
Environmental Engineering	\$67,667	\$52,000	\$75,000	\$76,000	3
Materials Engineering/Science	\$70,333	\$53,000	\$75,000	\$83,000	3
Mechanical Engineering	\$72,404	\$69,000	\$75,000	\$82,021	5
Mathematics and Sciences Majors					
Mathematics/Statistics	\$99,167	\$81,000	\$81,500	\$135,000	3

AVERAGE SALARIES BY BROAD CATEGORY - SOUTHEAST/SOUTHWEST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Business	\$74,124	35
Computer Sciences	\$84,242	26
Engineering	\$85,238	41
Social Sciences	\$56,750	6
Math & Sciences	\$87,125	4

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHEAST/SOUTHWEST					
Business Majors					
Accounting	\$66,736	\$61,500	\$65,000	\$72,000	7
Business Administration/Management	\$92,380	\$65,000	\$80,000	\$140,000	7
Finance	\$68,276	\$62,000	\$68,000	\$76,008	6
Human Resources	\$78,302	\$70,000	\$82,504	\$86,604	4
Management Information Systems	\$70,736	\$61,500	\$67,000	\$80,000	7
Computer Sciences Majors					
Computer Science	\$86,183	\$73,000	\$86,600	\$93,500	12
Information Sciences & Systems	\$79,983	\$72,000	\$77,450	\$85,000	6
Software Applications	\$84,525	\$74,000	\$86,600	\$93,500	8
Engineering Majors					
Chemical Engineering	\$90,203	\$80,000	\$85,008	\$105,600	3
Computer Engineering	\$88,225	\$74,000	\$87,900	\$100,000	8
Electrical Engineering	\$88,538	\$77,250	\$89,100	\$96,800	8
Mechanical Engineering	\$83,050	\$67,500	\$85,500	\$98,600	4
Software Engineering	\$86,200	\$76,000	\$86,600	\$100,000	6
Systems Engineering	\$77,250	\$65,000	\$78,500	\$89,500	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$87,125	\$57,250	\$86,250	\$117,000	4

AVERAGE SALARIES BY BROAD CATEGORY - ROCKY MOUNTAIN/FAR WEST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$58,667	6
Business	\$79,357	28
Computer Sciences	\$77,556	9
Engineering	\$79,206	34
Math & Sciences	\$76,375	16

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ROCKY MOUNTAIN/FAR WEST					
Business Majors					
Accounting	\$65,667	\$52,000	\$60,000	\$85,000	3
Business Administration/Management	\$95,000	\$75,000	\$97,500	\$115,000	4
Finance	\$78,000	\$56,000	\$72,500	\$100,000	4
Human Resources	\$80,000	\$60,000	\$85,000	\$95,000	3
Logistics/Supply Chain	\$90,600	\$85,000	\$90,000	\$108,000	5
Marketing	\$85,000	\$60,000	\$85,000	\$110,000	3
Computer Sciences Majors					
Computer Science	\$87,600	\$65,000	\$85,000	\$95,000	5
Engineering Majors					
Aerospace/Aeronautical Engineering	\$79,000	\$65,000	\$85,000	\$87,000	3
Chemical Engineering	\$85,000	\$65,000	\$85,000	\$105,000	3
Civil Engineering	\$75,333	\$57,000	\$65,000	\$104,000	3
Computer Engineering	\$82,333	\$65,000	\$85,000	\$97,000	3
Electrical Engineering	\$84,667	\$65,000	\$85,000	\$104,000	3
Mechanical Engineering	\$86,400	\$85,000	\$87,000	\$90,000	5
Mathematics and Sciences Majors					
Mathematics/Statistics	\$78,667	\$60,000	\$85,000	\$91,000	3
Chemistry	\$74,667	\$60,000	\$79,000	\$85,000	3
Physics	\$82,000	\$72,500	\$88,000	\$91,500	4

DOCTORAL DEGREE

AVERAGE SALARIES BY BROAD CATEGORY - NEW ENGLAND/MIDEAST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Engineering	\$105,556	9

AVERAGE SALARIES BY BROAD CATEGORY - GREAT LAKES/PLAINS

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$74,250	4
Engineering	\$59,200	5
Math & Sciences	\$50,500	4

AVERAGE SALARIES BY BROAD CATEGORY - SOUTHEAST/SOUTHWEST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Computer Sciences	\$121,600	5
Engineering	\$122,222	9

AVERAGE SALARIES BY BROAD CATEGORY - ROCKY MOUNTAIN/FAR WEST

BROAD CATEGORY	2021 AVERAGE SALARY	RESPONSES
Agriculture	\$60,000	5
Business	\$77,778	18
Computer Sciences	\$93,000	5
Engineering	\$88,276	29
Math & Sciences	\$80,091	11

DOCTORAL DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ROCKY MOUNTAIN/FAR WEST					
Computer Sciences Majors					
Computer Science	\$115,000	\$60,000	\$120,000	\$165,000	3
Engineering Majors					
Computer Engineering	\$94,000	\$65,000	\$107,000	\$110,000	3
Electrical Engineering	\$97,333	\$65,000	\$107,000	\$120,000	3
Mechanical Engineering	\$101,750	\$86,000	\$111,000	\$117,500	4
Mathematics and Sciences Majors					
Physics	\$94,667	\$60,000	\$107,000	\$117,000	3

APPENDIX



RESPONDENTS BY INDUSTRY

INDUSTRY	# OF RESPONDENTS	% OF RESPONDENTS
Oil & Gas Extraction	2	1.4%
Utilities	5	3.6%
Construction	7	5.0%
Food & Beverage Mfg.	6	4.3%
Chemical (Pharmaceutical) Mfg.	4	2.9%
Computer & Electronics Mfg.	11	7.9%
Motor Vehicle Mfg.	4	2.9%
Misc. Mfg.	23	16.5%
Wholesale Trade	8	5.8%
Retail Trade	5	3.6%
Transportation	2	1.4%
Information	7	5.0%
Finance, Insurance, & Real Estate	17	12.2%
Accounting Services	5	3.6%
Engineering Services	8	5.8%
Management Consulting	8	5.8%
Misc. Prof. Services	4	2.9%
Social Services	2	1.4%
Recreation & Hospitality	1	0.7%
Misc. Support Services	3	2.2%
Government	5	3.6%

PARTICIPATING ORGANIZATIONS

Below is a list of the organizations that supplied salary projections for the NACE Winter 2021 *Salary Survey*. (Please note: Although 139 organizations responded, the list below includes 105, as 34 organizations preferred not to be listed.)

A-LIGN	Deluxe Corporation
AbbVie Inc.	Dick's Sporting Goods
AllianceBernstein	Duff & Phelps LLC
Allscripts	E. & J. Gallo Winery
Altria Client Services LLC	eBay, Inc.
Andersen Corporation	Edward Jones
ArcelorMittal USA	EOG Resources, Inc.
Arizona Public Service	Expedia Group
Arkema Inc.	Federal Aviation Administration
Armstrong World Industries	Fifth Third Bank
ATA Engineering, Inc.	Flatiron Construction Corp.
Avery Dennison Corporation	Forrester Construction Company
Badger Meter	GE Appliances, a Haier company
Baird	General Dynamics Electric Boat
Ball Aerospace	General Electric Company
BASF Corporation	Genworth Financial
Bechtel Global Corporation	Gilbarco/Veeder Root
Becton Dickinson & Company	Graphic Packaging International
Burns & McDonnell Engineering Co. Inc.	HNTB Companies
Campbell Soup Company	Hughes Network Systems
Cargill, Inc.	Infineum USA L.P.
CenterPoint Energy, Inc.	Ingredion
Chevron Corporation	ITW
Chicago Trading Company	Kellogg Company
ClarkDietrich	Land O'Lakes Inc.
Cognosante	Liberty Mutual Insurance Company
Con Edison	Link-Belt Construction Equipment Co.
ConocoPhillips Company	Lumentum Operations
Consumers Credit Union	Macy's, Inc.
Crowe Horwath LLP	Maximus
Crown Cork & Seal Company USA, Inc.	Menasha Packaging Company
Cummins Inc.	Michelin North America
Dell Technologies	Moffatt & Nichol

Mohawk Industries
Moog Inc.
Newell Brands
Nokia
Pariveda Solutions Inc.
Parsons Corporation
Paylocity
PepsiCo
Phillips-Medisize Corporation
Polaris Industries, Inc.
PPL Corporation
Protiviti Inc.
Rockwell Automation
Ryan, LLC
S&C Electric Co.
Samsung Electronics America
Seagate Technology
Selden Fox LTD
Sierra Nevada Corporation
Southern Company

Southwest Airlines Co.
Speedway LLC
SS&C Technologies
T-Mobile USA, Inc.
TC Energy
TE Connectivity
Terracon
The Aerospace Corporation
The Walsh Group
TIAA
Topco Associates
Transverse Insurance
Tucson Unified School District
U.S. Cellular Corporation
U.S. Comptroller of the Currency
VF Corporation
Wells Fargo
WestRock Company
Wiss, Janney, Elstner Associates, Inc.

SALARY SURVEY

62 Highland Avenue

Bethlehem, PA 18017

CHANGE SERVICE REQUESTED