

NACE SALARY SURVEY

Starting salary projections for Class of 2023 new college graduates
Data reported by employers

SALARIES BY MAJOR p. 9

SALARIES BY INDUSTRY p. 20

SALARIES BY JOB FUNCTION p. 42

SALARIES BY REGION p. 50

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Starting Salary Projections
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MASTER'S
DOCTORAL**



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ABOUT THE SURVEY

The Winter 2023 *Salary Survey* report contains annual salary projections for Class of 2023 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 October 5, 2022, through December 5, 2022. A total of 170 surveys were returned—a 19.5 percent response rate. Of those responding, 7.1 percent of respondents were from the New England region, 11.8 percent were from the Plains, 14.1 percent of respondents were from the Far West, 10 percent were from the Southwest, 18.2 percent were from the Southeast, 11.8 percent were from the Mideast, and 27.1 percent were from the Great Lakes. A list of respondents by industry 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 two times a year—January and July—by the National Association of Colleges and Employers. For more information, see www.nacweb.org/store/subscription/salary-survey/.

RESEARCH STAFF

Director of Research and Public Policy: Mary Gatta, Ph.D.

Associate Director of Research and Public Policy: Joshua Kahn, Ph.D.

Senior Research Manager: Andrea J. Koncz

Researcher: Angelena Galbraith

Research Coordinator: Anna Longenberger

SALARY SURVEY ISSUES FOR THE CLASS OF 2023

The Winter 2023 *Salary Survey* report features starting salary projections by major from employer-provided data. This is the first report for the Class of 2023. Data are available by major, job function, industry, and region. There are also data for advanced-degree candidates, including for 35 master's and seven doctoral degree disciplines.

The Summer 2023 *Salary Survey* report will serve as the final report for the previous year's graduating class. Therefore, the Summer 2023 issue will be the final report on starting salaries for the Class of 2022, while the Summer 2024 *Salary Survey* issue will serve as the final report for the Class of 2023.

The Summer 2023 *Salary Survey* report will feature 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 presented by major, region, and Carnegie Classification.

SALARY DATA FOR THE CLASS OF 2023

REPORT	WHAT	DATA SOURCE
First Report—Winter 2023	Pre-graduation projected starting salaries	Employers
Final Report—Summer 2024	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 21/28

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 31/39

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 alphabetical 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 JOB POSITION | PAGE 43/44

In this section, you will find the average starting salary according to job position, 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 hired for a specific job position, such as financial specialists or computer occupations.

STARTING SALARY BY JOB POSITION AND INDUSTRY (BACHELOR'S DEGREE) | PAGE 45

This section shows data first by job position, then by the type of employer (industry) reporting the salaries. Employer types are listed in alphabetical order under each job position. See this section when you want the average starting salary reported by a specific type of employer to a graduate hired for a specific job position. (Example: Average salary that sales positions are projected to earn from finance, insurance, and real estate employers.)

STARTING SALARY BY INDUSTRY AND JOB POSITION (BACHELOR'S DEGREE) | PAGE 47

This section contains the same basic information as "Starting Salaries by Job Position and Industry," but in a different order. You will see data by a specific type of employer (industry), then according to their reported job positions. Industries are arranged in alphabetical order. Job positions are also listed under each industry in alphabetical order. Use this section to find the projected average starting salary reported by a specific type of employer for a specific job position. (Example: Projected starting salaries reported by miscellaneous manufacturing firms for financial specialists.)

STARTING SALARY BY REGION AND MAJOR | PAGE 51

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 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.

KEY INSIGHTS

WINTER 2023 SALARY SURVEY KEY INSIGHTS

BACHELOR'S DEGREE GRADUATES

- Not all categories of majors for the upcoming Class of 2023 are projected to receive higher starting salaries. For example, the average salary projections for computer sciences (-4.0%) and social sciences (-1.7%) are expected to be lower than they were last year.
- Surprisingly, computer sciences majors were the top-paid majors in the past two Winter *Salary Survey* reports, but due to their 4% decrease in this year's projection, they have dropped to second in terms of pay. **(See Figure 1.)** However, this year's decrease may be returning them to pre-pandemic salary levels, as their projected increases in salary for the Classes of 2021 (7.1%) and 2022 (5.2%) were significant.
- Despite the drop in salary, computer sciences majors remain in high demand at the bachelor's degree level. In fact, they rose from fourth last year to second on this year's list of top degrees in demand, with two-thirds of responding employers planning to hire them. **(See Figure 2.)**
- Engineering majors have claimed the top-paid spot, even though their average salary projection is up less than 1% over last year, nudging them up from \$73,922 to \$74,405. Of the 15 reported individual engineering disciplines, one-third are reporting small decreases, with the remaining two-thirds reporting increases. Furthermore, while petroleum engineering majors are the top paid among engineering graduates, their average salary projection of \$82,333 is 3.4% lower than last year's projection of \$85,260.
- The average salary projection for math and sciences graduates (\$67,199) is also higher, albeit by less than 1% from last year (\$66,760). Last year, this group of majors had the highest increase of all reported bachelor's degree categories at 5.4%. Mathematics/statistics majors are the most reported among this group and their average increase of 0.2% (\$68,572 to \$68,715) appears to be driving the overall movement in salaries.
- Of the top four highest-paid groups of majors, business graduates have the largest projected salary increase. Their overall salary projection is up 2.3% from \$60,695 to \$62,069. Within the individual majors, the average salary projection for accounting majors is expected to see the highest increase (4.5%), raising their average salary projection from \$59,884 last year to \$62,583 this year.
- Finance graduates are also expected to earn higher salaries, with an average salary projection that is 3.6% higher than last year (\$60,776 to \$62,975). Finance majors are the top bachelor's degree major in demand, with nearly 70% of responding employers planning to hire them.

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

BROAD CATEGORY	2023 SALARY PROJECTION	2022 SALARY PROJECTION	% CHANGE
Engineering	\$74,405	\$73,922	0.7%
Computer Sciences	\$72,843	\$75,900	-4.0%
Math & Sciences	\$67,199	\$66,760	0.7%
Business	\$62,069	\$60,695	2.3%
Social Sciences	\$60,107	\$61,173	-1.7%
Agriculture & Natural Resources	\$59,282	\$57,807	2.6%
Communications	\$58,097	\$55,455	4.8%
Humanities	\$52,938	\$50,681	4.5%

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

MAJOR	# OF RESPONDENTS THAT WILL HIRE	% OF RESPONDENTS THAT WILL HIRE
Finance	117	68.8%
Computer Science	114	67.1%
Accounting	109	64.1%
Business Administration/Mgmt.	106	62.4%
Information Sciences & Systems	93	54.7%
Logistics/Supply Chain	83	48.8%
Human Resources	79	46.5%
Mechanical Engineering	79	46.5%
Software Applications	75	44.1%
Management Information Systems	74	43.5%

KEY INSIGHTS

MASTER'S DEGREE GRADUATES

- Unlike bachelor's degrees, all reported categories of majors at the master's degree level show projected increases for the Class of 2023. **(See Figure 3.)**
- Engineering graduates at this level are projected to be the top-paid majors, having an overall average salary projection of \$86,826. However, their expected increase in salaries (2%) is lower than last year's jump (5.9%).
- The average salary projection for computer sciences majors is also tempered this year at an increase of just 1.6%, which raises their average from \$82,384 to \$83,681. This is an improvement over last year, however, when their average salary projection decreased by 3.5% for the group.
- The demand for computer sciences majors is highest among the reported master's degree majors, with nearly one-quarter of respondents indicating plans to hire them. **(See Figure 4.)**
- Math and sciences graduates at the master's degree level are projected to receive an average starting salary that is 5% higher than last year. This is the second year they are reporting a healthy increase; last year, their average projected salary rose 6.7%.
- Although Class of 2022 master's degree business majors saw the largest expected decrease in average starting salaries (5.9%), the average for Class of 2023 graduates more than makes up for it. Their average salary projection is 13.1% higher, upping last year's average of \$71,021 to \$80,305. Business majors also dominate the list of top majors in demand at the master's degree level, with six out of 10 falling in this category.

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

BROAD CATEGORY	2023 SALARY PROJECTION	2022 SALARY PROJECTION	% CHANGE
Engineering	\$86,826	\$85,096	2.0%
Computer Sciences	\$83,681	\$82,384	1.6%
Math & Sciences	\$82,848	\$78,937	5.0%
Business	\$80,305	\$71,021	13.1%

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

MAJOR	# OF RESPONDENTS THAT WILL HIRE	% OF RESPONDENTS THAT WILL HIRE
Computer Science	40	23.5%
Accounting	33	19.4%
Business Administration/Mgmt. - MBA	30	17.6%
Finance	30	17.6%
Human Resources	29	17.1%
Information Sciences & Systems	27	15.9%
Logistics/Supply Chain	26	15.3%
Computer Engineering	25	14.7%
Software Engineering	24	14.1%
Marketing	23	13.5%

KEY INSIGHTS

DOCTORAL DEGREE GRADUATES

- Data at the doctoral degree level are extremely limited in this report and, therefore, should be read with caution. There were less than five salary projections reported for each of the seven individual majors contained in the broad categories of computer sciences, engineering, and math and sciences. (See Figure 5.)
- In the reported categories, large increases are expected across the board, with the average salary projection for doctoral computer sciences graduates rising 21%.
- Doctoral degree graduates in math and sciences are also projected to receive considerably higher average salaries. Their 2023 average salary projection of \$100,791 is 11.4% higher than last year's (\$90,439).
- Engineering graduates are projected to receive higher average salaries, but their increase is more in line with a typical year-over-year comparison. Their average projection of \$110,000 is up 6.4% from \$103,423. In addition, Class of 2022 doctoral engineering graduates had an average salary projection that was up similarly with an increase of 6.5%.
- The demand for majors at the doctoral degree level is somewhat challenging to measure given the limited data. Computer science tops the list with about 3% of respondents hiring these graduates at this advanced degree level. (See Figure 6.)

FIGURE 5: AVERAGE SALARIES BY DISCIPLINE / DOCTORAL DEGREES

BROAD CATEGORY	2023 SALARY PROJECTION	2022 SALARY PROJECTION	% CHANGE
Computer Sciences	\$133,250	\$110,135	21.0%
Engineering	\$110,000	\$103,423	6.4%
Math & Sciences	\$100,791	\$90,439	11.4%

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

MAJOR	# OF RESPONDENTS THAT WILL HIRE	% OF RESPONDENTS THAT WILL HIRE
Computer Science	5	2.9%
Chemistry	4	2.4%
Mechanical Engineering	4	2.4%
Physics	4	2.4%
Chemical Engineering	3	1.8%
Mathematics	3	1.8%

KEY INSIGHTS

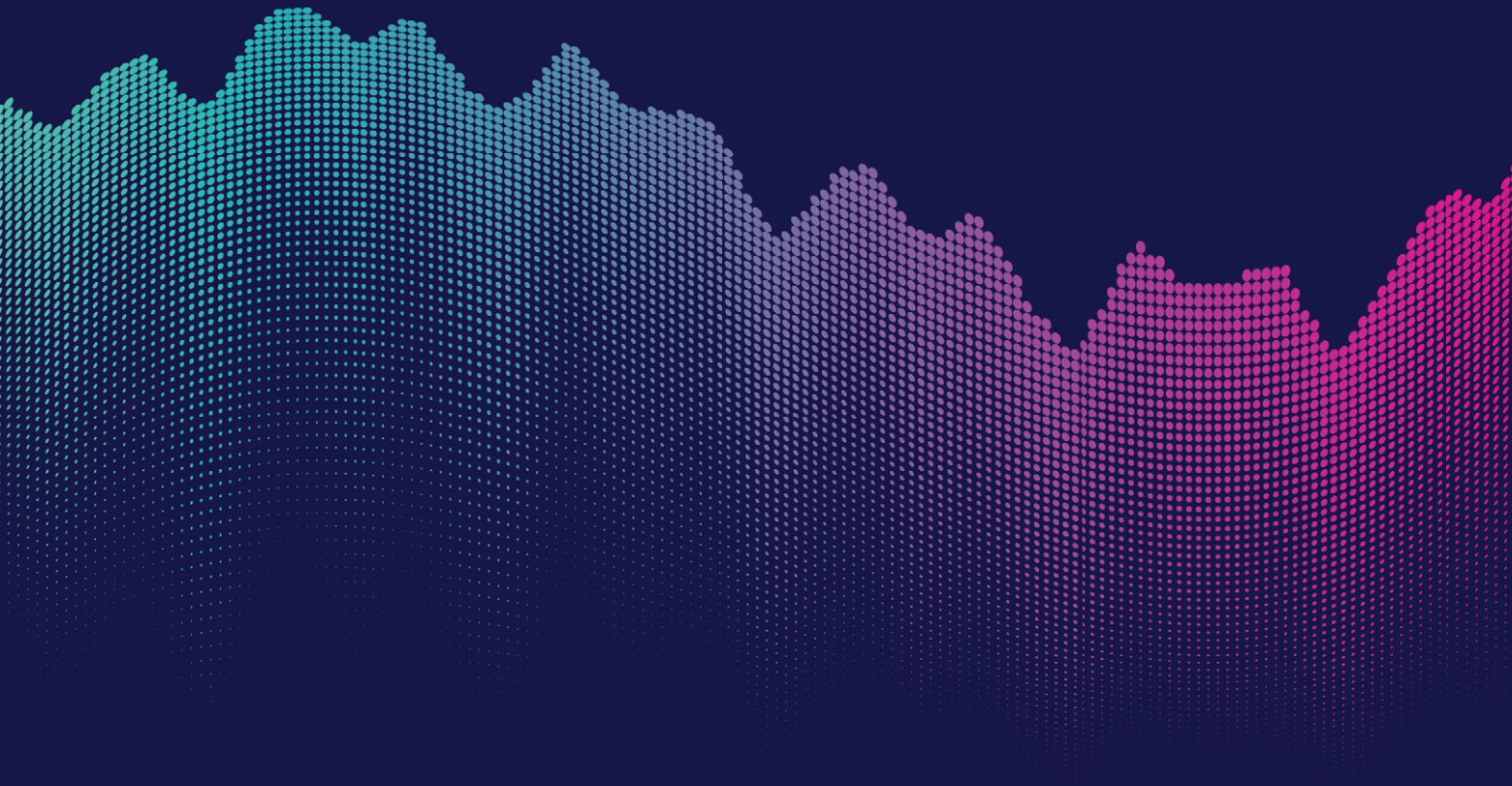
JOB POSITIONS

- With last year's Winter 2022 *Salary Survey* report being the first issue to collect data on specific job positions, this report now provides comparisons in salary projections to last year. (See Figure 7.)
- In terms of highest-paid positions, engineering, computer occupations, physical scientists, and mathematical occupations top the list. This follows suit, as the highest-paid majors at the bachelor's degree level are engineering, computer sciences, and math and sciences.
- As far as changes in salary projections by job position, we see the same movement in salaries by major. However, the increases are more significant in job positions. For example, engineering majors are projected to receive higher average starting salaries by 0.7%; for specific engineering positions, the average salary projection is 6.7% higher.
- The average salary projection for computer sciences majors is 4% lower, but for specific computer occupations, the decrease is less than 2%.
- The average salary projections for physical scientists and mathematical occupations are 8.1% and 4.6% higher, respectively, while the salary projection for the math and sciences category is an increase of just 0.7%.

FIGURE 7: BACHELOR'S DEGREE SALARY PROJECTIONS BY JOB POSITION

JOB POSITION	2023 AVERAGE SALARY PROJECTION	2022 AVERAGE SALARY PROJECTION	% CHANGE
Engineering (Engineers, Technicians)	\$75,695	\$70,973	6.7%
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$73,266	\$74,628	-1.8%
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$69,479	\$64,283	8.1%
Mathematical Occupations (Actuaries, Mathematicians, Statisticians)	\$68,240	\$65,245	4.6%
Economists	\$68,108	\$62,211	9.5%
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$63,535	\$60,225	5.5%
Other Social Scientists (Survey Researchers, Psychologists, Sociologists, Political Scientists)	\$60,880	N/A	—
Sales	\$60,856	\$59,079	3.0%
Environmental & Conservation Scientists	\$60,296	\$60,501	-0.3%
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$60,217	\$59,162	1.8%

STARTING SALARY BY ACADEMIC MAJOR

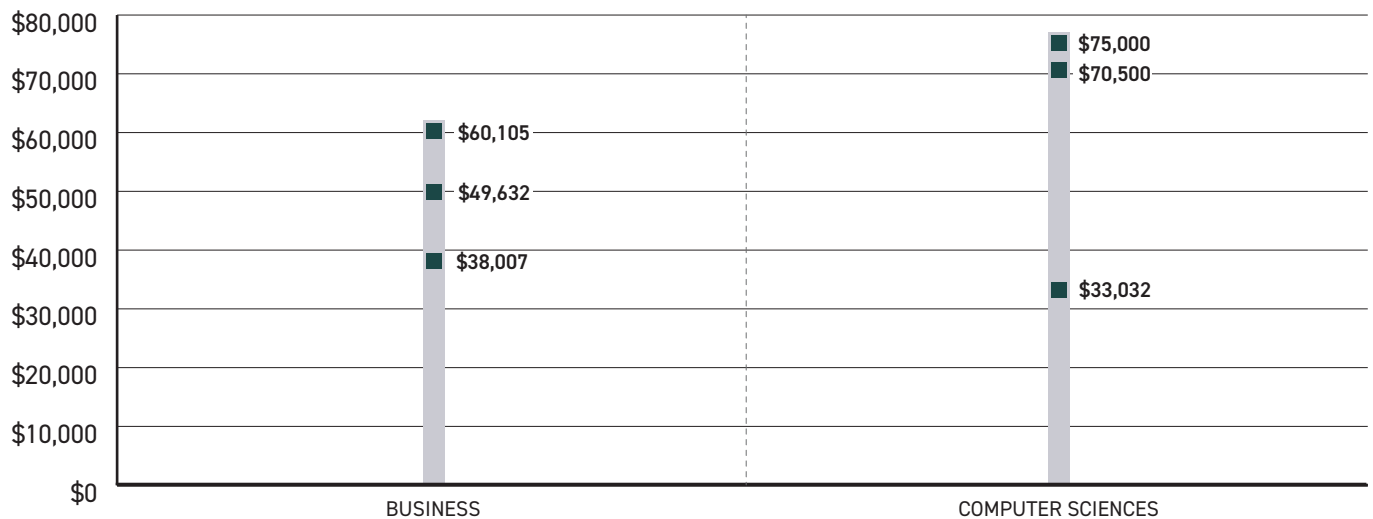


STARTING SALARY BY ACADEMIC MAJOR - ASSOCIATE

ASSOCIATE DEGREE SALARIES BY MAJOR

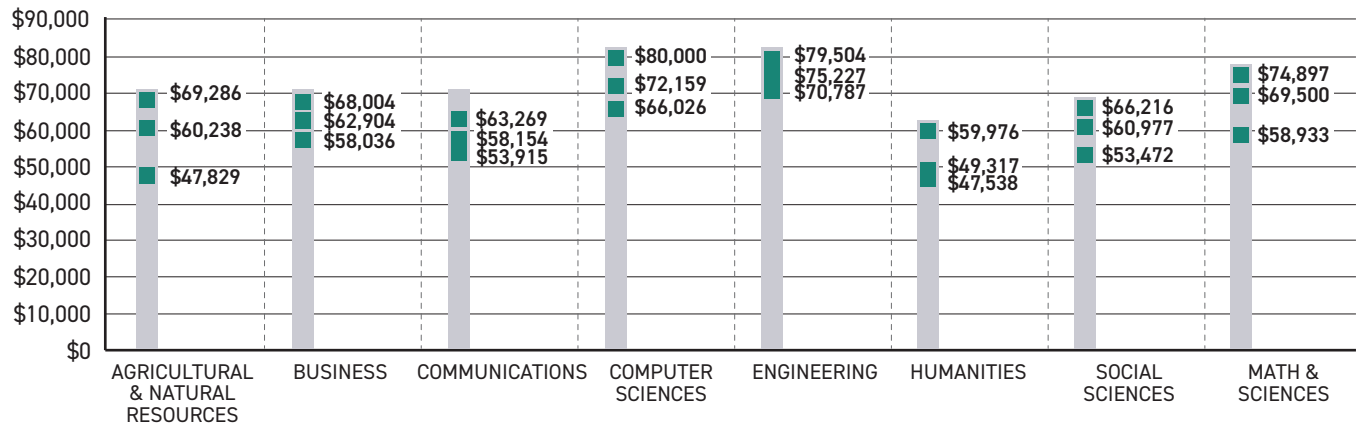
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$51,571	\$40,000	\$53,500	\$60,000	6
Business Administration/Management	\$51,571	\$40,000	\$47,000	\$58,000	6
Finance	\$47,607	\$36,213	\$49,000	\$59,000	4
Sales	\$48,809	\$32,427	\$48,000	\$66,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$59,511	\$33,032	\$70,500	\$75,000	3

ASSOCIATE DEGREES / SALARY RANGES BY BROAD CATEGORY



STARTING SALARY BY ACADEMIC MAJOR - BACHELOR'S

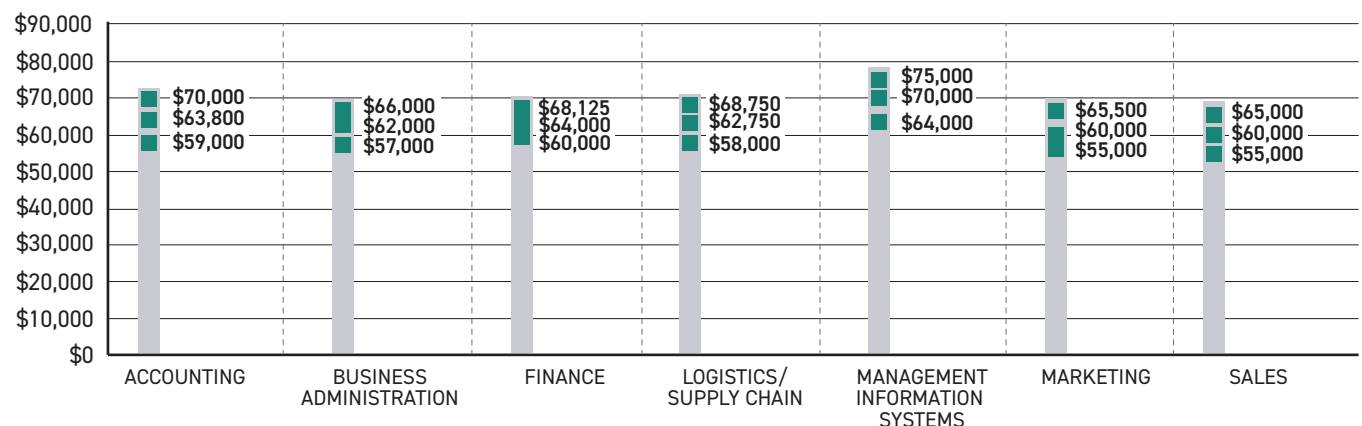
BACHELOR'S DEGREES / SALARY RANGES BY BROAD CATEGORY



BACHELOR'S DEGREE SALARIES BY MAJOR

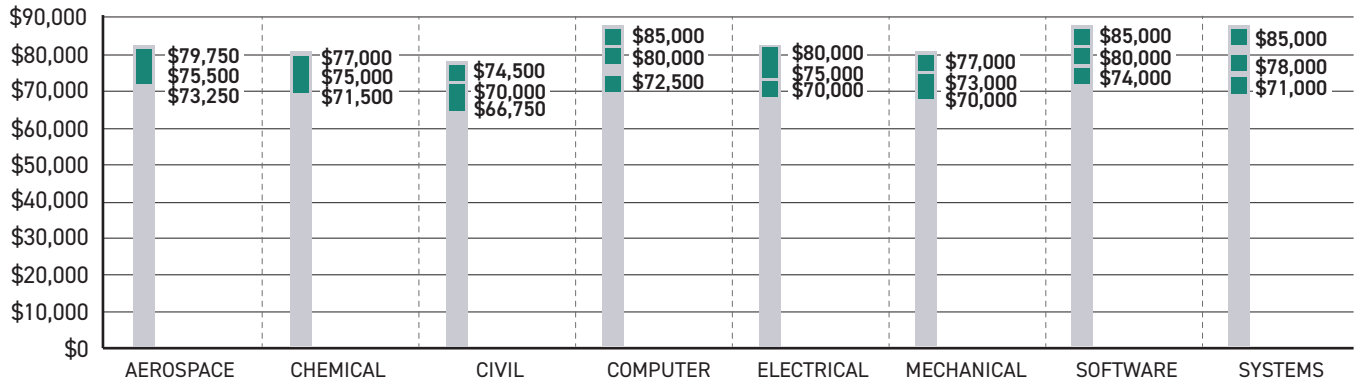
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE and NATURAL RESOURCES MAJORS					
Agricultural Business/Management	\$55,232	\$42,000	\$55,000	\$65,000	7
Animal Science	\$62,267	\$46,800	\$65,000	\$75,000	3
Food Science	\$63,800	\$56,000	\$62,500	\$75,000	6
Plant Science	\$57,740	\$46,800	\$62,000	\$65,000	5
BUSINESS MAJORS					
Accounting	\$62,583	\$59,000	\$63,800	\$70,000	98
Actuarial Science	\$63,517	\$61,250	\$65,000	\$70,000	20
Business Administration/Management	\$61,565	\$57,000	\$62,000	\$66,000	90
Finance	\$62,975	\$60,000	\$64,000	\$68,125	104
Hospitality Management	\$57,867	\$50,000	\$55,000	\$65,000	9
Human Resources	\$59,653	\$55,000	\$60,000	\$65,000	66

BUSINESS MAJORS / SALARY RANGES



STARTING SALARY BY ACADEMIC MAJOR - BACHELOR'S

ENGINEERING MAJORS / SALARY RANGES



BACHELOR'S DEGREE SALARIES BY MAJOR

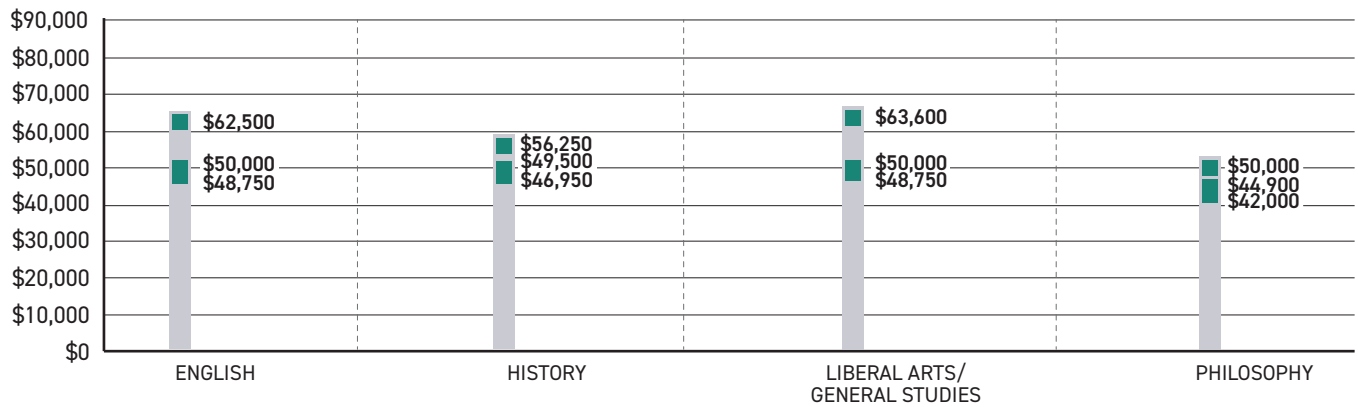
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
International Business	\$59,599	\$55,000	\$61,250	\$65,000	14
Logistics/Supply Chain	\$62,217	\$58,000	\$62,750	\$68,750	70
Management Information Systems	\$68,557	\$64,000	\$70,000	\$75,000	64
Marketing	\$59,129	\$55,000	\$60,000	\$65,500	60
Sales	\$59,153	\$55,000	\$60,000	\$65,000	50
COMMUNICATIONS MAJORS					
Advertising	\$57,001	\$52,313	\$55,000	\$62,500	15
Communications	\$58,179	\$54,500	\$59,000	\$62,500	35
Journalism	\$58,381	\$52,313	\$57,500	\$64,000	10
Public Relations	\$58,695	\$55,000	\$59,500	\$65,000	18
COMPUTER SCIENCES MAJORS					
Computer Science	\$74,082	\$67,500	\$74,000	\$80,000	103
Information Sciences & Systems	\$71,145	\$65,000	\$70,000	\$80,000	83
Software Applications	\$73,049	\$65,000	\$72,000	\$80,000	65
EDUCATION MAJORS					
Secondary Education	\$41,633	\$30,000	\$44,900	\$50,000	3
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$75,000	\$73,250	\$75,500	\$79,750	12
Biomedical Engineering	\$71,211	\$70,000	\$73,000	\$77,000	15
Chemical Engineering	\$73,978	\$71,500	\$75,000	\$77,000	45
Civil Engineering	\$70,004	\$66,750	\$70,000	\$74,500	24
Computer Engineering	\$78,371	\$72,500	\$80,000	\$85,000	52
Electrical Engineering	\$74,024	\$70,000	\$75,000	\$80,000	63
Engineering Technology	\$74,253	\$70,000	\$75,000	\$78,500	31

STARTING SALARY BY ACADEMIC MAJOR - BACHELOR'S

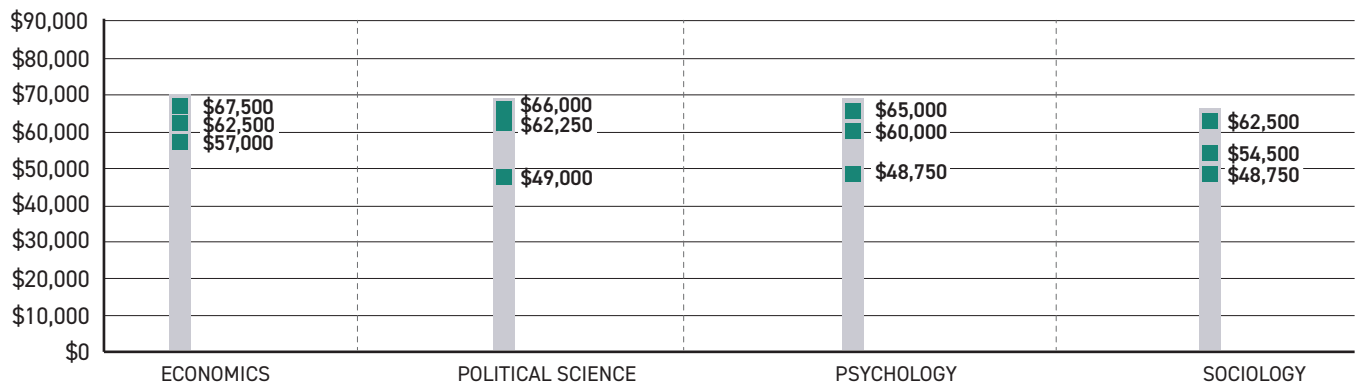
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Environmental Engineering	\$72,812	\$70,000	\$75,000	\$77,000	18
Industrial/Manufacturing Engineering	\$71,131	\$69,000	\$72,000	\$76,000	47
Materials Engineering/Science	\$72,019	\$70,000	\$70,750	\$76,000	26
Mechanical Engineering	\$72,144	\$70,000	\$73,000	\$77,000	73
Nuclear Engineering	\$75,000	\$72,000	\$76,000	\$77,000	3
Petroleum Engineering	\$82,333	\$77,000	\$85,000	\$85,000	3
Software Engineering	\$79,463	\$74,000	\$80,000	\$85,000	56
Systems Engineering	\$77,704	\$71,000	\$78,000	\$85,000	27
HEALTHCARE MAJORS					
Healthcare Administration	\$55,775	\$48,750	\$57,500	\$65,000	6

HUMANITIES MAJORS / SALARY RANGES



SOCIAL SCIENCES MAJORS / SALARY RANGES

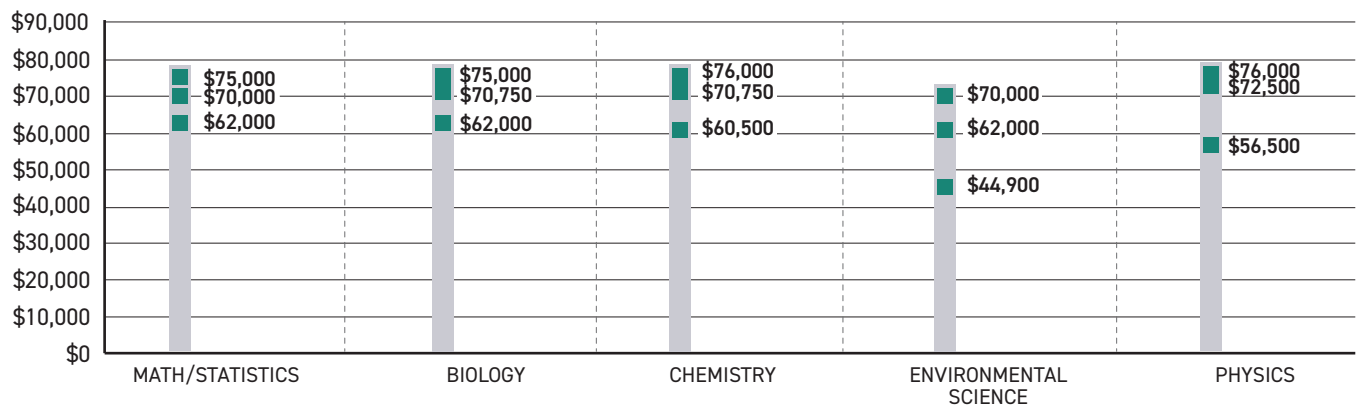


STARTING SALARY BY ACADEMIC MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR

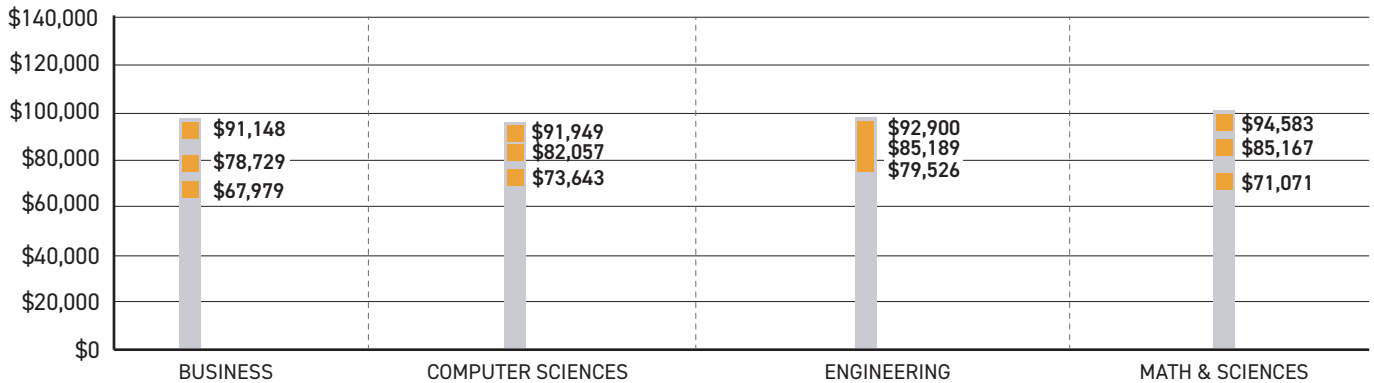
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
HUMANITIES MAJORS					
Area & Gender Studies	\$51,538	\$46,825	\$49,375	\$56,250	4
English Language & Literature	\$53,950	\$48,750	\$50,000	\$62,500	5
History	\$51,600	\$46,950	\$49,500	\$56,250	4
Liberal Arts/General Studies	\$55,077	\$48,750	\$50,000	\$63,600	13
Philosophy	\$45,633	\$42,000	\$44,900	\$50,000	3
SOCIAL SCIENCES MAJORS					
Economics	\$62,250	\$57,000	\$62,500	\$67,500	25
Political Science/International Relations	\$58,858	\$49,000	\$62,250	\$66,000	6
Psychology	\$56,450	\$48,750	\$60,000	\$65,000	7
Sociology	\$56,692	\$48,750	\$54,500	\$62,500	6
MATHEMATICS and SCIENCES MAJORS					
Mathematics/Statistics	\$68,715	\$62,000	\$70,000	\$75,000	36
Biology/Biological Sciences	\$66,400	\$62,000	\$70,750	\$75,000	6
Chemistry	\$68,333	\$60,500	\$70,750	\$76,000	12
Construction Science	\$64,163	\$51,450	\$66,500	\$76,875	4
Environmental Science	\$59,553	\$44,900	\$62,000	\$70,000	7
Physics	\$67,488	\$56,500	\$72,500	\$76,000	8

MATH & SCIENCES MAJORS / SALARY RANGES



STARTING SALARY BY ACADEMIC MAJOR - MASTER'S

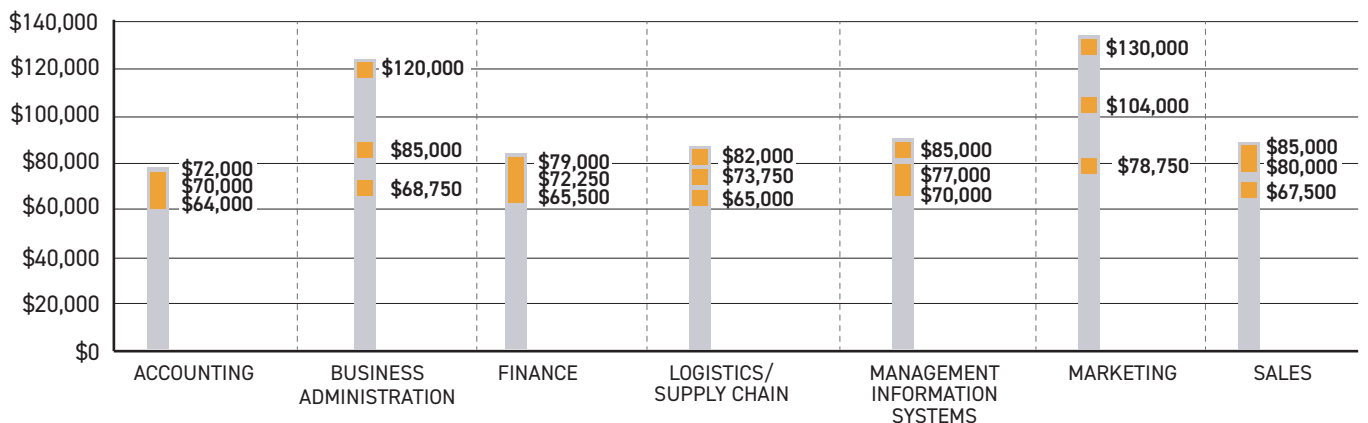
MASTER'S DEGREES / SALARY RANGES BY BROAD CATEGORY



MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$69,700	\$64,000	\$70,000	\$72,000	25
Actuarial Science	\$81,000	\$67,500	\$71,500	\$88,000	7
Business Administration/Management	\$91,682	\$68,750	\$85,000	\$120,000	21
Finance	\$76,302	\$65,500	\$72,250	\$79,000	24
Human Resources	\$77,455	\$68,000	\$78,500	\$85,000	22
Logistics/Supply Chain	\$73,828	\$65,000	\$73,750	\$82,000	18
Management Information Systems	\$79,617	\$70,000	\$77,000	\$85,000	15
Marketing	\$101,406	\$78,750	\$104,000	\$130,000	16
Sales	\$75,929	\$67,500	\$80,000	\$85,000	7

BUSINESS MAJORS / SALARY RANGES

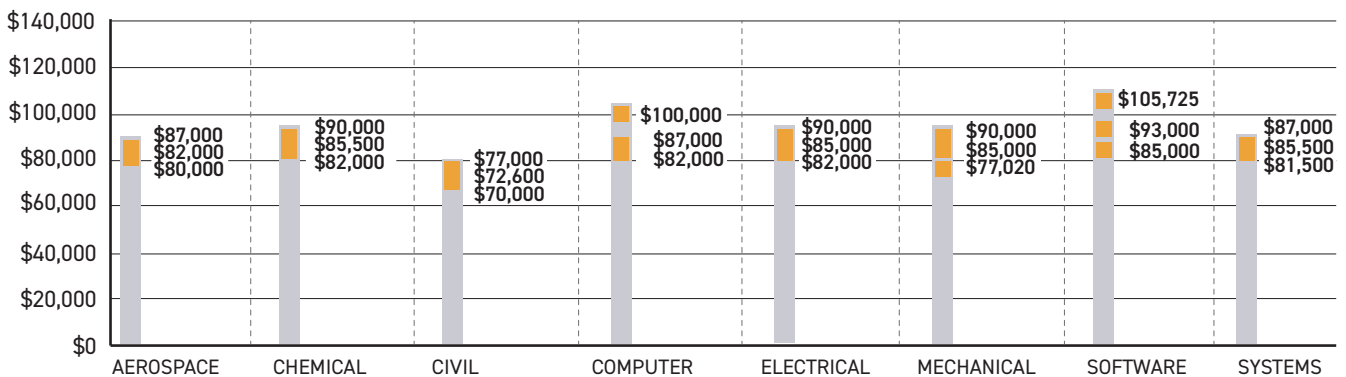


STARTING SALARY BY ACADEMIC MAJOR - MASTER'S

MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMMUNICATIONS MAJORS					
Advertising	\$74,456	\$57,000	\$81,369	\$85,000	3
Communications	\$73,342	\$63,500	\$75,685	\$83,185	4
Public Relations	\$74,456	\$57,000	\$81,369	\$85,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$87,236	\$75,000	\$87,000	\$95,800	33
Information Sciences & Systems	\$79,760	\$72,000	\$77,000	\$87,000	21
Software Applications	\$81,494	\$73,000	\$78,500	\$90,500	16
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$82,214	\$80,000	\$82,000	\$87,000	7
Biomedical Engineering	\$86,667	\$85,000	\$85,000	\$90,000	6
Chemical Engineering	\$87,450	\$82,000	\$85,500	\$90,000	10
Civil Engineering	\$74,134	\$70,000	\$72,600	\$77,000	9
Computer Engineering	\$91,379	\$82,000	\$87,000	\$100,000	21
Electrical Engineering	\$86,471	\$82,000	\$85,000	\$90,000	17
Engineering Technology	\$92,000	\$74,000	\$90,000	\$110,000	7
Environmental Engineering	\$78,500	\$73,500	\$79,500	\$83,500	4
Industrial/Manufacturing Engineering	\$77,732	\$72,000	\$78,500	\$85,000	10
Materials Engineering/Science	\$85,714	\$77,000	\$85,000	\$90,000	7
Mechanical Engineering	\$83,989	\$77,020	\$85,000	\$90,000	17
Software Engineering	\$96,248	\$85,000	\$93,000	\$105,725	20
Systems Engineering	\$87,550	\$81,500	\$85,500	\$87,000	10

ENGINEERING MAJORS / SALARY RANGES

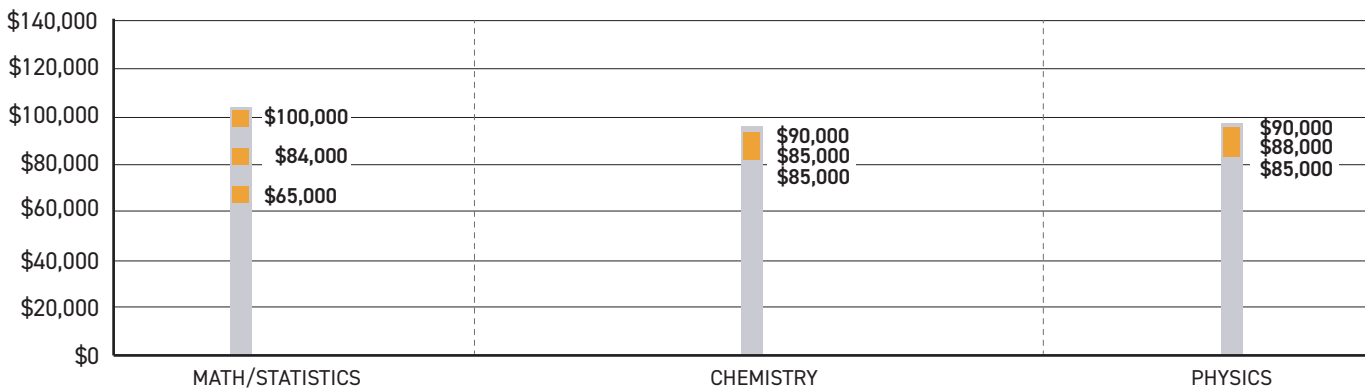


STARTING SALARY BY ACADEMIC MAJOR - MASTER'S

MASTER'S DEGREE SALARIES BY MAJOR

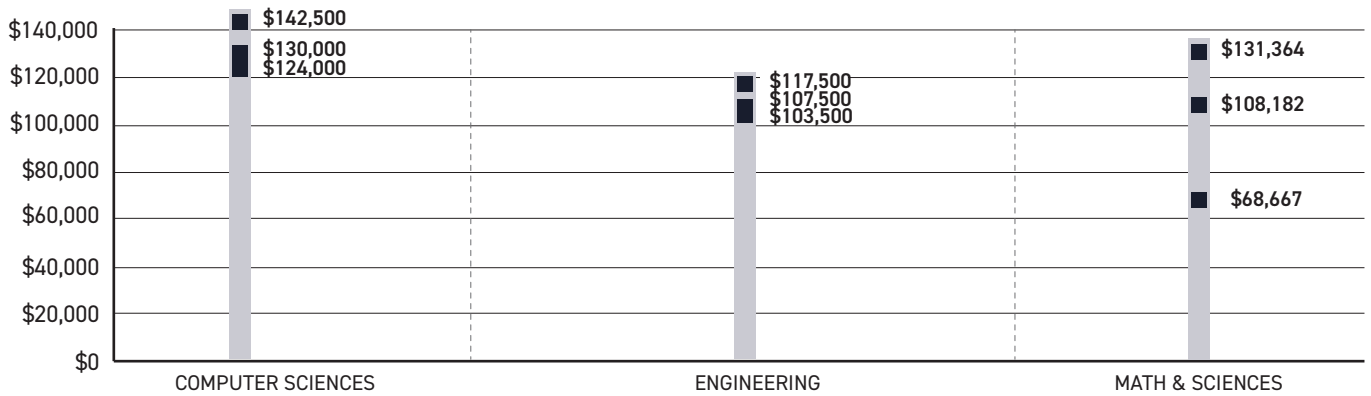
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
HEALTHCARE MAJORS					
Healthcare Administration	\$51,550	\$39,900	\$48,750	\$66,000	3
SOCIAL SCIENCES MAJORS					
Economics	\$63,538	\$56,450	\$67,375	\$70,625	4
Political Science/International Relations	\$60,550	\$46,900	\$66,000	\$68,750	3
MATHEMATICS and SCIENCES MAJORS					
Mathematics/Statistics	\$84,514	\$65,000	\$84,000	\$100,000	11
Biology/Biological Sciences	\$73,967	\$46,900	\$85,000	\$90,000	3
Chemistry	\$83,380	\$85,000	\$85,000	\$90,000	5
Physics	\$83,980	\$85,000	\$88,000	\$90,000	5

MATH & SCIENCES MAJORS / SALARY RANGES



STARTING SALARY BY ACADEMIC MAJOR - DOCTORAL

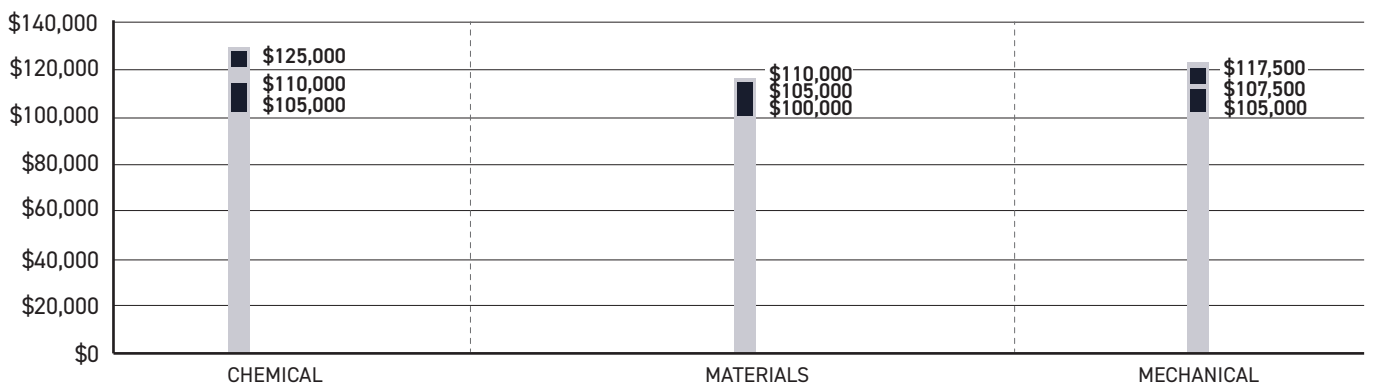
DOCTORAL DEGREES / SALARY RANGES BY BROAD CATEGORY



DOCTORAL DEGREE SALARIES BY MAJOR

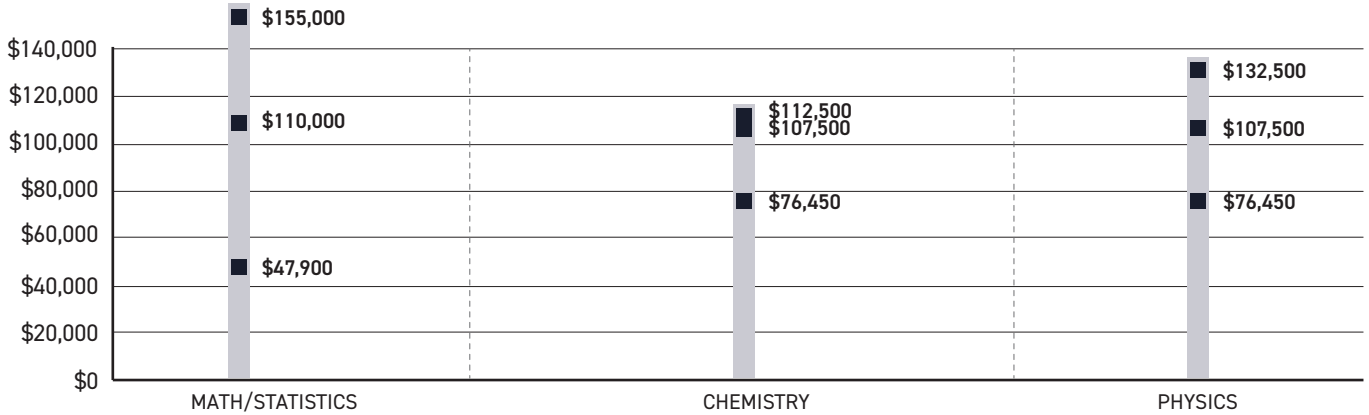
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMPUTER SCIENCES MAJORS					
Computer Science	\$133,250	\$124,000	\$130,000	\$142,500	4
ENGINEERING MAJORS					
Chemical Engineering	\$113,333	\$105,000	\$110,000	\$125,000	3
Materials Engineering/Science	\$105,000	\$100,000	\$105,000	\$110,000	3
Mechanical Engineering	\$111,250	\$105,000	\$107,500	\$117,500	4
MATHEMATICS and SCIENCES MAJORS					
Mathematics/Statistics	\$104,300	\$47,900	\$110,000	\$155,000	3
Chemistry	\$94,475	\$76,450	\$107,500	\$112,500	4
Physics	\$104,475	\$76,450	\$107,500	\$132,500	4

ENGINEERING MAJORS / SALARY RANGES

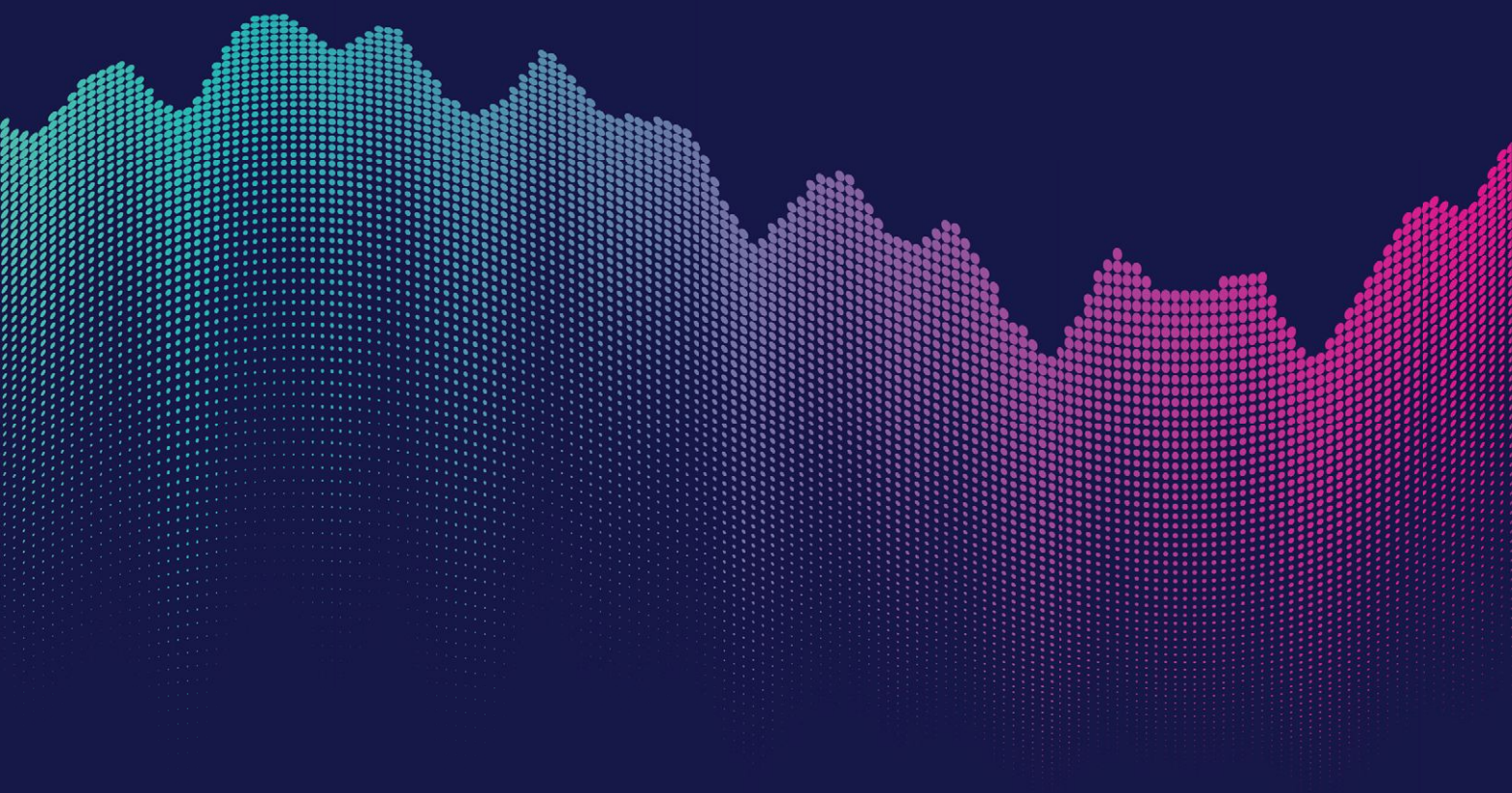


STARTING SALARY BY ACADEMIC MAJOR - DOCTORAL

MATH & SCIENCES MAJORS / SALARY RANGES



STARTING SALARY BY MAJOR AND INDUSTRY



STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

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	\$54,967	\$34,902	\$65,000	\$65,000	3
Food Science					
Food & Beverage Manufacturing	\$59,267	\$46,800	\$56,000	\$75,000	3
BUSINESS MAJORS					
Accounting					
Accounting Services	\$67,750	\$65,500	\$70,000	\$70,000	8
Chemical (Pharmaceutical) Manufacturing	\$64,800	\$65,000	\$65,000	\$66,000	5
Computer & Electronics Manufacturing	\$64,214	\$60,000	\$63,000	\$72,500	7
Engineering Services	\$59,533	\$50,000	\$63,600	\$65,000	3
Finance, Insurance, & Real Estate	\$62,351	\$60,000	\$63,750	\$65,000	20
Food & Beverage Manufacturing	\$57,950	\$43,400	\$58,400	\$72,500	4
Information	\$65,083	\$60,000	\$63,750	\$70,000	6
Miscellaneous Manufacturing	\$62,594	\$59,000	\$61,000	\$66,000	16
Motor Vehicle Manufacturing	\$57,712	\$46,000	\$62,000	\$70,000	5
Social Services	\$57,612	\$47,836	\$60,000	\$65,000	3
Utilities	\$62,667	\$58,000	\$60,000	\$70,000	3
Wholesale Trade	\$61,571	\$55,000	\$65,000	\$68,000	7
Actuarial Science					
Finance, Insurance, & Real Estate	\$65,445	\$64,000	\$65,500	\$73,000	14
Business Administration/Management					
Accounting Services	\$71,667	\$64,000	\$71,000	\$80,000	3
Chemical (Pharmaceutical) Manufacturing	\$65,250	\$62,500	\$65,500	\$68,000	4
Computer & Electronics Manufacturing	\$64,667	\$60,000	\$61,000	\$67,000	6
Engineering Services	\$59,533	\$50,000	\$63,600	\$65,000	3
Finance, Insurance, & Real Estate	\$61,763	\$58,000	\$65,000	\$65,000	21
Food & Beverage Manufacturing	\$56,433	\$46,800	\$57,500	\$65,000	3
Information	\$66,536	\$60,000	\$68,750	\$72,000	7
Miscellaneous Manufacturing	\$61,692	\$59,000	\$61,000	\$65,000	13
Miscellaneous Professional Services	\$62,500	\$52,500	\$57,500	\$72,500	4
Motor Vehicle Manufacturing	\$54,640	\$42,780	\$54,000	\$66,500	4
Social Services	\$57,612	\$47,836	\$60,000	\$65,000	3
Wholesale Trade	\$57,651	\$55,000	\$58,000	\$60,000	9
Finance					
Accounting Services	\$72,250	\$67,000	\$72,500	\$77,500	4
Chemical (Pharmaceutical) Manufacturing	\$64,800	\$65,000	\$65,000	\$66,000	5

STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Computer & Electronics Manufacturing	\$64,380	\$60,000	\$63,500	\$67,000	10
Finance, Insurance, & Real Estate	\$62,709	\$59,000	\$65,000	\$65,000	24
Food & Beverage Manufacturing	\$53,575	\$43,400	\$52,150	\$63,750	4
Information	\$66,438	\$60,000	\$68,750	\$71,000	8
Miscellaneous Manufacturing	\$64,031	\$60,500	\$63,500	\$67,500	16
Miscellaneous Professional Services	\$71,667	\$60,000	\$70,000	\$85,000	3
Motor Vehicle Manufacturing	\$57,712	\$46,000	\$62,000	\$70,000	5
Utilities	\$64,000	\$60,000	\$62,000	\$70,000	3
Wholesale Trade	\$59,538	\$55,000	\$60,000	\$65,000	10
Hospitality Management					
Finance, Insurance, & Real Estate	\$64,667	\$49,000	\$70,000	\$75,000	3
Human Resources					
Computer & Electronics Manufacturing	\$63,333	\$58,000	\$61,000	\$70,000	6
Engineering Services	\$59,533	\$50,000	\$63,600	\$65,000	3
Finance, Insurance, & Real Estate	\$59,252	\$53,500	\$60,000	\$65,000	12
Food & Beverage Manufacturing	\$57,500	\$40,000	\$57,500	\$75,000	3
Information	\$65,417	\$60,000	\$66,250	\$70,000	6
Miscellaneous Manufacturing	\$60,286	\$55,000	\$59,000	\$64,000	14
Motor Vehicle Manufacturing	\$52,640	\$42,780	\$53,500	\$62,500	4
Wholesale Trade	\$52,564	\$47,382	\$52,500	\$57,000	6
International Business					
Finance, Insurance, & Real Estate	\$64,167	\$62,500	\$65,000	\$65,000	3
Wholesale Trade	\$54,461	\$47,382	\$50,000	\$66,000	3
Logistics/Supply Chain					
Chemical (Pharmaceutical) Manufacturing	\$59,700	\$60,000	\$65,000	\$70,000	5
Computer & Electronics Manufacturing	\$63,688	\$61,000	\$62,500	\$68,500	8
Finance, Insurance, & Real Estate	\$56,804	\$55,000	\$62,000	\$62,500	5
Food & Beverage Manufacturing	\$57,585	\$43,920	\$57,670	\$71,250	4
Information	\$71,150	\$68,750	\$70,000	\$72,000	5
Miscellaneous Manufacturing	\$64,444	\$59,000	\$65,000	\$70,000	18
Motor Vehicle Manufacturing	\$53,473	\$43,820	\$52,125	\$63,125	4
Wholesale Trade	\$58,371	\$55,000	\$60,000	\$63,000	9
Management Information Systems					
Accounting Services	\$75,500	\$71,000	\$78,500	\$80,000	4
Chemical (Pharmaceutical) Manufacturing	\$67,000	\$58,000	\$63,000	\$80,000	3
Computer & Electronics Manufacturing	\$63,000	\$57,500	\$63,500	\$68,500	4
Finance, Insurance, & Real Estate	\$72,194	\$70,000	\$75,000	\$80,000	19
Food & Beverage Manufacturing	\$61,125	\$46,000	\$59,750	\$76,250	4
Information	\$71,125	\$60,000	\$68,375	\$70,000	6

STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Miscellaneous Manufacturing	\$69,182	\$66,000	\$70,000	\$72,000	11
Wholesale Trade	\$63,000	\$52,000	\$68,000	\$70,000	5
Marketing					
Chemical (Pharmaceutical) Manufacturing	\$66,000	\$60,000	\$66,000	\$72,000	3
Computer & Electronics Manufacturing	\$64,800	\$60,000	\$63,000	\$67,000	5
Finance, Insurance, & Real Estate	\$58,359	\$55,000	\$60,000	\$65,000	14
Information	\$65,917	\$60,000	\$65,250	\$70,000	6
Miscellaneous Manufacturing	\$61,700	\$57,000	\$60,500	\$66,000	10
Wholesale Trade	\$55,680	\$52,500	\$59,000	\$60,000	8
Sales					
Computer & Electronics Manufacturing	\$58,900	\$50,000	\$63,000	\$66,000	5
Finance, Insurance, & Real Estate	\$56,780	\$48,000	\$57,000	\$65,000	9
Food & Beverage Manufacturing	\$56,260	\$46,280	\$57,500	\$65,000	3
Information	\$61,250	\$55,000	\$63,750	\$70,000	6
Miscellaneous Manufacturing	\$61,214	\$57,000	\$60,500	\$65,000	14
Wholesale Trade	\$57,833	\$55,000	\$58,500	\$60,000	6
COMMUNICATIONS MAJORS					
Advertising					
Finance, Insurance, & Real Estate	\$61,000	\$55,000	\$62,500	\$65,000	5
Communications					
Finance, Insurance, & Real Estate	\$59,886	\$55,000	\$60,000	\$65,000	11
Information	\$63,333	\$60,000	\$60,000	\$70,000	3
Miscellaneous Manufacturing	\$58,400	\$57,000	\$59,000	\$60,000	5
Miscellaneous Professional Services	\$58,333	\$55,000	\$55,000	\$65,000	3
Journalism					
Finance, Insurance, & Real Estate	\$63,125	\$58,750	\$63,750	\$67,500	4
Public Relations					
Finance, Insurance, & Real Estate	\$64,500	\$62,500	\$65,000	\$70,000	5
COMPUTER SCIENCES MAJORS					
Computer Science					
Accounting Services	\$77,667	\$72,000	\$77,000	\$84,000	3
Chemical (Pharmaceutical) Manufacturing	\$77,600	\$78,000	\$80,000	\$80,000	5
Computer & Electronics Manufacturing	\$75,981	\$69,500	\$78,500	\$84,550	14
Engineering Services	\$64,000	\$50,000	\$70,000	\$72,000	3
Finance, Insurance, & Real Estate	\$75,318	\$70,000	\$75,000	\$81,900	21
Food & Beverage Manufacturing	\$68,100	\$56,000	\$67,500	\$80,000	5
Information	\$81,000	\$70,000	\$82,500	\$87,000	6

STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Miscellaneous Manufacturing	\$74,500	\$68,000	\$74,000	\$80,000	15
Miscellaneous Professional Services	\$67,700	\$60,000	\$68,000	\$70,500	5
Motor Vehicle Manufacturing	\$68,225	\$64,200	\$69,950	\$72,250	4
Utilities	\$66,250	\$61,000	\$65,000	\$71,500	4
Wholesale Trade	\$68,691	\$50,000	\$75,000	\$80,000	7
Information Sciences & Systems					
Accounting Services	\$77,667	\$72,000	\$77,000	\$84,000	3
Chemical (Pharmaceutical) Manufacturing	\$74,500	\$69,000	\$79,000	\$80,000	4
Computer & Electronics Manufacturing	\$69,688	\$60,000	\$67,750	\$77,500	8
Engineering Services	\$59,250	\$47,500	\$60,000	\$71,000	4
Finance, Insurance, & Real Estate	\$73,980	\$70,000	\$75,000	\$80,950	16
Food & Beverage Manufacturing	\$64,333	\$52,000	\$56,000	\$85,000	3
Information	\$80,143	\$70,000	\$80,000	\$87,000	7
Miscellaneous Manufacturing	\$72,500	\$65,000	\$72,000	\$80,000	13
Motor Vehicle Manufacturing	\$68,225	\$64,200	\$69,950	\$72,250	4
Utilities	\$69,333	\$65,000	\$68,000	\$75,000	3
Wholesale Trade	\$71,143	\$55,000	\$75,000	\$85,000	7
Software Applications					
Computer & Electronics Manufacturing	\$70,810	\$60,000	\$69,500	\$80,000	5
Engineering Services	\$67,333	\$55,000	\$72,000	\$75,000	3
Finance, Insurance, & Real Estate	\$75,805	\$70,000	\$78,500	\$81,900	17
Food & Beverage Manufacturing	\$72,333	\$52,000	\$80,000	\$85,000	3
Information	\$85,000	\$76,500	\$86,000	\$93,500	4
Miscellaneous Manufacturing	\$73,650	\$68,000	\$72,500	\$80,000	10
Motor Vehicle Manufacturing	\$68,225	\$64,200	\$69,950	\$72,250	4
Wholesale Trade	\$65,750	\$52,500	\$61,500	\$79,000	4
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering					
Computer & Electronics Manufacturing	\$80,000	\$75,000	\$80,000	\$85,000	3
Motor Vehicle Manufacturing	\$71,125	\$66,250	\$73,250	\$76,000	4
Biomedical Engineering					
Computer & Electronics Manufacturing	\$78,833	\$75,000	\$80,000	\$81,500	3
Miscellaneous Manufacturing	\$73,667	\$70,000	\$71,000	\$80,000	3
Chemical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$80,011	\$75,000	\$77,000	\$85,000	9
Computer & Electronics Manufacturing	\$71,929	\$65,000	\$74,000	\$77,000	7
Food & Beverage Manufacturing	\$67,932	\$56,160	\$72,500	\$75,000	5
Miscellaneous Manufacturing	\$75,350	\$72,000	\$75,500	\$78,000	10
Utilities	\$77,667	\$72,000	\$76,000	\$85,000	3

STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Wholesale Trade	\$67,420	\$45,760	\$71,500	\$85,000	3
Civil Engineering					
Construction	\$70,032	\$67,600	\$70,295	\$71,000	6
Engineering Services	\$68,100	\$66,500	\$67,000	\$70,000	5
Motor Vehicle Manufacturing	\$70,667	\$60,000	\$75,000	\$77,000	3
Computer Engineering					
Chemical (Pharmaceutical) Manufacturing	\$80,417	\$80,000	\$80,000	\$81,250	3
Computer & Electronics Manufacturing	\$79,394	\$77,000	\$80,000	\$84,550	9
Finance, Insurance, & Real Estate	\$80,000	\$72,500	\$80,950	\$87,500	12
Information	\$81,333	\$72,000	\$82,500	\$87,000	6
Miscellaneous Manufacturing	\$75,071	\$68,000	\$77,000	\$80,000	7
Motor Vehicle Manufacturing	\$74,500	\$71,500	\$75,000	\$77,000	3
Wholesale Trade	\$85,000	\$80,000	\$85,000	\$90,000	3
Electrical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$82,620	\$75,000	\$85,000	\$86,600	5
Computer & Electronics Manufacturing	\$75,632	\$70,000	\$76,500	\$81,500	14
Engineering Services	\$71,400	\$65,000	\$73,000	\$76,200	3
Finance, Insurance, & Real Estate	\$75,000	\$70,000	\$75,000	\$80,000	3
Food & Beverage Manufacturing	\$61,553	\$56,000	\$56,160	\$72,500	3
Information	\$79,667	\$72,000	\$80,000	\$87,000	3
Miscellaneous Manufacturing	\$74,941	\$72,000	\$75,000	\$78,000	17
Motor Vehicle Manufacturing	\$65,700	\$53,900	\$69,000	\$77,500	4
Utilities	\$78,750	\$75,000	\$79,000	\$82,500	4
Wholesale Trade	\$61,920	\$45,760	\$60,000	\$80,000	3
Engineering Technology					
Computer & Electronics Manufacturing	\$79,500	\$73,000	\$76,500	\$86,000	4
Finance, Insurance, & Real Estate	\$71,620	\$70,000	\$75,000	\$78,500	5
Miscellaneous Manufacturing	\$71,313	\$64,000	\$71,250	\$75,000	8
Motor Vehicle Manufacturing	\$74,500	\$71,500	\$75,000	\$77,000	3
Environmental Engineering					
Miscellaneous Manufacturing	\$73,167	\$70,000	\$73,500	\$76,000	3
Utilities	\$77,667	\$72,000	\$76,000	\$85,000	3
Industrial/Manufacturing Engineering					
Chemical (Pharmaceutical) Manufacturing	\$75,167	\$73,500	\$75,000	\$77,000	3
Computer & Electronics Manufacturing	\$72,333	\$70,000	\$75,000	\$77,000	9
Food & Beverage Manufacturing	\$64,053	\$56,000	\$56,160	\$80,000	3
Miscellaneous Manufacturing	\$72,471	\$69,000	\$72,500	\$75,000	17
Motor Vehicle Manufacturing	\$70,875	\$65,750	\$73,250	\$76,000	4
Wholesale Trade	\$64,652	\$60,000	\$71,000	\$71,500	5

STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Materials Engineering/Science					
Chemical (Pharmaceutical) Manufacturing	\$79,000	\$75,000	\$77,000	\$85,000	3
Computer & Electronics Manufacturing	\$71,583	\$65,000	\$73,000	\$77,000	6
Miscellaneous Manufacturing	\$71,222	\$69,000	\$70,000	\$71,000	9
Mechanical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$80,011	\$75,000	\$77,000	\$85,000	9
Computer & Electronics Manufacturing	\$72,388	\$67,500	\$74,000	\$76,500	12
Construction	\$70,138	\$70,000	\$70,668	\$71,000	5
Engineering Services	\$72,335	\$67,500	\$72,170	\$77,170	4
Food & Beverage Manufacturing	\$67,932	\$56,160	\$72,500	\$75,000	5
Miscellaneous Manufacturing	\$72,200	\$68,500	\$71,750	\$75,500	20
Motor Vehicle Manufacturing	\$66,260	\$61,000	\$71,500	\$75,000	5
Utilities	\$77,667	\$72,000	\$76,000	\$85,000	3
Wholesale Trade	\$64,190	\$52,880	\$65,500	\$75,500	4
Software Engineering					
Computer & Electronics Manufacturing	\$84,172	\$80,000	\$84,550	\$85,000	9
Finance, Insurance, & Real Estate	\$80,417	\$75,000	\$80,950	\$87,500	12
Information	\$83,500	\$76,000	\$82,500	\$91,500	8
Miscellaneous Manufacturing	\$72,688	\$66,500	\$72,500	\$79,750	8
Motor Vehicle Manufacturing	\$65,100	\$46,800	\$71,500	\$77,000	3
Wholesale Trade	\$85,000	\$80,000	\$85,000	\$90,000	3
Systems Engineering					
Computer & Electronics Manufacturing	\$76,500	\$70,500	\$78,000	\$82,500	4
Finance, Insurance, & Real Estate	\$78,125	\$72,500	\$79,250	\$83,450	8
Information	\$85,667	\$85,000	\$85,000	\$87,000	3
Miscellaneous Manufacturing	\$72,875	\$68,000	\$73,500	\$77,750	4
HUMANITIES MAJORS					
Area & Gender Studies					
Finance, Insurance, & Real Estate	\$53,750	\$48,750	\$50,000	\$62,500	3
English Language & Literature					
Finance, Insurance, & Real Estate	\$53,750	\$48,750	\$50,000	\$62,500	3
History					
Finance, Insurance, & Real Estate	\$53,833	\$49,000	\$50,000	\$62,500	3
Liberal Arts/General Studies					
Finance, Insurance, & Real Estate	\$56,313	\$49,500	\$52,500	\$64,750	8
SOCIAL SCIENCES MAJORS					
Economics					
Finance, Insurance, & Real Estate	\$65,269	\$58,000	\$62,500	\$70,000	13
Wholesale Trade	\$55,900	\$49,300	\$58,500	\$62,500	4

STARTING SALARY BY MAJOR AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Psychology					
Finance, Insurance, & Real Estate	\$56,313	\$48,875	\$55,750	\$63,750	4
Sociology					
Finance, Insurance, & Real Estate	\$58,813	\$48,875	\$55,750	\$68,750	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Computer & Electronics Manufacturing	\$77,000	\$64,000	\$70,000	\$97,000	3
Finance, Insurance, & Real Estate	\$69,983	\$64,500	\$70,000	\$76,875	16
Information	\$73,750	\$68,750	\$70,000	\$75,000	5
Motor Vehicle Manufacturing	\$70,000	\$58,000	\$75,000	\$77,000	3
Chemistry					
Chemical (Pharmaceutical) Manufacturing	\$78,025	\$74,250	\$76,000	\$81,800	4
Physics					
Motor Vehicle Manufacturing	\$70,000	\$58,000	\$75,000	\$77,000	3

STARTING SALARY BY MAJOR AND INDUSTRY - MASTER'S

MASTER'S DEGREE SALARIES BY MAJOR AND INDUSTRY

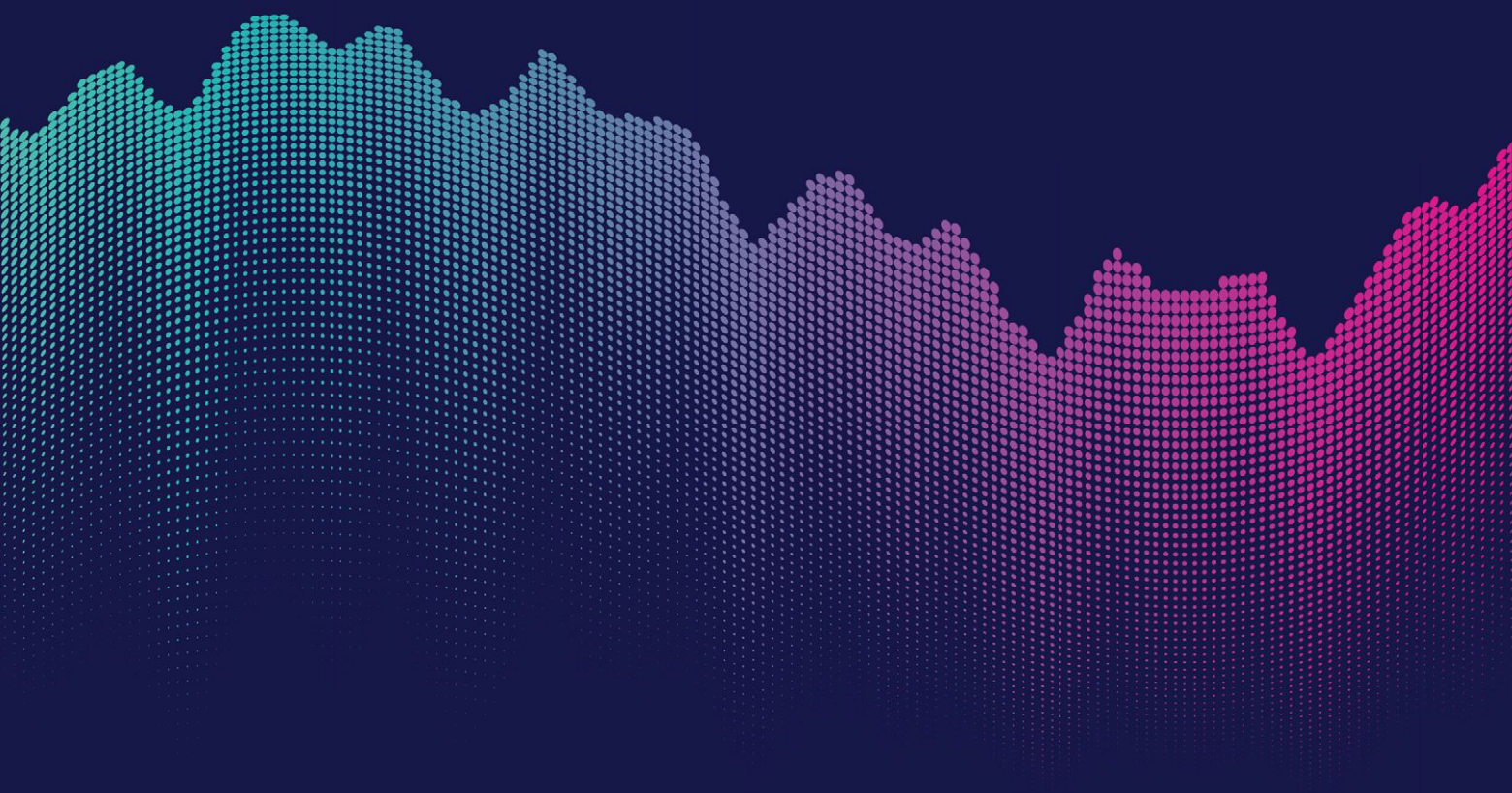
ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting					
Accounting Services	\$68,250	\$65,500	\$70,000	\$70,000	8
Computer & Electronics Manufacturing	\$73,500	\$60,000	\$75,500	\$85,000	3
Information	\$79,167	\$67,500	\$85,000	\$85,000	3
Miscellaneous Manufacturing	\$68,250	\$63,000	\$67,000	\$73,500	4
Actuarial Science					
Finance, Insurance, & Real Estate	\$82,900	\$70,000	\$71,500	\$88,000	5
Business Administration/Management					
Chemical (Pharmaceutical) Manufacturing	\$111,000	\$78,000	\$120,000	\$135,000	3
Information	\$93,350	\$85,000	\$85,000	\$96,000	5
Miscellaneous Manufacturing	\$75,333	\$61,000	\$75,000	\$90,000	3
Finance					
Accounting Services	\$73,000	\$64,000	\$75,000	\$80,000	3
Computer & Electronics Manufacturing	\$74,563	\$68,875	\$75,125	\$80,250	4
Information	\$78,875	\$72,750	\$81,500	\$85,000	4
Miscellaneous Manufacturing	\$70,333	\$64,000	\$69,000	\$78,000	3
Human Resources					
Chemical (Pharmaceutical) Manufacturing	\$88,333	\$75,000	\$95,000	\$95,000	3
Computer & Electronics Manufacturing	\$83,000	\$81,000	\$85,000	\$85,000	4
Information	\$80,833	\$67,500	\$85,000	\$90,000	3
Miscellaneous Manufacturing	\$71,833	\$65,000	\$72,500	\$82,000	6
Logistics/Supply Chain					
Chemical (Pharmaceutical) Manufacturing	\$74,500	\$40,000	\$75,500	\$108,000	3
Information	\$87,917	\$68,750	\$85,000	\$110,000	3
Miscellaneous Manufacturing	\$72,000	\$65,500	\$72,500	\$78,500	4
Management Information Systems					
Information	\$89,688	\$76,875	\$85,000	\$102,500	4
Miscellaneous Manufacturing	\$71,000	\$69,000	\$70,000	\$74,000	3
Marketing					
Information	\$83,375	\$76,250	\$85,000	\$90,500	4
Miscellaneous Manufacturing	\$108,667	\$56,000	\$130,000	\$140,000	3
Sales					
Information	\$77,500	\$67,500	\$80,000	\$85,000	3
COMPUTER SCIENCES MAJORS					
Computer Science					
Computer & Electronics Manufacturing	\$89,707	\$84,000	\$90,000	\$95,000	7
Finance, Insurance, & Real Estate	\$83,353	\$75,000	\$88,500	\$93,000	6
Information	\$110,500	\$98,500	\$112,500	\$122,500	4

STARTING SALARY BY MAJOR AND INDUSTRY - MASTER'S

MASTER'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Miscellaneous Manufacturing	\$89,375	\$77,750	\$85,750	\$101,000	4
Information Sciences & Systems					
Computer & Electronics Manufacturing	\$80,875	\$75,750	\$82,250	\$86,000	4
Finance, Insurance, & Real Estate	\$77,530	\$65,060	\$82,500	\$90,000	4
Information	\$104,000	\$87,000	\$110,000	\$115,000	3
Miscellaneous Manufacturing	\$79,333	\$74,000	\$74,000	\$90,000	3
Software Applications					
Finance, Insurance, & Real Estate	\$76,780	\$65,060	\$81,000	\$88,500	4
Miscellaneous Manufacturing	\$86,667	\$74,000	\$74,000	\$112,000	3
ENGINEERING MAJORS					
Chemical Engineering					
Miscellaneous Manufacturing	\$89,875	\$81,750	\$84,000	\$98,000	4
Civil Engineering					
Engineering Services	\$71,030	\$68,560	\$69,500	\$73,500	4
Computer Engineering					
Computer & Electronics Manufacturing	\$94,207	\$87,000	\$91,000	\$101,450	7
Information	\$104,000	\$87,000	\$110,000	\$115,000	3
Miscellaneous Manufacturing	\$83,100	\$81,500	\$85,000	\$85,000	5
Electrical Engineering					
Computer & Electronics Manufacturing	\$91,356	\$85,500	\$90,000	\$94,925	8
Miscellaneous Manufacturing	\$83,375	\$81,750	\$83,500	\$85,000	4
Industrial/Manufacturing Engineering					
Computer & Electronics Manufacturing	\$80,000	\$72,000	\$80,000	\$88,000	3
Miscellaneous Manufacturing	\$78,750	\$74,000	\$79,500	\$83,500	4
Materials Engineering/Science					
Miscellaneous Manufacturing	\$87,000	\$76,500	\$83,500	\$97,500	4
Mechanical Engineering					
Computer & Electronics Manufacturing	\$84,850	\$80,200	\$86,700	\$89,500	4
Miscellaneous Manufacturing	\$86,200	\$82,000	\$83,000	\$85,000	5
Software Engineering					
Computer & Electronics Manufacturing	\$99,181	\$89,000	\$95,000	\$105,725	8
Information	\$104,000	\$87,000	\$110,000	\$115,000	3
Miscellaneous Manufacturing	\$89,375	\$83,250	\$87,500	\$95,500	4
Systems Engineering					
Computer & Electronics Manufacturing	\$86,333	\$80,000	\$87,000	\$92,000	3
Miscellaneous Manufacturing	\$83,167	\$81,500	\$82,000	\$86,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Information	\$99,583	\$68,750	\$100,000	\$130,000	3

STARTING SALARY BY INDUSTRY AND MAJOR



STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

TOP-PAYING INDUSTRIES / BACHELOR'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Chemical (Pharmaceutical) Manufacturing	\$73,738	70
Information	\$72,879	95
Accounting Services	\$72,560	25
Utilities	\$71,808	26
Computer & Electronics Manufacturing	\$71,625	161

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ACCOUNTING SERVICES					
Business Majors					
Accounting	\$67,750	\$65,500	\$70,000	\$70,000	8
Business Administration/Management	\$71,667	\$64,000	\$71,000	\$80,000	3
Finance	\$72,250	\$67,000	\$72,500	\$77,500	4
Management Information Systems	\$75,500	\$71,000	\$78,500	\$80,000	4
Computer Sciences Majors					
Computer Science	\$77,667	\$72,000	\$77,000	\$84,000	3
Information Sciences & Systems	\$77,667	\$72,000	\$77,000	\$84,000	3
CHEMICAL (PHARMACEUTICAL) MANUFACTURING					
Business Majors					
Accounting	\$64,800	\$65,000	\$65,000	\$66,000	5
Business Administration/Management	\$65,250	\$62,500	\$65,500	\$68,000	4
Finance	\$64,800	\$65,000	\$65,000	\$66,000	5
Logistics/Supply Chain	\$59,700	\$60,000	\$65,000	\$70,000	5
Management Information Systems	\$67,000	\$58,000	\$63,000	\$80,000	3
Marketing	\$66,000	\$60,000	\$66,000	\$72,000	3
Computer Sciences Majors					
Computer Science	\$77,600	\$78,000	\$80,000	\$80,000	5
Information Sciences & Systems	\$74,500	\$69,000	\$79,000	\$80,000	4
Engineering Majors					
Chemical Engineering	\$80,011	\$75,000	\$77,000	\$85,000	9
Computer Engineering	\$80,417	\$80,000	\$80,000	\$81,250	3
Electrical Engineering	\$82,620	\$75,000	\$85,000	\$86,600	5
Industrial/Manufacturing Engineering	\$75,167	\$73,500	\$75,000	\$77,000	3
Materials Engineering/Science	\$79,000	\$75,000	\$77,000	\$85,000	3
Mechanical Engineering	\$80,011	\$75,000	\$77,000	\$85,000	9

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Mathematics and Sciences Majors					
Chemistry	\$78,025	\$74,250	\$76,000	\$81,800	4
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$64,214	\$60,000	\$63,000	\$72,500	7
Business Administration/Management	\$64,667	\$60,000	\$61,000	\$67,000	6
Finance	\$64,380	\$60,000	\$63,500	\$67,000	10
Human Resources	\$63,333	\$58,000	\$61,000	\$70,000	6
Logistics/Supply Chain	\$63,688	\$61,000	\$62,500	\$68,500	8
Management Information Systems	\$63,000	\$57,500	\$63,500	\$68,500	4
Marketing	\$64,800	\$60,000	\$63,000	\$67,000	5
Sales	\$58,900	\$50,000	\$63,000	\$66,000	5
Computer Sciences Majors					
Computer Science	\$75,981	\$69,500	\$78,500	\$84,550	14
Information Sciences & Systems	\$69,688	\$60,000	\$67,750	\$77,500	8
Software Applications	\$70,810	\$60,000	\$69,500	\$80,000	5
Engineering Majors					
Aerospace/Aeronautical Engineering	\$80,000	\$75,000	\$80,000	\$85,000	3
Biomedical Engineering	\$78,833	\$75,000	\$80,000	\$81,500	3
Chemical Engineering	\$71,929	\$65,000	\$74,000	\$77,000	7
Computer Engineering	\$79,394	\$77,000	\$80,000	\$84,550	9
Electrical Engineering	\$75,632	\$70,000	\$76,500	\$81,500	14
Engineering Technology	\$79,500	\$73,000	\$76,500	\$86,000	4
Industrial/Manufacturing Engineering	\$72,333	\$70,000	\$75,000	\$77,000	9
Materials Engineering/Science	\$71,583	\$65,000	\$73,000	\$77,000	6
Mechanical Engineering	\$72,388	\$67,500	\$74,000	\$76,500	12
Software Engineering	\$84,172	\$80,000	\$84,550	\$85,000	9
Systems Engineering	\$76,500	\$70,500	\$78,000	\$82,500	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$77,000	\$64,000	\$70,000	\$97,000	3
CONSTRUCTION					
Engineering Majors					
Civil Engineering	\$70,032	\$67,600	\$70,295	\$71,000	6
Mechanical Engineering	\$70,138	\$70,000	\$70,668	\$71,000	5
ENGINEERING SERVICES					
Business Majors					
Accounting	\$59,533	\$50,000	\$63,600	\$65,000	3

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Administration/Management	\$59,533	\$50,000	\$63,600	\$65,000	3
Human Resources	\$59,533	\$50,000	\$63,600	\$65,000	3
Computer Sciences Majors					
Computer Science	\$64,000	\$50,000	\$70,000	\$72,000	3
Information Sciences & Systems	\$59,250	\$47,500	\$60,000	\$71,000	4
Software Applications	\$67,333	\$55,000	\$72,000	\$75,000	3
Engineering Majors					
Civil Engineering	\$68,100	\$66,500	\$67,000	\$70,000	5
Electrical Engineering	\$71,400	\$65,000	\$73,000	\$76,200	3
Mechanical Engineering	\$72,335	\$67,500	\$72,170	\$77,170	4
FINANCE, INSURANCE, & REAL ESTATE					
Business Majors					
Accounting	\$62,351	\$60,000	\$63,750	\$65,000	20
Actuarial Science	\$65,445	\$64,000	\$65,500	\$73,000	14
Business Administration/Management	\$61,763	\$58,000	\$65,000	\$65,000	21
Finance	\$62,709	\$59,000	\$65,000	\$65,000	24
Hospitality Management	\$64,667	\$49,000	\$70,000	\$75,000	3
Human Resources	\$59,252	\$53,500	\$60,000	\$65,000	12
International Business	\$64,167	\$62,500	\$65,000	\$65,000	3
Logistics/Supply Chain	\$56,804	\$55,000	\$62,000	\$62,500	5
Management Information Systems	\$72,194	\$70,000	\$75,000	\$80,000	19
Marketing	\$58,359	\$55,000	\$60,000	\$65,000	14
Sales	\$56,780	\$48,000	\$57,000	\$65,000	9
Communications Majors					
Advertising	\$61,000	\$55,000	\$62,500	\$65,000	5
Communications	\$59,886	\$55,000	\$60,000	\$65,000	11
Journalism	\$63,125	\$58,750	\$63,750	\$67,500	4
Public Relations	\$64,500	\$62,500	\$65,000	\$70,000	5
Computer Sciences Majors					
Computer Science	\$75,318	\$70,000	\$75,000	\$81,900	21
Information Sciences & Systems	\$73,980	\$70,000	\$75,000	\$80,950	16
Software Applications	\$75,805	\$70,000	\$78,500	\$81,900	17
Engineering Majors					
Computer Engineering	\$80,000	\$72,500	\$80,950	\$87,500	12
Electrical Engineering	\$75,000	\$70,000	\$75,000	\$80,000	3
Engineering Technology	\$71,620	\$70,000	\$75,000	\$78,500	5
Software Engineering	\$80,417	\$75,000	\$80,950	\$87,500	12
Systems Engineering	\$78,125	\$72,500	\$79,250	\$83,450	8

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Humanities Majors					
Area & Gender Studies	\$53,750	\$48,750	\$50,000	\$62,500	3
English Language & Literature	\$53,750	\$48,750	\$50,000	\$62,500	3
History	\$53,833	\$49,000	\$50,000	\$62,500	3
Liberal Arts/General Studies	\$56,313	\$49,500	\$52,500	\$64,750	8
Social Sciences Majors					
Economics	\$65,269	\$58,000	\$62,500	\$70,000	13
Psychology	\$56,313	\$48,875	\$55,750	\$63,750	4
Sociology	\$58,813	\$48,875	\$55,750	\$68,750	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$69,983	\$64,500	\$70,000	\$76,875	16
FOOD & BEVERAGE MANUFACTURING					
Agriculture and Natural Resources Majors					
Food Science	\$59,267	\$46,800	\$56,000	\$75,000	3
Business Majors					
Accounting	\$57,950	\$43,400	\$58,400	\$72,500	4
Business Administration/Management	\$56,433	\$46,800	\$57,500	\$65,000	3
Finance	\$53,575	\$43,400	\$52,150	\$63,750	4
Human Resources	\$57,500	\$40,000	\$57,500	\$75,000	3
Logistics/Supply Chain	\$57,585	\$43,920	\$57,670	\$71,250	4
Management Information Systems	\$61,125	\$46,000	\$59,750	\$76,250	4
Sales	\$56,260	\$46,280	\$57,500	\$65,000	3
Computer Sciences Majors					
Computer Science	\$68,100	\$56,000	\$67,500	\$80,000	5
Information Sciences & Systems	\$64,333	\$52,000	\$56,000	\$85,000	3
Software Applications	\$72,333	\$52,000	\$80,000	\$85,000	3
Engineering Majors					
Chemical Engineering	\$67,932	\$56,160	\$72,500	\$75,000	5
Electrical Engineering	\$61,553	\$56,000	\$56,160	\$72,500	3
Industrial/Manufacturing Engineering	\$64,053	\$56,000	\$56,160	\$80,000	3
Mechanical Engineering	\$67,932	\$56,160	\$72,500	\$75,000	5
INFORMATION					
Business Majors					
Accounting	\$65,083	\$60,000	\$63,750	\$70,000	6
Business Administration/Management	\$66,536	\$60,000	\$68,750	\$72,000	7
Finance	\$66,438	\$60,000	\$68,750	\$71,000	8

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Human Resources	\$65,417	\$60,000	\$66,250	\$70,000	6
Logistics/Supply Chain	\$71,150	\$68,750	\$70,000	\$72,000	5
Management Information Systems	\$71,125	\$60,000	\$68,375	\$70,000	6
Marketing	\$65,917	\$60,000	\$65,250	\$70,000	6
Sales	\$61,250	\$55,000	\$63,750	\$70,000	6
Communications Majors					
Communications	\$63,333	\$60,000	\$60,000	\$70,000	3
Computer Sciences Majors					
Computer Science	\$81,000	\$70,000	\$82,500	\$87,000	6
Information Sciences & Systems	\$80,143	\$70,000	\$80,000	\$87,000	7
Software Applications	\$85,000	\$76,500	\$86,000	\$93,500	4
Engineering Majors					
Computer Engineering	\$81,333	\$72,000	\$82,500	\$87,000	6
Electrical Engineering	\$79,667	\$72,000	\$80,000	\$87,000	3
Software Engineering	\$83,500	\$76,000	\$82,500	\$91,500	8
Systems Engineering	\$85,667	\$85,000	\$85,000	\$87,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$73,750	\$68,750	\$70,000	\$75,000	5
MISCELLANEOUS MANUFACTURING					
Business Majors					
Accounting	\$62,594	\$59,000	\$61,000	\$66,000	16
Business Administration/Management	\$61,692	\$59,000	\$61,000	\$65,000	13
Finance	\$64,031	\$60,500	\$63,500	\$67,500	16
Human Resources	\$60,286	\$55,000	\$59,000	\$64,000	14
Logistics/Supply Chain	\$64,444	\$59,000	\$65,000	\$70,000	18
Management Information Systems	\$69,182	\$66,000	\$70,000	\$72,000	11
Marketing	\$61,700	\$57,000	\$60,500	\$66,000	10
Sales	\$61,214	\$57,000	\$60,500	\$65,000	14
Communications Majors					
Communications	\$58,400	\$57,000	\$59,000	\$60,000	5
Computer Sciences Majors					
Computer Science	\$74,500	\$68,000	\$74,000	\$80,000	15
Information Sciences & Systems	\$72,500	\$65,000	\$72,000	\$80,000	13
Software Applications	\$73,650	\$68,000	\$72,500	\$80,000	10
Engineering Majors					
Biomedical Engineering	\$73,667	\$70,000	\$71,000	\$80,000	3
Chemical Engineering	\$75,350	\$72,000	\$75,500	\$78,000	10

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Computer Engineering	\$75,071	\$68,000	\$77,000	\$80,000	7
Electrical Engineering	\$74,941	\$72,000	\$75,000	\$78,000	17
Engineering Technology	\$71,313	\$64,000	\$71,250	\$75,000	8
Environmental Engineering	\$73,167	\$70,000	\$73,500	\$76,000	3
Industrial/Manufacturing Engineering	\$72,471	\$69,000	\$72,500	\$75,000	17
Materials Engineering/Science	\$71,222	\$69,000	\$70,000	\$71,000	9
Mechanical Engineering	\$72,200	\$68,500	\$71,750	\$75,500	20
Software Engineering	\$72,688	\$66,500	\$72,500	\$79,750	8
Systems Engineering	\$72,875	\$68,000	\$73,500	\$77,750	4
MISCELLANEOUS PROFESSIONAL SERVICES					
Business Majors					
Business Administration/Management	\$62,500	\$52,500	\$57,500	\$72,500	4
Finance	\$71,667	\$60,000	\$70,000	\$85,000	3
Communications Majors					
Communications	\$58,333	\$55,000	\$55,000	\$65,000	3
Computer Sciences Majors					
Computer Science	\$67,700	\$60,000	\$68,000	\$70,500	5
MOTOR VEHICLE MANUFACTURING					
Business Majors					
Accounting	\$57,712	\$46,000	\$62,000	\$70,000	5
Business Administration/Management	\$54,640	\$42,780	\$54,000	\$66,500	4
Finance	\$57,712	\$46,000	\$62,000	\$70,000	5
Human Resources	\$52,640	\$42,780	\$53,500	\$62,500	4
Logistics/Supply Chain	\$53,473	\$43,820	\$52,125	\$63,125	4
Computer Sciences Majors					
Computer Science	\$68,225	\$64,200	\$69,950	\$72,250	4
Information Sciences & Systems	\$68,225	\$64,200	\$69,950	\$72,250	4
Software Applications	\$68,225	\$64,200	\$69,950	\$72,250	4
Engineering Majors					
Aerospace/Aeronautical Engineering	\$71,125	\$66,250	\$73,250	\$76,000	4
Civil Engineering	\$70,667	\$60,000	\$75,000	\$77,000	3
Computer Engineering	\$74,500	\$71,500	\$75,000	\$77,000	3
Electrical Engineering	\$65,700	\$53,900	\$69,000	\$77,500	4
Engineering Technology	\$74,500	\$71,500	\$75,000	\$77,000	3
Industrial/Manufacturing Engineering	\$70,875	\$65,750	\$73,250	\$76,000	4
Mechanical Engineering	\$66,260	\$61,000	\$71,500	\$75,000	5
Software Engineering	\$65,100	\$46,800	\$71,500	\$77,000	3

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Mathematics and Sciences Majors					
Mathematics/Statistics	\$70,000	\$58,000	\$75,000	\$77,000	3
Physics	\$70,000	\$58,000	\$75,000	\$77,000	3
SOCIAL SERVICES					
Business Majors					
Accounting	\$57,612	\$47,836	\$60,000	\$65,000	3
Business Administration/Management	\$57,612	\$47,836	\$60,000	\$65,000	3
UTILITIES					
Business Majors					
Accounting	\$62,667	\$58,000	\$60,000	\$70,000	3
Finance	\$64,000	\$60,000	\$62,000	\$70,000	3
Computer Sciences Majors					
Computer Science	\$66,250	\$61,000	\$65,000	\$71,500	4
Information Sciences & Systems	\$69,333	\$65,000	\$68,000	\$75,000	3
Engineering Majors					
Chemical Engineering	\$77,667	\$72,000	\$76,000	\$85,000	3
Electrical Engineering	\$78,750	\$75,000	\$79,000	\$82,500	4
Environmental Engineering	\$77,667	\$72,000	\$76,000	\$85,000	3
Mechanical Engineering	\$77,667	\$72,000	\$76,000	\$85,000	3
WHOLESALE TRADE					
Agriculture and Natural Resources Majors					
Agricultural Business/Management	\$54,967	\$34,902	\$65,000	\$65,000	3
Business Majors					
Accounting	\$61,571	\$55,000	\$65,000	\$68,000	7
Business Administration/Management	\$57,651	\$55,000	\$58,000	\$60,000	9
Finance	\$59,538	\$55,000	\$60,000	\$65,000	10
Human Resources	\$52,564	\$47,382	\$52,500	\$57,000	6
International Business	\$54,461	\$47,382	\$50,000	\$66,000	3
Logistics/Supply Chain	\$58,371	\$55,000	\$60,000	\$63,000	9
Management Information Systems	\$63,000	\$52,000	\$68,000	\$70,000	5
Marketing	\$55,680	\$52,500	\$59,000	\$60,000	8
Sales	\$57,833	\$55,000	\$58,500	\$60,000	6
Computer Sciences Majors					
Computer Science	\$68,691	\$50,000	\$75,000	\$80,000	7
Information Sciences & Systems	\$71,143	\$55,000	\$75,000	\$85,000	7
Software Applications	\$65,750	\$52,500	\$61,500	\$79,000	4

STARTING SALARY BY INDUSTRY AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Majors					
Chemical Engineering	\$67,420	\$45,760	\$71,500	\$85,000	3
Computer Engineering	\$85,000	\$80,000	\$85,000	\$90,000	3
Electrical Engineering	\$61,920	\$45,760	\$60,000	\$80,000	3
Industrial/Manufacturing Engineering	\$64,652	\$60,000	\$71,000	\$71,500	5
Mechanical Engineering	\$64,190	\$52,880	\$65,500	\$75,500	4
Software Engineering	\$85,000	\$80,000	\$85,000	\$90,000	3
Social Sciences Majors					
Economics	\$55,900	\$49,300	\$58,500	\$62,500	4

STARTING SALARY BY INDUSTRY AND MAJOR - MASTER'S

TOP-PAYING INDUSTRIES / MASTER'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Information	\$91,722	45
Chemical (Pharmaceutical) Manufacturing	\$91,278	9
Computer & Electronics Manufacturing	\$87,715	55
Miscellaneous Manufacturing	\$81,638	69
Finance, Insurance, & Real Estate	\$80,624	19

MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ACCOUNTING SERVICES					
Business Majors					
Accounting	\$68,250	\$65,500	\$70,000	\$70,000	8
Finance	\$73,000	\$64,000	\$75,000	\$80,000	3
CHEMICAL (PHARMACEUTICAL) MANUFACTURING					
Business Majors					
Business Administration/Management	\$111,000	\$78,000	\$120,000	\$135,000	3
Human Resources	\$88,333	\$75,000	\$95,000	\$95,000	3
Logistics/Supply Chain	\$74,500	\$40,000	\$75,500	\$108,000	3
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$73,500	\$60,000	\$75,500	\$85,000	3
Finance	\$74,563	\$68,875	\$75,125	\$80,250	4
Human Resources	\$83,000	\$81,000	\$85,000	\$85,000	4
Computer Sciences Majors					
Computer Science	\$89,707	\$84,000	\$90,000	\$95,000	7
Information Sciences & Systems	\$80,875	\$75,750	\$82,250	\$86,000	4
Engineering Majors					
Computer Engineering	\$94,207	\$87,000	\$91,000	\$101,450	7
Electrical Engineering	\$91,356	\$85,500	\$90,000	\$94,925	8
Industrial/Manufacturing Engineering	\$80,000	\$72,000	\$80,000	\$88,000	3
Mechanical Engineering	\$84,850	\$80,200	\$86,700	\$89,500	4
Software Engineering	\$99,181	\$89,000	\$95,000	\$105,725	8
Systems Engineering	\$86,333	\$80,000	\$87,000	\$92,000	3
ENGINEERING SERVICES					
Engineering Majors					
Civil Engineering	\$71,030	\$68,560	\$69,500	\$73,500	4

STARTING SALARY BY INDUSTRY AND MAJOR - MASTER'S

MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

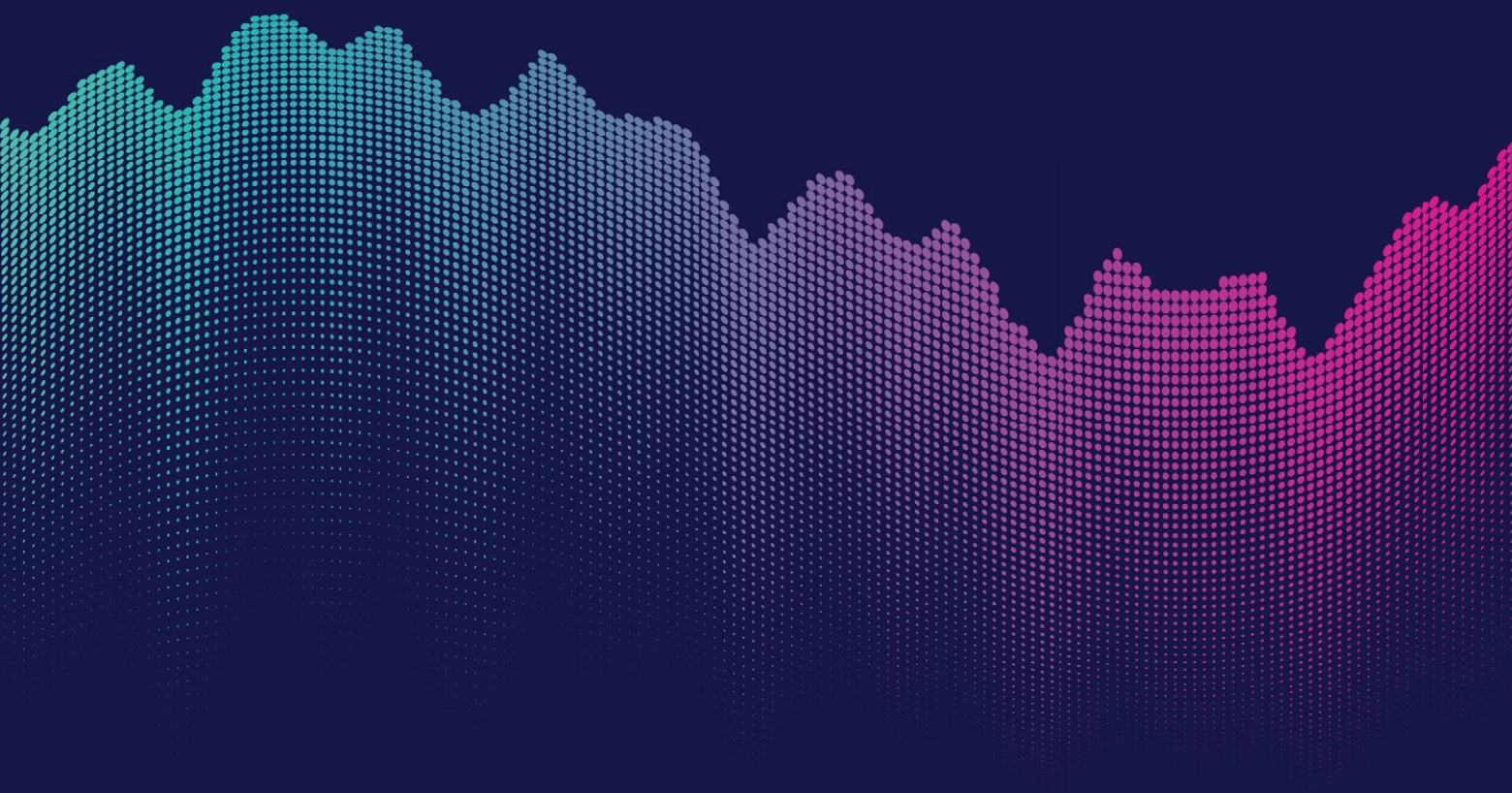
INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
FINANCE, INSURANCE, & REAL ESTATE					
Business Majors					
Actuarial Science	\$82,900	\$70,000	\$71,500	\$88,000	5
Computer Sciences Majors					
Computer Science	\$83,353	\$75,000	\$88,500	\$93,000	6
Information Sciences & Systems	\$77,530	\$65,060	\$82,500	\$90,000	4
Software Applications	\$76,780	\$65,060	\$81,000	\$88,500	4
INFORMATION					
Business Majors					
Accounting	\$79,167	\$67,500	\$85,000	\$85,000	3
Business Administration/Management	\$93,350	\$85,000	\$85,000	\$96,000	5
Finance	\$78,875	\$72,750	\$81,500	\$85,000	4
Human Resources	\$80,833	\$67,500	\$85,000	\$90,000	3
Logistics/Supply Chain	\$87,917	\$68,750	\$85,000	\$110,000	3
Management Information Systems	\$89,688	\$76,875	\$85,000	\$102,500	4
Marketing	\$83,375	\$76,250	\$85,000	\$90,500	4
Sales	\$77,500	\$67,500	\$80,000	\$85,000	3
Computer Sciences Majors					
Computer Science	\$110,500	\$98,500	\$112,500	\$122,500	4
Information Sciences & Systems	\$104,000	\$87,000	\$110,000	\$115,000	3
Engineering Majors					
Computer Engineering	\$104,000	\$87,000	\$110,000	\$115,000	3
Software Engineering	\$104,000	\$87,000	\$110,000	\$115,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$99,583	\$68,750	\$100,000	\$130,000	3
MISCELLANEOUS MANUFACTURING					
Business Majors					
Accounting	\$68,250	\$63,000	\$67,000	\$73,500	4
Business Administration/Management	\$75,333	\$61,000	\$75,000	\$90,000	3
Finance	\$70,333	\$64,000	\$69,000	\$78,000	3
Human Resources	\$71,833	\$65,000	\$72,500	\$82,000	6
Logistics/Supply Chain	\$72,000	\$65,500	\$72,500	\$78,500	4
Management Information Systems	\$71,000	\$69,000	\$70,000	\$74,000	3
Marketing	\$108,667	\$56,000	\$130,000	\$140,000	3
Computer Sciences Majors					
Computer Science	\$89,375	\$77,750	\$85,750	\$101,000	4

STARTING SALARY BY INDUSTRY AND MAJOR - MASTER'S

MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Information Sciences & Systems	\$79,333	\$74,000	\$74,000	\$90,000	3
Software Applications	\$86,667	\$74,000	\$74,000	\$112,000	3
Engineering Majors					
Chemical Engineering	\$89,875	\$81,750	\$84,000	\$98,000	4
Computer Engineering	\$83,100	\$81,500	\$85,000	\$85,000	5
Electrical Engineering	\$83,375	\$81,750	\$83,500	\$85,000	4
Industrial/Manufacturing Engineering	\$78,750	\$74,000	\$79,500	\$83,500	4
Materials Engineering/Science	\$87,000	\$76,500	\$83,500	\$97,500	4
Mechanical Engineering	\$86,200	\$82,000	\$83,000	\$85,000	5
Software Engineering	\$89,375	\$83,250	\$87,500	\$95,500	4
Systems Engineering	\$83,167	\$81,500	\$82,000	\$86,000	3

STARTING SALARY BY JOB POSITION



STARTING SALARY BY JOB POSITION

ASSOCIATE DEGREE SALARIES BY JOB POSITION

JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$41,749	\$32,247	\$40,000	\$53,000	3
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$48,437	\$38,623	\$50,000	\$58,250	4
Engineering (Engineers, Technicians)	\$54,100	\$48,000	\$50,000	\$57,000	5
Office & Administrative Support	\$44,464	\$44,000	\$45,000	\$48,000	7

BACHELOR'S DEGREE SALARIES BY JOB POSITION

JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$60,217	\$55,000	\$60,000	\$65,000	78
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$63,535	\$60,000	\$65,000	\$70,000	83
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$73,266	\$65,000	\$73,000	\$80,000	81
Mathematical Occupations (Actuaries, Mathematicians, Statisticians)	\$68,240	\$62,000	\$67,000	\$75,000	27
Engineering (Engineers, Technicians)	\$75,695	\$70,000	\$75,000	\$81,500	89
Biological Scientists	\$55,665	\$45,330	\$53,880	\$66,000	4
Environmental & Conservation Scientists	\$60,296	\$48,000	\$62,000	\$67,000	9
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$69,479	\$65,000	\$70,000	\$76,000	16
Economists	\$68,108	\$65,000	\$69,375	\$75,000	6
Other Social Scientists (e.g., Survey Researchers, Psychologists, Sociologists, Political Scientists)	\$60,880	\$52,000	\$60,000	\$67,500	5
Visual Arts (Artists, Designers)	\$58,098	\$55,000	\$58,500	\$65,000	10
Communications (Public Relations Specialists, Writers/Editors, Interpreters/Translators, Film & Video Editors)	\$58,385	\$55,000	\$58,000	\$63,600	29
Sales	\$60,856	\$55,000	\$60,000	\$65,500	36
Office & Administrative Support	\$53,797	\$47,836	\$52,000	\$60,000	23

STARTING SALARY BY JOB POSITION

MASTER'S DEGREE SALARIES BY JOB POSITION

JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$71,511	\$60,000	\$68,000	\$85,000	15
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$72,129	\$64,000	\$67,250	\$75,000	26
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$85,248	\$74,500	\$80,000	\$87,000	21
Mathematical Occupations (Actuaries, Mathematicians, Statisticians)	\$84,414	\$65,000	\$71,500	\$120,000	7
Engineering (Engineers, Technicians)	\$85,704	\$76,000	\$86,000	\$90,000	28
Environmental & Conservation Scientists	\$61,300	\$46,900	\$60,000	\$77,000	3
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$80,490	\$71,000	\$82,500	\$90,000	10
Visual Arts (Artists, Designers)	\$57,600	\$54,000	\$59,252	\$60,000	5
Communications (Public Relations Specialists, Writers/Editors, Interpreters/Translators, Film & Video Editors)	\$71,705	\$60,225	\$70,910	\$83,185	4
Sales	\$72,763	\$60,000	\$67,500	\$85,000	9
Office & Administrative Support	\$53,614	\$47,000	\$54,000	\$59,842	3

DOCTORAL DEGREE SALARIES BY JOB POSITION

JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$92,034	\$59,252	\$90,000	\$126,850	3
Engineering (Engineers, Technicians)	\$112,743	\$105,000	\$110,000	\$120,000	7
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$96,580	\$100,000	\$105,000	\$110,000	5

STARTING SALARY BY JOB POSITION AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY JOB POSITION AND INDUSTRY

JOB POSITION/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)					
Chemical (Pharmaceutical) Manufacturing	\$63,000	\$58,500	\$64,000	\$67,500	4
Computer & Electronics Manufacturing	\$61,138	\$56,250	\$60,650	\$62,650	8
Finance, Insurance, & Real Estate	\$58,685	\$55,000	\$60,000	\$65,000	19
Information	\$64,333	\$60,000	\$61,500	\$70,000	6
Miscellaneous Manufacturing	\$61,367	\$57,000	\$60,000	\$65,000	15
Motor Vehicle Manufacturing	\$58,333	\$45,000	\$60,000	\$70,000	3
Wholesale Trade	\$59,485	\$56,500	\$60,000	\$64,500	8
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)					
Accounting Services	\$68,375	\$65,500	\$70,000	\$70,500	8
Chemical (Pharmaceutical) Manufacturing	\$64,750	\$61,500	\$65,500	\$68,000	4
Computer & Electronics Manufacturing	\$63,929	\$60,000	\$63,000	\$65,000	7
Engineering Services	\$59,533	\$50,000	\$63,600	\$65,000	3
Finance, Insurance, & Real Estate	\$62,654	\$58,000	\$62,250	\$68,250	18
Information	\$68,250	\$65,000	\$68,750	\$72,000	6
Miscellaneous Manufacturing	\$62,654	\$60,000	\$61,000	\$65,000	13
Motor Vehicle Manufacturing	\$58,667	\$46,000	\$60,000	\$70,000	3
Social Services	\$57,612	\$47,836	\$60,000	\$65,000	3
Utilities	\$64,167	\$60,000	\$65,000	\$67,500	3
Wholesale Trade	\$60,769	\$55,000	\$65,000	\$65,000	7
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)					
Chemical (Pharmaceutical) Manufacturing	\$72,000	\$58,000	\$78,000	\$80,000	3
Computer & Electronics Manufacturing	\$75,605	\$70,000	\$73,500	\$84,550	10
Finance, Insurance, & Real Estate	\$75,115	\$65,000	\$75,000	\$85,000	19
Food & Beverage Manufacturing	\$81,000	\$78,000	\$80,000	\$85,000	3
Information	\$82,857	\$70,000	\$85,000	\$90,000	7
Miscellaneous Manufacturing	\$69,038	\$65,000	\$70,000	\$73,000	13
Miscellaneous Professional Services	\$65,000	\$55,000	\$60,000	\$80,000	3
Wholesale Trade	\$72,140	\$55,000	\$77,500	\$85,000	6
Mathematical Occupations (Actuaries, Mathematicians, Statisticians)					
Finance, Insurance, & Real Estate	\$68,811	\$63,500	\$66,750	\$76,875	12
Information	\$71,900	\$65,000	\$67,500	\$72,000	5
Engineering (Engineers, Technicians)					
Chemical (Pharmaceutical) Manufacturing	\$80,169	\$74,250	\$79,125	\$85,800	8
Computer & Electronics Manufacturing	\$78,104	\$73,000	\$80,000	\$82,350	13
Construction	\$70,800	\$70,000	\$71,000	\$72,000	5
Engineering Services	\$71,545	\$67,000	\$71,000	\$75,270	6

STARTING SALARY BY JOB POSITION AND INDUSTRY - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY JOB POSITION AND INDUSTRY

JOB POSITION/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Finance, Insurance, & Real Estate	\$78,150	\$70,000	\$78,450	\$85,000	10
Food & Beverage Manufacturing	\$79,000	\$75,000	\$80,000	\$82,000	3
Information	\$81,429	\$70,000	\$80,000	\$87,000	7
Miscellaneous Manufacturing	\$71,917	\$70,000	\$71,750	\$75,000	18
Motor Vehicle Manufacturing	\$72,250	\$68,000	\$75,000	\$76,500	4
Utilities	\$77,333	\$72,000	\$75,000	\$85,000	3
Wholesale Trade	\$67,210	\$60,000	\$71,250	\$75,000	6
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)					
Chemical (Pharmaceutical) Manufacturing	\$75,667	\$70,000	\$77,000	\$80,000	3
Computer & Electronics Manufacturing	\$69,000	\$55,000	\$75,000	\$77,000	3
Miscellaneous Manufacturing	\$75,333	\$67,000	\$69,500	\$71,000	6
Visual Arts (Artists, Designers)					
Miscellaneous Manufacturing	\$59,333	\$52,000	\$61,000	\$65,000	3
Communications (Public Relations Specialists, Writers/Editors, Interpreters/Translators, Film & Video Editors)					
Finance, Insurance, & Real Estate	\$59,583	\$55,000	\$62,500	\$65,000	9
Information	\$63,333	\$60,000	\$60,000	\$70,000	3
Miscellaneous Manufacturing	\$57,800	\$57,000	\$58,000	\$62,000	5
Sales					
Chemical (Pharmaceutical) Manufacturing	\$63,667	\$60,000	\$65,000	\$66,000	3
Finance, Insurance, & Real Estate	\$53,400	\$50,000	\$55,000	\$55,000	5
Information	\$64,500	\$67,500	\$70,000	\$70,000	5
Miscellaneous Manufacturing	\$60,818	\$55,000	\$60,000	\$65,000	11
Wholesale Trade	\$60,500	\$58,500	\$60,000	\$62,500	4
Office & Administrative Support					
Finance, Insurance, & Real Estate	\$58,750	\$52,500	\$57,500	\$65,000	4
Information	\$53,333	\$40,000	\$50,000	\$70,000	3
Miscellaneous Manufacturing	\$54,250	\$51,000	\$53,500	\$57,500	4

STARTING SALARY BY INDUSTRY AND JOB POSITION - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND JOB POSITION

INDUSTRY/JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Accounting Services					
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$68,375	\$65,500	\$70,000	\$70,500	8
Chemical (Pharmaceutical) Manufacturing					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$63,000	\$58,500	\$64,000	\$67,500	4
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$64,750	\$61,500	\$65,500	\$68,000	4
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$72,000	\$58,000	\$78,000	\$80,000	3
Engineering (Engineers, Technicians)	\$80,169	\$74,250	\$79,125	\$85,800	8
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$75,667	\$70,000	\$77,000	\$80,000	3
Sales	\$63,667	\$60,000	\$65,000	\$66,000	3
Computer & Electronics Manufacturing					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$61,138	\$56,250	\$60,650	\$62,650	8
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$63,929	\$60,000	\$63,000	\$65,000	7
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$75,605	\$70,000	\$73,500	\$84,550	10
Engineering (Engineers, Technicians)	\$78,104	\$73,000	\$80,000	\$82,350	13
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$69,000	\$55,000	\$75,000	\$77,000	3
Construction					
Engineering (Engineers, Technicians)	\$70,800	\$70,000	\$71,000	\$72,000	5
Engineering Services					
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$59,533	\$50,000	\$63,600	\$65,000	3
Engineering (Engineers, Technicians)	\$71,545	\$67,000	\$71,000	\$75,270	6
Finance, Insurance, & Real Estate					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$58,685	\$55,000	\$60,000	\$65,000	19
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$62,654	\$58,000	\$62,250	\$68,250	18
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$75,115	\$65,000	\$75,000	\$85,000	19
Mathematical Occupations (Actuaries, Mathematicians, Statisticians)	\$68,811	\$63,500	\$66,750	\$76,875	12
Engineering (Engineers, Technicians)	\$78,150	\$70,000	\$78,450	\$85,000	10

STARTING SALARY BY INDUSTRY AND JOB POSITION - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND JOB POSITION

INDUSTRY/JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Communications (Public Relations Specialists, Writers/Editors, Interpreters/Translators, Film & Video Editors)	\$59,583	\$55,000	\$62,500	\$65,000	9
Sales	\$53,400	\$50,000	\$55,000	\$55,000	5
Office & Administrative Support	\$58,750	\$52,500	\$57,500	\$65,000	4
Food & Beverage Manufacturing					
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$81,000	\$78,000	\$80,000	\$85,000	3
Engineering (Engineers, Technicians)	\$79,000	\$75,000	\$80,000	\$82,000	3
Information					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$64,333	\$60,000	\$61,500	\$70,000	6
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$68,250	\$65,000	\$68,750	\$72,000	6
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$82,857	\$70,000	\$85,000	\$90,000	7
Mathematical Occupations (Actuaries, Mathematicians, Statisticians)	\$71,900	\$65,000	\$67,500	\$72,000	5
Engineering (Engineers, Technicians)	\$81,429	\$70,000	\$80,000	\$87,000	7
Communications (Public Relations Specialists, Writers/Editors, Interpreters/Translators, Film & Video Editors)	\$63,333	\$60,000	\$60,000	\$70,000	3
Sales	\$64,500	\$67,500	\$70,000	\$70,000	5
Office & Administrative Support	\$53,333	\$40,000	\$50,000	\$70,000	3
Miscellaneous Manufacturing					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$61,367	\$57,000	\$60,000	\$65,000	15
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$62,654	\$60,000	\$61,000	\$65,000	13
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$69,038	\$65,000	\$70,000	\$73,000	13
Engineering (Engineers, Technicians)	\$71,917	\$70,000	\$71,750	\$75,000	18
Physical Scientists (Physicists, Chemists, Materials Scientists, Geologists)	\$75,333	\$67,000	\$69,500	\$71,000	6
Visual Arts (Artists, Designers)	\$59,333	\$52,000	\$61,000	\$65,000	3
Communications (Public Relations Specialists, Writers/Editors, Interpreters/Translators, Film & Video Editors)	\$57,800	\$57,000	\$58,000	\$62,000	5
Sales	\$60,818	\$55,000	\$60,000	\$65,000	11
Office & Administrative Support	\$54,250	\$51,000	\$53,500	\$57,500	4
Miscellaneous Professional Services					
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$65,000	\$55,000	\$60,000	\$80,000	3

STARTING SALARY BY INDUSTRY AND JOB POSITION - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND JOB POSITION

INDUSTRY/JOB POSITION	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Motor Vehicle Manufacturing					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$58,333	\$45,000	\$60,000	\$70,000	3
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$58,667	\$46,000	\$60,000	\$70,000	3
Engineering (Engineers, Technicians)	\$72,250	\$68,000	\$75,000	\$76,500	4
Social Services					
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$57,612	\$47,836	\$60,000	\$65,000	3
Utilities					
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$64,167	\$60,000	\$65,000	\$67,500	3
Engineering (Engineers, Technicians)	\$77,333	\$72,000	\$75,000	\$85,000	3
Wholesale Trade					
Business Operations (Buyers, Adjusters, HR, Logistics, Training Specialists, Marketing)	\$59,485	\$56,500	\$60,000	\$64,500	8
Financial Specialists (Accountants/Auditors, Financial Analysts, Tax Specialists)	\$60,769	\$55,000	\$65,000	\$65,000	7
Computer Occupations (Systems Analysts, Programmers, Software Developers, Network Specialists)	\$72,140	\$55,000	\$77,500	\$85,000	6
Engineering (Engineers, Technicians)	\$67,210	\$60,000	\$71,250	\$75,000	6
Sales	\$60,500	\$58,500	\$60,000	\$62,500	4

STARTING SALARY BY REGION AND MAJOR



STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - NEW ENGLAND

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$66,341	52
Computer Sciences	\$74,726	19
Engineering	\$77,325	46
Humanities	\$61,333	3
Social Sciences	\$66,000	5
Math & Sciences	\$80,508	6

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - NEW ENGLAND

NEW ENGLAND	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$69,900	\$70,000	\$70,000	\$72,500	5
Actuarial Science	\$66,410	\$66,500	\$70,000	\$70,000	5
Business Administration/Management	\$65,714	\$63,000	\$68,250	\$70,000	7
Finance	\$65,422	\$62,000	\$68,250	\$72,000	9
Human Resources	\$62,000	\$52,000	\$63,000	\$70,000	7
Logistics/Supply Chain	\$65,500	\$67,000	\$70,000	\$70,500	5
Management Information Systems	\$72,483	\$60,000	\$69,200	\$81,900	6
Marketing	\$65,400	\$60,000	\$68,250	\$75,000	5
Sales	\$65,333	\$60,000	\$66,000	\$70,000	3
Computer Sciences Majors					
Computer Science	\$76,681	\$66,700	\$77,450	\$87,275	8
Information Sciences & Systems	\$74,780	\$68,400	\$73,000	\$81,900	5
Software Applications	\$72,075	\$68,400	\$71,500	\$81,900	6
Engineering Majors					
Biomedical Engineering	\$75,667	\$75,000	\$75,000	\$77,000	3
Chemical Engineering	\$75,667	\$75,000	\$75,000	\$77,000	3
Civil Engineering	\$76,917	\$75,000	\$77,000	\$78,750	3
Computer Engineering	\$80,506	\$76,000	\$83,225	\$87,500	8
Electrical Engineering	\$79,117	\$77,000	\$78,000	\$82,350	3
Engineering Technology	\$70,400	\$64,800	\$75,000	\$76,000	4
Environmental Engineering	\$76,917	\$75,000	\$77,000	\$78,750	3
Industrial/Manufacturing Engineering	\$76,917	\$75,000	\$77,000	\$78,750	3
Mechanical Engineering	\$74,630	\$75,000	\$75,000	\$75,000	5
Software Engineering	\$83,293	\$77,000	\$84,550	\$96,000	7
Systems Engineering	\$72,875	\$65,800	\$77,500	\$79,950	4
Humanities Majors					
Liberal Arts/General Studies	\$61,333	\$48,750	\$67,000	\$68,250	3
Social Sciences Majors					
Economics	\$66,000	\$58,000	\$65,000	\$68,250	5
Mathematics and Sciences Majors					
Mathematics/Statistics	\$80,508	\$70,000	\$77,875	\$85,800	6

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - MIDEAST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$62,324	69
Computer Sciences	\$54,250	28
Engineering	\$75,094	32
Social Sciences	\$62,719	8
Math & Sciences	\$64,270	5

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - MIDEAST

MIDEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$62,131	\$60,000	\$63,600	\$65,000	13
Actuarial Science	\$59,525	\$52,800	\$64,500	\$66,250	4
Business Administration/Management	\$61,163	\$57,500	\$61,800	\$65,000	12
Finance	\$62,669	\$60,000	\$63,600	\$65,000	13
Human Resources	\$65,275	\$64,300	\$65,000	\$66,250	4
Logistics/Supply Chain	\$62,279	\$60,000	\$62,000	\$68,750	7
Management Information Systems	\$78,350	\$78,000	\$80,000	\$80,000	5
Marketing	\$56,017	\$48,000	\$59,500	\$60,000	6
Sales	\$56,200	\$48,500	\$57,000	\$60,000	5
Computer Sciences Majors					
Computer Science	\$74,636	\$60,000	\$78,000	\$85,000	11
Information Sciences & Systems	\$69,800	\$57,000	\$71,000	\$85,000	10
Software Applications	\$73,714	\$55,000	\$80,000	\$85,000	7
Engineering Majors					
Chemical Engineering	\$76,875	\$73,000	\$77,000	\$80,750	4
Civil Engineering	\$71,023	\$68,545	\$71,295	\$73,500	4
Computer Engineering	\$74,667	\$52,000	\$85,000	\$87,000	3
Electrical Engineering	\$77,200	\$72,500	\$75,100	\$81,500	6
Industrial/Manufacturing Engineering	\$74,167	\$72,000	\$72,500	\$78,000	3
Mechanical Engineering	\$75,189	\$72,250	\$73,670	\$78,750	8
Software Engineering	\$75,050	\$64,100	\$80,600	\$86,000	4
Social Sciences Majors					
Economics	\$65,550	\$60,000	\$65,000	\$68,750	5
Psychology	\$58,000	\$49,000	\$60,000	\$65,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$64,270	\$62,000	\$64,000	\$68,750	5

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - GREAT LAKES

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$60,247	208
Communications	\$59,000	21
Computer Sciences	\$69,806	72
Engineering	\$72,870	146
Social Sciences	\$61,333	3
Math & Sciences	\$66,515	12

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - GREAT LAKES

GREAT LAKES	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$61,134	\$58,000	\$61,500	\$65,000	30
Actuarial Science	\$58,420	\$46,840	\$57,500	\$70,000	4
Business Administration/Management	\$60,297	\$57,250	\$60,000	\$65,000	28
Finance	\$61,397	\$59,000	\$63,000	\$65,000	29
Hospitality Management	\$60,000	\$50,000	\$60,000	\$70,000	3
Human Resources	\$56,329	\$55,000	\$58,000	\$60,000	25
International Business	\$60,250	\$55,000	\$62,500	\$65,500	4
Logistics/Supply Chain	\$60,633	\$58,000	\$61,000	\$65,000	25
Management Information Systems	\$64,963	\$60,000	\$68,000	\$70,000	22
Marketing	\$58,876	\$56,000	\$60,000	\$65,000	20
Sales	\$57,946	\$55,000	\$59,500	\$62,000	18
Communications Majors					
Advertising	\$58,000	\$53,500	\$58,500	\$62,500	4
Communications	\$58,636	\$55,000	\$59,000	\$60,000	11
Public Relations	\$60,333	\$57,000	\$60,000	\$65,000	6
Computer Sciences Majors					
Computer Science	\$70,454	\$65,000	\$70,000	\$80,000	29
Information Sciences & Systems	\$69,527	\$61,500	\$68,000	\$80,000	25
Software Applications	\$69,149	\$60,000	\$69,000	\$75,000	18
Engineering Majors					
Aerospace/Aeronautical Engineering	\$78,500	\$76,000	\$79,500	\$80,000	3
Biomedical Engineering	\$69,750	\$63,000	\$71,500	\$76,500	4
Chemical Engineering	\$73,233	\$70,000	\$75,000	\$78,000	15
Civil Engineering	\$72,125	\$68,250	\$72,000	\$76,000	4
Computer Engineering	\$79,167	\$73,000	\$80,000	\$84,000	15
Electrical Engineering	\$72,472	\$72,000	\$75,000	\$78,000	18

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - GREAT LAKES

GREAT LAKES	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Technology	\$69,143	\$60,000	\$68,000	\$76,000	7
Environmental Engineering	\$71,500	\$67,500	\$72,500	\$75,500	4
Industrial/Manufacturing Engineering	\$69,575	\$65,000	\$70,500	\$75,000	20
Materials Engineering/Science	\$68,364	\$65,000	\$70,000	\$75,000	11
Mechanical Engineering	\$70,391	\$65,000	\$72,000	\$75,000	23
Software Engineering	\$77,700	\$68,000	\$80,000	\$84,000	15
Systems Engineering	\$78,214	\$73,000	\$79,500	\$84,000	7
Social Sciences Majors					
Economics	\$61,333	\$57,000	\$62,000	\$65,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$66,947	\$62,000	\$70,000	\$72,000	6
Chemistry	\$66,083	\$56,000	\$67,500	\$73,500	6

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - PLAINS

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Agriculture & Natural Resources	\$64,180	10
Business	\$60,660	70
Communications	\$57,378	9
Computer Sciences	\$74,232	36
Engineering	\$71,493	75
Math & Sciences	\$63,440	4

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - PLAINS

PLAINS	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Agriculture and Natural Resources Majors					
Agricultural Business/Management	\$59,967	\$34,902	\$65,000	\$80,000	3
Food Science	\$73,333	\$65,000	\$75,000	\$80,000	3
Plant Science	\$60,476	\$48,451	\$63,500	\$72,500	4
Business Majors					
Accounting	\$63,381	\$61,000	\$65,500	\$68,000	10
Business Administration/Management	\$58,380	\$56,000	\$61,000	\$65,000	9
Finance	\$60,290	\$58,000	\$63,250	\$66,000	11
Human Resources	\$57,135	\$47,382	\$56,000	\$65,000	7
International Business	\$56,127	\$47,382	\$56,000	\$65,000	3

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - PLAINS

PLAINS	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Logistics/Supply Chain	\$59,498	\$51,420	\$61,000	\$66,750	8
Management Information Systems	\$69,944	\$66,000	\$68,000	\$75,000	9
Marketing	\$54,750	\$47,780	\$58,500	\$60,500	8
Sales	\$62,400	\$61,000	\$65,000	\$65,000	5
Communications Majors					
Communications	\$58,950	\$55,000	\$59,500	\$64,000	6
Public Relations	\$54,233	\$48,700	\$55,000	\$59,000	3
Computer Sciences Majors					
Computer Science	\$73,256	\$68,000	\$75,000	\$80,000	15
Information Sciences & Systems	\$74,091	\$68,000	\$75,000	\$78,500	11
Software Applications	\$75,850	\$69,500	\$76,500	\$80,000	10
Engineering Majors					
Chemical Engineering	\$70,776	\$70,000	\$73,250	\$76,000	10
Computer Engineering	\$76,656	\$71,250	\$77,250	\$83,125	8
Electrical Engineering	\$68,806	\$70,000	\$71,250	\$76,000	10
Engineering Technology	\$75,450	\$71,500	\$76,000	\$78,500	5
Environmental Engineering	\$63,565	\$55,380	\$67,500	\$71,750	4
Industrial/Manufacturing Engineering	\$70,418	\$70,000	\$71,500	\$76,000	9
Materials Engineering/Science	\$71,900	\$70,500	\$71,000	\$72,000	5
Mechanical Engineering	\$67,856	\$70,000	\$70,750	\$75,000	10
Software Engineering	\$75,444	\$71,000	\$79,875	\$85,000	8
Systems Engineering	\$74,333	\$70,500	\$73,500	\$78,500	6
Mathematics and Sciences Majors					
Mathematics/Statistics	\$63,440	\$55,880	\$66,500	\$71,000	4

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - SOUTHEAST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$62,745	100
Communications	\$57,556	18
Computer Sciences	\$72,951	41
Engineering	\$76,063	79
Humanities	\$59,167	3
Social Sciences	\$59,900	5
Math & Sciences	\$66,857	7

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - SOUTHEAST

SOUTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$60,912	\$58,000	\$60,000	\$65,000	17
Actuarial Science	\$63,125	\$61,250	\$63,750	\$65,000	4
Business Administration/Management	\$61,107	\$59,000	\$62,250	\$65,000	14
Finance	\$63,194	\$60,000	\$62,750	\$70,000	18
Human Resources	\$60,350	\$57,000	\$61,000	\$65,000	10
International Business	\$60,625	\$56,250	\$63,750	\$65,000	4
Logistics/Supply Chain	\$65,318	\$59,000	\$65,000	\$70,000	11
Management Information Systems	\$70,222	\$70,000	\$70,000	\$75,000	9
Marketing	\$61,188	\$57,000	\$62,750	\$65,000	8
Sales	\$61,500	\$60,000	\$62,500	\$65,000	5
Communications Majors					
Advertising	\$54,875	\$48,500	\$57,500	\$61,250	4
Communications	\$58,250	\$55,000	\$61,250	\$65,000	6
Journalism	\$60,833	\$55,000	\$62,500	\$65,000	3
Public Relations	\$56,900	\$55,000	\$60,000	\$62,500	5
Computer Sciences Majors					
Computer Science	\$73,412	\$70,000	\$75,000	\$80,000	17
Information Sciences & Systems	\$73,067	\$70,000	\$72,000	\$80,000	15
Software Applications	\$71,889	\$67,000	\$70,000	\$80,000	9
Engineering Majors					
Chemical Engineering	\$76,833	\$75,000	\$75,500	\$77,000	6
Civil Engineering	\$69,000	\$67,000	\$70,000	\$71,000	6
Computer Engineering	\$77,500	\$73,500	\$76,500	\$82,500	8
Electrical Engineering	\$75,750	\$71,000	\$75,000	\$79,000	12
Engineering Technology	\$77,778	\$72,000	\$76,000	\$80,000	9

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - SOUTHEAST

SOUTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Industrial/Manufacturing Engineering	\$75,333	\$70,000	\$75,000	\$77,000	6
Materials Engineering/Science	\$81,750	\$73,500	\$81,000	\$90,000	4
Mechanical Engineering	\$74,750	\$68,500	\$75,000	\$78,500	12
Software Engineering	\$76,444	\$72,000	\$76,000	\$80,000	9
Systems Engineering	\$77,286	\$70,000	\$76,000	\$85,000	7
Humanities Majors					
Liberal Arts/General Studies	\$59,167	\$40,000	\$62,500	\$75,000	3
Social Sciences Majors					
Economics	\$59,900	\$60,000	\$62,000	\$62,500	5
Mathematics and Sciences Majors					
Mathematics/Statistics	\$66,857	\$60,000	\$70,000	\$70,000	7

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - SOUTHWEST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$60,200	66
Communications	\$54,363	5
Computer Sciences	\$68,209	23
Engineering	\$81,400	25
Social Sciences	\$59,467	3
Math & Sciences	\$57,225	4

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - SOUTHWEST

SOUTHWEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$60,985	\$52,000	\$60,000	\$70,000	11
Business Administration/Management	\$61,985	\$55,000	\$60,000	\$67,500	11
Finance	\$62,570	\$57,500	\$63,750	\$68,750	12
Human Resources	\$60,191	\$50,000	\$60,000	\$67,500	7
Logistics/Supply Chain	\$60,556	\$55,000	\$60,500	\$67,500	6
Management Information Systems	\$62,056	\$50,000	\$64,000	\$72,500	6
Marketing	\$57,480	\$52,500	\$56,750	\$63,000	8
Sales	\$50,567	\$47,836	\$50,000	\$55,000	5
Communications Majors					
Communications	\$54,363	\$52,313	\$54,500	\$55,000	5
Computer Sciences Majors					
Computer Science	\$68,658	\$68,000	\$68,000	\$70,460	9
Information Sciences & Systems	\$65,555	\$55,490	\$68,000	\$73,730	8
Software Applications	\$71,073	\$55,979	\$69,230	\$77,000	6
Engineering Majors					
Chemical Engineering	\$83,650	\$77,500	\$85,800	\$89,800	4
Electrical Engineering	\$80,751	\$70,000	\$85,000	\$93,000	7
Engineering Technology	\$83,333	\$70,000	\$85,000	\$95,000	3
Mechanical Engineering	\$77,770	\$70,000	\$78,510	\$86,600	6
Software Engineering	\$83,704	\$77,000	\$78,520	\$95,000	5
Social Sciences Majors					
Economics	\$59,467	\$44,900	\$66,000	\$67,500	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$57,225	\$47,450	\$57,000	\$67,000	4

STARTING SALARY BY REGION AND MAJOR - BACHELOR'S

AVERAGE BACHELOR'S DEGREE SALARIES BY BROAD CATEGORY - FAR WEST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$66,494	68
Communications	\$65,000	3
Computer Sciences	\$80,334	32
Engineering	\$73,771	50
Math & Sciences	\$79,250	4

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR - FAR WEST

FAR WEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$66,817	\$65,000	\$68,000	\$71,000	12
Business Administration/Management	\$66,200	\$65,000	\$65,000	\$70,000	9
Finance	\$67,817	\$65,000	\$70,000	\$73,000	12
Human Resources	\$68,167	\$65,000	\$70,000	\$74,000	6
Logistics/Supply Chain	\$64,761	\$60,625	\$64,500	\$70,000	8
Management Information Systems	\$71,143	\$66,000	\$70,000	\$80,000	7
Marketing	\$63,960	\$63,000	\$70,000	\$70,000	5
Sales	\$62,809	\$60,000	\$65,000	\$70,000	9
Communications Majors					
Communications	\$65,000	\$55,000	\$70,000	\$70,000	3
Computer Sciences Majors					
Computer Science	\$84,864	\$71,500	\$82,500	\$97,000	14
Information Sciences & Systems	\$73,278	\$66,000	\$71,500	\$85,000	9
Software Applications	\$80,344	\$71,500	\$80,000	\$85,000	9
Engineering Majors					
Aerospace/Aeronautical Engineering	\$72,875	\$68,250	\$73,250	\$77,500	4
Biomedical Engineering	\$67,290	\$57,080	\$66,500	\$77,500	4
Chemical Engineering	\$64,220	\$56,160	\$65,000	\$71,500	3
Civil Engineering	\$64,387	\$56,160	\$65,000	\$72,000	3
Computer Engineering	\$80,188	\$75,750	\$80,000	\$82,500	8
Electrical Engineering	\$70,880	\$60,000	\$75,000	\$80,000	7
Industrial/Manufacturing Engineering	\$70,665	\$63,830	\$73,250	\$77,500	4
Mechanical Engineering	\$70,073	\$65,000	\$71,500	\$80,000	9
Software Engineering	\$86,388	\$80,000	\$80,000	\$92,500	8
Mathematics and Sciences Majors					
Mathematics/Statistics	\$79,250	\$67,500	\$80,000	\$91,000	4

STARTING SALARY BY REGION AND MAJOR - MASTER'S

AVERAGE MASTER'S DEGREE SALARIES BY BROAD CATEGORY - NEW ENGLAND/MIDEAST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$88,358	37
Computer Sciences	\$96,408	12
Engineering	\$93,105	30
Math & Sciences	\$100,938	4

MASTER'S DEGREE SALARIES BY REGION AND MAJOR - NEW ENGLAND/MIDEAST

NEW ENGLAND/MIDEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$70,000	\$62,000	\$70,000	\$75,500	7
Actuarial Science	\$86,750	\$69,500	\$79,750	\$104,000	4
Business Administration/Management	\$115,792	\$96,000	\$127,500	\$135,000	6
Finance	\$82,964	\$70,000	\$75,500	\$80,000	7
Human Resources	\$87,500	\$85,000	\$90,000	\$95,000	5
Logistics/Supply Chain	\$73,938	\$54,375	\$72,875	\$93,500	4
Marketing	\$105,875	\$81,750	\$108,000	\$130,000	4
Computer Sciences Majors					
Computer Science	\$98,575	\$90,000	\$97,225	\$110,000	6
Information Sciences & Systems	\$95,667	\$87,000	\$90,000	\$110,000	3
Software Applications	\$92,817	\$87,000	\$90,000	\$101,450	3
Engineering Majors					
Biomedical Engineering	\$90,000	\$85,000	\$90,000	\$95,000	3
Chemical Engineering	\$90,000	\$85,000	\$90,000	\$95,000	3
Civil Engineering	\$76,402	\$70,304	\$76,244	\$82,500	4
Computer Engineering	\$102,742	\$87,000	\$105,725	\$113,000	6
Electrical Engineering	\$90,283	\$85,000	\$87,000	\$98,850	3
Mechanical Engineering	\$85,359	\$85,000	\$85,400	\$90,000	5
Software Engineering	\$105,575	\$87,000	\$105,725	\$120,000	6
Mathematics and Sciences Majors					
Mathematics/Statistics	\$100,938	\$76,875	\$102,500	\$125,000	4

STARTING SALARY BY REGION AND MAJOR - MASTER'S

AVERAGE MASTER'S DEGREE SALARIES BY BROAD CATEGORY - GREAT LAKES/PLAINS

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$79,131	40
Computer Sciences	\$79,183	27
Engineering	\$83,863	56

MASTER'S DEGREE SALARIES BY REGION AND MAJOR - GREAT LAKES/PLAINS

GREAT LAKES/PLAINS	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$66,400	\$65,000	\$65,000	\$67,000	5
Business Administration/Management	\$71,416	\$54,080	\$65,000	\$78,000	5
Finance	\$80,667	\$65,000	\$65,000	\$112,000	3
Human Resources	\$73,636	\$65,000	\$75,000	\$82,000	11
Logistics/Supply Chain	\$72,094	\$56,160	\$70,000	\$82,000	7
Management Information Systems	\$75,250	\$72,000	\$75,500	\$78,500	4
Marketing	\$123,700	\$114,000	\$130,000	\$130,000	5
Computer Sciences Majors					
Computer Science	\$80,767	\$73,000	\$80,750	\$88,500	12
Information Sciences & Systems	\$77,958	\$74,000	\$79,500	\$87,000	9
Software Applications	\$77,853	\$72,000	\$74,000	\$80,000	6
Engineering Majors					
Aerospace/Aeronautical Engineering	\$82,625	\$80,750	\$81,750	\$84,500	4
Chemical Engineering	\$88,900	\$82,000	\$85,000	\$86,000	5
Computer Engineering	\$84,938	\$80,750	\$83,500	\$88,500	8
Electrical Engineering	\$83,214	\$81,500	\$83,000	\$85,000	7
Industrial/Manufacturing Engineering	\$74,189	\$71,000	\$77,000	\$80,000	7
Materials Engineering/Science	\$85,000	\$77,000	\$82,000	\$85,000	5
Mechanical Engineering	\$83,333	\$75,000	\$80,500	\$83,000	6
Software Engineering	\$89,813	\$82,750	\$88,500	\$97,500	8
Systems Engineering	\$82,750	\$80,000	\$81,750	\$86,000	6

STARTING SALARY BY REGION AND MAJOR - MASTER'S

AVERAGE MASTER'S DEGREE SALARIES BY BROAD CATEGORY - SOUTHEAST/SOUTHWEST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$73,061	41
Communications	\$74,456	9
Computer Sciences	\$83,228	20
Engineering	\$96,073	9
Social Sciences	\$61,800	3
Math & Sciences	\$67,975	4

MASTER'S DEGREE SALARIES BY REGION AND MAJOR - SOUTHEAST/SOUTHWEST

SOUTHEAST/SOUTHWEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$70,350	\$64,000	\$70,000	\$72,500	10
Business Administration/Management	\$84,083	\$64,000	\$78,750	\$90,000	6
Finance	\$71,500	\$64,000	\$72,000	\$75,000	9
Human Resources	\$70,500	\$54,000	\$72,500	\$85,000	3
Logistics/Supply Chain	\$70,875	\$65,500	\$71,250	\$76,250	4
Management Information Systems	\$75,700	\$74,000	\$77,000	\$77,500	5
Marketing	\$67,625	\$56,500	\$64,750	\$78,750	4
Communications Majors					
Advertising	\$74,456	\$57,000	\$81,369	\$85,000	3
Communications	\$74,456	\$57,000	\$81,369	\$85,000	3
Public Relations	\$74,456	\$57,000	\$81,369	\$85,000	3
Computer Sciences Majors					
Computer Science	\$86,305	\$72,000	\$77,000	\$95,800	10
Information Sciences & Systems	\$79,209	\$72,000	\$76,000	\$77,000	6
Software Applications	\$81,563	\$67,126	\$76,000	\$96,000	4
Engineering Majors					
Computer Engineering	\$94,000	\$77,000	\$90,000	\$115,000	3
Electrical Engineering	\$93,553	\$80,660	\$90,000	\$110,000	3
Software Engineering	\$100,667	\$77,000	\$110,000	\$115,000	3
Social Sciences Majors					
Economics	\$61,800	\$46,900	\$66,000	\$72,500	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$67,975	\$53,450	\$62,500	\$82,500	4

STARTING SALARY BY REGION AND MAJOR - MASTER'S/DOCTORAL

AVERAGE MASTER'S DEGREE SALARIES BY BROAD CATEGORY - FAR WEST

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Business	\$82,536	28
Computer Sciences	\$81,658	11
Engineering	\$85,750	16

MASTER'S DEGREE SALARIES BY REGION AND MAJOR - FAR WEST

FAR WEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Majors					
Accounting	\$72,333	\$69,000	\$70,000	\$78,000	3
Business Administration/Management	\$92,250	\$80,000	\$85,000	\$104,500	4
Finance	\$73,000	\$69,000	\$70,000	\$78,000	5
Human Resources	\$81,667	\$75,000	\$85,000	\$85,000	3
Logistics/Supply Chain	\$81,667	\$75,000	\$85,000	\$85,000	3
Management Information Systems	\$81,500	\$77,000	\$85,000	\$86,000	4
Marketing	\$103,333	\$85,000	\$85,000	\$140,000	3
Sales	\$78,000	\$69,000	\$80,000	\$85,000	3
Computer Sciences Majors					
Computer Science	\$91,016	\$87,000	\$91,000	\$95,000	5
Information Sciences & Systems	\$70,360	\$54,080	\$72,000	\$85,000	3
Software Applications	\$77,360	\$54,080	\$87,000	\$91,000	3
Engineering Majors					
Computer Engineering	\$85,250	\$77,500	\$88,000	\$93,000	4
Electrical Engineering	\$84,000	\$77,500	\$87,500	\$90,500	4
Mechanical Engineering	\$84,800	\$85,000	\$88,000	\$90,000	5
Software Engineering	\$90,333	\$85,000	\$91,000	\$95,000	3

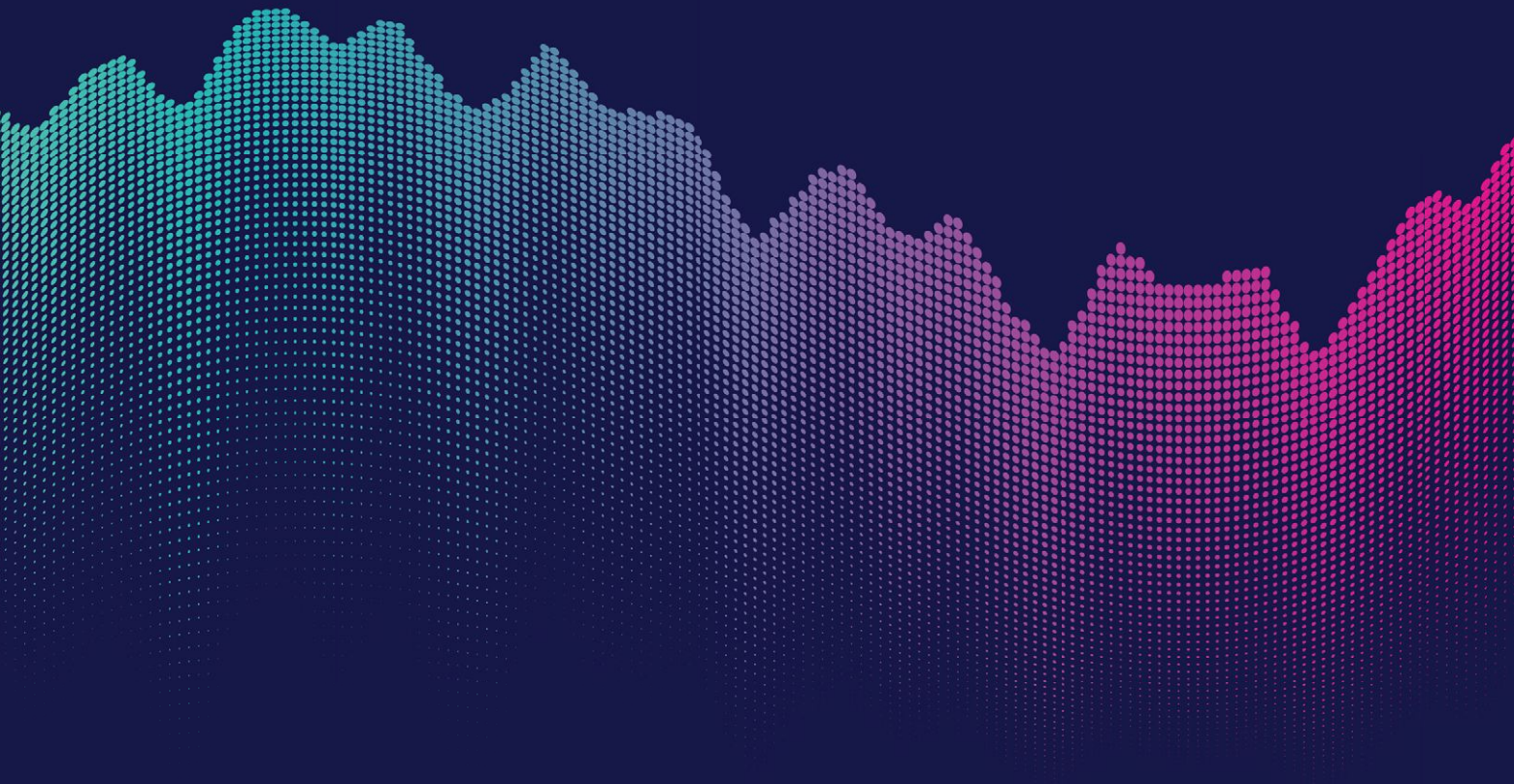
AVERAGE DOCTORAL DEGREE SALARIES BY BROAD CATEGORY - GREAT LAKES/PLAINS

BROAD CATEGORY	2023 AVERAGE SALARY	RESPONSES
Engineering	\$105,000	3

DOCTORAL DEGREE SALARIES BY REGION AND MAJOR - GREAT LAKES/PLAINS

GREAT LAKES/PLAINS	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Majors					
Materials Engineering/Science	\$105,000	\$100,000	\$105,000	\$110,000	3

APPENDIX



APPENDIX

RESPONDENTS BY INDUSTRY

INDUSTRY	# OF RESPONDENTS	% OF RESPONDENTS
Oil & Gas Extraction	1	0.6%
Utilities	5	2.9%
Construction	7	4.1%
Food & Beverage Mfg.	5	2.9%
Chemical (Pharmaceutical) Mfg.	12	7.1%
Computer & Electronics Mfg.	19	11.2%
Motor Vehicle Mfg.	7	4.1%
Misc. Mfg.	26	15.3%
Wholesale Trade	11	6.5%
Retail Trade	2	1.2%
Transportation	1	0.6%
Messaging & Warehouse	1	0.6%
Information	10	5.9%
Finance, Insurance & Real Estate	26	15.3%
Accounting Services	9	5.3%
Engineering Services	9	5.3%
Management Consulting	3	1.8%
Misc. Prof. Services	8	4.7%
Social Services	5	2.9%
Recreation & Hospitality	1	0.6%
Misc. Support Services	2	1.2%
	170	100.0%

APPENDIX

PARTICIPATING ORGANIZATIONS

Below is a list of the organizations that supplied salary projections for the NACE Winter 2023 *Salary Survey* report. (Please note: Although 170 organizations responded, the list below includes 112, as 58 organizations preferred not to be listed.)

AbbVie Inc.	GE Aviation
Akamai Technologies	General Dynamics - MS
Alliance Laundry Systems	General Dynamics Electric Boat
American Axle & Manufacturing Holdings, Inc.	Genworth Financial
Amkor Technology	Ginkgo Bioworks
Andersen Corporation	Greif
Armstrong World Industries	GROWMARK, Inc.
Astronautics Corporation of America	HCL Technologies
ATA Engineering, Inc.	Holder Construction Company
AvidXchange	Huhtamaki, Inc.
Ayres Associates	INEOS
Barry-Wehmiller Design Group	Ingalls Shipbuilding
BASF Corporation	Ingevity Corporation
Bayer US, Monsanto Company	Ingredion
Bechtel Plant Machinery Inc.	Jackson National Life Insurance Company
Blue Cross/Blue Shield of Massachusetts	JLL
Blue Origin	Johnson Lambert LLP
Brasfield & Gorrie, LLC	Kellogg Company
Cardinal Health	Kiewit Corporation
CHS Inc.	Klein Tools, Inc.
CIGNA Corporation	Koch Industries, Inc.
Cleveland-Cliffs Inc.	Land O'Lakes Inc.
CohnReznick	Liberty Mutual Insurance Company
Colliers Engineering & Design	Lincoln Financial Group
CRB	Link-Belt Construction Equipment Co.
Crowe LLP	Loram Maintenance of Way
Crown Cork & Seal Company USA, Inc.	LPL Financial
Cushman & Wakefield Inc.	Masonite
Dell Technologies	Mazars in US
Dick's Sporting Goods	Medtronic, Inc.
Dot Foods	MKS Instruments
E. & J. Gallo Winery	Moffatt & Nichol
Eaton Corporation	National Futures Association
Ecolab Inc.	NTT DATA Services
Edwards Lifesciences	OMNOVA Solutions Inc.
Emerson Climate Technologies	ONEOK, Inc.
ERM	Paylocity
Fanatics	PMG Digital Media
Fifth Third Bank	PPL Corporation
First Solar	Protiviti Inc.
Freese and Nichols	R1 RCM

APPENDIX

Seagate Technology	Terracon
Securian Financial	Textron Inc.
Selden Fox LTD	The Williams Companies
Shaw Industries, Inc.	TTI, Inc.
Sho-Me Power Electric Cooperative	Tucson Unified School District
Spectrum Health	Turner Construction Company
Starbucks	Uber
Steelcase Inc.	Uline
STMicroelectronics, Inc.	UScellular
Stryker Corporation	Veeam Software
SUEZ	Ventech Solutions Inc.
Synovus Financial Corporation	Verisk
T-Mobile USA, Inc.	Vertex
TASC, Inc.	WestRock Company
Teradyne Inc.	Wolfspeed

SALARY SURVEY

1 E Broad St

Ste 130 - 1005

Bethlehem, PA 18018-5934

