



# SALARY PROJECTIONS FOR CLASS OF 2018 NEW COLLEGE GRADUATES

DATA REPORTED BY EMPLOYERS

SALARIES BY MAJOR p. 7

SALARIES BY INDUSTRY p. 16

SALARIES BY REGION p. 36

# **FEATURING**

Starting Salary Projections for Degree Levels

BACHELOR'S MASTER'S DOCTORAL

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# ABOUT THIS SURVEY

The Winter 2018 Salary Survey contains annual salary projections for Class of 2018 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 August 9, 2017, through December 4, 2017. A total of 196 surveys were returned—a 23.9 percent response rate. Of those responding, 14.8 percent of respondents were from the West, 25.5 percent were from the Northeast, 25 percent were from the Southeast, and 34.7 percent were from the Midwest. A list of respondents by industry and size, and a partial list of organizations that supplied data for this report can be found in the Appendix.

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

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# SALARY SURVEY ISSUES FOR THE CLASS OF 2018

The Winter issue features starting salary projections by major from employer-provided data. The Winter 2018 report is the first report for the Class of 2018. Data are available by major, industry, and region. There are also data for advanced-degree candidates—the report includes data for 33 master's and 10 doctoral degree disciplines.

The Fall issue reports data from participating institutions; the data are provided to the schools by their graduates. In this sense, the data are "early" returns of the *First-Destination Survey* salary data. The report includes data by major and region. The Fall 2018 issue will provide actual starting salary data for the Class of 2018.

The Spring issue serves as the final report for the previous year's graduating class; its data are provided through the national *First-Destination Survey* initiative and represent actual, starting salaries (not projections) reported by graduates to their institutions. Data are by major and region. The Spring 2018 report will serve as the final report on starting salaries for the Class of 2017. The Spring 2019 *Salary Survey* will serve as the final report for the Class of 2018.

REPORT	WHAT	DATA SOURCE					
First Report - Winter 2018	Pre-graduation projected starting salaries	Employers					
Second Report - Fall 2018	Early results, post-graduation actual starting salaries	First-Destination Survey – Early Results (Students/Schools)					
Final Report - Spring 2019	Final results, post-graduation actual starting salaries	First-Destination Survey (Students/Schools)					

# SALARY DATA FOR THE CLASS OF 2018

# HOW TO READ SALARY SURVEY

# **BACHELORS / MASTER'S / DOCTORAL**

### PAGE 7

### STARTING SALARIES BY ACADEMIC MAJOR

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.

# **PAGE 16**

### STARTING SALARIES BY MAJOR AND INDUSTRY

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 manufacturing firms are reporting for electrical engineering graduates.)

### PAGE 26

### STARTING SALARIES BY INDUSTRY AND MAJOR

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.)

### **PAGE 36**

### STARTING SALARIES BY REGION AND MAJOR

In this section, you will find the average starting salary according to the major field of study, within the four geographic regions (Northeast, Southeast, Midwest, and West.) 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 alphabetical 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 West.

# EXECUTIVE SUMMARY Starting Salary Projections for the Class of 2018

# **BACHELOR'S DEGREE GRADUATES**

In this first look at starting salary projections for the Class of 2018, employers responding for NACE's Winter 2018 Salary Survey report expect to make students earning engineering, computer science, and math and sciences degrees the top-paid graduates at the bachelor's-degree level. (See Figure 1.) These fields were also in high demand among employers responding to the association's Job Outlook 2018 survey.

The salary and increase projections for the two highestpaid majors—engineering and computer science are nearly identical. With an overall average salary projection of \$66,521, engineering graduates are once again expected to be the highest paid. However, with a gain of less than 1 percent over last year's average projection of \$66,097 for Class of 2017 graduates, their average remains essentially flat.

Similarly, the average salary for Class of 2018 computer science graduates is expected to be \$66,005, which also is an increase of less than 1 percent over last year's average salary projection of \$65,540.

Meanwhile, math and sciences graduates are expected to see a more significant increase. These graduates are projected to earn salaries that average \$61,867, which is up 4.2 percent over last year's average of \$59,368. Although data are extremely limited, the increase for math and sciences graduates overall is driven by the average salary projection of \$69,900 for students specifically earning physics degrees. Last year, these particular graduates had an average salary projection of \$64,438.

Although business majors were tops in terms of demand in the Job Outlook 2018 survey, their overall average salary projection of \$56,720 falls fourth among the top-paid degrees in this report. The current average salary projection for business majors is 3.5 percent higher than last year's projection of \$54,803 for Class of 2017 business majors. Among the reported business disciplines, marketing is the highest paid this year, with an average salary projection of \$62,634—significantly higher than last year's projection of \$52,988.

The average offer for Class of 2018 social sciences graduates is expected to rise 6 percent to \$56,689, continuing the upward trend seen for these graduates. Last year, their average projected salary rose 15 percent. Although data for Class of 2018 social sciences graduates is limited, all five of the reported disciplines in the social sciences—economics, political science, psychology, sociology, and social work—are expected to receive higher average starting salaries, with increases ranging from almost 2 percent for economics majors to nearly 14 percent for social work majors.

The graduates who are expected to see the largest gain in starting salary are those earning degrees in the humanities. The average salary projection for graduates in the humanities this year (\$56,688) is up 16.3 percent from last year's average (\$48,733). The catalyst for this

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Engineering	\$66,521	418
Computer Science	\$66,005	173
Math & Sciences	\$61,867	62
Business	\$56,720	595
Social Sciences	\$56,689	63
Humanities	\$56,688	34
Agriculture & Natural Resources	\$53,565	31
Communications	\$51,448	62

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



large increase is the fact that all reported disciplines show average salary projections that exceed \$55,000. By comparison, the projected average salaries for humanities degrees in last year's Winter 2017 Salary Survey report ranged between \$46,000 and \$51,000.

On the other side, Class of 2018 communications graduates are the only group at the bachelor'sdegree level who are projected to earn a lower average starting salary than did their Class of 2017 counterparts. However, the decrease is minimal. Their overall average starting salary projection of \$51,448 is down less than 1 percent over last year's projection of \$51,925. In examining the individual majors in this group, the average salary projection for advertising majors is 1.6 percent lower than last year, causing the slight drop for the group.

### MASTER'S DEGREE GRADUATES

At the master's-degree level, math and sciences graduates top the list of highest-paid majors for the Class of 2018. (See Figure 2.) Their overall average salary projection stands at \$76,745, which is 9.5 percent higher than last year's salary projection for this group.

Engineering graduates earning master's degrees are projected to earn an average salary of \$75,481; that represents a less than 1 percent increase over last year's average of \$75,053. However, eight of the 11 individual reported majors have average salary projections that exceed the overall projection for the group and range from \$75,543 for mechanical engineering majors to \$81,156 for industrial/ manufacturing engineering majors.

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Math & Sciences	\$76,745	21
Engineering	\$75,481	128
Computer Science	\$75,103	71
Social Sciences	\$73,709	11
Business	\$69,756	183

# FIGURE 2 AVERAGE SALARIES BY DISCIPLINE / MASTER'S DEGREES

# FIGURE 3 AVERAGE SALARIES BY DISCIPLINE / DOCTORAL DEGREES

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Math & Sciences	\$99,214	7
Engineering	\$90,929	19
Computer Science	\$86,570	13

Last year, Class of 2017 computer science graduates topped the list of highest-paid majors at the master's degree level with an average projected salary of \$81,039. This year, their projected average salary is down 7.3 percent to \$75,103; the current projection is more in line with where average salaries for this group have been in the past. (Last year's average projection was more than 12 percent higher than the prior year's projection.) In addition, this year's three individual computer science disciplines show more moderate salary projections, falling in the \$72,000 to \$77,000 range, while last year's were in a significantly higher range of \$79,000 and \$82,000.

With their overall average salary projection rising 20 percent, master's graduates earning social science degrees are among the highest paid from the Class of 2018. Their average projected salary has jumped to \$73,709 from last year's average of \$61,333. While data here are extremely limited and should be used with caution, large increases to the average projected salary for economics majors (from \$63,778 last year to \$76,175 this year) and political science majors (from \$54,000 to \$67,133) are clearly driving the overall increase.

The average salary projection for Class of 2018 master's degree business graduates is down 5.8 percent to \$69,756. Driving that reduction is the fact that 10 of the 11 reported business disciplines are experiencing decreases; these range from a 1.5 percent decrease for actuarial science majors to a drop of 16.2 percent for international business majors. Sales majors are the only master's degree business major showing an increase; their projected average salary is up 13.3 percent from \$66,000 last year to \$74,750 this year.

The average starting salary projection for an M.B.A. graduate is \$78,332. That represents a 4.1 percent drop in the average offer for M.B.A.s and means they are ceding ground gained last year when their average projected offer rose 5.2 percent.

### DOCTORAL DEGREE GRADUATES

Respondents to the Job Outlook 2018 survey reported that just 1.7 percent of their new hires will hold doctoral degrees. With such limited data to report, average salary projections for the Class of 2018 are shown in just three categories of majors. (See Figure 3.)

As was the case at the master's-degree level, math and sciences top the list in terms of highest-paid majors at the doctoral degree level. At \$99,214, the overall average salary projection for these graduates is quite a bit higher this year—up 14.4 percent over last year's average of \$86,713. The individual salary projection for physics majors (\$114,667) is driving this increase; an average projection for physics majors was not provided last year.

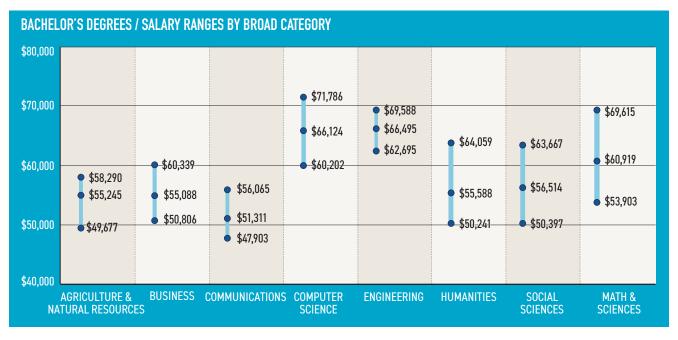
The average salary projection for engineering graduates earning doctoral degrees currently stands at \$90,929, which is down 5.2 percent over last year's average of \$95,973. Four of the five reported engineering disciplines top \$90,000 in terms of their average salary projections, with just materials engineering/science having a slightly lower salary projection of \$85,165. Last year, all reported engineering disciplines for the Class of 2017 topped the \$90,000 mark.

Computer science graduates at this degree level are showing greatly reduced average salary projections; their overall average projection has dropped more than 21 percent, from \$110,841 last year to just \$86,570 this year. The average salary projections by individual major tell the story, with drops for computer science (from \$110,850 to \$94,877), information sciences (from \$110,000 to \$76,046), and software applications (\$110,000 to \$77,713) majors. Again, however, the data are extremely limited and highly dependent upon the respondents to the survey, so any trend analysis among this group is not possible.

# STARTING SALARY **BY ACADEMIC MAJOR**

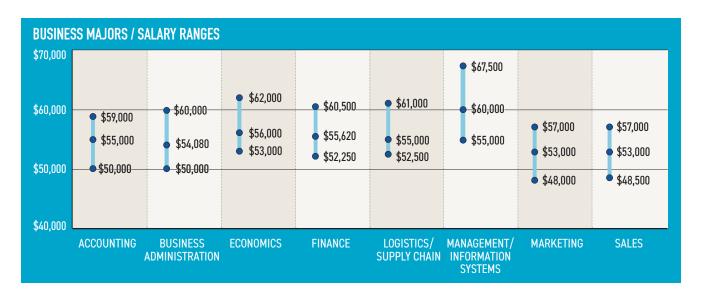


# BACHELOR'S DEGREES



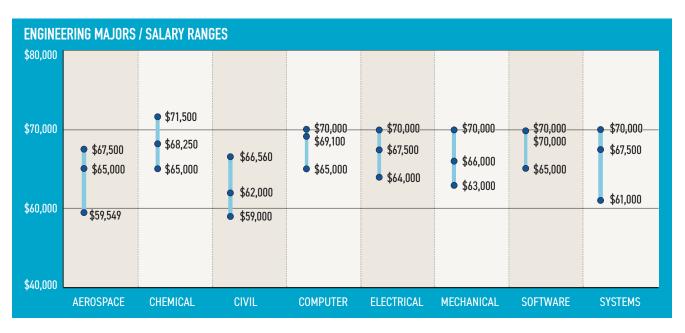
# BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management	\$56,175	\$52,800	\$56,000	\$62,000	12
Conservation/Natural Resources Management	\$49,867	\$40,000	\$54,600	\$55,000	3
Animal Science	\$51,150	\$47,300	\$54,800	\$55,000	4
Food Science	\$53,075	\$51,000	\$54,800	\$56,500	8



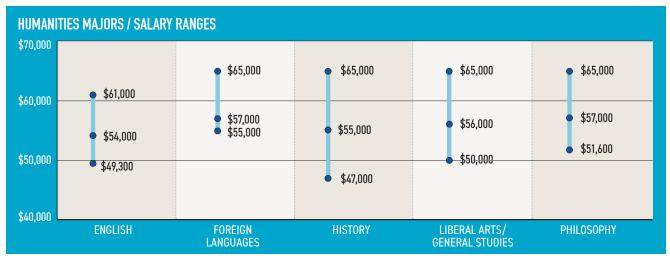
# **BACHELOR'S DEGREE SALARIES BY MAJOR**

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Plant Science	\$51,900	\$47,300	\$54,800	\$56,500	4
BUSINESS MAJORS					
Accounting	\$55,264	\$50,000	\$55,000	\$59,000	82
Actuarial Science	\$59,400	\$52,000	\$60,000	\$65,000	19
Business Administration/Management	\$54,660	\$50,000	\$54,080	\$60,000	72
Economics	\$58,103	\$53,000	\$56,000	\$62,000	47
Finance	\$56,809	\$52,250	\$55,620	\$60,500	80
Hospitality Management	\$53,880	\$50,000	\$53,560	\$60,000	7
Human Resources	\$52,322	\$47,500	\$51,338	\$57,500	48
International Business	\$56,073	\$50,000	\$56,500	\$60,000	22
Logistics/Supply Chain	\$56,823	\$52,500	\$55,000	\$61,000	55
Management Information Systems	\$60,583	\$55,000	\$60,000	\$67,500	58
Marketing	\$62,634	\$48,000	\$53,000	\$57,000	59
Sales	\$52,612	\$48,500	\$53,000	\$57,000	46
COMMUNICATIONS MAJORS					
Advertising	\$51,150	\$47,000	\$51,500	\$57,000	10
Communications	\$51,340	\$48,000	\$51,000	\$55,000	29
Journalism	\$53,722	\$50,000	\$55,000	\$57,000	9
Public Relations	\$50,421	\$47,000	\$49,450	\$57,000	14
COMPUTER SCIENCES MAJORS					
Computer Science	\$67,605	\$60,840	\$67,500	\$73,000	75
Information Sciences & Systems	\$64,638	\$59,500	\$64,750	\$70,000	56
Software Applications	\$64,971	\$60,000	\$65,500	\$72,000	42



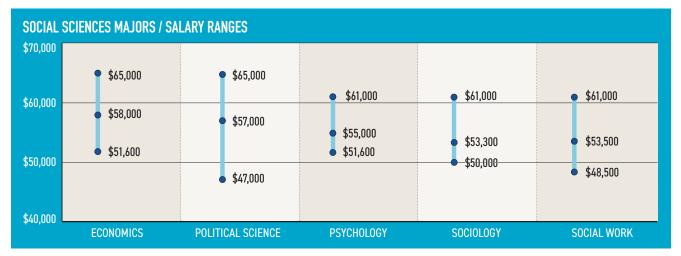
### BACHELOR'S DEGREE SALARIES BY MAJOR

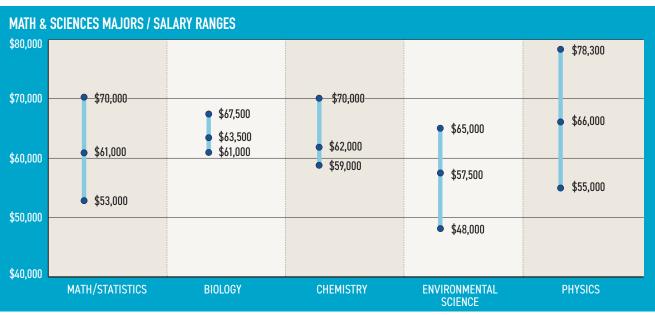
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$63,237	\$59,549	\$65,000	\$67,500	12
Biomedical Engineering	\$65,550	\$63,000	\$67,250	\$70,000	10
Chemical Engineering	\$68,764	\$65,000	\$68,250	\$71,500	38
Civil Engineering	\$63,071	\$59,000	\$62,000	\$66,560	27
Computer Engineering	\$69,510	\$65,000	\$69,100	\$70,000	43
Electrical Engineering	\$67,358	\$64,000	\$67,500	\$70,000	62
Engineering Technology	\$61,617	\$59,000	\$61,250	\$67,500	18
Environmental Engineering	\$64,548	\$59,500	\$65,000	\$70,500	20
Industrial/Manufacturing Engineering	\$65,104	\$62,000	\$65,000	\$68,000	42
Materials Engineering/Science	\$64,945	\$61,000	\$66,000	\$71,000	23
Mechanical Engineering	\$66,659	\$63,000	\$66,000	\$70,000	65
Nuclear Engineering	\$63,550	\$65,000	\$65,500	\$68,300	6
Software Engineering	\$70,073	\$65,000	\$70,000	\$70,000	30
Systems Engineering	\$66,623	\$61,000	\$67,500	\$70,000	22
HEALTHCARE MAJORS					
Healthcare Administration	\$55,200	\$46,000	\$55,000	\$64,500	5
HUMANITIES MAJORS					
Area & Gender Studies	\$59,000	\$55,000	\$57,000	\$65,000	3
English Language & Literature	\$55,075	\$49,300	\$54,000	\$61,000	8
Foreign Language & Literature	\$59,000	\$55,000	\$57,000	\$65,000	3
History	\$55,371	\$47,000	\$55,000	\$65,000	7
Liberal Arts/General Studies	\$57,160	\$50,000	\$56,000	\$65,000	10
Philosophy	\$57,867	\$51,600	\$57,000	\$65,000	3
SOCIAL SCIENCES MAJORS					
Economics	\$57,794	\$51,600	\$58,000	\$65,000	31



## **BACHELOR'S DEGREE SALARIES BY MAJOR**

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Political Science/International Relations	\$57,055	\$47,000	\$57,000	\$65,000	11
Psychology	\$54,733	\$51,600	\$55,000	\$61,000	9
Sociology	\$55,075	\$50,000	\$53,300	\$61,000	8
Social Work	\$54,750	\$48,500	\$53,500	\$61,000	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$61,016	\$53,000	\$61,000	\$70,000	30
Biology/Biological Sciences	\$64,250	\$61,000	\$63,500	\$67,500	4
Chemistry	\$63,818	\$59,000	\$62,000	\$70,000	11
Environmental Science	\$57,500	\$48,000	\$57,500	\$65,000	6
Geology/Geological Sciences	\$53,000	\$46,500	\$51,000	\$59,500	4
Physics	\$69,900	\$55,000	\$66,000	\$78,300	7

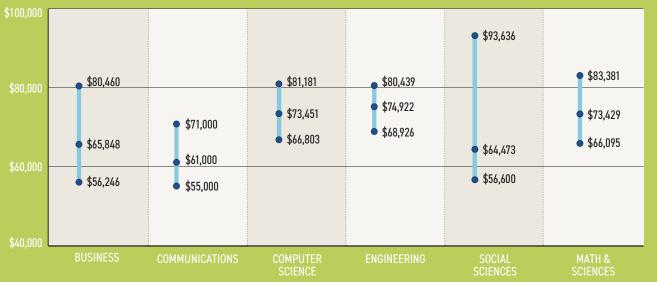




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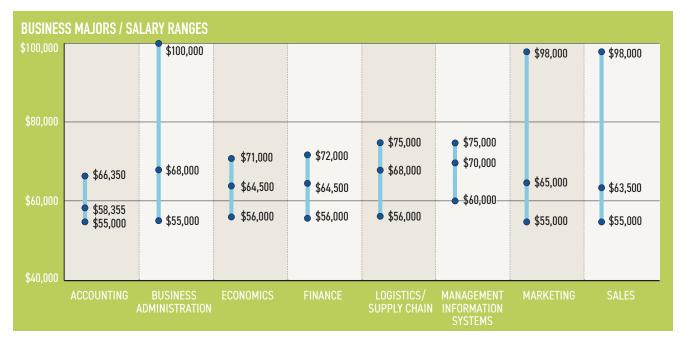
# MASTER'S DEGREES

### MASTER'S DEGREES / SALARY RANGES BY BROAD CATEGORY



# MASTER'S DEGREE SALARIES BY MAJOR

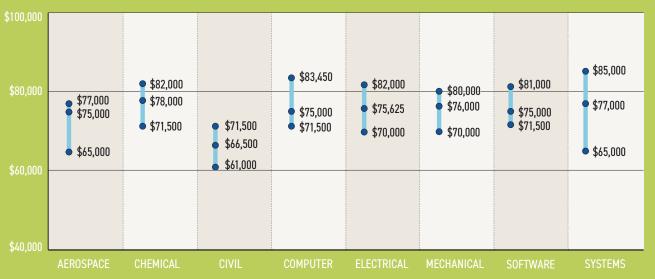
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management	\$68,500	\$59,000	\$68,500	\$78,000	4
Food Science	\$63,600	\$60,000	\$63,000	\$65,000	5
BUSINESS MAJORS					
Accounting	\$62,025	\$55,000	\$58,355	\$66,350	26



### MASTER'S DEGREE SALARIES BY MAJOR

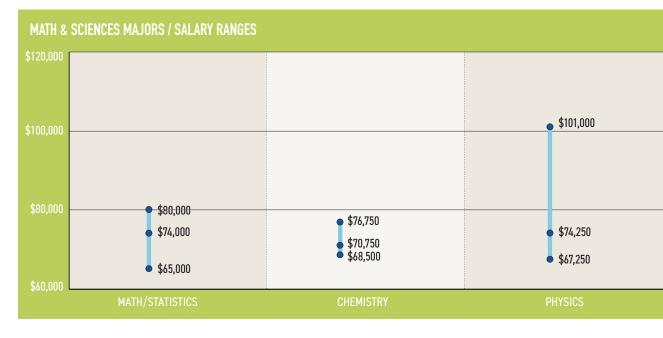
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Actuarial Science	\$69,250	\$62,000	\$68,000	\$74,000	8
Business Administration/Management	\$78,332	\$55,000	\$68,000	\$100,000	31
Economics	\$66,986	\$56,000	\$64,500	\$71,000	11
Finance	\$68,389	\$56,000	\$64,500	\$72,000	23
Human Resources	\$69,939	\$56,000	\$72,500	\$80,000	18
International Business	\$58,600	\$55,000	\$56,000	\$56,000	5
Logistics/Supply Chain	\$66,080	\$56,000	\$68,000	\$75,000	15
Management Information Systems	\$69,996	\$60,000	\$70,000	\$75,000	21
Marketing	\$73,505	\$55,000	\$65,000	\$98,000	17
Sales	\$74,750	\$55,000	\$63,500	\$98,000	8
COMMUNICATIONS MAJORS					
Communications	\$63,000	\$55,000	\$61,000	\$71,000	4
COMPUTER SCIENCES MAJORS					
Computer Science	\$77,394	\$69,000	\$75,000	\$84,225	32
Information Sciences & Systems	\$72,834	\$65,000	\$70,000	\$75,000	22
Software Applications	\$73,726	\$65,000	\$75,000	\$83,450	17
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$71,679	\$65,000	\$75,000	\$77,000	7
Chemical Engineering	\$76,282	\$71,500	\$78,000	\$82,000	11
Civil Engineering	\$68,892	\$61,000	\$66,500	\$71,500	10
Computer Engineering	\$77,115	\$71,500	\$75,000	\$83,450	17



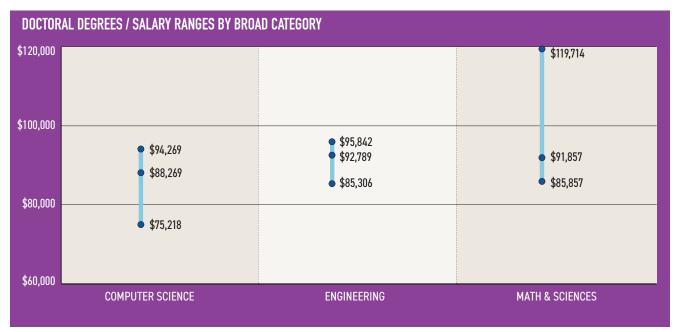


# MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Electrical Engineering	\$76,139	\$70,000	\$75,625	\$82,000	22
Environmental Engineering	\$68,471	\$61,000	\$68,300	\$71,500	7
Industrial/Manufacturing Engineering	\$81,156	\$72,000	\$78,400	\$85,000	9
Materials Engineering/Science	\$76,437	\$71,500	\$76,600	\$81,000	6
Mechanical Engineering	\$75,543	\$70,000	\$76,000	\$80,000	21
Software Engineering	\$77,959	\$71,500	\$75,000	\$81,000	11
Systems Engineering	\$76,214	\$65,000	\$77,000	\$85,000	7
SOCIAL SCIENCES MAJORS					
Economics	\$76,175	\$57,200	\$67,500	\$95,000	8
Political Science/International Relations	\$67,133	\$55,000	\$56,400	\$90,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$75,742	\$65,000	\$74,000	\$80,000	13
Chemistry	\$72,625	\$68,500	\$70,750	\$76,750	4
Physics	\$84,125	\$67,250	\$74,250	\$101,000	4



# DOCTORAL DEGREES



# DOCTORAL DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMPUTER SCIENCES MAJORS					
Computer Science	\$94,877	\$80,000	\$96,000	\$105,000	7
Information Sciences & Systems	\$76,046	\$69,638	\$78,500	\$80,000	3
Software Applications	\$77,713	\$69,638	\$80,000	\$83,500	3
ENGINEERING MAJORS					
Chemical Engineering	\$90,875	\$87,750	\$91,000	\$94,000	4
Computer Engineering	\$95,500	\$85,500	\$100,000	\$101,000	3
Electrical Engineering	\$94,500	\$88,500	\$96,000	\$100,500	4
Materials Engineering/Science	\$85,165	\$77,330	\$87,750	\$93,000	4
Mechanical Engineering	\$89,750	\$87,500	\$91,000	\$92,000	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$87,625	\$78,250	\$87,250	\$97,000	4
Physics	\$114,667	\$96,000	\$98,000	\$150,000	3

# STARTING SALARIES BY MAJOR AND INDUSTRY



# BACHELOR'S DEGREES

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management					
Food & Beverage Manufacturing	\$56,267	\$51,000	\$56,300	\$60,000	6
Food Science		, ,	. ,		
Food & Beverage Manufacturing	\$54,920	\$52,000	\$54,600	\$58,000	5
BUSINESS MAJORS					
Accounting					
Chemical (Pharmaceutical) Manufacturing	\$50,833	\$47,500	\$50,000	\$55,000	3
Computer & Electronics Manufacturing	\$55,534	\$50,000	\$56,000	\$62,000	10
Finance, Insurance, & Real Estate	\$58,083	\$51,500	\$56,000	\$63,000	18
Food & Beverage Manufacturing	\$59,287	\$57,720	\$59,000	\$61,000	6
Government	\$52,533	\$51,600	\$52,000	\$54,000	3
Information	\$58,167	\$45,000	\$64,500	\$65,000	3
Miscellaneous Manufacturing	\$54,636	\$50,000	\$55,500	\$61,000	11
Miscellaneous Professional Services	\$52,500	\$47,500	\$55,000	\$55,000	3
Motor Vehicle Manufacturing	\$53,293	\$50,000	\$55,000	\$55,466	5
Retail Trade	\$54,000	\$50,000	\$55,000	\$57,000	3
Transportation	\$52,167	\$47,000	\$52,500	\$57,000	3
Utilities	\$49,133	\$41,000	\$50,500	\$55,000	6
Actuarial Science					
Finance, Insurance, & Real Estate	\$61,917	\$56,000	\$60,000	\$67,000	12
Business Administration/Management					
Computer & Electronics Manufacturing	\$54,542	\$49,450	\$53,000	\$63,500	8
Finance, Insurance, & Real Estate	\$58,600	\$50,000	\$55,000	\$68,000	15
Food & Beverage Manufacturing	\$56,020	\$53,500	\$53,560	\$61,000	3
Information	\$53,875	\$43,000	\$55,250	\$64,750	4
Miscellaneous Manufacturing	\$52,786	\$50,000	\$55,000	\$58,000	7
Miscellaneous Professional Services	\$54,375	\$51,250	\$55,000	\$57,500	4
Motor Vehicle Manufacturing	\$53,438	\$52,000	\$53,315	\$55,000	3
Retail Trade	\$54,657	\$49,600	\$55,000	\$57,000	7
Transportation	\$53,767	\$47,000	\$52,500	\$61,800	3
Utilities	\$51,120	\$50,000	\$51,000	\$54,600	5
Economics	φ01,120	400,000	401,000	404,000	
Finance, Insurance, & Real Estate	\$62,688	\$54,000	\$61,500	\$70,000	16
Food & Beverage Manufacturing	\$57,853	\$53,560	\$59,000	\$61,000	3

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Miscellaneous Manufacturing	\$57,667	\$50,000	\$61,000	\$62,000	3
Miscellaneous Professional Services	\$56,667	\$55,000	\$55,000	\$60,000	3
Retail Trade	\$53,333	\$48,000	\$55,000	\$57,000	3
Utilities	\$54,450	\$52,500	\$55,000	\$56,400	4
Finance					
Chemical (Pharmaceutical) Manufacturing	\$56,667	\$55,000	\$55,000	\$60,000	3
Computer & Electronics Manufacturing	\$56,584	\$53,000	\$56,500	\$65,000	10
Finance, Insurance, & Real Estate	\$60,132	\$51,500	\$57,000	\$70,000	19
Food & Beverage Manufacturing	\$59,593	\$53,560	\$60,000	\$65,000	6
Information	\$57,375	\$50,000	\$59,750	\$64,750	4
Miscellaneous Manufacturing	\$56,682	\$51,000	\$57,000	\$61,000	11
Motor Vehicle Manufacturing	\$54,948	\$53,000	\$55,739	\$56,000	5
Retail Trade	\$54,250	\$52,500	\$55,000	\$56,000	4
Transportation	\$52,167	\$47,000	\$52,500	\$57,000	3
Utilities	\$53,660	\$55,000	\$55,000	\$57,800	5
Hospitality Management					
Finance, Insurance, & Real Estate	\$58,333	\$50,000	\$60,000	\$65,000	3
Human Resources					
Computer & Electronics Manufacturing	\$55,467	\$53,400	\$54,000	\$59,000	3
Finance, Insurance, & Real Estate	\$55,818	\$50,000	\$53,000	\$60,000	11
Food & Beverage Manufacturing	\$58,833	\$50,000	\$61,000	\$65,500	3
Information	\$48,250	\$44,000	\$48,000	\$52,500	4
Miscellaneous Manufacturing	\$51,722	\$50,000	\$51,000	\$57,000	9
Motor Vehicle Manufacturing	\$48,692	\$40,000	\$51,076	\$55,000	3
Utilities	\$53,000	\$45,000	\$55,000	\$59,000	3
International Business					
Finance, Insurance, & Real Estate	\$63,167	\$59,000	\$62,500	\$70,000	6
Miscellaneous Manufacturing	\$58,667	\$57,000	\$58,000	\$61,000	3
Logistics/Supply Chain					
Computer & Electronics Manufacturing	\$55,982	\$53,000	\$55,000	\$62,000	9
Finance, Insurance, & Real Estate	\$61,250	\$52,500	\$56,500	\$70,000	4
Food & Beverage Manufacturing	\$58,512	\$55,000	\$59,000	\$61,000	5
Management Consulting	\$59,500	\$52,500	\$58,000	\$68,000	3
Miscellaneous Manufacturing	\$57,625	\$54,000	\$60,000	\$60,500	8
Motor Vehicle Manufacturing	\$57,110	\$53,720	\$55,470	\$60,500	4
Retail Trade	\$58,714	\$52,000	\$57,000	\$64,000	7
Transportation	\$53,767	\$47,000	\$52,500	\$61,800	3
Utilities	\$53,017	\$50,000	\$54,050	\$55,000	3

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Management Information Systems					
Finance, Insurance, & Real Estate	\$66,417	\$60,000	\$70,000	\$71,000	12
Food & Beverage Manufacturing	\$65,585	\$63,420	\$66,750	\$67,750	4
Information	\$59,625	\$49,250	\$54,250	\$70,000	4
Management Consulting	\$67,000	\$60,000	\$68,000	\$73,000	3
Miscellaneous Manufacturing	\$59,333	\$55,000	\$62,000	\$64,000	9
Miscellaneous Professional Services	\$56,667	\$55,000	\$55,000	\$60,000	3
Motor Vehicle Manufacturing	\$57,544	\$54,500	\$57,087	\$60,587	4
Retail Trade	\$59,250	\$52,500	\$59,500	\$66,000	4
Transportation	\$54,750	\$51,000	\$56,000	\$58,500	4
Utilities	\$57,500	\$52,500	\$57,500	\$62,500	4
Marketing	401,000	<i>+•=</i> ,••••	<i>\</i>	+,	· ·
Chemical (Pharmaceutical) Manufacturing	\$55,000	\$50,000	\$55,000	\$60,000	3
Computer & Electronics Manufacturing	\$53,542	\$46,950	\$53,500	\$60,000	8
Finance, Insurance, & Real Estate	\$93,600	\$50,000	\$53,000	\$60,000	15
Information	\$49,000	\$43,000	\$50,500	\$55,000	4
Miscellaneous Manufacturing	\$52,250	\$50,000	\$54,000	\$57,000	6
Motor Vehicle Manufacturing	\$53,014	\$51,500	\$53,528	\$54,528	4
Retail Trade	\$52,500	\$48,000	\$52,500	\$57,000	4
Transportation	\$52,167	\$47,000	\$52,500	\$57,000	3
Sales		. ,	. ,	. ,	1
Computer & Electronics Manufacturing	\$50,750	\$45,000	\$50,000	\$55,000	6
Finance, Insurance, & Real Estate	\$53,000	\$50,000	\$50,000	\$55,000	12
Food & Beverage Manufacturing	\$58,187	\$53,560	\$60,000	\$61,000	3
Miscellaneous Manufacturing	\$54,063	\$50,500	\$56,500	\$60,000	8
Motor Vehicle Manufacturing	\$52,000	\$48,000	\$53,000	\$55,000	3
Retail Trade	\$52,625	\$48,250	\$52,750	\$57,000	4
COMMUNICATIONS MAJORS					1
Advertising					
Finance, Insurance, & Real Estate	\$50,667	\$42,000	\$50,000	\$60,000	3
Communications					1
Computer & Electronics Manufacturing	\$50,967	\$45,000	\$48,900	\$59,000	3
Finance, Insurance, & Real Estate	\$50,375	\$49,000	\$50,000	\$51,500	8
Miscellaneous Manufacturing	\$49,700	\$50,000	\$51,000	\$53,000	5
Retail Trade	\$54,000	\$48,000	\$57,000	\$57,000	3
Journalism					
Miscellaneous Manufacturing	\$53,333	\$50,000	\$53,000	\$57,000	3

### 25TH 75TH ACADEMIC MAJOR/INDUSTRY MEAN PERCENTILE MEDIAN PERCENTILE RESPONSES **Public Relations** Finance, Insurance, & Real Estate \$50.667 \$42,000 \$50,000 \$60,000 **COMPUTER SCIENCES MAJORS Computer Science** Computer & Electronics Manufacturing \$68,611 \$66,000 \$72,000 \$73,500 \$69,861 \$60,000 \$70,000 \$80,000 Finance, Insurance, & Real Estate Food & Beverage Manufacturing \$65,585 \$63,420 \$66,750 \$67,750 Information \$76.889 \$64,500 \$70.000 \$85.000 \$69.400 \$70,000 \$70.000 \$72.000 Management Consulting \$61.214 \$51,000 \$69.500 Miscellaneous Manufacturing \$65.000 \$68.375 \$72,500 Miscellaneous Professional Services \$64,250 \$68,500 \$59,344 Motor Vehicle Manufacturing \$52,500 \$58,688 \$66,188 Retail Trade \$66,250 \$59,500 \$66,500 \$73,000 \$60,667 \$47,000 \$65,000 \$70,000 Transportation Utilities \$62.317 \$55,000 \$65.000 \$66.950 **Information Sciences & Systems** Computer & Electronics Manufacturing \$64,333 \$50,000 \$71,000 \$72,000 Finance, Insurance, & Real Estate \$66,071 \$60,000 \$66,500 \$72,000 Food & Beverage Manufacturing \$64,947 \$60,840 \$66,000 \$68,000 \$72,833 \$60,000 \$66,000 \$85,000 Information \$67,500 \$63,500 \$67,500 \$71,500 Management Consulting \$66,000 Miscellaneous Manufacturing \$59,750 \$51,000 \$63,250 Miscellaneous Professional Services \$67,875 \$63,250 \$67,500 \$72,500 \$55,000 \$61,941 Motor Vehicle Manufacturing \$55,647 \$50,000 \$73,000 Retail Trade \$66,250 \$59,500 \$66,500 \$60,667 \$65,000 \$70,000 Transportation \$47,000 Utilities \$60,650 \$55,000 \$60,000 \$66,950 Software Applications \$68.000 \$61.000 \$75.000 **Computer & Electronics Manufacturing** \$73.500

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\$67,346	\$62,500	\$70,000	\$75,000	13
\$66,125	\$57,500	\$62,250	\$74,750	4
\$68,833	\$61,500	\$70,000	\$75,000	3
\$58,333	\$50,000	\$55,000	\$70,000	3
\$69,333	\$62,000	\$71,000	\$75,000	3
\$60,667	\$47,000	\$65,000	\$70,000	3
\$61,366	\$59,098	\$60,000	\$65,000	3
	\$66,125 \$68,833 \$58,333 \$69,333 \$60,667	\$66,125 \$57,500 \$68,833 \$61,500 \$58,333 \$50,000 \$69,333 \$62,000 \$60,667 \$47,000	\$66,125 \$57,500 \$62,250 \$68,833 \$61,500 \$70,000 \$58,333 \$50,000 \$55,000 \$69,333 \$62,000 \$71,000 \$60,667 \$47,000 \$65,000	\$66,125 \$57,500 \$62,250 \$74,750   \$68,833 \$61,500 \$70,000 \$75,000   \$58,333 \$50,000 \$55,000 \$70,000   \$69,333 \$62,000 \$71,000 \$75,000   \$60,667 \$47,000 \$65,000 \$70,000

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Biomedical Engineering					
Management Consulting	\$72,667	\$70,000	\$73,000	\$75,000	3
Chemical Engineering		<b>.</b>	<b>.</b>	<b>.</b>	
Chemical (Pharmaceutical) Manufacturing	\$76,930	\$65,000	\$78,000	\$87,000	5
Computer & Electronics Manufacturing	\$69,733	\$66,000	\$69,000	\$74,200	3
Engineering Services	\$66,333	\$65,000	\$65,000	\$69,000	3
Food & Beverage Manufacturing	\$69,640	\$67,280	\$69,000	\$72,000	4
Miscellaneous Manufacturing	\$67,964	\$67,000	\$68,000	\$71,000	11
Utilities	\$67,500	\$65,000	\$66,750	\$70,000	4
Civil Engineering					1
Construction	\$60,167	\$59,000	\$60,250	\$62,000	6
Engineering Services	\$61,090	\$59,500	\$60,180	\$62,680	4
Miscellaneous Manufacturing	\$66,750	\$62,500	\$67,000	\$71,000	4
Utilities	\$63,125	\$60,750	\$63,250	\$65,500	4
Computer Engineering		11			1
Computer & Electronics Manufacturing	\$71,125	\$67,000	\$70,000	\$75,000	8
Finance, Insurance, & Real Estate	\$76,250	\$70,000	\$70,000	\$85,000	6
Information	\$75,500	\$65,000	\$67,500	\$85,000	5
Management Consulting	\$69,250	\$67,000	\$70,000	\$71,500	4
Miscellaneous Manufacturing	\$68,250	\$65,250	\$69,250	\$71,250	4
Miscellaneous Professional Services	\$67,167	\$65,000	\$66,500	\$70,000	3
Utilities	\$67,025	\$65,000	\$67,000	\$69,050	4
Electrical Engineering					
Computer & Electronics Manufacturing	\$69,583	\$65,500	\$69,000	\$74,600	12
Engineering Services	\$63,500	\$61,000	\$62,500	\$66,000	4
Food & Beverage Manufacturing	\$69,390	\$68,280	\$70,000	\$70,500	4
Miscellaneous Manufacturing	\$66,833	\$62,000	\$67,500	\$71,000	15
Motor Vehicle Manufacturing	\$64,355	\$61,190	\$63,710	\$67,520	4
Utilities	\$66,800	\$65,000	\$66,650	\$68,500	6
Engineering Technology		· · · · ·			
Miscellaneous Manufacturing	\$59,583	\$58,500	\$60,000	\$61,000	6
Utilities	\$64,533	\$60,000	\$61,600	\$72,000	3
Environmental Engineering		· · · ·			
Miscellaneous Manufacturing	\$69,000	\$67,000	\$71,000	\$71,000	5
Utilities	\$62,683	\$60,000	\$63,050	\$65,000	3
Industrial/Manufacturing Engineering		· · · · ·			
Computer & Electronics Manufacturing	\$70,571	\$66,000	\$70,000	\$75,000	7
Food & Beverage Manufacturing	\$67,460	\$64,420	\$69,000	\$70,500	4

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Miscellaneous Manufacturing	\$63,000	\$61,000	\$63,000	\$67,000	13
Motor Vehicle Manufacturing	\$62,948	\$58,805	\$65,000	\$65,040	3
Utilities	\$64,400	\$61,000	\$66,000	\$66,200	3
Materials Engineering/Science		1			1
Miscellaneous Manufacturing	\$64,400	\$60,000	\$65,500	\$68,000	10
Mechanical Engineering				1	
Chemical (Pharmaceutical) Manufacturing	\$77,475	\$69,000	\$78,950	\$85,950	4
Computer & Electronics Manufacturing	\$69,018	\$65,000	\$68,000	\$72,000	11
Construction	\$62,240	\$61,500	\$62,000	\$62,700	5
Engineering Services	\$64,250	\$61,500	\$64,000	\$67,000	4
Food & Beverage Manufacturing	\$68,212	\$66,560	\$70,000	\$70,000	5
Management Consulting	\$63,667	\$51,000	\$70,000	\$70,000	3
Miscellaneous Manufacturing	\$65,850	\$62,500	\$66,800	\$68,000	16
Motor Vehicle Manufacturing	\$63,347	\$60,000	\$65,000	\$65,040	3
Utilities	\$64,838	\$63,000	\$65,500	\$66,675	4
Nuclear Engineering				1	
Utilities	\$67,825	\$65,500	\$67,150	\$70,150	4
Software Engineering				1	1
Computer & Electronics Manufacturing	\$70,000	\$66,000	\$70,000	\$70,000	5
Finance, Insurance, & Real Estate	\$80,000	\$70,000	\$70,000	\$100,000	3
Information	\$79,167	\$67,500	\$70,000	\$100,000	3
Management Consulting	\$69,250	\$67,000	\$70,000	\$71,500	4
Miscellaneous Manufacturing	\$68,500	\$63,000	\$71,000	\$71,500	3
Motor Vehicle Manufacturing	\$70,367	\$60,000	\$70,000	\$81,100	3
Utilities	\$66,367	\$65,000	\$65,000	\$69,100	3
Systems Engineering				1	
Computer & Electronics Manufacturing	\$70,333	\$66,000	\$70,000	\$75,000	3
Finance, Insurance, & Real Estate	\$76,250	\$70,000	\$75,000	\$82,500	4
Miscellaneous Manufacturing	\$65,250	\$62,000	\$64,500	\$68,500	4
Motor Vehicle Manufacturing	\$63,572	\$60,000	\$60,716	\$70,000	3
HUMANITIES MAJORS					
English Language & Literature					
Finance, Insurance, & Real Estate	\$59,000	\$42,000	\$65,000	\$70,000	3
History					
Finance, Insurance, & Real Estate	\$59,000	\$42,000	\$65,000	\$70,000	3
Liberal Arts/General Studies					
Finance, Insurance, & Real Estate	\$63,000	\$65,000	\$65,000	\$65,000	5

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOCIAL SCIENCES MAJORS	MEAN	PERCENTILE	MEDIAN	PERCENTILE	RESPUNSES
Economics					
	¢(1.000	¢50.000	¢ ( 5 000	¢ ( 0, 000	10
Finance, Insurance, & Real Estate	\$61,038	\$52,000	\$65,000	\$68,000	13
Information	\$56,500	\$40,000	\$64,500	\$65,000	3
Miscellaneous Manufacturing	\$56,000	\$45,000	\$61,000	\$62,000	3
Political Science/International Relations					
Finance, Insurance, & Real Estate	\$62,429	\$50,000	\$65,000	\$70,000	7
Psychology	'				
Finance, Insurance, & Real Estate	\$57,600	\$53,000	\$55,000	\$65,000	5
Sociology					
Finance, Insurance, & Real Estate	\$57,000	\$50,000	\$55,000	\$65,000	5
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance, & Real Estate	\$66,846	\$60,000	\$68,000	\$70,000	13
Information	\$51,167	\$45,000	\$53,500	\$55,000	3
Miscellaneous Professional Services	\$59,292	\$55,875	\$60,000	\$62,000	3
Chemistry				·	·
Chemical (Pharmaceutical) Manufacturing	\$65,667	\$60,000	\$65,000	\$72,000	3



# MASTER'S DEGREES

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Food Science					
Food & Beverage Manufacturing	\$66,000	\$60,000	\$63,000	\$75,000	3
BUSINESS MAJORS	400,000	400,000	400,000	φ/ 0,000	Ű
Accounting					
Computer & Electronics Manufacturing	\$64,519	\$53,400	\$70,000	\$75,000	5
Finance, Insurance & Real Estate	\$70,800	\$55,000	\$59,000	\$90,000	5
Actuarial Science	\$70,000	400,000	φ07,000	φ/0,000	5
Finance, Insurance & Real Estate	\$71,500	\$62,000	\$68,500	\$81,000	4
Business Administration/Management	φ/1,000	ψ02,000	400,000	φ01,000	
Computer & Electronics Manufacturing	\$74,432	\$53,400	\$72,500	\$100,000	6
Finance, Insurance & Real Estate	\$96,857	\$55,000	\$100,000	\$128,000	7
Miscellaneous Professional Services	\$57,500	\$52,500	\$57,500	\$62,500	4
Finance	407,000	<b>402,000</b>	ψ07,000	φ02,000	
Computer & Electronics Manufacturing	\$66,148	\$54,797	\$65,700	\$77,500	4
Finance, Insurance & Real Estate	\$77,500	\$60,000	\$77,500	\$95,000	4
Human Resources	\$77,000	400,000	\$77,000	\$70,000	
Computer & Electronics Manufacturing	\$76,600	\$70,700	\$80,000	\$82,500	4
Logistics/Supply Chain	\$70,000	<i><i><i></i></i></i>	400,000	<i>402,000</i>	
Computer & Electronics Manufacturing	\$69,839	\$68,000	\$70,000	\$80,000	5
Management Information Systems	<i>\\</i> 07,007	400,000	φ, σ <u>ι</u> σσσ	<i>\$00,000</i>	
Information	\$86,667	\$60,000	\$85,000	\$115,000	3
Marketing	400,007	400,000	<i><b>4</b>00,000</i>	<b></b>	
Computer & Electronics Manufacturing	\$67,198	\$48,193	\$53,400	\$100,000	3
Miscellaneous Manufacturing	\$89,667	\$71,000	\$98,000	\$100,000	3
COMPUTER SCIENCES MAJORS	40,100,	<b></b>	<i><b></b><i></i></i>	<b>†</b>	-
Computer Science					
Computer & Electronics Manufacturing	\$82,650	\$77,000	\$82,500	\$90,000	6
Finance, Insurance, & Real Estate	\$79,800	\$60,000	\$85,000	\$95,000	5
Information	\$80,833	\$65,000	\$75,000	\$85,000	6
Miscellaneous Professional Services	\$72,750	\$68,000	\$75,000	\$75,250	3
Information Sciences & Systems	÷. ±1, 00	+,000	÷. 51000	<i></i>	3
Finance, Insurance, & Real Estate	\$73,000	\$59,000	\$60,000	\$100,000	3
Information	\$79,000	\$65,000	\$75,000	\$85,000	5
Miscellaneous Professional Services	\$70,333	\$68,000	\$68,000	\$75,000	3

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Software Applications					
Computer & Electronics Manufacturing	\$76,633	\$58,900	\$85,000	\$86,000	3
Information	\$70,000	\$60,000	\$65,000	\$85,000	3
ENGINEERING MAJORS					
Civil Engineering					
Engineering Services	\$63,640	\$60,000	\$62,920	\$68,000	3
Computer Engineering					
Computer & Electronics Manufacturing	\$87,400	\$84,000	\$85,000	\$86,000	5
Electrical Engineering					
Computer & Electronics Manufacturing	\$84,500	\$77,000	\$84,500	\$86,000	6
Miscellaneous Manufacturing	\$77,167	\$75,000	\$76,000	\$80,500	3
Industrial/Manufacturing Engineering					
Computer & Electronics Manufacturing	\$83,000	\$71,000	\$78,500	\$95,000	4
Mechanical Engineering					
Computer & Electronics Manufacturing	\$81,640	\$76,200	\$77,000	\$80,000	5
Miscellaneous Manufacturing	\$76,500	\$73,000	\$76,000	\$80,500	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance, & Real Estate	\$85,500	\$76,000	\$85,000	\$95,000	4
Miscellaneous Professional Services	\$66,750	\$63,750	\$65,000	\$71,500	3

# DOCTORAL DEGREES

# DOCTORAL DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMPUTER SCIENCES MAJORS					
Computer Science					
Computer & Electronics Manufacturing	\$92,660	\$82,819	\$98,000	\$102,500	4

# STARTING SALARIES BY **INDUSTRY AND MAJOR**

# TOP-PAYING INDUSTRIES / BACHELOR'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Management Consulting	\$67,569	29
Chemical (Pharmaceutical) Manufacturing	\$65,669	21
Information	\$63,902	56
Finance, Insurance & Real Estate	\$63,836	269
Engineering Services	\$63,624	15

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# BACHELOR'S DEGREES

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
CHEMICAL (PHARMACEUTICAL) MANUFACTURING			MEDIAN		MESPONSES
Business Majors	·				
Accounting	\$50,833	\$47,500	\$50,000	\$55,000	3
Finance	\$56,667	\$55,000	\$55,000	\$60,000	3
Marketing	\$55,000	\$50,000	\$55,000	\$60,000	3
Engineering Majors					
Chemical Engineering	\$76,930	\$65,000	\$78,000	\$87,000	5
Mechanical Engineering	\$77,475	\$69,000	\$78,950	\$85,950	4
Mathematics and Sciences Majors				1	
Chemistry	\$65,667	\$60,000	\$65,000	\$72,000	3
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$55,534	\$50,000	\$56,000	\$62,000	10
Business Administration/Management	\$54,542	\$49,450	\$53,000	\$63,500	8
Finance	\$56,584	\$53,000	\$56,500	\$65,000	10
Human Resources	\$55,467	\$53,400	\$54,000	\$59,000	3
Logistics/Supply Chain	\$55,982	\$53,000	\$55,000	\$62,000	9
Marketing	\$53,542	\$46,950	\$53,500	\$60,000	8
Sales	\$50,750	\$45,000	\$50,000	\$55,000	6
Communications Majors				1	
Communications	\$50,967	\$45,000	\$48,900	\$59,000	3
Computer Sciences Majors				1	
Computer Science	\$68,611	\$66,000	\$72,000	\$73,500	9
Information Sciences & Systems	\$64,333	\$50,000	\$71,000	\$72,000	3
Software Applications	\$68,000	\$61,000	\$73,500	\$75,000	4
Engineering Majors		1		1	
Chemical Engineering	\$69,733	\$66,000	\$69,000	\$74,200	3
Computer Engineering	\$71,125	\$67,000	\$70,000	\$75,000	8
Electrical Engineering	\$69,583	\$65,500	\$69,000	\$74,600	12
Industrial/Manufacturing Engineering	\$70,571	\$66,000	\$70,000	\$75,000	7
Mechanical Engineering	\$69,018	\$65,000	\$68,000	\$72,000	11
Software Engineering	\$70,000	\$66,000	\$70,000	\$70,000	5
Systems Engineering	\$70,333	\$66,000	\$70,000	\$75,000	3

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
CONSTRUCTION	MEAN		MEDIAN		
Engineering Majors					
	¢(0,1/7	¢50.000	¢(0.250	¢(2,000	1
Civil Engineering	\$60,167	\$59,000	\$60,250	\$62,000	6
Mechanical Engineering	\$62,240	\$61,500	\$62,000	\$62,700	5
ENGINEERING SERVICES					
Engineering Majors	¢(( )))	¢(E 000	¢/ E 000	¢(0,000	2
Chemical Engineering	\$66,333	\$65,000 ¢50,500	\$65,000	\$69,000	3
Civil Engineering	\$61,090	\$59,500	\$60,180	\$62,680	4
Electrical Engineering	\$63,500	\$61,000	\$62,500	\$66,000	4
Mechanical Engineering	\$64,250	\$61,500	\$64,000	\$67,000	4
FINANCE, INSURANCE, & REAL ESTATE					
Business Majors	4-2	Ac	A	A	-
Accounting	\$58,083	\$51,500	\$56,000	\$63,000	18
Actuarial Science	\$61,917	\$56,000	\$60,000	\$67,000	12
Business Administration/Management	\$58,600	\$50,000	\$55,000	\$68,000	15
Economics	\$62,688	\$54,000	\$61,500	\$70,000	16
Finance	\$60,132	\$51,500	\$57,000	\$70,000	19
Hospitality Management	\$58,333	\$50,000	\$60,000	\$65,000	3
Human Resources	\$55,818	\$50,000	\$53,000	\$60,000	11
International Business	\$63,167	\$59,000	\$62,500	\$70,000	6
Logistics/Supply Chain	\$61,250	\$52,500	\$56,500	\$70,000	4
Management Information Systems	\$66,417	\$60,000	\$70,000	\$71,000	12
Marketing	\$93,600	\$50,000	\$53,000	\$60,000	15
Sales	\$53,000	\$50,000	\$50,000	\$55,000	12
Communications Majors					
Advertising	\$50,667	\$42,000	\$50,000	\$60,000	3
Communications	\$50,375	\$49,000	\$50,000	\$51,500	8
Public Relations	\$50,667	\$42,000	\$50,000	\$60,000	3
Computer Sciences Majors					
Computer Science	\$69,861	\$60,000	\$70,000	\$80,000	18
Information Sciences & Systems	\$66,071	\$60,000	\$66,500	\$72,000	14
Software Applications	\$67,346	\$62,500	\$70,000	\$75,000	13
Engineering Majors					
Computer Engineering	\$76,250	\$70,000	\$70,000	\$85,000	6
Software Engineering	\$80,000	\$70,000	\$70,000	\$100,000	3
Systems Engineering	\$76,250	\$70,000	\$75,000	\$82,500	4
Humanities Majors					
English Language & Literature	\$59,000	\$42,000	\$65,000	\$70,000	3

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
History	\$59,000	\$42,000	\$65,000	\$70,000	3
Liberal Arts/General Studies	\$63,000	\$65,000	\$65,000	\$65,000	5
Social Sciences Majors		· · · · · · · · · · · · · · · · · · ·			
Economics	\$61,038	\$52,000	\$65,000	\$68,000	13
Political Science/International Relations	\$62,429	\$50,000	\$65,000	\$70,000	7
Psychology	\$57,600	\$53,000	\$55,000	\$65,000	5
Sociology	\$57,000	\$50,000	\$55,000	\$65,000	5
Mathematics and Sciences Majors					
Mathematics/Statistics	\$66,846	\$60,000	\$68,000	\$70,000	13
FOOD & BEVERAGE MANUFACTURING	i i				·
Agriculture and Natural Resources Majors					
Agricultural Business/Management	\$56,267	\$51,000	\$56,300	\$60,000	6
Food Science	\$54,920	\$52,000	\$54,600	\$58,000	5
Business Majors		11			1
Accounting	\$59,287	\$57,720	\$59,000	\$61,000	6
Business Administration/Management	\$56,020	\$53,500	\$53,560	\$61,000	3
Economics	\$57,853	\$53,560	\$59,000	\$61,000	3
Finance	\$59,593	\$53,560	\$60,000	\$65,000	6
Human Resources	\$58,833	\$50,000	\$61,000	\$65,500	3
Logistics/Supply Chain	\$58,512	\$55,000	\$59,000	\$61,000	5
Management Information Systems	\$65,585	\$63,420	\$66,750	\$67,750	4
Sales	\$58,187	\$53,560	\$60,000	\$61,000	3
Computer Sciences Majors	· · ·				
Computer Science	\$65,585	\$63,420	\$66,750	\$67,750	4
Information Sciences & Systems	\$64,947	\$60,840	\$66,000	\$68,000	3
Engineering Majors		· · · · · · · · · · · · · · · · · · ·			
Chemical Engineering	\$69,640	\$67,280	\$69,000	\$72,000	4
Electrical Engineering	\$69,390	\$68,280	\$70,000	\$70,500	4
Industrial/Manufacturing Engineering	\$67,460	\$64,420	\$69,000	\$70,500	4
Mechanical Engineering	\$68,212	\$66,560	\$70,000	\$70,000	5
GOVERNMENT					
Business Majors					
Accounting	\$52,533	\$51,600	\$52,000	\$54,000	3
INFORMATION					
Business Majors					
Accounting	\$58,167	\$45,000	\$64,500	\$65,000	3
Business Administration/Management	\$53,875	\$43,000	\$55,250	\$64,750	4
Finance	\$57,375	\$50,000	\$59,750	\$64,750	4

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Human Resources	\$48,250	\$44,000	\$48,000	\$52,500	4
Management Information Systems	\$59,625	\$49,250	\$54,250	\$70,000	4
Marketing	\$49,000	\$43,000	\$50,500	\$55,000	4
Computer Sciences Majors					
Computer Science	\$76,889	\$64,500	\$70,000	\$85,000	9
Information Sciences & Systems	\$72,833	\$60,000	\$66,000	\$85,000	6
Software Applications	\$66,125	\$57,500	\$62,250	\$74,750	4
Engineering Majors					
Computer Engineering	\$75,500	\$65,000	\$67,500	\$85,000	5
Software Engineering	\$79,167	\$67,500	\$70,000	\$100,000	3
Social Sciences Majors					
Economics	\$56,500	\$40,000	\$64,500	\$65,000	3
Mathematics and Sciences Majors				1	1
Mathematics/Statistics	\$51,167	\$45,000	\$53,500	\$55,000	3
MANAGEMENT CONSULTING					1
Business Majors					
Logistics/Supply Chain	\$59,500	\$52,500	\$58,000	\$68,000	3
Management Information Systems	\$67,000	\$60,000	\$68,000	\$73,000	3
Computer Sciences Majors					
Computer Science	\$69,400	\$70,000	\$70,000	\$72,000	5
Information Sciences & Systems	\$67,500	\$63,500	\$67,500	\$71,500	4
Engineering Majors					
Biomedical Engineering	\$72,667	\$70,000	\$73,000	\$75,000	3
Computer Engineering	\$69,250	\$67,000	\$70,000	\$71,500	4
Mechanical Engineering	\$63,667	\$51,000	\$70,000	\$70,000	3
Software Engineering	\$69,250	\$67,000	\$70,000	\$71,500	4
MISCELLANEOUS MANUFACTURING					
Business Majors					
Accounting	\$54,636	\$50,000	\$55,500	\$61,000	11
Business Administration/Management	\$52,786	\$50,000	\$55,000	\$58,000	7
Economics	\$57,667	\$50,000	\$61,000	\$62,000	3
Finance	\$56,682	\$51,000	\$57,000	\$61,000	11
Human Resources	\$51,722	\$50,000	\$51,000	\$57,000	9
International Business	\$58,667	\$57,000	\$58,000	\$61,000	3
Logistics/Supply Chain	\$57,625	\$54,000	\$60,000	\$60,500	8
Management Information Systems	\$59,333	\$55,000	\$62,000	\$64,000	9
Marketing	\$52,250	\$50,000	\$54,000	\$57,000	6
Sales	\$54,063	\$50,500	\$56,500	\$60,000	8

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Communications Majors					
Communications	\$49,700	\$50,000	\$51,000	\$53,000	5
Journalism	\$53,333	\$50,000	\$53,000	\$57,000	3
Computer Sciences Majors	400,000	400,000	400,000	407,000	0
Computer Science	\$61,214	\$51,000	\$65,000	\$69,500	7
Information Sciences & Systems	\$59,750	\$51,000	\$63,250	\$66,000	6
Engineering Majors	407,700	401,000	φ00,200	400,000	0
Chemical Engineering	\$67,964	\$67,000	\$68,000	\$71,000	11
Civil Engineering	\$66,750	\$62,500	\$67,000	\$71,000	4
Computer Engineering	\$68,250	\$65,250	\$69,250	\$71,250	4
Electrical Engineering	\$66,833	\$62,000	\$67,500	\$71,000	15
Engineering Technology	\$59,583	\$58,500	\$60,000	\$61,000	6
Environmental Engineering	\$69,000	\$67,000	\$71,000	\$71,000	5
Industrial/Manufacturing Engineering	\$63,000	\$61,000	\$63,000	\$67,000	13
Materials Engineering/Science	\$64,400	\$60,000	\$65,500	\$68,000	10
Mechanical Engineering	\$65,850	\$62,500	\$66,800	\$68,000	16
Software Engineering	\$68,500	\$63,000	\$71,000	\$71,500	3
Systems Engineering	\$65,250	\$62,000	\$64,500	\$68,500	4
Social Sciences Majors		. ,	. ,		
Economics	\$56,000	\$45,000	\$61,000	\$62,000	3
MISCELLANEOUS PROFESSIONAL SERVICES					
Business Majors					
Accounting	\$52,500	\$47,500	\$55,000	\$55,000	3
Business Administration/Management	\$54,375	\$51,250	\$55,000	\$57,500	4
Economics	\$56,667	\$55,000	\$55,000	\$60,000	3
Management Information Systems	\$56,667	\$55,000	\$55,000	\$60,000	3
Computer Sciences Majors		1			1
Computer Science	\$68,375	\$64,250	\$68,500	\$72,500	4
Information Sciences & Systems	\$67,875	\$63,250	\$67,500	\$72,500	4
Software Applications	\$68,833	\$61,500	\$70,000	\$75,000	3
Engineering Majors		11			1
Computer Engineering	\$67,167	\$65,000	\$66,500	\$70,000	3
Mathematics and Sciences Majors		1			1
Mathematics/Statistics	\$59,292	\$55,875	\$60,000	\$62,000	3
MOTOR VEHICLE MANUFACTURING					
Business Majors					
Accounting	\$53,293	\$50,000	\$55,000	\$55,466	5
Business Administration/Management	\$53,438	\$52,000	\$53,315	\$55,000	3

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Finance	\$54,948	\$53,000	\$55,739	\$56,000	5
Human Resources	\$48,692	\$40,000	\$51,076	\$55,000	3
Logistics/Supply Chain	\$57,110	\$53,720	\$55,470	\$60,500	4
Management Information Systems	\$57,544	\$54,500	\$57,087	\$60,587	4
Marketing	\$53,014	\$51,500	\$53,528	\$54,528	4
Sales	\$52,000	\$48,000	\$53,000	\$55,000	3
Computer Sciences Majors					
Computer Science	\$59,344	\$52,500	\$58,688	\$66,188	4
Information Sciences & Systems	\$55,647	\$50,000	\$55,000	\$61,941	3
Software Applications	\$58,333	\$50,000	\$55,000	\$70,000	3
Engineering Majors					
Aerospace/Aeronautical Engineering	\$61,366	\$59,098	\$60,000	\$65,000	3
Electrical Engineering	\$64,355	\$61,190	\$63,710	\$67,520	4
Industrial/Manufacturing Engineering	\$62,948	\$58,805	\$65,000	\$65,040	3
Mechanical Engineering	\$63,347	\$60,000	\$65,000	\$65,040	3
Software Engineering	\$70,367	\$60,000	\$70,000	\$81,100	3
Systems Engineering	\$63,572	\$60,000	\$60,716	\$70,000	3
RETAIL TRADE					
Business Majors					
Accounting	\$54,000	\$50,000	\$55,000	\$57,000	3
Business Administration/Management	\$54,657	\$49,600	\$55,000	\$57,000	7
Economics	\$53,333	\$48,000	\$55,000	\$57,000	3
Finance	\$54,250	\$52,500	\$55,000	\$56,000	4
Logistics/Supply Chain	\$58,714	\$52,000	\$57,000	\$64,000	7
Management Information Systems	\$59,250	\$52,500	\$59,500	\$66,000	4
Marketing	\$52,500	\$48,000	\$52,500	\$57,000	4
Sales	\$52,625	\$48,250	\$52,750	\$57,000	4
Communications Majors					
Communications	\$54,000	\$48,000	\$57,000	\$57,000	3
Computer Sciences Majors					
Computer Science	\$66,250	\$59,500	\$66,500	\$73,000	4
Information Sciences & Systems	\$66,250	\$59,500	\$66,500	\$73,000	4
Software Applications	\$69,333	\$62,000	\$71,000	\$75,000	3
TRANSPORTATION					
Business Majors					
Accounting	\$52,167	\$47,000	\$52,500	\$57,000	3
Business Administration/Management	\$53,767	\$47,000	\$52,500	\$61,800	3
Finance	\$52,167	\$47,000	\$52,500	\$57,000	3

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Logistics/Supply Chain	\$53,767	\$47,000	\$52,500	\$61,800	3
Management Information Systems	\$54,750	\$51,000	\$56,000	\$58,500	4
Marketing	\$52,167	\$47,000	\$52,500	\$57,000	3
Computer Sciences Majors					1
Computer Science	\$60,667	\$47,000	\$65,000	\$70,000	3
Information Sciences & Systems	\$60,667	\$47,000	\$65,000	\$70,000	3
Software Applications	\$60,667	\$47,000	\$65,000	\$70,000	3
UTILITIES				1	1
Business Majors					
Accounting	\$49,133	\$41,000	\$50,500	\$55,000	6
Business Administration/Management	\$51,120	\$50,000	\$51,000	\$54,600	5
Economics	\$54,450	\$52,500	\$55,000	\$56,400	4
Finance	\$53,660	\$55,000	\$55,000	\$57,800	5
Human Resources	\$53,000	\$45,000	\$55,000	\$59,000	3
Logistics/Supply Chain	\$53,017	\$50,000	\$54,050	\$55,000	3
Management Information Systems	\$57,500	\$52,500	\$57,500	\$62,500	4
Computer Sciences Majors					1
Computer Science	\$62,317	\$55,000	\$65,000	\$66,950	3
Information Sciences & Systems	\$60,650	\$55,000	\$60,000	\$66,950	3
Engineering Majors	I				1
Chemical Engineering	\$67,500	\$65,000	\$66,750	\$70,000	4
Civil Engineering	\$63,125	\$60,750	\$63,250	\$65,500	4
Computer Engineering	\$67,025	\$65,000	\$67,000	\$69,050	4
Electrical Engineering	\$66,800	\$65,000	\$66,650	\$68,500	6
Engineering Technology	\$64,533	\$60,000	\$61,600	\$72,000	3
Environmental Engineering	\$62,683	\$60,000	\$63,050	\$65,000	3
Industrial/Manufacturing Engineering	\$64,400	\$61,000	\$66,000	\$66,200	3
Mechanical Engineering	\$64,838	\$63,000	\$65,500	\$66,675	4
Nuclear Engineering	\$67,825	\$65,500	\$67,150	\$70,150	4
Software Engineering	\$66,367	\$65,000	\$65,000	\$69,100	3

# MASTER'S DEGREES

# **TOP-PAYING INDUSTRIES / MASTER'S DEGREES**

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Miscellaneous Manufacturing	\$81,111	9
Finance, Insurance & Real Estate	\$80,875	32
Information	\$79,412	17
Computer & Electronics Manufacturing	\$76,803	56
Miscellaneous Professional Services	\$66,115	13

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$64,519	\$53,400	\$70,000	\$75,000	5
Business Administration/Management	\$74,432	\$53,400	\$72,500	\$100,000	6
Finance	\$66,148	\$54,797	\$65,700	\$77,500	4
Human Resources	\$76,600	\$70,700	\$80,000	\$82,500	4
Logistics/Supply Chain	\$69,839	\$68,000	\$70,000	\$80,000	5
Marketing	\$67,198	\$48,193	\$53,400	\$100,000	3
Computer Sciences Majors	·				
Computer Science	\$82,650	\$77,000	\$82,500	\$90,000	6
Software Applications	\$76,633	\$58,900	\$85,000	\$86,000	3
Engineering Majors					
Computer Engineering	\$87,400	\$84,000	\$85,000	\$86,000	5
Electrical Engineering	\$84,500	\$77,000	\$84,500	\$86,000	6
Industrial/Manufacturing Engineering	\$83,000	\$71,000	\$78,500	\$95,000	4
Mechanical Engineering	\$81,640	\$76,200	\$77,000	\$80,000	5
ENGINEERING SERVICES					
Engineering Majors					
Civil Engineering	\$63,640	\$60,000	\$62,920	\$68,000	3
FINANCE, INSURANCE, & REAL ESTATE					
Business Majors					
Accounting	\$70,800	\$55,000	\$59,000	\$90,000	5
Actuarial Science	\$71,500	\$62,000	\$68,500	\$81,000	4
Business Administration/Management	\$96,857	\$55,000	\$100,000	\$128,000	7
Finance	\$77,500	\$60,000	\$77,500	\$95,000	4

#### MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Computer Sciences Majors					
Computer Science	\$79,800	\$60,000	\$85,000	\$95,000	5
Information Sciences & Systems	\$73,000	\$59,000	\$60,000	\$100,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$85,500	\$76,000	\$85,000	\$95,000	4
FOOD & BEVERAGE MANUFACTURING					
Agriculture and Natural Resources Majors					
Food Science	\$66,000	\$60,000	\$63,000	\$75,000	3
INFORMATION					
Business Majors	·				
Management Information Systems	\$86,667	\$60,000	\$85,000	\$115,000	3
Computer Sciences Majors					
Computer Science	\$80,833	\$65,000	\$75,000	\$85,000	6
Information Sciences & Systems	\$79,000	\$65,000	\$75,000	\$85,000	5
Software Applications	\$70,000	\$60,000	\$65,000	\$85,000	3
MISCELLANEOUS MANUFACTURING					
Business Majors					
Marketing	\$89,667	\$71,000	\$98,000	\$100,000	3
Engineering Majors					
Electrical Engineering	\$77,167	\$75,000	\$76,000	\$80,500	3
Mechanical Engineering	\$76,500	\$73,000	\$76,000	\$80,500	3
MISCELLANEOUS PROFESSIONAL SERVICES					
Business Majors					
Business Administration/Management	\$57,500	\$52,500	\$57,500	\$62,500	4
Computer Sciences Majors					
Computer Science	\$72,750	\$68,000	\$75,000	\$75,250	3
Information Sciences & Systems	\$70,333	\$68,000	\$68,000	\$75,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$66,750	\$63,750	\$65,000	\$71,500	3

# STARTING SALARIES BY **REGION AND MAJOR**



#### **AVERAGE SALARIES BY BROAD CATEGORY / NORTHEAST**

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Business	\$54,710	151
Communications	\$50,103	26
Computer Science	\$64,089	43
Engineering	\$63,113	104
Humanities	\$54,182	11
Social Sciences	\$53,813	24
Math & Sciences	\$59,441	17

# BACHELOR'S DEGREES

NORTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$55,451	\$51,000	\$55,000	\$60,000	21
Actuarial Science	\$56,667	\$50,000	\$60,000	\$65,000	6
Business Administration/Management	\$51,613	\$46,500	\$51,500	\$57,500	16
Economics	\$56,536	\$50,000	\$55,000	\$63,000	14
Finance	\$57,312	\$51,000	\$56,500	\$63,750	20
Hospitality Management	\$50,000	\$40,000	\$50,000	\$60,000	3
Human Resources	\$52,298	\$46,500	\$52,538	\$58,500	12
International Business	\$50,143	\$45,000	\$47,000	\$60,000	7
Logistics/Supply Chain	\$55,631	\$48,000	\$55,000	\$60,000	11
Management Information Systems	\$60,655	\$50,000	\$56,587	\$70,000	14
Marketing	\$53,270	\$47,000	\$52,000	\$60,000	15
Sales	\$50,375	\$45,250	\$49,000	\$57,500	12
COMMUNICATIONS MAJORS					
Advertising	\$49,300	\$42,000	\$47,000	\$60,000	5
Communications	\$49,963	\$46,000	\$50,000	\$55,000	9
Journalism	\$52,875	\$44,500	\$53,500	\$61,250	4
Public Relations	\$49,375	\$44,000	\$47,250	\$57,500	8
COMPUTER SCIENCES MAJORS					
Computer Science	\$65,346	\$55,000	\$67,500	\$75,000	17
Information Sciences & Systems	\$63,210	\$50,000	\$63,221	\$70,000	14
Software Applications	\$63,333	\$50,000	\$63,000	\$75,000	12
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$56,366	\$45,000	\$59,098	\$65,000	3
Biomedical Engineering	\$58,333	\$45,000	\$62,000	\$68,000	3
Chemical Engineering	\$64,120	\$65,000	\$65,000	\$69,000	10
Civil Engineering	\$60,936	\$60,000	\$62,000	\$65,000	10
Computer Engineering	\$66,500	\$65,000	\$69,000	\$70,000	11
Electrical Engineering	\$64,684	\$62,380	\$66,000	\$70,000	14
Engineering Technology	\$63,400	\$60,000	\$70,000	\$70,000	5
Environmental Engineering	\$60,833	\$55,000	\$65,000	\$65,000	6
Industrial/Manufacturing Engineering	\$62,401	\$58,805	\$65,000	\$70,000	7
Materials Engineering/Science	\$62,440	\$60,000	\$65,000	\$68,000	5
Mechanical Engineering	\$63,933	\$62,000	\$65,000	\$69,000	12
Nuclear Engineering	\$61,750	\$55,000	\$65,000	\$68,500	4
Software Engineering	\$65,871	\$65,000	\$65,000	\$70,000	7

#### BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

NORTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Systems Engineering	\$60,817	\$55,000	\$60,716	\$70,000	7
HUMANITIES MAJORS					
English Language & Literature	\$53,000	\$42,000	\$47,000	\$70,000	3
History	\$53,000	\$42,000	\$47,000	\$70,000	3
Liberal Arts/General Studies	\$55,600	\$47,000	\$50,000	\$65,000	5
SOCIAL SCIENCES MAJORS					
Economics	\$58,227	\$47,000	\$64,500	\$65,000	11
Political Science/International Relations	\$51,500	\$42,000	\$48,500	\$65,000	6
Psychology	\$46,667	\$35,000	\$50,000	\$55,000	3
Sociology	\$50,500	\$48,500	\$50,000	\$52,500	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$59,045	\$50,000	\$62,000	\$70,000	11
Chemistry	\$60,667	\$60,000	\$60,000	\$62,000	3
Environmental Science	\$59,667	\$47,000	\$62,000	\$70,000	3

#### **AVERAGE SALARIES BY BROAD CATEGORY / SOUTHEAST**

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Business	\$58,087	145
Communications	\$55,380	5
Computer Science	\$68,052	49
Engineering	\$67,996	114
Social Sciences	\$62,200	5
Math & Sciences	\$64,088	10

SOUTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$55,542	\$48,200	\$57,000	\$60,500	20
Actuarial Science	\$62,667	\$53,000	\$65,000	\$70,000	3
Business Administration/Management	\$57,411	\$50,000	\$57,000	\$62,000	21
Economics	\$61,655	\$55,000	\$60,000	\$68,000	11
Finance	\$57,942	\$54,200	\$57,100	\$63,500	20
Human Resources	\$56,073	\$50,000	\$57,000	\$60,000	11
International Business	\$61,143	\$55,000	\$57,000	\$70,000	7
Logistics/Supply Chain	\$57,962	\$53,725	\$57,500	\$61,500	16

SOUTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Management Information Systems	\$62,745	\$60,000	\$64,000	\$70,000	15
Marketing	\$54,210	\$48,900	\$57,000	\$60,000	13
Sales	\$57,875	\$55,000	\$57,000	\$60,500	8
COMMUNICATIONS MAJORS		· ·		·	
Communications	\$55,380	\$55,000	\$57,000	\$57,000	5
COMPUTER SCIENCES MAJORS					
Computer Science	\$68,888	\$66,950	\$70,000	\$72,000	21
Information Sciences & Systems	\$67,466	\$65,000	\$68,750	\$71,000	16
Software Applications	\$67,371	\$65,000	\$68,475	\$71,500	12
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$63,250	\$58,000	\$64,250	\$67,500	3
Biomedical Engineering	\$70,100	\$67,500	\$70,000	\$73,000	5
Chemical Engineering	\$73,406	\$68,000	\$71,000	\$75,000	9
Civil Engineering	\$60,813	\$59,000	\$60,750	\$61,750	8
Computer Engineering	\$69,383	\$65,750	\$69,550	\$71,500	12
Electrical Engineering	\$68,914	\$65,000	\$68,300	\$71,000	21
Engineering Technology	\$61,025	\$55,750	\$61,550	\$66,300	4
Environmental Engineering	\$69,238	\$60,525	\$67,025	\$77,950	4
Industrial/Manufacturing Engineering	\$65,943	\$62,000	\$65,000	\$70,000	14
Materials Engineering/Science	\$68,750	\$66,500	\$69,500	\$71,000	4
Mechanical Engineering	\$68,164	\$64,000	\$67,000	\$70,000	21
Software Engineering	\$70,400	\$69,100	\$70,000	\$70,000	9
SOCIAL SCIENCES MAJORS		· · · ·			
Economics	\$62,200	\$55,000	\$65,000	\$68,000	5
MATHEMATICS AND SCIENCES MAJORS		·			
Mathematics/Statistics	\$62,839	\$53,000	\$68,000	\$70,000	7
Chemistry	\$67,000	\$65,000	\$66,000	\$70,000	3

#### AVERAGE SALARIES BY BROAD CATEGORY / MIDWEST

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Agriculture	\$54,553	15
Business	\$54,882	228
Communications	\$51,377	22
Computer Science	\$63,152	56
Engineering	\$66,587	156
Social Sciences	\$55,786	14
Math & Sciences	\$60,773	11

#### BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

MIDWEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management	\$55,300	\$51,000	\$55,000	\$57,000	7
Animal Science	\$54,867	\$54,600	\$55,000	\$55,000	3
Food Science	\$53,320	\$52,000	\$54,600	\$55,000	5
BUSINESS MAJORS				1	
Accounting	\$54,797	\$50,000	\$55,000	\$57,000	31
Actuarial Science	\$61,250	\$54,500	\$60,000	\$65,000	8
Business Administration/Management	\$54,231	\$50,500	\$53,530	\$56,000	28
Economics	\$57,209	\$53,560	\$56,000	\$57,000	17
Finance	\$55,435	\$52,000	\$55,000	\$57,000	30
Human Resources	\$50,500	\$48,000	\$50,000	\$55,000	21
International Business	\$57,333	\$56,000	\$57,000	\$58,000	6
Logistics/Supply Chain	\$56,946	\$53,000	\$55,000	\$60,000	21
Management Information Systems	\$58,660	\$55,000	\$60,000	\$62,000	24
Marketing	\$51,318	\$48,000	\$51,500	\$55,000	22
Sales	\$51,653	\$49,250	\$50,500	\$55,500	20
COMMUNICATIONS MAJORS					
Advertising	\$52,667	\$48,000	\$53,000	\$57,000	3
Communications	\$50,562	\$48,000	\$50,000	\$53,000	13
Journalism	\$53,333	\$50,000	\$53,000	\$57,000	3
Public Relations	\$51,667	\$48,000	\$50,000	\$57,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$64,118	\$58,500	\$62,500	\$69,750	24
Information Sciences & Systems	\$61,617	\$58,000	\$61,420	\$65,250	20
Software Applications	\$63,778	\$60,420	\$63,000	\$70,000	12
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$69,667	\$67,500	\$70,000	\$71,500	3

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<b>BACHELOR'S DEGREE</b>	SAI ARIES BY	REGION AND MA IOR
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MIDWEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Chemical Engineering	\$68,075	\$65,800	\$68,500	\$70,500	16
Civil Engineering	\$67,451	\$63,000	\$67,500	\$71,000	9
Computer Engineering	\$69,203	\$65,000	\$67,750	\$70,000	14
Electrical Engineering	\$66,590	\$64,000	\$67,000	\$69,000	21
Engineering Technology	\$60,889	\$59,000	\$60,000	\$63,000	9
Environmental Engineering	\$64,900	\$60,000	\$66,500	\$71,000	10
Industrial/Manufacturing Engineering	\$64,728	\$61,000	\$63,000	\$67,500	17
Materials Engineering/Science	\$64,657	\$61,000	\$65,040	\$68,000	13
Mechanical Engineering	\$66,123	\$63,000	\$66,580	\$69,000	26
Software Engineering	\$71,150	\$64,000	\$70,000	\$71,000	10
Systems Engineering	\$68,313	\$64,500	\$67,750	\$70,500	8
SOCIAL SCIENCES MAJORS					
Economics	\$55,455	\$48,000	\$56,000	\$60,000	11
Psychology	\$57,000	\$53,000	\$57,000	\$61,000	3
MATHEMATICS AND SCIENCES MAJORS	i i i i i i i i i i i i i i i i i i i			·	
Mathematics/Statistics	\$61,071	\$50,000	\$60,000	\$68,000	7
Chemistry	\$60,250	\$55,000	\$57,000	\$65,500	4



#### AVERAGE SALARIES BY BROAD CATEGORY / WEST

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Business	\$65,125	63
Computer Science	\$71,680	25
Engineering	\$71,216	37
Humanities	\$57,200	9
Social Sciences	\$57,525	4
Math & Sciences	\$64,113	8

WEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$55,760	\$51,600	\$55,000	\$59,000	10
Business Administration/Management	\$55,086	\$51,600	\$53,000	\$64,000	7
Economics	\$57,720	\$53,000	\$59,000	\$60,000	5
Finance	\$57,660	\$53,000	\$57,000	\$60,000	10
Human Resources	\$51,650	\$45,800	\$53,300	\$57,500	4
Logistics/Supply Chain	\$55,729	\$51,600	\$53,000	\$64,000	7
Management Information Systems	\$63,120	\$53,000	\$63,000	\$68,000	5
Marketing	\$118,067	\$50,000	\$53,000	\$55,000	9
Sales	\$53,267	\$50,000	\$52,300	\$55,000	6
COMPUTER SCIENCES MAJORS					
Computer Science	\$74,923	\$66,000	\$70,000	\$85,000	13
Information Sciences & Systems	\$70,500	\$55,000	\$64,000	\$85,000	6
Software Applications	\$65,833	\$55,000	\$65,000	\$75,000	6
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$63,667	\$60,000	\$65,000	\$66,000	3
Chemical Engineering	\$74,000	\$66,000	\$74,000	\$82,000	3
Computer Engineering	\$76,000	\$66,000	\$72,500	\$85,000	6
Electrical Engineering	\$70,833	\$66,000	\$70,000	\$75,000	6
Industrial/Manufacturing Engineering	\$68,500	\$65,500	\$67,000	\$71,500	4
Mechanical Engineering	\$69,167	\$65,000	\$68,000	\$70,000	6
Software Engineering	\$74,000	\$63,000	\$68,000	\$85,000	4
Systems Engineering	\$71,200	\$66,000	\$70,000	\$75,000	5
HUMANITIES MAJORS					
English Language & Literature	\$57,200	\$51,600	\$55,000	\$65,000	3
History	\$57,200	\$51,600	\$55,000	\$65,000	3
Liberal Arts/General Studies	\$57,200	\$51,600	\$55,000	\$65,000	3

#### BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

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WEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOCIAL SCIENCES MAJORS					
Economics	\$57,525	\$52,300	\$56,750	\$62,750	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$62,720	\$55,000	\$56,000	\$66,000	5
Physics	\$66,433	\$55,000	\$66,000	\$78,300	3



### MASTER'S DEGREES

#### AVERAGE SALARIES BY BROAD CATEGORY / NORTHEAST

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Business	\$73,011	44
Computer Science	\$73,895	19
Engineering	\$70,741	33
Social Sciences	\$83,625	4
Math & Sciences	\$75,700	5

#### MASTER'S DEGREE SALARIES BY REGION AND MAJOR

NORTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$57,214	\$52,000	\$56,000	\$64,500	7
Business Administration/Management	\$82,150	\$55,000	\$62,250	\$120,000	10
Economics	\$59,167	\$55,000	\$58,000	\$64,500	3
Finance	\$73,167	\$55,000	\$66,000	\$85,000	6
Human Resources	\$77,143	\$74,000	\$80,000	\$85,000	7
Logistics/Supply Chain	\$72,333	\$55,000	\$80,000	\$82,000	3
Management Information Systems	\$69,400	\$62,000	\$70,000	\$75,000	5
Marketing	\$90,000	\$55,000	\$100,000	\$115,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$74,750	\$64,000	\$72,500	\$85,000	8
Information Sciences & Systems	\$73,000	\$60,000	\$69,000	\$85,000	6
Software Applications	\$73,600	\$60,000	\$68,000	\$85,000	5
ENGINEERING MAJORS					
Chemical Engineering	\$71,740	\$68,000	\$71,500	\$76,200	5
Civil Engineering	\$65,684	\$62,920	\$65,000	\$68,000	5
Computer Engineering	\$72,875	\$66,250	\$73,250	\$79,500	4
Electrical Engineering	\$72,700	\$65,000	\$71,500	\$82,000	5
Environmental Engineering	\$66,833	\$61,000	\$68,000	\$71,500	3
Industrial/Manufacturing Engineering	\$75,167	\$71,500	\$72,000	\$82,000	3
Materials Engineering/Science	\$70,207	\$62,920	\$71,500	\$76,200	3
Mechanical Engineering	\$71,140	\$65,000	\$71,500	\$76,200	5
SOCIAL SCIENCES MAJORS					
Economics	\$83,625	\$59,750	\$82,250	\$107,500	4
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$75,700	\$71,500	\$72,000	\$80,000	5

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#### **AVERAGE SALARIES BY BROAD CATEGORY / SOUTHEAST**

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Business	\$65,918	47
Computer Science	\$73,975	28
Engineering	\$78,226	35

SOUTHEAST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$63,494	\$50,000	\$60,000	\$70,000	9
Business Administration/Management	\$70,287	\$51,700	\$66,000	\$89,350	8
Economics	\$73,783	\$55,000	\$66,350	\$100,000	3
Finance	\$64,243	\$54,000	\$60,700	\$68,175	8
Human Resources	\$65,600	\$51,700	\$70,200	\$79,500	4
Logistics/Supply Chain	\$65,298	\$54,097	\$65,000	\$76,500	4
Management Information Systems	\$65,987	\$55,000	\$65,000	\$73,000	7
Marketing	\$60,898	\$45,097	\$50,797	\$76,700	4
COMPUTER SCIENCES MAJORS					
Computer Science	\$75,717	\$70,000	\$75,000	\$77,625	12
Information Sciences & Systems	\$72,135	\$68,000	\$71,500	\$75,000	10
Software Applications	\$73,558	\$68,000	\$72,500	\$83,450	6
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$67,917	\$60,000	\$68,750	\$75,000	3
Computer Engineering	\$80,921	\$73,000	\$75,000	\$86,000	7
Electrical Engineering	\$77,894	\$73,000	\$75,000	\$79,800	9
Industrial/Manufacturing Engineering	\$84,467	\$70,000	\$78,400	\$105,000	3
Mechanical Engineering	\$75,743	\$66,800	\$73,000	\$78,400	7
Software Engineering	\$80,508	\$73,000	\$75,000	\$85,050	6

#### AVERAGE SALARIES BY BROAD CATEGORY / MIDWEST

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Agriculture	\$60,000	3
Business	\$71,364	50
Computer Science	\$69,333	15
Engineering	\$79,219	16
Math & Sciences	\$76,333	3

MIDWEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Food Science	\$60,000	\$55,000	\$60,000	\$65,000	3
BUSINESS MAJORS					
Accounting	\$68,118	\$58,000	\$64,855	\$75,000	6
Actuarial Science	\$75,333	\$65,000	\$71,000	\$90,000	3
Business Administration/Management	\$81,944	\$65,000	\$84,500	\$96,000	9
Economics	\$70,500	\$60,500	\$68,000	\$80,500	4
Finance	\$68,400	\$60,000	\$65,000	\$71,000	5
Human Resources	\$63,000	\$55,000	\$63,000	\$71,000	4
Logistics/Supply Chain	\$63,600	\$56,000	\$60,000	\$71,000	5
Management Information Systems	\$66,000	\$60,000	\$65,000	\$74,000	5
Marketing	\$75,000	\$65,000	\$68,000	\$96,000	6
Sales	\$74,000	\$55,000	\$71,000	\$96,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$71,333	\$60,000	\$70,000	\$79,000	6
Information Sciences & Systems	\$66,600	\$60,000	\$65,000	\$74,000	5
Software Applications	\$69,750	\$62,500	\$70,000	\$77,000	4
ENGINEERING MAJORS					
Chemical Engineering	\$81,000	\$78,500	\$81,500	\$83,500	4
Civil Engineering	\$77,167	\$61,000	\$80,500	\$90,000	3
Electrical Engineering	\$75,875	\$70,500	\$78,250	\$81,250	4
Mechanical Engineering	\$81,700	\$80,000	\$80,500	\$82,000	5
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$76,333	\$65,000	\$74,000	\$90,000	3

#### AVERAGE SALARIES BY BROAD CATEGORY / WEST

BROAD CATEGORY	2018 AVERAGE SALARY	RESPONSES
Business	\$70,845	29
Computer Science	\$90,333	6
Engineering	\$74,857	21
Math & Sciences	\$69,467	3

#### MASTER'S DEGREE SALARIES BY REGION AND MAJOR

WEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$58,000	\$55,500	\$57,500	\$60,500	4
Business Administration/Management	\$76,750	\$55,500	\$62,000	\$98,000	4
Finance	\$69,500	\$55,500	\$64,000	\$83,500	4
Human Resources	\$68,167	\$56,000	\$56,000	\$92,500	3
Logistics/Supply Chain	\$65,000	\$56,000	\$68,000	\$71,000	3
Management Information Systems	\$82,750	\$63,000	\$80,000	\$102,500	4
Marketing	\$71,500	\$55,500	\$60,500	\$87,500	4
Sales	\$73,667	\$55,000	\$56,000	\$110,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$90,333	\$80,000	\$82,500	\$95,000	6
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$72,333	\$65,000	\$75,000	\$77,000	3
Computer Engineering	\$76,750	\$71,000	\$78,500	\$82,500	4
Electrical Engineering	\$76,750	\$71,000	\$78,500	\$82,500	4
Mechanical Engineering	\$73,000	\$67,500	\$73,500	\$78,500	4
Software Engineering	\$74,000	\$65,000	\$77,000	\$80,000	3
Systems Engineering	\$75,667	\$65,000	\$77,000	\$85,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$69,467	\$56,400	\$75,000	\$77,000	3

# DOCTORAL DEGREES

#### DOCTORAL DEGREE SALARIES BY REGION AND MAJOR

MIDWEST	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMPUTER SCIENCES MAJORS					
Computer Science	\$89,500	\$80,000	\$83,500	\$105,000	3
ENGINEERING MAJORS					
Chemical Engineering	\$91,167	\$85,500	\$92,000	\$96,000	3
Mechanical Engineering	\$89,667	\$85,000	\$92,000	\$92,000	3



#### **RESPONDENTS BY INDUSTRY**

INDUSTRY	# OF RESPONDENTS	% OF RESPONDENTS
OIL & GAS EXTRACTION	3	1.5%
UTILITIES	8	4.1%
CONSTRUCTION	8	4.1%
FOOD & BEVERAGE MFG.	8	4.1%
CHEMICAL (PHARMACEUTICAL) MFG.	11	5.6%
COMPUTER & ELECTRONICS MFG.	19	9.7%
MOTOR VEHICLE MFG.	11	5.6%
MISC. MFG.	30	15.3%
WHOLESALE TRADE	4	2.0%
RETAIL TRADE	9	4.6%
TRANSPORTATION	6	3.2%
MESSAGING & WAREHOUSE	1	0.5%
INFORMATION	13	6.6%
FINANCE, INSURANCE & REAL ESTATE	30	15.3%
ACCOUNTING SERVICES	4	2.0%
ENGINEERING SERVICES	7	3.6%
MANAGEMENT CONSULTING	9	4.6%
MISC. PROF. SERVICES	5	2.6%
SOCIAL SERVICES	3	1.5%
RECREATION & HOSPITALITY	2	1.0%
MISC. SUPPORT SERVICES	1	0.5%
GOVERNMENT	4	2.0%



# PARTICIPATING ORGANIZATIONS

Below is a list of the organizations that supplied salary projections for the NACE Winter 2018 Salary Survey. (Please note: Although 196 organizations responded, the list below includes 139, as 57 organizations preferred not to be listed.)

#### 84.51°

AB

Acme Construction Supply **AeroVironment** Air Force Civilian Service Talent Acquisitions Altria Client Services LLC American Woodmark Corporation Amica Mutual Insurance Company Andersen Corporation ArcelorMittal USA Arconic Armstrong World Industries Ascend Performance Materials **BASF** Corporation Bechtel Global Corporation Bechtel Marine Propulsion Corporation Becton Dickinson & Company Berry Global Blackbaud, Inc. California State Auditor Campbell Soup Company Capital Group Cargill, Inc. Caterpillar Inc. Charter Manufacturing Company, Inc. **Chevron Corporation CIGNA** Corporation **Clarkston Consulting** CohnReznick Compass Group North America Con Edison Consumers Energy Co. Continental AG Crown Cork & Seal Company USA, Inc. Dell, Inc. - Operations & Client Solutions DENSO International America Inc

DHL Supply Chain Dick's Sporting Goods DST Systems Inc. **Duke Energy Corporation** Dynetics Inc. Dyson E. & J. Gallo Winery Echo Global Logistics Edward Jones Emerson **Emerson Climate Technologies** Entergy Services, Inc. Equinix ΕY First Midwest Bank FirstBank Holding Co. Fluor Forrester Construction Company Fresenius Kabi USA GE Appliances, a Haier company General Dynamics - MS General Dynamics Electric Boat General Electric Company Great Lakes Dredge & Dock Company Harley-Davidson Inc. Hazen and Sawyer P.C. Heico Construction Group LLC **ICF** International INEOS Ingersoll Rand Company INROADS, Inc. Intuit Inc. **Irvine Company** KapStone Paper and Packaging Corp. Kerry Inc. **Kiewit Corporation** Kimberly-Clark Corporation

#### KPMG LLP

L3 Technologies Liberty Mutual Insurance Company Lincoln Electric Linde Engineering North America Inc. Link-Belt Construction Equipment Co. Macy's, Inc. **MAVERICK** Technologies Medical Mutual MGM Resorts International Mondelēz International National Instruments National Life Group Nationwide Insurance New York City Transit Newell Brands Nokia **OMNOVA Solutions Inc.** ONEOK, Inc. Orlando Utilities Commission **Owens Corning** Panduit Corp. Pariveda Solutions Inc. **Parsons Corporation** PepsiCo Philips Lighting Phillips 66 Phillips-Medisize Corporation Polaris Industries, Inc. **PPL** Corporation Protiviti Inc. PVH Raytheon Company Recreational Equipment, Inc. (REI) **Rockwell Collins** RS&H Save-A-Lot

Seagate Technology Sears Holdings Corporation Selden Fox LTD Simpson Gumpertz & Heger Inc. Southern Company Southwest Airlines Co. Speedway LLC Stryker Corporation Synchrony Financial Teradata Corporation Terracon Textron Inc. The Boeing Company - Strategic Workforce Planning The Lubrizol Corporation The Travelers Companies, Inc. TIAA **Tindall Corporation** Toyota Motor North America Transamerica Life Insurance Company U.S. Cellular Corporation U.S. Comptroller of the Currency Union Pacific Railroad Company Vertex, Inc. Wells Fargo Willis Towers Watson Woolpert LLP **Xerox Corporation** Yelp Zynga, Inc.

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