

A study of 2008-2009 beginning offers

SUMMER 2009 Volume 48 Issue 3
 62 Highland Avenue • Bethlehem, PA 18017
 800/544-5272 • www.naceweb.org

Class of 2009 Holds Ground With Average Starting Salary Offer

Despite the poor job market, the college Class of 2009 held its ground with its overall average starting salary offer, which now stands at \$49,307.

That's off less than 1 percent from the average \$49,693 that 2008 graduates posted last year at this time.

The current average represents positive movement for 2009 graduates; the Spring issue of *Salary Survey*, released in April, showed an average offer that was slipping. In fact, in that issue, the average stood at \$48,515, down 2.2 percent from the average posted in spring 2008.

Tempering that "good" news is the fact that the number of offers reported to *Salary Survey* is down dramatically—off one-third from the number of offers reported last year at this time. Of course, not all offers are reported to *Salary Survey*, but its data combined with data from other NACE research efforts provide a telling picture of the current job market for new college graduates. Employers expected to hire 22 percent fewer new grads this year than last year

(*Job Outlook 2009 Spring Update*), and just 19.7 percent of the Class of 2009 reported having a job in hand by the time of graduation, compared to 25.8 percent from the Class of 2008 (*2009 Student Survey*).

Both this issue of *Salary Survey* and the *Student Survey* show that engineering grads as well as many grads in the business disciplines are faring best in the job market. The *Student Survey* shows accounting and engineering grads are most likely to have a job in hand, and this issue of *Salary Survey* shows that the largest number of offers were reported in the business and engineering disciplines. (See "Proportion of Offers By Curricular Area," page 7.)

"Faring best," however, does not necessarily translate into salary increases, at least not in many of the business fields. In fact, the overall average salary offer among the business disciplines rose by less than 1 percent and is now at \$47,239.

Accounting majors did better than the average, and posted a 1.9 percent increase for an average offer of \$48,993; that increase is consistent with increases posted throughout the academic year.

Conversely, the average offer to business administration majors fell 2.1 percent to \$44,944. (One factor in the decline: Many of their offers came from retail/wholesale firms, which offered an average starting salary of \$40,220—down 6 percent from the average offer of \$42,758 retail/wholesale employers offered business administration graduates just one year ago.)

Economics graduates also saw a decrease to their average salary offer, which fell by 1.3 percent to \$49,829.

In terms of salary, finance graduates and marketing graduates fared well in comparison to many of the other business disciplines. The average offer to finance graduates rose 2.9 percent to \$49,940, while marketing graduates posted a

Figure 1: Top Employers for 2008-09 bachelor's degree graduates*

Employer Type	2009 Average Salary Offer	2008 Average Salary Offer	Percent Change In Salary Offer
Accounting Services	\$50,362	\$49,318	2.1%
Engineering Services	\$57,524	\$55,039	4.5%
Educational Services	\$35,240	\$34,141	3.2%
Consulting Services	\$54,143	\$54,777	-1.2%
Aerospace	\$58,495	\$56,332	3.8%
Financial Services	\$51,190	\$48,524	5.5%
Government (Federal)	\$45,497	\$45,815	-0.7%
Retail/Wholesale Trade	\$41,318	\$41,541	-0.5%
Petroleum & Coal Products	\$73,768	\$67,018	10.1%

*Based on the number of offers reported.

ABOUT THE SURVEY

All 2009 issues of *Salary Survey* will report on salary offers extended to students graduating between September 1, 2008, and August 31, 2009. The Summer 2009 *Salary Survey* contains information received during the period of September 1, 2008, through June 10, 2009.

In October, 2008, *Salary Survey* participants received reporting packets that prepared them to report data for all 2009 issues of *Salary Survey*. Schools that participated in the Summer report

submitted their data to NACE by June 10, 2009, and are listed on the back cover of the report.

Schools were required to report the student's major, degree level, salary offer and graduation date. They had the option of reporting the student's gender, job location, employer type that extended the offer, and the job function. To participate in *Salary Survey*, please contact Andrea Koncz at 800-544-5272, ext. 121 or akoncz@naceweb.org.

HOW TO USE SALARY SURVEY

Employers may use *Salary Survey* as a guide for determining salaries for new college hires. It may also be used as a tool for comparing current salaries to the national averages, or to the salaries that similar employers are offering. Colleges may use *Salary Survey* to counsel students regarding salaries they may have been offered, or to benchmark the salaries that their institution's own students are receiving against national averages.

Salary Survey offers averages as well as percentiles, so it is recommended that decisions are based upon as many data points

as possible. Also, it is recommended that all sections of the report be used.

Job location reports are also available for purchase by employers having multiple locations. For example, these reports allow for comparing salaries in New York to those in Los Angeles. And for reports on salaries based only on target schools, Key School reports may be purchased. Key School reports give the averages by discipline (in aggregate) based upon a group of schools (minimum of six schools). See *Salary Survey* order form for more details.

SCOPE AND NATURE OF THE SURVEY

Salary Survey compiles data from career planning and placement offices of colleges and universities across the United States. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only and do not include bonuses, fringe benefits, or overtime rates. Confidentiality is maintained for the individual, the college, and the employer.

The number of offers reported in each report is cumulative from the previous September. The offers reported in *Salary Survey* are a sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

Salary Survey reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, in as much as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on *Survey* data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

Salary Survey is available only to members of the National Association of Colleges and Employers and to *Salary Survey* subscribers, and is intended for their professional use.

Salary Survey (ISSN 1520-8648) is published 4 times a year in February, April, July, and September by the National Association of Colleges and Employers, 62 Highland Ave., Bethlehem, PA 18017-9085.

Employment Information Manager: Andrea Koncz

Editorial: Mimi Collins

Design: Karen Y. Berger

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Bachelor's Degree Candidates

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HOW TO READ SALARY SURVEY

By Curriculum for All Types of Employers

This section shows an overall average salary offer according to the student's major field of study, with no regard to the type of position offered or the type of employer extending the offer. Refer to this section when you want to know the average starting salary offer for a graduate holding a degree in a specific discipline, such as accounting, computer science, mechanical engineering, etc.

By Functional Area for All Types of Employers

This section shows an overall average salary offer according to the job function offered to the candidate, with no regard to the degree held or the type of employer extending the offer. Refer to this section when you are looking for the average starting salary offer for a particular job function, such as sales, computer programming, process engineering, etc.

Starting Salary Offers to All Candidates by Curriculum and Employer

This section shows data first by looking at the type of degree held by the student, then according to the type of employer who extended the offer. Refer to this section when you are looking for the average starting salary offer from a specific type of employer to a graduate holding a specific type of degree. For example, use this section to find out the average salary offer consulting firms made to electrical engineering graduates.

Data in this section are listed as follows: Bold headings are the curriculum areas which follow the order shown on pages 4 and 5. Employer types under each curriculum are categorized according to the sector of the economy they fall under with service employers being listed first, followed by manufacturing employers, then by nonprofit/government employers.

Starting Salary Offers to All Candidates by Curriculum and Job Function

This section shows data first by looking at the type of degree held by the student, then according to the job function that was offered. Refer to this section when you need information about the average salary offer to a graduate holding a specific type of degree for a specific job function. For example, use this section to find out the average starting salary offer to MIS graduates performing systems analysis work.

Data in this section are listed as follows: Bold headings represent the curriculum areas which follow the order shown on pages 4 and 5. Job functions under each curriculum are listed in the order which they appear on pages 6 and 7.

Number of Offers Reported

When referring to *Salary Survey* it is important to consider the number of offers that each average salary represents. Averages with a low number of offers should be viewed with caution.

Areas typically containing a low number of offers at the Bachelor's Degree level are Communications Majors, Health Sciences Majors, Home Economics Majors, and Humanities & Social Sciences (Liberal Arts) Majors. The number of offers reported can be low for a variety of reasons. In some instances, the number of degrees awarded to a particular major is low thereby making data scarce for the group. In addition, because *Salary Survey* reports up-to-the-minute salary offers (e.g. those being extended to the current graduating class), those majors that typically don't find employment until after graduation may not be represented in the report. Furthermore, other graduates such as teachers and healthcare workers have more of a direct path to a job, so they are less likely to be involved in the campus recruiting program, and thereby less likely to report their salary offers.

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types Of Employers	Number Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles	
	July 2009	July 2009	July 2008	July 2008	25th	50th	75th
AGRICULTURE & NATURAL RESOURCES MAJORS							
Agricultural Business & Management	88	\$40,565	\$42,009	-3.4%	\$35,000	\$40,000	\$45,000
Animal Sciences	49	33,732	34,872	-3.3	25,000	30,000	40,000
Conservation/Renewable Natural Resources	27	33,321	35,004	-4.8	23,000	30,000	34,999
Plant Sciences	23	33,456	32,495	3.0	23,296	32,500	40,000
Other Agricultural Sciences	36	34,699	34,790	-0.3	25,000	35,000	40,000
BUSINESS MAJORS							
Accounting	1,043	48,993	48,085	1.9	45,000	50,000	55,000
Actuarial Science	37	56,320	56,186	0.2	52,000	54,736	59,800
Business Administration/Management	936	44,944	45,915	-2.1	35,000	45,000	54,000
Business Systems Networking/Telecommunications	9	53,444	46,704	**	*	*	*
Economics (Business/Managerial)	155	49,829	50,507	-1.3	40,000	51,000	57,000
Finance	932	49,940	48,547	2.9	44,000	51,000	56,000
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)	140	40,151	42,100	-4.6	31,200	40,000	49,000
Human Resources (incl. labor/industrial relations)	113	45,170	48,148	-6.2	37,000	45,000	53,000
International Business	52	39,191	42,816	-8.5	31,500	40,000	45,600
Logistics/Materials Management	214	49,044	46,873	4.6	43,000	50,000	55,000
Management Information Systems/Business Data Processing	155	50,275	51,350	-2.1	42,786	52,000	60,000
Marketing/Marketing Mgmt. (incl. mktg. research)	563	43,325	42,053	3.0	35,000	43,000	50,000
COMMUNICATIONS MAJORS							
Advertising	17	35,353	34,476	**	*	*	*
Broadcast Journalism	11	32,140	36,720	**	*	*	*
Communications	178	35,113	36,585	-4.0	28,000	34,000	40,000
Journalism	28	35,328	31,325	12.8	28,500	33,000	40,000
Public Relations/Organizational Communications	10	30,212	38,377	**	*	*	*
COMPUTER SCIENCES MAJORS							
Computer Programming	1	60,000	50,000	**	*	*	*
Computer Science	354	61,407	60,416	1.6	53,000	60,000	66,066
Computer Systems Analysis	4	48,090	54,382	**	*	*	*
Information Sciences & Systems	90	52,089	52,418	-0.6	44,000	54,000	60,000
EDUCATION MAJORS¹							
Elementary Teacher Education	96	34,789	34,071	2.1	32,000	34,000	38,500
Physical Education Teaching/Coaching	20	31,170	32,064	**	25,000	31,000	35,360
Pre-Elementary Teacher Education	26	31,029	32,286	**	27,788	30,000	33,000
Secondary Education	53	36,528	35,633	2.5	33,000	36,500	42,000
Special Education	31	35,649	34,546	3.2	32,500	34,795	40,000
Specific Academic/Vocational Teacher Education	42	34,639	36,697	-5.6	30,000	32,177	41,500
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	233	56,311	56,075	0.4	52,310	57,181	60,800
Agricultural Engineering	32	54,352	54,344	0.0	50,000	56,500	62,000
Architectural Engineering	20	44,826	49,291	-9.1	28,800	52,000	53,000
Bioengineering & Biomedical Engineering	45	54,158	54,661	-0.9	45,000	56,000	62,000
Chemical Engineering	362	64,902	63,165	2.7	60,000	65,000	70,000
Civil Engineering	392	52,048	51,632	0.8	47,500	52,000	55,100
Computer Engineering	180	61,738	59,576	3.6	55,000	60,000	67,000
Electrical/Electronics & Communications Engineering	470	60,125	56,910	5.6	56,000	60,000	64,350

N/A - No historic data available.

¹ Further information on starting salaries for education majors is available from AAEE.

+ No offers reported.

* Not computed for fewer than 20 offers.

** Not computed if number of offers is fewer than 20 for current or previous year.

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types Of Employers	Number	Average \$ Offer		Percent Change		Percentiles		
	Of Offers	July	July	In \$ Offers From	July	25th	50th	75th
	July	July	July	July	25th	50th	75th	
	2009	2009	2008	2008				
Continued . . .								
Engineering Technology	76	\$56,447	\$53,669	5.2%	\$52,000	\$57,500	\$62,000	
Environmental/Environmental Health Engineering	17	48,535	50,170	**	*	*	*	
Industrial Production Technologies	7	37,429	50,819	**	*	*	*	
Industrial/Manufacturing Engineering	209	58,358	57,943	0.7	55,000	58,500	63,500	
Materials Engineering	27	57,349	57,838	-0.8	52,046	59,000	62,400	
Mechanical Engineering	819	58,766	57,009	3.1	54,520	59,000	62,125	
Metallurgical Engineering (incl. ceramic science/eng.)	16	60,947	54,727	**	*	*	*	
Mining & Mineral Engineering (incl. geological)	67	64,404	58,389	10.3	60,000	62,000	68,000	
Nuclear Engineering (incl. engineering physics)	29	61,610	57,657	6.9	59,000	63,000	64,299	
Ocean Engineering	4	50,000	54,278	**	*	*	*	
Petroleum Engineering	93	83,121	75,739	9.7	70,800	88,000	90,000	
Systems Engineering	63	57,438	55,413	3.7	53,000	57,500	62,000	
Textile Sciences & Engineering	1	20,000	N/A	**	*	*	*	
HEALTH SCIENCES MAJORS								
Health & Related Sciences	84	36,464	46,364	-21.4	25,688	34,000	41,000	
Nursing	243	49,181	51,644	-4.8	40,000	47,500	58,000	
HOME ECONOMICS MAJORS								
Clothing/Apparel/Textile Studies (incl. textile science)	39	41,999	41,958	0.1	34,000	42,500	46,000	
Home Economics	23	31,109	30,041	3.6	23,920	31,200	36,000	
HUMANITIES & SOCIAL SCIENCES MAJORS								
Criminal Justice & Corrections	66	39,503	45,106	-12.4	29,120	35,000	48,000	
English Language & Literature/Letters	81	34,704	34,327	1.1	27,100	32,000	41,000	
Foreign Languages & Literatures	40	34,834	35,366	-1.5	27,000	33,480	43,000	
History	75	37,861	37,223	1.7	31,000	35,000	43,600	
Liberal Arts & Sciences/General Studies	40	45,413	38,418	18.2	30,000	42,000	49,000	
Political Science/Government	118	38,096	38,179	-0.2	28,500	35,000	45,000	
Psychology	167	34,284	33,564	2.1	25,000	30,000	40,000	
Social Work	33	29,326	30,399	-3.5	22,000	26,600	34,900	
Sociology	64	33,280	34,796	-4.4	25,284	32,000	39,500	
Visual & Performing Arts	81	34,224	35,571	-3.8	25,000	31,200	36,400	
Other Humanities	21	41,079	41,317	-0.6	30,000	40,000	50,000	
Other Social Sciences	81	36,333	38,910	-6.6	25,168	32,000	45,000	
PARKS, RECREATION, LEISURE & FITNESS MAJORS								
Parks/Recreation, Leisure/Fitness Studies & Related Programs	42	35,384	34,876	1.5	25,000	33,000	40,000	
SCIENCES MAJORS								
Architecture & Related Programs	28	43,484	40,652	7.0	37,000	43,000	50,000	
Biological Sciences/Life Sciences	150	33,254	35,042	-5.1	25,000	30,000	38,700	
Chemistry	46	39,897	45,106	-11.5	30,520	37,500	49,000	
Construction Science/Management	128	53,199	51,776	2.7	50,000	52,000	56,000	
Environmental Sciences/Studies	24	39,160	38,720	1.1	30,000	40,000	45,000	
Geological & Related Sciences	17	52,770	44,800	**	*	*	*	
Mathematics (incl. statistics)	72	47,807	49,736	-3.9	37,440	52,000	58,000	
Physics	27	51,586	47,496	**	38,000	60,000	62,000	
Other Physical Sciences	10	35,358	64,880	**	*	*	*	
	10,495							

N/A - No historic data available.

¹ Further information on starting salaries for education majors is available from AAEE.

+ No offers reported.

* Not computed for fewer than 20 offers.

** Not computed if number of offers is fewer than 20 for current or previous year.

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types Of Employers	Number Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles	
	July 2009	July 2009	July 2008	July 2008	25th	50th	75th
COMMUNICATIONS							
Design/Graphic Arts	10	\$34,090	\$35,409	**	*	*	*
Media Planning	1	31,500	29,075	**	*	*	*
Production (Communications)	1	40,000	38,543	**	*	*	*
Public Relations	13	30,744	37,922	**	*	*	*
Reporting	2	38,500	28,600	**	*	*	*
Writing/Editing	2	35,500	32,044	**	*	*	*
COMPUTERS							
Computer Programming	42	55,898	58,044	-3.7%	\$47,500	\$56,000	\$60,000
Network Administration	16	54,156	55,050	**	*	*	*
Systems Analysis & Design	57	53,888	54,210	-0.6	48,000	55,000	58,500
Technical/Computer Support	25	47,260	50,544	-6.5	30,000	45,000	58,000
Other Computer Related (NEC)	31	51,366	51,711	-0.7	48,000	54,000	56,000
ENGINEERING							
Bioengineering	3	49,000	52,333	**	*	*	*
Design/Construction Engineering	138	53,100	54,297	-2.2	50,000	52,000	58,000
Environmental/Sanitation Engineering	22	53,268	49,689	7.2	45,000	51,000	58,500
Field Engineering	119	59,136	55,147	7.2	52,000	59,000	64,000
Hardware Design & Development	24	57,459	57,651	-0.3	52,310	58,000	63,000
Industrial Hygiene/Occupational Safety Engineering	3	55,449	47,375	**	*	*	*
Manufacturing/Industrial Engineering	92	58,825	54,449	8.0	54,000	60,000	63,000
Power Systems Engineering	32	55,605	53,476	4.0	48,000	58,000	63,000
Process Engineering (Chemical)	84	64,556	63,689	1.4	60,000	65,000	70,000
Production Engineering	89	65,187	59,727	9.1	58,000	62,000	73,000
Project Engineering	184	58,244	55,999	4.0	51,000	58,000	62,400
Quality Control Engineering	18	61,700	53,352	**	*	*	*
Research & Development Engineering	51	58,793	57,005	3.1	53,000	60,000	64,000
Software Design & Development	198	65,785	61,159	7.6	58,000	62,700	75,000
Systems/Programming Engineering	95	60,589	57,060	6.2	57,000	61,000	65,000
Testing Engineering	38	59,175	55,441	6.7	55,000	59,333	62,500
Other Engineering (NEC)	433	59,844	57,286	4.5	54,996	60,000	63,000
FINANCE							
Accounting (Private)	224	46,562	47,000	-0.9	41,000	48,000	52,500
Accounting (Public)	291	50,312	47,453	6.0	47,000	50,000	55,000
Auditing (Private)	152	48,234	49,737	-3.0	45,000	47,000	51,000
Auditing (Public)	78	49,680	48,870	1.7	47,000	50,000	55,000
Commercial Banking (Consumer)	24	30,773	35,957	-14.4	20,000	26,000	36,000
Commercial Banking (Lending)	28	43,049	41,424	3.9	34,000	45,000	50,000
Financial/Treasury Analysis	308	52,547	51,448	2.1	48,000	55,000	60,000
Insurance (Claims)	15	40,967	39,680	**	*	*	*
Insurance (Underwriting)	22	43,091	44,059	-2.2	39,500	40,000	50,000
Investment Banking (Corporate Finance)	90	52,450	51,624	1.6	48,000	52,000	55,000
Investment Banking (Mergers & Acquis.)	6	59,167	56,556	**	*	*	*
Investment Banking (Real Estate)	7	38,429	46,971	**	*	*	*
Investment Banking (Sales & Trading)	61	57,180	55,661	2.7	55,000	60,000	60,000
Portfolio Management/Brokerage	49	50,898	45,069	12.9	42,000	50,000	60,000
HEALTHCARE							
Administrative (Healthcare)	14	42,877	32,744	**	*	*	*
Dietitian	+	+	21,570	**	*	*	*
Medical Technology	9	41,581	44,603	**	*	*	*
Occupational Therapy	+	+	42,500	**	*	*	*
Pharmacist	64	111,782	N/A	**	104,000	112,320	118,000
Physical Therapy	5	52,500	41,347	**	*	*	*
Radiation Therapy	+	+	N/A	**	*	*	*
Registered Nurse	147	46,255	51,341	-9.9	39,582	45,000	50,897
Respiratory Therapy	4	41,500	41,333	**	*	*	*
Speech Pathology/Audiology	1	48,000	44,100	**	*	*	*
Other Health Related (NEC)	28	39,256	37,012	6.1	25,000	33,000	38,000

N/A - No historic data available.

+ No offers reported.

* Not computed for fewer than 20 offers.

** Not computed if number of offers is fewer than 20 for current or previous year.

Continued ...

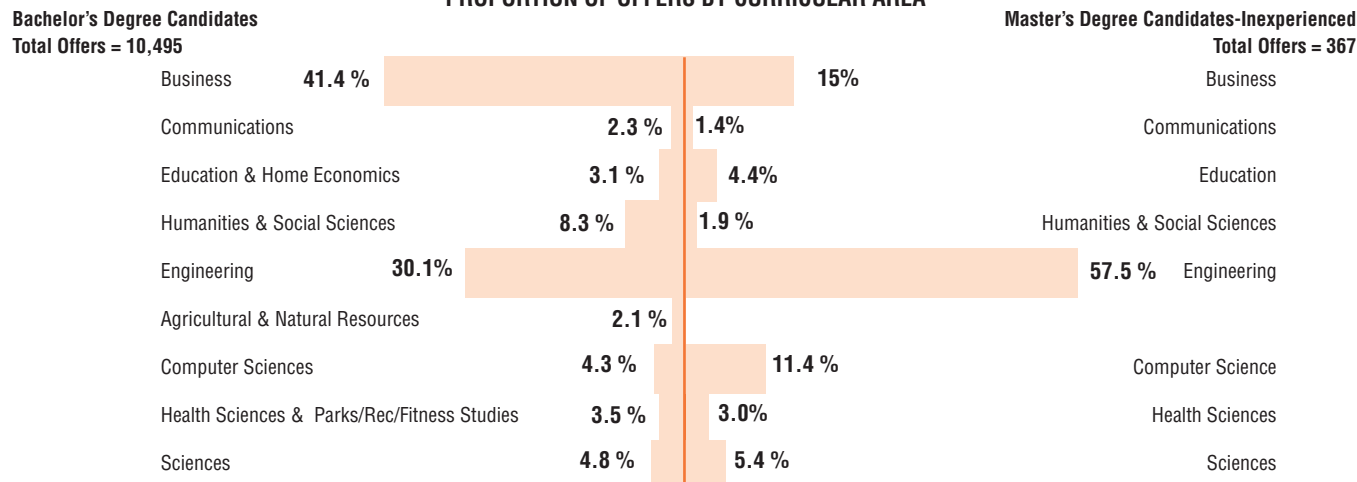
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Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types Of Employers	Number	Average \$ Offer		Percent Change		Percentiles	
	Of Offers	July	July	In \$ Offers From	July	25th	75th
	July	July	July	July	50th	75th	
Continued . . .							
MARKETING							
Advertising	15	\$35,792	\$33,558	**	*	*	*
Brand/Product Management	57	44,991	45,927	-2.0%	\$32,000	\$50,000	\$55,000
Buyer/Merchandising	55	44,172	44,371	-0.4	42,000	44,000	50,000
Customer Service	46	35,384	34,421	2.8	27,040	34,000	42,000
Distribution	25	50,860	42,750	19.0	38,500	45,000	56,000
Market Research	55	40,941	47,042	-13.0	31,500	42,000	48,000
Purchasing	10	45,300	43,845	**	*	*	*
Sales	251	42,015	41,705	0.7	35,000	40,000	50,000
PUBLIC ADMINISTRATION							
Executive, Legislative & General	1	30,000	42,473	**	*	*	*
Finance, Taxation, Monetary Policy	35	49,163	45,126	8.9	41,000	50,000	53,000
Law Enforcement	18	43,078	42,878	**	*	*	*
Military	72	43,552	43,384	0.4	35,000	45,000	50,000
National Security	5	45,027	43,273	**	*	*	*
Urban/Regional Planning	3	47,500	29,804	**	*	*	*
SOCIAL SERVICES							
Administration (Social Services)	16	32,881	31,452	**	*	*	*
Counseling	12	28,628	28,954	**	*	*	*
Fundraising/Development	2	32,500	27,249	**	*	*	*
Social Work	19	27,639	30,197	**	*	*	*
OTHER FUNCTIONAL CATEGORIES							
Actuarial	18	55,500	53,690	**	*	*	*
Agricultural/Natural Resources	11	34,778	37,819	**	*	*	*
Architecture	6	34,380	42,601	**	*	*	*
Consulting	298	56,793	55,738	1.9	53,000	57,000	65,000
Human Resources/Industrial Relations	52	42,769	39,792	7.5	32,000	41,000	50,000
Management Trainee (Entry-Level Mgmt.)	308	41,229	42,123	-2.1	32,500	40,000	48,000
Mathematician/Statistician	4	52,151	45,000	**	*	*	*
Paralegal	15	35,407	37,000	**	*	*	*
Performing Arts/Entertainment	14	28,559	35,025	**	*	*	*
Religious Occupation	6	34,575	20,000	**	*	*	*
Research (Nontechnical)	13	43,928	37,541	**	*	*	*
Research (Technical/Scientific)	70	39,124	41,806	-6.4	29,500	33,000	50,000
Teaching	308	35,486	34,935	1.6	32,000	34,000	40,000
	5,270						

PROPORTION OF OFFERS BY CURRICULAR AREA



N/A - No historic data available.

+ No offers reported.

* Not computed for fewer than 20 offers.

** Not computed if number of offers is fewer than 20 for current or previous year.

Bachelor's Degree Candidates By Curriculum And Employer

CURRICULUM/EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM/EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
AGRICULTURE & NATURAL RESOURCES MAJORS									
<i>Agricultural Business & Management</i>									
M Agriculture, Forestry, Fishing, Hunting	6	\$37,993	*	*	Healthcare Services (For Profit)	7	\$43,340	*	*
Chemicals (Basic)	2	40,900	*	*	Insurance	9	54,056	*	*
Food, Beverage, & Tobacco	1	40,000	*	*	Legal Services	1	35,360	*	*
Pharmaceuticals & Medicine Mfg.	1	52,000	*	*	Retail/Wholesale Trade	17	40,436	*	*
N Government (Federal)	1	40,000	*	*	Transportation Services	1	40,000	*	*
S Arts, Entertainment, Recreation	2	29,500	*	*	Utilities	8	52,650	*	*
Financial Services	1	24,000	*	*	Other Service Employers (NEC)	5	42,200	*	*
Insurance	1	38,000	*	*	<i>Actuarial Science</i>				
<i>Animal Sciences</i>									
M Agriculture, Forestry, Fishing, Hunting	1	45,000	*	*	S Consulting Services	2	56,900	*	*
Food, Beverage, & Tobacco	4	48,375	*	*	Insurance	7	56,500	*	*
S Arts, Entertainment, Recreation	1	27,500	*	*	<i>Business Administration/Management</i>				
<i>Conservation/Renewable Natural Resources</i>									
N Government (Federal)	4	40,250	*	*	M Aerospace	4	50,606	*	*
S Waste Management/Remediation Services	1	34,999	*	*	Agriculture, Forestry, Fishing, Hunting	3	42,000	*	*
<i>Other Agricultural Sciences</i>									
M Aerospace	1	60,000	*	*	Building, Developing, General Contracting	6	42,977	*	*
N Educational Services	1	37,500	*	*	Computer & Electronic Products				
Government (Federal)	1	42,000	*	*	Manufacturing	1	65,000	*	*
BUSINESS MAJORS									
<i>Accounting</i>									
M Aerospace	2	48,500	*	*	Electrical Equipment/Appliance/ Component Mfg.	6	43,000	*	*
Agriculture, Forestry, Fishing, Hunting	5	50,780	*	*	Food, Beverage, & Tobacco	11	51,164	*	*
Building, Developing, General Contracting	3	44,667	*	*	Household & Personal Care Products	4	57,000	*	*
Chemicals (Basic)	2	47,500	*	*	Machinery Manufacturing	3	63,167	*	*
Computer & Electronic Products					Medical Equipment & Supplies Mfg.	4	56,000	*	*
Manufacturing	5	48,800	*	*	Metals & Metal Products	1	60,000	*	*
Electrical Equipment/Appliance/ Component Mfg.	3	40,680	*	*	Pharmaceuticals & Medicine Mfg.	2	55,000	*	*
Food, Beverage, & Tobacco	7	50,000	*	*	Plastics & Rubber Products	1	50,000	*	*
Household & Personal Care Products	5	43,400	*	*	Printing	3	40,000	*	*
Machinery Manufacturing	1	50,000	*	*	Textiles & Apparel	1	18,000	*	*
Petroleum & Coal Products	2	67,500	*	*	Transportation Equipment Mfg.	2	54,000	*	*
Pharmaceuticals & Medicine Mfg.	4	53,750	*	*	Wood Products	2	25,200	*	*
Transportation Equipment Mfg.	1	35,000	*	*	Other Manufacturing Employers (NEC)	14	50,229	*	*
Other Manufacturing Employers (NEC)	4	43,050	*	*	N Educational Services	15	33,236	*	*
N Educational Services	4	48,268	*	*	Government (Federal)	14	35,980	*	*
Government (Federal)	18	41,710	*	*	Government (State & Local)	8	48,125	*	*
Government (State & Local)	11	45,818	*	*	Healthcare Services (Nonprofit)	2	47,500	*	*
Healthcare Services (Nonprofit)	1	31,111	*	*	Hospitals	3	34,600	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	1	22,500	*	*	Museums/Historical Orgs.	1	53,500	*	*
Other Nonprofit Employers (NEC)	1	48,000	*	*	Religious/Grantmaking/Civic/ Professional Orgs.	3	28,667	*	*
S Accommodation/Food Services	5	31,000	*	*	Social Assistance	4	37,750	*	*
Accounting Services	508	49,949	\$46,000	\$54,500	Other Nonprofit Employers (NEC)	1	36,000	*	*
Advertising	1	40,000	*	*	S Accommodation/Food Services	7	38,551	*	*
Arts, Entertainment, Recreation	3	33,833	*	*	Accounting Services	16	50,938	*	*
Banking (Commercial)	5	40,900	*	*	Advertising	7	39,500	*	*
Banking (Investment)	11	57,045	*	*	Arts, Entertainment, Recreation	5	30,500	*	*
Communications (Broadcasting/ Telecommunications)	3	47,798	*	*	Banking (Commercial)	35	40,792	\$30,000	\$55,000
Computer Systems Design/Consulting/ Programming	4	56,000	*	*	Banking (Investment)	31	57,832	55,000	60,000
Consulting Services	22	51,877	50,000	51,800	Communications (Broadcasting/ Telecommunications)	9	50,611	*	*
Engineering Services	2	45,500	*	*	Computer Systems Design/Consulting/ Programming	8	47,420	*	*
Financial Services	23	47,285	40,000	51,800	Consulting Services	64	54,367	49,000	65,000
					Employment Services	3	42,333	*	*
					Engineering Services	3	57,345	*	*
					Financial Services	22	46,873	35,000	56,000
					Healthcare Services (For Profit)	11	47,087	*	*
					Insurance	17	45,676	*	*
					Legal Services	1	45,000	*	*
					Publishing	2	31,500	*	*
					Real Estate	5	46,100	*	*
					Rental & Leasing Services	3	44,000	*	*
					Retail/Wholesale Trade	80	40,220	30,000	45,000
					Software Publishers	5	50,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
* Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Transportation Services	10	\$43,950	*	*
Utilities	6	49,417	*	*
Waste Management/Remediation Services	1	36,000	*	*
Other Service Employers (NEC)	6	39,833	*	*
Business Systems Networking/Telecommunications				
S Accounting Services	2	59,000	*	*
Computer Systems Design/Consulting/Programming	3	55,667	*	*
Consulting Services	1	58,000	*	*
Insurance	2	55,000	*	*
Economics (Business/Managerial)				
M Aerospace	1	52,000	*	*
Building, Developing, General Contracting	1	50,000	*	*
Computer & Electronic Products Manufacturing	1	53,000	*	*
Electrical Equipment/Appliance/Component Mfg.	1	47,000	*	*
Food, Beverage, & Tobacco	1	50,000	*	*
Household & Personal Care Products	2	61,000	*	*
Pharmaceuticals & Medicine Mfg.	1	48,000	*	*
Other Manufacturing Employers (NEC)	1	54,000	*	*
N Educational Services	5	44,000	*	*
Government (Federal)	2	44,309	*	*
Government (State & Local)	2	21,520	*	*
S Accounting Services	8	55,375	*	*
Banking (Commercial)	8	48,000	*	*
Banking (Investment)	3	66,667	*	*
Communications (Broadcasting/Telecommunications)	1	40,000	*	*
Computer Systems Design/Consulting/Programming	1	55,000	*	*
Consulting Services	14	60,214	*	*
Financial Services	14	51,143	*	*
Healthcare Services (For Profit)	1	30,000	*	*
Insurance	6	44,300	*	*
Legal Services	1	55,000	*	*
Retail/Wholesale Trade	1	38,500	*	*
Scientific Research & Development	2	47,500	*	*
Other Service Employers (NEC)	1	56,000	*	*
Finance				
M Aerospace	11	51,319	*	*
Agriculture, Forestry, Fishing, Hunting	1	50,000	*	*
Computer & Electronic Products Manufacturing	4	54,250	*	*
Electrical Equipment/Appliance/Component Mfg.	3	52,333	*	*
Food, Beverage, & Tobacco	9	50,341	*	*
Household & Personal Care Products	7	57,714	*	*
Machinery Manufacturing	1	45,000	*	*
Medical Equipment & Supplies Mfg.	2	35,500	*	*
Petroleum & Coal Products	11	54,673	*	*
Pharmaceuticals & Medicine Mfg.	10	54,000	*	*
Textiles & Apparel	1	30,000	*	*
Transportation Equipment Mfg.	2	56,400	*	*
Other Manufacturing Employers (NEC)	5	47,800	*	*
N Educational Services	6	36,021	*	*
Government (Federal)	16	47,145	*	*
Government (State & Local)	4	36,300	*	*
Healthcare Services (Nonprofit)	3	58,607	*	*
Other Nonprofit Employers (NEC)	1	45,000	*	*
S Accommodation/Food Services	2	53,500	*	*
Accounting Services	34	53,182	\$50,000	\$57,500
Advertising	1	48,000	*	*
Arts, Entertainment, Recreation	1	29,120	*	*
Banking (Commercial)	44	46,624	40,000	55,000
Banking (Investment)	66	56,129	55,000	60,000

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Communications (Broadcasting/Telecommunications)	4	\$51,250	*	*
Computer Systems Design/Consulting/Programming	1	45,000	*	*
Consulting Services	44	56,470	\$53,000	\$62,000
Engineering Services	1	50,000	*	*
Financial Services	97	49,981	42,500	60,000
Healthcare Services (For Profit)	10	43,150	*	*
Insurance	23	44,198	40,000	52,000
Investigation & Security Services	1	50,000	*	*
Legal Services	1	30,000	*	*
Publishing	1	30,899	*	*
Real Estate	5	46,400	*	*
Retail/Wholesale Trade	22	46,536	42,000	52,000
Scientific Research & Development	1	40,000	*	*
Software Publishers	2	71,000	*	*
Transportation Services	4	40,625	*	*
Utilities	2	57,350	*	*
Other Service Employers (NEC)	5	46,200	*	*
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)				
M Food, Beverage, & Tobacco	1	30,000	*	*
N Religious/Grantmaking/Civic/Professional Orgs.	1	29,500	*	*
S Accommodation/Food Services	30	35,195	29,120	41,000
Arts, Entertainment, Recreation	2	36,700	*	*
Insurance	1	45,000	*	*
Retail/Wholesale Trade	3	39,067	*	*
Transportation Services	1	40,000	*	*
Human Resources (incl. labor/industrial relations)				
M Aerospace	2	49,875	*	*
Building, Developing, General Contracting	2	42,000	*	*
Computer & Electronic Products Manufacturing	1	35,000	*	*
Food, Beverage, & Tobacco	3	39,950	*	*
Other Manufacturing Employers (NEC)	4	48,750	*	*
N Educational Services	1	29,000	*	*
Government (Federal)	2	44,000	*	*
S Arts, Entertainment, Recreation	1	20,800	*	*
Banking (Commercial)	1	53,000	*	*
Employment Services	2	36,250	*	*
Financial Services	1	70,000	*	*
Insurance	6	46,250	*	*
Real Estate	2	29,375	*	*
Retail/Wholesale Trade	1	39,000	*	*
Software Publishers	1	35,000	*	*
Transportation Services	1	50,000	*	*
Other Service Employers (NEC)	3	44,600	*	*
International Business				
M Aerospace	1	52,000	*	*
Food, Beverage, & Tobacco	4	43,400	*	*
Pharmaceuticals & Medicine Mfg.	1	47,500	*	*
Other Manufacturing Employers (NEC)	1	60,000	*	*
N Educational Services	2	35,000	*	*
Social Assistance	1	35,000	*	*
S Banking (Commercial)	3	35,760	*	*
Consulting Services	3	40,000	*	*
Financial Services	1	30,000	*	*
Healthcare Services (For Profit)	1	45,000	*	*
Insurance	1	50,400	*	*
Retail/Wholesale Trade	2	47,000	*	*
Transportation Services	1	48,000	*	*
Logistics/Materials Management				
M Aerospace	2	55,000	*	*
Agriculture, Forestry, Fishing, Hunting	2	44,500	*	*
Food, Beverage, & Tobacco	10	55,250	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
 * Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Household & Personal Care Products	6	\$51,500	*	*	Religious/Grantmaking/Civic/ Professional Orgs.	1	\$29,120	*	*
Machinery Manufacturing	2	74,000	*	*	S Accommodation/Food Services	3	30,733	*	*
Pharmaceuticals & Medicine Mfg.	1	60,000	*	*	Accounting Services	5	50,000	*	*
Other Manufacturing Employers (NEC)	8	53,569	*	*	Advertising	12	41,067	*	*
N Educational Services	2	36,000	*	*	Arts, Entertainment, Recreation	2	30,750	*	*
Government (Federal)	4	32,209	*	*	Banking (Commercial)	7	49,357	*	*
S Communications (Broadcasting/ Telecommunications)	5	40,600	*	*	Banking (Investment)	2	63,750	*	*
Computer Systems Design/Consulting/ Programming	2	56,000	*	*	Communications (Broadcasting/ Telecommunications)	14	43,714	*	*
Consulting Services	5	56,400	*	*	Computer Systems Design/Consulting/ Programming	6	43,333	*	*
Financial Services	5	42,200	*	*	Consulting Services	14	45,801	*	*
Healthcare Services (For Profit)	1	45,000	*	*	Employment Services	2	30,000	*	*
Insurance	1	36,000	*	*	Financial Services	17	42,176	*	*
Retail/Wholesale Trade	10	46,050	*	*	Healthcare Services (For Profit)	6	48,842	*	*
Transportation Services	17	44,747	*	*	Insurance	10	34,122	*	*
Other Service Employers (NEC)	2	55,500	*	*	Legal Services	1	20,000	*	*
Management Information Systems/Business Data Processing					Publishing	1	38,000	*	*
M Aerospace	3	55,445	*	*	Real Estate	3	43,000	*	*
Agriculture, Forestry, Fishing, Hunting	1	52,000	*	*	Rental & Leasing Services	2	45,800	*	*
Computer & Electronic Products Manufacturing	1	60,000	*	*	Retail/Wholesale Trade	52	42,857	\$39,000	\$50,000
Food, Beverage, & Tobacco	3	54,667	*	*	Scientific Research & Development	2	36,500	*	*
Machinery Manufacturing	5	51,668	*	*	Software Publishers	2	40,000	*	*
Petroleum & Coal Products	6	52,000	*	*	Transportation Services	6	39,583	*	*
Printing	1	30,000	*	*	Utilities	3	46,667	*	*
N Educational Services	7	37,143	*	*	Waste Management/Remediation Services	2	36,000	*	*
S Accounting Services	5	56,200	*	*	Other Service Employers (NEC)	6	69,667	*	*
Arts, Entertainment, Recreation	1	40,000	*	*	COMMUNICATIONS MAJORS				
Banking (Commercial)	4	60,000	*	*	Advertising				
Computer Systems Design/Consulting/ Programming	4	59,125	*	*	S Accommodation/Food Services	2	52,500	*	*
Consulting Services	10	60,000	*	*	Advertising	3	26,333	*	*
Financial Services	5	47,800	*	*	Retail/Wholesale Trade	1	36,000	*	*
Healthcare Services (For Profit)	4	45,750	*	*	Broadcast Journalism				
Insurance	6	49,393	*	*	S Arts, Entertainment, Recreation	1	35,000	*	*
Legal Services	1	48,000	*	*	Retail/Wholesale Trade	1	42,000	*	*
Publishing	1	26,880	*	*	Transportation Services	1	36,000	*	*
Retail/Wholesale Trade	7	39,714	*	*	Communications				
Software Publishers	2	65,500	*	*	M Computer & Electronic Products Manufacturing	1	36,000	*	*
Transportation Services	1	40,000	*	*	Electrical Equipment/Appliance/ Component Mfg.	1	65,000	*	*
Other Service Employers (NEC)	3	36,000	*	*	Pharmaceuticals & Medicine Mfg.	1	50,000	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)					Printing	1	39,000	*	*
M Aerospace	3	59,333	*	*	N Educational Services	10	37,087	*	*
Agriculture, Forestry, Fishing, Hunting	2	42,000	*	*	Government (Federal)	4	35,875	*	*
Building, Developing, General Contracting	3	48,000	*	*	Religious/Grantmaking/Civic/ Professional Orgs.	2	24,060	*	*
Chemicals (Basic)	1	66,000	*	*	Other Nonprofit Employers (NEC)	1	30,000	*	*
Computer & Electronic Products Manufacturing	3	38,067	*	*	S Accommodation/Food Services	3	25,000	*	*
Electrical Equipment/Appliance/ Component Mfg.	3	43,667	*	*	Accounting Services	1	32,500	*	*
Food, Beverage, & Tobacco	16	50,563	*	*	Advertising	4	33,500	*	*
Household & Personal Care Products	7	48,571	*	*	Arts, Entertainment, Recreation	1	24,000	*	*
Machinery Manufacturing	3	50,000	*	*	Banking (Investment)	1	55,000	*	*
Medical Equipment & Supplies Mfg.	1	50,000	*	*	Communications (Broadcasting/ Telecommunications)	5	34,640	*	*
Metals & Metal Products	1	39,680	*	*	Consulting Services	2	34,750	*	*
Petroleum & Coal Products	3	54,667	*	*	Financial Services	3	56,000	*	*
Pharmaceuticals & Medicine Mfg.	4	52,752	*	*	Healthcare Services (For Profit)	3	37,193	*	*
Plastics & Rubber Products	1	50,000	*	*	Insurance	1	32,000	*	*
Printing	1	33,250	*	*	Legal Services	3	29,267	*	*
Transportation Equipment Mfg.	3	50,421	*	*	Publishing	2	30,400	*	*
Other Manufacturing Employers (NEC)	1	40,000	*	*	Real Estate	2	30,000	*	*
N Educational Services	9	36,945	*	*	Rental & Leasing Services	1	40,000	*	*
Government (Federal)	1	41,000	*	*	Retail/Wholesale Trade	6	46,637	*	*
Government (State & Local)	1	36,000	*	*					
Healthcare Services (Nonprofit)	2	51,500	*	*					

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
* Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Transportation Services	2	\$40,750	*	*
Utilities	1	48,000	*	*
Other Service Employers (NEC)	2	21,600	*	*
Journalism				
M Food, Beverage, & Tobacco	1	51,000	*	*
N Educational Services	2	31,500	*	*
S Accommodation/Food Services	1	35,000	*	*
Advertising	2	33,500	*	*
Arts, Entertainment, Recreation	1	20,800	*	*
Computer Systems Design/Consulting/ Programming	1	30,000	*	*
Financial Services	1	34,000	*	*
Legal Services	1	38,000	*	*
Retail/Wholesale Trade	1	41,871	*	*
Transportation Services	1	45,000	*	*
Public Relations/Organizational Communications				
N Government (State & Local)	1	24,000	*	*
S Accommodation/Food Services Communications (Broadcasting/ Telecommunications)	1	21,000	*	*
COMPUTER SCIENCES MAJORS				
Computer Science				
M Aerospace	15	61,468	*	*
Building, Developing, General Contracting	1	51,000	*	*
Computer & Electronic Products Manufacturing	20	72,750	\$62,000	\$80,000
Household & Personal Care Products	3	52,333	*	*
Machinery Manufacturing	2	49,500	*	*
Medical Equipment & Supplies Mfg.	1	60,000	*	*
Other Manufacturing Employers (NEC)	1	58,000	*	*
N Government (Federal)	3	43,667	*	*
Government (State & Local)	1	60,000	*	*
Healthcare Services (Nonprofit)	1	50,000	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	1	46,000	*	*
S Accounting Services	4	57,750	*	*
Banking (Commercial)	3	57,333	*	*
Banking (Investment)	1	55,000	*	*
Communications (Broadcasting/ Telecommunications)	6	51,000	*	*
Computer Systems Design/Consulting/ Programming	36	65,684	50,000	80,000
Consulting Services	15	55,867	*	*
Engineering Services	33	58,802	52,000	61,256
Financial Services	25	67,800	58,000	75,000
Healthcare Services (For Profit)	2	73,000	*	*
Insurance	4	56,500	*	*
Publishing	2	72,500	*	*
Retail/Wholesale Trade	2	85,000	*	*
Scientific Research & Development	2	52,250	*	*
Software Publishers	20	63,515	50,000	65,000
Utilities	2	52,500	*	*
Other Service Employers (NEC)	5	59,100	*	*
Computer Systems Analysis				
N Government (Federal)	1	37,000	*	*
S Computer Systems Design/Consulting/ Programming	2	60,000	*	*
Scientific Research & Development	1	35,360	*	*
Information Sciences & Systems				
M Aerospace	3	54,000	*	*
Building, Developing, General Contracting	1	38,000	*	*
Computer & Electronic Products Manufacturing	1	62,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
* Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Household & Personal Care Products	1	\$62,000	*	*
Machinery Manufacturing	1	42,000	*	*
Petroleum & Coal Products	2	62,400	*	*
Pharmaceuticals & Medicine Mfg.	1	55,000	*	*
Other Manufacturing Employers (NEC)	1	52,000	*	*
N Educational Services	1	36,000	*	*
Government (Federal)	3	42,620	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	1	32,500	*	*
S Accounting Services	1	48,000	*	*
Arts, Entertainment, Recreation	1	68,000	*	*
Banking (Commercial)	2	35,000	*	*
Communications (Broadcasting/ Telecommunications)	1	52,500	*	*
Computer Systems Design/Consulting/ Programming	6	50,250	*	*
Consulting Services	4	51,500	*	*
Engineering Services	2	52,737	*	*
Financial Services	2	45,000	*	*
Healthcare Services (For Profit)	2	39,000	*	*
Insurance	4	57,400	*	*
Software Publishers	1	48,000	*	*
EDUCATION MAJORS				
Elementary Teacher Education				
N Educational Services	65	35,029	\$32,000	\$37,603
S Healthcare Services (For Profit)	1	30,000	*	*
Physical Education Teaching/Coaching				
N Educational Services	6	33,040	*	*
S Retail/Wholesale Trade	1	35,360	*	*
Waste Management/Remediation Services	1	50,000	*	*
Pre-Elementary Teacher Education				
N Educational Services	19	33,028	*	*
Social Assistance	1	26,500	*	*
S Retail/Wholesale Trade	1	18,720	*	*
Secondary Education				
N Educational Services	23	35,426	32,500	37,000
Special Education				
N Educational Services	17	35,244	*	*
Government (Federal)	1	40,000	*	*
Specific Academic/Vocational Teacher Education				
M Food, Beverage, & Tobacco	1	45,000	*	*
N Educational Services	18	33,381	*	*
Hospitals	1	24,960	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	2	41,000	*	*
S Arts, Entertainment, Recreation	1	40,000	*	*
ENGINEERING MAJORS				
Aerospace/Aeronautical/Astronautical Engineering				
M Aerospace	55	58,117	55,000	62,000
Agriculture, Forestry, Fishing, Hunting	1	38,000	*	*
Building, Developing, General Contracting	1	56,000	*	*
Computer & Electronic Products Manufacturing	1	60,320	*	*
Electrical Equipment/Appliance/ Component Mfg.	5	57,400	*	*
Machinery Manufacturing	1	60,000	*	*
Mining	2	63,800	*	*
Other Manufacturing Employers (NEC)	3	60,000	*	*
N Educational Services	1	43,000	*	*
Government (Federal)	12	51,535	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
S Computer Systems Design/Consulting/Programming	1	\$54,000	*	*	Retail/Wholesale Trade	1	\$46,000	*	*
Consulting Services	2	58,500	*	*	Scientific Research & Development	1	63,126	*	*
Engineering Services	27	58,810	\$56,000	\$61,000	Software Publishers	1	60,000	*	*
Software Publishers	1	67,000	*	*	Utilities	12	66,374	*	*
Agricultural Engineering					Waste Management/Remediation Services	3	49,067	*	*
M Agriculture, Forestry, Fishing, Hunting	5	58,060	*	*	Other Service Employers (NEC)	2	58,750	*	*
Food, Beverage, & Tobacco	1	64,000	*	*	Civil Engineering				
Machinery Manufacturing	11	60,178	*	*	M Aerospace	2	59,750	*	*
Other Manufacturing Employers (NEC)	1	58,000	*	*	Building, Developing, General Contracting	44	55,726	\$50,000	\$59,000
N Government (Federal)	1	45,000	*	*	Electrical Equipment/Appliance/Component Mfg.	2	53,800	*	*
S Consulting Services	1	50,000	*	*	Machinery Manufacturing	1	47,000	*	*
Engineering Services	2	52,500	*	*	Metals & Metal Products	1	55,000	*	*
Retail/Wholesale Trade	1	60,000	*	*	Mining	3	68,015	*	*
Architectural Engineering					Petroleum & Coal Products	1	88,104	*	*
M Building, Developing, General Contracting	9	44,113	*	*	Other Manufacturing Employers (NEC)	1	55,016	*	*
Other Manufacturing Employers (NEC)	1	45,000	*	*	N Educational Services	2	35,000	*	*
S Architectural Services	2	37,750	*	*	Government (Federal)	21	46,002	43,000	50,000
Consulting Services	3	53,500	*	*	Government (State & Local)	22	44,524	41,900	46,400
Engineering Services	4	41,375	*	*	S Architectural Services	1	50,000	*	*
Bioengineering & Biomedical Engineering					Banking (Investment)	3	65,000	*	*
M Household & Personal Care Products	2	61,000	*	*	Consulting Services	29	50,895	47,500	55,000
Machinery Manufacturing	1	63,000	*	*	Engineering Services	86	52,240	49,920	55,000
Medical Equipment & Supplies Mfg.	3	52,333	*	*	Transportation Services	6	52,513	*	*
Petroleum & Coal Products	1	88,000	*	*	Utilities	9	59,833	*	*
Pharmaceuticals & Medicine Mfg.	6	64,333	*	*	Waste Management/Remediation Services	1	47,000	*	*
N Educational Services	1	33,000	*	*	Other Service Employers (NEC)	3	54,600	*	*
Government (Federal)	1	42,290	*	*	Computer Engineering				
Hospitals	2	46,000	*	*	M Aerospace	13	64,400	*	*
S Consulting Services	1	62,000	*	*	Computer & Electronic Products Manufacturing	20	69,818	58,000	80,000
Healthcare Services (For Profit)	1	58,000	*	*	Electrical Equipment/Appliance/Component Mfg.	6	58,083	*	*
Scientific Research & Development	1	45,000	*	*	Food, Beverage, & Tobacco	2	79,000	*	*
Chemical Engineering					Machinery Manufacturing	2	58,500	*	*
M Aerospace	2	57,000	*	*	Medical Equipment & Supplies Mfg.	1	62,400	*	*
Agriculture, Forestry, Fishing, Hunting	3	59,333	*	*	Transportation Equipment Mfg.	1	54,000	*	*
Building, Developing, General Contracting	1	70,000	*	*	Other Manufacturing Employers (NEC)	2	67,000	*	*
Chemicals (Basic)	41	67,896	65,000	72,600	N Educational Services	1	30,000	*	*
Computer & Electronic Products Manufacturing	8	64,963	*	*	Government (Federal)	9	51,235	*	*
Electrical Equipment/Appliance/Component Mfg.	4	52,190	*	*	S Banking (Investment)	1	55,000	*	*
Food, Beverage, & Tobacco	28	60,282	58,000	64,000	Communications (Broadcasting/Telecommunications)	6	59,092	*	*
Household & Personal Care Products	16	65,688	*	*	Computer Systems Design/Consulting/Programming	21	66,695	57,000	80,000
Machinery Manufacturing	2	60,180	*	*	Consulting Services	6	58,167	*	*
Mining	5	68,600	*	*	Engineering Services	10	61,800	*	*
Nonmetallic Mineral Products	3	66,667	*	*	Financial Services	3	58,667	*	*
Petroleum & Coal Products	37	76,141	64,000	87,000	Insurance	3	54,333	*	*
Pharmaceuticals & Medicine Mfg.	14	63,486	*	*	Scientific Research & Development	2	64,000	*	*
Plastics & Rubber Products	2	77,000	*	*	Software Publishers	4	70,000	*	*
Textiles & Apparel	1	66,500	*	*	Utilities	2	65,000	*	*
Other Manufacturing Employers (NEC)	17	60,426	*	*	Other Service Employers (NEC)	2	56,080	*	*
N Educational Services	1	24,960	*	*	Electrical/Electronics & Communications Engineering				
Government (Federal)	5	56,759	*	*	M Aerospace	42	60,310	58,000	65,000
Government (State & Local)	2	32,782	*	*	Building, Developing, General Contracting	4	56,500	*	*
Healthcare Services (Nonprofit)	1	68,000	*	*	Chemicals (Basic)	2	65,500	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	35,000	*	*	Computer & Electronic Products Manufacturing	15	67,645	*	*
S Banking (Commercial)	1	52,000	*	*	Electrical Equipment/Appliance/Component Mfg.	22	57,348	57,000	62,000
Computer Systems Design/Consulting/Programming	2	63,300	*	*	Food, Beverage, & Tobacco	3	58,400	*	*
Consulting Services	6	63,167	*	*	Household & Personal Care Products	2	65,500	*	*
Engineering Services	55	63,471	60,000	67,000	Machinery Manufacturing	5	59,640	*	*
Financial Services	2	55,000	*	*	Medical Equipment & Supplies Mfg.	4	51,470	*	*
Healthcare Services (For Profit)	1	65,000	*	*	Paper Manufacturing	1	62,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
* Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Petroleum & Coal Products	10	\$76,860	*	*	Banking (Investment)	1	\$55,000	*	*
Transportation Equipment Mfg.	2	59,197	*	*	Communications (Broadcasting/ Telecommunications)	2	61,500	*	*
Other Manufacturing Employers (NEC)	14	54,893	*	*	Computer Systems Design/Consulting/ Programming	2	65,000	*	*
N Educational Services	1	54,000	*	*	Consulting Services	4	58,125	*	*
Government (Federal)	23	52,966	\$50,000	\$59,333	Engineering Services	5	60,580	*	*
Government (State & Local)	1	60,000	*	*	Financial Services	10	57,050	*	*
Hospitals	1	67,000	*	*	Healthcare Services (For Profit)	1	56,000	*	*
Social Assistance	1	42,000	*	*	Insurance	1	53,000	*	*
S Communications (Broadcasting/ Telecommunications)	8	61,250	*	*	Scientific Research & Development	1	59,700	*	*
Computer Systems Design/Consulting/ Programming	9	59,867	*	*	Transportation Services	2	60,000	*	*
Consulting Services	13	62,217	*	*	Utilities	1	85,000	*	*
Engineering Services	86	59,474	55,000	63,200	Other Service Employers (NEC)	1	81,000	*	*
Financial Services	4	75,000	*	*	Materials Engineering				
Healthcare Services (For Profit)	1	62,000	*	*	M Aerospace	3	59,733	*	*
Legal Services	1	112,500	*	*	Building, Developing, General Contracting	1	65,000	*	*
Scientific Research & Development	2	65,020	*	*	Electrical Equipment/Appliance/ Component Mfg.	1	52,000	*	*
Transportation Services	3	50,667	*	*	Food, Beverage, & Tobacco	1	65,000	*	*
Utilities	30	58,236	57,000	61,500	Household & Personal Care Products	1	59,000	*	*
Other Service Employers (NEC)	2	52,500	*	*	Machinery Manufacturing	2	62,820	*	*
Engineering Technology					Metals & Metal Products	1	57,000	*	*
M Aerospace	4	59,500	*	*	Other Manufacturing Employers (NEC)	2	65,000	*	*
Building, Developing, General Contracting	3	53,100	*	*	N Educational Services	1	42,000	*	*
Computer & Electronic Products Manufacturing	1	66,000	*	*	Government (Federal)	3	57,078	*	*
Household & Personal Care Products	1	62,000	*	*	S Engineering Services	7	53,623	*	*
Mining	1	60,000	*	*	Healthcare Services (For Profit)	1	37,000	*	*
Petroleum & Coal Products	1	70,000	*	*	Utilities	1	60,000	*	*
N Government (Federal)	2	45,000	*	*	Mechanical Engineering				
Government (State & Local)	1	61,000	*	*	M Aerospace	59	58,125	\$55,000	\$61,000
S Computer Systems Design/Consulting/ Programming	1	80,000	*	*	Agriculture, Forestry, Fishing, Hunting	1	57,000	*	*
Consulting Services	2	63,750	*	*	Building, Developing, General Contracting	20	55,605	48,000	60,000
Engineering Services	14	55,600	*	*	Chemicals (Basic)	8	66,375	*	*
Healthcare Services (For Profit)	1	45,000	*	*	Computer & Electronic Products Manufacturing	9	61,567	*	*
Utilities	1	60,000	*	*	Electrical Equipment/Appliance/ Component Mfg.	18	57,739	*	*
Environmental/Environmental Health Engineering					Food, Beverage, & Tobacco	13	59,308	*	*
M Aerospace	1	51,000	*	*	Household & Personal Care Products	5	62,560	*	*
Building, Developing, General Contracting	1	45,000	*	*	Machinery Manufacturing	44	58,800	56,000	63,000
N Government (Federal)	1	30,000	*	*	Medical Equipment & Supplies Mfg.	4	55,195	*	*
S Consulting Services	4	48,795	*	*	Metals & Metal Products	2	55,500	*	*
Engineering Services	2	52,300	*	*	Mining	7	71,786	*	*
Transportation Services	1	54,800	*	*	Paper Manufacturing	1	53,000	*	*
Industrial Production Technologies					Petroleum & Coal Products	55	71,365	62,000	81,500
M Machinery Manufacturing	1	45,000	*	*	Pharmaceuticals & Medicine Mfg.	3	60,000	*	*
Industrial/Manufacturing Engineering					Plastics & Rubber Products	4	49,825	*	*
M Aerospace	14	55,045	*	*	Transportation Equipment Mfg.	16	57,853	*	*
Building, Developing, General Contracting	2	49,400	*	*	Other Manufacturing Employers (NEC)	30	56,979	55,000	59,008
Computer & Electronic Products Manufacturing	4	63,000	*	*	N Educational Services	6	38,220	*	*
Electrical Equipment/Appliance/ Component Mfg.	2	61,000	*	*	Government (Federal)	34	50,526	45,000	56,000
Food, Beverage, & Tobacco	6	61,033	*	*	Government (State & Local)	1	30,000	*	*
Machinery Manufacturing	8	59,448	*	*	Healthcare Services (Nonprofit)	1	60,000	*	*
Metals & Metal Products	1	57,600	*	*	S Architectural Services	1	38,400	*	*
Mining	1	57,000	*	*	Consulting Services	14	57,893	*	*
Petroleum & Coal Products	2	74,000	*	*	Engineering Services	136	57,095	52,600	61,000
Other Manufacturing Employers (NEC)	11	60,064	*	*	Financial Services	2	53,500	*	*
N Educational Services	1	50,000	*	*	Healthcare Services (For Profit)	1	60,000	*	*
Government (Federal)	6	51,152	*	*	Software Publishers	2	57,500	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	1	30,000	*	*	Utilities	33	61,170	57,000	63,000
S Accounting Services	1	65,000	*	*	Other Service Employers (NEC)	1	56,000	*	*
					Metallurgical Engineering (incl. ceramic science/eng.)				
					M Aerospace	1	70,000	*	*
					Computer & Electronic Products Manufacturing	1	53,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
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CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Machinery Manufacturing	4	\$59,900	*	*
Metals & Metal Products	6	56,917	*	*
Mining	1	49,500	*	*
Petroleum & Coal Products	1	90,000	*	*
Mining & Mineral Engineering (incl. geological)				
M Aerospace	1	62,000	*	*
Building, Developing, General Contracting	3	63,667	*	*
Mining	23	64,019	\$60,000	\$63,000
Petroleum & Coal Products	8	66,750	*	*
N Government (Federal)	1	84,000	*	*
S Engineering Services	3	55,667	*	*
Nuclear Engineering (incl. engineering physics)				
M Aerospace	2	62,500	*	*
Building, Developing, General Contracting	1	63,000	*	*
Computer & Electronic Products Manufacturing	1	60,000	*	*
N Government (Federal)	3	53,667	*	*
S Engineering Services	3	64,400	*	*
Software Publishers	1	55,000	*	*
Utilities	5	63,800	*	*
Petroleum Engineering				
M Mining	2	54,500	*	*
Petroleum & Coal Products	61	81,930	70,000	90,000
S Engineering Services	5	86,298	*	*
Systems Engineering				
M Aerospace	5	65,800	*	*
Computer & Electronic Products Manufacturing	5	62,800	*	*
Electrical Equipment/Appliance/Component Mfg.	2	52,900	*	*
Food, Beverage, & Tobacco	5	58,200	*	*
Machinery Manufacturing	2	61,500	*	*
Metals & Metal Products	1	54,000	*	*
Petroleum & Coal Products	1	57,000	*	*
Other Manufacturing Employers (NEC)	3	50,667	*	*
S Computer Systems Design/Consulting/Programming	1	64,000	*	*
Consulting Services	10	59,140	*	*
Engineering Services	20	54,927	52,800	58,500
Financial Services	4	55,875	*	*
Other Service Employers (NEC)	2	44,176	*	*
Textile Sciences & Engineering				
S Retail/Wholesale Trade	1	20,000	*	*
HEALTH SCIENCES MAJORS				
Health & Related Sciences				
M Electrical Equipment/Appliance/Component Mfg.	1	58,500	*	*
N Educational Services	2	39,500	*	*
Government (Federal)	2	32,625	*	*
Government (State & Local)	1	50,000	*	*
Healthcare Services (Nonprofit)	8	39,933	*	*
Hospitals	8	45,063	*	*
S Consulting Services	1	35,000	*	*
Healthcare Services (For Profit)	3	41,500	*	*
Insurance	1	53,000	*	*
Nursing				
N Educational Services	2	47,133	*	*
Government (Federal)	6	46,167	*	*
Healthcare Services (Nonprofit)	33	50,595	43,680	58,000
Hospitals	105	45,794	39,520	50,000
S Financial Services	1	40,000	*	*
Healthcare Services (For Profit)	22	43,848	37,190	52,000

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
HOME ECONOMICS MAJORS				
Clothing/Apparel/Textile Studies (incl. textile science)				
M Food, Beverage, & Tobacco	1	\$52,000	*	*
Other Manufacturing Employers (NEC)	1	48,000	*	*
S Financial Services	1	55,000	*	*
Retail/Wholesale Trade	11	42,086	*	*
Transportation Services	1	31,500	*	*
Home Economics				
N Educational Services	2	25,990	*	*
Social Assistance	1	23,000	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS				
Criminal Justice & Corrections				
N Educational Services	2	33,480	*	*
Government (Federal)	9	41,064	*	*
Government (State & Local)	9	37,681	*	*
Social Assistance	3	27,193	*	*
S Accommodation/Food Services	1	30,122	*	*
Banking (Commercial)	2	36,500	*	*
Employment Services	1	25,500	*	*
Legal Services	1	35,000	*	*
Retail/Wholesale Trade	1	42,000	*	*
English Language & Literature/Letters				
M Pharmaceuticals & Medicine Mfg.	1	40,000	*	*
Printing	1	35,000	*	*
N Educational Services	9	35,195	*	*
Government (Federal)	2	35,769	*	*
Government (State & Local)	1	41,600	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	25,000	*	*
Other Nonprofit Employers (NEC)	2	24,500	*	*
S Accommodation/Food Services	2	27,500	*	*
Accounting Services	1	32,000	*	*
Arts, Entertainment, Recreation	2	26,050	*	*
Banking (Commercial)	1	45,000	*	*
Consulting Services	1	20,000	*	*
Engineering Services	1	35,600	*	*
Financial Services	2	28,500	*	*
Insurance	2	41,000	*	*
Legal Services	3	34,937	*	*
Publishing	2	27,775	*	*
Real Estate	1	34,000	*	*
Rental & Leasing Services	1	32,000	*	*
Retail/Wholesale Trade	3	31,320	*	*
Other Service Employers (NEC)	1	18,000	*	*
Foreign Languages & Literatures				
N Educational Services	7	35,626	*	*
Government (Federal)	1	30,000	*	*
Healthcare Services (Nonprofit)	1	25,000	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	45,000	*	*
S Accommodation/Food Services	1	20,800	*	*
Communications (Broadcasting/Telecommunications)	1	46,000	*	*
Computer Systems Design/Consulting/Programming	2	24,000	*	*
Healthcare Services (For Profit)	1	26,500	*	*
History				
M Other Manufacturing Employers (NEC)	1	61,000	*	*
N Educational Services	5	36,197	*	*
Government (Federal)	5	31,071	*	*
Government (State & Local)	4	47,938	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
* Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
S Banking (Commercial)	1	\$40,000	*	*
Communications (Broadcasting/ Telecommunications)	1	27,000	*	*
Consulting Services	1	34,000	*	*
Financial Services	2	58,500	*	*
Insurance	1	75,000	*	*
Legal Services	1	30,000	*	*
Rental & Leasing Services	1	35,000	*	*
Retail/Wholesale Trade	3	29,667	*	*
Transportation Services	1	36,000	*	*
Other Service Employers (NEC)	1	32,100	*	*
Liberal Arts & Sciences/General Studies				
M Computer & Electronic Products				
Manufacturing	1	105,000	*	*
Pharmaceuticals & Medicine Mfg.	1	45,000	*	*
Plastics & Rubber Products	1	80,000	*	*
N Educational Services	5	38,800	*	*
Government (State & Local)	1	22,000	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	1	36,000	*	*
S Accommodation/Food Services	1	45,000	*	*
Computer Systems Design/Consulting/ Programming	3	56,667	*	*
Consulting Services	2	34,499	*	*
Financial Services	3	54,667	*	*
Healthcare Services (For Profit)	3	41,000	*	*
Insurance	2	48,500	*	*
Retail/Wholesale Trade	3	46,833	*	*
Transportation Services	2	45,000	*	*
Utilities	1	38,000	*	*
Political Science/Government				
M Food, Beverage, & Tobacco	1	45,000	*	*
Other Manufacturing Employers (NEC)	1	40,000	*	*
N Educational Services	8	35,438	*	*
Government (Federal)	4	35,250	*	*
Government (State & Local)	5	32,717	*	*
Social Assistance	2	32,000	*	*
S Accommodation/Food Services	1	24,960	*	*
Banking (Commercial)	1	26,000	*	*
Banking (Investment)	3	51,667	*	*
Communications (Broadcasting/ Telecommunications)	1	35,000	*	*
Consulting Services	3	45,000	*	*
Insurance	1	45,000	*	*
Legal Services	3	30,667	*	*
Software Publishers	2	32,280	*	*
Transportation Services	1	34,800	*	*
Utilities	2	62,000	*	*
Other Service Employers (NEC)	1	46,000	*	*
Psychology				
N Educational Services	14	32,050	*	*
Government (Federal)	1	40,000	*	*
Government (State & Local)	4	34,125	*	*
Healthcare Services (Nonprofit)	6	25,683	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	2	28,640	*	*
Social Assistance	3	25,812	*	*
Other Nonprofit Employers (NEC)	1	35,000	*	*
S Accommodation/Food Services	2	26,000	*	*
Advertising	3	35,333	*	*
Arts, Entertainment, Recreation	1	17,500	*	*
Banking (Commercial)	1	25,000	*	*
Communications (Broadcasting/ Telecommunications)	1	75,000	*	*
Consulting Services	4	36,250	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Healthcare Services (For Profit)	10	\$39,902	*	*
Legal Services	1	53,000	*	*
Real Estate	2	41,500	*	*
Retail/Wholesale Trade	6	26,277	*	*
Software Publishers	2	45,500	*	*
Other Service Employers (NEC)	3	31,333	*	*
Social Work				
M Aerospace	1	50,000	*	*
N Government (State & Local)	2	24,800	*	*
Healthcare Services (Nonprofit)	1	18,000	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	2	27,600	*	*
Social Assistance	7	27,806	*	*
S Accommodation/Food Services	3	19,667	*	*
Healthcare Services (For Profit)	3	35,240	*	*
Sociology				
N Educational Services	4	33,625	*	*
Government (State & Local)	2	29,250	*	*
Religious/Grantmaking/Civic/ Professional Orgs.	2	26,007	*	*
Social Assistance	1	30,225	*	*
Other Nonprofit Employers (NEC)	1	15,000	*	*
S Accommodation/Food Services	1	20,000	*	*
Advertising	1	45,000	*	*
Healthcare Services (For Profit)	1	20,500	*	*
Other Service Employers (NEC)	1	25,284	*	*
Visual & Performing Arts				
M Aerospace	1	84,200	*	*
Building, Developing, General Contracting	1	27,500	*	*
Textiles & Apparel	1	35,000	*	*
N Educational Services	9	34,302	*	*
Museums/Historical Orgs.	1	27,500	*	*
S Accommodation/Food Services	2	40,600	*	*
Advertising	1	24,000	*	*
Architectural Services	1	30,000	*	*
Arts, Entertainment, Recreation	7	31,100	*	*
Computer Systems Design/Consulting/ Programming	1	46,000	*	*
Consulting Services	1	26,000	*	*
Engineering Services	1	32,500	*	*
Retail/Wholesale Trade	1	31,200	*	*
Other Humanities				
M Other Manufacturing Employers (NEC)	1	60,000	*	*
N Educational Services	4	36,250	*	*
Other Nonprofit Employers (NEC)	1	23,750	*	*
S Accounting Services	1	50,000	*	*
Banking (Commercial)	1	30,000	*	*
Banking (Investment)	1	58,000	*	*
Consulting Services	2	50,500	*	*
Financial Services	1	55,000	*	*
Healthcare Services (For Profit)	1	38,000	*	*
Other Social Sciences				
M Computer & Electronic Products				
Manufacturing	1	70,000	*	*
Food, Beverage, & Tobacco	1	50,000	*	*
Medical Equipment & Supplies Mfg.	1	48,000	*	*
N Educational Services	5	32,320	*	*
Government (Federal)	2	49,015	*	*
Government (State & Local)	2	42,060	*	*
S Accommodation/Food Services	1	30,000	*	*
Consulting Services	1	29,120	*	*
Financial Services	1	82,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
 * Not computed for fewer than 20 offers.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
PARKS, RECREATION, LEISURE & FITNESS MAJORS				
<i>Parks/Recreation, Leisure/Fitness Studies & Related Programs</i>				
N Educational Services	2	\$35,250	*	*
Government (Federal)	2	39,750	*	*
Government (State & Local)	1	34,134	*	*
Hospitals	1	22,880	*	*
S Consulting Services	1	49,000	*	*
Financial Services	1	30,000	*	*
Healthcare Services (For Profit)	2	24,360	*	*
Retail/Wholesale Trade	1	26,000	*	*
SCIENCES MAJORS				
<i>Architecture & Related Programs</i>				
M Building, Developing, General Contracting	2	54,000	*	*
S Architectural Services	1	37,000	*	*
Consulting Services	1	45,000	*	*
<i>Biological Sciences/Life Sciences</i>				
M Chemicals (Basic)	2	32,680	*	*
Medical Equipment & Supplies Mfg.	1	40,000	*	*
Pharmaceuticals & Medicine Mfg.	1	55,000	*	*
N Educational Services	16	32,063	*	*
Government (Federal)	6	38,833	*	*
Healthcare Services (Nonprofit)	12	33,059	*	*
Hospitals	3	27,333	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	27,000	*	*
S Accounting Services	1	65,000	*	*
Banking (Commercial)	1	28,000	*	*
Consulting Services	1	57,000	*	*
Engineering Services	1	47,000	*	*
Healthcare Services (For Profit)	2	31,000	*	*
Retail/Wholesale Trade	2	24,680	*	*
Scientific Research & Development	3	30,500	*	*
Other Service Employers (NEC)	1	33,000	*	*
<i>Chemistry</i>				
M Household & Personal Care Products	1	60,000	*	*
Pharmaceuticals & Medicine Mfg.	1	42,640	*	*
Printing	1	41,000	*	*
N Educational Services	7	38,555	*	*
Government (Federal)	5	38,204	*	*
Healthcare Services (Nonprofit)	3	31,000	*	*
Hospitals	1	31,500	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	35,000	*	*
S Consulting Services	1	60,000	*	*
Healthcare Services (For Profit)	2	30,750	*	*
Investigation & Security Services	1	37,500	*	*
Scientific Research & Development	2	37,250	*	*
<i>Construction Science/Management</i>				
M Agriculture, Forestry, Fishing, Hunting	1	57,000	*	*
Building, Developing, General Contracting	33	53,865	\$49,000	\$57,000
Petroleum & Coal Products	1	59,000	*	*
Other Manufacturing Employers (NEC)	1	50,000	*	*
S Consulting Services	2	53,500	*	*
Engineering Services	1	72,000	*	*
<i>Environmental Sciences/Studies</i>				
M Electrical Equipment/Appliance/Component Mfg.	1	31,154	*	*
Other Manufacturing Employers (NEC)	1	45,500	*	*
N Educational Services	1	42,000	*	*
Government (Federal)	2	34,560	*	*
Museums/Historical Orgs.	1	37,000	*	*
S Retail/Wholesale Trade	1	26,000	*	*
Utilities	1	46,280	*	*
Waste Management/Remediation Services	1	45,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
<i>Geological & Related Sciences</i>				
M Petroleum & Coal Products	2	\$78,000	*	*
N Educational Services	1	33,916	*	*
S Engineering Services	1	57,500	*	*
Utilities	1	28,000	*	*
<i>Mathematics (incl. statistics)</i>				
M Aerospace	2	57,089	*	*
Electrical Equipment/Appliance/Component Mfg.	1	55,000	*	*
Pharmaceuticals & Medicine Mfg.	2	45,000	*	*
N Educational Services	5	36,200	*	*
Government (Federal)	3	45,010	*	*
Government (State & Local)	1	36,400	*	*
S Banking (Commercial)	2	39,360	*	*
Banking (Investment)	1	48,000	*	*
Computer Systems Design/Consulting/Programming	1	53,000	*	*
Consulting Services	7	55,314	*	*
Insurance	6	52,500	*	*
<i>Physics</i>				
M Aerospace	2	61,410	*	*
Petroleum & Coal Products	2	67,000	*	*
Pharmaceuticals & Medicine Mfg.	1	42,000	*	*
Other Manufacturing Employers (NEC)	2	60,000	*	*
N Educational Services	2	32,500	*	*
Government (Federal)	3	38,590	*	*
S Computer Systems Design/Consulting/Programming	1	71,250	*	*
Consulting Services	1	60,000	*	*
Retail/Wholesale Trade	1	27,000	*	*
Utilities	1	60,000	*	*
<i>Other Physical Sciences</i>				
N Educational Services	2	33,900	*	*
S Healthcare Services (For Profit)	1	58,000	*	*
Utilities	1	30,680	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
 * Not computed for fewer than 20 offers.

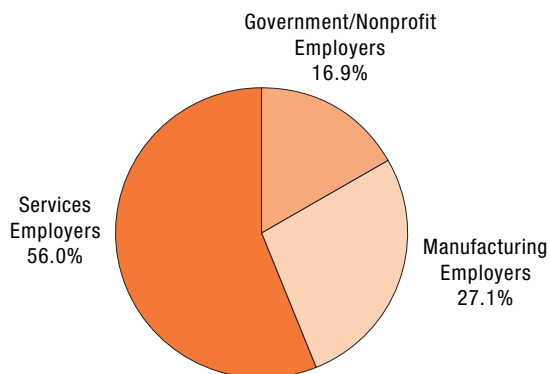
Bachelor's Degree Summary By Employer

EMPLOYER TYPE	NUMBER OF OFFERS	AVERAGE	25TH	75TH	EMPLOYER TYPE	NUMBER OF OFFERS	AVERAGE	25TH	75TH
MANUFACTURING EMPLOYERS / NONTECHNICAL DEGREES					MANUFACTURING EMPLOYERS / TECHNICAL DEGREES				
Aerospace	31	\$53,426	\$48,000	\$55,000	Aerospace	227	\$59,187	\$55,413	\$62,900
Agriculture, Forestry, Fishing, Hunting	14	46,779	*	*	Agriculture, Forestry, Fishing, Hunting	18	49,626	*	*
Building, Developing, General Contracting	16	43,585	*	*	Building, Developing, General Contracting	127	54,407	50,000	59,540
Chemicals (Basic)	3	53,667	*	*	Chemicals (Basic)	55	65,325	63,000	70,000
Computer & Electronic Products Manufacturing	19	52,589	*	*	Computer & Electronic Products Manufacturing	86	67,525	59,000	80,000
Electrical Equipment/Appliance/Component Mfg.	17	45,885	*	*	Electrical Equipment/Appliance/Component Mfg.	65	56,573	55,000	61,000
Food, Beverage, & Tobacco	70	50,112	50,000	55,000	Food, Beverage, & Tobacco	64	59,559	56,000	64,000
Household & Personal Care Products	31	52,258	50,000	57,000	Household & Personal Care Products	32	63,025	60,000	67,000
Machinery Manufacturing	15	56,056	*	*	Machinery Manufacturing	87	58,673	56,000	63,000
Medical Equipment & Supplies Mfg.	8	49,125	*	*	Medical Equipment & Supplies Mfg.	14	53,290	*	*
Metals & Metal Products	2	49,840	*	*	Metals & Metal Products	12	56,342	*	*
Petroleum & Coal Products	22	55,109	52,000	60,000	Mining	45	65,002	60,000	68,000
Pharmaceuticals & Medicine Mfg.	26	52,558	48,000	55,500	Nonmetallic Mineral Products	3	66,667	*	*
Plastics & Rubber Products	3	60,000	*	*	Paper Manufacturing	2	57,500	*	*
Printing	7	36,750	*	*	Petroleum & Coal Products	185	75,987	65,000	87,000
Textiles & Apparel	3	27,667	*	*	Pharmaceuticals & Medicine Mfg.	30	59,715	55,000	65,000
Transportation Equipment Mfg.	8	50,883	*	*	Plastics & Rubber Products	6	58,883	*	*
Wood Products	2	25,200	*	*	Printing	1	41,000	*	*
Other Manufacturing Employers (NEC)	42	50,023	45,000	55,000	Textiles & Apparel	1	66,500	*	*
TOTAL	339	(11.8%)			Transportation Equipment Mfg.	19	57,792	*	*
					Other Manufacturing Employers (NEC)	91	57,641	55,000	62,000
					TOTAL	1,170	(43.4%)		
NONPROFIT EMPLOYERS / NONTECHNICAL DEGREES					NONPROFIT EMPLOYERS / TECHNICAL DEGREES				
Educational Services	285	35,034	31,000	38,000	Educational Services	57	36,248	30,000	42,000
Government (Federal)	86	40,050	35,000	45,000	Government (Federal)	164	48,174	40,000	55,000
Government (State & Local)	57	39,018	27,500	45,500	Government (State & Local)	31	44,407	39,000	48,000
Healthcare Services (Nonprofit)	16	37,627	*	*	Healthcare Services (Nonprofit)	59	45,031	32,000	52,000
Hospitals	4	32,190	*	*	Hospitals	121	45,159	38,000	50,000
Museums/Historical Orgs.	2	40,500	*	*	Museums/Historical Orgs.	1	37,000	*	*
Religious/Grantmaking/Civic/Professional Orgs.	19	29,881	*	*	Religious/Grantmaking/Civic/Professional Orgs.	6	34,250	*	*
Social Assistance	23	29,712	26,000	31,000	Social Assistance	1	42,000	*	*
Other Nonprofit Employers (NEC)	9	31,306	*	*	TOTAL	440	(16.3%)		
TOTAL	501	(17.5%)							
SERVICE EMPLOYERS / NONTECHNICAL DEGREES					SERVICE EMPLOYERS / TECHNICAL DEGREES				
Accommodation/Food Services	69	33,826	26,000	40,000	Accounting Services	7	58,429	*	*
Accounting Services	581	50,264	46,000	55,000	Architectural Services	5	40,180	*	*
Advertising	35	37,494	30,000	40,000	Arts, Entertainment, Recreation	4	38,625	*	*
Architectural Services	1	30,000	*	*	Banking (Commercial)	9	44,524	*	*
Arts, Entertainment, Recreation	29	30,549	24,000	35,000	Banking (Investment)	7	58,286	*	*
Banking (Commercial)	114	44,320	32,000	55,000	Communications (Broadcasting/Telecommunications)	23	57,654	53,000	64,000
Banking (Investment)	118	56,952	55,000	60,000	Computer Systems Design/Consulting/Programming	83	63,908	53,000	80,000
Communications (Broadcasting/Telecommunications)	46	44,439	35,000	46,000	Consulting Services	129	55,841	50,000	62,000
Computer Systems Design/Consulting/Programming	36	49,246	35,000	57,000	Engineering Services	503	57,681	52,000	62,000
Consulting Services	196	53,021	46,000	65,000	Financial Services	55	61,200	55,000	65,000
Employment Services	8	35,625	*	*	Healthcare Services (For Profit)	43	44,799	35,000	56,000
Engineering Services	8	47,642	*	*	Insurance	20	53,880	50,000	57,000
Financial Services	199	48,653	40,000	60,000	Investigation & Security Services	1	37,500	*	*
Healthcare Services (For Profit)	64	42,238	29,500	48,000	Legal Services	1	112,500	*	*
Insurance	96	46,128	40,000	52,500	Publishing	2	72,500	*	*
Investigation & Security Services	1	50,000	*	*	Retail/Wholesale Trade	10	42,436	*	*
Legal Services	19	35,472	*	*	Scientific Research & Development	15	48,782	*	*
Publishing	9	30,570	*	*	Software Publishers	30	63,177	50,000	65,000
Real Estate	20	41,363	30,000	50,000	Transportation Services	12	53,490	*	*
Rental & Leasing Services	8	41,325	*	*	Utilities	100	60,246	57,000	63,000
Retail/Wholesale Trade	234	41,263	35,000	47,684	Waste Management/Remediation Services	6	45,700	*	*
Scientific Research & Development	5	41,600	*	*	Other Service Employers (NEC)	19	55,385	*	*
Software Publishers	16	49,598	*	*	TOTAL	1,084	(40.2%)		
Transportation Services	51	42,608	36,000	45,000					
Utilities	23	51,409	42,500	55,000					
Waste Management/Remediation Services	4	39,500	*	*					
Other Service Employers (NEC)	40	44,160	28,800	50,000					
TOTAL	2,030	(70.7%)							
TOTAL OFFERS TO BACHELOR'S NONTECHNICAL DEGREES	2,870	(51.6%)			TOTAL OFFERS TO BACHELOR'S TECHNICAL DEGREES	2,694	(48.4%)		
Total Offers To Bachelor's Degree Candidates By Employer		5,564							
Total Manufacturing Employers		1,509	(27.1%)						
Total Nonprofit/Government Employers		941	(16.9%)						
Total Services Employers		3,114	(56.0%)						

* Not computed for fewer than 20 offers.

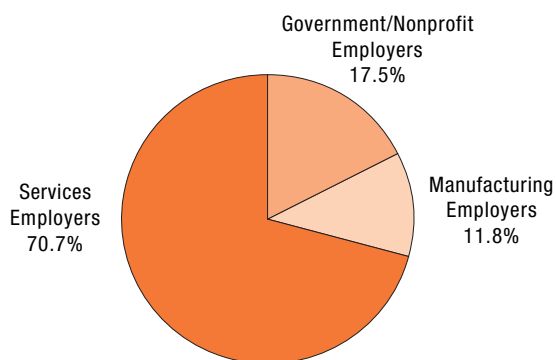
Proportion of Offers by Industry Sector

PROPORTION OF OFFERS TO BACHELOR'S DEGREE CANDIDATES BY INDUSTRY SECTOR



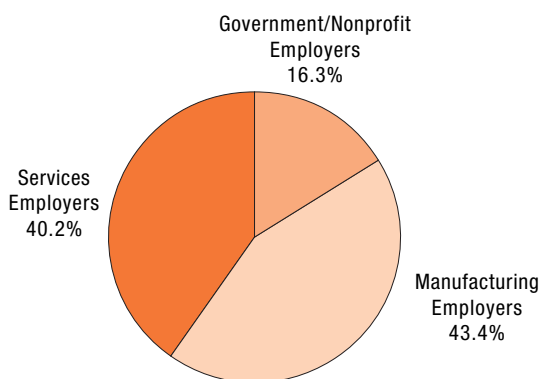
Total Bachelor's Offers By Employer = 5,564

PROPORTION OF OFFERS TO NONTECHNICAL BACHELOR'S DEGREE CANDIDATES BY INDUSTRY SECTOR



Total Offers to Bachelor's Nontechnical Degrees = 2,870

PROPORTION OF OFFERS TO TECHNICAL BACHELOR'S DEGREE CANDIDATES BY INDUSTRY SECTOR



Total Offers to Bachelor's Technical Degrees = 2,694

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Research (Nontechnical)	1	\$50,500	*	*	Logistics/Materials Management				
Research (Technical/Scientific)	1	40,000	*	*	Accounting (Private)	12	\$49,833	*	*
Sales	3	39,333	*	*	Agricultural/Natural Resources	1	42,000	*	*
Teaching	4	40,000	*	*	Consulting	21	59,048	\$55,500	\$60,000
Technical/Computer Support	1	55,000	*	*	Customer Service	3	43,083	*	*
Finance					Distribution	17	49,471	*	*
Accounting (Private)	15	49,667	*	*	Financial/Treasury Analysis	16	49,813	*	*
Accounting (Public)	21	50,754	\$47,000	\$55,000	Insurance (Claims)	1	36,000	*	*
Actuarial	1	53,000	*	*	Investment Banking (Corporate Finance)	10	51,600	*	*
Administrative (Healthcare)	1	44,000	*	*	Management Trainee (Entry-Level Mgmt.)	15	40,467	*	*
Auditing (Private)	8	48,750	*	*	Market Research	2	42,000	*	*
Auditing (Public)	5	49,400	*	*	Military	3	32,945	*	*
Brand/Product Management	3	44,300	*	*	Purchasing	1	51,000	*	*
Buyer/Merchandising	4	45,000	*	*	Sales	9	43,889	*	*
Commercial Banking (Consumer)	7	33,424	*	*	Systems Analysis & Design	4	63,000	*	*
Commercial Banking (Lending)	23	43,691	34,000	50,000	Management Information Systems/Business Data Processing				
Consulting	53	55,692	53,000	60,000	Accounting (Public)	3	55,333	*	*
Customer Service	3	35,000	*	*	Computer Programming	3	45,467	*	*
Finance, Taxation, Monetary Policy	8	46,338	*	*	Consulting	14	57,714	*	*
Financial/Treasury Analysis	168	52,815	48,000	60,000	Financial/Treasury Analysis	3	49,000	*	*
Human Resources/Industrial Relations	4	50,750	*	*	Hardware Design & Development	1	38,000	*	*
Insurance (Claims)	2	41,500	*	*	Management Trainee (Entry-Level Mgmt.)	3	34,667	*	*
Insurance (Underwriting)	7	39,000	*	*	Network Administration	7	51,000	*	*
Investment Banking (Corporate Finance)	33	50,909	45,000	55,000	Project Engineering	1	35,000	*	*
Investment Banking (Mergers & Acquis.)	1	55,000	*	*	Quality Control Engineering	1	48,000	*	*
Investment Banking (Real Estate)	4	31,750	*	*	Sales	1	28,000	*	*
Investment Banking (Sales & Trading)	27	58,185	55,000	60,000	Software Design & Development	3	43,460	*	*
Law Enforcement	2	40,500	*	*	Systems Analysis & Design	13	52,921	*	*
Management Trainee (Entry-Level Mgmt.)	34	43,494	34,000	55,000	Systems/Programming Engineering	4	45,417	*	*
Market Research	4	50,000	*	*	Technical/Computer Support	4	49,250	*	*
Military	3	40,735	*	*	Testing Engineering	1	80,000	*	*
National Security	1	72,000	*	*	Other Computer Related (NEC)	3	35,667	*	*
Network Administration	1	65,000	*	*	Other Engineering (NEC)	1	60,000	*	*
Portfolio Management/Brokerage	23	49,283	40,000	55,000	Marketing/Marketing Mgmt. (incl. mktg. research)				
Research (Nontechnical)	2	65,000	*	*	Accounting (Private)	1	40,000	*	*
Research (Technical/Scientific)	1	60,000	*	*	Accounting (Public)	2	51,500	*	*
Sales	15	41,870	*	*	Administrative (Healthcare)	1	60,000	*	*
Teaching	4	38,750	*	*	Advertising	3	38,500	*	*
Writing/Editing	1	40,000	*	*	Auditing (Public)	1	22,400	*	*
Other Computer Related (NEC)	2	54,000	*	*	Brand/Product Management	23	47,186	38,000	55,000
Other Health Related (NEC)	1	19,000	*	*	Buyer/Merchandising	17	45,941	*	*
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)					Commercial Banking (Consumer)	1	20,000	*	*
Auditing (Public)	1	45,000	*	*	Consulting	9	55,611	*	*
Management Trainee (Entry-Level Mgmt.)	16	39,008	*	*	Counseling	1	34,000	*	*
Sales	2	25,810	*	*	Customer Service	8	38,440	*	*
Human Resources (incl. labor/industrial relations)					Distribution	4	65,500	*	*
Accounting (Public)	1	51,200	*	*	Financial/Treasury Analysis	13	48,462	*	*
Actuarial	1	59,500	*	*	Human Resources/Industrial Relations	6	43,000	*	*
Consulting	1	47,500	*	*	Insurance (Claims)	2	42,000	*	*
Human Resources/Industrial Relations	16	43,468	*	*	Insurance (Underwriting)	3	37,100	*	*
Insurance (Claims)	3	39,167	*	*	Investment Banking (Corporate Finance)	4	45,875	*	*
Investment Banking (Corporate Finance)	2	56,000	*	*	Investment Banking (Real Estate)	1	27,000	*	*
Management Trainee (Entry-Level Mgmt.)	5	38,560	*	*	Management Trainee (Entry-Level Mgmt.)	45	43,529	32,000	52,000
Market Research	2	45,000	*	*	Manufacturing/Industrial Engineering	1	70,000	*	*
Purchasing	1	50,000	*	*	Market Research	24	41,739	31,500	48,000
Sales	4	40,200	*	*	Performing Arts/Entertainment	1	30,000	*	*
Teaching	1	29,000	*	*	Portfolio Management/Brokerage	1	45,000	*	*
International Business					Production (Communications)	1	40,000	*	*
Auditing (Private)	1	42,000	*	*	Project Engineering	1	52,000	*	*
Buyer/Merchandising	1	56,000	*	*	Public Relations	2	27,900	*	*
Commercial Banking (Consumer)	1	32,000	*	*	Purchasing	1	60,000	*	*
Customer Service	1	35,000	*	*	Research (Technical/Scientific)	2	40,000	*	*
Insurance (Underwriting)	1	50,400	*	*	Sales	80	41,345	35,000	48,000
Management Trainee (Entry-Level Mgmt.)	5	36,600	*	*	Teaching	3	33,667	*	*
Market Research	1	40,000	*	*	Other Engineering (NEC)	1	49,000	*	*
Sales	2	39,750	*	*	Other Health Related (NEC)	1	25,000	*	*

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
COMMUNICATIONS MAJORS				
Advertising				
Advertising	3	\$32,333	*	*
Brand/Product Management	1	30,000	*	*
Management Trainee (Entry-Level Mgmt.)	2	40,500	*	*
Broadcast Journalism				
Buyer/Merchandising	1	42,000	*	*
Sales	2	31,950	*	*
Communications				
Accounting (Private)	2	45,000	*	*
Accounting (Public)	1	29,120	*	*
Administrative (Healthcare)	1	27,580	*	*
Advertising	1	38,000	*	*
Brand/Product Management	6	38,167	*	*
Consulting	2	22,000	*	*
Customer Service	5	36,200	*	*
Design/Graphic Arts	1	28,000	*	*
Financial/Treasury Analysis	2	44,000	*	*
Human Resources/Industrial Relations	1	34,500	*	*
Insurance (Claims)	1	39,000	*	*
Management Trainee (Entry-Level Mgmt.)	9	36,225	*	*
Market Research	4	33,250	*	*
Media Planning	1	31,500	*	*
Military	2	31,250	*	*
Paralegal	2	27,900	*	*
Performing Arts/Entertainment	1	23,130	*	*
Portfolio Management/Brokerage	1	75,000	*	*
Public Relations	3	32,667	*	*
Sales	10	35,200	*	*
Speech Pathology/Audiology	1	48,000	*	*
Systems/Programming Engineering	1	65,000	*	*
Teaching	5	36,574	*	*
Journalism				
Advertising	2	35,000	*	*
Brand/Product Management	1	27,000	*	*
Market Research	3	29,667	*	*
Paralegal	1	38,000	*	*
Performing Arts/Entertainment	1	20,800	*	*
Portfolio Management/Brokerage	1	34,000	*	*
Public Relations	1	41,871	*	*
Sales	2	47,500	*	*
Teaching	1	33,000	*	*
Public Relations/Organizational Communications				
Customer Service	1	29,120	*	*
Management Trainee (Entry-Level Mgmt.)	1	24,000	*	*
Public Relations	3	24,000	*	*
COMPUTER SCIENCES MAJORS				
Computer Programming				
Software Design & Development	1	60,000	*	*
Computer Science				
Computer Programming	23	58,935	\$54,000	\$63,000
Consulting	9	53,778	*	*
Management Trainee (Entry-Level Mgmt.)	1	55,000	*	*
Military	1	40,000	*	*
Network Administration	1	52,500	*	*
Quality Control Engineering	1	90,000	*	*
Research & Development Engineering	1	102,300	*	*
Research (Technical/Scientific)	1	60,000	*	*
Software Design & Development	90	67,144	58,000	80,000
Systems Analysis & Design	10	53,800	*	*
Systems/Programming Engineering	11	61,471	*	*
Technical/Computer Support	7	54,429	*	*
Testing Engineering	1	80,000	*	*
Other Computer Related (NEC)	8	55,250	*	*
Other Engineering (NEC)	6	66,167	*	*

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Computer Systems Analysis				
Software Design & Development	1	\$80,000	*	*
Systems Analysis & Design	2	36,180	*	*
Technical/Computer Support	1	40,000	*	*
Information Sciences & Systems				
Commercial Banking (Consumer)	1	25,000	*	*
Computer Programming	2	51,150	*	*
Consulting	8	55,325	*	*
Management Trainee (Entry-Level Mgmt.)	3	38,000	*	*
Military	3	42,620	*	*
Network Administration	1	52,000	*	*
Project Engineering	1	48,000	*	*
Quality Control Engineering	1	48,000	*	*
Software Design & Development	6	52,246	*	*
Systems Analysis & Design	7	52,786	*	*
Systems/Programming Engineering	2	62,500	*	*
Technical/Computer Support	5	43,300	*	*
Other Computer Related (NEC)	5	47,800	*	*
EDUCATION MAJORS				
Elementary Teacher Education				
Administrative (Healthcare)	1	30,000	*	*
Design/Graphic Arts	1	34,500	*	*
Human Resources/Industrial Relations	1	29,000	*	*
Teaching	66	35,142	\$32,500	\$37,603
Physical Education Teaching/Coaching				
Administration (Social Services)	1	27,040	*	*
Human Resources/Industrial Relations	1	50,000	*	*
Teaching	4	33,800	*	*
Pre-Elementary Teacher Education				
Social Work	1	26,500	*	*
Teaching	19	33,028	*	*
Secondary Education				
Teaching	23	35,426	32,500	37,000
Special Education				
Military	1	40,000	*	*
Teaching	17	35,244	*	*
Specific Academic/Vocational Teacher Education				
Management Trainee (Entry-Level Mgmt.)	1	45,000	*	*
Research (Technical/Scientific)	1	24,960	*	*
Teaching	22	34,767	30,000	42,000
ENGINEERING MAJORS				
Aerospace/Aeronautical/Astronautical Engineering				
Consulting	1	56,000	*	*
Design/Construction Engineering	9	56,603	*	*
Field Engineering	3	57,667	*	*
Hardware Design & Development	2	56,155	*	*
Management Trainee (Entry-Level Mgmt.)	1	62,000	*	*
Manufacturing/Industrial Engineering	3	63,933	*	*
Military	2	37,800	*	*
Network Administration	1	43,000	*	*
Production Engineering	2	46,000	*	*
Project Engineering	12	60,492	*	*
Research & Development Engineering	4	52,453	*	*
Software Design & Development	2	64,065	*	*
Systems Analysis & Design	5	56,786	*	*
Systems/Programming Engineering	14	61,017	*	*
Testing Engineering	5	58,500	*	*
Other Engineering (NEC)	22	58,074	55,603	61,000
Agricultural Engineering				
Agricultural/Natural Resources	1	40,000	*	*
Manufacturing/Industrial Engineering	2	60,620	*	*
Production Engineering	2	61,120	*	*
Project Engineering	5	58,748	*	*
Testing Engineering	1	62,000	*	*
Other Engineering (NEC)	1	50,000	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Architectural Engineering				
Architecture	1	\$26,000	*	*
Design/Construction Engineering	3	28,440	*	*
Project Engineering	1	24,000	*	*
Other Engineering (NEC)	1	57,500	*	*
Bioengineering & Biomedical Engineering				
Bioengineering	1	58,000	*	*
Consulting	1	62,000	*	*
Environmental/Sanitation Engineering	1	88,000	*	*
Production Engineering	3	61,000	*	*
Research & Development Engineering	2	52,000	*	*
Research (Technical/Scientific)	1	56,000	*	*
Other Engineering (NEC)	4	63,250	*	*
Other Health Related (NEC)	2	34,500	*	*
Chemical Engineering				
Consulting	3	67,167	*	*
Design/Construction Engineering	3	61,667	*	*
Environmental/Sanitation Engineering	3	41,320	*	*
Field Engineering	16	66,399	*	*
Financial/Treasury Analysis	1	57,000	*	*
Hardware Design & Development	1	50,000	*	*
Management Trainee (Entry-Level Mgmt.)	5	61,400	*	*
Manufacturing/Industrial Engineering	7	65,286	*	*
Military	1	54,000	*	*
Power Systems Engineering	1	28,800	*	*
Process Engineering (Chemical)	73	64,904	\$60,000	\$70,000
Production Engineering	25	71,983	63,000	80,000
Project Engineering	5	72,820	*	*
Quality Control Engineering	2	64,000	*	*
Research & Development Engineering	14	61,004	*	*
Research (Technical/Scientific)	11	59,633	*	*
Sales	3	50,615	*	*
Systems Analysis & Design	1	57,000	*	*
Teaching	1	35,000	*	*
Testing Engineering	3	55,907	*	*
Other Engineering (NEC)	41	63,754	60,000	68,000
Civil Engineering				
Consulting	5	58,456	*	*
Design/Construction Engineering	55	51,503	48,000	55,000
Environmental/Sanitation Engineering	8	48,656	*	*
Field Engineering	31	53,575	50,000	56,500
Financial/Treasury Analysis	1	80,000	*	*
Management Trainee (Entry-Level Mgmt.)	2	55,500	*	*
Manufacturing/Industrial Engineering	2	55,000	*	*
Military	1	50,000	*	*
Power Systems Engineering	1	55,000	*	*
Production Engineering	1	62,000	*	*
Project Engineering	22	52,196	47,000	55,000
Quality Control Engineering	1	50,000	*	*
Research & Development Engineering	1	88,104	*	*
Teaching	1	30,000	*	*
Urban/Regional Planning	1	50,000	*	*
Other Engineering (NEC)	43	50,653	43,521	55,000
Computer Engineering				
Computer Programming	7	56,857	*	*
Consulting	3	58,333	*	*
Customer Service	1	83,600	*	*
Hardware Design & Development	5	53,647	*	*
Manufacturing/Industrial Engineering	1	40,000	*	*
Military	1	50,000	*	*
Power Systems Engineering	1	67,000	*	*
Process Engineering (Chemical)	1	83,000	*	*
Production Engineering	1	62,400	*	*
Project Engineering	3	70,667	*	*
Quality Control Engineering	1	124,800	*	*
Research & Development Engineering	1	63,000	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Software Design & Development	54	\$65,619	\$58,000	\$75,000
Systems Analysis & Design	3	59,667	*	*
Systems/Programming Engineering	6	62,314	*	*
Technical/Computer Support	1	55,000	*	*
Testing Engineering	2	73,500	*	*
Other Computer Related (NEC)	1	55,000	*	*
Other Engineering (NEC)	7	64,143	*	*
Electrical/Electronics & Communications Engineering				
Consulting	11	60,318	*	*
Design/Construction Engineering	6	56,597	*	*
Environmental/Sanitation Engineering	1	90,000	*	*
Field Engineering	8	61,500	*	*
Hardware Design & Development	10	60,456	*	*
Management Trainee (Entry-Level Mgmt.)	1	35,000	*	*
Manufacturing/Industrial Engineering	4	61,439	*	*
Military	1	28,500	*	*
Network Administration	1	85,000	*	*
Power Systems Engineering	20	55,183	45,000	62,500
Process Engineering (Chemical)	2	62,100	*	*
Production Engineering	5	58,100	*	*
Project Engineering	20	64,170	59,000	66,000
Quality Control Engineering	3	58,933	*	*
Research & Development Engineering	5	61,526	*	*
Software Design & Development	20	67,985	60,000	79,070
Systems/Programming Engineering	35	60,938	57,000	65,000
Testing Engineering	15	56,985	*	*
Other Computer Related (NEC)	1	50,000	*	*
Other Engineering (NEC)	82	57,746	55,000	62,000
Engineering Technology				
Consulting	2	63,750	*	*
Design/Construction Engineering	3	48,000	*	*
Environmental/Sanitation Engineering	1	59,000	*	*
Field Engineering	4	54,800	*	*
Human Resources/Industrial Relations	1	50,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	66,000	*	*
Manufacturing/Industrial Engineering	2	56,500	*	*
Power Systems Engineering	2	43,250	*	*
Project Engineering	7	55,929	*	*
Research & Development Engineering	1	62,000	*	*
Software Design & Development	2	70,000	*	*
Systems/Programming Engineering	3	60,333	*	*
Other Engineering (NEC)	5	52,000	*	*
Environmental/Environmental Health Engineering				
Consulting	2	51,090	*	*
Design/Construction Engineering	1	45,000	*	*
Environmental/Sanitation Engineering	3	50,333	*	*
Field Engineering	1	45,000	*	*
Industrial Production Technologies				
Production Engineering	1	45,000	*	*
Industrial/Manufacturing Engineering				
Brand/Product Management	1	60,000	*	*
Consulting	6	63,333	*	*
Design/Construction Engineering	1	40,000	*	*
Field Engineering	4	56,350	*	*
Financial/Treasury Analysis	2	58,250	*	*
Industrial Hygiene/Occupational Safety Engineering	3	55,449	*	*
Management Trainee (Entry-Level Mgmt.)	5	50,420	*	*
Manufacturing/Industrial Engineering	22	57,662	52,000	63,000
Military	2	48,500	*	*
Process Engineering (Chemical)	2	61,000	*	*
Project Engineering	2	58,000	*	*
Quality Control Engineering	2	56,500	*	*
Religious Occupation	1	30,000	*	*
Research & Development Engineering	1	58,200	*	*
Research (Technical/Scientific)	1	50,000	*	*

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CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Systems Analysis & Design	2	\$55,000	*	*
Technical/Computer Support	1	68,000	*	*
Other Computer Related (NEC)	1	56,000	*	*
Other Engineering (NEC)	13	59,205	*	*
Materials Engineering				
Bioengineering	1	37,000	*	*
Field Engineering	1	59,000	*	*
Manufacturing/Industrial Engineering	1	57,000	*	*
Production Engineering	4	57,725	*	*
Project Engineering	1	58,000	*	*
Urban/Regional Planning	1	65,000	*	*
Other Engineering (NEC)	4	60,735	*	*
Mechanical Engineering				
Computer Programming	2	62,250	*	*
Consulting	5	62,000	*	*
Design/Construction Engineering	48	55,586	\$51,995	\$61,000
Environmental/Sanitation Engineering	2	58,600	*	*
Field Engineering	21	63,411	55,000	67,000
Hardware Design & Development	5	61,182	*	*
Investment Banking (Corporate Finance)	1	52,000	*	*
Management Trainee (Entry-Level Mgmt.)	6	56,902	*	*
Manufacturing/Industrial Engineering	35	58,431	54,000	62,800
Military	5	43,462	*	*
Power Systems Engineering	7	62,629	*	*
Process Engineering (Chemical)	3	53,167	*	*
Production Engineering	24	57,864	53,565	60,000
Project Engineering	72	58,600	52,000	62,900
Quality Control Engineering	2	61,000	*	*
Research & Development Engineering	12	54,343	*	*
Research (Technical/Scientific)	1	49,500	*	*
Sales	5	53,168	*	*
Software Design & Development	4	60,500	*	*
Systems Analysis & Design	1	58,000	*	*
Systems/Programming Engineering	9	59,333	*	*
Teaching	4	34,730	*	*
Testing Engineering	9	57,691	*	*
Other Engineering (NEC)	141	58,832	55,000	62,000
Metallurgical Engineering (incl. ceramic science/eng.)				
Design/Construction Engineering	1	50,000	*	*
Project Engineering	1	63,000	*	*
Research & Development Engineering	1	53,000	*	*
Mining & Mineral Engineering (incl. geological)				
Field Engineering	10	66,200	*	*
Management Trainee (Entry-Level Mgmt.)	2	60,600	*	*
Production Engineering	5	64,000	*	*
Software Design & Development	1	62,000	*	*
Other Engineering (NEC)	2	64,620	*	*
Nuclear Engineering (incl. engineering physics)				
Consulting	1	60,000	*	*
Field Engineering	1	59,000	*	*
Systems/Programming Engineering	1	64,299	*	*
Other Engineering (NEC)	12	62,625	*	*
Petroleum Engineering				
Field Engineering	6	59,037	*	*
Production Engineering	11	85,736	*	*
Project Engineering	1	90,000	*	*
Other Engineering (NEC)	21	90,976	85,000	95,000
Systems Engineering				
Brand/Product Management	1	57,500	*	*
Computer Programming	1	53,000	*	*
Consulting	10	59,290	*	*
Field Engineering	2	49,900	*	*
Investment Banking (Sales & Trading)	1	70,000	*	*
Manufacturing/Industrial Engineering	5	58,000	*	*
Project Engineering	1	35,351	*	*
Quality Control Engineering	1	55,000	*	*

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CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Research & Development Engineering	1	\$60,000	*	*
Sales	2	60,000	*	*
Software Design & Development	1	80,000	*	*
Systems/Programming Engineering	6	64,833	*	*
Other Engineering (NEC)	6	54,133	*	*
HEALTH SCIENCES MAJORS				
Health & Related Sciences				
Administrative (Healthcare)	3	34,667	*	*
Consulting	1	48,000	*	*
Environmental/Sanitation Engineering	1	58,500	*	*
Human Resources/Industrial Relations	1	30,250	*	*
Management Trainee (Entry-Level Mgmt.)	2	44,000	*	*
Medical Technology	4	51,240	*	*
Physical Therapy	3	49,833	*	*
Public Relations	1	50,000	*	*
Research (Technical/Scientific)	2	35,500	*	*
Respiratory Therapy	4	41,500	*	*
Teaching	1	44,000	*	*
Other Health Related (NEC)	1	35,000	*	*
Nursing				
Administrative (Healthcare)	1	100,500	*	*
Financial/Treasury Analysis	1	40,000	*	*
Military	12	54,250	*	*
Registered Nurse	147	46,255	\$39,582	\$50,897
Religious Occupation	1	45,448	*	*
Other Health Related (NEC)	6	42,172	*	*
HOME ECONOMICS MAJORS				
Clothing/Apparel/Textile Studies (incl. textile science)				
Advertising	1	45,000	*	*
Buyer/Merchandising	6	45,407	*	*
Design/Graphic Arts	1	43,000	*	*
Management Trainee (Entry-Level Mgmt.)	5	42,900	*	*
Sales	3	33,167	*	*
Home Economics				
Counseling	1	24,480	*	*
Social Work	1	23,000	*	*
Teaching	1	27,500	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS				
Criminal Justice & Corrections				
Administration (Social Services)	1	28,000	*	*
Commercial Banking (Consumer)	1	33,000	*	*
Customer Service	1	26,000	*	*
Human Resources/Industrial Relations	1	25,500	*	*
Insurance (Underwriting)	1	40,000	*	*
Law Enforcement	8	44,188	*	*
Management Trainee (Entry-Level Mgmt.)	2	35,560	*	*
Military	4	49,377	*	*
National Security	1	40,000	*	*
Paralegal	2	30,750	*	*
Social Work	2	28,500	*	*
Teaching	1	24,960	*	*
Other Health Related (NEC)	1	27,580	*	*
English Language & Literature/Letters				
Accounting (Private)	1	32,000	*	*
Brand/Product Management	1	40,000	*	*
Consulting	1	18,000	*	*
Counseling	1	20,000	*	*
Customer Service	3	20,103	*	*
Investment Banking (Sales & Trading)	1	30,000	*	*
Management Trainee (Entry-Level Mgmt.)	8	34,820	*	*
Paralegal	3	34,937	*	*
Quality Control Engineering	1	32,000	*	*
Reporting	1	30,000	*	*
Sales	3	40,000	*	*
Teaching	13	35,484	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Foreign Languages & Literatures									
Customer Service	1	\$35,000	*	*	Purchasing	1	\$25,500	*	*
Market Research	2	41,000	*	*	Research (Nontechnical)	3	29,667	*	*
Performing Arts/Entertainment	1	20,000	*	*	Research (Technical/Scientific)	4	27,750	*	*
Research (Technical/Scientific)	1	30,000	*	*	Sales	11	39,773	*	*
Teaching	9	37,376	*	*	Social Work	3	30,000	*	*
History					Teaching	11	30,993	*	*
Brand/Product Management	1	36,000	*	*	Other Health Related (NEC)	6	57,467	*	*
Commercial Banking (Consumer)	1	40,000	*	*	Social Work				
Consulting	1	27,000	*	*	Administration (Social Services)	1	24,000	*	*
Financial/Treasury Analysis	1	52,000	*	*	Counseling	1	23,000	*	*
Investment Banking (Corporate Finance)	1	65,000	*	*	Design/Construction Engineering	1	50,000	*	*
Law Enforcement	1	52,000	*	*	Management Trainee (Entry-Level Mgmt.)	2	21,000	*	*
Management Trainee (Entry-Level Mgmt.)	2	31,000	*	*	Sales	1	26,000	*	*
Military	4	31,339	*	*	Social Work	9	26,678	*	*
Paralegal	1	30,000	*	*	Sociology				
Portfolio Management/Brokerage	1	50,000	*	*	Administration (Social Services)	2	28,517	*	*
Research (Nontechnical)	2	32,000	*	*	Brand/Product Management	1	45,000	*	*
Sales	1	32,100	*	*	Consulting	2	52,500	*	*
Teaching	7	42,712	*	*	Counseling	1	30,225	*	*
Liberal Arts & Sciences/General Studies					Human Resources/Industrial Relations	1	23,000	*	*
Administration (Social Services)	1	22,000	*	*	Management Trainee (Entry-Level Mgmt.)	1	38,000	*	*
Administrative (Healthcare)	1	23,000	*	*	Social Work	1	31,000	*	*
Design/Graphic Arts	1	48,000	*	*	Systems Analysis & Design	1	46,000	*	*
Finance, Taxation, Monetary Policy	1	40,000	*	*	Teaching	1	15,000	*	*
Human Resources/Industrial Relations	1	29,000	*	*	Technical/Computer Support	1	29,000	*	*
Insurance (Underwriting)	1	65,000	*	*	Urban/Regional Planning	1	27,500	*	*
Management Trainee (Entry-Level Mgmt.)	2	41,500	*	*	Visual & Performing Arts				
Sales	3	59,000	*	*	Administration (Social Services)	1	73,000	*	*
Systems Analysis & Design	1	96,000	*	*	Advertising	1	24,000	*	*
Teaching	4	41,250	*	*	Architecture	1	30,000	*	*
Technical/Computer Support	1	26,000	*	*	Consulting	1	46,000	*	*
Other Health Related (NEC)	1	35,000	*	*	Customer Service	1	20,800	*	*
Political Science/Government					Design/Graphic Arts	5	28,480	*	*
Administration (Social Services)	1	33,306	*	*	Management Trainee (Entry-Level Mgmt.)	2	29,500	*	*
Brand/Product Management	1	32,000	*	*	Performing Arts/Entertainment	4	29,100	*	*
Commercial Banking (Consumer)	1	26,000	*	*	Production Engineering	1	84,200	*	*
Consulting	2	55,000	*	*	Sales	1	35,000	*	*
Counseling	1	29,000	*	*	Teaching	6	35,000	*	*
Customer Service	1	25,000	*	*	Other Engineering (NEC)	1	30,000	*	*
Financial/Treasury Analysis	5	59,800	*	*	Other Humanities				
Human Resources/Industrial Relations	2	44,000	*	*	Accounting (Public)	1	50,000	*	*
Insurance (Claims)	1	45,000	*	*	Architecture	1	35,000	*	*
Law Enforcement	4	40,570	*	*	Research (Nontechnical)	2	54,000	*	*
Management Trainee (Entry-Level Mgmt.)	3	30,333	*	*	Sales	1	60,000	*	*
Military	2	37,500	*	*	Teaching	3	36,667	*	*
Paralegal	1	30,000	*	*	Writing/Editing	1	31,000	*	*
Portfolio Management/Brokerage	1	35,000	*	*	Other Social Sciences				
Public Relations	1	25,000	*	*	Consulting	1	70,000	*	*
Research (Nontechnical)	1	34,560	*	*	Counseling	1	36,600	*	*
Sales	3	35,000	*	*	Customer Service	2	49,015	*	*
Teaching	7	32,429	*	*	Financial/Treasury Analysis	1	50,000	*	*
Psychology					Performing Arts/Entertainment	1	30,000	*	*
Administration (Social Services)	1	30,000	*	*	Research (Technical/Scientific)	2	30,560	*	*
Administrative (Healthcare)	1	21,000	*	*	Sales	2	58,500	*	*
Brand/Product Management	1	34,000	*	*	Software Design & Development	1	75,000	*	*
Buyer/Merchandising	1	30,000	*	*	Teaching	2	27,500	*	*
Consulting	1	45,000	*	*	PARKS, RECREATION, LEISURE & FITNESS MAJORS				
Counseling	3	29,367	*	*	Parks/Recreation, Leisure/Fitness Studies & Related Programs				
Human Resources/Industrial Relations	1	50,000	*	*	Consulting	1	49,000	*	*
Insurance (Underwriting)	1	36,000	*	*	Counseling	1	34,134	*	*
Investment Banking (Corporate Finance)	2	60,000	*	*	Management Trainee (Entry-Level Mgmt.)	1	26,000	*	*
Law Enforcement	1	45,500	*	*	Military	1	46,500	*	*
Management Trainee (Entry-Level Mgmt.)	4	34,875	*	*	Physical Therapy	1	55,000	*	*
Military	1	40,000	*	*	Sales	1	30,000	*	*
Network Administration	1	50,000	*	*	Teaching	1	48,000	*	*
Paralegal	1	53,000	*	*	Other Health Related (NEC)	3	30,293	*	*
Production Engineering	1	20,000	*	*					

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CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
SCIENCES MAJORS					Other Physical Sciences				
Architecture & Related Programs					Financial/Treasury Analysis				
Architecture	2	\$41,000	*	*	Physical Therapy	1	\$50,000	*	*
Design/Construction Engineering	1	50,000	*	*	Teaching	1	58,000	*	*
Field Engineering	1	58,000	*	*		3	33,267	*	*
Biological Sciences/Life Sciences									
Administration (Social Services)	1	30,000	*	*					
Consulting	2	61,000	*	*					
Management Trainee (Entry-Level Mgmt.)	2	34,500	*	*					
Medical Technology	3	32,160	*	*					
Military	2	35,500	*	*					
Production Engineering	1	47,000	*	*					
Research & Development Engineering	1	30,000	*	*					
Research (Nontechnical)	1	30,000	*	*					
Research (Technical/Scientific)	26	32,017	\$25,500	\$33,000					
Sales	1	75,378	*	*					
Teaching	7	35,357	*	*					
Other Health Related (NEC)	3	35,167	*	*					
Chemistry									
Consulting	1	60,000	*	*					
Medical Technology	1	34,500	*	*					
Military	4	38,130	*	*					
Portfolio Management/Brokerage	1	50,000	*	*					
Research (Technical/Scientific)	8	34,518	*	*					
Sales	1	60,000	*	*					
Teaching	7	38,127	*	*					
Other Health Related (NEC)	2	35,750	*	*					
Construction Science/Management									
Design/Construction Engineering	1	56,000	*	*					
Field Engineering	3	50,900	*	*					
Project Engineering	18	54,694	*	*					
Environmental Sciences/Studies									
Administration (Social Services)	1	37,000	*	*					
Buyer/Merchandising	1	26,000	*	*					
Research & Development Engineering	1	55,000	*	*					
Research (Technical/Scientific)	2	34,560	*	*					
Sales	1	31,154	*	*					
Teaching	1	42,000	*	*					
Geological & Related Sciences									
Agricultural/Natural Resources	1	28,000	*	*					
Research (Technical/Scientific)	1	70,000	*	*					
Teaching	1	33,916	*	*					
Other Engineering (NEC)	1	57,500	*	*					
Mathematics (incl. statistics)									
Actuarial	4	51,425	*	*					
Brand/Product Management	1	48,000	*	*					
Commercial Banking (Consumer)	1	18,720	*	*					
Consulting	7	55,929	*	*					
Financial/Treasury Analysis	4	55,000	*	*					
Management Trainee (Entry-Level Mgmt.)	1	41,820	*	*					
Market Research	1	51,000	*	*					
Mathematician/Statistician	3	52,000	*	*					
Network Administration	1	30,000	*	*					
Research (Technical/Scientific)	1	36,400	*	*					
Software Design & Development	2	57,089	*	*					
Teaching	5	36,286	*	*					
Physics									
Field Engineering	2	67,000	*	*					
Human Resources/Industrial Relations	1	27,000	*	*					
Manufacturing/Industrial Engineering	1	60,000	*	*					
Military	1	47,000	*	*					
Research (Technical/Scientific)	2	40,000	*	*					
Software Design & Development	1	71,250	*	*					
Systems/Programming Engineering	2	61,410	*	*					
Teaching	1	40,000	*	*					
Other Engineering (NEC)	2	60,000	*	*					

* Not computed for fewer than 20 offers.

Bachelor's Degree Summary by Job Function Nontechnical Degrees

JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Accounting (Private)	221	\$46,602	\$42,000	\$52,500	Management Trainee (Entry-Level Mgmt.)	258	\$39,965	\$32,000	\$45,000
Accounting (Public)	289	50,328	47,000	55,000	Manufacturing/Industrial Engineering	3	55,667	*	*
Actuarial	14	56,664	*	*	Market Research	53	40,712	30,000	48,000
Administration (Social Services)	10	33,569	*	*	Media Planning	1	31,500	*	*
Administrative (Healthcare)	7	36,226	*	*	Military	26	38,400	32,000	43,205
Advertising	13	37,231	*	*	National Security	5	45,027	*	*
Agricultural/Natural Resources	3	40,533	*	*	Network Administration	11	54,909	*	*
Architecture	3	32,760	*	*	Paralegal	13	36,393	*	*
Auditing (Private)	151	48,228	45,000	51,000	Performing Arts/Entertainment	12	27,986	*	*
Auditing (Public)	78	49,680	47,000	55,000	Portfolio Management/Brokerage	46	50,739	42,000	60,000
Brand/Product Management	54	44,426	32,000	55,000	Production (Communications)	1	40,000	*	*
Buyer/Merchandising	49	44,764	42,000	50,000	Production Engineering	2	52,100	*	*
Commercial Banking (Consumer)	20	30,659	20,000	36,000	Project Engineering	5	56,600	*	*
Commercial Banking (Lending)	28	43,049	34,000	50,000	Public Relations	12	29,139	*	*
Computer Programming	5	43,880	*	*	Purchasing	10	45,300	*	*
Consulting	205	55,977	52,000	65,000	Quality Control Engineering	3	53,333	*	*
Counseling	10	28,541	*	*	Religious Occupation	2	31,000	*	*
Customer Service	44	34,478	26,520	41,000	Reporting	1	30,000	*	*
Design/Construction Engineering	1	50,000	*	*	Research (Nontechnical)	12	45,088	*	*
Design/Graphic Arts	9	32,878	*	*	Research (Technical/Scientific)	12	33,923	*	*
Distribution	24	51,104	38,500	56,000	Sales	224	41,495	34,000	50,000
Field Engineering	2	52,500	*	*	Social Work	17	27,506	*	*
Finance, Taxation, Monetary Policy	35	49,163	41,000	53,000	Software Design & Development	6	59,563	*	*
Financial/Treasury Analysis	286	52,472	48,000	60,000	Speech Pathology/Audiology	1	48,000	*	*
Fundraising/Development	2	32,500	*	*	Systems Analysis & Design	25	53,893	45,000	63,000
Hardware Design & Development	1	38,000	*	*	Systems/Programming Engineering	5	49,333	*	*
Human Resources/Industrial Relations	49	43,199	33,000	50,000	Teaching	241	35,192	32,000	38,500
Insurance (Claims)	14	41,036	*	*	Technical/Computer Support	9	42,778	*	*
Insurance (Underwriting)	21	43,238	36,000	50,000	Testing Engineering	2	62,711	*	*
Investment Banking (Corporate Finance)	86	52,483	48,000	55,000	Urban/Regional Planning	1	27,500	*	*
Investment Banking (Mergers & Acquis.)	6	59,167	*	*	Writing/Editing	2	35,500	*	*
Investment Banking (Real Estate)	7	38,429	*	*	Other Computer Related (NEC)	10	49,060	*	*
Investment Banking (Sales & Trading)	57	57,439	55,000	60,000	Other Engineering (NEC)	5	44,800	*	*
Law Enforcement	18	43,078	*	*	Other Health Related (NEC)	11	43,115	*	*

* Not computed for fewer than 20 offers.

Bachelor's Degree Summary by Job Function Technical Degrees

JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Actuarial	4	\$51,425	*	*	Military	38	\$46,666	\$40,000	\$52,000
Administration (Social Services)	2	33,500	*	*	Network Administration	5	52,500	*	*
Administrative (Healthcare)	4	51,125	*	*	Performing Arts/Entertainment	1	24,000	*	*
Agricultural/Natural Resources	8	32,620	*	*	Physical Therapy	5	52,500	*	*
Architecture	3	36,000	*	*	Portfolio Management/Brokerage	1	50,000	*	*
Bioengineering	2	47,500	*	*	Power Systems Engineering	32	55,605	48,000	63,000
Brand/Product Management	3	55,167	*	*	Process Engineering (Chemical)	81	64,527	60,000	70,000
Buyer/Merchandising	1	26,000	*	*	Production Engineering	85	65,723	58,000	73,000
Commercial Banking (Consumer)	2	21,860	*	*	Project Engineering	172	58,471	52,000	62,900
Computer Programming	35	58,094	\$52,000	\$61,000	Public Relations	1	50,000	*	*
Consulting	79	58,481	53,000	64,000	Quality Control Engineering	15	63,373	*	*
Counseling	1	34,134	*	*	Registered Nurse	147	46,255	39,582	50,897
Customer Service	1	83,600	*	*	Religious Occupation	2	37,724	*	*
Design/Construction Engineering	132	53,069	50,000	58,000	Research & Development Engineering	46	58,679	53,000	65,000
Environmental/Sanitation Engineering	20	53,845	45,000	58,500	Research (Nontechnical)	1	30,000	*	*
Field Engineering	114	59,545	52,800	67,000	Research (Technical/Scientific)	57	40,466	30,000	55,000
Financial/Treasury Analysis	10	56,350	*	*	Respiratory Therapy	4	41,500	*	*
Hardware Design & Development	23	58,305	53,000	63,000	Sales	19	49,222	*	*
Human Resources/Industrial Relations	3	35,750	*	*	Software Design & Development	185	66,146	58,000	78,000
Industrial Hygiene/Occupational Safety Engineering	3	55,449	*	*	Systems Analysis & Design	31	53,800	52,000	57,500
Investment Banking (Corporate Finance)	1	52,000	*	*	Systems/Programming Engineering	89	61,273	58,000	65,000
Investment Banking (Sales & Trading)	2	47,000	*	*	Teaching	34	36,616	32,900	41,000
Management Trainee (Entry-Level Mgmt.)	36	50,745	41,600	57,000	Technical/Computer Support	15	50,700	*	*
Manufacturing/Industrial Engineering	85	58,817	54,000	63,000	Testing Engineering	36	58,978	55,000	62,000
Market Research	1	51,000	*	*	Urban/Regional Planning	2	57,500	*	*
Mathematician/Statistician	4	52,151	*	*	Other Computer Related (NEC)	16	52,625	*	*
Medical Technology	8	41,993	*	*	Other Engineering (NEC)	415	60,035	55,000	63,000
					Other Health Related (NEC)	17	36,760	*	*

* Not computed for fewer than 20 offers.

Average Yearly Salary Offers

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles	
	July 2009	July 2009	July 2008	July 2008	25th	50th	75th
BUSINESS MAJORS							
Accounting	28	\$49,786	\$49,596	0.4%	\$47,000	\$50,000	\$52,000
Economics (Business/Managerial)	1	39,000	N/A	**	*	*	*
Finance	6	58,233	54,409	**	*	*	*
Human Resources (incl. labor/industrial relations)	+	+	N/A	**	*	*	*
M.B.A. (Nontechnical Undergraduate Degree)							
1 year or less experience	9	66,556	55,400	**	*	*	*
1-2 years experience	10	51,050	76,263	**	*	*	*
2-4 years experience	5	76,600	56,175	**	*	*	*
More than 4 years experience	27	75,800	88,629	**	50,500	74,000	89,148
M.B.A. (Technical Undergraduate Degree)							
1 year or less experience	4	70,775	73,600	**	*	*	*
1-2 years experience	1	57,700	91,500	**	*	*	*
2-4 years experience	1	109,000	53,500	**	*	*	*
More than 4 years experience	7	90,724	104,333	**	*	*	*
Management Information Systems/Business							
Data Processing	7	61,429	63,549	**	*	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)	+	+	51,000	**	*	*	*
COMMUNICATIONS MAJORS							
Advertising	+	+	N/A	**	*	*	*
Communications	4	52,256	35,360	**	*	*	*
Journalism	1	32,000	N/A	**	*	*	*
EDUCATION MAJORS¹							
Education Administration/Supervision	5	38,200	35,830	**	*	*	*
Elementary Teacher Education	8	38,378	39,678	**	*	*	*
Physical Education Teaching/Coaching	+	+	N/A	**	*	*	*
Special Education	3	38,017	48,230	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	13	68,061	70,815	**	*	*	*
Agricultural Engineering	1	72,300	58,833	**	*	*	*
Bioengineering & Biomedical Engineering	7	72,071	66,438	**	*	*	*
Chemical Engineering	8	70,484	67,817	**	*	*	*
Civil Engineering	43	54,163	55,021	-1.6	47,000	52,000	60,000
Computer Engineering	16	72,771	75,812	**	*	*	*
Electrical/Electronics & Communications Engineering	50	71,455	72,135	-0.9	64,000	71,000	80,000
Industrial/Manufacturing Engineering	25	68,318	67,309	1.5	61,000	68,000	72,000
Mechanical Engineering	48	66,158	64,589	2.4	59,500	66,000	72,000
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	N/A	**	*	*	*
Mining & Mineral Engineering (incl. geological)	+	+	62,500	**	*	*	*
Nuclear Engineering (incl. engineering physics)	+	+	61,491	**	*	*	*
Petroleum Engineering	+	+	87,000	**	*	*	*
HEALTH SCIENCES MAJORS							
Health & Related Sciences	10	52,544	48,834	**	*	*	*
Nursing	1	75,000	42,667	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
Humanities	2	51,950	39,009	**	*	*	*
Psychology	3	36,667	37,444	**	*	*	*
Social Sciences	2	49,000	56,052	**	*	*	*

N/A - No historic data available.

¹ Further information on starting salaries for education majors is available from AAEE.

+ No offers reported.

* Not computed for fewer than 20 offers.

** Not computed if number of offers is fewer than 20 for current or previous year.

Continued...

Average Yearly Salary Offers

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles	
	July 2009	July 2009	July 2008	July 2008	25th	50th	75th
Continued...							
SCIENCES MAJORS							
Agriculture & Natural Resources	5	\$49,853	\$43,690	**	*	*	*
Architecture & Related Programs	2	48,950	39,251	**	*	*	*
Biological Sciences/Life Sciences	3	44,333	35,217	**	*	*	*
Chemistry	3	51,333	56,605	**	*	*	*
Computer Sciences	42	69,407	73,360	-5.4%	\$61,000	\$70,000	\$80,000
Geological & Related Sciences	2	35,988	112,000	**	*	*	*
Materials Science	1	60,000	62,843	**	*	*	*
Mathematics (incl. statistics/actuarial)	3	59,333	64,833	**	*	*	*
Physics	1	130,000	38,000	**	*	*	*
	418						

Doctoral Degree Candidates

(Data Combined for Men and Women)

BUSINESS MAJORS							
Business Administration/Management	7	\$82,429	\$89,043	**	*	*	*
Economics (Business/Managerial)	+	+	N/A	**	*	*	*
Finance	+	+	140,000	**	*	*	*
EDUCATION MAJORS							
Education Administration/Supervision	22	74,518	73,600	**	\$55,000	\$72,000	\$95,000
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	5	82,420	62,963	**	*	*	*
Chemical Engineering	30	90,899	83,844	8.4%	80,000	94,800	101,300
Civil Engineering	12	59,043	59,057	**	*	*	*
Computer Engineering	4	101,250	100,122	**	*	*	*
Electrical/Electronics & Communications Engineering	24	88,893	79,717	11.5	80,000	93,000	97,646
Industrial/Manufacturing Engineering	2	87,000	84,800	**	*	*	*
Mechanical Engineering	22	75,119	70,397	6.7	62,500	73,000	95,000
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	N/A	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
English Language & Literature/Letters	6	42,609	53,400	**	*	*	*
Foreign Languages & Literatures	2	42,250	51,117	**	*	*	*
Humanities	+	+	35,000	**	*	*	*
Psychology	12	48,293	48,423	**	*	*	*
Social Sciences	7	54,491	58,088	**	*	*	*
SCIENCES MAJORS							
Agriculture & Natural Resources	13	44,185	48,250	**	*	*	*
Biological Sciences/Life Sciences	13	37,038	38,479	**	*	*	*
Chemistry	39	61,954	68,933	-10.1	40,000	60,000	80,000
Computer Sciences	11	83,582	89,924	**	*	*	*
Geological & Related Sciences	1	112,000	83,571	**	*	*	*
Mathematics (incl. statistics/actuarial)	4	70,500	65,881	**	*	*	*
Physics	5	58,400	54,617	**	*	*	*
	241						

N/A - No historic data available.

¹ Further information on starting salaries for education majors is available from AAEE.

+ No offers reported.

* Not computed for fewer than 20 offers.

** Not computed if number of offers is fewer than 20 for current or previous year.

continued from page 1

3 percent increase for an average of \$43,325. Financial/treasury analysis positions were most-offered to finance graduates; the average offer for these positions remains level at \$52,815, but the number of offers fell by about one-quarter. Sales jobs were the most common opportunity for marketing graduates; while the average salary for a sales job remained level with last year's average offer (\$41,345 for marketing grads this year), the number of sales opportunities available to these grads fell by about one-third.

Earlier this year, the broad category of computer science-related fields (computer science, computer programming, computer systems analysis, and information sciences and systems) experienced a drop off in the group's overall average offer. In fact, in the Spring 2009 *Salary Survey*, the average for this group was down 5 percent compared to Spring 2008. Currently, however, this group has bounced

relatively level at \$64,904, just 0.2 percent below last year's average offer of \$65,057 for these same positions.

Computer engineering graduates saw their average offer rise 3.6 percent to \$61,738. Much of that bump up can be attributed to the types of positions these graduates were offered. Software design and development jobs were the most common offering, and the average salary for these jobs rose 5.6 percent over last year, from \$62,155 to \$65,619.

Electrical engineering graduates earned one of the larger increases; their average offer rose 5.6 percent to \$60,125, and the average offer to mechanical engineering graduates rose a respectable 3.1 percent to \$58,766. Civil engineering graduates, however, saw their average offer just nudge up slightly—0.8 percent—to \$52,048.

Figure 2: Top Jobs for 2008-09 bachelor's degree graduates*

Job Function	2009 Average Salary Offer	2008 Average Salary Offer	Percent Change In Salary Offer
Financial/Treasury Analysis	\$52,547	\$51,448	2.1%
Management Trainee (Entry-Level Mgmt.)	\$41,229	\$42,123	-2.1%
Teaching	\$35,486	\$34,935	1.6%
Consulting	\$56,793	\$55,738	1.9%
Accounting (Public)	\$50,312	\$47,453	6.0%
Sales	\$42,015	\$41,705	0.7%
Accounting (Private)	\$46,562	\$47,000	-0.9%
Software Design & Development	\$65,785	\$61,159	7.6%
Project Engineering	\$58,244	\$55,999	4.0%
Auditing (Private)	\$48,234	\$49,737	-3.0%

*Based on the number of offers reported.

As a group, liberal arts graduates did not see much change to their average salary offers. Their overall average offer fell less than 1 percent from \$36,419 last year to \$36,175.

Among the liberal arts disciplines, English majors posted a 1.1 percent increase in their average salary offer, now standing at \$34,704. History majors also posted an increase; their average salary offer rose 1.7 percent to \$37,861.

back; their average offer as a group now stands at \$59,418, up 1.9 percent over last summer.

Among the specific disciplines in this group, computer science grads saw their average salary offer rise 1.6 percent to \$61,407—a significant change from the 3.6 percent decrease they experienced in Spring 2009. Information sciences and systems grads, however, saw their average offer slip slightly to \$52,089, down less than 1 percent from last year at this time.

Not surprising, as a group, engineering graduates enjoy the highest salary increase. Overall, the average offer to engineering graduates is up 3.7 percent to \$59,254. That increase, however, does not mean engineering graduates are immune to the effects of a tight job market: In fact, the number of offers to engineering graduates is down significantly—more than 45 percent—compared to last year at this time.

Chemical engineering graduates posted a 2.7 percent increase to their average salary offer, which now stands at \$64,902. They were most likely to be offered a process engineering (chemical) position. The average salary for such a position remained

The average offer to those majoring in psychology increased 2.1 percent to \$34,284. Conversely, the average offer to sociology majors fell 4.4 percent to \$33,280.

Many Class of 2009 graduates continue their job searches, but, as this report demonstrates, those who have secured employment have starting salaries that are comparable to those offered a year ago, underscoring employers' reluctance to tamper too much with starting salaries, even in a tight economy. (See Figures 1 and 2: Both show that salaries have remained level—and even increased in some cases—despite fewer opportunities available to 2009 graduates.) NACE will take a final look at starting salaries for 2008-09 graduates with the Fall issue of *Salary Survey* in September.

Coming in August: NACE will take a first look at the job market for the college Class of 2010 with the *Job Outlook Fall Preview*. Preliminary results will be released in August issues of NACE's Spotlight Online newsletter (www.nacweb.org/info_public/spotlight_online.htm), and full results are anticipated in early September.

SALARY SURVEY SPECIAL REPORTS

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2008-2009 NACE SALARY SURVEY SCHOOLS

NORTHEAST

Alfred University*
 Babson College
 Bentley College
 Boston College
 Brown University
Bryant University*
Bryn Mawr College*
Bucknell University*
 Buffalo State College
 California University of Pennsylvania
 Carnegie-Mellon University
 Cedar Crest College
Clarkson University*
 Columbia University
Cornell University*
 Dartmouth College-Thayer School of Engineering
 Drew University
 Elizabethtown College
 Franklin & Marshall College
 Franklin Pierce College
Gannon University*
 Grove City College
 Haverford College
Husson University*
 Johnson & Wales University
 Lafayette College
Lehigh University*
 Manhattan College
 MIT-Massachusetts Inst. of Technology
 Mount Holyoke College
 New Jersey Institute of Technology
 New York Inst. of Technology
 Northeastern University
Pace Univ.-All Campuses*
 Penn State-Capitol College
Penn State University-University Park*
 Philadelphia Polytechnic Institute*
Rensselaer Polytechnic Institute*
Robert Morris University-Pittsburgh*
 Roberts Wesleyan College
Rochester Inst. of Technology*
 Rutgers University-Camden
Rutgers University-New Brunswick*
Sacred Heart University*
Siena College*
Stevens Inst. of Technology*
Stony Brook Univ.-SUNY*
 SUNY-Cortland
 Syracuse University
 Thomas Jefferson University
 Tufts University
 Union College-Schenectady
 University at Buffalo
 University of Massachusetts-Amherst
 University of Pittsburgh-Pittsburgh
 University of Rhode Island
 Vassar College
Villanova University*
 Wentworth Institute of Technology
Widener University*
Worcester Polytechnic Institute*

MIDWEST

Augustana College-Sioux Falls
 Bradley University
 Buena Vista University
 Case Western Reserve Univ.
 Central Michigan University
Cleveland State University*
Defiance College*
DePaul University*

DePauw University
 Eastern Illinois University
Emporia State University*
 Ferris State University
 Grand View College
 Hanover College
 Illinois Inst. of Technology
Indiana Univ.-Bloomington-Kelley School of Business*
 Indiana University/Purdue University-Indianapolis
Iowa State Univ.-Business*
Iowa State University-Engineering*
 Iowa State Univ.-Liberal Arts & Sciences
 Judson College-Elgin
Kansas State University*
 Knox College
 Manchester College
 Marietta College
Marquette University*
 Mayville State University
 Michigan State University
 Michigan Tech University
Missouri State University*
Missouri Western State University*
 Muskingum College
Northern Illinois University*
 Northern Michigan University
 Northland College
Northwestern University*
Ohio Northern University*
 Ohio State University-Agriculture
 Ohio State University-Arts & Sciences
Ohio State Univ.-Business*
Ohio State University-Engineering*
Ohio University*
 Peru State College
Pittsburg State University*
 Purdue University - Calumet
Purdue Univ.-West Lafayette*
Rose-Hulman Inst. of Technology*
South Dakota School of Mines & Technology*
 Southern Illinois University-Carbondale
 Southern Illinois University-Edwardsville
University of Akron*
 University of Central Missouri
 University of Chicago
University of Cincinnati*
 University of Dayton
 University of Illinois-Chicago
 University of Illinois at Urbana-Biotechnology
University of Illinois at Urbana-Chemistry & Chemical Engineering*
 University of Illinois at Urbana-Commerce & Business
University of Illinois at Urbana-Engineering*
 University of Iowa-Engineering
 University of Kansas-Business
University of Kansas-Engineering*
University of Michigan-Ann Arbor-Engineering*
University of Michigan-Dearborn*
 University of Minnesota
Univ. of Minnesota-Carlson School of Management*
University of Minnesota-Inst. of Technology*

University of Missouri-Columbia-Business
University of Missouri-Columbia-Engineering*
 University of Missouri-Rolla
Univ. of Missouri-St. Louis*
 University of Nebraska-Kearney
University of Nebraska-Lincoln*
University of Northern Iowa - Liberal Arts & Sciences*
 University of Sioux Falls
 University of South Dakota
 University of Toledo
University of Wisconsin-Green Bay*
University of Wisconsin-Madison-Business*
 University of Wisconsin-Madison-Engineering
 University of Wisconsin-Madison-Human Ecology
 University of Wisconsin-Milwaukee-Engineering
University of Wisconsin-Platteville*
University of Wisconsin-River Falls*
Urbana University*
Wabash College*
 Washington University in St. Louis
 Wayne State University
Western Michigan University*
Wichita State University*
Youngstown State University*

SOUTH
Abilene Christian University*
Alabama A&M University*
 Arkansas Tech University
 Auburn University
 Augusta State University
 Baylor University
 Bluefield State College
 Clemson University
 Coastal Carolina University
 Delaware State University
 East Carolina University
 East Tennessee State University
 Eastern Kentucky University
 Fairmont State College
 Florida Atlantic University
 Florida State University
 Georgetown University
 George Washington University
 Georgia State University
 Hampden-Sydney College
 Hampton University
 Harding University
 Hendrix College
 Howard University
 James Madison University
 Lamar University
 Langston University
 Louisiana College
 Louisiana State University
Louisiana Tech University*
Middle Tennessee State University*
Millsaps College*
 Mississippi State University
Morgan State University*
 North Carolina A&T State University
 North Carolina State University - Textiles
 Oklahoma State University
 Old Dominion University
Our Lady of the Lake University*

Presbyterian College*
 Ringling School of Art & Design
 Rollins College
 Sam Houston State University
Samford University*
 Southern Methodist University
Southern Methodist Univ.-Cox School of Business*
 Southern Polytechnic State University
St. Mary's University*
Tarleton State University*
Tennessee Tech University*
Texas A&M University*
 Texas A&M-Commerce
 Texas A&M-Kingsville
 Texas Tech University
 The Citadel, Military College of South Carolina
 Trinity University
 Tulane University
 University of Alabama
 University of Alabama-Birmingham
 University of Alabama-Engineering
 University of Arkansas-Fayetteville
 University of Central Florida
 University of Delaware
 University of Florida
University of Georgia*
 University of Houston
 Univ. of Houston-Clear Lake
 University of Kentucky
 University of Louisiana at Monroe
University of Louisville-Engineering*
 University of Maryland-Baltimore County
 University of Maryland-College Park
 University of Mary Washington
 University of Memphis
University of North Carolina-Chapel Hill*
University of North Carolina - Charlotte*
University of North Carolina-Greensboro*
 University of North Texas
University of Oklahoma*
 University of South Alabama
 University of South Carolina-Columbia
 University of South Carolina-Upstate
University of South Florida-Tampa*
University of Southern Mississippi*
 University of Tampa
 University of Tennessee-Chattanooga
University of Tennessee-Knoxville*
 University of Tennessee-Martin
 University of Texas-Austin-Business Administration
University of Texas-Austin-Engineering*
 University of Texas-Austin-Graduate School of Business
 University of Texas-Austin-Natural Sciences
University of Texas-Dallas*
University of Texas-El Paso*
 University of Texas-Pan American
 University of Texas-Tyler
 University of Tulsa
 University of Virginia

University of West Georgia*
 Vanderbilt University
 Virginia State University
Virginia Tech*
Wake Forest University*
 Wake Forest Univ. Babcock Graduate School of Mgmt.
 Washington & Lee University
 West Texas A&M University
 Western Carolina University
 Western Kentucky University
West Virginia University*
 West Virginia University-Institute of Technology
 Wofford College
Xavier University of Louisiana*

WEST
 American Graduate School of Intl. Mgmt.-Thunderbird
 Arizona State University
Brigham Young University*
 California Institute of Technology
 California State Polytechnic University-Pomona
 California State University-Fresno
 California State University-Fullerton
California State University-Sacramento*
 Carroll College-Helena
Colorado School of Mines*
Colorado State University*
 DeVry University-Long Beach
 DeVry University-Pomona
 DeVry University-West Hills
 Loyola Marymount University
Montana State University-Bozeman*
 New Mexico Institute of Mining & Technology
New Mexico State University*
 Northern Arizona University
Occidental College*
 Oregon Inst. of Technology
 Oregon State University
 Pomona College
 Portland State University
San Diego State University*
 San Francisco State University
San Jose State University*
 Santa Clara University
Southern Oregon University*
University of Arizona*
 University of California-Los Angeles
University of Colorado at Boulder*
 University of Colorado at Denver
 University of Denver
 University of Idaho
 University of Montana
University of Nevada-Las Vegas*
 Univ. of New Mexico-Anderson Schools of Mgmt.
 University of Oregon
 University of the Pacific
University of Portland*
 University of Redlands
University of San Diego*
University of San Francisco*
University of Utah*
University of Washington*
University of Wyoming *
Utah State University*
 Washington State University