

NACE SALARY SURVEY

Starting salary projections for class of 2020 new college graduates
Data reported by employers

SALARIES BY MAJOR | p. 8

SALARIES BY INDUSTRY | p. 28

SALARIES BY REGION | p. 36

FEATURING
Starting Salary
Projections for
All Degree Levels

ASSOCIATE

BACHELOR'S

MASTER'S

DOCTORAL



**NATIONAL ASSOCIATION OF
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ABOUT THE SURVEY

The Winter 2020 *Salary Survey* report contains annual salary projections for Class of 2020 college graduates. The figures reported are for base salaries only and do not include bonuses, commissions, fringe benefits, or overtime rates. The report provides the detailed salary projections by academic major and degree level, along with breakouts by both industry and geographic region.

Data contained in the report were obtained by surveying NACE employer members from September 16, 2019, through December 2, 2019. A total of 134 surveys were returned—a 14.3 percent response rate. Of those responding, 10.4 percent of respondents were from New England, 14.9 percent were from the Plains, 11.2 percent were from the Mideast, 7.5 percent were from the Rocky Mountain/Far West, 14.9 percent were from the Southeast, 13.4 percent were from the Southwest, and 27.6 percent were from the Great Lakes. A list of respondents by industry and size, and a partial list of organizations that supplied data for this report, can be found in the Appendix.

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

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SALARY SURVEY ISSUES FOR THE CLASS OF 2020

The Winter 2020 *Salary Survey* report features starting salary projections by major from employer-provided data. It is the first *Salary Survey* report for the Class of 2020. Data are available by major, industry, and region. There are also data for advanced-degree candidates—the report includes data for 34 master’s and 12 doctoral degree disciplines.

The fall issue reports data from participating institutions; the data are provided to the schools by their graduates. In this sense, the data are “early” returns on *First-Destination Survey* salary data. The report includes data by major and region. The Fall 2020 issue will provide actual starting salary data for the Class of 2020.

The summer issue serves as the final report for the graduating class—the previous year’s class, that is. The report features data provided through the national *First-Destination Survey* initiative; the data represent actual starting salaries (not projections) reported by graduates to their institutions. Data are by major and region. The Summer 2020 issue is the final report on starting salaries for the Class of 2019. The Summer 2021 *Salary Survey* will serve as the final report for the Class of 2020.

SALARY DATA FOR THE CLASS OF 2020

REPORT	WHAT	DATA SOURCE
First Report – Winter 2020	Pre-graduation projected starting salaries	Employers
Second Report – Fall 2020	Early results, post-graduation actual starting salaries	Students/Schools
Final Report – Summer 2021	Final results, post-graduation actual starting salaries	First-Destination Survey (Students/Schools)

HOW TO READ SALARY SURVEY

ASSOCIATE / BACHELOR'S / MASTER'S / DOCTORAL

STARTING SALARY BY ACADEMIC MAJOR | PAGE 9, 10, 15, 18

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

STARTING SALARY BY MAJOR AND INDUSTRY | PAGE 20, 25, 27

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

STARTING SALARY BY INDUSTRY AND MAJOR | PAGE 29, 34, 35

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

STARTING SALARY BY REGION AND MAJOR | PAGE 37, 45, 48

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

EXECUTIVE SUMMARY

WINTER 2020 SALARY SURVEY

STARTING SALARY PROJECTIONS FOR THE CLASS OF 2020

Bachelor's Degree Graduates

It is no surprise that the first look at employer starting salary projections for the Class of 2020 reveals that engineering, computer science, and math and sciences degrees continue to be the highest earning bachelor's degrees. However, the individual average projections for these degrees appear to have leveled. (See Figure 1.)

Of the three disciplines mentioned above, engineering majors show the largest change in average starting salary projections. The current projection for Class of 2020 engineering graduates is \$69,961, which is up just 1.1 percent from last year's salary projection at this time (\$69,188). For comparison, last year's average was 4 percent higher than the average salary projection for the Class of 2018 (\$66,521). Of the 14 reported individual engineering disciplines in this year's report, chemical engineering majors are expected to be the highest paid (\$73,719). Although petroleum engineering majors typically earn the top spot, this particular field had just one reported projection (\$106,800).

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

BROAD CATEGORY	2020 SALARY PROJECTION	2019 SALARY PROJECTION	% CHANGE
Engineering	\$69,961	\$69,188	1.1%
Computer Science	\$67,411	\$67,539	-0.2%
Math & Sciences	\$62,488	\$62,177	0.5%
Business	\$57,939	\$57,657	0.5%
Social Sciences	\$57,425	\$57,310	0.2%
Communications	\$56,484	\$52,056	8.5%
Humanities	\$53,617	\$56,651	-5.4%
Agriculture & Natural Resources	\$53,504	\$55,750	-4.0%

The average salary projection for Class of 2020 computer science graduates remains essentially level, slipping 0.2 percent to \$67,411. In last year's winter report, Class of 2019 graduates were projected to earn an average starting salary (\$67,539) that was 2.3 percent higher than that for the Class of 2018 (\$66,005).

Of the three reported computer-related disciplines, computer science majors continue to have the highest salary projection (\$68,668), which is up 0.8 percent over last year's projection (\$68,103). The remaining two disciplines—information sciences and software applications—have slightly lower projections. While the average projected salary for information sciences graduates (\$65,690) is down 1.5 percent and the average projection for software applications (\$67,638) is down 0.1 percent, these two majors are following larger gains in salary projections last year. The average salary projections for Class of 2019 information sciences (\$66,705) and software applications majors (\$67,691) were 3.2 percent and 4.2 percent higher, respectively, than the projections for those majors from the Class of 2018.

Meanwhile, the overall average starting salary projection for math and science graduates remains relatively flat this year, creeping up just 0.5 percent to \$62,488. Individual math majors show a larger gain, with an average salary projection (\$64,445) this year that is 2.6 percent higher than last year's (\$62,823).

Like math and sciences majors, business majors have an overall average salary projection that is up just 0.5 percent. The projected average salary for Class of 2020 business graduates is \$57,939, compared to last year's projected average of \$57,657. Within the individual business disciplines, management information systems has the highest average salary projection (\$63,445). In addition, this year's projection is a healthy increase of 2.8 percent above

last year's salary projection of \$61,697 for these particular graduates. The two most frequently reported business majors—accounting and finance—appear to be steering the direction for the overall business category. The salary projection for accounting majors is just 0.4 percent higher for Class of 2020 graduates (\$57,734, compared to \$57,511 for Class of 2019 accounting majors), and the projection for finance majors is nearly identical to that for last year's finance majors (\$58,472 this year compared to \$58,464 last year—a difference of just .01 percent and \$8).

Also seeing an even salary projection are Class of 2020 social sciences graduates. Their average salary projection of \$57,425 is up by a mere 0.2 percent over last year's average projection of \$57,310. Among the individual social sciences majors, economics majors boast an average salary projection of \$60,390, which is notably higher than the other majors and 3.1 percent higher than the reported projection of \$58,565 for last year's economics graduates. The average salary projection for psychology majors is keeping the category flat. The average projection of \$54,786 for Class of 2020 psychology graduates is down 3.9 percent over last year's projection of \$57,000.

Communication graduates from the Class of 2020 are expected to see the largest increase in average starting salaries. Their overall salary projection of \$56,484 is 8.5 percent higher than last year's projection of \$52,056. While extremely limited data were reported in this category, all four reported disciplines have significantly higher average salary projections, ranging from a 7 percent increase for public relations majors (\$55,583 from \$51,929) to a 10.6 percent increase for advertising majors (\$58,500 from \$52,909).

At this time last year, the average salary projection for humanities graduates was down slightly from a year prior by just 0.1 percent. This year, however, their average projection is considerably lower, down 5.4 percent to \$53,617 from \$56,651. With a small number of reported salary projections, six of the seven reported disciplines have the same average salary projection (\$53,500). In further examining the data, it appears that the respondents that will hire these graduates project the same salary for all humanities graduates, regardless of individual major.

Master's Degree Graduates

Three of the four reported categories of Class of 2020 master's degree graduates are projected to receive lower starting salaries. This comes in complete contrast to the projections for Class of 2019 master's degree graduates, who had three of their four reported categories earning higher projected salaries. (See Figure 2.) Additionally, the increases last year were on the large side, ranging from 8.5 percent to 10.9 percent.

Class of 2020 computer science graduates earning master's degrees will be the highest paid, with an overall salary projection of \$79,793. This is down 2.1 percent from last year's projected average salary (\$81,466). All in all, these graduates are not losing too much ground as last year's salary projection was 8.5 percent higher than the Class of 2018 projection.

Master's degree graduates in math and sciences have an average salary projection that is a close second to that of computer science graduates. Their overall salary projection currently stands at \$79,717 and is 5.3 percent higher than the projection for their Class of 2019 counterparts. This category is the only one to show an increased projection at the master's degree level. Driving this climb is the salary projection for master's degree physics graduates, which is up 10.8 percent to \$83,214 from last year's projection of \$75,131. However, it is important to keep in mind that the salary projections for both years are based on fewer than 10 data points. Therefore, the data should be considered with caution.

Engineering graduates earning master's degrees were projected to be the highest-paid majors for the Class of 2019. This is not true for the Class of 2020, as their projected average of \$77,298 is 6.4 percent lower than last year. An analysis of the individual engineering disciplines and their salary projections finds that 10 of the 13 reported fields had salary projections in excess of \$80,000 last year. This year's results show that 13 of the 14 reported fields have salary projections less than \$80,000, thus the lower overall salary projection.

While Class of 2020 master's graduates earning degrees in business fall last on the list of top-paid majors, they have an average projected salary of \$75,197, which is only 2.8 percent lower than last year's salary projection of \$77,347.

Furthermore, while they may be projected to earn less than Class of 2019 business majors, they are still above the salary projection of just two years ago for the Class of 2018 (\$69,756). The same is true for M.B.A. graduates. The average salary projection for the Class of 2020 is \$79,043, down 6.5 percent from the Class of 2019 projection of \$84,580. However, when compared to the Class of 2018's projection (\$78,332), the current projection yields an increase of about 1 percent.

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

BROAD CATEGORY	2020 SALARY PROJECTION	2019 SALARY PROJECTION	% CHANGE
Computer Science	\$79,793	\$81,466	-2.1%
Math & Sciences	\$79,717	\$75,737	5.3%
Engineering	\$77,298	\$82,589	-6.4%
Business	\$75,197	\$77,347	-2.8%

Doctoral Degree Graduates

At the doctoral level, data are extremely limited and only allow for yearly comparisons in just two categories of majors. Both categories—math and sciences, and engineering—show slight movement in their average starting salary projections. (See Figure 3.)

Math and sciences degrees top the short list of highest-paid doctoral degrees with an average salary projection of \$103,083, which is up 2.1 percent over last year's average projection of \$100,920. Individual math majors at the doctoral level are projected to earn salaries that average \$108,400, which is also up over last year's projection of \$102,000—an increase of more than 6 percent. The other two reported individual majors in the field are chemistry and physics; both have salary projections below \$100,000, at \$99,375 and \$99,167, respectively.

Last year, Class of 2019 doctoral degree graduates earning engineering degrees had a projection (\$102,074) that was 12.3 percent higher than that for the engineering graduates from the Class of 2018. This year, the average salary projection for Class of 2020 graduates is down by 0.6 percent to \$101,484. Just one-third of the six reported engineering majors have salary projections that top \$100,000, with software engineering graduates expected to earn the most at an average projection of \$114,167. This extraordinary average is up by 1 percent over last year's projection of \$113,000 for these graduates.

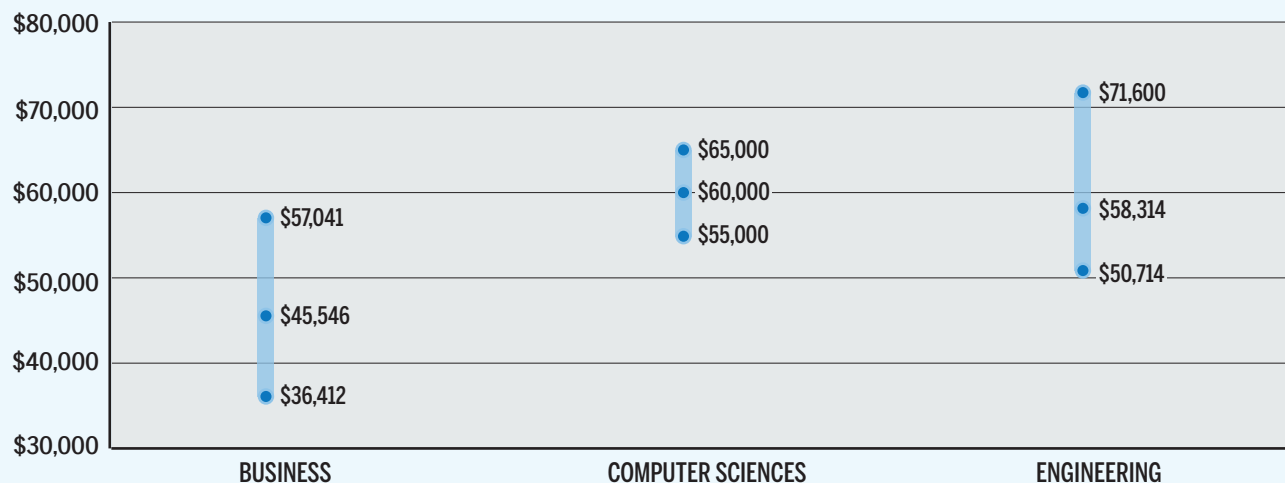
FIGURE 3 / AVERAGE SALARIES BY DISCIPLINE / DOCTORAL DEGREES

BROAD CATEGORY	2020 SALARY PROJECTION	2019 SALARY PROJECTION	% CHANGE
Math & Sciences	\$103,083	\$100,920	2.1%
Engineering	\$101,484	\$102,074	-0.6%

STARTING SALARY BY ACADEMIC MAJOR

ASSOCIATE DEGREE

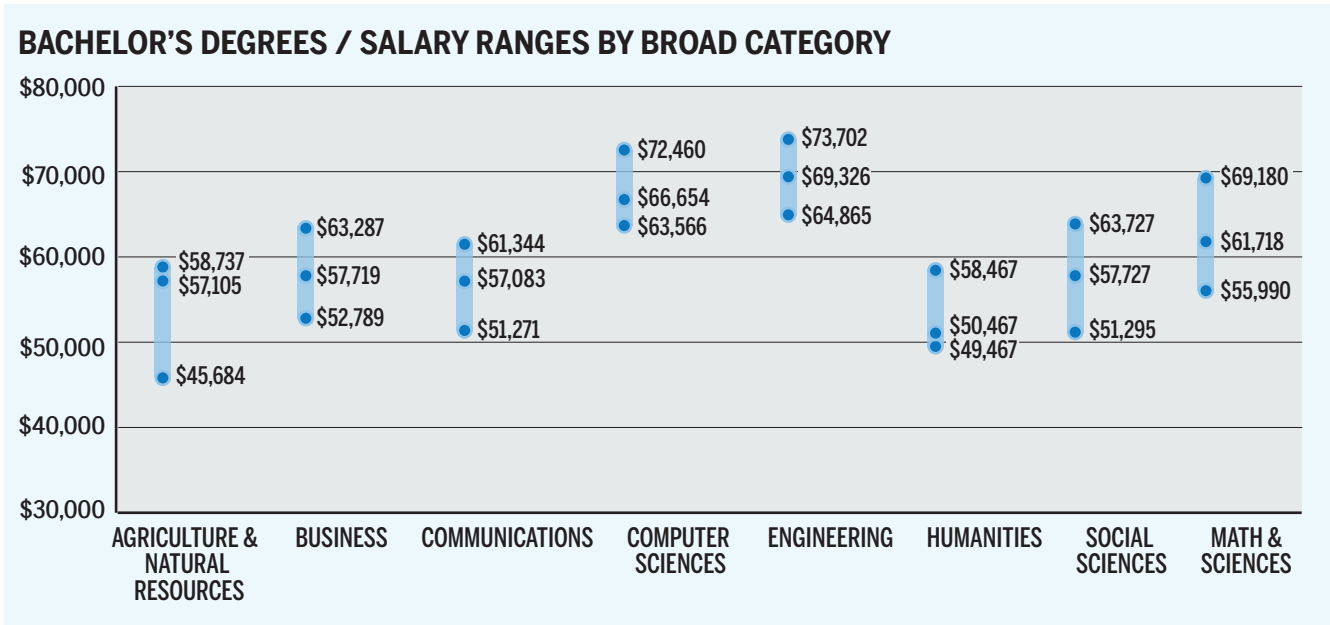
ASSOCIATE DEGREES / SALARY RANGES BY BROAD CATEGORY



ASSOCIATE DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting	\$46,750	\$33,500	\$45,000	\$60,000	4
Business Administration/Management	\$46,200	\$35,000	\$45,000	\$57,000	5
Finance	\$48,750	\$35,000	\$47,500	\$62,500	4
Human Resources	\$44,000	\$32,000	\$45,000	\$48,000	5
Logistics/Supply Chain	\$46,800	\$35,000	\$45,000	\$58,600	4
Management Information Systems	\$55,000	\$50,000	\$55,000	\$60,000	5
Marketing	\$43,000	\$33,500	\$40,000	\$52,500	4
Sales	\$44,287	\$35,000	\$37,860	\$60,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$60,000	\$55,000	\$60,000	\$65,000	3
ENGINEERING MAJORS					
Engineering Technology	\$53,333	\$45,000	\$50,000	\$65,000	3
Mechanical Engineering	\$65,775	\$55,000	\$64,550	\$76,550	4

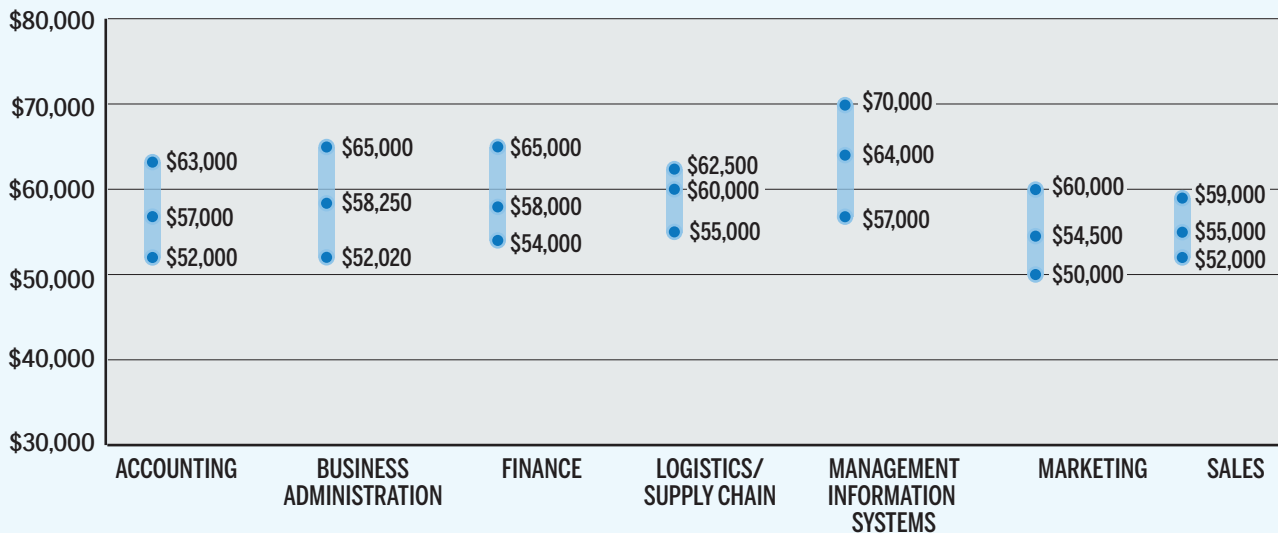
BACHELOR'S DEGREE



BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management	\$54,512	\$45,000	\$57,000	\$59,000	7
Conservation/Natural Resources Management	\$47,000	\$29,000	\$55,000	\$57,000	3
Animal Science	\$52,250	\$46,500	\$56,500	\$58,000	4
Food Science	\$57,000	\$56,000	\$59,000	\$60,000	5
BUSINESS MAJORS					
Accounting	\$57,734	\$52,000	\$57,000	\$63,000	62
Actuarial Science	\$61,723	\$60,000	\$62,400	\$69,000	13
Business Administration/Management	\$58,166	\$52,020	\$58,250	\$65,000	54
Finance	\$58,472	\$54,000	\$58,000	\$65,000	61
Hospitality Management	\$53,188	\$45,000	\$52,500	\$60,750	8
Human Resources	\$54,803	\$50,000	\$54,000	\$58,999	39
International Business	\$57,567	\$50,000	\$57,000	\$62,500	15
Logistics/Supply Chain	\$59,180	\$55,000	\$60,000	\$62,500	49
Management Information Systems	\$63,445	\$57,000	\$64,000	\$70,000	38
Marketing	\$55,253	\$50,000	\$54,500	\$60,000	38
Sales	\$55,488	\$52,000	\$55,000	\$59,000	34

BUSINESS MAJORS / SALARY RANGES



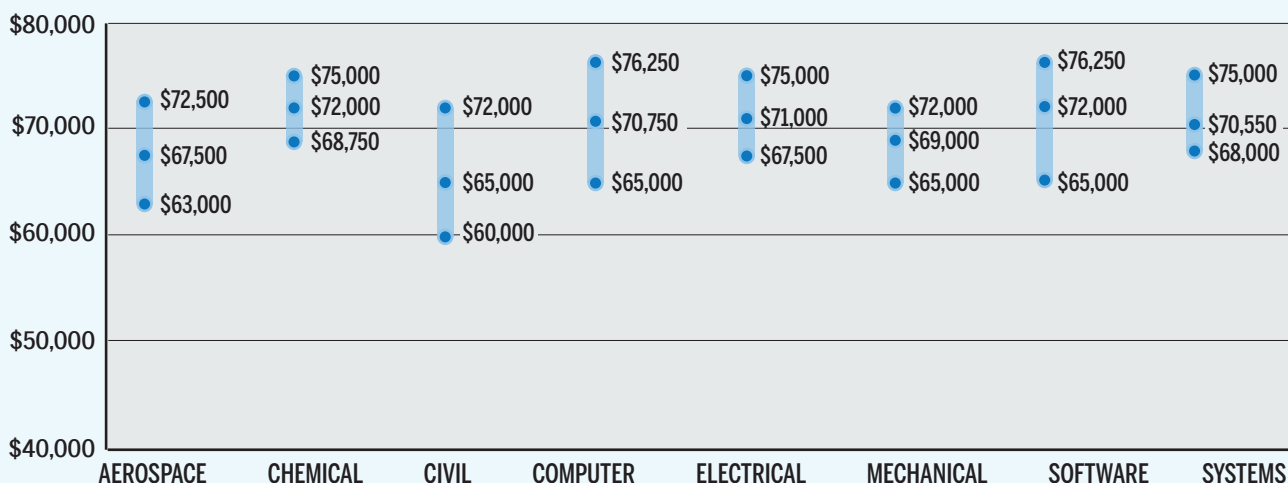
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMMUNICATIONS MAJORS					
Advertising	\$58,500	\$53,500	\$59,000	\$62,500	8
Communications	\$56,274	\$50,000	\$57,000	\$62,500	19
Journalism	\$56,333	\$55,000	\$57,000	\$58,000	9
Public Relations	\$55,583	\$49,000	\$56,000	\$61,250	12
COMPUTER SCIENCES MAJORS					
Computer Science	\$68,668	\$64,000	\$67,500	\$73,500	57
Information Sciences & Systems	\$65,690	\$62,000	\$65,500	\$71,500	46
Software Applications	\$67,638	\$65,000	\$66,800	\$72,000	33
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$66,375	\$63,000	\$67,500	\$72,500	8
Biomedical Engineering	\$65,125	\$62,000	\$67,500	\$70,000	8
Chemical Engineering	\$73,719	\$68,750	\$72,000	\$75,000	28
Civil Engineering	\$67,400	\$60,000	\$65,000	\$72,000	22
Computer Engineering	\$71,107	\$65,000	\$70,750	\$76,250	38
Electrical Engineering	\$72,518	\$67,500	\$71,000	\$75,000	47
Engineering Technology	\$64,765	\$60,000	\$65,000	\$70,000	17

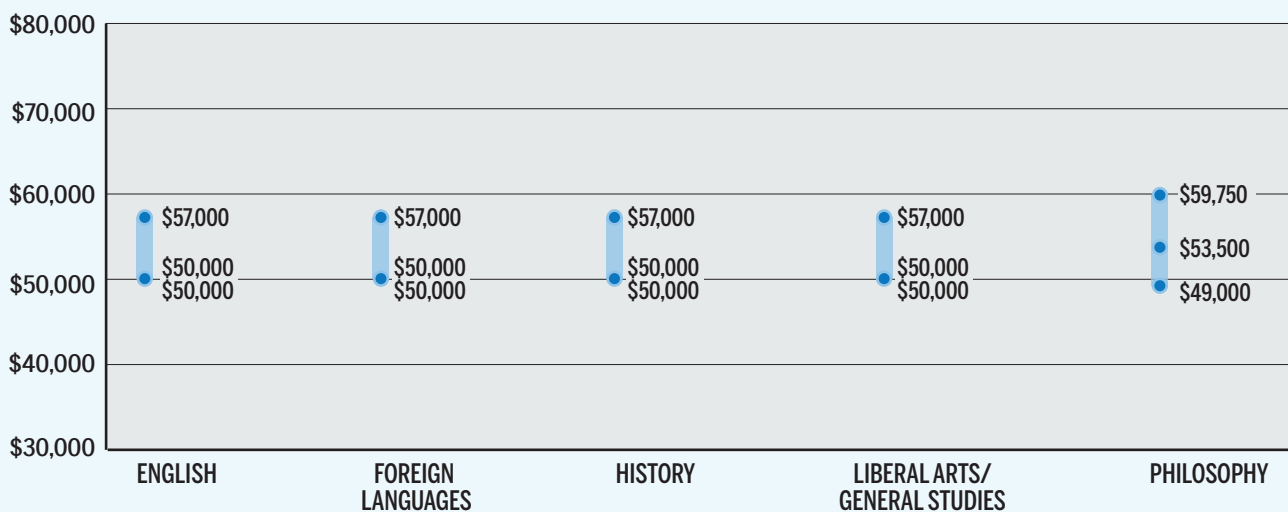
BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Environmental Engineering	\$66,400	\$60,000	\$65,500	\$74,000	15
Industrial/Manufacturing Engineering	\$67,057	\$63,000	\$68,000	\$72,000	31
Materials Engineering/Science	\$68,950	\$67,500	\$69,750	\$73,000	20
Mechanical Engineering	\$69,913	\$65,000	\$69,000	\$72,000	51
Nuclear Engineering	\$68,167	\$65,000	\$67,500	\$72,000	3
Software Engineering	\$72,307	\$65,000	\$72,000	\$76,250	30
Systems Engineering	\$72,422	\$68,000	\$70,550	\$75,000	18

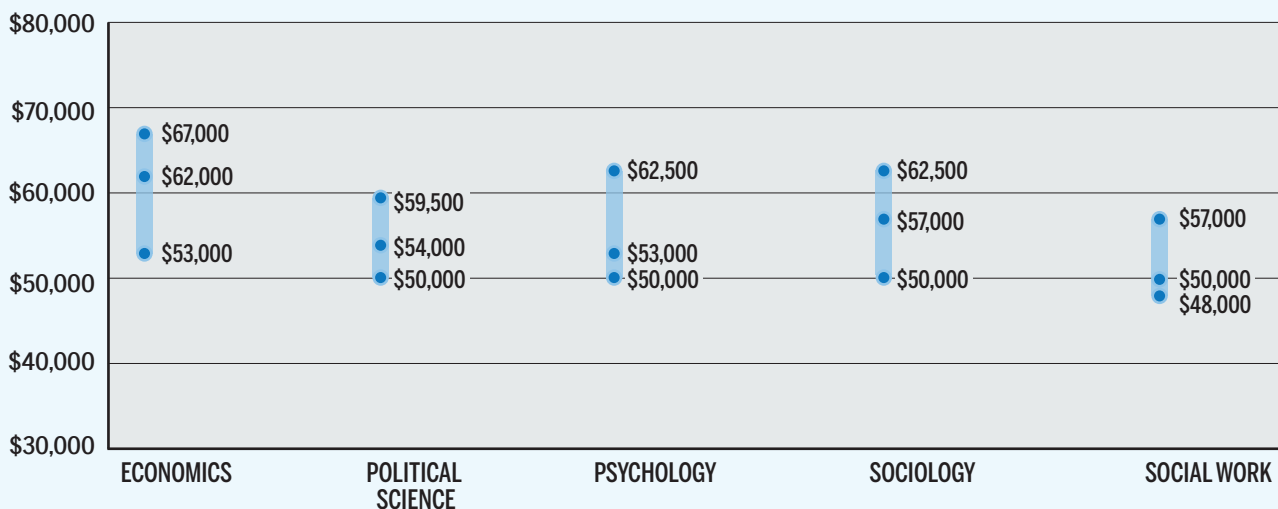
ENGINEERING MAJORS / SALARY RANGES



HUMANITIES MAJORS / SALARY RANGES



SOCIAL SCIENCES MAJORS / SALARY RANGES

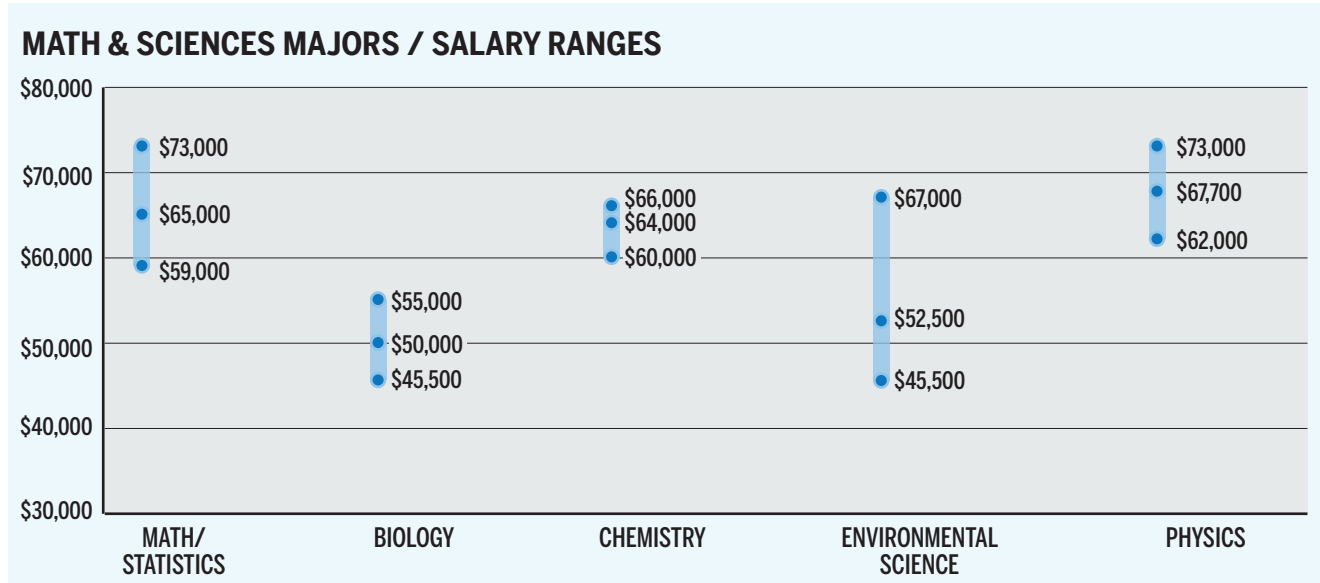


BACHELOR'S DEGREE SALARIES BY MAJOR

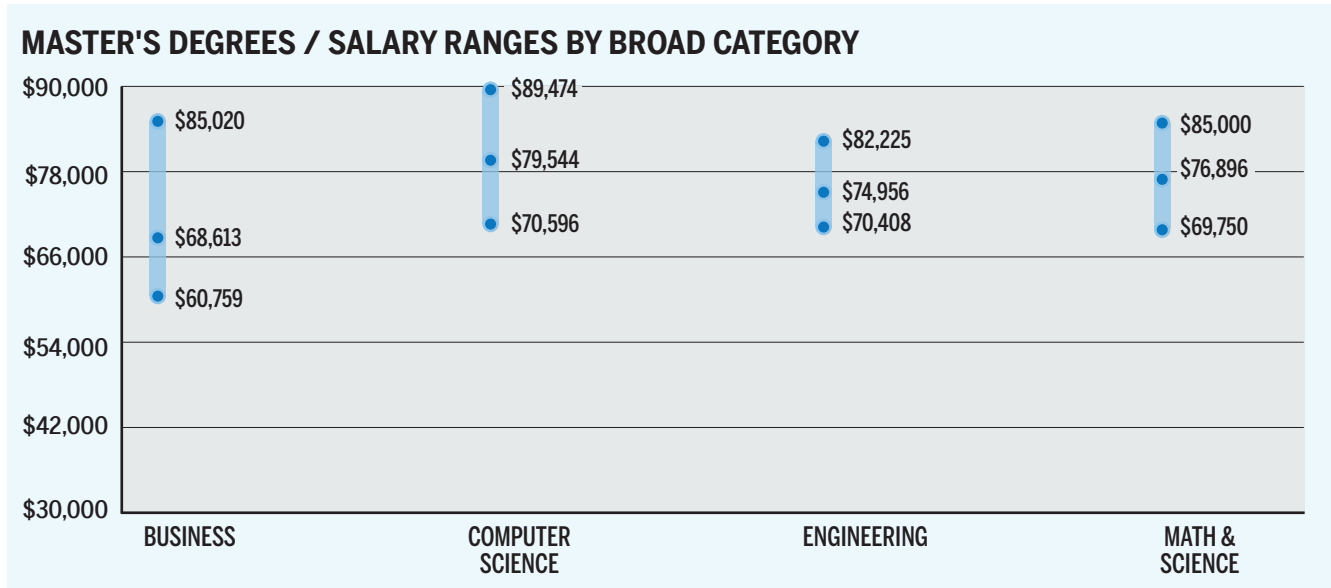
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
HEALTHCARE MAJORS					
Healthcare Administration	\$57,400	\$50,000	\$57,000	\$65,000	5
HUMANITIES MAJORS					
Area & Gender Studies	\$53,500	\$48,000	\$50,000	\$62,500	3
English Language & Literature	\$53,500	\$50,000	\$50,000	\$57,000	5
Foreign Language & Literature	\$53,500	\$50,000	\$50,000	\$57,000	5
History	\$53,500	\$50,000	\$50,000	\$57,000	5
Liberal Arts/General Studies	\$53,500	\$50,000	\$50,000	\$57,000	5
Philosophy	\$54,375	\$49,000	\$53,500	\$59,750	4
Visual & Performing Arts	\$53,500	\$48,000	\$50,000	\$62,500	3
SOCIAL SCIENCES MAJORS					
Economics	\$60,390	\$53,000	\$62,000	\$67,000	21
Political Science/International Relations	\$54,938	\$50,000	\$54,000	\$59,500	8
Psychology	\$54,786	\$50,000	\$53,000	\$62,500	7
Sociology	\$56,100	\$50,000	\$57,000	\$62,500	5
Social Work	\$51,667	\$48,000	\$50,000	\$57,000	3

BACHELOR'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$64,445	\$59,000	\$65,000	\$73,000	19
Biology/Biological Sciences	\$50,100	\$45,500	\$50,000	\$55,000	5
Construction Science	\$63,328	\$55,500	\$61,500	\$69,250	8
Chemistry	\$61,500	\$60,000	\$64,000	\$66,000	5
Environmental Science	\$55,117	\$45,500	\$52,500	\$67,000	6
Physics	\$72,086	\$62,000	\$67,700	\$73,000	7



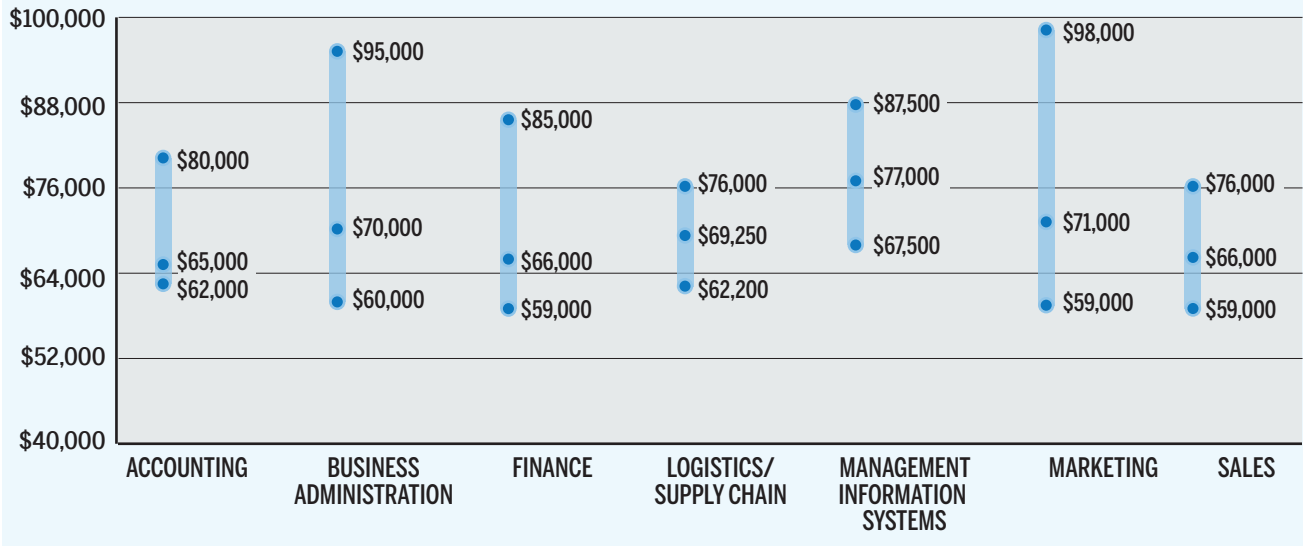
MASTER'S DEGREE



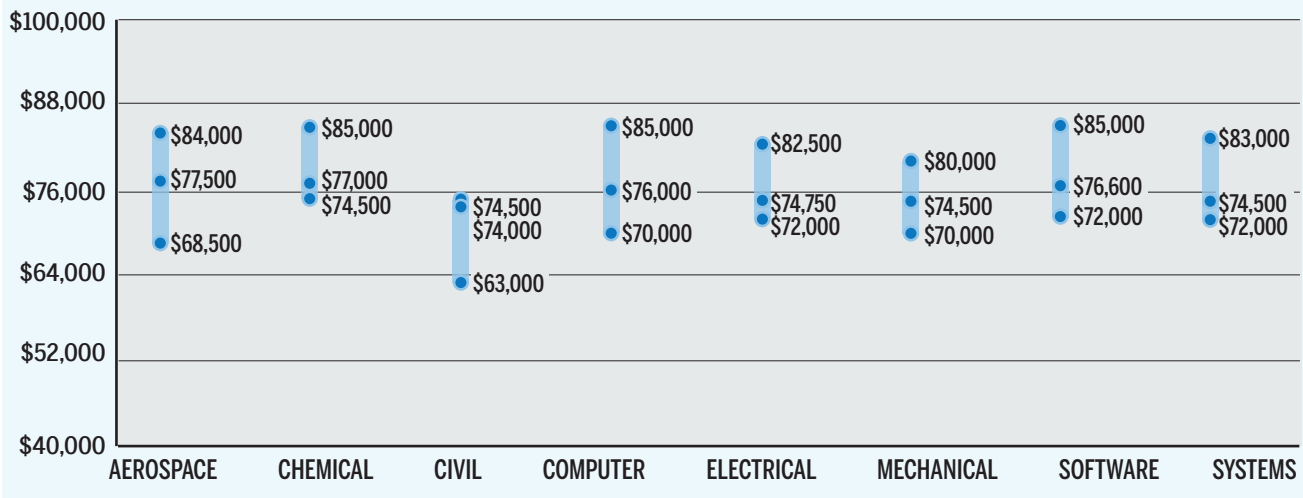
MASTER'S DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Animal Science	\$50,667	\$37,000	\$56,000	\$59,000	3
BUSINESS MAJORS					
Accounting	\$74,428	\$62,000	\$65,000	\$80,000	25
Actuarial Science	\$77,500	\$65,000	\$80,000	\$90,000	4
Business Administration/Management	\$79,043	\$60,000	\$70,000	\$95,000	23
Finance	\$77,317	\$59,000	\$66,000	\$85,000	23
Human Resources	\$70,019	\$59,500	\$69,000	\$80,000	16
International Business	\$70,667	\$55,000	\$59,000	\$81,000	6
Logistics/Supply Chain	\$71,706	\$62,200	\$69,250	\$76,000	18
Management Information Systems	\$79,917	\$67,500	\$77,000	\$87,500	12
Marketing	\$78,793	\$59,000	\$71,000	\$98,000	15
Sales	\$67,978	\$59,000	\$66,000	\$76,000	9
COMMUNICATIONS MAJORS					
Communications	\$68,250	\$60,000	\$69,000	\$76,500	4
Journalism	\$62,000	\$55,000	\$65,000	\$66,000	3
COMPUTER SCIENCES MAJORS					
Computer Science	\$80,142	\$72,000	\$79,000	\$90,000	26
Information Sciences & Systems	\$79,613	\$67,000	\$80,000	\$90,000	16
Software Applications	\$79,380	\$72,000	\$80,000	\$88,000	15

BUSINESS MAJORS / SALARY RANGES



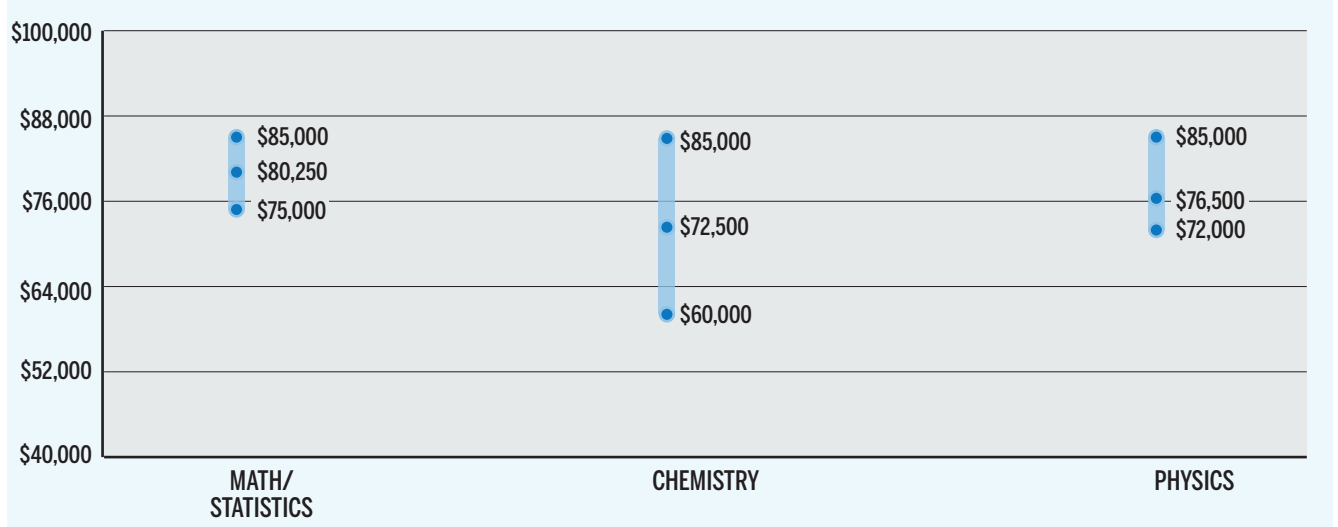
ENGINEERING MAJORS / SALARY RANGES



MASTER'S DEGREE SALARIES BY MAJOR

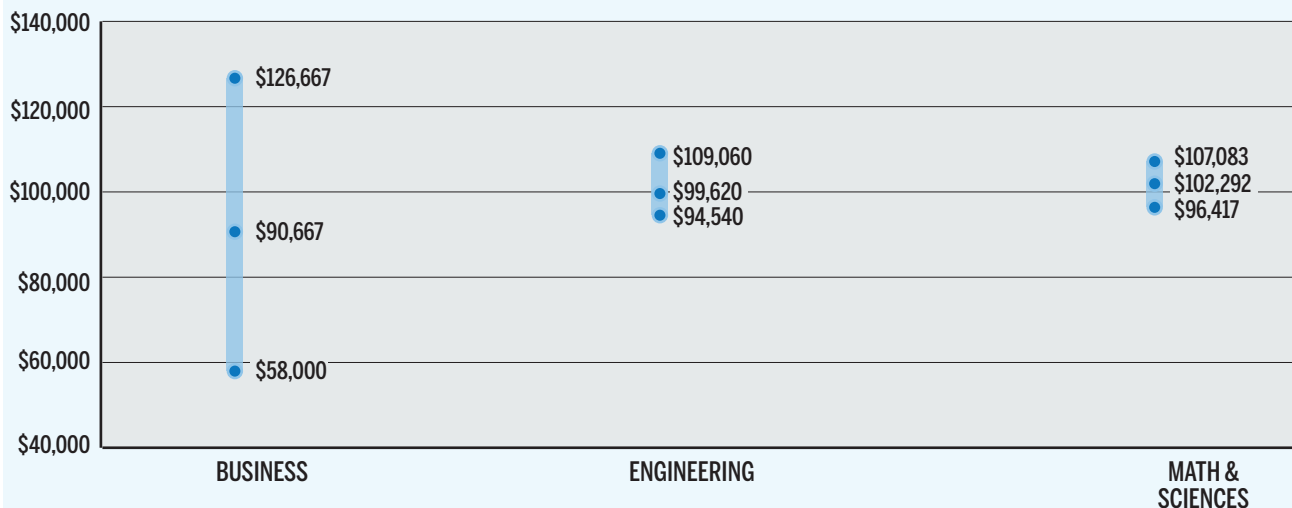
ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ENGINEERING MAJORS					
Aerospace/Aeronautical Engineering	\$76,250	\$68,500	\$77,500	\$84,000	4
Biomedical Engineering	\$76,000	\$72,000	\$76,000	\$80,000	2
Chemical Engineering	\$79,381	\$74,500	\$77,000	\$85,000	11
Civil Engineering	\$71,250	\$63,000	\$74,000	\$74,500	6
Computer Engineering	\$79,213	\$70,000	\$76,000	\$85,000	15
Electrical Engineering	\$78,800	\$72,000	\$74,750	\$82,500	20
Engineering Technology	\$71,867	\$63,000	\$68,500	\$80,000	6
Environmental Engineering	\$73,613	\$67,750	\$74,250	\$77,500	8
Industrial/Manufacturing Engineering	\$75,091	\$69,000	\$74,500	\$85,000	11
Materials Engineering/Science	\$79,500	\$72,000	\$74,500	\$80,000	7
Mechanical Engineering	\$75,924	\$70,000	\$74,500	\$80,000	21
Nuclear Engineering	\$76,333	\$74,500	\$74,500	\$80,000	3
Software Engineering	\$80,518	\$72,000	\$76,600	\$85,000	17
Systems Engineering	\$78,145	\$72,000	\$74,500	\$83,000	11
SOCIAL SCIENCES MAJORS					
Economics	\$65,000	\$58,000	\$59,000	\$75,000	5
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$82,350	\$75,000	\$80,250	\$85,000	10
Chemistry	\$72,457	\$60,000	\$72,500	\$85,000	7
Physics	\$83,214	\$72,000	\$76,500	\$85,000	7

MATH & SCIENCES MAJORS / SALARY RANGES



DOCTORAL DEGREES

DOCTORAL DEGREES / SALARY RANGES BY BROAD CATEGORY



DOCTORAL DEGREE SALARIES BY MAJOR

ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Actuarial Science	\$98,333	\$50,000	\$115,000	\$130,000	3
Business Administration/Management	\$70,667	\$55,000	\$57,000	\$100,000	3
Management Information Systems	\$106,333	\$69,000	\$100,000	\$150,000	3
ENGINEERING MAJORS					
Chemical Engineering	\$98,500	\$95,000	\$98,500	\$100,000	5
Computer Engineering	\$110,625	\$99,250	\$103,500	\$122,000	4
Electrical Engineering	\$96,500	\$92,000	\$95,000	\$98,500	5
Materials Engineering/Science	\$96,833	\$92,000	\$98,500	\$100,000	3
Mechanical Engineering	\$97,320	\$92,000	\$98,500	\$107,000	5
Software Engineering	\$114,167	\$98,500	\$107,000	\$137,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics	\$108,400	\$100,000	\$107,000	\$110,000	5
Chemistry	\$99,375	\$95,250	\$99,250	\$103,500	4
Physics	\$99,167	\$92,000	\$98,500	\$107,000	3

STARTING SALARY BY MAJOR AND INDUSTRY

BACHELOR'S DEGREE

TOP-PAYING INDUSTRIES / BACHELOR'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Information	\$76,170	37
Motor Vehicle Manufacturing	\$67,611	18
Management Consulting	\$67,028	18
Food & Beverage Manufacturing	\$65,236	72
Computer & Electronics Manufacturing	\$63,941	79

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
AGRICULTURE AND NATURAL RESOURCES MAJORS					
Agricultural Business/Management					
Food & Beverage Manufacturing	\$60,333	\$57,000	\$59,000	\$65,000	3
Food Science					
Food & Beverage Manufacturing	\$60,000	\$56,000	\$59,000	\$65,000	3
BUSINESS MAJORS					
Accounting					
Computer & Electronics Manufacturing	\$58,357	\$55,000	\$58,000	\$65,000	7
Finance, Insurance & Real Estate	\$56,750	\$50,000	\$55,500	\$62,500	8
Food & Beverage Manufacturing	\$61,375	\$59,500	\$61,250	\$63,250	4
Information	\$65,000	\$50,000	\$70,000	\$75,000	3
Management Consulting	\$63,167	\$57,000	\$62,500	\$70,000	3
Miscellaneous Manufacturing	\$59,500	\$55,000	\$58,500	\$65,000	10
Motor Vehicle Manufacturing	\$56,333	\$56,000	\$56,000	\$57,000	3
Utilities	\$55,000	\$50,000	\$55,000	\$60,000	3
Wholesale Trade	\$52,333	\$50,000	\$52,000	\$55,000	3
Actuarial Science					
Finance, Insurance & Real Estate	\$63,900	\$60,000	\$62,200	\$70,000	6
Business Administration/Management					
Computer & Electronics Manufacturing	\$59,917	\$57,000	\$61,250	\$65,000	6
Finance, Insurance & Real Estate	\$55,123	\$50,000	\$53,000	\$67,000	7
Food & Beverage Manufacturing	\$60,800	\$59,000	\$59,000	\$62,500	5
Information	\$67,333	\$57,000	\$70,000	\$75,000	3
Miscellaneous Manufacturing	\$57,552	\$52,020	\$58,500	\$62,000	10
Miscellaneous Professional Services	\$55,667	\$48,000	\$58,000	\$61,000	3

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Finance					
Computer & Electronics Manufacturing	\$58,143	\$50,000	\$58,000	\$65,000	7
Finance, Insurance & Real Estate	\$59,938	\$54,500	\$60,250	\$66,000	8
Food & Beverage Manufacturing	\$62,625	\$59,000	\$60,750	\$66,250	4
Information	\$66,667	\$50,000	\$70,000	\$80,000	3
Management Consulting	\$62,833	\$56,000	\$62,500	\$70,000	3
Miscellaneous Manufacturing	\$59,650	\$55,000	\$59,000	\$65,000	10
Miscellaneous Professional Services	\$54,750	\$51,500	\$56,500	\$58,000	4
Utilities	\$55,000	\$50,000	\$55,000	\$60,000	3
Wholesale Trade	\$53,750	\$49,000	\$54,500	\$58,500	4
Human Resources					
Computer & Electronics Manufacturing	\$50,550	\$46,100	\$50,250	\$55,000	4
Finance, Insurance & Real Estate	\$55,733	\$50,000	\$51,700	\$63,000	6
Miscellaneous Manufacturing	\$53,190	\$51,250	\$52,010	\$57,000	8
Utilities	\$52,000	\$50,000	\$50,000	\$56,000	3
International Business					
Miscellaneous Manufacturing	\$57,667	\$40,000	\$60,000	\$73,000	3
Logistics/Supply Chain					
Computer & Electronics Manufacturing	\$59,083	\$57,500	\$60,000	\$62,000	6
Construction	\$63,139	\$55,000	\$62,416	\$72,000	3
Food & Beverage Manufacturing	\$62,000	\$59,000	\$62,500	\$63,500	5
Miscellaneous Manufacturing	\$59,852	\$57,500	\$60,000	\$62,000	12
Utilities	\$60,333	\$60,000	\$60,000	\$61,000	3
Wholesale Trade	\$55,125	\$51,000	\$53,500	\$59,250	4
Management Information Systems					
Finance, Insurance & Real Estate	\$64,286	\$63,000	\$64,000	\$70,000	7
Food & Beverage Manufacturing	\$66,667	\$59,000	\$66,000	\$75,000	3
Information	\$74,667	\$64,000	\$70,000	\$90,000	3
Management Consulting	\$66,167	\$60,000	\$62,500	\$76,000	3
Miscellaneous Manufacturing	\$60,480	\$55,000	\$62,000	\$62,400	5
Wholesale Trade	\$64,667	\$64,000	\$65,000	\$65,000	3
Marketing					
Computer & Electronics Manufacturing	\$53,525	\$47,550	\$52,800	\$59,500	4
Finance, Insurance & Real Estate	\$52,800	\$50,000	\$50,000	\$53,000	5
Food & Beverage Manufacturing	\$61,375	\$56,500	\$60,750	\$66,250	4
Information	\$67,333	\$57,000	\$70,000	\$75,000	3
Miscellaneous Manufacturing	\$54,843	\$50,400	\$55,000	\$60,000	7

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Sales					
Computer & Electronics Manufacturing	\$52,000	\$47,750	\$52,050	\$56,250	4
Finance, Insurance & Real Estate	\$52,000	\$51,000	\$52,500	\$53,000	4
Food & Beverage Manufacturing	\$59,800	\$58,500	\$59,000	\$62,500	5
Information	\$61,667	\$55,000	\$60,000	\$70,000	3
Miscellaneous Manufacturing	\$57,378	\$55,000	\$58,000	\$60,000	9
Wholesale Trade	\$50,000	\$45,000	\$50,000	\$55,000	3
COMMUNICATIONS MAJORS					
Communications					
Finance, Insurance & Real Estate	\$53,500	\$49,000	\$51,500	\$58,000	4
COMPUTER SCIENCES MAJORS					
Computer Science					
Computer & Electronics Manufacturing	\$72,000	\$67,000	\$71,750	\$78,000	6
Finance, Insurance & Real Estate	\$66,250	\$61,000	\$65,000	\$72,500	8
Food & Beverage Manufacturing	\$68,375	\$65,500	\$66,750	\$71,250	4
Information	\$83,400	\$70,000	\$70,000	\$90,000	5
Management Consulting	\$70,000	\$62,000	\$72,000	\$76,000	3
Miscellaneous Manufacturing	\$66,414	\$62,400	\$65,000	\$70,000	7
Miscellaneous Professional Services	\$70,500	\$64,500	\$66,500	\$76,500	4
Utilities	\$68,333	\$64,000	\$66,000	\$75,000	3
Wholesale Trade	\$64,667	\$62,000	\$64,000	\$68,000	3
Information Sciences & Systems					
Finance, Insurance & Real Estate	\$65,250	\$61,000	\$65,000	\$70,000	8
Food & Beverage Manufacturing	\$68,375	\$65,500	\$66,750	\$71,250	4
Information	\$78,000	\$69,000	\$75,000	\$90,000	3
Management Consulting	\$70,000	\$62,000	\$72,000	\$76,000	3
Miscellaneous Manufacturing	\$63,650	\$55,000	\$62,200	\$67,500	6
Miscellaneous Professional Services	\$60,000	\$48,000	\$64,000	\$68,000	3
Utilities	\$68,333	\$64,000	\$66,000	\$75,000	3
Software Applications					
Computer & Electronics Manufacturing	\$72,075	\$68,400	\$71,750	\$75,750	4
Finance, Insurance & Real Estate	\$67,571	\$65,000	\$65,000	\$70,000	7
Food & Beverage Manufacturing	\$66,167	\$65,000	\$66,000	\$67,500	3
Miscellaneous Manufacturing	\$68,333	\$55,000	\$70,000	\$80,000	3
Utilities	\$68,333	\$64,000	\$66,000	\$75,000	3

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ENGINEERING MAJORS					
Biomedical Engineering					
Miscellaneous Manufacturing	\$67,667	\$63,000	\$70,000	\$70,000	3
Chemical Engineering					
Chemical (Pharmaceutical) Manufacturing	\$77,000	\$68,000	\$75,000	\$88,000	3
Computer & Electronics Manufacturing	\$71,667	\$70,000	\$72,000	\$73,000	3
Food & Beverage Manufacturing	\$72,400	\$71,000	\$72,500	\$74,000	5
Miscellaneous Manufacturing	\$71,155	\$68,750	\$71,750	\$72,600	8
Civil Engineering					
Construction	\$64,100	\$60,000	\$63,000	\$67,500	5
Miscellaneous Manufacturing	\$66,000	\$60,000	\$65,000	\$73,000	3
Utilities	\$64,667	\$60,000	\$65,000	\$69,000	3
Computer Engineering					
Computer & Electronics Manufacturing	\$70,800	\$68,000	\$70,000	\$73,000	5
Finance, Insurance & Real Estate	\$72,000	\$63,000	\$75,000	\$78,000	3
Food & Beverage Manufacturing	\$67,833	\$65,000	\$66,000	\$72,500	3
Information	\$86,750	\$69,500	\$80,000	\$104,000	4
Management Consulting	\$70,000	\$62,000	\$72,000	\$76,000	3
Miscellaneous Manufacturing	\$72,100	\$68,000	\$71,500	\$73,000	5
Miscellaneous Professional Services	\$71,167	\$65,000	\$67,500	\$81,000	3
Utilities	\$68,000	\$55,000	\$69,000	\$80,000	3
Electrical Engineering					
Computer & Electronics Manufacturing	\$70,833	\$68,000	\$70,500	\$73,000	6
Food & Beverage Manufacturing	\$72,750	\$71,000	\$73,250	\$74,500	4
Information	\$88,433	\$70,000	\$90,000	\$105,300	3
Miscellaneous Manufacturing	\$69,643	\$68,000	\$70,000	\$73,000	14
Miscellaneous Professional Services	\$69,333	\$62,500	\$67,500	\$78,000	3
Motor Vehicle Manufacturing	\$68,333	\$65,000	\$68,000	\$72,000	3
Utilities	\$64,667	\$60,000	\$65,000	\$69,000	3
Engineering Technology					
Construction	\$59,333	\$55,000	\$60,000	\$63,000	3
Miscellaneous Manufacturing	\$62,800	\$62,000	\$64,000	\$65,000	5
Industrial/Manufacturing Engineering					
Computer & Electronics Manufacturing	\$66,000	\$55,300	\$67,850	\$73,000	6
Food & Beverage Manufacturing	\$69,600	\$68,000	\$69,500	\$72,500	5
Miscellaneous Manufacturing	\$65,500	\$62,000	\$68,000	\$69,000	11

BACHELOR'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Materials Engineering/Science					
Miscellaneous Manufacturing	\$68,500	\$67,500	\$69,500	\$73,000	10
Motor Vehicle Manufacturing	\$68,333	\$65,000	\$68,000	\$72,000	3
Computer & Electronics Manufacturing	\$69,617	\$67,700	\$70,000	\$72,000	6
Construction	\$63,291	\$61,539	\$63,000	\$67,500	7
Food & Beverage Manufacturing	\$70,400	\$69,500	\$71,000	\$72,500	5
Miscellaneous Manufacturing	\$67,975	\$64,250	\$69,050	\$71,750	16
Motor Vehicle Manufacturing	\$69,333	\$68,000	\$68,000	\$72,000	3
Utilities	\$63,000	\$55,000	\$65,000	\$69,000	3
Software Engineering					
Computer & Electronics Manufacturing	\$73,900	\$73,000	\$75,000	\$78,000	5
Finance, Insurance & Real Estate	\$72,000	\$63,000	\$75,000	\$78,000	3
Information	\$86,750	\$69,500	\$80,000	\$104,000	4
Motor Vehicle Manufacturing	\$71,667	\$68,000	\$72,000	\$75,000	3
Systems Engineering					
Motor Vehicle Manufacturing	\$71,667	\$68,000	\$72,000	\$75,000	3
Miscellaneous Manufacturing	\$73,250	\$66,500	\$71,500	\$80,000	4
SOCIAL SCIENCES MAJORS					
Economics					
Finance, Insurance & Real Estate	\$58,000	\$50,000	\$53,000	\$67,000	5
Food & Beverage Manufacturing	\$59,833	\$58,000	\$59,000	\$62,500	3
Political Science/International Relations					
Finance, Insurance & Real Estate	\$53,750	\$50,000	\$51,500	\$57,500	4
Psychology					
Finance, Insurance & Real Estate	\$55,333	\$50,000	\$53,000	\$63,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance & Real Estate	\$61,417	\$50,000	\$63,750	\$67,000	6
Construction Science					
Construction	\$63,833	\$60,000	\$64,000	\$67,500	3

MASTER'S DEGREE

TOP-PAYING INDUSTRIES / MASTER'S DEGREES

INDUSTRY	AVERAGE SALARY PROJECTION	NUMBER OF SALARY PROJECTIONS
Finance, Insurance & Real Estate	\$98,333	15
Information	\$91,329	7
Food & Beverage Manufacturing	\$75,733	15
Computer & Electronics Manufacturing	\$75,473	51
Miscellaneous Manufacturing	\$74,800	7

MASTER'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
BUSINESS MAJORS					
Accounting					
Computer & Electronics Manufacturing	\$64,925	\$59,350	\$65,000	\$70,500	4
Finance, Insurance & Real Estate	\$113,333	\$80,000	\$120,000	\$140,000	3
Actuarial Science					
Finance, Insurance & Real Estate	\$86,667	\$80,000	\$80,000	\$100,000	3
Business Administration/Management					
Computer & Electronics Manufacturing	\$70,667	\$55,000	\$76,000	\$81,000	3
Finance, Insurance & Real Estate	\$86,667	\$60,000	\$70,000	\$130,000	3
Miscellaneous Manufacturing	\$74,333	\$57,000	\$71,000	\$95,000	3
Finance					
Computer & Electronics Manufacturing	\$62,575	\$54,650	\$60,000	\$70,500	4
Finance, Insurance & Real Estate	\$113,333	\$80,000	\$120,000	\$140,000	3
Food & Beverage Manufacturing	\$79,333	\$59,000	\$59,000	\$120,000	3
Human Resources					
Computer & Electronics Manufacturing	\$66,100	\$58,300	\$60,000	\$80,000	3
Logistics/Supply Chain					
Computer & Electronics Manufacturing	\$71,667	\$65,000	\$74,000	\$76,000	3
Food & Beverage Manufacturing	\$67,333	\$58,000	\$59,000	\$85,000	3
Wholesale Trade	\$59,500	\$55,000	\$55,000	\$68,500	3
Sales					
Computer & Electronics Manufacturing	\$64,267	\$56,800	\$60,000	\$76,000	3
COMPUTER SCIENCES MAJORS					
Computer Science					
Computer & Electronics Manufacturing	\$83,240	\$76,000	\$85,000	\$90,200	5

MASTER'S DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Food & Beverage Manufacturing	\$78,000	\$66,000	\$78,000	\$90,000	3
Information	\$89,250	\$72,000	\$83,500	\$106,500	4
Information Sciences & Systems					
Food & Beverage Manufacturing	\$73,667	\$65,000	\$66,000	\$90,000	3
Software Applications					
Computer & Electronics Manufacturing	\$83,800	\$80,000	\$82,500	\$87,600	4
ENGINEERING MAJORS					
Chemical Engineering					
Food & Beverage Manufacturing	\$80,333	\$74,000	\$82,000	\$85,000	3
Computer Engineering					
Computer & Electronics Manufacturing	\$80,800	\$74,000	\$81,500	\$87,600	4
Electrical Engineering					
Computer & Electronics Manufacturing	\$81,050	\$74,500	\$82,000	\$87,600	4
Information	\$94,100	\$72,000	\$105,000	\$105,300	3
Motor Vehicle Manufacturing	\$72,833	\$72,000	\$72,000	\$74,500	3
Industrial/Manufacturing Engineering					
Computer & Electronics Manufacturing	\$75,500	\$63,000	\$82,500	\$85,000	5
Materials Engineering/Science					
Motor Vehicle Manufacturing	\$72,833	\$72,000	\$72,000	\$74,500	3
Mechanical Engineering					
Computer & Electronics Manufacturing	\$79,875	\$76,000	\$82,250	\$83,750	4
Miscellaneous Manufacturing	\$75,150	\$72,050	\$75,750	\$78,250	4
Motor Vehicle Manufacturing	\$73,833	\$72,000	\$74,500	\$75,000	3
Software Engineering					
Computer & Electronics Manufacturing	\$85,040	\$85,000	\$85,000	\$90,200	5
Motor Vehicle Manufacturing	\$77,200	\$72,000	\$76,600	\$83,000	3
Systems Engineering					
Motor Vehicle Manufacturing	\$76,500	\$72,000	\$74,500	\$83,000	3
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance & Real Estate	\$91,667	\$70,000	\$100,000	\$105,000	3

DOCTORAL DEGREE

DOCTORAL DEGREE SALARIES BY MAJOR AND INDUSTRY

ACADEMIC MAJOR/INDUSTRY	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
MATHEMATICS AND SCIENCES MAJORS					
Mathematics/Statistics					
Finance, Insurance & Real Estate	\$111,667	\$95,000	\$110,000	\$130,000	3

STARTING SALARY BY INDUSTRY AND MAJOR

BACHELOR'S DEGREE

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
CHEMICAL (PHARMACEUTICAL) MANUFACTURING					
Engineering Majors					
Chemical Engineering	\$77,000	\$68,000	\$75,000	\$88,000	3
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$58,357	\$55,000	\$58,000	\$65,000	7
Business Administration/Management	\$59,917	\$57,000	\$61,250	\$65,000	6
Finance	\$58,143	\$50,000	\$58,000	\$65,000	7
Human Resources	\$50,550	\$46,100	\$50,250	\$55,000	4
Logistics/Supply Chain	\$59,083	\$57,500	\$60,000	\$62,000	6
Marketing	\$53,525	\$47,550	\$52,800	\$59,500	4
Sales	\$52,000	\$47,750	\$52,050	\$56,250	4
Computer Sciences Majors					
Computer Science	\$72,000	\$67,000	\$71,750	\$78,000	6
Software Applications	\$72,075	\$68,400	\$71,750	\$75,750	4
Engineering Majors					
Chemical Engineering	\$71,667	\$70,000	\$72,000	\$73,000	3
Computer Engineering	\$70,800	\$68,000	\$70,000	\$73,000	5
Electrical Engineering	\$70,833	\$68,000	\$70,500	\$73,000	6
Industrial/Manufacturing Engineering	\$66,000	\$55,300	\$67,850	\$73,000	6
Mechanical Engineering	\$69,617	\$67,700	\$70,000	\$72,000	6
Software Engineering	\$73,900	\$73,000	\$75,000	\$78,000	5
CONSTRUCTION					
Business Majors					
Logistics/Supply Chain	\$63,139	\$55,000	\$62,416	\$72,000	3
Engineering Majors					
Civil Engineering	\$64,100	\$60,000	\$63,000	\$67,500	5
Engineering Technology	\$59,333	\$55,000	\$60,000	\$63,000	3
Mechanical Engineering	\$63,291	\$61,539	\$63,000	\$67,500	7
Mathematics and Sciences Majors					
Construction Science	\$63,833	\$60,000	\$64,000	\$67,500	3
FINANCE, INSURANCE & REAL ESTATE					
Business Majors					
Accounting	\$56,750	\$50,000	\$55,500	\$62,500	8
Actuarial Science	\$63,900	\$60,000	\$62,200	\$70,000	6

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Business Administration/Management	\$55,123	\$50,000	\$53,000	\$67,000	7
Finance	\$59,938	\$54,500	\$60,250	\$66,000	8
Human Resources	\$55,733	\$50,000	\$51,700	\$63,000	6
Management Information Systems	\$64,286	\$63,000	\$64,000	\$70,000	7
Marketing	\$52,800	\$50,000	\$50,000	\$53,000	5
Sales	\$52,000	\$51,000	\$52,500	\$53,000	4
Communications Majors					
Communications	\$53,500	\$49,000	\$51,500	\$58,000	4
Computer Sciences Majors					
Computer Science	\$66,250	\$61,000	\$65,000	\$72,500	8
Information Sciences & Systems	\$65,250	\$61,000	\$65,000	\$70,000	8
Software Applications	\$67,571	\$65,000	\$65,000	\$70,000	7
Engineering Majors					
Computer Engineering	\$72,000	\$63,000	\$75,000	\$78,000	3
Software Engineering	\$72,000	\$63,000	\$75,000	\$78,000	3
Social Sciences Majors					
Economics	\$58,000	\$50,000	\$53,000	\$67,000	5
Political Science/International Relations	\$53,750	\$50,000	\$51,500	\$57,500	4
Psychology	\$55,333	\$50,000	\$53,000	\$63,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$61,417	\$50,000	\$63,750	\$67,000	6
FOOD & BEVERAGE MANUFACTURING					
Agriculture and Natural Resources Majors					
Agricultural Business/Management	\$60,333	\$57,000	\$59,000	\$65,000	3
Food Science	\$60,000	\$56,000	\$59,000	\$65,000	3
Business Majors					
Accounting	\$61,375	\$59,500	\$61,250	\$63,250	4
Business Administration/Management	\$60,800	\$59,000	\$59,000	\$62,500	5
Finance	\$62,625	\$59,000	\$60,750	\$66,250	4
Logistics/Supply Chain	\$62,000	\$59,000	\$62,500	\$63,500	5
Management Information Systems	\$66,667	\$59,000	\$66,000	\$75,000	3
Marketing	\$61,375	\$56,500	\$60,750	\$66,250	4
Sales	\$59,800	\$58,500	\$59,000	\$62,500	5
Computer Sciences Majors					
Computer Science	\$68,375	\$65,500	\$66,750	\$71,250	4
Information Sciences & Systems	\$68,375	\$65,500	\$66,750	\$71,250	4
Software Applications	\$66,167	\$65,000	\$66,000	\$67,500	3

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Majors					
Chemical Engineering	\$72,400	\$71,000	\$72,500	\$74,000	5
Computer Engineering	\$67,833	\$65,000	\$66,000	\$72,500	3
Electrical Engineering	\$72,750	\$71,000	\$73,250	\$74,500	4
Industrial/Manufacturing Engineering	\$69,600	\$68,000	\$69,500	\$72,500	5
Mechanical Engineering	\$70,400	\$69,500	\$71,000	\$72,500	5
Social Sciences Majors					
Economics	\$59,833	\$58,000	\$59,000	\$62,500	3
INFORMATION					
Business Majors					
Accounting	\$65,000	\$50,000	\$70,000	\$75,000	3
Business Administration/Management	\$67,333	\$57,000	\$70,000	\$75,000	3
Finance	\$66,667	\$50,000	\$70,000	\$80,000	3
Management Information Systems	\$74,667	\$64,000	\$70,000	\$90,000	3
Marketing	\$67,333	\$57,000	\$70,000	\$75,000	3
Sales	\$61,667	\$55,000	\$60,000	\$70,000	3
Computer Sciences Majors					
Computer Science	\$83,400	\$70,000	\$70,000	\$90,000	5
Information Sciences & Systems	\$78,000	\$69,000	\$75,000	\$90,000	3
Engineering Majors					
Computer Engineering	\$86,750	\$69,500	\$80,000	\$104,000	4
Electrical Engineering	\$88,433	\$70,000	\$90,000	\$105,300	3
Software Engineering	\$86,750	\$69,500	\$80,000	\$104,000	4
MANAGEMENT CONSULTING					
Business Majors					
Accounting	\$63,167	\$57,000	\$62,500	\$70,000	3
Finance	\$62,833	\$56,000	\$62,500	\$70,000	3
Management Information Systems	\$66,167	\$60,000	\$62,500	\$76,000	3
Computer Sciences Majors					
Computer Science	\$70,000	\$62,000	\$72,000	\$76,000	3
Information Sciences & Systems	\$70,000	\$62,000	\$72,000	\$76,000	3
Engineering Majors					
Computer Engineering	\$70,000	\$62,000	\$72,000	\$76,000	3
MISCELLANEOUS MANUFACTURING					
Business Majors					
Accounting	\$59,500	\$55,000	\$58,500	\$65,000	10
Business Administration/Management	\$57,552	\$52,020	\$58,500	\$62,000	10

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Finance	\$59,650	\$55,000	\$59,000	\$65,000	10
Human Resources	\$53,190	\$51,250	\$52,010	\$57,000	8
International Business	\$57,667	\$40,000	\$60,000	\$73,000	3
Logistics/Supply Chain	\$59,852	\$57,500	\$60,000	\$62,000	12
Management Information Systems	\$60,480	\$55,000	\$62,000	\$62,400	5
Marketing	\$54,843	\$50,400	\$55,000	\$60,000	7
Sales	\$57,378	\$55,000	\$58,000	\$60,000	9
Computer Sciences Majors					
Computer Science	\$66,414	\$62,400	\$65,000	\$70,000	7
Information Sciences & Systems	\$63,650	\$55,000	\$62,200	\$67,500	6
Software Applications	\$68,333	\$55,000	\$70,000	\$80,000	3
Engineering Majors					
Biomedical Engineering	\$67,667	\$63,000	\$70,000	\$70,000	3
Chemical Engineering	\$71,155	\$68,750	\$71,750	\$72,600	8
Civil Engineering	\$66,000	\$60,000	\$65,000	\$73,000	3
Computer Engineering	\$72,100	\$68,000	\$71,500	\$73,000	5
Electrical Engineering	\$69,643	\$68,000	\$70,000	\$73,000	14
Engineering Technology	\$62,800	\$62,000	\$64,000	\$65,000	5
Industrial/Manufacturing Engineering	\$65,500	\$62,000	\$68,000	\$69,000	11
Materials Engineering/Science	\$68,500	\$67,500	\$69,500	\$73,000	10
Mechanical Engineering	\$67,975	\$64,250	\$69,050	\$71,750	16
Systems Engineering	\$73,250	\$66,500	\$71,500	\$80,000	4
MISCELLANEOUS PROFESSIONAL SERVICES					
Business Majors					
Business Administration/Management	\$55,667	\$48,000	\$58,000	\$61,000	3
Finance	\$54,750	\$51,500	\$56,500	\$58,000	4
Computer Sciences Majors					
Computer Science	\$70,500	\$64,500	\$66,500	\$76,500	4
Information Sciences & Systems	\$60,000	\$48,000	\$64,000	\$68,000	3
Engineering Majors					
Computer Engineering	\$71,167	\$65,000	\$67,500	\$81,000	3
Electrical Engineering	\$69,333	\$62,500	\$67,500	\$78,000	3
MOTOR VEHICLE MANUFACTURING					
Business Majors					
Accounting	\$56,333	\$56,000	\$56,000	\$57,000	3
Engineering Majors					
Electrical Engineering	\$68,333	\$65,000	\$68,000	\$72,000	3

BACHELOR'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Materials Engineering/Science	\$68,333	\$65,000	\$68,000	\$72,000	3
Mechanical Engineering	\$69,333	\$68,000	\$68,000	\$72,000	3
Software Engineering	\$71,667	\$68,000	\$72,000	\$75,000	3
Systems Engineering	\$71,667	\$68,000	\$72,000	\$75,000	3
UTILITIES					
Business Majors					
Accounting	\$55,000	\$50,000	\$55,000	\$60,000	3
Finance	\$55,000	\$50,000	\$55,000	\$60,000	3
Human Resources	\$52,000	\$50,000	\$50,000	\$56,000	3
Logistics/Supply Chain	\$60,333	\$60,000	\$60,000	\$61,000	3
Computer Sciences Majors					
Computer Science	\$68,333	\$64,000	\$66,000	\$75,000	3
Information Sciences & Systems	\$68,333	\$64,000	\$66,000	\$75,000	3
Software Applications	\$68,333	\$64,000	\$66,000	\$75,000	3
Engineering Majors					
Civil Engineering	\$64,667	\$60,000	\$65,000	\$69,000	3
Computer Engineering	\$68,000	\$55,000	\$69,000	\$80,000	3
Electrical Engineering	\$64,667	\$60,000	\$65,000	\$69,000	3
Mechanical Engineering	\$63,000	\$55,000	\$65,000	\$69,000	3
WHOLESALE TRADE					
Business Majors					
Accounting	\$52,333	\$50,000	\$52,000	\$55,000	3
Finance	\$53,750	\$49,000	\$54,500	\$58,500	4
Logistics/Supply Chain	\$55,125	\$51,000	\$53,500	\$59,250	4
Management Information Systems	\$64,667	\$64,000	\$65,000	\$65,000	3
Sales	\$50,000	\$45,000	\$50,000	\$55,000	3
Computer Sciences Majors					
Computer Science	\$64,667	\$62,000	\$64,000	\$68,000	3

MASTER'S DEGREE

MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
COMPUTER & ELECTRONICS MANUFACTURING					
Business Majors					
Accounting	\$64,925	\$59,350	\$65,000	\$70,500	4
Business Administration/Management	\$70,667	\$55,000	\$76,000	\$81,000	3
Finance	\$62,575	\$54,650	\$60,000	\$70,500	4
Human Resources	\$66,100	\$58,300	\$60,000	\$80,000	3
Logistics/Supply Chain	\$71,667	\$65,000	\$74,000	\$76,000	3
Sales	\$64,267	\$56,800	\$60,000	\$76,000	3
Computer Sciences Majors					
Computer Science	\$83,240	\$76,000	\$85,000	\$90,200	5
Software Applications	\$83,800	\$80,000	\$82,500	\$87,600	4
Engineering Majors					
Computer Engineering	\$80,800	\$74,000	\$81,500	\$87,600	4
Electrical Engineering	\$81,050	\$74,500	\$82,000	\$87,600	4
Industrial/Manufacturing Engineering	\$75,500	\$63,000	\$82,500	\$85,000	5
Mechanical Engineering	\$79,875	\$76,000	\$82,250	\$83,750	4
Software Engineering	\$85,040	\$85,000	\$85,000	\$90,200	5
FINANCE, INSURANCE & REAL ESTATE					
Business Majors					
Accounting	\$113,333	\$80,000	\$120,000	\$140,000	3
Actuarial Science	\$86,667	\$80,000	\$80,000	\$100,000	3
Business Administration/Management	\$86,667	\$60,000	\$70,000	\$130,000	3
Finance	\$113,333	\$80,000	\$120,000	\$140,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$91,667	\$70,000	\$100,000	\$105,000	3
FOOD & BEVERAGE MANUFACTURING					
Business Majors					
Finance	\$79,333	\$59,000	\$59,000	\$120,000	3
Logistics/Supply Chain	\$67,333	\$58,000	\$59,000	\$85,000	3
Computer Sciences Majors					
Computer Science	\$78,000	\$66,000	\$78,000	\$90,000	3
Information Sciences & Systems	\$73,667	\$65,000	\$66,000	\$90,000	3
Engineering Majors					
Chemical Engineering	\$80,333	\$74,000	\$82,000	\$85,000	3


MASTER'S DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
INFORMATION					
Computer Sciences Majors					
Computer Science	\$89,250	\$72,000	\$83,500	\$106,500	4
Engineering Majors					
Electrical Engineering	\$94,100	\$72,000	\$105,000	\$105,300	3
MISCELLANEOUS MANUFACTURING					
Business Majors					
Business Administration/Management	\$74,333	\$57,000	\$71,000	\$95,000	3
Engineering Majors					
Mechanical Engineering	\$75,150	\$72,050	\$75,750	\$78,250	4
MOTOR VEHICLE MANUFACTURING					
Engineering Majors					
Electrical Engineering	\$72,833	\$72,000	\$72,000	\$74,500	3
Materials Engineering/Science	\$72,833	\$72,000	\$72,000	\$74,500	3
Mechanical Engineering	\$73,833	\$72,000	\$74,500	\$75,000	3
Software Engineering	\$77,200	\$72,000	\$76,600	\$83,000	3
Systems Engineering	\$76,500	\$72,000	\$74,500	\$83,000	3
WHOLESALE TRADE					
Business Majors					
Logistics/Supply Chain	\$59,500	\$55,000	\$55,000	\$68,500	3

DOCTORAL DEGREE

DOCTORAL DEGREE SALARIES BY INDUSTRY AND MAJOR

INDUSTRY/ACADEMIC MAJOR	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
FINANCE, INSURANCE & REAL ESTATE					
Mathematics and Sciences Majors					
Mathematics/Statistics	\$111,667	\$95,000	\$110,000	\$130,000	3



STARTING SALARY BY REGION AND MAJOR

BACHELOR'S DEGREE

AVERAGE SALARIES BY BROAD CATEGORY - NEW ENGLAND

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$60,483	59
COMMUNICATIONS	\$54,857	7
COMPUTER SCIENCE	\$68,281	16
ENGINEERING	\$69,250	22
SOCIAL SCIENCES	\$57,375	4
MATH & SCIENCES	\$59,833	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
NEW ENGLAND					
Business Majors					
Accounting	\$61,188	\$56,000	\$60,250	\$66,000	8
Actuarial Science	\$62,375	\$58,500	\$62,250	\$66,250	4
Business Administration/Management	\$60,357	\$50,000	\$62,500	\$67,000	7
Finance	\$62,813	\$56,500	\$63,750	\$66,000	8
Human Resources	\$52,583	\$48,000	\$52,000	\$54,000	6
International Business	\$64,750	\$52,500	\$60,000	\$77,000	4
Logistics/Supply Chain	\$57,900	\$55,000	\$60,000	\$62,000	5
Management Information Systems	\$72,600	\$65,000	\$70,000	\$75,000	5
Marketing	\$57,500	\$48,000	\$56,250	\$63,000	6
Sales	\$55,417	\$52,000	\$54,000	\$60,000	6
Communications Majors					
Advertising	\$53,500	\$48,000	\$50,000	\$62,500	3
Communications	\$55,875	\$49,000	\$56,250	\$62,750	4
Computer Sciences Majors					
Computer Science	\$68,417	\$65,000	\$66,250	\$70,000	6
Information Sciences & Systems	\$68,500	\$65,000	\$67,500	\$70,000	5
Software Applications	\$67,900	\$65,000	\$67,500	\$70,000	5
Engineering Majors					
Civil Engineering	\$66,875	\$61,500	\$67,500	\$72,250	4
Computer Engineering	\$71,875	\$68,500	\$72,250	\$75,250	4
Electrical Engineering	\$69,833	\$65,000	\$72,000	\$72,500	3
Industrial/Manufacturing Engineering	\$67,875	\$63,500	\$72,000	\$72,250	4
Mechanical Engineering	\$68,125	\$64,000	\$68,500	\$72,250	4
Software Engineering	\$71,667	\$65,000	\$72,000	\$78,000	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Social Sciences Majors					
Economics	\$57,375	\$50,000	\$56,250	\$64,750	4
Mathematics and Sciences Majors					
Mathematics/Statistics	\$59,833	\$50,000	\$62,500	\$67,000	3

AVERAGE SALARIES BY BROAD CATEGORY - MIDEAST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$60,063	46
COMPUTER SCIENCE	\$69,467	23
ENGINEERING	\$70,886	43
SOCIAL SCIENCES	\$60,200	5
MATH & SCIENCES	\$66,650	5

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
MIDEAST					
Business Majors					
Accounting	\$59,625	\$53,500	\$59,000	\$66,000	8
Business Administration/Management	\$59,438	\$54,500	\$58,250	\$65,000	8
Finance	\$60,556	\$55,000	\$58,000	\$67,000	9
Human Resources	\$58,400	\$56,000	\$56,000	\$58,000	5
Logistics/Supply Chain	\$61,417	\$60,000	\$62,250	\$65,000	6
Management Information Systems	\$64,667	\$52,000	\$67,000	\$75,000	3
Marketing	\$60,250	\$54,500	\$59,500	\$66,000	4
Sales	\$56,633	\$46,400	\$58,500	\$65,000	3
Computer Sciences Majors					
Computer Science	\$73,806	\$64,000	\$72,000	\$75,000	9
Information Sciences & Systems	\$66,531	\$60,000	\$68,000	\$75,000	8
Software Applications	\$66,875	\$64,000	\$68,000	\$75,000	6
Engineering Majors					
Chemical Engineering	\$67,100	\$67,500	\$71,000	\$72,000	5
Computer Engineering	\$66,619	\$58,750	\$69,500	\$75,625	8
Electrical Engineering	\$72,850	\$68,250	\$70,500	\$75,000	8
Industrial/Manufacturing Engineering	\$64,000	\$65,000	\$68,000	\$68,000	5
Mechanical Engineering	\$70,975	\$66,250	\$69,500	\$70,500	8

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Software Engineering	\$76,458	\$67,500	\$73,500	\$76,250	6
Systems Engineering	\$83,433	\$70,000	\$75,000	\$105,300	3
Social Sciences Majors					
Economics	\$60,200	\$52,000	\$62,000	\$67,000	5
Mathematics and Sciences Majors					
Mathematics/Statistics	\$66,650	\$66,000	\$67,000	\$74,000	5

AVERAGE SALARIES BY BROAD CATEGORY - GREAT LAKES

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$56,551	108
COMMUNICATIONS	\$60,459	7
COMPUTER SCIENCE	\$64,680	25
ENGINEERING	\$67,365	71
SOCIAL SCIENCES	\$63,083	6
MATH & SCIENCES	\$68,667	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
GREAT LAKES					
Business Majors					
Accounting	\$56,106	\$51,250	\$55,750	\$61,000	16
Actuarial Science	\$58,833	\$45,000	\$62,500	\$69,000	3
Business Administration/Management	\$57,615	\$52,000	\$60,000	\$62,000	13
Finance	\$57,431	\$55,000	\$57,000	\$60,000	13
Hospitality Management	\$54,833	\$45,000	\$57,000	\$62,500	3
Human Resources	\$54,000	\$50,250	\$55,000	\$59,500	12
International Business	\$51,125	\$42,500	\$51,000	\$59,750	4
Logistics/Supply Chain	\$58,361	\$55,000	\$60,000	\$62,416	15
Management Information Systems	\$59,778	\$55,000	\$62,000	\$65,000	9
Marketing	\$53,068	\$50,000	\$50,500	\$57,000	9
Sales	\$57,246	\$55,000	\$57,000	\$60,000	11
Communications Majors					
Communications	\$59,053	\$53,500	\$59,750	\$64,606	4
Public Relations	\$62,333	\$57,000	\$62,500	\$67,500	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Computer Sciences Majors					
Computer Science	\$65,111	\$62,000	\$65,000	\$68,000	9
Information Sciences & Systems	\$63,727	\$55,000	\$65,000	\$68,000	11
Software Applications	\$66,000	\$62,000	\$65,000	\$68,000	5
Engineering Majors					
Biomedical Engineering	\$66,000	\$63,000	\$65,000	\$70,000	3
Chemical Engineering	\$69,786	\$68,000	\$69,000	\$73,000	7
Civil Engineering	\$62,417	\$60,000	\$61,000	\$65,000	6
Computer Engineering	\$72,429	\$65,000	\$71,500	\$81,000	7
Electrical Engineering	\$70,605	\$66,150	\$71,500	\$75,000	11
Engineering Technology	\$60,800	\$55,000	\$60,000	\$64,000	5
Industrial/Manufacturing Engineering	\$63,751	\$60,000	\$64,254	\$69,000	7
Materials Engineering/Science	\$68,625	\$65,250	\$70,250	\$74,000	8
Mechanical Engineering	\$66,074	\$61,539	\$66,500	\$71,500	14
Software Engineering	\$71,321	\$63,964	\$65,000	\$85,000	3
Social Sciences Majors					
Economics	\$63,083	\$60,000	\$63,750	\$65,000	6
Mathematics and Sciences Majors					
Mathematics/Statistics	\$68,667	\$65,000	\$65,000	\$76,000	3

AVERAGE SALARIES BY BROAD CATEGORY - PLAINS

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
AGRICULTURE	\$57,778	9
BUSINESS	\$53,471	77
COMMUNICATIONS	\$50,500	5
COMPUTER SCIENCE	\$61,783	23
ENGINEERING	\$67,842	39
SOCIAL SCIENCES	\$56,667	3
MATH AND SCIENCES	\$56,333	3

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
PLAINS					
Agriculture and Natural Resources Majors					
Agricultural Business/Management	\$57,667	\$57,000	\$57,000	\$59,000	3
Animal Science	\$57,333	\$56,000	\$57,000	\$59,000	3
Food Science	\$58,333	\$56,000	\$59,000	\$60,000	3
Business Majors					
Accounting	\$55,133	\$53,000	\$56,000	\$57,200	9
Business Administration/Management	\$51,378	\$46,000	\$52,510	\$57,500	8
Finance	\$53,433	\$48,000	\$55,000	\$58,100	12
Human Resources	\$51,360	\$45,500	\$52,020	\$54,000	7
International Business	\$53,750	\$48,500	\$56,000	\$59,000	4
Logistics/Supply Chain	\$54,452	\$50,000	\$54,250	\$59,000	10
Management Information Systems	\$57,150	\$50,000	\$60,700	\$64,000	10
Marketing	\$51,675	\$47,950	\$52,750	\$54,500	8
Sales	\$51,656	\$50,000	\$52,500	\$54,000	9
Communications Majors					
Communications	\$50,500	\$45,500	\$53,000	\$55,000	5
Computer Sciences Majors					
Computer Science	\$62,591	\$62,400	\$64,000	\$65,000	11
Information Sciences & Systems	\$59,313	\$53,050	\$62,700	\$64,500	8
Software Applications	\$64,500	\$63,500	\$64,500	\$65,500	4
Engineering Majors					
Chemical Engineering	\$70,208	\$68,040	\$69,500	\$71,500	5
Computer Engineering	\$64,750	\$64,000	\$65,000	\$65,500	4
Electrical Engineering	\$68,250	\$67,500	\$68,250	\$69,500	6
Environmental Engineering	\$68,700	\$65,650	\$69,000	\$71,750	4
Industrial/Manufacturing Engineering	\$68,400	\$68,000	\$68,500	\$69,500	5

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Mechanical Engineering	\$67,286	\$63,000	\$68,000	\$69,500	7
Software Engineering	\$65,400	\$65,000	\$65,000	\$66,000	5
Systems Engineering	\$70,500	\$68,000	\$69,500	\$74,000	3
Social Sciences Majors					
Economics	\$56,667	\$53,000	\$58,000	\$59,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$56,333	\$50,000	\$59,000	\$60,000	3

AVERAGE SALARIES BY BROAD CATEGORY - SOUTHEAST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$60,149	35
COMMUNICATIONS	\$54,333	6
COMPUTER SCIENCE	\$71,933	15
ENGINEERING	\$69,103	35

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHEAST					
Business Majors					
Accounting	\$59,000	\$51,000	\$59,000	\$68,500	8
Business Administration/Management	\$60,143	\$57,000	\$60,000	\$67,000	7
Finance	\$59,750	\$54,000	\$59,000	\$68,500	8
Logistics/Supply Chain	\$61,440	\$60,000	\$62,000	\$62,200	5
Management Information Systems	\$72,333	\$64,000	\$73,000	\$80,000	3
Marketing	\$52,500	\$47,500	\$53,500	\$57,500	4
Communications Majors					
Communications	\$54,333	\$45,000	\$58,000	\$60,000	3
Public Relations	\$54,333	\$45,000	\$58,000	\$60,000	3
Computer Sciences Majors					
Computer Science	\$72,571	\$69,000	\$70,000	\$75,000	7
Information Sciences & Systems	\$71,500	\$69,500	\$71,000	\$73,500	4
Software Applications	\$71,250	\$70,000	\$70,000	\$72,500	4
Engineering Majors					
Civil Engineering	\$68,000	\$63,500	\$68,500	\$72,500	4
Computer Engineering	\$72,400	\$69,000	\$72,000	\$73,000	5
Electrical Engineering	\$67,071	\$62,500	\$68,000	\$71,000	7

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Engineering Technology	\$65,000	\$63,500	\$65,000	\$66,500	4
Industrial/Manufacturing Engineering	\$69,800	\$68,000	\$69,000	\$73,000	5
Mechanical Engineering	\$68,183	\$65,000	\$68,550	\$72,000	6
Software Engineering	\$74,250	\$71,000	\$74,000	\$77,500	4

AVERAGE SALARIES BY BROAD CATEGORY - SOUTHWEST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$59,718	37
COMPUTER SCIENCE	\$70,026	23
ENGINEERING	\$76,509	56
SOCIAL SCIENCES	\$63,067	3
MATH & SCIENCES	\$73,971	7

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHWEST					
Business Majors					
Accounting	\$55,943	\$50,000	\$57,000	\$63,600	7
Business Administration/Management	\$59,910	\$52,860	\$63,300	\$65,000	6
Finance	\$58,571	\$50,000	\$62,500	\$65,000	7
Human Resources	\$58,575	\$47,850	\$50,200	\$69,300	4
Logistics/Supply Chain	\$63,800	\$61,500	\$64,000	\$66,100	4
Management Information Systems	\$68,080	\$64,000	\$66,000	\$74,400	5
Marketing	\$54,650	\$49,300	\$52,500	\$60,000	4
Computer Sciences Majors					
Computer Science	\$71,144	\$66,000	\$70,000	\$76,800	9
Information Sciences & Systems	\$68,929	\$66,000	\$70,000	\$74,400	7
Software Applications	\$69,686	\$66,000	\$66,800	\$76,000	7
Engineering Majors					
Chemical Engineering	\$88,233	\$81,000	\$86,500	\$98,400	6
Civil Engineering	\$81,000	\$60,000	\$81,000	\$102,000	3
Computer Engineering	\$75,514	\$66,000	\$76,000	\$81,600	7
Electrical Engineering	\$81,378	\$75,000	\$78,000	\$88,000	9
Engineering Technology	\$70,250	\$61,500	\$75,000	\$79,000	4
Environmental Engineering	\$71,675	\$62,850	\$79,600	\$80,500	4

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
Industrial/Manufacturing Engineering	\$69,250	\$61,500	\$70,850	\$77,000	4
Mechanical Engineering	\$78,789	\$68,000	\$75,000	\$88,000	9
Software Engineering	\$71,500	\$70,000	\$76,000	\$78,000	5
Systems Engineering	\$67,960	\$67,700	\$70,000	\$71,100	5
Social Sciences Majors					
Economics	\$63,067	\$46,000	\$67,200	\$76,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$65,925	\$60,000	\$66,350	\$71,850	4
Physics	\$84,700	\$67,700	\$70,000	\$116,400	3

AVERAGE SALARIES BY BROAD CATEGORY - ROCKY MOUNTAIN/FAR WEST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$61,714	28
COMPUTER SCIENCE	\$68,833	9
ENGINEERING	\$73,250	16

BACHELOR'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ROCKY MOUNTAIN / FAR WEST					
Business Majors					
Accounting	\$59,250	\$56,000	\$57,250	\$60,000	6
Business Administration/Management	\$60,500	\$57,000	\$57,500	\$62,000	5
Finance	\$60,875	\$56,750	\$58,750	\$65,000	4
Human Resources	\$62,000	\$54,000	\$62,000	\$70,000	3
Logistics/Supply Chain	\$64,875	\$58,750	\$65,000	\$71,000	4
Management Information Systems	\$62,333	\$57,000	\$60,000	\$70,000	3
Marketing	\$64,667	\$60,000	\$64,000	\$70,000	3
Computer Sciences Majors					
Computer Science	\$69,417	\$62,000	\$69,250	\$75,000	6
Information Sciences & Systems	\$67,667	\$51,000	\$62,000	\$90,000	3
Engineering Majors					
Computer Engineering	\$75,000	\$62,000	\$73,000	\$90,000	3
Electrical Engineering	\$76,000	\$65,000	\$73,000	\$90,000	3
Materials Engineering/Science	\$69,333	\$65,000	\$70,000	\$73,000	3
Mechanical Engineering	\$70,333	\$68,000	\$70,000	\$73,000	3
Software Engineering	\$75,000	\$67,500	\$74,000	\$82,500	4

MASTER'S DEGREE

AVERAGE SALARIES BY BROAD CATEGORY - NEW ENGLAND/MIDEAST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$82,500	35
COMPUTER SCIENCE	\$86,147	17
ENGINEERING	\$81,897	29
MATH & SCIENCES	\$88,250	4

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
NEW ENGLAND/MIDEAST					
Business Majors					
Accounting	\$77,600	\$65,000	\$78,000	\$80,000	5
Business Administration/Management	\$91,286	\$63,000	\$81,000	\$130,000	7
Finance	\$80,857	\$63,000	\$78,000	\$105,000	7
Human Resources	\$75,083	\$63,000	\$80,000	\$80,000	6
Logistics/Supply Chain	\$74,667	\$65,000	\$74,000	\$85,000	3
Management Information Systems	\$99,333	\$78,000	\$90,000	\$130,000	3
Marketing	\$80,500	\$62,500	\$80,000	\$98,500	4
Computer Sciences Majors					
Computer Science	\$87,313	\$76,000	\$86,750	\$92,500	8
Information Sciences & Systems	\$86,500	\$83,500	\$90,000	\$90,000	5
Software Applications	\$83,375	\$77,750	\$85,750	\$89,000	4
Engineering Majors					
Chemical Engineering	\$78,000	\$74,500	\$74,500	\$85,000	3
Computer Engineering	\$84,100	\$74,500	\$74,500	\$83,500	5
Electrical Engineering	\$81,860	\$74,500	\$74,500	\$85,000	5
Industrial/Manufacturing Engineering	\$73,167	\$60,000	\$74,500	\$85,000	3
Mechanical Engineering	\$81,860	\$74,500	\$74,500	\$85,000	5
Software Engineering	\$84,520	\$74,500	\$76,600	\$83,500	5
Systems Engineering	\$86,600	\$74,500	\$80,000	\$105,300	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$88,250	\$74,000	\$89,000	\$102,500	4

AVERAGE SALARIES BY BROAD CATEGORY - GREAT LAKES/PLAINS

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
AGRICULTURE	\$50,667	3
BUSINESS	\$70,593	59
COMPUTER SCIENCE	\$69,533	15
ENGINEERING	\$71,796	27
SOCIAL SCIENCES	\$64,000	3
MATH & SCIENCES	\$79,000	3

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
GREAT LAKES/PLAINS					
Agriculture and Natural Resources Majors					
Animal Science	\$50,667	\$37,000	\$56,000	\$59,000	3
Business Majors					
Accounting	\$74,100	\$59,000	\$63,500	\$66,000	10
Business Administration/Management	\$71,286	\$59,000	\$65,000	\$71,000	7
Finance	\$77,375	\$57,000	\$62,000	\$93,000	8
Human Resources	\$63,583	\$54,000	\$63,500	\$70,000	6
International Business	\$55,750	\$52,500	\$57,000	\$59,000	4
Logistics/Supply Chain	\$68,722	\$58,000	\$65,000	\$68,500	9
Management Information Systems	\$66,250	\$58,000	\$67,500	\$74,500	4
Marketing	\$81,714	\$59,000	\$71,000	\$108,000	7
Sales	\$61,500	\$54,500	\$62,500	\$68,500	4
Computer Sciences Majors					
Computer Science	\$71,000	\$66,000	\$70,000	\$78,000	6
Information Sciences & Systems	\$68,200	\$65,000	\$66,000	\$68,000	5
Software Applications	\$69,000	\$64,000	\$67,000	\$74,000	4
Engineering Majors					
Chemical Engineering	\$76,300	\$74,000	\$76,500	\$77,000	5
Civil Engineering	\$66,333	\$62,000	\$63,000	\$74,000	3
Electrical Engineering	\$72,250	\$72,000	\$73,000	\$75,000	6
Environmental Engineering	\$70,667	\$63,000	\$74,000	\$75,000	3
Industrial/Manufacturing Engineering	\$73,333	\$72,000	\$73,000	\$75,000	3
Mechanical Engineering	\$70,357	\$65,000	\$72,000	\$75,000	7
Social Sciences Majors					
Economics	\$64,000	\$58,000	\$59,000	\$75,000	3
Mathematics and Sciences Majors					
Mathematics/Statistics	\$79,000	\$75,000	\$78,000	\$84,000	3

AVERAGE SALARIES BY BROAD CATEGORY -SOUTHEAST/SOUTHWEST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$73,264	28
COMPUTER SCIENCE	\$82,094	18
ENGINEERING	\$77,640	40
MATH & SCIENCES	\$95,500	3

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
SOUTHEAST/SOUTHWEST					
Business Majors					
Accounting	\$74,740	\$60,000	\$76,000	\$84,000	5
Business Administration/Management	\$72,200	\$60,000	\$60,000	\$84,000	5
Finance	\$74,860	\$60,000	\$76,000	\$84,000	5
Human Resources	\$67,767	\$58,300	\$65,000	\$80,000	3
Logistics/Supply Chain	\$71,800	\$66,100	\$72,500	\$77,500	4
Management Information Systems	\$83,000	\$73,000	\$76,000	\$100,000	3
Marketing	\$67,633	\$56,900	\$66,000	\$80,000	3
Computer Sciences Majors					
Computer Science	\$81,400	\$74,000	\$78,000	\$90,100	8
Information Sciences & Systems	\$82,575	\$78,000	\$82,150	\$87,150	4
Software Applications	\$82,700	\$80,000	\$80,000	\$90,000	6
Engineering Majors					
Computer Engineering	\$78,867	\$72,000	\$77,000	\$90,000	6
Electrical Engineering	\$78,533	\$74,000	\$77,500	\$80,000	6
Engineering Technology	\$74,050	\$63,000	\$72,500	\$85,100	4
Environmental Engineering	\$76,633	\$59,900	\$80,000	\$90,000	3
Industrial/Manufacturing Engineering	\$75,375	\$66,000	\$75,750	\$84,750	4
Mechanical Engineering	\$75,433	\$69,100	\$76,000	\$82,000	6
Software Engineering	\$82,171	\$72,000	\$85,000	\$90,200	7
Systems Engineering	\$76,450	\$69,500	\$77,250	\$83,400	4
Mathematics and Sciences Majors					
Physics	\$95,500	\$72,000	\$82,500	\$132,000	3

AVERAGE SALARIES BY BROAD CATEGORY -ROCKY MOUNTAIN/FAR WEST

BROAD CATEGORY	2020 AVERAGE SALARY	RESPONSES
BUSINESS	\$74,667	12
COMPUTER SCIENCE	\$77,000	4
ENGINEERING	\$82,833	12

MASTER'S DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
ROCKY MOUNTAIN/FAR WEST					
Business Majors					
Accounting	\$71,600	\$63,000	\$75,000	\$76,000	5
Business Administration/Management	\$79,750	\$69,500	\$80,500	\$90,000	4
Finance	\$73,000	\$58,000	\$76,000	\$85,000	3
Computer Sciences Majors					
Computer Science	\$77,000	\$70,000	\$79,000	\$84,000	4
Engineering Majors					
Electrical Engineering	\$87,333	\$72,000	\$85,000	\$105,000	3
Materials Engineering/Science	\$86,333	\$72,000	\$80,000	\$107,000	3
Mechanical Engineering	\$80,000	\$75,000	\$80,000	\$85,000	3
Software Engineering	\$77,667	\$65,000	\$83,000	\$85,000	3

DOCTORAL DEGREE

DOCTORAL DEGREE SALARIES BY REGION AND MAJOR

	MEAN	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	RESPONSES
NEW ENGLAND/MIDEAST					
Mathematics and Sciences Majors					
Mathematics/Statistics	\$111,667	\$95,000	\$110,000	\$130,000	3

APPENDIX

RESPONDENTS BY INDUSTRY

INDUSTRY	# OF RESPONDENTS	% OF RESPONDENTS
Oil & Gas Extraction	3	2.2%
Utilities	5	3.7%
Construction	10	7.5%
Food & Beverage Mfg.	5	3.7%
Chemical (Pharmaceutical) Mfg.	5	3.7%
Computer & Electronics Mfg.	11	8.2%
Motor Vehicle Mfg.	6	4.5%
Misc. Mfg.	22	16.4%
Wholesale Trade	8	6.0%
Retail Trade	8	6.0%
Transportation	2	1.5%
Information	7	5.2%
Finance, Insurance & Real Estate	16	11.9%
Accounting Services	2	1.5%
Engineering Services	5	3.7%
Management Consulting	5	3.7%
Misc. Prof. Services	5	3.7%
Recreation & Hospitality	1	0.7%
Misc. Support Services	4	3.0%
Government	4	3.0%

PARTICIPATING ORGANIZATIONS

Below is a list of the organizations that supplied salary projections for the NACE Winter 2020 *Salary Survey*. (Please note: Although 134 organizations responded, the list below includes 104, as 30 organizations preferred not to be listed.)

Ahern	General Dynamics Electric Boat
Allscripts	Genworth Financial
Altria Client Services LLC	Ghafari Associates LLC
Andersen Corporation	Great Lakes Dredge & Dock Company
Aptiv	Heidrick & Struggles
ArcelorMittal USA	HNTB Companies
Arizona Public Service	Hormel Foods Corporation
Armstrong World Industries	Hubbell Incorporated
Ascend Performance Materials	INEOS
Barry-Wehmiller Design Group	Johnson Controls, Inc.
Battelle Memorial Institute	Kenan Advantage Group
Bechtel Marine Propulsion Corporation	Kimberly-Clark Corporation
Bemis Company, Inc.	Land O'Lakes Inc.
Best Buy	Liberty Mutual Insurance Company
Cargill, Inc.	Link-Belt Construction Equipment Co.
Chartwells Higher Ed	Macy's, Inc.
Cheniere Energy	Marriott Vacations Worldwide
ClarkDietrich	Meijer, Inc.
Colony Hardware	Menasha Packaging Company
ConocoPhillips Company	Michelin North America
Consigli Construction	MicroVention-Terumo
Crowe Horwath LLP	Mondelēz International
Dell Technologies	National Instruments
Dick's Sporting Goods	Netsmart Technologies
Dot Foods	Newell Brands
Duke Energy Corporation	Nokia
eBay, Inc.	OMNOVA Solutions Inc.
Ecolab Inc.	Oshkosh Corporation
Edward Jones	Owens Corning
EOG Resources, Inc.	Pariveda Solutions Inc.
EthosEnergy	Parsons Corporation
First Solar	PepsiCo
Flatiron Construction Corp.	Phillips Edison & Co.
Fujitsu Network Communications Inc.	Phillips-Medisize Corporation
GAF Corporation	PlanMember Financial Corporation
GE Appliances, a Haier company	Polaris Industries, Inc.

SALARY SURVEY WINTER 2020

PPL Corporation
Protiviti Inc.
Schneider Electric
Seagate Technology
Selden Fox LTD
Shawmut Design and Construction
Sherwin Williams
Sierra Nevada Corporation
Smith & Nephew Inc.
Sonoco Products Company
Speedway LLC
SPX Flow
STAPLES Inc.
Stryker Corporation
Success Academy Charter Schools
T-Mobile USA, Inc.

Terracon
Textron Inc.
The Timken Company
The Travelers Companies, Inc.
The Walsh Group
TimkenSteel Corporation
Tokio Marine HCC
Tucson Electric Power Co.
Uber ATG
Uline
UnitedHealth Group
Veeam Software
Verisk
Verso Corp.
Waddell & Reed, Inc.
White Lodging



SALARY SURVEY

62 Highland Avenue
Bethlehem, PA 18017

CHANGE SERVICE REQUESTED

