



A study of 2010-2011 beginning offers

NACE SALARY SURVEY

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Average Salary Offers Continue to Rise

In NACE's Winter 2011 *Salary Survey* report, we saw that, for the first time since 2008, a college class began the year with an average starting salary offer that was on the rise. The good news continues to roll in for the Class of 2011 as results from NACE's Spring 2011 *Salary Survey* show that the average salary offer to all Class of 2011 graduates now stands at \$50,462, which is up 5.9 percent over the overall average of \$47,673 to Class of 2010 graduates. Furthermore, it is a slight climb over the overall average of \$50,034 listed for the current class in the Winter 2011 *Salary Survey* report.

Among the disciplines that show a change in their average offers in the Spring 2011 *Salary Survey* report, three-quarters have posted an increase, up from the two-thirds of these disciplines posting increases in the Winter 2011 *Salary Survey* report. Not only are there more increases, but the increases reported in this issue are larger, some significantly so. While it is still early in the reporting year, this may be a sign that average salary offers are making up the ground they lost during the tumultuous economic times of the past few years.

Couple these findings with preliminary results from NACE's *Job Outlook 2011 Spring Update* survey that indicate employers expect to hire more new college graduates this

year than they did last year, and the job market for the Class of 2011 appears, at this point, to be promising.

Business

The overall average salary offer to business majors is a key contributing factor in the overall increase to all graduates. Just over half of the offers contained in this report fall into the business category, and their average salary offer as a group has risen 6.2 percent over last year's average, from \$46,623 to \$49,525.

Among the specific business majors, business administration/management graduates posted the largest increase to their average salary offer, which leapt 11.3 percent to \$46,832. Although retail/wholesale employers made the largest number of offers to these graduates, investment banking firms and petroleum/coal products manufacturers drove the overall increase for business administration majors with starting salary offers that averaged \$60,417 and \$70,021, respectively.

Economics graduates also fared extremely well in this report, as their average salary offer rose almost 10 percent to \$54,634. Consulting services firms led the way with an average offer of \$63,395.

The average salary offer to finance graduates also increased, but not as significantly. Their offer rose 4.9 percent over last year's average to \$53,048. Investment banking firms made a large number of offers to finance graduates at an average of \$63,425, which helped bump up their overall average.

Business students earning marketing degrees saw a similar increase, as their average salary offer rose by 4 percent to \$44,432. Retail and wholesale employers made the most offers to these graduates at an average of \$45,789, slightly higher than the overall average.

continued on page 22

Figure 1: Top Employers for 2010-11 Bachelor's Degree Graduates*

Employer Type	Average Salary Offer
Accounting Services	\$50,526
Engineering Services	\$59,624
Retail/Wholesale Trade	\$44,989
Consulting Services	\$60,964
Banking (Investment)	\$63,932
Financial Services	\$52,997
Petroleum & Coal Products	\$76,979
Computer Systems Design/Consulting/Programming	\$56,609
Transportation Services	\$41,807

* Where 45 or more offers were reported

ABOUT THE SURVEY

All 2011 issues of *Salary Survey* will report on salary offers extended to students graduating between September 1, 2010, and August 31, 2011. The *Spring 2011 Salary Survey* contains information received during the period of September 1, 2010, through March 16, 2011.

In December 2010, *Salary Survey* participants received reporting packets that prepared them to report data for all 2011 issues of *Salary Survey*. Schools that participated in the Fall report submitted their data to NACE by March 16, 2011, and are listed on the last page of this 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).



Target hard-to-reach STEM students!

Contact John Stritehoff, ext. 125, 800.544.5272

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.

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TABLE OF CONTENTS

Average Yearly Salary Offers	
Bachelor's Degree Candidates	
By Curriculum for All Types of Employers.....	4
By Functional Area for All Types of Employers.....	6
By Curriculum and Employer	8
Summary by Employer	13
Bachelor's Degree Candidates	
By Curriculum and Job Function	15
Summary by Job Function.....	19
Master's Degree Candidates by Curriculum.....	20
Doctoral Degree Candidates by Curriculum.....	21
2010-2011 NACE <i>Salary Survey</i> Participants	24

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 in 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, health sciences, home economics, and humanities and social sciences (liberal arts). 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	Average \$ Offer		Percent Change		Percentiles	
	Of Offers	April	April	In \$ Offers From	25th	50th	75th
	April	April	April	April			
	2011	2011	2010	2010			
AGRICULTURE & NATURAL RESOURCES MAJORS							
Agricultural Business & Management	26	\$36,271	\$44,405	-18.3%	\$30,000	\$35,000	\$44,000
Animal Sciences	9	34,324	32,808	**	*	*	*
Conservation/Renewable Natural Resources	1	29,120	36,800	**	*	*	*
Plant Sciences	3	27,180	44,747	**	*	*	*
Other Agricultural Sciences	17	52,934	30,750	**	*	*	*
BUSINESS MAJORS							
Accounting	406	50,316	48,575	3.6	45,000	50,000	55,000
Actuarial Science	3	58,667	46,467	**	*	*	*
Business Administration/Management	326	46,832	42,094	11.3	37,500	46,000	55,000
Business Systems Networking/Telecommunications	13	56,808	51,682	**	*	*	*
Economics (Business/Managerial)	101	54,634	49,809	9.7	42,500	56,000	65,000
Finance	237	53,048	50,546	4.9	48,000	54,000	60,000
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)	50	41,391	33,521	23.5	32,000	38,000	52,000
Human Resources (incl. labor/industrial relations)	37	52,532	40,238	**	45,000	50,000	60,000
International Business	25	37,714	42,274	-10.8	30,000	32,000	45,000
Logistics/Materials Management	207	50,602	49,280	2.7	45,000	50,000	55,000
Management Information Systems/Business Data Processing	92	54,372	49,035	10.9	47,500	55,000	60,000
Marketing/Marketing Mgmt. (incl. mktg. research)	195	44,432	42,710	4.0	37,000	45,000	50,000
COMMUNICATIONS MAJORS							
Advertising	2	30,000	41,417	**	*	*	*
Broadcast Journalism	+	+	46,250	**	*	*	*
Communications	68	34,076	39,007	-12.6	25,000	32,000	41,600
Journalism	22	31,591	38,300	**	25,000	30,000	37,200
Public Relations/Organizational Communications	2	48,000	36,286	**	*	*	*
COMPUTER SCIENCES MAJORS							
Computer Programming	1	50,000	N/A	**	*	*	*
Computer Science	100	63,017	60,426	4.3	55,000	60,000	75,000
Computer Systems Analysis	3	48,333	N/A	**	*	*	*
Information Sciences & Systems	37	56,868	53,464	6.4	47,000	59,000	62,500
EDUCATION MAJORS¹							
Elementary Teacher Education	8	31,263	31,225	**	*	*	*
Physical Education Teaching/Coaching	3	31,955	32,220	**	*	*	*
Pre-Elementary Teacher Education	3	27,965	27,845	**	*	*	*
Secondary Education	6	32,661	38,606	**	*	*	*
Special Education	5	39,800	30,200	**	*	*	*
Specific Academic/Vocational Teacher Education	13	34,528	29,330	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	14	54,411	58,651	**	*	*	*
Agricultural Engineering	3	44,333	60,000	**	*	*	*
Architectural Engineering	2	60,000	41,000	**	*	*	*
Bioengineering & Biomedical Engineering	22	55,197	60,286	**	45,760	60,000	65,000
Chemical Engineering	125	66,886	66,437	0.7	61,000	66,000	70,000
Civil Engineering	76	48,178	52,443	-8.1	41,000	48,048	55,000
Computer Engineering	34	60,112	61,121	-1.7	55,000	59,000	63,000
Electrical/Electronics & Communications Engineering	95	60,646	59,326	2.2	54,000	61,000	65,000

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 Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles	
	April 2011	April 2011	April 2010	April 2010	25th	50th	75th
Continued . . .							
Engineering Technology	25	\$57,176	\$52,805	8.3%	\$46,000	\$51,000	\$60,000
Environmental/Environmental Health Engineering	3	54,333	54,561	**	*	*	*
Industrial Production Technologies	+	+	46,764	**	*	*	*
Industrial/Manufacturing Engineering	56	58,549	58,560	0.0	53,000	60,000	65,000
Materials Engineering	8	60,188	58,517	**	*	*	*
Mechanical Engineering	248	60,739	58,881	3.2	55,000	60,000	65,000
Metallurgical Engineering (incl. ceramic science/eng.)	1	63,000	58,833	**	*	*	*
Mining & Mineral Engineering (incl. geological)	7	62,520	63,884	**	*	*	*
Nuclear Engineering (incl. engineering physics)	4	60,679	63,900	**	*	*	*
Ocean Engineering	+	+	51,000	**	*	*	*
Petroleum Engineering	7	89,857	86,220	**	*	*	*
Software Engineering	4	52,750	N/A	**	*	*	*
Systems Engineering	31	57,497	58,188	**	54,000	57,000	63,000
Textile Sciences & Engineering	4	47,825	20,500	**	*	*	*
HEALTH SCIENCES MAJORS							
Health & Related Sciences	29	36,324	32,029	13.4	28,000	33,280	45,000
Nursing	60	55,774	50,389	10.7	45,000	54,000	60,840
HOME ECONOMICS MAJORS							
Clothing/Apparel/Textile Studies (incl. textile science)	24	40,212	40,900	**	32,000	44,000	46,000
Home Economics	12	34,333	30,579	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
Criminal Justice & Corrections	22	38,741	31,986	**	30,000	39,291	45,000
English Language & Literature/Letters	28	35,144	34,799	1.0	24,000	29,000	40,000
Foreign Languages & Literatures	7	37,743	36,798	**	*	*	*
History	22	37,295	37,357	-0.2	30,000	32,500	38,000
Liberal Arts & Sciences/General Studies	43	50,313	36,488	37.9	34,500	47,500	67,000
Political Science/Government	26	48,129	33,594	43.3	30,125	45,000	65,000
Psychology	48	40,611	32,303	25.7	26,000	34,000	55,000
Social Work	9	31,397	27,194	**	*	*	*
Sociology	27	37,464	33,805	10.8	30,000	33,000	40,000
Visual & Performing Arts	32	32,371	28,665	12.9	23,000	30,000	35,000
Other Humanities	3	26,333	25,950	**	*	*	*
Other Social Sciences	24	33,674	36,439	-7.6	23,000	29,000	43,451
PARKS, RECREATION, LEISURE & FITNESS MAJORS							
Parks/Recreation, Leisure/Fitness Studies & Related Programs	25	37,385	30,917	**	24,000	30,000	39,520
SCIENCES MAJORS							
Architecture & Related Programs	2	44,550	47,911	**	*	*	*
Biological Sciences/Life Sciences	43	47,760	30,842	54.9	30,000	43,000	70,000
Chemistry	14	38,384	30,667	**	*	*	*
Construction Science/Management	24	46,926	50,789	-7.6	42,000	46,000	51,000
Environmental Sciences/Studies	3	40,093	34,650	**	*	*	*
Geological & Related Sciences	+	+	38,250	**	*	*	*
Mathematics (incl. statistics)	22	55,300	46,877	18.0	44,176	54,000	62,200
Physics	1	54,297	69,350	**	*	*	*
Other Physical Sciences	+	+	59,500	**	*	*	*
	3,340						

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	Average \$ Offer		Percent Change		Percentiles	
	Of Offers	April	April	In \$ Offers From	25th	50th	75th
	April	April	April	April			
	2011	2011	2010	2010			
COMMUNICATIONS							
Design/Graphic Arts	2	\$23,750	N/A	**	*	*	*
Media Planning	+	+	\$45,000	**	*	*	*
Production (Communications)	3	32,333	65,000	**	*	*	*
Public Relations	6	29,898	39,000	**	*	*	*
Reporting	2	34,500	28,667	**	*	*	*
Writing/Editing	2	24,400	38,667	**	*	*	*
COMPUTERS							
Computer Programming	10	61,700	60,160	**	*	*	*
Network Administration	7	45,454	47,429	**	*	*	*
Systems Analysis & Design	20	55,437	49,895	**	\$54,000	\$57,000	\$60,000
Technical/Computer Support	11	56,227	40,129	**	*	*	*
Other Computer Related (NEC)	19	54,111	50,318	**	*	*	*
ENGINEERING							
Bioengineering	1	64,000	40,000	**	*	*	*
Design/Construction Engineering	18	51,124	56,483	**	*	*	*
Environmental/Sanitation Engineering	5	41,079	45,217	**	*	*	*
Field Engineering	18	56,956	57,272	**	*	*	*
Hardware Design & Development	8	60,172	56,605	**	*	*	*
Industrial Hygiene/Occupational Safety Engineering	3	52,404	N/A	**	*	*	*
Manufacturing/Industrial Engineering	20	55,583	58,696	-5.3%	49,968	55,000	61,000
Power Systems Engineering	10	57,240	60,672	**	*	*	*
Process Engineering (Chemical)	23	66,205	64,889	2.0	63,000	66,228	67,000
Production Engineering	24	59,372	64,266	-7.6	54,500	58,000	66,000
Project Engineering	28	54,549	57,755	-5.6	47,500	54,000	62,000
Quality Control Engineering	2	62,000	46,678	**	*	*	*
Research & Development Engineering	7	53,924	54,810	**	*	*	*
Software Design & Development	46	65,946	67,985	-3.0	52,500	60,000	81,000
Systems/Programming Engineering	9	59,389	58,375	**	*	*	*
Testing Engineering	7	63,553	57,503	**	*	*	*
Other Engineering (NEC)	129	60,008	63,648	-5.7	55,000	60,000	64,000
FINANCE							
Accounting (Private)	86	49,732	47,294	5.2	46,000	50,000	55,000
Accounting (Public)	76	46,323	49,504	-6.4	43,500	47,000	50,000
Auditing (Private)	24	48,721	47,192	3.2	47,000	48,000	50,000
Auditing (Public)	28	47,889	50,457	-5.1	46,000	47,000	48,000
Commercial Banking (Consumer)	12	28,810	31,509	**	*	*	*
Commercial Banking (Lending)	9	46,567	40,862	**	*	*	*
Financial/Treasury Analysis	97	53,417	53,887	-0.9	50,000	55,000	57,500
Insurance (Claims)	5	35,200	38,563	**	*	*	*
Insurance (Underwriting)	3	37,667	55,000	**	*	*	*
Investment Banking (Corporate Finance)	39	54,050	53,915	0.3	52,250	55,000	55,000
Investment Banking (Mergers & Acquis.)	+	+	70,000	**	*	*	*
Investment Banking (Real Estate)	+	+	N/A	**	*	*	*
Investment Banking (Sales & Trading)	59	65,381	61,540	6.2	65,000	70,000	70,000
Portfolio Management/Brokerage	8	55,040	46,563	**	*	*	*
HEALTHCARE							
Administrative (Healthcare)	2	21,000	25,000	**	*	*	*
Dietitian	+	+	N/A	**	*	*	*
Medical Technology	2	46,998	41,000	**	*	*	*
Occupational Therapy	+	+	N/A	**	*	*	*
Pharmacist	1	32,000	24,000	**	*	*	*
Physical Therapy	3	33,333	18,480	**	*	*	*
Radiation Therapy	+	+	N/A	**	*	*	*
Registered Nurse	50	54,141	47,275	14.5	44,666	52,000	60,000
Respiratory Therapy	+	+	N/A	**	*	*	*
Speech Pathology/Audiology	3	48,667	41,000	**	*	*	*
Other Health Related (NEC)	10	40,140	28,832	**	*	*	*

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 ...

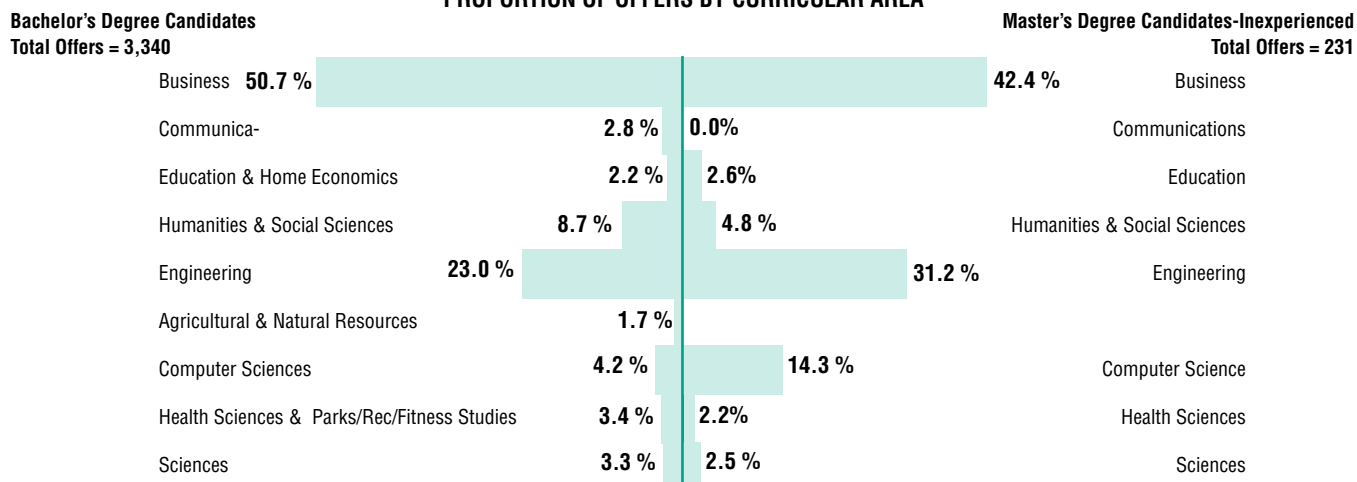
AVERAGE YEARLY SALARY OFFERS

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		
	April 2011	April 2011	April 2010	April 2010	25th	Percentiles 50th	75th
Continued . . .							
MARKETING							
Advertising	2	\$36,500	\$39,500	**	*	*	*
Brand/Product Management	17	49,529	49,353	**	*	*	*
Buyer/Merchandising	22	45,828	45,566	0.6%	\$42,500	\$44,000	\$48,000
Customer Service	26	35,137	34,203	2.7	27,000	33,000	42,000
Distribution	33	47,778	46,287	3.2	44,000	49,068	49,400
Market Research	24	41,779	49,892	**	34,200	36,000	50,000
Purchasing	21	49,625	36,906	**	42,000	49,400	55,000
Sales	92	41,829	43,836	-4.6	30,000	40,000	52,600
PUBLIC ADMINISTRATION							
Executive, Legislative & General	1	45,000	74,000	**	*	*	*
Finance, Taxation, Monetary Policy	2	55,750	31,504	**	*	*	*
Law Enforcement	18	47,171	41,250	**	*	*	*
Military	15	44,645	46,512	**	*	*	*
National Security	1	41,000	N/A	**	*	*	*
Urban/Regional Planning	+	+	N/A	**	*	*	*
SOCIAL SERVICES							
Administration (Social Services)	2	38,138	29,161	**	*	*	*
Counseling	+	+	32,500	**	*	*	*
Fundraising/Development	+	+	N/A	**	*	*	*
Social Work	5	38,912	32,671	**	*	*	*
OTHER FUNCTIONAL CATEGORIES							
Actuarial	6	57,250	51,017	**	*	*	*
Agricultural/Natural Resources	5	36,000	36,668	**	*	*	*
Architecture	2	47,300	65,000	**	*	*	*
Consulting	94	60,583	57,934	4.6	56,000	60,000	70,000
Human Resources/Industrial Relations	23	41,930	36,385	**	33,000	42,200	45,000
Management Trainee (Entry-Level Mgmt.)	94	42,286	42,398	-0.3	32,500	42,000	50,000
Mathematician/Statistician	1	130,000	42,000	**	*	*	*
Paralegal	10	45,470	30,163	**	*	*	*
Performing Arts/Entertainment	3	61,901	19,900	**	*	*	*
Religious Occupation	+	+	27,000	**	*	*	*
Research (Nontechnical)	1	30,000	37,367	**	*	*	*
Research (Technical/Scientific)	15	39,457	32,874	**	*	*	*
Teaching	34	31,731	32,236	-1.6	28,000	32,000	36,000
	1,526						

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.

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Government (Federal)	3	\$40,297	*	*
Hospitals	1	42,000	*	*
S Accommodation/Food Services	1	65,000	*	*
Accounting Services	5	52,600	*	*
Banking (Commercial)	19	50,900	*	*
Banking (Investment)	40	63,425	\$55,000	\$70,000
Computer Systems Design/Consulting/ Programming	3	51,667	*	*
Consulting Services	16	61,188	*	*
Engineering Services	2	49,000	*	*
Financial Services	27	52,050	42,000	60,000
Healthcare Services (For Profit)	7	47,429	*	*
Insurance	3	52,000	*	*
Publishing	2	53,000	*	*
Real Estate	1	55,500	*	*
Retail/Wholesale Trade	6	47,333	*	*
Transportation Services	4	43,500	*	*
Utilities	1	55,000	*	*
Other Service Employers (NEC)	3	52,667	*	*
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)				
S Accommodation/Food Services	15	35,458	*	*
Arts, Entertainment, Recreation	4	36,176	*	*
Human Resources (incl. labor/industrial relations)				
M Electrical Equipment/Appliance/Component Mfg.	1	50,000	*	*
Food, Beverage, & Tobacco	1	50,000	*	*
Machinery Manufacturing	1	59,000	*	*
Petroleum & Coal Products	1	45,000	*	*
S Accounting Services	1	46,000	*	*
Communications (Broadcasting/ Telecommunications)	1	50,000	*	*
Consulting Services	2	70,000	*	*
Healthcare Services (For Profit)	1	48,000	*	*
Rental & Leasing Services	1	32,000	*	*
Retail/Wholesale Trade	4	45,250	*	*
International Business				
M Food, Beverage, & Tobacco	1	55,000	*	*
S Arts, Entertainment, Recreation	1	36,000	*	*
Banking (Commercial)	1	45,000	*	*
Computer Systems Design/Consulting/ Programming	1	30,000	*	*
Consulting Services	1	58,000	*	*
Financial Services	1	47,500	*	*
Insurance	1	30,000	*	*
Retail/Wholesale Trade	2	37,000	*	*
Logistics/Materials Management				
M Chemicals (Basic)	2	46,550	*	*
Computer & Electronic Products Manufacturing	1	54,000	*	*
Food, Beverage, & Tobacco	11	53,592	*	*
Household & Personal Care Products	3	52,500	*	*
Machinery Manufacturing	2	54,360	*	*
Metals & Metal Products	6	48,600	*	*
Mining	1	49,400	*	*
Paper Manufacturing	1	50,000	*	*
Petroleum & Coal Products	1	50,000	*	*
Plastics & Rubber Products	1	56,600	*	*
Transportation Equipment Mfg.	5	50,200	*	*
Other Manufacturing Employers (NEC)	25	53,515	49,400	55,000
N Educational Services	2	32,500	*	*
Healthcare Services (Nonprofit)	1	57,000	*	*
S Accounting Services	16	49,888	*	*
Banking (Investment)	4	55,000	*	*
Consulting Services	21	63,286	58,000	70,000
Financial Services	1	19,953	*	*
Healthcare Services (For Profit)	2	47,500	*	*
Retail/Wholesale Trade	29	46,250	43,000	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
Scientific Research & Development	1	\$59,500	*	*
Software Publishers	4	60,000	*	*
Transportation Services	16	40,250	*	*
Utilities	2	55,000	*	*
Other Service Employers (NEC)	5	45,200	*	*
Management Information Systems/Business Data Processing				
M Aerospace	1	65,000	*	*
Agriculture, Forestry, Fishing, Hunting	1	56,000	*	*
Food, Beverage, & Tobacco	1	52,000	*	*
Machinery Manufacturing	1	60,240	*	*
Metals & Metal Products	1	47,000	*	*
Petroleum & Coal Products	1	52,000	*	*
Other Manufacturing Employers (NEC)	4	55,250	*	*
S Accounting Services	12	51,708	*	*
Banking (Commercial)	1	60,000	*	*
Banking (Investment)	2	62,500	*	*
Computer Systems Design/Consulting/ Programming	6	54,333	*	*
Consulting Services	10	64,100	*	*
Engineering Services	1	56,000	*	*
Financial Services	5	58,400	*	*
Healthcare Services (For Profit)	2	54,500	*	*
Retail/Wholesale Trade	5	49,836	*	*
Transportation Services	1	53,004	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)				
M Aerospace	1	56,700	*	*
Agriculture, Forestry, Fishing, Hunting	2	42,500	*	*
Chemicals (Basic)	2	55,000	*	*
Electrical Equipment/Appliance/Component Mfg.	1	32,000	*	*
Food, Beverage, & Tobacco	9	49,467	*	*
Household & Personal Care Products	8	56,251	*	*
Machinery Manufacturing	1	36,000	*	*
Medical Equipment & Supplies Mfg.	2	42,500	*	*
Metals & Metal Products	1	45,000	*	*
Mining	1	46,020	*	*
Paper Manufacturing	3	48,333	*	*
Printing	2	40,000	*	*
Transportation Equipment Mfg.	3	47,000	*	*
Other Manufacturing Employers (NEC)	3	54,335	*	*
N Educational Services	2	33,000	*	*
Government (Federal)	1	38,000	*	*
S Accounting Services	1	51,500	*	*
Advertising	4	31,750	*	*
Communications (Broadcasting/ Telecommunications)	1	30,000	*	*
Computer Systems Design/Consulting/ Programming	7	39,143	*	*
Consulting Services	5	49,377	*	*
Employment Services	1	45,000	*	*
Engineering Services	2	42,500	*	*
Financial Services	10	44,612	*	*
Healthcare Services (For Profit)	1	42,000	*	*
Insurance	3	43,333	*	*
Real Estate	1	34,320	*	*
Retail/Wholesale Trade	38	45,789	\$42,500	\$48,000
Transportation Services	10	39,850	*	*
Utilities	3	56,000	*	*
Other Service Employers (NEC)	2	50,000	*	*
COMMUNICATIONS MAJORS				
Advertising				
S Consulting Services	1	20,000	*	*
Communications				
M Computer & Electronic Products Manufacturing	1	34,200	*	*
N Healthcare Services (Nonprofit)	1	28,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
S Accommodation/Food Services	1	\$48,000	*	*
Advertising	1	45,000	*	*
Banking (Commercial)	1	26,000	*	*
Consulting Services	1	55,000	*	*
Financial Services	1	26,000	*	*
Insurance	1	22,000	*	*
Retail/Wholesale Trade	1	42,500	*	*
Journalism				
N Government (State & Local)	1	37,200	*	*
S Accommodation/Food Services	1	20,800	*	*
Public Relations/Organizational Communications				
N Social Assistance	1	31,000	*	*
S Consulting Services	1	65,000	*	*
COMPUTER SCIENCES MAJORS				
Computer Programming				
S Computer Systems Design/Consulting/Programming	1	50,000	*	*
Computer Science				
M Aerospace	2	74,500	*	*
Computer & Electronic Products Manufacturing	8	73,913	*	*
Transportation Equipment Mfg.	2	59,598	*	*
N Government (Federal)	1	36,000	*	*
Hospitals	1	55,000	*	*
S Architectural Services	1	57,000	*	*
Banking (Commercial)	1	58,000	*	*
Communications (Broadcasting/Telecommunications)	3	63,000	*	*
Computer Systems Design/Consulting/Programming	21	72,891	\$60,000	\$81,500
Engineering Services	14	60,571	*	*
Financial Services	2	72,500	*	*
Real Estate	1	60,000	*	*
Software Publishers	1	81,000	*	*
Transportation Services	1	50,000	*	*
Other Service Employers (NEC)	1	87,000	*	*
Computer Systems Analysis				
M Computer & Electronic Products Manufacturing	1	50,000	*	*
S Computer Systems Design/Consulting/Programming	1	60,000	*	*
Information Sciences & Systems				
M Computer & Electronic Products Manufacturing	2	82,000	*	*
Electrical Equipment/Appliance/Component Mfg.	1	58,000	*	*
Food, Beverage, & Tobacco	1	60,000	*	*
Paper Manufacturing	1	47,000	*	*
Petroleum & Coal Products	1	62,000	*	*
Plastics & Rubber Products	1	53,000	*	*
S Accounting Services	1	62,000	*	*
Banking (Commercial)	1	53,000	*	*
Banking (Investment)	2	59,000	*	*
Computer Systems Design/Consulting/Programming	1	53,000	*	*
Consulting Services	4	61,750	*	*
Insurance	1	30,000	*	*
Software Publishers	1	62,000	*	*
EDUCATION MAJORS				
Elementary Teacher Education				
N Educational Services	3	34,290	*	*
Pre-Elementary Teacher Education				
N Educational Services	2	29,948	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Special Education				
N Educational Services	1	\$36,700	*	*
Healthcare Services (Nonprofit)	1	20,800	*	*
Specific Academic/Vocational Teacher Education				
N Educational Services	1	32,960	*	*
ENGINEERING MAJORS				
Aerospace/Aeronautical/Astronautical Engineering				
M Aerospace	1	65,000	*	*
N Government (Federal)	1	44,000	*	*
S Engineering Services	2	61,875	*	*
Agricultural Engineering				
N Government (Federal)	1	32,500	*	*
S Engineering Services	2	50,250	*	*
Architectural Engineering				
S Engineering Services	1	60,000	*	*
Bioengineering & Biomedical Engineering				
M Household & Personal Care Products	1	64,000	*	*
Pharmaceuticals & Medicine Mfg.	2	80,500	*	*
Transportation Equipment Mfg.	1	39,520	*	*
N Healthcare Services (Nonprofit)	1	60,000	*	*
Hospitals	1	30,451	*	*
S Computer Systems Design/Consulting/Programming	1	61,000	*	*
Consulting Services	4	66,250	*	*
Engineering Services	1	40,000	*	*
Healthcare Services (For Profit)	1	55,000	*	*
Software Publishers	1	64,000	*	*
Transportation Services	1	45,760	*	*
Chemical Engineering				
M Chemicals (Basic)	14	67,130	*	*
Electrical Equipment/Appliance/Component Mfg.	1	60,000	*	*
Food, Beverage, & Tobacco	9	63,444	*	*
Household & Personal Care Products	4	64,500	*	*
Petroleum & Coal Products	23	83,813	\$77,500	\$91,000
Pharmaceuticals & Medicine Mfg.	1	62,000	*	*
Wood Products	1	41,600	*	*
N Government (Federal)	2	49,687	*	*
S Banking (Investment)	1	70,000	*	*
Consulting Services	4	59,563	*	*
Engineering Services	35	63,241	60,000	66,228
Financial Services	1	45,000	*	*
Healthcare Services (For Profit)	1	20,800	*	*
Scientific Research & Development	1	29,000	*	*
Utilities	1	60,000	*	*
Civil Engineering				
M Building, Developing, General Contracting	4	52,250	*	*
Nonmetallic Mineral Products	1	49,200	*	*
N Government (Federal)	2	48,150	*	*
Government (State & Local)	2	40,780	*	*
S Consulting Services	2	49,250	*	*
Engineering Services	13	45,273	*	*
Transportation Services	1	48,048	*	*
Utilities	2	54,500	*	*
Computer Engineering				
M Computer & Electronic Products Manufacturing	4	64,377	*	*
N Government (Federal)	1	58,011	*	*
S Banking (Investment)	1	63,000	*	*
Communications (Broadcasting/Telecommunications)	3	65,000	*	*

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

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Computer Systems Design/Consulting/ Programming	5	\$60,700	*	*
Financial Services	1	95,000	*	*
Electrical/Electronics & Communications Engineering				
M Aerospace	3	57,792	*	*
Agriculture, Forestry, Fishing, Hunting	1	64,200	*	*
Chemicals (Basic)	1	66,000	*	*
Computer & Electronic Products Manufacturing	5	71,380	*	*
Electrical Equipment/Appliance/Component Mfg.	2	62,500	*	*
Household & Personal Care Products	1	64,000	*	*
N Government (Federal)	2	54,088	*	*
S Architectural Services	1	52,000	*	*
Employment Services	1	50,003	*	*
Engineering Services	30	61,598	\$55,000	\$66,400
Financial Services	1	90,000	*	*
Healthcare Services (For Profit)	1	61,000	*	*
Software Publishers	1	57,000	*	*
Transportation Services	1	56,000	*	*
Utilities	3	61,133	*	*
Engineering Technology				
M Other Manufacturing Employers (NEC)	2	52,000	*	*
S Banking (Commercial)	1	65,000	*	*
Computer Systems Design/Consulting/ Programming	1	87,000	*	*
Engineering Services	1	47,500	*	*
Industrial/Manufacturing Engineering				
M Aerospace	1	62,500	*	*
Chemicals (Basic)	1	56,000	*	*
Electrical Equipment/Appliance/Component Mfg.	2	51,250	*	*
Machinery Manufacturing	1	50,000	*	*
Paper Manufacturing	1	57,257	*	*
Pharmaceuticals & Medicine Mfg.	1	75,000	*	*
Plastics & Rubber Products	1	50,000	*	*
Other Manufacturing Employers (NEC)	3	62,475	*	*
N Government (Federal)	3	54,239	*	*
S Banking (Commercial)	1	60,000	*	*
Computer Systems Design/Consulting/ Programming	1	31,200	*	*
Consulting Services	9	70,222	*	*
Engineering Services	2	65,000	*	*
Financial Services	3	61,667	*	*
Utilities	1	47,840	*	*
Materials Engineering				
M Computer & Electronic Products Manufacturing	1	69,000	*	*
Transportation Equipment Mfg.	1	45,000	*	*
S Engineering Services	5	61,500	*	*
Mechanical Engineering				
M Aerospace	8	62,688	*	*
Building, Developing, General Contracting	3	59,667	*	*
Chemicals (Basic)	3	66,876	*	*
Computer & Electronic Products Manufacturing	4	67,000	*	*
Electrical Equipment/Appliance/Component Mfg.	4	54,500	*	*
Food, Beverage, & Tobacco	2	62,000	*	*
Household & Personal Care Products	3	63,607	*	*
Machinery Manufacturing	8	54,084	*	*
Metals & Metal Products	1	63,000	*	*
Mining	1	57,200	*	*
Paper Manufacturing	1	60,566	*	*
Petroleum & Coal Products	8	89,625	*	*
Plastics & Rubber Products	2	61,250	*	*
Transportation Equipment Mfg.	8	57,393	*	*
Other Manufacturing Employers (NEC)	5	55,200	*	*
N Educational Services	1	22,880	*	*
Government (Federal)	3	57,367	*	*

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

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Government (State & Local)	1	\$44,000	*	*
Healthcare Services (Nonprofit)	1	60,000	*	*
S Architectural Services	3	49,867	*	*
Communications (Broadcasting/ Telecommunications)	1	62,000	*	*
Computer Systems Design/Consulting/ Programming	2	58,360	*	*
Consulting Services	4	67,000	*	*
Engineering Services	52	62,032	\$57,600	\$65,000
Transportation Services	2	58,000	*	*
Utilities	9	58,611	*	*
Metallurgical Engineering (incl. ceramic science/eng.)				
M Metals & Metal Products	1	63,000	*	*
Mining & Mineral Engineering (incl. geological)				
M Machinery Manufacturing	1	67,000	*	*
Mining	5	61,728	*	*
S Utilities	1	62,000	*	*
Nuclear Engineering (incl. engineering physics)				
N Government (Federal)	1	61,342	*	*
Petroleum Engineering				
M Petroleum & Coal Products	7	89,857	*	*
Software Engineering				
S Software Publishers	1	45,000	*	*
Systems Engineering				
M Food, Beverage, & Tobacco	1	66,000	*	*
Other Manufacturing Employers (NEC)	1	57,000	*	*
S Consulting Services	2	65,000	*	*
Engineering Services	24	57,518	53,000	61,000
Retail/Wholesale Trade	1	55,000	*	*
HEALTH SCIENCES MAJORS				
Health & Related Sciences				
N Educational Services	3	35,000	*	*
S Healthcare Services (For Profit)	2	37,000	*	*
Retail/Wholesale Trade	1	29,000	*	*
Other Service Employers (NEC)	1	45,000	*	*
Nursing				
N Healthcare Services (Nonprofit) Hospitals	11	40,680	*	*
HOME ECONOMICS MAJORS				
Clothing/Apparel/Textile Studies (incl. textile science)				
S Computer Systems Design/Consulting/ Programming	1	30,000	*	*
Retail/Wholesale Trade	16	45,644	*	*
Other Service Employers (NEC)	1	50,000	*	*
Home Economics				
N Government (State & Local)	1	24,000	*	*
Social Assistance	1	37,492	*	*
S Retail/Wholesale Trade	1	40,000	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS				
Criminal Justice & Corrections				
N Government (State & Local)	1	45,000	*	*
S Legal Services	1	60,000	*	*
English Language & Literature/Letters				
N Educational Services	1	40,000	*	*
Government (Federal)	1	43,920	*	*
Government (State & Local)	1	25,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
History				
N Educational Services	2	\$25,340	*	*
S Accommodation/Food Services	1	27,500	*	*
Liberal Arts & Sciences/General Studies				
M Other Manufacturing Employers (NEC)	1	48,000	*	*
N Educational Services	2	33,500	*	*
Government (State & Local)	1	22,500	*	*
S Accounting Services	5	58,400	*	*
Advertising	1	28,500	*	*
Banking (Investment)	2	70,000	*	*
Computer Systems Design/Consulting/Programming	1	40,000	*	*
Legal Services	1	30,000	*	*
Retail/Wholesale Trade	2	49,600	*	*
Political Science/Government				
N Educational Services	1	30,125	*	*
S Accommodation/Food Services	1	34,320	*	*
Communications (Broadcasting/Telecommunications)	1	30,500	*	*
Psychology				
M Medical Equipment & Supplies Mfg.	1	59,994	*	*
N Educational Services	3	32,000	*	*
Social Assistance	2	48,000	*	*
Other Nonprofit Employers (NEC)	1	26,000	*	*
S Banking (Investment)	1	60,000	*	*
Computer Systems Design/Consulting/Programming	2	34,000	*	*
Consulting Services	1	53,000	*	*
Publishing	1	30,000	*	*
Social Work				
N Social Assistance	1	32,000	*	*
Sociology				
M Textiles & Apparel	1	22,464	*	*
N Educational Services	1	37,000	*	*
Government (State & Local)	1	70,000	*	*
Visual & Performing Arts				
N Educational Services	3	26,913	*	*
S Accommodation/Food Services	1	18,000	*	*
Communications (Broadcasting/Telecommunications)	1	21,060	*	*
Financial Services	1	32,500	*	*
Software Publishers	1	30,000	*	*
Transportation Services	1	30,000	*	*
Other Social Sciences				
M Petroleum & Coal Products	1	55,000	*	*
N Government (Federal)	1	62,000	*	*
Healthcare Services (Nonprofit)	1	31,200	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	30,000	*	*
PARKS, RECREATION, LEISURE & FITNESS MAJORS				
Parks/Recreation, Leisure/Fitness Studies & Related Programs				
N Educational Services	1	32,600	*	*
SCIENCES MAJORS				
Architecture & Related Programs				
S Architectural Services	1	41,600	*	*
Biological Sciences/Life Sciences				
M Chemicals (Basic)	1	45,000	*	*
N Educational Services	1	25,000	*	*
Hospitals	1	41,995	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
S Accommodation/Food Services	1	\$30,000	*	*
Consulting Services	1	43,000	*	*
Investigation & Security Services	1	20,200	*	*
Retail/Wholesale Trade	1	27,692	*	*
Chemistry				
M Mining	1	41,600	*	*
N Government (State & Local)	1	46,800	*	*
S Engineering Services	1	66,228	*	*
Financial Services	1	36,000	*	*
Scientific Research & Development	2	33,875	*	*
Software Publishers	1	24,000	*	*
Construction Science/Management				
M Building, Developing, General Contracting	2	39,612	*	*
Mathematics (incl. statistics)				
M Aerospace	1	56,000	*	*
Petroleum & Coal Products	1	130,000	*	*
N Educational Services	1	46,300	*	*
Government (Federal)	1	50,954	*	*
S Consulting Services	2	59,500	*	*
Healthcare Services (For Profit)	1	18,000	*	*
Insurance	2	55,000	*	*
Retail/Wholesale Trade	1	40,000	*	*

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

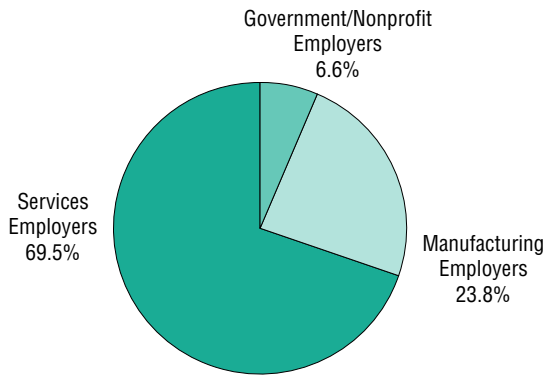
Bachelor's Degree Summary By Employer

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	7	\$53,100	*	*	Aerospace	16	\$62,961	*	*
Agriculture, Forestry, Fishing, Hunting	6	49,300	*	*	Agriculture, Forestry, Fishing, Hunting	1	64,200	*	*
Building, Developing, General Contracting	2	63,500	*	*	Building, Developing, General Contracting	9	51,914	*	*
Chemicals (Basic)	6	51,850	*	*	Chemicals (Basic)	20	65,372	\$66,000	\$67,200
Computer & Electronic Products Manufacturing	8	49,400	*	*	Computer & Electronic Products Manufacturing	25	70,268	59,000	75,000
Electrical Equipment/Appliance/Component Mfg.	6	50,333	*	*	Electrical Equipment/Appliance/Component Mfg.	10	56,350	*	*
Food, Beverage, & Tobacco	31	52,539	\$50,000	\$55,000	Food, Beverage, & Tobacco	13	63,154	*	*
Household & Personal Care Products	19	55,553	*	*	Household & Personal Care Products	9	64,091	*	*
Machinery Manufacturing	7	48,566	*	*	Machinery Manufacturing	10	54,967	*	*
Medical Equipment & Supplies Mfg.	3	48,331	*	*	Medical Equipment & Supplies Mfg.	1	50,000	*	*
Metals & Metal Products	9	48,111	*	*	Metals & Metal Products	2	63,000	*	*
Mining	2	47,710	*	*	Mining	7	58,206	*	*
Nonmetallic Mineral Products	1	48,000	*	*	Nonmetallic Mineral Products	1	49,200	*	*
Paper Manufacturing	4	48,750	*	*	Paper Manufacturing	3	54,941	*	*
Petroleum & Coal Products	28	63,173	50,000	76,000	Petroleum & Coal Products	40	86,643	77,500	90,000
Pharmaceuticals & Medicine Mfg.	9	48,889	*	*	Pharmaceuticals & Medicine Mfg.	4	74,500	*	*
Plastics & Rubber Products	2	50,800	*	*	Plastics & Rubber Products	4	56,375	*	*
Printing	2	40,000	*	*	Transportation Equipment Mfg.	12	55,238	*	*
Textiles & Apparel	1	22,464	*	*	Wood Products	1	41,600	*	*
Transportation Equipment Mfg.	23	52,474	51,000	55,000	Other Manufacturing Employers (NEC)	11	56,766	*	*
Other Manufacturing Employers (NEC)	52	54,045	51,000	55,000					
TOTAL	228	(18.8%)			TOTAL	199	(34.4%)		
NONPROFIT EMPLOYERS / NONTECHNICAL DEGREES					NONPROFIT EMPLOYERS / TECHNICAL DEGREES				
Educational Services	33	32,745	29,000	36,700	Educational Services	8	33,478	*	*
Government (Federal)	14	44,156	*	*	Government (Federal)	18	51,193	*	*
Government (State & Local)	10	42,235	*	*	Government (State & Local)	4	43,090	*	*
Healthcare Services (Nonprofit)	7	38,257	*	*	Healthcare Services (Nonprofit)	3	53,560	*	*
Hospitals	1	42,000	*	*	Hospitals	14	44,464	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	30,000	*	*					
Social Assistance	5	39,298	*	*	TOTAL	47	(8.1%)		
Other Nonprofit Employers (NEC)	1	26,000	*	*					
TOTAL	72	(5.9%)							
SERVICE EMPLOYERS / NONTECHNICAL DEGREES					SERVICE EMPLOYERS / TECHNICAL DEGREES				
Accommodation/Food Services	26	35,807	28,800	42,500	Accommodation/Food Services	1	30,000	*	*
Accounting Services	225	50,475	46,000	55,000	Accounting Services	1	62,000	*	*
Advertising	9	34,633	*	*	Architectural Services	6	50,033	*	*
Architectural Services	2	43,500	*	*	Banking (Commercial)	4	59,000	*	*
Arts, Entertainment, Recreation	5	36,141	*	*	Banking (Investment)	4	62,750	*	*
Banking (Commercial)	40	48,672	42,500	55,000	Communications (Broadcasting/ Telecommunications)	7	63,714	*	*
Banking (Investment)	114	63,974	55,000	70,000	Computer Systems Design/Consulting/ Programming	34	67,445	57,500	81,000
Communications (Broadcasting/ Telecommunications)	9	38,951	*	*	Consulting Services	33	62,723	56,000	70,000
Computer Systems Design/Consulting/ Programming	34	45,774	33,800	57,000	Employment Services	1	50,003	*	*
Consulting Services	98	60,371	56,000	70,000	Engineering Services	183	59,997	55,000	65,000
Employment Services	1	45,000	*	*	Financial Services	9	66,222	*	*
Engineering Services	7	49,857	*	*	Healthcare Services (For Profit)	6	38,133	*	*
Financial Services	71	51,320	45,000	60,000	Insurance	3	46,667	*	*
Healthcare Services (For Profit)	15	48,267	*	*	Investigation & Security Services	1	20,200	*	*
Insurance	27	45,209	37,000	50,000	Real Estate	1	60,000	*	*
Legal Services	3	40,667	*	*	Retail/Wholesale Trade	4	37,923	*	*
Publishing	4	46,500	*	*	Scientific Research & Development	3	32,250	*	*
Real Estate	2	44,910	*	*	Software Publishers	6	55,500	*	*
Rental & Leasing Services	1	32,000	*	*	Transportation Services	7	51,115	*	*
Retail/Wholesale Trade	145	45,150	42,000	50,000	Utilities	17	58,220	*	*
Scientific Research & Development	1	59,500	*	*	Other Service Employers (NEC)	2	66,000	*	*
Software Publishers	10	50,920	*	*					
Transportation Services	38	40,092	35,000	45,000	TOTAL	333	(57.5%)		
Utilities	8	53,813	*	*					
Other Service Employers (NEC)	17	48,824	*	*					
TOTAL	912	(75.2%)							
TOTAL OFFERS TO BACHELOR'S NONTECHNICAL DEGREES					TOTAL OFFERS TO BACHELOR'S TECHNICAL DEGREES				
1,212 (67.7%)					579 (32.3%)				
Total Offers To Bachelor's Degree									
Candidates By Employer						1,791			
Total Manufacturing Employers						427 (23.8%)			
Total Nonprofit/Government Employers						119 (6.6%)			
Total Services Employers						1,245 (69.5%)			

* Not computed for fewer than 20 offers.

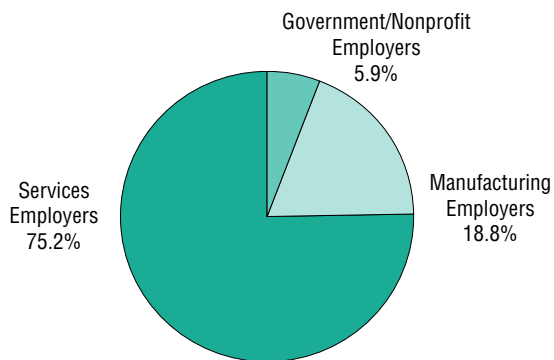
Proportion of Offers by Industry Sector

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



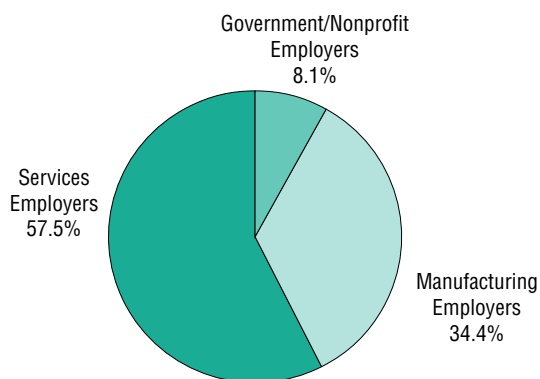
Total Bachelor's Offers By Employer = 1,791

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



Total Offers to Bachelor's Nontechnical Degrees = 1,212

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



Total Offers to Bachelor's Technical Degrees = 579

Bachelor's Degree Candidates By Curriculum And Job Function

CURRICULUM/JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
AGRICULTURE & NATURAL RESOURCES MAJORS					<i>Business Systems Networking/Telecommunications</i>				
<i>Agricultural Business & Management</i>					Consulting 2 \$63,750 * *				
Agricultural/Natural Resources	3	\$40,000	*	*	Systems Analysis & Design 1 56,000 * *				
Commercial Banking (Lending)	1	35,000	*	*	Systems/Programming Engineering 1 57,000 * *				
Customer Service	1	30,000	*	*	Other Computer Related (NEC) 1 50,000 * *				
Management Trainee (Entry-Level Mgmt.)	1	24,960	*	*	<i>Economics (Business/Managerial)</i>				
<i>Animal Sciences</i>					Accounting (Public) 1 50,000 * *				
Agricultural/Natural Resources	2	30,000	*	*	Buyer/Merchandising 2 44,500 * *				
Sales	1	50,000	*	*	Commercial Banking (Lending) 1 55,000 * *				
<i>Conservation/Renewable Natural Resources</i>					Consulting 14 61,893 * *				
Consulting	1	29,120	*	*	Customer Service 1 35,832 * *				
<i>Other Agricultural Sciences</i>					Financial/Treasury Analysis 7 57,714 * *				
Teaching	1	36,044	*	*	Investment Banking (Corporate Finance) 2 55,700 * *				
BUSINESS MAJORS					Investment Banking (Sales & Trading) 6 69,167 * *				
<i>Accounting</i>					Management Trainee (Entry-Level Mgmt.) 3 41,500 * *				
Accounting (Private)	53	48,886	\$45,000	55,000	Portfolio Management/Brokerage 3 54,440 * *				
Accounting (Public)	65	46,163	42,500	\$50,000	Sales 3 39,167 * *				
Auditing (Private)	19	48,700	*	*	<i>Finance</i>				
Auditing (Public)	27	47,552	46,000	48,000	Accounting (Private) 3 50,500 * *				
Buyer/Merchandising	1	40,000	*	*	Accounting (Public) 2 49,500 * *				
Commercial Banking (Lending)	1	45,000	*	*	Architecture 1 53,000 * *				
Consulting	2	70,000	*	*	Auditing (Private) 4 50,000 * *				
Finance, Taxation, Monetary Policy	1	36,500	*	*	Brand/Product Management 4 50,000 * *				
Financial/Treasury Analysis	16	53,031	*	*	Buyer/Merchandising 1 53,000 * *				
Insurance (Underwriting)	1	30,000	*	*	Commercial Banking (Consumer) 1 40,000 * *				
Investment Banking (Corporate Finance)	3	60,567	*	*	Commercial Banking (Lending) 4 41,025 * *				
Investment Banking (Sales & Trading)	15	66,000	*	*	Consulting 9 61,389 * *				
Law Enforcement	1	34,000	*	*	Customer Service 2 38,500 * *				
Management Trainee (Entry-Level Mgmt.)	3	51,667	*	*	Executive, Legislative & General 1 45,000 * *				
Manufacturing/Industrial Engineering	1	52,000	*	*	Financial/Treasury Analysis 46 53,756 \$50,000 \$58,000				
Market Research	1	55,000	*	*	Human Resources/Industrial Relations 2 45,750 * *				
Military	1	55,000	*	*	Insurance (Underwriting) 1 45,000 * *				
Pharmacist	1	32,000	*	*	Investment Banking (Corporate Finance) 25 53,434 51,000 55,000				
Sales	1	47,500	*	*	Investment Banking (Sales & Trading) 29 64,138 55,000 70,000				
Systems Analysis & Design	1	60,000	*	*	Law Enforcement 1 60,000 * *				
Teaching	1	35,000	*	*	Management Trainee (Entry-Level Mgmt.) 3 48,333 * *				
<i>Actuarial Science</i>					Market Research 2 54,000 * *				
Actuarial	3	58,667	*	*	Military 2 46,500 * *				
<i>Business Administration/Management</i>					Portfolio Management/Brokerage 3 57,000 * *				
Accounting (Private)	4	40,875	*	*	Sales 4 45,750 * *				
Accounting (Public)	4	50,242	*	*	Systems Analysis & Design 1 58,000 * *				
Brand/Product Management	2	46,500	*	*	Teaching 2 31,500 * *				
Buyer/Merchandising	2	43,000	*	*	Technical/Computer Support 1 55,000 * *				
Commercial Banking (Consumer)	5	29,153	*	*	Other Computer Related (NEC) 1 52,000 * *				
Consulting	7	51,786	*	*	<i>Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)</i>				
Customer Service	6	41,737	*	*	Buyer/Merchandising 1 42,500 * *				
Distribution	7	49,567	*	*	Customer Service 1 35,360 * *				
Finance, Taxation, Monetary Policy	1	75,000	*	*	Law Enforcement 1 37,586 * *				
Financial/Treasury Analysis	7	53,857	*	*	Management Trainee (Entry-Level Mgmt.) 10 36,790 * *				
Human Resources/Industrial Relations	3	37,500	*	*	Performing Arts/Entertainment 1 15,704 * *				
Insurance (Claims)	3	36,333	*	*	<i>Human Resources (incl. labor/industrial relations)</i>				
Investment Banking (Corporate Finance)	3	50,333	*	*	Buyer/Merchandising 2 48,000 * *				
Investment Banking (Sales & Trading)	7	64,643	*	*	Consulting 3 62,000 * *				
Law Enforcement	1	58,000	*	*	Financial/Treasury Analysis 2 50,000 * *				
Management Trainee (Entry-Level Mgmt.)	18	38,670	*	*	Human Resources/Industrial Relations 6 47,000 * *				
Market Research	1	30,000	*	*	Management Trainee (Entry-Level Mgmt.) 1 32,000 * *				
Network Administration	1	42,500	*	*	<i>International Business</i>				
Paralegal	1	31,200	*	*	Buyer/Merchandising 1 44,000 * *				
Portfolio Management/Brokerage	2	53,000	*	*	Consulting 1 58,000 * *				
Public Relations	2	25,000	*	*	Management Trainee (Entry-Level Mgmt.) 1 45,000 * *				
Purchasing	1	37,840	*	*	Market Research 2 45,500 * *				
Sales	14	41,157	*	*	Sales 2 30,000 * *				
Systems/Programming Engineering	1	63,000	*	*	<i>Logistics/Materials Management</i>				
Other Computer Related (NEC)	2	77,500	*	*	Accounting (Private) 19 51,526 * *				
					Accounting (Public) 2 46,000 * *				

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Auditing (Private)	1	\$44,000	*	*
Buyer/Merchandising	2	51,110	*	*
Commercial Banking (Consumer)	1	19,953	*	*
Consulting	24	62,092	\$58,000	\$70,000
Customer Service	2	35,300	*	*
Distribution	24	47,175	44,000	49,400
Financial/Treasury Analysis	8	51,250	*	*
Investment Banking (Corporate Finance)	6	54,667	*	*
Management Trainee (Entry-Level Mgmt.)	9	45,027	*	*
Manufacturing/Industrial Engineering	2	50,340	*	*
Market Research	4	48,000	*	*
Project Engineering	1	40,000	*	*
Purchasing	16	50,831	*	*
Sales	12	45,017	*	*
Systems Analysis & Design	2	57,000	*	*
Teaching	1	35,000	*	*
Management Information Systems/Business Data Processing				
Accounting (Private)	4	52,375	*	*
Brand/Product Management	1	50,000	*	*
Buyer/Merchandising	1	48,000	*	*
Commercial Banking (Lending)	2	60,000	*	*
Computer Programming	2	56,502	*	*
Consulting	15	61,933	*	*
Financial/Treasury Analysis	2	63,500	*	*
Human Resources/Industrial Relations	1	58,000	*	*
Investment Banking (Sales & Trading)	1	70,000	*	*
Network Administration	3	49,060	*	*
Purchasing	1	47,000	*	*
Sales	2	68,875	*	*
Software Design & Development	1	45,000	*	*
Systems Analysis & Design	6	59,373	*	*
Systems/Programming Engineering	2	63,000	*	*
Technical/Computer Support	4	57,500	*	*
Other Computer Related (NEC)	1	43,500	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)				
Brand/Product Management	8	51,438	*	*
Buyer/Merchandising	7	45,500	*	*
Commercial Banking (Consumer)	1	34,000	*	*
Consulting	1	61,000	*	*
Customer Service	4	41,750	*	*
Financial/Treasury Analysis	3	46,667	*	*
Human Resources/Industrial Relations	2	39,000	*	*
Management Trainee (Entry-Level Mgmt.)	8	44,125	*	*
Market Research	13	37,885	*	*
Public Relations	1	40,385	*	*
Purchasing	3	48,000	*	*
Sales	25	42,599	32,000	52,600
Systems Analysis & Design	1	55,000	*	*
COMMUNICATIONS MAJORS				
Advertising				
Advertising	1	20,000	*	*
Communications				
Commercial Banking (Consumer)	2	23,000	*	*
Customer Service	2	26,000	*	*
Design/Construction Engineering	1	40,000	*	*
Environmental/Sanitation Engineering	1	26,000	*	*
Human Resources/Industrial Relations	4	37,600	*	*
Insurance (Claims)	1	22,000	*	*
Management Trainee (Entry-Level Mgmt.)	3	45,000	*	*
Market Research	1	34,200	*	*
Paralegal	1	64,000	*	*
Production (Communications)	1	32,000	*	*
Public Relations	1	28,000	*	*
Sales	2	36,250	*	*
Other Computer Related (NEC)	1	25,000	*	*
Journalism				
Financial/Treasury Analysis	1	37,200	*	*
Production (Communications)	2	32,500	*	*
Reporting	2	34,500	*	*
Writing/Editing	1	20,800	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Public Relations/Organizational Communications				
Management Trainee (Entry-Level Mgmt.)	1	\$65,000	*	*
Public Relations	1	31,000	*	*
COMPUTER SCIENCES MAJORS				
Computer Programming				
Systems/Programming Engineering	1	50,000	*	*
Computer Science				
Computer Programming	7	67,714	*	*
Consulting	3	57,333	*	*
Military	1	36,000	*	*
Network Administration	1	30,000	*	*
Research (Technical/Scientific)	1	25,000	*	*
Software Design & Development	29	67,500	\$55,000	\$81,000
Systems Analysis & Design	2	56,000	*	*
Systems/Programming Engineering	2	56,250	*	*
Technical/Computer Support	3	63,500	*	*
Testing Engineering	1	85,000	*	*
Other Computer Related (NEC)	3	71,000	*	*
Other Engineering (NEC)	6	65,333	*	*
Computer Systems Analysis				
Software Design & Development	1	60,000	*	*
Information Sciences & Systems				
Advertising	1	53,000	*	*
Consulting	6	57,083	*	*
Network Administration	1	62,500	*	*
Software Design & Development	2	72,500	*	*
Systems Analysis & Design	2	54,500	*	*
Technical/Computer Support	1	47,000	*	*
Other Computer Related (NEC)	7	48,371	*	*
EDUCATION MAJORS				
Elementary Teacher Education				
Teaching	4	33,718	*	*
Pre-Elementary Teacher Education				
Teaching	1	24,000	*	*
Secondary Education				
Teaching	1	36,000	*	*
Special Education				
Customer Service	1	20,800	*	*
Teaching	1	36,700	*	*
Specific Academic/Vocational Teacher Education				
Teaching	1	32,960	*	*
ENGINEERING MAJORS				
Aerospace/Aeronautical/Astronautical Engineering				
Project Engineering	1	65,000	*	*
Other Engineering (NEC)	4	44,563	*	*
Agricultural Engineering				
Project Engineering	1	56,500	*	*
Bioengineering & Biomedical Engineering				
Bioengineering	1	64,000	*	*
Consulting	1	66,000	*	*
Hardware Design & Development	1	15,600	*	*
Manufacturing/Industrial Engineering	1	39,520	*	*
Project Engineering	1	40,000	*	*
Research & Development Engineering	1	60,000	*	*
Research (Technical/Scientific)	1	30,451	*	*
Sales	1	96,000	*	*
Other Engineering (NEC)	2	55,380	*	*
Chemical Engineering				
Consulting	1	65,000	*	*
Environmental/Sanitation Engineering	1	65,500	*	*
Field Engineering	1	69,600	*	*
Financial/Treasury Analysis	1	45,000	*	*
Manufacturing/Industrial Engineering	3	65,600	*	*

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Process Engineering (Chemical)	17	\$67,087	*	*
Production Engineering	5	67,970	*	*
Project Engineering	4	58,525	*	*
Quality Control Engineering	1	66,000	*	*
Research & Development Engineering	1	69,000	*	*
Research (Technical/Scientific)	2	37,000	*	*
Sales	1	60,000	*	*
Testing Engineering	1	80,000	*	*
Other Engineering (NEC)	15	61,767	*	*
Civil Engineering				
Consulting	1	52,000	*	*
Design/Construction Engineering	6	48,008	*	*
Environmental/Sanitation Engineering	3	37,965	*	*
Field Engineering	5	53,040	*	*
Military	1	43,300	*	*
Power Systems Engineering	1	55,000	*	*
Project Engineering	6	47,547	*	*
Sales	1	17,680	*	*
Other Engineering (NEC)	10	53,894	*	*
Computer Engineering				
Financial/Treasury Analysis	1	63,000	*	*
Hardware Design & Development	1	75,000	*	*
Power Systems Engineering	1	59,000	*	*
Production Engineering	1	68,000	*	*
Research (Technical/Scientific)	1	58,011	*	*
Software Design & Development	3	65,167	*	*
Testing Engineering	1	53,500	*	*
Electrical/Electronics & Communications Engineering				
Consulting	1	50,003	*	*
Design/Construction Engineering	1	70,000	*	*
Field Engineering	3	66,333	*	*
Hardware Design & Development	5	65,155	*	*
Management Trainee (Entry-Level Mgmt.)	1	56,000	*	*
Manufacturing/Industrial Engineering	2	65,000	*	*
Power Systems Engineering	2	52,088	*	*
Production Engineering	2	55,000	*	*
Project Engineering	1	54,000	*	*
Software Design & Development	5	68,100	*	*
Systems/Programming Engineering	1	70,000	*	*
Testing Engineering	2	53,500	*	*
Other Computer Related (NEC)	1	48,000	*	*
Other Engineering (NEC)	24	60,894	\$57,000	\$64,000
Engineering Technology				
Manufacturing/Industrial Engineering	2	52,000	*	*
Project Engineering	1	47,500	*	*
Research & Development Engineering	2	51,450	*	*
Software Design & Development	1	87,000	*	*
Other Engineering (NEC)	3	60,833	*	*
Industrial/Manufacturing Engineering				
Consulting	1	75,000	*	*
Design/Construction Engineering	1	31,200	*	*
Field Engineering	1	65,000	*	*
Industrial Hygiene/Occupational Safety Engineering	2	51,107	*	*
Management Trainee (Entry-Level Mgmt.)	2	68,750	*	*
Manufacturing/Industrial Engineering	3	56,033	*	*
Military	1	54,000	*	*
Process Engineering (Chemical)	1	50,000	*	*
Production Engineering	3	50,333	*	*
Systems Analysis & Design	1	65,000	*	*
Other Engineering (NEC)	2	57,500	*	*
Materials Engineering				
Process Engineering (Chemical)	1	69,000	*	*
Project Engineering	1	62,000	*	*
Other Engineering (NEC)	3	61,833	*	*
Mechanical Engineering				
Design/Construction Engineering	8	57,721	*	*
Field Engineering	3	51,467	*	*
Hardware Design & Development	1	65,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	56,000	*	*

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Manufacturing/Industrial Engineering	6	\$53,428	*	*
Military	1	52,500	*	*
Power Systems Engineering	6	59,037	*	*
Process Engineering (Chemical)	3	65,667	*	*
Production Engineering	8	55,554	*	*
Project Engineering	10	59,500	*	*
Quality Control Engineering	1	58,000	*	*
Research & Development Engineering	2	50,410	*	*
Software Design & Development	1	58,000	*	*
Testing Engineering	2	59,687	*	*
Other Engineering (NEC)	48	61,515	\$55,000	\$65,000
Metallurgical Engineering (incl. ceramic science/eng.)				
Production Engineering	1	63,000	*	*
Mining & Mineral Engineering (incl. geological)				
Field Engineering	2	61,000	*	*
Production Engineering	4	62,160	*	*
Other Engineering (NEC)	1	67,000	*	*
Nuclear Engineering (incl. engineering physics)				
Other Engineering (NEC)	1	61,342	*	*
Software Engineering				
Software Design & Development	2	52,500	*	*
Systems Engineering				
Industrial Hygiene/Occupational Safety Engineering	1	55,000	*	*
Sales	2	57,000	*	*
Software Design & Development	1	40,000	*	*
Systems Analysis & Design	1	65,000	*	*
Other Computer Related (NEC)	1	53,000	*	*
Other Engineering (NEC)	7	56,446	*	*
HEALTH SCIENCES MAJORS				
Health & Related Sciences				
Management Trainee (Entry-Level Mgmt.)	2	24,500	*	*
Physical Therapy	1	48,000	*	*
Sales	1	45,000	*	*
Speech Pathology/Audiology	3	48,667	*	*
Teaching	2	29,000	*	*
Other Health Related (NEC)	3	39,333	*	*
Nursing				
Management Trainee (Entry-Level Mgmt.)	1	37,500	*	*
Registered Nurse	50	54,141	44,666	60,000
Other Health Related (NEC)	2	76,200	*	*
HOME ECONOMICS MAJORS				
Clothing/Apparel/Textile Studies (incl. textile science)				
Buyer/Merchandising	2	44,500	*	*
Human Resources/Industrial Relations	1	30,000	*	*
Management Trainee (Entry-Level Mgmt.)	7	44,471	*	*
Home Economics				
Administrative (Healthcare)	1	24,000	*	*
Human Resources/Industrial Relations	1	40,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	37,492	*	*
Teaching	1	29,000	*	*
Other Health Related (NEC)	1	20,000	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS				
Criminal Justice & Corrections				
Law Enforcement	7	46,042	*	*
Management Trainee (Entry-Level Mgmt.)	1	42,000	*	*
Paralegal	3	34,000	*	*
Sales	1	30,000	*	*
Other Health Related (NEC)	1	30,000	*	*
English Language & Literature/Letters				
Management Trainee (Entry-Level Mgmt.)	3	42,833	*	*
Military	3	32,973	*	*
Sales	2	42,000	*	*
Teaching	1	40,000	*	*
Writing/Editing	1	28,000	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Foreign Languages & Literatures				
Commercial Banking (Consumer)	1	\$30,000	*	*
History				
Accounting (Public)	1	30,000	*	*
Brand/Product Management	1	27,500	*	*
Customer Service	1	30,000	*	*
Law Enforcement	1	40,000	*	*
Military	1	30,000	*	*
Teaching	1	20,680	*	*
Liberal Arts & Sciences/General Studies				
Accounting (Private)	2	63,750	*	*
Accounting (Public)	1	48,000	*	*
Auditing (Public)	1	57,000	*	*
Consulting	1	70,000	*	*
Design/Graphic Arts	1	28,500	*	*
Investment Banking (Sales & Trading)	1	70,000	*	*
Law Enforcement	1	35,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	30,000	*	*
Medical Technology	1	52,000	*	*
Paralegal	2	26,250	*	*
Sales	5	38,840	*	*
Teaching	1	24,000	*	*
Technical/Computer Support	1	43,000	*	*
Political Science/Government				
Human Resources/Industrial Relations	1	45,000	*	*
Military	2	60,000	*	*
Paralegal	1	55,000	*	*
Sales	1	30,500	*	*
Teaching	2	30,500	*	*
Psychology				
Brand/Product Management	1	59,994	*	*
Customer Service	1	20,000	*	*
Financial/Treasury Analysis	1	60,000	*	*
Human Resources/Industrial Relations	1	20,000	*	*
Research (Nontechnical)	1	30,000	*	*
Sales	1	34,000	*	*
Social Work	2	48,000	*	*
Teaching	2	34,000	*	*
Technical/Computer Support	1	53,000	*	*
Social Work				
Social Work	1	32,000	*	*
Other Health Related (NEC)	1	32,000	*	*
Sociology				
Human Resources/Industrial Relations	1	57,000	*	*
Insurance (Claims)	1	45,000	*	*
Law Enforcement	2	53,500	*	*
Management Trainee (Entry-Level Mgmt.)	1	22,464	*	*
Public Relations	1	30,000	*	*
Sales	2	31,500	*	*
Social Work	1	35,360	*	*
Visual & Performing Arts				
Computer Programming	1	30,000	*	*
Customer Service	3	34,853	*	*
Design/Graphic Arts	1	19,000	*	*
Sales	1	20,000	*	*
Teaching	3	28,000	*	*
Other Humanities				
Customer Service	1	20,000	*	*
Sales	1	24,000	*	*
Other Social Sciences				
Management Trainee (Entry-Level Mgmt.)	1	60,000	*	*
Social Work	1	31,200	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
PARKS, RECREATION, LEISURE & FITNESS MAJORS				
Parks/Recreation, Leisure/Fitness Studies & Related Programs				
Management Trainee (Entry-Level Mgmt.)	1	\$23,000	*	*
Performing Arts/Entertainment	1	100,000	*	*
Physical Therapy	2	26,000	*	*
Sales	1	30,000	*	*
Teaching	1	30,000	*	*
Other Health Related (NEC)	2	24,500	*	*
SCIENCES MAJORS				
Architecture & Related Programs				
Architecture	1	41,600	*	*
Biological Sciences/Life Sciences				
Law Enforcement	1	20,200	*	*
Management Trainee (Entry-Level Mgmt.)	1	30,000	*	*
Medical Technology	1	41,995	*	*
Research (Technical/Scientific)	5	33,600	*	*
Sales	1	27,692	*	*
Chemistry				
Military	1	36,000	*	*
Network Administration	1	36,000	*	*
Process Engineering (Chemical)	1	66,228	*	*
Research & Development Engineering	1	44,750	*	*
Research (Technical/Scientific)	4	40,350	*	*
Systems Analysis & Design	1	24,000	*	*
Construction Science/Management				
Design/Construction Engineering	1	29,224	*	*
Field Engineering	3	50,000	*	*
Project Engineering	1	48,000	*	*
Other Engineering (NEC)	1	58,000	*	*
Mathematics (incl. statistics)				
Actuarial	3	55,833	*	*
Administrative (Healthcare)	1	18,000	*	*
Distribution	1	40,000	*	*
Financial/Treasury Analysis	1	65,000	*	*
Mathematician/Statistician	1	130,000	*	*
Military	1	50,954	*	*
Systems/Programming Engineering	1	56,000	*	*
Teaching	1	46,300	*	*

* Not computed for fewer than 20 offers.

Bachelor's Degree Summary by Job Function

JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH	JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
NONTECHNICAL DEGREES					TECHNICAL DEGREES				
Accounting (Private)	85	\$49,670	\$46,000	\$55,000	Actuarial	3	\$55,833	*	*
Accounting (Public)	76	46,323	43,500	50,000	Administrative (Healthcare)	1	18,000	*	*
Actuarial	3	58,667	*	*	Advertising	1	53,000	*	*
Administrative (Healthcare)	1	24,000	*	*	Agricultural/Natural Resources	5	36,000	*	*
Advertising	1	20,000	*	*	Architecture	1	41,600	*	*
Architecture	1	53,000	*	*	Bioengineering	1	64,000	*	*
Auditing (Private)	24	48,721	47,000	50,000	Commercial Banking (Lending)	1	35,000	*	*
Auditing (Public)	28	47,889	46,000	48,000	Computer Programming	7	67,714	*	*
Brand/Product Management	17	49,529	*	*	Consulting	15	56,775	*	*
Buyer/Merchandising	22	45,828	42,500	48,000	Customer Service	1	30,000	*	*
Commercial Banking (Consumer)	11	28,702	*	*	Design/Construction Engineering	17	51,779	*	*
Commercial Banking (Lending)	8	48,013	*	*	Distribution	1	40,000	*	*
Computer Programming	3	47,668	*	*	Environmental/Sanitation Engineering	4	44,849	*	*
Consulting	79	61,306	58,000	70,000	Field Engineering	18	56,956	*	*
Customer Service	25	35,343	25,000	42,000	Financial/Treasury Analysis	3	57,667	*	*
Design/Construction Engineering	1	40,000	*	*	Hardware Design & Development	8	60,172	*	*
Design/Graphic Arts	2	23,750	*	*	Industrial Hygiene/Occupational Safety Engineering	3	52,404	*	*
Distribution	31	47,715	44,000	49,400	Law Enforcement	1	20,200	*	*
Environmental/Sanitation Engineering	1	26,000	*	*	Management Trainee (Entry-Level Mgmt.)	10	41,396	*	*
Executive, Legislative & General	1	45,000	*	*	Manufacturing/Industrial Engineering	17	56,411	*	*
Finance, Taxation, Monetary Policy	2	55,750	*	*	Mathematician/Statistician	1	130,000	*	*
Financial/Treasury Analysis	93	53,511	50,000	57,500	Medical Technology	1	41,995	*	*
Human Resources/Industrial Relations	23	41,930	33,000	45,000	Military	6	45,459	*	*
Insurance (Claims)	5	35,200	*	*	Network Administration	3	42,833	*	*
Insurance (Underwriting)	2	37,500	*	*	Performing Arts/Entertainment	1	100,000	*	*
Investment Banking (Corporate Finance)	39	54,050	52,250	55,000	Physical Therapy	3	33,333	*	*
Investment Banking (Sales & Trading)	59	65,381	65,000	70,000	Power Systems Engineering	10	57,240	*	*
Law Enforcement	15	46,258	*	*	Process Engineering (Chemical)	23	66,205	\$63,000	\$67,000
Management Trainee (Entry-Level Mgmt.)	75	42,073	36,400	46,000	Production Engineering	24	59,372	54,500	66,000
Manufacturing/Industrial Engineering	3	50,893	*	*	Project Engineering	27	55,088	48,000	62,000
Market Research	24	41,779	34,200	50,000	Quality Control Engineering	2	62,000	*	*
Medical Technology	1	52,000	*	*	Registered Nurse	50	54,141	44,666	60,000
Military	9	44,102	*	*	Research & Development Engineering	7	53,924	*	*
Network Administration	4	47,420	*	*	Research (Technical/Scientific)	14	36,919	*	*
Paralegal	8	38,088	*	*	Sales	9	48,930	*	*
Performing Arts/Entertainment	1	15,704	*	*	Software Design & Development	45	66,411	52,500	81,000
Pharmacist	1	32,000	*	*	Speech Pathology/Audiology	3	48,667	*	*
Portfolio Management/Brokerage	8	55,040	*	*	Systems Analysis & Design	7	53,571	*	*
Production (Communications)	3	32,333	*	*	Systems/Programming Engineering	5	57,700	*	*
Project Engineering	1	40,000	*	*	Teaching	5	34,069	*	*
Public Relations	6	29,898	*	*	Technical/Computer Support	4	59,375	*	*
Purchasing	21	49,625	42,000	55,000	Testing Engineering	7	63,553	*	*
Reporting	2	34,500	*	*	Other Computer Related (NEC)	12	54,383	*	*
Research (Nontechnical)	1	30,000	*	*	Other Engineering (NEC)	127	60,040	55,000	64,000
Sales	79	41,511	32,000	52,600	Other Health Related (NEC)	7	45,629	*	*
Social Work	5	38,912	*	*					
Software Design & Development	1	45,000	*	*					
Systems Analysis & Design	12	58,270	*	*					
Systems/Programming Engineering	4	61,500	*	*					
Teaching	23	31,487	29,000	35,000					
Technical/Computer Support	7	54,429	*	*					
Writing/Editing	2	24,400	*	*					
Other Computer Related (NEC)	6	54,250	*	*					
Other Health Related (NEC)	3	27,333	*	*					

* 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		
	April 2011	April 2011	April 2010	April 2010	25th	Percentiles 50th	75th
BUSINESS MAJORS							
Accounting	44	\$45,717	\$47,356	-3.5%	\$40,000	\$48,000	\$51,000
Economics (Business/Managerial)	+	+	N/A	**	*	*	*
Finance	2	45,000	45,000	**	*	*	*
Human Resources (incl. labor/industrial relations)	1	70,000	N/A	**	*	*	*
M.B.A. (Nontechnical Undergraduate Degree)							
1 year or less experience	49	77,308	54,500	**	60,000	75,000	90,000
1-2 years experience	1	71,000	50,617	**	*	*	*
2-4 years experience	3	86,667	76,750	**	*	*	*
More than 4 years experience	6	84,160	68,527	**	*	*	*
M.B.A. (Technical Undergraduate Degree)							
1 year or less experience	+	+	51,500	**	*	*	*
1-2 years experience	+	+	40,000	**	*	*	*
2-4 years experience	1	69,000	80,000	**	*	*	*
More than 4 years experience	+	+	95,450	**	*	*	*
Management Information Systems/Business							
Data Processing	+	+	40,000	**	*	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)	2	53,000	40,933	**	*	*	*
COMMUNICATIONS MAJORS							
Advertising	+	+	N/A	**	*	*	*
Communications	+	+	N/A	**	*	*	*
Journalism	+	+	N/A	**	*	*	*
EDUCATION MAJORS¹							
Education Administration/Supervision	4	25,965	N/A	**	*	*	*
Elementary Teacher Education	1	39,000	39,884	**	*	*	*
Physical Education Teaching/Coaching	+	+	N/A	**	*	*	*
Special Education	1	26,927	45,000	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	3	69,667	48,150	**	*	*	*
Agricultural Engineering	+	+	49,000	**	*	*	*
Bioengineering & Biomedical Engineering	2	49,500	N/A	**	*	*	*
Chemical Engineering	1	96,000	99,000	**	*	*	*
Civil Engineering	6	55,500	49,500	**	*	*	*
Computer Engineering	3	65,333	83,900	**	*	*	*
Electrical/Electronics & Communications Engineering	41	72,478	67,899	**	60,000	72,000	78,000
Industrial/Manufacturing Engineering	4	74,850	61,000	**	*	*	*
Mechanical Engineering	11	65,984	70,000	**	*	*	*
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	58,250	**	*	*	*
Mining & Mineral Engineering (incl. geological)	+	+	86,769	**	*	*	*
Nuclear Engineering (incl. engineering physics)	1	70,000	71,700	**	*	*	*
Petroleum Engineering	+	+	96,000	**	*	*	*
HEALTH SCIENCES MAJORS							
Health & Related Sciences	5	55,810	70,000	**	*	*	*
Nursing	+	+	N/A	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
Humanities	4	47,500	N/A	**	*	*	*
Psychology	5	42,749	31,000	**	*	*	*
Social Sciences	2	56,500	45,000	**	*	*	*

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	
	April 2011	April 2011	April 2010	April 2010	25th	50th	75th
Continued . . .							
SCIENCES MAJORS							
Agriculture & Natural Resources	3	\$45,500	\$25,000	**	*	*	*
Architecture & Related Programs	1	28,000	36,640	**	*	*	*
Biological Sciences/Life Sciences	+	+	N/A	**	*	*	*
Chemistry	+	+	74,000	**	*	*	*
Computer Sciences	33	70,681	60,667	**	\$58,000	\$70,000	\$80,000
Geological & Related Sciences	+	+	38,167	**	*	*	*
Materials Science	+	+	64,000	**	*	*	*
Mathematics (incl. statistics/actuarial)	+	+	75,000	**	*	*	*
Physics	2	45,000	65,500	**	*	*	*
	242						

Doctoral Degree Candidates

(Data Combined for Men and Women)

BUSINESS MAJORS							
Business Administration/Management	2	\$97,500	\$125,500	**	*	*	*
Economics (Business/Managerial)	1	52,500	65,771	**	*	*	*
Finance	+	+	49,500	**	*	*	*
EDUCATION MAJORS							
Education Administration/Supervision	7	71,857	75,417	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	4	67,250	42,000	**	*	*	*
Chemical Engineering	26	87,381	83,385	**	\$78,000	\$94,752	\$105,000
Civil Engineering	2	58,500	55,000	**	*	*	*
Computer Engineering	+	+	94,000	**	*	*	*
Electrical/Electronics & Communications Engineering	10	90,374	91,599	**	*	*	*
Industrial/Manufacturing Engineering	4	76,000	70,000	**	*	*	*
Mechanical Engineering	7	72,714	75,463	**	*	*	*
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	N/A	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
English Language & Literature/Letters	+	+	60,000	**	*	*	*
Foreign Languages & Literatures	1	52,000	N/A	**	*	*	*
Humanities	8	47,375	44,500	**	*	*	*
Psychology	8	55,688	61,070	**	*	*	*
Social Sciences	7	49,414	50,873	**	*	*	*
SCIENCES MAJORS							
Agriculture & Natural Resources	+	+	53,500	**	*	*	*
Biological Sciences/Life Sciences	9	55,141	45,572	**	*	*	*
Chemistry	14	77,636	67,565	**	*	*	*
Computer Sciences	11	82,542	61,940	**	*	*	*
Geological & Related Sciences	2	79,000	41,500	**	*	*	*
Mathematics (incl. statistics/actuarial)	4	53,000	56,440	**	*	*	*
Physics	1	68,000	64,333	**	*	*	*
	128						

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

Although accounting graduates from the Class of 2011 are in high demand, the increase to their average salary offer—3.6 percent to \$50,316—was one of the smallest in the business category. However, examining their average offers over the last three years provides deeper insight into the activity of this major's average offers.

Since the Spring 2008 *Salary Survey* report, the largest decrease accounting graduates have seen was 0.7 percent in the Winter 2010 issue, while the largest increase was 3.7 percent in Fall 2008. Therefore, accounting majors' average salary offers have remained more consistent than some of the other business degrees that saw higher highs—but also lower lows—during the tough economic times.

Computer Science

Like business graduates, students earning computer degrees saw their average salary offer rise, albeit not as sharply. The current average offer to this group is up 3.8 percent to \$60,999, compared to last year's Spring 2010 average of \$58,746.

Among individual computer majors, computer science graduates saw their average offer grow by 4.3 percent to \$63,017. In last year's Spring 2010 report, these graduates saw a slightly larger increase of 4.7 percent to their average offer, but the average offer made by employers for software design and development positions was slightly higher last year at \$68,277 compared to \$67,500 as reported in this issue. Receiving these top-dollar offers puts computer science majors high on the list of top-paid majors. (See Figure 2.)

Engineering

While engineering majors dominate the list of top-paid majors in this report, there has been little movement in their overall average starting salary offer since last year. The average offer of \$59,856 in this report is up just 1.2 percent from last year's reported average of \$59,149. However, analysis of the specific engineering disciplines yields dissimilar results.

Among the engineering disciplines, mechanical engineering graduates saw the highest increase—3.2 percent, bringing their average offer to \$60,739. Engineering services firms made the most offers to mechanical engineering students; these offers averaged \$62,032.

Meanwhile, electrical engineering graduates also saw an increase to their average salary offer, but it rose just 2.2 percent to \$60,646. And, chemical engineering graduates saw an even smaller increase—less than 1 percent—to bring their average offer to \$66,886.

Conversely, offers to civil engineering graduates slipped by 8.1 percent to \$48,178. The reason for this sharp decline, however, may be twofold. First, the number of offers to civil engineering graduates in this report is down 40 percent over last year, when they saw their average offer climb 1.3 percent. Secondly, the most-interested employers—engineering services firms—made offers last year that averaged more than \$52,000; the average offer from these employers has fallen to \$45,273 this year.

Figure 2: Top-Paid Majors for 2010-11 Bachelor's Degree Graduates*

Curriculum	Average Salary Offer
Chemical Engineering	\$66,886
Computer Science	\$63,017
Mechanical Engineering	\$60,739
Electrical/Electronics & Communications Engineering	\$60,646
Computer Engineering	\$60,112
Industrial/Manufacturing Engineering	\$58,549
Systems Engineering	\$57,497
Engineering Technology	\$57,176
Information Sciences & Systems	\$56,868
Business Systems Networking/Telecommunications	\$56,808

* Where 10 or more offers were reported


Liberal Arts

It's still early in the reporting cycle for liberal arts graduates, and information in this report for these graduates is based on limited data, but the early signs are positive. As it stands now, the overall average for liberal arts graduates is up 17.9 percent over last year's average to \$39,527 from \$33,540. However, there are 20 percent fewer offers reported in this issue for these graduates compared to last year at this time.

A salary increase would be a welcome change for liberal arts graduates as they may have lost the most ground while the economy faltered, and may be showing large increases as a result of the rebound. In the Winter and Spring 2010 *Salary Survey* reports, their overall average was down 11 percent and 8.9 percent, respectively.

In examining the reported positions offered to these graduates, there is evidence of higher average salary offers, but many are counted as just one data point. Obtaining more significant data points later in the recruiting season should provide more insight into the average salary offers for liberal arts graduates.

As graduation approaches for the Class of 2011, the overall hiring outlook looks promising. Not only are employers reporting plans to hire more college graduates this year than last, but graduates are noting that they are, for the most part, receiving higher starting salaries.

NACE will continue to monitor the job market for the Class of 2011. It will release final results of its *Job Outlook 2011 Spring Update* report through Spotlight in mid-April, and publish the remaining two issues of *Salary Survey*, Summer and Fall 2011, in July and September, respectively. 

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JOB CHOICES 2012



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2010-2011 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*
 Drew University
 Elizabethtown College
 Franklin & Marshall College
 Franklin Pierce College
 Gannon University
 Grove City College
 Haverford College
 Husson College
 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 University
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*
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 University of Science & Technology
 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
Univ. of Missouri-St. Louis*
 University of Nebraska-Kearney
 University of Nebraska-Lincoln
 University of Northern Iowa - Liberal Arts & Sciences
 University of Notre Dame
 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*
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 Miami
 University of North Carolina-Chapel Hill
University of North Carolina-Charlotte*
University of North Carolina-Greensboro*
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-Chatanooga
 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