

A study of 2008-2009 beginning offers

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With employers anticipating a 22 percent drop in college hiring, it's not surprising that salaries to Class of 2009 graduates are also down.

The Spring 2009 issue of *Salary Survey* shows that the average salary offered to bachelor's degree level college graduates as a whole stands at \$48,515, down 2.2 percent from the average \$49,624 posted in Spring 2008.

And this report provides more evidence that the current economic recession is affecting the college job market: Only 58 percent of all disciplines that posted a percentage change in this report, posted an increase. (In comparison, in the Spring 2008 *Salary Survey*, nearly 86 percent of those disciplines that posted a change posted increases.)

Moreover, the total number of offers reported in this issue has also dropped by about 11 percent compared to Spring 2008.

In terms of number of offers, engineering services firms account for the largest number of offers made to all new college graduates in this report, followed by accounting services. (See Figure 1.)

Salary Trends by Discipline

Business

As a group, the business disciplines saw their average salary offer rise 1 percent to \$46,973; although slight, the increase suggests there is still demand for these graduates. In fact, some of the individual business majors—accounting, business administration/ management, and finance—saw modest increases in their average salary offers, again suggesting demand.

continued on page 22

Figure 1: Top Employers for 2008-09 Bachelor's Degree Graduates*

Employer Type	Average Salary Offer	Number of Reported Offers
Engineering Services	\$58,192	221
Accounting Services	\$49,541	175
Educational Services	\$34,488	91
Retail/Wholesale Trade	\$39,712	90
Consulting Services	\$54,724	85
Government (Federal)	\$44,740	71
Aerospace	\$56,479	71
Hospitals	\$45,098	68
Financial Services	\$47,418	67

*Where 50 or more offers were reported.

ABOUT THE SURVEY

All 2009 issues of *Salary Survey* will report on salary offers extended to students graduating between September 1, 2008, and August 31, 2009. The Spring 2009 *Salary Survey* contains information received during the period of September 1, 2008, through March 6, 2009.

In October 2008, *Salary Survey* participants received reporting packets that prepared them to report data for all 2009 issues of *Salary Survey*. Schools that participated in the Spring report submitted their data to NACE by March 6, 2009, and are listed on the back cover of the report.

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

The Spring 2009 report is distributed to NACE members and *Salary Survey* subscribers who may purchase extra copies of the report for \$10 each and \$15 each, respectively.

HOW TO USE SALARY SURVEY

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

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

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

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

SCOPE AND NATURE OF THE SURVEY

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

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

Salary Survey reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, in

as much as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on *Survey* data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

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

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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
Salary Survey Order Form	23
2008-2009 NACE Salary Survey 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 which they appear on pages 6 and 7.

Number of Offers Reported

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

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

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types Of Employers	Number Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles	
	April 2009	April 2009	April 2008	April 2008	25th	50th	75th
AGRICULTURE & NATURAL RESOURCES MAJORS							
Agricultural Business & Management	65	\$40,258	\$42,299	-4.8%	\$35,000	\$40,000	\$45,000
Animal Sciences	15	34,196	35,350	**	*	*	*
Conservation/Renewable Natural Resources	7	40,286	35,908	**	*	*	*
Plant Sciences	12	37,650	33,598	**	*	*	*
Other Agricultural Sciences	19	33,918	34,688	**	*	*	*
BUSINESS MAJORS							
Accounting	352	48,377	47,429	2.0	43,000	49,000	55,000
Actuarial Science	14	56,457	57,006	**	*	*	*
Business Administration/Management	380	45,778	44,195	3.6	35,000	47,000	55,000
Business Systems Networking/Telecommunications	2	52,500	N/A	**	*	*	*
Economics (Business/Managerial)	33	52,027	52,495	-0.9	40,000	53,500	58,000
Finance	300	49,754	48,616	2.3	45,000	51,000	55,000
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)	53	35,442	37,091	-4.4	29,120	35,000	40,000
Human Resources (incl. labor/industrial relations)	22	43,110	39,078	**	33,250	43,000	50,000
International Business	23	34,630	40,500	**	30,000	32,000	40,000
Logistics/Materials Management	101	49,268	48,258	2.1	45,000	50,000	55,000
Management Information Systems/Business Data Processing	52	51,048	50,800	0.5	42,000	55,000	60,000
Marketing/Marketing Mgmt. (incl. mktg. research)	194	43,628	43,318	0.7	34,320	42,000	48,800
COMMUNICATIONS MAJORS							
Advertising	10	40,100	N/A	**	*	*	*
Broadcast Journalism	5	32,200	36,720	**	*	*	*
Communications	72	35,011	35,937	-2.6	30,000	33,000	40,000
Journalism	11	35,527	35,213	**	*	*	*
Public Relations/Organizational Communications	5	31,000	34,267	**	*	*	*
COMPUTER SCIENCES MAJORS							
Computer Programming	+	+	N/A	**	*	*	*
Computer Science	90	57,693	59,873	-3.6	50,000	59,800	65,000
Computer Systems Analysis	2	38,500	52,500	**	*	*	*
Information Sciences & Systems	26	49,334	53,010	-6.9	45,000	50,000	56,000
EDUCATION MAJORS¹							
Elementary Teacher Education	31	34,766	35,101	-1.0	29,000	36,000	42,000
Physical Education Teaching/Coaching	14	32,193	31,446	**	*	*	*
Pre-Elementary Teacher Education	14	29,326	30,500	**	*	*	*
Secondary Education	25	37,881	35,700	**	33,000	40,000	42,000
Special Education	14	37,239	34,242	**	*	*	*
Specific Academic/Vocational Teacher Education	18	33,099	39,215	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	56	56,335	57,999	-2.9	53,000	56,000	60,320
Agricultural Engineering	15	53,801	58,623	**	*	*	*
Architectural Engineering	3	36,767	46,939	**	*	*	*
Bioengineering & Biomedical Engineering	4	68,000	54,694	**	*	*	*
Chemical Engineering	138	65,403	63,616	2.8	60,000	65,000	72,000
Civil Engineering	133	51,793	50,940	1.7	48,000	52,000	55,000
Computer Engineering	57	61,017	59,962	1.8	52,160	60,000	67,000
Electrical/Electronics & Communications Engineering	136	57,600	56,944	1.2	53,000	60,000	63,500

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 2009	April 2009	April 2008	April 2008	25th	50th	75th
Continued . . .							
Engineering Technology	47	\$57,874	\$54,759	5.7%	\$54,000	\$58,000	\$63,000
Environmental/Environmental Health Engineering	2	34,500	41,661	**	*	*	*
Industrial Production Technologies	3	38,667	54,030	**	*	*	*
Industrial/Manufacturing Engineering	95	58,581	58,252	0.6	55,000	57,600	63,000
Materials Engineering	11	54,310	56,954	**	*	*	*
Mechanical Engineering	323	58,749	57,821	1.6	55,000	59,340	62,140
Metallurgical Engineering (incl. ceramic science/eng.)	4	58,636	53,833	**	*	*	*
Mining & Mineral Engineering (incl. geological)	5	67,600	57,052	**	*	*	*
Nuclear Engineering (incl. engineering physics)	3	58,266	63,260	**	*	*	*
Ocean Engineering	2	42,500	54,278	**	*	*	*
Petroleum Engineering	10	81,589	66,124	**	*	*	*
Systems Engineering	19	56,384	55,352	**	*	*	*
Textile Sciences & Engineering	1	20,000	N/A	**	*	*	*
HEALTH SCIENCES MAJORS							
Health & Related Sciences	36	37,558	39,252	**	20,000	33,630	42,500
Nursing	129	49,879	54,922	-9.2	40,000	45,000	60,000
HOME ECONOMICS MAJORS							
Clothing/Apparel/Textile Studies (incl. textile science)	13	44,265	44,051	**	*	*	*
Home Economics	3	20,827	24,177	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
Criminal Justice & Corrections	46	41,036	37,417	9.7	28,000	37,800	50,000
English Language & Literature/Letters	20	32,733	33,316	**	27,000	30,000	37,000
Foreign Languages & Literatures	12	32,382	32,931	**	*	*	*
History	27	37,606	34,060	10.4	30,000	36,000	45,000
Liberal Arts & Sciences/General Studies	16	46,938	40,297	**	*	*	*
Political Science/Government	34	38,284	39,630	-3.4	28,500	32,000	45,000
Psychology	69	34,942	34,054	2.6	25,000	30,000	41,000
Social Work	9	31,096	27,202	**	*	*	*
Sociology	19	35,669	27,734	**	*	*	*
Visual & Performing Arts	34	36,997	34,865	6.1	25,000	31,200	40,000
Other Humanities	5	41,282	49,850	**	*	*	*
Other Social Sciences	33	33,140	42,371	-21.8	25,000	30,000	33,000
PARKS, RECREATION, LEISURE & FITNESS MAJORS							
Parks/Recreation, Leisure/Fitness Studies & Related Programs	29	36,878	34,696	**	25,000	34,134	40,000
SCIENCES MAJORS							
Architecture & Related Programs	5	32,328	43,600	**	*	*	*
Biological Sciences/Life Sciences	34	33,216	35,118	-5.4	21,944	30,000	40,000
Chemistry	14	43,694	45,000	**	*	*	*
Construction Science/Management	83	53,573	52,745	1.6	50,000	52,000	57,000
Environmental Sciences/Studies	11	39,403	36,131	**	*	*	*
Geological & Related Sciences	12	51,778	51,454	**	*	*	*
Mathematics (incl. statistics)	20	47,584	50,746	-6.2	37,440	52,000	55,000
Physics	4	52,800	40,000	**	*	*	*
Other Physical Sciences	3	31,160	50,000	**	*	*	*
		3,768					

N/A - No historic data available.

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

+ No offers reported.

* Not computed for fewer than 20 offers.

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

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types Of Employers	Number Of Offers	Average \$ Offer		Percent Change In \$ Offers From		Percentiles		
	April 2009	April 2009	April 2008	April 2008	25th	50th	75th	
COMMUNICATIONS								
Design/Graphic Arts	4	\$30,500	\$31,437	**	*	*	*	
Media Planning	+	+	29,500	**	*	*	*	
Production (Communications)	+	+	44,347	**	*	*	*	
Public Relations	4	31,200	36,000	**	*	*	*	
Reporting	+	+	26,000	**	*	*	*	
Writing/Editing	+	+	38,300	**	*	*	*	
COMPUTERS								
Computer Programming	11	54,400	52,700	**	*	*	*	
Network Administration	3	55,667	60,000	**	*	*	*	
Systems Analysis & Design	25	52,192	55,547	-6.0%	\$42,000	\$54,000	\$58,000	
Technical/Computer Support	6	54,667	53,718	**	*	*	*	
Other Computer Related (NEC)	7	46,429	51,669	**	*	*	*	
ENGINEERING								
Bioengineering	1	37,000	43,000	**	*	*	*	
Design/Construction Engineering	23	53,154	55,357	-4.0	50,000	55,000	59,100	
Environmental/Sanitation Engineering	5	59,480	51,833	**	*	*	*	
Field Engineering	33	60,410	54,702	10.4	54,000	59,004	62,000	
Hardware Design & Development	8	57,717	54,884	**	*	*	*	
Industrial Hygiene/Occupational Safety Engineering	1	52,446	N/A	**	*	*	*	
Manufacturing/Industrial Engineering	38	59,397	54,246	9.5	54,000	60,000	63,000	
Power Systems Engineering	11	54,104	56,775	**	*	*	*	
Process Engineering (Chemical)	31	65,294	64,747	0.8	61,000	68,000	72,600	
Production Engineering	35	65,668	62,542	5.0	58,000	63,000	74,216	
Project Engineering	55	57,714	56,384	2.4	50,000	56,000	62,000	
Quality Control Engineering	8	59,850	48,350	**	*	*	*	
Research & Development Engineering	17	55,271	56,101	**	*	*	*	
Software Design & Development	49	61,703	62,454	-1.2	55,000	61,000	65,000	
Systems/Programming Engineering	23	54,322	55,407	-2.0	40,000	58,500	60,667	
Testing Engineering	11	58,111	53,211	**	*	*	*	
Other Engineering (NEC)	175	58,247	57,987	0.4	54,000	58,000	63,000	
FINANCE								
Accounting (Private)	80	46,028	46,432	-0.9	40,000	48,000	53,500	
Accounting (Public)	81	48,352	46,435	4.1	43,000	48,000	54,000	
Auditing (Private)	21	45,810	47,020	-2.6	40,000	46,000	49,000	
Auditing (Public)	29	48,675	44,881	**	45,000	49,000	52,000	
Commercial Banking (Consumer)	7	32,734	32,443	**	*	*	*	
Commercial Banking (Lending)	11	41,990	40,960	**	*	*	*	
Financial/Treasury Analysis	76	51,709	51,992	-0.5	48,000	54,000	56,000	
Insurance (Claims)	4	41,000	39,450	**	*	*	*	
Insurance (Underwriting)	6	36,550	42,143	**	*	*	*	
Investment Banking (Corporate Finance)	29	54,793	51,544	6.3	50,000	55,000	60,000	
Investment Banking (Mergers & Acquis.)	2	62,500	N/A	**	*	*	*	
Investment Banking (Real Estate)	4	32,500	37,000	**	*	*	*	
Investment Banking (Sales & Trading)	22	58,727	57,300	2.5	60,000	60,000	60,000	
Portfolio Management/Brokerage	8	50,500	42,167	**	*	*	*	
HEALTHCARE								
Administrative (Healthcare)	7	46,183	34,350	**	*	*	*	
Dietitian	+	+	N/A	**	*	*	*	
Medical Technology	2	55,000	N/A	**	*	*	*	
Occupational Therapy	+	+	N/A	**	*	*	*	
Pharmacist	+	+	N/A	**	*	*	*	
Physical Therapy	1	85,000	N/A	**	*	*	*	
Radiation Therapy	+	+	N/A	**	*	*	*	
Registered Nurse	65	44,104	53,911	-18.2	38,000	42,000	46,633	
Respiratory Therapy	3	42,667	45,000	**	*	*	*	
Speech Pathology/Audiology	+	+	N/A	**	*	*	*	
Other Health Related (NEC)	6	46,043	34,013	**	*	*	*	

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

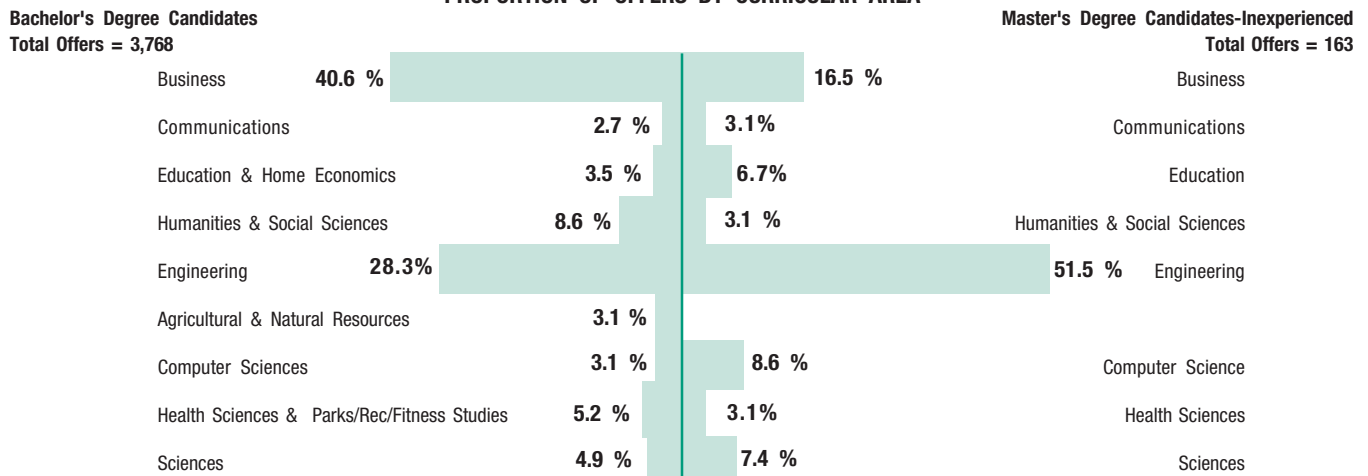
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types Of Employers	Number	Average \$ Offer		Percent Change	Percentiles		
	Of Offers	In \$ Offers From		In \$ Offers From	25th	50th	75th
	April 2009	April 2009	April 2008	April 2008			
Continued...							
MARKETING							
Advertising	8	\$40,110	\$30,000	**	*	*	*
Brand/Product Management	7	47,029	43,643	**	*	*	*
Buyer/Merchandising	21	41,878	42,409	-1.3%	\$35,000	\$44,000	\$44,000
Customer Service	17	36,471	34,811	**	*	*	*
Distribution	7	64,214	43,778	**	*	*	*
Market Research	10	41,700	50,993	**	*	*	*
Purchasing	3	44,167	42,214	**	*	*	*
Sales	52	43,998	40,662	8.2	35,000	40,000	50,000
PUBLIC ADMINISTRATION							
Executive, Legislative & General	+	+	39,125	**	*	*	*
Finance, Taxation, Monetary Policy	20	49,940	44,800	**	46,000	52,000	55,000
Law Enforcement	7	44,857	47,723	**	*	*	*
Military	18	42,111	51,487	**	*	*	*
National Security	2	52,568	32,385	**	*	*	*
Urban/Regional Planning	1	65,000	29,804	**	*	*	*
SOCIAL SERVICES							
Administration (Social Services)	7	37,392	27,750	**	*	*	*
Counseling	4	29,679	29,467	**	*	*	*
Fundraising/Development	2	32,500	N/A	**	*	*	*
Social Work	1	23,000	30,161	**	*	*	*
OTHER FUNCTIONAL CATEGORIES							
Actuarial	7	56,900	57,438	**	*	*	*
Agricultural/Natural Resources	4	36,500	36,600	**	*	*	*
Architecture	2	35,140	43,000	**	*	*	*
Consulting	96	57,177	56,542	1.1	53,500	56,500	65,000
Human Resources/Industrial Relations	26	42,614	39,224	8.6	32,000	38,000	50,000
Management Trainee (Entry-Level Mgmt.)	120	42,060	41,740	0.8	34,000	40,000	50,000
Mathematician/Statistician	3	56,201	45,000	**	*	*	*
Paralegal	1	53,000	43,000	**	*	*	*
Performing Arts/Entertainment	6	29,550	49,700	**	*	*	*
Religious Occupation	+	+	N/A	**	*	*	*
Research (Nontechnical)	1	30,000	44,000	**	*	*	*
Research (Technical/Scientific)	9	47,569	44,503	**	*	*	*
Teaching	76	33,831	32,345	4.6	30,000	32,960	38,000

	1,586						

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
Textiles & Apparel	1	\$30,000	*	*
Transportation Equipment Mfg.	1	64,800	*	*
Other Manufacturing Employers (NEC)	2	50,000	*	*
N Educational Services	3	35,375	*	*
Government (Federal)	7	48,975	*	*
Government (State & Local)	1	42,000	*	*
Healthcare Services (Nonprofit)	2	65,911	*	*
Other Nonprofit Employers (NEC)	1	45,000	*	*
S Accommodation/Food Services	1	75,000	*	*
Accounting Services	14	53,464	*	*
Arts, Entertainment, Recreation	1	29,120	*	*
Banking (Commercial)	16	44,219	*	*
Banking (Investment)	20	53,650	\$50,000	\$60,000
Consulting Services	10	54,670	*	*
Engineering Services	1	50,000	*	*
Financial Services	25	47,812	40,000	55,000
Healthcare Services (For Profit)	2	40,000	*	*
Insurance	6	43,417	*	*
Real Estate	3	43,333	*	*
Retail/Wholesale Trade	2	44,000	*	*
Transportation Services	1	48,000	*	*
Utilities	1	54,000	*	*
Other Service Employers (NEC)	1	45,000	*	*
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)				
N Religious/Grantmaking/Civic/Professional Orgs.	1	29,500	*	*
S Accommodation/Food Services	21	36,807	29,120	44,000
Arts, Entertainment, Recreation	1	36,400	*	*
Insurance	1	45,000	*	*
Retail/Wholesale Trade	3	39,067	*	*
Human Resources (incl. labor/industrial relations)				
M Building, Developing, General Contracting	1	40,000	*	*
Computer & Electronic Products Manufacturing	1	35,000	*	*
Food, Beverage, & Tobacco	1	33,250	*	*
Other Manufacturing Employers (NEC)	2	53,500	*	*
N Government (Federal)	2	44,000	*	*
S Banking (Commercial)	1	53,000	*	*
Employment Services	1	47,500	*	*
Financial Services	1	70,000	*	*
Real Estate	2	29,375	*	*
Software Publishers	1	35,000	*	*
Transportation Services	1	50,000	*	*
Other Service Employers (NEC)	2	52,500	*	*
International Business				
N Educational Services	1	32,000	*	*
S Consulting Services	1	40,000	*	*
Financial Services	1	30,000	*	*
Logistics/Materials Management				
M Aerospace	2	55,000	*	*
Agriculture, Forestry, Fishing, Hunting	2	44,500	*	*
Food, Beverage, & Tobacco	4	55,750	*	*
Household & Personal Care Products	1	55,000	*	*
Other Manufacturing Employers (NEC)	7	54,757	*	*
N Government (Federal)	3	31,278	*	*
S Communications (Broadcasting/Telecommunications)	2	42,000	*	*
Healthcare Services (For Profit)	1	45,000	*	*
Insurance	1	36,000	*	*
Retail/Wholesale Trade	2	46,000	*	*
Transportation Services	9	47,944	*	*
Other Service Employers (NEC)	2	55,500	*	*
Management Information Systems/Business Data Processing				
M Aerospace	2	52,834	*	*
Computer & Electronic Products Manufacturing	1	60,000	*	*
Machinery Manufacturing	3	50,613	*	*
Printing	1	30,000	*	*
N Educational Services	5	33,800	*	*
S Accounting Services	2	51,500	*	*

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

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Arts, Entertainment, Recreation	1	\$40,000	*	*
Computer Systems Design/Consulting/Programming	3	59,333	*	*
Consulting Services	1	65,000	*	*
Insurance	2	47,500	*	*
Retail/Wholesale Trade	2	24,000	*	*
Software Publishers	1	80,000	*	*
Transportation Services	1	40,000	*	*
Other Service Employers (NEC)	1	35,000	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)				
M Aerospace	1	70,000	*	*
Agriculture, Forestry, Fishing, Hunting	1	44,000	*	*
Building, Developing, General Contracting	2	48,500	*	*
Computer & Electronic Products Manufacturing	2	34,600	*	*
Household & Personal Care Products	2	45,000	*	*
Machinery Manufacturing	2	48,000	*	*
Medical Equipment & Supplies Mfg.	1	50,000	*	*
Petroleum & Coal Products	1	54,000	*	*
Pharmaceuticals & Medicine Mfg.	1	55,000	*	*
Transportation Equipment Mfg.	1	43,264	*	*
N Educational Services	1	32,000	*	*
S Accommodation/Food Services	2	33,100	*	*
Accounting Services	1	38,000	*	*
Advertising	7	43,543	*	*
Banking (Commercial)	2	40,000	*	*
Communications (Broadcasting/Telecommunications)	3	77,000	*	*
Computer Systems Design/Consulting/Programming	2	62,500	*	*
Consulting Services	5	46,900	*	*
Employment Services	1	30,000	*	*
Financial Services	6	39,667	*	*
Healthcare Services (For Profit)	1	25,000	*	*
Insurance	3	30,933	*	*
Real Estate	1	60,000	*	*
Retail/Wholesale Trade	23	43,057	\$36,000	\$45,000
Scientific Research & Development	1	45,000	*	*
Transportation Services	3	40,000	*	*
Utilities	2	42,500	*	*
Other Service Employers (NEC)	4	85,750	*	*
COMMUNICATIONS MAJORS				
Advertising				
S Accommodation/Food Services	1	60,000	*	*
Advertising	2	31,000	*	*
Retail/Wholesale Trade	1	36,000	*	*
Broadcast Journalism				
S Arts, Entertainment, Recreation	1	35,000	*	*
Communications				
M Computer & Electronic Products Manufacturing	1	36,000	*	*
Pharmaceuticals & Medicine Mfg.	1	50,000	*	*
N Educational Services	2	36,250	*	*
Government (Federal)	1	22,500	*	*
S Accommodation/Food Services	1	30,000	*	*
Accounting Services	1	32,500	*	*
Advertising	2	33,000	*	*
Communications (Broadcasting/Telecommunications)	2	32,500	*	*
Financial Services	1	75,000	*	*
Healthcare Services (For Profit)	1	27,580	*	*
Insurance	1	32,000	*	*
Other Service Employers (NEC)	1	18,200	*	*
Journalism				
N Educational Services	1	30,000	*	*
S Accommodation/Food Services	1	35,000	*	*
Arts, Entertainment, Recreation	1	20,800	*	*
Financial Services	1	34,000	*	*
Transportation Services	1	45,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Public Relations/Organizational Communications				
N Government (State & Local)	1	\$24,000	*	*
COMPUTER SCIENCES MAJORS				
Computer Science				
M Aerospace	3	63,287	*	*
Machinery Manufacturing	1	45,000	*	*
N Government (State & Local)	1	60,000	*	*
S Communications (Broadcasting/ Telecommunications)	3	50,667	*	*
Computer Systems Design/Consulting/ Programming	5	65,800	*	*
Consulting Services	6	53,667	*	*
Engineering Services	22	58,014	\$52,000	\$61,256
Financial Services	3	70,000	*	*
Insurance	1	50,000	*	*
Software Publishers	1	58,000	*	*
Utilities	1	48,000	*	*
Other Service Employers (NEC)	1	60,000	*	*
Computer Systems Analysis				
N Government (Federal)	1	37,000	*	*
S Computer Systems Design/Consulting/ Programming	1	40,000	*	*
Information Sciences & Systems				
M Aerospace	2	54,000	*	*
Petroleum & Coal Products	2	62,400	*	*
N Government (Federal)	1	48,000	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	32,500	*	*
S Accounting Services	1	48,000	*	*
Banking (Commercial)	1	25,000	*	*
Communications (Broadcasting/ Telecommunications)	1	52,500	*	*
Computer Systems Design/Consulting/ Programming	1	55,000	*	*
Engineering Services	1	50,000	*	*
Healthcare Services (For Profit)	1	40,000	*	*
Insurance	3	56,533	*	*
EDUCATION MAJORS				
Elementary Teacher Education				
N Educational Services	10	35,966	*	*
Physical Education Teaching/Coaching				
N Educational Services	3	30,180	*	*
S Retail/Wholesale Trade	1	35,360	*	*
Waste Management/Remediation Services	1	50,000	*	*
Pre-Elementary Teacher Education				
N Educational Services	11	31,985	*	*
S Retail/Wholesale Trade	1	18,720	*	*
Secondary Education				
N Educational Services	3	31,777	*	*
Special Education				
N Educational Services	5	37,679	*	*
Specific Academic/Vocational Teacher Education				
N Educational Services	8	29,097	*	*
ENGINEERING MAJORS				
Aerospace/Aeronautical/Astronautical Engineering				
M Aerospace	17	56,298	*	*
Agriculture, Forestry, Fishing, Hunting	1	38,000	*	*
Computer & Electronic Products Manufacturing	1	60,320	*	*
Electrical Equipment/Appliance/Component Mfg.	1	61,000	*	*
Other Manufacturing Employers (NEC)	1	61,000	*	*
N Government (Federal)	1	60,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
S Consulting Services	1	\$56,000	*	*
Engineering Services	6	56,485	*	*
Agricultural Engineering				
M Agriculture, Forestry, Fishing, Hunting	3	57,433	*	*
Food, Beverage, & Tobacco	1	64,000	*	*
Machinery Manufacturing	4	62,930	*	*
S Engineering Services	1	50,000	*	*
Architectural Engineering				
S Engineering Services	3	36,767	*	*
Bioengineering & Biomedical Engineering				
M Household & Personal Care Products	1	61,000	*	*
Machinery Manufacturing	1	63,000	*	*
Petroleum & Coal Products	1	88,000	*	*
Chemical Engineering				
M Agriculture, Forestry, Fishing, Hunting	1	60,000	*	*
Chemicals(Basic)	21	69,712	\$68,000	\$73,840
Computer & Electronic Products Manufacturing	3	71,067	*	*
Food, Beverage, & Tobacco	12	56,500	*	*
Household & Personal Care Products	9	67,556	*	*
Machinery Manufacturing	1	57,360	*	*
Petroleum & Coal Products	11	76,337	*	*
Pharmaceuticals & Medicine Mfg.	1	61,600	*	*
Other Manufacturing Employers (NEC)	11	61,113	*	*
N Government (Federal)	2	54,073	*	*
Healthcare Services (Nonprofit)	1	68,000	*	*
S Banking (Commercial)	1	52,000	*	*
Computer Systems Design/Consulting/ Programming	2	63,300	*	*
Consulting Services	1	65,000	*	*
Engineering Services	27	65,043	60,000	67,440
Healthcare Services (For Profit)	1	65,000	*	*
Utilities	4	72,747	*	*
Waste Management/Remediation Services	1	58,200	*	*
Other Service Employers (NEC)	2	58,750	*	*
Civil Engineering				
M Building, Developing, General Contracting	6	64,723	*	*
Electrical Equipment/Appliance/Component Mfg.	2	53,800	*	*
Petroleum & Coal Products	1	88,104	*	*
Other Manufacturing Employers (NEC)	1	55,016	*	*
N Government (Federal)	5	45,600	*	*
Government (State & Local)	8	43,671	*	*
S Consulting Services	7	48,297	*	*
Engineering Services	10	47,748	*	*
Transportation Services	2	50,738	*	*
Utilities	3	57,667	*	*
Other Service Employers (NEC)	1	55,000	*	*
Computer Engineering				
M Aerospace	4	59,976	*	*
Computer & Electronic Products Manufacturing	7	61,393	*	*
Food, Beverage, & Tobacco	1	100,000	*	*
Other Manufacturing Employers (NEC)	1	72,000	*	*
N Government (Federal)	1	52,233	*	*
S Communications (Broadcasting/ Telecommunications)	1	76,000	*	*
Computer Systems Design/Consulting/ Programming	5	61,400	*	*
Consulting Services	1	52,000	*	*
Engineering Services	4	63,500	*	*
Insurance	1	46,000	*	*
Other Service Employers (NEC)	1	52,160	*	*
Electrical/Electronics & Communications Engineering				
M Aerospace	7	56,020	*	*
Computer & Electronic Products Manufacturing	5	66,698	*	*
Electrical Equipment/Appliance/Component Mfg.	3	48,133	*	*
Food, Beverage, & Tobacco	2	57,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
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CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Household & Personal Care Products	1	\$63,000	*	*
Medical Equipment & Supplies Mfg.	2	45,440	*	*
Petroleum & Coal Products	1	89,000	*	*
Transportation Equipment Mfg.	1	60,000	*	*
Other Manufacturing Employers (NEC)	1	42,000	*	*
N Government (Federal)	8	56,682	*	*
Hospitals	1	67,000	*	*
Social Assistance	1	42,000	*	*
S Communications (Broadcasting/ Telecommunications)	4	56,750	*	*
Computer Systems Design/Consulting/ Programming	4	62,452	*	*
Engineering Services	31	55,632	\$50,000	\$62,500
Scientific Research & Development	1	65,040	*	*
Utilities	6	58,217	*	*
Engineering Technology				
M Aerospace	1	60,000	*	*
Building, Developing, General Contracting	2	53,000	*	*
Computer & Electronic Products Manufacturing	1	66,000	*	*
Mining	1	60,000	*	*
Petroleum & Coal Products	1	70,000	*	*
N Government (Federal)	2	45,000	*	*
Government (State & Local)	1	61,000	*	*
S Engineering Services	6	58,733	*	*
Utilities	1	60,000	*	*
Environmental/Environmental Health Engineering				
S Consulting Services	1	45,000	*	*
Industrial Production Technologies				
M Machinery Manufacturing	1	45,000	*	*
Industrial/Manufacturing Engineering				
M Aerospace	6	55,167	*	*
Building, Developing, General Contracting	1	41,600	*	*
Computer & Electronic Products Manufacturing	4	63,000	*	*
Electrical Equipment/Appliance/Component Mfg.	1	60,000	*	*
Food, Beverage, & Tobacco	2	62,500	*	*
Machinery Manufacturing	4	60,180	*	*
Metals & Metal Products	1	57,600	*	*
Other Manufacturing Employers (NEC)	5	57,040	*	*
N Government (Federal)	2	53,006	*	*
S Banking (Investment)	1	55,000	*	*
Communications (Broadcasting/ Telecommunications)	1	65,000	*	*
Computer Systems Design/Consulting/ Programming	2	65,000	*	*
Consulting Services	1	56,000	*	*
Engineering Services	5	60,580	*	*
Financial Services	5	56,800	*	*
Healthcare Services (For Profit)	1	56,000	*	*
Transportation Services	2	60,000	*	*
Utilities	1	85,000	*	*
Other Service Employers (NEC)	1	81,000	*	*
Materials Engineering				
M Household & Personal Care Products	1	59,000	*	*
Other Manufacturing Employers (NEC)	2	65,000	*	*
N Government (Federal)	1	52,046	*	*
S Engineering Services	5	51,872	*	*
Healthcare Services (For Profit)	1	37,000	*	*
Mechanical Engineering				
M Aerospace	16	57,867	*	*
Building, Developing, General Contracting	1	60,000	*	*
Chemicals (Basic)	4	71,250	*	*
Computer & Electronic Products Manufacturing	5	58,120	*	*
Electrical Equipment/Appliance/Component Mfg.	8	56,125	*	*
Food, Beverage, & Tobacco	5	57,400	*	*
Household & Personal Care Products	1	63,000	*	*

M = Manufacturing Employers; N = Nonprofit Employers; S = Service Employers
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CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Machinery Manufacturing	11	\$60,431	*	*
Mining	2	64,500	*	*
Petroleum & Coal Products	10	66,360	*	*
Pharmaceuticals & Medicine Mfg.	3	60,000	*	*
Transportation Equipment Mfg.	10	59,870	*	*
Other Manufacturing Employers (NEC)	15	56,800	*	*
N Educational Services	5	36,684	*	*
Government (Federal)	7	47,616	*	*
S Architectural Services	1	38,400	*	*
Consulting Services	1	64,000	*	*
Engineering Services	75	58,437	\$55,000	\$60,200
Utilities	13	59,315	*	*
Metallurgical Engineering (incl. ceramic science/eng.)				
M Computer & Electronic Products Manufacturing	1	53,000	*	*
Metals & Metal Products	1	50,000	*	*
Mining & Mineral Engineering (incl. geological)				
M Aerospace	1	62,000	*	*
Mining	1	62,000	*	*
S Engineering Services	1	72,000	*	*
Nuclear Engineering (incl. engineering physics)				
S Engineering Services	1	64,299	*	*
Petroleum Engineering				
M Petroleum & Coal Products	4	71,100	*	*
S Engineering Services	4	95,373	*	*
Systems Engineering				
M Computer & Electronic Products Manufacturing	1	80,000	*	*
Food, Beverage, & Tobacco	2	60,000	*	*
S Engineering Services	15	55,287	*	*
Textile Sciences & Engineering				
S Retail/Wholesale Trade	1	20,000	*	*
HEALTH SCIENCES MAJORS				
Health & Related Sciences				
N Government (Federal)	1	30,250	*	*
Government (State & Local)	1	50,000	*	*
Healthcare Services (Nonprofit)	3	55,000	*	*
Hospitals	6	43,583	*	*
S Healthcare Services (For Profit)	2	43,250	*	*
Nursing				
N Government (Federal)	1	40,000	*	*
Healthcare Services (Nonprofit)	10	45,834	*	*
Hospitals	59	45,540	39,000	47,840
S Financial Services	1	40,000	*	*
Healthcare Services (For Profit)	5	44,727	*	*
HOME ECONOMICS MAJORS				
Clothing/Apparel/Textile Studies (incl. textile science)				
S Retail/Wholesale Trade	6	46,241	*	*
Home Economics				
N Educational Services	1	24,480	*	*
Social Assistance	1	23,000	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS				
Criminal Justice & Corrections				
N Educational Services	2	33,480	*	*
Government (Federal)	4	39,268	*	*
Government (State & Local)	5	43,900	*	*
Social Assistance	1	27,580	*	*
S Accommodation/Food Services	1	30,122	*	*
Banking (Commercial)	1	40,000	*	*
Employment Services	1	25,500	*	*
Retail/Wholesale Trade	1	42,000	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
English Language & Literature/Letters				
M Printing	1	\$35,000	*	*
N Government (Federal)	1	41,538	*	*
S Engineering Services	1	35,600	*	*
Financial Services	1	27,000	*	*
Insurance	1	37,000	*	*
Retail/Wholesale Trade	2	26,480	*	*
Foreign Languages & Literatures				
N Educational Services	2	33,240	*	*
S Computer Systems Design/Consulting/Programming	2	24,000	*	*
History				
M Other Manufacturing Employers (NEC)	1	61,000	*	*
N Government (Federal)	2	26,677	*	*
Government (State & Local)	1	63,000	*	*
S Banking (Commercial)	1	40,000	*	*
Financial Services	2	58,500	*	*
Retail/Wholesale Trade	2	28,500	*	*
Liberal Arts & Sciences/General Studies				
M Computer & Electronic Products Manufacturing	1	105,000	*	*
Plastics & Rubber Products	1	80,000	*	*
N Educational Services	1	42,000	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	36,000	*	*
S Computer Systems Design/Consulting/Programming	1	48,000	*	*
Financial Services	3	54,667	*	*
Retail/Wholesale Trade	1	44,000	*	*
Transportation Services	1	45,000	*	*
Political Science/Government				
N Educational Services	2	37,750	*	*
Government (State & Local)	2	29,653	*	*
Social Assistance	1	35,000	*	*
S Accommodation/Food Services	1	24,960	*	*
Communications (Broadcasting/Telecommunications)	1	35,000	*	*
Consulting Services	1	65,000	*	*
Transportation Services	1	34,800	*	*
Utilities	1	62,000	*	*
Psychology				
N Educational Services	3	35,235	*	*
Government (State & Local)	1	45,500	*	*
Healthcare Services (Nonprofit)	2	25,300	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	17,280	*	*
Social Assistance	2	28,718	*	*
S Accommodation/Food Services	1	30,000	*	*
Advertising	1	30,000	*	*
Banking (Commercial)	1	25,000	*	*
Healthcare Services (For Profit)	6	48,287	*	*
Legal Services	1	53,000	*	*
Real Estate	1	50,000	*	*
Retail/Wholesale Trade	2	29,682	*	*
Other Service Employers (NEC)	1	20,000	*	*
Social Work				
N Government (State & Local)	1	26,600	*	*
Social Assistance	1	32,500	*	*
S Healthcare Services (For Profit)	1	45,760	*	*
Sociology				
N Educational Services	2	30,500	*	*
Government (State & Local)	1	31,000	*	*
Visual & Performing Arts				
M Building, Developing, General Contracting	1	27,500	*	*

CURRICULUM / EMPLOYER	NUMBER OF OFFERS	AVERAGE	25TH	75TH
N Educational Services	2	\$52,500	*	*
Museums/Historical Orgs.	1	27,500	*	*
S Accommodation/Food Services	2	40,600	*	*
Arts, Entertainment, Recreation	4	35,000	*	*
Consulting Services	1	26,000	*	*
Engineering Services	1	32,500	*	*
Retail/Wholesale Trade	1	31,200	*	*
Other Humanities				
S Banking (Commercial)	1	30,000	*	*
Banking (Investment)	1	58,000	*	*
Other Social Sciences				
N Educational Services	2	28,500	*	*
Government (Federal)	1	52,000	*	*
Government (State & Local)	2	42,060	*	*
S Consulting Services	1	29,120	*	*
Financial Services	1	82,000	*	*
PARKS, RECREATION, LEISURE & FITNESS MAJORS				
Parks/Recreation, Leisure/Fitness Studies & Related Programs				
N Government (State & Local)	1	34,134	*	*
S Consulting Services	1	49,000	*	*
Financial Services	1	30,000	*	*
Healthcare Services (For Profit)	1	18,720	*	*
SCIENCES MAJORS				
Architecture & Related Programs				
S Architectural Services	1	37,000	*	*
Biological Sciences/Life Sciences				
M Chemicals (Basic)	1	30,000	*	*
N Educational Services	2	39,500	*	*
Hospitals	1	22,500	*	*
Religious/Grantmaking/Civic/Professional Orgs.	1	27,000	*	*
S Scientific Research & Development	1	33,000	*	*
Chemistry				
M Printing	1	41,000	*	*
N Educational Services	2	39,000	*	*
Government (Federal)	1	50,000	*	*
S Consulting Services	1	60,000	*	*
Construction Science/Management				
M Building, Developing, General Contracting	17	54,844	*	*
Petroleum & Coal Products	1	59,000	*	*
S Consulting Services	1	56,000	*	*
Environmental Sciences/Studies				
M Electrical Equipment/Appliance/Component Mfg.	1	31,154	*	*
N Educational Services	1	42,000	*	*
S Retail/Wholesale Trade	1	26,000	*	*
Utilities	1	46,280	*	*
Waste Management/Remediation Services	1	45,000	*	*
Geological & Related Sciences				
M Petroleum & Coal Products	1	86,000	*	*
N Educational Services	1	33,916	*	*
S Utilities	1	28,000	*	*
Mathematics (incl. statistics)				
S Consulting Services	2	60,000	*	*
Insurance	2	53,500	*	*
Physics				
N Educational Services	1	25,000	*	*
Other Physical Sciences				
S Utilities	1	30,680	*	*

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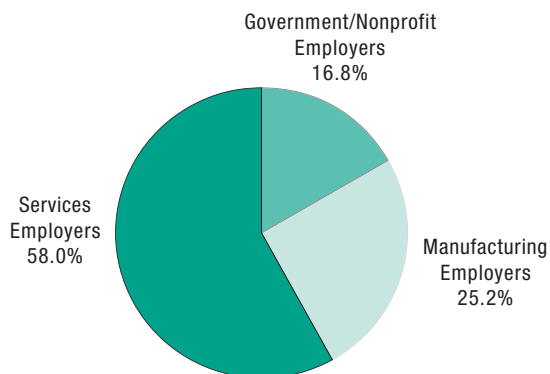
Bachelor's Degree Summary By Employer

EMPLOYERTYPE	NUMBER OF OFFERS	AVERAGE	25TH	75TH	EMPLOYER TYPE	NUMBER OF OFFERS	AVERAGE	25TH	75TH
MANUFACTURING EMPLOYERS / NONTECHNICAL DEGREES					MANUFACTURING EMPLOYERS / TECHNICAL DEGREES				
Aerospace	13	\$52,629	*	*	Aerospace	58	\$57,342	\$53,839	\$61,000
Agriculture, Forestry, Fishing, Hunting	8	48,363	*	*	Agriculture, Forestry, Fishing, Hunting	10	47,230	*	*
Building, Developing, General Contracting	8	45,875	*	*	Building, Developing, General Contracting	27	56,603	49,000	57,000
Chemicals (Basic)	1	52,000	*	*	Chemicals (Basic)	27	67,620	68,000	73,800
Computer & Electronic Products					Computer & Electronic Products				
Manufacturing	15	51,247	*	*	Manufacturing	28	63,513	58,000	65,000
Electrical Equipment/Appliance/Component Mfg.	5	40,208	*	*	Electrical Equipment/Appliance/Component Mfg.	16	53,322	*	*
Food, Beverage, & Tobacco	15	51,021	*	*	Food, Beverage, & Tobacco	28	58,054	55,000	63,000
Household & Personal Care Products	8	49,375	*	*	Household & Personal Care Products	13	65,692	*	*
Machinery Manufacturing	9	54,871	*	*	Machinery Manufacturing	23	59,458	60,000	63,000
Medical Equipment & Supplies Mfg.	4	51,250	*	*	Medical Equipment & Supplies Mfg.	2	45,440	*	*
Petroleum & Coal Products	4	57,250	*	*	Metals & Metal Products	2	53,800	*	*
Pharmaceuticals & Medicine Mfg.	9	53,944	*	*	Mining	4	62,750	*	*
Plastics & Rubber Products	2	65,000	*	*	Petroleum & Coal Products	33	72,503	58,000	87,000
Printing	4	37,500	*	*	Pharmaceuticals & Medicine Mfg.	4	60,400	*	*
Textiles & Apparel	1	30,000	*	*	Printing	1	41,000	*	*
Transportation Equipment Mfg.	3	56,021	*	*	Transportation Equipment Mfg.	11	59,882	*	*
Wood Products	1	25,200	*	*	Other Manufacturing Employers (NEC)	37	58,634	55,000	65,000
Other Manufacturing Employers (NEC)	18	53,322	*	*					
TOTAL	128	(13.2%)			TOTAL	324	(39.1%)		
NONPROFIT EMPLOYERS / NONTECHNICAL DEGREES					NONPROFIT EMPLOYERS / TECHNICAL DEGREES				
Educational Services	79	34,140	\$30,000	\$38,000	Educational Services	12	36,778	*	*
Government (Federal)	33	39,714	30,000	48,000	Government (Federal)	38	49,104	40,000	58,000
Government (State & Local)	23	43,479	29,120	55,000	Government (State & Local)	12	46,208	*	*
Healthcare Services (Nonprofit)	5	42,706	*	*	Healthcare Services (Nonprofit)	14	49,382	*	*
Hospitals	1	28,800	*	*	Hospitals	67	45,341	38,000	47,840
Museums/Historical Orgs.	2	40,500	*	*	Religious/Grantmaking/Civic/Professional Orgs.	2	29,750	*	*
Religious/Grantmaking/Civic/Professional Orgs.	3	27,593	*	*	Social Assistance	1	42,000	*	*
Social Assistance	9	33,613	*	*					
Other Nonprofit Employers (NEC)	1	45,000	*	*	TOTAL	146	(17.6%)		
TOTAL	156	(16.1%)							
SERVICE EMPLOYERS / NONTECHNICAL DEGREES					SERVICE EMPLOYERS / TECHNICAL DEGREES				
Accommodation/Food Services	39	37,020	30,000	40,000	Accounting Services	1	48,000	*	*
Accounting Services	174	49,550	46,000	55,000	Architectural Services	2	37,700	*	*
Advertising	15	38,653	*	*	Arts, Entertainment, Recreation	2	29,500	*	*
Arts, Entertainment, Recreation	13	32,409	*	*	Banking (Commercial)	2	38,500	*	*
Banking (Commercial)	40	45,413	30,000	55,000	Banking (Investment)	1	55,000	*	*
Banking (Investment)	42	57,714	55,000	60,000	Communications (Broadcasting/Telecommunications)	15	52,693	*	*
Communications (Broadcasting/Telecommunications)	15	52,693	*	*	Computer Systems Design/Consulting/Programming	16	52,585	*	*
Computer Systems Design/Consulting/Programming	16	52,585	*	*	Consulting Services	60	55,190	50,000	65,000
Consulting Services	60	55,190	50,000	65,000	Employment Services	5	40,000	*	*
Employment Services	5	40,000	*	*	Engineering Services	4	44,525	*	*
Engineering Services	4	44,525	*	*	Financial Services	54	46,463	32,000	55,000
Financial Services	54	46,463	32,000	55,000	Healthcare Services (For Profit)	21	47,265	29,500	50,000
Healthcare Services (For Profit)	21	47,265	29,500	50,000	Insurance	27	43,511	35,800	50,000
Insurance	27	43,511	35,800	50,000	Legal Services	2	44,180	*	*
Legal Services	2	44,180	*	*	Publishing	1	30,000	*	*
Publishing	1	30,000	*	*	Real Estate	9	46,306	*	*
Real Estate	9	46,306	*	*	Rental & Leasing Services	1	75,000	*	*
Rental & Leasing Services	1	75,000	*	*	Retail/Wholesale Trade	87	40,058	33,363	45,000
Retail/Wholesale Trade	87	40,058	33,363	45,000	Scientific Research & Development	1	45,000	*	*
Scientific Research & Development	1	45,000	*	*	Software Publishers	6	52,000	*	*
Software Publishers	6	52,000	*	*	Transportation Services	23	47,078	37,500	51,000
Transportation Services	23	47,078	37,500	51,000	Utilities	8	56,438	*	*
Utilities	8	56,438	*	*	Waste Management/Remediation Services	2	43,000	*	*
Waste Management/Remediation Services	2	43,000	*	*	Other Service Employers (NEC)	19	52,116	*	*
Other Service Employers (NEC)	19	52,116	*	*					
TOTAL	684	(70.7%)			TOTAL	358	(43.2%)		
TOTAL OFFERS TO BACHELOR'S NONTECHNICAL DEGREES	968	(53.9%)			TOTAL OFFERS TO BACHELOR'S TECHNICAL DEGREES	828	(46.1%)		
Total Offers To Bachelor's Degree Candidates By Employer						1,796			
Total Manufacturing Employers						452	(25.2%)		
Total Nonprofit/Government Employers						302	(16.8%)		
Total Services Employers						1,042	(58.0%)		

* Not computed for fewer than 20 offers.

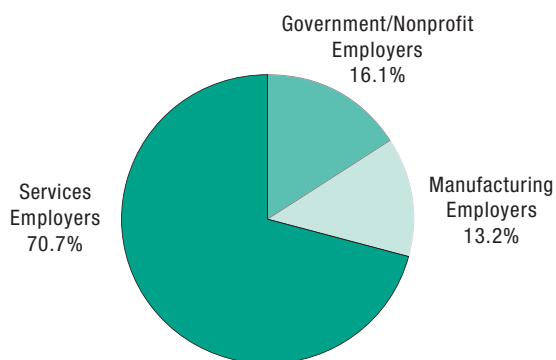
Proportion of Offers by Industry Sector

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



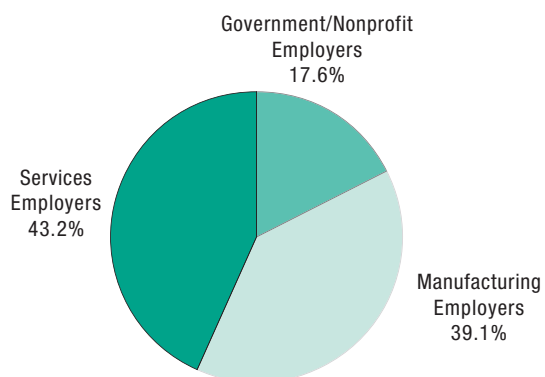
Total Bachelor's Offers By Employer = 1,796

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



Total Offers to Bachelor's Nontechnical Degrees = 968

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



Total Offers to Bachelor's Technical Degrees = 828

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Logistics/Materials Management				
Accounting (Private)	4	\$52,000	*	*
Agricultural/Natural Resources	1	42,000	*	*
Consulting	4	57,750	*	*
Customer Service	2	42,000	*	*
Distribution	5	50,400	*	*
Financial/Treasury Analysis	4	55,000	*	*
Insurance (Claims)	1	36,000	*	*
Investment Banking (Corporate Finance)	4	51,000	*	*
Management Trainee (Entry-Level Mgmt.)	8	44,350	*	*
Military	2	31,918	*	*
Sales	2	50,000	*	*
Systems Analysis & Design	2	63,000	*	*
Management Information Systems/Business Data Processing				
Accounting (Public)	1	46,000	*	*
Computer Programming	3	45,467	*	*
Consulting	2	61,000	*	*
Management Trainee (Entry-Level Mgmt.)	2	29,500	*	*
Network Administration	1	45,000	*	*
Project Engineering	1	35,000	*	*
Software Design & Development	1	45,000	*	*
Systems Analysis & Design	5	54,688	*	*
Systems/Programming Engineering	3	43,556	*	*
Testing Engineering	1	80,000	*	*
Other Computer Related (NEC)	2	27,000	*	*
Other Engineering (NEC)	1	60,000	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)				
Accounting (Public)	1	46,000	*	*
Advertising	2	44,000	*	*
Brand/Product Management	3	47,067	*	*
Buyer/Merchandising	5	43,600	*	*
Consulting	3	56,167	*	*
Customer Service	5	41,200	*	*
Distribution	1	150,000	*	*
Financial/Treasury Analysis	2	47,000	*	*
Human Resources/Industrial Relations	3	45,667	*	*
Insurance (Underwriting)	1	35,800	*	*
Investment Banking (Real Estate)	1	27,000	*	*
Management Trainee (Entry-Level Mgmt.)	21	49,665	\$36,000	\$55,000
Manufacturing/Industrial Engineering	1	70,000	*	*
Market Research	6	41,500	*	*
Project Engineering	1	52,000	*	*
Public Relations	1	20,800	*	*
Research (Technical/Scientific)	1	50,000	*	*
Sales	16	37,839	*	*
Other Health Related (NEC)	1	25,000	*	*
COMMUNICATIONS MAJORS				
Advertising				
Advertising	2	40,000	*	*
Brand/Product Management	1	30,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	36,000	*	*
Communications				
Administrative (Healthcare)	1	27,580	*	*
Advertising	1	38,000	*	*
Customer Service	1	34,000	*	*
Design/Graphic Arts	1	28,000	*	*
Management Trainee (Entry-Level Mgmt.)	3	33,233	*	*
Military	1	22,500	*	*
Portfolio Management/Brokerage	1	75,000	*	*
Public Relations	1	30,000	*	*
Sales	3	39,333	*	*
Journalism				
Market Research	1	30,000	*	*
Performing Arts/Entertainment	1	20,800	*	*
Portfolio Management/Brokerage	1	34,000	*	*
Public Relations/Organizational Communications				
Public Relations	1	24,000	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
COMPUTER SCIENCES MAJORS				
Computer Science				
Computer Programming	3	\$72,667	*	*
Consulting	2	53,500	*	*
Software Design & Development	19	58,837	*	*
Systems Analysis & Design	5	52,800	*	*
Systems/Programming Engineering	4	60,000	*	*
Technical/Computer Support	1	57,000	*	*
Other Engineering (NEC)	4	63,000	*	*
Computer Systems Analysis				
Systems Analysis & Design	1	37,000	*	*
Technical/Computer Support	1	40,000	*	*
Information Sciences & Systems				
Commercial Banking (Consumer)	1	25,000	*	*
Consulting	3	56,867	*	*
Military	1	48,000	*	*
Quality Control Engineering	1	48,000	*	*
Systems Analysis & Design	4	50,625	*	*
Technical/Computer Support	1	50,000	*	*
Other Computer Related (NEC)	1	56,000	*	*
EDUCATION MAJORS				
Elementary Teacher Education				
Human Resources/Industrial Relations Teaching	1	29,000	*	*
Teaching	10	35,966	*	*
Physical Education Teaching/Coaching				
Administration (Social Services)	1	27,040	*	*
Human Resources/Industrial Relations Teaching	1	50,000	*	*
Teaching	2	31,750	*	*
Pre-Elementary Teacher Education				
Teaching	11	31,985	*	*
Secondary Education				
Teaching	3	31,777	*	*
Special Education				
Teaching	5	37,679	*	*
Specific Academic/Vocational Teacher Education				
Teaching	8	29,097	*	*
ENGINEERING MAJORS				
Aerospace/Aeronautical/Astronautical Engineering				
Consulting	1	56,000	*	*
Design/Construction Engineering	1	57,000	*	*
Manufacturing/Industrial Engineering	2	60,400	*	*
Production Engineering	1	38,000	*	*
Project Engineering	2	59,000	*	*
Research & Development Engineering	3	51,267	*	*
Software Design & Development	1	70,130	*	*
Systems Analysis & Design	2	56,750	*	*
Systems/Programming Engineering	3	58,053	*	*
Testing Engineering	1	53,000	*	*
Other Engineering (NEC)	6	55,985	*	*
Agricultural Engineering				
Manufacturing/Industrial Engineering	1	63,240	*	*
Production Engineering	1	63,240	*	*
Project Engineering	1	62,000	*	*
Architectural Engineering				
Design/Construction Engineering	1	28,800	*	*
Project Engineering	1	24,000	*	*
Other Engineering (NEC)	1	57,500	*	*
Bioengineering & Biomedical Engineering				
Environmental/Sanitation Engineering	1	88,000	*	*
Production Engineering	2	62,000	*	*
Chemical Engineering				
Consulting	1	61,500	*	*
Design/Construction Engineering	1	72,000	*	*
Environmental/Sanitation Engineering	1	58,200	*	*

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Field Engineering	6	\$67,917	*	*
Manufacturing/Industrial Engineering	5	67,000	*	*
Process Engineering (Chemical)	26	66,332	\$62,200	\$74,263
Production Engineering	11	74,077	*	*
Project Engineering	3	70,833	*	*
Quality Control Engineering	1	64,000	*	*
Research & Development Engineering	8	59,525	*	*
Research (Technical/Scientific)	4	60,750	*	*
Sales	2	53,423	*	*
Testing Engineering	1	58,000	*	*
Other Engineering (NEC)	19	64,886	*	*
Civil Engineering				
Consulting	2	54,140	*	*
Design/Construction Engineering	7	47,234	*	*
Environmental/Sanitation Engineering	1	45,000	*	*
Field Engineering	2	55,500	*	*
Manufacturing/Industrial Engineering	1	50,000	*	*
Project Engineering	6	49,836	*	*
Quality Control Engineering	1	50,000	*	*
Research & Development Engineering	1	88,104	*	*
Other Engineering (NEC)	18	49,094	*	*
Computer Engineering				
Computer Programming	2	51,000	*	*
Hardware Design & Development	2	57,617	*	*
Power Systems Engineering	1	67,000	*	*
Project Engineering	1	87,000	*	*
Software Design & Development	13	64,031	*	*
Other Engineering (NEC)	3	68,667	*	*
Electrical/Electronics & Communications Engineering				
Consulting	2	53,000	*	*
Field Engineering	3	58,667	*	*
Hardware Design & Development	5	57,700	*	*
Management Trainee (Entry-Level Mgmt.)	1	35,000	*	*
Power Systems Engineering	8	53,330	*	*
Process Engineering (Chemical)	1	63,000	*	*
Project Engineering	1	89,000	*	*
Quality Control Engineering	2	58,400	*	*
Research & Development Engineering	1	42,000	*	*
Software Design & Development	8	59,876	*	*
Systems/Programming Engineering	9	52,100	*	*
Testing Engineering	4	52,500	*	*
Other Engineering (NEC)	21	57,548	51,000	64,300
Engineering Technology				
Field Engineering	2	57,950	*	*
Human Resources/Industrial Relations	1	50,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	66,000	*	*
Manufacturing/Industrial Engineering	1	63,000	*	*
Power Systems Engineering	1	36,500	*	*
Project Engineering	2	56,750	*	*
Software Design & Development	1	60,000	*	*
Systems/Programming Engineering	1	60,000	*	*
Other Engineering (NEC)	5	52,000	*	*
Environmental/Environmental Health Engineering				
Field Engineering	1	45,000	*	*
Industrial Production Technologies				
Production Engineering	1	45,000	*	*
Industrial/Manufacturing Engineering				
Consulting	3	65,000	*	*
Design/Construction Engineering	1	40,000	*	*
Field Engineering	3	56,800	*	*
Industrial Hygiene/Occupational Safety Engineering	1	52,446	*	*
Management Trainee (Entry-Level Mgmt.)	3	48,533	*	*
Manufacturing/Industrial Engineering	9	56,951	*	*
Process Engineering (Chemical)	1	61,000	*	*
Project Engineering	2	58,000	*	*
Quality Control Engineering	1	60,000	*	*
Systems Analysis & Design	1	55,000	*	*
Technical/Computer Support	1	68,000	*	*
Other Computer Related (NEC)	1	56,000	*	*
Other Engineering (NEC)	8	57,696	*	*

* Not computed for fewer than 20 offers.

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
Materials Engineering				
Bioengineering	1	\$37,000	*	*
Field Engineering	1	59,000	*	*
Production Engineering	1	43,500	*	*
Urban/Regional Planning	1	65,000	*	*
Other Engineering (NEC)	1	58,500	*	*
Mechanical Engineering				
Computer Programming	1	44,500	*	*
Consulting	1	64,000	*	*
Design/Construction Engineering	10	58,810	*	*
Environmental/Sanitation Engineering	1	61,200	*	*
Field Engineering	9	62,793	*	*
Hardware Design & Development	1	58,000	*	*
Management Trainee (Entry-Level Mgmt.)	3	55,333	*	*
Manufacturing/Industrial Engineering	14	59,107	*	*
Military	2	34,155	*	*
Power Systems Engineering	1	65,000	*	*
Process Engineering (Chemical)	2	56,250	*	*
Production Engineering	12	58,042	*	*
Project Engineering	23	58,141	\$50,000	\$63,240
Quality Control Engineering	1	60,000	*	*
Research & Development Engineering	2	48,250	*	*
Sales	3	53,613	*	*
Software Design & Development	2	60,000	*	*
Systems Analysis & Design	1	58,000	*	*
Systems/Programming Engineering	2	55,690	*	*
Teaching	4	34,730	*	*
Testing Engineering	4	59,555	*	*
Other Engineering (NEC)	72	58,679	55,000	60,200
Metallurgical Engineering (incl. ceramic science/eng.)				
Design/Construction Engineering	1	50,000	*	*
Research & Development Engineering	1	53,000	*	*
Mining & Mineral Engineering (incl. geological)				
Field Engineering	1	62,000	*	*
Software Design & Development	1	62,000	*	*
Other Engineering (NEC)	1	72,000	*	*
Nuclear Engineering (incl. engineering physics)				
Systems/Programming Engineering	1	64,299	*	*
Petroleum Engineering				
Field Engineering	2	61,800	*	*
Production Engineering	5	90,660	*	*
Other Engineering (NEC)	1	88,992	*	*
Systems Engineering				
Sales	1	63,000	*	*
Software Design & Development	1	80,000	*	*
Other Engineering (NEC)	4	54,450	*	*
HEALTH SCIENCES MAJORS				
Health & Related Sciences				
Administrative (Healthcare)	2	37,500	*	*
Human Resources/Industrial Relations	1	30,250	*	*
Medical Technology	2	55,000	*	*
Physical Therapy	1	85,000	*	*
Public Relations	1	50,000	*	*
Respiratory Therapy	3	42,667	*	*
Other Health Related (NEC)	1	35,000	*	*
Nursing				
Administrative (Healthcare)	1	100,500	*	*
Financial/Treasury Analysis	1	40,000	*	*
Registered Nurse	65	44,104	38,000	46,633
Other Health Related (NEC)	1	43,680	*	*
HOME ECONOMICS MAJORS				
Clothing/Apparel/Textile Studies (incl. textile science)				
Advertising	1	45,000	*	*
Buyer/Merchandising	3	47,815	*	*
Management Trainee (Entry-Level Mgmt.)	1	45,000	*	*
Home Economics				
Counseling	1	24,480	*	*
Social Work	1	23,000	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
HUMANITIES & SOCIAL SCIENCES MAJORS				
<i>Criminal Justice & Corrections</i>				
Customer Service	1	\$26,000	*	*
Human Resources/Industrial Relations	1	25,500	*	*
Insurance (Underwriting)	1	40,000	*	*
Law Enforcement	4	45,875	*	*
Management Trainee (Entry-Level Mgmt.)	2	35,560	*	*
Military	1	60,000	*	*
Teaching	1	24,960	*	*
Other Health Related (NEC)	1	27,580	*	*
<i>English Language & Literature/Letters</i>				
Management Trainee (Entry-Level Mgmt.)	5	30,392	*	*
Teaching	1	41,538	*	*
<i>Foreign Languages & Literatures</i>				
Teaching	2	33,240	*	*
<i>History</i>				
Commercial Banking (Consumer)	1	40,000	*	*
Consulting	1	27,000	*	*
Financial/Treasury Analysis	1	52,000	*	*
Investment Banking (Corporate Finance)	1	65,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	30,000	*	*
Military	1	23,354	*	*
Research (Nontechnical)	1	30,000	*	*
<i>Liberal Arts & Sciences/General Studies</i>				
Design/Graphic Arts	1	48,000	*	*
Finance, Taxation, Monetary Policy	1	40,000	*	*
Sales	1	105,000	*	*
Teaching	1	42,000	*	*
<i>Political Science/Government</i>				
Administration (Social Services)	1	33,306	*	*
Consulting	1	65,000	*	*
Financial/Treasury Analysis	1	62,000	*	*
Human Resources/Industrial Relations	1	48,000	*	*
Management Trainee (Entry-Level Mgmt.)	2	30,500	*	*
Teaching	1	27,500	*	*
<i>Psychology</i>				
Administration (Social Services)	1	30,000	*	*
Administrative (Healthcare)	1	21,000	*	*
Buyer/Merchandising	1	30,000	*	*
Counseling	2	30,050	*	*
Investment Banking (Corporate Finance)	1	60,000	*	*
Law Enforcement	1	45,500	*	*
Management Trainee (Entry-Level Mgmt.)	1	30,000	*	*
Network Administration	1	50,000	*	*
Paralegal	1	53,000	*	*
Production Engineering	1	20,000	*	*
Sales	1	26,000	*	*
Teaching	5	30,084	*	*
Other Health Related (NEC)	1	122,500	*	*
<i>Sociology</i>				
Administration (Social Services)	1	31,000	*	*
Human Resources/Industrial Relations	1	23,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	38,000	*	*
<i>Visual & Performing Arts</i>				
Administration (Social Services)	1	73,000	*	*
Design/Graphic Arts	2	23,000	*	*
Management Trainee (Entry-Level Mgmt.)	1	25,000	*	*
Performing Arts/Entertainment	2	30,000	*	*
Teaching	1	32,000	*	*
<i>Other Social Sciences</i>				
Customer Service	1	52,000	*	*
Research (Technical/Scientific)	2	30,560	*	*
Sales	1	82,000	*	*
Teaching	1	25,000	*	*

CURRICULUM / JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
PARKS, RECREATION, LEISURE & FITNESS MAJORS				
<i>Parks/Recreation, Leisure/Fitness Studies & Related Programs</i>				
Consulting	1	\$49,000	*	*
Counseling	1	34,134	*	*
Sales	1	30,000	*	*
SCIENCES MAJORS				
<i>Architecture & Related Programs</i>				
Architecture	1	37,000	*	*
<i>Biological Sciences/Life Sciences</i>				
Research & Development Engineering	1	30,000	*	*
Research (Technical/Scientific)	1	33,000	*	*
Teaching	1	34,000	*	*
Other Health Related (NEC)	1	22,500	*	*
<i>Chemistry</i>				
Consulting	1	60,000	*	*
Military	1	50,000	*	*
Research (Technical/Scientific)	1	41,000	*	*
Teaching	1	40,000	*	*
<i>Construction Science/Management</i>				
Design/Construction Engineering	1	56,000	*	*
Field Engineering	1	53,000	*	*
Project Engineering	8	54,125	*	*
<i>Environmental Sciences/Studies</i>				
Buyer/Merchandising	1	26,000	*	*
Sales	1	31,154	*	*
Teaching	1	42,000	*	*
<i>Geological & Related Sciences</i>				
Agricultural/Natural Resources	1	28,000	*	*
Teaching	1	33,916	*	*
<i>Mathematics (incl. statistics)</i>				
Actuarial	1	54,000	*	*
Consulting	2	60,000	*	*
Mathematician/Statistician	2	58,000	*	*
Teaching	1	30,430	*	*

* Not computed for fewer than 20 offers.

Bachelor's Degree Summary by Job Function

JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
NONTECHNICAL DEGREES				
Accounting (Private)	80	\$46,028	\$40,000	\$53,500
Accounting (Public)	80	48,356	43,000	54,000
Actuarial	6	57,383	*	*
Administration (Social Services)	5	38,869	*	*
Administrative (Healthcare)	2	24,290	*	*
Advertising	7	42,571	*	*
Agricultural/Natural Resources	2	41,000	*	*
Architecture	1	33,280	*	*
Auditing (Private)	20	45,650	40,000	49,000
Auditing (Public)	29	48,675	45,000	52,000
Brand/Product Management	7	47,029	*	*
Buyer/Merchandising	19	42,708	*	*
Commercial Banking (Consumer)	5	34,500	*	*
Commercial Banking (Lending)	11	41,990	*	*
Computer Programming	4	46,600	*	*
Consulting	74	56,819	53,000	65,000
Counseling	3	28,193	*	*
Customer Service	17	36,471	*	*
Design/Graphic Arts	4	30,500	*	*
Distribution	7	64,214	*	*
Field Engineering	2	52,500	*	*
Finance, Taxation, Monetary Policy	20	49,940	46,000	55,000
Financial/Treasury Analysis	73	51,958	48,000	56,000
Fundraising/Development	2	32,500	*	*
Human Resources/Industrial Relations	24	42,821	32,000	50,000
Insurance (Claims)	3	41,333	*	*
Insurance (Underwriting)	6	36,550	*	*
Investment Banking (Corporate Finance)	28	54,607	50,000	60,000
Investment Banking (Mergers & Acquis.)	2	62,500	*	*
Investment Banking (Real Estate)	4	32,500	*	*
Investment Banking (Sales & Trading)	20	60,400	60,000	60,000
Law Enforcement	7	44,857	*	*
Management Trainee (Entry-Level Mgmt.)	102	41,508	34,000	50,000
Manufacturing/Industrial Engineering	3	55,667	*	*
Market Research	9	41,556	*	*
Military	9	36,521	*	*
National Security	2	52,568	*	*
Network Administration	3	55,667	*	*
Paralegal	1	53,000	*	*
Performing Arts/Entertainment	4	28,325	*	*
Portfolio Management/Brokerage	7	50,857	*	*
Production Engineering	1	20,000	*	*
Project Engineering	4	55,750	*	*
Public Relations	3	24,933	*	*
Purchasing	3	44,167	*	*
Quality Control Engineering	1	80,000	*	*
Research (Nontechnical)	1	30,000	*	*
Research (Technical/Scientific)	3	37,040	*	*
Sales	41	43,538	35,000	50,000
Social Work	1	23,000	*	*
Software Design & Development	2	68,500	*	*
Systems Analysis & Design	11	52,255	*	*
Systems/Programming Engineering	3	43,556	*	*
Teaching	56	33,337	30,000	35,332
Technical/Computer Support	2	56,500	*	*
Testing Engineering	1	80,000	*	*
Other Computer Related (NEC)	5	42,600	*	*
Other Engineering (NEC)	1	60,000	*	*
Other Health Related (NEC)	3	58,360	*	*

JOB FUNCTION	NUMBER OF OFFERS	AVERAGE	25TH	75TH
TECHNICAL DEGREES				
Actuarial	1	\$54,000	*	*
Administrative (Healthcare)	3	58,500	*	*
Agricultural/Natural Resources	2	32,000	*	*
Architecture	1	37,000	*	*
Bioengineering	1	37,000	*	*
Buyer/Merchandising	1	26,000	*	*
Commercial Banking (Consumer)	1	25,000	*	*
Computer Programming	6	60,750	*	*
Consulting	19	57,757	*	*
Counseling	1	34,134	*	*
Design/Construction Engineering	23	53,154	\$50,000	\$59,100
Environmental/Sanitation Engineering	4	63,100	*	*
Field Engineering	31	60,921	54,996	62,000
Financial/Treasury Analysis	1	40,000	*	*
Hardware Design & Development	8	57,717	*	*
Human Resources/Industrial Relations	2	40,125	*	*
Industrial Hygiene/Occupational Safety Engineering	1	52,446	*	*
Investment Banking (Sales & Trading)	1	24,000	*	*
Management Trainee (Entry-Level Mgmt.)	10	49,690	*	*
Manufacturing/Industrial Engineering	33	59,761	54,000	63,000
Mathematician/Statistician	3	56,201	*	*
Medical Technology	2	55,000	*	*
Military	5	46,262	*	*
Performing Arts/Entertainment	1	24,000	*	*
Physical Therapy	1	85,000	*	*
Power Systems Engineering	11	54,104	*	*
Process Engineering (Chemical)	30	65,371	61,000	73,800
Production Engineering	34	67,011	58,000	74,630
Project Engineering	50	57,825	50,000	62,000
Public Relations	1	50,000	*	*
Quality Control Engineering	7	56,971	*	*
Registered Nurse	65	44,104	38,000	46,633
Research & Development Engineering	17	55,271	*	*
Research (Technical/Scientific)	6	52,833	*	*
Respiratory Therapy	3	42,667	*	*
Sales	10	46,784	*	*
Software Design & Development	46	61,336	57,000	65,000
Systems Analysis & Design	14	52,143	*	*
Systems/Programming Engineering	20	55,937	50,880	63,000
Teaching	9	35,474	*	*
Technical/Computer Support	4	53,750	*	*
Testing Engineering	10	55,922	*	*
Urban/Regional Planning	1	65,000	*	*
Other Computer Related (NEC)	2	56,000	*	*
Other Engineering (NEC)	165	58,195	54,000	62,000
Other Health Related (NEC)	3	33,727	*	*

* Not computed for fewer than 20 offers.

Average Yearly Salary Offers

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number	Average \$ Offer		Percent Change		Percentiles		
	Of Offers	April	April	In \$ Offers From	April	25th	50th	75th
	April	April	April	April				
	2009	2009	2008	2008				
BUSINESS MAJORS								
Accounting	16	\$49,719	\$46,374	**	*	*	*	*
Economics (Business/Managerial)	1	39,000	N/A	**	*	*	*	*
Finance	4	57,350	47,667	**	*	*	*	*
Human Resources (incl. labor/industrial relations)	+	+	N/A	**	*	*	*	*
M.B.A. (Nontechnical Undergraduate Degree)								
1 year or less experience	5	69,000	56,650	**	*	*	*	*
1-2 years experience	3	59,333	81,600	**	*	*	*	*
2-4 years experience	3	79,333	57,000	**	*	*	*	*
More than 4 years experience	19	68,573	86,789	**	*	*	*	*
M.B.A. (Technical Undergraduate Degree)								
1 year or less experience	+	+	72,500	**	*	*	*	*
1-2 years experience	1	57,700	91,500	**	*	*	*	*
2-4 years experience	+	+	53,500	**	*	*	*	*
More than 4 years experience	2	104,000	107,500	**	*	*	*	*
Management Information Systems/Business								
Data Processing	1	53,000	51,500	**	*	*	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)	+	+	N/A	**	*	*	*	*
COMMUNICATIONS MAJORS								
Advertising	+	+	N/A	**	*	*	*	*
Communications	4	52,256	35,360	**	*	*	*	*
Journalism	1	32,000	N/A	**	*	*	*	*
EDUCATION MAJORS¹								
Education Administration/Supervision	3	40,333	42,333	**	*	*	*	*
Elementary Teacher Education	6	41,025	43,100	**	*	*	*	*
Physical Education Teaching/Coaching	+	+	N/A	**	*	*	*	*
Special Education	2	35,750	38,452	**	*	*	*	*
ENGINEERING MAJORS								
Aerospace/Aeronautical/Astronautical Engineering	6	69,506	68,603	**	*	*	*	*
Agricultural Engineering	1	72,300	50,750	**	*	*	*	*
Bioengineering & Biomedical Engineering	4	79,875	75,000	**	*	*	*	*
Chemical Engineering	3	66,289	71,225	**	*	*	*	*
Civil Engineering	14	49,149	58,187	**	*	*	*	*
Computer Engineering	6	78,500	75,500	**	*	*	*	*
Electrical/Electronics & Communications Engineering	15	66,863	70,748	**	*	*	*	*
Industrial/Manufacturing Engineering	18	71,163	76,325	**	*	*	*	*
Mechanical Engineering	17	64,852	63,487	**	*	*	*	*
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	N/A	**	*	*	*	*
Mining & Mineral Engineering (incl. geological)	+	+	N/A	**	*	*	*	*
Nuclear Engineering (incl. engineering physics)	+	+	59,500	**	*	*	*	*
Petroleum Engineering	+	+	87,000	**	*	*	*	*
HEALTH SCIENCES MAJORS								
Health & Related Sciences	5	53,489	45,514	**	*	*	*	*
Nursing	+	+	N/A	**	*	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS								
Humanities	2	51,950	40,200	**	*	*	*	*
Psychology	1	52,000	34,250	**	*	*	*	*
Social Sciences	2	49,000	65,312	**	*	*	*	*

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 2009	April 2009	April 2008	April 2008	25th	50th	75th
Continued...							
SCIENCES MAJORS							
Agriculture & Natural Resources	3	\$53,955	\$45,183	**	*	*	*
Architecture & Related Programs	2	48,950	N/A	**	*	*	*
Biological Sciences/Life Sciences	2	43,000	N/A	**	*	*	*
Chemistry	1	67,000	57,640	**	*	*	*
Computer Sciences	14	69,464	75,369	**	*	*	*
Geological & Related Sciences	2	35,988	N/A	**	*	*	*
Materials Science	1	60,000	64,000	**	*	*	*
Mathematics (incl. statistics/actuarial)	1	58,000	52,500	**	*	*	*
Physics	+	+	N/A	**	*	*	*
	191						

Doctoral Degree Candidates

(Data Combined for Men and Women)

BUSINESS MAJORS							
Business Administration/Management	4	\$91,250	\$82,670	**	*	*	*
Economics (Business/Managerial)	+	+	N/A	**	*	*	*
Finance	+	+	N/A	**	*	*	*
EDUCATION MAJORS							
Education Administration/Supervision	15	78,959	81,667	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	4	81,025	58,563	**	*	*	*
Chemical Engineering	19	90,730	77,978	**	*	*	*
Civil Engineering	9	59,000	54,724	**	*	*	*
Computer Engineering	3	108,333	104,200	**	*	*	*
Electrical/Electronics & Communications Engineering	9	72,566	73,000	**	*	*	*
Industrial/Manufacturing Engineering	2	87,000	84,667	**	*	*	*
Mechanical Engineering	9	76,567	61,135	**	*	*	*
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	N/A	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
English Language & Literature/Letters	4	43,500	60,000	**	*	*	*
Foreign Languages & Literatures	1	40,000	N/A	**	*	*	*
Humanities	+	+	N/A	**	*	*	*
Psychology	9	48,946	51,583	**	*	*	*
Social Sciences	5	51,887	42,625	**	*	*	*
SCIENCES MAJORS							
Agriculture & Natural Resources	10	46,440	46,500	**	*	*	*
Biological Sciences/Life Sciences	12	37,625	38,467	**	*	*	*
Chemistry	23	60,226	62,405	-3.5%	\$37,000	\$60,000	\$80,000
Computer Sciences	5	76,000	85,720	**	*	*	*
Geological & Related Sciences	1	112,000	88,250	**	*	*	*
Mathematics (incl. statistics/actuarial)	2	67,500	55,667	**	*	*	*
Physics	3	60,667	56,083	**	*	*	*
	149						

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

Graduates earning accounting degrees watched their average salary offer rise by 2 percent to \$48,377. That increase is in line with the increase accounting graduates posted in the Winter 2009 *Salary Survey*, when the average salary rose 1.9 percent compared to Winter 2008, suggesting that demand is keeping starting salary offers on the rise for accounting grads.

Average salary offers to business administration/management graduates appear to be leveling off as the recruiting year progresses. Currently, the average salary offer for these graduates stands at \$45,778, up a respectable 3.6 percent over the average of \$44,195 posted in Spring 2008. However, in the Winter 2009 *Salary Survey*, these graduates had posted an average offer that was nearly 5 percent higher than the Winter 2008 average.

Among finance graduates, the average salary offer rose 2.3 percent to \$49,754. Despite the increase, there is a sour note: The average offer from their largest employer—financial services firms—is down 3.4 percent, from \$49,470 in Spring 2008 to \$47,812 now.

Marketing graduates also posted an increase—a tiny 0.7 percent, raising their average salary offer to \$43,628. These graduates also saw their largest employer's average offer drop off. Retail/wholesale firms, which account for 28 percent of offers to marketing graduates, extended an average offer of \$43,057, down 1.2 percent from the average \$43,587 they extended in Spring 2008.

Computer Science

Despite the high demand reported for graduates earning technical degrees, as a group, graduates in the computer sciences fields (computer programming, computer science, computer systems analysis, and information sciences and systems) saw their average salary offer fall 5 percent from last Spring to \$55,526.

For those earning a bachelor's degree in the individual major of computer science, the news isn't as dismal; their average offer fell, but by 3.6 percent, to \$57,693. Accounting, at least in part, for the tumble: There were 44 percent fewer offers for software design and development positions reported in Spring 2009 compared to Spring 2008, and, the average offer for these positions has fallen 11 percent, from \$65,379 in Spring 2008 to \$58,837 in this report.

Engineering

As a group, graduates in the engineering disciplines saw their average offer rise 2.3 percent to \$58,438. Despite the modest nature of the increase, their group increase is the best among those reported in this issue.

By specific discipline, chemical engineering graduates posted the largest increase among the engineering fields. Their average offer rose 2.8 percent to \$65,403.

Recruiting 2009: Fewer Employers on Campus

As the number and amount of average salary offers is down, it's not surprising that campus activity is down.

More than 60 percent of the *Salary Survey* participating schools that took part in a recent poll reported fewer employers on campus in Fall 2008 as compared to Fall 2007, and 95 percent say they have fewer employers registered for Spring 2009 on-campus activities than they had for Spring 2008.

One area where *Salary Survey* participants did report an increase: Student traffic is up in their respective career centers. Nearly half of respondents reported seeing more student activity compared to last year at this time. And, not surprisingly, nearly 80 percent of respondents noted that the attitudes of this year's soon-to-be-graduates toward the job market and the job-search process are more negative than were those of last year's class.

The college job market was rated "fair" overall by 60.2 percent of respondents; however, nearly one-quarter of respondents rated the job market for 2008-09 graduates as "poor," some saying that this is the worst college job market that they have seen in several years.

Most respondents noted that, overall, there are fewer jobs available, making it competitive for new graduates. And, layoffs among recent alumni mean even more competition for the positions available. That said, many noted that there are some majors that are holding their own, including engineering, healthcare, computer science, logistics, and accounting.

Figure 2: Employer participation in recruiting activities—Fall 2008 vs. Fall 2007

Recruiting Activity	Percent Reporting Less Activity Fall 2008 vs. Fall 2007
Interviews	66.3%
Resume Requests	53.5
Career/Job Fair Attendance By Employers	50.0
Print Job Postings	48.8
Online Job Postings	46.9

Computer engineering graduates posted a 1.8 percent increase, pushing their average salary offer to \$61,017. Those lucky enough to get an offer for a software design and development position did even better; the average offer to computer engineering grads for this job was \$64,031.

Civil engineering graduates saw a 1.7 percent increase to their average salary offer, raising it to \$51,793. Though respectable by current standards, the increase illustrates the difference a year makes: In Spring 2008, civil engineering graduates posted a 6.7 percent increase in their average salary offer.

Graduates earning mechanical engineering degrees also have a slightly higher average salary offer; their average offer rose 1.6 percent to \$58,749. Engineering services firms, which made the largest number of offers to these particular graduates, offered on average \$58,437, barely 1 percent higher than the average offer they extended last year to these graduates.

Electrical engineering graduates also posted an increase; their average offer rose 1.2 percent to \$57,600. Engineering services firms also accounted for the largest number of offers to these graduates. The average offer these firms extended was approximately 1 percent higher than the average they extended last year (\$55,632 vs. \$55,275). Not surprisingly,

however, given the fall off in college hiring as a whole, these employers extended fewer offers to 2009 electrical engineering graduates than they extended to 2008 grads in this field.

The Liberal Arts

Activity for liberal arts graduates as a group is in line with other disciplines: It remains relatively flat. In Winter 2009, liberal arts graduates saw their average offer fall 1 percent compared to Winter 2008. In this report, their average offer rose 1 percent over Spring 2008 to \$36,807.

Psychology graduates are the only individual major of the liberal arts group with enough offers reported (50 offers minimum) to allow for comment. Their average salary offer has risen 2.6 percent to \$34,942. However, as is true with many other disciplines, the current increase pales compared to last Spring's increase (10.7 percent).

All the signs point to a tough time for Class of 2009 graduates as they enter the job market. Upcoming issues of *Salary Survey* (Summer, published in July, and Fall, published in September) will provide additional insight into how this year's class fares.

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2008-2009 NACE SALARY SURVEY SCHOOLS

NORTHEAST

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 Babson College
 Bentley College
 Boston College
 Brown University
 Bryant University
 Bryn Mawr College
 Bucknell University
 Buffalo State College
 California University of Pennsylvania
 Carnegie-Mellon University
 Cedar Crest College
 Clarkson University
 Columbia University
 Cornell University
 Dartmouth College-Thayer School of Engineering
 Drew University
 Elizabethtown College
 Franklin & Marshall College
 Franklin Pierce College
Gannon University*
 Grove City College
 Haverford College
 Husson 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*

Cleveland State University
 Defiance College
DePaul University*
 DePauw University
 Eastern Illinois University
 Emporia State University
 Ferris State University
 Grand View College
 Hanover College
 Illinois Inst. of Technology
Indiana Univ.-Bloomington-Kelley School of Business*
 Indiana University/Purdue University-Indianapolis
Iowa State Univ.-Business*
Iowa State University-Engineering*
 Iowa State Univ.-Liberal Arts & Sciences
 Judson College-Elgin
Kansas State University*
 Knox College
 Manchester College
 Marietta College
 Marquette University
 Mayville State University
 Michigan State University
 Michigan Tech University
Missouri State University*
Missouri Western State University*
 Muskingum College
 Northern Illinois University
 Northern Michigan University
 Northland College
Northwestern University*
 Ohio Northern University
 Ohio State University-Agriculture
 Ohio State University-Arts & Sciences
Ohio State Univ.-Business*
Ohio State University-Engineering*
Ohio University*
 Peru State College
Pittsburg State University*
 Purdue University - Calumet
Purdue Univ.-West Lafayette*
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 University of Illinois at Urbana-Engineering
 University of Iowa-Engineering
 University of Kansas-Business
 University of Kansas-Engineering
University of Michigan-Arr Arbor-Engineering*
University of Michigan-Dearborn*
 University of Minnesota
 Univ. of Minnesota-Carlson School of Management

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

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

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 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
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WEST

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Brigham Young University*
 California Institute of Technology
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 California State University-Fresno
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