

SALARY SURVEY

FINAL STARTING SALARIES FOR CLASS OF 2016 NEW COLLEGE GRADUATES
DATA REPORTED BY COLLEGES AND UNIVERSITIES

EXECUTIVE SUMMARY



The Spring 2017 *Salary Survey* report provides actual starting salaries—not projections—for the college Class of 2016, and serves as the final salary report for the Class of 2016.

The figures reported are for base salaries only, and do not include bonuses, commissions, fringe benefits, or overtime rates. The report provides the detailed salaries by academic major at the associate, bachelor's, master's, and doctoral degree levels, along with breakouts by both geographic region and Carnegie Classification at the bachelor's degree level based upon the participating institutions. Data were gathered from Class of 2016 graduates through December 31, 2016, and reported to NACE through April 30, 2017.

The salary data presented here were reported to NACE through its national Class of 2016 *First-Destination Survey* by 358 colleges and universities nationwide, and represent data for more than 400,000 graduates at the associate, bachelor's, master's, and doctoral degree levels. Most of the analysis provided

here, however, focuses on the data provided for the more than 72,900 bachelor's degree graduates. Of those schools providing salary information, 222 provided salary data by specific program or major; this report contains average salaries for 15 majors at the associate degree level, 194 majors at the bachelor's degree level, 155 majors at the master's degree level, and 75 majors at the doctoral degree level. A list of those institutions providing salary data by program or major can be found in the appendix of this report.

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

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STARTING SALARY BY ACADEMIC MAJOR (Associate/Bachelor's/Master's/Doctoral)

In this section, you will find the average starting salary according to the major field of study. Only majors with five or more reported salaries are shown. Refer to this section when you want to know the starting salary for a graduate holding a particular degree in a specific discipline, such as a bachelor's degree in accounting or a master's degree in business administration.

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STARTING SALARY BY REGION AND MAJOR (Bachelor's)

In this section, you will find the average starting salary according to the major field of study, within seven geographic regions: New England, Mid-Atlantic, Southeast, Great Lakes, Plains, Southwest, and Far West/Rocky Mountain. The regional data are based upon the locations of the participating institutions that supplied information for the reported majors within each region. Only majors with five or more reported salaries are shown. Refer to this section when you want to know the starting salary for a graduate holding a bachelor's degree in a specific discipline in a regional location, such as mechanical engineering majors who attended schools in New England.

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STARTING SALARY BY CARNEGIE CLASSIFICATION AND MAJOR (Bachelor's)

This section shows data according to the broad categories of majors, (e.g. business, engineering), within eight different Carnegie Classifications. The Carnegie Classification of Institutions of Higher Education is a framework for classifying colleges and universities in the United States. The framework primarily serves educational and research purposes, when it is often important to identify groups of roughly comparable institutions. Only broad categories where five or more reported salaries are shown. Refer to this section when you want to know the starting salary for a graduate holding a bachelor's degree in a field of study at a particular type of institution, such as engineering graduates who attended schools classified as Doctoral Universities: Highest Research Activity.

Please note: While 222 unique schools provided salary data by specific program or major for the Class of 2016 at the associate, bachelor's, master's, and doctoral levels, the findings in this report focus mainly on the bachelor's level. This report features overall salaries by major, and breakouts by region and Carnegie Classification.

The overall starting salary for a Class of 2016 bachelor's degree graduate stands at \$50,359 in this final report for the class. In comparison, Class of 2015 bachelor's degree graduates closed out with an average starting salary of \$50,219. As these data indicate, starting salaries are holding steady, with a gain of less than 1 percent.

Bachelor's degree graduates who majored in the various computer science fields received the highest average starting salaries for the Class of 2016. The reported overall average for this group of majors is \$71,916, a gain of 3.9 percent from last year's overall average of \$69,214. The average salary for specific computer science majors is \$78,199, which is up 4 percent over last year and far exceeds the average salary for other individual computer-related majors. Since these particular majors comprise two-thirds of the entire group, this may explain the heightened overall average for the entire category.

Engineering graduates, who are consistently high earners, are the second highest paid group of majors in this report. Their overall average is \$64,981, up 1.9 percent over last year's average salary of \$63,764.

Although petroleum engineering graduates typically receive the highest starting salaries of the group, the highest paid engineering field this year is operations research with an average starting salary of \$82,805; that is up nearly \$10,000 from last year's average of \$73,339. While petroleum engineering graduates are not the highest paid this year, they still have an impressive average starting salary of \$78,541, an increase of 4.7 percent over last year's average of \$74,996.

The overall average salary of \$59,727 for mathematics and statistics graduates places them third on the list of highest paid majors. This salary is up 2 percent over last year's average of \$58,554. Both individual mathematics majors and statistics majors also have higher average starting salaries this year. The average starting salary for math majors is up 5.8 percent to \$59,759, while the average salary for statistics majors is up 2.1 percent to \$60,648.

Even though graduates earning bachelor's degrees in the business fields aren't necessarily the highest paid, their overall average salary has increased by 1.2 percent, which is more in line with the overall increase for all graduates. The overall average salary for business graduates currently stands at \$52,047. Proof of the high demand for these graduates, however, may be demonstrated with the business disciplines having by far the largest number of salaries reported (21,161) in this survey.



Also high in terms of reported salaries are graduates in the social sciences and health sciences. The number of individual reports for social sciences majors has more than doubled from last year. The average starting salary for this group is also on the rise and is currently up 14 percent from last year's average of \$40,964 to \$46,749. This may, in part, be due to the large number of reported salaries for economics majors (1,935), which average \$55,812, up 4.3 percent over last year's average of \$53,488. There were just 150 salaries for economics majors reported in last year's survey.

For health sciences majors earning bachelor's degrees, the average salary for the entire category stands at \$50,124, an increase of less than 1 percent from last year's average of \$49,851. The number of reported salaries in this category is also up slightly to approximately 5,000 from 3,264 last year. Nearly 3,400 of the total 5,000 salaries reported for health sciences graduates were for registered nursing majors. Their average salary of \$54,283 is an increase of just 1.1 percent from last year, which appears to be driving the small increase for the health sciences group overall.

The average starting salary for history majors is up almost 2 percent from \$38,936 to \$39,618. Also staying within the \$36,000 to \$40,000 average salary range are foreign languages (\$37,719), visual and performing arts (\$38,176), and English majors (\$36,180).

As a group, education majors have a slightly higher

overall average starting salary this year at \$36,557. Last year's overall average for this group was 2.4 percent lower at \$35,686. Within this group, teachers of specific subject areas have an average starting salary that stands at \$39,193. On the other end of the pay scale are teachers of specific levels and methods, who have an average salary of \$36,007. While they may be the lowest paid of the category, their average starting salary is up 5.8 percent over last year's average of \$34,038.

Class of 2016 graduates earning bachelor's degrees in psychology also have higher starting salaries than their Class of 2015 counterparts. Their overall average is \$36,548, which is up 5 percent over last year's average of \$34,801. Theology and religious vocations majors have the lowest reported overall average salary of \$30,780; their salary has remained nearly flat, creeping up less than 1 percent from \$30,584.

Actual starting salary reporting for the Class of 2017 begins with the Fall 2017 *Salary Survey*; the report, to be published in September, will provide actual preliminary salaries for Class of 2017 graduates gathered through the NACE Class of 2017 *First-Destination Survey*. The final report for the Class of 2017 will appear in the Spring 2018 issue of *Salary Survey*. (Note: Projected salary data for the Class of 2018 will be available in the Winter 2018 issue of *Salary Survey*, which will be published in January.)



Salaries

PARTICIPATING INSTITUTIONS

Below is a list of the institutions that supplied salary data that were used in the NACE Spring 2017 *Salary Survey*. Although 358 schools provided data for the NACE *First-Destination Survey*, the list below includes only the 222 schools that provided salary data by specific program or major.

American International College	DePaul University
American University	Eastern Illinois University
Aquinas College	Embry-Riddle Aeronautical University - Daytona Beach
Arizona State University	Emmanuel College
Auburn University - Harbert College of Business	Endicott College
Baldwin Wallace University	Florida State University
Bard College	Fontbonne University
Belmont University	Fordham University
Bentley University	Geneva College
Biola University	George Mason University
Bloomsburg University	George Washington University
Boston College	Georgetown University
Boston University	Golden Gate University
Bradley University	Gonzaga University
Bryant University	Grace College
Butler University	Hanover College
California Institute of the Arts	Hartwick College
California Lutheran University	Harvey Mudd College
California Polytechnic State University	Hastings College
California State University- Sacramento	Hilbert College
Cardinal Stritch University	Hofstra University
Carnegie Mellon University	Illinois Institute of Technology
Cedar Crest College	Illinois Wesleyan University
Central Penn College	Indiana University South Bend Leighton School of Business and Economics
Chaminade University of Honolulu	International Technological University
Champlain College	Jacksonville University
Chatham University	James Madison University
Clayton State University	John Carroll University
College of William and Mary	Johns Hopkins University
Colorado Mountain College	Kalamazoo College
Colorado School of Mines	Kutztown University
Colorado State University- Pueblo	La Sierra University
Columbia College	Lafayette College
Concordia College at Moorhead	Lehigh University
Cornerstone University	Lourdes University
Davenport University	

Loyola Marymount University	Purdue University- Northwest (Westville Campus)
Lynchburg College	Radford University
Manchester University	Randolph-Macon College
Marquette University	Reed College
Massachusetts Institute of Technology	Regent University
Mayville State University	Rice University
McKendree University	Robert Morris University
Meredith College	Rochester Institute of Technology
Metropolitan State University of Denver	Rose-Hulman Institute of Technology
Michigan Technological University	Rutgers University - Business School
Midwestern State University	Rutgers University - Camden
Milwaukee School of Engineering	Rutgers University - New Brunswick
Mississippi State University	Sacred Heart University
Missouri University of Science & Technology	Saginaw Valley State University
Monmouth College	Saint John Fisher College
Montana Tech of the University of Montana	Saint Joseph's College of Maine
Morgan State University	Saint Norbert College
Muhlenberg College	Saint Peter's University
Nevada State College	Salisbury University
New York University	School of the Art Institute of Chicago
Norfolk State University	Seattle University
North Central College	Seaver College Pepperdine University
Northeastern State University	Shenandoah University
Northeastern University	Simmons College
Northern Michigan University	Southern Illinois University Carbondale
Northwest Christian University	Southern Wesleyan University
Northwestern College	Spring Arbor University
Northwestern University	Springfield College
Oakland University	St. Lawrence University
Ohio State University	St. Mary's College of Maryland
Oklahoma State University	St. Thomas Aquinas College
Olivet Nazarene University	Stockton University
Our Lady of the Lake University	Stonehill College
Pace University	Stony Brook University
Pennsylvania Highlands Community College	SUNY at Purchase College
Philadelphia University	SUNY College at Plattsburgh
Princeton University	SUNY Oneonta
Principia College	Susquehanna University
Purdue University	Temple University
Purdue University Northwest (Hammond Campus)	Tennessee State University

PARTICIPATING INSTITUTIONS *cont.*

Tennessee Technological University	University of Saint Francis-Fort Wayne
Texas State University	University of San Diego
The New School	University of South Carolina- Columbia
The Ohio State University	University of St. Thomas
The University of Alabama	University of Texas of the Permian Basin
The University of Iowa	University of Tulsa
The University of North Carolina at Chapel Hill	University of Utah
The University of North Carolina at Greensboro	University of Washington Seattle campus
The University of Pennsylvania	University of Washington Tacoma
The University of Scranton	University of Wisconsin - Milwaukee
The University of Texas at Austin- Engineering	University of Wisconsin - Oshkosh
Trine University	University of Wisconsin - Stout
Tusculum College	University of Wisconsin- La Crosse
University of Alabama at Birmingham	University of Wyoming
University of Arizona	Upper Iowa University
University of Arkansas	Ursinus College
University of California - Los Angeles	Utah State University
University of California - Riverside	Vanguard University
University of California -Santa Cruz	Vassar College
University of Central Missouri	Villanova University
University of Dayton	Virginia Commonwealth University
University of Delaware	Washington University in St. Louis
University of Denver	Webster University
University of Detroit Mercy	Wellesley College
University of Florida	Wesleyan College
University of Houston Bauer College for Business	West Texas A&M University
University of Idaho	West Virginia University - College of Business & Economics
University of Illinois at Urbana-Champaign	Westmont College
University of Kentucky	Widener University
University of La Verne	Worcester Polytechnic Institute
University of Miami	Xavier University
University of Minnesota, College of Science and Engineering	Youngstown State University
University of Missouri- St Louis	
University of Nebraska - Lincoln	
University of Nevada - Reno	
University of North Carolina at Asheville	
University of Oklahoma	
University of Oregon	
University of Rochester	

SALARY SURVEY

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