

NACE
National Association of
Colleges and Employers

SALARY SURVEY

A study of 2007-2008 beginning offers

FALL 2008 Volume 47 Issue 4
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In spite of the negative trends in many parts of the economy and the general economic gloom reported in the national media, the college Class of 2008 will end the year on a positive note, with 94 percent of all disciplines in this final issue of *Salary Survey* for 2008 showing increases to their average starting salary offers.

In fact, the average starting salary offer to all college graduates in this report is up 7.6 percent to \$49,224. (This is especially notable as NACE employers who responded to the *Job Outlook 2008 Spring Update* survey adjusted their original hiring projections for 2007-08 college graduates downward from a 16 percent increase to an 8 percent increase.)

One force driving the overall increase in the average salary offer to all college graduates is the strong demand for and low supply of technical graduates. The average salary offer made to this year's group of computer and information sciences graduates is up from \$51,992 to \$58,677—a 12.9 percent increase. For specific computer science graduates, meanwhile, the average offer rose by 15.2 percent to \$61,110. In addition to demand for these graduates, the offers made by computer and electronics products manufacturers may have contributed to the large increase; these employers made a fair number of salary offers that exceeded \$70,000.

Falling in line with computer and information sciences graduates are engineering graduates, another collection of highly sought-after candidates. The average salary offer to these graduates rose 6.6 percent, from \$53,710 to \$57,250. This group also represents the majority of the top-paid majors in this report. (See Figure 1.)

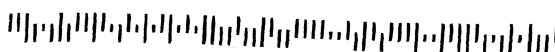
Figure 1: Top-Paid Majors to 2007-08 Bachelor's Degree Graduates*

Discipline	Average Salary Offer
Petroleum Engineering	\$75,621
Chemical Engineering	\$63,773
Computer Science	\$61,110
Computer Engineering	\$60,280
Materials Engineering	\$58,748
Nuclear Engineering (incl. engineering physics)	\$58,531
Mining & Mineral Engineering (incl. geological)	\$58,389
Industrial/Manufacturing Engineering	\$57,740
Electrical/Electronics & Communications Engineering	\$57,603
Mechanical Engineering	\$57,024

*Where 45 or more offers were reported.

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SALARY SURVEY

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types Of Employers	Number	Average \$ Offer		Percent Change		Percentiles		
	Of Offers	September		In \$ Offers From				
	September 2008	September 2008	September 2007	September 2007	25th	50th	75th	
AGRICULTURE & NATURAL RESOURCES MAJORS								
Agricultural Business & Management	143	\$41,222	\$38,617	6.7%	\$34,000	\$40,000	\$45,000	
Animal Sciences	85	36,320	34,805	4.4	25,700	36,000	42,000	
Conservation/Renewable Natural Resources	32	34,832	34,049	2.3	30,000	35,000	37,977	
Plant Sciences	36	31,597	31,673	-0.2	26,000	30,000	37,500	
Other Agricultural Sciences	45	36,070	38,363	-6.0	27,500	35,000	42,000	
BUSINESS MAJORS								
Accounting	1,625	48,020	46,292	3.7	45,000	49,000	53,000	
Actuarial Science	78	54,992	52,466	4.8	52,000	55,000	60,000	
Business Administration/Management	1,686	46,171	43,256	6.7	37,000	45,000	55,000	
Business Systems Networking/Telecommunications	15	47,257	52,045	**	*	*	*	
Economics (Business/Managerial)	317	51,062	47,782	6.9	42,000	50,000	60,000	
Finance	1,486	48,158	46,442	3.7	40,000	49,500	55,000	
Hospitality Services Management (incl. hotel/motel/restaurant mgmt.)	398	43,437	38,588	12.6	36,000	40,000	50,000	
Human Resources (incl. labor/industrial relations)	209	49,203	41,070	19.6	40,000	52,000	57,000	
International Business	106	41,961	38,685	8.5	35,000	40,000	49,000	
Logistics/Materials Management	307	47,617	45,771	4.0	41,000	47,840	54,000	
Management Information Systems/Business Data Processing	239	51,489	47,507	8.4	45,000	51,500	59,000	
Marketing/Marketing Mgmt. (incl. mktg. research)	937	41,506	39,269	5.7	34,000	40,000	48,000	
COMMUNICATIONS MAJORS								
Advertising	39	35,055	32,621	7.5	30,000	34,000	38,000	
Broadcast Journalism	9	32,038	30,629	**	*	*	*	
Communications	309	37,537	33,432	12.3	30,000	35,000	44,000	
Journalism	86	32,194	31,168	3.3	24,960	30,000	38,000	
Public Relations/Organizational Communications	40	38,158	33,053	15.4	30,000	36,000	48,600	
COMPUTER SCIENCES MAJORS								
Computer Programming	2	50,000	60,500	**	*	*	*	
Computer Science	687	61,110	53,051	15.2	53,000	60,000	68,000	
Computer Systems Analysis	18	54,694	50,543	**	*	*	*	
Information Sciences & Systems	249	52,322	49,966	4.7	47,000	53,000	60,000	
EDUCATION MAJORS¹								
Elementary Teacher Education	241	34,059	33,533	1.6	31,000	34,000	37,000	
Physical Education Teaching/Coaching	25	32,124	33,912	-5.3	22,880	34,700	37,500	
Pre-Elementary Teacher Education	45	32,584	29,101	12.0	30,000	32,133	37,000	
Secondary Education	95	35,863	34,277	4.6	32,000	34,700	38,000	
Special Education	66	35,050	34,913	0.4	32,000	35,000	37,000	
Specific Academic/Vocational Teacher Education	87	36,952	34,396	7.4	32,000	36,000	40,650	
ENGINEERING MAJORS								
Aerospace/Aeronautical/Astronautical Engineering	463	55,815	53,626	4.1	52,000	56,000	60,000	
Agricultural Engineering	59	55,265	49,866	10.8	53,000	57,000	60,000	
Architectural Engineering	109	49,406	48,803	1.2	46,500	50,000	54,000	
Bioengineering & Biomedical Engineering	114	54,013	51,044	5.8	48,000	55,000	61,000	
Chemical Engineering	836	63,773	59,218	7.7	60,000	63,000	69,500	
Civil Engineering	1,093	51,780	48,998	5.7	48,000	51,000	55,000	
Computer Engineering	397	60,280	55,920	7.8	55,000	60,000	64,000	
Electrical/Electronics & Communications Engineering	1,051	57,603	55,333	4.1	54,000	58,000	62,000	

N/A - No historic data available.

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

+ No offers reported.

* Not computed for fewer than 20 offers.

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

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types Of Employers	Number	Average \$ Offer		Percent Change	Percentiles		
	Of Offers September 2008	September 2008	September 2007	In \$ Offers From September 2007	25th	50th	75th
Continued ...							
Engineering Technology	206	\$53,511	\$50,808	5.3%	\$48,000	\$52,500	\$60,000
Environmental/Environmental Health Engineering	46	51,222	47,914	6.9	46,000	52,000	60,000
Industrial Production Technologies	38	50,147	46,008	9.0	45,000	50,000	55,000
Industrial/Manufacturing Engineering	441	57,740	54,585	5.8	53,000	58,000	61,000
Materials Engineering	87	58,748	53,056	10.7	54,000	58,500	60,500
Mechanical Engineering	1,963	57,024	54,057	5.5	53,000	57,000	60,500
Metallurgical Engineering (incl. ceramic science/eng.)	15	54,727	54,947	**	*	*	*
Mining & Mineral Engineering (incl. geological)	83	58,389	52,624	11.0	52,000	58,000	60,000
Nuclear Engineering (incl. engineering physics)	87	58,531	55,966	4.6	54,080	58,000	61,500
Ocean Engineering	10	55,550	60,813	**	*	*	*
Petroleum Engineering	134	75,621	59,408	**	67,500	82,000	85,000
Systems Engineering	134	56,091	54,200	3.5	53,040	57,000	60,000
Textile Sciences & Engineering	4	35,500	41,555	**	*	*	*
HEALTH SCIENCES MAJORS							
Health & Related Sciences	138	42,912	34,029	26.1	30,000	37,500	54,000
Nursing	693	50,260	45,045	11.6	41,080	48,805	57,000
HOME ECONOMICS MAJORS							
Clothing/Apparel/Textile Studies (incl. textile science)	60	40,706	39,071	4.2	38,769	42,000	44,000
Home Economics	97	31,533	38,043	-17.1	25,000	30,000	36,458
HUMANITIES & SOCIAL SCIENCES MAJORS							
Criminal Justice & Corrections	129	43,217	33,823	27.8	31,200	40,000	50,000
English Language & Literature/Letters	158	35,453	31,924	11.1	28,000	34,950	42,000
Foreign Languages & Literatures	64	38,519	34,057	7.2	30,000	35,000	40,000
History	117	38,056	35,092	8.4	30,000	38,000	44,000
Liberal Arts & Sciences/General Studies	65	38,429	32,169	19.5	28,000	35,000	45,000
Political Science/Government	205	38,844	35,261	10.2	30,000	36,000	45,000
Psychology	324	34,095	31,857	7.0	26,000	31,500	40,000
Social Work	123	32,926	30,126	9.3	27,500	32,500	36,000
Sociology	132	35,434	32,161	10.2	25,000	33,000	41,500
Visual & Performing Arts	248	35,073	30,174	16.2	25,000	32,000	41,600
Other Humanities	47	40,702	31,345	29.9	30,000	40,000	41,000
Other Social Sciences	135	39,476	33,881	16.5	30,000	35,000	45,000
PARKS, RECREATION, LEISURE & FITNESS MAJORS							
Parks/Recreation, Leisure/Fitness Studies & Related Programs	155	34,240	31,819	7.6	25,000	31,680	40,000
SCIENCES MAJORS							
Architecture & Related Programs	127	41,209	40,807	1.0	37,000	40,000	45,000
Biological Sciences/Life Sciences	296	35,522	33,944	4.6	27,500	32,500	41,000
Chemistry	113	43,951	41,820	5.1	32,000	44,500	55,000
Construction Science/Management	244	51,942	47,432	9.5	48,000	52,000	55,000
Environmental Sciences/Studies	36	38,838	36,063	7.7	30,000	40,000	45,000
Geological & Related Sciences	32	42,950	39,464	8.8	34,000	41,000	50,000
Mathematics (incl. statistics)	178	49,759	46,547	6.9	41,000	51,000	59,000
Physics	21	49,616	43,886	**	40,000	53,012	60,000
Other Physical Sciences	11	53,491	41,590	**	*	*	*
		21,060					

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.

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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 September 2007	Percentiles		
		September 2008	September 2007		25th	50th	75th
BUSINESS MAJORS							
Accounting	123	50,124	\$49,723	0.8%	\$47,500	\$50,000	\$52,000
Economics (Business/Managerial)	2	48,550	56,483	**	*	*	*
Finance	15	61,539	60,100	**	*	*	*
Human Resources (incl. labor/industrial relations)	1	70,000	N/A	**	*	*	*
M.B.A. (Nontechnical Undergraduate Degree)							
1 year or less experience	30	61,353	55,222	11.1	44,000	60,000	80,000
1-2 years experience	9	73,011	55,570	**	*	*	*
2-4 years experience	9	60,156	71,833	**	*	*	*
More than 4 years experience	18	87,519	66,323	**	*	*	*
M.B.A. (Technical Undergraduate Degree)							
1 year or less experience	8	68,500	60,123	**	*	*	*
1-2 years experience	2	91,500	88,000	**	*	*	*
2-4 years experience	3	64,000	59,325	**	*	*	*
More than 4 years experience	3	104,333	75,908	**	*	*	*
Management Information Systems/Business							
Data Processing	7	64,414	68,500	**	*	*	*
Marketing/Marketing Mgmt. (incl. mktg. research)	4	43,300	N/A	**	*	*	*
COMMUNICATIONS MAJORS							
Advertising	+	+	N/A	**	*	*	*
Communications	3	41,767	39,738	**	*	*	*
Journalism	1	28,000	N/A	**	*	*	*
EDUCATION MAJORS¹							
Education Administration/Supervision	42	43,817	43,069	1.7	37,000	40,000	60,000
Elementary Teacher Education	7	41,747	33,717	**	*	*	*
Physical Education Teaching/Coaching	1	50,000	35,500	**	*	*	*
Special Education	16	44,738	38,233	**	*	*	*
ENGINEERING MAJORS							
Aerospace/Aeronautical/Astronautical Engineering	51	70,309	64,899	**	66,000	71,000	75,000
Agricultural Engineering	3	68,833	61,100	**	*	*	*
Bioengineering & Biomedical Engineering	13	66,438	58,423	**	*	*	*
Chemical Engineering	26	66,338	66,542	**	60,000	65,000	72,500
Civil Engineering	89	56,300	51,297	9.8	52,000	55,000	60,000
Computer Engineering	25	75,712	67,304	12.5	67,000	78,000	82,000
Electrical/Electronics & Communications Engineering	105	72,814	68,247	6.7	65,000	70,500	80,000
Industrial/Manufacturing Engineering	53	66,387	62,607	6.0	60,000	65,000	70,000
Mechanical Engineering	146	65,121	63,209	3.0	60,000	64,000	68,100
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	65,000	**	*	*	*
Mining & Mineral Engineering (incl. geological)	4	79,000	50,167	**	*	*	*
Nuclear Engineering (incl. engineering physics)	12	62,189	62,848	**	*	*	*
Petroleum Engineering	2	87,000	57,000	**	*	*	*
HEALTH SCIENCES MAJORS							
Health & Related Sciences	41	48,391	45,279	6.9	41,000	46,000	52,000
Nursing	4	49,375	49,958	**	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS							
Humanities	20	39,099	39,808	-1.8	35,000	40,000	42,000
Psychology	14	42,643	42,552	**	*	*	*
Social Sciences	18	52,605	42,930	**	*	*	*

N/A - No historic data available.

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* Not computed for fewer than 20 offers.

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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		
		September	September	September	September	25th	50th	75th
		2008	2008	2007	2007			
Continued...								
SCIENCES MAJORS								
Agriculture & Natural Resources	10	\$46,416	\$42,144	**	*	*	*	*
Architecture & Related Programs	49	39,307	46,199	**	\$37,000	\$39,000	\$41,600	*
Biological Sciences/Life Sciences	6	40,108	37,025	**	*	*	*	*
Chemistry	9	54,093	N/A	**	*	*	*	*
Computer Sciences	90	73,826	65,463	12.8%	61,000	72,000	85,000	*
Geological & Related Sciences	4	89,750	88,000	**	*	*	*	*
Materials Science	4	62,843	N/A	**	*	*	*	*
Mathematics (incl. statistics/actuarial)	10	68,400	54,688	**	*	*	*	*
Physics	1	38,000	67,406	**	*	*	*	*
	1,113							

Doctoral Degree Candidates

(Data Combined for Men and Women)

BUSINESS MAJORS								
Business Administration/Management	10	\$91,734	\$90,625	**	*	*	*	*
Economics (Business/Managerial)	2	95,500	74,731	**	*	*	*	*
Finance	1	140,000	N/A	**	*	*	*	*
EDUCATION MAJORS								
Education Administration/Supervision	33	80,498	63,691	26.4%	\$57,000	\$70,000	\$100,000	*
ENGINEERING MAJORS								
Aerospace/Aeronautical/Astronautical Engineering	21	66,041	73,588	**	60,000	62,000	72,000	*
Chemical Engineering	92	82,419	76,688	7.5	74,000	87,000	95,040	*
Civil Engineering	38	60,981	62,275	**	53,500	58,000	67,000	*
Computer Engineering	6	98,235	95,250	**	*	*	*	*
Electrical/Electronics & Communications Engineering	100	85,045	77,860	9.2	65,000	88,000	100,000	*
Industrial/Manufacturing Engineering	12	79,958	78,737	**	*	*	*	*
Mechanical Engineering	51	72,068	70,928	1.6	63,000	75,000	86,000	*
Metallurgical Engineering (incl. ceramic science/eng.)	+	+	75,034	**	*	*	*	*
HUMANITIES & SOCIAL SCIENCES MAJORS								
English Language & Literature/Letters	20	55,800	42,017	**	45,000	52,000	65,000	*
Foreign Languages & Literatures	12	49,021	51,500	**	*	*	*	*
Humanities	5	41,400	44,199	**	*	*	*	*
Psychology	19	46,677	45,163	**	*	*	*	*
Social Sciences	38	56,509	49,225	14.8	40,000	51,000	60,000	*
SCIENCES MAJORS								
Agriculture & Natural Resources	17	45,482	50,800	**	*	*	*	*
Biological Sciences/Life Sciences	23	44,956	39,054	15.1	36,000	40,000	45,200	*
Chemistry	53	66,985	61,822	8.4	39,000	74,000	88,000	*
Computer Sciences	37	87,216	79,086	10.3	80,000	85,000	100,000	*
Geological & Related Sciences	10	81,800	75,847	**	*	*	*	*
Mathematics (incl. statistics/actuarial)	15	68,095	56,727	**	*	*	*	*
Physics	15	54,827	50,725	**	*	*	*	*
	630							

N/A - No historic data available.
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