

# 2025

# Salary Survey



# About the Survey

The **Summer 2025 Salary Survey** report provides actual starting salaries (not projections) for the college Class of 2024 and serves as the final salary report for the Class of 2024.

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 2024 graduates through December 31, 2024, and reported to NACE through May 31, 2025. The salary data presented here were reported to NACE through its national Class of 2024 [First-Destination Survey](#) by approximately 363 colleges and universities nationwide and represent data for 823,500 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 more than 70,000 bachelor's degree graduates. Of those schools providing salary information, 227 provided salary data by specific program or major; this report contains average salaries for 59 majors at the associate degree level, 249 majors at the bachelor's degree level, 194 majors at the master's degree level, and 108 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.

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# Class of 2024 Starting Salaries Experience a Slight Uptick

## Bachelor's Degree Highlights

### BROAD CATEGORIES

- + The overall average salary for new college graduates has experienced a slight uptick. For the Class of 2024, the final overall average salary of \$65,677 is up 2.2% over the Class of 2023's average of \$64,291. This increase comes despite hiring projections made by employers for the Class of 2024 that showed a decrease of 5.8% in the Job Outlook 2024 Spring Update.
- + The top-paid categories of majors continue to appear in the same rank order since the Class of 2021. For the Class of 2024, the top-paid category—computer and information sciences—has an average starting salary of \$88,907, which is 2.7% lower than the average of \$91,411 for the Class of 2023. (See **Figure 1.**)
- + The overall average salary for engineering majors (the second-highest paid), remains flat with an increase of less than 1%. This brings the overall average up to \$80,482 from \$80,085 last year.
- + Math and statistics majors have an overall average salary that has fallen slightly. Their overall average of \$78,543 is down 1.7% from last year's average of \$79,859.
- + Among the five top-paid categories of majors, business majors have the largest increase. Their overall average is up 3.1%, from \$66,578 to \$68,644.
- + Rounding out the top-paid categories are graduates earning degrees in healthcare professions, whose overall average salary of \$63,608 is up 2.4% from last year's average of \$62,143.

### → FIGURE 1

## Top-Paid Categories of Majors Among Class of 2024 Bachelor's Degree Graduates

BROAD CATEGORY	AVERAGE STARTING SALARY CLASS OF 2024	AVERAGE STARTING SALARY CLASS OF 2023	% CHANGE
Computer and Information Sciences	\$88,907	\$91,411	-2.7%
Engineering	\$80,482	\$80,085	0.5%
Mathematics and Statistics	\$78,543	\$79,859	-1.7%
Business	\$68,644	\$66,578	3.1%
Health Professions and Related Programs	\$63,608	\$62,143	2.4%

## INDIVIDUAL MAJORS

- + The top-paid individual major at the bachelor's degree level is once again computer science. Class of 2024 graduates earning these degrees have salaries averaging \$101,661, which is nearly flat—a 0.4% decrease—from last year's average of \$102,033. **(See Figure 2.)**
- + Computer engineering remains the highest-paid of the engineering majors and currently stands at \$93,310 for the Class of 2024, which is a drop of nearly 3% from last year.
- + Electrical engineering majors have an overall average starting salary that is up 3.4% this year to \$90,526.
- + For the Class of 2024, data analytics—which includes business analytics, data visualization, and financial analytics—is among the top-paid majors, with an average starting salary of \$88,713, which is up almost 21% from last year's average of \$73,438.

The number of reported graduates in data analytics and their average salary have been consistently growing. For example, their average salary increases over the previous two years were 11.1% and 25.3%, respectively.

- + Rounding out the five top-paid bachelor's degrees are computer and information science majors, which fall under the same category as the top-paid major, computer science. As a more general major, however, computer and information science includes artificial intelligence, information technology, informatics, and human-centered technology design. Like individual computer science majors, the overall average for these graduates is down 3% from \$85,622 to \$83,024.
- + All of the remaining 10 top-paid majors are showing increases ranging from 0.8% for aerospace engineering to 6% for chemical engineering majors.

### → FIGURE 2

## Top-Paid Individual Majors Among Class of 2024 Bachelor's Degree Graduates

MAJOR	AVERAGE STARTING SALARY CLASS OF 2024	AVERAGE STARTING SALARY CLASS OF 2023	% CHANGE
Computer Science	\$101,661	\$102,033	-0.4%
Computer Engineering	\$93,310	\$95,892	-2.7%
Electrical, Electronics, and Communications Engineering	\$90,526	\$87,513	3.4%
Data Analytics	\$88,713	\$73,438	20.8%
Computer and Information Science	\$83,024	\$85,622	-3.0%
Chemical Engineering	\$80,549	\$75,980	6.0%
Aerospace Engineering	\$79,482	\$78,877	0.8%
Economics	\$77,805	\$74,523	4.4%
Mathematics	\$77,019	\$73,307	5.1%
Mechanical Engineering	\$76,699	\$75,512	1.6%

# Master's Degree Highlights

## BROAD CATEGORIES

- + Like at the bachelor's degree level, computer and information sciences continue to occupy the top-paid spot on the list of broad categories of majors for Class of 2024 graduates earning a master's degree. Their overall average starting salary is \$106,374, down nearly 7% from \$114,144 for the Class of 2023. **(See Figure 3.)**
- + The average starting salary for engineering graduates at the master's level shows little movement, which is similar to their bachelor's degree counterparts. The master's degree group has an overall average of \$101,544, down less than 1% from \$102,268.
- + In contrast, the average starting salary for Class of 2024 master's degree business graduates stands at \$95,399, up almost 7% from \$89,542 for these graduates from the Class of 2023.
- + The average salary for engineering technologies majors earning a master's degree is down about 3% (from \$90,432 to \$87,919), while health sciences majors show opposite movement with an average salary that is up 2.3% (from \$76,850 to \$78,592).

### → FIGURE 3

## Top-Paid Categories of Majors Among Class of 2024 Master's Degree Graduates

BROAD CATEGORY	AVERAGE STARTING SALARY CLASS OF 2024	AVERAGE STARTING SALARY CLASS OF 2023	% CHANGE
Computer and Information Sciences	\$106,374	\$114,144	-6.8%
Engineering	\$101,544	\$102,268	-0.7%
Business	\$95,399	\$89,542	6.5%
Engineering Technologies	\$87,919	\$90,432	-2.8%
Health Professions and Related Programs	\$78,592	\$76,850	2.3%

## INDIVIDUAL MAJORS

- + Despite the decreases in the broad categories of computer science and engineering, six of the 10 the top-paid individual majors at the master's degree level fall into these groups. **(See Figure 4.)**
- + For the Class of 2024, computer engineering tops the list with an overall average salary of \$121,416, up 3.1% from last year's average of \$117,738.
- + Computer science majors at the master's degree level have a slightly higher average starting salary, increasing less than one-half of a percent from \$118,284 to \$118,711.
- + The average starting salary for computer and information science graduates has fallen almost 6% to \$117,666. However, they were the highest paid major for the Class of 2023 as their average starting salary rose 12.4% to \$124,456.
- + The largest increase within the top-paid individual master's degree majors goes to general business majors. Their overall average starting salary of \$112,907 is up 15.8% from last year's average of \$97,509.
- + Also within the business category, master's of business administration/management (M.B.A.) graduates make the top-paid list with a healthy 3.4% increase, boosting their average starting salary to \$99,103

### → FIGURE 4

## Top-Paid Individual Majors Among Class of 2024 Master's Degree Graduates

MAJOR	AVERAGE STARTING SALARY CLASS OF 2024	AVERAGE STARTING SALARY CLASS OF 2023	% CHANGE
Computer Engineering	\$121,416	\$117,738	3.1%
Computer Science	\$118,711	\$118,284	0.4%
Computer and Information Science	\$117,666	\$124,456	-5.5%
Electrical, electronics and communications engineering	\$113,348	\$108,475	4.5%
General Business	\$112,907	\$97,509	15.8%
Business Administration/Management (M.B.A.)	\$99,103	\$95,808	3.4%
Registered Nursing	\$96,534	\$94,157	2.5%
Computer/Information Technology Administration and Management	\$94,439	\$103,894	-9.1%
Allied Health Diagnostic, Intervention, and Treatment Professions	\$93,469	\$99,566	-6.1%
Mechanical Engineering	\$93,299	\$91,725	1.7%

The next issue of *Salary Survey* (Winter 2026) will be available in January 2026 and will contain NACE employers' salary projections for the Class of 2026. The first look at employer hiring projections for the Class of 2026 will be available in November 2025 in the NACE *Job Outlook 2026* report.

# Participating Institutions

Below is a list of the institutions that supplied salary data used in the NACE Summer 2025 *Salary Survey*. This list includes the 227 schools that provided salary data by specific program or major through the NACE First-Destination Survey.

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American University	Cedar Crest College
Anderson University-Anderson, IN	Central College
Arizona State University	Champlain College
Auburn University	Chapman University
Augsburg University	Charleston Southern University
Augustana College	Coe College
Aurora University	College of Saint Benedict
Babson College	College of the Holy Cross
Baldwin Wallace University	Colorado School of Mines
Ball State University	Colorado State University-Fort Collins
Belmont University	Concordia College at Moorhead
Bethel University	Cornerstone University
Binghamton University	CUNY Bernard M Baruch College
Boston Architectural College	Davenport University
Boston University	Denison University
Bridgewater College	Dominican College of Blauvelt
California State University-Bakersfield	Dordt University
California State University-Stanislaus	Drake University
Cameron University	Drew University
Carnegie Mellon University	Duke University
Carthage College	East Central University

Eastern Illinois University	Indiana University-Bloomington
Eastern Washington University	Indiana University-East
Embry-Riddle Aeronautical University- Daytona Beach	Indiana University-Kokomo
Embry-Riddle Aeronautical University- Prescott	Indiana University-Northwest
Embry-Riddle Aeronautical University- Worldwide	Indiana University-Purdue University- Indianapolis
Endicott College	Indiana University-Southeast
Eureka College	Iona College
Florida International University	Ithaca College
Florida State University	James Madison University
Fordham University	Kalamazoo College
George Mason University	Kansas State University
Georgetown University	Kennesaw State University
Georgia Southern University	Kent State University at Kent
Georgia State University	Kutztown University of Pennsylvania
Governors State University	Lafayette College
Grace College and Theological Seminary	Lawrence University
Grove City Colleg	Lehigh University
Hartwick College	Louisiana State University and Agricultural & Mechanical College
Hastings College	Luther College
Houghton College	Marietta College
Howard University	Marquette University
Illinois Wesleyan University	Marshall University
Indiana State University	Maryville College
	Massachusetts Institute of Technology

Massachusetts Maritime Academy	Radford University
McPherson College	Rensselaer Polytechnic Institute
Merrimack College	Roanoke College
Occidental College	Rochester Christian University
Oglethorpe University	Rochester Institute of Technology
Ohio Dominican University	Rocky Mountain College
Ohio Northern University	Rollins College
Ohio State University-Main Campus	Rose-Hulman Institute of Technology
Ohio Wesleyan University	Rutgers University--Camden
Oklahoma State University-Main Campus	Rutgers University-New Brunswick
Old Dominion University	Saint John Fisher College
Olivet Nazarene University	Saint John's University
Oral Roberts University	Saint Joseph's University
Pace University	Saint Norbert College
Pacific Lutheran University	San Jose State University
Palm Beach Atlantic University	School of the Art Institute of Chicago
Pennsylvania College of Technology	Schreiner University
PennWest University	Seattle University
Pittsburg State University	Simmons University
Princeton University	South Dakota School of Mines and Technology
Principia College	Southeast Technical College
Purdue University Global	Southern Illinois University - Carbondale
Purdue University Northwest	Southern Methodist University
Purdue University-Main Campus	Southern Oregon University
Queens College, CUNY	

Springfield College	University of Dallas
St. Catherine University	University of Dayton
St. Lawrence University	University of Denver
St. Mary's College of Maryland	University of Houston
St. Mary's University	University of Idaho
St. Thomas Aquinas College	University of Illinois Springfield
Stark State College	University of Indianapolis
Stetson University	University of Iowa
Stonehill College	University of Kentucky
SUNY at Purchase College	University of Louisville College of Business
SUNY College at Geneseo	University of Mary Washington
Susquehanna University	University of Maryland-College Park
Syracuse University	University of Massachusetts-Dartmouth
Temple University	University of Miami
Tennessee State University	University of Michigan-Ann Arbor
Texas A&M University-Kingsville	University of Missouri-Columbia
Texas Wesleyan University	University of Missouri-St Louis
The University of Alabama	University of Nevada-Las Vegas
The University of Texas at Austin	University of Nevada-Reno
Troy University	University of North Carolina at Greensboro
University of Alabama at Birmingham	University of North Georgia
University of Arizona	University of North Texas
University of Arkansas	University of Oklahoma-Norman Campus
University of California-Berkeley	University of Pennsylvania
University of California-Santa Cruz	

University of Richmond	Washburn University
University of Rochester	Washington College
University of Saint Francis-Fort Wayne	Washington University in St. Louis
University of San Diego	Wellesley College
University of Scranton	West Chester University of Pennsylvania
University of South Carolina-Columbia	Western Connecticut State University
University of South Dakota	Westminster University
University of South Florida	Westmont College
University of Southern California	Wheaton College
University of Tulsa	Whitworth University
University of Vermont	Widener University
University of Washington-Seattle	William & Mary
University of Washington-Tacoma Campus	William Paterson University of New Jersey
University of West Alabama	Worcester Polytechnic Institute
University of West Georgia	Wright State University-Main Campus
University of Wisconsin-Platteville	Xavier University
University of Wisconsin-River Falls	
University of Wisconsin-Stout	
University of Wyoming	
Upper Iowa University	
Utah Tech University	
Virginia Commonwealth University	
Virginia Military Institute	
Virginia Polytechnic Institute and State University	



# About NACE

Established in 1956, the National Association of Colleges and Employers (NACE) connects more than 17,600 career services and early talent recruiting professionals, as well as the business solution providers that serve this community.

NACE believes in a world that is unifying in approach and where equal opportunity and access exist for all.

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