NACE
SALARY SURVEY

STARTING SALARY PROJECTIONS FOR CLASS OF 2019 NEW COLLEGE GRADUATES
DATA REPORTED BY EMPLOYERS

EXECUTIVE SUMMARY

FEATURING
Starting Salary
Projections for
All Degree Levels

BACHELOR'S

MASTER'S

DOCTORAL

NACE

**NATIONAL ASSOCIATION OF
COLLEGES AND EMPLOYERS**
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ABOUT THE SURVEY

The Winter 2019 *Salary Survey* contains annual salary projections for Class of 2019 college graduates. The figures reported are for base salaries only and do not include bonuses, commissions, fringe benefits, or overtime rates. The report provides the detailed salary projections by academic major and degree level, along with breakouts by both industry and geographic region.

Data contained in the report were obtained by surveying NACE employer members from August 1, 2018, through December 3, 2018. A total of 186 surveys were returned for a 20 percent response rate. Of those responding, 8.1 percent of respondents were from New England, 8.1 percent were from the Plains, 11.9 percent were from the Mideast, 12.4 percent of respondents were from the Rocky Mountain/Far West, 15.7 percent were from the Southeast, 17.3 percent were from the Southwest, and 26.5 percent were from the Great Lakes. A list of respondents by industry and size, and a partial list of organizations that supplied data for this report, can be found in the Appendix.

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—January, July, and September—by the National Association of Colleges and Employers, 62 Highland Ave., Bethlehem, PA 18017-9085. For more information, see www.naceweb.org/salary-resources/index.aspx or contact NACE at 610.868.1421.

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SALARY SURVEY ISSUES FOR THE CLASS OF 2019

The Winter issue features starting salary projections by major from employer-provided data. The Winter 2019 report is the first report for the Class of 2019. Data are available by major, industry, and region. There are also data for advanced-degree candidates—the report includes data for 33 master's and 11 doctoral degree disciplines.

The Fall issue reports data from participating institutions; the data are provided to the schools by their graduates. In this sense, the data are "early" returns on *First-Destination Survey* salary data. The report includes data by major and region. The Fall 2019 issue will provide actual starting salary data for the Class of 2019.

The Summer issue serves as the final report for the previous year's graduating class. The report features data provided through the national *First-Destination Survey* initiative; the data represent actual starting salaries (not projections) report by graduates to their institutions. Data are reported by major and region. The Summer 2019 issue is the final report on starting salaries for the Class of 2018. The Summer 2020 *Salary Survey* will serve as the final report for the Class of 2019.

SALARY DATA FOR THE CLASS OF 2019

REPORT	WHAT	DATA SOURCE
First Report—Winter 2019	Pre-graduation projected starting salaries	Employers
Second Report—Fall 2019	Early results, post-graduation actual starting salaries	Students/Schools
Final Report—Summer 2020	Final results, post-graduation actual starting salaries	First-Destination Survey (Students/Schools)

EXECUTIVE SUMMARY

STARTING SALARY PROJECTIONS FOR THE CLASS OF 2019

BACHELOR'S DEGREE GRADUATES

The initial starting salary projections for Class of 2019 bachelor's degree graduates strongly indicate that those with STEM degrees will continue to earn the highest starting salaries. The top-paid graduates this year are once again expected to earn engineering, computer science, and math and sciences degrees. (See Figure 1.)

Overall, at this point in the reporting cycle, the news is generally positive for Class of 2019 graduates. While the gains in average starting salary projections across all reported disciplines are relatively small, there is only one that dropped and—at -0.1 percent—it is negligible.

At $69,188, the average starting salary projection for Class of 2019 engineering graduates is 4 percent higher than last year's salary projection. Among the individual engineering disciplines, petroleum engineering majors have the highest salary projection, which—at $84,160—soars high above the overall average for these majors.

FIGURE 1 AVERAGE SALARIES BY DISCIPLINE / BACHELOR'S DEGREES

BROAD CATEGORY	2019 SALARY PROJECTION	2018 SALARY PROJECTION	PERCENT CHANGE
ENGINEERING	$69,188	$66,521	4.0%
COMPUTER SCIENCE	$67,539	$66,005	2.3%
MATH & SCIENCES	$62,177	$61,867	0.5%
BUSINESS	$57,657	$56,720	1.7%
SOCIAL SCIENCES	$57,310	$56,689	1.1%
HUMANITIES	$56,651	$56,688	-0.1%
AGRICULTURE & NATURAL RESOURCES	$55,750	$53,565	4.1%
COMMUNICATIONS	$52,056	$51,448	1.2%

Computer science graduates are also projected to earn an average starting salary that exceeds last year's. The salary projection for this year's computer science graduates is $67,539, which is a gain of 2.3 percent. Among the reported disciplines, individual computer science majors have the highest salary projection of $68,103, which is up 1 percent. Additionally, the average salary projections for both information sciences and software applications are greater this year, with the projection for information sciences ($66,705) rising 3.2 percent and for software applications ($67,691) jumping 4.2 percent from last year's projections.

The overall average starting salary projection for math and sciences graduates remains nearly level at $62,177, an increase of less than 1 percent over last year. Individual math majors are expected to earn starting salaries greater than the overall average, as their salary projection has edged up 3 percent to $62,823.

Business majors have an overall average salary projection of $57,657 this year, an increase of 1.7 percent. In last year's Winter 2018 *Salary Survey* report, marketing majors were projected to be the highest-paid business

major. This is not the case for the Class of 2019, as actuarial science and management information systems (MIS) majors—with average salary projections of $63,820 and $61,697, respectively—now top the list. Demand for MIS graduates may be pushing their salary projection upward. Nearly half of employers responding to the NACE *Job Outlook 2019* survey reported plans to hire these particular graduates. Meanwhile, the projected average for marketing majors has dropped 10.3 percent, from $62,634 last year to $56,186 this year.

The average salary projection for social sciences graduates continues to rise, albeit by just 1.1 percent this year. Although data in these fields are limited, this particular group of majors has seen significant increases over the past two years—6 percent last year and 15 percent for the Class of 2017. While all of the individual reported disciplines also have higher salary projections this year, this positive news is tempered by the fact that four of the five reported increases are between just 0.3 and 1.3 percent. Psychology majors anticipate the highest increase at 4.1 percent.

Class of 2019 graduates earning communications degrees are on track to receive salaries that are slightly higher than their counterparts from the Class of 2018. The overall average starting salary projection of $52,056 is up 1.2 percent from last year. Advertising and public relations majors are expected to see the most positive changes: The average salary projection for advertising is expected to grow 3.4 percent to $52,909, while projections have public relations majors seeing a gain of 3 percent to $51,929.

Humanities graduates are the only ones to see their salary projection drop, although, at $56,651, it is down just 0.1 percent from last year. All seven reported humanities majors currently have average starting salary projections that exceed $55,000, which was also the case last year. Furthermore, the good news for these graduates is that their salary projections appear to be holding steady this year. Two years ago, the highest-paid of the seven reported humanities degrees was liberal arts/general studies, which had a projected salary of just $51,100.

MASTER'S DEGREE GRADUATES

The average salary projections for Class of 2019 master's degree graduates are characterized by large increases. In fact, the projections for one of the four reported disciplines exceeds 10 percent, while those for two others are greater than 8 percent. (See Figure 2.)

Engineering majors are expected to earn the highest average salary among Class of 2019 master's degree graduates. Their overall average salary projection has rocketed 9.4 percent to $82,589 this year.

Computer science graduates are also seeing significant gains in their average salary projection as it has climbed 8.5 percent to $81,466. Driving the overall increase for these graduates may be the average salary projection for information sciences and systems majors. Their anticipated salary of $81,895 is up 12.4 percent this year.

While Class of 2019 master's degree business graduates are third on the list of top-paid majors, they boast the highest expected salary increase—10.9 percent. This boost brings their projection to $77,347 this year. Of the 12 reported individual business majors, one-third have salary projections that exceed $80,000, including M.B.A. graduates, whose average projection is up 8 percent to $84,580.

The overall average salary projection for Class of 2019 master's degree graduates in math and sciences is down 1.3 percent to $75,737. However, extremely limited data for these particular degrees may be partly to blame. Each of the five reported math and sciences majors at the master's degree level this year have fewer than 10 salary projections provided.

FIGURE 2 AVERAGE SALARIES BY DISCIPLINE / MASTER'S DEGREES

BROAD CATEGORY	2019 SALARY PROJECTION	2018 SALARY PROJECTION	PERCENT CHANGE
ENGINEERING	$82,589	$75,481	9.4%
COMPUTER SCIENCE	$81,466	$75,103	8.5%
BUSINESS	$77,347	$69,756	10.9%
MATH & SCIENCES	$75,737	$76,745	-1.3%

DOCTORAL DEGREE GRADUATES

With extremely limited data also provided at the doctoral degree level, average salary projections for the Class of 2019 are available in just three major categories—engineering, computer science, and math and sciences. All have average salary projections that exceed $100,000. (See Figure 3.)

This year, doctoral degree graduates earning engineering degrees have a considerably higher average salary projection than last year. Their current projection of $102,074 is 12.3 percent higher than the projected starting salary for the Class of 2018. The large increase comes as no surprise as the salary projections of five of the seven reported individual majors surpassed $100,000. In addition, the $113,000 salary projection for software engineering majors has pushed the overall average higher.

FIGURE 3 AVERAGE SALARIES BY DISCIPLINE / DOCTORAL DEGREES

BROAD CATEGORY	2019 SALARY PROJECTION	2018 SALARY PROJECTION	PERCENT CHANGE
ENGINEERING	$102,074	$90,929	12.3%
COMPUTER SCIENCE	$101,462	$86,570	17.2%
MATH & SCIENCES	$100,920	$99,214	1.7%

The average salary projection for computer science graduates has recovered from where it stood in last year's Winter 2018 *Salary Survey* report. The current average of $101,462 is 17.2 percent higher than last year's average, which itself was down 21 percent from that for the Class of 2017. With extremely limited data at this degree level and for this discipline, software applications majors have the highest salary projection—$108,333— with specific computer science majors following with an average of $103,833.

PARTICIPATING ORGANIZATIONS

Below is a list of the organizations that supplied salary projections for the NACE Winter 2019 *Salary Survey.* (Please note: Although 186 organizations responded, the list below includes 130, as 56 organizations preferred not to be listed.)

84.51°	Elliott Davis
Activision Blizzard	ellucian
Akamai Technologies	Emerson
Amica Mutual Insurance Company	Emerson Climate Technologies
Amtrak	Enterprise
Andersen Corporation	EOG Resources, Inc.
ArcelorMittal USA	Equinix
Arizona Public Service	Fanatics
Ascension Information Services	FirstEnergy Corporation
Austin Commercial	Flatiron Construction Corp.
Avery Dennison Corporation	Fujitsu Network Communications Inc.
BASF Corporation	GAF Corporation
Bemis Company, Inc.	GE Appliances, a Haier company
BOK Financial Corporation	General Dynamics Electric Boat
California State Auditor	Genworth Financial
Capital Group	Georgia Tech Research Institute
Cargill, Inc.	GlaxoSmithKline
Center for Biological Diversity	Great Lakes Dredge & Dock Company
CGI Federal	Hallmark Cards
Charter Manufacturing Company, Inc.	Harley-Davidson Inc.
City and County of Denver Talent Acquisition	Heico Construction Group LLC
ConocoPhillips Company	Hewlett Packard Enterprise
Continental AG	Highmark Health
Daikin Industries/Goodman Manufacturing	HNTB Companies
Danaher Corporation	Honeywell International Inc.
Dell, Inc. - Operations & Client Solutions	Hubbell Incorporated
Dick's Sporting Goods	INEOS
Dot Foods	Info Tech
Draper Laboratory	Ingredion
E. & J. Gallo Winery	Intuit Inc.
eBay, Inc.	ITW
Echo Global Logistics	John Hancock Financial

Kimberly-Clark Corporation

Kohl's Department Stores

Liberty Mutual Insurance Company

Linde Engineering North America Inc.

Link-Belt Construction Equipment Co.

M&T Bank Corporation

Macy's, Inc.

MAVERICK Technologies

McAfee, Inc.

Meijer, Inc.

MGM Resorts International

National Instruments

Nationwide Insurance

NAVSEA-Naval Surface Warfare Center, Crane

NetApp

NiSource

Nokia

Occidental Petroleum Corp.

Olin Corporation

Oracle Corporation

Owens Corning

Pariveda Solutions Inc.

Parsons Corporation

Philips Lighting

Phillips 66

Polaris Industries, Inc.

PPL Corporation

Principal Financial Group

Protiviti Inc.

Raytheon Company

Regions Financial Corporation

Rockwell Collins

Seagate Technology

Selden Fox LTD

Shaw Industries, Inc.

Simpson Gumpertz & Heger Inc.

Sonoco Products Company

Southern Company

Speedway LLC

SPX Flow

Stryker Corporation

Swagelok

T-Mobile USA, Inc.

Textron Inc.

The Aerospace Corporation

The Clorox Co.

The Friedkin Group

The Hanover Insurance Group

The Kleingers Group

The MITRE Corporation

The Shepherd Color Company

The Travelers Companies, Inc.

The Walsh Group

Thermo Fisher Scientific Inc.

TIAA

TimkenSteel Corporation

TJX Companies

Tokio Marine HCC

Toyota Motor North America

Turner Construction Company

U.S. Cellular Corporation

United Launch Alliance

Verso Corp.

ViaSat, Inc.

W. L. Gore & Associates, Inc.

Wells Fargo

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