

Starting Salary Offers Reported in Recruiting Trends 2009-2010

The set of starting salary tables has been prepared from information provided by employers responding to the 2009-2010 Recruiting Trends survey. We have erred to the conservative side by only including information where enough offers had been listed to provide stable results (standard deviations were acceptable). In most cases the number of observations needed was more than 25 offers to meet our criteria. In a few cases we have gone below this number. Please use caution when generalizing from these averages and ranges. Your local situation may be different or the employers recruiting your students may be offering salaries at the ends of the ranges. We are working on a chart that provides salaries by location.

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Set 1: Salaries by Major by Degree Level

Associates' Degree

	Business	Engineering	Computer Science	Nursing	Health	Other
Minimum Salary	16000	18000	18000	20000	14000	12000
Maximum Salary	80000	90000	80000	70000	65000	65000
Average Salary	33575	41444	39594	38675	32433	29885

Bachelor's Degree

	Accounting	Finance	Marketing	Logistics	All Business
Minimum Salary	20000	20000	16000	20000	16000
Maximum Salary	70000	75000	80000	70000	70000
Average Salary	41271	42243	38385	41576	38402

	Journalism	Public Relations	Advertising	All Communications
Minimum Salary	18000	16000	20000	20000
Maximum Salary	66000	66000	66000	70000
Average Salary	35108	35352	35406	35554

	Computer Science	Programming	All Computer
Minimum Salary	20000	20000	20000
Maximum Salary	90000	90000	90000
Average Salary	47652	48323	45288

	Chemical	Civil/Environmental	Computer	Electrical	Mechanical	All Engineering
Minimum Salary	18000	18000	20000	20000	20000	20000
Maximum Salary	80000	77000	90000	81000	90000	90000
Average Salary	49518	47576	50365	51607	51006	48881

	Nursing	Therapists	Social Work	All Health
Minimum Salary	20000	20000	18000	20000
Maximum Salary	70000	76000	65000	65000
Average Salary	42264	42597	34632	34939

	Environmental	Chemistry	Mathematics	Physics	Molecular	Biology	All Sciences
Minimum Salary	18000	18000	20000	18000	18000	18000	18000
Maximum Salary	67000	67000	70000	67000	67000	67000	95000
Average Salary	40147	41722	43660	43079	40169	39006	40461

	Psychology	Political Science	Sociology	All Social Sciences
Minimum Salary	20000	20000	18000	20000
Maximum Salary	66000	66000	66000	66000
Average Salary	36397	37226	34840	36483

	Liberal Arts	Construction	Agricultural	Natural Resources	All Majors	Not Listed
Minimum Salary	18000	20000	18000	18000	18000	20000
Maximum Salary	80000	70000	65000	68000	90000	66000
Average Salary	36314	41102	37004	37590	36483	36624

Masters' Degree

	MBA's	MALIRHR	Accounting	Engineering	Computer Science
Minimum Salary	22000	24000	24000	24000	24000
Maximum Salary	118000	100000	100000	98376	96000
Average Salary	57254	46821	49413	58892	57445

	Sciences	Social Sciences	Health	Other
Minimum Salary	24000	22150	24000	22000
Maximum Salary	96000	68500	85000	120000
Average Salary	49316	43105	46669	45156

PhD

	Business	Pharmacy	Engineering/Computer Science	Law
Minimum Salary	24000	25000	25000	25000
Maximum Salary	100000	117000	120000	150000
Average Salary	52469	58355	69642	55661

	Sciences	Medicine	Social Sciences
Minimum Salary	25000	25000	25000
Maximum Salary	150000	191200	90000
Average Salary	59310	69312	49970

Set 2: Associate Degree by Academic Major by Employer Size and Economic Sector

Associates' Degree – Business

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	16000	16000	18000	20000	20000
Maximum Salary	80000	50000	55000	60000	65000
Average Salary	33575	30401	33677	35369	35981

By Economic Sector:

	All	Manufacturing	Wholesale	Retail	Information	Finance
Minimum Salary	16000	24000	16000	20000	16000	20000
Maximum Salary	80000	60000	50000	50000	55000	55000
Average Salary	33575	37376	33440	30700	32286	31353

	All	Insurance	Professional and Scientific Services	Administrative Services	Non- Profit	Government
Minimum Salary	16000	25000	18000	20000	22000	22000
Maximum Salary	80000	60000	80000	50000	55000	65000
Average Salary	33575	38861	33965	31844	31742	33438

Associates' Degree – Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	18000	20000	24000
Maximum Salary	90000	62000	62000	90000	66300
Average Salary	41444	40406	40631	45238	42807

By Economic Sector:

	All	Construction	Manufacturing	Finance	Insurance
Minimum Salary	18000	27000	24000	22000	37000
Maximum Salary	90000	50000	66300	55000	60000
Average Salary	41444	38429	42646	38125	46667

	All	Professional and Scientific Services	Administrative Services	Government
Minimum Salary	18000	24000	30000	18000
Maximum Salary	90000	80000	60000	65000
Average Salary	41444	43330	38911	36147

Associates' Degree – Computer Science

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	18000	20000	24000
Maximum Salary	80000	62000	62000	65000	65000
Average Salary	39594	39765	37865	41386	41462

By Economic Sector:

	All	Manufacturing	Finance	Insurance
Minimum Salary	18000	28000	22000	30000
Maximum Salary	80000	60000	65000	60000
Average Salary	39594	42363	40000	43083

	All	Professional and Scientific Services	Administrative Services	Government
Minimum Salary	18000	18000	25000	25000
Maximum Salary	80000	80000	60000	65000
Average Salary	39594	42074	35025	35125

Associates' Degree – Nursing

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	20000	20000	24000
Maximum Salary	70000	50000	56000	55443	70000
Average Salary	38675	36182	37487	39928	41202

By Economic Sector:

	All	Health Services	Government
Minimum Salary	20000	24000	23500
Maximum Salary	70000	70000	65000
Average Salary	38675	44565	34090

Associates' Degree – Health

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	14000	16000	14000	16000	21000
Maximum Salary	65000	45000	55000	55443	65000
Average Salary	32433	30125	33369	33961	33499

By Economic Sector:

	All	Health Services	Non-Profit	Government
Minimum Salary	14000	16000	22800	25000
Maximum Salary	65000	50000	55000	65000
Average Salary	32433	31583	32225	34167

Associates' Degree – Other

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	12000	16000	18000	12000	15000
Maximum Salary	65000	50000	65000	55443	65000
Average Salary	29885	28853	29767	30480	33316

By Economic Sector:

	All	Manufacturing	Insurance	Professional and Scientific Services
Minimum Salary	12000	22000	25000	15000
Maximum Salary	65000	50000	60000	45000
Average Salary	29885	32650	36300	30227

	All	Administrative Services	Health Services	Non-Profit	Government
Minimum Salary	12000	22000	18000	12000	16000
Maximum Salary	65000	38000	40000	55000	65000
Average Salary	29885	26933	26990	26595	33799

Set 3: Bachelor's Degree by Academic Major by Employer Size and Economic Sector

Bachelor's Degree – Accounting

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	20000	20000	22800	20000	21000
Maximum Salary	70000	50000	66000	70000	60000	66000
Average Salary	41271	35364	38780	39616	42844	45097

By Economic Sector:

	All	Agriculture	Mining	Utilities	Construction	Manufacturing	Wholesale
Minimum Salary	20000	40000	40000	34528	27000	24000	25000
Maximum Salary	70000	65000	55000	55000	50000	60000	55000
Average Salary	41271	46000	49900	45059	38167	44092	38786

	All	Retail	Information	Finance	Insurance	Professional Services	Administrative Services
Minimum Salary	20000	22000	26000	20000	24000	21000	28000
Maximum Salary	70000	47000	65000	70000	66000	66000	45000
Average Salary	41271	37567	46900	40893	45274	42051	35655

	All	Education	Health	Hospitality	Non-Profit	Government
Minimum Salary	20000	22800	28000	20000	22800	25000
Maximum Salary	70000	55443	65000	38000	55000	65000
Average Salary	41271	37687	39667	27833	35850	40248

Bachelor's Degree – Finance

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	20000	20000	22800	20000	24000
Maximum Salary	75000	50000	66000	75000	60000	66000
Average Salary	42243	35522	38571	42047	43376	45657

By Economic Sector:

	All	Mining	Utilities	Construction	Manufacturing	Wholesale
Minimum Salary	20000	40000	34528	27000	24000	32000
Maximum Salary	75000	57500	55000	50000	60000	55000
Average Salary	42243	49375	44790	41000	46672	41929

	All	Retail	Information	Finance	Insurance	Professional Services
Minimum Salary	20000	26000	26000	20000	24000	24000
Maximum Salary	75000	47000	65000	70000	66000	66000
Average Salary	42243	39122	48875	40458	45007	41690

	All	Administrative Services	Education	Health	Non-Profit	Government
Minimum Salary	20000	28000	26000	28000	22800	25000
Maximum Salary	75000	45000	60000	65000	55000	71000
Average Salary	42243	35933	40444	40625	38564	40500

Bachelor's Degree – Marketing

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	16000	20000	16000	22800	20000	24000
Maximum Salary	80000	80000	66000	70000	60000	66000
Average Salary	38385	35138	34436	37857	41260	45657

By Economic Sector:

	All	Construction	Manufacturing	Wholesale	Retail	Transportation
Minimum Salary	16000	30000	24000	16000	22000	24000
Maximum Salary	80000	50000	70000	45000	44000	45000
Average Salary	38385	37000	41550	34813	37122	35833

	All	Information	Finance	Insurance	Professional Services	Administrative Services
Minimum Salary	16000	26000	20000	24000	22000	22000
Maximum Salary	80000	80000	70000	66000	66000	45000
Average Salary	38385	46654	36921	41316	36600	34477

	All	Education	Health	Non-Profit	Government
Minimum Salary	16000	26000	28000	22800	25000
Maximum Salary	80000	60000	51000	55000	65000
Average Salary	38385	37787	42889	35090	38369

Bachelor's Degree – Logistics

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	20000	20000	22800	22000	30000
Maximum Salary	70000	45000	66000	70000	55443	66000
Average Salary	41576	30455	37982	41906	41935	44693

By Economic Sector:

	All	Manufacturing	Wholesale	Retail	Transportation	Finance
Minimum Salary	20000	24000	20000	28600	35000	20000
Maximum Salary	70000	64932	60000	50000	50000	70000
Average Salary	41576	45715	41357	40918	39571	40985

	All	Insurance	Professional Services	Administrative Services	Government
Minimum Salary	20000	24000	25000	26000	25000
Maximum Salary	70000	66000	66000	45000	65000
Average Salary	41576	42278	42729	34578	38098

Bachelor's Degree – All Business

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	16000	20000	20000	22800	16000	20000
Maximum Salary	70000	45000	66000	70000	60000	66000
Average Salary	38402	30944	35878	37048	41291	41355

By Economic Sector:

	All	Utilities	Construction	Manufacturing	Wholesale	Retail
Minimum Salary	16000	38000	30000	24000	20000	20000
Maximum Salary	70000	53000	62500	57000	60000	60000
Average Salary	38402	43037	45083	40267	37944	38400

	All	Transportation	Information	Finance	Insurance	Real Estate
Minimum Salary	16000	33000	26000	20000	24000	20000
Maximum Salary	70000	42000	55000	70000	66000	36000
Average Salary	38402	37200	37214	38614	43065	30950

	All	Professional Services	Administrative Services	Hospitality	Non-Profit	Government
Minimum Salary	16000	24000	26000	20000	22800	16000
Maximum Salary	70000	66000	45000	50000	55000	65000
Average Salary	38402	38348	34631	35750	33347	39754

Bachelor's Degree – Journalism

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22800	20000	30000
Maximum Salary	66000	66000	55000	55443	65000
Average Salary	35108	31503	35490	36427	41077

By Economic Sector:

	All	Information	Insurance	Professional Services	Non-Profit	Government
Minimum Salary	18000	22000	25000	22000	22800	18000
Maximum Salary	66000	55000	60000	66000	55000	65000
Average Salary	35108	34364	40778	33952	33330	35640

Bachelor's Degree – Advertising

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	20000	20000	22800	20000	30000
Maximum Salary	66000	51000	66000	55000	55443	65000
Average Salary	35406	32000	31972	35489	36788	41445

By Economic Sector:

	All	Manufacturing	Information	Professional Services	Non-Profit	Government
Minimum Salary	20000	24000	26000	22000	22800	25000
Maximum Salary	66000	57000	55000	66000	55000	65000
Average Salary	35406	37308	35750	35625	32644	37329

Bachelor's Degree – Public Relations

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	16000	20000	20000	22800	16000	30000
Maximum Salary	66000	41000	66000	60000	55443	65000
Average Salary	35352	30923	32519	35144	37966	40436

By Economic Sector:

	All	Manufacturing	Finance	Insurance	Professional Services
Minimum Salary	16000	24000	25000	30000	22000
Maximum Salary	66000	57000	45000	50000	66000
Average Salary	35352	38429	34143	40286	34859

	All	Health	Non-Profit	Government
Minimum Salary	16000	28552	20000	16000
Maximum Salary	66000	50000	55000	65000
Average Salary	35352	38510	33374	37045

Bachelor's Degree – All Communications

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	20000	20000	20000	20000	20000
Maximum Salary	70000	47000	66000	70000	60000	65000
Average Salary	35554	30632	32700	36251	39937	38200

By Economic Sector:

	All	Manufacturing	Information	Finance	Insurance	Professional Services
Minimum Salary	20000	24000	26000	24000	30000	24000
Maximum Salary	70000	57000	55000	46000	50000	66000
Average Salary	35554	36611	36333	34875	39167	35862

	All	Administrative Services	Education	Health	Non-Profit	Government
Minimum Salary	20000	30000	26000	20000	20000	25000
Maximum Salary	70000	39000	55443	70000	55000	65000
Average Salary	35554	33700	36112	38300	33507	37596

Bachelor's Degree – Computer Science

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	20000	25000	20000	30000
Maximum Salary	90000	60000	80000	90000	90000	80000
Average Salary	47652	39263	46609	47837	48233	50243

By Economic Sector:

	All	Utilities	Manufacturing	Wholesale	Retail	Transportation
Minimum Salary	20000	45000	24000	36500	28600	38000
Maximum Salary	90000	65000	75000	60000	60000	50000
Average Salary	47652	53200	48062	47357	45330	43600

	All	Information	Finance	Insurance	Professional Services
Minimum Salary	20000	25000	25000	35000	25000
Maximum Salary	90000	78000	75000	70000	90000
Average Salary	47652	47526	50056	48810	51553

	All	Administrative Services	Education	Non-Profit	Government
Minimum Salary	20000	25000	26000	26000	25000
Maximum Salary	90000	55000	80000	55000	65000
Average Salary	47652	40270	41490	39980	43488

Bachelor's Degree – Programming

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	20000	25000	20000	30000
Maximum Salary	90000	60000	80000	90000	78000	80000
Average Salary	48323	42067	48065	50659	46831	49831

By Economic Sector:

	All	Manufacturing	Wholesale	Retail	Transportation	Information
Minimum Salary	20000	24000	36500	28600	38000	26000
Maximum Salary	90000	75000	70000	60000	60000	80000
Average Salary	48323	48000	47750	45330	47500	54182

	All	Finance	Insurance	Professional Services	Administrative Services	Government
Minimum Salary	20000	25000	37000	25000	30000	25000
Maximum Salary	90000	75000	60000	90000	55000	65000
Average Salary	48323	52200	47154	51266	41911	42251

Bachelor's Degree – All Computer

By Employee Size:

	All	8 or Fewer Employees	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	20000	25000	20000	30000
Maximum Salary	90000	60000	80000	90000	65000	80000
Average Salary	45288	40200	41820	45736	44180	50879

By Economic Sector:

	All	Manufacturing	Transportation	Information	Finance	Insurance
Minimum Salary	20000	24000	24000	26000	25000	37000
Maximum Salary	90000	75000	55000	75000	75000	55000
Average Salary	45288	44344	41400	46182	52933	47818

	All	Professional Services	Administrative Services	Education	Non-Profit	Government
Minimum Salary	20000	25000	25000	26000	26000	20000
Maximum Salary	90000	90000	50000	55443	55000	65000
Average Salary	45288	49459	38967	37067	38300	39390

Bachelor's Degree – Chemical Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	26000	20000	30000
Maximum Salary	80000	70000	65000	77000	80000
Average Salary	49518	40580	51688	49534	53565

By Economic Sector:

	All	Utilities	Manufacturing	Professional Services	Administrative Services	Government
Minimum Salary	18000	45000	30000	32000	30000	18000
Maximum Salary	80000	77000	73000	70000	50000	65000
Average Salary	49518	60456	55305	51352	37367	41901

Bachelor's Degree – Civil/Environmental Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	26000	20000	22000
Maximum Salary	77000	75000	71000	77000	68000
Average Salary	47576	45389	47604	48964	49395

By Economic Sector:

	All	Mining	Utilities	Construction	Manufacturing	Professional Services	Government
Minimum Salary	18000	48000	36000	22000	28000	32000	18000
Maximum Salary	77000	67000	77000	65000	70000	75000	71000
Average Salary	47576	57250	53525	49500	49788	48245	44584

Bachelor's Degree – Computer Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	26000	20000	30000
Maximum Salary	90000	80000	90000	90000	80000
Average Salary	50365	48132	54518	49794	51695

By Economic Sector:

	All	Utilities	Manufacturing	Insurance	Professional Services	Administrative Services	Government
Minimum Salary	20000	43000	24000	37000	30000	31200	25000
Maximum Salary	90000	68000	75000	60000	90000	60000	65000
Average Salary	50365	56333	52631	48600	53035	44533	44181

Bachelor's Degree – Electrical Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	26000	20000	30000
Maximum Salary	81000	81000	80000	68000	73000
Average Salary	51607	47528	53536	51742	53723

By Economic Sector:

	All	Utilities	Construction	Manufacturing	Professional Services	Administrative Services	Government
Minimum Salary	20000	43000	36000	30000	35000	31200	25000
Maximum Salary	81000	81000	60000	80000	75000	60000	65000
Average Salary	51607	58790	49833	54823	52156	44886	45115

Bachelor's Degree – Mechanical Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	26000	20000	22000
Maximum Salary	90000	75000	90000	77000	75000
Average Salary	51006	50105	51570	50768	52353

By Economic Sector:

	All	Mining	Utilities	Construction	Manufacturing
Minimum Salary	20000	52000	43000	22000	30000
Maximum Salary	90000	90000	77000	62500	73500
Average Salary	51006	69200	57819	47650	53397

	All	Professional Services	Administrative Services	Education	Government
Minimum Salary	20000	30000	30000	26000	25000
Maximum Salary	90000	75000	60000	55443	65000
Average Salary	51006	51594	43600	43430	42057

Bachelor's Degree – All Engineering

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	26000	20000	30000
Maximum Salary	90000	72000	90000	90000	90000
Average Salary	48881	46098	47164	50530	52928

By Economic Sector:

	All	Mining	Utilities	Manufacturing	Transportation
Minimum Salary	20000	52000	45000	24000	50000
Maximum Salary	90000	90000	60000	65000	55000
Average Salary	48881	81000	55800	48865	52250

	All	Professional Services	Education	Government
Minimum Salary	20000	28000	26000	25000
Maximum Salary	90000	72000	55443	65000
Average Salary	48881	49673	40892	42746

Bachelor's Degree – Nursing

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	22800	20000	30000
Maximum Salary	70000	50000	70000	65000	70000
Average Salary	42264	37123	42937	42586	44788

By Economic Sector:

	All	Insurance	Administrative Services	Education	Health	Non-Profit	Government
Minimum Salary	20000	30000	31200	26000	30000	22800	25000
Maximum Salary	70000	60000	70000	55443	70000	55000	65000
Average Salary	42264	42833	42533	40838	46836	38857	39668

Bachelor's Degree – Therapists

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	22800	20000	30000
Maximum Salary	76000	62000	76000	60000	65000
Average Salary	42597	40975	44536	43602	43167

By Economic Sector:

	All	Education	Health	Non-Profit	Government
Minimum Salary	20000	26000	33500	22800	25000
Maximum Salary	76000	55443	76000	55000	65000
Average Salary	42597	41312	52330	37650	37717

Bachelor's Degree – Social Work

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	20000	20000	30000
Maximum Salary	65000	40000	55000	55443	65000
Average Salary	34632	31291	35160	35796	38025

By Economic Sector:

	All	Education	Health	Non-Profit	Government
Minimum Salary	18000	26000	20000	20000	18000
Maximum Salary	65000	55443	58000	55000	65000
Average Salary	34632	39196	33360	32171	37671

Bachelor's Degree – All Health

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	20000	20000	30000
Maximum Salary	65000	55000	55000	60000	65000
Average Salary	34939	34367	34793	35849	38150

By Economic Sector:

	All	Professional Services	Education	Health	Non-Profit	Government
Minimum Salary	20000	24000	26000	20000	20000	25000
Maximum Salary	65000	50000	55443	55000	55000	65000
Average Salary	34939	37286	38749	32455	32650	37591

Bachelor's Degree – Environmental Science

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	26000	20000	28000
Maximum Salary	67000	66000	55000	55443	67000
Average Salary	40147	35691	42403	42819	42948

By Economic Sector:

	All	Utilities	Manufacturing	Professional Services	Non-Profit	Government
Minimum Salary	18000	30000	24000	24000	22500	18000
Maximum Salary	67000	65000	55000	66000	55000	65000
Average Salary	40147	45809	44250	42681	34250	38836

Bachelor's Degree – Chemistry

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	26000	20000	28000
Maximum Salary	67000	66000	61000	55443	67000
Average Salary	41722	39908	40619	39990	45358

By Economic Sector:

	All	Manufacturing	Professional Services	Administrative Services	Education	Government
Minimum Salary	18000	30000	28000	28000	30000	18000
Maximum Salary	67000	59000	66000	40000	55443	65000
Average Salary	41722	44763	44441	32600	42711	41577

Bachelor's Degree – Mathematics

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	25000	26000	20000	28000
Maximum Salary	70000	66000	70000	62000	67000
Average Salary	43660	41540	44590	44815	45637

By Economic Sector:

	All	Manufacturing	Finance	Insurance	Professional Services	Education	Government
Minimum Salary	20000	24000	25000	37000	35000	30000	25000
Maximum Salary	70000	62000	60000	62000	70000	55443	65000
Average Salary	43660	46500	44714	47208	48792	39198	37490

Bachelor's Degree – Physics

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	26000	20000	28000
Maximum Salary	67000	66000	62000	62000	67000
Average Salary	43079	42550	44453	41824	44525

By Economic Sector:

	All	Manufacturing	Professional Services	Education	Government
Minimum Salary	18000	30000	35000	30000	18000
Maximum Salary	67000	62000	66000	55443	65000
Average Salary	43079	47889	50800	42033	37625

Bachelor's Degree – Molecular

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22000	20000	28000
Maximum Salary	67000	66000	55000	55443	67000
Average Salary	40169	38397	37831	39204	43421

By Economic Sector:

	All	Manufacturing	Professional Services	Administrative Services	Non-Profit	Government
Minimum Salary	18000	24000	35000	28000	26000	18000
Maximum Salary	67000	59000	66000	39000	55000	65000
Average Salary	40169	41955	45755	31033	40700	38396

Bachelor's Degree – Biology

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22000	20000	28000
Maximum Salary	67000	66000	55000	55443	67000
Average Salary	39006	36636	37321	37424	43532

By Economic Sector:

	All	Manufacturing	Professional Services	Administrative Services	Education	Non-Profit	Government
Minimum Salary	18000	24000	28000	28000	30000	26000	18000
Maximum Salary	67000	59000	66000	39000	55443	55000	65000
Average Salary	39006	42642	42307	31033	40895	39071	39017

Bachelor's Degree – All Sciences

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	26000	20000	22000
Maximum Salary	95000	66000	55000	95000	67000
Average Salary	40461	37004	39736	46315	42156

By Economic Sector:

	All	Insurance	Professional Services	Education	Government
Minimum Salary	18000	30000	35000	30000	18000
Maximum Salary	95000	56500	66000	55443	65000
Average Salary	40461	45500	43454	38718	37255

Bachelor's Degree – Psychology

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24960	22000	20000	30000
Maximum Salary	66000	66000	55000	60000	65000
Average Salary	36397	34312	32724	40416	39003

By Economic Sector:

	All	Manufacturing	Finance	Insurance	Professional Services	Education	Health	Non-Profit	Government
Minimum Salary	20000	24000	24000	30000	30000	26000	22000	22800	23500
Maximum Salary	66000	50000	60000	45000	66000	55443	55000	55000	65000
Average Salary	36397	37714	38214	35333	39192	43180	30943	33051	38151

Bachelor's Degree – Political Science

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	22000	22800	20000	30000
Maximum Salary	66000	66000	55000	55443	65000
Average Salary	37226	34900	38777	41581	39634

By Economic Sector:

	All	Non-Profit	Government
Minimum Salary	20000	22800	25000
Maximum Salary	66000	55000	65000
Average Salary	37226	34254	38701

Bachelor's Degree – Sociology

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22000	20000	30000
Maximum Salary	66000	66000	55000	55443	65000
Average Salary	34840	35007	31358	39007	37468

By Economic Sector:

	All	Non-Profit	Government
Minimum Salary	18000	22800	18000
Maximum Salary	66000	55000	65000
Average Salary	34840	34093	35560

Bachelor's Degree – All Social Sciences

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	20000	20000	30000
Maximum Salary	66000	66000	55000	60000	65000
Average Salary	36483	34790	35343	39566	38471

By Economic Sector:

	All	Finance	Professional Services	Education	Non-Profit	Government
Minimum Salary	20000	25000	20000	26000	20000	25000
Maximum Salary	66000	46000	66000	55443	55000	65000
Average Salary	36483	35833	41636	36640	32489	39782

Bachelor's Degree – Liberal Arts

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22000	20000	30000
Maximum Salary	80000	66000	57368	55443	65000
Average Salary	36314	32600	37226	39932	39608

By Economic Sector:

	All	Manufacturing	Retail	Finance	Insurance
Minimum Salary	18000	24000	20000	25000	30000
Maximum Salary	80000	55000	50000	48500	45000
Average Salary	36314	36375	31720	36417	36000

	All	Professional Services	Non-Profit	Government
Minimum Salary	18000	22000	20000	18000
Maximum Salary	80000	66000	55000	65000
Average Salary	36314	36636	34292	37892

Bachelor's Degree – Construction

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	22800	20000	30000
Maximum Salary	70000	70000	56000	58000	68000
Average Salary	41102	37662	40759	45746	42987

By Economic Sector:

	All	Construction	Manufacturing	Professional Services	Non-Profit	Government
Minimum Salary	20000	30000	24000	28000	22800	25000
Maximum Salary	70000	55000	40000	56000	55000	65000
Average Salary	41102	45031	31771	43773	35467	42260

Bachelor's Degree – Agricultural

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22800	20000	30000
Maximum Salary	65000	50000	55000	55443	65000
Average Salary	37004	32707	40153	41043	38906

By Economic Sector:

	All	Agriculture	Manufacturing	Non-Profit	Government
Minimum Salary	18000	20000	24000	22800	18000
Maximum Salary	65000	50000	53000	55000	65000
Average Salary	37004	37400	41000	35360	37046

Bachelor's Degree – Natural Resources

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	22800	20000	30000
Maximum Salary	68000	40000	55000	55443	68000
Average Salary	37590	31178	40644	40976	40579

By Economic Sector:

	All	Non-Profit	Government
Minimum Salary	18000	22800	18000
Maximum Salary	68000	55000	65000
Average Salary	37590	35360	36887

Bachelor's Degree – Not Listed

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	20000	24000	22800	20000	30000
Maximum Salary	66000	66000	57368	55443	65000
Average Salary	36624	34104	37654	37337	40669

By Economic Sector:

	All	Professional Services	Education	Non-Profit	Government
Minimum Salary	20000	25000	27000	22800	25000
Maximum Salary	66000	66000	57368	55000	65000
Average Salary	36624	40382	36287	34436	39247

Bachelor's Degree – All Majors

By Employee Size:

	All	9 to 100 Employees	101 to 500 Employees	501 to 3999 Employees	4000 or More Employees
Minimum Salary	18000	18000	20000	20000	28000
Maximum Salary	90000	66000	90000	60000	70000
Average Salary	36483	33871	37236	38089	40105

By Economic Sector:

	All	Manufacturing	Wholesale	Retail	Information	Finance	Insurance	Real Estate
Minimum Salary	18000	23000	20000	20000	24000	25000	24000	28000
Maximum Salary	90000	55000	45000	60000	80000	60000	55000	35000
Average Salary	36483	35100	34400	36560	38917	37962	39250	30750

	All	Professional Services	Administrative Services	Education	Health	Non-Profit	Government
Minimum Salary	18000	20000	24000	20000	24000	20000	18000
Maximum Salary	90000	90000	45000	57368	70000	55000	80000
Average Salary	36483	37045	34120	36057	37000	33276	40309