**2015 Full-Time & 2016 Summer Employers**

- Accenture*
- Amazon.com, Inc.*
- American Express
- Aon Hewitt*
- AXIS Capital
- Bank of China
- BASF
- Blue Cross Blue Shield of Massachusetts
- Boeing Company (The)*†
- BP British Petroleum*
- Bristol-Myers Squibb*
- Cablevision
- Capital Group Companies*
- Cigna*
- Cisco Systems, Inc.*†
- Civil Service Employees Association, Local 1000, AFSCME
- Coca-Cola Company (The)*
- Colgate-Palmolive
- Corning Incorporated*
- Cummins Inc.*†
- Dell, Inc.
- Deloitte Consulting LLP
- DIRECTV
- EY (Ernst & Young)
- Farm Labor Organizing Committee, AFL-CIO
- General Electric*†
- General Mills
- Hershey Company (The)*
- Honeywell International Inc.*†
- HP Inc. ( Hewlett-Packard Company)*†
- IBM
- IBM Watson
- Infosys Limited
- Intel Corporation
- International Labor Rights Forum
- JCD & Co.
- Johnson & Johnson*
- JPMorgan Chase & Co.
- LG Electronics
- Marsh & McLennan Companies, Inc.*
- McKesson Corporation
- Microsoft*
- OECD (Organisation for Economic Co-operation and Development)
- PepsiCo
- Phillips 66 Company
- Procter & Gamble
- Regeneron Pharmaceuticals, Inc.
- Saudi Aramco (Saudi Arabian Oil Co.)
- Shell
- SK Hynix Inc.
- United Technologies Corporation*†
- Veritas Technologies LLC
- Verizon

*These organizations made full-time hires in both 2014 and 2015
†These organizations have hired more than one master’s graduate for a full-time position

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**GEOGRAPHIC LOCATION OF GRADUATES**

- Mid Atlantic 9%
- Midwest 19%
- NY Metro 17%
- Northeast 9%
- South 8%
- West 21%
- International 17%

---

**2015 MILR/MBA Starting Salaries (U.S. Only)**

<table>
<thead>
<tr>
<th>CLASS</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$90,000</td>
<td>$90,000</td>
<td>$80,000 - $100,000</td>
</tr>
<tr>
<td>2014</td>
<td>$107,833</td>
<td>$111,000</td>
<td>$100,000 - $112,500</td>
</tr>
<tr>
<td>2013</td>
<td>$108,333</td>
<td>$100,000</td>
<td>$90,000 - $135,000</td>
</tr>
</tbody>
</table>

---

**2015 Full-Time & 2016 Summer Employers**

- Autodesk, Inc.
- IBM Watson
- Bristol-Myers Squibb
- LinkedIn
- Family Business Consulting
- McKinsey & Company
- General Mills
- Hershey Company (The)*

---

**CLASS OF 2017 Summer 2016 Internship Salaries**

<table>
<thead>
<tr>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean (Corporate)</td>
<td>$1,327/week</td>
<td></td>
</tr>
<tr>
<td>Mean (Labor)</td>
<td>$500/week</td>
<td></td>
</tr>
<tr>
<td>Range Total</td>
<td>$500-$1,923/week</td>
<td></td>
</tr>
</tbody>
</table>

80% received housing, subsidy, and/or relocation allowance

---

**STARTING SALARIES ACCEPTED BY MILR GRADUATES (U.S. ONLY)**

<table>
<thead>
<tr>
<th>CLASS</th>
<th>MEAN</th>
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<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$85,708</td>
<td>$85,000</td>
<td>$50,000 - $120,000</td>
</tr>
<tr>
<td>2014</td>
<td>$84,110</td>
<td>$85,000</td>
<td>$52,146 - $120,000</td>
</tr>
<tr>
<td>2013</td>
<td>$85,502*</td>
<td>$83,500</td>
<td>$65,000 - $111,000</td>
</tr>
</tbody>
</table>

*No graduates pursued employment in non-corporate sectors in 2013

---

**CLASS OF 2015 by Sector**

<table>
<thead>
<tr>
<th>SECTOR</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$105,000</td>
<td>$105,000</td>
<td>$90,000 - $120,000</td>
</tr>
<tr>
<td>CPG</td>
<td>$86,800</td>
<td>$81,000</td>
<td>$75,000 - $100,000</td>
</tr>
<tr>
<td>Fin Svcs/Insur.</td>
<td>$83,643</td>
<td>$85,000</td>
<td>$63,000 - $100,000</td>
</tr>
<tr>
<td>Manuf.</td>
<td>$83,083</td>
<td>$84,500</td>
<td>$60,000 - $110,000</td>
</tr>
<tr>
<td>Oil/Energy</td>
<td>$83,400</td>
<td>$85,000</td>
<td>$80,000 - $85,200</td>
</tr>
<tr>
<td>Tech.</td>
<td>$89,040</td>
<td>$93,500</td>
<td>$60,320 - $111,000</td>
</tr>
</tbody>
</table>

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**CLASS OF 2015 SIGN-ON BONUSES**

<table>
<thead>
<tr>
<th>MEAN</th>
<th>MEDIAN</th>
<th>% RECEIVED (U.S.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13,620</td>
<td>$10,000</td>
<td>85%</td>
</tr>
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**CLASS OF 2017 Summer 2016 Internship Salaries**

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80% received housing, subsidy, and/or relocation allowance

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**2015 MILR/MBA Starting Salaries (U.S. Only)**

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**2017 Classes of MILR/MBA Summer 2016 Internship Salaries**

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<tr>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,595</td>
<td>$1,600</td>
<td>$1,346 - $1,840/week</td>
</tr>
</tbody>
</table>

100% received housing, subsidy, and/or relocation allowance

---

**Classes of 2017 and 2018 MILR/MBA Summer 2016 Internship Salaries**

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<th>MEAN</th>
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<tbody>
<tr>
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100% received housing, subsidy, and/or relocation allowance

---

**MILR/MBA 2015 Full-Time & 2016 Summer Employers**

- Autodesk, Inc.
- Bristol-Myers Squibb
- Family Business Consulting
- General Mills
- Hershey Company (The)*
- Honeywell International Inc.*†
- IBM
- IBM Watson
- Infosys Limited
- Intel Corporation
- International Labor Rights Forum
- PepsiCo
- Phillips 66 Company
- Procter & Gamble
- Regeneron Pharmaceuticals, Inc.
- Saudi Aramco (Saudi Arabian Oil Co.)
- Shell
- SK Hynix Inc.
- United Technologies Corporation*†
- Veritas Technologies LLC
- Verizon

*These organizations made full-time hires in both 2014 and 2015
†These organizations have hired more than one master’s graduate for a full-time position
How Graduates Found Their Jobs

(26%) of students found employment from ILR career fairs and forums, job postings, and on-campus recruiting

(9%) Returned to sponsoring employer

(8%) Job posting not through career services

(6%) Unknown/Other

(4%) Personal contact/Networking

(47%) of students (who completed summer internships found through ILR Career Services) accepted full-time employment with the same employer

International Students

International students represent 40% of the Class of 2015. 75% of the international Class of 2017 completed summer 2016 internships in the U.S.

2015 Job Titles For Full-Time Employment

- Associate Consultant
- Associate Human Resources Consultant
- Associate Human Resources Manager
- Associate Manager of Human Resources
- Business Development Manager
- Business Management Consultant
- Business Strategy Consultant
- Compensation & Benefits Analyst
- Consultant
- Human Resources Advisor
- Human Resources Analyst
- Human Resources Analyst, Data and Reporting
- Human Resources Associate
- Human Resources Career Foundation Program Participant
- Human Resources Consultant
- Human Resources Development Program Associate
- Human Resources Generalist
- Human Resources Leadership Associate
- Human Resources Leadership Development Program Participant
- Human Resources Leadership Program, China Associate
- Human Resources Leadership Program Participant
- Human Resources Management Associate
- Human Resources Manager
- Human Resources Manager, Data and Reporting
- Human Resources Representative
- Human Resources Rotational Associate
- Human Resources Trax Development Program Participant
- Labor Education Specialist
- Labor Relations Representative
- Management Associate Program
- Onboarding Unit Supervisor
- Organization Performance Advisor
- Senior Manager
- Transformation Consultant

MILR Concentrations

Human Resources and Organizations
Focuses on people in organizations, including the roles of line managers, the HR function and HR professionals in contributing to organizational success and employee well-being and such key aspects of organizational life as leadership, decision-making, and conflict resolution. The emphasis is on both theoretical and practical applications. Traditional classroom experiences are regularly enriched by interactions with senior corporate executives and other managers who focus on the real-time challenges they face.

Collective Representation
Focuses on industrial relations, including the past, present and future of the labor movement. In addition to the core courses, students who choose this concentration can take classes on the history of unions, the modern workforce, international and comparative political economy, and theories of the labor movement, as well as gain practical skills to apply to jobs in unions, labor relations, and related areas. This program is ideal for students with at least one year of work experience who are interested in social justice, or professionals in the labor movement who are looking for a change of pace.

Dispute Resolution
The DR concentration is flexible and is intended to address student needs and interests, given career options that favor experience and further education, especially in law. It is not intended to prepare students for entry-level opportunities. The rise of alternative dispute resolution (ADR) in employment relations and other fields has created opportunities for students with experience interested in pursuing careers as mediators, arbitrators, or facilitators. A growing number of corporations and other organizations have hired dispute resolution specialists to manage their ADR programs. Federal and State agencies, such as the US Federal Mediation and Conciliation Service and the US department of Labor, and international agencies, such as the International Labour Organization, employ specialists in dispute resolution.

Labor Market Policy
Candidates are prepared for careers in public policy toward labor markets. These are careers that analyze, develop, and administer public policy: careers that will often bridge government, private firms, and non-profit organizations. The curriculum provides students with skills that will enable them to evaluate government policies. It also provides students with knowledge of public and private institutions that are fundamental to the operation of the labor market.

International and Comparative Labor
Students have the opportunity to increase their understanding of international and comparative industrial relations, human resources, organizations, and labor markets. In particular, it is expected that students will understand how varying industrial relations and human resources policy and labor market institutions "work" in different national contexts.