**Starting Salaries Accepted by MILR Graduates (U.S. Only)**

<table>
<thead>
<tr>
<th>Class of</th>
<th>Mean</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<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>
<tr>
<td>2012</td>
<td>$80,413</td>
<td>$78,000</td>
<td>$47,000 - $129,000</td>
</tr>
</tbody>
</table>

*No graduates pursued employment in labor, non-profit, or government sectors in 2013

**Class of 2014 Sign-On Bonuses**

<table>
<thead>
<tr>
<th>Mean</th>
<th>Median</th>
<th>% Received (U.S.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13,574</td>
<td>$12,000</td>
<td>88%</td>
</tr>
</tbody>
</table>

**Class of 2014 by Sector**

<table>
<thead>
<tr>
<th>Sector</th>
<th>Mean</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting, Prof Svcs</td>
<td>$100,000</td>
<td>$95,000</td>
<td>$90,000 - $120,000</td>
</tr>
<tr>
<td>Government</td>
<td>$55,764</td>
<td>$52,146</td>
<td>$52,146 - $60,000</td>
</tr>
<tr>
<td>Manuf.</td>
<td>$80,655</td>
<td>$80,000</td>
<td>$67,831 - $95,000</td>
</tr>
<tr>
<td>Oil/Energy</td>
<td>$81,000</td>
<td>$85,000</td>
<td>$70,000 - $88,000</td>
</tr>
<tr>
<td>Tech.</td>
<td>$87,625</td>
<td>$90,000</td>
<td>$70,000 - $100,000</td>
</tr>
<tr>
<td>Other**</td>
<td>$92,800</td>
<td>$90,000</td>
<td>$74,000 - $115,000</td>
</tr>
</tbody>
</table>

**Not enough data points to separate Pharma, Financial Svcs, and Consumer Products

**2014 Full-Time & 2015 Summer Employers**

AFL-CIO
Accenture
Altera Corporation
Amazon.com, Inc.
Aon Hewitt
Boeing Company (The)
Boehringer Ingelheim
BP British Petroleum
Bristol-Myers Squibb
Cargill Consulting
Capital Group Companies
Carrefour
Chevron Corporation
Cigna
Cisco Systems, Inc.
Citigroup Inc.
CLS Bank International
Coca-Cola Company (The)
Comcast Corporation (NBC Universal)
Cornell University
Corning Inc.
Cummins Inc.
Dell Inc.
Ericsson Inc.
General Electric
General Mills
HP (Hewlett-Packard Company)
Hershey Company (The)
Honeywell International Inc.
Indonesian Supreme Audit Institution
Johnson & Johnson
KLA-Tencor Corporation
LG
Lockheed Martin
Marsh & McLennan Companies
Mercer LLC
MetLife Inc.
Microsoft Corporation
National Labor Relations Board
PepsiCo
Real Food Company, Inc.
Risk Management Solutions, Inc.
Schlumberger Ltd.
U.S. Bureau of Labor Statistics
U.S. Department of Labor
UTC Pratt & Whitney
United Technologies Corporation

**Starting Salaries**

<table>
<thead>
<tr>
<th>Class of</th>
<th>Mean</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<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>
<tr>
<td>2012</td>
<td>$109,000</td>
<td>$100,000</td>
<td>$94,000 - $133,000</td>
</tr>
</tbody>
</table>

**MILR/MBA Class of 2014 Salaries**

<table>
<thead>
<tr>
<th>Class of</th>
<th>Mean</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$1,327/week</td>
<td>$1,678/week</td>
<td>$1,155-$2,800/week</td>
</tr>
<tr>
<td>2013</td>
<td>$1,327/week</td>
<td>$1,678/week</td>
<td>$1,155-$2,800/week</td>
</tr>
<tr>
<td>2012</td>
<td>$1,327/week</td>
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<td>$1,155-$2,800/week</td>
</tr>
</tbody>
</table>

**GEOGRAPHIC LOCATION OF GRADUATES**

- Mid-Atlantic: 4%
- Midwest: 10%
- NY Metro: 8%
- Northeast: 24%
- South: 14%
- West: 24%
- International: 16%

**Graduate & Law Schools Attended**

- Harvard Law School, JD
- ESCP Europe, Master in Management
- University of Belgrade, MA
- Washington University in St. Louis, MBA

**2014 Postgraduate Report of Master’s Degree Recipients**

ILR School

www.ilr.cornell.edu/careerservices

ILR Office of Career Services, 201 Ives Hall | Ithaca, NY 14853 | Ph. 607.255.7816 | Fax 607.255.2358
ILR Career Services (74%) of students found career fairs and forums, employment from ILR on-campus recruiting (91%), and job postings, and on-campus recruiting (20%).

How Graduates Found Their Jobs

(36%) of students found employment from ILR career fairs and forums, (16%) alumni/networking, (2%) unknown/other, (7%) returning to sponsoring employer, and (6%) alumni/professor networking.

International Students

70% of the international class of 2016 completed summer 2015 internships in the U.S. International students represent 41% of the class of 2014. 89% of students (who completed full-time employment through ILR Career Services) accepted full-time employment with the same employer.

2014 Job Titles For Full-Time Employment

Associate Human Resources Manager, Compensation Analyst, Economist, Employee/Labor Relations Specialist, Finance Leadership Development Program Participant, Honors Attorney, Human Resources Advisor, Human Resources Associate, Human Resources Business Partner, Human Resources Development Program Associate, Human Resources Generalist, Human Resources Leadership Development Program Participant, Human Resources Leadership Program Participant, Human Resources Management Associate Participant, Human Resources Management Rotational Program Associate, Human Resources Manager, Human Resources MAP Participant, Human Resources Project Manager, Human Resources Rotational Program Participant, Human Resources Rotational Program Participant, Labor Relations Representative, Management Consultant, Presidential Management Fellow, Total Rewards Analyst, Workforce Strategy Consultant.

MLR Concentrations

Human Resources and Organizations
Focuses on people in organizations, including the roles of line managers, HR function, 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 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.