

## Starting Salaries Accepted By MILR Graduates (U.S. only)

CLASS OF	MEAN	MEDIAN	RANGE
2017	\$86,320	\$86,000	\$40,000 - \$110,000
2016	\$84,730	\$85,000	\$40,000 - \$150,000
2015	\$85,708	\$85,000	\$50,000 - \$120,000

### Class of 2017

BY SECTOR	MEAN	MEDIAN	RANGE
Cons./Prof. Practice (7%)	\$73,333	\$90,000	\$40,000 - \$90,000
CPG (12%)	\$84,000	\$83,000	\$82,000 - \$87,000
Pharm/Health (12%)	\$86,600	\$85,000	\$75,000 - \$108,000
Manuf. (21%)	\$87,153	\$83,500	\$66,880 - \$103,000
Fin. Svcs. (14%)	\$94,375	\$98,750	\$70,000 - \$110,000
Tech. (16%)	\$98,650	\$97,250	\$95,000 - \$106,000
Labor (7%)	*		
Government (5%)	*		
Comm/Media (5%)	*		
Education (2%)	*		

\*Fewer than three students reported salaries  
Due to rounding, total percentage does not equal to 100

## Class Of 2017 Sign-On Bonuses

MEAN	MEDIAN	% REPORTING RECEIVED
\$13,346	\$11,000	60%

## MILR/MBA Starting Salaries (U.S. only)

CLASS OF	MEAN	MEDIAN	RANGE
2017	\$121,500	\$103,000	\$100,000 - \$140,000
2016	\$106,667	\$105,000	\$ 85,000 - \$140,000
2015	\$105,000	\$100,000	\$ 80,000 - \$135,000

## EMPLOYERS

AbbVie Inc.*	Google
Amazon.com, Inc.**	Hershey Company (The)*
American Express**	Honeywell*
Bank of America Merrill Lynch	HP, Inc. *
Bank of China (BOC)	IBM*
Bayer AG	Japan Ministry of Health, Labour and Welfare
Bristol-Myers Squibb*	Johnson & Johnson**
Capital Group*	JPMorgan Chase & Co.*
Cisco Systems, Inc.**	KLA-Tencor Corporation**
Citigroup, Inc.	LG Uplus Corp.
Civil Service Employees Association (CSEA)	Lockheed Martin*
Colgate-Palmolive*	Marsh & McLennan Companies*
Cornell University	Massachusetts Teachers Association (MTA)
Corning, Incorporated*	McKesson Corporation*
Deloitte Consulting*	Microsoft*
Ecolab**	PepsiCo*
EY (Ernst & Young LLP)	SK Telecom Co.
General Mills**	U.S. Department of Labor
Global Career Path, Inc.	

\*These organizations made full-time hires in 2016 and 2017

▲These organizations have hired more than one master's graduate for a full-time position

## SAMPLE JOB TITLES

Associate Human Resource Manager	Human Resources Leadership Development Program Participant
Chief Policy Planner	Human Resources Manager
Compensation & Benefits Associate	Human Resources Rotational Associate
Consultant	Labor Education Specialist
Employee Relations Representative	Labor Relations Representative
HR Development Program Associate	Management Associate
Human Resource Data Analyst	Organizer
Human Resources Associate	Program Manager
Human Resources Business Partner	Senior Consultant
	Senior Human Resources Generalist
	Talent Management Specialist



# 2017

## POSTGRADUATE REPORT OF MASTER OF INDUSTRIAL & LABOR RELATIONS DEGREE RECIPIENTS

[www.ilr.cornell.edu/career-path](http://www.ilr.cornell.edu/career-path)

ILR Office of Career Services, 201 Ives Hall | Ithaca, NY 14853 | ph. 607.255.7816

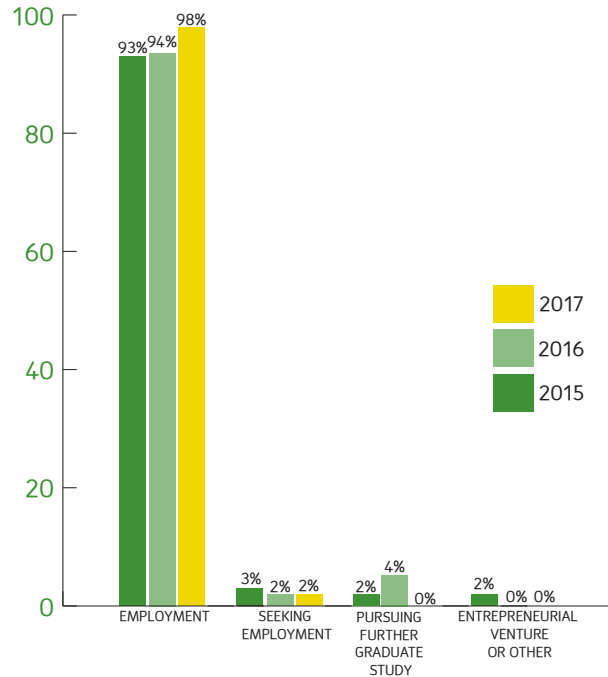


# ILR School

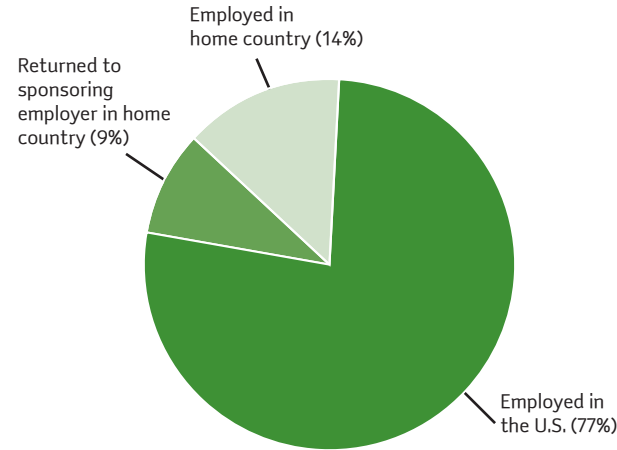
# Master's Degree Recipients

The 47 respondents represent 98% of the Class of 2017

## Postgraduate Activities



## International Students



International students represent 46% of the Class of 2017

## 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.

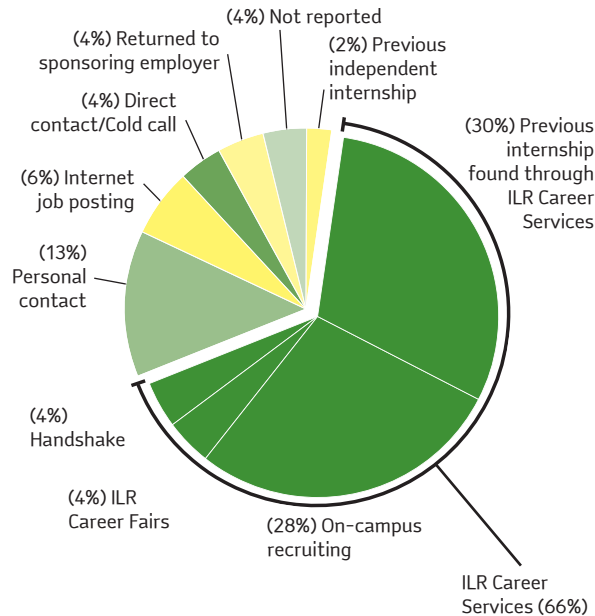
### Labor Market Policy

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.

## How Graduates Found Their Jobs



Due to rounding, total percentage does not equal 100

## Geographic Location of Graduates

Mid Atlantic	4%
Midwest	15%
New England	2%
Non-Metro NYS	9%
NY Metro	21%
South	13%
West	26%
International	11%

Due to rounding, total percentage does not equal 100