Startling 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>2017</td>
<td>$86,320</td>
<td>$86,000</td>
<td>$40,000 - $110,000</td>
</tr>
<tr>
<td>2016</td>
<td>$84,730</td>
<td>$85,000</td>
<td>$40,000 - $150,000</td>
</tr>
<tr>
<td>2015</td>
<td>$85,708</td>
<td>$85,000</td>
<td>$50,000 - $120,000</td>
</tr>
</tbody>
</table>

**EMPLOYERS**

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

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

**CLASS OF 2017**

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

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

**CLASS OF 2017 Sign-On Bonuses**

<table>
<thead>
<tr>
<th>MEAN</th>
<th>MEDIAN</th>
<th>% REPORTING RECEIVED</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13,346</td>
<td>$11,000</td>
<td>60%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>CLASS OF</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$121,500</td>
<td>$103,000</td>
<td>$100,000 - $140,000</td>
</tr>
<tr>
<td>2016</td>
<td>$106,667</td>
<td>$105,000</td>
<td>$85,000 - $140,000</td>
</tr>
<tr>
<td>2015</td>
<td>$105,000</td>
<td>$100,000</td>
<td>$80,000 - $135,000</td>
</tr>
</tbody>
</table>

POSTGRADUATE REPORT OF MASTER OF INDUSTRIAL & LABOR RELATIONS DEGREE RECIPIENTS

2017

ILR School

www.ilr.cornell.edu/career-path
**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.