**GEOGRAPHIC LOCATION OF GRADUATES**

Mid Atlantic 10%  New England 8%
Midwest 10%  South 19%
NY Metro 7.5%  West 19%
Non-Metro NYS 7.5%  International 17%
Rounding error 2%

**GRADUATE SCHOOLS ATTENDED**

ESCP Europe
University of Wyoming

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**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>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>
<tr>
<td>2014</td>
<td>$84,110</td>
<td>$85,000</td>
<td>$52,146 - $120,000</td>
</tr>
</tbody>
</table>

**CLASS OF 2016**

<table>
<thead>
<tr>
<th>BY SECTOR*</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bio/Pharm/ Life Sci*</td>
<td>$82,667</td>
<td>$85,000</td>
<td>$78,000 - $85,000</td>
</tr>
<tr>
<td>Educ/Govt/ Labor/Nonprofit*</td>
<td>$72,500</td>
<td>$71,000</td>
<td>$48,000 - $100,000</td>
</tr>
<tr>
<td>Fin Svcs/Insur.</td>
<td>$90,667</td>
<td>$92,500</td>
<td>$87,000 - $92,500</td>
</tr>
<tr>
<td>Manuf.</td>
<td>$90,583</td>
<td>$82,000</td>
<td>$75,000 - $111,000</td>
</tr>
<tr>
<td>Oil/Energy</td>
<td>$85,167</td>
<td>$87,500</td>
<td>$78,000 - $90,000</td>
</tr>
<tr>
<td>Tech.</td>
<td>$86,444</td>
<td>$90,000</td>
<td>$40,000 - $111,000</td>
</tr>
</tbody>
</table>

*Not enough data points to report Telecomm. and Consulting/Professional Practice

**CLASS OF 2016 SIGN-ON BONUSES**

<table>
<thead>
<tr>
<th>MEAN MEDIAN</th>
<th>% RECEIVED (U.S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13,481</td>
<td>$12,000</td>
</tr>
</tbody>
</table>

**CLASS OF 2017 SUMMER 2016 INTERNSHIP SALARIES**

<table>
<thead>
<tr>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,426/week</td>
<td>$1,425/week</td>
<td>$1,443 - $1,600/week</td>
</tr>
</tbody>
</table>

70% received housing, subsidy, and/or relocation allowance

**2016 FULL-TIME & 2017 SUMMER EMPLOYERS**

Abbvie
Amazon.com*†
American Express
American Federation of Teachers
Amgen
Avascent
Axis Law Chambers
Bill & Melinda Gates Foundation
BP British Petroleum*
brightspot strategy
Bristol-Myers Squibb*†
Capital Group Companies*†
Cigna*
Cisco Systems, Inc.*
Colgate-Palmolive
CommScope
Corning Incorporated*†
Cummins Inc.*
Dell, Inc.*
Deloitte Consulting
Eaton Corporation
Ecolab
Ericsson Inc.
European Trade Union Institute
Fair Labor Association
Franklin Templeton
Investments
General Electric*†
General Mills*†
Government of India
Government of UK, Cabinet Office
Hershey Company (The)
Hilton
hiQ Labs
Honeywell*
HP, Inc. (Hewlett-Packard Company)
IBM
Ingersoll Rand
JPMorgan Chase & Co.
Johnson & Johnson
KLA-Tencor Corporation
Lockheed Martin
Marsh & McLennan Companies*
McKesson Corporation
Microsoft*
OneTrust Home Loans
PepsiCo
PwC
Saudi Aramco (Saudi Arabian Oil Co.)
Shell
Sikorsky (Lockheed Martin)
Syniverse
TE Connectivity Corporation
Thermo Fisher Scientific
T-Mobile USA, Inc.
United Nations Secretariat
United Technologies Corporation
UnitedHealth Group
University of Alaska
World Elites Housing

*These organizations made full-time hires in both 2015 and 2016
† These organizations have hired more than one master's graduate for a full-time position

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**MILR/MBA STARTING SALARIES (U.S. ONLY)**

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<tr>
<td>2016</td>
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<td>$105,000</td>
<td>$85,000 - $140,000</td>
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<tr>
<td>2015</td>
<td>$105,000</td>
<td>$100,000</td>
<td>$80,000 - $135,000</td>
</tr>
<tr>
<td>2014</td>
<td>$107,833</td>
<td>$111,000</td>
<td>$100,000 - $112,500</td>
</tr>
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</table>

**CLASSES OF 2018 AND 2019 MILR/MBA SUMMER 2017 INTERNSHIP SALARIES**

<table>
<thead>
<tr>
<th>MEAN</th>
<th>MEDIAN</th>
<th>RANGE</th>
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<tbody>
<tr>
<td>$1,553</td>
<td>$1,600</td>
<td>$1,443 - $1,600/week</td>
</tr>
</tbody>
</table>

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

**MILR/MBA 2016 FULL-TIME & 2017 SUMMER EMPLOYERS**

Bank of America
Deloitte Consulting
Honeywell
IBM
Johnson & Johnson
LG Electronics
Lyft
Microsoft
Whirlpool
Willis Towers Watson

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

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**MILR/MBA 2016 FULL-TIME & 2017 SUMMER EMPLOYERS**

Bank of America
Deloitte Consulting
Honeywell
IBM
Johnson & Johnson
LG Electronics
Lyft
Microsoft
Whirlpool
Willis Towers Watson
International Students

- Employed in home country (18%)
- Employed in the U.S. (4.5%)
- Seeking (4.5%)
- Rounding error (.5%)
- Further graduate study (4.5%)
- Employed outside the U.S. (4.5%)

International students represent 40% of the Class of 2016. 53% of the international Class of 2018 completed summer 2017 internships in the U.S.

2016 Job Titles For Full-Time Employment

- Accountability Associate
- Assistant to Benefit Administrator
- Associate Human Resources Manager
- Compensation Operational Analyst
- Compensation Specialist Consultant
- Deputy Chief Personnel Officer
- Design Strategist
- Global Compensation Manager
- Global Human Resources Associate
- Global Human Resources Business Partner
- Human Resources Account Manager
- Human Resources Associate Manager
- Human Resources Business Partner
- Human Resources Consultant
- Human Resources Development Program Participant
- Human Resources Generalist
- Human Resources Leadership Development Program Specialist
- Human Resources Manager
- Human Resources Pathways Program
- Human Resources Project Manager
- Human Resources Representative
- Legal Associate
- Mortgage Loan Originator
- Office Manager
- Organizer
- People Analytics Consultant
- Policy Advisor
- Senior Associate, Communications
- Senior Industrial Relations Representative
- Senior Manager

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.