

NACE SALARY SURVEY

Final starting salaries for Class of 2023 new college graduates
Data reported by colleges and universities

EXECUTIVE SUMMARY



ABOUT THE SURVEY

The Summer 2024 *Salary Survey* report provides actual starting salaries (not projections) for the college Class of 2023 and serves as the final salary report for the Class of 2023.

The figures reported are for base salaries only and do not include bonuses, commissions, fringe benefits, or overtime rates. The report provides the detailed salaries by academic major at the associate, bachelor's, master's, and doctoral degree levels, along with breakouts by both geographic region and Carnegie Classification at the bachelor's degree level based upon the participating institutions. Data were gathered from Class of 2023 graduates through December 31, 2023, and reported to NACE through May 31, 2024.

The salary data presented here were reported to NACE through its national Class of 2023 [First-Destination Survey](#) by approximately 356 colleges and universities nationwide and represent data for 772,865 graduates at the associate, bachelor's, master's, and doctoral degree levels. Most of the analysis provided here, however, focuses on the data provided for more than 91,000 bachelor's degree graduates. Of those schools providing salary information, 271 provided salary data by specific program or major; this report contains average salaries for 57 majors at the associate degree level, 266 majors at the bachelor's degree level, 205 majors at the master's degree level, and 112 majors at the doctoral degree level. A list of those institutions providing salary data by program or major can be found in the appendix of this report.

Salary Survey (ISSN 1520-8648) is available to individuals holding membership in the National Association of Colleges and Employers; it is also available on a subscription basis. The *Salary Survey* report is published two times a year—winter and summer—by the National Association of Colleges and Employers, 1 E. Broad St., Ste. 130 – 1005, Bethlehem, PA 18018-5934. For more information, see www.nacweb.org/store/subscription/salary-survey/ or contact NACE at 610.868.1421.

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SALARY SURVEY ISSUES FOR THE CLASS OF 2023

The winter issue of *Salary Survey* features starting salary projections by major from employer-provided data. The Winter 2023 report was the first report for the Class of 2023. Data are available by major, job function, industry, and region. There are also data for advanced-degree candidates; the report includes data for 31 master's and six doctoral degree disciplines.

This summer issue serves as the final report for the graduating class—the previous year's class, that is. The report features data provided through the national *First-Destination Survey* initiative; the data represent actual starting salaries (not projections) reported by graduates to their institutions. Data are available by major, region, and Carnegie Classification. The *Summer 2024 Salary Survey* is the final report on starting salaries for the Class of 2023. The *Summer 2025 Salary Survey* will serve as the final report for the Class of 2024.

SALARY DATA FOR THE CLASS OF 2023

REPORT	WHAT	DATA SOURCE
First Report—Winter 2023	Pre-graduation projected starting salaries	Employers
Final Report—Summer 2024	Final results, post-graduation actual starting salaries	First-Destination Survey (Students/Schools)

EXECUTIVE SUMMARY

SUMMER 2024 SALARY SURVEY KEY INSIGHTS

BACHELOR'S DEGREES

- Salaries for college graduates overall continue to climb as, for the second straight year, the increase in average salary for a graduating class has surpassed 7%. The final overall average salary for the Class of 2023 of \$64,291 is up 7.1% over last year's average of \$60,028 for Class of 2022 graduates. This comes on the heels of the 7.4% rise in average salaries reported for the Class of 2022.
- The five top-paid categories of majors continue to fall in the same order as they did for both Class of 2021 and Class of 2022 graduates. Once again, computer and information sciences tops the list at an overall average starting salary of \$91,411, which is up 5.1% from last year. **(See Figure 1.)**
- A similar increase of 5% is reported for Class of 2023 engineering graduates, pushing their average salary past the \$80,000 mark.
- Just behind engineering, math and statistics majors have an overall average salary nearing the \$80,000 mark, with a 4.8% increase bringing their average salaries to \$79,859.
- Among the top-paid categories of majors, Class of 2023 business graduates show the largest increase in average starting salary with their overall average growing 7.4% from \$61,970 to \$66,578.
- Graduates in the health professions category have an overall average salary of \$62,143, up 5.6% from last year's average of \$58,849. While this is a more moderate increase, Class of 2022 graduates had an 8.7% increase in overall average starting salary.

FIGURE 1: TOP-PAID CATEGORIES OF MAJORS AMONG CLASS OF 2023 BACHELOR'S DEGREE GRADUATES

BROAD CATEGORY	AVERAGE STARTING SALARY CLASS OF 2023	AVERAGE STARTING SALARY CLASS OF 2022	% CHANGE
Computer and Information Sciences	\$91,411	\$86,964	5.1%
Engineering	\$80,085	\$76,249	5.0%
Mathematics and Statistics	\$79,859	\$76,186	4.8%
Business	\$66,578	\$61,970	7.4%
Health Professions and Related Programs	\$62,143	\$58,849	5.6%

EXECUTIVE SUMMARY

MASTER'S DEGREES

- At the master's degree level, computer and information sciences are highest on the top-paid list of broad categories of majors. Their overall average starting salary is up nearly 8%, from \$105,894 for the Class of 2022 to \$114,144 for the Class of 2023. **(See Figure 2.)**
- Engineering graduates at the master's level also have higher average starting salaries. As a group, their overall average is up 4.3% from \$98,036 to \$102,268.
- Also making the top-paid list are business graduates, who have an overall average starting salary that is almost 2% higher at \$89,542.
- Rounding out the list are mathematics and statistics majors with a 1.6% increase in average starting salaries, bringing their overall average to \$84,751.

FIGURE 2: TOP-PAID CATEGORIES OF MAJORS AMONG CLASS OF 2023 MASTER'S DEGREE GRADUATES

BROAD CATEGORY	AVERAGE STARTING SALARY CLASS OF 2023	AVERAGE STARTING SALARY CLASS OF 2022	% CHANGE
Computer and Information Sciences	\$114,144	\$105,894	7.8%
Engineering	\$102,268	\$98,036	4.3%
Engineering Technologies	\$90,432	\$90,607	-0.2%
Business	\$89,542	\$87,976	1.8%
Mathematics and Statistics	\$84,751	\$83,444	1.6%

APPENDIX

PARTICIPATING ORGANIZATIONS

Below is a list of the institutions that supplied salary data used in the NACE Summer 2024 *Salary Survey* report. This list includes the 271 schools that provided salary data by specific program or major through the NACE First-Destination Survey.

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| Abilene Christian University | Concordia University - Irvine |
| Albion College | Cornerstone University |
| American International College | Creighton University |
| American University | CUNY Bernard M Baruch College |
| Anderson University | CUNY Hostos Community College |
| Arizona State University Campus Immersion | Curry College |
| Arizona State University Digital Immersion | Davenport University |
| Auburn University | DeSales University |
| Augsburg University | Doane University |
| Augustana College | Dominican University New York |
| Aurora University | Dordt University |
| Azusa Pacific University | Drake University |
| Babson College | Duke University |
| Ball State University | Eastern Illinois University |
| Belmont University | Eastern Washington University |
| Binghamton University | Elmira College |
| Black Hills State University | Embry-Riddle Aeronautical University - Daytona Beach |
| Bob Jones University | Embry-Riddle Aeronautical University - Prescott |
| Boston Architectural College | Embry-Riddle Aeronautical University - Worldwide |
| Boston University | Endicott College |
| Bridgewater College | Eureka College |
| Butler University | Florida Agricultural and Mechanical University |
| California Polytechnic Institute - San Luis Obispo | Florida Atlantic University |
| California State University-Bakersfield | Florida International University |
| California State University-Stanislaus | Florida State University |
| California State University, Fullerton | Fordham University |
| Calvin University | George Mason University |
| Carnegie Mellon University | George Washington University |
| Cedar Crest College | Georgetown University |
| Central College | Georgia Institute of Technology |
| Champlain College | Georgia Southern University |
| Chapman University | Governors State University |
| Clemson University | Grove City College |
| Cleveland State University | Hanover College |
| Coe College | Hartwick College |
| Colby-Sawyer College | Hastings College |
| College of the Holy Cross | Hofstra University |
| Colorado School of Mines | Houghton University |
| Colorado State University-Fort Collins | Illinois State University |

APPENDIX

Illinois Wesleyan University
Indiana State University
Indiana University-Bloomington
Indiana University-East
Indiana University-Kokomo
Indiana University-Northwest
Indiana University-Purdue University-Indianapolis
Indiana University-Southeast
Iona University
Ithaca College
Jacksonville State University
Jacksonville University
Kalamazoo College
Kansas State University
Kennesaw State University
Kent State University at Kent
Kutztown University of Pennsylvania
Lafayette College
Lakeland University
Lehigh Carbon Community College
Lehigh University
LeMoyne College
Louisiana State University and Agricultural & Mechanical College
Loyola University Chicago
Loyola University-Chicago
Luther College
Marietta College
Marquette University
Marshall University
Maryville College
Massachusetts Institute of Technology
Massachusetts Maritime Academy
Mercer University
Meredith College
Milwaukee School of Engineering
Mississippi College
Mississippi State University
Missouri State University
Mitchell Technical College
Montclair State University
Moravian University
Morehead State University
Morgan State University
Mount Holyoke College
Mount Saint Joseph University
Mount St. Mary's University
Muhlenberg College
New Jersey Institute of Technology
Newberry College
North Carolina A&T State University
North Central College
North Dakota State University-Main Campus
Northeast Community College
Northeastern University
Northwood University
Oakland University
Occidental College
Oglethorpe University
Ohio Dominican University
Ohio Northern University
Oklahoma State University - Main Campus
Olivet Nazarene University
Pace University
Pacific Lutheran University
Palm Beach Atlantic University
Pennsylvania College of Technology
PennWest University - Clarion
Princeton University
Principia College
Purdue University Global
Purdue University Northwest
Purdue University-Main Campus
Queens College, CUNY
Ramapo College of New Jersey
Rensselaer Polytechnic Institute
Roanoke College
Robert Morris University
Rochester Christian University
Rochester Institute of Technology
Rollins College
Rose-Hulman Institute of Technology
Rutgers University-Camden
Rutgers University-New Brunswick
Saint Joseph's University
Saint Norbert College

APPENDIX

San Jose State University	University of California-Berkeley
SANS Technology Institute	University of California-Riverside
School of the Art Institute of Chicago	University of California-Santa Barbara
Schreiner University	University of California-Santa Cruz
Seattle University	University of Dayton
South Dakota School of Mines and Technology	University of Denver
Southern Illinois University - Carbondale	University of Detroit Mercy
Southern Methodist University	University of Houston - C.T. Bauer College of Business
Southern Methodist University-Cox School of Business	University of Idaho
Southern Oregon University	University of Illinois Springfield
Spring Arbor University	University of Iowa
St. Catherine University	University of Kentucky
St. Lawrence University	University of Maine
St. Mary's College of Maryland	University of Maine at Augusta
St. Mary's University - Texas	University of Maine at Farmington
Stark State College	University of Maine at Fort Kent
Stetson University	University of Maine at Presque Isle
Stonehill College	University of Mary Washington
SUNY College at Geneseo	University of Massachusetts-Dartmouth
SUNY Purchase College	University of Miami
Susquehanna University	University of Michigan-College of Engineering
Swarthmore College	University of Missouri-St. Louis
Syracuse University	University of Nebraska-Lincoln
Temple University	University of Nevada-Las Vegas
Tennessee State University	University of Nevada-Reno
Texas A&M University-Kingsville	University of North Carolina-Asheville
Texas Christian University	University of North Georgia
Texas Tech University	University of Pennsylvania
Texas Wesleyan University	University of Portland
The Ohio State University	University of Richmond
The University of Arizona	University of Rochester
The University of Oklahoma	University of Saint Francis-Fort Wayne
The University of Scranton	University of San Diego
The University of Tennessee-Knoxville	University of South Carolina-Columbia
The University of Tennessee-Martin	University of South Florida
The University of Texas at Austin	University of Southern California
The University of Texas at Tyler	University of Southern Maine
The University of Tulsa	University of the Ozarks
The University of West Alabama	University of Vermont
Trinity University	University of Virginia
Troy University	University of Washington-Seattle
University of Alabama at Birmingham	University of Washington-Tacoma
University of Arkansas-Fayetteville	University of West Georgia

APPENDIX

University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
University of Wyoming
Upper Iowa University
Utah State University
Valparaiso University
Vanguard University of Southern California
Virginia Commonwealth University
Washburn University
Washington College
Washington University in St. Louis
Wellesley College
West Texas A&M University
Western Connecticut State University
Westminster University
Westmont College
Wheaton College
Whitworth University
Widener University
William & Mary
William Paterson University
Wisconsin Lutheran College
Worcester Polytechnic Institute
Xavier University

SALARY SURVEY

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