

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

CLASS OF	MEAN	MEDIAN	RANGE
2015	\$85,708	\$85,000	\$50,000 - \$120,000
2014	\$84,110	\$85,000	\$52,146 - \$120,000
2013	\$85,502*	\$83,500	\$65,000 - \$111,000

\*No graduates pursued employment in non-corporate sectors in 2013

### CLASS OF 2015

BY SECTOR**	MEAN	MEDIAN	RANGE
Consulting	\$105,000	\$105,000	\$90,000 - \$120,000
CPG	\$86,800	\$81,000	\$75,000 - \$100,000
Fin Svcs/Insur.	\$83,643	\$85,000	\$63,000 - \$100,000
Manuf.	\$83,083	\$84,500	\$60,000 - \$110,000
Oil/Energy	\$83,400	\$85,000	\$80,000 - \$85,200
Tech.	\$89,040	\$93,500	\$60,320 - \$111,000

\*\*Not enough data points to report Bio/Pharma, Comm/Media, and Labor

### CLASS OF 2015 SIGN-ON BONUSES

MEAN	MEDIAN	% RECEIVED (U.S.)
\$13,620	\$10,000	85%

### CLASS OF 2017 SUMMER 2016 INTERNSHIP SALARIES

Mean (Corporate)	\$1,327/week
Mean (Labor)	\$500/week
Range Total	\$500-\$1,923/week

80% received housing, subsidy, and/or relocation allowance

### MILR/MBA STARTING SALARIES

CLASS OF	MEAN	MEDIAN	RANGE
2015	\$90,000	\$90,000	\$80,000 - \$100,000
2014	\$107,833	\$111,000	\$100,000 - \$112,500
2013	\$108,333	\$100,000	\$90,000 - \$135,000

### CLASSES OF 2017 AND 2018 MILR/MBA SUMMER 2016 INTERNSHIP SALARIES

MEAN	MEDIAN	RANGE
\$1,595	\$1,600	\$1,346 - \$1,840/week

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

### MILR/MBA 2015 FULL-TIME & 2016 SUMMER EMPLOYERS

Autodesk, Inc.	IBM Watson
Bristol-Myers Squibb	LinkedIn
Family Business Consulting Group, Inc. (The)	McKinsey & Company

### GEOGRAPHIC LOCATION OF GRADUATES

Mid Atlantic	9%	South	8%
Midwest	19%	West	21%
NY Metro	17%	International	17%
Northeast	9%		

### GRADUATE SCHOOL ATTENDED

Duke Fuqua School of Business, MBA

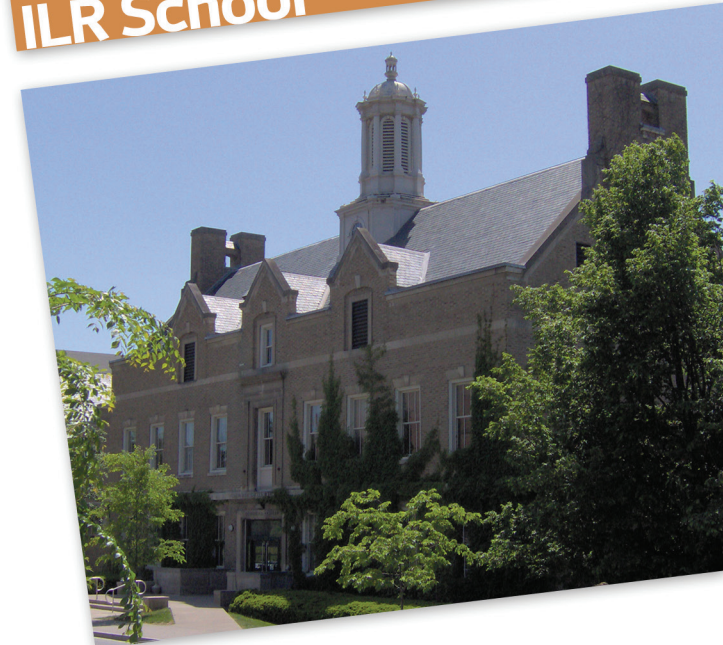
### 2015 FULL-TIME & 2016 SUMMER EMPLOYERS

Accenture*	Honeywell International Inc.*†
Amazon.com, Inc.*	HP Inc. (Hewlett-Packard Company)*†
American Express	IBM
Aon Hewitt*	IBM Watson
AXIS Capital	Infosys Limited
Bank of China	Intel Corporation
BASF	International Labor Rights Forum
Blue Cross Blue Shield of Massachusetts	JCDecaux
Boeing Company (The)*†	Johnson & Johnson*
BP British Petroleum*	JPMorgan Chase & Co.
Bristol-Myers Squibb*	LG Electronics
Cablevision	Marsh & McLennan Companies, Inc.*
Capital Group Companies*	McKesson Corporation
Cigna*	Microsoft*
Cisco Systems, Inc.*†	OECD (Organisation for Economic Co-operation and Development)
Civil Service Employees Association, Local 1000, AFSCME	PepsiCo
Coca-Cola Company (The)*	Phillips 66 Company
Colgate-Palmolive	Procter & Gamble
Corning Incorporated*	Regeneron Pharmaceuticals, Inc.
Cummins Inc.*†	Saudi Aramco (Saudi Arabian Oil Co.)
Dell, Inc.	Shell
Deloitte Consulting LLP	SK Hynix Inc.
DIRECTV	United Technologies Corporation*†
EY (Ernst & Young)	Veritas Technologies LLC
Farm Labor Organizing Committee, AFL-CIO	Verizon
General Electric*†	
General Mills	
Hershey Company (The)*	

\*These organizations made full-time hires in both 2014 and 2015

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

# ILR School



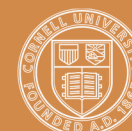
# 2015

## POSTGRADUATE REPORT OF MASTER'S DEGREE RECIPIENTS

Advancing  
THE WORLD OF  
work

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

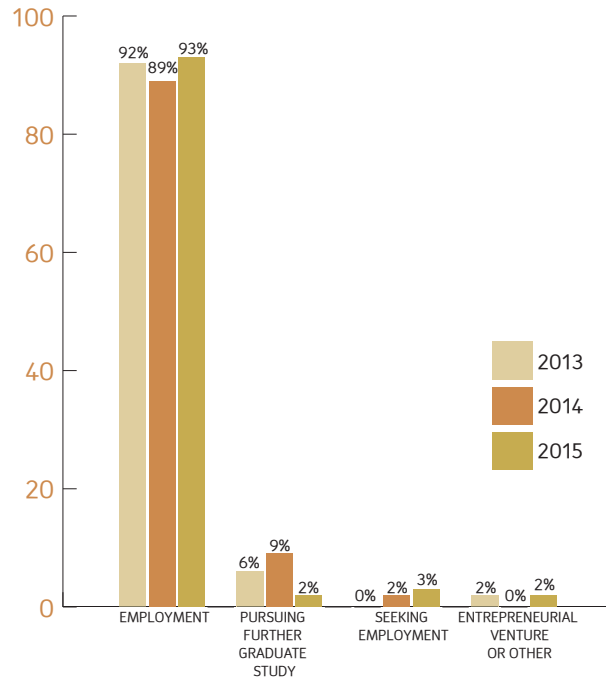
ILR Office of Career Services, 201 Ives Hall | Ithaca, NY 14853 | ph. 607.255.7816



Cornell University

**Master's Degree Recipients**  
The 57 respondents represent 98% of the Class of 2015.

## Postgraduate Activities



## How Graduates Found Their Jobs

(26%) of students found employment from ILR career fairs and forums, job postings, and on-campus recruiting

(9%) Returned to sponsoring employer

(8%) Job posting not through career services

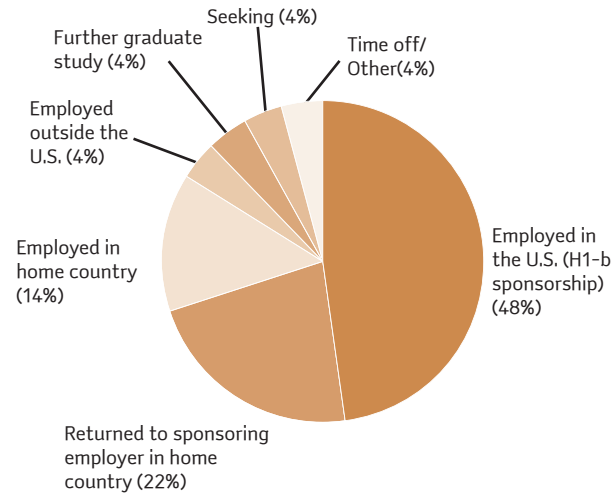
(6%) Unknown/ Other

(4%) Personal contact/ Networking

(47%) of students (who completed summer internships found through ILR Career Services) accepted full-time employment with the same employer

ILR Career Services (73%)

## International Students



International students represent 40% of the Class of 2015.  
75% of the international Class of 2017 completed summer 2016 internships in the U.S.

## 2015 Job Titles For Full-Time Employment

Associate Consultant	Human Resources Leadership Development Program Participant
Associate Human Resources Consultant	Human Resources Leadership Program, China Associate
Associate Human Resources Manager	Human Resources Leadership Program Participant
Associate Manager of Human Resources	Human Resources Management Associate
Business Development Manager	Human Resources Manager
Business Management Consultant	Human Resources Program Manager
Business Strategy Consultant	Human Resources Representative
Compensation & Benefits Analyst	Human Resources Rotational Associate
Consultant	Human Resources Trax Development Program Participant
Human Resources Advisor	Labor Education Specialist
Human Resources Analyst	Labor Relations Representative
Human Resources Analyst, Data and Reporting	Management Associate
Human Resources Associate	Program
Human Resources Career Foundation Program Participant	Onboarding Unit Supervisor
Human Resources Consultant	Organization Performance Advisor
Human Resources Development Program Associate	Senior Manager
Human Resources Generalist	Transformation Consultant
Human Resources Leadership Associate	

## 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.