

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

CLASS OF	MEAN	MEDIAN	RANGE
2013	\$85,502*	\$83,500	\$65,000 - \$111,000
2012	\$80,413	\$78,000	\$47,000 - \$129,000
2011	\$75,195	\$79,500	\$47,000 - \$100,000

CLASS OF 2013 BY SECTOR*	MEAN	MEDIAN	RANGE
Consulting	\$85,667	\$85,000	\$85,000 - \$ 87,000
Fin. Svcs.	\$98,138	\$99,925	\$92,700 - \$100,000
Manuf.	\$81,000	\$80,000	\$79,000 - \$ 85,000
Oil/Energy	\$78,333	\$80,000	\$65,000 - \$ 90,000
Tech.	\$87,375	\$85,000	\$70,000 - \$111,000
Other	\$85,625	\$83,750	\$75,000 - \$100,000

*No graduates pursued employment in labor, non-profit, or government sectors in 2013

CLASS OF 2013 SIGN-ON BONUSES

MEAN	MEDIAN	% RECEIVED (U.S.)
\$14,293	\$11,000	88%

CLASS OF 2015 SUMMER 2014 INTERNSHIP SALARIES

Mean (Corporate)	\$1,424/week
Mean (Labor)	\$540/week
Range Total	\$480-\$2,309/week

72% received housing or a housing subsidy

2013 JOB TITLES FOR FULL-TIME EMPLOYMENT

Associate Attorney	Human Resources Representative
Associate Human Resources Manager	Human Resources Reward Advisor
Entrepreneur	Human Resources Trax Participant
Global Rotational Program Human Resources Manager	Human Resources Leadership Development Program Participant
Human Resources Analyst	Human Resources Leadership Program Associate
Human Resources Associate	Human Resources Development Manager, Corporate HR and Global Affairs
Human Resources Business Partner	Public Health Analyst
Human Resources Development Associate	Rewards and Compensation Specialist
Human Resources Development Program Associate	Senior Consultant
Human Resources Generalist	Specialist, Labor Market and Skilled Development
Human Resources Management Associate	Talent Insights Analyst
Human Resources Manager	Technical Sales Consultant
Human Resources MAP Participant	
Human Resources Project Manager	

2013 FULL-TIME & 2014 SUMMER EMPLOYERS

3M Company	Hershey Company (The)*†
Accenture	HP (Hewlett-Packard Company)*
Amazon.com, Inc.	Holm, Wright, Hyde & Hays PLC
American Express †	Honeywell International Inc.
American Federation of Teachers, AFL-CIO (AFT)	IBM†
Boeing Company (The)	Johnson & Johnson
BP British Petroleum*	LG Electronics Inc.
Bristol-Myers Squibb	Marsh & McLennan Companies †
Capital Group Companies	Mercer Korea Co., Ltd.
Chevron Corporation	Metamorphic Ventures
Cisco Corporation	Microsoft Corporation
Cisco Systems, Inc.*	Morgan Stanley Korea
Citigroup Inc.*†	Novartis Vaccines & Diagnostics
CJ Corporation	Oracle
Coca-Cola Company (The)	Phillips66
Cornell University	Procter & Gamble (P & G)
Corning Incorporated	Schlumberger Ltd.*
Cummins Inc.	Scripps Networks Interactive, Inc.
Dell Inc.*	Shell
Deloitte Consulting LLP	Solidarity Center AFL-CIO
Duke Energy Corporation	Thailand Ministry of Labor
Ericsson	Thermo Fisher Scientific*
FedEx Hong Kong	TSMC Taiwan Semiconductor Manufacturing Company Limited
F. Hoffmann-La Roche AG	United Technologies Corporation
Gap Inc. (The)	Verizon
General Electric *†	Whirlpool Corporation
General Mills*	

*These organizations made full-time hires in both 2012 and 2013

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

MILR/MBA CLASS OF 2013 SALARIES

STARTING SALARIES

MEAN	MEDIAN	RANGE
\$108,333	\$100,000	\$90,000-\$135,000

SIGN-ON BONUSES

MEAN	MEDIAN	RANGE
\$25,000	\$25,000	\$ 15,000-\$35,000

CLASSES OF 2015 AND 2016 MILR/MBA SUMMER 2014 INTERNSHIP SALARIES

MEAN	MEDIAN	RANGE
\$1,712/week	\$1,600/week	\$1,380-\$2,400/week

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

MILR/MBA 2013 FULL-TIME & 2014 SUMMER EMPLOYERS

Accenture	General Electric
Bank of America Merrill Lynch	LinkedIn
Cigna	Microsoft
Cornell University	PricewaterhouseCoopers (PWC)
Corning Incorporated	Whirlpool Corporation
ExxonMobil	

ILR School



2013
POSTGRADUATE REPORT OF
MASTER'S DEGREE RECIPIENTS

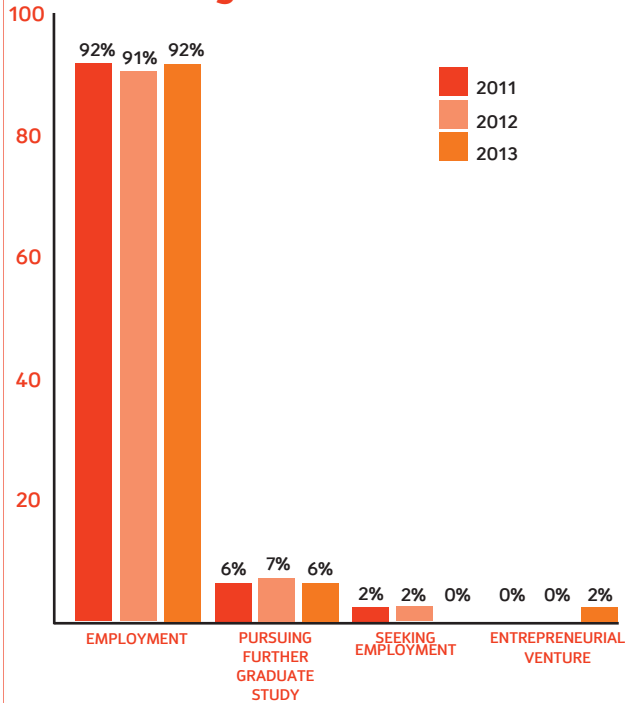
Advancing
THE WORLD OF
work

www.ilr.cornell.edu/careerservices

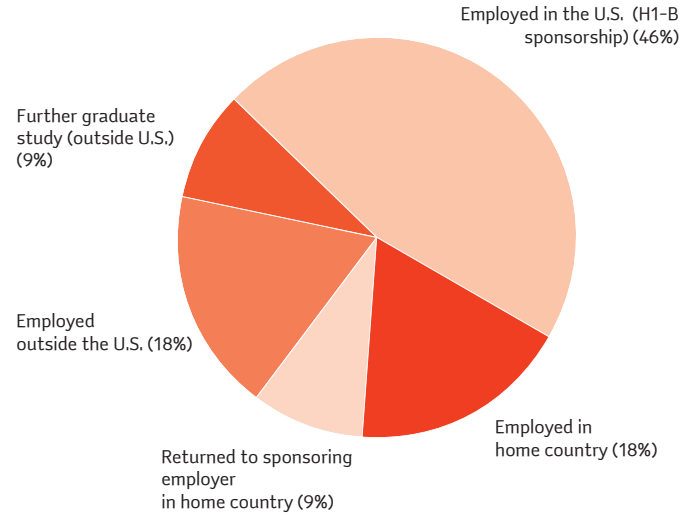


Cornell University

Postgraduate Activities



International Students



International students represent 46% of the class of 2013
48% of the international class of 2015 completed summer 2014 internships in the U.S.

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.

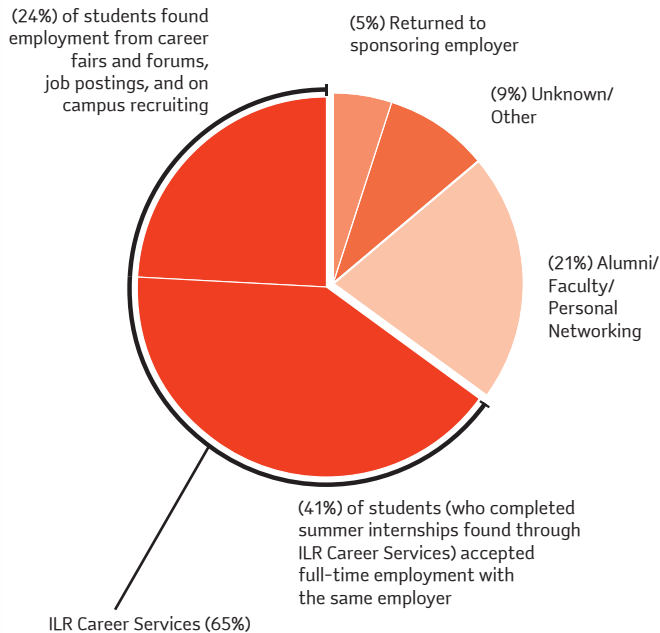
Labor Market Policy

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



Geographic Location of Graduates

