

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

CLASS OF	MEAN	MEDIAN	RANGE
2014	\$84,110	\$85,000	\$52,146 - \$120,000
2013	\$85,502*	\$83,500	\$65,000 - \$111,000
2012	\$80,413	\$78,000	\$47,000 - \$129,000

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

CLASS OF 2014

BY SECTOR	MEAN	MEDIAN	RANGE
Consulting/ Prof Svcs	\$100,000	\$95,000	\$90,000 - \$120,000
Government	\$54,764	\$52,146	\$52,146 - \$ 60,000
Manuf.	\$80,655	\$80,000	\$67,831 - \$ 95,000
Oil/Energy	\$81,000	\$85,000	\$70,000 - \$ 88,000
Tech.	\$87,625	\$90,000	\$70,000 - \$100,000
Other**	\$92,800	\$90,000	\$74,000 - \$115,000

**Not enough data points to separate Pharma, Financial Svcs. and Consumer Products

CLASS OF 2014 SIGN-ON BONUSES

MEAN	MEDIAN	% RECEIVED (U.S.)
\$13,574	\$12,000	88%

CLASS OF 2016 SUMMER 2015 INTERNSHIP SALARIES

Mean (Corporate)	\$1,327/week
Mean (Labor)	\$400/week
Range Total	\$400-\$1,650/week

73% received housing or a housing subsidy

GEOGRAPHIC LOCATION OF GRADUATES

Mid-Atlantic	4%
Midwest	10%
NY Metro	8%
Northeast	24%
South	14%
West	24%
International	16%

GRADUATE & LAW SCHOOLS ATTENDED

Harvard Law School, JD
ESCP Europe, Master in Management
University of Belgrade, MA
Washington University in St. Louis, MBA

2014 FULL-TIME & 2015 SUMMER EMPLOYERS

AFL-CIO	General Electric *†
Accenture	General Mills *†
Altera Corporation	HP (Hewlett-Packard Company) *†
Amazon.com, Inc. *†	Hershey Company (The) *†
Aon Hewitt	Honeywell International Inc.
Boeing Company (The) †	Indonesian Supreme Audit Institution
Boehringer Ingelheim	Johnson & Johnson †
BP British Petroleum *	KLA-Tencor Corporation †
Bristol-Myers Squibb *	LG *
Capgemini Consulting	Lockheed Martin
Capital Group Companies	Marsh & McLennan Companies *†
Carrefour	Mercer LLC *
Chevron Corporation *†	MetLife Inc.
Cigna	Microsoft Corporation *
Cisco Systems, Inc. *	National Labor Relations Board
Citigroup Inc. *	PepsiCo
CLS Bank International	Real Food Company, Inc.
Coca-Cola Company (The)	Risk Management Solutions, Inc.
Comcast Corporation (NBC Universal)	Schlumberger Ltd. *
Cornell University	U.S. Bureau of Labor Statistics
Corning Inc.	U.S. Department of Labor
Cummins Inc.	UTC Pratt & Whitney
Dell Inc. *	United Technologies Corporation *†
Ericsson Inc. *	

*These organizations made full-time hires in both 2013 and 2014

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

MILR/MBA CLASS OF 2014 SALARIES

STARTING SALARIES

CLASS OF	MEAN	MEDIAN	RANGE
2014	\$107,833	\$111,000	\$100,000 - \$112,500
2013	\$108,333	\$100,000	\$ 90,000 - \$135,000
2012	\$109,000	\$100,000	\$ 94,000 - \$133,000

CLASSES OF 2016 AND 2017 MILR/MBA SUMMER 2015

INTERNSHIP SALARIES

MEAN	MEDIAN	RANGE
\$1,868/week	\$1,678/week	\$1,155-\$2,800/week

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

MILR/MBA 2014 FULL-TIME & 2015 SUMMER EMPLOYERS

American Express	Johnson & Johnson
Aon Consulting	LinkedIn
Cisco Systems, Inc.	McKinsey & Company
Corning, Inc.	Microsoft Corporation
Deloitte Consulting	Samsung
General Electric	

ILR School

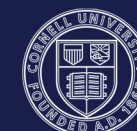


2014

POSTGRADUATE REPORT OF MASTER'S DEGREE RECIPIENTS

Advancing
THE WORLD OF
work

www.ilr.cornell.edu/careerservices

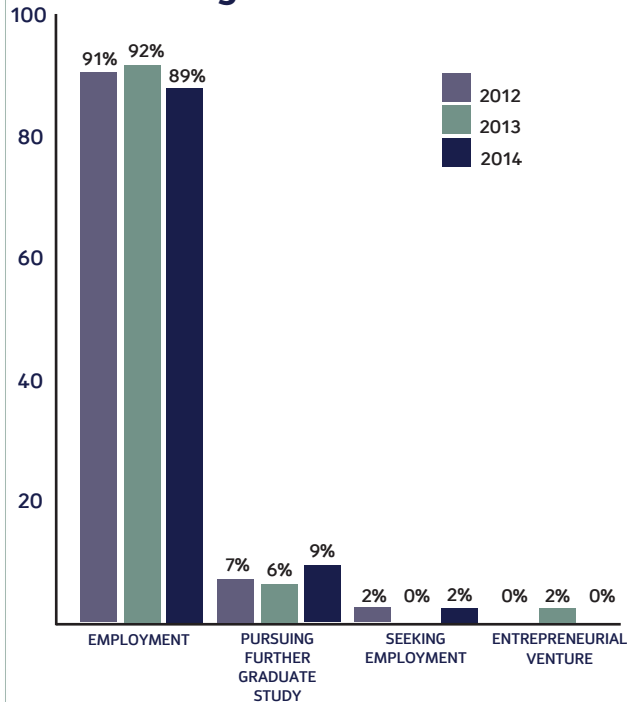


Cornell University

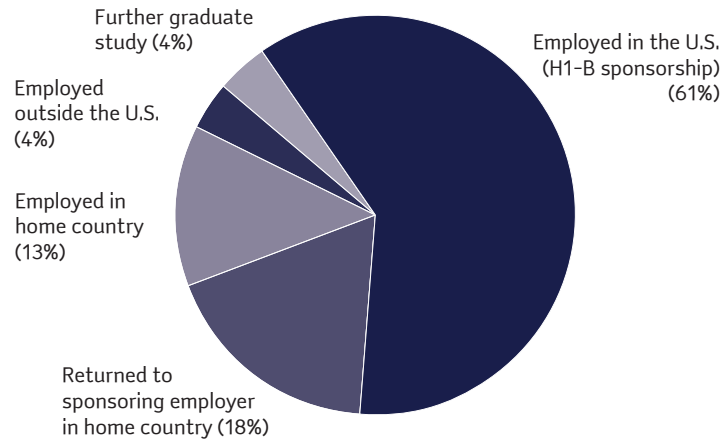
Master's Degree Recipients

The 56 respondents represent 98% of the Class of 2014.

Postgraduate Activities



International Students



International students represent 41% of the Class of 2014.
70% of the international Class of 2016 completed summer 2015 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.

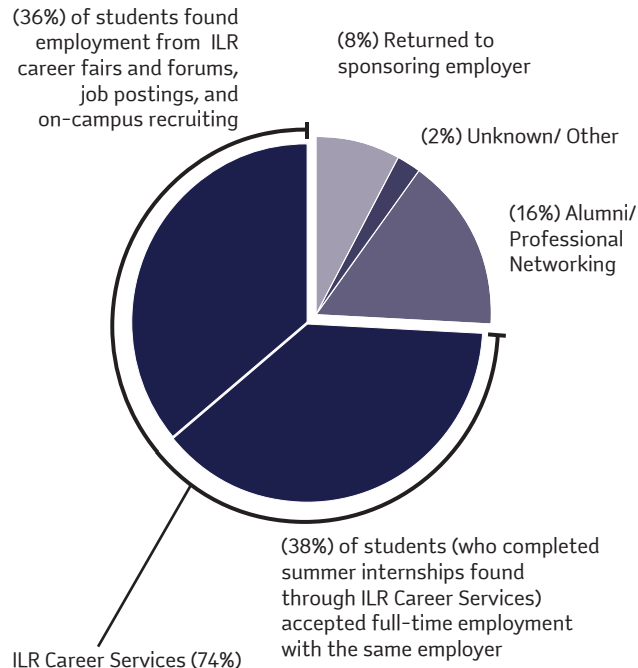
Labor Market Policy

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



2014 Job Titles For Full-Time Employment

Associate Human Resources Manager	Human Resources Management Associate Participant
Compensation Analyst	Human Resources Management Rotational Program Associate
Economist	Human Resources Manager
Employee/Labor Relations Specialist	Human Resources MAP Participant
Finance Leadership Development Program Participant	Human Resources Project Manager
Honors Attorney	Human Resources Rotational Program Participant
HR Keystone Nomad Development Program Participant	Human Resources Advisor
Human Resources Associate	Labor Relations Representative
Human Resources Business Partner	Management Consultant
Human Resources Development Program Associate	Presidential Management Fellow
Human Resources Generalist	Total Rewards Analyst
Human Resources Leadership Development Program Participant	Workforce Strategy Consultant
Human Resources Leadership Program Participant	