

NACE SALARY SURVEY

**Final starting salaries for
Class of 2022 new college graduates**
DATA REPORTED BY COLLEGES AND UNIVERSITIES

EXECUTIVE SUMMARY



ABOUT THE SURVEY

The Summer 2023 *Salary Survey* report provides actual starting salaries (not projections) for the college Class of 2022 and serves as the final salary report for the Class of 2022.

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 2022 graduates through December 31, 2022, and reported to NACE through May 25, 2023.

The salary data presented here were reported to NACE through its national Class of 2022 First-Destination Survey by approximately 346 colleges and universities nationwide, and represent data for almost 828,516 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 90,700 bachelor's degree graduates. Of those schools providing salary information, 264 provided salary data by specific program or major; this report contains average salaries for 46 majors at the associate degree level, 266 majors at the bachelor's degree level, 211 majors at the master's degree level, and 99 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.

RESEARCH STAFF

Director of Research and Public Policy—Mary Gatta, Ph.D.

Associate Director of Research and Public Policy—Joshua Kahn, Ph.D.

Senior Research Manager—Andrea J. Koncz

Researcher—Angelena Galbraith

Researcher—Mabel Sabogal, Ph.D.

Research Coordinator—Anna Longenberger

Research Consultant—Edwin W. Koc

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SALARIES RISE STEEPLY FOR THE CLASS OF 2022

The overall average starting salary for Class of 2022 graduates is up 7.4%, climbing to \$60,028 from \$55,911 for the Class of 2021. This notable increase comes on the heels of the overall average salary for Class of 2021 graduates inching up just 1.2% as the job market was still experiencing the effects of the pandemic. The jump for the Class of 2022 can be attributed to the large increase in new college graduate hiring—and the competition for this talent—as NACE employers participating in the Job Outlook 2022 Spring Update survey planned a robust hiring increase of 31.6%.

In terms of salaries for the Class of 2022's categories of majors, computer and information sciences are the highest paid with an overall average salary of \$86,964, which is up more than 7% from last year's average. **(See Figure 1.)**

FIGURE 1: TOP-PAID CATEGORIES OF MAJORS AMONG CLASS OF 2022 BACHELOR'S DEGREE GRADUATES

BROAD CATEGORY	AVERAGE STARTING SALARY CLASS OF 2022	AVERAGE STARTING SALARY CLASS OF 2021	% CHANGE
Computer & Information Sciences	\$86,964	\$81,202	7.1%
Engineering	\$76,249	\$71,516	6.6%
Mathematics & Statistics	\$76,186	\$68,929	10.5%
Business	\$61,970	\$57,186	8.4%
Health Professions & Related Programs	\$58,849	\$54,133	8.7%

Like Class of 2022 bachelor's degree graduates, master's degree graduates from this class have average starting salaries that are substantially higher than those for the Class of 2021. In examining the top-paid master's degree categories of majors, STEM and business disciplines dominate the list. **(See Figure 2.)**

FIGURE 2: TOP-PAID CATEGORIES OF MAJORS AMONG CLASS OF 2022 MASTER'S DEGREE GRADUATES

BROAD CATEGORY	AVERAGE STARTING SALARY CLASS OF 2022	AVERAGE STARTING SALARY CLASS OF 2021	% CHANGE
Computer & Information Sciences	\$105,894	\$102,782	3.0%
Engineering	\$98,036	\$92,889	5.5%
Engineering Technologies	\$90,607	\$84,292	7.5%
Business	\$87,976	\$78,545	12.0%
Mathematics & Statistics	\$83,444	\$78,370	6.5%

NACE will publish the Winter 2024 *Salary Survey* report in January 2024. It will show starting salary projections from NACE employers for the Class of 2024. Employer hiring projections for the Class of 2024 will be provided in late November 2023 in NACE's *Job Outlook 2024* report.

PARTICIPATING ORGANIZATIONS

Below is a list of the institutions that supplied salary data used in the NACE Summer 2023 *Salary Survey* report. This list includes the 264 schools that provided salary data by specific program or major through the NACE First-Destination Survey.

Albion College
Alfred University
American University – Kogod School of Business
Anderson University
Aquinas College
Arizona State University
Assumption University
Auburn University
Augustana College
Aurora University
Azusa Pacific University
Ball State University
Baylor University
Belmont University
Binghamton University
Bob Jones University
Boston University
Bridgewater College
Butler University
California Polytechnic State University – San Luis Obispo
California State University, Fullerton
Calvin University
Carnegie Mellon University
Cedar Crest College
Champlain College
Chapman University
Claremont McKenna College
Cleveland State University
Coe College
College of Our Lady of the Elms
College of the Holy Cross
Colorado School of Mines
Colorado State University – Fort Collins
Concordia College
Creighton University
CUNY Bernard M Baruch College
CUNY Queens College
Curry College
Davenport University
Davidson College
Denison University
DeSales University
Dominican University New York
Dordt University
Eastern Illinois University
Eastern Washington University
Elmira College
Embry-Riddle Aeronautical University – Daytona Beach
Embry-Riddle Aeronautical University – Prescott
Embry-Riddle Aeronautical University – Worldwide
Endicott College
Florida State University
Fontbonne University
George Mason University
George Washington University
Georgetown University
Gonzaga University
Grand View University
Hanover College
Hartwick College
Hastings College
Hofstra University
Illinois State University
Illinois Wesleyan University
Indiana State University
Indiana University – Bloomington
Indiana University – East
Indiana University – Kokomo
Indiana University – Northwest
Indiana University – South Bend
Indiana University – Southeast
Indiana University-Purdue University – Indianapolis
Iona University
Ithaca College
Jacksonville State University
Kalamazoo College
Kansas State University
Kennesaw State University
Kent State University
Kutztown University of Pennsylvania
Lafayette College
Lake Forest College
Lakeland University
Le Moyne College
Lehigh Carbon Community College
Loyola University Chicago

Loyola University New Orleans
 Luther College
 Marietta College
 Marquette University
 Marshall University
 Maryville College
 Massachusetts Institute of Technology
 Massachusetts Maritime Academy
 Mercer University
 Miami University – Oxford
 Midland University
 Milwaukee School of Engineering
 Mississippi State University
 Missouri State University
 Montana Technological University
 Montclair State University
 Morgan State University
 Mount Holyoke College
 Mount St. Mary's University
 Muhlenberg College
 Nazareth College
 New Jersey Institute of Technology
 New York University
 North Dakota State University
 Northeastern University
 Northern Illinois University
 Northwestern College
 Oakland University
 Oglethorpe University
 Ohio Dominican University
 Ohio Northern University
 Oklahoma State University
 Olivet Nazarene University
 Ouachita Baptist University
 Pace University
 Pacific Lutheran University
 Palm Beach Atlantic University
 Pennsylvania College of Technology
 Pennsylvania Western University
 Princeton University
 Principia College
 Purdue University
 Purdue University Global
 Radford University
 Ramapo College of New Jersey
 Rensselaer Polytechnic Institute
 Rice University
 Roanoke College
 Robert Morris University
 Rochester Institute of Technology
 Rochester University
 Rollins College
 Rose-Hulman Institute of Technology
 Russell Sage College
 Rutgers University – Camden
 Saint Joseph's University
 Saint Norbert College
 San Jose State University
 SANS Technology Institute
 School of the Art Institute of Chicago
 Schreiner University
 Seattle Pacific University
 Seattle University
 Simmons University
 Smith College
 South Dakota School of Mines and Technology
 Southern Illinois University – Carbondale
 Southern Methodist University
 Southern Methodist University – Cox School of Business
 Spelman College
 Springfield College
 St. Catherine University
 St. John Fisher University
 St. Lawrence University
 St. Mary's College of Maryland
 Stark State College
 Stetson University
 Stockton University
 Stonehill College
 SUNY College at Geneseo
 Susquehanna University
 Syracuse University
 Tennessee State University
 Texas A&M University – Kingsville
 Texas Wesleyan University
 The Ohio State University
 The University of Alabama
 The University of Alabama at Birmingham
 The University of Tennessee – Martin
 The University of Texas at San Antonio
 The University of Texas at Tyler
 The University of Texas Permian Basin
 Trinity Christian College
 Trinity University
 Troy University
 University of Arizona

University of Arkansas
University of California – Berkeley
University of California – Riverside
University of California – Santa Barbara
University of California – Santa Cruz
University of Dallas
University of Dayton
University of Denver
University of Detroit Mercy
University of Houston – C.T. Bauer College of Business
University of Idaho
University of Illinois Springfield
University of Illinois Urbana-Champaign
University of Iowa
University of Kentucky
University of La Verne
University of Lynchburg
University of Maine
University of Maine at Augusta
University of Maine at Farmington
University of Maine at Fort Kent
University of Maine at Presque Isle
University of Massachusetts – Dartmouth
University of Massachusetts Dartmouth
University of Miami
University of Missouri – Columbia
University of Missouri – St. Louis
University of Nebraska – Lincoln
University of Nevada – Las Vegas
University of Nevada – Reno
University of North Carolina at Asheville
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Georgia
University of Oklahoma
University of Oregon
University of Pennsylvania
University of Portland
University of Richmond
University of Rochester
University of Saint Francis – Fort Wayne
University of San Diego
University of South Carolina – Columbia
University of Southern California
University of Southern Maine
University of Tennessee – Knoxville
University of Texas at Austin
University of the Ozarks

University of Tulsa
University of Virginia
University of Washington – Seattle
University of Washington – Tacoma
University of West Alabama
University of West Georgia
University of Wisconsin – Eau Claire
University of Wisconsin – Oshkosh
University of Wisconsin – Platteville
University of Wisconsin – River Falls
University of Wisconsin – Stout
University of Wyoming
Upper Iowa University
Ursinus College
Utah State University
Virginia Commonwealth University
Washburn University
Washington College
Washington State University
Wellesley College
West Texas A&M University
West Virginia University
West Virginia Wesleyan College
Western Colorado University
Western Connecticut State University
Westminster College
Westmont College
Widener University
William & Mary
William Paterson University of New Jersey
Wittenberg University
Worcester Polytechnic Institute
Wright State University
Xavier University

