

## CCIS Class of 2005 Salary Analysis

### Methodology

Data were collected via self-reports from students scheduled to graduate as part of the Class of 2005. Graduates were solicited to submit information on four separate occasions: November 2004, April 2005, September 2005, and February 2006. Graduates who reported acceptance to graduate school (4) were not counted.

Data were collected from graduates on the following measures:

- Salary per year
- Company name
- Job title
- Unusual benefits ("unusual" being left up to graduate's determination)
- Whether the student had completed a co-op previously with the company

Other data were collected from the Northeastern University registrar:

- Student GPA as of November 2004
- Student major up to the time of graduation

### Overall Statistics

The total number of graduates targeted in the survey was 133. This includes all students who were initially listed in the Class of 2005 as of Fall 2004 plus additions over the course of the following academic year, although a small number of students may not have actually managed to graduate in 2005. Of these, 52 ultimately reported salary data (39% response rate).

The average of reported salaries for the entire Class of 2005 was **\$55,325**. However, since averages can be badly skewed by outliers, median (the point at which 50% fall above or below) will be used from here forth.

The median starting salary for 2005 graduates was **\$55,000**. 75% of the reported salaries were above \$48,250.

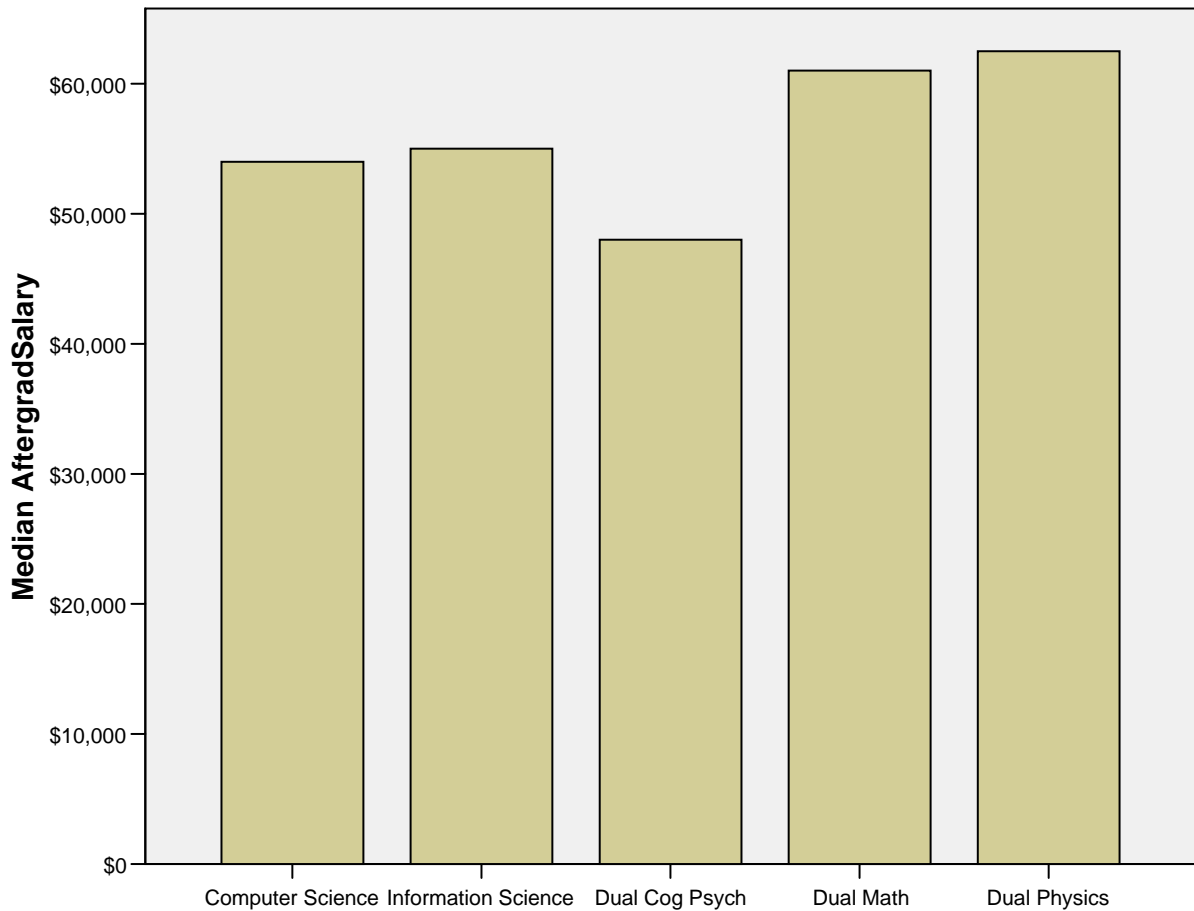
	N	Minimum	Maximum	Sum	Mean	Std. Deviation
AftergradSalary	52	\$32,000	\$93,000	\$2,876,908	\$55,325.15	\$10,057.747

N	Valid	52
	Missing	81
Median		\$55,000.00
Percentiles	25	\$48,250.00
	50	\$55,000.00
	75	\$60,000.00

Median Salaries as reported by major:

Please note that the dual degree programs are not well represented in the Class of 2005. Their numbers are so small (9 total for Cognitive Psychology, 12 for Math, 4 for Physics), that it is difficult to draw any accurate conclusions from the salary data submitted by these graduates.

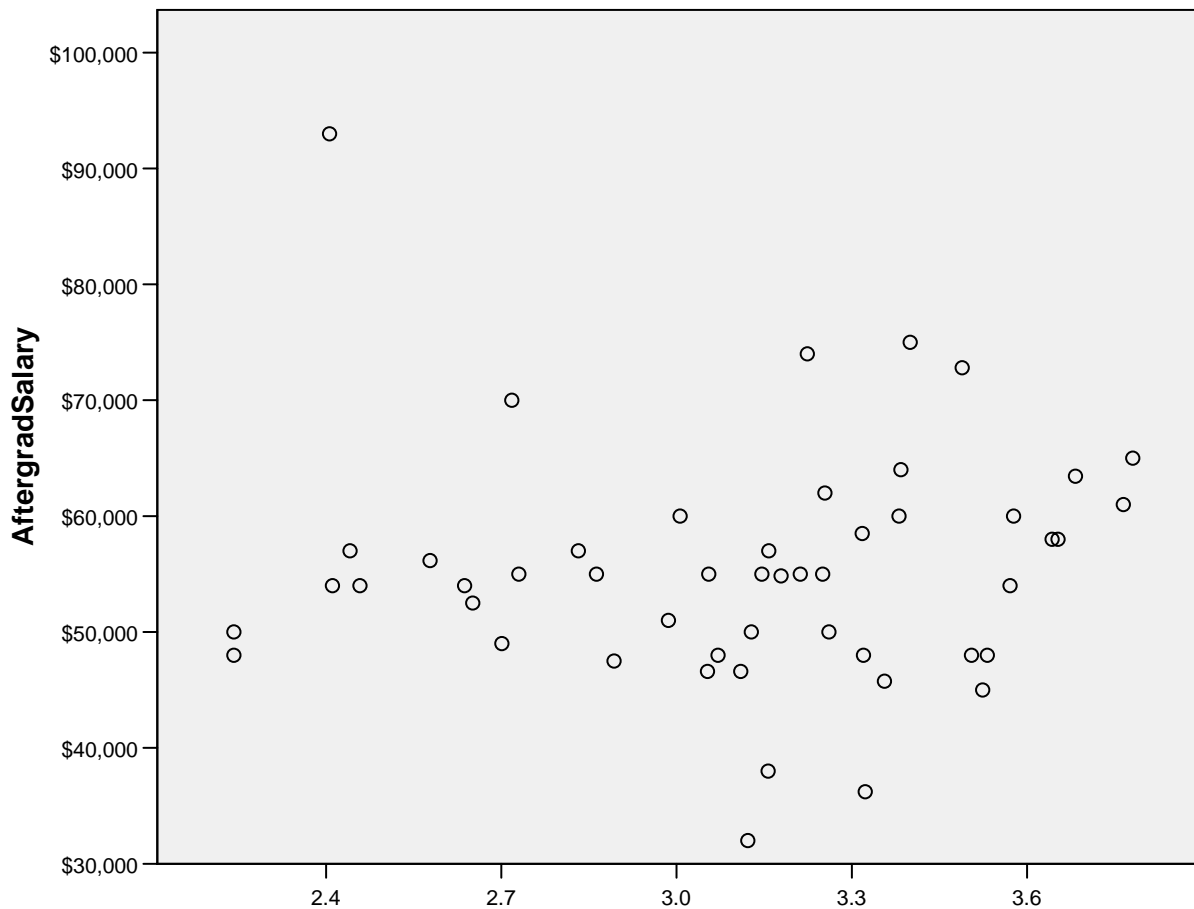
	Major									
	Computer Science		Information Science		Dual Cog Psych		Dual Math		Dual Physics	
	N	Median	N	Median	N	Median	N	Median	N	Median
AftergradSalary	31	\$54,000	12	\$55,000	1	\$48,000	6	\$61,000	2	\$62,500



Salaries in relation to senior year QPA:

Many students in the Class of 2005 began job searching in the Fall of 2004, when job fairs and on-campus recruiting events normally begin. QPA data collected on all graduating seniors at that time could thus be compared against the salaries of the jobs those students later obtained. On the theory that students would place their QPAs on the resume during job searching, and that this might affect job offers and salaries as a result, a Pearson correlation was performed. An insignificant positive correlation (.022) was found between QPA at the start of the job search and reported salaries.

		QPA	AftergradSalary
QPA	Pearson Correlation	1	<b>.022</b>
	Sig. (2-tailed)		.880
	N	131	50
AftergradSalary	Pearson Correlation	<b>.022</b>	1
	Sig. (2-tailed)	.880	
	N	50	52



### Partial factor analysis

In sorting the job titles reported by graduates, several words appeared frequently. An analysis of median salaries was performed using the following broadly-defined terms as a sorting factor. **Please note that there is considerable overlap in these factors; for example, a graduate with the title "Network Engineer" might be counted more than once.**

For job titles containing the words "Develop," "Engineer", or "Program":

Aftergrad Salary (/yr)

N	Valid	33
	Missing	0
Median		\$55,000.00
Percentiles	25	\$49,500.00
	50	\$55,000.00
	75	\$60,500.00

For job titles containing the words "Network" or "System":

Aftergrad Salary (/yr)

N	Valid	6
	Missing	0
Median		\$54,500.00
Percentiles	25	\$48,000.00
	50	\$54,500.00
	75	\$63,580.00

For job titles containing the words "IT", "Information", or "Tech":

Aftergrad Salary (/yr)

N	Valid	9
	Missing	0
Median		\$55,000.00
Percentiles	25	\$50,750.00
	50	\$55,000.00
	75	\$57,080.00

Graduates hired by prior co-op companies

Out of the 46 total students who responded to this part of the survey, 20 (43.5%) reported accepting jobs from a company with which they had previously worked on co-op.

**"Did you work for this company previously as a co-op student?"**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	26	19.5	56.5	56.5
	Yes	20	15.0	<b>43.5</b>	100.0
	Total	46	34.6	100.0	
Missing		87	65.4		
Total		133	100.0		

Data Lists: Companies

The names of hiring companies are listed below:

- |                                |                                      |
|--------------------------------|--------------------------------------|
| American Science & Engineering | IBM Rational Software Group          |
| American Student Assistance    | JP Morgan Chase                      |
| Amicore                        | Microsoft (WA)                       |
| Analogic                       | MIT Lincoln Labs                     |
| ApplIQ                         | MIT Math Dept                        |
| BAE Systems                    | MITRE                                |
| Basics Tech                    | Molecular                            |
| Bit Group                      | Nortel Networks                      |
| Boston Beer                    | Palomar Medical                      |
| BrassRing                      | PHT Corp (2 graduates)               |
| Broadcom                       | PHT Corp                             |
| Calypso Technology (CA)        | Prosoft/IBM (NH)                     |
| Citigroup (MA, 2 graduates)    | Raytheon                             |
| Citigroup (NY)                 | Sapient                              |
| Coast Guard                    | Smartleaf                            |
| Deploy Solutions               | State Street Global Advisors         |
| Eaton Vance                    | Street Account LLC                   |
| EMC (6 graduates)              | Symbol Technologies (NY)             |
| Empirix                        | Teradyne                             |
| Endecca                        | UFA                                  |
| Fotronic                       | UpToDate                             |
| Greenberg Traurig LLP (FL)     | Volpe National Transportation Center |
| IBM (2 graduates)              |                                      |

## Data Lists: Job Titles

Job titles as reported by students are as follows:

.NET Web Application Developer	Sensors System Engineer
Assoc. Software Engineer	Software Developer
Associate Consultant	Software Development
Associate Engineer	Software Development
Associate Implementation Specialist	Software Engineer
Associate Software Engineer	Software Engineer
Associate, Technology	Software Engineer
Associate, User Interface - Information	Software Engineer
Architect	Software Engineer
Developer	Software Engineer
Developer	Software Engineer
Engineer, Consultant	Software Engineer
Entry Level Software Developer	Software Engineer
Entry Level Software Developer	Software Engineer
Implementation Specialist	Software Engineer
Information Assurance	Software QA Engineer
Information Technology Specialist	Software Quality Assurance
IT Analyst	Software Support Engineer
IT Analyst	Support Engineer
IT Analyst	Systems Administrator
Java Application Developer	Systems Analyst
Java Programmer	Systems Engineer
Network Administrator	Technical Support Engineer
Network Staff Asst	Technical Support Specialist
QA	Web Developer
QA Automation	Web Developer
Security Technologist	

## Data Lists: Unusual Benefits

Graduates also reported receiving the following "unusual benefits", as defined by them. Graduates were asked to exclude common benefits such as health insurance, 401K, etc.

\$2000 signing bonus, 5% performance bonus	+\$360/mo car allowance
Tuition reimbursement, stock options	\$10,000/year tuition reimbursement
Tuition reimbursement	\$7500 sign-on bonus, \$1500 in stock (not options)
EMC University and stock options	\$10,000 moving expenses
Stock options	+500 shares of stock (worth about \$7K)
Tuition reimbursement	Telecommuting from California
Guaranteed increases so that salary doubles by 4th yr	Tuition reimbursement, profit-sharing 401K
Free tuition	Semi-annual bonus
Tuition & loan reimbursement up to \$2400/yr	25% of salary annual bonus
Guaranteed increase by 15% in 6 months,	+1000 shares of stock, \$5200/year tuition reimbursement
T-pass reimbursement, back-up childcare	+ \$500 stock options
Tuition reimbursement, stock options	+ \$500 stock options, 15% of salary bonus,
Monthly T-Pass up to \$100, Tuition reimb.	tuition reimbursement

## Summary

*Salary.com* as of June 2005 reported a median of \$54,000 for "Software Engineer 1" in Boston, Massachusetts. Since *Salary.com*'s data does not distinguish between new college graduates and others with degrees and 0-2 years of experience in the field, this suggests that CCIS students compare well against not only new graduates from other universities, but also established professionals.

Among those factors which could be measured, there appeared to be slight or insignificant differences in median starting salaries between Computer Science and Information Science, the college's two highest-enrollment degree programs. Differences were greater and more significant across all majors, with graduates from dual degree programs receiving notably higher salaries. However, it may be premature to conclude that dual majors therefore tend to receive higher starting salaries. As enrollment in the CCIS dual degree programs increases, more accurate conclusions can perhaps be drawn from future graduating classes.

Additionally, preliminary factor analysis suggests only slight differences between starting salaries as grouped by terms which suggest job types (e.g., networking, programming), although a more detailed and strict analysis may clarify this. Also interestingly, the correlation between starting salary and QPA appears to be so small (.022) as to be insignificant.

All this suggests that the wide variance in salaries for the Class of 2005 can be attributed to differences which were not measured, such as industry (e.g., tech sector vs. banking) and job location (e.g., New York, California), or differences which could not be measured by this survey. These factors may include graduates' specific skill sets and their demand in the job market, or graduates' level of experience in these skills. They may also include more "intangible" characteristics which may make certain graduates more desirable than others to employers, such as communication and presentation skills, assertiveness, and initiative.