

DOCUMENT RESUME

ED 357 179

CE 063 546

AUTHOR Crusoe, John A., Comp.  
 TITLE Cooperative Education Student Employee Salary & Benefits Survey, 1992. Midwest Region.  
 INSTITUTION Wayne State Univ., Detroit, MI. Div. of Student Affairs.  
 SPONS AGENCY Michigan Council for Cooperative Education.  
 PUB DATE 14 Mar 93  
 NOTE 67p.; For the 1991 survey, see ED 344 033.  
 AVAILABLE FROM Cooperative Education Research Program, Wayne State University, 656 W. Kirby Avenue, RM 1001 FAB, Detroit, MI 48202 (\$15).  
 PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC03 Plus Postage.  
 DESCRIPTORS Associate Degrees; Bachelors Degrees; College Graduates; College Programs; \*College Students; Community Colleges; Comparative Analysis; \*Cooperative Education; Entry Workers; \*Fringe Benefits; Higher Education; \*Salaries; \*Salary Wage Differentials; \*Student Employment; Tables (Data); Two Year College Students  
 IDENTIFIERS \*United States (Midwest)

ABSTRACT

The wages and benefits of students enrolled in college-level cooperative education programs throughout the Midwest are compared in this report. It describes the survey process, in which 119 college cooperative education program directors received 3,890 survey questionnaires and accompanying materials to forward to employers they had selected to participate in the survey. Of the 434 programs for which usable surveys were returned, 76 percent employed only bachelor's degree students, 3.5 percent employed only associate degree students, and 20.5 percent employed both bachelor's and associate degree students. The report presents results in 27 tables of data. Separate tables for bachelor's and associate degree programs are provided for each of the following: salaries by major, salaries by employer type, benefits by major, salaries for first and final work assignments by employer type, salaries by employer type paid to new community/junior college graduates, and benefits by employer type. Tables summarizing salaries and benefits for bachelor's degree students are included for Illinois, Indiana, Iowa and Missouri, Kentucky, Michigan, Minnesota and Wisconsin, and Ohio. A regional versus state comparison of Midwest bachelor's-level salaries, summary of additional benefits provided by some employers, and list of colleges and universities supporting the survey are presented.  
 (MN)

\*\*\*\*\*  
 \* Reproductions supplied by EDRS are the best that can be made \*  
 \* from the original document. \*  
 \*\*\*\*\*

ED357179

# Cooperative Education Student Employee Salary & Benefits Survey

## Midwest Region

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)

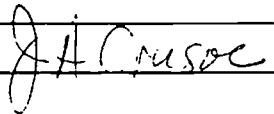
- This document has been reproduced as received from the person or organization originating it.
- Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.



Wayne State University

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY



TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Compiled by John A. Crusoe  
Cooperative Education Research Program

**1992**

Supported by the Michigan Council For Cooperative Education

ERIC 3546

**1992**  
**COOPERATIVE EDUCATION**  
**STUDENT EMPLOYEE**  
**SALARY AND BENEFITS SURVEY**  
**MIDWEST REGION**

Compiled by

John A. Crusoe  
Executive Director  
University Counseling & Placement Services  
Division of Student Affairs  
Wayne State University  
656 W. Kirby  
Detroit, Michigan 48202  
(313) 577-3390  
(313) 577-4995 FAX

©March 14, 1993  
Cooperative Education Research Program  
Wayne State University

Price \$15.00

*WAYNE STATE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.  
WAYNE STATE UNIVERSITY—PEOPLE WORKING TOGETHER TO PROVIDE QUALITY SERVICE.*

**DEDICATION**  
**DONALD C. HUNT**  
**Dean Emeritus**  
**University of Detroit Mercy**  
**1918-1992**

This edition of the *1992 Cooperative Education Student Employee Salary & Benefits Survey* is dedicated to Don because it was through his support, encouragement, and mentoring that I began conducting this and other surveys.

Don Hunt spent almost all of his professional life in the active support of cooperative education as the "ideal" educational methodology. Although he passed from this life during 1992, he will long be remembered by many thousands of faculty, counselors, and human resources professionals who he advised, trained, or consulted with.

For those of us who knew him, Don will continue to serve as a model of one who loved life and lived it to the fullest: full of missionary zeal for the Cooperative Education and Placement profession; full of zest for life; full of love and respect for his family and associates; full of new ideas and ways to get the job done better; full of faith in the ability of others to personally grow and improve themselves; full of a willingness to share his thoughts, ideals, and methods to all who would listen; and full of doing many diverse things so very well.

We will miss Don for the encouragement that he gave, for the criticism that helped us improve, for his keen legal advice, for his passion for water and boating, for his love of automobiles and what made them tick, for his logic and his business sense, for his taking the time to care, for getting more work out of his employees than they believed possible, and for his ability to find the best seafood house in any town in the country.

Thanks, Don, for reaching out to a young man fresh out of the Navy and giving him the opportunity and support to develop a meaningful lifelong career.

Jack Crusoe

## TABLE OF CONTENTS

<b>Introduction</b>	
Cooperative Education Salary Structure . . . . .	1
Conclusions and Observations . . . . .	2
Chart Interpretation . . . . .	3
Scope and Nature of the Survey . . . . .	3
<b>Midwest Region Annual Salaries Paid to New Graduates . . . . .</b>	<b>6</b>
<b>Midwest Region Bachelors Degree Level</b>	
Top Five Majors Employed . . . . .	7
Salaries by Major . . . . .	8
Salaries by Employer Type . . . . .	9
Benefits by Major . . . . .	10
Salaries by Employer Type - First Work Assignment . . . . .	11
Salaries by Employer Type - Final Work Assignment . . . . .	12
Salaries by Employer Type - New College Graduate . . . . .	13
Benefits by Employer Type . . . . .	14
<b>Midwest Region Associates Degree Level</b>	
Salaries by Major . . . . .	15
Salaries by Employer Type . . . . .	16
Benefits by Major . . . . .	17
Salaries by Employer Type - First Work Assignment . . . . .	18
Salaries by Employer Type - Final Work Assignment . . . . .	19
Salaries by Employer Type - New Community/Junior College Graduate . . . . .	20
Benefits by Employer Type . . . . .	21
<b>Midwest Bachelors Level Regional Comparisons</b>	
Regional vs. State Salary Comparison . . . . .	22
1992 vs. 1991 Regional Salary Comparison . . . . .	23
<b>Comparative Ranking of Benefits - Region vs. State . . . . .</b>	
<b>24</b>	
<b>State Summaries of Bachelors Level Salaries and Benefits</b>	
Illinois . . . . .	25
Indiana . . . . .	27
Iowa & Missouri . . . . .	29
Kentucky . . . . .	31
Michigan . . . . .	33
Minnesota & Wisconsin . . . . .	35
Ohio . . . . .	37
<b>Additional Benefits Provided by Some Employers . . . . .</b>	
<b>39</b>	
<b>Colleges &amp; Universities Supporting the Survey . . . . .</b>	
<b>40</b>	

## **COOPERATIVE EDUCATION SALARY & BENEFITS SURVEY MIDWEST REGION**

### **An Annual Study of Salaries and Benefits Paid to Cooperative Education Student Employees During 1992**

During the past twenty years, Cooperative Education, as practiced within colleges, universities, and community colleges, has grown rapidly as a widely accepted methodology for improving the quality of higher education. In this context, it has provided an extended, organized learning experience by integrating periods of traditional classroom theoretical study with periods of practical, professional, paid work experience in business, industry, government, and social agencies.

It continues to be apparent to cooperative education practitioners, both employers and academicians, that more and better information is required to effectively manage their programs. Employers state that local and regional information regarding salaries and benefits paid to cooperative education student employees is essential in formulating their plans to provide their student employees with reasonable and fair remuneration for their work.

This study marks the eighth successive time it has been conducted in the Midwest. The support for this project has been fully provided by the Michigan Council for Cooperative Education and Wayne State University.

#### Cooperative Education Salary Structure

Employers who may be in the process of establishing or revising salary schedules for cooperative education student employees will generally relate their salary structure to the rates which they offer to new college graduates.

Following are the entry and final salaries paid cooperative education student employees as a percentage of the average salaries paid to new graduates:

		<u>1st Salary (Entry)</u>	<u>Spread</u>	<u>Final Salary</u>
Engineering	(4 yr)	58%	17%	75%
Engineering	(2 yr)	71	7	78
Accounting	(4 yr)	64	12	76
Business	(4 yr)	63	12	75
Business	(2 yr)	78	7	85
Humanities & Soc. Sci.	(4 yr)	71	7	78
Sciences	(4 yr)	63	17	80
Architecture	(4/5 yr)	68	17	85

Four-year students tend to receive entry salary rates at the start of their junior year and receive final salary rates during their senior year. A progressive salary structure can be derived through interpolation for three, four, five, or more work terms.

### Conclusions & Observations

It is believed that the user will be able to rapidly find the information that is required from the various charts. However, your attention is called to these observations and conclusions based upon the data:

Entry salaries for four-year engineering, accounting, business, social sciences, and science cooperative education students increased 5.3%, 4.1%, 6.7%, and 3.3% respectively during the past year. Entry salaries for humanities students declined 6.7%.

Entry salaries for two-year engineering, business, and graphic/comm. art cooperative education students increased 3.8%, 6.8%, and 4.6% respectively during the last year. Entry salaries for medical/nursing/ & related students declined 1.5%.

Michigan employers paid the highest salaries to cooperative education student employees while Iowa/Missouri employers paid the lowest.

Michigan employers paid the highest salaries to new graduates while Kentucky employers paid the lowest.

Employers who simultaneously hire various engineering disciplines tend to pay them identical rates while they are cooperative education students but vary the rates by engineering discipline when hiring new graduates.

Employers of bachelors degree level students tend to provide them with more benefits more often than do employers of associates degree level students.

Tire & rubber employers provided the most benefits to bachelors degree level students while public accounting employers provided the least. The Federal Government as an employer provided the most benefits to associate degree level students while the least benefits were provided by Food & Beverage Processing, Tire & Rubber, and Glass & Paper Packaging.

Relative to entry level salaries paid to bachelors degree level students, public accounting employers were the highest while merchandising and related services employers were the lowest.

For associates degree level students, Aerospace, Electronics, and Business Equipment employers paid the highest salaries while Food & Beverage Processing employers were the lowest.

### Chart Interpretation

In order to help the reader understand the statistics and data provided in the charts, the following should be noted:

Average monthly first salary is the entry salary rate for a cooperative education student, whether that student is a freshman, sophomore, or junior. Most Midwest programs start bachelors degree level students toward the end of the sophomore year or at the start of the junior year.

Average monthly final salary is the last salary rate paid for the student's last work assignment before graduation: usually as a senior for bachelors degree level students and as a sophomore for associates degree level students.

The median is provided to give the reader some understanding of how the sample relates to a normal curve.

Small sample sizes may be somewhat reliable since they represent employer responses rather than individual student responses.

When comparing the monthly salary paid to a new graduate with similar data from other sources, it should be noted that many surveys of salaries paid new graduates are based on offers to individual students, and tend to be skewed toward the high end, since the top graduates often receive and report multiple offers. This survey appears to fairly represent the salaries actually given to those who are in the top fifty percent of their class rather than the top ten to twenty percent of their class.

### Scope and Nature of the Survey

The survey format has been developed and revised during the past decade of use. Revision has been based upon analysis of employer input and upon comments which were received from many users. Two similar but separate questionnaires are used, one for bachelors degree level programs and another for associates degree level programs.

College cooperative education program directors from throughout the Midwest were selected to participate in questionnaire distribution to provide a good geographic mix as well as a good mix of both two-year and four-year colleges. They were asked to distribute the survey questionnaires to the employers of their cooperative education students in a manner which tended to ensure full regional coverage and to minimize employer overlap. The colleges were specifically asked to select employers who best reflected their own geographic location. In May of 1992, 119 college cooperative education program directors received 3,890 survey questionnaires, personalized cover/instructional letters, and return envelopes to forward to the employers they had selected to participate in the survey.



Until as late as September 1992, surveys were still being returned to Wayne State University. Following are the distribution and response statistics:

### By Region

Total surveys sent to participating colleges . . . . .	3,890
Number of surveys sent to two-year colleges . . . . .	950
Number of surveys sent to four-year colleges . . . . .	2,940
Surveys estimated to have been sent to employer . . . . .	1,727
Total number of completed surveys received . . . . .	456
Response rate - based upon estimated distribution . . . . .	26.4%
Response rate - based upon planned distribution . . . . .	11.7%
Total number of usable surveys returned . . . . .	434
Percentage of employers surveyed who employ only bachelors degree students . . . . .	76.0%
Percentage of employers surveyed who employ only associates degree students . . . . .	3.5%
Percentage of employers surveyed who employ both Bachelors and associates degree students . . . . .	20.5%
Total unusable surveys . . . . .	22
Number lacking state identification or out-of-area . . . . .	20
Number lacking usable information . . . . .	2

### By State

	Number of Colleges Participating	Surveys Provided to Colleges	Estimated* Surveys Sent to Employers		Surveys Returned by Employers/% Change	Estimated Response Rate	% of Total Returns
Illinois	19	455	191	42%	63/+28.6%	33.0%	14.5%
Indiana	13	505	152	30	48/+29.7	31.6	11.1
Iowa	10	300	66	22	14/-26.3	21.2	3.2
Kentucky	15	215	135	63	28/+33.3	20.7	6.5
Michigan	15	930	400	43	100/-8.3	25.0	23.0
Minnesota	11	135	41	30	12/-50.0	29.3	2.8
Missouri	8	250	115	46	30/-33.3	26.1	6.9
Ohio	16	780	547	68	105/-3.7	19.2	24.2
Wisconsin	12	320	85	25	34 '+54.6	40.0	7.8
<b>TOTAL</b>	<b>119</b>	<b>3,890</b>	<b>1,732</b>		<b>434/-0.2</b>		<b>100%</b>

\* Percentage based on a 1987 follow-up study, except for Missouri, which was added in 1988 and which has been assigned the overall average.

Although by application of information gathered through a previous follow-up study, it was estimated that slightly under half of the 1992 survey questionnaires

were sent to employers, it is felt that more might actually have been sent out. Also, although attempts were made to select colleges representing geographical separation in each state, some employers inadvertently received two or more survey questionnaires. It would appear from inspection of the returned surveys that employers who were contacted more than once tended to return only one of the surveys. It also appears that large employers with multiple work locations were not a significant factor which might have skewed the data.

In 1992, a combined survey questionnaire, requesting both bachelors and associates degree level data, was sent to employers by two-year and four-year colleges. Of the survey questionnaires, 24.4% were provided to and sent out by associates degree granting colleges. Of the usable surveys returned, 24.0% were from employers who employed associates degree level cooperative education students. It was interesting to note that 20.5% of the employers indicated that they employ both bachelors degree level and associates degree level students in their programs. If the data from these employers were excluded from consideration, then the return rate of usable surveys returned from employers of associates degree level students would have been only 3.5% of the total returns. This seems to indicate that employers seem more likely to employ both associate degree level and bachelor degree level students in their cooperative education programs than to employ only associates degree level students. This may indicate a weakness either in the methodology used to gather this data or a general lack of strength of cooperative education in two-year associates degree granting colleges in the Midwest.

The overall number of responses from Ohio and Michigan employers was exceptionally high. However, the number of responses from Ohio and Michigan employers decreased by 3.7% and 8.3%, respectively. Wisconsin, Kentucky, Indiana, and Illinois showed increased response rates of 54.6%, 33.3%, 29.7%, and 28.6% respectively, while Minnesota, Missouri, and Iowa showed decreased response rates of 50.0%, 26.1%, and 26.3%. Overall, there was no significant change in employer response rate for the region. It is believed that the response rate has some general relationship to the level of economics activity in each state.

### Summary

It is hoped that this survey provides useful information to cooperative education practitioners throughout the Midwest, and that those cooperative education employers and college program directors who participated in this project will continue their high level of support in the future. Special thanks are given to the Michigan Council for Cooperative Education which provided significant financial support for this project as a service to the professional field of cooperative education.

**MIDWEST REGION\***  
**1992 AVERAGE ANNUAL SALARIES PAID TO NEW GRADUATES**

ASSOCIATES DEGREE LEVEL			BACHELORS DEGREE LEVEL		
Curriculum	Average Annual Salary Paid to New Grad	Median	Curriculum	Average Annual Salary Paid to New Grad	Median
<b>Business</b>			<b>Business</b>		
All Business	\$18,408	\$17,628	All Business	\$26,124	\$25,644
Accounting	17,868	17,808	Accounting	25,764	24,732
Banking &	16,968	17,352	Banking & Finance	26,292	26,412
Secretarial Sciences	17,100	16,068	Management	26,580	25,356
Business/Management/Agribusiness	18,048	17,904	Management Info. Sys	27,984	28,200
Data Processing	18,972	17,508	Marketing	24,708	24,924
Hospitality/Hotel and Food Management	20,328	20,328	<b>Humanities &amp; Social Sci.</b>		
Sales/Marketing/Merchandising	22,548	20,904	All H & SS	19,224	18,372
			Humanities	18,468	17,592
			Social Sciences	20,040	19,200
<b>Engg. &amp; Related</b>			<b>Sciences</b>		
All Engg. & Related	22,092	21,000	All Sciences	27,312	26,640
Automotive Services	—	—	Agriculture	19,728	19,092
Civil & Construction	21,276	20,640	Biological	27,456	29,460
Drafting & Design	21,804	20,268	Computer Science	27,312	24,960
Electric. & Electron.	21,972	21,600	Chemistry	26,400	27,996
Mechanical & Mechanics	23,508	21,600	Mathematics	29,316	29,400
			Physics	30,936	30,792
<b>Other</b>			<b>Engineering</b>		
Graphics & Commer. Art	15,120	15,360	All Engineering	31,752	27,240
Medical/Nurs. & Related	24,516	24,516	Chemical	33,960	33,804
Criminal Justice	—	—	Civil	29,436	27,780
Law Enforcement	15,300	15,300	Elec., Electron. & Comp. Engineering	32,184	25,800
			Industrial	31,356	29,856
			Mechanical	32,448	24,000
			Engineering Technology	28,596	28,800
			<b>Other</b>		
			Architecture	19,800	20,004
			Economics	24,024	25,800
			Nursing & Allied Health	24,696	24,768
			Criminal Justice	21,012	19,200

Arrangement of Data		
Mean	Median	(# of Employer Responses)
\$18,408	\$17,628	(67)
		50th Percentile
		(5)

\* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin  
 \*\* Where prior work experience is not a consideration

MIDWEST REGION\*  
1992

Top Five Majors Employed as Cooperative Education Students

BACHELORS DEGREE LEVEL

Employer Type of Product or Service	FIRST	SECOND	THIRD	FOURTH	FIFTH
-Accounting Public	Accounting	—	—	—	—
-Banking, Fin./Insur.	Accounting	Banking & Finance	Mgt. Info. Systems	Computer Science	Marketing
-Merchand. Services	Marketing	Computer Science	Humanities	Management	Accounting
-Aero/Elec. & Bus. Equi.	Mechanical Engineering	Elect/Electronic/Computer Engrg	Industrial Engrg	Engrg Tech.	Accounting
-Auto/Mech. Equipment	Mechanical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	Accounting	Engrg Tech.
-Building Mat. Mfrs. & Constr.	Civil Engrg	Mechanical Engrg	Chemical Engrg	Accounting	Mgt Info. Sys
-Chem./Drug Allied Prod.	Chemical Engrg	Mechanical Engrg	Elect/Electronic/Computer Engrg	Chemistry	Computer Science
-Elec. Mach. & Equip.	Mechanical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	Engrg Tech.	Mgt Info. Sys
-Food/Bever. Processing	Mechanical Engrg	Chemical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	—
-Glass/Paper Packng./Prd.	Elect/Electronic/Computer Engrg	Mechanical Engrg	Chemical Engrg	Industrial Engrg	Chemistry
-Metals & Metal Prod.	Mechanical Engrg	Industrial Engrg	Elect/Electronic/Computer Engrg	Chemical Engrg	Accounting
-Petro. (incl. Nat. Gas)	Chemical Engrg	Mechanical Engrg	Chemistry	Civil Engrg	Computer Science
-Research, Con.Org.	Civil Engrg	Elect/Electronic/Computer Engrg	Mechanical Engrg	Computer Science	Marketing & Engrg Tech.
-Tire & Rubber	Mechanical Engrg	Chemical Engrg	Elect/Electronic/Computer Engrg	Industrial Engrg	Engrg Tech. & Computer Science
-Utilities-Public	Elect/Electronic/Computer Engrg	Mechanical Engrg	Accounting	Marketing	Computer Science
-Government-Federal	Accounting	Marketing	Humanities	Mgt Info. Sys	Chemical Engrg & Social Sciences
-Government-Local & State	Civil Engrg	Social Sciences	Computer Science	Engrg Tech.	Elect/Electronic/Computer Engrg
-Non-Profit Educ. Org.	Nursing & Allied Health	Accounting	Marketing	Social Science	Computer Science
-Others i.e., Architecture	Architecture	Mechanical Engrg	Elect/Electronic/Computer Engrg	—	—

\* Includes the following midwestern states: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

**MIDWEST REGION\***  
**1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**  
**BACHELORS DEGREE LEVEL**

Curriculum	Average Monthly Salary		Average Monthly Salary		Average** Monthly Salary	
	1st Salary	Median	Final Salary	Median	Paid to New Grad	Median
<b>Business</b>						
All Business	\$1375	\$1292	\$1621	\$1560	\$2177	\$2137
Accounting	1382	1233	1629	1523	2147	2060
Banking & Finance	1450	1377	1720	1650	2191	2201
Management	1343	1322	1589	1549	2215	2113
Management Info. Systems	1430	1401	1708	1702	2332	2350
Marketing	1308	1225	1517	1468	2059	2077
<b>Humanities &amp; Social Sciences</b>						
All H & SS	1135	1095	1242	1215	1602	1531
Humanities	1098	1032	1196	1169	1539	1466
Social Sciences	1181	1173	1316	1290	1670	1600
<b>Sciences</b>						
All Sciences	1438	1419	1814	1860	2276	2220
Agriculture	1509	1559	1642	1637	1644	1591
Biological	1471	1484	1789	2011	2288	2455
Computer Science	1451	1402	1790	1773	2276	2000
Chemistry	1403	1402	1827	1941	2200	2333
Mathematics	1448	1440	1939	1976	2443	2450
Physics	1385	1439	1878	1941	2578	2566
<b>Engineering</b>						
All Engineering	1543	1446	1973	1804	2646	2270
Chemical	1674	1624	2126	2031	2830	2817
Civil	1449	1455	1841	1735	2453	2315
Elec., Electron. & Comp.	1566	1441	1986	1811	2682	2150
Engineering						
Industrial	1506	1440	1946	1810	2613	2488
Mechanical	1555	1383	1988	1727	2704	2000
Engineering Technology	1418	1413	1872	1823	2383	2400
<b>Other</b>						
Architecture	1129	1032	1410	1387	1650	1667
Economics	1326	1373	1541	1628	2002	2150
Nursing & Allied Health	1417	1342	1488	1488	2059	2064
Criminal Justice	1460	1472	1825	1825	1751	1600

Arrangement of Data		
Mean	Median	50th Percentile
\$1375	\$1292	(255)

\* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

\*\* Where prior work experience is not a consideration

**MIDWEST REGION\***  
**1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**  
 SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS  
 BACHELORS DEGREE LEVEL  
 1992

Employer Type of Product or Service	Average Monthly 1st Salary	% Chg From 1991	Median	Average Monthly Final Salary	% Chg From 1991	Median	Average** Monthly Salary Paid to New Grad	% Chg From 1991	Median
	\$			\$			\$		
Accounting Public	1699	9.8%	1058	1874	11.7%	1118	2159	-3.1%	2400
Banking, Finance, & Insurance	1363	5.9	1265	1511	3.9	1400	2057	5.7	2039
Merchan. & Services	1222	0.9	1135	1310	-4.7	1218	1819	-4.1	1494
Aerospace, Elec. & Business Equip.	1523	9.8	1421	1889	14.8	1806	2471	0.7	2400
Automotive & Mechanical Equipment	1449	-3.5	1250	1854	-5.4	1576	2564	-1.1	2317
Bldg Materials Mfrg & Constr.	1574	16.7	1532	1745	5.0	1678	2456	3.3	2284
Chemicals, Drugs & Allied Prod.	1674	8.4	1656	2218	7.2	2270	2780	3.9	2833
Elec. Machinery & Equipment	1520	4.3	1426	1808	1.0	1656	2610	7.9	2580
Food & Beverage Processing	1653	21.5	1505	1996	36.8	1825	2484	10.1	2408
Glass, Paper, Packaging & Prod.	1292	-14.8	1120	1689	-13.1	1675	2546	0.5	2550
Metals & Metal Products	1377	-13.7	1020	1787	0.5	1467	2551	6.6	2163
Petroleum & Prod. (Incl. Natural Gas)	1646	-13.7	1640	2134	-6.4	2188	2705	0.5	2583
Research/Consult. Organizations	1339	9.0	1204	1686	32.8	1669	2323	6.1	1875
Tire & Rubber	1475	3.5	1441	2058	28.2	2036	2387	8.0	2527
Utilities - Public (Incl. Transportation)	1528	15.9	1359	1802	6.9	1516	2388	-3.6	2288
Government - Federal	1233	-2.8	1032	1407	-6.3	1317	1726	-9.8	1474
Government - Local & State	1302	-2.5	1022	1537	2.0	1362	2131	12.1	2130
Non-Profit & Educ. Organizations	1378	13.3	1240	1386	2.7	1148	1998	9.5	2064
Other	1182	9.1	1080	1444	9.3	1469	1733	-0.9	1700

**Arrangement of Data**

Mean	% Chg From 1991	Median	(# of Employer Responses)
\$1699	9.8%	\$1058	(6)
			50th Percentile
			1

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin.  
 \*\*Where prior work experience is not a consideration.

## MIDWEST\*

1992

## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Social Sciences						1992 All Associates	1992 Rank Order	1991 All Bachelors	1991 Rank Order
	Business	Humanities	Sciences	Sciences	Engineering	Others***				
Life Insurance	32.3% 41**	28.6% 5	55.6% 10	41.0% 34	32.2% 83	44.4% 12	34.9% 187	10	35.6% 203	10
Medical Hospitalization Insurance	34.7 44	33.3 7	55.6 10	43.4 36	35.3 91	48.2 13	37.7 202	6	38.5 220	5
Dental Insurance	20.5 26	19.1 4	27.8 5	30.1 25	24.0 62	29.6 8	24.4 131	12	20.7 118	14
Vision Plan	11.0 14	4.8 1	22.2 4	14.5 12	9.3 24	7.4 2	10.8 58	18	10.9 62	18
Paid Vacation	31.5 40	47.6 10	66.7 12	41.0 34	33.3 86	44.4 12	36.4 195	8	37.7 215	7
Paid Sick Days	33.9 43	47.6 10	66.7 12	47.0 39	39.2 101	44.4 12	40.7 218	4	40.5 231	3
Retirement Credit	35.4 45	23.8 5	33.3 6	43.4 36	36.4 94	33.3 9	36.6 196	7	39.1 223	4
Seniority	29.1 37	23.8 5	27.8 5	27.7 23	32.6 84	33.3 9	30.6 164	11	27.0 154	11
Longevity	15.0 19	14.3 3	22.2 4	15.7 13	12.8 33	18.5 5	14.6 78	15	12.3 70	16
Paid Holidays	63.8 81	57.1 12	77.8 14	74.7 62	72.9 188	59.3 16	70.0 375	1	69.9 399	1
Paid Days Off (Funeral, Personal, & Military)	28.4 36	28.6 6	44.4 8	37.4 31	38.0 98	40.7 11	35.8 192	9	38.0 217	6
Subsidized Housing and/or Meals	7.1 9	4.8 1	16.7 3	12.10 10	5.4 14	11.1 3	7.5 40	20	7.7 44	19
Products/Services Discount	26.8 34	9.5 2	11.1 2	27.7 23	20.5 53	25.9 7	22.8 122	14	21.2 121	13
Handicapped Worker Accomodation	40.9 52	23.8 5	27.8 5	44.6 37	39.2 101	33.3 9	39.4 211	5	33.3 190	10
Business Travel Expenses	63.8 81	47.6 10	44.4 8	73.5 61	67.4 174	51.9 14	65.3 350	2	58.3 333	2
Profit Sharing	11.0 14	0.0 0	5.6 1	10.8 9	17.1 44	7.4 2	13.1 70	16	12.8 73	15
Stock Options	10.2 13	4.8 1	5.6 1	12.1 10	8.1 21	7.4 2	9.0 48	19	7.5 43	20
Tuition Aid During School Periods	11.8 15	14.3 3	16.7 3	13.3 11	9.3 24	18.5 5	11.4 61	17	11.4 65	17
Travel Expenses to/from Job Location	21.3 27	9.5 2	22.2 4	35.0 29	22.5 58	14.8 4	23.5 126	13	22.6 129	12
Interview Travel Expenses for out-of-town Co-op Students	40.2 51	9.5 2	11.1 2	49.4 41	48.5 125	11.1 3	42.0 225	3	37.5 214	8
	127**	21	18	83	258	27	536		571	

\* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

\*\* Number of usable employer responses

**MIDWEST REGION\***  
**COOPERATIVE EDUCATION SALARY SURVEY**  
**Summary of Employers' Products or Services**  
**1992 - Bachelors Degree Level**  
**Salaries Paid to Students on Their First Work Assignment**

Employer Type of Product or Service	Acad. \$	Bus. & Finance	Mgt. \$	Mgt. Info. Systems	Mktg. \$	Humani- ties	Social Sciences	Agriculture Sciences	Biological Science	Computer Science	Chemistry	Mech.	Physics	Chem. Engrg.	Civil Engrg.	Elect./Elec- tric/Comp. Engrg.	Indust. Engrg.	Mechanical Engrg.	Engrg. Tech.	Archit.	Economics	Nursing & Allied Health	Cri- m. Justice
-Accounting Public	1699	6																					
-Banking, Fin./Insur.	1365	1481	1565	1434	1306	1079	1400			1446	1500										1400		
-Merchand. Services	1334	1380	1158	1410	1044	1004	1280			1416				1664		1431		1581	989		1330		
-Aero/Elec. & Bus. Equip.	1312	1720	1720	1248	1405					1371	1441		1441	1466		1568	1462	1611	1530				
-Auto/Mech. Equipment	1322	1437	1446	1301	1390	1376	1376		1491	1376	1490	1490	1490	1589	1530	1544	1526	1510	1435		1386		1375
-Building/Mat. Mfrs. & Constr.	1654	1906	1215	1514	1863					1794				1869	1422	1947	1845	1742	1300	1187			
-Chem/Drug All Prod.	1500	1706	2063	1531	1430			1819	1520	1607	1527	1677	1200	1883	1550	1764	1706	1773					
-Elec. Mach. & Equip.	1460		1650	1375	1512				1300	1525						1569	1392	1509	1471				
-Food/Bever. Processing	1505	1505	1200		1548					1677				1840	1650	1445	1445	1736	1650				
-Glass/Paper Packaging/Ptd.	1150	1150	1155	1150	1150	1333				1150	1433		1150	1435	1150	1461	1435	1546	1715				
-Metals & Metal Prod.	1272	1086	1166	1354	1281	1350				1360	1305	1086	1250	1379	1358	1448	1368	1427	1379				
-Petro. (incl. Nat. Gas)	1350	1350	1285	1551	1551					1619	1426			1884	1717	1588	1701	1768					
-Research, Con. Org.			1057		1168				1800	1205	1245	1040	1800	1420	1456	1414		1425	1184	780			
-Tire & Rubber	1338			1482		1032				1499	1401			1684		1684	1472	1588	1301				
-Utilities- Public	1436	1444	1424	1576	1441	1280	1118			1588	1118	1359	1204	1610	1603	1670	1650	1670	1580		1522		
-Government- Federal	1327	1343	1343	1334	1334	1239	1286	1199	1080	1199	1317			1217	1080						1474		1474
-Government- Local & State	731		1204				1203			1291					1356	1376			1428	1520			1165
-Non-Profit Educ. Org.	1346	1116	1075	1765	1350	1039	979			1339	1370	1439	1439	1439	1439	1439	1439	1439	1439		989	1417	2122
-Others (e.g., Architecture)																1387		1340	2	1107			

**Arrangement of Data**  
**Mean**  
**# of Employers**

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

\$1699  
6



**MIDWEST REGION\***  
**COOPERATIVE EDUCATION SALARY SURVEY**  
 Summary of Employers' Products or Services  
 1992 - Bachelors Degree Level  
 Salaries Paid to Students on Their Final Work Assignment

Employer Type of Product or Service	Acctg	Banking and Finance	Mgt	Mgt Info Systems	Mktg	Humanities	Social Sciences	Agriculture Sciences	Biological Sciences	Computer Science	Chemistry	Math.	Physics	Chem. Engrg	Civil Engrg	Elect/Electronic/Comp. Engrg.	Indust. Engrg.	Mechanical Engrg.	Engrg. Tech/gy	Architd.	Economics	Nursing & Allied Health	Criminal Justice	
-Accounting Public	\$1874	5																						
-Banking, Fin./Insur.	1469	1645	1450	1000						1450														
-Merchand. Services	1413	1535	1293	1678	1176	1059	1280			1542						1704					1535			
-Aero/Elec. & Bus. Equi.	1582	1892	1892	1703	1766					1705	1697	1879	1879	1598		1934	1751	2025	2054					
-Auto/Mech. Equipment	1603	1771	1754	1618	1650	1849	1849		2093	1709	1921	2093	2093	2216	2244	2013	2050	2025	1984		1864		1850	
-Building Mat. Mfrs. & Constl.	1839		1406	1749						1960				1912	1770	2095	2025	1906			1535			
-Chem./Drug All Prod.	2023	2153	2063	1860	1773			1942	2048	2146	2049	2254	2413	2358	2279	2283	2319	2257	2675					
-Elec. Mach. & Equip.	1803		1820	1718	1785				1530	1987						1914	1636	1812	1751					
-Food/Bever. Processing	1892	1892	1200		1878					2150				2218	1925	1835	1834	2009	1825					
-Glass/Paper Packng/Prd.	1550	1550	1355	1550	1550					1675	1675		1675	1841	1675	1702	1803	1882						
-Metals & Metal Prod.	1000	1520	1619	1645	1576	1800				1652	1709	1086	1607	1841	1856	1952	1845	1898	1894					
-Petro. (incl. Nat. Gas)	2026	2026	1614	2327	2327					2131	1824			2516	2452	2463	2550	2390						
-Research, Con. Org.			1638		1232				2000	1600	1574	1733	2000	1653	1583	1879		1853	1647	1213				
-Tire & Rubber	1791			2346		1032				2246	2218			2511		2511	2136	2251	1523					
-Utilities-Public	1698	1650	1666	1822	1690	1280	1345			1874	1118	1806	1204	1878	1903	1989	1907	1981	1920		1763			
-Government-Federal	1457	1355	1355	1414	1414	1329	1336	1343	1122	1343	1474			1632	1212									
-Government-Local & State	1032		1349				1238			1550					1646	1630			1557	1520			1800	
-Non-Profit Educ. Org.	1253	1118	1075	1118	1064	1101	1032			1599	2011	1941	1941	1941	1941	1941	1941	1941	1941		1161	1488		
-Others (i.e. Architecture)										2	2	1	1	1	1	1	1	1	1	1427				
																1560		1427	2	1427				
																					5			

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

Arrangement of Data  
 Mean \$1874  
 # of Employers 5

**MIDWEST REGION\***  
**COOPERATIVE EDUCATION SALARY SURVEY**  
**Summary of Employers' Products or Services**  
**1992 - Bachelors Degree Level**  
**Salaries Paid to a New College Graduate\*\***

Employer Type of Product or Service	Accounting	Banking and Finance	Mgt Systems	Mktg	Humanities	Social Sciences	Agriculture Sciences	Biological Science	Computer Science	Chemistry	Math	Physics	Chem. Engng	Civil Engng	Elect/Electronics/Comm Engng	Indust. Engng	Mechanical Engng	Energy Tech	Architect.	Economics	Nursing & Allied Health	Criminal Justice
-Accounting	2159	2400	2300	2350	-	-	-	-	1695	1680	-	-	2183	-	2653	2318	2570	2354	-	-	-	-
Public	7	1	1	2	-	-	-	-	1	1	-	-	2	-	9	2	14	2	-	-	-	-
-Banking	2130	1939	2159	2020	2150	-	-	-	2098	-	2200	-	-	-	-	-	-	-	-	2150	-	-
Fin./Insur.	7	7	3	3	1	-	-	-	4	-	2	-	-	-	-	-	-	-	-	1	-	-
-Merchand. Services	1653	2208	1765	1760	1335	-	-	-	1937	-	-	-	-	-	2022	-	2633	-	-	2208	-	-
-Aero/Elec. & Bus. Equip.	2350	2400	2708	2350	-	-	-	-	1695	1680	-	-	2183	-	2653	2318	2570	2354	-	-	-	-
-Auto/Mech. Equipment	2242	2580	2594	2392	2520	-	-	-	2350	2713	2542	2713	2989	2885	2833	2740	2804	2669	-	2500	-	2010
-Building Mat. Mfrs. & Constr.	2308	2425	2284	2150	-	-	-	-	2448	-	-	-	2876	2326	2751	2663	2667	2166	-	-	-	-
-Chem/Drug All Prod.	2534	2593	2720	2598	2338	-	-	-	2671	2376	2736	2830	3091	2976	2928	2919	3065	3052	-	-	-	-
-Elec. Mach. & Equip.	2327	2132	2197	2132	-	-	-	-	2605	-	2658	2566	2566	2566	2692	2550	2593	2698	-	-	-	-
-Food/Bever. Processing	2193	2193	1666	2236	-	-	-	-	2408	-	-	-	2924	2500	2475	2225	2669	2500	-	-	-	-
-Glass/Paper, Packaging, Pld.	2400	2400	2200	2400	-	-	-	-	2550	2400	-	2400	2892	2500	2705	2767	2767	-	-	-	-	-
-Metals & Metal Prod.	2100	2350	2213	2268	2165	2400	-	-	2470	2444	2400	-	2710	2572	2737	2542	2700	2561	-	-	-	-
-Petro. (incl. Nat. Gas)	2415	2408	2392	2585	-	-	-	-	2528	2278	-	-	3099	2867	2981	2834	3027	-	-	-	-	-
-Research, Cont. Org.	2001	3000	2000	2250	1783	-	-	-	2276	1565	2292	2500	2576	2244	2599	-	2570	2273	-	-	-	-
-Tim & Rubber	2177	-	-	2470	1032	-	-	-	2513	2335	-	-	2752	-	2794	2251	2492	1935	-	-	-	-
-Utilities-Public	2292	2197	2237	2472	2175	2000	-	-	2540	1717	-	2325	2352	2446	2560	2476	2530	2193	-	2166	-	-
-Government-Federal	1662	1498	1498	1649	1580	1488	-	-	1616	1772	1666	-	1976	1763	1666	-	-	1666	-	1537	-	1537
-Government-Local & State	-	-	2000	-	-	-	-	-	1775	-	-	-	-	2342	2128	-	-	1857	-	2120	-	1550
-Non-Profit Educ. Op	1901	1917	2016	2164	2079	966	-	-	2187	2500	-	-	-	-	2975	-	-	1875	-	1917	2059	2123
-Others	1900	1300	-	1000	-	1700	-	-	-	-	-	-	-	-	1733	-	2730	-	1572	-	-	-
Le., Architecture	1	1	-	1	-	1	-	-	-	-	-	-	-	-	1	-	2	-	6	-	-	-

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

\*\*Where prior work experience is not a consideration.

<b>Arrangement of Data</b>	
<b>\$2159</b>	<b>Mean</b>
<b>7</b>	<b># of Employers</b>

**MIDWEST REGION\***  
**1992 COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**  
**BACHELORS DEGREE LEVEL**  
**1992**

Employer Type of Product or Service	Life Insurance	Medical Hospital Insurance	Dental Insurance	Vision Plan	Paid Vacation	Paid Sick Days	Retirement Credit	Seniority	Longevity	Paid Holidays	Paid Days Off	Subsidized Housing/Meals	Products/Services Discounts	Handicap Worker Accommod.	Business Travel Expenses	Profit Sharing Plan	Stock Sharing Plan	Tuition Aid During Schl. Pds.	Trvl Exp. from Job to Schl./Home	Interview Travel Expense	Total # of Employer Responses	Rank Order of Empl.**
-Accounting Public	0.0%***	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	16.7%	16.7%	66.7%	16.7%	0.0%	16.7%	50.0%	66.7%	0.0%	0.0%	0.0%	16.7%	33.3%	6	19
-Banking, Fin./Insr.	37.5	37.5	33.3	4.2	37.5	33.3	16.7	16.7	16.7	45.8	41.7	25.0	12.5	45.8	50.0	8.3	12.5	33.3	0.0	12.5	24	10
-Merchand. Services	24.3	21.6	18.9	5.4	27.0	24.3	8.1	24.3	5.4	54.1	21.6	0.0	29.7	8.1	48.7	13.5	8.1	21.6	18.9	29.7	37	14
-Aero/Elec. & Bus. Equ.	24.1	17.2	17.2	0.0	27.6	37.9	27.6	27.6	6.9	69.0	20.7	0.0	31.0	48.3	62.1	20.7	3.5	10.3	3.5	41.4	29	11
-Auto/Mech. Equipment	46.1	50.6	20.2	9.0	43.8	41.6	50.6	38.2	14.6	67.4	34.8	1.1	39.3	36.0	71.9	21.4	22.5	5.6	29.2	51.7	46	6
-Building Mat. Mfrs. & Constr.	13.6	18.2	13.6	0.0	13.6	36.4	9.1	22.7	4.6	50.0	40.9	9.1	4.6	13.6	77.3	4.6	0.0	0.0	45.5	59.1	22	17
-Chem./Drug All Prod.	39.5	53.5	34.9	14.0	34.9	51.2	48.8	27.9	16.3	76.7	53.5	11.6	34.9	39.5	74.4	14.0	14.0	18.6	44.2	60.5	43	3
-Elec. Mach. & Equip.	21.9	25.0	21.9	9.4	28.1	25.0	37.5	31.3	18.8	78.1	37.5	3.1	18.8	65.6	65.6	9.4	0.0	3.1	25.0	62.5	32	8
-Food/Bever. Processing	22.2	22.2	22.2	0.0	22.2	33.3	11.1	11.1	0.0	44.4	33.3	0.0	22.2	66.7	66.7	11.1	11.1	22.2	22.2	88.9	8	9
-Glass/Paper Packgng./Prod.	10.0	10.0	10.0	0.0	10.0	40.0	10.0	0.0	0.0	50.0	20.0	10.0	20.0	10.0	60.0	10.0	10.0	10.0	10.0	50.0	10	18
-Metals & Metal Prod.	26.5	42.9	18.4	6.1	18.4	32.7	49.0	38.8	2.0	85.7	38.8	18.4	8.2	34.7	69.4	14.3	10.2	22.5	28.6	51.0	25	7
-Petrol. (incl. Nat. Gas)	33.3	25.0	0.0	0.0	25.0	33.3	33.3	50.0	0.0	83.3	58.3	25.0	0.0	50.0	83.3	16.7	0.0	8.3	58.3	75.0	12	5
-Research, Con. Org.	34.4	25.0	21.9	9.4	34.4	34.4	28.1	28.1	12.5	56.3	28.1	3.1	9.4	21.9	62.5	18.8	3.1	0.0	9.4	25.0	32	12
-Tire & Rubber	75.0	75.0	75.0	75.0	58.3	75.0	75.0	83.3	25.0	83.3	58.3	0.0	75.0	83.3	100	50.0	25.0	0.0	25.0	50.0	12	1
-Utilities-Public	34.2	34.2	31.6	23.7	34.2	36.8	39.5	26.3	31.6	92.1	31.6	21.1	34.2	65.8	81.6	5.3	7.9	13.2	36.8	71.1	38	4
-Government-Federal	90.9	86.4	45.5	40.9	100	100	77.3	73.7	54.6	100	59.1	0.0	4.6	72.7	68.2	9.1	0.0	4.6	9.1	4.6	22	2
-Government-Local & State	28.1	31.3	28.1	6.3	50.0	59.4	40.6	12.5	12.5	65.6	31.3	6.3	3.1	25.0	31.3	0.0	3.1	6.3	15.6	3.1	32	13
-Non-Profit Educ. Org.	35.7	35.7	32.1	10.7	50.0	32.1	14.3	14.3	14.3	64.3	17.9	3.6	14.3	25.0	53.6	0.0	0.0	17.9	7.1	3.6	28	16
-Others****	20.0	40.0	0.0	0.0	30.0	30.0	30.0	20.0	20.0	60.0	50.0	0.0	20.0	40.0	50.0	10.0	0.0	0.0	10.0	10.0	10	15
-Summary	34.9	37.7	24.4	10.8	36.4	40.7	36.6	30.6	14.6	70.0	35.8	7.5	22.8	39.4	65.3	13.1	9.0	11.4	23.5	42.0	536	

26

21

\* Includes Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin  
 \*\* Percentage of Employers Providing This Benefit  
 \*\*\* Employers Ranked by the Most Benefits Provided  
 \*\*\*\* Others Include: Architecture

**MIDWEST REGION\***  
**1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**  
**ASSOCIATES DEGREE LEVEL**

Curriculum	Average Monthly Salary		Median		Average Monthly Salary		Median	Average** Monthly Salary Paid to New Grad		Median
	1st Salary	Final Salary			Final Salary	Median		Final Salary	Median	
<b>Business</b>										
All Business	\$1192	\$1153	(78)	\$1309	\$1245	(66)	\$1534	\$1469	(67)	
Accounting	1179	1109	(16)	1236	1187	(13)	1489	1484	(14)	
Banking & Finance	1246	1290	(5)	1378	1492	(5)	1414	1446	(4)	
Secretarial Sciences	1120	1042	(22)	1318	1202	(18)	1425	1339	(19)	
Business/Management/ Agribusiness	1308	1215	(10)	1317	1187	(9)	1504	1492	(7)	
Data Processing	1194	1200	(15)	1296	1240	(12)	1581	1459	(14)	
Hospitality/Hotel and Food Management	870	870	(2)	870	870	(2)	1694	1694	(2)	
Sales/Marketing/ Merchandising	1316	1363	(8)	1511	1475	(7)	1879	1742	(7)	
<b>Engg. &amp; Related</b>										
All Engg. & Related	1300	1265	(86)	1439	1387	(77)	1841	1750	(67)	
Automotive Services	1505	1505	(1)	1763	1763	(1)	-	-	-	
Civil & Construction	1254	1254	(21)	1433	1365	(21)	1773	1720	(17)	
Drafting & Design	1334	1250	(21)	1427	1345	(16)	1817	1689	(18)	
Electric. & Electron.	1330	1330	(22)	1483	1473	(19)	1831	1800	(17)	
Mechanical & Mechanics	1270	1200	(21)	1397	1345	(20)	1959	1800	(15)	
<b>Other</b>										
Graphics & Commer. Art	1167	1000	(3)	1233	1200	(3)	1260	1280	(3)	
Medical/Nurs. & Related	1204	1204	(1)	1693	1693	(2)	2043	2043	(2)	
Criminal Justice Law Enforcement	1275	1275	(2)	1275	1275	(2)	1400	1400	(2)	

<b>Arrangement of Data</b>		
<u>Mean</u>	<u>Median</u>	<u>(# of Employer Responses)</u>
\$1192	\$1153	(78)
50th Percentile		
1400		

\* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin  
 \*\* Where prior work experience is not a consideration

**MIDWEST REGION\***  
**1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**  
 SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS  
 ASSOCIATE DEGREE LEVEL  
 1992

Employer Type of Product or Service	Average Monthly 1st Salary	% Chg From 1991	Median	Average Monthly Final Salary	% Chg From 1991	Median	Average Monthly Salary Paid to New Grad	% Chg From 1991	Median
	(0)	(5)	(10)	(8)	(14)	(5)	(4)	(6)	(11)
Accounting Public	\$1325	14.5%	\$1339	\$1200	16.3%	\$1200	\$1532	-12.7%	\$1447
Banking, Finance, & Insurance	1033	-3.3	1088	1246	-1.4	1260	1280	-13.8	1212
Merchan. & Services	1455	61.5	1360	1569	33.0	1534	1844	15.6	1817
Aerospace, Elec. & Business Equip.	1236	-4.7	1245	1415	-10.6	1479	1936	-4.1	1900
Automotive & Mechanical Equipment	1187	11.8	1200	1469	4.4	1400	1890	0.8	1949
Big Materials Mfrg & Constr.	1412	2.0	1285	1276	-28.7	892	2174	1.8	2044
Chemicals, Drugs & Allied Prod.	1202	1.6	1250	1389	9.1	1391	1498	-23.3	1492
Elec. Machinery & Equipment	946	-19.5	946	1247	5.2	1204	1646	23.3	1621
Food & Beverage Processing	1715	17.6	1715	-	-2.8	-	-	-	-
Glass, Paper, Packaging & Prod.	1141	-2.4	1026	1346	1338	1338	1715	2.3	1499
Metals & Metal Products	-	-	-	-	-	-	-	-	-
Petroleum & Prod. (incl. Natural Gas)	1107	-8.4	1026	1438	8.3	1288	1665	0.6	1585
Research/Consult. Organizations	1299	-	1299	1472	-	1472	1559	-	1559
Tire & Rubber	1283	-3.3	1278	1419	-5.2	1270	1447	-24.7	1235
Utilities - Public (incl. Transportation)	1127	-8.5	1127	1399	0.2	1317	1343	-8.8	1343
Government - Federal	1271	8.6	1125	1397	5.6	1300	1700	8.7	1590
Government - Local & State	1310	14.7	1277	1505	8.1	1514	1773	2.8	1693
Non-Profit & Educ. Organizations	1071	15.8	1000	1138	-8.1	1200	1729	11.1	1906
Other									

**Arrangement of Data**

Mean	\$1325	% Chg From 1991	14.5%	Median	\$1339	(# of Employer Responses)	5	50th Percentile	(5)
------	--------	-----------------	-------	--------	--------	---------------------------	---	-----------------	-----

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin.  
 \*\*Where prior work experience is not a consideration.

## MIDWEST\*

1992

## ASSOCIATES DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Engrg & Related Tech.	Graphics & Comm. Art	Medical & Nrsng Related	Crim. Jus. & Law	1992 All Associates	1992 Rank Order	1991 All Bachelors	1991 Rank Order
Life Insurance	34.2% 14**	33.3% 20	0.0% 0	0.0% 0	50.0% 1	34.3% 37	9	40.6% 54	7
Medical Hospitalization Insurance	43.9 18	40.0 24	33.3 1	0.0 0	50.0 1	42.6 46	5	42.9 57	6
Dental Insurance	24.4 10	25.0 15	0.0 0	0.0 0	50.0 1	25.9 28	11	23.3 31	11
Vision Plan	9.8 4	8.3 5	0.0 0	0.0 0	0.0 0	8.3 9	18	9.0 12	18
Paid Vacation	51.2 21	43.3 26	33.3 1	0.0 0	50.0 1	47.2 51	3	47.4 63	3
Paid Sick Days	39.0 16	35.0 21	33.3 1	0.0 0	50.0 1	38.0 41	5	47.4 63	3
Retirement Credit	41.5 17	31.7 19	0.0 0	50.0 1	50.0 1	35.2 38	8	35.3 47	8
Seniority	24.4 10	25.0 15	33.3 1	50.0 1	50.0 1	25.9 28	11	25.6 34	10
Longevity	9.8 4	11.7 7	0.0 0	0.0 0	50.0 1	11.1 12	16	16.5 22	15
Paid Holidays	70.7 29	73.3 44	66.7 2	0.0 0	50.0 1	72.2 78	1	71.4 96	1
Paid Days Off (Funeral, Personal, & Military)	34.2 14	40.0 24	33.3 1	50.0 1	50.0 1	38.0 41	6	43.6 58	5
Subsidized Housing and/or Meals	4.9 2	33.3 2	0.0 0	0.0 0	50.0 1	4.6 5	20	6.0 5	19
Products/Services Discount	22.0 9	15.0 9	33.3 1	0.0 0	0.0 0	17.6 19	13	20.3 27	12
Handicapped Worker Accomodation	46.3 19	46.7 28	33.3 1	50.0 1	0.0 0	45.4 49	4	29.3 39	9
Business Travel Expenses	58.5 24	58.3 35	33.3 1	0.0 0	0.0 0	57.4 62	2	51.1 68	2
Profit Sharing	9.8 4	13.3 8	0.0 0	0.0 0	0.0 0	11.1 12	16	14.3 19	16
Stock Options	9.8 4	3.3 2	0.0 0	0.0 0	0.0 0	5.6 6	19	4.5 6	20
Tuition Aid During School Periods	22.0 9	11.7 7	0.0 0	50.0 1	50.0 1	16.7 18	14	19.5 26	13
Travel Expenses to/from Job Location	14.6 6	18.3 11	0.0 0	0.0 0	0.0 0	15.7 17	15	9.8 13	17
Interview Travel Expenses for out-of-town Co-op Students	31.7 13	30.0 18	33.3 1	0.0 0	0.0 0	29.6 32	10	19.5 26	13
	41**	60	3	2	2	108		133	

\* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

\*\* Number of usable employer responses

**MIDWEST REGION\***  
**COOPERATIVE EDUCATION SALARY SURVEY**  
**Summary by Employers' Products or Services**  
**1992 - Associates Degree Level**  
**Salaries Paid to Students on Their First Work Assignment**

Employer Type of Product or Service	Acctg	Biz/ing and Finance	Secretarial Sciences	Bus./Mgt/ Apr/Business	Data Processing	Hospitality/ Hotel/Food Mgt	Sales/ Mktg/ Merchandising	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Criminal Justice & Law Enforcement
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
-Accounting Public	1339	800	1339	1751	1290		1447								
-Banking	1	1	1	1	1		1								
-Fin./Insur.	1000		989		1210					860	1101				
-Merchand. Services	1		5		2					1	1				
-Aero/Elec. & Bus. Equi.			1394		1833					1450	1360	1400			
-Auto/Mech. Equipment	1130	1470	897	1247	1102		1290	1505		1435	1286	1236			
-Building Mat. Mfrs. & Constr.	5	2	2	2	2		1	1		3	3	6			
-Chem./Drug All Prod.	1176		1176		1044	740	1550			1622	1607	2408			
-Elec. Mach. & Equip.	2		2		1	1	1			4	3	1			
-Food/Bever. Pr. essing	1492	1492	1200	1492	1200		1492			1500	1170	1292	1500		
-Glass/Paper Packgng./Prd.	1		1		1		1			1	5	3			
-Metals & Metal Prod.	1130		934	1300			1350	1675		1032	1463	1348			
-Petro. (incl. Nat. Gas)	2		3	2			1	1		1	2	2			
-Research. Con. Org.			1376		866		1376		1031	1126	1126	1073			
-Tire & Rubber	1		1		1		1		3	1	1	2			
-Utilities-Public			1296		995										
-Government-Federal	1173			1060											
-Government-Local & State	1000	1000		1000	1232	1000		1302		1279	1260	1000	1000		1275
-Non-Profit Educ. Org.	1653		1256	2000	1417		1075		9	5	1	900		1204	2
-Other	1		2	1	1		1			1	3	1		1	
										1107		1000	1000		
										2		1	1		

Arrangement of Data  
**\$1339**  
**3**  
**Mean**  
**# of Employers**

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

**MIDWEST REGION\***  
**COOPERATIVE EDUCATION SALARY SURVEY**  
**Summary by Employers' Products or Services**  
**1992 - Associates Degree Level**  
**Salaries Paid to Students on Their Final Work Assignment**

Employer Type of Product or Service	Acctg	Banking and Finance	Secretarial Sciences	Bus./Mgt./Agribusiness	Data Processing	Hospitality/Hotel/Food Mgt	Sales/Mktg./Merchandising	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Criminal Justice & Law Enforcement
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
-Accounting Public															
-Banking, Fin./Insur.		1200													
-Merchand. Services	1040		1310		1240						1273				
-Aero/Elec. & Bus. Equi.			1604								1667	1400			
-Auto/Mech. Equipment	1266	1599	1069	1419	1330		1548	1763	1763	1696	1507	1433			
-Building Mat. Mfrs. & Constr.									1469						
-Chem/Drug All Prod.	1044		1044		1044	740	1892			1577	1592				
-Elec. Mach. & Equip.	1492	1492	1200	1492	1200		1492			1500	1426	1537	1500		
-Food/Bever. Processing	946		946		1376		1204								
-Glass/Paper Packaging/Prod.															
-Metals & Metal Prod.	1323		1107	1323			1475		1800	1247	1614	1650			
-Petro. (incl. Nat. Gas)															
-Research, Con. Org.			1692		1517		1692		1179	1473	1473	1334			
-Tire & Rubber									3			2			
-Utilities-Public			1415		1130				1270	1200	1449	1270			
-Government-Federal	1317			1440											
-Government-Local & State	1000	1000		1000	1363	1000			1456	1350	1365	1000	1000		1400
-Non-Profit Educ. Org			1481				1075			5		1	1	1693	2
-Other			2				1			1207		1000	1200		

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

<b>\$1040</b>	<b>1</b>	<b>Mean</b>	<b>10</b>
Arrangement of Data		# of Employers	10



**MIDWEST REGION\***  
**COOPERATIVE EDUCATION SALARY SURVEY**  
 Summary by Employers' Products or Services  
 1992 - Associates Degree Level  
 Salaries Paid a New Community/Junior College Graduate\*\*

Employer Type of Product or Service	Acctg	Banking and Finance	Secretarial Sciences	Bus./Mgt./Agribusiness	Data Processing	Hospitality/Hotel/Food Mgt.	Sales/Mktg./Merchandising	Automotive Services	Civil & Construction	Drafting & Design	Electrical & Electronics	Mechanical & Mechanics	Graphics & Commercial Art	Medical & Nursing Related	Criminal Justice & Law Enforcement
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
-Accounting Public	1339	1400	1339	1751	1721		1447								
-Banking, Fin./Insur.	1000		1219		1210						1642				
-Merchand. Services	1		5		2						2				
-Aero/Elec. & Bus. Equip.			1666		1833					1800	1784	2200			
-Auto/Mech. Equipment	1681	1763	1550		2158		1763			1989	2000	2322			
-Building Mat. Mfrs. & Constr.									1890						
-Chem/Drug All Prod.	1755		1678		1988	1788	3170			2491	2234	2750			
-Elec. Mach. & Equip.	1492	1492	1200	1492	1200		1492			1500	1600	1750	1500		
-Food/Bever. Processing	1342		1500		2000		1742								
-Glass/Paper Packgng./Prd.															
-Metals & Metal Prod.	1475		1400	1475			1475		1800		1800	2150			
-Petrol. (incl. Nat. Gas)															
-Research, Con. Org.	1522		1642				2064		1503	1807	2250	1888			
-Tire & Rubber										3	1	2			
-Utilities-Public			1130		1130				1340		1659	1340			
-Government-Federal	1473			1212											
-Government-Local & State	1000	1000		1000	1587	1600			191	1472	1485	1000	1000		1275
-Non-Profit Educ. Org.	1653		1611	2000	1459						1920			2043	2
-Other					2					1593		2000	1280		

\*Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, & Wisconsin

\*\*Where prior work experience is not a consideration

Arrangement of Data  
 Mean  
 # of Employers

\$1339  
 1

# MIDWEST REGION 1992 COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES ASSOCIATES DEGREE 1992

Employer Type of Product or Service	Life Insurance	Medical Hospital Insurance	Dental Insurance	Vision Plan	Paid Vacation	Paid Sick Days	Retirement Credit	Seniority	Longevity	Paid Holidays	Paid Days Off	Subsidized Housing/Meals	Products/Services Discounts	Handicap Worker Accommod	Business Travel Expenses	Profit Sharing Plan	Stock Sharing Plan	Tuition/Ad During Schl Pds.	Trvl Exp. from Job to Schl/Home	Interview Travel Expense	Total of Employer Responses	Rank Order of Empl's*
-Accounting Public	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-
-Banking, Fin./Insur.	66.7%	66.7%	33.3%	0.0%	66.7%	33.3%	33.3%	33.3%	33.3%	66.7%	33.3%	0.0%	33.3%	66.7%	66.7%	33.3%	33.3%	0.0%	33.3%	33.3%	3	3
-Merchand Services	42.9	42.9	42.9	0.0	71.4	28.6	28.6	42.9	14.3	57.1	57.1	14.3	28.6	28.6	28.6	14.3	42.9	0.0	14.3	7	6	6
-Aero/Elec. & Bus. Equi.	28.6	28.6	28.6	14.3	42.9	42.9	28.6	28.6	14.3	85.7	28.6	0.0	14.3	42.9	42.9	14.3	0.0	0.0	28.6	7	9	9
-Auto.Mech. Equipment	56.3	56.3	18.8	12.5	43.8	18.8	50.0	12.5	0.0	56.3	12.5	0.0	37.5	75.0	75.0	6.3	6.3	31.3	56.3	16	5	5
-Building Mai. Mfrs. & Constr.	40.0	40.0	40.0	0.0	40.0	40.0	0.0	20.0	0.0	60.0	40.0	0.0	0.0	40.0	80.0	20.0	0.0	20.0	20.0	5	2	2
-Chem./Drug All Prod.	25.0	25.0	25.0	25.0	50.0	37.5	62.5	37.5	25.0	62.5	62.5	25.0	25.0	75.0	62.5	12.5	25.0	25.0	62.5	8	2	2
-Elec. Mach. & Equip.	0.0	14.3	0.0	0.0	14.3	0.0	14.3	57.1	14.3	100	28.6	0.0	14.3	28.6	42.9	0.0	0.0	14.3	42.9	7	14	14
-Food/Bever Processing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	100	0.0	0.0	0.0	0.0	1	16	16
-Glass/Paper Packgng./Pld	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	100	1	16	16
-Metals & Metal Prod.	25.0	37.5	0.0	0.0	0.0	25.0	25.0	0.0	0.0	100	25.0	12.5	25.0	0.0	50.0	0.0	0.0	25.0	25.0	8	15	15
-Petro (incl. Nat. Gas)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-	-
-Research. Con. Org.	28.6	42.9	14.3	0.0	57.1	57.1	0.0	28.6	14.3	57.1	28.6	0.0	0.0	42.9	57.1	42.9	0.0	14.3	14.3	7	10	10
-Tire & Rubber	0.0	0.0	0.0	0.0	100	0.0	0.0	100	0.0	100	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	1	12	12
-Utilities. Public	20.0	20.0	20.0	20.0	20.0	20.0	40.0	40.0	20.0	100	20.0	0.0	20.0	80.0	40.0	0.0	0.0	0.0	80.0	5	7	7
-Government. Federal	66.7	66.7	66.7	66.7	100	100	100	66.7	33.3	100	66.7	0.0	0.0	66.7	100	0.0	0.0	66.7	0.0	3	1	1
-Government. Local & State	27.8	38.9	38.9	0.0	55.6	61.1	44.4	16.7	5.6	72.2	38.9	5.6	0.0	33.3	33.3	0.0	0.0	16.7	5.6	18	11	11
-Non-Profit Educ. Org.	71.4	85.7	57.1	14.3	85.7	57.1	57.1	28.6	14.3	71.4	71.4	0.0	0.0	28.6	85.7	0.0	0.0	28.6	0.0	7	4	4
-Others	0.0	75.0	0.0	0.0	50.0	50.0	0.0	0.0	25.0	75.0	75.0	0.0	75.0	50.0	75.0	25.0	0.0	0.0	25.0	4	7	7
Summary	34.3	42.6	25.9	8.3	47.2	38.0	35.2	25.9	11.1	72.2	38.0	4.6	17.6	45.4	57.4	11.1	5.6	16.7	29.6	108		

\* Percentage of Employers Providing This Benefit  
\*\* Employers Ranked by the Most Benefits Provided

**REGIONAL VS. STATE/SUB-REGIONAL SALARY COMPENSATION  
1992 AVERAGE MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**

**BACHELORS DEGREE LEVEL**

Curriculum	Midwest Average Monthly			State/Sub-Regional Differences in Percentage									
	1st Salary	Final Salary	New Graduate***	Kentucky	Michigan	Ohio	Illinois	Indiana	Iowa & Missouri	Minnesota & Wisconsin			
Engineering	A*	B	C	-1.6%**	-1.9%	+0.1%	+3.0%	+0.6%	-3.0%	+1.6%			
	\$1543	\$1973	\$2646	-9.3	+7.2	+2.8	+2.9	-2.7	-6.8	-5.7			
				-9.2	+6.1	+2.3	+0.1	-3.2	-3.0	-3.1			
Accounting		1629	2147	-11.6	-1.1	+4.0	+1.0	+0.7	-2.5	-11.1			
	1382			-25.0	+2.4	+4.7	-1.7	-2.2	-7.1	-3.6			
				-20.8	+1.8	+2.6	+3.1	+1.5	-19.1	-3.8			
Business		1621	2177	-21.2	-1.8	+4.7	+3.9	+0.9	-6.0	-12.6			
	1375			-29.4	+3.9	+4.6	-17.5	-1.7	-9.6	-18.6			
				-28.1	+3.5	+3.5	-2.2	+0.3	-19.6	+2.4			
Humanities & Social Sciences		1242	1602	-10.3	+1.8	-7.2	+2.6	+29.3	-20.9	-			
	1135			-16.8	+7.8	-9.3	-3.9	+46.1	-29.7	-			
				-6.4	+10.6	-1.4	+0.1	+6.1	-24.8	-			
Sciences		1814	2276	+3.3	-0.1	+3.9	+3.1	-6.2	-4.8	+3.8			
	1438			-2.3	+3.6	+5.2	+6.9	-10.9	-8.4	-8.0			
				+4.6	+2.3	+8.2	-2.7	-1.7	-21.6	-18.3			

\*Codes: A-Average Monthly First Salary Paid to a Cooperative Education Student  
 B-Average Monthly Final Salary Paid to a Cooperative Education Student  
 C-Average Monthly Salary Paid to a New Graduate

\*\* Percentage higher or lower than regional average  
 \*\*\* Percentage where prior work experience is not a consideration



# COMPARATIVE RANKING OF BENEFITS & RANK GROUPINGS

1992

Benefits Provided to Cooperative Education Student Employees by Employers

BENEFITS	MIDWEST REGION RANKING		BACHELORS LEVEL RANKING						
	Bachelors	Associates	Kentucky	Michigan	Ohio	Illinois	Indiana	Minnesota & Wisconsin	Iowa & Missouri
Paid Holidays	1	1	1	1	1	1	2	2	2
Business Travel Expenses	2	2	2	2	2	2	1	1	1
Paid Sick Days	4	3	7	4	4	6	5	6	5
Retirement Credit	7	8	7	5	11	9	3	5	8
Paid Vacation	8	3	7	3	10	6	9	11	8
Medical Hospitalization Insurance	6	5	4	6	8	5	4	10	6
Life Insurance	10	9	10	7	9	4	8	7	7
Interview Travel Expenses for Out-of-town Co-op Students	3	10	3	10	3	12	5	3	3
Handicapped Worker Accommodations	5	4	12	8	5	3	7	4	4
Seniority	11*	11	12	11	7	10	12	7	12
Paid Days Off (Funeral, Personal, & Military)	9	6	6	8	6	6	9	7	8
Travel Expenses to/from Job Location	13	15	4	12	13	14	13	14	12
Dental Insurance	12	11	14	15	14	11	11	11	8
Products/ Services Discount	14	13	17	13	12	13	14	13	14
Longevity	15	16	17	17	17	17	14	15	16
Profit Sharing	16	16	15	18	15	15	20	15	17
Vision Plan	18	18	15	19	16	19	18	17	14
Subsidized Housing and/or Meals	20	20	10	19	19	20	17	19	20
Stock Options	19	19	17	14	18	18	19	19	19
Tuition Aid During School Periods	17	14	17	15	20	16	16	18	18
Usable Employer Responses	536	108	32	128	130	82	68	51	43

About 50% or more of the employers provide this benefit and those benefits ranked higher

About 25% or more of the employers provide this benefit and those benefits ranked higher

About 10% or more of the employers provide this benefit and those benefits ranked higher

Note: \*If the rank order bracketed by the 25th percentile  is 11, this means that all benefits ranked 11 through 1 are provided by 25% or a higher percentage of employers in the Midwest to their cooperative education student employees.

**ILLINOIS  
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES  
BACHELORS DEGREE LEVEL**

Curriculum	Average Monthly Salary		Median	Arrangement of Data (# of Employer Responses)	Average Monthly Salary		Median	Average Monthly Salary		Arrangement of Data (# of Employer Responses)	
	1st Salary	Final Salary			Final Salary	Median		Final Salary	Median		Final Salary
<b>Business</b>											
All Business	\$1428	\$1377	\$1377	(42)	\$1337	\$1547	\$1547	(36)	\$2129	\$2214	(53)
Accounting	1396	1354	1354	(12)	1601	1535	1535	(9)	2213	2275	(14)
Banking & Finance	1513	1379	1379	(8)	1740	1535	1535	(7)	2017	2077	(9)
Management	1250	1336	1336	(6)	1429	1450	1450	(7)	2089	2201	(11)
Management Info. Systems	1547	1454	1454	(8)	1740	1705	1705	(6)	2330	2433	(8)
Marketing	1405	1364	1364	(8)	1586	1535	1535	(7)	2007	2100	(11)
<b>Humanities &amp; Social Sciences</b>											
All H & SS	1165	1165	1165	(8)	1194	1296	1296	(6)	1604	1522	(8)
Humanities	1126	1122	1122	(4)	1172	1302	1302	(3)	1545	1475	(5)
Social Sciences	1204	1208	1208	(4)	1215	1290	1290	(3)	1702	1600	(3)
<b>Sciences</b>											
All Sciences	1484	1472	1472	(15)	1940	1927	1927	(11)	2215	2341	(14)
Agriculture	-	-	-	-	-	-	-	-	-	-	-
Biological	-	-	-	-	-	-	-	-	-	-	-
Computer Science	1501	1483	1483	(8)	1826	1785	1785	(5)	2299	2467	(9)
Chemistry	1493	1485	1485	(4)	2081	2098	2098	(4)	2167	2251	(3)
Mathematics	1420	1420	1420	(2)	1941	1941	1941	(1)	1908	1908	(2)
Physics	1439	1439	1439	(1)	1941	1941	1941	(1)	-	-	-
<b>Engineering</b>											
All Engineering	1589	1555	1555	(80)	2031	2037	2037	(69)	2648	2589	(67)
Chemical	1797	1675	1675	(11)	2241	2240	2240	(9)	2941	2834	(9)
Civil	1521	1470	1470	(8)	1988	1863	1863	(8)	2432	2360	(7)
Elec., Electron. & Comp. Engineering	1559	1569	1569	(21)	2007	1941	1941	(17)	2663	2717	(18)
Industrial	1547	1517	1517	(12)	2035	2170	2170	(9)	2787	2759	(8)
Mechanical	1612	1569	1569	(21)	2007	2050	2050	(19)	2726	2646	(17)
Engineering Technology	1430	1439	1439	(7)	1931	2000	2000	(7)	2171	1938	(8)
<b>Other</b>											
Architecture	-	-	-	-	-	-	-	-	-	-	-
Economics	1365	1365	1365	(2)	1535	1535	1535	(1)	1986	2150	(3)
Nursing & Allied Health	1240	1240	1240	(1)	-	-	-	-	2066	2066	(1)
Criminal Justice	1749	1749	1749	(2)	1850	1850	1850	(1)	1911	2010	(3)

\*\* Where prior work experience is not a consideration

**Arrangement of Data**  
**Mean** \$1428  
**Median** \$1377  
**(# of Employer Responses)** (42) 50th Percentile

**ILLINOIS**  
**1992**  
**BACHELORS DEGREE LEVEL STUDENTS**  
 Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit							All Bachelors	Rank Order
	Business	Humanities	Social Sciences	Sciences	Engineering	Others**		
Life Insurance	55.6% 10*	50.0% 2	50.0% 2	81.8% 9	40.0% 16	80.0% 4	52.4% 43	4
Medical Hospitalization Insurance	50.0 9	50.0 2	50.0 2	81.8 9	37.5 15	80.0 4	50.0 41	5
Dental Insurance	33.3 6	25.0 1	25.0 1	63.6 7	27.5 11	60.0 3	35.4 29	11
Vision Plan	16.7 3	25.0 1	25.0 1	18.2 2	2.5 1	20.0 1	11.0 9	19
Paid Vacation	44.4 8	75.0 3	50.0 2	63.6 7	40.0 16	60.0 3	47.6 39	6
Paid Sick Days	50.0 9	75.0 3	50.0 2	54.6 6	40.0 16	60.0 3	47.6 39	6
Retirement Credit	50.0 9	25.0 1	25.0 1	45.5 5	40.0 16	40.0 2	41.5 34	9
Seniority	44.4 8	25.0 1	0.0 0	45.5 5	35.0 14	80.0 4	39.0 32	10
Longevity	22.2 4	25.0 1	0.0 0	27.3 3	10.0 4	20.0 1	15.9 13	17
Paid Holidays	77.8 14	75.0 3	75.0 3	90.9 10	82.5 33	80.0 4	81.7 67	1
Paid Days Off (Funeral, Personal, & Military)	44.4 8	50.0 2	50.0 2	45.5 5	47.5 19	60.0 3	47.6 39	6
Subsidized Housing and/or Meals	11.1 2	25.0 1	25.0 1	18.2 2	2.5 1	20.0 1	9.8 8	20
Products/Services Discount	38.9 7	0.0 0	0.0 0	36.4 4	17.5 7	60.0 3	25.6 21	13
Handicapped Worker Accomodation	61.1 11	75.0 3	50.0 2	63.6 7	45.0 18	60.0 3	53.7 44	3
Business Travel Expenses	66.7 12	25.0 1	50.0 2	90.9 10	65.0 26	80.0 4	67.1 55	2
Profit Sharing	11.1 2	0.0 0	0.0 0	18.2 2	27.5 11	0.00 0	18.3 15	15
Stock Options	22.2 4	0.0 0	0.0 0	9.1 1	10.0 4	20.0 1	12.2 10	18
Tuition Aid During School Periods	27.8 5	25.0 1	25.0 1	18.2 2	5.0 2	60.0 3	17.1 14	16
Travel Expenses to./from Job Location	11.1 2	0.0 0	0.0 0	36.4 4	22.5 9	20.0 1	19.5 16	14
Interview Travel Expenses for out-of-town Co-op Students	27.8 5	0.0 0	0.0 0	45.5 5	42.5 17	20.0 1	34.2 28	12
	18*	4	4	11	40	5	82	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

**INDIANA  
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES  
BACHELORS DEGREE LEVEL**

Curriculum	Average Monthly Salary		Median	Arrangement of Data Median (# of Employer Responses)	Average Monthly Salary		Median	Arrangement of Data Median (# of Employer Responses)
	1st Salary	Final Salary			Final Salary	Paid to New Grad		
<b>Business</b>								
All Business	\$1388	\$1354	\$1354	(39)	\$1593	\$1530	\$1530	(28)
Accounting	1392	1375	1375	(11)	1593	1555	1555	(9)
Banking & Finance	1490	1474	1474	(5)	1695	1555	1555	(3)
Management	1465	1391	1391	(8)	1606	1520	1520	(5)
Management Info. Systems	1238	1204	1204	(7)	1597	1548	1548	(5)
Marketing	1371	1344	1344	(8)	1526	1473	1473	(6)
<b>Humanities &amp; Social Sciences</b>								
All H & SS	1468	1474	1474	(4)	1815	1815	1815	(2)
Humanities	1474	1474	1474	(1)	-	-	-	-
Social Sciences	1466	1474	1474	(3)	1815	1815	1815	(2)
<b>Sciences</b>								
All Sciences	1349	1365	1365	(22)	1617	1659	1659	(21)
Agriculture	1080	1080	1080	(1)	1212	1212	1212	(1)
Biological	1346	1346	1346	(2)	1612	1612	1612	(2)
Computer Science	1399	1445	1445	(10)	1738	1856	1856	(9)
Chemistry	1318	1300	1300	(7)	1540	1515	1515	(7)
Mathematics	1349	1349	1349	(2)	1549	1549	1549	(2)
Physics	-	-	-	-	-	-	-	-
<b>Engineering</b>								
All Engineering	1553	1594	1594	(66)	1918	1970	1970	(68)
Chemical	1598	1650	1650	(7)	1960	1925	1925	(7)
Civil	1488	1611	1611	(10)	1821	1961	1961	(10)
Elec., Electron. & Comp. Engineering	1611	1637	1637	(16)	1992	2010	2010	(17)
Industrial	1572	1629	1629	(10)	1934	1961	1961	(10)
Mechanical	1582	1622	1622	(16)	1975	2072	2072	(17)
Engineering Technology	1379	1299	1299	(7)	1677	1694	1694	(7)
<b>Other</b>								
Architecture	-	-	-	-	-	-	-	-
Economics	1474	1474	1474	(1)	-	-	-	-
Nursing & Allied Health	1646	1480	1480	(3)	1772	1772	1772	(1)
Criminal Justice	1512	1512	1512	(2)	1800	1800	1800	(1)

<b>Mean</b>	<b>\$1388</b>
<b>Median</b>	<b>\$1354</b>
<b>Arrangement of Data</b>	<b>(39)</b>

\*\* Where prior work experience is not a consideration



**INDIANA**  
**1992**  
**BACHELORS DEGREE LEVEL STUDENTS**

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit							All Bachelors	Rank Order
	Business	Humanities	Social Sciences	Sciences	Engineering	Others**		
Life Insurance	36.8% 7*	0.0% 0	66.7% 2	53.9% 7	37.0% 10	80.0% 4	45.6% 31	8
Medical Hospitalization Insurance	42.1 8	0.0 0	66.7 2	61.5 8	44.4 12	80.0 4	51.5 35	4
Dental Insurance	26.3 5	0.0 0	66.7 2	46.2 6	33.3 9	80.0 4	39.7 27	11
Vision Plan	5.3 1	0.0 0	33.3 1	7.7 1	7.4 2	20.0 1	8.8 6	18
Paid Vacation	36.8 7	0.0 0	66.7 2	38.5 5	40.7 11	80.0 4	44.1 30	9
Paid Sick Days	31.6 6	0.0 0	66.7 2	61.5 8	48.2 13	60.0 3	48.5 33	5
Retirement Credit	47.4 9	0.0 0	0.0 0	76.9 10	51.9 14	60.0 3	58.8 40	3
Seniority	26.3 5	0.0 0	66.7 2	30.8 4	40.7 11	60.0 3	38.2 26	12
Longevity	26.3 5	0.0 0	66.7 2	15.4 2	18.5 5	60.0 3	26.5 18	14
Paid Holidays	57.9 11	0.0 0	0.0 0	84.6 11	81.5 22	80.0 4	76.5 52	2
Paid Days Off (Funeral, Personal, & Military)	26.3 5	0.0 0	66.7 2	46.2 6	44.4 12	80.0 4	44.1 30	9
Subsidized Housing and/or Meals	15.8 3	0.0 0	66.7 2	15.4 2	11.1 3	20.0 1	16.2 11	17
Products/Services Discount	21.0 4	0.0 0	33.3 1	30.8 4	33.3 9	20.0 1	27.9 19	14
Handicapped Worker Accomodation	36.8 7	0.0 0	66.7 2	53.9 7	48.2 13	40.0 2	47.1 32	7
Business Travel Expenses	63.2 12	0.0 0	66.7 2	84.6 11	92.6 25	40.0 2	77.9 53	1
Profit Sharing	0.0 0	0.0 0	0.0 0	7.7 1	11.1 3	0.0 0	5.9 4	20
Stock Options	5.3 1	0.0 0	0.0 0	7.7 1	11.1 3	0.0 0	7.4 5	19
Tuition Aid During School Periods	5.3 1	0.0 0	33.3 1	30.8 4	22.2 6	40.0 2	20.6 14	16
Travel Expenses to/from Job Location	31.6 6	0.0 0	66.7 2	38.5 5	25.9 7	20.0 1	30.9 21	13
Interview Travel Expenses for out-of-town Co-op Students	47.4 9	0.0 0	33.3 1	61.5 8	55.6 15	0.0 0	48.5 33	5
	19*	1	3	13	27	5	68	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

**IOWA & MISSOURI  
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES  
BACHELORS DEGREE LEVEL**

Curriculum	Average Monthly 1st Salary		Average Monthly Final Salary		Average** Monthly Salary Paid to New Grad	
	1st Salary	Median	Final Salary	Median	Monthly Salary	Median
<b>Business</b>						
All Business	\$1292	\$1318	\$1466	\$1476	\$1750	\$1764
Accounting	1347	1351	1513	1505	1736	1813
Banking & Finance	1000	1000	1400	1400	1400	1400
Management	1355	1355	1521	1521	1873	1873
Management Info. Systems	1401	1409	1594	1578	1990	1900
Marketing	1112	1225	1222	1300	1483	1483
<b>Humanities &amp; Social Sciences</b>						
All H & SS	898	887	873	873	1204	1292
Humanities	875	860	873	873	1283	1400
Social Sciences	966	966	-	-	966	966
<b>Sciences</b>						
All Sciences	1369	1282	1662	1798	1785	1803
Agriculture	-	-	-	-	-	-
Biological	-	-	-	-	1675	1675
Computer Science	1338	1213	1533	1749	1793	1817
Chemistry	1442	1442	1879	1879	1850	1850
Mathematics	1441	1441	1879	1879	-	-
Physics	1441	1441	1879	1879	-	-
<b>Engineering</b>						
All Engineering	1497	1479	1838	1779	2567	2538
Chemical	1493	1441	1843	1850	2538	2401
Civil	1328	1270	1570	1603	2430	2300
Elec., Electron. & Comp.	1598	1560	1956	1875	2624	2684
Engineering	1488	1566	1848	1679	2699	2650
Industrial	1517	1487	1871	1808	2629	2633
Mechanical	1281	1321	1544	1524	1875	1875
Engineering Technology						
<b>Other</b>						
Architecture	-	-	-	-	-	-
Economics	-	-	-	-	-	-
Nursing & Allied Health	-	-	-	-	1750	1750
Criminal Justice	-	-	-	-	-	-

Curriculum	Arrangement of Data	
	Mean	Median (# of Employer Responses)
All Business		(14)
Accounting		(5)
Banking & Finance		(1)
Management		(1)
Management Info. Systems		(4)
Marketing		(3)
All H & SS		(2)
Humanities		(2)
Social Sciences		-
All Sciences		(8)
Agriculture		-
Biological		-
Computer Science		(5)
Chemistry		(1)
Mathematics		(1)
Physics		(1)
All Engineering		(58)
Chemical		(11)
Civil		(4)
Elec., Electron. & Comp.		(13)
Engineering		(8)
Industrial		(18)
Mechanical		(4)
Engineering Technology		
Architecture		-
Economics		-
Nursing & Allied Health		-
Criminal Justice		-

\*\* Where prior work experience is not a consideration

## IOWA &amp; MISSOURI

1992

## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit							All Bachelors	Rank Order
	Business	Humanities	Social Sciences	Sciences	Engineering	Others**		
Life Insurance	42.9% 3*	0.0% 0	0.0% 0	33.3% 2	25.0% 7	0.0% 0	26.7% 12	7
Medical Hospitalization Insurance	42.9 3	0.0 0	0.0 0	33.3 2	28.6 8	0.0 0	28.9 13	6
Dental Insurance	29.6 3	0.0 0	0.0 0	33.3 2	25.0 7	0.0 0	24.4 11	8
Vision Plan	28.6 2	0.0 0	0.0 0	16.7 1	17.9 5	0.0 0	17.8 8	14
Paid Vacation	28.6 2	33.3 1	0.0 0	33.3 2	17.9 5	0.0 0	24.4 11	8
Paid Sick Days	28.6 2	33.3 1	0.0 0	33.3 2	28.6 8	0.0 0	31.1 14	5
Retirement Credit	28.6 2	0.0 0	0.0 0	33.3 2	25.0 7	0.0 0	24.4 11	8
Seniority	42.9 3	0.0 0	0.0 0	0.0 0	21.4 6	0.0 0	20.0 9	12
Longevity	28.6 2	0.0 0	0.0 0	0.0 0	17.9 5	0.0 0	15.6 7	16
Paid Holidays	42.9 3	66.7 2	0.0 0	50.0 3	53.6 15	0.0 0	53.3 24	2
Paid Days Off (Funeral, Personal, & Military)	28.6 2	0.0 0	0.0 0	33.3 2	25.0 7	0.0 0	24.4 11	8
Subsidized Housing and/or Meals	0.0 0	0.0 0	0.0 0	0.0 0	3.6 1	0.0 0	22 1	20
Products/Services Discount	0.0 0	33.3 1	0.0 0	33.3 2	14.3 4	0.0 0	17.8 8	14
Handicapped Worker Accomodation	28.6 2	0.0 0	0.0 0	50.0 3	39.3 11	0.0 0	35.6 16	4
Business Travel Expenses	71.4 5	33.3 1	0.0 0	66.7 4	64.3 18	0.0 0	62.2 28	1
Profit Sharing	14.3 1	0.0 0	0.0 0	16.7 1	14.3 4	0.0 0	13.3 6	17
Stock Options	0.0 0	0.0 0	0.00 0	33.3 2	0.0 0	0.0 0	4.4 2	19
Tuition Aid During School Periods	28.6 2	0.0 0	0.0 0	16.7 1	7.1 2	0.0 0	11.1 5	18
Travel Expenses to/from Job Location	28.6 2	0.0 0	0.0 0	16.7 1	21.4 6	0.0 0	20.0 9	12
Interview Travel Expenses for out-of-town Co-op Students	42.9 3	33.3 1	0.0 0	33.3 2	53.6 15	0.0 0	46.7 21	3
	7*	3	1	6	28	0	43	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

5.

**KENTUCKY**  
**1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES**  
**BACHELORS DEGREE LEVEL**

Curriculum	Average Monthly 1st Salary		Average Monthly Final Salary		Average** Monthly Salary Paid to New Grad	
	1st Salary	Median	Final Salary	Median	Monthly Salary	Median
<b>Business</b>						
All Business	\$1083	\$1030	\$1145	\$1122	\$1700	\$1700 (1)
Accounting	1221	1101	1221	1159	1700	1700 (1)
Banking & Finance	1032	1032	1159	1159	-	-
Management	1032	1032	1159	1159	-	-
Management Info. Systems	1032	1032	1159	1159	-	-
Marketing	882	882	1010	1010	-	-
<b>Humanities &amp; Social Sciences</b>						
All H & SS	1018	1018	1033	1033	1500	1500 (4)
Humanities	1120	1120	1120	1120	1577	1577 (2)
Social Sciences	915	915	860	860	1423	1423 (2)
<b>Sciences</b>						
All Sciences	1485	1520	1773	1767	2380	2212 (5)
Agriculture	-	-	-	-	-	-
Biological	-	-	-	-	-	-
Computer Science	1505	1560	1811	1802	2360	2080 (3)
Chemistry	1576	1576	1980	1980	2497	2497 (1)
Mathematics	-	-	-	-	-	-
Physics	1204	1204	1204	1204	2325	2325 (1)
<b>Engineering</b>						
All Engineering	1518	1474	1789	1672	2404	2602 (24)
Chemical	1719	1680	1965	1942	2568	2873 (6)
Civil	1693	1652	1829	1647	2497	2686 (4)
Elec., Electron. & Comp.	1492	1398	1848	1727	2415	2750 (3)
Engineering	1365	1382	1670	1590	2083	2083 (3)
Industrial	1480	1393	1778	1605	2543	2750 (7)
Mechanical	1313	1361	1609	1494	1789	1789 (2)
Engineering Technology						
<b>Other</b>						
Architecture	-	-	-	-	-	-
Economics	-	-	-	-	-	-
Nursing & Allied Health	-	-	-	-	-	-
Criminal Justice	780	780	-	-	-	-

\*\* Where prior work experience is not a consideration

Mean	Arrangement of Data	
	Median	50th Percentile
\$1083	\$1030	(9)
	(# of Employer Responses)	

## KENTUCKY

1992

## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	0.0% 0*	50.0% 1	0.0% 0	0.0% 0	13.3% 2	0.0% 0	18.8% 6	10
Medical Hospitalization Insurance	20.0 1	50.0 1	0.0 0	28.6 2	33.3 5	0.0 0	37.5 12	4
Dental Insurance	0.0 0	50.0 1	0.0 0	0.0 0	13.3 2	0.0 0	9.4 3	14
Vision Plan	0.0 0	0.0 0	0.0 0	14.3 1	6.7 1	0.0 0	6.3 2	15
Paid Vacation	20.0 1	50.0 1	0.0 0	0.0 0	26.7 4	0.0 0	28.1 9	7
Paid Sick Days	0.0 0	50.0 1	0.0 0	14.3 1	26.7 4	0.0 0	28.1 9	7
Retirement Credit	0.0 0	50.0 1	0.0 0	28.6 2	33.3 5	0.0 0	28.1 9	7
Seniority	0.0 0	0.0 0	0.0 0	0.0 0	26.7 4	0.0 0	12.5 4	12
Longevity	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Paid Holidays	80.0 4	0.0 0	0.0 0	85.7 6	80.0 12	0.0 0	78.1 25	1
Paid Days Off (Funeral, Personal, & Military)	20.0 1	50.0 1	50.0 1	28.6 2	33.3 5	0.0 0	31.3 10	6
Subsidized Housing and/or Meals	20.0 1	0.0 0	0.0 0	42.9 3	13.3 2	0.0 0	18.8 6	10
Products/Services Discount	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Handicapped Worker Accomodation	0.0 0	0.0 0	0.0 0	14.3 1	20.0 3	0.0 0	12.5 4	12
Business Travel Expenses	20.0 1	50.0 1	50.0 1	57.1 4	53.3 8	0.0 0	50.0 16	2
Profit Sharing	0.0 0	0.0 0	50.0 1	0.0 0	6.7 1	0.0 0	6.3 2	15
Stock Options	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Tuition Aid During School Periods	0.0 0	0.0 0	0.0 0	0.0 0	6.7 1	0.0 0	3.1 1	17
Travel Expenses to/from Job Location	20.0 1	50.0 1	50.0 1	57.1 4	26.7 4	0.0 0	37.5 12	4
Interview Travel Expenses for out-of-town Co-op Students	40.0 2	0.0 0	0.0 0	57.1 4	53.3 8	0.0 0	43.8 14	3
	5*	2	2	7	15	1	32	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

**MICHIGAN  
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES  
BACHELORS DEGREE LEVEL**

Curriculum	Average <sup>1</sup>			Average			Average <sup>2</sup>		
	Monthly 1st Salary	Median	(# of Responses)	Monthly Final Salary	Median	(# of Responses)	Monthly Salary Paid to New Grad	Median	(# of Responses)
<b>Business</b>									
All Business	\$1350	\$1233	(67)	\$1684	\$1710	(65)	\$2254	\$2275	(63)
Accounting	1367	1159	(24)	1668	1588	(24)	2185	2296	(22)
Banking & Finance	1357	1326	(7)	1824	1857	(8)	2302	2500	(9)
Management	1374	1287	(14)	1731	1834	(14)	2424	2381	(12)
Management Info. Systems	1394	1381	(6)	1700	1848	(5)	2372	2381	(6)
Marketing	1282	1202	(16)	1581	1661	(14)	2135	1959	(14)
<b>Humanities &amp; Social Sciences</b>									
All H & SS	1155	1190	(13)	1339	1251	(11)	1773	1688	(10)
Humanities	1145	1134	(8)	1343	1240	(8)	1795	1675	(5)
Social Sciences	1172	1280	(5)	1330	1280	(3)	1750	1700	(5)
<b>Sciences</b>									
All Sciences	1436	1381	(42)	1880	1959	(42)	2328	2312	(43)
Agriculture	1838	1838	(1)	2083	2083	(1)	2395	2395	(1)
Biological	1541	1490	(6)	1892	2067	(6)	2413	2455	(6)
Computer Science	1382	1280	(15)	1778	1892	(15)	2210	2125	(16)
Chemistry	1382	1317	(10)	1797	1847	(10)	2156	2135	(10)
Mathematics	1488	1484	(5)	2134	2100	(5)	2589	2683	(6)
Physics	1446	1484	(5)	2041	2086	(5)	2689	2713	(4)
<b>Engineering</b>									
All Engineering	1513	1462	(81)	2117	2040	(83)	2808	2807	(80)
Chemical	1635	1527	(10)	2348	2495	(11)	3032	3100	(9)
Civil	1368	1350	(13)	1848	1550	(13)	2541	2459	(12)
Elec., Electron. & Comp. Engineering	1517	1450	(17)	2047	1960	(18)	2668	2712	(18)
Industrial	1550	1473	(8)	2038	2245	(8)	2899	2965	(8)
Mechanical	1558	1503	(26)	2191	2032	(26)	2868	2817	(26)
Engineering Technology	1385	1440	(7)	2245	2236	(7)	3011	3052	(7)
<b>Other</b>									
Architecture	1203	1120	(6)	1369	1387	(3)	1638	1614	(4)
Economics	1121	1118	(3)	1395	1204	(3)	2209	2209	(2)
Nursing & Allied Health	1032	1032	(1)	1204	1204	(1)	2355	2355	(1)
Criminal Justice	-	-	-	-	-	-	-	-	-

<sup>1</sup> Where prior work experience is not a consideration

<b>Arrangement of Data</b>		
Mean	Median	50th Percentile
\$1350	\$1233	(# of Employer Responses) (67)

## MICHIGAN

1992

## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit	Business	Humanities	Social Sciences	Sciences	Engineering	Others**	All Bachelors	Rank Order
Life Insurance	21.1% 8	25.0% 2	50.0% 3	39.1% 9	34.9% 15	33.3% 3	31.3% 40	7
Medical Hospitalization Insurance	23.7 9	37.5 3	50.0 3	34.8 8	41.9 18	33.3 3	34.4 44	6
Dental Insurance	7.9 3	12.5 1	33.3 2	17.4 4	16.3 7	11.1 1	14.1 18	15
Vision Plan	2.6 1	0.0 0	16.7 1	4.5 1	4.7 2	0.0 0	3.9 5	19
Paid Vacation	31.6 12	37.5 3	66.7 4	56.5 13	46.5 20	33.3 3	43.0 55	3
Paid Sick Days	23.7 9	37.5 3	66.7 4	56.5 13	39.5 17	44.4 4	39.1 50	4
Retirement Credit	31.6 12	25.0 2	16.7 1	39.1 9	41.9 18	33.3 3	35.9 46	5
Seniority	18.4 7	37.5 3	33.3 2	26.1 6	30.2 13	22.2 2	25.8 33	11
Longevity	7.9 3	12.5 1	33.3 2	21.7 5	7.0 3	0.0 0	11.7 15	17
Paid Holidays	50.0 19	50.0 4	66.7 4	65.2 15	69.8 30	44.4 4	60.2 77	1
Paid Days Off (Funeral, Personal, & Military)	18.4 7	25.0 2	50.0 3	30.4 7	32.6 14	22.2 2	28.1 36	8
Subsidized Housing and/or Meals	2.6 1	0.0 0	0.0 0	8.7 2	4.7 2	0.0 0	3.9 5	19
Products/Services Discount	21.1 8	0.0 0	0.0 0	17.4 4	30.2 13	11.1 1	20.3 26	13
Handicapped Worker Accomodation	31.6 12	12.5 1	16.7 1	30.4 7	27.9 12	22.2 2	28.1 36	8
Business Travel Expenses	63.2 24	50.0 4	50.0 3	60.9 14	62.8 27	55.6 5	60.9 78	2
Profit Sharing	7.9 3	0.0 0	0.0 0	8.7 2	14.0 6	11.1 1	9.4 12	18
Stock Options	13.2 5	12.5 1	16.7 1	17.4 4	16.3 7	11.1 1	14.8 19	14
Tuition Aid During School Periods	13.2 5	25.0 2	16.7 1	13.0 3	16.3 7	0.0 0	14.1 18	15
Travel Expenses to/from Job Location	21.1 8	12.5 1	16.7 1	26.1 6	23.3 10	11.1 1	21.9 28	12
Interview Travel Expenses for out-of-town Co-op Students	26.3 10	12.5 1	16.7 1	26.1 6	34.9 15	11.1 1	26.6 34	10
	38*	8	6	23	43	9	128	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement 5, 1

**MINNESOTA & WISCONSIN  
1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES  
BACHELORS DEGREE LEVEL**

Curriculum	Average Monthly			Average Monthly			Average* Monthly Salary		
	1st Salary	Median	(#)	Final Salary	Median	(#)	Paid to New Grad	Median	(#)
<b>Business</b>									
All Business	\$1201	\$1226	(10)	\$1319	\$1375	(10)	\$2229	\$1927	(11)
Accounting	1228	1228	(2)	1571	1571	(2)	2065	2001	(3)
Banking & Finance	1505	1505	(1)	1892	1892	(1)	2193	2193	(1)
Management	1103	1160	(3)	1203	1200	(3)	1889	1666	(3)
Management Info. Systems	950	950	(1)	1250	1250	(1)	2000	2000	(1)
Marketing	1263	1290	(3)	1473	1290	(3)	2079	2000	(3)
<b>Humanities &amp; Social Sciences</b>									
All H & SS	-	-	-	-	-	-	-	-	-
Humanities	-	-	-	-	-	-	-	-	-
Social Sciences	-	-	-	-	-	-	-	-	-
<b>Sciences</b>									
All Sciences	1492	1492	(5)	1669	1669	(4)	1859	1859	(4)
Agriculture	1559	1559	(2)	1637	1637	(2)	1413	1413	(2)
Biological	-	-	-	-	-	-	-	-	-
Computer Science	1314	1314	(2)	1700	1700	(2)	2304	2304	(2)
Chemistry	1715	1715	(1)	-	-	-	-	-	-
Mathematics	-	-	-	-	-	-	-	-	-
Physics	-	-	-	-	-	-	-	-	-
<b>Engineering</b>									
All Engineering	1567	1542	(66)	1860	1840	(58)	2564	2574	(51)
Chemical	1646	1600	(3)	2001	1900	(3)	2662	2662	(2)
Civil	1437	1585	(3)	1645	1735	(3)	2496	2367	(4)
Elec., Electron. & Comp. Engineering	1609	1650	(19)	1916	1860	(18)	2697	2700	(15)
Industrial	1461	1438	(11)	1694	1820	(9)	2390	2367	(8)
Mechanical	1590	1510	(26)	1888	1835	(24)	2566	2625	(20)
Engineering Technology	1554	1450	(4)	1900	1900	(1)	2283	2283	(2)
<b>Other</b>									
Architecture	-	-	-	-	-	-	-	-	-
Economics	-	-	-	-	-	-	-	-	-
Nursing & Allied Health	-	-	-	-	-	-	-	-	-
Criminal Justice	-	-	-	-	-	-	-	-	-

Arrangement of Data		
Mean	Median	(# of Employer Responses)
\$1201	\$1226	(10)
		50th Percentile

• Where prior work experience is not a consideration



## MINNESOTA &amp; WISCONSIN

1992

## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit							All Bachelors	Rank Order
	Business	Humanities	Social Sciences	Sciences	Engineering	Others**		
Life Insurance	20.0% 1*	0.0% 0	0.0% 0	20.0% 1	26.8% 11	0.0% 0	25.5% 13	7
Medical Hospitalization Insurance	20.0 1	0.0 0	0.0 0	20.0 1	24.4 10	0.0 0	23.6 12	10
Dental Insurance	20.0 1	0.0 0	0.0 0	20.0 1	22.0 9	0.0 0	21.6 11	11
Vision Plan	0.0 0	0.0 0	0.0 0	20.0 1	9.8 4	0.0 0	9.8 5	17
Paid Vacation	20.0 1	0.0 0	0.0 0	20.0 1	22.0 9	0.0 0	21.6 11	11
Paid Sick Days	20.0 1	0.0 0	0.0 0	20.0 1	29.3 12	0.0 0	27.5 14	6
Retirement Credit	40.0 2	0.0 0	0.0 0	40.0 2	31.7 13	0.0 0	33.3 17	5
Seniority	0.0 0	0.0 0	0.0 0	20.0 1	29.3 12	0.0 0	25.5 13	7
Longevity	0.0 0	0.0 0	0.0 0	0.0 0	14.6 6	0.0 0	11.8 6	15
Paid Holidays	40.0 2	0.0 0	0.0 0	40.0 2	63.4 26	0.0 0	58.8 30	2
Paid Days Off (Funeral, Personal, & Military)	20.0 1	0.0 0	0.0 0	20 1	26.8 11	0.0 0	25.5 13	7
Subsidized Housing and/or Meals	0.0 0	0.0 0	0.0 0	0.0 0	4.9 2	0.0 0	3.9 2	19
Products/Services Discount	40.0 2	0.0 0	0.0 0	20.0 1	17.1 7	0.0 0	19.6 10	13
Handicapped Worker Accomodation	40.0 2	0.0 0	0.0 0	40.0 2	48.8 20	0.0 0	47.1 24	4
Business Travel Expenses	60.0 3	0.0 0	0.0 0	60.0 3	63.4 26	0.0 0	62.8 32	1
Profit Sharing	20.0 1	0.0 0	0.0 0	0.0 0	12.2 5	0.0 0	11.8 6	15
Stock Options	0.0 0	0.0 0	0.0 0	0.0 0	4.9 2	0.0 0	3.9 2	19
Tuition Aid During School Periods	20.0 1	0.0 0	0.0 0	0.0 0	4.9 2	0.0 0	5.9 3	18
Travel Expenses to/from Job Location	20.0 1	0.0 0	0.0 0	40.0 2	9.8 4	0.0 0	13.7 7	14
Interview Travel Expenses for out-of-town Co-op Students	60.0 3	0.0 0	0.0 0	40.0 2	48.8 20	0.0 0	49.0 25	3
	5*	0	0	5	41	0	51	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

# OHIO 1992 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES BACHELORS DEGREE LEVEL

Curriculum	Average Monthly Salary		Median		Average Monthly Salary		Median	Average** Monthly Salary Paid to New Grad		Median
	1st Salary	Final Salary			Final Salary	Final Salary		Final Salary	Final Salary	
<b>Business</b>										
All Business	\$1439	\$1397	(73)		\$1696	\$1704	(65)	\$2254	\$2213	(63)
Accounting	1437	1330	(23)		1705	1680	(21)	2203	2116	(20)
Banking & Finance	1560	1600	(7)		1690	1675	(6)	2356	2261	(8)
Management	1356	1354	(12)		1652	1700	(11)	2281	2166	(9)
Management Info. Systems	1530	1482	(16)		1841	1760	(14)	2423	2479	(13)
Marketing	1355	1350	(15)		1563	1700	(13)	2083	2100	(13)
<b>Humanities &amp; Social Sciences</b>										
All H & SS	1053	1060	(5)		1126	1089	(5)	1579	1599	(5)
Humanities	1020	1032	(3)		1093	1032	(3)	1260	1260	(2)
Social Sciences	1103	1103	(2)		1175	1175	(2)	1791	1825	(3)
<b>Sciences</b>										
All Sciences	1494	1458	(25)		1908	1871	(22)	2462	2487	(25)
Agriculture	-	-	-		-	-	-	-	-	-
Biological	1300	1300	(1)		1530	1530	(1)	2686	2686	(1)
Computer Science	1574	1510	(16)		1921	1955	(14)	2464	2513	(15)
Chemistry	1351	1376	(5)		2015	2064	(5)	2423	2400	(5)
Mathematics	1480	1480	(2)		1806	1806	(1)	2408	2408	(2)
Physics	1150	1150	(1)		1675	1675	(1)	2483	2483	(2)
<b>Engineering</b>										
All Engineering	1545	1544	(132)		2028	1941	(126)	2707	2668	(117)
Chemical	1750	1700	(17)		2269	2320	(15)	3010	3000	(15)
Civil	1426	1473	(16)		1879	1791	(16)	2409	2300	(13)
Elec., Electron. & Comp. Engineering	1547	1512	(27)		2032	1949	(26)	2723	2725	s(25)
Industrial	1504	1551	(16)		2023	1907	(15)	2592	2616	(14)
Mechanical	1532	1530	(46)		2021	1883	(44)	2758	2666	(41)
Engineering Technology	1502	1530	(10)		1938	1900	(10)	2540	2575	(9)
<b>Other</b>										
Architecture	1041	1032	(5)		1441	1415	(5)	1667	1830	(3)
Economics	1522	1522	(2)		1763	1763	(2)	2166	2166	(1)
Nursing & Allied Health	1290	1290	(1)		-	-	-	-	-	-
Criminal Justice	-	-	-		-	-	-	-	-	-

Arrangement of Data		
Mean	Median	(# of Employer Responses)
\$1439	\$1397	(73)
		50th Percentile

\*\* Where prior work experience is not a consideration

## OHIO

1992

## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

Percentage and Number of Employers Offering Each Benefit							All Bachelors	Rank Order
	Business	Humanities	Social Sciences	Sciences	Engineering	Others**		
Life Insurance	34.3% 12*	0.0% 0	50.0% 1	33.3% 6	34.4% 22	0.0% 0	32.3% 42	9
Medical Hospitalization Insurance	37.1 13	0.0 0	50.0 1	33.3 6	35.9 23	14.3 1	34.6 45	8
Dental Insurance	25.7 9	0.0 0	0.0 0	27.8 5	26.6 17	0.0 0	24.6 32	14
Vision Plan	20.0 7	0.0 0	50.0 1	27.8 5	14.1 9	0.0 0	17.7 23	16
Paid Vacation	25.7 9	33.3 1	50.0 1	33.3 6	32.8 21	14.3 1	30.8 40	10
Paid Sick Days	45.7 16	33.3 1	50.0 1	44.4 8	48.4 31	14.3 1	45.4 59	4
Retirement Credit	31.4 11	0.0 0	50.0 1	33.3 6	32.8 21	0.0 0	30.0 39	11
Seniority	40.0 14	0.0 0	50.0 1	38.9 7	37.5 24	0.0 0	36.2 47	7
Longevity	14.3 5	0.0 0	0.0 0	10.7 3	14.1 9	14.3 1	13.9 18	17
Paid Holidays	80.0 28	66.7 2	50.0 1	83.3 15	78.1 50	42.9 3	76.9 100	1
Paid Days Off (Funeral, Personal, & Military)	34.3 12	0.0 0	0.0 0	44.4 8	46.9 30	28.6 2	40.8 53	6
Subsidized Housing and/or Meals	5.7 2	0.0 0	0.0 0	5.6 1	4.7 3	14.3 1	5.4 7	19
Products/Services Discount	37.1 13	33.3 1	0.0 0	44.4 8	18.8 12	28.6 2	28.5 37	12
Handicapped Worker Accomodation	51.4 18	0.0 0	0.0 0	55.6 10	37.5 24	28.6 2	42.3 55	5
Business Travel Expenses	68.6 24	66.7 2	0.0 0	83.3 15	68.8 44	28.6 2	67.7 88	2
Profit Sharing	20.0 7	0.0 0	0.0 0	16.7 3	21.9 14	14.3 1	19.2 25	15
Stock Options	8.6 3	0.0 0	0.0 0	11.1 2	6.3 4	0.0 0	6.9 9	18
Tuition Aid During School Periods	2.9 1	0.0 0	0.0 0	5.6 1	6.3 4	0.0 0	4.6 6	20
Travel Expenses to/from Job Location	20.0 7	0.0 0	0.0 0	38.9 7	28.1 18	0.0 0	25.4 33	13
Interview Travel Expenses for out-of-town Co-op Students	54.3 19	0.0 0	0.0 0	77.8 14	54.7 35	14.3 1	53.9 70	3
	35*	3	2	18	64	7	130	

\* Number of usable employer responses

\*\* Others include: Architecture, Economics, Nursing and Allied Health Professions, Criminal Justice and Law Enforcement

65

**1992**  
**ADDITIONAL BENEFITS PROVIDED**  
**TO COOPERATIVE EDUCATION STUDENTS**

In addition to the twenty benefits which were previously listed and which were pre-printed on the survey questionnaire, respondents were provided an option to list additional benefits which they provide to their cooperative education students. Twelve and two-tenths percent, or fifty-three of the 434 usable surveys, contained twenty of these additional benefits. They are tabulated separately since it is felt that many employers may have responded more frequently to pre-printed, recognizable benefits than may have responded to the category of "other benefits." These twenty additional benefits will be studied for the possible inclusion of some of them in future surveys as "most often provided" benefits. Six benefits listed in this manner from previous surveys are now included in the questionnaire.

<u>Benefit Description</u>	<u>Rank Order</u>	<u>% of Respondents Who Listed This Benefit</u>
Retirement/401K Plan	1	2.3%
Bonus	2	1.6
Flexible/Matching Savings Plan	3	1.2
Health Club/Exercise Facilities/Recreation Program	3	1.2
Safety Equipment & Work Clothing or Uniforms	5	0.9
Flex Time/Compensatory Time	5	0.9
Overtime Pay & Shift Differential	7	0.5
Long Term Disability Program	7	0.5
Workers Comp. Insurance	7	0.5
Personal Accident Insurance	10	0.2
Travel Insurance	10	0.2
Deferred Compensation	10	0.2
Tuition Aid During Work Periods	10	0.2
Prescription Card	10	0.2
Paid Study Time, Materials, In-House Courses	10	0.2
Professional Meetings	10	0.2
Suggestion Plan	10	0.2
Employees Club	10	0.2
Safety Awards	10	0.2
Paid Co-op Fees	10	0.2

Special thanks: Alan Moen, computer programming and processing; Charles Alexander, chart/text layout and typography; Christine Tyler, letter/questionnaire mailing and follow-up; Rich McQuade, Bob Anderson, and Wendy Crusoe, proofreading. Without their help, this survey could not have been produced.

**COOPERATIVE EDUCATION COLLEGES AND UNIVERSITIES WHO DISTRIBUTED  
THE SURVEY QUESTIONNAIRE TO THE EMPLOYERS OF THEIR STUDENTS**

**ILLINOIS**

Triton College  
University of Illinois at Chicago  
Elgin Community College  
School of the Art Institute of Chicago  
College of Lake County  
Truman College  
Bradley University  
Illinois State University  
DuPage College  
Sangamon State University  
University of Illinois at Chicago - Engineering  
Southern Illinois University  
Northern Illinois University  
Northwestern University  
Columbia College  
University of Illinois - School of Chem. Sci.  
Southern Illinois University - Edwardsville

**INDIANA**

Ivy Tech - Indianapolis  
Valparaiso University  
Indiana University Southeast  
Tri-State University  
Indiana State University  
Ball State University  
Ivy Tech - Sellersburgh  
University of Southern Indiana  
University of Evansville  
Indiana University  
Purdue University  
Calumet College  
Marion College

**IOWA**

University of Iowa  
St. Ambrose College  
University of Northern Iowa  
Clinton Community College  
Scott Community College  
Muscatine Community College  
Kirkwood Community College  
Clarke College  
Marycrest College  
North Iowa Area Community College

**KENTUCKY**

Lexington Community College  
Prestonberg Community College  
Madisonville Community College  
Eastern Kentucky University  
Jefferson Community College at SW  
Kentucky State  
Maysville Community College  
Thomas More College  
University of Louisville  
Western Kentucky University  
University of Kentucky  
Northern Kentucky University  
Henderson Community College  
University of Louisville-J.B. Speed Scientific School  
Murray State University

**MICHIGAN**

Henry Ford Community College  
Wayne State University  
University of Detroit Mercy

University of Michigan - Dearborn  
Eastern Michigan University  
Macomb Community College  
Kalamazoo Valley Community College  
GMI, Engineering & Management Inst.  
Baker College of Flint  
Bay De Noc Community College  
Detroit College of Business  
Saginaw Valley State University  
University of Michigan - Flint  
Oakland University  
Michigan State University

**MINNESOTA**

University of Minn. - Elec. Engr.  
Gustavus Adolphus College  
Concordia College  
Augsburg College  
University of Minn. - College of Agrl.  
Lakewood Community College  
College of St. Thomas  
Normandale Community College  
Saint Mary's College  
University of Minn. - Waseca  
University of Minn. - Mech. Engr.

**MISSOURI**

Fontbonne College  
Maryville College  
Missouri Valley College  
Rockhurst College  
Southwest Missouri State University  
St. Louis Community College  
University of Missouri at Rolla  
Washington University

**OHIO**

University of Akron  
Sinclair Community College  
Youngstown State University  
Ohio State University  
University of Cincinnati  
University of Cinn. - College of Applied Science  
Cleveland State University  
Blackburn College  
Stark Technical College  
Cincinnati Technical College  
College of Mt. St. Joseph  
University of Dayton  
Wright State University  
Bowling Green State University  
Cuyahoga Community College  
John Carroll University

**WISCONSIN**

University of Wisconsin  
Marquette University  
University of Wisconsin - Milwaukee  
University of Wisconsin - LaCrosse  
Milwaukee Area Technical College  
University of Wisconsin - Platteville  
Moraine Park Technical College  
Waukesha County Technical College  
St. Norbert College  
University of Wisconsin - Stout  
University of Wisconsin - River Falls  
University of Wisconsin - Oshkosh