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**Top Starting Salaries for 2011 College Graduates in the Midwest  
Released by Employers Resource Association**  
*Survey shows highest salaries for bachelor's degrees in Software  
Engineering, Nursing and Chemical Engineering*

**[CINCINNATI, OH – May 12, 2011]** Employers Resource Association (ERA), an organization specializing in human resources consulting, training, development, legal updates, news and information, announced the results of its survey on the average starting salaries for 2011 college graduates. The annual survey is part of ERA's 2011 Survey Series for its more than 1,300 members in Ohio, Kentucky and Indiana.

The survey of ERA's members in the Midwest found that the careers with the highest starting salaries for graduates with a bachelor's degree are Software Engineering (\$62,879), Nursing (\$57,840) and Chemical Engineering (\$53,088). Starting salaries for graduates with bachelor's degrees in Software Engineering rose 17 percent from 2010 to 2011 while salaries for Economics & Finance degrees rose 10 percent as did Industrial Engineering degrees over the same period.

The lowest starting salaries for graduates with bachelor's degrees were in Liberal Arts & Sciences (\$28,500), Public Relations (\$35,707) and Communications (\$37,598).

The highest salaries for graduates with a master's degree are Industrial Engineering (\$67,425), Electrical/Electronic Engineering (\$67,233) and Mechanical Engineering (\$66,750).

"The economy is improving and overall we saw an increase for the majority of the starting salaries, which is good news for college graduates," said Douglas Matthews, PHR, survey manager for Employers Resource Association. "The survey results provide a useful starting salary benchmark for companies in the Midwest as they hire this year's college graduates."

The largest increases in starting salaries for bachelor's degrees from 2010 to 2011 are in Software Engineering with an increase of 16.5 percent, Economics & Finance grew by 10.4 percent and Industrial Engineering jumped by 10.2 percent. The most significant decreases in salaries were in Public Relations which was down 33.9 percent, Chemistry fell 13.2 percent and Construction Science decreased by 11.3 percent.

In addition to its Starting Salary Survey, ERA conducts dozens of other surveys as part of its annual Survey Series, including Executive Compensation, HR Policies & Practices Survey, Non-Profit Salary Survey and Health and Welfare Benefits Survey, for companies planning for premiums in the coming year. Most survey reports are available free to member participants and survey reports are available for purchase for non-participants.

*To arrange an interview with ERA Survey Manager Douglas Matthews on the survey and overall regional salary trends, contact Cheryl Besl at 513.744.0908.*

**About Employers Resource Association**

ERA's team of human resources experts and specialists work with a membership of more than 1,300 companies in Ohio, Kentucky and Indiana on all manner of HR issues. From traditional concerns – such as compensation, hiring/firing, performance appraisals and employee relations – to tougher challenges like Affirmative Action Plan audits, sexual harassment and social media policies in the workplace, ERA helps companies of all sizes with offices in Cincinnati and Columbus. For more information, visit [www.hrxperts.org](http://www.hrxperts.org) or call 888.237.9554.

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