Association for Information Systems

SPECIAL SECTION ON AI IMPACT PAGES 24-27

The Association for Information Systems, Temple University, and University of South Florida

INFORMATION SYSTEMS JOB INDEX 2026

LEARN ABOUT THE IS ENTRY LEVEL JOB MARKET

IN PARTNERSHIP WITH

Temple University Fox School of Business

USF Muma College of Business UNIVERSITY of SOUTH FLORIDA



EDITORIAL TEAM
Laurel Miller | Michael Dinger | Chidinma Nze | Munir Mandviwalla

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INFORMATION SYSTEMS JOB INDEX 2026

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Temple University

Michael Dinger
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ABOUT THE IS JOB INDEX

AIS Association for Information Systems

Temple University Fox School of Business

USF Muma College of Business UNIVERSITY of SOUTH FLORIDA

The Information Systems Information Systems Job Index is the only national longitudinal assessment of jobs, placement, demographics, search, acceptance, geographical patterns, and knowledge of information systems (IS), management information systems (MIS), and computer information systems (CIS) graduates. Inaugurated in 2013 and published every 2 years, each report is based on several thousand labor market entrants from more than 30 universities across the United States.

LEARN MORE AT ISJOBINDEX.COM

This is information systems industry data and is not associated with Temple University or any of its programs.

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Thanks to **Cencora** for making the 2026 report possible.

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ACKNOWLEDGMENTS

Thanks to **Dorothy E. Leidner**, **Matt Nelson**, **Aretha Wright**, and **AIS Council** for their support.

FOREWORD



At Cencora, we see every day the role that data and technology play in how we live our purpose: we are united in our responsibility to create healthier futures. As a Fortune 10 global pharmaceutical solutions organization, we are advancing digital transformation across our business by leveraging technology, data, and AI to modernize how we work, strengthen decision-making, enable collaboration, and create better experiences for our customers, partners, and team members. But technology creates value only when it is connected to purpose, process, and people. I often describe this as a high-touch, high-tech approach, one focused not on technology for its own sake, but on how innovation can improve outcomes and experiences for the people we serve.

Throughout my career, I have seen that sustainable transformation in service of something greater is driven by culture, continuous learning, and people willing to lead through change. I have also come to believe that emerging talent plays an essential role in shaping what comes next. At Cencora, we value early talent not only for the skills they bring, but also for the perspective, curiosity, and energy they contribute. Students and early-career professionals are helping define the future through their adaptability and willingness to challenge what is possible.

That is one reason Cencora values opportunities to engage with institutions like Temple University, which plays an important role in preparing the next generation of talent. Strong connections between industry and universities help ensure students develop not only technical skills, but also the perspective and agility needed to contribute in a fast-changing world.

I am pleased to introduce this latest edition of the Information Systems Job Index. This report provides a valuable, data-based view of the evolving job market and the skills that matter most today. My hope is that it not only informs your next step, but also encourages you to recognize the role you can play in shaping the future.

Pawan Verma
Executive Vice President and Chief Data and Information Officer, Cencora

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ABOUT THE AUTHORS



Laurel Miller

Laurel Miller is Associate Professor in the Department of Management Information Systems (MIS), and Executive Director, Institute for Business and Information Technology (IBIT) at the Fox School of Business, Temple University. As Executive Director of IBIT, Laurel manages industry engagement including a corporate partnership program, advisory board, IT awards, executive-in-residence, symposiums, scholarships and a mentoring program. Laurel co-founded IBIT and has raised more than $6 million in funding. Laurel is co-creator of a software platform, which received a patent, and is co-founder of a Temple University spinoff–PRO Community, LLC on student and employee development. In 2023, Laurel won the Musser Award for Excellence in Faculty Service. She earned her Bachelor of Science and Master of Science in Education degrees from Temple University.



Michael Dinger

Michael Dinger is an Associate Professor of Information Systems and Business Analytics in the Hankamer School of Business at Baylor University. He received a Ph.D. in Management Information Systems from Clemson University. His research interests include IT workforce management, social media, and virtual communities. His work appears in *Information Systems Research, Journal of the Association for Information Systems, Journal of Management Information Systems, MIS Quarterly,* and other outlets. He currently serves as an Associate Editor for *Communications of the AIS.*



Chidinma Nze

Chidinma Nze is a junior at Temple University's Fox School of Business pursuing a Bachelor of Business Administration in Management Information Systems. She is actively involved in the Temple MIS community, serving as Chair of Career Development for Association for Information Systems and as an Information Technology Assistant (ITA). In her role as an ITA, she supports 25+ students as they learn and apply web development concepts through hands-on coursework. As a research assistant for the IS Job Index, Chidinma contributed to survey outreach, data cleaning, and the creation of 55 university specific reports and visualizations. She also completed a summer internship with Kyndryl as a CIO Data & AI Analyst Intern where she gained experience collaborating with professionals and applying technology to business needs. Outside of MIS, she serves as Vice President of Temple's Ladies of Elegance step team and as an Honors Peer Mentor. Through her academic, professional, and leadership experiences, Chidinma continues to explore the different opportunities available at the intersection of business and technology.



Munir Mandviwalla

Munir Mandviwalla is Professor, Muma Distinguished Research Fellow, and Director, School of Information Systems at the Muma College of Business, University of South Florida. Mandviwalla researches digital transformation, AI, and IT workforce. His research has been published in top journals including *MIS Quarterly*, *Information Systems Research*, *ACM Transactions*, *Public Administration Review*, and others. His work has been funded by *Lockheed Martin*, *NBCUniversal*, *Pfizer*, *Microsoft*, *SAP*, *Walmart*, *IBM*, *NSF*, and others. He co-created a patented student development platform. Mandviwalla has received awards from AIS, IBM, Microsoft, Claremont Graduate University, and Temple University. He holds a BSc from Boston University, and an MBA and PhD from Claremont Graduate University.

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- **Page 18: Consulting** and **Analytics** are the most popular jobs among Bachelor IS graduates.
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EMPLOYER HIGHLIGHTS

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- **Page 23:** Fairness is the **most important reason** that Bachelor's graduates accept a job offer.

AI IMPACT

- **Page 24:** Universities are **rapidly integrating AI** into their programs.
- **Page 25:** Interns are **applying AI to automate**, change processes, and leverage data.

2026 IS SNAPSHOT

About the IS Industry

Information Systems (IS) professionals apply and develop Information Technology (IT) in organizations, and comprise a significant portion of the IT labor market.

WHO ARE THESE PROFESSIONALS AND WHAT DO THEY DO?

- **Data Analysts**
- **Digital Transformation & AI Consultants**
- **Application Developers**
- **Chief Information Officers (CIO) & Chief Technology Officers (CTO)**



IS professionals are experts in **developing, applying, modifying,** and **strategizing technology** to digitally transform organizations. IS professionals work with other business professionals including computer scientists and engineers to create platforms that **integrate digital technologies including AI** to design solutions that solve organizational problems.

THE 2026 IS JOB MARKET IS STEADY

JOB PLACEMENT RATE*

	At Graduation	6-Months after Graduation	1 Year after Graduation
BACHELOR'S:	**52%**	**66%**	**79%**
MASTER'S:	**26%**	**46%**	**70%**

CONFIDENCE IN JOB MARKET IS LOW

BACHELOR'S: **16%**
MASTER'S: **15%**

AVERAGE SALARY

BACHELOR'S: **$80,195**
MASTER'S: **$94,091**

*At graduation placement is calculated for spring graduates, while 6-month placement is calculated for earlier graduates.

BACHELOR'S IN IS

A Bachelor's in IS ranked in **top 10 degrees** in demand by employers and as the **highest average starting salary** among all business majors.

(NACE Salary Survey, Winter, 2026)

MASTER'S IN IS

Master's degrees in IS rank among the **top 10 degrees** in demand by employers and **top 5 starting salaries** among all graduate level business majors.

(NACE Salary Survey, Winter, 2026)

ABOUT THE IS JOB MARKET

There are over an estimated 5.1 million jobs in the U.S. relevant to IS[1] with over 300,000 openings annually.[2]

There are approximately **1,300 IS programs** in the U.S., which are often offered in **Business Schools,** as well as in standalone Information Schools or integrated with Computer Science. IS programs are classified as **STEM** and are typically called:

- **Management Information Systems (MIS)**
- **Information Systems (IS)**
- **Computer Information Systems (CIS)**

The recruitment, mindset, education, demographics, career paths, skills, and jobs of IS professionals are different and yet remain poorly understood. The IS labor market remains largely hidden because it is mixed with computer scientists and computer engineers.

1. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2023. | 2. Bureau of Labor Statistics, Computer and Information Technology Occupations, August 2025.

IS Students are Positive About Their Future Jobs

SATISFACTION & ENTHUSIASM ABOUT JOB OFFER

BACHELOR'S: **65%**
MASTER'S: **55%**

OFFER FROM APPEALING ORGANIZATION

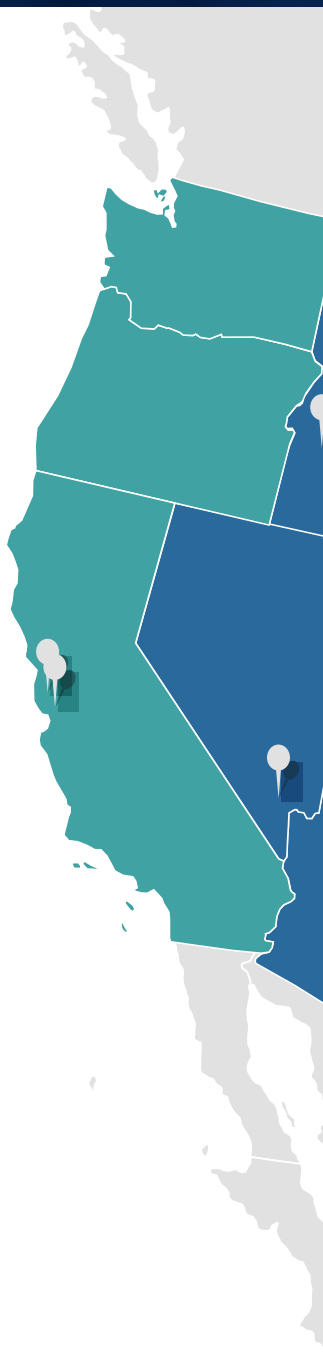
BACHELOR'S: **71%**
MASTER'S: **74%**

AI IMPACT ON JOBS

REDUCE: **49%**
NEUTRAL: **9%**
CREATE: **42%**

Participating Colleges & Universities
BY REGION

Thanks to the 32 universities across the nation that agreed to formally participate in the 2026 IS Job Index.



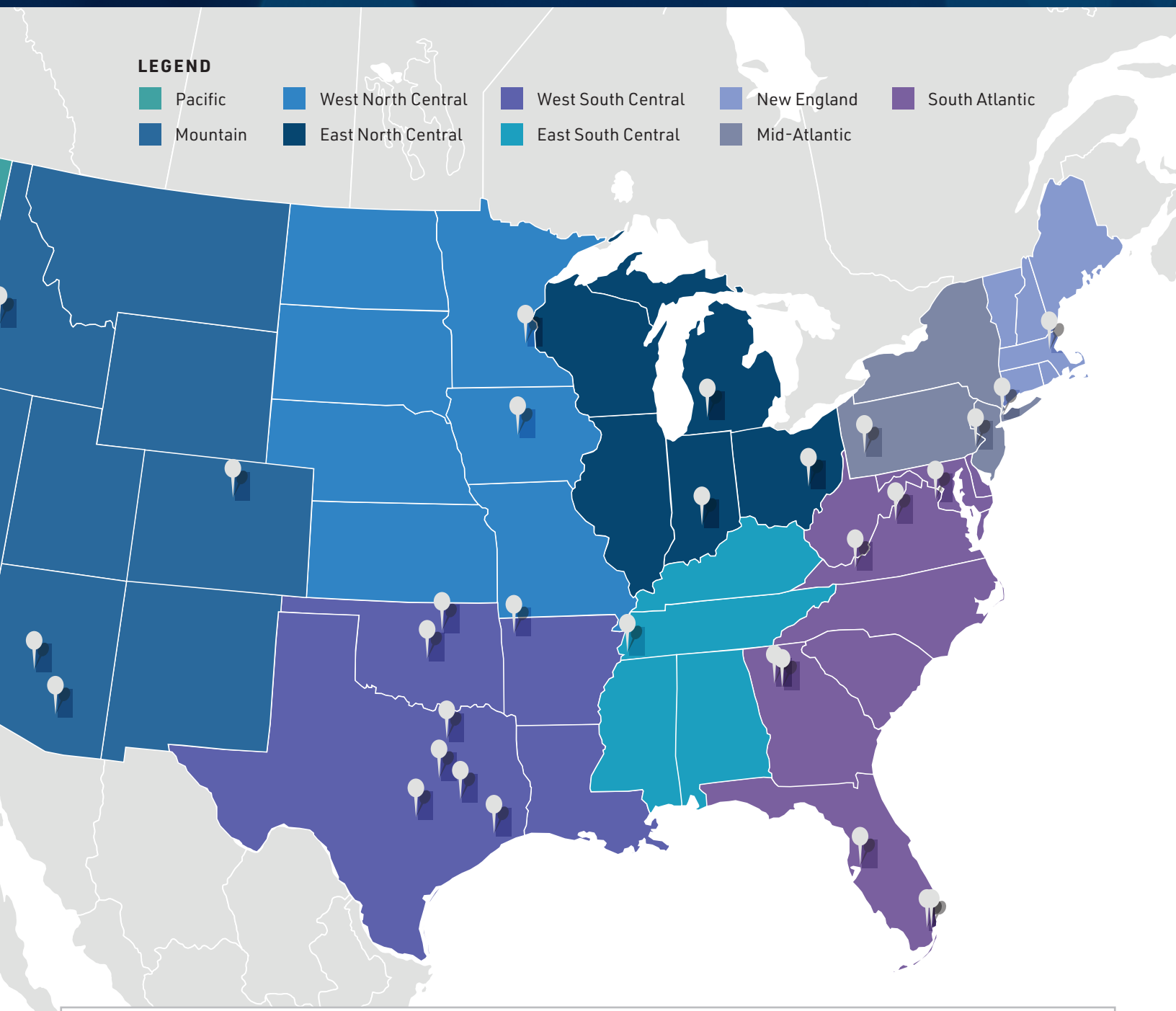
SPONSOR SCHOOLS

- Baruch College Zicklin School of Business, CUNY
- University of Arkansas Sam M. Walton College of Business
- Baylor University Hankamer School of Business, Department of Information Systems and Business Analytics
- The University of Memphis
- Carnegie Mellon University Heinz College, Information Systems • Public Policy • Management
- University of Miami Miami Herbert Business School
- Kennesaw State University, College of Business, Department of Information Systems and Security
- UNLV Lee Business School
- Leavey School of Business, Santa Clara University
- USF Muma College of Business, University of South Florida
- Fox School of Business, Temple University
- The University of Texas at Austin McCombs School of Business
- Texas A&M University Mays Business School

PARTNER SCHOOLS

- Arizona State University
- Georgia State University J. Mack Robinson College of Business
- Spears School of Business
- Carlson School of Management, University of Minnesota
- Information Technology and Supply Chain Management, Boise State University
- Kelley School of Business, Indiana University
- SJSU San José State University
- The University of Oklahoma Price College of Business, Management Information Systems
- Iowa State University
- The University of Arizona Eller MIS
- UT Dallas
- FIU Business, Florida International University, Information Systems & Business Analytics
- JMU College of Business
- Business School, University of Colorado Denver
- Pamplin College of Business, Business Information Technology, Virginia Tech
- George Mason University School of Business
- Ohio University Analytics and Information Systems
- University of Houston
- Western Michigan University Haworth College of Business

1123 recent graduates from **32 universities** across the nation



Special thanks to the following individuals at the participating universities: Pei-yu Chen, Arizona State University; Nanda Kumar, Baruch College; Jonathan Trower, Baylor University; Daniel Rush, Boise State University; Ron Delfine, Carnegie Mellon University; Karlene Cousins, Florida International University; Pallab Sanyal, George Mason University; Bala Ramesh, Georgia State University; Jingjing Zhang, Indiana University; Kevin Scheibe, Iowa State University; Jeremy Ezell and Amy Connolly, James Madison University; Humayun Zafar, Kennesaw State University; Gaurav Bansal, Ohio University; Ramesh Sharda and Rick Wilson, Oklahoma State University; Dave Czerwinski, San Jose State University; George Cai, Santa Clara University; Mart Doyle, Temple University; Richard Metters, Texas A&M University; Matthew Hashim, University of Arizona; Shaila Miranda, University of Arkansas; Jiban Khuntia, University of Colorado Denver; Mark Grimes, University of Houston; Tom Stafford, University of Memphis; Nina Huang, University of Miami; Gautam Ray, University of Minnesota-Twin Cities; Gregory Moody, University of Nevada, Las Vegas; Alexandra Durcikova and Radhika Santhanam, University of Oklahoma; Kaushik Dutta, University of South Florida; Russ Finney, University of Texas at Austin; Syam Menon, University of Texas at Dallas; Quinton Nottingham, Virginia Tech; Muhammad Razi, Western Michigan University.

Profile of IS Job Market Entrants

FAST FACTS







A quick look at the 2026 IS Job Market Entrants

BACHELOR'S
Age 23

MASTER'S
Age 28

75% of Bachelor's and **58%** of Master's had one or more internships prior to graduation.





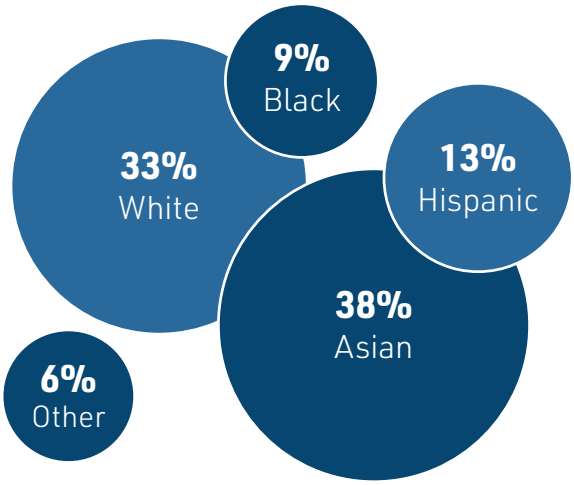
There are more male Bachelor's graduates than females though females have slightly increased from 2024.



Read more about female representation **on page 15.**

Based on **1123 recent graduates** from **32** universities across the nation

IS Bachelor's graduates are mostly White and Asian.



Read more about how IS student's ethnicities compare to other fields and about Master's students on **page 16.**







Employed Full Time or Received Job Offer by Graduation



Read more about what impacts offers **on page 20.**





Salaries & Offers **OVERVIEW**

BACHELOR'S AVERAGE OFFER



17% higher than the average offer to all business school Bachelor's graduates

(NACE Salary Survey, Winter 2026)

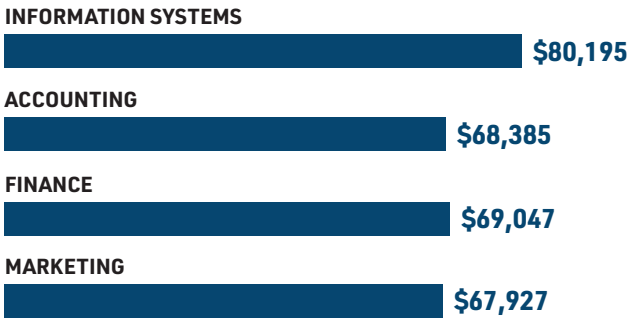
MASTER'S AVERAGE OFFER



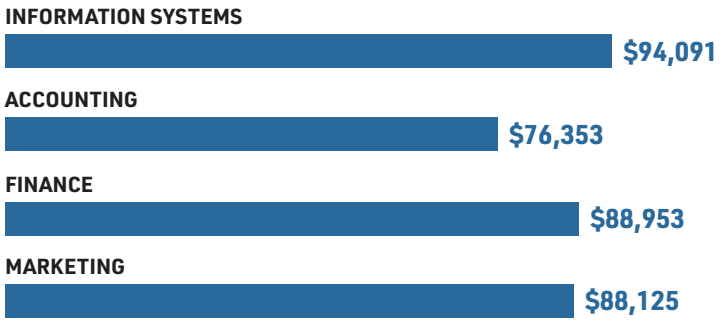
9% higher than the average offer to all business school Master's graduates

(NACE Salary Survey, Winter 2026, *Note: Includes MBA)*

2026
BACHELOR'S



2026
MASTER'S



Source: NACE Salary Survey, Winter 2026

KEY TAKEAWAYS

- **Salaries for IS graduates are significantly higher than typical business majors** for both Bachelor's and most Master's degrees.
- **The average salary has marginally increased** for Bachelor's graduates and **slightly regressed** for Master's graduates since 2024.
- Though growth has slowed since 2022, IS salaries continue to **outpace business school salaries.**

Average **Business School** Offer

BACHELOR'S	**$68,266**
MASTER'S	**$86,533**



CASE STUDY

ABOUT CENCORA

United in our responsibility to create healthier futures™

Cencora is a global pharmaceutical solutions company dedicated to improving people's lives. We deliver critical solutions and expertise across the pharmaceutical value chain–including pharma lifecycle support, provider and pharmacy solutions, and global supply chain logistics–to help bring the latest therapeutic breakthroughs to patients everywhere.

At Cencora, we believe healthier futures begin with access. Every day, our more than 51,000 team members around the world help move life-changing therapies from innovation to impact, navigating the complexity of the global pharmaceutical value chain so that patients can receive the therapies they need, when and where they need them.

Our $1 billion investment in the U.S. supply chain through 2030 enhances the capacity, efficiency, and resilience of the national prescription drug distribution network. We continue to expand advanced capabilities for controlled, refrigerated, frozen, ultra-low, and cryogenic storage to support the growing demand for the newest and most innovative specialty therapies, such as cell and gene, that can treat rare diseases.

Cencora combines expertise in pharmaceutical distribution and operations with a deep understanding of market access dynamics. Our solutions help advance pharmaceutical innovation for our manufacturer partners and patient access to all types of care sites, ranging from health systems to community-based specialty practices and independent pharmacies.

Our capabilities span the healthcare spectrum, including:

- Wholesale and specialty distribution
- Commercialization support
- Specialty logistics and warehousing
- Packaging solutions
- Data management
- Patient access and adherence support
- Pharmacy solutions
- Provider solutions, including support for independent providers to reduce administrative burden so they can focus on patients

Supported by our expert teams representing a global network with deep local market knowledge, we empower our customers to make smarter decisions, operate more efficiently, build resilient supply chains, and improve outcomes for patients. Our approach is rooted in the belief that technology is most effective when it enhances human expertise, allowing us to solve healthcare's most pressing challenges with agility, accuracy, and lasting impact.

Salaries & Offers **BY REGION**

	BACHELOR'S								MASTER'S							
	MOVEMENT PATTERNS		2026 SALARY	SALARY CHANGE					MOVEMENT PATTERNS		2026 SALARY	SALARY CHANGE				
	From ↓	To ↑		2024	2022	2019	2017	2015	From ↓	To ↑		2024	2022	2019	2017	2015
NEW ENGLAND		100%	$86,667	5%	11%	22%	32%	38%			$135,000	0%	31%	41%	71%	60%
MID-ATLANTIC	25%	23%	$83,106	2%	10%	31%	25%	31%	30%	88%	$95,525	-9%	-4%	3%	29%	24%
SOUTH ATLANTIC	20%	39%	$86,097	12%	19%	27%	37%	47%	21%	82%	$89,269	1%	8%	20%	34%	55%
EAST NORTH CENTRAL	21%	50%	$80,958	9%	18%	27%	23%	55%		25%	$132,500	80%	36%	78%	84%	120%
EAST SOUTH CENTRAL		50%	$72,167	-9%	-4%	18%	38%	27%		50%	$75,000	-11%	-19%	13%	13%	5%
WEST NORTH CENTRAL	26%	18%	$67,852	1%	0%	11%	18%	18%								
WEST SOUTH CENTRAL	29%	11%	$78,414	3%	5%	22%	30%	34%	24%	92%	$89,727	-4%	-6%	22%	25%	29%
MOUNTAIN	31%	8%	$69,188	-5%	-2%	6%	13%	44%	40%	80%	$81,748	-21%	-5%	3%	14%	14%
PACIFIC	15%	20%	$94,800	16%	-1%	44%	35%	58%			$107,844	-9%	-7%	0%	19%	87%
REMOTE			$79,636								$90,857					

Notes: Blank cells indicate that there is insufficient data to interpret. 'Move from' is location of university, 'move to' is location of accepted job.

LEGEND

New England: ME, NH, VT, MA, RI, CT
Mid-Atlantic: NY, PA, NJ
South Atlantic: DE, MD, DC, VA, WV, NC, SC, GA, FL
East North Central: WI, MI, IL, IN, OH
East South Central: KY, TN, MS, AL
West North Central: MO, ND, SD, NE, KS, MN, IA
West South Central: OK, TX, AR, LA
Mountain: ID, MT, WY, NV, UT, CO, AZ, NM
Pacific: AK, WA, OR, CA, HI

KEY TAKEAWAYS

- **26%** of Master's and **25%** of Bachelor's IS students move to a job outside the region in which they got their degree.
- **13%** of Master's and **5%** of Bachelor's IS students report fully remote jobs.

BACHELOR'S

- **Pacific** region salaries jumped by **16%** since 2024 and are again the **highest Bachelor's salaries.**
- **The New England** and **South-Atlantic** regions rate the second and third highest Bachelor 's salaries.
- Across the board, results indicate that many workers are relocating for work, with large portions of hires **moving into new regions for their new positions.**
- The fewest Bachelor's hires are moving to **Mountain (8%)** and **West South Central (11%)**.
- **2026** continues to show signs of turbulence in the labor market, with significant increases in some regions and decreases in others.
- Only **15%** of Bachelor's who went to school in the **Pacific** region relocate elsewhere. **South Atlantic (20%)** is close behind.
- Bachelor's who graduate from a school in the **Mountain (31%)** and **West South Central (29%)** divisions are highly mobile since those have the highest percentages leaving for other regions.

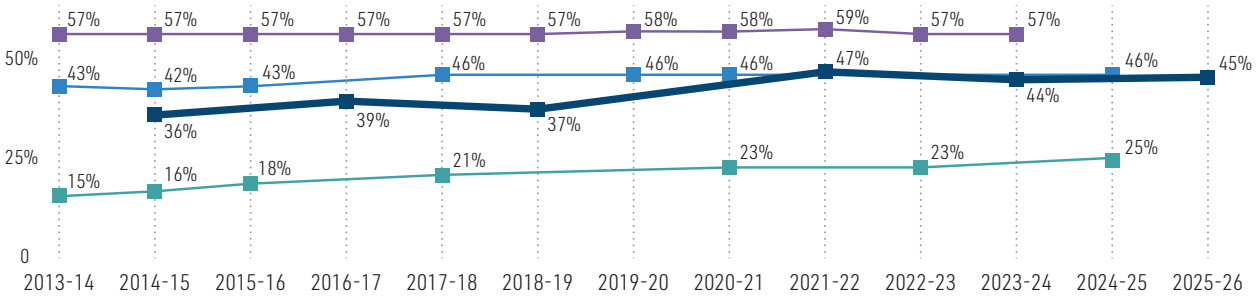
MASTER'S

- **New England** and **East North Central** offer the highest salaries for Master's graduates in **2026**.
- In most regions, salaries held **steady or slightly dropped** for Master's graduates.
- Workers in fully remote positions join the rankings, and rate in the **middle** of the pack salary-wise.
- Master's who graduate from a school in the **Mountain (40%)** and **Mid-Atlantic (30%)** regions are the most likely to relocate away.

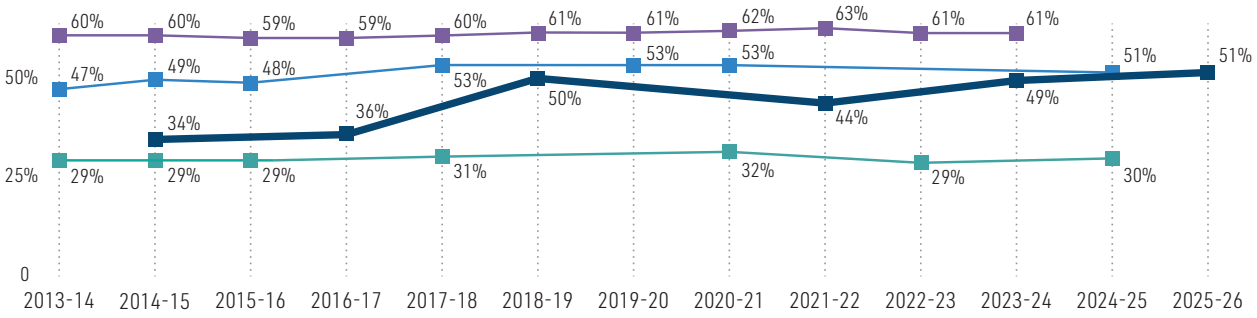
Representation BY GENDER & INTERNATIONAL STUDENTS

IS Bachelor's female representation (45%) continues to reflect female representation in business schools in general (46%).

BACHELOR'S



MASTER'S



LEGEND

- IS Students
- Computer Science[1]
- Business School[2]
- U.S. Overall[3]

1. Taulbee Survey, Degrees Awarded, 2025 (international students are classified as a separate ethnic group). https://datavisualization.cra.org/TaulbeeReports/2025/
2. AACSB, Degrees Conferred, 2024-25. https://www.aacsb.edu/insights/reports/2025/2025-business-school-data-guide - page 21
3. Total fall enrollment in degree-granting postsecondary institutions, by level of enrollment, sex, attendance status, and race/ethnicity or nonresident status of student: Selected years, 1976 through 2024. https://nces.ed.gov/programs/digest/d25/tables/dt25_306.10.asp
4. Independent Samples T-test, 95% confidence

INTERNATIONAL STUDENTS VS. DOMESTIC STUDENTS



11% **BACHELOR'S DEGREE** International Students

57% **MASTER'S DEGREE** International Students

KEY TAKEAWAYS

› IS female graduates reported **significantly higher job search confidence and job market confidence** than male IS graduates[4] despite comparable salaries.

BACHELOR'S

› **IS Bachelor's** female representation has risen since a slightly decline in 23-24, and continues to show an overall upwards progression.

› **IS Bachelor's** female representation is roughly **twice** as high as Computer Science.

MASTER'S

› **IS Master's** female representation compares favorably to STEM fields such as Computer Science, and is roughly the same as business schools in general **(51%).**

› **IS Master's** female graduates reach the highest recorded percentage at **50.9%.**

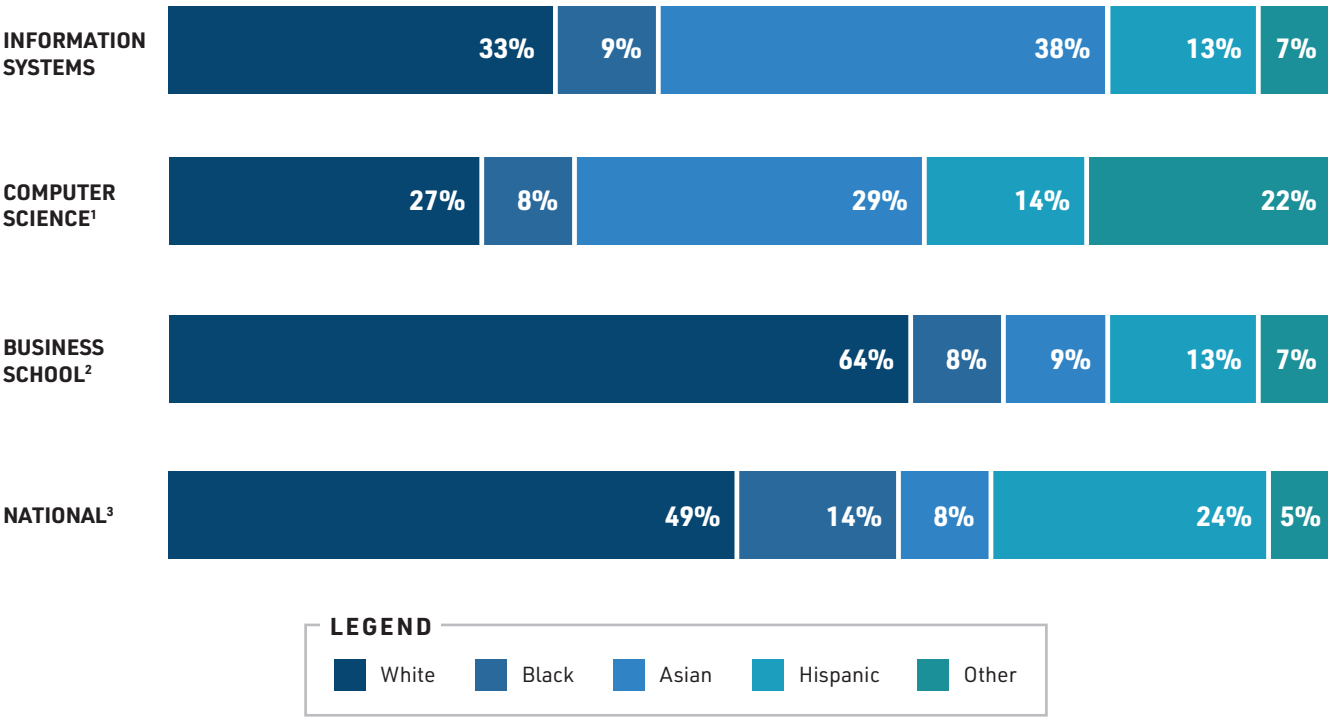
INTERNATIONAL

› **International female IS graduates** are represented more equally at about **56%** Bachelor's and about **50%** Master's.

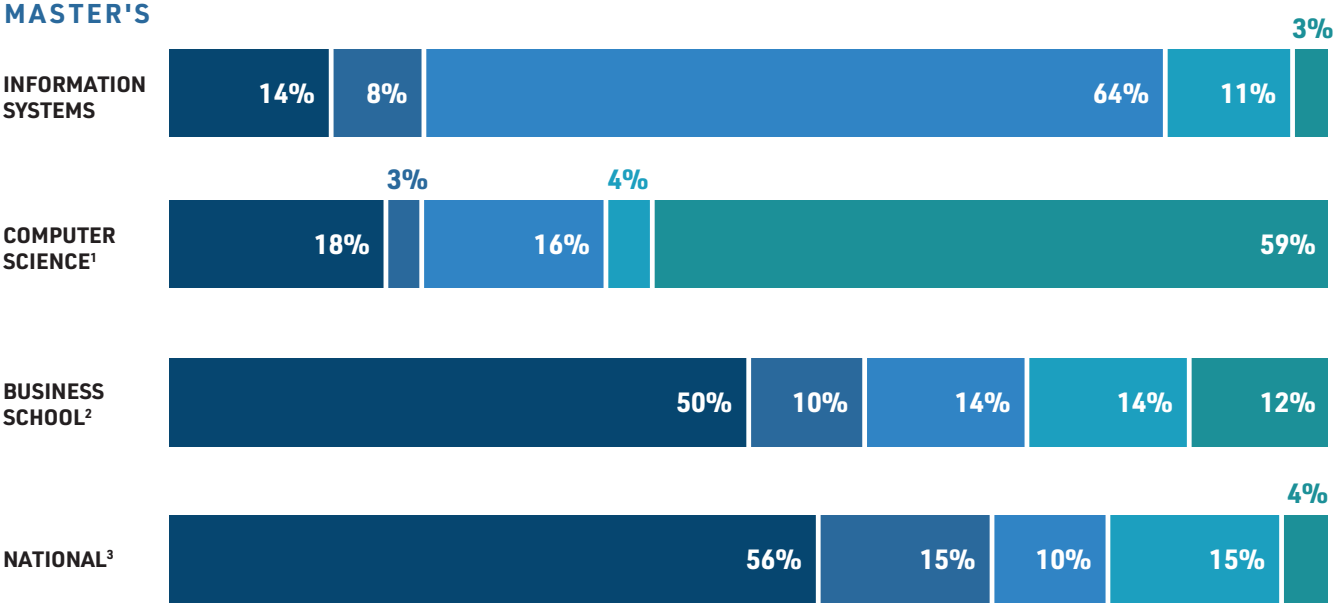
› **International IS Bachelor's placement** is **35%** at graduation, **57%** six months after and **100%** after nine months, while **Master's placement** is about **15%** upon graduation, **46%** after six months, and about **67%** nine months after graduation.

Representation **BY ETHNICITY**

BACHELOR'S



MASTER'S



1. Taulbee Survey, Degrees Awarded, 2025 (international students are classified as a separate ethnic group). https://datavisualization.cra.org/TaulbeeReports/2025/
2. AACSB, Enrollment by Ethnicity. https://www.aacsb.edu/insights/reports/2025/2025-business-school-data-guide - page 22
3. Total fall enrollment in degree-granting postsecondary institutions, by level of enrollment, sex, attendance status, and race/ethnicity or nonresident status of student: Selected years, 1976 through 2024. https://nces.ed.gov/programs/digest/d25/tables/dt25_306.10.asp

KEY TAKEAWAYS

- **IS Master's graduates** include over **double** the percentage of **African Americans** than other STEM fields such as Computer Science.
- There are about **4 times more Asian IS Master's graduates** than the next largest ethnic group.

Salaries & Offers **BY INDUSTRY**

SALARY BY SIZE OF ORGANIZATION

Bachelor's Students

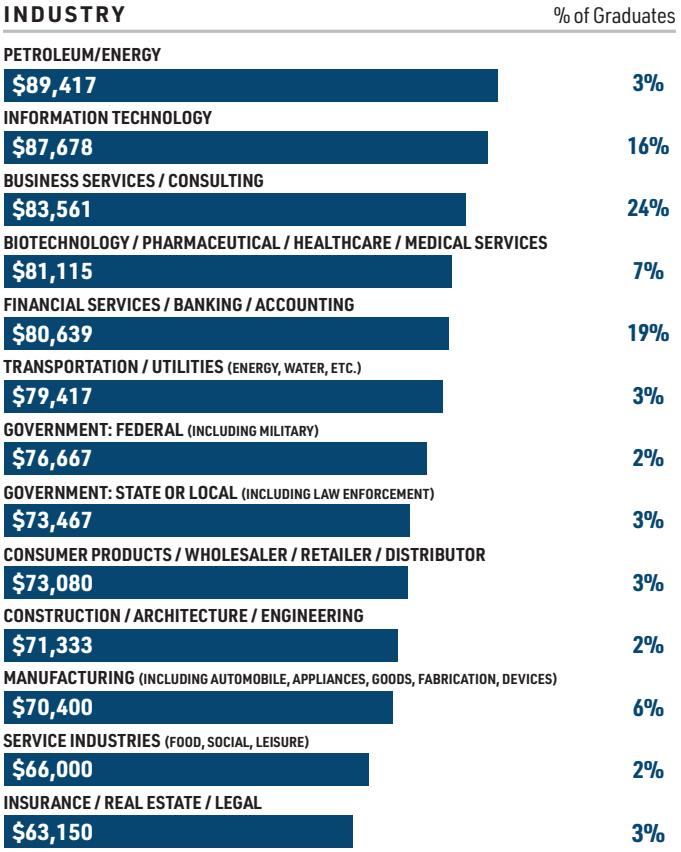
	% of Graduates
VERY LARGE (10,001 or more Employees) **$87,053**	61%
LARGE (5,001-10,000 Employees) **$71,322**	12%
MID-SIZED (1,001-5,000 Employees) **$69,434**	12%
SMALL (101-1,000 Employees) **$74,881**	11%
VERY SMALL (1-100 Employees) **$58,750**	4%

SALARY BY SIZE OF ORGANIZATION

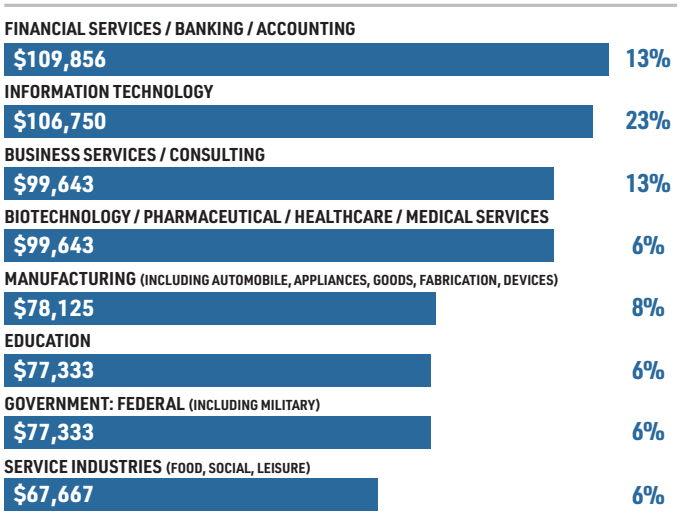
Master's Students

	% of Graduates
VERY LARGE (10,001 or more Employees) **$102,520**	47%
LARGE (5,001-10,000 Employees) **$93,750**	9%
MID-SIZED (1,001-5,000 Employees) **$85,768**	13%
SMALL (101-1,000 Employees) **$90,500**	18%
VERY SMALL (1-100 Employees) **$70,400**	13%

BACHELOR'S | Average Salary Breakdown by Industry



MASTER'S | Average Salary Breakdown by Industry



KEY TAKEAWAYS

- **73%** of Bachelor's and **56%** of Master's IS graduates **accept jobs** in very large or large firms.
- **24%** of IS Bachelor's and **13%** of Masters graduate's accept well paying jobs in the **Business Services / Consulting field.**
- **IT continues to pay well,** attracting the **largest percentage** of Master's IS graduates, while **Financial Services / Banking / Accounting** also pay well, attracting a significant portion of graduates.

Salaries & Offers **BY JOB TYPE**

About the Data: Job types with less than 3 responses omitted below.

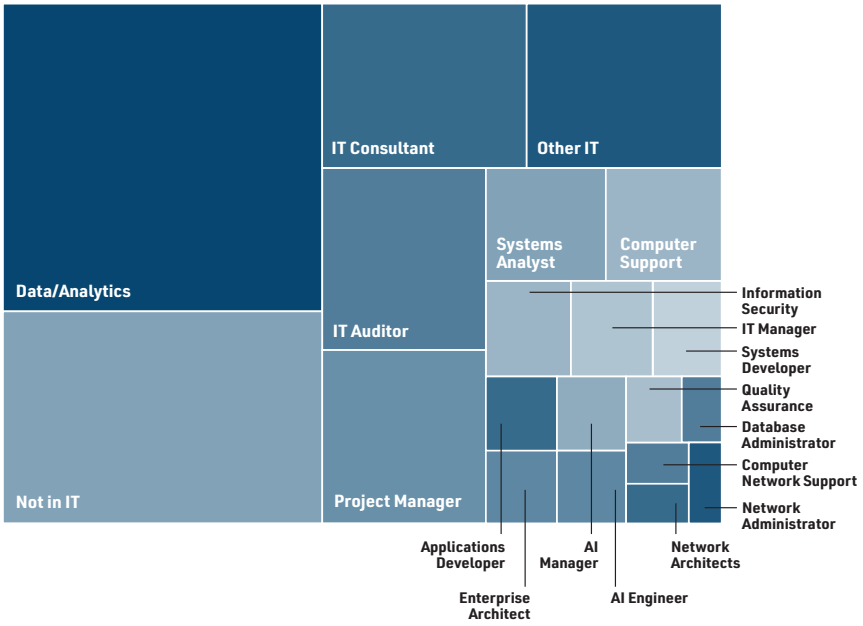
BACHELOR'S | Salary Breakdown by Job Type

JOB CATEGORY	
SOFTWARE DEVELOPERS (APPLICATIONS)	$109,200
AI MANAGERS	$104,333
AI ENGINEERS	$100,000
ENTERPRISE ARCHITECTS	$96,000
OTHER IT/IS JOBS	$91,468
PROJECT MANAGERS	$88,206
INFORMATION SECURITY ANALYSTS	$84,250
COMPUTER SYSTEMS ANALYSTS	$83,050
SOFTWARE DEVELOPERS (SYSTEMS)	$81,833
INFORMATION TECHNOLOGY AUDITORS	$80,861
INFORMATION TECHNOLOGY CONSULTANTS	$80,780
INFORMATION SYSTEMS MANAGERS	$79,067
DATA/ANALYTICS	$71,728
QUALITY ASSURANCE	$69,333
COMPUTER SUPPORT SPECIALISTS	$57,600

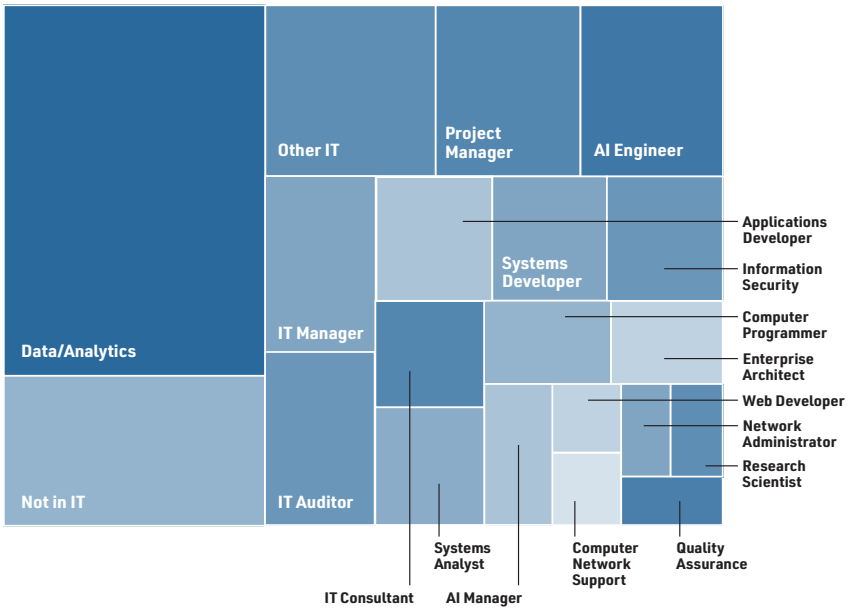
MASTER'S | Salary Breakdown by Job Type

JOB CATEGORY	
OTHER IT/IS JOBS	$109,200
INFORMATION TECHNOLOGY CONSULTANTS	$106,667
INFORMATION TECHNOLOGY AUDITORS	$98,000
AI ENGINEERS	$96,250
DATA/ANALYTICS	$82,979
PROJECT MANAGERS	$80,200
INFORMATION SECURITY ANALYSTS	$73,333

BACHELOR'S



MASTER'S



KEY TAKEAWAYS

- **Software Development (Applications)** jobs remain towards the top of salaries for both **Bachelor's** graduates, salaries have jumped **93%** since 2013.
- **IT Consultants** and **IT Auditors** rate towards the top for **Master's** graduates, salaries have increased **13%** and **25%** since 2022.

BACHELOR'S

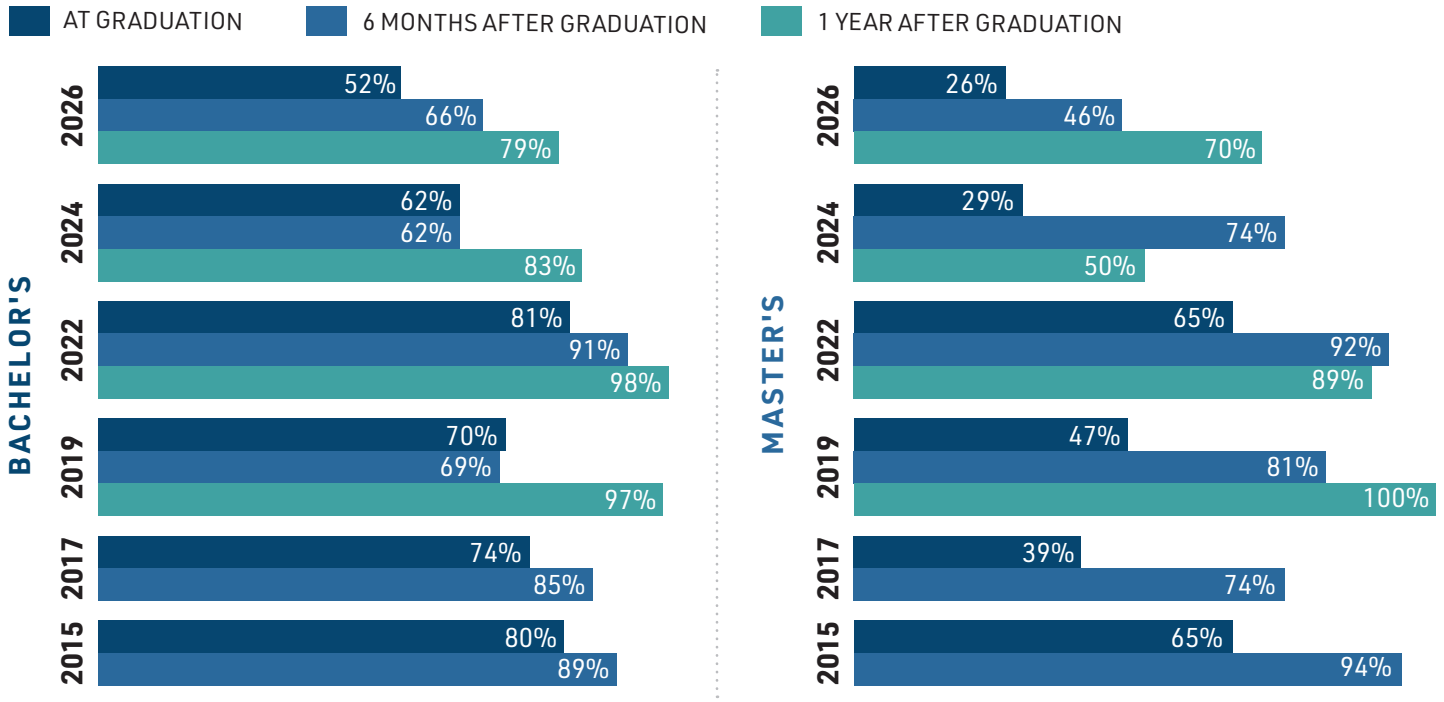
- **AI Managers** and **AI Engineers** enter the rankings, rating towards the **top** especially for Bachelor's graduates.
- **Data / Analytics** is also the top job type for Bachelor's, still at **23.2%** but slightly down from **24.5%** in 2024.
- **AI Managers** and **Engineers** are highly paid for Bachelor's, but are still a small portion of the market **(2.8% combined).**

MASTER'S

- **26%** of the jobs are in **Data / Analytics**, down from **36.6%** in 2024.
- AI related jobs enter the rankings, with **6.5% AI Engineers** and **2.6% AI Managers.**

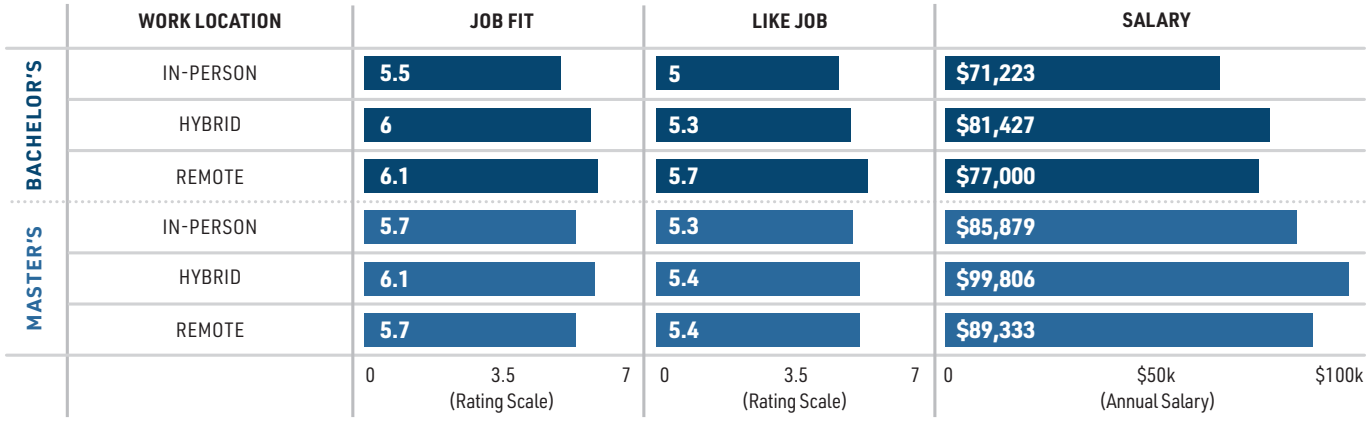
Job Placement

JOB PLACEMENT^



^ Placement is based on student's reporting their job status at the time the survey was administered. The survey was distributed to the graduating or recently graduated students of each participating university during April - May 2026. Offers received after a particular student completed the survey are not reflected in the above analysis.

Remote work is preferred but hybrid pays more.



Scale: 1 to 7 with 1 the lowest rating

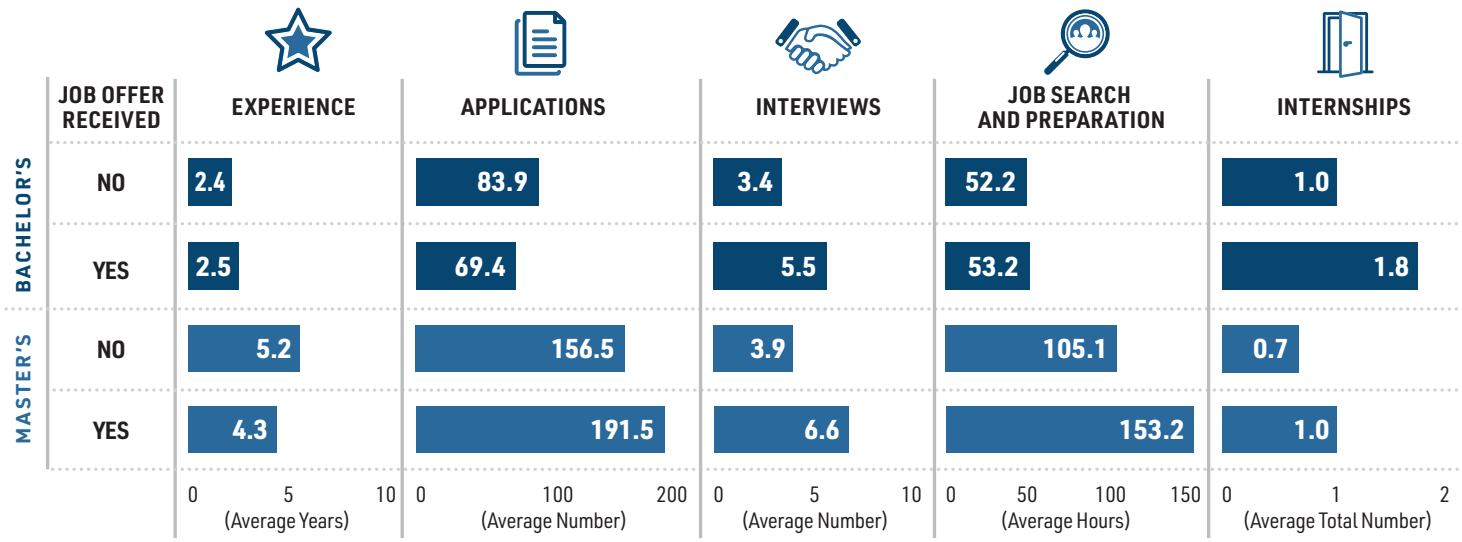
KEY TAKEAWAYS

- Placement in IS **continues to do well** relative to overall college employment outcomes, especially in a turbulent market.
- **Bachelor's IS placement** of **66%** within six months of graduation is higher than the Business School rate of **61.9%**[1] and the national six month rate of **55.6%**[2]**.**
- **Master's IS placement** is **lower at graduation** than in previous years but **significantly improves** by the six month mark.
- Low confidence in the job market reflects tough market conditions, as only **16% of Bachelor's** and **15% of Master's** level job seekers have confidence in the market. However, IS students did have slightly more confidence in their ability to find work, with **37% of Bachelor's** and **34% of Master's** job seekers reporting moderate to high confidence in their ability to find a job.

1. AACSB, Acceptance of Job Offers for Those Seeking Employment, 2024-25. AACSB, 2024-2025 BSQ Employment Module.
2. NACE - First Destinations for the College Class of 2025 (within six months of graduation). *https://www.naceweb.org/job-market/graduate-outcomes/first-destination/class-of-2025 - page 4.*

Offers & Internships

WHAT IMPACTS OFFERS?



HOW DO INTERNSHIPS AFFECT OFFERS?

BACHELOR'S

Internships	Receive Offers NO	Receive Offers YES
0	38%	13%
1	34%	33%
2	19%	31%
>2	10%	23%

MASTER'S

Internships	Receive Offers NO	Receive Offers YES
0	50%	28%
1	38%	53%
2	9%	16%
>2	3%	3%

1. Logistic regression including gender, race, origin, university, applications, internships, search hours, and knowledge. Internships, Gender, Race, and Origin significant at <0.05 with RSQE = .191 for Bachelors and Internships and Origin significant at <0.05 with RSQE .218 for Masters.

KEY TAKEAWAYS

- An internship **significantly increases** the chances of receiving an offer for Bachelor's and Master's graduates.[1]
- In a turbulent labor market, graduates appear to be investing increasing amounts of effort in **sending more applications** and putting more time into **job search activities**.
- Prior work experience has **virtually no impact** on receiving offers for Bachelor's or Master's graduates.
- Internships are the single most **critical factor** in the IS job market.

BACHELOR'S

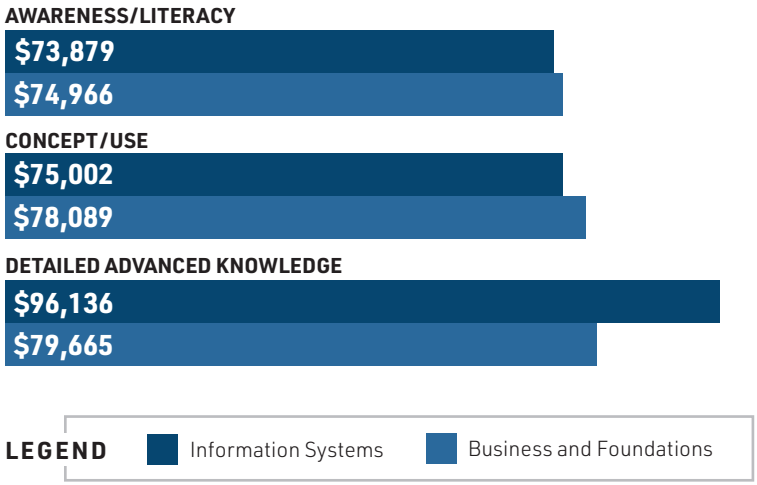
- **75%** of Bachelor's IS graduates have **1 or more internships.**
- **87%** of the offers went to students with **1 or more internships.**

MASTER'S

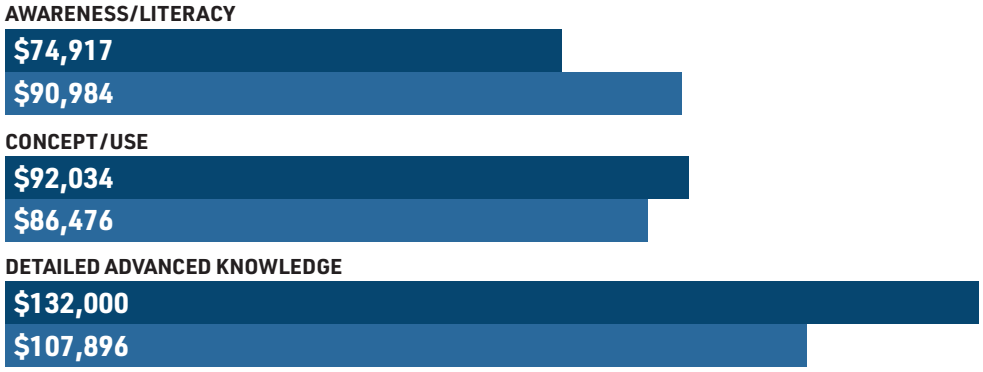
- **58%** of Master's IS graduates have **1 or more internships.**
- **72%** of the offers went to students with **1 or more internships.**

Knowledge Level & Salary

BACHELOR'S



MASTER'S



SKILL LEVEL DESCRIPTIONS

AWARENESS
Define, list characteristics, name components, list advantage/disadvantages

LITERACY
Can compare and contrast, explain, execute, define capabilities, describe interrelations, describe framework

CONCEPT / USE
Can use, communicate the idea of, form abstraction, extrapolate, list concepts, comprehension and ability to use the knowledge

DETAILED UNDERSTANDING / APPLICATION ABILITY
Detailed understanding, search for and apply correct solution, design and implement, apply the principles, can select the right thing and use

ADVANCED
Develop, originate, construct, evaluate, judge relative value

Source: Topi et al. "IS 2010 Curriculum Guidelines..." CAIS, 2010

IT PAYS TO LEARN!

Both IS Bachelor's and Master's graduates received **significantly higher salary offers** as their IS knowledge increases.[1]

KNOWLEDGE DEFINITIONS

IS KNOWLEDGE

> Improving Organizational Processes
> Exploiting Opportunities Created by Technology Innovations
> Understanding and Addressing Information Requirements
> Designing and Managing Enterprise Architecture
> Identifying and Evaluating Solution and Sourcing Alternatives
> Software Development
> Securing Data and Infrastructure
> Understanding, Managing, and Controlling IT Risks
> Use of AI
> Development of AI

BUSINESS AND FOUNDATIONAL KNOWLEDGE

> Leadership and Collaboration
> Communication
> Negotiation
> Analytical and Critical Thinking including Creativity and Ethical Analysis
> Mathematical Foundations
> General Models of Business
> Business Functions
> Evaluation of Business Performance
> Management of AI

Source: Adapted from Topi et al. (2010) "IS 2010: Curriculum Guidelines..." CAIS, Vol. 26, Article 18, 2010

1. Linear regression, p<.01

Knowledge Self-Ratings **TOP & BOTTOM 3**

BACHELOR'S

	2015	2017	2019	2022	2024	2026
TOP 3 1	Communication					
TOP 3 2	Leadership and Collaboration					
TOP 3 3	Analytical and Critical Thinking					Use of AI
BOTTOM 3 1	Securing Data and Infrastructure					Development of AI
BOTTOM 3 2	Software Development	Designing and Managing Enterprise Architecture	Software Development			
BOTTOM 3 3	Designing and Managing Enterprise Architecture	Software Development	Designing and Managing Enterprise Architecture			

MASTER'S

	2015	2017	2019	2022	2024	2026
TOP 3 1	Communication					
TOP 3 2	Analytical and Critical Thinking					
TOP 3 3	Leadership and Collaboration		Understanding and Addressing Information Requirements		Leadership and Collaboration	
BOTTOM 3 1	Securing Data and Infrastructure				Software Development	
BOTTOM 3 2	Designing and Managing Enterprise Architecture	Understanding Managing and Controlling IT Risks			Designing and Managing Enterprise Architecture	Development of AI
BOTTOM 3 3	Software Development	Designing and Managing Enterprise Architecture			Securing Data and Infrastructure	

KEY TAKEAWAYS

- **IS Bachelor's** and **Master's** are consistently confident about their **communication, leadership** and **collaboration skills.**
- Employers rate **problem-solving, ability to work in a team,** and **communication skills** as the most important attributes for |job candidates.[1]
- **IS Bachelor's** indicate strong confidence in their **use of AI**, but little confidence regarding **development of AI technologies.**
- **IS Master's graduates** indicate little confidence in **developing software and AI** as well as **cybersecurity.**

1. NACE 2025 Job Outlook, Survey of 237 Organizations.

Job Acceptance

WHY DO BACHELOR'S ACCEPT / REJECT OFFERS?

MOST IMPORTANT REASONS

Process Fairness

Organization

Job Fit

LEAST IMPORTANT REASONS

Job Itself

Compensation

Recruiter

WHY DO MASTER'S ACCEPT / REJECT OFFERS?

MOST IMPORTANT REASONS

Process Fairness

Job Fit

Organization

LEAST IMPORTANT REASONS

Compensation

Job Itself

Distinctive Reputation

DEFINITIONS

JOB ATTRIBUTES: Challenging, interesting, enjoy, freedom

JOB FIT: Looking for, match, skills, requirements

COMPENSATION: Salary, bonuses, benefits

ORGANIZATION: Size, location, coworkers, supervisor, facilities, environment

VALUES FIT: Culture, work/life, values

REPUTATION: Reputation, distinctive, prestigious

RECRUITER: Answer questions, knowledgeable, informative, valuable

PROCESS FAIRNESS: Timeliness, fairness, respect, helpfulness

KEY TAKEAWAYS

- Both Bachelor's and Master's graduates continue to identify **process fairness** as a top reason for job offers they accepted, indicating that treating candidates well during the hiring process can play a critical role in encouraging them to accept an offer.
- **Job Fit** was rated as the second most important reason for Master's IS graduates and third highest for Bachelor's. IS job seekers clearly value jobs that match well with their abilities and skills.
- **Compensation** was rated as a bottom two factor for accepting an offer for both Bachelor's and Master's graduates. This might reflect labor market conditions and indicate that graduates are accepting jobs with compensation they believe is below their market value.

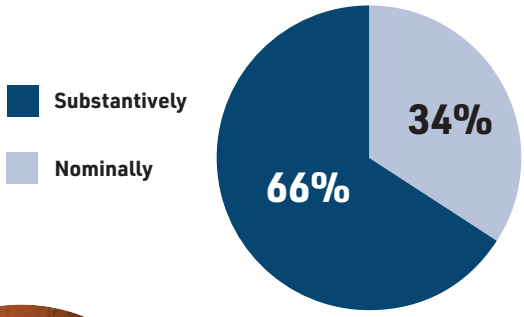
AI Impact







Universities are rapidly integrating AI in the curriculum.







AI at work led to data and quality challenges.

Based on recent internships or job positions:

73%

think AI surfaces data quality, accuracy, and trust issues

EMPLOYERS EXPECT INTERNS TO

USE AI SUBSTANTIALLY MORE: **77%**

IS JOBS INCREASINGLY EXPECT AI PROFICIENCY

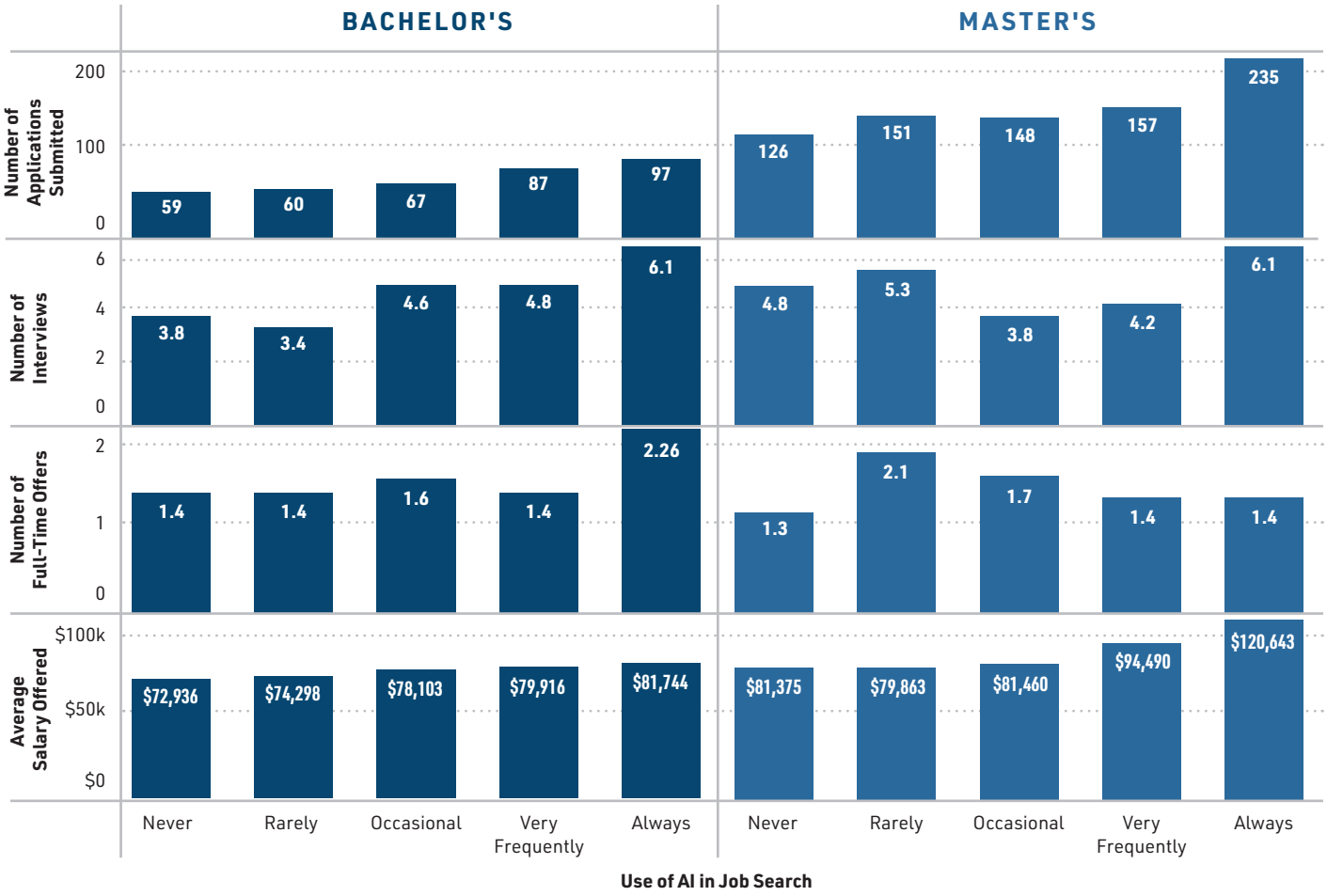
JOB POSTINGS: **37%**

INTERVIEWS: **31%**

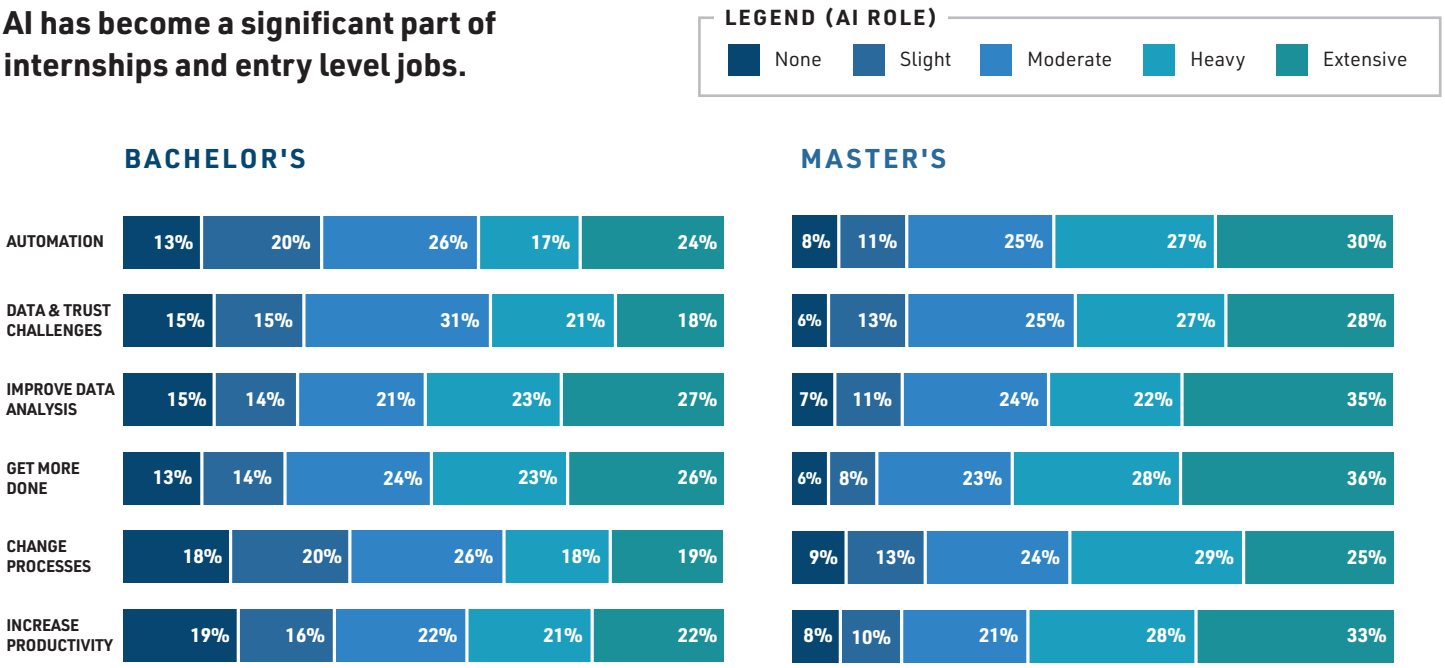
FORMAL ASSESSMENT: **26%**

AI Impact

AI has completely changed job search and is changing job outcomes.

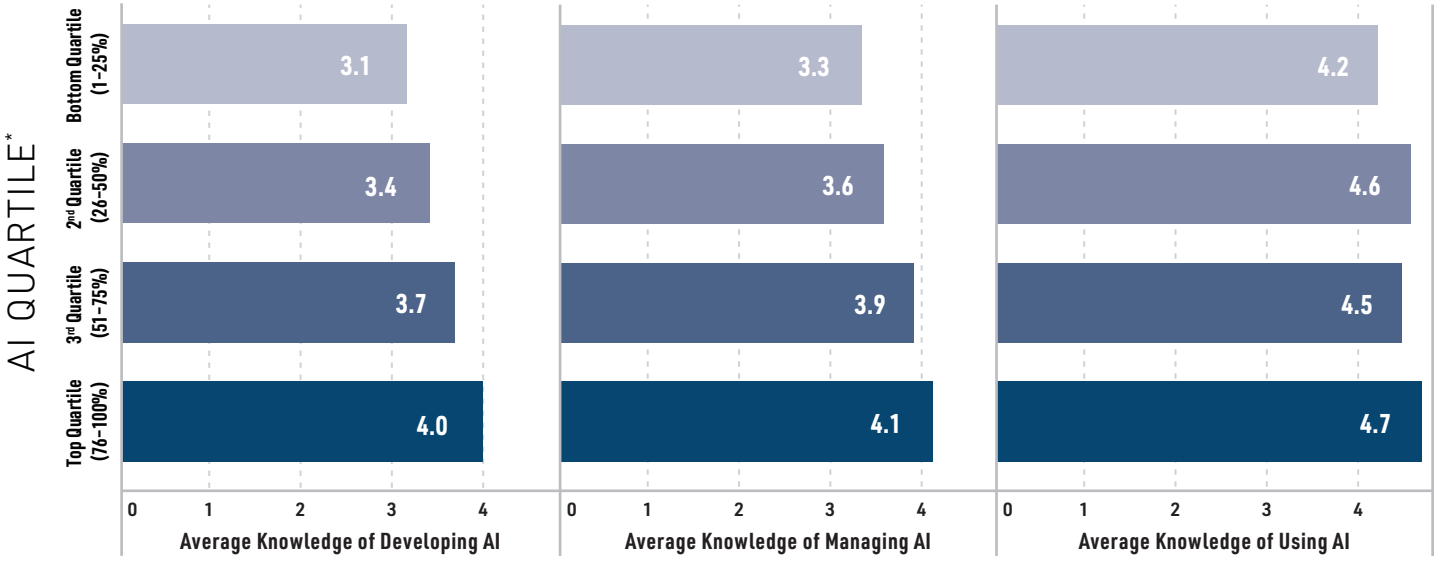


AI has become a significant part of internships and entry level jobs.



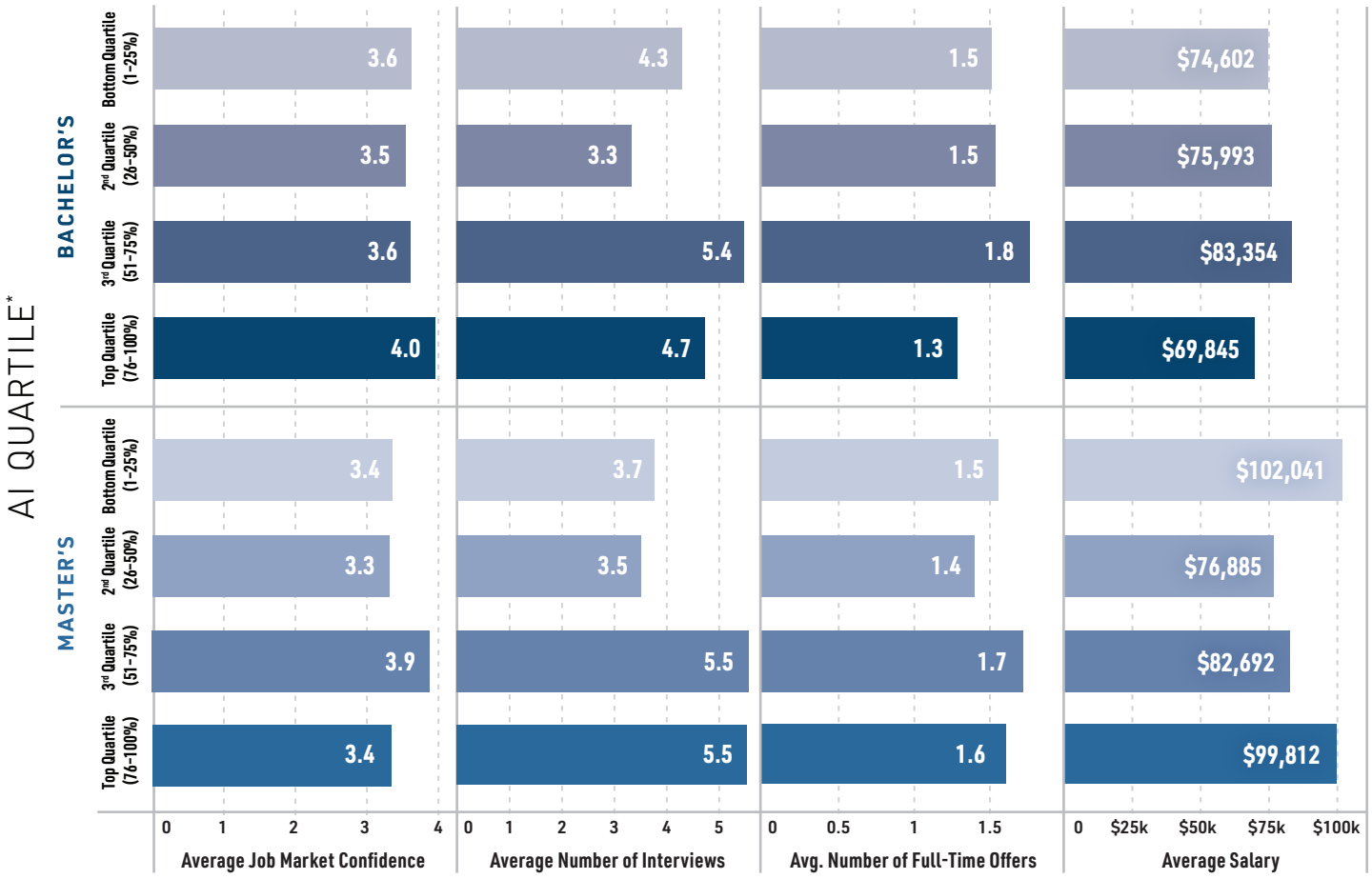
AI Impact

Early integration of AI into curricula shows positive impact but results are mixed.



1= Not at All *5= Very Extensively*

AI integration into curriculum is impacting job market performance, especially for Bachelor's graduates.



1= Not at All *5= Very Extensively*

* AI quartiles are computed by using student responses regarding the extent to which their university included Gen AI coursework. Top Quartile are the programs with the most AI coursework integration, Bottom Quartile have the least.

Employer expectations for AI use and management vary by industry and organization size.

INDUSTRY	EXPECTED EVALUATION AND USE OF AI	EXPECTED MANAGEMENT OF AI
Biotechnology/Pharmaceutical/ Healthcare/Medical Services	8.447	8
Business Services/Consulting	8.709	7.582
Construction/Architecture/ Engineering	9.214	8.571
Consumer Products/Wholesaler/ Retailer/Distributor	6.875	6.167
Education	8.25	5.875
Financial Services/Banking/ Accounting	8.302	6.948
Government: Federal (including Military)	7.714	7
Government: State or Local (including Law Enforcement)	7.8	7.6
Information Technology	9.458	8.695
Insurance/Real Estate/Legal	6.375	6
Manufacturing	7.615	6.538
Media/Entertainment	7.5	4.8
Other	7.327	6
Petroleum/Energy	9	6.667
Service industries	7.333	6
Transportation/Utilities	9	5.625

LEGEND

1 2 3 4 5 6 7 8 9 10 11 12

Not at all extensive — Extremely extensive

AI BY ORGANIZATION SIZE

INDUSTRY	EXPECTED EVALUATION AND USE OF AI	EXPECTED MANAGEMENT OF AI
10,001+ Employees	8.757	7.600
5,001–10,000 Employees	7.633	6.467
1,001–5,000 Employees	7.500	6.935
101–1,000 Employees	8.714	7.167
1–100 Employees	7.500	6.100

The Association for Information Systems, Temple University, and University of South Florida

INFORMATION SYSTEMS JOB INDEX 2026

THE IBIT REPORT

The IBIT Report is a publication of the Institute for Business and Information Technology at Temple University. IBIT reports provide actionable knowledge to industry based on rigorous academic research.

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