2019 Employment Report
mba.smeal.psu.edu
# Table of Contents

1. Class Profile & Undergraduate Specializations
2. Job Offer Overview
3. Compensation Overview
4. Employment by Function
5. Base Salary by Function
6. Employment by Industry
7. Base Salary by Industry
8. Employment by U.S. Geographic Region
9. Base Salary by U.S. Geographic Region
10. Full-Time Hiring Organizations
11. Internship Comp. Overview & Base Salary by Function
12. Internship Hiring Organizations
13. MBA Career Services & Employer Alliance Standards
Class Profile

Entering Class Size
59

Mean Prior Work Experience
64 months

Mean Age of New Entrants
28 years

Median Age of New Entrants
27 years

Mean GMAT Score
661

Median GMAT Score
670

Mean Undergraduate GPA
3.45

Undergraduate Specializations

- Technical: 42%
- Business: 40%
- Other: 18%
Job Offer Overview

Job Offers Received

- By graduation: 75%
- 3 months post graduation: 89%

Job Offers Accepted

- By graduation: 66%
- 3 months post graduation: 83%

Note: Please see page 13 for details on the population that was surveyed for data included on page 02-10.
Compensation Overview

Base Salary
Mean $109,707
Median $112,500
Maximum $175,000
Minimum $35,600

Signing Bonus (68% Receiving)
Mean $21,558
Median $18,000
Maximum $62,000
Minimum $1,000

Note: Base salary excludes bonuses, commissions, and other compensation such as benefits and perquisites (e.g. company car, relocation benefits, etc.). Stock option values and tuition reimbursement are excluded from this compensation report.
Employment by Function

- Operations/Logistics 28%
- Marketing/Sales 23%
- General Management 18%
- Finance/Accounting 15%
- Consulting 10%
- Information Technology 3%
- Other 3%

Note: Based on total students providing function information.
## Base Salary by Function

<table>
<thead>
<tr>
<th></th>
<th>Consulting</th>
<th>Finance and Accounting</th>
<th>General Management</th>
<th>Marketing and Sales</th>
<th>Operations and Logistics</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>$136,000</td>
<td>$105,000</td>
<td>$120,857</td>
<td>$113,000</td>
<td>$105,341</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>$125,000</td>
<td>$102,500</td>
<td>$125,000</td>
<td>$115,000</td>
<td>$100,000</td>
</tr>
</tbody>
</table>

Note: Based on total students providing function information.
Employment by Industry

Technology 33%
Manufacturing 18%
Financial Services 10%
Healthcare 10%
Consulting 10%
Retail 8%
Other 11%

Note: Industries represented in the Other category include Consumer Packaged Goods, Energy & Non-Profit.

Based on total students providing industry information.
## Base Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$136,000</td>
<td>$125,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$121,250</td>
<td>$125,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$137,500</td>
<td>$127,500</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$103,714</td>
<td>$100,000</td>
</tr>
<tr>
<td>Retail</td>
<td>$116,667</td>
<td>$120,000</td>
</tr>
<tr>
<td>Technology</td>
<td>$106,250</td>
<td>$110,000</td>
</tr>
</tbody>
</table>

### Note:
- Industries represented in the Other category include Consumer Packaged Goods, Energy & Non-Profit.
- Based on total students providing industry information.
Employment by U.S. Geographic Region

Northeast 5%
Mid-Atlantic 36%
South 5%
Midwest 8%
Southwest 25%
West 18%

Note: Based on total students providing geographic information.

3% of graduates accepted positions based outside of the U.S.
## Base Salary by U.S. Geographic Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>$100,864</td>
<td>$100,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>$122,000</td>
<td>$125,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>$105,325</td>
<td>$105,000</td>
</tr>
<tr>
<td>West</td>
<td>$113,929</td>
<td>$125,000</td>
</tr>
</tbody>
</table>

Note: Based on total students providing geographic information.

Students also accepted jobs in the Northeast and South regions. Due to an insufficient number of data points, meaningful and anonymous statistics could not be presented for these two U.S. regions.
Full-Time Hiring Organizations

A.T. Kearney, Inc.
Air Products and Chemicals, Inc.
Amazon.com, Inc.*
AstraZeneca Pharmaceuticals
Avail Technologies, Inc.
Chewy, Inc.
Comcast Corporation
Crane Company *
CVS Health Corporation
Dell Technologies Inc. (4)*
Deloitte Consulting LLP (2)*
DuPont Nutrition & Biosciences
EmblemHealth, Inc.
ExxonMobil Corporation
Goertek Electronics, Inc. *
Honeywell International Inc. (2)
Intel Corporation (3)
IRI
JPMorgan Chase & Co. (2)
Kennametal Inc. (2)*
Micron Technology Inc. *
New Pig Corporation *
Novartis (Pro Unlimited) *
Penn State University
Renoir Consulting LTD *
The Thornhill Companies *
Three Dots Downtown
Tudor, Pickering, Holt & Co.
Walmart Inc.
Western Digital Corporation

(#) Denotes number of graduates hired by the company if greater than one.
(*) Denotes employer that hired an international student(s).
# Base Salary by Function

<table>
<thead>
<tr>
<th>Percent of Students</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>8%</td>
<td>$55</td>
</tr>
<tr>
<td>Finance</td>
<td>18%</td>
<td>$41</td>
</tr>
<tr>
<td>Marketing</td>
<td>14%</td>
<td>$36</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>54%</td>
<td>$39</td>
</tr>
<tr>
<td>General Mgmt/Other</td>
<td>6%</td>
<td>$42</td>
</tr>
</tbody>
</table>

Notes: 1) All base salary data converted to an hourly wage format. 
2) Base salary data excludes other compensation items such as relocation, corporate housing, and other benefits or perquisites. Only paid internships are included in the data set. 
3) Many firms include non-salary perquisites as part of the overall internship offering, which lowers average base salary statistics and can make it difficult to accurately compare one offer against another.
Internship Hiring Organizations

Air Products & Chemicals, Inc.
Amazon.com, Inc. (4)*
Amgen Inc. *
BASF Corporation
Bayer Corporation (2)*
Caterpillar Inc.
Chevron Corporation
Chewy, Inc.
Dell Technologies Inc. (5)*
Deloitte Consulting LLP (3)*
ExxonMobil Corporation (2)
Fend Incorporated
GlobalFoundries U.S. Inc. *
Hanesbrands
Hewlett-Packard Company
Highmark Inc.
Honeywell International Inc.
IBM
Intel Corporation

Johnson & Johnson (2)
Keysight Technologies, Inc. *
L’Oreal USA, Inc.
Microsoft Corp. *
Novartis Pharmaceuticals Corporation (3)*
PPL Electric Corporation
The Procter & Gamble Company
Regeneron Pharmaceuticals Inc.
Technics LLC *
The Hershey Company
TPI Composites, Inc. (2)*
United Services Automobile Association (2)
United Parcel Services, Inc.
VWR International Inc. *
W.W. Grainger, Inc.
West Monroe Partners, LLC
YLYK *

(#) Denotes number of graduates hired by the company if greater than one.
(*) Denotes employer that hired an international student(s).
Statements on Compliance with MBA CSEA Standards (Full-Time - Employment)

1. This report conforms to the MBA CSEA Standards (Edition VI) for the reporting of MBA permanent employment statistics.
2. This report is compiled from data collected through July 1, 2019 and September 5, 2019. (Due to the March and May completion dates, respectively.)
3. The Smeal MBA Program collected useable employment information for 100% of full-time, resident MBA students who graduated between July 1, 2018 and June 30, 2019.
4. The Smeal MBA Program received usable salary information from 97% of employed students. Compensation information is self-reported.
5. Students enrolled in graduate, dual-degree, as well as executive or online MBA programs, are not included in this report.
7. Employment and salary data contained in pages 3-10 are based on the 47 full-time, resident MBA students who were actively seeking employment.
8. The university represents that the dates that graduates completed their degree requirements and therefore were able to use the distinction of their degrees as March 1, 2019 and May 5, 2019.
9. MBA CSEA Standards currently do not exist for the reporting of MBA internship employment statistics. However, a similar reporting methodology was used in the development of the employment and salary data contained on pages 11-12.