

Penn State Smeal College of Business

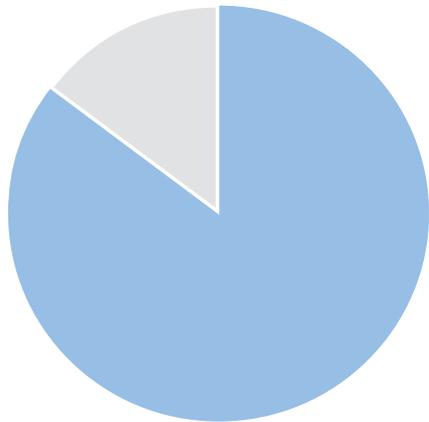
# 2019-2020 Undergraduate Outcomes Report

Full-Time | Internship | Co-op

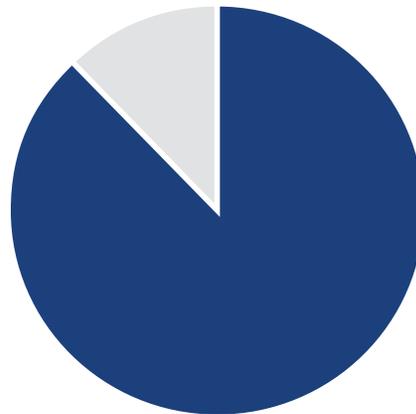


**PennState**  
Smeal College of Business

# Overall Outcomes Statistics: All Business Majors\*



**91%** of students were placed within three months of graduation.  
+3% from 2018-2019



**95.3%** of students with an internship were paid.

**90.6%**  
of students reported 1 or more internship/co-op, of those, 55% had 2+ Internships/co-ops

**\$64,197**  
Average Full-Time Starting Salary\*\*

**\$22.70**  
Average Internship Pay Per Hour

**\$5,781**  
Average Signing Bonus

**56.4%**  
Received a Bonus\*\*

**\$5,245**  
Average Relocation Bonus

**26.9%**  
Received a Bonus\*\*

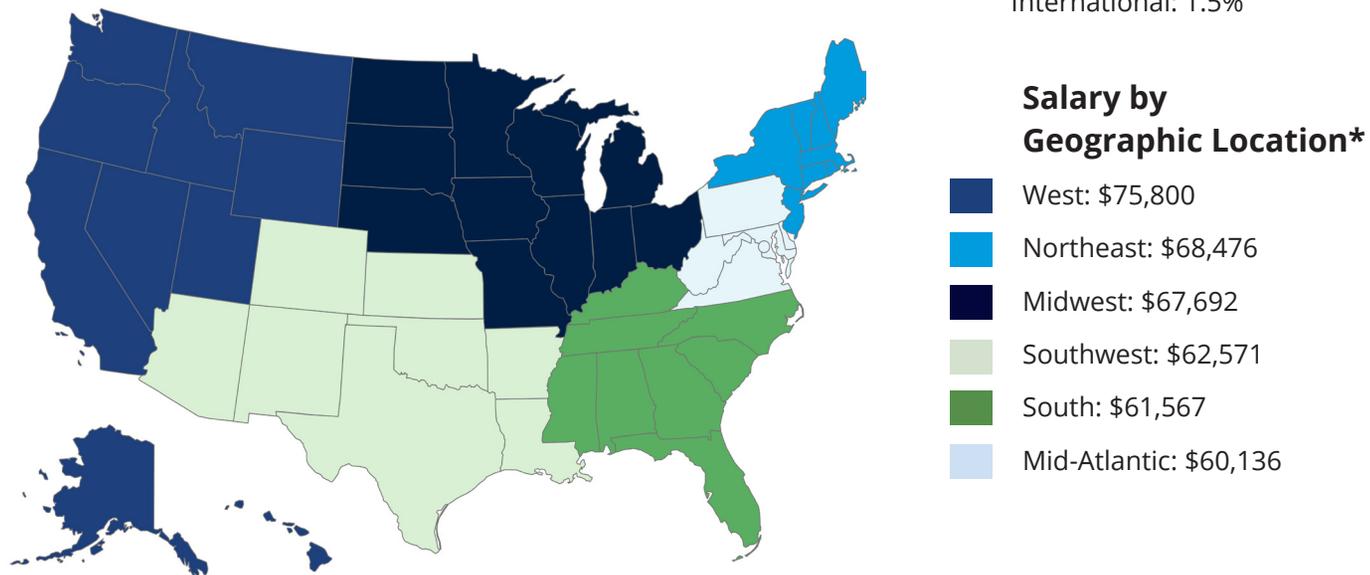
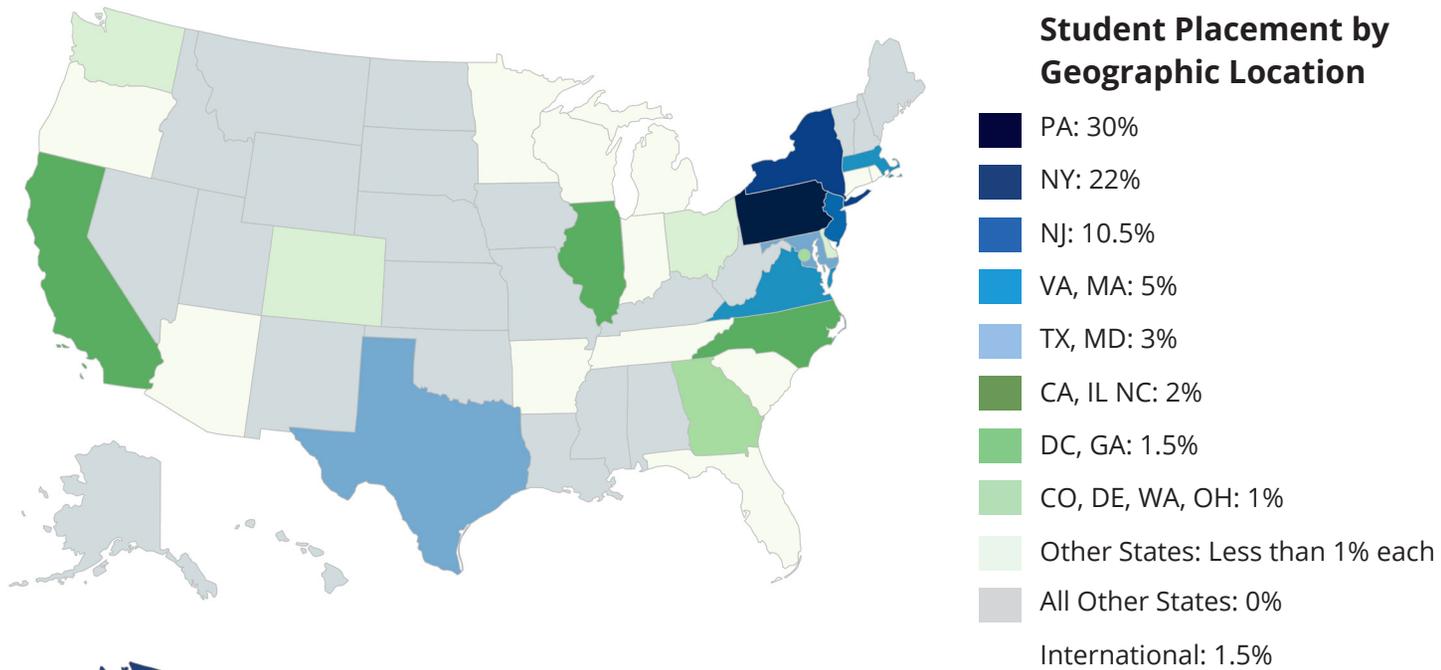
Student Outcomes at Graduation by Population	
	Total
Full-Time Employment	80.5%
Post-Graduation Internship	<1%
Military	<1%
Entrepreneurship	<1%
Further Education/Fellowship	9.5%
Still Seeking	8.9%
Students Reporting Internships/Co-ops	90.6%

\*Data was collected through an optional student survey distributed prior to Summer 2019, Fall 2019, and Spring 2020 commencements. We received 472 of 1,684 graduating student responses prior to graduation. Within three months of the graduating semester, 487 new records and 32 updates were added for a total knowledge rate of 56.9%. Knowledge rate is significantly down from the 18/19 year due to the lack of ability to survey on campus during Spring 2020 as a result of the COVID-19 pandemic.

\*\*Based on 346 responses.

# Full-Time Employment Statistics

Students accepted full-time positions in 27 states and international locations (based on 610 known outcomes).



\*Based on 346 known outcomes.

## Placement by Major Overview

Major	Placement Rate*	Average Salary	Average Signing Bonus	% Receiving Signing Bonus	Average Relocation Bonus	% Receiving Relocation Bonus
<b>Accounting</b>	96.5%	\$59,459	\$3,667	25%	\$5,000	2%
<b>Actuarial Science</b>	90%	\$72,200	\$6,063	90%	\$1,250	20%
<b>CIENT</b>	79%	\$69,750	\$6,300	56%	\$7,000	22%
<b>Finance</b>	95%	\$67,825	\$6,592	62%	\$6,945	18%
<b>Management</b>	92.5%	\$61,609	\$5,778	82%	\$6,760	45%
<b>Management Information Systems</b>	80%	\$67,563	\$5,500	78%	\$3,875	56%
<b>Marketing</b>	82%	\$56,358	\$4,450	53%	\$4,541	47%
<b>Risk Management: Enterprise</b>	91.5%	\$64,188	\$4,538	81%	\$2,500	6%
<b>Risk Management: Real Estate</b>	92%	**	**	**	**	**
<b>Supply Chain and Information Systems</b>	95%	\$65,490	\$6,240	56%	\$4,843	43%

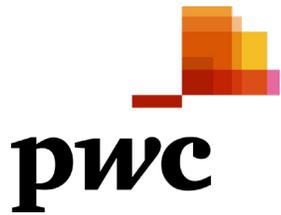
\*% placed includes: Full-time job offers, further education/fellowship, entrepreneurship, post-graduate internship, and military.

\*\*Not enough data to report.

# Top Hiring Companies (Full-Time)\*



48  
hires



35  
hires



32  
hires



27  
hires



27  
hires

10+ Hires	Grant Thornton International, PNC Financial Services, Amazon, JPMorgan Chase & Co., PepsiCo
7-9 Hires	ALDI, Bank of America Corp, IBM, Johnson & Johnson, Lockheed Martin, RSM International, SEI, The Boeing Company, TJX Companies, Walmart
4-6 Hires	Accenture, BDO, Burlington, Capital One, Citi, Dick's Sporting Goods, Goldman Sachs, Mars Incorporated, Morgan Stanley, Prudential Financial, Reckitt Benckiser, Ross Stores, TTI Inc., Textron, Vanguard
2-3 Hires	A. Duie Pyle, Inc., Aetna, Altria, Altus Group, American Eagle Outfitters, Apple, Arthrex, BAE Systems, BlackRock, BNY Mellon, Cigna, CohnReznick, Danone, Dell, Dorman Products, ExxonMobil, First National Bank, Fiserv, Guggenheim Partners, Harris Blitzer Sports & Entertainment, The Hershey Company, Highmark, Honeywell, Ingersoll Rand, Insight Global, Intel, Jefferies, Keyence Corporation, Kimberly-Clark, Kohl's, Liberty Mutual Insurance, L'Oreal, M&T Bank, Manhattan Associates, Nestle, NewDay USA, Northrop Grumman, Peloton Group, Procter & Gamble, Regions Bank, Revenue Solutions Inc., Siemens, TD Securities, TE Connectivity, Technomics, The Estee Lauder Companies, Trane Technology, UBS, US Steel, Univision Communications, URBN, UPS, UPMC, Vertex Inc., WL Gore & Associates, Wells Fargo, Willis Towers Watson

\*Based on 772 known outcomes.

# Top Hiring Companies (Internship/Co-Op)\*

	<p>26 hires</p>	<p>7-9 Hires</p>	<p>EY, Grant Thornton, Northwestern Mutual, PepsiCo, Prudential Financial</p>
	<p>23 hires</p>	<p>4-6 Hires</p>	<p>Altria, Church &amp; Dwight, Goldman Sachs, Ingersoll Rand, JPMorgan Chase &amp; Co., Kohl's, Mars Incorporated, Morgan Stanley, Penske, TJX Companies, Walmart</p>
	<p>22 hires</p>	<p>2-3 Hires</p>	<p>1800Flowers.com, Aetna, ALDI, Amazon, Anheuser-Busch, Aramark, AstraZeneca, BAE Systems, Bank of America Corp, The Boeing Company, Campbell Soup Company, Citi, Chubb, Clean Harbors Environmental Services, Clemens Food Group, Crayola, Dell, DHL, Firmenich Inc., First National Bank, General Electric, General Motors, Great Oaks Venture Capital, Guardian Life Insurance, Hasbro, Highmark, Hilti, IBM, Intel, Keystone Real Estate Group, Lockheed Martin, Macquarie Investment Management, NBCUniversal, Novartis, Pitcairn Properties, Polaris, Railworks, RippleMatch, Riverview Bank, Ross Stores, RSM International, Sanofi Pasteur, SAP, Sherwin-Williams, Strategic Wealth Management, Target, TE Connectivity, Textron, The Estee Lauder Companies, The Hershey Company, The JM Smucker Company, Toyota, Travelers Insurance Co., UBS, Universal Health Services, UPMC, UPS, URBN, Vanguard, Wells Fargo, Xerox</p>
	<p>20 hires</p>		
	<p>14 hires</p>		
	<p>12 hires</p>		

\*Based on 472 known outcomes.

# Placement by Major: Accounting

Overall Student Outcomes* (Knowledge Rate: 140/266, 52.6%)	
Full-Time Offers	75%
MAcc Students Specifically - Full-Time Offers	98%
Further Education/Fellowship	19%
Post-Graduation Internship	<1%
Entrepreneurship	<1%
Still Seeking	3.5%
% with 1+ internship	90%
Of those with an internship, % with 2+	45%

## Top Hiring Companies: Full-Time

- BDO
- CohnReznick
- Deloitte
- ExxonMobil
- EY
- Grant Thornton International
- KPMG
- PwC
- RSM International

## Top Hiring Companies: Internships

- AstraZeneca
- Deloitte
- EY
- Grant Thornton
- KPMG
- Penske
- The Pennsylvania State University
- PwC

## Average Salary

- Full-Time: \$59,469 yearly
- Intern: \$22.92 hourly
- 100% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$3,667
- Percentage of students receiving a bonus: 25%

## Relocation Bonuses

- Average Relocation Bonus: \$5,000
- Percentage of students receiving a bonus: 2%



\*Integrated MAcc students are also included (Knowledge Rate: 54/99 with a 98% Employment Rate).

# Placement by Major: Actuarial Science

Overall Student Outcomes (Knowledge Rate: 21/31, 68%)	
Full-Time Offers	71%
Further Education/Fellowship	19%
Still Seeking	2%
% with 1+ internship	92%
Of those with an internship, % with 2+	67%

## Top Hiring Companies: Full-Time

- Aetna
- Cigna
- Deloitte
- EY
- Highmark
- KPMG
- Mercer
- Millman
- Prudential Financial
- Segal
- Willis Towers Watson

## Top Hiring Companies: Internships

- Aetna
- AMT Consulting
- AXA-XL
- Cigna
- Deloitte
- Duff & Phelps
- Highmark
- Huggins Actuarial Services
- Mercer
- NGA
- Prudential Financial
- Wells Fargo
- Willis Towers Watson

## Average Salary

- Full-Time: \$72,200 yearly\*
- Intern: \$24.64 hourly
- 100% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$6,063\*
- Percentage of students receiving a bonus: 90%

## Relocation Bonuses

- Average Relocation Bonus: \$1,250\*
- Percentage of students receiving a bonus: 20%



\*Based on 10 known outcomes.

# Placement by Major: Corporate Innovation and Entrepreneurship

Overall Student Outcomes (Knowledge Rate: 24/41, 58.5%)	
Full-Time Offers	66.5%
Further Education/Fellowship	12.5%
Still Seeking	21%
% with 1+ internship	86%
Of those with an internship, % with 2+	58%

## Top Hiring Companies: Full-Time

- ALDI
- Oracle
- Deloitte

## Top Hiring Companies: Internships

- AlphaSights
- Anheuser Busch
- General Motors
- Johnson & Johnson
- Penn State Football
- RippleMatch
- TJX Companies
- Toyota

## Average Salary

- Full-Time: \$69,750 yearly\*
- Intern: \$21.28 hourly
- 88% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$6,300\*
- Percentage of students receiving a bonus: 56%

## Relocation Bonuses

- Average Relocation Bonus: \$7,000\*
- Percentage of students receiving a bonus: 22%



\*Based on 10 known outcomes.

# Placement by Major: Finance

Overall Student Outcomes (Knowledge Rate: 276/468, 59%)	
Full-Time Offers	84%
Further Education/Fellowship	10%
Post-Graduation Internship	<1%
Entrepreneurship	<1%
Still Seeking	5%
% with 1+ internship	95%
Of those with an internship, % with 2+	67%

## Top Hiring Companies: Full-Time

- Bank of America Corp
- Capital One
- Citi
- Deloitte
- EY
- Goldman Sachs
- Grant Thornton International
- Johnson & Johnson
- JPMorgan Chase & Co.
- KPMG
- Morgan Stanley
- PNC Financial Services
- PwC
- RSM International
- SEI

## Top Hiring Companies: Internships

- Deloitte
- EY
- Goldman Sachs
- Johnson & Johnson
- KPMG
- Morgan Stanley
- Northwestern Mutual
- PNC Financial Services
- PwC
- RSM International

## Average Salary

- Full-Time: \$67,825 yearly
- Intern: \$24.60 hourly
- 100% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$6,592
- Percentage of students receiving a bonus: 62%

## Relocation Bonuses

- Average Relocation Bonus: \$6,945
- Percentage of students receiving a bonus: 18%



# Placement by Major: Management

Overall Student Outcomes (Knowledge Rate: 40/81, 49%)	
Full-Time Offers	72.5%
Further Education/Fellowship	15%
Military	2.5%
Public Service	2.5%
Still Seeking	7.5%
% with 1+ internship	65%
Of those with an internship, % with 2+	46%

## Top Hiring Companies: Full-Time

- Amazon
- Apple
- B Braun Medical
- Kohl's
- Oracle
- Red Bull
- Travelers Insurance Co

## Top Hiring Companies: Internships

- Aetna
- Intel
- The Pennsylvania State University
- PNC Financial Services
- UPMC

## Average Salary

- Full-Time: \$61,609 yearly
- Intern: \$16.11 hourly
- 100% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$5,778
- Percentage of students receiving a bonus: 82%

## Relocation Bonuses

- Average Relocation Bonus: \$6,760
- Percentage of students receiving a bonus: 45%



# Placement by Major: Management Information Systems

Overall Student Outcomes (Knowledge Rate: 39/75, 52%)	
Full-Time Offers	72%
Further Education/Fellowship	8%
Still Seeking	20%
% with 1+ internship	75%
Of those with an internship, % with 2+	66%

## Average Salary

- Full-Time: \$67,563 yearly
- Intern: \$23.81 hourly
- 100% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$5,500
- Percentage of students receiving a bonus: 78%

## Top Hiring Companies: Full-Time

- Amazon
- EY
- PwC
- Revenue Solutions

## Top Hiring Companies: Internships

- EY
- Johnson & Johnson
- JPMorgan Chase & Co.
- Pentagon
- PepsiCo
- PwC

## Relocation Bonuses

- Average Relocation Bonus: \$3,875
- Percentage of students receiving a bonus: 56%



# Placement by Major: Marketing

## Overall Student Outcomes (Knowledge Rate: 165/272, 61%)

Full-Time Offers	77%
Further Education/Fellowship	3.5%
Entrepreneurship	<1%
Public Service	<1%
Still Seeking	18%
% with 1+ internship	76%
Of those with an internship, % with 2+	66%

### Top Hiring Companies: Full-Time

- Amazon
- Burlington
- The Hershey Company
- Mars Incorporated
- Oracle
- PepsiCo
- PNC Financial Services
- Reckitt Benckiser
- Ross Stores
- TJX Companies
- Trane Technologies
- TTI
- Vanguard

### Top Hiring Companies: Internships

- Altria
- Hilti
- Johnson & Johnson
- Kohl's
- Mars Incorporated
- The Pennsylvania State University
- Polaris
- PepsiCo
- Riverview Bank
- Sherwin-Williams
- TJX Companies

### Average Salary

- Full-Time: \$56,358 yearly
- Intern: \$16.94 hourly
- 100% of junior year internships were paid

### Signing Bonuses

- Average Signing Bonus: \$4,450
- Percentage of students receiving a bonus: 53%

### Relocation Bonuses

- Average Relocation Bonus: \$4,541
- Percentage of students receiving a bonus: 47%



# Placement by Major: Risk Management

## Risk Management - Enterprise

Overall Student Outcomes (Knowledge Rate: 35/62, 56%)	
Full-Time Offers	80%
Further Education/Fellowship	11.5%
Still Seeking	8.5%
% with one internship	78%
Of those with an internship, % with 2+	64%

### Top Hiring Companies: Full-Time

- Deloitte
- EY
- PNC Financial Services
- PwC

### Top Hiring Companies: Internships

- Altria
- ATI Metals
- The Boeing Company
- First National Bank
- Grant Thornton International
- Lockheed Martin
- Marsh & McLennan
- PNC Financial Services
- PwC
- Railworks

### Average Salary

- Full-Time: \$64,188 yearly
- Intern: \$24.14 hourly
- 100% of junior year internships were paid

### Signing Bonuses

- Average Signing Bonus: \$4,530
- Percentage of students receiving a bonus: 81%

### Relocation Bonuses

- Average Relocation Bonus: \$2,500
- Percentage of students receiving a bonus: 6%

## Risk Management - Real Estate

Overall Student Outcomes (Knowledge Rate: 13/22, 59%)	
Full-Time Offers	92%
Still Seeking	8%

### Top Hiring Companies: Full-Time

- AEW
- Altus Group
- Burlington
- EY
- KEYENCE Corp.
- New Day Financial
- NewRez, LLC
- New Tech III Limited Partnership
- Oracle
- Regions Bank
- SL Green Realty Corp.

### Top Hiring Companies: Internships

- Not enough information to report.

### Average Salary

- Not enough information to report.

### Signing Bonuses

- Not enough information to report.

### Relocation Bonuses

- Not enough information to report.

# Placement by Major: Supply Chain and Information Systems

Overall Student Outcomes (Knowledge Rate: 199/315, 63%)	
Full-Time Offers	89%
Further Education/Fellowship	5%
Military	1%
Still Seeking	5%
% with 1+ internship	99%
Of those with an internship, % with 2+	64%

## Top Hiring Companies: Full-Time

- ALDI
- Amazon
- The Boeing Company
- Burlington
- Deloitte
- Dick's Sporting Goods
- Grant Thornton International
- IBM
- KPMG
- Lockheed Martin
- Procter & Gamble
- Ross Stores
- Textron
- Walmart

## Top Hiring Companies: Internships

- Amazon
- The Boeing Company
- Campbell Soup Company
- Church & Dwight
- Clemens Food Group
- Dell
- DHL
- The Estee Lauder Companies
- Hasbro
- The Hershey Company
- Ingersoll Rand
- Johnson & Johnson
- Penske
- PepsiCo
- Prudential Financial
- PwC
- SAP
- Target
- Textron
- TJX Companies
- Universal Health Services
- UPS
- Walmart

## Average Salary

- Full-Time: \$65,490 yearly
- Intern: \$28.58 hourly
- 97% of junior year internships were paid

## Signing Bonuses

- Average Signing Bonus: \$6,240
- Percentage of students receiving a bonus: 56%

## Relocation Bonuses

- Average Relocation Bonus: \$4,843
- Percentage of students receiving a bonus: 43%



# Thank You to Our Corporate Partners!

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