Penn State Smeal College of Business

2022 Undergraduate Outcomes Report

Full-Time | Internship | Co-op
Overall Outcomes Statistics: All Business Majors

- **89.1%** of students placed within three months of graduation.
- **86.7%** of students with an internship who were paid.
- **80.3%** of students reporting 1 or more internships/co-op. Of these students, **49.9%** reported 2+ internships/co-ops.

### Students Outcomes within 3 Months of Graduation

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employment</td>
<td>66.7%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>17.8%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>1.2%</td>
</tr>
<tr>
<td>Post-graduate Internship</td>
<td>1.6%</td>
</tr>
<tr>
<td>Public Service</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Military</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Other/Gap Year</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>10.9%</td>
</tr>
</tbody>
</table>

### International v Domestic Outcomes within 3 Months of Graduation

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Employment</th>
<th>Continuing Education</th>
<th>Entrepreneurship</th>
<th>Post-graduate Internship</th>
<th>Public Service</th>
<th>Military</th>
<th>Still Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>18.8%</td>
<td>63%</td>
<td>2.5%</td>
<td>2.5%</td>
<td>0%</td>
<td>1%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Domestic</td>
<td>75.5%</td>
<td>10.1%</td>
<td>&lt;1%</td>
<td>1.5%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>10.9%</td>
</tr>
</tbody>
</table>

**Average full-time salary:** $68,800

**Average internship/co-op pay per hour:** $20.64

**Average signing bonus:** $5,598

**Received a Bonus:** 57.4%

**Average relocation bonus:** $5,149

**Received a Bonus:** 23.7%

Data was collected through an optional student survey distributed prior to Summer 2021, Fall 2021, and Spring 2022 commencements. We received 1,114 of 1,619 graduating student responses prior to graduation. Within three months of graduation, 231 new records and/or updates to original respondent destinations were added utilizing feedback from LinkedIn for a total knowledge rate of 83%.
Full-time Employment Statistics:

Geographical Placement

Students accepted full-time positions in 31 states and the District of Columbia.

Salary by Geographic Location

- **West** $79,941
- **Northeast** $77,814
- **Midwest** $69,625
- **South** $66,548
- **Mid-Atlantic** $63,544
- **Southwest** $63,120

Student Placement by State

- **PA**: 36.2%
- **NY**: 21.8%
- **NJ**: 6.7%
- **MA**: 4.3%
- **CA**: 2.4%
- **VA**: 3.9%
- **MD/FL**: 2.9% each
- **TX**: 2.8%
- **NC**: 2.7%
- **Other States (less than 2% each)**: AZ, AK, CO, CT, DC, DE, GA, IL, IN, KA, ME, MI, MN, NH, OH, OR, RI, SC, TN, UT, WA, WI
# Placement by Major Overview

<table>
<thead>
<tr>
<th>Major</th>
<th>Placement Rate</th>
<th>Average Salary</th>
<th>Average Signing Bonus</th>
<th>% Receiving Signing Bonus</th>
<th>Average Relocation Bonus</th>
<th>% Receiving Relocation Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>86.3%</td>
<td>$59,938</td>
<td>$2,800</td>
<td>13.5%</td>
<td>$6,000</td>
<td>10.8%</td>
</tr>
<tr>
<td>iMAcc</td>
<td>100%</td>
<td>$65,764</td>
<td>$2,926</td>
<td>51.9%</td>
<td>$1,750</td>
<td>3.7%</td>
</tr>
<tr>
<td>Actuarial Science</td>
<td>81%</td>
<td>$72,038</td>
<td>$5,833</td>
<td>84.6%</td>
<td>$0</td>
<td>0%</td>
</tr>
<tr>
<td>CIENT</td>
<td>83%</td>
<td>$66,395</td>
<td>$6,188</td>
<td>42.1%</td>
<td>$4,125</td>
<td>21%</td>
</tr>
<tr>
<td>Finance</td>
<td>93.7%</td>
<td>$77,156</td>
<td>$7,492</td>
<td>71.2%</td>
<td>$5,066</td>
<td>19.5%</td>
</tr>
<tr>
<td>Management</td>
<td>76%</td>
<td>$60,266</td>
<td>$5,661</td>
<td>41%</td>
<td>$5,279</td>
<td>27.3%</td>
</tr>
<tr>
<td>Management Information Systems</td>
<td>84.4%</td>
<td>$69,138</td>
<td>$6,150</td>
<td>69%</td>
<td>$5,600</td>
<td>17.2%</td>
</tr>
<tr>
<td>Marketing</td>
<td>85.7%</td>
<td>$58,209</td>
<td>$4,283</td>
<td>38.2%</td>
<td>$4,317</td>
<td>33.3%</td>
</tr>
<tr>
<td>Risk Management: Enterprise</td>
<td>96.5%</td>
<td>$68,667</td>
<td>$4,818</td>
<td>64.7%</td>
<td>$5,167</td>
<td>17.6%</td>
</tr>
<tr>
<td>Risk Management: Real Estate</td>
<td>72.7%</td>
<td>$80,667</td>
<td>$0</td>
<td>0%</td>
<td>$0</td>
<td>0%</td>
</tr>
<tr>
<td>Supply Chain and Information Systems</td>
<td>91.2%</td>
<td>$68,515</td>
<td>$5,324</td>
<td>64.5%</td>
<td>$6,784</td>
<td>38.7%</td>
</tr>
</tbody>
</table>
## Top Hiring Companies (Full-Time)

<table>
<thead>
<tr>
<th>10-16 Hires</th>
<th>8 Amazon, PNC, Bank of America 3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-8 Hires</td>
<td>ALDI, Citi, Clark Associates, Goldman Sachs, IBM, Johnson &amp; Johnson, Lockheed Martin, Manhattan Associates, RSM US LLP, Vanguard</td>
</tr>
<tr>
<td>4-5 Hires</td>
<td>Accenture, The Boeing Company, Burlington, Camelot Management Consultants, CBRE, The Hershey Company, Honeywell, New York Life, Northrop Grumman, Penn State University, SEI, Siemens, Target, Technomics, Textron, TTI, Unilever, WebFX</td>
</tr>
<tr>
<td>3 Hires</td>
<td>Addison Group, AIG, Baker Tilly, Chatham Financial, CVS Health, Dell, Dick’s Sporting Goods, Enterprise, Fidelity Investments, Reckitt Benckiser, SMBC, Walmart</td>
</tr>
</tbody>
</table>

**46 hires**
- KPMG
- PwC

**46 hires**
- Deloitte

**36 hires**
- EY

**33 hires**
- Oracle

**21 hires**
- PepsiCo

**20 hires**
- Grant Thornton

**17 hires**
- JPMorgan Chase
## Top Hiring Companies (Internship/Co-Op)

<table>
<thead>
<tr>
<th>Company</th>
<th>Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>pwc</td>
<td>49</td>
</tr>
<tr>
<td>PennState</td>
<td>31</td>
</tr>
<tr>
<td>KPMG</td>
<td>29</td>
</tr>
<tr>
<td>EY</td>
<td>28</td>
</tr>
<tr>
<td>Deloitte</td>
<td>27</td>
</tr>
<tr>
<td>Johnson &amp; Johnson</td>
<td>23</td>
</tr>
<tr>
<td>PEPSICO</td>
<td>21</td>
</tr>
<tr>
<td>JPMorgan Chase</td>
<td>18</td>
</tr>
<tr>
<td>Amazon</td>
<td>17</td>
</tr>
<tr>
<td>8-13 Hires</td>
<td></td>
</tr>
<tr>
<td>Altria, Bank of America, CVS Health, Lockheed Martin, Morgan Stanley, Northwestern Mutual, PNC, Textron</td>
<td></td>
</tr>
<tr>
<td>6-7 Hires</td>
<td></td>
</tr>
<tr>
<td>Air Products and Chemicals, ALDI, ALKU, Caterpillar, Citi, Grant Thornton, The Hershey Company, Highmark Health, IBM, Reckitt Benckiser, RSM US LLP, Siemens</td>
<td></td>
</tr>
<tr>
<td>4-5 Hires</td>
<td></td>
</tr>
<tr>
<td>Accenture, Baker Tilly, Bechtel, BDO, The Boeing Company, CBRE, Clark Associates, DHL, FedEx, Goldman Sachs, Kimberly-Clark, Kohl’s, Lincoln Financial, Novartis, Pfizer, State Farm, TE Connectivity, Technomincs, UPMC, Wegman’s</td>
<td></td>
</tr>
<tr>
<td>3 Hires</td>
<td></td>
</tr>
</tbody>
</table>
Placement by Major: Accounting and Integrated MAcc

MAcc

- Full-Time employment: 95%
- Further Education/Fellowship: 3.3%
- Post-grad Internship: 1.7%
- Still Seeking: 0%

Average Full-Time Salary: $65,764
Average Signing Bonus: $2,926
51.9% Received a bonus
Average Relocation Bonus: $1,750
3.7% Received a bonus

Sample of Full-Time Hiring Companies:
- Amerisource Bergen
- Baker Tilly
- Bank of America
- Defense Logistics Agency
- Deloitte (5)
- EY (4)
- Goldman Sachs
- Grant Thornton (2)
- Harmony Group
- KPMG (10)
- PricewaterhouseCoopers (5)
- Raymond James
- BTS (2)
- CEE (2)
- FT (5)
- Katten (2)
- PricewaterhouseCoopers (3)
- RSM (3)

Accounting

- Full-Time employment: 45.9%
- Further Education/Fellowship: 34.2%
- Post-grad Internship: 4.8%
- Entrepreneurship Endeavor: <1%
- Military: <1%
- Still Seeking: 13.7%

Average Full-Time Salary: $59,938
Average Signing Bonus: $2,800
Receieved a bonus: 13.5%
Average Relocation Bonus: $6,000
Receieved a bonus: 10.8%

Sample of Internship/Co-Op Hiring Companies:
(Junior Year)

Sample of Full-Time Hiring Companies:
- Amerisource Bergen
- Baker Tilly
- Bank of America
- Defense Logistics Agency
- Deloitte (5)
- EY (4)
- Goldman Sachs
- Grant Thornton (2)
- Harmony Group
- KPMG (10)
- PricewaterhouseCoopers (5)
- Raymond James
- BTS (2)
- CEE (2)
- FT (5)
- Katten (2)
- PricewaterhouseCoopers (3)
- RSM (3)
Placement by Major:

**Actuarial Science**

$72,038
Average Full-Time Salary

$5,833
Average Relocation Bonus

84.6%
Received a bonus

**Sample of Full-Time Hiring Companies**
- Aetna
- Aon
- Centene Corporation
- Cigna
- Deloitte
- Highmark Health
- Horizon Blue Cross Blue Shield
- New York Life
- Penn Mutual Life Insurance
- TMNAS
- Willis Towers Watson

**Sample of Internship/Co-Op Hiring Companies (Junior Year)**
- Aetna
- China Pacific Insurance Co.
- Cigna
- General Life China
- Highmark Health
- Mutual Benefit Group
- Penn Mutual Life Insurance
- Prudential Financial
- Segal
- Wakely
- Willis Towers Watson

$0
Average Signing Bonus

0%
Received a bonus

66.7%
Full-Time employment

14.3%
Further Education/Fellowship

19%
Post-grad Internship

70%
% with 1+ internship

100%
were paid

$22.40
average hourly pay
Placement by Major:

**Corporate Innovation and Entrepreneurship**

- **Average Full-Time Salary**: $72,038
- **Average Relocation Bonus**: $5,833
- **Received a bonus**: 84.6%

**Sample of Full-Time Hiring Companies**

- PepsiCo (2)
- Aramark
- Barclays
- CVS Health
- Deloitte
- Equitable Advisors
- Grant Thornton
- Guidehouse
- Major League Baseball
- Metlife
- PricewaterhouseCoopers
- TTI

**Sample of Internship/Co-Op Hiring Companies (Junior Year)**

- Amazon (2)
- CVS Health (2)
- AFL-CIO Housing Investment Trust
- ALKU
- Appalachian Food Works
- Bank of America
- Constellation Brands
- InterviewMatch
- PepsiCo
- State College Spikes
- Technomics
- Upkey

- **$72,038**
  - Average Full-Time Salary
- **$5,833**
  - Average Relocation Bonus
- **0%**
  - Received a bonus

- **57.4%**
  - Full-Time employment
- **14.9%**
  - Further Education/Fellowship
- **2.1%**
  - Post-grad Internship
- **2.1%**
  - Post-grad Internship
- **65.9%**
  - % with 1+ internship
- **76.2%**
  - were paid
- **$16.40**
  - average hourly pay
- **76.2%**
  - were paid

- **2.1%**
  - Military Service
- **6.4%**
  - Entrepreneurship Endeavor
- **17%**
  - Still Seeking
Placement by Major:

**Finance**

- **$77,156**
  - Average Full-Time Salary
- **$7,492**
  - Average Signing Bonus
- **71.2%**
  - Received a bonus

**Sample of Full-Time Hiring Companies**
- Accenture (5)
- AIG (3)
- Bank of America (12)
- Chatham Financial (3)
- Citi (8)
- Clark Associates (2)
- Cushman & Wakefield (2)
- Deloitte (11)
- Deutsche Bank (2)
- EY (10)
- Goldman Sachs (5)
- Grant Thornton (3)
- JPMorgan Chase & Co. (16)
- KPMG (12)
- Northrop Grumman (2)
- Oracle (2)
- PNC Financial Services (5)
- PricewaterhouseCoopers (7)
- SEI (3)
- SMBC (3)
- Vanguard (4)

- **$5,066**
  - Average Relocation Bonus
- **19.5%**
  - Received a bonus

**Sample of Internship/Co-Op Hiring Companies**

- Sample of Internship/Co-Op Hiring Companies (Junior Year)
  - Accenture (2)
  - AIG (2)
  - Bank of America (6)
  - BNY Mellon (2)
  - CBRE (2)
  - Chatham Financial (2)
  - Citi (7)
  - Deloitte (5)
  - EY (3)
  - FT Partners (2)
  - Goldman Sachs (4)
  - IBM (2)
  - JPMorgan Chase & Co. (12)
  - KPMG (6)
  - Meridian Bank (2)
  - Morgan Stanley (6)
  - Novartis Pharmaceuticals (2)
  - Pfizer (2)
  - PNC Financial Services (6)
  - PricewaterhouseCoopers (6)
  - Siemens (3)
  - Telextrum (2)
  - UBS (2)
  - UPMC (2)
  - Wealthspire Advisors (2)

- **71.8%**
  - Full-Time employment
- **19.5%**
  - Further Education/Fellowship
- **<1%**
  - Post-grad Internship
- **1%**
  - Military Service
- **<1%**
  - Entrepreneurship Endeavor
- **6.3%**
  - Still Seeking
- **84.6%**
  - % with 1+ internship
- **84.9%**
  - were paid

- **$21.96**
  - average hourly pay
Placement by Major:  
**Management**

$60,266  
Average Full-Time Salary

$5,661  
Average Signing Bonus

$5,279  
Average Relocation Bonus

41%  
Received a bonus

27.3%  
Received a bonus

Sample of Full-Time Hiring Companies
- ADP
- ALKU
- Amazon (3)
- Booz Allen Hamilton
- CBRE
- Collabera
- Deloitte
- Equitable Advisors
- Insight Global
- Northrop Grumman
- Oracle (2)
- PepsiCo (2)
- Proctor & Gamble
- Ross Stores, Inc.
- Vanguard
- WebFX

Sample of Internship/Co-Op Hiring Companies (Junior Year)
- Aflac Insurance
- ALKU
- Amazon (3)
- BlackRock
- BNY Mellon
- Bank of America
- Cushman & Wakefield
- DHL
- Highmark
- Marcum LLP
- Penn State University
- PepsiCo
- PPG
- Saks Fifth Avenue
- Target (2)
- Textron
- Volvo
- Walmart

49%  
Full-Time employment

19.4%  
Further Education/Fellowship

3.7%  
Post-grad Internship

<1%  
Military Service

2.8%  
Entrepreneurship

24%  
Still Seeking

69.2%  
% with 1+ internship

81.3%  
were paid

$15.82  
average hourly pay

Average Full-Time Salary

41%  
Received a bonus

27.3%  
Received a bonus

Sample of Full-Time Hiring Companies
- ADP
- ALKU
- Amazon (3)
- Booz Allen Hamilton
- CBRE
- Collabera
- Deloitte
- Equitable Advisors
- Insight Global
- Northrop Grumman
- Oracle (2)
- PepsiCo (2)
- Proctor & Gamble
- Ross Stores, Inc.
- Vanguard
- WebFX

Sample of Internship/Co-Op Hiring Companies (Junior Year)
- Aflac Insurance
- ALKU
- Amazon (3)
- BlackRock
- BNY Mellon
- Bank of America
- Cushman & Wakefield
- DHL
- Highmark
- Marcum LLP
- Penn State University
- PepsiCo
- PPG
- Saks Fifth Avenue
- Target (2)
- Textron
- Volvo
- Walmart

49%  
Full-Time employment

19.4%  
Further Education/Fellowship

3.7%  
Post-grad Internship

<1%  
Military Service

2.8%  
Entrepreneurship

24%  
Still Seeking

69.2%  
% with 1+ internship

81.3%  
were paid

$15.82  
average hourly pay
Placement by Major:
Risk Management (Enterprise)

$60,266
Average Full-Time Salary

$4,818
Average Signing Bonus

64.7%
Received a bonus

$5,167
Average Relocation Bonus

17.6%
Received a bonus

Sample of Full-Time Hiring Companies
- Aon
- Deloitte (3)
- EY (3)
- FINRA
- Grant Thornton
- KPMG (2)
- Lenox Advisors
- PNC Financial Services
- PricewaterhouseCoopers (2)
- RSM
- Withum

Sample of Internship/Co-Op Hiring Companies (Junior Year)
- Amazon
- ARM Institute
- Charles Schwab
- Deloitte
- Evans Wealth Strategies
- EY
- First National Bank
- GlaxoSmithKline
- KPMG (2)
- Marsh McLenna
- Nasdaq
- Ogilvy
- PNC Financial Services
- PricewaterhouseCoopers (2)
- RSM
- Synchrony Bank

83%
% with 1+ internship

81.3%
were paid

$15.82
average hourly pay

57.9%
Full-Time employment

36.8%
Further Education/Fellowship

1.8%
Military Service

3.5%
Still Seeking
Placement by Major:

**Risk Management (Real Estate)**

$80,667

- Average Full-Time Salary

$0

- Average Signing Bonus

0%

- Received a bonus

**Sample of Full-Time Hiring Companies**

- Hartford Investment
- Management Company
- Marcus & Millichap
- Rialto Capital Management

**$0**

- Average Relocation Bonus

0%

- Received a bonus

**Sample of Internship/Co-Op Hiring Companies (Junior Year)**

- CBRE
- Paradigm
- Redstone Investments

63.6%

- Full-Time employment

9%

- Further Education/Fellowship

27.3%

- Post-grad Internship

100%

- % with 1+ internship

80%

- were paid

$15.34

- average hourly pay
Placement by Major:

Supply Chain and Information Systems

**Sample of Full-Time Hiring Companies**

- ALDI (6)
- Amazon (4)
- The Boeing Company (3)
- Dell (3)
- Grant Thornton (5)
- The Hershey Company (3)
- Honeywell (3)
- IBM (5)
- Johnson & Johnson (3)
- KPMG (10)
- Lockheed Martin (7)
- Manhattan Associates (4)
- Oracle (4)
- PepsiCo (10)
- PNC Financial Services (3)
- PricewaterhouseCoopers (10)
- Unilever (4)

**Sample of Internship/Co-Op Hiring Companies (Junior Year)**

- Air Products and Chemicals (4)
- ALDI (4)
- Amazon (7)
- Bechtel (3)
- Caterpillar (4)
- CVS Health (3)
- DHL (3)
- The Hershey Company (3)
- Johnson & Johnson (9)
- KPMG (3)
- Land O’Lakes (3)
- Lockheed Martin (3)
- PepsiCo (10)
- PricewaterhouseCoopers (4)
- Textron (3)

**Average Full-Time Salary**: $68,515

**Average Relocation Bonus**: $6,784

**Average Signing Bonus**: $5,324

64.5% Received a bonus

74.9% Full-Time employment

13.5% Further Education/Fellowship

1.2% Post-grad Internship

<1% Entrepreneurship Endeavor

81.3% were paid

69.2% % with 1+ internship

$15.82 average hourly pay

8.8% Still Seeking
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