Penn State Smeal College of Business

2020-2021 Undergraduate Outcomes Report

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

97.5% of students were placed within three months of graduation. 84% of students with an internship were paid.

Student Outcomes at Graduation by Population

<table>
<thead>
<tr>
<th>Population</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employment</td>
<td>81.4%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>1.4%</td>
</tr>
<tr>
<td>Military</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>13.5%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>2.5%</td>
</tr>
<tr>
<td>Students Reporting Internships/Co-ops</td>
<td>85%</td>
</tr>
</tbody>
</table>

85% of students reported 1 or more internship/co-op, of those, 66% had 2+ Internships/co-ops.

$63,668 Average Full-Time Starting Salary

$7,051 Average Signing Bonus

49% Received a Bonus

$5,345 Average Relocation Bonus

31% Received a Bonus

*Data was collected through an optional student survey distributed prior to Summer 2020, Fall 2020, and Spring 2021 commencements. We received 458 of 1,725 graduating student responses prior to graduation. Within three months of the graduating semester, 607 new records were added utilizing feedback from LinkedIn for a total knowledge rate of 61.8%. Knowledge rate is significantly down from previous years due to the lack of ability to survey on campus as a result of the COVID-19 pandemic.
Full-Time Employment Statistics

Students accepted full-time positions in 32 states and international locations (based on 693 known outcomes).

**Student Placement by Geographic Location**
- PA: 30.6%
- NY: 21%
- NJ: 8.5%
- VA: 5%
- MA: 4.8%
- MD: 3.9%
- CA, DC: 2.5%
- IL: 2.2%
- CT, FL, GA, TX: 2%
- Other States: Less than 2% each
- All Other States: 0%
- International: 2%

**Salary by Geographic Location**
- West: $75,800
- Northeast: $68,476
- Midwest: $67,692
- Southwest: $62,571
- South: $61,567
- Mid-Atlantic: $60,136
## 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>95.7%</td>
<td>$61,760</td>
<td>$6,500</td>
<td>16.7%</td>
<td>$4,500</td>
<td>16.7%</td>
</tr>
<tr>
<td>MAcc</td>
<td>100%</td>
<td>$62,705</td>
<td>$3,909</td>
<td>25.6%</td>
<td>$1,333</td>
<td>7%</td>
</tr>
<tr>
<td>Actuarial Science</td>
<td>94.4%</td>
<td>$77,325</td>
<td>$7,389</td>
<td>90%</td>
<td>$2,500</td>
<td>30%</td>
</tr>
<tr>
<td>CIENT</td>
<td>93.3%</td>
<td>$57,333</td>
<td>$6,200</td>
<td>71%</td>
<td>$7,000</td>
<td>43%</td>
</tr>
<tr>
<td>Finance</td>
<td>98.1%</td>
<td>$68,108</td>
<td>$9,339</td>
<td>57%</td>
<td>$4,369</td>
<td>20%</td>
</tr>
<tr>
<td>Management</td>
<td>94.3%</td>
<td>$57,653</td>
<td>$7,711</td>
<td>56%</td>
<td>$6,500</td>
<td>25%</td>
</tr>
<tr>
<td>Management Information Systems</td>
<td>98.3%</td>
<td>$69,939</td>
<td>$6,927</td>
<td>48%</td>
<td>$4,200</td>
<td>22%</td>
</tr>
<tr>
<td>Marketing</td>
<td>96.2%</td>
<td>$54,142</td>
<td>$4,313</td>
<td>50%</td>
<td>$6,250</td>
<td>33%</td>
</tr>
<tr>
<td>Risk Management: Enterprise</td>
<td>100%</td>
<td>$61,150</td>
<td>$5,444</td>
<td>82%</td>
<td>$3,875</td>
<td>36%</td>
</tr>
<tr>
<td>Risk Management: Real Estate</td>
<td>100%</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
<td>**</td>
</tr>
<tr>
<td>Supply Chain and Information Systems</td>
<td>98.3%</td>
<td>$64,695</td>
<td>$6,808</td>
<td>52%</td>
<td>$5,951</td>
<td>43%</td>
</tr>
</tbody>
</table>

*% 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)

<table>
<thead>
<tr>
<th>Company</th>
<th>42 hires</th>
<th>39 hires</th>
<th>37 hires</th>
<th>27 hires</th>
<th>26 hires</th>
<th>25 hires</th>
<th>20 hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPMG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PwC</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deloitte</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amazon</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EY</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Oracle</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Pepsi</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hires</th>
<th>Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-19</td>
<td>Burlington, JPMorgan Chase &amp; Co., PNC Financial Services</td>
</tr>
<tr>
<td>7-9</td>
<td>Bank of America Corp, Goldman Sachs, Grant Thornton, SEI, TJX Companies, Vanguard</td>
</tr>
<tr>
<td>5-6</td>
<td>Capital One, Cigna, Citi, Clark Associates, Enterprise, The Estée Lauder Companies, Gopuff, The Hershey Company, IBM, Johnson &amp; Johnson, L’Oreal, Lockhe</td>
</tr>
</tbody>
</table>
| 3-4    | Accenture, ADP, ALDI, BDO, BlackRock, Dick’s Sporting Goods, Flywheel Digital, M&T Bank, Macy’s, Mars Incorporated, Medtronic, Mandelez Internation |}

Penn State Smeal College of Business 5
### Top Hiring Companies (Internship/Co-Op)

<table>
<thead>
<tr>
<th>KPMG</th>
<th>37 hires</th>
<th>10-14 Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>PwC</td>
<td>35 hires</td>
<td>Amazon, Bank of America, JPMorgan Chase &amp; Co., Morgan Stanley, PepsiCo, PNC Financial Services</td>
</tr>
<tr>
<td>Deloitte</td>
<td>27 hires</td>
<td>The Boeing Company, Grant Thornton, The Hershey Company, IBM, Prudential Financial, Siemens, Textron, Walmart</td>
</tr>
<tr>
<td>Penn State</td>
<td>18 hires</td>
<td>Baker Tilly, BDO, Colorcon, Diamond Communications, EisnerAmper, GE, Kohl's, Mars Incorporated, Merck &amp; Co., Meridian Bank, Mylan, Pinnacle Polymers, PPG Industries, Qurate Retail Group, Raymond James, Schneider Downs, TJX Companies</td>
</tr>
<tr>
<td>Johnson &amp; Johnson</td>
<td>17 hires</td>
<td></td>
</tr>
</tbody>
</table>
## Overall Accounting Student Outcomes
(Knowledge Rate: 93/180, 51.7%)

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>48.4%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>45.2%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>2.2%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>4.3%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>84.4%</td>
</tr>
</tbody>
</table>

### Top Hiring Companies

- **Full-Time**
  - BDO
  - EY
  - PwC

- **Internship**
  - EY
  - PwC

### Average Salary
- Full-Time: $61,760
- Intern: $22.19 hourly
- 85.2% of junior year internships were paid

### Signing Bonuses
- Average Signing Bonus: $6,500
- Percentage of students receiving a bonus: 16.7%

### Relocation Bonuses
- Average Relocation Bonus: $4,500
- Percentage of students receiving a bonus: 16.7%

## Overall Integrated MAcc Student Outcomes
(Knowledge Rate: 81/112, 72.3%)

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>97.5%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>1.2%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>1.2%</td>
</tr>
</tbody>
</table>

### Top Hiring Companies

- **Full-Time**
  - EY
  - Deloitte
  - KPMG
  - PwC

- **Internship**
  - KPMG
  - Mylan N.V.
  - Parker Hannifin
  - PwC
  - Schneider Downs

### Average Salary
- Full-Time: $62,705

### Signing Bonuses
- Average Signing Bonus: $3,909
- Percentage of students receiving a bonus: 25.6%

### Relocation Bonuses
- Average Relocation Bonus: $1,333
- Percentage of students receiving a bonus: 7%
Placement by Major: Actuarial Science

**Overall Student Outcomes**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>88.9%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>5.6%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>5.6%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>83.3%</td>
</tr>
</tbody>
</table>

**Top Hiring Companies: Full-Time**
- Cigna
- Deloitte

**Top Hiring Companies: Internships**
- Cigna
- Lincoln Financial Group
- Transamerica

**Average Salary**
- Full-Time: $77,325
- Intern: $24.63 hourly
- 100% of junior year internships were paid

**Signing Bonuses**
- Average Signing Bonus: $7,389
- Percentage of students receiving a bonus: 90%

**Relocation Bonuses**
- Average Relocation Bonus: $2,500
- Percentage of students receiving a bonus: 30%
Overall Student Outcomes (Knowledge Rate: 30/62, 48.4%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>70%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>6.7%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>3.3%</td>
</tr>
<tr>
<td>Military</td>
<td>3.3%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>6.7%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>80%</td>
</tr>
</tbody>
</table>

Average Salary
- Full-Time: $57,333
- Intern: $16.17 hourly
- 50% of junior year internships were paid

Signing Bonuses
- Average Signing Bonus: $6,200
- Percentage of students receiving a bonus: 71.4%

Relocation Bonuses
- Average Relocation Bonus: $7,000*
- Percentage of students receiving a bonus: 42.9%

Top Hiring Companies: Full-Time
- Amazon
- Oracle

Top Hiring Companies: Internships
- Amazon
Placement by Major: Finance

Overall Student Outcomes
(Knowledge Rate: 265/432, 61.3%)

<table>
<thead>
<tr>
<th>Offer Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>81.9%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>15.8%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>1.9%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>87.4%</td>
</tr>
</tbody>
</table>

Average Salary
- Full-Time: $68,108
- Intern: $23.16 hourly
- 83% of junior year internships were paid

Signing Bonuses
- Average Signing Bonus: $9,339
- Percentage of students receiving a bonus: 57%

Relocation Bonuses
- Average Relocation Bonus: $4,369
- Percentage of students receiving a bonus: 20%

Top Hiring Companies: Full-Time
- Citi
- Deloitte
- EY
- Goldman Sachs
- JPMorgan Chase & Co.
- KPMG
- PNC Financial Services
- SEI
- UBS

Top Hiring Companies: Internships
- The Boeing Company
- JPMorgan Chase & Co.
- KPMG
- Morgan Stanley
- Northwestern Mutual
- PNC Financial Services

Average Full-Time Salary: $68,108
Average Signing Bonus: $9,339
57% Received a Bonus
### Placement by Major: Management

<table>
<thead>
<tr>
<th>Overall Student Outcomes (Knowledge Rate: 53/108, 49.1%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full-Time Offers</strong></td>
</tr>
<tr>
<td><strong>Further Education/Fellowship</strong></td>
</tr>
<tr>
<td><strong>Entrepreneurship</strong></td>
</tr>
<tr>
<td><strong>Post-Graduation Internship</strong></td>
</tr>
<tr>
<td><strong>Still Seeking</strong></td>
</tr>
<tr>
<td><strong>% with 1+ internship</strong></td>
</tr>
</tbody>
</table>

#### Average Salary
- Full-Time: $57,653
- Intern: $17.41 hourly
- 72.7% of junior year internships were paid

#### Signing Bonuses
- Average Signing Bonus: $7,711
- Percentage of students receiving a bonus: 56.3%

#### Relocation Bonuses
- Average Relocation Bonus: $6,500
- Percentage of students receiving a bonus: 25%

#### Top Hiring Companies: Full-Time
- Addison Group
- ALDI
- Amazon
- Enterprise
- PepsiCo

#### Top Hiring Companies: Internships
- Amazon
- The Pennsylvania State University

Penn State Smeal College of Business
Placement by Major: Management Information Systems

Overall Student Outcomes (Knowledge Rate: 60/91, 65.9%)

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>93.3%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>3.3%</td>
</tr>
<tr>
<td>Military</td>
<td>1.7%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>1.7%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>75%</td>
</tr>
</tbody>
</table>

Average Salary
- Full-Time: $69,939
- Intern: $25.67 hourly
- 82.6% of junior year internships were paid

Signing Bonuses
- Average Signing Bonus: $6,927
- Percentage of students receiving a bonus: 47.8%

Relocation Bonuses
- Average Relocation Bonus: $4,200
- Percentage of students receiving a bonus: 21.7%

Top Hiring Companies: Full-Time
- Deloitte
- KPMG
- Manhattan Associates
- Oracle
- PwC
- Veeva Systems

Top Hiring Companies: Internships
- Deloitte
- Grant Thornton
- KPMG
- Visa
- TJX Companies

$69,939 Average Full-Time Salary
$6,927 Average Signing Bonus
47.8% Received a Bonus
Placement by Major: Marketing

**Overall Student Outcomes**

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>85.7%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>7.1%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>2.7%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>3.8%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>78.7%</td>
</tr>
</tbody>
</table>

**Average Salary**

- Full-Time: $54,142
- Intern: $19.10 hourly
- 69.5% of junior year internships were paid

**Signing Bonuses**

- Average Signing Bonus: $4,313
- Percentage of students receiving a bonus: 29.6%

**Relocation Bonuses**

- Average Relocation Bonus: $6,250
- Percentage of students receiving a bonus: 33%

**Top Hiring Companies: Full-Time**

- Amazon
- Burlington
- Flywheel Digital
- Oracle
- PepsiCo
- Publicis Health Media, LLC
- TJX Companies

**Top Hiring Companies: Internships**

- Burlington
- Colorcon
- Lutron
- The Pennsylvania State University
- PepsiCo
- Qurate Retail Group
- QVC

**Average Full-Time Salary**

$54,142

**Average Signing Bonus**

$4,313

**Received a Bonus**

29.6%
## Placement by Major: Risk Management

### Risk Management - Enterprise

<table>
<thead>
<tr>
<th>Overall Student Outcomes (Knowledge Rate: 40/65, 61.5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
</tr>
<tr>
<td>% with one internship</td>
</tr>
</tbody>
</table>

**Top Hiring Companies: Full-Time**
- EY
- Goldman Sachs
- Morgan Stanley
- Synchrony Financial

**Top Hiring Companies: Internships**
- Synchrony Financial

**Average Salary**
- Full-Time: $61,150
- Intern: $17.20 hourly
- 73.3% of junior year internships were paid

**Signing Bonuses**
- Average Signing Bonus: $5,444
- Percentage of students receiving a bonus: 82%

**Relocation Bonuses**
- Average Relocation Bonus: $3,875
- Percentage of students receiving a bonus: 36.4%

### Risk Management - Real Estate

<table>
<thead>
<tr>
<th>Overall Student Outcomes (Knowledge Rate: 16/26, 61.5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
</tr>
</tbody>
</table>

**Top Hiring Companies: Full-Time**
- Not enough information to report.

**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: 227/346, 65.6%)

<table>
<thead>
<tr>
<th>Placement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Offers</td>
<td>85%</td>
</tr>
<tr>
<td>Further Education/Fellowship</td>
<td>8.8%</td>
</tr>
<tr>
<td>Military</td>
<td>2.6%</td>
</tr>
<tr>
<td>Post-Graduation Internship</td>
<td>1.7%</td>
</tr>
<tr>
<td>Still Seeking</td>
<td>1.7%</td>
</tr>
<tr>
<td>% with 1+ internship</td>
<td>84%</td>
</tr>
</tbody>
</table>

#### Average Salary
- Full-Time: $64,695
- Intern: $22.69 hourly
- 84.6% of junior year internships were paid

#### Signing Bonuses
- Average Signing Bonus: $6,808
- Percentage of students receiving a bonus: 52.2%

#### Relocation Bonuses
- Average Relocation Bonus: $5,951
- Percentage of students receiving a bonus: 43.3%

### Top Hiring Companies: Full-Time
- Amazon
- Burlington
- Clark Associates
- Deloitte
- The Estée Lauder Companies
- GoPuff
- The Hershey Company
- KPMG
- Lockheed Martin
- L’Oreal
- Manhattan Associates
- Medtronic
- Mandelez
- Oracle
- Parker Hannifin
- PepsiCo
- Parker Hannifin
- Walmart

### Top Hiring Companies: Internships
- The Estée Lauder Companies
- The Hershey Company
- IPS
- Johnson & Johnson
- Lockheed Martin
- L’Oreal
- PepsiCo
- PwC
- Walmart

$64,695 Average Full-Time Salary
$6,808 Average Signing Bonus
52.2% Received a Bonus
Thank You to Our 2020-2021 Corporate Partners!