

2021 Employment Report

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PennState
Smeal College of Business

MBA
Program

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Class Profile

Entering Class Size

55

Mean Prior Work Experience

67 months

Mean Age of New Entrants

29 years

Mean GMAT Score

657

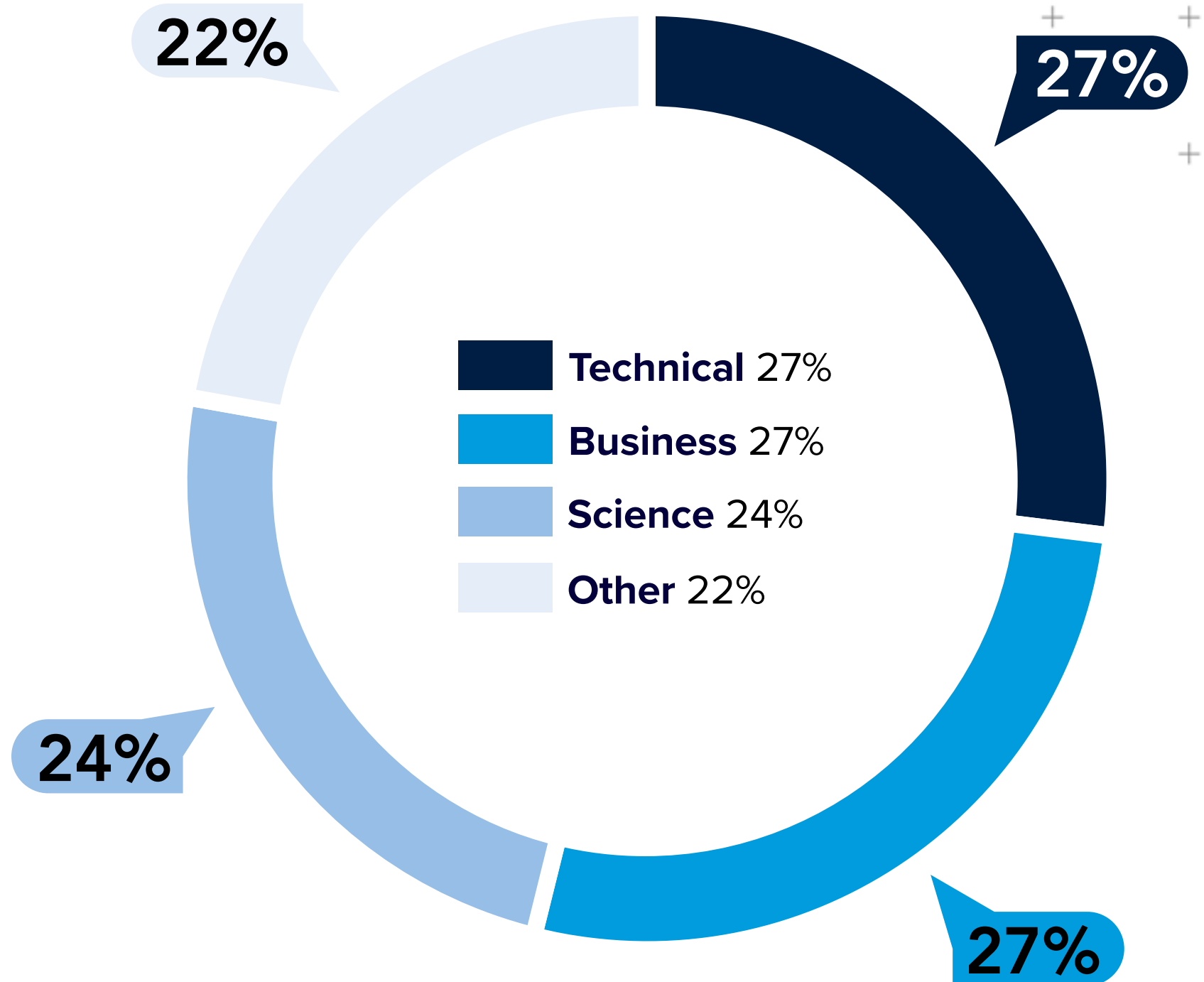
Mean GRE Score

309

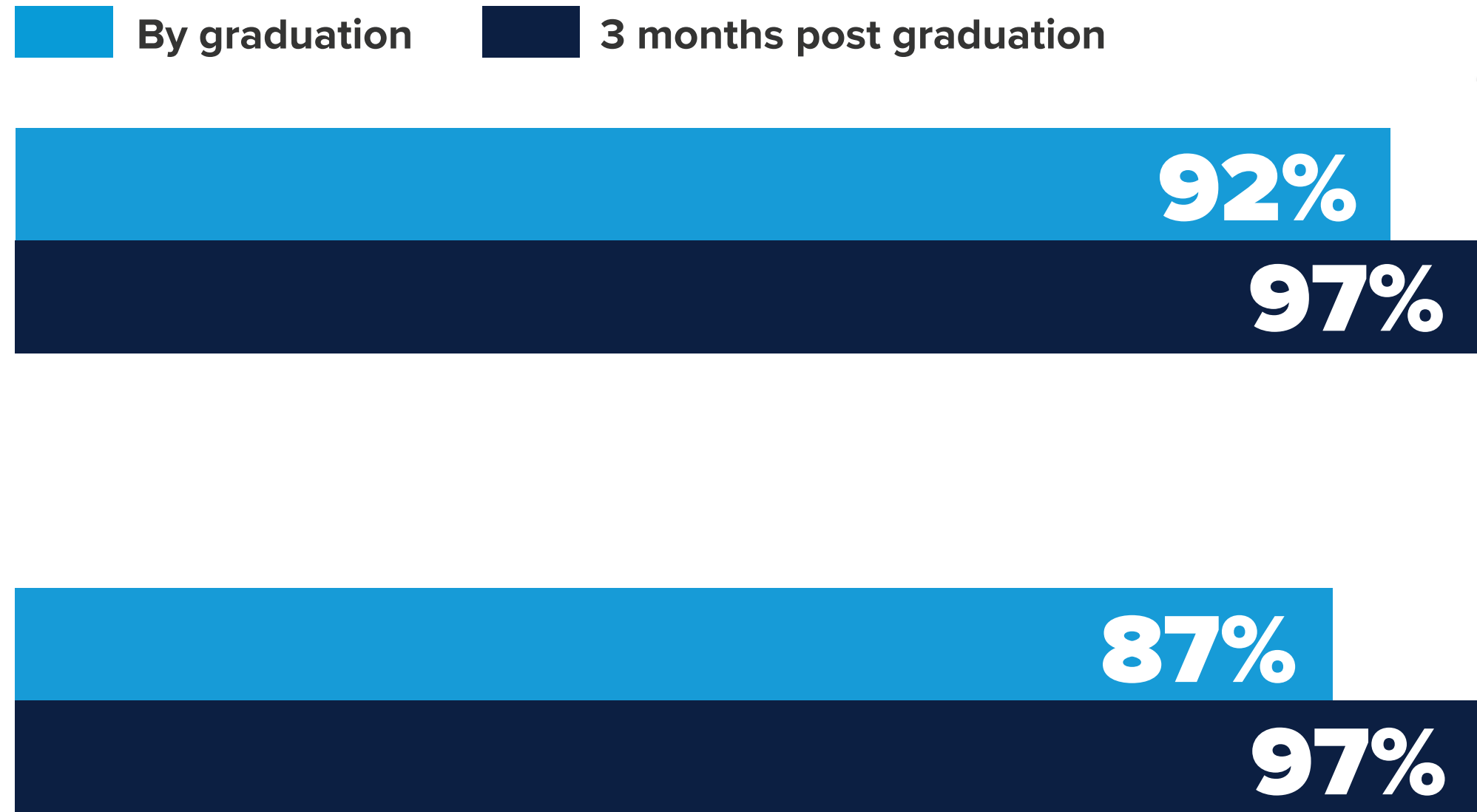
Mean Undergraduate GPA

3.43

Undergraduate Specializations



Job Offer Overview





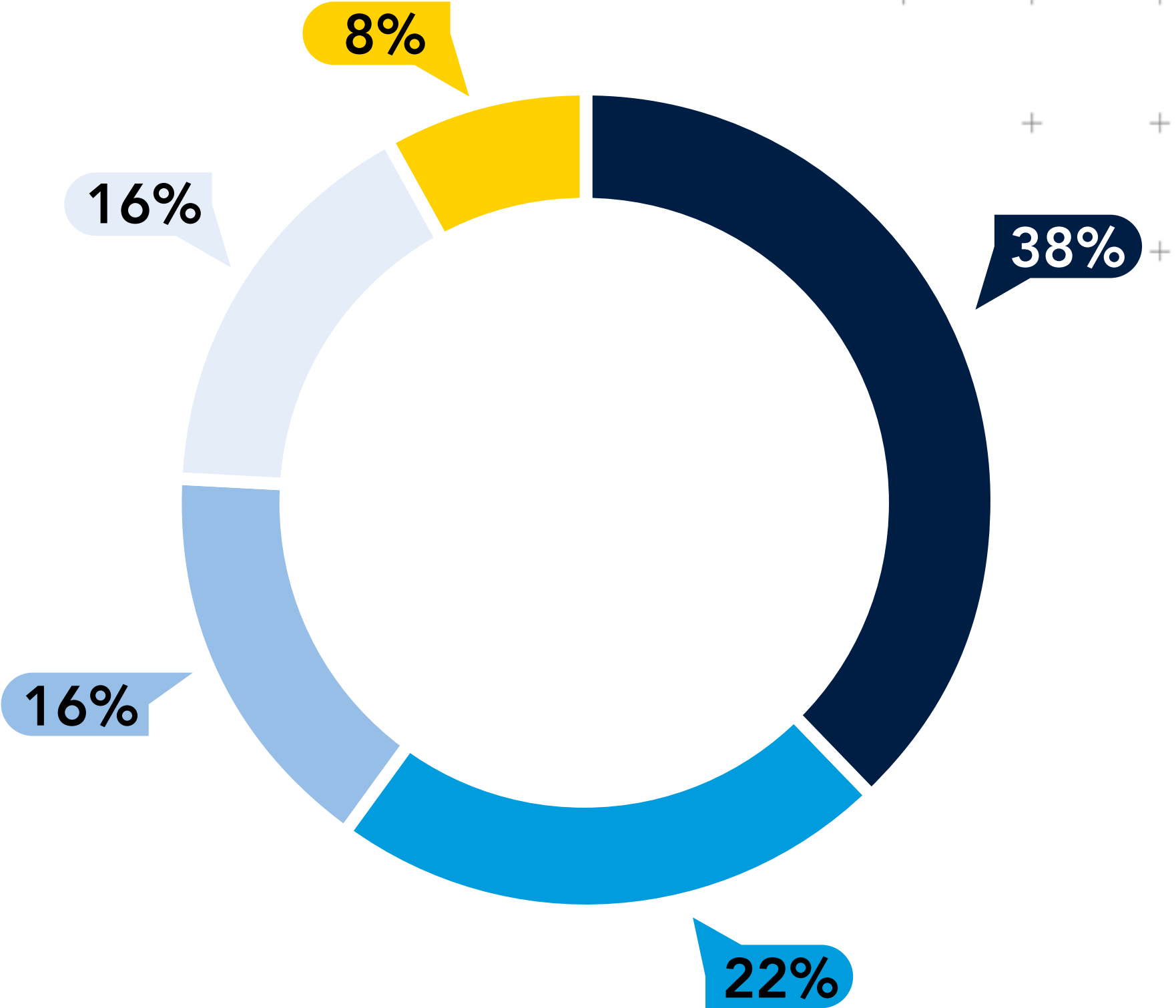
Compensation Overview

Base Salary		Signing Bonus (85% Receiving)	
Mean	\$114,008	Mean	\$26,179
Median	\$115,000	Median	\$22,500
Maximum	\$165,000	Maximum	\$70,000
Minimum	\$77,000	Minimum	\$3,000

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

- Supply Chain/Operations/Logistics 38%
- Marketing/Sales 22%
- Consulting 16%
- General Management & Other 16%
- Finance/Accounting 8%



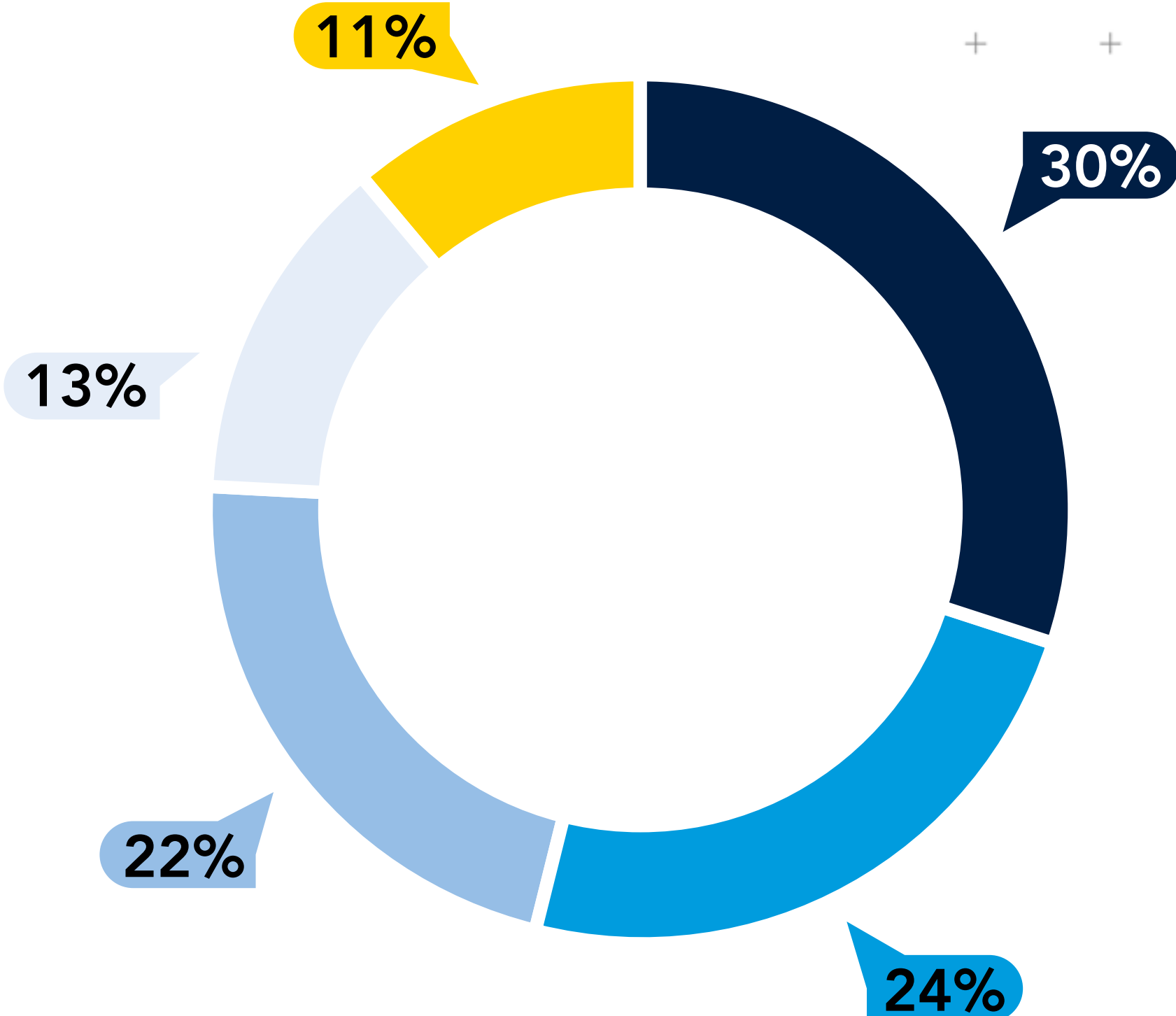
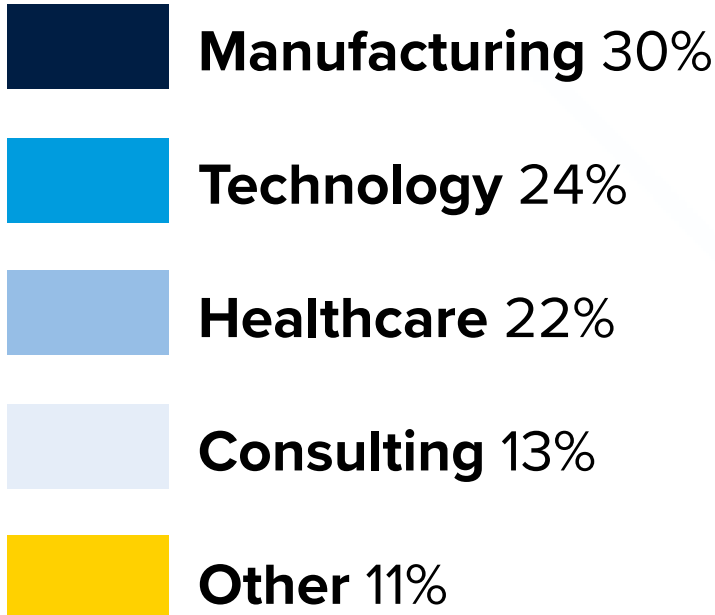
Note: Based on total students providing function information.

Base Salary by Function

	Consulting	Finance and Accounting	General Management and Other	Marketing and Sales	Supply Chain, Operations and Logistics
Mean	\$116,167	\$99,000	\$109,750	\$123,000	\$113,661
Median	\$112,500	\$100,000	\$114,000	\$123,000	\$113,500

Note: Based on total students providing function information.

Employment by Industry



Note: Industries represented in the Other category include Consumer Packaged Goods and Retail.

Based on total students providing industry information.

Base Salary by Industry

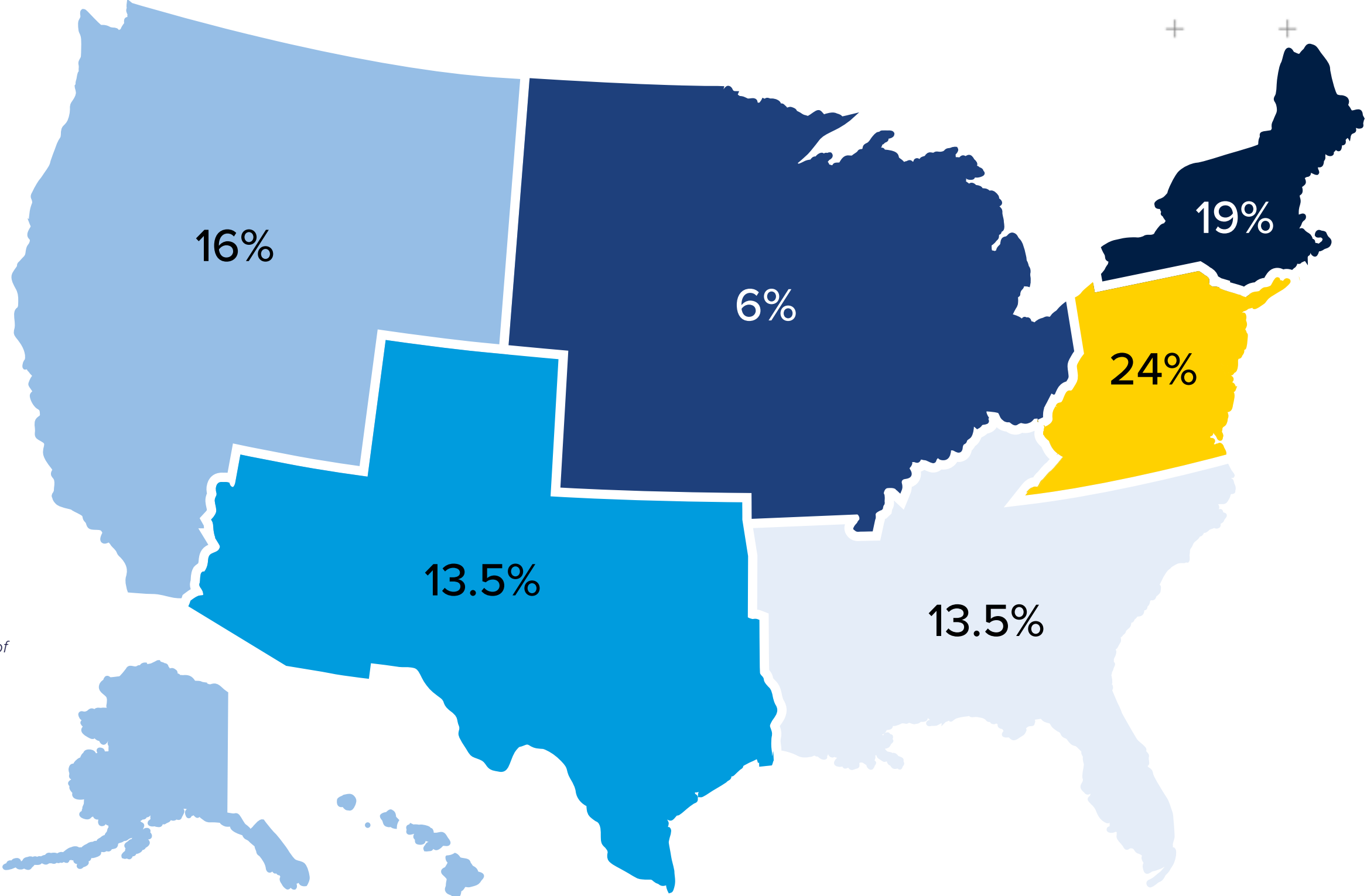
	Consulting	Healthcare	Manufacturing	Technology	Other
Mean	\$114,400	\$113,286	\$111,525	\$120,500	\$106,000
Median	\$105,000	\$115,000	\$113,500	\$125,000	\$112,000

Note: Industries represented in the Other category include Consumer Packaged Goods and Retail.

Based on total students providing industry information.

Employment by U.S. Geographic Region

- Northeast 19%**
- Mid-Atlantic 24%**
- South 13.5%**
- Midwest 6%**
- Southwest 13.5%**
- West 16%**



Note: Based on total students providing geographic information.

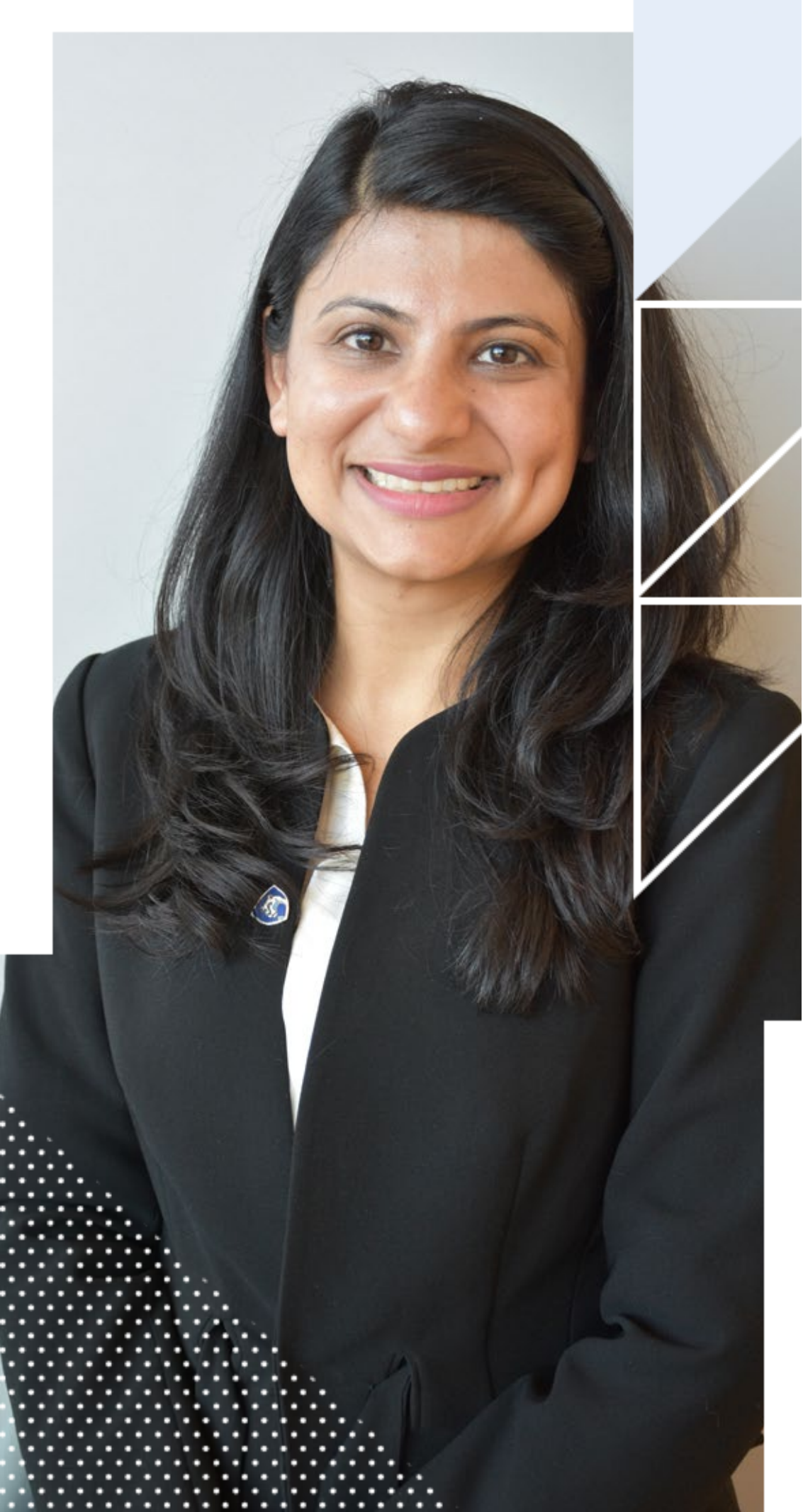
8% of graduates accepted positions based outside of the U.S.

Base Salary by U.S. Geographic Region

	Northeast	Mid-Atlantic	South	Southwest	West
Mean	\$108,286	\$110,000	\$105,800	\$122,200	\$122,375
Median	\$109,000	\$110,000	\$112,000	\$125,000	\$115,000

Note: Based on total students providing geographic information.

Due to an insufficient number of data points, meaningful and anonymous statistics could not be created for the Midwest Region of the United States. Students also accepted jobs in International regions (8%).



Full-Time Hiring Organizations

Amazon.com, Inc. (4)*

Athleta (Gap Inc.)

BearingPoint Consulting Inc.

Bliley Technologies

Bristol Myers Squibb Company

Clarkston Consulting

Dell Technologies Inc. (5)*

Deloitte Consulting LLP (2)

E. & J. Gallo Winery

Eastman Chemical Company*

Forian Inc.

Highmark Health

Honeywell International Inc. (2)

Huazhong University of Science & Technology*

Infor (US), Inc.*

Intel Corp.

Johnson & Johnson (3)*

Mattel, Inc.*

Merck & Co., Inc.

Microsoft Corporation*

Novartis

Sanofi Genzyme Corporation*

TE Connectivity

Verizon Communications Inc.

Yunxuetang*

ZS Associates

(#) Denotes number of graduates hired by the company if greater than one.

() Denotes employer that hired an international student(s).*

Class of 2022 Internship Compensation

Base Weekly Salary

Mean:

\$42/hr

Median:

\$40/hr

Maximum:

\$67/hr

Minimum:

\$15/hr

Base Salary by Function

	Percent of Students	Mean	Median
Consulting	13%	\$44	\$49
Finance	18%	\$49	\$46
Marketing	13%	\$39	\$43
Supply Chain/ Operations/ Logistics	40%	\$38	\$39
General Mgmt/ Other	16%	\$44	\$46

Notes: 1) All base salary data converted to an hourly wage format.

2) Base salary data excludes other compensation items such as a signing bonus, relocation, corporate housing, and other benefits or perquisites. Only paid internships are included in the data set.

3) Some firms include non-salary perquisites as part of the overall internship offering, which can lower average base salary statistics and can make it difficult to accurately compare one offer against another.

Internship Hiring Organizations

A.T. Kearney, Inc.

Advisor Credit Exchange

Amazon.com, Inc.*

Apple Inc.*

AstraZeneca

Capital Edge Consulting

Chevron Corporation

Cigna

Dell Technologies Inc.

Deloitte Consulting LLP

Ericsson Inc.

EY LLP

Ford Motor Company

Fresh Inc.

Hanesbrands Inc.

Highmark Health

Honeywell International Inc.

HP, Inc.

JP Morgan Chase & Company (4)

L'Oreal USA Inc.

MaksActivewear LLC

Mattel, Inc.*

Microsoft Corporation*

Red Hat, Inc.

Reef Technology Inc.*

Santander Bank, N.A.*

Seko Logistics

Sysco Corporation (2)

Taiwan Semiconductor
Manufacturing Co., Ltd.*

TE Connectivity

Tesla, Inc.*

The Hershey Company (2)

Under Armour, Inc

(#) Denotes number of graduates employed by the organization 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 – Adopted May, 2017) for the reporting of full-time MBA permanent employment statistics.
2. This report is compiled from data collected through September 9, 2021.
3. The Smeal MBA program collected useable employment information for 98% of full-time, resident MBA students who graduated between July 1, 2020 and June 30, 2021.
4. The Smeal MBA program received usable U.S. Dollar salary information from 89% of employed students. In addition, two graduates reported salary information in a non-U.S. currency. All compensation information contained in this review is self-reported.
5. Students enrolled in graduate, dual-degree programs (i.e. JD/MBA, MD/MBA) are not included in this report. BS/MBA program students are included in this report.
6. Base salary statistics exclude bonuses, commissions, benefits, perquisites, and stock options.
7. Employment and salary data contained in pages 3-10 are based on the 38 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 fully use the distinction of their degrees as March 1, 2021 and May 9, 2021.
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.