

VANDERBILT MBA 2014 EMPLOYMENT REPORT



VANDERBILT UNIVERSITY
OWEN GRADUATE SCHOOL OF MANAGEMENT

To Friends and Associates of Owen



We are pleased to present the Vanderbilt MBA Employment Report for the Classes of 2014 and 2015. It was another excellent year for the

talented MBA students of Owen. The key performance metrics we use to gauge success, which are widely used by our peer schools and by the rankings publications, all approached last year's record-setting results. At 90 days after graduation, a full 94% of those students seeking full-time employment had received at least one offer and 91% had accepted an offer. Average starting salary and bonus edged slightly higher than 2013, establishing a new benchmark for Owen.

Notable trends in the industries where our MBAs are headed for their full-time employment include the following:

- Consulting continues to be strong as 23% of the Class of 2014 entered this industry. Just four years ago, only 12% of graduates entered consulting.
- Technology has advanced sharply and now accounts for 18% of the full-time accepted offers, up from just 7% in 2010.

There were a number of successful new initiatives undertaken by the CMC in 2014. In the area of *On Campus Recruiting*, our robust efforts in employer development yielded a total of 65 companies interviewing on campus, up from the prior year and running counter to the national trend of less on-campus recruiting and more virtual recruiting and distance events. *New Employers Recruiting* at Owen included American Airlines, Infosys, CIGNA, Scripps, and Bridgestone, among others.

The CMC also organized and executed several successful new Treks, including the Tech Trek to Seattle and the Bay Area, the Pharma Trek to the Mid-Atlantic region and the Consulting Trek to Atlanta. These Treks expose students to new industries and geographies, provide excellent networking opportunities at high-demand companies like Google, Twitter, Boston Consulting Group and Johnson & Johnson, as well as connect students with local alumni.

The veteran CMC staff has been strengthened by the addition of a fifth coach, as well as the hiring of a full-time, highly credentialed career transition and leadership professional to develop and execute an exciting new alumni career services initiative.

Additionally, the outstanding CMC staff has enjoyed two consecutive years of all-time high ranking in the annual Student Satisfaction Survey.

As I enter my fifth year at Owen, I am immensely proud of the accomplishments of our students and staff. Moreover, the premier employers, who have recognized that we have something very special here, have helped launch us onto a clear path to preeminence. As I reflect on the past four years and measure our results against the strategic imperatives we laid out in 2010, the record underscores the talent of our students, the dedication and commitment of the CMC staff and the loyalty of our stakeholder companies. The key objectives of the CMC Strategic Plan of 2010 have been met and surpassed:

- **Build a critical mass at core employers**—in 2010, only two companies hired three or more students. In 2014, six companies hired three or more, and Amazon (12), Deloitte (8), North Highland (5), Arryve Consulting (4), Mattel (4), Cardinal Health (3), DaVita (3), and Exxon Mobil (3) accounted for almost 25% of accepted full-time offers. In 2014, 24 companies hired at least two students.

- **Dramatically increase the percentage of internships that successfully convert to full-time offer**—in 2010, slightly less than 30% of internships converted while the 2014 conversion rate advanced sharply to 53%.

- **Deliver the resources necessary to markedly improve the metrics for our talented international students**—in 2010, 70% of foreign nationals received and accepted at least one offer while the 2014 number stands at 92%.

- **Build the CMC staff and dedicate the resources to increase the source of offers by school-facilitated initiatives**—in 2010, 51% of accepted offers were attributed to Owen, while in 2014, attribution of offers to our own programming is now at 79%.

The MBA job market continues to be strong and Owen has been the beneficiary of a period of robust hiring activity. However, geopolitical tensions and skittish markets could point to challenges ahead. I am more convinced than ever that Owen and the CMC are now well equipped to meet the challenges that we may face soon.

Sincerely,

Read D. McNamara, Managing Director
Career Management Center and
Corporate Affairs
Vanderbilt University
Owen Graduate School of Management

CLASS OF 2015 Internship Statistics

Internship Salary Data

Mean Monthly Salary	\$6,254	Internships That Were Paid	99%
Median Monthly Salary	\$6,500	Percent of Seeking Students	
Monthly Salary Range	\$1,500-\$11,266	with an Internship Offer	100%

Job Function	Percent	Monthly		Monthly Salary	
		Mean Salary	Median Salary	Low	High
Consulting	16%	\$7,883	\$7,250	\$3,500	\$11,266
Finance/Accounting	32%	\$6,280	\$7,000	\$1,500	\$9,500
General Management	7%	\$5,911	\$6,400	\$3,480	\$9,000
Human Resources	8%	\$5,326	\$5,280	\$2,800	\$6,800
Management Information Systems	0%	Insufficient data			
Marketing	19%	\$5,531	\$5,850	\$1,590	\$8,160
Operations	15%	\$6,454	\$8,000	\$2,300	\$8,000
Other	3%	\$5,450	\$5,450	\$5,000	\$5,900

Industry

Consulting	12%	\$8,309	\$8,400	\$3,500	\$11,266
Consumer Products	11%	\$5,554	\$5,850	\$1,590	\$9,000
Financial Services	22%	\$6,516	\$8,333	\$1,500	\$9,500
Government	1%	Insufficient data			
Health Care	11%	\$5,209	\$6,000	\$2,500	\$6,880
Manufacturing	5%	\$5,438	\$5,420	\$3,700	\$7,525
Media/Entertainment/Hospitality	2%	\$4,483	\$4,500	\$2,300	\$6,667
Non-Profit	4%	\$5,175	\$5,650	\$2,400	\$7,000
Other	4%	\$5,160	\$5,000	\$3,480	\$7,000
Petroleum/Energy	3%	\$6,748	\$6,800	\$5,600	\$7,792
Real Estate	3%	\$4,712	\$4,700	\$2,530	\$7,084
Technology	21%	\$6,801	\$8,000	\$2,000	\$8,160

Geographic Region

International	1%	Insufficient data			
Mid-Atlantic	4%	\$8,067	\$8,000	\$8,000	\$8,333
Midwest	13%	\$6,616	\$6,450	\$1,590	\$9,500
Northeast	16%	\$6,105	\$6,400	\$2,000	\$91,000
South	47%	\$6,034	\$6,100	\$1,500	\$11,266
Southwest	5%	\$6,080	\$6,000	\$4,800	\$7,792
West	13%	\$6,934	\$6,850	\$5,280	\$8,333
Nashville Metro	27%	\$4,269	\$4,200	\$1,500	\$8,000

Top Metro Areas

Nashville	36
New York	16
Atlanta	14
San Francisco	11
Los Angeles	5
Cleveland	5

Top Hiring Companies

Amazon	13
Deloitte Consulting	7
Johnson & Johnson	4
Mattel/Fisher-Price	4
Vanderbilt University Medical Center	4
3M	3
Cardinal Health	3
Citi	3
Credit Suisse	3
Genesco	3
Goldman Sachs	3
Key Bank	3

Class of 2015 Profile

	Number	Percent
Total Number of Students	169	100%
Number of Students		
Not Seeking an Internship	24	14%
Number of Students		
Seeking an Internship	144	85%
Number of Students		
Accepting an Internship	143	99%

Source of Internships

School-Facilitated Activities

Scheduled Interviews on Campus	39%
Resume Drop/Job Posting	20%
Job Fair such as NB MBA, NSH MBA	5%
Alumni Referral	4%
Faculty Referral	4%
Other School-Related Recruiting Activities	7%
Total	79%

Student-Facilitated Activities

Personal Network—Family and Friends	6%
Internet Job Posting	2%
Previous Employer	1%
Other Student-Initiated Activities	4%
Total	13%

No Information	7%
Total	100%



At Mattel, we analyzed the employee performance and longevity of MBA hires from the four great schools where we recruit...two right here in Southern California, one in Chicago and Vanderbilt. The results showed that Owen grads come out on top in both measures.

Geoff Walker (MBA '94)

Executive VP of Fisher-Price Global Brands, a division of Mattel, Inc.

CLASS OF 2014

Full-Time Employment Statistics

Salary Data

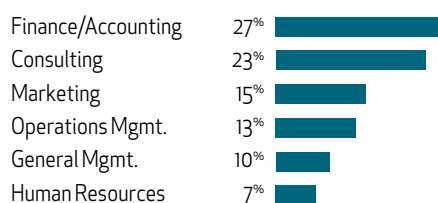
Salary report is based upon usable salary information on 89% of those graduates who accepted a job.

Total Class	Average	Median	Low	High
Base Salary				
U.S. Citizen/Permanent Resident	\$100,463	\$100,000	\$56,000	\$135,000
Foreign National	\$100,806	\$106,250	\$53,000	\$130,000
Total	\$100,513	\$100,000	\$53,000	\$135,000
Signing Bonus				
U.S. Citizen/Permanent Resident	\$19,334	\$15,000	\$2,000	\$50,000
Foreign National	\$25,909	\$25,000	\$10,000	\$40,000
Total	\$20,138	\$15,000	\$2,000	\$50,000
Other Guaranteed Compensation				
U.S. Citizen/Permanent Resident	\$14,595	\$12,000	\$3,600	\$31,200
Foreign National	Insufficient data			
Total	\$14,374	\$12,000	\$3,600	\$31,200

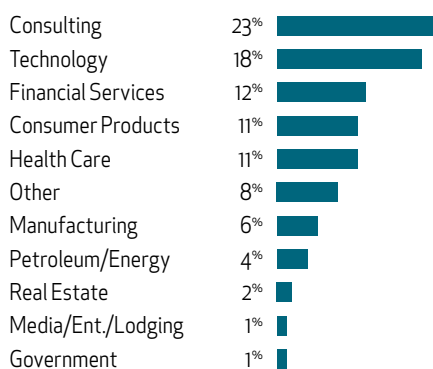
Job Function	Average	Median	Low	High	Percent
Consulting	\$108,458	\$105,250	\$70,000	\$135,000	23%
Finance	\$94,658	\$100,000	\$63,000	\$125,000	27%
General Management	\$104,000	\$107,500	\$56,000	\$122,000	10%
Human Resources	\$97,111	\$91,000	\$85,000	\$130,000	7%
Information Technology	Insufficient data				1%
Marketing	\$92,059	\$95,000	\$53,000	\$111,000	15%
Operations Management	\$108,917	\$115,000	\$80,000	\$130,000	13%
Other	Insufficient data				4%

Job Function - Detail	Average	Median	Low	High	Percent
Consulting					
Health Care	\$73,333	\$72,000	\$70,000	\$78,000	2%
Management/Strategy	\$112,250	\$109,000	\$90,000	\$135,000	17%
Human Resources	\$112,850	\$130,000	\$74,250	\$135,000	4%
Finance/Accounting					
Corporate Finance	\$94,562	\$100,000	\$65,000	\$115,000	17%
Investment Banking/Cap Markets	\$100,000	\$100,000	\$100,000	\$100,000	4%
Investments	\$98,750	\$100,000	\$75,000	\$125,000	4%
Other	Insufficient data				4%
General Management					
General Services	\$98,250	\$107,500	\$56,000	\$122,000	4%
Leadership Development Program	\$106,875	\$105,000	\$100,000	\$115,000	6%
Human Resources	\$97,111	\$91,000	\$85,000	\$130,000	7%
Information Technology	Insufficient data				1%
Marketing					
Brand/Product Management	\$94,100	\$95,000	\$85,000	\$111,000	8%
Market Research/Market Strategy	\$89,142	\$100,000	\$53,000	\$110,000	7%
Operations Management					
Supply Chain	\$108,917	\$115,000	\$80,000	\$130,000	12%
Service Operations	Insufficient data				
Other	Insufficient data				

Class of 2014 Employment by Job Function



Class of 2014 Employment by Industry



Top Hiring Companies

Amazon	12
Deloitte	8
The North Highland Company	5
Arryve	4
Mattel	4
DaVita	3
ExxonMobil	3

Source of Accepted Offer

School-Facilitated Activities

Internship—Originally Through	
School-Facilitated Activity	28%
Scheduled Interviews On-campus	24%
Job Posting/Resume Drop	9%
Alumni Referral	6%
Other School-Related Recruiting Activity	6%
Job Fair such as NB MBA, NSHMBA	3%
Faculty Referral	1%
Resume Book Referral	2%
Total	79%

Graduate-Facilitated Activities

Personal Network—Family and Friends	5%
Internet Job Posting	4%
Other Student-Initiated Activities	2%
Graduate-Facilitated Internship at Company	1%
Previous Employer	0%
Third Party Sources/Executive Recruiters	0%
Total	12%

No Information	9%
Total	100%

Timing of Offers & Acceptance

	By 3 Months			
	By Graduation May 10, 2014		After Graduation August 10, 2014	
	#	%	#	%

Job Offers

U.S. Citizen/ Permanent Resident	110	86%	119	94%
Foreign National	19	73%	24	92%
Total	129	83%	143	94%

Job Acceptances

U.S. Citizen/ Permanent Resident	99	78%	115	91%
Foreign National	19	73%	24	92%
Total	118	77%	139	91%

This report conforms to the MBA Career Services Council Standards for reporting MBA employment statistics.

Salary Data

Industry	Average	Median	Low	High	Percent
Consulting	\$107,058	\$101,250	\$67,000	\$135,000	23%
Consumer Products	\$94,400	\$95,000	\$80,000	\$115,000	12%
Financial Services	\$96,615	\$100,000	\$56,000	\$125,000	12%
Government	Insufficient data				1%
Health Care Services/Providers	\$100,133	\$100,000	\$65,000	\$115,000	11%
Manufacturing	\$96,286	\$90,000	\$75,000	\$130,000	6%
Media/Entertainment/Lodging	Insufficient data				1%
Non-Profit	Insufficient data				
Petroleum/Energy	\$108,000	\$112,000	\$91,000	\$115,000	4%
Pharma/Biotech/Health Care Devices	Insufficient data				1%
Real Estate	Insufficient data				2%
Technology	\$103,214	\$115,000	\$53,000	\$130,000	18%
Other	\$91,125	\$93,000	\$78,000	\$100,000	8%

North American Geographic Region	Average	Median	Low	High	Percent
Mid-Atlantic (PA, MD, VA, WV, DE, DC)	\$91,900	\$95,000	\$67,000	\$110,000	4%
Midwest (WI, MO, KS, IA, MN, NE, MI, OH, IN, ND, SD, IL)	\$94,000	\$100,000	\$75,000	\$108,000	7%
Northeast (ME, VT, NY, NH, CT, MA, NJ, RI)	\$93,769	\$95,000	\$78,000	\$105,000	12%
South (NC, SC, KY, TN, GA, FL, AL, AR)	\$100,860	\$100,000	\$56,000	\$135,000	44%
Southwest (CO, AZ, TX, OK, NM)	\$106,387	\$105,000	\$90,000	\$135,000	14%
West (CA, HI, WA, OR, AK, MT, ID, UT, NV, WY)	\$104,488	\$102,500	\$74,250	\$130,000	15%
Nashville Metro	\$92,538	\$93,000	\$78,000	\$100,000	19%

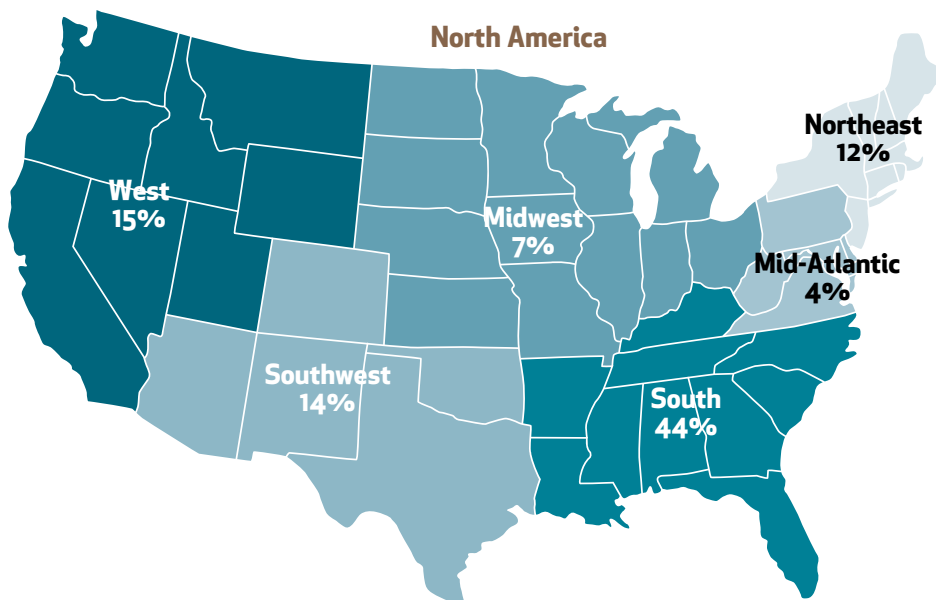
Undergraduate Major	Average	Median	Low	High	Percent
Business	\$97,243	\$97,500	\$65,000	\$135,000	42%
Technical	\$108,240	\$115,000	\$53,000	\$135,000	20%
Other	\$100,021	\$100,000	\$56,000	\$135,000	38%

Professional Experience	Average	Median	Low	High	Percent
One year or less	\$88,179	\$75,000	\$56,000	\$135,000	5%
More than one year, up to three years	\$93,280	\$95,000	\$53,000	\$122,000	30%
More than three years, up to five years	\$104,554	\$102,750	\$63,000	\$135,000	39%
More than five years	\$105,456	\$101,000	\$75,000	\$135,000	26%

Geographic Placement

Top Metros	#
Nashville	28
Atlanta	12
Houston	10
New York	9
Los Angeles	7
San Francisco	7
Dallas/Ft. Worth	6
Seattle	6

World Region	
North America	96%
Asia	3%
Europe	1%



Class of 2014 Profile

Upon Enrollment

Number of Students	175
Average Age	27
Age Range	23-40
U.S. Citizens/Perm. Residents	78%
Minorities (U.S. Citizens)	13%
Non-U.S. Citizens	22%
Women	35%

Post Graduation

# of Graduates	172
# of Graduates Seeking Employment	153
Received Offer within 90 Days	94%
Accepted Employment within 90 Days	91%

# of Graduates Not Seeking Employment	16
% of Graduates Not Seeking Employment	9%
Company Sponsored/Family Business	6%
Continuing Education	1%
Postponing Job Search	0%
Starting New Business	1.7%
Other Reasons	1%

Percent of Graduates Reporting Information on Employment	98%
Number of Graduates NOT Reporting Information on Employment	3

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- Post executive jobs (a free service)

Employers Hiring Members of the Classes of 2014 and 2015

3M	Deloitte Financial Advisory Services LLP	Johnson Controls Inc.	Scott Fetzer Electrical Group
Acadia Healthcare Company, Inc.	Delta Air Lines, Inc.	JP Morgan Private Bank	ScottMadden, Inc.
Active Network, LLC	Deutsche Bank	JPMorgan Chase and Co.	ServiceNow
Allen, Mooney & Barnes	Diageo plc	JumpStart Foundry	Southwind Health Partners, LLC
Alvarez & Marsal	Dixon Hughes Goodman LLP	Accelerator Program	Sprint Corporation
Amazon.com, Inc.	DSI Renal, Inc.	Kaiser Permanente	State of Tennessee
American Airlines, Inc.	E&J Gallo Winery	KeyBanc Capital Markets Inc.	Investment Fund
Amgen, Inc.	Eastman Chemical Company	KPMG Consulting	Street Attack
Apple Inc.	Eaton Corporation	LivePerson, Inc.	SunTrust Robinson Humphrey
Approach Resources Inc.	ECG Management Consultants	Mars Petcare	Target Corporation
Arcadia Healthcare Solutions	Education Pioneers	Massachusetts General Hospital	Tata Consultancy Services Limited
Arryve, LLC	Emerge Financial Wellness	Mattel, Inc.	The Blackstone Group, L.P.
Ascension Health	Ernst & Young LLP	McKesson Corporation	The Boston Consulting Group
Asurion, LLC	Ethicon, Inc.	MEDarchon	The Estée Lauder Companies Inc.
Avondale Partners, LLC	EventaGlobal	MedAssets, Inc.	The Estée Lauder Companies Inc.
Booz Allen Hamilton Inc.	ExxonMobil	Medtronic, Inc.	The Goodyear Tire & Rubber Company
Boyle Investment Company	FactSet Research Systems Inc.	MetLife, Inc.	The Hain Celestial Group, Inc.
BP plc	FedEx Corporation	Microsoft Corporation	The Mathews Company, LLC
Bridgestone Corporation	Fisher-Price	Mondelēz International, Inc.	The North Highland Company
Bridgewater Associates, LP	Fresh Hospitality	Monroe Carell Jr. Children's Hospital at Vanderbilt	The Walt Disney Company
C3 Consulting, LLC	General Electric	MorphoTrust USA	Thompson Research Group
Caesars Entertainment Corporation	Genesco Inc.	Nashville Capital Network	UBS Investment Bank
Campbell Soup Company	Goldman Sachs & Company	Nashville Entrepreneur Center	United Allergy Services
Capgemini U.S., LLC	The H. J. Heinz Company	Navigant Consulting, Inc.	Urban Outfitters, Inc.
Cardinal Health, Inc.	Harpeth Capital, LLC	Nestlé Purina PetCare Company	U.S. Securities and Exchange Commission
Catholic Health Initiatives	Healthcare Bluebook	Nestlé USA	Vanderbilt Heart & Vascular Institute
Central Bank of the Republic of Turkey	Hewlett-Packard Company	Nextel Communications	Vanderbilt University Medical Center
Chattem	Honeywell	Nike, Inc.	Vanderbilt University Plant Operations
Chevron Corporation	Humana	Nissan USA	Verizon Communications
CIGNA	Huron Consulting Group	Nomura Securities Co., Ltd.	VMware, Inc.
Cisco Systems, Inc.	IBM	Oakpoint Properties	Wal-Mart Stores, Inc.
Citi	Infosys, Limited	Owen Graduate School of Management	Wells Fargo & Company
Cognizant	Ingram Micro	PayPal	Wipro Consulting Services
Comcast Corporation	Intel Corporation	Pizza Hut	YKK
Council Capital	International Paper Company	Procter & Gamble Co.	
Crain Communications Inc.	INVISTA S.A.R.L.	Prologis	
Credit Suisse Group	InVivoLink	Razorfish	
DaVita Healthcare Partners Inc.	iVantage Health Analytics, Inc.	RegionalCare, Inc.	
Dell Inc.	J.P. Morgan	Remidify	
Deloitte Consulting LLP	Jefferies & Company, Inc.	Schreiber Foods, Inc.	
	Johnson & Johnson		



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