



VANDERBILT UNIVERSITY  
OWEN GRADUATE SCHOOL OF MANAGEMENT

2012

# EMPLOYMENT REPORT

Vanderbilt MBA

**To Friends and Associates of Owen,**



We are pleased to present the Vanderbilt MBA Employment Report for the Classes of 2012 and 2013.

Students continue to post hiring gains according to the annual performance metrics kept by the Career Management Center. Accepted offers at graduation and 90 days after graduation both increased by five percentage points over the prior year. In total, 92 percent of the Class of 2012 received at least one offer 90 days after graduation. The median base salary advanced to \$92,000, while the median signing bonus held steady at \$15,000. Geographically, the West Coast once again proved a popular destination for 2012 graduates, surging to 21 percent of accepted offers.

The strong recruiting year also helped bolster several new CMC initiatives. A series of career treks based on industry and location yielded significant new opportunities. At the same time, efforts to increase on-campus recruiting paid off with a 20 percent increase over last year.

Despite remaining uncertainty and weakness in the world economy, we expect the gains seen in academic year 2011-12 to continue into the current year.

Sincerely,



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**Want to learn more about recruiting at Owen? Contact the Career Management Center**  
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- View and order MBA Resume Books
- Post MBA intern or full-time positions
- Post executive jobs (free service!)

# CLASS OF 2013 Internship Statistics

## Internship Salary Data

Mean Monthly Salary	\$5,809	Internships That Were Paid	93%
Median Monthly Salary	\$5,770	Percent of Seeking Students	
Monthly Salary Range	\$1,000-\$13,333	with an Internship	99%

Job Function	Percent	Monthly Mean Salary	Monthly Median Salary	Monthly Salary	
				Low	High
Consulting	14%	\$6,887	\$6,500	\$2,400	\$10,800
Finance/Accounting	33%	\$6,512	\$7,000	\$1,500	\$8,334
General Management	8%	\$4,722	\$5,000	\$3,000	\$6,600
Human Resources	6%	\$6,408	\$6,587	\$6,000	\$6,700
Management Information Systems	1%		Insufficient data		
Marketing	24%	\$4,721	\$4,730	\$1,000	\$8,000
Operations	6%	\$4,749	\$4,500	\$2,400	\$7,792
Other	8%	\$5,983	\$5,100	\$3,000	\$13,333

## Industry

Consulting	7%	\$7,678	\$10,000	\$2,400	\$10,800
Consumer Products	16%	\$5,274	\$4,400	\$1,750	\$8,000
Financial Services	18%	\$7,250	\$8,200	\$1,500	\$8,334
Government			Insufficient data		
Healthcare Services / Healthcare Providers	16%	\$4,866	\$4,320	\$2,400	\$10,500
Manufacturing	7%	\$5,160	\$6,000	\$3,480	\$6,000
Media/Entertainment/Hospitality	2%		Insufficient data		
Non-Profit	1%		Insufficient data		
Other	6%	\$5,620	\$4,507	\$3,000	\$13,333
Petroleum /Energy	6%	\$6,846	\$7,696	\$5,000	\$7,792
Pharma/Biotech/Healthcare Device	6%	\$5,264	\$5,846	\$3,500	\$6,000
Real Estate	2%		Insufficient data		
Technology	13%	\$5,066	\$5,400	\$1,000	\$6,700

## Geographic Region

International	4%	\$6,500	\$6,000	\$3,500	\$10,000
Mid-Atlantic	4%	\$5,977	\$7,500	\$1,750	\$8,334
Midwest	10%	\$6,060	\$6,000	\$4,960	\$7,200
Northeast	13%	\$7,497	\$8,317	\$1,000	\$13,333
South	45%	\$4,804	\$4,500	\$1,500	\$10,800
Southwest	11%	\$6,862	\$7,100	\$3,000	\$10,500
West	11%	\$6,355	\$6,493	\$2,000	\$10,500
U.S. Possessions	1%		Insufficient data		
Greater Nashville	31%	\$4,158	\$4,320	\$1,500	\$10,000

## Class of 2013 Profile

	Number	Percent
Total Number of Students	166	100%
Number of Students		
Not Seeking an Internship	21	13%
Number of Students		
Seeking an Internship	144	87%
Number of Students Not		
Reporting Information	1	1%
Number of Students		
Accepting an Internship	143	99%

## Top Metro Areas

Nashville  
New York  
Los Angeles  
Atlanta  
Austin  
San Francisco

## Top Hiring Companies

Goldman, Sachs & Company  
Asurion  
Nissan North America  
VUMC/Vanderbilt Children's Hospital  
Deloitte Consulting  
ExxonMobil  
FedEx  
Mattel  
Procter & Gamble

## Source of Internships

School-Facilitated Activities	Percent
Scheduled Interviews on Campus	46%
Resume Drop/Job Posting	11%
Alumni Referral	7%
Job Fair such as NB MBA or NSH MBA	3%
Faculty Referral	3%
Owen Interview Event such as WCF, SEMBASIF, NYID	2%
Total	72%

Student-Facilitated Activities	Percent
Personal Network - Family and Friends	10%
Other Student-Initiated Activities	5%
Internet Job Posting	4%
Previous Employer	1%
Total	20%

No Information	8%
Total	100%

*"We have been recruiting Owen students for more than seven years because they are prepared to meet Mattel's business needs. The quality of candidates is outstanding; they are ambitious team players and prepared to take on new business challenges. When they arrive at Mattel, they make an immediate impact on the businesses that they are assigned, and demonstrate commitment for the long term."*

— Geoff Walker  
Senior Vice President, Mattel, Inc.

# CLASS OF 2012

# Full-Time Employment Statistics

Salary report is based upon usable salary information on 81% of those graduates who accepted a job.

## Class of 2012 Profile

### Upon Enrollment

Number of Students	186
Average Age	27
Age Range	20-45
U.S. Citizens/Perm. Residents	81%
Minorities (U.S. Citizens)	16%
Non-U.S. Citizens	19%
Female	25%

### Post Graduation

Number of Graduates	179
Number of Graduates Seeking Employment	148
Received Offer within 90 Days	92%
Accepted Employment within 90 Days	88%
Number of Graduates Not Seeking Employment	27
Percent of Graduates Not Seeking Employment	15%
Company Sponsored/Family Business	9%
Continuing Education	3%
Postponing Job Search	1%
Starting New Business	2%
Other Reasons	0%
Percent of Graduates Reporting Information on Employment	98%
Number of Graduates NOT Reporting Information on Employment	4

## Timing of Offers & Acceptance

		By 3 Months	
		By Graduation	After Graduation
		May 11, 2012	August 11, 2012
		Number	Percent

### Job Offers

		Number	Percent	Number	Percent
U.S. Citizen/					
Permanent Resident	106	83%	120	94%	
Foreign National	10	50%	16	80%	
Total	116	78%	136	92%	

### Job Acceptances

		Number	Percent	Number	Percent
U.S. Citizen/					
Permanent Resident	99	77%	116	91%	
Foreign National	7	35%	14	80%	
Total	106	72%	130	88%	

## Salary Data

### Total Class

	Average	Median	Low	High
<b>Base Salary</b>				
U.S. Citizen/Permanent Resident	\$94,713	\$92,000	\$50,000	\$150,000
Foreign National	\$105,750	\$102,500	\$88,000	\$130,000
Total	\$95,134	\$92,000	\$50,000	\$150,000

### Signing Bonus

U.S. Citizen/Permanent Resident	\$21,627	\$15,000	\$5,000	\$60,000
Foreign National	\$31,250	\$30,000	\$15,000	\$50,000
Total	\$22,219	\$15,000	\$5,000	\$60,000

### Other Guaranteed Compensation

U.S. Citizen/Permanent Resident	\$14,198	\$9,050	\$2,020	\$60,000
Foreign National				<i>Insufficient data</i>
Total	\$14,198	\$9,050	\$2,020	\$60,000

### Job Function

	Average	Median	Low	High	Percent
Consulting	\$104,080	\$95,000	\$70,000	\$150,000	27%
Finance	\$91,871	\$100,000	\$50,000	\$115,000	30%
General Management	\$95,091	\$90,000	\$80,000	\$115,000	9%
Human Resources	\$90,071	\$90,000	\$85,000	\$102,000	6%
Information Technology					<i>Insufficient data</i>
Marketing	\$93,886	\$93,500	\$68,000	\$120,000	19%
Operations Management	\$89,508	\$86,025	\$73,000	\$109,000	7%
Other					<i>Insufficient data</i>

### Job Function - Detail

	Average	Median	Low	High	Percent
<b>Consulting</b>					
Healthcare	\$88,125	\$86,000	\$75,000	\$110,000	9%
Management/Strategy	\$111,588	\$118,000	\$70,000	\$150,000	18%
<b>Finance/Accounting</b>					
Corporate Finance	\$86,250	\$88,500	\$65,000	\$105,000	12%
Investment Banking/Cap Markets	\$101,875	\$100,000	\$100,000	\$115,000	10%
Investments	\$100,000	\$100,000	\$100,000	\$100,000	6%
Other					<i>Insufficient data</i>
<b>General Management</b>					
General Services	\$82,250	\$85,000	\$50,000	\$115,000	4%
Leadership Development Program	\$98,500	\$96,500	\$88,000	\$115,000	5%
<b>Human Resources</b>	\$90,071	\$90,000	\$85,000	\$102,000	6%
<b>Information Technology</b>					<i>Insufficient data</i>
<b>Marketing</b>					
Brand/Product Management	\$98,250	\$95,500	\$85,000	\$120,000	10%
General Marketing	\$88,650	\$87,500	\$68,000	\$114,000	9%
Market Research					<i>Insufficient data</i>
Sales					<i>Insufficient data</i>
<b>Operations Management</b>					
Supply Chain	\$93,683	\$87,050	\$85,000	\$109,000	3%
Service Operations	\$85,333	\$83,000	\$73,000	\$100,000	4%
<b>Other</b>					<i>Insufficient data</i>

## Salary Data

Industry	Average	Median	Low	High	Percent
Consulting	\$104,042	\$95,000	\$70,000	\$150,000	26%
Consumer Products	\$91,333	\$90,000	\$78,000	\$100,000	12%
Financial Services	\$98,611	\$100,000	\$80,000	\$115,000	19%
Government	Insufficient data				1%
Healthcare Services/Healthcare Providers	\$87,556	\$90,000	\$65,000	\$105,000	7%
Manufacturing	\$91,500	\$90,000	\$85,000	\$90,000	5%
Media/Entertainment/Lodging	\$88,333	\$90,000	\$85,000	\$90,000	3%
Non-Profit	Insufficient data				1%
Petroleum/Energy	Insufficient data				2%
Pharmaceutical/Biotechnology/Healthcare Products	\$103,000	\$105,000	\$85,000	\$114,000	5%
Real Estate	\$72,000	\$73,500	\$50,000	\$91,000	3%
Technology	\$95,289	\$90,750	\$70,000	\$120,000	14%
Other	Insufficient data				2%

North American Geographic Region	Average	Median	Low	High	Percent
Mid-Atlantic (PA, MD, VA, WV, DE, DC)	\$102,000	\$105,000	\$90,000	\$110,000	7%
Midwest (WI, MO, KS, IA, MN, NE, MI, OH, IN, ND, SD, IL)	\$93,500	\$90,500	\$70,000	\$150,000	9%
Northeast (ME, VT, NY, NH, CT, MA, NJ, RI)	\$99,214	\$100,000	\$85,000	\$118,000	12%
South (NC, SC, KY, TN, GA, FL, AL, AR)	\$92,573	\$90,000	\$50,000	\$139,000	39%
Southwest (CO, AZ, TX, OK, NM)	\$87,313	\$88,250	\$62,000	\$100,000	9%
West (CA, HI, WA, OR, AK, MT, ID, UT, NV, WY)	\$98,962	\$100,000	\$80,000	\$122,000	21%
Nashville Metro	\$82,635	\$83,000	\$50,000	\$139,000	22%

Undergraduate Major	Average	Median	Low	High	Percent
Business	\$94,683	\$95,000	\$62,000	\$150,000	53%
Technical	\$94,915	\$90,000	\$50,000	\$139,000	24%
Other	\$96,591	\$93,500	\$70,000	\$130,000	23%

Professional Experience	Average	Median	Low	High	Percent
One year or less	\$88,000	\$90,000	\$70,000	\$105,000	5%
More than one year, up to three years	\$90,561	\$90,000	\$50,000	\$130,000	40%
More than three years, up to five years	\$96,924	\$92,000	\$62,000	\$150,000	37%
More than five years	\$102,800	\$100,000	\$65,000	\$139,000	18%

## Class of 2012 Employment by Job Function

Finance	30%
Consulting	27%
Marketing	19%
General Management	9%
Operations Management	7%
Human Resources	6%
Information Technology	1%
Other	1%

## Class of 2012 Employment by Industry

Consulting	26%
Financial Services	19%
Technology	14%
Consumer Products	12%
Healthcare Services/Providers	7%
Manufacturing	5%
Pharma/Biotech/Healthcare	5%
Media/Entertainment/Lodging	3%
Real Estate	3%
Petroleum/Energy	2%
Other	2%
Government	1%
Non-Profit	1%

## Top Hiring Companies

Deloitte	Mars, Inc.
Capgemini	Citi
Credit Suisse	Nissan North America
Goldman Sachs	

## Geographic Placement

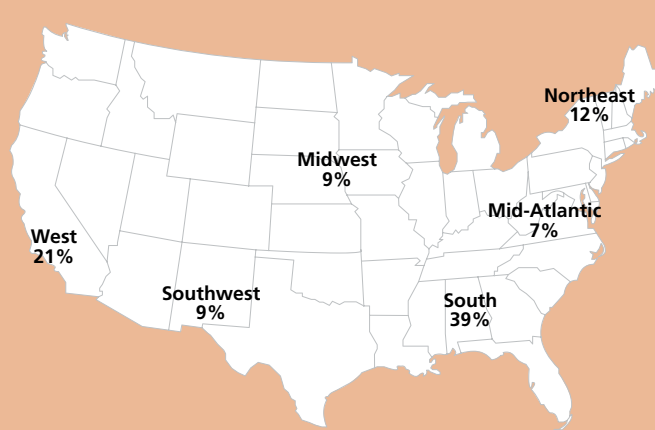
### Top Metros

Nashville
New York
Atlanta
San Francisco
Los Angeles
Washington DC

### World Region

North America	97%
Asia	2%
Central America/Caribbean	1%

### North America



## Source of Accepted Offer

### School-Facilitated Activities

Internship - Originally Through	
School-Facilitated Activity	29%
Scheduled Interviews On-campus	24%
Job Fair such as NB MBA, NSH MBA	6%
Job Posting / Resume Drop	5%
Alumni Referral	5%
Faculty Referral	2%
Other School-Related Recruiting Activity	1%
<b>Total</b>	<b>72%</b>

### Graduate Facilitated Activities

Personal Network - Family and Friends	11%
Other Student-Initiated Activities	7%
Graduate-Facilitated Internship at Company	2%
Third Party Sources / Executive Recruiters	1%
Internet Job Posting	1%
<b>Total</b>	<b>22%</b>

No Information	6%
<b>Total</b>	<b>100%</b>

# Employers Hiring Members of the Classes of 2012 and 2013

21st Century Oncology	Cummins	Houlihan Financial Research	The North Highland Company
3M	Davita	Group	Oakpoint Properties
ACS	Dell	Humana	Office Depot
Adobe Systems	Deloitte & Touche	Huron Consulting Group	Palm Village Resort and Spa
Aetna	Deloitte Consulting	IBM Business Consulting Services	Panattoni Development
Alan Mitchell and Associates	Denver Public Schools	InQuickER.com	Company
Altus Group	Deutsche Bank	Insight Genetics	Procter & Gamble
Amazon	Digital Reasoning	Intel Corporation	PricewaterhouseCoopers
American Airlines	DISH Network Corporation	InVivoLink	Quorum Health Resources
American Pathology Partners	Dixon Hughes Goodman	Iroquois Capital Group	RegionalCare
Amgen	Dr. Pepper Snapple Group	Jabil Circuit	Remote Tiger
Anheuser-Busch	DSI Renal	Johnson & Johnson	RentStuff.com
AnyPerks	DuPont	Jones Lang LaSalle	RJ Reynolds
Arryve Consulting	ECG Management Consultants	JP Morgan	Roth Staffing
Ascension Health	Emdeon	JP Morgan First Capital	ServiceMaster
Asurion	Emerson	Securities	Simon Property Group
AT&T	Energy Source Partners	KPMG Consulting	Simpson, Thacher & Bartlett
Bank of America Merrill Lynch	Ernst & Young	Kurt Salmon Associates	Sitel
Blue Cross Blue Shield	ExxonMobil	Lab126	Solantic
Boston Consulting Group	Federal Reserve Bank of	Laboratorios Valmorca	Southern Company
Boyle Investment Company	New York	Limited Brands	Staff Care
Brown-Forman	FEDEX	LinkedIn	Strategic Behavioural Health
C3 Consulting	Foamtec International	Lowe's	Summer Enterprise
C3 Presents	Founders Investment Bank	Manchester Tank	Development Program
Caesars Entertainment	Freepoint Commodities	Marchex	SunTrust Robinson Humphrey
The Cambridge Group	Gallup Consulting	Mars	Syús
Campbell Soup Company	The Gap	Mars Petcare U.S.	T. Rowe Price
Canrock Ventures	GE Healthcare	Mattel	Tattinger
Capgemini	Gen Cap America	McKesson	Taylor-Dejongh
Cardinal Health	General Electric	McKinsey & Company	Thompson Research Group
Chas. Hawkins Company	General Mills	Medallia	TMS (The Marketing Store)
checked.in	Goldman Sachs & Company	Medalogix	Tonkon Torp LLP
Citi	Guotaijunan	Medtronic	UBS
Cleary Gull	H. J. Heinz Company	Meritor	Vanderbilt Children's Hospital
The Coca-Cola Company	Hanesbrands	Microsoft	Vanderbilt Owen Graduate
Community Health Systems	Harpeth Capital	Mid-Con Energy Partners	School of Management
Connection Benefit Group	HCA Hospital Corporation	MillerCoors	Vanderbilt University
ConocoPhillips	of America	MTG Management Consultants	Medical Center
Contigo Financial	Hewlett-Packard	Nashville Capital Network	Vanguard Health Systems
Corporate Board Member	Hill-Rom	Nestle Purina Pet Care	Wells Fargo
Council Capital	Hilton Worldwide	Net Impact	Whaleshark Media
Cracker Barrel	Hospice Compassus	NextEra Energy Resources	Zimmer
Credit Suisse		Nissan North America	

## Career Management Center

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