CLASS OF 2020
EMPLOYMENT REPORT

MS BUSINESS ANALYTICS PROGRAM
## Class Summary

### Career Outcome Achievement

- **100%**
  - Of domestic graduates achieved career or education outcome (e.g., accepting a full-time job, short-term job, pursuing graduate school) within 6 months of graduation.

- **96.3%**
  - Of domestic job-seeking graduates accepted a full-time position within 6 months of graduation.

- **83.3%**
  - Of all graduates achieved career or education outcome (e.g., accepting a full-time job, short-term job, pursuing graduate school) within 6 months of graduation.

- **75.0%**
  - Of all job-seeking graduates accepted a full-time position within 6 months of graduation.

### Base Salary

<table>
<thead>
<tr>
<th>Category</th>
<th>Average (Mean)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Grads</td>
<td>$80.3K</td>
</tr>
<tr>
<td>All Grads</td>
<td>$67.9K</td>
</tr>
</tbody>
</table>

### Signing Bonus

<table>
<thead>
<tr>
<th>Category</th>
<th>Average (Mean)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Grads</td>
<td>$8.4K</td>
</tr>
<tr>
<td>All Grads</td>
<td>$7.5K</td>
</tr>
</tbody>
</table>

- **30%** of graduates accepting a job reported receiving a signing bonus.

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Summary represents high-level overview of class placement with some categories combined for simplicity. Percentages rounded to the nearest whole and may not total 100.

% Achieving Career Outcome includes students who indicated they accepted a job, are attending graduate school, are volunteering full-time or are otherwise not seeking a full-time position after graduation.

Full report conforms to MBA CSEA Reporting Standards.
JOB PLACEMENT

GEOGRAPHIC AREA (% ACCEPTING FULL-TIME JOB)

4% West

1% Midwest

1% Northeast

75% Southwest

15% International

$72.9K Average (Mean) U.S. Salary

$35.3K Average (Mean) International Salary

EXAMPLE HIRING COMPANIES

ABBOTT LABORATORIES

ACCENTURE

ALIX PARTNERS

AMAZON

AMERICAN EXPRESS ASIA

AT&T

BBVA

CELANESE

CENTER STREET FINANCE

CVS HEALTH

DATABRICKS

DELOITTE

ELEVATE CREDIT

EPAM SYSTEMS

EY

FROST BANK

GOLDMAN SACHS

HUNDREDX

INFLUX WORLDWIDE

IOG CAPITAL

LUMOS MARKETING GROUP

MOSAIC NORTH AMERICA

OLIVER WYMAN

PROCTOR & GAMBLE

PROTIVITI

PwC

SLALOM

TEKSYSTEMS

WEST MONROE PARTNERS

WHOLE FOODS MARKET

Summary represents high-level overview of placement with some categories combined for simplicity. Percentages rounded to the nearest whole and may not total 100. Not all students provided information on function or geography, so totals will differ slightly.

Full report conforms to MBA CSEA Reporting Standards

* Salary data not displayed as number of data points did not meet threshold required to protect individual student privacy
## Work Authorization Categories

<table>
<thead>
<tr>
<th>Seeking Employment</th>
<th>Permanent Work Authorization</th>
<th>Non-Permanent Work Authorization</th>
<th>Total Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>27</td>
<td>81</td>
<td>108</td>
</tr>
</tbody>
</table>

- **Company-sponsored / Already Employed**: -
- **Continuing Education**: 1
- **Postponing Job Search**: -
- **Starting a New Business**: -
- **Not seeking for other reasons**: -

<table>
<thead>
<tr>
<th>Not Seeking Employment</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
</table>

- **No Information**: -

Total Graduating Class: 28, 85, 113

Percent of class with available data: 98.2%

### Timing of First Job Offer

<table>
<thead>
<tr>
<th>Total</th>
<th>By Graduation</th>
<th>Between Graduation &amp; 6 Months After Graduation</th>
<th>No Offer within 6 Months</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Short-term</td>
<td>Full-time</td>
</tr>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
</tr>
<tr>
<td>PERMANENT AUTH</td>
<td>27</td>
<td>16</td>
<td>59%</td>
</tr>
<tr>
<td>NON-PERMANENT AUTH</td>
<td>81</td>
<td>20</td>
<td>25%</td>
</tr>
<tr>
<td>ALL GRADUATES</td>
<td>108</td>
<td>36</td>
<td>33%</td>
</tr>
</tbody>
</table>

### Timing of Job Acceptances

<table>
<thead>
<tr>
<th>Total</th>
<th>By Graduation</th>
<th>Between Graduation &amp; 6 Months After Graduation</th>
<th>No Acceptance within 6 Months</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Short-term</td>
<td>Full-time</td>
</tr>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
</tr>
<tr>
<td>PERMANENT AUTH</td>
<td>27</td>
<td>14</td>
<td>52%</td>
</tr>
<tr>
<td>NON-PERMANENT AUTH</td>
<td>81</td>
<td>12</td>
<td>15%</td>
</tr>
<tr>
<td>ALL GRADUATES</td>
<td>108</td>
<td>26</td>
<td>24%</td>
</tr>
</tbody>
</table>

Permanent Work Authorization is defined as U.S. Citizens or Permanent Residents. Percentages rounded to the nearest whole and may not add to 100 as a result. Excludes students in non-Cox dual-degree programs.

Full report conforms to MBA CSEA Reporting Standards.
### SOURCES OF ACCEPTED JOBS

<table>
<thead>
<tr>
<th>Source</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conversion of internship; internship obtained through school sources</td>
<td>7</td>
<td>10%</td>
</tr>
<tr>
<td>Scheduled interviews on or off campus for full time employment</td>
<td>7</td>
<td>10%</td>
</tr>
<tr>
<td>Job postings on school career systems, resume books, resume referrals by career center</td>
<td>7</td>
<td>10%</td>
</tr>
<tr>
<td>Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)</td>
<td>7</td>
<td>10%</td>
</tr>
<tr>
<td>School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)</td>
<td>8</td>
<td>11%</td>
</tr>
<tr>
<td>Other school-facilitated source</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total school-facilitated activities</strong></td>
<td>36</td>
<td>49%</td>
</tr>
</tbody>
</table>

### CONVERSION OF INTERNSHIP; INTERNSHIP OBTAINED THROUGH GRADUATE-INITIATED SOURCES

<table>
<thead>
<tr>
<th>Source</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conversion of internship; internship obtained through graduate-initiated sources</td>
<td>2</td>
<td>3%</td>
</tr>
<tr>
<td>Personal contacts (i.e. previous employers, family, friends outside of school, etc.)</td>
<td>11</td>
<td>15%</td>
</tr>
<tr>
<td>Online job postings (i.e. social media/LinkedIn, Indeed, company websites)</td>
<td>24</td>
<td>33%</td>
</tr>
<tr>
<td>Other graduate-facilitated source</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total graduate-facilitated activities</strong></td>
<td>37</td>
<td>51%</td>
</tr>
</tbody>
</table>

10% of total (8 students) accepting a job did not provide information on the source

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## Base Salary

<table>
<thead>
<tr>
<th>Number Reporting</th>
<th>Mean</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERMANENT WORK AUTHORIZATION</td>
<td>26</td>
<td>$80,273</td>
<td>$75,000</td>
<td>$52,000</td>
</tr>
<tr>
<td>NON-PERMANENT WORK AUTHORIZATION</td>
<td>41</td>
<td>$60,098</td>
<td>$60,000</td>
<td>$19,200</td>
</tr>
<tr>
<td>TOTAL</td>
<td>67</td>
<td>$67,927</td>
<td>$69,000</td>
<td>$19,200</td>
</tr>
</tbody>
</table>

**Percent Reporting Base Salary of Total Accepting Employment**: 82.7%

## Signing/Starting Bonus

<table>
<thead>
<tr>
<th>Number Reporting</th>
<th>Mean</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERMANENT WORK AUTHORIZATION</td>
<td>12</td>
<td>$8,392</td>
<td>$5,850</td>
<td>$3,000</td>
</tr>
<tr>
<td>NON-PERMANENT WORK AUTHORIZATION</td>
<td>12</td>
<td>$6,694</td>
<td>$5,000</td>
<td>$2,000</td>
</tr>
<tr>
<td>TOTAL</td>
<td>24</td>
<td>$7,543</td>
<td>$5,000</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

**Percent Reporting Signing/Starting Bonus of Total Reporting Salary**: 35.8%

*Salary not reported for less than three data points.*

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**Full report conforms to MBA CSEA Reporting Standards.**
## DETAILS – FULL-TIME BASE SALARY BY FUNCTION / INDUSTRY

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>NUMBER ACCEPTING</th>
<th>PERCENT ACCEPTING</th>
<th>REPORTING SALARY</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>LOW</th>
<th>HIGH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>2</td>
<td>2%</td>
<td>2</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Consulting</td>
<td>8</td>
<td>10%</td>
<td>8</td>
<td>$68,938</td>
<td>$73,250</td>
<td>$20,000</td>
<td>$87,500</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>54</td>
<td>67%</td>
<td>45</td>
<td>$71,666</td>
<td>$72,000</td>
<td>$22,058</td>
<td>$200,000</td>
</tr>
<tr>
<td>Finance</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>General Management</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Human Resources</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Info Technology</td>
<td>7</td>
<td>9%</td>
<td>4</td>
<td>$66,500</td>
<td>$66,500</td>
<td>$50,000</td>
<td>$83,000</td>
</tr>
<tr>
<td>Marketing / Sales</td>
<td>4</td>
<td>5%</td>
<td>3</td>
<td>$34,827</td>
<td>$33,280</td>
<td>$19,200</td>
<td>$52,000</td>
</tr>
<tr>
<td>Operations / Logistics</td>
<td>4</td>
<td>5%</td>
<td>3</td>
<td>$73,293</td>
<td>$74,880</td>
<td>$70,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

## INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>NUMBER ACCEPTING</th>
<th>PERCENT ACCEPTING</th>
<th>REPORTING SALARY</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>LOW</th>
<th>HIGH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Services</td>
<td>3</td>
<td>4%</td>
<td>3</td>
<td>$60,000</td>
<td>$60,000</td>
<td>$50,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>16</td>
<td>20%</td>
<td>15</td>
<td>$75,033</td>
<td>$75,000</td>
<td>$20,000</td>
<td>$140,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>3</td>
<td>4%</td>
<td>3</td>
<td>$58,333</td>
<td>$65,000</td>
<td>$40,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>Energy</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Financial Services</td>
<td>15</td>
<td>19%</td>
<td>13</td>
<td>$66,193</td>
<td>$65,000</td>
<td>$30,000</td>
<td>$95,000</td>
</tr>
<tr>
<td>Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Healthcare</td>
<td>5</td>
<td>6%</td>
<td>4</td>
<td>$96,725</td>
<td>$75,950</td>
<td>$35,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Hospitality</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>2</td>
<td>2%</td>
<td>2</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Media / Entertainment</td>
<td>2</td>
<td>2%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>3</td>
<td>4%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2</td>
<td>2%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Retail</td>
<td>4</td>
<td>4%</td>
<td>4</td>
<td>$60,625</td>
<td>$61,250</td>
<td>$55,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Technology</td>
<td>16</td>
<td>20%</td>
<td>13</td>
<td>$55,103</td>
<td>$46,000</td>
<td>$19,200</td>
<td>$96,000</td>
</tr>
<tr>
<td>Transportation / Logistics</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>9%</td>
<td>5</td>
<td>$79,476</td>
<td>$74,880</td>
<td>$62,500</td>
<td>$120,000</td>
</tr>
</tbody>
</table>

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Full report conforms to MBA CSEA Reporting Standards
## Details – Full-time Base Salary By Geography / Major / Experience

### Geography

<table>
<thead>
<tr>
<th>Geography</th>
<th>Number Accepting</th>
<th>Percent Accepting</th>
<th>Reporting</th>
<th>Salary Mean</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>US - Mid-Atlantic</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>US - Midwest</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>US - Northeast</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
</tr>
<tr>
<td>US - South</td>
<td>3</td>
<td>4%</td>
<td>3</td>
<td>$73,667</td>
<td>$65,000</td>
<td>$60,000</td>
<td>$96,000</td>
</tr>
<tr>
<td>US - Southwest</td>
<td>61</td>
<td>75%</td>
<td>50</td>
<td>$70,879</td>
<td>$73,440</td>
<td>$19,200</td>
<td>$140,000</td>
</tr>
<tr>
<td>US - West</td>
<td>3</td>
<td>4%</td>
<td>3</td>
<td>$74,167</td>
<td>$80,500</td>
<td>$52,000</td>
<td>$90,000</td>
</tr>
<tr>
<td>North America - Non-US</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Asia</td>
<td>12</td>
<td>15%</td>
<td>9</td>
<td>$35,295</td>
<td>$32,300</td>
<td>$20,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Europe</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Africa</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Latin America &amp; the Caribbean</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Oceania</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

**US Region Breakdown By State**
- **Mid-Atlantic**: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
- **Midwest**: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
- **Northeast**: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont
- **South**: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee
- **Southwest**: Arizona, Colorado, New Mexico, Oklahoma, Texas
- **West**: Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming

### Undergraduate Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Number Accepting</th>
<th>Percent Accepting</th>
<th>Reporting</th>
<th>Salary Mean</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical</td>
<td>24</td>
<td>30%</td>
<td>20</td>
<td>$66,818</td>
<td>$66,500</td>
<td>$22,058</td>
<td>$140,000</td>
</tr>
<tr>
<td>Business</td>
<td>50</td>
<td>62%</td>
<td>40</td>
<td>$68,625</td>
<td>$67,500</td>
<td>$19,200</td>
<td>$200,000</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>9%</td>
<td>7</td>
<td>$67,111</td>
<td>$75,000</td>
<td>$33,280</td>
<td>$95,000</td>
</tr>
</tbody>
</table>

### Professional Experience

<table>
<thead>
<tr>
<th>Experience</th>
<th>Number Accepting</th>
<th>Percent Accepting</th>
<th>Reporting</th>
<th>Salary Mean</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less Than 1 Year</td>
<td>50</td>
<td>62%</td>
<td>39</td>
<td>$59,841</td>
<td>$65,000</td>
<td>$19,200</td>
<td>$95,000</td>
</tr>
<tr>
<td>1-3 Years</td>
<td>18</td>
<td>22%</td>
<td>17</td>
<td>$66,929</td>
<td>$70,000</td>
<td>$33,300</td>
<td>$95,000</td>
</tr>
<tr>
<td>3-5 Years</td>
<td>7</td>
<td>9%</td>
<td>7</td>
<td>$88,887</td>
<td>$90,000</td>
<td>$58,000</td>
<td>$120,000</td>
</tr>
<tr>
<td>Over 5 Years</td>
<td>6</td>
<td>7%</td>
<td>4</td>
<td>$114,325</td>
<td>$112,500</td>
<td>$32,300</td>
<td>$200,000</td>
</tr>
</tbody>
</table>

*Salary not reported for less than three data points.

Permanent Work Authorization is defined as U.S. Citizens or Permanent Residents. Percentages rounded to the nearest whole and may not add to 100 as a result. Excludes students in non-Cox dual-degree programs.

Full report conforms to MBA CSEA Reporting Standards.