



Raymond A. Mason School of Business

WILLIAM & MARY

2019 MBA FULL-TIME CSEA EMPLOYMENT STATISTICS

Employment Statistics The Full-Time Graduating Class

CATEGORIES	PERMANENT WORK AUTHORIZATION	NON PERMANENT WORK AUTHORIZATION	TOTAL FULL TIME MBA GRADUATES
Seeking Employment	44	34	78
Not Seeking Employment			
<i>Company-sponsored or already employed</i>	17	9	26
<i>Continuing education</i>	0	1	0
<i>Postponing job search</i>	4	3	7
<i>Starting a new business</i>	2	1	3
<i>Not seeking for other reasons</i>	1	0	1
Total Not Seeking Employment	24	14	38
No Recent Information Available	0	0	0
TOTAL GRADUATES	68	48	116

Timing of First Job Offers

	TOTAL SEEKING EMPLOYMENT	FIRST OFFER BY GRADUATION DATE		FIRST OFFER AFTER GRADUATION AND BY THREE MONTHS AFTER GRADUATION DATE		HAVE NOT REPORTED RECEIVING AN OFFER BY THREE MONTHS	
	Number	Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	44	36	82%	4	9%	4	9%
Non-Permanent Work Authorization	34	13	38%	18	53%	3	9%
TOTAL GRADUATES	78	49	63%	22	28%	7	9%

Timing of First Job Acceptances

	TOTAL SEEKING EMPLOYMENT	ACCEPTED BY GRADUATION DATE		ACCEPTED AFTER GRADUATION AND BY THREE MONTHS AFTER GRADUATION DATE		HAVE NOT REPORTED ACCEPTING BY THREE MONTHS	
	Number	Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	44	36	82%	4	9%	4	9%
Non-Permanent Work Authorization	34	12	35%	17	50%	5	15%
TOTAL GRADUATES	78	48	62%	21	27%	9	12%

Primary Source of Full-Time Job Acceptances

	NUMBER	PERCENT
School-Facilitated Activities:		
<i>Conversion of internship; internship obtained through school sources</i>	16	23%
<i>Scheduled interviews on or off campus for full time employment</i>	21	30%
<i>Job postings on school career systems, resume books, resume referrals by career center</i>	5	7%
<i>Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)</i>	4	6%
<i>School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)</i>	4	6%
TOTAL SCHOOL-FACILITATED ACTIVITES	50	72%
Graduate-Facilitated Activities:		
<i>Conversion of internship; internship obtained through graduate-initiated sources</i>	5	7%
<i>Personal contacts (i.e. previous employers, family, friends, etc.)</i>	6	9%
<i>Online job postings (i.e. social media/LinkedIn, Indeed, company websites)</i>	8	12%
<i>Other</i>	0	0%
TOTAL GRADUATE-FACILITATED ACTIVITIES	19	28%
Not Reporting	0	0%
TOTAL	69	100%

Compensation Report: Base Salary

	NUMBER REPORTING BASE SALARY INFORMATION	PERCENT REPORTING BASE SALARY INFORMATION	MEAN	MEDIAN	LOW	HIGH
Permanent Work Authorization	37	93%	\$94,641	\$95,000	\$52,000	\$157,300
Non-Permanent Work Authorization	28	97%	\$95,844	\$104,000	\$58,000	\$144,000
TOTAL REPORTING	65	94%	\$95,159	\$95,000	\$52,000	\$157,300

Compensation Report: Signing/ Starting Bonus

	NUMBER REPORTING SIGNING/ STARTING BONUS INFORMATION	PERCENT REPORTING SIGNING/ STARTING BONUS INFORMATION	MEAN	MEDIAN	LOW	HIGH
Permanent Work Authorization	27	73%	\$12,210	\$10,000	\$2,500	\$30,000
Non-Permanent Work Authorization	8	29%	\$20,750	\$15,000	\$2,500	\$70,000
TOTAL REPORTING SIGNING/STARTING BONUS	35	54%	\$14,162	\$10,000	\$2,500	\$70,000

Compensation by Professional Function

FUNCTION	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Consulting	20	29%	20	\$92,402	\$90,000	\$52,000	\$145,000
Finance	11	16%	11	\$89,273	\$91,000	\$65,000	\$105,000
General Management	7	10%	6	\$88,833	\$87,500	\$58,000	\$125,000
Human Resources	2	3%	1				
Marketing/Sales	7	10%	5	\$106,000	\$107,500	\$75,000	\$125,000
Information Technology	16	23%	16	\$103,363	\$104,000	\$72,500	\$157,300
Operations/Logistics	6	9%	6	\$97,250	\$93,500	\$71,500	\$130,000
Other	0	0%	0				
TOTAL	69	100%	65	\$95,159	\$95,000	\$52,000	\$157,300

Compensation by Industries

INDUSTRY	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Consulting	17	25%	17	\$97,649	\$93,000	\$71,500	\$145,000
Consumer Packaged Goods	0	0%	0				
Energy	2	3%	2				
Financial Services	10	14%	10	\$98,750	\$98,750	\$65,000	\$125,000
Government	1	1%	0				
Healthcare (Including Products and Services)	5	7%	5	\$90,500	\$85,000	\$85,000	\$107,500
Hospitality	0	0%	0				
Manufacturing	4	6%	4	\$72,000	\$66,500	\$55,000	\$100,000
Media/Entertainment	3	4%	1				
Non-Profit	0	0%	0				
Real Estate	0	0%	0				
Retail	4	7%	3	\$100,000	\$95,000	\$90,000	\$115,000
Technology	22	32%	22	\$102,268	\$104,000	\$58,000	\$157,300
Transportation & Logistics Services	0	0%	0				
Other	4	5%	4	\$69,375	\$95,000	\$52,000	\$78,000
TOTAL	69	100%	65	\$95,159	\$95,000	\$52,000	\$157,300

Compensation World Region Breakdown

REGION	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Africa							
Asia	2	3%	2				
Europe							
Latin America & the Caribbean							
North America	67	97%	63	\$95,807	\$95,000	\$52,000	\$157,300
Oceania							
TOTAL REPORTING	69	100%	65	\$95,807	\$95,000	\$52,000	\$157,300

Compensation By Region: Asia

REGION	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Central Asia							
Eastern Asia	2	100%	2				
Southern Asia							

South-Eastern Asia						
Western Asia						
TOTAL ASIA	2	100%	2			

Compensation By Region: Europe

REGION	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Eastern Europe							
Northern Europe							
Southern Europe							
Western Europe							
TOTAL EUROPE	0		0				

Compensation By Region: North America

REGION	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Bermuda							
Canada							

Greenland							
St. Pierre & Miquelon							
United States:							
Mid-Atlantic	39	58%	36	\$93,237	\$95,000	\$52,000	\$125,000
Midwest	5	7%	5	\$97,800	\$104,000	\$75,000	\$120,000
Northeast	10	15%	9	\$103,112	\$98,004	\$52,000	\$145,000
South	6	9%	6	\$89,250	\$82,500	\$58,000	\$144,000
Southwest	0	0%	0				
West	7	10%	7	\$103,829	\$93,000	\$58,000	\$157,300
TOTAL NORTH AMERICA	67	100%	63	\$95,807	\$95,000	\$52,000	\$157,300

Compensation By Undergraduate Major

UNDERGRADUATE MAJOR	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
Technical	16	23%	15	\$93,842	\$104,000	\$71,500	\$120,000
Business	25	36%	24	\$90,167	\$92,500	\$52,000	\$144,000
Other	28	41%	26	\$100,527	\$95,000	\$65,000	\$157,300
TOTAL UNDERGRADUATE MAJOR	69	100%	65	\$95,159	\$95,000	\$52,000	\$157,300

Compensation By Professional Experience

YEARS OF EXPERIENCE	GRADUATES ACCEPTING NEW FULL TIME EMPLOYMENT		GRADUATES REPORTING SALARY	MEAN BASE SALARY	MEDIAN BASE SALARY	LOW BASE SALARY	HIGH BASE SALARY
	Number	Percent	Number				
One year or less	18	26%	18	\$89,084	\$92,500	\$52,000	\$120,000
More than one year, up to three years	3	4%	3	\$83,333	\$85,000	\$75,000	\$90,000
More than three years, up to five years	26	38%	23	\$101,071	\$104,000	\$55,000	\$145,000
More than five years	22	32%	21	\$95,581	\$95,000	\$71,500	\$157,300
TOTAL	69	100%	65	\$95,159	\$95,000	\$52,000	\$157,300