



# Raymond A. Mason School of Business

WILLIAM & MARY

2021 MASTER OF SCIENCE IN BUSINESS ANALYTICS YEAR END EMPLOYMENT PROFILE

## Employment Statistics Graduating Class Profile

CLASS SIZE	NUMBER OF GRADUATES	PERCENTAGE OF GRADUATES
<i>Permanent Work Authorization</i>	58	82%
<i>Non-Permanent Work Authorization</i>	13	18%
Total Graduating Class	71	100%
Percentage of Class for whom outcome information is confirmed		100%
Program Delivery Method	On-site	
Length of Program in Months	10	
Average Years of Work Experience	1	

## Employment Statistics the Graduating Class

CATEGORIES	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL PROGRAM GRADUATES
Seeking Employment	56	7	63
Not Seeking Employment			
<i>Company-sponsored or already employed</i>	1	1	2
<i>Continuing education</i>	1	2	3
<i>Postponing job search</i>	0	2	2
<i>Starting a new business</i>	0	1	1
<i>Not seeking for other reasons</i>	0	0	0
Total Not Seeking Employment	2	6	8
No Recent Information Available	0	0	0
TOTAL GRADUATES	58	13	71

## Timing of First Time Job Offers

	TOTAL SEEKING EMPLOYMENT	FIRST OFFER BY GRADUATION DATE		FIRST OFFER AFTER GRADUATION AND BY SIX MONTHS AFTER GRADUATION DATE		HAVE NOT REPORTED RECEIVING AN OFFER BY SIX MONTHS		TOTAL OFFERS	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>Permanent Work Authorization</u>	56	38	68%	16	28%	2	4%	54	96%
<u>Non-Permanent Work Authorization</u>	7	3	43%	4	57%	0	0%	7	100%
<u>TOTAL GRADUATES</u>	63	41	65%	20	31%	2	3%	61	97%

## Timing of Job Acceptances

	TOTAL SEEKING EMPLOYMENT	FIRST OFFER BY GRADUATION DATE		FIRST OFFER AFTER GRADUATION AND BY SIX MONTHS AFTER GRADUATION DATE		HAVE NOT REPORTED RECEIVING AN OFFER BY SIX MONTHS		TOTAL OFFERS	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	56	37	66%	17	30%	2	4%	54	96%
Non-Permanent Work Authorization	7	2	29%	5	71%	0	0%	7	100%
TOTAL GRADUATES	63	39	62%	22	35%	2	3%	61	97%

Timing of First Time Job Offers + 3 Months + 6 Months

	TOTAL SEEKING EMPLOYMENT	FIRST OFFER BY GRADUATION DATE		FIRST OFFER AFTER GRADUATION AND BY THREE MONTHS AFTER GRADUATION DATE		FIRST OFFER AFTER GRADUATION + THREE MONTHS AND BY SIX MONTHS AFTER GRADUATION DATE		HAVE NOT REPORTED RECEIVING AN OFFER BY SIX MONTHS AFTER GRADUATION		TOTAL OFFERS AT SIX MONTHS	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	56	38	68%	13	23%	3	5%	2	4%	54	96%
Non-Permanent Work Authorization	7	3	43%	3	43%	1	14%	0	0%	7	100%
TOTAL GRADUATES	63	41	65%	16	25%	4	6%	2	3%	61	97%

## Timing of Job Acceptances + 3 Months + 6 Months

	TOTAL SEEKING EMPLOYMENT	FIRST OFFER BY GRADUATION DATE		FIRST OFFER AFTER GRADUATION AND BY THREE MONTHS AFTER GRADUATION DATE		FIRST OFFER AFTER GRADUATION + THREE MONTHS AND BY SIX MONTHS AFTER GRADUATION DATE		HAVE NOT REPORTED RECEIVING AN OFFER BY SIX MONTHS AFTER GRADUATION		TOTAL OFFERS AT SIX MONTHS	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	56	37	66%	14	25%	3	5%	2	4%	<u>54</u>	96%
Non-Permanent Work Authorization	7	2	29%	4	57%	1	14%	0	0%	<u>7</u>	100%
TOTAL GRADUATES	63	39	62%	18	29%	4	6%	2	3%	<u>61</u>	97%

## Primary Source of Full Time Job Acceptances

	NUMBER	PERCENT
SCHOOL-FACILITATED ACTIVITIES:		
Conversion of internship; internship obtained through school sources	0	0%
Scheduled interviews on or off campus for full time employment	12	20%
Job posting on school career systems, resume books, resume referrals by career center	2	3%

Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	16	26%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	2	3%
TOTAL SCHOOL-FACILITATED ACTIVITIES	32	52%
GRADUATE-FACILITATED ACTIVITIES:		
Conversion of internship; internship obtained through graduate-initiated sources	0	0%
Personal contacts (i.e. previous employers, family, friends, etc.)	18	30%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	10	16%
Other	1	2%
TOTAL GRADUATE-FACILITATED ACTIVITIES	29	48%
NOT REPORTING	0	0%
TOTAL	61	100%

## Compensation Report: Base Salary

	NUMBER REPORTING BASE SALARY INFORMATION	PERCENT REPORTING BASE SALARY INFORMATION	MEAN	MEDIAN	LOW	HIGH
Permanent Work Authorization	48	89%	\$77,465	\$76,130	\$54,000	\$110,000
Non-Permanent Work Authorization	5	71%	\$85,100	\$87,000	\$60,000	\$110,000
TOTAL REPORTING	53	87%	\$78,185	\$76,260	\$54,000	\$110,000

## Compensation Report: Signing/Starting Bonus

	NUMBER REPORTING SIGNING/STARTING BONUS INFORMATION	PERCENT REPORTING SIGNING/STARTING BONUS INFORMATION	MEAN	MEDIAN	LOW	HIGH
Permanent Work Authorization	15	28%	\$5,031	\$5,000	\$2,000	\$10,000
Non-Permanent Work Authorization	2	29%	\$5,625	\$5,000	\$2,500	\$10,000
TOTAL REPORTING SIGNING/STARTING BONUS	17	28%	\$5,461	\$5,000	\$2,000	\$10,000

## Compensation by Professional Functions

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				
Accounting	0	0%	0	\$0	\$0	\$0	\$0
Business/ Data Analytics	50	82%	46	\$78,343	\$76,130	\$60,000	\$110,000
Consulting	6	10%	4	\$83,500	\$83,000	\$73,000	\$95,000
Finance	3	5%	2				
General Management	0	0%	0	\$0	\$0	\$0	\$0
Human Resources	1	2%	0	\$0	\$0	\$0	\$0
Marketing/Sales	0	0%	0	\$0	\$0	\$0	\$0
Information Technology	1	2%	1				
Operation/Logistics	0	0%	0	\$0	\$0	\$0	\$0

Other	0	0%	0	\$0	\$0	\$0	\$0
Total	61	100%	53	\$78,185	\$76,260	\$54,000	\$110,000

## 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				
Accounting Services	0	0%	0	\$0	\$0	\$0	\$0
Advertising/Media/Entertainment	1	2%	1				
Consulting	26	43%	24	\$79,917	\$78,500	\$70,000	\$110,000
Consumer Packaged Goods	2	3%	2	\$82,000	\$82,000	\$79,000	\$85,000
Financial Services	6	10%	6	\$82,833	\$77,500	\$110,000	\$67,000
Government	2	3%	1				
Healthcare (including Products and Services)	2	3%	0	\$0	\$0	\$0	\$0
Hospitality	0	0%	0	\$0	\$0	\$0	\$0
Manufacturing	0	0%	0	\$0	\$0	\$0	\$0
Media/Entertainment	0	0%	0	\$0	\$0	\$0	\$0
Non-Profit	2	3%	2				
Energy	1	2%	1				
Real Estate	0	0%	0	\$0	\$0	\$0	\$0
Retail	3	5%	3	\$66,667	\$65,000	\$65,000	\$70,000
Technology	14	23%	12	\$73,408	\$73,770	\$54,000	\$105,600
Transportation & Logistics Services	1	2%	1				
Other	1	2%	0	\$0	\$0	\$0	\$0
Total	61	100%	53	\$78,185	\$76,260	\$54,000	\$110,000



## Compensation by Region: United States

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				
Mid-Atlantic	41	67%	38	\$76,487	\$76,750	\$54,000	\$105,600
Midwest	1	2%	1				
Northeast	7	11%	5	\$85,880	\$86,000	\$65,000	\$110,000
South	8	13%	6	\$76,300	\$74,400	\$72,000	\$87,000
Southwest	3	5%	3	\$76,667	\$78,000	\$67,000	\$85,000
West	1	2%	0	\$0	\$0	\$0	\$0
Total	61	100%	53	\$78,185	\$76,260	\$54,000	\$110,000

## 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	5	8%	4	\$83,625	\$78,250	\$68,000	\$110,000
Business	22	36%	19	\$76,961	\$77,500	\$54,000	\$95,000
Other	34	56%	30	\$78,235	\$76,250	\$60,000	\$110,000
Total	61	100%	53	\$78,185	\$76,260	\$54,000	\$110,000

# Compensation by Professional Experience

YEARS PROFESSIONAL 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				
0-1	48	79%	42	\$77,250	\$75,000	\$73,000	\$86,000
1-3	6	10%	4	\$82,000	\$81,000	\$79,000	\$87,000
3-5	2	3%	2				
5+	5	8%	5	\$89,020	\$95,000	\$73,500	\$105,600
Total	61	100%	53	\$78,185	\$76,260	\$54,000	\$110,000