



NO. 1 **MOST DIVERSE MBA**  
Among the Top-50 Business Schools  
U.S. News & World Report, 2021

NO. 25 **BEST BUSINESS SCHOOL**  
in the US  
Bloomberg Businessweek, 2021

# 2021 FULL-TIME MBA EMPLOYMENT OUTCOMES

Simon Business School | University of Rochester

A new level of clarity.

## Full-Time MBA

Class Profile 2021

**108**

Total Students

**40**

International Students

**25–32**

Average age

**42%**

Women

**18**

Countries of Origin

**39%**

International Students

**40%**

of US Students are African American, Black, Hispanic American, or Native American

**3–10**

Average years of work experience

## Undergraduate Majors

2021

**38%**

Business & Commerce

**24%**

Humanities & Social Sciences

**15%**

Engineering

**14%**

Economics

**11%**

Math & Science

## Full-Time MBA

Class Profile 2022

**123**

Total Students

**43**

International Students

**24–32**

Average age

**42%**

Women

**19**

Countries of Origin

**37%**

International Students

**42%**

of US Students are African American, Black, Hispanic American, or Native American

**1.2–9.2**

Average years of work experience

## Undergraduate Majors

2022

**29%**

Business & Commerce

**32%**

Humanities & Social Sciences

**15%**

Engineering

**11%**

Economics

**13%**

Math & Science

# Letter from the Director



To our valued corporate partners,

Welcome to the Jay S. and Jeanne Benet Career Management Center at the University of Rochester's top ranked Simon Business School. We are delighted to share with you the success of our most recent graduates.

The staff of the Benet Center remains focused on being customer service oriented and professional. We are committed to delivering a positive recruiting experience for your hiring organization. We work hard to ensure that your engagement is productive and exceeds expectations. Since March of 2020, COVID-19 has disrupted the world and has had profound impacts on the ways

in which university career centers support students and employers. Pre-covid, corporate recruiters traveled to their core recruiting school campuses to meet and interview prospective interns and full-time candidates. This followed with invitations to top prospects to travel to their corporate campuses for second and final rounds of interviewing. Although business travel is making a comeback, the traditional on-campus recruitment model has likely changed indefinitely. The Benet Center has responded to this disruption and has developed creative approaches to leverage the now almost entirely virtual landscape in which our students and employer partners connect.

In a rapidly changing environment, our students are beneficiaries of a robust job market and an increase in demand from employers in all industries. As employers focus on recovering and rebuilding their workforce, the need for candidates with relevant knowledge and skills is high. Of the 569 corporate recruiters surveyed by the Graduate Management Admissions Council's (GMAC) annual Corporate Recruiter's Survey in 2021, several key takeaways provide us with an optimistic outlook for our current students:

The Jay S. And Jeanne Benet Career Management Center works to develop and build lifelong career management skills for Simon Business School graduates so they may achieve the highest level of global career success.

- Recruiters project an increase in demand for school graduates in the next five years
- Recruiter's value relational, strategic, and leadership skills of business school graduates
- More than half of recruiters are willing or planning to hire international candidates
- Growth in the technology sector fuels hiring of business school graduates

Our MBA Class of 2021 set record highs in employment percentages, starting salaries, signing bonuses, and functional compensation averages. The success of our students wouldn't be possible without the continued investment and support of you; our valued corporate partners.

As we approach a new recruiting season, The Benet Center remains committed to Meliora – the pursuit of being ever better. We are aware that you have a choice in MBA recruiting, and ask that you continue to place the University of Rochester among the institutions that you engage with to hire new talent. As you review this report, join us in celebrating our students' successes. We invite you to contact our team to develop a customized recruiting plan to help you reach your recruiting and staffing goals.

Thank you for taking the time to review the enclosed information; we look forward to partnering with your company in the future.

Cordially,

LaTanya Johns

Assistant Dean

Jay S. and Jeanne Benet Career Management Center, Simon Business School

585.275.2519

ljohns3@simon.rochester.edu

## Full-Time MBA Graduating Class 2021

Data final as of October 12, 2021.

\*Based on U.S. News & World Report calculations (rounded).

2020 Graduating Class	Permanent Work Authorization				Non-Permanent Work Authorization				Total MBA Work Authorizations			
Type of Employment	FT	PT	Other	Total	FT	PT	Other	Total	FT	PT	Other	Total
Total Seeking Employment	57	0	0	57	47	0	0	47	104	0	0	104
Not Seeking For Other Reasons												
Company Sponsored	1	0	0	1	0	0	0	0	1	0	0	1
Continuing Education	0	0	0	0	0	0	0	0	0	0	0	0
Postponing Job Search	2	0	0	2	0	0	0	0	2	0	0	2
Starting a New Business	0	0	0	0	0	0	0	0	0	0	0	0
For Other Reasons	0	0	0	0	0	0	0	0	0	0	0	0
Total Not Seeking For Other Reasons	3	0	0	3	0	0	0	0	3	0	0	3
No Information Available	1	0	0	1	0	0	0	0	1	0	0	1
Total Graduates	61	0	0	61	47	0	0	47	108	0	0	108

The Benet Career Management Center works with more than 200 Full-Time MBA students per year who are seeking an internship or full-time employment. The Benet Center also engages with employers seeking high-quality candidates in key hiring segments such as consulting, technology, marketing, operations, finance, and other target areas.

2021 Graduates  
**Mean Base Salary**

2021 Graduates  
**Mean Starting Bonus**

**\$123k** **\$36k**

**\$154,529** **Average Base Salary Plus Sign-On Bonus**

Based on U.S. News & World Report calculations, 2022

## Full-Time MBA Offers

Data final as of October 12, 2021.

Graduates Seeking Employment	First Offer by Graduation (5/16/2021)		First Offer Within 3 Months of Graduation		No Offer Received by 3 Months Post Graduation	
Permanent Work Authorization	57	46	80.7%	8	14%	3
Non-Permanent Work Authorization	47	36	76.6%	9	19.1%	2
Totals	104	82	78.8%	17	16.3%	5
						4.8%

## Full-Time MBA Acceptances

Data final as of October 12, 2021.

Graduates Seeking Employment	First Offer by Graduation (5/16/2021)		First Offer Within 3 Months of Graduation		No Offer Received by 3 Months Post Graduation	
Permanent Work Authorization	57	45	78.9%	8	14.0%	4
Non-Permanent Work Authorization	47	35	74.5%	9	19.1%	3
Totals	104	80	76.9%	17	16.3%	7
						6.7%

## Full-Time MBA Base Salary

Data final as of October 12, 2021.

FT MBA Class of 2021	# Reporting	Mean	Median	Low	High
Permanent Work Authorization	45	\$116,414.03	\$120,000.00	\$73,000.00	\$155,000.00
Non-Permanent Work Authorization	33	\$133,037.88	\$135,000.00	\$81,500.00	\$166,750.00
Totals	78	\$123,447.19	\$121,750.00	\$73,000.00	\$166,750.00

## Full-Time MBA Starting Bonus

Data final as of October 12, 2021.

FT MBA Class of 2021	# Reporting	Mean	Median	Low	High
Permanent Work Authorization	39	\$28,941.03	\$23,250.00	\$5,000.00	\$62,000.00
Non-Permanent Work Authorization	28	\$46,275.00	\$47,500.00	\$3,800.00	\$143,000.00
Totals	67	\$36,185.07	\$35,000.00	\$3,800.00	\$143,000.00

# Base Salary by Industry

High Base Salary by Industry

**Financial Services**

20.6% Accepted Employment for Finance

**\$160K**

High Base Salary by Industry

**Technology**

34% Accepted Employment for Technology

**\$157K**

High Base Salary by Industry

**Consumer Packaged Goods**

11.3% Accepted Employment in Consumer Goods

**\$125K**

High Base Salary by Industry

**Healthcare**

6.2% Accepted Employment in Healthcare

**\$167K**

High Base Salary by Industry

**Retail**

2.1% Accepted Employment in Healthcare

**N/A**

3 or less data points.

High Base Salary by Industry

**Consulting**

16.5% Accepted Employment for Consulting

**\$155K**

High Base Salary by Industry

**Manufacturing**

6.2% Accepted Employment in Manufacturing

**\$135K**

High Base Salary by Industry

**Energy**

1% Accepted Employment in Energy

**N/A**

3 or less data points.

# Base Salary by Function

High Base Salary by Function

**Finance/Accounting**

33% Accepted Employment for Finance

**\$167K**

High Base Salary by Function

**Consulting**

22.7% Accepted Employment for Consulting

**\$155K**

High Base Salary by Function

**Marketing Sales**

27.8% Accepted Employment for Marketing Sales

**\$160K**

High Base Salary by Function

**General Management**

7.2% Accepted Employment for General Management

**\$135K**

High Base Salary by Function

**Operations / Logistics**

7.2% Accepted Employment for Operations / Logistics

**\$130K**

High Base Salary by Function

**Information Technology**

1% Accepted Employment for Information Technology

**N/A**

## Full-Time MBA Compensation **by Function**

\* n/a: Any salary category with 3 data points or less is not reported publicly\*

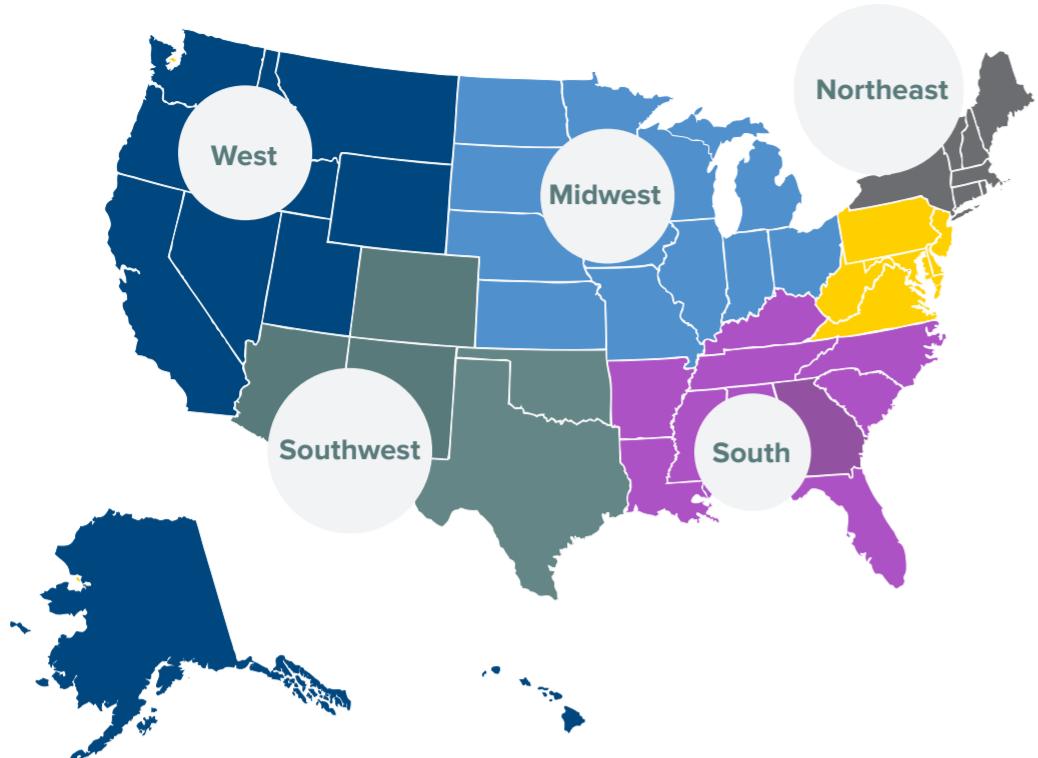
Function	Graduates Reporting	Accepting New Employment		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Consulting	17	22	22.7%	\$119,029.41	\$125,000.00	\$81,500.00	\$155,000.00
Finance/Accounting	25	32	33.0%	\$130,359.24	\$121,750.00	\$100,000.00	\$166,750.00
General Management	7	7	7.2%	\$122,142.88	\$127,500.00	\$100,000.16	\$135,000.00
Human Resources	0	0	0%	n/a	n/a	n/a	n/a
Marketing Sales	21	27	27.8%	\$120,670.00	\$120,000.00	\$90,000.00	\$160,000.00
Information Technology	1	1	1.0%	n/a	n/a	n/a	n/a
Operations/Logistics	6	7	7.2%	\$115,500.00	\$122,500.00	\$73,000.00	\$130,000.00
Other	1	1	1.0%	\$130,000.00	\$130,000.00	\$130,000.00	\$130,000.00
<b>Totals</b>	<b>78</b>	<b>97</b>	<b>100%</b>				

## Full-Time MBA Compensation **by Industry**

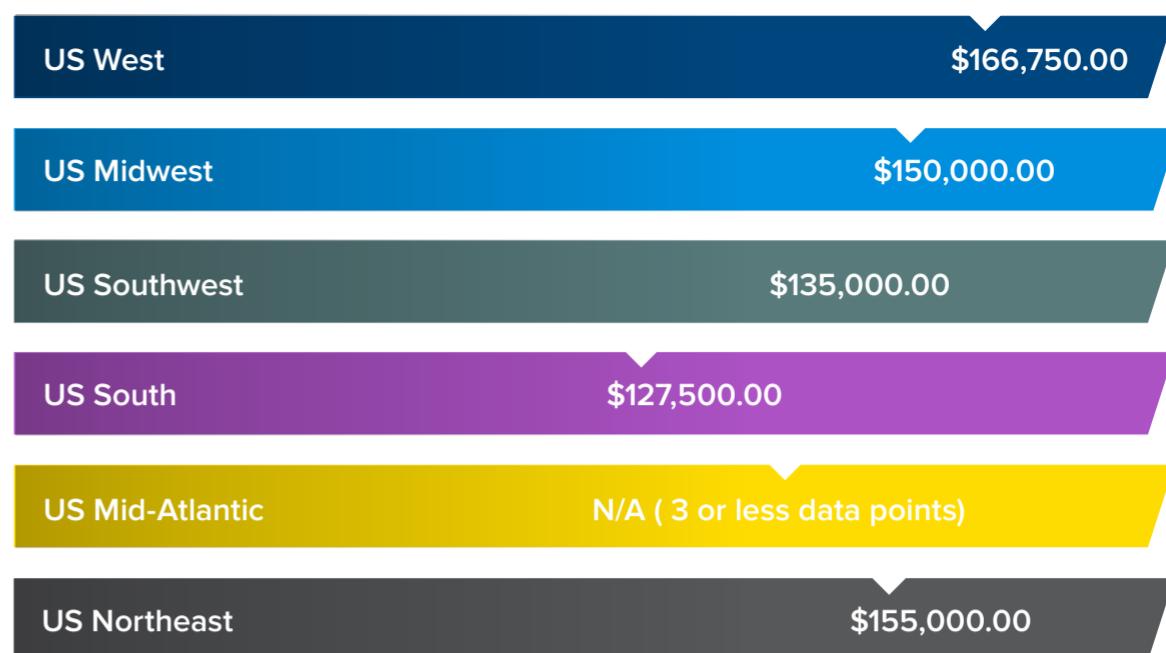
\*n/a: Any salary category with 3 data points or less is not reported publicly\*

Industry	Graduates Reporting	Graduates Accepting New Employment		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Consulting	12	16	16.5%	\$117,291.67	\$125,000.00	\$81,500.00	\$155,000.00
Consumer Packaged Goods	11	11	11.3%	\$112,000.01	\$112,500.00	\$90,000.00	\$125,000.00
Financial Services	16	20	20.6%	\$134,868.75	\$135,000.00	\$100,000.00	\$160,000.00
Government	0	0	0%	n/a	n/a	n/a	n/a
Manufacturing	6	6	6.2%	\$117,371.83	\$117,500.00	\$101,731.00	\$135,000.00
Media / Entertainment	0	0	0%	n/a	n/a	n/a	n/a
Energy	1	1	1.0%	n/a	n/a	n/a	n/a
Healthcare	6	6	6.2%	\$132,458.33	\$129,000.00	\$115,000.00	\$166,750.00
Real Estate	0	0	0%	n/a	n/a	n/a	n/a
Technology	24	33	34.0%	\$126,229.17	\$123,750.00	\$85,000.00	\$157,000.00
Hospitality	0	0	0%	n/a	n/a	n/a	n/a
Retail	2	2	2.1%	n/a	n/a	n/a	n/a
Transportation & Logistics Services	0	0	0%	n/a	n/a	n/a	n/a
Nonprofit + Other	0	2	2.1%	n/a	n/a	n/a	n/a
<b>Totals</b>	<b>78</b>	<b>97</b>	<b>100%</b>				

## US Graduates Accepting Employment



## Full-Time MBA High Base Salary in US Regions\*



\*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.

## Full-Time MBA Compensation by North American Region

North America Region	Graduates Accepting New Employment	Graduates Reporting	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Bermuda, Canada, Greenland, and St. Pierre & Miquelon	0	0%	0	n/a	n/a	n/a
United States, Mid-Atlantic	3	3.1%	2	n/a	n/a	n/a
United States, Midwest	14	14.4%	12	\$120,556.23	\$120,000.00	\$90,000.00
United States, Northeast	41	42.3%	25	\$121,778.13	\$122,500.00	\$73,000.00
United States, South	7	7.2%	3	\$117,375.00	\$117,500.00	\$107,000.00
United States, Southwest	7	7.2%	7	\$114,285.74	\$120,000.00	\$90,000.00
United States, West	25	25.8%	18	\$131,762.50	\$126,250.00	\$115,000.00
<b>Totals</b>	<b>97</b>	<b>100%</b>	<b>67</b>			

## Full-Time MBA Compensation by Experience

Experience	Graduates Accepting New Employment	Graduates Reporting	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
One year or less	15	15.5%	11	\$109,263.64	\$109,400.00	\$73,000.00
1 to 3 years	1	1.0%	0	n/a	n/a	n/a
3 to 5 years	32	33.0%	24	\$123,760.42	\$124,250.00	\$85,000.00
More than 5 years	49	50.5%	43	\$126,900.72	\$125,000.00	\$95,000.00
<b>Totals</b>	<b>97</b>	<b>100%</b>	<b>78</b>			

## Full-Time MBA

### Source of Full-Time Job Acceptances

Source	Number	Percent	Source	Number	Percent
<b>School-Facilitated Activities</b>			<b>Graduate-Facilitated Activities</b>		
<b>School-Facilitated Internships</b>	<b>30</b>	<b>30.9%</b>	Graduate-Facilitated Internships	2	2.1%
Scheduled Interviews On and Off Campus	0	0%	Personal Contacts (Previous Employers, Family, Friends, etc)	1	1.0%
Job Postings (SW, Resume Books, Resume Referrals)	11	11.3%	Online Job Postings (Social Media, LinkedIn, etc)	11	11.3%
Activities Supported by the CMC (Job Fairs, Consortium, Events, etc)	23	23.7%	Other GFA	6	6.2%
School Network/Resources (Faculty, Alumni Referrals, etc)	7	7.2%	<b>Total Graduate-Facilitated Activities</b>	<b>20</b>	<b>20.6%</b>
Other SFA	2	2.1%	No Response by Graduate	4	4.1%
<b>Total School-Facilitated Activities</b>	<b>73</b>	<b>75.3%</b>	<b>Total Job Accepting Graduates</b>	<b>97</b>	<b>100%</b>

## Full-Time MBA

### Top Hiring Companies

3M	Cognizant	Gilead	Medtronic	Siemens Healthineers
5Nine	Colgate-Palmolive Company	Google	Meltek, Inc.	Simon-Kucher & Partners
650Labs	Conagra	Grupo México	Merck & Co., Inc.	SimpliSafe
Abbott	Constellation Brands	Guggenheim Partners	Metropolitan Life Insurance	Softheon
Accenture	Corning Incorporated	Gurtam Inc.	Company	Staples
Activision Blizzard	Credit Suisse	Harris Williams	Microsoft	Starbucks
Adobe	CVS Health	Henkel Corporation	Morgan Stanley	State Street Corporation
AECOM Strategy+	Danaher Corporation	Highland Planning	Nature's Way	Strategyn
Aimia Inc.	DaVita Inc.	Holden Advisors	Newry	Suntrust Robinson Humphrey
AlixPartners, LLC	Deloitte	Howe and Rusling, Inc.	Nike, Inc.	Target Corporation
Amazon	Discover Bank	HP	NPD Group	The Travelers Companies, Inc.
American Express Company	(Discover Financial Services)	IBM	Otis Elevators	Thermo Fisher Scientific
Amgen Inc.	Dow Chemical	InCap Group	Overstock	US Bank
Analysis Group	Drake Street Partners	Inspiring Capital	Paychex	Varian Medical Systems
Applied Materials, Inc.	Eli Lilly and Company	Ipsos	PayPal, Inc.	Verizon
AT&T	EMA Design Automation	Jefferies Financial	Peloton Interactive, Inc.	Walmart Inc.
Autodesk Inc.	Exxon Mobil Corporation	Group, Inc.	PepsiCo Inc.	Wayfair LLC
Avangrid	EY	Johnson & Johnson	Pfizer Inc.	Wells Fargo
Bank of America	F5 Networks, Inc.	JPMorgan Chase & Co.	Pine Brook Partners	Western Digital Corporation
Barclays	Fast Growing Trees	Juniper Networks, Inc.	Pride Products Distributors	William Blair
BNP Paribas	Federal Reserve	Kalypso Consulting	ProcDNA	WineDirect
Boston Scientific Corporation	FedEx	Kimberly-Clark Corporation	Procter & Gamble	Quicken Loans Inc.
Cardinal Health	Fiat Chrysler Automobiles	KPMG LLP	RapidSOS	RBC Capital Markets
Century Link	(FCA US LLC)	Liberty Mutual Insurance	Lockheed Martin	Reckitt Benckiser Group plc
Chewy	Fiserv, Inc.	M&T Bank	MarqetU	Red Hat Inc.
Cigna	Fisher-Price	Macquarie Group Limited	McKinsey & Company	Sandoz
Cisco	Garlock Sealing Technology	MarqetU	ServiceNow	Siemens Healthineers
Citigroup, Inc	Gartner	McKinsey & Company		Simon-Kucher & Partners
Coca-Cola	GenPact Consulting			SimpliSafe

## Key Contacts

To post career opportunities, please contact Karen Kingsbury at [karen.kingsbury@simon.rochester.edu](mailto:karen.kingsbury@simon.rochester.edu) or call 585.273.3094.



LaTanya Johns  
Assistant Dean  
Jay S. and Jeanne Benet Career  
Management Center  
[ljohns3@simon.rochester.edu](mailto:ljohns3@simon.rochester.edu)  
(585) 275-2519



Julie Bazan D'Angelo  
Executive Director, Career  
Education & Professional  
Development  
[jbazanda@simon.rochester.edu](mailto:jbazanda@simon.rochester.edu)  
(585) 275-4881



Peter Handley  
Director, Corporate Engagement  
[peter.handley@simon.rochester.edu](mailto:peter.handley@simon.rochester.edu)  
(203) 550-7875



Karen Kingsbury  
Senior Assistant Director,  
Corporate Engagement  
[karen.kingsbury@simon.rochester.edu](mailto:karen.kingsbury@simon.rochester.edu)  
(585) 273-3094



Ariel Ruggeri  
Recruiting & Events Manager  
[ariel.ruggeri@simon.rochester.edu](mailto:ariel.ruggeri@simon.rochester.edu)  
(585) 275-0466

## MBA Career Management and Corporate Relations



Ron Carlson  
Director, Career Management  
Finance  
[ron.carlson@simon.rochester.edu](mailto:ron.carlson@simon.rochester.edu)  
(585) 703-3419



Steve Simpson  
Director, Career Management  
Marketing  
[steven.simpson@simon.rochester.edu](mailto:steven.simpson@simon.rochester.edu)  
(585) 275-4976



Andy Tempest  
Director, Career Management  
Consulting  
[andrew.tempest@simon.rochester.edu](mailto:andrew.tempest@simon.rochester.edu)  
(585) 243-4448



Janelle Kohlman  
Office Manager  
[janelle.kohlman@simon.rochester.edu](mailto:janelle.kohlman@simon.rochester.edu)  
(585) 275-4881

## Shared Services

## MS Career Management



Meg Recktenwald  
Assistant Director  
MS Programs, MS Finance  
[meg.recktenwald@simon.rochester.edu](mailto:meg.recktenwald@simon.rochester.edu)  
(585) 275-0479



Helen Wang  
Assistant Director, MS Programs  
MS Finance  
[helen.wang@simon.rochester.edu](mailto:helen.wang@simon.rochester.edu)  
(585) 275-5640



Marc Torchio  
Assistant Director  
MS Career Consultant  
[Marc.Torchio@simon.rochester.edu](mailto:Marc.Torchio@simon.rochester.edu)



Katie Mulheron  
Assistant Director  
MS Career Consultant  
[kmulhero@simon.rochester.edu](mailto:kmulhero@simon.rochester.edu)

## Professional Development



Kelly Umansky  
Director, Professional Development  
and Career Education  
General Management  
[kelly.umansky@simon.rochester.edu](mailto:kelly.umansky@simon.rochester.edu)  
(585) 275-2380



Jillian Duggan  
Assistant Director  
Professional Development  
[jillian.duggan@simon.rochester.edu](mailto:jillian.duggan@simon.rochester.edu)  
(585) 275-4881



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BUSINESS SCHOOL  
UNIVERSITY of ROCHESTER