



PennState
Smeal College of Business

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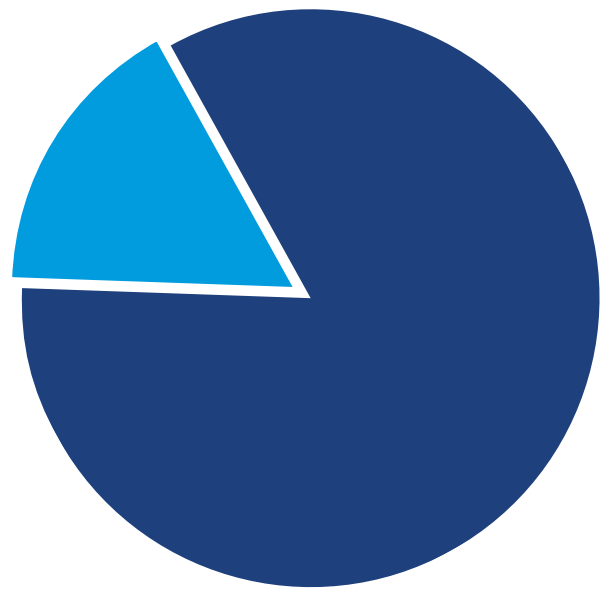
2023 Undergraduate Outcomes Report

Full-Time | Internship | Co-op

SMEAL

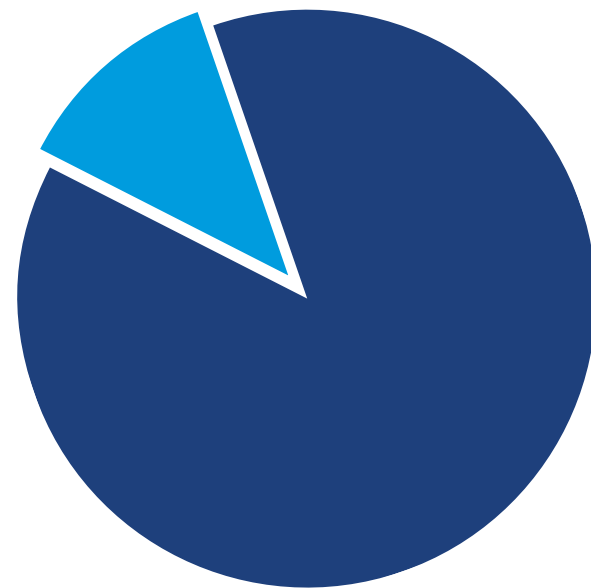


Overall Outcomes Statistics: All Business Majors



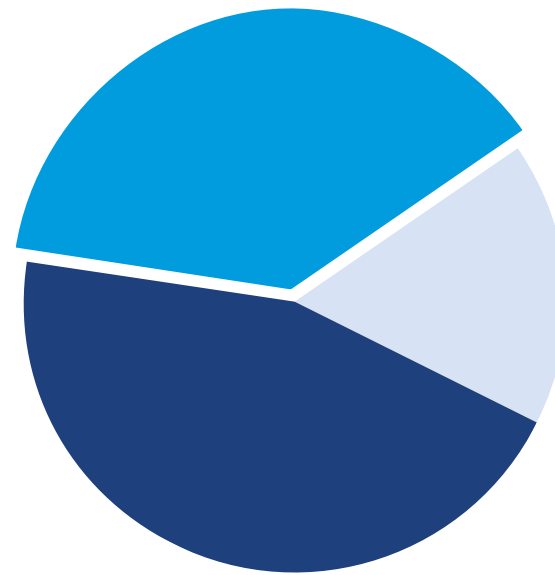
83.8%

of students placed within three months of graduation



88%

of students with an internship who were paid



83.2%

of students reporting 1 or more internships/co-op. Of these students, **45%** reported 2+ internships/co-ops

\$70,721

Average full-time salary

\$22.68

Average internship/co-op pay per hour

\$6,101

Average signing bonus

56.2%

Received a Bonus

\$5,045

Average relocation bonus

24.2%

Received a Bonus

Students Outcomes within 3 Months of Graduation

	Total
Full-Time Employment	66.9%
Further Education/Fellowship	13.5%
Entrepreneurship	1.1%
Post-graduate Internship	<1%
Public Service	<1%
Military	<1%
Fellowship:	<1%
Other/Gap Year	1.1%
Still Seeking	16.2%

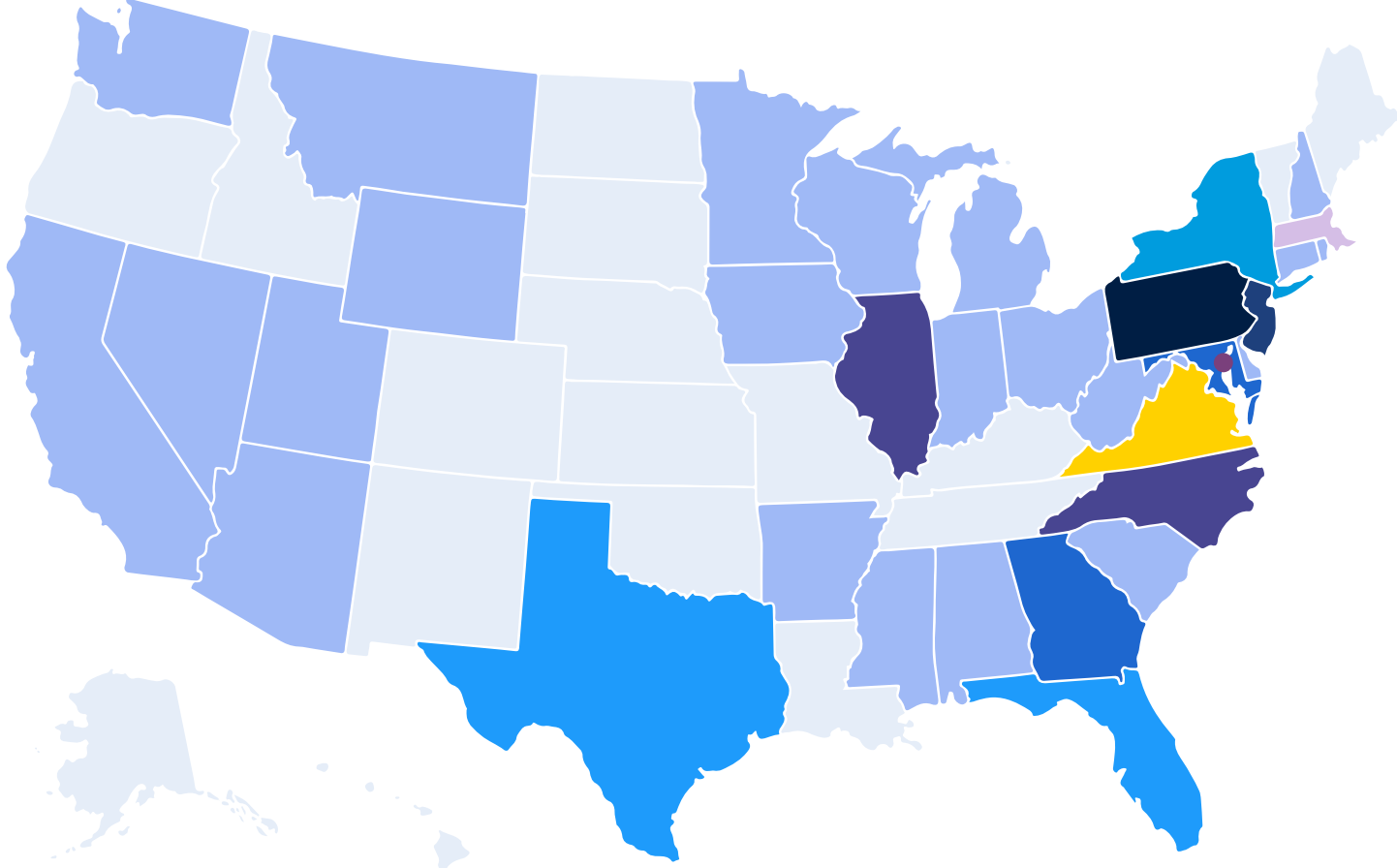
International v Domestic Outcomes within 3 Months of graduation

	International	Domestic
Employment	21%	70.4%
Continuing Education	50.3%	9%
Entrepreneurship	1.3%	1.2%
Post-graduate Internship	3.8%	<1%
Public Service	0%	<1%
Military	0%	<1%
Fellowship	0%	<1%
Other	<1%	1.2%
Still Seeking	22.9%	17.1%

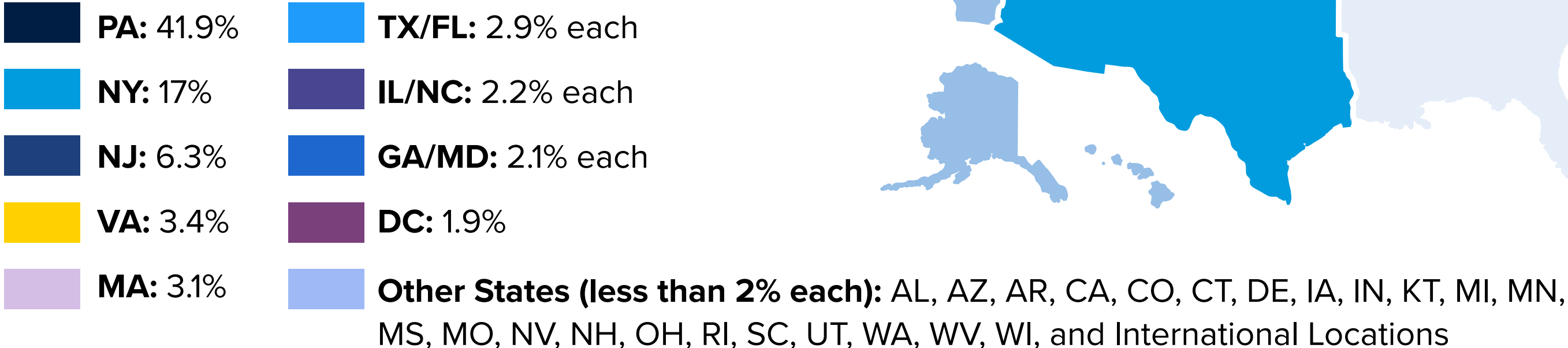
*Data was collected through an optional student survey distributed prior to Summer 2022, Fall 2022, and Spring 2023 commencements. We received 1,510 of 2,008 graduating student responses prior to graduation. Within three months of graduation, 244 new records and/or updates to original respondent destinations were added utilizing feedback from LinkedIn for a total knowledge rate of 87.4%.

Full-time Employment Statistics: Geographical Placement

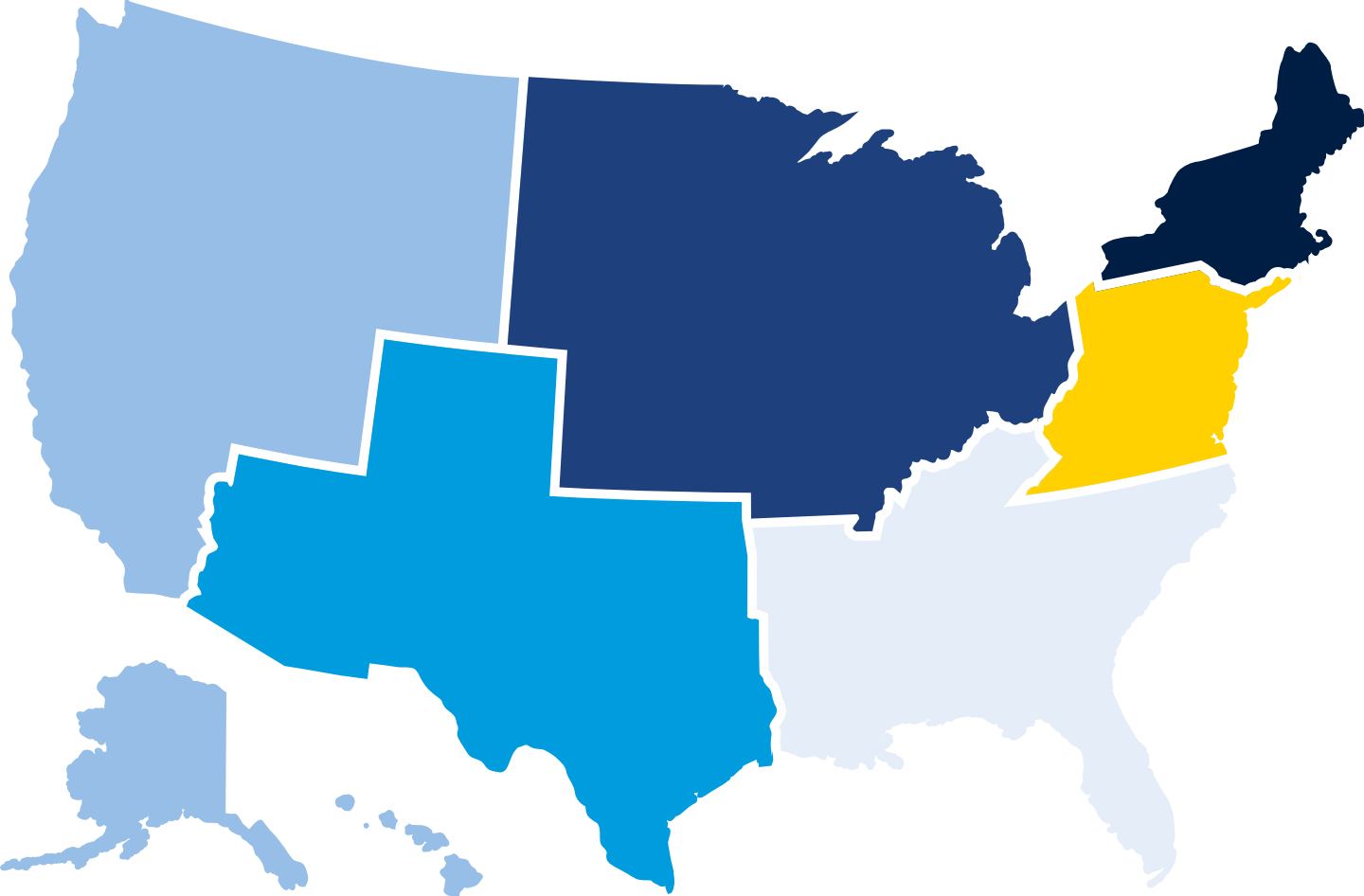
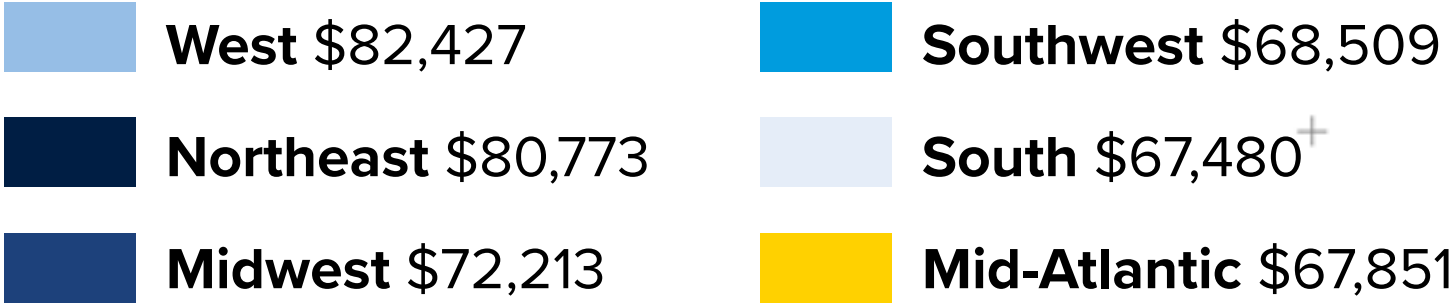
Students accepted full-time positions in 36 states and the District of Columbia and 11 other countries.



Student Placement by State



Salary by Geographic Location



Placement by Major Overview

Major	Placement Rate	Average Salary	Average Signing Bonus	% Receiving Signing Bonus	Average Relocation Bonus	% Receiving Relocation Bonus
Accounting	87.3%	\$65,915	\$4,194	52.8%	\$3,500	7.9%
iMAcc	100%	\$71,549	\$3,385	26.8%	\$1,800	3.6%
Actuarial Science	93.7%	\$78,969	\$6,250	86.7%	\$4,333	20%
CIENT	75.6%	\$68,192	\$5,962	48.4%	\$3,267	22.6%
Finance	85.2%	\$77,673	\$7,499	66.5%	\$4,947	19.1%
Management	74.8%	\$62,878	\$5,333	39.6%	\$ 4,900	26%
Management Information Systems	84.5%	\$76,389	\$6,071	72.4%	\$4,875	13.8%
Marketing	78.7%	\$60,181	\$5,113	35.5%	\$3,788	23.2%
Risk Management: Enterprise	86.2%	\$68,406	\$9,433	52.9%	\$3,500	14.3%
Risk Management: Real Estate	80%	\$70,364	\$6,000	25%	\$3,000	16.7%
Supply Chain and Information Systems	86.5%	\$70,588	\$6,538	64.4%	\$5,915	40.2%

Top Hiring Companies (Full-Time)



	63 hires
	42 hires
	33 hires
	30 hires
	24 hires
	24 hires
	20 hires
	17 hires

10-16 Hires	ALDI, Bank of America, BNY Mellon, Burlington, Citi, Johnson & Johnson, Lockheed Martin, Manhattan Associates, The Hershey Company, Vanguard, Wells Fargo
6-9 Hires	Amazon, Boeing, DHL, IBM, Lincoln Financial Group, Oracle, RSM, Textron
4-5 Hires	ADP, Baker Tilly, Capital One, Cigna, Clark Associates, Collins Aerospace, Gallagher, Goldman Sachs, Honeywell, Morgan Stanley, Northrop Grumman, Penn State University, Sherwin-Williams, Technomics, TD Cowen, TJX Companies, Uber Freight, Unilever
3 Hires	Abercrombie, Beacon Hill Staffing, Bechtel Plant Machinery, Campbell Soup Company, Enterprise, LG, Lowe's, Lumen, M&T Bank, Minitab, PPG, Raytheon, Reyes Beverage Group, Sands Investment Group, Shell, Siemens, SRS Distribution, Target, UBS, UPMC, Walker & Dunlop WebFX
2 Hires	Accenture, Addison Group, Aetna, AIG, Ally Financial, Anheuser Busch, Aramco, Arkema, Barclays, BDO, BDP International, BlackRock, Booz Allen Hamilton, Boscov's Corporate, CertainTeed, Chess Consulting, Chubb, Cintas, Cushman & Wakefield, Danaher, Dell Technologies, Deutsche Bank, Epic, Equitable Financial, Estee Lauder, First National Bank, Freddie Mac, E&J Gallo Henkel, Honda Motor Company, Insight Global, L'Oreal, Marcus & Millichap, Marriott International, Mass Mutual, Milliman, New York Life, NextEra Energy, NFI, Northwestern Mutual, Oliver Wyman, PayPal, Penske Logistics, Philadelphia Eagles, PLS Logistics, Risk Strategies, Ross Stores, Ruder Finn, TIAA Bank, Tristate Financial Advisors, URBN, Wabtec, Wawa

Top Hiring Companies (Internship/Co-Op)

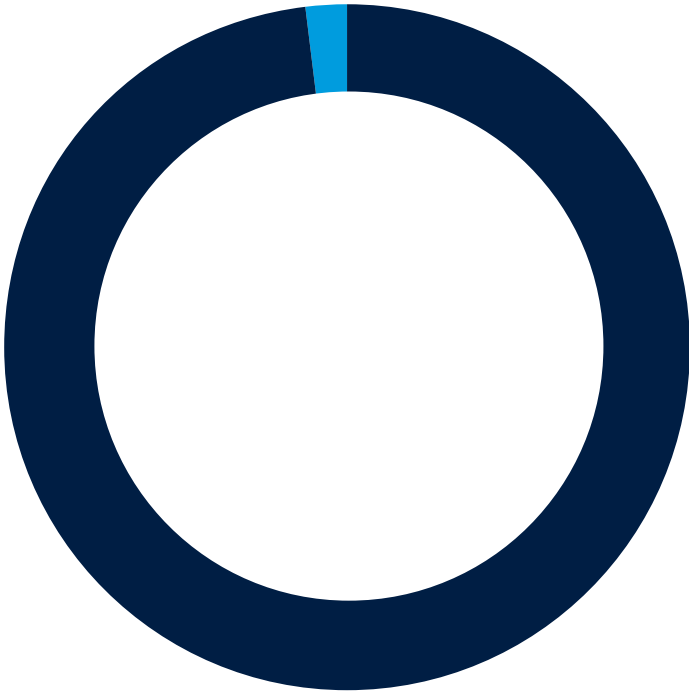


-  **70 hires**
-  **54 hires**
-  **34 hires**
-  **33 hires**
-  **24 hires**
-  **22 hires**
-  **19 hires**
-  **18 hires**
-  **18 hires**

10-17 Hires	Bank of America, Clark Associates, Grant Thornton, Limitless NIL, JPMorgan Chase & Co., TE Connectivity, The Hershey Company, TJX Companies, Wells Fargo
7-9 Hires	ALDI, BDO, Boeing, Burlington, Campbell Soup Company, Citi, CVS, First National Bank, IBM, Lockheed Martin, Morgan Stanley, Northwestern Mutual, Siemens
5-7 Hires	Altria, Amerisource Bergen, BNY Mellon, Collins Aerospace, DHL, Estee Lauder, Goldman Sachs, Honeywell, Kimberly-Clark, Lowe's, Minitab, Paramount, RSM, State College Spikes, UBS, Vanguard

Placement by Major: Accounting and Integrated MAcc

MAcc



98.2%
Full-Time employment

1.8%
Further Education/Fellowship

0%
Still Seeking

100%
with 1+ internship

100%
internship paid

\$29.75
average hourly pay

\$71,549
Average Full-Time Salary

\$3,385
Average Signing Bonus

26.8%
Received a bonus

\$1,800
Average Relocation Bonus

3.6%
Received a bonus

Sample of Full-Time Hiring Companies

- Deloitte (7)
- EY (9)
- KPMG (8)
- PricewaterhouseCoopers (26)

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Deloitte (7)
- EY (9)
- KPMG (9)
- PricewaterhouseCoopers (26)

Accounting



56.4%
Full-Time employment

27.3%
Further Education/Fellowship

1.8%
Post-grad Internship

1.8%
Other

12.7%
Still Seeking

78.5%
with 1+ internship

91%
internship paid

\$21.30
average hourly pay

\$65,915
Average Full-Time Salary

\$4,194
Average Signing Bonus

52.8%
Received a bonus

\$3,500
Average Relocation Bonus

7.9%
Received a bonus

Sample of Full-Time Hiring Companies

- American Eagle Outfitters
- BDO (2)
- Deloitte (6)
- EisnerAmper
- EY (2)
- Grant Thornton (4)
- Honda Motor Company
- IBM
- KPMG (5)
- Marcum LLP
- PNC Financial Services (4)
- SEI Investments (2)

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- BDO (5)
- Deloitte (3)
- EY (2)
- Grant Thornton (2)
- HRI (2)
- KPMG (8)
- Penn State University (3)
- PNC Financial Services (2)
- PwC (4)

Placement by Major:
Actuarial Science

\$78,969

Average Full-Time Salary

\$6,250

Average Signing Bonus

86.7%

Received a bonus

Sample of Full-Time Hiring Companies

- Aetna
- Deloitte
- KPMG
- Lincoln Financial Group
- Milliman
- Wakely Consulting Group

\$4,333

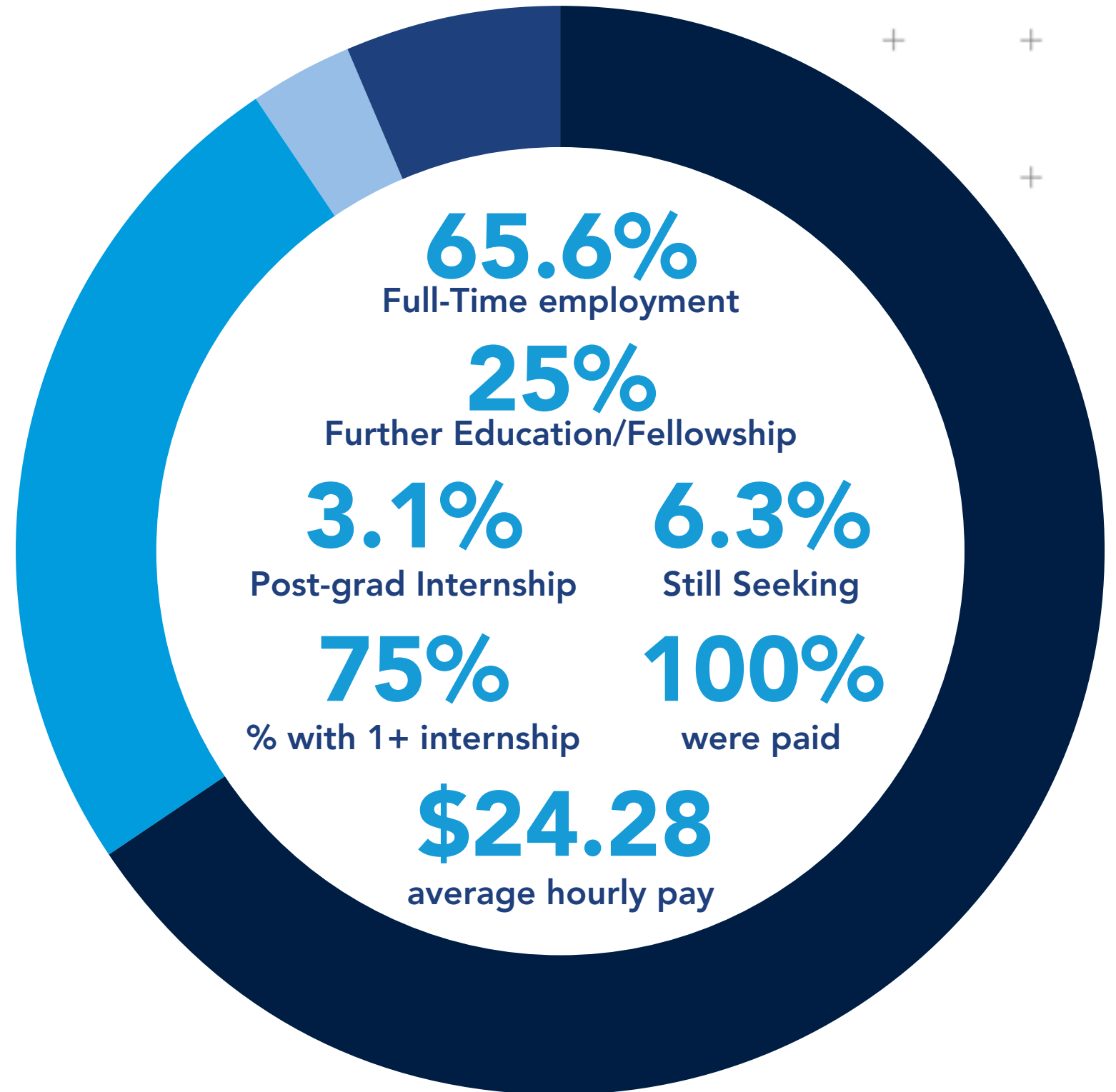
Average Relocation Bonus

20%

Received a bonus

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Aetna
- Blue Cross Blue Shield
- Cigna
- CVS
- Deloitte
- Erie Insurance
- Highmark
- MetLife
- Prudential Financial



Placement by Major:

Corporate Innovation and Entrepreneurship

\$68,192

Average Full-Time Salary

\$5,962

Average Signing Bonus

48.4%

Received a bonus

Sample of Full-Time Hiring Companies

- Abercrombie
- ALDI
- AlpTech Research Corp
- Amazon
- Grant Thornton
- Oracle
- Orion Advisor Solutions
- PNC Financial Services
- Servpro
- Vanguard

\$3,267

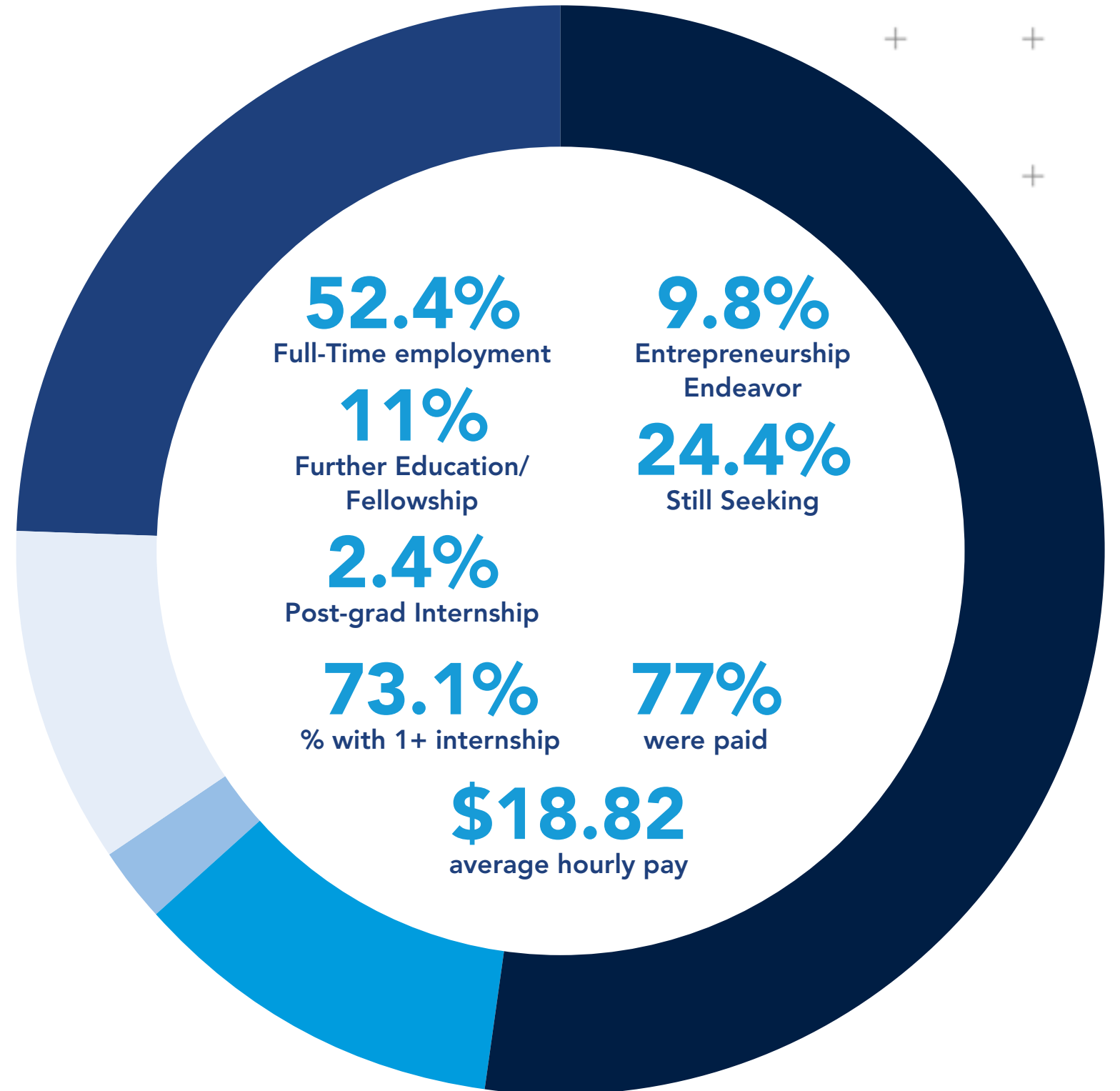
Average Relocation Bonus

22.6%

Received a bonus

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- ClearGov
- CVS
- E&J Gallo
- Factory LLC
- Hilton
- LH Brubaker
- PwC
- Nike
- PepsiCo
- Ross Stores
- Surge Consulting



Placement by Major: Finance

\$77,673

Average Full-Time Salary

\$7,499

Average Signing Bonus

66.5%

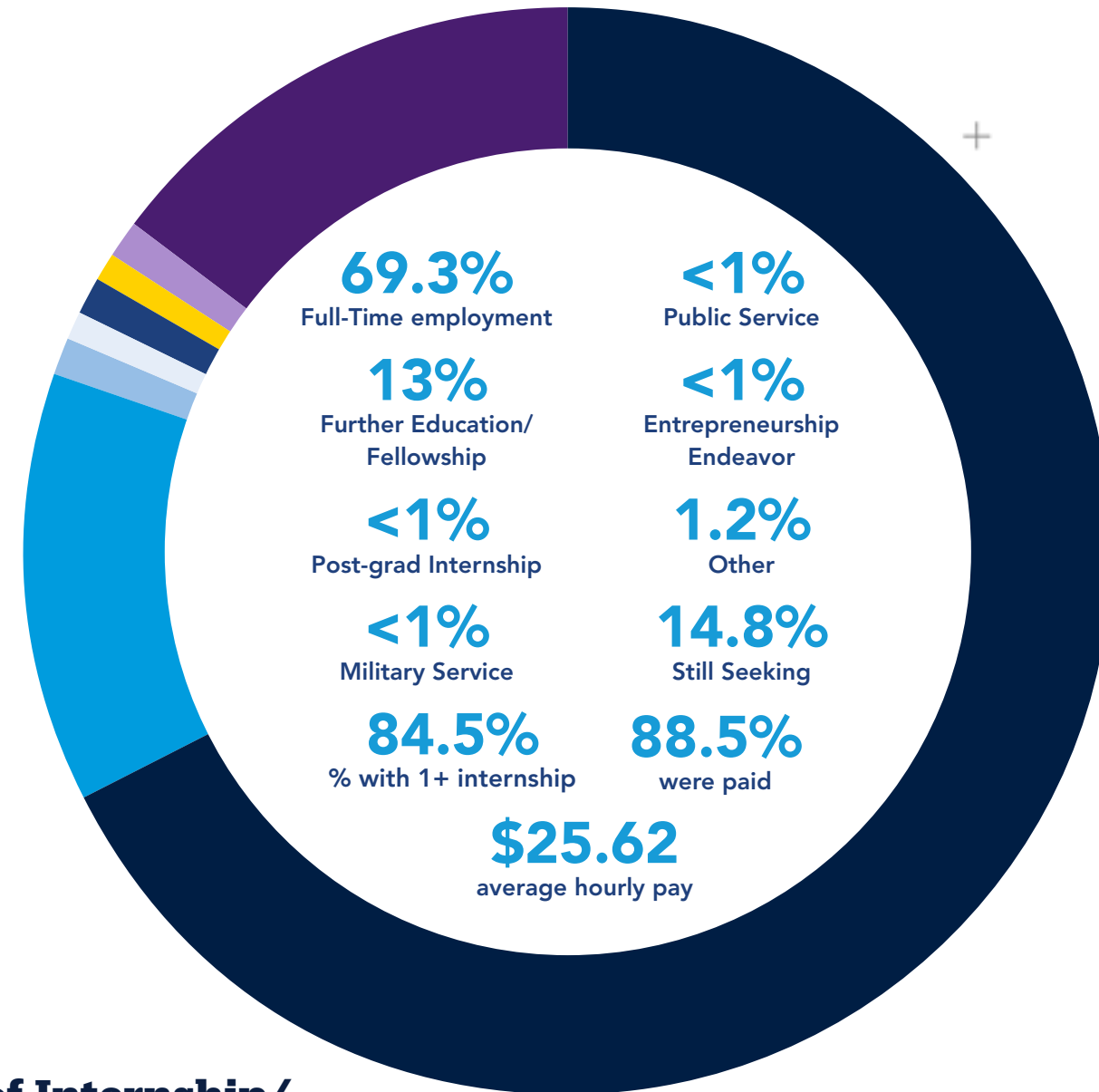
Received a bonus

\$4,947

Average Relocation Bonus

19.1%

Received a bonus



Sample of Full-Time Hiring Companies

- Baker Tilly (2)
- Bank of America (12)
- Barclays (2)
- BlackRock (2)
- BNY Mellon (10)
- Capital One (3)
- Chess Consulting (2)
- Chubb (2)
- Citi (10)
- Deloitte (12)
- EY (9)
- First National Bank (2)
- Freddie Mac (2)
- Goldman Sachs (4)
- Grant Thornton (6)
- JPMorgan Chase & Co. (11)
- Johnson & Johnson (2)
- KPMG (10)
- Morgan Stanley (5)
- PNC Financial Services (13)
- PPG (3)
- PwC (17)
- Raytheon (2)
- RSM (4)
- SEI Investments (12)
- Siemens (2)
- TD Cowen (4)
- Textron (5)
- TIAA Bank (2)
- UBS (3)
- Vanguard (9)
- Wells Fargo (9)

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Accenture
- AstraZeneca
- AT&T
- Bank of America
- Barclays
- BlackRock
- BNY Mellon
- Charles Schwab
- China Construction Bank
- Chubb
- Citi
- Credit Suisse
- Deloitte
- EY
- First National Bank
- Franklin Templeton
- Goldman Saks
- Grant Thornton
- Honeywell
- JPMorgan Chase & Co.
- Johnson & Johnson
- KPMG
- L'Oreal
- Madison Wealth Management
- Marriott International
- Morgan Stanley
- NBC Universal
- Nestle
- New Holland Agriculture
- New York Life
- Nordstrom
- Northwestern Mutual
- Olympus
- Penn State University
- Penske
- PepsiCo
- PNC Financial Services
- PPG
- PwC
- RSM
- Siemens
- Stanley Black & Decker
- TD Cowen
- TE Connectivity
- Textron
- UBS
- Vanguard
- Wells Fargo

Placement by Major: Management

\$62,878

Average Full-Time Salary

\$5,333

Average Signing Bonus

39.6%

Received a bonus

Sample of Full-Time Hiring Companies

- ALDI
- American Health Care Association
- Bank of America
- Beacon Hill Staffing
- Booz Allen Hamilton
- Citi
- CKA Management
- Fiserv
- Hilti
- KPMG
- Lockheed Martin
- Oracle
- PepsiCo
- Philips
- SEI Investments
- Schlumberger
- Wawa

\$4,900

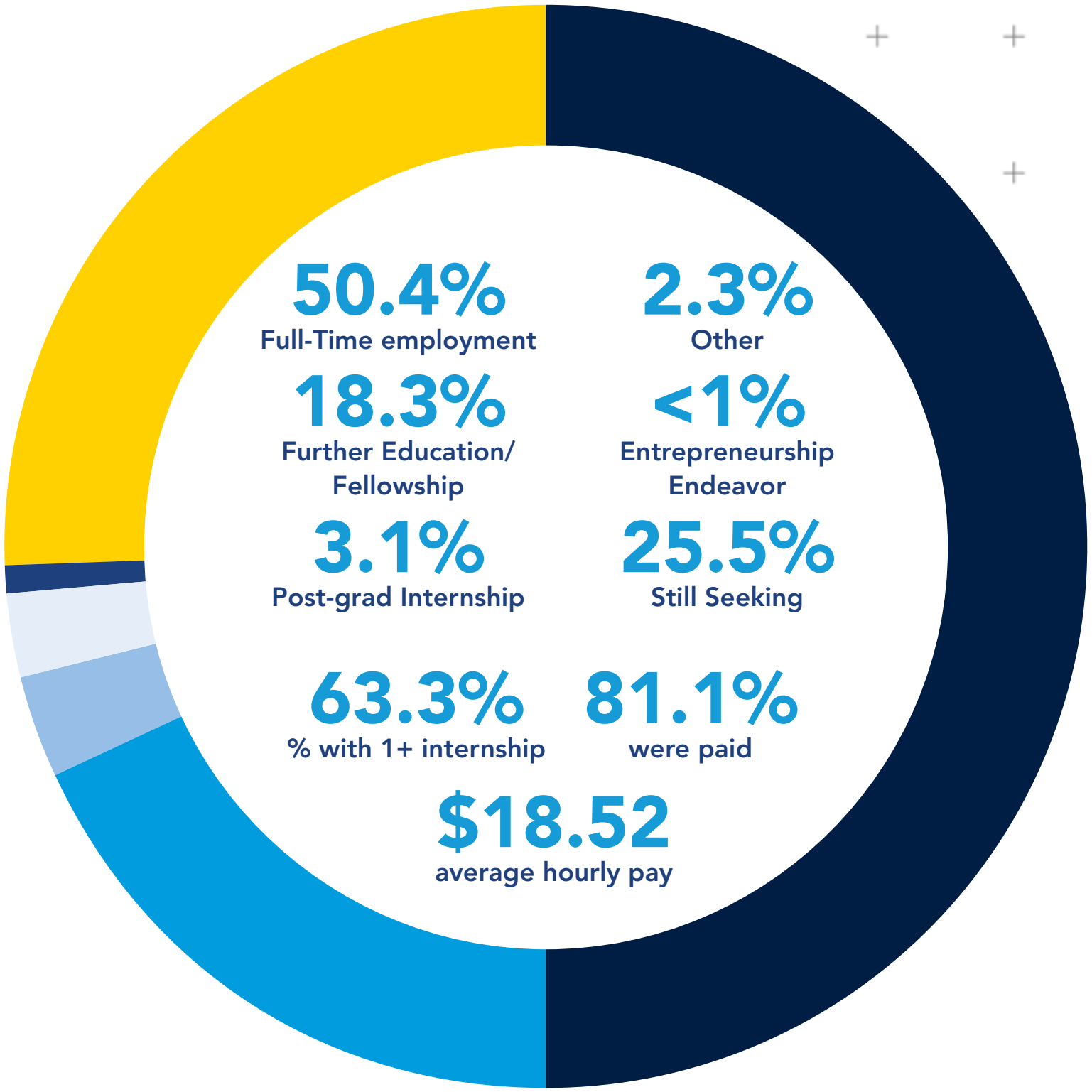
Average Relocation Bonus

26%

Received a bonus

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Amazon
- Athletes in Action
- Crown Advisors
- CVS
- Kohls
- Learfield
- New York Red Bulls
- Penn State Sports Properties
- Sherwin-Williams
- SkyBridge Capital
- Swiss Re
- UPMC



Placement by Major:

Management Information Systems

\$76,389

Average Full-Time Salary

\$6,071

Average Signing Bonus

72.4%

Received a bonus

\$4,875

Average Relocation Bonus

13.8%

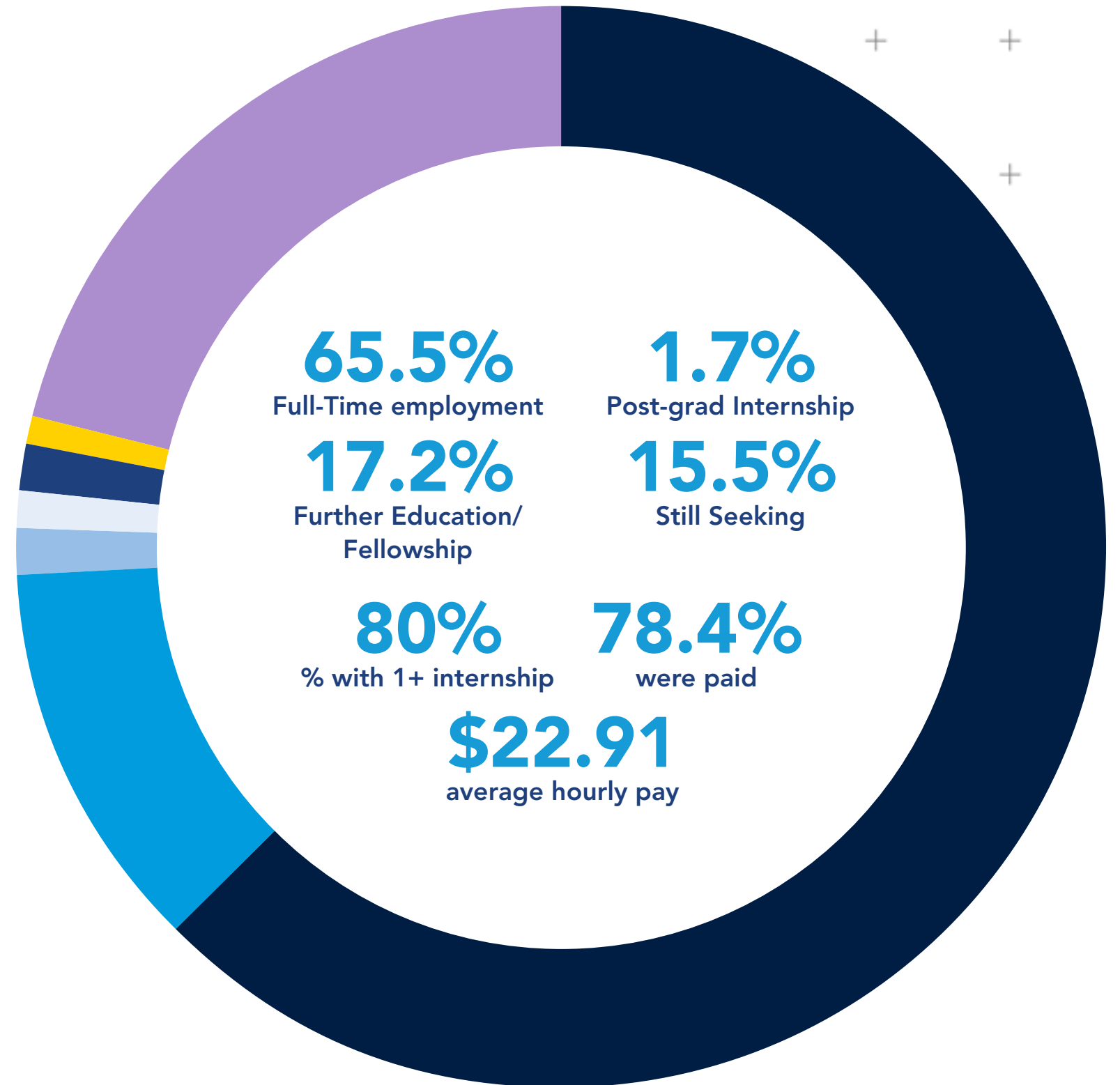
Received a bonus

Sample of Full-Time Hiring Companies

- Cisco Systems
- EY
- Granite Telecommunications
- IBM
- Lumen
- Manhattan Associates
- PwC
- W.L. Gore and Associates

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Carpenter Technology
- EY
- KPMG
- Minitab
- NeoMetrix Technologies Inc
- PwC
- Sephora
- W.L. Gore and Associates



Placement by Major: Marketing

\$60,181

Average Full-Time Salary

\$5,113

Average Signing Bonus

35.5%

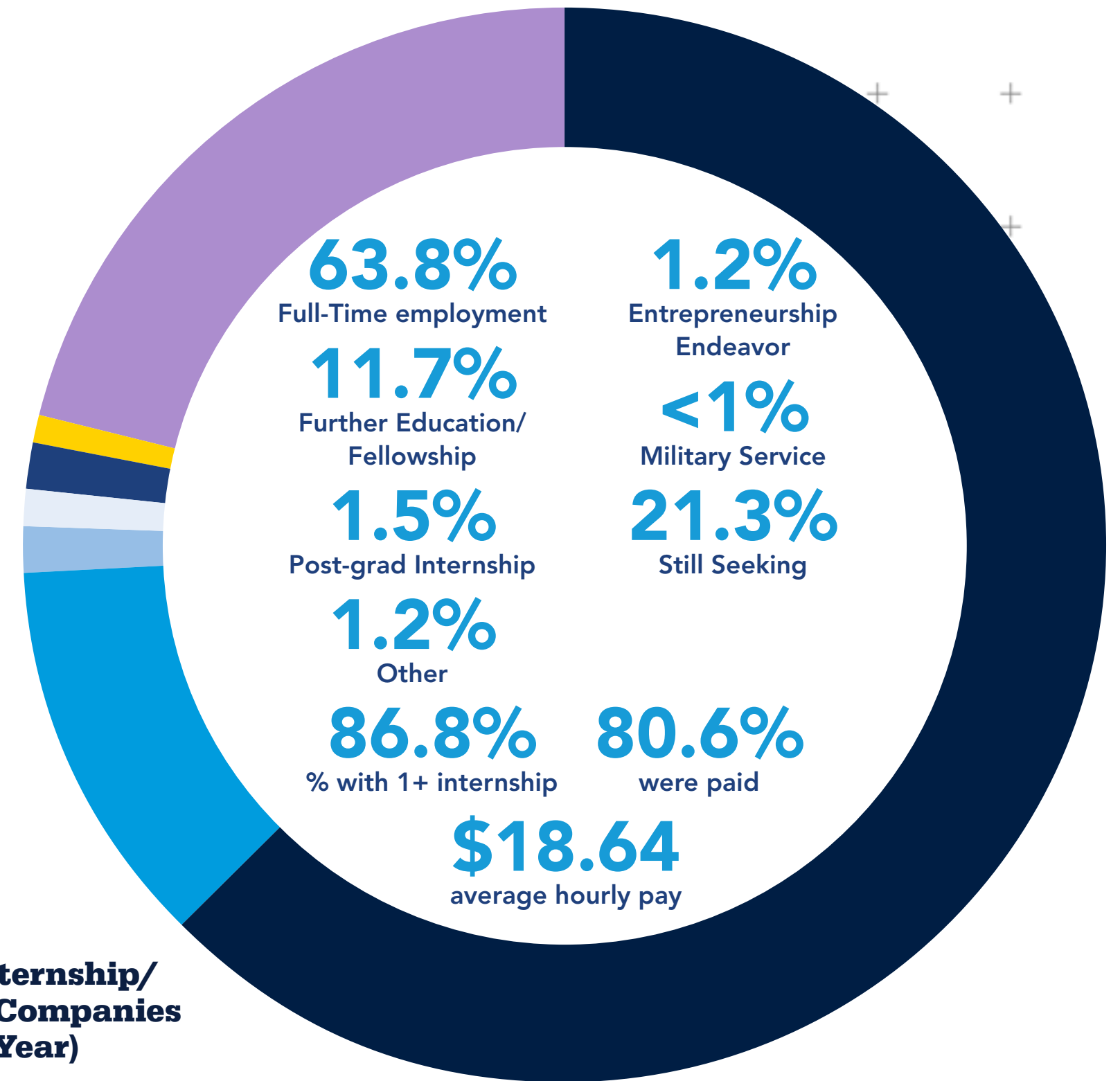
Received a bonus

\$3,788

Average Relocation Bonus

23.2%

Received a bonus



Sample of Full-Time Hiring Companies

- ADP
- Airgas
- ALDI
- Axtria
- Beacon Hill Staffing
- Burlington
- Cintas
- Fitch Ratings
- Five Below
- Fly Wheel
- Full Circle Trends Inc
- GO2 Tech
- Grubhub
- Insight Global
- Johnson & Johnson
- Lincoln Financial Group
- Lumen
- Miami Dolphins
- Minitab
- National Golf Foundation
- New York Islanders
- Paragon Marketing Group
- PepsiCo
- Philadelphia Eagles
- Ruder Finn
- Sephora
- Technomics
- The Hershey Company
- TikTok
- Unilever
- Union League of Philadelphia
- Vanguard
- WebFX

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Adelphi Research
- ALDI
- ALKU
- Altria
- Amazon
- Amerisource Bergen
- Audi
- Bristol-Myers Squibb
- Burlington
- Comcast
- Crate and Barrel
- FanDuel
- FOX
- GNC
- Insight Global
- IQVIA
- Limitless NIL
- L'Oreal
- Mars Wrigley
- Minitab
- Ogilvy
- Oracle
- Paramount
- Penn State Athletics/University
- PepsiCo
- QVC
- Reckitt
- Ross Stores
- Sanofi
- State College Spikes
- TTI

Placement by Major:

Risk Management (Enterprise)

\$68,406

Average Full-Time Salary

\$9,433

Average Signing Bonus

52.9%

Received a bonus

\$3,500

Average Relocation Bonus

14.3%

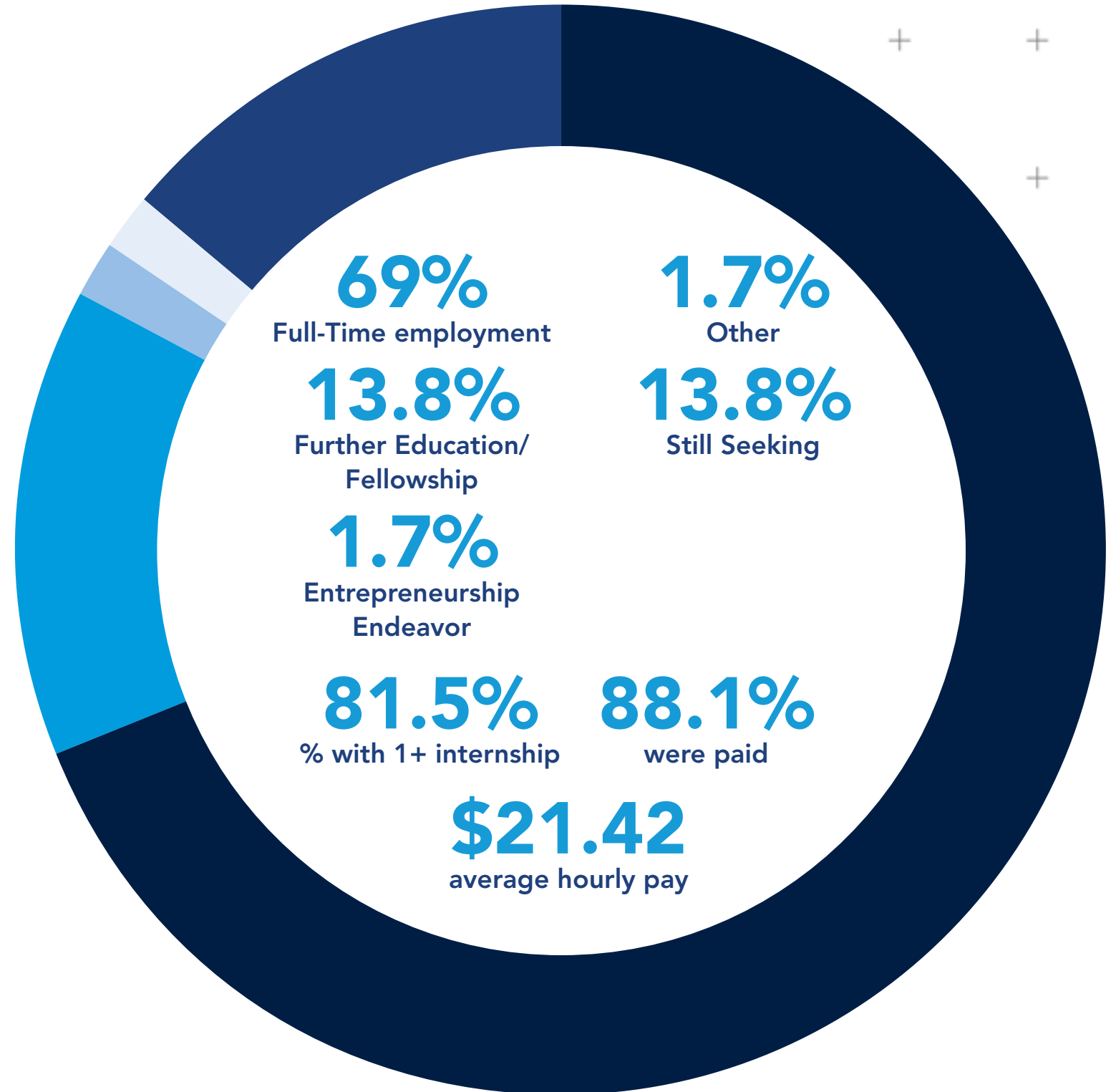
Received a bonus

Sample of Full-Time Hiring Companies

- Assured Partners
- Capital One
- EY
- Grant Thornton
- Guy Carpenter
- L3Harris
- New York Life
- NextEra Energy
- Ralph Lauren
- Salient
- Sands Investment Group
- Utz Quality Foods

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- Aetna
- AIG
- Aon Insurance
- CITIC
- DRA Advisors
- Grant Thornton
- Nucor
- PNC Financial Services
- PwC
- RSM
- Synchrony



Placement by Major:

Risk Management (Real Estate)

\$70,364

Average Full-Time Salary

\$6,000

Average Signing Bonus

25%

Received a bonus

Sample of Full-Time Hiring Companies

- Altus Group
- Arbor Realty Trust
- Cushman & Wakefield
- Greysteel
- M&T Bank
- JPMorgan Chase & Co.
- Marcus & Millichap
- Partner Valuation Advisors

\$3,000

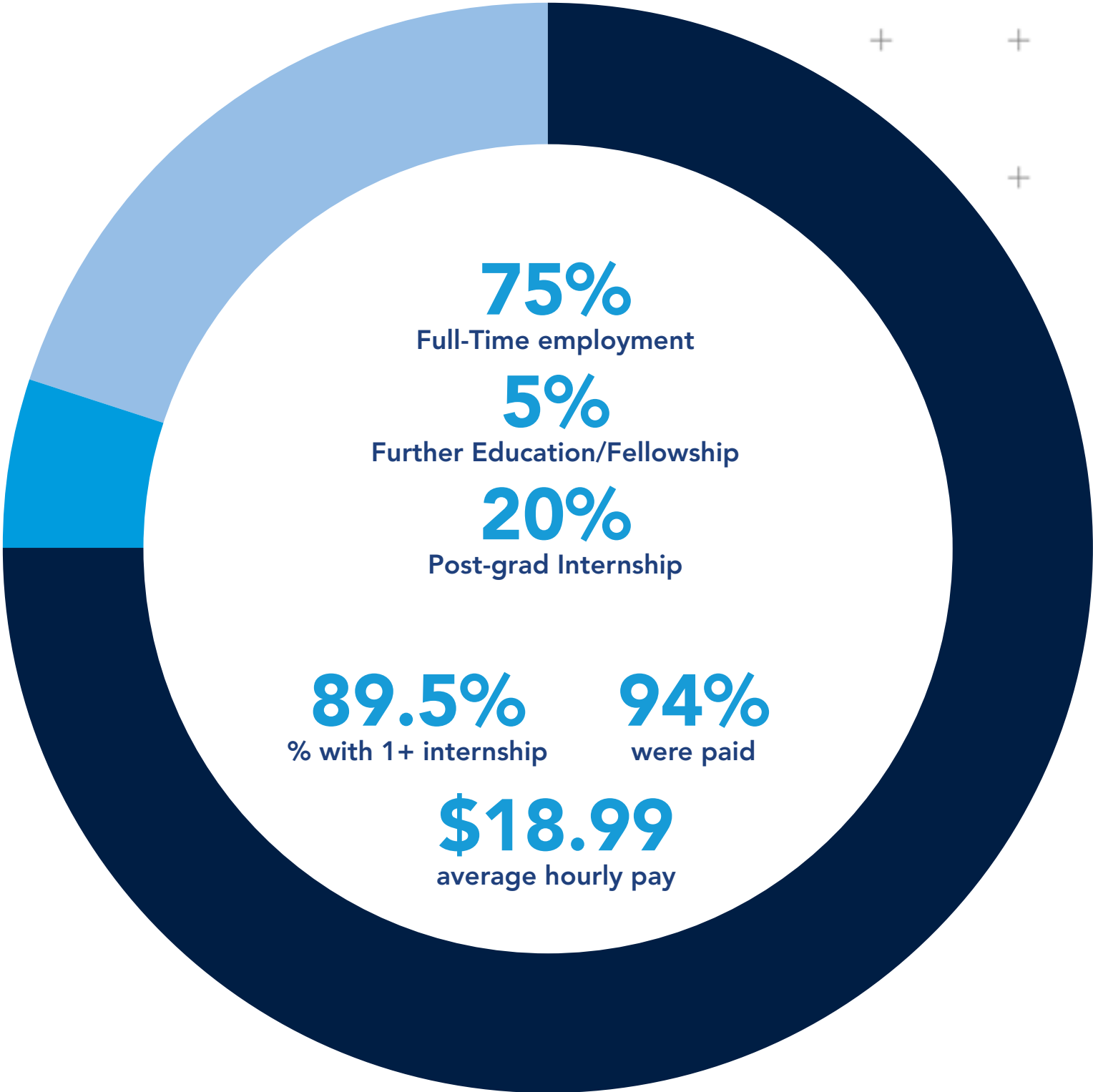
Average Relocation Bonus

16.7%

Received a bonus

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- CBRE
- KOW Building Consultants
- NorthPoint Development
- Valbridge Property Advisors
- Walker and Dunlop



Placement by Major:

Supply Chain and Information Systems

\$70,588

Average Full-Time Salary

\$6,538

Average Signing Bonus

\$5,915

Average Relocation Bonus

64.4%

Received a bonus

40.2%

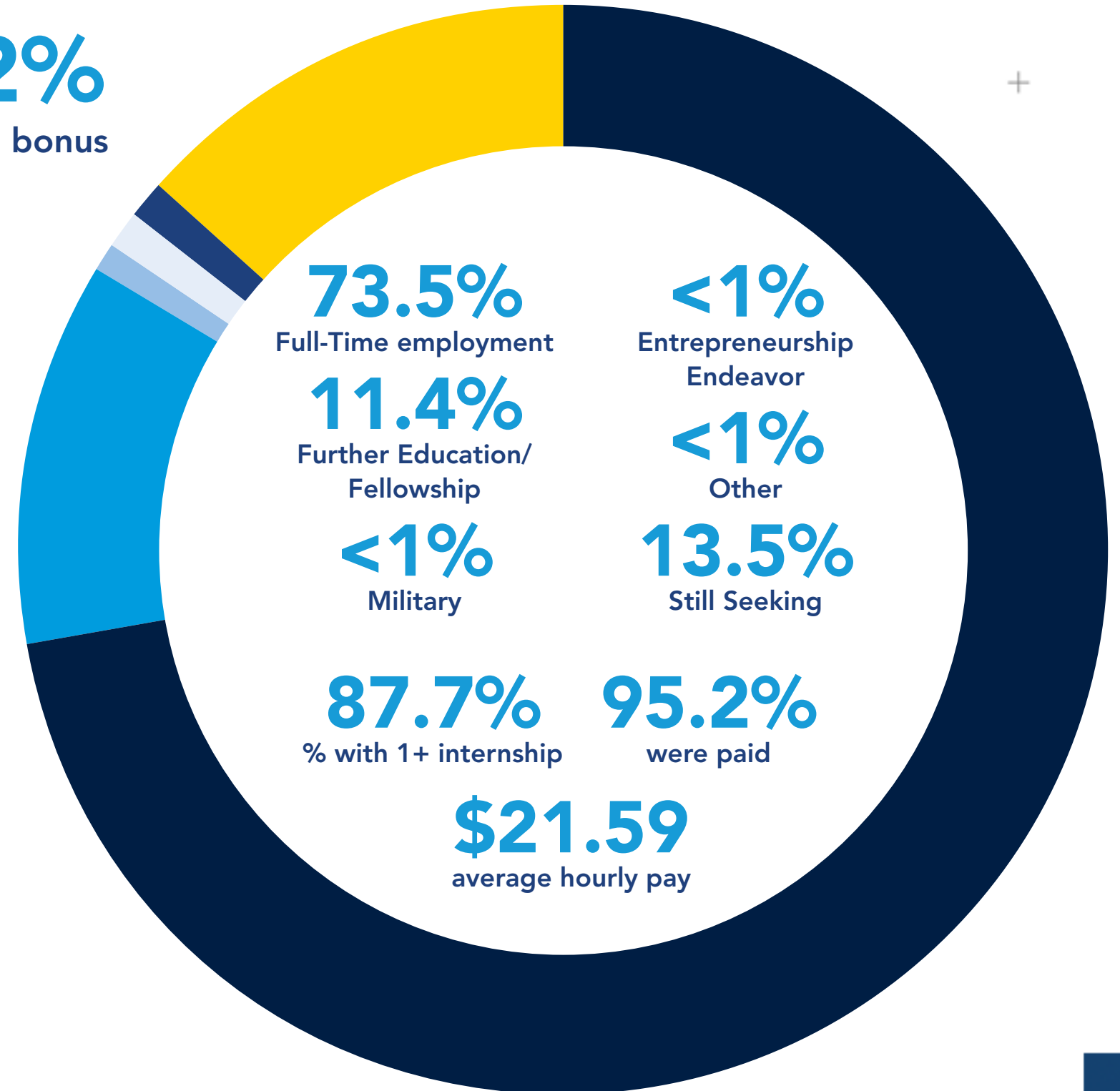
Received a bonus

Sample of Internship/Co-Op Hiring Companies (Junior Year)

- ALDI (3)
- Amazon (9)
- Boeing Company (7)
- Campbell Soup Company (4)
- CertainTeed (3)
- Church & Dwight (4)
- Clark Associates (6)
- Collins Aerospace (5)
- DHL (5)
- Estee Lauder (4)
- EY (3)
- Gopuff (3)
- Honeywell (4)
- IBM (3)
- Johnson & Johnson (6)
- Lockheed Martin (7)
- Lowe's (4)
- PepsiCo (11)
- PwC (6)
- The Hershey Company (6)
- TJX Companies (5)

Sample of Full-Time Hiring Companies

- ALDI (3)
- Amazon (6)
- Boeing Company (6)
- Campbell Soup Company (4)
- Clark Associates (3)
- Collins Aerospace (4)
- Deloitte (3)
- DHL (6)
- EY (4)
- Grant Thornton (7)
- Honeywell (3)
- IBM (5)
- Johnson & Johnson (3)
- KPMG (8)
- Lockheed Martin (9)
- Lowe's (3)
- Manhattan Associates (12)
- Northrop Grumman (3)
- PepsiCo (13)
- PwC (8)
- Reyes Beverage Group (3)
- SRS Distribution (3)
- The Hershey Company (5)
- TJX Companies (3)
- Uber Freight (3)
- Unilever (4)



Thank You to our 2021-2022 Corporate Partners!

