



Raymond A. Mason School of Business

WILLIAM & MARY

2019 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>	44	58%
<i>Non-Permanent Work Authorization</i>	32	42%
Total Graduating Class	76	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	2	

Employment Statistics the Graduating Class

CATEGORIES	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL PROGRAM GRADUATES
Seeking Employment	44	29	73
Not Seeking Employment			
<i>Company-sponsored or already employed</i>	0	0	0
<i>Continuing education</i>	0	0	0
<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	4	3	3
No Recent Information Available	0	0	0
TOTAL GRADUATES	44	32	76

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
Permanent Work Authorization	44	36	82%	8	18%	0	0%	44	100%
Non-Permanent Work Authorization	29	10	34%	14	48%	5	17%	24	83%
TOTAL GRADUATES	73	48	66%	20	27%	5	4%	68	93%

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	44	36	82%	8	18%	0	0%	44	100%
Non-Permanent Work Authorization	29	10	34%	14	48%	5	17%	24	83%
TOTAL GRADUATES	73	46	63%	22	30%	5	7%	68	93%

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	44	38	86%	4	9%	2	5%	0	0%	44	100%
Non-Permanent Work Authorization	29	10	34%	9	31%	5	17%	5	17%	24	83%
TOTAL GRADUATES	73	48	66%	13	18%	7	10%	5	7%	68	93%

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	44	36	82%	4	9%	4	9%	0	0%	44	100%
Non-Permanent Work Authorization	29	10	34%	9	31%	5	17%	5	17%	24	83%
TOTAL GRADUATES	73	46	63%	13	18%	9	12%	5	7%	68	93%

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	21	31%
Job posting on school career systems, resume books, resume referrals by career center	3	4%

Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	17	25%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	2	3%
TOTAL SCHOOL-FACILITATED ACTIVITIES	43	63%
GRADUATE-FACILITATED ACTIVITIES:		
Conversion of internship; internship obtained through graduate-initiated sources	1	1%
Personal contacts (i.e. previous employers, family, friends, etc.)	20	29%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	4	6%
Other	0	0%
TOTAL GRADUATE-FACILITATED ACTIVITIES	25	37%
NOT REPORTING	0	0%
TOTAL	68	100%

Compensation Report: Base Salary

	NUMBER REPORTING BASE SALARY INFORMATION	PERCENT REPORTING BASE SALARY INFORMATION	MEAN	MEDIAN	LOW	HIGH
Permanent Work Authorization	39	89%	\$76,388	\$77,500	\$42,500	\$130,000
Non-Permanent Work Authorization	22	92%	\$82,432	\$75,000	\$53,000	\$138,000
TOTAL REPORTING	61	90%	\$78,568	\$75,000	\$42,500	\$138,000

Compensation Report: Signing/Starting Bonus

	NUMBER REPORTING SIGNING/STARTING BONUS INFORMATION	PERCENT REPORTING SIGNING/STARTING BONUS INFORMATION	MEAN	MEDIAN	LOW	HIGH
Permanent Work Authorization	16	41%	\$7,469	\$8,250	\$1,000	\$15,000
Non-Permanent Work Authorization	6	27%	\$8,333	\$10,000	\$5,000	\$10,000
TOTAL REPORTING SIGNING/STARTING BONUS	22	36%	\$7,705	\$9,500	\$1,000	\$15,000

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	1	100%	1	\$53,000	\$53,000	\$53,000	\$53,000
Business/ Data Analytics	43	86%	37	\$77,896	\$75,000	\$42,500	\$120,000
Consulting	13	100%	13	\$75,462	\$77,500	\$60,000	\$82,000
Finance	0		0			\$0	\$0
General Management	0		0			\$0	\$0
Human Resources	0		0			\$0	\$0
Marketing/Sales	0		0			\$0	\$0
Information Technology	5	100%	5	\$76,700	\$70,000	\$57,000	\$104,000
Operation/Logistics	3	67%	2	\$75,000	\$75,000	\$60,000	\$90,000

Other	3	100%	3	\$114,333	\$130,000	\$75,000	\$138,000
Total	68	90%	61	\$78,568	\$75,000	\$42,500	\$138,000

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
Advertising/Media/Entertainment	3	67%	2	\$67,000	\$67,000	\$67,000	\$67,000
Consulting	22	100%	22	\$76,455	\$77,500	\$53,000	\$95,000
Consumer Packaged Goods	1	100%	1	\$60,000	\$60,000	\$60,000	\$60,000
Financial Services	15	87%	13	\$81,962	\$75,000	\$53,000	\$116,500
Government	2	50%	1	\$51,546	\$51,546	\$51,546	\$51,546
Healthcare (including Products and Services)	1	100%	1	\$51,095	\$51,095	\$51,095	\$51,095
Hospitality	5	100%	5	\$71,400	\$73,000	\$65,000	\$78,000
Manufacturing	1	0%	0			\$0	\$0
Media/Entertainment	0		0			\$0	\$0
Non-Profit	0		0			\$0	\$0
Energy	1	100%	1	\$105,000	\$105,000	\$105,000	\$105,000
Real Estate	1	100%	1	\$85,000	\$85,000	\$85,000	\$85,000
Retail	2	100%	2	\$57,250	\$57,250	\$42,500	\$72,000
Technology	12	83%	10	\$82,100	\$80,000	\$57,000	\$120,000
Transportation & Logistics Services	0		0			\$0	\$0
Other	2	100%	2	\$134,000	\$134,000	\$130,000	\$138,000
Total	68	90%	61	\$78,568	\$75,000	\$42,500	\$138,000

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	42	93%	39	\$78,798	\$75,000	\$42,500	\$138,000
Midwest	1	100%	1	\$53,000	\$53,000	\$53,000	\$53,000
Northeast	9	89%	8	\$73,188	\$74,500	\$65,000	\$80,000
South	7	100%	7	\$81,000	\$73,000	\$68,000	\$115,500
Southwest	4	100%	4	\$74,750	\$68,500	\$57,000	\$105,000
West	4	50%	2	\$107,500	\$107,500	\$95,000	\$120,000
Total	67	91%	61	\$78,568	\$75,000	\$42,500	\$138,000

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	3	16%	2	\$72,500	\$72,500	\$70,000	\$75,000
Business	12	63%	12	\$81,417	\$77,750	\$65,000	\$130,000
Other	4	21%	4	\$80,750	\$82,500	\$70,000	\$88,000
Total	19	100%	18	\$80,278	\$77,750	\$65,000	\$130,000

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	10	56%	10	\$77,550	\$78,500	\$65,000	\$90,000
1-3	4	17%	3	\$70,000	\$70,000	\$70,000	\$70,000
3-5	3	17%	3	\$100,000	\$85,000	\$85,000	\$130,000
5+	2	11%	2	\$82,500	\$82,500	\$70,000	\$95,000
Total	19	100%	18	\$80,583	\$78,500	\$65,000	\$130,000