Dear Friends of the Max M. Fisher College of Business,

Welcome to the Office of Career Management’s 2018-2019 Annual Report. Once again we are pleased to provide you with data highlighting yet another exceptional year for our students and recruiters. These student outcomes, as well as the breadth and depth of our recruiting portfolio, continue to enhance Fisher’s placement among the top public business schools in the nation.

As the world of work continues to change at a pace unmatched in recent history, the result has been a shift by students, employers, recruiters and career coaches to find unique ways to meaningfully interact and engage with each other.

At Fisher, we’re shifting our curriculum and focusing on the changing skills, characteristics and perspectives necessary for our students to thrive as members of the Future of Work. These skills include complex problem solving, creativity, coordinating with others, service orientation, customer service, critical thinking, and dealing with ambiguity and negotiation, among others.

The Future of Work is also changing the way students communicate with companies, impacting the roles in which students are entering the post-graduate workforce, increasing the role of technology in recruitment, and emphasizing experiences as ways to enhance critical skills.

I encourage you to learn more about our efforts to identify these momentous shifts among students, recruiters and employers, and to explore the ways we are continually and effectively adapting our career management offerings to positively impact the Future of Work.

I know you will enjoy hearing from our students and also learning of their successes. Feel free to share your own thoughts either through email or when you may be on campus—our coffee is always hot and we have ice cream!

Best regards,

Jeffrey D. Rice
The Office of Career Management (OCM) will provide highly personalized services to develop the best prepared job seekers and be every employer’s favorite place to recruit.
STUDENT STAFF

The Office of Career Management could not do what we do, or achieve the results we do, without our exceptional student staff members.

UNDERGRADUATE TEAM GRADUATE ADMINISTRATIVE ASSISTANTS

UNDERGRADUATE TEAM
Jeff Baldetti
Hannah Britton
Rachel Brunello
Jeremy Cantrill
Chad Giganti
Sheri Shaffel

RECRUITING OPERATIONS
Maggie Eakins

UNDERGRADUATE STUDENT STAFF MEMBERS

MARKETING INTERN
Maggie O’Brien

CAREER EVENTS INTERN
Neil Brown

FRONT DESK STAFF
Jess Hart
Ally Wendling

INVESTMENT BANKING PROGRAM STUDENT COORDINATOR
Sean Van De Weghe

CAREER COACHES
Nithika Badam
Jeff Dong
Alli Esker
Rakjia Rajan
Jess Steiner
Kelly Sullivan

GRADUATE TEAM GRADUATE ADMINISTRATIVE ASSISTANTS
Julie Fu
Kiara Job
Anushka Mardolkar
Brenda Yan
The Future of Work

INTRODUCTION

The Office of Career Management has devoted time over the past two years researching, discussing, and implementing strategies around specific themes that impacted how we approach students and recruiters.

For example, student interests continue to expand beyond the traditional career paths of internships to post-graduate employment. While these paths still remain, more students are seeking ongoing experiences to apply their learned skills through short-term projects and work assignments.

In addition, employers are adjusting their recruiting efforts by communicating with students in more targeted and personalized forms; they are leveraging enhanced technologies to reach students in real time and providing more information on company culture, community service engagement, and team environments. This appeals to an increased desire students have for more authentic messaging.

In this report, we have focused on these and five other trends from which we saw positive outcomes based on our programs and services.

- Peer-to-Peer Resources
- Focus on Diversity & Inclusion
- Specialized Masters Growth
- Virtual & On-Demand Deliveries
- Career Decision Making
- The Gig Economy
- The Emotion Economy

We hope the testimonials from our students and recruiters highlight how we were able to effectively and continually adapt to The Future of Work.
The Future of Work

PEER-TO-PEER RESOURCES

The use of peer-to-peer resources has been shown to increase proactive engagement among students while also improving their confidence and accountability throughout their job search. Creating and promoting positive and collaborative interactions between students and their peers strengthens their connections to each other and Fisher.

WHAT WE’RE DOING:

• Graduate assistants and peer career coaches meet regularly with peers to share insights on career development topics such as résumé and LinkedIn profile writing, as well as interview and career fair preparation.

• Graduate assistants also help run Fisher Futures and Fisher Emerging Consultants, programs that prepare students for careers in highly competitive fields such as investment banking and consulting.

• Senior business majors “Career Fair Pros” advise peers on how to navigate the Fisher Fall Career Fair and the Fisher Spring Internship and Job Fair.

• Graduate students participate in Job Search Action Teams, a program in which students coach each other through their job search process.

• Encouraging students to utilize Handshake features, including peer-to-peer messaging and internship reviews.

“Handshake connects students with full-time staff members who are well-versed in career services and interview preparation. But sometimes it’s more comfortable to have conversations with students who have recently been in their shoes and understand what they are going through. Additionally, if a student isn’t receiving affirmation from a college recruiter about her/his work ethic and determination, Peer Career Coaches can fill that void and assure them that they are creating a positive impact on campus and that they are making smart decisions in investing in their education.”

- Nithika Badam
BSBA Marketing & Logistics student,
Peer Career Coach,
Cardinal Health Laboratory Products Marketing Intern, 2019

102 Graduate Students participated in the Job Search Action Team program during 2018-2019

2,010 appointments were conducted with student staff in the Office of Career Management during 2018-2019
The future success of companies in the marketplace depends on their ability to recognize the skills needed to conceptualize, create and deliver their products or services, to understand the dynamic demographics of their customers, and to meet these consumers where they are. Creating and incorporating diversity in the workforce can help tackle these challenges.

WHAT WE’RE DOING:

- OCM has partnered with the Deloitte Career Launch Program, which is focused on preparing underrepresented minority and/or first-generation students for the professional world by developing their soft skills through a series of workshops.
- Fisher and OCM are sponsors and supporters of the Forté Foundation which supports women in business education.
- OCM has hosted a Diversity Conference Preparation Workshop, which prepares students to attend conferences featuring companies interested in increasing their diversity recruiting efforts.

“The Office of Career Management’s focus on and commitment to diversity and inclusion events have been key to my career success. My first-ever diversity and inclusion event was made possible in partnership with KeyBank. It helped solidify my choice to pursue a career in investment banking.”

- Grace Gaddis
  BSBA Finance student,
  Member, Undergraduate Business Women’s Association,
  Lazard Investment Banking
  Summer Analyst, 2019

Racially diverse teams out-perform non-diverse teams by 35% (blog.clearcompany.com)

85% of CEOs whose organizations have a diversity and inclusion strategy say it has enhanced performance. (www.digitalistmag.com)

170% better at innovation, according to Bersin by Deloitte. (www.digitalistmag.com)
“Diversity and inclusion programs at Fisher have provided me with invaluable insights into my career decisions. As an executive board member for the Hispanic Business Student Association and as a participant in Project THRIVE, I have been able to take advantage of countless opportunities to grow personally and professionally. Whether through collaboration with other diverse student organizations, community outreach or professional networking, I have developed into a proponent for diversity and inclusion while also accelerating my career trajectory.”

- Carson Miller
  BSBA Finance student,
  VP of Communications & Chapter Development, Hispanic Business Student Association,
  Huntington Bank Capital Markets
  Summer Analyst, 2019

67% of job seekers use diversity as an important factor when considering companies and job offers (ideal.com)
“The specialized master’s programs at Fisher are reputable and well-structured, and the career support that accompanies these programs is powerful. The Office of Career Management is a resource for students like me to practice our professional skills as we work toward establishing our careers. The support we receive, like our programs of study, are tailored to us as individuals and serve as encouragement and motivation.”

- Julie Fu
  Master of Human Resource Management student,
  Office of Career Management Graduate Assistant,
  YSC Consulting Intern, 2019

Trends in graduate education show that students want flexible, online, and more focused technical training to advance their careers. To meet this need, universities and colleges including Fisher are creating more specialized masters programs, certificates, and varied curriculum delivery methods.

WHAT WE’RE DOING:

To best serve students enrolled in Fisher’s specialized master’s programs, the majority of which are international students from Asia, OCM has initiated a number of various programs and partnerships, including:

- Partnering with LockIn China and the Global University China Career Union to connect students to over 100,000 job opportunities in China
- As a founding member with LockIn China, Fisher helped contribute to the first Chinese online recruitment platform committed to providing career development support and employment opportunities for Chinese returnees
- Continued partnership with Ohio State’s China Gateway for events such as American Universities’ China Association job fairs, which connected students from 14 universities with employers in three Chinese cities

76%

The percentage of International Specialized Master’s Students at Fisher College of Business that are Chinese
The Future of Work
VIRTUAL & ON-DEMAND OPTIONS

As society has incorporated technology-based advances into every aspect of daily life, the expectation among students and prospective employers is that these real-time and virtual options migrate into the areas of career search and development. Students want services and information on-demand, and employers are increasingly utilizing virtual recruiting tools and practices to connect with students.

WHAT WE’RE DOING:
OCM is embracing the shift to technology to help students prepare for virtual and on-demand interviews and gain confidence in this new normal:

• OCM created a video interview component to Fisher’s Qualified Undergraduate Interview Candidate (QUIC) program, requiring undergraduates to submit a video answering an interview question, which is then evaluated by career consultants

• OCM created a pitch practice assignment as part of the Career Core Program to prepare graduate students for the fall recruiting season. Students practiced their “elevator pitch” virtually over the summer and received real-time feedback from a career coach

• Using Powtoon, a cloud-based animated presentation program, OCM created a series of videos on topics such as résumé writing, career fair preparation, effective interviewing, networking do’s and don’ts, and the QUIC program, among others

“Virtual interviewing is different in that it can be more difficult to get across your personality, enthusiasm and charisma. But skills I learned as part of the QUIC program helped me excel using this new technology. Virtual interviewing was perfect for me, as it allowed me to explore career opportunities I otherwise would not have been able to because I was working in a different country.”

- Stephanie Riddiford
BSBA Accounting student, Deloitte Intern, 2019

55% of employers are using video interviews (National Association of Colleges and Employers)
2,500+ students completed the QUIC video interviewing module
226 graduate students participated in virtual pitches
The Future of Work

CAREER DECISION MAKING

With so many options available in today’s workforce, and with employees changing jobs at lightning speed, there is a need to develop in students the skills to navigate this dynamic job market and provide them with experiences that will help shape their career interests and passions.

WHAT WE’RE DOING:
Fisher’s OCM provides students with a number of offerings designed to immerse them in various fields and industries. These offerings include:

• Appointments focused on career exploration, job/internship search

• Fisher Undergraduate Job Shadow Program

• Classes including Undergraduate Speaker Series and Job Search Preparation courses, Fisher Futures and Fisher Emerging Consultants courses

• Career Core Online modules that help graduate students make decisions on target industries, functions, and organizations

“My journey has taught me there is no ‘right’ path after college. Fisher provides us with experiences in different aspects of business and the ability to market these skills so they are applicable in nearly every industry or field.”

- Gabbi Marino
  BSBA Accounting student,
  American Eagle Outfitters
  Inventory Planning Teammate, 2019

30% of the total workforce will now change jobs every 12 months
(Department of Labor)

1,888 Fisher students attended the Fisher Fall Career Fair
The Initiative for Food and Agricultural Transformation (InFACT) recruited a Fisher student to support the Buckeye ISA (Institution-Supported Agriculture) project. This project aims to coordinate a network of small-scale vegetable producers in Columbus and surrounding counties that aggregate and sell produce to Ohio State. Because of the seasonal nature of this project, we required additional assistance to manage production and sales only during a short-term harvest season.

Due to the short-term nature of this opportunity, the student is able to focus efforts during the time of year when sales are increasing at Ohio State’s Food Service facilities on the Columbus campus and the network of producers are actively engaged in production, harvest and sale of product.

- Angela Latham
  InFACT Program Coordinator at Ohio State

The Future of Work

THE GIG ECONOMY

Characterized by the prevalence of short-term contracts and freelance work, the gig economy is a trend increasing across many industries. The framework provides employees with increasingly flexible schedules, the ability to choose the projects and companies they work for and the option to supplement full-time employment with additional work. Companies have embraced the gig economy, hiring more contractors and freelancers from a larger talent pool unrestricted by constraints such as location or full-time labor costs.

WHAT WE’RE DOING:

- The Office of Career Management encourages Fisher students to utilize Parker Dewey, an online job resource for freelance projects
- The Office of Career Management consultants encourage students to explore short-term gigs as a way to showcase on their résumés the new skills they’re learning, while also establishing a work history

Offline, contract, and freelance work has grown by more than 50% over the last decade, accounting for nearly all of the employment growth

(a study by Princeton University)

47% of all millennials freelance, more than any other generation

(Freelancers Union and Upwork)

“Initiative for Food and Agricultural Transformation (InFACT) recruited a Fisher student to support the Buckeye ISA (Institution-Supported Agriculture) project. This project aims to coordinate a network of small-scale vegetable producers in Columbus and surrounding counties that aggregate and sell produce to Ohio State. Because of the seasonal nature of this project, we required additional assistance to manage production and sales only during a short-term harvest season.

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- Angela Latham
  InFACT Program Coordinator at Ohio State
The emotion economy is centered on two aspects: utilizing technological advancements to help organizations promote their product or services by appealing to individual characteristics of its customers; infusing more personal touches which are above and beyond customer expectations. As author Mark Sanborn asks: “are customers happier because they did business with you?”

**WHAT WE’RE DOING:**

- The Office of Career Management implemented a new technology platform this year - Handshake - for companies, students and the career management team to connect regarding job opportunities and recruiting events. Through mobile technology and individual profile data, students receive messages and job opportunities that match their personal preferences.

- Providing students with the opportunity to request appointments on their own time with OCM staff via Handshake. And, when they arrive for their appointment they can simply use our touch pad kiosks to indicate they have arrived.

- Through the Handshake platform, employers can request and build their own on-campus interview schedules, search student resumes, advertise information session events and join us for career fairs.

- OCM is appealing to the growing interest among students to volunteer by promoting greater numbers of opportunities within the Ohio State community and central Ohio.

- OCM is offering personalized, one-on-one, coaching which is attentive to the emotions (anxiety, frustration, challenges) of career planning and job seeking.

- OCM staff actively participates in ongoing training on topics including suicide prevention, implicit bias, sexual misconduct, and LGBTQ issues to better serve our students.

“i am amazed at how small campus feels when recruiting at Fisher. when i think about more than 50,000 students attending ohio state, i wouldn’t expect anyone to know anyone; and yet when recruiting at Fisher, we’re on a first named basis with the OCM staff.”

- Rachael Pond
  University Relations Manager,
  The J.M. Smucker Company

Office of Career Management conducted 3,213 student appointments during the 2018-2019 academic year.

An estimated 1,375 gallons of coffee and 300 ice cream sandwiches were consumed by recruiters while conducting interviews in the OCM.
TOP HIRING COMPANIES FOR UNDERGRADUATES:
(Includes internship & post-graduation positions)

20-38 HIRES
- Accenture
- Amazon
- Cardinal Health
- Cohen & Company Crowe
- DHL Supply Chain
- General Motors
- Huntington National Bank
- J.M. Smucker Company
- Keybanc Capital Markets/KeyBank

10-19 HIRES
- Aldi
- C.H. Robinson Worldwide
- Cisco Systems
- Deloitte Consulting
- Ford Motor Company
- General Electric
- Grant Thornton
- Greif
- Honda of America
- Insight2Profit
- Johnson & Johnson

6-9 HIRES
- Alliance Data
- American Signature
- Bank of America
- Barclays
- Battelle
- BDO USA
- Big Lots
- Brown Gibbons Lang
- Cargill
- Citigroup

4-5 HIRES
- AIG
- Alight Solutions
- AMEND Consulting
- American Eagle Outfitters
- Anheuser-Busch
- Arconic
- Boeing
- Cedar Point
- Clever Ecommerce
- Colliers International
- Columbus Blue Jackets
- Covetrus
- Crow Works
- Crown Equipment Corporation

OTHER TOP COMPANIES HIRING UNDERGRADUATES:

20-38 HIRES
- Kohl’s
- Nationwide Insurance
- Northwestern Mutual
- Oracle
- Sherwin-Williams
- The Ohio State University
- Worthington Industries

10-19 HIRES
- Marathon Petroleum
- Nestle
- Owens Corning
- PepsCo
- Procter & Gamble
- Quicken Loans
- RSM US
- Scotts Miracle-Gro
- State of Ohio
- Target

6-9 HIRES
- Coyote Logistics
- Cummins
- Dish Network
- DSW
- Eaton Corporation
- Express
- Ferguson Enterprises
- Fidelity Investments
- General Electric
- Goodyear Tire & Rubber

4-5 HIRES
- Dana Incorporated
- Defense Finance & Accounting Service
- Delta Air Lines
- Discover Financial Services
- DOmedia
- Edward Jones
- Fiat Chrysler Automobiles
- Fifth Third Bank
- Fischer Homes
- GEICO
- General Mills
- Groupon
- Highlights for Children

42 HIRES
- Paycom
- Penske
- PolyOne
- Skylight Financial
- SpaULDING RIDGE
- Stout
- Swagelok
- UBS Financial Services
- Walmart
- Washington Prime Group
- Wendy’s
- Worldpay
- Wright Patterson Air Force Base
- zulily
**Recruiting**

**OUTCOMES**

**COMPANIES MAKING OFFERS TO MBA STUDENTS:**

*Companies making multiple offers to MBA Students*

3M  
*Abbott Nutrition  
*Accenture  
*Amazon  
*Analysis Group  
Anheuser-Busch  
Apple  
AstraZeneca  
AT&T  
BASF  
Benefactor Group  
Business Insider  
*Capital One Financial  
*Cardinal Health  
CareSource  
Cedar Fair Entertainment  
Centers for Medicare & Medicaid Services  
Chevron  
*Chewy.com  
Citizen's Capital Markets - Western Reserve Partners  
Crow Works  
*Cummins  
*Deloitte  
*Deloitte Consulting  
Delta Airlines  
*Discover Financial Services  
ECG Management Consultants  
eFuse  
Eli Lilly & Company  
*Emerson  
enVista  
Fisher College of Business CAPS Research Project  
Fisher College of Business Risk Institute  
*Ford Motor Company  
*GEP  
Gilead  
Grandbridge Real Estate Capital  
Greencrest  
*Greif  
*Highmark Health  
Honda  
*Huntington National Bank  
IKOVE Capital Partners  
*Indiana University Health  
*Intel  
*JoAnn Stores  
*Johnson & Johnson  
*JPMorgan Chase  
Kalypsy  
Kaufman Development  
Kayne Law Group  
L Brands  
L'Oreal  
*Lubrizol  
M&T Bank Corp. Management Sciences for Health Mars  
Mattel  
McKinsey  
Merck & Co.  
*Microsoft  
*Nationwide  
Nationwide Children's Hospital  
NetJets  
NIKE  
NiSource  
NOPEC  
Ohio Health  
OSU Off Campus and Commuter Student Services  
Parker Hannifin  
PathGroup  
PetPeople  
Plastipak  
*PolyOne  
Portfolio Creative Staffing  
*Procter & Gamble  
PwC (PricewaterhouseCoopers)  
Red Ventures  
Refinery Ventures  
*Republic Services  
Risk International  
RJ Reynolds  
Rockwell Automation  
Sarnova  
SC Johnson  
*Scots Miracle-Gro  
*SHARE  
T. Marzetti  
Tap On It  
The Hershey Company  
Tonya Stalnaker-Tiggett  
Uber  
UiPath  
UnitedHealthcare  
University of California  
US Bank  
USAA  
UST Global  
Vertiv  
Vorys, Sater, Seymour & Pease  
Walmart  
Wayfair  
Wendy’s  
Whirlpool  
*Williams-Sonoma  
Zimmer Biomet
### Geographic Distribution of Undergraduate Students

<table>
<thead>
<tr>
<th>Region</th>
<th>Ohio</th>
<th>Midwest</th>
<th>Mid-Atlantic</th>
<th>South</th>
<th>Southwest</th>
<th>West</th>
<th>Northeast</th>
<th>Outside U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Columbus</td>
<td>Cleveland</td>
<td>Cincinnati</td>
<td>Other Cities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-Time</td>
<td>41%</td>
<td>5%</td>
<td>3%</td>
<td>8%</td>
<td>71%</td>
<td>4%</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>Intern</td>
<td>42%</td>
<td>6%</td>
<td>4%</td>
<td>13%</td>
<td>75%</td>
<td>2%</td>
<td>3%</td>
<td>1%</td>
</tr>
</tbody>
</table>

### Employment by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Full-Time</th>
<th>Intern</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Annual Salary</td>
<td>% of Students</td>
<td>Average Hourly Salary</td>
</tr>
<tr>
<td>Accounting</td>
<td>$55,197</td>
<td>18%</td>
</tr>
<tr>
<td>Aviation</td>
<td>&lt;1%</td>
<td></td>
</tr>
<tr>
<td>Economics</td>
<td>$50,608</td>
<td>1%</td>
</tr>
<tr>
<td>Finance</td>
<td>$60,626</td>
<td>34%</td>
</tr>
<tr>
<td>Business Mgt - Regional Campus</td>
<td>$48,814</td>
<td>2%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>$52,987</td>
<td>3%</td>
</tr>
<tr>
<td>Information Systems</td>
<td>$64,565</td>
<td>4%</td>
</tr>
<tr>
<td>Insurance</td>
<td>&lt;1%</td>
<td></td>
</tr>
<tr>
<td>International Business</td>
<td>$51,438</td>
<td>1%</td>
</tr>
<tr>
<td>Logistics Management</td>
<td>$55,173</td>
<td>8%</td>
</tr>
<tr>
<td>Marketing</td>
<td>$52,065</td>
<td>22%</td>
</tr>
<tr>
<td>Operations Management</td>
<td>$56,815</td>
<td>6%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$58,571</td>
<td>1%</td>
</tr>
<tr>
<td>Special Major</td>
<td>&lt;1%</td>
<td></td>
</tr>
<tr>
<td>Undecided</td>
<td>&lt;1%</td>
<td></td>
</tr>
</tbody>
</table>

### Full-Time Salary

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td>$56,759</td>
<td>$55,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>$5,517</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

### Reporting Standards

This report conforms to The National Undergraduate Business Symposium First Destination Reporting Standards. The career outcomes data presented are based upon a Knowledge Rate of 86% for the Class of 2019, and Response Rate of 75%. The compensation data presented are based upon Salary Disclosure Rate of 79% for the Class of 2019.
# MBA Student Outcomes

## MBA Employment by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Average Annual Salary</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting Services</td>
<td>$107,308</td>
<td>18%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$114,333</td>
<td>6%</td>
</tr>
<tr>
<td>Energy</td>
<td>$85,000</td>
<td>3%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$108,550</td>
<td>23%</td>
</tr>
<tr>
<td>Government</td>
<td></td>
<td>2%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$94,375</td>
<td>15%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$108,460</td>
<td>9%</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>$60,000</td>
<td>2%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>$72,000</td>
<td>2%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$73,000</td>
<td>3%</td>
</tr>
<tr>
<td>Technology</td>
<td>$113,900</td>
<td>11%</td>
</tr>
<tr>
<td>Transportation</td>
<td>$115,000</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>$80,000</td>
<td>3%</td>
</tr>
</tbody>
</table>

## MBA Employment by Job Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Average Annual Salary</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td></td>
<td>1%</td>
</tr>
<tr>
<td>Analytics</td>
<td>$93,617</td>
<td>11%</td>
</tr>
<tr>
<td>Consulting</td>
<td>$109,438</td>
<td>22%</td>
</tr>
<tr>
<td>Finance</td>
<td>$104,030</td>
<td>15%</td>
</tr>
<tr>
<td>General Management</td>
<td>$109,917</td>
<td>11%</td>
</tr>
<tr>
<td>Human Resources</td>
<td></td>
<td>1%</td>
</tr>
<tr>
<td>Marketing</td>
<td>$102,750</td>
<td>25%</td>
</tr>
<tr>
<td>Operations / Logistics</td>
<td>$105,000</td>
<td>6%</td>
</tr>
<tr>
<td>Other</td>
<td>$92,667</td>
<td>8%</td>
</tr>
</tbody>
</table>

## ANNUAL SALARY

<table>
<thead>
<tr>
<th>Description</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Salary</td>
<td>$103,815</td>
<td>$105,000</td>
<td>$50,000 - $160,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>$22,647</td>
<td>$20,000</td>
<td>$5,000 - $57,000</td>
</tr>
</tbody>
</table>

## Geographic Distribution

<table>
<thead>
<tr>
<th>Region</th>
<th>COLUMBUS</th>
<th>CLEVELAND</th>
<th>CINCINNATI</th>
<th>OTHER CITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>44%</td>
<td>2%</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>Intern</td>
<td>40%</td>
<td>7%</td>
<td>1%</td>
<td>7%</td>
</tr>
</tbody>
</table>

## Internship Salary

<table>
<thead>
<tr>
<th>Category</th>
<th>Monthly Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA</td>
<td>$6,480</td>
</tr>
</tbody>
</table>

Employment Data on our Working Professional MBA Program will be available in October, in accordance with the reporting provisions of the MBA CSEA Standards for Reporting Employment Data.

Employment Data on our Specialty Masters Programs will be available in December, in accordance with the reporting provisions of the MBA CSEA Standards for Reporting Employment Data.

This report conforms to The MBA Career Services & Employer Alliance Standards for Reporting MBA Employment Statistics.
Office of Career Management

RECOGNITION/ENGAGEMENT

Presentations at conferences:

Audrey Bledsoe and Lauren Kume
NACE Conference in Orlando, FL June 3-6  “Reinvigorate Your Career Course Through Employer Engagement and a Distance Learning Format”

Nancy Gilbertsen and Jill Westerfeld
MBACSEA Conference in Boston, MA June 25-28  “Job Search Action Teams: Team Coaching to Infuse New Strategies and Energize the Job Search”

UCSC Program of the Year nominations:
QUIC Program - video interview implementation
BA2601 Online Course

Awards:
Office of Career Management/Fisher College of Business - LockIn China/GUCCU Award
Fisher Staff Advisory Committee
Nancy Gilbertsen and Mandy Williams

MBACSEA
Jamie Mathews-Mead - Thought Leader Task Force
Nancy Gilbertsen - Research & Trends Committee
Jill Westerfeld - Co-Chair, Specialty Masters Resource group

Ohio State/HERS Women’s Leadership Alumni Network Committee
Jamie Mathews-Mead

NACE Task Force - Careers for Students with Disabilities
Sarah Steenrod

Ohio Career Development Association
Allison Jones - Membership Chair

Professional Development Committee for Midwest ACE
Sarah Steenrod

University Career Services Committee:
Katie Passen - Chair
Alex Toomey - Professional Development/Recognition Team Lead
Mandy Williams - Secretary
“Staff & students are always professional, prepared and have great attitudes. I enjoy coming to Ohio State, it is a great experience year after year.”