

MBA EMPLOYMENT REPORT

2019



STANFORD
BUSINESS

GRADUATE
SCHOOL OF





The 2019 MBA employment report reflects the strong market for our graduates and summer interns. Through their Stanford GSB experience, our students develop into principled leaders who seek opportunities to make an impact within their organizations. In 2019, 447 organizations around the world chose to hire our graduates and summer interns.”

JAMIE SCHEIN
*Assistant Dean
 and Director of the Career Management Center*



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EXECUTIVE SUMMARY

GRADUATES OF STANFORD GRADUATE SCHOOL OF BUSINESS EMERGE FROM THEIR TRANSFORMATIONAL EXPERIENCE WITH AN URGENT SENSE OF THEIR ROLE AS STEWARDS OF THE 21ST CENTURY GLOBAL ECONOMY. They gain a broader recognition of what it means to be successful, which includes the importance of character, self-awareness, and a renewed commitment to society and environmental sustainability. These attributes, together with leadership abilities, communication skills, and a strategic-thinking mindset, make Stanford MBA graduates among the most sought-after candidates in the world's most innovative organizations.

This report provides employment details for full-time hires among the MBA Class of 2019, and summer-time hires among the MBA Class of 2020.

Highlights include: Compensation, both median and mean, surpassed previous years' base salary for the fifth consecutive year. An unprecedented 41% of students who reported accepting a job also reported receiving stock compensation. Interest in social impact careers increased by 50%, and represents nearly a fifth of the class. Graduates launching their own ventures comprised 15% of the MBA Class of 2019. Of all graduates who launched a venture or joined a startup, the percentage of women taking the entrepreneurial path surged in recent years to 40%, now more closely matching their representation in the class.



CLASS OF 2019:
FULL-TIME HIRES



CLASS OF 2019: FULL-TIME HIRES STUDENT PROFILE¹

8,173

APPLICATIONS RECEIVED

418

NEW STUDENTS



40%

WOMEN



41%

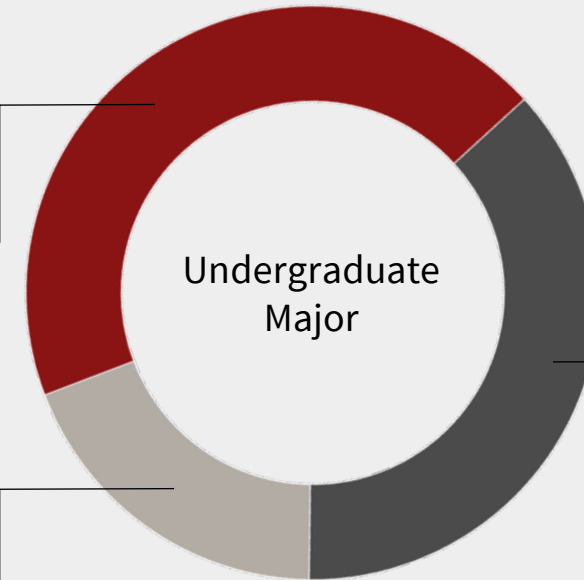
INTERNATIONAL²



29%

TOTAL U.S. MINORITIES³

44%
HUMANITIES/
SOCIAL SCIENCES



37%
ENGINEERING/MATH/
NATURAL SCIENCES

19%
BUSINESS

15%
ADVANCED
DEGREE

737
AVERAGE GMAT
SCORE

0-14
RANGE OF YEARS OF
WORK EXPERIENCE

4
AVERAGE YEARS OF
WORK EXPERIENCE

¹Class profile is provided as of matriculation. ²Includes permanent residents and U.S. dual citizens. ³Includes Asian American, American Indian/Alaska Native, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander.

EMPLOYMENT PROFILE^{1,2}

	PERMANENT WORK AUTHORIZATION ³		NON-PERMANENT WORK AUTHORIZATION		ALL MBA GRADUATES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
SEEKING EMPLOYMENT	200	72%	86	65%	286	70%
NOT SEEKING EMPLOYMENT						
Company-sponsored	21	8%	11	8%	32	8%
Continuing education	10	4%	3	2%	13	3%
Postponing job search	4	1%	0	0%	4	1%
Starting a new business	36	13%	26	20%	62	15%
Not seeking for other reasons	5	2%	1	1%	6	1%
<i>Subtotal, Not Seeking Employment</i>	<i>76</i>	<i>27%</i>	<i>41</i>	<i>31%</i>	<i>117</i>	<i>29%</i>
NO INFORMATION	1	0%	5	4%	6	1%
TOTAL GRADUATES	277	100%	132	100%	409	100%

70%
OF STUDENTS ARE SEEKING EMPLOYMENT

15%
OF STUDENTS ARE STARTING NEW VENTURES
For details on entrepreneurs by industry / location view page 14

¹This report conforms to the MBA Career Services & Employer Alliance (CSEA), Standards Edition VI, for reporting MBA employment statistics. ²Employment information is self-reported, and includes all students who graduated in the 12 months ending in June 30, 2019. This table is based upon information from 99% of the total graduating class. ³Permanent Work Authorization is defined by the CSEA as comprising U.S. Citizens and Permanent Residents.

TIMING OF JOB OFFERS

	SEEKING EMPLOYMENT	BY GRADUATION ¹		BY 3-MONTHS POST-GRADUATION	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT
PERMANENT WORK AUTHORIZATION	200	158	79%	187	94%
NON-PERMANENT WORK AUTHORIZATION	86	64	74%	81	94%
TOTAL GRADUATES SEEKING EMPLOYMENT	286	222	78%	268	94%

94%

OF STUDENTS HAVE JOB OFFERS BY 3-MONTHS POST-GRADUATION

TIMING OF JOB ACCEPTANCES

	SEEKING EMPLOYMENT	BY GRADUATION ¹		BY 3-MONTHS POST-GRADUATION	
	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT
PERMANENT WORK AUTHORIZATION	200	139	70%	178	89%
NON-PERMANENT WORK AUTHORIZATION	86	54	63%	75	87%
TOTAL GRADUATES SEEKING EMPLOYMENT	286	193	67%	253	88%

¹“Graduation” is measured relative to each individual student’s graduation date. There are multiple graduation dates at Stanford GSB, though the vast majority of students in the Class of 2019 (387 of 409) graduated on June 15, 2019.

COMPENSATION SUMMARY^{1,2}

BASE SALARY (\$) ³					
	NUMBER REPORTING BASE SALARY	AS PERCENT OF NUMBER REPORTING JOB ACCEPTANCES	MEDIAN	MEAN	RANGE
PERMANENT WORK AUTHORIZATION	150	84%	151,250	157,460	72,000 – 300,000
NON-PERMANENT WORK AUTHORIZATION	59	79%	145,000	139,899	80,000 – 210,000
TOTAL	209	83%	150,000	152,503	72,000 – 300,000

EXPECTED PERFORMANCE BONUS (\$) ^{4,5}					
	NUMBER REPORTING EXPECTED PERFORMANCE BONUS	AS PERCENT OF NUMBER REPORTING BASE SALARY	MEDIAN	MEAN	RANGE
PERMANENT WORK AUTHORIZATION	110	73%	35,000	69,988	5,000 – 450,000
NON-PERMANENT WORK AUTHORIZATION	41	69%	30,000	56,445	10,000 – 325,000
TOTAL	151	72%	33,000	66,311	5,000 – 450,000

SIGNING BONUS (\$)					
	NUMBER REPORTING SIGNING BONUS	AS PERCENT OF NUMBER REPORTING BASE SALARY	MEDIAN	MEAN	RANGE
PERMANENT WORK AUTHORIZATION	78	52%	25,000	29,333	4,000 – 150,000
NON-PERMANENT WORK AUTHORIZATION	38	64%	25,000	26,263	5,000 – 75,000
TOTAL	116	56%	25,000	28,328	4,000 – 150,000

\$150K
RECORD BASE SALARY FOR 5TH CONSECUTIVE YEAR

72%
EXPECTED TO RECEIVE A PERFORMANCE BONUS

41%
RECEIVED STOCK COMPENSATION

¹All compensation information is student-reported. Usable salary data was obtained from 83% of those graduates who accepted a job. Compensation data excludes students who are company-sponsored (8%) or starting a new business (15%). ²International compensation is reported in U.S. dollars as calculated by students on the basis of prevailing exchange rates. ³Base salary excludes bonuses, commissions, benefits, and perquisites. ⁴In 2018, the CSEA dropped Other Guaranteed Compensation from its reporting standards. Stanford GSB replaced it with Expected Performance Bonus (i.e., annual bonus). Expected Performance Bonus was reported by 72% of those reporting salary. ⁵In addition, stock compensation was reported by 41% of students. The value of stock-based compensation is not included in this or any other tables in this report.

COMPENSATION BY INDUSTRY^{1,2,3}

CLASS OF 2019: FULL-TIME HIRES

INDUSTRY	PERCENT	BASE SALARY (\$)				SIGNING BONUS (\$)				EXPECTED PERFORMANCE BONUS (\$)⁴			
		MEDIAN	MEAN	RANGE		MEDIAN	MEAN	RANGE		MEDIAN	MEAN	RANGE	
				HIGH	LOW			HIGH	LOW			HIGH	LOW
CONSULTING	18	165,000	151,083	170,000	88,000	30,000	30,121	75,000	5,000	30,000	31,548	94,250	5,000
CONSUMER PRODUCTS	3	135,000	124,167	145,000	95,000	32,500	30,000	40,000	15,000	13,500	30,333	67,500	10,000
ENERGY	1	140,000	141,667	170,000	115,000	NA	NA	NA	NA	NA	NA	NA	NA
FINANCE	33	170,000	174,386	300,000	100,000	30,000	39,600	150,000	10,000	117,500	132,105	450,000	16,000
Private Equity	16	170,000	176,015	300,000	110,000	35,000	52,692	150,000	20,000	155,000	168,000	450,000	25,000
Venture Capital	9	195,000	201,071	300,000	100,000	20,000	20,000	30,000	10,000	47,500	72,167	225,000	16,000
Investment Management	3	152,500	146,250	190,000	100,000	35,000	36,250	50,000	25,000	85,000	114,714	253,000	20,000
Hedge Funds	2	165,000	169,400	200,000	150,000	NA	NA	NA	NA	NA	NA	NA	NA
Investment Banking	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Impact/Social	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finance – Other	1	140,000	154,333	198,000	125,000	15,000	16,667	25,000	10,000	NA	NA	NA	NA
HEALTHCARE	6	150,000	136,273	165,000	80,000	10,000	15,556	50,000	5,000	15,000	16,313	25,000	6,000
HOSPITALITY/TRAVEL	1	180,000	185,000	210,000	165,000	NA	NA	NA	NA	NA	NA	NA	NA
MEDIA/ENTERTAINMENT	3	135,000	145,833	180,000	125,000	50,000	41,667	55,000	20,000	15,000	16,750	27,000	10,000
NONPROFIT	1	85,000	103,333	145,000	80,000	NA	NA	NA	NA	NA	NA	NA	NA
REAL ESTATE	2	140,000	146,333	164,000	135,000	NA	NA	NA	NA	NA	NA	NA	NA
RETAIL	1	115,000	111,667	125,000	95,000	NA	NA	NA	NA	12,500	16,000	24,000	11,500
TECHNOLOGY	24	140,000	146,009	250,000	115,000	19,000	23,063	54,500	5,000	20,375	30,554	180,000	5,000
Enterprise – Apps/SaaS	8	150,000	158,067	250,000	135,000	25,000	22,167	40,000	6,000	21,750	34,036	100,000	10,000
Consumer – Apps/SaaS	4	135,000	132,914	150,000	118,000	30,000	27,500	50,000	5,000	20,000	20,791	51,000	5,000
Consumer – eCommerce/Marketplaces	4	140,000	148,714	180,000	130,000	35,000	38,900	54,500	25,000	23,750	61,938	180,000	20,250
Consumer – Media/Social Media	2	125,000	132,784	160,000	115,000	15,000	15,000	18,000	12,000	12,500	19,767	34,500	12,300
Enterprise – Infrastructure	3	150,000	151,200	165,000	135,000	NA	NA	NA	NA	20,000	23,750	40,000	15,000
FinTech	2	130,000	143,260	200,000	115,000	10,000	10,000	15,000	5,000	NA	NA	NA	NA
EdTech	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Tech – Other	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TRANSPORTATION & LOGISTICS	4	140,300	138,000	162,000	90,000	35,000	26,667	35,000	10,000	21,000	21,100	30,000	12,000
OTHER	4	118,000	115,889	165,000	72,000	NA	NA	NA	NA	NA	NA	NA	NA
Education	1	114,000	115,333	118,000	114,000	NA	NA	NA	NA	NA	NA	NA	NA
Other	3	123,500	116,167	165,000	72,000	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL	100%	150,000	152,503	300,000	72,000	25,000	28,328	150,000	4,000	33,000	66,311	450,000	5,000

¹Compensation data excludes students who are company-sponsored (8%) or starting a new business (15%), per standards set by the MBA Career Services & Employer Alliance (CSEA). ²Percent total may not equal sum of components due to rounding. ³NA indicates fewer than three students.

⁴In 2018, the CSEA dropped Other Guaranteed Compensation from its reporting standards. Stanford GSB replaced it with Expected Performance Bonus (i.e., annual bonus). Expected Performance Bonus was reported by 72% of those reporting salary.

INDUSTRY DETAILS, WEST REGION^{1,2}

Jobs on the West Coast reflect diverse industries.

INDUSTRY	PERCENT
CONSULTING	13
CONSUMER PRODUCTS	3
EDUCATION	2
ENERGY	1
FINANCE	27
Private Equity	14
Venture Capital	9
Investment Management	3
Hedge Funds	1
Investment Banking	1
HEALTHCARE	8
HOSPITALITY/TRAVEL	1
HUMAN RESOURCES	1
MEDIA/ENTERTAINMENT	3
NONPROFIT	1
REAL ESTATE	1
TECHNOLOGY	32
Enterprise – Apps/SaaS	11
Consumer – Apps/SaaS	5
Consumer – eCommerce/Marketplaces	5
Enterprise – Infrastructure	4
FinTech	3
Consumer – Media/Social Media	2
Hardware	1
Tech – Other	1
TRANSPORTATION & LOGISTICS SERVICES	4
OTHER	3

TOTAL **100%**



¹The table shows industries chosen by students accepting jobs on the West Coast. This region includes California, Oregon, and Washington. This data is not required by the CSEA but gives additional insight into career choices. ²Excludes sponsored students.

COMPENSATION BY FUNCTION^{1,2,3}

CLASS OF 2019: FULL-TIME HIRES

FUNCTION	PERCENT	BASE SALARY (\$)				SIGNING BONUS (\$)				EXPECTED PERFORMANCE BONUS (\$)⁴			
		MEDIAN	MEAN	RANGE		MEDIAN	MEAN	RANGE		MEDIAN	MEAN	RANGE	
				HIGH	LOW			HIGH	LOW			HIGH	LOW
CONSULTING	35	150,000	145,093	250,000	80,000	27,500	27,188	75,000	5,000	26,250	25,396	60,000	5,000
Management Consulting	17	165,000	151,421	170,000	88,000	30,000	30,121	75,000	5,000	30,000	27,511	55,000	5,000
Business Ops / Strategy / Planning	15	140,000	134,744	200,000	80,000	22,500	21,750	35,000	6,000	22,250	25,246	60,000	12,000
Chief of Staff	3	155,000	165,833	250,000	130,000	10,000	16,667	30,000	10,000	16,250	14,375	20,000	5,000
Consulting – Operations/Implementation	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
FINANCE	31	170,000	174,500	300,000	72,000	32,500	43,500	150,000	10,000	135,000	144,500	450,000	20,000
Private Equity	13	162,500	170,352	250,000	110,000	35,000	54,444	150,000	10,000	162,500	192,360	450,000	80,000
Venture Capitalist	9	205,000	199,643	300,000	100,000	25,000	25,000	40,000	10,000	50,000	78,708	225,000	25,000
Investment/Portfolio Management	4	162,500	170,700	250,000	150,000	35,000	42,500	100,000	10,000	135,000	144,286	315,000	50,000
Investment Banker	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Corporate Development	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Corporate Finance	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finance – Other	3	116,000	140,667	300,000	72,000	NA	NA	NA	NA	35,000	72,500	200,000	20,000
GENERAL MANAGEMENT	9	162,500	153,900	210,000	80,000	27,500	27,000	50,000	9,000	50,000	57,018	180,000	11,500
General Management/Rotational/Leadership	8	170,000	157,353	210,000	80,000	27,500	25,625	50,000	9,000	50,000	63,188	180,000	11,500
Technical Management	1	135,000	134,333	140,000	128,000	NA	NA	NA	NA	NA	NA	NA	NA
MARKETING/SALES	18	140,000	142,033	175,000	95,000	15,000	22,300	55,000	5,000	20,000	21,741	51,000	10,000
Product Manager	10	142,500	144,923	170,000	116,300	15,000	23,263	55,000	5,000	20,250	22,183	48,000	12,000
Business Development	5	145,000	144,400	175,000	119,000	20,000	23,000	50,000	10,000	15,000	22,556	51,000	10,000
Marketing/Brand/Growth Manager	2	130,000	122,500	135,000	95,000	15,000	26,667	50,000	15,000	NA	NA	NA	NA
Sales/Customer Success/Revenue	1	145,000	148,000	164,000	135,000	NA	NA	NA	NA	NA	NA	NA	NA
Marketing – Other	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
OPERATIONS/LOGISTICS	1	142,200	140,733	145,000	135,000	NA	NA	NA	NA	22,500	42,167	94,000	10,000
OTHER	5	124,000	126,179	165,000	78,000	18,000	18,857	40,000	4,000	15,325	18,446	35,000	11,500
Product Development	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	5	120,500	125,292	165,000	78,000	18,000	15,400	25,000	4,000	20,000	20,260	35,000	11,500
TOTAL	100%	150,000	152,503	300,000	72,000	25,000	28,328	150,000	4,000	33,000	66,311	450,000	5,000

¹Compensation data excludes students who are company-sponsored (8%) or starting a new business (15%), per standards set by the MBA Career Services & Employer Alliance (CSEA). ²Percent total may not equal sum of components due to rounding. ³NA indicates fewer than three students. ⁴In 2018, the CSEA dropped Other Guaranteed Compensation from its reporting standards. Stanford GSB replaced it with Expected Performance Bonus (i.e., annual bonus). Expected Performance Bonus was reported by 72% of those reporting salary.

COMPENSATION BY LOCATION^{1,2,3}

LOCATION	PERCENT	BASE SALARY (\$)				SIGNING BONUS (\$)				EXPECTED PERFORMANCE BONUS (\$) ⁴			
		MEDIAN	MEAN	RANGE		MEDIAN	MEAN	RANGE		MEDIAN	MEAN	RANGE	
				HIGH	LOW			HIGH	LOW			HIGH	LOW
NORTH AMERICA	87	150,000	156,848	300,000	72,000	25,000	27,314	150,000	4,000	31,600	69,465	450,000	5,000
UNITED STATES	87	150,000	156,848	300,000	72,000	25,000	27,314	150,000	4,000	31,600	69,465	450,000	5,000
West	61	150,000	155,824	300,000	95,000	25,000	27,121	150,000	4,000	27,500	63,990	450,000	5,000
Northeast	16	155,000	162,451	250,000	125,000	30,000	29,559	100,000	7,500	35,000	82,405	315,000	12,500
Midwest	7	165,000	154,400	300,000	72,000	25,000	23,636	35,000	5,000	33,300	69,592	200,000	5,000
Mid-Atlantic	2	155,000	145,000	165,000	105,000	NA	NA	NA	NA	30,750	70,000	202,500	16,000
South	1	160,000	150,000	165,000	125,000	NA	NA	NA	NA	125,000	105,000	160,000	30,000
Southwest	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
OUTSIDE NORTH AMERICA	13	110,000	116,224	210,000	80,000	35,000	35,769	75,000	9,000	34,500	45,421	150,000	10,000
Asia	4	115,000	125,333	180,000	92,000	25,000	22,250	30,000	9,000	29,000	46,333	150,000	10,000
Europe	4	112,500	120,833	210,000	80,000	NA	NA	NA	NA	32,250	46,625	110,000	12,000
Latin America & the Caribbean ⁵	4	97,500	102,644	130,000	80,000	50,000	48,000	65,000	35,000	34,500	46,929	125,000	24,000
Oceania	1	140,000	125,000	150,000	85,000	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL	100%	150,000	152,503	300,000	72,000	25,000	28,328	150,000	4,000	33,000	66,311	450,000	5,000

¹Compensation data excludes students who are company-sponsored (8%) or starting a new business (15%), per standards set by the MBA Career Services & Employer Alliance (CSEA). ²Percent total may not equal sum of components due to rounding. ³NA indicates fewer than three students.

⁴In 2018, the CSEA dropped Other Guaranteed Compensation from its reporting standards. Stanford GSB replaced it with Expected Performance Bonus (i.e., annual bonus). Expected Performance Bonus was reported by 72% of those reporting salary. ⁵Includes Mexico per standards set by the MBA CSEA.

SUPPORTING STUDENTS THROUGH THE CAREER MANAGEMENT CENTER

The Career Management Center (CMC) supports students as they consider their career paths and search for full-time jobs and summer internships. Through 1:1 career advising and coaching, peer support, and education around resume creation, networking and interview skills, we work with students to clarify and communicate their personal strengths, relevance, and career goals. The CMC works with organizations to develop recruiting strategies that meet their needs, as they seek principled leaders to drive innovation and deliver impact to their organizations.



MY CAREER ADVISOR IS A TOTAL ANGEL AND HAS BEEN SUCH A HUGE RESOURCE WHILE AT SCHOOL AND AFTER! She took the time to run huge brainstorming sessions with me during my first year, connected me to alums doing things I might be interested in, and kept tabs on what I was up to for the duration of school. She always approached my questions with an open mind, and encouraged me to do the same.”

ELLIE BUCKINGHAM
MBA '19



STANFORD GSB CMC WAS VERY HELPFUL. My career advisor sent me a job notification for a role at a company that doesn't even post jobs on the Stanford GSB job board. She must have reviewed my previous work experience and my interests to understand that I was a great fit for the role. She also connected me with a Stanford Alum that had worked with the company. In the end, an offer was extended, which I gladly accepted.”

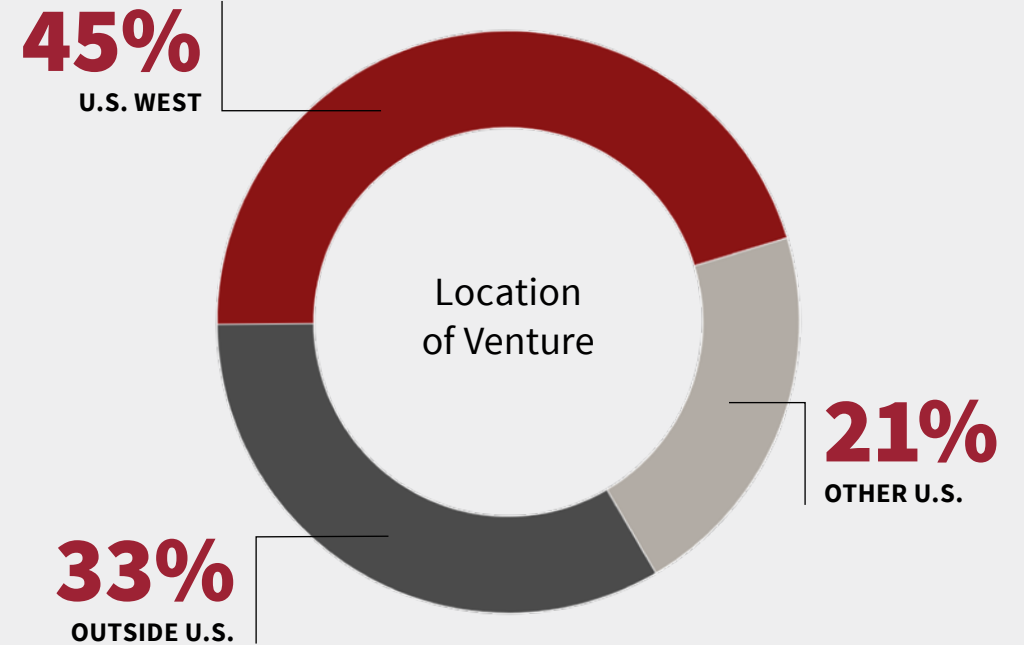
ABIODUN BUARI
MBA '19

PRIMARY SOURCE OF FULL-TIME JOB ACCEPTANCES		
SCHOOL-FACILITATED ACTIVITIES		
School network/resources (i.e., alumni referrals, classmates, club events, class projects, faculty referrals, treks)	63	30%
Conversion of internship obtained through school sources	25	12%
On-Campus Interviewing (OCI)	16	8%
Activities supported by career center (i.e., employer events, information meetings)	9	4%
Job Postings on school career systems, resume database, resume referrals by career center	9	4%
Other school-facilitated source	0	0%
Subtotal	122	58%
GRADUATE-FACILITATED ACTIVITIES		
Personal contacts (i.e., previous employer, family, friends outside of school)	65	31%
Conversion of internship obtained through graduate-initiated sources	13	6%
Online job postings (i.e., company website, social media, LinkedIn)	4	2%
Other graduate-facilitated sources	5	2%
Subtotal	87	42%
TOTAL	209	100%

FULL-TIME ENTREPRENEURS BY INDUSTRY AND LOCATION¹

INDUSTRY	PERCENT ²
CONSUMER PRODUCTS	23
FINANCE	13
Finance – Private Equity	6
Finance – Investment Management	2
Finance – Venture Capital	2
Finance – Other	2
HEALTHCARE (INCLUDING PRODUCTS AND SERVICES)	6
HUMAN RESOURCES	2
MEDIA/ENTERTAINMENT	2
NONPROFIT / SOCIAL INNOVATION	15
REAL ESTATE	2
TECHNOLOGY	27
Consumer – Commerce/Marketplaces	8
Consumer – Media/Social Media	4
Enterprise – Apps/SaaS	2
EdTech	4
FinTech	4
Technology – Other	4
TRANSPORTATION & LOGISTICS SERVICES	4
OTHER	6
TOTAL	100%

15%
OF NEW VENTURES ARE IN NONPROFIT/SOCIAL INNOVATION
 For a complete employment profile see page 6



¹Data shows the industries chosen by reporting students who are starting a new business. These students are not included in the compensation tables in this report, per standards set by the MBA Career Services & Employer Alliance (CSEA).

²Percent total may not equal sum of components due to rounding.

CLASS OF 2020:
SUMMER HIRES



CLASS OF 2020: SUMMER HIRES STUDENT PROFILE¹

7,797

APPLICATIONS RECEIVED

419

NEW STUDENTS



41%

WOMEN



42%

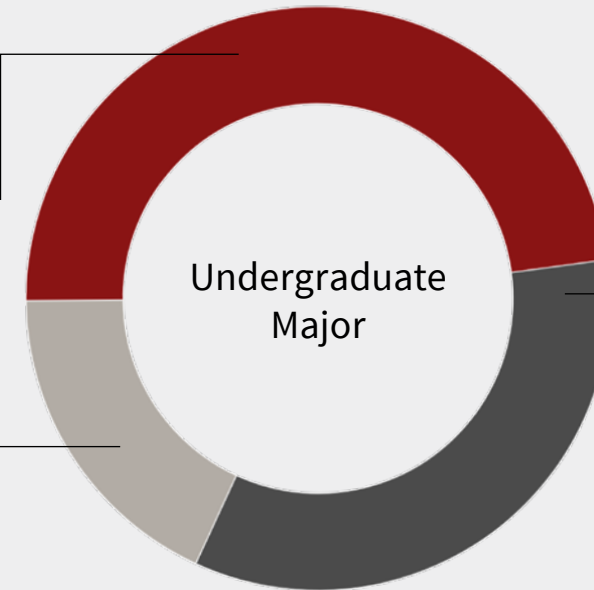
INTERNATIONAL²



27%

TOTAL U.S. MINORITIES³

48%
HUMANITIES/
SOCIAL SCIENCES



34%
ENGINEERING/MATH/
NATURAL SCIENCES

18%
BUSINESS

Undergraduate
Major

732
AVERAGE GMAT
SCORE

14%
ADVANCED
DEGREE

4
AVERAGE YEARS OF
WORK EXPERIENCE

0-11
RANGE OF YEARS OF
WORK EXPERIENCE

165/165
AVERAGE GRE
(VERBAL/QUANTITATIVE)

¹Class profile is provided as of matriculation. ²Includes permanent residents and U.S. dual citizens. ³Includes Asian American, American Indian/Alaska Native, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander.

SUMMER EMPLOYMENT PROFILE

	NUMBER	PERCENT
SEEKING EMPLOYMENT	366	81%
Accepted ^{1,2}	352	78%
Received offer	14	3%
NOT SEEKING EMPLOYMENT	43	9%
Own venture	38	8%
Company-sponsored	2	0%
Not seeking	3	1%
NO INFORMATION	44	10%
TOTAL STUDENTS³	453	100%

8%

**OF STUDENTS SPENT THEIR
SUMMER ON THEIR OWN
INDEPENDENT VENTURE**



¹Of the 352 students who accepted a summer job, 23 split their summers with a second employer for a total of 375 accepted jobs. ²Compensation data was reported for a total of 313 jobs.

³Includes 22 students pursuing dual/joint degrees who are expected to graduate with the Class of 2021.

COMPENSATION BY INDUSTRY^{1,2,3,4}

INDUSTRY	PERCENT	MONTHLY BASE SALARY (\$)			
		MEDIAN	MEAN	RANGE	
				HIGH	LOW
CONSULTING	9	13,500	12,521	13,800	6,500
CONSUMER PRODUCTS	4	6,283	6,112	10,000	1,356
ENERGY	1	4,333	5,467	13,000	2,000
FINANCE	27	7,500	8,057	20,800	900
Venture Capital	12	6,000	6,089	13,000	900
Private Equity	6	10,833	10,982	20,800	3,200
Investment Management	3	10,000	9,182	14,083	2,560
Hedge Funds	2	12,250	11,025	18,000	1,500
Investment Banking	2	10,417	9,411	12,502	4,000
Impact/Social	2	2,550	3,400	6,500	2,000
Finance – Other	1	NA	NA	NA	NA
GOVERNMENT	1	NA	NA	NA	NA
HEALTHCARE	7	7,000	7,053	10,000	3,000
HOSPITALITY/TRAVEL	2	7,107	7,551	10,000	6,500
MANUFACTURING	<1	NA	NA	NA	NA
MEDIA/ENTERTAINMENT	4	6,159	6,605	15,000	3,900
NONPROFIT/SOCIAL INNOVATION	3	3,877	4,168	7,000	600
REAL ESTATE	2	6,034	5,363	7,800	1,500
RETAIL	2	5,000	4,929	7,583	1,500
TECHNOLOGY	30	8,000	8,044	25,000	1,500
Enterprise – Apps/SaaS	10	8,000	8,263	12,500	6,283
FinTech	5	6,283	6,825	13,000	1,500
Consumer – Commerce/Marketplaces	4	9,254	8,967	11,050	5,200
Consumer – Apps/SaaS	3	6,933	6,943	10,400	4,000
Enterprise – Infrastructure	1	8,650	8,162	9,208	6,746
Consumer – Media/Social Media	1	8,009	8,067	8,250	8,000
Hardware	1	7,492	11,350	25,000	5,417
EdTech	<1	NA	NA	NA	NA
Technology – Other	6	8,000	7,953	13,000	3,000
TRANSPORTATION & LOGISTICS	4	7,384	7,519	11,700	6,000
OTHER	4	6,392	8,208	16,033	4,333
TOTAL	100%	7,477	7,897	25,000	600



¹Compensation table excludes students starting a new business. ²Nonprofit compensation includes the SMIF stipend where applicable. SMIF (Social Management Immersion Fellowship) provides financial support to MBA students who secure social or environmental purpose summer internships with nonprofits, government agencies, and social purpose businesses. SMIF is offered by the Center for Social Innovation. ³Compensation includes the ESP stipend where applicable. The Entrepreneurial Summer Program (ESP) supports students in pursuing eligible opportunities with entrepreneurial organizations. ESP is offered by the Center for Entrepreneurial Studies. ⁴NA indicates fewer than three students.

COMPENSATION BY FUNCTION^{1,2,3}

FUNCTION	PERCENT	MONTHLY BASE SALARY (\$)			
		MEDIAN	MEAN	RANGE	
				HIGH	LOW
CONSULTING	37	7,550	8,361	20,800	900
Business Ops / Strategy / Planning	25	6,967	7,261	20,800	900
Consulting – Management Consulting	8	13,500	12,770	13,800	4,000
Chief of Staff	3	6,717	7,905	15,167	4,345
FINANCE	29	7,500	7,936	18,000	900
Venture Capitalist	12	6,000	6,185	13,000	900
Private Equity	7	9,425	8,977	15,000	1,500
Investment/Portfolio Management	4	10,000	9,853	18,000	1,500
Investment Banker	2	10,417	9,411	12,502	4,000
Corporate Development	2	8,184	8,483	15,000	4,000
Corporate Finance	1	NA	NA	NA	NA
Finance – Other	2	9,200	8,260	10,400	5,200
GENERAL MANAGEMENT	3	6,283	7,983	15,000	5,885
HUMAN RESOURCES	<1	NA	NA	NA	NA
MARKETING/SALES	23	7,453	7,388	25,000	600
Product Manager	12	8,199	8,540	25,000	3,000
Business Development	8	6,175	5,735	9,533	600
Marketing/Brand/Growth Manager	2	7,627	6,942	8,000	5,000
Sales/Customer Success/Revenue	1	6,667	6,983	8,000	6,283
Marketing – Other	1	NA	NA	NA	NA
OPERATIONS/LOGISTICS	2	5,634	6,085	9,700	2,000
OTHER	7	7,083	7,700	16,033	1,500
Product Development	2	7,000	6,474	8,506	1,500
Other	5	7,800	8,592	16,033	5,500
TOTAL	100%	7,477	7,897	25,000	600



¹Compensation table excludes students starting a new business. ²Percent total may not equal sum of components due to rounding. ³NA indicates fewer than three students.

COMPENSATION BY LOCATION^{1,2}

LOCATION	PERCENT	MONTHLY BASE SALARY (\$)			
		MEDIAN	MEAN	RANGE	
				HIGH	LOW
NORTH AMERICA	89	7,800	8,181	25,000	900
CANADA	<1	NA	NA	NA	NA
UNITED STATES	89	7,800	8,176	25,000	900
West	65	7,600	8,155	25,000	1,000
Northeast	14	8,000	8,361	18,000	1,500
Southwest	3	9,200	8,109	13,500	2,500
Mid-Atlantic	3	7,000	7,379	13,750	900
Midwest	3	7,250	8,175	15,000	5,200
South	1	NA	NA	NA	NA
OUTSIDE NORTH AMERICA	11	4,800	5,326	13,000	600
Asia	4	3,800	4,629	13,000	900
Europe	4	6,283	6,880	10,833	1,356
Africa	2	3,179	2,826	4,345	600
Latin America & the Caribbean ³	1	6,566	6,394	8,233	4,211
Oceania	<1	NA	NA	NA	NA
TOTAL	100%	7,477	7,897	25,000	600



¹Compensation table excludes students starting a new business. ²NA indicates fewer than three students. ³Includes Mexico per standards set by the MBA CSEA.

PRIMARY SOURCE OF SUMMER JOB ACCEPTANCES

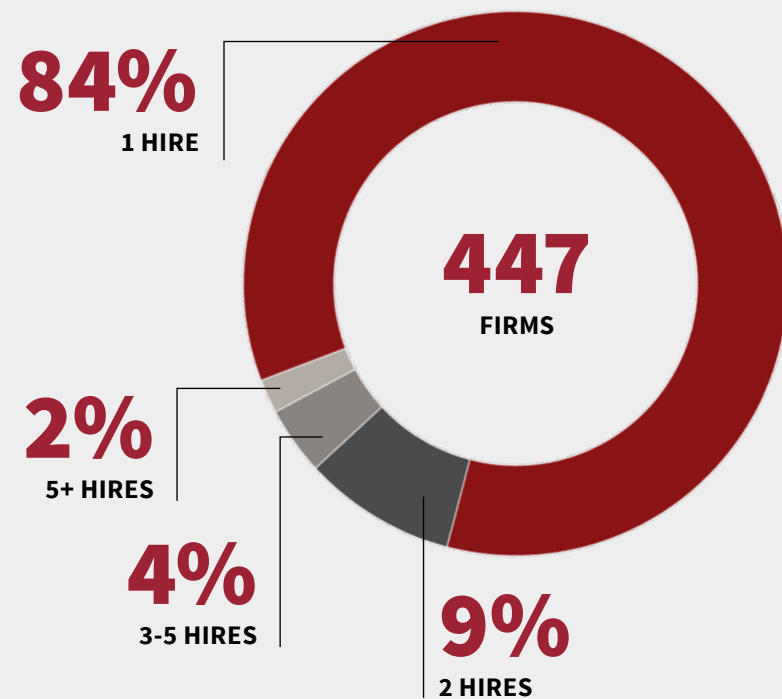
PRIMARY SOURCE OF SUMMER JOB ACCEPTANCES		
SCHOOL-FACILITATED ACTIVITIES		
School network/resources (i.e., alumni referrals, classmates, club events, class projects, faculty referrals, treks)	107	34%
On-Campus Interviewing (OCI)	41	13%
Job Postings on school career systems, resume database, resume referrals by career center	53	17%
Activities supported by career center (i.e., employer events, information meetings)	18	6%
Other school-facilitated source	10	3%
Subtotal	229	73%
GRADUATE-FACILITATED ACTIVITIES		
Personal contacts (i.e., previous employer, family, friends outside of school)	72	23%
Online job postings (i.e., company website, social media, LinkedIn)	11	4%
Other graduate-facilitated sources	0	0%
Subtotal	83	27%
TOTAL	312	100%



OTHER EMPLOYMENT FACTS

MOST RECRUITERS HIRED ONE OR TWO STUDENTS FOR SUMMER AND/OR FULL-TIME POSITIONS.

Based on 447 firms hiring Stanford MBAs for summer and/or full-time in 2018-2019.



CLASS OF 2019: FULL-TIME POSITIONS

40%

OF THOSE LAUNCHING A NEW VENTURE OR JOINING A STARTUP ARE WOMEN

18%

CHOSE A SOCIALLY RESPONSIBLE ROLE
(Includes sponsored students and entrepreneurs)

CLASS OF 2020: SUMMER POSITIONS

60

Students participated in [Global Management Immersion Experience \(GMIX\)](#) projects

28

Students were funded for [Entrepreneurial Summer Program \(ESP\)](#) internships

19

Students received [Social Management Immersion Fellowship \(SMIF\)](#) fellowships

7

Students participated in [Stanford Institute for Innovation in Developing Economies \(Seed\)](#) internships



STANFORD
BUSINESS

GRADUATE
SCHOOL OF

