Methodology

Career Services at the University of Pennsylvania annually surveys graduating students to provide a snapshot of their post-graduation plans.

This report looks at 1,552 College of Arts and Sciences undergraduates who received their degrees from August 2018–May 2019. Students were surveyed up to six months from their graduation date, with a 56% response rate. Additional information was then collected via LinkedIn and other sources, bringing the total knowledge rate up to 74%, a total of 1,148 known graduate outcomes.

Sections

1. Post-Graduation Plans
   Full-Time Employment
2. Industries & Top Hiring Employers
3. Job Function
4. Geography
5. Job Offers & Hiring Timeline
6. Salary & Bonuses
   Continuing Education
7. Graduate Programs & Degree Level
8. First Destinations by Major*
   (*Coming soon!)
Post-Graduation by the Numbers

1,148 responses

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Employment</td>
<td>72.8%</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>16.6%</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>5.3%</td>
</tr>
<tr>
<td>Part-Time Employment</td>
<td>2.0%</td>
</tr>
<tr>
<td>Volunteering</td>
<td>1.4%</td>
</tr>
<tr>
<td>Seeking Continuing Education</td>
<td>1.1%</td>
</tr>
<tr>
<td>Military</td>
<td>0.5%</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

93.6% of graduates were either employed, enrolled in continuing education, volunteering, serving in the military, or not seeking in the first 6 months after graduation.

Post-Graduation: 5 Year Trends

<table>
<thead>
<tr>
<th>Year</th>
<th>Continuing Education</th>
<th>Employed*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>16.90%</td>
<td>73.40%</td>
</tr>
<tr>
<td>2016</td>
<td>21.00%</td>
<td>71.30%</td>
</tr>
<tr>
<td>2017</td>
<td>19.50%</td>
<td>69.80%</td>
</tr>
<tr>
<td>2018</td>
<td>17.80%</td>
<td>74.40%</td>
</tr>
<tr>
<td>2019</td>
<td>16.55%</td>
<td>76.74%</td>
</tr>
</tbody>
</table>

*Employed includes full-time employed, part-time employed, military service and volunteer service

Gap Years & Fellowships

Graduates who were working or volunteering as part of fellowships and gap year opportunities included:
- AmeriCorps (3)
- Fulbright Program, U.S. Department of State (10)
- Peace Corps (9)
- Rotational & Leadership Development Programs (11)
Full-Time Employment

Top Hiring Employers by Industry

Consulting
1. Accenture (15)
2. Deloitte (14)

Education
1. University of Pennsylvania (33)
2. Teach For America (12)
3. Success Academy Charter Schools (3)

Financial Services
1. Goldman Sachs (16)
2. JPMorgan Chase & Co. (10)
3. Morgan Stanley (8)

Healthcare
1. Penn Medicine (14)
2. Children's Hospital of Philadelphia (13)
3. Massachusetts General Hospital (6)

Non-Profit & Government
1. U.S. State Department (6)
2. AmeriCorps (3)
   U.S. Department of Justice (3)

Technology
1. Walmart eCommerce (13)
2. Facebook (10)
3. Google, Inc. (5)

Other
1. Davis Polk & Wardwell LLP (4)
   NBCUniversal (4)
2. H&M (2)
   Viacom (2)

Employment by Industry
804 responses

- Consulting: 21%
- Financial Services: 17%
- Technology: 12%
- Education: 10%
- Healthcare: 8%
- Nonprofit: 7%
- Media/Journalism/Entertainment: 5%
- Legal Services: 4%
- Government: 4%
- Marketing/Advertising/Public Relations: 2%
- Other: 2%
- Retail/Wholesale: 2%
- Biomedical Products/Pharmaceuticals: 1%
- Real Estate/Construction: 1%
- Insurance: 1%
- Design/Fine Arts: 1%
- Consumer Products: 1%
- Energy/Natural Resources/Utilities: 0.4%
Full-Time Employment

Employment by Job Function

812 responses

Consulting
- Management/Strategy: 136 / 82%
- Research: 20 / 12%
- Technology: 10 / 6%

Research
- Other: 48 / 41%
- Clinical: 36 / 31%
- Biomedical: 26 / 22%
- Economics: 4 / 3%
- Energy/Environmental: 2 / 2%

Finance
- Investment Banking: 51 / 45%
- Investment Management/Counsel: 20 / 18%
- Financial Planning & Analysis: 9 / 8%
- Private Equity: 8 / 7%
- Risk Management: 7 / 6%
- Securities Research: 5 / 4%
- Sales: 5 / 4%
- Trading: 4 / 4%
- Commercial Banking/Lending: 4 / 4%
- Venture Capital: 1 / 1%

- Other
- Product/Project Management (Technology)
- Writing
- Direct Service
- Advertising/Media Planning
- Graphic Design
- Fund Raising/Promotion
- Social Media
- Public Relations
- Editing
- Entrepreneur/Founder
- Insurance - Other
- Coaching/Tutoring
- Research & Development
- Counseling
- Technology Analysis
- Museum/Art Gallery/Curatorial
- Web Design/Development
- Intelligence/Law Enforcement
- Real Estate Investment
- Legislative Support
- Architecture
Full-Time Employment

Employment by State

735 responses

32% of working graduates who reported their location were in New York City

The 2nd most popular city was Philadelphia (16%), and the 3rd was Washington D.C. (7%)

International Students

Of the 63 respondents working full-time who identified as “foreign nationals,” 49 (78%) were employed in the U.S.

U.S. Employers of Foreign Nationals

Consulting
- Bain & Company
- cg42
- ClearView Healthcare Partners
- Cornerstone Research
- Deloitte
- EY
- McKinsey & Company
- PricewaterhouseCoopers (PwC)
- Strategy& (Formerly Booz & Company)
- The Boston Consulting Group

Design/Fine Arts
- Imagine Exhibitions

Education
- Dearest, Inc.

Financial Services
- Audax Group
- BlackRock
- BNP Paribas
- Bridgewater Associates
- Citi
- Code Advisors
- Deutsche Bank
- JPMorgan Chase & Co.
- Lazard
- Moelis & Company
- Monticello Asset Management

Morgan Stanley
- PJT Partners
- Spectrum Group Management
- StepStone Group
- The Raine Group

Government
- New Zealand Permanent Mission
- Mission to the United Nations

Healthcare
- Penn Medicine

Media/Journalism/Entertainment
- Pulitzer Center on Crisis Reporting

Technology
- Harvest Platform
- JRI America, Inc.
- Mastercard
- Snapchat
- Vettery

Transportation
- Via Transportation, Inc.
CLASS OF 2019, COLLEGE OF ARTS & SCIENCES

Full-Time Employment

Hiring Timeline

478 responses

Graduates who accepted offers before January were primarily working in early recruiting industries like Finance, Consulting, and Technology.

Most other industries (Education, Entertainment, Government, Healthcare, Marketing, Non-Profits, etc.) start hiring graduates in the spring semester.

Offer Method

432 responses

42% of full-time opportunities were found through Career Services.

24% accepted return offers from a previous employer, primarily in Financial Services.

31% accepted offers from On Campus Interviews (through a previous employer or through OCI directly).

16% heard about the opportunity through word of mouth (via a connection at or outside of Penn).
Full-Time Employment

Average Starting Salary

<table>
<thead>
<tr>
<th>CAS</th>
<th>Respondents</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAS</td>
<td>439</td>
<td>$62,532</td>
<td>$60,000</td>
<td>$20,400</td>
</tr>
<tr>
<td>CAS Only</td>
<td>392</td>
<td>$60,226</td>
<td>$60,000</td>
<td>$20,400</td>
</tr>
<tr>
<td>Women</td>
<td>248</td>
<td>$58,801</td>
<td>$60,000</td>
<td>$20,400</td>
</tr>
<tr>
<td>Men</td>
<td>144</td>
<td>$62,679</td>
<td>$60,000</td>
<td>$20,800</td>
</tr>
<tr>
<td>CAS/NUR – Dual Degree</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Women</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Men</td>
<td>0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>CAS/SEAS – Dual Degree</td>
<td>6</td>
<td>$103,167</td>
<td>$100,000</td>
<td>$72,000</td>
</tr>
<tr>
<td>Women</td>
<td>2</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Men</td>
<td>4</td>
<td>$105,500</td>
<td>$112,500</td>
<td>$72,000</td>
</tr>
<tr>
<td>CAS/WH – Dual Degree</td>
<td>40</td>
<td>$79,200</td>
<td>$85,000</td>
<td>$24,000</td>
</tr>
<tr>
<td>Women</td>
<td>17</td>
<td>$80,529</td>
<td>$85,000</td>
<td>$64,000</td>
</tr>
<tr>
<td>Men</td>
<td>23</td>
<td>$78,217</td>
<td>$85,000</td>
<td>$24,000</td>
</tr>
</tbody>
</table>

*Fewer than 3 reported salaries not published to maintain confidentiality.

*Stipends less than $20,000 not reported.
Continuing Education

Top Graduate Schools Accepting by Discipline

**Law**
1. Georgetown University (3)
   Harvard University (3)
   New York University (3)
   University of Pennsylvania (3)

**Medicine**
1. University of Pennsylvania (11)
2. Johns Hopkins University (4)
3. Stanford University (3)

**Other Programs**
1. University of Pennsylvania (35)
2. Columbia University (7)
3. University of Oxford (4)
   Stanford University (4)

Continuing Education by Field of Study

- **Medical:** 29%
- **Social Science:** 13%
- **Law:** 12%
- **Science (non-medical):** 11%
- **Other Health Professions (including Nursing):** 7%
- **Engineering:** 7%
- **Humanities:** 7%
- **Business:** 5%
- **Education:** 5%
- **Other:** 2%
- **Design:** 1%
- **Fine & Performing Arts:** 1%

Continuing Education Degree Level

- **Masters:** 45%
- **Doctorate:** 47%
- **Other:** 8%