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 the 1,526 College of Arts and Sciences undergraduates who received their degrees from August 2019–May 2020. Students were surveyed up to six months from their graduation date, with a 50% response rate. Additional information was collected via LinkedIn and other sources, bringing the total knowledge rate up to 70%, a total of 1,074 known graduate outcomes. However, given the pandemic, we realize some offers may have been delayed or rescinded.

Sections

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

*Coming soon!
Known Outcomes 1,074 responses

- Full-Time Employment: 67.3%
- Continuing Education: 18.3%
- Seeking Employment: 7.5%
- Seeking Continuing Education: 3.0%
- Part-Time Employment: 2.8%
- Volunteering: 0.6%
- Military: 0.3%
- Not Seeking: 0.2%

89.5% of graduates were either employed, enrolled in continuing education, volunteering, serving in the military, or not seeking in the first 6 months after graduation.

All Graduates 1,526 students

<table>
<thead>
<tr>
<th>Category</th>
<th>Full-Time Employment</th>
<th>Continuing Education</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>47%</td>
<td>13%</td>
<td>30%</td>
</tr>
</tbody>
</table>

Seeking Employment | Other

Post-Graduation: 5 Year Trends

<table>
<thead>
<tr>
<th>Year</th>
<th>Continuing Education</th>
<th>Employed*</th>
</tr>
</thead>
<tbody>
<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>
<tr>
<td>2020</td>
<td>18.34%</td>
<td>70.95%</td>
</tr>
</tbody>
</table>

*Employed includes full-time employed, part-time employed, military service and volunteer service.
Top Hiring Employers by Industry

Consulting
1. Accenture (14)
   Boston Consulting Group (BCG) (14)
3. Bain & Company (10)

Education
1. University of Pennsylvania (12)
2. Teach For America (8)
3. Success Academy Charter Schools (NY) (3)
   University of Chicago (3)

Financial Services
1. Capital One (10)
   Goldman Sachs (10)
3. JPMorgan Chase & Co. (9)
   Morgan Stanley (9)

Healthcare
1. Penn Medicine (8)
2. Massachusetts General Hospital (4)
3. Children's Hospital of Philadelphia (3)

Non-Profit & Government
1. City of Philadelphia (4)
2. Biden for President (3)
3. AmeriCorps (2)
   National Institutes of Health (2)

Technology
1. Amazon (11)
2. Google, Inc. (8)
3. Microsoft (7)
4. Facebook (6)

Other
1. Cravath, Swaine & Moore LLP (3)
   KPMG LLP (3)
   McMaster-Carr (3)
4. Creative Artists Agency (2)
   H&M (2)
   NBCUniversal (2)

Employment by Industry

- Consulting: 23%
- Financial Services: 22%
- Technology: 13%
- Education: 7%
- Nonprofit: 6%
- Healthcare: 6%
- Media/Journalism/Entertainment: 3%
- Marketing/Advertising/Public Relations: 3%
- Government: 3%
- Legal Services: 2%
- Pharmaceuticals/Biotechnology: 2%
- Real Estate/Construction: 2%
- Consumer Products: 1%
- Retail/Wholesale: 1%
- Other: 1%
- Sports/Hospitality/Food Service: 1%
- Insurance: 1%
- Manufacturing - Other: 0.7%
- Design/Fine Arts: 0.7%
- Engineering: 0.6%
- Energy/Natural Resources/Utilities: 0.6%
### Employment by Job Function

**Consulting**
- Management/Strategy: 136 / 82%
- Technology: 15 / 9%
- Research: 15 / 9%

**Research**
- Clinical: 27 / 43%
- Other: 21 / 33%
- Biomedical: 10 / 16%
- Economics: 4 / 6%
- Energy/Environmental: 1 / 2%

**Finance**
- Investment Banking: 23 / 43%
- Financial Planning & Analysis: 18 / 18%
- Investment Management/Counsel: 10 / 14%
- Private Equity: 9 / 8%
- Trading: 5 / 7%
- Risk Management: 4 / 4%
- Securities Research: 2 / 3%
- Sales: 2 / 2%
- Commercial Banking/Lending: 1 / 2%

812 responses
Full-Time Employment

Employment by State

37% of working graduates who reported their location were in New York City.

Internationally

3% of those who reported their location

20 students in 8 countries

- Canada (2)
- China (4)
- France *
- Hong Kong (6) *
- Singapore (2)
- South Korea
- United Arab Emirates (2) *
- United Kingdom

*Includes U.S. citizens working abroad

International Students

Of the 58 respondents working full-time who identified as foreign nationals, 39 (67%) were employed in the U.S.

U.S. Employers of Foreign Nationals

**Consulting**
- Bain & Company
- Boston Consulting Group (BCG)
- ClearView Healthcare Partners
- Cornerstone Research
- Deloitte
- GEP
- McKinsey & Company
- Putnam Associates

**Financial Services**
- Sard Verbinnen & Co
- Blackstone
- Citi
- Credit Suisse
- Goldman Sachs
- Morgan Stanley
- Nomura Securities

**Technology**
- Adobe Systems
- Airkit

**Other**
- Amazon
- Facebook
- Helium 10
- Mastercard
- Microsoft
- Ought
- Unite Us
- Wayfair

**Global Strategy Group**
- Maslanky + Partners
- Noble People
- Penn Medicine
- Sonos, Inc
- University of Pennsylvania
- W. P. Carey, Inc.
**Full-Time Employment**

**Hiring Timeline**

373 responses

Graduates who reported their offer dates were disproportionately working in early recruiting industries like Finance, Consulting, and Technology and accepted offers before January.

**Most other industries** (Education, Entertainment, Government, Healthcare, Marketing, Non-Profits, etc.) start hiring graduates in the spring semester, however fewer graduates working in those industries reported their start date.

**Offer Method**

334 responses

- **Career Services**
  - 43%

- **Applied Directly**
  - 28%

- **Previous Employer (Non-OCI)**
  - 15%

- **Penn Contacts**
  - 8%

- **Non-Penn Contact**
  - 5%

- **Other**
  - 1%

43% of full-time opportunities were found through **Career Services**.

- **On Campus Interviewing (OCI), 43%**
- **Other Career Services Resources, 30%**
- **Previous Employer (through OCI), 27%**

26% accepted return offers from a previous employer, primarily in **Financial Services**.

30% accepted offers from **On Campus Interviews** (through a previous employer or through OCI directly).

13% 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>College of Arts &amp; Sciences</th>
<th>Respondents</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Arts &amp; Sciences</td>
<td></td>
<td>$71,494</td>
<td>$75,000</td>
<td>$22,000</td>
</tr>
<tr>
<td>CAS Only</td>
<td>313</td>
<td>$68,762</td>
<td>$70,000</td>
<td>$22,000</td>
</tr>
<tr>
<td>Women</td>
<td>191</td>
<td>$67,341</td>
<td>$67,000</td>
<td>$22,000</td>
</tr>
<tr>
<td>Men</td>
<td>122</td>
<td>$70,987</td>
<td>$75,000</td>
<td>$25,459</td>
</tr>
<tr>
<td>CAS/Nursing – 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>$111,833</td>
<td>$123,000</td>
<td>$72,000</td>
</tr>
<tr>
<td>Women</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Men</td>
<td>3</td>
<td>$92,333</td>
<td>$82,000</td>
<td>$72,000</td>
</tr>
<tr>
<td>CAS/Wharton – Dual Degree</td>
<td>42</td>
<td>$86,093</td>
<td>$86,500</td>
<td>$55,000</td>
</tr>
<tr>
<td>Women</td>
<td>19</td>
<td>$85,863</td>
<td>$85,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Men</td>
<td>23</td>
<td>$86,283</td>
<td>$88,000</td>
<td>$60,000</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. Columbia University (5)
2. Duke University (3)
3. Georgetown University (2)
   - Harvard University (2)
   - Temple University (2)

**Medicine**
1. University of Pennsylvania (17)
2. Columbia University (3)
   - New York University (3)
   - Harvard University (3)

**Other Programs**
1. University of Pennsylvania (22)
2. Harvard University (7)
3. Columbia University (6)
4. London School of Economics and Political Science (4)
   - Northwestern University (4)
   - University of Notre Dame (4)
   - University of Oxford (4)

Continuing Education by Field of Study

- **Medicine**: 29%
- **Humanities**: 11%
- **Law**: 11%
- **Social Science**: 11%
- **Science (non-medical)**: 10%
- **Engineering**: 7%
- **Business**: 5%
- **Other Health Professions (including Nursing)**: 5%
- **Education**: 3%
- **Design**: 1%
- **Other**: 1%
- **Fine & Performing Arts**: 1%

Continuing Education Degree Level

- **Masters**: 48%
- **Doctorate**: 47%
- **Other**: 5%