

# College of Arts and Sciences

## **Undergraduate Class of 2023**

### Career Plans Survey Report

## Methodology

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

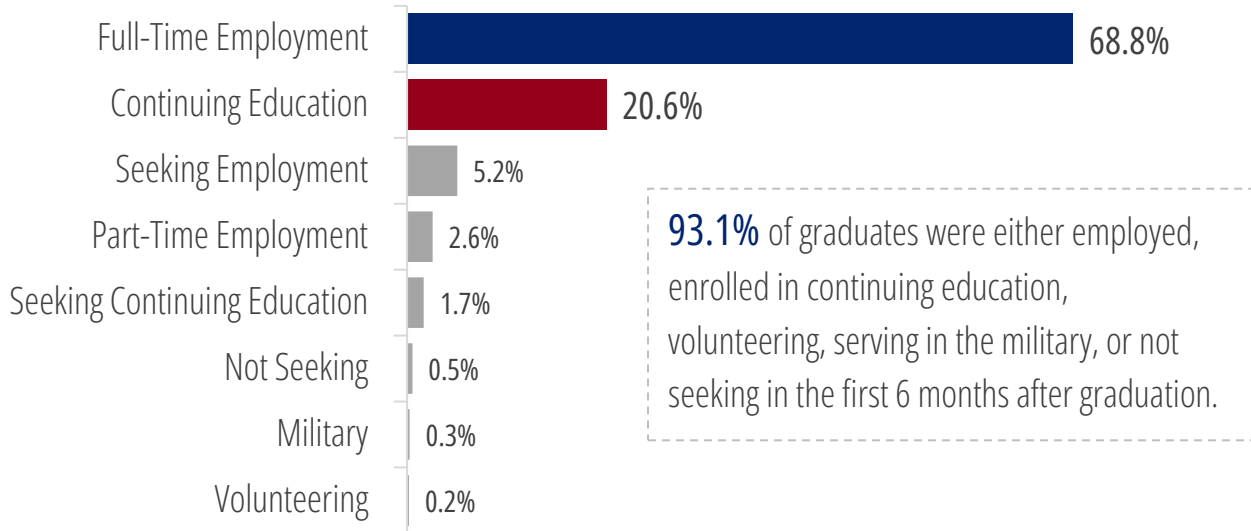
This report looks at the 1,473 College of Arts and Sciences undergraduates who received their degrees from August 2022–May 2023. Students were surveyed up to six months from their graduation date, with a 52% response rate. Additional information was collected via LinkedIn and other sources, bringing the total **knowledge rate** up to 74%, a total of 1,097 known graduate outcomes.

## Sections

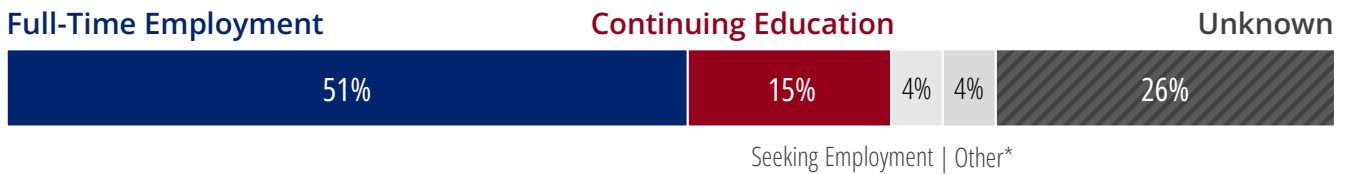
1. **Post-Graduation Plans**
2. **Full-Time Employment**
3. Industries & Top Hiring Employers
4. Job Function
5. Geography
6. Job Offers & Hiring Timeline
7. Salary & Bonuses
8. **Continuing Education**
9. Graduate Programs & Degree Level

# Post-Graduation by the Numbers

## Known Outcomes 1,097 responses

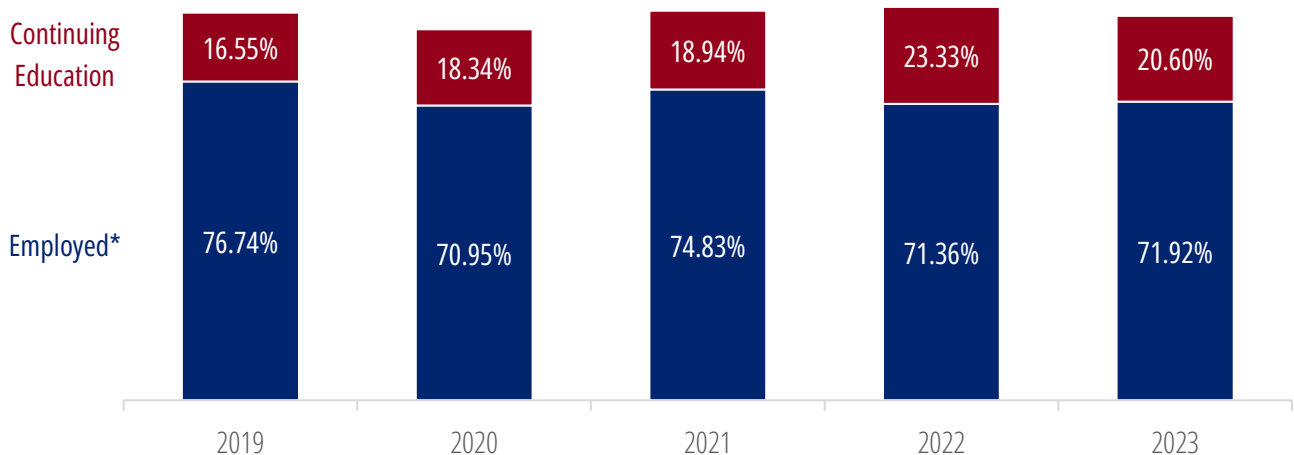


## All Graduates 1,473 students



*\*Other includes part-time employment, seeking continuing education, military service, volunteering, and not seeking*

## Post-Graduation: 5 Year Trends



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

# Full-Time Employment

## Top Hiring Employers by Industry

### Consulting

1. Boston Consulting Group (BCG) (25)
2. McKinsey & Company (23)
3. Bain & Company (15)

### Education

1. University of Pennsylvania (11)
2. Teach For America (2)

### Financial Services

1. JPMorgan Chase & Co. (22)
2. Goldman Sachs (10)
- Morgan Stanley (10)

### Healthcare

1. Children's Hospital of Philadelphia (14)
2. Penn Medicine (10)
3. Massachusetts General Hospital (3)

### Non-Profit & Government

1. Fulbright Program - U.S. Department of State (3)
2. ACLU (2)
- National Institute of Health (2)

### Technology

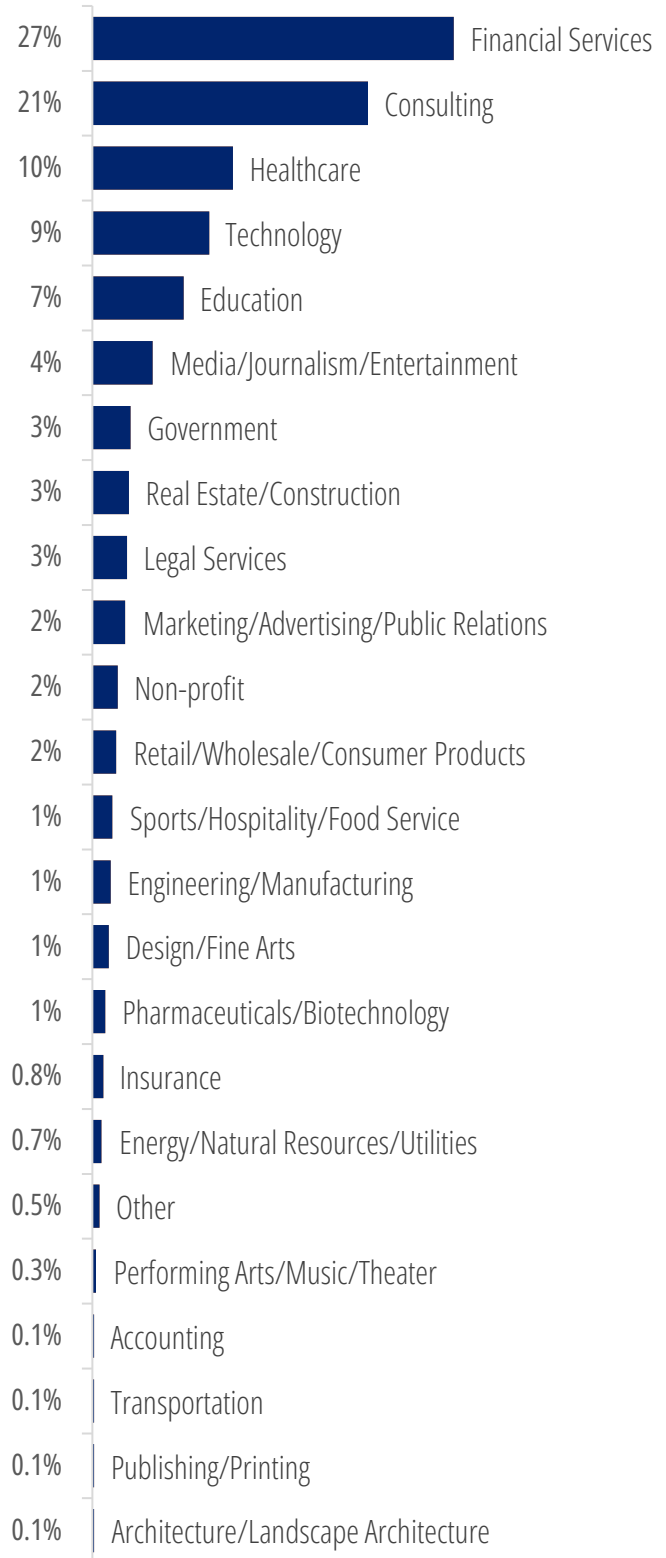
1. Amazon (8)
2. Epic (4)
- Google (4)
- LinkedIn Corporation (4)

### Other

1. Ares Management (4)
2. McMaster-Carr (3)
- NBCUniversal (3)
- Paul, Weiss, Rifkind, Wharton & Garrison LLP (3)
- Quadrant Strategies (3)

## Employment by Industry

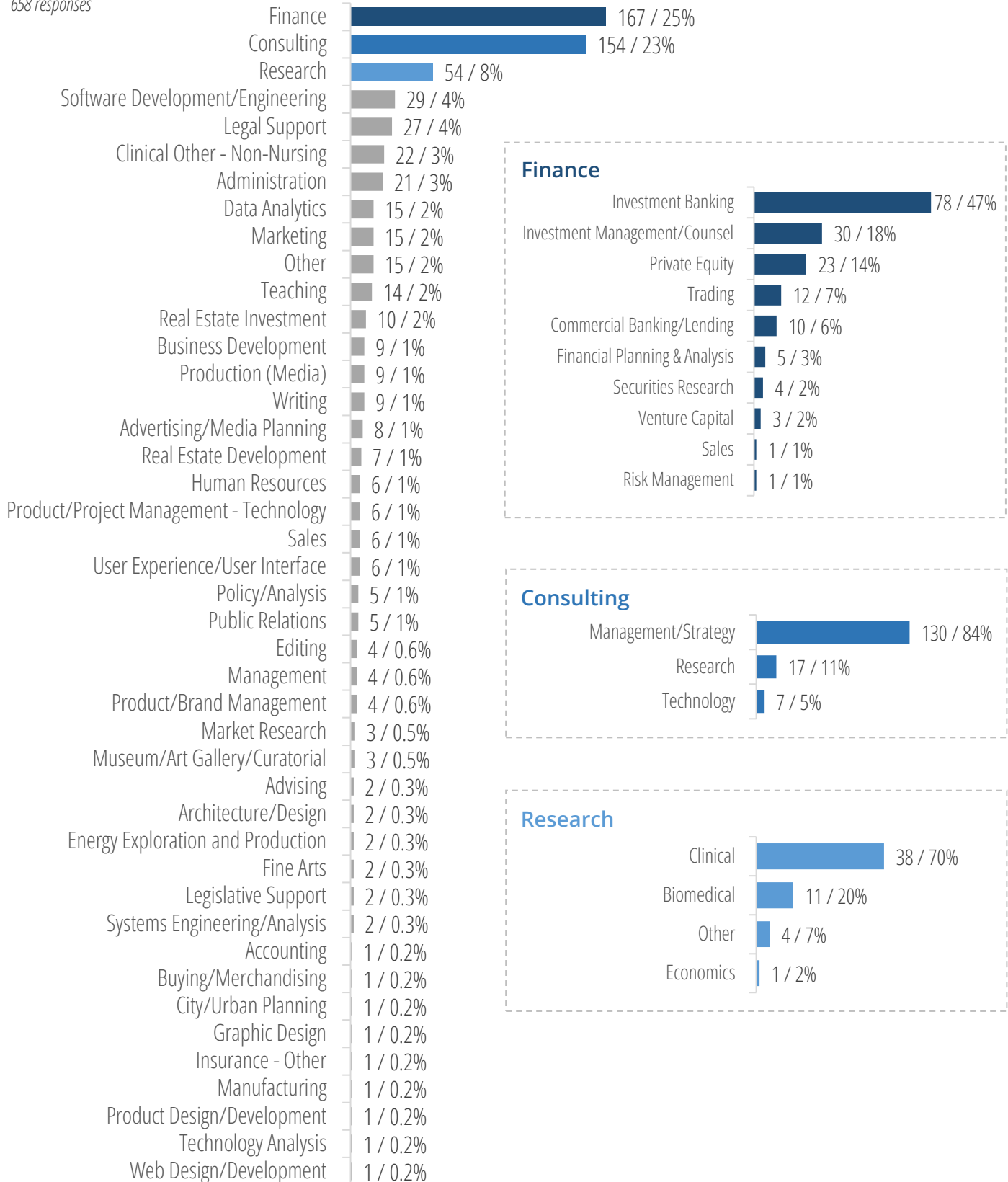
736 responses



# Full-Time Employment

## Employment by Job Function

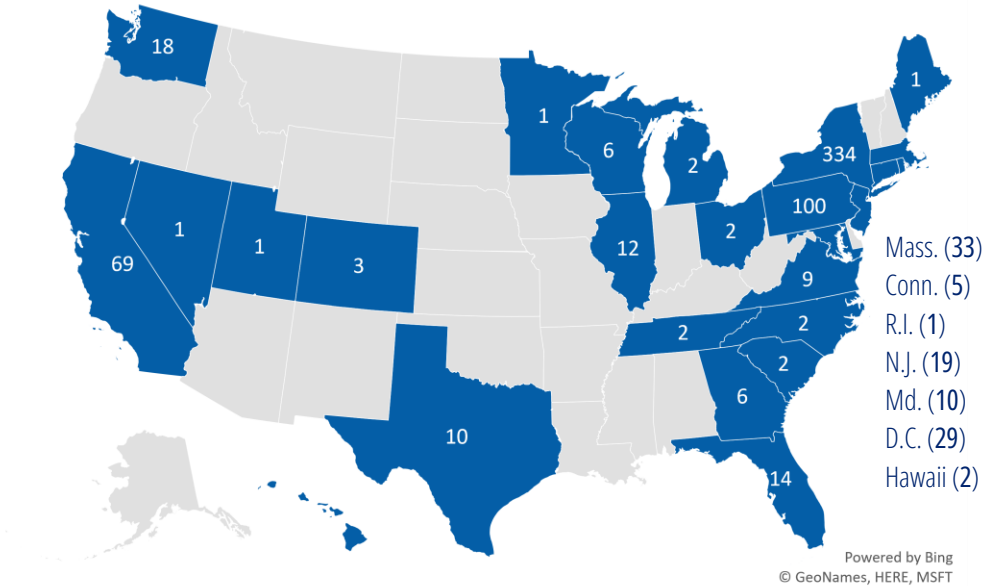
658 responses



# Full-Time Employment

## Employment by State

694 responses



## Internationally

3% of those with identified locations

24 students in 17 countries

- Canada
- China (3)
- Germany (2)
- Hong Kong
- Italy
- Netherlands
- Norway
- Palestine (3)
- Portugal
- Romania
- Rwanda
- Singapore
- South Korea
- Switzerland
- Taiwan
- United Arab Emirates
- United Kingdom (3)

694 graduates working full-time across 27 states.

The top five cities respondents were working in were: **New York** (323); **Philadelphia** (88); **Los Angeles** (32); **Washington, D.C.** (29); and **Boston** (29).

## International Students

Of the 114 respondents working full-time who identified as foreign nationals, 93 (82%) were employed in the U.S.

### U.S. Employers of Foreign Nationals

#### Consulting

- Alvarez & Marsal
- Bain & Company
- Boston Consulting Group (BCG)
- Capvision
- Charles River Associates
- ClearView Healthcare Partners
- Cornerstone Research
- EY-Parthenon
- GEP
- Gotham Consulting Partners
- McKinsey & Company

#### Financial Services

- AEC Advisors
- Alpine Investors
- Ardian

- Bank of America
- Bank of America Securities
- Bellwether Asset Management
- Blackstone
- Cantor Fitzgerald
- CIBC
- Citi
- Credit Suisse
- Cubist Systematic Strategies
- Deutsche Bank
- EMS Capital LP
- Fannie Mae
- Goldman Sachs
- IMC Trading
- Jane Street
- JPMorgan Chase & Co.

- Lazard
- M. Klein & Company
- MetLife Investment Management
- Mizuho
- Morgan Stanley
- Nomura Securities International
- PJT Partners
- Rothschild & Co
- Sunstone Credit
- Verde Technology Ventures

#### Technology

- ABS Wavesight
- Amazon
- Clutch
- Lemko Corporation
- LinkedIn Corp.

- Metissa.AI
- Microsoft
- Oracle

#### Other

- Athena Global Advisors Inc
- Boston University
- Children's Hospital of Philadelphia
- HP Inc.
- Massachusetts General Hospital
- NBCUniversal
- Penn Medicine
- Rockpoint
- Rystad Energy
- Stanford University
- Thomas Jefferson University
- University of Pennsylvania

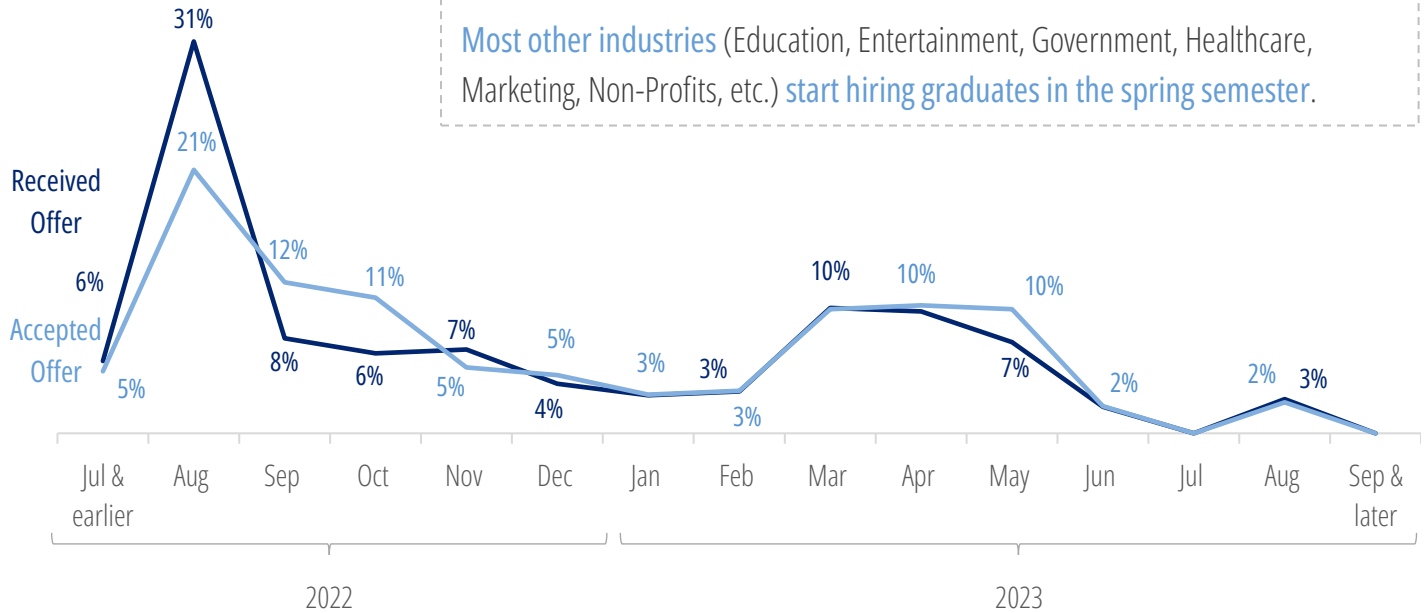
# Full-Time Employment

## Hiring Timeline

471 responses

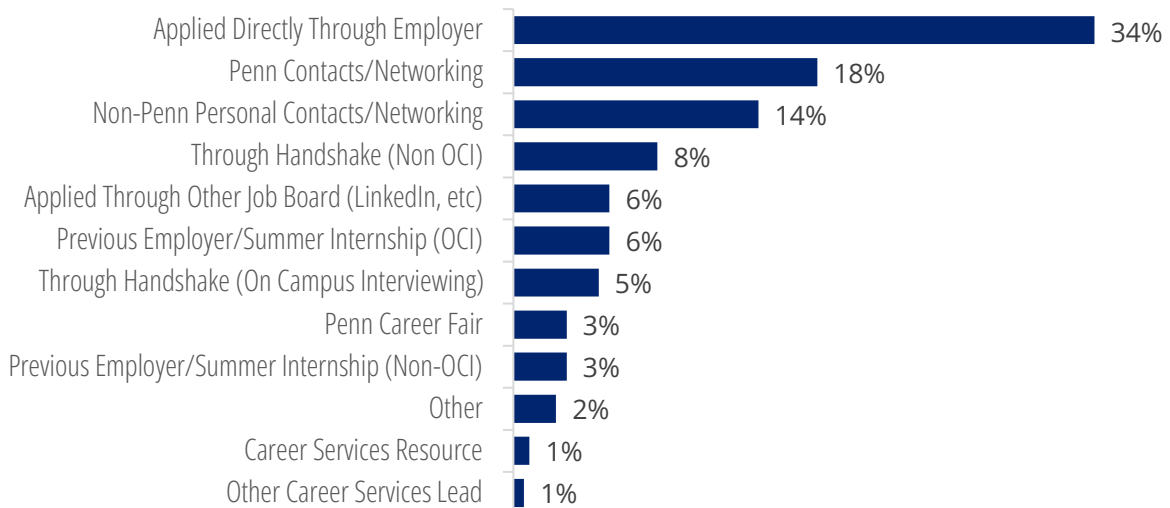
Graduates who **accepted offers before January** were primarily working in **early recruiting industries** like Finance, Consulting, and Technology.

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



## Most Impactful Strategy Leading to Offer

324 responses



The primary method for obtaining the full-time employment offer that graduates accepted.

**26%** heard about the opportunity through **word of mouth** (from a connection at or outside of Penn.)

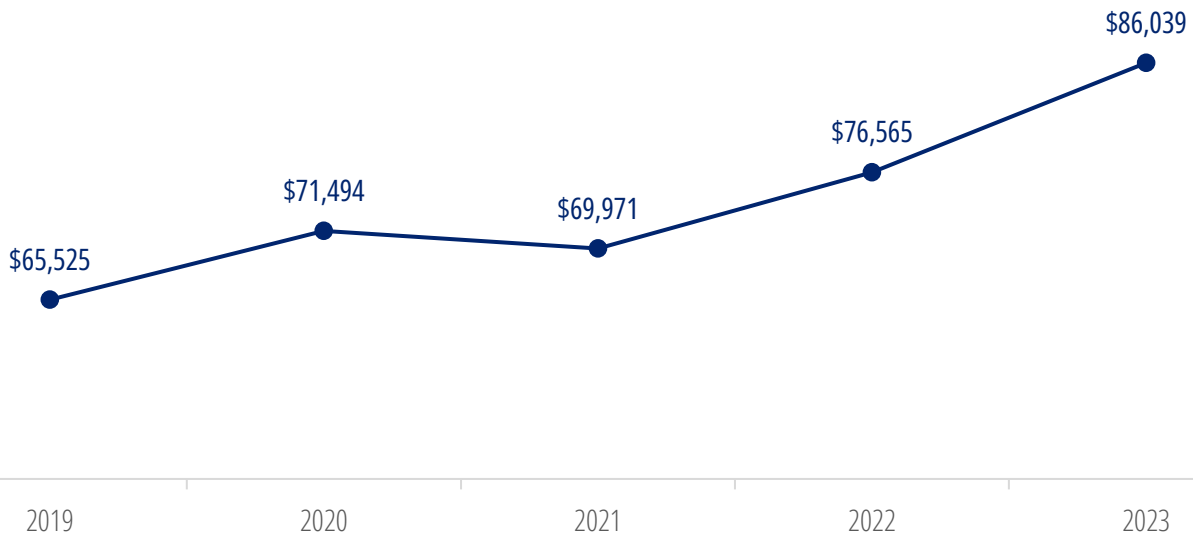
**10%** accepted offers from **On Campus Interviews** (through a summer internship/previous employer obtained via On Campus Interviews or through On Campus Interviews directly.)

**9%** accepted return offers from a summer internship/previous employer, primarily in the **Financial Services** industry.

CLASS OF 2023, COLLEGE OF ARTS &amp; SCIENCES

# Full-Time Employment

## Average Starting Salary



	Respondents	Average	Median	Range	
<b>CAS</b>	<b>396</b>	<b>\$86,039</b>	<b>\$90,000</b>	<b>\$20,800</b>	<b>\$300,000</b>
CAS Only	350	\$82,611	\$85,000	\$20,800	\$300,000
Women	210	\$77,622	\$75,000	\$26,668	\$200,000
Men	140	\$90,095	\$92,750	\$20,800	\$300,000
CAS/NUR – Dual Degree	0	-	-	-	-
Women	0	-	-	-	-
Men	0	-	-	-	-
CAS/SEAS – Dual Degree	3	\$176,667	\$118,000	\$112,000	\$300,000
Women	1	-	-	-	-
Men	2	-	-	-	-
CAS/WH – Dual Degree	43	\$107,616	\$110,000	\$45,000	\$175,000
Women	21	\$107,357	\$110,000	\$50,000	\$175,000
Men	22	\$107,864	\$110,000	\$45,000	\$130,000

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

# Continuing Education

## Top Graduate Schools Accepting by Discipline

### Law

- 1. University of Pennsylvania (5)
- 2. Harvard University (4)
- 3. Georgetown University (3)
- 4. Stanford University (2)
- University of Miami (2)

### Medicine

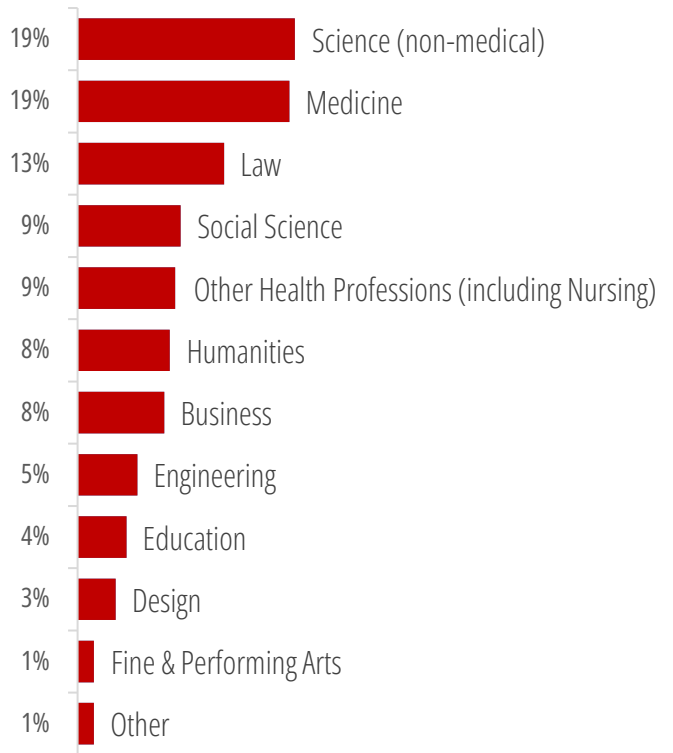
- 1. University of Pennsylvania (8)
- 2. Harvard University (3)
- 3. Icahn School of Medicine at Mount Sinai (2)
- Johns Hopkins University (2)

### Other Programs

- 1. University of Pennsylvania (33)
- 2. Harvard University (7)
- Yale University (7)
- 4. Columbia University (6)
- University of Cambridge (6)
- 6. Duke University (4)

## Continuing Education by Field of Study

209 responses



## Continuing Education Degree Level

210 responses

