



# 2020 FULL-TIME MBA EMPLOYMENT REPORT



**JOHNS HOPKINS**  
CAREY BUSINESS SCHOOL

# WELCOME

This year, the already complex and competitive marketplace was thrown into upheaval by a pandemic. Both newly minted MBA students and our first-year students seeking summer internships faced many unknowns in their job searches. But the economic uncertainty did not define our graduates' success.

Carey built upon our already strong global and local employer partnerships and forged new relationships with employers. And our graduates truly showed the value of their degrees. Despite the pandemic, we saw an **increase in average salaries and bonuses** and an almost **10 percent increase in the number of students who accepted job offers by graduation**— with over half of our students reporting that the primary sources of their job offers were facilitated by the Johns Hopkins Carey Business School network.

Not only did our graduates secure jobs, they found jobs at top employers including Amazon, Cigna, Deloitte, EY, and Siemens. These top-tier companies continue to hire Carey talent year after year. Amazon and Siemens have hired Carey graduates since 2012 and continue to hire multiple Carey graduates each year.

In the face of uncertainty, our graduates used the analytic and leadership skills learned in their MBA to find their niche and excel. Explore our 2020 full-time MBA employment data to see the Johns Hopkins difference.



**Christy Murray**

Assistant Dean, Career Development



# 2020 Full-time MBA Employment Report Overview

92.9%

**ACCEPTED FULL-TIME  
OFFERS\***

*\*120 days after graduation.*

\$114,812

**AVERAGE BASE SALARY  
PLUS SIGNING BONUS\***

\$95,988 AVERAGE SALARY  
\$18,824 AVERAGE SIGNING BONUS

*\*Values have been rounded to the nearest whole dollar amount.*

\$25,984

**AVERAGE ADDITIONAL  
GUARANTEED COMPENSATION**

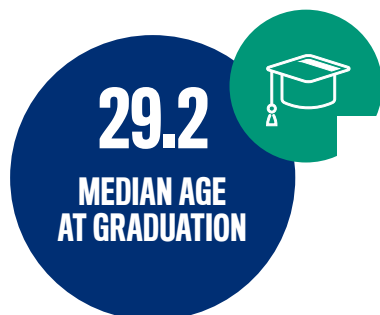
80%

**ACCEPTED NEW  
EMPLOYMENT IN  
NORTH AMERICA**

# 2020 Full-time MBA Employment Report

## Demographics and Employment

### DEMOGRAPHICS:



### EMPLOYMENT STATISTICS:

Category	All Graduates		Non-Permanent Resident		U.S. Citizen or Permanent Resident	
	Count	Percent	Count	Percent	Count	Percent
<b>Not Seeking Employment</b>	<b>12</b>	<b>20%</b>	<b>9</b>	<b>31%</b>	<b>3</b>	<b>9.7%</b>
Continuing Education	4	33.3%	3	33.3%	1	33.3%
<b>Starting New Business</b>	<b>2</b>	<b>16.7%</b>	<b>2</b>	<b>22.2%</b>	<b>0</b>	<b>0%</b>
<b>Other Reason</b>	<b>6</b>	<b>50%</b>	<b>4</b>	<b>44.4%</b>	<b>2</b>	<b>66.6%</b>
<b>Seeking Employment</b>	<b>42</b>	<b>70%</b>	<b>16</b>	<b>55.2%</b>	<b>26</b>	<b>83.9%</b>
Full-time Offer Accepted	35	83.3%	12	75%	23	88.5%
Full-time Offer Extended	2	4.8%	1	6.3%	1	3.8%
Part-time Offer Accepted	1	2.4%	1	6.3%	0	0%
Still Seeking Employment	4	9.5%	2	12.5%	2	7.7%
<b>No Information</b>	<b>6</b>	<b>10%</b>	<b>4</b>	<b>13.8%</b>	<b>2</b>	<b>6.5%</b>
<b>Total Graduates</b>	<b>60</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>31</b>	<b>100%</b>

\*Within 120 days after graduation. 83.3% accepted offers within 90 days after graduation.

# 2020 Full-time MBA Employment Report

## Compensation



### BASE SALARY:

#### Graduates Reporting Base Salary

Citizenship	Count	Percent	Mean	Median	Low	High
U.S. Citizen or Permanent Resident	22	96%	\$91,767	\$82,500	\$52,000	\$190,000
Non-Permanent Resident	9	75%	\$106,306	\$100,000	\$70,000	\$156,000
<b>Total Graduates</b>	<b>31</b>	<b>89%</b>	<b>\$95,988</b>	<b>\$90,000</b>	<b>\$52,000</b>	<b>\$190,000</b>

### SIGNING BONUS:

#### Graduates Reporting Signing Bonus

Citizenship	Count	Percent	Mean	Median	Low	High
U.S. Citizen or Permanent Resident	10	43%	\$18,000	\$15,000	\$5,000	\$40,000
Non-Permanent Resident	7	58%	\$20,000	\$10,000	\$5,000	\$70,000
<b>Total Graduates</b>	<b>17</b>	<b>49%</b>	<b>\$18,824</b>	<b>\$10,000</b>	<b>\$5,000</b>	<b>\$70,000</b>

### OTHER GUARANTEED COMPENSATION:

#### Graduates Reporting Other Guaranteed Compensation

Citizenship	Count	Percent	Mean	Median	Low	High
U.S. Citizen or Permanent Resident	3	13%	\$19,364	\$20,000	\$14,091	\$24,000
Non-Permanent Resident	4	33%	\$30,950	\$9,400	\$5,000	\$100,000
<b>Total Graduates</b>	<b>7</b>	<b>20%</b>	<b>\$25,984</b>	<b>\$14,091</b>	<b>\$5,000</b>	<b>\$100,000</b>

\*Values have been rounded to the nearest whole dollar amount.

# 2020 Full-time MBA Employment Report

## Salary by Function and Industry



### BASE SALARY BY PROFESSIONAL FUNCTION:

#### Graduates Accepting New Employment

Professional Function	Count	Percent	Mean	Median	Low	High
Consulting	8	23%	\$102,118	\$96,971	\$55,000	\$155,000
Finance/Accounting	3	9%	\$101,667	\$100,000	\$90,000	\$115,000
General Management	10	29%	\$89,080	\$71,400	\$52,000	\$156,000
Human Resources	1	3%	-	-	-	-
Information Technology	2	6%	-	-	-	-
Marketing/Sales	5	14%	\$95,688	\$91,375	\$80,000	120,000
Not Specified	3	9%	-	-	-	-
Other	3	9%	-	-	-	-
<b>Total Graduates</b>	<b>35</b>	<b>100%</b>	<b>\$95,988</b>	<b>\$90,000</b>	<b>\$52,000</b>	<b>\$190,000</b>

\*Because fewer than three graduates reported salary information in Human Resources, IT, and other functions, those salaries are not included.

### BASE SALARY BY INDUSTRY:

#### Graduates Accepting New Employment

Industry	Count	Percent	Mean	Median	Low	High
Consulting	4	11%	\$97,000	\$94,000	\$85,000	\$115,000
Energy	3	9%	\$88,500	\$90,000	\$70,500	\$105,000
Financial Services	3	9%	\$100,000	\$90,000	\$55,000	\$155,000
Government	2	6%	-	-	-	-
Health Care (Including Products and Services)	11	31%	\$91,875	\$80,000	\$59,000	\$156,000
Manufacturing	3	9%	-	-	-	-
Media/Entertainment	1	3%	-	-	-	-
Non-Profit	1	3%	-	-	-	-
Other	1	3%	-	-	-	-
Technology	5	14%	\$95,348	\$93,942	\$65,000	130,000
Transportation and Logistics	1	3	-	-	-	-
<b>Total Graduates</b>	<b>35</b>	<b>100%</b>	<b>\$95,988</b>	<b>\$90,000</b>	<b>\$52,000</b>	<b>\$190,000</b>

\*Because fewer than three graduates reported salary information in the Government, Manufacturing, Other, and Transportation and Logistics industries, those salaries are not included.

# 2020 Full-time MBA Employment Report

## Employers

### ORGANIZATIONS HIRING FULL-TIME MBA GRADUATES

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Baltimore Corps	Amazon
Bloomberg	Astrazeneca
Cigna	Deloitte
Constellation	Ernst & Young
Danaher	Google
Exelon Corporation	Highmark Health
ExxonMobile Corporation	Kaiser Permanente
FedEx	Lifebridge Health
Guidehouse	Siemens Healthineers
Medifast	
Optum	
U.S. Agency for International Development (USAID)	

## 2020 Full-time MBA Employment Report Base Salary by Region



Accepted new  
employment  
in Asia



Accepted new  
employment in  
North America

### BASE SALARY BY WORLD REGION:

#### Graduates Accepting New Employment

World Region	Count	Percent	Mean	Median	Low	High
Asia	1	3%	-	-	-	-
North America	28	80%	\$95,409	\$90,000	\$52,000	\$190,000
Unknown	6	17%	\$101,877	\$115,630	\$60,000	\$130,000
<b>Total Graduates</b>	<b>35</b>	<b>100%</b>	<b>\$95,988</b>	<b>\$90,000</b>	<b>\$52,000</b>	<b>\$190,000</b>

\*Because fewer than three graduates reported salary information in the Asia world region, those salaries are not included.

### BASE SALARY BY NORTH AMERICAN GEOGRAPHIC REGION:

#### Graduates Accepting New Employment

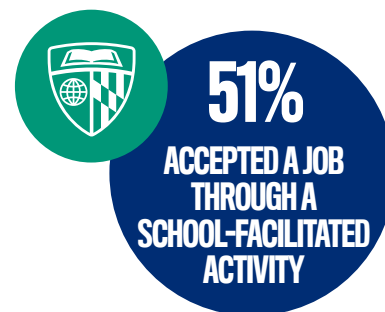
North American Region	Count	Percent	Mean	Median	Low	High
Canada	1	4%	-	-	-	-
United States	27	96%	\$95,233	\$89,000	\$52,000	\$190,000
Mid-Atlantic	14	50%	\$92,254	\$85,000	\$52,000	\$155,000
Northeast	4	14%	\$106,250	\$85,000	\$65,000	\$190,000
South	2	7%	-	-	-	-
Southwest	2	7%	-	-	-	-
West	5	18%	\$109,800	\$115,000	\$70,000	\$156,000
<b>Total Graduates</b>	<b>28</b>	<b>100%</b>	<b>\$95,409</b>	<b>\$90,000</b>	<b>\$52,000</b>	<b>\$190,000</b>

\*Because fewer than three graduates reported salary information in the Canada, South, and Southwest geographic regions, those salaries are not included.



# 2020 Full-time MBA Employment Report

## Source of Job Offers



### SCHOOL-FACILITATED ACTIVITIES:

School-Facilitated	Count	Percent
Career Center Activity	4	11%
Career Center Job Posting	3	9%
Other	1	3%
Scheduled Interview	1	3%
Conversion to Internship	3	9%
School Network/Resources	6	17%
<b>Total Graduates</b>	<b>18</b>	<b>51%</b>

\*17% of graduates did not report a source.

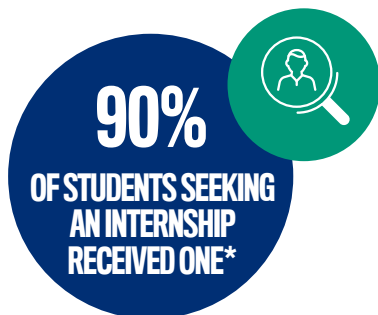
### SELF-FACILITATED ACTIVITIES:

Self-Facilitated	Count	Percent
Conversion of Internship	3	9%
Online Posting	1	3%
Other	3	9%
Personal Contact	4	11%
<b>Total Graduates</b>	<b>11</b>	<b>31%</b>

\*17% of graduates did not report a source.

# 2020 Full-time MBA Employment Report

## Class of 2021 Full-Time MBA Internships (Summer 2020)



### ORGANIZATIONS THAT HIRED FULL-TIME MBA SUMMER INTERNS:

- » ARP
- » Abbott
- » Amazon
- » Collectiv
- » Eli Lilly and Company
- » EY LLP
- » Frontdoor
- » FutureFirst
- » GL Capital
- » Highmark Health
- » IBM
- » Johns Hopkins University & Health System
- » McKinsey & Company
- » Municipal Acquisitions
- » NovuGens LLC
- » PayPal
- » Raytheon Technologies
- » Schrodinger
- » Siemens Healthineers
- » T-Mobile USA, Inc.

**\$25.77/HR**

Average rate of pay\*\*

### INDUSTRIES WITH AVERAGE HOURLY RATE OF PAY

Technology: \$50

Health Care: \$27.50

Non-Profit: \$11.68

### INTERNSHIP BY FUNCTION:    INTERNSHIP BY INDUSTRY:

Function	Percent
Consulting	12%
Data and Analytics	3%
General Management	6%
Marketing	18%
Unreported	65%

Industry	Percent
Consulting	6%
Financial Services	3%
Health Care	35%
Information Technology	18%
Non-Profit	26%
Other	12%

\*Values have been rounded to the nearest whole percentage amount.

\*\*98% of students reported the internship data shown on this page. 30% of these students reported salary information.



FOR MORE INFORMATION:

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Career Development Office  
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