



## 2015-2016 MBA Employment Report

### Detailed Statistics

*Class of 2016: Full-Time Hires*

*Class of 2017: Summer Hires*



*The Class of 2016 chose jobs in diverse industries. The illustration visualizes jobs by industry; see the data table on page 6.*

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2016: Full-Time Hires

**Student Profile<sup>1</sup>**

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Applications Received	7,355
New Students	410
Women	42%
International (includes Permanent Residents and U.S. dual citizens)	44%
U.S. Minority	23%
Median Years of Work Experience	4.0
Range of Years of Work Experience	0-15

Undergraduate Major

Humanities/Social Sciences	48%
Engineering/Math/Natural Sciences	38%
Business	14%
Advanced Degree	19%
Average GMAT Score	732

<sup>1</sup>Class profile is provided as of matriculation.

**Employment Report<sup>1</sup>**  
**Stanford Graduate School of Business**  
 Class of 2016: Full-Time Hires

**Employment Profile<sup>2</sup>**

	Permanent Work Authorization <sup>3</sup>		Non-Permanent Work Authorization		All MBA Graduates	
	Number	Percent	Number	Percent	Number	Percent
<b>Seeking Employment<sup>4,5,6</sup></b>	197	71%	93	69%	290	70%
<b>Not Seeking Employment:</b>						
Company-sponsored	19	7%	12	9%	31	8%
Continuing education	9	3%	3	2%	12	3%
Postponing job search	5	2%	1	1%	6	1%
Starting a new business	39	14%	22	16%	61	15%
Not seeking for other reasons	7	3%	1	1%	8	2%
<i>Subtotal, Not Seeking Employment</i>	79	28%	39	29%	118	29%
<b>No Information</b>	2	1%	3	2%	5	1%
<b>Total Graduates</b>	278	100%	135	100%	413	100%

<sup>1</sup>This report conforms to the MBA Career Services & Employer Alliance, Standards Edition V, for reporting MBA employment statistics.

<sup>2</sup>Employment information is self-reported, and includes all students who graduated in the 12 months ending in June 30, 2016. This table is based upon information from 100% of the total graduating class.

<sup>3</sup>Permanent Work Authorization is defined by the CSEA as comprising U.S. Citizens and Permanent Residents.

<sup>4</sup>Employers did not defer the starting dates of any graduates.

<sup>5</sup>Three graduates reneged on offers they had accepted.

<sup>6</sup>Three employers rescinded an offer.

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2016: Full-Time Hires

**Timing of Job Offers**

	<b>Seeking Employment</b> Number	<b>By Graduation<sup>1</sup></b>		<b>By Three Months Post-Graduation</b>	
		<b>Job Offers</b>		<b>Job Offers</b>	
		Number	Percent	Number	Percent
Permanent Work Authorization	197	147	75%	177	90%
Non-Permanent Work Authorization	93	63	68%	85	91%
<b>Total Graduates Seeking Employment</b>	<b>290</b>	<b>210</b>	<b>72%</b>	<b>262</b>	<b>90%</b>

**Timing of Job Acceptances**

	<b>Seeking Employment</b> Number	<b>By Graduation<sup>1</sup></b>		<b>By Three Months Post-Graduation</b>	
		<b>Job Acceptances</b>		<b>Job Acceptances</b>	
		Number	Percent	Number	Percent
Permanent Work Authorization	197	130	66%	164	83%
Non-Permanent Work Authorization	93	52	56%	75	81%
<b>Total Graduates Seeking Employment</b>	<b>290</b>	<b>182</b>	<b>63%</b>	<b>239</b>	<b>82%</b>

<sup>1</sup>"Graduation" is measured relative to each individual student's graduation date. There are multiple graduation dates at the GSB, though the vast majority of students in the Class of 2016 (396 of 413) graduated on June 12, 2016.

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2016: Full-Time Hires

**Compensation Summary<sup>1, 2</sup>**

	Number Reporting	% Reporting	Median	Mean	Range
<b>BASE SALARY<sup>3</sup></b>					
Permanent Work Authorization	152	93%	140,000	143,773	24,000 - 450,000
Non-Permanent Work Authorization	68	91%	135,000	133,355	50,000 - 225,000
<b>Total</b>	<b>220</b>	<b>92%</b>	<b>136,000</b>	<b>140,553</b>	<b>24,000 - 450,000</b>

<b>SIGNING BONUS</b>					
Permanent Work Authorization	80	53%	21,250	22,653	5,000 - 75,000
Non-Permanent Work Authorization	41	60%	25,000	25,729	5,000 - 70,000
<b>Total</b>	<b>121</b>	<b>55%</b>	<b>25,000</b>	<b>23,636</b>	<b>5,000 - 75,000</b>

<b>OTHER GUARANTEED COMPENSATION<sup>4,5,6</sup></b>					
Permanent Work Authorization	55	36%	41,500	73,435	8,000 - 400,000
Non-Permanent Work Authorization	21	31%	40,000	77,886	10,200 - 246,000
<b>Total</b>	<b>76</b>	<b>35%</b>	<b>40,750</b>	<b>74,665</b>	<b>8,000 - 400,000</b>

<sup>1</sup>All compensation information is self-reported. Useable salary data was obtained from 92% of those graduates who accepted a job. Compensation data excludes students who are company-sponsored (8%) or starting their own business (15%).

<sup>2</sup>International compensation is reported in U.S. dollars as calculated by students on the basis of prevailing exchange rates.

<sup>3</sup>Base salary excludes bonuses, commissions, benefits, and perquisites.

<sup>4</sup>Other Guaranteed Compensation includes guaranteed annual bonus only. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others.

<sup>5</sup>Stock and/or stock options are not included in Other Guaranteed Compensation.

<sup>6</sup>In 2016, 61% of students reported an Expected Bonus of \$38,750 (median) and \$66,341 (mean) with a range of \$5,000 - \$500,000.

Expected Bonus is a new measure that includes both guaranteed and non-guaranteed compensation. It is not a CSEA-reportable figure but is provided to include additional information about cash compensation.

**Compensation by Industry<sup>1</sup>**

Industry	Percent <sup>2</sup>	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$) <sup>4</sup>			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
Consulting	16	145,000	138,671	153,000	92,500	25,000	26,897	55,000	10,000	20,000	20,876	36,000	8,000
Consumer Packaged Goods	2	110,000	114,200	150,000	100,000	10,000	16,667	30,000	10,000	NA	NA	NA	NA
Energy/Cleantech	3	128,000	129,333	140,000	120,000	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA
Finance	31	150,000	162,197	250,000	75,000	25,000	30,204	75,000	5,000	100,000	123,279	400,000	24,000
Private Equity	12	177,500	174,643	250,000	75,000	25,000	28,500	60,000	10,000	150,000	155,176	400,000	24,000
Venture Capital	7	167,500	163,917	250,000	78,000	10,000	15,000	25,000	5,000	41,500	56,083	80,000	40,000
Hedge Funds	5	150,000	148,182	175,000	125,000	NA	NA	NA	NA	100,000	113,750	175,000	50,000
Investment Management	4	150,000	147,125	175,000	86,000	25,000	41,667	75,000	10,000	75,000	106,167	209,000	25,000
Investment Banking	2	125,000	145,000	200,000	125,000	40,000	44,375	50,000	40,000	NA	NA	NA	NA
Finance - Other	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Healthcare	6	125,000	151,333	450,000	84,000	20,000	20,000	40,000	5,000	20,000	20,640	40,000	10,000
Media/Entertainment	3	125,000	121,667	145,000	95,000	NA	NA	NA	NA	NA	NA	NA	NA
Real Estate	1	125,000	105,000	140,000	50,000	NA	NA	NA	NA	60,000	68,333	115,000	30,000
Technology	33	130,000	130,447	225,000	75,000	15,000	18,237	65,000	5,000	25,000	34,577	75,000	13,000
Software	9	125,000	124,300	185,000	80,000	12,000	21,700	65,000	5,000	NA	NA	NA	NA
E-Commerce	7	130,000	135,500	225,000	75,000	15,000	14,286	30,000	5,000	NA	NA	NA	NA
Consumer Electronics	5	137,500	133,500	150,000	110,000	30,000	34,000	40,000	30,000	50,000	42,700	61,000	22,500
Internet Services	3	132,500	126,250	165,000	85,000	10,000	12,500	20,000	5,000	NA	NA	NA	NA
Media/Entertainment	3	125,000	127,143	165,000	100,000	15,000	16,250	25,000	10,000	NA	NA	NA	NA
FinTech	2	130,000	131,600	145,000	120,000	7,500	8,333	12,500	5,000	NA	NA	NA	NA
Marketing	2	160,000	153,750	160,000	135,000	NA	NA	NA	NA	NA	NA	NA	NA
Tech - Other	2	132,500	129,250	150,000	102,000	15,000	15,333	16,000	15,000	NA	NA	NA	NA
Transportation & Logistics Services	2	117,500	110,500	122,000	85,000	NA	NA	NA	NA	NA	NA	NA	NA
Other <sup>5</sup>	3	114,000	99,083	130,000	24,000	NA	NA	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>	<b>100</b>	<b>136,000</b>	<b>140,553</b>	<b>450,000</b>	<b>24,000</b>	<b>25,000</b>	<b>23,636</b>	<b>75,000</b>	<b>5,000</b>	<b>40,750</b>	<b>74,665</b>	<b>400,000</b>	<b>8,000</b>

<sup>1</sup>Data does not include entrepreneurs (15%) and sponsored students (8%), per standards set by the MBA Career Services & Employer Alliance (CSEA).

<sup>2</sup>Percent total may not equal sum of components due to rounding.

<sup>3</sup>NA indicates fewer than three students.

<sup>4</sup>Other Guaranteed Compensation includes guaranteed annual bonus only. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others.

<sup>5</sup>The following industries were included in 'Other' due to having an insufficient number of data points to protect student privacy: Hospitality, Manufacturing, Nonprofit, Retail, and EdTech.

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2016: Full-Time Hires

**Industry Details, West Region<sup>1, 2</sup>**

<b>Industry</b>	<b>Percent</b>
Consulting	14%
Software	11%
Venture Capital	9%
Private Equity	7%
e-Commerce/e-Retail	7%
Healthcare	6%
Consumer Electronics	5%
Internet Services	5%
Hedge Funds	4%
e-Media/Entertainment	3%
FinTech	3%
Investment Management	3%
Energy/Cleantech	3%
e-Marketing	3%
Investment Banking	3%
Media/Entertainment	3%
Technology - Other	3%
Transportation & Logistics	2%
Finance - Other	1%
Retail	1%
Consumer Products	1%
EdTech	1%
Hospitality	1%
Nonprofit	1%
Real Estate	1%
<b>TOTAL</b>	<b>100%</b>

<sup>1</sup>The table shows the industries chosen by students who accepted jobs in the West Coast region. This region includes California, Oregon, and Washington. This data is not required by the CSEA but is provided to give greater insight into career choices.

<sup>2</sup>Excludes sponsored students

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2016: Full-Time Hires

**Compensation by Function<sup>1</sup>**

Function	Percent <sup>2</sup>	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$) <sup>4</sup>			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
Consulting	24	145,000	134,326	153,000	75,000	25,000	25,748	55,000	10,000	25,000	25,477	61,000	8,000
Management/Other Consulting	21	145,000	136,412	153,000	92,500	25,000	26,285	55,000	10,000	25,000	25,001	61,000	8,000
Corporate Strategy/Planning	3	128,500	121,214	150,000	75,000	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA
Finance	32	150,000	159,119	250,000	24,000	25,000	31,466	75,000	5,000	100,000	119,703	400,000	12,800
Private Equity Analyst	10	200,000	180,217	250,000	100,000	20,000	26,111	60,000	10,000	150,000	160,929	400,000	24,000
Investment/Portfolio Mgmt	7	150,000	153,643	225,000	50,000	25,000	26,667	40,000	15,000	87,500	87,857	175,000	30,000
Financial Analyst	6	150,000	147,583	175,000	120,000	20,000	34,375	75,000	5,000	100,000	117,125	209,000	25,000
Venture Capitalist	4	167,500	165,875	250,000	78,000	20,000	18,333	25,000	10,000	41,500	59,125	80,000	40,000
Investment Banker	2	137,500	150,000	200,000	125,000	40,000	43,333	50,000	40,000	NA	NA	NA	NA
Finance, Other	3	126,500	111,167	145,000	24,000	47,500	45,833	65,000	25,000	NA	NA	NA	NA
General Management	9	125,000	143,833	450,000	82,500	12,000	15,250	30,000	5,000	40,000	41,000	60,000	23,000
General Management	7	125,000	155,813	450,000	100,000	20,000	15,000	20,000	5,000	23,000	41,500	60,000	23,000
Project Management	2	102,000	105,500	122,000	82,500	12,000	15,667	30,000	5,000	NA	NA	NA	NA
Marketing/Sales	27	130,000	129,500	185,000	75,000	15,000	16,676	50,000	5,000	22,500	25,862	72,500	10,000
Brand/Product/Marketing Manager	12	135,000	133,926	185,000	85,000	15,000	18,650	50,000	5,000	20,000	21,571	37,500	13,000
Business Development	9	130,000	123,800	160,000	75,000	8,000	12,375	30,000	5,000	22,500	24,233	40,000	10,200
Product Development Manager	4	134,000	133,000	165,000	115,000	NA	NA	NA	NA	NA	NA	NA	NA
Marketing, Other	3	130,000	123,333	145,000	90,000	10,000	18,750	30,000	10,000	10,000	41,250	72,500	10,000
Operations/Logistics	6	125,000	127,692	225,000	85,000	30,000	21,667	30,000	5,000	50,000	48,500	75,000	20,500
Other	3	122,500	116,750	130,000	80,000	NA	NA	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>	<b>100</b>	<b>136,000</b>	<b>140,553</b>	<b>450,000</b>	<b>24,000</b>	<b>25,000</b>	<b>23,636</b>	<b>75,000</b>	<b>5,000</b>	<b>40,750</b>	<b>74,665</b>	<b>400,000</b>	<b>8,000</b>

<sup>1</sup>Data does not include entrepreneurs (15%) and sponsored students (8%), per standards set by the MBA Career Services & Employer Alliance (CSEA).

<sup>2</sup>Percent total may not equal sum of components due to rounding.

<sup>3</sup>NA indicates fewer than three students.



**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2016: Full-Time Hires

**Compensation by Location<sup>1</sup>**

Location	Percent <sup>2</sup>	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$) <sup>4</sup>			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
<b>North America</b>	<b>90</b>	<b>140,000</b>	<b>143,694</b>	<b>450,000</b>	<b>75,000</b>	<b>24,000</b>	<b>23,205</b>	<b>75,000</b>	<b>5,000</b>	<b>40,000</b>	<b>75,822</b>	<b>400,000</b>	<b>8,000</b>
United States	90	140,000	143,694	450,000	75,000	24,000	23,205	75,000	5,000	40,000	75,822	400,000	8,000
West	65	135,000	138,772	270,000	78,000	20,000	23,677	75,000	5,000	37,500	61,671	222,500	8,000
Northeast	17	149,000	155,667	250,000	110,000	20,000	19,167	70,000	5,000	112,500	138,786	400,000	14,000
Southwest	6	146,000	169,900	175,000	75,000	25,000	24,000	40,000	10,000	23,000	45,843	110,000	9,555
Midwest	2	115,250	118,875	145,000	100,000	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA
South	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Mid-Atlantic	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Outside North America</b>	<b>10</b>	<b>107,148</b>	<b>107,324</b>	<b>200,000</b>	<b>24,000</b>	<b>30,000</b>	<b>27,946</b>	<b>40,000</b>	<b>12,000</b>	<b>30,000</b>	<b>36,638</b>	<b>61,000</b>	<b>10,200</b>
Asia	4	108,574	111,415	200,000	50,000	30,000	28,581	40,000	12,903	30,000	38,184	61,000	10,200
European Free Trade Area Countries	2	112,000	110,000	130,000	86,000	NA	NA	NA	NA	NA	NA	NA	NA
Africa - sub Saharan	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Middle East and North Africa (MENA)	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
South America	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>	<b>100</b>	<b>136,000</b>	<b>140,553</b>	<b>450,000</b>	<b>24,000</b>	<b>25,000</b>	<b>23,636</b>	<b>75,000</b>	<b>5,000</b>	<b>40,750</b>	<b>74,665</b>	<b>400,000</b>	<b>8,000</b>

<sup>1</sup>Data does not include entrepreneurs (15%) and sponsored students (8%), per standards set by the MBA Career Services & Employer Alliance (CSEA).

<sup>2</sup>Percent total may not equal sum of components due to rounding.

<sup>3</sup>NA indicates fewer than three students.

<sup>4</sup>Other Guaranteed Compensation includes guaranteed annual bonus only. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others.

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2016: Full-Time Hires

**Primary Source of  
 Full-Time Job Acceptances**

<b>SCHOOL-FACILITATED ACTIVITIES</b>	<b>Number</b>	<b>Percent</b>
On-Campus Recruiting	32	14%
Alumni Referral	24	11%
GSB Job Board	21	9%
Summer Employer (GSB-facilitated)	10	5%
Networking (GSB-facilitated) <sup>1</sup>	7	3%
Resume Database <sup>2</sup>	5	2%
Student Club / Club Event	2	1%
Other (GSB-facilitated) <sup>3</sup>	4	2%
<b>Sub Total</b>	<b>105</b>	<b>47%</b>
<b>GRADUATE-FACILITATED ACTIVITIES</b>		
Networking (student-facilitated)	73	33%
Pre-MBA Employer	23	10%
Summer Employer (student-facilitated)	10	5%
Other (student-facilitated) <sup>4</sup>	11	5%
<b>Sub Total</b>	<b>117</b>	<b>53%</b>
Unknown	17	
<b>Total<sup>5</sup></b>	<b>222</b>	<b>100%</b>

<sup>1</sup>Likely understates importance of GSB-facilitated networking given the complex nature of the networking process.

<sup>2</sup>Understates importance of the Resume Database since this source is used by recruiters to invite students to OCR interviews.

<sup>3</sup>Other (GSB-facilitated) may include recruiting events, class projects, faculty referrals, and combination of sources.

<sup>4</sup>Other (student-facilitated) may include organization websites, executive recruiters, and combinations of sources especially networking.

<sup>5</sup>Unknown is excluded from the percentage calculations

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2016: Full-Time Hires

**Full-Time Entrepreneurs by Industry and Location<sup>1</sup>**

<b>Industry</b>	<b>Percent</b>
Software	17
Internet Services	12
Technology - Other	8
Consumer Products	6
Private Equity	6
Finance - Other	6
Healthcare	6
Media/Entertainment	6
Nonprofit	6
e-Commerce/e-Retail	6
Transportation and Logistics Services	6
Investment Management	4
Real Estate	4
FinTech	4
Cleantech	2
EdTech	2
Other	2
<b>TOTAL</b>	<b>100</b>

<b>Location</b>	<b>Percent</b>
U.S. West	59
Other U.S.	15
Outside U.S.	26
<b>TOTAL</b>	<b>100</b>

<sup>1</sup>Data shows the industries chosen by students who are starting their own business (15%). These students are not included in the compensation tables in this report, per standards set by the MBA Career Services & Employer Alliance (CSEA).

## Employment Report

Stanford Graduate School of Business

Class of 2016: Full-Time Hires

### Career Change<sup>1</sup>

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Compared with their pre-GSB jobs, students changed...

**Industry**

57%

**Function**

61%

**Location**

55%

**Level of Responsibility**

43%

Percentage of students who simultaneously changed...

One or more career dimensions

86%

Two or more career dimensions

69%

Three or more career dimensions

45%

Four career dimensions

15%

No significant changes

14%

<sup>1</sup>Refers to student-reported changes in industry, function, location, and/or level of responsibility. Data is based on 208 responses, and excludes sponsored students and entrepreneurs.

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2017: Summer Hires

**Student Profile<sup>1</sup>**

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Applications Received	7,899
New Students	407
Women	40%
International (includes Permanent Residents and U.S. dual citizens)	40%
U.S. Minority	19%
Average Years of Work Experience	4.0
Range of Years of Work Experience	0-17

Undergraduate Major

Humanities/Social Sciences	48%
Engineering/Math/Natural Sciences	39%
Business	13%
Advanced Degree	13%
Average GMAT Score	733

<sup>1</sup>Class profile is provided as of matriculation.

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2017: Summer Hires

**Compensation by Industry<sup>1,2,3</sup>**

Industry	Percent	Monthly Base Salary (\$)			
		Median	Mean	Range	
				High	Low
Consulting	13	12,000	10,663	13,000	2,500
Consumer Packaged Goods	6	6,800	6,053	9,090	1,000
Energy/Cleantech	4	5,850	6,157	12,500	1,000
Finance	23	8,667	8,277	16,667	667
Venture Capital	7	6,000	6,205	12,480	2,000
Private Equity	6	8,000	8,027	16,667	667
Hedge Funds	3	10,000	10,750	14,000	6,000
Investment Management	3	10,417	10,180	14,500	4,500
Investment Banking	3	10,417	10,685	12,500	10,400
Other	1	6,067	6,189	6,500	6,000
Healthcare	6	6,933	6,863	10,717	3,467
Manufacturing	2	6,533	7,128	11,000	5,850
Media/Entertainment	4	4,680	5,570	14,084	1,907
Nonprofit	5	5,629	4,401	6,500	800
Real Estate	3	7,217	7,244	11,300	3,750
Retail	3	5,400	4,987	7,583	1,300
Technology	27	6,062	6,146	10,400	1,000
Software	7	6,067	6,170	8,000	2,925
E-Commerce	5	6,175	6,373	10,400	2,700
Internet Services	4	5,850	5,724	9,000	1,000
FinTech	3	4,767	5,435	9,500	2,700
Consumer Electronics	2	8,313	8,079	9,533	5,850
Marketing	2	6,960	6,603	7,500	5,000
EdTech	1	5,200	4,949	8,000	2,700
Media/Entertainment	1	7,200	7,331	7,794	7,000
Tech - Other	2	5,725	5,714	8,000	3,500
Transportation & Logistics	2	6,617	5,959	8,000	1,170
Other	4	3,900	4,693	13,433	667
<b>TOTAL</b>	<b>100</b>	<b>6,933</b>	<b>7,150</b>	<b>16,667</b>	<b>667</b>

<sup>1</sup>100% of job-seeking students in the Class of 2016 accepted internships, based on responses from 93% of students. Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

<sup>2</sup>Nonprofit compensation includes the SMIF stipend where applicable. SMIF (Stanford Management Internship Fund) 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.

<sup>3</sup>Compensation 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.

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**Compensation by Function**

Function	Percent <sup>1</sup>	Monthly Base Salary (\$)			
		Median	Mean	Range	
				High	Low
Consulting	27	7,900	8,022	14,084	800
Strategy/Planning	14	5,850	6,002	14,084	800
Management Consulting	13	12,000	11,284	13,000	2,500
Finance	25	8,667	8,397	16,667	1,800
Venture Capitalist	7	6,500	6,386	12,480	2,000
Private Equity Analyst	6	10,000	9,054	16,667	1,800
Investment/Portfolio Mgmt	5	10,208	10,477	14,500	3,467
Financial Analyst	4	6,500	7,265	12,500	3,900
Investment Banker	1	10,417	10,430	10,500	10,400
Finance, Other	3	8,660	8,214	10,417	4,000
General Management	4	6,000	5,988	8,000	1,300
Project Management	2	6,933	6,732	7,794	5,700
General Management	2	5,400	5,122	8,000	1,300
Marketing/Sales	32	5,991	6,044	11,000	667
Business Development	14	6,067	6,319	11,000	667
Brand/Product/Marketing Manager	8	6,960	6,090	9,000	800
Product Development Manager	5	5,850	6,007	9,533	1,000
Marketing, Other	5	5,200	5,149	8,000	2,000
Operations/Logistics	6	5,850	5,869	9,533	1,170
Other	5	5,633	5,500	13,433	667
<b>TOTAL</b>	<b>100</b>	<b>6,933</b>	<b>7,150</b>	<b>16,667</b>	<b>667</b>

<sup>1</sup>Total percent may not equal sum of components due to rounding.

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**Compensation by Location<sup>1</sup>**

Location	Monthly Base Salary (\$)				
	Percent <sup>2</sup>	Median	Mean	Range	
				High	Low
<b>North America</b>	<b>87</b>	<b>6,933</b>	<b>7,281</b>	<b>14,500</b>	<b>667</b>
United States	87	6,933	7,280	14,500	667
West	61	6,737	7,080	14,500	667
Northeast	15	8,000	8,269	14,000	1,800
Southwest	4	5,850	7,080	12,500	667
Midwest	4	6,500	6,875	12,000	800
South	2	5,700	7,383	12,000	3,000
Mid-Atlantic	1	6,933	8,160	12,000	5,000
<b>Outside North America</b>	<b>13</b>	<b>4,000</b>	<b>6,053</b>	<b>16,667</b>	<b>800</b>
Asia	6	9,000	7,976	16,667	2,000
European Free Trade Area Countries	3	4,210	5,241	11,000	800
South America	1	6,000	6,434	12,133	1,170
Africa - sub Saharan	2	3,200	3,308	4,333	2,500
Central America and the Caribbean	1	1,300	3,433	8,000	1,000
Australia and Oceania	<1	NA <sup>3</sup>	NA	NA	NA
<b>Total</b>	<b>100</b>	<b>6,933</b>	<b>7,150</b>	<b>16,667</b>	<b>667</b>

<sup>1</sup>Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer. GMIX is offered by Global Experiences.

<sup>2</sup>Total percent may not equal sum of components due to rounding.

<sup>3</sup>NA indicates fewer than three students.



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**Primary Source of  
 Summer Job Acceptances**

<b>SCHOOL-FACILITATED ACTIVITIES</b>	<b>Number</b>	<b>Percent</b>
GSB Job Board	61	19%
On-Campus Recruiting	57	17%
Alumni	33	10%
Networking (GSB-facilitated) <sup>1</sup>	18	5%
Student Club / Club Event	6	2%
Resume Database <sup>2</sup>	2	1%
Other (GSB-facilitated) <sup>3</sup>	24	7%
<b>Sub Total</b>	<b>201</b>	<b>61%</b>
<b>STUDENT-FACILITATED ACTIVITIES</b>	<b>Number</b>	<b>Percent</b>
Networking (student-facilitated)	107	33%
Pre-MBA Employer	12	4%
Other (student-facilitated) <sup>4</sup>	9	3%
<b>Sub Total</b>	<b>128</b>	<b>39%</b>
Unknown	6	
<b>Total</b>	<b>329</b>	<b>100%</b>

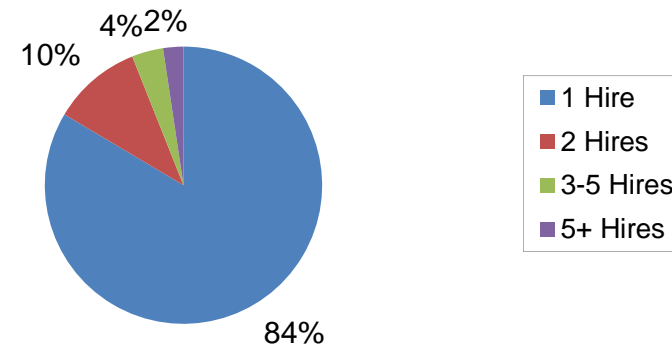
<sup>1</sup>Likely understates importance of GSB-facilitated networking given the complex nature of the networking process.

<sup>2</sup>Understates importance of the Resume Database since this source is used by recruiters to invite students to OCR interviews.

<sup>3</sup>Other (GSB-facilitated) may include ESP or SMIF internships, recruiting events, class projects, faculty referrals, and combinations of sources.

<sup>4</sup>Other (student-facilitated) may include organization websites, executive recruiters, and combinations of sources especially networking.

**Most recruiters hired one or two students for summer and/or full-time positions.**



*Based on 383 firms hiring Stanford MBAs for summer and/or full-time in 2015-2016.*

**Other Employment Facts**

**Class of 2016 - Full-Time Positions**

15% of the graduating class is pursuing entrepreneurial ventures.  
8% of the graduating class is pursuing a socially responsible role in a private business.

**Class of 2017 - Summer Positions and Experiences**

91 students participated in Global Management Experience (GMIX)<sup>1</sup> projects.  
52 students were funded for Entrepreneurial Summer Program (ESP)<sup>2</sup> internships.  
18 students received Stanford Management Internship Fund (SMIF)<sup>3</sup> fellowships.  
8 students across Stanford participated in Stanford Institute for Innovation in Developing Economies (SEED)<sup>4</sup> internships.

- [\(1\) Learn more about GMIX](#)
- [\(2\) Learn more about ESP](#)
- [\(3\) Learn more about SMIF](#)
- [\(4\) Learn more about SEED](#)