

THE UNIVERSITY OF TENNESSEE, KNOXVILLE ■ COLLEGE OF BUSINESS ADMINISTRATION



## The 2014 MBA Recruitment Handbook

THE OFFICE  
OF MBA CAREER  
MANAGEMENT &  
ALUMNI RELATIONS

THE UNIVERSITY of TENNESSEE **UT**  
KNOXVILLE  
GRADUATE & EXECUTIVE EDUCATION

*Learn. Transform. Lead.*






## OUR STUDENTS

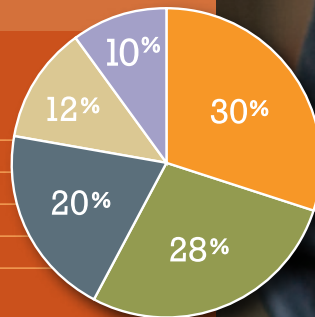
UT MBA students are a diverse group of exceptional men and women interested in a variety of opportunities around the globe.

### THE MBA CLASS OF 2014 SNAPSHOT

605	AVERAGE GMAT SCORE
3.3 out of 4.0	Average Undergraduate GPA
26 years	Average Age
3 years	Average Work Experience
28%	Women
72%	Men
11%	International Students
11%	Minority Students

### THE MBA CLASS OF 2014 UNDERGRADUATE MAJORS

	BUSINESS
	ARTS & SCIENCES
	ENGINEERING
	OTHER
	ECONOMICS



“Employers find that our students have a strong work ethic, excellent communication and analytical skills, the ability to work in teams, and a willingness to relocate.”

MOLLY KINARD  
Director  
*Office of MBA Career Management  
& Alumni Relations*



## RECRUIT TOP-RANKED MBA STUDENTS

Whether you are recruiting for a Fortune 500 company, an early-stage start-up, or an organization on the other side of the globe, the University of Tennessee's full-service Office of MBA Career Management & Alumni Relations takes a personalized approach to helping you recruit on campus. Just as every company is unique, your recruiting strategy should be, too.

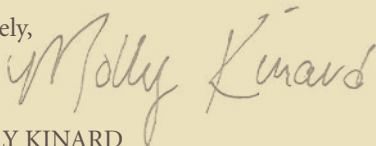
There are many ways to connect with UT MBA students. In addition to visiting campus to deliver presentations and interview students, companies can participate in receptions, conferences and career fairs, host company site visits, and collaborate with UT MBA student clubs. The Office of MBA Career Management & Alumni Relations is eager to provide you with opportunities to connect with our students.

UT MBA students are a diverse group of exceptional men and women interested in a variety of opportunities around the globe. From day one, they are dedicated to making an impact in your organization and in the broader community. Employers find that our students have a strong work ethic, excellent communication and analytical skills, the ability to work in teams, and a willingness to relocate.

Typically, UT MBA students graduate in December of each year, but dual-degree students (*such as JD/MBA, MBA/MS Engineering, MBA/MS Business Analytics*) graduate in May of the following year. Each of our MBA students are required to have a summer internship to gain the skills necessary for success post-graduation.

In this handbook, you will learn about ways to get involved with the UT MBA program, the UT MBA internship program, and salary statistics of 2013 graduates. If you are interested in recruiting future leaders for your organization, the Office of MBA Career Management & Alumni Relations can assist you with a variety of opportunities to discover talent, develop your on-campus brand, and successfully place UT MBA students with your company. Contact us to plan an effective recruiting strategy to reach our MBAs.

Sincerely,



MOLLY KINARD

*Director, Office of MBA Career Management & Alumni Relations*





# YOUR RECRUITMENT PLAN

## WAYS TO GET INVOLVED

A hallmark of the Office of MBA Career Management & Alumni Relations is our robust offering of employer-involvement opportunities that allow your company to meet our students and successfully market your organization. We can help you determine a strategy that best meets your needs and can customize a recruiting plan for your company. Each year, many new employers set out to attract students to work for their companies in internship and full-time roles. Over the years, we have found that there are some sure-fire ways to increase the size of your applicant pool and build your reputation as an “Employer of Choice” for UT MBAs.

Below, you will learn about ways to create your on-campus, off-site, or virtual presence. We look forward to working with you and stand ready to support you as partners in success.

### **RECRUIT EARLY**

Employers extend offers late October through early December to avoid losing first-choice candidates to competitors. On-campus interviewing officially begins on the first Monday in October. However, interviews may also be scheduled for the day immediately after the annual MBA Job & Internship Fair in September.

### **MBA JOB & INTERNSHIP FAIR**

Every September, the Office of MBA Career Management & Alumni Relations hosts a job and internship fair for MBA students and employers. This event offers employers two key opportunities:

- 1 identifying December and May graduates for full-time positions
- 2 evaluating first-year MBA students for internships.

This event usually draws about 30 employers and is an intimate venue for meeting students.

### **ON-CAMPUS INTERVIEWS**

Interviewing students on campus is an efficient way to identify talent for your company. On-campus interviewing for full-time positions officially begins on the first Monday in October. However, interviews may also be scheduled immediately after the annual MBA Job & Internship Fair.

Recruiting for interns can begin as early as fall semester, but most employers choose to interview candidates during spring semester, starting early February and concluding at the end of April. Please contact the Office of MBA Career Management & Alumni Relations to set up an on-campus recruiting date.

### **COMPANY INFORMATION SESSIONS**

Build your on-campus presence by hosting a one-hour information session for UT MBA students. These seminar-style discussions usually focus on the nature of your company, industry, and positions, and are an effective way to generate interest in your organization. Students are eager to learn more about the operations of local and national companies and to interact with someone who can share a first-person view of an industry.

## CAMPUS-WIDE CAREER FAIRS

### FALL 2014

Part-time Job Fair	September 3
<b>MBA JOB &amp; INTERNSHIP FAIR</b>	<b>SEPTEMBER 19</b>
Supply Chain Management Job Fair	September 22
UT Campus Fall Job Fair	September 23
College of Agricultural Sciences and Natural Resources Career Fair	October 1
Social Impact Fair	October 8
Communication Job & Internship Fair	October 22

### SPRING 2015

Architecture Job Fair	*
Diversity Job Fair	*
UT Campus Spring Job & Internship Fair	*
Education Job Fair	*

\* Find specific dates/times @ [career.utk.edu](http://career.utk.edu)

### RESUME BOOKS

Resume books can help you identify students who will be a great fit for your company. They can include an entire class, be compiled by concentration, or be customized to meet your company's needs.

### COMPANY SITE VISITS

Company visits are another way to meet students and introduce them to your organization. On-site visits give students the opportunity to tour your facility, meet your employees, and become familiar with your company culture.

### STUDENT ORGANIZATIONS

The following UT MBA student organizations provide students opportunities to network outside of the classroom:

- Tennessee Organization of MBAs
- National Association of Women MBAs
- Consulting Club
- Marketing Club

### JOB POSTINGS

Full-time and internship job opportunities that are available through your company can be posted on our recruiting website, Hire-A-VOL. All postings are available to current UT students and UT alumni.


### OTHER RECRUITING EVENTS

Networking events, boot camps, and forums are all great ways to get involved with UT MBA students. These opportunities occur throughout the school year and include the Supply Chain Forum, Shopper Marketing Forum, Consulting Boot Camp, CPG Boot Camp, and UT football tailgates.

### VIRTUAL RECRUITING

Video conferencing is available to employers. The University of Tennessee Haslam Business Building is a state-of-the-art facility with rooms available for this purpose.

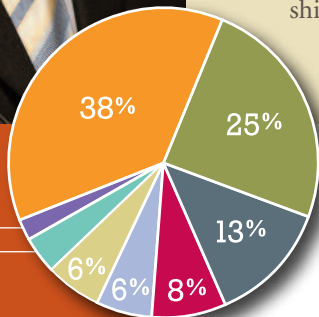


 For information on employer-involvement opportunities, or to discuss a customized recruitment plan for your organization, please contact Molly Kinard at [molly@utk.edu](mailto:molly@utk.edu) or 865-974-1973.

# SUMMER INTERNSHIPS



INTERNSHIP JOB  
FUNCTIONS OF THE  
MBA CLASS OF 2013



## SUMMER INTERNSHIP PROGRAM

The UT MBA internship program is an affordable way to bring additional mindshare and skill to your organization. Summer internships also serve as efficient, low-risk training and evaluation opportunities and give you a chance to preview potential long-term hires.

UT MBA students have an average of three years of professional experience and the aptitude, maturity, and academic preparation to immediately make productive contributions to your projects or research needs. Our interns are independent yet team-oriented professionals who think creatively and strategically, and have well-developed technical skills.

Internships offer an exciting opportunity for MBAs to gain hands-on experience in their area of study under the supervision of experienced managers. Internships are structured for a period of 10 weeks (*or longer, by agreement between student and company*), and students are expected to work full-time and on-site for the duration of the internship.

## 2013 INTERNSHIP STATISTICS

### TIMING OF INTERNSHIP ACCEPTANCE


September-November	23%
December-February	23%
March-May	54%

### SOURCE OF OFFER

Office of MBA Career Management & Alumni Relations and college partners	66%
Student Facilitated	34%

### COMPENSATION

Average Hourly	\$24
Average Monthly	\$4,237



“My summer internship was at a very small organization in Cape Town, South Africa. The internship was an amazing experience because I was able to take all of that working knowledge from the classroom and actually apply it, which really drove home the value of my MBA degree.”

REBEKAH BURGIN

Class of 2012

*Entrepreneurship & Innovation  
Concentration*

**10** WEEKS  
PERIOD OF  
INTERNSHIP  
(OR LONGER, BY AGREEMENT  
BETWEEN STUDENT  
AND COMPANY)



“If it wasn’t for the MBA program, I would not have had the opportunity to even meet anyone from Chrysler, let alone work for them and gain practical experience in the corporate finance field.”

KIMEL FRYER  
Class of 2012  
*Dual Degree JD/MBA*

66%

PERCENTAGE  
OF INTERNSHIPS  
THAT ARE  
FACILITATED BY THE OFFICE OF  
MBA CAREER MANAGEMENT & ALUMNI  
RELATIONS AND COLLEGE PARTNERS



# SUMMER INTERNSHIPS

## ON-CAMPUS INTERVIEWING

Interviewing can begin as early as fall semester, but most employers choose to interview internship candidates during spring semester, starting early February and concluding at the end of April. Please contact the Office of MBA Career Management & Alumni Relations to set up an on-campus recruiting date.



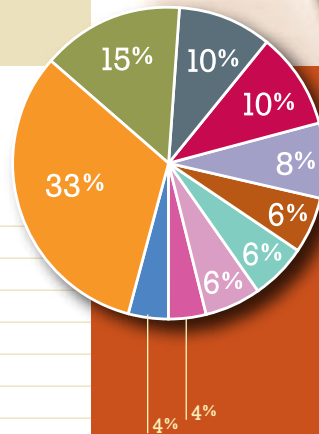
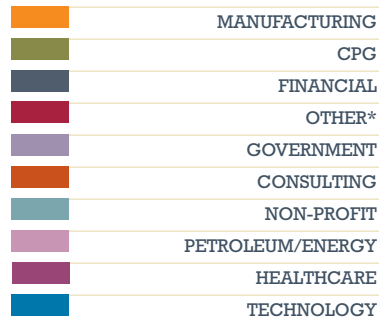
## INTERNSHIP RECRUITING SCHEDULE

SEPTEMBER 19, 2014  
MBA JOB &  
INTERNSHIP FAIR

OCTOBER 2014  
THROUGH APRIL 2015  
STUDENT INTERVIEWS FOR  
SUMMER INTERNSHIPS

JUNE 2015  
THROUGH AUGUST 2015  
SUMMER INTERNSHIP  
PROGRAM

## INTERNSHIPS BY INDUSTRY



\*Industries classified as "other" include: Automotive, Legal, Agriculture, Retail, and Sport

# FULL-TIME EMPLOYMENT



## FULL-TIME JOB RECRUITING

The Full-Time MBA Program graduates students in both December and May, which means there are year-round opportunities for your company to recruit our students. The following are ways to partner with the Office of MBA Career Management & Alumni Relations for recruiting:

- Interview students at the annual MBA Job & Internship Fair (*September 19, 2014*)
- Coordinate on-campus interviews
- Host a company information session (*on-campus or virtually*)
- Request electronic copies of UT MBA resume books
- Host a company site visit for UT MBAs
- Post a job on UT's recruiting website, Hire-A-VOL
- Participate in UT MBA conferences and boot camps

# 3.0

AVERAGE YEARS  
OF WORK  
EXPERIENCE  
OF THE MBA  
CLASS OF 2013

## THE MBA CLASS OF 2013 ■ CAREER STATISTICS

### CLASS SNAPSHOT


**608** AVERAGE GMAT SCORE

3.4 out of 4.0	Average Undergraduate GPA
26 years	Average Age
3 years	Average Work Experience
30%	Women
70%	Men
5%	International Students
16%	Minority Students

### JOB PLACEMENT

**65** TOTAL MBA STUDENTS

42 (74%)	Total Placed at Graduation
52 (91%)	Total Placed Three Months After Graduation
1	Already Employed
0	Continuing Education
4	Job Search Postponed
1	Starting New Business

A portrait of Patrick Kelly, a young man with brown hair, smiling. He is wearing a dark blue suit jacket, a white dress shirt, and an orange and white striped tie. The background is a blurred brick wall with a warm light source on the left.

“I think that because the job market is so competitive now, recruiters and employers are looking for higher level talent for their companies. Therefore, having an MBA really opens up a lot more opportunities than one would have without an MBA. MBA Career Management has opened up a lot of doors for me in regards to networking; the degree has certainly helped in a networking aspect probably more than anything else.”

PATRICK KELLY  
Class of 2012  
*Marketing Concentration*

91% NUMBER OF STUDENTS SEEKING FULL-TIME EMPLOYMENT AND WHO WERE PLACED BY THREE MONTHS AFTER GRADUATION

# FULL-TIME EMPLOYMENT



“One of the things I wanted to get out of the program was the chance to learn from diverse colleagues. I haven’t been in the military, but I have been able to learn from classmates who were actively serving. I haven’t been to China, but I have been able to learn from international classmates from China. Most of our work throughout the program was group or case-based, and with the intentional pre-assigning of teams, we had ample opportunities to see things from each others’ diverse perspectives.”

ALEX MCGHEE  
Class of 2012

*Business Administration Concentration*

## MBA CLASS OF 2013 SALARY INFORMATION\*\*\*

SALARY OVERVIEW		MEAN	MEDIAN	HIGH
		\$76,351	\$76,428	\$125,000
JOB FUNCTION	% OF PLACED GRADUATES**	MEAN	MEDIAN	HIGH
Supply Chain Management	40%	\$85,796	\$84,250	\$125,000
Marketing/Sales	17%	\$77,500	\$76,000	\$99,000
Finance/Accounting	15%	\$63,167	\$61,500	\$80,000
Business Analytics	13%	\$64,786	\$58,000	\$80,000
Other†	12%	\$74,000	\$77,500	\$83,000
Human Resources	2%	*	*	*

INDUSTRY	%	MEAN	MEDIAN	HIGH
Manufacturing	21%	\$72,630	\$76,428	\$90,000
Consumer Products	17%	\$82,111	\$80,000	\$108,000
Financial Services	13%	\$63,167	\$61,500	\$75,000
Petroleum/Energy	12%	\$84,583	\$91,500	\$109,000
Other†	10%	\$73,667	\$71,000	\$80,000
Consulting	8%	\$97,000	\$99,000	\$125,000
Government	6%	*	*	*
Non-Profit	6%	*	*	*
Pharmaceutical/ Biotechnology/Healthcare	6%	*	*	*
Media/Entertainment	2%	*	*	*

GEOGRAPHIC REGION	%	MEAN	MEDIAN	HIGH
South	58%	\$69,792	\$64,500	\$120,000
Midwest	13%	\$76,204	\$76,428	\$100,000
Southwest	13%	\$81,286	\$83,000	\$109,000
Northeast	8%	\$83,000	\$80,000	\$99,000
West	8%	\$111,000	\$108,000	\$125,000
Mid-Atlantic	0%	-	-	-

\* MBA CAREER SERVICES & EMPLOYER ALLIANCE REPORTING STANDARDS REQUIRES A MINIMUM OF THREE DATA POINTS FOR SALARY PUBLICATION.

\*\* DUE TO ROUNDING, SOME CATEGORIES MAY ADD UP TO MORE OR LESS THAN 100%.

\*\*\* 2013 PLACEMENT DATA INCLUDES ALL FULL-TIME MBA PROGRAM GRADUATES WHO COMPLETED DEGREE REQUIREMENTS WITHIN THE 2013 CALENDAR YEAR, AND THIS INCLUDES MAY 2013 AND DECEMBER 2013 GRADUATE DATA.

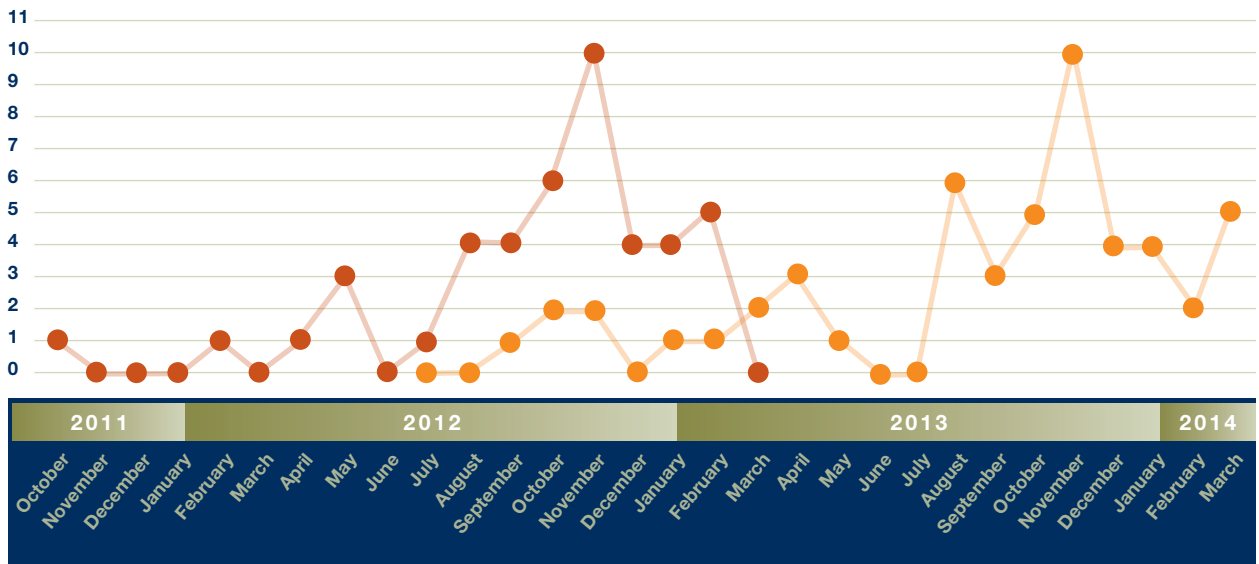
- NO STUDENTS PLACED IN A FULL-TIME POSITION FULFILL THIS CATEGORY.

† OTHER INCLUDES: ATHLETICS, EDUCATION, ENGINEERING, AND AUTOMOTIVE.



**CLASS OF 2013 FULL-TIME  
PLACEMENT STATISTICS BY MONTH**

**NUMBER OF GRADUATES HIRED** ● 2012 GRADUATES ● 2013 GRADUATES



# OUR ALUMNI CORPORATE PARTNERS

We would like to give special thanks to the Full-Time MBA Program alumni who recruited for their companies at the 2013 MBA Job & Internship Fair:

## THE UNIVERSITY OF TENNESSEE MBA ALUMNI HALL OF FAME

AMERICAN GREETINGS CORPORATION  
ASCENSION HEALTH  
BOY SCOUTS OF AMERICA SUPPLY COMPANY  
BPV CAPITAL MANAGEMENT  
BUSH BROTHERS & COMPANY  
CROSSMARK  
CUMMINS INC.  
DELOITTE CONSULTING  
EASTMAN CHEMICAL

ERNST & YOUNG, LLP  
EXXONMOBIL  
HANESBRANDS INC.  
PERFECTSERVE, INC.  
QUALPRO, INC.  
RAYTHEON COMPANY  
TARGET CORPORATION  
TENNESSEE VALLEY AUTHORITY (TVA)  
TRANSPORTATION INSIGHT





## EMPLOYERS OF THE MBA CLASS OF 2013 GRADUATES

- |                                     |   |
|-------------------------------------|---|
| ALCOA                               | HOME DEPOT                                |
| AMAZON                              | INSTITUTE FOR THE<br>PSYCHOLOGY OF EATING |
| AMEC                                | KNOXVILLE CHAMBER<br>OF COMMERCE          |
| AMERICAN GREETINGS<br>CORPORATION   | MASTERS CAPITAL<br>MANAGEMENT LLC         |
| ASCENSION HEALTH                    | NISSAN                                    |
| BANK OF AMERICA                     | OCEANEERING<br>INTERNATIONAL, INC.        |
| BAYER                               | PILOT FLYING J                            |
| BPV CAPITAL<br>MANAGEMENT           | PRATT & WHITNEY                           |
| BROGAN FINANCIAL                    | PROCTER & GAMBLE                          |
| CATERPILLAR                         | PRONova SOLUTIONS, LLC                    |
| CHEROKEE HEALTH<br>SYSTEMS          | PRUDENTIAL REAL ESTATE                    |
| CHEVRON CORPORATION                 | QUALPRO, INC.                             |
| CHRYSLER GROUP                      | REGAL ENTERTAINMENT<br>GROUP              |
| CIRRUSPATH                          | SPECIALIZED BICYCLES                      |
| CREDIGY SOLUTIONS                   | SUMMIT INDUSTRIES                         |
| CROSSMARK                           | SYSCO                                     |
| CUMMINS INC.                        | TEACH FOR AMERICA                         |
| DELL                                | TENNESSEE VALLEY<br>AUTHORITY (TVA)       |
| DIMERCO                             | TEXAS CHILDREN'S<br>HOSPITAL              |
| DUNAWAY HUNTING<br>AND FISHING CLUB | UT ATHLETICS                              |
| ERNST & YOUNG, LLP                  | WALGREENS                                 |
| EXXONMOBIL                          | WELLS FARGO                               |
| GEORGIA-PACIFIC LLC                 |   |
| GRANT THORNTON                      |   |



OFFICE OF MBA CAREER MANAGEMENT  
& ALUMNI RELATIONS

504 Haslam Business Building  
Knoxville, TN 37996  
865.974.1973

For information on  
employer-involvement opportunities,  
or to discuss a customized recruiting plan  
for your organization, please contact:



Molly Kinard at [molly@utk.edu](mailto:molly@utk.edu)

or 865-974-1973