

# Commerce Career Services

---

## 2008 Destinations Report



---

## Table of Contents

---

*“Commerce Career Services has offered invaluable guidance and support at every stage of the recruiting process, helping Wachovia attract outstanding UVA students year after year.”*

*— Meggie S. Powers, Vice President,  
Campus Relationship Manager,  
Wachovia Corporation*



**McINTIRE**  
SCHOOL OF COMMERCE  
  
UNIVERSITY of VIRGINIA  
Commerce Career Services  
PO Box 400173  
Charlottesville, VA 22904-4173

[www.commerce.virginia.edu](http://www.commerce.virginia.edu)

Letter from the Director .....	2
Highlights .....	3
Undergraduate Student Profile .....	4
Programs and Services .....	7
Corporate Partners Program .....	8
Bachelor of Science in Commerce	
Analysis by Business Function .....	10
Analysis by Geographic Region .....	12
Analysis by Industry .....	14
Salary Profile .....	16
Business Function Comparison .....	16
Post Graduation Profile Comparison .....	16
Career Choice Profile .....	17
Graduate School Placement .....	17
Analysis by Graduate Program .....	18
Organization Choice Profile: Bachelor's & Master's .....	19
On-Grounds McIntire Recruiting Organizations .....	20
Contact Information .....	24

---

## *A Letter from the Director*

---

---

## *2008 Highlights*

---

2008 was a year of excitement and change for the McIntire School of Commerce. We closed the doors at Monroe Hall and moved back to the Lawn, into our beautiful new facilities in Rouss & Robertson Halls. What an amazing move for us! We also admitted the first class of the new M.S. in Commerce Program. From a pool of 89 applicants, many of whom were recent graduates of U.Va.'s own College of Arts & Sciences and School of Engineering, more than 40 students were offered admission.

*Our ranking as the nation's No. 2 undergraduate business program is a distinction we take seriously at CCS.*

The Commerce Career Services team is very pleased to bring you the *2008 Destinations Report*, which reflects the continued success of our students. Once again, all statistics in the report are based on a 100% response rate from our graduating class. The "Highlights" section provides a summary of students' geographical location, industry, and job function, as well as salary information.

Our ranking as the nation's No. 2 undergraduate business program, a position we've held for three consecutive years, is a distinction we take seriously at CCS. We strive to provide McIntire students with the most beneficial programs and advisory services; likewise,

we strive to provide you with the customer service you need and expect as you develop your recruiting strategy. If there is anything we can do to make the process more productive for you, please feel free to contact us.

This year was one of great change for McIntire, and we recognize that it has also been a year of readjustment for the economy and job market—a situation that presents new and interesting challenges for all of us. We look forward to another successful year, and, as always, we appreciate your continued support of McIntire and the University of Virginia.

Sincerely,



Tom Fitch  
Assistant Dean for Commerce Career Services



On-Grounds recruiting activity remained strong with the number of organizations interviewing McIntire students. Three hundred fifty three organizations were represented. Highlights of the 2007–2008 recruiting season are listed below:

### *Over 3,300 Interviews*

McIntire students participated in over 3,300 interviews at the University.

### *95% Undergraduate Placement*

As of August 15, 95% of the undergraduate Class of 2008 indicated they had accepted a position (85%), were enrolling in or seeking graduate school (8%), or were not in the job market (2%). Of the students who accepted a position, eleven reported that they will be working abroad.

### *Average Salary \$55,911*

The average annual base salary for the undergraduate Class of 2008 is \$55,911; the median annual base salary is \$58,000.

### *... Plus Bonuses*

The average signing bonus for the undergraduate Class of 2008 is \$7,798 (includes information collected on 55% of those reporting). The average estimated annual bonus is \$30,331 (includes information collected on 25% of those reporting).

### *Graduate School Destinations*

A total of 27 B.S. in Commerce students (8% of the class), indicated they have enrolled in or are seeking enrollment in graduate degree programs, most of which include accounting, advertising and law.

### *Summer Internships*

As of August 15, 41% (136 students) of the undergraduate Class of 2009 indicated they had an internship during the summer prior to their 4th year at McIntire. The average internship monthly wage is \$3,584.

### *... Lead to Employment*

Sixty-three percent (204 students) of the undergraduate Class of 2008 indicated they had an internship during the summer prior to their 4th year at McIntire. Of these students, 78% (160 students) received full-time job offers, and 46% (93 students) accepted full-time employment with the company at which they interned.

### *90% Employment: MS Accounting*

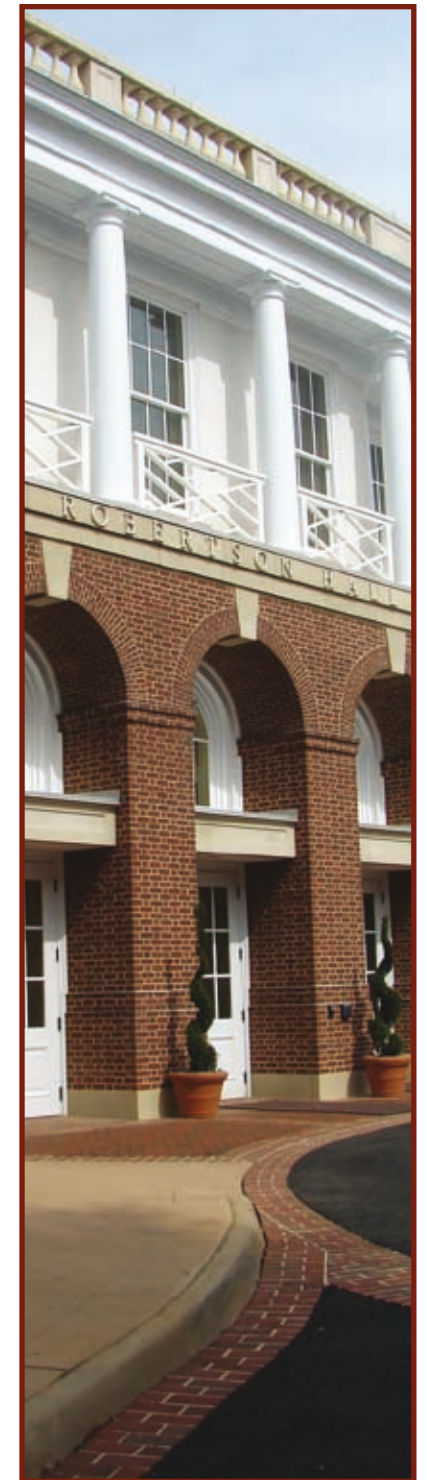
As of August 15, 90% of the Class of 2008 Master of Science in Accounting graduates reported being employed.

### *Average Salary \$53,212*

The average base salary for the Master of Science in Accounting Class of 2008 is \$53,212. The median annual base salary is \$54,000.

### *98.5% Employment: MS MIT*

At graduation, 98.5% of the Class of 2008 for the Master of Science in Management of Information Technology reported being employed.



## *Undergraduate Student Profile*

Thomas Jefferson, founder of the University of Virginia, believed a liberal arts education was key to a successful professional career. In keeping with that tradition, students spend the first two years of undergraduate work combining liberal arts and business prerequisite courses. Students, including those from other schools, typically apply for admission to McIntire during their second year.

McIntire students tackle the School's Integrated Core Experience (ICE), a continuously evolving third-year curriculum that updates and refines the presentation of core business knowledge and skills. The primary goal of the ICE program is to prepare McIntire students for the dynamic, changing realities of today's business world.

Fourth-year students choose one or more specialized area(s) of concentration:

- Accounting
- Finance
- Information Technology
- International Business
- Management
- Marketing

For additional information go to [www.commerce.virginia.edu/about/student\\_profile.html](http://www.commerce.virginia.edu/about/student_profile.html).

Gender	2009		2008	
Female	144	42%	145	45%
Male	199	58%	179	55%
<b>Total</b>	<b>343</b>		<b>324</b>	

Ethnicity	2009	2008
Asian	23%	23%
Black	3%	3%
Hispanic	4%	4%
Native Hawaiian or Pacific Islander	1%	1%
North American Native	♦	0.3%
Nothing Entered	9%	6%
Unclassified	1%	2%
White	59%	61%

♦ None reported



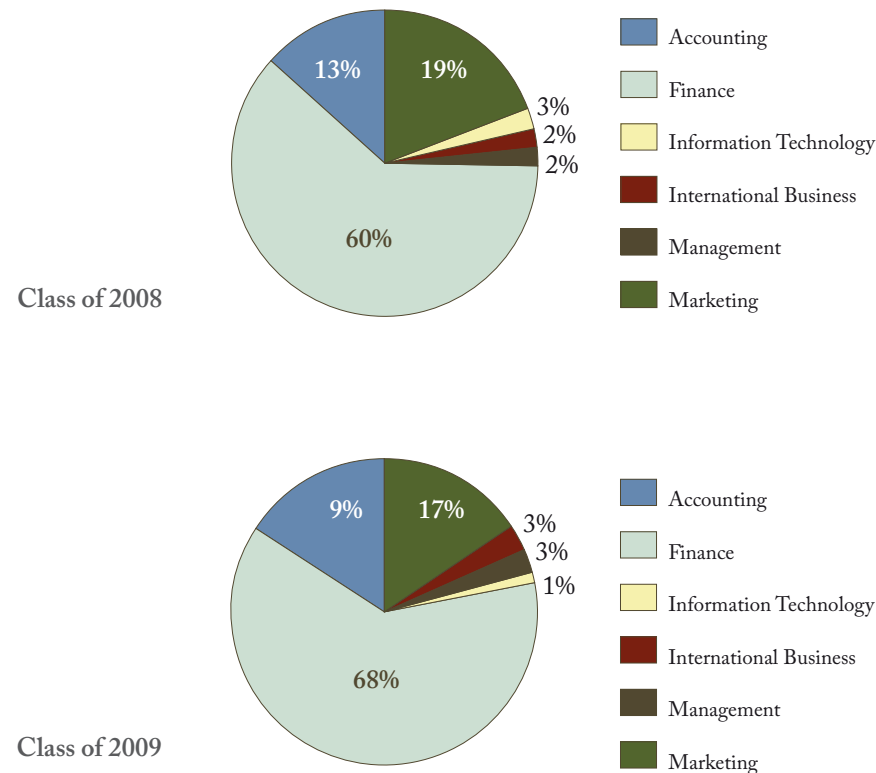
## *Undergraduate Student Profile*

Citizenship	2009	2008
United States	79.0%	86.4%
Argentina	♦	0.3%
Benin	♦	0.3%
Brazil	0.3%	♦
Canada	1.2%	0.3%
China	3.2%	2.5%
Cocos (Keeling) Islands	0.3%	♦
Colombia	0.6%	♦
Costa Rica	♦	♦
El Salvador	0.3%	♦
France	0.6%	♦
Germany	0.3%	♦
Ghana	♦	0.3%
Haiti	♦	0.3%
Hong Kong	1.2%	0.9%
India	0.3%	2.8%
Indonesia	♦	♦
Israel	♦	0.3%
Jamaica	♦	♦
Japan	0.3%	0.3%
Malaysia	0.3%	♦
Mauritius	0.3%	♦
Morocco	♦	♦
Netherlands	0.3%	♦
New Zealand	♦	0.3%
Norway	0.3%	♦
Pakistan	0.3%	♦
Panama	♦	0.3%
Russia	0.3%	0.6%
Singapore	2.3%	0.3%
Slovakia	0.3%	♦
South Africa	♦	0.3%
South Korea	4.1%	2.2%
Swaziland	0.3%	♦
Sweden	0.3%	♦
Taiwan ROC	0.6%	0.3%
Thailand	♦	♦
Turkey	0.6%	0.9%
Ukraine	0.3%	♦
United Kingdom	1.8%	♦
Vietnam	0.3%	♦

♦ None reported

## Undergraduate Student Profile

### Primary Concentrations\*



\*Most students complete a second major or minor outside of the McIntire School.  
For additional information go to:  
[www.commerce.virginia.edu/about/student\\_profile.html](http://www.commerce.virginia.edu/about/student_profile.html)

*“Commerce Career Services is an incredible resource, and the high job placement rates among McIntire students is a testament to their hard work and effort. They provide everything from mock interviews and resume reviews, to access to recruiters from a wide range of companies and institutions. The CCS team is what truly separates McIntire from many other undergraduate business schools around the country.”*

— Cullen Hitt  
Class of 2009

## Programs and Services

### Commerce Career Services: Student Services

One-on-one advising:

- Self and career exploration
- Job search preparation
- Decision-making

Large and small group workshops on various career-related topics:

- Resumé writing
- Interviewing skills
- Dress for success

Resumé reviews

Behavioral and case mock interview assistance

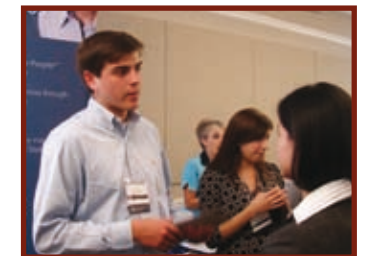
Networking events with employers

Panel discussions and classroom presentations

Career fair preparation

On-Grounds interviewing orientation and assistance

Online and print resources



### Commerce Career Services: Employer Services

Designing a recruiting strategy

On-Grounds interviewing and resumé collections

Job postings for alumni and students

Advertising of your interview date, company presentation, and related on-Grounds recruiting events

Commerce Career Day panel discussions and career fair



### Employer-in-Residence Program

Resumé reviews

Mock interviews

Coffee networking events



***Create a Successful Partnership with McIntire***

McIntire Corporate Partners strengthen their brand and enjoy increased visibility through support of academic programs, sponsorships, and recruiting. Partners gain access to our excellent faculty and students. Partners also have the opportunity to further develop employees through graduate and executive education, as well as participate in McIntire Center activities.



In addition to the core Corporate Partner benefits, sponsorship of customized activities further increases corporate visibility. Tailored interactions differentiate your company and allow students and faculty to get to know you better. Our team works with you to create targeted strategies that will help you achieve your goals.

***Corporate Partners enjoy the following core benefits:***

***Engage Faculty***

- Connect to students and programs through your Faculty Liaison
- Create an ongoing dialogue with faculty about current business issues
- Meet with key faculty leaders through annual Corporate Partner events

***Gain Priority***

- Advance registration for interview dates (University-wide)
- Privileged access to faculty and students through private events
- Special recognition at Commerce Career Day

***Increase Visibility***

- Participate in customized student organization or classroom activities
- Receive ongoing recognition at McIntire and in-school publications
- Host student and alumni events at your firm

*“Our partnership with McIntire has allowed us to hire extremely well prepared young professionals who make a significant impact within our organization from the very beginning of their careers.”*

— Jake Ridgway  
*comScore, Inc.*

***McIntire Corporate Partners 2008—2009***

**Corporate Investors**

comScore, Inc.  
Dell, Inc.  
Dominion  
Ernst & Young LLP  
Macy’s  
Philip Morris USA  
Rolls-Royce North America Inc.

**Corporate Associates**

Alcoa Inc.  
Citi  
Computer Sciences Corporation, Inc.  
KPMG LLP  
Kurt Salmon Associates  
Navigant Consulting, Inc.  
Sunshine Lady Foundation Inc.  
UBS Investment Bank

**Corporate Contributors**

Bank of America Corporation  
Barclays Capital  
Beers & Cutler PLLC  
Booz Allen Hamilton  
Hantzmon Wiebel LLP  
J.P. Morgan  
LexisNexis  
Pier 1 Imports, Inc.  
Procter & Gamble

***Advance Your Partnership***

Corporate partnerships with McIntire come in all shapes and sizes and we work hard to meet each company’s individual needs. The most effective corporate relationships are true partnerships that develop joint agendas in multiple areas beyond recruiting.

We invite you to expand your company’s impact at McIntire through support of new program development, scholarships, faculty research, talent development, and graduate education.



*“We’re thrilled at what McIntire has to offer and at its exciting approach to educating our business leaders of tomorrow.”*

— Phillip Shiflett  
*McIntire 1974  
CPA and CEO  
Hantzmon Wiebel LLP*

**2008 Analysis by Business Function**  
Bachelor of Science in Commerce

The following salary figures reflect accepted offers. These figures are based on information collected on 275 students who reported accepting full-time employment by August 15, 2008.

Business Function	% Responses*	Average Base Salary	Median Base Salary	Base Salary Range	% Responses (Average Signing Bonus)**	Average Signing Bonus	% Responses (Average Annual Bonus)***	Average Annual Bonus	Average Total Compensation Package
<b>Accounting</b>	<b>9.8%</b>	<b>\$52,091</b>	<b>\$54,000</b>	<b>\$34,000–63,000</b>	<b>11.2%</b>	<b>\$3,200</b>	<b>3.5%</b>	<b>\$5,250</b>	<b>\$54,605</b>
Auditor (Public Accounting)	4.5%	\$51,250	\$49,500	\$46,000–59,000	5.6%	\$2,614	◆	◆	\$53,080
Tax Specialist (Public Accounting)	2.2%	\$57,800	\$55,000	\$54,000–63,000	2.4%	\$3,667	1.8%	\$7,500	\$61,500
Audit/Tax	1.8%	\$48,875	\$49,000	\$42,500–55,000	2.4%	\$4,167	1.8%	\$3,000	\$52,750
<b>Consulting</b>	<b>19.2%</b>	<b>\$57,128</b>	<b>\$56,500</b>	<b>\$30,000–75,000</b>	<b>20.8%</b>	<b>\$6,231</b>	<b>14.0%</b>	<b>\$8,525</b>	<b>\$62,481</b>
Financial	4.9%	\$54,182	\$55,000	\$30,000–65,000	6.4%	\$5,875	1.8%	\$7,200	\$59,109
Strategic	4.5%	\$60,300	\$62,500	\$45,000–75,000	6.4%	\$8,438	7.0%	\$10,750	\$71,350
Technology/Information Systems	4.0%	\$59,944	\$61,000	\$55,000–66,000	3.2%	\$3,625	1.8%	\$6,000	\$62,222
Management	3.1%	\$56,714	\$57,000	\$48,000–65,000	1.6%	\$5,000	◆	◆	\$58,143
Business	1.3%	\$52,000	\$54,000	\$47,000–55,000	1.6%	\$7,000	1.8%	\$10,000	\$60,000
Other Consulting	1.3%	\$55,000	\$55,000	\$52,000–58,000	1.6%	\$4,500	1.8%	\$2,000	\$58,667
<b>Finance</b>	<b>53.1%</b>	<b>\$59,691</b>	<b>\$60,000</b>	<b>\$42,500–80,000</b>	<b>63.2%</b>	<b>\$9,525</b>	<b>68.4%</b>	<b>\$40,285</b>	<b>\$79,217</b>
Analyst-Investment/Corporate Banking	33.0%	\$60,757	\$60,000	\$50,000–75,000	40.8%	\$10,971	50.9%	\$50,207	\$87,993
Investment Management/Research/Trust	5.4%	\$56,481	\$55,375	\$47,000–70,020	5.6%	\$8,286	3.5%	\$13,700	\$63,598
Corporate Finance/Treasury (within corp.)	4.9%	\$55,182	\$55,000	\$50,000–60,000	6.4%	\$5,500	5.3%	\$6,167	\$60,864
Sales/Trading	4.5%	\$63,000	\$60,000	\$60,000–80,000	5.6%	\$10,000	1.8%	\$20,000	\$72,000
Real Estate Finance/Development	3.6%	\$57,250	\$55,500	\$52,000–65,000	3.2%	\$4,000	3.5%	\$18,100	\$63,775
Venture Capital	0.9%	\$66,000	\$66,000	\$60,000–72,000	0.8%	\$3,000	1.8%	\$10,000	\$72,500
<b>Information Technology</b>	<b>3.1%</b>	<b>\$48,857</b>	<b>\$45,000</b>	<b>\$36,000–65,000</b>	<b>0.8%</b>	<b>\$2,500</b>	<b>3.5%</b>	<b>\$7,000</b>	<b>\$51,214</b>
Business/Systems Analyst	2.2%	\$53,200	\$55,000	\$41,000–65,000	0.8%	\$2,500	1.8%	\$10,000	\$55,700
Internet/E-Commerce	0.9%	\$38,000	\$38,000	\$36,000–40,000	◆	◆	1.8%	\$4,000	\$40,000
<b>Marketing/Sales</b>	<b>8.5%</b>	<b>\$44,369</b>	<b>\$40,000</b>	<b>\$32,000–62,000</b>	<b>1.6%</b>	<b>\$3,000</b>	<b>8.8%</b>	<b>\$10,276</b>	<b>\$47,389</b>
Advertising/Public Relations	3.1%	\$38,143	\$40,000	\$32,000–40,000	◆	◆	1.8%	\$2,500	\$38,500
Market Research	2.7%	\$51,333	\$55,000	\$36,000–62,000	0.8%	\$1,000	1.8%	\$40,300	\$58,217
Product/Brand Management	0.9%	\$51,510	\$51,510	\$49,020–54,000	0.8%	\$5,000	1.8%	\$2,580	\$55,300
Sales/Sales Management	0.9%	\$40,000	\$40,000	\$40,000–40,000	◆	◆	1.8%	\$5,000	\$42,500
Services Marketing	0.9%	\$42,500	\$42,500	\$42,000–43,000	◆	◆	1.8%	\$1,000	\$43,000
<b>Other</b>	<b>5.8%</b>	<b>\$45,528</b>	<b>\$45,000</b>	<b>\$37,000–55,000</b>	<b>2.4%</b>	<b>\$2,333</b>	<b>1.8%</b>	<b>\$13,700</b>	<b>\$47,121</b>
Other	3.1%	\$46,767	\$45,000	\$37,000–55,000	0.8%	\$3,000	1.8%	\$13,700	\$49,153
Buying/Purchasing	1.3%	\$43,000	\$43,000	\$43,000–43,000	1.6%	\$2,000	◆	◆	\$44,333

\* Based on those who reported a salary

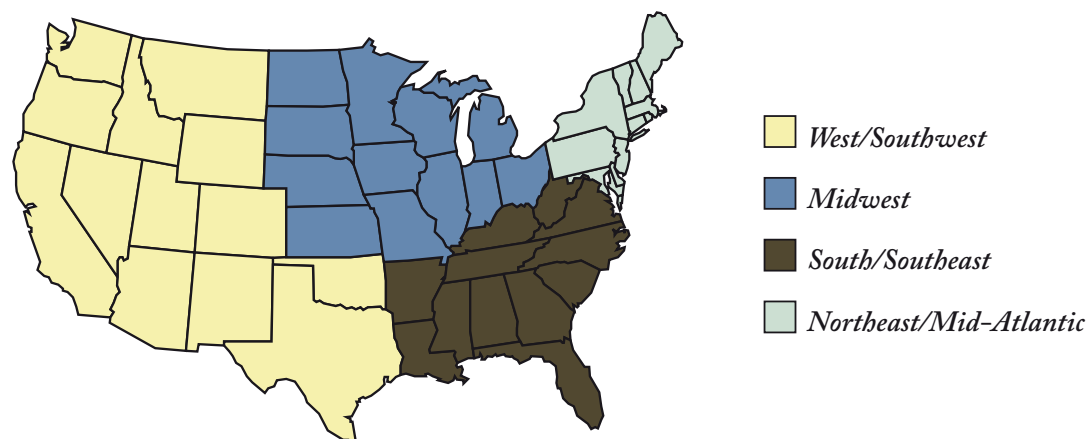
\*\* Based on those who reported a signing bonus

\*\*\* Based on those who reported an annual bonus

◆ None reported

**2008 Analysis by Geographic Region**  
Bachelor of Science in Commerce

Region City and State	% Responses*	Average Base Salary	Median Base Salary	Base Salary Range	% Responses (Average Signing Bonus)**	Average Signing Bonus	% Responses (Average Annual Bonus)***	Average Annual Bonus	Average Total Compensation Package
<i>Midwest</i>	1.8%	\$56,505	\$57,500	\$49,020–62,000	0.8%	\$5,000	3.6%	\$21,440	\$68,475
Cincinnati, OH	0.9%	\$61,000	\$61,000	\$60,000–62,000	◆	◆	1.8%	\$40,300	\$81,150
<i>Northeast/Mid-Atlantic</i>	40.6%	\$58,131	\$60,000	\$32,000–70,020	43.2%	\$9,863	32.1%	\$46,289	\$73,315
New York, NY	32.3%	\$58,643	\$60,000	\$32,000–70,000	33.9%	\$9,225	25.0%	\$55,536	\$75,021
Philadelphia, PA	1.4%	\$50,500	\$50,000	\$45,000–56,500	0.8%	\$2,500	1.8%	\$15,000	\$56,333
Baltimore, MD	0.9%	\$60,000	\$60,000	\$60,000–60,000	1.7%	\$41,250	◆	◆	\$101,250
Bethesda, MD	0.9%	\$51,000	\$51,000	\$50,000–52,000	0.8%	\$3,000	1.8%	\$2,000	\$53,500
Boston, MA	0.9%	\$65,000	\$65,000	\$65,000–65,000	1.7%	\$7,500	◆	◆	\$72,500
Rockville, MD	0.9%	\$55,000	\$55,000	\$55,000–55,000	0.8%	\$3,000	1.8%	\$13,700	\$63,350
<i>South/Southeast</i>	54.8%	\$54,148	\$55,000	\$34,000–80,000	53.4%	\$6,362	60.7%	\$20,376	\$63,338
McLean, VA	10.6%	\$55,111	\$55,000	\$45,000–66,000	7.6%	\$5,722	12.5%	\$21,457	\$63,880
Charlotte, NC	6.0%	\$58,077	\$60,000	\$55,000–60,000	10.2%	\$8,708	5.4%	\$40,833	\$75,538
Charlottesville, VA	6.0%	\$39,846	\$40,000	\$34,000–46,000	0.8%	\$2,000	7.1%	\$3,125	\$40,962
Washington, DC	5.5%	\$53,448	\$55,000	\$40,000–65,000	6.8%	\$4,313	3.6%	\$35,000	\$62,156
Atlanta, GA	5.1%	\$60,227	\$60,000	\$50,000–75,000	5.1%	\$8,667	14.3%	\$22,500	\$81,318
Reston, VA	4.6%	\$57,400	\$57,500	\$52,000–61,000	3.4%	\$1,750	◆	◆	\$58,100
Richmond, VA	4.6%	\$52,000	\$50,000	\$47,500–60,000	5.1%	\$8,883	5.4%	\$32,000	\$66,930
Arlington, VA	2.8%	\$47,417	\$46,000	\$40,000–55,000	2.5%	\$3,333	3.6%	\$2,700	\$49,983
Vienna, VA	2.8%	\$67,500	\$70,000	\$50,000–80,000	4.2%	\$8,500	3.6%	\$17,500	\$80,417
Chantilly, VA	1.4%	\$53,667	\$53,000	\$53,000–55,000	0.8%	\$3,000	◆	◆	\$54,667
Tysons Corner, VA	1.4%	\$52,000	\$54,000	\$48,000–54,000	2.5%	\$6,000	◆	◆	\$58,000
Fairfax, VA	0.9%	\$57,875	\$57,875	\$55,750–60,000	1.7%	\$6,500	1.8%	\$8,000	\$68,375
<i>West/Southwest</i>	2.8%	\$59,167	\$60,000	\$48,000–72,000	2.5%	\$6,000	3.6%	\$50,000	\$78,833



Only select cities are noted from information collected.

- \* Based on those who reported a salary
- \*\* Based on those who reported a signing bonus
- \*\*\* Based on those who reported an annual bonus
- ◆ None reported

*“McIntire students come to Booz Allen client ready, armed with critical consulting skills and innovative solutions. When positioning them in the firm, we find that they acclimate easily to their teams and quickly deliver impact for the client.”*

— *Brittanie Bosselait*  
*University Recruiting*  
*Booz Allen Hamilton*

**2008 Analysis by Industry**  
Bachelor of Science in Commerce

Industry	% Responses*	Average Base Salary	Median Base Salary	Base Salary Range	% Responses (Average Signing Bonus)**	Average Signing Bonus	% Responses (Average Annual Bonus)***	Average Annual Bonus	Average Total Compensation Package
<b>Total Manufacturing</b>	<b>5.7%</b>	<b>\$54,002</b>	<b>\$53,000</b>	<b>\$40,000–80,000</b>	<b>3.2%</b>	<b>\$3,500</b>	<b>7.0%</b>	<b>\$8,695</b>	<b>\$57,754</b>
Auto/Aerospace/Other Transportation	1.8%	\$51,500	\$53,000	\$45,000–55,000	1.6%	\$3,000	◆		\$53,000
Consumer Goods (Food/Beverage/Tobacco/Household Products)	1.3%	\$54,000	\$54,000	\$48,000–60,000	◆	◆	1.8%	\$7,200	\$56,400
Energy/Oil/Gas/Minerals	0.9%	\$70,000	\$70,000	\$60,000–80,000	0.8%	\$3,000	1.8%	\$20,000	\$81,500
<b>Total Service</b>	<b>94.3%</b>	<b>\$56,027</b>	<b>\$60,000</b>	<b>\$30,000–75,000</b>	<b>96.8%</b>	<b>\$7,940</b>	<b>93.0%</b>	<b>\$31,964</b>	<b>\$68,433</b>
Investment Banking	38.3%	\$60,707	\$60,000	\$50,000–75,000	46.4%	\$11,207	50.9%	\$50,517	\$85,017
Consulting (not with accounting firms)	17.2%	\$56,923	\$57,000	\$30,000–75,000	16.8%	\$5,667	17.5%	\$7,640	\$61,933
Public Accounting	12.3%	\$53,571	\$55,000	\$42,500–65,000	15.2%	\$3,937	3.5%	\$5,250	\$56,618
Advertising/Marketing Services/Public Relations	5.7%	\$43,692	\$40,000	\$32,000–62,000	0.8%	\$1,000	5.3%	\$15,600	\$47,369
Investment Management	4.8%	\$54,547	\$55,000	\$40,000–70,020	4.8%	\$9,167	1.8%	\$25,000	\$61,820
Diversified Financial Services	4.4%	\$56,930	\$56,625	\$49,050–65,000	4.8%	\$3,917	5.3%	\$11,567	\$62,750
Retail	2.2%	\$43,200	\$43,000	\$37,000–50,000	2.4%	\$2,333	◆	◆	\$44,600
Real Estate/Construction	1.8%	\$50,750	\$53,500	\$40,000–56,000	0.8%	\$5,000	1.8%	\$11,200	\$54,800
Commercial Bank	1.3%	\$55,000	\$55,000	\$55,000–55,000	2.4%	\$5,000	1.8%	\$7,500	\$62,500
Education	1.3%	\$43,457	\$43,000	\$42,370–45,000	◆	◆	1.8%	\$1,000	\$43,790
Entertainment/Leisure	0.9%	\$48,500	\$48,500	\$40,000–57,000	0.8%	\$5,000	1.8%	\$6,000	\$54,000
Government	0.9%	\$50,000	\$50,000	\$48,000–52,000	0.8%	\$2,500	◆	◆	\$51,250
Venture Capital	0.9%	\$66,000	\$66,000	\$60,000–72,000	0.8%	\$3,000	1.8%	\$10,000	\$72,500

\* Based on those who reported a salary  
 \*\* Based on those who reported a signing bonus  
 \*\*\* Based on those who reported an annual bonus  
 ◆ None reported



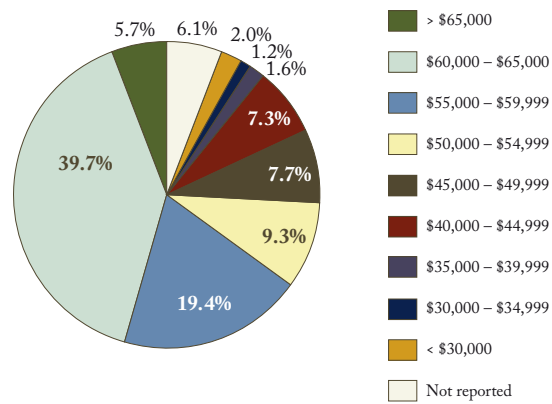
*“Commerce Career Services supports its students on a personal level throughout the job search process. Despite the fact that I sought internships and career paths that were atypical for Commerce students, the dedicated staff at CCS was committed to helping me find fits that worked well for me. As young people entering important phases of our lives, we value the consistent support with which CCS provides its students.”*

*— Meera Deepak  
Class of 2008*

## 2008 Salary Profile

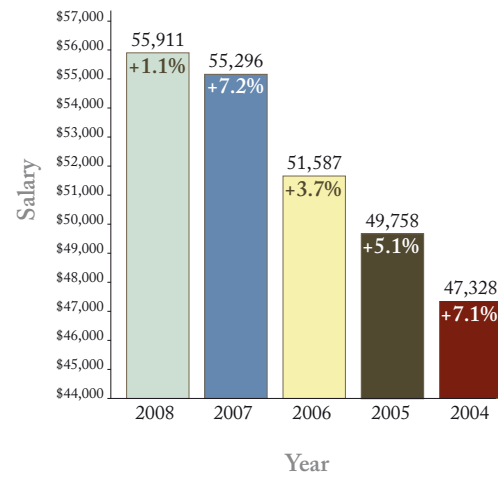
### Bachelor of Science in Commerce

**Distribution of Base Salaries in 2008**



Salary Range

**2004–2008 Salary Comparison**



Year

## 2007–2008 Business Function Comparison

### Bachelor of Science in Commerce

Business Function	2008		2007	
	% Responses	Average Base Salary	% Responses	Average Base Salary
Accounting	9.8%	\$52,091	8.4%	\$49,316
Consulting	19.2%	\$57,128	27.0%	\$55,525
Finance	53.1%	\$59,691	54.4%	\$58,395
Information Technology	3.1%	\$48,857	♦	♦
Marketing/Sales	8.5%	\$44,369	7.5%	\$40,985
Operations	♦	♦	♦	♦
Other	5.8%	\$45,528	2.7%	\$43,157

♦ None reported

## Post Graduation Profile Comparison

### Bachelor of Science in Commerce

Plans	2008	2007	2006
Accepted Full-Time Employment	85%	82%	80%
Attending/Seeking Graduate School	8%	10%	13%
Seeking Employment	5%	4%	5%
Not in the Job Market	2%	4%	2%

## 2008 Career Choice Profile

### Bachelor of Science in Commerce

Recruiting Resources	% Responses
<b>Career Services Activities</b>	<b>72%</b>
On-Grounds Recruiting	34%
Third-Year Summer Employment (On-Grounds Recruiting)	19%
Job Postings (Commerce Career Services)	12%
Programs in Commerce Career Services	5%
Diversity Career Day (University Career Services)	1%
Externship	1%
<b>Student-Initiated Efforts</b>	<b>28%</b>
Personal Contact/Direct Correspondence	14%
McIntire Faculty/Alumni Contact	7%
Web Job Listing	5%
Third-Year Summer Employment	2%

Primary Reason for Selecting Employment	% Responses
Compatibility with People in Organization/Culture	27%
Job Content/Responsibility	22%
Interest in Industry	21%
Growth Potential at Organization	17%
Lifestyle (Location, Climate, etc.)	10%
Compensation Package/Potential	3%

## 2008 Graduate School Placement

### Bachelor of Science in Commerce

Type of Graduate Program	% Responses
Accounting	54%
Advertising	17%
Law	17%
Other (includes Business Administration – 8.4%, and Sports Management – 4.2%)	12%

These figures are based on 24 Bachelor of Science in Commerce graduates who indicated the program in which they were enrolling.

## 2008 Analysis by Graduate Program

### Master of Science

The Master of Science in Accounting program has been recognized nationally for developing graduates with a comprehensive understanding of accounting as well as core competencies needed for success as a business professional. Our 30 credit-hour curriculum offers students the choice between a Financial Reporting and Assurance Track and a Tax Consulting Track. Both tracks have been carefully designed to help students acquire not only the necessary specialized technical knowledge, but also a better understanding of the broad context within which professional decisions are made.

The Master of Science of Management of Information Technology is one of the leading graduate business programs for experienced professionals who want to leverage IT in order to deliver greater business value. The program attracts a wide range of business and technology professionals who average 10 – 13 years of professional work experience. Approximately 70% of the students are sponsored in full or in part by their current employers. Consequently, we do not capture placement statistics for these students.

The Master of Science in Commerce: Financial Services or Marketing & Management is a one-year, 36-credit program designed to help new liberal arts, science, and engineering graduates transform their intellectual and academic skill sets into focused business expertise. The program culminates with a global immersion experience requiring students to work and study abroad while applying their knowledge into a capstone project. Our inaugural class began in the fall of 2008.

Graduate Program	% Responses*	Average Base Salary	Median Base Salary	Base Salary Range	Average Signing Bonus	Average Total Compensation
<i>MS Accounting</i>	100%	\$53,212	\$54,000	\$45,000–62,000	\$2,667	\$55,473
Retained Position	18.2%	\$52,333	\$53,000	\$47,000–55,000	\$2,250	\$55,333
New Position	81.8%	\$53,407	\$55,000	\$45,000–62,000	\$2,765	\$55,504

\*Based on those who reported a salary



## 2008 Organization Choice Profile

### Bachelor's & Master's

#### Recruiting Organizations with Most Acceptances\*

Organization	Acceptances
Ernst & Young LLP	26
KPMG LLP	23
Deloitte	11
J.P. Morgan	7
Citi	6
Lehman Brothers Inc.	6
Morgan Stanley	6
Wachovia	6
Accenture	5
Bank of America Corporation	5
PricewaterhouseCoopers	5
UBS Investment Bank	5
Barclays Capital	4
Deutsche Bank AG	4
Houlihan Lokey	4
BlackRock, Inc.	3
BoldMouth Inc.	3
Booz Allen Hamilton	3
Capital One Services, Inc.	3
comScore, Inc.	3
Freddie Mac	3
Goldman Sachs	3
Macy's	3
McColl Partners	3
Rolls-Royce North America Inc.	3
BB&T Capital Markets	2
BearingPoint	2
Beers & Cutler PLLC	2
Clear Channel	2
Dean & Company	2
Fannie Mae	2
Friedman, Billings, Ramsey Group, Inc.	2
FTI Consulting, Inc.	2
Greenhill & Co., Inc.	2
Jefferies & Company, Inc.	2
KippsDeSanto & Co.	2
Kurt Salmon Associates	2
MarketBridge	2
McKinsey & Company	2
Merrill Lynch & Co., Inc.	2
Oliver Wyman	2
Pace Harmon	2
Peace Corps	2
Rimm-Kaufman Group LLC	2
Signal Hill Capital Group, LLC	2
Stern Stewart & Co.	2
SunTrust Bank	2
Valuation Services, Inc.	2

\*Organizations with two or more reported acceptances are listed. This data is based on student response.

---

## 2007–2008 On-Grounds McIntire Recruiting Organizations

---

3M  
A Bar A Ranch  
Abercrombie & Fitch  
Abrams Bison Investments, LLC  
Accenture  
ADVANCE Newsmagazines  
The Advisory Board Company  
Aldi Inc.  
AllianceBernstein L.P.  
Altarum Institute  
Altius Associates  
Alvarez & Marsal  
Amdocs  
American Cancer Society, Inc.  
American Capital, Ltd.  
American Eagle Outfitters, Inc.  
American Enterprise Institute for Public Policy Research (AEI)  
American HealthCare Group, Inc.  
American Solutions Inc  
Ameriprise Financial  
Analysis Group, Inc.  
Analytic Partners, Inc.  
AOL LLC  
Apex Systems, Inc.  
APT  
Argy, Wiltse & Robinson, P.C.  
Atlantic Media Company  
The Avascent Group  
Babson Capital Management  
Bain & Company, Inc.  
Bank of America Corporation  
Barclays Capital  
Bates White, LLC  
BB&T Capital Markets  
Bear, Stearns & Co. Inc.  
BearingPoint  
Becker Professional Review  
Beers & Cutler PLLC  
BlackRock, Inc.  
The Blackstone Group  
Bloomberg, L.P.  
Blue Ridge ESOP Associates  
Blue Vista Capital Partners  
Booz Allen Hamilton  
Boston Consulting Group, Inc.  
Branch Banking and Trust Company  
Brandes Investment Partners, L.P.  
The Breckenridge Group, Inc.  
Brown Brothers Harriman & Co.  
Brown Gibbons Lang & Company LLC  
Cambridge Associates, LLC  
Capgemini US LLC  
Capital IQ  
Capital One Services, Inc.  
CapitalSource  
Capitol Financial Partners  
Captch Ventures, Inc.  
Carmax Business Services, LLC  
Cary Street Partners LLC  
Celanese Corporation  
Censeo Consulting Group  
Central Intelligence Agency  
CFA Institute  
CGI Group, Inc.  
Charles G. Koch Charitable Foundation  
CIBC  
CIM GROUP, INC.  
Cintas Corporation  
Circuit City Stores Inc.  
CIT Group Inc.  
Citi  
Clark Construction Group, LLC  
Clark Realty Capital LLC  
Close Up  
Cohen, Rutherford + Knight, PC  
Computer Sciences Corporation, Inc.  
comScore, Inc.  
ComSource, Inc.  
Constellation Energy Commodities Group, Inc.  
Cornerstone Research  
Corporate Executive Board  
Countrywide Bank, FSB  
CRA International  
Cravath, Swaine & Moore LLP  
Credit Suisse First Boston  
CROFT & BENDER LLC  
Crown Automotive Sales Co. Inc.  
Crutchfield  
Cvent  
Datran Media Corp.  
DC Energy  
Dean & Company  
Decision Strategies International, Inc.

---

## 2007–2008 On-Grounds McIntire Recruiting Organizations

---

Defense Contract Audit Agency  
Defense Information Systems Agency  
Defense Intelligence Agency  
Deloitte  
Deloitte Consulting, LP  
DEPARIS REDINGER, LLC  
Deutsche Bank AG  
DMG Securities, Inc.  
Dollar Tree, Inc.  
Dominion  
dunnhumby  
DuPont  
E.&J. Gallo Winery  
EchoStar Technologies L.L.C.  
Edelman  
Edgeview Partners  
Endura Products, Inc.  
Enso Capital Management, LLC  
Enterprise Rent-A-Car Company  
Epsilon Patent Searching, Inc.  
Ernst & Young LLP  
Evercore Partners  
Ewing Berriss & Co.  
ExcelaCom  
Exeter Group, Inc.  
Exxon Mobil Corporation  
FairWinds Partners, LLC  
Fannie Mae  
Federal Aviation Administration  
Federal Bureau of Investigation  
Federal Deposit Insurance Corporation (FDIC)  
The Federal Reserve Board  
Federal Trade Commission  
Fidelity Investments  
Fidus Partners  
First Investors Corporation  
First Market Bank  
Fisher Investments  
Florida Capital Partners, Inc.  
Freddie Mac  
Fresh Brewed Media  
Friedman, Billings, Ramsey Group, Inc.  
FTI Consulting, Inc.  
The FUND for AMERICAN STUDIES  
Fund for the Public Interest, Inc.  
GEICO  
General Electric Company  
General Mills, Inc.  
Genworth Financial, Inc.  
Georgetown Learning Centers  
Gerson Lehrman Group  
GlaxoSmithKline plc  
GLOBAL INSIGHT, Inc.  
Goldman Sachs  
Gramercy Capital Corp.  
Greenhill & Co., Inc.  
Grey Group  
Group One Trading L.P.  
GuggenheimPartners, LLC  
Hantzmon, Wiebel LLP  
Harbert Management Corporation  
Harris Williams & Co.  
High Performance Technologies, Inc.  
Homeland Security  
Host Hotels & Resorts, Inc.  
Houlihan Lokey  
Humana Inc.  
IBM  
ICF International, Inc.  
ICG Commerce  
Informatica Corporation  
Information Strategies, Inc.  
Infosys Technologies Limited  
InnovaTech, Inc.  
INPUT  
Insight Global

---

*“Graduates of the McIntire School of Commerce ... arrive at work the first day with strong analytical abilities, extensive experience in working on team projects, and a fundamental understanding of the principles of business. We continue to be impressed by the caliber of the students and graduates from McIntire.”*

*— Robert Anderson  
LexisNexis*

---

## 2007–2008 On-Grounds McIntire Recruiting Organizations

---

The Institute of World Politics  
Internal Data Resources, Inc.  
Internal Revenue Service  
International Biometric Group  
International Invotex Group  
The Investment Fund for Foundations  
Investure, LLC  
Invotex Group  
ITG Inc.  
The JBG Companies  
Jefferies & Company, Inc.  
JET Programme  
JMP Securities LLC  
Johnston McLamb  
J.P. Morgan  
Kadix Systems  
Kaiser Associates  
Kenesis Corporate and Information Consulting (KCIC), LLC  
Keefe Bruyette & Woods, Inc.  
Keiter Stephens  
Kenesis Group Llc  
The Kenrich Group LLC  
KippsDeSanto & Co.  
Klößner Pentaplast  
KPMG LLP  
Kroll  
KSL Capital Partners, LLC  
Kurt Salmon Associates  
Lazard Alternative Investments  
Lazard Freres and Co. LLC  
LECG, LLC  
Lehman Brothers Inc.  
LexisNexis, a division of Reed Elsevier Inc.  
Liberty Mutual Insurance Company  
Lockheed Martin Corporation  
L'Oréal  
Macy's  
Management Leadership for Tomorrow  
Mantas, Inc.  
Manufacturers and Traders Trust Company  
Markel Corporation  
MarketBridge  
Matrix Capital Markets Group, Inc.  
MAXIMUS, Inc.  
McCann Erickson  
McColl Partners  
MCG Capital Corporation  
McKinsey & Company  
MeadWestvaco Corporation  
Mercer LLC  
Merrill Lynch & Co., Inc.  
Metropolitan Life Insurance Company  
MicroStrategy, Inc.  
Milestone Advisors LLC  
Miller Buckfire & Company  
Morgan Creek Capital Management, LLC  
Morgan Keegan & Company  
Morgan Stanley  
Mountbatten Institute  
NASA  
National Ground Intelligence Center (NGIC)  
Navigant Consulting, Inc.  
Nera Economic Consulting  
New York Life Insurance Company  
Northrop Grumman Corporation  
Northwestern Mutual Financial Network  
nTelos Inc.  
nxtMove  
Ocean Tomo, LLC  
Ogilvy & Mather  
Oliver Wyman  
OpenSource Connections  
Pace Global Energy Services, LLC  
PACE HARMON  
Patriot Management LLC  
Peace Corps  
Perot Systems  
Pfizer Inc.  
Pharos Capital Group  
Philip Morris USA  
Piper Jaffray & Company  
Pivotal Insight, LLC  
Platinum Solutions, Inc.  
Plow & Hearth, Inc.  
Post Properties  
Premier, Inc.  
PricewaterhouseCoopers  
Procter & Gamble  
Prometheus V, LLC  
PRTM  
Public Financial Management  
Raymond James & Associates  
RBC Capital Markets

---

## 2007–2008 On-Grounds McIntire Recruiting Organizations

---

Region Ten  
Reznick Group  
Ricondo & Associates, Inc.  
Rimm-Kaufman Group LLC  
The Roanoke Times  
Roark Capital Group  
Robert W. Baird & Co. Incorporated  
Robinson, Farmer, Cox Associates  
Rolls-Royce North America Inc.  
Rosetta Stone Ltd.  
Rothschild, Inc.  
The Royal Bank of Scotland (CBFM - Corporate Banking & Financial Markets)  
Russell Reynolds Associates  
Sagent Advisors Inc.  
SAIC  
Sands Capital Management  
SEI Investments  
Seneca Financial Group, Inc.  
The Sherwin-Williams Company  
Signal Hill Capital Group, LLC  
Silvercrest Asset Management Group LLC  
Smithfield, Inc.  
SNL Financial  
Sol Sage Energy  
Spicy Bear Media LLC  
Sprint  
SRA International, Inc.  
Stadium Capital Management  
State Farm Mutual Automobile Insurance Company  
Steve and Barry's University  
Stifel Nicolaus  
Sullivan & Cromwell LLP  
SunTrust Bank  
Susquehanna International Group, LLP  
Synaptitude  
Syracuse Research Corporation  
T. Rowe Price  
TANDBERG  
Target Corporation  
Teach For America, Inc.  
Technisource, Inc.  
Telarix  
Terralign Group  
Thompson, Siegel & Walmsley LLC  
Thomson Reuters  
Time Warner Cable Inc.  
TM Capital Corporation  
Toys R Us  
The Travelers Companies, Inc.  
Tritek Solutions, Inc.  
U.S. Department of Homeland Security  
U.S. Department of Justice  
U.S. State Department  
U.S. Department of the Army  
U.S. Department of the Navy  
U.S. General Services Administration  
U.S. Government Accountability Office  
U.S. Social Security Administration  
UBS Investment Bank  
United States Department of Defense  
United States Marine Corps  
University Directories  
University of Virginia Health Services Foundation  
University of Virginia Investment Management Company  
United Parcel Service of America, Inc.  
University of Virginia School of Law  
The Vanguard Group, Inc.  
Ventera Corporation  
Veris Consulting, LLC  
Verizon Wireless  
Video Gaming Technologies, Inc.  
Virginia Army National Guard  
Virginia Association of Broadcasters  
Virginia Department of Environmental Quality  
Virginia Department of Transportation  
VRA Partners, LLC  
W.P. Carey & Co. LLC  
Wachovia  
Walgreen Co.  
Wal-Mart Stores, Inc.  
Washingtonpost.Newsweek Interactive  
Watson Wyatt Worldwide  
Wealth and Tax Advisory Services  
Wells Capital Management  
Wells Fargo Financial  
The Wolf Group  
Wolf Trap Foundation for the Performing Arts  
Wolseley PLC  
WWC Capital Group, LLC  
Wyeth  
Yount, Hyde & Barbour, PC  
*Number of Organizations: 353*

## Contact Information

### University of Virginia

Web Site: [www.virginia.edu](http://www.virginia.edu)

Student Locator (434) 924-3363

### McIntire School of Commerce

Web Site: [www.commerce.virginia.edu](http://www.commerce.virginia.edu)

Dean, F.S. Cornell Professor of Free Enterprise	Carl Zeithaml	(434) 924-3176
Senior Associate Dean	Richard Netemeyer	(434) 924-4048
Associate Dean for B.S. in Commerce Program	Michael Atchison	(434) 924-7093
Associate Dean for Graduate Programs	Michael Morris	(434) 924-0776
Associate Dean for Administration	Gerald Starsia	(434) 924-6310
Associate Dean of Corporate Relations & Programs	Cyndy Huddleston	(434) 996-4454
Associate Dean for Research & Center Development	George Overstreet, Jr.	(434) 924-7063
Associate Dean, Undergraduate Student Services	Rebecca Leonard	(434) 924-3865
Director of Corporate and Foundation Relations	Allison Teweles	(434) 924-0752
Assistant Dean for Development	Katie Whittier	(434) 924-3394

### Area Coordinators

Accounting	Susan Perry Williams	(434) 924-3988
Finance	William Wilhelm	(434) 924-7666
Information Technology	Michael Morris	(434) 924-0776
Management	Thomas Bateman	(434) 924-7060
Marketing	Jack Lindgren	(434) 924-3414

### Commerce Career Services

Web Site: [www.commerce.virginia.edu/career\\_services](http://www.commerce.virginia.edu/career_services)

Main Office		(434) 924-7986
Facsimile		(434) 982-2999
Director/Assistant Dean	Tom Fitch	(434) 924-3448
Associate Director	Sarah Isham	(434) 924-7937
Assistant Director – Wachovia Career Advisor	Jeannine Lawrie	(434) 243-2144
Assistant Director	Amanda Flora	(434) 924-5670
Director for Employer Relations	Mary Gentry	(434) 243-8838
Assistant Director for Employer Relations	Peggy Ehrenberg	(434) 982-3036
Career Services Assistant	Emily Culbertson	(434) 924-7986

## Contact Form

Thank you for your interest in McIntire School of Commerce. Please fill in the form below and a representative will be in contact to help provide you with information concerning our placement program, internship opportunities, and other corporate participation opportunities.

First Name

Last Name

Organization

Address

City

State

ZIP or Postal Code

Country

eMail

URL

**Submit**