

School of Hotel Administration

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# Post Graduate Report

Bachelor of Science  
Class of 2016

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Career Management in the Office of Student Services  
School of Hotel Administration  
Cornell University

**U.S. Base Salaries**

| Mean     | Median   | Range**              | Mean Relocation/Bonus |
|----------|----------|----------------------|-----------------------|
| \$55,723 | \$55,000 | \$12,000 – \$105,000 | \$6965                |

**U.S. Base Salaries by Industry Segment**

| Industry Segment  | Mean      | Median   | Range**              | Number of Students | Percent Employed* |
|---|-----------|----------|----------------------|--------------------|-------------------|
| <b>Real Estate/Consulting</b><br><i>Asset Management (11), Hospitality Consulting (7), Acquisitions (4), Brokerage (4), Investment Banking (3), Development (3), Sales/Marketing (3), Finance (2), Lending (2), Accounting, Assurance, Other Consulting, Strategy</i> | \$61,718  | \$60,000 | \$38,000 – \$85,000  | 43                 | 21%               |
| <b>Other Consulting</b><br><i>Hospitality Consulting (10), General Management Consulting (5), Food/Beverage Consulting (4), Development, Human Capital, Revenue Management, Technology</i>  | \$59,105  | \$53,500 | \$41,600 – \$80,000  | 23                 | 11%               |
| <b>Hotel/Resort/Club-Property</b><br><i>Food &amp; Beverage (10), Rooms Division (4), Accounting (3), Event Management (3), Sales/Marketing</i>   | \$46,363  | \$45,000 | \$35,000 – \$60,008  | 21                 | 10%               |
| <b>Restaurant- Property/Corporate</b><br><i>Food/Beverage (17), Development, Events, Supply Chain</i>   | \$51,459  | \$52,000 | \$16,640 – \$68,000  | 20                 | 10%               |
| <b>Hotel/Resort/Club-Corporate</b><br><i>Revenue Management (3), Finance (2), Sales/Marketing (2), Real Estate (2), Development, Consulting, Human Resources, Strategy</i>  | \$58,042  | \$57,500 | \$51,000 – \$65,000  | 13                 | 7%                |
| <b>Banking/Financial Services</b><br><i>Investment Banking (4), Fixed Income/Structured Finance (2), Real Estate (2), Asset Management, Equity Research, Event Management, Human Resources, Risk Management</i>   | \$77,113  | \$85,000 | \$45,000 – \$105,000 | 13                 | 6%                |
| <b>E-Commerce</b><br><i>Sales/Marketing (3), Revenue Management (2), Development, Digital Marketing, Human Resources, Product Management</i>  | \$54,500  | \$52,000 | \$45,000 – \$72,000  | 9                  | 4%                |
| <b>Technology/Software</b><br><i>Sales/Marketing (5), Digital Retail Consulting, Real Estate</i>  | \$52,571  | \$50,000 | \$40,000 – \$67,000  | 7                  | 3%                |
| <b>Sports/Entertainment</b><br><i>NFL Scouting (2), Finance, Event Management, Professional Athlete Representation, Sales/Marketing</i>   | \$32,3240 | \$28,860 | \$16,640 – \$55,000  | 6                  | 2%                |
| <b>Retail/Fashion</b><br><i>Merchandising (3), Buying, Sales/Marketing</i>  | \$57,375  | \$61,000 | \$45,000 – \$62,500  | 5                  | 2%                |
| <b>Consumer Products</b><br><i>Sales &amp; Marketing (3)</i>  | \$52,400  | \$53,600 | \$39,600 – \$64,000  | 3                  | 1%                |
| <b>Managed Services</b><br><i>Food/Beverage (2), Account Management</i>   | \$50,080  | \$51,120 | \$48,000 – \$51,120  | 3                  | 1%                |
| <b>Other</b><br><i>Beverage Distribution (2), Event Planning (2), Experiential Marketing, Food Manufacturing, Healthcare, Military Service, Public Policy Think Tank, Travel, Wine Consulting</i>   | \$41,938  | \$39,000 | \$12,000 – \$70,000  | 12                 | 6%                |

**International Base Salaries by Industry Segment**

| Industry Segment  | Mean     | Median   | Range**             | Number of Students | Percent Employed* |
|---|----------|----------|---------------------|--------------------|-------------------|
| <b>Real Estate/Consulting</b><br><i>Real Estate (5), Asset Management, Brokerage, Hospitality Consulting, Private Equity</i>  | \$49,767 | \$44,800 | \$24,000–\$100,000  | 9                  | 4%                |
| <b>Other Consulting</b><br><i>General Management Consulting (4), Human Capital</i>  | \$41,650 | \$40,800 | \$25,000–\$60,000   | 5                  | 2%                |
| <b>Other</b><br><i>Hotel/Resort Property (2), Retail/Fashion (2), Technology/Software (2), Banking/Financial Services, E-Commerce, Event Planning, Hotel/Resort-Corporate, Restaurant</i> | \$47,400 | \$50,000 | \$9,600 – \$100,800 | 11                 | 5%                |

\* Percentages reflect the number of students who have accepted a position in the industry segment, whether or not a salary was reported.

\*\*Some U.S. and international salaries may include additional compensation such as commission and other bonuses

Numbers are based on 276 graduates, 213 respondents, and 204 accepted job offers.

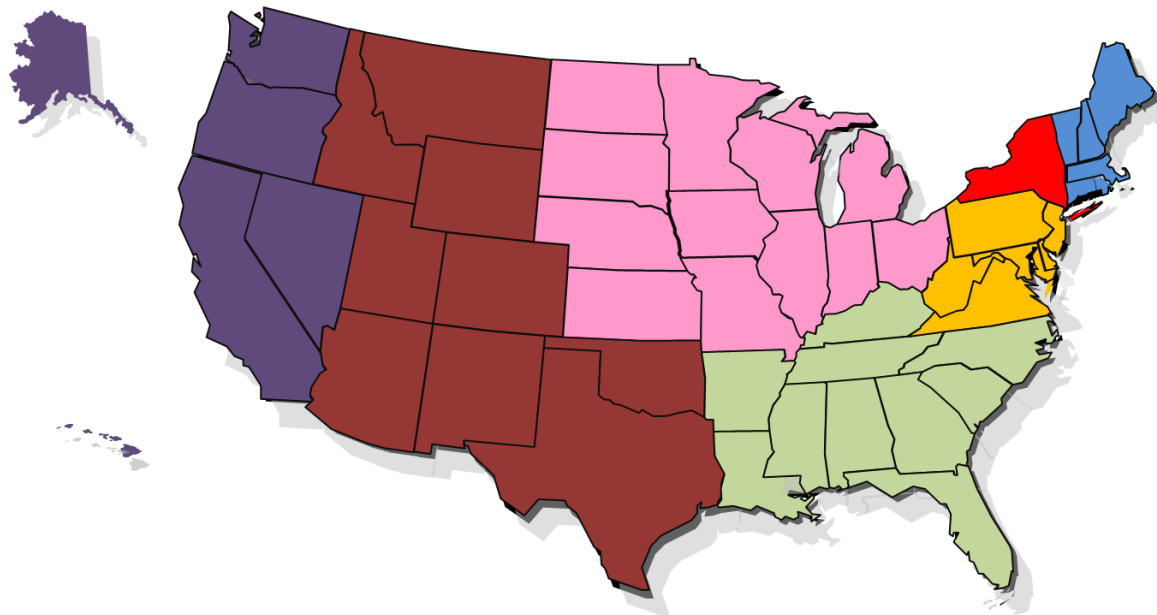
## U.S. Base Salaries – Top Five Job Functions

| Job Function   | Mean     | Median   | Range                | Number of Students | Percent Employed |
|--|----------|----------|----------------------|--------------------|------------------|
| <b>Real Estate</b>   | \$63,811 | \$65,000 | \$45,000 – \$85,000  | 42                 | 21%              |
| <i>Industry Segments: Real Estate/Consulting (36), Banking/Financial Services (2), Hotel/Resort-Corporate (2), Technology</i>  |          |          |                      |                    |                  |
| <b>Food &amp; Beverage</b>   | \$48,508 | \$50,000 | \$16,640 – \$68,000  | 36                 | 17%              |
| <i>Industry Segments: Restaurant (18), Hotel/Resort-Property (9), Food &amp; Beverage Consulting (4), Managed Services (3), Healthcare, Sports &amp; Entertainment</i>   |          |          |                      |                    |                  |
| <b>Sales &amp; Marketing</b>   | \$48,678 | \$50,000 | \$28,000 – \$70,000  | 24                 | 12%              |
| <i>Industry Segments: Technology/Software (6), E-Commerce (4), Real Estate (3), Beverage Distribution (2), Hotel/Resort-Corporate (2), Consumer Products, Experiential Marketing, Hotel/Resort-Property, Public Relations, Retail/Fashion, Sports/Entertainment, Wine Consulting</i> |          |          |                      |                    |                  |
| <b>Other Consulting</b>  | \$60,860 | \$58,240 | \$41,600 – \$80,000  | 22                 | 9%               |
| <i>Industry Segments: Consulting (16), Technology/Software (2) Banking/Financial Services, Consumer Products, E-Commerce, Hotel/Resort-Corporate</i>   |          |          |                      |                    |                  |
| <b>Finance/Investment Banking</b>  | \$76,900 | \$85,000 | \$55,000 – \$105,000 | 11                 | 4%               |
| <i>Industry Segments: Banking/Financial Services (7), Hotel/Resort-Corporate (2), Consulting, Sports/Entertainment</i>   |          |          |                      |                    |                  |

## Base Salaries by Geographical Location

| Location                      | Mean     | Median   | Range                | Number of Students | Percent Employed |
|-------------------------------|----------|----------|----------------------|--------------------|------------------|
| <b>United States</b>          |          |          |                      |                    |                  |
| <b>New York Metro</b>         | \$61,748 | \$60,008 | \$16,640 – \$105,000 | 73                 | 38%              |
| <b>West</b>                   | \$53,929 | \$53,800 | \$31,200 – \$75,000  | 35                 | 14%              |
| <b>Mid Atlantic</b>           | \$51,717 | \$55,000 | \$12,000 – \$65,500  | 25                 | 11%              |
| <b>Northeast Outside NYC</b>  | \$55,881 | \$55,000 | \$39,600 – \$85,000  | 16                 | 9%               |
| <b>Southwest/West Central</b> | \$45,760 | \$45,000 | \$28,000 – \$65,000  | 12                 | 9%               |
| <b>Southeast</b>              | \$50,416 | \$57,500 | \$18,720 – \$60,000  | 10                 | 8%               |
| <b>Midwest</b>                | \$46,851 | \$50,000 | \$16,640 – \$62,500  | 7                  | 5%               |
| <b>International</b>          | \$47,400 | \$50,000 | \$9,600 – \$100,800  | 25                 | 6%               |

*Countries: Hong Kong (9), South Korea (3), United Kingdom (3), Australia (2), China (2), Japan (2), United Arab Emirates (2), India, Singapore*



**2016 Class Profile**

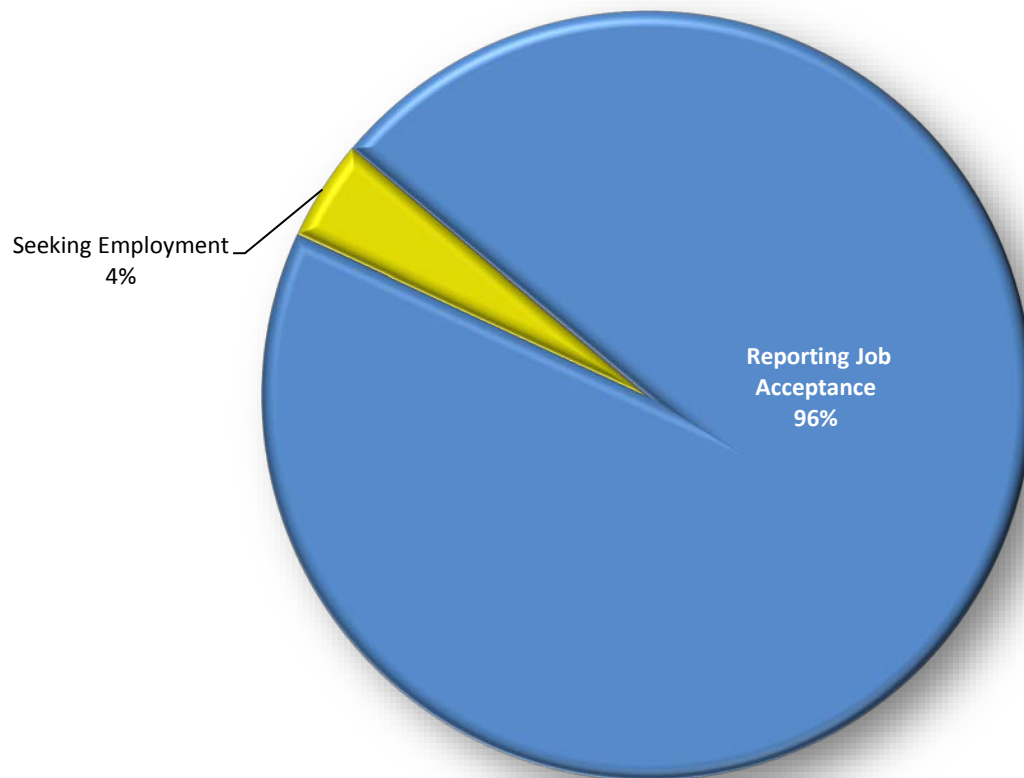
**Employment Status**

| <b>Number of Students</b> | <b>276</b> | <b>Percentage of Respondents</b> |     |
|---------------------------|------------|----------------------------------|-----|
| Women                     | 51%        | Reporting Job Acceptance*        | 96% |
| Students of Color*        | 12%        | Seeking Employment               | 4%  |
| International             | 21%        |                                  |     |

\* Includes African American, Native American, and Hispanic

\*includes military and entrepreneurial

**Employment Status**



## 2016 Hiring Companies

|   |   |   |
|---|---|---|
| <b>Abercrombie &amp; Fitch</b><br>Merchandising Leadership Development Program  | <b>Bon Appétit Management Company</b><br>Floor Supervisor   | <b>Digital Capital Advisors</b><br>Investment Banking Analyst   |
| <b>Accenture</b><br>Management Consulting Analyst*  | <b>Boston Consulting Company</b><br>Associate   | <b>E &amp; J Gallo Winery</b><br>Sales Consultant, Management Development Program   |
| <b>ALICE</b><br>Sales Insight & Strategy  | <b>Bozzuto Group</b><br>Sales and Marketing Associate   | <b>Eastdil Secured, LLC</b><br>Analyst  |
| <b>Altus Group</b><br>Consultant  | <b>Branded Concept Development</b><br>Project Manager-Close-out/Turnover Manager  | <b>Empire Merchants</b><br>Sales Support Specialist   |
| <b>Amali</b><br>Operations & Development Manager  | <b>Burger King Corporation</b><br>Leadership Development Program Analyst  | <b>Expedia</b><br>Market Associate*   |
| <b>Amazon</b><br>Business Development Associate<br>Account Representative<br>Account Executive<br>Senior HR Assistant | <b>Cater2.Me</b><br>Account Manager   | <b>EY</b><br>Advisory Associate*<br>Analyst*<br>Consultant*   |
| <b>American Standard Brands</b><br>Product Marketing Associate  | <b>Cato Institute</b><br>Finance Research Intern  | <b>Fields Development Group</b><br>Marketing Associate  |
| <b>Annection Ltd.</b><br>Business Development Manager   | <b>CBRE</b><br>Analyst<br>Graduate Trainee  | <b>Fluent, LLC</b><br>Sales Development Representative  |
| <b>ARAMARK</b><br>Account Manager<br>Business Dining Food Service Manager<br>Customer Dining Manager                  | <b>Chartres Lodging Group</b><br>Analyst  | <b>Four Seasons Hotels and Resorts</b><br>Housekeeping Supervisor<br>Manager-in-Training*   |
| <b>Ashford Inc.</b><br>Senior Capital Management Analyst  | <b>Choice Hotels International</b><br>Analyst, Revenue Management<br>Choice Privileges Strategy Analyst<br>RFP Specialist | <b>FRHI hotels &amp; Resorts</b><br>Summit Leadership Development Program- Rooms  |
| <b>Asia Pacific Land</b><br>Acquisitions & Development Analyst  | <b>Cincinnati Bengals Football</b><br>Scouting Assistant  | <b>Gap, Inc.</b><br>Retail Management Program   |
| <b>Aurora Behavioral Health Eating Disorder Center</b><br>Chef Instructor   | <b>Citigroup</b><br>Investment Banking Analyst  | <b>Gatewood Capital Partners</b><br>Analyst   |
| <b>Avero</b><br>Account Manager<br>Avero Business Development<br>Client Operations Associate*                         | <b>CJ Affiliated</b><br>Advertiser Representative   | <b>George P. Johnson Company</b><br>Event Services Specialist   |
| <b>Bain &amp; Company</b><br>Associate Consultant   | <b>Cleveland Browns Football</b><br>Scouting Analyst  | <b>Glazer's, Inc.</b><br>On-premise Sales Representative  |
| <b>Bank of America Merrill Lynch</b><br>Analyst   | <b>Conde Nast</b><br>Digital Campaign Manager   | <b>Greystone &amp; Co.</b><br>Analyst   |
| <b>Barclays</b><br>Investment Banking Analyst   | <b>Credit Suisse</b><br>HR Analyst<br>Investment Banking Analyst  | <b>Gucci</b><br>Retail Operations Coordinator   |
| <b>Bay Club Company (The)</b><br>Programming Director<br>Restaurant Manager<br>Sales Management Candidate             | <b>Cushman &amp; Wakefield</b><br>Advisory Agent<br>Commercial Brokerage Associate  | <b>Harmonie Club</b><br>Catering Assistant  |
| <b>BD Hotels</b><br>Analyst   | <b>Deloitte Consulting</b><br>Analyst<br>Business Analyst<br>Consultant*<br>Securitization Consultant                     | <b>HEI Hotels &amp; Resorts</b><br>Treasury Services Analyst  |
| <b>BlackRock</b><br>Analyst   | <b>Designlab Experience</b><br>Strategic Development Director   | <b>Hillstone Restaurant Group</b><br>Manager in Training*   |
| <b>Blackstone</b><br>Analyst  | <b>DFS</b><br>Management Trainee  | <b>Hilton Worldwide</b><br>Corporate Finance Analyst<br>Events Manager<br>Feasibility & Investment Analyst<br>Finance MDP Program*<br>Restaurant Supervisor |
| <b>Bohemian Club (The)</b><br>Assistant Manager   | <b>DiamondRock Hospitality</b><br>Financial Analyst   | <b>Horwath HTL</b><br>Analyst   |

**Hospitality Real Estate Counselors (HREC)**

Brokerage Analyst  
Brokerage Associate

**HotelAVE**

Analyst\*  
Associate Consultant

**Hudson's Bay Company**

Analyst

**Hyundai Asset Management**

Analyst

**IBM**

Performance Marketing Professional

**InterContinental Hotels Group**

Associate Manager, Strategic Market Planning

**Intermix**

Analyst\*

**Jean Georges Management**

Junior Manager

**Jones Lang LaSalle**

Analyst\*

**JPMorgan Chase & Co.**

Buy-side Equity Research Associate  
Corporate Analyst Development Program  
Investment Banking Analyst\*  
Operations Analyst

**Kaiser Associates**

Consulting Analyst

**Kimpton Hotels & Restaurants**

Financial Leadership Expedition Program  
Manager in Training

**Kriya RevGEN**

Revenue and E-commerce Analyst

**L2, Inc.**

Client Services Associate

**L3 Hospitality Group**

Restaurant Manager

**Lady M Confections**

Customer Experience Manager

**Landmark Hotel**

Director, Development

**LaSalle Hotel Properties**

Analyst\*

**LaSalle Investment Management**

Financial Analyst

**LeFrak**

Analyst

**Lettuce Entertain You Enterprises**

Manager

**Madison International Realty**

Real Estate Investments Analyst

**MasterCard**

Associate Analyst, Consumer Marketing

**MGM International**

Management Training Associate

**Milestone Internet Marketing**

SEO Strategist

**Montage Hotels & Resorts**

Human Resources Associate

**New York Life Investors**

Associate

**Norwich Inn**

Marketing and Function Manager

**Novel Food Australia**

CEO

**Oasis Collections**

Guest Experience Specialist

**Oracle Corporation**

Business Development and Sales Consultant\*

**Paradigm Talent Agency**

Agent's Assistant

**Paramount Picture**

Market Intelligence Analyst

**Patsnap**

Sales Development Representative

**Pebblebrook Hotel Trust**

Analyst

**Platinum Dining Group**

Operations Manager

**PricewaterhouseCoopers (PWC)**

Associate\*  
Hospitality and Leisure Real Estate Analyst

**Prudential Financial**

Investment Analyst

**Prudential Real Estate Investors**

Real Estate Investment Analyst

**Pump Energy Resources**

Leadership Rotation Fellow

**Real Hospitality Group**

Accounting Manager

**Rockbridge Capital**

Asset Management Analyst

**Royal Caribbean Ltd.**

Revenue Management Analyst

**Sabre Hospitality Solutions**

Sales Support Manager

**Saks Fifth Avenue**

Buyer/Planner

**Shangri-la International Hotel Management, Ltd.**

Hotel Development Manager

**Solid Rock Group**

Acquisitions and Asset Management Analyst

**Starwood Capital**

Analyst\*

**StyleTheory**

Operations Analyst

**Sweet Street Desserts**

Business Development Manager

**Swire Hotels**

International Management Trainee

**TGIS Catering**

Administrative Assistant/Junior Event Manager

**Tishman Hotel & Realty**

Analyst

**Todd Fox-Ithaca**

Real Estate Developer

**Tourico Holidays**

Product Manager

**Triple Creek Ranch**

Evening Service Manager

**Union Square Events**

Training Development Coordinator

**Union Square Hospitality Group**

Assistant Manager  
Front of House Team Manager  
Kitchen Server

**United States Army**

Second Lieutenant

**Veggie Grill**

Digital Manager

**Venture for America**

Fellow

**Verizon**

Real Estate Portfolio Management

**W Equities**

Analyst

**Walt Disney Company (The)**

Cast Member

**Watt Companies**

Analyst

**Wells Fargo**

Financial Analyst

**Wholesome International**

Supply Chain Coordinator

**Wyndham Worldwide**

Inventory Management and Pricing Analyst

**Xenia Hotels and Resorts**

Corporate Strategy and Portfolio Analyst

**Yui+Company, Inc.**

Associate

\* More than one person accepted this position  
with company

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