



CAREER MANAGEMENT

MBA

Lead with Integrity.



BaylorBusiness
Hankamer School of Business

IN TODAY'S HIGHLY COMPETITIVE GLOBAL BUSINESS ENVIRONMENT, COMPETENCE AND CONFIDENCE ARE RECOGNIZED COMMODITIES. WHAT DISTINGUISHES THE HIGHLY RECRUITED MBA GRADUATES ARE THE UNIQUE ATTRIBUTES THAT SET APART LEADERS WHO ARE SOUGHT FOR THEIR INTEGRITY, DECISION-MAKING SKILLS, AND THEIR ABILITY TO INNOVATE AND MOTIVATE WITHIN A TEAM ENVIRONMENT.

At Baylor, we're as concerned and invested in your professional future as you are. The MBA Career Management staff dedicates itself to assisting you on the path to career success by providing opportunities to discover your career passion; to develop your leadership, communication, and presentation skills; and to enhance your marketable talents. We are entirely focused on empowering you to achieve your career goals.

"The Baylor MBA program, along with faculty and the career development director, prepared me professionally to pursue my passion for private equity finance and investment banking. In addition, the program expertly challenged me for future endeavors by encouraging a balanced quantitative and qualitative approach that provided the strategic and financial tools required to excel as a leader in the field of finance."

MBA FALL 2008
Launchpad Capital
Equity/Venture Analyst

CHRIS ZANE



Career development opportunities

Available through Baylor's Career Management:

- **Professional Career Development.** Our program is uniquely and personally presented to MBA candidates. The required class, which is taken in your first two semesters, will help you determine your career passion, define and execute a career development plan, and enhance your personal/professional marketability.
- **Career Resource Library and web-based career tools.** These include job and internship search engines, industry associations, employer information and sample career documents such as résumés, cover letters and networking tools.
- **Baylor's fall and spring Intern/JOB Expo, Career Fairs and Mock Interviews.** You will be exposed to case and behavioral interview techniques while developing strategies and insight to make the most of your employment interview.
- **Specialized MBA management seminars and business executive presentations.** These cover many aspects of the job search from self-assessment, search strategies, résumés, interviewing to negotiation and acceptance of job offers.
- **Networking and relationship building opportunities for candidates.** You will learn from recruiters, alumni and career professionals about strategies for a successful job search.
- **"Hire a Bear" online interview management system.** The "Hire a Bear" system brings the MBA candidate and prospective employers together over a user friendly, web-based system. The system allows employers to upload and list current job openings, on-campus recruiting/presentation dates and interview schedules. It also supports the MBA candidate in uploading résumés, cover letters and other documents as well as aiding the search by key topics such as job listings, employers, location and job qualification.
- **MBA Career Leader software.** This web-based premier self-assessment tool is used by top business schools and corporations worldwide to focus on the MBA candidate's unique interests, values and abilities. Upon completion of the self-assessment survey, Career Leader offers recommendations on specific career paths that favor and complement the candidate's strengths.
- **Access to continued career management and career counseling.** Career development support is extended to Baylor MBA, EMBA and other graduate business alumni via the Hankamer School of Business, Department of Career Management.

"I am thrilled to be returning to Continental Airlines as a Senior Financial Analyst following graduation. I had an excellent summer internship experience at Continental in which I was able to apply many of the skills I have learned in the MBA program. I look forward to the challenge and am confident that Baylor has prepared me well for the workplace."

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Continental Airlines
Financial Analyst



BETSY CARDEN

ADVANTAGES OF THE BAYLOR MBA

- Integrative curriculum which allows you to study business the way people do business.
- Partnership opportunities with firms through the Focus Firm, a significant, in-depth project that puts students inside the dynamic environment of corporate America, while teaching them the value of teamwork, conflict resolution and communication skills.
- Faculty expertise stretches beyond the classroom through value-added research and a variety of consulting engagements.
- A recognized University encompassing ethics and integrity.

INTERNSHIPS

CHALLENGE YOUR PERCEPTIONS AND GO BEYOND FAMILIAR BUSINESS SCHOOL BOUNDARIES BY PARTICIPATING IN A SUMMER INTERNSHIP.

Internships present students with opportunities to apply management knowledge and abilities in the marketplace, while developing important skills through the exploration of a company's culture and work environment. Concurrently, an internship employer can discover an outstanding candidate with a proven record of expertise. Internships lead to full-time offers of employment for more than 75 percent of all MBA candidates nationwide.

You are free to pursue national or international internship opportunities by contacting prospective companies directly or with the assistance of Baylor's MBA Career Management.

Baylor MBA candidates have interned at a variety of companies including:

PricewaterhouseCoopers, Southwest Airlines, Dallas Center for Performing Arts, and GuideStone Financial in Dallas, TX; Betchel Corp. in Fredrick, MD; EchoStar in Denver, CO; Perot Systems in Plano, TX; L-3 Communications, Launchpad Capital, and Spenco Medical Corp in Waco, TX; Texas General Land Office in Austin, TX; Fidelity Information Services in Little Rock, AR; Veteran's Health Administration, Continental Airlines, CITGO, Henry S. Miller Company, and Transwestern Services in Houston, TX; Sun Trust Bank in Richmond, VA; Collier Country Public Utilities in Naples, FL; Dell in Round Rock, TX; Hills Pet Nutrition in Topeka, KS; First City Financial in Mexico City, Mexico; Jones Lang LaSalle in India; Vino del Sol in Argentina

RILEY ROSS

"From day one of my MBA, I learned the importance of addressing career goals while completing my academic requirements. I am quite grateful to Baylor's MBA program for its career services support. My internship was invaluable and was instrumental in my obtaining a global business position."

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Vino del Sol
Internship



"My internship provided me with the opportunity to make an impact at CITGO Petroleum. By the middle of the second week, I was sending daily reports to the CEO. I also gained the ability to put the skills I have learned at Baylor into practice in the real world."

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CITGO Petroleum
Internship

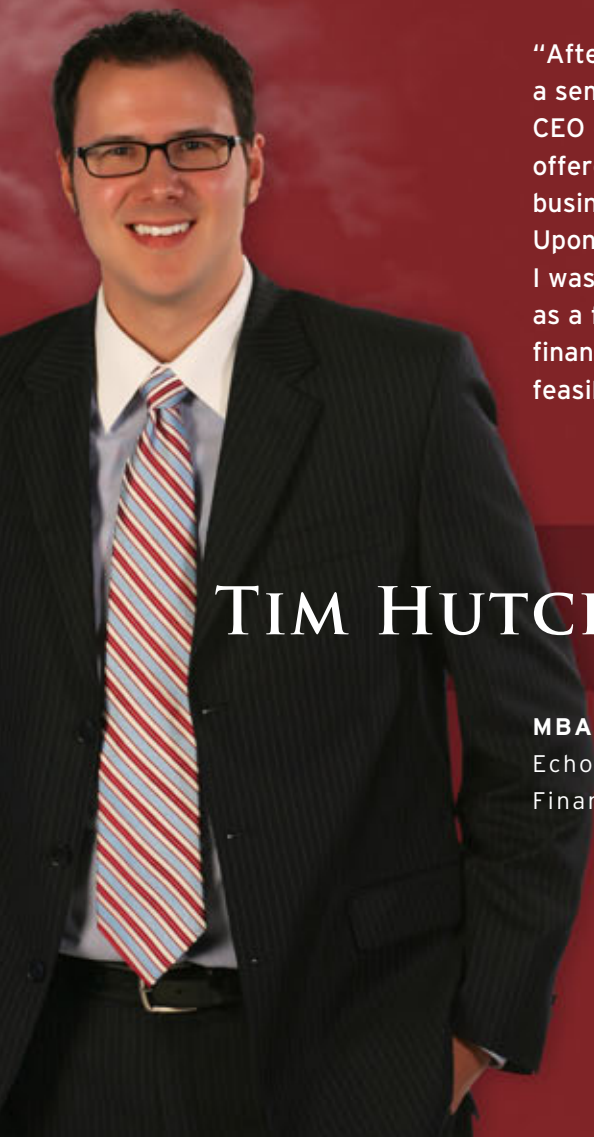
TOMMY GORDON



ON-CAMPUS RECRUITING SUPPORT

BAYLOR CAREER SERVICES USES "HIRE A BEAR" TO MANAGE ITS CAMPUS

RECRUITING EFFORTS. "Hire A Bear" is the premier web-based system for on-campus college job recruiting. This online system allows employers direct access to candidates and assistance with all on-campus recruiting activities.



"After presenting the results of a semester-long project to the CEO of EchoStar Satellite, I was offered an internship in EchoStar's business development department. Upon completing the internship, I was asked to join the company as a financial analyst—developing financial models to determine the feasibility of new opportunities."

TIM HUTCHISON

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EchoStar Satellite
Financial Analyst

RECRUITING COMPANIES

Accenture • Acxiom Corporation • American Airlines • American Express • Anadarko Petroleum • AT&T • AXA Advisors • Bank of America • Bank of Scotland • Bank One • Bearing Point • Bickel & Brewer • BNSF • Blockbuster • Cap Gemini • Children's Medical • CIA • CITGO • CAN Insurance • Comerica • Community Bank and Trust • ConocoPhillips • Continental Airlines • CRA International • DEA • Dell • Deloitte & Touche • EchoStar Communications • Edward Jones • Ernst & Young • Extraco Bank • ExxonMobil • FBI • First City Financial • First Preference Mortgage • Guaranty Bank • GuideStone Financial • Goldman Sachs • Grant Thornton • H.E.B. Grocery Company • Hewitt Associates • Homecomings Financial • Houlihan, Lokey, Howard & Zukin • HP • IBM • Intecap • IRS • Johnson & Johnson • JP Morgan • JP Morgan Chase Bank • KPMG • L-3 Communications • Lockheed Martin • Lucidity • Mann, Frankfort, Stein & Lipp Advisors, Inc • Merck • MGM Grand • MGM Studios • Microsoft • Middleton Burns & Davis • Northrop Grumman • Occidental Services, Inc • Perot Systems - Perryman Consulting • Pier One Imports • PricewaterhouseCoopers • Protiviti • RSM McGladrey • Ryan & Company • SBC • Spenco • Sprint • Steak 'n Shake Operations, Inc • Sterling Bank • SunGard Consulting • TXU • Texas Farm Bureau • U.S. Department of Labor • UBS Financial Services, Inc • Wal-Mart

BAYLOR MBA CANDIDATES

2009 ENTERING CLASS PROFILE:

Total enrolled (Graduate)	90
Total enrolled (MBA)	55
Average Age	26
Average Years Work Exp.	3.33
Men	73%
Women	27%
Average GMAT	608
International	21%

PLACEMENT: 2008 GRADUATES

SECTOR:

Marketing/Sales	3%
Operations/Production	3%
General Management	31%
Finance/Accounting	24%
Information Systems	9%
Consulting	19%
Other	10%

INDUSTRY:

Manufacturing	28%
Service	66%
Non-Profit	6%
Government	0%

BAYLOR MBA SALARY HIGHLIGHTS:

BAYLOR UNIVERSITY ATTRACTS A BROAD SPECTRUM OF GIFTED MBA CANDIDATES.

Our placement salary history is evidence of this. The Hankamer School of Business at Baylor University not only attracts top executive talent who command industry-leading salaries up to \$100,000+ (average base salary for 2008 graduates was \$73,250), but also MBA candidates with hearts for service to the non-profit sector with salaries commensurate with that industry. In addition, Baylor University places the majority of its MBA graduates in the South Central and Midwestern United States. These dynamics cause the average starting salaries for Baylor MBAs to be below some of the top rated programs in the nation.

MBA nationwide, program surveys such as the *Wall Street Journal*, *BusinessWeek*, *US News & World Report* and others do not modify and calibrate their employment compensation based on cost of living factors. There are many surveys and relocation comparisons available that demonstrate what an equitable standard of living requires given a set compensation factor.

It is recommended that you research this issue to reinforce the value of your MBA education decision. For example, one estimate details how living in a major west coast city such as Los Angeles will cost you 68 percent more to maintain your standards of living compared to living in a central area city such as Dallas. A similar comparison of New York City (Queens) shows that a 53 percent increase in compensation would be required to maintain your standards of living compared to living in Austin.

<http://www.bankrate.com/brm/movecalc.asp>

Keep this in mind when comparing jobs in Dallas, Austin and Houston or in the central US with a similar position in New York City, Boston, Los Angeles, San Jose or other major cities on the east and west coasts.



"Through the Baylor i5 Program, I was given the opportunity to work in China as an intern for The Marco Company, a Texas-based manufacturer. During the course of my internship, I learned countless lessons about doing business abroad and made many valuable contacts. The internship was such a success that I was offered a full-time position as Project Development Manager, a job which is exactly in line with my passion and interests."

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The Marco Company
Project Development Manager

BRYAN GREGORY

FOR MORE INFORMATION ABOUT
MBA CAREER MANAGEMENT
PLEASE CONTACT:

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2009/2010 MBA

