



---

## *Profiling Civilian Careers of Military Leaders*

Much of the advice you hear about civilian careers for veterans leaving the military is wrong. There is a lot of time and money being spent, but few resources are truly effective when practiced and even less can stand the test of time.

We set out to improve the situation by asking a simple question, “Why don’t we help veterans transition by following decisions of other leaders who have been successful in their own paths to civilian life?” After all, past behaviors are real and have proven to be the best indicators of future performance, success and happiness.

On this project, we identified successful leaders as service academy graduates who have MBA degrees. In future projects, we plan to study Special Ops, ROTCs and NCOs who have also successfully transitioned into civilian life. These mentors are like individual power stations who together form an energy grid.

To unlock the most power for you, we decided to follow the actions and decisions of these leaders. That’s because no other types of information provide more insight than seeing, for yourself, what others have done. Actions really do speak louder than words.

Join us as we follow 360 of your mentors and peers. By doing so, you will receive profile information on how people with your background made decisions on education and employment as they successfully transitioned into civilian careers and leadership positions.

Yours in Education & Employment,

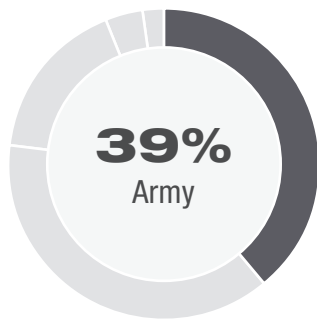
**Military MBA**

Note: Please provide us with your feedback so we can continue to improve. We are making every effort to keep this and future reports free to you. If you benefit from this study, please forward it to other military leaders and provide us with future referrals. Thank you.

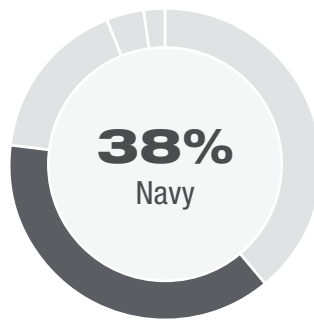
# BACKGROUND

## MILITARY BRANCH

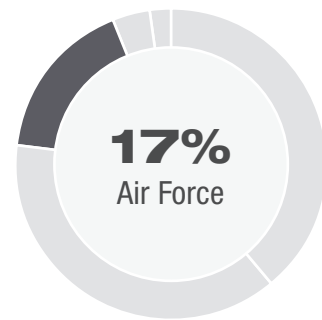
*Percentage of graduates from Service Academies who reported holding MBA degrees:*



West Point



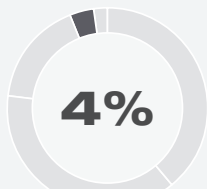
Naval Academy



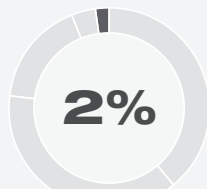
USAFA

### Advancing Their Education

Those students graduating from the Naval and Air Force Academies, along with West Point, represented 94% of MBA degree holders in our study. Officers from these service academies understand the value of an MBA degree credential for civilian careers.



USCGA



USMMA

There is demand\* for twice as many Academy graduates from the Coast Guard and Merchant Marines to earn their MBA degrees.

# BACKGROUND

## MILITARY RANK

*The percentage of MBA and Service Academy graduates by their rank in the military:*

Captain & Lieutenant – **74%**

Nearly  $\frac{3}{4}$  of all MBA graduates were Major or Lieutenant grade. These ranks correspond to the correct age demographic for 2-year MBA programs.

Major & LT Cmdr or Higher Rank – **20% ↑**

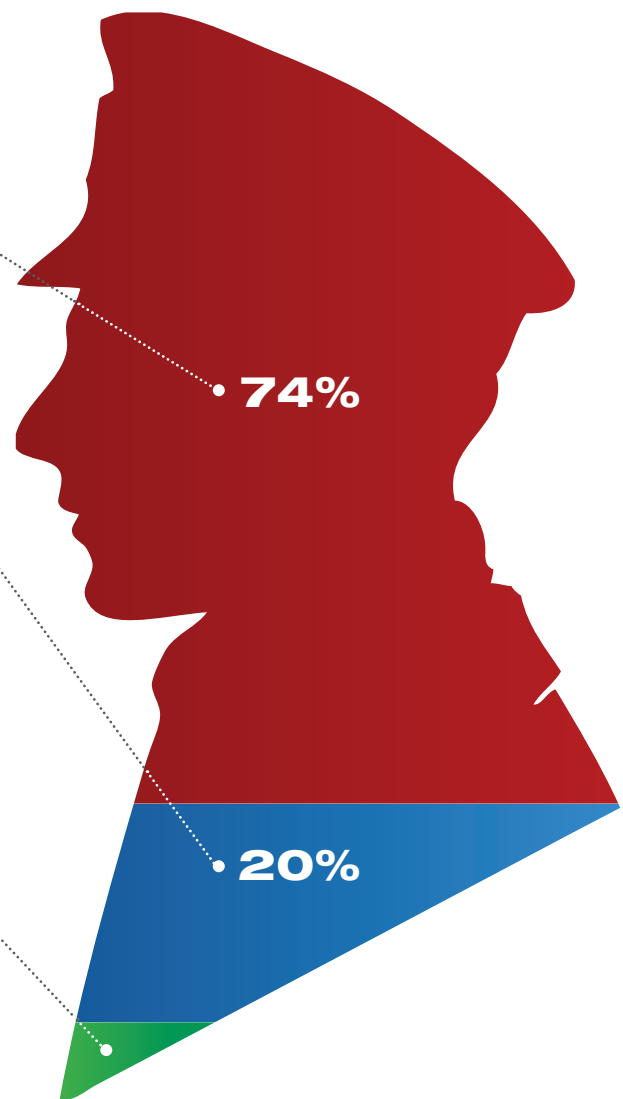
Several key indicators\* show higher military ranks are moving, and being accepted, into Executive MBA programs following their careers in the service.

*Look for these ranks to grow in MBA enrollments.*

2nd & 1st LT, Ensign & LT Jr. Grade – **6% ↑**

Data\* also show the younger ranks of 2nd and 1st LT are preparing for their MBA while serving active duty by taking assessment tests, prerequisites, and preparatory classes.

*Look for these ranks to grow in MBA enrollments.*



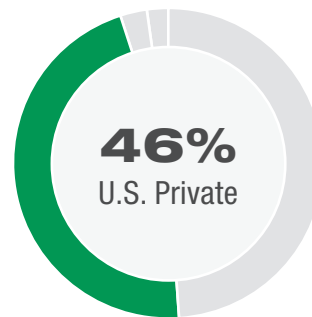
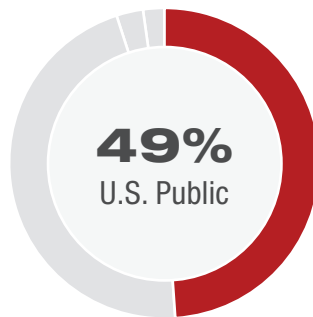
\*Based upon enrollment and employment data surveys.

All materials in this study are copyrighted and rights are reserved. Copyright © 2013 - Military MBA.

# MBA EDUCATION

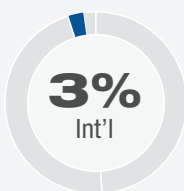
## TYPES OF SCHOOLS

*The types of MBA Schools Service Academy graduates most often attend:*

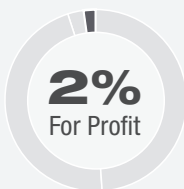


### Public & Private MBA Schools Dominate

Ninety five percent (95%) of Service Academy graduates chose non-profit public and private institutions that are based in the U.S. for their MBA education.



By not committing more resources to all types of officers, International MBA programs are missing opportunities. Leaders stationed abroad have an affinity for global affairs, lived in foreign cultures and possess skills in multiple languages. They make great Int'l MBAs and global managers.



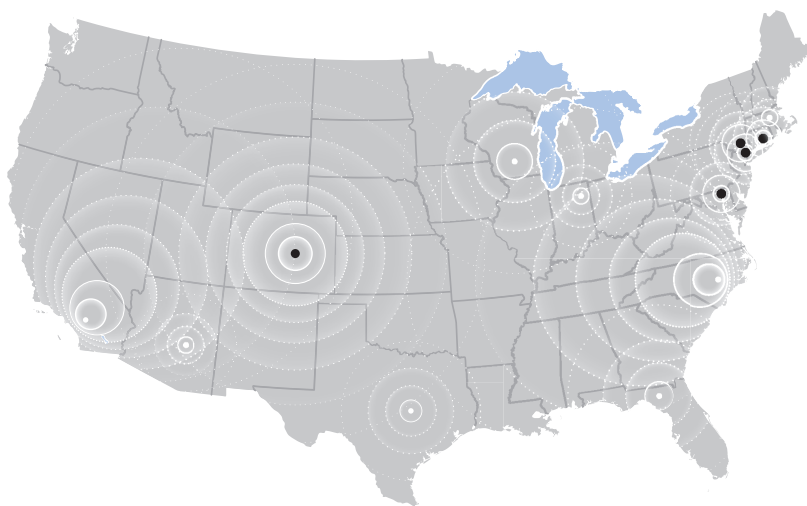
Our data show that for-profit providers are nonexistent in MBA education for this population of military students.

# MBA EDUCATION

## A LIST OF TOP SCHOOLS

*A list of MBA schools most often attended by graduates of Service Academies. The list is not a ranking. However, it is objective, specific to the military and based upon data. These factors make the list relevant and useful to leaders considering an MBA education.*

### **CENTERS OF INFLUENCE** - From Academies to MBA Schools



#### **Top MBA Schools (with 7 or more mentions):**

- University of Maryland, Smith School of Business (18) \* \$
- Duke University, Fuqua School of Business (10) \* \$
- University of Penn, Wharton School (10)
- University of Florida, College of Business (9) \* \$
- Univ of Texas Austin, McCombs School of Business (9) \* \$
- Univ of Southern Cal., Marshall School of Business (8) \* \$
- Texas A&M University, Mays Business School (8) \* \$
- Northwestern Univ, Kellogg (8)
- Harvard Business School (8)
- MIT Sloan School of Management (7) \* \$

#### **Top MBA Schools (with 4 or fewer mentions): \* \$**

Univ of Colorado Boulder, Leeds; Penn State Univ, Smeal;  
Vanderbilt Univ, Owen; UC Berkeley, Haas; Georgetown Univ,  
McDonough; UC Irvine, Merage; Univ of Washington, Foster;  
Fordham Univ, Grad School; Oklahoma State Univ, Spears;  
Southern Methodist Univ, Cox; Washington Univ- St. Louis,  
Olin; Syracuse Univ, Whitman; Georgia Tech, Scheller; UC San  
Diego, Rady; San Diego State; University of San Diego; London  
Business School; Rice University, Jones; Wake Forest Univ;  
Villanova Univ; UC Davis; Univ of Minnesota, Carlson.

#### **Top MBA Schools (with 5 or more mentions):**

- Univ of Michigan, Ross (6)
- Indiana Univ, Kelley School of Business (6) \* \$
- UCLA Anderson School of Management (6) \* \$
- Arizona State Univ, WP Carey School of Business (5) \* \$
- Ohio State Univ, Fisher College of Business (5) \* \$
- Univ of North Carolina, Kenan Flagler Business School (5) \* \$
- University of Notre Dame MBA (5)
- Cornell University, Johnson School of Mgmt. (5)
- University of Chicago, Booth School of Business (5)
- College of William & Mary, Mason Business School (5)

\* Have Profile Page on MilitaryMBA.net

\$ Recruit & Commit Funding to Academy Graduates

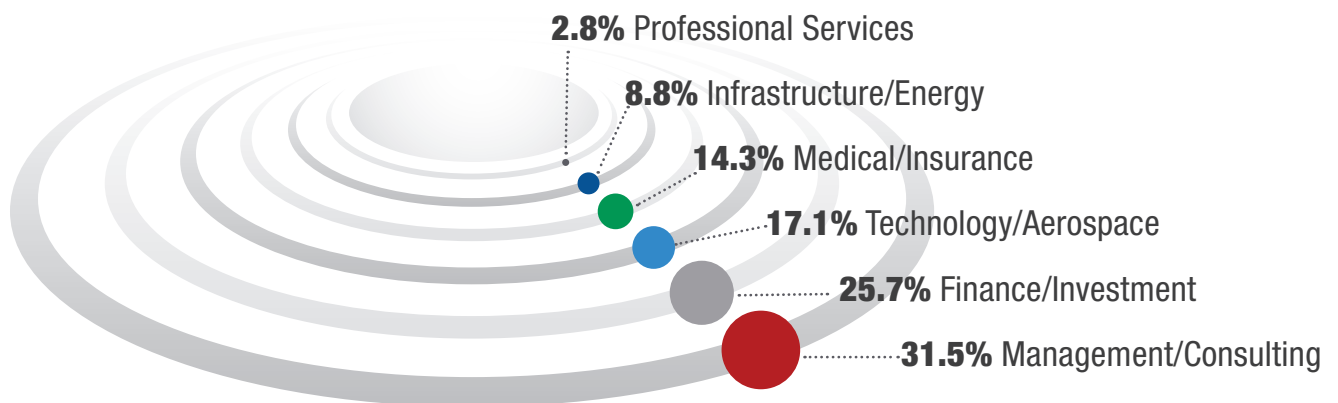
All materials in this study are copyrighted and rights are reserved. Copyright © 2013 - Military MBA.

# EMPLOYMENT TOP COMPANIES

*A list of recognized employers who hire Service Academy graduates with MBA degrees from top schools. The list comprising Top Employers is objective, specific to the military and based upon data, which makes it relevant and useful to leaders considering an MBA career.*

- **Booz Allen Hamilton** (hire MBA Interns to Senior Consultants)
- **JP Morgan** (propensity to hire VPs)
- **IBM** (most likely to hire Senior-Level Consultants & Worldwide)
- **Bank of America Merrill Lynch** (tend to hire Associate level)
- **Boeing** (hire technical such as Analysts & Engineers)
- **Boston Scientific**
- **Citicorp Global**
- **Bain & Company**
- **Eaton Corp**
- **Fidelity Investments**
- **Eli Lilly & Co**
- **Pricewater Coopers**
- **Siemens Industry**
- **UBS Investment Bank**
- **Goldman, Sachs & Co**
- **USAA**

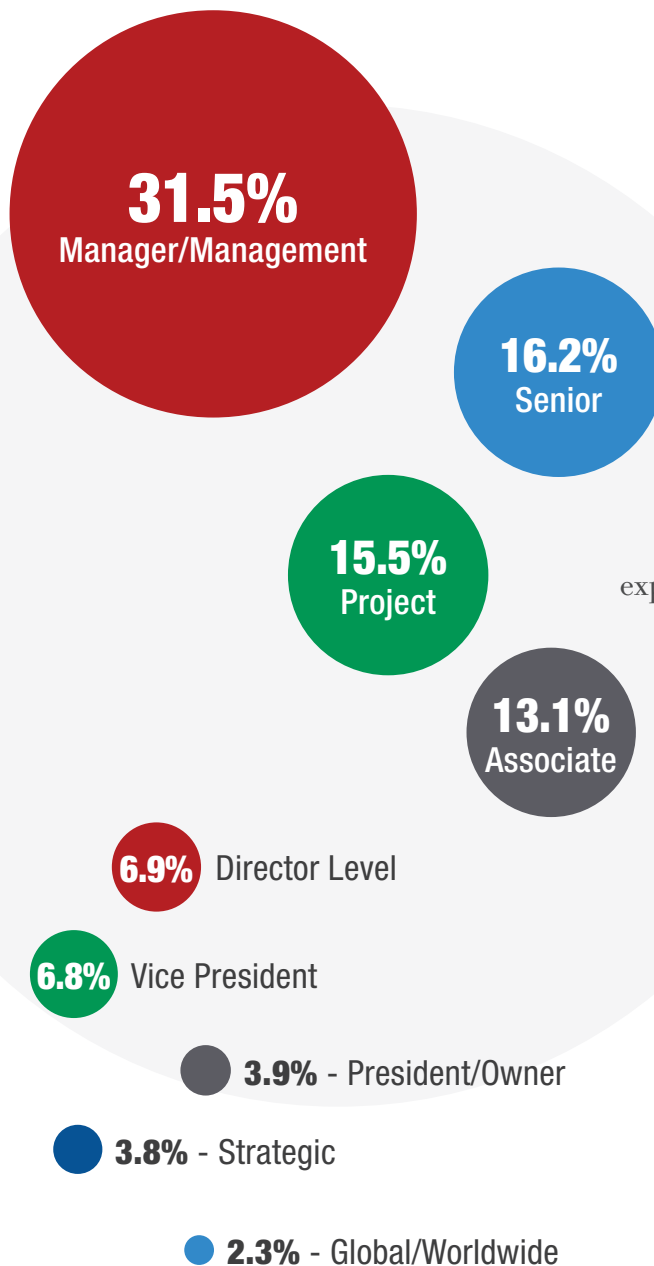
## TOP EMPLOYMENT SECTORS



# EMPLOYMENT TOP JOB LEVELS

*Percentage of Post-MBA Jobs Mentioned by Level of Employment*

Once they graduate, officer MBAs secure jobs in management, which are mentioned twice as often as the next level of employment.



Many levels of employment map to years of civilian work experience. The majority of graduates at the Project level had 1-3 years of work experience post-MBA.

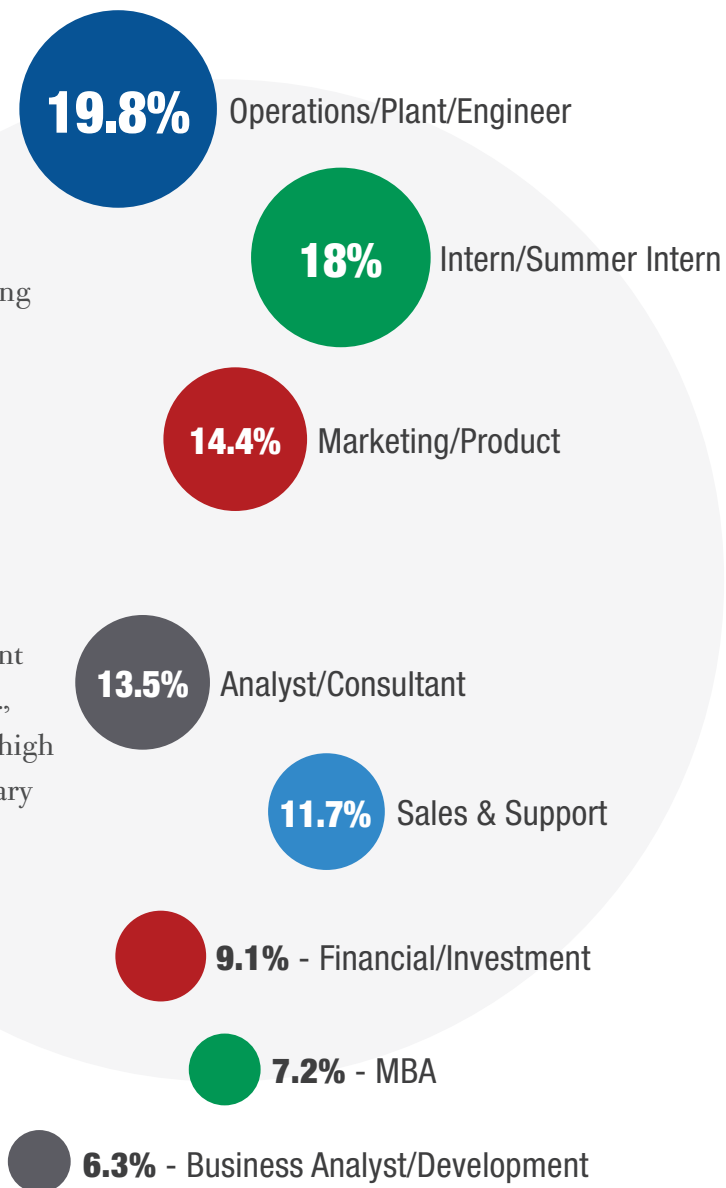
Whereas, most graduates in our survey worked 7-9 years post-MBA to earn the level of VP for large companies such as IBM.

# EMPLOYMENT TOP JOB AREAS

*Percentage of Post-MBA Jobs Mentioned by Level of Employment*

Given the military's focus on Operations and the high percentage of Service Academy graduates with Engineering degrees, it is not unusual to see Operations/Plant/Engineer areas finish highest in employment among military MBAs.

More common areas of employment for traditional MBA graduates (i.e., marketing and investment) finish high but further down the list for military students.







Please visit us at [www.MilitaryMBA.net](http://www.MilitaryMBA.net)  
for future updates and resources.