

VANDERBILT MBA CAREERS IN HEALTH CARE

Companies with Recent Hiring

Acadia Healthcare	Amgen
Cardinal Health	Cerner
Cigna	DaVita
Genentech	Humana
Johnson & Johnson	Kaiser Permanente
Medtronic	McKesson
UnitedHealth Group	Vanderbilt University Medical Center



What Employers Look For

passion for the industry | leadership experience | analytical mindset | experience with quantitative analysis | evidence of strong communication skills | functional skills (marketing, finance, operations) | ability to work in a team environment

Health Care at Owen

Approximately 15 to 20 percent of Owen graduates choose a career path in one of four major segments in the health care industry. The two largest segments at Owen are **health care services** and **health care consulting**. HC Service companies that recruit on-campus include Cardinal Health, DaVita and McKesson and HC insurance companies (payers) Humana and Cigna. There are several consulting firms that focus specifically on clients in the health care industry, such as ECG, Kurt Salmon and The Advisory Board. Other management consulting firms, such as Deloitte, North Highland, C3 and Huron, have large health care consulting practice areas. In the **pharma** and **biotech** industry, Johnson & Johnson, Genentech and Amgen have recently hired Owen graduates. **Hospital companies** (providers) such as Ascension, HCA, Tenet, RegionalCare and VUMC have also hired recent graduates.

Full-Time Health Care Compensation (from the Class of 2016)

	Base Salary
Median	\$ 105,000
Average	\$ 106,399
High	\$ 125,000
Low	\$ 60,000

VANDERBILT MBA CAREERS IN HEALTH CARE FAQs

What can I start doing now if I am a career changer into the health care industry?



For every type of health care role, including HC services, consulting and provider side opportunities, health care experience and knowledge are highly valued. If you don't have prior health care experience, finding a **health care project** to get involved in during your first year, especially Mods 1 and 2, can be extremely valuable and help build credibility on your resume. If you're targeting companies in the HC services and/or payer spaces, which tend to look for **specific functional skill sets**, the sooner you can narrow your focus and identify ways to bolster your skills in that specific function, the better. You should view the internship as a key piece of your candidacy. If you don't have prior health care experience, it is your opportunity to get hands-on experience in the industry that you can leverage for a diverse range of full-time opportunities within the industry.

What functions do health care companies recruit for?

The functions health care companies recruit for differ by their area within health care. **Payers and HC services** tend to hire MBAs for specific functional roles, including marketing, finance, HOP and operations. For **pharma, biotech** and **medical device companies**, the entry point is often in marketing and finance roles while **health care providers** tend to hire for operational and strategy skill sets.



What is the timeline for finding an internship?



Health care recruiting tends to follow a fairly **traditional timeline**, with some recruiting, particularly for providers, often happening later in the cycle. Most key recruiting health care companies will come on campus in the fall to host an info session, then come back again in **January and February to interview**. Health care tends to have several additional opportunities, in particular with small, mid-size and local companies, arise in the spring.

Where do first-year students find summer internships in health care?

- Approximately 55 percent of jobs in the health care industry come from on-campus recruiting or interviews at the Vanderbilt Health Care Conference.
- An additional 27 percent of recent positions have come from job postings through Owen.
- Additional sources of internships are through alumni and faculty referrals, resume book referrals and personal networks.

Why do hospitals generally pay less than other sectors?

Hospitals have traditionally hired MHA (Master of Health Administration) graduates for administrative roles. MHA graduates may not have had prior work experience and their starting salaries are generally lower than for an MBA. As hospitals face more competitive pressures and value the skill sets MBAs bring, starting salaries are slowly improving. Academic medicine may hire business roles in one- to two-year fellowship programs. These are viewed similar to clinical fellowships as an extension of an educational program and therefore have much lower salaries.

