



The University of Texas at Austin  
McCombs School of Business

# EMPLOYMENT REPORT

CLASSES OF  
FULL-TIME MBA  
2024 & 2025



# WELCOME



We are so thankful for the entire Texas McCombs community of faculty, staff, employers, and alumni who have played a valuable role in helping our MBAs achieve strong employment outcomes in an evolving market. Of the 221 students who graduated in the Full-Time MBA Class of 2024, 86% of students pursuing employment received a job offer within three months after graduation. 85% accepted positions, securing an average base salary of \$151,178.

This report details the full-time and internship career highlights and outlines the competitive advantage our Texas McCombs ecosystem provides to our students year after year.

## Industry and Geographic Choices

Preparation from the McCombs Strategic Career Planning course on how to compete in various industries, combined with market insights from our employer recruiting support, yielded positive outcomes for our graduates. In fact, our graduates secured positions across 12 different industries and nearly 100 unique companies, demonstrating the comprehensive interests, skills, and adaptability of our students.

The wide array of industries and job functions demonstrate the resilience of the McCombs MBA in a rapidly evolving job market, and the increased number of graduates pursuing a variety of career paths demonstrates that the McCombs MBA effectively equips students with the skills and knowledge necessary to succeed in finding fulfilling and challenging roles.

With shifts in the job market, we saw a corresponding shift in the distribution of Texas McCombs MBAs across a wide variety of industries. Consulting continues to attract a significant portion of our graduates, with 30% accepted offers in consulting; however, this number is down 13 percentage points from last year due to more conservative industry and hiring needs. Technology was also a popular choice, with 22% accepting roles here, up 7 percentage points from last year. The financial services sector also continued to be a popular choice among our McCombs MBA graduates, with 17% accepting roles in this industry, up 1 percentage point from last year. We also observed a growing interest in other industries, with graduates pursuing careers in energy (6%), retail (5%), consumer packaged goods (4%), manufacturing (4%), and transportation and logistics services (4%).

Along with the increased offers across different sectors, we also saw growth in the percentage of our students who accepted offers in the West region, from 7% in 2023 to 14% in 2024. The Southwest region continues to be a common destination for our Texas McCombs MBAs, with 66% of our graduates accepting in the Southwest and 98% of those graduates landing in Texas cities.

## Expanded Functional Interests

Texas McCombs MBAs remained interested in exploring a variety of career paths across many functional areas as well. Strong interest continued in the consulting and finance functions, with 30% of graduates going into a consulting function and 28% going into a finance function. Marketing/sales (21%), which includes product management and product marketing, and general management (18%), including strategy & innovation, project and program management, leadership development, and other general management functions, also continued to be targets among Texas McCombs MBAs.

Notably, 78% of our class of 2024 graduates obtained offers from school-facilitated resources, reflecting the agility and depth of our ecosystem.

We are excited to see what 2025 brings. We are ready. We are Texas McCombs.

Hook 'em,  
Stefani Sereboff, Senior Assistant Dean  
McCombs Career Management and Corporate Relations

FULL-TIME MBA CLASS OF 2024

# CLASS PROFILE



## CLASS PROFILE ENTERING FALL 2022

Class Size	220
Average Age	29
Average Years Work Experience	5.7
Average GPA	3.48
Average GMAT Score	706
Middle 80% GMAT Range	660-750
Women	35%
U.S. Minority	36%
International Students	28%
Underrepresented Minority	17%

## UNDERGRADUATE MAJORS

STEM	40%
Business / Economics	33%
Humanities / Social Science	15%
Other	13%

## PRE-MBA INDUSTRIES

Financial Services	15%
Technology	14%
Government	14%
Consulting	10%
Petroleum/Energy	9%
Healthcare	6%
Manufacturing	5%
Non-Profit	3%
Consumer Products	3%
Education	3%
Real Estate	2%
Media/Entertainment	2%
Hospitality	1%
Retail	<1%
Law	<1%
Other	11%

\*Admissions data as of fall 2022

**FULL-TIME MBA CLASS OF 2024**

# OFFER & COMPENSATION DETAILS

## SUMMARY OF GRADUATES

	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL GRADUATING CLASS
Seeking Employment	129	55	184
Not Seeking Employment	27	7	34
Continuing Education	15	4	19
Own Venture	5	0	5
Sponsored by Employer	7	2	9
Not Seeking for Other Reasons	0	1	1
No Recent Informational Available	3	0	3
<b>Total</b>	<b>159</b>	<b>62</b>	<b>221</b>

\*Total graduating class includes spring 2023

## BASE SALARY

	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
Permanent Work Authorization	100	\$149,748	\$150,000	\$65,000 – \$192,000
Non-Permanent Work Authorization	33	\$155,511	\$162,750	\$72,000 – \$192,000
<b>Total</b>	<b>133</b>	<b>\$151,178</b>	<b>\$150,000</b>	<b>\$65,000 – \$192,000</b>

## SIGNING BONUS

	NO. REPORTING SIGNING BONUS	BONUS MEAN	BONUS MEDIAN	BONUS RANGE
Permanent Work Authorization	79	\$31,903	\$30,000	\$5,000 – \$75,000
Non-Permanent Work Authorization	29	\$28,552	\$30,000	\$3,000 – \$60,000
<b>Total</b>	<b>108</b>	<b>\$31,003</b>	<b>\$30,000</b>	<b>\$3,000 – \$75,000</b>

# FULL-TIME MBA CLASS OF 2024

## OFFER & COMPENSATION DETAILS

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### SUMMARY OF JOB OFFER SOURCES

	NO. REPORTING SOURCE	% OF TOTAL	MEAN BASE SALARY
Sourced from Internships through Texas McCombs	78	57%	\$163,099
Recruiting through Texas McCombs Corporate Partner Ecosystem	29	21%	\$132,024
Individual Networked Search or Personal Network	21	15%	\$134,053
Sourced from Internships through Individual Search	8	6%	\$142,471
<b>Total</b>	<b>136</b>	<b>100%</b>	<b>\$150,997</b>

### TIMING OF JOB OFFERS

	NO. STUDENTS SEEKING EMPLOYMENT	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER BY 3 MONTHS GRADUATION
Permanent Work Authorization	129	78.3%	89.9%
Non-Permanent Work Authorization	55	61.8%	76.4%
<b>Total</b>	<b>184</b>	<b>73.4%</b>	<b>85.9%</b>

### TIMING OF JOB ACCEPTANCES

	NO. STUDENTS SEEKING EMPLOYMENT	ACCEPTED OFFER BY GRADUATION	ACCEPTED FIRST OFFER BY 3 MONTHS GRADUATION
Permanent Work Authorization	129	76.0%	89.1%
Non-Permanent Work Authorization	55	60.0%	74.5%
<b>Total</b>	<b>184</b>	<b>71.2%</b>	<b>84.8%</b>

FULL-TIME MBA CLASS OF 2024

# ACCEPTANCES BY INDUSTRY

## ACCEPTANCES AND SALARY BY INDUSTRY\*

	GRADUATES ACCEPTING NEW EMPLOYMENT	% GRADUATES ACCEPTING NEW EMPLOYMENT	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Consulting	47	30%	\$172,556	\$175,000	\$72,000 – \$192,000
Technology	35	22%	\$137,777	\$139,500	\$100,000 – \$169,500
Financial Services	26	17%	\$158,000	\$175,000	\$100,000 – \$185,000
Energy	9	6%	\$137,222	\$130,000	\$120,000 – \$175,000
Retail	8	5%	\$137,857	\$130,000	\$122,000 – \$155,000
Transportation/Logistics	7	4%	\$127,000	\$123,000	\$120,000 – \$140,000
Manufacturing	7	4%	\$139,400	\$120,000	\$117,000 – \$185,000
Consumer Packaged Goods	7	4%	\$124,667	\$126,000	\$120,000 – \$128,000
**Other	6	4%	\$105,000	\$102,500	\$65,000 – \$150,000
Real Estate	4	3%	\$128,333	\$120,000	\$120,000 - \$145,000
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>\$151,178</b>	<b>\$150,000</b>	<b>\$65,000 - \$192,000</b>

\*All students reporting job acceptances and salary details

\*\*Other industries includes healthcare, non-profit/education, and others

# FULL-TIME MBA CLASS OF 2024

## ACCEPTANCES BY FUNCTION

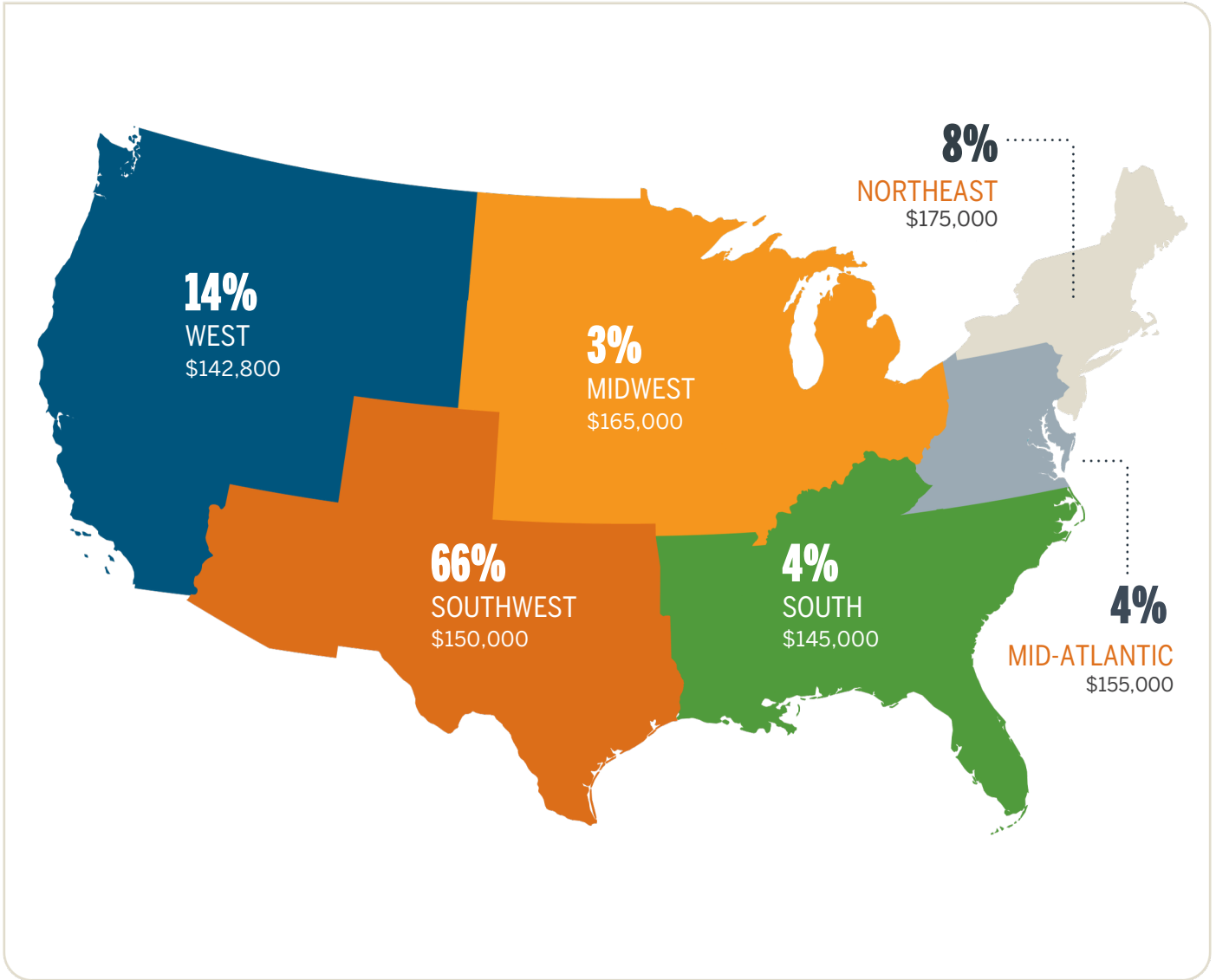
### ACCEPTANCES AND SALARY BY FUNCTION\*

	GRADUATES ACCEPTING NEW EMPLOYMENT	% GRADUATES ACCEPTING NEW EMPLOYMENT	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
<b>Finance / Accounting</b>					
Investment Banking	15	10%	\$175,000	\$175,000	\$165,000 – \$185,000
Corporate Finance	9	6%	\$132,829	\$130,000	\$120,000 – \$155,000
Other Finance	8	5%	\$122,500	\$127,500	\$85,000 – \$145,000
Asset Management	6	4%	\$127,000	\$120,000	\$100,000 – \$150,000
Private Equity / V.C.	4	3%	\$150,000	\$147,500	\$125,000 – \$180,000
<b>General Management</b>					
Consulting	46	30%	\$172,667	\$175,000	\$72,000 – \$192,000
General Management	8	5%	\$145,333	\$155,000	\$126,000 – \$155,000
Project & Program Management	7	5%	\$120,833	\$129,250	\$65,000 – \$162,500
Leadership Development / Rotational Program	7	5%	\$131,243	\$130,000	\$120,000 – \$150,000
Operations & Logistics	6	4%	\$126,370	\$130,000	\$100,000 – \$152,550
Other Management	5	3%	N/A**	N/A**	N/A**
<b>Marketing / Sales</b>					
Product Management	13	8%	\$147,090	\$144,100	\$122,000 – \$169,500
Product Marketing	6	4%	\$140,380	\$146,900	\$114,000 – \$162,750
Brand Management	6	4%	\$124,600	\$125,000	\$120,000 – \$128,000
Other Marketing	4	3%	\$118,333	\$115,000	\$110,000 – \$130,000
Digital Marketing	3	2%	\$126,500	\$128,000	\$120,000 – \$131,500
<b>All Others</b>					
All Others	2	1%	N/A**	N/A**	N/A**

\*All students reporting job acceptance and salary details  
\*\*Data points not meeting the minimum CSEA data requirements (minimum of three) are indicated by an N/A designation

FULL-TIME MBA CLASS OF 2024

# OFFERS BY GEOGRAPHY



SALARIES REFLECTED ARE MEDIAN BASE SALARY OF 127 STUDENTS REPORTING U.S. LOCATIONS



FULL-TIME MBA CLASS OF 2025

# CLASS PROFILE



## CLASS PROFILE ENTERING FALL 2023

Class Size	241
Average Age	29
Average Years Work Experience	5.9
Average GPA	3.46
Average GMAT Score	704
Middle 80% GMAT Range	670-740
Women	35%
U.S. Minority	35%
International Students	26%
Underrepresented Minority	18%

## UNDERGRADUATE MAJORS

Business / Economics	35%
STEM	32%
Humanities / Social Science	13%
Other	20%

## PRE-MBA INDUSTRIES

Technology	19%
Financial Services	17%
Consulting	12%
Government	12%
Healthcare	8%
Manufacturing	5%
Energy	4%
Real Estate	3%
Non-Profit	2%
Consumer Packaged Goods	2%
Education	2%
Media/Entertainment	2%
Retail	<1%
Law	<1%
Other	9%

\*Admissions data as of fall 2023

FULL-TIME MBA CLASS OF 2025

# INTERNSHIP OFFER & COMPENSATION DETAILS

## CLASS SUMMARY

	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL CLASS
Seeking Internship	155	52	207
Own Venture	5	0	5
Sponsored	0	4	4
Not Seeking Internship	10	1	11
<b>Total</b>	<b>170</b>	<b>57</b>	<b>227</b>

## MONTHLY SALARY

	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
Permanent Work Authorization	148	\$9,613	\$9,000	\$1,000 – \$17,000
Non-Permanent Work Authorization	46	\$8,876	\$7,900	\$3,000 – \$15,830
<b>Total</b>	<b>194</b>	<b>\$9,438</b>	<b>\$8,667</b>	<b>\$1,000 – \$17,000</b>

## SUMMARY OF INTERN OFFER SOURCES

	NO. REPORTING SOURCE	% OF TOTAL	MONTHLY SALARY MEAN
Recruiting through Texas McCombs Corporate Partner Ecosystem	138	69%	\$10,050
Individual Networked Search or Personal Network	61	31%	\$7,866
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>\$9,405</b>

**FULL-TIME MBA CLASS OF 2025**  
**INTERNSHIPS BY INDUSTRY\***

**ACCEPTANCES AND SALARY BY INDUSTRY\***

	<b>STUDENT ACCEPTING INTERNSHIPS</b>	<b>% STUDENTS ACCEPTING INTERNSHIPS</b>	<b>MONTHLY MEAN</b>	<b>MONTHLY MEDIAN</b>	<b>MONTHLY RANGE</b>
Technology	43	21%	\$7,880	\$7,800	\$3,000 – \$14,293
Financial Services	40	19%	\$11,020	\$12,805	\$1,000 – \$17,000
Consulting	39	19%	\$13,920	\$15,667	\$3,000 – \$16,000
Healthcare	16	8%	\$7,955	\$7,800	\$4,853 – \$11,267
Consumer Packaged Goods	15	7%	\$8,828	\$9,533	\$5,200 – \$10,417
Energy	14	7%	\$8,532	\$9,567	\$3,500 – \$14,583
Real Estate	11	5%	\$5,220	\$5,633	\$2,400 – \$9,000
Manufacturing	10	5%	\$5,420	\$5,063	\$2,880 – \$8,000
Retail	7	3%	\$7,541	\$7,400	\$5,000 – \$9,500
Non-Profit / Education	6	3%	\$6,297	\$6,250	\$3,467 – \$9,000
Transportation / Logistics	3	1%	\$8,455	\$9,146	\$7,000 – \$9,219
Other	2	1%	N/A**	N/A**	N/A**
<b>Total</b>	<b>206</b>	<b>100%</b>	<b>\$9,438</b>	<b>\$8,667</b>	<b>\$1,000 – \$17,000</b>

\*All students reporting job acceptance and salary details

\*\* Data points not meeting the minimum CSEA data requirements (minimum of three) are indicated by an N/A designation.

## FULL-TIME MBA CLASS OF 2025

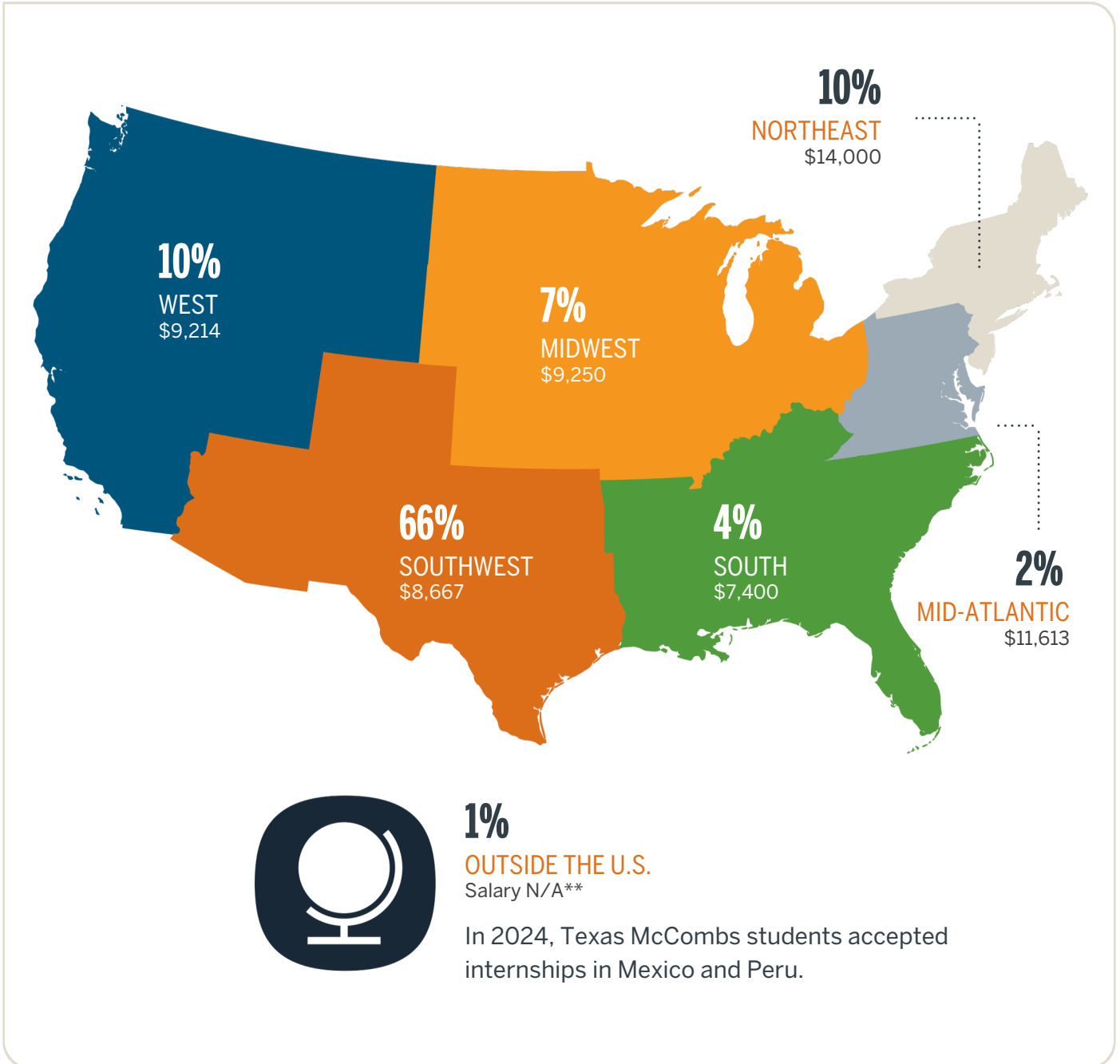
# ACCEPTANCES BY FUNCTION

### INTERNSHIP ACCEPTANCES AND SALARY BY FUNCTION\*

	STUDENTS ACCEPTING INTERNSHIPS	STUDENTS ACCEPTING INTERNSHIPS	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
<b>Finance / Accounting</b>					
Investment Banking	19	9%	\$14,774	\$14,583	\$13,750 – \$17,000
Corporate Finance	14	7%	\$7,874	\$8,428	\$4,333 – \$10,000
Private Equity/V.C.	9	4%	\$6,452	\$5,633	\$3,000 – \$12,000
Other Finance	8	4%	\$5,630	\$5,200	\$3,467 – \$9,567
Asset Management	7	3%	\$9,990	\$12,000	\$4,333 – \$16,667
Real Estate Finance	6	3%	\$4,642	\$4,667	\$2,400 – \$6,933
Corporate Development	3	1%	\$8,695	\$7,000	\$6,084 – \$13,000
<b>General Management</b>					
Consulting	34	17%	\$14,557	\$15,750	\$3,000 – \$16,000
Operations & Logistics	15	7%	\$7,444	\$7,565	\$2,880 – \$10,417
Project & Program Management	7	3%	\$7,069	\$6,933	\$3,467 – \$12,083
Other Management	5	2%	\$7,183	\$7,367	\$5,000 – \$9,000
General Management	5	2%	\$8,658	\$8,510	\$6,413 – \$11,200
Leadership Development / Rotational Program	4	2%	\$9,663	\$10,000	\$7,384 – \$11,267
<b>Marketing / Sales</b>					
Product Management	14	7%	\$9,296	\$8,333	\$4,000 – \$14,250
Business Development/Sales	12	6%	\$7,247	\$7,000	\$2,600 – \$14,293
Other Marketing	11	5%	\$9,028	\$9,360	\$6,933 – \$10,000
Product Marketing	9	4%	\$7,157	\$8,667	\$3,000 – \$9,240
Brand Management	7	3%	\$8,306	\$8,025	\$6,933 – \$9,750
Marketing Consulting	3	1%	\$6,122	\$6,933	\$4,500 – \$6,933
<b>All Others</b>					
All Others**	11	5%	\$6,126	\$6,667	\$1,000 – \$9,187
<b>Total</b>	<b>203</b>	<b>100%</b>	<b>\$9,438</b>	<b>\$8,667</b>	<b>\$1,000 – \$17,000</b>

\*All students reporting job acceptance and salary details  
 \*\*Other functions include financial reporting, commercial/corporate banking, advertising/public relations, consumer insights/research, merchandising/retail, business intelligence, data analytics/data science, supply chain analytics, software/systems engineering, and government affairs.

FULL-TIME MBA CLASS OF 2025  
**INTERNSHIPS BY GEOGRAPHY**



SALARIES REFLECTED ARE MEDIAN MONTHLY SALARY OF 189 STUDENTS REPORTING LOCATION

\*\*Data points not meeting the minimum CSEA data requirements (minimum of three) are indicated by an N/A designation

# MBA RECRUITING PARTNERS 2024

## TOP RECRUITING PARTNERS

Thank you to our top recruiting partners who hired 5 or more students for full-time or internship positions in 2024.



The following recruiting partners hired 2 or more students for full-time or internship positions in 2024.

AT&T	Dell Technologies	Morgan Stanley
Accenture	Deloitte	Nike
Adobe Inc.	Elysium Robotics	Oracle
Alcon Inc.	Ernst & Young	PepsiCo
AlixPartners	Exxon Mobil	Piper Sandler
Alvarez & Marsal	FedEx	PwC + Strategy&
Amazon	Guggenheim Securities	RWE AG
American Airlines	HP	Related Companies
Amgen Inc.	Infosys Limited	Republic Services
Bain & Company	JPMorgan Chase & Co.	Rothschild & Co
Bank of America	Jera Co	Starbucks
Boston Consulting Group	Kearney	The University of Texas System
CBRE	Keurig Dr Pepper	Truist Financial Corporation
Capital One Financial	Lionstone Investments	Two Roads Consulting
Citigroup	Marathon Capital	Visa
DICK'S Sporting Goods	Mars	Walmart
DaVita	McKinsey & Company	Wells Fargo
Data Prime	Microsoft	

## EMPLOYER ACCOLADES

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“AT&T values the talent from UT Austin as we strive to achieve our purpose of connecting people to greater possibilities. McCombs graduates play key roles in our organization, from leading front-line operations to overseeing efforts in product management, marketing, supply chain, finance, and more. We are always excited to see candidates from UT because they consistently bring a strong foundation in business and leadership, along with curiosity and a passion for making an impact.”

**Woody Berner, Head of Design Technology, AT&T Mass Markets**

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## Deloitte.

“Deloitte’s long-standing partnership with Texas McCombs has resulted in Longhorns being one of the largest and most successful alumni bases at our firm. Many of our Firm’s current and past leaders are alums! Longhorns thrive at Deloitte because McComb’s culture of teaming, inclusiveness, and life-long learning aligns so well with Deloitte’s core values. We are committed to our relationship with McCombs and to recruiting Longhorns who want to make an impact, every day.”

**Christi Skalka, Managing Director, Deloitte**

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“McCombs students continue to be an integral part of our campus talent pipeline. The students are not only well-educated in the classroom, but are natural thought-leaders who help drive our business forward.”

**Todd Huerta, Vice President, Supply Chain Finance, PepsiCo Foods North America**



The University of Texas at Austin  
**McCombs School of Business**

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