



The University of Texas at Austin
McCombs School of Business

EMPLOYMENT REPORT



CLASSES OF
FULL-TIME MBA
2025 & 2026



WELCOME

The MBA job market in 2025 required a different approach than in previous years. Extended recruiting timelines and "just-in-time" hiring practices became a common practice across top business schools, creating an environment where patience and strategic decision-making proved more valuable than speed.

Our graduates adapted well to these market dynamics. Rather than rushing into the first available opportunities, they used the extended timelines to build stronger employer relationships, explore various options, and make thoughtful career decisions that aligned with their long-term goals.

Key Outcomes Highlight Program Strength

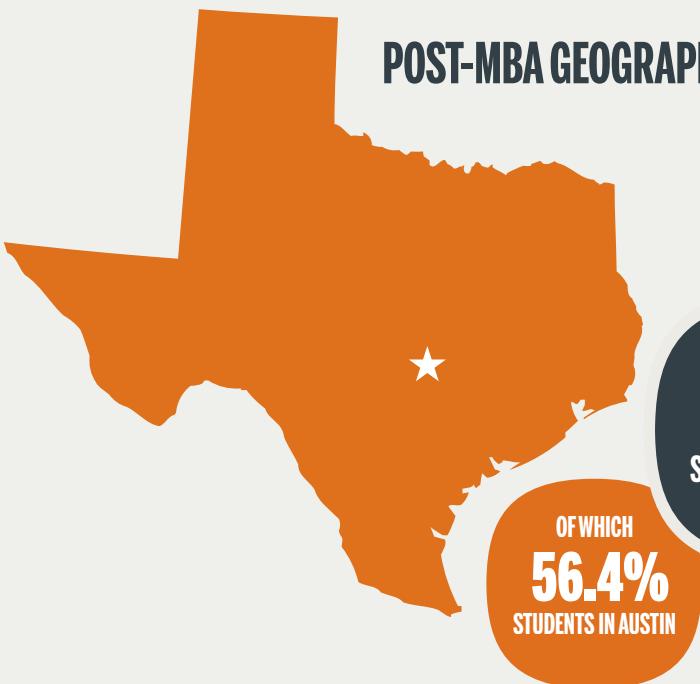
The results speak to both the caliber of our students and the comprehensive career support they receive:

- **Impressive Salary Growth:** The average base salary of \$154,053 represents significant pre-to-post MBA increases—68% for US citizens and permanent residents, and 198% for international students.
- **Industry Diversity:** Students found success across consulting (28%), technology (22%), financial services (19%), and emerging areas like healthcare, which showed the most growth in student interest and offers.
- **Offer Results:** 80.2% of job-seeking graduates for Class of 2025 received offers within six months, with 78.2% accepting positions. While 91% of internship-seeking students for the Class of 2026 secured internships.
- **National Reach:** While 72% of graduates accepted offers in the Southwest, our employer network connected students to opportunities nationwide, with graduates accepting roles across the West Coast (8%), Northeast (7%), and Midwest (6%), commanding competitive salaries in each region.
- **Strategic Internship Pipeline:** 56% of graduates secured full-time offers through summer internship conversions, providing an exclusive pathway that other job seekers don't have access to.

The data in this report reflects a graduating class that successfully navigated market challenges while maintaining high standards for career fit and compensation. Their approach offers valuable insights for future students and demonstrates the enduring strength of the Hildebrand MBA in preparing graduates for dynamic professional environments.



QUICK STATS



AVERAGE ANNUAL SALARY BY INDUSTRY

CONSULTING	FINANCIAL SERVICES	ENERGY	TECHNOLOGY	REAL ESTATE
\$178,789	\$156,692	\$141,706	\$141,276	\$138,333
HEALTHCARE	RETAIL	CONSUMER PACKAGED GOODS	OTHER	
\$130,286	\$129,167	\$118,833	\$157,667	

US CITIZENS & PERMANENT RESIDENTS

AVERAGE BASE SALARY

\$91k

BEFORE SCHOOL

\$153k

POST GRAD

68% INCREASE

INTERNATIONAL STUDENTS

AVERAGE BASE SALARY

\$52k

BEFORE SCHOOL

\$156k

POST GRAD

198% INCREASE



THINGS TO DO IN AUSTIN

BEST COFFEE SHOPS

MAÑANA CAFE

Evan Brown
Full-Time MBA '27

DESNUDO

Adi Pick
Full-Time MBA '27

NOBLE JOE

Claudia Figueroa
Full-Time MBA '27

COFFEE WITH A LAKE VIEW

MOZART'S

Soham Mukherjee
Full-Time MBA '27

EXPLORE THE OUTDOORS

PICKLEBALL AT BOULDIN ACRES

Ashley Jones
Director of Student Experience

HIKING THE GREENBELT

Colin Spears
Full-Time MBA '27

RUNNING BY LADY BIRD LAKE

Ryan Buck
Full-Time MBA '27



TASTY BRUNCH SPOTS

PAPERBOY

Aletha Garnette
Full-Time MBA '27

PHOEBE'S DINNER

Lauren Best
Full-Time MBA '27

HILLSIDE PHARMACY

Jorge Velasco
Full-Time MBA '27

MUST DO AUSTIN ACTIVITY

SWIM AT
**BARTON
SPRINGS**

Dani Kolkebeck
Full-Time MBA '27

BEST PLACE FOR A NIGHT OUT

**FLOWER
SHOP**

Katie Meriggioli
Full-Time MBA '27

FAVORITE BBQ SPOT

**TERRY
BLACK'S**

Joe Welch
Full-Time MBA '27

UNDERRATED HIDDEN GEMS

**ELEPHANT
ROOM**

Safhire Martakusumah
Full-Time MBA '27

**HOLE IN
THE WALL**

Colin Spears
Full-Time MBA '27

**MEAN EYED
CAT BAR**

Zem Boie
Full-Time MBA '27

**COCONUT
CLUB**

Heather Amin
Full-Time MBA '27

BARBARELLA

Karla Desatnik
Full-Time MBA '27

TOP TIER TACOS

**DE NADA
CANTINA**

Jose Luis Gutierrez
Full-Time MBA '27

**CUANTOS
TACOS**

Nicole Zambaldi
Full-Time MBA '27

**MOTHER'S
RUIN**

Claudia Figueroa
Full-Time MBA '27

BEST THRIFT SHOP

**NEXT TO
NEW SHOP**

Karla Desatnik
Full-Time MBA '27

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%

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%

UNDERGRADUATE MAJORS

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

*Admissions data as of fall 2023

FULL-TIME MBA CLASS OF 2025

OFFER & COMPENSATION DETAILS

SUMMARY OF GRADUATES

	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL GRADUATING CLASS
Seeking Employment	150	51	201
Not Seeking Employment	30	8	38
Continuing Education	14	3	17
Own Venture	12	1	13
Sponsored by Employer	2	4	6
Not Seeking for Other Reasons	1	0	1
Postponing job search	1	0	1
No Recent Informational Available	2	4	6
Total	182	63	245

*Total graduating class includes Winter 2024 and Spring 2025

BASE SALARY

	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
Permanent Work Authorization	99	\$153,382	\$150,000	\$65,000 – \$225,000
Non-Permanent Work Authorization	29	\$156,343	\$165,000	\$80,000 – \$200,000
Total	128	\$154,053	\$150,000	\$65,000 – \$225,000

SIGNING BONUS

	NO. REPORTING SIGNING BONUS	BONUS MEAN	BONUS MEDIAN	BONUS RANGE
Permanent Work Authorization	74	\$34,354	\$30,000	\$5,000 – \$140,000
Non-Permanent Work Authorization	20	\$34,000	\$30,000	\$8,000 – \$110,000
Total	94	\$34,279	\$30,000	\$5,000 – \$140,000

FULL-TIME MBA CLASS OF 2025

OFFER & COMPENSATION DETAILS

SUMMARY OF JOB OFFER SOURCES

	NO. REPORTING SOURCE	% OF TOTAL	MEAN BASE SALARY
Sourced from Internships through Texas McCombs	63	47%	\$162,859
Individual Networked Search or Personal Network	33	25%	\$138,433
Recruiting through Texas McCombs Corporate Partner Ecosystem	25	19%	\$152,940
Sourced from Internships through Individual Search	12	9%	\$154,330
Total	133	100%	\$153,888

TIMING OF JOB OFFERS

	NO. STUDENTS SEEKING EMPLOYMENT	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER BY 3 MONTHS GRADUATION
Permanent Work Authorization	150	66.0%	76.7%
Non-Permanent Work Authorization	51	54.9%	68.6%
Total	201	63.2%	74.6%

TIMING OF JOB ACCEPTANCES

	NO. STUDENTS SEEKING EMPLOYMENT	ACCEPTED OFFER BY GRADUATION	ACCEPTED FIRST OFFER BY 3 MONTHS GRADUATION
Permanent Work Authorization	150	62.0%	74.0%
Non-Permanent Work Authorization	51	54.9%	66.7%
Total	201	60.2%	72.1%

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	40	28%	\$178,789	\$190,000	\$110,000 – \$192,000
Technology	32	22%	\$141,276	\$140,000	\$96,500 – \$190,000
Financial Services	28	19%	\$156,692	\$171,000	\$95,000 – \$194,000
Energy	9	6%	\$141,706	\$135,000	\$100,000 – \$200,000
Consumer Packaged Goods	9	6%	\$118,833	\$127,500	\$65,000 – \$140,000
Healthcare	8	6%	\$130,286	\$140,000	\$80,000 – \$155,000
Retail	7	5%	\$129,167	\$130,000	\$115,000 – \$135,000
Other**	7	5%	\$157,667	\$142,000	\$130,000 – \$225,000
Real Estate	5	3%	\$138,333	\$130,000	\$120,000 – \$165,000
Total	145	100%	\$154,053	\$150,000	\$65,000 - \$225,000

*All students reporting job acceptances and salary details

**Other industries includes government, manufacturing, and transportation/logistics

ACCEPTANCES BY FUNCTION

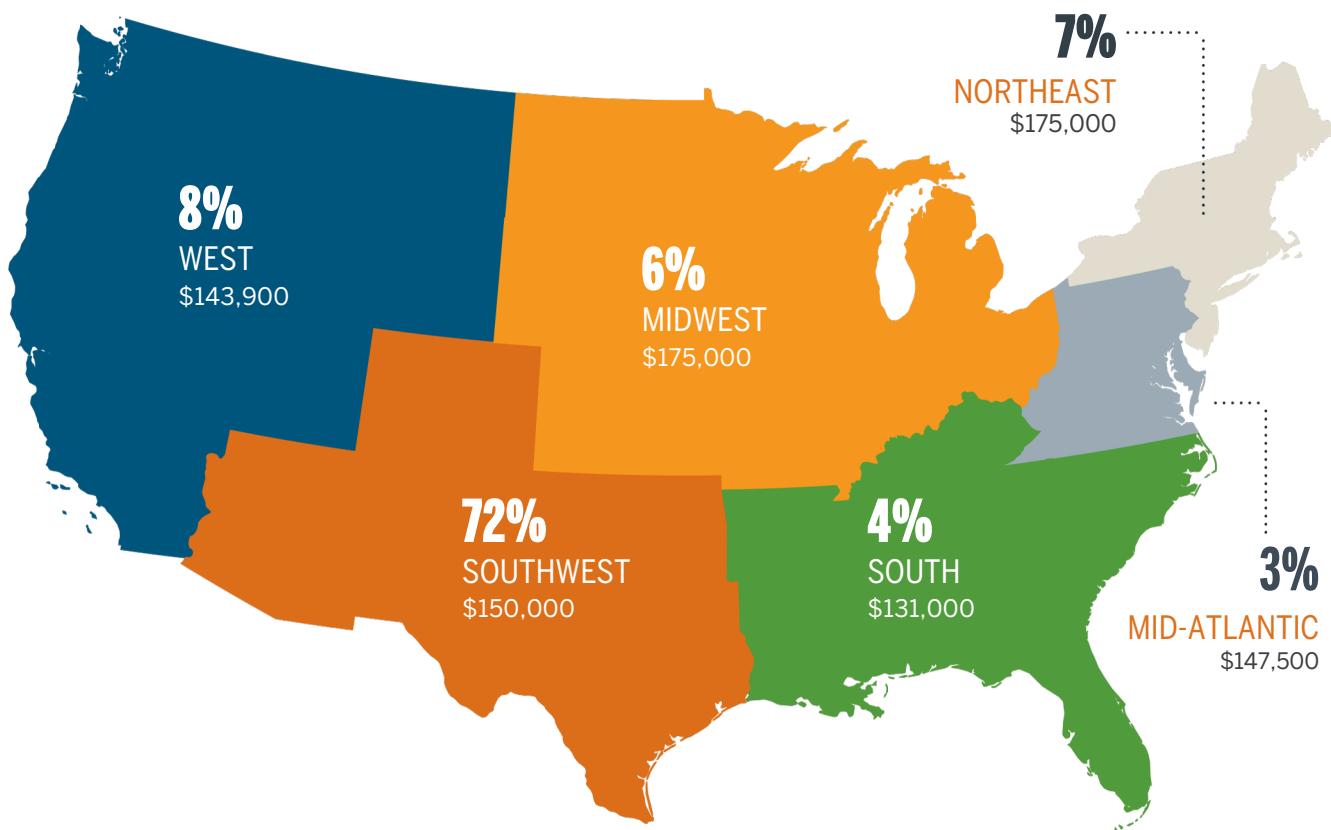
ACCEPTANCES AND SALARY BY FUNCTION*

	GRADUATES ACCEPTING NEW EMPLOYMENT	% GRADUATES ACCEPTING NEW EMPLOYMENT	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Finance / Accounting					
Investment Banking	15	10%	\$169,286	\$175,000	\$130,000 – \$185,000
Other Finance	9	6%	\$129,334	\$130,000	\$95,000 – \$175,000
Corporate Finance	7	5%	\$130,286	\$130,000	\$105,000 – \$150,000
Asset Management	7	5%	\$142,600	\$150,000	\$98,000 – \$175,000
Corporate Development	4	3%	\$124,375	\$126,250	\$100,000 – \$145,000
General Management					
Consulting	43	30%	\$175,763	\$189,000	\$110,000 – \$192,000
Operations & Logistics	13	9%	\$139,130	\$140,000	\$130,000 – \$155,000
Other Management	5	3%	\$131,250	\$130,000	\$115,000 – \$150,000
General Management	4	3%	\$115,000	\$110,000	\$80,000 – \$155,000
Marketing / Sales					
Other Marketing	13	9%	\$141,573	\$140,000	\$65,000 – \$200,000
Product Management	7	5%	\$174,214	\$178,500	\$140,000 – \$194,000
Product Marketing	6	4%	\$138,567	\$145,950	\$96,500 – \$160,000
Brand Management	4	3%	\$127,000	\$128,000	\$125,000 – \$128,000
Marketing - Merchandising	3	2%	\$135,000	\$130,000	\$130,000 – \$145,000
All Others					
All Others**	5	3%	\$158,738	\$144,975	\$120,000 – \$225,000

*All students reporting job acceptance and salary details

**Other functions include internal auditing, real estate development, VC/PE/LBO, advertising/public relations, business development, customer success/account management, sales, project/program management, strategy and innovation, business intelligence, human resources, and information technology.

OFFERS BY GEOGRAPHY



SALARIES REFLECTED ARE MEDIAN BASE SALARY OF 126 STUDENTS REPORTING U.S. LOCATIONS

FULL-TIME MBA CLASS OF 2026

CLASS PROFILE



CLASS PROFILE ENTERING FALL 2024

Class Size	255
Average Age	29
Average Years Work Experience	6
Average GPA	3.48
Average GMAT Score	704
Middle 80% GMAT Range	650-740
Women	33%
U.S. Minority	23%
International Students	29%
Underrepresented Minority	18%

PRE-MBA INDUSTRIES

Technology	17%
Financial Services	15%
Government	13%
Consulting	10%
Healthcare	8%
Energy	7%
Real Estate	5%
Consumer Packaged Goods	4%
Media/Entertainment	4%
Non-Profit	4%
Education	3%
Retail	2%
Manufacturing	2%
Law	<1%
Other	6%

UNDERGRADUATE MAJORS

Business / Economics	34%
STEM	33%
Humanities / Social Science	8%
Other	25%

*Admissions data as of fall 2024

INTERNSHIP OFFER & COMPENSATION DETAILS

CLASS SUMMARY

	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL CLASS
Seeking Internship	152	61	213
Own Venture	8	1	9
Sponsored	1	2	3
Postponing Job Search	1	0	1
Not Seeking an Internship	4	2	6
No Information Available	18	7	25
Total	184	73	257

MONTHLY SALARY

	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
Permanent Work Authorization	137	\$9,804	\$9,000	\$823 – \$21,500
Non-Permanent Work Authorization	47	\$10,395	\$10,115	\$586 – \$15,833
Total	184	\$9,955	\$9,219	\$586 – \$21,500

SUMMARY OF INTERN OFFER SOURCES

	NO. REPORTING SOURCE	% OF TOTAL	MONTHLY SALARY MEAN
Recruiting through Texas McCombs Corporate Partner Ecosystem	133	69%	\$10,725
Individual Networked Search or Personal Network	60	31%	\$8,433
Total	193	100%	\$10,032

INTERNSHIPS BY INDUSTRY*

ACCEPTANCES AND SALARY BY INDUSTRY*

	STUDENT ACCEPTING INTERNSHIPS	% STUDENTS ACCEPTING INTERNSHIPS	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
Financial Services	50	24%	\$9,708	\$8,708	\$823 – \$15,417
Consulting	48	23%	\$14,143	\$15,500	\$586 – \$21,500
Technology	40	19%	\$8,994	\$9,187	\$3,467 – \$15,249
Consumer Packaged Goods	11	5%	\$8,568	\$8,800	\$3,640 – \$10,270
Real Estate	10	5%	\$5,333	\$4,333	\$3,467 – \$8,667
Healthcare	9	4%	\$9,193	\$9,371	\$6,933 – \$13,200
Other	8	4%	\$8,956	\$7,367	\$3,467 – \$19,500
Manufacturing	8	4%	\$6,040	\$5,242	\$4,800 – \$10,500
Transportation/Logistics	7	3%	\$8,314	\$9,000	\$6,933 – \$9,219
Energy	7	3%	\$8,595	\$9,967	\$4,333 – \$12,600
Non-Profit/Education	6	3%	\$4,288	\$4,333	\$3,987 – \$4,500
Total	210	100%	\$9,955	\$9,219	\$586 – \$21,500

*All students reporting job acceptance and salary details

ACCEPTANCES BY FUNCTION

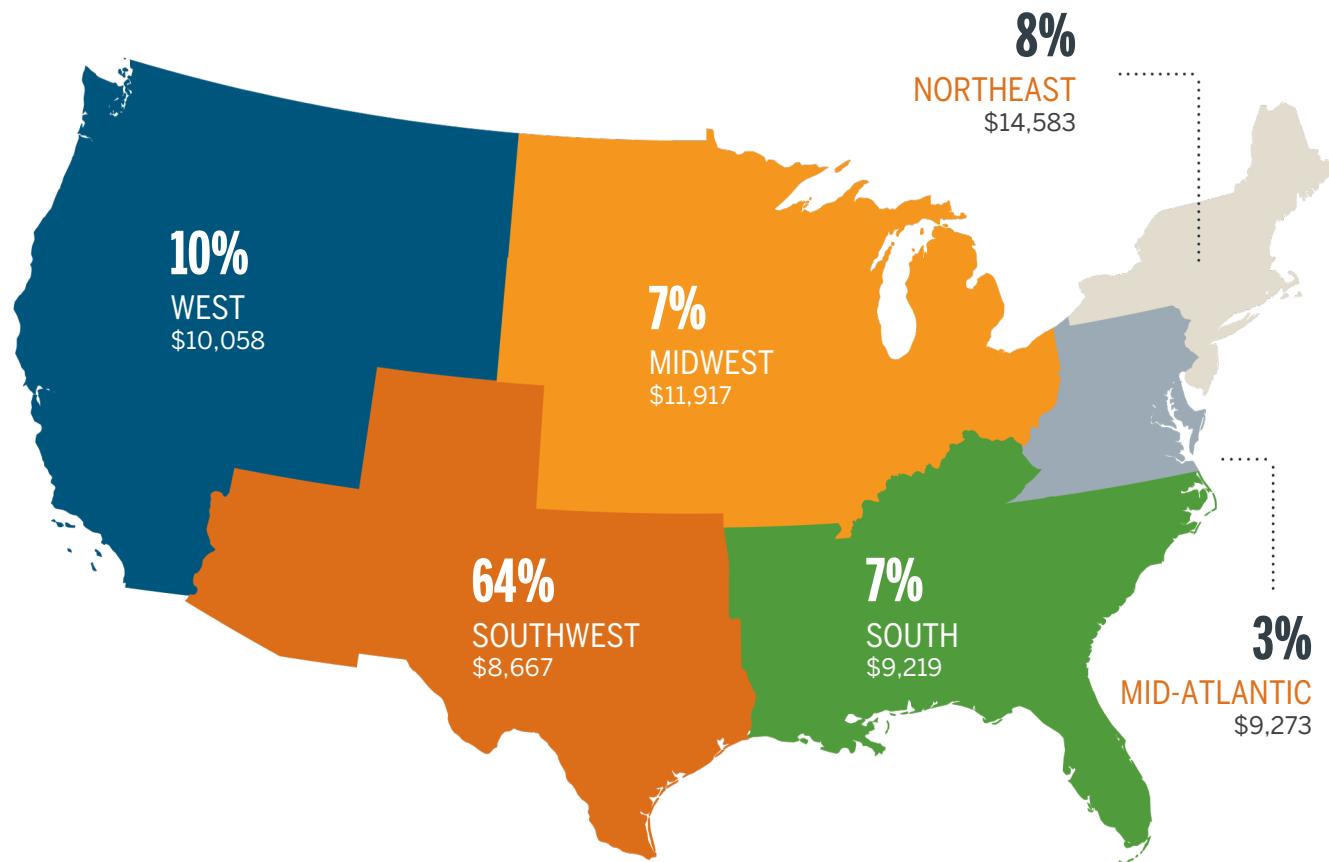
INTERNSHIP ACCEPTANCES AND SALARY BY FUNCTION*

	STUDENTS ACCEPTING INTERNSHIPS	STUDENTS ACCEPTING INTERNSHIPS	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
Finance / Accounting					
Investment Banking	18	9%	\$14,609	\$14,583	\$13,333 – \$15,417
Private Equity/V.C.	16	8%	\$5,462	\$5,633	\$586 – \$8,667
Corporate Finance	12	6%	\$8,185	\$9,420	\$823 – \$12,000
Real Estate Finance	8	4%	\$5,706	\$5,417	\$3,467 – \$8,667
Corporate Development	7	3%	\$9,599	\$9,000	\$6,587 – \$15,417
Asset Management	5	2%	\$4,453	\$4,333	\$3,200 – \$6,067
Other Finance	4	2%	\$5,897	\$5,283	\$3,813 – \$9,208
General Management					
Consulting	51	24%	\$14,166	\$15,500	\$3,365 – \$21,500
Operations & Logistics	16	8%	\$8,419	\$9,593	\$4,333 – \$10,500
Other Management	6	3%	\$7,497	\$7,999	\$5,200 – \$8,750
General Management	5	2%	\$7,858	\$7,917	\$4,333 – \$11,267
Project/Program Management	3	1%	\$4,691	\$4,800	\$3,987 – \$5,285
Marketing / Sales					
Product Management	14	7%	\$11,067	\$11,139	\$4,566 – \$15,249
Business Development/Sales	10	5%	\$6,869	\$6,760	\$3,467 – \$12,500
Brand Management	10	5%	\$8,463	\$8,733	\$3,640 – \$10,270
Product Marketing	7	3%	\$7,429	\$8,667	\$4,333 – \$8,667
Other Marketing	7	3%	\$6,033	\$5,547	\$3,750 – \$9,533
Marketing Consulting	3	1%	\$7,889	\$7,200	\$6,933 – \$9,533
All Others					
All Others**	8	4%	\$10,423	\$9,003	\$4,333 – \$19,500
Total	210	100%	\$9,955	\$9,219	\$586 – \$21,500

*All students reporting job acceptance and salary details

**Other functions include business intelligence, data analytics/data science, engineering, business valuation, financial analysis, treasury, research analyst, internal auditing, corporate banking, leadership development program, strategy and innovation, consumer insights/research, digital marketing, and merchandising/buying/retail.

INTERNSHIPS BY GEOGRAPHY



2%

OUTSIDE THE U.S.
Salary N/A**

In 2025, Texas McCombs students accepted internships in Asia.

SALARIES REFLECTED ARE MEDIAN MONTHLY SALARY OF 177 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 2025

TOP RECRUITING PARTNERS

Thank you to our top recruiting partners who hired 5 or more students for full-time or internship positions in 2025.



McKinsey
& Company

Morgan Stanley



strategy&



The following recruiting partners hired 2 or more students for full-time or internship positions in 2025.

AT&T Inc	Deloitte	Perella Weinberg Partners
Alvarez & Marsal	Delta Air Lines	Piper Sandler & Co
Amazon	Eli Lilly Company	PricewaterhouseCoopers
Amgen Inc.	Ernst & Young	Rothschild & Co
Apple	Exxon Mobil	Royal Bank of Canada
Bain & Company	JPMorgan Chase & Co.	Tesla
Barclays	Karlin Real Estate	The University of Texas at Austin
Boston Consulting Group	Keurig Dr Pepper	Toyota Motor Corporation
Capital One Financial	McKinsey & Company	Truist Financial Corporation
Cisco	Microsoft	Veho Technologies
Citigroup	Moelis & Company	Visa
DaVita	Morgan Stanley	Walmart
Dell Technologies	PepsiCo	

EMPLOYER ACCOLADES



“Dell Technologies is a longstanding partner of Texas McCombs. McCombs students bring an ideal mix of analytical rigor, innovative thinking, and collaborative spirit that aligns perfectly with Dell’s mission.

Being headquartered in nearby Round Rock has fostered a strong relationship, allowing us to engage closely with students through internships, mentorships, and full-time career opportunities.

Texas McCombs graduates thrive in dynamic, fast-paced environments. Their impact is felt across Dell—from product innovation to strategic operations—making them integral to our continued success.”

Patrick Mooney, Senior Vice President, Infrastructure Solutions Group Services & Engineering



“At Walmart, we value the exceptional talent from Texas McCombs School of Business. McCombs graduates key contributors to our Merchandising and Finance organizations—driving innovation in assortment, pricing, and supply chain strategy. Their leadership, analytical skillsets, and passion for retail excellence align with Walmart’s customer-focused collaborative culture. Over the last decade, McCombs MBAs have strengthened the robust associate pipeline that helps drive our mission as a People-led, Tech-powered Omni-channel retailer dedicated to helping people Save Money and Live Better.”

Woody Watson, Senior Manager, Site Merchandising



The University of Texas at Austin
McCombs School of Business

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