



The University of Texas at Austin
McCombs School of Business

OUTCOMES REPORT



WELCOME

The Working Professional MBA programs delivered strong outcomes in 2025, with students using their degrees to actively reshape their careers rather than simply maintain the status quo. This report covers Class of 2025 career outcomes across all three programs: the Evening MBA in Austin, the Weekend MBA at Dallas/Fort Worth, and the Weekend MBA at Houston.

70% of the Class of 2025 saw meaningful change in at least one major area of their career, whether that meant a new employer, a new function, or a step up in responsibility. That figure reflects something important: these students weren't just earning a credential; they were putting it to work.

Key Outcomes Highlight Program Strength

The results reflect the ambition of our students and the career momentum the program creates:

- **Substantial Compensation Growth:** Students across all three programs saw average salary increases of 23% (\$148,068), with an average signing bonus of \$29K*, a clear signal that employers are competing for this talent.
- **Moving Up:** More than 70% of graduates left the program in senior or managerial roles, with 33% taking on greater responsibility than they held before starting the program.
- **Career Pivots:** Students took real control of their trajectories: 40% changed employers, 31% switched functions, and 24% relocated to a new geography.
- **Industry Momentum:** More 2025 graduates were working in Technology (23%) and Financial Services (16%) than the year prior, up from 17% and 13% respectively, with average salaries climbing in both.
- **Regional Strength:** 91% of graduates worked in roles in the Southwest at an average salary of \$145K, with strong representation across Dallas (34%), Austin (32%), and Houston (21%). The program continues to be a dominant force in the Texas market.

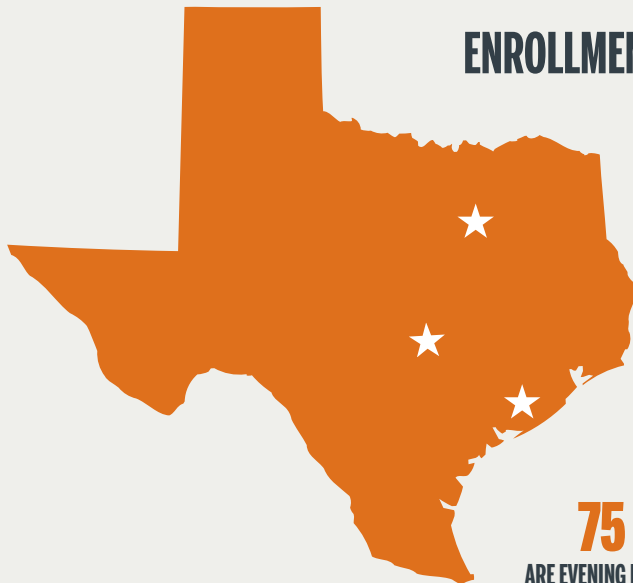
*For those receiving a signing bonus

The data tells the story of a class that came in with goals and left with results. Whether they were climbing within their current organization or making a full career pivot, Working Professional MBA graduates finished 2025 in a stronger position than where they started — and with the earnings to show for it.



QUICK STATS

ENROLLMENT BY PROGRAM



202
WORKING PROFESSIONAL
MBA TOTAL CLASS SIZE

AVERAGE BASE SALARY

\$148,068
OVERALL*

OF WHICH:

75
ARE EVENING MBA
IN AUSTIN

68
ARE WEEKEND MBA
IN DALLAS

59
ARE WEEKEND MBA
IN HOUSTON

US NEWS RATED
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#1
IN TEXAS

AVERAGE ANNUAL SALARY BY INDUSTRY

CONSULTING

\$170K

ENERGY

\$164K

TECHNOLOGY

\$163K

RETAIL

\$158K

FINANCIAL
SERVICES

\$151K

MANUFACTURING

\$134K

TRANSPORTATION/
LOGISTICS

\$130K

HEALTHCARE

\$118K

70% MADE A CHANGE

40%
CHANGED
EMPLOYERS

33%
RECEIVED A
PROMOTION

31%
CHANGED THEIR
FUNCTION

20%
CHANGED
INDUSTRY

23% SALARY INCREASE

AVERAGE BASE SALARY

\$120K
PRE-MBA

\$148K
POST GRAD

*Total number of students reporting salary is 67.3%, which is lower than the target reporting threshold of 70%

WORKING PROFESSIONAL MBA CLASS OF 2025

CLASS PROFILE



CLASS HIGHLIGHTS

	Evening MBA	MBA at Dallas	MBA at Houston
Active U.S. Military/Veteran	13%	23%	9%
First-Generation College Student	15%	20%	20%
Hold an Advanced Degree	13%	17%	23%
International Background	5%	7%	17%
Out of State	12%	6%	7%
Texas Cities Represented	17	29	18

UNDERGRADUATE MAJORS

	Evening MBA	MBA at Dallas	MBA at Houston
Business	40%	30%	33%
Technical	26%	30%	41%
Humanities	14%	4%	3%
Other Majors	21%	35%	22%

PRE-MBA INDUSTRIES

	Evening MBA	MBA at Dallas	MBA at Houston
Technology	32%	16%	10%
Financial Services	14%	16%	7%
Consulting	6%	6%	14%
Government	4%	6%	2%
Healthcare	1%	10%	10%
Manufacturing	8%	10%	14%
Energy	6%	3%	22%
Real Estate	4%	3%	3%
Non-Profit	1%	3%	0%
Consumer Packaged Goods	4%	7%	2%
Education	3%	1%	0%
Media/Entertainment	1%	0%	0%
Retail	4%	4%	2%
Law	0%	0%	2%
Other	12%	14%	12%

*Admissions data as of fall 2023



WORKING PROFESSIONAL MBA CLASS OF 2025
EMPLOYMENT MOVEMENT DETAILS

SUMMARY OF GRADUATES

Seeking Employment Change	77.8%
Not Seeking Employment Change	22.2%

*Total graduating class includes Winter 2024 and Spring 2025

EMPLOYMENT CHANGES

	OVERALL	EVENING MBA	MBA AT DALLAS	MBA AT HOUSTON
Any Change	70%	68%	74%	65%
Job Level Promotion	33%	27%	45%	24%
Employer Change	40%	46%	31%	43%
Industry Change	20%	21%	21%	16%
Function Change	31%	30%	28%	38%
Geography Change (metro area)	16%	16%	12%	22%

WORKING PROFESSIONAL MBA CLASS OF 2025

COMPENSATION DETAILS

BASE SALARY*

Salary Mean	\$148,068
Mean Guaranteed Bonus	\$25,819
Mean Total Estimated Compensation	\$156,687
Mean Signing Bonus**	\$29,333
Salary Median	\$145,000
Salary Range	\$65,000 - \$350,000
Mean Increase in Salary	23%

ACCEPTANCES AND SALARY BY INDUSTRY

	# OF GRADUATES REPORTING ROLES	% OF GRADUATES ACCEPTING ROLES	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE MINIMUM	BASE SALARY RANGE MAXIMUM
Technology	34	23%	\$163,268	\$162,000	\$100,000	\$350,000
Financial Services	24	16%	\$151,143	\$158,500	\$95,000	\$200,000
Manufacturing	23	15%	\$134,369	\$136,000	\$100,000	\$167,000
Energy	17	11%	\$163,800	\$145,500	\$140,000	\$207,000
Consulting	17	11%	\$170,250	\$175,000	\$125,000	\$235,000
Healthcare	12	8%	\$117,568	\$125,000	\$65,000	\$155,000
Retail	7	5%	\$157,500	\$165,000	\$120,000	\$180,000
Real Estate	5	3%	-	-	-	-
Other***	11	7%	\$127,406	\$130,000	\$76,500	\$190,000

Note: Data points not meeting the minimum requirement of three are indicated by a - designated to protect student confidentiality.

*Total number of students reporting salary is 67.3%, which is lower than the target reporting threshold of 70%.

**For those receiving a signing bonus

***Other includes: Accounting, Consumer Packaged Goods, Government, Hospitality, Media/Entertainment, Non-Profit/Education, Transportation/Logistics, and Other.

WORKING PROFESSIONAL MBA CLASS OF 2025

ACCEPTANCES BY PROGRAM

ACCEPTANCES BY PROGRAM

	OVERALL	EVENING MBA	MBA AT DALLAS	MBA AT HOUSTON
Technology	23%	32%	21%	11%
Financial Services	16%	14%	21%	11%
Manufacturing	15%	9%	23%	14%
Energy	11%	5%	4%	32%
Consulting	11%	14%	9%	11%
Healthcare	8%	7%	9%	8%
Retail	5%	7%	4%	3%
Real Estate	3%	4%	2%	5%
Other*	7%	7%	9%	5%
Total	100%	100%	100%	100%

FUNCTION ACCEPTANCES BY PROGRAM

	OVERALL	EVENING MBA	MBA AT DALLAS	MBA AT HOUSTON
Marketing/Sales**	23%	27%	19%	24%
Finance	20%	20%	21%	19%
General Management	17%	20%	12%	22%
Consulting	11%	7%	14%	11%
Business/Data Analytics	7%	5%	7%	8%
Information Technology	7%	9%	9%	0%
Operations/Logistics	5%	4%	7%	5%
Accounting	1%	0%	2%	0%
Human Resources	1%	2%	0%	0%
Other*	9%	7%	9%	11%
Total	100%	100%	100%	100%

*Other includes: Accounting, Consumer Packaged Goods, Government, Hospitality, Media/Entertainment, Non-Profit/Education, Transportation/Logistics, and Other.

**Marketing/Sales includes: Product Management and Product Marketing.

WORKING PROFESSIONAL MBA CLASS OF 2025

EMPLOYERS

TOP RECRUITING PARTNERS

Thank you to our top recruiting partners who employed 2 or more of our Working Professional MBA graduates in 2025.



The following recruiting partners employed our Working Professional MBA students in 2025.

Abbott	Capital One	Fervo Energy
AbbVie	CECO Environmental	First National Realty Partners
Accenture Strategy	Celanese Corporation	Fulcrum Capital
Advanced Micro Devices (AMD)	Charles Schwab	Gartner
Agilite	Chevron Phillips Chemical	GE Vernova
Amegy Bank	Chubbies Shorts	Global Payments Inc
Amazon	Citigroup	Gong
Antero Resources	Commerce	Goodway Group
Apple	ConocoPhillips	GordonVentures, LLC
ASML	Dell	H-E-B
AustinPx	Deloitte	Heidelberg Materials US, Inc.
Bain & Company	Deloitte Corporate Finance	HigherEchelon
Bank of the West	Diamondback	Horizon Bank
Baylor Scott & White Health	Energy Dow	Imubit
BB Imaging	Economic Growth Business Incubator	Ingenia Polymers
BigBear.ai	Emerson	Intrepid Solutions
Boston Scientific Corporation	Enverus	Jacobs
Brookfield Properties	Equinix	JLL
Brookshire Grocery Company	esVolta	L3Harris
C3 Presents	Expro Americas, LLC	Lockheed Martin
Capco	EY	Marketing 32

WORKING PROFESSIONAL MBA CLASS OF 2025

EMPLOYERS

The following recruiting partners employed our Working Professional MBA students in 2025.

Mattress Firm	Sana	Toyota Financial Services
MD Anderson Cancer Center	Scout Ventures	Trane Technologies
Messenger International	Shamrock Foods Company	Transocean Ltd.
Meta	Shield AI	UiPath
Mitsubishi Electric Power Products, Inc	Siemens	United States Navy
Morgan Stanley	SIG Partners	UT Southwestern Medical Center
NFJ Investment Group	SK Innovation	UTIMCO (The University of
Northbeam	Sound Physicians	Texas/Texas A&M Investment
Northrop Grumman	SPK and Associates LLC	Management Company)
Novartis Pharmaceuticals	St. David's Health Care	Valtris
Omni Hotels & Resorts	Stealth FinTech	Verizon
Oncor Electric Delivery	Startup Stream Realty Partners - Denver	Victoria Emergency Associates
OpenText	Sysco	Western Computer
Parlayo	Takeda	Whitley Penn
PDI Technologies	Target	Whole Foods Market
PIMCO	TC Energy	William Blair
Plains All American	Tencent America LLC	Wingstop Restaurants Inc.
PricewaterhouseCoopers (PwC)	Tenstorrent Tesla	workday
Qlik Republic Services	Texas Instruments (TI)	Workstrings International
RWE CE	Texas Trust Credit Union	Xerox
S&P Global	The Dinerstein Companies	YETI
SailPoint	The University of Texas System	
Samsara	Toast	



OVERVIEW OF CAREER MANAGEMENT

Career Management Services For Current Students

Career Management at Texas McCombs are designed to actively support students throughout their MBA experience as they clarify goals, build skills, and pursue career opportunities.

Components of our Career Management support:

- **One-on-one advising** with dedicated career consultants who help them navigate career decisions, job searches, and professional growth
- **Career education workshops** that build practical skills in networking, interviewing, and negotiation skills
- **Leadership and communication coaches** provide individualized support to strengthen leadership and workplace effectiveness
- **Employer sessions, career fairs, and networking events**, where students connect directly with recruiters and alumni

Together, these experiences create a supportive, hands-on environment that prepares students for success during the program and beyond graduation.

Lifetime Management Services For All Alumni

Lifetime Career Management Services at Texas McCombs provide alumni with continued career support and connection at every stage of their professional journey.

All degree-holding alumni have access to:

- **Complimentary, one-on-one virtual career coaching sessions** each year, offering personalized guidance as they pursue new roles, navigate career pivots, or clarify long-term goals.
- **Exclusive job opportunities** through alumni-only postings
- **Opportunities to engage with fellow graduates** through online communities and in-person networking events
- **Ways to stay connected** through McCombs chapters around the world.

Together, these lifelong resources ensure alumni remain supported, engaged, and connected to the McCombs community throughout their careers.

ALUMNI SPOTLIGHTS



“My MBA has positioned me to be more dynamic leader and think outside of my function. I’m able to think about how my team’s decisions impact the P&L and various other aspects of the company.

It has also given me the authority to renegotiate my current compensation package, leveraging external offers”

BELL HOY, EVENING MBA '25



“Fourteen years ago I was working as a flight attendant where my annual salary was less than \$20K. Fast forward to today, my operational experience combined with my Texas MBA has expanded the range of roles I'm competitive for and changed how I'm perceived in the market.

McCombs gave me the frameworks, vocabulary, and confidence to explain why something is the right call — not just that it is.”

TJ TORRES, MBA AT DALLAS/FORT WORTH '25



“During the program, I was asked to step into a new and exciting role focused on AI Strategy and Transformation at my company. More recently, I transitioned into the corporate strategy organization.

The MBA helped me build the strategic and financial perspective needed to contribute in these roles and gave me the confidence to step into larger, more complex business conversations.”

KIM LAMMERS, MBA AT HOUSTON '25



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