



The University of Texas at Austin  
McCombs School of Business

# EMPLOYMENT REPORT



CLASSES OF  
FULL-TIME MBA  
2022 & 2023

# WELCOME



We are incredibly thankful for the entire Texas McCombs community of faculty, staff, employers, and alums, who've played a valuable role in helping our MBAs achieve impressive outcomes. Of the 241 students who matriculated from the Full-Time MBA Class of 2022, 95% of students pursuing employment received a job offer within three months after graduation. And, 93% accepted positions, securing the highest average base salary in the school history of \$144,564, up 11% from 2021.

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

## Industry and Geographic Choices

Understanding the market needs and gaining preparation from the McCombs Strategic Career Planning course on how to compete in various industries yielded positive outcomes for our graduates. In fact, interest and job acceptances in the professional sectors consulting, technology, and financial services have grown a cumulative 10% since 2019 for full-time hires. Although technology was the top hiring industry (32%) among the graduating class, consulting achieved the highest increase (a record) in job acceptances (30%), a 7 percent increase from the previous year. The financial services (18%) and real estate (5%) industries followed.

As Texas' economy continues to experience incredible job growth and prosperity in industries spanning renewable energy, technology, healthcare, financial services, and professional services, many McCombs grads chose employment in the southwest (71%) over other U.S. regions. This percentage represents a 5% increase from 2021. Specifically, within the southwest, 97% of cities represented were Texas cities. The west (12%) and northeast (7%) followed.

## Continued Functional Interests

Texas McCombs MBAs continued to remain interested in exploring a variety of career paths across industries and functional areas. Strong interest continued in the consulting function, especially as the market demand for professional services increased. And, within technology, we saw more students accepting roles spanning marketing, sales, operations, finance, and general management. Worth noting, 74% of the Class of 2022's offers were obtained through school-facilitated career resources.

Reflecting on what our students have collectively achieved and the strength of our community, we are optimistic for 2023. 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 2022

# CLASS PROFILE



## CLASS PROFILE ENTERING FALL 2020

Class Size	241
Average Age	29
Average Years Work Experience	6
Average GPA	3.44
Average GMAT Score	704
Middle 80% GMAT Score	650 – 740
Women	34%
U.S. Minorities	31%
Underrepresented Minorities	18%
International	10%

## UNDERGRADUATE MAJORS

Business / Economics	35%
STEM	27%
Humanities / Social Sciences	17%
Other	21%

## PRE-MBA INDUSTRIES

Technology	13%
Consulting	12%
Finance / Banking	11%
Government	10%
Energy	9%
Media / Entertainment	6%
Non-Profit	6%
Pharmaceutical / Biotech / Healthcare	5%
Real Estate	4%
Consumer Products	2%
Manufacturing	2%
Retail	2%
Travel / Transportation	2%
Private Equity / Venture Capital	1%
Other	15%

# FULL-TIME MBA CLASS OF 2022

## OFFER & COMPENSATION DETAILS

### SUMMARY OF GRADUATES

	U.S. Citizen / Permanent Resident	Foreign National	Total Graduating Class
Seeking Employment	194	17	211
Not Seeking Employment	23	7	30
Continuing Education	14	0	14
Own Venture	5	0	5
Sponsored Job	3	6	9
Not seeking for other reasons	1	1	2
<b>Total</b>	<b>217</b>	<b>24</b>	<b>241*</b>

\*Total graduating class includes spring 2022

### BASE SALARY

	No. Reporting Salary	Salary Mean	Salary Median	Salary Range
U.S. Citizen / Permanent Resident	172	\$145,238	\$141,000	\$60,000 – \$225,000
Foreign National	16	\$137,319	\$135,000	\$100,000 – \$175,000
<b>Total</b>	<b>188</b>	<b>\$144,564</b>	<b>\$140,500</b>	<b>\$60,000 – \$225,000</b>

### SIGNING BONUS

	No. Reporting Signing Bonus	Bonus Mean	Bonus Median	Bonus Range
U.S. Citizen / Permanent Resident	148	\$30,278	\$30,000	\$1,500 – \$80,145
Foreign National	16	\$39,500	\$44,000	\$7,500 – \$71,500
<b>Total</b>	<b>164</b>	<b>\$31,178</b>	<b>\$30,000</b>	<b>\$1,500 – \$80,145</b>

## FULL-TIME MBA CLASS OF 2022

# OFFER & COMPENSATION DETAILS

### SUMMARY OF JOB OFFER SOURCES

	No. Reporting Source	% of Total	Mean Base Salary
Sourced from Internships through Texas McCombs	51	26.7%	\$156,327
Full-Time Recruiting through Texas McCombs corporate partner ecosystem, alumni / staff network or other UT Austin Resources	90	47.1%	\$143,564
Individual Networked Search or Personal Network	39	20.4%	\$135,269
Sourced from Internships through Individual Search	11	5.8%	\$132,055
<b>Total</b>	<b>191</b>	<b>100.0%</b>	<b>\$144,564</b>

### TIMING OF JOB OFFERS

	No. Students Seeking Employment	Received First Offer by Graduation	Received First Offer by 3 months of Graduation
U.S. Citizen /Permanent Resident	194	89.2%	94.8%
Foreign National	17	100.0%	100.0%
<b>Total</b>	<b>211</b>	<b>90.0%</b>	<b>95.3%</b>

### TIMING OF JOB ACCEPTANCES

	No. Students Seeking Employment	Accepted Offer by Graduation	Accepted Offer by 3 months of Graduation
U.S. Citizen / Permanent Resident	194	85.1%	92.3%
Foreign National	17	100.0%	100.0%
<b>Total</b>	<b>211</b>	<b>86.3%</b>	<b>92.9%</b>

**FULL-TIME MBA CLASS OF 2022**  
**ACCEPTANCES BY INDUSTRY**

**ACCEPTANCES AND SALARY BY INDUSTRY\***

	<b>No. Students Reporting</b>	<b>% Students Reporting</b>	<b>Base Salary Mean</b>	<b>Base Salary Median</b>	<b>Base Salary Range</b>
Technology	62	31.6%	\$133,898	\$132,800	\$97,500 – \$180,000
Consulting	59	30.1%	\$164,958	\$175,000	\$100,000 – \$185,000
Financial Services	35	17.9%	\$157,242	\$175,000	\$90,000 – \$200,000
Real Estate	9	4.6%	\$117,500	\$117,500	\$85,000 – \$145,000
Energy / Utilities	8	4.1%	\$125,438	\$125,000	\$95,000 – \$146,000
Travel / Transportation	7	3.6%	\$104,167	\$105,000	\$95,000 – \$115,000
Consumer Products	6	3.1%	\$109,167	\$115,000	\$85,000 – \$120,000
Retail	4	2.0%	\$120,000	\$125,000	\$100,000 – \$130,000
Healthcare	3	1.5%	\$128,333	\$135,000	\$115,000 – \$135,000
***Other	3	1.5%	\$134,000	\$117,000	\$60,000 – \$225,000
<b>Total</b>	<b>196</b>	<b>100.0%</b>	<b>\$144,564</b>	<b>\$140,500.00</b>	<b>\$60,000 – \$225,000</b>

\*All students reporting job acceptances and salary details

\*\*\*Other industries includes law/legal services, manufacturing, and non-profit & social enterprises

## FULL-TIME MBA CLASS OF 2022

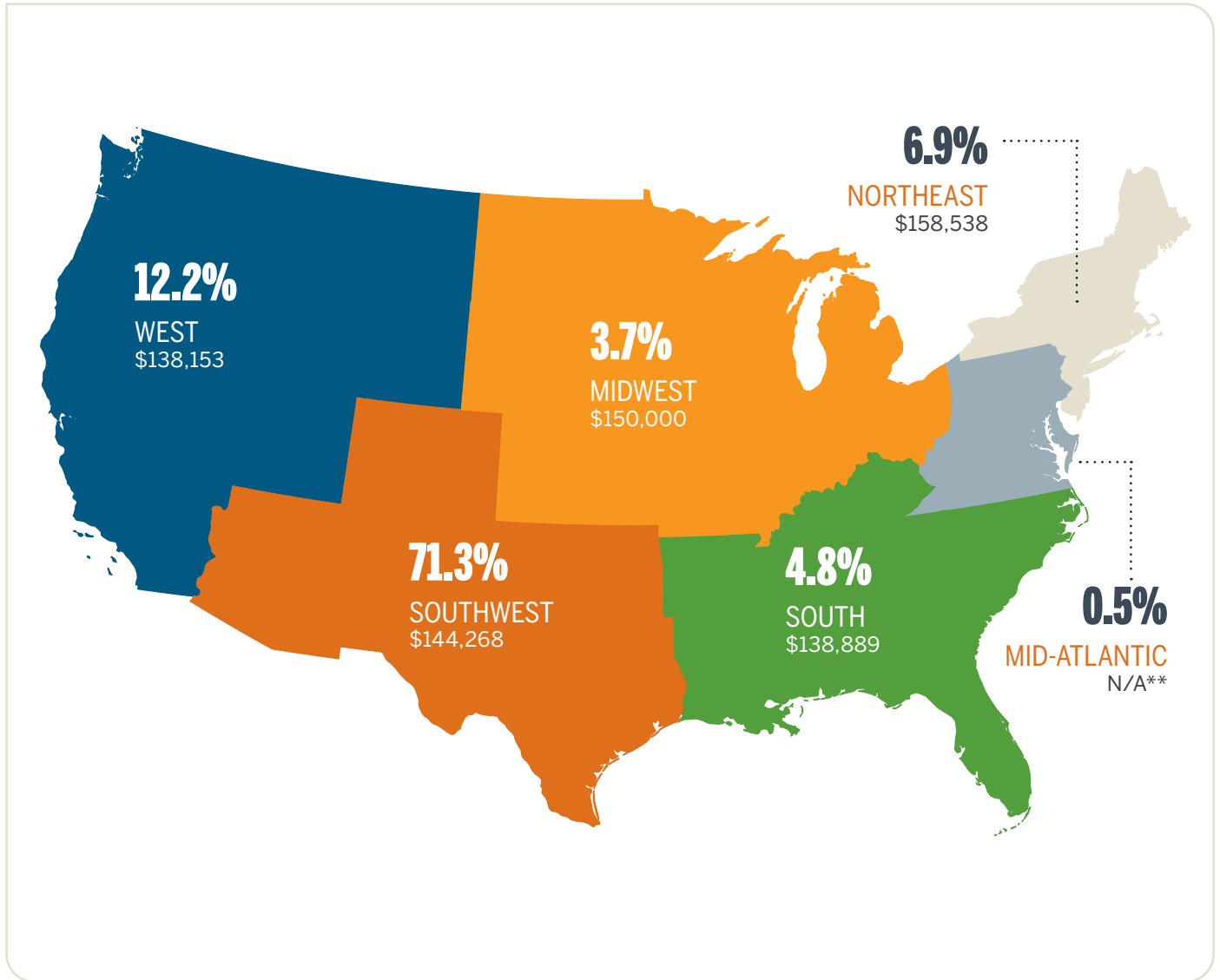
# ACCEPTANCES BY FUNCTION

### ACCEPTANCES AND SALARY BY FUNCTION\*

	No. Students Reporting	% Students Reporting	Base Salary Mean	Base Salary Median	Base Salary Range
<b>Finance / Accounting</b>					
Investment Banking	17	8.7%	\$171,176	\$175,000	\$150,000 – \$185,000
Corporate Finance	10	5.1%	\$122,480	\$126,300	\$90,000 – \$140,000
Real Estate Finance	7	3.6%	\$115,714	\$115,000	\$85,000 – \$145,000
Private Equity / Venture Capital	6	3.1%	\$171,400	\$175,000	\$132,000 – \$200,000
Asset Management	8	4.1%	\$132,429	\$132,000	\$100,000 – \$160,000
Corporate Development	3	1.5%	\$120,000	\$120,000	\$115,000 – \$125,000
<b>General Management</b>					
Consulting	62	31.6%	\$163,831	\$167,500	\$100,000 – \$185,000
Operations / Logistics / Supply Chain	12	6.1%	\$122,818	\$125,000	\$60,000 – \$145,000
Project Management	13	6.6%	\$127,580	\$128,750	\$95,000 – \$180,000
Leadership Development / Rotational Programs	11	5.6%	\$126,600	\$125,000	\$100,000 – \$146,000
<b>Marketing / Sales</b>					
Product Management	14	7.1%	\$137,401	\$141,000	\$85,000 – \$167,500
Other Marketing	10	5.1%	\$124,000	\$129,000	\$100,000 – \$141,000
Demand Generation Marketing & Business Development	8	4.1%	\$141,000	\$140,500	\$125,000 – \$160,000
Product Marketing	2	1.0%	N/A**	N/A**	N/A**
Brand Management	2	1.0%	N/A**	N/A**	N/A**
<b>Other</b>	11	5.6%	\$128,818	\$125,000	\$95,000 – \$225,000
<b>Total</b>	<b>196</b>	<b>100.0%</b>	<b>\$144,564</b>	<b>\$140,500</b>	<b>\$60,000 – \$225,000</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 2022  
**OFFERS BY GEOGRAPHY**



SALARIES REFLECTED ARE MEDIAN BASE SALARY OF 195 STUDENTS REPORTING LOCATION. ONE STUDENT REPORTED SALARY BUT DID NOT PROVIDE LOCATION.

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



FULL-TIME MBA CLASS OF 2023

# CLASS PROFILE



## CLASS PROFILE ENTERING FALL 2021

Class Size	270
Average Age	29
Average Years Work Experience	5.5
Average GPA	3.48
Average GMAT Score	708
Middle 80% GMAT Range	650 – 740
Women	38%
U.S. Minority	37%
International Students	24%
Underrepresented Minority	23%

## UNDERGRADUATE MAJORS

Business / Economics	32%
STEM	28%
Humanities / Social Sciences	14%
Other	26%

## PRE-MBA INDUSTRIES

Consulting	16%
Technology	15%
Financial Services	7%
Government	7%
Petroleum/Energy	6%
Manufacturing	5%
Non-Profit	4%
Education	4%
Consumer Products	3%
Energy	3%
Pharmaceutical/Biotechnology/ Healthcare Products	3%
Travel and Transportation	3%
Retail	3%
Media/Entertainment	2%
Commercial Banking	2%
Diversified Financial Services/Insurance	2%
Investment Banking	2%
Investment Management	2%
Real Estate	2%
Law	1%
Other	8%

## FULL-TIME MBA CLASS OF 2023

# INTERNSHIP OFFER & COMPENSATION DETAILS

### CLASS SUMMARY

	U.S. Citizen / Permanent Resident	Foreign National	Total Class
Seeking Internship	182	59	241
Own Venture	4	0	4
Not Seeking Internship	16	7	23
<b>Total</b>	<b>202</b>	<b>66</b>	<b>268</b>

### MONTHLY SALARY

	No. Reporting Salary	Salary Mean	Salary Median	Salary Range
U.S. Citizen / Permanent Resident	176	\$10,334	\$9,533	\$2,500 – \$17,083
Foreign National	54	\$10,336	\$9,890	\$4,333 – \$15,417
<b>Total</b>	<b>230</b>	<b>\$10,335</b>	<b>\$9,629</b>	<b>\$2,500 – \$17,083</b>

### SUMMARY OF INTERN OFFER SOURCES

	No. Reporting Source	% of Total	Monthly Salary Mean
Texas McCombs corporate partner ecosystem, alumni / staff network or other UT Austin Resources	186	77.2%	\$10,702
Individual Networked Search or Personal Network	49	20.3%	\$8,963
<b>Total</b>	<b>235</b>	<b>97.5%</b>	<b>\$10,335</b>

**FULL-TIME MBA CLASS OF 2022**  
**INTERNSHIPS BY INDUSTRY**

**ACCEPTANCES AND SALARY BY INDUSTRY\***

	<b>No. Reporting Acceptance</b>	<b>% Reporting Acceptance</b>	<b>No. Reporting Salary</b>	<b>Monthly Mean</b>	<b>Monthly Median</b>	<b>Monthly Range</b>
Consulting	68	28.2%	67	\$13,843	\$14,000	\$9,642 – \$15,167
Consumer Products	20	8.3%	20	\$7,120	\$7,275	\$2,500 – \$10,000
Energy / Utilities	10	4.2%	8	\$8,028	\$8,667	\$3,333 – \$9,617
Financial Services	41	17.0%	37	\$12,126	\$13,462	\$3,200 – \$15,417
Healthcare	6	2.5%	6	\$8,358	\$8,709	\$4,853 – \$9,742
Real Estate	4	1.7%	3	\$6,440	\$5,200	\$5,027 – \$9,093
Retail	15	6.2%	15	\$7,898	\$7,999	\$6,720 – \$10,000
Technology	62	25.7%	60	\$8,369	\$8,667	\$4,333 – \$13,000
Travel / Transportation	10	4.2%	9	\$7,241	\$7,228	\$6,000 – \$9,667
**Other	5	2.1%	5	\$7,794	\$5,742	\$3,575 – \$17,083
<b>Total</b>	<b>241</b>	<b>100.0%</b>	<b>230</b>	<b>\$10,335</b>	<b>\$9,629</b>	<b>\$2,500 – \$17,083</b>

\*All students reporting job acceptance and salary details  
 \*\*Other industries includes legal, manufacturing, other and government

# FULL-TIME MBA CLASS OF 2023

## INTERNSHIP ACCEPTANCES BY FUNCTION\*

### INTERNSHIP ACCEPTANCES AND SALARY BY FUNCTION

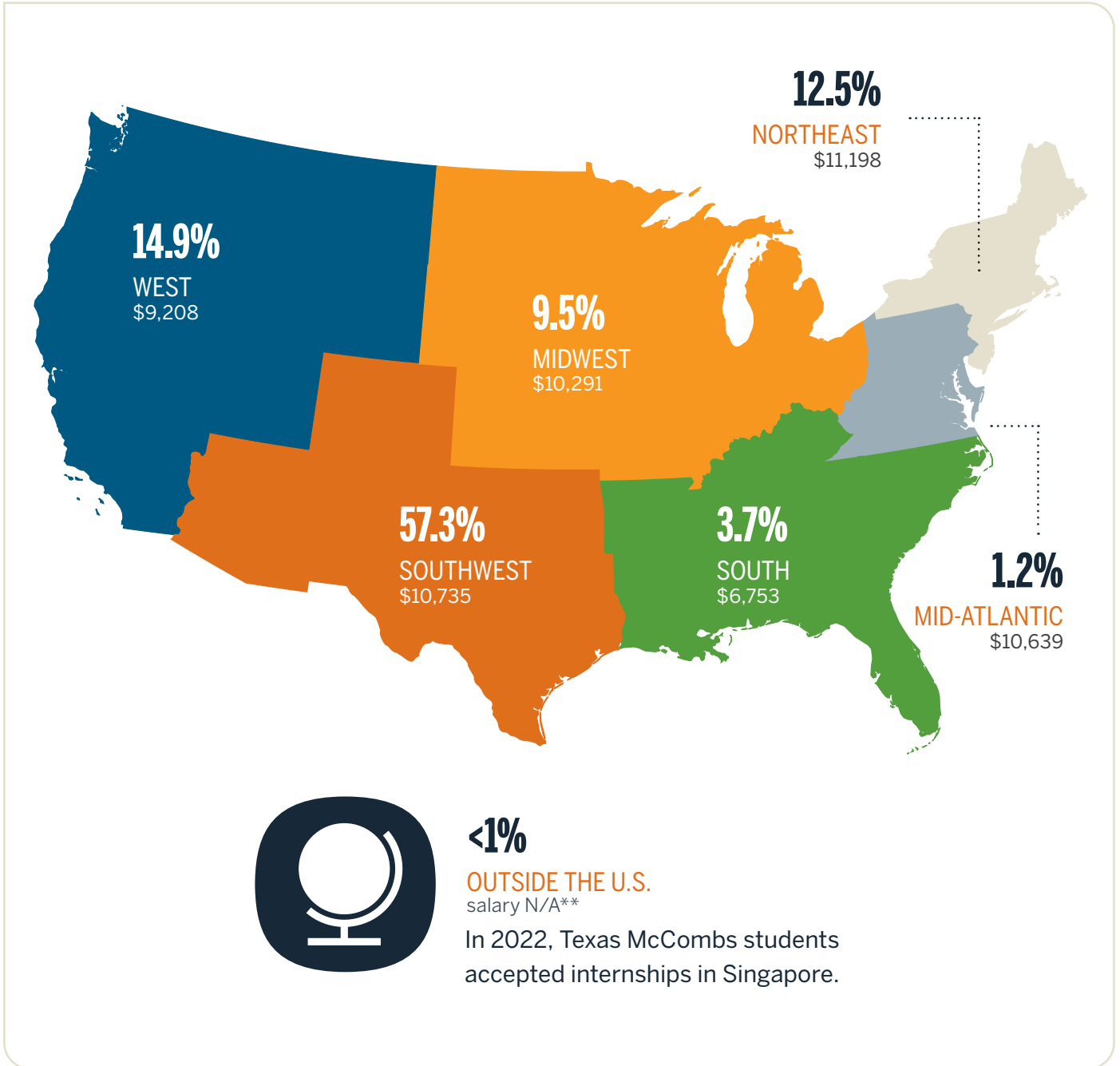
	No. Reporting Acceptance	% Reporting Acceptance	No. Reporting Salary	Monthly Mean	Monthly Median	Monthly Range
<b>Finance &amp; Accounting</b>						
Investment Banking	24	10.0%	23	\$14,262	\$14,583	\$12,250 – \$15,417
Corporate Finance	9	3.7%	8	\$8,330	\$8,583	\$7,367 – \$9,000
Private Equity / Venture Capital	7	2.9%	5	\$6,280	\$7,367	\$3,200 – \$8,6667
Corporate Development	2	0.8%	2	N/A**	N/A**	N/A**
Real Estate Finance	2	0.8%	2	N/A**	N/A**	N/A**
Asset Management	8	3.3%	7	\$9,421	\$10,000	\$5,000 – \$13,333
<b>General Management</b>						
Consulting	72	29.9%	72	\$13,288	\$14,000	\$3,575 – \$15,167
Operations / Logistics / Supply Chain	18	7.5%	17	\$8,237	\$7,800	\$5,440 – \$13,250
Leadership Development / Rotational Programs	5	2.1%	5	\$8,563	\$9,533	\$4,250 – \$10,000
Strategic Planning	9	3.7%	9	\$7,797	\$7,274	\$6,587 – \$10,000
Project Management	4	1.7%	3	\$8,131	\$9,013	\$6,067 – \$9,313
General Management	2	0.8%	2	N/A**	N/A**	N/A**
<b>Marketing / Sales</b>						
Product Management	25	10.4%	25	\$8,857	\$8,320	\$6,000 – \$13,000
Brand Management	12	5.0%	12	\$7,426	\$7,616	\$6,000 – \$9,743
Product Marketing	9	3.7%	8	\$7,433	\$7,736	\$4,853 – \$8,873
Other Marketing	10	4.2%	9	\$8,015	\$8,667	\$2,500 – \$12,318
Demand Generation Marketing & Business Development	5	2.1%	5	\$7,428	\$8,000	\$4,333 – \$8,873
<b>***Other</b>	18	7.5%	16	\$7,786	\$8,083	\$3,333 – \$17,083
<b>Total</b>	<b>241</b>	<b>100.0%</b>	<b>230</b>	<b>\$10,335</b>	<b>\$9,629</b>	<b>\$2,500 – \$17,083</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

\*\*\*Other industries include human resources, governmental affairs, law, business intelligence, marketing analytics, business/corporate development, other

FULL-TIME MBA CLASS OF 2023  
**INTERNSHIPS BY GEOGRAPHY**



SALARIES REFLECTED ARE MEDIAN MONTHLY SALARY OF 230 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 2022

## TOP RECRUITING PARTNERS

Thank you to our top recruiting partners who hired 10 or more students for full-time or internship positions in 2022.



### The following recruiting partners hired 2 or more students for full-time or internship positions in 2022.

AbbVie	Diageo	Moelis & Company
Accenture	Ericsson	NIKE Inc.
Adobe Systems Inc.	Evercore Partners	Procter & Gamble
AlixPartners	Expedia Group	PwC + Strategy&
Amazon, Inc.	EY-Parthenon	Republic Services
American Airlines, Inc.	Findhelp	Rothschild
Anheuser Busch InBev	Gartner, Inc.	Salesforce.com
Apple Inc.	Guggenheim Partners	Sam's Club
Bain & Company, Inc.	HP, Inc.	Teacher Retirement System of Texas
Boston Consulting Group	Intuit Inc.	Tesla
Cisco Systems	JP Morgan Chase & Co.	Toyota Motor North America
Citigroup Inc.	Keurig Dr Pepper	Two Roads
Cognizant	Marathon Capital	VMware Inc.
Dell Technologies	McKinsey & Company	Walmart
Deloitte Consulting	Microsoft Corp.	Wavestone

## EMPLOYER ACCOLADES



“At BCG, we look to McCombs as a key source of talent for our consulting team. Graduates come to us with strong analytical capabilities, the fundamentals of strategic thinking, and a Texas-sized dose of grit. As we continue to expand our office in Austin, we’ll partner even more with McCombs to find future BCGers that are passionate about our purpose of unlocking the potential of those who advance the world.”

**Albert Peña**, Partner, **BOSTON CONSULTING GROUP**

---



“Dell Technologies was founded at the University of Texas nearly 40 years ago, and we’ve been committed to supporting UT students and culture ever since. McCombs School of Business MBA students are innovative and collaborative leaders with diversity of thought and experience, helping enable Dell Technologies to drive human progress.”

**Karen Plotkin**, Senior Vice President, Strategy, **DELL TECHNOLOGIES**

---



“There are many characteristics I find compelling about MBA students at McCombs. Their approach to problem solving is inquisitive as well as energetic, and they possess a results driven mindset, which is highly valued.”

**Brad Redmond**, Director, **AMAZON WEB SERVICES**



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

Robert B. Rowling Hall | 300 W. Martin Luther King Jr. Blvd.  
RRH 2.350 / B6004 | Austin, Texas 78712

[TexasMBA@mcombs.utexas.edu](mailto:TexasMBA@mcombs.utexas.edu) | [TexasMBA.com](http://TexasMBA.com)