



The University of Texas at Austin
McCombs School of Business

EMPLOYMENT REPORT

2023-2024

BBA

INTERNSHIP &
FULL-TIME



WELCOME



Dear McCombs Community,

The Texas McCombs BBA Class of 2024 has demonstrated resilience, ambition, and success in their career journeys. In a shifting job market, our graduates secured outstanding opportunities across a wide range of industries, leveraged the strength of the McCombs network, and took bold steps toward their futures. Additionally, McCombs students gained valuable hands-on experience through internships, securing roles at top companies before transitioning into full-time positions. Graduates continued to command competitive salaries, with an average base salary of \$86,668, reflecting the strong value of a McCombs education.

We are grateful to the faculty, staff, employers, and alumni—whose dedication plays a vital role in our students' success. Your support not only guides them through their career journeys but also helps cultivate the future leaders who will drive innovation and make a lasting impact.

Texas McCombs BBA Highlights

- **A Top-Ranked Business Program:** McCombs ranks #6 in Best Business Programs by *U.S. News & World Report*, marking 10 consecutive years in the top seven and 26 straight years in the top 10. Additionally, 12 out of 13 business specialties rank in the Top 10.
- **Strong Career Outcomes Across Industries:** Within six months of graduation, 86% of BBA graduates secured full-time roles with 415 employers across 17 industries. Financial Services (36%), Consulting (21%), and Technology (15%) remained the most popular industries, attracting 72% of graduates.
- **Internships as a Pathway to Full-Time Roles:** Internships remain a key stepping stone for McCombs students, with 45% of graduates reporting full-time roles stating their position was secured from a previous internship. This reflects the value of early career experience and McCombs' strong employer partnerships.
- **Top Hiring Employers:** McCombs graduates secured full-time roles at Capital One, Deloitte, EY, Goldman Sachs, Google, JPMorganChase, McKinsey, Morgan Stanley, and PwC, each hiring 8 or more graduates. Many also gained experience through internships across 16 industries, with employers such as Accenture, Amazon, Bank of America, Dell, and PepsiCo.
- **Expansive McCombs Network:** With a thriving community of over 107K McCombs alumni and more than 570K Longhorn alumni globally, our graduates benefit from powerful connections that open doors to new opportunities. Additionally, 6,800+ students and alumni are actively networking on McCombs Connect, our exclusive platform for career insights, mentorship, and professional connections.

Our commitment to supporting and empowering students in their careers remains steadfast. We are proud of their achievements and look forward to seeing them thrive as they take the next steps in their careers.

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

TEXAS McCOMBS BBA CLASS OF 2024

CLASS PROFILE

GRADUATING CLASS OF 2024 BY MAJOR

Accounting	143
Business Analytics	22
Canfield Business Honors Program**	171
Finance	417
International Business	28
Management	49
Management Information Systems	226
Marketing	156
Science & Technology Management	2
Supply Chain Management	26
Total*	1,240

US NEWS & WORLD REPORT

2024 UNDERGRADUATE PROGRAM RANKINGS

Undergraduate Business Program **#6**

Business Specialties

Accounting	#1
Finance	#3
Marketing	#4
Management	#4
Management Information Systems	#5
Quantitative Analysis	#5
Analytics	#6
Entrepreneurship	#6
Insurance	#6
Production / Operations Management	#7
Supply Chain Management / Logistics	#8
Real Estate	#9
International Business	#11

*Total graduating class includes Summer 2023, Fall 2023, and Spring 2024.

**All Canfield Business Honors Program (CBHP) graduates are part of the total CBHP count above.

TEXAS McCOMBS BBA CLASS OF 2024

FULL-TIME OFFER & COMPENSATION DETAILS*

SUMMARY OF GRADUATES**

	U.S. CITIZEN / PERMANENT RESIDENT	INTERNATIONAL	TOTAL GRADUATING CLASS
Seeking Employment	926	26	952
Not Seeking Employment	217	13	230
Continuing Education	178	13	191
Own Venture	27	0	27
Not seeking for other reasons	10	0	10
Military Service	2	0	2
No Information	52	6	58
Total	1,195	45	1,240

BASE SALARY

	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
U.S. Citizen / Permanent Resident	610	\$86,334	\$85,000	\$30,000 – \$215,000
International	15	\$100,258	\$110,000	\$75,000 – \$137,365
Total	625	\$86,668	\$85,000	\$30,000 – \$215,000

SIGNING BONUS

	NO. REPORTING SIGNING BONUS	BONUS MEAN	BONUS MEDIAN	BONUS RANGE
U.S. Citizen / Permanent Resident	342	\$9,839	\$10,000	\$500 – \$83,200
International	8	\$7,313	\$7,750	\$5,000 – \$10,000
Total	350	\$9,781	\$10,000	\$500 – \$83,200

*All students reporting job acceptances and salary details.

**Total graduating class includes Summer 2023, Fall 2023, and Spring 2024.

TEXAS McCOMBS BBA CLASS OF 2024

FULL-TIME OFFER & COMPENSATION DETAILS

SALARY BY MAJOR*

	NO. OF GRADUATES ACCEPTING	NO. REPORTING SALARY	MEAN BASE SALARY
Accounting	26	13	\$73,862
Business Analytics	14	10	\$88,094
Canfield Business Honors Program**	132	112	\$107,143
Finance	408	339	\$91,595
International Business	18	14	\$57,806
Management	27	15	\$70,377
Management Information Systems	175	131	\$86,207
Marketing	95	72	\$66,776
Science & Technology Management	1	1	N/A***
Supply Chain Management	20	14	\$76,121

**Canfield Business Honors Program (CBHP) students are allowed to have a double major in business: one in CBHP and one in another business discipline. CBHP students who double major have been counted in both CBHP and their non-CBHP major above.

***Data points not meeting the minimum requirement of three are indicated by an N/A designation to protect student confidentiality.

SUMMARY OF JOB OFFER SOURCES*

	NO. REPORTING SALARY	% OF TOTAL	MEAN BASE SALARY
Sourced from Previous Internship	283	45.3%	\$92,076
Individual Networked Search or Personal Network	173	27.7%	\$81,478
Texas McCombs Corporate Partner Ecosystem, Alumni / Staff Network, or other UT Austin Resources	124	19.8%	\$82,286
Not Disclosed	45	7.2%	\$84,678
Total	625	100%	\$86,668

*All students reporting job acceptances and salary details.

TEXAS McCOMBS BBA CLASS OF 2024

FULL-TIME ACCEPTANCES BY INDUSTRY

ACCEPTANCES AND SALARY BY INDUSTRY*						
	NO. OF GRADUATES ACCEPTING	% OF GRADUATES ACCEPTING	NO. REPORTING SALARY	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Financial Services**	288	35.6%	238	\$97,629	\$100,000	\$30,000 – \$200,000
Consulting	169	20.9%	146	\$88,653	\$85,000	\$36,000 – \$120,000
Technology	122	15.1%	81	\$87,172	\$82,500	\$37,440 – \$215,000
Real Estate	46	5.7%	30	\$69,933	\$63,500	\$40,000 – \$110,000
Manufacturing	36	4.4%	27	\$71,114	\$70,000	\$45,760 – \$90,626
Energy	26	3.2%	21	\$75,344	\$76,000	\$36,000 – \$105,000
Consumer Packaged Goods	20	2.5%	14	\$73,061	\$74,500	\$35,360 – \$94,000
Accounting Services	17	2.1%	10	\$73,445	\$75,000	\$60,250 – \$85,000
Healthcare	13	1.6%	8	\$65,538	\$66,250	\$60,000 – \$70,000
Transportation / Logistics	12	1.5%	8	\$71,631	\$67,500	\$52,000 – \$114,000
Retail	12	1.5%	9	\$59,847	\$67,000	\$33,800 – \$80,000
Marketing / Advertising / Communications / Digital	11	1.4%	8	\$63,750	\$57,500	\$50,000 – \$85,000
Non-Profit / Education	9	1.1%	5	\$50,569	\$49,000	\$44,000 – \$62,844
Media / Entertainment	8	1.0%	3	\$54,280	\$47,840	\$45,000 – \$70,000
Government	8	1.0%	6	\$60,901	\$60,500	\$50,000 – \$78,000
Other***	7	0.9%	6	\$51,835	\$51,506	\$43,000 – \$60,000
Hospitality	6	0.7%	5	\$66,336	\$80,000	\$42,000 – \$86,000
Total	810	100.0%	625	\$86,668	\$85,000	\$30,000 – \$215,000

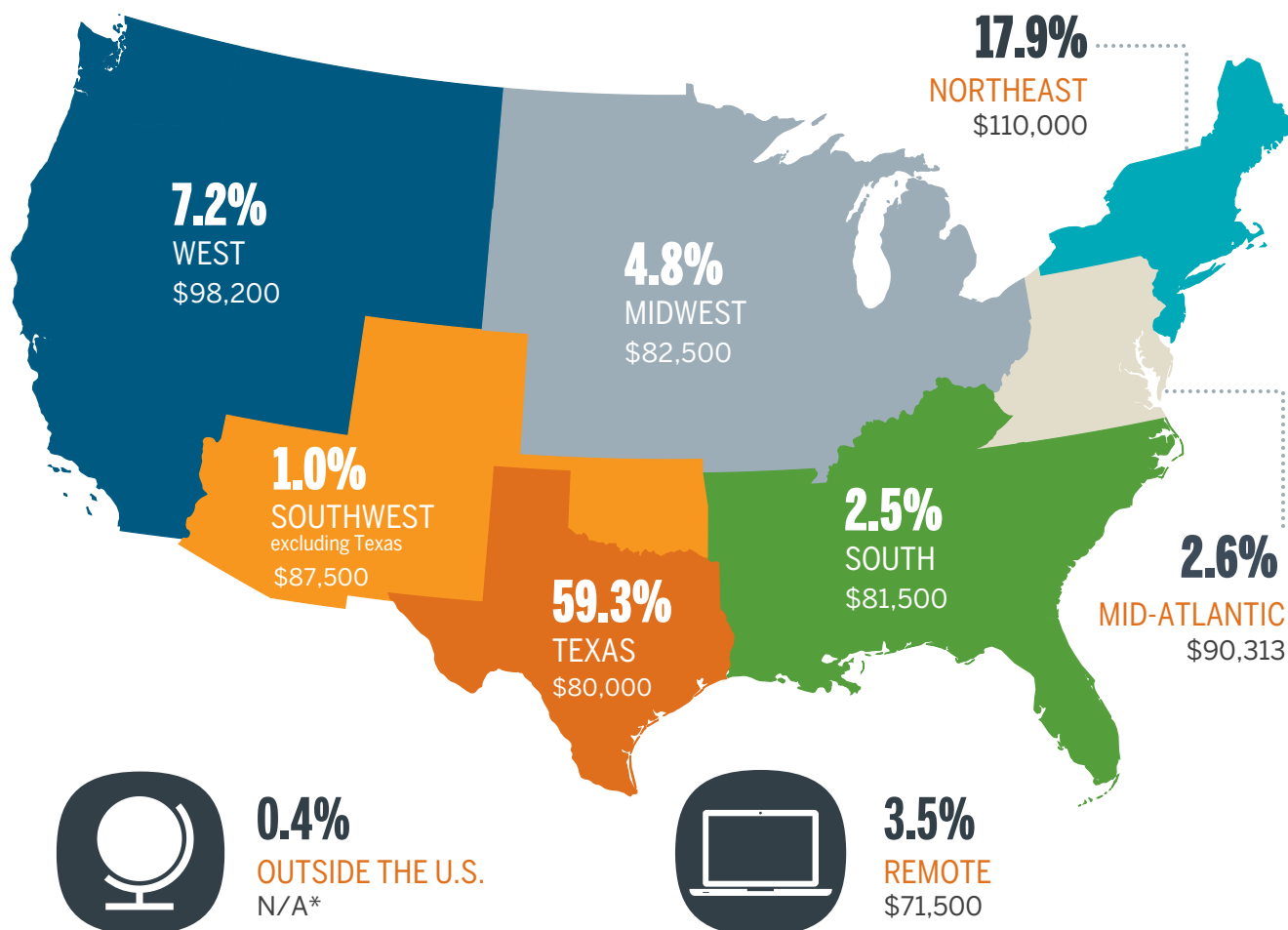
*All students reporting job acceptances and salary details.

**Financial Services includes Asset / Investment Management, Commercial Banking, Hedge Funds, Insurance, Investment Banking / Brokerage / Wealth Management, Multiple Financial Services, Private Equity / Venture Capital, and Other.

***Other industries includes Law / Legal Services, Sports / Leisure, and Other.

TEXAS McCOMBS BBA CLASS OF 2024

FULL-TIME OFFERS BY GEOGRAPHY



SALARIES REFLECTED ARE MEDIAN BASE SALARY OF 621 GRADUATES REPORTING LOCATIONS.

*Data points not meeting the minimum requirement of three are indicated by an N/A designation to protect student confidentiality.

TEXAS BREAKDOWN

	NO. OF GRADUATES ACCEPTING	% OF GRADUATES ACCEPTING	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
Austin	205	41.0%	143	\$72,438	\$74,000	\$33,800 – \$120,000
Houston	126	25.2%	104	\$90,718	\$90,000	\$40,000 – \$200,000
Dallas	107	21.4%	87	\$83,019	\$80,000	\$40,000 – \$140,000
Other Texas	62	12.4%	44	\$74,075	\$77,260	\$30,000 – \$112,000
Total (Texas)	500	100.0%	378	\$80,093	\$80,000	\$30,000 – \$200,000

TEXAS McCOMBS BBA CLASS OF 2024

FULL-TIME ACCEPTANCES BY FUNCTION

ACCEPTANCES AND SALARY BY FUNCTION*

	NO. OF GRADUATES ACCEPTING	% OF GRADUATES ACCEPTING	NO. REPORTING SALARY	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Accounting	33	4.1%	18	\$70,280	\$70,500	\$52,000 – \$85,000
Business / Data Analytics	42	5.2%	36	\$83,184	\$84,500	\$47,000 – \$110,000
Consulting						
Strategy / Ops / Management Consulting	80	9.9%	76	\$98,974	\$105,000	\$65,000 – \$120,000
IT / Technology Consulting	60	7.4%	45	\$80,829	\$81,000	\$68,000 – \$95,000
Other Consulting (including Forensic / Litigation, Internal Strategy & Human Capital)	15	1.9%	13	\$81,248	\$80,000	\$62,300 – \$96,500
Finance						
Investment Banking / Sales / Trading	116	14.3%	104	\$108,658	\$110,000	\$51,418 – \$120,000
Corporate Finance / Analysis / FP&A	59	7.3%	42	\$76,921	\$74,100	\$53,000 – \$110,000
Investment Mgmt / Research Analyst / Portfolio Mgmt	37	4.6%	28	\$86,893	\$86,500	\$54,000 – \$142,000
Private Wealth / Asset Mgmt	32	4.0%	24	\$77,183	\$80,000	\$30,000 – \$100,000
Commercial / Corporate Banking	23	2.8%	20	\$88,978	\$90,000	\$65,000 – \$110,000
Real Estate Development	22	2.7%	17	\$66,059	\$60,000	\$55,000 – \$95,000
Venture Cap / Priv Equity / LBO	17	2.1%	14	\$99,500	\$100,000	\$80,000 – \$140,000
Other Finance (including Business Valuation & Other)	16	2.0%	15	\$78,613	\$80,000	\$60,000 – \$98,200
Corporate Finance / Corp Dev / M&A	2	0.2%	1	N/A**	N/A**	N/A**
General Management						
General Management (including Other)	12	1.5%	8	\$49,926	\$44,450	\$36,000 – \$65,500
Leadership Development Program	11	1.4%	8	\$76,640	\$75,000	\$60,000 – \$114,000
Project / Program Management	7	0.9%	5	\$72,800	\$70,000	\$50,000 – \$100,000
Human Resources	6	0.7%	5	\$48,853	\$43,000	\$37,440 – \$67,500

FUNCTION DATA CONTINUES ON PAGE 7

*All students reporting job acceptance and salary details.

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TEXAS McCOMBS BBA CLASS OF 2024

FULL-TIME ACCEPTANCES BY FUNCTION (cont.)

ACCEPTANCES AND SALARY BY FUNCTION*

	NO. OF GRADUATES ACCEPTING	% OF GRADUATES ACCEPTING	NO. REPORTING SALARY	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Information Technology						
Software / Systems Engineering	33	4.1%	23	\$122,837	\$120,000	\$66,500 – \$215,000
Management Information Systems	12	1.5%	10	\$75,209	\$76,000	\$47,840 – \$100,000
Other Information Technology (including Data Engineering)	8	1.0%	7	\$77,286	\$85,000	\$40,000 – \$100,000
Marketing						
Product Management	32	4.0%	19	\$105,092	\$106,000	\$54,000 – \$150,000
Digital Marketing	11	1.4%	10	\$64,734	\$65,000	\$36,000 – \$85,500
Other Marketing (including Marketing Consulting)	8	1.0%	6	\$58,229	\$64,500	\$35,360 – \$72,000
Advertising / Public Relations	6	0.7%	3	\$54,333	\$55,000	\$50,000 – \$58,000
Product & Services Marketing	5	0.6%	3	\$78,667	\$75,000	\$71,000 – \$90,000
Consumer Insights / Research	5	0.6%	3	\$72,667	\$75,000	\$60,000 – \$83,000
Merchandising / Buying / Retail	4	0.5%	3	\$68,333	\$68,000	\$67,000 – \$70,000
Branding / Brand Management	4	0.5%	2	N/A**	N/A**	N/A**
Operations / Logistics / Supply Chain						
	20	2.5%	14	\$70,979	\$72,000	\$50,000 – \$98,200
Sales / Business Development / Customer Success / Account Management						
	59	7.3%	34	\$65,377	\$60,000	\$40,000 – \$94,000
Other (including Law / Government Affairs)						
	13	1.6%	9	\$50,530	\$49,000	\$33,800 – \$63,125
Total	810	100%	625	\$86,668	\$85,000	\$30,000 – \$215,000

*All students reporting job acceptance and salary details.

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BBA FULL-TIME EMPLOYERS 2023 – 2024

TOP EMPLOYERS

Thank you to our top employers who hired 10 or more students for full-time positions in 2023 – 2024.

JPMorganChase

BCG

ORACLE®

Deloitte.

DELL Technologies

EY

amazon

Goldman Sachs

BANK OF AMERICA

KPMG

WELLS FARGO

CapitalOne

McKinsey & Company

Morgan Stanley

pwc

The following recruiting partners hired 2 or more students for full-time positions in 2023 – 2024.

Accenture	IBM
Alithya	IMC Trading
Alvarez & Marsal	Intrepid Financial Partners
Amazon	Intuit
American Express	Jefferies
Apple	JLL
Applied Materials	JPMorganChase
AQUILA	KeyBanc Capital Markets
AT&T	KPMG
Atlassian	Lazard
Bain & Company	Live Nation Entertainment
Bank of America	LyondellBasell
Barclays	Macquarie Group
BCG	Mastercard
Boeing	Matthews Real Estate Investment
Cain Brothers	McKinsey & Company
Capco	Microsoft
Capital One	Moelis & Company
Caterpillar	Morgan Stanley
CBRE	NALCAP
Centene	NinjaOne
Centerview Partners	Northwestern Mutual
CGI	Oliver Wyman
Charles Schwab	Oracle
Citadel	Paycom
Citi	PepsiCo
Citizens Bank	Perella Weinberg Partners
Credera	PIMCO
Crow Holdings	PJT Partners
CVS Health	PMG
DaVita	Prologis
Dell	Protiviti
Deloitte	PwC
Dimensional Fund Advisors	Quorum Software
eBay	Raymond James
Epic	Robinhood
Epiphany Dermatology	Rothschild & Co
Equitable Advisors	Salesforce.com
Evercore	Sendero
EY	Shell
EY-Parthenon	Stout
Feniex	Tesla
Fidelity Investments	Texas Capital Bank
Frost Bank	Texas Financial Advisors
FTI Consulting	Texas Instruments (TI)
GCM Grosvenor	The University of Texas at Austin
Goldman Sachs	The Walt Disney Company
Google	TotalEnergies
Greenhill & Co.	TRS
Guidehouse	Visa
Hall Capital Partners LLC	Wells Fargo
Halliburton	West Monroe
H-E-B	William Blair
Houlihan Lokey	Yardi
HP	



BBA 2023 – 2024

INTERNSHIP REPORT

Data reflects all BBA student reported internships completed during Summer 2023, Fall 2023, and Spring 2024.

TEXAS McCOMBS BBA 2023 – 2024

INTERNSHIP OFFER & COMPENSATION DETAILS

INTERN SALARY

	NO. OF ACCEPTANCES	NO. REPORTING SALARY	MEAN MONTHLY SALARY	MEDIAN MONTHLY SALARY	RANGE MONTHLY SALARY
U.S. Citizen / Permanent Resident	1,095	968	\$4,954	\$4,333	\$305 – \$22,560
International	32	26	\$5,611	\$5,863	\$655 – \$9,533
Total	1,127	994	\$4,972	\$4,333	\$305 – \$22,560

INTERN SALARY BY MAJOR

	NO. OF ACCEPTANCES	NO. REPORTING SALARY	MEAN MONTHLY SALARY
Accounting	55	52	\$4,307
Business Analytics	40	39	\$4,097
Canfield Business Honors Program**	186	166	\$6,514
Finance	537	474	\$5,369
International Business	23	18	\$3,331
Management	40	31	\$3,951
Management Information Systems	224	193	\$5,219
Marketing	126	116	\$3,802
Science & Technology Management	3	2	N/A***
Supply Chain Management	26	25	\$4,369
Unspecified****	27	21	\$4,771

SUMMARY OF INTERN OFFER SOURCES*

	NO. REPORTING SALARY	% OF TOTAL	MEAN MONTHLY SALARY
Individual Network Search or Personal Network	255	58.5%	\$5,095
Texas McCombs Corporate Partner Ecosystem, Alumni/Staff Network, or other UT Austin Resources	167	38.3%	\$5,312
Sourced from Previous Internship	14	3.2%	\$6,007
Total	436	100.0%	\$5,207

*All students reporting job source and salary details. Job source was not a required field for internships.

**Canfield Business Honors Program (CBHP) students are allowed to have a double major in business: one in CBHP and one in another business discipline. CBHP students who double major have been counted in both CBHP and their non-CBHP major above.

***Data points not meeting the minimum requirement of three are indicated by an N/A designation to protect student confidentiality.

****Students typically declare a major in their second year.

TEXAS McCOMBS BBA 2023 – 2024

INTERNSHIPS BY INDUSTRY

INTERN ACCEPTANCES AND SALARY BY INDUSTRY*

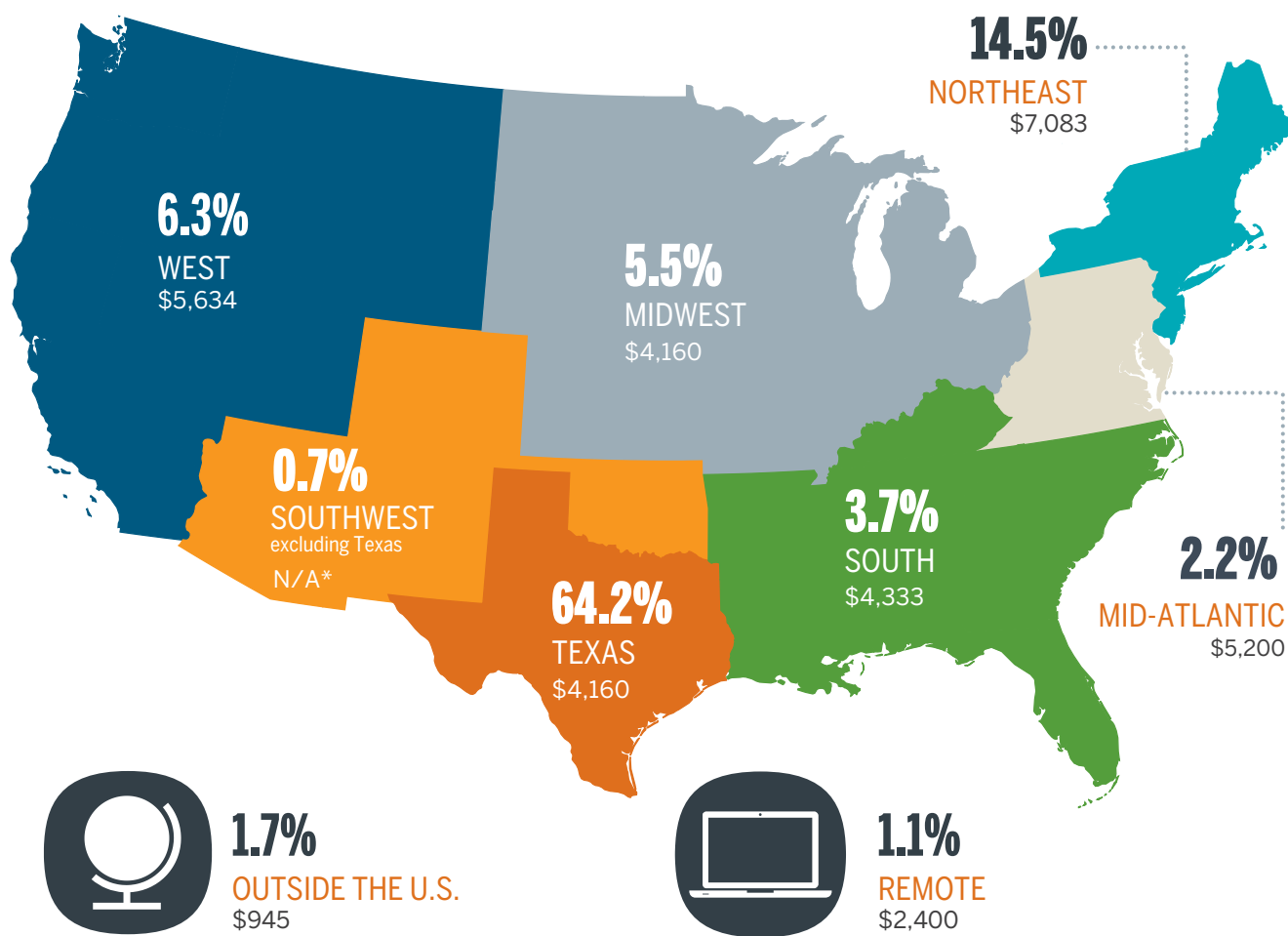
	NO. OF ACCEPTANCES	% OF ACCEPTANCES	NO. REPORTING SALARY	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
Financial Services**	354	31.4%	312	\$6,056	\$5,777	\$1,167 – \$18,633
Consulting	170	15.1%	161	\$5,957	\$5,893	\$305 – \$18,000
Technology	143	12.7%	133	\$4,912	\$4,333	\$1,560 – \$22,560
Real Estate	74	6.6%	61	\$3,267	\$2,947	\$1,387 – \$8,667
Manufacturing	69	6.1%	59	\$4,071	\$4,021	\$1,234 – \$7,107
Non-Profit / Education	68	6.0%	45	\$2,847	\$2,600	\$1,387 – \$5,578
Accounting Services	44	3.9%	42	\$5,225	\$5,200	\$3,120 – \$6,833
Energy	39	3.5%	36	\$4,041	\$4,180	\$1,000 – \$5,547
Retail	36	3.2%	33	\$3,757	\$3,987	\$2,080 – \$5,200
Consumer Packaged Goods	33	2.9%	28	\$4,123	\$4,041	\$2,080 – \$6,587
Healthcare	27	2.4%	25	\$3,639	\$3,793	\$2,600 – \$5,200
Media / Entertainment	19	1.7%	16	\$3,268	\$2,687	\$1,408 – \$7,800
Other	18	1.6%	15	\$2,281	\$2,427	\$322 – \$3,467
Government	14	1.2%	11	\$3,350	\$3,182	\$1,807 – \$4,344
Transportation / Logistics	11	1.0%	10	\$3,588	\$3,813	\$2,947 – \$4,082
Hospitality	8	0.7%	7	\$2,526	\$2,600	\$1,127 – \$3,640
Total	1,127	100.0%	994	\$4,972	\$4,333	\$305 – \$22,560

*All students reporting internship acceptances and salary details.

** Financial Services includes Asset / Investment Management, Commercial Banking, Insurance, Investment Banking / Brokerage / Wealth Management, Multiple Financial Services, and Private Equity / Venture Capital.

***Other industries includes Law / Legal Services, Sports / Leisure, Conglomerate, and Other.

INTERNSHIPS BY GEOGRAPHY



SALARIES REFLECTED ARE MEDIAN MONTHLY SALARY OF 993 STUDENTS REPORTING SALARY & LOCATION

TEXAS BREAKDOWN

	NO. OF ACCEPTANCES	% OF ACCEPTANCES	NO. REPORTING SALARY	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
Austin	345	47.2%	291	\$3,860	\$3,467	\$1,167 – \$9,166
Dallas	120	16.4%	106	\$5,553	\$5,114	\$2,080 – \$18,000
Houston	119	16.3%	108	\$5,392	\$4,821	\$1,000 – \$9,533
Other Texas	147	20.1%	138	\$4,049	\$3,987	\$1,257 – \$8,002
Total (Texas)	731	100.0%	643	\$4,437	\$4,160	\$1,000 – \$18,000

*Data points not meeting the minimum requirement of three are indicated by an N/A designation to protect student confidentiality

INTERNSHIP ACCEPTANCES BY FUNCTION

INTERN ACCEPTANCES AND SALARY BY FUNCTION*

	NO. OF ACCEPTANCES	% OF ACCEPTANCES	NO. REPORTING SALARY	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
Accounting	82	7.3%	79	\$4,192	\$4,333	\$2,600 – \$6,833
Business / Data Analytics	94	8.3%	84	\$4,733	\$4,173	\$1,387 – \$9,013
Consulting						
Strategy / Ops / Management Consulting	78	6.9%	74	\$7,080	\$7,107	\$655 – \$18,000
IT / Technology	33	2.9%	32	\$5,959	\$5,710	\$3,792 – \$7,800
Other Consulting (including Forensic / Litigation, Internal Strategy, and Human Capital)	9	0.8%	9	\$5,739	\$6,067	\$4,073 – \$6,833
Finance						
Investment Banking / Sales / Trading	112	9.9%	95	\$8,156	\$9,166	\$1,489 – \$14,583
Corp Finance / Fin Analysis / FP&A	87	7.7%	78	\$4,143	\$4,086	\$1,000 – \$7,583
Investment Mgmt / Research Analyst / Portfolio Mgmt	43	3.8%	36	\$4,901	\$4,333	\$1,167 – \$8,667
Private Wealth / Asset Management	41	3.6%	39	\$4,524	\$3,813	\$1,300 – \$9,167
Real Estate Development	39	3.5%	34	\$3,572	\$3,120	\$1,733 – \$8,333
Commercial / Corporate Banking	36	3.2%	34	\$4,895	\$4,333	\$2,600 – \$8,333
Venture Cap / Private Equity / LBO	26	2.3%	21	\$5,184	\$4,333	\$2,600 – \$9,967
Corp Finance / Corp Dev / M&A	11	1.0%	11	\$4,519	\$4,160	\$305 – \$8,667
Other Finance (including Business Valuation)	7	0.6%	5	\$4,307	\$4,333	\$2,947 – \$6,673
Corp Finance / Treasury	1	0.1%	1	N/A**	N/A**	N/A**
General Management						
General Management (including Strategy & Innovation, and Other)	26	2.3%	24	\$3,357	\$3,297	\$322 – \$5,547
Project / Program Management	23	2.0%	18	\$4,478	\$4,367	\$1,733 – \$6,933
Leadership Development Program	20	1.8%	18	\$4,734	\$4,810	\$2,539 – \$6,067
Human Resources	7	0.6%	6	\$3,902	\$3,900	\$2,600 – \$4,853

FUNCTION DATA CONTINUES ON PAGE 14

*All students reporting internship acceptances and salary details.

**Data points not meeting the minimum requirement of three are indicated by an N/A designation to protect student confidentiality

INTERNSHIP ACCEPTANCES BY FUNCTION (cont.)

INTERN ACCEPTANCES AND SALARY BY FUNCTION*

	NO. OF ACCEPTANCES	% OF ACCEPTANCES	NO. REPORTING SALARY	MONTHLY MEAN	MONTHLY MEDIAN	MONTHLY RANGE
Information Technology						
Software / Systems Engineering	43	3.8%	39	\$6,404	\$5,512	\$2,180 – \$18,633
Management Information Systems	32	2.8%	27	\$4,698	\$4,801	\$2,080 – \$7,500
Other Information Technology (including Data Engineering)	15	1.3%	13	\$4,184	\$4,463	\$1,733 – \$7,500
Marketing / Sales						
Digital Marketing	46	4.1%	41	\$3,165	\$2,947	\$1,257 – \$6,760
Advertising / Public Relations	19	1.7%	16	\$3,121	\$2,600	\$1,127 – \$6,500
Consumer Insights / Research	15	1.3%	12	\$3,841	\$3,764	\$2,080 – \$5,547
Product Management	12	1.1%	11	\$7,690	\$6,933	\$3,467 – \$22,560
Merchandising / Buying / Retail	12	1.1%	12	\$3,677	\$3,554	\$2,600 – \$5,590
Product & Services Marketing	9	0.8%	8	\$3,783	\$3,965	\$1,560 – \$5,864
Other Marketing	6	0.5%	5	\$3,103	\$2,947	\$2,253 – \$4,333
Branding / Brand Management	3	0.3%	2	N/A**	N/A**	N/A**
Operations / Logistics / Supply Chain						
	44	3.9%	43	\$3,996	\$4,073	\$2,080 – \$6,067
Sales / Business Development / Customer Success / Account Management						
	59	5.2%	47	\$3,919	\$3,813	\$1,300 – \$6,550
Other (including Engineering / Law / Government Affairs)						
	37	3.3%	20	\$2,933	\$3,034	\$1,300 – \$4,507
Total	1,127	100.0%	994	\$4,972	\$4,333	\$305 – \$22,560

*All students reporting internship acceptances and salary details.

**Data points not meeting the minimum requirement of three are indicated by an N/A designation to protect student confidentiality.

BBA INTERNSHIP EMPLOYERS 2023 – 2024

TOP EMPLOYERS

Thank you to our top employers who hired 10 or more students for internship positions in 2023 – 2024.



The following recruiting partners hired 2 or more students for internship positions in 2023 – 2024.

Abbott	Expedia Group	Oliver Wyman
Accenture	EY	Oracle
Action Point Analytics	EY-Parthenon	Oxy
Adobe	FactSet	Paylt
Altria	Fidelity Investments	Pennybacker Capital
Alvarez & Marsal (A&M)	First United Bank	PepsiCo
Amazon	Ford Motor Company	Perella Weinberg Partners
American Airlines	Fortitude Advisors	PIMCO
American Express	Forvis Mazars	Procter & Gamble (P&G)
American Heart Association	Four Corners Sourcing	Protiviti
AmerisourceBergen	FTI Consulting	PwC
AMD	General Atlantic	Raymond James
Apple	Goldman Sachs	RBC (Royal Bank of Canada)
Aristocrat Technologies	Google	Realtor.com
Armanino	Grant Thornton	Rothschild & Co
AT&T	Greenhill & Co.	RRS Staffing Solutions
Bain & Company	Grosvenor Capital Management	Ryan, LLC
Bank of America	Gulf Coast Bank & Trust Company	Salesforce
Barclays	HCLTech	Serialio
Bares Capital Management	H-E-B	SFMG Wealth Advisors
BCG	Houlihan Lokey	Spectrum
Berkadia	HP	Spirit AeroSystems
Cadence Bank	IBM	State Farm
CAIS	Intrepid Financial Partners	Stryker
Capital One	Intuit	Target
Capitol Market Research	JLL	Tejiendo Alianzas
Caterpillar	Joele Frank	Tesla
CBRE	JPMorganChase	Texas Capital Bank
Centerview Partners	Kendra Scott	Texas Instruments
Charles Schwab	Kestra Financial	The Morgan Group
Cherry Bekaert	Keurig Dr Pepper	The University of Texas at Austin
Cisco	KeyBanc Capital Markets	The Walt Disney Company
Citi	KPMG	TikTok
ConocoPhillips	Lazard	Toyota Financial Services
Credera	Lockheed Martin	Trane Technologies
Credit Suisse	LPL Financial	Trive Capital
CrowdStrike	LyondellBasell	TRS
Crowe	Madhouse Development Services	UBS
CVS Health	Marathon Petroleum Corporation	United States Department of State
Daikin	Matthews Real Estate Investment Services	University Co-op
Dell	McKinsey & Company	USAA
Deloitte	Michael & Susan Dell Foundation	UT Southwestern Medical Center
Delta Air Lines	Microsoft	UTIMCO
Dimensional Fund Advisors	Moelis & Company	Virtus Real Estate Capital
Dow	Moody Center ATX	Visa
DOZ	Morgan Stanley	Walmart
DraftKings	Nationwide	Wells Fargo
Dun & Bradstreet	NextEra Energy	West Monroe
Elevance Health	Nordstrom	Westlake Securities
Endeavor Real Estate Group	Northwestern Mutual	William Blair
Epicor	Office of Congressman Lloyd Doggett	Willis Johnson & Associates
Evercore	OHT Partners	Zuora



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