The University of Texas at Austin
McCombs School of Business

MS BUSINESS ANALYTICS

EMPLOYMENT REPORT

CLASS OF
MSBA
2025

WELCOME

A YEAR OF MOMENTUM: MSBA CLASS OF 2025

We are proud to celebrate the incredible outcomes that our Texas McCombs Master of Science in Business Analytics (MSBA) students accomplished. The Class of 2025 once again delivered strong employment outcomes that reflect their technical expertise, adaptability, and the continued support of our faculty, staff, alumni, and employer partners.

Graduates reported an average starting salary of $104,798, underscoring continuous support from employers hiring MSBA talent. Business Analytics and Consulting remained the leading career pathways, representing 76% of accepted roles, with additional growth across marketing, information technology, and general management. This momentum extended across major hiring markets, with the Southwest leading as the top region, followed by continued strength across the Midwest and Western markets.

Congratulations to the MSBA Class of 2025. Your innovation and impact continue to elevate the McCombs standard of excellence.

Hook 'em,
Stefani Sereboff
Chief Career and Alumni Engagement Officer
McCombs Career Management and Corporate Relations

OVERALL MSBA STUDENTS

$105K
AVERAGE SALARY

WORK AUTHORIZATION	AVERAGE WORK EXPERIENCE	AVERAGE BASE SALARY
Non-Permanent	3.7 Years	$118K
Permanent	1.7 Years	$98K

FINANCIAL SERVICES
26%
INDUSTRY SELECTION

GEOGRAPHY

MIDWEST 13%

49% **SOUTHWEST**

students accepted positions driving up average compensation

65% GRADUATING STUDENTS

obtained Business / Data Analytics roles including Business Analysts, Data Scientists, Manager of Advanced Analytics.

MSBA CLASS OF 2025
CLASS PROFILE

CLASS PROFILE ENTERING FALL 2024

Class Size	121
Average Age	25.5
Women	42%
International Students	33%

WORK EXPERIENCE

One year or less	45.0%
More than one year, up to three years	25.0%
More than three years, up to five years	20.0%
More than five years	10.0%

UNDERGRADUATE MAJORS

Business / Economics	40%
Engineering	24%
Computer Science / Information Technology	14%
Math / Statistics	9%
Humanities / Social Science	8%
Physical Science	4%

MSBA CLASS OF 2025

OFFER & COMPENSATION DETAILS

SUMMARY OF GRADUATES

	PERMANENT WORK AUTHORIZATION	NON-PERMANENT WORK AUTHORIZATION	TOTAL GRADUATING CLASS
Seeking Employment	77	36	113
Not Seeking Employment	2	2	4
Total	**81**	**40**	**121**

TIMING OF JOB OFFERS

	NO. STUDENTS SEEKING EMPLOYMENT	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER BY 6 MONTHS GRADUATION
Permanent Work Authorization	77	41.6%	80.5%
Non-Permanent Work Authorization	36	25.0%	83.3%
Total	**113**	**36.3%**	**81.4%**

TIMING OF JOB ACCEPTANCES

	NO. STUDENTS SEEKING EMPLOYMENT	ACCEPTED OFFER BY GRADUATION	ACCEPTED FIRST OFFER BY 6 MONTHS GRADUATION
Permanent Work Authorization	77	41.6%	80.5%
Non-Permanent Work Authorization	36	22.2%	83.3%
Total	**113**	**35.4%**	**81.4%**

OFFER & COMPENSATION DETAILS

BASE SALARY

	NO. REPORTING SALARY	SALARY MEAN	SALARY MEDIAN	SALARY RANGE
U.S. Citizen / Permanent Resident	46	$97,486	$93,500	$65,000 – $175,000
International	26	$117,734	$120,000	$40,000 – $170,000
Total	**72**	**$104,798**	**$105,000**	**$40,000 – $175,000**

SIGNING BONUS

	NO. REPORTING SIGNING BONUS	BONUS MEAN	BONUS MEDIAN	BONUS RANGE
U.S. Citizen / Permanent Resident	23	$7,848	$5,000	$5,000 – $20,000
International	9	$10,000	$10,000	$5,000 – $15,000
Total	**32**	**$8,453**	**$8,500**	**$5,000 – $20,000**

SUMMARY OF JOB OFFER SOURCES

	NO. REPORTING SOURCE	% OF TOTAL	MEAN BASE SALARY
Individual Networked Search or Personal Network	41	60%	$108,091
Recruiting through Texas McCombs Corporate Partner Ecosystem, Alumni / Staff network or other UT Austin Resources	21	31%	$98,320
Internship Conversion through Individual Search	4	6%	$105,250
Sourced from Internships through Texas McCombs	N/A*	3%	N/A*

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

ACCEPTANCES AND SALARY

BY INDUSTRY*

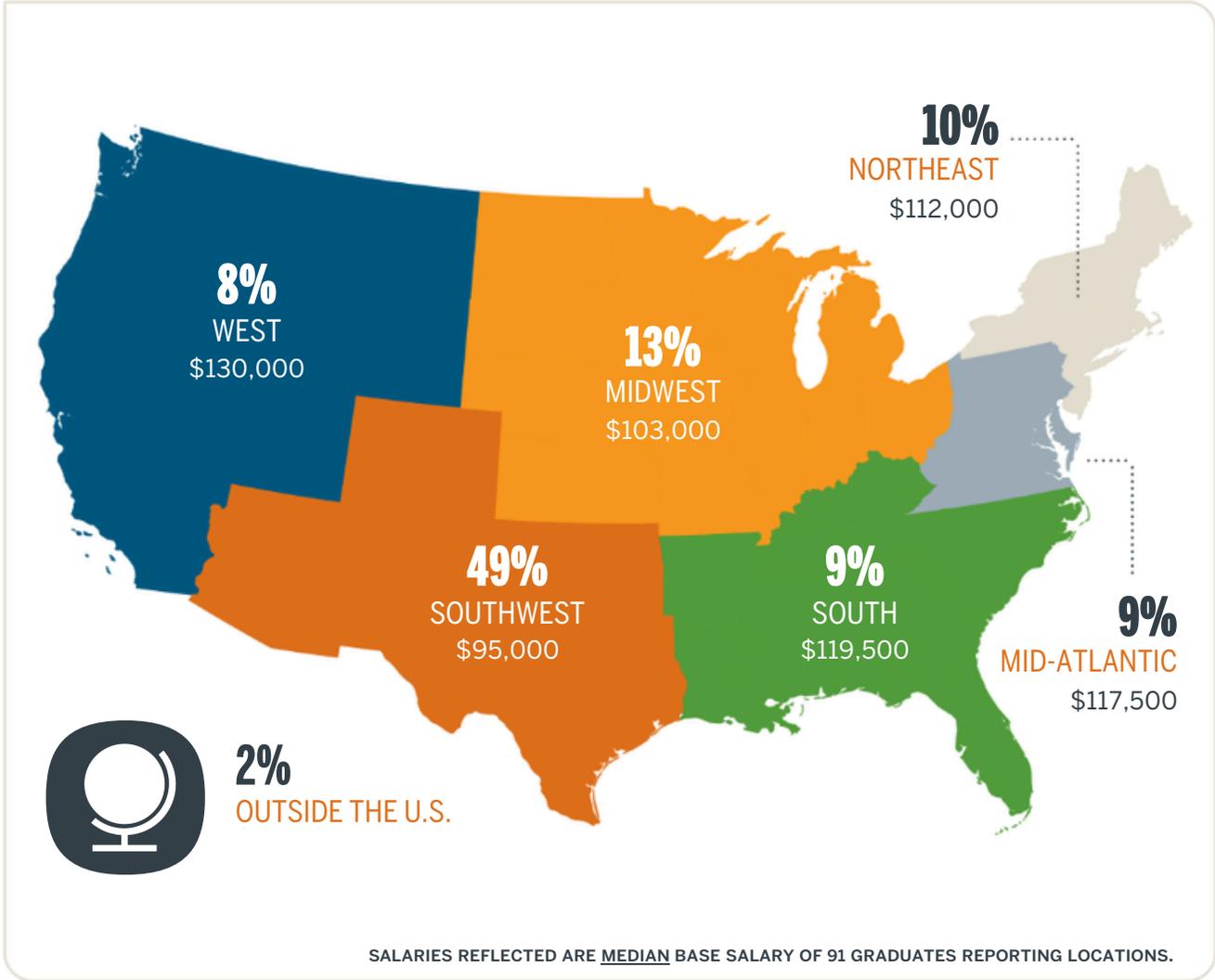|	GRADUATES ACCEPTING NEW EMPLOYMENT	% GRADUATES ACCEPTING NEW EMPLOYMENT	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Financial Services	24	26%	$112,933	$110,825	$73,000 – $170,000
Technology	19	21%	$110,360	$96,500	$65,500 – $175,000
Consulting	19	21%	$93,937	$91,000	$65,000 – $130,000
All Others+	11	12%	$89,400	$92,000	$40,000 – $130,000
Transportation & Logistics	7	8%	$113,650	$114,500	$90,000 – $135,600
Manufacturing	7	8%	$104,016	$105,000	$84,096 – $130,000
Retail	4	4%	$120,000	$120,000	$115,000 – $125,000

BY FUNCTION*

	GRADUATES ACCEPTING NEW EMPLOYMENT	% GRADUATES ACCEPTING NEW EMPLOYMENT	BASE SALARY MEAN	BASE SALARY MEDIAN	BASE SALARY RANGE
Business / Data Analytics	59	65%	$105,293	$105,000	$65,000 – $170,000
Consulting	10	11%	$85,750	$84,000	$65,500 – $110,000
Information Technology	6	7%	$117,984	$120,000	$79,920 – $170,000
All Others++	6	7%	$94,939	$105,000	$40,000 – $135,600
Marketing / Sales	5	5%	$129,000	$112,000	$100,000 – $175,000
Finance	5	5%	$105,000	$110,000	$75,000 – $125,000

*All students reporting job acceptances and salary details

+All Others Industries includes Consumer Packaged Goods, Energy, Healthcare, Hospitality, Media / Entertainment, Non-Profit / Education, and Real Estate.

++All Others Functions includes General Management, Project / Program Management, and Other.

OFFERS BY GEOGRAPHY

10%
NORTHEAST
$112,000

8%
WEST
$130,000

13%
MIDWEST
$103,000

49%
SOUTHWEST
$95,000

9%
SOUTH
$119,500

9%
MID-ATLANTIC
$117,500

2%
OUTSIDE THE U.S.

SALARIES REFLECTED ARE <u>MEDIAN</u> BASE SALARY OF 91 GRADUATES REPORTING LOCATIONS.

SELECT RECRUITING EMPLOYERS 2025

Capital One

Walmart

CGI

Deloitte.

AMD

American Airlines

WELLS FARGO

DISCOVER

GEICO

Capitalize ANALYTICS

wayfair

SELECT JOB TITLES

Data Scientist

Data Analyst

Senior Business Analyst

Consulting Associate

Data Engineer

Manager, Advanced Analytics

Senior Data Scientist

Commercial Analyst

Accounting & Finance Analyst