



MASTERS CAREER CENTER

2023

FULL-TIME MBA
INTERNSHIP
DATA

Carnegie Mellon University
Tepper School of Business

2023 Full-Time MBA Internship Data

FT MBA Summer Interns — Class of 2024

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	85	102	187
Not Seeking Employment			
Company-sponsored; already employed	0	3	3
Continuing Education	0	0	0
Postponing Job Search	0	0	0
Starting a new business	1	0	1
Not seeking for other reasons	3	4	7
Total Not Seeking Employment	4	7	11
No Recent Information Available	0	0	0
Total Graduates	89	109	198

Notes:

1. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
2. Permanent Work Authorization is defined as the student being a citizen or permanent resident of the country where attending school.
3. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.

2023 Full-Time MBA Internship Data

Summer Internship FT MBA of 2024: Timing of First Summer Internship Offers

	Total Seeking Employment	First Offer by Graduation		First Offer After Graduation and by Three Months After Graduation		Have Not Reported Receiving an Offer by Three Months After Graduation	
		Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	85	85	100%	0	0%	0	0%
Non-Permanent Work Authorization	102	102	100%	0	0%	0	0%
Total Interns Seeking Employment	187	187	100%	0	0%	0	0%

Notes:

1. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
2. The number of students listed under Total Seeking Employment does not include students which are company-sponsored, continuing education, postponing job search, starting a new business, or not seeking for other reasons.
3. Permanent Work Authorization is defined as the student being a citizen or permanent resident of the country where attending school.
4. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
5. Students who an accepted offer with an unknown acceptance date are counted as having not reported by three months after graduation.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Timing of First Summer Internship Acceptances

	Total Seeking Employment	First Offer Accepted by Graduation		Accepted Job After Graduation and by Three Months After Graduation		Have Not Reported Accepting a Job by Three Months After Graduation	
		Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	85	85	100%	0	0%	0	0%
Non-Permanent Work Authorization	102	102	100%	0	0%	0	0%
Total Interns Seeking Employment	187	187	100%	0	0%	0	0%

Notes:

1. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
2. The number of students listed under Total Seeking Employment does not include students which are company-sponsored, continuing education, postponing job search, starting a new business, or not seeking for other reasons.
3. Permanent Work Authorization is defined as the student being a citizen or permanent resident of the country where attending school.
4. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
5. Students who an accepted offer with an unknown acceptance date are counted as having not reported by three months after graduation.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Primary Source of Summer Internship Acceptances

SCHOOL-FACILITATED ACTIVITIES:	Number	Percent
Scheduled Interviews on or off campus for full-time employment	13	7%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	15	8%
Job Postings on School career systems, resume books, resume referrals by career center	71	38%
Other School-facilitated source	21	11.2%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	13	7%
TOTAL SCHOOL-FACILITATED ACTIVITIES	133	71.1%
SUMMER INTERN-FACILITATED ACTIVITIES:		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	3	1.6%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	38	20.3%
Other graduate-facilitated sources	13	7%
TOTAL SUMMER INTERN-FACILITATED ACTIVITIES:	54	28.9%
TOTAL	187	100%

Notes:

1. Only includes data for outcomes collected within 3 months of the latest graduation date.
2. Only includes data for accepted jobs within 3 months of the graduation date.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024 Monthly Compensation Report

Base Salary

	Number Reporting Base Salary Information	Percent Reporting Base Salary(1) Information	Mean	Median	Low	High
Permanent Work Authorization	84	98.8%	\$10,346	\$10,000	\$2,500	\$17,918
Non-Permanent Work Authorization	93	91.2%	\$8,138	\$8,417	\$500	\$15,833
Total Reporting Base Salary	177	94.7%	\$9,186	\$9,000	\$500	\$17,918

(1) Divides number of students reporting Base Salary by the number of students reporting accepting a position.

Signing/Starting Bonus

	Number Reporting Signing/ Starting Bonus Information	Percent Reporting Signing/Starting Bonus(2) Information	Mean	Median	Low	High
Permanent Work Authorization	24	28.6%	\$468	\$417	\$117	\$2,500
Non-Permanent Work Authorization	7	7.5%	\$315	\$250	\$208	\$833
Total Reporting Signing/Starting Bonus	31	17.5%	\$434	\$292	\$117	\$2,500

(2) Divides number of students reporting useable Signing/Starting Bonus information by the number of students providing base salary information.

Notes

1. The percentage of students for whom there is usable salary information is 94.7%. This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns.
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Only includes data for accepted jobs within 3 months of the student's graduation date.
4. All compensation statistics do not include values where the student entered \$0 or did not respond.
5. Students who have not reported a work authorization are included in the totals, but not in the breakdowns.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Monthly Compensation by Professional Functions

Function	Summer Interns		Summer Interns Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Consulting	57	30.5%	55	\$11,573	\$13,460	\$2,000	\$16,000
Finance	27	14.4%	26	\$9,724	\$10,258	\$1,500	\$14,583
General Mgmt	28	15.0%	27	\$6,907	\$8,000	\$1,000	\$11,667
Human Resources	1	0.5%	1	I/D	I/D	I/D	I/D
IS/IT	10	5.3%	10	\$10,874	\$11,978	\$4,680	\$13,700
Marketing	44	23.5%	41	\$6,798	\$7,300	\$500	\$17,000
POM	15	8.0%	14	\$8,832	\$9,750	\$3,813	\$10,155
Other	5	2.7%	3	\$9,512	\$5,417	\$5,200	\$17,918
Total Reporting	187	100%	177	\$9,186	\$9,000	\$500	\$17,918

Notes:

1. The percentage of students for whom there is usable salary information is 94.7%. (This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Only includes data for accepted jobs within 3 months of the graduation date.
4. I/D refers to instances with insufficient data. MBA Standard guidelines require a minimum of three data points for each category and that the number of data points is equal to or greater than one percent of full-time summer interns seeking employment. Data points not meeting both requirements will still display the number of employed summer interns, but will show I/D for all salary calculations.
5. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
6. Accepted offers without known Function are excluded from all calculations.
7. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024 Monthly Compensation by Industries

Industry	Interns Accepting New Employment		Interns Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Consulting	39	20.9%	37	\$13,615	\$15,167	\$2,000	\$16,000
Consumer Packaged Goods	6	3.2%	5	\$7,375	\$8,000	\$3,120	\$9,620
Energy	4	2.1%	4	\$6,295	\$4,590	\$4,333	\$11,667
Financial Services	30	16.0%	29	\$9,774	\$10,833	\$2,000	\$14,583
Government	5	2.7%	4	\$4,767	\$3,467	\$3,467	\$8,667
Healthcare (Including Products and Services)	15	8.0%	15	\$7,446	\$8,320	\$2,000	\$10,000
Manufacturing	11	5.9%	11	\$6,886	\$7,300	\$1,500	\$10,000
Media/Entertainment	2	1.1%	1	I/D	I/D	I/D	I/D
Real Estate	1	0.5%	1	I/D	I/D	I/D	I/D
Technology	62	33.2%	59	\$7,850	\$8,667	\$500	\$17,000
Other	12	6.4%	11	\$8,387	\$7,800	\$3,813	\$17,918
Total Reporting	187	100%	177	\$9,186	\$9,000	\$500	\$17,918

Notes:

1. The percentage of students for whom there is usable salary information is 94.7%. (This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns)
2. The following Industry values were excluded due to having no data points: Hospitality, Non-Profit/Education, Retail, Transportation and Logistics Services.
3. Only includes data for outcomes collected within 3 months of the latest graduation date.
4. Accepted offers without known Industry are excluded from all calculations.
5. I/D refers to instances with insufficient data. MBA Standard guidelines require a minimum of three data points for each category and that the number of data points is equal to or greater than one percent of full-time summer interns seeking employment. Data points not meeting both requirements will still display the number of employed summer interns, but will show I/D for all salary calculations.
6. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
7. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024: World Region Breakdown

Region	Interns Accepting New Employment		Interns Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Africa	0	0%	0	I/D	I/D	I/D	I/D
Asia	3	1.6%	3	\$5,718	\$6,153	\$1,000	\$10,000
Europe	0	0%	0	I/D	I/D	I/D	I/D
Latin America & the Caribbean	2	1.1%	1	I/D	I/D	I/D	I/D
North America	182	97.3%	173	\$9,245	\$9,000	\$500	\$17,918
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	187	100%	177	\$9,186	\$9,000	\$500	\$17,918

Notes:

1. The percentage of students for whom there is usable salary information is 94.7%. (This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. I/D refers to instances with insufficient data. MBA Standard guidelines require a minimum of three data points for each category and that the number of data points is equal to or greater than one percent of full-time summer interns seeking employment. Data points not meeting both requirements will still display the number of employed summer interns, but will show I/D for all salary calculations.
4. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known Region are excluded from all calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024 Monthly Compensation by Region: Africa

African Sub-regions	Interns Accepting New Employment	
	Number	Percent
Eastern Africa	0	0%
Middle Africa	0	0%
Northern Africa	0	0%
Southern Africa	0	0%
Western Africa	0	0%
Total Africa	0	0%

Notes:

1. The percentage of students for whom there is usable salary information is—. (This calculation is made by dividing the number of job-accepting interns for whom you have useable salary information/total job-accepting Interns)
2. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
3. Accepted offers without known African Sub-regions are excluded from all calculations.
4. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Monthly Compensation by Region: Asia

Asian Sub-regions	Interns Accepting New Employment	
	Number	Percent
Central Asia	0	0%
Eastern Asia	2	1.1%
Southern Asia	0	0%
South-Eastern Asia	1	0.5%
Western Asia	0	0%
Total Asia	3	1.6%

Notes:

1. The percentage of students for whom there is usable salary information is 100%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Accepted offers without known salary information are included in the leftmost Summer Interns Accepting New Employment' column but are not included in the salary calculations.
4. Accepted offers without known Asian Sub-regions are excluded from all calculations.
5. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Monthly Compensation by Region: Europe

European Sub-regions	Interns Accepting New Employment	
	Number	Percent
Eastern Europe	0	0%
Northern Europe	0	0%
Southern Europe	0	0%
Western Europe	0	0%
Total Europe	0	0%

Notes:

1. The percentage of students for whom there is usable salary information is 100%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Accepted offers without known salary information are included in the leftmost Summer Interns Accepting New Employment' column but are not included in the salary calculations.
4. Accepted offers without known European Sub-regions are excluded from all calculations.
5. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024 Monthly Compensation by Region: Latin American and The Caribbean

Latin American & Caribbean Sub-regions

Interns Accepting New Employment

	Number	Percent
Caribbean	0	0%
Central America	2	1.1%
South America	0	0%
Total Latin America & the Caribbean	2	1.1%

Notes:

1. The percentage of students for whom there is usable salary information is 50.0%. (This calculation is made by dividing the number of job-accepting interns for whom you have useable salary information/total job-accepting interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
4. Accepted offers without known Latin American & Caribbean Sub-regions are excluded from all calculations.
5. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024 Monthly Compensation by Region: North America

North American Sub-regions	Interns Accepting New Employment		Interns Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Bermuda	0	0%	0	I/D	I/D	I/D	I/D
Canada	0	0%	0	I/D	I/D	I/D	I/D
Greenland	0	0%	0	I/D	I/D	I/D	I/D
St. Pierre & Miquelon	0	0%	0	I/D	I/D	I/D	I/D
United States:							
Mid-Atlantic	59	31.6%	51	\$7,089	\$6,198	\$1,387	\$17,918
Midwest	18	9.6%	18	\$10,439	\$10,058	\$500	\$15,833
Northeast	47	25.1%	47	\$10,894	\$10,833	\$2,500	\$15,833
South	10	5.3%	10	\$8,484	\$8,060	\$3,813	\$16,000
Southwest	12	6.4%	11	\$7,869	\$8,417	\$4,680	\$11,665
West	36	19.3%	36	\$10,180	\$9,707	\$3,500	\$17,000
Total North America	182	97.3%	173	\$9,245	\$9,000	\$500	\$17,918

Notes:

1. The percentage of students for whom there is usable salary information is 95.1%. (This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Accepted offers without known North American Sub-regions are excluded from all calculations.
4. I/D refers to instances with insufficient data. MBA Standard guidelines require a minimum of three data points for each category and that the number of data points is equal to or greater than one percent of full-time summer interns seeking employment. Data points not meeting both requirements will still display the number of employed summer interns, but will show I/D for all salary calculations.
5. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Monthly Compensation by Region: Oceania

Oceanian Sub-regions	Interns Accepting New Employment	
	Number	Percent
Australia & New Zealand	0	0%
Melanesia	0	0%
Micronesia	0	0%
Polynesia	0	0%
Total Oceania	0	0%

Notes:

1. The percentage of students for whom there is usable salary information is —. (This calculation is made by dividing the number of job-accepting interns for whom you have useable salary information/total job-accepting interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
3. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
4. Accepted offers without known Oceanian Sub-regions are excluded from all calculations.
5. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns FT MBA Class of 2024 Monthly Compensation by Undergraduate Major

Undergraduate Major	Interns Accepting New Employment		Interns Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Technical	109	58.3%	102	\$8,800	\$8,667	\$500	\$17,000
Business	50	26.7%	48	\$9,827	\$9,517	\$1,000	\$17,918
Other	28	15.0%	27	\$9,503	\$10,833	\$2,500	\$15,167
Total Reporting	187	100%	177	\$9,186	\$9,000	\$500	\$17,918

Notes:

1. The percentage of students for whom there is usable salary information is 94.7%. (This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns)
2. Only includes data for outcomes collected within 3months of the latest graduation date.
3. I/D refers to instances with insufficient data. MBA Standard guidelines require a minimum of three data points for each category and that the number of data points is equal to or greater than one percent of full-time graduates seeking employment. Data points not meeting both requirements will still display the number of employed graduates, but will show I/D for all salary calculations.
4. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known Undergraduate Major are excluded from all calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.

2023 Full-Time MBA Internship Data

Summer Interns MBA Class of 2024 Monthly Compensation by Professional Experience

Professional Experience	Interns Accepting New Employment		Interns Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
One year or less	1	0.5%	1	I/D	I/D	I/D	I/D
More than one year, up to three years	16	8.6%	16	\$9,342	\$8,800	\$4,160	\$15,833
More than three years, up to five years	64	34.2%	62	\$9,093	\$8,950	\$500	\$17,918
More than five years	106	56.7%	98	\$9,195	\$9,000	\$1,000	\$16,000
Total Reporting	187	100%	177	\$9,186	\$9,000	\$500	\$17,918

Notes:

1. The percentage of students for whom there is usable salary information is 94.7%. (This calculation is made by dividing the number of job-accepting summer interns for whom you have useable salary information/total job-accepting summer interns)
2. Only includes data for outcomes collected within 3 months of the latest graduation date.
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4. Accepted offers without known salary information are included in the leftmost 'Summer Interns Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known Professional Experience are excluded from all calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.