



MASTERS CAREER CENTER

2021

FULL-TIME MBA
EMPLOYMENT
DATA

Carnegie Mellon University
Tepper School of Business

This report conforms to the MBACSEA Standards for
reporting MBA employment statistics.

2021 Full-Time MBA Employment Data

The FT MBA 2021 Graduating Class

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	135	50	185
Not Seeking Employment			
Company-sponsored; already employed	1	14	15
Continuing Education	1	0	1
Postponing Job Search	0	0	0
Starting a new business	0	0	0
Not seeking for other reasons	2	2	4
Total Not Seeking Employment	4	16	20
No Recent Information Available	0	0	0
Total Graduates	139	66	205

Notes:

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

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Timing of First Job 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	135	123	91.1%	6	4.4%	6	4.4%
Non-Permanent Work Authorization	50	40	80.0%	8	16.0%	2	4.0%
Total Graduates Seeking Employment	185	163	88.1%	14	7.6%	8	4.3%

Notes:

- Only includes data for outcomes collected within 3 months of the students graduation date.
- 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.
- “Permanent Work Authorization” is defined as the student being a citizen or permanent resident of the country where attending school.
- Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
- Students who an accepted offer with an unknown acceptance date are counted as having not reported by three months after graduation.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Timing of First Job Acceptances

	Total Seeking Employment	First Offer Accepted by Graduation		Accepted Job After Graduation and by Three Months After Graduation		Accepting a Job by Three Months After Graduation	
		Number	Percent	Number	Percent	Number	Percent
Permanent Work Authorization	135	119	88.1%	8	5.9%	8	5.9%
Non-Permanent Work Authorization	50	40	80.0%	8	16.0%	2	4.0%
Total Graduates Seeking Employment	185	159	85.9%	16	8.6%	10	5.4%

Notes:

- Only includes data for outcomes collected within 3 months of the student's graduation date.
- 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.
- "Permanent Work Authorization" is defined as the student being a citizen or permanent resident of the country where attending school.
- Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
- Students who an accepted offer with an unknown acceptance date are counted as having not reported by three months after graduation.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Primary Source of Full-Time Job Acceptances

School-Facilitated Activities:	Number	Percent
Scheduled Interviews on or off campus for full-time employment	28	16%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	1	0.6%
Conversion of Internship; Internship obtained through School sources	61	34.9%
Job Postings on school career systems, resume books, resume referrals by career center	23	13.1%
Other School-facilitated source	13	7.4%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	7	4%
Total School-Facilitated Activities:	133	76%
Graduate-Facilitated Activities:		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	8	4.6%
Conversion of internship; internship obtained through graduate-initiated sources	9	5.1%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	16	9.1%
Other graduate-facilitated sources	9	5.1%
Total Graduate-Facilitated Activities:	42	24%
TOTAL	175	100.0%

Notes:

- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation Report

Base Salary

	Number Reporting Base Salary Information	Percent Reporting Base Salary(1) Information	Mean	Median	Low	High
Permanent Work Authorization	120	94.5%	\$132,748	\$130,000	\$70,000	\$175,000
Non-Permanent Work Authorization	47	97.9%	\$140,207	\$150,000	\$85,000	\$180,000
Total Reporting Base Salary	167	95.4%	\$134,847	\$134,000	\$70,000	\$180,000

(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	106	88.3%	\$29,283	\$25,000	\$5,000	\$80,000
Non-Permanent Work Authorization	37	78.7%	\$33,595	\$30,000	\$10,000	\$95,000
Total Reporting Signing/Starting Bonus	143	85.6%	\$30,399	\$25,000	\$5,000	\$95,000

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

Notes:

- The percentage of students for whom there is usable salary information is 95.4%. This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates.
- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- All compensation statistics do not include values where the student entered \$0 or did not respond.
- Students who have not reported a work authorization are included in the totals, but not in the breakdowns.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Professional Functions

Function	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Consulting	65	37.1%	64	\$143,125	\$150,000	\$91,221	\$180,000
Finance	37	21.1%	33	\$128,833	\$130,000	\$70,000	\$175,000
General Mgmt	32	18.3%	31	\$128,258	\$127,500	\$90,000	\$175,000
IS/IT	2	1.1%	1	I/D	I/D	I/D	I/D
Marketing	29	16.6%	28	\$133,961	\$135,750	\$85,000	\$160,000
POM	7	4.0%	7	\$126,429	\$130,000	\$115,000	\$130,000
Other	3	1.7%	3	\$123,000	\$125,000	\$109,000	\$135,000
Total Reporting	175	100%	167	\$134,847	\$134,000	\$70,000	\$180,000

Notes:

- The percentage of students for whom there is usable salary information is 95.4%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
- The following Function values were excluded due to having no data points: Human Resources.
- Only includes data for outcomes collected within 3 months of the students graduation date.
- Only includes data for accepted jobs within 3 months of the students graduation date.
- 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.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Function are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Industries

Industry	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Biotechnology/Health/Pharmaceuticals	17	9.7%	17	\$124,500	\$120,000	\$100,000	\$175,000
Consulting	59	33.7%	58	\$146,983	\$152,000	\$91,221	\$180,000
Consumer Products	3	1.7%	3	\$129,333	\$135,000	\$113,000	\$140,000
Energy/Petroleum/Utilities	4	2.3%	3	\$113,667	\$121,000	\$90,000	\$130,000
Financial Services	22	12.6%	21	\$128,667	\$125,000	\$70,000	\$175,000
Government/Not-for-Profit	2	1.1%	2	I/D	I/D	I/D	I/D
Manufacturing	10	5.7%	9	\$126,111	\$125,000	\$112,000	\$140,000
Media/Entertainment	2	1.1%	2	I/D	I/D	I/D	I/D
Technology	49	28.0%	46	\$132,737	\$130,000	\$100,000	\$160,000
Other	7	4.0%	6	\$118,500	\$122,500	\$86,000	\$150,000
Total Reporting	175	100%	167	\$134,847	\$134,000	\$70,000	\$180,000

Notes:

- The percentage of students for whom there is usable salary information is 95.4%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
- The following Industry values were excluded due to having no data points: Real Estate.
- Only includes data for outcomes collected within 3 months of the students graduation date.
- Only includes data for accepted jobs within 3 months of the students graduation date.
- 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.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Industry are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 World Region Breakdown

Region	Graduates Accepting New Employment		Graduates 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	2	1.1%	1	I/D	I/D	I/D	I/D
Europe	0	0%	0	I/D	I/D	I/D	I/D
Latin America & the Caribbean	1	0.6%	1	I/D	I/D	I/D	I/D
North America	172	98.3%	165	\$135,199	\$134,000	\$70,000	\$180,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	175	100%	167	\$134,847	\$134,000	\$70,000	\$180,000

Notes:

- The percentage of students for whom there is usable salary information is 95.4%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- 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.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Region are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Region: Africa

African Sub-regions	Graduates 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:

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

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Region: Asia

Asian Sub-regions	Graduates Accepting New Employment	
	Number	Percent
Central Asia	0	0%
Eastern Asia	0	0%
Southern Asia	0	0%
South-Eastern Asia	2	1.1%
Western Asia	0	0%
Total Asia	2	1.1%

Notes:

- 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 graduates for whom you have useable salary information/total job-accepting graduates)
- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Asian Sub-regions are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Region: Europe

European Sub-regions	Graduates 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:

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

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Region: Latin American & The Caribbean

Latin American & Caribbean Sub-regions

Graduates Accepting New Employment

	Number	Percent
Caribbean	0	0%
Central America	1	0.6%
South America	0	0%
Total Latin America & the Caribbean	1	0.6%

Notes:

- 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 graduates)
- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Latin American & Caribbean Sub-regions are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Region: North America

North American Sub-regions	Graduates Accepting New Employment		Graduates 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	1	0.6%	1	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	30	17.1%	30	\$124,950	\$125,000	\$70,000	\$165,000
Midwest	24	13.7%	23	\$141,370	\$150,000	\$112,000	\$165,000
Northeast	50	28.6%	47	\$136,638	\$135,000	\$90,000	\$175,000
South	5	2.9%	5	\$140,000	\$135,000	\$130,000	\$150,000
Southwest	15	8.6%	14	\$128,321	\$122,500	\$95,000	\$165,000
West	47	26.9%	45	\$138,365	\$130,000	\$113,000	\$180,000
Total North America	172	98.3%	165	\$135,199	\$134,000	\$70,000	\$180,000

Notes:

- The percentage of students for whom there is usable salary information is 95.9%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- 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.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known North American Sub-regions are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Region: Oceania

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

Notes:

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

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2021 Compensation by Undergraduate Major

Undergraduate Major	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Technical	87	49.7%	84	\$140,356	\$144,500	\$90,000	\$180,000
Business	50	28.6%	47	\$126,139	\$125,000	\$70,000	\$160,000
Other	38	21.7%	36	\$133,361	\$130,000	\$100,000	\$170,000
Total Reporting	175	100%	167	\$134,847	\$134,000	\$70,000	\$180,000

Notes:

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- Only includes data for outcomes collected within 3 months of the student's graduation date.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
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- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Undergraduate Major are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

2021 Full-Time MBA Employment Data

The FT Graduating MBA 2020 Compensation by Professional Experience

Professional Experience	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
One year or less	3	1.7%	3	\$112,000	\$110,000	\$86,000	\$140,000
More than one year, up to three years	18	10.3%	17	\$130,000	\$130,000	\$90,000	\$150,000
More than three years, up to five years	74	42.3%	70	\$134,183	\$130,000	\$85,000	\$180,000
More than five years	80	45.7%	77	\$137,411	\$136,000	\$70,000	\$175,000
Total Reporting	175	100%	167	\$134,847	\$134,000	\$70,000	\$180,000

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- 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.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Professional Experience are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.