



MASTERS CAREER CENTER

2024 FULL-TIME MBA EMPLOYMENT DATA

Carnegie Mellon University
Tepper School of Business

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

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	81	91	172
Not Seeking Employment			
Company-sponsored; already employed	1	6	7
Continuing Education	0	0	0
Postponing Job Search	0	0	0
Starting a new business	2	3	5
Not seeking for other reasons	1	2	3
Total Not Seeking Employment	4	11	15
No Recent Information Available	3	6	9
Total Graduates	88	108	196

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.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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	81	62	76.5%	10	12.3%	9	11.1%
Non-Permanent Work Authorization	91	45	49.5%	23	25.3%	23	25.3%
Total Graduates Seeking Employment	172	107	62.2%	33	19.2%	32	18.6%

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.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA Timing of First Job 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	81	57	70.4%	12	14.8%	12	14.8%
Non-Permanent Work Authorization	91	43	47.3%	24	26.4%	24	26.4%
Total Graduates Seeking Employment	172	100	58.1%	36	20.9%	36	20.9%

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.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA Primary Source of Full-Time Job Acceptances

SCHOOL-FACILITATED ACTIVITIES	Number	Percent
Scheduled Interviews on or off campus for full-time employment	4	2.9%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	0	0%
Conversion of Internship; Internship obtained through School sources	52	38.20%
Job Postings on school career systems, resume books, resume referrals by career center	16	11.8%
Other School-facilitated source	11	8.1%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	3	2.2%
TOTAL SCHOOL-FACILITATED ACTIVITIES	86	63.2%
GRADUATE-FACILITATED ACTIVITIES		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	12	8.8%
Conversion of internship; internship obtained through graduate-initiated sources	8	5.9%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	19	14%
Other graduate-facilitated sources	11	8.1%
TOTAL GRADUATE-FACILITATED ACTIVITIES	50	36.8%
TOTAL	136	100%

NOTES

1. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.

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

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA Compensation Report

Base Salary	Number Reporting Base Salary Information	Percent Reporting Base Salary(1) Information	Mean	Median	Low	High
Permanent Work Authorization	63	91.3%	\$151,854	\$150,000	\$80,000	\$215,000
Non-Permanent Work Authorization	58	86.6%	\$150,521	\$146,500	\$95,000	\$194,400
Total Reporting Base Salary	121	89.0%	\$151,215	\$148,000	\$80,000	\$215,000

(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	55	87.3%	\$32,808	\$30,000	\$5,000	\$84,000
Non-Permanent Work Authorization	46	79.3%	\$44,339	\$31,000	\$5,000	\$212,800
Total Reporting Signing/Starting Bonus	101	83.5%	\$38,060	\$30,000	\$5,000	\$212,800

(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 89.0%. This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates.
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
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.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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	42	30.9%	40	\$165,134	\$175,000	\$100,000	\$192,000
Finance/Accounting	29	21.3%	26	\$144,941	\$140,000	\$95,000	\$175,000
General Management	16	11.8%	15	\$140,853	\$140,000	\$120,000	\$168,000
Human Resources	1	0.7%	1	I/D	I/D	I/D	I/D
Marketing/Sales	26	19.1%	22	\$145,873	\$140,973	\$120,000	\$185,000
Information Technology	6	4.4%	5	\$164,520	\$169,100	\$100,000	\$194,400
Operations/Logistics	14	10.3%	10	\$129,860	\$142,500	\$80,000	\$150,000
Other	2	1.5%	2	I/D	I/D	I/D	I/D
Total Reporting	136	100%	121	\$151,215	\$148,000	\$80,000	\$215,000

NOTES

1. The percentage of students for whom there is usable salary information is 89.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's 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 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.

5. Accepted offers without known salary information are included in the leftmost 'Graduates 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.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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				
Consulting	35	25.7%	34	\$167,532	\$175,000	\$95,000	\$192,000
Consumer Packaged Goods	5	3.7%	3	\$128,667	\$128,000	\$128,000	\$130,000
Energy	3	2.2%	3	\$137,667	\$140,000	\$128,000	\$145,000
Financial Services	26	19.1%	23	\$151,739	\$150,000	\$115,000	\$175,000
Government	1	0.7%	1	I/D	I/D	I/D	I/D
Healthcare (Including Products and Services)	12	8.8%	12	\$136,048	\$135,000	\$115,575	\$160,000
Manufacturing	7	5.1%	6	\$146,333	\$140,000	\$125,000	\$168,000
Media/Entertainment	1	0.7%	1	I/D	I/D	I/D	I/D
Technology	39	28.7%	33	\$143,378	\$142,800	\$100,000	\$194,400
Other	7	5.1%	5	\$147,000	\$155,000	\$80,000	\$215,000
Total Reporting	136	100%	121	\$151,215	\$148,000	\$80,000	\$215,000

NOTES

1. The percentage of students for whom there is usable salary information is 89.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. The following Industry values were excluded due to having no data points: Hospitality, Non-Profit/Education, Real Estate, Retail, Transportation and Logistics Services.
3. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
4. Only includes data for accepted jobs within 3 months of the student's graduation date.
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 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.
6. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
7. Accepted offers without known Industry are excluded from all calculations.
8. All compensation statistics do not include values where the student entered \$0 or did not respond.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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	5	3.7%	3	\$141,671	\$150,000	\$125,000	\$150,012
Europe	0	0%	0	I/D	I/D	I/D	I/D
Latin America and the Caribbean	2	1.5%	1	I/D	I/D	I/D	I/D
North America	129	94.9%	117	\$151,727	\$148,000	\$80,000	\$215,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	136	100%	121	\$151,215	\$148,000	\$80,000	\$215,000

NOTES

1. The percentage of students for whom there is usable salary information is 89.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's 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 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.
5. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
6. Accepted offers without known Region are excluded from all calculations.
7. All compensation statistics do not include values where the student entered \$0 or did not respond.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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

1. 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)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's graduation date.
4. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known African Sub-regions are excluded from all calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA Compensation by Region: Asia

Asian Sub-regions	Graduates Accepting New Employment	
	Number	Percent
Central Asia	0	0%
Eastern Asia	4	2.9%
Southern Asia	0	0%
South-Eastern Asia	1	0.7%
Western Asia	0	0%
Total Asia	5	3.7%

NOTES

1. The percentage of students for whom there is usable salary information is 60.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's graduation date.
4. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known Asian Sub-regions are excluded from all calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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

1. 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)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's graduation date.
4. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
5. Accepted offers without known European Sub-regions are excluded from all calculations.
6. All compensation statistics do not include values where the student entered \$0 or did not respond.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA Compensation by Region: Latin American and The Caribbean

Latin American and Caribbean Sub-Regions

Graduates Accepting New Employment

	Number	Percent
Caribbean	0	0%
Central America	2	1.5%
South America	0	0%
Total Latin America and the Caribbean	2	1.5%

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

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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	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 and Miquelon	0	0%	0	I/D	I/D	I/D	I/D
UNITED STATES							
Mid-Atlantic	25	18.4%	22	\$161,222	\$165,500	\$115,000	\$215,000
Midwest	16	11.8%	15	\$152,772	\$175,000	\$80,000	\$190,000
Northeast	33	24.3%	31	\$156,237	\$153,000	\$120,000	\$190,000
South	9	6.6%	8	\$133,475	\$134,000	\$95,000	\$192,000
Southwest	9	6.6%	7	\$136,143	\$130,000	\$120,000	\$175,000
West	37	27.2%	34	\$148,512	\$144,100	\$110,000	\$194,400
Total North America	129	94.9%	117	\$151,727	\$148,000	\$80,000	\$215,000

NOTES

1. The percentage of students for whom there is usable salary information is 90.7%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's 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 graduates seeking employment. Data points not meeting both requirements will still display the number of employed graduates, but will show ID for all salary calculations.

5. Accepted offers without known salary information are included in the leftmost 'Graduates 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.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA Compensation by Region: Oceania

Oceanian Sub-Regions

Graduates Accepting New Employment

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

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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	72	52.9%	63	\$154,565	\$155,000	\$100,000	\$190,000
Business	44	32.4%	40	\$148,311	\$141,100	\$80,000	\$215,000
Other	20	14.7%	18	\$145,944	\$140,000	\$120,000	\$185,000
Total Reporting	136	100%	121	\$151,215	\$148,000	\$80,000	\$215,000

NOTES

1. The percentage of students for whom there is usable salary information is 89.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's 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 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.
5. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
6. Accepted offers without known Undergraduate Major are excluded from all calculations.
7. All compensation statistics do not include values where the student entered \$0 or did not respond.

2024 Full-Time MBA Employment Data

2024 Graduating FT MBA 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	1	0.7%	1	I/D	I/D	I/D	I/D
More than one year, up to three years	12	8.8%	12	\$151,721	\$141,600	\$100,000	\$190,000
More than three years, up to five years	47	34.6%	42	\$149,964	\$147,500	\$100,000	\$215,000
More than five years	76	55.9%	66	\$151,937	\$149,000	\$80,000	\$194,400
Total Reporting	136	100%	121	\$151,215	\$148,000	\$80,000	\$215,000

NOTES

1. The percentage of students for whom there is usable salary information is 89.0%. (This calculation is made by dividing the number of job-accepting graduates for whom you have useable salary information/total job-accepting graduates)
2. Only includes data for outcomes collected within 3 months of the latest graduation date of the student's graduation year.
3. Only includes data for accepted jobs within 3 months of the student's 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 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.
5. Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
6. Accepted offers without known Professional Experience are excluded from all calculations.
7. All compensation statistics do not include values where the student entered \$0 or did not respond.