



MASTERS CAREER CENTER

2020

FULL-TIME MBA
EMPLOYMENT
DATA

Carnegie Mellon University
Tepper School of Business

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

2020 Full-Time MBA Employment Data

The FT MBA 2020 Graduating Class

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	150	70	220
Not Seeking Employment			
Company-sponsored; already employed	1	9	10
Continuing Education	1	0	1
Postponing Job Search	1	0	1
Starting a new business	2	1	3
Not seeking for other reasons	1	0	1
Total Not Seeking Employment	6	10	16
No Recent Information Available	1	0	1
Total Graduates	157	80	237

Notes:

- Only includes data for outcomes collected within 3 months of the student graduation date.
- “Permanent Work Authorization” is defined as the student being a citizen or permanent resident of the country where attending school.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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	150	140	93.3%	1	0.7%	9	6.0%
Non-Permanent Work Authorization	70	47	67.1%	8	11.4%	15	21.4%
Total Graduates Seeking Employment	220	187	85.0%	9	4.1%	24	10.9%

Notes:

- Only includes data for outcomes collected within 3 months of the student 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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	150	132	88.0%	6	4.0%	12	8.0%
Non-Permanent Work Authorization	70	46	65.7%	7	10.0%	17	24.3%
Total Graduates Seeking Employment	220	178	80.9%	13	5.9%	29	13.2%

Notes:

- Only includes data for outcomes collected within 3 months of the student 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 Primary Source of Full-Time Job Acceptances

School-Facilitated Activities:	Number	Percent
Scheduled Interviews on or off campus for full-time employment	48	25.1%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	2	1.0%
Conversion of Internship; Internship obtained through School sources	46	24.1%
Job Postings on school career systems, resume books, resume referrals by career center	18	9.4%
Other School-facilitated source	19	9.9%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	8	4.2%
Total School-Facilitated Activities:	141	73.8%
Graduate-Facilitated Activities:		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	13	6.8%
Conversion of Internship; Internship obtained through graduate-initiated sources	14	7.3%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	16	8.4%
Other graduate-facilitated sources	7	3.7%
Total Graduate-Facilitated Activities:	50	26.2%
TOTAL	191	100.0%

Notes:

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

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 Compensation Report

Base Salary

	Number Reporting Base Salary Information	Percent Reporting Base Salary(1) Information	Mean	Median	Low	High
Permanent Work Authorization	129	93.5%	\$138,513	\$143,000	\$49,680	\$170,000
Non-Permanent Work Authorization	52	98.1%	\$126,406	\$130,000	\$61,800	\$165,000
Total Reporting Base Salary	181	94.8%	\$135,035	\$136,000	\$49,680	\$170,000

(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	118	91.5%	\$32,131	\$30,000	\$2,500	\$175,000
Non-Permanent Work Authorization	47	90.4%	\$36,809	\$25,000	\$5,000	\$140,000
Total Reporting Signing/Starting Bonus	165	91.2%	\$33,463	\$30,000	\$2,500	\$175,000

(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 94.8%. 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 accepted jobs within 3 months of the student graduation date.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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	66	34.6%	64	\$148,622	\$160,000	\$84,324	\$170,000
Finance	40	20.9%	37	\$128,157	\$130,000	\$61,800	\$150,000
General Mgmt	25	13.1%	23	\$125,600	\$127,500	\$100,000	\$150,000
IS/IT	5	2.6%	5	\$128,800	\$130,000	\$95,000	\$164,000
Marketing	44	23.0%	41	\$130,045	\$135,000	\$49,680	\$165,000
POM	11	5.8%	11	\$120,273	\$120,000	\$70,000	\$150,000
Total Reporting	191	100%	181	\$135,035	\$136,000	\$49,680	\$170,000

Notes:

- The percentage of students for whom there is usable salary information is 94.8%. (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, Other.
- 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 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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	13	6.8%	13	\$123,292	\$120,000	\$112,800	\$148,000
Consulting	63	33.0%	61	\$151,686	\$160,000	\$84,324	\$170,000
Consumer Products	2	1.0%	2	I/D	I/D	I/D	I/D
Energy/Petroleum/Utilities	6	3.1%	6	\$95,300	\$100,000	\$61,800	\$120,000
Financial Services	25	13.1%	20	\$137,200	\$142,500	\$100,000	\$150,000
Manufacturing	14	7.3%	13	\$113,129	\$115,000	\$49,680	\$140,000
Media/Entertainment	2	1.0%	2	I/D	I/D	I/D	I/D
Real Estate	1	0.5%	1	I/D	I/D	I/D	I/D
Technology	60	31.4%	58	\$130,244	\$130,000	\$70,000	\$165,000
Other	5	2.6%	5	\$125,400	\$117,000	\$110,000	\$150,000
Total Reporting	191	100%	181	\$135,035	\$136,000	\$49,680	\$170,000

Notes:

- The percentage of students for whom there is usable salary information is 94.8%. (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: Government/Not-for-Profit.
- 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 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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	9	4.8%	8	\$95,898	\$100,000	\$49,680	\$130,000
Europe	0	0%	0	I/D	I/D	I/D	I/D
Latin America & the Caribbean	5	2.6%	5	\$94,225	\$90,000	\$61,800	\$140,000
North America	175	92.6%	167	\$137,982	\$140,000	\$70,000	\$170,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	189	100%	180	\$134,896	\$135,500	\$49,680	\$170,000

Notes:

- The percentage of students for whom there is usable salary information is 95.2%. (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 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 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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 accepted jobs within 3 months of the students 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 Compensation by Region: Asia

Asian Sub-regions	Graduates Accepting New Employment	
	Number	Percent
Central Asia	0	0%
Eastern Asia	5	2.6%
Southern Asia	0	0%
South-Eastern Asia	3	1.6%
Western Asia	1	0.5%
Total Asia	9	4.8%

Notes:

- The percentage of students for whom there is usable salary information is 88.9%. (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 accepted jobs within 3 months of the students 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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 accepted jobs within 3 months of the students 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 Compensation by Region: Latin America & the Caribbean

Latin American & Caribbean Sub-regions	Graduates Accepting New Employment	
	Number	Percent
Caribbean	0	0%
Central America	1	0.5%
South America	4	2.1%
Total Latin America & the Caribbean	5	2.6%

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 accepted jobs within 3 months of the student 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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 & Miquelon	0	0%	0	I/D	I/D	I/D	I/D
United States:							
Mid-Atlantic	30	15.9%	28	\$142,500	\$145,000	\$95,000	\$165,000
Midwest	24	12.7%	24	\$139,242	\$145,000	\$100,000	\$165,000
Northeast	51	27.0%	49	\$136,592	\$138,000	\$70,000	\$170,000
South	5	2.6%	5	\$125,000	\$120,000	\$100,000	\$150,000
Southwest	12	6.3%	11	\$135,423	\$128,650	\$100,000	\$160,000
West	53	28.0%	50	\$138,070	\$140,000	\$110,000	\$165,000
Total North America	175	92.6%	167	\$137,982	\$140,000	\$70,000	\$170,000

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 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 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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 accepted jobs within 3 months of the students 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.

2020 Full-Time MBA Employment Data

The FT Graduating MBA 2020 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	98	51.3%	97	\$133,967	\$135,000	\$49,680	\$170,000
Business	61	31.9%	56	\$135,463	\$140,000	\$61,800	\$165,000
Other	32	16.8%	28	\$137,875	\$143,000	\$100,000	\$165,000
Total Reporting	191	100%	181	\$135,035	\$136,000	\$49,680	\$170,000

Notes:

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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.

2020 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	4	2.1%	4	\$137,000	\$140,000	\$118,000	\$150,000
More than one year, up to three years	23	12.0%	22	\$134,727	\$133,500	\$70,000	\$165,000
More than three years, up to five years	75	39.3%	72	\$133,746	\$131,000	\$49,680	\$165,000
More than five years	89	46.6%	83	\$136,139	\$140,000	\$61,800	\$170,000
Total Reporting	191	100%	181	\$135,035	\$136,000	\$49,680	\$170,000

Notes:

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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 Professional Experience are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.