

2020 FULL-TIME MBA EMPLOYMENT REPORT



RICE | BUSINESS
Jones Graduate School of Business



CLASS OF 2020 EMPLOYMENT HIGHLIGHTS

JOB ACCEPTANCE PERCENTAGES

- 88.8% accepted offers within 3 months of graduation (92% in 2019)
- Graduates with Permanent Work Authorization: 89.2% within 3 months of graduation
- Graduates without Permanent Work Authorization: 87.5% within 3 months of graduation
- 75.7% accepted offers by graduation (81.6% in 2019)

COMPENSATION

- \$123,786 average base salary (\$124,798 in 2019)
- Permanent Work Authorization: \$124,469 average base salary (\$125,000 median base salary)
- Non-Permanent Work Authorization: \$121,476 average base salary (\$130,000 median base Salary)
- Average Signing Bonus: \$33,828 (up from \$26,529 in 2019)

TOP INDUSTRIES

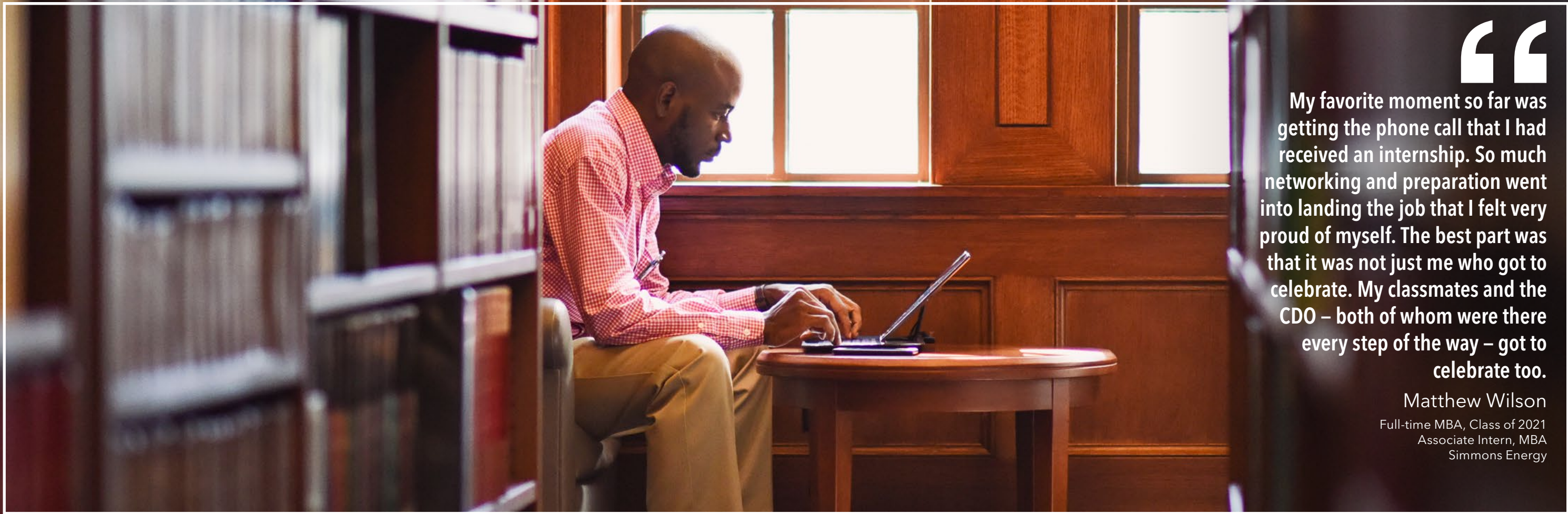
1. Consulting (24.5%)
2. Financial Services (22.3%)
3. Technology (20.2%)
4. Petroleum/Energy (12.8%)

TOP HIRING COMPANIES

1. Amazon, Dell (6 each)
2. EY (5)
3. Citigroup (4)
4. Barclays, Capital One, Deloitte Consulting (3 each)

ADDITIONAL HIGHLIGHTS

- Largest number accepting roles in Technology (20.2%) industry in last 5 years
- Largest number accepting Marketing/Sales (16.1%) roles in last 5 years
- Largest number accepting jobs in the Northeast (6.4%) in last 5 years
- Smallest number accepting jobs in the Southwest (66%) in the last 5 years
- Largest number accepting jobs in the West (13.8%) in the last 5 years



My favorite moment so far was getting the phone call that I had received an internship. So much networking and preparation went into landing the job that I felt very proud of myself. The best part was that it was not just me who got to celebrate. My classmates and the CDO – both of whom were there every step of the way – got to celebrate too.

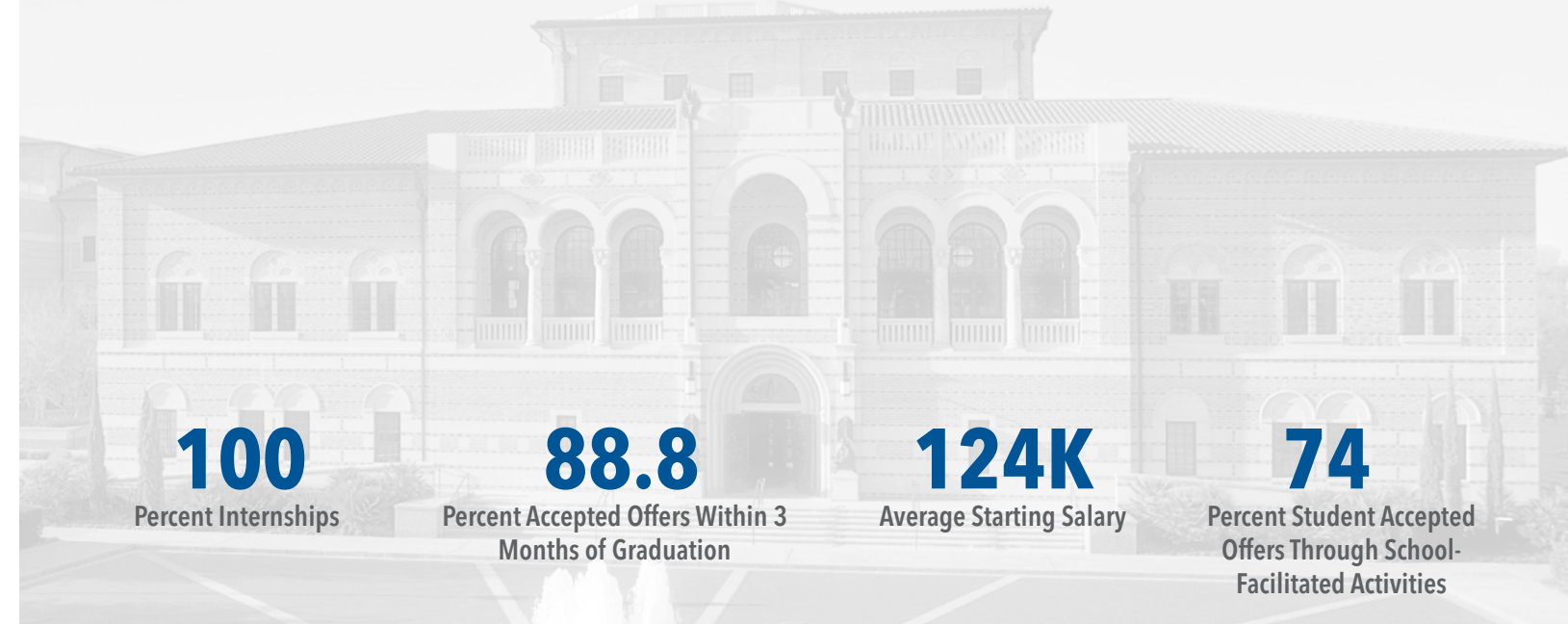
Matthew Wilson

Full-time MBA, Class of 2021
Associate Intern, MBA
Simmons Energy

2020 GRADUATING CLASS PROFILE

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	83	24	107
Not Seeking Employment			
Company-sponsored; already employed	0	1	1
Continuing Education	0	0	0
Postponing Job Search	2	0	2
Starting a new business	3	1	4
Not seeking for other reasons	2	0	2
Total Not Seeking Employment	7	2	9
No Recent Information Available	1	1	2
Total Graduates	91	27	118

INTENTIONALLY SMALL. VERIFIABLY GREAT.



100

Percent Internships

88.8

Percent Accepted Offers Within 3 Months of Graduation

124K

Average Starting Salary

74

Percent Student Accepted Offers Through School-Facilitated Activities

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	83	65	78.3%	10	12.0%	8	9.6%
Non-Permanent Work Authorization	24	18	75.0%	3	12.5%	3	12.5%
Total Graduates Seeking Employment	107	83	77.6%	13	12.1%	11	10.3%

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	83	63	75.9%	11	13.3%	9	10.8%
Non-Permanent Work Authorization	24	18	75.0%	3	12.5%	3	12.5%
Total Graduates Seeking Employment	107	81	75.7%	14	13.1%	12	11.2%



As an international student, transitioning your career in a new country can be challenging. Rice provided me with the necessary connections and support to successfully transition my career from wholesale distribution to management consulting.

Beatriz Aguirre Mireles

Full-Time MBA, Class of 2020
Senior Consultant - Strategic Finance
Deloitte Consulting

PRIMARY SOURCE OF FULL-TIME JOB ACCEPTANCES

	NUMBER	PERCENT
SCHOOL-FACILITATED ACTIVITIES		
Scheduled Interviews on or off campus for full-time employment	5	5.4%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	14	15.2%
Conversion of Internship; Internship obtained through School sources	35	38.0%
Job Postings on school career systems, resume books, resume referrals by career center	3	3.3%
Other School-facilitated source	5	5.4%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	6	6.5%
Total School-facilitated Activities	68	73.9%
GRADUATE-FACILITATED ACTIVITIES		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	6	6.5%
Conversion of internship; internship obtained through graduate-initiated sources	4	4.3%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	10	10.9%
Other graduate-facilitated sources	4	4.3%
Total Graduate-facilitated Activities	24	26.1%
Total	92	100.0%
No Response by Graduate	3	0.0%



COMPENSATION REPORT – BASE SALARY

	Number Reporting Base Salary Information	Percent Reporting Base Salary (1) Information	Mean	Median	Low	High
Permanent Work Authorization	71	95.9%	\$124,469	\$125,000	\$56,596	\$170,000
Non-Permanent Work Authorization	21	100%	\$121,476	\$130,000	\$60,000	\$160,000
Total Reporting Base Salary	92	96.8%	\$123,786	\$125,000	\$56,596	\$170,000

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

COMPENSATION REPORT – SIGNING/STARTING BONUS

	Number Reporting Signing/Starting Bonus Information	Percent Reporting Signing/Starting Bonus (2) Information	Mean	Median	Low	High
Permanent Work Authorization	50	70.4%	\$33,130	\$35,000	\$2,500	\$70,000
Non-Permanent Work Authorization	17	81.0%	\$35,882	\$35,000	\$4,000	\$105,000
Total Reporting Signing/Starting Bonus	67	72.8%	\$33,828	\$35,000	\$2,500	\$105,000

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



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	21	22.6%	21	\$141,818	\$155,000	\$80,000	\$170,000
Finance/Accounting	30	32.3%	30	\$128,067	\$127,500	\$60,000	\$150,000
General Management	11	11.8%	11	\$108,700	\$113,000	\$56,596	\$170,000
Human Resources	1	1.1%	0	I/D	I/D	I/D	I/D
Information Technology	1	1.1%	1	I/D	I/D	I/D	I/D
Marketing/Sales	15	16.1%	15	\$119,160	\$125,000	\$60,000	\$151,000
Operations/Logistics	3	3.2%	3	\$116,667	\$130,000	\$80,000	\$140,000
Other	11	11.8%	11	\$102,273	\$102,000	\$60,000	\$130,000
Total Reporting	93	100%	92	\$123,786	\$125,000	\$56,596	\$170,000

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 Services	23	24.5%	22	\$138,682	\$147,500	\$60,000	\$170,000
Consumer Products	4	4.3%	4	\$115,850	\$110,500	\$102,000	\$140,400
Financial Services	21	22.3%	21	\$136,619	\$150,000	\$60,000	\$150,000
Government	2	2.1%	2	I/D	I/D	I/D	I/D
Manufacturing	3	3.2%	3	\$115,000	\$120,000	\$100,000	\$125,000
Non-Profit	2	2.1%	1	I/D	I/D	I/D	I/D
Petroleum/Energy	12	12.8%	12	\$108,425	\$114,000	\$80,000	\$170,000
Pharmaceutical/Biotechnology/Healthcare	4	4.3%	4	\$104,000	\$107,000	\$82,000	\$120,000
Real Estate	2	2.1%	2	I/D	I/D	I/D	I/D
Technology	19	20.2%	19	\$122,842	\$128,000	\$90,000	\$151,000
Other	2	2.1%	2	I/D	I/D	I/D	I/D
Total Reporting	94	100%	92	\$123,786	\$125,000	\$56,596	\$170,000



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	0	0%	0	I/D	I/D	I/D	I/D
Europe	0	0%	0	I/D	I/D	I/D	I/D
Latin America & the Caribbean	0	0%	0	I/D	I/D	I/D	I/D
North America	94	100%	92	\$123,786	\$125,000	\$56,596	\$170,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	94	100%	92	\$123,786	\$125,000	\$56,596	\$170,000

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				
Mid-Atlantic	6	6.4%	6	\$125,195	\$129,000	\$99,172	\$138,000
Midwest	5	5.3%	5	\$102,200	\$111,000	\$60,000	\$115,000
Northeast	6	6.4%	6	\$131,733	\$130,200	\$110,000	\$150,000
South	1	1.1%	1	I/D	I/D	I/D	I/D
Southwest	62	66.0%	61	\$125,782	\$125,000	\$56,596	\$170,000
West	13	13.8%	13	\$121,769	\$130,000	\$80,000	\$151,000
Total North America	94	100%	92	\$123,786	\$125,000	\$56,596	\$170,000

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					
Technical	41	43.2%	41	\$122,466	\$123,000	\$60,000	\$170,000
Business	22	23.2%	20	\$129,809	\$127,500	\$75,000	\$170,000
Other	32	33.7%	31	\$121,645	\$125,000	\$56,596	\$170,000
Total Reporting	95	100%	92	\$123,786	\$125,000	\$56,596	\$170,000

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					
One year or less	6	6.3%	6	\$124,167	\$132,500	\$80,000	\$170,000
More than one year, up to three years	13	13.7%	13	\$105,515	\$115,000	\$56,596	\$155,000
More than three years, up to five years	31	32.6%	31	\$121,812	\$120,000	\$60,000	\$170,000
More than five years	45	47.4%	42	\$130,843	\$130,000	\$60,000	\$170,000
Total Reporting	95	100%	92	\$123,786	\$125,000	\$56,596	\$170,000

CLASS OF 2020 TOP HIRING COMPANIES

AMAZON INC.*	6	EXPONENT*	1
DELL*	6	GOLDEN SECTION TECHNOLOGY	1
ERNST & YOUNG*	5	GOLDMAN SACHS	1
CITIGROUP BANKING, CAPITAL MARKETS AND ADVISORY	4	GOOGLE	1
BARCLAYS GLOBAL MARKETS/INVESTMENT BANKING	3	HAGERTY CONSULTING	1
CAPITAL ONE*	3	INGENERO	1
DELOITTE CONSULTING*	3	J.P. MORGAN PRIVATE BANK	1
ALVAREZ & MARSAL	2	JOHNSON & JOHNSON	1
CHEVRON	2	KAHUNA WORKFORCE SOLUTIONS	1
EDP RENEWABLES	2	KOKUA EDUCATION	1
EXXON MOBIL	2	KOLM POLYMERS, LTD	1
EY-PARTHENON	2	MCKINSEY & COMPANY	1
HPE*	2	MEMORIAL HERMANN	1
INFOSYS CONSULTING	2	MOELIS & COMPANY	1
JP MORGAN CHASE & CO.	2	NRG ENERGY	1
MORGAN STANLEY	2	OPPORTUNE	1
3M	1	PHILLIPS 66	1
ACCENTURE STRATEGY	1	PROCTER & GAMBLE	1
ALIXPARTNERS	1	REPUBLIC SERVICES	1
ANHEUSER-BUSCH	1	SAGE EQUITY PARTNERS	1
APPLE*	1	SCOTIABANK GLOBAL BANKING AND MARKETS	1
ASTRAZENECA	1	TMC BIODESIGN	1
AUTODESK*	1	TRANSOCEAN	1
BHP BILLITON*	1	TRAVIS COUNTY	1
BRISTOL-MYERS SQUIBB	1	TRITEN REAL ESTATE PARTNERS	1
BUC-EE'S	1	U.S. SECRET SERVICE	1
BURSYS*	1	UBS INVESTMENT BANK	1
CBRE	1	ULTIMATE MEDICAL ACADEMY	1
DAIKIN INDUSTRIES, LTD.*	1	WALKER & DUNLOP	1
DANAHER CORPORATION	1	WELLS FARGO	1
DETRING ENERGY ADVISORS	1	WEST MONROE PARTNERS	1

* Hired graduates requiring work authorization

SUMMER 2020 INTERNSHIP OUTCOMES

INTERNSHIPS BY INDUSTRY

Internships by Industry	#	%	Average Monthly Compensation
Financial Services	26	25.5%	\$9,788
Diversified Financial Services	3	11.5%	\$7,294
General + Commercial Banking	2	7.7%	n/a
Investment Banking	14	53.8%	\$12,203
Investment Management	3	11.5%	\$8,091
Venture Capital & Private Equity	4	15.4%	\$1,867
Technology	16	15.7%	\$6,006
Consulting	16	15.7%	\$11,184
Energy	15	13.7%	\$8,125
Pharmaceutical/Biotechnology/Healthcare	5	4.9%	\$3,307
Consumer Products	4	3.9%	\$7,504
Non-Profit	14	13.7%	\$3,813
Manufacturing	4	3.9%	\$8,208
Retail	1	.9%	I/D
Environmental Services	1	.9%	I/D
Total	102	100%	\$8,219

INTERNSHIPS BY FUNCTION

Internships by Function	#	%	Avg Monthly Compensation
Consulting	26	26.3%	\$10,671
Finance/Accounting	30	30.3%	\$9,463
General Management	5	5.1%	\$7,182
Marketing/Sales	19	19.2%	\$5,638
Operations/Logistics	1	1%	n/a
Human Resources	1	1%	n/a
Other*	17	17.2%	\$6,317
Total	99	100%	\$8,219

*Other category includes Business/Corporate Development, Strategic Planning, Real Estate Development, and Graduate Research Assistant.

INTERNSHIPS BY GEOGRAPHIC REGION

Internships by Geographic Region	# Reporting	%	Average Monthly Compensation
Mid-Atlantic	4	4.2%	\$9,916
Midwest	3	3.1%	\$7,414
Northeast	3	3.1%	\$9,403
South	0	n/a	n/a
Southwest	79	82.3%	\$8,208
West	7	7.3%	\$7,250

*Due to COVID-19, the majority of internships were conducted virtually.

INTERNSHIP COMPENSATION REPORT

Work Authorization	# Reporting Salary	% of Reporting	Average Monthly Compensation
Permanent Work Authorization	65	77.4%	\$8,916
Non-Permanent Work Authorization	19	22.6%	\$5,835
Total	84	100%	\$8,219

SOURCE OF INTERNSHIPS – SCHOOL-FACILITATED

Source of Internship - School Facilitated	# Reporting	%
On-campus Interviews	19	22.9%
Employer Information Session	12	14.5%
Consortia/Conference Event	9	10.8%
Job Posting (OWL Careers)	26	31.3%
Other School-Facilitated	5	6%
Alumni Referrals	4	4.8%
Faculty Referral	8	9.6%
Total	83	100%

SOURCE OF INTERNSHIPS – STUDENT-FACILITATED

Source of Internship - Student Facilitated	# Reporting	%
Internet	5	35.7%
Family, Friends Outside of School	4	28.6%
Other	3	21.4%
Previous Employer	2	14.3%
Total	14	100%

CLASS OF 2020 INTERNSHIP HIRING COMPANIES

ACCENTURE STRATEGY*
 AMAZON INC.*+
 ANIMO VENTURES+
 BANK OF MONTREAL (BMO)
 BLUESTEM EQUITY+
 BOSTON CONSULTING GROUP*
 CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM
 CAPITAL ONE*+
 CARGILL
 CEECHAT LLC+
 CHEVRON
 CHR SOLUTIONS+
 CITIGROUP BANKING, CAPITAL MARKETS AND ADVISORY*
 DAVAM URGENT CARE*
 DELL*+
 DELOITTE CONSULTING*
 ECOLAB*
 ENGIE NORTH AMERICA INC.
 ERNST & YOUNG+
 EVERY SHELTER
 EXXON MOBIL
 EY-PARTHENON*
 FACEBOOK
 FOOTPRINT APP, INC.
 FORTIVE CORPORATION*
 GOLDEN SECTION VENTURE CAPITAL
 GOLDMAN SACHS
 GOOGLE
 GOOSE VENTURE+
 GREENHILL & CO.
 HOUSTON EXPONENTIAL
 HP INC.*+
 IQVIA+
 J.P. MORGAN
 JOHNSON & JOHNSON
 JONES GRADUATE SCHOOL OF BUSINESS, RICE UNIVERSITY*+
 JP MORGAN CHASE & CO.*+
 KALYPSO
 KPMG
 LAZARD*
 LEADSONLINE
 MCKINSEY & COMPANY
 MEDOVATE TECHNOLOGIES LLC+
 MEMORIAL HERMANN+
 MERTZ ENERGY+
 MOELIS & COMPANY
 MORGAN STANLEY*
 NATIONAL OILWELL VARCO
 NORTHWESTERN MUTUAL
 PHILLIPS 66*
 PICKERING ENERGY PARTNERS
 PROXIMA CLINICAL RESEARCH, INC
 RBC CAPITAL MARKETS
 SHELL EXPLORATION AND PRODUCTION+
 SIMMONS ENERGY
 SIMON-KUCHER & PARTNERS+
 SUNNOVA ENERGY CORP
 TARGET HUNGER+
 TEXAS GAS SERVICES
 THE POSTAGE
 TIENDAS 3B+
 UBS INVESTMENT BANK
 VANREUSEL VENTURES+
 VATHES LLC
 WASTE MANAGEMENT
 WELLS FARGO
 ZX VENTURES (ABINBEV)

*hired multiple students
 +hired students requiring work authorization



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YOU BELONG HERE.