



**RICE | BUSINESS**

Jones Graduate School of Business

**Class of 2020 Professional MBA  
Employment Profile Report**

Welcome



RICE

# Executive Summary

The Career Development Office is pleased to present the **Class of 2020 Professional MBA Employment Profile Report**. This report was developed using the MBA CSEA Standards for Reporting Part-time Employment Profile.

In spite of a global pandemic and a challenging oil & gas job market, our Professional MBA graduates demonstrated resiliency and fortitude in their job search. Graduates accepted positions within a wide range of industries and job functions, including many who pivoted their careers into new job levels and companies. I am thankful to the Rice Business community of faculty, staff, alumni, and students for coming together to support our Professional MBA graduates in realizing their career goals.

Go Owls!

Philip Heavilin II, *Executive Director*  
Career Development Office

## Key Highlights:

- **43%** of the class provided their employment status
- Top 3 **industries** include: Energy (**31.3%**), Consulting (**22.4%**), Financial Services (**14.9%**)
- Top 3 **functions** include: Consulting and Finance (both at **24.5%**), Marketing/Sales (**11.9%**)
- **89.2%** accepted positions in the Southwest
- Average base salary: **\$132,419**
- Average signing bonus: **\$25,967**
- **48%** accepted positions from school-facilitated activities
- **24%** continued with their current employer, either in new roles or keeping same role
- **20.9%** changed companies
- **61.2%** changed level of position
- **9%** changed industries

# Accounting For All Part-Time Graduates By Program Delivery

	In-Person	Online	Hybrid	Total
Employed	67	0	0	67
Started / Starting Own Business	0	0	0	0
Unemployed	15	0	0	15
No Recent Information	0	0	0	0
Left the Workforce	1	0	0	1
Total	195	0	0	195

## Notes

1. Only includes data for outcomes collected within 5 months of the student's graduation date.
2. "Employed" graduates includes students who reported any of the following outcome types: Accepted Offer, Sponsored Job, Continuing Current Job, Staying in Current Role, Returning to Family Business. Depending on how your site is configured, some of these outcome types may not be enabled.
3. "Started / Starting Own Business" graduates include students who reported an "Own Venture" outcome type.
4. "Unemployed" graduates include students who reported a "Seeking Employment (Unemployed)" outcome type.
5. "No Recent Information" include students who have a "No Recent Information Available" outcome type.
6. "Left the Workforce" includes students who reported reported any of the following outcome types: Continuing Education, Postponing Job Search, Not Seeking (Other Reasons), Taking time off (more than 4 months), Caring for or starting a home or family. Depending on how your site is configured, some of these outcome types may not be enabled.
7. Students can appear in the "Excluded" warning message if one or more of the following criteria are true: 1) Accepted offer with no accepted date or accepted date greater than 4 months after graduation 2) "Reported Date" is greater than 5 months after graduation 3) Student has no reported outcome.

# Employment By Industries

Industry	Employed Graduates		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent				
Consulting	15	22.4%	\$132,333	\$135,000	\$90,000	\$160,000
Consumer Packaged Goods	2	3.0%	I/D	I/D	I/D	I/D
Financial Services	10	14.9%	\$140,800	\$150,000	\$70,000	\$175,000
Healthcare (Including Products and Services)	6	9.0%	\$107,083	\$91,500	\$87,000	\$165,000
Manufacturing	4	6.0%	\$120,000	\$122,500	\$100,000	\$135,000
Energy	21	31.3%	\$145,200	\$140,000	\$95,200	\$238,000
Technology	6	9.0%	\$128,231	\$122,500	\$114,386	\$165,000
Other	3	4.5%	\$95,000	\$100,000	\$85,000	\$100,000
Total Reporting	67	100%	\$132,419	\$130,000	\$70,000	\$238,000

## Notes

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3. Compensation statistics do not include values where the student entered \$0 or did not respond.
4. The percentage of students for whom there is usable salary information is 100%. (This calculation is made by dividing the number of employed graduates for whom you have useable salary information/total employed graduates).
5. "Employed Graduates" includes students who reported any of the following outcome types: Accepted Offer, Sponsored Job, Continuing Current Job, Staying in Current Role, Returning to Family Business. Depending on how your site is configured, some of these outcome types may not be enabled.
6. 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.
7. Employed graduates without known salary information are included in the leftmost 'Employed Graduates' columns, but are not included in the salary calculations.
8. Employed graduates without known Industry are excluded from the table, and will appear in the "Excluded" warning message.

# Employment By Professional Functions

Function	Employed Graduates		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent				
Consulting	17	25.4%	\$132,353	\$135,000	\$90,000	\$182,000
Finance	17	25.4%	\$132,941	\$142,000	\$70,000	\$180,000
General Management	6	9.0%	\$122,000	\$120,000	\$87,000	\$165,000
Human Resources	1	1.5%	I/D	I/D	I/D	I/D
Marketing/Sales	8	11.9%	\$120,923	\$117,193	\$100,000	\$160,000
Information Technology	1	1.5%	I/D	I/D	I/D	I/D
Operations/Logistics	6	9.0%	\$122,083	\$122,500	\$85,000	\$165,000
Other	11	16.4%	\$151,564	\$140,000	\$90,000	\$238,000
<b>Total Reporting</b>	<b>67</b>	<b>100%</b>	<b>\$132,419</b>	<b>\$130,000</b>	<b>\$70,000</b>	<b>\$238,000</b>

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# World Region Breakdown

Region	Employed Graduates		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent				
Africa	0	0%	I/D	I/D	I/D	I/D
Asia	0	0%	I/D	I/D	I/D	I/D
Europe	0	0%	I/D	I/D	I/D	I/D
Latin America & the Caribbean	0	0%	I/D	I/D	I/D	I/D
North America	65	100%	\$132,417	\$130,000	\$70,000	\$238,000
Oceania	0	0%	I/D	I/D	I/D	I/D
Total Reporting	65	100%	\$132,417	\$130,000	\$70,000	\$238,000

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7. Employed graduates without known salary information are included in the leftmost 'Employed Graduates' columns, but are not included in the salary calculations.
8. Employed graduates without known Region are excluded from the table, and will appear in the "Excluded" warning message.

# Compensation by Region: North America

North American Sub-regions	Employed Graduates		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent				
United States:						
Mid-Atlantic	3	4.6%	\$133,333	\$130,000	\$120,000	\$150,000
Midwest	0	0%	I/D	I/D	I/D	I/D
Northeast	1	1.5%	I/D	I/D	I/D	I/D
South	3	4.6%	\$116,667	\$115,000	\$110,000	\$125,000
Southwest	58	89.2%	\$133,484	\$135,000	\$70,000	\$238,000
West	0	0%	I/D	I/D	I/D	I/D
Total North America	65	100%	\$132,417	\$130,000	\$70,000	\$238,000

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7. Employed graduates without known salary information are included in the leftmost 'Employed Graduates' columns, but are not included in the salary calculations.
8. Employed graduates without known North American Sub-regions are excluded from the table, and will appear in the "Excluded" warning message.

# Employment by Professional Experience

Years of Professional Experience	Employed Graduates		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent				
0-3 years	3	4.5%	\$129,795	\$125,000	\$114,386	\$150,000
4-7 years	35	52.2%	\$122,963	\$120,000	\$70,000	\$190,000
8-12 years	25	37.3%	\$137,280	\$140,000	\$85,000	\$238,000
13-20 years	4	6.0%	\$186,750	\$181,000	\$165,000	\$220,000
Over 20 years	0	0%	I/D	I/D	I/D	I/D

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7. Employed graduates without known salary information are included in the leftmost 'Employed Graduates' columns, but are not included in the salary calculations.
8. Employed graduates without known Years of Professional Experience are excluded from the table, and will appear in the "Excluded" warning message.



# Compensation Report

Base Salary						
	Number Reporting Base Salary Information	Percent Reporting Base Salary(1) Information	Mean	Median	Low	High
Total Reporting Base Salary	67	100%	\$132,419	\$130,000	\$70,000	\$238,000
(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
Total Reporting Signing/Starting Bonus	28	41.8%	\$25,967	\$23,750	\$5,000	\$60,000
(2) Divides number of students reporting useable Signing/Starting Bonus information by the number of students providing base salary information.						

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  4. The percentage of students for whom there is usable salary information is 100%. (This calculation is made by dividing the number of employed graduates for whom you have useable salary information/total employed graduates).

# Primary Source of Current/Accepted Position

	In-Person	Online	Hybrid	Total
School Related / Alumni Network	5	0	0	5
Current / Former Employer	16	0	0	16
Executive Search Firm / Headhunter	2	0	0	2
School Posting/Recruiting Activity	27	0	0	27
Graduate's Own Network	12	0	0	12
External Job Posting	5	0	0	5
Other	0	0	0	0
Total	67	0	0	67

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3. Employed graduates without known Primary Source of Current/Accepted Position are excluded from the table, and will appear in the "Excluded" warning message.

# Classifying Employment Change

In-Person		
	Number Reporting Change	Percent Reporting Change
Company	14	20.9%
Level	41	61.2%
Function	8	11.9%
Industry	6	9.0%
Geography	4	6.0%

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3. Graduates are included in this table by comparing their job reported in the "Job at start of program" job phase to a qualifying post graduation outcome (see criteria for "Employed" category on Table 1).

# Job Change by Industry

Industry	Start of MBA		Four Month Post MBA	
	Number	Percent	Number	Percent
Consulting	3	13.0%	15	22.4%
Consumer Packaged Goods	1	4.3%	2	3.0%
Energy	10	43.5%	21	31.3%
Financial Services	3	13.0%	10	14.9%
Healthcare (Including Products and Services)	2	8.7%	6	9.0%
Manufacturing	1	4.3%	4	6.0%
Other	1	4.3%	3	4.5%
Technology	2	8.7%	6	9.0%

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# Job Change by Function

Function	Start of MBA		Four Month Post MBA	
	Number	Percent	Number	Percent
Consulting	2	8.7%	17	25.4%
Finance/Accounting	5	21.7%	17	25.4%
General Management	2	8.7%	6	9.0%
Human Resources	1	4.3%	1	1.5%
Information Technology	0	0.0%	1	1.5%
Marketing/Sales	5	21.7%	8	11.9%
Operations/Logistics	2	8.7%	6	9.0%
Other	6	26.1%	11	16.4%

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