

2022 FULL-TIME MBA EMPLOYMENT OUTCOMES REPORT





CLASS PROFILE

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	136	18	154
Not Seeking Employment			
Company-sponsored; already employed	0	0	0
Continuing Education	6	0	6
Postponing Job Search	0	0	0
Starting a new business	6	2	8
Not seeking for other reasons	1	0	1
Total Not Seeking Employment	13	2	15
No Recent Information Available	2	0	2
Total Graduates	151	20	171

1. Only includes data for outcomes collected within 4 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.



TIMING OF FIRST JOB OFFERS & ACCEPTANCES

JOB ACCEPTANCES AT GRADUATION AND 3 MONTHS POST GRADUATION INCREASED FROM PREVIOUS YEAR.

- 96% offers by 3 months post-graduation (97% in 2021)
- 94% acceptances by 3 months post-graduation (92% in 2021)
- 91% job offers by graduation (81.2% in 2021)
- 90% job acceptances by graduation (74.1% in 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	136	124	91.2%	7	5.1%	5	3.7%
Non-Permanent Work Authorization	18	16	88.9%	1	5.6%	1	5.6%
Total Graduates Seeking Employment	154	140	90.9%	8	5.2%	6	3.9%

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	136	122	89.7%	7	5.1%	7	5.1%
Non-Permanent Work Authorization	18	15	83.3%	1	5.6%	2	11.1%
Total Graduates Seeking Employment	154	137	89.9%	8	5.2%	9	5.8%

1. Only includes data for outcomes collected within 4 months of the student's graduation date.
2. The number of students listed under "Total Seeking Employment" does not include students who 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 have an accepted offer with an unknown acceptance date are counted as having not reported by three months after graduation.



BASE SALARY AND SIGNING BONUS

GRADUATES REALIZED THE HIGHEST REPORTED BASE SALARIES AND SIGNING BONUSES COMPARED TO PREVIOUS YEARS.

- Average base salary of \$142,212 (\$131,384 in 2021); 8.2% increase
- Median base salary of \$140,000 (\$135,000 in 2021)
- Increase of 40 percentage points in graduates with non-permanent work authorization reporting signing bonuses (86.7% from 46.7% in 2021)
- Average signing bonus increased to \$35,879 from \$33,221 in 2021

COMPENSATION REPORT

Base Salary						
	Number Reporting Base Salary Information	Percent Reporting Base Salary(1) Information	Mean	Median	Low	High
Permanent Work Authorization	125	96.9%	\$141,597	\$140,000	\$60,000	\$190,000
Non-Permanent Work Authorization	15	93.8%	\$147,340	\$141,000	\$80,000	\$180,000
Total Reporting Base Salary	140	96.6%	\$142,212	\$140,000	\$60,000	\$190,000

(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	96	76.8%	\$35,943	\$35,000	\$50	\$130,000
Non-Permanent Work Authorization	13	86.7%	\$35,408	\$30,000	\$10,000	\$90,000
Total Reporting Signing/Starting Bonus	109	77.9%	\$35,879	\$30,000	\$50	\$130,000

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

1. The percentage of students for whom there is usable salary information is 96.6%. This calculation is made by dividing the number of job-accepting graduates for whom have useable salary information/total job-accepting graduates.
2. Only includes data for outcomes collected within 4 months of the student's graduation date.
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.



EMPLOYMENT BY INDUSTRY

AVERAGE SALARIES CONTINUE TO RISE FOR MBA GRADUATES. CONSULTING MAINTAINS AS THE THE TOP INDUSTRY.

- Top 4 Industries:
 - Consulting (27.6%) (32.1 % in 2021)
 - Financial Services (22.8%) (21.8 % in 2021)
 - Technology (20.7%) (14.1 % in 2021)
 - Energy (9%) (16.7% in 2021)
- 20.7% increase in average base salary for Energy
- 15.8% increase in average base salary for Consulting Services
- 11.3% increase in average base salary for Financial Services

COMPENSATION BY INDUSTRY

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	40	27.6%	39	\$167,821	\$175,000	\$110,000	\$185,000
Consumer Products	5	3.4%	5	\$113,800	\$125,000	\$60,000	\$135,000
Financial Services	33	22.8%	32	\$153,719	\$175,000	\$95,000	\$185,000
Manufacturing	6	4.1%	5	\$118,420	\$120,000	\$102,000	\$140,100
Media/Entertainment	1	0.7%	0	I/D	I/D	I/D	I/D
Non-Profit	2	1.4%	2	I/D	I/D	I/D	I/D
Energy	13	9.0%	13	\$130,538	\$123,000	\$85,000	\$190,000
Pharmaceutical/Biotechnology/Healthcare	1	0.7%	0	I/D	I/D	I/D	I/D
Real Estate	11	7.6%	11	\$110,818	\$100,000	\$73,000	\$156,000
Technology	30	20.7%	30	\$129,121	\$129,250	\$85,100	\$155,000
Other	3	2.1%	3	\$105,000	\$115,000	\$80,000	\$120,000
Total Reporting	145	100%	140	\$142,212	\$140,000	\$60,000	\$190,000

1. The percentage of students for whom there is usable salary information is 96.6%. (This calculation is made by dividing the number of job-accepting graduates for whom have useable salary information/total job-accepting graduates)
2. The following Industry values were excluded due to having no data points: Hospitality, Retail, Transportation, Accounting, Financial Services, Government.
3. Only includes data for outcomes collected within 4 months of the student's graduation date.
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.

EMPLOYMENT BY FUNCTION

- Top 4 Functions:
 - Finance/Accounting (29.2%) (33.3% in 2021)
 - Consulting (27.8%) (34.6% in 2021)
 - Marketing/Sales (14.6%) (16.1% in 2021)
 - General Management (7.6%) (7.7% in 2021)
 - Operations/Logistics (3.5% each) (6.4% in 2021)
- Investment Banking is the highest paying job function at \$176,579 followed by Consulting at \$166,646

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				
Business/Data Analytics	3	2.1%	3	\$156,667	\$141,000	\$139,000	\$190,000
Consulting	40	27.8%	39	\$166,646	\$175,000	\$110,000	\$185,000
Finance/Accounting	42	29.2%	41	\$143,171	\$150,000	\$73,000	\$185,000
Investment Banking	19	45.2%	19	\$176,579	\$175,000	\$170,000	\$185,000
Corporate Finance	11	26.2%	11	\$118,818	\$118,000	\$85,000	\$175,000
Private Equity/Venture Capital	5	11.9%	4	\$120,000	\$115,000	\$100,000	\$150,000
General Management	11	7.6%	10	\$128,260	\$125,000	\$110,000	\$150,000
Rotational/Leadership Program	7	63.6%	6	\$124,167	\$125,000	\$110,000	\$140,000
Human Resources	3	2.1%	3	\$110,000	\$115,000	\$95,000	\$120,000
Marketing/Sales	21	14.6%	20	\$124,134	\$126,000	\$60,000	\$150,000
Product Management	12	57.1%	12	\$130,765	\$129,500	\$115,000	\$150,000
Operations/Logistics	5	3.5%	5	\$144,809	\$140,000	\$130,000	\$165,000
Other	19	13.2%	19	\$118,484	\$120,000	\$60,000	\$156,000
Business/ Corporate Dev	6	31.6%	6	\$128,333	\$127,500	\$120,000	\$140,000
Strategic Planning	6	31.6%	6	\$119,200	\$117,500	\$85,100	\$155,000
Total Reporting	144	100%	140	\$142,212	\$140,000	\$60,000	\$190,000

1. The percentage of students for whom there is usable salary information is 96.6%. (This calculation is made by dividing the number of job-accepting graduates for whom there is useable salary information/total job-accepting graduates)
2. The following Function values were excluded due to having no data points: Specialty Masters - Accounting, Information Technology.
3. Only includes data for outcomes collected within 4 months of the student's graduation date.
4. Only includes data for accepted jobs within 3 months of the student's graduation date.
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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 Function are excluded from all calculations.
8. All compensation statistics do not include values where the student entered \$0 or did not respond.

SOURCE OF JOB ACCEPTANCES

- 69% of accepted job offers from the Rice Business community (78% in 2021)
- Activities supported by career center increased to 18.2% (13.9% in 2021)
- Positions from Personal Contacts increased to 11.2% from 6.9% in 2021
- Conversion of graduate-facilitated internships increased from 1.4% to 7%
- Online job postings increased from 8.3% to 11.2%

PRIMARY SOURCE OF FULL-TIME JOB ACCEPTANCES

	NUMBER	PERCENT
SCHOOL-FACILITATED ACTIVITIES		
Scheduled Interviews on or off campus for full-time employment	8	5.6%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	26	18.2%
Conversion of Internship; Internship obtained through School sources	43	30.1%
Job Postings on school career systems, resume books, resume referrals by career center	10	7%
Other School-facilitated source	5	3.5%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	6	4.2%
TOTAL SCHOOL-FACILITATED ACTIVITIES	98	68.5%
GRADUATE-FACILITATED ACTIVITIES		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	16	11.2%
Conversion of internship; internship obtained through graduate-initiated sources	10	7%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	16	11.2%
Other graduate-facilitated sources	3	2.1%
TOTAL GRADUATE-FACILITATED ACTIVITIES	45	31.5%
TOTAL	143	100%
NO RESPONSE BY GRADUATE	2	0%

1. Only includes data for outcomes collected within 4 months of the student's graduation date.
2. Only includes data for accepted jobs within 3 months of the student's graduation date.



EMPLOYMENT BY REGION

WORLD REGION

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	1.4%	2	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	143	98.6%	138	\$143,222	\$140,000	\$60,000	\$190,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	145	100%	140	\$142,212	\$140,000	\$60,000	\$190,000

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2. Only includes data for outcomes collected within 4 months of the student's graduation date.
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.

COMPENSATION BY REGION: NORTH AMERICA

- Southwest region increased from 72.6% in 2021 to 76.6%
- West decreased from 15.1% in 2021 to 6.9%
- Northeast increased from 6.4% in 2021 to 7.6%
- Mid-Atlantic decreased from 4.1% in 2021 to 2.8%
- All regions saw an increase in average base salary, with the exception of graduates moving to the West (\$133,333 in 2021 to \$126,304)

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				
United States							
Mid-Atlantic	4	2.8%	4	\$147,500	\$152,500	\$110,000	\$175,000
Midwest	4	2.8%	4	\$130,000	\$125,000	\$95,000	\$175,000
Northeast	11	7.6%	11	\$147,182	\$150,000	\$100,000	\$180,000
South	3	2.1%	3	\$106,667	\$115,000	\$85,000	\$120,000
Southwest	111	76.6%	106	\$145,779	\$147,500	\$73,000	\$190,000
West	10	6.9%	10	\$126,304	\$128,500	\$60,000	\$154,043
Total North America	143	98.6%	138	\$143,222	\$140,000	\$60,000	\$190,000

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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 North American Sub-regions are excluded from all calculations.
7. All compensation statistics do not include values where the student entered \$0 or did not respond.

COMPENSATION BY UNDERGRADUATE MAJOR

GRADUATES WITH TECHNICAL UNDERGRADUATE DEGREES COMMAND HIGHER AVERAGE SALARIES COMPARED TO OTHER UNDERGRADUATE MAJORS

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	56	38.9%	55	\$146,938	\$144,000	\$85,000	\$190,000
Business	37	25.7%	35	\$139,917	\$139,000	\$60,000	\$185,000
Other	51	35.4%	49	\$138,306	\$130,000	\$73,000	\$185,000
Total Reporting	144	100%	139	\$142,127	\$140,000	\$60,000	\$190,000

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2. Only includes data for outcomes collected within 4 months of the student's graduation date.
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.



COMPENSATION BY WORK EXPERIENCE

GRADUATES WITH MORE PROFESSIONAL WORK EXPERIENCE COMMAND HIGHER SALARIES. COMPENSATION IS UP ACROSS ALL WORK LEVELS.

- Students with more than five years of work experience earn 16% more than students with one year or less of work experience
- Average base salary for graduates with one year or less of work experience increased from \$115,000 in 2021 to \$127,667
- Average base salary for graduates with more than five years increased from \$133,313 in 2021 to \$148,565

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	9	6.2%	9	\$127,667	\$118,000	\$85,000	\$175,000
More than one year, up to three years	27	18.6%	26	\$132,296	\$125,750	\$60,000	\$175,000
More than three years, up to five years	41	28.3%	40	\$141,607	\$140,050	\$60,000	\$185,000
More than five years	68	46.9%	65	\$148,565	\$150,000	\$80,000	\$190,000
Total Reporting	145	100%	140	\$142,212	\$140,000	\$60,000	\$190,000

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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.



HIRING COMPANIES

GREATER BREADTH OF COMPANIES HIRED 2022 GRADUATES COMPARED TO PREVIOUS YEARS

- **91 companies hired 2022 graduates, a 69% increase from 54 companies in 2021**
- **17 companies hired multiple graduates, a modest increase from 16 companies in 2021**
- **18 companies hired students with non-permanent work authorization (12 in 2021)**

ACCENTURE STRATEGY*	DELOITTE CONSULTING*	HP INC.*	RABOBANK
ALTMAN SOLON	DIAMONDBACK ENERGY	IBM	RBC CAPITAL MARKETS
AMAZON*	DOW CHEMICAL COMPANY	INTERNATIONAL TRIP PLANNING SERVICES (ITPOPS)	REBEES
AMERICAN AIRLINES*	E CONTRACTORS	JEFFERIES & COMPANY, INC.	REBEL ATHLETIC
AMHERST HOLDINGS	EASTDIL SECURED	JJELLYFISH	REVTERRA
APPLE	ECHO PARK AUTOMOTIVE	JP MORGAN*	SICE INC
BALCARA GROUP	EDF RENEWABLES	KAYNE ANDERSON RUDNICK	SIMON-KUCHER & PARTNERS
BANK OF AMERICA	ELEOX	L.E.K. CONSULTING	STORYBUILT
BILL & MELINDA GATES FOUNDATION	EMERSON	LAZARD*	STRATEGY&
BOSTON CONSULTING GROUP*	EMERSON ELECTRIC CO.	LONGWATER OPPORTUNITIES	TESLA, INC.
BRUNSWICK CORPORATION	EOG RESOURCES	LVMH	THE PLANK COMPANIES
CAPITAL ONE	ERNST & YOUNG	MCKINSEY & COMPANY*	THOMIST CAPITAL, LLC
CASECTRL	EVERCORE	MEDTRONIC	TRITEN REAL ESTATE PARTNERS
CBRE	EXXONMOBIL*	MERCURY FUND	U.S. BANK
CENTERPOINT ENERGY*	EY-PARTHENON*	MICROSOFT*	UBS INVESTMENT BANK
CES POWER	FORTIVE CORPORATION	MIDWAY COMPANIES	USAA REAL ESTATE
CHEWY	FTI CONSULTING	MORGAN STANLEY	VEHO
CIELO PROPERTY GROUP	GOLDMAN SACHS	NEWMARK KNIGHT FRANK	VERIZON
CISCO SYSTEMS	GOOD REASON HOUSTON	NRG ENERGY	VISTA PRIVATE EQUITY GROUP
CITIGROUP BANKING	GOOGLE	OLIVER WYMAN	WALMART
CREDIT SUISSE*	GOW PROJECTS LLC	PAYPAL	WELLS FARGO*
DANAHER CORPORATION*	GREENHILL & CO.	PEPSICO	ZS ASSOCIATES
DELL*	GRID UNITED	POINTE ADVISORY	

* Hired multiple graduates

FTMBA CLASS OF 2023 INTERNSHIP HIGHLIGHTS

- **100% accepted a summer internship**
- **\$9,412 average monthly salary**
- **Top Industries:**
 - **Technology (24.2%)**
 - **Consulting and Financial Services tied for second (20% each)**
 - **Energy (11.2%)**
- **Top Functions:**
 - **Finance/Accounting (34.4%)**
 - **Consulting (24.4%)**
 - **Marketing/Sales (17.5%)**
 - **Operations/Logistics (7.5%)**
- **Top Hiring Companies:**
 - **Amazon (11); Dell (10); EY-Parthenon (8); BCG, Deloitte (6 each); HP (5); JP Morgan (4), Microsoft, Phillips 66 (3 each); 28 companies hired 2 interns each**



INTERNSHIPS COMPENSATION

AVERAGE MONTHLY COMPENSATION INCREASED FOR BOTH STUDENTS WITH AND WITHOUT PERMANENT WORK AUTHORIZATION

- Average monthly compensation increased by 15% (from \$8,001 in 2021)
- Students with Permanent Work Authorization increased by 21% (from \$8,024 in 2021)
- Students with Non-Permanent Work Authorization increased by 15% (from \$7,795 in 2021)
- The number of students with Non-Permanent Work Authorization increased 31 percentage points compared to 2021 (10% to 41%)

Work Authorization	# Reporting Salary	%	Average Monthly Compensation
Permanent Work Authorization	95	60%	\$9,693
Non-Permanent Work Authorization	64	40%	\$8,994
Total	159	100%	\$9,412



INTERNSHIPS BY INDUSTRY

- Top 4 Industries:
 - Technology (24.2%) (25.6% in 2021)
 - Consulting and Financial Services tied for second (20%) (13.8% and 23.8% in 2021, respectively)
 - Energy (11.2%) (8.1% in 2021)
- Technology is #1 industry for the second summer in a row
- Largest increases in monthly compensation compared to 2021:
 - Investment Banking: 26%
 - Healthcare: 25%
 - Consulting: 21%
 - Technology: 11%
- Energy average monthly compensation decreased 13% compared to 2021

Industry	#	%	Average Monthly Compensation
Consulting	32	20%	\$13,227
Consumer Products	8	5%	\$7,510
Financial Services	32	20%	\$11,823
Commercial Banking	3	9.4%	\$12,500
Diversified Financial Services	1	3.1%	I/D
General	2	6.3%	I/D
Insurance	1	3.1%	I/D
Investment Banking	15	46.9%	\$14,395
Investment Management	4	12.5%	\$10,361
Other	2	6.3%	I/D
Private Equity	2	6.3%	I/D
Venture Capital	1	3.1%	I/D
Manufacturing	9	5.7%	\$6,951
Non-profit	2	1.3%	I/D
Energy	18	11.3%	\$5,957
Alternative	6	33.3%	\$4,188
General	6	33.3%	\$7,877
Oil & Gas	6	33.3%	\$5,804
Pharmaceutical/Biotechnology/Healthcare	8	5%	\$7,280
Real Estate	5	3.1%	\$5,241
Technology	39	24.4%	\$8,108
Other	7	4.4%	\$8,871
Aerospace/Aviation/Defense	2	28.6%	I/D
Other	2	28.6%	I/D
Retail	3	42.9%	\$9,372
Total	160	100%	\$9,379

INTERNSHIPS BY FUNCTION

FINANCIAL INTERNSHIPS MAINTAIN AS TOP DESTINATION FOR INTERNSHIPS

- Top 4 Functions:
 - Finance/Accounting (34.4%) (28.8% in 2021)
 - Consulting (24.4%) (18.1% in 2021)
 - Marketing/Sales (17.5%) (18.1% in 2021)
 - Operations/Logistics (7.5%) (4.4% in 2021)
- Consulting returns to second spot after dropping to third in 2021
- Investment Banking, Consulting, Leadership Development/Rotational Programs are top three compensated job functions
- Slight increase in Business/Data Analytics roles

Function	#	%	Average Monthly Compensation
Business/Data Analytics	3	1.9%	\$8,447
Consulting	39	24.4%	\$12,216
Internal Consulting	10	25.6%	\$8,411
Management Consulting	29	74.4%	\$13,526
Finance/Accounting	55	34.4%	\$9,750
Accounting/Audit	1	1.8%	I/D
Corporate Finance/FP&A	15	27.3%	\$7,075
Corporate Finance/Treasury	2	3.6%	I/D
Financial Technology (Fintech)	1	1.8%	I/D
Investment Banking	18	32.7%	\$14,311
Investment Management	2	3.6%	I/D
Private Wealth Management	6	10.9%	\$9,403
Real Estate Finance	4	7.3%	\$5,859
Sales/Trading	1	1.8%	I/D
Venture Capital/Private Equity	5	9.1%	\$8,173
General Management	8	5.0%	\$8,690
Program Management	1	12.5%	I/D
Project Management	2	25.0%	I/D
Rotational Program	5	62.5%	\$9,573
Human Resources	1	0.6%	I/D
Marketing/Sales	28	17.5%	\$7,954
Market Research	3	10.7%	\$6,893
Marketing-Financial Services	1	3.6%	I/D
Marketing-Other Services	1	3.6%	I/D
Merchandising/Retail Marketing	2	7.1%	I/D
Product Management	20	71.4%	\$8,257
Sales	1	3.6%	I/D
Operations/Logistics	12	7.5%	\$8,352
Other	14	8.8%	\$5,253
Other-Business/Corporate Development	3	21.4%	\$3,387
Other-Real Estate Development	2	14.3%	I/D
Other-Strategic Planning	6	42.9%	\$4,967
Other	3	21.4%	\$6,803
Total	160	100.0%	\$9,412

INTERNSHIPS BY GEOGRAPHIC REGION

EMPLOYERS ARE RETURNING TO IN-PERSON INTERNSHIPS, WITH SOME HYBRID OPTIONS. THE WEST REGION SAW A SLIGHT INCREASE IN STUDENTS

- Increase in in-person internships compared to summer 2021 (Based on a survey to students)
 - 42% were hybrid (43.8% in 2021)
 - 46% fully in-person (28.1% in 2021)
 - 12% remote/virtual (28.1% in 2021)

Geographic Region*	#	%	Average Monthly Compensation
Mid-Atlantic	3	1.9%	\$7,271
Midwest	8	5.1%	\$7,467
Northeast	11	7.0%	\$9,789
South	3	1.9%	\$10,757
Southwest	106	67.1%	\$9,739
West	27	17.1%	\$8,719
Total	158	100%	\$9,412

*Two students interned in China



SOURCE OF INTERNSHIPS

- 64% of students sourced their internship through the Rice Business network (65% in 2021)
- 17 from consortia/conference events (15 in 2021)

School-Facilitated	#	%
Scheduled Interview On or Off Campus	18	11.3%
Career Fair	6	3.8%
Employer Information Session	11	6.9%
Consortia/Conference Event	17	10.7%
Job Posting (OWL Careers)	36	22.6%
Other School-Facilitated	3	1.9%
Alumni Referrals	5	3.1%
Faculty Referrals	2	1.3%
CDO Off-Campus Activity (e.g. Industry Trek)	2	1.3%
Video/Telephone Interview	1	0.6%
Total School-Facilitated Activities	101	64%
Student-Facilitated		
Internet	30	18.9%
Family, Friends Outside of School	10	6.2%
Other Student-Facilitated	13	8.2%
Third-Party Sources (e.g. Executive Recruiters)	1	0.6%
Direct Mail/Application	4	2.5%
Total Student-Facilitated Activities	58	36%
Total	159	100%
No Response from Student	1	



HIRING COMPANIES

- 97 companies hired students for Summer 2022 internships
- 23 companies hired more than one student
- 41 companies hired students with non-permanent work authorization

ACCENTURE STRATEGY	CVS HEALTH*	INVESCO LTD.	RBC CAPITAL MARKETS
ALTERNA SECURITIES, INC.	DANAHER CORPORATION*	JP MORGAN ASIA PACIFIC	REDF
AMAZON SERVICES LLC	DELL TECHNOLOGIES*	JEFFERIES & COMPANY, INC.	REGENERON PHARMACEUTICALS
AMAZON WEB SERVICES, INC. (AWS)	DELOITTE CONSULTING*	JOHNSON & JOHNSON	SAMSUNG ELECTRONICS AMERICA
AMAZON*	EDP RENEWABLES NORTH AMERICA*	JP MORGAN*	SIMON-KUCHER & PARTNERS
AMERICAN AIRLINES*	ELEMENT MARKETS*	KHUDAIRI GROUP	SKANSKA
ANHEUSER-BUSCH (AB INBEV)	EMERSON AUTOMATION SOLUTIONS	LEVI STRAUSS & COMPANY	SMARTSHEET
APEX CLEAN ENERGY	ENVISTA	LONGWATER OPPORTUNITIES	STANLEY X
ARCHER CAREER	ERNST & YOUNG	MATTEL INC.	STEWART TITLE
ATLAS CREDIT PARTNERS	EVERCORE	MCKINSEY & COMPANY*	SYSCO
AVANTI PARTNERS CORP.	EVOLVE HOUSTON	MEDTRONIC	TECHNIPFMC
BANK OF AMERICA SECURITIES	EY-PARTHENON*	MERCURY FUND	TESLA, INC.*
BARCLAYS GLOBAL MARKETS/ INVESTMENT BANKING*	EY*	META	THE FRIEDKIN GROUP*
BARNES & NOBLE EDUCATION	FTI CONSULTING	MICROSOFT*	THERMO FISHER
BOSTON CONSULTING GROUP*	GILEAD SCIENCES, INC	MITSUI & CO.	TRANSWESTERN INVESTMENT GROUP
BRISTOL MYERS SQUIBB	GOLDMAN SACHS PRIVATE WEALTH	MOELIS & COMPANY	USAA REAL ESTATE
BRUNSWICK CORPORATION	GREENHILL & CO.	MORGAN STANLEY*	VERIZON
CALPINE CORPORATION	GUOLIAN SECURITIES	NOVO NORDISK*	WALMART
CENTERPOINT ENERGY	HINES	NRG ENERGY	WEATHERFORD INTERNATIONAL
CHEWY	HONEYWELL*	OGCI	WELLS FARGO
CIGNA	HP INC.*	ORION ENERGY PARTNERS	WHIRLPOOL CORPORATION
CITIGROUP BANKING	IBM	PHILLIPS 66*	WHOLE FOODS MARKET
CONSERVATION EQUITY MANAGEMENT	INNOSIGHT	PIPER SANDLER	ZS ASSOCIATES
CREDIT SUISSE*	INTEL	PJT PARTNERS	
		RAPT MARBLE	

* Hired multiple students



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CAREER DEVELOPMENT OFFICE

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