

# 2023 FULL-TIME MBA EMPLOYMENT OUTCOMES REPORT



RICE | BUSINESS



# CLASS PROFILE

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
Seeking Employment	95	61	156
Not Seeking Employment			
Company-sponsored; already employed	0	0	0
Continuing Education	2	1	3
Postponing Job Search	0	0	0
Starting a new business	2	2	4
Not seeking for other reasons	3	0	3
Total Not Seeking Employment	7	3	10
No Recent Information Available	1	3	4
Total Graduates	103	67	170

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

- 90% offers by 3 months post-graduation
- 87% acceptances by 3 months post-graduation
- 80% job offers by graduation
- 76% job acceptances by graduation

## 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	95	85	89.5%	6	6.3%	4	4.2%
Non-Permanent Work Authorization	61	39	63.9%	10	16.4%	12	19.7%
Total Graduates Seeking Employment	156	124	79.5%	16	10.3%	16	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	95	82	86.3%	7	7.4%	6	6.3%
Non-Permanent Work Authorization	61	36	59.0%	10	16.4%	15	24.6%
Total Graduates Seeking Employment	156	118	75.6%	17	10.9%	21	13.5%

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 COMPARED TO PREVIOUS YEARS.

- Average base salary of \$149,521 (\$142,212 in 2022)
- Median base salary of \$156,500 (\$140,000 in 2022)

## COMPENSATION REPORT

Base Salary						
	Number Reporting Base Salary Information	Percent Reporting Base Salary (1) Information	Mean	Median	Low	High
Permanent Work Authorization	82	92.1%	\$149,876	\$154,000	\$72,000	\$225,000
Non-Permanent Work Authorization	42	91.3%	\$148,828	\$156,833	\$60,000	\$192,000
Total Reporting Base Salary	124	91.9%	\$149,521	\$156,500	\$60,000	\$225,000

(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	65	79.3%	\$35,723	\$35,000	\$5,000	\$100,000
Non-Permanent Work Authorization	34	81.0%	\$30,441	\$30,000	\$5,000	\$110,000
Total Reporting Signing/Starting Bonus	99	79.8%	\$33,909	\$30,000	\$5,000	\$110,000

(2) Divides number of students reporting usable 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 25.9% (27.6% in 2022)
  - Technology 20.0% (20.7% in 2022)
  - Financial Services 19.3% (22.8% in 2022)
  - Energy 11.9% (9% in 2022)

## 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	35	25.9%	33	\$175,030	\$175,000	\$90,000	\$200,000
Consumer Products	5	3.7%	5	\$128,400	\$122,000	\$115,000	\$145,000
Financial Services	26	19.3%	25	\$162,600	\$175,000	\$60,000	\$225,000
Manufacturing	3	2.2%	3	\$140,000	\$130,000	\$130,000	\$160,000
Energy	16	11.9%	14	\$129,357	\$125,000	\$100,000	\$165,000
Pharmaceutical/Biotechnology /Healthcare	10	7.4%	8	\$120,975	\$135,000	\$72,000	\$147,800
Real Estate	6	4.4%	6	\$122,500	\$117,500	\$100,000	\$150,000
Technology	27	20.0%	23	\$138,817	\$145,000	\$85,000	\$170,000
Other	7	5.2%	7	\$133,000	\$123,000	\$110,000	\$170,000
Total Reporting	135	100%	124	\$149,521	\$156,500	\$60,000	\$225,000

1. The percentage of students for whom there is usable salary information is 91.9%. (This calculation is made by dividing the number of job-accepting graduates for whom have usable 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, Media/Entertainment, Non-Profit.

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. 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 Industry are excluded from all calculations.

7. All compensation statistics do not include values where the student entered \$0 or did not respond.

# EMPLOYMENT BY FUNCTION

- Top 4 Functions:
  - Finance/Accounting 31.0% (29.2% in 2022)
  - Consulting 27.1% (27.8% in 2022)
  - Other 14.7% (14.6% in 2022)
  - Marketing/Sales 11.6% (14.6% in 2022)
- Consulting is the highest paying job function at \$172,600 followed by Finance/Accounting at \$148,974

## 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	4	3.1%	3	\$120,667	\$132,000	\$90,000	\$140,000
Consulting	35	27.1%	35	\$172,600	\$175,000	\$130,000	\$200,000
Finance/Accounting	40	31.0%	38	\$148,974	\$158,000	\$60,000	\$225,000
General Management	6	4.7%	5	\$142,160	\$140,000	\$133,000	\$150,000
Marketing/Sales	15	11.6%	14	\$140,221	\$142,500	\$85,000	\$170,000
Operations/Logistics	10	7.8%	8	\$118,875	\$117,500	\$92,000	\$145,000
Other	19	14.7%	19	\$135,615	\$130,000	\$90,000	\$190,000
Total Reporting	129	100%	122	\$149,718	\$156,500	\$60,000	\$225,000

1. The percentage of students for whom there is usable salary information is 94.6%. (This calculation is made by dividing the number of job-accepting graduates for whom there is usable 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.
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.



# SOURCE OF JOB ACCEPTANCES

- 70.1% of accepted job offers from the Rice Business community (69% in 2022)
- Job postings on school career systems, resume books, and resume referrals by career center increased to 13.4% (7% in 2022)
- Positions from Personal Contacts decreased to 3.9% from 11.2% in 2022
- Conversion of graduate-facilitated internships increased from 7% in 2022 to 12.6%
- Online job postings increased from 9.4% to 8.3%

## PRIMARY SOURCE OF FULL-TIME JOB ACCEPTANCES

	Number	Percent
<b>School-Facilitated Activities</b>		
Scheduled Interviews on or off campus for full-time employment	4	3.1%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted jobboards)	7	5.5%
Conversion of Internship; Internship obtained through School sources	56	44.1%
Job Postings on school career systems, resume books, resume referrals by career center	17	13.4%
Other School-facilitated source	1	0.8%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	4	3.1%
<b>Total School-facilitated Activities</b>	<b>89</b>	<b>70.1%</b>
<b>Graduate-Facilitated Activities</b>		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	5	3.9%
Conversion of internship; internship obtained through graduate-initiated sources	16	12.6%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	12	9.4%
Other graduate-facilitated sources	5	3.9%
<b>Total Graduate-facilitated Activities</b>	<b>38</b>	<b>29.9%</b>
<b>Total</b>	<b>127</b>	<b>100%</b>
No response by graduate	8	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	1	0.8%	1	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	127	99.2%	118	\$149,996	\$158,000	\$60,000	\$225,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
Total Reporting	128	100%	119	\$149,912	\$158,000	\$60,000	\$225,000

1. The percentage of students for whom there is usable salary information is 93.0%. (This calculation is made by dividing the number of job-accepting graduates for whom there is usable 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. 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 decreased from 76.6% in 2022 to 71.9%
- West increased from 6.9% in 2022 to 8.6%
- Northeast increased from 7.6% in 2022 to 8.6%
- Mid-Atlantic decreased from 2.8% in 2022 to 1.6%
- All regions saw an increase in average base salary compared to previous years

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				
<b>United States</b>							
Mid-Atlantic	2	1.6%	2	I/D	I/D	I/D	I/D
Midwest	4	3.1%	4	\$144,500	\$130,000	\$130,000	\$188,000
Northeast	11	8.6%	8	\$147,500	\$155,000	\$90,000	\$175,000
South	7	5.5%	7	\$140,000	\$140,000	\$115,000	\$175,000
Southwest	92	71.9%	86	\$150,798	\$160,963	\$60,000	\$225,000
West	11	8.6%	11	\$153,436	\$150,000	\$115,000	\$200,000
Total North America	127	99.2%	118	\$149,996	\$158,000	\$60,000	\$225,000

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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	66	48.9%	60	\$153,414	\$162,833	\$60,000	\$192,000
Business	37	27.4%	36	\$146,465	\$148,900	\$95,000	\$200,000
Other	32	23.7%	28	\$145,107	\$145,000	\$72,000	\$225,000
Total Reporting	135	100%	124	\$149,521	\$156,500	\$62,000	\$225,000

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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

COMPENSATION IS UP ACROSS ALL WORK LEVELS.

- Students with more than five years of work experience saw an increase of average base salary to \$152,140 from \$148,565 in 2022
- Number of graduates with more than five years of work experience increased to 75 at time of report compared to 68 in 2022
- Average base salary for graduates with three to five years experience increased from \$141,607 in 2022 to \$150,953

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	2	1.5%	2	I/D	I/D	I/D	I/D
More than one year, up to three years	17	12.6%	13	\$135,908	\$130,000	\$60,000	\$185,000
More than three years, up to five years	41	30.4%	40	\$150,953	\$150,000	\$90,000	\$200,000
More than five years	75	55.6%	69	\$152,140	\$160,000	\$72,000	\$225,000
Total Reporting	135	100%	124	\$149,521	\$156,500	\$60,000	\$225,000

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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 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 MULTIPLE GRADUATES COMPARED TO PREVIOUS YEARS

- **24 companies hired multiple graduates (17 companies in 2022)**
- **16 companies hired students with non-permanent work authorization (18 in 2022)**

A.T. KEARNEY	CVS HEALTH	HPE *^	PJT PARTNERS
ACCENTURE STRATEGY	DAVITA *	IBM *	QURE.AI
ADI ANALYTICS	DELL TECHNOLOGIES *	INGENERO ^	RBC CAPITAL MARKETS
ALAMO CAPITAL ADVISORS	DELOITTE CONSULTING *	INNOSIGHT	SATELLITE CHEMICAL USA CORP ^
ALLIANCE BERNSTEIN	DELTA AIR LINES	INTEL	SCOTTMADDEN, INC.
AMAZON *	EDF RENEWABLES	JEFFERIES FINANCIAL GROUP	SENSLYTICS
AMAZON WEB SERVICES, INC. (AWS)	EDP RENEWABLES NORTH AMERICA *	JOHNSON & JOHNSON *	STORYBUILT
AMERICAN AIRLINES *	ENPHASE	JP MORGAN *^	SYSCO
APACHE CORPORATION	ERNST & YOUNG *	KEARNEY & COMPANY ^	TEXAS INSTRUMENTS
AT&T	EVERCORE ^	KPMG	THE DINERSTEIN COMPANIES
ATLAS CREDIT PARTNERS	EY-PARTHENON *^	LEVI STRAUSS & COMPANY	THE FRIEDKIN GROUP *
BAIN & COMPANY	FORTIFY ENERGY ^	M&T BANK	THE WILLIAMS COMPANIES, INC.
BANK OF AMERICA SECURITIES *	G20 ^	MATTEL INC.	THERMO FISHER SCIENTIFIC
BARCLAYS *	GILEAD SCIENCES, INC	MCKINSEY & COMPANY *^	THIRD PILLAR SOLAR
BOSTON CONSULTING GROUP *	GOLDMAN SACHS PRIVATE WEALTH	MD ANDERSON CANCER CENTER	TRAMMELL CROW
BRUNSWICK CORPORATION *	HALLIBURTON LABS ^	MEDTRONIC	TREGAN ENERGY PARTNERS
CALPINE CORPORATION *	HAMILTON HEALTH BOX	MICROSOFT *	TRICON ENERGY ^
CHEVRON*	HEARSAY SYSTEMS ^	MOELIS & COMPANY ^	TRITEN REAL ESTATE PARTNERS
CHEWY	HIF USA	MORGAN STANLEY *	USAA ^
CIGNA*	HP INC. *	NRG ENERGY	WALMART ^
CITIGROUP BANKING		PHILLIPS 66	WELLS FARGO
CREDIT SUISSE *		PIPER SANDLER	ZS ASSOCIATES

\* Hired multiple graduates

^ Hired graduates with Non-Permanent Work Authorization

# FTMBA CLASS OF 2023 INTERNSHIP HIGHLIGHTS

- **100% accepted a summer internship**
- **\$9,763 average monthly salary**
- **Top Industries:**
  - **Financial Services (22.7%)**
  - **Technology (21.3%)**
  - **Consulting (16.3%)**
  - **Energy (14.9%)**
- **Top Functions:**
  - **Finance/Accounting (33.3%)**
  - **Marketing/Sales (18.4%)**
  - **Consulting (17.0%)**
  - **Other (11.4%)**



# INTERNSHIPS COMPENSATION

AVERAGE MONTHLY COMPENSATION INCREASED FOR STUDENTS WITH PERMANENT WORK AUTHORIZATION

- Average monthly compensation increased to \$9,736 from \$9,412 in 2022
- Students with Permanent Work Authorization increased to \$10,410 from \$9,693 in 2022
- Students with Non-Permanent Work Authorization decreased slightly to \$8,635 from \$8,994 in 2022

Work Authorization	# Reporting Salary	%	Average Monthly Compensation
Permanent Work Authorization	83	56.8%	\$10,410
Non-Permanent Work Authorization	63	43.2%	\$8,635
Total	146	100%	\$9,736



# INTERNSHIPS BY INDUSTRY

- Top 4 Industries:
  - Financial Services 22.7% (20% in 2022)
  - Technology 21.3% (24.4% in 2022)
  - Consulting 16.3% (20% in 2022)
  - Energy 14.9% (11.3% in 2022)
- Technology moved to #2 industry after holding the #1 spot for two years in a row

Industry	#	%	Average Monthly Compensation
Consulting Services	23	16.3%	\$14,046
Consumer Products	7	5.0%	\$7,084
Energy	21	14.9%	\$6,809
Financial Services	32	22.7%	\$12,671
Government	1	0.7%	I/D
Manufacturing	5	3.5%	\$8,387
Media/Entertainment	1	0.7%	I/D
Non-Profit	2	1.4%	I/D
Other	6	4.3%	\$8,987
Pharmaceutical/Biotech/Healthcare	11	7.8%	\$6,835
Real Estate	2	1.4%	I/D
Technology	30	21.3%	\$7,738
Total	141	100%	\$9,376
<i>No industry reported</i>	5		

# INTERNSHIPS BY FUNCTION

FINANCIAL INTERNSHIPS MAINTAIN AS TOP DESTINATION FOR INTERNSHIPS

- Top 4 Functions:
  - Finance/Accounting 33.3% (34.4% in 2022)
  - Marketing/Sales 18.4% (17.5% in 2022)
  - Consulting 17.0% (24.4% in 2022)
  - Other 11.4% (8.8% in 2022)
- Consulting returns to third spot after rising to second in 2022

Function	#	%	Average Monthly Compensation
Business	7	5.0%	\$2,651
Corporate Development	4	2.8%	\$1,869
Data Analytics	3	2.1%	\$3,694
Consulting	24	17.0%	\$13,651
Internal Consulting	3	2.1%	\$10,706
Management Consulting	21	14.9%	\$13,945
Finance/Accounting	47	33.3%	\$10,707
Accounting/Audit	4	2.8%	\$6,229
Corporate Finance/FP&A	6	4.3%	\$6,063
Corporate Finance/Treasury	5	3.5%	\$8,523
Investment Banking	20	14.2%	\$14,640
Investment Management	4	2.8%	\$8,060
Private Wealth Management	3	2.1%	\$12,511
Real Estate Finance	2	1.4%	I/D
Research Analyst/Portfolio Manager	2	1.4%	I/D
Venture Capital/Private Equity/LBO	1	0.7%	I/D
General Management	7	5.0%	\$10,468
Project Management	4	2.8%	\$10,863
Rotational Program	3	2.1%	\$10,073
Human Resources	3	2.1%	\$6,070
Marketing/Sales	26	18.4%	\$7,671
Brand Management	6	4.3%	\$7,821
Market Research	1	0.7%	I/D
Marketing Consulting	2	1.4%	I/D
Marketing - Other Services	4	2.8%	\$7,332
Merchandising/Retail Marketing	1	0.7%	I/D
Product Management	11	7.8%	\$8,315
Sales	1	0.7%	I/D
Operations/Logistics/Supply Chain	11	7.8%	\$8,106
Other	16	11.4%	\$8,616
Other - Other	2	1.4%	I/D
Other - Strategic Planning	14	10.0%	\$8,321
Total	141	100.0%	\$9,736
<i>No Function Reported</i>	2		



# INTERNSHIPS BY GEOGRAPHIC REGION

ALL REGIONS EXCEPT NORTHEAST SAW AN INCREASE IN AVERAGE MONTHLY COMPENSATION COMPARED TO 2022

Geographic Region	#	%	Average Monthly Compensation
Mid-Atlantic	2	1.4%	I/D
Midwest	4	2.7%	\$8,268
Northeast	8	5.5%	\$9,628
South	4	2.7%	\$11,338
Southwest	109	74.7%	\$9,723
West	11	7.5%	\$9,701
Not in North America	2	1.4%	I/D
No Region Reported	6	4.1%	\$11,000
Total	146	100%	\$9,736



# SOURCE OF INTERNSHIPS

- 67.7% of students sourced their internship through the Rice Business network (64% in 2022)
- 11 from consortia/conference events

School-Facilitated	#	%
Scheduled Interview On or Off Campus	8	5.5%
Career Fair	6	4.1%
Employer Information Session	16	11%
Consortia/Conference Event	11	7.5%
Job Posting (OWL Careers)	37	25.3%
Other School-Facilitated	2	1.4%
Alumni Referrals	8	5.5%
Faculty Referrals	3	2%
CDO Off-Campus Activity (e.g. Industry Trek)	3	2%
Video/Telephone Interview	3	2%
Resume Book	2	1.4%
Total School-Facilitated Activities	99	67.7%
Student-Facilitated		
Internet	18	12.3%
Family, Friends Outside of School	10	6.9%
Other Student-Facilitated	9	6.2%
Third-Party Sources (e.g. Executive Recruiters)	1	0.7%
Direct Mail/Application	2	1.4%
Previous Employer	2	1.4%
No Response from Student	5	3.4%
Total Student-Facilitated Activities	47	32.3%
Total	146	100%



# HIRING COMPANIES

- 102 companies hired students for Summer 2023 internships
- 23 companies hired more than one student
- 47 companies hired students with non-permanent work authorization

ACCENTURE STRATEGY	CVS HEALTH *^	HONEYWELL	PIPER SANDLER *
AFFEKTA ^	DABICO AIRPORT SOLUTIONS ^	HOULIHAN LOKEY	PROCTER & GAMBLE
AI POW, LLC ^	DANAHER CORPORATION	HOUSTON METHODIST ^	PWC
AMAZON *^	DAVAM URGENT CARE ^	HOWARD HUGHES CORPORATION	QUANTA SERVICES INC.
AMAZON WEB SERVICES, INC. (AWS) *^	DAVITA	HP INC.	RBC CAPITAL MARKETS
APEX CLEAN ENERGY	DEERWOOD ADVISORS	HPE *^	RIVERBEND ENERGY GROUP
APPLE ^	DELL TECHNOLOGIES *^	INTEL	SAFE COMMUTER APP ^
ARGA INVESTMENT MANAGEMENT, LP ^	DELOITTE CONSULTING *	JEFFERIES FINANCIAL GROUP *^	SCOTTMADDEN, INC.
AT&T	DIRECT DIGITAL HOLDINGS	JONES GRADUATE SCHOOL OF BUSINESS, RICE UNIVERSITY ^	SERVICENOW ^
ATLAS CREDIT PARTNERS *^	DRESSER UTILITY SOLUTIONS	JP MORGAN *^	SHELL
ATOLL ENERGY, LLC ^	E&J GALLO WINERY	KALYPSO *	SHIPRA GROUP OF COMPANIES *^
BAIN & COMPANY ^	ECOLAB *^	LAZARD	SIMON-KUCHER & PARTNERS
BANK OF AMERICA SECURITIES *	EDF RENEWABLES ^	MAGNICHE ^	SUNNOVA ENERGY CORP ^
BARCLAYS *	ENERGY TRANSFER	MAST CAPITAL ADVISORS LLC ^	TASKTAG *^
BAYLOR COLLEGE OF MEDICINE	ENERGYRE SERVICES LLC ^	MCKINSEY & COMPANY *^	TECHNIPFMC ^
BLACKROCK ^	ERNST & YOUNG ^	MEDTRONIC	TEXAS INSTRUMENTS
BOSTON CONSULTING GROUP *^	EXXONMOBIL *	MERCURY FUND *	THE FRIEDKIN GROUP
CARBON CLEAN ^	EY-PARTHENON *^	META	TRICON ENERGY ^
CEERA INVESTMENTS ^	FTI CONSULTING ^	MICROSOFT ^	TRUELEAP ^
CHEWY	GOLDMAN SACHS	MORGAN STANLEY	TRUIST SECURITIES
CHINA MEDICAL UNIVERSITY HOSPITAL	GOVERNMENT OF INDIA ^	NESTE ^	UNIVERSITY OF TEXAS MD
CISCO SYSTEMS	GREENHILL & CO.	PATTERN ENERGY	ANDERSON CANCER CENTER
CITIGROUP BANKING	GUGGENHEIM SECURITIES	PFIZER INC.	VERIZON
COCKRELL INTERESTS ^	HAMILTON HEALTH BOX *^	PHILLIPS 66	WATERLOO SPARKLING WATER
CONDIRE INVESTORS LLC	HARRIS WILLIAMS & CO.	PHIOGEN ^	WEATHERFORD INTERNATIONAL *^
CREDIT SUISSE	HILL'S PET NUTRITION ^		WELLS FARGO

\* Hired multiple graduates

^ Hired graduates with Non-Permanent Work Authorization



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