



RICE | BUSINESS

CAREER DEVELOPMENT OFFICE

2024

**PROFESSIONAL MBA
EMPLOYMENT OUTCOMES REPORT**



AT A GLANCE

#1

MBA in Texas
Financial Times

\$163K

average starting salary

33%

moved to a new company
following their MBA

121

employers hired graduates
from the Class of 2024

#18

Best MBA Program
Poets&Quants

47%

of graduates received
a signing bonus

Dear Rice Business Community,

Each year, our Professional MBA students balance the rigor of a top-tier MBA program with the demands of full-time careers and family responsibilities; a feat that requires remarkable determination, flexibility, and drive. The Class of 2024 demonstrated all of this and more as they advanced their careers in a market shaped by shifting priorities and continued economic uncertainty.

This year also marked the fourth consecutive year that energy was the top industry destination for our PMBA graduates, a testament to both our Houston roots and our students' ability to lead in evolving sectors. Our PMBA graduates achieved a 7% increase in average starting salary, reaching \$163,000, with nearly half (47%) receiving a signing bonus.

More than one-third (33%) of graduates changed employers, and others earned significant promotions within their companies. These career moves reflect not only individual ambition but also the real impact of intentional career planning and support.

At the CDO, we're proud to partner with each student on their unique career journey. Through coaching, resources, and employer connections tailored to the working professional, we continue to meet our students where they are—and help them get where they want to go.

To the Class of 2024: your grit and resilience inspire us. To our employers, alumni, and broader Rice Business community: thank you for investing in our students and opening doors for what's next.



Jessica Campbell

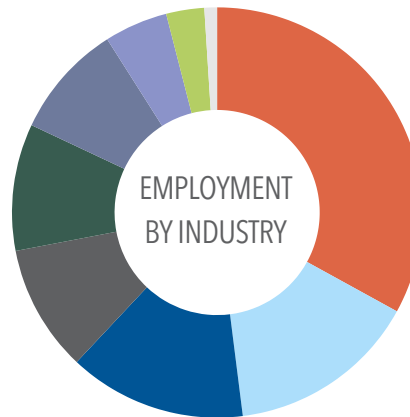
JESSICA CAMPBELL
Executive Director

CLASS OF 2024 EMPLOYMENT HIGHLIGHTS

Employment by Industry and Function

TOP FOUR INDUSTRIES

Energy	33%
Consulting	15%
Financial Services	14%
Technology	10%



- 33% Energy
- 15% Consulting Services
- 14% Financial Services
- 10% Technology
- 10% Manufacturing
- 9% Other
- 5% Pharma/Healthcare
- 3% Real Estate
- 1% Consumer Products

TOP FOUR FUNCTIONS

Operations	30%
Financial Services	24%
Consulting	16%
Other	13%

STRATEGIC CAREER SHIFTS FOR THE CLASS OF 2024

33%
of graduates changed
employers

20%
of graduates changed level
of their role

37%
of graduates changed
their function

24%
of graduates changed
their industry

Employment by Professional Experience

	%	Range		Median
0-3 years	1%	-	-	-
4-7 years	37%	\$58,500	\$192,000	\$138,750
8-12 years	46%	\$115,000	\$750,000	\$168,500
13-20 years	15%	\$90,000	\$235,000	\$161,000
Over 20 years	1%	-	-	-

students with 8+ years of experience earn an average of \$42k more than those with fewer than eight years of experience.

"-" refers to instances with insufficient data according to MBA Standard guidelines.

CLASS OF 2024 EMPLOYMENT HIGHLIGHTS

Compensation by Industry

	%	Range		Median	
Energy	33%	\$120,000	\$235,000	\$145,000	
Consulting	15%	\$137,500	\$234,000	\$175,000	
Financial Services	14%	\$125,000	\$185,000	\$175,000	
Technology	10%	\$58,500	\$144,000	\$120,000	
Manufacturing	10%	-	-	-	
Other	9%	\$85,000	\$750,000	\$122,500	
Healthcare	5%	-	-	-	
Real Estate	3%	-	-	-	
Non-Profit/Education	1%	-	-	-	
Consumer Packaged Goods	1%	-	-	-	
Total Reporting	100%	\$58,500	\$750,000	\$160,000	

average salary increased by \$37k compared to 2023

Compensation by Function

	%	Range		Median	
Operations/Logistics	30%	\$96,000	\$750,000	\$150,000	
Finance	24%	\$90,000	\$185,000	\$148,700	
Consulting	16%	\$115,000	\$234,000	\$175,000	
Other	13%	\$115,000	\$235,000	\$142,500	
General Management	8%	\$58,500	\$216,000	\$155,000	
Business/Data Analytics	4%	-	-	-	
Marketing/Sales	4%	-	-	-	
Human Resources	1%	-	-	-	
Total Reporting	100%	\$58,500	\$750,000	\$160,000	

average salary increased by 4% compared to 2023

To offer a more complete picture of the Jones Graduate School of Business MBA graduating class, the employment report includes sponsored students. This report includes students who cited employment by three months postgraduation. For the purpose of rankings, Rice business submits data to ranking organizations and publications in adherence with MBA CSEA standards, which ask that sponsored students returning to their employers not be included.

"-" 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.

RICE BUSINESS EMPLOYER PARTNERS

Top hiring companies for the Class of 2024 who hired three or more graduates.

J.P.Morgan



ExxonMobil



accenture

McKinsey
& Company



EY Parthenon



Employers where at least one graduate from the Class of 2024 secured a full-time role.

ABL group
AI-Monitor
AccTRANS Inc
Accenture Strategy
Air Liquide UK Limited
Alvarez & Marsal*
Amazon*¹
Audubon Companies
Avion Solutions
BASF Corporation*
Bain & Company
Baker Botts LLP
Bank of America Securities
Barclays Investment Bank
Bigge Crane & Rigging
Blue Fish Pediatrics
Bolivar Point Capital
Boomer Enterprises
CBRE
CNE Acquisitions
Camden Property Trust
Camin Cargo Control Inc.
Caterpillar Inc.
CenterPoint Energy*
Cepheid
Cheniere Energy
Chevron
Citigroup Banking*
ConocoPhillips*
Covestro
DVG Partners
EDP Renewables North America
EY-Parthenon*
Embree Construction Group, Inc
Enbridge Energy
Encino Energy
Energy Recovery Inc
Enterprise Products Partners*
Equitable Advisors
Ernst & Young
Evolution Petroleum

Exmar Offshore
ExxonMobil
FlightAware
Fluence
Fluor*
Fortigo
GLG Institute | Gerson Lehrman Group
HPE*
Heidrick & Struggles
Holland Land Resources
Homestead Community Pharmacy
Houlihan Lokey
Infosys Consulting
Inner Edge Coaching
JP Morgan Chase Associate Program (CAP)
JP Morgan Private Bank
Jami's
Jefferies Financial Group
KPMG
Lazard
Leidos
Lewis Energy Group
Lovett Commercial Real Estate Development
LyondellBasell*
McKinsey & Company
McNair Interests
Midway Companies
Morgan Stanley
Nutrix Medical Worx
OXY
Oracle
PKPR LLC
PROS
Pansophic Learning
Pappas Restaurants
Peckar & Abramson, P.C.
Percussion Petroleum III, LLC
Phillips 66
Pickering Energy Partners
Premium Oilfield Technologies
PricewaterhouseCoopers Advisory Services

Q2
Quietflex
RBC Capital Markets*
Redbud Exploration and Production
Repsol*
Rice University
Rigid Global Buildings
SLB*
Seismos Inc.
Semptra
Shandong Marine Energy (Singapore) Pte. Ltd.
Shell
Siemens Energy
Sigma Fasteners Inc.
Sinoboom North America
Sogeti - Part of Capgemini
Southwestern Energy
Star Precision, LP
Subsea 7
TDECU
Tailwater Innovation Partners
TeDan Surgical Innovations, Inc.
TechnipFMC*
Tengizchevroil
Texas Children's Hospital
Texas Commission on Environmental Quality
The Boeing Company
Tierra Climate
TotalEnergies
Tyndale Company, Inc
U.S. Department of Veterans Affairs*
USAA
United States Marine Corps
Urban Grid
Wells Fargo
Westlake Chemical Company
Whole Earth Offsets
Wipro Ltd.
Wolfe Research, LLC
YES Prep Public Schools

* Employers hiring multiple Rice Business students for full-time positions.
Blue Employers hiring three or more students this year.

¹ Amazon includes Amazon Services and Amazon Web Services.

RECRUIT AT RICE BUSINESS

The talent and experience of Rice Business students draws a wide variety of employers (annually, more than 200). With a unique classroom experience and innovative curriculum, our programs produce quality graduates with strong analytical skills and broad business experience.

We connect recruiters from a wide range of industries and regions with top-tier talent, creating win-win outcomes for employers and students alike. Through personalized hiring strategies and a collaborative approach, our Career Development Office leverages years of expertise to support recruiters at every step. With a responsive team dedicated to providing tailored, high-touch service, we ensure a seamless and successful recruitment experience.

Located in the heart of Houston, Rice Business offers unmatched convenience for recruiters. From nearby accommodations and dining options to flexible spaces for in-person and virtual engagements, we make the process simple, efficient, and productive.

POST A JOB OR INTERNSHIP

Share your internship and full time opportunities with Rice MBA students through [12twenty](#).

HOST COFFEE CHATS

Coffee chats are a great opportunity to engage with students without the formality of an interview.

HOST AN INFORMATION SESSION

Host an information session to offer Rice MBAs insights into company culture, structure, position requirements, upcoming networking opportunities and more.

ATTEND AN UPCOMING CAREER CONNECTION EVENT

Network with current students and recent alumni to find your next great hire.

INTERVIEW RICE MBA STUDENTS

The Rice MBA Career Development Office is the perfect place to host interviews for internship and full-time opportunities.



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ACCURACY IN REPORTING EMPLOYMENT STATISTICS

The Jones Graduate School of Business adheres to the MBA Career Services & Employer Alliance (MBA CSEA) Standards for Reporting MBA Employment Statistics (mbacsea.org). Conformance to this business school industry standard ensures accurate and comparable employment data. Currently, the majority of the leading MBA programs adhere to these accepted reporting standards. The Jones Graduate School of Business takes a leadership role to promote the importance of accurate and comparable employment and salary statistics to prospective students and employers.



**Career Services &
Employer Alliance**

Setting the Standard. Connecting the
Business Masters Community.

To view additional employment outcomes data, visit cdo.business.rice.edu/reports.