



CAREER DEVELOPMENT OFFICE

# 2025

**FULL-TIME MBA  
EMPLOYMENT OUTCOMES REPORT**





## AT A GLANCE

# #1

MBA in Texas  
*Financial Times, 2023-2024*

# #1

Graduate Program for  
Entrepreneurship  
*Princeton Review and Entrepreneur, 2020-2026*

# #24

Best Full-Time MBA  
*Fortune, 2024-2025*

# #26

Best MBA Program  
*Poets&Quants, 2024-2025*

# #22

Best Full-Time MBA  
Program in the U.S.  
*Bloomberg Businessweek, 2024-2025*

## Dear Rice Business Community,

No two years look the same, and the past year underscored just how dynamic the market remains. The Class of 2025 navigated cautious hiring, extended timelines and evolving employer needs shaped by technology, global uncertainty and shifting priorities. Rather than rushing decisions, many graduates made intentional choices about where they could create immediate value and build lasting momentum, a mindset reflected in the roles they accepted, the industries they entered and their engagement with employers throughout the process.

At Rice Business, career development is never a solo effort. Students leaned into coaching, skill-building, recruiting preparation, and a deeply engaged alumni and employer network. Our community showed up at every stage, opening doors, offering perspective and reinforcing that successful outcomes are built together.

Highlights from this year's employment outcomes include:

- **331 employers engaged**, including new and returning partners, reflecting broad industry representation across financial services, consulting, energy and growth sectors.
- **3,003 advising appointments conducted**, earning an average rating of 4.93 out of 5 and reinforcing the value of personalized career guidance.
- **72% of offers came through Rice Business-facilitated connections**, continuing a three-year trend of more than 70% driven by employer and alumni engagement.
- **127 alumni participated in CDO events last year**, continuing their role as trusted partners and advocates for Rice Business and our students.

Behind the numbers are dozens of stories of persistence, recalibration and ultimately success. Many of those stories unfolded over a longer arc as we continued to see graduates secure compelling roles well after the traditional reporting window, reflecting both the realities of today's hiring environment and the value of persistence, fit and timing.

As we look ahead, we remain focused on strengthening partnerships and ensuring our students are prepared not just for their first role, but for the careers that follow. Thank you to our faculty, alumni, employers and colleagues whose partnership continues to shape what is possible for Rice Business MBAs.



*Jessica Campbell*

JESSICA WILLIAMS CAMPBELL  
Executive Director



# CLASS OF 2025

**\$146K**  
average starting salary

**\$32K**  
average signing bonus

**71.3%**  
received an offer by three months post graduation

**51%**  
of the seeking pool were international students

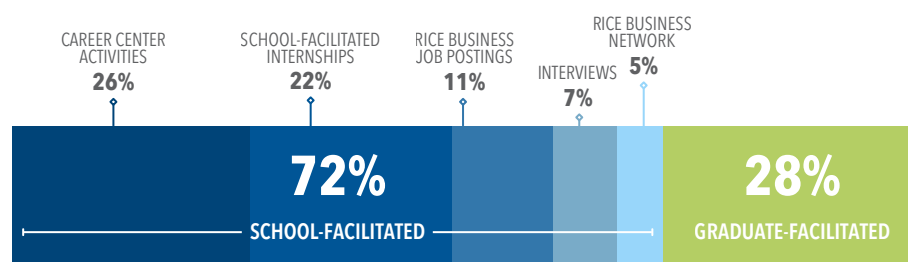
**72%**  
of students accepted job offers from the Rice Business community

**67%**  
of graduates received a signing bonus

**5.5**  
average years of work experience

The Class of 2025 not only excelled in securing competitive roles, but also demonstrated a commitment to pursuing opportunities that align with their personal and professional aspirations.

## Source of Accepted Offers



## Top Employers

McKinsey  
& Company

DELL Technologies

Infosys®

BAIN  
& COMPANY

BCG

amazon

To view additional employment outcomes data, visit [cdo.business.rice.edu/reports](https://cdo.business.rice.edu/reports).

# CLASS OF 2025 EMPLOYMENT HIGHLIGHTS

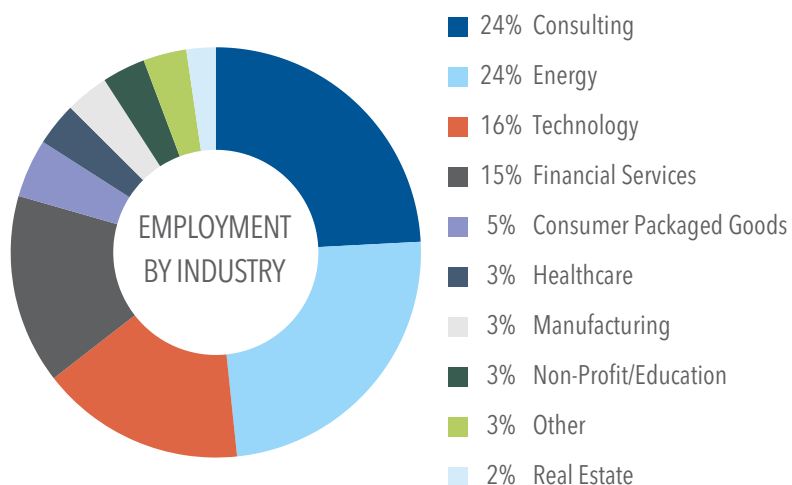
## Employment by Industry and Function

### TOP FOUR INDUSTRIES

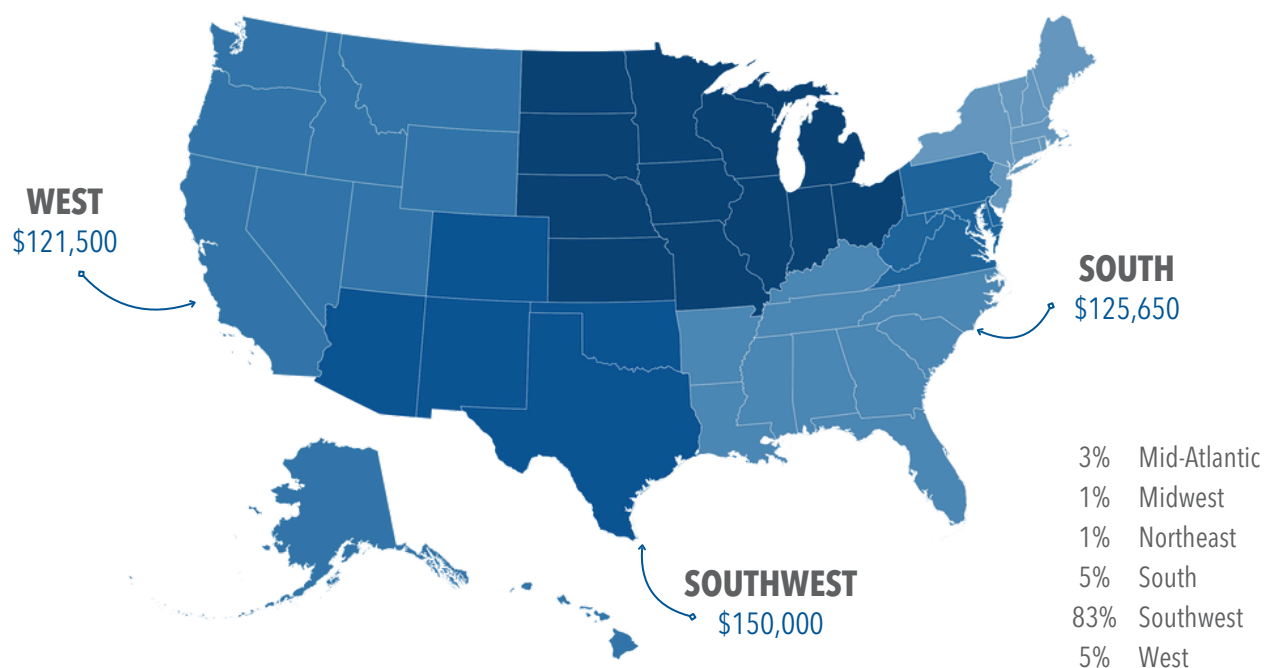
<b>Consulting</b>	<b>24%</b>
<b>Energy</b>	<b>24%</b>
<b>Technology</b>	<b>16%</b>
<b>Financial Services</b>	<b>15%</b>

### TOP FOUR FUNCTIONS

<b>Financial Services</b>	<b>35%</b>
<b>Consulting</b>	<b>26%</b>
<b>Other</b>	<b>17%</b>
<b>General Management</b>	<b>10%</b>



## Employment by Region and Compensation\*



\* Percentage of students by region and their mean salary.



# CLASS OF 2025

## EMPLOYMENT HIGHLIGHTS

### Compensation by Industry

	%	Range		Mean
<b>Consulting</b>	24%	\$90,000	\$230,000	\$175,421
<b>Energy</b>	24%	\$75,000	\$200,000	\$133,489
<b>Technology</b>	16%	\$100,000	\$185,000	\$141,018
<b>Financial Services</b>	15%	\$75,000	\$175,000	\$149,167
<b>Consumer Packaged Goods</b>	5%	-	-	-
<b>Healthcare</b>	3%	\$80,000	\$120,000	\$105,433
<b>Manufacturing</b>	3%	-	-	-
<b>Non-Profit/Education</b>	3%	-	-	-
<b>Other</b>	3%	\$100,000	\$115,000	\$105,883
<b>Real Estate</b>	2%	-	-	-
<b>Total Reporting</b>	100%	\$40,000	\$230,000	\$146,381

### Compensation by Function

	%	Range		Mean
<b>Finance/Accounting</b>	35%	\$100,000	\$200,000	\$151,476
<b>Consulting</b>	26%	\$90,000	\$230,000	\$172,734
<b>Other</b>	17%	\$40,000	\$171,000	\$109,526
<b>General Management</b>	10%	\$95,000	\$140,000	\$119,994
<b>Marketing/Sales</b>	9%	\$75,000	\$185,000	\$141,542
<b>Information Technology</b>	2%	-	-	-
<b>Total Reporting</b>	100%	\$40,000	\$230,000	\$146,381

average salary  
increased by \$15k  
compared to 2024

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.

# CLASS OF 2026

**\$6,942**

average monthly compensation

**88%**

of students participated in an internship

**39%**

female

**37%**

international students

**77%**

of students accepted job offers from the Rice Business community

**89**

employers hired students from the Class of 2026

**5.3**

average years of work experience



**Students in the Full-Time MBA Class of 2026 gained hands-on experience across a wide variety of industries this summer.**

**Finance proved to be the leading sector for internships, followed closely by consulting. Careers in technology, energy and healthcare continue to attract strong interest, with nearly half of the class securing internships in these dynamic fields.**

## Source of Accepted Internship Offers



## Top Employers

McKinsey  
& Company

J.P.Morgan

amazon

S&P Global

BCG





# CLASS OF 2026

## EMPLOYMENT HIGHLIGHTS

### Compensation by Industry

	%	Range		Mean
<b>Financial Services</b>	23%	\$4,000	\$14,583	\$10,133
<b>Consulting Services</b>	22%	\$3,200	\$16,000	\$11,593
<b>Energy</b>	18%	\$3,200	\$10,000	\$5,106
<b>Technology</b>	18%	\$6,280	\$12,700	\$6,198
<b>Healthcare</b>	8%	\$1,000	\$8,800	\$7,327
<b>Consumer Packaged Goods</b>	4%	\$2,000	\$7,000	\$4,600
<b>Real Estate</b>	3%	\$3,680	\$7,520	\$5,100
<b>Manufacturing</b>	2%	\$4,800	\$6,833	\$5,477
<b>Non-Profit</b>	1%	-	-	-
<b>Total Reporting</b>	100%	\$1,000	\$16,000	\$6,942

### Compensation by Function

	%	Range		Mean
<b>Finance/Accounting</b>	36%	\$3,200	\$14,583	\$9,275
<b>Consulting</b>	22%	\$3,200	\$14,583	\$11,245
<b>Other</b>	22%	\$2,000	\$14,400	\$5,669
<b>Marketing/Sales</b>	13%	\$1,000	\$8,400	\$6,970
<b>General Management</b>	5%	\$1,000	\$10,833	\$8,936
<b>Total Reporting</b>	100%	\$1,000	\$14,400	\$8,419

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.



# FINANCE AND INVESTING CAREERS

## 84

financial services employers  
recruited at Rice Business

## \$39,050

average signing bonus

## 15%

of the Class of 2025 graduates  
accepted new employment in the  
financial services industry

## 718

average GMAT score

## 17%

of the Class of 2026 students  
accepted internships in the  
financial services industry

## \$12,416

average monthly salary for  
investment banking internships

### CLASS OF 2025

#### TOP FIVE FINANCE EMPLOYERS

**Barclays Global Markets**

**Citigroup Banking**

**JP Morgan Chase**

**Morgan Stanley**

**RBC Capital Markets**

## \$149K

AVERAGE  
BASE SALARY

### CLASS OF 2026

#### TOP FIVE FINANCE INTERNSHIP EMPLOYERS

**JP Morgan Chase**

**JP Morgan Private Bank**

**CIBC Private Wealth**

**S&P Global**

**Goldman Sachs Private Wealth**

### A WEEK ON WALL STREET



The Week on Wall Street Career Trek is a signature experience that provides students with unparalleled access to the world of investment banking. Organized annually by the CDO in collaboration with the Finance Association, this exclusive trek features visits to 8-10 top-tier investment banks, offering a firsthand glimpse into the fast-paced lives of bankers and traders. With up to 20 students participating each year, attendees gain invaluable exposure to new markets, network with industry leaders and connect with Rice Business alumni.





# CONSULTING CAREERS

## CLASS OF 2025

### TOP FIVE CONSULTING EMPLOYERS

**McKinsey & Company**  
**Boston Consulting Group**  
**Infosys Consulting**  
**Bain & Company**  
**Deloitte**

Six more firms recruited  
at Rice Business this year

# 40

consulting employers  
recruited at Rice Business

# \$26,785

average signing bonus

## CLASS OF 2026

### TOP FIVE CONSULTING INTERNSHIP EMPLOYERS

**Boston Consulting Group**  
**3CD Services**  
**Entelligence**  
**McKinsey & Company**  
**Deloitte**

# 24%

of the Class of 2025 graduates  
accepted new employment in the  
consulting industry

# \$175K

average salary

# 17%

of the Class of 2026 students  
accepted internships in the  
consulting industry

# \$11,593

average monthly salary for  
consulting internships

“ We truly value our relationship with Rice and look forward to continuing to build meaningful connections...whether through recruiting events, leadership panels or other ways we can remain connected.”

**ISHU SAHNI '22**

Riveron  
Manager



# ENERGY CAREERS

## 51

energy sector employers  
recruited at Rice Business

## \$14,000

average signing bonus

## 24%

of the Class of 2025 graduates  
accepted new employment in the  
energy industry

## \$133K

average salary

average salary  
increased by 11%  
compared to 2024

## 14%

of the Class of 2026 students  
accepted internships in the  
energy industry

## \$5,106

average monthly salary for  
internships in the energy sector

### CLASS OF 2025

TOP FIVE ENERGY EMPLOYERS

**Amerapex Corporation**

**CenterPoint Energy**

**Chevron**

**ExxonMobil**

**Phillips 66**

### CLASS OF 2026

TOP FIVE ENERGY INTERNSHIP EMPLOYERS

**Phillips 66**

**energyRe Services**

**ExxonMobil**

**NRG Energy**

**SLB**

### HOUSTON ENERGY TREK

In the fall of 2025, 23 Rice MBA students participated in the Houston Energy Trek, visiting Phillips 66 and NRG to gain firsthand insight into an evolving energy landscape. The trek advanced the employer engagement strategy for Rice Business by strengthening relationships with key employer partners, while helping students build industry knowledge, expand networks, and make informed career decisions in one of Houston's most influential sectors.





# TECHNOLOGY CAREERS

## CLASS OF 2025

### TOP FIVE TECHNOLOGY EMPLOYERS

**Dell Technologies**

**Amazon**

**AT&T**

**Microsoft**

**HPE**

## CLASS OF 2026

### TOP FIVE TECHNOLOGY INTERNSHIP EMPLOYERS

**Amazon**

**AT&T**

**HPE**

**Microsoft**

**HP**

“

Rice Business consistently delivers a pipeline of high-caliber talent that aligns with the strategic needs of our organization. The program's rigorous academic foundation, emphasis on leadership development and strong focus on real-world application make Rice MBA graduates uniquely prepared to thrive in dynamic, fast-paced environments like ours.”

**STEVE HARRIS**

**AT&T**

*Lead Marketing Manager*

# 39

technology employers  
recruited at Rice Business

# \$35,750

average signing bonus

# 16%

of the Class of 2025 graduates  
accepted new employment in the  
technology industry

# \$141K

average salary

increased by 8%  
compared to 2024

# 14%

of the Class of 2026 students  
accepted internships in the  
technology industry

# \$6,199

average monthly salary for  
internships in technology

# RICE BUSINESS EMPLOYER PARTNERS

**Employers who hired at least one Class of 2025 graduate into a full-time role or a Class of 2026 student into an internship. These employers are essential collaborators in the Rice Business experience, from shaping careers and supporting talent to helping our students become the professionals they're meant to be.**

# 135<sup>+</sup>

employers hired students from the classes of 2025 and 2026

## 3CD Services

Academy Sports & Outdoors  
Accenture  
Adoptee Mentoring Society  
AlixPartners  
AllAlphaArmory  
Alonti Catering Kitchen

## Amazon

Amerapex Corporation\*  
Analysis Group  
Articul8 AI  
AstraZeneca

## AT&T

Athenian Group\*  
Atmo Spark

## Bain & Company

Baker Hughes Company  
Barclays\*  
Bespoke Partners  
BioUrja  
Block Station  
Borgen Project

## Boston Consulting Group

Cemvita  
CenterPoint Energy\*  
Chevron

## CIBC

## Citi

COFLUX  
ConocoPhillips  
Corvus Medical  
COZY HOMES  
Davlyn Group Holdings  
DC Partners  
Deerwood

## Dell Technologies

## Deloitte

Discover Financial Services  
Dow Chemical Company  
DRW  
Ecolab\*  
EDP Renewables  
Edwards Lifesciences  
Element Resources  
Energy Transfer  
energyRe Services\*  
ENGIE North America  
Entelligence\*  
Eversana US  
ExxonMobil\*  
Ernst & Young  
EY-Parthenon  
Fluens Medical  
Fortress Power  
Galveston Children's Museum  
Gateway Commercial Finance  
Gilead Sciences  
Goldman Sachs Private Wealth\*  
Greenflash Infrastructure  
Greenhill & Co.  
Greentown Labs  
Greif Packaging  
Guggenheim Securities  
HCL Technology  
Headworks International  
Hewlett Packard Enterprise\*  
Houston Angel Network  
Howard Hughes Corporation  
HP  
HPE\*  
Humana  
Infinite Legacy Partners

## Infosys Consulting

Jefferies Group  
JLL  
Johnson & Johnson  
**JPMorgan Chase & Co.**  
Karbon-X  
Kearney  
KetteQ  
Ling Li Zhu Meng Consulting Co.  
Lovett Commercial Real Estate  
Development  
Marcus and Millichap

## McKinsey & Company

MD Anderson Cancer Center\*

## Microsoft

Microwave Networks  
Morgan Stanley  
NextGen Growth Partners  
Northwestern Mutual\*  
NRG Energy\*  
Oceaneering  
Octus  
OwlSpark\*  
Oxylus Energy  
PepsiCo  
Pfizer

## Phillips 66

Pinnacle Reliability  
Piper Sandler  
Piping Technology & Products  
Plains All American Pipeline  
PwC\*  
RBC Capital Markets\*  
REIBII  
Rescue Biomedical  
**S&P Global**

## ScottMadden, Inc.

ScoutCities  
Search Fund Coalition\*  
Seneca Resources Company  
Shaw Systems Associates  
SLB\*  
SmartAC  
Social Lite Events  
Stewart Title  
Sun Fresh International  
Sunbit  
Suntory Global Spirits  
Sysco  
Tabia Healthcare  
Tandem Community  
Targus North America  
Texas Capital Bank  
TexPower EV Technologies  
The Campbell's Company  
The Saint Constantine School  
Tianci Material  
Tiras Wealth Management  
Toyota  
Tricon Energy  
Urban Grid  
Utility Global  
Verde Clean Fuels  
Welcome Group  
Wells Fargo  
Whirlpool Corporation  
wpd USA

**Blue** Employers hiring three or more students this year.

<sup>1</sup> Amazon includes Amazon Services and Amazon Web Services.

\* Employers hiring multiple Rice Business students for full-time and/or summer positions.



# 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.

## CONNECT WITH OUR STUDENTS



### HOST A COFFEE CHAT

Engage with students without the formality of an interview.



### ATTEND AN UPCOMING CAREER CONNECTIONS EVENT

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



### HOST AN INFORMATION SESSION

Share insights on company culture, structure, position requirements and more.

## START HIRING



### POST A JOB OR INTERNSHIP

Add internship and full-time opportunities with Rice MBAs via 12twenty.



### INTERVIEW RICE MBA STUDENTS

The Career Development Office is the perfect place to host interviews.



### TALENT AT A GLANCE & RESUME BOOKS

Discover top talent and find your next great hire.



### TECHNOLOGY, NONPROFIT & GOVERNMENT

#### EMILE CHAMOUN-FARAH

Assistant Director, Employer Engagement

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### CPG, TECH, MANUFACTURING, ENERGY & RENEWABLES

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# RICE | BUSINESS

## CAREER DEVELOPMENT OFFICE



### 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](http://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.

To view additional employment outcomes data, visit [cdo.business.rice.edu/reports](http://cdo.business.rice.edu/reports)



**Career Services &  
Employer Alliance**

Setting the Standard. Connecting the  
Business Masters Community.