



RICE | BUSINESS

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

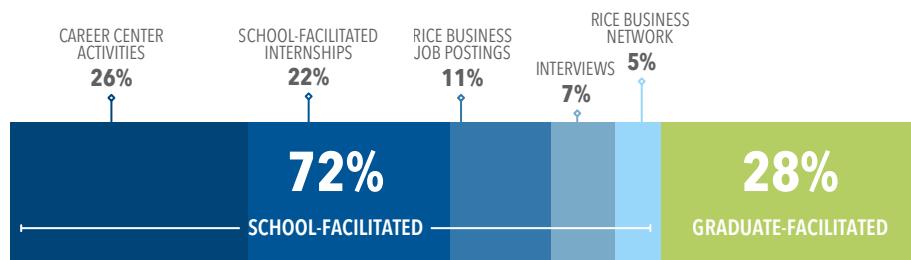
72%
of students accepted job offers from the Rice Business community

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.

CLASS OF 2025 EMPLOYMENT HIGHLIGHTS

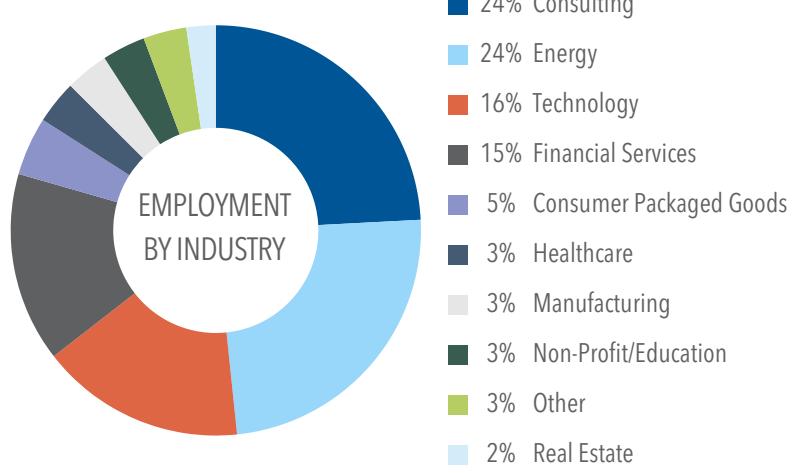
Employment by Industry and Function

TOP FOUR INDUSTRIES

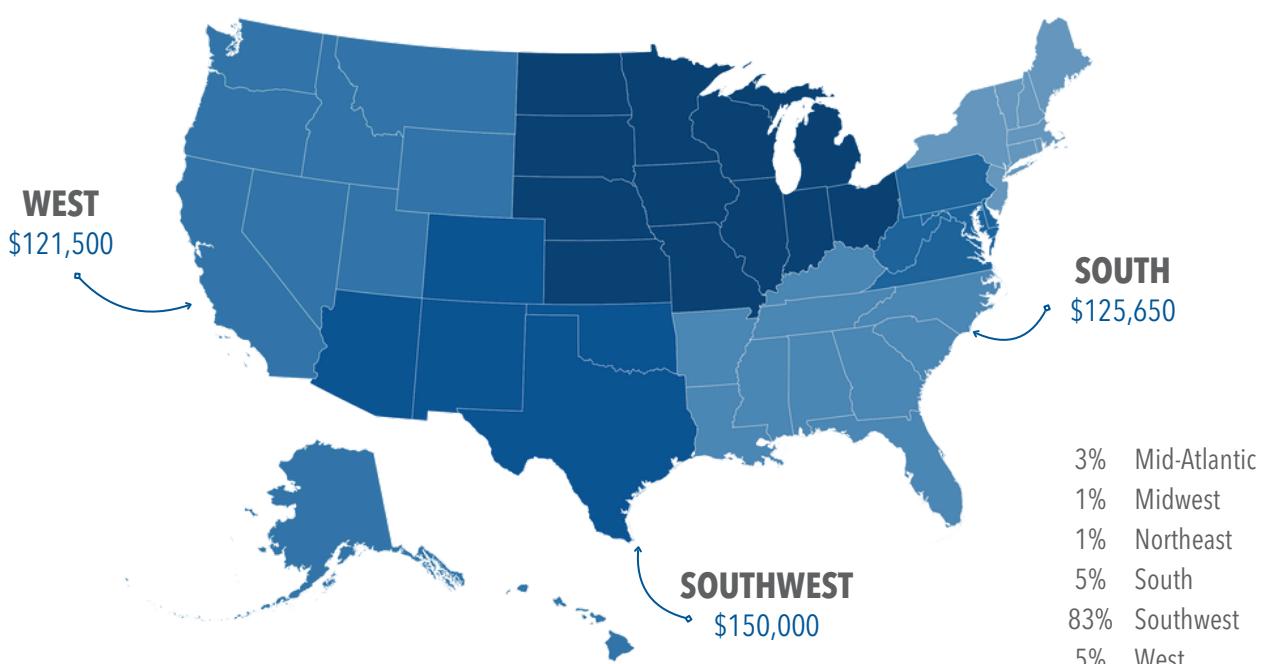
Consulting	24%
Energy	24%
Technology	16%
Financial Services	15%

TOP FOUR FUNCTIONS

Financial Services	35%
Consulting	26%
Other	17%
General Management	10%



Employment by Region and Compensation*



* Percentage of students by region and their mean salary.

CLASS OF 2025 EMPLOYMENT HIGHLIGHTS

Compensation by Industry

	%	Range	Mean
Consulting	24%	\$90,000	\$230,000
Energy	24%	\$75,000	\$200,000
Technology	16%	\$100,000	\$185,000
Financial Services	15%	\$75,000	\$175,000
Consumer Packaged Goods	5%	-	-
Healthcare	3%	\$80,000	\$120,000
Manufacturing	3%	-	-
Non-Profit/Education	3%	-	-
Other	3%	\$100,000	\$115,000
Real Estate	2%	-	-
Total Reporting	100%	\$40,000	\$230,000
			\$146,381

Compensation by Function

	%	Range	Mean
Finance/Accounting	35%	\$100,000	\$200,000
Consulting	26%	\$90,000	\$230,000
Other	17%	\$40,000	\$171,000
General Management	10%	\$95,000	\$140,000
Marketing/Sales	9%	\$75,000	\$185,000
Information Technology	2%	-	-
Total Reporting	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

PHILLIPS
66

CLASS OF 2026 EMPLOYMENT HIGHLIGHTS

Compensation by Industry

	%	Range	Mean
Financial Services	23%	\$4,000	\$14,583
Consulting Services	22%	\$3,200	\$16,000
Energy	18%	\$3,200	\$10,000
Technology	18%	\$6,280	\$12,700
Healthcare	8%	\$1,000	\$8,800
Consumer Packaged Goods	4%	\$2,000	\$7,000
Real Estate	3%	\$3,680	\$7,520
Manufacturing	2%	\$4,800	\$6,833
Non-Profit	1%	-	-
Total Reporting	100%	\$1,000	\$16,000
			\$6,942

Compensation by Function

	%	Range	Mean
Finance/Accounting	36%	\$3,200	\$14,583
Consulting	22%	\$3,200	\$14,583
Other	22%	\$2,000	\$14,400
Marketing/Sales	13%	\$1,000	\$8,400
General Management	5%	\$1,000	\$10,833
Total Reporting	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

“ 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

17%

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

\$11,593

average monthly salary for
consulting internships



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

39

technology employers
recruited at Rice Business

\$35,750

average signing bonus

CLASS OF 2026

TOP FIVE TECHNOLOGY INTERNSHIP EMPLOYERS

Amazon

AT&T

HPE

Microsoft

HP

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 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

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.

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
Corveus 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

135+

employers hired students from the classes of 2025 and 2026

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.

¹ 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

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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). 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



**Career Services &
Employer Alliance**

Setting the Standard. Connecting the
Business Masters Community.