
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

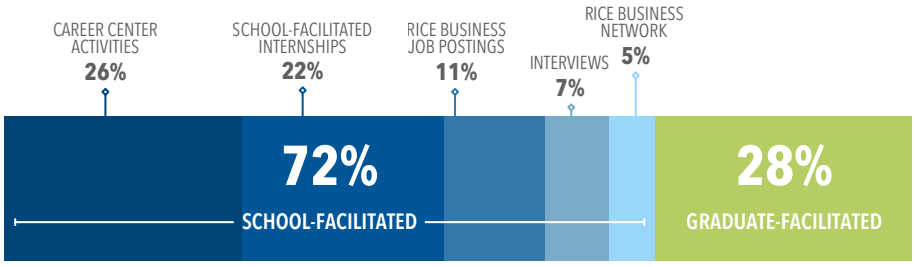
72%
of students accepted job offers from the Rice Business community

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%**

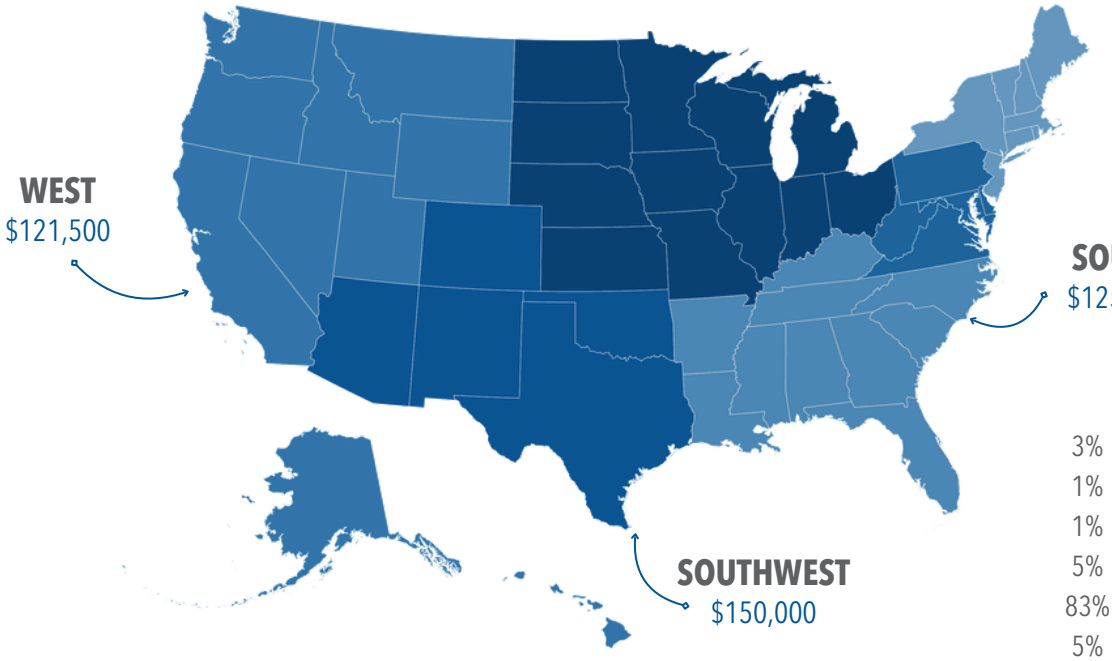
TOP FOUR FUNCTIONS

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



- 24% Consulting
- 24% Energy
- 16% Technology
- 15% Financial Services
- 5% Consumer Packaged Goods
- 3% Healthcare
- 3% Manufacturing
- 3% Non-Profit/Education
- 3% Other
- 2% Real Estate

Employment by Region and Compensation*



- 3% Mid-Atlantic
- 1% Midwest
- 1% Northeast
- 5% South
- 83% Southwest
- 5% West

* 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	$175,421
Energy	24%	$75,000	$200,000	$133,489
Technology	16%	$100,000	$185,000	$141,018
Financial Services	15%	$75,000	$175,000	$149,167
Consumer Packaged Goods	5%	-	-	-
Healthcare	3%	$80,000	$120,000	$105,433
Manufacturing	3%	-	-	-
Non-Profit/Education	3%	-	-	-
Other	3%	$100,000	$115,000	$105,883
Real Estate	2%	-	-	-

Compensation by Function

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

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. Percentages have been rounded to the nearest whole number; therefore, totals may not equal 100%.

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	$10,133
Consulting Services	22%	$3,200	$16,000	$11,593
Energy	18%	$3,200	$10,000	$5,106
Technology	18%	$6,280	$12,700	$6,198
Healthcare	8%	$1,000	$8,800	$7,327
Consumer Packaged Goods	4%	$2,000	$7,000	$4,600
Real Estate	3%	$3,680	$7,520	$5,100
Manufacturing	2%	$4,800	$6,833	$5,477
Non-Profit	1%	-	-	-

Compensation by Function

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

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. Percentages have been rounded to the nearest whole number; therefore, totals may not equal 100%.

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

CLASS OF 2026

TOP FIVE CONSULTING INTERNSHIP EMPLOYERS

Boston Consulting Group
3CD Services
Entelligence
McKinsey & Company
Deloitte

> "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*

Six more firms recruited at Rice Business this year

40
consulting employers recruited at Rice Business

$26,785
average signing bonus

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

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+
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
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
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

EMILE CHAMOUN-FARAH
Assistant Director, Employer Engagement

emilecf@rice.edu
713-348-3231



CPG, TECH, MANUFACTURING, ENERGY & RENEWABLES

STEFANIE ENGELS
Associate Director, Employer Engagement

stefanie.engels@rice.edu
713-348-5482



FINANCIAL SERVICES, INVESTMENT BANKING

CHRISTINA NGUYEN
Associate Director, Employer Engagement

christina.nguyen@rice.edu
713-348-2849



CONSULTING, BIOTECH, HEALTHCARE

AMY PAN
Associate Director, Employer Engagement

amy.pan@rice.edu
713-348-5473



TYLER L. HOUGH
Director, Employer Engagement

tyler.l.hough@rice.edu
713-348-2633

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.

Career Services & Employer Alliance

Setting the Standard. Connecting the Business Masters Community.

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