

Full-time MBA Employment Report 2023

Summary of Outcomes

	U.S. Citizens / Permanent Work Authorization		International Students / Non-Permanent Work Authorization		Total Graduating Class	
Seeking Employment	169	57.5%	88	29.9%	257	87.4%
Not Seeking Employment	17	5.8%	14	4.8%	31	10.5%
Company-sponsored; already employed	9	3.1%	8	2.7%	17	5.8%
Continuing Education	0	0.0%	0	0.0%	0	0.0%
Postponing Job Search	0	0.0%	3	1.0%	3	1.0%
Starting a new business	7	2.4%	3	1.0%	10	3.4%
Not seeking for other reasons	1	0.3%	0	0.0%	1	0.3%
No Recent Information Available	4	1.4%	2	0.7%	6	2.0%
Total Graduates	190	64.6%	104	35.4%	294	100.0%

Timing of Job Offers

	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		Total Seeking Employment
Permanent Work Authorization	124	73.4%	25	14.8%	20	11.8%	169
Non-Permanent Work Authorization	70	79.5%	12	13.6%	6	6.8%	88
Total Graduates Seeking Employment	194	75.5%	37	14.4%	26	10.1 %	257

Timing of Job Acceptances

	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		Total Seeking Employment
Permanent Work Authorization	118	69.8%	28	16.6%	23	13.6%	169
Non-Permanent Work Authorization	70	79.5%	12	13.6%	6	6.8%	88
Total Graduates Seeking Employment	178	73.2%	40	15.6%	29	11.3%	257

Primary Source of Job

	Number	Percent
School-Facilitated Activities	159	69.7%
Haas Interviews - On & Off Campus	17	7.5%
Internship Conversion	94	40.4%
Job Postings	27	11.8%
Haas Network / Resources	22	9.6%
Other	1	0.4%
Student-Facilitated Activities	69	30.3%
Personal Network or Previous Employer	30	13.2%
Internship Conversion	8	3.5%
Other	31	13.6%
Total Reporting	228	100.0%

*(i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)

Base Salary by Function

Function	Graduates Accepting New Employment		Graduates Reporting Salary		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
Consulting	64	28.1%	62	27.2%	\$180,402	\$192,000	\$72,800	\$208,000
Finance/Accounting	46	20.2%	46	20.2%	\$156,770	\$160,000	\$59,379	\$240,000
General Management	35	15.4%	33	14.5%	\$156,565	\$160,000	\$90,000	\$195,000
Human Resources	1	0.4%	1	0.4%	I/D	I/D	I/D	I/D
Marketing/Sales	20	8.8%	19	8.3%	\$146,487	\$141,750	\$110,000	\$190,000
Information Technology	37	16.2%	36	15.8%	\$166,450	\$166,150	\$100,800	\$215,000
Operations/Logistics	7	3.1%	7	3.1%	\$164,500	\$155,000	\$136,500	\$197,000
Other	18	7.9%	18	7.9%	\$139,867	\$140,000	\$66,661	\$215,000
Total Reporting	228	100%	222	97.4%	\$162,831	\$166,650	\$59,379	\$240,000

Base Salary by Industry

Industry	Graduates Accepting New Employment		Graduates Reporting Salary		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Count	Percentage	Count	Percentage				
Consulting	63	27.6%	62	27.2%	\$182,1101	\$192,000	\$72,800	\$208,000
Biotechnology / Healthcare or Technology	3	1.3%	3	1.3%	\$141,667	\$140,000	\$110,000	\$175,000
General	14	6.1%	14	6.1%	\$187,143	\$192,000	\$175,000	\$192,000
Nonprofit	3	1.3%	3	1.3%	\$118,933	\$142,000	\$72,800	\$142,000
Strategy	43	18.9%	42	18.4%	\$187,833	\$192,000	\$122,000	\$208,000
Consumer Packaged Goods	9	3.9%	9	3.9%	\$141,671	\$130,000	\$120,000	\$180,000
Energy	15	6.6%	15	6.6%	\$149,800	\$155,000	\$110,000	\$180,000
Financial Services	33	14.5%	33	14.5%	\$157,782	\$167,300	\$59,379	\$240,000
FinTech	6	2.6%	6	2.6%	\$158,550	\$160,500	\$139,000	\$180,000
Investment Banking / Brokerage	9	3.9%	9	3.9%	\$178,889	\$175,000	\$175,000	\$185,000
Investment Management	7	3.1%	7	3.1%	\$161,020	\$155,000	\$72,800	\$240,000
Venture Capital or Private Equity	11	4.8%	11	4.8%	\$138,034	\$150,000	\$59,379	\$208,000
Government	1	0.4%	1	0.4%	I/D	I/D	I/D	I/D
Healthcare (Including Products and Services)	17	7.5%	17	7.5%	\$147,676	\$150,000	\$90,000	\$200,000
Manufacturing	3	1.3%	3	1.3%	\$158,033	\$149,100	\$135,000	\$190,000
Non-Profit	5	2.2%	2	0.9%	I/D	I/D	I/D	I/D
Real Estate	10	4.4%	10	4.4%	\$131,166	\$130,000	\$66,661	\$200,000
Technology	68	29.8%	66	28.9%	\$162,4923	\$157,100	\$100,800	\$215,000
Ed Tech or Other	6	2.6%	4	1.8%	\$158,125	\$150,000	\$137,500	\$195,000
Equipment / Hardware / Networking	5	2.2%	5	2.2%	\$143,150	\$141,750	\$123,000	\$160,000
General	12	5.3%	12	5.3%	\$156,342	\$145,500	\$131,000	\$205,000
Internet Services / E-Commerce	20	8.8%	20	8.8%	\$168,295	\$168,295	\$135,000	\$195,000
Multimedia Products & Services	3	1.3%	3	1.3%	\$186,667	\$190,000	\$155,000	\$215,000
Software	22	9.6%	22	9.6%	\$162,465	\$161,300	\$100,800	\$203,500
Transportation / Logistics	2	0.9%	2	0.9%	I/D	I/D	I/D	I/D
Other	2	0.9%	2	0.9%	I/D	I/D	I/D	I/D
Total Reporting	228	100%	222	97.4%	\$162,831	\$166,650	\$59,379	\$240,000

Base Salary by International Region

Region	Accepting New Employment		Reporting Salary		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Count	Percentage	Count	Percentage				
Africa	0	0%	0	0%	I/D	I/D	I/D	I/D
Asia	5	2.2%	5	2.2%	\$117,288	\$100,000	\$59,379	\$187,151
Europe	1	0.4%	1	0.4%	I/D	I/D	I/D	I/D
Latin America & the Caribbean	2	0.9%	2	0.9%	I/D	I/D	I/D	I/D
North America	220	96.5%	214	93.9%	\$164,671	\$168,000	\$72,800	\$240,000
Oceania	0	0%	0	0%	I/D	I/D	I/D	I/D
Total Reporting	228	100%	222	97.4%	\$162,831	\$166,650	\$59,379	\$240,000

Base Salary by Domestic Region

United States	Accepting New Employment		Reporting Salary		Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Count	Percentage	Count	Percentage				
Mid-Atlantic	3	1.3%	3	1.3%	\$167,143	\$165,000	\$150,000	\$186,430
Midwest	4	1.8%	4	1.8%	\$136,260	\$127,520	\$115,000	\$175,000
Northeast	21	9.2%	21	9.2%	\$172,262	\$175,000	\$140,000	\$208,000
South	12	5.3%	10	4.4%	\$165,290	\$171,150	\$106,000	\$208,000
Southwest	8	3.5%	8	3.5%	\$147,250	\$128,500	\$110,000	\$192,000
West*	172	75.4%	168	73.7%	\$165,148	\$168,000	\$72,800	\$240,000
East Bay - CA	15	6.6%	14	6.1%	\$139,200	\$145,500	\$72,800	\$190,000
Greater Los Angeles - CA	16	7.0%	15	6.6%	\$178,567	\$185,000	\$137,500	\$240,000
San Francisco/North Bay - CA	88	38.6%	86	37.7%	\$169,584	\$175,000	\$72,800	\$215,000
Seattle - WA	8	3.5%	8	3.5%	\$160,000	\$148,900	\$130,000	\$194,400
South Bay - CA	43	18.9%	43	18.9%	\$162,914	\$160,000	\$115,000	\$205,000
Other	2	0.9%	2	0.9%	I/D	I/D	I/D	I/D
Total North America	220	96.5%	214	97.3%	\$164,671	\$168,000	\$72,800	\$240,000

*Given the school's location, we have chosen to show a detailed representation of our West Coast accepted offers. All data is Standards VI compliant.

Full-time Class of 2023 Employers

AbbVie Inc.	CIM Group	Hanwha Q CELLS America	National Retail Systems
Adobe Systems Inc.	Cisco Systems, Inc.	Hines	NEAR Foundation
Adquirir	Climeworks	Howard Hughes	NextEra Mobility
AgriServ - National Agriculture Services Company	Colorwave	Incode	Nextracker, Inc.
Akin Gump	Compañía de Inversiones Adriático	Incode Technologies	Nightpeak Energy
Amazon Project Kuiper	Constellation Brands, Inc.	Initiate Studios	Nike, Inc.
Amazon.com, Inc.	Cruise Automation	Instacart	NVIDIA Corporation
Amgen Inc.	CUNA Mutual	International Finance Corporation (IFC)	Oak Street Health
Apple, Inc.	DataVisor	Intuit	Obran Cooperative
AWS Amazon Web Services	Deloitte Consulting LLP	Intuitive Surgical	OneSkin
Bain & Company	DocuSign	Ivory Innovations	Pathway Capital Management
BairesDev	EDF Renewables (Electricite de France)	Johnson & Johnson	PayPal, Inc.
Barclays	Edgility Consulting	Kaiser Permanente	Pepsi
BBG Ventures	Eli Lilly & Company	Kaluza	PepsiCo Frito Lay
BCG Digital Ventures	Enel X Way USA, LLC	L.E.K. Consulting	Pfizer Inc.
BDO	Evercore Partners	LBX Investments	PG&E Corporation

Bessemer Venture Partners	EY-Parthenon	Lerer Hippeau	Plenty
Big Health	Fidelity International	LexisNexis	Potrero Group
Bonterms	Ford Motor Company	LinkedIn	Powerflex
Boston Consulting Group, The (BCG)	Franklin Templeton Investments	Lyra Health	Primer Sazze Partners
brex	Genentech Inc.	M&T Bank	PwC Strategy&
C3 AI	Goldman Sachs	McKinsey & Company	Riot Games
Camber Collective	Google	Microsoft Corporation	Rocksbox
Cambridge Associates	Granular Energy	Moelis & Company	Rondo energy
Center for Medicare & Medicaid Innovation	Guild Education	Morgan Stanley	Salesforce.com
Samsara	Software Growth Partners	TikTok, Inc	Violet
Samsung	sonen capital	Traive Finance	Visa Inc.
Samsung Ventures	Splunk, Inc.	Treasure Island Development Group	Walmart
SARES-REGIS Group	Square Inc.	UBS	Waverley Street Foundation
Scale AI	Stripe	UC Berkeley	Wells Fargo
Segue Sustainable Infrastructure	Teladoc Health	Ursa Space Systems	Western Digital
ServiceNow	Tesla	USAA Real Estate	Zoox
Skillful.ly	The Bridgespan Group	VentureRock	
Skydio	Thomvest Ventures	Verily Life Sciences	
Snowflake	TigerEye	Vertex Pharmaceuticals	

Note: Employers hiring 3+ students are listed in **bold**.

Summer Internship Report: Full-time MBA Class of 2024

Industry	%*	Monthly Base Salary - Mean	Monthly Base Salary - Median
Consulting	19.7	\$13,916	\$15,167
CPG/Retail	5.3	\$9,912	\$8,233
Energy	6.1%	\$7,632	\$6,933
Financial Services	18.9%	\$8,766	\$8,333
Health/BioTech/Pharma	10.7%	\$6,379	\$7,500
Manufacturing	0.4%	I/D	I/D
Nonprofit/Public Sector	2.9%	\$5,874	\$5,460
Real Estate	2.9%	\$7,312	\$6,067
Technology	27.0%	\$9,175	\$9,667
Transportation/Logistics	2.5%	\$9,269	\$9,533
Other	3.7%	\$10,959	\$8,594
Grand Total	100.0%	\$9,616	\$9,360

Function	%	Monthly Base Salary - Mean	Monthly Base Salary - Median
Consulting	20.5%	\$12,694	\$15,083
Corporate Roles	25.8%	\$8,490	\$8,667
Finance	19.7%	\$8,535	\$8,333
HR & Rotational Programs	1.2%	\$7,616	\$6,667
Marketing	9.0%	\$9,933	\$8,736
Operations	3.3%	\$8,196	\$7,973
Real Estate	2.9%	\$7,931	\$6,400
Technical	13.1%	\$8,917	\$9,583
Other	4.5%	\$10,430	\$9,013
Grand Total	100.0%	\$9,616	\$9,360

Note: Collection of internship data is not governed by MBA CSEA Standards. We have opted to share this data in a format that closely mirrors the Standards, for ease of interpretation by the reader.