



CARLSON SCHOOL  
OF MANAGEMENT

UNIVERSITY OF MINNESOTA

FULL-TIME MASTER OF  
BUSINESS ADMINISTRATION

Employment  
*Report*  
2024

# LETTER FROM THE Executive Director



CARLSON SCHOOL  
OF MANAGEMENT  
UNIVERSITY OF MINNESOTA

Greetings from the Carlson Business Career Center,

It is my pleasure to share the 2024 Employment Report for our Full-Time MBA students here at the Carlson School of Management. This year, we saw the continued impact of a volatile job market, which was especially challenging for mid-level professionals. We increased support for alumni affected by layoffs and downsizing, resulting in a 180% rise in alumni coaching appointments. Additionally, we focused on innovative ways to integrate career development into the classroom and campus activities by working closely with employers.

This year, 83% of our Class of 2024 FT MBA graduates received offers within three months of graduation, which reflects the challenging job market conditions. We observed shifts in opportunities across certain industries and specific challenges for our students seeking H1-B sponsorship.

Other key highlights from this year:

- This marked the third year we tracked work format trends. We found that 58% of companies offered hybrid roles, while 26% requested employees return to fully in-person work.
- It was a standout year for our marketers! Marketing and Sales emerged as our top function, with a 14% year-over-year increase, and Marketing Manager or Brand Manager was the most common job title among graduates.
- Students with 5+ years of work experience saw the highest salaries, with an average starting salary of \$144,000.
- Internship conversions decreased by over 20%, primarily due to the 2023 job market slowdown.

We are thrilled that in-person engagement for our students is back. This was evident in the **411** on-campus or company site events we hosted (out of **504 total**), representing over **265** unique companies. Our coaches facilitated over 4,283 appointments and delivered dozens of workshops. It was an exciting year as we worked creatively with employer partners to create educational experiences that brought real-world business functions to life. We strive not only to prepare our students well, but also to deliver excellent service to our company partners.

We remain focused on inclusive recruiting to ensure each student feels welcomed and supported throughout the job search process by both our staff and employers. We were pleased to see strong participation from our recruiting partners in the anti-bias and inclusive recruiting trainings held throughout the year. We launched two sections of our Carlson Inclusive Employers Program, welcoming over 70 recruiting partners to help ensure their recruiting and onboarding processes are inclusive and equitable for all Carlson students. This program has transformed how recruiters write job descriptions, engage on campus, and approach interview questions. It has also influenced how they communicate with new hires during onboarding.

We are extremely grateful to continue building pathways that help our students find workplaces where they can bring their whole selves. We also cherish the opportunity to work and learn alongside our employer partners as we strive to live into our DEI mission.

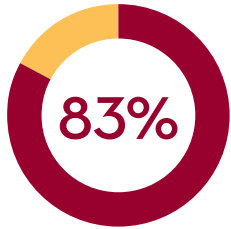
As always, thank you for your ongoing partnership! Go Maroon & Gold!



**MAGGIE TOMAS**

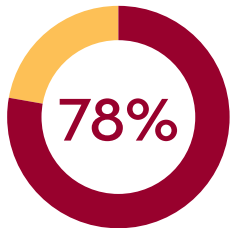
Executive Director  
Carlson Business Career Center  
mtomas@umn.edu

FULL-TIME MBA - CLASS OF 2024  
Employment Report



of 2024 graduates **received** employment offers within three months after graduation

89% with U.S. work authorization  
73% without U.S. work authorization



of 2024 graduates **accepted** employment offers within three months after graduation

84% with U.S. work authorization  
68% without U.S. work authorization

BASE SALARY

Mean  
\$131,208

Range \$60,000 \$195,000

- \$124,550 mean salary with U.S. work authorization
- \$145,633 mean salary without U.S. work authorization
- \$117,287 mean salary for women
- \$131,907 mean salary for non-business undergraduate majors
- \$135,857 mean salary for students of color

SIGNING BONUS

Mean  
\$32,360

Range \$10,000 \$71,000

66

GRADUATES

59

GRADUATES SEEKING  
FULL-TIME EMPLOYMENT

# FULL-TIME MBA - CLASS OF 2024

## Employment Report

BY FUNCTION	PERCENT	AVERAGE SALARY
Marketing	31%	\$119,773
Consulting	20%	\$155,875
General Management	18%	\$109,375
Finance	16%	\$142,143
Operations & Logistics	9%	N/A
Other Job Functions (incl. HR)	6%	N/A

UP 14%  
YEAR-OVER-  
YEAR

UP \$11K  
YEAR-OVER-  
YEAR

BY INDUSTRY	PERCENT	AVERAGE SALARY
Consumer Packaged Goods	20%	\$121,722
Healthcare	17%	\$122,500
Consulting	13%	\$168,667
Financial Services	11%	\$142,500
Energy	7%	N/A
Retail	7%	N/A
Manufacturing	7%	N/A
Media/Entertainment	4%	N/A
Transportation & Logistics Services	4%	N/A
Other Industries (incl. Non-Profit, Technology)	10%	\$111,667

UP 15%  
YEAR-OVER-  
YEAR

UP \$15K  
YEAR-OVER-  
YEAR

# #2

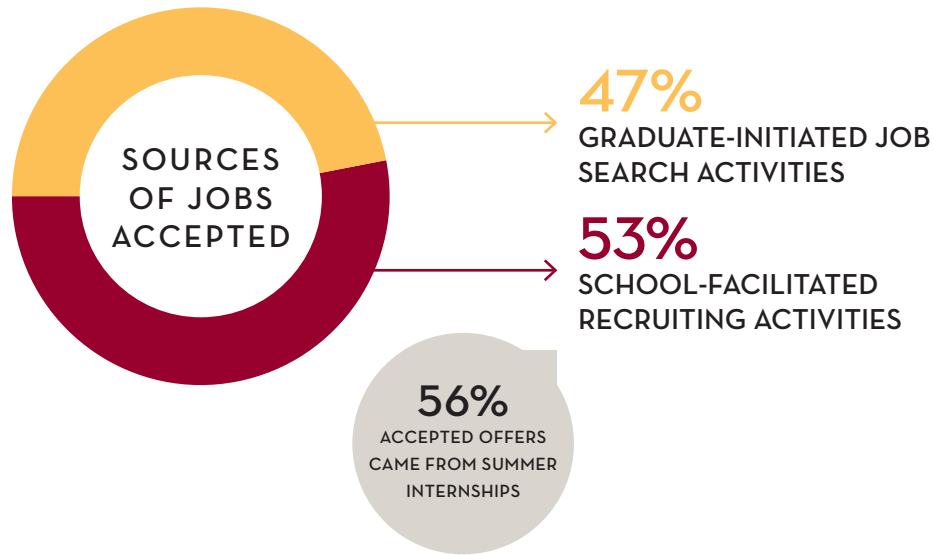
MILITARY-FRIENDLY®, 2024-2025  
GRADUATE SCHOOLS -  
MBA PROGRAM



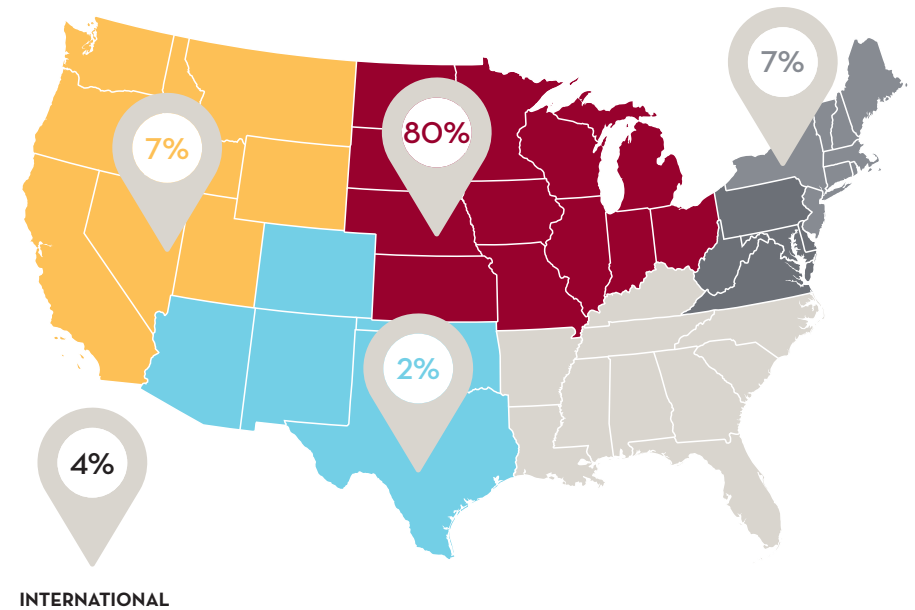
# #13

AMONG PUBLIC UNIVERSITIES  
U.S. News & World Report, 2025

# FULL-TIME MBA - CLASS OF 2024 Employment Report



## WHERE STUDENTS ACCEPTED JOBS



FULL-TIME MBA - CLASS OF 2025  
**Internship Report**



**HOURLY RATE**



BY FUNCTION	PERCENT	AVERAGE RATE
Marketing	34%	\$42.76
Consulting	23%	\$52.95
Finance	20%	\$58.07
Operations	8%	\$37.45
General Management	6%	\$46.79
Other Job Functions (incl. HR & Business Analytics)	9%	\$31.00

**UP 8% YEAR-OVER-YEAR**

BY INDUSTRY	PERCENT	AVERAGE RATE
Healthcare	24%	\$45.34
Consulting	14%	\$59.90
Financial Services	13%	\$52.94
Consumer Packaged Goods	8%	\$49.88
Technology	8%	\$34.88
Non-Profit	6%	\$29.20
Manufacturing	6%	\$56.17
Energy	6%	\$43.63
Retail	4%	\$48.06
Transportation & Logistics	4%	\$26.33
Other Industries (incl. Government & Media/Entertainment)	8%	\$38.50

**UP 8% YEAR-OVER-YEAR**

**UP \$15 YEAR-OVER-YEAR**

**84**  
 STUDENTS

**12**  
 CARLSON SCHOOL STUDENTS RECEIVED  
 CAREER CENTER-SUPPORTED FELLOWSHIPS

**76**  
 STUDENTS SEEKING  
 INTERNSHIPS

# COMPANIES THAT HIRED Carlson School MBA Students



<b>Amazon.com*</b>	DaVita	JPMorgan Chase & Co.	Praedictix*
APA Medical Equipment, Inc.*	<b>Deloitte</b>	Kenvue	<b>Schwan's Company</b>
Artisan Partners	<b>Ecolab*</b>	Land O'Lakes	Smithsonian Institution*
Asmodee	Emerson*	McKinsey & Company*	SpotGamma*
AstraZeneca*	EP Carbon	Medical Alley	Starship Advisors
ATP-Bio*	Fairview Health Services*	<b>Medtronic</b>	Tandem Diabetes Care*
Blue Cross Blue Shield	Fitaholic Fitness	Midcontinent Independent System Operator (MISO)	<b>Target Corporation</b>
<b>Boston Consulting Group*</b>	Gametime Hero*	<b>Moving Tech*</b>	The Cigna Group
<b>Boston Scientific</b>	<b>General Mills</b>	MYLO, Inc.*	The Clorox Company*
Cainiao*	Goldman Sachs*	National Grid Renewables	<b>Twin Summit Consulting*</b>
Cargill*	GSK*	Northwestern Mutual	U.S. Bank
Chewy	Harland Medical Systems	Philips Healthcare	UnitedHealth Group
China Mining Geotechnical Technology Co*	Harris Williams*	Phillips-Medisize*	<b>University of Minnesota*</b>
CHS Inc.	Hennepin County Attorney's Office*	Pioneer Management Consulting	UzObi, Inc.*
City Running	Hype and Vice*	Piper Sandler	Veia Valve
CommScope*	Indian Meadow Herbals	Pohlad Companies	Waters Corporation
Community Reinvestment Fund*	Infosys	Post Consumer Brands	Xcel Energy
ConAgra Foods	Johnson & Johnson		

*Bold companies were top hirers in 2024*

*\*Hired an international student for full-time role or internship*

MOST OFFERS MADE:

**Deloitte.**  
AND  
**ECOLAB®**

BEST BRANDING:

**McKinsey  
& Company**

for its creative approach to recruiting students

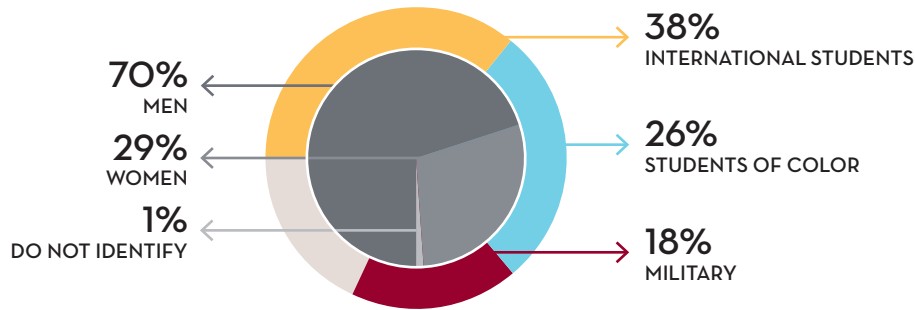
BEST NEW RECRUITING PARTNER:

  
**EMERSON**

for all of its first-year efforts

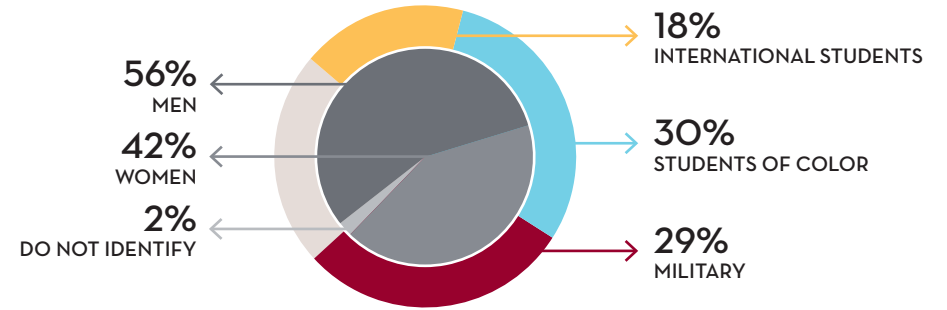
# FULL-TIME MBA Class Profiles

## CLASS OF 2025



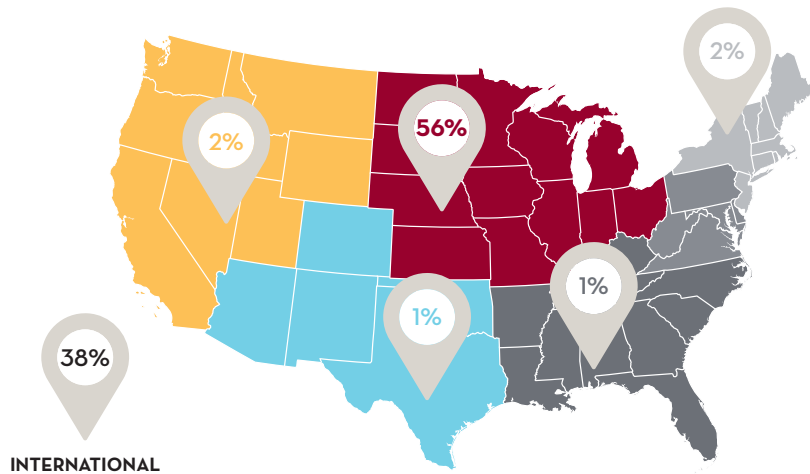
MEDIAN GMAT SCORE **680**  
 AVERAGE AGE AT MATRICULATION **29**  
 AVERAGE FULL-TIME WORK EXPERIENCE **6 YEARS**

## CLASS OF 2026

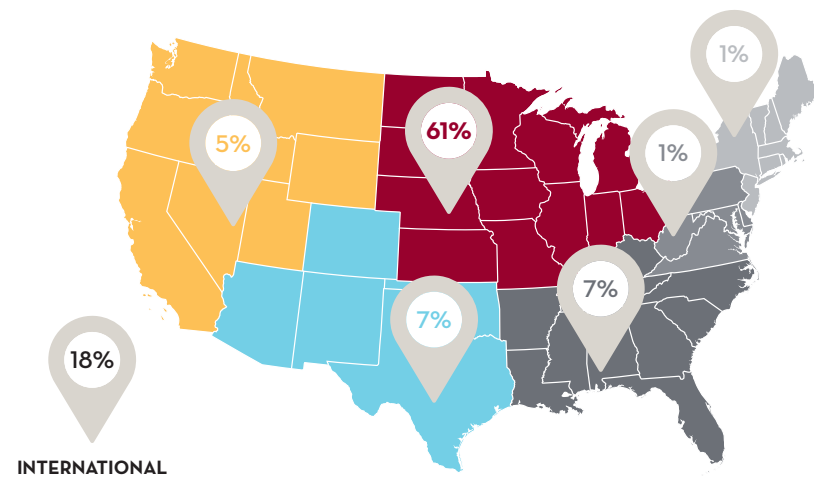


MEDIAN GMAT SCORE **660**  
 AVERAGE AGE AT MATRICULATION **30**  
 AVERAGE FULL-TIME WORK EXPERIENCE **6 YEARS**

## GEOGRAPHIC REPRESENTATION



## GEOGRAPHIC REPRESENTATION







CARLSON SCHOOL  
OF MANAGEMENT

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UNIVERSITY OF MINNESOTA

**Carlson MBA and MS Programs**  
Carlson School of Management  
University of Minnesota

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