



CARLSON SCHOOL
OF MANAGEMENT

UNIVERSITY OF MINNESOTA

MASTER OF HUMAN RESOURCES
& INDUSTRIAL RELATIONS

Employment
Report
2022

Letter from the Executive Director



MAGGIE TOMAS

Executive Director
Carlson Business Career Center
mtomas@umn.edu

Greetings from the Carlson Business Career Center (CBCC),

It is my pleasure to share the 2022 Employment Report for our Master of Human Resources and Industrial Relations (MHRIR) students here at the Carlson School of Management.

We are pleased to report that **96%** of our MHRIR graduates from the Class of 2022 had offers six months post-graduation or prior. The **median base salary is \$74,000**. Other exciting things to note:

- More than 90% of graduating students reported a position in the human resources field.
- Top industries where students landed jobs included manufacturing, technology, and healthcare.
- For the first time in several years, the majority of students accepted jobs in the Midwest, with 60% of U.S.-based jobs in this region.

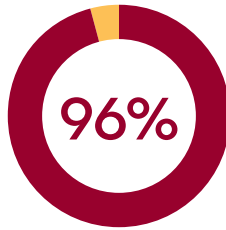
The CBCC held more than 940 employer meetings, sent out 480+ tailored resume books, and organized 243 events across 10 programs during the past year. Our coaches managed 4,117 coaching appointments and delivered dozens of workshops. We strive to not only prepare our students well, but also deliver excellent customer service to our company partners.

This year brought a big change for our office. We merged our employer engagement and operations teams with the undergraduate career center and now support both undergraduate and graduate students in recruiting and engagement with employers. This merger enables us to be strategic with our partnerships and efforts with our employers. In addition, we hope it eases communication and streamlines processes for all our external partners.

We continued our focus on inclusive recruiting with the goal that each student feels welcome and supported in the recruiting and job search process both by our staff and employers. We were pleased to see strong turnout from our recruiting partners on various anti-bias interview best practices and inclusive recruiting trainings we held. We will continue to hold these trainings and find additional ways to support our community in inclusive hiring best practices to strive toward our DEI mission statement:

The Carlson Business Career Center acknowledges and appreciates all cultures, ethnicities, and identities represented in our current and future student body. We encourage students to remain authentic while they learn about various career paths and emerge as leaders within their organizations. By doing our part to cultivate an ethical, culturally-grounded, and anti-racist institution, we will equip the leaders of tomorrow to live the values of “business as a force for good.” Through sustained efforts and in partnership with our partner organizations and employers, the CBCC is making progress toward addressing the systematic harm placed on individuals and groups of people within a career search. We will continue to learn and use our privilege to advance issues of diversity, equity, and inclusion in our community.

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



of 2022 graduates **received** employment offers within six months after graduation

100% with U.S. work authorization
91% without U.S. work authorization

Base Salary Range

Median
\$74,000



- \$82,500** median salary with U.S. work authorization
- \$80,000** median salary for jobs in the United States
- \$85,000** median salary for *Fortune* 500 companies
- \$72,500** median salary for women
- \$77,500** median salary for students of color
- \$82,500** median salary for non-business undergraduate majors

Signing Bonus Range

Median
\$10,000



**Based on usable salary information from 68% of graduates with accepted employment offers*

55

GRADUATES



54

GRADUATES SEEKING
FULL-TIME EMPLOYMENT

Employment Report



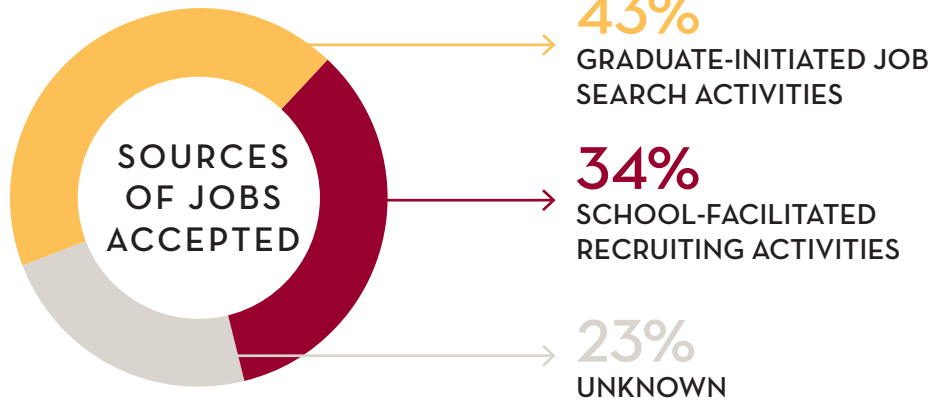
BY INDUSTRY	PERCENT	MEDIAN SALARY
Manufacturing	26%	\$85,000
Healthcare	17%	\$80,000
Technology	15%	\$62,400
Consumer Packaged Goods	13%	\$80,000
Financial Services	9%	\$51,500
Hospitality	4%	N/A
Retail	4%	N/A
Other Industries (incl. HR Services, Consulting, Real Estate)	10%	\$45,000
Unknown	2%	N/A

UP 19%
FROM 2021!

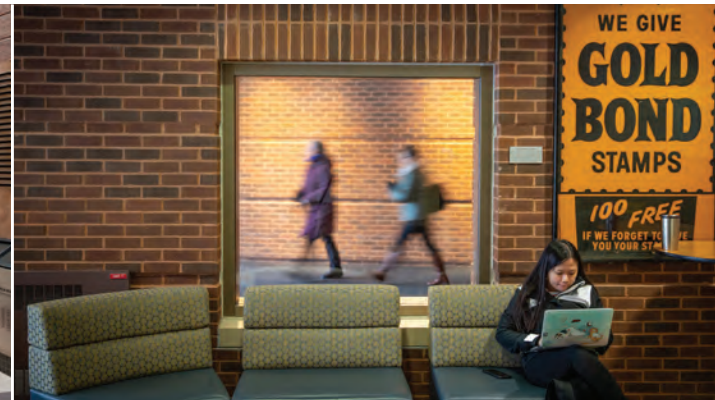
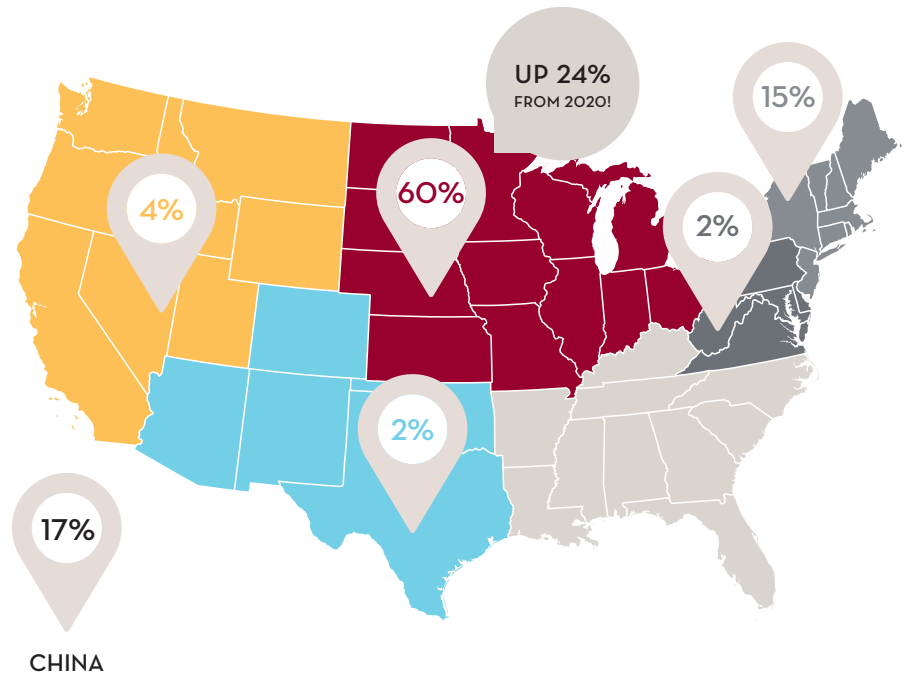
YEARS OF EXPERIENCE	PERCENT	MEDIAN SALARY
One year or less	43%	\$58,000
1 - 3 Years	25%	\$68,000
3 - 5 Years	19%	\$85,000
5 or more years	13%	\$87,500



Employment Report



WHERE STUDENTS ACCEPTED JOBS





2BROS SPORTS
COLLECTIBLES
ALIVEX BIOTECH
AMAZON
AON
BEACONFIRE INC.
BOSTON SCIENTIFIC
BRIDGES MN
BRISTOL-MYERS SQUIBB
CARIBOU COFFEE
CHEVRON
CTBC BANK
CUSHMAN & WAKEFIELD/
NORTHMARQ
CWT
DELOITTE CONSULTING

DELTA AIR LINES
DOMINIUM
ECOLAB
EPICOR
FORD MOTORS
FOXCONN
GENERAL MILLS
GILEAD SCIENCES
GLOBAL NOMADS GROUP
GREENHECK FAN
CORPORATION
HONEYWELL
HUNGRY PANDA
INSTITUTE OF EDUCATION
TSINGHUA UNIVERSITY
INTEL CORPORATION

INTELLIPRO GROUP
INTERNATIONAL DAIRY
QUEEN
INTRICON
JACK LINK'S PROTEIN
SNACKS
KINDEVA DRUG DELIVERY
LAND O'LAKES
LAWRENCE KENSHIN
STRIKING BREAKDOWNS
LENOVO
MERCER
MERCHANTS FLEET
MICROSOFT CORPORATION
MILLIPORESIGMA
MINNESOTA JUDICIAL
BRANCH

NESTLE
NVENT
OPEN BOOK
COMMUNICATIONS
PAYPAL, INC.
PCONLINE365
PEPSICO
PHILLIPS AND TEMRO
PIZZA LUCE
POLARIS INDUSTRIES
RAYTHEON TECHNOLOGIES
REIZ WEALTH
MANAGEMENT LLC
ROSENBAUER AMERICA
TENCENT
THERMO KING

TIERNEY & TROX
TRANSFAR
TRAVELERS
TSMC
U.S. BANK
ULTRALOX
UNITED SOFTWARE
CORPORATION
UNITED STATES
DEPARTMENT OF
AGRICULTURE
UNITEDHEALTH GROUP
UNIVERSITY OF MINNESOTA
WHIRLPOOL CORPORATION
WINIT INFORMATION
TECHNOLOGY CO. LTD
WINNEBAGO INDUSTRIES

**Bold companies were top hirers in 2022*

Common Job Titles

HUMAN RESOURCES LEADERSHIP
DEVELOPMENT PROGRAM
HUMAN RESOURCES SPECIALIST
HUMAN RESOURCES BUSINESS PARTNER
HUMAN RESOURCES ASSOCIATE



“

The Carlson Business Career Center
does an outstanding job helping us
throughout the recruiting process.

MHRIR RECRUITING PARTNER

Internship Report



HOURLY RATE RANGE*

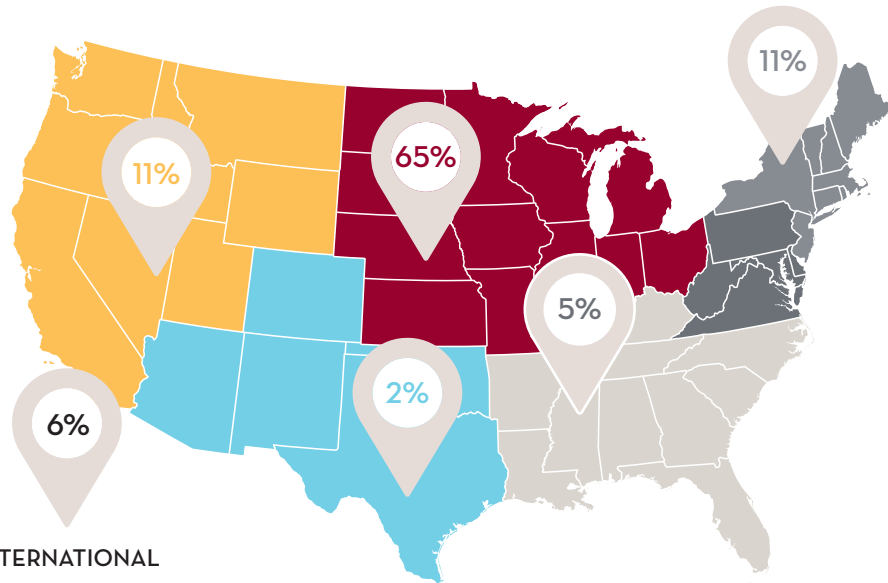
Median
\$31.13

\$18.00

\$43.20

\$31.75 with U.S. work authorization

WHERE STUDENTS ACCEPTED INTERNSHIPS



BY INDUSTRY	PERCENT	MEDIAN RATE
Manufacturing	16%	\$31.50
Technology	16%	\$32.50
Consumer Packaged Goods	14%	\$34.00
Healthcare	11%	\$32.45
Consulting	5%	N/A
Media & Entertainment	5%	N/A
Transportation & Logistics	5%	N/A
Non-Profit	5%	N/A
Other (incl. Financial Services, Government, Energy, Real Estate, Retail)	22%	\$32.00

6% INCREASE FROM 2021!

*Based on usable wage information from 70% of students with accepted internship offers

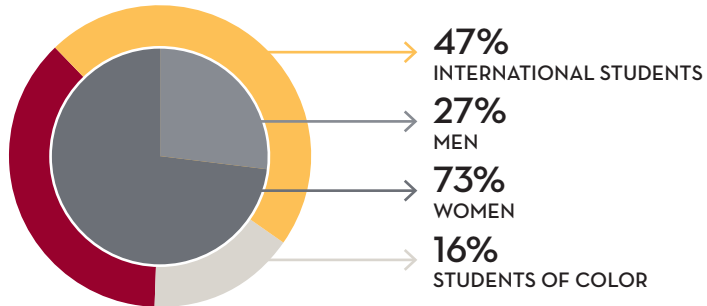
48

STUDENTS

43

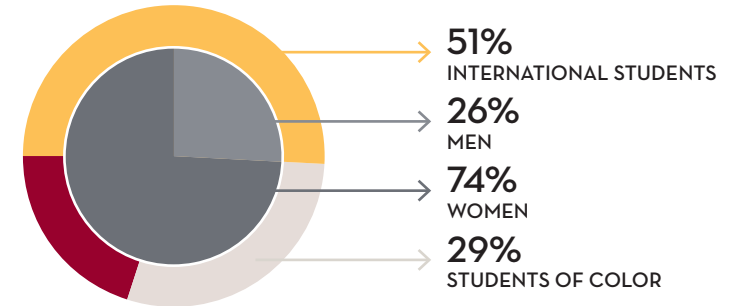
STUDENTS SEEKING INTERNSHIPS

CLASS OF 2023



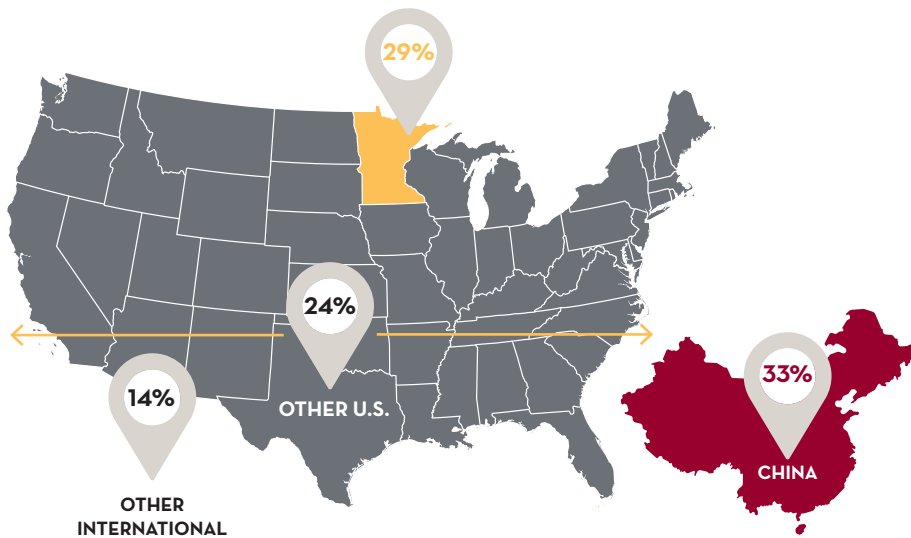
AVERAGE UNDERGRADUATE GPA **3.43**
AVERAGE FULL-TIME WORK EXPERIENCE **2.1 YEARS**

CLASS OF 2024

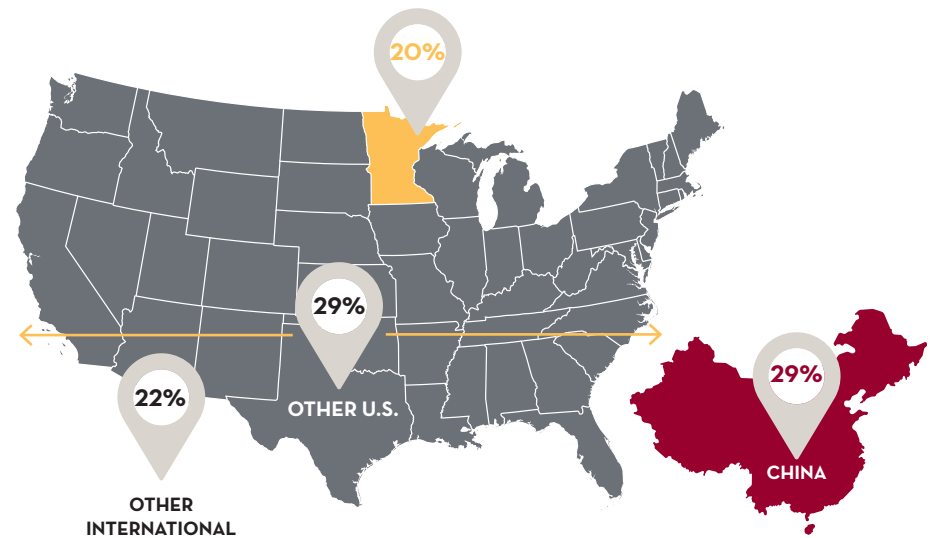


AVERAGE UNDERGRADUATE GPA **3.55**
AVERAGE FULL-TIME WORK EXPERIENCE **1.8 YEARS**

GEOGRAPHIC REPRESENTATION



GEOGRAPHIC REPRESENTATION





CARLSON SCHOOL
OF MANAGEMENT

UNIVERSITY OF MINNESOTA

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

321 Nineteenth Avenue South, Suite 1-110
Minneapolis, Minnesota 55455-0438

The University of Minnesota is an equal opportunity educator and employer.