

**CLASS OF 2024**

# ***FULL-TIME MBA EMPLOYMENT REPORT***



**DARDEN SCHOOL  
of BUSINESS**

**Table 1.A - The Graduating Class**

Work Authorization Categories	Permanent Work Authorization	Non-Permanent Work Authorization	Total Full-Time MBA Graduates
SEEKING EMPLOYMENT	209	117	326
NOT SEEKING EMPLOYMENT			
Company-sponsored or already employed	0	1	1
Continuing education	2	0	3
Postponing job search	2	0	2
Starting a new business	8	0	8
Not seeking for other reasons	1	0	1
TOTAL NOT SEEKING EMPLOYMENT	13	1	15
NO RECENT INFORMATION AVAILABLE	0	0	0
<b>TOTAL GRADUATES</b>	<b>222</b>	<b>118</b>	<b>341</b>

Notes:

- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- "Permanent Work Authorization" is defined as the student being a citizen or permanent resident of the country where attending school.
- Students who have not reported a work authorization are included in the totals, but not in the breakdowns.

**Table 2.A - Timing of First Job Offers**

	Total Seeking Employment	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	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Permanent Work Authorization	209	182	87.1%	17	8.1%	10	4.8%
Non-Permanent Work Authorization	117	100	85.5%	4	3.4%	13	11.1%
<b>Total Graduates Seeking Employment</b>	<b>326</b>	<b>282</b>	<b>86.5%</b>	<b>21</b>	<b>6.4%</b>	<b>23</b>	<b>7.1%</b>

**Table 2.B - Timing of First Job Acceptances**

	Total Seeking Employment	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	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Permanent Work Authorization	209	175	83.7%	18	8.6%	16	7.7%
Non-Permanent Work Authorization	117	97	82.9%	4	3.4%	16	13.7%
<b>Total Graduates Seeking Employment</b>	<b>326</b>	<b>272</b>	<b>83.4%</b>	<b>22</b>	<b>6.7%</b>	<b>32</b>	<b>9.8%</b>

Notes:

- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- The number of students listed under "Total Seeking Employment" does not include students which are company-sponsored, continuing education, postponing job search, starting a new business, or not seeking for other reasons.
- "Permanent Work Authorization" is defined as the student being a citizen or permanent resident of the country where attending school.
- Students who have not reported a work authorization are included in the totals, but not in the breakdowns.
- Students who have reported an accepted offer with an unknown acceptance date are counted as having not reported by three months after graduation.

**Table 3.A - Primary Source of Full-Time Job Acceptances**

Source of Full-Time Job Acceptances	Number	Percent
<b>SCHOOL-FACILITATED ACTIVITIES:</b>		
Scheduled Interviews on or off campus for full-time employment	15	5.1%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	8	2.7%
Conversion of Internship; Internship obtained through School sources	172	58.5%
Job Postings on school career systems, resume books, resume referrals by career center	22	7.5%
Other School-facilitated source	7	2.4%
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, treks, club events, class projects)	9	3.1%
<b>TOTAL SCHOOL-FACILITATED ACTIVITIES</b>	<b>233</b>	<b>79.3%</b>
<b>GRADUATE-FACILITATED ACTIVITIES:</b>		
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	38	12.9%
Conversion of internship; internship obtained through graduate-initiated sources	8	2.7%
Online job postings (i.e. social media/LinkedIn, Indeed, company websites)	15	5.1%
Other graduate-facilitated sources	0	0%
<b>TOTAL GRADUATE-FACILITATED ACTIVITIES</b>	<b>61</b>	<b>20.7%</b>
<b>TOTAL</b>	<b>294</b>	<b>100%</b>

Notes:

- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.

## Table 4.A - Compensation Report

### BASE SALARY

	Number Reporting Base Salary Information	Percent Reporting Base Salary <sup>1</sup> Information	Mean	Median	Low	High
Permanent Work Authorization	184	95.3%	\$163,261	\$175,000	\$33,849	\$225,000
Non-Permanent Work Authorization	97	96.0%	\$164,559	\$175,000	\$58,840	\$204,881
<b>Total Reporting Base Salary</b>	<b>281</b>	<b>95.6%</b>	<b>\$163,710</b>	<b>\$175,000</b>	<b>\$33,849</b>	<b>\$225,000</b>

(1) Divides number of students reporting Base Salary by the number of students reporting accepting a position.

### SIGNING/STARTING BONUS

	Number Reporting Signing/Starting Bonus Information	Percent Reporting Signing/Starting Bonus <sup>2</sup> Information	Mean	Median	Low	High
Permanent Work Authorization	164	89.1%	\$32,966	\$30,000	\$5,000	\$110,200
Non-Permanent Work Authorization	83	85.6%	\$37,717	\$30,000	\$5,000	\$92,400
<b>Total Reporting Signing/Starting Bonus</b>	<b>247</b>	<b>87.9%</b>	<b>\$34,562</b>	<b>\$30,000</b>	<b>\$5,000</b>	<b>\$110,200</b>

(2) Divides number of students reporting useable Signing/Starting Bonus information by the number of students providing base salary information.

#### Notes:

- The percentage of students for whom there is usable salary information is 95.6%.
- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- All compensation statistics do not include values where the student entered \$0 or did not respond.
- Students who have not reported a work authorization are included in the totals, but not in the breakdowns.

**Table 4.B - Compensation by Professional Functions**

Function	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent					
Consulting	129	43.9%	127	\$179,785	\$190,000	\$80,347	\$210,000
Finance/Accounting	85	28.9%	83	\$159,159	\$175,000	\$95,000	\$220,000
General Management	38	12.9%	33	\$142,197	\$140,000	\$100,000	\$175,000
Human Resources	1	0.3%	1	I/D	I/D	I/D	I/D
Marketing/Sales	19	6.5%	17	\$123,241	\$120,000	\$47,000	\$169,500
Information Technology	9	3.1%	9	\$150,589	\$150,000	\$120,000	\$180,000
Operations/Logistics	8	2.7%	7	\$140,714	\$150,000	\$110,000	\$160,000
Other	5	1.7%	4	\$172,212	\$215,000	\$33,849	\$225,000
<b>Total Reporting</b>	<b>294</b>	<b>100%</b>	<b>281</b>	<b>\$163,710</b>	<b>\$175,000</b>	<b>\$33,849</b>	<b>\$225,000</b>

Notes:

- The percentage of students for whom there is usable salary information is 95.6%.
- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- I/D refers to instances with insufficient data. MBA Standard guidelines require a minimum of three data points for each category and that the number of data points is equal to or greater than one percent of full-time graduates seeking employment. Data points not meeting both requirements will still display the number of employed graduates, but will show "I/D" for all salary calculations.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Function are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

**Table 4.C - Compensation by Industries**

Industry	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Consulting	125	42.5%	124	\$181,322	\$190,000	\$80,347	\$210,000
Consumer Packaged Goods	8	2.7%	7	\$125,000	\$127,000	\$120,000	\$128,000
Energy	5	1.7%	5	\$135,600	\$140,000	\$98,000	\$150,000
Financial Services	78	26.5%	78	\$161,836	\$175,000	\$95,000	\$220,000
Government	1	0.3%	1	I/D	I/D	I/D	I/D
Healthcare (Including Products and Services)	15	5.1%	14	\$140,357	\$137,500	\$120,000	\$175,000
Manufacturing	7	2.4%	7	\$122,691	\$125,000	\$58,840	\$155,000
Media/Entertainment	1	0.3%	1	I/D	I/D	I/D	I/D
Non-Profit/Education	1	0.3%	1	I/D	I/D	I/D	I/D
Real Estate	4	1.4%	3	\$125,000	\$120,000	\$100,000	\$155,000
Retail	11	3.7%	9	\$143,333	\$145,000	\$130,000	\$175,000
Technology	26	8.8%	22	\$146,948	\$150,000	\$110,000	\$180,000
Transportation and Logistics Services	8	2.7%	6	\$123,167	\$120,000	\$120,000	\$130,000
Other	4	1.4%	3	\$218,333	\$215,000	\$215,000	\$225,000
<b>Total Reporting</b>	<b>294</b>	<b>100%</b>	<b>281</b>	<b>\$163,710</b>	<b>\$175,000</b>	<b>\$33,849</b>	<b>\$225,000</b>

Notes:

- The percentage of students for whom there is usable salary information is 95.6%.
- The following Industry values were excluded due to having no data points: Hospitality.
- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- I/D refers to instances with insufficient data.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Industry are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

**Table 4.D - World Region Breakdown**

World Region	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Africa	0	0%	0	I/D	I/D	I/D	I/D
Asia	6	2.0%	6	\$127,065	\$126,829	\$33,849	\$204,881
Europe	2	0.7%	1	I/D	I/D	I/D	I/D
Latin America & the Caribbean	3	1.0%	2	I/D	I/D	I/D	I/D
North America	283	96.3%	272	\$165,444	\$175,000	\$47,000	\$225,000
Oceania	0	0%	0	I/D	I/D	I/D	I/D
<b>Total Reporting</b>	<b>294</b>	<b>100%</b>	<b>281</b>	<b>\$163,710</b>	<b>\$175,000</b>	<b>\$33,849</b>	<b>\$225,000</b>

Notes:

- The percentage of students for whom there is usable salary information is 95.6%.
- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- I/D refers to instances with insufficient data.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Region are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.



**Table 4.F - Compensation by Region: Asia**

Asian Sub-regions	Graduates Accepting New Employment	
	Number	Percent
Central Asia	0	0%
Eastern Asia	2	0.7%
Southern Asia	0	0%
South-Eastern Asia	2	0.7%
Western Asia	2	0.7%
<b>Total Asia</b>	<b>6</b>	<b>2.0%</b>

Notes:

- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.

**Table 4.G - Compensation by Region: Europe**

European Sub-regions	Graduates Accepting New Employment	
	Number	Percent
Eastern Europe	1	0.3%
Northern Europe	0	0%
Southern Europe	0	0%
Western Europe	1	0.3%
<b>Total Europe</b>	<b>2</b>	<b>0.7%</b>

Notes:

- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.

**Table 4.H - Compensation by Region: Latin America & The Caribbean**

Latin America & the Caribbean	Graduates Accepting New Employment	
	Number	Percent
Caribbean	0	0%
Central America	1	0.3%
South America	2	0.7%
<b>Total Latin America &amp; the Caribbean</b>	<b>3</b>	<b>1.0%</b>

Notes:

- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.

**Table 4.1 - Compensation by Region: North America**

North American Sub-regions	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Bermuda	0	0%	0	I/D	I/D	I/D	I/D
Canada	0	0%	0	I/D	I/D	I/D	I/D
Greenland	0	0%	0	I/D	I/D	I/D	I/D
St. Pierre & Miquelon	0	0%	0	I/D	I/D	I/D	I/D
<b>United States:</b>							
Mid-Atlantic	79	26.9%	75	\$161,566	\$175,000	\$90,000	\$215,000
Midwest	19	6.5%	19	\$164,789	\$175,000	\$120,000	\$210,000
Northeast	84	28.6%	80	\$170,600	\$175,000	\$120,000	\$225,000
South	39	13.3%	37	\$164,084	\$175,000	\$100,000	\$200,000
Southwest	38	12.9%	38	\$163,322	\$180,000	\$47,000	\$215,000
West	24	8.2%	23	\$166,391	\$175,000	\$125,000	\$192,000
<b>Total North America</b>	<b>283</b>	<b>96.3%</b>	<b>272</b>	<b>\$165,444</b>	<b>\$175,000</b>	<b>\$47,000</b>	<b>\$225,000</b>

Notes:

- The percentage of students for whom there is usable salary information is 96.1%.
- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- I/D refers to instances with insufficient data.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known North American Sub-regions are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

**Table 4.K - Compensation by Undergraduate Major**

Undergraduate Major	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
Technical	76	25.9%	74	\$160,910	\$172,500	\$33,849	\$200,000
Business	141	48.0%	134	\$164,365	\$175,000	\$47,000	\$210,000
Other	77	26.2%	73	\$165,345	\$175,000	\$58,840	\$225,000
<b>Total Reporting</b>	<b>294</b>	<b>100%</b>	<b>281</b>	<b>\$163,710</b>	<b>\$175,000</b>	<b>\$33,849</b>	<b>\$225,000</b>

Notes:

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- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- I/D refers to instances with insufficient data.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Undergraduate Major are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.

**Table 4.L - Compensation by Professional Experience**

Professional Experience	Graduates Accepting New Employment		Graduates Reporting Salary	Mean Base Salary	Median Base Salary	Low Base Salary	High Base Salary
	Number	Percent	Number				
One year or less	4	1.4%	1		I/D	I/D	I/D
More than one year, up to three years	13	4.4%	13	\$185,308	\$192,000	\$129,000	\$225,000
More than three years, up to five years	124	42.2%	120	\$164,070	\$175,000	\$100,000	\$220,000
More than five years	153	52.0%	147	\$161,313	\$175,000	\$33,849	\$204,881
<b>Total Reporting</b>	<b>294</b>	<b>100%</b>	<b>281</b>	<b>\$163,710</b>	<b>\$175,000</b>	<b>\$33,849</b>	<b>\$225,000</b>

Notes:

- The percentage of students for whom there is usable salary information is 95.6%.
- Only includes data for outcomes collected within 4 months of the latest graduation date of the student's graduation year.
- Only includes data for accepted jobs within 3 months of the student's graduation date.
- I/D refers to instances with insufficient data.
- Accepted offers without known salary information are included in the leftmost 'Graduates Accepting New Employment' column but are not included in the salary calculations.
- Accepted offers without known Professional Experience are excluded from all calculations.
- All compensation statistics do not include values where the student entered \$0 or did not respond.



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