

2023 **MBA**

EMPLOYMENT
REPORT

STANFORD GRADUATE SCHOOL OF BUSINESS | Career Management Center
BUSINESS



Employment Profiles ¹

All MBA Graduates

	Number	Percent ²
Seeking Employment	256	62%
Not Seeking Employment	152	37%
Company-Sponsored	30	7%
Continuing Education	11	3%
Postponing Job Search	1	<1%
Starting a New Business	101	25%
Not Seeking for Other Reasons	9	2%
No Recent Information Available	3	1%
Total Graduates	411	100%

¹ This report conforms to the MBA Career Services & Employer Alliance (CSEA), Standards Edition VI, for reporting MBA employment statistics. Employment information is self-reported and includes all students who graduated in the 12 months ending June 30, 2023. ² Percent total may not equal the sum of components due to rounding.

Timing of Job Offers

	Seeking Employment	Job Offers by Graduation ¹		Job Offers by 3 Months Post-Graduation ¹	
	Number	Number	Percent	Number	Percent
Total Graduates Seeking Employment	256	183	71%	228	89%

Timing of Job Acceptances

	Seeking Employment	Job Acceptance by Graduation ¹		Job Acceptances by 3 Months Post-Graduation ¹	
	Number	Number	Percent	Number	Percent
Total Graduates Seeking Employment	256	155	61%	209	82%

¹ “Graduation” is measured relative to each individual student’s graduation date. There are multiple graduation dates at Stanford GSB, though the vast majority of students in the Class of 2023 (380 of 411) graduated in Spring 2023.

Compensation Summary ¹

Base Salary ²

Number reporting Base Salary	As % of Number Reporting Job Acceptances	Median	Mean	25th Percentile	75th Percentile
186	89%	\$182,500	\$189,010	\$165,000	\$207,250

Expected Performance Bonus

Number reporting Expected Performance Bonus	As % of Number Reporting Base Salary	Median	Mean
127	68%	\$50,000	\$99,347

Signing Bonus

Number reporting Signing Bonus	As % of Number Reporting Base Salary	Median	Mean
91	49%	\$30,000	\$42,249

1. Compensation information is student-reported. Compensation data excludes students who are company-sponsored (7%) or starting a new business (25%), per standards set by the MBA Career Services & Employer Alliance (CSEA). International compensation is reported in U.S. dollars as calculated by students on the basis of prevailing exchange rates. 2. Base salary excludes bonuses, commissions, benefits, and perquisites.

Full-Time Job Acceptance Compensation by Industry ¹

Industry	Percent	Base Salary			Expected Bonus		Signing Bonus		
		Median	Mean	25th Percentile	75th Percentile	Median	Mean	Median	Mean
Automotive	1%	NA	NA	NA	NA	NA	NA	NA	NA
Consulting	15%	\$192,000	\$188,214	\$190,000	\$192,000	\$41,875	\$44,962	\$30,000	\$32,083
Consumer Products	3%	\$175,000	\$176,000	NA	NA	NA	NA	NA	NA
Energy	3%	\$177,500	\$168,100	NA	NA	NA	NA	NA	NA
Finance	38%	\$200,000	\$210,273	\$175,000	\$240,000	\$150,000	\$177,696	\$30,000	\$40,800
Investment Management	2%	\$175,000	\$197,000	NA	NA	\$150,000	\$165,000	NA	NA
Private Equity	18%	\$215,000	\$215,000	\$181,250	\$250,000	\$160,000	\$182,113	\$27,500	\$30,000
Venture Capital	13%	\$180,000	\$202,938	\$158,750	\$206,250	\$70,000	\$82,343	\$25,000	\$55,714
Other	5%	\$220,000	\$218,440	\$166,250	\$243,750	\$285,000	\$344,286	\$50,000	\$46,000
Health Care	4%	\$170,000	\$174,111	NA	NA	\$26,400	\$31,850	\$15,000	\$22,000
Media / Entertainment	2%	NA	NA	NA	NA	NA	NA	NA	NA
NonProfit	1%	NA	NA	NA	NA	NA	NA	NA	NA
Real Estate	2%	NA	NA	NA	NA	NA	NA	NA	NA
Technology	24%	\$177,500	\$178,673	\$155,213	\$200,000	\$22,793	\$34,739	\$25,000	\$23,462
Consumer	9%	\$180,000	\$182,824	\$165,000	\$200,000	\$28,750	\$31,450	\$30,000	\$29,000
Enterprise	10%	\$180,000	\$180,629	\$158,475	\$200,000	\$22,793	\$46,588	\$25,000	\$21,667
EdTech	1%	NA	NA	NA	NA	NA	NA	NA	NA
FinTech	2%	NA	NA	NA	NA	NA	NA	NA	NA
Other	3%	\$171,000	\$177,000	NA	NA	NA	NA	NA	NA
Other ²	5%	\$150,000	\$146,750	\$126,750	\$166,250	NA	NA	NA	NA
Total	100%	\$182,500	\$189,010	\$165,000	\$207,250	\$50,000	\$99,347	\$30,000	\$32,133

1 Compensation information is student-reported. Compensation data excludes students who are company-sponsored (7%) or starting a new business (25%), per standards set by the MBA Career Services & Employer Alliance (CSEA). Percentiles not reported for below 5% accepts. NA indicates fewer than five students. Percent total may not equal the sum of components due to rounding. Expected Performance Bonus was reported by 68% of those reporting salary. Signing Bonus was reported by 49% of those reporting salary. 2 Other includes Education, Government, Hospitality/Travel, Non-automotive Manufacturing, Retail, and Transportation & Logistics.

Compensation by Function ¹

Function	Percent	Base Salary				Expected Bonus		Signing Bonus	
		Median	Mean	25th Percentile	75th Percentile	Median	Mean	Median	Mean
Consulting	16%	\$192,000	\$186,110	\$190,000	\$192,000	\$43,750	\$53,179	\$30,000	\$32,083
Management Consulting	15%	\$192,000	\$188,214	\$190,000	\$192,000	\$41,875	\$44,962	\$30,000	\$32,083
Operations / Implementation	1%	NA	NA	NA	NA	NA	NA	NA	NA
Finance	34%	\$192,500	\$205,182	\$165,000	\$245,000	\$150,000	\$177,811	\$30,000	\$42,200
Investment / Portfolio Mgmt	6%	\$200,000	\$208,750	\$173,750	\$231,250	\$212,500	\$238,050	\$50,000	\$47,500
Private Equity	14%	\$215,000	\$221,074	\$175,000	\$250,000	\$225,000	\$230,854	\$25,000	\$30,000
Venture Capital	11%	\$175,000	\$196,214	\$155,000	\$200,000	\$80,000	\$93,690	\$25,000	\$52,587
Other	3%	\$165,000	\$157,917	NA	NA	\$38,750	\$47,500	NA	NA
General Management	29%	\$175,000	\$179,022	\$154,238	\$206,250	\$40,000	\$36,815	\$25,000	\$24,375
Business Ops / Strategy / Planning	17%	\$165,000	\$155,154	\$136,400	\$170,000	\$20,750	\$23,928	\$25,000	\$21,250
Chief of Staff	7%	\$180,000	\$199,615	\$175,000	\$200,000	\$40,000	\$38,417	NA	NA
General Mgmt / Rotational / Leadership	6%	\$215,000	\$210,417	\$203,750	\$221,250	\$50,000	\$50,000	NA	NA
Marketing / Sales	16%	\$180,000	\$178,738	\$160,000	\$200,000	\$27,250	\$39,393	\$15,000	\$18,500
Business Development	5%	\$171,000	\$167,750	\$147,500	\$180,000	\$27,000	\$40,560	NA	NA
Marketing / Brand / Growth Manager	2%	NA	NA	NA	NA	NA	NA	NA	NA
Product Management	7%	\$200,000	\$193,569	\$172,000	\$205,000	\$22,350	\$24,117	\$17,500	\$20,000
Sales / Customer Success / Revenue	2%	NA	NA	NA	NA	NA	NA	NA	NA
Other	4%	\$154,000	\$169,000	NA	NA	NA	NA	NA	NA
Total	100%	\$182,500	\$189,010	\$165,000	\$207,250	\$50,000	\$99,347	\$30,000	\$32,039

¹ Compensation information is student-reported. Compensation data excludes students who are company-sponsored (7%) or starting a new business (25%), per standards set by the MBA Career Services & Employer Alliance (CSEA). Percentiles not reported for below 5% accepts. NA indicates fewer than five students. The percent total may not equal the sum of components due to rounding. Expected Performance Bonus was reported by 68% of those reporting salary. Signing Bonus was reported by 49% of those reporting salary.

Locations For Full-Time Job Acceptance ¹

Location	Percent
Africa	1%
Asia, Australia, and Oceania	2%
Europe	1%
Latin America and Caribbean	1%
South America	2%
North America	93%
Mid-Atlantic	2%
Midwest	3%
Northeast	31%
South	3%
Southwest	3%
West	50%
Canada	<1%
Total	100%

Compensation by Location for Full-Time Job Acceptances ¹

Location	Base Salary	
	Median	Mean
United States	\$190,000	\$193,828
Rest of World	\$125,000	\$134,093

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Primary Source of Full-Time Job Acceptances ¹

Location	Percent
School-facilitated	54%
GSB Network	26%
GSB job board or resume book	9%
CMC-Managed Event/Activity/Interview	9%
Conversion of internship obtained through school sources	10%
Graduate-facilitated	46%
Non-GSB Network	28%
Non-GSB job board or resume book	3%
Conversion of internship obtained through graduate-initiated source	8%
Other student facilitated sources	6%
Total	100%

¹ Percent total may not equal the sum of components due to rounding.

Full-Time Entrepreneurs By Industry ¹

Industry	Percent
Agriculture	2%
Consumer Products	2%
Energy	4%
Finance	9%
Private Equity	3%
Venture Capital	3%
Other	2%
Health Care	12%
Media/Entertainment	3%
Real Estate	3%
Technology	49%
Consumer	17%
Enterprise	16%
FinTech	10%
Edtech	2%
Other	3%
Other	15%
Search Funds	12%
NonProfit	1%
Transportation & Logistics	1%
Other	1%
Total	100%

¹ Percent total may not equal the sum of components due to rounding.

Summer Employment Profiles

	Percent
Seeking Employment	69%
Accepted Employment	67%
Not Seeking Employment	17%
Company-Sponsored	1%
Starting a New Business	15%
Not Seeking for Other Reasons	1%
No Recent Information Available	14%
Total Graduates	100%

Summer Job Compensation by Industry ¹

Industry	Percent Accepts	Base Salary Per Month			
		Median	Mean	25th Percentile	75th Percentile
Agriculture	2%	\$5,708	\$5,796	NA	NA
Consulting	7%	\$15,833	\$14,454	\$15,750	\$15,833
Consumer Products	6%	\$7,683	\$7,112	\$7,092	\$8,625
Education	2%	NA	NA	NA	NA
Energy	4%	\$7,475	\$7,549	NA	NA
Finance	29%	\$8,667	\$9,755	\$7,373	\$12,917
Hedge Funds	2%	\$16,026	\$15,600	NA	NA
Investment Management	3%	\$8,667	\$8,779	NA	NA
Private Equity	6%	\$12,000	\$12,125	\$10,808	\$14,292
Venture Capital	15%	\$8,000	\$7,790	\$7,038	\$8,667
Other	3%	\$8,667	\$10,054	NA	NA
Government	2%	\$7,367	\$7,367	NA	NA
Health Care	8%	\$7,800	\$7,560	\$7,367	\$8,667
Hospitality / Travel	3%	NA	NA	NA	NA
Manufacturing	2%	\$7,583	\$9,210	NA	NA
Media / Entertainment	6%	\$6,033	\$6,232	\$5,200	\$7,583
Nonprofit	3%	\$7,475	\$7,583	NA	NA
Real Estate	2%	\$8,320	\$10,521	NA	NA
Retail	1%	NA	NA	NA	NA
Technology	23%	\$8,233	\$8,049	\$6,852	\$9,249
Consumer	7%	\$8,233	\$8,745	\$7,562	\$10,120
Enterprise	9%	\$8,233	\$8,256	\$5,817	\$9,078
EdTech	2%	\$7,800	\$6,033	NA	NA
FinTech	2%	\$7,000	\$6,932	NA	NA
Hardware	1%	NA	NA	NA	NA
Other	<1%	NA	NA	NA	NA
Other	1%	NA	NA	NA	NA
Total	100%	\$8,017	\$8,666	\$7,000	\$9,249

¹ The compensation table excludes students starting a new business. SMIF (Social Management Immersion Fund) provides financial support to MBA students who secure social or environmental purpose summer internships with nonprofits, government agencies, and social purpose businesses. SMIF is offered by the Center for Social Innovation. Compensation includes the SMIF stipend where applicable. The Entrepreneurial Summer Internship Program (ESIP) supports students in pursuing eligible opportunities with entrepreneurial organizations. ESIP is offered by the Center for Entrepreneurial Studies. Compensation includes the ESIP stipend where applicable. NA indicates fewer than five students. The percent total may not equal the sum of components due to rounding. Percentiles not reported for below 5% accepts.

Primary Source of Summer Job Acceptances ¹

Location	Percent
School-facilitated	78%
GSB Network	17%
GSB job board or resume book	10%
CMC-Managed Event/Activity/Interview	13%
Stipend Supported Internship	38%
Graduate-facilitated	22%
Non-GSB Network	9%
Non-GSB job board or resume book	1%
Pre-GSB Employer	3%
Other student facilitated sources	9%
Total	100%

¹ Percent total may not equal the sum of components due to rounding.

Other Interesting Employment Facts

- **38%** of graduating students launching a new venture or joining a startup are women.
- Highlights of stipend-supported summer opportunities:
 - 61 students participated in a [Global Management Immersion Experience](#) project
 - 38 students participated in a [Stanford Seed internship](#)
 - 10 students were supported by the [Entrepreneurial Summer Internship Program](#)
 - 16 students were supported by [Entrepreneurial Ecopreneurship](#)
 - 34 students were supported by the [Social Management Immersion Fund](#)
 - 30 students were supported by the [Botha Chan Innovation Program](#)
 - 20 students received an [Impact Design Immersion Fellowship](#)