



# 2023 FULL-TIME MBA EMPLOYMENT REPORT



**JOHNS HOPKINS**  
CAREY BUSINESS SCHOOL

# WELCOME

We are pleased to share the Johns Hopkins Full-time MBA Employment Report for the Class of 2023. This year, we continued to expand our in-person experiences and engagements, all while balancing a hybrid—and often virtual—recruiting process and workplace. Our students not only navigated the complexities of job markets and economic landscapes but emerged even more committed to their career goals and success. Our MBA students proved to be resilient and found great opportunities.

This year, 90 percent of the Class of 2023 secured full-time offers within 90 days of graduation. Over 41 percent of our graduates accepted a job through a school-facilitated activity, with consulting, health care, and financial services as the top industries for our graduates. These results are built on Johns Hopkins' strong partnerships with top employers such as Abbott, Cognizant, Morgan Stanley, and Vertex Pharmaceuticals.

While career advancement and change can be daunting, our graduates showed dedication to achieving career success by leveraging their experiences at Carey Business School to pivot and advance their careers. Through real-world experience, internships, experiential learning, and student leadership opportunities, our MBA graduates were prepared with the skills and knowledge needed to pursue their unique career goals.

Carey graduates truly embody our slogan, “build for what’s next®.” During their time at Carey, our graduates built the cutting-edge skillset needed to excel in their next destination—the global marketplace. Please take the time to explore our 2023 full-time MBA employment data to see the Carey difference at work.

Sincerely,



**Jenn Leard**

Director, Career & Life Design



**Corinne Brassfield**

Director, Employer Relations

# 2023 Full-Time MBA Employment Report Overview

90%

**ACCEPTED FULL-TIME OFFERS\***

\$118,758

**AVERAGE BASE SALARY\*\***

\$24,048

**AVERAGE SIGNING BONUS\*\***

\$23,189

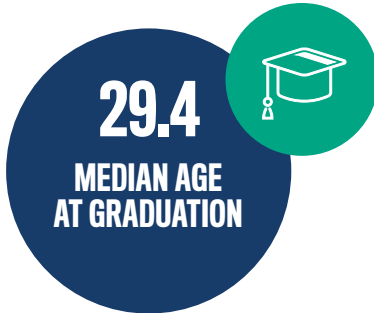
**AVERAGE ADDITIONAL GUARANTEED COMPENSATION\*\***

\*Of graduates seeking employment. Within 90 days of graduation.  
\*\*For percentages of compensation reported, please see footnotes on page 5. Values are rounded to the nearest whole dollar.

# 2023 Full-Time MBA Employment Report

## Demographics and employment

### DEMOGRAPHICS:



### EMPLOYMENT STATISTICS:

Category	Category subgroup	All graduates		Non-permanent resident		U.S. citizen or permanent resident	
		Count	Percent	Count	Percent	Count	Percent
Seeking	Accepted full-time offer	55	90%	24	83%	31	97%
	Still seeking	6	10%	5	17%	1	3%
	<b>Group subtotal (percentage out of grand total)</b>	<b>61</b>	<b>84%</b>	<b>29</b>	<b>71%</b>	<b>32</b>	<b>100%</b>
Not seeking	Company sponsored	2	25%	2	25%	0	0%
	Not seeking for other reasons	4	50%	4	50%	0	0%
	Starting a new business	2	25%	2	25%	0	0%
	<b>Group subtotal (percentage out of grand total)</b>	<b>8</b>	<b>11%</b>	<b>8</b>	<b>20%</b>	<b>0</b>	<b>0%</b>
No information available	N/A	4	100%	4	100%	0	0%
	<b>Group subtotal (percentage out of grand total)</b>	<b>4</b>	<b>5%</b>	<b>4</b>	<b>10%</b>	<b>0</b>	<b>0%</b>
<b>Grand total</b>		<b>73</b>	<b>100%</b>	<b>41</b>	<b>100%</b>	<b>32</b>	<b>100%</b>

\*Within 90 days of graduation of those seeking employment.

# 2023 Full-Time MBA Employment Report

## Compensation

**\$118,758**

**AVERAGE  
BASE  
SALARY**

### BASE SALARY\*:

#### Graduates reporting base salary

Work authorization status	Count	Average	Median	Low	High
U.S. citizen or permanent resident	27	\$122,789	\$130,000	\$70,000	\$235,000
Non-permanent resident	10	\$107,874	\$110,000	\$41,600	\$192,000
<b>Total graduates</b>	<b>37</b>	<b>\$118,758</b>	<b>\$130,000</b>	<b>\$41,600</b>	<b>\$235,000</b>

\*Of 55 graduates who reported accepting a full time offer, 37 (67%) shared base salary information. Values have been rounded to the nearest whole dollar amount.

### SIGNING BONUS\*:

#### Graduates reporting signing bonus

Work authorization status	Count	Average	Median	Low	High
U.S. citizen or permanent resident	16	\$24,563	\$25,000	\$3,000	\$50,000
Non-permanent resident	5	\$22,400	\$20,000	\$10,000	\$35,000
<b>Total graduates</b>	<b>21</b>	<b>\$24,048</b>	<b>\$20,000</b>	<b>\$3,000</b>	<b>\$50,000</b>

\*Of 55 graduates who reported accepting a full time offer, 21 (38%) reported receiving a signing bonus. Values have been rounded to the nearest whole dollar amount.

### OTHER GUARANTEED COMPENSATION\*:

#### Graduates reporting other guaranteed compensation

Work authorization status	Count	Average	Median	Low	High
U.S. citizen or permanent resident	7	\$21,957	\$13,000	\$3,000	\$80,000
Non-permanent resident	2	-	-	-	-
<b>Total graduates</b>	<b>9</b>	<b>\$23,189</b>	<b>\$13,500</b>	<b>\$3,000</b>	<b>\$80,000</b>

\*Of 55 graduates who reported accepting a full time offer, 9 (16%) reported other compensation. Values have been rounded to the nearest whole dollar amount.

# 2023 Full-Time MBA Employment Report

## Career development resources

Career & Life Design at Johns Hopkins Carey Business School partners with students through transformational methods and holistic life design concepts to empower them to realize and achieve their full professional and leadership potential. The Career & Life Design team offers customized career and leadership coaching, education, resources, mentoring, and networking opportunities in person in Baltimore and Washington, D.C., and virtually, in partnership with the Carey Employer Relations team, to support students' career preparation, advancement, and transition. Our resources include:

- » Interests, values, skills, and exploration assessments
- » Professional brand and storytelling development
- » Tailored resume, cover letter, and LinkedIn profile support
- » Internship and job search management
- » Interview preparation and confidence building
- » Big picture career and professional goal setting, including career transition and management

### PROFESSIONAL DEVELOPMENT FOR CAREER SUCCESS

This experience-based course is designed to help first-year, full-time MBA students develop the skills needed to accomplish their professional goals and build career management skills to navigate the changing world of work and the global marketplace. As a required course, all students engage in in-class discussions and interactive career skills workshops to practice course content, collaborate, and learn best practices from colleagues, instructors, and invited guests. Throughout this course, students interact and engage with peers, coaches and employer relations team members, alumni, and industry professionals.

### COACHING

Upon admission to the program, full-time MBA students partner with a professional career coach to engage in a thought-provoking and creative process that helps inspire and empower them to work toward their unique career and professional goals. Career coaching at Carey helps students gain greater focus, increase awareness of self and career options, and set and work toward professional goals. Collaborative coaching sessions with career coaches and industry experts in employer relations help support students in building industry-specific search and networking strategies.

### ALUMNI AND INDUSTRY CONNECTIONS

Led by the Employer Relations team, students have access to networking, internship, and job opportunities throughout their Carey experience and beyond, including:

- » Extensive internship/ job postings throughout Handshake and weekly 'Hot Jobs' emails
- » Industry Insider office hours and industry roundtables
- » Employer information sessions
- » Support to attend affinity and industry career conferences
- » Annual MBA Corporate Networking Breakfast

# 2023 Full-Time MBA Employment Report

## Salary by function and industry



### BASE SALARY BY PROFESSIONAL FUNCTION:

#### Graduates accepting new employment

Professional function	Count	Average	Median	Low	High
Consulting	11	\$134,636	\$140,000	\$77,000	\$192,000
Finance/Accounting	3	\$63,787	\$45,760	\$41,600	\$104,000
General management	1	-	-	-	-
Information technology	1	-	-	-	-
Marketing/Sales	5	\$105,235	\$115,000	\$72,800	\$130,000
Operations/Logistics	10	\$127,050	\$135,000	\$90,000	\$140,000
Other	6	\$119,167	\$102,500	\$70,000	\$235,000
<b>Total graduates</b>	<b>37</b>	<b>\$118,758</b>	<b>\$130,000</b>	<b>\$41,600</b>	<b>\$235,000</b>

\*Salaries in functions with less than three reported salaries are not displayed.

### BASE SALARY BY INDUSTRY:

#### Graduates accepting new employment

Professional industry	Count	Average	Median	Low	High
Consulting	7	\$142,000	\$140,000	\$110,000	\$192,000
Consumer packaged goods	1	-	-	-	-
Financial services	6	\$89,393	\$89,500	\$41,600	\$140,000
Government	1	-	-	-	-
Health care (including Products and Services)	16	\$127,488	\$132,500	\$70,000	\$235,000
Manufacturing	2	-	-	-	-
Nonprofit	1	-	-	-	-
Technology	2	-	-	-	-
Other	1	-	-	-	-
<b>Total graduates</b>	<b>37</b>	<b>\$118,758</b>	<b>\$130,000</b>	<b>\$41,600</b>	<b>\$235,000</b>

\*Salaries in industries with less than three reported salaries are not displayed.

# 2023 Full-Time MBA Employment Report

## Average base salary by region



### BREAKDOWN BY WORLD REGION:

#### Graduates accepting new employment

World region	Count	Percent
Europe	1	3%
North America	36	97%
<b>Total graduates</b>	<b>37</b>	<b>100%</b>



### BASE SALARY BY NORTH AMERICAN GEOGRAPHIC REGION:

#### Graduates accepting new employment

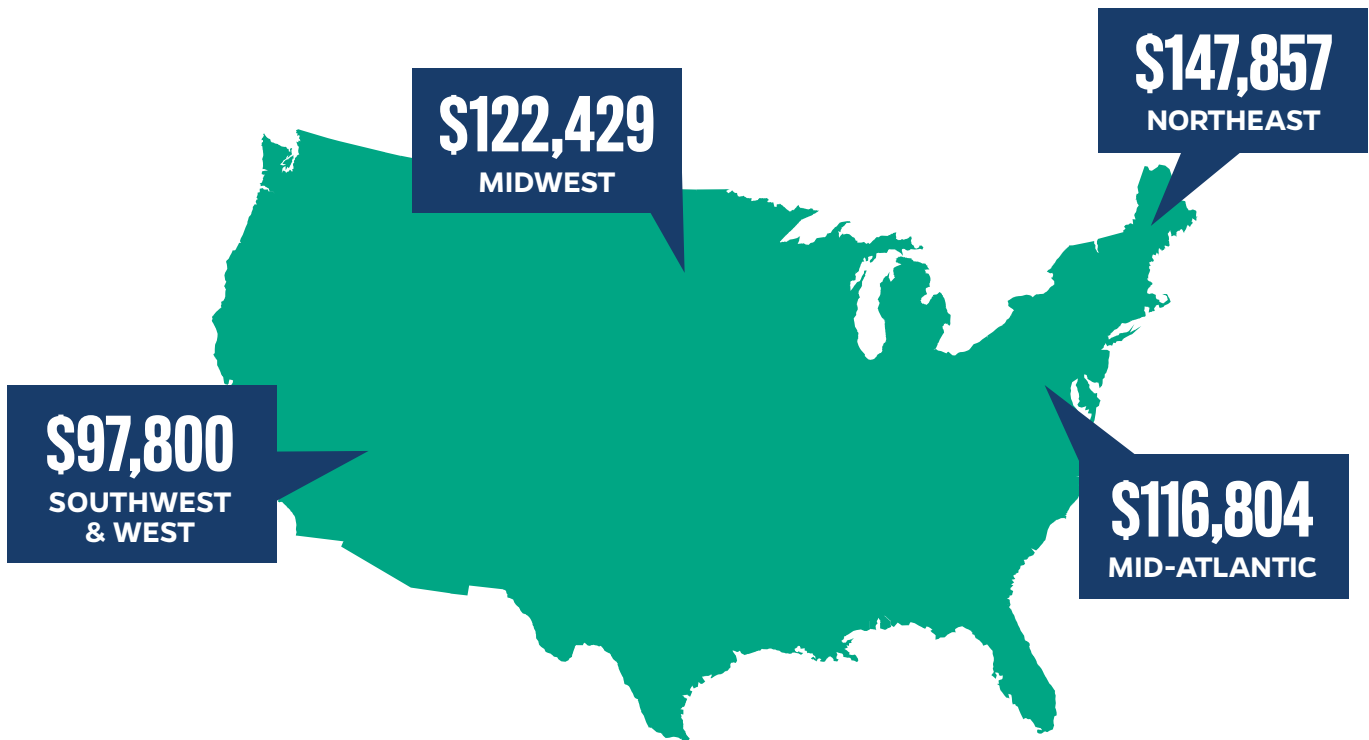
United States	Count	Average	Median	Low	High
Mid-Atlantic	14	\$116,804	\$118,750	\$45,760	\$192,000
Midwest	7	\$122,429	\$130,000	\$77,000	\$150,000
Northeast	7	\$147,857	\$140,000	\$115,000	\$235,000
Southwest & West	8	\$97,800	\$102,000	\$41,600	\$135,000
<b>Total graduates</b>	<b>36</b>	<b>\$119,713</b>	<b>\$130,000</b>	<b>\$41,600</b>	<b>\$235,000</b>

\*Salaries in regions with one individual reporting were grouped with neighboring regions to protect data privacy.



## 2023 Full-Time MBA Employment Report

### Average base salary by region



### Class of 2022-2023 profile stats



**3.27**

AVERAGE  
UNDERGRADUATE  
GPA



**678**

AVERAGE  
GMAT SCORE



**321**

AVERAGE  
GRE SCORE



**29.4**

MEDIAN AGE  
AT GRADUATION



**26**

COUNTRIES  
REPRESENTED

# 2023 Full-Time MBA Employment Report

## Employers

### SELECT ORGANIZATIONS HIRING 2023 FULL-TIME MBA GRADUATES:

Abbott

ATI Advisory

Baltimore Homecoming

Booz Allen Hamilton

Cognizant

Cummins

Guidehouse

Humana

JPMorgan Chase & Co.

Manatt Health Strategies

McKinsey & Company

Medtronic

Microsoft

Morgan Stanley

Riggle Capital

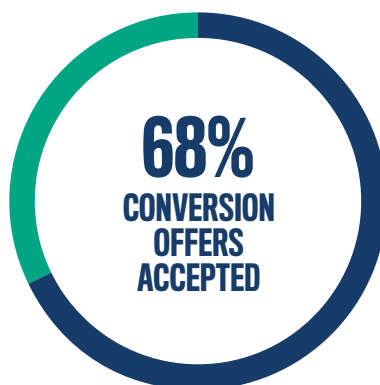
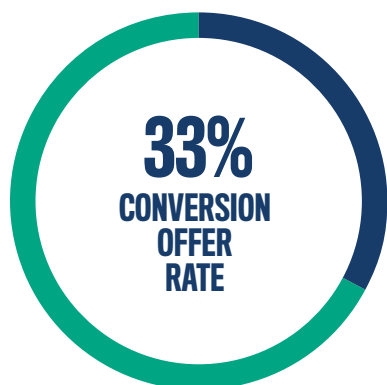
T. Rowe Price

Vertex Pharmaceuticals



## 2023 Full-Time MBA Employment Report

### Internship conversion offers



#### EMPLOYERS WITH ACCEPTED CONVERSION OFFERS:

Abbott

BCG

Chartis Group

Citi Bank

Cognizant

Cummins

Curevo

Manatt Health Strategies

Medtronic

JBS International

JPMorgan Chase & Co.

”

“I was struck by how strategic the career team was with me. They felt a pre-MBA internship would prepare me for the fall internship interviews since I would then have concrete experience under my belt. That set me up to secure a fellowship and empowered me in my summer internship and full-time interview processes.”



**JON ILANI**

MBA '23

Senior Business Development  
Associate, Medtronic

## 2023 Full-Time MBA Employment Report

# Additional student career resources

The Career & Life Design and Employer Relations teams partner to provide multiple resources for students to prepare for career advancement and transition, and to connect with employers for future career growth. Preparation and industry events include but are not limited to career skills workshops, alumni mock interviews, industry overviews and roundtables, job search collective, networking sessions and panel discussions, employer recruitment sessions, and the annual MBA Corporate Networking Breakfast. Upon registering for classes, students have immediate access to multiple online resources, including Handshake and Carey Career Resources on Demand.

### HANDSHAKE RESOURCES:

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- » Schedule virtual and in-person career coaching appointments
- » Access employer-engagement and recruitment events
- » Apply for internships and jobs
- » Connect with recruiters and company contacts
- » Access other exclusive resources, including Career Resources on Demand content library, CaseCoach interview prep tool, VMock AI resume support tool, Interstride International Student career resource, and much more

**ON AVERAGE, 14,600  
FULL-TIME JOBS WERE  
POSTED ON  
HANDSHAKE EACH  
MONTH IN  
2022-2023.**

A 57% INCREASE  
YEAR-OVER-YEAR

”

“My career coach was a true partner in my journey. I started working with her before the program even started. She was extremely instrumental in the internship process by helping me craft materials like my cover letter and resume, overall story and pitch, and connecting me to relevant alumni.”



**MEHAQUE KOHLI**  
MBA '23  
Associate Product Manager,  
Abbott

# 2023 Full-Time MBA Employment Report

## Source of job offers



### SCHOOL-FACILITATED ACTIVITIES:

School-facilitated	Count	Percent*
Career center activity	4	11.8%
Career center job posting	3	8.8%
Conversion of internship	4	11.8%
Other	1	2.9%
School network/resources	2	5.9%
<b>Total graduates</b>	<b>14</b>	<b>41.2%</b>

### SELF-FACILITATED ACTIVITIES:

Self-facilitated	Count	Percent*
Conversion of internship	2	5.9%
Online posting	4	11.8%
Other	7	20.6%
Personal contact	7	20.6%
<b>Total graduates</b>	<b>20</b>	<b>58.8%</b>

\*Of the 34 graduates who accepted full-time employment and shared how their role was facilitated.

# 2023 Full-Time MBA Employment Report

## Class of 2024 Full-Time MBA internships (Summer 2023)

### AVERAGE HOURLY RATE FOR TOP INDUSTRIES:

Industry	Rate*
Financial services	\$57.32
Health care (including products and services)	\$45.87

\*35 of the 44 (80%) students accepting internships reported compensation in USD. When necessary, hourly wage was calculated based on compensation schedules and reported hours per week.

### INTERNSHIPS BY INDUSTRY:

Industry	Percent
Consulting	5%
Financial services	18%
Health care (including products and services)	60%
Nonprofit	3%
Other	5%
Real estate	3%
Retail	3%
Technology	5%

\*40 of the 44 (91%) students accepting internships reported industry.

# 96%

OF STUDENTS SEEKING AN  
INTERNSHIP ACCEPTED ONE

# \$44.48

AVERAGE HOURLY  
INTERNSHIP RATE

”

“When applying for summer associate roles, I leveraged the Career & Life Design team for resume reviews, cover letter critiques, and interview preparation. I received an offer for a summer role, and I firmly believe this outcome was only possible because of my active engagement with the programming and resources available at Carey.”



**LUKE HARTLINE**  
MBA '24

# 2023 Full-Time MBA Employment Report

## Class of 2024 Full-Time MBA internships (Summer 2023)

### SELECT ORGANIZATIONS THAT HIRED FULL-TIME MBA SUMMER INTERNS:

- » Abbott
- » Amazon
- » Becton, Dickinson and Company
- » Johns Hopkins Health System
- » Edward Jones
- » EY
- » McKinsey & Company
- » Medtronic
- » Merck
- » Riggle Capital
- » Salesforce

### INTERNSHIPS BY FUNCTION\*:

Function	Percent
Administration	3%
Business development	10%
Consulting	13%
Data and analytics	3%
Entrepreneurship	5%
Finance	21%
Health care services	10%
Marketing/brand management	3%
Marketing/general	8%
Operations/production	10%
Product/project management	8%
Quality assurance	3%
Research	3%
Other	3%

\*39 of the 44 (89%) students accepting internships reported function.



“The Career & Life Design and Employer Relations teams were a guiding principle for my career search, giving tailored advice to fit my best interests. They connected me with alumni in the Carey network who became great mentors as I navigated through my career journey. From day one, the team provided a support system that I could always rely on to make the best out of my time at Carey.”



**YUNA NAKAYASU**  
MBA/MPH '24



FOR MORE INFORMATION:

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