



daytime mba
EMPLOYMENT REPORT

DUKE
FUQUA
SCHOOL OF BUSINESS

2024

hello

I am pleased to share our 2023-2024 MBA Employment Report, which tells a story of resilience and achievement. In a year marked by significant market recalibration and rapidly changing recruitment and hiring practices, our Class of 2024 has demonstrated exceptional adaptability and strength—not really surprising, given that these are hallmarks of every Fuqua graduate.

In a tough year, the headlines are compelling: the vast majority of our MBA graduates—85 percent—received job offers within three months of graduation, with 82 percent accepting positions. Even more notably, our graduates’ skills earned an impressive level of reward, matching the previous year’s record-high median compensation package of \$175,000 in salary and \$30,000 in signing bonuses. These achievements are particularly significant given the reduced hiring in traditional MBA sectors like consulting and technology. Employers recognize what Fuqua graduates bring to the table is worth every penny.

What’s especially encouraging is how our students navigated this challenging landscape. Some succeeded in competitive sectors despite reduced opportunities, while others skillfully

pivoted to emerging areas. A number of our students set off on entrepreneurial paths; still others rode the wave of longer and later hiring timelines and continued their job search after graduation to find niche roles that aligned with their unique goals and interests, whether in smaller to mid-size companies or emerging industries. Our students learn that success extends well beyond reporting deadlines, and the timing of an offer does not define its quality—the “right” fit comes at different points in any job search process.

Through it all, our Career Management Center’s emphasis on the custom job search and deep engagement with the broader Duke alumni network have proven invaluable. Team Fuqua supports our students not only during their academic journey, but for a career lifetime.

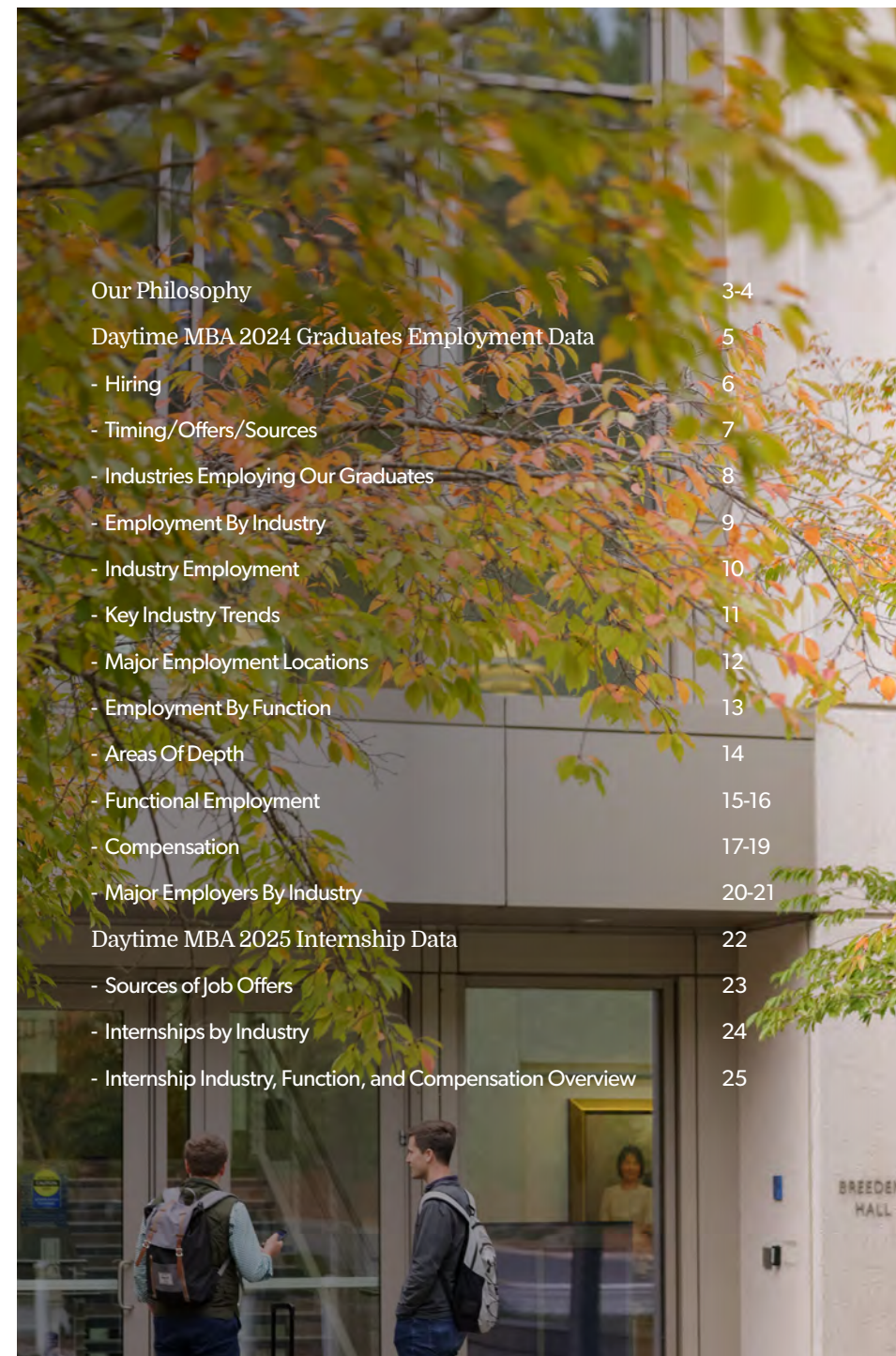
The Class of 2024’s journey reflects individual determination, the enduring value of our MBA program, and the strength of our career development approach. Even as the business landscape continues to evolve, the foundational skills and networks our graduates acquire at Fuqua remain as valuable and rock solid as ever.

Best, Sheryle

Sheryle Dirks
Associate Dean
Career Management



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we believe

Our goal is for every student to drive their unique career search successfully. We achieve this by remaining relevant to both students and employers, teaching students a repeatable job search process, and carefully targeting employer relationships based on the great work companies are doing now and their anticipated future potential.

about the report

Our data is in compliance with the standards of the MBACSEA (MBA Career Services & Employer Alliance) for data gathering and reporting.

all students deserve meaningful work

It's not just about your first job—it's about your career

The Career Management Center (CMC) at Fuqua prepares and empowers students to land positions with employers where they can make significant impacts. We promote a career development approach that starts during business school but continues throughout our graduates' professional lives as they grow into leadership roles, adapt to industry changes, and reassess their goals and priorities. Our focus is on imparting enduring skills and strategies for successful job searches, both for immediate opportunities and throughout their entire careers.

THE DUKE CMC ADVANTAGE

“Fuqua’s CMC has been a solid sounding board in supporting my career decision-making process. The CMC have always had open door policies, provided the right resources and referral networks that contributed meaningfully to my decisions.”

Class of 2021 graduate

THE DUKE MBA ADVANTAGE

“Our partnership with Fuqua has enabled us to go deeper in identifying talented students to join BCG—these students consistently exhibit consequential leadership, a passion for tackling the toughest challenges, and an appreciation for differing viewpoints. Fuqua students bring a uniquely collaborative approach to the case team and exhibit the ‘decency quotient’ that Team Fuqua is known for.”

Alexandra Huskins Sheehan
MBA Talent Acquisition
Boston Consulting Group

career management center

We recognize that our diverse student population has a diverse set of goals when it comes to post-graduation employment.

The era of career centers solely focused on teaching MBA students industry-specific job search tactics is behind us. At Fuqua CMC, we take a broader approach, equipping students with versatile strategies for career success across all sectors, irrespective of historical hiring trends. Recognizing the evolving needs of our students, we assist them in exploring non-traditional opportunities and tailoring their job searches. Our goal is to empower students while fostering connections with emerging industry leaders and innovative employers, opening doors to a wider range of career possibilities.

AT-A-GLANCE:
**pursuing
 full-time
 jobs**

DAYTIME MBA 2024 GRADUATES

This information is based on job outcomes occurring within 4 months of graduation. Reported offers and acceptances without a work authorization are included in the total but not the breakdowns. Reported acceptances without a date are counted as having not reported by 3 months post-graduation.

Total MBAs seeking employment

340

Company-sponsored, already employed

7

Starting a business

5

Postponing search

1

Received offer by three months post-graduation

85%

Accepted offer by three months post-graduation

82%

Median salary

\$175,000

Median signing bonus

\$30,000

Reported receiving a signing bonus

87%

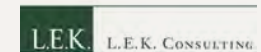
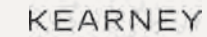
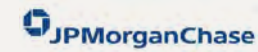


113

unique employers
 hired at least one
 Class of 2024 graduate

hiring

There are 30 employers hiring three or more Duke MBA graduates for full-time positions in 2024.



THE DUKE MBA ADVANTAGE

“Fuqua students consistently demonstrate the ideal balance of ‘EQ’ and ‘IQ’. They come prepared with insightful questions and are able to provide thoughtful responses throughout the recruitment process –from initial kickoff events to final round interviews.”

Larissa Chesleigh
Campus Recruiting,
Barclays

timing of first job offers

(N=340 GRADUATES IN JOB MARKET)



by graduation

TOTAL JOB OFFERS

76%

(N=340)

*PERMANENT WORK AUTHORIZATION

83%

(N=209)

NON-PERMANENT WORK AUTHORIZATION

65%

(N=131)

by three months post-graduation

TOTAL JOB OFFERS

85%

(N=340)

PERMANENT WORK AUTHORIZATION

90%

(N=209)

NON-PERMANENT WORK AUTHORIZATION

77%

(N=131)

timing of job acceptance

(N=340 GRADUATES IN JOB MARKET)



by graduation

TOTAL JOB ACCEPTANCES

73%

(N=340)

PERMANENT WORK AUTHORIZATION

79%

(N=209)

NON-PERMANENT WORK AUTHORIZATION

64%

(N=131)

by three months post-graduation

TOTAL JOB ACCEPTANCES

82%

(N=340)

PERMANENT WORK AUTHORIZATION

86%

(N=209)

NON-PERMANENT WORK AUTHORIZATION

76%

(N=131)

top 5 sources of full-time jobs

SCHOOL-FACILITATED ACTIVITY

61%

conversion of internship

(internship obtained through school sources)

SCHOOL-FACILITATED ACTIVITY

7%

career center activities

(job fairs/conferences, employer events, information meetings, school-promoted job boards)

SCHOOL-FACILITATED ACTIVITY

4%

scheduled interviews

(on or off campus for full-time employment)

SCHOOL-FACILITATED ACTIVITY

5%

job postings

(school career systems, resume books, resume referrals by career center)

SCHOOL-FACILITATED ACTIVITY

4%

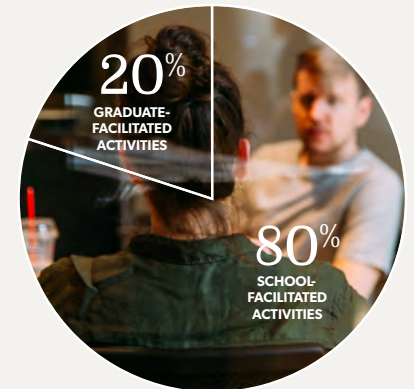
other school-facilitated source

222

full-time jobs accepted and sourced through a school-facilitated activity

55

full-time jobs accepted and sourced through a graduate-facilitated activity



Activity sources that led to job acceptance

“Permanent Work Authorization” is defined as the student being a citizen or permanent resident of the country where they are attending school.

industries employing our grads

WHERE ARE THEY WORKING?

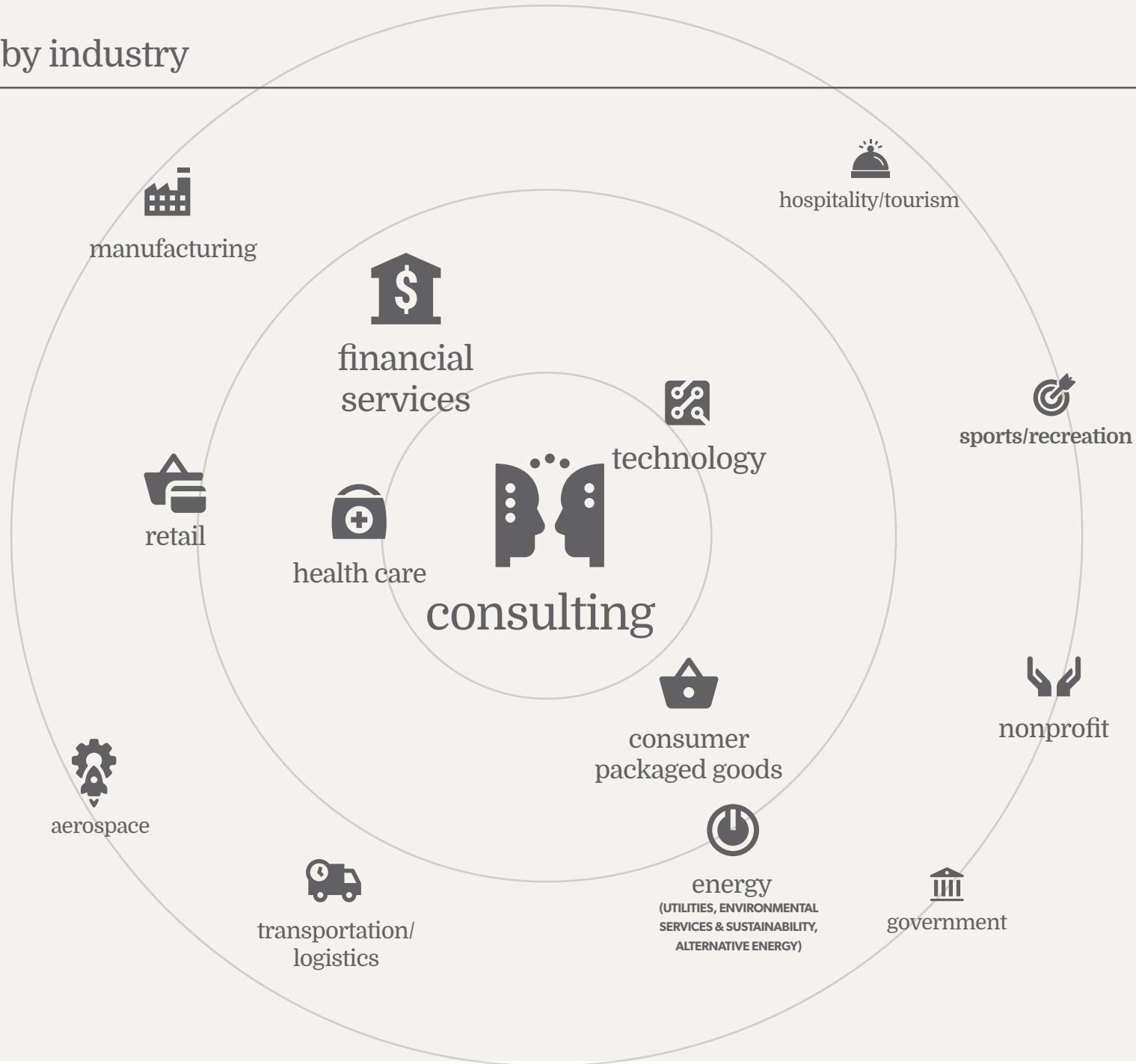
Duke MBA graduates accepted new positions in more than 11 different Industry sectors, reflecting the breadth of interest in our students among a wide range of employers.



fortune 3 x 4

Duke's 2024 MBA graduates were recruited by some of the most elite Fortune 500 companies, with 3 of the top 4 hiring from the program.

employment by industry



top 5 industries

(N=279 GRADUATES REPORTING)

consulting
39%

financial services
25%

technology
12%

health care
7%

consumer packaged goods
7%

The Class of 2024 MBA graduates saw strong recruitment across various industries, with the top five sectors accounting for 89% of all reported hires. In addition to the top five, Duke MBAs accepted offers from a variety of other sectors including energy, retail, hospitality, aerospace, government, manufacturing, and nonprofit. This distribution highlights the continued strong demand for Duke MBA graduates in strategic and analytical roles across multiple industries.

consulting

(N=108 GRADUATES REPORTING)

The consulting landscape for Duke 2024 MBA graduates remains dominated by strategy and management positions. While general consulting roles still attract a notable portion of graduates, technology and health care consulting indicate emerging niche opportunities in the field.

strategic/management/other

84%

general

12%

technology

2%

health care

2%

financial services

(N=69)

The data reveals a strong preference towards investment banking and brokerage among this Duke MBA cohort. While traditional roles dominate, there's growing interest in alternative investments and asset management. A significant portion chose "other" finance careers, indicating diverse opportunities. This distribution reflects a mix of conventional and emerging preferences in the financial sector.

investment banking/brokerage

51%

other

20%

private equity

9%

investment management

6%

general

4%

asset management/buyside

4%

venture capital

3%

diversified financial services

1%

insurance

1%

technology

(N=33)

The technology sector has seen significant shifts in student career preferences. Internet services and ecommerce experienced substantial growth, jumping from 22% last year to 36% this year, now representing the largest share. Conversely, software roles declined notably. Equipment, hardware, and networking saw an increase, while general tech roles maintained a steady presence. These changes reflect evolving industry dynamics and student perceptions of where the most promising opportunities lie in the tech landscape.

internet services/e commerce

36%

software

21%

general

21%

equipment/hardware/networking

12%

other

9%

health care

(N=19)

Providers and payers emerged as the most popular choice for Duke MBAs pursuing careers in the health care sector, while biotech/pharma and pharma general categories collectively accounted for nearly a third of the class. The remaining graduates spread across general health care positions, pharmaceuticals/manufacturers, and global health. This distribution underscores the varied interests and opportunities of our health care-focused graduates, and the diverse range of career paths pursued.

providers/payers

26%

other

21%

biotechnology/pharma

16%

pharmaceuticals - general

16%

general

11%

pharmaceuticals - manufacturers

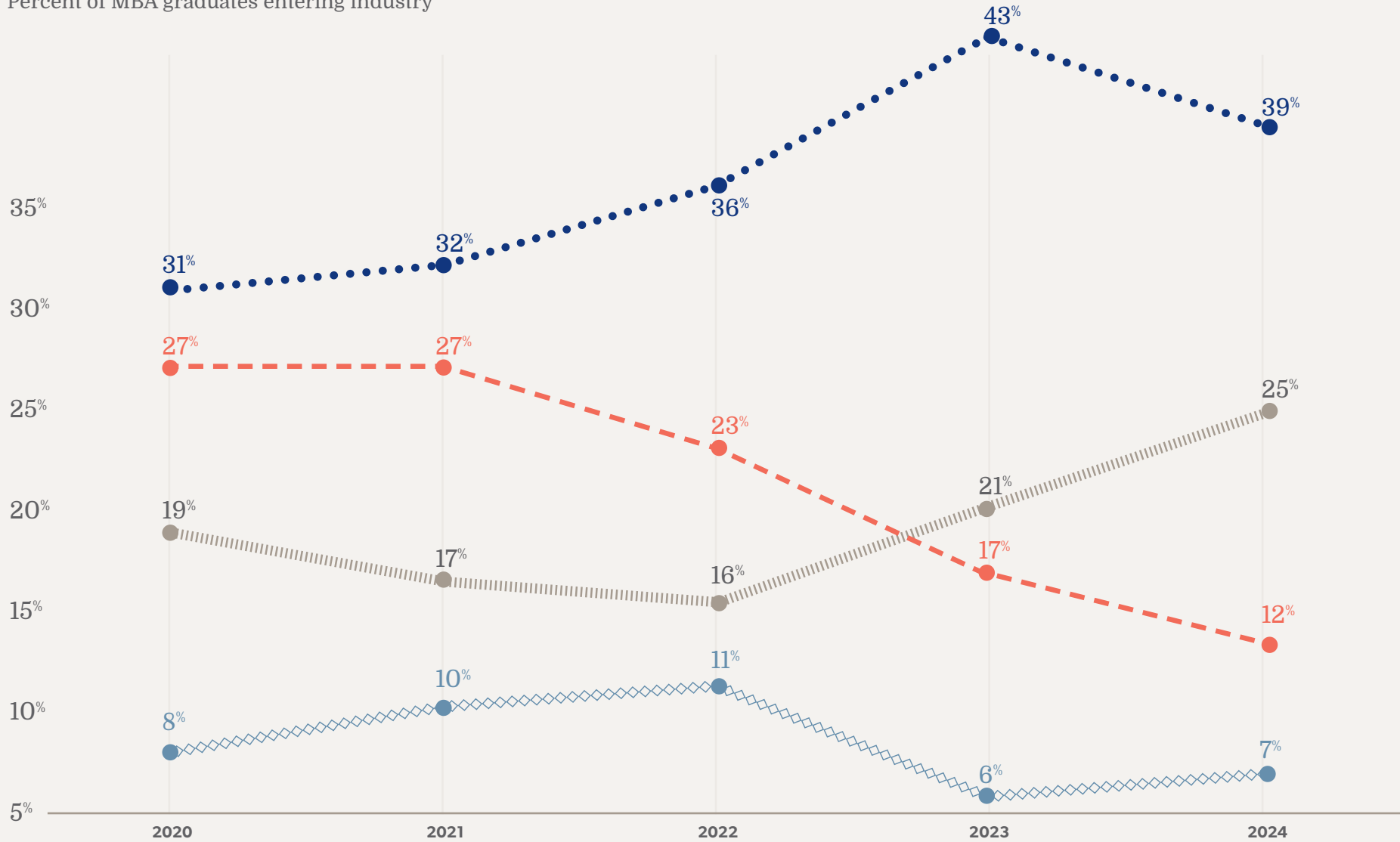
5%

global health

5%

key industry employment trends

Percent of MBA graduates entering industry



observations

The consulting and technology sectors have navigated a period of recalibration in the post-COVID employment landscape, reflected in hiring patterns; nevertheless, these sectors continue to offer a range of opportunities for a significant percentage of Duke 2024 MBA graduates. Financial services continues its upward trend with a modest 4 percentage point increase in hiring, along with a smaller uptick observed in health care. This suggests pockets of growth across various industries, as the job market adapts to changing economic conditions and an evolving workforce.

THE DUKE MBA ADVANTAGE

“The Team Fuqua experience is like having a massive extended professional family you can call upon for guidance and support. I found the Fuqua culture so impactful and effective that I strive to emulate its essence in my own team and larger company culture.”

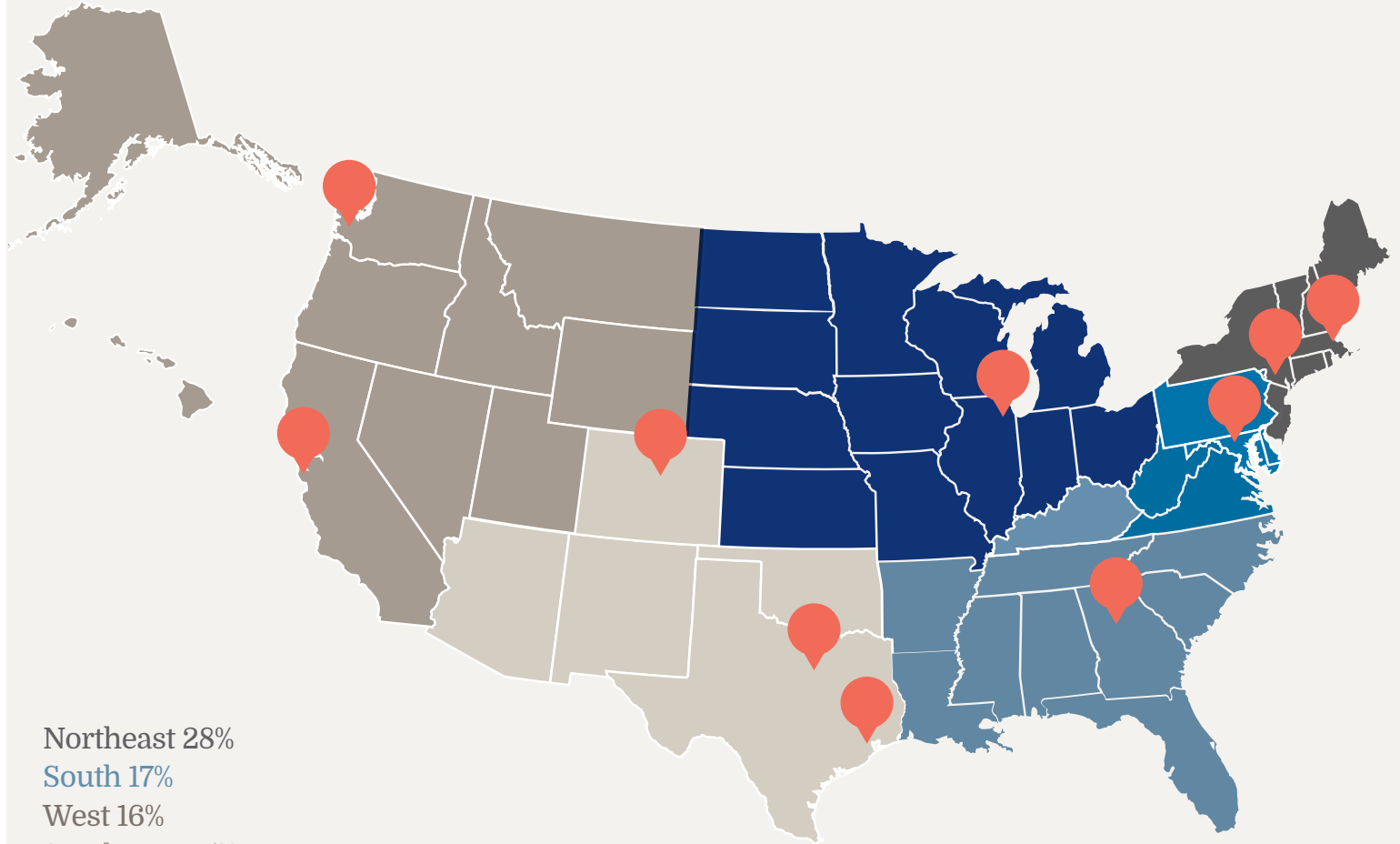
Vincent Tse
 Executive Director of Staff & Strategy
 HiFiBiO Therapeutics
 Fuqua Daytime, 2019

- ● ● ● CONSULTING
- — — — TECHNOLOGY
- ||||||| FINANCIAL SERVICES
- ◇ ◇ ◇ ◇ HEALTH CARE

top ten major cities U.S. job locations

2020	2021	2022	2023	2024
New York	New York	New York	New York	New York
Seattle	Seattle	Atlanta	Atlanta	Washington, D.C.
Dallas	Atlanta	Seattle	Chicago	Boston
Chicago	Chicago	Dallas/ Washington DC	Dallas	Seattle
Boston	San Francisco	Washington, D.C.	Washington, D.C.	Chicago
San Francisco	Boston/ Silicon Valley	San Francisco	San Francisco	Atlanta
Durham	Washington DC	Austin	Seattle	San Francisco
Atlanta	Austin/ Charlotte/ Durham	Chicago	Los Angeles	Denver
Washington	Boston	Boston	Austin	Houston
Silicon Valley	Charlotte	Charlotte	Boston	Dallas

2024 job locations: major U.S. regions and cities



Northeast 28%
 South 17%
 West 16%
 Southwest 15%
 Mid-Atlantic 14%
 Midwest 10%

Sixty-three percent of the domestic positions accepted by our MBA graduates were located in one of the 10 cities mapped above. Nearly 2% of Duke MBA full-time positions were outside the U.S., with positions in South Korea, Thailand, and Brazil.

employment by function

WHAT ARE THEY DOING?

Our MBA graduates accepted positions in more than 30 different functions across industries. Job scope, however, varies widely based on the industry in which they work.



91%

91% of the 113 unique employers are headquartered in the U.S.

employment by function



top 5 functions

(N=277 GRADUATES)

consulting
42%

finance/accounting
24%

general management
16%

marketing/sales
11%

operations/logistics
2%

Consulting continues to represent the largest career path for Duke MBAs in 2024, followed by finance and accounting positions now drawing nearly a quarter of the class. General management roles remained at the same levels as last year, with marketing and sales positions and operations/logistics roles also drawing graduates.

consulting

(N=115 GRADUATES REPORTING)

Management and general consulting continue to account for the largest share of consulting roles our 2024 graduates accepted, consistent with previous years. But graduates also are pursuing more specialized opportunities in areas such as forensics and implementation, reflecting the varied skill sets and interests of Duke MBA graduates.

management/general

84%

other

4%

internal

3%

IT/systems

3%

economic/policy

3%

operations/process

2%

implementation

1%

forensics/fraud

1%

finance

(N=67)

Investment banking continues to dominate finance career choices among 2024 Duke MBAs, comprising over half of accepted finance roles. Private wealth management shows increasing appeal, while investment management and private equity maintain consistent interest levels. Graduates maintain a spread across diverse finance specialties.

investment banking

51%

corporate finance

12%

private wealth management

10%

private equity

6%

investment management

6%

private equity analyst/venture capitalist

5%

general

5%

other

3%

general management

(N=43)

Much like last year, leadership development programs and product management remained on top with over half of 2024 Duke MBA graduates accepting positions in these areas. General management roles increased by 10% while areas like project management saw fewer acceptances.

leadership development program

28%

product management

23%

general

21%

internal consulting/corporate strategy

12%

project management

7%

business development

2%

other

2%

data science/business analytics

2%

internal consulting/analytics

2%

marketing/sales

(N=31)

While Duke 2024 MBA graduates continue to accept a variety of marketing/sales roles, brand management positions continued to lead with an even higher percentage than in 2023.

brand management

58%

product management

10%

buying/merchandising

10%

business analytics/business intelligence

6%

product development/innovation

6%

general

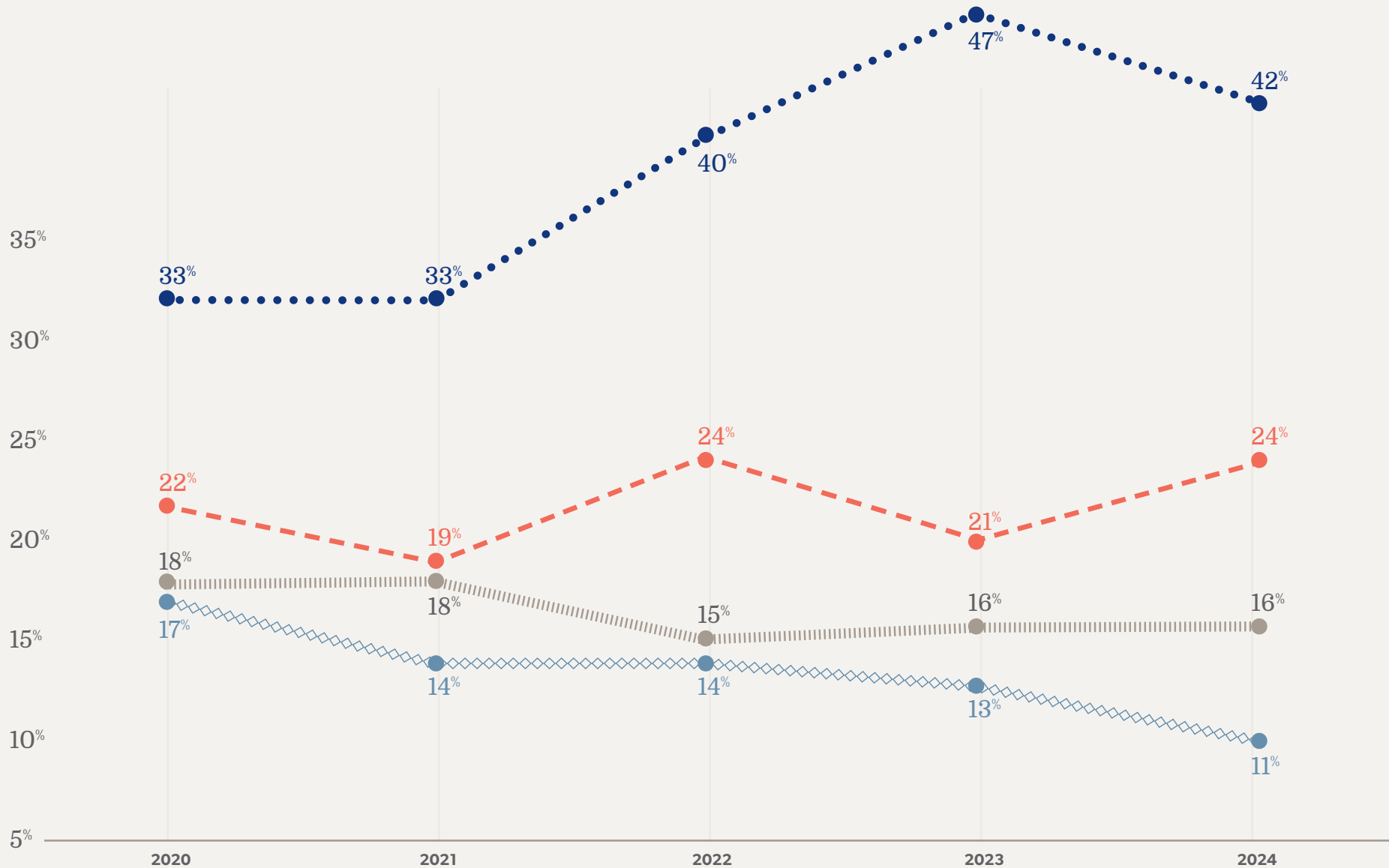
6%

other

3%

employment trends for top functions

Percent of Fuqua MBA graduates filling function



observations

Not surprisingly, consulting roles accepted by Duke MBA graduates in 2024 decreased by five percentage points from the prior year, reflecting market dynamics that saw significant slowing and recalibration in this market segment. Finance roles increased by three percentage points while general management remained steady. Marketing/sales saw a small decline of two percentage points.

THE DUKE NETWORK ADVANTAGE

“On a professional level, the larger Fuqua network has helped me in a multitude of ways, from connecting me with investors to helping me find new vendors to onboard. I even recently hired a Fuqua alum to my team!

The Team Fuqua experience is like having a massive extended professional family you can call upon for guidance and support. I found the Fuqua culture so impactful and effective that I strive to emulate its essence in my own team and larger company culture.”

Class of 2019 graduate

- CONSULTING
- — — FINANCE
- ||||||| GENERAL MANAGEMENT
- ◇◇◇◇ MARKETING/SALES

compensation

WHAT ARE THEY EARNING?

The following tables show full-time compensation information for Class of 2024 graduates. This data is based on acceptances by 3 months post-graduation, in U.S. dollar equivalents, and self-reported by students. To protect privacy, salaries are not reported when there are less than four usable data points, the number is less than 1% of the reporting population, or when all salaries in the category are equal.



top employers

- BCG
- McKinsey
- Bain & Company
- Amazon
- Deloitte Consulting
- Bank of America
- Procter & Gamble
- Dell, Inc.
- UBS
- Oliver Wyman
- L.E.K. Consulting LLC
- Goldman Sachs
- Wells Fargo
- Kearney
- DaVita Kidney Care
- Barclays
- AlixPartners
- NextEra Energy, Inc.
- Evercore

These are the top U.S. employers of non-sponsored, full-time Duke 2024 MBAs.

steady & strong

Despite lingering industry turmoil, the skills of the Duke 2024 MBA class were recognized and well-rewarded. Compensation levels and signing bonuses remained strong, even in industries like consulting and technology that were particularly affected by changing market dynamics. Other areas like energy, health care, retail, and consumer packaged good experienced modest growth in salaries.

Duke MBA graduates continue to be recruited by a large cross section of organizations ranging from large Fortune 500 companies, top boutique firms, nonprofit, and government organizations.

median annual salary + bonus

TOTAL



annual salary

\$175,000

(N=261 TOTAL REPORTING BASE SALARY)



signing bonus

\$30,000

(N=226 TOTAL REPORTING SIGNING BONUS)

PERMANENT WORK AUTHORIZATION



annual salary

\$170,000

(N=171)



signing bonus

\$30,000

(N=147)

NON-PERMANENT WORK AUTHORIZATION



annual salary

\$175,000

(N=90)



signing bonus

\$30,000

(N=79)

median annual salary by industry

(N=261 GRADUATES REPORTING)

consulting

\$190,000

financial services

\$173,000

technology

\$152,250

other

\$162,500

energy

\$160,000

retail

\$130,000

health care

\$137,000

consumer packaged goods

\$128,000

THE DUKE MBA ADVANTAGE

“The Fuqua students I have interacted with are very thoughtful and serious about their careers. While some students at other institutions may be unsure of the path they want to take, the Fuqua students I’ve met have always been very confident in their next step and how it fits into the long-term plan for their careers. They appear to be very sure of themselves and what they want, even in cases where they may decide to pivot to a different opportunity.”

Jemila Smith
Campus Recruiter, Corporate Finance
Citi

median annual salary by function

(N=261 GRADUATES REPORTING)



“
 The Fuqua culture is defined by extraordinary people simply doing the right things. Team Fuqua fosters community at a level not oft seen in a largely competitive environment. It creates a safe space for others to bring their authentic selves while forming life-long bonds. Fuquans trade ego for empathy and status for selflessness. It matters not where in the world you find yourself—a fellow Fuquan in any corporation will always make you feel at home.”

Kwame S. Owusu-Arhin
 Consulting Manager
 VCA/Visa Inc.
 Daytime MBA, '21

major employers by industry

WHO'S HIRING?

The caliber of employers recruiting and hiring a substantial number of our MBA graduates annually, reflect Fuqua CMC's strong relationships and the exceptional value our graduates bring to organizations—resulting in consistent, and impressive hiring outcomes year after year.



consulting

BCG
27
McKinsey
19
Bain & Company
13
Deloitte Consulting
10
Kearney
5
L.E.K. Consulting LLC
5
Oliver Wyman
5
AlixPartners
4
Analysis Group, Inc.
3
EY-Parthenon
3
Accenture Strategy
3
Alvarez & Marsal
2
PwC
2

financial services

Bank of America
8
UBS
5
Wells Fargo
5
Goldman Sachs
5
Evercore
4
Barclays
4
Citigroup
3
JPMorgan Chase
3
Capital One
3
Jefferies & Co.
3
Morgan Stanley
2
Visa
2
BlackArch Partners
2
Vanguard
2

technology

Amazon
11
Dell, Inc.
6
Adobe, Inc.
3
Samsung
2
Microsoft Corporation
2

health care

DaVita Kidney Care
4
UnitedHealth Group
2
Cigna
2
Eli Lilly and Company
2

consumer packaged goods

Procter & Gamble
6
PepsiCo
3
Conagra Brands
3
The Hershey Company
2

THE DUKE NETWORK ADVANTAGE

“Duke truly has one of the best career management centers established in all of my recruiting. Every interaction is one of care and concern for the wellbeing of the student and looking to find ways to deepen the relationship in a mutually beneficial way.”

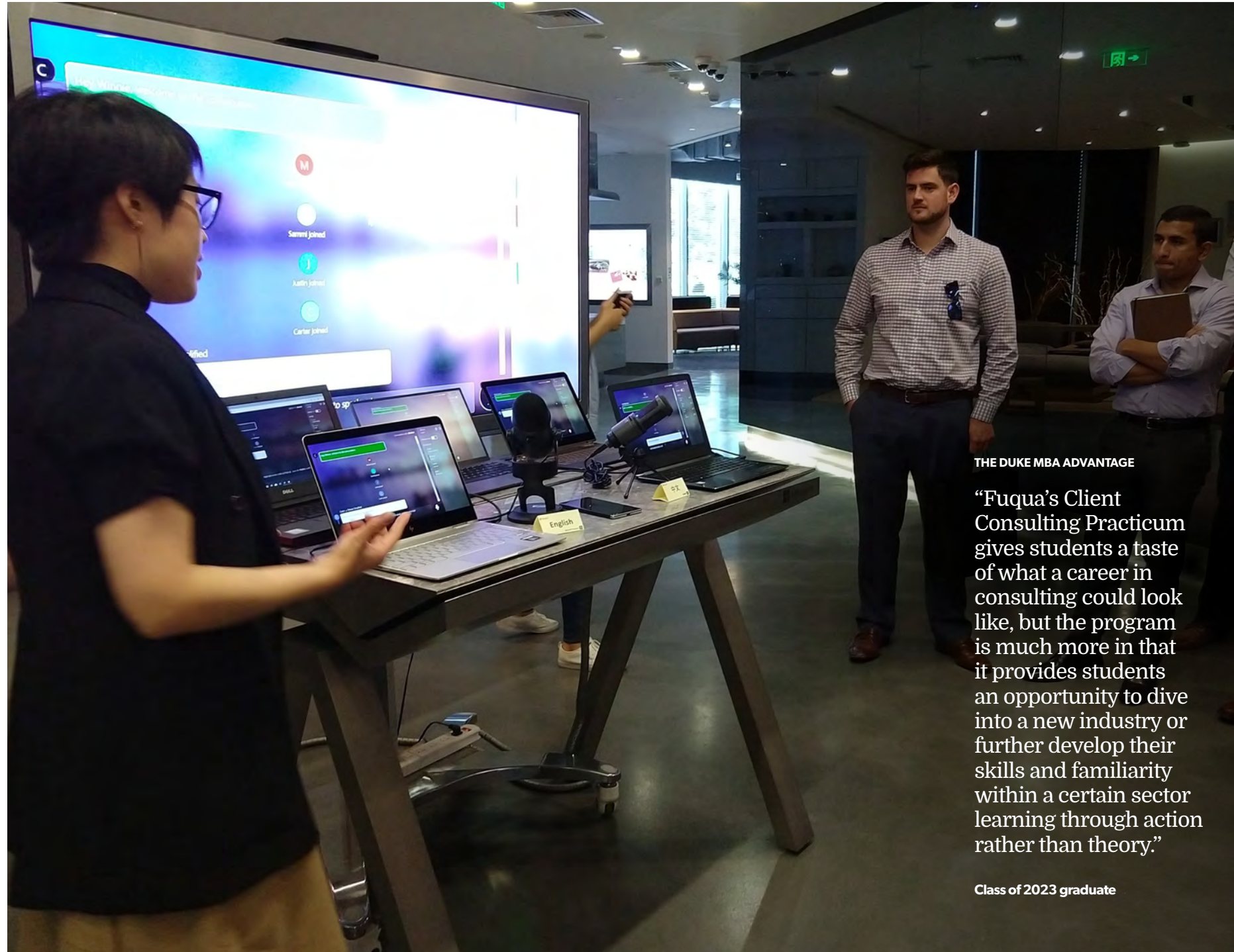
Brandon L. Jackson
CLDP Recruitment and Experience Manager

Counts are based on employer’s new hires, and do not include corporate-sponsored students.

internships

DAYTIME MBA CLASS OF 2025 STUDENTS

Internships are a critical step in the career search journey for first-year MBA students, enabling them to put their CMC-acquired skills into practice, explore their preferred industry or role, and potentially receive a job offer prior to commencing their second academic year.



THE DUKE MBA ADVANTAGE

“Fuqua’s Client Consulting Practicum gives students a taste of what a career in consulting could look like, but the program is much more in that it provides students an opportunity to dive into a new industry or further develop their skills and familiarity within a certain sector learning through action rather than theory.”

Class of 2023 graduate

THE DUKE MBA ADVANTAGE

“I gained a wealth of knowledge about how large corporations run an innovation arm where they trial, test, and launch new businesses during my summer internship at P&G Ventures.”

Class of 2024 graduate

THE DUKE MBA ADVANTAGE

“Duke MBAs have strong analytical, critical thinking, and leadership skills, similar to MBAs from other top business schools. What differentiates Duke MBAs is their ability to work in and lead teams, as well as their high level of emotional intelligence (EQ)—they are self-aware, empathetic, have strong communication skills, and have the ability to build and maintain strong relationships. They understand that individual success is tied to the success of the entire team.”

Sunny Patel
Class of 2006
Treasurer
Citi, Corporate and Investment Bank

THE DUKE NETWORK ADVANTAGE

“From asking classmates for help with assignments to reaching out to alumni for career advice, I never expected to be vulnerable with so many individuals. Fuqua’s team-based environment has allowed me to lean into my community in ways I never imagined.”

Class of 2021 graduate

top 5 sources of internships

(N=291 INTERNSHIPS REPORTED)

SCHOOL-FACILITATED ACTIVITY

30%

career center activities

(job fairs/conferences, employer events, information meetings, school job boards)

SCHOOL-FACILITATED ACTIVITY

18%

scheduled interviews

(on or off campus for intern employment)

SCHOOL-FACILITATED ACTIVITY

14%

job postings

(on school career system, or resumes provided by career center)

SCHOOL-FACILITATED ACTIVITY

10%

other school-facilitated source

STUDENT-FACILITATED ACTIVITY

13%

personal contacts

(i.e. previous employers, family, friends outside of school, etc.)

STUDENT-FACILITATED ACTIVITY

12%

online job postings

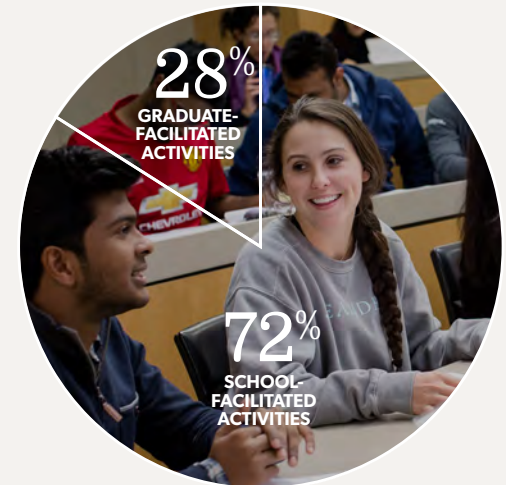
(e.g. social media/LinkedIn, Indeed, company websites)

208

internships accepted and sourced through a school-facilitated activity

83

internships accepted and sourced through a student-facilitated activity



Activity sources that led to internship acceptance

internship by industry



top 5 industries

(N=291 INTERNSHIPS REPORTED)

consulting
27%

financial services
25%

technology
14%

health care
8%

consumer packaged goods
7%

energy
5%

THE DUKE CMC ADVANTAGE

“I was looking for a program that emphasized collaboration, teamwork, and diversity; Fuqua embodied all three aspects through the culture and structure of classes.”

Class of 2021 graduate

employment by industry

(N=291 INTERNSHIPS REPORTED)

consulting	27%
financial services	25%
technology	14%
health care	8%
consumer packaged goods	7%
energy	5%
nonprofit	3%
retail	2%
manufacturing	2%

employment by function

(N=291 INTERNSHIPS REPORTED)

consulting	32%
finance/accounting	29%
general management	15%
marketing/sales	12%
other	6%
operations/logistics	4%
human resources	1%
information technology	1%

internship compensation

(N= 274 REPORTING COMPENSATION)

median internship compensation

\$10,058

PERMANENT WORK AUTHORIZATION

median internship compensation

\$10,833

(N=165)

NON- PERMANENT WORK AUTHORIZATION

median internship compensation

\$8,852

(N=109)

median compensation by industry

(N= 274 REPORTING COMPENSATION)

consulting	\$15,167
financial services	\$12,500
health care	\$9,167
technology	\$8,667
real estate	\$8,667
consumer packaged goods	\$8,476
retail	\$8,333
manufacturing	\$8,114
energy	\$6,777
nonprofit	\$4,667
other	\$3,467



here's how to connect

**HOURS: MONDAY TO FRIDAY,
8 AM - 5 PM EASTERN TIME**

EMAIL: CMC-INFO@DUKE.EDU

**DUKE UNIVERSITY'S FUQUA SCHOOL OF BUSINESS
100 FUQUA DRIVE
BOX 90120
DURHAM, NC 27708-0120**