



SMU Cox

Career Management Center

EMPLOYMENT REPORT

MS Management Program Class of 2024

SUCCESS STARTS AT SMU COX

Equipping World Changers with Tools for Success

At SMU Cox, we do more than prepare you for business—we empower you to lead with purpose and impact. As an MS student, you'll gain more than just academic knowledge; you'll experience hands-on learning, personalized guidance, and a network that grows alongside you throughout your career.

Our mission is to equip you with the skills, relationships, and mindset needed to thrive in a dynamic and rapidly changing business environment. From day one, you'll build meaningful connections with world-class faculty, collaborate with diverse peers, and immerse yourself in one of the nation's most vibrant business hubs—Dallas, Texas.

MS Career Advisory Board

Imagine having an experienced alumnus from your own program, who is actively working in the industry you're targeting, guiding you through your career journey. The MS Career Advisory Board pairs students with accomplished alumni who provide personalized mentorship and career advice. This connection offers invaluable insights into your chosen field, helps you navigate the job market, and ensures you make the most of your time at Cox.

Dedicated 1:1 Coaching Support

Cox provides dedicated 1:1 coaching support to ensure you receive personalized career guidance. Our expert career coaches are available to help you refine your career strategy, perfect your resume, sharpen your interview skills, and navigate the job search process. With tailored advice and coaching, you'll be prepared to confidently pursue internships and full-time roles, equipped with the skills and confidence to thrive in today's competitive job market.

Managing Your Career Course

As part of the MS program, the Managing Your Career course is designed to help you develop the tools and strategies you need to succeed in your job search and build long-term career success. This interactive course offers experiential learning opportunities, connections with the Cox community, and guidance to confidently pursue your professional goals. Beyond securing your next role, it provides a lifelong framework for career growth, strategic pivots, and new opportunities.

Brandy Dalton
*Senior Director of BBA & MS
Career Programs*



CLASS STATISTICS

92.9%
OF GRADUATES
ACHIEVED CAREER OR
EDUCATION OUTCOME*

&

91.7%
OF GRADUATES
ACCEPTED A
FULL-TIME JOB

*(e.g., Accepting a full-time job, short-term job, pursuing graduate school)

\$69.2K

AVERAGE
BASE SALARY

6.8K

AVERAGE
SIGNING BONUS

43%

REPORTED RECEIVING
SIGNING BONUS

MY COX STORY

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The CMC at Cox played a key role in my transition into consulting. Through resume reviews, interview prep, and industry insight, they helped me **build the confidence and clarity to succeed in a competitive recruiting process** and land offers I was truly excited about.

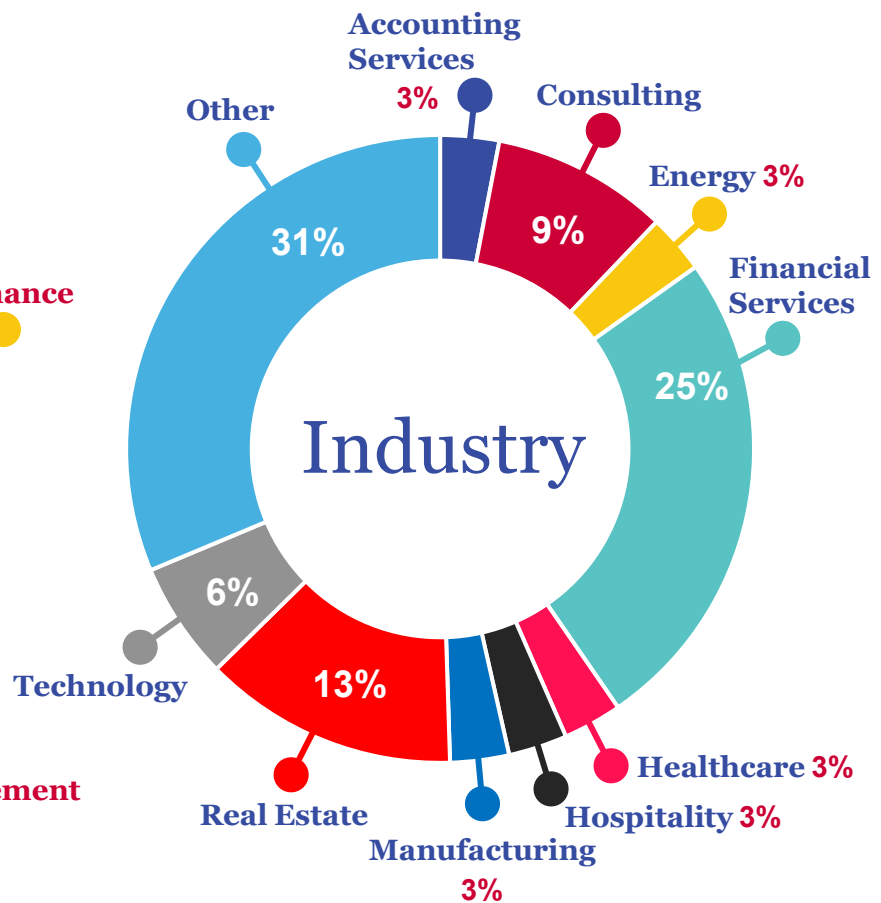
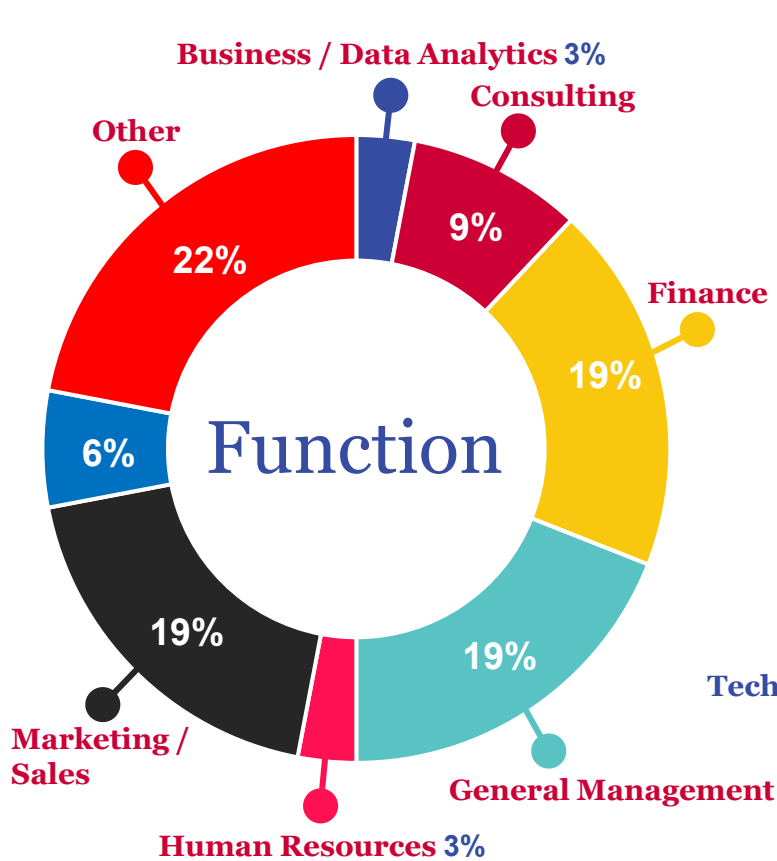
*Ryan A.
MSM*

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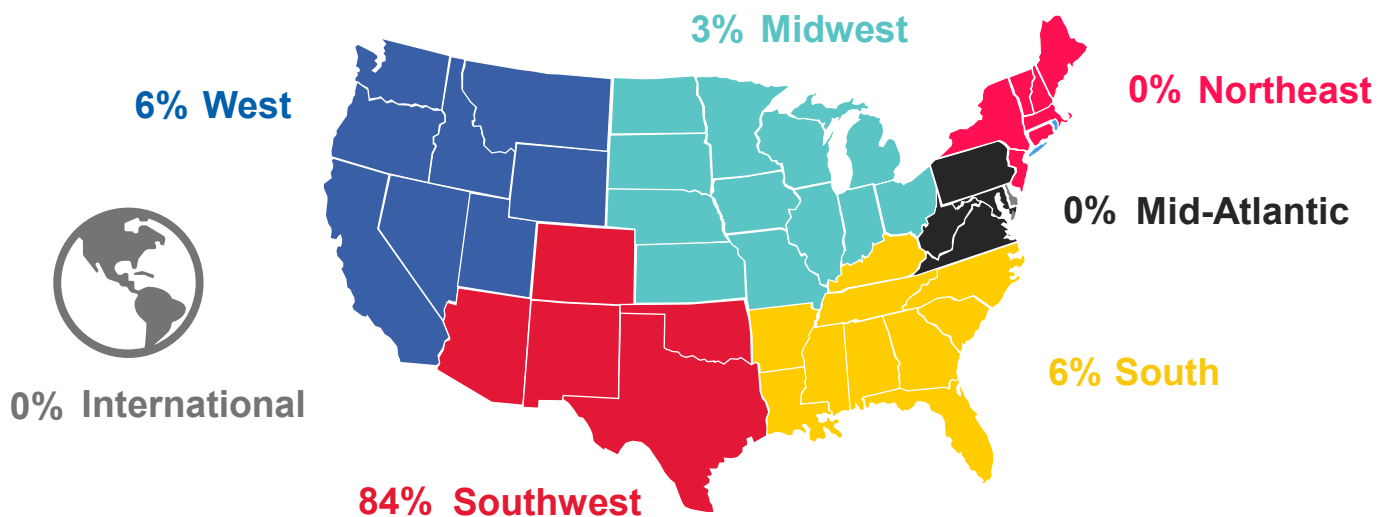
Summary represents high-level overview of class placement with some categories combined for simplicity.
Excludes students in non-Cox dual-degree programs.
Full report conforms to MBA CSEA Reporting Standards.



CLASS STATISTICS - JOB PLACEMENT



GEOGRAPHY



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DETAILS – WORK AUTHORIZATION / OFFER & ACCEPTANCE TIMING

Work Authorization Categories

	Permanent Work Authorization	Non-Permanent Work Authorization	Total Graduates
Seeking Employment	34	2	36
Company-Sponsored / Already Employed	-	1	1
Continuing Education	6	-	6
Postponing Job Search	-	-	-
Starting a New Business	1	-	1
Not Seeking For Other Reasons	1	-	1
Not Seeking Employment	8	1	9

No Information	6	-	6
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Total Graduating Class	48	3	51
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Percent of Class with Available Data: 88.2%

Timing of First Job Offer

	Total	By Graduation				Between Graduation & 6 Months After Graduation				No Reported Offer by 6 Months After Graduation	
		Full-time #	Short-term %	Full-time %	Short-term #	Full-time #	Short-term %	Full-time %	Short-term #	#	%
With Permanent Work Authorization	34	19	56%	-	-	12	35%	-	-	3	9%
With Non-Permanent Work Authorization (CPT/OPT Eligible)	2	1	50%	-	-	1	50%	-	-	-	-
Total	36	20	56%	-	-	13	36%	-	-	3	8%

Timing of First Job Acceptance

	Total	By Graduation				Between Graduation & 6 Months After Graduation				No Reported Offer by 6 Months After Graduation	
		Full-time #	Short-term %	Full-time %	Short-term #	Full-time #	Short-term %	Full-time %	Short-term #	#	%
With Permanent Work Authorization	34	19	56%	-	-	12	35%	-	-	3	9%
With Non-Permanent Work Authorization (CPT/OPT Eligible)	2	1	50%	-	-	1	50%	-	-	-	-
Total	36	20	56%	-	-	13	36%	-	-	3	8%

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DETAILS – JOB SOURCES

Sources of Accepted Jobs

	Number	Percent
Conversion of internship; internship obtained through school sources	1	3%
Scheduled interviews on or off campus for full time employment	1	3%
Job postings on school career systems, resume books, resume referrals by career center	5	15%
Activities supported by career center (i.e. job fairs/conferences, employer events, information meetings, school promoted job boards)	-	-
School network/resources (i.e. faculty referrals, alumni referrals, classmates, campus speakers, trek, club events, class projects)	8	24%
Other school-facilitated source	-	-
Total School-Facilitated Activities	15	45%

Conversions of internship; internship obtained through graduate initiated sources	-	-
Personal contacts (i.e. previous employers, family, friends outside of school, etc.)	13	39%
Online job postings (i.e. social media/LinkedIn, Indeed, company website)	4	12%
Other graduate-facilitated source	-	-
Total Graduate-Facilitated Activities	17	51%

No Response	1	3%
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DETAILS – FULL-TIME BASE SALARY & SIGNING BONUS

Base Salary	Number Reporting	Average	Median	Low	High
With Permanent Work Authorization	27	\$69,185	\$72,000	\$40,000	\$87,500
With Non-Permanent Work Authorization (CPT/OPT Eligible)	1	*	*	*	*
Total	28	\$69,214	\$71,500	\$40,000	\$87,500

Percent Reporting Base Salary of Total Accepting Employment: 84.8%

Signing/Starting Bonus	Number Reporting	Average	Median	Low	High
With Permanent Work Authorization	12	\$6,825	\$6,250	\$1,000	\$15,000
With Non-Permanent Work Authorization (CPT/OPT Eligible)	-	-	-	-	-
Total	12	\$6,825	\$6,250	\$1,000	\$15,000

Percent Reporting Signing/Starting Bonus of Total Reporting Salary: 42.9%

SAMPLE OF HIRING COMPANIES

3E Management

Avondale Ventures

Bessemer Trust

BOK Financial

EFESO

Energy Transfer LP

Fisher Investments

Four Rivers Construction

Gartner

Harwood International

JLL

JPS Health Network

Lawson & Company CPAs

MCE Systems

Moodys

Mowax Visual

MyPowerCapital

Newwood VN Corporation

Prestadores De Servicios

Psychiatric Medical Associates

Public Content

Reece USA

Ren Athletics

Sagis diagnostics

Sendero Consulting

Spokane Zephyr FC

Stifel Financial

Telios Corporation

TIAA

Wilhoit Properties

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DETAILS – BASE SALARY BY FUNCTION / INDUSTRY

Function	Number Accepting	Percent Accepting	Reporting Salary	Average	Low	High
Business / Data Analytics	1	3%	1	*	*	*
Consulting	3	9%	3	\$73,333	\$70,000	\$80,000
Finance	6	19%	6	\$73,417	\$65,000	\$87,500
General Management	6	19%	5	\$65,000	\$40,000	\$80,000
Human Resources	1	3%	1	*	*	*
Marketing/Sales	6	19%	5	\$68,600	\$53,000	\$80,000
Operations / Logistics	2	6%	2	*	*	*
Other	7	22%	5	\$67,300	\$50,000	\$87,500

Industry	Number Accepting	Percent Accepting	Reporting Salary	Average	Low	High
Accounting Services	1	3%	1	*	*	*
Consulting	3	9%	3	\$73,333	\$70,000	\$80,000
Energy	1	3%	1	*	*	*
Financial Services	8	25%	7	\$76,000	\$65,000	\$87,500
Healthcare	1	3%	1	*	*	*
Hospitality	1	3%	1	*	*	*
Manufacturing	1	3%	0	*	*	*
Real Estate	4	13%	4	\$63,750	\$40,000	\$80,000
Technology	2	6%	1	*	*	*
Other	10	31%	9	\$65,778	\$50,000	\$80,000

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DETAILS – BASE SALARY BY WORLD REGION / UNDERGRADUATE MAJOR / EXPERIENCE

World Region	Number Accepting	Percent Accepting	Reporting Salary	Average	Low	High
US – Mid-Atlantic	-	-	-	-	-	-
US – Midwest	1	3%	1	*	*	*
US - Northeast	-	-	-	-	-	-
US - South	2	6%	2	*	*	*
US - Southwest	27	84%	24	\$69,500	\$40,000	\$87,500
US - West	2	6%	1	*	*	*
International	-	-	-	-	-	-

US Region Breakdown by State

Mid-Atlantic: Delaware, District Of Columbia, Maryland, Pennsylvania, Virginia, West Virginia

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont

South: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee

Southwest: Arizona, Colorado, New Mexico, Oklahoma, Texas

West: Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming

Undergraduate Major

	Number Accepting	Percent Accepting	Reporting Salary	Average	Low	High
Technical	3	9%	3	64,000	40,000	77,000
Business	17	52%	15	71,100	40,000	87,500
Other	13	39%	10	67,950	50,000	87,500

Professional Experience

	Number Accepting	Percent Accepting	Reporting Salary	Average	Low	High
Less Than 1 Year	27	82%	24	\$67,646	\$40,000	\$87,500
1-3 Years	6	18%	4	\$78,625	\$72,000	\$87,500
3-5 Years	-	-	-	-	-	-
Over 5 Years	-	-	-	-	-	-

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