



CARLSON SCHOOL  
OF MANAGEMENT

UNIVERSITY OF MINNESOTA

MASTER OF HUMAN RESOURCES  
& INDUSTRIAL RELATIONS

Employment  
*Report*  
2023

# Letter from the Executive Director



**MAGGIE TOMAS**

Executive Director  
Carlson Business Career Center  
mtomas@umn.edu

Greetings from the Carlson Business Career Center,

It is my pleasure to share the 2023 Employment Report for our Master of Human Resources and Industrial Relations (MHRIR) students here at the Carlson School of Management. This year we diligently tracked signs of job growth slowdown, ensured we supported students and alumni who were impacted by layoffs and downsizing, and continued to find creative ways to support students in connecting with meaningful opportunities.

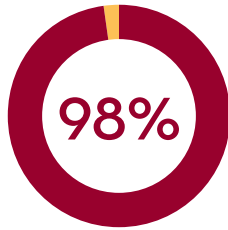
This year, **98%** of our Class of 2023 MHRIR graduates received offers within six months after graduation. **The median starting base salary is \$82,000 (nearly an 11% increase from 2022)** with a signing bonus of \$10,000. Other interesting things to note:

- Top industries are manufacturing, consumer packaged goods, technology, and consulting (in that order).
- Employers continue to value emerging professionals with this degree, as 85% of our students have 0-3 years of work experience.
- The majority of our students landed positions in the Midwest (62%).
- Our first-year HRIR students leaned heavily on the Carlson Business Career Center, with 77% reporting the school sourced their internship opportunity.

The CBCC held more than 950 employer meetings, sent out 720+ tailored resume books, and organized **471 events** across 13 programs during the past year. Our coaches managed over **4,352 coaching appointments** and delivered dozens of workshops. It was an exciting year as we worked creatively with our employer partners to create educational engagement experiences that brought work experiences and business functions to life. We strove to not only prepare our students well, but also deliver excellent customer service to our company partners.

Again, we continue our focus on inclusive recruiting with the goal that each student feels welcome and supported in the recruiting and job search process, both by our staff and employers. We were pleased to see a strong turnout from our recruiting partners on various anti-bias and inclusive recruiting trainings we held this past year. We launched our first annual Carlson Inclusive Employers Program and welcomed more than 40 recruiting partners to work with us on ensuring their recruiting and onboarding processes are inclusive and equitable for all Carlson School students. This program focuses on Carlson School students' experience in recruiting and allows employers to discover best practices in avoiding bias, providing equitable and timely feedback during internships and onboarding, and delivering programming that is relevant to all generations of workers. We love working and learning with our employers as we continue to ensure we are living into our DEI mission.

As always, thank you for your ongoing partnership! Go maroon and gold!



of 2023 graduates **received** employment offers within six months after graduation

**100%** with U.S. work authorization  
**94%** without U.S. work authorization

## Base Salary Range\*

Median  
**\$82,000**



- \$85,000** median salary with U.S. work authorization
- \$83,500** median salary for jobs in the United States
- \$91,800** median salary for *Fortune* 500 companies
- \$85,000** median salary for women
- \$85,000** median salary for students of color
- \$76,000** median salary for non-business undergraduate majors

## Signing Bonus Range

Median  
**\$10,000**



*\*Based on usable salary information from 70% of graduates with accepted employment offers*

# 48

GRADUATES



# 40

GRADUATES SEEKING  
FULL-TIME EMPLOYMENT

# Employment Report



BY INDUSTRY	PERCENT	MEDIAN SALARY
Manufacturing	22%	\$82,000
Consumer Packaged Goods	15%	\$87,500
Consulting	12%	\$60,000
Technology	12%	N/A
Healthcare	6%	N/A
Hospitality	6%	N/A
Energy	3%	N/A
Financial Services	3%	N/A
Media/Entertainment	3%	N/A
Non-Profit	3%	N/A
Real Estate	3%	N/A
Transportation & Logistics	3%	N/A
Other Industries	9%	N/A

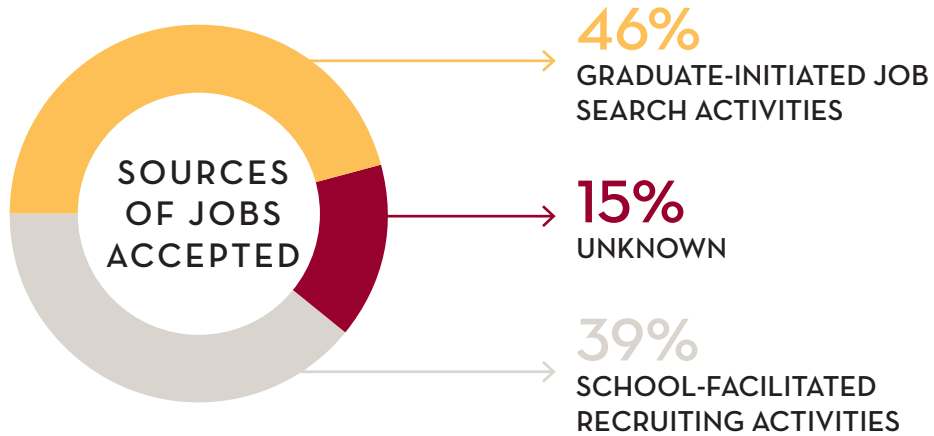
**UP 10%**  
YEAR-OVER-  
YEAR

**UP \$7K**  
YEAR-OVER-  
YEAR

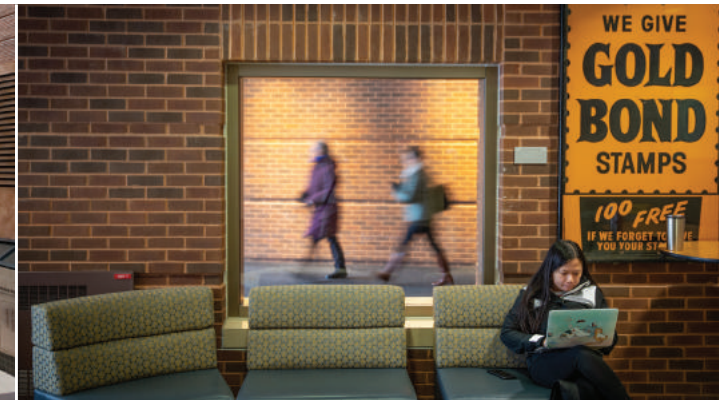
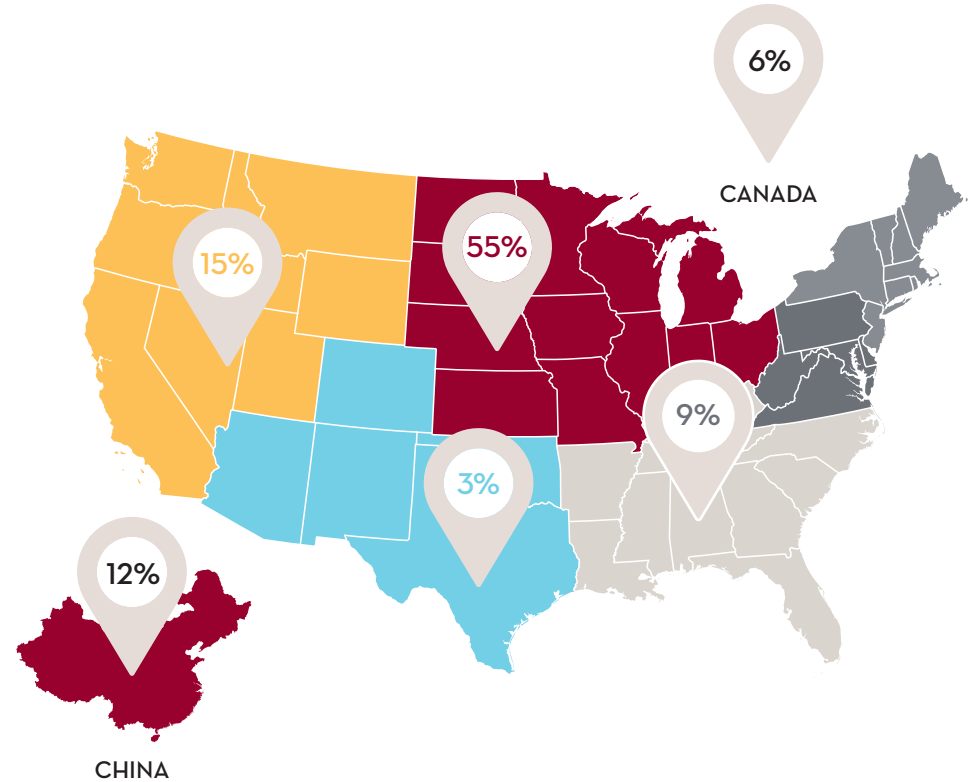
YEARS OF EXPERIENCE	PERCENT	MEDIAN SALARY
One year or less	45%	\$72,000
1-3 years	40%	\$85,500
3-5 years	9%	\$65,000
5 or more years	6%	N/A



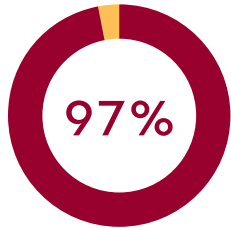
# Employment Report



## WHERE STUDENTS ACCEPTED JOBS



# Internship Report



97% accepted internship offers

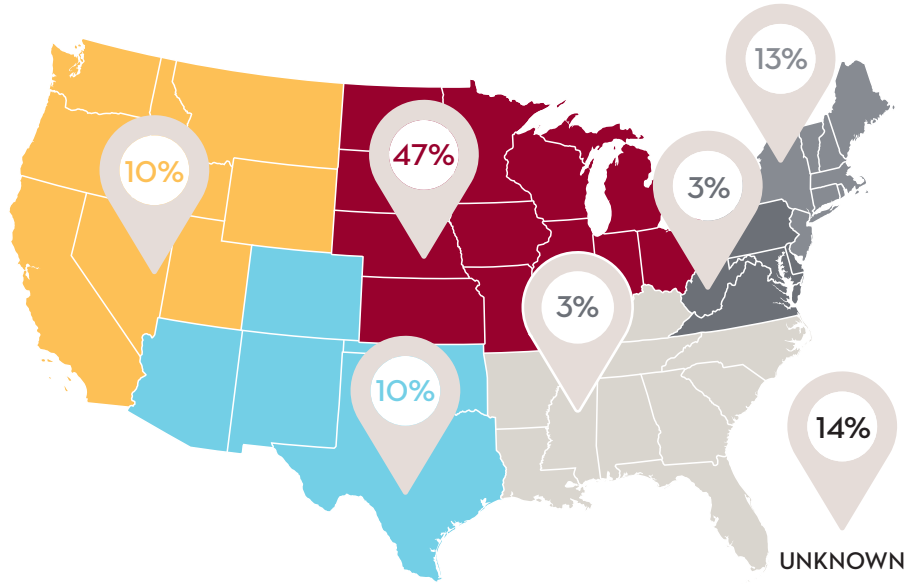
## HOURLY RATE RANGE

Median  
\$31.50



\$31.67 with U.S. work authorization

## WHERE STUDENTS ACCEPTED INTERNSHIPS



BY INDUSTRY	PERCENT	MEDIAN RATE
Manufacturing	30%	\$27.00
Consumer Packaged Goods	17%	\$43.25
Technology	17%	\$34.25
Non-Profit	10%	N/A
Healthcare	7%	N/A
Consulting	4%	N/A
Media/Entertainment	3%	N/A
Energy	3%	N/A
Financial Services	3%	N/A
Government	3%	N/A
Hospitality	3%	N/A

UP 14%  
YEAR-OVER-YEAR

36

STUDENTS

31

STUDENTS SEEKING INTERNSHIPS



AKKODIS	DELTA AIR LINES	LENOVO	<b>PEPSICO</b>	UNITED SOFTWARE CORPORATION
BANNER ENGINEERING	FRASER	MARCO TECHNOLOGIES LLC	POLARIS INDUSTRIES	<b>UNITEDHEALTH GROUP</b>
BOEING	GENERAL MILLS	METROPOLITAN COUNCIL	<b>RAYTHEON TECHNOLOGIES</b>	<b>UNIVERSITY OF MINNESOTA</b>
BRISTOL-MYERS SQUIBB	GRANITE PARTNERS	MINTH NORTH AMERICA	RISE BAKING COMPANY	UNIVERSITY OF WISCONSIN
CAUSEY & YE LAW P.L.L.C.	<b>HONEYWELL INTERNATIONAL INC.</b>	MISS SAIGON	SPAULDING GROUP	US BANK
CHARTWELLS	ILLUMINATE USA	MONARCH COLLECTIVE	SUNGROW POWER SUPPLY	WAGNER SPRAY TECH
<b>CORNING INC</b>	<b>INTEL CORPORATION</b>	NVENT	SWAGELOK	WINIT INFORMATION TECHNOLOGY CO. LTD
CREATIVE ARTIST AGENCY	LAND O'LAKES, INC.	OCBANG	TENCENT AMERICA	WOODHILL COUNTRY CLUB
DELL TECHNOLOGY	LAWRENCE KENSHIN LTD.	PARKER HANNIFIN	TURNBERRY SOLUTIONS	XCEL ENERGY
<b>DELOITTE</b>				

*Bold companies were top hirers in 2023*

## Common Job Titles

- HUMAN RESOURCES LEADERSHIP DEVELOPMENT PROGRAM
- HUMAN RESOURCES BUSINESS PARTNER
- HUMAN RESOURCES GENERALIST
- HUMAN RESOURCES SPECIALIST

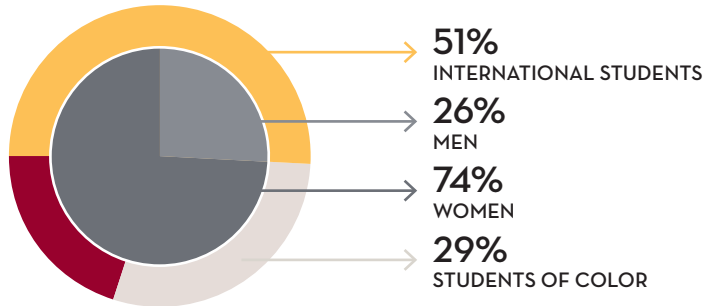


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The Carlson Business Career Center does an outstanding job helping us throughout the recruiting process.

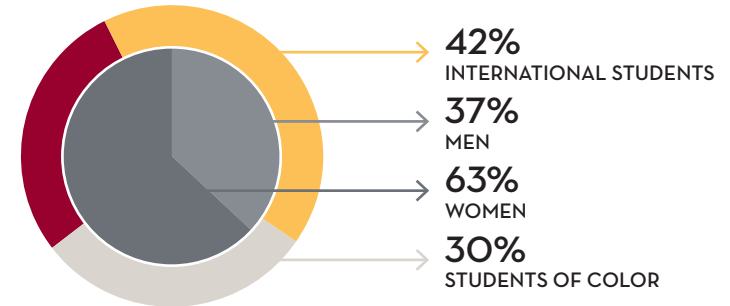
MHRIR RECRUITING PARTNER

CLASS OF 2024



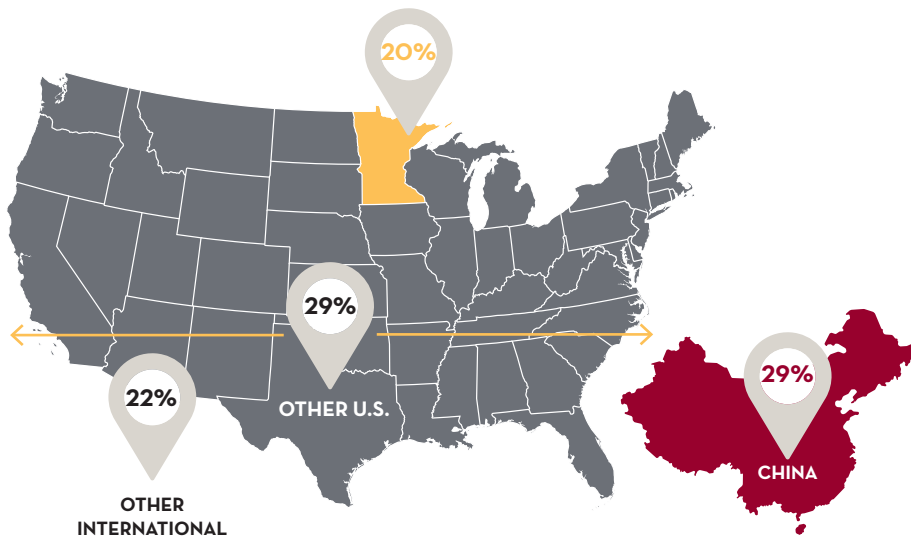
AVERAGE UNDERGRADUATE GPA **3.55**  
AVERAGE FULL-TIME WORK EXPERIENCE **1.8 YEARS**

CLASS OF 2025

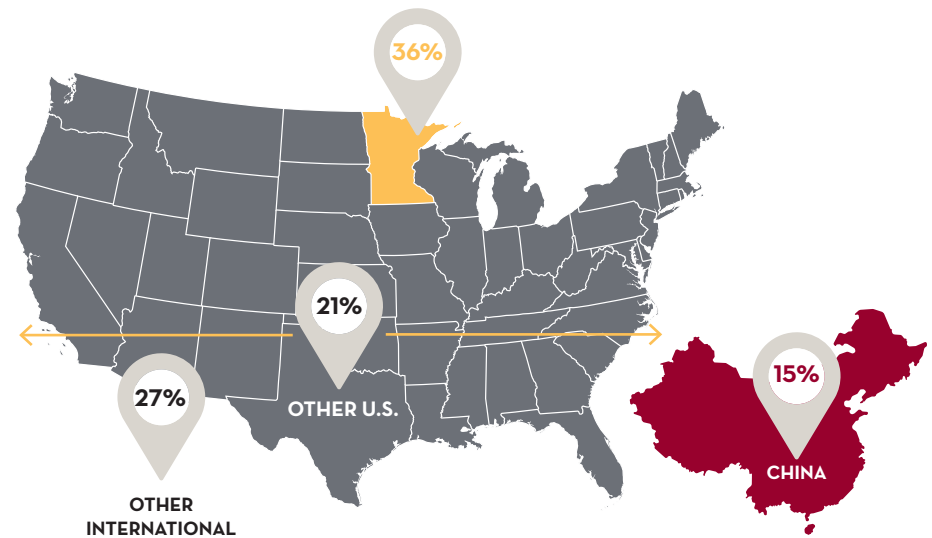


AVERAGE UNDERGRADUATE GPA **3.62**  
AVERAGE FULL-TIME WORK EXPERIENCE **2.5 YEARS**

GEOGRAPHIC REPRESENTATION



GEOGRAPHIC REPRESENTATION







**CARLSON SCHOOL**  
OF MANAGEMENT

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UNIVERSITY OF MINNESOTA

**Carlson MBA and MS Programs**  
Carlson School of Management  
University of Minnesota

321 Nineteenth Avenue South, Suite 1-110  
Minneapolis, Minnesota 55455-0438

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