



# Master of Management Studies (MMS) Foundations of Business

EMPLOYMENT REPORT

DUKE  
FUQUA  
SCHOOL OF BUSINESS

2024

# hello

I am delighted to share the 2023-2024 MMS: Foundations of Business Employment Report, which highlights the impressive achievements of our graduates in an evolving and often unpredictable job market. The Class of 2024 navigated these challenges with persistence and adaptability—qualities that define every Fuqua graduate.

In a year when job searches required patience and strategic networking, our students delivered strong results. Within six months of graduation, 80% of our MMS: FOB graduates had accepted job offers—an increase from the previous year. Even more encouraging is the stability of compensation, with a median salary of \$75,000, matching the second highest salary benchmark for MMS graduates.

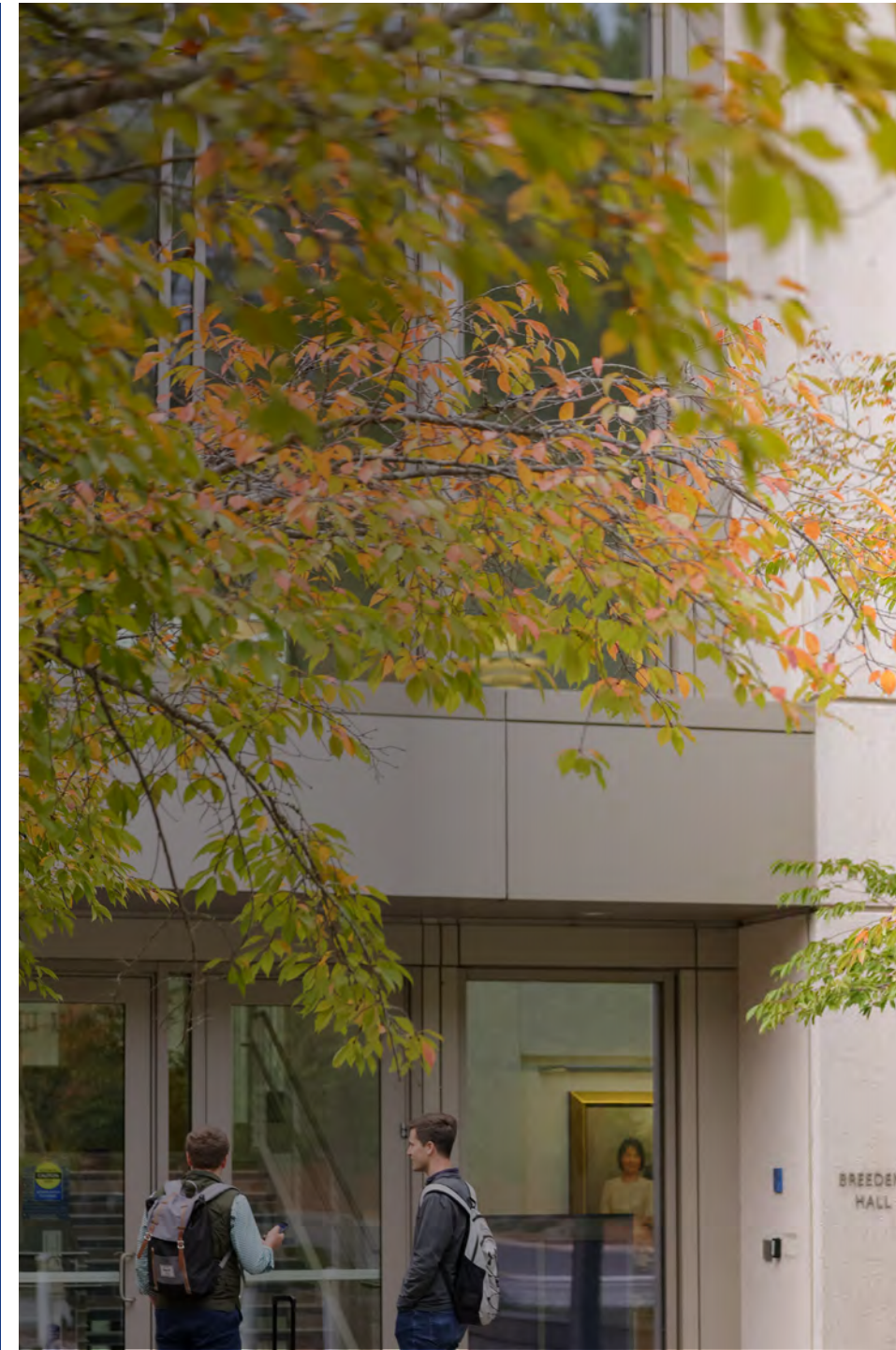
These outcomes reflect not only the talent and determination of our students but also the strength of Fuqua’s career support and the invaluable role of our alumni network. School-facilitated opportunities accounted for 28% of accepted job offers—an increase from last year—underscoring the impact of alumni engagement and the resources provided by our Career Management Center. Large financial institutions such as Goldman Sachs, Capital One, and JPMorgan continued to hire MMS graduates, while companies like Epic Systems, TikTok, and Dell remained committed to recruiting from Fuqua despite shifts in the tech industry.

Beyond the numbers, the Class of 2024’s journey exemplifies the power of relationships and the spirit of Team Fuqua. Whether through alumni mentorship, strategic networking, or unexpected connections, our graduates have proven that meaningful opportunities arise when they take initiative and embrace the community around them.

Congratulations to the Class of 2024—we are incredibly proud of your achievements and can’t wait to see where your careers take you!

Best, Sheryle

**Sheryle Dirks**  
Associate Dean  
Career Management



## graduating class profile

	PERMANENT WORK AUTHORIZATION (WA)	NON PERMANENT WORK AUTHORIZATION (WA)	TOTAL GRADUATES
seeking employment	96	93	189
not seeking employment			
continuing education	22	3	25
employer sponsored	0	0	0
self employed	7	3	10
not seeking for other reasons	8	3	11
total not seeking employment	37	9	46
no information available	7	10	17
class of 2024 total graduates	140	112	252

## student profile

AVERAGE AGE:

22

WORK EXPERIENCE < 6 MONTHS:

169 78%

WOMEN

117 47%

GMAT RANGE (MIDDLE 80%):

550-770

AVERAGE UNDERGRADUATE GPA:

3.5 (4.0<sup>scale</sup>)

UNDERGRADUATE INSTITUTIONS REPRESENTED:

141

COUNTRIES REPRESENTED:

26

## timing of job offers and acceptances

total seeking employment	PERMANENT WORK AUTHORIZATION		NON-PERMANENT WORK AUTHORIZATION	
	FULL-TIME	SHORT-TERM	FULL-TIME	SHORT-TERM
189	by graduation <sup>2</sup>			
	32 33%	0 0%	23 25%	1 1%
	3 months post graduation			
	20 21%	0 0%	31 33%	2 2%
	6 months post graduation			
	21 22%	4 4%	20 22%	0 0%
total accepted	accepted six months post graduation			
152 80%	73 76%	4 4%	74 80%	1 1%

## primary sources of full-time job acceptances

### FUQUA-FACILITATED

28%

of accepted full-time job offers, or 25 jobs, were fuqua-facilitated.

These jobs were found through alumni connections, campus interviews or job postings, or due to other introductions or events.

### GRADUATE-FACILITATED

72%

of accepted full-time job offers, or 78 jobs, were Graduate-facilitated.

These jobs were found through networking, internet searches, job postings, third-party recruiters, or other avenues.

1 Job offer date and job acceptance date the same for almost all candidates, so only job acceptance date included.  
 2 Short-Term positions = 20 hours or more per week (Fuqua/Duke Facilitated Volunteer Opportunities, Internships, or Part-Time Roles)  
 3 Two students with non-permanent work authorization converted short-term positions to full-time; numbers reflect 2 offers for those students

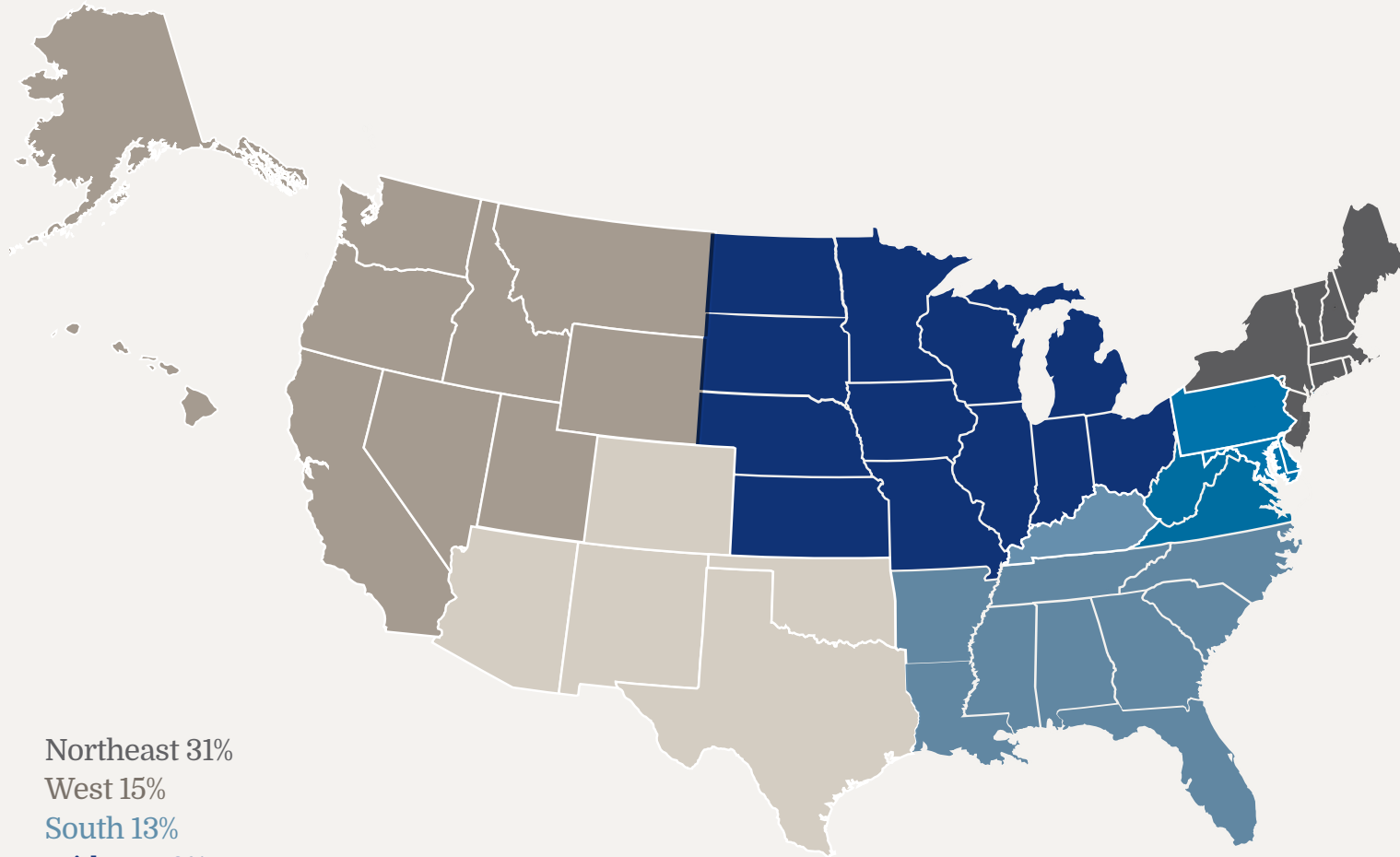
## full-time offer compensation

reporting	mean	median	75th percentile	high
<b>PERMANENT WORK AUTHORIZATION</b> 61 <sup>88%</sup>	\$78,374	\$77,000	\$93,000	\$117,500
<b>NON-PERMANENT WORK AUTHORIZATION</b> 53 <sup>75%</sup>	\$63,412	\$70,000	\$80,000	\$135,000
<b>TOTAL GRADUATES</b> 116 <sup>81%</sup>	\$71,418	\$75,000	\$84,000	\$135,000

1 All salaries are reported in \$US, regardless of job location.  
 2 20/116 (17%) of salaries reported are for roles outside the U.S. 13 of those 20 non-US salaries were reported for roles accepted in Mainland China with an average salary of ¥225,025.54 or roughly \$30,703 per year.

## 2024 job locations: major U.S. regions

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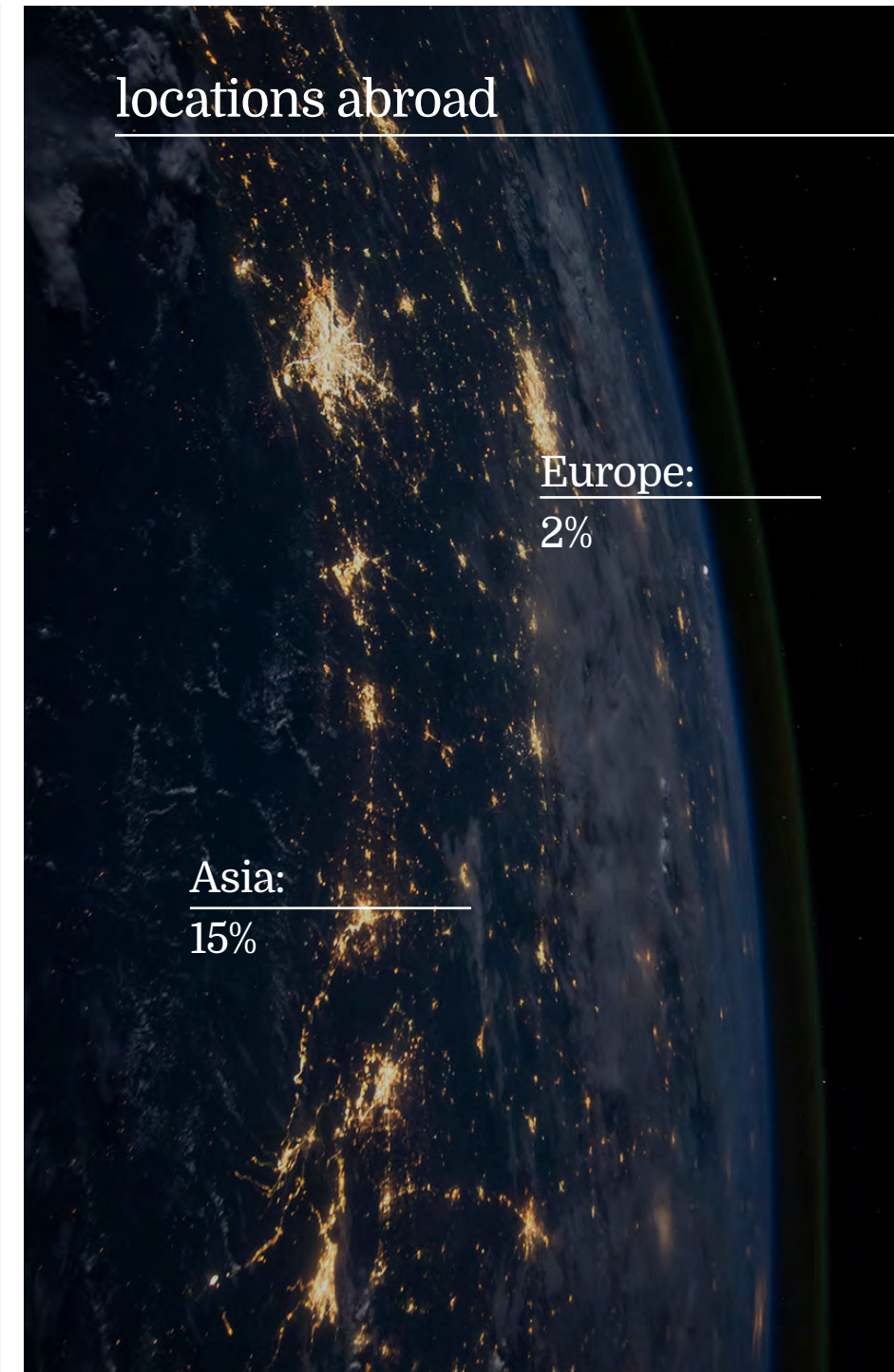


Northeast 31%  
West 15%  
South 13%  
Midwest 9%  
Southwest 7%  
Mid-Atlantic 6%

As of November 2024

## locations abroad

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Europe:  
2%

Asia:  
15%

# hiring

There were 123 employers hiring Duke MMS graduates for full-time positions in 2024.



36Kr Holdings Inc <sup>^</sup>	Chad Richards State Farm*	GLC Advisors & Co., LLC (GLC)	Lido Advisors, LLC	Polymakes*	The Alexander Group
ABN AMRO MeesPierson <sup>^</sup>	Chinese Merchant Bank <sup>^</sup>	GOSVEA	Lotus Bakeries	Power Life Sciences*	The Bancorp
Akin	Copper	Gent Commodity*	Management Science & Innovation	PwC+**	The Connor Group*
Albany State University	Beech Real Estate Capital	Goldman Sachs+*	Market Axess	RenaissanceRe	The Hertz Corporation
Alliant Credit Union	Ctrip.com International Ltd. <sup>^</sup>	Goldstate Capital Fund Management Co <sup>^</sup>	Marshberry Capital	Restore Hyper Wellness	Thermo Fisher Scientific
AlphaSights+**	DBD Partners	HCL America, Inc.*	Maximus*	Revlon	TikTok Inc.*
Amazon+*	Dallas Cowboys	Henkel Corporation <sup>^</sup>	Morgan Stanley <sup>^</sup>	SMBC Nikko	UBS Securities LLC
American Airlines*	Datadog	Hill and Knowlton*	NCUA	SS&C+	UiPath*
Athelas+*	Dell, Inc.*	Hony Capital <sup>^</sup>	Neptunes de Nantes <sup>^</sup>	SUMEC <sup>^</sup>	Utah Archers*
Audax Group	Deloitte Consulting	Hoyoverse <sup>^</sup>	Neutrino Advisory*	Sacramento River Cats	Vibranium Capital Group*
Axtria	Deutsche Bank	Il Makiage+*	Nova Capital Partners	Savanna Real Estate Fund*	Walker & Dunlop
BTIG	Duke University	Illuminative Strategies+*	ORA	Seattle SLMG Cosmetics LLC*	Warner Brothers Discovery
Bank of China USA*	EB Shaw Securities*	Inspire Brands*	Oddity*	ServiceNow, Inc.	Wells Fargo+
Bits & Pretzels <sup>^</sup>	EY-Parthenon+	JLL	P&G (Procter & Gamble)+ <sup>^</sup>	Shockwave Medical	Whittlesey*
BlackRock	Egnyte	JPMorgan Chase	Pacificorp*	SoftSensor.ai*	Wilmington Trust
Blue Sparq Marketing	Emerald Innovations Inc	Johns Hopkins Applied Physics Laboratory	Pathstone	State Street	Xiaomi <sup>^</sup>
Boston University	Epic+*	Kantar <sup>^</sup>	Paycom	Stryker	Zeegar Consulting*
Bowery Properties	Equity Methods*	Khush Housing Finance Pvt Ltd.	Pinpoint Asset Management <sup>^</sup>	Sunrise Homeless Navigation	simplehuman*
CPCS*	Fitch Ratings	L'Oreal <sup>^</sup>	Piper Sandler	Centre*	
Cadence Bank	Florida Financial Advisors	L.E.K. Consulting LLC	Plural Strategy Group*	TCI Biotech LLC*	
Capital One+*	Fucient*		Polaris Technology Solutions	TN Advisory <sup>^</sup>	
Cartograph*	GAI Insights			Tenbagger Capital Management <sup>^</sup>	

+ Hired 2+ MMS students; \* U.S. Company that hired student with non-permanent U.S. work authorization; ^ Job Location outside the U.S.

1 Total number of companies hiring MMS students 123

2 Total number of companies hiring 2+ MMS students 13

3 Total number of U.S. companies hiring MMS students with non-permanent U.S. work authorization 42

4 Total number of companies hiring MMS students outside the U.S. 21

## full-time jobs by industry



## industries

N=145

financial services  
**29%**

technology  
**19%**

other  
**16%**

consulting  
**14%**

health care  
**6%**

media/entertainment  
**5%**

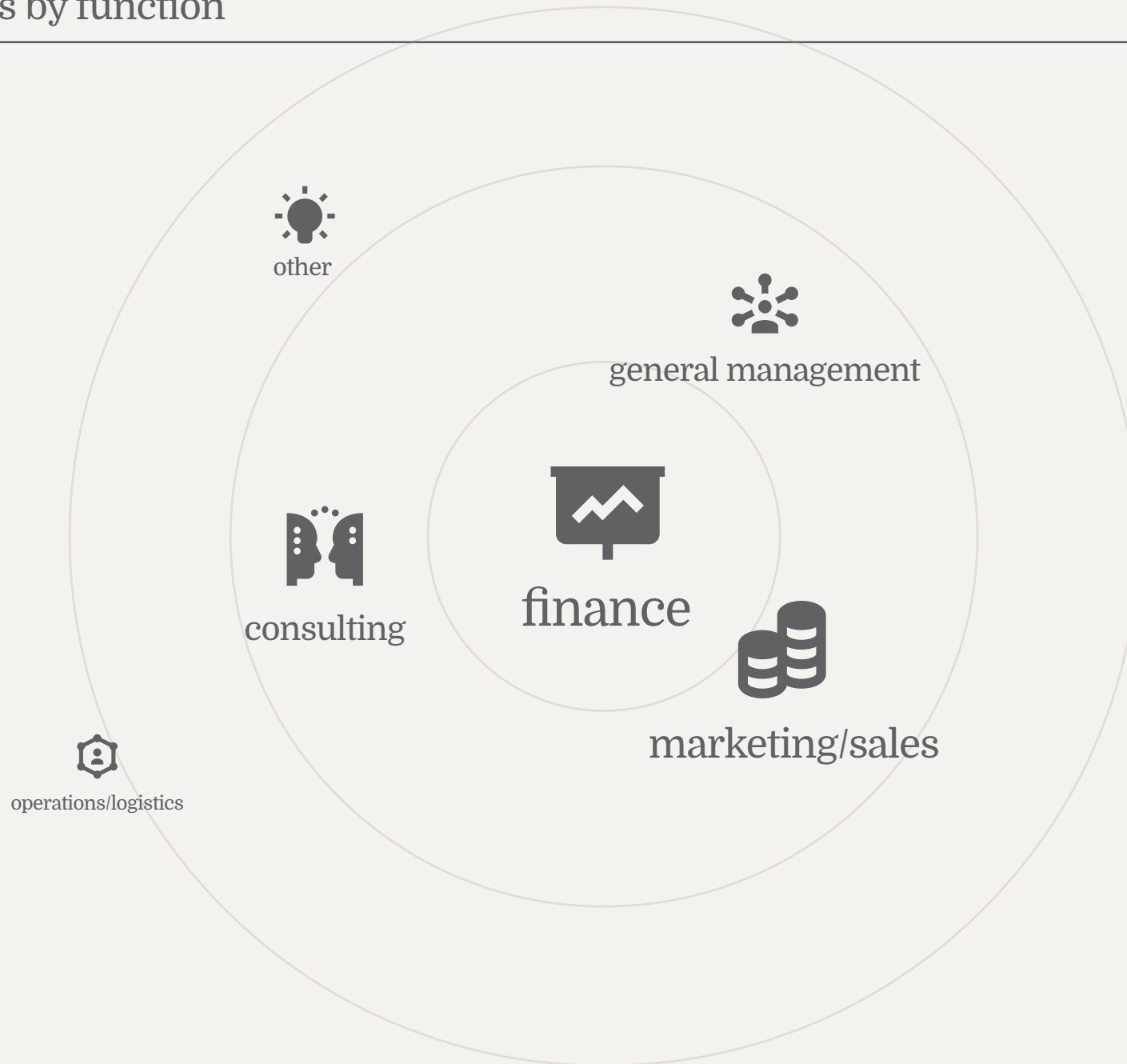
consumer packaged goods  
**5%**

real-estate  
**4%**

manufacturing  
**2%**



## full-time jobs by function



## functions

N=144

finance /accounting  
**38%**

marketing/sales  
**17%**

general management  
**15%**

consulting  
**14%**

other  
**10%**

operations/logistics  
**6%**



# here's how to connect

**MMS: FOUNDATIONS OF BUSINESS**

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

**EMAIL: [CMC-INFO@DUKE.EDU](mailto:CMC-INFO@DUKE.EDU)**

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