

# Graduate Programs Employment Report

2024



**Leeds** School of Business  
UNIVERSITY OF COLORADO **BOULDER**







The Leeds Graduate Career Management team takes great pleasure in getting to know our students individually so that we can create targeted connections with our valued employers. Whether a long-standing partner or an emerging organization that's interested in building their brand on-campus, we are excited to develop a partnership that makes sense for your specific needs and timeline.

John Helmers

Director | Graduate Career Management




## Full-Time MBA Graduates: Passionate with a purpose.

**With knowledge, ethics, skill sets, experience and drive, MBA graduates hit the ground running and make immediate impact.**

If you are looking for your next full-time candidate to help solve a business challenge, an MBA graduate from the Leeds School of Business is prepared with the knowledge, experience, mentorship, and problem-solving skills to make an impact for your team and business.

Leeds MBAs learn from world-class faculty recognized for conducting research on today's most complex business topics and for challenging Leeds students to develop innovative solutions for today's business issues. Additionally, our students develop valuable skills from integrated learning experiences and a critical edge by competing, and often winning, prestigious business case competitions. Let a Leeds MBA help your company grow for the future.





**[Sustainability] is no longer a nice to have—this is a cost of business.**

**Megan Lorenzen | MBA'21  
Senior Manager of Sustainability,  
Salesforce**

The world needs more bold leaders like Megan Lorenzen.

She's energized, not intimidated, by the daunting challenges of decarbonization, renewable energy and sustainability. From expanding clean energy access to empowering others to confront the challenges of climate change, it's no surprise she was featured among the GreenBiz Badass Women, an annual power list of key players in environmental justice.

In her work on sustainability at Salesforce, Megan collaborates with partners in various business units to deliver solutions that create impact—not just for business, but for the world.

# Internship Training: Experiences that shape professionals.

**MBA students with transferable skills make immediate and inspired contributions that advance the success of the companies they serve.**

Hiring an intern from Leeds is a great way to bring their experience and growing expertise into your organization. The Graduate Career Management team understands the importance of identifying the right candidates for each role and building the relationship between students and companies early in the students' MBA experience. The team will work closely with you to create a personalized recruitment plan that addresses your unique hiring needs.

The close relationship between our students, the Leeds Graduate Career team, Graduate Student Services and our amazing faculty allow us to more effectively identify candidates that will be able to work closely and seamlessly with your group. It is a great way to make a lasting impact for your organization and potentially add candidates to your recruitment pipeline.





# Companies Hiring MBA Interns



## Full-Time MBA Internships Since 2020

|                   |                           |                       |                      |
|-------------------|---------------------------|-----------------------|----------------------|
| Adobe             | Danone North America      | Kaiser                | Pentagram            |
| AES               | EastWest Partners         | Logickull             | Prologis             |
| AlloSource        | EchoStar                  | Magswitch             | Red Dot Storage      |
| Analytic Partners | Education Pioneers        | McAllister            | Savage Services      |
| Arrow Electronics | Entrepreneurial Solutions | Garfield              | Seneca Capital       |
| Atlas             | Etkin Johnson             | McWhinney             | Silverwest           |
| Avivar Capital    | Everwest                  | Microsoft             | Spotify              |
| Ball Corporation  | Forbes M&A                | Morgan Creek Ventures | Subaru               |
| Boeing            | Forrest Financial Forum   | Motorola              | Tech Transfer Office |
| Charles Schwab    | Haselden                  | Navigant              | T-Mobile             |
| Cisco             | HomeAdvisor               | NetApp                | Trailbreak Partners  |
| Cloudability      | Hygge Power               | Nikola Power          | Trammel Crow         |
| Crestone          | Jackfruit                 | Northwood Investors   | Western Digital      |
| Cube Smart        | JumpCloud                 | Organic India         | WestWater Research   |



**“What I enjoy most about my work is the opportunity to creatively problem solve, because every day, there’s a new challenge.”**

**Shay Cardenas | MBA'22  
HR Business Associate, Ford Motor Co.**

‘Nothing ventured, nothing gained’ encapsulates Shay Cardenas’ approach to life.

After completing an internship with Ford, Shay was brought on part-time in human resources while enrolled in the Leeds MBA. It’s been a major career shift—she worked mostly in nonprofits before completing her graduate degree—but one she has embraced wholeheartedly, her hesitance with enrolling in the program.

“Making the decision to go to grad school and forgo income is a hurdle for a lot of people in my position, but I always looked at this as investment in myself,” she said, adding that for the first time, she’s making more money than she owes in loans. “Without this degree and the support I got from Leeds, there’s no way I would have been able to get this job at Ford.”



# Companies Hiring Full-Time MBAs

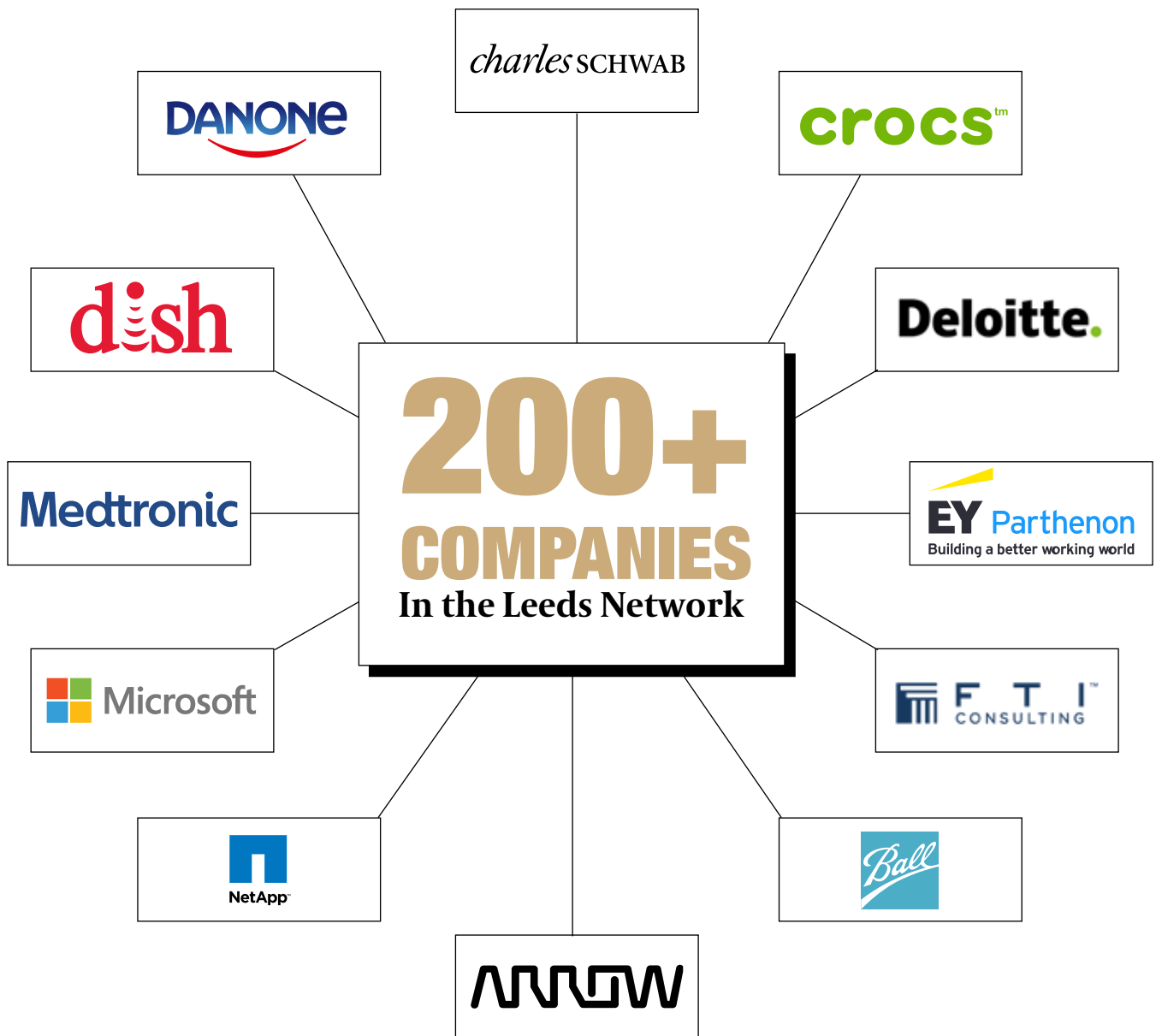


## MBA Hires Since 2020

|                   |                      |                       |                           |
|-------------------|----------------------|-----------------------|---------------------------|
| Adobe             | Comcast Technology   | JumpCloud             | Real Capital Solutions    |
| Alaska Airlines   | Continuum Partners   | KPMG                  | RES Americas              |
| Alpine Bank       | Crestone             | Mammoth Mountain      | Samantha Brands Solutions |
| Alteryx           | Danone North America | Microsoft             | Spectra                   |
| Arrow Electronics | DCP Midstream        | Misty Robotics        | Splunk                    |
| Avanath Capital   | Digital Globe        | Morgan Creek Ventures | Spotify                   |
| Ball Corporation  | Discover             | Navigant Consulting   | Stantec                   |
| Baron Properties  | DISH                 | NetApp                | Trammel Crow SF           |
| Boulder Brands    | Expedia              | Northrop Grumman      | Trimble                   |
| BP                | Finish Line          | Pacific Dataport      | Vendavo                   |
| CBRE              | FMI Consulting       | Point380              | Zayo                      |
| Charles Schwab    | Frontier Airlines    | PopSockets            |                           |
| Cisco             | FTI Consulting       | Prologis              |                           |







“Arrow Electronics guides innovation forward for leading technology manufacturers and service providers. Our employees play a crucial role in helping bring ideas to life and speed them to market, and I continue to be impressed with graduates of Leeds. The skills, perspective and resilience they exhibit are essential for success in today’s dynamic marketplace and complex supply chain.”

Chuck Kostalnick  
 Senior Vice President and  
 Chief Supply Chain Logistics & Procurement Officer  
 Arrow Electronics, Inc.



**An MBA was about learning to make the business case for sustainability, so I can help clients understand why they should make a particular investment.**

**Colette Crouse | MBA'18**

Leeds enjoys a strong reputation when it comes to the business of sustainability, especially through its Center for Ethics and Social Responsibility. But it was business, not sustainability, that brought Colette Crouse to Leeds.

“My experience has largely been working within organizations that are already committed to sustainability,” she said. “For me, an MBA was about learning to make the business case for sustainability, so I can help clients understand why they should make a particular investment or expand what they’re already doing.”

It’s why she feels she’s found the right fit at Stok, which offers clients expertise in areas like greenhouse gas accounting, regulatory and disclosure frameworks, supply chain strategy, and budgeting.



# Average Salary by **Function**

## Full-Time MBA, Class of 2023



### Marketing

\$94,650 | 19%

Leeds marketing graduates know how to reach a global audience using the latest in branding and digital marketing strategy.



### Finance/Accounting

\$97,727 | 32%

Finance graduate students are prepared for careers in financial consulting, investment management and corporate finance strategy.



### General Management

\$103,000 | 13%

Whether they work for a large global corporation or a small start-up venture, Leeds graduates are valued for their ability to innovate, lead change, recognize emerging markets and launch new products.



### Operations

\$100,780 | 9%

Students pursue careers as production managers, quality assurance managers, logistics managers, purchasing analysts, consultants, project managers and many other roles in operations.



### Consulting

\$128,333 | 6%

Highly skilled at data gathering and analysis, graduates know how to establish strategy, innovate with leading-edge technologies and transform ideas into reality.



### Other

\$93,764 | 19%

Our graduates land in a variety of careers with high-growth trajectories in booming industries from manufacturing to energy to natural products.



**Overall  
Average  
Salary**

\$99,633



**78% of graduates  
stay in the Rocky  
Mountain Region.**

# Average Salary by Industry

## Full-Time MBA, Class of 2023



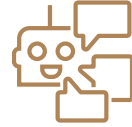
### Consulting

\$120,000 | 13%



### Financial Services

\$93,111 | 26%



### Technology

\$109,000 | 8%



### Consumer Packaged Goods

\$92,460 | 11%



### Energy

Insufficient Data | 8%



### Real Estate

\$85,000 | 11%

## Average Salary

for students with 5+ years of professional experience:

\$108,510



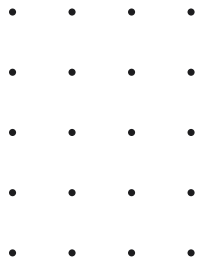
### Hospitality, Manufacturing, Entertainment, Non-Profit & Transportation

Insufficient Data | 8%



### Other

\$105,667 | 8%





A portrait of Michael Lau, a young man with dark hair, wearing a dark suit, white shirt, and dark tie. He is smiling and looking towards the camera. The background is a textured, light-colored wall. There are decorative dotted patterns in the top right and bottom left corners.

## Michael Lau | MBA'20, MSBA'21

The U.S. military may not have coined the phrase “embrace the suck,” but it certainly popularized it as an ethos for making the best of a bad situation.

Michael Lau has mastered it.

“I think tenacity has been something I’ve really embraced, not just in returning to America”—he and his family moved to Hong Kong when he was 9—“but in joining the Army, in pursuing higher education.”

Something he liked most about his grad school experience was the diverse network he built as a result of all the connections he made.

“It was just like the military—you meet all sorts of different people, from different walks of life, with different backgrounds,” Michael said. “Those differences are so important, because one of the things an education should do is challenge your own ideas, as opposed to just reinforcing what you already know. That was something I took from the military and graduate school, and it’s been helpful to me both personally and professionally.”

“**One of the things an education should do is challenge your own ideas, as opposed to just reinforcing what you already know.**”



## MS Graduates: Business specialists.



### **Advanced-level graduates with in-demand skill sets in supply chain management, business analytics, finance, real estate, accounting, or taxation.**

Graduates from the Leeds School of Business Master's Programs are equipped with the skills to make a positive impact from their very first day. Each graduate is proficient in the strategies and core principles required to make a difference for the organizations they serve. They learn from world-class faculty that are thought leaders in their respective fields and deeply versed in addressing today's business challenges.

Several of our master's programs offer specialized tracks that are preparing graduates for the workplace of tomorrow. Leeds graduates distinguish themselves by integrating ethical decision making with problem solving through the lens of sustainability to do business better for all. The highly sought-after skills developed through mentorships, networking events, and case competitions give Leeds graduates the edge you are looking for in your next hire.

### **Let a Leeds Master's Graduate make a difference for your organization.**





## MS Supply Chain Management

Experienced at identifying innovative opportunities for supply chain improvements based on data visualization techniques, operations strategy and core business principles.



## MS Finance

Prepared for management-level decision-making in any financial environment based on high-level processes.

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## MS Business Analytics

Leading with emerging developments in operations research, computer science and statistical methods, through the lens of ethical business.



## MS Real Estate

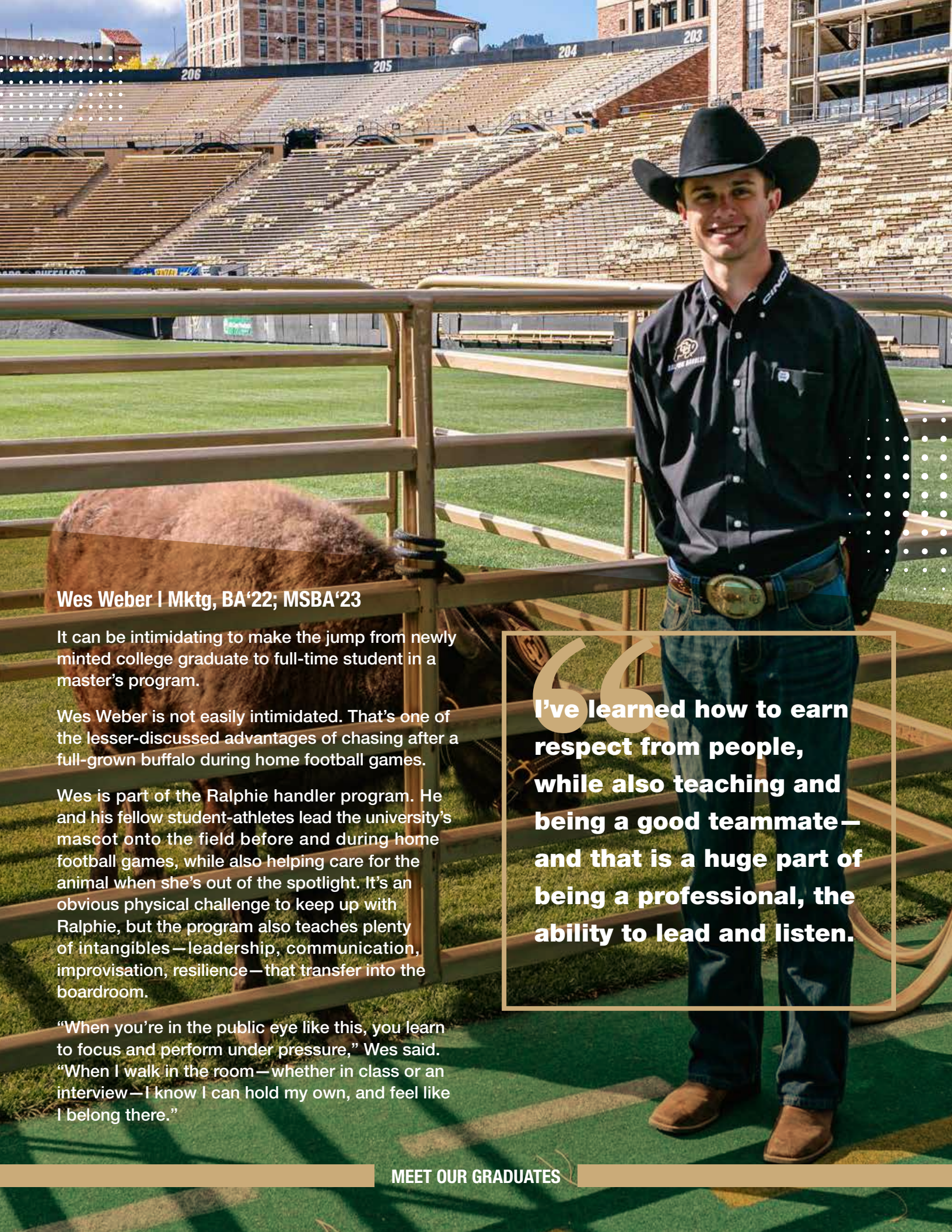
Deep experience in real-estate-specific business skills. and latest practices in finance, modeling, law, economics and data analytics.



## MS Accounting/Taxation

Masters at audit and assurance, risk management, consulting, financial planning, tax law and practice, and tax implications of proposed transactions.





**Wes Weber | Mktg, BA'22; MSBA'23**

It can be intimidating to make the jump from newly minted college graduate to full-time student in a master's program.

Wes Weber is not easily intimidated. That's one of the lesser-discussed advantages of chasing after a full-grown buffalo during home football games.

Wes is part of the Ralphie handler program. He and his fellow student-athletes lead the university's mascot onto the field before and during home football games, while also helping care for the animal when she's out of the spotlight. It's an obvious physical challenge to keep up with Ralphie, but the program also teaches plenty of intangibles—leadership, communication, improvisation, resilience—that transfer into the boardroom.

"When you're in the public eye like this, you learn to focus and perform under pressure," Wes said. "When I walk in the room—whether in class or an interview—I know I can hold my own, and feel like I belong there."

**I've learned how to earn respect from people, while also teaching and being a good teammate—and that is a huge part of being a professional, the ability to lead and listen.**



# Companies Hiring MS Graduates

## MS Class of 2022



### MS Business Analytics

AB InBev  
Alteryx  
DAS42  
Denver Health  
Integer  
Keysight  
KPMG  
Merckle  
OptTek Systems  
P2 Energy Solutions  
Panasonic North America  
Ria Financial  
Seagate  
SpenceDifference  
TimeSeries  
TSYS  
Webroot  
Xcel  
Zayo



### MS Finance

Deloitte Consulting  
Federal Reserve Bank of Kansas City  
Lockheed Martin  
Florida Health Fund  
BSW Wealth Partners



### MS Supply Chain

Arrow Electronics  
Boeing  
Gates  
Medtronic  
MillerCoors  
Seagate



### MS Real Estate

Real Capital Solutions  
Tangible Wealth Solutions  
H2 Properties  
OZ Architecture  
Council Oak Investment Company



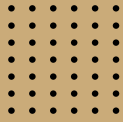
**My goal is to do work that helps everyone feel that they're represented and belong.**

**Jordyn Gerstle-Goodman | Info Mgmt,  
Fin'21, MSBA'22**

Most data scientists have graduate degrees that prepare them for the advanced statistical and modeling techniques they use at work, Jordyn Gerstle-Goodman pursued the one-year master's in Business Analytics immediately after completing her Leeds bachelor's degree.

"My graduate classes have gone far beyond what I learned in my undergrad," she said. "I'm sure my career will start as an analyst, but with what I've learned, I think I'll be able to get to that level much more quickly than I otherwise might have."






# Recruiting your next full-time professional or part-time intern has gotten easier.

**Work with your Leeds School of Business Graduate Career Management team and recruit talented prospects with confidence.**

## Full Time



Leeds MBAs and Master's graduates are prepared to make an immediate and lasting impact on your organization. Work with us to outline your hiring goals and to identify your ideal candidate. We will present you with a curated resume book of qualified students or graduates who are prepared to bring their talents and passion to your organization.

## Part Time

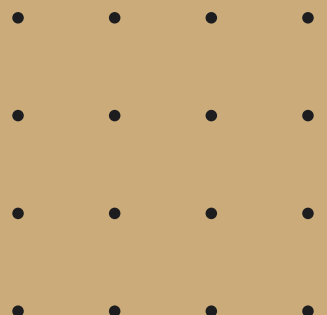
Leeds MBAs are available for internships and part-time opportunities year-round. Whether you have a specific project or are looking for temporary help to meet a business objective, Leeds MBAs bring a wealth of knowledge, experience and insights.



## Recruitment Made Simple

Working with the Leeds Graduate Career Management team can simplify your recruitment process and build your talent pipeline. We can help you connect with students on campus, attend networking events and build your brand on campus. Our graduates offer a variety of specialties along with the grit, soft-skills and a desire to do business for good.

**Contact the Leeds Graduate Career Management Team at 303-492-1811 or email us at [leedsgrad@colorado.edu](mailto:leedsgrad@colorado.edu).**





## **Leeds** School of Business

UNIVERSITY OF COLORADO **BOULDER**



Learn more about Career Services for Leeds' Graduate Students at:

[colorado.edu/business/mba/career](https://colorado.edu/business/mba/career)