

2025

Fall Full-time MBA Program Recruiting Trends Survey

Abridged Report

Introduction

The Fall 2025 Full-time MBA Program Recruiting Trends Survey provides key information about recruiting trends for Full-time MBA students compared to the same timeframe the previous year. The report is based on confidential surveys completed in January and February 2026 by 74 Career Services & Employer Alliance (CSEA) member schools. The full results from the survey are provided to participating schools, with this Abridged Report made available to the general public. The survey was created, compiled and analyzed by CSEA.

Table of Contents

About This Report.....	3
How to Use This Report.....	3
Interpreting the Numbers.....	4
Definitions.....	4
Using Ratios.....	4
Executive Summary.....	5
Full-time MBA Programs.....	6
International Students.....	17
Participating Schools.....	19

DISCLAIMER

The statistical information contained in this report is believed to be representative of the individuals responding to the survey. All reasonable efforts were taken by CSEA to assure data comparability within the limitations of reporting procedures. However, the data used in this report is not necessarily based on audited data. As such, the statistical validity of any given number varies depending upon sample sizes and the amount of consistency among responses for that particular figure. CSEA, therefore, makes no representations or warranties with respect to the results of this study and shall not be liable to members or anyone else for any information inaccuracies, or errors or omissions in contents, regardless of the cause of such inaccuracy, error or omission. In no event shall CSEA be liable for any consequential damages.

Copyright © 2026. All rights reserved. No part of this report may be reproduced in whole or part without written permission from the Career Services & Employer Alliance.

About This Report

This year's Fall 2025 Full-time MBA Program Recruiting Trends Survey Report provides information that will assist member schools with understanding recruiting trends for Full-time MBA students.

In January and February 2026, confidential survey forms were made available to CSEA member schools. A complete set of survey questions will be provided upon request. This report provides an abridged view of the survey results.

How to Use This Report

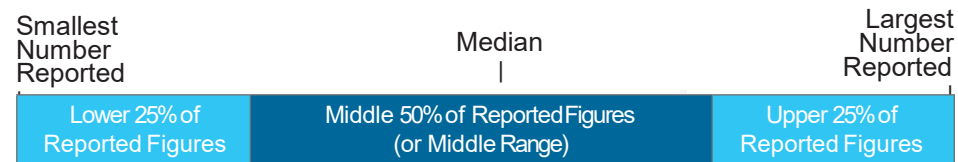
This Fall 2025 Full-time MBA Program Recruiting Trends Survey Report will help institutions evaluate recruiting trends relative to what similar institutions are observing. The statistics represent benchmarks against which an institution's recruiting trends can be compared. Using the information within this report, schools can compare their own institution's observations about the recruitment marketplace with the participants as a whole.

Please keep in mind:

1. A deviation between your organization's figures (for any particular measure) and numbers in the report is not necessarily good or bad. It merely indicates additional analysis may be required.
2. In situations where large deviations do exist, it may be helpful to go back and calculate the same measure over the past several years to identify any trends that may exist .
3. The information in this report should be used as a tool for informed decision-making rather than absolute standards. Since organizations differ as to their specialization, location, size and other factors, any two organizations can be successful yet have very different experiences with regards to certain benchmarks.
4. Many respondents used estimates for the data points provided, rather than absolute numbers. This should be considered when drawing conclusions about the data.

Interpreting the Numbers

Most of the data points included in this study are reported as both medians and averages/means. The median value represents the mid-point of the data for a particular measure, with half of the organizations reporting figures above it and half below. Unlike the mean, the median is not distorted by a few unusually high or low values that may exist in the sample due to special circumstances. Each median was computed independently based on the organizations that reported for that item. As a result, mathematical relationships do not always exist when different ratios are used together in the calculation. **Also, please note, some items may not total exactly due to rounding.**



Figures reported were not used unless they were in accordance with the survey instructions and definitions. In cases where the number of organizations reporting was considered inadequate for the computation of a meaningful figure the survey question was omitted from the report. Additional context was also provided in cases where questions may be skewed toward a certain industry or other parameter.

Definitions

Number of Responses (N):	The number of responses in a particular grouping.
Average:	The simple average of all responses for a particular item (e.g., it is the result of summing the values and dividing by the total number of responses).
Median (or 50th percentile):	The center value of the total distribution of the data that are reported (e.g., it is the value at which 50% of the responses are above and 50% are below). This measure is less likely than an average to be distorted by a few outlying responses.
Lower Quartile (or 25th percentile):	The observation point below which 25% of the responses lie (e.g., 25% of the responses are less than this amount and 75% are greater than this amount).
Upper Quartile (or 75th Percentile):	The observation point below which 75% of the responses lie (e.g., 75% of the responses are less than this amount and 25% are greater than this amount).

Using Ratios

While it is important to analyze information in dollars and cents, it is essential that percentages and ratios be used if the data is to be compared with past data or with reported standards. For example, it is necessary to know your annual employee compensation expense, but it is even more essential to compare this expenditure with the value it produces.

Executive Summary

CSEA conducts the Fall Recruiting Trends Survey annually to assist member schools with benchmarking and strategic decision making. The Fall 2025 Survey reflects input from 74 Career Services & Employer Alliance (CSEA) member schools surveyed in January and February 2026. Respondents represent a broad cross-section of institutions, with slightly more public universities (54%) than private (46%), and strong representation from top-ranked programs. The majority of participating schools are based in North America (82%).

Overall Job Market Conditions

The full-time MBA job market showed continued softening in Fall 2025. Nearly half of respondents reported that full-time job postings on their school's job board were down compared to the prior year, which increased from around 40% who reported a decrease in the 2024 survey. Similarly, around one third of schools reported declines in postings from other sources, compared to around a quarter in 2024. On-campus recruiting opportunities also remained under pressure, with 39% of schools reporting decreases, consistent with 2024 levels. Contractual work opportunities remained largely stable, with a majority of schools reporting no change.

Industry and Employer Trends

For the third consecutive year, Financial Services and Healthcare led in recruiting activity growth for full-time positions. Conversely, Government and Consulting saw the largest decreases — a trend consistent with the past two years — while Technology also experienced a notable decline. Among employer types, small companies and startups continued to show the strongest increases in recruiting activity for the third straight year, while large companies (over 500 employees) continued to see the largest decreases.

Recruiting Technology and Engagement

AI-powered pre-screening interview tools saw a sharp rise in employer adoption, with nearly three quarters of schools reporting increased use — continuing a growth trend that began in 2020. Employer use of virtual interviewing technologies also increased for a majority of schools. On the other hand, resume book requests, in-person multi-school events,, and internship conversion to full-time positions saw notable decreases. Career services offices are responding to market challenges, with student engagement patterns shifted toward more personalized interactions. The largest in-person increases were in one-on-one coaching appointments, Career Treks, and recruiter meetings/coffee chats. Virtually, one-on-one coaching again led increases, while career fair participation and information session attendance continued to decline.

International Students

The outlook for international MBA students (those with non-permanent work authorization) remained challenging. A substantial majority of schools reported decreased full-time job and internship opportunities for international students — up slightly from the past two years.

Looking Ahead

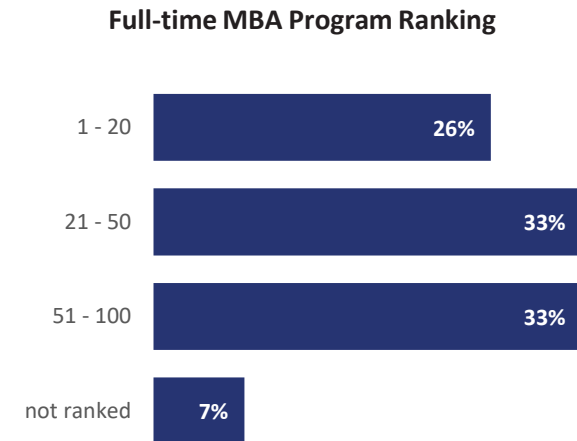
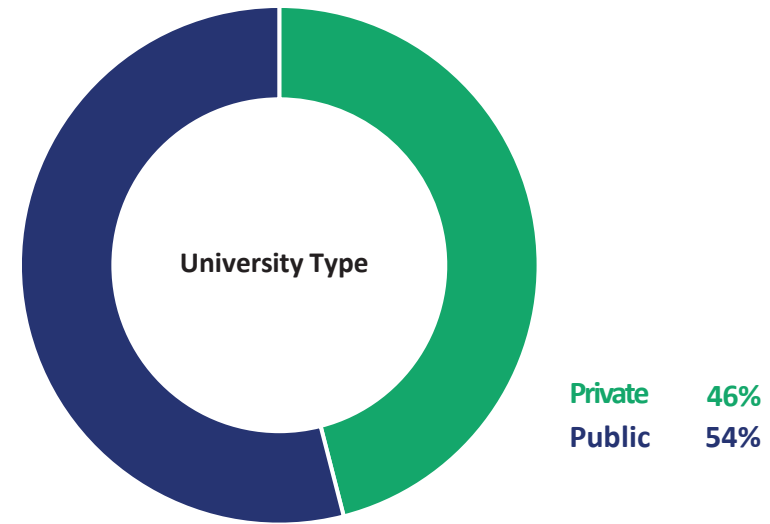
As the full-time MBA recruiting market navigates a third consecutive year of headwinds, schools and students alike will need to adapt to a shifting landscape — one increasingly defined by smaller and emerging employers, technology-enabled hiring, and a growing premium on personalized career support.

Full-time MBA Programs

Respondent Profile

The respondent sample for the survey this year included 74 schools. There are slightly more public universities (54%) represented than private (46%). This year, the survey focused on Full-time MBA programs, so all of the responding institutions serve Full-time MBA students.

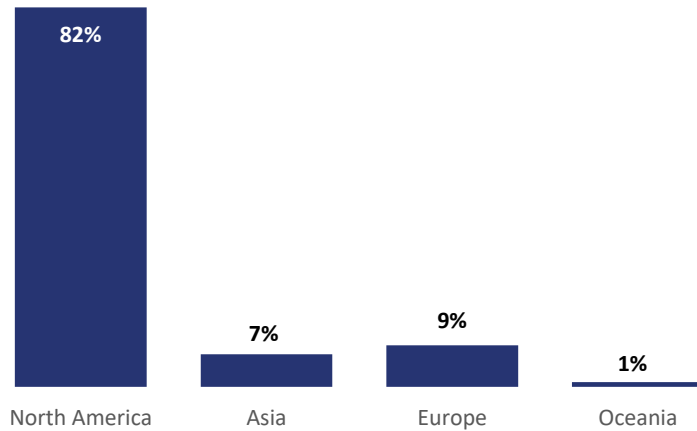
The responding institutions had a strong representation of top ranked MBA programs in the results. Nearly two thirds (59%) of the respondents were ranked as one of the top 50 MBA programs in one of the most recent national/international rankings (BusinessWeek, US News & World Report, Financial Times, Forbes, etc.). This includes 26% that were ranked in the top 20.



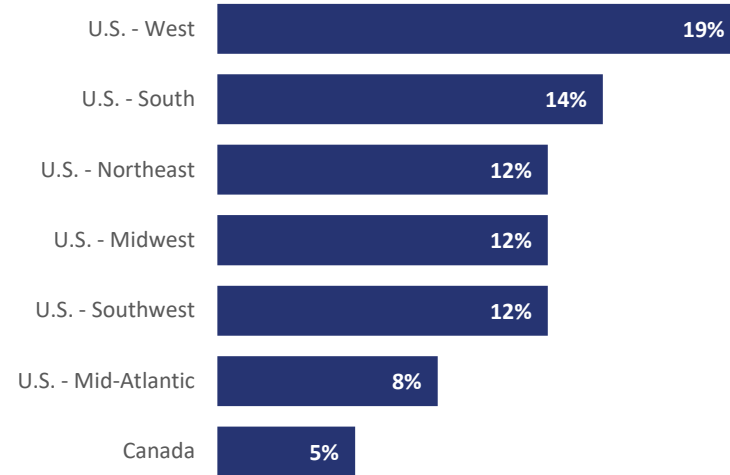
Respondent Profile cont.

Although many respondents have a global reach, the sample primarily consists of universities whose main campus is based in the U.S. The majority of responding universities (82%) reported their main campuses were located in North America, with 9% located in Europe and 8% in Asia Pacific.

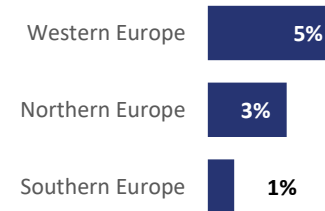
Geographic Location of University's Main Campus



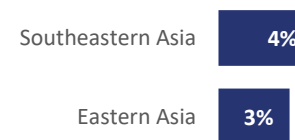
Regions in North America



Regions in Europe



Regions in Asia



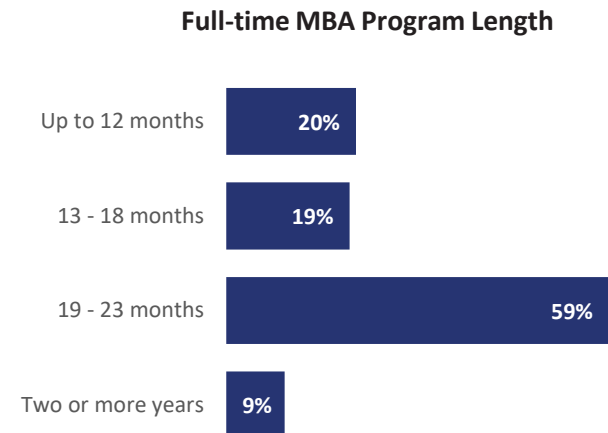
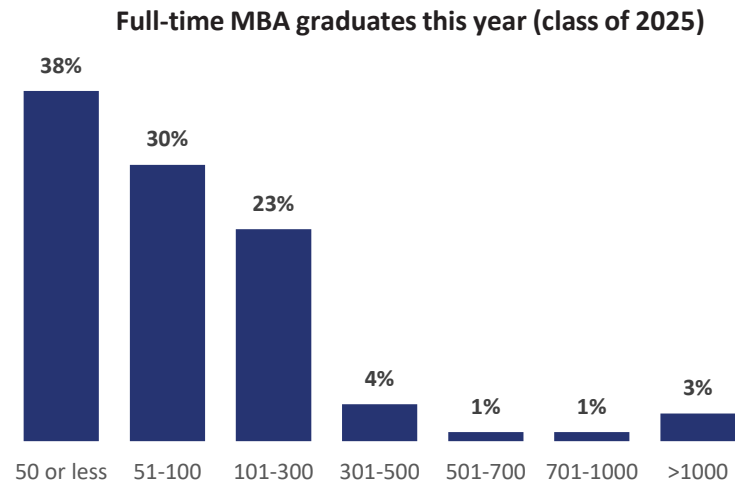
Regions in Oceania



Full-time MBA Programs

The majority of the institutions (91%) had less than 300 students graduating from their Full-time MBA program in 2025. In 2024, 85% of institutions had less than 300 students graduating from their Full-time MBA program. In 2023, this figure was 88%.

Nearly two thirds of the programs (59%) have a program length that lasts between 19 and 23 months.

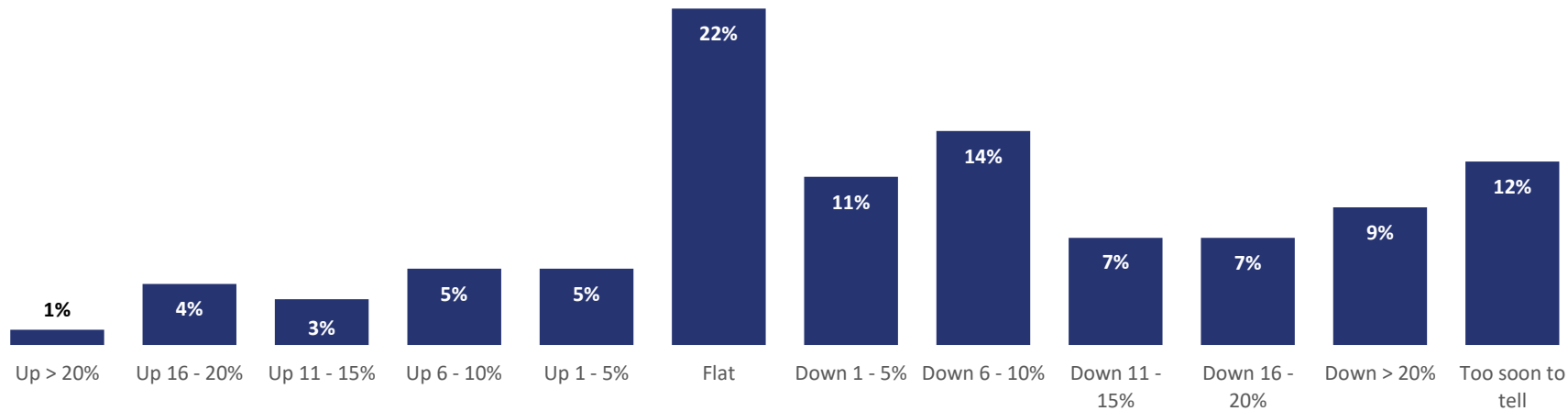


Full-time MBA Programs

Overall, full-time job postings were down compared to last year's survey. This year, 48% of respondents indicated that job postings were down, compared to 38% in 2024.

	Indicated that postings were UP	Flat	Indicated that postings were DOWN	Too soon to tell
2021	74%	11%	6%	9%
2022	38%	23%	26%	13%
2023	18%	21%	49%	12%
2024	25%	27%	38%	9%
2025*	18%	22%	48%	12%

Overall, how have posting for full-time positions for MBAs on your school's job board changed compared to this time last year?



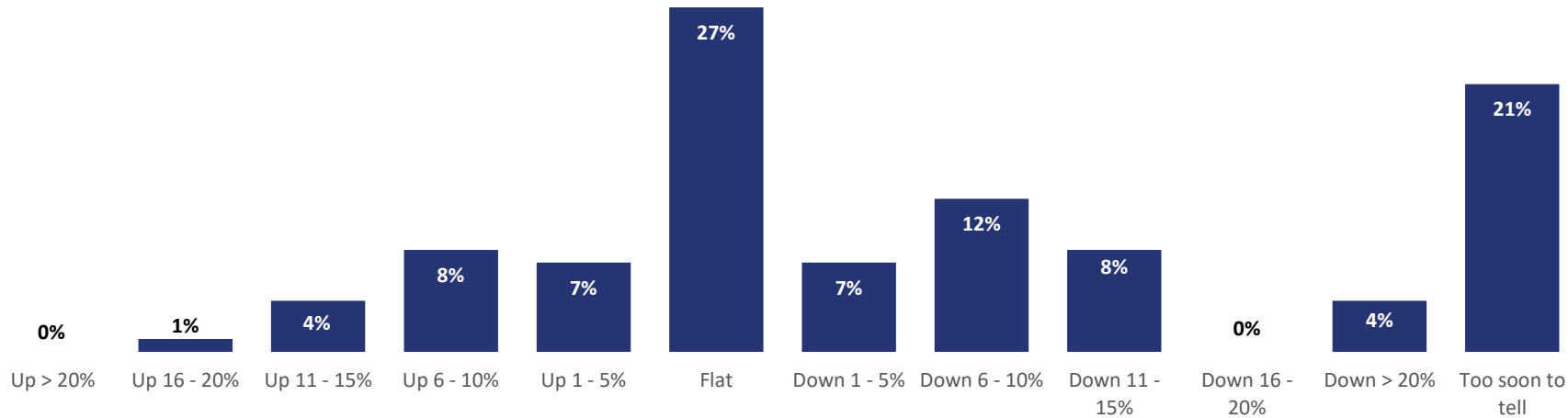
*Question wording in 2021-2024 surveys:
Overall, how do full-time job postings (off-campus opportunities/postings by employers through your school's job posting platform(s)) for FT MBAs compare YTD versus last year?

Full-time MBA Programs

Overall, more schools indicated that job postings from other sources (besides the school’s job board) were down compared to last year’s survey. This year, 31% of respondents indicated that job postings were down, compared to 24% in 2024.

	Indicated that postings were UP	Flat	Indicated that postings were DOWN	Too soon to tell
2023	20%	45%	25%	11%
2024	27%	35%	24%	13%
2025*	20%	27%	31%	21%

Overall, how have job postings from other sources (i.e. sources other than your school's job board) changed compared to this time last year?



***Question wording in 2023-2024 surveys:**
Overall, how do other, informal postings (school-curated sources not posted through school-based job posting platforms) for FT MBAs compare YTD versus last year?

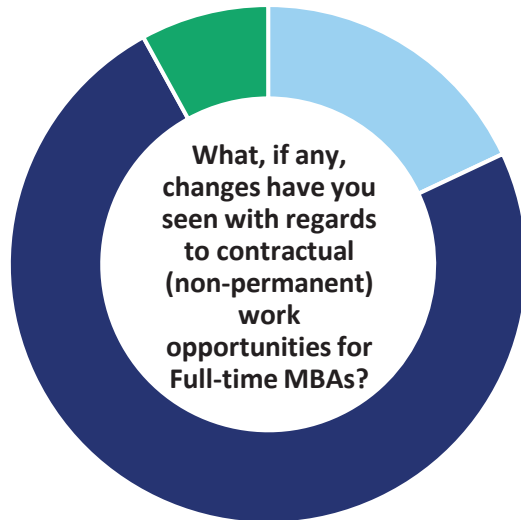
*Question wording in 2021-2024 surveys: Overall, how have on-campus opportunities (companies interviewing at your school either on campus or coordinated virtually via a campus recruiting process) for FT MBAs compare YTD versus last year?

Full-time MBA Programs

Nearly three quarters (74%) of schools reported no changes in contractual work opportunities for Full-Time MBAs.

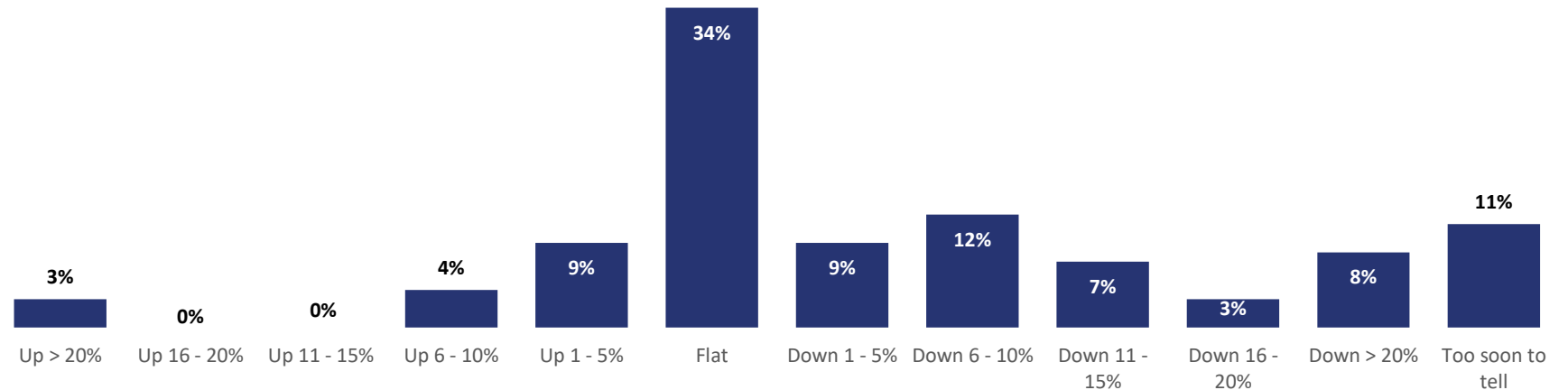
This year, 39% of respondents indicated that on-campus opportunities (interviews conducted on-campus or coordinated virtually via campus recruiting process) were down, compared to 41% in 2024. 16% of respondents indicated that on-campus opportunities were up, a slight difference from last year.

	Indicated that postings were UP	Flat	Indicated that postings were DOWN	Too soon to tell
2021	35%	29%	27%	9%
2022	40%	31%	22%	7%
2023	25%	28%	38%	11%
2024	15%	42%	41%	3%
2025*	16%	34%	39%	11%



Decreased 18%
Stayed the Same 74%
Increased 8%

Overall, how have on-campus opportunities for Full-time MBAs compare YTD versus last year? Includes interviews conducted on campus or coordinated virtually through your recruiting process.

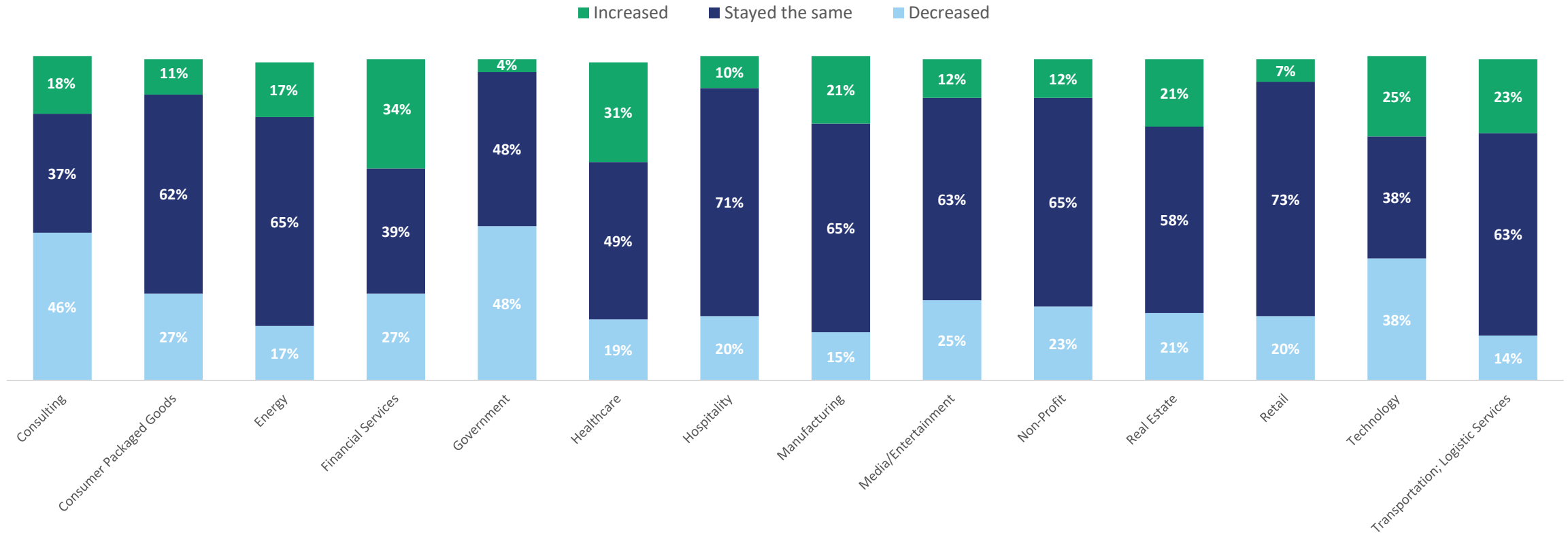


Full-time MBA Programs

For the third year in a row, the Financial Services (34%) and Healthcare (31%) sectors saw the largest increases in recruiting activity.

The sectors where the largest numbers of schools saw a decrease include Government (48%) and Consulting (46%), which has also consistent with the past two years. Technology also saw a significant decrease (38%).

What changes in recruiting activity (job opportunities for students) for FT MBAs have you seen in the following industries?

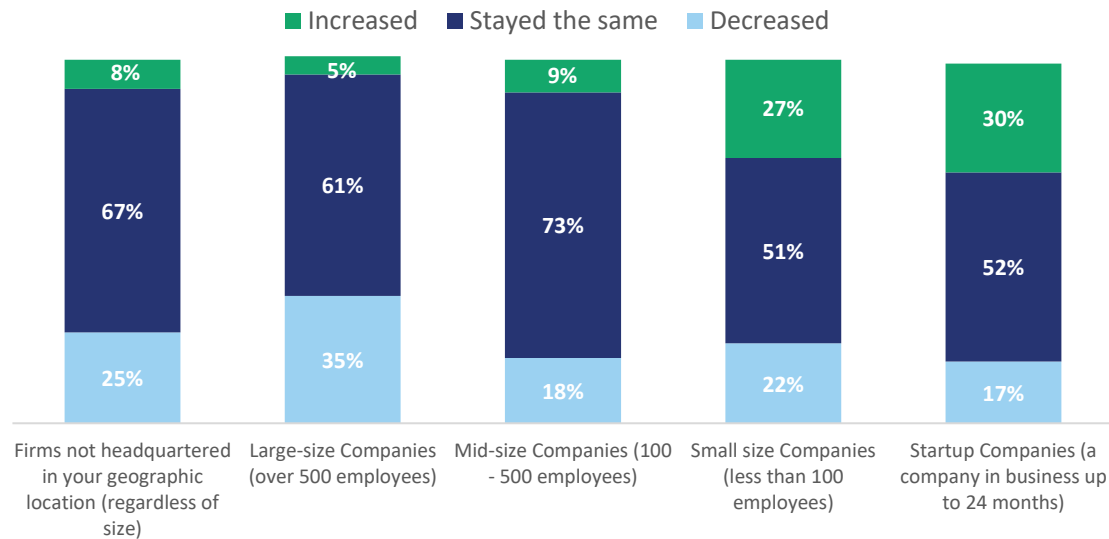


Full-time MBA Programs

For the third year in a row, the largest increase in recruiting activity by organization type was seen with small size companies (27%) and start-up companies (30%).

For the third year in a row, the largest decreases in recruiting activity were in large-size companies (35%).

What changes in recruiting activity (job opportunities for students) for FT MBAs have you seen with the following types of organizations?

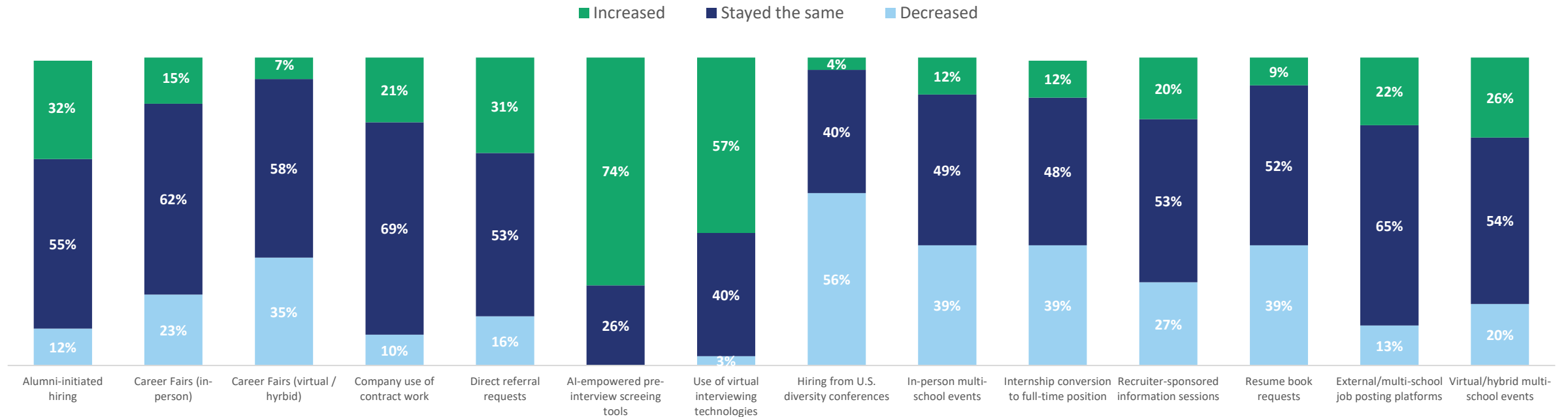


Full-time MBA Programs

Nearly three quarters (74%) of schools saw an increase in employer use of AI-empowered pre-screening interview tools. Employer use of virtual interview technologies also saw strong increases (57%) in 2025. This continues a strong growth trend in these areas, which began in 2020. This continues a strong growth trend in these areas, which began in 2020.

For the second year, hiring activity from U.S. diversity (affinity) conferences showed a decrease (56%). Other decreases include: resume book requests (39%), in-person multi-school events (39%), internship conversion to full-time position (39%), and virtual/hybrid career fairs (35%). Internship conversion and virtual/hybrid career fairs showed decrease in the 2024 survey as well.

What changes in full-time recruiting activity (job opportunities for students) for FT MBAs have you experienced on or off campus?



Full-time MBA Programs

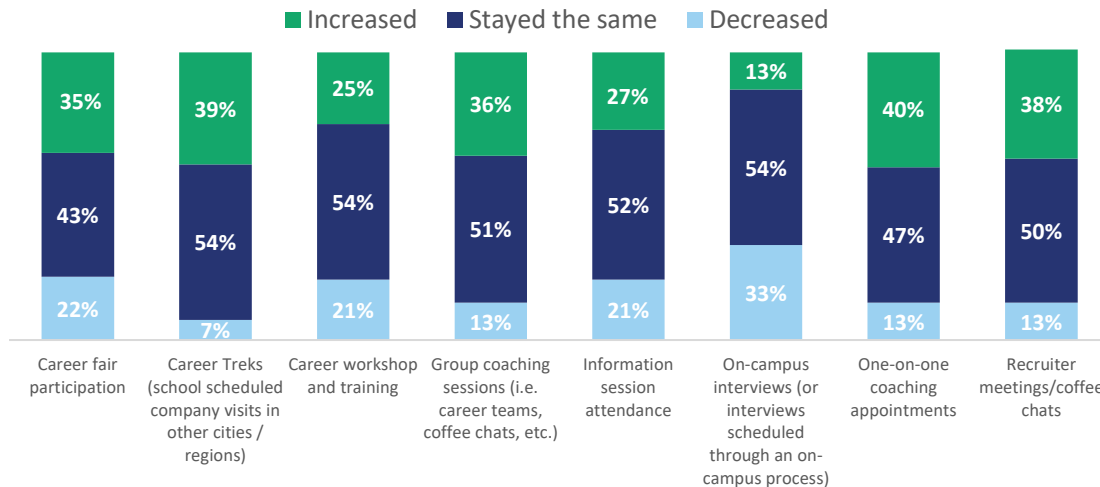
This year, the largest increases in in-person student engagement were seen with one-on-one coaching appointments (40%), Career Treks (39%) and recruiter meetings/ coffee chats (38%). One-on-one coaching had the largest increase in 2024 as well (49%).

The largest decreases in in-person student engagement were seen in on-campus interviews (33%). In 2024, the largest decreases in in-person student engagement were seen in on-campus interviews (29%) and information session attendance (28%).

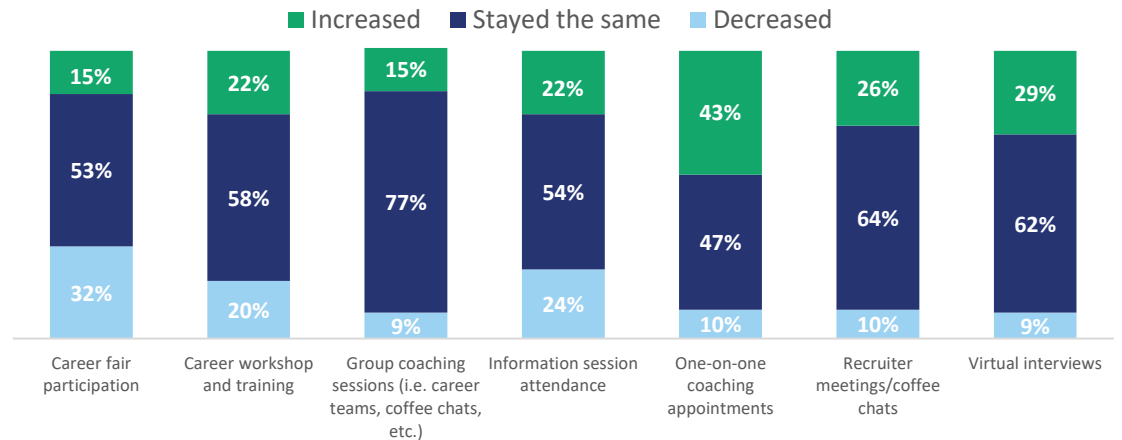
Similar to 2024, the largest increases in virtual student engagement were seen with one-on-one student coaching appointments (43%).

For the past two years, the largest decreases in virtual student engagement were seen in career fair participation (32% in 2025 and 42% in 2024) and information session attendance (24% in 2025 and 31% in 2024).

How did FT MBA student engagement in the following IN-PERSON activities compare to the same time period last year?



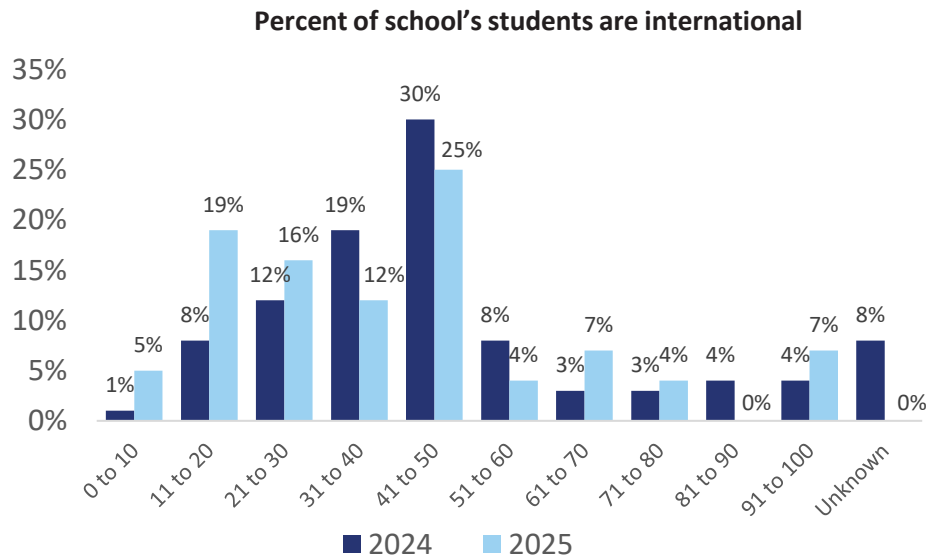
How did FT MBA student engagement in the following VIRTUAL activities compare to the same time period last year?



Full-time MBA Programs

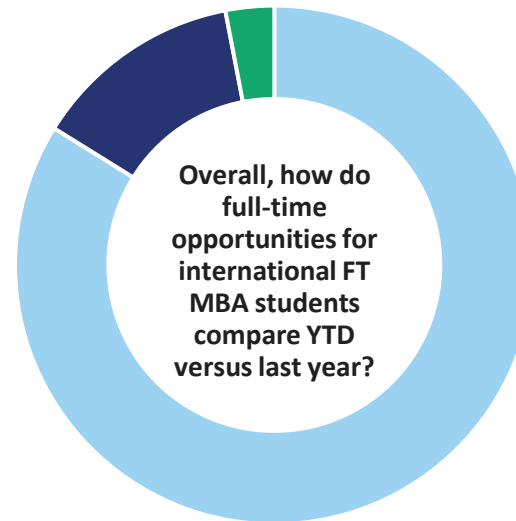
Trends for International Students (those with non-permanent work authorization)

Less than one quarter (22%) of schools reported that over 50% of Full-Time MBA students were international. Last year, 30% of schools reported that over 50% of Full-Time MBA students were international.

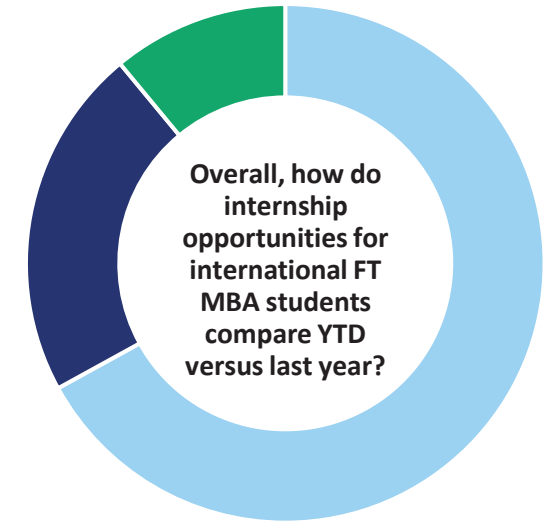


Full-time job opportunities for Full-time international MBA students decreased for 83% of the responding institutions. This continues the trend seen in the past two years (71% in 2024 and 75% in 2023). In 2022, only 43% of schools saw a decrease and in 2021, 18% of schools saw a decrease.

Over two thirds of schools (67%) reported a decrease in the number of internship opportunities for international MBA students. This continues the trend seen in the past two years (52% in 2024 and 65% in 2023). In 2022, only 39% of schools saw a decrease and in 2021, 16% of schools saw a decrease.



Decreased 83%
Stayed the Same 13%
Increased 3%



Decreased 67%
Stayed the Same 22%
Increased 11%

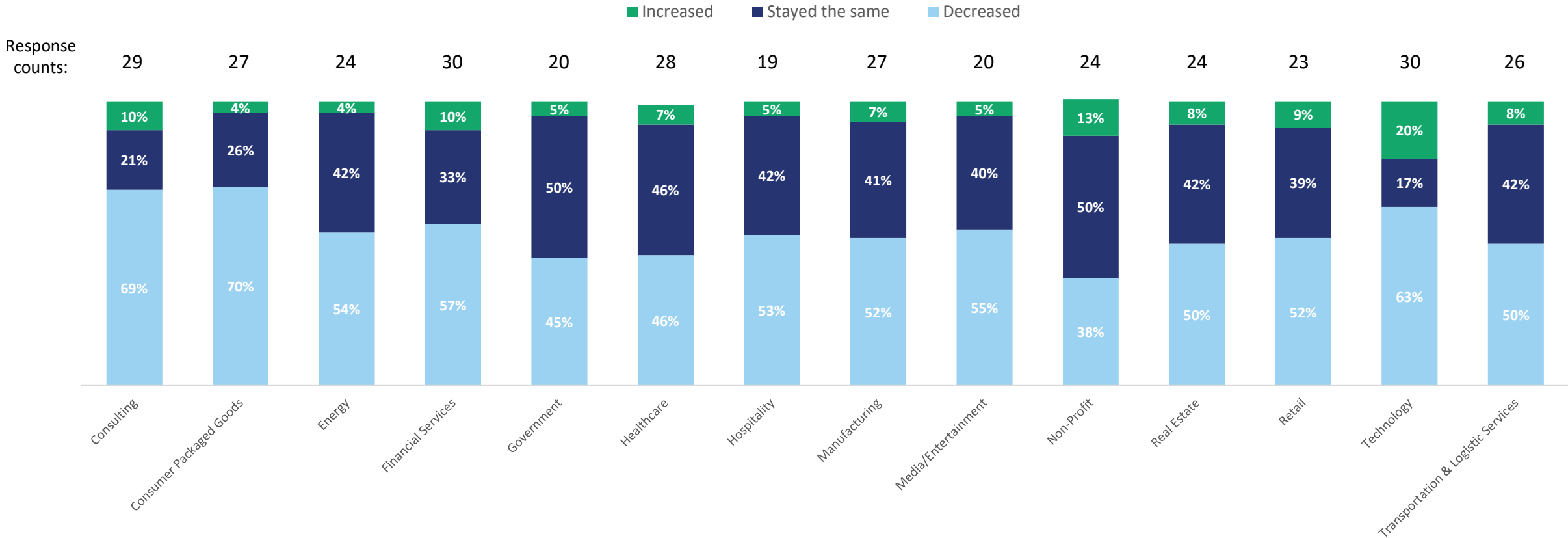
Full-time MBA Programs

Trends for International Students (those with non-permanent work authorization)

The Technology sector saw the largest increase in recruiting activity for international FT MBA students, with 20% of schools reporting an increase. This contrasts with 2024, when Financial Services and Transportation & Logistics Services saw the largest increase.

For the past two years, sectors where the largest number of schools saw a decrease in recruiting activity were Consumer Packaged Goods (70%) and Consulting (69%).

What changes in full-time recruiting activity (job opportunities for students) have you seen in the following industries for FT international MBA students?



Fall 2025 Full-time MBA Recruiting Trends

Survey Participating Schools:

- American University - Kogod School of Business
- Arizona State University
- Asia School of Business
- Asian Institute of Management
- Auburn University
- Boston College
- Brigham Young University
- Carnegie Mellon - Tepper School of Business
- Case Western Reserve University - Weatherhead School of Management
- Claremont Graduate University - Peter Drucker School of Management
- College of William & Mary - Raymond A. Mason School of Business
- Columbia Business School
- Concordia University - John Molson School of Business
- Cornell University
- Dartmouth - Tuck School of Business
- Duke University - Fuqua School of Business
- George Washington University
- Georgetown University - McDonough School of Business
- Georgia Institute of Technology - Scheller College of Business
- Indiana University - Kelley School of Business
- IE Business School (Instituto de Empresa)
- Michigan State University - Broad College of Business
- National University of Singapore Business School
- North Carolina State University - Jenkins Graduate School of Management
- Ohio State University - Fisher College of Business
- Pepperdine University
- Rice University - Jones Graduate School of Business
- Rutgers Business School
- San Diego State University
- Simon Fraser University
- Stanford University - Graduate School of Business
- Syracuse University
- Texas Christian University - Neeley School of Business
- Trinity Business School
- University at Buffalo – SUNY
- University of California, Berkeley - Haas School of Business
- University of California, Davis - Graduate School of Management
- University of California, Irvine - The Paul Merage School of Business
- University of California, Los Angeles - Anderson School of Management
- University of California, Riverside - A. Gary Anderson Graduate School of Management
- University of California, San Diego, The Rady School of Management
- University of Chicago - Booth School of Business
- University of Colorado, Boulder - Leeds School of Business
- University of Denver - Daniels College of Business
- University of Florida - Warrington College of Business
- University of Houston
- University of London - London Business School
- University of Maryland, College Park - Robert H. Smith School of Business
- University of Minnesota - Carlson School of Management
- University of New South Wales - Australian Graduate School of Management
- University of Notre Dame - Mendoza College of Business
- University of North Carolina, Chapel Hill - Kenan-Flagler Business School
- University of Nottingham Business School
- University of Oklahoma
- University of Rochester
- University of South Carolina - Darla Moore School of Business
- University of Southern California
- University of Texas at Austin - McCombs School of Business
- University of Utah - David Eccles School of Business
- University of Wisconsin - Madison, Wisconsin School of Business
- Washington University in St. Louis
- WHU - Otto Beisheim School of Management
- Yale School of Management