# Table of Contents

## Career Design Lab

Our Philosophy .......................................................... 1  
Career Design Principles ................................................ 1  

## Programs and Services

Innovative Career Support and Services .......................... 2  
Premium Subscriptions .................................................. 2  
Entrepreneurial, Recruiting, and Networking Events ........ 2  

## Student Demographics

Race/Ethnicity ............................................................. 3  
Gender ........................................................................... 3  
Work Experience ............................................................ 3  
Class of 2021 ............................................................... 3  

## Employment Outcomes

Career Outcomes .......................................................... 4  
Knowledge Rate ............................................................ 4  
Postgraduate Employment by Industry/Sector ................. 4  
Employers Who Have Hired Multiple Students ............... 5  
Postgraduate Salaries ..................................................... 5  
Sample Job Titles ........................................................... 5  
Top Global Countries ..................................................... 6  
Top 10 States in the U.S. ................................................. 6  

Columbia University School of Professional Studies
This report provides a snapshot of our Master of Science graduating students’ postgraduation outcomes.

The diverse and innovative occupations and industries in which these graduates can be found are a reflection of a rigorous education informed by rapidly evolving global market requirements—the hallmark of a School of Professional Studies degree.

This class graduated during the height of the pandemic, when many institutions were closed. The impact of those shutdowns was tremendous and far-reaching, particularly for graduates entering the world of work. Despite this challenge, more than 75% of SPS graduates were employed within six months of graduation. For those who were working full-time while studying, 65% either made a lateral move, transitioned into a new industry, or were promoted after graduation—achievements worth celebrating.

Thanks to industry-leading faculty and dedicated career and academic support staff, members of the Columbia University School of Professional Studies Master of Science Class of 2021 were prepared with the tools necessary to overcome obstacles and accomplish their professional goals.

---

**Our Philosophy**

**Empowerment**
We believe in empowering students to build lifelong career skills and to hold themselves accountable. We are passionate about our work and believe in self-empowerment.

**Empathy**
We meet students where they are and provide individualized and customized coaching.

**Creative**
We are flexible, agile, and resilient. We provide creative career design space both virtually and physically. We are not satisfied with the status quo but strive for innovation.

**Authenticity**
We build authentic and effective relationships.

**Value-Driven**
We practice reframing our perspectives with a growth mindset. We value efficiency and make data-informed decisions.

---

**Career Design Principles**

**DEFINE**
Clearly articulate a problem to solve

**SELF-EMPATHIZE**
Brainstorm, select and develop solutions

**IDEATE**
Develop a deep understanding of the challenge

**PROTOTYPE**
Design a series of prototypes to test solutions

**TEST**
Engage in a continuous short-cycle innovation process to improve career design
Programs and Services

Innovative Career Support and Services

**Career Design Lab Course**
Available on demand, this course site provides a step-by-step, best-practice framework for career development success. The course is updated regularly by the Career Design Lab staff and provides customized tool kits for each of our M.S. programs.

**Individualized Coaching**
Coaches work with students one-on-one to help them in their career development process. The coaches work closely with our academic programs to develop customized career pathways for students. More than 88% of our students were very satisfied with their coaching sessions, and 96% mentioned that the sessions helped their professional development.

Entrepreneurial, Recruiting, and Networking Events

**Industry Showcases**
Industry showcases bring together multiple employers and alumni to talk about how to break in and be successful in a particular industry. They also give students in attendance the chance to hear about current industry trends, challenges, and job/internship opportunities from a moderated panel. The Career Design Lab has hosted industry showcases in entertainment, media, sports, health care, consulting, finance, construction, and technology.

**Employer Information Sessions**
In these events, employers meet with students to speak about their cultures, day-to-day work environments across teams, and open positions. Students have met with talent acquisition representatives from the following organizations:
- The ALS Group
- Becton Dickinson & Co.
- Infosys
- NYC Department of Citywide Administrative Services
- Rockefeller Foundation
- Tencent
- UBS

**e-Mentor Program**
The e-Mentor Program connects high-performing alumni with students to provide career guidance and support. Mentors learn firsthand the challenges mentees face and advise them on how to navigate their career paths by reviewing job applications, conducting practice interviews, and providing industry insights.

**Global Career Fairs**
The Career Design Lab has hosted several region-specific virtual career fairs across the USA, Latin America, Canada, China, and India. These events have provided excellent avenues for organizations promoting opportunities and students seeking employment.

Exclusive Career Resources

Students and alumni have access to the following career development resources:

- biginterview
- Candid Career.com
- GoinGlobal
- vault
- vmock
Class of 2021
Master of Science Programs

- Actuarial Science
- Applied Analytics
- Bioethics
- Construction Administration
- Enterprise Risk Management
- Human Capital Management
- Information and Knowledge Strategy
- Narrative Medicine
- Negotiation and Conflict Resolution
- Nonprofit Management
- Sports Management
- Strategic Communication
- Sustainability Management
- Sustainability Science
- Technology Management

1,551
Total 2021 Graduates

29
Average Age

22–69
Age Range

Student Demographics

Race/Ethnicity**

- White: 48%
- Asian: 20%
- Black: 13%
- Hispanic: 5%
- Pacific Islander: <1%
- Native American: <1%
- Unknown: 10%
- Null: 1%
- Two or more races: 2%

Gender

- Male: 38%
- Female: 62%

Work Experience

- Less than 1 year: 56%
- 1–2 years: 13%
- 3–5 years: 13%
- 6–10 years: 9%
- 11–20 years: 6%
- More than 20 years: 3%

1,551 records included from the official graduate table in the Student Information System. All percentages stem from this total unless otherwise specified. Alternative tables are included when all 1,551 records are not available. Race/Ethnicity is collected based on policy guidelines (nces.ed.gov/ipeds/report-your-data/race-ethnicity-collecting-data-for-reporting-purposes). Some percentages may not round out to 100% because of decimals.

** Records for nonresident aliens (1,003) were removed from the Race/Ethnicity categories.

***Class of 2021 consists of the following cohorts: Summer 2020, Fall 2020, and Spring 2021.
Postgraduate Employment by Industry/Sector

- Finance: 40%
- Technology: 20%
- Education: 12%
- Construction and Real Estate: 5%
- Consulting: 5%
- Marketing: 4%
- Nonprofit Management: 4%
- Sports: 4%
- Hospital and Health Care: 3%
- Media/Communications: 3%

Employed: 73%
Still Seeking: 21%
Other Intentions: 2%
Continuing Education: 2%
Own Venture: 1%
Fellowship: <1%
Research: <1%
Volunteer/Service: <1%
Military: <1%

Knowledge Rate: 66%

* Number of graduates who have landed in any of the employment categories, plus Own Venture plus Research plus Fellowship plus Volunteer/Service plus Active Military plus Continuing Education, divided by the number of students for whom an outcome is known.

** Percentage of the graduating class for which an outcomes destination is known. It includes the sum of all the employment categories, plus Own Venture plus Research plus Fellowship plus Volunteer/Service plus Active Military plus Continuing Education plus Other Intentions plus the number of students Still Seeking an outcome. It excludes those students for whom no information is available. Based on 1,017 students out of 1,551.
**Employment Outcomes**

**Postgraduate Salaries**

- **Average Annual Base Salary**: $84,468
  - based on 202 reported full-time annual salaries
- **Average Signing Bonus**: $14,417
  - based on 30 reported signing bonuses
- **Average Guaranteed Bonus**: $15,504
  - based on 27 reported guaranteed bonuses

**Top Job Titles**

- Analyst
- Business Analyst
- Data Analyst
- Associate
- Senior Associate
- Consultant
- Project Manager, Product Manager
- Actuarial Analyst, Data Scientist, Financial Analyst, Investment Banking Analyst
- Co-Founder, Director, Equity Research Analyst, Management Trainee, Manager, Vice President
- Associate Consultant, Data Engineer, Intern, Investment Analyst, Investment Banking Intern, Marketing Analyst, Marketing Specialist, Research Assistant, Senior Consultant, Senior Data Scientist, Sustainability Manager
Global Distribution of Graduates

### Top Global Countries

<table>
<thead>
<tr>
<th>Country</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>456</td>
</tr>
<tr>
<td>China</td>
<td>131</td>
</tr>
<tr>
<td>Singapore</td>
<td>6</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>5</td>
</tr>
<tr>
<td>Colombia</td>
<td>4</td>
</tr>
<tr>
<td>Mexico</td>
<td>3</td>
</tr>
<tr>
<td>Japan</td>
<td>3</td>
</tr>
</tbody>
</table>

Based on 630 responses.

### Top Ten States in the U.S.

<table>
<thead>
<tr>
<th>State</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>302</td>
</tr>
<tr>
<td>New Jersey</td>
<td>29</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>11</td>
</tr>
<tr>
<td>Washington, D.C.</td>
<td>8</td>
</tr>
<tr>
<td>Texas</td>
<td>9</td>
</tr>
<tr>
<td>Florida</td>
<td>9</td>
</tr>
<tr>
<td>Virginia</td>
<td>8</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>5</td>
</tr>
<tr>
<td>California</td>
<td>29</td>
</tr>
<tr>
<td>Washington</td>
<td>5</td>
</tr>
</tbody>
</table>

456 graduates (out of 630 total responses, or 72% of those who disclosed company location) are working in the U.S.