Methodology

Career Services at the University of Pennsylvania annually surveys graduating students to provide a snapshot of their post-graduation plans.

This report looks at 289 College of Liberal and Professional Studies graduates who received their degrees between August 2019–May 2020. Students were surveyed up to six months from their graduation date, with a 27% response rate. Additional information was then collected via LinkedIn and other sources, bringing the total knowledge rate up to 61%, a total of 175 known graduate outcomes.

Sections

1. Post-Graduation Outcomes
2. Full-Time Job Offers & Hiring Timeline
3. Geography & International Students
4. Positions & Salaries by Program
**Post-Graduation by the Numbers**

175 responses

- Full-Time Employment: 77.7%
- Seeking Employment: 10.9%
- Continuing Education: 7.4%
- Part-Time Employment: 2.9%
- Seeking Continuing Education: 0.6%
- Military: 0.6%

**Outcomes by Program**

175 responses - graduates from multiple programs are counted once in each program.

- **APPLIED GEOSCIENCES**: 83% knowledge rate (10 / 12)
  - Full-Time Employment: 70%
  - Seeking Employment: 20%
  - Continuing Education: 10%

- **APPLIED POSITIVE PSYCHOLOGY**: 56% knowledge rate (27 / 48)
  - Full-Time Employment: 89%
  - Part-Time Employment: 4%
  - (2%) Part-Time Employment

- **BEHAVIORAL AND DECISION SCIENCES**: 85% knowledge rate (53 / 62)
  - Full-Time Employment: 81%
  - (2%) Part-Time Employment

- **CHEMICAL SCIENCES**: 86% knowledge rate (6 / 7)
  - Full-Time Employment: 67%
  - Seeking Employment: 17%

- **ENVIRONMENTAL STUDIES**: 69% knowledge rate (20 / 29)
  - Full-Time Employment: 50%
  - (5%) Seeking Cont. Ed.

- **LIBERAL ARTS**: 29% knowledge rate (8 / 28)
  - Full-Time Employment: 75%
  - (5%) Seeking Cont. Ed.

- **ORGANIZATIONAL DYNAMICS**: 46% knowledge rate (19 / 41)
  - Full-Time Employment: 89%
  - (5%) Military

- **PUBLIC ADMINISTRATION**: 52% knowledge rate (32 / 62)
  - Full-Time Employment: 78%
  - (3%) Military

88.6% of graduates were either employed, enrolled in continuing education, volunteering, or serving in the military within the first 6 months after graduation.
2020 LPS CAREER PLAN REPORT

Full-Time Employment

Date of Job Offer

- 55% received their offers within 2 months of graduation.
- 23% received their offers before graduation.
- 16% received their offers within 1-2 months after graduation.
- 7% received their offers within 3-4 months after graduation.
- 0% received their offers 5 months or more after graduation.

85% of graduates who were not continuing previous employment received their offers within 2 months of graduation.

Job Offer Source

- 48% received their offer after applying directly to the organization.
- 18% received their offer from a previous employer.
- 33% heard about the opportunity through word of mouth (via a connection at or outside of Penn).
- 48% received their offer after applying directly to the organization.
Full-Time Employment

Employment by State

122 responses

International Students

Of the 20 survey respondents who identified as foreign nationals, 14 (70%) reported they were employed full-time and 9 (45%) reported they were employed full-time in the U.S.

U.S. Employers of Foreign Nationals

- College Daily, Inc
- Deloitte
- EcoAct
- J.P. Morgan
- Medx Pharmacy and Compounding
- Penn Medicine
- Rare
- Symend
- UBS

Internationally

11 students in 7 countries

8% of those who reported their location

- China (5)
- Hong Kong
- Israel
- Italy
- Peru
- Sweden
- Taiwan
Positions & Salaries by Program

Positions accepted by 2020 graduates are listed by program and include employer, position title, and location. Salary averages and ranges by program are included if 3 or more full-time employed graduates indicated their annual salary in their responses.

APPLIED GEOSCIENCES, MSG

Full-Time Employment

American Water, Software Engineer, Camden, New Jersey +
Golder, Geologist, Mount Laurel, New Jersey
Langan Engineering and Environmental Services, Staff Engineer, Parsippany-Troy Hills, New Jersey
State of Montana - Department of Environmental Quality, Environmental Science Specialist, Helena, Montana
University of Pennsylvania, Center Coordinator, Kleinman Center for Energy Policy, Philadelphia, Pennsylvania
US Environmental Protection Agency, Physical Scientist, Philadelphia, Pennsylvania
US EPA, Physical Scientist, Philadelphia, Pennsylvania +

Internships Held by Survey Respondents During Degree Program
- Arcadis
- Brickhouse Environmental
- GEI Consultants
- Geosyntec Consultants
- NASA Goddard Space Flight Center
- National Weather Service

APPLIED POSITIVE PSYCHOLOGY, MAP

Full-Time Employment

15Five, Director of People Science, San Francisco, California
4.0 Schools, Director of Talent Development, New Orleans, Louisiana +
Augsburg University, Adjunct Faculty, Minneapolis, Minnesota
Children’s Healthcare of Atlanta, Critical Care Registered Nurse, Atlanta, Georgia
Clewis & Associates, P.C., Founder & Trial Attorney, Chicago, Illinois
Cornell University, Assistant Dean, Carl Becker House, Ithaca, New York
Department of Homeland Security, IT Program Manager, Washington, District of Columbia +
Goodwin Procter LLP, Manager, Learning + Professional Development, Washington, District of Columbia +
hOM, Well-Being Practitioner, New York City, New York
Jill Bell Executive Coaching and Consulting, Executive Coach, Santa Barbara, California
KPMG, Associate, Operations Talent Strategy, Mahwah, New Jersey
Las Vegas Global Economic Alliance, Vice President, Investor Services and Engagement, Las Vegas, Nevada
MachineQ, Head of Growth, Philadelphia, Pennsylvania
Reinvigorated Living, Director of Education and Training, Philadelphia, Pennsylvania
The Five Network, Executive Vice President, Washington, District of Columbia
The Shipley School, Associate Director of Admissions, Lower School, Bryn Mawr, Pennsylvania
2020 LPS CAREER PLAN REPORT

The Swedish Institute of Positive Psychology, Founder, Stockholm, Sweden
The U School, School Climate Manager, Philadelphia, Pennsylvania
Time Warner Cable, Consultant, Strategic Planning for Mobile Services, Washington, District of Columbia
University of Pennsylvania, Assistant Instructor, Philadelphia, Pennsylvania
University of Pennsylvania, Senior Associate Director, First-Year Academic Initiatives, Wharton Undergraduate Division, Philadelphia, Pennsylvania
Utah Restaurant Association, Media Professional, Salt Lake City, Utah +
Well Beyond, Founder and Facilitator, Skillman, New Jersey
Yondr, Partnerships Lead, Denver, Colorado

Average Salary: $89,167 (based on 6 reported full-time salaries)
Median Salary: $59,500 | Salary Range: $32,000 - $260,000

Internships Held by Survey Respondents During Degree Program
- Shipley School

BEHAVIORAL & DECISION SCIENCES, MBS

Full-Time Employment
- Activision Blizzard, People Analytics Analyst, Santa Monica, California
- AMC Global, Project Director, Blue Bell, Pennsylvania
- Anglicotech, LLC, Director, Washington, District of Columbia +
- Army Enterprise Marketing Office, Marketing Strategist, Chicago, Illinois
- Behavioralize, Behavioral Science Analyst, Philadelphia, Pennsylvania +
- BluePrint Research Group, Associate, San Francisco, California
- Boston Consulting Group, Senior Associate, Boston, Massachusetts
- Capsule, Senior Product Analyst
- Check Point Software Technologies, Business Analyst, Tel Aviv-Yafo, Israel
- Deloitte, Transfer Pricing Consultant, Philadelphia, Pennsylvania
- Euromonitor International, Consulting Associate, Shanghai Shi, China
- FinalMile Consulting, LTD, Behavior Architect, New York City, New York
- gothamCulture, Behavioral Scientist, Philadelphia, Pennsylvania +
- Grant Thornton, Senior Associate, Philadelphia, Pennsylvania
- Hotel Paris, General Manager, Italy
- InvesTarget, Investment Analyst Assistant (Consumption)/Investor Relations Assistant, Philadelphia, Pennsylvania
- IQVIA, Associate Consultant, New York City, New York
- J.P. Morgan, Analyst at Private Bank, New York City, New York
- Jet + Walmart, E-Commerce Specialist, Hoboken, New Jersey
- JPMorgan Chase & Co., Senior Research Analyst, Washington, District of Columbia
- Looker, Analyst, Customer Support, New York City, New York
Microsoft, Behavioral Researcher, Redmond, Washington
Ministry of Education Peru, Political Consultant, Lima, Peru
Navigant, Senior Consultant, Boulder, Colorado
Newristics, Manager - Project Fulfillment, Philadelphia, Pennsylvania
Newristics, Manager in Project Fulfillment, Philadelphia, Pennsylvania
Omidyar Network, Investor, Responsible Technology, San Francisco, California
Pattern, Data Analyst, Lehi, Utah
Rare, Behavioral Research Consultant, New York City, New York
SAAVHA, Operations, New York City, New York
Shia Rights Watch, Research Associate, Washington, District of Columbia
Symend, Philadelphia, Pennsylvania
The Center for Advanced Hindsight at Duke University, Behavioral Researcher, Durham, North Carolina
The Center for Advanced Hindsight at Duke University, Behavioral Researcher, Durham, North Carolina
UBS, Equity Research Associate, New York City, New York
University of Pennsylvania, Associate Finance Director, Philadelphia, Pennsylvania
University of Pennsylvania, Director of Organization Effectiveness, Philadelphia, Pennsylvania
Visa, Senior Associate Product Manager, San Francisco, California
W2O Group, Analytics Manager, Philadelphia, Pennsylvania
W2O Group, Senior Analyst, Integrated Intelligence, Philadelphia, Pennsylvania
Wisdom Garden Hong Kong, Quantitative Researcher (Finance), Taipei, Taiwan
WPA Intelligence, Behavioral Scientist, Washington, District of Columbia
YunFeng Capital, Human Capital Management, Shanghai Shi, China

Average Salary: $57,880 (based on 9 reported full-time salaries)
Median Salary: $58,000  |  Salary Range: $26,000 - $90,000

Internships Held by Survey Respondents During Degree Program
  o Behavioral Change for Good
  o Board of Governors of the Federal Reserve System
  o Center for Advanced Hindsight
  o gothamCulture
  o HCD Research
  o Ipsos Group S.A.
  o UBS
  o University of Pennsylvania

CHEMICAL SCIENCES, MCS

Full-Time Employment
  Boehringer Ingelheim, Non-Clinical Drug Metabolism and Pharmacokinetics Scientist, Ridgefield, Connecticut
  FINRA, Big Data Engineer, Rockville, Maryland
  Huawei Technologies, Inc., Structure and Materials Engineer, Shanghai, China
  Medx Pharmacy and Compounding, Compounding Trainee Technician, Pearland, Texas
ENVIRONMENTAL STUDIES, MES

Full-Time Employment

- A SustainAble Production, Junior Project Manager, Camden, New Jersey
- Adventure Aquarium, Guest Experience Lead, Camden, New Jersey
- American Water, Software Engineer, Camden, New Jersey
- EcoAct, Analyst, New York City, New York
- Haverford School, Science Teacher, Upper School, Haverford, Pennsylvania
- Terra Alpha Investments, Equity Research Analyst, Washington, District of Columbia
- U.S. District Court, Eastern District of Pennsylvania, Law Clerk, Philadelphia, Pennsylvania
- University of Pennsylvania, Analyst, Philadelphia, Pennsylvania
- University of Pennsylvania, PennPark Supervisor, Philadelphia, Pennsylvania
- Verus, LLC, Manager of Support Services and Compliance Audit Programs, Rosendale, New York

Average Salary: $53,675 (based on 7 reported full-time salaries)
Median Salary: $49,000 | Salary Range: $35,000 - $78,000

Internships Held by Survey Respondents During Degree Program

- edf
- Energy Impact Partners
- Food Connect Group
- NOAA
- Pennypack Ecological Restoration Trust
- Philadelphia 2016 Host Committee for the DNC
- Philadelphia Energy Authority (3)
- U.S. Environmental Protection Agency
- University of Pennsylvania
- University of Pennsylvania, Department of Earth and Environmental Science
- University of Pennsylvania, The Water Center
- University of Pennsylvania, Wharton IGEL
- US Forest Service, Office of Sustainability
- Willistown Conservation Trust (2)

LIBERAL ARTS, MAL

Full-Time Employment

- China Merchants Bank, Relationship Manager, Financial Institutions Department, Hong Kong
- Horizon Land Co. Inc., Acquisition Analyst, Washington, District of Columbia
- Mighty Writers, Volunteer Coordinator, Bryn Athyn, Pennsylvania
- Quest2 Consulting, Management Consultant, Washington, District of Columbia
- Thomas Jefferson University, Program Director, Human Resources, Philadelphia, Pennsylvania

Average Salary: $64,640 (based on 5 reported full-time salaries)
Median Salary: $55,000 | Salary Range: $31,200 - $100,000
Internships Held by Survey Respondents During Degree Program
- Harvard University
- Pennsylvania House of Representatives
- University College London
- University of Pennsylvania

ORGANIZATIONAL DYNAMICS, MSO

Full-Time Employment
- Brown University, Executive Director, Providence, Rhode Island *
- Children’s Hospital of Philadelphia, Major Gifts Officer, Philadelphia, Pennsylvania
- Educational Fund to Stop Gun Violence, Director of Outreach and Equity, Lansdowne, Pennsylvania
- EY, Partner/Principal, Philadelphia, Pennsylvania
- Food for the Hungry, Manager of Partner Development, Philadelphia, Pennsylvania
- Navigate Corporation, Principal, Philadelphia, Pennsylvania
- PAIS, Director of Accreditation, Plymouth Meeting, Pennsylvania +
- Penn Medicine, Change Management Fellow - Penn Medicine Academy, Philadelphia, Pennsylvania
- Radian, Vice President, HR Business Partner, Philadelphia, Pennsylvania +
- Randstad Sourcewright, Chief People Officer, Bryn Mawr, Pennsylvania
- University of Pennsylvania, Alumni Relations Program Manager and Coordinator, Perelman School of Medicine, Philadelphia, Pennsylvania
- University of Pennsylvania, Associate Director, Philadelphia, Pennsylvania +
- University of Pennsylvania, Faculty and Staff Coordinator, Philadelphia, Pennsylvania
- University of Pennsylvania, IT Support Specialist - Senior, Philadelphia, Pennsylvania
- University of Pennsylvania - Department of Recreation and Intercollegiate Athletics, Director of Football Operations, Philadelphia, Pennsylvania +

Average Salary: $110,750 (based on 4 reported full-time salaries)
Median Salary: $107,500 | Salary Range: $70,000 - $158,000

PUBLIC ADMINISTRATION, MPA

Full-Time Employment
- Anti-Violence Partnership of Philadelphia, Interim Executive Director, Philadelphia, Pennsylvania
- Avenir Analytics, Head of Strategic Research and Evaluation, Philadelphia, Pennsylvania +
- Chester County of Pennsylvania, Regional Planner, West Chester, Pennsylvania +
- Commonwealth of Pennsylvania, Deputy Policy Director, Harrisburg, Pennsylvania
- Delaware Department of Justice, Policy and Legislative Director, Wilmington, Delaware
PA Department of Transportation, William Penn Fellow, PennDOT Policy Office, Harrisburg, Pennsylvania
Penn Medicine, Senior Medical Communications Officer, Cherry Hill, New Jersey
Pennsylvania Office of State Inspector General, Director of External Affairs, Harrisburg, Pennsylvania
PFM, Senior Analyst, Management and Budget Consulting, Philadelphia, Pennsylvania
The Hunt Institute, Policy Analyst, Durham, North Carolina
Trans-Pacific Engineering Corp., Project Coordinator, Philadelphia, Pennsylvania
United States Army, Cyber Operations Specialist, Destin, Florida +
University of Pennsylvania, Assistant Director of Admission, Philadelphia, Pennsylvania
University of Pennsylvania, Associate Director, Wharton Fund, Philadelphia, Pennsylvania +
University of Pennsylvania, Director of Administration, Department of Architecture, Philadelphia, Pennsylvania
University of Pennsylvania, Grants Coordinator, Philadelphia, Pennsylvania
University of Pennsylvania, Policy Analyst, Philadelphia, Pennsylvania
University of Pennsylvania - Netter Center, University-Assisted Community Schools K-8 Site Director, Philadelphia, Pennsylvania
University of Pennsylvania - Perelman School of Medicine, Associate Director of Annual Giving, Philadelphia, Pennsylvania
University of Pennsylvania - School of Engineering and Applied Science, Exec Dir Facilities & Finance, Philadelphia, Pennsylvania +
Values Into Action, Director of Finance and Administration, Media, Pennsylvania

Average Salary: $68,449 (based on 17 reported full-time salaries)
Median Salary: $60,000  |  Salary Range: $35,820 - $166,400

Internships Held by Survey Respondents During Degree Program
  o City of Philadelphia
  o ImpactED
  o JEVS Human Services

PUBLIC ADMINISTRATION - INTERNATIONAL, I-MPA
Full-Time Employment
  College Daily, Inc, Video Producer, Arlington, Virginia
  Green Manufacturing Association of China, Global Cooperation Officer, Beijing Shi, China
  Monitor Deloitte, Analyst, Strategy & Business Design, Beijing Shi, China