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 699 Graduate School of Education graduates who received their degrees between August 2020–May 2021. Students were surveyed up to six months from their graduation date, with a 21% response rate. Additional information was then collected via LinkedIn and other sources, bringing the total knowledge rate up to 47%, a total of 327 known graduate outcomes.

Sections

1. Post-Graduation by the Numbers
2. Outcomes, Full-Time Job Offers, & Hiring Timeline
3. Full-Time Employment
4. Geography & U.S. Employers of International Students
5. Positions & Salaries by Program
6. Continuing Education
7. Schools & Programs
Post-Graduation by the Numbers

327 responses

- Full-Time Employment: 78.0%
- Seeking Employment: 11.0%
- Continuing Education: 6.1%
- Part-Time Employment: 4.6%
- Volunteering: 0.3%

88.7% of graduates with known outcomes were either employed or enrolled in continuing education within the first 6 months after graduation.

Full-Time Employment

99% of graduates who were not continuing previous employment received their offers within 2 months of graduation.

International Students

28 responses

- Continuing Previous Employment (14)
- Before graduation (13)
- Within 3-4 months of graduation (1)

47% received their offer after applying directly to the organization.
19% received their offer from a previous employer.
24% heard about the opportunity through word of mouth (via a connection at or outside of Penn).

How They Heard About the Job

91 responses

- Applied Directly: 47%
- Previous Employer/Summer Internship: 18%
- Penn Contacts: 13%
- Non-Penn Contact: 11%
- Other: 5%
- Career Services Resources: 5%
Full-Time Employment

Employment by State

226 responses

International Students

Of the 89 survey respondents who identified as foreign nationals, 59 (66%) reported they were employed full-time and 20 (22%) reported they were employed full-time in the U.S.

U.S. Employers of Foreign Nationals

- Capital One (2)
- CATO SMS
- Chegg Inc.
- City University of New York
- Econsult Solutions
- Franklin Institute
- International Baccalaureate
- Joseph J. Peters Institute
- Norfolk Southern Corporation
- Phemia Education Consulting
- Radcliffe Institute for Advanced Study
- Salesforce
- Sharing Life Africa
- The Consortium inc.
- The Hotchkiss School
- Touro College
- University of Pennsylvania (2)
- University of Rochester

Internationally

24 students in 10 countries
16% of those who reported their location

- China (31)
- France
- India (2)
- Morocco
- Philippines (2)
- Singapore
- Switzerland
- Taiwan
- Turkey
- United Arab Emirates
Positions & Salaries by Program

Positions accepted by 2021 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.

Salaries by Degree

<table>
<thead>
<tr>
<th>Program</th>
<th>Respondents</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters</td>
<td>65</td>
<td>$54,601</td>
<td>$48,581</td>
<td>$26,334</td>
</tr>
<tr>
<td>Ph.D.</td>
<td>8</td>
<td>$88,773</td>
<td>$82,500</td>
<td>$73,800</td>
</tr>
<tr>
<td>Ed.D.</td>
<td>6</td>
<td>$151,000</td>
<td>$103,000</td>
<td>$75,000</td>
</tr>
</tbody>
</table>

COUNSELING AND MENTAL HEALTH SERVICES - MASTERS

Full-Time Employment

- Center for Hope and Renewal, Psychotherapist, Jersey City, New Jersey *
- Econsult Solutions, Research Assistant, Philadelphia, Pennsylvania
- Freire Charter High School, School Therapist, Philadelphia, Pennsylvania *
- Freire Charter Schools, School Counseling Intern, Philadelphia, Pennsylvania *
- Freire Charter Schools, School-Based Counselor Intern, Philadelphia, Pennsylvania
- Furness Horace High School, School Counselor, Philadelphia, Pennsylvania *
- Gersten Center for Behavioral Health, Therapist, Chicago, Illinois *
- Joseph J. Peters Institute, Clinical Psychology Intern, Philadelphia, Pennsylvania +*
- Nemeth Counseling and Consultation, Outpatient Clinician *
- Penn Medicine, Counseling Psychotherapist, Philadelphia, Pennsylvania *
- Phoenix House Texas, Recovery Advocate, Austin, Texas *
- Resilient Health, Mental Health Counselor, Queen Creek, Arizona *
- Sunstone Counseling, Mental Health Counselor, McLean, Virginia *
- The Consortium inc., Mental Health Therapist, Philadelphia, Pennsylvania *
- University of Rochester, Full-Time Research Assistant, Rochester, New York
- Vesta Consulting Group, Chief Operating Officer, Atlanta, Georgia
- Weaver and Associates, PLLC, Resident Psychotherapist, McLean, Virginia *
- Wedge Recovery Center, Mental Health Therapist, Philadelphia, Pennsylvania *

Short-Term Work/Internships Held by Respondents During Degree Program

- Mercy Philadelphia Hospital (2)
- The Consortium
EDUCATION ENTREPRENEURSHIP - MASTERS

Full-Time Employment

- **Active Day**, Corporate Counsel, **Trevose, Pennsylvania**
- **Boston Consulting Group**, Consultant, **Philadelphia, Pennsylvania**
- **Carney, Sandoe & Associates**, Diversity, Inclusion, and Equity Consultant and Search Associate, **New York City, New York**
- **EY-Parthenon**, Management Consultant, **San Francisco, California**
- **Free Malaya**, Founder, **Los Angeles, California** +
- **Girard College**, Dean of High School Faculty, **Philadelphia, Pennsylvania** +
- **Grit Digital Health**, Partner Success Manager, **Denver, Colorado**
- **IHS Mrqkit**, Senior Economist II, Sub-Saharan Africa, **Philadelphia, Pennsylvania** +
- **Innovare**, Account Strategist, **Chicago, Illinois**
- **Kieve Wavus Education Inc.**, Lead Educator, **Nobleboro, Maine** +
- **Massachusetts Institute of Technology (MIT)**, Annual Giving Officer, **Cambridge, Massachusetts** +
- **Metro Nashville Public Schools**, EL Teacher, **Nashville, Tennessee**
- **Moonstone Preschool**, Assistant Director of Finance and Administration, **Philadelphia, Pennsylvania**
- **Moroccan-American Commission for Educational and Cultural Exchange**, Program Officer for US Fulbright Grantees, **Rabat-Sale, Morocco** +
- **Pace Academy**, LS Director of Design Thinking, **Atlanta, Georgia**
- **Rosendin**, Assistant Project Manager, **Baltimore, Maryland**
- **The Dalton School**, First Grade Associate Teacher, **New York City, New York**
- **University of Pennsylvania**, Education Coordinator, **Philadelphia, Pennsylvania** +
- **University of Pennsylvania**, Researcher, Penn Futures Project, **Philadelphia, Pennsylvania**
- **UniWill Ventures**, General Partner, **Boston, Massachusetts** +

**Median Salary:** $63,000 (based on 5 reported full-time salaries)

**Average Salary:** $77,600  |  **Salary Range:** $35,000 - $170,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Boston Consulting Group
- University of Pennsylvania - McNulty Leadership Program

EDUCATION POLICY - MASTERS

Full-Time Employment

- **Book Trust**, Northeast Program Manager, **Philadelphia, Pennsylvania**
- **Boston Consulting Group**, Associate, **Dubai, United Arab Emirates**
- **Cahpel Hill - Carboro City Schools**, K-5 Interventionist, **Durham, North Carolina**
- **Charlotte-Macklenburg Schools**, Elementary School Teacher, **Charlotte, North Carolina**
- **Commonwealth of Pennsylvania**, Liquor Store Clerk, **Mechanicsburg, Pennsylvania**
Creo College Preparatory Charter School, Math Learning Specialist, New York City, New York
Elwyn, Early Intervention Representative, Salt Lake City, Utah
New Jersey Public Schools, Teacher, New Jersey
Pharos Academy, Teacher, New York City, New York *
Radcliffe Institute for Advanced Study, Program Coordinator, Cambridge, Massachusetts
Relay Graduate School of Education, New York City, New York
The Research Alliance for NYC Schools, Technical Research Analyst, New York City, New York
Thomas Jefferson University, Graduate Admissions Coordinator, Philadelphia, Pennsylvania
Villanova University Career and Professional Development Graduate Program, Interim Assistant Director, Villanova, Pennsylvania *
Xitieshi Education Technology Company, Co-Founder & Project Design Vice President, Shanghai, China

Median Salary: $53,250 (based on 4 reported full-time salaries)
Average Salary: $48,561 | Salary Range: $27,144 - $60,600

Short-Term Work/Internships Held by Respondents During Degree Program
- CADEkids
- Children’s Literacy Initiative
- Consortium for Policy Research in Education (2)
- School District of Philadelphia, Office of Research and Evaluation
- University of Pennsylvania - Penn Online Learning Initiative
- University of Pennsylvania - The Wharton School
- University of Pennsylvania, Graduate School of Education

EDUCATION, CULTURE, AND SOCIETY - MASTERS

Full-Time Employment
- Campus Compact for New Hampshire, Director of Postsecondary Access and Success, Concord, New Hampshire
- Children’s Aid, Collective Impact Manager, K-12, New York City, New York
- Shenzhen Middle School, High School Teacher, Shenzhen, China
- Stanford University Graduate School of Business, Assistant Director of Outreach, Palo Alto, California
- Tower Hill School, Upper School English Teacher, Wilmington, Delaware
- University of Pennsylvania - Netter Center, UACS High School Programs Manager, Philadelphia, Pennsylvania *
- UNMUTED, Co-Founder +
- Washington Employment Security Department, Workforce Initiatives Manager, Olympia, Washington

Short-Term Work/Internships Held by Respondents During Degree Program
- Foreign Policy Research Institute
EDUCATION, CULTURE, AND SOCIETY - PH.D.

Full-Time Employment

- **American Institutes for Research**, Researcher, Arlington, Virginia +
- **Boston College**, Visiting Assistant Professor, Chestnut Hill, Massachusetts
- **Fairleigh Dickinson University**, Assistant Professor of Higher Education, Teaneck, New Jersey
- **Florida State University**, Assistant Professor of English Education, Tallahassee, Florida
- **International Baccalaureate**, World Schools Manager, Washington, District of Columbia
- **Johns Hopkins University**, Postdoctoral Fellow, Baltimore, Maryland
- **Strada Education Network**, Postdoctoral Fellow, Philadelphia, Pennsylvania
- **Teach Plus**, Teacher Leadership Coach, Philadelphia, Pennsylvania

Median Salary: $82,500 (based on 8 reported full-time salaries)
Average Salary: $88,773  |  Salary Range: $73,800 - $125,000

EDUCATIONAL LEADERSHIP - ED.D. (MID-CAREER DOCTORATE)

Full-Time Employment

- **Excellence Community Schools**, Chief of Schools and Innovation, New York City, New York +
- **NYC Department of Education**, Principal, New York City, New York +
- **Rye Country Day School**, Director of Admissions, Rye, New York +
- **Skyrocket Educator Training**, Chief Schools Officer, New York City, New York
- **U.S. Department of Energy**, Fellow, Washington, District of Columbia

EDUCATIONAL LEADERSHIP - ED.D. (TRADITIONAL)

Full-Time Employment

- **SEED Public Charter School of Washington DC**, Head of School, Washington, District of Columbia

HIGHER EDUCATION - ED.D.

Full-Time Employment

- **DiversityInc**, Research Lead & Analyst, Philadelphia, Pennsylvania
- **Teachers Institute of Philadelphia**, Director, Philadelphia, Pennsylvania +
- **Thomas Jefferson University**, Director of Curriculum & Administration, Jefferson Center for Interprofessional Practice & Education, Philadelphia, Pennsylvania +
HIGHER EDUCATION - MASTERS

Full-Time Employment

- **Amtrak**, Sr Recruiter Future Workforce, *Philadelphia, Pennsylvania*
- **Brown University**, Admissions Specialist, *Providence, Rhode Island*
- **Fosun**, Human Resources Specialist, *Beijing, China*
- **Museum of the Moving Image**, Associate Director of Visitor Experience, *Queens, New York*
- **Rice University**, Assistant Director of Compliance, *Houston, Texas*
- **Southern New Hampshire University**, Senior Program Manager, *Manchester, New Hampshire +*
- **Storbeck Pimentel Associates**, Research Associate, *Media, Pennsylvania*
- **The Foundation for Hispanic Education**, Community Relations Coordinator, *San Jose, California*
- **University of Pennsylvania**, Global Programs Coordinator, *Philadelphia, Pennsylvania +*
- **University of Pennsylvania**, International Student and Scholar Coordinator, *Philadelphia, Pennsylvania +*
- **University of Pennsylvania**, Manager, Client Care, *Philadelphia, Pennsylvania +*
- **University of Pennsylvania**, Program Coordinator, *Philadelphia, Pennsylvania*
- **University of Pennsylvania**, Program Coordinator for Community Care, *Philadelphia, Pennsylvania*
- **University of Pennsylvania - Graduate School of Education**, Fellow, *Philadelphia, Pennsylvania +*
- **University of Pennsylvania - Perelman School of Medicine**, Faculty Coordinator, *Philadelphia, Pennsylvania +*

Median Salary: $47,000 (based on 6 reported full-time salaries)
Average Salary: $49,557 | Salary Range: $40,000 - $59,000

Short-Term Work/Internships Held by Respondents During Degree Program

- University of Pennsylvania - Development and Alumni Relations
- University of Pennsylvania - Graduate School of Education
- University of Pennsylvania - Penn Carey Law (2)
- University of Pennsylvania - Penn Online Learning Initiative
- University of Pennsylvania - The Wharton School (2)
- Yale-NUS College

HIGHER EDUCATION MANAGEMENT EXECUTIVE DOCTORATE - ED.D.

Full-Time Employment

- **John Carroll University**, Director, Center for Service-Learning and Social Action, *Cleveland, Ohio*
- **Pennsylvania State University**, Associate Dean for Learning, Undergraduate Services, and Commonwealth Campus Libraries, *State College, Pennsylvania +*
- **Relay Graduate School of Education**, Director of Accreditation, *Denver, Colorado*
- **Rust College**, President, *Holly Springs, Mississippi*
- **Skagit Valley College**, Executive Dean for Instruction, *Mount Vernon, Washington +*
- **Vantage Point Consulting Inc.**, Vice President, *Reston, Virginia +*
INDEPENDENT SCHOOL TEACHING RESIDENCY - MASTERS

Full-Time Employment

- Blair Academy, Admissions Associate, Blairstown, New Jersey
- Classical Charter Schools, Teacher, New York City, New York +
- Germantown Friends School, Classics Teacher, Philadelphia, Pennsylvania
- St. Anne's-Belfield School, Charlottesville, Virginia +
- Stanley British Primary School, Spanish Teacher, Denver, Colorado
- The Greenwich Country Day School, Upper School Spanish Teacher, Greenwich, Connecticut
- The Hotchkiss School, Physics Teacher, Lakeville, Connecticut
- The Loomis Chaffee School, Teacher, Windsor, Connecticut +
- The Masters School, Upper School Spanish Teacher, Dobbs Ferry, New York
- THINK Global School, Educator, New York City, New York

Median Salary: $50,336 (based on 6 reported full-time salaries)
Average Salary: $54,112 | Salary Range: $42,000 - $70,000

Short-Term Work/Internships Held by Respondents During Degree Program
  - Loomis Chaffee School

INTERCULTURAL COMMUNICATION - MASTERS

Full-Time Employment

- NetEase Youdao, Marketing Trainee, Beijing, China
- TAL Education Group, Instructional Designer, Beijing, China
- University of Pennsylvania, Assistant Director for Integration & Community Engagement, Philadelphia, Pennsylvania +
- University of Pennsylvania, Program Coordinator, MS in Social Policy Program, Philadelphia, Pennsylvania

Short-Term Work/Internships Held by Respondents During Degree Program
  - AmCham China
  - ByteDance
  - Nestle
  - NYU Shanghai
  - TCK Workshop Co.
  - University of Pennsylvania - English Language Programs (ELP)
  - Welcoming Center for New Pennsylvanians

INTERDISCIPLINARY STUDIES IN HUMAN DEVELOPMENT - MASTERS

Full-Time Employment

- Chegg Inc., Business Insights Analyst, Santa Clara, California *
- Norfolk Southern Corporation, Data Scientist, Atlanta, Georgia *

* Dual Degree Recipient
+ Continuing Previous Employment
Tencent, HR Business Partner, Shenzhen, China
University of Pennsylvania, West Philadelphia Tutoring Project - Program Coordinator at Civic House, Philadelphia, Pennsylvania +

INTERNATIONAL EDUCATIONAL DEVELOPMENT - MASTERS

Full-Time Employment

Asian Development Bank (ABD), EdTech & Research Intern, Mandaluyong, Philippines *
International Institute for Educational Planning (IIIEP UNESCO), Data Science Intern, Paris, France
Pratham Education Foundation, Associate, Program Management, Mumbai, India *
Rice University, Assistant Director of Global Programs at the Center for Civic Leadership, Houston, Texas
Ross School, Early Childhood Educator, East Hampton, New York +
Sharing Life Africa, Co-Founder & Monitoring, Evaluation, and Learning Specialist, New York City, New York
Tencent, Product Manager, Shenzhen Shi, China
Unbounded Associate, Project Coordinator, Washington, District of Columbia
University of Pennsylvania, Professional Learning Program Coordinator, Philadelphia, Pennsylvania

Short-Term Work/Internships Held by Respondents During Degree Program

- JET Education Services
- Kids4Peace
- UNESCO (3)
- University of Pennsylvania - Penn Reading Initiative
- University of Pennsylvania, Graduate School of Education (2)
- University of Pennsylvania, Penn Law
- World Learning
- World Neighbors

LEARNING SCIENCES AND TECHNOLOGIES - MASTERS

Full-Time Employment

Andiamo Partners, Technology Talent Acquisition- Junior Associate, Philadelphia, Pennsylvania
City University of New York, Herbert H. Lehman College, Digital Skills Instructor and Curriculum Designer, New York City, New York
Education Technology Together, Product Associate, Shanghai, China
Essence Securities Co., Ltd, Equity Research Analyst, Shanghai Shi, China
Foreign Language Teaching and Research Press, Academic Planning, Beijing, China
Franklin Institute, Science Activity Facilitator, Philadelphia, Pennsylvania
GSV Ventures, Associate, New York City, New York
MeiTuan, Product Manager, Shanghai, China
Phemia Education Consulting, Educational Consultant, Boston, Massachusetts *
Salesforce, Sr Analyst - Learning Experience Designer, San Francisco, California
Singapore Armed Forces, Senior Officer, Singapore, Singapore +
Tencent, Industry Solutions Senior Manager, Guangzhou Shi, China
Touro College, Instructional Designer, San Francisco, California
Twin Science, Content Developer, Istanbul, Turkey
University of Pennsylvania, Online Learning and Instructional Design Manager, Philadelphia, Pennsylvania +
University of Pennsylvania - Graduate School of Education, Research Assistant, Philadelphia, Pennsylvania +

Median Salary: $71,000 (based on 3 reported full-time salaries)
Average Salary: $71,280  |  Salary Range: $47,840 - $95,000

Short-Term Work/Internships Held by Respondents During Degree Program
- Academy of Natural Sciences
- Bartram's Garden
- Energy Coordinating Agency
- Philadelphia Education Fund
- Philadelphia Youth Network (2)
- University City Science Center

PENN CLO (CHIEF LEARNING OFFICER) EXECUTIVE DOCTORATE - ED.D.

Full-Time Employment
Delaware County Community College: Wellness, Athletics & Recreation, Director, Media, Pennsylvania +
Dollar General, Vice President of Diversity & Inclusion, Miami, Florida
GE, Chief Talent Officer, GE Power, New York City, New York +
LinkedIn, Enterprise Sales Manager, New York City, New York +
ManpowerGroup, Vice President, Global Learning & Development, Milwaukee, Wisconsin
Northeast Treatment (NET) Centers, Director Learning & Professional Development, Philadelphia, Pennsylvania +

Median Salary: $100,000 (based on 3 reported full-time salaries)
Average Salary: $148,333  |  Salary Range: $75,000 - $270,000

PROFESSIONAL COUNSELING - MASTERS

Full-Time Employment
Center for Hope and Renewal, Psychotherapist, Jersey City, New Jersey *
Freire Charter High School, School Therapist, Philadelphia, Pennsylvania *
Freire Charter Schools, School Counseling Intern, Philadelphia, Pennsylvania *
Furness Horace High School, School Counselor, Philadelphia, Pennsylvania *
Gersten Center for Behavioral Health, Therapist, Chicago, Illinois *
Improving Lives CMHC, Registered Mental Health Counseling Intern, Miami, Florida
Joseph J. Peters Institute, Clinical Psychology Intern, Philadelphia, Pennsylvania +*
Joseph J. Peters Institute, Fee for Service Outpatient Therapist, Philadelphia, Pennsylvania
Nemeth Counseling and Consultation, Outpatient Clinician *
Penn Medicine, Counseling Psychotherapist, Philadelphia, Pennsylvania *
Short-Term Work/Internships Held by Respondents During Degree Program

- Mercy Philadelphia Hospital
- The Consortium (2)
- Vaux Big Picture High School

READING/WRITING/LITERACY - ED.D.

Full-Time Employment

School District of Philadelphia, 6th and 7th Grade ELA, Philadelphia, Pennsylvania

READING/WRITING/LITERACY - MASTERS

Full-Time Employment

- Freire Schools, Middle School Teacher, Philadelphia, Pennsylvania
- Friendship Public Charter School, Reading Intervention, Washington, District of Columbia
- MaST Community Charter School, 4th Grad Math and Science Teacher, Philadelphia, Pennsylvania
- Mount Pleasant High School, English Teacher, Wilmington, Delaware
- Pennsbury School District, Faculty Member - Classroom Teacher, Yardley, Pennsylvania
- Somerville Public Schools, Lead Teacher, Somerville, Massachusetts
- Tredyffrin/Easttown School District, High School English Teacher, Berwyn, Pennsylvania
- Wissahickon School District, French Teacher, Long-Term Substitute, Ambler, Pennsylvania

SCHOOL AND MENTAL HEALTH COUNSELING (EXECUTIVE PROGRAM) - MASTERS

Full-Time Employment

- Cheltenham School District, Teacher, Elkins Park, Pennsylvania
- Children’s Hospital of Philadelphia, Clinical Research Coordinator, Philadelphia, Pennsylvania
- Cristo Rey Philadelphia High School, College Counselor, Philadelphia, Pennsylvania
- Momentum Counseling and Coaching, Mental Health Therapist, West Chester, Pennsylvania
- Montefiore Health System, Psychotherapist, Department of Psychiatry and Behavioral Sciences, New York City, New York
Median Salary: $43,000 (based on 4 reported full-time salaries)
Average Salary: $45,250 | Salary Range: $35,000 - $60,000

Short-Term Work/Internships Held by Respondents During Degree Program
- Chester Community Charter School
- Freire Charter High School and The Starting Point of NJ
- Henry C. Lea Elementary School
- Kristle J Small Counseling Group
- Main Line Therapy Solutions
- Teche Freire
- The Wedge Recovery Centers

SCHOOL LEADERSHIP - MASTERS

Full-Time Employment
- Chester Community Charter School, Assistant Principal, Aston Township, Pennsylvania
- Elisabeth Morrow School, Middle School Science Teacher, New York City, New York +
- Girard College, Director of Admissions, Philadelphia, Pennsylvania
- Kensington Creative and Performing Arts High School, Director of Student Affairs; Social Studies / English Teacher, Philadelphia, Pennsylvania
- Poly Prep Country Day School, Director of Annual Giving, New York City, New York
- School District of Philadelphia, Assistant Principal, Philadelphia, Pennsylvania (2)
- Seattle Academy, Director of Admissions, Seattle, Washington
- The Bryn Mawr School, Dean of Students, Baltimore, Maryland +
- The Haverford School, Form Dean, Haverford, Pennsylvania +
- Westtown School, Grade Dean/Math Teacher/Coach, West Chester, Pennsylvania +
- Westtown School, History Teacher, West Chester, Pennsylvania +

Short-Term Work/Internships Held by Respondents During Degree Program
- Chester Community Charter School
- The Bryn Mawr School
STATISTICS, MEASUREMENT, ASSESSMENT, AND RESEARCH TECHNOLOGY - MASTERS

Full-Time Employment

Asian Development Bank (ABD), EdTech & Research Intern, Mandaluyong, Philippines *
Biilabs, Blockchain Analyst, Taipei City, Taiwan
Capital One, Data Analyst, McLean, Virginia
Capital One, Senior Associate Data Scientist, New York City, New York
CATO SMS, Programmer I, Cary, North Carolina
Chegg Inc., Business Insights Analyst, Santa Clara, California *
Foreign Language Teaching and Research Press, Assistant Researcher, Beijing, China *
Gopher Asset Management, Private Equity Analyst, Shanghai, China +
Guandata, Business Analyst, Hangzhou, China +
Mumian Capital, Senior Analyst, Beijing, China
Norfolk Southern Corporation, Data Scientist, Atlanta, Georgia *
Universal Set Investment, Quantitative Research Intern, Shanghai, China
University of Pennsylvania, Research Assistant, Philadelphia, Pennsylvania +
University of Pennsylvania, Research Assistant, Philadelphia, Pennsylvania

Median Salary: $100,000 (based on 3 reported full-time salaries)
Average Salary: $86,787 | Salary Range: $35,360 - $125,000

Short-Term Work/Internships Held by Respondents During Degree Program

- Certik
- The Bright Network

TEACHING, LEARNING, AND LEADERSHIP - MASTERS

Full-Time Employment

Haddon Township High School, Chemistry Teacher, Haddon Township, New Jersey

Short-Term Work/Internships Held by Respondents During Degree Program

- Pennsylvania Society for Biomedical Research

Teaching English to Speakers of Other Languages (TESOL) - MASTERS

Full-Time Employment

Alighthouse, International Admission Consultant, Beijing, China
ByteDance Inc., English Curriculum Designer, Beijing, China +
Foreign Language Teaching and Research Press, Assistant Researcher, Beijing, China *
High School, High School English Teacher, Shanghai, China +
Middle School, Middle School English Teacher, Shenzhen, China
NetEase, Teacher, Beijing, China
Phemia Education Consulting, Educational Consultant, Boston, Massachusetts *
SGYY, Trainee, Shanghai, China
Southern University of Science and Technology, Teaching Assistant, Shenzhen, China
Tencent, Chief Operating Officer, Shenzhen, China +
Wenzhou Business College, Writing Instructor, Wenzhou, China +
YuanFuDao, English Teacher, Shanghai, China

Median Salary: $34,800 (based on 7 reported full-time salaries)
Average Salary: $39,775 | Salary Range: $26,647 - $70,537

Short-Term Work/Internships Held by Respondents During Degree Program
- Bain & Company
- Basis International School Hangzhou
- Free Library of Philadelphia
- Garces Foundation
- HIAS Pennsylvania
- NetEase Youdao
- Northeast Academy of Philadelphia (2)
- PEDAL Class
- Quadrat Academy
- Temple WELL Program
- University of Pennsylvania

URBAN TEACHING APPRENTICESHIP PROGRAM - MASTERS

Full-Time Employment
- Brooke Charter Schools, Associate Teacher, Boston, Massachusetts
- Building 21, Social Studies Teacher, Philadelphia, Pennsylvania
- Cairn University, Coordinator, University Ministry Center, Langhorne, Pennsylvania
- Friends Select School, Assistant Teacher, Philadelphia, Pennsylvania
- Gonzaga College High School, Science Teacher, Washington, District of Columbia
- Hill Freedman World Academy, Math and Science Teacher, Philadelphia, Pennsylvania
- Inspirit AI, AI Course Instructor
- Lausanne Collegiate School, Upper School Social Studies Teacher, Memphis, Tennessee
- Leysin American School, High School Algebra Teacher, Leysin, Switzerland +
- Pinellas County Schools, Florida, Middle School Teacher, St. Petersburg, Florida +
- School District of Philadelphia, 3rd Grade Teacher, Philadelphia, Pennsylvania
School District of Philadelphia, Lead Teacher, First Grade, Philadelphia, Pennsylvania
Science Leadership Academy, Teacher, Philadelphia, Pennsylvania
Senate of Pennsylvania, Constituent Services Advocate, Harrisburg, Pennsylvania
Success Academy Charter Schools (NY), Lead Teacher, New York City, New York
Tilden Middle School, 6th Grade English Language Arts and Social Studies Teacher, Philadelphia, Pennsylvania
Villanova University, Assistant Teaching Professor, Philadelphia, Pennsylvania

Median Salary: $48,566 (based on 14 reported full-time salaries)
Average Salary: $49,275  |  Salary Range: $36,600 - $66,000

Short-Term Work/Internships Held by Respondents During Degree Program
- Edwin M. Stanton School
- Furness High School
- George W. Nebinger School
- Nebinger School
- Northeast High School
- School District of Philadelphia (5)
- The Academy at Palumbo
- Wissahickon Charter School (2)

URBAN TEACHING RESIDENCY PROGRAM - MASTERS

Full-Time Employment
Central Bucks School District, Learning Support Education Assistant, Doylestown, Pennsylvania +
Depp Roots Charter School, Teacher, Philadelphia, Pennsylvania +
Fairfax County Public Schools, Teacher, Fairfax, Virginia
Global Leadership Academies, Special Education Teacher, Philadelphia, Pennsylvania +
KIPP New Jersey, Middle School Teacher & Race, Equity, and Identity Coordinator, Camden, New Jersey
Liguori Academy, School-Based Teacher Leader, Philadelphia, Pennsylvania
People for People Charter School, Early Childhood Teacher, Philadelphia, Pennsylvania +
School District of Philadelphia, Junior High School Special Education Teacher, Philadelphia, Pennsylvania +
School District of Philadelphia, Special Education Teacher, Philadelphia, Pennsylvania +

Median Salary: $45,000 (based on 3 reported full-time salaries)
Average Salary: $49,333  |  Salary Range: $45,000 - $58,000
Short-Term Work/Internships Held by Respondents During Degree Program

- AFAHO
- School District of Philadelphia
- University of Pennsylvania, Graduate School of Education, VAST Life
Continuing Education

Degree programs in which 2021 graduates have reported they are enrolled are listed alphabetically by university and include degree level and program name.

- **City University of Hong Kong**, Doctorate, English
- **Cornell University**, Doctorate, Sociology
- **George Washington University**, Doctorate, Counseling
- **George Washington University**, Doctorate, Law
- **Johns Hopkins University**, Doctorate, Education
- **New Mexico State University**, Doctorate, Counseling Psychology
- **Northwestern University**, Doctorate, African-American Studies
- **Purdue University**, Doctorate, Human Development & Family Studies
- **Stanford University**, Doctorate, Psychology
- **Temple University**, Doctorate, Islamic Art History
- **Temple University**, Doctorate, Spanish
- **University of Arizona**, Doctorate, Statistics
- **University of Delaware**, Doctorate, Educational Statistics and Research Methods
- **University of Maryland**, Doctorate, Technology, Learning, & Leadership
- **University of Minnesota Twin Cities**, Doctorate, Sport and Exercise Psychology
- **University of Oregon**, Doctorate, Counseling Psychology
- **University of Pennsylvania**, Masters, Professional Counseling
- **University of Washington Seattle**, Doctorate, Education Policy