Each year, Career Services surveys recent graduates to learn of their post-graduation plans. The responses for the 2014 Graduate School of Education Career Plans Survey were collected between May 2014 and March 2015. The Class of 2014 includes students who graduated in December 2013, May 2014 and August 2014.

### CAREER PLANS SUMMARY

- **Full Time Employment:** 53%
- **Part Time Employment:** 7%
- **Continuing Current Employment:** 17%
- **Self-Employed:** 1%
- **Full Time Graduate School:** 18%
- **Temporary Employment:** 1%
- **Seeking Employment:** 3%

### GEOGRAPHICAL BREAKDOWN OF POSITIONS ACCEPTED

- **Mid-Atlantic (including Philadelphia/D.C. areas):** 64%
- **Northeast (including New York):** 15%
- **South:** 4%
- **Midwest:** 2%
- **West:** 10%
- **International:** 4%
JOB OFFER SUMMARY

DATE OF JOB OFFER
73% of respondents who reported employment indicated the date of their job offer. The data below does not include the offer dates of those who indicated “Continuing Current Employment” as their career plan.

![Bar chart showing the distribution of job offer dates. 42% received offers before graduation, 26% within 1-2 months, 22% within 3-4 months, and 10% 5 or more months after graduation.]

This graph only includes data from respondents who secured new employment – not those who indicated “Continuing Current Employment.”

SOURCE OF OFFER
80% of respondents who reported employment indicated the source of their job offer.

<table>
<thead>
<tr>
<th>Source of Offer</th>
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<tbody>
<tr>
<td>Current or prior employer, not related to field placement/internship</td>
</tr>
<tr>
<td>Online Job Board or Internet listing, not related to Career Services</td>
</tr>
<tr>
<td>Current or prior employer where you completed field placement/internship</td>
</tr>
<tr>
<td>Faculty Contact</td>
</tr>
<tr>
<td>Contact from a family member, friend, or other personal acquaintance</td>
</tr>
<tr>
<td>Unsolicited letter/call to employer</td>
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<tr>
<td>Professional Association’s Career Services, conference or job fair</td>
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<tr>
<td>Staffing Agency or Headhunter</td>
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<tr>
<td>Career Services resources (e.g. career fair, listservs, OCR, Pennlink job listings)</td>
</tr>
<tr>
<td>Social Media</td>
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<tr>
<td>Advertisement</td>
</tr>
<tr>
<td>Other Source</td>
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</tbody>
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EMPLOYMENT AND SALARY SUMMARY

Positions accepted by 2014 graduates are arranged below alphabetically by GSE program and degree, and then listed by employer, department (when provided), position title and location. Many who returned the survey chose to omit salary information, but the average salary by degree and program is reported where 3 or more graduates indicated their full-time annual salary in their responses. The report omits non-representative full-time salaries.

**Salaries by Degree**

- Master’s Average: $51,299
- EdD Average: $125,292
- PhD Average: $78,455

- Master’s Range: $30,000 – $170,000
- EdD Range: $53,000 – $200,000
- PhD Range: $65,000 – $100,000

**Chief Learning Officer Executive Doctoral Program**

**Ed.D.**
GE, Sr. Leader, Crotonville Campus, Ossining, NY

**Counseling and Mental Health Services**

**Masters**

2U, Northwestern University, online Master of Arts Counseling program, Graduate Admissions Counselor, Washington, DC
Elwyn, Outpatient Clinic, Mental Health Clinician, Philadelphia, PA
National Taiwan University of Sciences and Technology, Counseling Service Division, Intern Counselor, Taipei, Taiwan

**Educational Leadership**

**Ed.D.**
New York City Department of Education, Research & Policy Support Group, Talent Systems Manager, New York, NY

**Educational Leadership Mid-Career Doctorate**

**Ed.D.**
Austin Independent School District, Chief Operating Officer, Austin, TX
French American International School, Head of School, San Francisco, CA
Radnor Township School District, Director of Secondary Education, Wayne, PA

**Educational Linguistics**

**Ph.D.**
Teachers College, Columbia University, Arts and Humanities, Lecturer, New York, NY

**Education, Culture and Society**

**Masters**

Education Advisory Board, Strategic Research, Research Analyst, Washington, DC
Free Library of Philadelphia, College Prep Specialist, Philadelphia, PA
Mastery Charter Schools, NST/Central Office, Special Projects Manager, Philadelphia, PA
Mastery Charter Schools, Math, Teacher, Philadelphia, PA
Ph.D.
New York University, Global Affairs, Clinical Assistant Professor, New York, NY
University of Pennsylvania, University Life, Director, Makuu Black Cultural Center, Philadelphia, PA

Education Policy

Masters
Eastern University Academy Charter School, Mathematics Teacher, Philadelphia, PA
Humboldt State University, Retention; Inclusive Student Success, Coordinator, Arcata, CA
Philadelphia Youth Network, Research and Evaluation, Research Associate, Philadelphia, PA
Research for Action, Education, Research Analyst, Philadelphia, PA

Average Salary: $46,667
Salary Range: $42,000- $50,000

Ph.D.
New York University, Steinhardt School of Culture, Education, and Human Development, Assistant Professor of International Education, New York, NY
Research for Action, Research Associate, Philadelphia, PA
The Research Alliance for NYC Schools, Research Associate, New York, NY
University of Pennsylvania, Consortium for Policy Research in Education, Senior Researcher, Philadelphia, PA

Higher Education

Masters
Bentley University, Residential Center, Residence Director, Waltham, MA
Bowdoin College, Admissions Counselor, Brunswick, ME
Colorado State University, Academic Advancement Center/TRIO Student Support Services, Retention Specialist/Coordinator for Programs and Events, Fort Collins, CO
George Washington University, Undergraduate Career Coach, Washington, DC
Haverford College, Dean's Office, Haverford, PA
Kumon, Instructor’s Assistant, La Verne, CA
Long Island University, LIU Promise, Academic Student Success Coach, Brooklyn, NY
New York Film Academy, Admissions, Student Liaison, Burbank, CA
Rosemont College, Campus Ministry, Coordinator of the Cornelian Service Corps, Rosemont, PA
Rutgers University, Undergraduate Administrator/Academic Advisor, New Brunswick, NJ
Schlumberger, Field Engineer, Midland, TX
Scripps College, Financial Aid, Associate Director of Financial Aid, Claremont, CA
Stanford Graduate School of Business, MBA Admissions, Outreach Coordinator, Stanford, CA
Swarthmore College, Center of Innovation and Leadership, Coordinator, Swarthmore, PA
Temple University/Tyler School of Art, Architecture Department, Professional Programs Administrator, Philadelphia, PA
The Wharton School at the University of Pennsylvania, Jerome Fisher Program in Management and Technology, Administrative Coordinator, Philadelphia, PA
University of Pennsylvania, Office of Research Services- Corporate Contracts, Associate Director, Philadelphia, PA
University of Pennsylvania, Career Services, Associate Director C, Philadelphia, PA
University of Pennsylvania, Undergraduate Admissions, Associate Director of Admissions, Philadelphia, PA
University of Southern California, Higher Education, Ph.D. Student, Los Angeles, CA

Average Salary: $48,625
Salary Range: $30,000- $70,000
Ed.D.
Adelphi University, Business, Economics, and Finance, Clinical Professor, Garden City, NY
Johns Hopkins University, Assistant Dean, Baltimore, MD
Rochester Institute of Technology, Vice President, Development and Alumni Relations, Rochester, NY
Salem State University, Management, Assistant Professor, Salem, MA
University of Pennsylvania, Linguistics, ASL Program Coordinator, Philadelphia, PA
University of Wisconsin-Madison, Office of the Chancellor, Chief of Staff, Madison, WI

Average Salary: $123,750
Salary Range: $53,000 - $200,000

Ph.D.
College Board, Research, Assistant Research Scientist, Newtown, PA
Institute for Higher Education Policy, Research, Research Analyst, Washington, DC
University of California Davis, Center for Poverty Research, Postdoctoral Scholar, Davis, CA

Average Salary: $75,000
Salary Range: $65,000 - $90,000

Higher Education Management (Executive Doctorate)

Ed.D.
Northeastern University, College of Professional Studies, Executive Director, Boston, MA, US
University of the Arts, Finance and Administration, VP for Finance and Administration, Philadelphia, PA

Intercultural Communication

Masters
B3H, English Language Teacher, Dhahran, Saudi Arabia
University of Pennsylvania Graduate School of Education, Educational Linguistics, Part-Time Instructor, Philadelphia, PA
Villanova University, Corporate and Foundation Relations, Associate Director, Villanova, PA

Interdisciplinary Studies in Human Development

Masters
Children’s Hospital of Philadelphia, Child Development Research Division, Senior Clinical Research Assistant, Philadelphia, PA
Law Office, Paralegal, Philadelphia, PA
Strategic Research Insights, Inc., Business Data Analyst, Plainsboro, NJ

Ph.D.
University of Pennsylvania, Graduate School of Education, Lecturer, Philadelphia, PA

International Educational Development

Masters
Books for Kids, Program Officer, New York, NY
Ecology Action of the Mid-Peninsula, Program Manager, Palo Alto, CA
Harvard University, School of Public Health, Researcher, Boston, MA
Little Sisters Fund, Project Manager, Ketchum, ID
Organisation for Economic Co-operation and Development, Education, Consultant, Paris, France
Results for Development Institute, Senior Program Associate, Washington, DC
Under Armour, Retail, Sales Associate, Location not provided

Average Salary: $53,750  
Salary Range: $40,000- $70,000

Learning Sciences and Technologies

Masters
Delaware Country Christian School, Director of International Student Admissions & Programming, Newtown Square, PA
University of Pennsylvania, Sociology, Communications Manager and Program Strategist, Philadelphia, PA
Wilmington Friends School, Associate Teacher, Wilmington, DE

Medical Educators Program

Masters
University of Pennsylvania, Assistant Professor of Clinical Pediatrics, Philadelphia, PA
University of Pennsylvania, Emergency Medicine, Residency Program Director, Philadelphia, PA

Penn Residency Master’s in Teaching Program

Masters
University of Pennsylvania, Positive Psychology Center, Research Coordinator, Philadelphia, PA

Policy Research, Evaluation and Measurement

Ph.D.
American Institutes for Research, Education, Researcher, Washington, DC

Professional Counseling

Masters
Intercommunity Action, Inc., Mental Health Counselor, Philadelphia, PA
Marion P. Thomas Charter High School, School Counseling, 11th Grade Guidance Counselor, Newark, NJ
New Directions Treatment Services, Outpatient Therapist, Allentown, PA
Sovereign Health Group, Residential Care, Senior Clinician, El Cajon, CA
Van Allen Elementary School, Mount Pleasant Community School District, Support Services, Elementary At-Risk School Counselor, Mt. Pleasant, IA
Western Psychiatric Institute and Clinic, UPMC, Psych Specialty Counselor, Pittsburgh, PA

Reading, Writing and Literacy

Masters
Council Rock School District, 4th Grade Teacher, Philadelphia, PA
Daytona State College, Writing Center, Writing Specialist, Daytona, FL
Employer not provided, Marketing, Sales Executive, New York, NY
Ocean City School District, Language Arts Teacher, Ocean City, NJ
Owen J. Roberts School District, Second Grade Teacher, Pottstown, PA
Pennoni Associates Inc., Corporate Communications, Proposal Specialist, Philadelphia, PA
String Theory Schools, Philadelphia Performing Arts Charter School, Third Grade Teacher, Philadelphia, PA
The Miquon School, Lead Teacher - Nursery, Conshohocken, PA
Ed.D.
Philadelphia Out-of-School Time Literacy Initiative; Springboard Collaborative, Literacy Consultant; Professional Developer, Philadelphia, PA

Ph.D.
University of Pittsburgh, Education, Visiting Assistant Professor, Pittsburgh, PA

School and Mental Health Counseling - Executive Program

Masters
Freire Charter School, Academic Advisor/College Counselor, Philadelphia, PA
Philadelphia Learning Academy South, AEP School Therapist, Philadelphia, PA
University of Pennsylvania School of Nursing, Associate Director of Undergraduate Academic Affairs, Philadelphia, PA

School Leadership

Masters
Holy Trinity School, Assistant Principal, Washington, DC
Lancaster Mennonite School, Teacher, Lancaster, PA
Riverdale Country School, Assistant Director of Middle School Admissions, New York, NY
The Centennial School District, High School English Teacher, Warminster, PA
The City School, Principal, Philadelphia, PA

Average Salary: $58,333
Salary Range: $40,000- $70,000

Statistics, Measurement, Assessment and Research Technology

Masters
Education Pioneers/Dell Foundation, Analysis, Community Analyst Fellow, Austin, TX
Edumize, Inc., Founder, Philadelphia, PA
IMS Health, US Statistics, Statistics Methodologist, Beijing, China
Ministry of Education, Corporate Research Officer, Singapore
Research for Better Schools, Research Associate, Philadelphia, PA

Teach for America Urban Teacher Program

Masters
African Leadership Network, Entrepreneur in Residence, Johannesburg, South Africa
City of Philadelphia Mural Arts Program, Project Manager, Philadelphia, PA
Council Rock South High School, Special Education Teacher, Holland, PA
Deloitte, Consulting, Analyst, New York, NY
Deloitte Consulting LLP, Business Analyst, Arlington, VA
Democracy Prep Public Schools, Harlem Prep Elementary School, 3rd Grade Teacher, New York, NY
Foundation Academy, Intermediate School Teacher, Trenton, NJ
Franklin and Marshall College, Assistant Women's Basketball Coach, Lancaster, PA
Garfield High School, Seattle Public Schools, Special Education Teacher/Case Manager, Seattle, WA
KIPP Baltimore, 5th Grade Math Teacher and Inclusion Specialist, Baltimore, MD
KIPP Philadelphia Schools, 8th Grade Mathematics Teacher, Philadelphia, PA
LEAP Academy University Charter School, Mathematics, Sixth Grade Math Teacher, Camden, NJ
Maritime Academy Charter School, Spanish Teacher, Philadelphia, PA
People for People Charter School, Director of Academics, Philadelphia, PA
Tehiyah Day School, Lower School, General Studies, Teacher, El Cerrito, CA
The Children's Hospital of Pennsylvania, General Pediatrics, Senior Clinical Research Assistant, Philadelphia, PA

Average Salary: $53,864
Salary Range: $35,000- $83,000

Teaching English to Speakers of Other Languages

Masters
Better Chinese LLC, Business Development, Educational Specialist, Palo Alto, CA
Downes Elementary School, Chinese Immersion Program, Chinese Teacher, Newark, DE
Intrax, ESL Instructor, San Francisco, CA
Ivy Labs Education, Inc., International Education Counselor, New Haven, CT
KnowledgeLink Group, Program Associate, Bethlehem, PA
MathWizard, English & Math Teacher, Dublin, OH
Saint Joseph’s University, Chinese, Chinese Lecturer, Philadelphia, PA
Texas Christian University, Modern Languages Studies, Instructor in Chinese, Fort Worth, TX
The Cambridge Institute of International Education, Program Solutions Team, Program Solutions Associate, Waltham, MA
The Language Company, Teaching, English Instructor, Philadelphia, PA

Average Salary: $41,536
Salary Range: $38,000- $44,609

Teaching, Learning and Leadership

Masters
Artwell, Teaching Artist, Philadelphia, PA
Self Employed, STEM Education Consultant, Philadelphia, PA
University of Pennsylvania, Wharton School, Undergraduate Division, Managing Director, Philadelphia, PA

Teaching, Learning and Teacher Education

Ed.D.
Knowles Science Teaching Foundation, Program Officer, Moorestown, NJ
Knowles Science Teaching Foundation, Teaching Fellows Program, Senior Program Officer, Moorestown, NJ
Lindenwold School District, Central Administration, Director of Curriculum and Instruction, Lindenwold, NJ

Average Salary: $102,167
Salary Range: $80,000- $120,000

Ph.D.
Temple University, The Institute for Survey Research, Postdoctoral Fellow, Philadelphia, PA

Urban Teacher Education Program

Masters
Boys Latin Charter School of Philadelphia, Science, Science Teacher, Philadelphia, PA
Braintree Public Schools, 8th Grade Social Studies Teacher, Braintree, MA
Bromsgrove School, Math and Physics, Teacher, Bromsgrove, United Kingdom
Fairfax County Public Schools, Mathematics/Science, Math Teacher, Fairfax, VA
Freire Charter School, 7th Grade Math Teacher, Philadelphia, PA
Fusion Academy, Science, Teacher, Brooklyn, NY
Gaston Day School, Teacher, Gastonia, NC
Hardy Williams Elementary Mastery Charter, Science & Social Studies, 2nd and 3rd Grade Science and Social Studies Teacher, Philadelphia, PA
Harrison Central School District, High School Science, Teacher, Harrison, NY
Henry C. Lea Elementary School, Kindergarten, Teacher, Philadelphia, PA
Los Angeles Unified School District, Middle School Teacher, Los Angeles, CA
Philadelphia Classical School, Second Grade Teacher, Philadelphia, PA
Philadelphia School District, Educator, Philadelphia, PA
Prodigy Academy, Second Grade Teacher, Philadelphia, PA
Prodigy Learning Center, Second Grade Teacher, Philadelphia, PA
Richmond Public Schools, Middle School English and History Teacher, Richmond, VA
School District of Philadelphia, English Teacher, Philadelphia, PA
School District of Philadelphia, Teacher, Philadelphia, PA
School District of Philadelphia, STEM Specialist, Philadelphia, PA
School District of Philadelphia, Teacher, Philadelphia, PA
School District of Philadelphia, Lea Elementary School, 3rd Grade Teacher, Philadelphia, PA
School District of Philadelphia, 8th Grade Math & Science, Classroom Teacher, Philadelphia, PA
String Theory Charter High School, High School Math Teacher, Philadelphia, PA
The Pingry School, Mathematics Department, Upper School Math Teacher, Basking Ridge, NJ
Wissahickon Charter School, Assistant Teacher, Philadelphia, PA

Average Salary: $46,200
Salary Range: $32,000- $70,500

ADVICE FROM YOUR PEERS

I made a point to use the Penn LinkedIn groups and QuakerNet to see who in the alumni/Penn network was cross-listed with the organization I applied to. This strategy was highly beneficial as I was able to connect with alumni who knew not only the school's president, but were eager to place a call on my behalf.

I was interested in staying in the Philadelphia area and was a bit picky on salary and job description. It took me a bit longer as I did not expand my location search. I did not officially turn down a job but before they made a decision between 2 applicants, I said I could not accept the job based on the salary offer. I was hoping for a higher paying position but was excited by the opportunity and enjoy that I do many areas of Higher Ed. It is a good first job in this field and I love the department I am in. That being said financially, I will have to move on within 2 years.

Know what you are good at and search for the right key word in the job board websites. Make your resume relevant to the job you want to get. Work experience is IMPORTANT, a good personality + great communication skills are also IMPORTANT.

Tailor your cover letters to include specific information about each employer; a one size fits all cover letter is NOT effective.

I found a school that I was interested in, based on their philosophy/etc. I researched the school and cold-emailed the principal, explaining why I loved the school, what my background was, and why I thought I would be a good fit. Within a few days, they had responded, brought me in for an interview, and hired me. Be proactive! Seek out what you want, and then go for it!
Work hard and stay connected to people in your field - they will remember you as new positions are created and need to be filled.

Be confident and practice! I typically shy away from interview practices, but the case-interview format was new to me (as a social sciences/education person who never saw herself doing a business-style interview!!) I learned SO much by practicing and entered the interview feeling prepared and almost excited. I left the interview realizing that I had actually had fun, which was a sign that the company was a great fit and that I probably did well! Just be yourself and make sure that you have a strong handshake. Finally, ALWAYS ASK QUESTIONS! Prepare them in advance, brainstorm them with other people, look up lists of stellar questions online, everything! Just do it. You’ll be glad you did later!

Keep your options open. The more you limit yourself the more potential stress you will bring upon yourself. Being open-minded also allows you to know what type of school you are looking for. Even if you are nervous because the interviewer(s) are judging you, you can also learn a lot about the school from the interview in regards to interactions with staff/faculty, types of questions asked, and responses to what you share.

If applying for teaching jobs, leverage contacts as much as possible.

I think a lot of students in TEP who wanted to stay in Philly felt desperate, since we'd heard that the School District of Philadelphia wasn't hiring. They applied to all the schools they could. I was more selective with my search, and only applied to schools I could really envision myself working. It's ok to be selective in your search and consider what schools actually align with your values. I think this helped me feel more calm and enthusiastic at interviews. I'm also at a school I think (for the most part) reflects what I value: project-based learning and a hard-working, go-getting teaching staff. TEP grads who want to work with the SDP should use their connections and ask around about site selection. I received an offer at a new district school in May, well before SDP opened up the hiring process to new hires. You just need to know how to work the system.

I searched for places I would be interested in teaching that would be hiring and applied there first. I then began to apply to my safety choices.

If you have time, try to find adjunct teaching work while you are in school. It helps to get teaching and working experience, and the relationships you build may facilitate your post-graduate job search.