Graduate School of Education
Career Plans Survey
Class of 2011

RESPONSE RATE
Master’s Degrees given: 546
EdD’s given: 80
PhD’s given: 19
Total number of degrees given: 645
Career Plans Surveys returned: 267
Percentage of surveys returned: 41%

Each year, Career Services surveys recent graduates to learn of their post-graduation plans. The responses for the 2011 Graduate School of Education Career Plans Survey were collected between May 2011 and January 2012. The Class of 2011 includes students who graduated in December 2010, May 2011 and August 2011.

CAREER PLANS SUMMARY

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

Positions accepted by 2011 graduates are arranged below alphabetically by GSE Program, 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 annual salary in their responses. The report omits non-representative full-time salaries.

Salaries by Degree
Master’s Average: $48,330
Master’s Range: $30,000 - $110,000
Master’s Median: $47,000
Master’s Mode: $47,000

Ph.D Average: $70,800
Ph.D. Range: $57,000 - $100,000

Ed.D./Executive Ed.Ds Average: $129,444 (70% of respondents indicated “Continuing Current Employment”)

EMPLOYMENT KEY
*Continuing Current Employment
**Temporary Position

Counseling and Mental Health Services

Masters
Aaron T. Beck Psychopathology Research Center, University of Pennsylvania Department of Psychiatry, Research Assistant, Philadelphia, PA
Center for Addictive Diseases, Main Line Health Affiliates, Drug and Alcohol Therapist II, Drexel Hill, PA
Community Mediation Services, FAP Intervention Services, Multidimensional Family Therapist, Queens, NJ
Keystone Human Services, Family Based, Mental Health Professional, State College, PA
Mastery Charter School, School Counselor, Philadelphia, PA
Middle Years Alternative, Education, Teacher, Philadelphia, PA*
NHS Human Services, Child Reach, Outpatient Therapist, Philadelphia, PA**
Paradise Valley Unified School District, Counseling, High School ESL Counselor, Phoenix, AZ
Penn Children's Center, Preschool, Lead Teacher, Philadelphia, PA*
Renmin University of China, Counseling and Psychological Services, Counselor Intern, Beijing, PRC**
School District of Philadelphia, Samuel Fels High School, English Teacher, Philadelphia, PA
Self-employed, Consultant, Atlanta, GA
Simon Gratz-Mastery, Math, Teacher, Philadelphia, PA
Teach For America, Teacher Leadership Development, Manager of Teacher Leadership Development, Philadelphia, PA, Thomas Jefferson University, Child and Family Studies and Research Department, Clinical Research Coordinator, Philadelphia, PA
Thomas Jefferson University Hospital Family Center, Pediatrics, Primary Counselor, Philadelphia, PA
University of Pennsylvania, Psychiatry, Research Assistant, Philadelphia, PA*
US International Service for Education and Development, Student Counselor, Philadelphia, PA
Young Scholars Academy, English/Math, 6th Grade English and Math Teacher, Philadelphia, PA
YouthBuild Philadelphia Charter School, Case Management, Case Manager, Philadelphia, PA*

Average Salary: $45,313
Salary Range: $30,000 - $80,000
Ed.D./Executive Ed.D.
Georgia Health Sciences University, Office of the President, Special Assistant to the President, Augusta, GA*

Education, Culture, & Society

Masters
Children’s Literacy Initiative, Administrative Assistant to the Deputy Director, Philadelphia, PA
Rennert International, ESL Instructor, New York, NY
University of Pennsylvania, Provost, Program Manager for Accreditation, Philadelphia, PA**
Waynewood Elementary School, 1st Grade Teacher, Alexandria, VA

Educational Leadership

Ed.D.
Germantown Friends School, Preschool Division, Director, Philadelphia, PA*
Mosaica Education, Inc., Chief Operating Officer, Atlanta, GA*
Our Lady of Good Counsel High School, President, Olney, MD
Owen J. Roberts School District, Curriculum, K-12 Supervisor of Instruction and Language Arts, Pottstown, PA*
Public Consulting Group, Education, Senior Consultant, Denver, CO
Saint Mary’s College of MD, Academic Services, AVP, St. Mary’s City, MD
Saucon Valley School District, District Office, Assistant Superintendent, Hellertown, PA*
School District of Philadelphia/Greenfield Elementary School, Administration, Principal, Philadelphia, PA*
University of Southern California, Rossier School of Education, Faculty, MAT@USC, Los Angeles, CA

Average Salary: $ 137,000
Salary Range: $80,000-$250,000

Educational Linguistics

Masters
MacGregor Education Services Ltd., International Student Recruitment, Education Consultant, Hong Kong

Ph.D.
Drexel University, Nursing, Assistant Clinical Professor of Nursing, Philadelphia, PA*

Education Policy

Masters
American Institutes for Research, Education, Human Development, and the Workforce, Research Associate, Chicago, IL
Communities in Schools, West Philadelphia High School Student Success Center, Temporary, Philadelphia, PA**
Community College of Philadelphia, Division of Adult and Community Education, Head Academic Coordinator, Philadelphia, PA*
Educational Testing Service, Policy Evaluation Research Center, Research Associate, Princeton, NJ
Educational Testing Service, Policy, Evaluation, and Research Center, Qualitative Research Associate, Princeton, NJ**
Mastery Charter School, Special Education, Teacher, Philadelphia, PA
Meijia Baili Co., GRE Department, GRE Teacher, Beijing, PRC
Research for Action, Senior Research Assistant, Philadelphia, PA

Average Salary: $51,167
Salary Range: $40,000-$61,000
Higher Education Management

Masters

Annenberg School for Communication of the University of Pennsylvania, Director of Student Services and Registrar, Philadelphia, PA*
CFM Educational Services, Project Manager, Fremont, CA
Columbia University in the City of New York, Office of Undergraduate Admissions, Admissions Officer, New York, NY
Consortium for High Achievement and Success, Interim Director, Hartford, CT**
Daiichi Sankyo, Sales Representative, Waco, TX
Eastern University, Academic Services, Special Projects Coordinator, St. Davids, PA
Fordham Law School, Director of International and Non-J.D. Programs, New York, MA
Georgetown University, Public Policy Institute, Executive Assistant to the Dean, Washington
New York University, Department of Teaching and Learning, Field Coordinator, New York, NY
New York University Stern School of Business, Executive MBA Admissions & Marketing, Program Coordinator, New York, NY
Oberlin College, Admissions, Assistant Director of Admissions, Oberlin, OH
Pacific Dental Services, Dentist, Aurora, CO
Pennsylvania State University, Division of Undergraduate Studies, Academic Advisor, University Park, PA**
Princeton University, Admission, Assistant Dean, Princeton, NJ
Princeton University, Career Services, Assistant Director of Career Services, Princeton, NJ
Storbeck/Pimentel & Associates, Research Analyst, Media, PA
University of California Education Abroad Program, Systemwide Office, Program Advisor, Goleta, CA
University of Pennsylvania, Career Services, Job and Internship Coordinator, Philadelphia, PA*
University of Pennsylvania, Graduate School of Education, Admissions & Financial Aid, Assistant Director of Admissions & Financial Aid, Philadelphia, PA
University of Pennsylvania Law School, ITS, Director of User Services, Philadelphia, PA*
University of Pennsylvania Law School, Law School Development, Assistant Director of Alumni Relations, Philadelphia, PA
University of Pennsylvania, Perelman School of Medicine, Institute of Immunology, Associate Director, Philadelphia, PA*
University of Pennsylvania, School of Arts and Sciences Finance, Business Administrator, Philadelphia, PA*
University of Pennsylvania, University Life, Administrative Coordinator, Philadelphia, PA
University of Pennsylvania, Wharton MBA Career Management, Recruiting Relationship Manager, Philadelphia, PA
University of the Sciences, Admissions, Admissions Counselor, Philadelphia, PA

Average Salary: $50,835
Salary Range: $36,000- $110,000

Ed.D./Executive Ed.D./Ph.D.

American University, Kogod School of Business, Associate Dean, Washington, DC*
City University of New York, Vice President for Information Technology, Vice President, New York, NY*
Columbia University, Central Administration, Executive Vice President, New York, NY*
Community College of Philadelphia, Student Affairs, Dean of Students, Philadelphia, PA*
Ferrum College, Enrollment Management, Vice President, Ferrum, VA*
Lehigh University, Finance and Administration, VP for Finance and Administration, Bethlehem, PA*
Long Island University, Human Resources, Associate VP, Compensation, Brookville, NY*
Loyola University Maryland, Division of Enrollment Management and Communications, Vice President, Baltimore, MD*
National Institutes of Health, Office of the Director, Presidential Management Fellow, Bethesda, MD
Neumann University, Enrollment Management, Director of Student Retention, Aston, PA*
Penn Literacy Network, Graduate School of Education, Associate Director, Philadelphia, PA*
Saint Joseph's University, Financial Affairs, VP for Financial Affairs, Philadelphia, PA*
Suffolk University, Education & Human Services, Visiting Assistant Professor, Administration of Higher Education, Boston, MA
Universidad de Monterrey, Student Affairs, Dean, Garza Garcia NL, Mexico*
University of Pennsylvania, Institutional Research & Analysis, Assistant VP for IR&A, Philadelphia, PA*
University of Pennsylvania, Penn Libraries, Director, Weigle Information Commons, Philadelphia, PA*
University of Pennsylvania, Wharton School, Finance & Administration, Budget Director, Philadelphia, PA*
University of Southern California, Office of the Provost, Associate Provost for Global Initiatives, Los Angeles, CA*
Widener University, Education, Assistant Professor/Director of Field Experience and Certification, Chester, PA

Average Salary: $133,875
Salary Range: $50,000 - $250,000

Intercultural Communication

Masters
Kyowon Creative, Contents Development Team, Analyst, Seoul, South Korea
Nomura Securities, Sales and Trading, Equity Sales, Tokyo, Japan
Scholar Academies, Home Office, Research and Data Analyst, Philadelphia, PA
University of Pennsylvania, Office of International Programs, Philadelphia, PA*
University of Pennsylvania, The Wharton School, MBA Program Office, Coordinator, Global Immersion Programs, Philadelphia, PA

Interdisciplinary Studies in Human Development

Masters
Booz Allen Hamilton, Consultant, Arlington, VA
ICS Group, Human Services, Mobile Therapist, Collingdale, PA
Johns Hopkins School of Medicine, Cognitive Neurology, Research Assistant, Baltimore, MD
University of Pennsylvania School of Nursing, Family and Community Health Department, Research Assistant, Philadelphia, PA**

Ed.D./Ph.D.
Cornell University, Department of Human Ecology, Cooperative Extension 4-H NYS State Leader, Ithaca, NY

International Educational Development

Masters
Fashion Institute of Design & Merchandising, Admissions, CA
University of Pennsylvania, Arts and Sciences, Education Coordinator, Philadelphia, PA*

Learning Science and Technologies

Masters
Egg Harbor Township Schools, Special Education, School Leadership Member, Egg Harbor Township, NJ*

Penn CLO (Chief Learning Officer)

Ed.D./Executive Ed.D.
Perrigo, Human Resources, Sr. Director Global Compensation, HRIS & Payroll, Allegan, MI*
University of Pennsylvania, Graduate School of Education, Manager, Academic Affairs, Philadelphia, PA*
Vanderbilt University, Peabody College, Adjunct Assistant Professor, Nashville, TN
Professional Counseling & Psychology

Masters
Drexel University College of Medicine, HIV and Infectious Diseases, Comprehensive Risk Counselor, Philadelphia, PA
Fairmount Behavioral Health, Therapy, Cognitive-Behavioral Therapist, Philadelphia, PA
NHS Human Services, Children's Services, Outpatient Therapist, Philadelphia, PA

Reading/Writing/Literacy

Masters
Burlington Public Schools, Champlain Elementary School, Fourth Grade Teacher, Burlington, VT
Central Bucks High School - East, English, English Teacher, Doylestown, PA*
Collingswood Board of Education, Elementary Education, CoTeacher, Collingswood, PA
Fairfax County Public Schools, Classroom Teacher, Alexandria, PA
Friends School Mullica Hill, Yoga Teacher/Reading Assessments/Substitute Teacher, Mullica Hill, NJ
The Langley School, Teacher, McLean, VA
Latin American Youth Center, Community Peacebuilding Team, Youth Developer, Washington
New York City Department of Education, East Side Elementary School, Special Education Teacher, New York, NY
Penn Children’s Center, Teacher, Philadelphia, PA
Rutgers University, Post-doctoral Fellow, Camden, NJ
University of Pennsylvania, Human Resources, Manager, Philadelphia, PA*

Average Salary: $49,917
Salary Range: $38,000- $70,000

Ed.D./Ph.D.
Children's Literacy Institute, Acting Executive Director and Director of Professional Development, Philadelphia, PA*
Drexel University, School of Education, Instructor, Philadelphia, PA
School District of Philadelphia, Samuel Powel School, Teacher, Philadelphia, PA*

Average Salary: $87,667
Salary Range: $70,000- $118,000

Statistics, Measurement, Assessment, Research

Masters
Harvard School of Public Health, Center for Biostatistics in AIDS Research, SAS Programmer I, Boston, MA
NERA Economic Consulting, Senior Analyst, Philadelphia, PA*
University of California, Davis, CRESS Center, Center for Education and Evaluation Services, Evaluation Analyst, Davis, CA

TESOL

Masters
Bartram Services LLC, Philadelphia, PA
Baton Rouge International School, Mandarin Chinese Teacher, Baton Rouge, LA
Global Montessori International School, Chinese Teacher, Berkeley, CA
Kaohsiung Municipal Ding Jin Junior High School, Teacher, Kaohsiung, Taiwan
Linguistic Data Consortium, Annotator, Philadelphia, PA
Meggie Chinese School, Teacher, Austin, TX
Mt. San Antonio College, ESL Department, ESL instructor, Walnut, CA
Nanjing University of Technology, School of Foreign Languages, Lecturer, Nanjing, PRC*
New Oriental School, GRE/GMAT Program, Teacher, Beijing, PRC
University of Pennsylvania, English Language Programs, Coordinator, ITA training and testing, Philadelphia, PA
University of South Carolina, English Programs for Internationals, Chinese Consultant, Columbia, SC
Washington Language Center, Language and Culture Instructor, Arlington, PA
Xuzhou Medical College, Department of International Education, Advisor for International Students, Xuzhou, PRC

Average Salary: $42,500
Salary Range: $30,000 - $48,000

Teach for America

Masters
Aspira of Philadelphia, Olney Charter High School, Mathematics Teacher, Philadelphia, PA
Booz Allen Hamilton, Learning & Strategy, Learning Consultant, Herndon, PA
Columbia University, Graduate School of Journalism, Program Administrator, New York, NY
DSST, English Teacher, Denver, PA
Eastern State Penitentiary, Inc., Tour Guide, Philadelphia, PA
Edward Brooke Charter School, 1st Grade Teacher, Roslindale, MA
Fulbright Commission, International Education, Teacher, Andorra La Vella, PA
Girls Athletic Leadership School, Math, Teacher, Philadelphia, PA
Girls Prep Charter School of NY, Teacher, New York, NY
Green Dot Charter Middle School #4, English, Teacher, Los Angeles, CA
JPMorgan Chase, IB Risk, Analyst, New York, NY
Kramer Aerotek, Consulting, Entry-level Consultant, Boulder, CO**
Mastery Charter School, History, Teacher, Philadelphia, PA
Mastery Charter School, Network Support Team, Math/Science Curriculum Developer, Philadelphia, PA
McMaster-Carr, Manager/Supervisor, Aurora, OH
McMaster-Carr, Los Angeles, CA
School District of Philadelphia, Germantown High School, Teacher, Philadelphia, PA*
U.S. Department of Education, Office of the Deputy Secretary, Program and Management Analyst, Washington, DC
Young Scholars Charter School, Science, 7th and 8th Science Teacher, Philadelphia, PA

Average Salary: $52,342.00
Salary Range: $30,000- $72,000

Teacher Education Program: Elementary Education and Secondary Education

Masters
Aspira of Philadelphia, Olney Charter High School, Math Teacher, Philadelphia, PA
Aspira of Philadelphia, Olney Charter High School, Physical Science Teacher, Philadelphia, PA
Aspira of Philadelphia, Olney Charter High School, Science, 10th Grade Biology Teacher, Philadelphia, PA
Aspira of Philadelphia, Olney Charter High School, Science Teacher, Philadelphia, PA
Aspira of Philadelphia, Olney Charter High School, Science Teacher, Philadelphia, PA
Aspira of Philadelphia, Olney Charter High School, Social Studies Teacher, Philadelphia, PA
Aspira Schools, Substitute Teacher, Philadelphia, PA
Collingswood High School, English Department, English Teacher, Collingswood, PA
Connections Academy, Social Studies - Middle School, 7th Grade Social Studies Teacher, Bryn Mawr, PA
District-Columbia Public Schools, Janney Elementary, 5th Grade Teacher, Washington, DC
District-Columbia Public Schools, Janney Elementary School, Teacher, Washington, DC
European School, English, English Language Arts Teacher, Heredia, PA
Foundation Academy Charter School, Mathematics, Teacher of Mathematics, Trenton, NJ
Friends' Central School, Middle School, 5th Grade Mathematics, Wynnewood, PA
Friendship Public Charter Schools, Collegiate Academy, High School English Teacher, Washington, DC
Friendship Public Charter Schools, Friendship Southeast Academy, 3rd Grade Teacher, Washington, DC
Germantown Academy, Lower School, Assistant Teacher 2nd Grade, Fort Washington, PA
Harlem Renaissance High School, Teacher, New York, NY
HESS, English Teacher, Taiwan
Independence Charter School, Substitute Teacher, Philadelphia, PA
LEAP Academy, Math and Physics, STEM Teacher, Camden, NJ
LEAP Academy University Charter School, STEM Program, Classroom Teacher, Camden, NJ
Mastery Charter Schools, Mathematics, Instructor, Philadelphia, PA
Mastery Charter Schools, Mathematics Teacher, Philadelphia, PA
Mastery Charter Schools, Science, Associate Instructor, Philadelphia, PA
Mastery Charter Schools, Simon Gratz, Biology Teacher, Philadelphia, PA
Mastery Charter Schools, Teacher, Philadelphia, PA
Mastery Charter Schools, Teacher, Philadelphia, PA
Mastery Charter Schools, Teacher, Mathematics Teacher, Philadelphia, PA
Montessori Genesis II, 3rd/4th Grade Teacher, Philadelphia, PA
Morenci High School, Science, Biology Teacher, Morenci, AZ
Nazarbayev Intellectual Schools, English Teacher, Astana, Kazakhstan
Nazarbayev Intellectual School, ESOL/Electives/Humanities, English Language Teacher, Astana, Kazakhstan
Olney High School, Math, Teacher, Philadelphia, PA
Pan American Academy Charter School, 5th Grade Teacher, Philadelphia, PA
Philadelphia School District, Paul Robeson High School, Science, Classroom Teacher, Philadelphia, PA
Private Tutoring Company, English and Social Studies Tutor, Huntingdon Valley, PA**
Saint Dominic School, Kindergarten Teacher, Shaker Heights, OH
The School in Rose Valley, Teaching, Lead Teacher, 3rd & 4th Grade, Rose Valley, PA
Springside School, History, Middle School Teacher, Philadelphia, PA
Uncommon Schools (Leadership Prep Bed Stuy), Teacher, Brooklyn, NY
Universal Charter Schools, Elementary/Middle School, Teacher, Philadelphia, PA
Wilmington Friends School, English, 8th Grade English Teacher, Wilmington, PA
Yale Academy, Education, Curriculum Coordinator and Teacher, Cherry Hill, NJ
York High School, Social Studies, Teacher, York, MA

Average Salary: $45,358
Salary Range: $30,119 - $60,000

Teaching, Learning, and Teacher Education

Masters
Germantown Friends School, Mathematics, Teacher
The Philadelphia HS for Girls, History, Teacher, Philadelphia, PA*

Ph.D.
Chestnut Hill Academy, English, Teacher, Philadelphia, PA
University of Tennessee, Urban Multicultural Education, Assistant Professor, Knoxville, PA
**GEOGRAPHICAL BREAKDOWN OF POSITIONS ACCEPTED**

- Mid-Atlantic (including Philadelphia): 58%
- Northeast (including New York): 11%
- South (including D.C): 14%
- Midwest: 2%
- West: 8%
- International: 7%

**ADVICE FROM YOUR PEERS**

I advise that students pursue work in the field in which they hope to obtain a job while taking classes. Whether through an internship or work with a professor, work experience in addition to your degree is key to gaining employment. In my own case and with many of my friends, a degree was often necessary but not sufficient to find a job after graduation. Be as active and proactive as you can. Search 10 sites a day, set up email alerts, call your friends and professors and previous employers. Everyone knows someone who knows someone, and that's how you get jobs these days.

I started early, and set a schedule and goal for how many cover letters to send out and how to follow up. I treated the job search very much like I did my classwork, as if it were an assignment. I ended up getting an interview for my current position by responding to a posting on LinkedIn from a Penn GSE alum.

As much as I hated the thought of relocating, I spread my resume across various geographical areas to ensure employment. Not only to be merely employed, but to be working in a space in which my talents, education and passion were best utilized.

Considering the economy, I found it necessary to be very proactive sooner than usual. In January, I began searching company websites and job boards for potential positions. I called charter schools before their hiring season to get my name out. This helped to build relationships with HR representatives. I attended prospective teacher information sessions at the schools I was interested in to meet principals and administrators. The Education and Social Services career fair was also helpful. Lastly, I also studied for and took the Praxis exams for high needs subject areas. The extra certification gave my application competitive advantage.

Look everywhere, talk to Career Services as much as possible, make use of your connections, especially professors, and send out many applications!

I think students need to "put their neck out there" to get a job. I emailed about 30 principals and set up meetings during spring break. The connections that I made ended getting 3 people in my program jobs. Jobs rarely "just happen" for teachers anymore. Make contacts every way you can, so your resume doesn't end up being in a big stack.

There are ample opportunities to work abroad when the domestic job market isn't so great. Working abroad gives you good experience and at the very least it can lay the foundation for some interesting interview conversations when you arrive back in the States. I'm not planning to stay abroad forever, but I know that the experience I gain while abroad—teaching ESOL, building curriculum in new schools, working with international faculty—is something that American principals will see as a tremendous asset.

If you are interested in applying for charter schools, it is very important to investigate the philosophy of each individual school and determine whether it is a match for you. Furthermore, it is important to research the school beyond what the HR department may be selling to you.
Spend more time figuring what you want to do rather than applying to every job you see. Realize that your situation may be different from your peers, and that is ok. You might have more experience, different expectations, or geographic preferences. Try not to get caught up in the paranoia of the group. Everyone will get a job, just not at the same time.

Don't "negotiate with yourself" about a job prior to even applying for it. Don't hesitate to use your network of contacts.

Unless you really need a job, be careful when deciding on whether to accept the first offer or not. Mistakes are usually made in times of desperation. Don't sign any contract under pressure. Consider the company and position carefully before investing in them. For this, ask as many intelligent questions as you can think of during the interview. Tell them your expectations and try to find out as much about the company as you can.

I kept a detailed Excel sheet throughout the process and marked when I was rejected, offered an interview, accepted an interview, received an offer, etc. It was a helpful tool to refer back to positions I applied for that took a while to contact me. When I applied for jobs without a contact or an "in," the Excel sheet helped me understand the odds of randomly applying. For about every ten applications submitted, I received an average of 1.5 interviews. I applied to more than 70 jobs total and turned down a few interview offers (particularly after I accepted my job).

I'm receiving email alerts from Indeed.com and applying to the positions that reflect my career interests. I've spoken on several occasions with established people in the profession and had my resume critiqued by someone who has served on hiring committees. I am currently pursuing a volunteering opportunity in the community college district in which I would most like to work.

Start really, really early—especially for classroom teaching positions given the difficult time that we are in for public education. Network as much as possible, because that is really the way to get a teaching position. Even if you apply centrally to charter schools or district schools, find a principal, teacher, or other human contact to follow up with on a regular basis. Prepare a teaching portfolio and bring it with you to all interviews. The biggest strategy, though, is to start early, apply to as many positions as you can, and be really aggressive with your networking. I found out about the position I ended up accepting simply by searching online, contacting as many people in education in that location as I could, and reaching out to friends involved in schools in the Boston area. That is the same way I found out about many other positions that had not even been posted online, and I would have never known if I hadn't been aggressive in my networking.

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