The quality of talent is consistently outstanding—Harris produces a steady stream of engaged, skilled, and motivated future leaders. We find that Harris students are well prepared to meet the challenges and rigor of our work.”

Laura T. Kordish
Regional Inspector General
Office of Inspector General
U.S. Dept. of Health and Human Services

Our alumni bring to their jobs talents in data analytics, rigorous reasoning, and the formal investigation of questions that are applicable everywhere. The Harris toolkit prepares our graduates to make an immediate impact for employers across sectors.”

Jeremy Edwards
Senior Associate Dean
Academic and Student Affairs
Harris Public Policy
About This Report

The first section of our 2020 Career Outcomes Report showcases the results of our latest survey from Harris’ most recent graduating class, the Class of 2019. To highlight the impact Harris talent has even before graduating, we have also included the internship outcomes and a talent preview of the Class of 2020. Additionally, we are excited to share career outcomes of our first two graduating classes from the Evening Master’s Program, a part-time degree program for working professionals and emerging policy leaders in Chicago.

What a Degree from Harris Public Policy Means

Harris students are passionate, driven, and committed to positive change. Rigorous coursework in microeconomics, statistics, and analytical politics equips students with the quantitative and analytical skills to evaluate and recommend sound policies in a variety of contexts. At the time of publication, Harris offered nine degree programs, including full-time, part-time, dual degree, and a doctoral program.

SELECTED DEGREE PROGRAMS

Master of Public Policy (MPP)
A two-year program that combines coursework with applied experience to equip graduates with the skills to make data-driven decisions in a variety of contexts.

Master of Science in Computational Analysis and Public Policy (MSCAPP)
A two-year degree offered jointly with the University of Chicago Department of Computer Science that prepares graduates for a career at the intersection of public policy and data science.

Master of Arts in Public Policy (MA)
A one-year program that complements additional graduate studies or significant work experience.

Master of Arts in Public Policy with Certificate in Research Methods (MACRM)
A 15-month degree that offers foundational training in public policy alongside intensive research methods training.

Master of Arts in International Development and Public Policy (MAIDP)
A one-year degree program that provides an introduction to policy design and analysis with particular emphasis on international development and policy.

Evening Master’s Program (EMP)
A part-time program designed for mid-career professionals that confers an MA in Public Policy in four quarters.

Policy Talent at Work

Harris grads share a range of in-demand skills.

ANALYSIS
Including reviewing, analyzing, and reporting data, as well as developing baseline measurements to assess program performance.

EVALUATION
Including assessing the applicability and efficacy of new and proposed policies on organizational and governmental operations.

RESEARCH
Including designing, conducting, and managing research projects aimed at informing and advancing effective public policy.

WRITING
Including clarifying information through policy memos, summaries, fact sheets, and other educational materials.

MONITORING
Including following federal, state, and local policy activities to inform policy recommendations using microeconomic theories.

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Explore resources for students, alumni, and employers at harris.uchicago.edu/CareerOutcomes

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At time of publication.

Our Method

The Harris Career Development Office surveyed students in the Class of 2019 in an exit survey at the time of graduation, with a follow-up survey six months after graduation. Of the 325 students who graduated between July 2018 and June 2019, 291 (90 percent) reported employment information. Data in this report is based on survey results from responding graduates, as well as other sources. Out of the 291 graduates, 255 sought employment and 36 did not seek employment for reasons such as continuing education or starting a company. Out of 255 students seeking employment, 239 (94 percent) accepted employment.
**CLASS OF 2019 PROFILE**

<table>
<thead>
<tr>
<th>Total Number of Graduates</th>
<th>325</th>
<th>Male 46%</th>
<th>Female 54%</th>
<th>Students representing 37 countries</th>
</tr>
</thead>
</table>

**Student statistics:**
- **Total Number of Graduates:** 325
- **Gender Distribution:** 46% Male, 54% Female
- **Countries Represented:** 37 countries

**Career Outcomes:**
- **96%** had job offers,
- **94%** secured employment
- **90%** of those employed had accepted offers by three months of graduation

**Top Policy Areas**
Alumni working in policy-related careers most commonly reported working in the following policy areas:
- **Economics and Fiscal Policy**
- **Health**
- **Finance and Trade**
- **Energy**

**Average Years of Work Experience, including internships:**
- **0–1:** 23%
- **1–3:** 23%
- **3–5:** 20%
- **5+:** 34%

**Other Statistics:**
- **16%** of students have previous master's degrees
- **26%** domestic underrepresented minority
- **2%** of students pursued a PhD after graduation
Top 3 Primary Responsibilities

<table>
<thead>
<tr>
<th>Research</th>
<th>Policy Design/Analysis/Evaluation</th>
<th>Consulting</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Of the graduates who accepted employment offers, 207 graduates (87 percent) reported salary information. Five of these 207 graduates were omitted from the chart above because the graduate’s salary reflected part-time employment, and seventeen of these 207 graduates were omitted from the chart above because their compensation was for an internship or fellowship.

"The calculation of maximum salary is among MPP students and excludes dual and joint degree graduates.

**I help clients understand future coverage for pharmaceutical products in the space of marketplace affordability. My day-to-day involves a lot of research, drafting documents, and project management to understand the implications of data and the needs of our clients."

**Hannah Wagner, MPP'19**
Consultant
Manatt, Phelps & Phillips LLP
Class of 2019

International Geographic Outcomes

Of responding Class of 2019 graduates, 71 are pursuing careers in 20 countries around the world: Afghanistan, Bangladesh, Brazil, Chile, China, Croatia, Georgia, India, Indonesia, Japan, Mexico, Nigeria, Pakistan, Panama, Paraguay, Peru, South Korea, Spain, Uganda, and United Kingdom. The cities, organizations, and positions on this map are a representative sample.

North America excluding US
- 5

Central and South America
- 8

Europe
- 3

Africa
- 3

East Asia/Pacific Islands
- 52

Notable Employers:
- **MINISTRY OF FINANCE**
  - Deputy Director
  - Tokyo, Japan
- **THE WORLD BANK**
  - Research Analyst
  - Jakarta, Indonesia
- **INTERNATIONAL ORGANIZATION FOR MIGRATION**
  - Project Officer
  - Abuja, Nigeria
- **ACTIVA CAPITAL**
  - Corporate Finance Director
  - Mexico City, Mexico
- **UNIVERSITY OF COPENHAGEN**
  - Research Professional
  - Copenhagen, Denmark

We have recruited at Harris the past two years for our Global Public Policy Summer Internship and we have been very impressed with the talent and our overall experience with the recruitment process at the school. The candidates we interview are always professional and personable, and they demonstrate a strong understanding of the health policy issues important to our company and industry.”

Jordan Maitland
Associate Consultant
Eli Lilly and Company

See the full employer list at harris.uchicago.edu/CareerOutcomes

*Four graduates did not report employment locations.*
United States Geographic Outcomes

In the Class of 2019, 164 graduates found top employment across sectors and throughout the United States.

NORTHEAST GRADUATES

- Office of the New York State Governor
  - Strategy and Operations Director
  - New York, NY
- U.S. Government Accountability Office
  - Analyst
  - Washington, DC
- Inter-American Development Bank
  - Consultant
  - Washington, DC
- A2F Consulting
  - Data Scientist
  - Boston, MA
- Mathematica Policy Research
  - Health Analyst
  - Princeton, NJ
- Results for America
  - Associate Director
  - New York, NY

SOUTHWEST GRADUATES

- Chevron Corporation
  - Business Analyst
  - Houston, TX
- Cicero Group LLC
  - Engagement Manager
  - Salt Lake City, UT
- Feeding America
  - Research Analyst
  - Chicago, IL
- Cicero Group LLC
  - Software Engineer Analyst
  - Detroit, MI
- Office of Budget and Management Services
  - Budget Analyst
  - Springfield, IL
- Adobe
  - Data Scientist
  - San Francisco, CA
- City of San José
  - Policy Advisor for Service and Budget
  - San José, CA
- California Center for Sustainable Energy
  - Research Analyst
  - Oakland, CA

MIDWEST GRADUATES

- City of Chicago
  - Office of the Mayor
    - Policy Analyst
    - Chicago, IL
- American Institute for Research
  - Research Associate
  - Chicago, IL
- West Monroe Partners
  - Experienced Consultant
  - Chicago, IL
- Feeding America
  - Research Analyst
  - Chicago, IL
- Sletaas Consulting
  - Software Engineer Analyst
  - Denver, CO
- Office of Budget and Management Services
  - Budget Analyst
  - Springfield, IL
- City of San José
  - Policy Advisor for Service and Budget
  - San José, CA
- California Center for Sustainable Energy
  - Research Analyst
  - Oakland, CA

SOUTH GRADUATES

- Institute for Families in Society, University of South Carolina
  - Research Associate
  - Columbia, SC
- Health Management Academy
  - Senior Research Analyst
  - Arlington, VA
- The Bechtel Group Inc.
  - Investment and Development Associate
  - Reston, VA
- DigitDems
  - Campaign Tech Specialist
  - Manassas, VA

West
10

Southwest
4

Midwest
91

Northeast
54

South
5

WEST GRADUATES

- Washington Utilities and Transportation Commission
  - Regulatory Analyst
  - Seattle, WA
- Mozilla
  - Data Scientist
  - San Francisco, CA
- City of San José
  - Policy Advisor for Service and Budget
  - San José, CA
- California Center for Sustainable Energy
  - Research Analyst
  - Oakland, CA

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- Chevron Corporation
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See the full employer list at harris.uchicago.edu/CareerOutcomes

"Harris students have the ability to do the deep quantitative thinking and analysis, and yet have this great way of linking that to discussion, conversation, and storytelling."

Kevin Hartman, MBA’98, MPP’98
Head of Analytics, CG&E
Google
### Class of 2020 Profile

**Total Number of Students:** 341

- **Male:** 46%
- **Female:** 54%

**Average Years of Work Experience**

<table>
<thead>
<tr>
<th>YEARS</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1</td>
<td>31%</td>
</tr>
<tr>
<td>1-3</td>
<td>21%</td>
</tr>
<tr>
<td>3-5</td>
<td>20%</td>
</tr>
<tr>
<td>5+</td>
<td>29%</td>
</tr>
</tbody>
</table>

Due to rounding, numbers add up to 101 percent.

- **15%** of students have previous master’s degrees
- **20%** domestic underrepresented minority
- **25** countries

### Class of 2020 Internship Summary

**Top Policy Areas**

- **Economic and Fiscal**
- **Data Science**
- **Education**
- **Public Management**
- **Urban Housing**

**Sector Breakdown**

- **25%** Public/Government Agency
- **30%** Private
- **45%** Nonprofit/NGO/GO

**94%** paid internships

**1 in 3** Funded by Harris and Harris donors

**61%** Funded by employers

**7%** Funded by other sources

**97%** Class of 2020 students found summer employment

**201** United States

**76** International

*Four students did not report internship locations.*

**I was named 'Most Likely to Change the World' at the World Resources Institute’s annual Intern Expo, a competitive showcase of the most impactful projects across the organization.”**

**AJ Calhoun, MPP’20**
Inclusive Cities Intern
World Resources Institute

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Out of 341 total students, 329 (96 percent) responded to the summer employment information survey. Out of 329 students, 291 reported seeking summer employment (88 percent) and 38 students (12 percent) reported not seeking summer employment. Out of 291 students seeking summer employment, 281 (97 percent) found summer employment.
The Harris Public Policy Evening Master’s Program is a four-quarter program designed for working mid-career professionals to gain a solid foundation in the fundamentals of data analytics, economic analysis, leadership, and the strategic foundations of public policy. Graduates are prepared to use this toolkit to drive organizations forward and tackle leadership challenges.*

As working professionals completing advanced coursework, many candidates wait to actively pursue career changes until after graduation. **Due to rounding, numbers add up to 101 percent.

*These data are an aggregate of career outcomes for March 2019 and December 2019 graduates.

Total Students

85

Male 39%  Female 61%

Total Years of Work Experience**

<table>
<thead>
<tr>
<th>Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1</td>
<td>4%</td>
</tr>
<tr>
<td>2-4</td>
<td>19%</td>
</tr>
<tr>
<td>5-10</td>
<td>44%</td>
</tr>
<tr>
<td>10+</td>
<td>34%</td>
</tr>
</tbody>
</table>

**Due to rounding, numbers add up to 101 percent.

16% had previous master’s degrees

27% domestic underrepresented minority

My boss was looking for someone with a policy degree for the role I’m in now and I was looking to make a jump in my career in education policy. The skills I gained in negotiation, microeconomics, and data analytics allowed me to feel confident and qualified to apply to the role.”

Ali Frendrick, AM’19
Policy Manager
Chicago Public Schools

Evening Program: Employer Spotlight
Whether you have short-term, internship, or full-time hiring needs, we are ready to help.

For more information on career outcomes and our talent acquisition options, contact the Career Development Office at HarrisCDO@uchicago.edu.

Explore resources for students, alumni, and employers at harris.uchicago.edu/hireharris

OUR EMPLOYER PARTNERS

These organizations have committed to hiring Harris talent in various combinations: filling full-time positions, providing summer internship opportunities, and establishing part-time internships during the academic year.

Partnering with the Career Development Office (CDO) of the University of Chicago Harris School of Public Policy has been a great addition to our recruiting efforts. CDO does an incredible job organizing site visits and virtual information sessions and promoting our organization to Harris candidates—the best talent for our open positions.”

Woon Kim
Recruiting and Human Resources Manager
Center of Budget and Policy Priorities

Top talent: No cost, no catch.

We know the search for talent can be tough. The Harris Career Development Office will take the time to understand your plans and needs, so you can recruit diverse, global-minded professionals with skills specific to your needs. Let us be your pro bono recruiter.

Diverse candidates, in every sense of the word.

Our global population is equipped to bring a different set of backgrounds, experiences, and talent to move your organization forward.

Skills-based searches, customized for your needs.

Our career search profile allows us to take the most important skills for your open positions and identify the widest group of qualified talent before finding the best fit for your team.

Flexible hiring timelines and job types, because work changes.

With the various degree types and years of experience within our talent, we are ready to provide support designing the best hiring process and work structure for everyone involved.
“I consistently hear from employer partners that Harris graduates bring a skill set and commitment to social impact that sets them apart.”

Katherine Baicker
Dean and Emmett Dedmon Professor
Harris Public Policy