

ONLINE PROGRAMS CAREER GUIDE



Saint Mary's
University
OF MINNESOTA

ONLINE





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ONLINE

Founded in 1912, **Saint Mary's University of Minnesota** is today a diverse international education community with students of every age, race, and nationality. As an established, respected institution, we know from experience what is required to help working professionals like you achieve your educational and career goals.

The results can be seen in the successful paths of more than 42,000 alumni in the United States and around the world. From the moment you enroll in one of our programs, you are a valued member of the Saint Mary's community—an association that continues beyond graduation.



WHERE ALUMNI LIVE

UNITED STATES	12,935
GREATER MINN-ST. PAUL AREA	7,354
GREATER CHICAGO AREA	1,322
ROCHESTER, MN AREA	664
LA CROSSE, WI AREA	516
GREATER MILWAUKEE AREA	142
ST. CLOUD, MINN AREA	124
DULUTH, MINN AREA	116
GREATER NEW YORK CITY AREA	111
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WELLS FARGO	89
UNIVERSITY OF MINNESOTA	73
THOMSON REUTERS	59
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ALLINA HEALTH	52
HENNEPIN COUNTY	49
MEDTRONIC	45
STATE OF MINNESOTA	44
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WHAT ALUMNI DO

EDUCATION	2,138
SALES	1,270
OPERATIONS	1,087
COMMUNITY AND SOCIAL SERVICES	998
HEALTHCARE SERVICES	919
INFORMATION TECHNOLOGY	872
ENTREPRENEURSHIP	796
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Learn more about the history and mission of Saint Mary's in our [About Us](#) section.

*Information about Saint Mary's students and alumni were self-reported from [LinkedIn data](#) as of March 2016.





BUSINESS

A solid understanding of business functions and strategy has wide applications in the job market. Whether you are focused on motivating people, running the numbers, or building organizations, Saint Mary's online business degrees open up a variety of opportunities throughout this diverse field.



Careers in **HUMAN RESOURCE MANAGEMENT**



Today's **human resource professionals** don't just communicate policies and benefits information— they are strategic organizational partners, helping to align employment plans with organizational goals. As businesses seek to maximize their assets, they require HR experts with the advanced knowledge to seek out and hire the most qualified people to institute the culture and policies that motivate them.

CAREER APPLICATIONS

Human Resource Generalists

As suggested by the title, these HR professionals handle all aspects of personnel management: hiring and retaining employees, managing training and development, researching compensation and benefits plans, and ensuring the organization adheres to relevant employment laws.

Compensation, Benefits, and Job Analyst/Employee Benefits Manager

These specialists evaluate jobs to determine details such as classification and salary. They may also research and analyze various benefits packages for the organization.

Director of Human Resources

The director of HR takes charge of human resources issues by establishing and working to follow through with objectives in line with organizational goals.

Occupational Health and Safety Specialist/Risk Manager

These specialists make sure workplaces adhere to laws and regulations regarding safety, health, and the environment. They may also train employees on safety issues and work with employees to negotiate claims related to workplace injuries or illness.





Our Master's in Human Resources Management degree at Saint Mary's University is a great opportunity for human resources professionals to get the specialized skills that they need to be successful in today's workforce."

Holly Tapper, J.D., M.B.A., SPHR, SHRM-SCP, Program Director

CAREER APPLICATIONS (cont.)

HR Consultants

HR consultants are independent contractors who guide organizations on compensation, benefit administration, employee relations, training, and HR information systems.

Training and Development Director

These directors supervise employee training programs as well as continuing education initiatives. They may be responsible for instructing new hires in correct processes and procedures as well as helping current employees gain the skills they need to move up in the organization.

Recruiter

Whether they work in-house or out, recruiters work closely with hiring managers to define organizational employment needs.

Employee Relations Manager

These managers respond to employee complaints, handle disciplinary issues, and train employees on topics such as sexual harassment and discrimination.



The 39-credit online M.A. in Human Resources Management at Saint Mary's University is aligned with curriculum guidelines and standards established by the Society for Human Resource Management (SHRM) and prepares students for the Professional in Human Resources® (PHR)® and Senior Professional in Human Resources® (SPHR®) certifications.

Careers in HUMAN RESOURCE MANAGEMENT

AVERAGE SALARY

The median annual pay for
Human Resource Managers is

\$104,440¹

Note that salaries in this field may vary according to experience, geographical location, responsibilities, and other factors.

WHO EMPLOYS SAINT MARY'S HUMAN RESOURCE MANAGERS?



HEALTHCARE:

Mayo Clinic, Allina Health,
UnitedHealth Group



GOVERNMENT:

State of Minnesota,
Hennepin County, Minn.



BANKS:

Wells Fargo



SCHOOLS:

Saint Paul Public Schools



RETAILERS:

Best Buy, SPS Commerce



INSURANCE:


Allianz Life



AGRICULTURE:

Cargill

This information is based on self-reported student/alumni data pull from LinkedIn data as of March 2016.

The **online Master of Arts in Human Resource Management**  at Saint Mary's connects you with experts in the field who provide a supportive, transformative environment to cultivate your HR leadership abilities. Learn more about this program: **call 877-308-9954 to speak with an enrollment counselor today.**



**Watch
program
video**

INDUSTRY TREND SNAPSHOT 2012-2022²

BIGGEST HR CHALLENGES

- Retaining and rewarding the best employees
- Developing the next generation of corporate leaders
- Creative a corporate culture that attracts the best employees

MOST CRITICAL HR COMPETENCIES

- Business expertise
- Organizational leadership and navigation
- Relationship management
- Communication

MOST IMPORTANT AREAS OF KNOWLEDGE

- Business management
- Talent management
- Change management
- Workforce planning and employment

¹Bureau of Labor Statistics, Occupational Outlook Handbook, as of May 2015,
www.bls.gov/ooh/management/human-resources-managers.htm 

²From "Challenges Facing HR Over the Next 10 Years," *Society for Human Resource Management*, available at www.shrm.org



Careers in **ORGANIZATIONAL LEADERSHIP**



Organizational leadership seeks to create an environment where both individuals and groups are empowered to work to their fullest potential in meeting the mission and vision of the organization.

Experts in this field study and apply principles of human behavior and group dynamics combined with leadership theory, ethics, and management strategies.

CAREER APPLICATIONS

Business Development Manager

These business professionals focus on strategies for identifying, locating, negotiating, and acquiring avenues for new business. They may research trends in industry publications and associations, contact potential new clients, and work out business deals.

Director of Sales

Sales directors lead teams whose main goal is to generate revenue and maximize profits. They must understand sales techniques as well as motivational and managerial strategies.

Director of Operations

Operations directors are charged with making sure business runs smoothly, often through employee management. They may be responsible for analyzing processes and organizing teamwork to make sure that business is completed in a manner consistent with organizational goals.

Health Services Manager

Health and medical services managers can be executives and administrators for healthcare organizations, departments, or facilities. They apply and adapt management principles to the healthcare industry, which includes making sure employees and processes hew to relevant laws and regulations.





CAREER APPLICATIONS (cont.)

Organizational Development Consultant

In this position, individuals act as liaisons and advisers to organizational leadership and provide support for large-scale strategic initiatives. They may also plan and deliver HR services and programs for employees and ensure that such programs help the organization achieve its stated goals and objectives.

Management Analyst

These analysts examine data, workflow, and processes to help organizations become more efficient. They may collaborate with managers and employees to create processes for better workflow and improved productivity.

.....

Organizational leadership jobs are found across the spectrum of organizations, industries, and roles. This list is just a snapshot of potential opportunities in this wide-ranging field.



Careers in ORGANIZATIONAL LEADERSHIP

WHO EMPLOYS SAINT MARY'S ORGANIZATIONAL LEADERSHIP EXPERTS?



BANKS:

Wells Fargo, Federal Reserve Bank of Minnesota



UNIVERSITIES



GOVERNMENT:

State and Local



SCHOOL DISTRICTS



TECHNOLOGY COMPANIES:

Oracle



ORGANIZATIONS:

small businesses, non-profits



RETAILERS:

Target, Amazon, Talbots



HEALTHCARE:

UnitedHealth Group, Medtronic, Mayo Clinic

This information is based on self-reported student/alumni data pulled from LinkedIn data as of March 2016.

Scientific Research and Development Services is one of the **highest-paying** industries for **General and Operations managers**, with an annual mean wage of:

\$178,050*



AVERAGE SALARY

The median annual pay for General and Operations Managers is

\$116,460¹

Note that salaries in this field may vary according to geographical location, industry, experience, and other factors.

The **online Master of Arts in Organizational Leadership**  program at Saint Mary's University develops your knowledge of workplace dynamics and employee behaviors. This expertise combined with leadership strategies and creative problem-solving skills can help you effect real and lasting change in an organization. **Call 877-308-9954** to speak with an enrollment counselor.



Watch program video

¹Bureau of Labor Statistics, Occupational Employment Statistics, as of May 2015, <http://www.bls.gov/oes/current/oes111021.htm>



Careers in **BUSINESS ADMINISTRATION**



Business administration is a wide field that encompasses many fields and occupations. Experts in this area typically have a comprehensive understanding of all the major business functions and how they work together to support an organization's financial success.

CAREER APPLICATIONS

Marketing Manager

These business professionals focus on developing and implementing strategies to draw attention to the company's products and services. They may research market segments and help create advertising campaigns.

Financial Analyst

These analysts evaluate the performance of different kind of investment products (such as stocks and bonds) to help guide organizations and individuals making investment decisions.



Chief Executive Officer

Top executives are the visionaries who oversee company activities and strategies to ensure organizational success. They are usually ultimately held responsible for a company's fortunes.

Money/Stock/Bond/Option Trader

Traders are sales agents for financial products and services. They may sell securities, provide consulting services and advice, and conduct trades.

Management Consultant

Consultants examine business activities and organization, then advise managers on how to make them more profitable and productive by improving processes and reducing costs. Some management consultants pursue the Certified Management Consultant (CMC) designation to improve their employment prospects.



CAREER APPLICATIONS (cont.)

Sales Manager

These business professionals are responsible for maintaining or increasing a company's sales as well as managing sales staff. They may set sales goals, target potential new customers and regions, and develop employee training programs.

Hospitality/Hotel Manager

Hotel managers use their knowledge of business operations and administration to make sure that hotels, inns, motels, and other types of accommodation facilities run efficiently and provide customers with a satisfying experience.

Accountant

Accountants and auditors provide accurate accounting of an organization's finances, including expenses and earnings. They maintain records for internal purposes as well as external examination (by the IRS or a regulatory agency, for example). Certification as a CPA or in another specialty can improve job prospects.

WHO EMPLOYS SAINT MARY'S MBAs?



HEALTHCARE:

Medtronic, Allina Health,
Blue Cross Blue Shield of Minnesota



GOVERNMENT



RETAILERS:

Target, Best Buy, 3M



BANKS:

US Bank, Wells Fargo



TECHNOLOGY COMPANIES:

AT&T, IBM

*This information is based on
self-reported student/alumni data pulled
from LinkedIn data as of March 2016.*





AVERAGE SALARIES¹

Financial Analyst

\$60,395

Marketing Manager

\$71,599



Chief Financial Officer

\$133,536


Marketing Director

\$121,310

Salaries can vary depending on industry, location, experience, and other factors.

The **online MBA**  from Saint Mary's University provides you with an affordable, accelerated path toward a deeper understanding of today's business issues as well as new skills, new knowledge, and new tools for a variety of career outcomes. Go to **onlineprograms.smumn.edu**  or call **877-308-9954** to speak with an enrollment counselor.



¹MBA Degree Average Salary, **Payscale.com** , as of March 19, 2016



Accountancy involves recording and communicating financial information about a business to stakeholders, such as shareholders, executives and managers, for the purposes of transparency as well as organizational planning and decision making.

This information is usually provided in the form of financial statements created according to established principles of accountancy in accounting, bookkeeping, and auditing.

CAREER APPLICATIONS

Staff Accountant

Accountants prepare and analyze financial records to make sure they are accurate, meet legal requirements, and reflect ethical business practices.

Auditor

Auditors review financial records for compliance with Generally Accepted Accounting Principles (GAAP). The many instances of firms engaging in financial fraud in recent years have put a spotlight on the importance of this occupation.

Management Accountant

These accounting professionals assist in strategic planning and budgeting. They may also provide guidance and advice on business mergers and other transactions.

Actuary

Actuaries analyze data—everything from demographics to geological events—to estimate risks and help insurance companies set rates.



Careers in ACCOUNTANCY

ACCOUNTING CREDENTIALS FOR ACCOUNTANTS

Certified Public Accountant (CPA)

This standard accounting certification is a must for auditors and tax preparers. The CPA requirements vary by state.

Certified Fraud Examiner (CFE)

CFE is a globally recognized certification that indicates specialized skills in fraud prevention, detection, and deterrence.

Certified Financial Planner (CFP)

Denotes the individual has met rigorous professional and ethical standards related to interactions with clients.

Certified Internal Auditor (CIA)

This is the only internationally accepted designation for internal auditors.

Certified Information Systems Auditor (CISA)

This globally recognized credential indicates specialized knowledge in information systems auditing, control and security.

Certified Information Systems Manager (CISM)

This designation certifies advanced knowledge in providing effective information security management.

Certified Management Accountant (CMA)

This credential certifies an individual has the advanced accounting skills and technical competence to comprehend the relationship between business strategy and financial performance.



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program
video

WHO EMPLOYS SAINT MARY'S HUMAN RESOURCE MANAGERS?



HEALTHCARE:

Mayo Clinic, UnitedHealth Group, HealthPartners



ACCOUNTING FIRMS:

Deloitte, Ernest & Young, CliftonLarsonAllen LLP



GOVERNMENT AGENCIES



TECHNOLOGY COMPANIES:

Thomson Reuters



INSURERS:

Blue Cross Blue Shield of Minnesota, Wells Fargo Insurance Services



CORPORATIONS



SMALL BUSINESSES



EDUCATION COMPANIES:

Pearson



NON-PROFITS



BANKS:

U.S. Bank, Wells Fargo

This information is based on data pull from LinkedIn data as of March 2016.

AVERAGE SALARIES¹

Accountants and Auditors

\$67,190

Financial Examiners

\$78,010


Actuaries

\$97,070

Personal Financial Advisors

\$89,160

Salaries can vary depending on industry, location, experience, and other factors

The **online Master of Science in Accountancy**  at Saint Mary's University was designed in collaboration with CPAs, CFOs, and other accounting leaders. The curriculum provides you with advanced knowledge in accounting skills as well as management and communication techniques to cultivate your career as a business leader and accountancy professional. **To learn more, call an enrollment counselor at 877-308-9954.**

¹Bureau of Labor Statistics, Occupational Outlook Handbook, as of May 2015, www.bls.gov 



Careers in **PROJECT MANAGEMENT**



Project management involves guiding a project, defined as a temporary effort with a defined beginning and end that produces an outcome that meets a business need and a strategic goal. In today's business environment, projects are extremely complex. They may involve many processes and tools as well as the need to lead diverse teams and stakeholders from various departments, offices, and physical locations. Project managers guide these complex projects through the initiating, planning, executing, monitoring and controlling, and closing phases, ensuring that the constraints of scope, time, and budget are met. A project manager needs a specific set of skills to lead these projects to completion and meet the strategic objective.

CAREER APPLICATIONS

Project Manager

These professionals break down a project into detailed parts, create timelines, evaluate risks, manage resources, and determine budgets. They coordinate communication and documents, assign tasks, and offer the team guidance and direction. They keep projects running smoothly and on track, implementing changes as needed.





CAREER APPLICATIONS (cont.)

Director of Project Management

Project management directors are responsible for leading teams of project managers as well as working with other organizational leaders to manage strategy, anticipate staffing needs, plan budgets, and more.

Product Development Manager

When companies merge or are acquired, these managers are responsible for consolidating processes, defining employee responsibilities, bridging cultural gaps, and more to ensure that operations continue with a minimum of interruption.

Project Engineer

Project engineers apply project management principles to manage the components of engineering-related initiatives.

Site Manager

A site manager oversees construction on a building or other structural projects, working with tradespeople, construction workers, and architects to manage timelines and costs.

IT Project Manager

These project managers create plans to coordinate the work of other IT professionals as well as other personnel to produce new software or systems. They may be responsible for ensuring that everyone on the process has access to the technology tools and information needed to complete their tasks and contribute to the success of the overall endeavor.

TOP INDUSTRIES EMPLOYING PROJECT MANAGERS¹

- Energy
- Healthcare
- Information technology
- Construction
- Finance
- Aerospace and defense

¹Global Jobs Report: Hottest Industries, Highest Salaries," January 2014. Available at www.pmi.org

Careers in PROJECT MANAGEMENT

AVERAGE SALARY RANGES¹

Project Manager

\$61,284

Senior Project Manager

\$106,182


Construction Project
Manager

\$93,510

Information Technology
Manager


\$84,798

Salaries can vary depending on industry, location, experience, and other factors.

The online **Master of Science in Project Management**  at Saint Mary's University prepares you to set goals, define scope, manage costs and timelines, and realize outcomes for discrete projects involving employees in different departments and locations — skills that are in increasing demand. **To learn more about the program, or to apply, contact an enrollment counselor at 877-308-9954.**

***The Demand for Project
Management Practitioners
will expand by more
than 12 percent through
the year 2020, resulting
in almost 6.2 million project
management jobs in the
United States.***

¹Results from [Salary.com](http://www.salary.com)  as of February 22, 2016.

²According to PMI's Talent Gap Report, <http://www.pmi.org/-/media/pmi/documents/public/pdf/business-solutions/project-management-skills-gap-report.pdf> 

PROJECT MANAGEMENT CREDENTIALS

The Project Management Institute (PMI) offers several certifications to document mastery of standardized and accepted PMI principles and processes

Project Management Professional (PMP)

The standard certification for leading and directing projects. The online M.S. in Project Management prepares graduates to sit for the exam leading to this certification.

Certified Associate in Project Management (CAPM)

Denotes an understanding of fundamental project management knowledge, processes, and terminology.

Program Management Professional (PgMP)

Signifies expertise in the oversight of multiple related projects.

Portfolio Management Professional (PfMP)

Indicates advanced experience in the coordinated management of one or multiple portfolios.

PMI Agile Certified Practitioner (PMI-ACP)

Signifies a combination of agile training and experience to understand and apply agile principles and practices on basic projects.

PMI Professional in Business Analysis (PMI-PBA)

Focuses on expertise in defining and following through with projects related to business requirements.

PMI Risk Management Professional (PMI-RMP)

Denotes skills in the assessment and identification of potential risks to a project, as well as how to mitigate them and leverage opportunities.

PMI Scheduling Professional (PMI-SP)

Recognizes demonstrated knowledge and expertise in the specialized area of the development and maintenance of a project schedule.



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program
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➔ HEALTHCARE AND HUMAN SERVICES

Both healthcare and human services exist to help others. The field of human services seeks to meet the needs of individuals, families, and communities as well as to improve their quality of life through education, support, and resources. Healthcare provides for the preservation and improvement of health, using medicine and medical knowledge of the body to heal illness and injury.



Careers in **HEALTH AND HUMAN SERVICES ADMINISTRATION**



Administrators in health and human services use organizational and business principles to manage public and private agencies in the field. Whether these professionals are working in management or client-facing roles, leadership and organizational skills are key to success in this demanding and rewarding area of service to individuals, families, and communities.

CAREER APPLICATIONS

Executive Director

These medical executives oversee hospital operations, financial management, and regulatory and legal compliance. They typically have budget expertise and are able to identify and implement process improvements using data analysis.

Health Services Administrator

The Health Services Administrator manages the facility's medical program activities and provides overall direction and leadership based on corporate goals, objectives, and philosophy and in compliance with all applicable policies, procedures, laws, regulations, and standards.

Practice Manager

These health and human services professionals ensure high quality of service in ambulatory care organizations and facilities such as physicians' offices and clinics. They over see both administrative and clinical practice responsibilities.

Nursing Home Administrator

These administrators lead and direct the overall operations of long-term care facilities in accordance with customer needs, government regulations, and company policies.



Careers in HEALTH AND HUMAN SERVICES ADMINISTRATION

WHO EMPLOYS SAINT MARY'S HEALTH AND HUMAN SERVICES ADMINISTRATION EXPERTS?



HEALTHCARE:

Mayo Clinic, Allina Health, UnitedHealth Group



INSURERS:

Blue Cross Blue Shield



GOVERNMENT AGENCIES



UNIVERSITIES



PRIVATE SCHOOL SYSTEMS AND DISTRICTS

This information is based on self-reported student/alumni data pulled from LinkedIn data as of March 2016.

AVERAGE SALARIES

Hospital Administrator¹ Health Services Administrator²

\$102,060

\$76,310

Nursing Home Administrator³

\$81,060

Note that earnings in this field vary widely according to experience, geographic location, certification, and industry.

Graduates of the **online Master of Arts in Health and Human Services Administration**  at Saint Mary's learn leadership and management skills to run social service organizations and departments. Whether you are a new or seasoned professional, you will build the skills to lead the delivery of quality care. A combination of practical and theoretical coursework will prepare you to channel your passion for helping others in need. Call 877-308-9954 to speak with an enrollment counselor.


TYPES OF HUMAN SERVICES ORGANIZATIONS

Human services agencies can be run by state or local government, non-profit groups, or religious organizations. Some types of organizations that offer social assistance include:

- Employment agencies
- Victims' assistance organizations
- Legal aid groups
- Shelters and housing assistance agencies
- Public safety and disaster relief agencies
- Youth development groups and clubs



Watch program video

¹Hospital Administrator salary as of January 2016 from payscale.com 

²Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Medical and Health Services Managers, <http://www.bls.gov/ooh/management/medical-and-health-services-managers.htm> , accessed 6/21/16

³Nursing Home Administrator salary as of January 2016 from payscale.com 



Careers in **INTERNATIONAL DEVELOPMENT**



While many people associate **international development** with economic growth, the field also supports healthcare and greater access to it, education, community building, sustainable development, and other areas related to human rights, government, and resources. Consequently, international development offers a wide range of positions and experiences to those who wish to make an impact on struggling societies and communities.

CAREER APPLICATIONS

Trade Officer

Trade officers are federal employees who oversee the buying and selling of foreign goods while making sure organizations comply with laws, regulations, and national priorities.

Policy Adviser

These advisers are responsible for reviewing and evaluating the guiding principles of government, and implementing procedures and regulations in line with those principles.

International Aid Worker

These aid workers travel to countries in the developing world to research and create sustainable solutions to issues such as a lack of education, sanitation, and health services.

Program Officer

Program officers oversee a variety of functions for a foundation involved in international development activities, such as donor relations, proposal development, budget development, and project management.

Communications Director

This individual is responsible for coordinating the dissemination of information via reports, press releases, whitepapers, and other publications to other offices, organizations, and the press as well as to the public.





CAREER APPLICATIONS (cont.)

Country Director

This role combines diplomatic, managerial, and leadership responsibilities. The country director serves as a representative and leader for all the programs in the assigned countries. Tasks might include fundraising, documentation, reporting, and program development.

Monitoring and Evaluation Specialist

These specialists carefully analyze and assess each stage of development efforts to monitor costs, identify risks, and ultimately evaluate a project's impact.

“*The international development sector and industry is constantly evolving and changing, so our instructors do an excellent job in keeping up with industry trends and pass that along to the students.*”

Matt Bleum, M.B.A., Program Director

Humanitarian Policy Manager

In this role, ID professionals monitor developments related to natural and man-made disasters, analyze and update policies, and make recommendations for actions and plans.

Social and Community Services Manager

Individuals in these positions typically work with community members and other stakeholders to identify the community's most pressing needs and then design programs to meet them. They may also plan education programs and PR campaigns to alert the community about the programs' existence.



Careers in INTERNATIONAL DEVELOPMENT

WHO EMPLOYS SAINT MARY'S INTERNATIONAL DEVELOPMENT EXPERTS?



NON-GOVERNMENTAL ORGANIZATIONS (NGOs):

Oxfam, Bill and Melinda Gates Foundation, Doctors Without Borders



RESEARCH INSTITUTIONS

Universities, think tanks



BILATERAL ORGANIZATIONS

U.S. Agency for International Development, Department for International Development



MULTILATERAL ORGANIZATIONS

World Bank, United Nations Development Program

This information is self-reported student/alumni based on data pulled from LinkedIn data as of March 2016.

AVERAGE SALARY RANGES¹


**Social and
Community Managers**


\$63,530

Fundraisers

\$52,970

Note that earnings in International Development vary widely according to experience.

Graduates of the **online Master of Arts in International Development program**  at Saint Mary's are prepared to take on the results of social injustice around the world, from a lack of education to environmental catastrophes. Through a mix of theory and real-world applications, the curriculum offers the management and social skills to develop sustainable solutions to global challenges. **To learn more, contact an enrollment counselor at 877-308-9954.**

¹Bureau of Labor Statistics, Occupational Outlook Handbook, median annual salaries as of 2015, [bls.gov](https://www.bls.gov) 

TYPICAL JOB ROLES IN INTERNATIONAL DEVELOPMENT

ID jobs can vary greatly by country, program, and organization, but most fall into these general categories.

- Policy and research
- Fundraising and campaign strategy
- Advocacy
- Media and communications
- Project management
- Specific technical expertise (i.e., engineering, nutrition)
- Support roles (HR, IT, finance)



Watch
program
video



As a vital component of healthcare, **nursing** has long attracted individuals interested in protecting health, easing suffering, and promoting healing. In the 19th century Florence Nightingale ushered in the era of modern nursing. Today the field is a large and varied one, offering specialties and career paths to suit many professional goals and preferences.

CAREER APPLICATIONS²

Certified Dialysis Nurse

Nurses in this specialty serve patients with severe kidney ailments and failure. They care for patients during and after dialysis treatment and help run dialysis technology and equipment.

Estimated Job Growth Through 2022: 26%

Annual Salary: \$63,000

ADDITIONAL REQUIREMENTS

- 2,000 hours experience in nephrology over two years
- 15 hours continuing education in nephrology

**Average age of
nurses in the U.S.**

50¹

Legal Nurse Consultant

These nurses provide consulting services on lawsuits related to medical issues. They usually work as part of a legal team, helping lawyers and others analyze and interpret medical materials, terminology, and technology.

**Estimated Job Growth
Through 2022: 26%**

Annual Salary: \$62,100



¹"The Nursing Workforce 2014: Growth, Salaries, Education, Demographics & Trends," American Nurses Association, available at www.nursingworld.org
²Nurse Journal, "31 Best Specialty Career Choices for Nurses," available at nursejournal.org



CAREER APPLICATIONS (cont.)¹

Endocrinology Pediatric Nurse

These nurses treat children with diseases and disorders of the endocrine system, which can affect growth and development. These nurses also work with patients and their families to educate them about the diseases and treatments.

Estimated Job Growth

Through 2022: **26%**

Annual Salary: **\$81,000**

Traveling Nurse

These nurses travel to areas and medical facilities with short-term nursing needs or shortages.

Estimated Job Growth

Through 2022: **20%**

Annual Salary: **\$70,000**

with benefits and funds for housing

Critical Care Nurse

A critical care nurse works in a hospital intensive care unit, often collaborating with other healthcare professionals to prepare for the best possible patient outcomes. They must have specialized knowledge in critical care as well as in how to use ICU equipment and handle potentially life-saving procedures.

Estimated Job Growth

Through 2022: **16%**

Annual Salary: **\$61,000**

ADDITIONAL REQUIREMENTS

- 2,000 hours of experience in pain management nursing
- Certification exam



¹Nurse Journal, "31 Best Specialty Career Choices for Nurses," available at [nursejournal.org](https://www.nursejournal.org)



CAREER APPLICATIONS²

Medical Surgical Nurse

Medical surgical nurses assist physicians during surgeries and may care for patients before and after surgical procedures. Medical surgical nursing is one of the largest and most demanding specialties in nursing.

Estimated Job Growth Through 2022: 30%

Annual Salary: \$75,000

ADDITIONAL REQUIREMENTS

- Two years of experience
- 2,000 hours working in a surgical nursing facility
- Credentialing exam

Pain Management Nurse

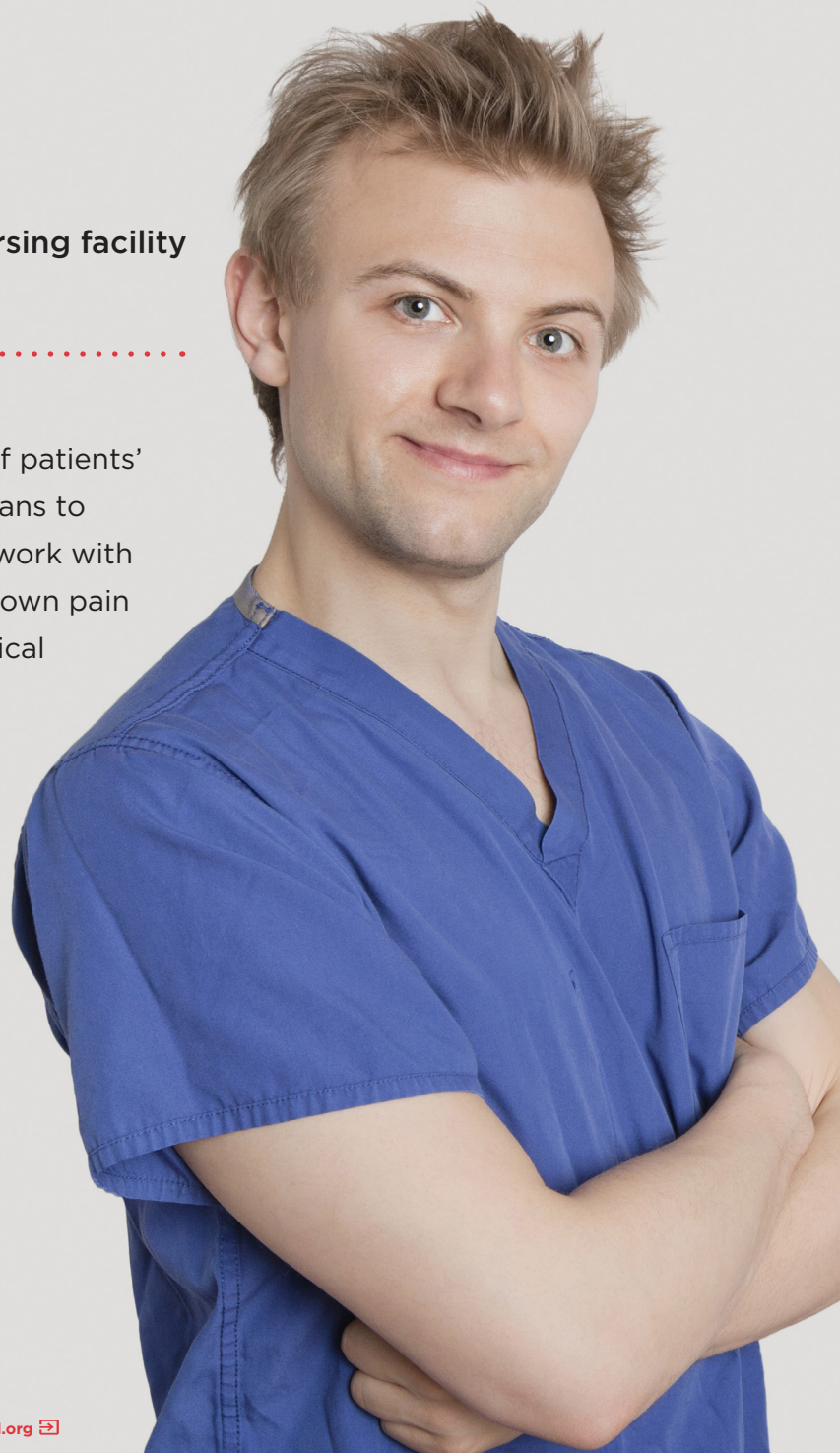
These nurses work to determine the cause of patients' pain and work with other nurses and physicians to determine a course of treatment. They also work with patients to help them learn to manage their own pain through alternative treatments such as physical therapy, guided relaxation or meditation.

**Estimated Job Growth
Through 2022: 26%**

Annual Salary: \$78,000

ADDITIONAL REQUIREMENTS

- 2,000 hours working in pain management nursing
- Certification exam



²Nurse Journal, "31 Best Specialty Career Choices for Nurses," available at [nursejournal.org](https://www.nursejournal.org)



CAREER APPLICATIONS (cont.)¹

Perianesthesia Nurse

These nurses support patients as they come out of anesthesia, monitoring and treating them for any potential complications as they transition into a responsive state.

Estimated Job Growth Through 2022: 48%

Annual Salary: \$79,000

ADDITIONAL REQUIREMENTS

- Certification exam
- 1,800 hours of perianesthesia experience preferred

Psychiatric Nurse

Psychiatric nurses have expertise in specific issues, treatments, and behaviors related to mental illness. They may also work with patients and their families on techniques for dealing with psychiatric issues and destructive behaviors.

Estimated Job Growth Through 2022: 26%

Annual Salary: \$93,500

Orthopedic Nurse

Nurses in this specialty treat and care for patients with musculoskeletal issues, such as broken bones and arthritis. They may help interpret X-rays and other scans and make suggested for physical therapy and other healing techniques.

Estimated Job Growth Through 2022: 26%

Annual Salary: \$81,000

¹Nurse Journal, "31 Best Specialty Career Choices for Nurses," available at nursejournal.org





CAREER APPLICATIONS (cont.)¹

Trauma Nurse

These nurses work in emergency rooms, urgent care centers, and other facilities that offer triage services. They must be prepared to deal with a wide range of injuries and illnesses, be trained in lifesaving techniques and have the skills to communicate with emotionally distraught patients and family members.

Estimated Job Growth

Through 2022: **26%**

Annual Salary: **\$66,307**

ADDITIONAL REQUIREMENTS

- Certification

Neonatal Nurse

Neonatal nurses care for premature babies or babies with problems such as birth defects or infections within the first 28 days of life, usually within a neonatal intensive care unit.

Estimated Job Growth

Through 2022: **17%**

Annual Salary: **\$65,000**

ADDITIONAL REQUIREMENTS

- Specialized training or experience

Orthopedic Nurse

Nurses in this specialty treat and care for patients with musculoskeletal issues, such as broken bones and arthritis. They may help interpret X-rays and other scans and make suggested for physical therapy and other healing techniques.

Estimated Job Growth

Through 2022: **26%**

Annual Salary: **\$81,000**

Geriatric Nurse

These nurses care for elderly adults with ailments related to aging, such as dementia, osteoporosis, and heart problems. As the population of seniors in the United States grows with the aging of the baby boomer generation, geriatric nurses will be in high demand.

Estimated Job Growth

Through 2022: **20%**

Annual Salary: **\$65,000**

¹Nurse Journal, "31 Best Specialty Career Choices for Nurses," available at [nursejournal.org](https://www.nursejournal.org)



CAREER APPLICATIONS (cont.)¹

Pediatric Nurse

Pediatric nurses provide specialized care to children from infancy to early adulthood, often working closely with pediatricians and other doctors. They may help with treatment for common childhood illnesses as well as on prevention for other issues through immunization and screenings.

**Estimated Job Growth
Through 2022: 19%**

Annual Salary: \$65,000

Public Health Nurse

Nurses with this specialty provide care to communities as part of a public health initiative or facility, such as a public health clinic or screenings. They may provide much-needed care to vulnerable populations, such as people without health insurance or those on limited incomes.

**Estimated Job Growth
Through 2022: 18%**

Annual Salary: \$66,000

Note that nursing salaries may vary according to experience, geographic location, certification and other factors.

Oncology Nurse

These nurses provide specialized care for cancer patients undergoing treatment such as surgery, radiation, or chemotherapy. They may work in hospitals, clinical care facilities, and home-based services.


**Estimated Job Growth
Through 2022: 20%**

Annual Salary: \$68,000

¹Nurse Journal, "31 Best Specialty Career Choices for Nurses," available at nursejournal.org





The online **B.S. in Nursing**  at Saint Mary's is designed to provide already registered nurses with the critical-thinking abilities and leadership skills to thrive in a rapidly evolving healthcare environment. Open up the possibilities and define your role in the industry with the advanced expertise required of nurses today. **Call 877-308-9954 to speak with an enrollment counselor.**

TOP EMPLOYERS OF NURSES BY INDUSTRY¹

**General medical and
surgical hospitals**

29.73%

**Specialty
hospitals**

23.6%

**Physicians'
offices**

7.47%

**Home healthcare
services**

13.46%

**Outpatient care
centers**


15.33%

**Nursing care
facilities**

8.99%



¹Bureau of Labor Statistics,
Occupational Employment
Statistics, Registered Nurses;
available at

<http://www.bls.gov/oes/current/oes291141.htm> 



➔ EDUCATION

The field of education has far-reaching benefits. Helping people learn new information and skills is a vitally important task, whether it involves teaching in a classroom or corporate setting. A quality education involves more than just instruction: **it requires a strong foundation built by dynamic leadership, effective policy planning, and efficient administration.**



Careers in **EDUCATIONAL LEADERSHIP**



Educational leadership involves improving educational processes and effecting positive change in schools, companies, and anywhere else with learning and training programs. Educational leaders take steps to effect positive change through processes and policies that support pedagogical practices, the goals of the institution, and the needs of the students.

CAREER APPLICATIONS

School Principal

Principals are responsible for the overall management of schools, from staffing to building upkeep. As the representatives of their school, they also meet with superintendents, community members, and other stakeholders to discuss issues such as funding, curricula, safety, and other concerns.

Corporate Training Specialist

These professionals design training programs that align with organizational needs and maximize employee productivity and motivation. They may help with new employee on-boarding or train existing employees for new tasks and technologies.



Postsecondary Education Administrator

These administrators supervise various departments and areas at colleges and universities, such as student services, admissions, and student affairs. While they may not always be directly involved with teaching and learning, their work ultimately supports educational outcomes and goals.

Preschool and Childcare Center Director

Responsibilities for this position include staff management and hiring, activities, budgets, adherence to legal regulations, and more. Childhood is a crucial time in human development, and directors of these types of centers work to ensure that activities and policies support the ongoing needs of children at various developmental stages.




CAREER APPLICATIONS (cont.)

Social and Community Service Managers

Many community service managers design and publicize education initiatives and programs for the public, such as workshops on public health, sessions on buying a home, ESL classes, and more.

.....

The **online M.A. in Educational Leadership**  program at Saint Mary's is designed to prepare education professionals to become effective leaders, change agents, and administrators—whether in K-12, higher education, or corporate training environments. Students examine educational theory and research as they are guided through the development of applications to enhance their current educational practices and master organizational training and development strategies.

AVERAGE SALARY¹

The median annual salary for the top 10% of earners in the category of Preschool and Childcare Center Directors



\$86,870

Note that salaries in this field may vary according to geographical location, industry, experience, and other factors.



¹Bureau of Labor Statistics, Occupational Outlook Handbook, Preschool and Childcare Center Directors; available at <http://www.bls.gov/ooh/management/preschool-and-childcare-center-directors.htm#tab-5> 

Careers in EDUCATIONAL LEADERSHIP



WHO EMPLOYS SAINT MARY'S EDUCATIONAL LEADERS?



This information is based on self-reported student/alumni data pulled from LinkedIn data as of March 2016.

AVERAGE SALARIES¹

Elementary, Middle, and High School Principals

\$90,410

Instructional Coordinators

\$62,270

Training and Development Managers

\$102,640

Preschool and Childcare Center Directors

\$45,670

Postsecondary Education Administrators

\$88,580

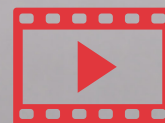
Social and Community Managers

\$63,530

Note that salaries in this field may vary according to geographical location, industry, experience, and other factors.



The **online Master of Arts in Educational Leadership** degree at Saint Mary's offers a comprehensive perspective on education, learning, diversity, and organizational change to help people of all ages learn to their full potential. Call 877-308-9954 to speak with an enrollment counselor today about how you can start making a difference in education.



Watch program video

¹Median annual salaries as of 2015. All statistics from Bureau of Labor Statistics, Occupational Outlook Handbook, www.bls.gov/ooh



Careers in **SPECIAL EDUCATION**



As learning and developmental challenges are diagnosed in children and adolescents, the field of education has focused on special education strategies to help meet their learning needs.

Each student's situation is unique, so special education teachers and specialists need to have a comprehensive understanding of learning techniques for a variety of situations.

CAREER APPLICATIONS

Special Education in a Variety of Settings . . .

The General Education Classroom

General education teachers work with children of all abilities, modifying the class curriculum to meet each student's specific learning needs.

The Special Education Classroom

Special educators focusing on students with more significant physical or cognitive challenges often work in a separate classroom with a teaching assistant. The curriculum may involve communication and daily life skills.

. . . and with a Variety of Learners.

Students with Emotional or Behavioral Disorders

Special educators in this category use skills and strategies for behavior intervention and modification with students who need extra support in dealing with emotional or behavioral disorders.

Students with Learning Disabilities

These special education teachers support and enhance the learning experience by tailoring their instruction based on individual students' learning abilities in oral expression, listening comprehension, written expression, basic reading skills, reading comprehension, mathematical calculation, mathematics reasoning, or spelling.

Students with Autism Spectrum Disorders

Special education teachers working with students on the autism spectrum typically work on strategies for communication and behavior in addition to teaching general classroom content and skills.





WHO EMPLOYS SAINT MARY'S SPECIAL EDUCATION TEACHERS?



**PUBLIC SCHOOL
SYSTEMS**



**EARLY CHILDHOOD/
DAYCARE CENTERS**



**SOCIAL SERVICES
AGENCIES**

This information is based on self-reported student/alumni data pulled from LinkedIn data as of March 2016.

AVERAGE SALARIES FOR SPECIAL EDUCATION TEACHERS¹

Secondary school

\$58,500

Middle school

\$57,280


**Kindergarten and
elementary school**

\$55,810

Preschool

\$53,990

Special education salaries can vary according to geographical location, experience, and other factors.

The **online Master of Arts in Special Education**  from Saint Mary's helps teachers in all types of settings develop a comprehensive understanding of the unique needs of learners with a wide range of challenges. They learn an inclusive teaching approach to help students meet their full potential as special education teachers: **call 877-308-9954 to speak with an enrollment counselor today.**



**Watch
program
video**



¹Bureau of Labor Statistics, Occupational Outlook Handbook, Special Education Teachers, median annual salaries as of 2014, <http://www.bls.gov/ooh/education-training-and-library/special-education-teachers.htm>



Careers in **LEARNING DESIGN AND TECHNOLOGY**



The field of learning design and technology focuses on developing effective instructional plans and materials that integrate technology tools to support engaged learning. Specialists in this field also support 1:1 initiatives in schools by collaborating with teachers who are integrating technology into learning design that optimizes engagement and achievement.

CAREER APPLICATIONS

Instructional Coordinator

Also called curriculum specialists and instructional coaches, these learning professionals assess the effectiveness of lesson plans and teaching techniques. They may observe classrooms in action as well as design curricula.

Technology Integrationist

A technology integrationist has the knowledge and skills to identify and implement the most appropriate teaching technologies based on learning goals, settings, and student needs.

Technology Coach

Individuals with strong skills in instructional technology and software may serve as mentors and guides to students and staff.

Director of Teaching and Learning

These instructional professionals understand the interaction between educational technologies, teaching and learning. They know how to cultivate, display, and support collaboration and innovation for curriculum development and delivery.

Technology Trainer

These trainers are responsible for teaching staff and students how to use new software, hardware, and applications. They may conduct workshops, lead seminars and webinars, and lead training modules.



Careers in LEARNING DESIGN AND TECHNOLOGY



CAREER APPLICATIONS (cont.)

Information Technology Specialist

In this role, instructional professionals choose, implement, and adapt a variety of technology products to meet organizational, departmental, or individual needs.

Education Researcher

Assessment and education researchers analyze the effectiveness of curriculum and instruction. They help ensure that an education institution is meeting educational standards and operating efficiently.

WHO EMPLOYS SAINT MARY'S LEARNING DESIGN AND TECHNOLOGY EXPERTS?



**PUBLIC SCHOOLS AND
SCHOOL DISTRICTS**



STATE GOVERNMENTS



UNIVERSITIES



**HEALTHCARE
ORGANIZATIONS**

UnitedHealth Group, Mayo Clinic

This information is based on self-reported student/alumni data pulled from LinkedIn data as of March 2016.

AVERAGE SALARIES FOR INSTRUCTIONAL COORDINATORS BY TOP INDUSTRY¹

Government

\$70,190

Elementary and secondary schools

\$67,700


**Colleges, universities, and
professional schools**

\$55,320

Educational support services

\$60,770

Salaries in this field may vary by position, geographical location, experience, and other factors

The **online Master of Education in Learning Design and Technology**  at Saint Mary's equips students with the tools and mindset to transform education. Graduates help learners prepare for success in their lives and careers with teaching strategies that inspire them. **To learn more, contact an enrollment counselor at 877-308-9954.**



**Watch program
video**

¹Bureau of Labor Statistics, Occupational Outlook Handbook, Instructional Coordinators, median annual salaries as of May 2015, available at www.bls.gov/ooh/education-training-and-library/instructional-coordinators.htm 



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