Institute for
ADVANCED ANALYTICS

Dr. Michael Rappa, Founding Director

MASTER OF SCIENCE IN ANALYTICS

2025 EMPLOYMENT REPORT

Number of graduates (99% completion rate):	94
Number of graduates seeking new employment:	93
Candidates employed at graduation:	62
Placement rate at graduation:	67%
Average base salary:	$101,700
Median base salary:	$100,000
Number of employers interviewing:	141
Number of employers hiring one or more candidates:	38
Total number of reported job offers:	75
Job placements facilitated by the Institute:	42%
Median net increase in earnings:	40%
Median ROI payback period (in months):	34
Job placements based in North Carolina:	50%
Job placements based in U.S.:	100%
Candidates reporting salary data:	100%

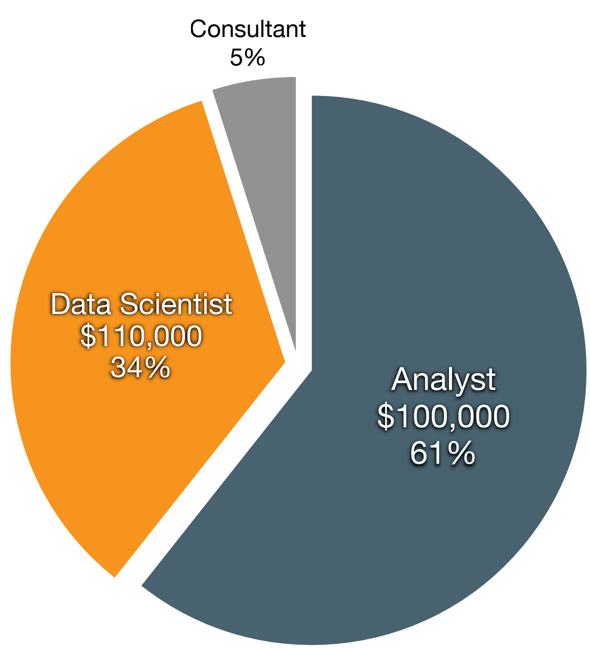
Placement results for Class of ’25 reported upon graduation, May 15, 2025.

For further information about recruiting contact: analytics@ncsu.edu

SELECTED POSITIONS FILLED

- Analyst
- Associate
- Associate Consultant
- Associate Data Science Analyst
- BI Data Engineer
- Business Analyst
- Business Data Analyst
- Business Insights Analyst
- Business Systems Analyst
- Data Analyst
- Data Science Analyst
- Data Science Associate
- Data Scientist
- Data Solutions Analyst
- Delivery Analyst
- Developer Data Scientist
- Finance Digital Transformation Analyst
- Financial Modeling Analyst
- Lead Analyst
- Quantitative Analyst
- Senior Analyst
- Senior Associate Solutions Advisor
- Senior Consultant
- Senior Data Analyst
- Senior Data Science Analyst
- Senior Specialist
- Statistician Investigator
- Technology and Data Associate

MAJOR TYPES OF POSITIONS AND MEDIAN BASE SALARIES



COMPENSATION BY EXPERIENCE LEVEL

	ANNUAL BASE SALARY				SIGNING BONUS
	Total	Prior Work Experience			
		None	1-2 Years	3+ Years	
Mean	$101,700	$100,150	$104,700	$100,000	$6,850
Maximum	$136,000	$136,000	$126,000	$122,000	$15,000
75th Percentile	$110,000	$110,000	$105,000	$112,500	$10,000
Median	$100,000	$95,000	$103,000	$100,000	$5,950
25th Percentile	$95,000	$90,000	$100,000	$90,000	$5,000
Minimum	$70,000	$75,000	$94,000	$70,000	$2,500
N	62	29	22	11	45
% Reporting	100%	47%	35%	18%	73%

Notes: Data with respect to salaries and bonuses are self-reported by graduates (without anonymity) and whenever possible verified by the employer in cases where placement is arranged by the Institute (i.e., most candidates). All job placements are full-time paid positions. Data are made public here to guide prospective students and employers. Annual base salary figures do not include signing bonuses, annual bonuses, equity or options, relocation allowances, or other forms of one-time compensation guaranteed upon signing. The MSA is a STEM-qualified degree. International graduates are eligible for Optional Practical Training (OPT). Commencement is typically held on the first weekend in May, prior to the university's official graduation date. Employment results are reported each year on or about May 15 for consistency.

DISCLAIMER: Over its 18-year history, the Institute has placed over 97% of its graduates in full-time professional positions within 90-days of graduation. But it does not under any circumstance offer a guarantee of employment upon completion of the degree.

EMPLOYERS

(n = 44; with 38 employers succeeding in hiring one or more candidates)

Ankura*

Bank of America

Brightway Insurance

CAPTRUST

Celonis

Deloitte Spain

Digital Remedy

Discover Financial Services*

E Source

Elevate*

Equifax

EY

Ezenics*

Fifth Third Bank*

First Bank

First Citizens Bank

HAVI

IAT Insurance Group

Invesco

Kohl's

LendingTree*

Lenovo

LPL Financial

Lutron Electronics

Meta

N1 Health

OneMain Financial*

PenFed Credit Union*

Primrose Schools

Qorvo

Sampson Regional Medical Center

SAP

SAS

Skin Laundry

State Employees' Credit Union

TD

Technomics

TransImpact

Uber Freight

UNC Health

UNC Chapel Hill

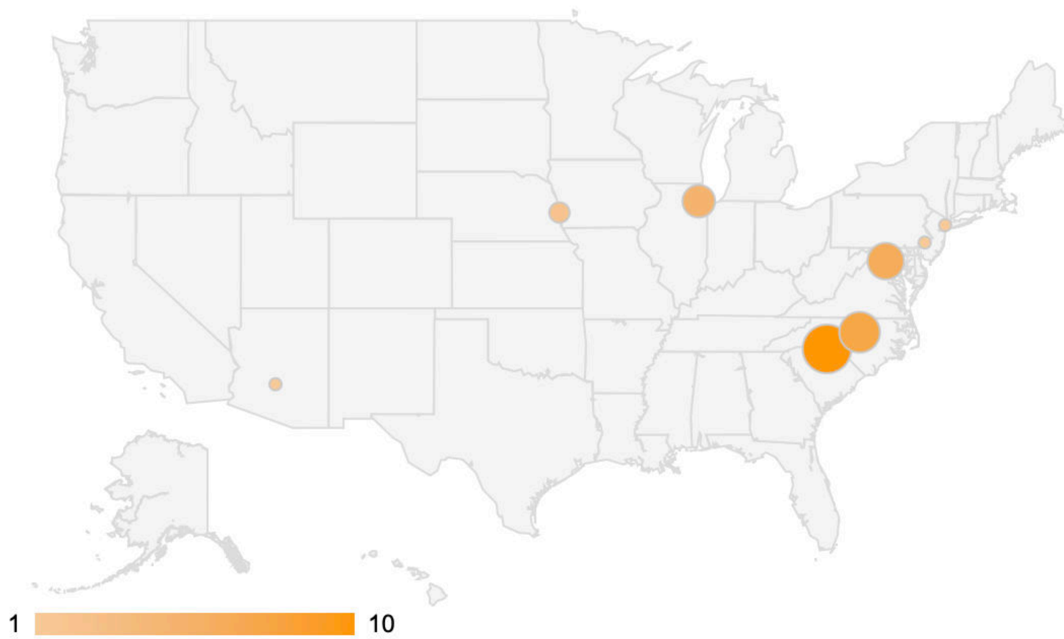
Visa

Walmart

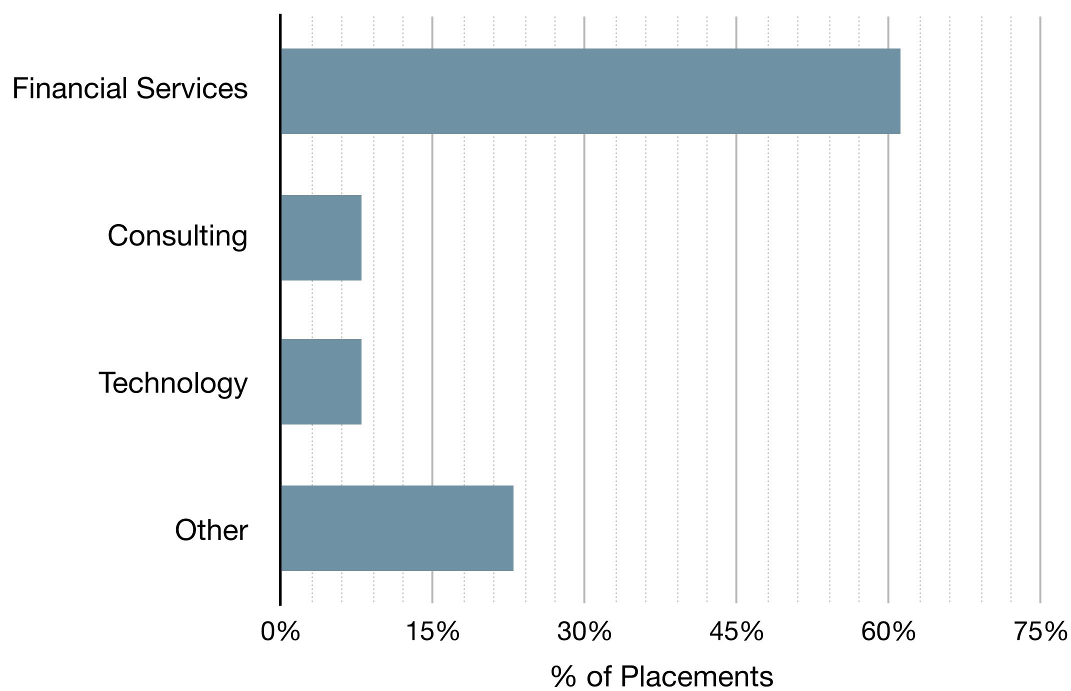
Wells Fargo*

Bold = employers that succeeded in hiring one or more candidates.
* = employers that hired more than one candidate.

EMPLOYMENT BY GEOGRAPHIC LOCATION



DISTRIBUTION OF EMPLOYMENT BY INDUSTRY SECTOR

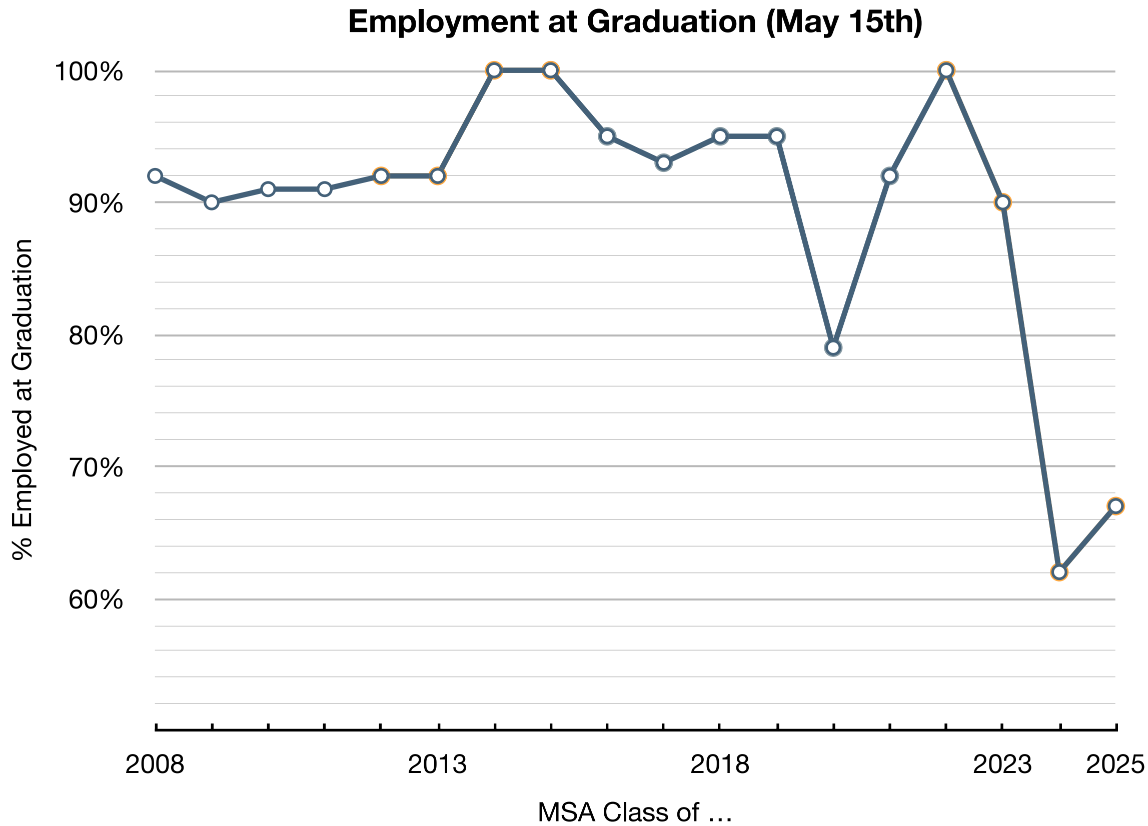


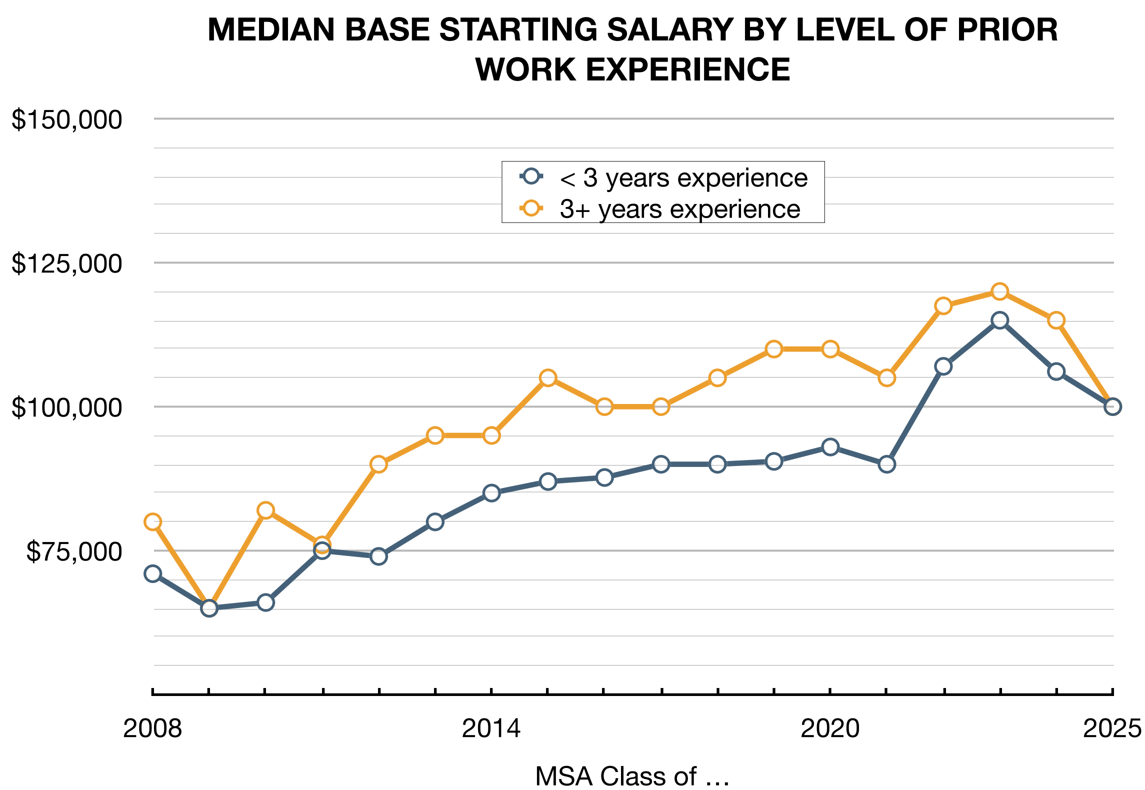
COMPENSATION BY MAJOR POSITION CATEGORIES

	ANNUAL BASE SALARY				
	All	Data Scientist	Analyst	Consultant	Other
Mean	$101,700	$110,300	$96,900	*	*
Maximum	$136,000	$136,000	$125,000	*	*
75th Percentile	$110,000	$122,000	$103,000	*	*
Median	$100,000	$110,000	$100,000	*	*
25th Percentile	$95,000	$100,000	$90,000	*	*
Minimum	$70,000	$80,000	$70,000	*	*
N	62	21	38	3	0
% of Total	100%	34%	61%	5%	0%

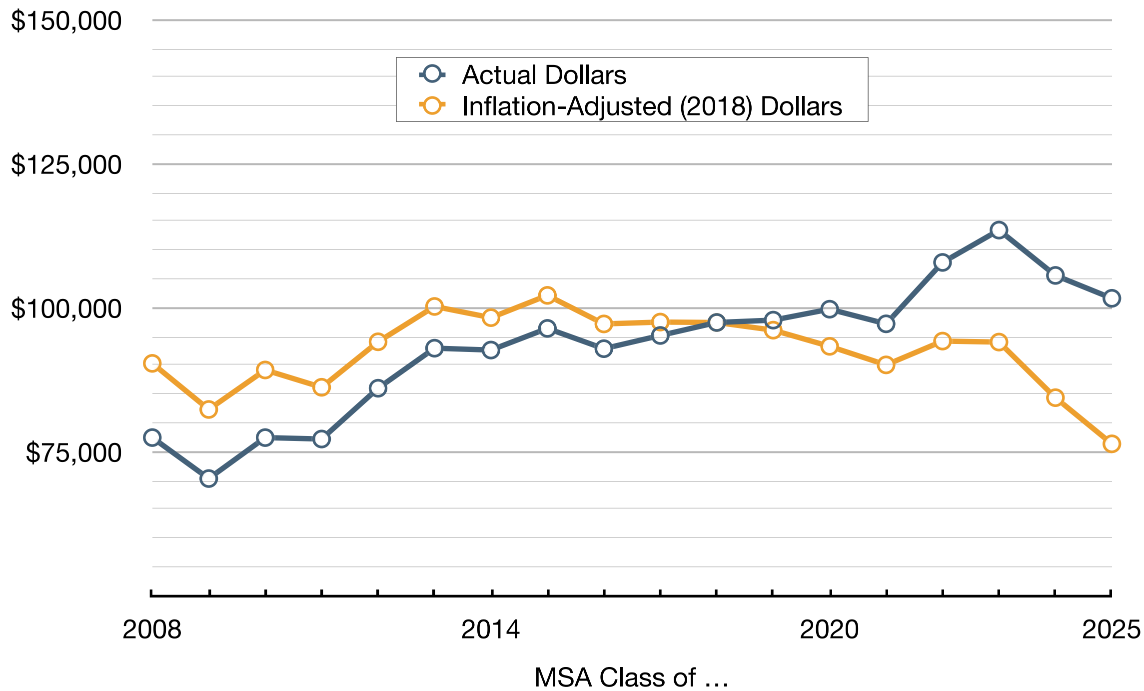
COMPENSATION BY AGE AND GENDER

	ANNUAL BASE SALARY					
		Age Brackets			Gender Indentity	
	All	20–24	25–29	30+	Men	Women
Mean	$101,700	$101,600	$102,900	*	$102,600	$100,350
Maximum	$136,000	$136,000	$120,000	*	$136,000	$126,000
75th Percentile	$110,000	$115,000	$110,000	*	$110,000	$112,500
Median	$100,000	$100,000	$103,000	*	$103,000	$100,000
25th Percentile	$95,000	$90,000	$100,000	*	$95,000	$88,750
Minimum	$70,000	$75,000	$70,000	*	$70,000	$78,000
N	61	35	21	5	37	24
% of Total	100%	57%	34%	8%	61%	39%

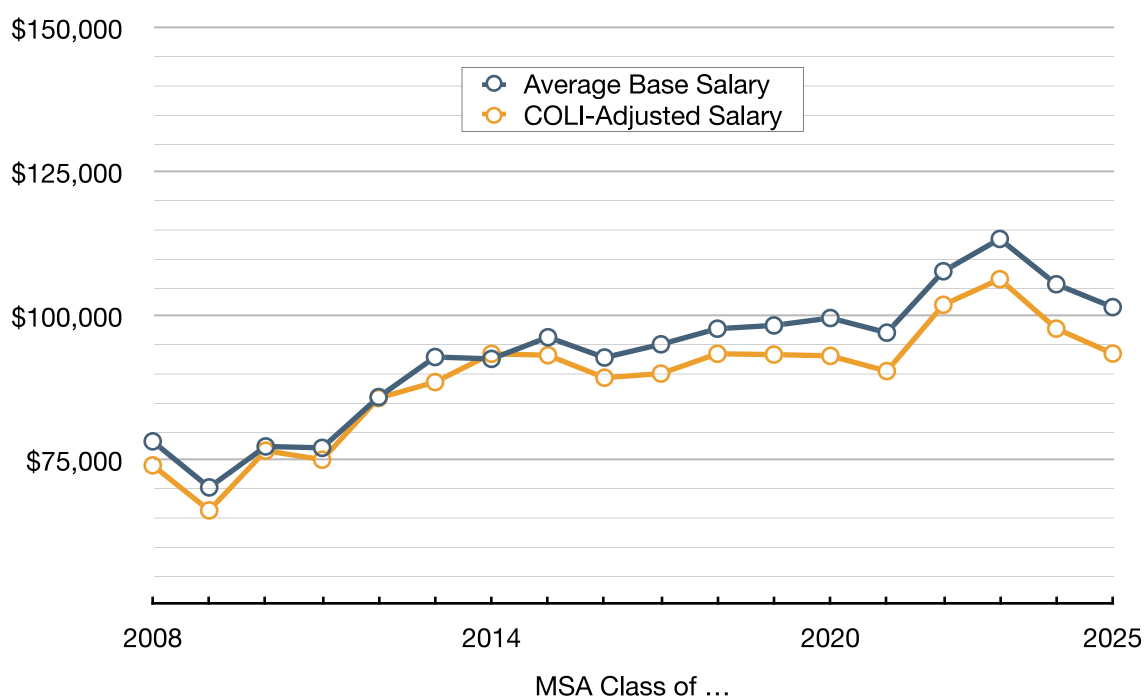

Employment at Graduation (May 15th)
100%
90%
80%
70%
60%
% Employed at Graduation
2008
2013
2018
2023
2025
MSA Class of …


MEDIAN BASE STARTING SALARY BY LEVEL OF PRIOR WORK EXPERIENCE
$150,000
$125,000
$100,000
$75,000
< 3 years experience
3+ years experience
2008
2014
2020
2025
MSA Class of …

INFLATION-ADJUSTED AVERAGE BASE SALARY BY COHORT YEAR



COST OF LIVING INDEX (COLI) ADJUSTED AVERAGE BASE SALARY BY LOCATION OF EMPLOYMENT



STUDENT RETURN ON INVESTMENT

	NC Resident	Non-Resident
Number of Respondents	10	7
Pre-MSA Salary Median	$78,000	$65,000
(+) Tuition & Fees	$29,275	$55,650
(–) Signing Bonus	$5,000	$5,000
Total Investment	$102,275	$115,650
Post MSA Salary Median	$102,500	$100,000
(–) Pre-MSA Salary	$78,000	$65,000
Net Salary Increase	$24,500	$35,000
Payback Period (months)	50	40
Net Increase in Earnings	31%	54%
Based on graduates with full-time domestic employment prior to program entry. Graduates with prior employment outside of the U.S. (with earnings in other currencies) are not included.		

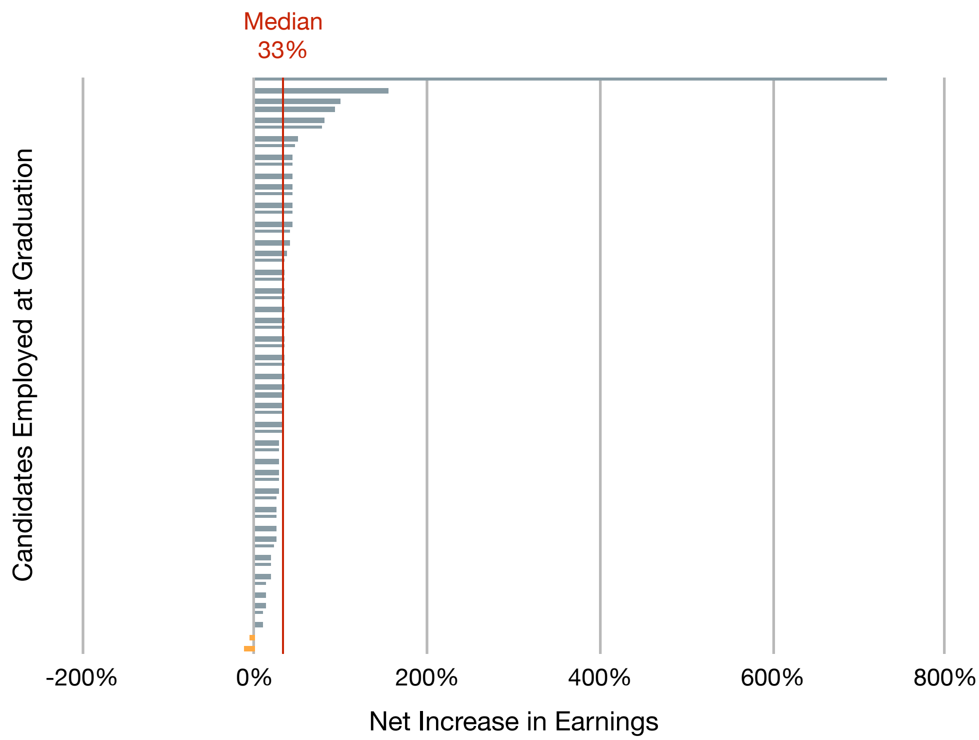
PAYBACK PERIOD CALCULATION

$$\text{Payback Period (in months)} = \frac{(\text{Pre-MSA Salary} + \text{Tuition}) - \text{Signing Bonus}}{\text{Post-MSA Salary} - \text{Pre-MSA Salary}} \times 12$$

Notes: Respondents provided information about their pre- and post-MSA annual base salaries, signing bonuses, and residency status (which determines tuition payments). The ROI payback period is calculated for each candidate employed by graduation, based on their individual circumstances (residency, tuition, pre- and post-salaries, and signing bonuses)..

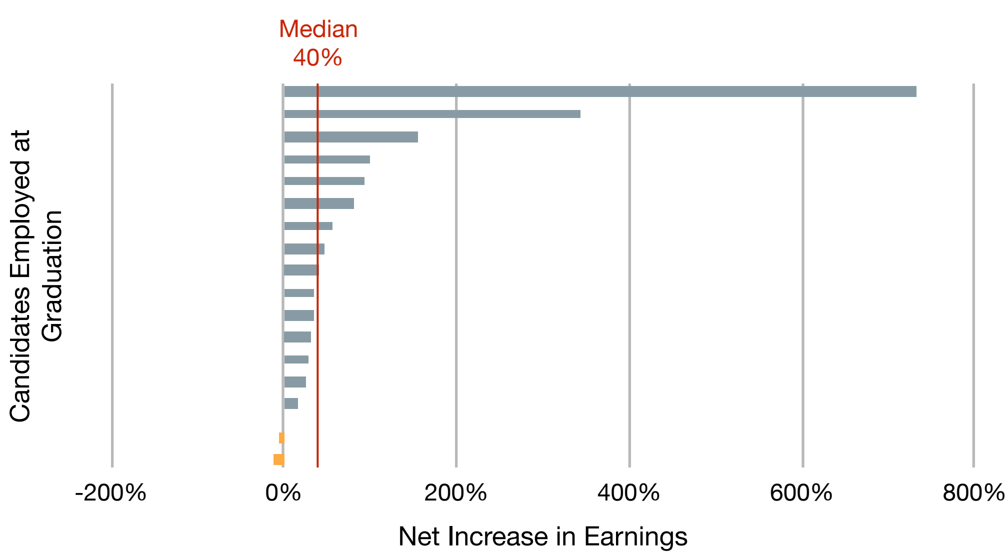
Students are assumed to forgo one-year of earning, even though the MSA program is 10-months in duration. The payback calculation does not take into consideration interest incurred by students who borrow to finance their education.

ESTIMATED NET INCREASE IN EARNINGS FOR ALL CANDIDATES, RANK ORDERED



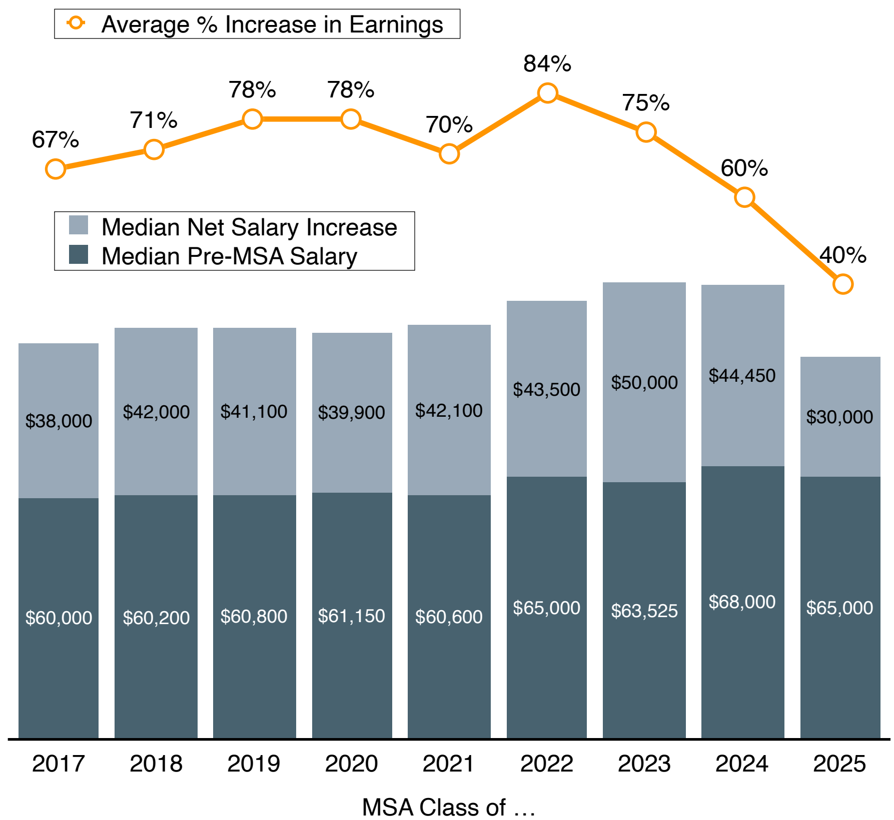
Note: The net increase in earnings is calculated for candidates with no prior work experience using inputed data for the median earnings reported by university graduates in May 2023 ($68,750). Source: Institutional Strategy and Analysis, May 2023 Undergraduate Future Plans Survey: All Respondents Overview, NC State University.

ACTUAL NET INCREASE IN EARNINGS FOR CANDIDATES WITH PRIOR EMPLOYMENT, RANK ORDERED

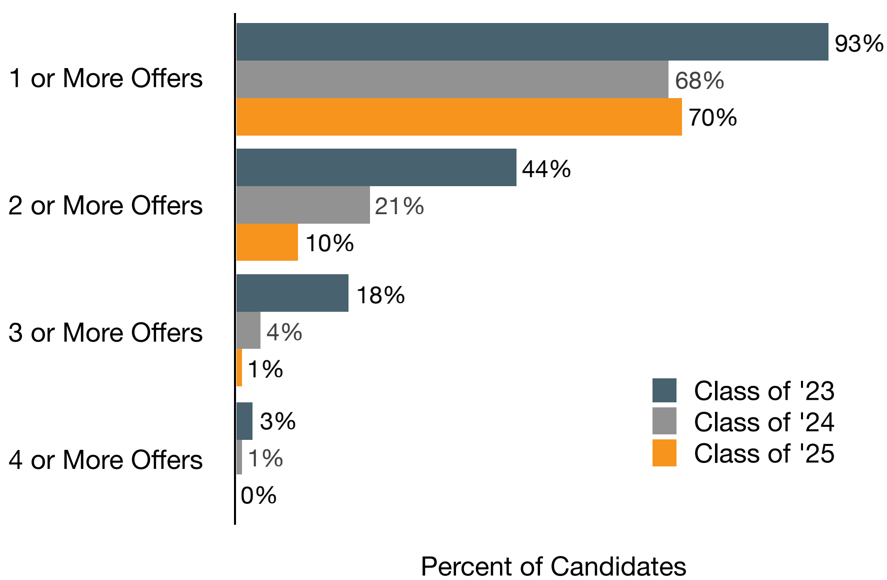


NET INCREASE IN EARNINGS FOR PREVIOUSLY EMPLOYED CANDIDATES

(domestic employment only)



NUMBER OF JOB OFFERS RECEIVED BY GRADUATION



COMPENSATION BY INDUSTRY SECTOR

	ANNUAL BASE SALARY				
	All Sectors	Consulting	Financial	Technology	Other
Mean	$101,700	*	$104,000	*	$94,286
Maximum	$136,000	*	$125,000	*	$122,000
75th Percentile	$110,000	*	$108,750	*	$100,000
Median	$100,000	*	$103,000	*	$95,000
25th Percentile	$95,000	*	$100,000	*	$82,500
Minimum	$70,000	*	$76,000	*	$70,000
N	62	5	38	5	14
% of Total	100%	8%	61%	8%	23%

COMPENSATION BY GEOGRAPHIC REGION

	ANNUAL BASE SALARY				
	North Carolina	U.S. Census Regions Outside North Carolina			
		South	Northeast	Midwest	West
Mean	$101,750	$101,250	*	*	*
Maximum	$125,000	$126,000	*	*	*
75th Percentile	$117,500	$110,000	*	*	*
Median	$100,000	$100,000	*	*	*
25th Percentile	$89,500	$95,000	*	*	*
Minimum	$70,000	$85,000	*	*	*
N	31	13	5	12	1
% of Total	50%	21%	8%	19%	2%

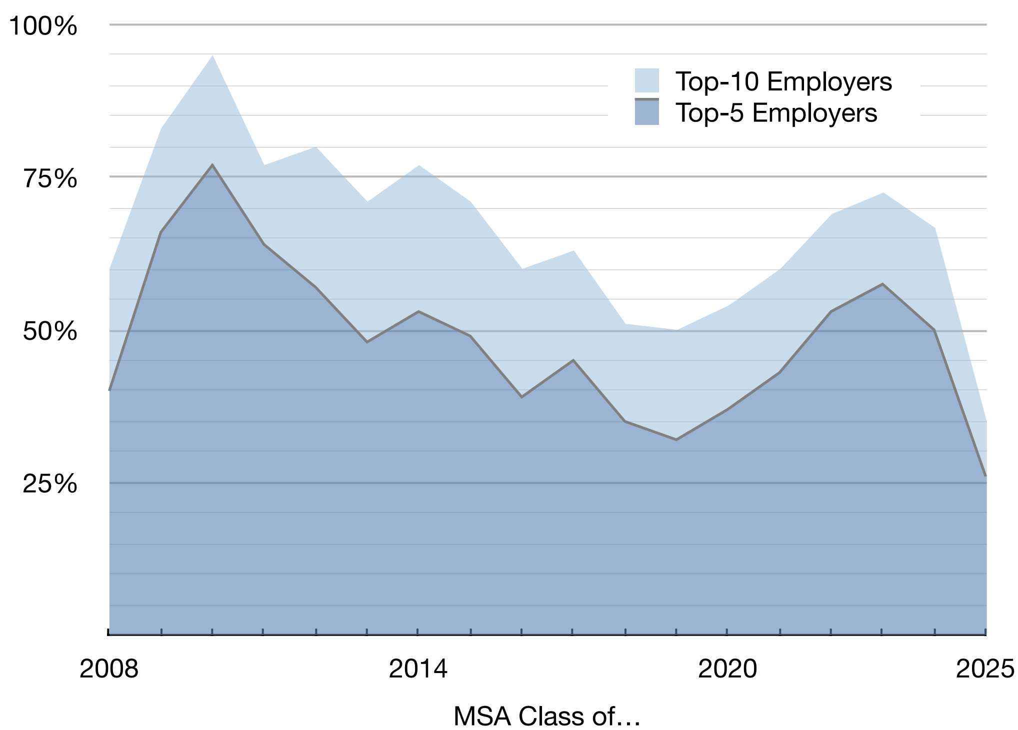
Geographic distribution is based on the location of the candidate due to the increasing commonality of remote work.

EMPLOYMENT BY RESIDENCY STATUS PRIOR TO ADMISSION

	Percent of Candidates Employed		
	Inside North Carolina	Outside North Carolina	Subtotal
Non-Resident	13%	20%	33%
NC Resident	37%	30%	67%
Subtotal	50%	50%	100%

Graduates with remote work arrangements are classified by their state of residence, not the employer location.

PLACEMENT CONCENTRATION AMONG THE TOP-5 AND TOP-10 EMPLOYERS



RECRUITING TIMETABLE	
New cohort arrives:	June
Admissions Report with class demographics published:	July 1
Student roster available on Institute web site:	July 15
Employer information sessions begin in:	September 15
Student Profiles published:	October 1
Student Resume Book sent to employers:	December 1
Job interviews begin in:	January
Student job decision date:	March 1
Graduation in the first week of:	May
Employment Report published:	May 15
Candidates typically begin employment by the first week of:	June
Open job positions can be circulated to MSA alumni:	Upon receipt
MSA recruitment is managed entirely by the Institute as a service provided free of charge as a courtesy to employers.	

DISCLAIMER

The Institute has a proven track record for placing graduates in the analytics profession, but it does not under any circumstance offer a guarantee of employment upon degree completion.

DIRECTOR'S CERTIFICATION

The report of employment outcomes referred to above present fairly, in all material respects, the employment of the Institute's students at graduation as of May 15, 2025 in conformity with principles generally accepted among universities in the United States of America.

May 15, 2025	
Date	Dr. Michael Rappa

Source URL: http://analytics.ncsu.edu/reports/employment/MSA2025.pdf

NC STATE UNIVERSITY