



CSU Global Learner Return on Investment

INTRODUCTION

Colorado State University Global's (CSU Global) statutory mission and work is dedicated to providing career-relevant, high-quality, and accessible university education that delivers a tangible return on investment (ROI) for its learners, leading to their workplace success. As the first 100% online, institutionally accredited public university in the U.S., the institution is focused on equipping working adults and post-traditional learners with the skills and knowledge necessary to advance their careers.

With transparency and integrity as part of CSU Global's organizational values, the university conducts an annual Learner Return on Investment Survey of undergraduate and graduate program completers who self-report their employment and salary information. By tracking employment rates and income growth, hiring instructors with both academic and industry experience, and embedding industry-related assignments and tools into program courses, CSU Global's faculty and staff ensure the curriculum remains aligned with current industry needs and demands.

The data-based findings reflect the significant professional mobility and economic benefits that the institution's program completers receive, reinforcing CSU Global's mission to drive career success. These efforts are also evidenced by the university's recognition by the Colorado Department of Higher Education with the Career Connected Campus Designation (2024-2027), an honor earned by institutions for demonstrating excellence in integrating academic curriculum with work-based learning experiences and prioritizing practical skills and professional development.

METHODOLOGY

As it does each year, in August of 2025, CSU Global's Office of Institutional Effectiveness, in partnership with the Office of Student Success and the Office of the Registrar, surveyed CSU Global program completers who have completed their programs within the last 1-2 years (listed as the 1-2 Year Cohort) and 3-5 years (listed as the 3-5 Year Cohort). The survey ran from August to September of 2025. 1,088 responses were collected and analyzed.

The threshold for statistical relevance was to receive 25 or more survey responses in each program. Nine programs met this threshold this year.

Highlights

Employment Status by Degree Level

Employment status includes all responses.

Undergraduate Program Completers

(567 total responses)



are currently employed



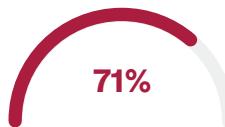
have been employed in their field or a related field of study

Graduate Program Completers

(521 total responses)



are currently employed



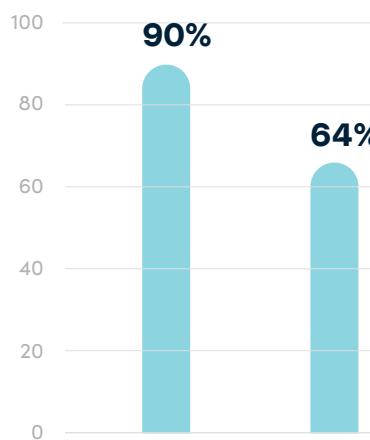
have been employed in their field or a related field of study

Employment Status by Number of Years Post-Program Completion

(includes degree and certificate programs)

1-2 Year Cohort

(445 total responses)

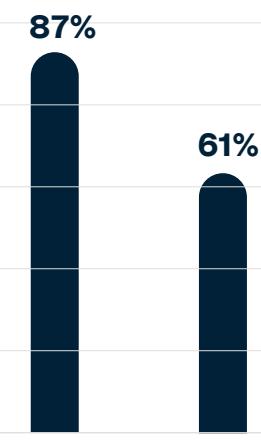


currently employed

have been employed in their field or a related field

Undergraduate Only

(445 total responses)

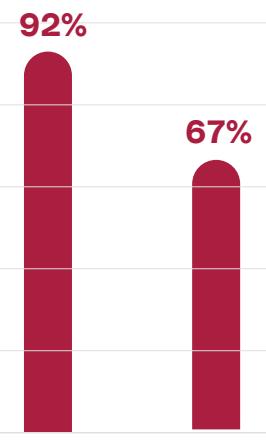


currently employed

have been employed in their field or a related field

Graduate Only

(445 total responses)

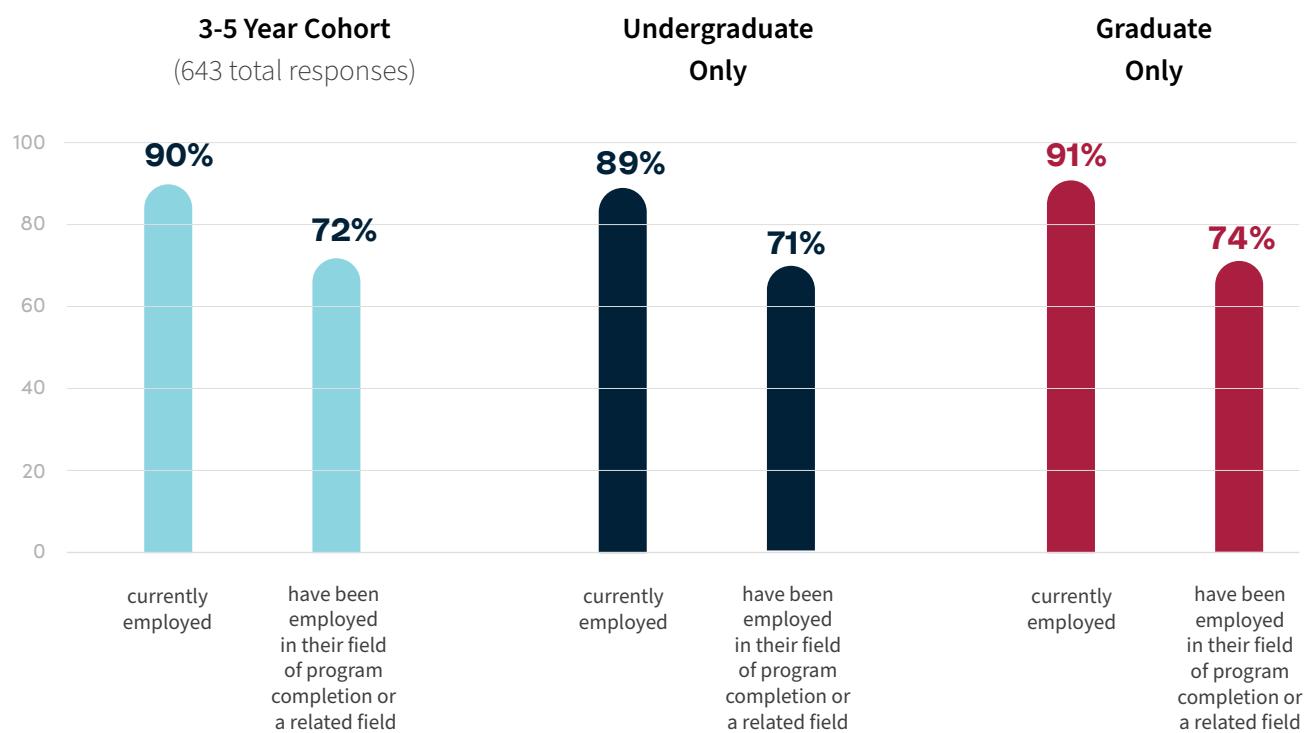


currently employed

have been employed in their field or a related field

Employment Status by Number of Years Post-Program Completion

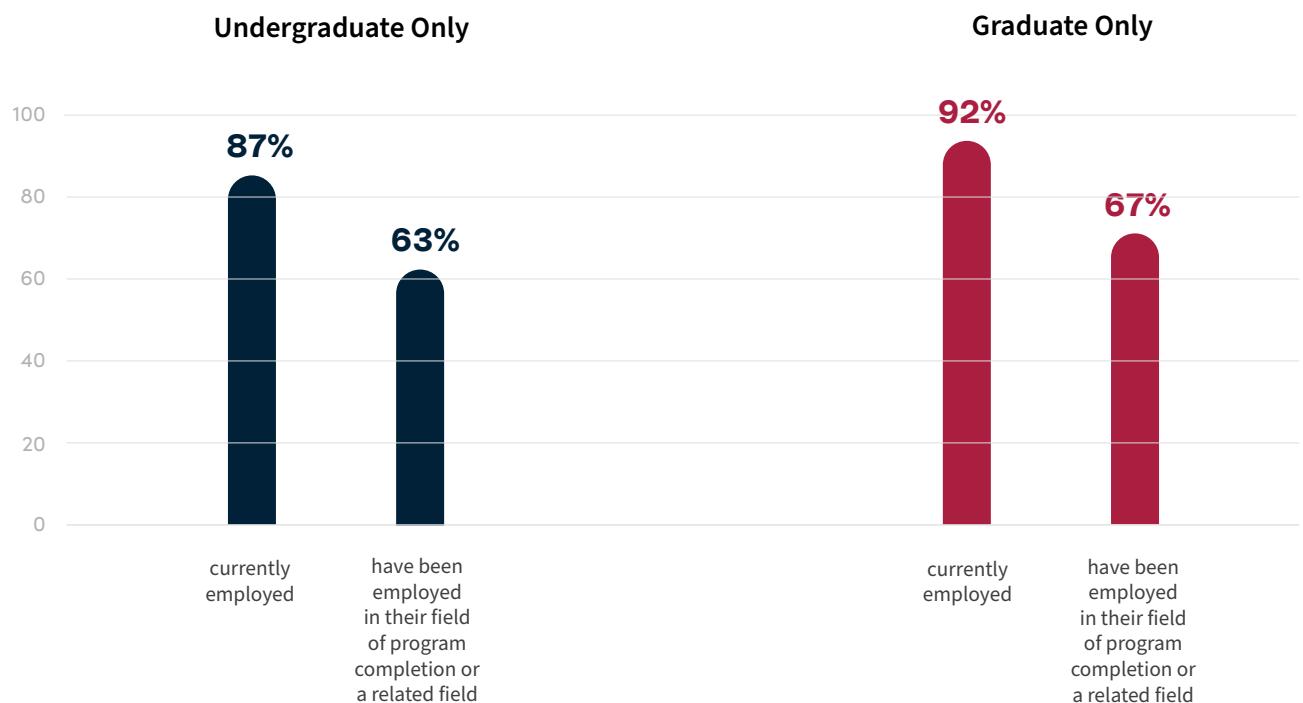
(continued)



Employment Status for Degree Completers

(Employment status includes all responses for degree programs only.)

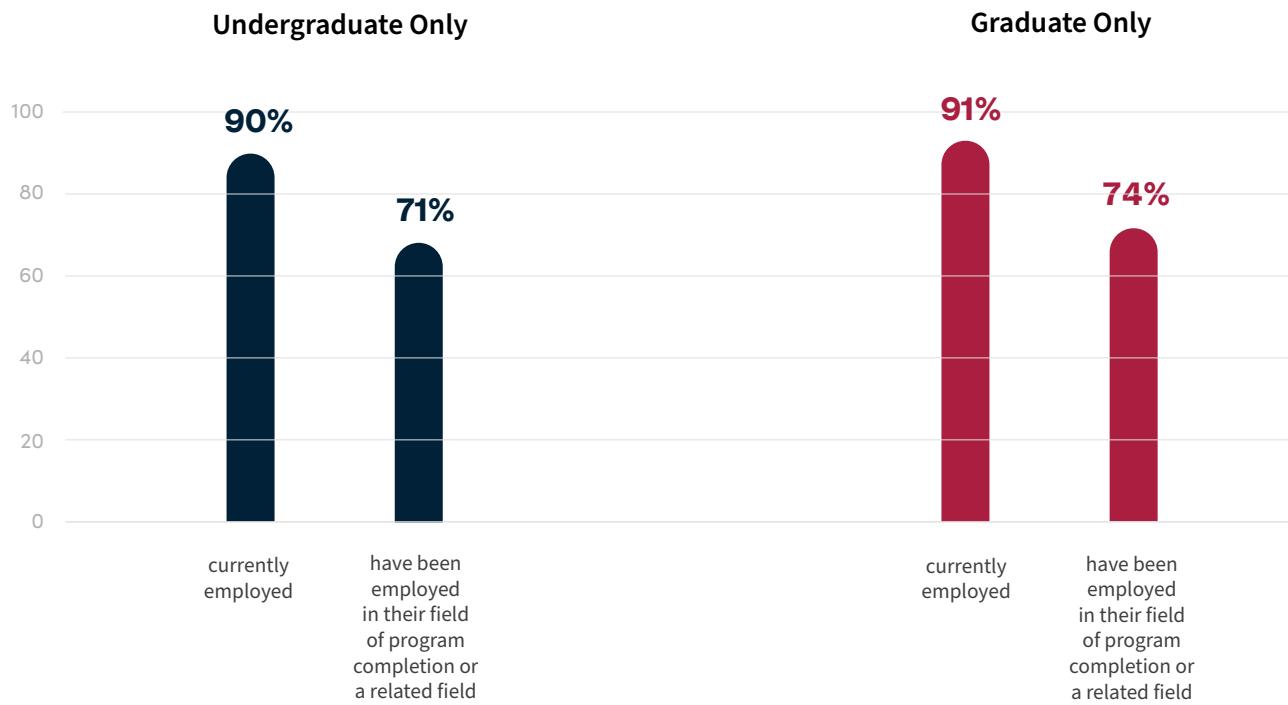
1-2 Year Cohort Degree Completers



Employment Status for Degree Completers

(Employment status includes all responses for degree programs only.)

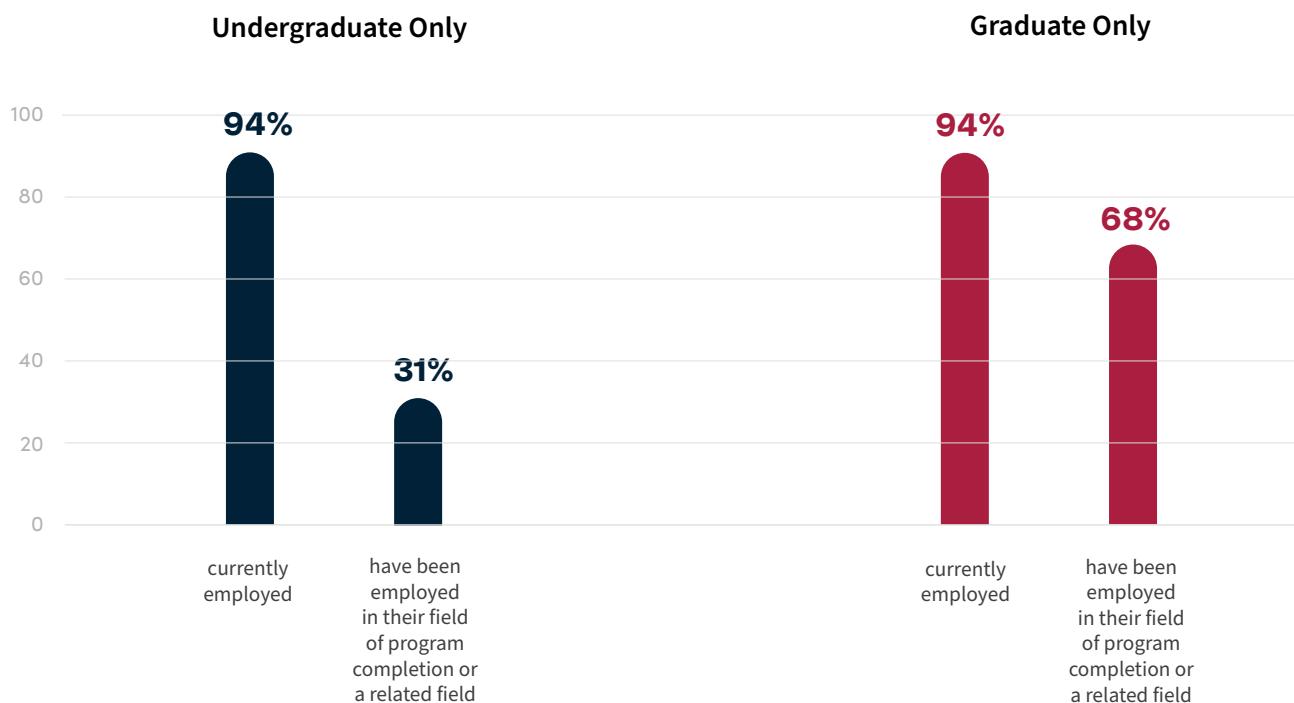
3-5 Year Cohort Degree Completers



Employment Status for Certificate Completers

(Employment status includes all responses for certificate programs only.)

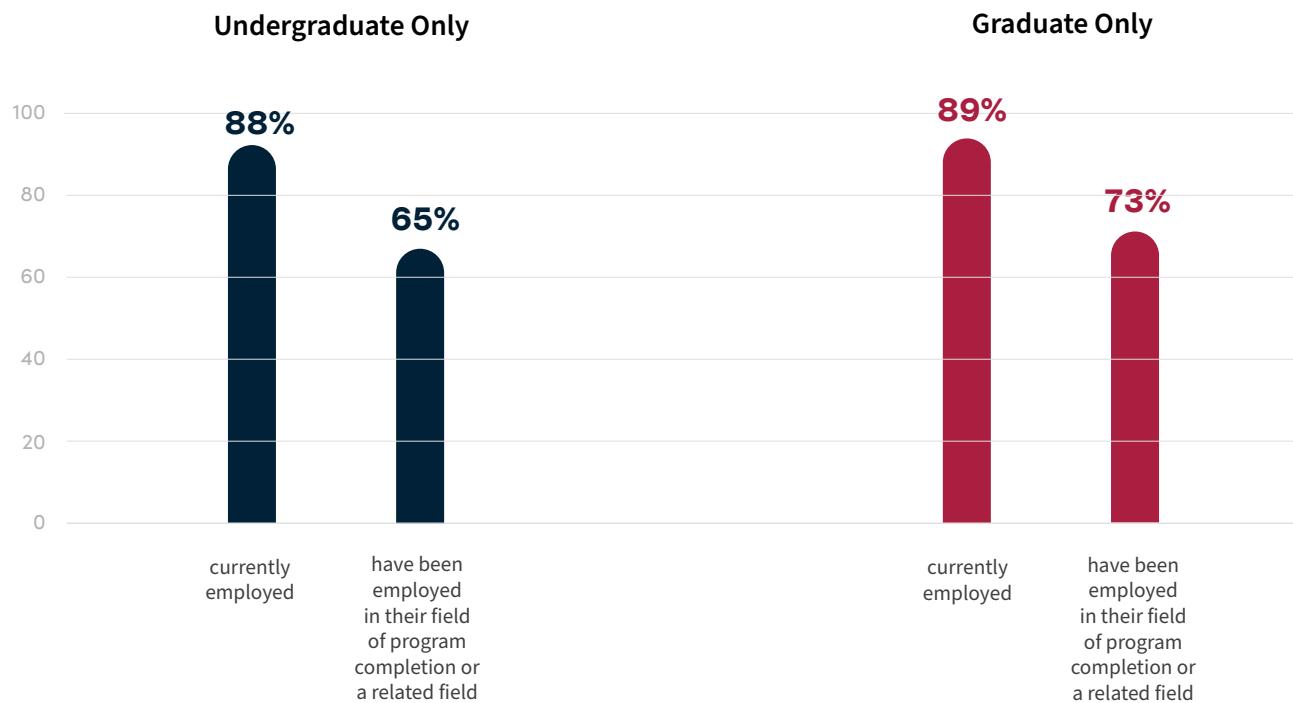
1-2 Year Cohort Certificate Completers



Employment Status for Certificate Completers

(Employment status includes all responses for certificate programs only.)

3-5 Year Cohort Certificate Completers



Return-On-Investment (ROI)

(Data only includes programs that received 25 or more responses.)

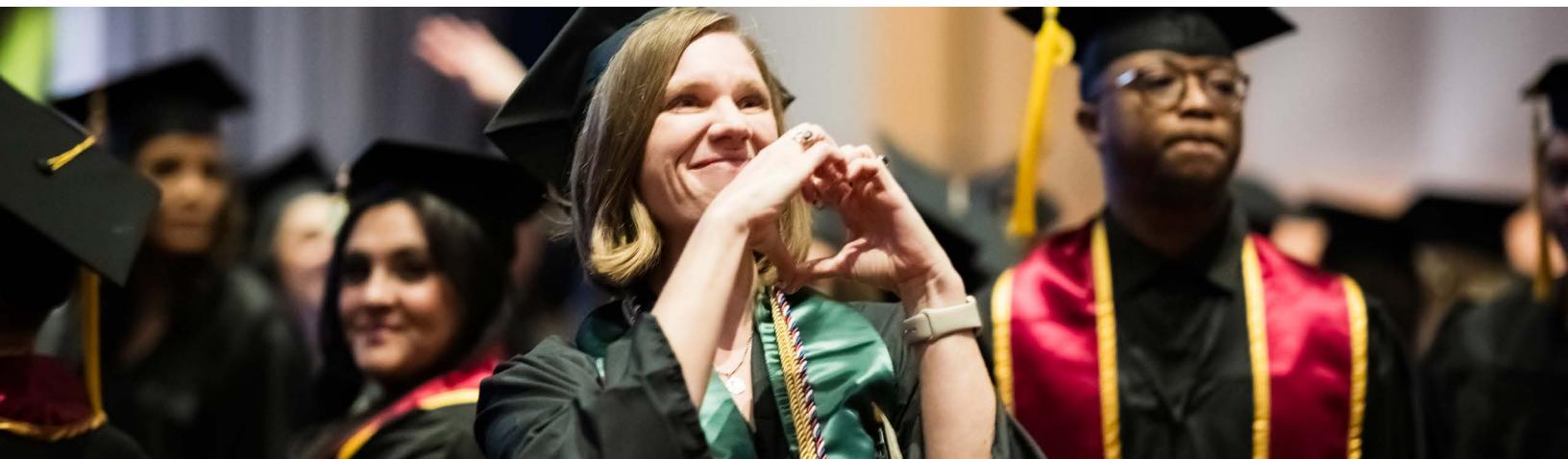
Cohort	Undergraduate	Graduate
Overall	Median annual salary increase of \$29,000	Median annual salary increase of \$30,000
1-2 years	Median annual salary increase of \$16,760	Median annual salary increase of \$25,500
3-5 years	Median annual salary increase of \$31,500	Median annual salary increase of \$39,000

Annual Salary Increases



Bachelor's Degrees

Program	Median Annual Income Prior to Program	Median Annual Current Income (3-5 years post-program completion)	% Increase
B.S. in Accounting	\$45,000	\$79,560	77%
B.S. in Business Management	\$68,801	\$101,000	47%
B.S. in Human Resource Management	\$45,500	\$82,864	82%
B.S. in Information Technology	\$62,000	\$100,000	61%
B.S. in Organizational Leadership	\$63,500	\$110,000	73%





Master's Degrees

Program	Median Annual Income Prior to Program	Median Annual Current Income (3-5 years post-program completion)	% Increase
Master of Healthcare Administration	\$60,000	\$105,500	76%
M.S. in Human Resource Management	\$62,500	\$96,500	54%
M.S. in Organizational Leadership	\$82,350	\$119,000	45%

Appendix

(Salary data for the remaining programs that did not receive 25 or more responses.)

Program	Median Annual Income Prior to Program	Median Annual Current Income (3-5 years post-program completion)	% Increase	Number of responses received
UNDERGRADUATE CERTIFICATE PROGRAMS				
Computer Programming	\$70,000	\$109,000	56%	3
Cyber Security	\$124,000	\$129,000	4%	3
Data Management and Analysis	\$40,500	\$101,500	151%	3
Project Management	\$65,000	\$76,960	18%	5





(Salary data for the remaining programs that did not receive 25 or more responses.)

Program	Median Annual Income Prior to Program	Median Annual Current Income (3-5 years post-program completion)	% Increase	Number of responses received
UNDERGRADUATE DEGREE PROGRAMS				
Applied Social Sciences	\$45,500	\$74,500	64%	5
Communication	\$45,864	\$109,000	138%	8
Computer Science	\$58,385	\$85,000	46%	2
Criminal Justice	\$55,000	\$83,700	52%	14
Healthcare Administration & Management	\$51,000	\$76,000	49%	19
Human Services	\$36,000	\$65,000	81%	12
Interdisciplinary Professional Studies	\$55,000	\$79,000	44%	2
Management Information Systems & Business Analytics	\$70,000	\$114,700	64%	18
Marketing	\$44,500	\$102,000	129%	11
Project Management	\$71,000	\$117,500	65%	22



(Salary data for the remaining programs that did not receive 25 or more responses.)

Program	Median Annual Income Prior to Program	Median Annual Current Income (3-5 years post-program completion)	% Increase	Number of responses received
GRADUATE CERTIFICATE PROGRAMS				
Human Resource Management	\$51,400	\$95,000	85%	5
Principle Licensure	\$56,000	\$101,000	80%	9
Project Management	\$105,500	\$117,500	11%	4
GRADUATE DEGREE PROGRAMS				
Artifical Intelligence & Machine Learning	\$91,000	\$121,000	33%	3
Criminal Justice	\$70,000	\$98,000	40%	6
Data Analytics	\$84,000	\$130,000	55%	18
Finance	\$75,000	\$120,000	60%	14
Information Technology Management	\$60,000	\$120,000	100%	12



(Salary data for the remaining programs that did not receive 25 or more responses.)

Program	Median Annual Income Prior to Program	Median Annual Current Income (3-5 years post-program completion)	% Increase	Number of responses received
GRADUATE DEGREE PROGRAMS (continued)				
International Management	\$52,500	\$62,500	19%	2
Management	\$68,000	\$109,753	61%	13
Professional Accounting	\$65,000	\$118,500	82%	19
Project Management	\$80,500	\$134,500	67%	18
Teaching & Learning	\$50,000	\$67,000	34%	18