Each year, Career Services surveys recent School of Nursing graduates to learn of their post-graduation plans. This report summarizes information reported by December 2012, May 2013, & August 2013 graduates. Responses were collected between May 2013 and February 2014.

CAREER PLANS

- Full-time Employment - 68%
- Part-time Employment - 4%
- Continuing Current Employment - 7%
- Still Seeking Employment - 11%
- Other - 10%

Response Rate

<table>
<thead>
<tr>
<th>Category</th>
<th>Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s degrees given:</td>
<td>192</td>
</tr>
<tr>
<td>PhD’s given:</td>
<td>11</td>
</tr>
<tr>
<td>Total number of degrees given:</td>
<td>203</td>
</tr>
<tr>
<td>Surveys returned:</td>
<td>81</td>
</tr>
<tr>
<td>Percentage of surveys returned:</td>
<td>40%</td>
</tr>
</tbody>
</table>
JOB OFFER SUMMARY

DATE OF JOB OFFER
19% of respondents indicated the date their job offer. The data below does not include the offer dates of those who indicated “Continuing Current Employment” as their career plan.

![Bar chart showing the percentage of respondents who received their job offer at different times after graduation.]

- **Before graduation date**: 33%
- **Within 1-2 months of graduation**: 53%
- **3-4 months after graduation**: 7%
- **5+ months after graduation**: 7%

SOURCE OF OFFER
59% of respondents indicated the source of their job offer.

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current or prior employer, <strong>not</strong> related to field placement/internship</td>
<td>17%</td>
</tr>
<tr>
<td>Online Job Board or Internet listing, <strong>not</strong> related to Career Services</td>
<td>21%</td>
</tr>
<tr>
<td>Current or prior employer where you completed field placement/internship</td>
<td>15%</td>
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<tr>
<td>Faculty Contact</td>
<td>6%</td>
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<tr>
<td>Contact from a family member, friend, or other personal acquaintance</td>
<td>8%</td>
</tr>
<tr>
<td>Unsolicited letter/call to employer</td>
<td>2%</td>
</tr>
<tr>
<td>Professional Association’s Career Services, conference or job fair</td>
<td>4%</td>
</tr>
<tr>
<td>Staffing Agency or Headhunter</td>
<td>2%</td>
</tr>
<tr>
<td>Penn Career Fair</td>
<td>2%</td>
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<tr>
<td>Career Services e-mail distribution list posting</td>
<td>2%</td>
</tr>
<tr>
<td>Newspaper ad or publication subscription</td>
<td>2%</td>
</tr>
<tr>
<td>Other Source</td>
<td>19%</td>
</tr>
</tbody>
</table>
EMPLOYMENT AND SALARY SUMMARY

Below, positions accepted by 2013 graduates are arranged alphabetically by program. The average salary is reported where 3 or more graduates indicated their annual full-time salary in their responses. 60% of respondents accepted positions in the Delaware Valley area.

*Indicates “Continuing Current Employment”

**Adult Acute Care Nurse Practitioner**
American Mobile Healthcare, Float Pool, Registered Nurse, Harbor City, CA
Grant Hospital, Trauma Surgery, Nurse Practitioner, Columbus, OH
Hospital of the University of Pennsylvania, Emergency Department, Nurse, Philadelphia, PA
Lancaster General Cancer Surgery, Oncology, Surgical Oncology Nurse Practitioner, Lancaster, PA
Massachusetts General Hospital CT Surgery, Nurse Practitioner, Boston, MA
Tufts Medical Center, Cardiomyopathy Unit, Nurse Practitioner, Boston, MA
University of Jefferson Hospital, Surgery, Bariatric Surgery Nurse Practitioner, Philadelphia, PA
University of Pennsylvania Health System, Nurse Practitioner, Philadelphia, PA

Average Salary: $93,500
Salary Range: $87,000 - $97,500

**Adult-Gerontology Primary Care Nurse Practitioner**
Duke University Health System, Clinical Nurse II, Raleigh-Durham, NC
Inova Alexandria Hospital, Med/Surg, Med/Surg Clinical Nurse Specialist, Alexandria, PA
Memorial Sloan-Kettering Cancer Center, Nurse Practitioner, New York, NY
Summit Family Medicine, Nurse Practitioner, Philadelphia
University of Pennsylvania Health System, Cooper Internal Medicine, Nurse Practitioner, Philadelphia, PA

**Adult Health Nurse Practitioner**
Johns Hopkins University, Intrastaff, Registered Nurse, Baltimore, MD
Lancaster General Health, Cardiology, Nurse Practitioner, Lancaster, PA
Optum Home Assessment, Assessment Practitioner, Beaverton, OR

Average Salary: $85,833
Salary Range: $65,000 - $100,000

**Family Health Nurse Practitioner**
111th Street Family Health Services of Drexel University, Family Nurse Practitioner, Philadelphia, PA
Community Healthcare Network, Family Nurse Practitioner, Queens, NY
Esperanza Health Center, Clinician, Family Nurse Practitioner, Philadelphia, PA
Federally Qualified Health Center, Family Primary Care/HIV Specialty Care, Family Nurse Practitioner, Philadelphia, PA
Hospital of the University of Pennsylvania, Dermatology, Registered Nurse, Philadelphia, PA
Hospital of the University of Pennsylvania, Transplant, Kidney Transplant Coordinator, Philadelphia, PA
Mayo Clinic Rochester, Neurosurgery, Certified Registered Nurse Practitioner, Rochester, MN
Memphis Street Pediatrics, SNP, Philadelphia, Physician Assistant and Family Nurse Practitioner, Philadelphia, PA
Thomas Jefferson University Hospitals, Surgery, Nurse Practitioner, Philadelphia, PA
University of Pennsylvania, Founder 14, Nurse Practitioner, Philadelphia, PA
Westside Family Healthcare, Family Nurse Practitioner, Wilmington, PA
Average Salary: $85,687
Salary Range: $71,802 - $108,000

Health Leadership Master’s Program
Pennsylvania Hospital, Emergency Department, Assistant Nurse Manager, Philadelphia, PA

Nurse Anesthesia
ProMedica, Anesthesia, Certified Registered Nurse Anesthetist, Toledo, OH

Nurse-Midwifery
Birth Care Family Services, Nurse Midwife, Lancaster, PA
Fletcher Allen Health Care, Obstetrics and Midwifery, Certified Nurse Midwife, Burlington, VT
Holy Spirit Health System, Center for Women’s Health, CNM, Camp Hill, PA
OBGYN Association, Certified Nurse Midwife, Providence, RI
St. Mary’s Medical Center, Obstetric, Certified Nurse Midwife, Langhorn, PA
University of Pennsylvania & Lancaster General College of Nursing, Maternal Child Education, Lecturer and Clinical Adjunct Instructor, Philadelphia & Lancaster, PA

Average Salary: $78,000
Salary Range: $75,000 - $80,000

Nursing and Healthcare Administration
Lenox Hill Hospital, Quality Management, Quality Management Coordinator for Pediatrics Services, New York, NY

Nursing Doctoral
Children’s Hospital of Philadelphia, Special Immunology/Immunology, Nurse Practitioner/Project Manager, Philadelphia, PA
University of Pennsylvania, School of Medicine, Sleep Medicine, Postdoctoral Researcher, Philadelphia, PA

Pediatric Acute/Chronic Care Nurse Practitioner
Children’s Hospital of Los Angeles, Cardi tho thoracic, Nurse Practitioner, Los Angeles, CA
Children’s Hospital of Philadelphia, Acute Care Pediatric Nurse Practitioner, Philadelphia, PA
Children's Hospital of Philadelphia, Oncology, Clinical Nurse, Philadelphia, PA

Pediatric Critical Care Nurse Practitioner
Children’s National Health System, Cardiac Intensive Care Unit, Nurse Practitioner, Washington, DC
John Hopkins Children’s Center, Pediatric Intensive Care Unit, Nurse Practitioner, Baltimore, MD

Pediatric Nurse Practitioner
Advocare Broomall Pediatric Associates, Pediatric Nurse Practitioner, Broomall, PA
Children's Hospital of Philadelphia, Clinical Nurse Specialist, Philadelphia, PA
Children's Hospital of Philadelphia, Karabots Care Network, Pediatric Nurse Practitioner, Philadelphia, PA
Children's Hospital of Philadelphia, LEND Fellow, Philadelphia, PA
Children’s Medical Clinic of East Texas, Pediatric Primary Care Unit, Pediatric Nurse Practitioner, Dallas, TX
Coastal Pediatrics Associates, Pediatric Nurse Practitioner, Charleston, SC
Norwalk Community Health Center, Pediatrics, Pediatric Nurse Practitioner, Norwalk, CT
St. Christopher’s Hospital for Children, General Pediatrics, Pediatric Nurse Practitioner, Philadelphia, PA

Average Salary: $81,083
Salary Range: $73,250 - $87,000
**Pediatric Oncology Nurse Practitioner**  
Loma Linda Medical Center, Pediatric Hematology/Oncology, Nurse Practitioner, Loma Linda, CA

**Psychiatric – Mental Health Nurse Practitioner**  
CFG Health Systems, LLC, Residential, Advanced Practice Nurses, Camden, NJ  
Doylestown Hospital, Nursing, Staff Nurse, Doylestown, PA  
Private Practice, Nurse Practitioner, Brewyn, PA  
Southwest Behavioral Health Services, Outpatient Psychiatry, Nurse Practitioner, Tempe, AZ

Average Salary: $98,000  
Salary Range: $69,000 - $135,000

**Women’s Health Care Nurse Practitioner**  
Breast Care Specialists, Nurse Practitioner, Atlanta, GA  
Hospital of the University of Pennsylvania, Jordan Center of Gynecologic Oncology, Certified Registered Nurse Practitioner, Philadelphia, PA  
Thomas Jefferson University Hospitals, Maternal Fetal Medicine, Nurse Practitioner, Philadelphia, PA  
University of Medicine and Dentistry of New Jersey, Obstetrics and Gynecology, Certified Nurse Midwife, Sewell, NJ

Average Salary: $87,483  
Salary Range: $82,000 - $95,450

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**ADVICE FROM YOUR PEERS**

Make personal contact with individuals! Don't rely on internet job boards and online resume submission. Better to attend events in your field and become involved than to spend time building an online image - that likely won't make the same impact on potential colleagues and employers.

Using the Career Services’ sample resumes to create mine and then coming in for an appointment to fine-tune was very helpful. My job search strategy was to emphasize the common strengths that I shared with my fellow colleagues who were also job searching BUT then emphasize what made me a unique candidate. I focused on what I could bring to the practice (how I could benefit their practice and benefit the patients) as well as my practice philosophy. Approach the interview as an opportunity to learn more about the position and role. The interview is really both the job interviewing me and me interviewing the job to make sure that we would be a good fit.

Midwifery jobs are all about personal connections - often by the time positions are posted publicly, employers already have candidates in mind. I sought out a clinical rotation in the state where I was from so I could build connections during my last semester of my MSN program. It worked out perfectly because someone was going on maternity leave 3 months after I graduated, and when the midwives there figured out I could be a great fit, someone else announced her retirement. I'll be starting at 0.8 FTE and per diem during the maternity leave, than becoming permanent at 0.7+ FTE when the other midwife retires (could be as much as full-time, but to be determined). My advice is, if you want to work somewhere in particular, put yourself out there, even if all you can do is ask for an informational interview about a practice.

Cast a wide net, take your time before accepting a job offer, there will always be more opportunities, negotiate even if it for something as small as a parking space, bring your portfolio, be confident, be yourself. You need to feel like you can fit in a work environment because if you are not comfortable with people you are interviewing with, how can you work for them?
Networking with various colleagues, nurses, and nurse practitioners makes it much easier when looking for a job. Search the internet and various health network career centers for job postings.

I think timely contact is important even before you graduate. Set yourself up to be a good candidate by making the most of your clinical experiences. Differentiate yourself from your classmates and build upon past experiences.

Put your resume out there on reputable sites. Have a quick statement of what your degree will be and the position you are looking for. If you see a job that interests you, call the person/company directly, even if you don't think you're qualified or if it's not the exact position you are looking for. (Example: some jobs said psychiatrist and I'm an NP, but they were still willing to interview and hire me.) Have confidence, dress appropriate for interviews, don't use slang in e-mails, spellcheck, show up on time for interviews, and send a thank you note after an interview. (I used to be a manager and these are the things that stick out when hiring people.)

I had to be very assertive with my job search as I was relocating to an area with no connections to anyone in the health care field. There were very few job postings for Women's Health NPs on job boards like Indeed, Monster, EPN, etc. (all if which I searched daily). I kept a spreadsheet listing every gynecology clinic within an hour driving radius including Title X clinics, health departments, private practice, and hospitals, and mailed my résumé/cover letter/letters of recommendation to each clinic (67 total). One job interview came of that technique, and another (the job I accepted) came from Indeed.