Each year, Career Services surveys recent School of Nursing graduates to learn of their post-graduation plans. This report summarizes information reported by December 2013, May 2014, & August 2014 graduates. Responses were collected between May 2014 and January 2015.

**Response Rate**

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s degrees given</td>
<td>258</td>
</tr>
<tr>
<td>PhD’s given</td>
<td>15</td>
</tr>
<tr>
<td>Total number of degrees given</td>
<td>273</td>
</tr>
<tr>
<td>Surveys returned</td>
<td>84</td>
</tr>
<tr>
<td>Percentage of surveys returned</td>
<td>31%</td>
</tr>
</tbody>
</table>

**CAREER PLANS**

- Full-time Employment - 68%
- Part-time Employment - 1%
- Continuing Current Employment - 14%
- Graduate School - 1%
- Temporary Employment - 2%
- Still Seeking Employment - 10%
- Other - 4%

**Geographical Breakdown of Accepted Jobs**

- Mid-Atlantic (including Philadelphia): 73%
- Northeast (including New York): 11%
- South: 7%
- West/Southwest: 7%
- Midwest: 3%
**DATE OF JOB OFFER**

84% of respondents who reported employment 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.

**SOURCE OF OFFER**

85% of respondents who reported employment 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, not related to field placement/internship</td>
<td>13%</td>
</tr>
<tr>
<td>Online Job Board or Internet listing, not related to Career Services</td>
<td>24%</td>
</tr>
<tr>
<td>Current or prior employer where you completed field placement/internship</td>
<td>13%</td>
</tr>
<tr>
<td>Faculty Contact</td>
<td>16%</td>
</tr>
<tr>
<td>Contact from a family member, friend, or other personal acquaintance</td>
<td>16%</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>2%</td>
</tr>
<tr>
<td>Staffing Agency or Headhunter</td>
<td>5%</td>
</tr>
<tr>
<td>Career Services library subscription of job listings</td>
<td>2%</td>
</tr>
<tr>
<td>Other Source</td>
<td>8%</td>
</tr>
</tbody>
</table>
EMPLOYMENT AND SALARY SUMMARY

Below, positions accepted by 2014 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. 63% of respondents who reported employment accepted positions in the Delaware Valley area.

* Dual Degree
** Indicates “Continuing Current Employment”

**Adult-Gerontology Acute Care Nurse Practitioner**

Hospital of the University of Pennsylvania, Nurse Practitioner, Philadelphia, PA
Hospital of the University of Pennsylvania, Cardiothoracic Surgery ICU, Clinical Nurse II, Philadelphia, PA**
Johns Hopkins Bayview, Collaborative Inpatient Medicine Service, Nurse Practitioner, Baltimore, MD
Lancaster General Hospital, Observation Unit, Nurse Practitioner, Lancaster, PA
New York University Langone Medical Center, Internal Medicine, Nurse Practitioner, New York, NY
Penn Presbyterian Medical Center, Trauma/Critical Care, Nurse Practitioner, Philadelphia, PA
Philadelphia VA Medical Center, Surgical ICU, Nurse Practitioner, Philadelphia, PA
Sutter Delta Medical Center, Palliative Care, Nurse Practitioner, Antioch, CA
UCSF Medical Center, Cardiovascular Surgery, Nurse Practitioner I, San Francisco, CA

Average Salary: $105,450
Salary Range: $90,000 - $120,000

**Adult Gerontology Clinical Nurse Specialist**

Hospital of the University of Pennsylvania, Medical Oncology, Registered Nurse, Philadelphia, PA**
Hospital of the University of Pennsylvania, Hematology/Oncology, Clinical Nurse III, Philadelphia, PA**
Hospital of the University of Pennsylvania, Cardiac Surgery, Clinical Nurse Specialist, Philadelphia, PA
Thomas Jefferson University Hospital, Medical ICU, Clinical Nurse Specialist, Philadelphia, PA

**Adult-Gerontology Primary Care Nurse Practitioner**

ACTS Retirement Communities, Health Services, Nurse Practitioner, Wilmington, DE
Albert Einstein Medical Center, Telemetry, Staff Nurse, Philadelphia, PA**
Family Practice of Newtown, Nurse Practitioner, Newtown, PA
Fort Belvoir Community Hospital, Inpatient Surgical Unit, Clinical Nurse Specialist, Ft. Belvoir, VA*
Genesis Physician Services, Powerback Rehab, Nurse Practitioner, Philadelphia, PA
Main Line HealthCare, Palliative Care, Nurse Practitioner, Bryn Mawr, PA
Penn Presbyterian Medical Center, Registered Nurse, Philadelphia, PA**
Triangle Heart Associates - Duke Medicine, Advanced Practice Provider, Durham, NC
University of New Mexico Hospital, Outpatient Neurology, Nurse Practitioner, Albuquerque, NM

Average Salary: $88,917
Salary Range: $73,500 - $100,000
Family Health Nurse Practitioner

Advocare Gigliotti Family Medicine, Family Nurse Practitioner, Berlin, NJ
Carolinans HealthCare System, Center for Advanced Practice, Internal Medicine Fellow, Charlotte, NC
Community Health Connections, Family Nurse Practitioner, Fitchburg, MA
Crozer Keystone, Adolescent Medicine, Clinical Director/Nurse Practitioner, Upland, PA
Greater Philadelphia Health Action, Adult Internal Medicine, Family Nurse Practitioner, Philadelphia, PA
Neighborhood Health Center, Family Medicine, Family Nurse Practitioner, Buffalo, NY
Penn Medicine, Inpatient Hospice, Clinical Nurse, Philadelphia, PA**
Pronger Smith Medical Care, Hematology/Oncology, Nurse Practitioner, Tinley Park, IL
U.S. Air Force, Family Health, Family Nurse Practitioner, Whiteman AFB, MO
Wake Forest Baptist Medical Center, Family Medicine-Lexington, Family Nurse Practitioner, Lexington, NC
Willamette Family, Inc., Health Clinic, Family Nurse Practitioner, Eugene, OR

Average Salary: $79,905
Salary Range: $44,142 - $100,000

Health Leadership

Penn Presbyterian Medical Center, Nursing Professional Development, Nurse Professional Development Specialist/Clinical Nurse Educator, Philadelphia, PA
UNC Healthcare, Transplant, Transplant Nurse Coordinator, Chapel Hill, NC

Neonatal Nurse Practitioner Program

Children's Hospital of Philadelphia, Surgical Neonatal ICU, FLOC Nurse Practitioner, Philadelphia, PA

Nurse Anesthesia

Wolverine Anesthesia Consultants, Nurse Anesthetist, Orlando, FL

Nurse-Midwifery

Capital Women's Care, Certified Nurse Midwife, Hagerstown, MD*
East Norriton Women's Health Care, PC, Certified Nurse Midwife, East Norriton, PA*
La Maestra Community Health Centers, Obstetrics/Gynecology, Certified Nurse Midwife, San Diego, CA*
Pennsylvania Hospital, Nursing, Clinical Nurse 2, Philadelphia, PA**
The Birth Center, Certified Nurse Midwife, Bryn Mawr, PA*
University of Pittsburgh Medical Center, WomenCare Associates- University of Pittsburgh Physicians, Certified Nurse Midwife, Pittsburgh, PA*
Valley Birthplace, Certified Nurse Midwife, Huntingdon Valley, PA*
Women's Center OB/GYN--Jennersville Regional Hospital, Obstetrics/Gynecology, Certified Nurse Midwife/Women's Health Nurse Practitioner, West Grove, PA
Women's Health CT, Certified Nurse Midwife, Bridgeport, CT*

Average Salary: $76,143
Salary Range: $55,000 - $85,000

Nursing and Healthcare Administration

Hospital of the University of Pennsylvania, Nursing Quality, Coordinator of Patient Safety and Quality in Nursing, Philadelphia, PA
Nursing Doctoral

Hartford Institute for Geriatric Nursing at NYU College of Nursing, Program Coordinator, Advanced Certificate Program in Advanced Practice Nursing: Geriatrics/Adjunct Clinical Assistant Professor, New York, NY
Massachusetts General Hospital Institute of Health Professions, Nursing, Assistant Professor, Boston, MA
McKinsey & Company, Associate, Philadelphia, PA*
Temple University, Center for Bioethics, Urban Health, and Policy, Academic Program Coordinator, Philadelphia, PA*
University of Pennsylvania, School of Nursing, Postdoctoral fellow, Philadelphia, PA
University of Pennsylvania, Nursing, Postdoctoral Fellow, Philadelphia, PA
Villanova University, College of Nursing, Assistant Professor, Villanova, PA

Average Salary: $73,800
Salary Range: $40,000 - $140,000

Pediatric Acute Care Nurse Practitioner

Children’s Hospital of Philadelphia, Pediatric ICU, Nurse Practitioner, Philadelphia, PA
Children’s Hospital of Philadelphia, Emergency Department, Staff Nurse, Philadelphia, PA**
Children’s Hospital of Philadelphia, Critical Care, Nurse Practitioner, Philadelphia, PA
Children’s Hospital of Philadelphia, Progressive Care Unit, Clinical Nurse 3, Philadelphia, PA**
Children’s National Health System, Pediatric Intensive Care Unit, Nurse Practitioner, Washington, DC
New York Methodist Hospital, Emergency Department, Staff Nurse, Brooklyn, NY

Average Salary: $91,667
Salary Range: $89,000 - $97,000

Pediatric Primary Care Nurse Practitioner

Advocate Gloucester County Pediatrics, Pediatric Nurse Practitioner, Deptford, NJ
Children’s Hospital of Philadelphia, Central Staffing, Clinical Nurse, Philadelphia, PA
Children's Hospital of Philadelphia, West Chester, Nurse Practitioner, West Chester, PA
Children's Hospital of Philadelphia, Oncology, Registered Nurse, Philadelphia, PA**
Ocean Health Initiatives, Health Center, Pediatric Nurse Practitioner, Lakewood, NJ
Tri-County Pediatrics, Pediatric Nurse Practitioner, Bucks, Montgomery, Philadelphia Counties, PA

Average Salary: $84,667
Salary Range: $76,000 - $90,000

Psychiatric – Mental Health Nurse Practitioner

Employer not indicated, Psychiatric Nurse Practitioner, Elkton, MD
Hospital of the University of Pennsylvania, Surgical ICU, Clinical Nurse, Philadelphia, PA**
Penn Presbyterian Medical Center, Psychiatry, Registered Nurse, Philadelphia, PA**
Reading Hospital System, Psychiatry, Advanced Practitioner, Reading, PA

Women’s Health Care Nurse Practitioner

Bedford Commons OB/GYN, Advanced Practice Nurse, Bedford, NH
Planned Parenthood, Greater Northern and Central New Jersey, Advanced Practice Nurse, Perth Amboy, NJ
Planned Parenthood of Southern New Jersey, Nurse Practitioner, Camden, NJ
Westside Family Healthcare, Women's Health Nurse Practitioner, Wilmington, DE

Average Salary: $80,990
Salary Range: $75,000 - $90,000

ADVICE FROM YOUR PEERS

Build networks while in clinical rotations. Do not be afraid to ask to stay in touch and exchange email addresses. This information becomes imperative during the job search for references and for job opportunities.

**ALWAYS send a thank you note even if the position has been filled. That person may not work out. Have professional business cards made. Tell everyone you're looking for a job.**

I am currently networking through family friends, faculty members, and local Penn Alumni (found through QuakerNet); calling smaller primary care practices to see if they have any jobs available; using online search engines such as Indeed and Monster.com; contacting major health systems in the area to see what opportunities they have available; speaking with recruiters that contact me from online job postings; and checking NP organizations career websites, such as Pennsylvania Coalition of NPs, AANP, and NAPNAP. For current students, I suggest using Career Services to help review your resume and cover letter and discussing networking techniques.

**NHSC Jobs Center is a good resource. Applicants should call the organizations, even if there aren't any openings posted on the Jobs Center website; the organizations rarely post their actual hiring needs.**

Make friends/contact with other students from other programs in your area. Exchange resources, broaden your network.

I only applied to jobs that appeared interesting to me or were logistically practical. Prior to this, I talked to many NPs about their employment packages other than salary. Once I was offered a position that met my needs, I stopped applying for others and focused on taking the boards. My intention was to not settle for a job that would not be conducive to my family and goals. It was also very important that I felt I could work well with the other employees and future colleagues. Salary was not my primary focus.

I used job postings from various sources on the web including - but not limited to my professional organization, government sites (HRSA), Monster, LinkedIn, and postings received from various professors and clinical instructors. My advice: keep updating your resume; don't send form letters, make each cover letter unique to the place that you are applying; pay attention to details, give each place exactly what they are asking for; be flexible, broaden your search; say THANK YOU to everyone you come into contact with, especially HR reps; and remain optimistic, THINK POSITIVE.

I only had interviews at two organizations, but I applied to LOTS of jobs!! It's important to be persistent and hang in there!

Start looking early! Lots of employers don't want to talk to you until you have passed your boards but it is still beneficial to start looking beforehand. If employers are not trying to fill a position ASAP they may be willing to make a conditional offer of employment. You're more marketable than you think!

Be persistent and apply to jobs outside of the box!
I applied to every Women's Health Nurse Practitioner position I came across. I submitted a cover letter and resume to each. I made sure to research the organizations that I interviewed with prior to each interview and rehearsed possible questions beforehand. I started my application process early because I knew it takes time for the interview process to take place and this helped me get a job in a timely manner.

One of my interviews and job offers came from me cold calling the office and asking for the office manager. When I got the office manager I asked if they were hiring and they asked for my resume and brought me in for an interview.

I made a portfolio that included my resume, a list of 5 references, my transcript, a reference from a preceptor, and an example of a lecture I gave. Employers seemed to like that.

Network with other people working in the field you are interested in. Do this well before graduation.

I did not realize that the process for finding an NP job, interviewing, and hiring would be as long as it has been. It would be wise for full-time students to acquire per diem or part time RN work in their final 1-2 semesters so they have enough income to get them through the months between graduation and securing their first job. I was very grateful to have part-time, temporary work during this time. I mostly used indeed.com to search for nurse practitioner positions. I found their website to be the most user-friendly and up-to-date. I also searched usajobs.gov frequently for Veterans Affairs (VA) job postings. However, I was disappointed to realize how long the hiring process is for VA jobs. There are still some positions posted that I would love to explore, but I can't wait 2 more months to secure a position. I would also encourage graduates not to feel pressured to take the very first job they are offered. I came across several companies that I feel are taking advantage of nurse practitioners (i.e. lacking adequate training) and failing to provide a high quality of care to patients. It seems that many healthcare companies are motivated mainly by profit, and fortunately that became apparent in my interviews with them.

Connections are so much more powerful than applying through HR. Do not underestimate. Even if it comes from a different department, cutting out HR does a lot. Also, NP recruiting is very unprofessional at times. There is no standard. It is different from facility to facility. Be careful and watch your own back.

I pushed the human resources personnel to interview me for this position, even though they stated new grads were not being considered. I promised HR that once I interviewed, I could get the job and that my experience specifically prepared me for this position. After I interviewed for another position in the healthcare system and that physician suggested to HR I am better suited for fast paced work, HR agreed to let me interview for the Observation Unit. I'm glad I didn't back down when I hit a barrier to getting the job I really wanted!

Although we were encouraged to begin applying for positions before obtaining licensure it was very difficult to obtain interviews without a license. Students should be aware of this so they don't get discouraged. It's also important not to settle for the first offer received - really take time in making a decision and consider all the pros and cons.

Stay in touch with your preceptors!!! This is how I found out about and got an interview for the job I accepted. I also got an interview through networking with a drug rep., they can be very helpful in the job search, because they go to A LOT of practices... so be nice to them and ask if they'll distribute your resume for you.

Network during your clinical rotations and ask advice of previous graduate students in same MSN program.
I didn't have a specific strategy with the NP job search process, but used all of my available resources - asking around friends and colleagues if they know of any NP job openings, posting my resume on career sites, and sending out my resume and cover letters to clinics I was interested in, even if they had no jobs posted at the time. I ended up getting an offer at one of the clinics that I sent my resume too after a friend notified me that they are currently looking for an NP (although it wasn't posted online). I also had another offer before graduation, but decided it wasn't a good fit and wanted to take my time to find the right job. The single most important piece of advice I can give to other Penn NP students and grads is to take your time to find a job that's a good fit, even if it takes a year. You don't want to accept the first offer that you get, unless you are sure you will be 100% happy with your decision. Also, don't be afraid of a commute or relocation. It's better to drive for an hour to a job you absolutely love than to walk to a job where you are miserable. Make that hour part of your routine - listen to audio books, learn a new language, sing in the car, whatever you enjoy!