Each year, Career Services surveys recent School of Nursing graduates to learn of their post-graduation plans. This report summarizes information reported by August 2015, December 2015, and May 2016 graduates. Responses were collected between September 2015 and December 2016.

**RESPONSE RATE**

- Master’s degrees given: 254
- PhD’s given: 23
- Total number of degrees given: 277
- Surveys returned: 127
- Percentage of surveys returned: 46%

**CAREER PLANS**

- Employed Full Time 83%
- Seeking Employment 9%
- Employed Part Time 4%
- Graduate School 2%
- Not Seeking 2%

**GEOGRAPHICAL BREAKDOWN OF POSITIONS ACCEPTED**

- Washington DC: 3
- International: 1
- Republic of Korea: 1

Number of graduates: 0 1-9 10-19 20-29 30+
**JOB OFFER SUMMARY**

**DATE OF JOB OFFER**
100% of respondents who reported employment indicated the date of their job offer.

![Bar chart showing the percentage of respondents who received job offers in different time frames.]

- **Continuing previous employment**: 10%
- **Received offer before graduation**: 39%
- **Received offer within 1-2 months of graduation**: 32%
- **Received offer 3-4 months after graduation**: 14%
- **Received offer 5 or more months after graduation**: 5%

**SOURCE OF OFFER**
95% of respondents who reported employment indicated the source of their job offer.

<table>
<thead>
<tr>
<th>Source of Offer</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Online Job Board or Internet listing, not related to Career Services</td>
<td>18%</td>
</tr>
<tr>
<td>Current or prior employer, not related to field placement/internship</td>
<td>14%</td>
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<tr>
<td>Faculty Contact</td>
<td>17%</td>
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<tr>
<td>Contact from a family member, friend, or other personal acquaintance</td>
<td>12%</td>
</tr>
<tr>
<td>Current or prior employer where you completed field placement/internship</td>
<td>9%</td>
</tr>
<tr>
<td>Professional association</td>
<td>4%</td>
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<tr>
<td>Career Services Listserv</td>
<td>4%</td>
</tr>
<tr>
<td>Unsolicited letter/call to employer</td>
<td>1%</td>
</tr>
<tr>
<td>Pennlink</td>
<td>1%</td>
</tr>
<tr>
<td>Staffing Agency or Headhunter</td>
<td>1%</td>
</tr>
<tr>
<td>Social media</td>
<td>1%</td>
</tr>
<tr>
<td>Other Source</td>
<td>18%</td>
</tr>
</tbody>
</table>
EMPLOYMENT AND SALARY SUMMARY

Below, positions accepted by 2016 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.

*Dual-degree recipients
**Indicated continuing previous employment

**Adult Gerontology Acute Care Nurse Practitioner**
Capital Health System, ICU, Staff Nurse, Pennington, NJ**
Christiana Hospital, Neurocritical Care, Neurocritical Care NP, Newark, DE
Cleveland Clinic, Critical Care, Nurse Practitioner, Cleveland, OH
Cooper University Hospital, Hospitalist Advanced Practice Nurse, Camden, NJ
Cooper University Hospital, Vascular, Advanced Practice Nurse, Camden, NJ
Cooper University Hospital, Trauma Surgery, Advanced Practice Nurse, Camden, NJ
George Washington University Hospital, Trauma Surgery, Critical Care Medicine, Nurse Practitioner, Washington, DC
Houston Methodist Hospital, Surgical Intensive Care Unit, Nurse Practitioner, Houston, TX
Lancaster General Health, Cardiology, Nurse Practitioner, Lancaster, PA
Penn Medicine, Cardiac Surgery, Nurse Practitioner, Philadelphia, PA
Penn Medicine, Hospital of the University of Pennsylvania, Cardiac Surgery, Nurse Practitioner, Philadelphia, PA
Penn Medicine, Hospital of the University of Pennsylvania, Heart & Vascular Surgery, Nurse Practitioner, Philadelphia, PA
Penn Medicine, Hospital of the University of Pennsylvania, Medical Transplant Team, CRNP, Philadelphia, PA
Penn Medicine, Hospital of the University of Pennsylvania, Radiation Oncology, Registered Nurse, Philadelphia, PA
Penn Medicine, Outpatient Oncology, Nurse Practitioner, Philadelphia, PA
Penn State Hershey Medical Center, Heart and Vascular ICU, Nurse Practitioner, Hershey, PA
Robert Wood Johnson, Trauma/Surgical ICU, Intensivist Advanced Practice Nurse, Neptune, NJ
Stanford Health Care, Blood and Marrow Transplant, Acute Care Nurse Practitioner, Stanford, CA
University of Texas Health Science Center at Houston, Neurosurgery, Neurocritical Care Nurse Practitioner, Houston, TX

Average salary: $101,952
Salary range: $55,000-$138,112

**Adult Gerontology Primary Care Nurse Practitioner**
Aspire Health, Nurse Practitioner, Philadelphia, PA
Brian Abaluck LLC, Sleep Medicine, Nurse Practitioner, Paoli, PA
Brookside Family Practice, Nurse Practitioner, Pottstown, PA
DaVita, Disease Management, Nurse Practitioner, Malvern, PA
Dignity Health, Neurocritical Care, Nurse Practitioner, Redding, CA
Lehigh Valley Health Network, Internal Medicine, CRNP, Bethlehem, PA
Life Long Care, Adult-Gerontology Primary Care Nurse Practitioner, New London, NH
Oputum Care via UnitedHealth Group, Longterm Care, Nurse Practitioner, Philadelphia, PA
Penn Medicine, Clinical Practices of the University of Pennsylvania, Palliative Care Nurse Practitioner/Coordinator, Philadelphia, PA
Southern Maine Health Care, Nurse Practitioner, Portland, ME
The Johns Hopkins Hospital, Neurology, Registered Nurse, Baltimore, MD**

Average salary: $94,015  
Salary range: $65,000-$125,000

Family Nurse Practitioner
Community Healthcare Network, Primary Care Nurse Practitioner Fellow, New York, NY*
Dartmouth Hitchcock Medical Center, Pain Management Center, APRN, Assistant Professor, Lebanon, NH
Grand View Health, Maternal Child Department, Registered Nurse, Sellersville, PA
Manos Family Practice, Family Nurse Practitioner, West Chester, PA
NEON Inc., Family, Family Nurse Practitioner, Cleveland, OH
Penn Medicine, Hospital of the University of Pennsylvania, Physical Medicine and Rehabilitation, CRNP, Philadelphia, PA
Penn Medicine, Internal Medicine, Nurse Practitioner, Philadelphia, PA
Puentes de Salud, Nursing Clinical, Nurse Practitioner, Philadelphia, PA
Stanford University, Oncology/Phase I Trials, Nurse Practitioner, Palo Alto, CA
The Mount Sinai Hospital, Cardiothoracic ICU, Clinical Nurse, New York, NY**
Westside Family Healthcare, Family Nurse Practitioner, Wilmington, DE

Average Salary: $ 90,286  
Salary Range: $50,000-142,000

Health Leadership
BINTO, Founder and CEO, Philadelphia, PA
Penn Medicine, Hospital of the University of Pennsylvania, Nursing, Clinical Nurse, Philadelphia, PA
University of Pennsylvania, Risk Management, Risk Manager, Philadelphia, PA
University of Pennsylvania, School of Nursing, Associate Program Director, Philadelphia, PA

Neonatal Nurse Practitioner
Children's Hospital of Philadelphia, Neonatal Intensive Care Unit, Front Line Ordering Clinician, Philadelphia, PA
Kaiser Permanente, Neonatal Intensive Care Unit, Staff Nurse, San Leandro, CA

Nurse Anesthesia
AtlantiCare Regional Medical Center, Anesthesia, CRNA, Galloway, NJ
Christiana Care Health System, Nurse Anesthetist, Newark, DE
MD Anderson Cancer Center, Anesthesiology and Perioperative Medicine, Nurse Anesthetist, Houston, TX
MD Anderson Children's Hospital, Nurse Anesthetist, Houston, TX
Memorial Sloan Kettering Cancer Center, Anesthesia, CRNA, New York, NY
Northwestern Medical Center, Anesthesia, CRNA, Chicago, IL
NYU Langone Medical Center, Anesthesiology, Nurse Anesthetist, New York, NY (2)
Society Hill Anesthesia Consultants, Anesthesia, Nurse Anesthetist, Philadelphia, PA (3)
TeamHealth, Nurse Anesthetist, Denver, CO (2)

Average Salary: $144,227  
Salary Range: $130,000-165,000

Nurse-Midwifery
Bayside Health Association, OB/GYN, Midwife, Lewes, DE*
Dedicated to Women OB/GYN, Certified Nurse Midwife, Dover, DE*
Gentle Beginnings, Nurse-Midwifery, Certified Nurse Midwife, Elmer, NJ*
Lifecycle Woman Care, Midwife, Philadelphia, PA
The Midwives of New Jersey, Certified Nurse Midwife, City not specified, NJ
The Women's Center OB/GYN, Obstetrics and Gynecology, Certified Nurse Midwife, West Grove, PA*

Average Salary: $77,250
Salary Range: $65,000-$92,000

Nursing and Healthcare Administration
Ansell Healthcare, Medical Global Business Unit, Global Marketing for Medical Solutions intern, Iselin, NJ
Inova Health System, Health Educator 4, Falls Church, VA
Pan American Health Organization, Health System and Services, National Consultant, Washington, DC

Nursing Doctoral
Children's Hospital of Philadelphia, Cardiac Intensive Care Unit, Nurse Resident, Philadelphia, PA
Greater Philadelphia Health Action, Inc., OB/GYN, Staff Midwife, Philadelphia, PA**
National Institutes of Health, NINR, Clinical and Translational Postdoctoral Fellow, Bethesda, MD
Nemours/A.I. duPont Hospital for Children, Nursing, Director of Research for Nursing, Wilmington, DE
South Dakota State University, Nursing, Assistant Professor, Brookings, SD
St. Mary's Hospital, Oncology, Clinical Nurse Specialist, Seoul, Republic of Korea
University of Pennsylvania, Penn Injury Science Center, Postdoctoral Fellow, Philadelphia, PA
University of Pennsylvania School of Nursing, Center for Health Outcomes and Policy Research, Postdoctoral Fellow, Philadelphia, PA

Average Salary: $66,443
Salary Range: $36,000-$130,000

Pediatric Acute Care Nurse Practitioner
Baylor College of Medicine at Texas Children’s Hospital, Pediatrics- Critical Care Medicine, Instructor/Nurse Practitioner, Houston, TX
Children’s Hospital of Chicago, PICU Nurse Practitioner, Chicago, IL
Children's Hospital Los Angeles, Surgery, Nurse Practitioner, Los Angeles, CA
Children's Hospital of Philadelphia, Bone Marrow Transplant, Nurse Practitioner, Philadelphia, PA
Children's Hospital of Philadelphia, Emergency, FLOC ED NP, Philadelphia, PA
Children's Hospital of Philadelphia, Emergency, Nurse Practitioner, Philadelphia, PA
Children's Hospital of Philadelphia, Endocrinology, Nurse Practitioner, Philadelphia, PA
Children's Hospital of Philadelphia, Oncology, Nurse Practitioner, Philadelphia, PA
Children's Medical Center, Urgent Care/Emergency Department, Pediatric Nurse Practitioner, Dallas, TX
Children’s Mercy Kansas City, Pediatric Oncology, Advance Practice Nurse in Experimental Therapeutics, Kansas City, MO
Children’s Specialized Hospital, Developmental-Behavioral Pediatrics, APN Fellow, Warren, NJ
Memorial Sloan Kettering Cancer Center, Pediatric Day Hospital, Nurse Practitioner, New York, NY
NYU Langone Medical Center, CCVCU, Pediatric CT Surgical NP, New York, NY
NYU Langone Medical Center, Pediatric Cardiothoracic Surgical NP, New York, NY

Average Salary: $97,111
Salary Range: $88,500-$117,000

Pediatric Primary Care Nurse Practitioner
Advocare West Deptford Pediatrics, Pediatric Nurse Practitioner, Cherry Hill, NJ
Children's Hospital of Philadelphia, Float Pool, Registered Nurse/Flex Team, Philadelphia, PA**
Eden Park Pediatrics, Nurse Practitioner, Lancaster, PA
Employer not provided, Pediatrics, Pediatric Nurse Practitioner, Philadelphia, PA
Greater Philadelphia Health Action, Certified Pediatric Nurse Practitioner, Philadelphia, PA
Mary Center, Nurse Practitioner, Washington, DC
St. Christopher’s Hospital for Children, Emergency Department, CRNP, Philadelphia, PA
Sutter Health, Palo Alto Medical Foundation Santa Cruz Division, Pediatrics, Nurse Practitioner, Santa Cruz, CA

Average Salary: $85,440  
Salary Range: $65,000-$135,200

**Psychiatric-Mental Health Clinical Nurse Specialist**
Children’s Hospital of Philadelphia, Research, Clinical Research Coordinator, Philadelphia, PA**

**Psychiatric-Mental Health Nurse Practitioner**
Barton Associates, Locum Tenums, Psychiatric-Mental Health Nurse Practitioner, Peabody, MA  
Fairchild Medical Center, Psychiatry, Psychiatric Nurse Practitioner, Yreka, CA  
Hornstein, Platt and Associates, Psychiatric Nurse Practitioner, Philadelphia, PA  
KidsPeace, Outpatient, Psychiatric-Mental Health Nurse Practitioner, Lehigh Valley, PA  
Legacy Treatment Services, Nursing, Psychiatric-Mental Health Nurse Practitioner, Mount Holly, NJ  
MedOptions Inc., Psychiatric-Mental Health Nurse Practitioner, City not specified, CT  
Northbrook Behavioral Health Hospital, Inpatient Psych, Psychiatric Nurse Practitioner, Blackwood, NJ

Average Salary: $112,400  
Salary Range: $102,000-$120,000

**Women’s Health/Gender Related Nurse Practitioner**
Planned Parenthood, Registered Nurse, City not specified, NJ  
Planned Parenthood, Women's Health, Mid-level Clinician Nurse Practitioner, Santa Monica, CA  
Planned Parenthood of Delaware, Medical, Clinician 1, Wilmington, DE  
NYU Langone Medical Center, Fertility Center, Nurse Practitioner, New York, NY

Average Salary: $86,000  
Salary Range: $62,000-$100,000