The class of 2011 continued to face a challenging job market, as nurse recruiters from around the country cited budget cuts, a low census, low RN turnover, and the return of experienced nurses to hospital work as factors impacting current nursing hiring practices.

As in previous years, the vast majority of BSN graduates who responded to the survey ended up in clinical nursing positions, and most accepted positions in the Philadelphia or New York metropolitan area. Six respondents were dual Nursing/Wharton degree recipients. All December graduates who listed their job offer date had secured full-time employment within 4 months of their graduation (47% within 1 month). About 86% of the May 2011 respondents received offers by August 2011. Of those respondents, one quarter received their offers before their graduation date. Finally, there was a $3,660 decrease in average base salary from $60,325 in 2010 to $56,665 in 2011, largely due to fewer students working in New York City and California, where average salaries are higher.
# Employment Summary

## Average Salary (58 “Full-time” Responses)

<table>
<thead>
<tr>
<th></th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average, All Responses</td>
<td>$56,665</td>
</tr>
<tr>
<td>Average, BSN Recipients</td>
<td>$56,307</td>
</tr>
<tr>
<td>Average, Dual BS/BSN Recipients</td>
<td>$61,500</td>
</tr>
<tr>
<td>Median Salary</td>
<td>$53,000</td>
</tr>
<tr>
<td>Salary Range</td>
<td>$30,139 – $86,000</td>
</tr>
</tbody>
</table>

## Top Employers

<table>
<thead>
<tr>
<th>Employer</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital of the University of Pennsylvania</td>
<td>23</td>
</tr>
<tr>
<td>Children’s Hospital of Philadelphia</td>
<td>13</td>
</tr>
<tr>
<td>New York University Langone Medical Center</td>
<td>4</td>
</tr>
<tr>
<td>Georgetown University Hospital</td>
<td>3</td>
</tr>
<tr>
<td>New York-Presbyterian Hospital</td>
<td>3</td>
</tr>
</tbody>
</table>

## Offer Date Breakdown

### December 2010 Responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Graduation</td>
<td>12%</td>
</tr>
<tr>
<td>December 2010</td>
<td>22%</td>
</tr>
<tr>
<td>January 2011</td>
<td>13%</td>
</tr>
<tr>
<td>February 2011</td>
<td>28%</td>
</tr>
<tr>
<td>March 2011</td>
<td>22%</td>
</tr>
<tr>
<td>April 2011</td>
<td>3%</td>
</tr>
</tbody>
</table>

### May 2011 Responses

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Graduation</td>
<td>24%</td>
</tr>
<tr>
<td>May 2011</td>
<td>19%</td>
</tr>
<tr>
<td>June 2011</td>
<td>11%</td>
</tr>
<tr>
<td>July 2011</td>
<td>16%</td>
</tr>
<tr>
<td>August 2011</td>
<td>16%</td>
</tr>
<tr>
<td>September - November 2011</td>
<td>14%</td>
</tr>
</tbody>
</table>

## Geographical Breakdown

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic (incl. Philadelphia)</td>
<td>70%</td>
</tr>
<tr>
<td>Northeast (incl. New York)</td>
<td>18%</td>
</tr>
<tr>
<td>Midwest</td>
<td>6%</td>
</tr>
<tr>
<td>South</td>
<td>5%</td>
</tr>
<tr>
<td>West</td>
<td>1%</td>
</tr>
</tbody>
</table>
Employment by State

**California**
Loma Linda University Children's Hospital, Intermediate Intensive Care Unit, Graduate Nurse, Loma Linda

**Connecticut**
Connecticut Children's Medical Center, Pediatric Hematology/Oncology, Registered Nurse, Hartford
Lawrence and Memorial, Medical/Surgical, Registered Nurse, New London

**District of Columbia**
Georgetown University Hospital, Clinical Nurse I, Washington, DC
Georgetown University Hospital, Registered Nurse, Washington, DC
Georgetown University Hospital, Intermediate Care Unit, Registered Nurse, Washington, DC

**Delaware**
Christiana Care Health System, Critical Care Internship Program, Registered Nurse, Newark

**Georgia**
Piedmont Hospital, Cardiovascular, Staff Nurse, Atlanta

**Illinois**
Children's Memorial Hospital, Pediatric Intensive Care Unit, Registered Nurse, Chicago
Northwestern Memorial Hospital, Cardiothoracic Step-down Unit, Staff Nurse, Chicago*
University of Chicago Medical Center, Hematology/Oncology, Staff Nurse, Chicago
University of Illinois Medical Center, Neurological Surgical Intensive Care Unit, Staff Registered Nurse, Chicago

**Maryland**
U.S. Navy, Navy Nurse Officer, Bethesda
U.S. Navy, Nursing, Staff Nurse, Bethesda

**Michigan**
Bronson Methodist Hospital, Registered Nurse, Saginaw

**New Jersey**
Cherry Hill Rehabilitation and Nursing Center, MDS, Minimum Data Set Coordinator, Cherry Hill
University Medical Center at Princeton, Telemetry Department, Registered Nurse, Princeton

**New York**
Memorial Sloan Kettering Cancer Center, Genitourinary Unit, Registered Nurse, New York
Memorial Sloan Kettering Cancer Center, Nursing, Registered Nurse, New York
New York Downtown Hospital, Postpartum/Maternal Child Health, Registered Nurse, New York
NewYork-Presbyterian Hospital, Burn Intensive Care Unit, Registered Nurse, New York
NewYork-Presbyterian Hospital, Burn Unit, Registered Nurse, New York
NewYork-Presbyterian Hospital, Nursing, Staff Nurse, New York
NewYork-Presbyterian Hospital Weill Cornell Medical Center, Pediatric Intensive Care Unit, Staff Nurse, New York
NewYork-Presbyterian Hospital Weill Cornell Medical Center, Pediatric Intensive Care Unit, Staff Nurse, New York
NewYork-Presbyterian Morgan Stanley Children's Hospital, Pediatric Intensive Care Unit, Registered Nurse, New York
New York University Langone Medical Center, Critical Care/Surgical Intensive Care, Staff Nurse I, New York*
New York University Langone Medical Center, Labor and Delivery, Registered Nurse, New York
New York University Langone Medical Center, Pediatrics, Registered Nurse, New York
New York University Langone Medical Center, Registered Nurse, New York

* Indicates a position that is currently active.
Pennsylvania
Accenture, General Management Consulting, Philadelphia*
Allegheny General Hospital, Cardiology, Registered Nurse, Pittsburgh
Children's Hospital of Philadelphia, Cardiac Care Unit, Clinical Nurse I, Philadelphia
Children's Hospital of Philadelphia, Cardiac Intensive Care Unit, Clinical Nurse I, Philadelphia
Children's Hospital of Philadelphia, Cardiac Intensive Care Unit, Clinical Nurse I, Philadelphia
Children's Hospital of Philadelphia, Children's Seashore House, Registered Nurse, Philadelphia
Children's Hospital of Philadelphia, Intensive Care Unit, Registered Nurse, Philadelphia
Children's Hospital of Philadelphia, Neonatal Intensive Care Unit, Registered Nurse, Philadelphia
Children's Hospital of Pittsburgh of UPMC, Neonatal Intensive Care Unit, Registered Nurse, Pittsburgh
Geisinger Medical System, Registered Nurse, Danville
Greater Philadelphia Health Action, Obstetrics and Gynecology, Nurse Coordinator, Philadelphia
Hahnemann University Hospital, Emergency, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Cardiac Care Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Medicine/Telemetry Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, General Medicine with Telemetry, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Heart and Vascular Intensive Care Unit, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Heart and Vascular Intensive Care Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Infectious Disease, Research Study Nurse, Philadelphia
Hospital of the University of Pennsylvania, Labor and Delivery, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Medical/Telemetry, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Neuro Trauma Intensive Care Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Neurology Neurosurgery, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Nursing, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Nursing, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Oncology, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Progressive Cardiac Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Surgical Intensive Care Unit, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Surgical Progressive Care Unit, Clinical Nurse I, Philadelphia
Hospital of the University of Pennsylvania, Surgical/Telemetry Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Surgical/Transplant Unit, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Thoracic Surgery, Registered Nurse, Philadelphia
Hospital of the University of Pennsylvania, Women's Health - Intensive Care Nursery, Registered Nurse, Philadelphia
Jefferson University Hospital, Nursing, Registered Nurse, Philadelphia
Main Line Health System, Department of Nursing, Staff Nurse, RN, Wynnewood
Penn Presbyterian Medical Center, Clinical Nurse I, Philadelphia
Penn Presbyterian Medical Center, Emergency Department, Registered Nurse, Philadelphia
Pennsylvania Hospital, Labor and Delivery, Clinical Nurse I, Philadelphia
University of Pennsylvania Health System, Medical Intensive Care Unit, Philadelphia
University of Pennsylvania Health System, Surgical Intensive Care Unit, Clinical Nurse I, Philadelphia
Advice from Your Peers

“I was surprised at the difficulty of finding a job in a competitive area without contacts [...]. I also noticed that many hospitals took a long time (several months) to get back to me as I was continually told that ‘my application was being reviewed.’ I found that I had much more success when I contacted managers directly. I certainly believe this had an impact on the nurse manager who eventually hired me. Overall, the process took much longer than I anticipated, and I had to be more open-minded about what positions I applied to as a result.”

“I learned to be aggressive. I didn't care if the recruiter was tired of hearing my voice on her voicemail—ultimately it is the manager who hires me. So I kept calling and writing, and even though they usually don't interview until after graduation, my aggression paid off and I got the interview and the job. To be fair, they had an opening, and that is part of why they were willing to move me along in the process quickly, but without that aggression who knows when I would have been able to know I had a job.”

“I recommend that senior nursing students start their career search early during their last semester at school. Also, if they are interested in working on their senior clinical floor, it is important to state your interest to the nurse manager. Most of the people I know who are employed are working on their senior clinical floor.”

Prepared November 2011, Penn Career Services