

# CAREER PLANS SURVEY

## School of Nursing, Undergraduates Class of 2011

Total number of degrees	164*
Number of surveys returned	140
<b>Response Rate</b>	<b>85%</b>

\*Based on data from Registrar

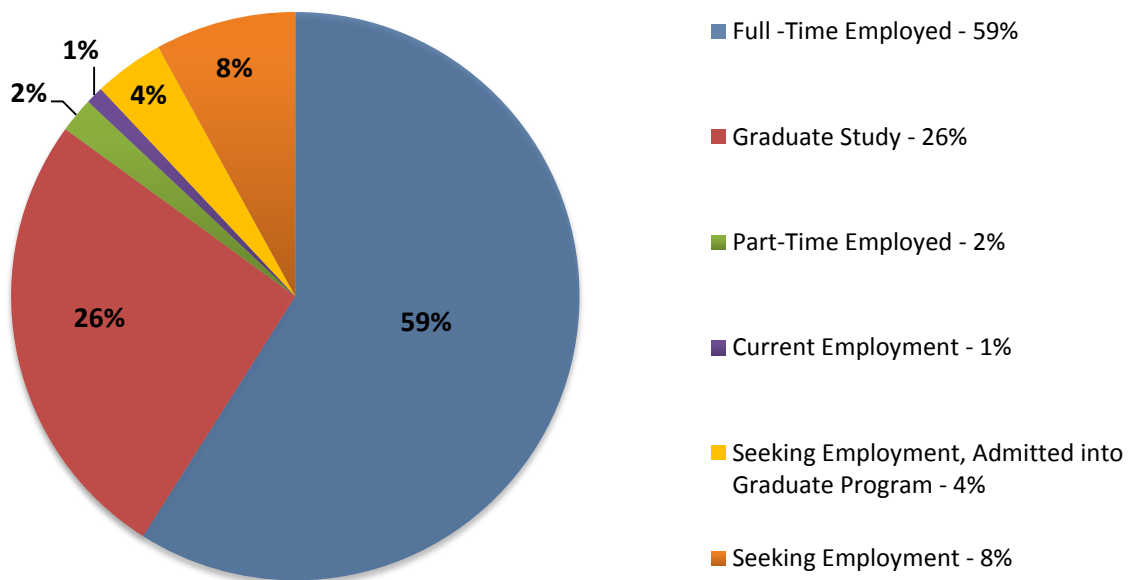
Full-time Employment	82
Graduate School**	36
Part-time Employment	3
Continuing Current Employment	2
Still Seeking, but also admitted into MSN program	6
Still Seeking Employment	11

\*\*100% of those pursuing an MSN are enrolled at Penn

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.

### Career Plans Summary



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## Employment Summary

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### Average Salary (58 "Full-time" Responses)

Average, All Responses	\$56,665
Average, BSN Recipients	\$56,307
Average, Dual BS/BSN Recipients	\$61,500
Median Salary	\$53,000
Salary Range	\$30,139 – \$86,000

### Top Employers

Hospital of the University of Pennsylvania	23
Children's Hospital of Philadelphia	13
New York University Langone Medical Center	4
Georgetown University Hospital	3
NewYork-Presbyterian Hospital	3

### Offer Date Breakdown

#### December 2010 Responses

Before Graduation	12%
December 2010	22%
January 2011	13%
February 2011	28%
March 2011	22%
April 2011	3%

#### May 2011 Responses

Before Graduation	24%
May 2011	19%
June 2011	11%
July 2011	16%
August 2011	16%
September - November 2011	14%

### Geographical Breakdown

Mid-Atlantic (incl. Philadelphia)	70%
Northeast (incl. New York)	18%
Midwest	6%
South	5%
West	1%

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## Employment by State

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### 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

## **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 Philadelphia, Pediatric Intensive Care Unit, Clinical Nurse I, Philadelphia

Children's Hospital of Philadelphia, Pediatric Intensive Care Unit, Clinical Nurse I, Philadelphia

Children's Hospital of Philadelphia, Pediatric Intensive Care Unit, Registered Nurse, Philadelphia

Children's Hospital of Philadelphia, Pediatric Intensive Care Unit, Registered Nurse, Philadelphia

Children's Hospital of Philadelphia, Pediatric Intensive Care Unit, Registered Nurse, Philadelphia

Children's Hospital of Philadelphia, Progressive Care Unit, Philadelphia

Children's Hospital of Philadelphia, Progressive Care Unit, Clinical Nurse I, 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

## Tennessee

Monroe Carell Jr. Children's Hospital at Vanderbilt, Pediatric Cardiology, Registered Nurse, Nashville

## Texas

Medical City Children's Hospital, Registered Nurse, Dallas

Nexus Health Capital, Investment Banking, Financial Analyst, Dallas\*

\*Completed the Joint Degree Program in Nursing and Healthcare Management in the School of Nursing and Wharton School

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## Advice from Your Peers

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“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.”