

Assessment Report

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Assessment

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September 2017

Quick Facts

- The Alumni Survey was sent to alumni who graduated in January, May, and October of 2016, 10-12 months after graduating. A total of 388 alumni were surveyed and 64 responses were received, yielding a 16.5% overall response rate.
- The survey asked alumni questions about their current employment, their plans for further study, and how well their program prepared them for their career.
- The overall employment rate (based on those who responded) is 100 percent for BS, MSN, and DNP alumni. Furthermore, across all three degree levels, the majority of those employed are employed full-time and in nursing positions.
- Of BS alumni who plan on furthering their studies, only 17 percent plan on returning to the Rutgers School of Nursing.
- The area that BS alumni reported feeling least prepared for in the workplace was “understanding the interplay between health care policy, finance, and regulatory environments on the nursing care situation.”
- A large percentage of MSN respondents reported that since graduating, their professional prestige has increased among colleagues (74 percent), that they received an increase in salary and/or a performance-based bonus (65 percent), or that they found a new position in a different facility where they are happier (57 percent).
- The reported salaries of MSN alumni 10-12 months after graduating are considerably higher than the salaries they reported earning when entering the MSN program (see Table 10).
- 86% of DNP respondents reported that their professional prestige has increased among colleagues since graduating.
- Of the DNP respondents that reported an annual salary, the majority (4) reported an annual income between \$100,000 and \$114,999; another 2 reported salaries between \$115,000 and \$129,999, and 1 reported a salary between \$70,000 and \$84,999.

Introduction

This report represents the second Annual Alumni Report for the Rutgers School of Nursing. Information in this report summarizes the results of the alumni survey which is administered to BSN, MSN, and DNP alumni 10-12 months after graduating. The survey asks alumni questions about their current employment, their plans for further study, and how well their program prepared them for their career.

The survey was administered to all alumni who graduated in January, May, and October of 2016. Each graduating cohort received a survey invitation 10 months after graduating followed by two reminder emails in roughly one week intervals. The timing of the survey is designed to meet the CCNE accreditation mandate that employment rates are collected within 12 months of graduation, while also allowing alumni sufficient time to find employment and gain work experience prior to its distribution.

A total of 388 alumni were surveyed and 64 responses were received, yielding a 16.5% overall response rate. The response rates by degree-level were as follows:

Table 1: Respondents by Degree Level

Degree Level	Respondents (n)	Response Rate (%)
BS	31	21%
MSN	26	12%
DNP	7	23%
Total	64	16%

BS Respondent Profile

A total of 31 respondents were BS alumni. The majority of BS respondents graduated from the Generic 4-Year program (81 percent) and were based on the New Brunswick campus (58 percent). When asked about their licensure status, 100 percent reported that they had taken and passed the NCLEX examination. This leads us to believe that there may be some slight sample bias since the RU-SN 2016 NCLEX first-time pass rates was 82%. A more detailed BS respondent profile can found in the tables below.

Table 2: BS Respondents by Program

Program	N	%
Generic 4-Year Program	25	81%
2nd Degree Program	4	13%
RN to BSN Program	2	6%
Total	31	100%

Table 3: BS Respondents by Campus

Program	N	%
New Brunswick	18	58%
Newark	10	32%
Blackwood	2	7%
N/A	1	3%
Total	31	100%

Table 4: BS Respondents by NCLEX Status

Program	N	%
I have passed the NCLEX	31	100%
I have taken the NCLEX but have not passed	-	-
I have not taken the NCLEX	-	-
Total	31	100%

BS: Current Employment

Overall Employment: Altogether, 100 percent of BS respondents reported that they were employed. The majority are employed full-time (87 percent) and the remaining were employed part-time (13 percent).

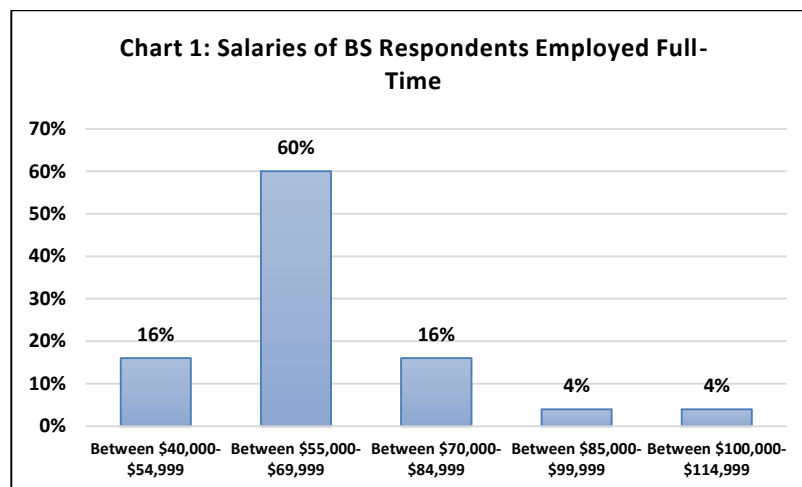
Employment in Nursing: Altogether, 100 percent of BS respondents reported that they were employed in a nursing position, with the majority being staff nurses (97%) and one being a school nurse (3%).

Table 5: BS Employment Status

Primary Employment Position	N	%
Full-Time (Nursing Position)	27	87%
Part-Time (Nursing Position)	4	13%
Full-Time (Non-Nursing Position)	-	-
Part-Time (Non-Nursing Position)	-	-
Not Employed, Seeking Work	-	-
Not Employed, Not Seeking Work	-	-
Total	31	100%

Employment Setting: The majority of employed respondents are working in the State of New Jersey (81 percent) followed by New York, Pennsylvania, Maryland, Massachusetts, and Delaware, all reporting 1 occurrence (3.75 percent each). Of the 29 alumni who responded and are employed in a nursing position, 38 percent report working in a medically underserved area. The most common organizational settings are regional medical centers (56 percent), followed by community general hospitals (38 percent), specialty hospitals (3 percent), and elementary, middle, or high school (3 percent).

Salary Data: Of the BS respondents that are employed full-time, 60 percent report incomes between \$55,000 and \$69,999, followed by: 16 percent between \$70,000 and \$84,999 16 percent between \$40,000 and \$54,999, 4 percent between \$85,000 and \$99,999, and 4 percent between \$100,000 and \$114,999.



BS: Plans for Further Study

While only a small percentage of BS respondents were actively enrolled to further their education (7 percent), the majority reported that they plan on eventually pursuing another degree or certification (83 percent). Of those who plan on returning to school, only 17 percent plan on enrolling at the Rutgers School of Nursing, while 58 percent are unsure of where they would like to attend, and 25 percent indicated an institution besides Rutgers.

BS: Career Preparedness

The Alumni Survey asks a set of questions designed to gauge how well their academic programs prepared them for their careers. Alumni were asked to rate nine different aspects of their program congruent with the AACN BS Essentials. While similar analyses are done in our Exiting Survey Report, the Alumni Survey allows graduates to reflect on their programs after nearly a year of experience within the labor market, thus collecting a more seasoned perspective. Based on a 7 point likert scale, the areas that BS respondents felt the least prepared for were “*understanding the interplay between health care policy, finance, and regulatory environments on the nursing care situation*” with a mean rating of 4.44, “*apply knowledge and skills in information management and patient care technology in the delivery of nursing care*” with a mean rating of 4.82, and “*apply a solid base in liberal education in the practice of nursing*” with a mean rating of 4.89. The table below shows how each area of career preparedness was rated by BS respondents.

Table 6: BS Career Preparedness

How well did your BS program prepare you to:	Not at all			Extremely well				Total	
	1	2	3	4	5	6	7	N	Mean
	%	%	%	%	%	%	%		
Demonstrate professionalism and the values of altruism, autonomy, human dignity, integrity, and social justice.	4	0	4	11	14	32	35	28	5.71
Practice nursing with individuals, families, groups, communities, and populations across the lifespan and across the continuum of health care environments, respecting the complexity of the care situation.	0	0	7	18	25	29	21	28	5.39
Translate current evidence for best practices in the provision of nursing care.	0	0	8	15	33	22	22	27	5.37
Demonstrate clinical prevention and population health skills.	0	0	11	21	29	21	18	28	5.14
Apply knowledge and skills in quality improvement and patient safety.	0	0	7	29	32	14	18	28	5.07
Collaborate with members of other disciplines to deliver effective patient centered care.	0	4	11	21	25	18	21	28	5.07
Apply a solid base in liberal education in the practice of nursing.	0	3	0	32	43	11	11	28	4.89
Apply knowledge and skills in information management and patient care technology in the delivery of nursing care.	0	3	14	25	29	11	18	28	4.82
Understanding the interplay between health care policy, finance, and regulatory environments on the nursing care situation.	7	4	15	18	37	4	15	27	4.44

MSN Respondent Profile

A total of 26 respondents were MSN alumni. The majority were enrolled in the MSN Teach-Out Program (57 percent), followed by Clinical Nurse Leader (12 percent), Nursing Leadership (12 percent), Informatics (12 percent), and Post-Master’s Certificate (7 percent). When asked about their certification status, 78 percent reported that they had taken and passed a national certification exam. Also of note, a large percentage of MSN respondents reported that since graduating, their professional prestige has increased among colleagues (74 percent), that they received an increase in salary and/or a performance based bonus (65 percent), or that they found a new position in a different facility where they are happier (57 percent). A more detailed MSN respondent profile can found in the tables below.

Table 7: MSN Respondents by Program

Program	N	%
MSN Teach-Out Program	15	57
Clinical Nurse Leader (CNL)	3	12
Nursing Leadership	3	12
Informatics	3	12
Post-Master’s Certificate	2	7
Total	26	100

Table 8: MSN Respondents – Since Graduating

Since Graduating:	N	%
I passed a national certification exam	18	78
I increased my professional prestige among colleagues	17	74
I received an increase in my salary and/or a performance-based bonus	15	65
I got a position in a different facility where I am happier	13	57
I received a promotion	4	17
I kept my job while others with the same level of experience were laid off	-	-

* This question was asked as a multiple response question, therefore the percent column may add to more than 100%.

MSN: Current Employment

Overall Employment: Altogether, 100% of MSN respondents reported that they were employed. The majority were employed full-time (96%) with a very small amount (4%) employed part-time.

Employment in Nursing: In addition, all of the MSN respondents reported that they were employed in a nursing position, whether it was full-time or part-time.

Table 9: MSN Employment Status

Primary Employment Position	N	%
Full-Time (Nursing Position)	25	96
Full-Time (Non-Nursing Position)	1	4
Part-Time (Nursing Position)	-	-
Part-Time (Non-Nursing Position)	-	-
Not Employed, Seeking Work	-	-
Not Employed, Not Seeking Work	-	-
Total	26	100

Employment Setting: The majority of employed respondents are working in the State of New Jersey (87 percent) followed by New York (9 percent) and Pennsylvania (4 percent). Of the students who responded to the question “*Is your current employment position in a setting that you would consider medically underserved,*” 33 percent responded “yes.” Nearly three-quarters (70 percent) of MSN respondents report working in direct patient care, with 44 percent practicing in primary care and 26 percent in non-primary care. Over half that are employed are working in hospitals (51 percent) with 21 percent of employed respondents working at a regional medical center, 17 percent working at a community general hospital, and 13 percent working at a specialty hospital. Another 25 percent report they are employed at a clinic.

Salary Data: Of the MSN respondents that are employed full-time, 42 percent report incomes between \$100,000 and \$114,999, followed by 25 percent reporting salaries of \$85,000 to \$99,999. Of the students who responded, 79% indicated an increase in salary from the time that they began the program at the Rutgers School of Nursing to the time they submitted their responses. The cross-tabulation table below shows the corresponding before and after responses for all MSN students who responded to the question.

Table 10: MSN Salaries

Beginning Salary	Current Salary							Total
	\$130,000+	Between \$115,000-\$129,999	Between \$100,000-\$114,99	Between \$85,000-\$99,999	Between \$70,000-\$84,999	Between \$55,000-\$69,999	Between \$40,000-\$54,999	
\$130,000+								0
Between \$115,000-\$129,999	1			1				2
Between \$100,000-\$114,99		2	1					3
Between \$85,000-\$99,999		2	2	2				6
Between \$70,000-\$84,999	1		7	1	1			10
Between \$55,000-\$69,999				2				2
Between \$40,000-\$54,999						1		1
Total	2	4	10	6	1	1	0	24

Increase in Salary
Decrease in Salary
Stayed the Same

MSN: Plans for Further Study

When asked about their future plans of study, most MSN respondents reported that they were not enrolled but plan on eventually pursuing another degree/certification (46%). There were an equal amount of students that were not enrolled and have no plans or unsure whether they will pursue another degree/certification (25%) Only 1 student (4%) was currently enrolled in another degree program.

MSN: Career Preparedness

MSN alumni were asked to rate nine different aspects of their program congruent with the AACN MSN Essentials. Based on a 7 point likert scale, examination of means reveal that there were no major areas of strength or weakness with the highest and lowest performing areas only separated by a mean difference of 0.41. The table below shows how each area of career preparedness was rated by MSN respondents.

Table 11: MSN Career Preparedness

How well did your MSN program prepare you to:	Not at all							Extremely well		Total	
	1 %	2 %	3 %	4 %	5 %	6 %	7 %	N	Mean		
Function within an ethical-legal framework.	-	-	-	9	17	30	44	23	6.09		
Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	-	-	-	9	22	26	43	23	6.04		
Frame problems, design interventions, specify outcomes, and maintain quality while focusing on patient safety.	-	-	4	9	17	26	44	23	5.96		
Demonstrate scholarly inquiry and reflection that exemplifies clinical reasoning, critical, creative, and systems thinking.	-	-	4	4	17	44	31	23	5.91		
Use information technology and knowledge-based resources to inform practice.	4	-	4	-	17	31	44	23	5.91		
Synthesize knowledge from nursing, biological, behavioral, social, administrative, educational, and communication sciences for application to area of specialty.	-	-	4	9	22	26	39	23	5.87		
Engage in lifelong learning activities that contribute to the professional nursing development and advancement of the nursing profession.	-	-	9	4	13	44	30	23	5.83		
Model excellence in nursing leadership to improve nursing practice within the health care system.	-	-	4	4	30	31	31	23	5.78		
Collaborate inter-professionally with colleagues to improve patient and population health outcomes	-	5	5	9	18	27	36	22	5.68		

DNP Respondent Profile

A total of 7 respondents were DNP alumni. The number of DNP respondents is low due to the recent transition from Master's level APRN programs to DNP APRN programs. At the time of this survey, the majority of students in the inaugural cohorts of the new post-baccalaureate to DNP programs had not yet reached their expected time-to-graduation. Over the next several years we expect to see a drastic increase in the number of DNP alumni survey respondents.

DNP: Current Employment

Overall Employment: All DNP respondents (7) reported that they were employed full-time in a nursing position.

Table 12: DNP Employment Status

Primary Employment Position	N	%
Full-Time (Nursing Position)	7	100
Full-Time (Non-Nursing Position)	-	-
Part-Time (Nursing Position)	-	-
Part-Time (Non-Nursing Position)	-	-
Not Employed, Seeking Work	-	-
Not Employed, Not Seeking Work	-	-
Total	7	100

Employment Setting: Six of the respondents (85%) indicated that they work in the state of New Jersey, with one (15%) working in New York. Two (28.5%) reported working in direct, patient care (not primary care), while another 2 (28.5%) work in management or administration. Lastly, there was one response each (14.33%) of working in direct primary care, teaching at a school of nursing, and working in the field of research.

Salary Data The majority of DNP respondents (57%) reported an annual salary between \$100,000 and \$114,999. Furthermore, 5 of the 7 respondents (71%) indicated an increase in salary from the time they started the program at the Rutgers School of Nursing to the time they submitted their responses.

Table 13: DNP Salaries

Beginning Salary	Current Salary							Total
	\$130,000+	Between \$115,000-\$129,999	Between \$100,000-\$114,999	Between \$85,000-\$99,999	Between \$70,000-\$84,999	Between \$55,000-\$69,999	Between \$40,000-\$54,999	
\$130,000+								0
Between \$115,000-\$129,999		1	1					2
Between \$100,000-\$114,999		1						1
Between \$85,000-\$99,999								0
Between \$70,000-\$84,999			1					1
Between \$55,000-\$69,999			1		1			2
Between \$40,000-\$54,999			1					1
Total	0	2	4	0	1	0	0	7

Increase in Salary
Decrease in Salary
Stayed the Same

DNP: Plans for Further Study

When asked about their future plans of study, 4 alumni (57%) indicated that they are not currently enrolled and have no plans to pursue another degree/certification, while 2 (29%) stated that they are not currently enrolled, but plan on eventually pursuing another degree/certification, and 1 (14%) reported that he/she is not currently enrolled and is unsure whether he/she will pursue another degree/certification.

DNP: Career Preparedness

DNP alumni were asked to rate eight different aspects of their program congruent with the AACN DNP Essentials. The highest performing areas of preparedness included “*translate research findings into evidence-based practice at the individual and health care system levels*” (5.57), “*integrate biophysical, psychological, organizational, informatics, ethical, and legal knowledge with nursing science as a foundation for expert clinical nursing practice in a specific nursing clinical specialization*” (5.43), and “*demonstrate advanced knowledge and skills in the planning and delivery of health and illness management in a specific nursing clinical specialization*” (5.14).

Table 14: DNP Career Preparedness

	Not at all							Extremely well	
	1	2	3	4	5	6	7	Total	
How well did your DNP program prepare you to:	%	%	%	%	%	%	%	N	Mean
Translate research findings into evidence-based practice at the individual and health care system levels.	-	-	14	14	14	14	44	7	5.57
Integrate biophysical, psychological, organizational, informatic, ethical, and legal knowledge with nursing science as a foundation for expert clinical nursing practice in a specific nursing clinical specialization.	-	-	-	28	28	15	29	7	5.43
Demonstrate advanced knowledge and skills in the planning and delivery of health and illness management in a specific nursing clinical specialization.	-	-	-	28	28	44	-	7	5.14
Provide leadership in health promotion and risk reduction/illness prevention for individuals and families for to improve population health within.	-	-	-	43	14	43	-	7	5.00
Provide organizational leadership for balancing productivity and practice management to maximize population health outcomes.	-	-	-	44	28	28	-	7	4.86
Effect desired change by developing and implementing policies at different levels of the health care system and with different constituencies.	-	-	-	43	43	-	14	7	4.86
Provide multidisciplinary leadership through analysis of critical indicators and/or health care delivery systems in order to provide optimal patient care and safety in a specific nursing clinical specialization	-	-	-	44	28	28	-	7	4.86
Use information technology to evaluate the delivery of health care to individuals and internal and community systems.	15	-	-	28	28	29	-	7	4.43