Annual Alumni Report
Class of 2014

Quick Facts

- The Alumni Survey was sent to alumni who graduated in May 2014, October 2014, and January 2015, 10 months after graduating. A total of 573 alumni were surveyed and responses from 122 alumni were received, yielding a 21.3% overall response rate.

- 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 overall employment rate is 85.5 percent for BS alumni, 93.8 percent for MSN alumni, and 91.7 percent for DNP alumni. 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 13 percent plan on returning to the Rutgers School of Nursing, representing a potential recruiting opportunity.

- 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 (42.4 percent), that they received an increase in salary and/or a performance-based bonus (36.4 percent), or that they found a new position in a different facility where they are happier (33.3 percent).

- The reported salaries of MSN alumni 10 months after graduating are considerably higher than the salaries they reported earning when entering the MSN program (see Chart 2).

- One hundred percent 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 reported an income of $130,000 or higher (7 of 9). Another 2 reported salaries under $130,000 but still higher than $100,000.

Introduction

This report represents the inaugural 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 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 May 2014, October 2014, and January 2015. 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 the study.

A total of 573 alumni were surveyed and responses from 122 alumni were received yielding a 21.3% 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	62	20.9%
MSN	48	19.4%
DNP	12	41.4%
Total	122	21.3%

BS Respondent Profile

A total of 62 respondents were BS alumni. The majority of BS respondents graduated from the 2nd Degree program (69.4 percent) and were based on the Newark campus (62.9 percent). When asked about their licensure status, 95.2 percent reported that they had taken and passed the NCLEX examination. This leads us to believe that there is some slight sample bias since the RU-SN 2014 NCLEX pass rates were 77 percent and 83 percent respectively for our Newark and New Brunswick students. A more detailed BS respondent profile can found in the tables below.

Table 2: BS Respondents by Program

Program	N	%
The Generic 4-Year Program	17	27.4%
The Accelerated 2nd Degree Program	37	59.7%
The Part-Time 2nd Degree Program	6	9.7%
The RN to BSN Program	2	3.2%
Total	62	100.0%

Table 3: BS Respondents by Campus

Program	N	%
New Brunswick	16	25.8%
Newark	39	62.9%
Blackwood	7	11.3%
Total	62	100.0%

Table 4: BS Respondents by NCLEX Status

Program	N	%
I have passed the NCLEX	59	95.2%
I have taken the NCLEX but have not passed	2	3.2%
I have not taken the NCLEX	1	1.6%
Total	62	100.0%

BS: Current Employment

Overall Employment: Altogether, 88.3 percent of BS respondents reported that they were employed. The majority are employed full-time with 70 percent of respondents reporting full-time employment and 18.4 percent reporting part-time employment.

Employment in Nursing: Altogether, 80 percent of BS respondents reported that they were employed in a nursing position. The majority are employed full-time in nursing positions with 63.3 percent of respondents reporting full-time employment in nursing and 16.7 percent reporting part-time employment in nursing.
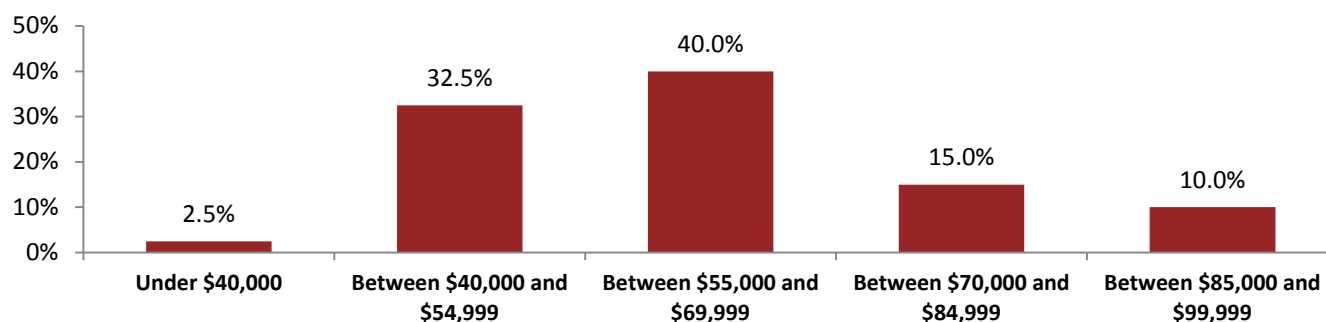
Table 5: BS Employment Status

Primary Employment Position	N	%
Full-Time (Nursing Position)	38	63.3%
Full-Time (Non-Nursing Position)	4	6.7%
Part-Time (Nursing Position)	10	16.7%
Part-Time (Non-Nursing Position)	1	1.7%
Not Employed, Seeking Work	6	10.0%
Not Employed, Not Seeking Work	1	1.7%
Total	60	100.0%

Employment Setting: The majority of employed respondents are working in the State of New Jersey (71.4 percent) followed by New York (20.4 percent) and Pennsylvania (6.1 percent). Of the 53 respondents who are employed in a nursing position, 26.9 percent report working in a medically underserved area. The most common organizational settings are hospitals (80 percent) with 36 percent of employed respondents working at community hospitals, 34 percent working at regional medical centers, and 10 percent working at specialty hospitals.

Salary Data: Of the BS respondents that are employed full-time, 40 percent report incomes between $55,000 and $69,999 followed by 32.5 percent reporting salaries of $40,000 to $54,999. The salary distribution can be seen in the chart below.

Chart 1: Salaries of BS Respondents Employed Full-Time

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Under $40,000	Between $40,000 and $54,999	Between $55,000 and $69,999	Between $70,000 and $84,999	Between $85,000 and $99,999
2.5%	32.5%	40.0%	15.0%	10.0%

BS: Plans for Further Study

While only a small percentage of BS respondents were actively enrolled to further their education (6.9 percent), the majority reported that they plan on eventually pursuing another degree or certification (79.3 percent). Of those who plan on returning to school, only 13 percent plan on enrolling at the Rutgers School of Nursing while 78.3 percent are unsure of where they would like to attend. This presents a potential recruiting opportunity for our graduate programs.

BS: Career Preparedness

The Alumni Survey asks a set of questions designed to gauge how well their academic programs prepared alumni 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 4.30, *"collaborating with members of other disciplines to deliver effective patient-centered care"* with a mean rating of 4.57, and *"applying knowledge and skills in information management and patient care technology in the delivery of nursing care"* with a mean rating of 4.76. 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
Apply a solid base in liberal education in the practice of nursing.	3.7%	5.6%	1.9%	18.5%	24.1%	37.0%	9.3%	54	5.02
Apply knowledge and skills in quality improvement and patient safety.	3.8%	5.7%	0.0%	17.0%	20.8%	37.7%	15.1%	53	5.19
Translate current evidence for best practices in the provision of nursing care.	5.6%	3.7%	1.9%	16.7%	29.6%	31.5%	11.1%	54	5.00
Apply knowledge and skills in information management and patient care technology in the delivery of nursing care.	5.6%	3.7%	9.3%	18.5%	22.2%	35.2%	5.6%	54	4.76
Understand the interplay between health care policy, finance, and regulatory environments on the nursing care situation.	3.7%	11.1%	11.1%	25.9%	25.9%	18.5%	3.7%	54	4.30
Collaborate with members of other disciplines to deliver effective patient centered care.	7.4%	9.3%	7.4%	13.0%	31.5%	20.4%	11.1%	54	4.57
Demonstrate clinical prevention and population health skills.	3.7%	7.4%	5.6%	16.7%	27.8%	33.3%	5.6%	54	4.80
Demonstrate professionalism and the values of altruism, autonomy, human dignity, integrity, and social justice.	1.9%	1.9%	1.9%	18.5%	22.2%	27.8%	25.9%	54	5.44
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.	1.9%	5.6%	1.9%	18.5%	20.4%	37.0%	14.8%	54	5.20

MSN Respondent Profile

A total of 48 respondents were MSN alumni. The majority of MSN respondents graduated from either the Family Nurse Practitioner – Primary Care program (29.2 percent) or the Adult Gerontology – Primary Care program (25.0 percent). When asked about their certification status, 84.8 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 (42.4 percent), that they received an increase in salary and/or a performance based bonus (36.4 percent) or that they found a new position in a different facility where they are happier (33.3 percent). A more detailed MSN respondent profile can found in the tables below.

Table 7: MSN Respondents by Program

Program	N	%
Family Nurse Practitioner – Primary Care	14	29.2%
Adult Gerontology – Primary Care	12	25.0%
Adult Gerontology – Acute Care	7	14.6%
Family Emergency Care	3	6.3%
Clinical Leadership	2	4.2%
Nurse Anesthesia	2	4.2%
Informatics	1	2.1%
Nurse Midwifery	1	2.1%
Pediatrics - Primary Care	1	2.1%
Women's Health	1	2.1%
Other	4	8.3%
Total	48	100.0%

Table 8: MSN Respondents – Since Graduating:

Since Graduating:	N	% *
I passed a national certification exam	28	84.4%
I got a position in a different facility where I am happier	11	33.3%
I received a promotion	3	9.1%
I received an increase in my salary/and or a performance-based bonus	12	36.4%
I increased my professional prestige among colleagues	14	42.4
I kept my job while others with the same level of experience were laid off	0	0.0

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, 93.8 percent of MSN respondents reported that they were employed. The majority are employed full-time with 85.5 percent of respondents reporting full-time employment and 8.3 percent reporting part-time employment.

Employment in Nursing: Altogether, 89.6 percent of MSN respondents reported that they were employed in a nursing position. The majority are employed full-time in in nursing positions with 81.3 percent of respondents reporting full-time employment in nursing and 8.3 percent reporting part-time employment in nursing.
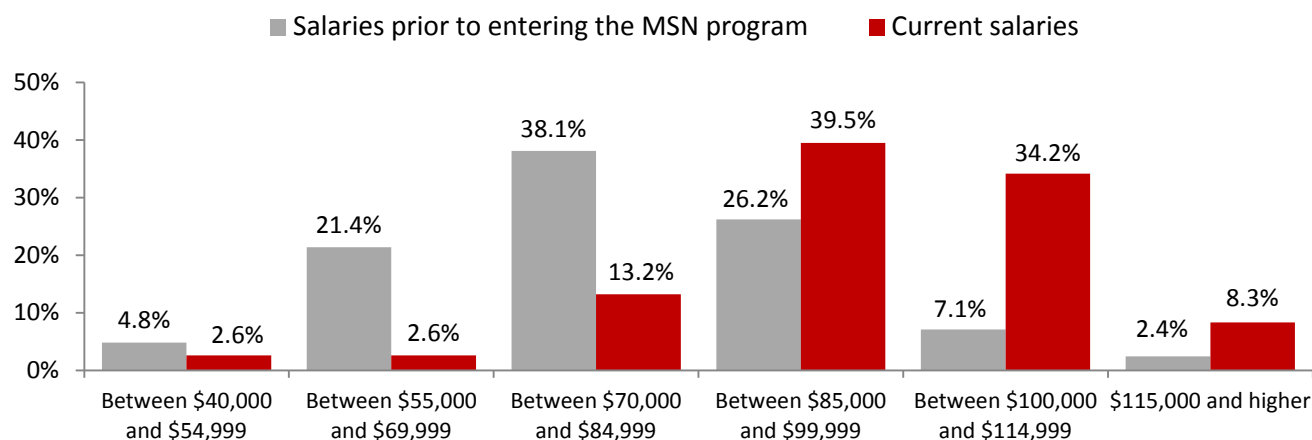
Table 9: MSN Employment Status

Primary Employment Position	N	%
Full-Time (Nursing Position)	39	81.3%
Full-Time (Non-Nursing Position)	2	4.2%
Part-Time (Nursing Position)	4	8.3%
Part-Time (Non-Nursing Position)	0	0.0%
Not Employed, Seeking Work	3	6.3%
Not Employed, Not Seeking Work	0	0.0%
Total	48	100.0%

Employment Setting: The majority of employed respondents are working in the State of New Jersey (77.5 percent) followed by New York (15.0 percent). Of the 43 respondents who are employed in a nursing position, 21.4 percent report working in a medically underserved area. Nearly three-quarters (72.1 percent) of MSN respondents report working in direct patient care with 46.5 percent practicing in primary care and 25.6 percent in non-primary care. Over half that are employed are working in hospitals (51.2 percent) with 24.4 percent of employed respondents working at a community hospital, 24.4 percent working at a regional medical center, and 2.4 percent working at a specialty hospital. Another 19.5 percent report they are employed at a clinic.

Salary Data: Of the MSN respondents that are employed full-time, 39.5 percent report incomes between $85,000 and $99,999 followed by 34.2 percent reporting salaries of $100,000 to $114,999. These reported salaries are much higher as a whole than the salaries respondents reported earning when they entered the MSN program. The chart below juxtaposes the salaries that MSN respondents reported earning prior to entering the MSN program with the salaries their current salaries.

Chart 2: Salaries of MSN Respondents Employed Full-Time

■ Salaries prior to entering the MSN program   ■ Current salaries

Salary Range	Prior	Current
Between $40,000 and $54,999	4.8%	2.6%
Between $55,000 and $69,999	21.4%	2.6%
Between $70,000 and $84,999	38.1%	13.2%
Between $85,000 and $99,999	26.2%	39.5%
Between $100,000 and $114,999	7.1%	34.2%
$115,000 and higher	2.4%	8.3%

MSN: Plans for Further Study

When asked about their future plans of study, most MSN respondents reported that they were not enrolled and undecided on whether they would pursue another degree/certification (41.3 percent). Close to a third (30.3 percent) reported that they were not currently enrolled but planned on furthering their education at a later time. Only 4.3 percent of respondents were currently pursuing another degree/certification.

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 0.48. The table below shows how each area of career preparedness was rated by MSN respondents.

Table 10: MSN 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
Synthesize knowledge from nursing, biological, behavioral, social, administrative, educational, and communication sciences for application to area of specialty.	2.3%	0.0%	14.0%	7.0%	20.9%	32.6%	23.3%	43	5.35
Model excellence in nursing leadership to improve nursing practice within the health care system.	2.3%	2.3%	11.6%	16.3%	9.3%	37.2%	20.9%	43	5.23
Frame problems, design interventions, specify outcomes, maintain quality while focusing on patient safety.	4.7%	0.0%	9.3%	14.0%	14.0%	39.5%	18.6%	43	5.26
Demonstrate scholarly inquiry and reflection that exemplifies clinical reasoning, critical, creative, and systems thinking.	2.4%	0.0%	11.9%	11.9%	14.3%	35.7%	23.8%	42	5.38
Use information technology and knowledge-based resources to inform practice.	2.3%	0.0%	11.6%	9.3%	18.6%	32.6%	25.6%	43	5.42
Function within an ethical-legal framework.	2.4%	0.0%	4.8%	9.5%	9.5%	47.6%	26.2%	42	5.71
Collaborate inter-professionally with colleagues to improve patient and population health outcomes.	2.3%	0.0%	7.0%	14.0%	7.0%	41.9%	27.9%	43	5.60
Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	2.3%	0.0%	9.3%	16.3%	11.6%	34.9%	25.6%	43	5.42
Engage in lifelong learning activities that contribute to the professional nursing development and advancement of the nursing profession.	2.4%	0.0%	7.1%	14.3%	11.9%	40.5%	23.8%	42	5.50

DNP Respondent Profile

A total of 12 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 two years we expect to see a drastic increase in the number of DNP alumni survey respondents. Also of note, 100 percent of DNP respondents reported that since graduating, their professional prestige has increased among colleagues.

DNP: Current Employment

Overall Employment: Altogether, nearly all DNP respondents (11 of 12) reported that they were employed and all 11 of those reporting employment, reported full-time employment. Of the 11 that are employed, 10 are employed in a nursing position. The one DNP respondent that is unemployed reported that they are not seeking work.

Table 11: DNP Employment Status

Primary Employment Position	N	%
Full-Time (Nursing Position)	10	91.7%
Full-Time (Non-Nursing Position)	1	8.3%
Part-Time (Nursing Position)	0	0.0%
Part-Time (Non-Nursing Position)	0	0.0%
Not Employed, Seeking Work	0	0.0%
Not Employed, Not Seeking Work	1	8.3%
Total	12	100.0%

Employment Setting: Slightly more than half of employed respondents are working in the State of New Jersey (6 of 11) followed by New York (3 of 11). Of the 10 respondents who are employed in a nursing position, half report working in a medically underserved area (5 of 10). Half of the DNP respondents working in nursing (5 of 10) report working in management or administration.

Salary Data: Of the DNP respondents that reported an annual salary, the majority reported an income of $130,000 or higher (7 of 9). Another 2 reported salaries under $130,000 but still higher than $100,000.

DNP: Plans for Further Study

When asked about their future plans of study, only one DNP respondent reported that they were currently pursuing another degree/certification, four reported that they plan on eventually pursuing another degree/certification, two have no further plans for study, and three are undecided.

DNP: Career Preparedness

DNP alumni were asked to rate eight different aspects of their program congruent with the AACN DNP Essentials. Based on a 7 point likert scale, examination of means reveal that the lowest rated area of preparation was in *"using information technology to evaluate the delivery of health care to individuals and internal/community systems"* (mean of 5.22). The highest performing areas of preparedness included *"integrating biophysical, psychological, organizational, ethical, and legal knowledge with nursing science as a foundation for expert clinical nursing practice in a specific nursing clinical specialization"* (mean of 6.11), *"Providing organizational leadership for balancing productivity and practice management to maximize population health outcomes"* (mean of 6.00) and *"translating research findings into evidence-based practice at the individual and health care system levels"* (mean of 6.00). The table below shows how each area of career preparedness was rated by DNP respondents.

Table 12: DNP Career Preparedness

How well did your BS program prepare you to:	Not at all 1 %	2 %	3 %	4 %	5 %	6 %	Extremely well 7 %	Total N	Mean
Integrate biophysical, psychological, organizational, ethical, and legal knowledge with nursing science as a foundation for expert clinical nursing practice in a specific nursing clinical specialization.	0	0.0%	0	0.0%	1	11.1%	0	9	6.11
Provide organizational leadership for balancing productivity and practice management to maximize population health outcomes.	0	0.0%	0	0.0%	0	0.0%	0	9	6.00
Translate research findings into evidence-based practice at the individual and health care system levels.	1	11.1%	0	0.0%	0	0.0%	0	9	6.00
Use information technology to evaluate the delivery of health care to individuals and internal and community systems.	0	0.0%	1	11.1%	1	11.1%	1	9	5.22
Effect desired change by developing and implementing policies at different levels of the health care system and with different constituencies.	0	0.0%	1	11.1%	0	0.0%	1	9	5.67
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.	0	0.0%	1	11.1%	0	0.0%	1	9	5.67
Provide leadership in health promotion and risk reduction/illness prevention for individuals and families for to improve population health within.	0	0.0%	0	0.0%	0	0.0%	2	9	5.67
Demonstrate advanced knowledge and skills in the planning and delivery of health and illness management in a specific nursing clinical specialization.	0	0.0%	1	11.1%	0	0.0%	1	9	5.78
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.	0	0.0%	0	0.0%	1	11.1%	0	9	6.11