

# ALUMNI SURVEY REPORT 2021 - 2022





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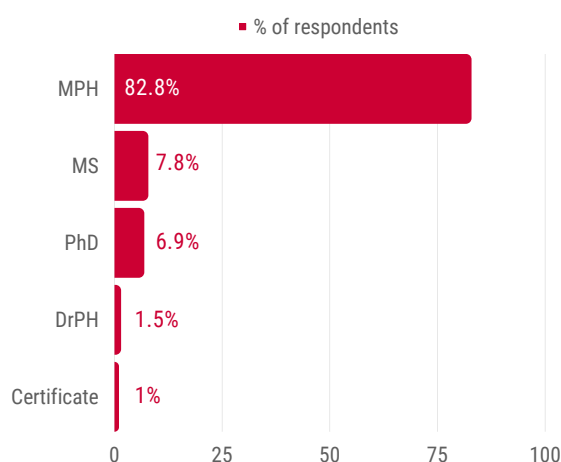
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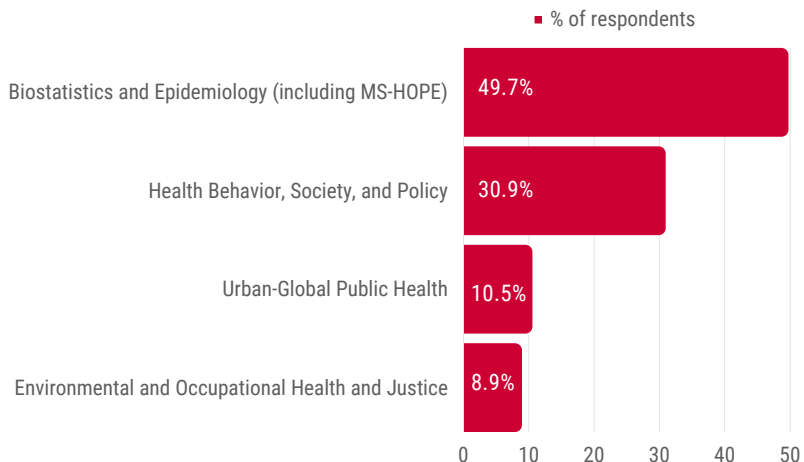
# RESPONDENT DEMOGRAPHICS

The Annual Alumni Survey begins with demographic questions to help describe the respondent group. These demographics are summarized below.

## DEGREE PROGRAM (n = 204)

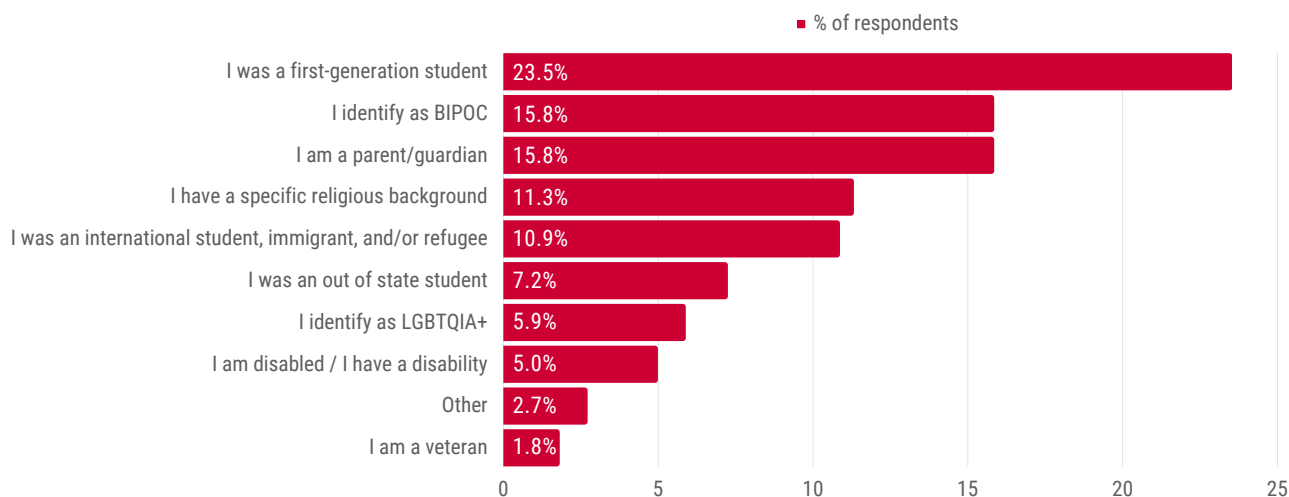


## DEPARTMENT (n = 191)



Overall, the Rutgers School of Public Health's degree program and department enrollments are represented fairly accurately in the respondent group, although the exact proportions vary from survey to actual enrollment. MPH students do represent the largest proportion of students/alumni, but are slightly overrepresented in the respondent group (accounting for 70% of Fall 2023 enrollment and 82.8% of survey respondents). The Department of Urban-Global Public Health currently has the highest enrollment for Fall 2023 (33.6% of students), followed by the Department of Biostatistics and Epidemiology (29.4%). The differences in survey response proportions for departments reflect historical trends (e.g., epidemiology has consistently been the school's most popular concentration) and the more limited number of alumni for newer programs (e.g., most concentrations within the Department of Urban-Global Public Health have launched in the last five years, with many students in these programs still enrolled).

## COMMUNITIES AND CHARACTERISTICS (n = 221)



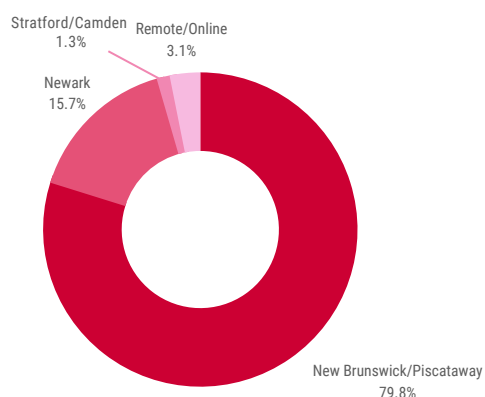
Questions regarding respondents' communities and identities were included in this year's survey to help guide planning and decision-making related to alumni services, resources, and programming. Respondents had the option to select as many relevant communities/characteristics as appropriate.

2021 - 2022

# RESPONDENT DEMOGRAPHICS

The Annual Alumni Survey begins with demographic questions to help describe the respondent group. These demographics are summarized below.

## PRIMARY CAMPUS LOCATION (n = 223)



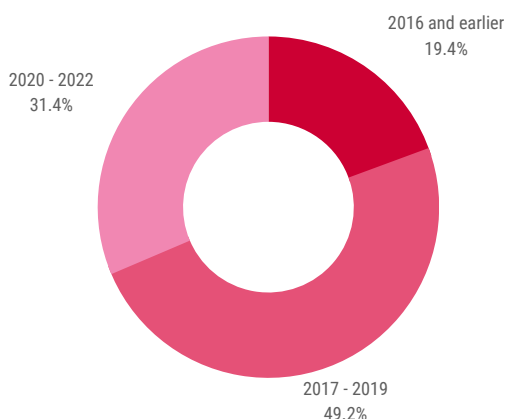
Historically, most Rutgers School of Public Health students have enrolled in courses at the New Brunswick/Piscataway location, as the majority of course offerings are held there.

Newark enrollment is expected to increase among future alumni cohorts, following the addition of a third classroom space in Spring 2023.

Prior to 2020, the only remote courses were offered during the summer terms. Starting in Spring 2020, courses turned remote as a result of the COVID-19 pandemic and continue to be a desired course format for many students.

Courses on the Stratford/Camden location were phased out in 2018.

## CLASS YEAR (n = 191)



The majority of alumni respondents have graduated within the last five years (2018 - present).

The Class of 2019 represents the largest proportion, accounting for 25% of all respondents.

Alumni from 2018 - 2020 alone account for 62% of respondents.

2021 - 2022

# SCHOOL EXPERIENCE

The Annual Alumni Survey Educational Experience module asks about alumni satisfaction with their overall experience at the school when enrolled as a student.



## 86.81%

*of respondents Somewhat Satisfied or Extremely Satisfied with their decision to attend Rutgers School of Public Health*

### OVERALL STUDENT EXPERIENCE

Respondents were asked to rate their level of agreement (1-Strongly Disagree to 5-Strongly Agree) with various statements regarding their school experience. The total n for each statement ranges from 176 - 182.

#### COURSEWORK & LEARNING

Statement	% Agree + % Strongly Agree (n)
Class sizes were conducive to learning.	94.0% (171)
The core curriculum provided me with a solid foundation in relevant public health principles and competencies.	92.3% (167)
My required courses fostered integration and application across public health concepts/topics.	87.4% (159)
The school's facilities were conducive to learning.	86.8% (158)
The selection of elective courses met my needs.	76.4% (139)
My fieldwork/practicum/research provided me with the experience and rigor I needed.	69.2% (126)
Online/web-based courses were effective and met my expectations.	47.2% (83)

#### FACULTY AND STAFF ADVISEMENT AND SUPPORT

Statement	% Agree + % Strongly Agree (n)
School of Public Health faculty, administration and staff were responsive to my individual or special needs.	80.7% (146)
School of Public Health communications kept me informed and updated.	78.5% (142)
My academic advisor was available when I needed them.	71.3% (181)
The academic advising I received at the school was sufficient.	70.3% (128)
Students had adequate opportunities to participate in governance of the School of Public Health.	59.3% (108)

2021 - 2022

# SCHOOL EXPERIENCE

The Annual Alumni Survey Educational Experience module asks about alumni satisfaction with their overall experience at the school when enrolled as a student.

## OVERALL STUDENT EXPERIENCE (CONTINUED)

Respondents were asked to rate their level of agreement (1-Strongly Disagree to 5-Strongly Agree) with various statements regarding their school experience. The total n for each statement ranges from 176 - 182.

### MISSION AND QUALITY OF CURRICULUM AND ACTIVITIES

Statement	% Agree + % Strongly Agree (n)
Respect for all individuals, including students, faculty, staff and the public were reflected in the School of Public Health curriculum and activities.	89.4% (161)
Cultural diversity was reflected in the School of Public Health curriculum and activities.	76.2% (138)
Essential professional skills were reflected in the School of Public Health curriculum and activities.	75.7% (137)
Service to communities, governments and other constituencies were reflected in the School of Public Health curriculum and activities.	74.6% (135)
Social justice was reflected in the School of Public Health curriculum and activities.	65.6% (118)

### OVERALL EXPERIENCE AND REPUTATION

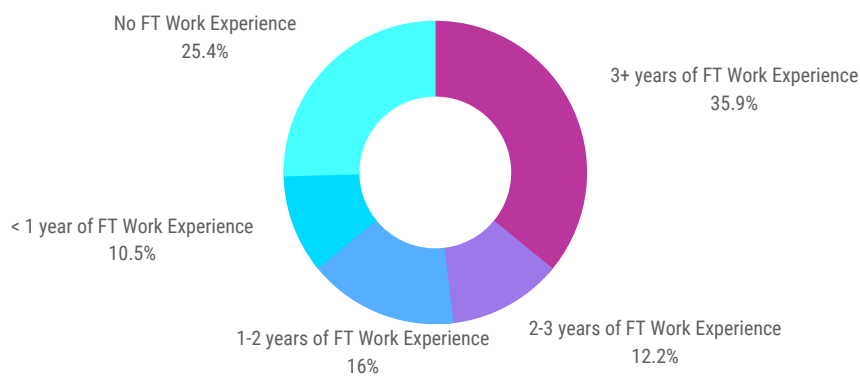
Statement	% Agree + % Strongly Agree (n)
My experience at the School was overall positive.	89.0% (162)
The School enjoyed overall positive reputation among the student body.	81.9% (149)

2021 - 2022

# ALUMNI EMPLOYMENT OUTCOMES

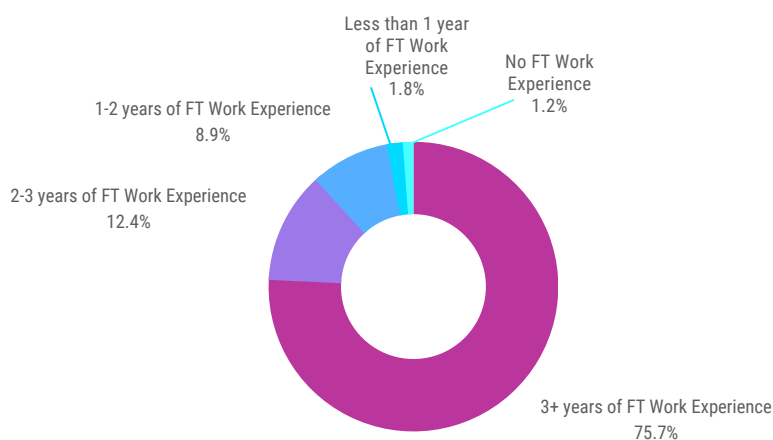
The Annual Alumni Survey Employment Experience module asks about alumni employment pre- and post-graduation from the Rutgers School of Public Health. The goal of this section is to assess overall alumni workforce outcomes and factors relevant to Career Services program planning.

## FULL-TIME EMPLOYMENT PRIOR TO OR DURING DEGREE (n = 181)



Three-fourths of alumni reported having at least some full-time (FT) work experience prior to or concurrent with their most recent degree at the school, with nearly half having at least two years of full-time work experience.

## FULL-TIME EMPLOYMENT TO DATE (n = 169)



To date (prior to, during, and after degree), 75% of alumni report having 3+ years of full-time work experience.

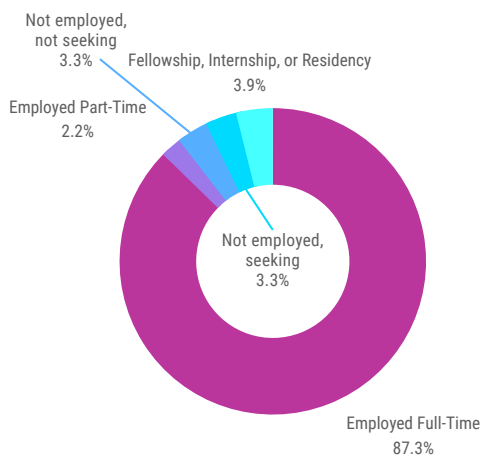
Only two alumni respondents out of 169 (both graduated in 2022) reported having no full-time work experience to date at the time of the survey.

2021 - 2022

# ALUMNI EMPLOYMENT OUTCOMES

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## CURRENT EMPLOYMENT (n = 181)



At the time of the survey, 87.3% of alumni reported that they were employed full-time.

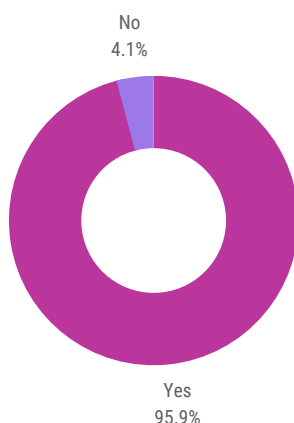
Just three percent of alumni (n = 6) reported being unwillingly unemployed (i.e., "Not Employed, Seeking Employment"), slightly below the national U.S. employment rate in September 2022. These alumni range in graduation year (one alumni each from 2016, 2017, 2018, and 2021; two alumni from 2019).

## RELEVANCE TO PUBLIC HEALTH (n = 169)

### Related to Health

Approximately 96% of alumni consider their work to be health-related in some way.

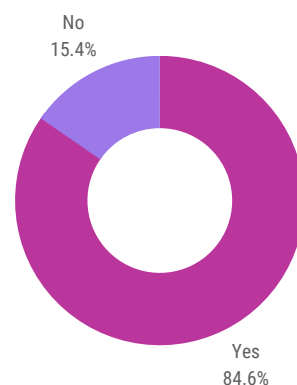
Among those who do not consider their work health related (n = 7), no clear trends emerged with regard to specific employer types.



### Related to Public Health

A smaller proportion of alumni (approximately 85%) consider their work to be *public* health-related.

Among those who do not consider their work public health-related (n = 26), approximately 46% reported current employment in the for-profit sector and 23% reported current employment in a hospital/healthcare system.

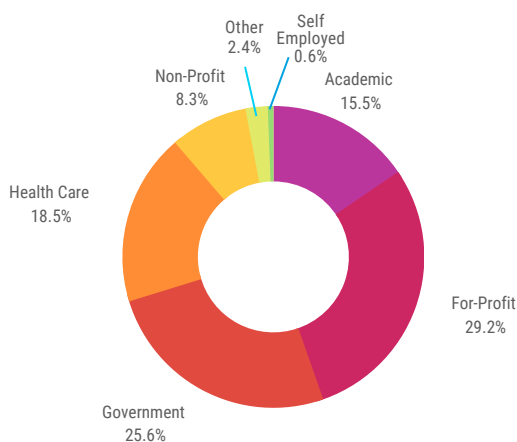


2021 - 2022

# ALUMNI EMPLOYMENT OUTCOMES

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## ALUMNI EMPLOYMENT SECTORS (n = 168)

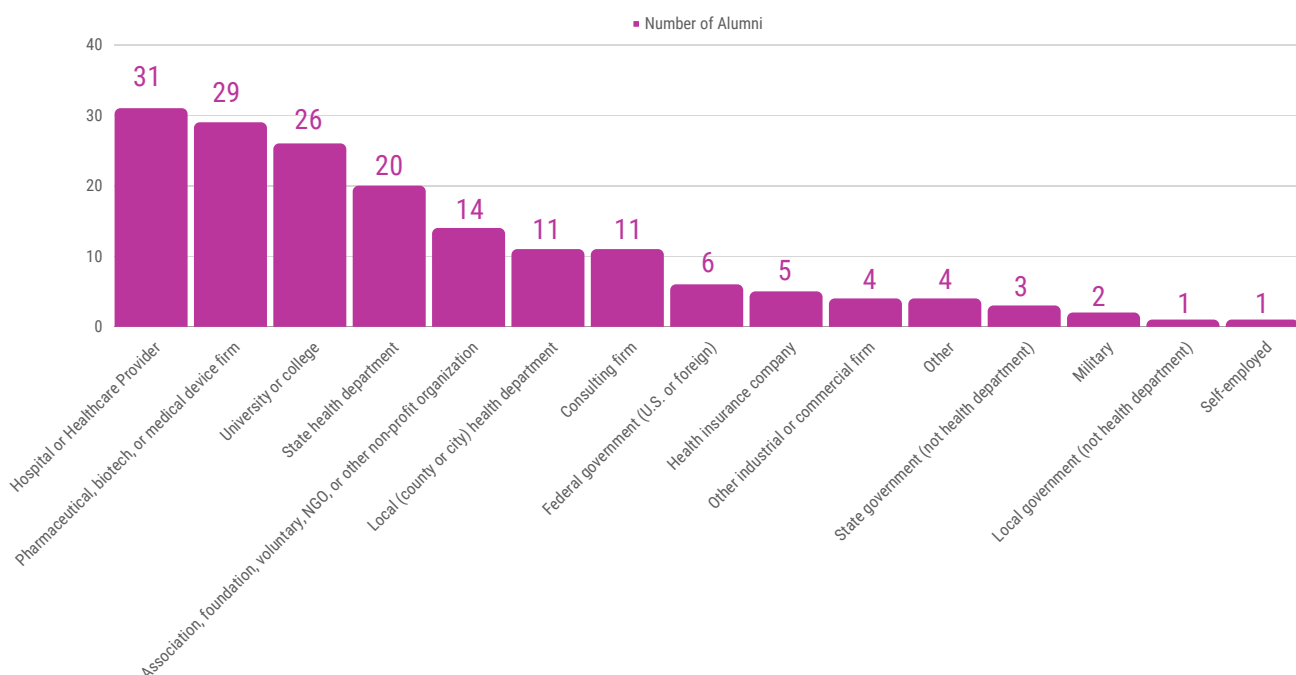


The current top employment sector for alumni is the For-Profit sector, followed closely by Government.

The higher proportion of for-profit careers among alumni (when compared to other schools and programs of public health) is likely due, in part, to the exceptionally high concentration of pharmaceutical and life sciences companies and career opportunities in the New Jersey area.

## ALUMNI EMPLOYMENT SETTINGS (n = 168)

Looking at the different employment settings within each sector, the top three alumni employment settings are **(1) hospitals and healthcare providers**, **(2) pharmaceutical, biotech, and medical device firms**, and **(3) universities/colleges**.



2021 - 2022

# ALUMNI EMPLOYMENT OUTCOMES

The Annual Alumni Survey Employment Experience module asks about alumni employment pre- and post-graduation from the Rutgers School of Public Health. The goal of this section is to assess overall alumni workforce outcomes and factors relevant to Career Services program planning.

## OPEN ENDED FEEDBACK: CAREER SERVICES OVER TIME

The Office of Career Services first launched at the Rutgers School of Public Health during the Fall 2019 semester; as such, many alumni filling out the Annual Alumni Survey did not have access to formal career services during their time at the school. The Annual Alumni Survey asks alumni to indicate which services they wish had been provided. The following data have been separated into two phases - Pre-Career Services (alumni graduating January 2020 or earlier) and Post-Career Services (alumni graduating May 2020 or later) to assess differences between those who had at least one year of access to Career Services and those who did not.

### PRE-CAREER SERVICES (JANUARY 2020 OR EARLIER)

The top-requested services and resources by alumni who did not have access to the Office of Career Services were:

- *Access to job boards, links, and related opportunities and services such as job placement and on-campus recruitment*
- *Guidance and support for resumes, cover letters, and other professional materials*
- *Opportunities to network with alumni, hear about possible career pathways, and receive mentorship*

### POST-CAREER SERVICES (MAY 2020 OR LATER)

The top-requested services and resources by alumni who have had access to the Office of Career Services (regardless of whether they have used it) were:

- *Guidance and support for resumes, cover letters, and other professional materials*
- *Increased access to job opportunities, placement, and search support, with an emphasis on employer relations*
- *Interviewing support, including skill-building sessions and mock interviews*

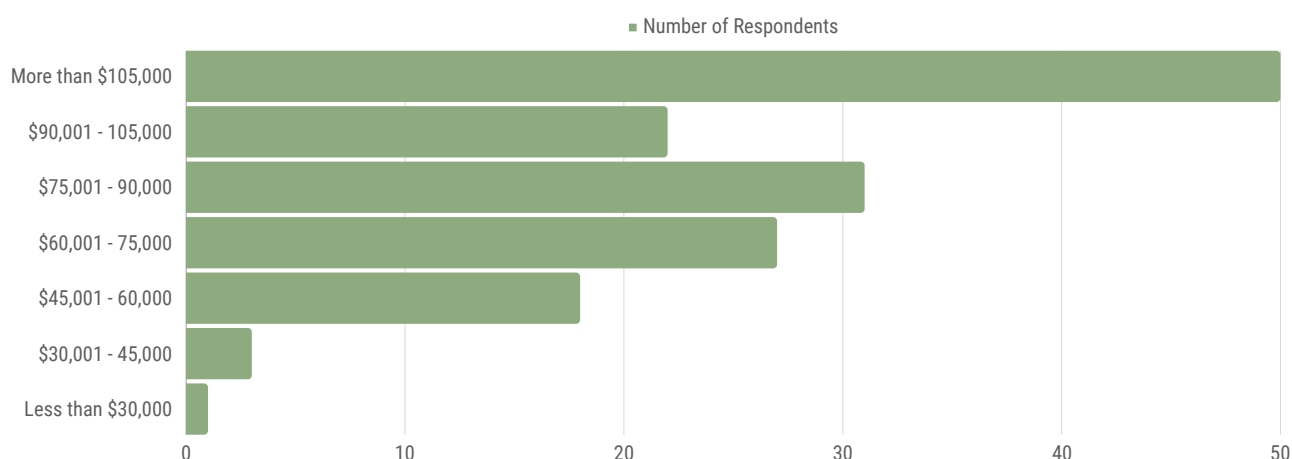
All of these services and resources have since been implemented within the Office of Career Services between 2019 - 2022.

2021 - 2022

# ALUMNI FINANCIAL OUTCOMES: SALARY & DEBT

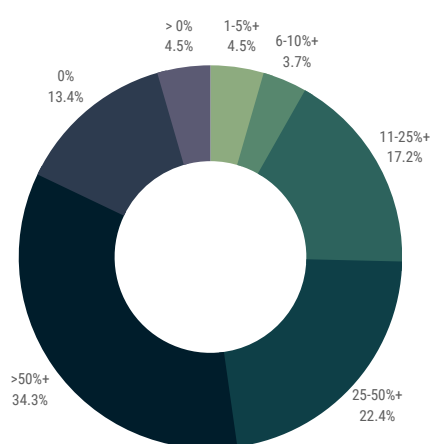
The Annual Alumni Survey Salary & Student Loan Debt module asks about alumni financial outcomes post-graduation from the Rutgers School of Public Health. The goal of this section is to provide insights on the return on investment of a school of public health degree and to guide student/alumni programming related to topics such as salary negotiation, loan forgiveness, and overall financial literacy.

## ANNUAL SALARY FOR ALUMNI WORKING FULL-TIME (n = 157)



Current reported annual salaries for Rutgers School of Public Health alumni who report currently working full-time (n = 157) appear to be higher than nationally representative data (ASPPH, 2021), with nearly one-third of alumni reporting annual salaries of more than \$105,000. Approximately 20% of alumni from both 2019 and 2020, the two years most impacted by COVID-19 pandemic hiring challenges, reported salaries in the \$105,000+ range. About half of alumni working full-time reported salaries within the three bands seen most frequently across the public health field - \$45,001 - 60,000, \$60,001 - \$75,000, and \$75,001 - \$90,000.

## RETURN ON INVESTMENT: SALARY INCREASE (n = 152)



Rutgers School of Public Health alumni report a strong return on investment related to salary, with 82% of alumni who were employed prior to their degree reporting a salary increase post-degree. Among alumni reporting a salary increase, approximately 70% had an increase of 25% or more.

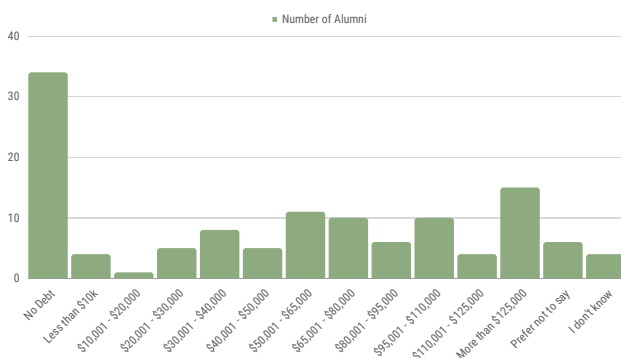
Approximately 14% of alumni reported no employment prior to their degree and did not report any salary change as a result.

2021 - 2022

# ALUMNI FINANCIAL OUTCOMES: SALARY & DEBT

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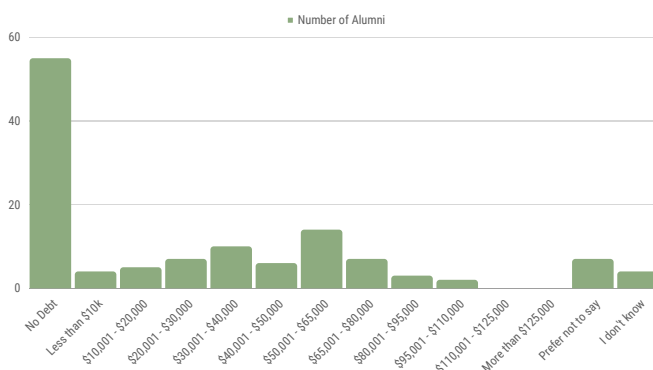
## LOAN DEBT: OVERALL | INCLUDES ALUMNI 2018 - PRESENT (n = 123)



While most alumni carry some student loan debt, there is wide variation in how much. More than one-fourth of alumni from 2018 - present carry no student loan debt at all.

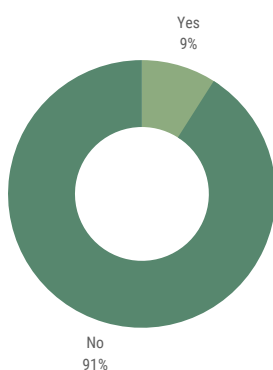
Of particular note is the 12% of alumni (n = 15) who have a student loan debt burden of more than \$125,000.

## LOAN DEBT: SPH DEGREE | INCLUDES ALUMNI 2018 - PRESENT (n = 124)



44% of alumni report having no student loan debt from their Rutgers School of Public Health degree. This is likely due to a combination of factors, including the availability of Rutgers tuition remission and the availability of payment plans for part- and full-time students.

## LOAN FORGIVENESS | INCLUDES ALUMNI 2018 - PRESENT (n = 122)



While most alumni carry some student loan debt, over 90% reported not seeking federal loan forgiveness through programs such as PSLF. Future administrations of the Alumni Survey will aim to assess students' loan types (e.g., federal or private) and longer-term career goals related to public service, to identify priorities related to raising awareness around applicable forgiveness programs.

2021 - 2022

# DEGREE & CONCENTRATION COMPETENCIES

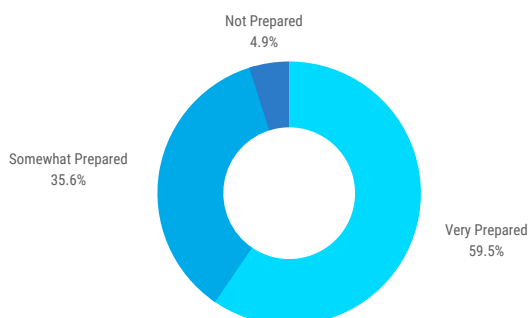
The Annual Alumni Survey Competencies module asks about how well alumni feel their degree and concentration prepared them in the competency areas. The goal of this section is to assess how well the School has prepared students to conduct the work and implement the skills their degrees and concentrations are designed to train them to do.

## PREPAREDNESS WITHIN COMPETENCIES

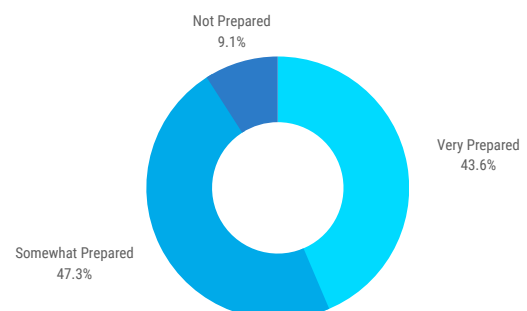
### Degree of Preparedness (% of Alumni)

The Competencies module question regarding preparedness within competencies first asks respondents to rate the extent to which they felt prepared to apply the concentration competencies, on a 3-point scale (Very Prepared, Somewhat Prepared or Not Prepared). Results are reported below, organized by degree program.

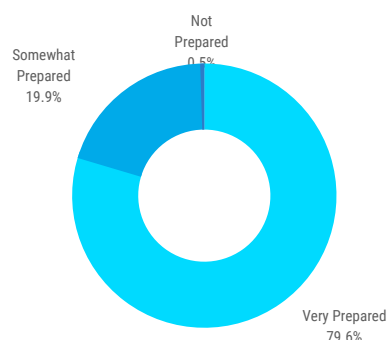
**MPH Degree Alumni (n = 129)**



**MS Degree Alumni (n = 11)**



**Doctoral Degree Alumni (n = 16)**



Overall, doctoral alumni respondents felt the most prepared in the knowledge, skills, abilities of their degree and concentration with nearly 100% of respondents reporting they felt Very to Somewhat Prepared to apply the competencies of their degree in their current job. Approximately 95% of MPH alumni respondents felt Very to Somewhat Prepared to apply the competencies of their degree in their current job while over 90% of MS alumni respondents felt the same.

2021 - 2022

# DEGREE & CONCENTRATION COMPETENCIES

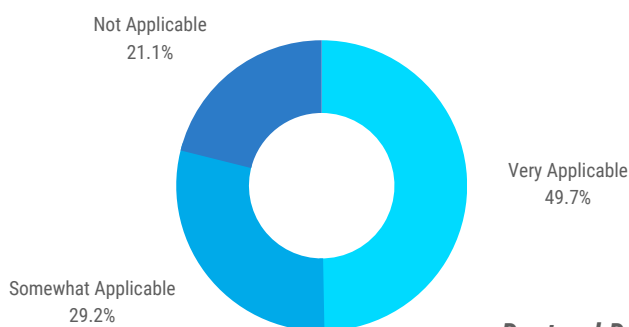
The Annual Alumni Survey Competencies module also asks about the applicability of the competencies of the alumni's degree to their job after graduation. The goal of this section is to assess the extent to which the competencies are applicable to current workforce needs.

## APPLICABILITY OF COMPETENCIES TO CURRENT JOB

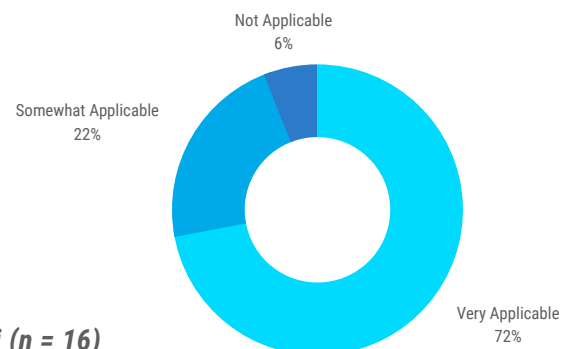
### Degree of Applicability to Current Job (% of Alumni)

The Competencies module question regarding applicability of the competencies to the respondent's current job asks respondents to rate whether the competencies were applicable in their job after graduation, on a 3-point scale (Very Applicable, Somewhat Applicable or Not Applicable). Results are reported below, organized by degree program.

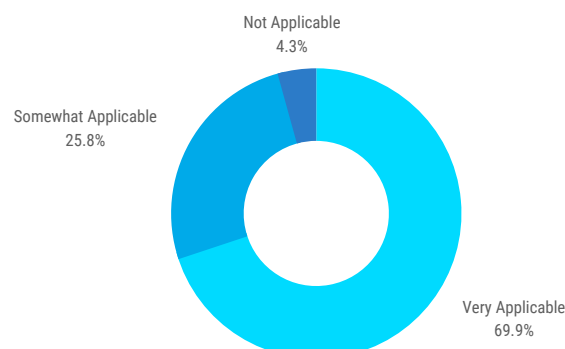
**MPH Degree Alumni (n = 129)**



**MS Degree Alumni (n = 11)**



**Doctoral Degree Alumni (n = 16)**



Once again, doctoral alumni respondents felt the knowledge, skills, abilities of their degree and concentration were the most applicable with over 95% of respondents reporting they felt the competencies of their degree were Very to Somewhat Applicable in their current job. Approximately 94% of MS alumni respondents felt the competencies for their degree with Very to Somewhat Applicable in their current job while nearly 80% of MPH alumni respondents felt the same.

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# OPEN-ENDED FEEDBACK

The Annual Alumni Survey closes with two open-ended questions, prompting alumni to highlight positive aspects of their degree program and share insights, recommendations, and feedback for improvement.

## POSITIVE FEEDBACK AND PRAISE

Alumni highlighted the following ways that faculty, staff, class structure, and fellow students helped to promote a positive and supportive learning environment while in the School that helped prepare them for their post-graduate plans:

- *Faculty were knowledgeable in their fields, approachable for support, enthusiastic in their teaching styles, and understanding of student's external obligations*
- *Advisors and staff were patient, caring, and invested in seeing students succeed*
- *Camaraderie between students in classes and within departments helped develop a community and network they still rely on after graduation*
- *Flexibility in class times, small class sizes, and customizability for degree completion plans permitted working students with an opportunity to thrive*



## AREAS OF IMPROVEMENT

Alumni indicated a series of recommendations that should be implemented to better support students in successfully completing their degree requirements, prepare students to demonstrate desired professional skills, and promote a continued sense of community after graduation.

Specifically, they highlighted the following aspects:

- *Increased support and advisement in finding APE placements, submitting to IRB, and fulfilling Practicum Capstone requirements, especially for working students*
- *Classes should integrate current events into course discussion and content, and incorporate practical real-world applications for course topics in public health careers*
- *Across all concentrations, provide opportunities to get more familiar with and learn how to analyze complex data, use variety of data analysis programs, write grants, network with working professionals, and effectively communicate research in publications and public presentations*
- *Provide more options to socialize, connect, and remain in communication with other alumni and School after graduation, outside of requests to donate financially*

# CONTACT

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