

### B3. Post-Graduation Outcomes

The school collects and analyzes data on graduates' employment or enrollment in further education post-graduation, for each public health degree offered (e.g., BS, MPH, MS, PhD, DrPH).

The school achieves rates of 80% or greater employment or enrollment in further education within the defined time period for each degree.

- 1) Data on post-graduation outcomes (employment or enrollment in further education) for each degree. See Template B3-1.

<b>Table B3-1.1: Post-Graduation Outcomes for BPH</b>			
<b>Outcome</b>	<b>2016-2017 Number and percentage</b>	<b>2017-2018 Number and percentage</b>	<b>2018-2019 Number and percentage</b>
Employed	N/A	12 (42.9%)	17 (39.5%)
Continuing education/training (not employed)	N/A	11 (39.2%)	23 (53.5%)
Not seeking employment or not seeking additional education by choice	N/A	0 (0%)	0 (0%)
Actively seeking employment or enrollment in further education	N/A	1 (3.6%)	1 (2.3%)
Unknown	N/A	4 (14.3%)	2 (4.7%)
<b>Total</b>	<b>N/A</b>	<b>28 (100%)</b>	<b>43 (100%)</b>

<b>Table B3-1.2: Post-Graduation Outcomes for MPH</b>			
<b>Outcome</b>	<b>2016-2017 Number and percentage</b>	<b>2017-2018 Number and percentage</b>	<b>2018-2019 Number and percentage</b>
Employed	39 (47.0%)	59 (62.8%)	53 (66.3%)
Continuing education/training (not employed)	16 (19.3%)	19 (20.2%)	13 (16.3%)
Not seeking employment or not seeking additional education by choice	0 (0%)	0 (0%)	0 (0%)
Actively seeking employment or enrollment in further education	0 (0%)	1 (1.1%)	4 (5%)
Unknown	28 (33.7%)	15 (16.0%)	10 (12.5%)
<b>Total</b>	<b>83 (100%)</b>	<b>94 (100%)</b>	<b>80 (100%)</b>

<b>Table B3-1.3: Post-Graduation Outcomes for MS in Biostatistics and MS in Epidemiology</b>			
<b>Outcome</b>	<b>2016-2017 Number and percentage</b>	<b>2017-2018 Number and percentage</b>	<b>2018-2019 Number and percentage</b>
Employed	1 (10%)	9 (56.3%)	15 (60.0%)
Continuing education/training (not employed)	1 (10%)	1 (6.7%)	10 (40.0%)
Not seeking employment or not seeking additional education by choice	0 (0%)	0 (0%)	0 (0%)
Actively seeking employment or enrollment in further education	0 (0%)	0 (0%)	0 (0%)
Unknown	8 (80%)	6 (37.5%)	0 (0%)
<b>Total</b>	<b>10 (100%)</b>	<b>16 (100%)</b>	<b>25 (100%)</b>

<b>Table B3-1.4: Post-Graduation Outcomes for PhD in Biostatistics, PhD in Epidemiology and PhD in Public Health</b>			
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<b>Post-Graduation Outcome</b>	<b>2016-2017 Number and percentage</b>	<b>2017-2018 Number and percentage</b>	<b>2018-2019 Number and percentage</b>
Employed	6 (35.3%)	14 (66.7%)	20 (100 %)
Continuing education/training (not employed)	7 (41.2%)	7 (33.3%)	0 (0%)
Not seeking employment or not seeking additional education by choice	0 (0%)	0 (0%)	0 (0%)
Actively seeking employment or enrollment in further education	0 (0%)	0 (0%)	0 (0%)
Unknown	4 (23.5%)	0 (0%)	0 (0%)
<b>Total</b>	<b>17 (100%)</b>	<b>21 (100%)</b>	<b>20 (100%)</b>

**2) Explain the data presented above, including identification of factors contributing to any rates that do not meet this criterion's expectations and plans to address these factors.**

The BPH program has been successful in graduating students who find job placements or who go on to continued study (86.7% total), and also in achieving a high response rate for the graduate outcomes survey, with only one 2017-2018 graduate's outcome unknown.

For the MPH program, 100% of survey respondents from the 2016-2017 cohort were employed or continuing education and only 1.1% of the 2017-2018 cohort were actively seeking employment or enrollment in further education. However, the response rates to the survey can be improved. In 2016-2017, 33.7% of graduates did not respond to the outcomes survey. The following year, 2017-2018 data collection began earlier and included more frequent follow-up. The program director publicized the survey on the MPH alumni Facebook page and contacted non-respondents individually. The program director also attempted to locate non-respondents on LinkedIn. Job information from that site was confirmed through a search of the employer's website. These strategies reduced the missing respondent percentages from 34% in the previous year to 16% in 2017-2018.

In the MS in Biostatistics and MS in Epidemiology programs, 80% of graduates' outcomes were unknown in 2016-2017 due to non-response to the outcomes survey. This was noted as a weakness at the time of graduate outcomes reporting. For the following years, program directors and staff attempted to find alternate email addresses for follow-up survey attempts. If that was not successful then information on non-respondents' graduate outcomes was gathered from LinkedIn and other public online sources and confirmed through a search of the company website. The percentage of biostatistics and epidemiology graduates whose outcomes were unknown fell to 37.5% in 2017-2018.

Doctoral mentors implemented similar strategies to gather survey responses beginning in 2017-2018. This led to a reduction in unknown outcomes to 0% for that cohort.

**3) If applicable, assess strengths and weaknesses related to this criterion and plans for improvement in this area.**

Strengths:

- For those alumni who respond to the graduate outcomes survey, the percentages who are employed or who are continuing education or training are high.

Weaknesses:

- There is continued room for improvement in identifying outcomes for graduate-level non-respondents and reducing the percentage of unknown outcomes.

Plans for improvement:

- The programs will continue to start the data collection process early, ensure up-to-date email addresses are on file for alumni and emphasize the importance of collecting outcome data to alumni.
- The programs will also continue to ask the former faculty advisor to reach out personally to any student who has not responded.
- Staff will continue to search LinkedIn and the internet to determine employment status for those who do not respond and follow up with a phone call to the mobile phone on record to finalize any missing outcome data.