

**B4. 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 B4-1.*

Template B4-1

<b>Post-Graduation Outcomes: BS</b> (public health)	<b>'19-'20</b> #, %	<b>'20-'21</b> #, %	<b>'21-'22</b> #, %
Employed	19, 30%	37, 39%	42, 38%
Continuing education/training (not employed)	31, 49%	41, 44%	53, 47%
Not seeking employment or not seeking additional education by choice	0, 0%	0, 0%	0, 0%
Actively seeking employment or enrollment in further education	4, 6%	2, 2%	1, 1%
Unknown	9, 14%	14, 15%	16, 14%
<b>Total graduates (known + unknown)</b>	63	94	112

<b>Post-Graduation Outcomes: MPH</b> (Biostatistics, Public Health Generalist, Environmental Health Science and Policy, Global Environmental Health, Climate and Health, Epidemiology, Physical Activity in Public Health, Public Health Nutrition, Global Health Epidemiology and Disease Control, Global Health Program Design, Monitoring and Evaluation, Global Health Policy, Humanitarian Health, Community-Oriented Primary Care, Public Health Communication and Marketing, Health Promotion, Maternal and Child Health, Health Policy, Health Informatics and Analytics, Women, Youth and Child Health, Global Health)	<b>'19-'20</b> #, %	<b>'20-'21</b> #, %	<b>'21-'22</b> #, %
Employed	215, 36%	496, 75%	422, 76%
Continuing education/training (not employed)	16, 3%	45, 7%	45, 8%
Not seeking employment or not seeking additional education by choice	2, <1%	1, <1%	5, <1%
Actively seeking employment or enrollment in further education	8, 1%	38, 6%	26, 5%
Unknown	350, 59% <sup>19</sup>	83, 13%	59, 11%

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<sup>19</sup> Response rates were low due to the COVID-19 pandemic. Normally, students complete a survey collecting post-graduation plans to be able to order graduation ceremony tickets. Since the pandemic canceled the spring 2020 ceremony, there was no incentive for students to respond to the survey. This

<b>Total graduates (known + unknown)</b>	591	663	557
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<b>Post-Graduation Outcomes: DrPH (Public Health Generalist)<sup>20</sup></b>	<b>'19-'20 #, %</b>	<b>'20-'21 #, %</b>	<b>'21-'22 #, %</b>
Employed	6, 55%	10, 91%	5, 100%
Continuing education/training (not employed)	0, 0%	0, 0%	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	5, 46%	1, 9%	0, 0%
<b>Total graduates (known + unknown)</b>	11	11	5

<b>Post-Graduation Outcomes: MS (Public Health Microbiology and Emerging Infectious Disease, Health Data Science [Biostatistics and Bioinformatics concentrations])</b>	<b>'19-'20 #, %</b>	<b>'20-'21 No., %</b>	<b>'21-'22 #, %</b>
Employed	8, 30%	24, 75%	16, 89%
Continuing education/training (not employed)	1, 4%	0, 0%	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%	1, 3%	0, 0%
Unknown	18, 67%	7, 22%	2, 11%
<b>Total graduates (known + unknown)</b>	27	32	18

<b>Post-Graduation Outcomes: PhD (Epidemiology, Environmental Health, Global Public Health Sciences, Health Data Science [Biostatistics and Bioinformatics concentrations], Health Policy, Social and Behavioral Sciences in Public Health)</b>	<b>'19-'20 #, %</b>	<b>'20-'21 #, %</b>	<b>'21-'22 #, %</b>
Employed	1, 50%	5, 100%	6, 100%
Continuing education/training (not employed)	0, 0%	0, 0%	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	1, 50%	0, 0%	0, 0%
<b>Total graduates (known + unknown)</b>	2	5	6

response rate was flagged during the annual review of that year and CEPH required an Action Plan for improvement, which was successfully achieved for 2020-2021 cohort.

<sup>20</sup> Only residential DrPH listed. Online DrPH@GW did not start accepting students until fall 2023.

- 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 GW Office of Survey Research and Analysis is responsible for emailing graduating students each spring with an exit survey (collectively referred to as Graduation Survey). Undergraduate students complete the *Graduating Senior Survey*, which is distributed when students pick up their graduation tickets for spring commencement. Graduate students complete the *Graduate Student Graduation Survey* at the time of graduation. Both surveys have a standard set of questions that cover satisfaction with the school experience, self-assessment of skills and post-graduation plans.

Undergraduate students who either don't respond to the *Graduating Senior Survey* or respond that they have yet to solidify their post-graduation plans are emailed six months after graduation by the Office of Survey Research and Analysis. The *First Destinations Survey* asks recent alums for information about their employment outcomes. Similarly, graduate students complete the *Life After GW: Graduate Student Career Outcomes Survey*.

For the sake of comparability across years, we have recalculated percentages using only those who responded to the survey. For our undergraduates, taking into consideration only reports from BS graduates responding to surveys, over these three time periods consistently 35–44% of graduates were employed, 51–63% sought higher education and only 0.5–2% were seeking jobs at the time of the survey. For MPH graduates responding to surveys over the three time periods, 85–89% were employed, 7–9% were in higher education, 0–1% were not seeking employment and 3–6% were seeking jobs. Similarly, among MS graduates responding to surveys over the three time periods, 89–96% were employed, between 0–11% in further education and between 0–11% seeking jobs. DrPH and PhD students responding to surveys universally were employed. We interpret these findings to mean that, by and large, our graduates are successfully finding work or going on to further educational opportunities, despite the challenges (described below) in response rates. As our response rates have increased, we have not seen any increases in unemployment rates, meaning that we do not see evidence of response bias in these data.

However, it has been notable that GWSPH recorded an unusually high number of unknown post-graduation outcomes in 2019–2020, most likely due to challenges with reaching people and obtaining responses during the COVID-19 pandemic. Post-graduate outcomes are typically gathered from an electronic survey sent to students in the early spring. As another factor, GW requires graduating students to complete the survey before they are able to order graduation ceremony tickets. With the cancellation of the graduation ceremony in spring 2020, fewer surveys were completed than normal. This data was flagged during the annual review process and CEPH required GWSPH to submit an Action Plan to decrease the number of unknowns. This plan involves using LinkedIn and other social medial platforms and personal communications to identify post-graduation outcomes of students who don't respond to the Office of Survey Research and Analysis surveys. GW implemented this plan for the 2020–2021 cohort and the proportion of nonresponses decreased.

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

#### Strengths

- GWSPH graduates achieve a high rate of employment, particularly among master's and doctoral students; all available data indicate we meet CEPH criteria. Graduates of our BS programs are more likely to seek additional education or training opportunities but also have fairly low rates of unemployment.

### Challenges

- Given the size of our graduating classes, it's challenging to maintain current contact information for all graduates. This is particularly true for our international and online students. Even minus evidence for response bias, this is a potential problem nonetheless.
- Supporting career services is a heavy lift for our large cohorts, especially in the MPH, and requires continuous investment of resources.

### Future Plans

- GWSPH plans to continue efforts to boost response rates to post-graduation surveys. We are currently brainstorming ideas on how to do this. One idea that has already been implemented is to include an interview question about post-graduation outcomes in the Alum Survey and Interview.
- GWSPH intends to continue our efforts to support students with career services and career fairs, advising and mentoring practices that are evidently achieving positive post-graduation outcomes for our students. If future surveys with hoped-for higher response rates pinpoint problem areas that are currently not visible, we will assess them and take action to modify our approaches.