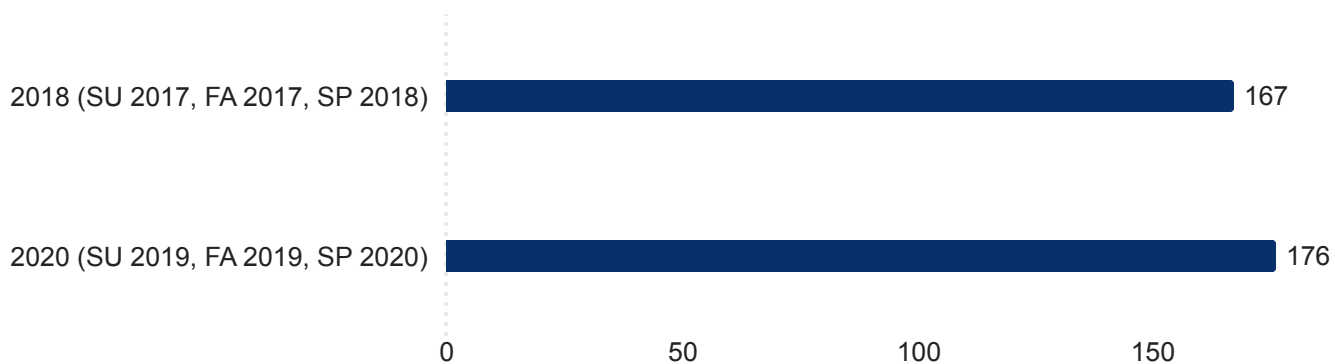EMORY | ROLLINS SCHOOL OF PUBLIC HEALTH
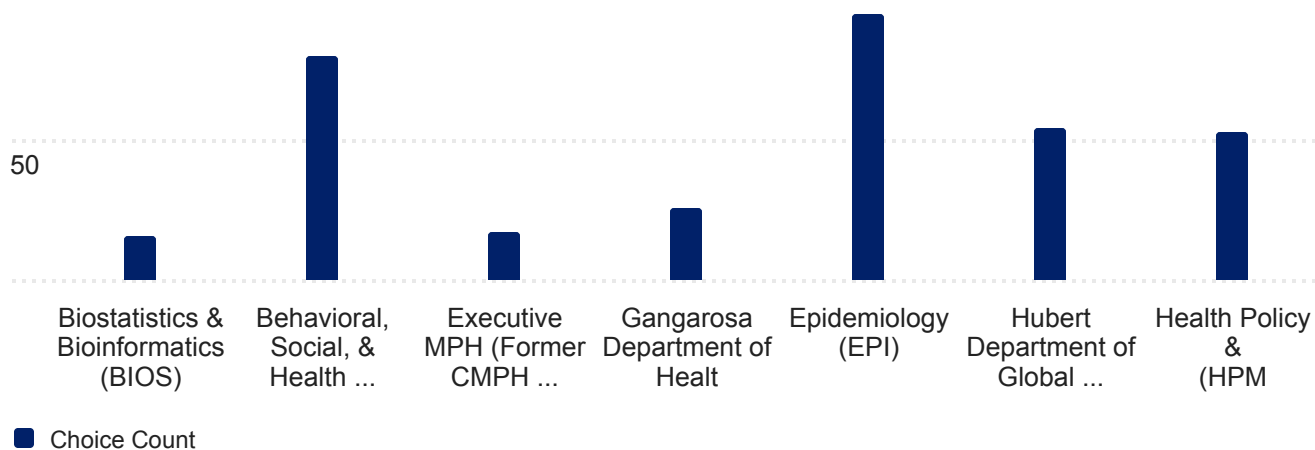
2023 RSPH 3- and 5-Year Post-Graduation Young Alumni Survey Report

All RSPH Master's Programs
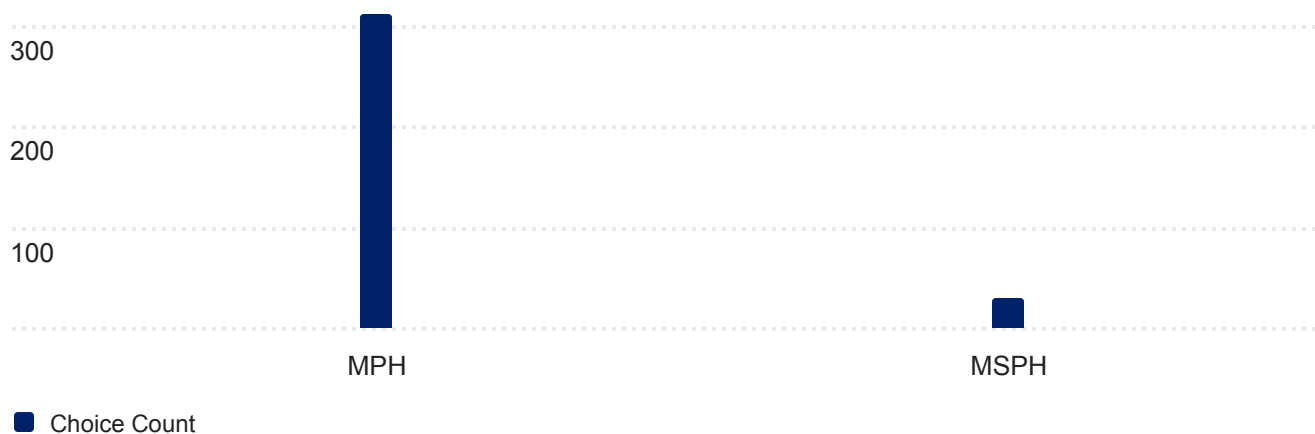
Alumni Graduation Year

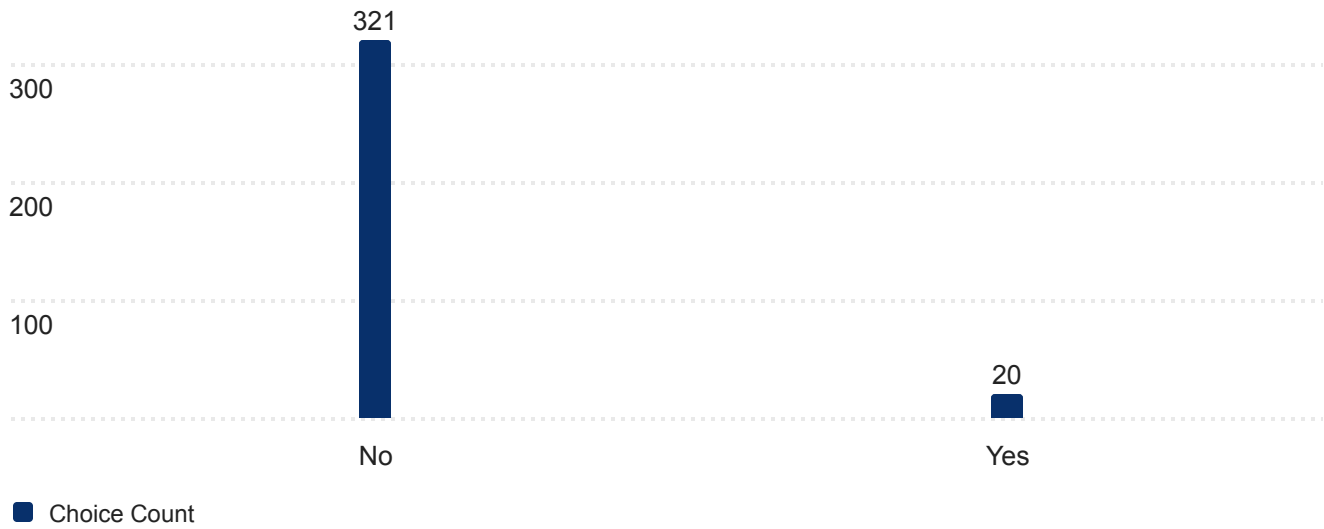| Year	Count
2018 (SU 2017, FA 2017, SP 2018)	167
2020 (SU 2019, FA 2019, SP 2020)	176

(axis: 0, 50, 100, 150)

RSPH Department/Program:

Bar chart showing Choice Count by department:
- Biostatistics & Bioinformatics (BIOS)
- Behavioral, Social, & Health ...
- Executive MPH (Former CMPH ...
- Gangarosa Department of Healt
- Epidemiology (EPI)
- Hubert Department of Global ...
- Health Policy & (HPM

(axis marker: 50)

■ Choice Count

Public Health Degree:

Bar chart showing Choice Count:
- MPH
- MSPH

(axis: 100, 200, 300)

■ Choice Count

Dual Degree Enrollment

Choice Count

List of Countries:

1. **United States of America** - Most frequently mentioned.
2. **Canada** - Listed a few times.
3. **India** - Mentioned a few times.
4. **United Kingdom** - Occasional mention.
5. **New Zealand** - Mentioned once.
6. **Denmark** - Mentioned once.
7. **Netherlands** - Mentioned once.
8. **Switzerland** - Mentioned once.
9. **China** - Mentioned a few times.
10. **Pakistan** - Mentioned once.
11. **Germany** - Mentioned once.
12. **Saudi Arabia** - Mentioned once.
13. **Uganda** - Mentioned once.
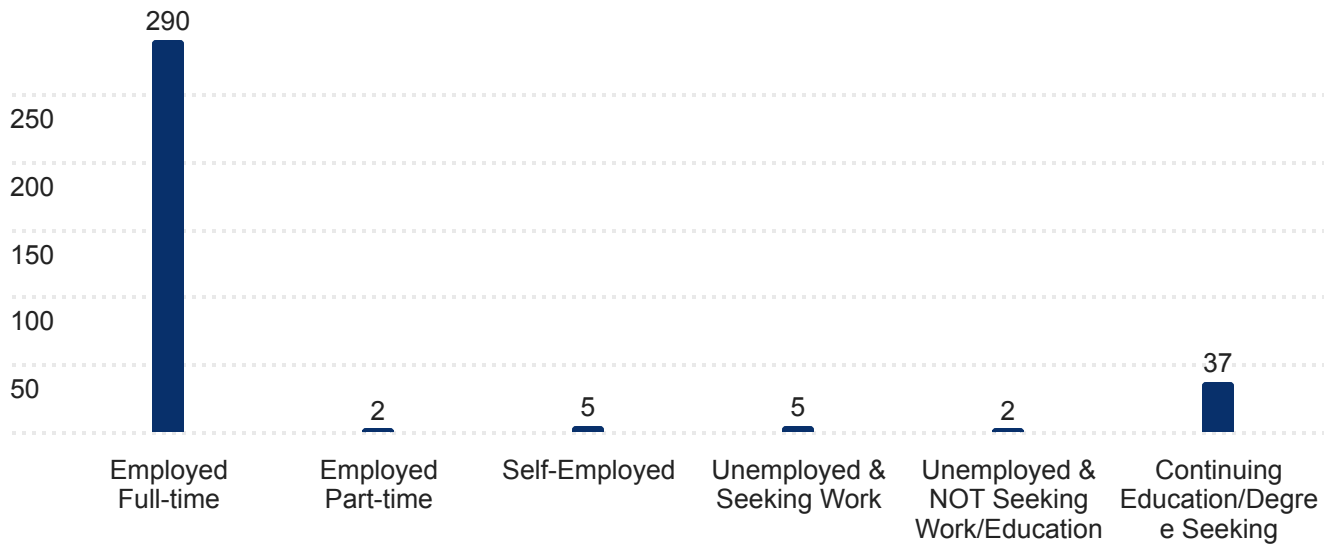14. **Eritrea** - Mentioned once.

List of States:

1. **Georgia** - Most frequently mentioned state.
2. **California** - Appears multiple times.
3. **New York** - Frequently mentioned.
4. **Illinois** - Listed often.
5. **Maryland** - Repeated several times.
6. **Texas** - Mentioned multiple times.
7. **North Carolina** - Seen frequently.
8. **Virginia** - Repeatedly mentioned.
9. **Pennsylvania** - Listed multiple times.
10. **Florida** - Mentioned several times.

Other states with notable mentions include:

- **District of Columbia** (DC)
- **Massachusetts**
- **Tennessee**
- **Michigan**
- **Washington**
- **Rhode Island**
- **Colorado**
- **Ohio**
- **Wisconsin**
- **Oregon**
- **South Carolina**
- **Louisiana**
- **Arkansas**
- **Minnesota**
- **New Jersey**

Georgia stands out with the highest frequency, while **California**, **New York**, and **Illinois** also appear prominently.

Current Employment Status
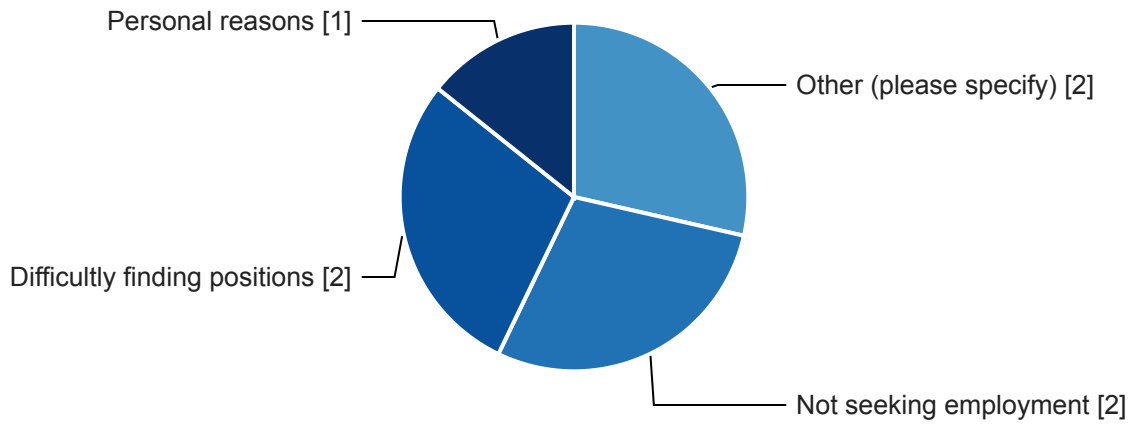

Category	Value
Employed Full-time	290
Employed Part-time	2
Self-Employed	5
Unemployed & Seeking Work	5
Unemployed & NOT Seeking Work/Education	2
Continuing Education/Degree Seeking	37

Unemployment Duration

Less than 6 months [43%]	
6 months - 12 months [29%]	
More than 1 year [29%]	

Field	Choice Count	
Less than 6 months	42.86%	3
6 months - 12 months	28.57%	2
More than 1 year	28.57%	2
Total		7

Reason for Unemployment

Personal reasons [1]

Other (please specify) [2]

Difficultly finding positions [2]

Not seeking employment [2]

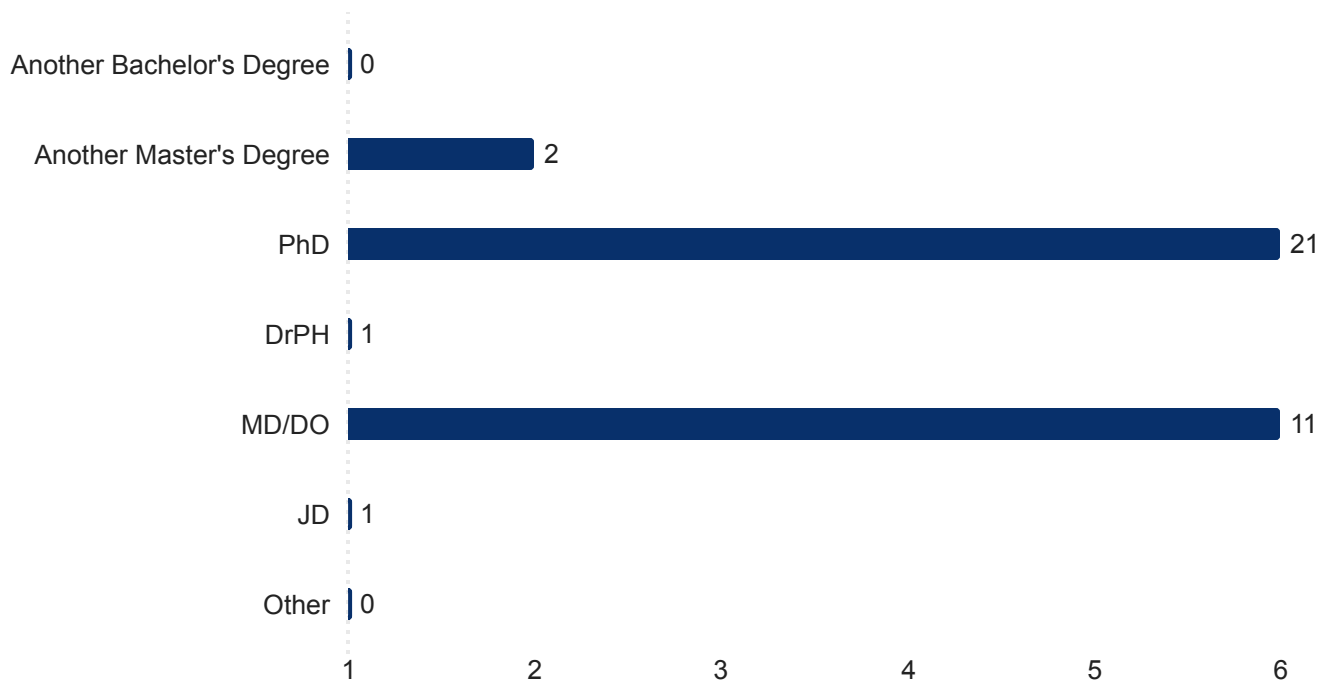# C1 - What school do you currently attend? (Please no abbreviations)

- **Public Health and Related Fields**
    - University of Iowa College of Public Health
    - Tulane School of Public Health and Tropical Medicine
    - University of California, Berkeley
    - Drexel University Dornsife School of Public Health
    - Emory University School of Nursing
- **Medical Schools**
    - Wright State University Boonshoft School of Medicine
    - Rush University
    - Johns Hopkins University
    - Cooper Medical School at Rowan University
    - University of Illinois at Chicago
    - Duke University School of Medicine
    - Arkansas College of Osteopathic Medicine
    - Loyola University Chicago Stritch School of Medicine
    - Central Michigan University College of Medicine
- **Research and Advanced Studies**
    - Imperial College London
    - Pardee RAND Graduate School
- **Other Universities**
    - University of Illinois Urbana-Champaign
    - University of Toronto
    - University of Michigan
    - Penn State University
    - University of Minnesota
    - Georgia Tech
    - Case Western University

Continuing Education: Degree Seeking

Degree	Count
Another Bachelor's Degree	0
Another Master's Degree	2
PhD	21
DrPH	1
MD/DO	11
JD	1
Other	0

Employer Names:

1. **Centers for Disease Control and Prevention (CDC)** - Frequently mentioned.
2. **Emory University** - Mentioned several times, including specific divisions such as Rollins School of Public Health and Emory School of Medicine.
3. **Deloitte** - Appears multiple times, including Deloitte Consulting and Deloitte Federal Services.
4. **Accenture** - Mentioned several times, including Accenture Federal Services.
5. **Stanford University** - Mentioned a few times, including Stanford University School of Medicine.
6. **Johns Hopkins University** - Mentioned once.
7. **National Institutes of Health (NIH)** - Mentioned once.
8. **FDA (Food and Drug Administration)** - Mentioned multiple times.
9. **University of California** - Mentioned a few times, including UCLA Health and UCSF.
10. **University of Texas MD Anderson Cancer Center** - Mentioned once.
11. **Massachusetts General Hospital** - Mentioned once.
12. **Merck** - Mentioned a few times, including Merck Sharpe & Dohme.
13. **Pfizer, Inc** - Mentioned once.
14. **Gilead Sciences** - Mentioned once.
15. **Oracle Life Sciences** - Mentioned once.
16. **Health Union** - Mentioned twice.
17. **RTI International** - Mentioned once.
18. **The Sycamore Institute** - Mentioned once.
19. **The United States Agency for International Development (USAID)** - Mentioned multiple times, including contracts.
20. **American Cancer Society** - Mentioned a few times.
21. **Children's Healthcare of Atlanta** - Mentioned a few times.
22. **Georgia Emerging Infections Program** - Mentioned a few times.
23. **Piedmont Healthcare** - Mentioned twice.
24. **Kaiser Permanente Georgia** - Mentioned once.
25. **Deloitte Consulting LLP** - Mentioned once.

Other notable employers:

- **Health Catalyst**
- **ICF Next**
- **National Network of Public Health Institutes**
- **McKinsey & Company**
- **HCA Healthcare**
- **KFF (Kaiser Family Foundation)**
- **Columbia University**
- **University of Pennsylvania**
- **University of Chicago Medical Center**
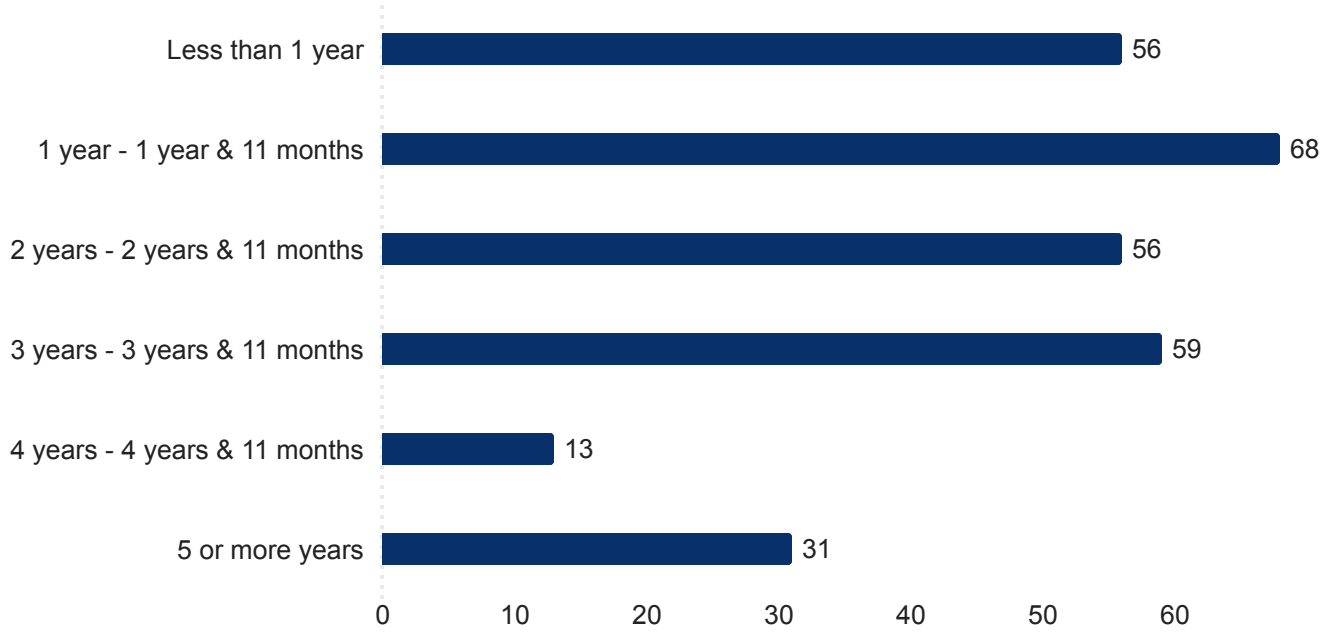- **Los Angeles County Department of Public Health**

D2 - What is your current job title? (Please no abbreviations)

1. **Program Manager/Project Manager** - Frequently mentioned across various levels (Senior, Technical, Assistant).
2. **Health Scientist** - Commonly reported, including specialties such as Program Evaluation and Data Science.
3. **Epidemiologist** - Frequently reported, including roles like Surveillance Epidemiologist and Epidemiologist Lead.
4. **Biostatistician** - Several mentions, including Senior Biostatistician and Lead Biostatistician.
5. **Consultant** - Various types, including Senior Consultant and Life Sciences Consultant.
6. **Data Scientist/Data Analyst** - Frequently reported, including Senior Data Analyst and Lead Data Scientist.
7. **Public Health Analyst/Advisor** - Various roles such as Public Health Analyst and Public Health Advisor.
8. **Senior Manager** - Several roles including Senior Manager, Business Operations and Senior Manager, Federal Policy.
9. **Director** - Various directorial positions such as Director of Operations and Director of Emergency Management.
10. **Associate Director** - Includes roles like Associate Director for Science and Programs and Associate Director of Research.
11. **Clinical/Medical Positions** - Includes roles like Primary Care Physician, Resident Physician, and Clinical Research Coordinator.
12. **Researcher/Research Scientist** - Includes roles such as Senior Research Scientist and Research Coordinator.
13. **Communications Specialist** - Includes roles like Health Communications Specialist and Lead Health Communication Specialist.
14. **Policy Analyst** - Includes Health Policy Analyst and Senior Policy Analyst.
15. **Senior Analyst** - Includes Senior Analyst - Program and Senior Performance Improvement Lead.
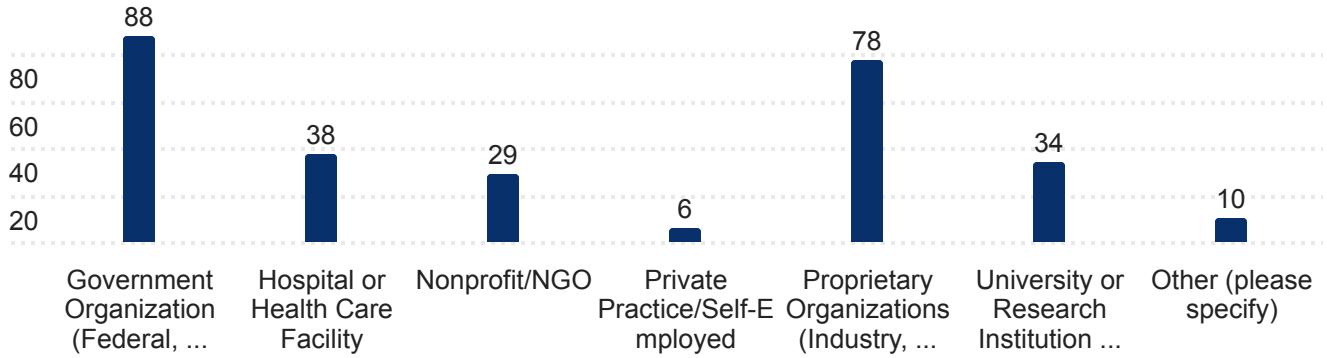
Other notable positions:

- **Emergency Response Officer**
- **Public Health Consultant**
- **Program Evaluation & Quality Improvement Unit Lead**
- **Quantitative Analytics Specialist**
- **Regional Operations Manager**
- **Training and Enablement Manager**
- **Statistical Research Associate**

D3 - How long have you been employed at your current job?

Category	Value
Less than 1 year	56
1 year - 1 year & 11 months	68
2 years - 2 years & 11 months	56
3 years - 3 years & 11 months	59
4 years - 4 years & 11 months	13
5 or more years	31

D4 - Which one of the following best describes your employment sector?

Government Organization (Federal, ...): 88
Hospital or Health Care Facility: 38
Nonprofit/NGO: 29
Private Practice/Self-Employed: 6
Proprietary Organizations (Industry, ...): 78
University or Research Institution ...: 34
Other (please specify): 10

Other Industries provided by respondents:

Other (please specify) - Text

Tech

Retail

Research Think Tank/ Nonprofit Policy

K-12 Education

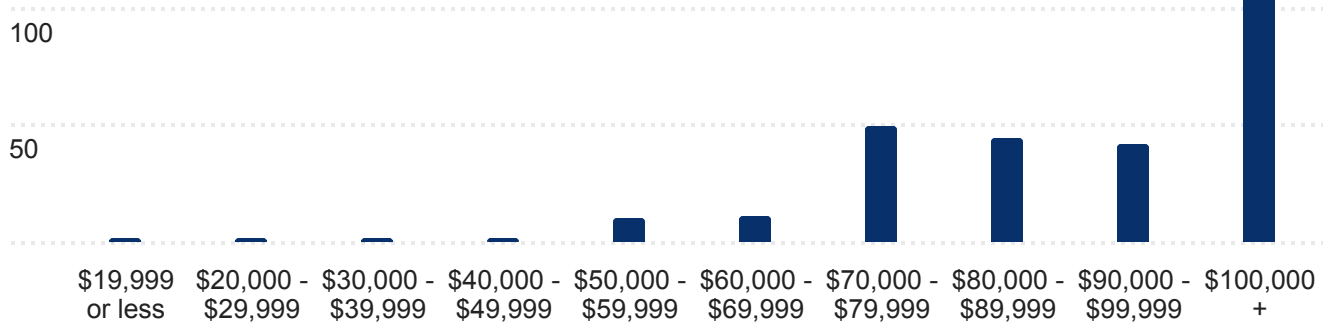Government contracting organization
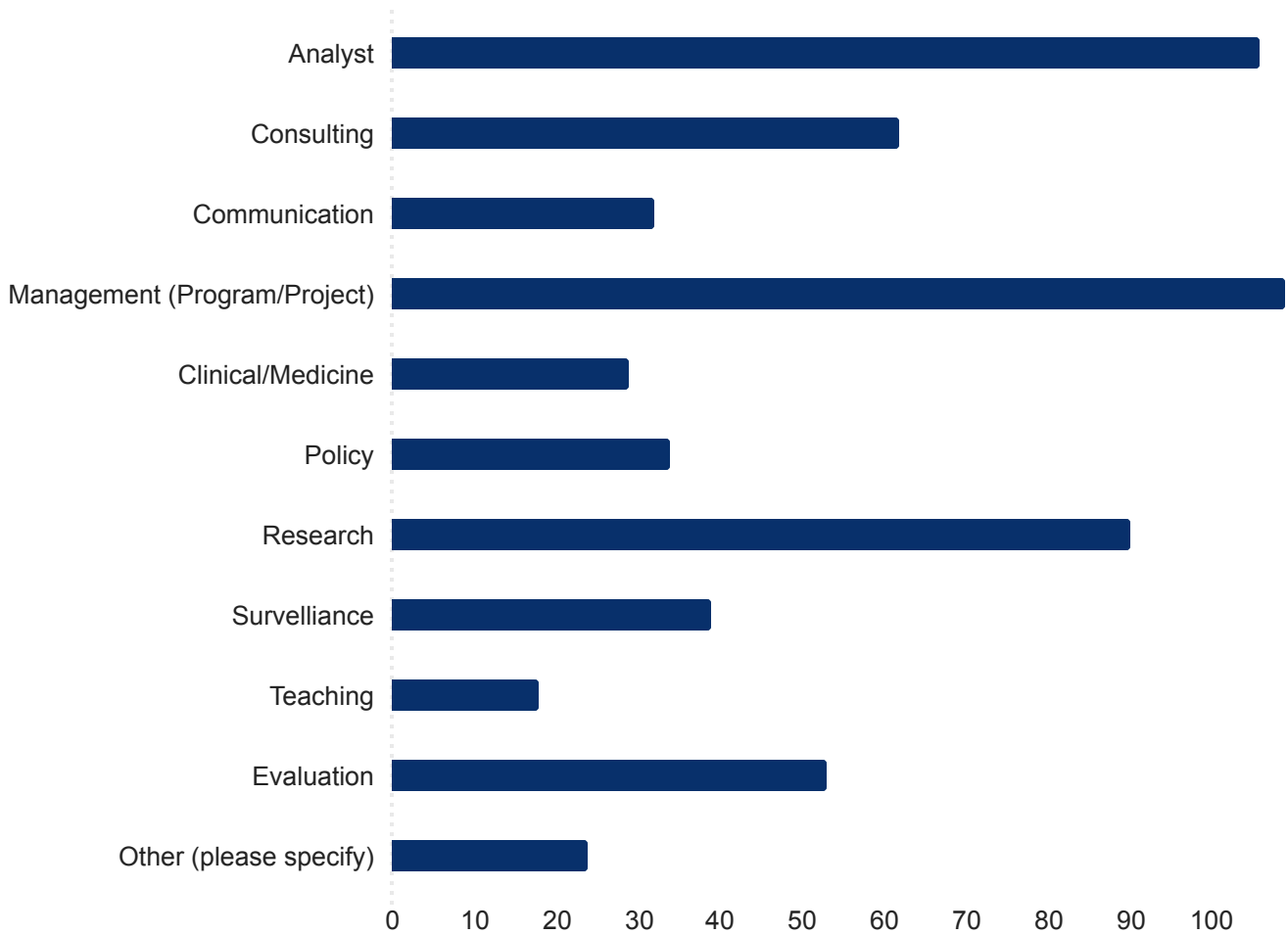
Government Contractor

Finance

Finance

Education

Caregiver

D5 - Annual Salary Range:

D6 - Which category best describes your job duties? (Check all that apply)

Field	Choice Count
Analyst	106
Consulting	62
Communication	32
Management (Program/Project)	109
Clinical/Medicine	29
Policy	34

Research	90
Survelliance	39
Teaching	18
Evaluation	53
Other (please specify)	24
Total	596

Other Job Duties shared by respondents:

Other (please specify) - Text

Administrative
Advocacy
Attorney
CEO
Caregiving
Coach
Data Management
Data Visualization
Dentistry
Direct Service
Emergency response/management
Grant Management
Health Informatics
Healthcare
Informatics, Data Science
Medical doctor

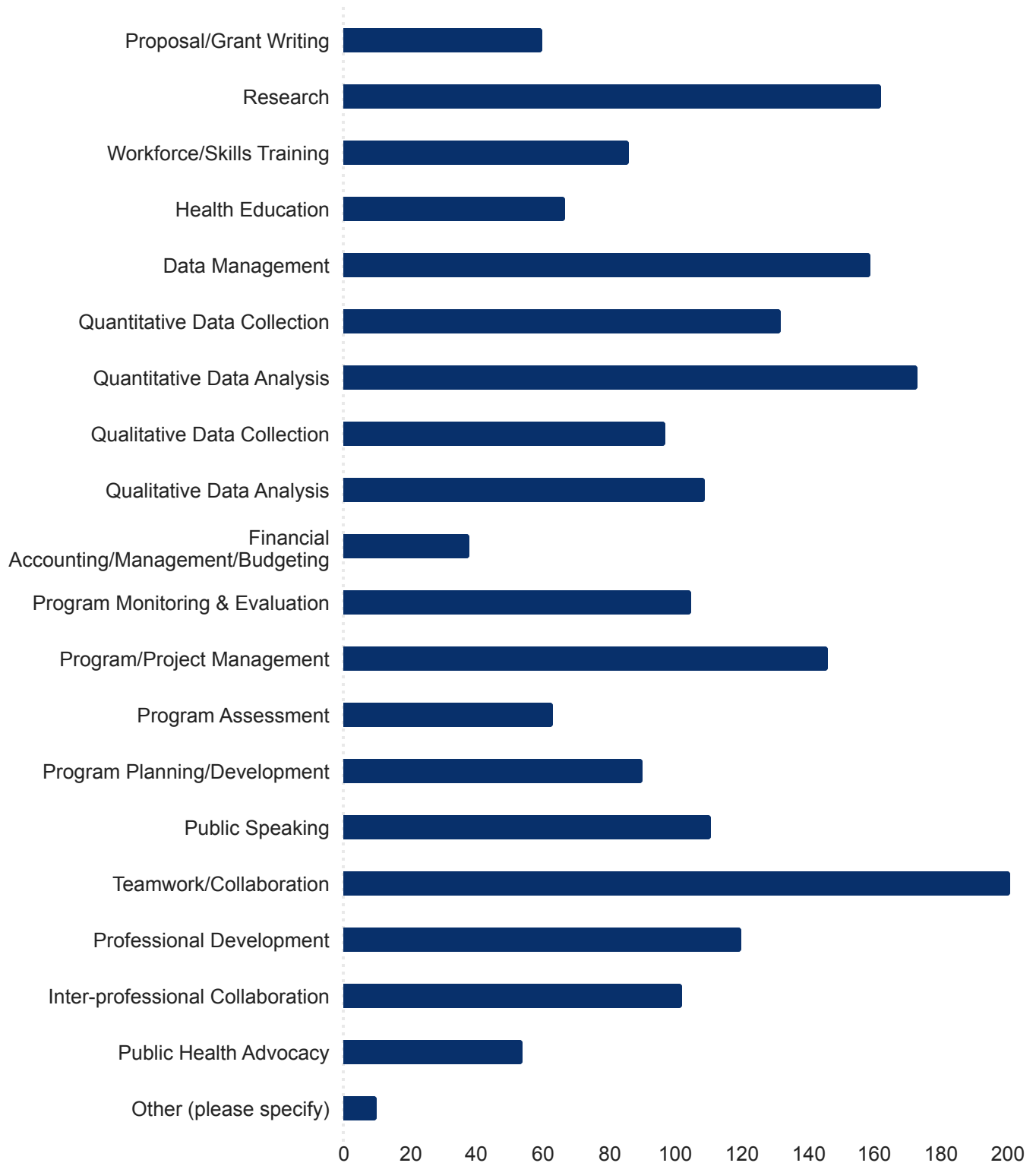None of these

Nursing

Physician

Practice

Program Management

Programmatic and qualitative analysis

Strategy

Technical Assistance

D7 - What skills prepared you for the job you currently have? (Check all that apply)
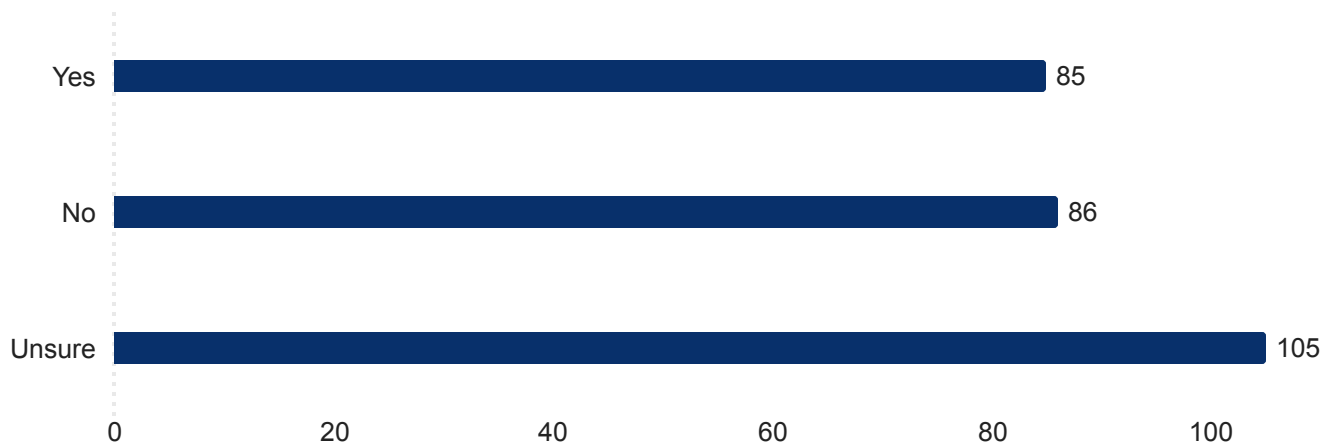
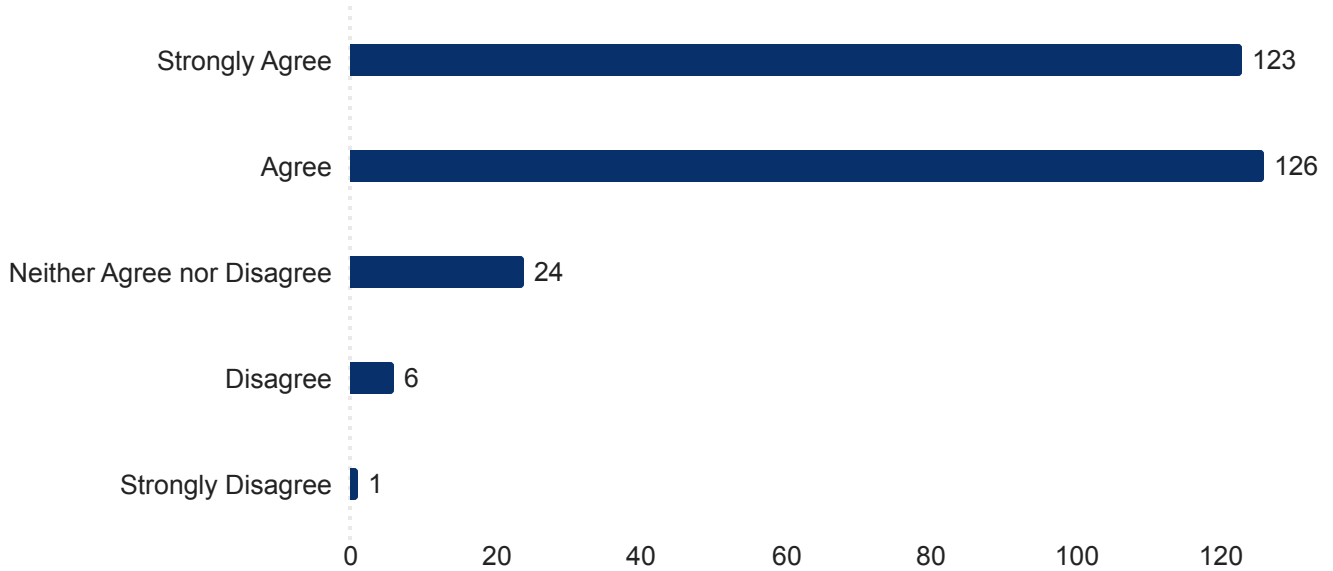| Field	Choice Count
Proposal/Grant Writing	60
Research	162
Workforce/Skills Training	86
Health Education	67
Data Management	159
Quantitative Data Collection	132
Quantitative Data Analysis	173
Qualitative Data Collection	97
Qualitative Data Analysis	109
Financial Accounting/Management/Budgeting	38
Program Monitoring & Evaluation	105
Program/Project Management	146
Program Assessment	63
Program Planning/Development	90
Public Speaking	111
Teamwork/Collaboration	201
Professional Development	120
Inter-professional Collaboration	102
Public Health Advocacy	54
Other (please specify)	10
Total	2085

D8 - Does your current employer hire doctoral trained employees?
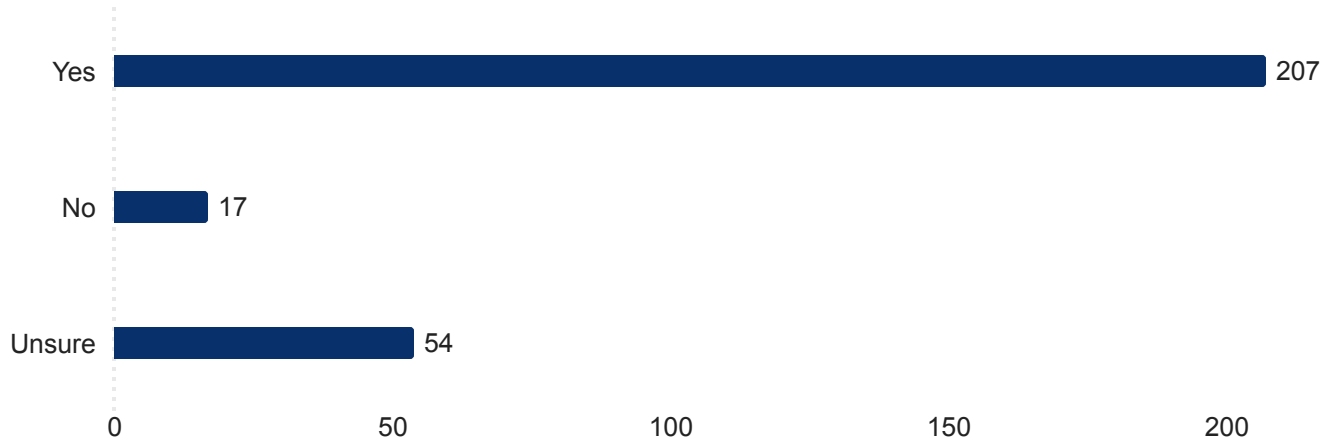
D9 - Does your current employer hire Rollins students (i.e. part-time, REAL, internships, applied practice experience [formerly practicum] positions)?

E1 - The course work (including applied practice experience/practicum, thesis and/or capstone) at RSPH provided me with the basic competencies and skills required for working in public health/current field.

Strongly Agree	123
Agree	126
Neither Agree nor Disagree	24
Disagree	6
Strongly Disagree	1

Field	Choice Count
Strongly Agree	123
Agree	126
Neither Agree nor Disagree	24
Disagree	6
Strongly Disagree	1
Total	280

# E2 - I have attained and had the ability to apply the following 11 competencies post-graduation in a past/current job:
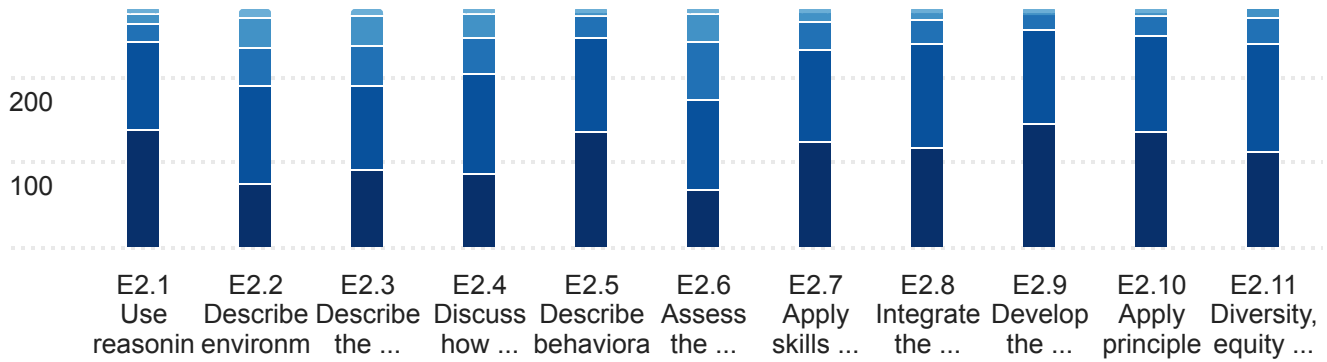
280 Responses

Field	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
E2.1 Use analytic reasoning & quantitative methods to address questions in public health and population-based research.	48.57% 136	36.79% 103	7.50% 21	5.00% 14	2.14% 6	280
E2.2 Describe environmental conditions, including biological, physical and chemical factors that affect the health of individuals, communities and populations.	26.43% 74	40.71% 114	16.43% 46	12.50% 35	3.93% 11	280
E2.3 Describe the use of epidemiology methods to study the etiology and control of disease and injury in populations	31.79% 89	35.36% 99	16.79% 47	12.86% 36	3.21% 9	280
E2.4 Discuss how health policy and finance affect the delivery, quality, access and costs of health care for individuals, communities and populations	30.00% 84	42.50% 119	15.00% 42	10.36% 29	2.14% 6	280

|						
E2.5 Describe behavioral, social and cultural factors that contribute to the health and well-being of individuals, communities and populations	47.50% 133	40.00% 112	8.93% 25	2.86% 8	0.71% 2	280
E2.6 Assess the global forces that influence the health of culturally diverse populations around the world	23.93% 67	37.50% 105	23.93% 67	11.79% 33	2.86% 8	280
E2.7 Apply skills and knowledge in public health setting(s) through planned and supervised experience(s) related to professional career objectives	43.57% 122	38.93% 109	11.79% 33	4.64% 13	1.07% 3	280
E2.8 Integrate the broad base of public health knowledge and skills acquired from coursework, practicum and other learning activities into a culminating experience (thesis, special studies project, capstone)	41.07% 115	43.93% 123	10.36% 29	3.93% 11	0.71% 2	280
E2.9 Develop the capacity for lifelong learning in public health	51.07% 143	39.29% 110	7.50% 21	1.43% 4	0.71% 2	280
E2.10 Apply principles of ethical conduct to public health practice	47.86% 134	40.00% 112	8.93% 25	2.50% 7	0.71% 2	280
E2.11 Diversity, equity and inclusion practices	39.64% 111	45.36% 127	11.07% 31	3.93% 11	0.00% 0	280

E3 - Reflecting on your experience, how important are each of the following skills for job readiness as a public health professional?
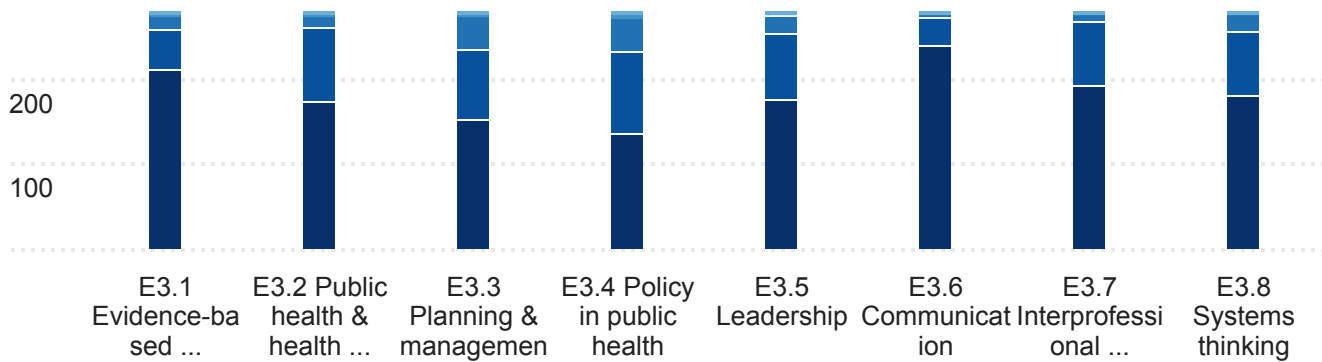

Field	Very Important		Moderately Important		Neutral		Slightly Important		Not Important		Total
E3.1 Evidence-based approaches to public health	75.00%	210	16.79%	47	6.79%	19	0.71%	2	0.71%	2	280
E3.2 Public health & health care systems	61.43%	172	30.71%	86	6.43%	18	0.36%	1	1.07%	3	280
E3.3 Planning & management to promote health	53.93%	151	29.29%	82	14.29%	40	1.43%	4	1.07%	3	280
E3.4 Policy in public health	47.86%	134	34.64%	97	13.93%	39	1.79%	5	1.79%	5	280
E3.5 Leadership	62.14%	174	27.86%	78	7.50%	21	2.14%	6	0.36%	1	280
E3.6 Communication	85.00%	238	11.79%	33	2.86%	8	0.00%	0	0.36%	1	280
E3.7 Interprofessional practices	67.86%	190	27.14%	76	3.21%	9	1.43%	4	0.36%	1	280
E3.8 Systems thinking	63.93%	179	27.14%	76	7.86%	22	0.71%	2	0.36%	1	280

E6 - How would you rate your decision to attend RSPH?
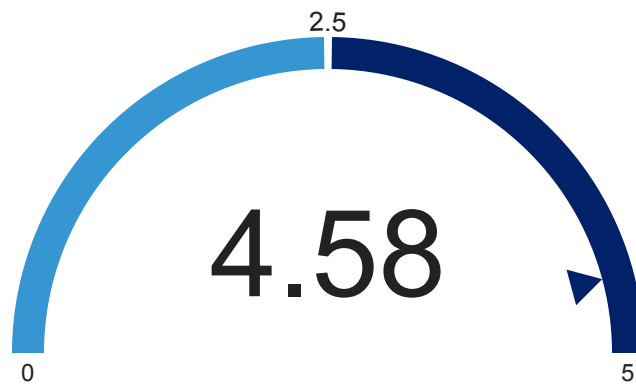
# E7 - How important was the following to your experience as a student?
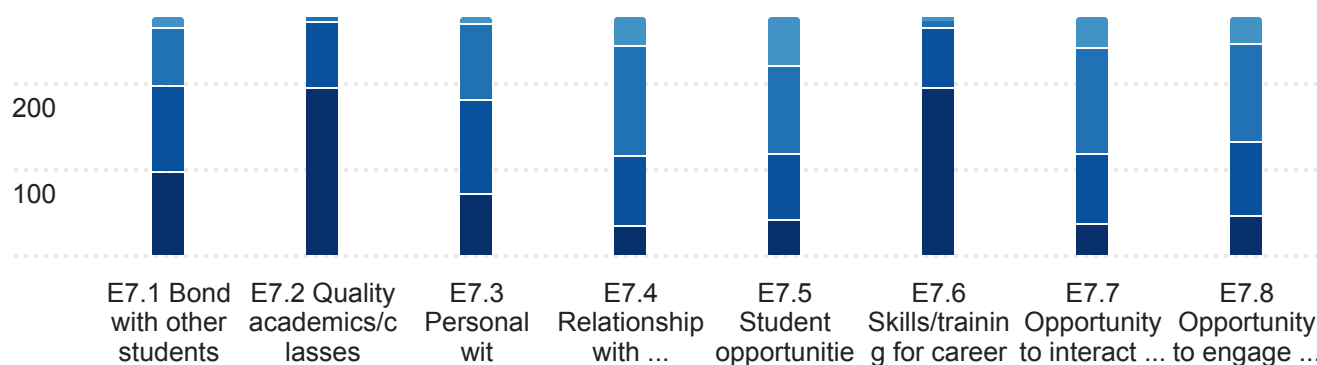
Field	Critically Important		Very Important		Somewhat Important		Not Important		Total
E7.1 Bond with other students	34.42%	95	36.23%	100	24.64%	68	4.71%	13	276
E7.2 Quality academics/classes	69.57%	192	27.90%	77	2.54%	7	0.00%	0	276
E7.3 Personal relationship with faculty	25.36%	70	39.13%	108	31.88%	88	3.62%	10	276
E7.4 Relationship with administration and staff	11.59%	32	29.35%	81	46.74%	129	12.32%	34	276
E7.5 Student leadership opportunities	14.18%	39	28.00%	77	36.73%	101	21.09%	58	275
E7.6 Skills/training for career	69.93%	193	25.00%	69	4.71%	13	0.36%	1	276
E7.7 Opportunity to interact with alumni	12.32%	34	29.35%	81	44.93%	124	13.41%	37	276
E7.8 Opportunity to engage with the lager Atlanta community	15.64%	43	32.00%	88	40.73%	112	11.64%	32	275

E8 - How well did RSPH do at providing the following experiences?
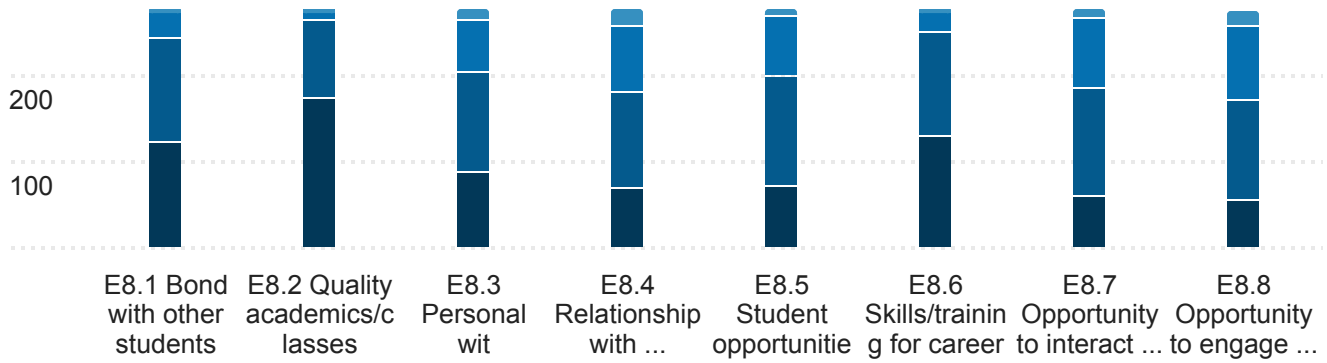
Field	Excellent	Good	Fair	Poor	Total
E8.1 Bond with other students	43.68% 121	43.68% 121	10.83% 30	1.81% 5	277
E8.2 Quality academics/classes	62.45% 173	32.85% 91	4.33% 12	0.36% 1	277
E8.3 Personal relationship with faculty	30.69% 85	42.60% 118	22.02% 61	4.69% 13	277
E8.4 Relationship with administration and staff	24.19% 67	40.43% 112	27.80% 77	7.58% 21	277
E8.5 Student leadership opportunities	25.00% 69	47.10% 130	25.00% 69	2.90% 8	276
E8.6 Skills/training for career	46.57% 129	42.96% 119	8.66% 24	1.81% 5	277
E8.7 Opportunity to interact with alumni	21.01% 58	45.65% 126	29.71% 82	3.62% 10	276
E8.8 Opportunity to engage with the lager Atlanta community	19.27% 53	42.91% 118	30.91% 85	6.91% 19	275

E9 - Since graduation from RSPH, how many full-time positions have you held?
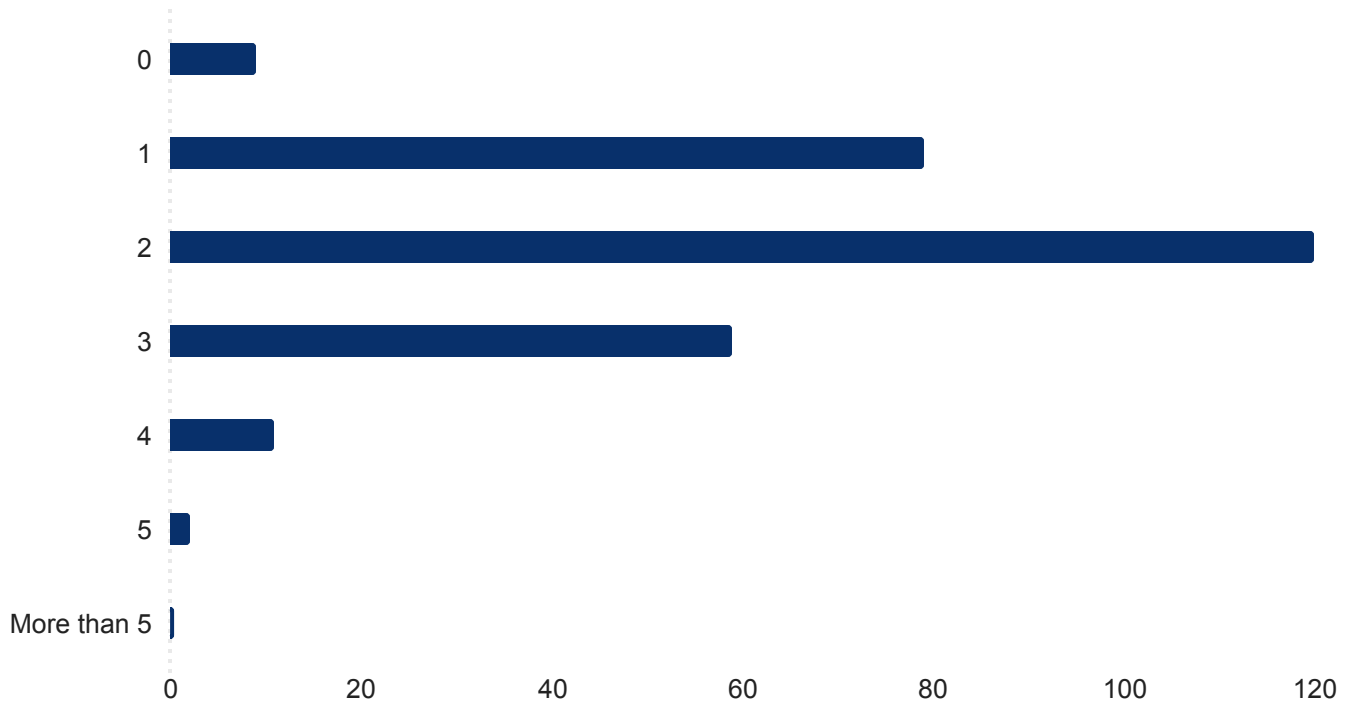
F1 - Reflecting on your time as a student at RSPH, what was helpful about the career planning activities you attended?

1. **Networking Opportunities:** Many respondents appreciated the chance to meet and interact with professionals and alumni, which helped with learning about different career paths and job market expectations. Career fairs and networking events were frequently mentioned as particularly valuable.
2. **Resume and Cover Letter Assistance:** The resume and cover letter workshops were commonly cited as helpful. Participants found the tailored feedback and templates useful for improving their application materials.
3. **Mock Interviews:** Practice through mock interviews was highly valued for its role in developing interview skills and receiving constructive feedback.
4. **Salary Negotiation Workshops:** These workshops were seen as beneficial for understanding how to negotiate salaries effectively.
5. **One-on-One Consultations:** Personalized sessions for resume reviews, interview practice, and career advice were appreciated for their targeted and practical support.
6. **Access to Various Resources:** Respondents noted the value of having access to career services, job search resources, and opportunities through programs like REAL.

Less Useful Aspects:

1. **Limited or Unavailable Services:** Some respondents mentioned that they did not attend or found certain services less relevant to their needs, such as international students or those with specific career paths.
2. **Mixed Feedback on Effectiveness:** A few individuals felt that the advice they received was unhelpful or misguided.
3. **Specific Relevance Issues:** For some, the career planning activities did not align closely with their career aspirations or were overshadowed by other priorities.

Overall, the career planning activities at RSPH were generally appreciated for their variety and the practical support they offered, though experiences varied based on individual needs and engagement levels.

F2 - Reflecting on your time as a student at RSPH, what was NOT helpful about the career planning activities you attended?

1. **Outdated and Misaligned Guidance:**
   a. Resume building guidance was often seen as outdated or not reflective of current industry standards or DEIA (Diversity, Equity, Inclusion, and Accessibility) practices.
   b. Specific advice on resumes and career planning sometimes conflicted with the expectations of employers, leading to confusion.
2. **Lack of Support for Specific Needs:**
   a. Career planning activities were sometimes not tailored to the needs of students with significant prior work experience or those pursuing non-traditional paths.
   b. There was limited support for international students or those interested in sectors outside the public health field, such as academia or healthcare providers.
3. **Ineffective Networking and Follow-Up:**
   a. Networking events were criticized for being poorly structured or for not providing adequate follow-up support.
   b. Many found that career fairs and networking events did not lead to concrete opportunities or meaningful connections.
4. **Insufficient Focus on Career Growth and Negotiation:**
   a. There was a perceived lack of focus on advanced career planning, including salary negotiation and career growth strategies beyond entry-level positions.
5. **Limited Scope and Relevance:**
   a. Some felt that the career planning activities were too focused on public health roles, particularly in specific organizations like the CDC, and did not cover other relevant career paths or industries.
6. **Feedback and Coaching Issues:**
   a. Resume reviews and career coaching were sometimes seen as overly positive without providing critical, actionable feedback.
   b. Mock interviews and coaching were perceived as lacking in addressing specific needs or challenges faced by students.

F3 - What ideas do you have for innovative ways to share career planning information with our current student body?

1. **Virtual Meet-and-Greets**: Organize online sessions with alumni to discuss career experiences and provide advice on negotiation and workplace communication.
2. **Diverse Session Topics**: Host events on salary negotiation, workplace advocacy, and various job tracks within organizations like the CDC to show the range of career options.
3. **Feature Diverse Alumni**: Include stories from alumni in non-public health fields and from various career paths to broaden perspectives.
4. **Job-Specific Activities**: Offer activities focusing on different job roles and tracks, especially those beyond traditional public health roles like health communications and policy.
5. **Alternative Career Options**: Share information about non-traditional public health roles and organizations, and provide resources for students interested in non-public health sectors.
6. **Structured Advising for Professional Paths**: Develop more structured advising for students interested in combining public health with other fields like medicine.
7. **Casual Networking Events**: Arrange informal events where students can connect with professionals and alumni in a more relaxed setting.
8. **Social Media and Small Tips**: Use social media platforms to share quick, digestible career tips and insights, such as through TikTok or similar channels.
9. **"A Day in the Life" Highlights**: Create content that showcases a typical day for various job roles to give students a realistic view of different careers.
10. **Broaden Networking Opportunities**: Expand networking beyond local areas by involving alumni from different regions and industries.
11. **Mentorship Programs**: Establish long-term mentorship programs with alumni to guide students through their career planning and job search.
12. **Interactive Workshops**: Conduct hands-on workshops, such as live resume editing sessions, to provide practical career planning assistance.
13. **Career Planning Class**: Introduce a dedicated career planning class that covers various aspects of job searching and career development.
14. **Alumni-Based Job Board**: Create a job board where alumni can post opportunities and connect with current students.
15. **Inclusion of International Students**: Develop resources and support tailored for international students, including visa-related advice and accessibility considerations.
16. **Mock Interviews and Case Studies**: Offer mock interviews and case study competitions to help students prepare for real-world scenarios.