This summary highlights the destinations of 362 graduates during the first eight months following commencement. Mixed methods were used to collect self-reported information from graduates beginning at the end of May 2014 through January 2015. For those students who had solidified their plans prior to graduation (46%), the Career Center received information via a survey administered online or during graduation rehearsal. For students who remained unsure about their plans (54%), staff gathered additional data through individual outreach including emails, phone calls, correspondence with faculty and social media. Through these efforts information was collected on 99% of our graduates. This exceeds the knowledge rate standard of the National Association of Colleges and Employers\(^1\) by 34%.

### 2014 Overall Career Outcome Data

- Of the graduates who provided information and specified a career goal, 99% of respondents reported pursuing graduate school or accepting employment in their chosen field. This excludes 14 individuals who did not provide information, reported that they were pursuing additional undergraduate education, or not seeking employment because they were remaining at home to care for a family member.

- Of the students who reported that their primary career objective was securing employment, 100% were employed. Of these respondents, 98% reported accepting a job in their major or chosen field. Four individuals were employed, but were seeking alternative full-time employment in their field.

- At the time of graduation, Augustana seniors were employed at a rate 27% higher than the national average.\(^2\)

### Career Outcome History

<table>
<thead>
<tr>
<th>Year</th>
<th>Employed</th>
<th>Seeking Job</th>
<th>% Employed in their Chosen Field</th>
<th>Average Mean Salary</th>
<th>Continuing Education</th>
<th>% Employed or Pursuing Grad School in Chosen Field</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-10</td>
<td>239</td>
<td>16</td>
<td>94%</td>
<td>$39,127</td>
<td>89</td>
<td>95%</td>
</tr>
<tr>
<td>10-11</td>
<td>253</td>
<td>7</td>
<td>97%</td>
<td>$36,934</td>
<td>70</td>
<td>98%</td>
</tr>
<tr>
<td>11-12</td>
<td>243</td>
<td>4</td>
<td>98%</td>
<td>$37,572</td>
<td>101</td>
<td>99%</td>
</tr>
<tr>
<td>12-13</td>
<td>288</td>
<td>6</td>
<td>98%</td>
<td>$41,112</td>
<td>79</td>
<td>98%</td>
</tr>
<tr>
<td>13-14</td>
<td>259</td>
<td>4</td>
<td>98%</td>
<td>$40,671</td>
<td>85</td>
<td>99%</td>
</tr>
</tbody>
</table>

As the table on page two indicates, 100% of nursing, human services and elementary education graduates secured employment in their chosen field, maintaining a strong trend.

A robust job market existed again this year for our nursing and education graduates with most able to secure positions they had hoped for early. Business and computer science graduates enjoyed choosing from a variety of options with many accepting positions with companies at which they had interned. The Career Center continues to see a relationship between leadership and co-curricular experiences and the opportunities for which our graduates can compete.
2014 Career Outcome by Vocational Area

<table>
<thead>
<tr>
<th>Major</th>
<th>Employed</th>
<th>Seeking</th>
<th>% Employed</th>
<th>Grad School</th>
<th>Other</th>
<th>No Info</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Related</td>
<td>59</td>
<td>1</td>
<td>98%</td>
<td>7</td>
<td>0</td>
<td>1</td>
<td>68</td>
</tr>
<tr>
<td>Elem/Spec Education</td>
<td>36</td>
<td>0</td>
<td>100%</td>
<td>10</td>
<td>0</td>
<td>0</td>
<td>46</td>
</tr>
<tr>
<td>Secondary Education</td>
<td>20</td>
<td>1</td>
<td>95%</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>24</td>
</tr>
<tr>
<td>Human Services</td>
<td>12</td>
<td>0</td>
<td>100%</td>
<td>8</td>
<td>2</td>
<td>0</td>
<td>22</td>
</tr>
<tr>
<td>Nursing</td>
<td>42</td>
<td>0</td>
<td>100%</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>44</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>90</td>
<td>2</td>
<td>98%</td>
<td>55</td>
<td>8</td>
<td>3</td>
<td>158</td>
</tr>
<tr>
<td>Totals</td>
<td>259</td>
<td>4</td>
<td>98%</td>
<td>85</td>
<td>10</td>
<td>4</td>
<td>362</td>
</tr>
</tbody>
</table>

- Augustana’s Class of 2014 secured employment at nearly 160 unique employers in 16 states, the District of Columbia and 7 countries.
- South Dakota retained 59% (152) of our graduates accepting employment while 17% report working in Minnesota, 3% in Iowa, 1% in Nebraska and 20% in other states/countries.
- Of the 152 graduates that stayed in South Dakota, 108 were originally residents.
- South Dakota residents accepting employment elsewhere numbered 15 (1 to Minnesota, 1 Nebraska, 0 to Iowa and 13 to other states/countries).
Reflecting just 26% of employed students that chose to disclose their salary, Business-related/computer science, nursing and education graduates reported a slightly lower average entry level figure than last year. The mean salary was $40,671 and the median was $37,000. This exceeds the median national salary ($34,000) for 2014 graduates.³

Sample Employers

Similar to past years, noteworthy organizations expressed a strong interest in 2014 graduates. The table on the following page highlights the names of a few of the employers that have hired Augustana graduates during the last five years. This list is not exhaustive, but does provide an overview of the range and diversity of hiring organizations who have expressed an interest in the talent at Augustana.

<table>
<thead>
<tr>
<th>Sample Employers</th>
<th>Sample Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avera Health</td>
<td>Midland National Life</td>
</tr>
<tr>
<td>Bancorp</td>
<td>Minnesota Timberwolves</td>
</tr>
<tr>
<td>Boy's Town</td>
<td>Nike</td>
</tr>
<tr>
<td>Children's Home Society</td>
<td>Office of Comptroller &amp; Currency</td>
</tr>
<tr>
<td>Citi</td>
<td>Peace Corps</td>
</tr>
<tr>
<td>Coca-Cola</td>
<td>Prairie Rehabilitation</td>
</tr>
<tr>
<td>Eide Bailly</td>
<td>San Francisco 49ers</td>
</tr>
<tr>
<td>Entertainment Tonight</td>
<td>Sanford Health</td>
</tr>
<tr>
<td>Federal Deposit Insurance Corporation (FDIC)</td>
<td>SD Department of Transportation</td>
</tr>
<tr>
<td>Federated Insurance</td>
<td>SD Juvenile Department of Corrections</td>
</tr>
<tr>
<td>Good Samaritan Society</td>
<td>SDN Communications</td>
</tr>
<tr>
<td>Hewlett Packard</td>
<td>Securian Financial</td>
</tr>
<tr>
<td>IBM</td>
<td>Sioux Falls School District</td>
</tr>
<tr>
<td>Lawrence &amp; Schiller</td>
<td>Southeastern Behavioral Health</td>
</tr>
<tr>
<td>Lifetouch</td>
<td>St. Bart's Players (Theatre NYC)</td>
</tr>
<tr>
<td>Mayo Clinic</td>
<td>St. Paul Saints</td>
</tr>
<tr>
<td>Merrill Lynch</td>
<td>The White House</td>
</tr>
<tr>
<td>Microsoft</td>
<td>United Way</td>
</tr>
</tbody>
</table>
Sample Job Titles

Accountant
Actuary
Agronomist
Aquatic Biologist
Audit Associate
Automations Engineer
Associate Pastor
Bank Examiner
Benefits Specialist
Brand Manager
Cardiac Rehabilitation Specialist
Case Manager
Commercial Broker
Communications Specialist
Copywriter
Cultural Consultant
Digital Strategist
Director of Promotions
Economics Specialist
Editorial Associate
Exercise Specialist
Financial Advisor
Foreign Missionary
Graphic Designer
Grant Specialist
History Teacher
Human Resources Generalist
Interpreter
Junior High Teacher
Kindergarten Teacher
Lab Researcher
Life Youth Educator
Math Teacher
Marketing Consultant
Medical Lab Scientist
Music Teacher
Museum Educator
News Reporter
Online Marketing Manager
Owner/Entrepreneur
Personal Trainer
Project Manager
Registered Nurse
Recruiting Specialist
Research Associate
Software Developer
Special Education Teacher
Theater Director
Training Coordinator
Underwriter
Volunteer Coordinator
Web Journalist
Web Content Navigator
Youth Pastor

Experiential Learning

Augustana recently administered three different surveys of current students and alumni to assess their participation in hands-on learning.

- Ninety-six percent of recent graduates who responded to a survey reported that they participated in hands-on learning (i.e., internship, clinicals, student teaching, research, study abroad, and volunteer work).  

- This fall Augustana administered the National Survey of Student Engagement, which benchmarks collected responses to other private institutions in the Midwest. Augustana students reported participating in hands-on learning at a rate 26 percentage points higher than peer institutions.

- In another 2014 survey, 99% of the students who completed an internship reported deep learning and 97% were more confident about their future as the result of these hands-on experiences.

- Of the students who reported participating in an internship, 50% completed more than one.
Augustana’s outstanding liberal arts education provides graduates with the foundation to pursue a wide variety of post-graduate educational and research opportunities. Our students experience a high acceptance rate often receiving offers from several attractive programs. The 2014 class is sending 23% on to a variety of endeavors. There was a 3% increase of those whose destination was law school over recent years. Every respondent who reported pursuing additional education identified their program of continuing education. The chart below depicts the program of study pursued by respondents.

As shown on the next page, for the past 25 years Augustana graduates have enjoyed a positive trend in securing employment as well as continuing their education. This indicates employers and professional schools recognize that Augustana produces graduates who are well-prepared for the future through academics, athletics, the arts and a host of co-curricular opportunities.
Sample Programs

This list is based upon a report generated by the National Student Clearinghouse, which tracks the enrollment of 98% public and private institutions in the United States. It includes the institutions Augustana graduates have enrolled at during the last 10 years.

Arizona State University          Pepperdine University
Baylor University                 Princeton Theological Seminary
Boston University                 Purdue University Calumet
Cal State Fullerton               Rockford University
Colorado State Univ.              Seattle University
Columbia University               Stanford University
Cornell College                   Texas A&M University
Creighton University             Trinity Lutheran Seminary
Drake University                  University of California – Los Angeles
George Washington University      University of Chicago
Georgetown                       University of Florida
Harvard University                University of Kansas
Kansas State University           University of Iowa
Kent State University             University of Jamestown
Luther Seminary                  University of Miami
Loyola University                 University of Minnesota
Marquette University              University of Nebraska
Marshall University               University of North Carolina
Montana State University          University of North Dakota
North Dakota State University     University of Philadelphia
Oklahoma State University         University of South Dakota, Sanford School of Medicine
Oregon State University           University of Sydney Australia
Oxford University                 University of Wisconsin
Pacific University                Vanderbilt University
Pennsylvania State University     Yale University

References