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.
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).

### 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><strong>Totals</strong></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>

### 2014 Graduates Employed by State

- SD 59%
- MN 17%
- IA 3%
- NE 1%
- Other 20%
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.\(^3\)

![Salary History - Average for Graduating Class](image)

**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.

- Avera Health
- Bancorp
- Boy's Town
- Children's Home Society
- Citi
- Coca-Cola
- Eide Bailly
- Entertainment Tonight
- Federal Deposit Insurance Corporation (FDIC)
- Federated Insurance
- Good Samaritan Society
- Hewlett Packard
- IBM
- Lawrence & Schiller
- Lifetouch
- Mayo Clinic
- Merrill Lynch
- Microsoft
- Midland National Life
- Minnesota Timberwolves
- Nike
- Office of Comptroller & Currency
- Peace Corps
- Prairie Rehabilitation
- San Francisco 49ers
- Sanford Health
- SD Department of Transportation
- SD Juvenile Department of Corrections
- SDN Communications
- Securian Financial
- Sioux Falls School District
- Southeastern Behavioral Health
- St. Bart's Players (Theatre NYC)
- St. Paul Saints
- The White House
- United Way
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).⁴

- This fall Augustana administered the National Survey of Student Engagement,⁵ 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,⁶ 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.
Graduate & Professional School

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 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.

**Graduate Program Destinations - Class of 2014**

- Bio./Chem./Sci., 12%
- Law, 9%
- Other, 38%
- Med./Med. Related, 32%
- MBA/Bus., 7%
- Seminary, 2%

% of graduates enrolled in graduate and professional schools in the academic year following graduation

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.

**Percent of Class Employed or Enrolled Graduate/Professional School**

![Chart showing percent of class employed or enrolled in graduate/professional school from 1988 to 2014.]

- % Employed
- % Continuing Education
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
Massachusetts Institute of Technology  University of North Dakota
Montana State University  University of Philadelphia
North Dakota State University  University of South Dakota, Sanford School of Medicine
Oklahoma State University  University of Sydney Australia
Oregon State University  University of Wisconsin
Oxford University  Vanderbilt University
Pacific University  Yale University
Pennsylvannia State University

References