The Student Success Center’s outcomes report offers a snapshot of the post-graduation activities and destinations of alumni as they embark on their careers. This celebrates the achievements of graduates and the range of organizations that seek the talent at Augustana. With support from our college-to-career community of faculty, staff, alumni, employers, and parents, Augustana creates a place for possibilities. The Success Center congratulates these graduates!

Methodology

Information is provided for graduates during the 2014 – 2015 academic year, which includes all 382 undergraduates who completed degrees between July 1, 2014, and June 30, 2015. Information was collected within six months of graduation. A survey was administered to graduates and supplemented with continuous Success Center communication. This data collection process aligns with the guidelines published by the National Association of Colleges and Employers (NACE) and has been approved by the Augustana Institutional Review Board. Augustana obtained information on 98% of these graduates, which exceeds the minimum NACE knowledge rate by 33%.

Sources of information are identified below in Chart A.
A report is provided below that summarizes the results of the information that was collected. It begins with an outcomes summary, followed by information on students’ employment choices, geographic preferences, salaries and data about those who are continuing their education. Finally, the report provides other information about graduates’ experience and activities during their time at Augustana. Please enjoy reading about the many accomplishments of the Class of 2015.

**Results**

**Outcomes Summary**

Each graduate was only counted once in the aggregate statistics that follow. Of the respondents who provided information, 98% were employed (part-time or full-time) in their major or chosen field and 97% achieved a positive career outcome (e.g., continuing their education, working, or serving).

Table A: Outcome Information for All Undergraduate Degree Recipients

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>260</td>
<td><strong>Full-Time, Career-Related/Chosen Employment</strong>: Working for 30 hours or more per week</td>
</tr>
<tr>
<td>13</td>
<td><strong>Part-Time, Career-Related/Chosen Employment</strong>: Working fewer than 30 hours per week</td>
</tr>
<tr>
<td>3</td>
<td><strong>Volunteer Service</strong>: Participating in a service program or volunteer position (e.g., Peace Corp, Young Adults in Global Mission)</td>
</tr>
<tr>
<td>5</td>
<td><strong>Military Service</strong>: Serving in the U.S. Armed Forces</td>
</tr>
<tr>
<td>62</td>
<td><strong>Continuing Education</strong>: The number of graduates enrolled in continuing education</td>
</tr>
<tr>
<td>6</td>
<td><strong>Seeking Employment</strong>: Seeking employment or engaged in the job-search process</td>
</tr>
<tr>
<td>6</td>
<td><strong>Seeking Continuing Education</strong>: The number of graduates seeking continuing education</td>
</tr>
<tr>
<td>18</td>
<td><strong>Not Seeking Employment or Continuing Education</strong>: Choosing not to pursue or delaying either employment or continuing education at this time</td>
</tr>
<tr>
<td>9</td>
<td><strong>No Information Available</strong>: Have not responded to Augustana to obtain information</td>
</tr>
<tr>
<td>382</td>
<td><strong>TOTAL NUMBER OF UNDERGRADUATES DEGREE RECIPIENTS</strong></td>
</tr>
</tbody>
</table>
As Chart C on the following page illustrates, this employment rate aligns with Augustana’s five-year average, indicating that graduates are able to compete consistently in a challenging and rapidly changing marketplace. For the past 25 years Augustana graduates have achieved their goals, securing meaningful employment or continuing their education.
Employment Outcome Data

Of the graduates who sought employment, 98% landed jobs in their chosen field. The majority (92%) were traditional positions; 3% were post-graduation internships and 4% were freelance independent contractors.3 The remaining one percent consisted of three individuals who launched their own business and another who was hired temporarily as a county correctional officer.

One hundred percent of responding graduates reported that they achieved their career goal (i.e., meaningful employment, service or continuing education) in the following academic programs: Accounting, Anthropology, Art, Athletic Training, Business Administration, Chemistry, Computer Science, Classics, Economics, Elementary Education, Fitness Management, Government, Math, Music, Nursing, Religion, Philosophy, Physics, Secondary Education, Sign Language Interpreting, Sociology, Special Education, and Sports Management. Psychology and Exercise Science respondents reported a 97% outcome rate.
Geographical Destinations of Employees

Respondents reported working in the District of Columbia, Norway, Germany, the Marshall Islands and the 20 states depicted on the map below.

Augustana imports talent to both the state of South Dakota and the city of Sioux Falls, contributing to its workforce development and labor market. Of the graduates who secured employment and reported their geographical location, 72% were working in the state.

The state of South Dakota retains the majority of its residents and draws from the Augustana pipeline for new ones; 87% of the working graduates who were from South Dakota originally chose to remain. Fifteen employees left the state, going to Minnesota (5), Iowa (2), Illinois (2), Wisconsin (2), D.C., Massachusetts, New York and Indiana. Forty percent of these graduates worked in the field of education. Of the 136 graduates who were not from South Dakota, 57% remained in the state after graduation. These 78 new employees might not have existed for organizations in South Dakota had they not first come to Augustana.
Recognized by *Forbes Magazine* as the #1 best small place for careers,\(^6\) many graduates find the Sioux Falls labor market appealing. Two out of three employed graduates chose to remain in Sioux Falls. Of these, 50% were not originally from the region. Eighty-three percent of working Sioux Empire natives remained in the geographical area after graduation.

**Industries and Occupational Classifications of Employees**

Fifty-one percent of seniors had already secured employment when they responded to the survey at the time of graduation. The array of jobs obtained by Augustana alumni during the six month reporting period reflects the diverse career portfolio and opportunities of liberal arts graduates. The top ten occupational classifications are provided below.\(^7\)

- Education, Training, and Library Occupations 23%
- Healthcare Practitioner and Technical Occupations 18%
- Business & Financial Occupations 16%
- Arts, Design, Entertainment, Sports, and Media Occupations 9%
- Management Occupations 7%
- Community & Social Service Occupations 6%
- Sales and Related Occupations 6%
- Computer and Mathematical Occupations 5%
- Life, Physical, and Social Science Occupations 2%
- All Other Occupational Classifications 8%

The top industries that employed graduates include education (23%); health services (23%); financial activities (15%); social assistance and religious (8%); and professional and business services (7%).\(^8\)

**Average Salaries of Full-Time Employees**

Augustana graduates are competitive in the marketplace. Salaries ranged from $19,094 to $68,000. Reflecting a 45% response rate, graduates who sought full-time employment reported earning a mean average of $38,413.60. The median annual salary for all 2014–2015 full-time employees is $38,000, which is a 3% increase from last year’s midpoint ($37,000).

**Sample of Employers**

There were 158 unique organizations who hired Augustana graduates. The top five employers of Augustana graduates included Sanford Health, Avera Health, Sioux Falls School District, Mayo Clinic Health System, and Lutheran Social Services. The full list of organizations is provided on the following page.
Methodist Hospital
Mid Iowa Family Therapy Clinic
Midwest Professional Staffing
Ministry of Education of the Republic of the Marshall Islands
Minnesota Transition Charter School
Minnehaha County
MN State Academy for the Deaf
Mondelez
National Park System
New Mexico Institute of Mining and Technology
Origami Owl
Panther Graphics
Pepco
Pipestone County Ambulance
Portfolio Analyst
Prairie Rehabilitation
Prinsco
Quam & Berglin PC
Quinn’s Hot Springs Resort
Rape and Domestic Abuse Center
Rehfeld’s Art & Framing
Rep. Joel Kitchens-Wisconsin State Assembly
Rosebud Sioux Tribe Head Start Program
RSM McGladrey
Rural Metro
Sam & Joe’s Haulin’ Ash
Sammons Financial Group
Sanford Health
SD ELCA Synod
SDN Communications
Securian Financial Group
Seldin Company
Sequel Youth & Family Services
Shopko
Sioux Falls Children’s Home Society
Sioux Falls Storm
Sioux Falls Catholic Schools
Sioux Falls School District
Sojern
South Dakota Investment Council
South Dakota Trust Company LLC
Southeastern Behavioral HealthCare
Spoke N Sport
Sport and Health
St. Luke’s Hospital
State of South Dakota
Sterling Trustees, LLC
Terra International, LCC
TF Farms
Tri-City United School District
Trinity Evangelical Divinity
Trudvang Skul
Vascular Solutions, Inc.
Volunteers of America, Dakotas
Walgreens
Washington Pavilion
Weisser Distributing
Wells Fargo
West Central School District
Wilde Prairie Winery
Windom High School
Winner School District
Wisdom Executives
Wittenberg-Birnamwood School District
Sampling of Positions

Whether it is the teacher at the Department of Defense, the baseball player with the Cleveland Indians, or the journalist at the Argus Leader, Augustana graduates secured competitive positions. Example job titles are provided below. Augustana also invites readers to view full alumni profiles at the University’s LinkedIn page: https://www.linkedin.com/edu/alumni?id=19384&trk=edu-up-nav-menu-alumni.

Account Executive
Accountant
Admissions Representative
Application Developer
Assistant Trust Officer
Assurance Associate
Athletic Trainer
Audit Associate
Brand Manager and Asst. Sourcing Director
Breaking News Reporter
Campaign Coordinator
Clinical Support Liaison
Commissions Specialist
Communications Analyst
Community Organizer
Contractor Services Specialist
Copy Editor and Page Designer
Correctional Officer
Deputy
Elementary Teacher (2, 3, 4 Grades)
Elementary Vocal Music Teacher
Employment Specialist
Event Coordinator
Family Consultant
Financial, Credit, or Portfolio Analyst
Foreign Language Assistant
Gallery Assistant
General Store Manager
Head Coach
High School English Teacher
Human Resources Representative, Recruiter or Associate
IT Specialist
JR Broker/Sales Director
JR Underwriter
K-8 Art Teacher
Lease Administrator
Life Skills Educator
Management Information Systems Director
Marketing Content or Social Media Specialist
Math Teacher
Medical Device Associate
Medical Director
Membership Coordinator or Sales Consultant
Merchandising Manager
Mortgage Loan Processor
MS Language Arts Teacher
Music Teacher
Online Banking Specialist
Operations Support Lead Analyst
Personal Trainer
Pilot
Professional Baseball Player
Professional Football Player
Program Analyst
Project Manager
Quality Assurance Specialist
Registered Nurse
Research Analyst or Associate
Residential Counselor
Sales Agent or Associate
Sign Language Interpreter
Software Engineer
Solutions Analyst
Spanish Teacher
Special Education Teacher
Senior Dog Trainer
Systems or Tech Analyst
Talent Acquisition Specialist
Treatment Counselor
Underwriter
Volunteer Coordinator
Wellness Advocate
Youth Counselor
**Graduate School Outcomes**

Of the respondents, 17% reported that they were admitted or enrolled in continuing education courses. Another ten students reported that they planned on applying to graduate school six months after graduation or beyond. In total, 19% reported they were pursuing additional education.

Ninety-two percent of the graduates who sought continuing education were admitted into a program of their choosing. Chart E on the following page notes the programs of study they entered.
Members of the Class of 2015 are currently attending the following graduate programs:

**Allied Health Degree Programs**
(Athletic Training, Audiology, Occupational Therapist, Pharmacists, Physical Therapists, Physician Assistant, Speech Language Pathologists)
Creighton University
Hughston Foundation Athletic Training Program
Rockhurst University
South Dakota State University
University of Minnesota
University of South Dakota

**Doctoral (Ph.D) Programs**
Creighton University
Vanderbilt University
University of Nebraska, Lincoln
University of Notre Dame
University of Saint Thomas
University of Wyoming

Medical Degree (M.D., D.O., D.D.S) Programs
A.T. Still University
Midwestern University
Creighton University
University of Minnesota
University of South Dakota

Master’s Degree Programs
Augustana University
Concordia University
Luther Seminary
Midwestern State
University of Omaha
University of Glasgow
University of Notre Dame
University of Minnesota
University of South Dakota
Wake Forest University
Wartburg Theological Seminary

Law Degree Programs
University of Saint Thomas
University of Oslo

Satisfaction and Experience of Graduates

In addition to being successful in their job or graduate school search, graduates also report being satisfied with their Augustana experience; 99% agreed that they received a solid education from Augustana. Respondents who utilized career services were also asked to rate their satisfaction with the services they received. Augustana exceeds the national average in this area by 23%.⁹
Respondents also provided diverse information about their activities during their time at Augustana. Graduates reported engagement both in and out of the classroom (See Table C.) Of the 57% who responded to the survey, 99.5% reported that they participated in an engaging activity during their college career. This affirms Augustana’s core values of community and service.

- 91% participated in experiential learning, with 49% engaging in more than one activity; 94% applied their learning through experiential activities or study abroad, 97% of which engaged in both.
- 76% participated in internships or practica, which exceeds national averages.\(^{10}\)
- 45% participated in study abroad, off-campus study, or travel.
- The individuals who participated in experiential learning activities reported a higher employment rate (98%) and median salary ($36,100) than those who did not (97%; $32,000).
- Nearly four out of five graduates completed their degrees in four or fewer years.\(^{11}\) Another 7% simply needed one more semester, while 10% had finished after two or three additional semesters (i.e., 5 or 5.5 years). The remaining 5% took six or more years.

<table>
<thead>
<tr>
<th>Table C: Percent who participated in Experiential Learning and Other Engaging Activities(^{12})</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Experiential Learning</strong></td>
</tr>
<tr>
<td>Internships and Practica</td>
</tr>
<tr>
<td>Clinicals</td>
</tr>
<tr>
<td>Student Teaching</td>
</tr>
<tr>
<td>Undergraduate Research or Other Large Project</td>
</tr>
<tr>
<td>Externship (i.e., Job Shadow)</td>
</tr>
<tr>
<td><strong>Other Student Engagement</strong></td>
</tr>
<tr>
<td>Leadership position or Active Engagement in Student Club or Organization</td>
</tr>
<tr>
<td>(e.g., academic clubs, ASA, programming/student activities, residence life, media/writing, religious or recreational activities)</td>
</tr>
<tr>
<td>Performing &amp; Visual Arts</td>
</tr>
<tr>
<td>Study Abroad, Off-Campus Study, or Travel</td>
</tr>
<tr>
<td>Volunteer or Service Learning</td>
</tr>
<tr>
<td>Part-time Employment Related to My Major</td>
</tr>
</tbody>
</table>

Finally, graduates launched their careers with confidence and enthusiasm. Respondents believed they would be agents of change who will make a meaningful difference and who were grateful for the caring community they discovered at Augustana.

- 99% agreed that they will make the world a better place as the result of their experience at Augustana.
- 99% agreed that they will learn or do something interesting as they enter the work place or continue their education.
- 99% agreed that they were excited about learning during their time at Augustana as the result of their professors.
• 99% agreed that there was a faculty or staff member at Augustana who cared about them as a person.
• 97% agreed that there was a faculty or staff member at Augustana who encouraged them to pursue their goals and took an interest in their development.

Comparison to National Benchmarks

Augustana distinguishes itself by outperforming national benchmarks. Last year Gallup surveyed college graduates nationally and reported that only 14% of respondents experienced caring professors who made them excited about their learning or who encouraged them to pursue their goals. In addition, only 6% strongly agreed that they engaged in internships, extracurricular activities or long-term projects.\textsuperscript{13}

In an effort to measure Augustana’s fundamental values, the institution asked its graduates similar questions. Respondents strongly agreed that they experienced all six elements at a rate more than three times higher than national averages.\textsuperscript{14}

Given the extensive college-to-career community that faculty, staff, alumni, and parents work to create, we are honored to hear from graduates that they are discovering deep learning experiences and a rich support system at Augustana. Gallup has detected a strong relationship between these experiences in college, workplace engagement and career wellbeing. They report that in several instances graduates were twice as likely to be engaged in work and thriving if they possessed these experiences compared to those who did not. This should give families and graduates the confidence they need to launch their careers with hope and enthusiasm. Augustana’s faculty and staff are excited to stay in touch with these leaders and hear about the ways in which they have engaged in and transformed the workplace.
Foot Notes
1 This list aligns with that submitted by the Registrar’s Office to the Integrated Post-Secondary Education Data System of the National Center for Education Statistics, the primary federal entity for collecting and analyzing data related to education in the United States. It includes all (part-time and full-time; with and without work authorization) Summer, Fall and Spring graduates.

2 The National Association of Colleges and Employers uses the term knowledge rate instead of response rate given the diverse means by which self-reported verifiable information may be collected. It requires a minimum 65% knowledge rate before results may be published publicly.

3 Career outcome rate is described as the percentage of graduates who fall into the following categories: Employed full time, Employed part time, Participating in a program of voluntary service, Serving in the U.S. Armed Forces, Enrolled in a program of continuing education

4 Some graduates elect to delay their employment or continuing education to travel, relocate or care for dependents.

5 Eighty-percent of freelancers were sign language interpreters, which is common for the field and geographical region.


7 This applies the Standard Occupational Classification system administered by the Bureau of Labor Statistics and described online at http://www.bls.gov/soc/soc_2010_class_and_coding_structure.pdf.

8 Augustana utilizes the same industries identified by the Bureau of Labor Statistics and described online at http://www.bls.gov/iag/.

9 National averages were retrieved from http://www.heri.ucla.edu/infographics/CIRP-CSS-Infographic-2015.pdf. Of the Augustana respondents who completed the survey and reported utilizing career services (75%), 80% reported they were very satisfied or satisfied with the support they received. Another 18% were somewhat satisfied. Only two percent were somewhat dissatisfied. The Higher Education Research Institute reports that the national average is 57%, which Augustana far exceeds.

10 National averages are reported by both the National Association of Colleges and Employers and the Higher Education Research Institute.

11 Athletes were eliminated from this sample because they often elect to extend their studies to permit them to engage in their sport.

12 Each respondent was only counted once in the aggregate statistic. Statistics in the table do not reflect unique participants and respondents may have been counted in multiple categories because graduates participated in diverse activities.


14 Forty-eight percent of Augustana graduates strongly agreed they had professors who cared, made them excited about learning and who
encouraged them to pursue their goals to compared to 14% nationally. While 6% of respondents across the U.S. reported that they took part in internships, participated in extra-curricular activities and completed a long-term project, more than twice as many (i.e., 15%) reported this engagement at Augustana. Finally, only 3% of national respondents reported all six of these elements. Eleven percent of Augustana graduates strongly agreed in all of these areas, which is three times the national average.