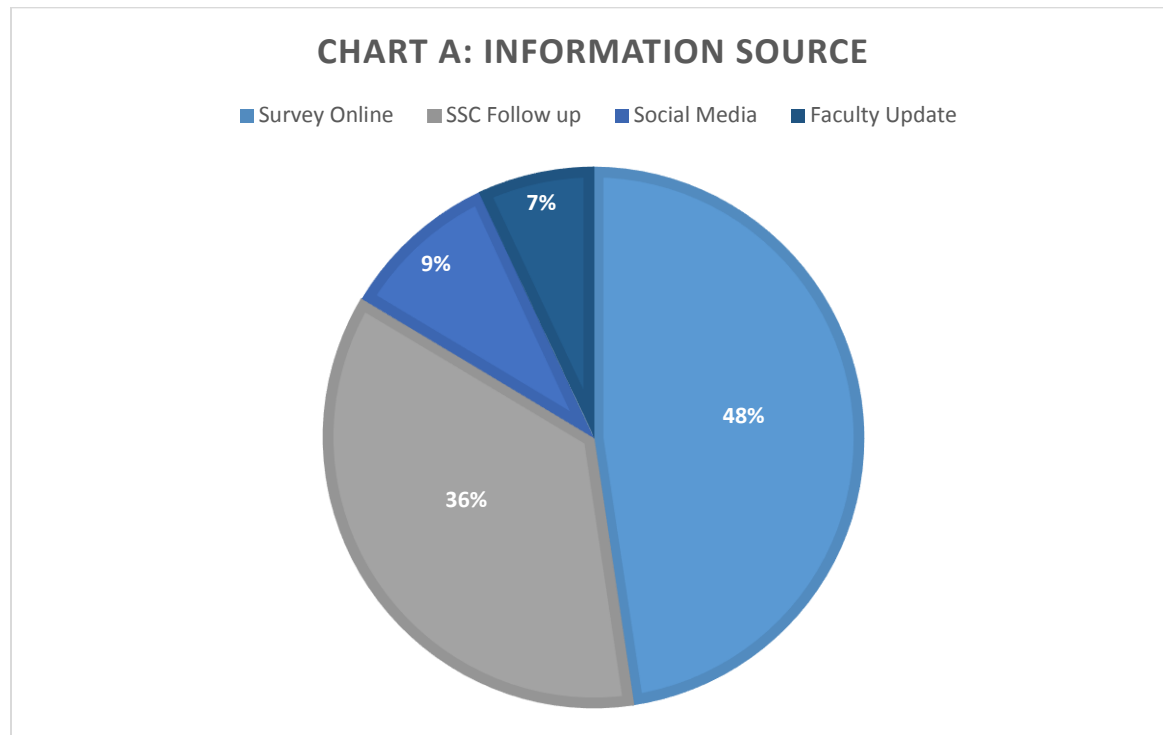


Career Outcomes Report for the Class of 2016
Billie Streufert | Student Success Center

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 2015 – 2016 academic year, which includes all 342 undergraduates who completed degrees between July 1, 2015, and June 30, 2016.¹ 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 93% of these graduates, which exceeds the minimum NACE knowledge rate by 28%.² 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' experiences and activities during their time at Augustana. Please enjoy reading about the many accomplishments of the Class of 2016.

Results

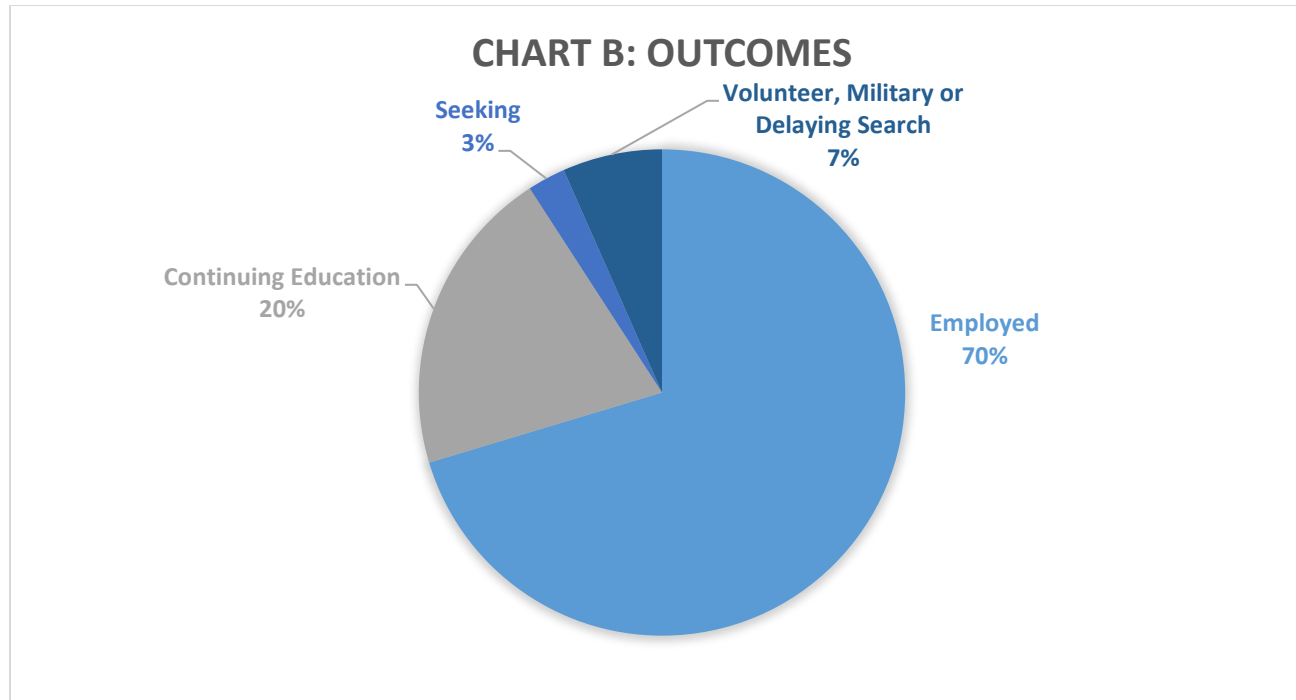
Outcomes Summary

Each graduate was only counted once in the aggregate statistics that follow. Of the respondents who provided information, 98.7% were employed (part-time or full-time) in their major or chosen field and 97.4% achieved a positive career outcome (e.g., continuing their education, working, or serving).³ These outcomes are reflected in Table A and Chart B below.

This employment rate aligns with Augustana's five-year average (98.2%), indicating that graduates are able to compete consistently in a challenging and rapidly changing marketplace. Augustana graduates continue to achieve their goals, secure meaningful employment or continue their education with great success.

Table A: Outcome Information for All Undergraduate Degree Recipients

213	Full-Time, Career-Related/Chosen Employment: Working for 30 hours or more per week
10	Part-Time, Career-Related/Chosen Employment: Working fewer than 30 hours per week
7	Volunteer Service: Participating in a service program or volunteer position (e.g., Peace Corps, Young Adults in Global Mission)
0	Military Service: Serving in the U.S. Armed Forces
65	Continuing Education: The number of graduates enrolled in continuing education
3	Seeking Employment: Seeking employment or engaged in the job-search process
5	Seeking Continuing Education: The number of graduates seeking continuing education
14	Not Seeking Employment or Continuing Education: Choosing not to pursue or delaying employment or continuing education ⁴
25	No Information Available: Have not responded to Augustana or provided information
342	TOTAL NUMBER OF UNDERGRADUATES DEGREE RECIPIENTS

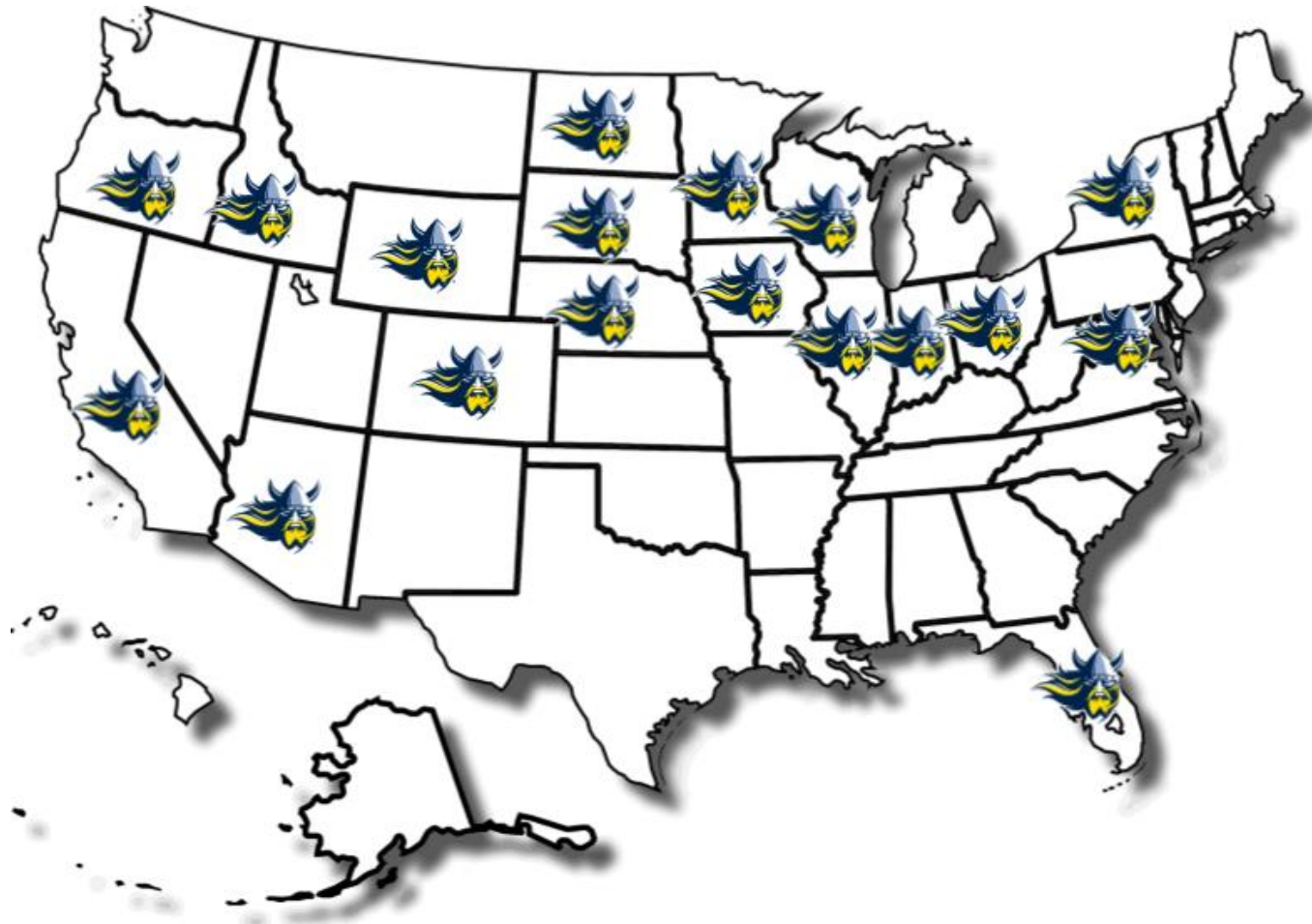


Of the graduates who sought employment, 98.7% secured jobs in their chosen field. Four percent of these individuals were employed part-time. Of both the full-time and part-time employees, the majority (93%) of graduates were working in permanent positions; 3% had secured a post-graduation internship and 2% were independent contractors, which is common for sign language interpreters in this geographical region. The remaining 2% consisted of a freelance photographer, another individual who did not report the employing organization or job title, an individual who accepted a temporary administrative position with a staffing agency before traveling to Norway and a substitute teacher/baseball coach. The latter was not an education major and wanted to sample the field before pursuing additional education.

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, Art, Athletic Training, Business Administration, Communication Disorders, Communication Studies, Computer Science, Economics, English, Exercise Science, Fitness Management, International Studies, Music, Nursing, Religion, Philosophy, Psychology, Secondary Education, Sign Language Interpreting, Sociology, Special Education, Sports Management and Theatre. Several other departments had career outcome rates above 95%.

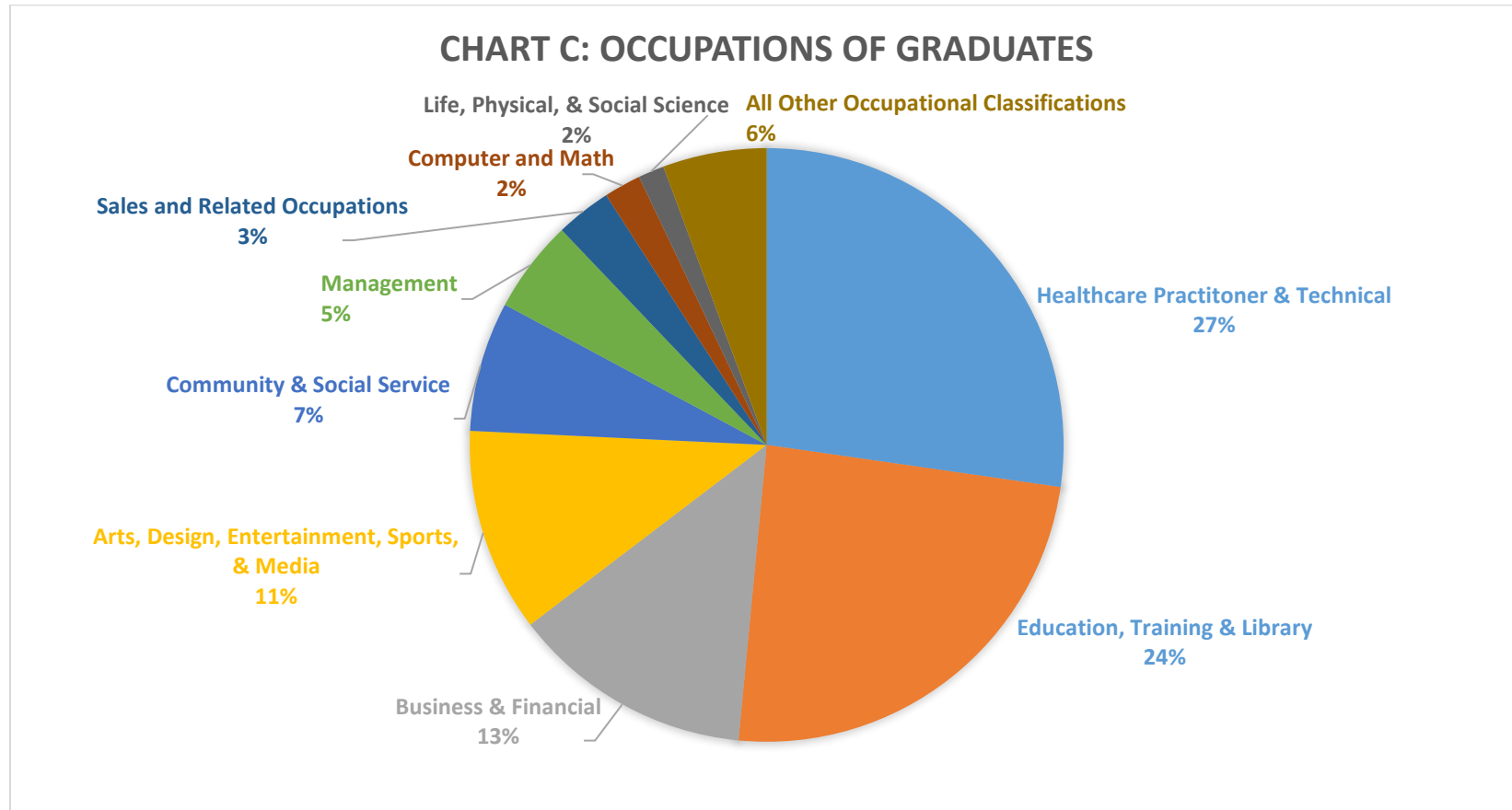
Geographical Destinations of Employees

Respondents reported working in the District of Columbia, Norway, Germany, Brazil, Thailand, Belgium, India and the 18 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, 60% were working in the state and 58% employed in Sioux Falls region. (This includes both Sioux Falls and surrounding communities that are 30 or fewer miles from the city.) The state of South Dakota retained 46% of the non-residents enrolled at Augustana. Of the graduates originally from South Dakota, 79% were retained in the state's workforce.

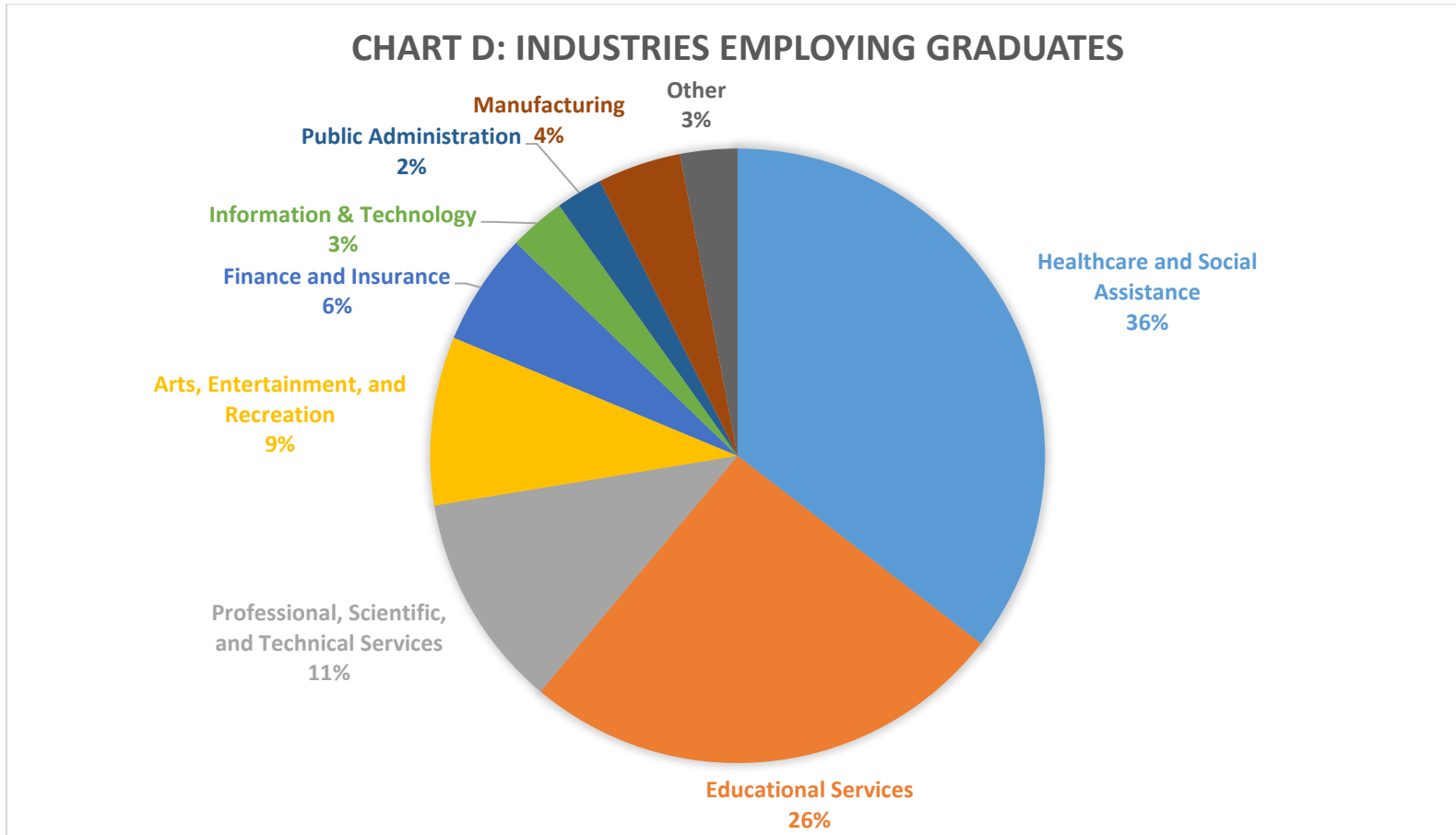


Industries and Occupational Classifications of Employees

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 highlighted in Chart C below.⁵



The top industries that employed graduates are listed in Chart D.⁶



Average Salaries of Full-Time Employees

The Success Center obtained salary information on 32% of respondents who were employed full-time. Salaries ranged from \$24,000 to \$67,000. The mean was \$43,471.54 and the median wage was \$45,570 annually. While this is a 20% increase from the Class of 2015 median (\$38,000), the response rate is not high enough to identify clear earning trends for graduates.

Sample of Employers

There were 131 unique organizations who hired Augustana graduates. The top employers of Augustana graduates included Sanford Health, Sioux Falls School District, Avera Health, and Lutheran Social Services. The full list of organizations is provided below and on the following page.

Abbott Northwestern Hospital	Corte Sierra Elementary School	KSFY
Advanced Systems	Costello Property Management	Lakeland High School
Adwerks	Davenport Evans	Lawrence & Schiller
Allina Health	Dell Rapids Elementary School	Limburg United
Altru Health Systems	Deloitte	Lloyd Companies
Augustana University	Devil's Food Catering	Lutheran Social Services
Aurora Public Schools	Dorsey & Whitney Trust Company	Luverne Senior High School
Avera Health	Dow Rummel	Macy's
Bank of America	Eide Bailly	Mattel
Bell Inc.	Elanco	Mayer School District
Bethany Meadows Assisted Living	Elkton Public Schools	Mayo Clinic
Black Hills Playhouse	EXIT Realty	Mercy Medical Center
Boone Community School District	Fargo Public Schools District	Minnesota Vikings
Boston Scientific	First National Bank	Moore Elementary School
Boys & Girls Club of the Sioux Empire	Fisheye Marketing	Morsekode
Brandon Valley High School	Four Seasons A+ Elementary	Myers Billion LLP
Brandt Agency of Interpreting	Gevo	Nature's Way Juice Bar
Cactus High School	GPAC	Nebraska Medicine
Canton High School	Great Life	Nine Clouds Marketing
CCC Information Services	Guitar Center Support Center	Northwestern Mutual
Cedar Valley Catholic Schools	Harrisburg School District	Office of the Comptroller of the Currency
Centra Care Hospital	Hawarden School District	Oh My Cupcakes
Children's Home Society	Heartland Retirement Group	Omaha Children's Museum
Chino Valley School District	Hill Elementary School	Outdoor Campus
City of Canton	Hitchcock-Tulare High School	Owatonna People's Press
Cleveland Indians	Huggelig Homes	Pace Analytics Services
Cold Creator	Imagine! Print Solutions	Parker School District
Colts Drum & Bugle Corp	Interpre Corps Interpreting Agency	Patterson Companies
Core Insurance	Kiplinger	PGA America

Pharmacy Specialties & Clinic
 Piper's Custom Framing and Fine Art Gallery
 Pipestone County
 Potsdam Gymnasium
 Providence Regional Medical Center Everett
 Recover Health
 Risk Administration Services
 Road Scholar
 Rock Valley Community School
 RSM US LLP
 Sanford Health
 SDN Communications
 Securian Financial Group
 Sioux Falls Canaries
 Sioux Falls Convention & Visitors Bureau

Sioux Falls School District
 Sioux Falls Skyforce
 Sioux Falls Specialty Hospital
 Solid Fabrications Inc.
 South Dakota Manufacturing and Technology Solutions
 Springfield High School
 St. Luke's Hospital
 Stericycle
 Sterling Trustees, LLC
 Summit Charter School
 SWCC Cooperative
 Swedish Medical Center
 Sylvan Learning Center
 TC Molding

Teachers on Call
 The Enterprise Cloud Company
 The Journey Group
 Trine University
 TRO Investments
 U.S. Bank
 U.S. Representative Kristi Noem
 U.S. Senate - Mike Rounds
 United Nations
 Vance Thompson Vision
 Wabasso Public School
 Walt Disney World
 Waseca Public Schools
 Weisser Distributing
 Zion Lutheran Church

Job Titles of Employees

Whether it is the White House reporter, the Minnesota Vikings football player, or the intern at the United Nations, 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.

Accountant
 Activities Coordinator
 Actor
 Analytical Chemist
 Applications Developer
 Assistant Account Manager, Sports & Entertainment
 Assistant Advisor
 Assistant Brand Manager
 Assistant National Bank Examiner
 Assistant Trust Officer
 Assurance Associate

Auditor
 Behavioral Health Technician
 Biology Teacher
 CAD Tech
 Campaign Field Representative
 Claims Examinee
 Compliance Solutions Specialist
 Creative Content Writer
 Creative Design Assistant
 Custom Molding Specialist
 Digital and Social Media Strategist

Digital Content Producer
 Director of Sports Media Relations
 Elementary Art Teacher
 Elementary music teacher
 Elementary Teacher
 English Teacher
 ER Patient Care Tech
 Events Coordinator
 Executive Administrative Assistant
 Financial Representative
 Founder & Business Owner

Interpreter for the Deaf
Gallery Assistant
Girl's Inc. Coordinator
High School Social Studies Teacher
Human Resources Assistant
Human Resources File Coordinator
Human Resources Recruiter
ICU Registered Nurse
Independent Living Skills Specialist
Insurance Agent
International Admission Counselor
IT Specialist
Lab Analyst
Legal Assistant
Loan Processor
Marketing Coordinator
Marketing Manager

Math Teacher
Medical Translator
Merchandise Cast Worker
Music Teacher
Near Peer Mentor Director
Network Engineer
Optometrist Assistant
Outreach Naturalist
Page Designer/Copy Editor
Participant Service Advisor
Personal Line & Crop insurance Sales Agent
Pharmacy Technician
Pricing Analyst
Private Banking Assistant Relationship Manager
Professional Baseball Player
Professional Football Player
Project Manager

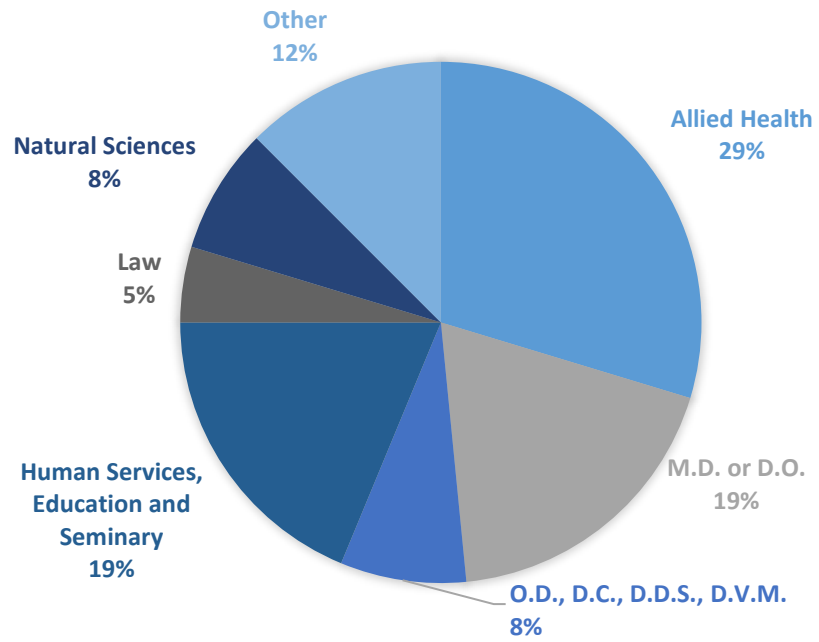
Real Estate Agent
Research Technician
Residential Counselor
Sales Manager
Search Consultant
Senior High Youth Director
Senior Vice President
Sign Language Interpreter
Special Education Teacher
Speech Therapist Assistant
Staff Auditor
Trust Operations Specialist
User Experience Analyst
Vehicle Valuation Specialist
Wellness Instructor
White House reporter
Wrestling Coach & Teacher

Graduate School Outcomes

Twenty percent of respondents reported they pursued additional education within six months of graduation. Of the respondents who sought admission into graduate school and provided information to Augustana, 93% were admitted. Chart E on the following page notes the programs of study they entered.

Of the graduates who were not residents of South Dakota at the time of admission to Augustana and either employed or continuing their education, 41% remained in South Dakota. This is higher than the 29% reported by the South Dakota Board of Regents. Augustana also matches the Board of Regents' retention rate (72%) of South Dakota residents who choose to either enter the workforce or continue their education.⁷

CHART E: PROGRAMS OF CONTINUING EDUCATION



Members of the Class of 2016 are currently attending the following graduate programs:

Allied Health Degree Programs

(Athletic Training, Audiology, Occupational Therapist, Pharmacists, Physical Therapists, Physician Assistant, Speech Language Pathologists)

Des Moines University

University of Jamestown

Rockhurst University

University of Minnesota

Saint Ambrose University

University of Nebraska, Lincoln

Saint Catherine University

University of South Dakota

Saint Scholastica University

University of South Florida

Doctoral (Ph.D) Programs

Michigan State University

University of Oklahoma

South Dakota State University

University of Nebraska, Lincoln

Medical Degree Programs (M.D., D.O.)

Creighton University

University of South Dakota

University of Nebraska, Lincoln

Optometry, Chiropractic, Dentistry and Veterinary Medicine Programs (O.D., D.C., D.D.S., D.V.M.)

Iowa State University

Palmer College

Northwestern Health Science University

Pacific University

Oregon Health & Science University

Master's Degree Programs

Augustana University

Southwest Minnesota State University

Erikson Institute

University of Georgia

Concordia University

University of Nebraska, Lincoln

Iowa State University

University of Notre Dame

Kennrick Glennon Seminary

University of Minnesota

Liberty University

University of Sioux Falls

Minnesota State University, Mankato

University of South Dakota

Minnesota State University, Moorhead

Law Degree Programs

Saint Louis University

University of Nebraska, Lincoln

University of South Dakota

Satisfaction and Experience of Graduates

In addition to being successful in their job or graduate school search, alumni also report being satisfied with their Augustana experience, expressing a belief that they will make a meaningful difference and gratitude for the caring community they discovered at Augustana. For these reasons, they launch their careers with confidence and enthusiasm.

- 93% strongly agreed or agreed that they received a solid education from Augustana.
- 97% strongly agreed or agreed that they had at least one professor who made them excited about learning.
- 95% strongly agreed or agreed that there was a faculty or staff member at Augustana who cared about them as a person.
- 96% strongly agreed or agreed that they will learn or do something interesting at their job or in their program of study after graduation

Respondents also provided diverse information about their activities during their time in college, as highlighted below.

- Boredom is not an option at Augustana. Graduates reported engagement both in and out of the classroom. Of the survey respondents, 90% participated in undergraduate research, internships, practicum, student teaching or clinicals, while 95% participated in study abroad or any of these activities (i.e., experiential learning). If you include co-curricular activities and volunteering, this percentage increases to 99%. All but one student reported some form of engagement.⁸
- Similar to last year's report, 44.5% of survey respondents reported that they changed their major before they graduated.
- Of the respondents, 73% reported meeting with a tutor or Writing Center consultant while they attended Augustana.
- Of the survey respondents, 74% (117/159) reported using career services. Of these individuals, 95% reported they were satisfied (very satisfied, satisfied, somewhat satisfied). This exceeds the national utilization average (52%) and satisfaction average (79% very helpful, helpful, somewhat helpful) as calculated by Gallup Research.⁹

Foot Notes

¹This 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.

²The 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 publically. Learn more about this methodology at <https://www.naceweb.org/uploadedFiles/Pages/advocacy/first-destination-survey-standards-and-protocols.pdf>.

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

⁴Some graduates elect to delay their employment or continuing education to travel, prepare their graduate school application, or get married.

⁵ 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.

⁶ Augustana utilizes the same industries identified by the Bureau of Labor Statistics and described online at <http://www.bls.gov/iag/>.

⁷ The Board of Regents published similar data for the Class of 2014 at <https://www.sdbor.edu/mediapubs/New%20Press%20Releases/120716Placement2.pdf>.

⁸ 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.

⁹ Benchmarking statistics were retrieved from http://www.gallup.com/poll/199307/one-six-grads-say-career-services-helpful.aspx?g_source=Education&g_medium=newsfeed&g_campaign=tiles