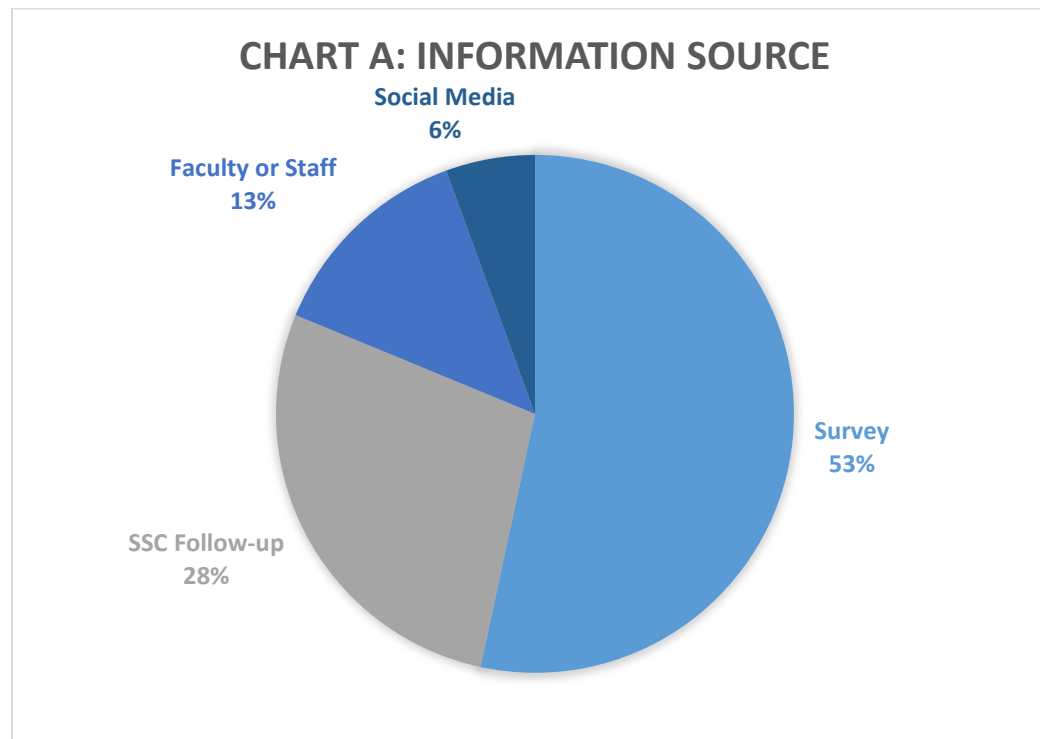


Career Outcomes Report for the Class of 2018
Billie Streufert | Student Success Center

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 2017 – 2018 academic year, which includes all 358 undergraduates who completed degrees between July 1, 2017, and June 30, 2018.¹ 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 95% of these graduates, which exceeds the minimum NACE knowledge rate by 30%.² Sources of information are identified below in Chart A.



This is a report of the information Augustana 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 2018.

Results

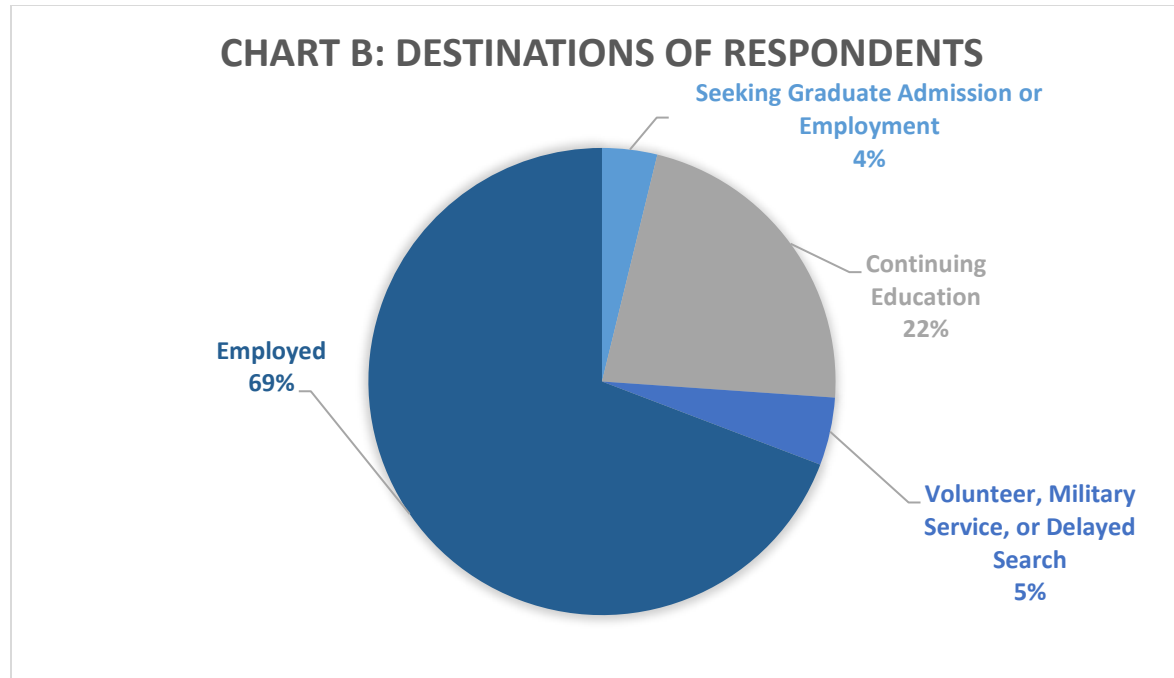
Outcomes Summary

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 96% achieved a positive career outcome (e.g., continuing their education, working, serving in the military, or volunteering).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, and advance their education with great success.

Table A: Outcome Information for All Undergraduate Degree Recipients

217	Full-Time, Career-Related/Chosen Employment: Working for 30 hours or more per week
18	Part-Time, Career-Related/Chosen Employment: Working fewer than 30 hours per week
4	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
75	Continuing Education: The number of graduates enrolled in continuing education
6	Seeking Employment: Seeking employment or engaged in the job-search process
7	Seeking Continuing Education: The number of graduates seeking continuing education
13	Not Seeking Employment or Continuing Education: Choosing not to pursue employment or delaying continuing education ⁴
18	No Information Available: Have not responded to Augustana or provided information
358	TOTAL NUMBER OF UNDERGRADUATE DEGREE RECIPIENTS



Employment Outcome Data

Of the responding graduates who sought employment, 98% secured jobs in their chosen field. Eight percent of these individuals were employed part-time. Of these individuals, 44% were employment in permanent part-time roles. Another 28% secured post-graduation internships and 28% were working as entrepreneurs. Two launched their own business. The others were independent sign language interpreters.

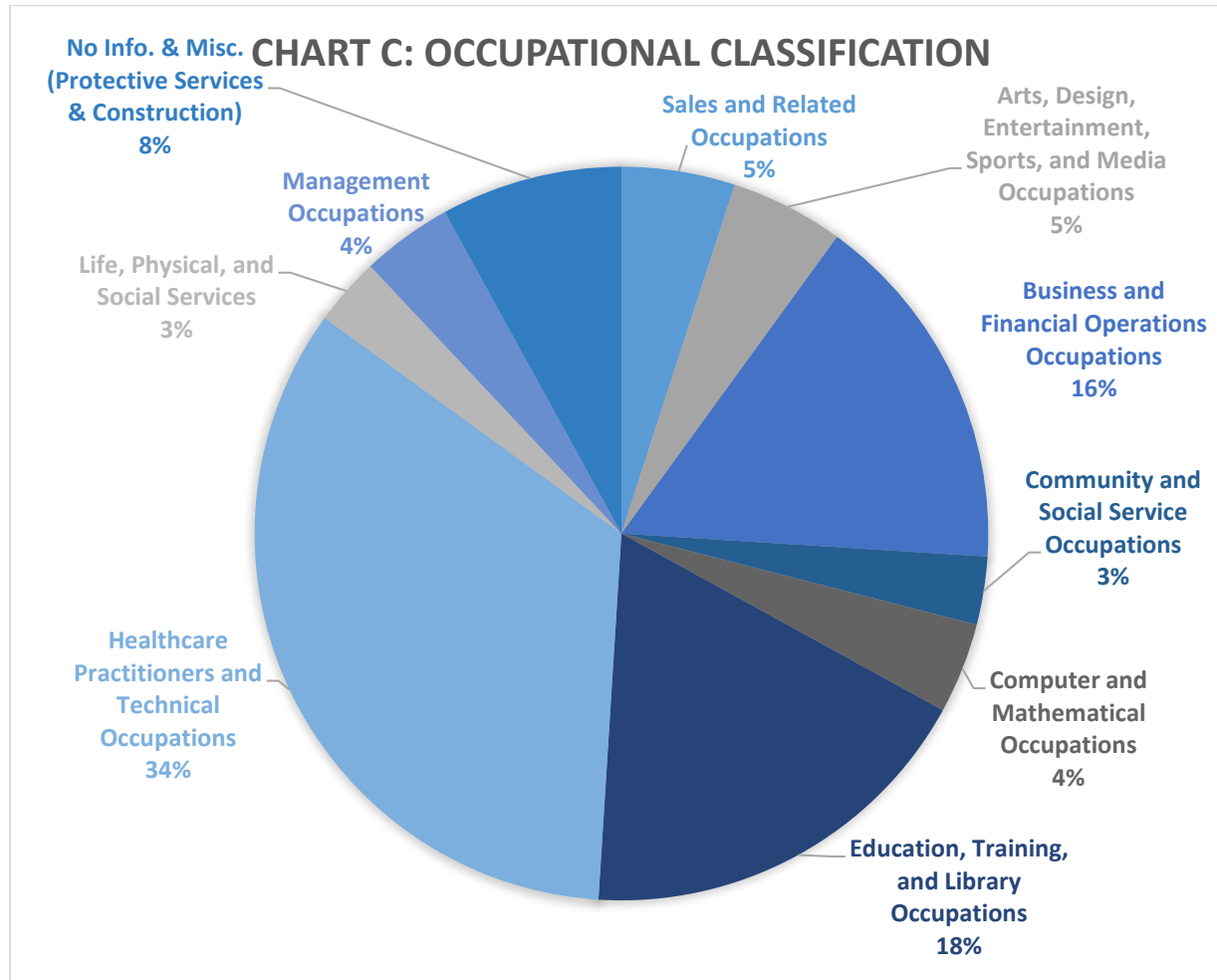
Many academic departments secured 100% employment, including the following programs: Art, Communication, Music, Religion, Theatre, Business Administration, Economics, Government, Sociology, Biology, Chemistry, Exercise Science, Math, and Nursing.

Geographical Destinations of Employees

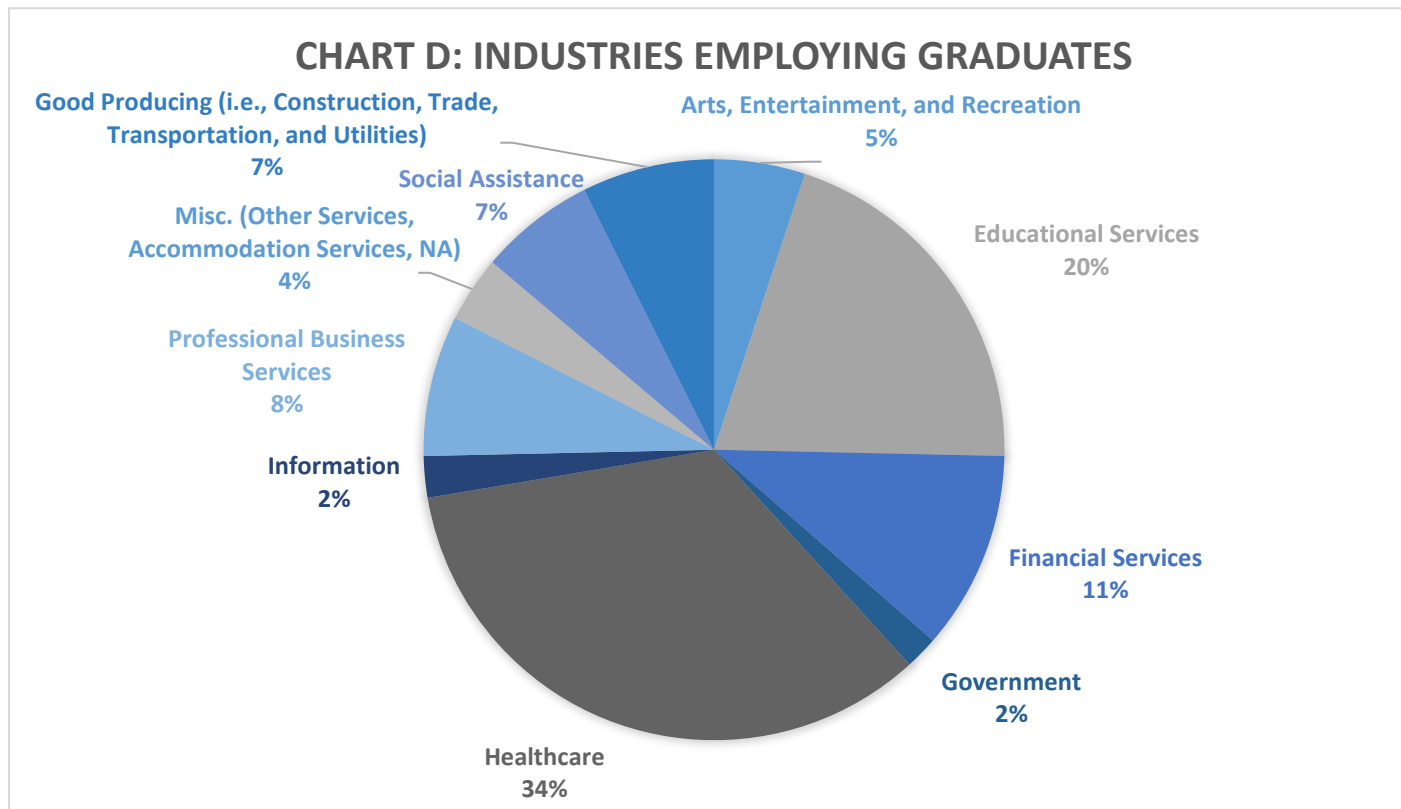
Respondents reported working in the District of Columbia, Haiti, France, England, Israel, and the 24 states depicted on the map on page 15. Augustana imports talent to both the state of South Dakota and the city of Sioux Falls, contributing to its workforce development and labor market. Of the graduates who secured employment and reported their geographical location, 60% are working in the state and 94% employed in Sioux Falls region. (This includes both Sioux Falls and surrounding communities that are 30 or fewer miles from the city.) Twenty-one percent of the individuals who remained in South Dakota were not originally from the state.

Industries & Occupational Classifications

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.⁵



Graduates were employed in multiple industries. Ninety-three percent selected service producing industries. Education and Health Services employed more than half of AU graduates. The industries that employed graduates are listed in Chart D.⁶



Employers and Job Titles

From the professional baseball player with the Minnesota Twins to a software engineer at Citi and an Audit Associate at KPMG, our graduates land competitive positions. Excluding ten individuals who provided job titles but did not name their employer, there were 149 unique organizations who hired Augustana graduates. The top employers of Augustana graduates included the following in respective order: Avera Health, Sanford Health, Sioux Falls School District, Lifescape, and Wells Fargo. Allina Health, GPAC, Harrisburg School District, Mayo Health,

Mission Haiti, Northwestern Mutual, Tea School District, Vanderbilt University Medical Center, and Watertown School District also hired multiple graduates. Job titles and hiring organizations of employed graduates are provided in Appendix A. (Job titles were unavailable for six graduates.)

Graduate School Outcomes

Twenty-two percent of respondents reported they pursued additional education within six months of graduation. Of the respondents who sought admission and provided information to Augustana, 91% were admitted. Members of the Class of 2018 reported enrolling in diverse competitive programs. Institutions of enrollment are listed below.

Table B: Graduate and Professional School Institutions and Programs

Allied Health⁷

- Avera Health, Radiography
- George Fox University, Clinical Mental Health Counseling
- Illinois College of Optometry, Optometry
- Indiana State University, Clinical Psychology
- Mayo Clinic School of Health Sciences, Surgical First Assistant
- Minnesota State University Moorhead, Speech Language
- Rockhurst University, Communication Sciences and Disorders
- Rocky Mountain University of Health Professions, Speech Language Path.
- University of Mary, Occupational Therapy
- University of Arizona, Audiology
- University of Louisville, Social Work
- University of Louisville, Counseling Psychology
- University of South Dakota, Physical Therapy
- University of South Dakota, Speech Pathology (2)
- University of South Dakota, Counseling

Medicine

- A. T. Stills University, Medicine
- Drexel University, Medicine
- Norwegian University of Science and Technology, Medicine
- Seton Hall Medical School, Medicine
- University of Washington, Medicine
- University of Kansas, Medicine

- University of Nebraska, Medicine (2)
- University of South Dakota, Medicine (8)

Accelerated Nursing

- Augustana University, Accelerated Nursing (6)
- University of South Dakota, Nursing

Law

- University of St. Thomas, Law
- University of South Dakota, Law
- Wake Forest University, Religion & Law Dual Degree

Advanced Degree & Continuing Education in Diverse Programs

- Augustana University, Athletic Training
- Augustana University, Computer Science
- Augustana University, Sport Administration and Leadership (5)
- Augustana University, Psychology
- Augustana University, Master Public Accounting
- Columbia University, Engineering
- Colorado State University, Computer Science
- Colorado State university, Economics
- Duke University, Nicholas School of Environment
- Kansas State University, School Counseling
- Michigan State University, Nuclear Chemistry

South Dakota State University, Biological Studies
 South Dakota State University, Industrial/Organization Psychology (2)
 South Dakota State University, Sport and Recreation Administration
 University of Kansas, Philosophy
 University of Nebraska, Economics
 University of Nebraska Lincoln, Mechanical Engineering
 University of Sioux Falls, Master Business Administration (2)
 University of South Dakota, Basic Biomedical Sciences

University of South Dakota, Bioengineering
 Virginia Theological Seminary, Master of Divinity

Program Unknown

North Colorado University (Did not Report Program)
 Northern State University (Did not Report Program)
 University of Nebraska, Omaha (Did not Report Program)
 University of Northern Colorado (Did not Report Program)

Satisfaction and Experience of Graduates

Using questions similar to the Gallup-Purdue Index,⁸ respondents were asked on a six-point Likert scale (i.e., strongly agree, agree, somewhat agree, somewhat disagree, disagree, strongly disagree) to rate their agreement with statements about their experience at Augustana. The average response rate to each question was 55%. Alumni reported being satisfied with their education and experiences at Augustana, while affirming that AU provides a caring community that is dedicated to student success. Table C reflects aggregate agreement on these items.

Table C: Respondents’ Agreement with Gallup-Purdue Index Statements

Statement Given	% Agreed
Augustana is passionate about the long-term success of its students.	98%
My professors at Augustana cared about me as a person.	97%
I had at least one professor who made me excited about learning.	97%
As the result of my experience at Augustana, I will make the world a better place.	98%
Augustana prepared me well for life outside of college.	95%
Augustana has prepared me to contribute to society.	95%
I received a solid education from Augustana.	96%
Overall, I am satisfied with my experience at Augustana.	96%

Results of Other Secondary Questions

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

- Graduates reported engagement both in and out of the classroom. Of the survey respondents, 90.5% participated in applied learning, which included clinicals, practicums, student teaching, internships, research, and large projects spanning more than one semester.⁹ If study abroad is included, the experiential learning rate increases to 92.50%. Another 4.25% participated in other credit-bearing activities, such as athletics and fine arts. Only 3.25% participated in no such activities.
- Of the survey respondents who answered the question (64%), 79% reported using career services. Of these individuals, 97% reported they found these resources helpful (very helpful, helpful, somewhat helpful). This exceeds the national utilization average (52%) and satisfaction average (79% very helpful, helpful, somewhat helpful) as calculated by Gallup Research.¹⁰

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, enroll in additional undergraduate classes, prepare their graduate school application, or have a baby.

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 Augustana identified programs as allied health based on list published by the Association of Schools of Allied Health Programs at <http://www.asahp.org/what-is/>.

⁸ Augustana repurposed questions from the Gallup-Purdue Index. <https://www.gallup.com/174167/temp-methodology-gallup-purdue-index-methodology.aspx>

⁹ Each respondent was only counted once in the aggregate statistic. Statistics do not reflect unique participants and respondents may have been counted in multiple categories because graduates participated in diverse activities.

¹⁰ 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.

Appendix A: Comprehensive List of Employers and Job Titles

1517 media, Editorial Intern	Avera Health, Registered Nurse
44i, Inc., Social Media Strategist	Avera Health, Registered Nurse
A&B Business Solutions, Solutions Sales Executive	Avera Health, Registered Nurse
Adrian MN School system, Art Teacher	Avera Health, (no job title reported)
Aerotek, Recruiter	Avera Health, Laboratory Technician
AgriBank, Finance Operations Specialist	Avera Health, Registered Nurse
ajlamoonlight.com, Freelance Copy Editor/Content Collaborator	Avera Health, Registered Nurse
Allen Homes, Business Analyst	Avera Health, Registered Nurse
Allina Health, Registered Nurse	Avera Health, Registered ICU Nurse
Allina Health, Registered Nurse	Avera Health, Registered Nurse
Ameriprise Financial, Client Service Coordinator	Avera Health, Registered Nurse
As One Ministries, Director of Operations	Avera Health, Registered Nurse
Ashirwad, LLC, Director of Information Technology	Avera Health, Registered Nurse
Athletes in Action (a Cru ministry), Athletic Trainer	Avera Health, Registered Nurse
Augustana University, Archeology Lab Technician	Avera Health, Registered Nurse
Augustana University, Research Assistant	Avera Health, Registered Nurse
Augustana University, Director of Annual Giving	Bad Axe Throwing, Operations Manager
Augustana University, Assistant Strength and Conditioning Coach	Banner Health, Registered Nurse
Aureon HR, Talent Sourcer/Recruiter	Berkshire Hathaway Home Services, Administrative Assistant
Aurora Public Schools, Teacher	Best Buy, Sales Associate
Avera Health, RN Surgical/Trauma	Brandon School District, 6th grade ELA
Avera Health, Registered Nurse	Budget Inn Motel, Co-Manager of family business
Avera Health, Registered Nurse	Building Innovative Technologies, Sales Representative
Avera Health, Behavioral Health Technician	Cancer Biology Research Center, Sanford Research, Staff Scientist
Avera Health, Registered Nurse Cardio	Carson Wealth Management Group (no job title reported)
Avera Health, Registered Nurse Surgical/Trauma	Century Business Products, Technician
Avera Health, Lab Assistant	Chelsea's Boutique, Brand and Content Manager
Avera Health, Registered Nurse	Citi, Software Engineer
Avera Health, Client Representative MLT	CITYMD Urgent Care, Medical Scribe
Avera Health, Registered Nurse - Emergency Department	Conduent BPO Healthcare Services, Senior Program Support Specialist
Avera Health, Registered Nurse	Cowboy Chicken, Marketing and Catering Sales Representative

Dakota Land Surveying and Engineering, Wetland Specialist
Denver Police Department, Police Officer
Department of Access Services, Interpreter Apprentice
Development Service, Inc., Grant Writing Support
Dynamic Business Solutions, (no job title reported)
E+I Specialists, Electrician
ELCA, Young Adult in Global Mission
Elon University, Assistant Strength and Conditioning Coach
Epicosity, Producer
EROS, Systems Engineer
Federated Insurance, Associate Systems Developer
Ferson Brewing Company, (no job title reported)
First Bank & Trust, Banking Officer
Flugge, Determan, & Julius LLC, Accounting Assistant
Food Dudes, Shift Manager
Functional Patterns Minnesota, Trainer
GHEC School District, 9-12 English Teacher
Good Samaritan Society, Administrator
Gopher Sport, Copywriter Coordinator
GPAC, Search Consultant
GPAC, Recruiter
Great Plains Zoo, Guest Services
Great Western Bank, Consumer Loan Document Specialist
Greatlife, Personal Trainer
Harrisburg School District, 7th grade English Language Arts teacher
Harrisburg School District, Harrisburg MS South Tutor
Home2 Suites by Hilton, Operations Supervisor
Hughes Law Office, Administrative Assistant
International Trade Association, International Assistant
Interprecorps/ISI, Interpreter
Iowa Great Lakes Lutheran School, Teacher
Iowa School District, AEA, Sioux City, Interpreter/Tutor

J.J.'s Wine and Spirits, Sales Associate
Joyful Journeys Preschool, Preschool Teacher
Kathryn Senor Elementary School, Elementary Music Teacher
Katie Munson Art LLC, Self-Employed
Keystone Interpreting Solutions, Sign Language Interpreter
KPMG, Audit Associate
Lake Erie and Texas Airhogs, Rookie Baseball Player
Laveen School District, Teacher
Lederman Bail Bonds, Research Assistant
Lennox Public District, Music Education
LifeScape, Direct Support Professional
LifeScape, Direct Support Professional
Lifescape, (no job title reported)
LifeScape, Accounting Specialist
Lockheed Martin, Multi-Functional Financial Analyst Associate
London Lions, Professional Basketball Player
Lutheran Social Services, Residential Counselor
Luverne Public Schools, SPED Teacher
Lyric Arts Theater, Carpenter (Design)
Madonna Senior Living Community, Certified Nurse Aide
Make-A-Wish South Dakota, Events and Operations Coordinator
Mayo, Registered Nurse, Neuro ICU
Mayo, Registered Nurse, Infusion Therapy Center
McCook Central, 3rd Grade Teacher
Medtox, Technologist in Clinical Pain Management Dept.
Menorah Medical Center, Registered Nurse
Mercy Medical Center, Registered Nurse
Meridian Group Real Estate Company, Real Estate Agent
Metro Communications, 911 Dispatch
Miami Marlins, Professional Baseball
Midco, Human Resources Analyst
Mingus Union HS, High School English/ ELL

Minnesota Twins, Professional Baseball Player
Mission Haiti, Child Specialist
Mission Haiti, Mission Coordinator
Moxxly, Social Media Marketing
NARAL Pro-Choice America, Field Specialist
National Rifle Association, Campaign Field Representative
Nativity Child & Family Preschool/Schmidt Music, Preschool Teacher
North Memorial Health, Registered Nurse
Northwest Mutual, Financial Representative
Northwest Mutual, Financial Representative
Okoboji Summer Theatre, Properties Manager
Omaha Public School District, Elementary Teacher
Osceola Community Hospital, Wellness Center Supervisor
PAi Retirement Services, Customer Care Specialist
Panera LLC, Junior IOS Developer
Perham Dent Public Schools, 6th Grade Teacher
Pipestone County Medical Center, Registered Nurse
Prescott School District, Granite Mountain School - 5th grade teacher
PromiseShip (no job title reported)
Providence Academy, Math Teacher
Riddle's Jewelry, Manager
Roseland Christian Ministries, Intern
Sacred Heart School, 2nd grade teacher
Sandhills Publishing, (no job title reported)
Sanford Health, Travel Registered Nurse
Sanford Health, NICU Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Clinical Research Coordinator
Sanford Health, Registered Nurse

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Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Sanford Health, Digital Marketing Intern
Sanford Health, Registered Nurse – Pulmonary Unit
Sanford Health, Registered Nurse – Pulmonary Unit
Sanford Health, Registered Nurse
Sanford Health, Registered Nurse
Santa Maria Middle School, Choir Teacher
Sartell St. Stephens High School, Sign Language Interpreter
Scheels, Bike Dept. Sales Manager
SDN Communications, Marketing Internship
Self-employed, Sign Language Interpreter
Sequel Transition Academy, Youth Counselor
Silver & Gold Consulting, Bookkeeper
Sioux Falls Parks and Recreation, Recreation Rover
Sioux Falls School District, RISE EA
Sioux Falls School District, Biology Teacher
Sioux Falls School District, High School Math Teacher
Sioux Falls School District, Resource Teacher
Sioux Falls School District, LHS speech/debate
Sioux Falls School District, Patrick Henry MS - Math Teacher
Sioux Falls School District, 2nd Grade teacher
Sioux Falls School District, 1st Grade teacher

Sioux Falls School District, Teaching Assistant
Sonifi Solutions, Deal Desk Analyst
South Dakota Investment Council, Research Analyst
Southwest South Central Coop, Special Education Teacher
St. Anthony Hospital, Registered Nurse
Sterling Trustees, Trust Associate
Strength Authorities, President
TAPIF, Teaching Assistantship
Tea Area School District, MS - 7th grade ELA/Pop Culture History
Tea School District, 6th Grade English
Teachwell Solutions; McCrossan Boys Ranch, Special Education Teacher
The Event Company, Event Designer
Thrivent Financial, (no job title reported)
Thurman Comes Foley & Co., Staff Accountant
To Serve Contracting, Project Manager
Trident Trust, Trust Administrator
U of M Medical Center, Rehab Technician

United Hospital, Registered Nurse
USD, National Park Service Intern | Gray-Lobe Fine Carpentry, Owner
Vanderbilt University Medical Center, Nurse Resident
Vanderbilt University Medical Center, Registered Nurse
Van't Hof Concrete, Site Foreman
Washington Pavilion, Art Teacher
Waste Connections, Assistant Controller
Watertown School District, Teacher
Watertown School District, Teacher
Wave Interactions, Customer Service Representative
Weisser Distributing, HR/Admin Assistant
Weisser Distributing, Business Development Analyst
Wells Fargo, Personal Banker
Wells Fargo, Inbound Sales Associate
Wells Fargo, Student Loan Consultant
Wells Fargo, Inbound Sales Specialist