



**Post-Graduation Undergraduate  
Class of 2024  
Career Outcomes Report**

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Mary Toso | Student Success Center

At Augustana University, graduates launch their careers and make a difference in their communities with confidence, compassion and a commitment to excellence. Guided by its core values — Christian, Liberal Arts, Excellence, Community and Service — they embody the skills and mindset needed to succeed in an ever-changing world.

In this report, Augustana proudly celebrates the accomplishments of its graduates who have secured fulfilling careers, pursued advanced education and committed to meaningful service. Their journeys are a testament to the transformative power of an Augustana education. AU looks forward to staying connected as they continue to excel and make an impact.

## METHODOLOGY & AGGREGATE STATISTICS

Each year, Augustana University releases its First Destinations Report, which includes data on the career outcomes, job placement and continuing education acceptance rates for the graduating class (i.e., cohorts from August, December and May of the previous academic year). Augustana uses the methodology outlined by the National Association of Colleges and Employers (NACE) to report on the professional destinations of alumni within six months of graduation.

The Student Success Center attempts to connect with all graduates to ensure a comprehensive overview of their accomplishments. The Student Success Center Team uses a variety of methods to gather this information. Outreach begins with a survey, followed by individual phone calls, emails and social media messages. Staff also connect with professors and academic advisors to collect information as students are often eager to share their updates with these important mentors. The collection of this verified information results in a knowledge rate that reflects the data known for the destination of graduates. This report contains information on the Class of 2024. Augustana located information for 89% of these graduates, which exceeds NACE's recommended minimum of 65%.

“ I had a great time building relationships that will last a lifetime.

— Jarod Epperson '23  
Exercise Science  
Athletic Training, M.A. '24

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Table 1 below includes information for the Class of 2024. Among the graduates who provided information, 99% achieved a positive career outcome and reported working, continuing their education, volunteering, serving in the military or not seeking employment. (Individuals seeking employment or admission into a continuing education program are not considered a positive career outcome.) Similarly, 99% of respondents who aspired to work secured full or part-time employment.

Graduates of Augustana embark on their careers with confidence — empowered by the university's distinctive approach to vocational preparation. From their first year to graduation, students benefit from personalized guidance provided by both faculty academic advisors and dedicated success advisors. First-year students engage in a vocational exploration and planning course, setting the foundation for their academic and professional journey. Sophomores have the opportunity to deepen this exploration during a retreat designed to help them discern and pursue their callings. Juniors can be paired with alumni mentors in their chosen fields, offering invaluable connections and insights. Nearly every student engages in transformative signature experiences, including internships, practicums, fieldwork, research, creative projects and study away programs. By their senior year, students are well-prepared and routinely connect with graduate schools and employers through career fairs and other networking opportunities. This holistic approach, rooted in Augustana's core values, ensures its graduates are ready to thrive and make a meaningful impact.

**Table 1**  
Outcomes for All Undergraduate Degree Recipients

184	Full-Time, Career-Related/Chosen Employment: Working 30 hours or more per week
8	Part-Time, Career-Related/Chosen Employment: Working fewer than 30 hours per week
2	Volunteer Service
2	Military Service
89	Continuing Education
1	Seeking Employment
1	Seeking Continuing Education
19	Not Seeking Employment or Continuing Education
37	No Information Available: Have not provided information
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343	Total Number of Undergraduate Degree Recipients

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The most meaningful experiences I had at Augie occurred while I was participating in track or cross country, studying away in Alaska or taking English courses. All of these experiences helped me to further understand who I am and who I wish to be. These experiences also introduced me to the best mentors and great friends, which will last long after I graduate.  
— Caroline Sudbeck '24  
English, Secondary Education  
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**GEOGRAPHICAL DESTINATION**

Augustana graduates reported working across the United States, as well as in Norway, Paraguay, Spain and the United Arab Emirates. Among graduates who reported working in the U.S., 61% were employed in South Dakota. The region of Sioux Falls retained 55% of those who stayed in South Dakota. The remaining percentage landed in 22 other states.

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Everything about my experience at Augie was meaningful. It’s the community, the dedication from both the faculty and students, and the common goal of building up one another that made my Augie experience transformative.  
— Yue Wang '24  
Psychology, Biology  
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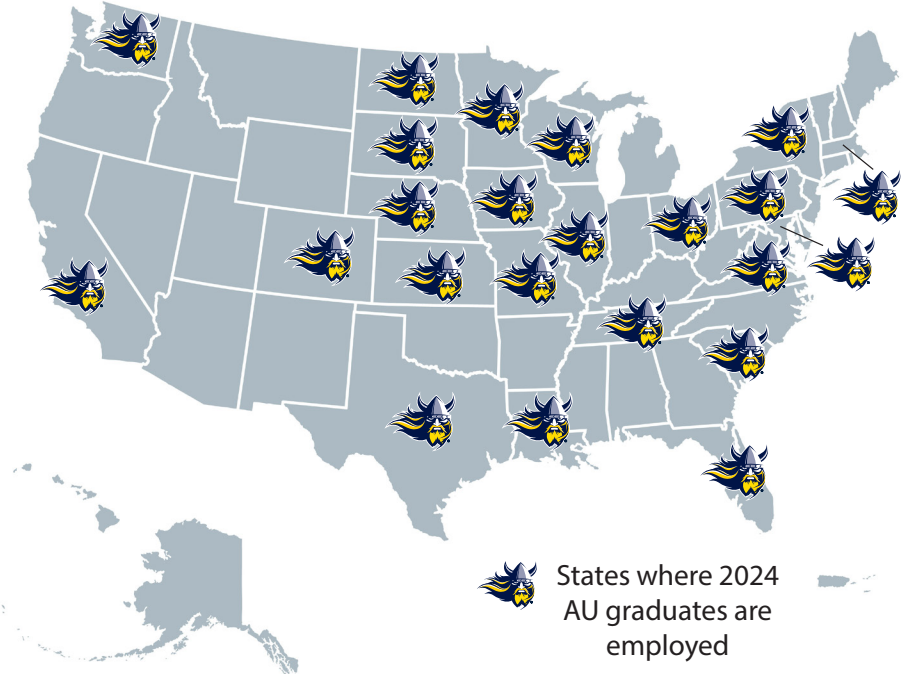


Image A: Geographical Destination of Graduates

## AVERAGE SALARIES

Across all respondents employed full-time, 23% provided salary information. The mean salary for undergraduate students in the Class of 2024 was \$54,770, with a median salary of \$54,500. Only aggregate salary information is published because sample sizes are small for academic programs and survey respondents were informed that their responses were confidential. Readers are instead encouraged to browse salary information published by the U.S. Department of Labor or the National Association of Colleges & Employers.

## EMPLOYERS

Augustana graduates land competitive positions at premier organizations. In total, graduates secured positions at 132 unique organizations. Top employers include Avera Health, Sanford Health, as well as the Sioux Falls School District (SFSFD). Hiring organizations of full-time employees are noted in Table 2.

**Table 2**  
Organizations That Hired Full-Time AU Employees

A Homestead Brew	Granada Huntley East Chain School District	Riverview International Center
Abby Kelley Foster Charter Public School	Grand Forks Public Schools	Robinsdale Public School District
Abiding Savior Free Lutheran Church	Gravity Global	RSM
Aerotek	Great Plains Reporting	RTI, LLC
Amazon	H.Art and Health LLC	SAIC
American Heart Association Heartcore	Halifax Health	Sanford Health
Augustana University	Hancock Public School District	Service First Federal Credit Union
Auxiliar de Conversación	Harrisburg School District	Sibley-Ocheyedan Community School District
Avera Health	Holy Spirit Catholic Church	Sioux Falls Canaries
Bethel School District	Home Warranty of the Midwest Inc.	Sioux Falls School District
Blue Light Investigations, LLC	I&G Assistance	Sioux Falls YMCA
Boston Scientific	Interpreter Services	Siouxland Heritage Museum
Brainard Public School District	JDS Industries	SONIFI Health
Bridges Trust	Lakeville Public School District	South Dakota Game, Fish & Parks
Bright Prospects Cooperative Preschool	Lethert, Skwira, Schultz & Co. LLP	Stan Houston Equipment Company
BSN Sports	Lloyd Companies	State Farm
Canby Public School District	Lutheran Social Services	State of South Dakota
Canton School District	Martin County West School District	StretchLab
CCL Label	Math and Science Academy	Stryker
Central Bank	Mayo Clinic	Summit Oaks Center
Children's Home Society of South Dakota	McLean Hospital	Sunbird Software
Children's Nebraska	Medical University of South Carolina	Swedish Medical Center
City of Sioux Falls	MedStar Georgetown University Hospital	Tacheny Exteriors
CLUTCH Performance	Michaels	Target
CommonSpirit Health	Mickelson & Company, LLC	Tenaska
Denver Health	MicroBio Consulting	Ticktin Law Group
Digital Twin Imaging	Middleton-Cross Plains Area School District	Touchmark at All Saints
DMM Systems	Minnehaha County	Transamerica
Dordt University	Minotaur Books	United Hospital
Ecolibrium3	Mitchell School District	United States House of Representatives
EmBe	Montevideo Public Schools	Unity Point
Encore Learning Center	Monument Health	US Math Recovery Council
Epic	Morningside Academy	Viaflex
Epicosity	Mounds View Public School District	Viessman Trucking
Evergreen Health	NAI Sioux Falls	Watertown School District
Exact Marketing	NBC Sports	Wausau School District
Fairview Health Services	NCM Associates	Wells Fargo Bank, National Association
First Bank & Trust	North Memorial Hospital	Wilkinson Barker Knauer, LLP
First PREMIER Bank	Northrop Grumman	Williams & Company P.C.
Floor & Decor	Northwestern Mutual	Wilson Plumbing
Florida Blue	PeakTew	Windsor Mortgage
Fountain School District No. 8	Hooyer Farm	Wolters Kluwer Health
Freeport-McMoran Audubon	Pho Thai	Yankton School District
Species Survival Center	Rapid City Area School District	
Fresh Produce	Rescale	

## OCCUPATIONAL CLASSIFICATION

Augustana graduates secured employment in diverse occupational classifications defined by the U.S. Bureau of Labor Statistics — demonstrating the multiple qualifications embedded in Augustana’s liberal arts degrees. Popular occupational areas included health care, education, as well as business and financial operations. The top occupational classifications are highlighted below.

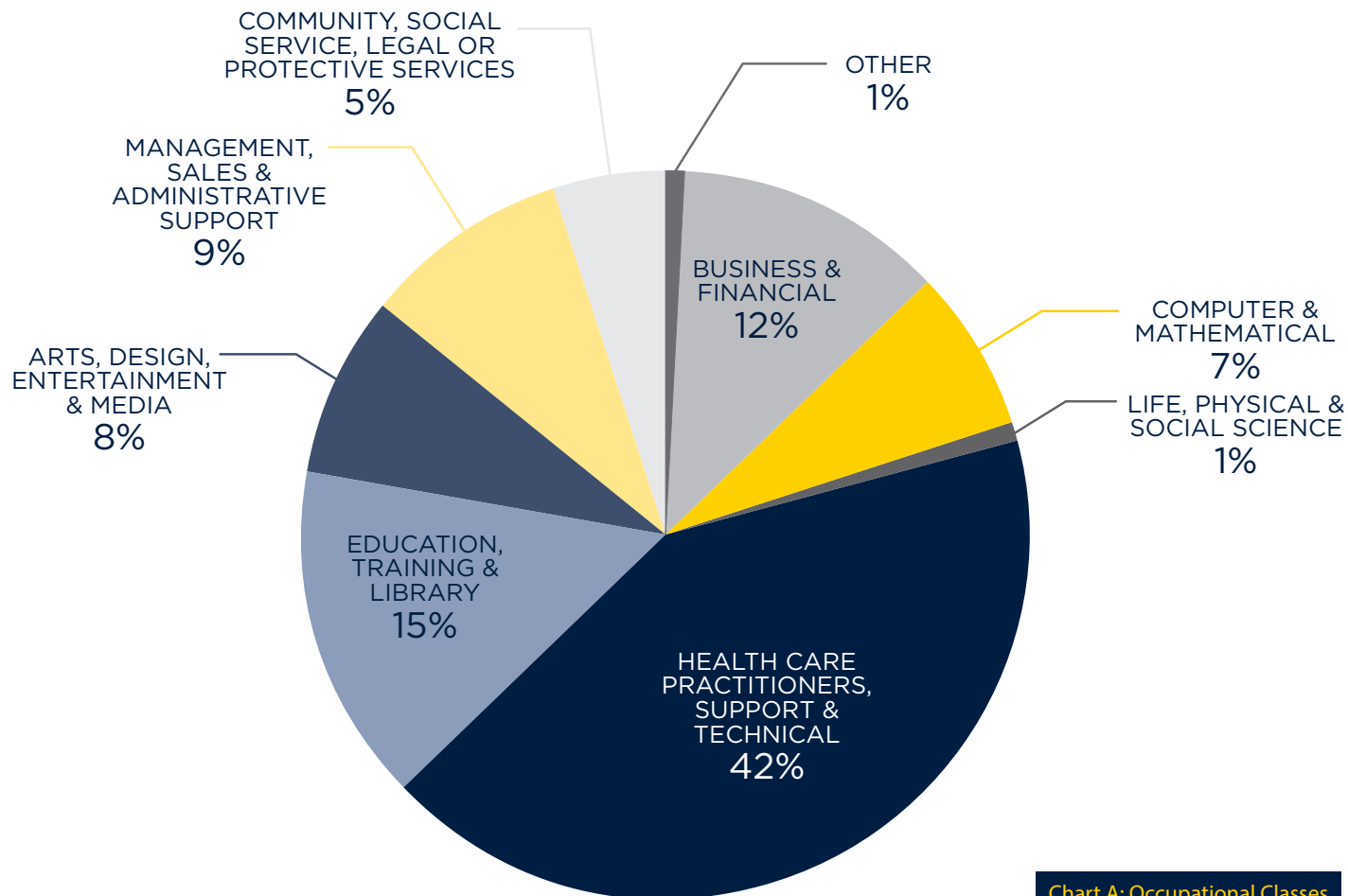


Chart A: Occupational Classes

“ My time at Augustana has inspired me to continue my passion for learning, even after graduating. I am always impressed with the way that Augie’s community members are so passionate about community and excellence.

— Lauren Teller '24  
English, Government, Spanish

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“ The most significant experience I had at Augustana was my opportunity to go intern at NASA. I was able to gain valuable experience for future employment and research.

— John Babineau '24  
Physics, Math

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## CONTINUING EDUCATION OUTCOMES

Among all respondents, 26% enrolled in graduate school or professional programs. Of the students who sought admission or continuing education, 99% were admitted. Most students who pursued additional undergraduate education enrolled in courses at Augustana. Graduate and professional schools that admitted AU graduates are included in Table 3.

**Table 3**  
Institutions Where AU Graduates Continued Their Education

“The most significant experience I had at AU was being part of the Augustana International Club. I got to meet friends from all over the world! It was also great being on the cheer team. I was able get students excited about being involved and active.”

— Mary Christensen '24  
Exercise Science

### Allied Health

Augustana University, Athletic Training (5)  
Briar Cliff University, Physical Therapy  
Catawba College, Exercise Science  
Cleveland University-Kansas City, Chiropractic  
Mayo Clinic, Medical Laboratory Science  
Michigan College, Optometry  
Minnesota State University Moorhead, Speech Language Pathology  
Northwestern College, Physician Assistant  
Northwestern Health Science University, Chiropractic  
Palmer College of Chiropractic, Chiropractic  
Parker University, Chiropractic  
Southwest Baptist University, Physical Therapy  
Texas A&M, Nutrition  
University of North Texas, Speech Language Pathology  
University of South Dakota, Medical Lab Science  
University of South Dakota, Occupational Therapy (2)  
University of South Dakota, Speech Language Pathology (2)  
University of Utah, Speech Language Pathology  
University of Wisconsin La Crosse, Physical Therapy

### Business Administration, Public Administration & Sports Administration

Augustana University, Business Administration (11)  
Augustana University, Sports Administration & Leadership (10)  
University of Louisville, Public Health in Health Policy & Health Administration  
University of South Dakota, Kinesiology and Sport Management  
William Woods University, Business Analytics

### Engineering

Washington University, Mechanical Engineering

### Humanities

Tufts University, Studio Art  
University of North Texas, Music Business  
University of York, Music Production and Audio Cultures  
Western Illinois University, Museum Studies

### Law

Lewis & Clark College

### Medicine

Boston University  
University of Budapest, Veterinary School  
University of Colorado, Pharmacy School  
University of Iowa  
University of Minnesota  
University of Nebraska Medical Center (2)  
University of South Dakota (4)

### Natural Sciences

Mississippi State University, Entomology  
South Dakota State University, Animal Science  
Tulane University, Ecology and Evolutionary Biology  
University of Florida, Microbiology and Cell Science

### Seminary, Social Sciences & Education

Arizona State University, Counseling  
Augustana University, Education (4)  
Augustana University, Special Education: Applied Behavior Analysis (2)  
Minnesota State University Mankato, Mental Health Counseling  
Northern State University, Education  
University of Central Florida, Communication Sciences and Disorders  
University of Exeter, Anthropology  
University of Kansas, Anthropology  
University of Minnesota-Duluth, Education  
University of Wisconsin-Madison, Communication Sciences and Disorders  
University of Wisconsin-Milwaukee, Social Work

### Other

Arsutoria School, Shoe Design  
National Academy of Sports Medicine, Certified Personal Trainer

## EXPERIENCES OF GRADUATES

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The most significant experience that I had at AU was the experiences I had through the ASL department. The engagement with the Deaf community puts AU in a great spot. Being able to be immersed into that culture allows for so many transformative experiences, and helped me to learn so much about a community I had very little information about. With this experience it allows me to relish in the victories of the community, but also to be inclusive and aware of the struggles of the community.

— Elliot Doyle '24  
Philosophy

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The most significant experience I had at Augustana University was the opportunities I had within the nursing department. I was able to learn and see so much through the clinicals I had been provided. I also had the opportunity to be a senior mentor and help the incoming nursing class and guide them. The nursing department is so excellent, and I am beyond grateful to have been given guidance from amazing faculty.

— Luke Bacialli '24  
Nursing

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The most significant experience I had at AU was starting the bee program at Augie. I benefited from it because I gained experience in beekeeping, local law, building and research. Because of this, I added another major in environmental studies and will be attending graduate school to study bees through an entomology degree.

— Janae Becher '24  
Biochemistry, German,  
Environmental Studies

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The most significant experience I had at AU was the time spent with my friends freshman year. We all shared this strong bond right off the bat, and it persisted throughout my time at Augie. From it, I gained life lasting relationships, and could find my home away from home.

— Soniel Ngotchue '24  
Biochemistry

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The most significant experience I had at AU was the support I received from faculty and my advisors.

— Debanhi  
Adame-Hernandez '24  
Communication Disorders,  
Spanish