

Post-Graduation Undergraduate Career Outcomes Report for the Class of 2020

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Each year, the Student Success Center surveys recent graduates to track their post-graduation adventures. The resulting Career Outcomes Report includes data about graduates' pursuit of employment, military service, or advanced degree. Using guidelines set by the National Association of Colleges and Employers (NACE), this report provides a snapshot of all students in every undergraduate major who graduated in August, December, and May of the 2019-2020 academic year.¹

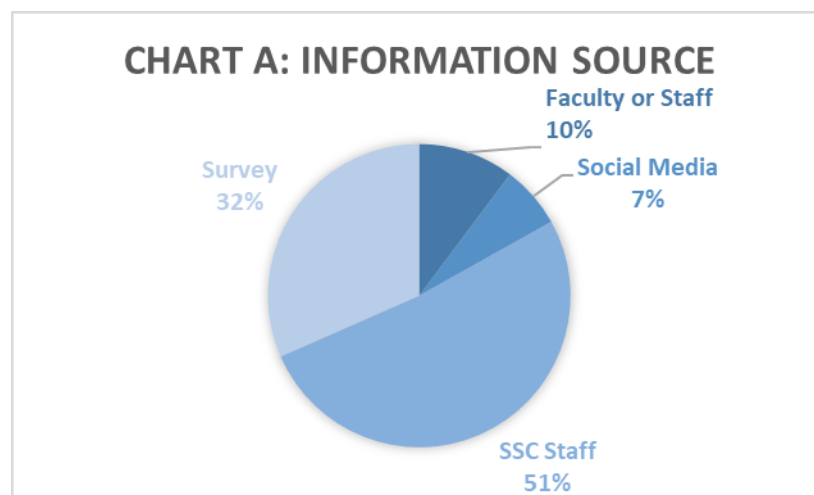
This reporting period was a unique time in the history of Augustana. Many graduates embarked on their job search during the unprecedented pandemic. In April 2020, the South Dakota Department of Labor reported a record-setting 10.2% unemployment rate. This rate had only decreased to 9.4% by May, making it one of the most difficult labor markets for graduates to navigate.² Prior to the pandemic, several graduates had secured post-graduation internships that employers designed to yield full-time hires. Many graduates lost these positions and needed to retool as the pandemic unfolded. Graduates also demonstrated vocational maturity as many events they hoped for — graduation ceremonies, final athletic competitions, culminating senior shows, final class discussions, campus memories with classmates — did not unfold in the ways they hoped or imagined.

Given the challenging landscape caused by the pandemic, the Success Center engaged in ongoing outreach and provided personal support to graduates. Staff also partnered with the Sioux Falls Development Foundation, local employers, and Alumni Affairs office to host diverse events throughout the Spring semester and summer. The Success Center described these activities in its *Annual Report* and continues to affirm the adaptability and resiliency of graduates as a part of this publication.

Methodology

Augustana contacted recent alumni via surveys, emails, phone calls, and social media to determine their post-graduation activities. The Success Center continued to gather information graduates self-reported to faculty, academic advisors, International Programs staff, or coaches. Respondents selected one post-graduation activity category: working full-time, working part-time, further education or study, military service, volunteering full-time (e.g., Peace Corps, AmeriCorps, mission work), other commitments (e.g., family, moving, not looking due to health risks), or looking for work.

Augustana obtained information on 90% of these graduates, which aligns with previous years and exceeds the minimum NACE knowledge rate by 25%.³ Sources of information are identified on the subsequent page in Chart A. The Success Center was unable to administer the survey during graduation rehearsal given the move to remote learning. While staff have historically captured information from one out of four graduates, this year staff actively sought information from half of the Class of 2020. Academic Affairs affirms the dedication of Success Center staff to provide this ongoing support and active outreach.



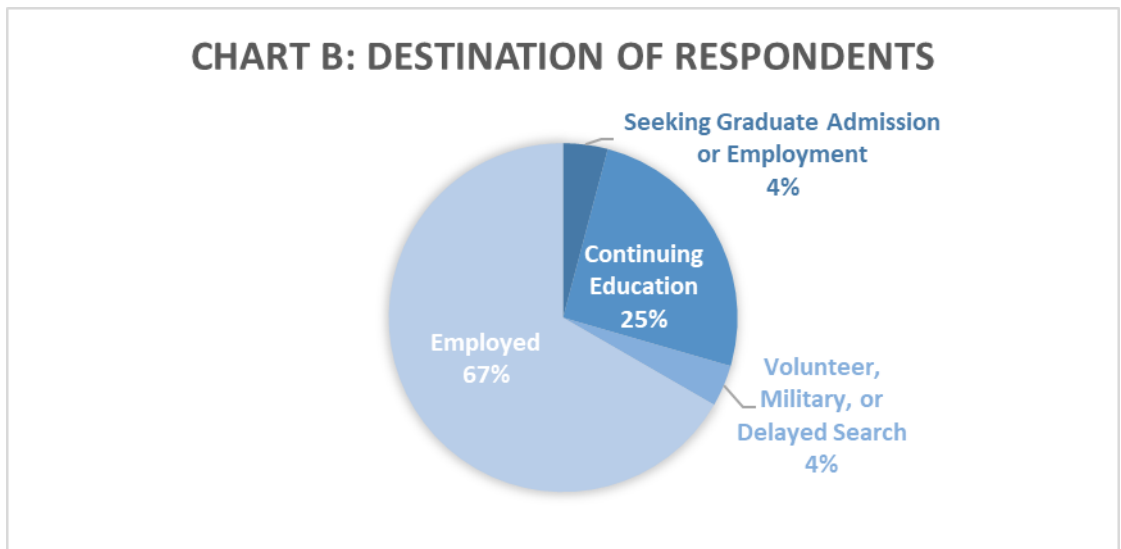
Outcomes Summary

The Class of 2020’s ability to secure meaningful employment despite the pandemic demonstrates that Augustana prepares graduates to adapt to changing labor markets. Of the respondents who provided information, 97% 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).⁴ This rate exceeds the experience of graduates during the last recession. In 2010, Augustana reported a 94% employment rate. Each graduate was only counted once in this aggregate statistic. While 21% of the Class of 2019 respondents reported continuing their education, 26.5% of Class of 2020 respondents enrolled in graduate school or professional programs. Augustana Admission also observed this trend. Several students elected to enroll in AU’s advanced degree programs, especially after the National Collegiate Athletic Association extended eligibility to students due to conference cancellations as the result of the pandemic. These outcomes are reflected in Table A and Chart B below.

Table A: Outcome Information for All Undergraduate Degree Recipients

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

CHART B: DESTINATION OF RESPONDENTS



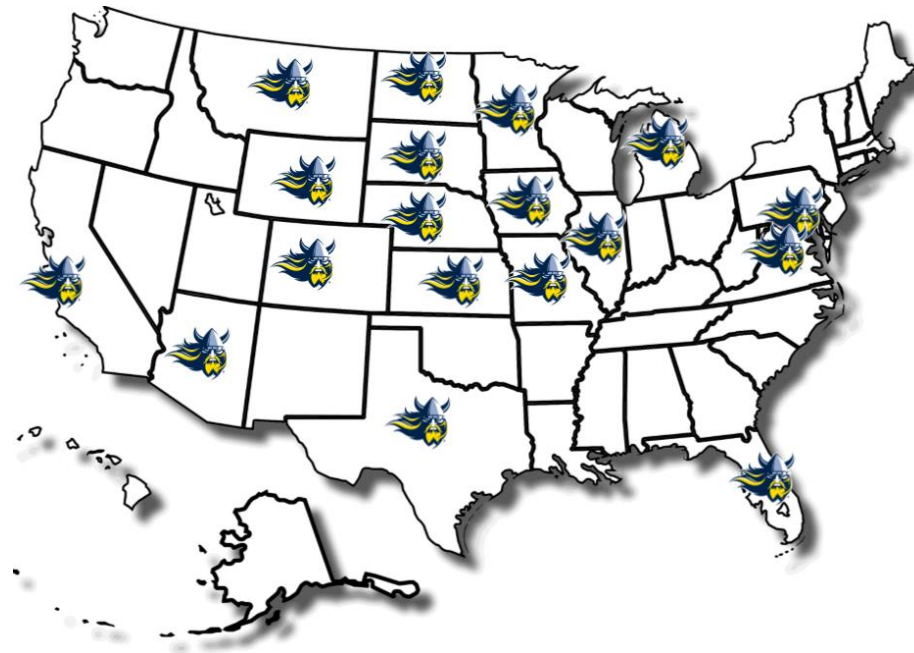
Employment Outcome Data

Of the responding graduates who sought employment, 97% secured jobs in their chosen field. Six percent of the responding graduates who were working were employed part-time. Among all employed respondents, 94% were permanently employed. The remaining 6% reported working as independent contractors (which is common among sign language interpreters), interns, or entrepreneurs. Three graduates reported launching their own photography, videography, and tutoring companies. One graduate reported working in a part-time marketing role for a boutique and providing freelance online fashion marketing.

Geographical Destinations of Employees

Augustana graduates work regionally and around the globe. Respondents reported working in Canada, China, Ethiopia, India, Japan, Norway, the District of Columbia, and the 16 states depicted on the map on page nine. Augustana imported 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 full-time employment and reported their geographical location, half (51%) were working in the state of South Dakota, the majority of which remained in the Sioux Falls region (69.8%). Among the total respondents who reported working full-time, one in three (35.6%) reported they secured a job in the Sioux Falls region.

Chart C: Geographical Destination of Graduates



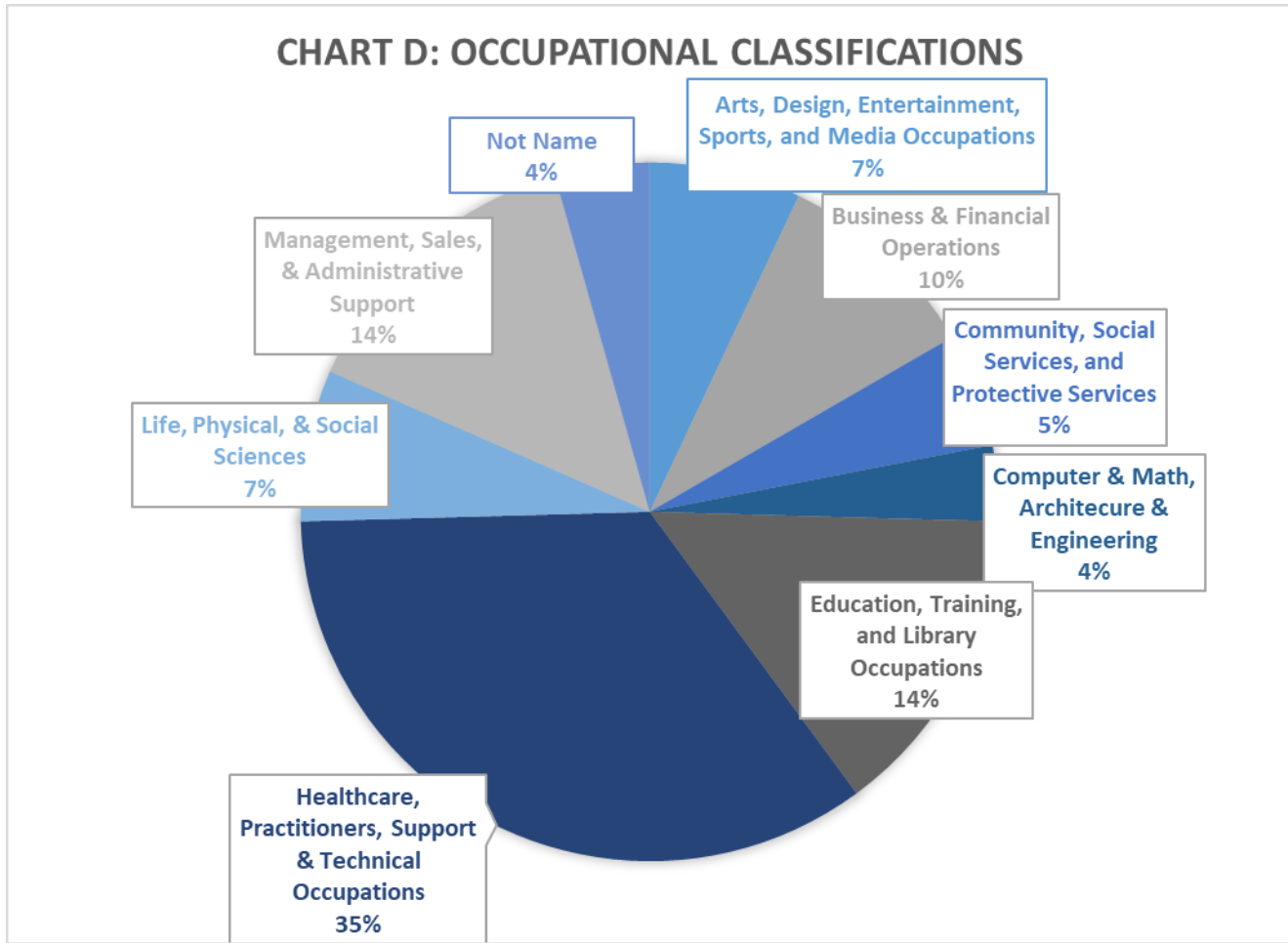
Average Salaries of Full-Time Employees and Popular Employers

From the software engineer at Dell, Inc. to a sales representative at John Deere and a public relations services at Denver Rescue Mission, graduates secured positions in diverse industries and occupations. Graduates secured positions at 146 organizations. Top employers include Sanford Health, Avera Health, Sioux Falls School District, Mayo Health, and Harrisburg School District. Hiring organizations of full-time employed graduates are provided in Appendix A.

Augustana obtained salary information on 24% of full-time employed respondents. Salaries ranged from \$30,000 to \$75,000. The mean was \$45,244 and the median wage was \$42,300 annually. Response rates were not high enough to report averages for individual academic programs. Readers are instead encouraged to browse salary information published by the U.S. Bureau of Labor or Hamilton Project.⁵

Occupational Classifications and Example Destinations

Despite the pandemic, Augustana University students secure a highly diverse range of meaningful plans after 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 occupational classifications are highlighted in Chart D.⁶



Graduate School Outcomes

Many AU students continue their education at top graduate schools, pursuing master’s degrees, doctorate’s, medicine, or law degree. Among the respondents, 26.5 percent of respondents reported they pursued additional education within six months of graduation. Of the respondents who sought admission and provided information, 94% were admitted. With the exception of five graduates who only provided partial information, a full list of enrollment information is provided In Table B.

Table B: Graduate and Professional School Institutions and Programs

Allied Health⁷

Augustana University, Athletic Training (2)
 Cleveland Chiropractic School, Chiropractic
 Concordia University Wisconsin, Speech-Language Pathology
 Creighton University, Physical Therapy
 Des Moines University, Osteopathic Medicine
 Iowa Dental School, Dentistry
 Louisiana Tech University, Audiology
 Midwestern University, Optometry
 Minnesota State University, Mankato, Speech Pathology
 New England College of Optometry, Optometry
 Palmer College of Chiropractic
 Radiology Technology Avera McKennan
 Sothern College of Optometry
 South Dakota State University, Clinical Mental Health Counseling
 University of Iowa, Audiology
 University of Iowa, Pharmacology
 University of Jamestown, Physical Therapy
 University of Mary, Communication Sciences and Disorders
 University of Nebraska Medical Center, Dentistry
 University of Nebraska Medical Center, Master of Physician Assistant Studies
 University of Nebraska, Omaha, Speech Language Pathology
 University of North Dakota, Speech Language Pathology
 University of South Dakota, Occupational Therapy (3)
 University of South Dakota, Physical Therapy (2)
 University South Dakota, Speech Language Pathology

Business Administration, Leadership, and Related Fields

Augustana University, Sports Administration and Leadership (5)
 Augustana University, Business Administration
 LeTourneau University, MBA

University of Exeter, Marketing

Humanities

Eastern Illinois University, Literary and Cultural Studies
 Luther Seminary
 Pennsylvania State University, Cello Performance
 Wayne State College, Fine Arts, Theatre Lighting

Law

Mitchell Hamline, Law
 New England, Law
 University of Nebraska, Law (4)
 University of St. Thomas, Law School

Medicine

Iowa Medical School, Medicine
 Saint Mary's, Medicine
 University of California, Los Angeles, Geffen School of Medicine
 University of Minnesota Duluth, Medicine
 University of South Dakota, Medicine (4)
 University of Texas, Medicine/Medical Physics

Natural Sciences

Colorado State University, Organic Chemistry
 Cornell University, Materials Science and Engineering
 Emory University, Biochemistry
 Iowa State, Organic Chemistry
 Purdue University, Aerospace Engineering
 University of Kansas, Physics
 University of Minnesota, Electrical Engineering
 University of Minnesota, Mankato, Information Technology

University of Rochester, Biochemistry and Molecular Biology
University of Wisconsin, Madison, Engineering Mechanics

University of South Dakota, Social Work
Northern State University, Educational Studies, Secondary Education Emphasis
University of Nebraska Omaha, Public Administration
University of South Dakota, School Psychology, Education Specialist
University of South Dakota, Clinical Mental Health Counseling
University of Houston, Social Work

Social Sciences

University of Tromso, School Psychology
Baylor University, Social Work
St. Louis University, Public Health

Satisfaction and Experience of Graduates

Using questions similar to the Gallup-Purdue Index,⁸ respondents were asked on a five-point Likert scale (i.e., strongly agree, agree, neutral, disagree, strongly disagree) to rate their agreement with statements about their experience at Augustana. Alumni reported being satisfied with their education and experiences at Augustana, while also affirming that AU provides a caring community that is dedicated to student success. Table C reflects aggregate agreement on these items. These results align with the most recent results of the National Survey of Student Engagement, in which 94% responding seniors reported they were satisfied overall with their experience at Augustana.⁹

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

Statement Given	Strongly Agree & Agree
Augustana is passionate about the long-term success of its students.	91%
My professors at Augustana cared about me as a person.	92%
I had at least one professor who made me excited about learning.	95%
I received a solid education from Augustana.	95%

Applied Learning

Whether it is the classroom, campus, or community, Augustana provides personalized curriculum that empowers students to engage in meaningful service. An Augustana education is not simply about acquiring knowledge, but improving lives and community. Students served as interns at diverse locations, such as the White House, the U.S. Embassy (Peru), Emily's List, the City of Potsdam (Germany), the U.S. Department of State, and KPMG. Additional details about internships can be found in the Success Center's annual report.

Of the survey respondents, 95% reported that they participated in credit-bearing experiential learning (i.e., study abroad, service-learning, internships, practicum, student teaching, clinicals, and undergraduate research). Another 3% participated in co-curricular activities, such as athletics, fine arts, and volunteering. Only 2% reported they did not participate in any of these activities. The table on the following page reflects participation in each high-impact activity.¹⁰ This data aligns with recent results from Augustana's administration of the National Survey of Student Engagement. Of the 2020 respondents, 96% reported they participated in at least one experiential endeavor; 82% participated in more

than one.

Table D: Self-Reported Co-Curricular and Experiential Learning Participation

Activity	Percent Participation
Volunteer	72%
Service-learning	42%
Internships	61%
Part-time jobs	48%
Externships	48%
Practicum	24%
Student Teaching	9%
Clinicals	23%
Research	29%
Large Project	29%
Study Away	39%
Campus Leadership	24%
Fine Arts	28%
Athletics	33%

Distinctive Career Services

As the pandemic unfolded, the Success Center pivoted to drop-in Zoom hours and hosted unique events for graduates. For example, three workshops were held in partnership with Alumni Affairs. For another event, the Success Center partnered with the Sioux Falls Development Foundation. Graduates expressed satisfaction with the assistance they received. Among the individuals who responded to the online survey (33%), 77% reported they used career services. This exceeds the national average captured by Gallup Research by 15%. Of these individuals, 97.1% reported they found these resources helpful (78% very helpful and helpful, 19% somewhat helpful). This exceeds the national satisfaction average (30% very helpful and helpful, 35% somewhat helpful) as calculated by Gallup Research.¹²

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 Argus Leader reported labor market information published by the South Dakota Department of Labor in an April Article <https://www.argusleader.com/story/news/politics/2020/05/21/south-dakotas-unemployment-rate-triples-10-2-april/5232826002/> and June publication <https://www.argusleader.com/story/news/politics/2020/06/18/unemployment-claims-rise-slightly-south-dakota/3210243001/>

³The 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. Learn more about this methodology at <https://www.nacweb.org/uploadedFiles/Pages/advocacy/first-destination-survey-standards-and-protocols.pdf>.

⁴*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.

⁵ Salary information specific to occupations is available at <https://www.careeronestop.org/Toolkit/Wages/find-salary.aspx>. Salary information specific to academic programs is published by the Hamilton Project at https://www.hamiltonproject.org/charts/career_earnings_by_college_major/.

⁶ This applies the Standard Occupational Classification system administered by the Bureau of Labor Statistics and described online at https://www.bls.gov/soc/2018/soc_structure_2018.pdf.

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. This methodology is described at <https://www.gallup.com/174167/temp-methodology-gallup-purdue-index-methodology.aspx>

⁹The Assessment Committee is currently publishing the full report on the NSSE results. Full details will be available Spring 2021.

¹⁰ 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.

¹¹ Benchmarking statistics were retrieved from <https://news.gallup.com/poll/244811/professors-provide-valued-career-advice-grads.aspx>

Appendix: Employers Who Hired Graduates

Row Labels	Count of Employer
Advent Health	1
Al-byuan Kuwait Schools	1
Amy Stockberger Real Estate	1
Area Special Education Cooperative	1
ATI Physical Therapy	1
Atlas LLC	1
Augustana University	4
Avera Health	20
Baghdad Schools	1
Black Hills Community Bank	1
Black Women Speak	1
Bolder Options	1
Brainard Public Schools	1
Brandon Valley Journal	1
Bryan Health	1
Builder Finance, Inc	1
Catholic Youth Programs	1
Center for Diagnostic Imaging	1
Cerner Corporation	1
Children's Mercy	1
Christianson Accounting	1
Church (unnamed)	1
Cloud Nine	1
Corteva Agriscience	1
Costa Rica School	1
Culligan/UltraPure	1
Dakota Valley	1
Dana-Farber Cancer Institute	1
Dell	1

Denver Rescue Mission	1
Desert Regional	1
Design Tanks	1
Don Bacon campaign	1
Donald Trump For President	1
DRACO	1
Eide Bailly	1
Encompass Health	2
Fairview Medical Center	1
Fairview Health	1
Falls Fintech	1
Family Fast Food Franchise	1
Farm Forum	1
Fellowship of Christian Athletes	1
Flandreau School District	1
Fulda Schools	1
General Mills	1
Good News Church	1
GPAC	2
Great Outdoor Store	1
Hackensack University Medical Center	1
Hands Up Communications	1
Harrisburg School District	6
Hiro88	1
Howard School District	1
HyVee	1
Inanovate, Inc.	1
Initiative Africa	1
Insight 2 Design	1
Interim Healthcare	1
Interpreter Services Inc.	1
IRA Financial Trust Company	1
Japan School District	1

John Deere dealership	1
KELO	1
LA Fitness	1
Lake Preston School District	1
Lawrence & Schiller	1
Lennox School District	2
Lifescape	1
LifeTouch	1
Lincoln Nebraska Schools	1
Linguabee	1
Lutheran Social Services	2
Market Source, Inc.	1
Massachusetts General Hospital	1
Mayo Health	5
McCrossan's Boys Ranch	1
Metabank	1
Midwest Alarm Company	1
Minnesota Senate DFL Caucus	1
MN Health Intermediate Care	1
Nashville School District	1
Nebraska Commission for the Deaf and Hard of Hearing	1
Ness Tax & Bookkeeping Service	1
New York Life Insurance	1
North Carolina Trailer Sales	1
North Dakota Parks and Recreation Department	1
Oligmueller Law Firm	1
OmegaQuant	1
Ookmes Landscape Management	1
Paradise Valley Hospital	1
Parkston School District	1
Pathways Literacy Center	1
Pendergast Elementary	1

Plains Commerce Bank	1
Pre-Care Center	1
Precigen Exemplar	1
Prime Therapeutics	1
Rapid City Area School District	1
RSM LLP	3
SAB Biotherapeutics	1
Sammons Financial	1
Sanford Health	36
See the Trainer	1
Senator Deb Fischer's (R-NE) office	1
ShareaSale.com	1
Sharp ED	1
Sibley-Ocheyedan Community School District	1
Sioux Falls Brewery	1
Sioux Falls Chamber of Commerce	1
Sioux Falls Police Department	1
Sioux Falls School District	5
South Dakota Dream Coalition	1
South Dakota Trust Company	1
South Dakota Voices for Peace	1
Southfork Sports Complex	1
St Luke's	2
State Farm	1
State of South Dakota	1
Stryker	1
Synchrony Financial	1
Tea School District	1
Teach for America- Loveworks Academy	1
The Office of Senator Thune	1
Tina Smith for Minnesota	1
Twin Cities Orthopedics	1
University of Iowa Hospital	1

University of Minnesota, Masonic Children's Hospital	1
University of Nebraska Medical Center	2
Unknown - Employer Not Named	4
Vantage Point Solutions	1
Vet Clinic	1
Viborg/Hurley School District	1
Visa	1
Volin's Racquet and Soccer	1
Volunteers of America	1
Wagner Community Hospital	1
Weber Construction	1
Wells Fargo	1
West Holt Medical	1
Windom School District	1
Windsor Mortgage Solutions	2
Wolf Skin, LLC	1
YMCA of Sioux Falls	1
YWCA Minneapolis	1
ZVRS	1
TOTAL	227