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Postgraduation Activities Report: Class of 2014

*Findings from the Postgraduation
Activities Survey administered by the
Luther College Career Center*

Introduction

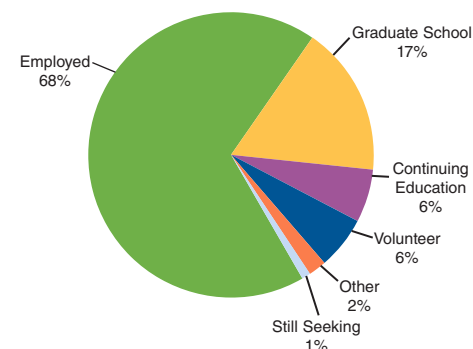
The data collection process for this report took place from May 2014 to January 2015. For those students who had solidified their plans prior to graduation, the Career Center received their information in May 2014. For students who were still unsure about their plans, data were gathered through a survey in November 2014 and follow-up telephone calls and emails to non-respondents in January 2015. Through these efforts the total response rate was 91.2%.

Postgraduation Activities

Postgraduation activities of the class of 2014 were divided into six categories:

Employed.....68%
Graduate/professional school.....17%
Continuing education.....6%
Volunteer.....6%
Other.....2%
Still seeking1%

Two of the categories deserve some explanation. Students who selected the “other” category were not seeking



employment, enrolling in graduate school, or serving in the military. Some of these students were traveling, studying for exams such as the CPA exam, or engaged in another activity. Students within the “continuing education” category were enrolled in an undergraduate program to further their education, for example to obtain a teaching license, or were participating in an internship or some other activity to gain the necessary credentials to enter the field of their choice. The “employed” category includes students who were employed either full-time (91%) or part-time (9%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 30 hours per week.

Career Goals: Are graduates doing what they want to do?

When asked if their employment was related to career goals, 81% of employed May 2014 graduates reported they were in positions and doing work related to their career goals. If one assumes students enrolled in graduate school and those continuing their education are engaged in “career goal-related” activities, this percentage jumps to 87%.

Graduates Pursuing Further Education

Among the 2014 graduates who elected to attend graduate or professional school, the largest percentage (49%) reported pursuing a master's degree. Other advanced degrees being sought included medical (10%), professional

Major	# Majors	# Responding	Seeking Advanced Degree	Employed	Continuing Education	Other	Volunteer	Still Seeking
Accounting	20	19 (95%)	2 (11%)	16 (84%)	0%	0%	0%	1 (5%)
Africana Studies	3	3 (100%)	0%	3 (100%)	0%	0%	0%	0%
Anthropology	21	21 (100%)	6 (28%)	14 (67%)	0%	0%	1 (5%)	0%
Art	17	17 (100%)	1 (6%)	12 (70%)	2 (12%)	0%	1 (6%)	1 (6%)
Athletic Training	4	4 (100%)	3 (75%)	0%	0%	1 (20%)	0%	0%
Biblical Languages	1	1 (100%)	1 (100%)	0%	0%	0%	0%	0%
Biology	72	68 (94%)	21 (31%)	31 (46%)	4 (6%)	7 (10%)	5 (7%)	0%
Chemistry	12	11 (92%)	6 (55%)	5 (45%)	0%	0%	0%	0%
Classics/Greek/Latin	3	3 (100%)	1 (33%)	2 (67%)	0%	0%	0%	0%
Communication Studies	18	17 (94%)	0%	15 (88%)	2 (12%)	0%	0%	0%
Computer Science	17	17 (100%)	3 (18%)	14 (82%)	0%	0%	0%	0%
Economics	20	15 (75%)	3 (20%)	12 (80%)	0%	0%	0%	0%
Elementary Education	33	28 (85%)	1 (4%)	24 (85%)	0%	1 (4%)	0%	2 (7%)
English	33	30 (91%)	3 (10%)	20 (67%)	3 (10%)	0%	4 (13%)	0%
Environmental Studies	18	15 (83%)	2 (13%)	6 (40%)	1 (7%)	0%	5 (33%)	1 (7%)
French	10	10 (100%)	2 (20%)	6 (60%)	1 (10%)	0%	1 (10%)	0%
German	2	2 (100%)	0%	1 (50%)	1 (50%)	0%	0%	0%
Health/Health Education	17	15 (88%)	5 (33%)	8 (54%)	2 (13%)	0%	0%	0%
History	17	15 (88%)	2 (13%)	9 (60%)	1 (7%)	0%	3 (20%)	0%
Interdisc./Indiv.	3	3 (100%)	1 (33%)	0%	2 (67%)	0%	0%	0%
International Studies	10	10 (100%)	0%	6 (60%)	1 (10%)	0%	3 (30%)	0%
Management	58	52 (90%)	2 (4%)	48 (92%)	1 (2%)	0%	1 (2%)	1 (2%)
Management Info. Systems	3	3 (100%)	0%	2 (67%)	0%	0%	0%	1 (33%)
Mathematics/Math Statistics	31	28 (90%)	8 (29%)	19 (68%)	1 (3%)	0%	0%	0%
Music	55	53 (96%)	15 (28%)	25 (47%)	10 (19%)	2 (4%)	0%	1 (2%)
Nursing	28	27 (96%)	0%	27 (100%)	0%	0%	0%	0%
Philosophy	3	3 (100%)	1 (33%)	1 (33%)	0%	0%	1 (33%)	0%
Physical Ed.	9	8 (89%)	2 (25%)	4 (50%)	2 (25%)	0%	0%	0%
Physics	7	6 (86%)	0%	6 (100%)	0%	0%	0%	0%
Political Science	24	21 (88%)	3 (14%)	15 (72%)	0%	0%	3 (14%)	0%
Psychology	42	36 (86%)	7 (19%)	23 (64%)	1 (3%)	2 (6%)	3 (8%)	0%
Religion	10	10 (100%)	2 (20%)	6 (60%)	0%	0%	2 (20%)	0%
Russian Studies	1	1 (100%)	0%	0%	0%	1 (100%)	0%	0%
Scandinavian Studies	0	0 (0%)	0%	0%	0%	0%	0%	0%
Social Work	10	8 (80%)	3 (38%)	3 (38%)	0%	0%	2 (24%)	0%
Sociology	16	16 (100%)	2 (13%)	12 (75%)	1 (6%)	0%	1 (6%)	0%
Spanish	18	18 (100%)	3 (17%)	10 (56%)	2 (11%)	1 (5%)	2 (11%)	0%
Theatre/Dance	5	5 (100%)	1 (20%)	3 (60%)	1 (20%)	0%	0%	0%
Women and Gender Studies	2	2 (100%)	0%	2 (100%)	0%	0%	0%	0%
TOTALS	671	618 (92%)	109 (18%)	413 (67%)	38 (6%)	37 (6%)	20 (3%)	7 (1%)

Note: Because of rounding, the sums of percent distributions may not always equal 100. Many students have more than one major, so the number of majors and percent responding do not match the class size of 537 graduates.

master's (7%), doctorate (19%), other (9%), and law (6%). Iowa and Minnesota were top destination states for students pursuing graduate or professional school studies, with 20% and 16% respectively. Wisconsin followed with 14%, and Illinois attracted 11% of our students pursuing graduate study. The remaining 41% of surveyed students elected to continue their graduate studies in one of 16 other states, as well as four institutions abroad. Approximately 26% of the respondents were attending graduate school at one of the institutions below.

TOP GRADUATE SCHOOL DESTINATIONS (PERCENTAGE OF 2014 LUTHER GRADUATES)

University of Iowa	9%
University of Minnesota— Twin Cities.....	8%
University of Wisconsin— Madison.....	6%
Iowa State University	4%
Creighton University	3%

Employment Activities

The information below summarizes the careers pursued by 2014 graduates.

TOP CAREER PATHS (CLASS OF 2014 GRADUATES)

Education/teaching/administration...	21%
Business/finance/banking.....	14%
Merchandising/sales/marketing	13%
Computing/info systems	10%
Nursing	9%
Accounting.....	7%
Social services	4%
Agriculture/environmental studies.....	3%
Hotel/restaurant/catering	3%
Sports/recreation	3%
Medicine/health-related occupations ...	2%
Research/development.....	2%
Counseling.....	1%
Other/various	8%

Geographic Location of Employment

For those students who decided to join the workforce, the location of employment spans a wide range. Minnesota was the top destination for May 2014 graduates, attracting 39% of the class. Iowa earned second place, with 28%. Wisconsin is home to 12% of graduates, and Illinois, 4%. The remaining 17% of employed graduates found employment outside the four-state region.

Selected Employers

Students pursued their work across a wide variety of regional, national, and international organizations. The list below highlights the names of a few of the employing organizations, arranged by broad industry groupings, followed by the number of Luther graduates they employed. The list is not exhaustive, but it does provide an overview of the range of hiring organizations.

SELECTED EMPLOYERS OF 2014 GRADUATES—NUMBER OF HIRES

<i>Business:</i>	
Securian	3
Deloitte.....	3
Hormel.....	3
Enterprise	3
<i>Social Sciences/Education:</i>	
Minnesota schools.....	21
Iowa schools.....	14
Wisconsin schools.....	6
Illinois schools	6
<i>Sciences:</i>	
Mayo Clinic.....	10
University of Iowa Hospitals & Clinics ...	5
Gundersen Lutheran Medical Center	1
St. Luke's Hospital, Cedar Rapids	1
<i>Technology:</i>	
Epic.....	13
Securian	2
Fastenal.....	1
Google.....	1

Volunteer Service

Six percent of the class of 2014 pursued volunteer service as their initial career path after leaving Luther. To be classified in this category, students must have committed to at least 10 months of consecutive service.

VOLUNTEER ORGANIZATIONS (NUMBER OF VOLUNTEERS IN 2013)

AmeriCorps	12
Minnesota Reading Corps	3
Lutheran Volunteer Corps.....	3
Urban Servant Corp	2
Minnesota Alliance with Youth	2
World Teaching Organization in Costa Rica.....	1

Other graduates chose a variety of regional nonprofits across the country.

Salary Information

Students were asked to report their annual starting salary. From these data, average salaries grouped by Luther majors were calculated. These averages by major were used to calculate an overall salary average. Please note that far fewer students reported salary data than any other aspects of the survey; only 34% of employed students provided salary information.

The following information highlight the average starting salaries by area of study and selected occupations, respectively. Salary data is presented in two ways to help readers understand that graduates pursue career paths both related and unrelated to their majors. For example, English majors seek opportunities as writers and editors, as well as positions in business and banking. Salaries in the survey varied greatly by major, geographic location, and industry or occupation. Students studying science disciplines commanded the highest average starting salaries (\$46,247). Lowest

mean salaries were in the fine arts (\$31,250) and social science fields (\$29,623). However, because of the modest response rate on salary data, caution should be exercised in making assumptions or drawing conclusions about salary from these data.

AVERAGE STARTING SALARY BY AREA OF STUDY

Business ¹	\$42,000
Fine arts ²	\$31,250
Health ³	\$31,500
Humanities ⁴	\$33,096
Sciences ⁵	\$46,247
Social sciences ⁶	\$29,623

- 1 Accounting, management, economics
 - 2 Art, theatre/dance, music
 - 3 Athletic training, health, physical education
 - 4 Communication, English, environmental studies, languages, philosophy, religion
 - 5 Biology, chemistry, computer science, mathematics, physics
 - 6 Anthropology, history, political science, psychology, social work, sociology
- Note: Nursing and elementary education majors are reported on the Selected Occupations table.

The average starting salaries, broken down by selected occupations, also varied considerably.

AVERAGE STARTING SALARY BY SELECTED OCCUPATIONS

Information technology	\$58,919
Nursing	\$53,000
Accounting.....	\$51,812
Business administration/ management	\$36,910
Merchandising/sales/ marketing.....	\$31,531
Teaching (K–12)	\$28,963
Social services	\$26,200

Experiential Learning

Approximately 70.4% percent of May 2014 Luther graduates engaged in internships, student teaching, discipline-related research, or other clinical/practicum experiences while at Luther.

In general, these experiences occur after the freshman year, primarily during the junior and senior years, and are taken as a part of a student's course of study (for credit), as a supplement to one's studies (noncredit), or both. Some programs at Luther have a required experiential learning component as part of the degree program, such as education, nursing, social work, and women & gender studies.

NOTE: For the past three years, this category has been broadened to include discipline-related research activities. Research experience is critical to many career fields for both bachelor-level and graduate school-bound students.

Conclusions

The class of 2014 graduated as the U.S. economy's unemployment rate has gradually improved from a 7.9% rate January 2013 to 6.6% as of January 2014. Luther graduates have consistently found employment, entered graduate school, and have sought volunteer opportunities at the same rate over the past seven years, in spite of a sluggish economy.

Postgraduation Status according to Major

The table on the last page provides a summary of much of the data on which this report is based. The table is organized according to majors. Students who majored in more than one area are represented in the table in each of the majors they obtained. Therefore, the distribution of majors listed in the table does not correspond to the number of 2014 graduates. Raw numbers are outside of the parentheses in each category, when available.

A Final Word about Careers

In today's society, we are surrounded by numbers and statistics. We use this information to make and/or justify decisions. Therefore, it is very easy and tempting to examine and use numbers as the sole information in the career decision-making process. If only it were that simple. Pinning down a career, as with many decisions in life, is a difficult process. Many factors must be considered in the selection process, some of which are very difficult to quantify.

Ultimately, the selection of one's life work is about the identification of one's self, values, interests, gifts, and passions. The discovery of one's sense of vocation is a process that data cannot capture. Rather, it's a process that will evolve in our graduates' lives over time. It also involves the feeling of being called to work and serving in sometimes unpredictable ways. Charts, graphs, and numbers simply cannot capture this.

The staff in the Career Center—in partnership with faculty, staff, alumni, parents, employers, and friends of Luther College—support students as they become self-sufficient in the career planning process, leading to a meaningful life and satisfying work. Stop by the Career Center to meet the staff and learn about the services and resources available to students.

For more detailed information, please visit the Career Center website www.luther.edu/careers/info/about/ reports or call (563) 387-1025 to request a hardcopy from the Career Center.