

POST-GRADUATION ACTIVITIES REPORT

CLASS OF 2010

FINDINGS FROM THE POST-GRADUATION ACTIVITIES SURVEY ADMINISTERED
BY THE LUTHER COLLEGE CAREER CENTER

Introduction

This report highlights information on the graduate and professional school enrollment and employment patterns of the class of 2010. It is designed to provide information to students (current and prospective) and alumni that may be useful in the career planning process. The information in this report is a reflection of the outstanding academic programs, talented staff and faculty, and the endless experiential learning opportunities that can be found at Luther College.

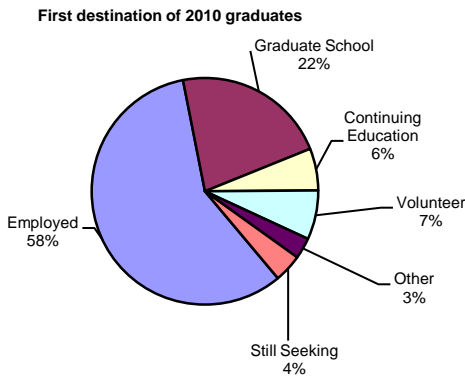
The data collection process for this report takes place from May to January. For those students who have solidified their plans prior to graduation, we received their information in May 2010. For students who were still unsure about their plans, the data were gathered through a survey in November 2010 and follow-up telephone calls to non-respondents in January 2011. The Career Center staff works tirelessly to gather the most comprehensive and accurate set of data on which to build this report. As a result of this work, we were able to achieve a total response rate of 90.4%.

This report summarizes some of the more interesting findings from the survey. The table on the last page provides information on the status of recent graduates, broken down and reported by their major(s).

Post-Graduation Activities

The first chart on the next page graphically represents the overall post-college activities of the 2010 graduates in six categories: employed (58%), graduate/professional school (22%), continuing education (6%), volunteer (7%), other (3%), and still seeking (4%). Two of the categories deserve some explanation. Students who selected the "other" category were not seeking employment, enrolling in graduate school, or volunteering. Some of these students are traveling, studying for exams (e.g., the CPA exam), or engaged in another activity. Students within the "continuing education" category are enrolled in an undergraduate program to further their education (e.g., to obtain a teaching license) or are participating in some other activity (e.g., an internship) to gain the necessary credentials to enter the field of their choice. The "employed" category includes students that are employed either full-time (78%) or part-time (22%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 35 hours per week.

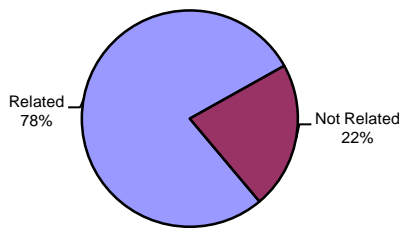
The class of 2010 graduated as the U.S. economy was in the midst of recovering from the worst recession since the early 1980s, evidenced by an unemployment rate that remained over 9% throughout the year. Even so, the overall class was very competitive in terms of obtaining employment, enrolling in selective graduate programs, and volunteering with prestigious organizations. In fact, in light of the economy in which these graduates found themselves, the outcomes are quite positive. As the economy recovers, new industries gain momentum, and more Baby Boomers are able to exit the workforce, we expect the opportunities for our graduates to continue to grow.



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

While many colleges and universities attempt to gather post-graduation data from their recent graduates, very few ask questions pertaining to the relevancy of a graduate’s work to their overall career goals. We do here at Luther. We ask our graduates, who reported working full-time, if their work is related to their career goals. Or, put another way, are they doing what they want to do? The following chart indicates that 78% of the graduates who reported working full-time are in positions and doing work that is related to their career goals. If you assume that students enrolled in graduate school and those continuing their education are engaged in “career related” activities (and one would certainly hope so), this percentage jumps to 85%. Even though these numbers are promising in light of the economy, they are still lower than the last four graduating classes.

Graduates employed in positions related to their career goals

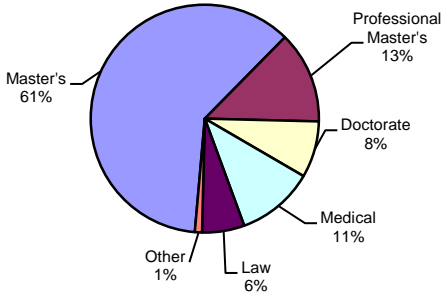


We feel this information is particularly important because Luther students are provided with more than coaching and advising on how to get a job. Students are challenged and supported to think about their interests, gifts, talents, and values as they make decisions about their work life after Luther.

Graduates Pursuing Further Education

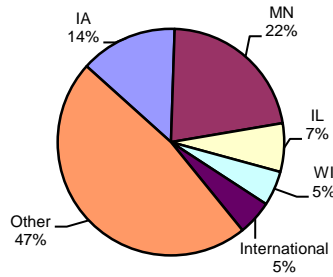
Of those students who elected to attend graduate or professional school after Luther, the largest percentage (61%) reported they were pursuing a master’s degree. The 2010 graduates indicated pursuing a wide variety of other advanced degrees including medical (11%), professional master’s (13%), doctorate (8%), and law (6%). The following chart provides a breakdown of the types of degrees pursued by the 2010 graduates.

Type of graduate/professional school degree



Fourteen percent of the students pursuing graduate or professional school studies did so at an institution in Iowa. Not surprisingly, the states of Minnesota, Wisconsin, and Illinois were selected as locations for graduate study by a significant number of the 2010 graduates (36%). Forty-seven percent of the surveyed students elected to continue their graduate studies in one of 19 other states beyond the four-state region.

Geographic location of graduate/professional school



Approximately 33% of the respondents are attending graduate school at one of the institutions below. Beyond this, a few select members of the class of 2010 are currently studying at some of the finest research universities in the U.S., such as Johns Hopkins University, New York University, and Princeton University.

Top Graduate School Destinations	
University of Minnesota-Twin Cities -----	10
University of Northern Iowa -----	7
University of Iowa -----	6
University of Wisconsin-Madison -----	5
University of Maryland-College Park -----	3
University of Illinois-Urbana Champaign -----	2
London School of Economics -----	2

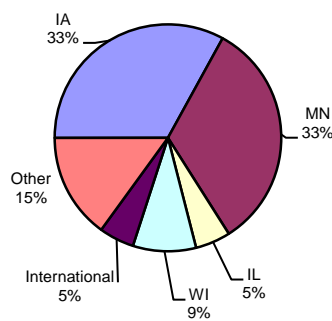
Employment Activities

The range of career paths selected by Luther graduates is quite remarkable. The largest single career path for the class of 2010 was “Teaching K-12” with more than 20% of our students pursuing that path. Business/finance/banking (9.3%), marketing/sales/retail (8.9%), nursing (7.1%) and information technology (3.4%) round out the list of the top career paths. The following table summarizes the careers pursued by the 2010 graduates.

Summary of Career Paths	
Teaching (K-12)	20.3%
Business/Finance/Banking	9.5%
Marketing/Sales/Retail	8.9%
Nursing	7.1%
Information Technology	3.4%
Sports/Recreation	3.4%
Accounting	3.4%
Social Services	2.5%
Medicine/Health	2.5%
Hotel/Restaurant/Catering	2.5%
Research/Development	2.2%
Church-related (Non-clergy)	1.5%
Insurance	1.2%
Arts (Creative/Performing)	0.9%
Radio/TV/Film	0.6%
Library/Museum	0.3%
Other/Various	29.8%

For those students who decided to join the workforce, the location of employment spans a range of locations. Minnesota and Iowa tied with 33% of the class of 2010 selecting one or the other state as their place for employment. The remaining two states in the four-state area (Wisconsin and Illinois) were selected for employment by an additional 14% of respondents. Fifteen percent of students found employment outside of the four-state area, while an additional 5% pursued employment in another country.

Geographic location of employment



As would be expected, students pursued their work across a wide variety of impressive regional, national, and international organizations. The following table highlights the names of a few of the

employing organizations, arranged by broad industry groupings, with the number of Luther graduates they employed. The list is not exhaustive, but does provide an overview as to the range and diversity of the hiring organizations.

Selected employers of 2010 graduates – Number of hires			
Business:		Social Sciences/Education:	
Wells Fargo -----	5	Fulbright English Teaching Assistant -----	2
Hormel Foods -----	3	Holden Village -----	2
Target -----	3	Owatonna Public Schools -----	2
Thrivent Financial -----	3	Teach for America -----	1
John Deere -----	2		
Sciences:		Technology:	
University of Iowa Hospitals & Clinics -----	5	Epic Systems -----	3
Mayo Clinic -----	2	Team Quest -----	2
Iowa DNR -----	1	IBM -----	1
Sanford Health -----	1	Lockheed Martin -----	1

Volunteer Service

As mentioned earlier, 7% of the class of 2010 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. The following table lists the top four of those national/international volunteer organizations who enrolled at least two 2010 Luther graduates.

Volunteer organizations – Number of volunteers	
AmeriCorps -----	14
Lutheran Volunteer Corps -----	3
Peace Corps -----	2
World Teach -----	2

Salary Information

Students were asked to indicate their annual starting salary in increments of \$2,500. The range began at less than \$20,000 to over \$60,000. 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 on salary data than other aspects of the survey; 54.2% of the employed students provided salary information. This was expected given the sensitive nature of the compensation survey question.

The following two tables highlight the average starting salaries by area of study and selected occupations, respectively. We present salary data in these two ways to help readers understand that our graduates pursue career paths both related and unrelated to their major. For example, we have English majors who 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 business related disciplines commanded the highest starting salaries (\$37,073). The lowest salaries were in the social sciences (\$25,477) and health fields of study (\$26,001). 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 Salary (by area of study)	
Business ¹	\$39,073
Fine Arts ²	\$29,643
Health ³	\$26,001
Humanities ⁴	\$28,309
Sciences ⁵	\$31,042
Social Sciences ⁶	\$25,477

1 Accounting, Management, Economics, MIS

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 excluded from these data as they are distinctly reported in the following chart.

The average starting salaries, broken down by selected occupations, also varied considerably. The highest salaries were in information technology (\$48,394), followed by accounting (\$46,251), nursing (\$43,918), and business administration/banking/finance (\$37,292) fields. The lowest salaries were in social services (\$22,917).

Average Salary (by selected occupations)	
Information Technology	\$48,394
Accounting	\$46,251
Nursing	\$43,918
Business Admin/Mgmt	\$37,292
Merchandising/Sales/Marketing	\$29,822
Teaching (K-12)	\$28,215
Social Services	\$22,917

Migration of Iowa/Non-Iowa Residents

For several years Iowa legislators have focused on the migration of college-educated individuals (both for employment and graduate study) into and out of Iowa (commonly referred to as “brain gain/brain drain”). The charts on the next page reflect the migration of Luther graduates for both employment and graduate school, categorized by their respective home states (or state of residency). For example, of the Iowa residents who are working full-time, 73% are working in the state of Iowa while approximately 27% accepted employment in another state. Furthermore, of the Iowa residents enrolled in graduate school, 32.3% are attending an institution in Iowa while 67.7% enrolled in an institution in another state. The charts also include detailed migration for Luther graduates from both Minnesota and Wisconsin.

Employment Migration

RESIDENCY OF STUDENTS	LOCATION OF EMPLOYMENT			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	73.0%	3.0%	7.0%	17.0%
Minnesota	9.1%	3.6%	68.2%	19.1%
Wisconsin	11.5%	61.5%	15.4%	11.5%
Other	14.0%	2.3%	16.3%	67.4%

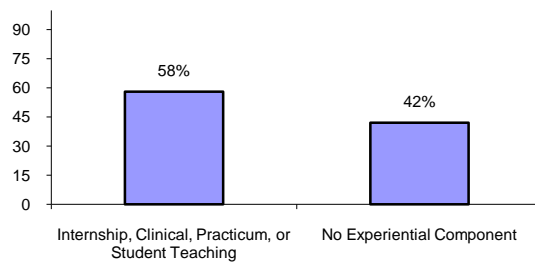
Graduate School Migration

RESIDENCY OF STUDENTS	LOCATION OF GRADUATE SCHOOL			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	32.3%	-	-	67.7%
Minnesota	13.3%	3.3%	56.7%	26.7%
Wisconsin	7.1%	21.4%	28.6%	42.9%
Other	3.4%	3.4%	10.3%	82.8%

Student Internships

Fifty-eight percent of Luther students engaged in internships, student teaching, or other clinical/practicum experiences while at Luther. In general, these experiences occur 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 (non-credit), or both. Some programs at Luther do have a required internship component as a part of the degree program.

Student participation in an internship, clinical, practicum, or student teaching experience



In collaboration with the academic departments at Luther, the Career Center will continue to focus on and dedicate resources to enhance the internship program at Luther College. Changes to the general Luther curriculum, specifically the January experience (J-term), will continue to afford students more opportunities to explore internships as a viable activity to complement their academic studies. Doing so will not only provide them with "hands-on" experience, but will also allow them to "test" possible occupations before committing to a particular path.

Post-Graduation 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 2010 graduates.

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 one of the sole pieces of information in the career decision-making process. If only it was that simple. Pinning down a career, like many decisions in life, is a difficult process. Many factors need to be considered in the selection process, some of which end up being very difficult to quantify. Ultimately, the selection of one's life work is really 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.

*For more information about the Career Center,
please visit <http://career.luther.edu> or call 563-387-1025.*

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POST-GRADUATION STATUS ACCORDING TO MAJOR

Major	Distribution of Majors	# Responding	% Responding	% Seeking Advanced Degrees	% Employed	% Continuing Education	% Other	% Volunteer	% Still Seeking
Accounting	22	20	91%	5%	90%	5%	0%	5%	5%
Africana Studies	3	3	100%	0%	67%	0%	0%	0%	33%
Anthropology	5	5	100%	20%	80%	0%	0%	0%	0%
Art	6	6	100%	0%	83%	0%	0%	17%	0%
Athletic Training	3	3	100%	33%	67%	0%	0%	0%	0%
Biblical Languages	<i>There were no graduates in the class of 2010 with this particular major.</i>								
Biology	63	58	92%	41%	28%	5%	3%	10%	7%
Chemistry	9	8	89%	88%	13%	0%	0%	0%	0%
Classics/Greek/Latin	1	1	100%	100%	0%	0%	0%	0%	0%
Communication Studies	27	27	100%	19%	67%	0%	4%	4%	7%
Computer Science	13	12	92%	8%	75%	0%	8%	0%	8%
Economics	13	12	92%	58%	33%	0%	0%	8%	0%
Elementary Education	34	32	94%	0%	94%	0%	0%	6%	0%
English	27	26	96%	12%	73%	0%	4%	8%	4%
Environmental Studies	18	17	94%	6%	53%	6%	12%	23%	0%
French	7	6	86%	0%	50%	17%	0%	33%	0%
German	4	4	100%	50%	50%	0%	0%	0%	0%
Health/Health Education	18	16	89%	13%	69%	13%	6%	0%	0%
History	20	18	90%	17%	44%	17%	0%	11%	11%
Interdisc./Indiv.	1	1	100%	0%	100%	0%	0%	0%	0%
Management	51	45	88%	9%	82%	4%	2%	0%	2%
Management Info. Systems	6	5	83%	0%	100%	0%	0%	0%	0%
Mathematics/Math Statistics	18	18	100%	39%	44%	0%	6%	6%	6%
Music	72	69	96%	35%	46%	13%	0%	0%	6%
Nursing	33	28	85%	0%	82%	0%	4%	0%	7%
Philosophy	8	7	88%	43%	29%	0%	0%	14%	14%
Physical Ed.	28	24	86%	17%	58%	8%	4%	0%	0%
Physics	3	2	67%	50%	50%	0%	0%	0%	0%
Political Science	39	36	92%	36%	31%	3%	3%	25%	3%
Psychology	33	27	82%	33%	44%	7%	3%	3%	3%
Religion	10	9	90%	33%	44%	11%	0%	11%	0%
Scandinavian Studies	1	1	100%	0%	100%	0%	0%	0%	0%
Social Work	17	16	94%	44%	13%	6%	0%	38%	0%
Sociology	13	11	85%	9%	46%	0%	9%	27%	9%
Spanish	26	22	85%	23%	41%	9%	0%	14%	5%
Theatre/Dance	7	6	86%	0%	100%	0%	0%	0%	0%
Women's & Gender Studies	5	5	100%	40%	40%	0%	0%	20%	0%
TOTALS	664	606	90%	22%	58%	6%	3%	7%	4%

Note: Because of rounding, the sums of percent distributions may not always equal 100.