

Post-Graduation Activities Report

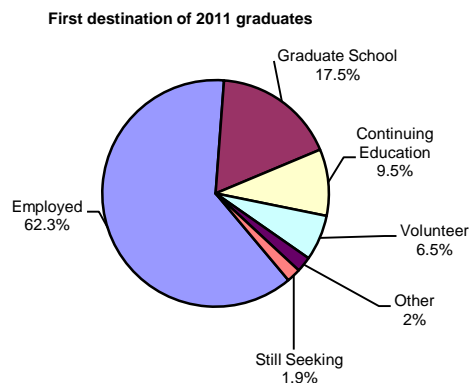
Luther College Class of 2011 – The Career Center

Introduction

The data collection process for this report took place from May 2011 to February 2012. For those students who had solidified their plans prior to graduation, the Career Center received their information in May 2011. For students who were still unsure about their plans, data were gathered through a survey in November 2011 and follow-up telephone calls and emails to non-respondents in January and February 2012. Through these efforts the total response rate was 95.7%.

Post-Graduation Activities

Post-college activities of the 2011 graduates were divided into six categories: employed (62.3%), graduate/professional school (17.5%), continuing education (9.5%), volunteer (6.5%), other (2.3%), and still seeking (1.9%). 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 were traveling, studying for exams (e.g., the CPA exam), or engaged in another activity. Students within the “continuing education” category were enrolled in an undergraduate program to further their education (e.g., to obtain a teaching license) or were 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 (82%) or part-time (18%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 35 hours per week.

Quick Facts



Response rate for the survey of May 2011 Luther College graduates was 95.7%

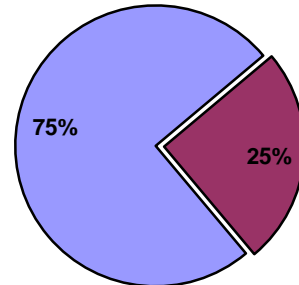
75% of Luther College graduates in May 2011 reported that their employment was related to their career goals.

67% of Luther College May 2011 graduates participated in experiential learning activities that included the following: externships, job shadowing, January Term Internship program, internship for credit, internship not for credit, campus-based research, and off campus-based research.

At the time survey data were gathered, 98% of responding May 2011 Luther College graduates were employed, attending graduate or professional school, volunteering, or not seeking employment.

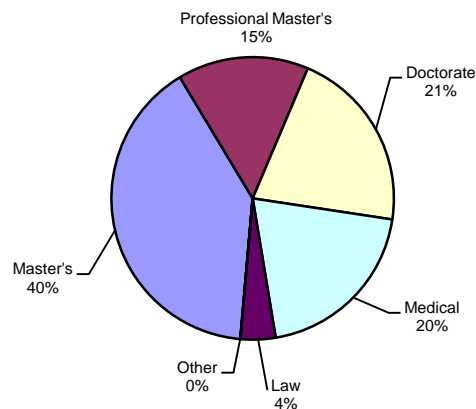


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Career Goals: Are Graduates Doing What They Want to Do?

When asked if their employment was related to career goals, 75% of May 2011 graduates who were employed reported they were in positions and doing work related to their career goals. When we make the assumption that students enrolled in graduate school and those continuing their education are engaged in “career goal-related” activities, this percentage jumps to 82.3%.



Graduates Pursuing Further Education

Of those students who elected to attend graduate or professional school after Luther, the largest percentage (40%) reported they were pursuing a master’s degree. The 2011 graduates indicated pursuing a wide variety of other advanced degrees including medical (20%), professional master’s (15%), doctorate (21%), and law (4%). The chart to the right provides a breakdown of the types of degrees pursued by the 2011 graduates. Minnesota and Iowa tied as destination states for students pursuing graduate or professional school studies; 27%, respectively, chose institutions in either of these states. Wisconsin, was selected as a location for graduate study by 6% of May 2011 graduates and Illinois by 5% of graduates. The remaining 35% of surveyed students elected to continue their graduate studies in one of 11 other states beyond the four-state region.



Approximately 33% of the respondents were attending graduate school at one of the institutions to the right. Beyond this, a few select members of the class of 2011 reported they are currently studying in such places as the University of Oslo in Oslo, Norway and the College Conservatory of Music - University of Cincinnati, Cincinnati, Ohio.

Employment Activities

The largest single career path for the class of 2011 was "Teaching K-12" with 13% of Luther graduates pursuing that path. Marketing/sales/retail (9.3%), business/finance/banking (8%), nursing (7.3%), accounting (6%), and medicine/health-related occupations (6%) round out the list of the top career paths. The table, below right, summarizes the careers pursued by the 2011 graduates.

Top Graduate School Destinations

University of Minnesota-Twin Cities	11
University of Iowa	7
University of Northern Iowa	5
University of Wisconsin-Madison	5
Northwestern Health Science University	4
Lutheran School of Theology, Illinois	3
St. Catherine University	2

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 2011 graduates with 36% of the class of 2011 selecting this state as their place for employment. Iowa earned second place with 27% of employed graduates reporting employment in this state. The other two states in the four-state area (Wisconsin and Illinois) were selected for employment by an additional 8% of respondents. The remaining 29% of employed graduates found employment outside of the four-state area.

Employment Activities

Summary of Career Paths

Teaching (K-12)	13%
Marketing/Sales/Retail	9.3%
Business/Finance/Banking	8%
Nursing	7.3%
Accounting	6%
Medicine/Health-related occupations	6%
Social Services	4%
Information Technology	2%
Sports/Recreation	2%
Hotel/Restaurant/Catering	2%
Support Staff	2%
Research/Development	1.5%
Agriculture/Ranching	1%
Other/Various	35.9%

Selected Employers

Students pursued their work across a wide variety of 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 2011 Graduates – Number of Hires			
Business:		Social Sciences/Education:	
Wells Fargo -----	5	Twin Cities Schools-----	9
Hormel Foods -----	2	MN Reading Corps-----	5
Target -----	7	Social Services Administration-----	1
Best Buy -----	4	Teach for America -----	1
John Deere -----	2		
Sciences:		Technology:	
University of Iowa Hospitals & Clinics -----	5	Epic Systems -----	3
Mayo Clinic -----	5	TriTech Software Systems-----	1
Integrated DNA Technologies-----	1	IBM -----	1
Science Center of Iowa-----	1	Fastenal -----	1

Volunteer Service

Seven percent of the class of 2011 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. Eight Luther graduates chose to volunteer with Lutheran Volunteer Corps. Six graduates chose Americorps. One student chose Peace Corps and one ELCA/Poland. Other graduates chose a variety of regional nonprofits in the four-state region: Iowa, Minnesota, Wisconsin and Illinois.

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; 52.3% of employed students provided salary information.

The following two tables 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 major. 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 business related disciplines commanded the highest average starting salaries (\$43,919). Lowest mean salaries were in the fine arts (\$24,553) and health/physical education fields (\$21,677). 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.

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Average Salary by Area of Study

Business ¹	\$43,919
Fine Arts ²	\$24,553
Health ³	\$21,677
Humanities ⁴	\$25,625
Sciences ⁵	\$45,000
Social Sciences ⁶	\$28,611

Average Salary by Selected Occupations

Information Technology	\$52,500
Accounting	\$46,428
Nursing	\$46,547
Business Admin/Mgmt	\$40,454
Social Services	\$31,250
Merchandising/Sales/Mktg	\$30,208
Teaching (K-12)	\$28,823

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 reported on the **Selected Occupations** table to the right.

The average starting salaries, broken down by selected occupations, also varied considerably. The highest salaries were in information technology (\$52,500), followed by nursing (\$46,547), accounting (\$46,428), and business administration/banking/finance (\$40,454) fields. The lowest salaries were in teaching (\$28,823).

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

RESIDENCY OF STUDENTS	LOCATION OF EMPLOYMENT			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	69.2%	2.0%	16.4%	12.4%
Minnesota	8.2%	-	80%	11.8%
Wisconsin	26%	52%	15%	7.0%
Other	22.7%	13.6%	9.0%	54.7%

to as “brain gain/brain drain”). The chart above and 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, 69.2% were working in the state of Iowa while approximately 30.8% accepted employment in another state. Furthermore, of the Iowa residents enrolled in graduate school, 59.3% are attending an institution in Iowa while 40.7% enrolled in an institution in another state. The charts also include detailed migration for Luther graduates from both Minnesota and Wisconsin.



Graduate School Migration

RESIDENCY OF STUDENTS	LOCATION OF GRADUATE SCHOOL			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	59.3%	7.4%	11.1%	22.2%
Minnesota	20.8%	4.1%	45.8%	29.1%
Wisconsin	18%	-	28%	54%
Other	9.5%	4.7%	23.8%	61.9%

Experiential Learning

Sixty-seven percent of May 2011 Luther graduates engaged in externships, job shadowing, 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 (non-credit), or both. Some programs at Luther do have a required experiential learning component as a part of the degree program, such as education, nursing and social work. NOTE: This year, 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 2011 graduated as the U.S. economy continued to recover from the worst recession since the early 1980s, evidenced by an unemployment rate that has remained over 9% since January 2010. Even so, the overall class was competitive in terms of obtaining employment, enrolling in selective graduate programs, and volunteering with prestigious organizations. Luther College post-graduate data shows a consistent pattern; in examining the previous five years of data, Luther College graduates solidly find employment, attend graduate school, or volunteer at the same rates – good economy or poor.

ADDENDUM: 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 2011 graduates.

For more information about the Luther College 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	28	27	96%	4%	92%	4%	4%	4%	0%
Africana Studies	6	5	83%	20%	60%	20%	0%	0%	0%
Anthropology	25	23	92%	0%	75%	5%	5%	9%	5%
Art	19	16	84%	0%	87%	6%	0%	6%	6%
Athletic Training	6	6	100%	33%	50%	0%	0%	0%	12%
Biblical Languages	<i>There were no graduates in the class of 2011 with this particular major.</i>								
Biology	70	67	96%	46%	40%	3%	1%	7%	3%
Chemistry	11	10	91%	80%	20%	0%	0%	0%	0%
Classics/Greek/Latin	6	4	67%	0%	50%	25%	25%	0%	0%
Communication Studies	19	19	100%	5%	89%	0%	0%	6%	0%
Computer Science	8	8	100%	25%	63%	0%	0%	0%	12%
Economics	10	10	100%	20%	70%	0%	0%	10%	0%
Elementary Education	31	31	100%	0%	76%	19%	0%	3%	3%
English	30	29	97%	7%	52%	11%	11%	20%	0%
Environmental Studies	16	15	94%	0%	73%	13%	0%	13%	0%
French	6	6	100%	0%	67%	33%	0%	0%	0%
German	1	0	0%	0%	0%	0%	0%	0%	0%
Health/Health Education	28	27	96%	19%	55%	15%	3%	0%	7%
History	22	21	95%	10%	62%	24%	4%	0%	0%
Interdisc./Indiv.	<i>There were no graduates in the class of 2011 with this particular major</i>								
Management	59	58	98%	5%	83%	7%	3%	0%	2%
Management Info. Systems	3	3	100%	0%	67%	0%	0%	0%	33%
Mathematics/Math Statistics	20	20	100%	30%	55%	10%	5%	0%	0%
Music	45	43	95%	23%	44%	21%	6%	7%	0%
Nursing	30	29	97%	0%	90%	7%	0%	3%	0%
Philosophy	2	2	100%	0%	50%	0%	0%	0%	50%
Physical Ed.	10	9	90%	22%	33%	22%	11%	11%	0%
Physics	3	3	100%	100%	0%	0%	0%	0%	0%
Political Science	23	21	91%	10%	67%	4%	0%	19%	0%
Psychology	42	42	100%	26%	60%	7%	2%	5%	0%
Religion	11	11	100%	18%	55%	0%	0%	18%	9%
Russian Studies	1	1	100%	0%	100%	0%	0%	0%	0%
Social Work	9	9	100%	11%	67%	11%	11%	0%	0%
Sociology	15	12	80%	20%	40%	0%	0%	20%	9%
Spanish	26	26	100%	11%	54%	11%	4%	20%	0%
Theatre/Dance	6	6	100%	0%	50%	0%	17%	33%	0%
Women's & Gender Studies	4	4	100%	25%	25%	0%	0%	50%	0%
TOTALS	651	623	90%	17%	58%	8%	3%	8%	4%

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