

Post-Graduation Activities Report

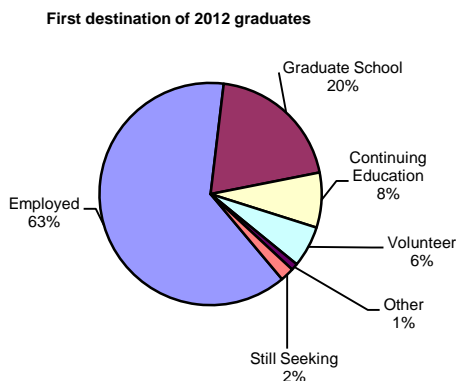
Luther College Class of 2012 – The Career Center

Introduction

The data collection process for this report took place from May 2012 to February 2013. For those students who had solidified their plans prior to graduation, the Career Center received their information in May 2012. For students who were still unsure about their plans, data were gathered through a survey in November 2012 and follow-up telephone calls and emails to non-respondents in January and February 2013. Through these efforts the total response rate was 96.4%.

Post-Graduation Activities

Post-college activities of the 2012 graduates were divided into six categories: employed, which includes part-time and full-time employment (63%), graduate/professional school (20%), continuing education (8%), volunteer (6%), other (1%), and still seeking (2%). 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 were 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 2012 Luther College graduates was 96.4%

76% of Luther College graduates in May 2012 reported that their employment was related to their career goals.

62.7% of Luther College May 2012 graduates participated in experiential learning activities, which 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.

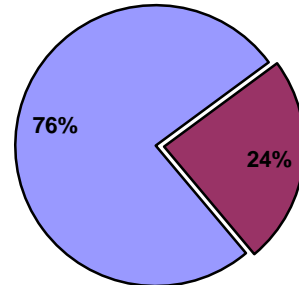
At the time survey data were gathered, 99% of responding May 2012 Luther College graduates were employed full time or part time, attending graduate or professional school, volunteering, or not intentionally seeking employment.



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

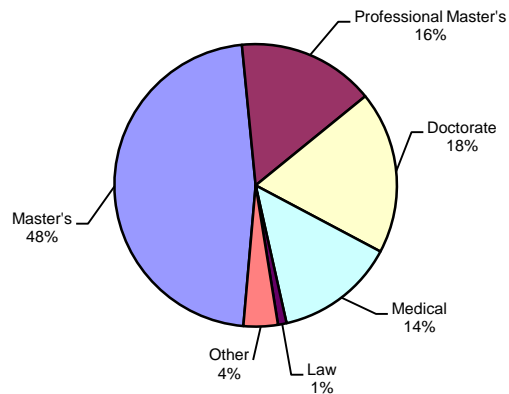
When asked if their employment was related to career goals, 76% of May 2012 graduates who were employed reported they were in positions and doing work related to their career goals. When we make the assumption that students enrolled in graduate school and those continuing their education are engaged in “career goal-related” activities, this percentage jumps to 88.7%.

■ Related ■ Not Related



Graduates Pursuing Further Education

Among those students who elected to attend graduate or professional school after Luther, the largest percentage (48%) reported they were pursuing a master's degree. The 2012 graduates indicated pursuing a wide variety of other advanced degrees including medical (14%), professional master's (16%), doctorate (19%), other (4%) and law (1%). The chart to the right provides a breakdown of the types of degrees pursued by the 2012



graduates. Iowa and Minnesota were top destination states for students pursuing graduate or professional school studies; 34% chose Iowa and 19% chose Minnesota. Wisconsin was selected as a location for graduate study by 5% of May 2012 graduates and Illinois, Missouri and Nebraska by 3.5% of graduates respectively. The remaining 31.5% of surveyed students elected to continue their graduate studies in one of 11 other states beyond the region.



Approximately 38% 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 2012 reported they are currently studying in such places as the University of Iceland in Reykjavik.

Employment Activities

The largest single career path for the class of 2012 was Computing/Information Systems with 18% of Luther graduates pursuing that path. Teaching K-12 (12%), Accounting (5%), Nursing (5%), Marketing/Sales/Retail (4%), Business/Finance/Banking (6%), and Medicine/Health-related occupations (5%) round out the list of the top career paths. The table, below right, summarizes the careers pursued by the 2012 graduates.

Top Graduate School Destinations

University of Iowa	19
University of Minnesota-Twin Cities	7
University of Northern Iowa	5
Iowa State University	5
Wartburg Theological Seminary	4
Creighton University	3

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 2012 graduates with 35% of the Class selecting this state as their place for employment. Iowa earned second place with 28% of employed graduates reporting employment in this state. Wisconsin was selected by 10% of graduates and Illinois by an additional 5% of respondents. The remaining 22% of employed graduates found employment outside of the four-state area.

Employment Activities Summary of Career Paths

Computing/Info Systems	18%
Teaching (K-12)	12%
Accounting	6%
Business/Finance/Banking	6%
Nursing	5%
Medicine/Health-related Occupations	5%
Marketing/Sales/Retail	4%
Hotel/Restaurant/Catering	4%
Research/Development	2.6%
Social Services	2%
Sports/Recreation	2%
Support Staff	2%
Arts-Performing/Creative	1%
Other/Various	30.4%



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 2012 Graduates – Number of Hires			
Business:		Social Sciences/Education:	
Wells Fargo -----	6	Twin Cities Schools-----	11
Ernst & Young -----	3	MN Reading Corps-----	2
Target -----	5	Social Services Administration-----	2
Best Buy -----	3	Teach for America -----	1
National Bankruptcy Services-----	2		
Sciences:		Technology:	
University of Iowa Hospitals & Clinics -----	5	Epic -----	11
Mayo Clinic -----	15	LSS Data Systems-----	3
Emmet County Conservation-----	1	Lurie Besikof Lapidus & Co. -----	1
Test America Laboratories-----	1	Thomson Reuters-----	1

Volunteer Service

Six percent of the class of 2012 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. Six Luther graduates chose to volunteer with Lutheran Volunteer Corps. Twelve graduates chose Americorps. Three students chose Holden Village. One student chose Peace Corps and one Global Mamas - Women in Progress Program in Ghana, Africa. Other graduates chose a variety of regional nonprofits across the country.

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 salary data than any other aspects of the survey; only 47.3% of employed students provided salary information.

Post-Graduation Activities Report



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.

Average Salary by Area of Study	
Business ¹	\$33,629
Fine Arts ²	\$30,000
Health ³	\$30,625
Humanities ⁴	\$25,625
Sciences ⁵	\$45,000
Social Sciences ⁶	\$29,632

Average Salary by Selected Occupations	
Information Technology	\$46,923
Accounting	\$44,250
Nursing	\$44,423
Business Admin/Mgmt	\$40,416
Social Services	\$28,000
Merchandising/Sales/Mktg	\$29,090
Teaching (K-12)	\$29,500

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 (\$46,923), followed by nursing (\$44,423), accounting (\$44,250), and business administration/banking/finance (\$40,454) fields. The lowest salaries were in social services (\$28,000).

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	64%	3%	18%	15%
Minnesota	12%	7%	61%	20%
Wisconsin	22%	51%	14%	13%
Other	12%	6%	29%	53%

Post-Graduation Activities Report



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, 64% were working in the state of Iowa while approximately 36% accepted employment in another state. Furthermore, of the Iowa residents enrolled in graduate school, 57% are attending an institution in Iowa while 43% 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
<i>Iowa</i>	57%	4%	11%	28%
Minnesota	14%	3%	29%	54%
Wisconsin	24%	18%	18%	40%
Other	18%	-	18%	64%

Experiential Learning

Nearly 63% percent of May 2012 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, Social Work and Women & Gender Studies. NOTE: As was done last 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 2012 graduated as the U.S. economy continued to recover from the worst recession since the early 1980s, evidenced by an unemployment rate that has gradually improved from the 9% plus rate in January 2010 to 7.9% as of January 2013. Despite up and down trends in regional unemployment rates, Luther graduates consistently have found employment, enter graduate school and seek volunteer opportunities at the same rates over the past few years, despite a sluggish economy.

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 2012 graduates. Raw numbers are in boldface and outside of the parentheses in each category, when available.

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

Post-Graduation Activities Report



POST-GRADUATION STATUS ACCORDING TO MAJOR

Major	Distribution of Majors	# Responding	% Responding	Seeking Advanced Degrees	Employed	Continuing Education	Other	Volunteer	Still Seeking
Accounting	21	21	100%	0%	20 (95%)	1 (5%)	0%	0%	0%
Africana Studies	4	4	100%	1 (25%)	2 (50%)	0%	0%	1 (25%)	0%
Anthropology	20	20	100%	2 (10%)	11 (55%)	1 (5%)	1 (5%)	4 (20%)	1 (5%)
Art	22	21	95%	3 (15%)	14 (67%)	2 (10%)	0%	1 (4%)	1 (4%)
Athletic Training	6	6	100%	5 (83%)	1 (17%)	0%	0%	0%	0%
Biblical Languages	2	1	50%	0%	1 (100%)	0%	0%	0%	0%
Biology	83	79	95%	22 (28%)	45 (57%)	1 (1%)	1 (1%)	8 (10%)	2 (2%)
Chemistry	18	17	94%	9 (53%)	6 (35%)	1 (6%)	0%	0%	1 (6%)
Classics/Greek/Latin	9	9	100%	2 (22%)	7 (77%)	0%	0%	0%	0%
Communication Studies	22	22	100%	1 (4%)	16 (73%)	1 (4%)	1 (4%)	2 (9%)	1 (4%)
Computer Science	20	20	100%	2 (10%)	18 (90%)	0%	0%	0%	0%
Economics	18	17	94%	1 (6%)	13 (77%)	0%	0%	2 (12%)	1 (6%)
Elementary Education	34	33	97%	1 (3%)	24 (73%)	8 (24%)	0%	0%	0%
English	32	30	94%	4 (13%)	16 (53%)	6 (20%)	0%	3 (10%)	1 (3%)
Environmental Studies	13	12	92%	2 (16%)	6 (50%)	1 (8%)	0%	3 (25%)	0%
French	12	11	92%	1 (9%)	9 (82%)	0%	0%	0%	1 (9%)
German	6	6	100%	2 (33%)	2 (33%)	0%	1 (17%)	1 (17%)	0%
Health/Health Education	18	18	100%	3 (17%)	9 (50%)	5 (28%)	0%	0%	1 (5%)
History	22	21	95%	3 (14%)	13 (62%)	2 (9%)	2 (9%)	1 (5%)	0%
Interdisc./Indiv.	1	1	100%	0%	1 (100%)	0%	0%	0%	0%
International Studies	3	3	100%	0%	3 (100%)	0%	0%	0%	0%
Management	48	47	98%	1 (2%)	43 (91%)	1 (2%)	1 (2%)	0%	2%
Management Info. Systems	6	5	83%	0%	4 (80%)	0%	0%	1 (20%)	0%
Mathematics/Math Statistics	20	19	95%	5 (26%)	12 (63%)	1 (5%)	0%	0%	1 (5%)
Music	59	59	100%	22 (37%)	24 (41%)	10 (17%)	2 (3%)	1 (2%)	0%
Nursing	29	29	100%	1 (3%)	27 (94%)	1 (3%)	0%	0%	0%
Philosophy	7	7	100%	2 (28%)	3 (43%)	0%	0%	1 (14%)	1 (14%)
Physical Ed.	19	18	95%	5 (28%)	7 (39%)	4 (22%)	0%	1 (5%)	1 (5%)
Physics	3	3	100%	2 (67%)	1 (33%)	0%	0%	0%	0%
Political Science	27	24	89%	2 (8%)	19 (79%)	0%	0%	3 (13%)	0%
Psychology	50	49	98%	20 (41%)	26 (53%)	1 (2%)	0%	2 (4%)	0%
Religion	14	14	100%	7 (50%)	4 (29%)	0%	0%	3 (21%)	0%
Russian Studies	3	3	100%	0%	3 (100%)	0%	0%	0%	0%
Scandinavian Studies	1	1	100%	0%	1 (100%)	0%	0%	0%	0%
Social Work	18	18	100%	6 (33%)	8 (44%)	0%	0%	4 (22%)	0%
Sociology	22	21	95%	2 (10%)	14 (66%)	1 (5%)	0%	4 (19%)	0%
Spanish	23	23	100%	3 (12%)	16 (70%)	2 (9%)	0%	2 (9%)	0%
Theatre/Dance	5	4	80%	1 (25%)	3 (75%)	0%	0%	0%	0%
Women's & Gender Studies	3	3	100%	0%	2 (67%)	0%	0%	1 (33%)	0%
TOTALS	743	719	97%	143 (20%)	452 (63%)	50 (7%)	9 (1%)	61 (8%)	14 (2%)

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