

Post-Graduation Activities Report

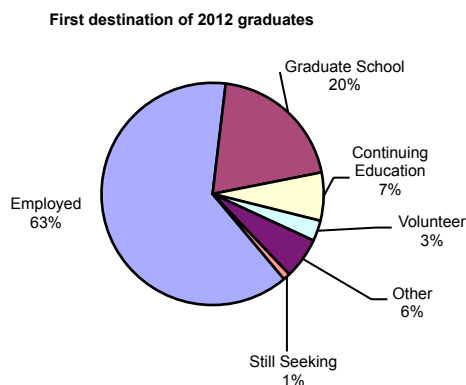
Luther College Class of 2013 – The Career Center

Introduction

The data collection process for this report took place from May 2013 to February 2014. For those students who had solidified their plans prior to graduation, the Career Center received their information in May 2013. For students who were still unsure about their plans, data were gathered through a survey in November 2013 and follow-up telephone calls and emails to non-respondents in January and February 2014. Through these efforts the total response rate was 95.4%.

Post-Graduation Activities

Post-college activities of the 2013 graduates were divided into six categories: employed, which includes part-time and full-time employment (63%), graduate/professional school (20%), continuing education (7%), volunteer (3%), other (6%), and still seeking (1%). 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 (88%) or part-time (12%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 30 hours per week.

Quick Facts

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Response rate for the survey of May 2013 Luther College graduates was 95.4%

78% of Luther College graduates in May 2013 reported that their employment was related to their career goals.

45% of Luther College May 2013 graduates participated in experiential learning activities, defined as the following: internship for credit, internship not for credit, campus-based research and off campus-based research, practicums, clinicals and/or student teaching experiences.

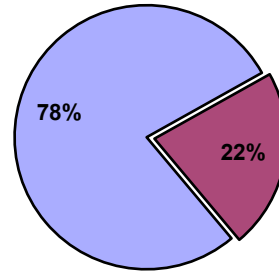
At the time survey data were gathered, 99% of responding May 2013 Luther College graduates were employed full time or part time, attending graduate or professional school, volunteering, or intentionally not seeking employment.



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

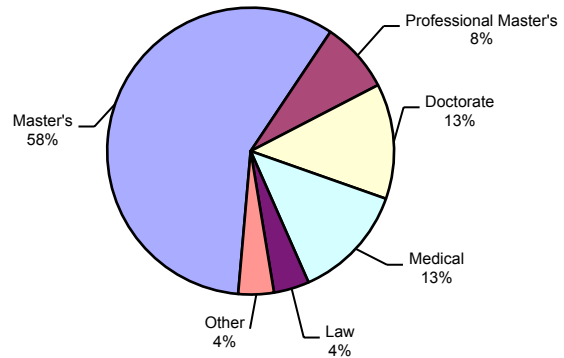
When asked if their employment was related to career goals, 78% of May 2013 graduates who were employed reported they were in positions and doing work related to their career goals. When we make the assumption that students enrolled in graduate school and those continuing their education are engaged in “career goal-related” activities, this percentage jumps to 85%.

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Graduates Pursuing Further Education

Among those students who elected to attend graduate or professional school after Luther, the largest percentage (58%) reported they were pursuing a master’s degree. The 2013 graduates indicated pursuing a wide variety of other advanced degrees including medical (13%), professional master’s (8%), doctorate (13%), other (4%) and law (4%). The chart to the right provides a breakdown of



the types of degrees pursued by the 2013 graduates. Iowa and Minnesota were top destination states for students pursuing graduate or professional school studies; 25% chose Iowa and 10% chose Minnesota. Wisconsin and Illinois were each selected as a location for graduate study by 8% of May 2013 graduates and Colorado, Missouri and Nebraska by 11% of graduates respectively. The remaining 38% of surveyed students elected to continue their graduate studies in one of 18 other states, as well as four institutions abroad.



Top Graduate School Destinations

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 2013 reported they are currently studying in such places as England, Holland, Ecuador and Austria.

Employment Activities

The largest single career path for the class of 2013 was Education/Teaching with 17% of Luther graduates pursuing that path. Business/Finance/Banking (8%), Medicine/Health (8%), Computing/Information Systems (7%), Merchandising/Sales/Mktg (7%), Nursing (6%) and Accounting related occupations (5%) round out the list of the top career paths. The table, below right, summarizes the careers pursued by the 2013 graduates.

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 2013 graduates with 41% of the Class selecting this state as their place for employment. Iowa earned second place with 27% of employed graduates reporting employment in this state. Wisconsin was selected by 10% of graduates and Illinois by an additional 4% of respondents. The remaining 18% of employed graduates found employment outside of the four-state area.

Top Graduate School Destinations

University of Iowa	14
University of Minnesota-Twin Cities	4
Iowa State University	3
University of Wisconsin-Madison	3
University of Northern Texas	3
Penn State University	2
St. Catherine's	2
University of Cincinnati	2
University of Northern Iowa	2
University of Wisconsin-LaCrosse	2
Wartburg Theological Seminary	2

Employment Activities Summary of Career Paths

Education/Teaching/Administration	17%
Business/Finance/Banking	8%
Medicine/Health-related Occupations	8%
Computing/Info Systems	7%
Merchandising/Sales/Mktg	7%
Nursing	6%
Accounting	5%
Sports/Recreation	3%
Research/Development	3%
Social Services	3%
Hotel/Restaurant/Catering	3%
Counseling	2%
Other/Various	28%



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:	
Target -----	5	Twin Cities Schools-----	12
Ernst & Young -----	4	Eastern Iowa Schools-----	10
Thrivant -----	3	Wisconsin Schools -----	5
Sciences:		Technology:	
University of Iowa Hospitals & Clinics -----	5	Cerner -----	2
Mayo Clinic -----	4	Fastenal -----	2
Gunderson Lutheran Medical Center -----	2	IBM -----	2
Aurora St. Luke's Medical Center -----	2	Epic -----	1

Volunteer Service

Three percent of the class of 2013 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 Americorps -- six were affiliated with Minnesota Reading Corp. Two graduates chose Young Adults in Global Mission – one going to Madagascar, Africa. One student chose Urban Servant Corp. One student chose Tsugaru City Board of Education Japanese Exchange (JET). One student chose Teach for America. Another student chose Teach and Learn Georgia. 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 34% of employed students provided salary information.

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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 (\$48,397). Lowest mean salaries were in the fine arts (\$31,250) and health/physical education fields (\$23,750). 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	\$48,397
Fine Arts ²	\$31,250
Health ³	\$23,750
Humanities ⁴	\$41,429
Sciences ⁵	\$44,750
Social Sciences ⁶	\$33,365

Average Salary by Selected Occupations	
Information Technology	\$53,593
Business Admin/Mgmt	\$50,312
Accounting	\$48,125
Merchandising/Sales/Mktg	\$47,500
Nursing	\$45,893
Teaching (K-12)	\$29,697
Social Services	\$26,250

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 to the right.

The average starting salaries, broken down by selected occupations, also varied considerably. The highest salaries were in information technology (\$53,593), followed by business administration/banking/finance (\$50,312), accounting (\$48,125), and merchandising/sales/marketing (\$47,500) fields. The lowest salaries were in social services (\$26,250).

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	66%	1%	12%	21%
Minnesota	9%	5%	70%	16%
Wisconsin	7%	46%	21%	26%
Other	13%	1%	16%	70%

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

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Iowa residents who are working full-time, 66% were working in the state of Iowa while approximately 34% accepted employment in another state. Furthermore, of the Iowa residents enrolled in graduate school, 52% are attending an institution in Iowa while 48% 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>	52%	1%	3%	42%
Minnesota	14%	4%	29%	53%
Wisconsin	0%	44%	0%	56%
Other	11%	7%	4%	78%

Experiential Learning

Approximately 45% percent of May 2013 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 (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: For the past two 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 2013 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 2013 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.

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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	16	16	100%	0%	16 (100%)	0%	0%	0%	0%
Africana Studies	1	1	100%	0	0	100%	0%	0%	0%
Anthropology	17	15	89%	1(7%)	8 (54%)	3 (20%)	1 (7%)	1 (7%)	1 (7%)
Art	16	16	100%	3 (19%)	12 (75%)	1 (7%)	0%	0%	0%
Athletic Training	5	5	100%	4 (80%)	0%	0%	1 (20%)	0%	0%
Biblical Languages	0	0	0%	0%	0%	0%	0%	0%	0%
Biology	90	84	94%	26 (31%)	41 (49%)	8 (10%)	4 (5%)	5 (6%)	0%
Chemistry	20	19	95%	6 (32%)	11 (58%)	2 (11%)	0%	0%	0%
Classics/Greek/Latin	4	4	100%	1 (25%)	2 (50%)	1 (25%)	0%	0%	0%
Communication Studies	20	20	100%	2 (10%)	14 (70%)	0%	3 (15%)	1 (5%)	0%
Computer Science	20	20	100%	0%	18 (90%)	1 (5%)	0%	1 (5%)	0%
Economics	13	12	93%	0%	9 (75%)	0%	2 (17%)	1 (9%)	0%
Elementary Education	29	29	100%	0%	25 (87%)	2 (7%)	2 (7%)	0%	0%
English	28	27	97%	5 (19%)	15 (56%)	6 (22%)	1 (4%)	0%	0%
Environmental Studies	18	16	89%	2 (13%)	11 (69%)	0%	1 (6%)	1 (6%)	1 (6%)
French	9	9	100%	1 (11%)	6 (67%)	2 (22%)	0%	0%	0%
German	3	3	100%	0%	3 (100%)	0%	0%	0%	0%
Health/Health Education	17	15	88%	4 (27%)	7 (47%)	3 (20%)	1 (7%)	0%	0%
History	17	17	100%	1 (6%)	13 (77%)	2 (12%)	0%	1 (6%)	0%
Interdisc./Indiv.	4	4	100%	1 (25%)	1 (25%)	0%	2 (50%)	0%	0%
International Studies	2	1	50%	0%	1 (100%)	0%	0%	0%	0%
Management	54	53	98%	2 (4%)	46 (87%)	0%	4 (8%)	0%	1 (2%)
Management Info. Systems	3	3	100%	0%	2 (67%)	0%	0%	0%	1 (33%)
Mathematics/Math Statistics	31	30	97%	10 (33%)	19 (63%)	1 (3%)	0%	0%	0%
Music	67	64	96%	23 (36%)	27 (42%)	8 (13%)	4 (6%)	1 (2%)	1 (2%)
Nursing	27	26	96%	0%	21 (81%)	2 (9%)	4 (6%)	1 (2%)	1 (2%)
Philosophy	9	7	78%	3 (43%)	3 (43%)	1 (14%)	0%	0%	0%
Physical Ed.	19	18	95%	7 (39%)	6 (33%)	2 (11%)	2 (11%)	1 (6%)	0%
Physics	6	6	100%	4 (67%)	1 (17%)	1 (17%)	0%	0%	0%
Political Science	25	23	92%	4 (17%)	11 (48%)	2 (9%)	4 (17%)	2 (9%)	0%
Psychology	47	46	95%	14 (31%)	32 (70%)	0%	0%	0%	0%
Religion	6	6	100%	2 (33%)	3 (50%)	0%	1 (17%)	0%	0%
Russian Studies	1	1	100%	0%	0%	0%	1 (100%)	0%	0%
Scandinavian Studies	1	1	100%	0%	0%	1 (100%)	0%	0%	0%
Social Work	8	7	88%	0%	2 (29%)	0%	0%	3 (43%)	2 (29%)
Sociology	10	10	100%	0%	8 (80%)	0%	0%	2 (20%)	0%
Spanish	3	2	67%	0%	2 (100%)	0%	0%	0%	0%
Theatre/Dance	3	3	100%	1 (33%)	1 (33%)	1 (33%)	0%	0%	0%
Women's & Gender Studies	1	1	100%	0%	1 (100%)	0%	0%	0%	0%
TOTALS	670	641	96%	127 (20%)	398 (63%)	51 (7%)	37 (6%)	20 (3%)	7 (1%)

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