

POST-GRADUATION ACTIVITIES REPORT

CLASS OF 2008

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 2008. 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 2008. For students who were still unsure about their plans, the data were gathered through a 6-month-out survey in November 2008 and follow-up telephone calls to non-respondents in January 2009. 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 91.3%.

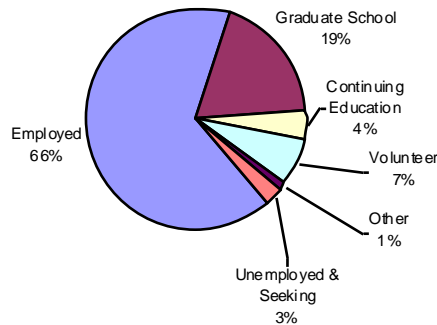
This report summarizes some of the more interesting findings from the survey. The table on the last page provides information on the status of recent graduates, broken down and reported by their major(s).

Post-Graduation Activities

The first chart on the next page graphically represents the overall post-college activities of the 2008 graduates in six categories: graduate/professional school (19%), employed (66%), other (1%), volunteer (7%), continuing education (4%), and unemployed and seeking (3%). 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 (89%) or part-time (11%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 35 hours per week.

The class of 2008 graduated in the midst of a progressively declining job market, which began eroding in January 2008. 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.

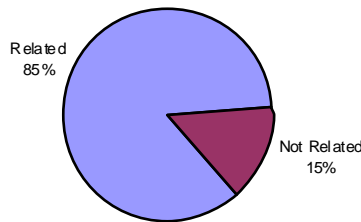
First destination of 2007 graduates



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 85% 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 90%.

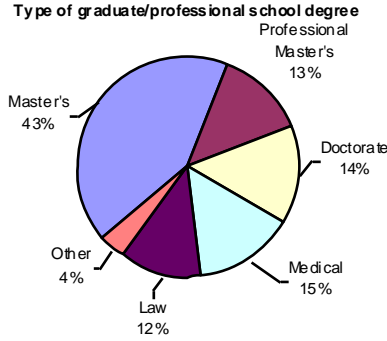
Graduates employed in positions related to their career goals



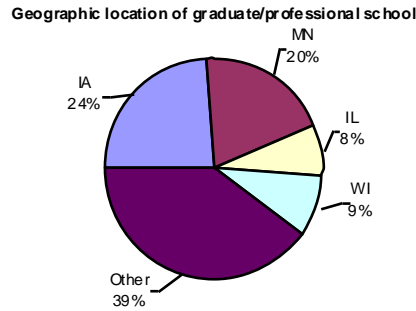
We feel this information is particularly important because Luther students are provided with more than coaching and advising on how to get a job. We challenge and support students to think about their interests, gifts, talents, and values as they make decisions about their work life after Luther. In the words of Confucius, “Choose a job you love and you will never have to work a day in your life.”

Graduates Pursuing Further Education

Of those students who selected to attend graduate or professional school after Luther, the largest percentage (43%) reported that they were pursuing a master’s degree. The 2008 graduates indicated pursuing a wide variety of other advanced degrees including medical (15%), professional master’s (13%), doctorate (14%), and law (12%). The following chart provides a breakdown of the types of degrees pursued by the 2008 graduates.



Twenty-four 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 2008 graduates (37%). Forty percent of the surveyed students selected to continue their graduate studies in one of 19 other states beyond the four-state region. This year was a bit atypical in that none of the graduates elected to study internationally (normally 2-3% of student enroll in graduate degree programs abroad).



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 2008 are currently studying at some of the finest research universities in the U.S. such as Cornell University, Harvard University, and the University of Chicago.

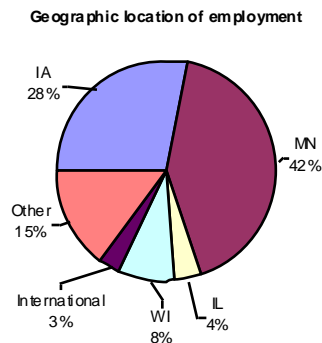
Top Graduate School Destinations	
University of Iowa -----	12
University of Minnesota-Twin Cities -----	5
Iowa State University -----	4
Northwestern University -----	3
University of Wisconsin-Madison -----	3
University of Michigan -----	2
Washington University in St. Louis -----	2

Employment Activities

The range of career paths selected by Luther graduates is quite remarkable. The largest single career path for the class of 2008 was “Teaching K-12” with more than 22% of our students pursuing that path. Business/finance/banking (8.8%), marketing/sales/retail (8.8%), nursing (8.5%), and social services (5.0%) round out the list of the top career paths. The following table summarizes the careers pursued by the 2008 graduates.

Summary of Career Paths	
Teaching (K-12)	22.6%
Marketing/Sales/Retail	8.8%
Business/Finance/Banking	8.8%
Nursing	8.5%
Social Services	5.0%
Information Technology	5.0%
Accounting	4.7%
Medicine/Health	4.1%
Hotel/Restaurant/Catering	3.4%
Sports/Recreation	3.1%
Manufacturing	2.5%
Consulting	1.9%
Insurance	1.9%
Government (Non-elective)	1.6%
Publishing/Journalism	1.3%
Research/Development	0.9%
Church-related (Non-clergy)	0.9%
Other/Various	15.0%

For those students who decided to join the workforce, the location of employment spans a range of locations. Minnesota led the four-state area with 42% of the class of 2008 selecting it as their place for employment. The remaining three states in the four-state area (Iowa, Wisconsin, and Illinois) were selected for employment by an additional 40% of respondents. Fifteen percent of students found employment outside of the four-state area, while an additional 3% pursued employment in another country.



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 2008 graduates – Number of hires			
Business:			
Hormel Foods -----	7	Wells Fargo Financial -----	4
Target (Stores & Corporate) -----	7	Best Buy (Corporate) -----	2
Accenture -----	6	Deloitte & Touche -----	2
Securian Financial Group -----	4	Weber Shandwick -----	2
Health/Social Sciences:		Technology:	
Mayo Clinic -----	5	Epic Systems -----	6
Mercy Medical Center -----	3	IBM -----	3
Rochester Community Schools -----	2	Medtronic -----	1
Sanford Hospital -----	2		
Tanager Place -----	2		
University of Iowa (Hospitals & Research Ctrs) -----	2		

Volunteer Service

As mentioned earlier, 7% of the class of 2008 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 volunteer organizations who enrolled at least two 2008 Luther graduates.

Volunteer organizations – Number of volunteers	
AmeriCorps -----	10
Lutheran Volunteer Corps -----	5
Peace Corps -----	3
Lutheran World Relief -----	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; approximately 51.9% of the employed students provided salary information. This was expected given the sensitive nature of inquiries about compensation.

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 in the sciences commanded the highest starting salaries (\$45,147). The lowest salaries were in the health-related majors (\$25,250) and the fine arts (\$28,750). 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	\$40,000
Elementary Education	\$30,000
Fine Arts ²	\$28,750
Health ³	\$25,250
Humanities ⁴	\$31,696
Nursing	\$43,056
Sciences ⁵	\$45,147
Social Sciences ⁶	\$31,597

- 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

The average starting salaries, broken down by selected occupations, also varied considerably. The highest salaries were in information technology (\$51,625), followed by accounting (\$46,250), consulting (\$43,000), and merchandising/sales/marketing (\$38,182) fields. The lowest salaries were in social services (\$27,032).

Average Salary (by selected occupations)	
Information Technology	\$51,625
Accounting	\$46,250
Consulting	\$43,750
Business Admin/Mgmt	\$40,556
Merchandising/Sales/Marketing	\$38,182
Teaching (K-12)	\$31,058
Social Services	\$27,032

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 below 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, 69.1% are working in the state of Iowa while approximately 30.8% accepted employment in another state. Furthermore, of the Iowa residents enrolled in graduate school, 47.1% are attending an institution in Iowa while 52.9% 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	69.1%	2.7%	14.5%	13.6%
Minnesota	3.3%	4.1%	82.0%	10.7%
Wisconsin	18.8%	43.8%	21.9%	15.6%
Other	7.7%	5.8%	21.2%	65.4%

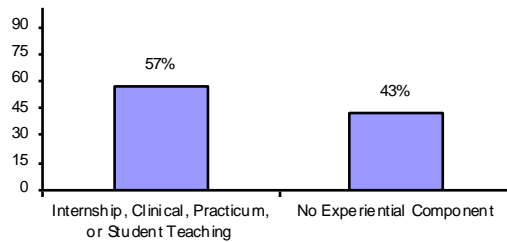
Graduate School Migration

RESIDENCY OF STUDENTS	LOCATION OF GRADUATE SCHOOL			
	Iowa	Wisconsin	Minnesota	Another State/Country
Iowa	47.1%	2.9%	0.0%	50.0%
Minnesota	8.3%	16.7%	50.0%	25.0%
Wisconsin	20.0%	20.0%	0.0%	60.0%
Other	11.8%	0.0%	0.0%	88.2%

Student Internships

Fifty-seven 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 enhancing 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 2008 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.*

POST-GRADUATION STATUS ACCORDING TO MAJOR

Major	Distribution of Majors	# Responding	% Responding	% Seeking Advanced Degrees	% Employed	% Continuing Education	% Other	% Volunteer	% Unemployed & Seeking
Accounting	22	21	95%	19%	71%	0%	0%	0%	10%
Africana Studies	3	3	100%	0%	100%	0%	0%	0%	0%
Anthropology	16	14	88%	14%	50%	0%	7%	21%	7%
Art	20	18	90%	22%	44%	11%	6%	17%	0%
Athletic Training	5	5	100%	40%	40%	20%	0%	0%	0%
Biblical Languages	1	1	100%	0%	100%	0%	0%	0%	0%
Biology	55	50	91%	36%	48%	4%	4%	2%	6%
Chemistry	7	6	86%	83%	0%	0%	0%	0%	17%
Classics/Greek/Latin	1	0	0%	<i>Unable to provide data due to no response(s).</i>					
Communication Studies	26	26	100%	8%	92%	0%	0%	0%	0%
Computer Science	9	8	89%	0%	88%	0%	0%	13%	0%
Economics	18	18	100%	6%	72%	0%	0%	6%	17%
Elementary Education	34	32	94%	0%	100%	0%	0%	0%	0%
English	26	24	92%	21%	58%	17%	0%	0%	4%
Environmental Studies	5	5	100%	20%	60%	0%	0%	20%	0%
French	3	3	100%	33%	67%	0%	0%	0%	0%
German	4	4	100%	25%	75%	0%	0%	0%	0%
Health/Health Education	13	11	85%	18%	82%	0%	0%	0%	0%
History	21	20	95%	40%	50%	5%	0%	0%	5%
Interdisc./Indiv.	1	1	100%	100%	0%	0%	0%	0%	0%
Management	60	54	90%	6%	78%	2%	2%	6%	7%
Management Info. Systems	3	3	100%	33%	33%	0%	0%	33%	0%
Mathematics/Math Statistics	17	16	94%	19%	56%	6%	0%	13%	6%
Music	60	58	97%	21%	66%	10%	0%	3%	0%
Nursing	31	29	94%	3%	97%	0%	0%	0%	0%
Philosophy	6	4	67%	25%	50%	0%	25%	0%	0%
Physical Ed.	15	13	87%	15%	77%	0%	0%	0%	8%
Physics	6	6	100%	50%	33%	17%	0%	0%	0%
Political Science	31	28	90%	21%	54%	4%	4%	7%	11%
Psychology	43	38	88%	37%	55%	3%	0%	5%	0%
Religion	17	16	94%	25%	44%	0%	0%	31%	0%
Scandinavian Studies	<i>There were no graduates in the class of 2008 with this particular major.</i>								
Social Work	14	12	86%	17%	50%	0%	0%	25%	8%
Sociology	13	11	85%	9%	73%	0%	0%	18%	0%
Spanish	23	19	83%	21%	47%	0%	0%	26%	5%
Theatre/Dance	9	8	89%	0%	75%	0%	0%	25%	0%
Women's & Gender Studies	3	3	100%	0%	0%	33%	0%	67%	0%
TOTALS	641	588	91%	19%	66%	4%	1%	7%	3%

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