



Post-Graduation Activities Report

Luther College Class of 2014 – The Career Center

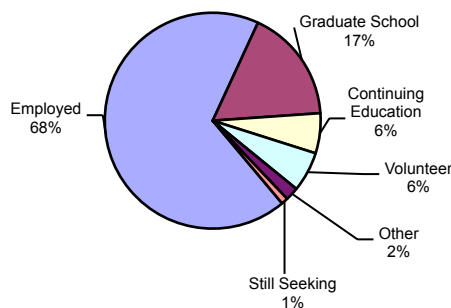
Introduction

The data collection process for this report took place from May 2014 to January 2015. For those students who had solidified their plans prior to graduation, the Career Center received their information in May 2014. For students who were still unsure about their plans, data were gathered through a survey in November 2014 and follow-up telephone calls and emails to non-respondents in January 2015. Through these efforts the total response rate was 91.2%.

Post-Graduation Activities

Post-college activities of the 2014 graduates were divided into six categories: employed, which includes part-time and full-time employment (68%), graduate/professional school (17%), continuing education (6%), volunteerism (6%), other (2%), 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 serving in the military. Some of these students were traveling, studying for exams such as the CPA exam, or engaged in another activity. Students within the “continuing education” category were enrolled in an undergraduate program to further their education, for example to obtain a teaching license, or were participating in an internship or some other activity to gain the necessary credentials to enter the field of their choice. The “employed” category includes students who were employed either full-time (91%) or part-time (9%). Per the U.S. Department of Labor, full-time employment is defined by working a minimum of 30 hours per week.

First Destination of 2014 Graduates



Quick Facts



Response rate for the survey of May 2014 Luther College graduates was 91.2%

81% of Luther College graduates in May 2014 reported that their employment was related to their career goals.

70% of Luther College May 2014 graduates participated in out-of-classroom 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.

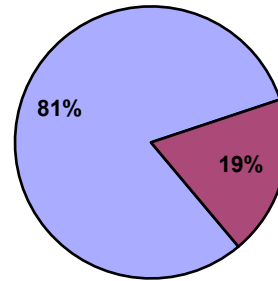
At the time survey data were gathered, 99% of responding May 2014 Luther College graduates were employed full-time or part-time, attending graduate or professional school, volunteering, or intentionally not seeking employment.



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

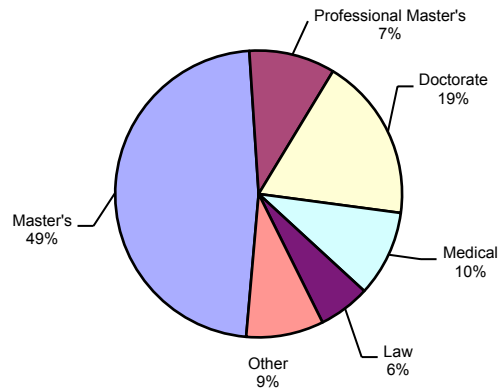
When asked if their employment was related to career goals, 81% of employed May 2014 graduates reported they were in positions and doing work related to their career goals. If one assumes students enrolled in graduate school and those continuing their education are engaged in “career goal-related” activities, this percentage jumps to 87%.

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Graduates Pursuing Further Education

Among the 2014 graduates who elected to attend graduate or professional school, the largest percentage (49%) reported pursuing a master’s degree. Other advanced degrees being sought included medical (10%), professional master’s (7%), doctorate (19%), other (9%), and law (6%). Iowa and Minnesota were top destination states for students pursuing graduate or professional school studies, with 20% and 16% respectively.



Wisconsin followed with 14%, and Illinois attracted 11% of our students pursuing graduate study. The remaining 41% of surveyed students elected to continue their graduate studies in one of 16 other states, as well as four institutions abroad.



Top Graduate School Destinations

Approximately 57% of the respondents were attending graduate school at one of the institutions listed in the table at the right. A few also reported studying overseas (England, Canada, France and Italy).

Employment Activities

The largest single career path for the class of 2014 was Education/Teaching, with 21% of Luther graduates pursuing jobs in that field. Business/Finance/Banking (14%), Merchandising/Sales/Marketing (13%), Computing/Information Systems (10%), Nursing (6%), Accounting (7%) and Social Work-related occupations (4%) round out the list of the top career paths. The table below summarizes the careers pursued by 2014 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 2014 graduates, attracting 39% of the class. Iowa earned second place, with 28%. Wisconsin is home to 12% of graduates, and Illinois, 4%. The remaining 17% of employed graduates found employment outside the four-state region.

Selected Employers

Students pursued their work across a wide variety of regional, national, and international organizations. The table below highlights the names of a few of the employing organizations, arranged by broad industry groupings, followed by the

Top Graduate School Destinations

University of Iowa	9
University of Minnesota-Twin Cities	8
University of Wisconsin-Madison	6
Iowa State University	4
Creighton University	3
Indiana University	2
Lutheran School of Theology	2
Michigan State University	2
University of Missouri-Kansas City	2
University of North Texas	2
University of Oklahoma	2
University of St. Mary – Kansas City	2

Employment Activities Summary of Career Paths

Education/Teaching/Administration	21%
Business/Finance/Banking	14%
Merchandising/Sales/Marketing	13%
Computing/Info Systems	10%
Nursing	9%
Accounting	7%
Social Services	4%
Agriculture/Environmental Studies	3%
Hotel/Restaurant/Catering	3%
Sports/Recreation	3%
Medicine/Health-related Occupations	2%
Research/Development	2%
Counseling	1%
Other/Various	8%



number of Luther graduates they employed. The list is not exhaustive, but it does provide an overview of the range of hiring organizations.

Selected Employers of 2014 Graduates – Number of Hires			
Business:		Social Sciences/Education:	
Securian-----	3	Minnesota Schools-----	21
Deloitte-----	3	Iowa Schools-----	14
Hormel -----	3	Wisconsin Schools-----	6
Enterprise -----	3	Illinois Schools-----	6
Sciences:		Technology:	
Mayo Clinic-----	10	Epic-----	13
University of Iowa Hospitals & Clinics-----	5	Securian-----	2
Gundersen Lutheran Medical Center -----	1	Fastenal-----	1
St. Luke’s Hospital, Cedar Rapids, IA-----	1	Google -----	1

Volunteer Service

Six percent of the class of 2014 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. Twelve Luther graduates chose to volunteer with Americorps – three of whom were affiliated with Minnesota Reading Corps. Three students went to the Lutheran Volunteer Corps, two students chose the Urban Servant Corp, two chose the Minnesota Alliance with Youth, two went to Holden Village, one graduate chose Young Adults in Global Mission – going to Rwanda – and another student chose the World Teaching Organization in Costa Rica. Other graduates chose a variety of regional nonprofits across the country.

Salary Information

Students were asked to report their annual starting salary. 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.

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 majors. 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 science disciplines commanded the highest average starting salaries (\$46,247). Lowest mean salaries were in the fine arts (\$31,250) and social science fields (\$29,623). 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	\$42,000
Fine Arts ²	\$31,250
Health ³	\$31,500
Humanities ⁴	\$33,096
Sciences ⁵	\$46,247
Social Sciences ⁶	\$29,623

Average Salary by Selected Occupations	
Information Technology	\$58,919
Nursing	\$53,000
Accounting	\$51,812
Business Admin/Mgmt	\$36,910
Merchandising/Sales/Mktg	\$31,531
Teaching (K-12)	\$28,963
Social Services	\$26,200

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 (\$58,919), followed by nursing (\$53,000), accounting (\$51,812), and business administration/banking/finance (\$36,910) fields. The lowest salaries were in social services (\$26,200).

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	82%	2%	6%	10%
Minnesota	8%	0%	88%	6%
Wisconsin	2%	84%	12%	2%
Other	26%	3%	26%	45%

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 employed, 82% were working in the state of Iowa while approximately 18% accepted employment in another state. Furthermore, of the Iowa residents enrolled in graduate school, 62% are attending an institution in Iowa while 38% 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	62%	0%	7%	31%
Minnesota	5%	14%	43%	38%
Wisconsin	0%	54%	15%	31%
Other	0%	5%	0%	95%

Experiential Learning

Approximately 70.4% percent of May 2014 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 have a required experiential learning component as part of the degree program, such as Education, Nursing, Social Work and Women & Gender Studies. NOTE: For the past three 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.

CONCLUSION

The Class of 2014 graduated as the U.S. economy’s unemployment rate has gradually improved from a 7.9% rate January 2013 to 6.6% as of January 2014. Luther graduates have consistently found employment, entered graduate school, and have sought volunteer opportunities at the same rate over the past seven years, in spite of 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 2014 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 STATUS ACCORDING TO MAJOR

Major	Distribution of Majors	# Responding	% Responding	Seeking Advanced Degrees	Employed	Continuing Education	Other	Volunteer	Still Seeking
Accounting	20	19	95%	2 (11%)	16 (84%)	0%	0%	0%	1 (5%)
Africana Studies	3	3	100%	0	3 (100%)	0%	0%	0%	0%
Anthropology	21	21	100%	6 (28%)	14 (67%)	0%	0%	1 (5%)	0%
Art	17	17	100%	1 (6%)	12 (70%)	2 (12%)	0%	1 (6%)	1 (6%)
Athletic Training	4	4	100%	3 (75%)	0%	0%	1 (20%)	0%	0%
Biblical Languages	1	1	100%	1 (100%)	0%	0%	0%	0%	0%
Biology	72	68	94%	21 (31%)	31 (46%)	4 (6%)	7 (10%)	5 (7%)	0%
Chemistry	12	11	92%	6 (55%)	5 (45%)	0%	0%	0%	0%
Classics/Greek/Latin	3	3	100%	1 (33%)	2 (67%)	0%	0%	0%	0%
Communication Studies	18	17	94%	0%	15 (88%)	2 (12%)	0%	0%	0%
Computer Science	17	17	100%	3 (18%)	14 (82%)	0%	0%	0%	0%
Economics	20	15	75%	3 (20%)	12 (80%)	0%	0%	0%	0%
Elementary Education	33	28	85%	1 (4%)	24 (85%)	0%	1 (4%)	0%	2 (7%)
English	33	30	91%	3 (10%)	20 (67%)	3 (10%)	0%	4 (13%)	0%
Environmental Studies	18	15	83%	2 (13%)	6 (40%)	1 (7%)	0%	5 (33%)	1 (7%)
French	10	10	100%	2 (20%)	6 (60%)	1 (10%)	0%	1 (10%)	0%
German	2	2	100%	0%	1 (50%)	1 (50%)	0%	0%	0%
Health/Health Education	17	15	88%	5 (33%)	8 (54%)	2 (13%)	0%	0%	0%
History	17	15	88%	2 (13%)	9 (60%)	1 (7%)	0%	3 (20%)	0%
Interdisc./Indiv.	3	3	100%	1 (33%)	0%	2 (67%)	0%	0%	0%
International Studies	10	10	100%	0%	6 (60%)	1 (10%)	0%	3 (30%)	0%
Management	58	52	90%	2 (4%)	48 (92%)	1 (2%)	0%	1 (2%)	1 (2%)
Management Info. Systems	3	3	100%	0%	2 (67%)	0%	0%	0%	1 (33%)
Mathematics/Math Statistics	31	28	90%	8 (29%)	19 (68%)	1 (3%)	0%	0%	0%
Music	55	53	96%	15 (28%)	25 (47%)	10 (19%)	2 (4%)	0%	1 (2%)
Nursing	28	27	96%	0%	27 (100%)	0%	0%	0%	0%
Philosophy	3	3	100%	1 (33%)	1 (33%)	0%	0%	1 (33%)	0%
Physical Ed.	9	8	89%	2 (25%)	4 (50%)	2 (25%)	0%	0%	0%
Physics	7	6	86%	0%	6 (100%)	0%	0%	0%	0%
Political Science	24	21	88%	3 (14%)	15 (72%)	0%	0%	3 (14%)	0%
Psychology	42	36	86%	7 (19%)	23 (64%)	1 (3%)	2 (6%)	3 (8%)	0%
Religion	10	10	100%	2 (20%)	6 (60%)	0%	0%	2 (20%)	0%
Russian Studies	1	1	100%	0%	0%	0%	1 (100%)	0%	0%
Social Work	10	8	80%	3 (38%)	3 (38%)	0%	0%	2 (24%)	0%
Sociology	16	16	100%	2 (13%)	12 (75%)	1 (6%)	0%	1 (6%)	0%
Spanish	18	18	100%	3 (17%)	10 (56%)	2 (11%)	1 (5%)	2 (11%)	0%
Theatre/Dance	5	5	100%	1 (20%)	3 (60%)	1 (20%)	0%	0%	0%
Women's & Gender Studies	2	2	100%	0%	2 (100%)	0%	0%	0%	0%
TOTALS	671	618	92%	109 (18%)	413 (67%)	38 (6%)	13 (2%)	38 (6%)	7 (1%)

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