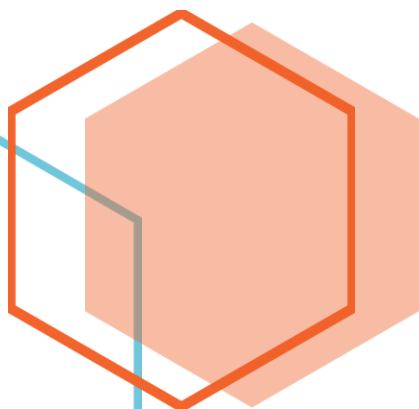




# First Destination Report Undergraduate Students Class of 2019-2020

University of Sioux Falls  
Thomas Kilian Academic Success Center



# First Destination Report

Class of 2019-2020

## Introduction

The University of Sioux Falls First Destination Report reflects students' outcomes for all undergraduate students and their first destination once they completed their program of study at USF. Throughout the data collection cycle, the Thomas Kilian Academic Success Center (ASC) surveys each new graduation class to assess their primary post-graduation activities. The survey is routinely conducted over a 6-month period following graduation consistent with the National Association of Colleges and Employers (NACE) First Destination Survey Standards and Protocols. The data within this report was collected primarily through emailed online surveys, telephone calls, text messages, social media, and communication with university staff and faculty.

The following report highlights both the vocational and educational destinations of the recent graduates who make up the Class of 2020 and past five academic years.

## Methodology

An online survey was routinely conducted over a 6 month period and was the primary means for collecting information from graduates during the academic year. ASC staff invited graduates by email to take the survey following graduation and continued to remind members of the class about the online survey until it closed six months later.

To increase the survey response rate, ASC staff made additional efforts to learn about the post-graduation plans of graduates. Staff connected with graduates via email, text, phone calls, social and professional websites, and academic departments to reach members of the class who had either not yet responded to the survey or were still seeking employment or acceptance to graduate school. If staff members reached these students, they conducted an abbreviated version of the questionnaire.

The purpose of the survey was to collect employment, continuing education, military service, volunteer or other activities for each graduate. The survey consisted of approximately 25 questions, and pending the response by each respondent, took between 5-10 minutes to complete. Students were not required to respond to all questions within the survey, and therefore, responses vary for each question.

The target population making up the Class of 2020 consists of students who earned an associate's or bachelor's degree summer 2019, fall 2019, interim 2020, and spring 2020. The graduate list for summer, fall, and spring semesters were obtained from the Registrar's Office, which tracks students' academic status and application for graduation.

## Knowledge Rate

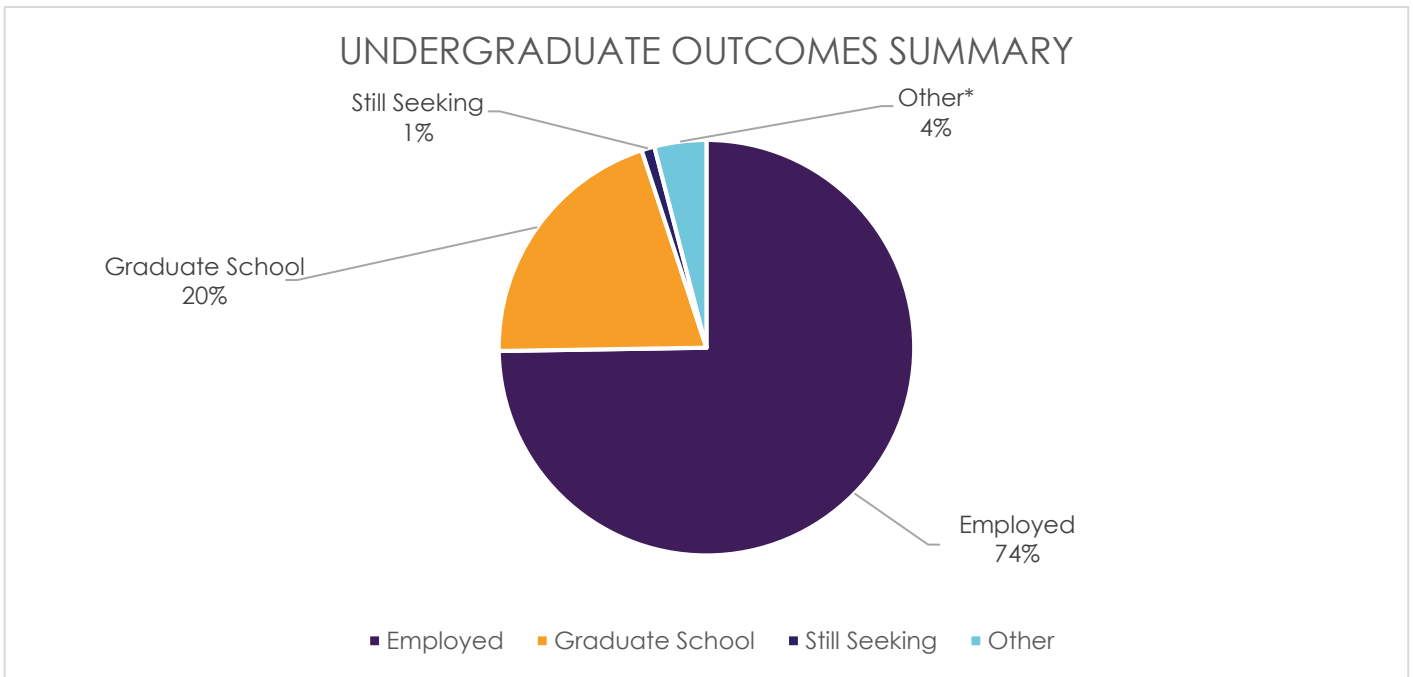
The term knowledge rate (also referred to as response rate) is defined as the percent of graduates for which the institution has reasonable and verifiable information concerning the graduate's post-graduation career activities according to the National Association of Colleges and Employers (NACE) first Destination Standards and Protocols.

Of the 319 degree recipients, an 84% knowledge rate was obtained for the Class of 2020. The target goal outlined by NACE is a 65% knowledge rate.<sup>1</sup> USF's knowledge rate exceeds NACE's target goal by 19%.

## Career Outcomes

Career outcomes (also referred to as placement rate) as defined by NACE is the ratio of respondents who reported that they found employment (full-time or part-time), voluntary service, are serving in the U.S. Armed Forces, or continued their education. Of the respondents, USF's placement rate for the Class of 2020 is 99%. Chart A shows the recent graduate's primary post-graduation activity and the historical breakdown is shown in Table A.

**Chart A: Undergraduate Outcomes Summary**



\*Notes: Other includes volunteer, military, travel, temporary, additional undergraduate schooling, and those choosing not to pursue or delaying employment or continuing education.

**Table A: Historical Post Graduate Activity**

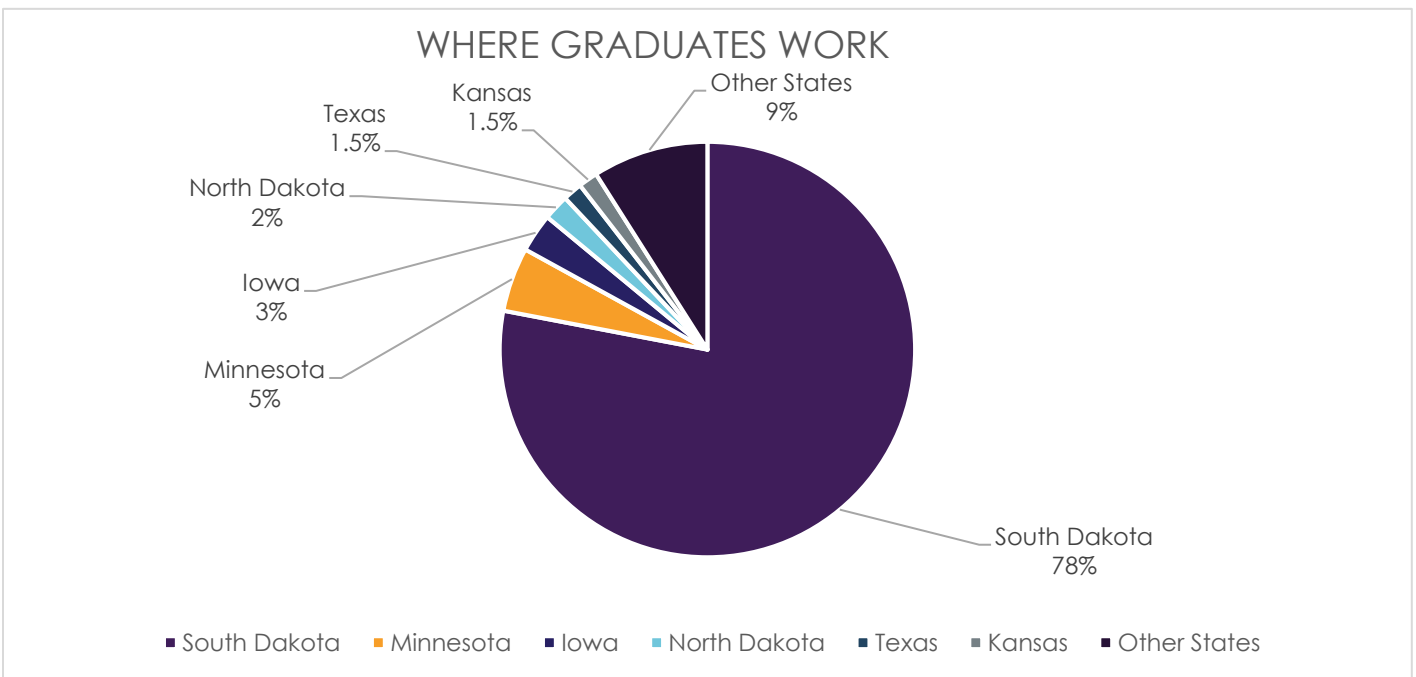
Primary Post-Graduate Activity	FT Employment	PT Employment	Still Seeking Employment	Graduate School	Additional Undergrad. Education	Still Seeking Education	Military Service	Volunteer Service	Not Seeking	Other (post graduation internship)	No info	Total
# of Grads 14-15	163	0	3	22	2	0	0	0	3	0	47	240
# of Grads 15-16	191	24	3	32	3	0	0	0	2	0	32	287
# of Grads 16-17	201	13	3	45	7	0	0	0	3	0	38	310
# of Grads 17-18	161	9	1	44	10	0	2	0	0	3	55	285
# of Grads 18-19	199	10	1	55	5	0	0	2	2	3	29	306
# of Grads 19-20	192	7	3	55	7	0	1	1	0	3	50	319
<b>Totals</b>	1107	63	14	253	34	0	3	3	10	9	251	1747

Of the Class of 2020 respondents, 99% secured full-time or part time employment within a variety of fields or were admitted to graduate school. Additionally, exploratory analysis was conducted to provide a snapshot of the most recent graduates. The May 2020 graduating class was comprised of 257 graduates. USF obtained information on 86% of these individuals. Of the respondents, 99% secured a position or were admitted to graduate school within 6 months after graduation.

### Where USF Graduates Work

Of the respondents reporting employment for the class of 2020, 196 identified the location of their employer. The percent of employment does exclude respondents who reported attending graduate school, interning, volunteering, or enlisting in the military. South Dakota, Minnesota, and Iowa are consistently the top 3 states where USF graduates find employment. Of the individuals who remained in South Dakota, all specified the city where they resided. Ninety percent of these respondents reported that they lived in Sioux Falls or within 30 miles of Sioux Falls. The Class of 2020 employment rate among the states is shown in the Chart B. Tables D and E provide a sampling of position titles and institutions for advanced degrees. From the past 6 years of surveys, the respondents who identified their employer location showed that 78% of USF graduate started employment in South Dakota. In addition, of the 2019-2020 respondents that identified the location of their employer, 78% of these graduates remained in South Dakota.

Chart B



### Department Specific Statistics

Table B reports the average outcome and response rate for the most recent May graduates, Class of 2020 graduates and the past 6 years. Unlike the overall stats cited earlier, this table includes the information for double majors. This means that there may be multiple entries for the same graduate. This data is reflective of the specific majors reported within the Class of 2020 graduates. Additionally, for some newly created majors, some columns are noted with an asterisk (\*), as 6 years of data does not yet exist.

**Table B: Department Specific Statistics**

<b>FINE ARTS</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
CST	100%	100%	100%	100%	100%	100%	100%	96%
Music	100%	100%	100%	100%	100%	100%	100%	100%
Art	100%	100%	100%	100%	100%	100%	100%	84%
Media Studies	100%	89%	100%	100%	89%	98%	97%	84%

<b>SOCIAL SCIENCE</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
Criminal Justice	100%	58%	100%	100%	59%	100%	100%	73%
History/Political Science	100%	100%	100%	100%	100%	100%	100%	91%
Exercise Science	100%	95%	100%	100%	95%	100%	100%	88%
Psychology	100%	77%	100%	100%	76%	98%	97%	80%
Sociology	100%	50%	100%	100%	56%	100%	100%	77%
Social Science	100%	67%	100%	100%	65%	98%	97%	78%
Social Work	100%	89%	100%	100%	89%	100%	100%	80%

<b>HUMANITIES</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
English	100%	80%	100%	100%	88%	97%	97%	93%
Theology	100%	88%	100%	100%	89%	100%	100%	90%
Spanish	NA	50%	100%	NA%	50%	100%	100%	75%

<b>EDUCATION</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
Elementary Education	100%	100%	95%	95%	95%	99%	99%	96%
Secondary Education	100%	88%	100%	100%	91%	100%	100%	98%

<b>NURSING</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
Nursing	98%	90%	98%	98%	90%	99%	99%	89%

<b>NATURAL SCIENCES</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
Bio/Chem	100%	91%	100%	100%	82%	99%	98%	84%
Computer Information Systems	NA	NA	100%	NA%	100%	100%	100%	100%
Paramedic Tech	100%	100%	100%	100%	100%	100%	100%	73%
Radiological Technology	100%	100%	100%	100%	70%	100%	100%	69%
Medical Lab Science	100%	100%	100%	100%	100%	100%	100%	100%
Math	100%	71%	100%	100%	67%	100%	100%	83%
Comp. Science	100%	80%	100%	100%	80%	92%	92%	78%

<b>BUSINESS</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
Accounting (Traditional and DCP)	100%	100%	100%	100%	100%	98%	98%	87%
Business (Traditional and DCP)	96%	88%	98%	97%	89%	98%	98%	88%
Business (3 year Accelerated)	NA	100%	100%	NA	100%	*	*	*
Healthcare Administration (DCP)	100%	100%	100%	100%	75%	*	*	*
Entrepreneurial Studies (Traditional)	100%	100%	100%	100%	100%	100%	100%	90%
Public & Professional Accounting	100%	100%	100%	100%	100%	95%	95%	96%
Sports Management	100%	67%	100%	100%	71%	100%	100%	84%

<b>MISCELLANEOUS</b>	<b>May 2020 % Employed</b>	<b>May 2020 Response Rate</b>	<b>2019-2020 % Achieved Objective</b>	<b>2019-2020 % Employed</b>	<b>2019-2020 Response Rate</b>	<b>6 Year % Achieved Objective</b>	<b>6 Year % Employed</b>	<b>6 Year Response Rate</b>
Interdisciplinary	NA	0%	NA	NA	0%	100%	100%	75%

## Median Salary

When asked about their salary, 76 of the 192 (40%) 2019-2020 graduates employed full-time responded. Salaries ranged from \$18,018 to \$175,000. The mean salary was \$45,272 and the median was \$43,177. The regional plains median salary captured within National Association of Colleges and Employers is \$47,272. The response rate is not high enough to determine clear earning trends for graduates. Table C below includes information for double majors.

**Table C: Salaries by Area**

Area	Median	Min	Max	# of Response
Fine Arts	\$35,475	\$18,130	\$50,000	6/11 (55%)
Social Sciences	\$31,616	\$24,000	\$55,000	15/33 (45%)
Humanities	\$36,000	\$18,018	\$53,000	5/11 (45%)
Education	\$37,522	\$30,500	\$46,000	8/24 (33%)
Nursing	\$51,480	\$44,272	\$90,000	14/48 (29%)
Natural Sciences	\$40,000	\$31,200	\$60,000	9/19 (47%)
Business	\$41,800	\$24,000	\$175,000	26/62 (42%)

**Table D: Class of 2020 Sampling of Position Titles and Employers**

Employer	Title
A-B Moving	Director of Operations
Absolute Resolutions Corporation	Accounting Clerk
Aerotek	Recruiter
All Iowa Attack	Senior Coach/Trainer
American Medical Response	Paramedic
ANN Inc.	Lead Sales Associate
Anytime Fitness	Trainer
AON	Catastrophe Data Analyst
Avera	MRI
Avera	Registered Nurse - Surgical/Trauma
Avera	Registered Nurse-Oncology
Avera Behavioral Health	Behavioral Health Technician
Avera Specialty Hospital	Registered Nurse
Bellin Health	Registered Nurse
Boys and Girls Club of the Sioux Empire	Family Engagement Coordinator
Brandon School District	Elementary School Teacher
Brandon School District	Special Education Teacher
Brookings Police Department	911 Communications Operator
C&B Operations	Digital Coordinator
Call To Freedom	Bilingual Support Staff

CAPITAL Services	Marketing Strategist
Castlewood School District	K-12 Art Teacher
Catholic Diocese of Sioux Falls	Administrative Assistant
Children's Home Society of South Dakota	Residential Treatment Counselor
Children's Inn	Social Worker/Case Manager
Cox Automotive	ESC Administrator II
Dakota News Now	Reporter
Denny Sanford Premier Center	Event Manager
Eide Bailly	Accountant
ELO CPAs & Advisors	Associate
Estherville Lincoln School District	High School Teacher
Fernbrook Family Center	Mental Health Practitioner
First Christian Reformed Church	Director of Outreach
Forged Strength	Personal Trainer
Freeman Academy	High School ELA Teacher
Fusion Medical Staffing	Radiologic Technologist
GE Healthcare	Ultrasound FE Team Lead
Globe Life Family Heritage	Agent
Harold W Smith Elementary School	Elementary School Teacher
Harrisburg Methodist Church	Youth Pastor
Haven Homes	Registered Nurse
Heartland Dermatology	Registered Nurse
Hendrickson	Production Manager
Hennepin Healthcare	Registered Nurse
Houston Middle School	Middle School Teacher
Hutchinson Regional Medical Center	Registered Nurse - Labor and Delivery
IFAM Capital	Client Service Associate
IntelliFarms Northern Division	Marketing Manager
Interventional Pain and Physical Medicine Clinic	Radiologic Technologist
Keystone Treatment Center	Registered Nurse
Kuskokwim Consortium Library	Youth Services Coordinator
Lifescape	Direct Support Professional
Marsh & McLennan Agency LLC	Client Coordinator - Business Insurance
Matinee Accounting and Technologies	Accountant
Mayo Clinic	Registered Nurse - Medical/Surgical/Transplant/ICU
McCook Central Elementary School	Elementary School Teacher
MD Anderson	Radiation Oncology Research Assistant
Mercy Hospital	Registered Nurse
Metabank	Accountant I
Methodist Charlton	Registered Nurse
Methodist Hospital	Registered Nurse - Geriatric
Nobles County Community Service	Social Worker



Norlem Technical Consulting	Cyber Security Engineer
Northwestern Mutual	Financial Representative
Oklahoma University Medical Center	Registered Nurse - Adult ICU
PatientCare Logic Solutions	Emergency Medical Technician
Prairie Lakes Hospital	Registered Nurse
Providence Alaska Medical Center	Registered Nurse - Orthopedic
Rapid City Regional	Registered Nurse
Rapid City School District	Special Education Teacher
Regional Health	Registered Nurse
RSM US LLP	Business Tax Associate
Sammons Financial Group	Customer Contact Specialist
Sanford	Clinical Informatics Analyst
Sanford	Radiologic Technologist
Sanford	Registered Nurse - Cardiology
Sanford	Registered Nurse - Medical Oncology
Sanford	Registered Nurse - NICU
Sanford	Registered Nurse - Pediatrics
Sanford	Registered Nurse - Pulmonary
Sanford	Supervisor, Talent Acquisition Operations
Sanford Health	Medical Laboratory Science
Sequel Youth Services	Youth Counselor
Sioux Falls Chiropractic	Rehab Assistant
Sioux Falls Federal Credit Union	Accounting Specialist
Sioux Falls School District	Educational Assistant
Sioux Falls School District	Elementary School Teacher
Sioux Falls School District	High School Teacher
Sioux Falls School District	Middle School Teacher
Sioux Falls VA	Registered Nurse
Sioux Valley Environmental	Operations Manager
South Dakota Department of Health	Registered Nurse
South Dakota State Penitentiary	Corrections Officer
St. Mary's School	Elementary School Teacher
Stanley County Elementary School	Elementary School Teacher
Sturdevant's Auto Parts	Business Operations Specialist
Sunrise Hospital and Medical Center	Registered Nurse - Medical Intensive Care Unit
Total Lawn Care and Landscape	Administrative Assistant & Social Media Manager
United States Postal Service	Certified Carrier Assistant
University of Sioux Falls	IT/Security Specialist
Volunteers of America - Dakotas	Case Manager
Wells Fargo	Consumer Loan Underwriter
Wells Fargo	Wealth Management
Wild Oak Boutique	Marketing Manager
Woltman Group	HR Assistant/Bookkeeper

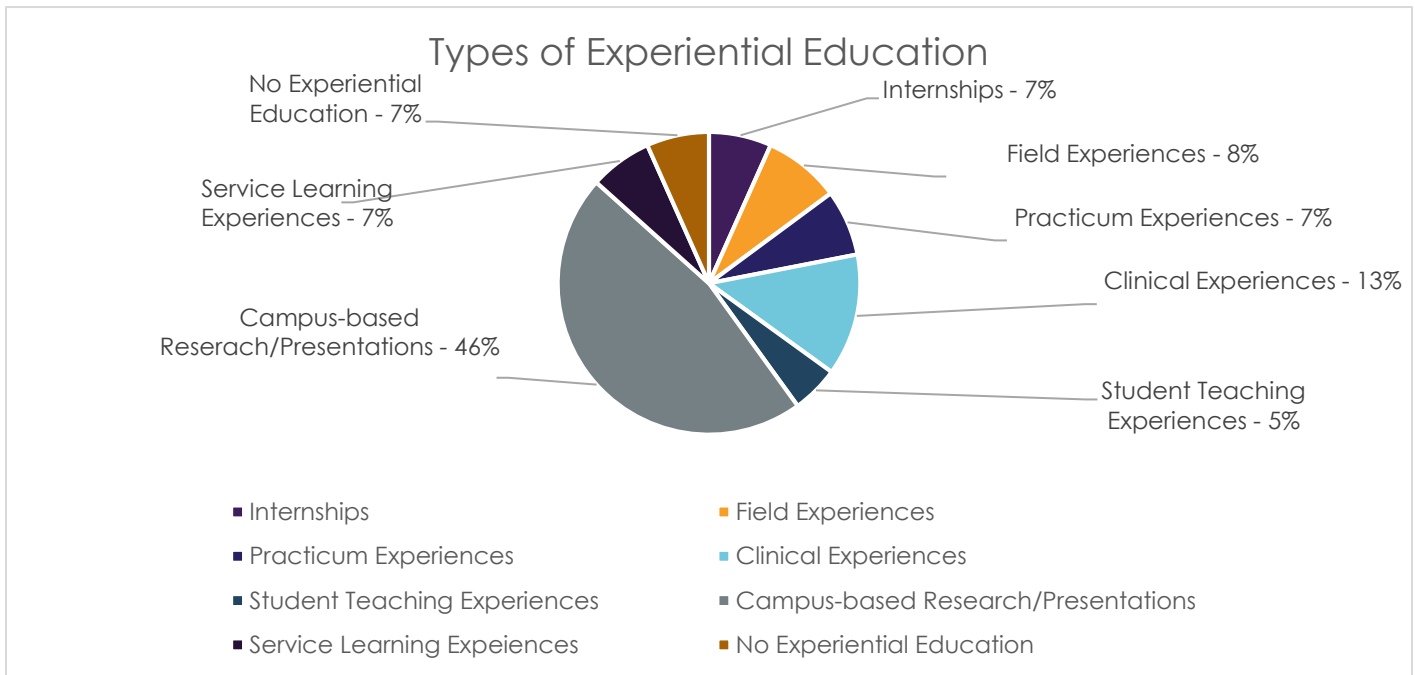
**Table E: Class of 2020 Sampling of Advance Degree Institutions**

<b>Institution</b>	<b>Program</b>
Appalachian School of Law	Law School
Briar Cliff University	Doctorate of Physical Therapy
Grand Canyon University	Master of Science in Clinical Mental Health
Louisiana State University	Master of Social Work
Marymount University	Master of Arts in Forensic and Legal Psychology
Northwestern Health Sciences University	Doctor of Chiropractic Degree
Northwestern University	Masters of Arts in Mental Health Counseling
Sioux Falls Seminary	Master of Divinity
South Dakota State University	Master of Science in Clinical Mental Health Counseling
South Dakota State University	Master of Science in Business Economics
Southern New Hampshire University	Master of Arts in Clinical Mental Health Counseling
St. Johns University	Master of Arts in English
Stetson University	Master of Business Administration
University of Alaska	Master of Education in Counseling
University of Creighton Dental School	Dental School
University of Mary	Master of Science in Clinical Exercise Physiology
University of Mary	Master of Business Administration
University of Minnesota	Master of Science in Data Science
University of New England	Doctorate of Physical Therapy
University of Sioux Falls	Master of Business Administration
University of Sioux Falls	Master of Education
University of South Dakota	Master of Arts in Clinical Mental Health Counseling
University of South Dakota	Law School

**Experiential Education**

Over 88% of the Class of 2020 graduates who pursued a Bachelor’s degree participated in one or more experiential learning activities, defined as the following: internships, campus-based research, practicums, clinical experiences, field experiences, and/or student teaching experiences. Some academic programs at the University of Sioux Falls have a required experiential learning aspect that students complete while pursuing their degree. The chart below represents the distribution of the various types of experiential education opportunities pursued by the 2019-2020 graduates. It is worth noting that it is possible for a student to have experiences from multiple categories, but that each student is only counted once within each category.

## Chart C



## References

<sup>1</sup>National Association of Colleges and Employers. (2021, February 5). Standards and protocols for the collection and dissemination of graduating student initial career outcomes information for undergraduates retrieved from NACE: <http://www.nacweb.org/uploadedfiles/files/2020/publication/first-destination/first-destination-survey-standards-and-protocols.pdf>

<sup>2</sup>CSO Research, C. (2021, February 5). *First destinations for the college class of 2018: findings and analysis*. Retrieved from NACE Center: <https://www.nacweb.org/uploadedfiles/files/2019/publication/free-report/first-destinations-for-the-class-of-2018.pdf>