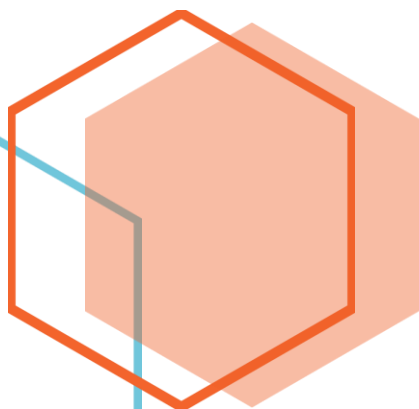




First Destination Report Undergraduate Students Class of 2020-2021

University of Sioux Falls
Thomas Kilian Academic Success Center



First Destination Report

Class of 2020-2021

Introduction

The University of Sioux Falls First Destination Report reflects students' outcomes for all undergraduate students and their first destination after they have completed their program of study at USF. Throughout the data collection cycle, the Thomas Kilian Academic Success Center (ASC) surveys members of 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 online surveys, emails, telephone calls, text messages, social media, and communication with university staff and faculty.

The following report provides information for both the post-graduation activities for the 2020-2021 academic year and the past five academic years. It highlights the vocational and educational destinations of the 325 associate's and bachelor's degree recipients for undergraduate programs.

Methodology

An online survey was routinely conducted over a 6 month period. 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 messages, 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 data pertaining to 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, response rates vary for each question.

The target population making up the Class of 2021 consists of students who earned an Associate's or Bachelor's degree summer 2020, fall 2020, interim 2021, and spring 2021. 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

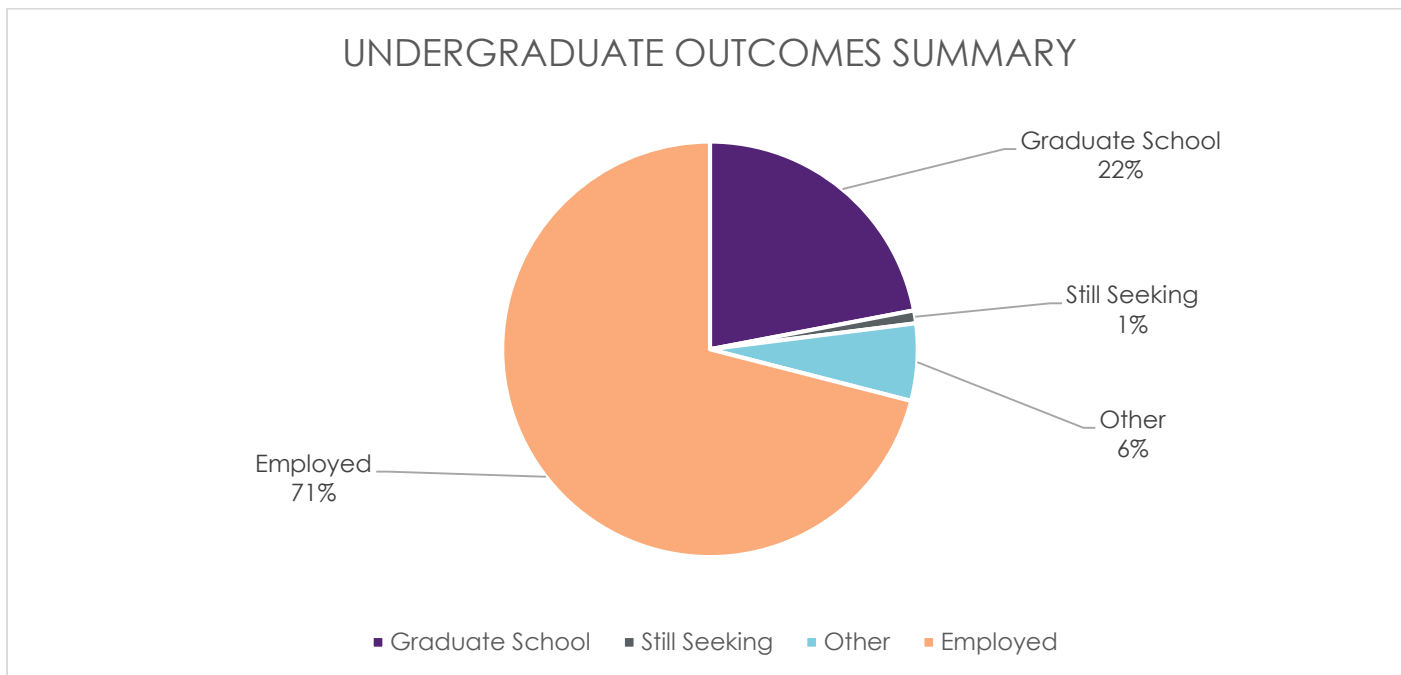
The term knowledge rate (also referred to as response rate) is defined as "the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities" according to the National Association of Colleges and Employers (NACE) First Destination Standards and Protocols.¹

Of the 325 degree recipients, a knowledge rate of 83% was obtained for the Class of 2021. The target goal outlined by NACE is a 65% knowledge rate.¹ USF's knowledge rate exceeds NACE's target goal by 18%.

Career Outcomes

Career outcomes rate, (also referred to as placement rate) as defined by NACE, is the percentage of graduates who reported that they are employed full-time or part-time, are enrolled in a program of continuing education, are serving in the U.S. Armed Forces, or participating in a program of voluntary service.¹ Of the respondents, USF's career outcomes rate for the Class of 2021 is 99%. Chart A shows the recent graduate's primary post-graduation activity.

Chart A: Undergraduate Outcomes Summary



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

Of the Class of 2021 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 May graduates. The May 2021 graduating class was comprised of 240 graduates. USF obtained information on 84% of these individuals. Of the respondents, 99% secured a position or were admitted to graduate school within 6 months after graduation. The historical breakdown of career outcomes is provided below in Table A.

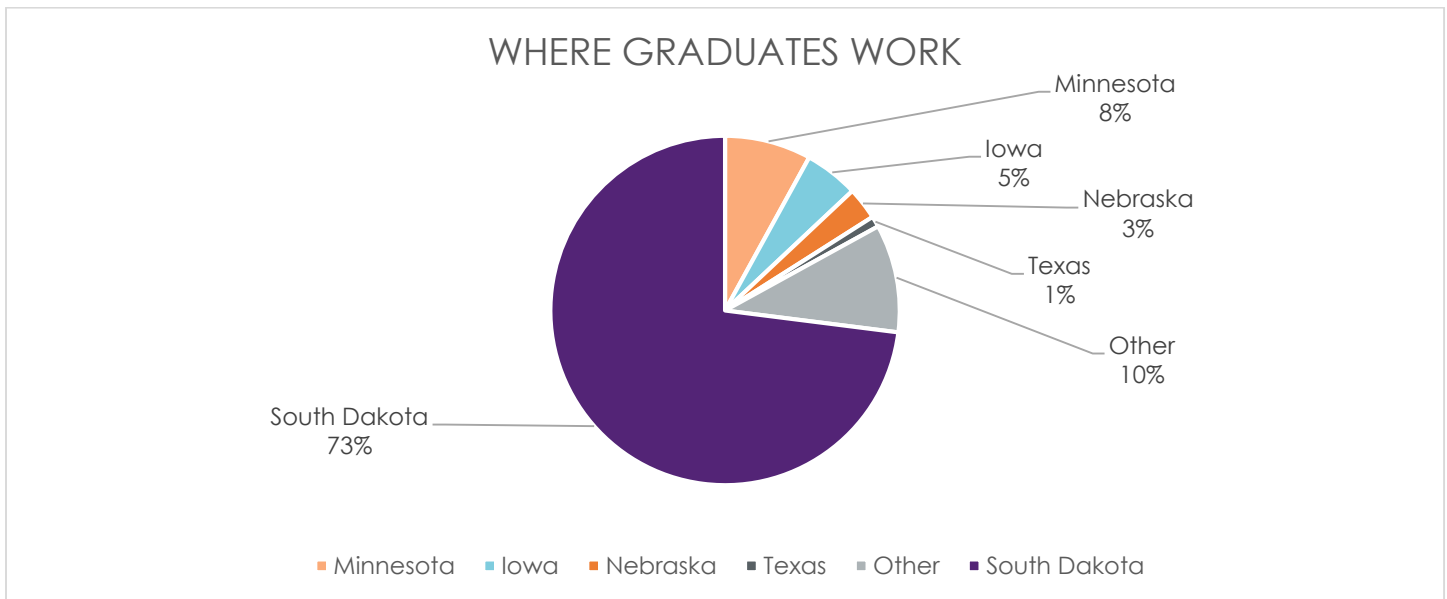
Table A: Historical Post Graduate Activity

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 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
# of Grads 20-21	187	6	1	60	14	0	1	0	1	0	55	325
Totals	1131	69	12	291	46	0	4	3	8	9	259	1832

Where USF Graduates Work

Of the respondents reporting employment for the Class of 2021, 192 identified the location of their employer. The percent of employment does not include 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 2020-2021 respondents that identified the location of their employer, 73% of these graduates remained in South Dakota. Furthermore, of the individuals who remained in South Dakota, all specified the city where they resided. Ninety-three percent of these respondents reported that they were employed in Sioux Falls or within 30 miles of Sioux Falls. From the past 6 years of surveys, the respondents who identified their employer location showed that 77% of USF graduates started employment in South Dakota. The Class of 2021 placement throughout the states is shown in the Chart B.

Chart B: Where Graduates Work



Median Salary

When asked about their salary, 51 of the 187 (27%) 2020-2021 graduates employed full-time responded. Salaries ranged from \$24,800 to \$130,000. The mean salary was \$49,898 and the median was \$50,880. The median salary captured within National Association of Colleges and Employers for the Class of 2020 is \$54,686.² The response rate is not high enough to determine clear earning trends for graduates. Table B below includes information for double majors.

Table B: Salaries by Area

Area	Median	Min	Max	# of Response
Fine Arts	\$38,500	\$35,000	\$40,000	4/10 (40%)
Social Sciences	\$40,000	\$24,800	\$60,000	10/38 (26%)
Humanities	\$33,000	\$26,000	\$33,280	3/7 (43%)
Education	\$42,000	\$40,000	\$60,000	7/25 (28%)
Nursing	\$55,000	\$50,544	\$68,161	14/52 (27%)
Natural Sciences	\$34,322	\$33,000	\$60,000	4/12 (33%)
Business	\$60,000	\$31,200	\$130,000	10/50 (20%)

Department Specific Statistics

Table C reports the average outcome and response rate for the most recent May 2021 graduates, Class of 2021 graduates, and the past 6 years. Unlike the overall stats cited earlier, this table includes 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 2021 graduates. Additionally, for some newly created majors, some columns are noted with an asterisk (*), as 6 years of data does not yet exist.

Table C: Department Specific Statistics

FINE ARTS	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Theatre Studies	100%	50%	100%	100%	50%	100%	100%	85%
Music	100%	100%	100%	100%	50%	100%	100%	94%
Art	100%	83%	100%	100%	71%	100%	100%	83%
Media Studies	100%	88%	100%	100%	89%	98%	97%	83%

SOCIAL SCIENCE	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Criminal Justice	100%	56%	100%	100%	57%	100%	100%	69%
History	100%	75%	100%	100%	86%	100%	100%	90%
Exercise Science	100%	92%	100%	100%	90%	100%	100%	89%
Psychology	100%	71%	100%	100%	73%	99%	98%	79%
Sociology	100%	71%	100%	100%	70%	100%	100%	71%
Social Science	100%	54%	100%	100%	63%	98%	97%	74%
Social Work	100%	83%	100%	100%	71%	100%	100%	78%

HUMANITIES	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
English	100%	67%	100%	100%	67%	100%	100%	88%
Theology	100%	100%	100%	100%	100%	100%	100%	97%
Spanish	100	100%	100%	100%	75%	100%	100%	71%

EDUCATION	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Elementary/ Special Ed.	100%	100%	100%	100%	100%	99%	99%	97%
Secondary/ K-12 Ed.	100%	100%	100%	100%	80%	100%	100%	96%

NURSING	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Nursing	100%	100%	100%	100%	96%	99%	99%	91%

NATURAL SCIENCES	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Biology/ Chemistry	100%	46%	100%	100%	56%	99%	98%	81%
Computer Information Systems	100%	100%	100%	100%	100%	100%	100%	100%
Paramedic Technology	NA	0%	NA	NA	0%	100%	100%	75%
Radiologic Technology	100%	100%	100%	100%	100%	100%	100%	77%
Mathematics	NA	100%	100%	100%	100%	100%	100%	85%
Computer Science	NA	100%	100%	NA	100%	90%	88%	79%

BUSINESS	May 2021 % Employed	May 2021 Response Rate	2020-2021 % Achieved Objective	2020-2021 % Employed	2020-2021 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
A.A. Business Administration	NA	NA	100%	100%	100%	100%	100%	100%
Accounting (Traditional and DCP)	90%	85%	94%	93%	84%	97%	96%	85%
Business (Traditional and DCP)	96%	87%	98%	97%	87%	98%	98%	87%
Business (3 year Accelerated)	100%	50%	100%	NA	50%	*	*	*
Healthcare Administration (DCP)	NA%	100%	100%	100%	100%	*	*	*
Entrepreneurial Studies (Traditional)	100%	100%	100%	100%	100%	100%	100%	93%
Management (DCP)	100%	67%	100%	100%	80%	100%	100%	92%
Professional Accounting	100%	100%	100%	100%	100%	100%	100%	95%
Sports Management	100%	80%	100%	100%	83%	100%	100%	88%

Experiential Education

Eighty-six percent of the Class of 2021 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. Chart C below represents the distribution of the various types of experiential education opportunities pursued by the 2020-2021 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: Experiential Education

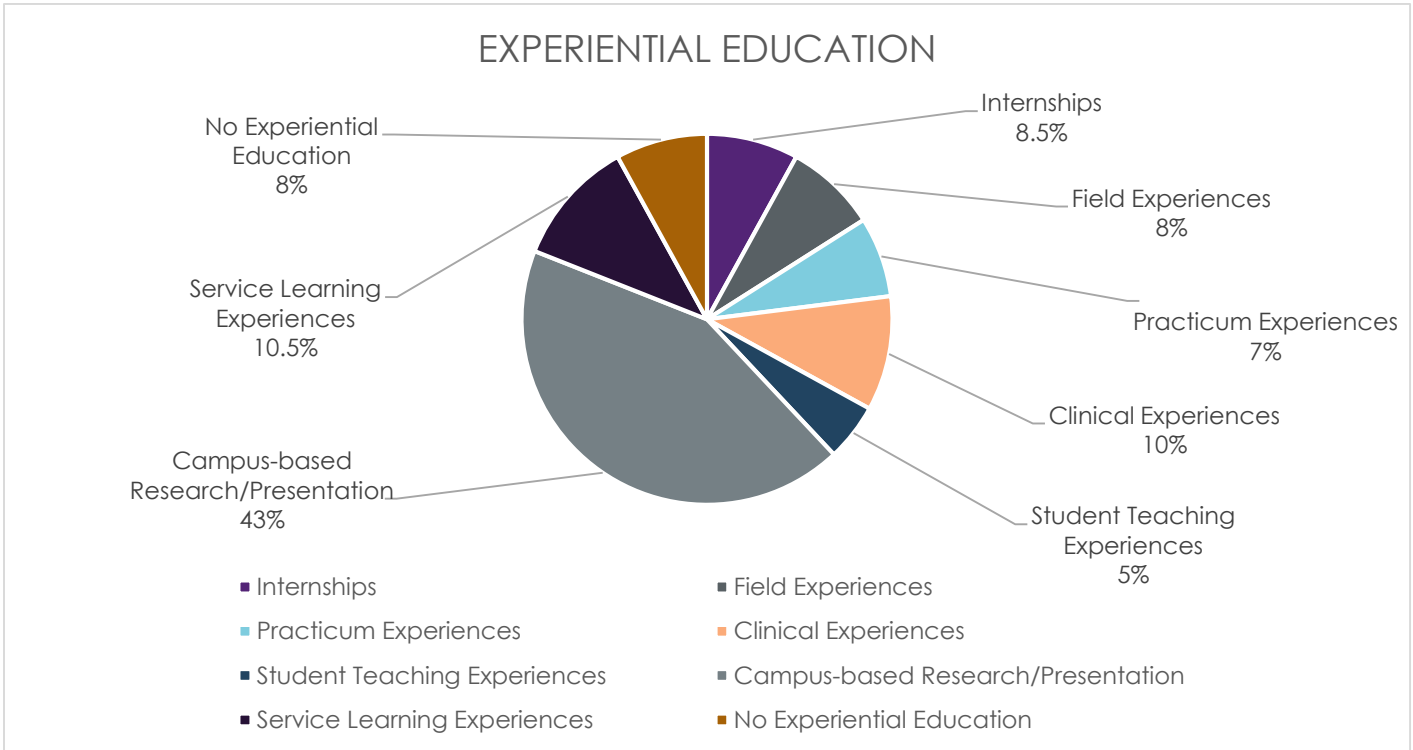


Table D: Class of 2020 Sampling of Advance Degree Institutions

Institution	Program
Black Hills State University	Master of Science in Strategic Leadership
California State University	Master of Science in Athletic Training
Clarke University	Doctor of Physical Therapy
College of Saint Mary's	Occupational Therapy Doctorate Program
Dakota Wesleyan University	Master of Business Administration
Fuller Theological Seminary	Master of Divinity
Indiana University-Purdue University Indianapolis	Master of Science Degree in Computational Data Science
Minnesota State University	Master of Science in Professional School Counseling
Minnesota State University Mankato	Master of Science in Athletic Training
Mitchell Hamline School of Law	Juris Doctor Degree

Montana State University	Master of Science in Marriage, Couples & Family Counseling
Northwestern Health Sciences University	Doctor of Chiropractic Degree
Royal Holloway, University of London	Master of Science in Clinical Psychology
Sioux Falls Seminary	Master of Divinity Program
South Dakota State University	Master of Science in Clinical Mental Health Counseling
Southern Utah University	Master of Business Administration
Truett Seminary	Master of Divinity
University of Kansas	Master of Social Work
University of Mary	Master of Education in Curriculum, Instruction, and Assessment
University of Nebraska Medical Center	Doctor of Physical Therapy Degree
University of Nebraska Medical Center	Master of Genetic Counseling
University of Saint Mary	Doctor of Physical Therapy Program
University of Sioux Falls	Master of Business Administration
University of Sioux Falls	Master of Education Degree in Teaching
University of South Dakota	Doctorate in Physical Therapy Program
University of South Dakota	Master of Science in Clinical Mental Health Counseling
University of South Dakota	Master of Social Work
Wayne State College	Master of Business Administration Degree
Winona State University	Master of Science in Athletic Training

Table E: Class of 2021 Sampling of Position Titles and Employers

Employer	Title
605 Painting	Owner
605 Running Company	Assistant Store Manager
Aerotek	Recruiter
Alcester-Hudson School District	Business Official
Anytime Fitness	District Manager
Austad's Golf	E-Commerce Lead / Sales Associate
Avera Behavioral Health	Registered Nurse
Avera Health Plans	Enrollment Specialist
Avera Heart Hospital	Registered Nurse
Avera McKennan	Registered Nurse - Cardio/Pulmonary
Avera McKennan	Registered Nurse - Inpatient Rehabilitation
Avera McKennan	Registered Nurse - Emergency Department
Avera McKennan	Registered Nurse - Brain and Spine Unit
Avera McKennan	Transplant Financial Coordinator
Avera Medical Group McGreevy	Massage Therapist
Avera Research Institute	Clinical Research Coordinator
Avera St. Anthony's Hospital	Registered Nurse - Medical Surgical Unit
Banner Desert Medical Center	Registered Nurse - Emergency Department

Behavior Care Specialists Inc.	Human Resources Operations Manager
Billings Clinic	Registered Nurse
Blue Earth Area School District	Elementary School Teacher
Bridgewater Emery Elementary School	Elementary School Teacher
Builderwire, Inc.	Senior Product & Project Manager
Bureau of Prisons	Correctional Officer
Cars for Sale.com	Inside Sales Specialist
Central Bank	IT Coordinator
City of Yankton	Police Officer
CNA Surety	Underwriter
CNOS	Marketing Coordinator
Corsica-Stickney School District	Elementary School Teacher
Dakota Valley Elementary School	Elementary School Teacher
Department of Corrections	Parole Agent
DOBI Real Estate	Creative Content Coordinator
Ector County Independent School District	High School Teacher
Eide Bailly LLP	Audit Associate
First Ascent Climbing and Fitness	Operations Team
First Bank & Trust	Credit Analyst
First PREMIER Bank	Digital Banker
Forged Strength	Coach/Trainer
Globe Life Family Heritage Division	Sales Professional
Gloria Dei Lutheran Church	Assistant to the Director of Media
GPAC	Operations Assistant
Grant Thornton	Audit Associate
Grant Thornton LLP	External Auditor
Great Western Bank	Mortgage Specialist
H&R Block	Client Service Professional
The Playground- Indoor Training Facility	Founder
Hegg Health Center	Accountant
Hennepin Healthcare	Nuclear Medicine Technologist
Henry Carlson Construction, LLC	Project Accountant
Indiana University Health	Registered Nurse - Surgical Oncology
Intermountain Healthcare	Registered Nurse
Internal Revenue Service	Revenue Officer
Keller Williams	Realtor
La Luna Cafe	General Manager
Lakes Regional Healthcare	Registered Nurse - CCU Department
Lily Lake Elementary School	Elementary School Teacher
LSS Arise Youth Center/East	Residential Counselor
Lutheran Social Services of South Dakota	Domestic Violence Group Facilitator
Mayo Hospital	Registered Nurse - Intensive Care Unit
Minnehaha County Juvenile Detention Center	Corrections Worker

Nebraska Medicine	Registered Nurse
Oldham-Ramona School	Principal
Park Nicollet Health Services	Registered Nurse
Partners for Production Agriculture	Trading Manager
Penn State Health Hershey Medical Center	Registered Nurse - Emergency Department
Plains Area Mental Health Center	Care Coordinator
Plains Commerce Bank	In-House Mortgage Banker
Providence Health System	Registered Nurse
Providence Medical Group Behavioral Health	Practice Support Specialist
Rapid City Area Schools	Special Education Teacher
RSM	Audit Associate
San Bernardino Air Tanker Base	Ramp Manager
Sanford	Registered Nurse - NICU
Sanford	Registered Nurse - Medical Surgical Unit
Sanford	Registered Nurse - Dialysis
Sanford	Registered Nurse - Pulmonary
Sanford	Registered Nurse - Intensive Care Unit
Sanford	Radiologic Technician
Sanford	Nursing Supervisor
Sanford POWER	Strength and Conditioning Specialist
Sanford Research	Research Specialist
Schulte Subaru	Human Resources Generalist
Sequel Transition Academy	Full-Time Youth Counselor
Sioux Center Health	Registered Nurse
Sioux Center Health	Nurse Manager
Sioux Center Health	Financial Counselor
Sioux City Community Schools	Instructional Assistant
Sioux Falls School District	Elementary School Teacher
Sioux Falls School District	Middle School Teacher
Sioux Falls School District	Special Education Teacher
Sioux Falls Skyforce	Director of Player Development/Operations
Sioux Falls Specialty Hospital	Registered Nurse - Operating Room
South Dakota Department of Social Services	Family Service Specialist
Spreetail	Enrichment Specialist
SSM Health Monroe Hospital	Registered Nurse - Emergency Department
St. Cloud Hospital	Registered Nurse - Surgical Care Unit
St. Lukes	Registered Nurse
State of South Dakota	Registered Nurse
Strive Engineering	Executive Assistant/Lead Processor
Tea Area School District	Elementary School Teacher
TEK Systems	Accountant
The Helmsley Charitable Trust	Program Officer
The Point is to Serve	Head of the Youth Department

University of Sioux Falls	Financial Aid Counselor
University of Sioux Falls	Network Administrator
University of Sioux Falls	Coach
Urgent Pet Care West	Veterinary Assistant
Vance Thompson Vision	Accounting Representative
Vance Thompson Vision	Registered Nurse
Veteran's Administration Hospital	Program Support
Washington Pavilion	Box Office Lead
Weisser Distributing, Inc.	E-commerce Listing Associate
Western Distributing	Media Manager
Windom Elementary School	Elementary School Teacher
Woltman Group	Tax Associate
Ziegler Cat	Territory Manager

References

- ¹National Association of Colleges and Employers. (2019). *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>
- ²National Association of Colleges and Employers. (2021). *First destinations for the college class of 2020: findings and analysis*. Retrieved from NACE: <https://www.nacweb.org/uploadedfiles/files/2021/publication/free-report/first-destinations-for-the-class-of-2020.pdf>