



First Destination Report Undergraduate Students Class of 2023-2024

**University of Sioux Falls
Thomas Kilian Academic Success Center**



First Destination Report

Class of 2023-2024

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 six-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 2023-2024 academic year and the past five academic years. It highlights the vocational and educational destinations of the 305 associate's and bachelor's degree recipients for undergraduate programs.

Methodology

An online survey was routinely conducted over a six-month period. ASC staff invited graduates by email to complete 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 2024 consists of students who earned an associate's or bachelor's degree during summer 2023, fall 2023, interim 2024, and spring 2024. 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

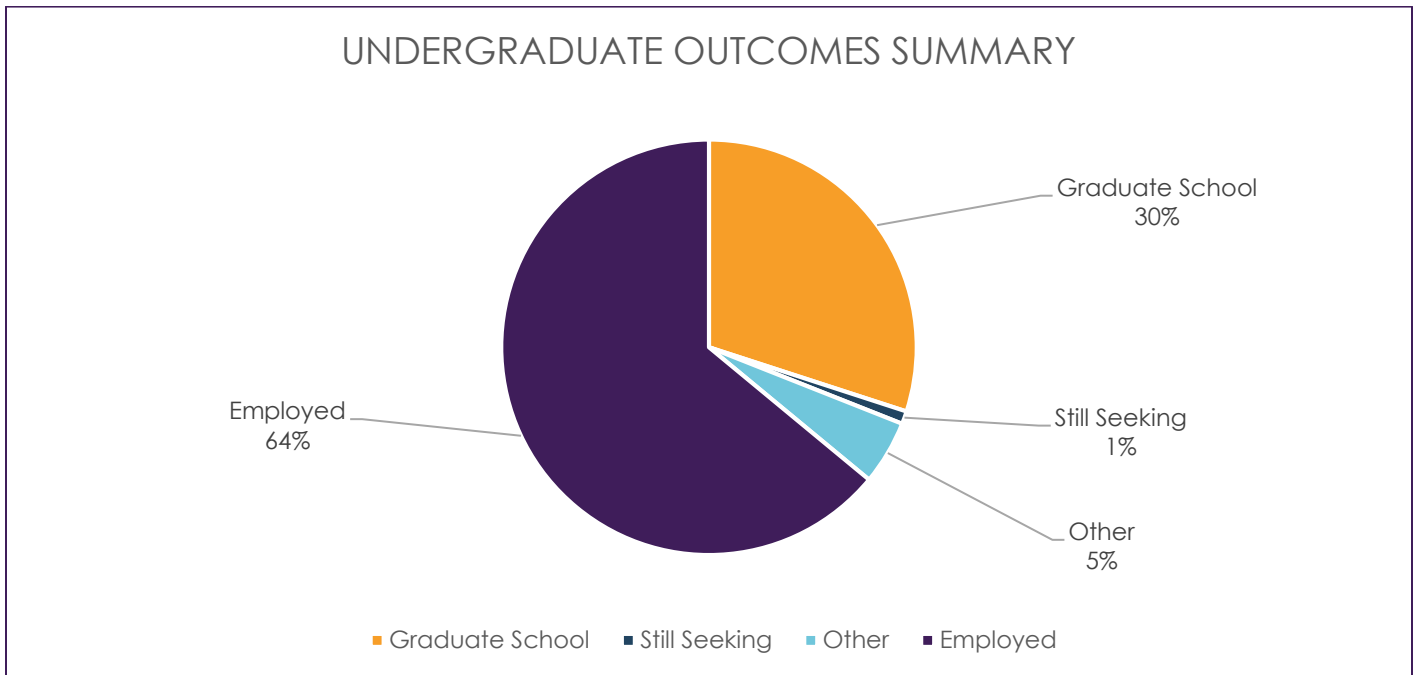
The term knowledge rate (also referred to as response rate) is defined as "the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities" according to the National Association of Colleges and Employers (NACE) First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

Of the 305 degree recipients, a knowledge rate of 86% was obtained for the Class of 2024. The target goal outlined by NACE is a 65% knowledge rate.¹ USF's knowledge rate exceeds NACE's target goal by 21%.

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 2024 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.

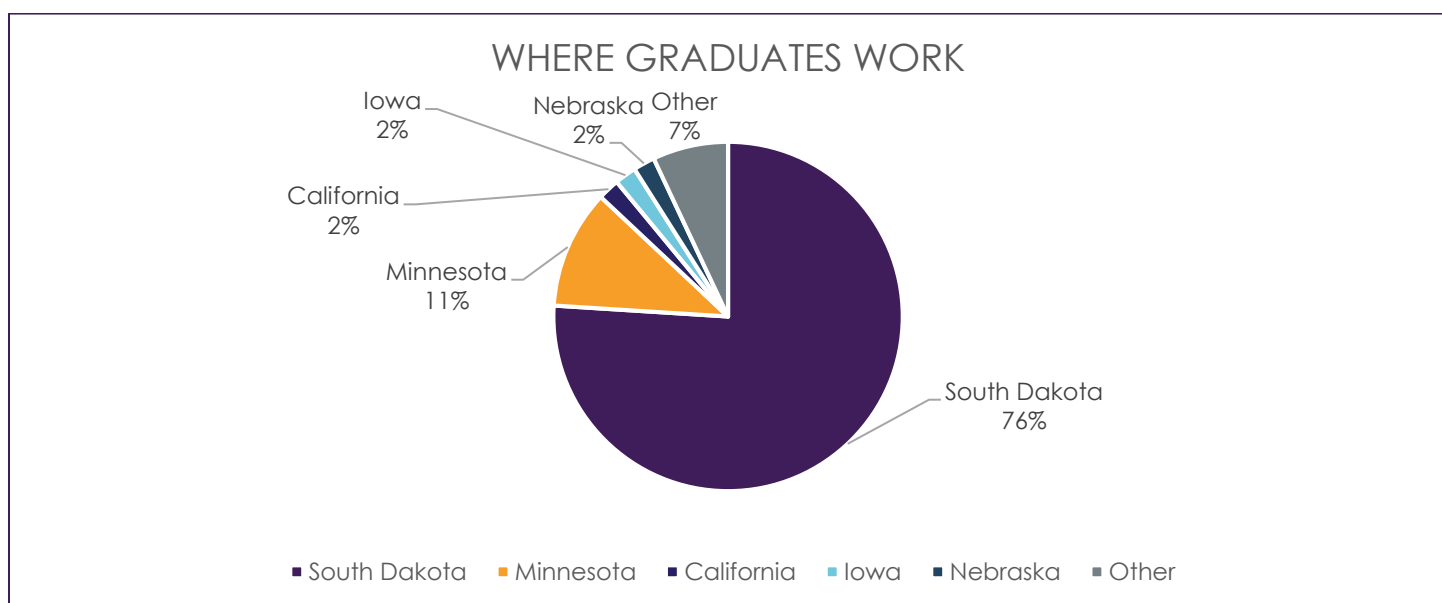
Of the Class of 2024 respondents, 99% secured full-time or part-time employment within a variety of fields, were admitted to graduate school, continued with additional undergraduate education, or completed post-graduation internships. Additionally, exploratory analysis was conducted to provide a snapshot of the most recent May graduates. The May 2024 graduating class was comprised of 225 graduates. USF obtained information on 85% of these individuals. Of the respondents, 99% secured a position, were admitted to graduate school, or continued with additional undergraduate education 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 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
# of Grads 21-22	209	8	1	69	4	0	1	0	0	2	51	345
# of Grads 22-23	188	9	1	61	12	0	0	1	1	3	31	307
# of Grads 23-24	144	21	2	80	12	0	0	0	2	2	42	305
Totals	1119	61	9	380	54	0	3	4	6	13	258	1907

Where USF Graduates Work

Of the respondents reporting employment for the Class of 2024, 164 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 and Minnesota are consistently the top two states where USF graduates find employment, followed by California, Iowa and Nebraska for 2024 graduates. Of the 2023-2024 respondents that identified the location of their employer, 76% of these graduates remained in South Dakota. Furthermore, of the individuals who remained in South Dakota, all specified the city where they resided. 89% 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 2024 placement throughout the states is shown in Chart B.



Median Salary

When asked about their salary, 68 of the 144 (47%) 2023-2024 graduates employed full-time responded. Salaries ranged from \$20,000 to \$175,000. The mean salary was \$55,563 and the median was \$58,032. The median salary captured within the National Association of Colleges and Employers for 2023 graduates with a Bachelor's degree is \$59,290.² 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	\$47,000	\$30,000	\$68,000	4/16 (25%)
Social Sciences	\$39,520	\$23,000	\$68,000	15/33 (45%)
Education	\$48,000	\$33,000	\$54,450	9/23 (39%)
Nursing	\$59,904	\$55,000	\$100,000	29/33 (88%)
Natural Sciences	\$57,000	\$20,000	\$80,000	7/16 (47%)
Business	\$52,500	\$44,000	\$175,000	6/24 (25%)

Department Specific Statistics

Table C reports the average outcome and response rate for the most recent May 2024 graduates, Class of 2024 graduates, and the past six years. Unlike the overall statistics 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 2024 graduates. Additionally, for some majors, some columns are noted with an asterisk (*), as six years of data does not exist.

Table C: Department Specific Statistics

FINE ARTS	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Comm. Studies & Theatre	100%	100%	100%	100%	100%	100%	100%	91%
Music	100%	100%	100%	100%	100%	100%	100%	94%
Art	100%	78%	100%	100%	78%	100%	100%	84%
Media Studies BA	100%	92%	100%	100%	94%	99%	98%	90%
Media Studies AA	NA	0%	100%	100%	50%	*	*	*
Sports Marketing & Media	100%	100%	100%	100%	100%	*	*	*
Social Media AA	100%	100%	100%	100%	100%	*	*	*

SOCIAL SCIENCE	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Criminal Justice	100%	85%	100%	100%	85%	100%	100%	72%
History/Political Science	100%	100%	100%	100%	100%	100%	100%	93%
Exercise Science	100%	78%	100%	100%	72%	100%	100%	86%
Psychology	100%	84%	100%	100%	80%	100%	100%	78%
Sociology	100%	100%	100%	100%	100%	100%	100%	82%
Social Science BA	100%	77%	100%	100%	84%	100%	100%	100%
Social Science AA	NA	NA	100%	NA	100%	*	*	*
Social Work	100%	73%	100%	100%	73%	100%	100%	85%

HUMANITIES	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
English	100%	75%	100%	100%	80%	100%	100%	89%
Theology	100%	88%	100%	100%	90%	100%	100%	92%
Spanish	100%	100%	100%	100%	100%	100%	100%	87%

NURSING	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Nursing	100%	92%	100%	100%	100%	100%	100%	94%

NATURAL SCIENCES	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Biology/ Chemistry	100%	78%	100%	100%	80%	100%	100%	82%
Medical Lab. Science	100%	100%	100%	100%	100%	*	*	*
Radiologic Technology	NA	100%	100%	100%	100%	100%	100%	88%
Mathematics	100%	100%	100%	100%	100%	100%	100%	83%
Computer Science	75%	80%	75%	75%	80%	92%	91%	88%
Computer Info. Systems	100%	100%	100%	100%	100%	100%	100%	100%

BUSINESS	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Business Administration AA	NA	NA	NA	NA	0%	*	*	*
Business Administration BA	100%	86%	100%	100%	88%	99%	98%	85%
Accounting AA	100%	100%	100%	100%	100%	*	*	*
Accounting BA	100%	100%	100%	100%	100%	99%	98%	85%
Healthcare Administration	NA	NA	100%	100%	100%	100%	100%	95%
Entrepreneurial Studies (Accelerated)	NA	50%	100%	100%	100%	100%	100%	83%
Management	100%	100%	100%	100%	100%	100%	100%	83%
Sports Management	100%	100%	100%	100%	100%	100%	100%	76%

EDUCATION	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Elementary/ Special Ed.	92%	100%	95%	95%	100%	98%	98%	89%
Secondary/ K-12 Ed	100%	100%	100%	100%	100%	99%	98%	97%
Educational Studies	100%	100%	100%	100%	100%	*	*	*

MISCELLANEOUS	May 2024 % Employed	May 2024 Response Rate	2023-2024 % Achieved Objective	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
General Studies BA	100%	50%	100%	100%	67%	*	*	*
General Studies AA	NA	NA	NA	NA	0%	*	*	*

Experiential Education

83% percent of the Class of 2024 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 2023-2024 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

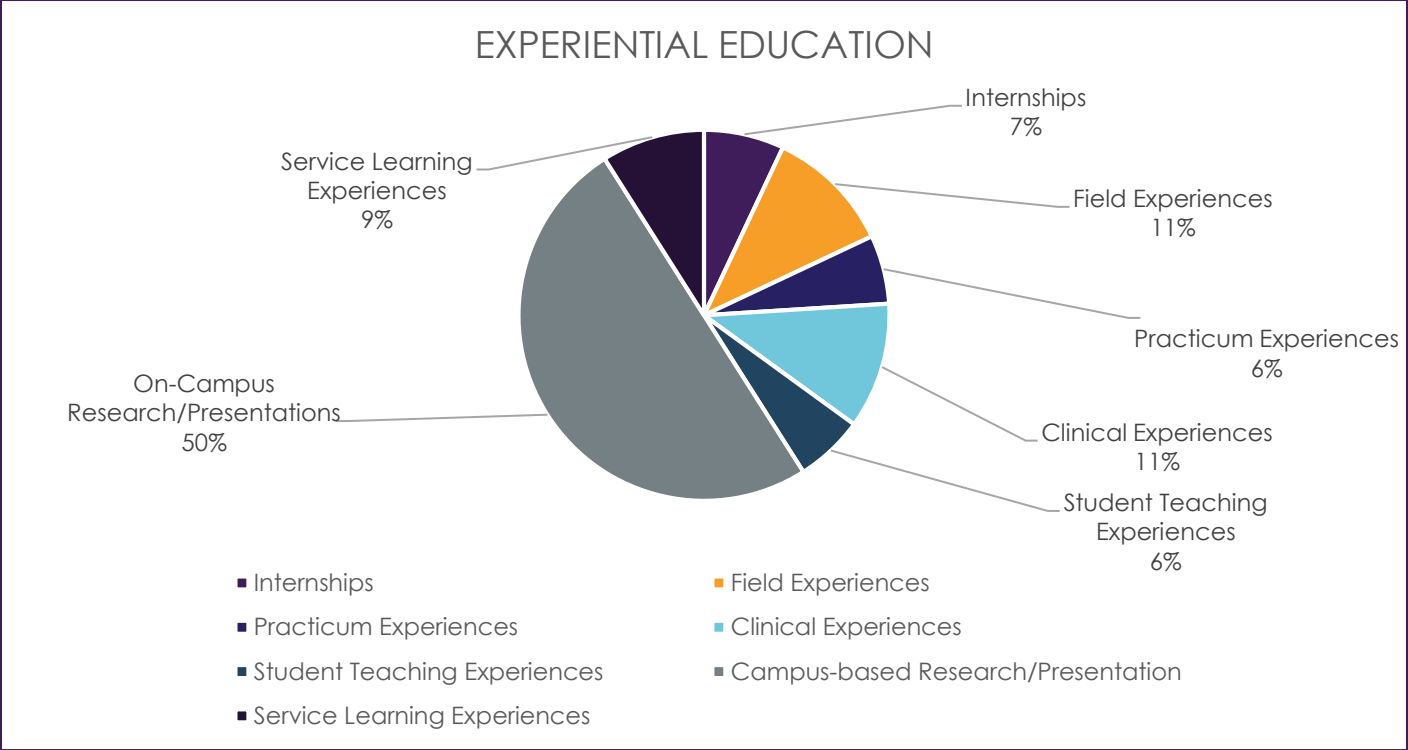


Table D: Class of 2024 Sampling of Advance Degree Institutions

Institution	Program
Augustana University	Master of Education in Special Education and Applied Behavior Analysis
Concordia University, St. Paul	Master of Science in Coaching and Athletic Administration
Dakota State University	Master of Business Administration
Drexel University	Master of Interior Architecture and Design
Fuller Seminary	Master of Divinity
George W. Truett Theological Seminary	Master of Divinity
John Hopkins University	Master of Science in Nursing
Northwest Health Sciences University	Doctor of Chiropractic
Princeton Theological Seminary	Master of Divinity
Rocky Vista University	Doctor of Osteopathic Medicine

South Dakota State University	Master of Science in Counseling and Human Resource
University of Colorado	Master of Social Work
University of Kentucky	Master of Social Work
University of Nebraska Omaha	Master of Athletic Training
University of Ottawa	Master of Science in Human Kinetics
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	Master of Arts in School Counseling
University of South Dakota	Master of Business Administration
University of South Dakota	Master of Public Health
University of South Dakota	Master of Science in Health Sciences
University of South Dakota	Master of Social Work
University of South Dakota	Education Specialist in School Psychology
University of South Dakota	Doctor of Physical Therapy
University of South Dakota	Juris Doctorate
University of Wisconsin, Whitewater	Master of Science in Counseling
Ventura College of Law	Juris Doctorate
Wartburg Theological Seminary	Master of Divinity

Table E: Class of 2023 Sampling of Position Titles and Employers

Employer	Title
44i	Media Strategist
Achieve Beyond	Behavioral Therapist
AMN Healthcare	Medical Interpreter
Anaheim Global Medical Center	Registered Nurse
Avera	Adult Specialty Float Pool Registered Nurse
Avera	Cardio Pulmonary Registered Nurse
Avera	ER Registered Nurse
Avera	Health and Wellness Coach
Avera	Health Unit Coordinator
Avera	ICU Registered Nurse
Avera	Neuro ICU Registered Nurse
Avera	Ortho Trauma Registered Nurse
Avera	Postpartum Registered Nurse
Avera	Registered Nurse
Avera	Behavioral Health Technician
Avera	Patient Care Technician
Avera	Radiologic Technologist
Beth Israel Deaconess Medical Center	Registered Nurse
Better Homes and Gardens Real Estate Beyond	Marketing & Systems Director
Bon Homme School District	4th & 5th Grade Teacher

Boys and Girls Club of the Sioux Empire	Student Success Specialist
Brandon Valley Middle School	8th Grade Math Teacher
BritZa Studio	Dance Instructor
Central Church	Student Central Resident
Century Farm Organics	Farmer
Charles Mix County Sheriff	Deputy Sheriff
Charleston County School District	First Grade Teacher
CHI Health Lakeside	ICU Registered Nurse
Children First Leadership Academy	Middle School Social Studies and Science Teacher
Citi	Application Developer
City of Harrisburg	Permit Technician
City of Sioux Falls	Police Officer
Cleveland Clinic	Cardiovascular ICU Registered Nurse
Colorado Department of Human Services	Child Protective Services Case Worker
Crunch Fitness	Athletic Trainer
Dakotabilites	Direct Support Professional
Davenport Evans Law Firm	Legal Assistant
Deuel School District	High School Social Studies Teacher
Diocese of Sioux Falls, Our Lady of Guadalupe Parish	Youth Minister
DSM Designs	Social Media Marketing Manager
ECOLAB	Talent Acquisition Coordinator
Equity Trust Company	Client Services Associate Supervisor
First Premier Bank	Finance Analyst
Good News Children's Center	Assistant Director
GreatLIFE Golf and Fitness	Member Support Specialist
Guarantee Roofing and Sheet Metals	Assistant Manager
Harrisburg School District	Secondary Math Teacher
Harrisburg School District	Special Education Teacher
HenkinSchultz	Graphic Designer
Intervarsity	Campus Staff Minister
Kansas Highway Patrol	State Trooper
KELOland	Master Controller
King Law Firm	Legal Assistant
Launch Servicing	Systems Administration
Lifescape	Behavior Support Technician
Lutheran Social Services	Immigration Assistant
Maranatha Christian Academy	Elementary Teacher
Masaba, Inc.	Inside Sales Representative
Mayo Clinic	Computed Tomography Technologist
Mayo Clinic	Radiation Therapist Assistant
Mayo Clinic	Registered Nurse
McCrossan Boys Ranch	Youth Counselor

Minnehaha County Juvenile Detention Center	Juvenile Corrections
Mitchell School District	Elementary Teacher
Mitchell School District	High School Language Arts Teacher
Monument Health	Registered Nurse
Morningside University	Student Activities Coordinator
Nebraska Medicine	Computed Tomography Radiologic Technologist
Northstar Performance Training	Performance Coach
Oroville Hospital	Registered Nurse
Parker Public School	Elementary Teacher
Paulsen Advertising Agency	Frontend Web Developer
Pinnacle Financial	Insurance Agent
Premier Bankcard	Data Engineer
Rice Companies	Construction Estimating
RSM	Tax Associate
Sammons Financial Group	Executive Assistant
Sanford	Labor and Delivery Registered Nurse
Sanford	Medical Laboratory Scientist
Sanford	Neonatal ICU Registered Nurse
Sanford	Patient Access Representative
Sanford	Pediatrics ICU Registered Nurse
Sanford	Pediatrics Registered Nurse
Sanford	Postpartum Registered Nurse
Sanford	Registered Nurse
Sanford	Technology Systems Specialist
Sanford	Senior Talent Acquisition Representative
Sanford	Research Supervisor
Security Wealth Management	Financial Planner
Sioux Falls School District	3rd Grade Teacher
Sioux Falls School District	Community Engagement Clerical
Sioux Falls School District	Education Assistant
Sioux Falls School District	Elementary Orchestra Teacher
Sioux Falls School District	Elementary Special Education Teacher
Sioux Falls School District	First Grade Teacher
Sioux Falls School District	Middle School Vocal Teacher
Sioux Falls School District	Special Education Teacher
Sioux Falls Stampede	Fan Engagement Specialist
Skinner Law Office	Marketing Associate
South Dakota Office of the Attorney General	Administrative Assistant
Southeastern Behavioral Health	Case Manager
SSM Health	Cardiac Med Surgical Registered Nurse
St. Joseph's Indian School	Accounting Assistant
Summit Oaks Residential	Residential Counselor

Takedown Gym	Personal Trainer
Twin Cities Orthopedics	Radiologic Technologist
University of California Berkeley	Assistant Director of Donor Engagement
University of Sioux Falls	IT Systems Analyst/Programmer
University of Sioux Falls	Admissions Counselor and Social Media Coordinator
Urology Specialists Clinic and Ambulatory Surgical Center	Clerical Lead
US Department of Veteran Affairs	Registered Nurse
Vanderbilt University Medical Center	Cardiovascular ICU Registered Nurse
Volunteers of America, Dakotas	Behavioral Intake Specialist
Voyage FCU	Business Services Officer
Wellmark Blue Cross Blue Shield	Senior Account Service Representative
Wells Fargo	Executive Office Case Specialist
West Central School District	3rd Grade Teacher
West Central School District	7th Grade Teacher
Westbrook-Walnut Grove School District	Special Education and Elementary Teacher
Windsor Mortgage	Mortgage Assistant
XB Productions	Photographer/Videographer

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. (2024). *First destinations for the college class of 2023 findings and analysis*. Retrieved from NACE: <https://www.nacweb.org/docs/default-source/default-document-library/2024/publication/free-report/nace-first-destinations-for-the-class-of-2023.pdf>