



FIRST DESTINATIONS REPORT

UNDERGRADUATE CLASS OF 2025



UNIVERSITY OF **SIOUX FALLS**

THOMAS KILIAN ACADEMIC SUCCESS CENTER

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UNDERGRADUATE CLASS OF 2025

Introduction

The University of Sioux Falls' First Destinations Report examines the primary post-graduation activities for all associate and bachelor degree recipients from the new graduating class. The report is prepared annually by the Thomas Kilian Academic Success Center (ASC) following the guidelines established by the National Association of Colleges and Employers (NACE).

By capturing employment and continuing education outcomes, this report offers valuable insights into the success of our graduates as they move forward into their careers and academic journeys.

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 2025 consists of students who earned an associate's or bachelor's degree during summer 2024, fall 2024 and spring 2025. 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 314 degree recipients, a knowledge rate of 79% was obtained for the Class of 2025. The target goal outlined by NACE is a 65% knowledge rate.¹ USF's knowledge rate exceeds NACE's target goal by 14%.

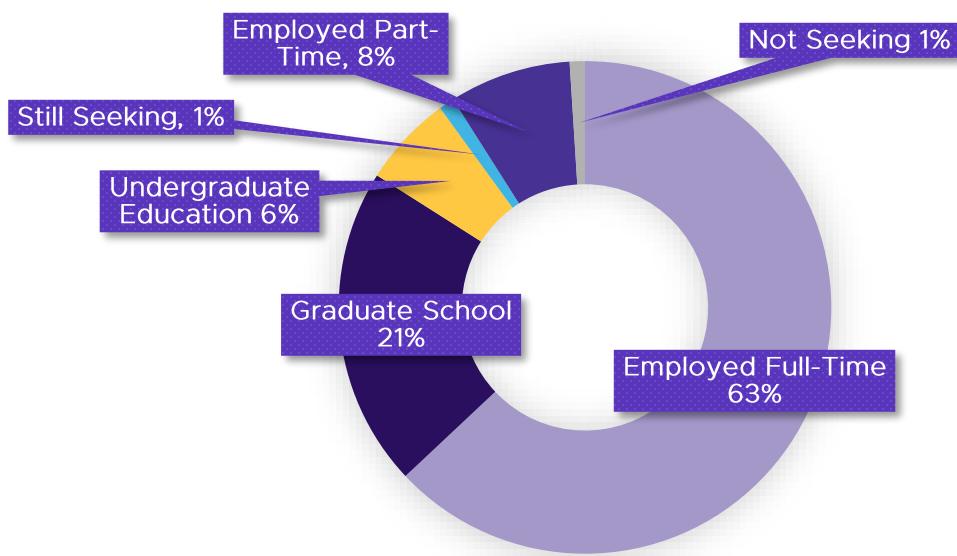
HIGHLIGHTS

99% OF THE CLASS OF 2025 GRADUATES WERE EMPLOYED OR ENROLLED IN FURTHER EDUCATION WITHIN 6 MONTHS OF GRADUATION

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 2025 is 99%. Chart A shows the recent graduate's primary post-graduation activity.

Chart A: Undergraduate Outcomes Summary



*Notes: Not Seeking includes graduates who are stay-at-home parents; Still-Seeking includes graduates who are in-between jobs and/or applying to graduate school.

Of the Class of 2025 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 2025 graduating class was comprised of 218 graduates. USF obtained information on 80% 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.

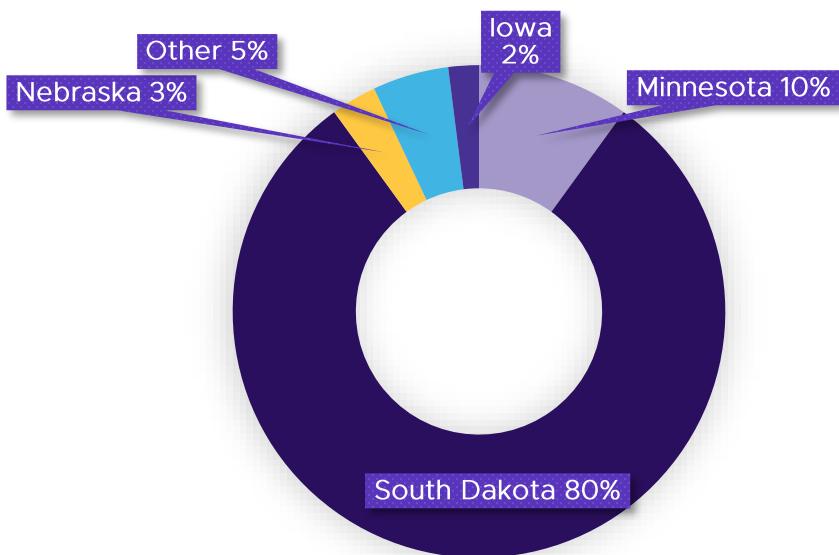
Table A: Historical Post Graduate Activity

Primary Post-Graduate Activity	Full-Time Employment	Part-Time Employment	Still-Seeking	Graduate School	Additional Undergrad Education	Military Service	Volunteer Service	Not Seeking	Other	No Info	Total
2019-2020	192	7	3	55	7	1	1	0	3	50	319
2020-2021	187	6	1	60	14	1	0	1	0	55	325
2021-2022	209	8	1	69	4	1	0	0	2	51	345
2022-2023	188	9	1	61	12	0	1	1	3	31	307
2023-2024	144	21	2	80	12	0	0	2	2	42	305
2024-2025	156	20	3	53	14	0	0	3	0	65	314
Total	1076	71	11	378	63	3	2	7	10	294	1915

Where USF Graduates Work

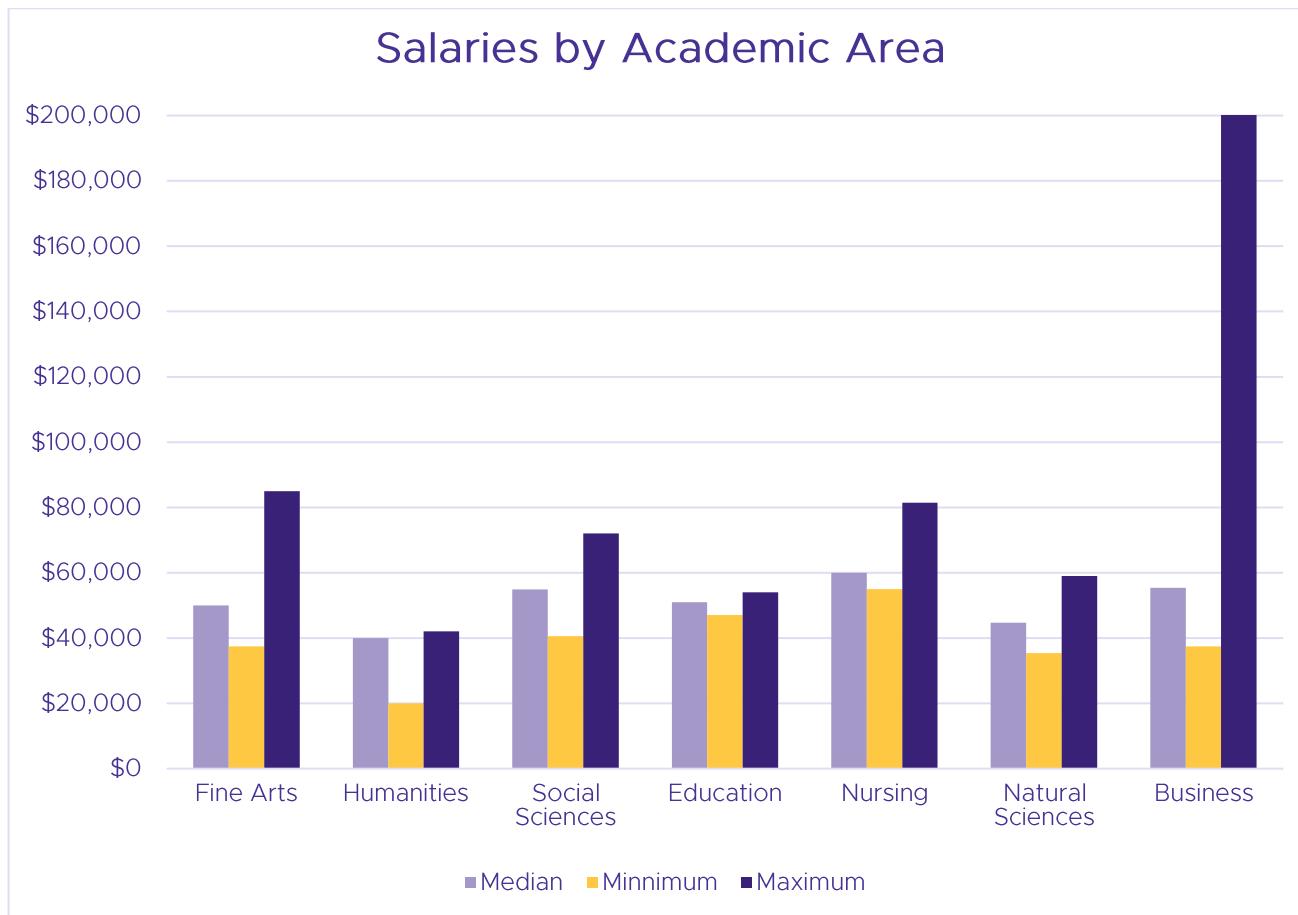
Of the respondents reporting employment for the Class of 2025, 174 identified the location of their employer. The percent of employment does exclude respondents who reported attending graduate school, volunteering, or enlisting in the military. South Dakota and Minnesota are consistently the top two states where USF graduates find employment, followed by Nebraska and Iowa for 2025 graduates. Of the 2024-2025 respondents that identified the location of their employer, 80% of these graduates remained in South Dakota. Furthermore, of the individuals who remained in South Dakota, all specified the city where they resided. 91% percent of these respondents reported that they were employed in Sioux Falls or within 20 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 2025 placement throughout the states is shown in Chart B.

Chart B: Undergraduate Employment Location



Median Salary

When asked about their salary, 58 of the 156 (37%) 2024-2025 graduates employed full-time responded. Salaries ranged from \$20,000 to \$265,000. The mean salary was \$60,135 and the median was \$60,000. The median salary captured within the National Association of Colleges and Employers for 2025 graduates with a Bachelor's degree is \$60,947.² The response rate is not high enough to determine clear earning trends for graduates. The table below includes information for double majors in separate academic areas.



*Notes: The salary response rate for each academic area is as follows: 50% for fine arts, 14% for social sciences, 20% for education, 88% for nursing, 22% for natural sciences and 23% for business.

Department Specific Statistics

Table C reports the average outcome and response rate for the most recent May 2025 graduates, Class of 2025 graduates, and the past 6 years of graduates for each academic major. 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. Columns with an asterisk (*) indicate 6 years of data does not exist for that specific academic major.

Table C: Department Specific Statistics

EDUCATION	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
Elementary/ Special Ed.	100%	88%	100%	100%	94%	98%	98%	96%
Secondary/ K-12 Ed	100%	100%	100%	100%	91%	99%	98%	96%

FINE ARTS	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
Comm. Studies & Theatre	100%	50%	100%	100%	50%	100%	100%	87%
Music	100%	67%	100%	100%	75%	100%	100%	87%
Art	100%	78%	100%	100%	80%	100%	100%	81%
Graphic Design AA	100%	50%	100%	100%	50%	*	*	*
Media Studies BA	100%	58%	100%	100%	60%	100%	100%	85%
Sports Marketing & Media	75%	45%	80%	75%	45%	*	*	*

HUMANITIES	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
English	100%	67%	100%	100%	80%	100%	100%	86%
Theology	100%	86%	100%	100%	86%	100%	100%	89%
Philosophy, Eco. & Political Theory	100%	100%	100%	100%	100%	*	*	*

NATURAL SCIENCES	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
Biology/ Chemistry	100%	100%	100%	100%	85%	100%	100%	83%
Rad Tech AA	100%	92%	100%	100%	80%	100%	100%	90%
Rad Tech BS	100%	100%	100%	100%	100%	100%	100%	88%
Mathematics	100%	100%	100%	100%	100%	100%	100%	81%
Computer Science	100%	60%	100%	100%	60%	93%	92%	79%
Data Science	100%	100%	100%	100%	100%	*	*	*

NURSING	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
Nursing	100%	96%	100%	100%	96%	100%	100%	95%
Accelerated Nursing	100%	86%	100%	100%	86%	99%	99%	90%

SOCIAL SCIENCE	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
Criminal Justice	100%	100%	96%	94%	96%	99%	98%	75%
History/ Political Science	100%	80%	100%	100%	86%	100%	100%	93%
Exercise Science	100%	73%	100%	100%	73%	100%	100%	84%
Psychology	94%	78%	97%	73%	99%	99%	99%	76%
Sociology	100%	100%	100%	100%	100%	100%	100%	82%
Social Science BA	100%	83%	100%	100%	74%	100%	100%	77%
Social Science AA	NA	100%	100%	NA	50%	*	*	*
Social Work	100%	63%	100%	100%	65%	100%	100%	78%

BUSINESS	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
Accounting BA	100%	88%	100%	100%	83%	99%	98%	87%
Business Admin AA	NA	NA	100%	100%	100%	*	*	*
Business Admin BA	100%	79%	100%	100%	80%	99%	98%	87%
Computational Economics	NA	NA	100%	100%	100%	*	*	*
Healthcare Admin	100%	100%	100%	100%	100%	100%	100%	95%
Management (DCP)	NA	NA	100%	NA	100%	100%	100%	91%

MISC.	May 2025 Employed	May 2025 Response Rate	2024-2025 Achieved Objective	2024-2025 Employed	2024-2025 Response Rate	6 Year Achieved Objective	6 Year Employed	6 Year Response Rate
General Studies BA	100%	100%	100%	100%	33%	*	*	*
General Studies AA	100%	50%	100%	100%	50%	*	*	*

Experiential Education

80% percent of the Class of 2025 participated in one or more experiential learning activities while pursuing their degree at the University of Sioux Falls. These activities include: internships, campus-based research and presentations, practicums, clinical experiences, field experiences, service-learning experiences and/or student teaching experiences. At least 80% of the Bachelor's degree academic programs at the University of Sioux Falls require one or more experiential learning activities for graduation (excluding Accounting, Business Administration, History and Political Science, and Social Science).

Table D: Class of 2025 Sampling of Advance Degree Institutions

Institution	Program
Augustana University	Doctor of Physical Therapy
Augustana University	Master of Science in Applied Behavior Analysis
Augustana University	Master of Social Work
Austin Peay State University	Master of Human Health & Performance
Baylor University	Master of Social Work
Carson-Newman University	Master of Business Administration
Des Moines University	Doctor of Occupational Therapy
Old Dominion University	Master of Science in Elementary Education
Palmer College of Chiropractic	Doctor of Chiropractic
Regent University School of Law	Juris Doctor
South Dakota State University	Bachelor of Science in Respiratory Care
South Dakota State University	Master of Public Health
South Dakota State University	Master of Science in Mental Health Counseling
St. Mary's University of Minnesota	Master of Arts in Counseling and Psychological Services
Trinity Evangelical Divinity School	Master of Divinity
Truett Theological Seminary	Master of Divinity
University of Alabama	Master of Arts in Clinical Mental Health Counseling
University of Georgia	Master of Public Administration
University of Kentucky	Master of Social Work
University of Nebraska College of Law	Juris Doctor
University Of Nebraska Medical Center	Doctor of Physical Therapy
University of Nebraska Omaha	Master of Accounting
University of Nebraska Omaha	Master of Science in Clinical Mental Health Counseling
University of North Carolina Wilmington	Master of Business Administration
University of Sioux Falls	Master of Business Administration
University of South Dakota	Doctor of Medicine
University of South Dakota	Doctor of Physical Therapy
University of South Dakota	Master of Arts in Clinical Mental Health Counseling
University of South Dakota	Master of Education
University of South Dakota	Master of Social Work
University of South Dakota Knudson School of Law	Juris Doctor
University of St. Thomas School of Law	Juris Doctor
University of Wisconsin Madison	Doctor of Physical Therapy
University of Wisconsin Oshkosh	Master of Science in Education in Professional Counseling
University of Wisconsin-Parkside	Master of Science in Sport Management
Upper Iowa University	Master of Arts in Psychology
Valparaiso University	Master of Business Administration
Youngstown State University	Doctorate of Physical Therapy

Table E: Class of 2025 Sampling of Position Titles and Employers

Employer	Title
Alexandria Blizzard Hockey	Business Manager
Ameri/Star Real Estate	Communications & Office Coordinator
Avera McKennan	Neuropsychological Technician
Avera McKennan	Executive Assistant
Avera McKennan	Certified Nursing Assistant
Avera McKennan	Child and Adolescent Behavioral Health Technician
Avera McKennan	Registered Nurse - Behavioral Health
Avera McKennan	Registered Nurse - Emergency Room
Avera McKennan	Registered Nurse - Intensive Care
Avera McKennan	Registered Nurse - Labor and Delivery
Avera McKennan	Registered Nurse - Neurocritical Care
Avera McKennan	Registered Nurse - Neonatal Intensive Care Unit
Avera McKennan	Registered Nurse - Oncology
Avera McKennan	Registered Nurse - Post Partum
Avera McKennan	Registered Nurse - Surgical Trauma
Ballerina Studios	Dance Instructor
Bedford Industries	Raw Material Compliance Specialist
Bishop O'Gorman Catholic Schools	Elementary School Teacher
Bishop O'Gorman Catholic Schools	Middle School Teacher
Boys & Girls Clubs of America	Care Coordinator
Brady Martz & Associates	Audit Associate
Bridgeford Trust Company	Trust Administrator
Brookings School District	Special Education Teacher
Burwell Enterprises	Cyber Security Analyst
Cannistota School District	Vocal Music Teacher
CB.coProductions LLC	Videographer
Centracare	Registered Nurse
Central Church	Outreach Resident
Children's Minnesota	Clinic Rehab Assistant
City of Sioux Falls	Housing Program Specialist
City of Sioux Falls	Recreation Specialist
CNA Surety	Underwriter
Construction Products and Consultants	Inside Sales Representative
Dakota State University	Athletics Multimedia Coordinator
Eagle Brook Church	Guest Experience Associate
Faith Regional Hospital	Registered Nurse - Intensive Care
Falls Community Health	Patient Support Technician
First Bank and Trust	Talent Specialist
First Bank Blue Earth	Loan Assistant
First Baptist Church	Student Ministry Director

First Interstate Bank	Credit Analyst
Good Samaritan Society	Social Services Coordinator
Grant Thornton	Audit Associate
Harrisburg School District	Art Teacher
Harrisburg School District	Elementary Special Education Teacher
Hills-Beaver Creek School District	Vocal Music Teacher
Hills-Beaver Creek School District	Middle School English Teacher
Hoblit Darling Ralls Hernandez & Hudlow LLP	Paralegal
Interim Health Care Inc.	Certified Nursing Assistant
InterVarsity Christian Fellowship	Campus Staff Minister
Inwood Christian School	First Grade Teacher
JTC Trust Company	Assistant Administrator
Keller Williams Realty	Agent Marketing & Onboarding Coordinator
LEVO Federal Credit Union	Member Service Officer
Lifelight	Z8 Director
Locals Love Us	Corporate Designer
Lutheran Social Services	Assistant Teacher
Maxout Financial	Virtual Insurance Broker
Media Research Center	External Affairs Assistant
Medtronic	Clinical Specialist
Minneapolis Vascular Physicians	Radiologic Technologist
Minnehaha County	Juvenile Correction Officer
Montrose School District	High School English Language Arts Teacher
O'Neill's Drywall Inc	Bookkeeping and Investments Advisor
OrthoNebreska	Operating Room Assistant
Outagamie County Sheriff	Deputy Sheriff
Paradigm Inc	Family Support Specialist
Plains Commerce Bank	Accountant
POET	Accounts Payable Specialist
POET	Rail Logistics Coordinator
POET	Senior Accountant
RTX	Senior Analyst
Sanford Health	Administrative Assistant
Sanford Health	Associate Financial Analyst
Sanford Health	Digital Videographer
Sanford Health	Interventional Radiology Specialist
Sanford Health	Licensed Social Worker
Sanford Health	Marketing Specialist
Sanford Health	Patient Care Technician
Sanford Health	Radiologic Technician
Sanford Health	Registered Nurse - Children's Hospital
Sanford Health	Registered Nurse - Critical Care
Sanford Health	Registered Nurse - Neonatal Intensive Care Unit
Sanford Health	Registered Nurse - Operating Room
Sanford Health	Registered Nurse - Pediatrics

Sanford Health	Senior Application Support Analyst
SD Board of Pardons and Paroles	Offender Services Intern
SD Unified Judicial System	Court Services Officer
Service First Federal Credit Union	Banker and Member Engagement Specialist
Sioux Falls Police Department	Police Officer
Sioux Falls School District	5th Grade Teacher
Sioux Falls School District	Behavioral Facilitator
Sioux Falls School District	Community Engagement Clerical
Sioux Falls School District	Implementation Specialist
Sioux Falls School District	Middle School Social Studies Teacher
Sioux Falls Skyforce	Sales and Service Associate
Smith Schafer and Associates	Staff Accountant
South Dakota Department of Health	Family Support Specialist
South Dakota State University	Data Analyst Technician
St. Joseph Indian School	Staff Accountant
State of South Dakota	Policy and Data Analyst
Summit Oaks	Residential Counselor
Tea School District	English Language Arts Teacher
Tea School District	Special Education Teacher
Thrivent	Financial Advisor
Tri-Valley School District	Elementary School Teacher
University of Sioux Falls	Admissions Counselor
University of Sioux Falls	Assistant Librarian
University of Sioux Falls	IT System Analyst/Programmer
Washington Pavilion	Art Teacher
Wells Fargo	Business Accountability Specialist
Williams & Company	Staff Accountant
Wires Tax	Tax Associate

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.naceweb.org/uploadedfiles/files/2020/publication/first-destination/first-destination-survey-standards-and-protocols.pdf>

²National Association of Colleges and Employers. (2025). *First Destinations for the College Class of 2024*. Retrieved from NACE: <https://naceweb.org/job-market/graduate-outcomes/first-destination/class-of-2024>