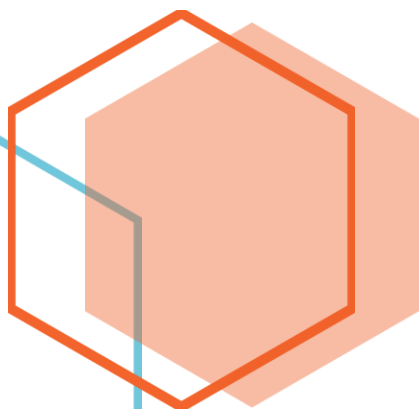# First Destination Report
Undergraduate Students
Class of 2022-2023

University of Sioux Falls
Thomas Kilian Academic Success Center

First Destination Report
Class of 2022-2023

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 2022-2023 academic year and the past five academic years. It highlights the vocational and educational destinations of the 307 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 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 2023 consists of students who earned an associate's or bachelor's degree during summer 2022, fall 2022, interim 2023, and spring 2023. 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.
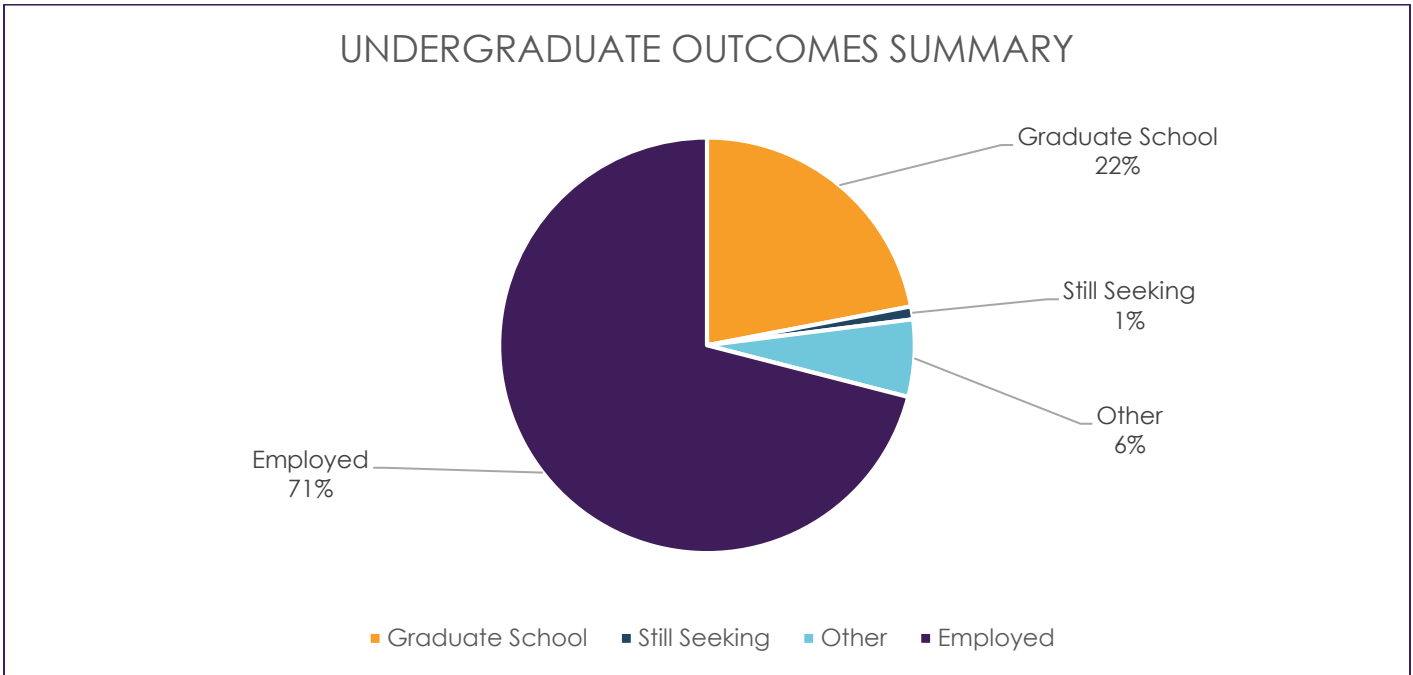
Knowledge Rate
The term knowledge rate (also referred to as response rate) is defined as "the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' post-graduation career activities" according to the National Association of Colleges and Employers (NACE) First Destination Standards and Protocols.[1]

Of the 307 degree recipients, a knowledge rate of 90% was obtained for the Class of 2023. The target goal outlined by NACE is a 65% knowledge rate.[1] USF's knowledge rate exceeds NACE's target goal by 25%.

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 2023 is 99%. Chart A shows the recent graduate's primary post-graduation activity.

Chart A: Undergraduate Outcomes Summary

UNDERGRADUATE OUTCOMES SUMMARY

- Graduate School 22%
- Still Seeking 1%
- Other 6%
- Employed 71%

Legend: ■ Graduate School ■ Still Seeking ■ Other ■ Employed

*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 2023 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 2023 graduating class was comprised of 226 graduates. USF obtained information on 90% 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 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
# 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
Totals	1136	49	8	344	52	0	5	4	4	14	271	1887

Where USF Graduates Work

Of the respondents reporting employment for the Class of 2023, 197 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, Nebraska, and Iowa are consistently the top four states where USF graduates find employment. Of the 2022-2023 respondents that identified the location of their employer, 83% of these graduates remained in South Dakota. Furthermore, of the individuals who remained in South Dakota, all specified the city where they resided. 93% 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 2023 placement throughout the states is shown in Chart B.

Chart B: Where Graduates Work

WHERE GRADUATES WORK

- Other 6%
- Iowa 2%
- Nebraska 4%
- Minnesota 5%
- South Dakota 83%

■ South Dakota ■ Minnesota ■ Nebraska ■ Iowa ■ Other
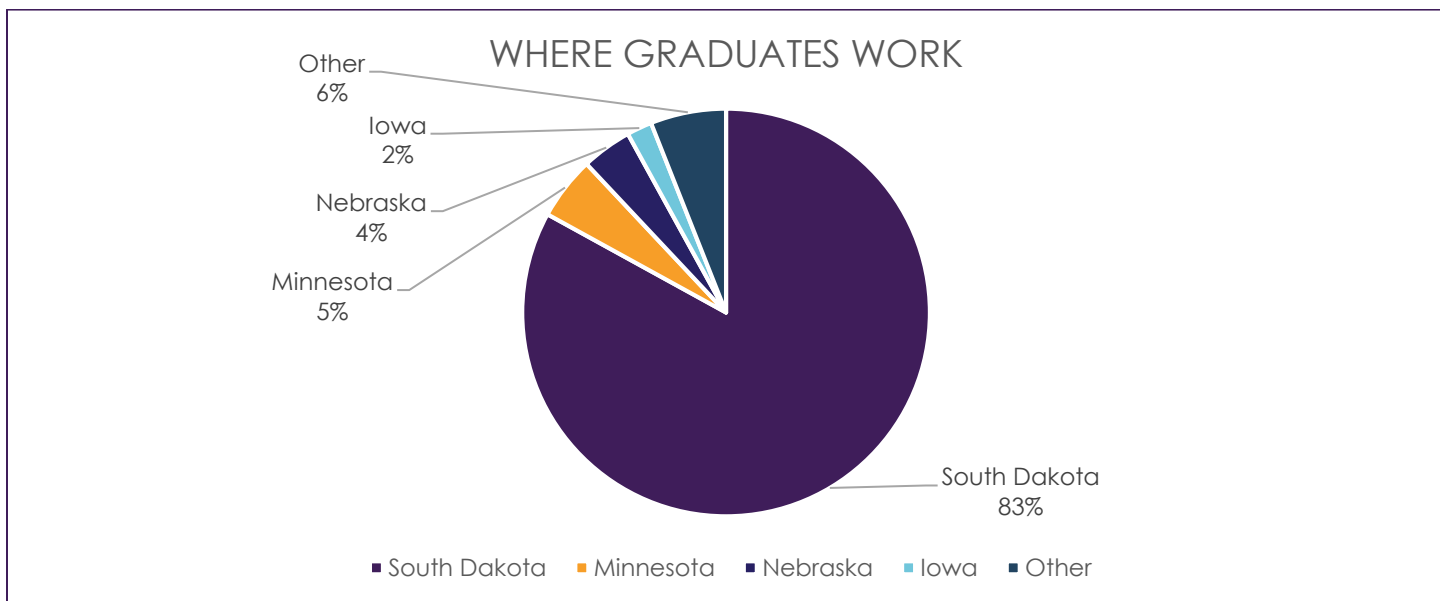
Median Salary

When asked about their salary, 59 of the 188 (31%) 2022-2023 graduates employed full-time responded. Salaries ranged from $26,000 to $108,000. The mean salary was $55,140 and the median was $56,160. The median salary captured within National Association of Colleges and Employers for the Class of 2022 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	$42,550	$35,000	$50,100	2/19 (11%)
Social Sciences	$40,860	$26,000	$56,160	8/29 (28%)
Humanities	$39,000	$34,000	$75,000	3/14 (21%)
Education	$50,111	$41,600	$80,000	9/40 (23%)
Nursing	$57,096	$56,160	$108,000	36/53 (68%)
Natural Sciences	$61,425	$52,850	$70,000	2/15 (13%)
Business	$40,000	$34,000	$51,000	3/36 (8%)

Department Specific Statistics

Table C reports the average outcome and response rate for the most recent May 2023 graduates, Class of 2023 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 2023 graduates. Additionally, for some newly created majors, some columns are noted with an asterisk (*), as six years of data does not yet exist.

Table C: Department Specific Statistics

FINE ARTS	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Comm. & Theatre Studies	100%	100%	100%	100%	100%	100%	100%	90%
Music	100%	100%	100%	100%	100%	100%	100%	94%
Art	100%	100%	100%	100%	88%	100%	100%	80%
Media Studies BA	100%	92%	100%	100%	94%	100%	100%	86%
Media Studies AA	100%	100%	100%	100%	100%	*	*	*
Sports Marketing & Media	100%	100%	100%	100%	100%	*	*	*

SOCIAL SCIENCE	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Criminal Justice	100%	62%	100%	100%	72%	100%	100%	100%
History	100%	100%	100%	100%	100%	100%	100%	91%
Exercise Science	100%	95%	100%	100%	89%	100%	100%	88%
Psychology	100%	81%	100%	100%	82%	99%	99%	76%
Sociology	100%	71%	100%	100%	75%	100%	100%	76%
Social Science	100%	77%	100%	100%	84%	100%	100%	100%
Social Work	NA	100%	100%	NA	100%	100%	100%	85%

HUMANITIES	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
English	100%	100%	100%	100%	100%	100%	100%	90%
Theology	100%	100%	100%	100%	100%	100%	100%	92%
Spanish	100%	100%	100%	100%	100%	100%	100%	73%

NATURAL SCIENCES	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Biology/ Chemistry	100%	100%	100%	100%	100%	100%	100%	83%
Paramedic Technology	NA	NA	100%	100%	100%	100%	100%	67%
Radiologic Technology	100%	100%	100%	100%	83%	100%	100%	79%
Mathematics	100%	67%	100%	100%	71%	100%	100%	83%
Computer Science	NA	100%	100%	NA	100%	100%	100%	92%

BUSINESS	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Business Administration AA	100%	100%	100%	100%	100%	*	*	*
Business Administration BA	94%	86%	97%	96%	85%	99%	98%	87%
Accounting	100%	100%	100%	100%	100%	99%	98%	81%
Healthcare Administration	100%	100%	100%	100%	100%	*	*	*
Entrepreneurial Studies (Traditional)	100%	50%	100%	100%	50%	*	*	*
Entrepreneurial Studies (Accelerated)	100%	100%	100%	100%	100%	100%	100%	100%
Sports Management	100%	100%	100%	100%	100%	100%	100%	76%

EDUCATION	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Elementary/ Special Ed	100%	94%	100%	100%	97%	99%	99%	95%
Secondary/ K-12 Ed	100%	100%	100%	100%	100%	100%	100%	96%

NURSING	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
Nursing	100%	93%	100%	100%	93%	100%	100%	93%

MISCELLANEOUS	May 2023 % Employed	May 2023 Response Rate	2022-2023 % Achieved Objective	2022-2023 % Employed	2022-2023 Response Rate	6 Year % Achieved Objective	6 Year % Employed	6 Year Response Rate
General Studies BA	100%	100%	100%	100%	100%	*	*	*

Experiential Education

89% percent of the Class of 2023 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 2022-2023 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.
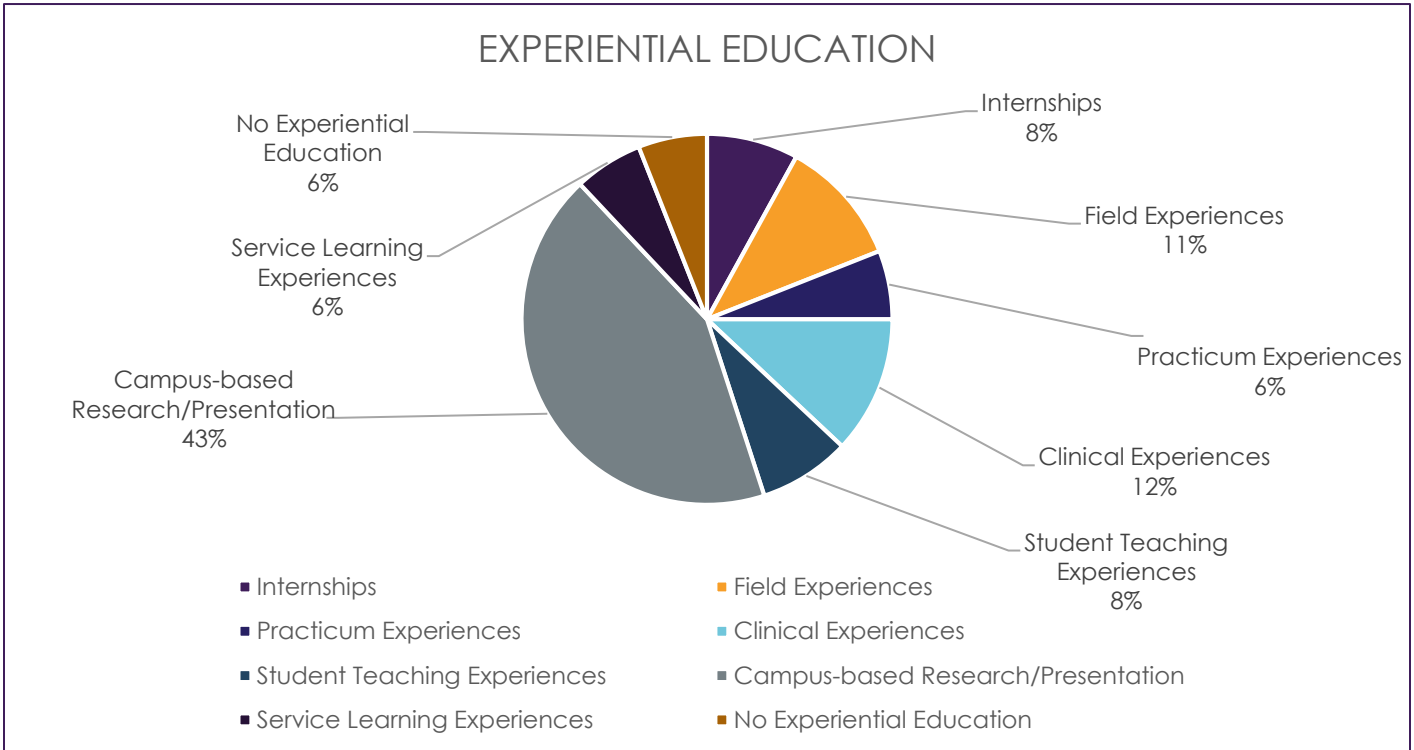
Chart C: Experiential Education

EXPERIENTIAL EDUCATION

- Internships 8%
- Field Experiences 11%
- Practicum Experiences 6%
- Clinical Experiences 12%
- Student Teaching Experiences 8%
- Campus-based Research/Presentation 43%
- Service Learning Experiences 6%
- No Experiential Education 6%

Legend:
- Internships
- Field Experiences
- Practicum Experiences
- Clinical Experiences
- Student Teaching Experiences
- Campus-based Research/Presentation
- Service Learning Experiences
- No Experiential Education

Table D: Class of 2023 Sampling of Advance Degree Institutions

Institution	Program
California State University	Master of Social Work
Cleveland University Kansas City	Doctor of Chiropractic
Creighton University	Doctor of Physical Therapy
Crown College	Master of Arts in Counseling
Eastern Illinois University	Master of Business Administration
Florida Institute of Technology	Master of Arts in Behavior Analysis Practice
Full Sail University	Master of Science in Game Design
Grand Canyon University	Master of Arts in Christian Leadership
Lipscomb University	Master of Science in Cardiovascular Perfusion
Minnesota State University Mankato	Master of Science Degree in Sport, Exercise, and Performance Psychology

Mitchell Hamline School of Law	Juris Doctorate
Northwestern Health Sciences University	Doctor of Chiropractic
Samford University	Master of Business Administration Degree
Simon Frasier University	Master of Science in Chemistry
South Dakota State University	Doctor of Veterinary Medicine
South Dakota State University	Master of Science in Athletic Training
Union University	Master of Business Administration
University of Iowa	Doctor of Medicine
University of Iowa	Master of Social Work
University of Iowa	PhD in Biochemistry in Molecular Biology
University of Kentucky	Master of Social Work
University of North Dakota	Master of Public Administration
University of North Dakota	Master of Science in Criminal Justice
University of Northern Iowa	Master of Arts in English
University of Sioux Falls	Master of Business Administration
University of Sioux Falls	Master of Education - Higher Education Administration
University of South Carolina	Juris Doctor
University of South Dakota	Doctor of Occupational Therapy
University of South Dakota	Ed.S in School Psychology
University of South Dakota	Juris Doctor
University of South Dakota	Master of Arts Clinical Mental Health Counseling
University of South Dakota	Master of Arts in History
University of South Dakota	Master of Public Administration
University of Wisconsin Stevens Point	Doctor of Physical Therapy
Walden University	Master of Science in Clinical Mental Health Counseling
Western Governors University	Master of Science in Management and Leadership

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

Employer	Title
Aberdeen School District	Music/Orchestra Teacher
Ajinomoto Co, Inc	Food Safety Technician
Akenga Financial Services, LLC	Owner and CEO
Avera Behavioral Health	Behavioral Health Technician
Avera Behavioral Health	Registered Nurse
Avera Cancer Institute	Research Assistant
Avera Heart Hospital	Registered Nurse
Avera Infectious Disease	Scheduler
Avera McKennan	CT Technologist
Avera McKennan	Patient Care Technician
Avera McKennan	Registered Nurse - Brain and Spine ICU
Avera McKennan	Registered Nurse - Cardiopulmonary
Avera McKennan	Registered Nurse - Emergency

Avera McKennan	Registered Nurse - Inpatient Rehab
Avera McKennan	Registered Nurse - Neuro ICU
Avera McKennan	Registered Nurse - Orthopedic Trauma
Avera McKennan	Registered Nurse - Surgical Trauma
Avera McKennan	Security Officer
Baltic School District	High School Teacher
Beresford School District	Elementary School Teacher
Bishop O'Gorman Schools	Elementary School Teacher
Boys and Girls Club of the Northern Plains	Teen Court Coordinator
Boys and Girls Club of the Sioux Empire	Connections Coordinator
Brady Martz and Associates	Tax Associate
Brandon Valley School District	Middle School Teacher
Brandon Valley School District	Special Education Teacher
Central Baptist Church	Pastoral Staff
CHI Lakeside Hospital	Registered Nurse - Intensive Care Unit
CHI Lakeside Hospital	Registered Nurse - Operating Room
Collision Ministries	Omaha Metro Executive Director
Dakota News Now	Reporter
Des Moines Public Schools	Elementary School Teacher
Dowling Catholic High School	Assistant Admissions Coordinator
Downtown Sioux Falls	Digital Content Creator
Eide Bailly LLP	Business Outsourcing and Strategy Associate
Elliot School District	Elementary School Teacher
Ellsworth Public School	Art Teacher
EmBe	Graphic Design and Digital Marketing Specialist
Enterprise Mobility	Manager Trainee
Experity	Human Resource Manager
Fargo Public Schools	Special Education Teacher
First Bank & Trust	Program Oversight Administrator
Furniture Mart	Motion Graphics Artist and Video Editor
Good Samaritan Society	Registered Nurse
Graco	Production Planner
Grant Thornton	Level 1 Audit Associate
Hancock School District	Special Education Teacher
Harrisburg School District	ELA Teacher
Harrisburg School District	Elementary School Teacher
Harrisburg School District	High School Teacher
Harrisburg School District	Middle School Teacher
Hegg Modular	Human Resource Manager
Holmes Murphy	Account Manager
KELOLAND Media Group	Digital Producer
Lake Crystal Wellcome Memorial	Elementary School Teacher
Lander County School District	Elementary School Teacher
Legacy Healthcare	Charge Nurse

Lewis and Clark Behavioral Health Services	Youth and Family Services Counselor
LifeLight	Executive Assistant
LifeScape	Behavioral Specialist Technician
LifeScape	Patient Care Technician
Lutheran Social Services	Hiring Manager
Lutheran Social Services	Residential Counselor
Luverne School District	Middle School Teacher
Marathon County Health Department	Public Health Nurse
Medvantics	Pharmacy Tech
Minnehaha County Jail	Deputy Sheriff
Mitchell School District	Elementary School Teacher
Monument Health	Registered Nurse
Nebraska Heart Hospital	Registered Nurse - Cardiac ICU
Northern Arizona Healthcare	Registered Nurse
Omaha Public Schools	Elementary School Teacher
Patient Care EMS	Emergency Medical Technician
Pho Thai	Owner
Plains Commerce Bank	Loan Partner
POET	Merchandising Coordinator
Prairie Lakes Healthcare System	Registered Nurse
Reliabank	Loan Officer
Remax Results	Realtor
Sanford	Patient Care Technician
Sanford	Radiologic Technologist
Sanford	Registered Nurse - Cardiology
Sanford	Registered Nurse - Emergency
Sanford	Registered Nurse - ICU
Sanford	Registered Nurse - Medical Oncology
Sanford	Registered Nurse - NICU
Sanford	Registered Nurse - Oncology and Transplant
Sanford	Registered Nurse - Operating Room
Sanford	Registered Nurse - Orthopedic Neurology
Sanford	Registered Nurse - Pediatrics
Scheels	Human Resource Assistant
Seattle Children's Hospital	Registered Nurse
Sioux Falls Chiropractic	Rehabilitation Specialist
Sioux Falls School District	Art Teacher
Sioux Falls School District	Elementary School Teacher
Sioux Falls School District	Substitute Teacher
Sioux Falls Stampede	Game Operations and Communications Engagement
Siouxland Libraries	Library Associate
Sonstegard Foods and Accountant	Accountant
South Dakota State Penitentiary - Parole	Program Assistant I
St. Charles Health System	Registered Nurse - Medical Services

Stride Autism Center	Registered Behavioral Technician
Summit Contracting	Accounting Support Specialist
Sunshine Bible Academy	Resident Supervisor
Tea Area School District	High School Teacher
The Evangelical Lutheran Good Samaritan	Administrative Assistant
The Playground	Strength and Conditioning Coach
The Point	Worship Leader
Tyson Foods	Microbiologist
United Hospital	Registered Nurse - Orthopedics
University Lawn Care	General Manager
Watertown School District	Elementary School Teacher
Wells Fargo	Associate Operations Assistant
Wells Fargo	Senior Due Diligence Consultant
Wild Oak Boutique	Marketing Coordinator
Worthington ISD 518	Elementary School Teacher

References

[1]National 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

[2]National Association of Colleges and Employers. (2022). *First destinations for the college class of 2022: findings and analysis.* Retrieved from NACE: https://www.naceweb.org/docs/default-source/default-document-library/2023/publication/free-report/first-destinations-for-the-class-of-2022.pdf?Status=Master&sfvrsn=640a4d09_9