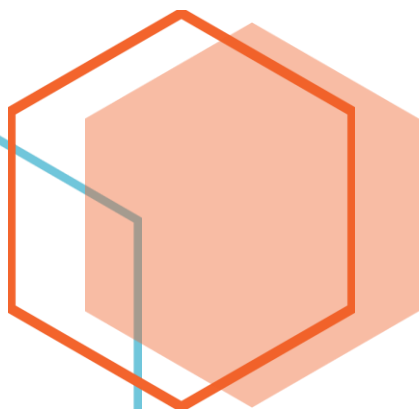# First Destination Report
Graduate Students
Class of 2023-2024

University of Sioux Falls
Thomas Kilian Academic Success Center

First Destination Report
Graduate Students
Class of 2023-2024

Introduction
The University of Sioux Falls First Destination Report reflects students' outcomes for all graduate 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 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 104 master's and doctoral degree recipients for the MBA, M.Ed., Ed.S., and Ed.D. 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 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 responded to the survey or stated that they were still seeking employment or seeking acceptance to graduate school at the time of graduation. 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 a master's or doctoral 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 104 degree recipients, a knowledge rate of 97% 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 32%.

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 graduates reported their principle activity was to secure employment. Excluding the non-seeking respondents and the individuals who provided no information, 100% (104/104) secured a position or continued their education within six months of graduation.

Where USF Graduates Work

Of the respondents reporting employment for the class of 2024, 91 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. Of the 2023-2024 respondents that identified the location of their employer, 78% of these graduates were employed in South Dakota. In addition, of the individuals who remained in South Dakota, all specified the city in which they were employed. 81% percent of these respondents reported that they were employed in Sioux Falls or within 30 miles of Sioux Falls.

Department Specific Statistics

The table below reports the average outcome and response rate for each of the graduate programs at USF. Six-year averages are also included to provide a historical context for each program.

Table A: Average Survey Results by Academic Program

Graduate Program	2023-2024 % Employed	2023-2024 Response Rate	6 Year % Employed	6 Year Response Rate
MBA	100%	98%	99%	93%
M.Ed.	100%	95%	100%	95%
Ed.S.	100%	100%	100%	99%
Ed.D.	100%	100%	*	*

Median Salary

When asked about their salary, 35 of the 92 (38%) 2023-2024 graduates employed full-time responded. Salary ranges and medians are provided below. The response rate is not high enough to determine clear earning trends for graduates.

Area	Median	Min	Max	# of Response
Business	$90,000	$45,760	$220,000	19/46 (41%)
Education	$61,924	$48,720	$100,000	16/46 (35%)

Hiring Organizations & Job Titles

The following are a sampling of the positions that graduates reported when they responded to the 2023-2024 survey.

Table C: Employers of USF Graduates

MBA Employers	Job Title
Avera	Pharmacy Manager
Bishop Heelan Catholic Schools	Director of Technology
Citi	Finance Accounting Analyst
City of Sioux Falls	Policy Advisor

Dakota CPA	Certified Public Accountant
Disney	Marketing Specialist
Eide Bailly	Tax Associate
Farmers Business Network	Account Executive
Flandreau Santee Sioux Tribe Care Center	Administrator
Full Circle of Lake County	Youth Development Manager
Grant Thornton LLP	Audit Associate
Sisseton Wahpeton College	Human Resource Manager
Mayo Clinic	Supply Chain Management
Perspective Insurance	Account Manager
Phoenix Children's Hospital	Director of Inpatient Pharmacy Operations
Presbyterian Homes and Services	Fitness Director
Principal Financial Group	Financial Advisor
RSM US LLP	Tax Associate
Sammons Financial Group	Senior HR Technology Specialist
Sanford	Benefits Strategy Manager
Sanford	Quality Improvement Specialist
Sanford	Senior Total Rewards Analyst
Sanford	Pharmacy Director
Silencer Central	Director of Engineering
Sioux Falls School District	Newcomer English Language Development
Smithfield Foods	Human Resource Generalist
South Dakota State University	Clinical Instructor
Southeastern Behavioral HealthCare	Chief Financial Officer
Swiss Re	Contract Surety Underwriter
Tampa General Hospital	Epic Training Manager
UnitedHealth Group	Director
University of Nevada, Las Vegas	Program Manager
University of Sioux Falls	Assistant Football Coach
University of Wisconsin	Administrative Coordinator
Unlimited Concrete, Inc.	Social Media Strategist
Valent	Segment Manager
Wells Fargo	Contact Center Premier Service Manager
Wells Fargo	Lead Quality Assurance Analyst
Wells Fargo	Lead Scrum Master
Wells Fargo	Senior Escalations Representative
Wells Fargo Bank	Vice President, Senior Business Accountability
Sioux Falls School District	Middle School CTE Teacher
Wilbur Ellis	Sales Specialist
WillKate	Family Enterprise Advisor

M.Ed., Ed.S. and Ed.D. Employers	Job Title
Alcester-Hudson School District	Secondary Principal
Augustana University	Assistant Director of Student Engagement
Axtell Park Sioux Falls School District	Dean of Students
Baltic School District	Elementary Computers Teacher
Baltic School District	Middle School Math Teacher
Boys & Girls Clubs of the Sioux Empire	Talent Acquisition Coordinator
Brandon Valley Middle School	Science Teacher
Brandon Valley School District	8th Grade ELA Teacher
Castlewood School District	9-12 Superintendent
Chester Area School District	Cyber Math Teacher
Clark School District	Superintendent
Coldwell Banker Empire Realty	Associate Real Estate Broker
Core Educational Cooperative	Director
CTE Academy	Aviation and Media Arts Teacher
Ethan School District	Middle School and High School Principal
Flandreau Public Schools	Elementary Principal
Harrisburg School District	High School Business Teacher
Harrisburg School District	Fine Arts Director
Mehlville School District	3rd Grade Teacher
PNC Bank	Guest Services Supervisor
Sioux Falls Christian	Middle and High School Bible Teacher
Sioux Falls School District	2nd Grade Teacher
Sioux Falls School District	High School Algebra Teacher
Sioux Falls School District	High School Science Teacher
Sioux Falls School District	Elementary School Librarian
Sioux Falls School District	CTE Teacher
Sioux Falls School District	Elementary Special Education Teacher
Sioux Falls School District	Elementary School Dean of Students
Sioux Falls School District	High School English Teacher
Sioux Falls School District	High School Special Education Teacher
Sioux Falls School District	Middle School Family and Consumer Science Teacher
Southeast Technical College	Student Success Advisor & Technology Coordinator
Spring Lake Park Public School	Gifted & Talented Specialist
Thales Academy	5th Grade Teacher
University of Sioux Falls	Resident Director
West Central School District	High School FACS Teacher
West Lyon Community School District	Preschool and Special Education Teacher
Willow Lake School District	PK-12 Principal

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