

2019 First Destination Survey: Undergraduate Outcomes

For graduates in Summer 2018, Winter 2018, and Spring 2019



VITERBOUNIVERSITY
CAREER SERVICES

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Introduction

Highlights:

- **The overall success rate is 100%** and includes those who were employed in- or out-of-field, enlisted in the armed forces, involved in volunteer services, enrolled in graduate/professional school, or continuing their education at the vocational/associate/bachelor's level. Our overall success rate has consistently been in the 96-99% range for the past 10 years. This is the second year in a row we have claimed a 100% overall success rate.
- **The success rate in field is at an all-time high of 98%**, 5 points higher than it was last year. One college, the College of Nursing, Health, and Human Behavior, reported a 100% in-field success rate.
- **The knowledge rate is 84%**, a number which has varied from 82-89% in the past 10 years. It exceeds the 65% minimum knowledge rate recommended by the National Association of College and Employers.
- **68% of our graduates remained in Wisconsin**, which is consistent with data from the past decade. La Crosse retained 30% of our graduates, and 35% stayed within the Coulee Region.

The undergraduate First Destination Survey reports the initial post-graduation outcomes of recent Associate and Bachelor Degree recipients.

Data were collected through survey and outreach efforts conducted by the Career Services staff within approximately six months of graduation. Information either came directly from the graduate or was obtained through credible sources (e.g. family members, online sources, faculty, and other staff members). Good faith efforts were made to ensure the accuracy of the information obtained by any source other than the graduate.

All percentages in this report are based on the total number of graduates reporting, not the total number of graduates. Graduates reporting that they are currently not working and not seeking employment are not included in the placement tabulations. In addition, percentage calculations above .5 have been rounded up to the nearest number, and those below .5 have been rounded down to the nearest whole number. Definitions of terms utilized in this report and explanations of specific calculations appear on pages 3-4 of this report.

A total of 381 individual graduates were listed on the official graduation lists as of September 1, 2019. Twelve of these students completed studies in two majors, resulting in 393 majors being conferred degrees. Information was gathered from 330 graduates/393 majors for this report.

Questions regarding this report may be directed to Beth Dolder-Zieke at 608.796.3827 or bdzieke@viterbo.edu.

Definition of Terms/Explanations of Calculations

1. The “**number of majors**” category reflects the total number of graduates completing a specific major; the total number of majors may be somewhat larger than the number of graduates, as some graduates complete multiple majors.
2. The “**number reporting**” category refers to graduates about whom data was gathered from sources deemed reliable by the Career Services staff. Examples of those sources include information obtained via forms and online surveys completed by graduates, telephone calls to the graduate or their family members, emails from the graduate, information from online sources, and information from professors and other personnel who have remained in contact with the student.
3. The “**knowledge rate**” category is the percent of graduates for whom the institution has reasonable and verifiable information concerning post-graduation career activities.
[% calculation: row 2/row1]
4. The “**not seeking**” category includes people who report they are not a part of the work force or are continuing their education, and are not seeking employment at this time.
5. “**Total reporting/less not seeking**” is the difference between number reporting and the number not seeking. Outcome calculations are based on this number. *[calculation: row 2 minus row 4]*
6. “**Success rate overall**” (formerly placement rate) refers to those individuals about whom data was collected and who indicated they were employed either on a full-time or part-time basis in or out of their fields of study, enlisted in a branch of the armed forces, involved in volunteer service (e.g., AmeriCorps, Peace Corps), and/or enrolled in graduate or professional school or other continuing education. This number is the sum of the categories “success rate: in field” and “employed out of field.” *[% calculation: row 6/row 5]*
7. The “**success rate: in field**” category includes individuals who report their primary activity is employment in their field of study, enlistment in a branch of the armed forces, involvement in volunteer service (e.g., AmeriCorps, Peace Corps), and/or enrollment in graduate/professional school or other continuing education. (NOTE: Employment in field is based on students’ self-disclosure of whether they perceive their employment related or not related to their education) This number is the sum of employed in field, military, volunteer service, grad/professional school, and other continuing education categories.
[% calculation: row 7/row 5]
8. The “**employed in field**” category includes individuals who report being required to complete a specific major for their current employment positions or doing work that requires a college degree and/or utilizes the knowledge/skills acquired during their college education. Graduates with double majors who are working in fields related to one of their majors are listed as “employed in field” for their respective listings in both majors. (NOTE: Employment in field is based on students’ self-disclosure of whether they perceive their employment related or not related to their education) *[% calculation: row 8/row 5]*

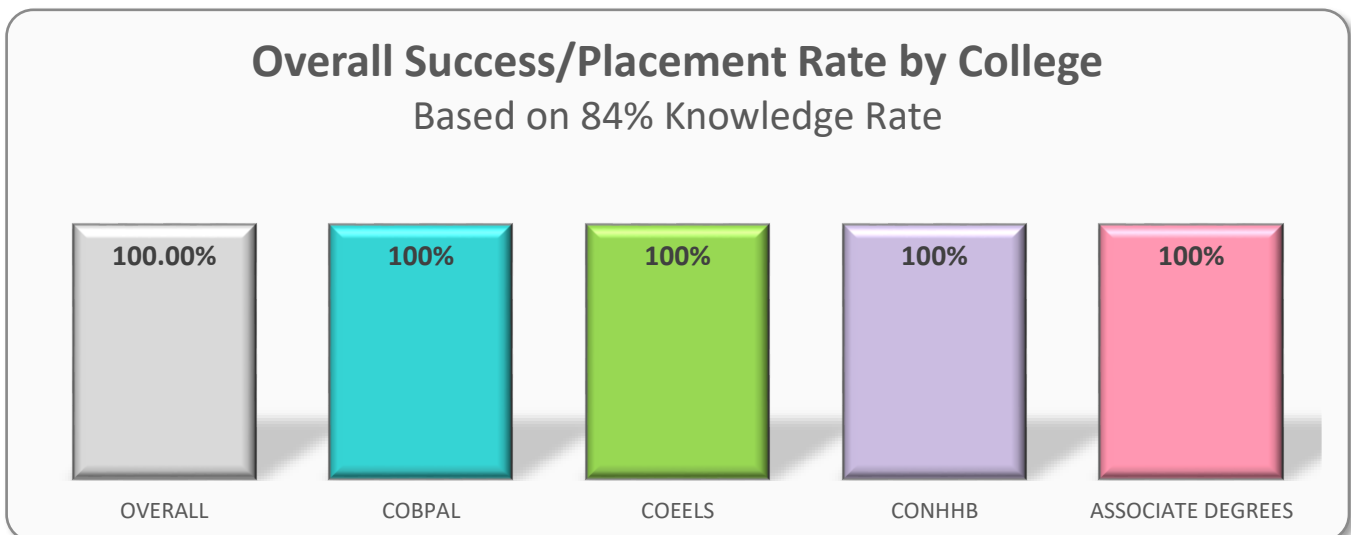
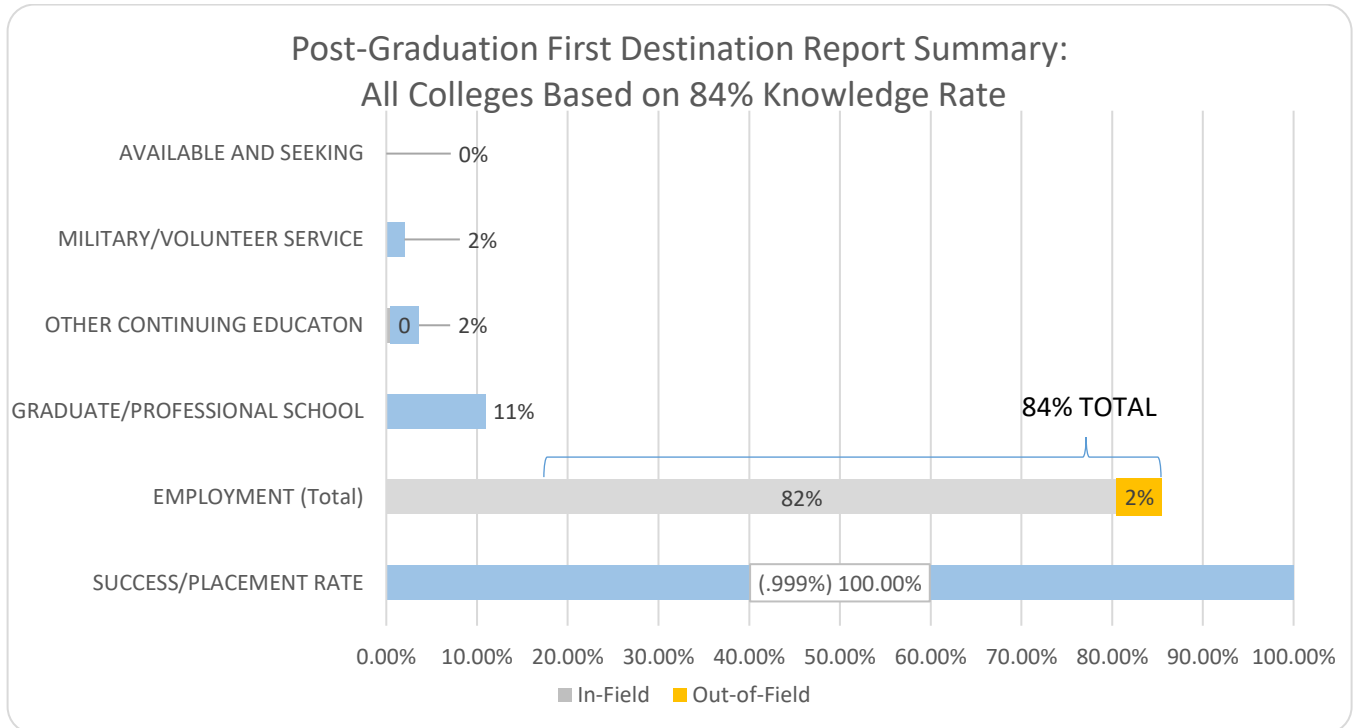
9. The “**employed out of field**” category includes individuals who report working in positions not requiring a bachelor’s degree and/or positions that do not use the knowledge/skills they gained from their programs or majors. [*% calculation: row 9/row 5*]
10. The “**employed full time**” category is defined as a position in which the graduate works for 30 or more hours per week. [*% calculation: row 10/row5*]
11. The “**employed part time**” category is defined as a position in which the graduate works for fewer than 30 hours per week. [*% calculation: row 11/row 5*]
12. “**Employed as entrepreneur**” [*% calculation: row 12/row 5*]
13. “**Employed in temporary or contract work**” [*% calculation: row 13/row 5*]
14. “**Employed as a freelancer**” [*% calculation: row 14/row 5*]
15. “**Employed in post-graduate internship or fellowship**” [*% calculation: row 15/row 5*]
16. The “**employed and seeking**” category is comprised of those graduates reporting they are currently employed but also seeking other employment at the time they completed the survey. [*% calculation: row 16/row 5*]
17. The “**employed in all other categories**” section includes graduates who are not classified in categories 12-15. This is the employment category for the majority of graduates in the workforce who report working in an ongoing position for a public or private organization or business. [*% calculation: row 17/row 5*]
18. Individuals listed in the “**military**” column are those who report their primary activity is in a branch of the armed forces. [*% calculation: row 18/row 5*]
19. The “**volunteer service**” category includes individuals who report their primary activity is in a volunteer or service organization, such as AmeriCorps or the Peace Corps. [*% calculation: row 19/row 5*]
20. The “**graduate/professional school**” category includes individuals who report their primary activity is attending a graduate school or professional education program. [*% calculation: row 20/row5*]
21. The “**other continuing education**” category includes individuals who report their primary activity is furthering education at a non-graduate level. [*% calculation: row 21/row 5*]
22. The “**available/seeking**” category includes graduates who report they are not employed and are actively seeking employment. [*% calculation: row 22/row 5*]
23. The “**primary placement in WI**” category reflects the number of majors who report a placement with their primary activity in the State of Wisconsin. [*% calculation: row 23/row 6*]

Abbreviation Guide

AADM: Arts Administration	LBST: Liberal Studies
ACCD: Accounting Completion	MATHED:Mathematics Education
ACCT: Accounting	MGMT: Management
ARED: Art Education	MGTL: Management and Leadership
ARTS: Studio Art	MKTG: Marketing
BFSS: Broad Field Social Studies	MPHY: Mathematical Physics
BIOC: Biochemistry	MUED: Music Education
BIOL: Biology	MUPF: Music Performance
BIOP: Biopsychology	MUSC: Music
BUED: Business Education	MUTH: Music Theatre
BUSA: Business Administration	NURN: BSN Completion
CHEM: Chemistry	NURS: Nursing
CJAD: Criminal Justice Administration	OMGT: Organizational Management
CORG: Organizational Communications	ORST: Organizational Studies
CRMD: Creative Media Design	PHIL: Philosophy
CRMJ: Criminal Justice	PFST: Professional Studies
CVIS: Visual Communications	PSYC: Psychology
DIET: Nutrition and Dietetics	RLST: Religious Studies
EBIO: Environmental Biology	SOCL: Sociology
EDST: Educational Studies	SOWK: Social Work
EDUT: Technology Education	SPAN: Spanish
ELEM: Elementary Education	SPML: Sport Management and Leadership
ENGL: English	SPSC: Sport Science and Leadership
FINA: Finance	SRVL: Servant Leadership
HCWM: Health Care & Wellness Management	SUBA: Substance Abuse Counseling
HMGT: Health Care Management	THTR: Theatre
INFO: Management Information Systems	THRRED:Theater Education
INST: Integrated Studies	

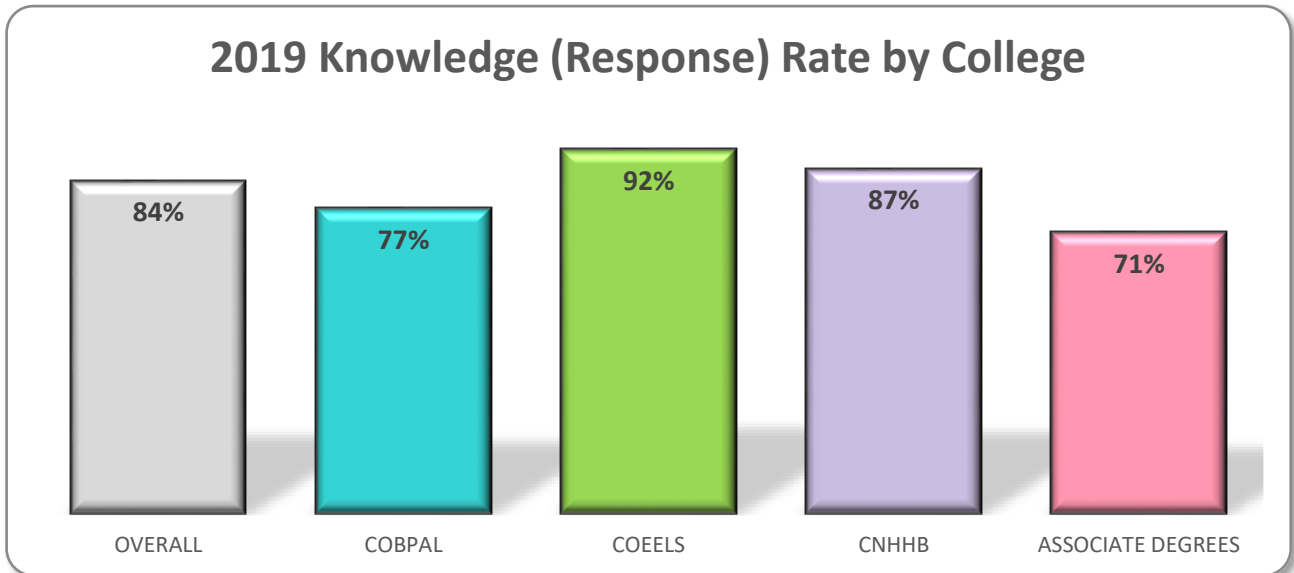
SUCCESS RATE – OVERALL: 100%

Graduates reporting post-graduation information were grouped into specific activity categories based on their survey responses. Each category is mutually exclusive, as graduates who were involved in more than one activity were asked to specify their primary activity. The following charts summarize career outcomes for reporting graduates. “Success rate overall” (formerly placement rate) refers to the percentage of respondents who indicated they were employed on a full-time or part-time basis in or out of their fields of study, enlisted in the armed forces, involved in volunteer service (e.g., AmeriCorps, Peace Corps), and/or enrolled in graduate/professional school or other continuing education. Due to rounding, totals do not equal 100%.



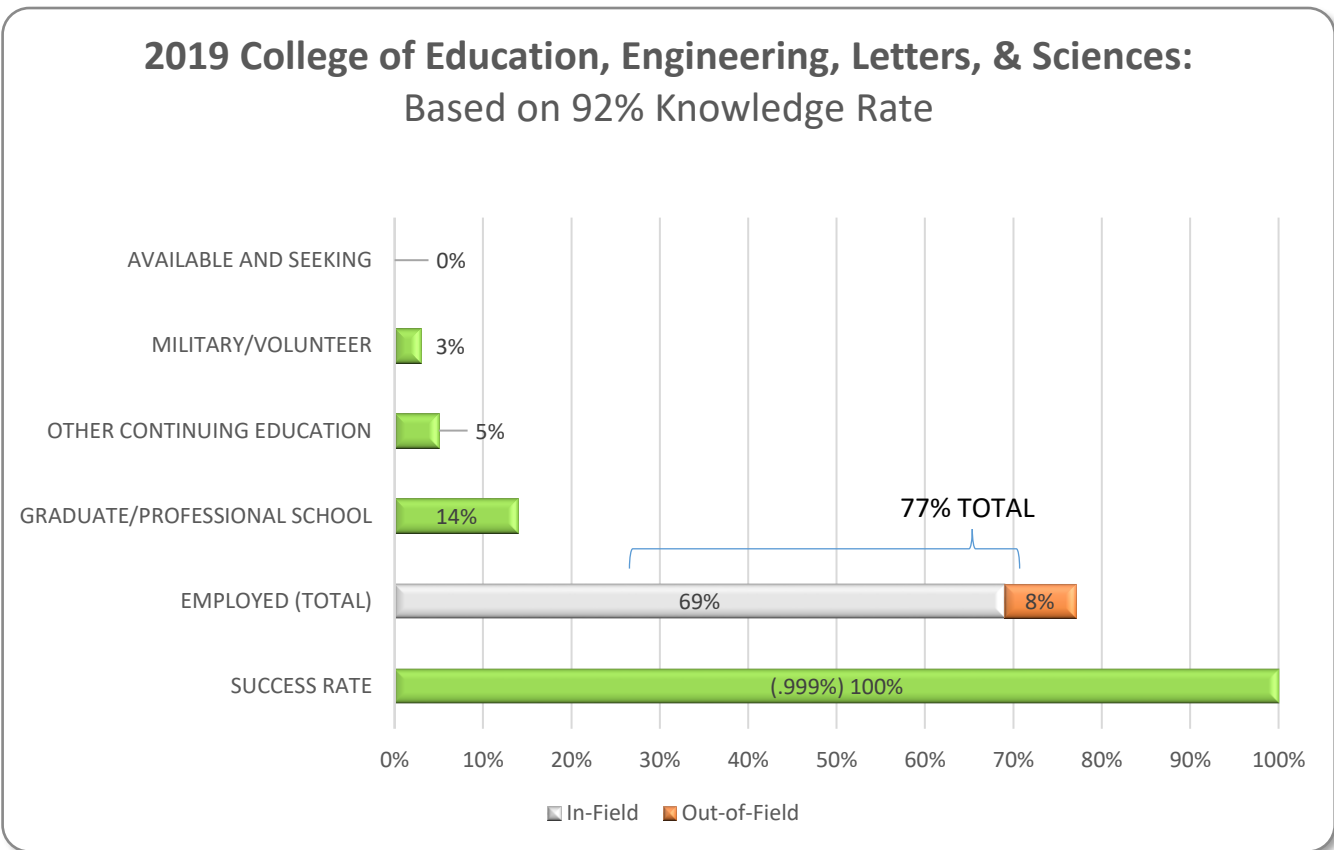
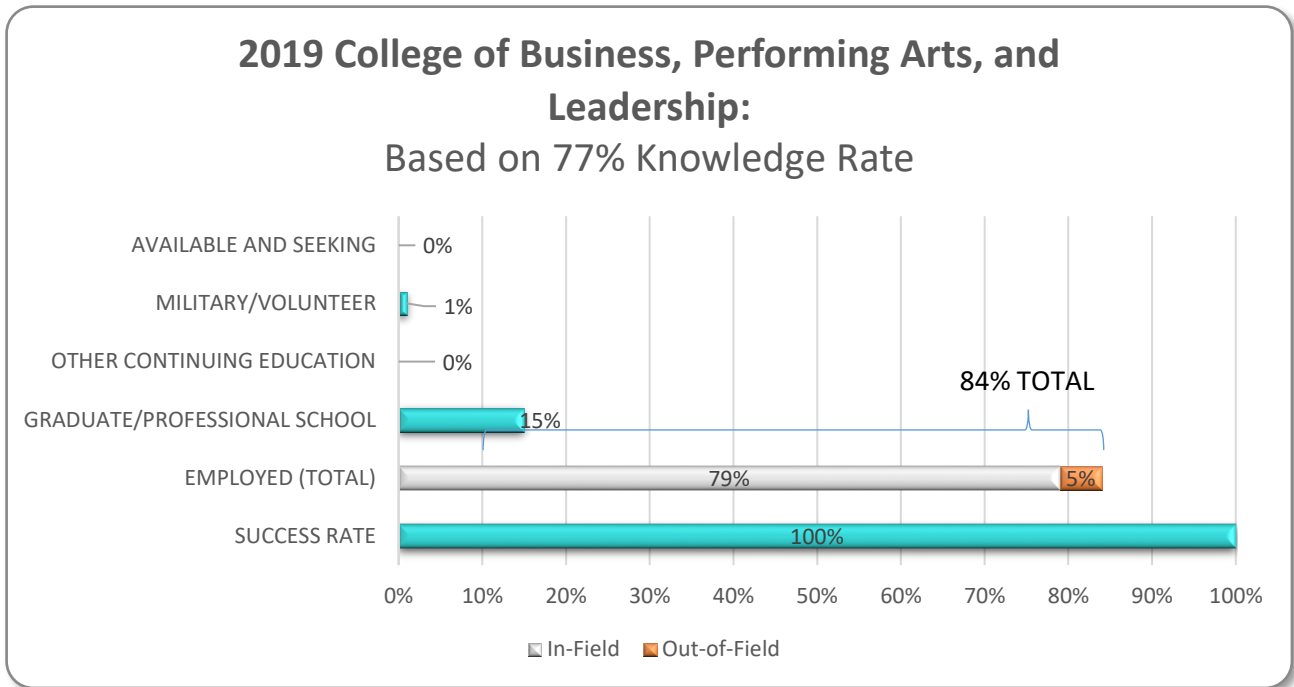
KNOWLEDGE RATE: 84%

Information about post-graduation plans was gathered from 84% of majors who graduated in Summer 2018, Winter 2018, and Spring 2019. The term “knowledge rate” refers to the percentage of graduates in each major for whom the institution has reasonable and verifiable information concerning post-graduate career activities. Viterbo University has consistently exceeded the 65% minimum knowledge rate recommended by the National Association of Colleges and Employers. The table below shows knowledge rate by college.

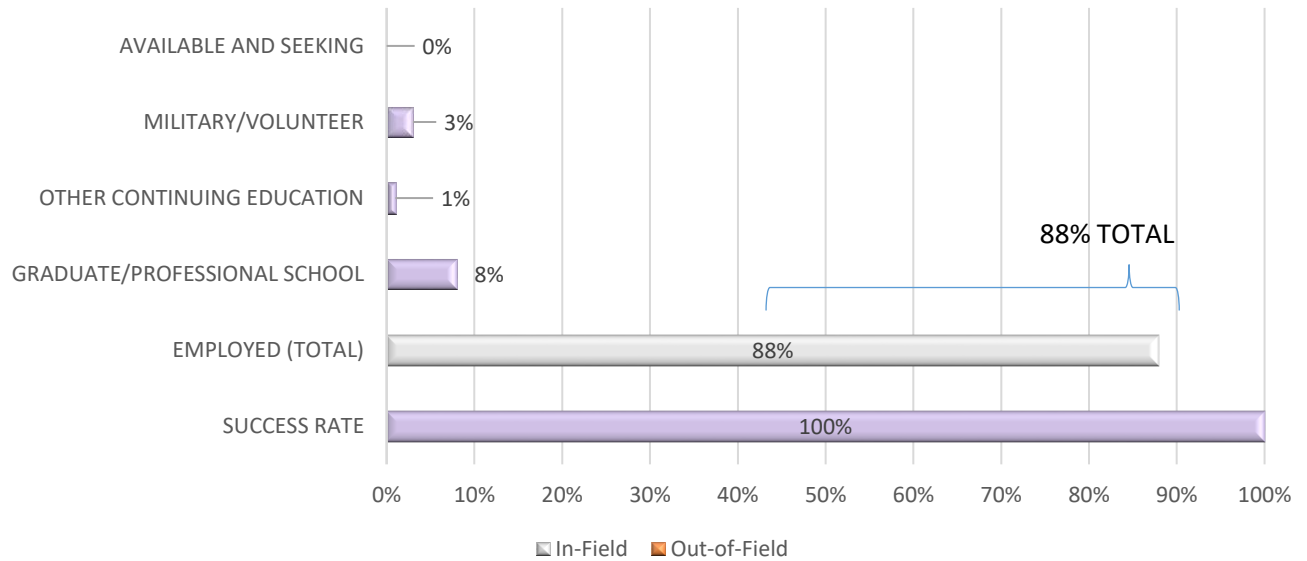


POST-GRADUATION OUTCOMES BY COLLEGE

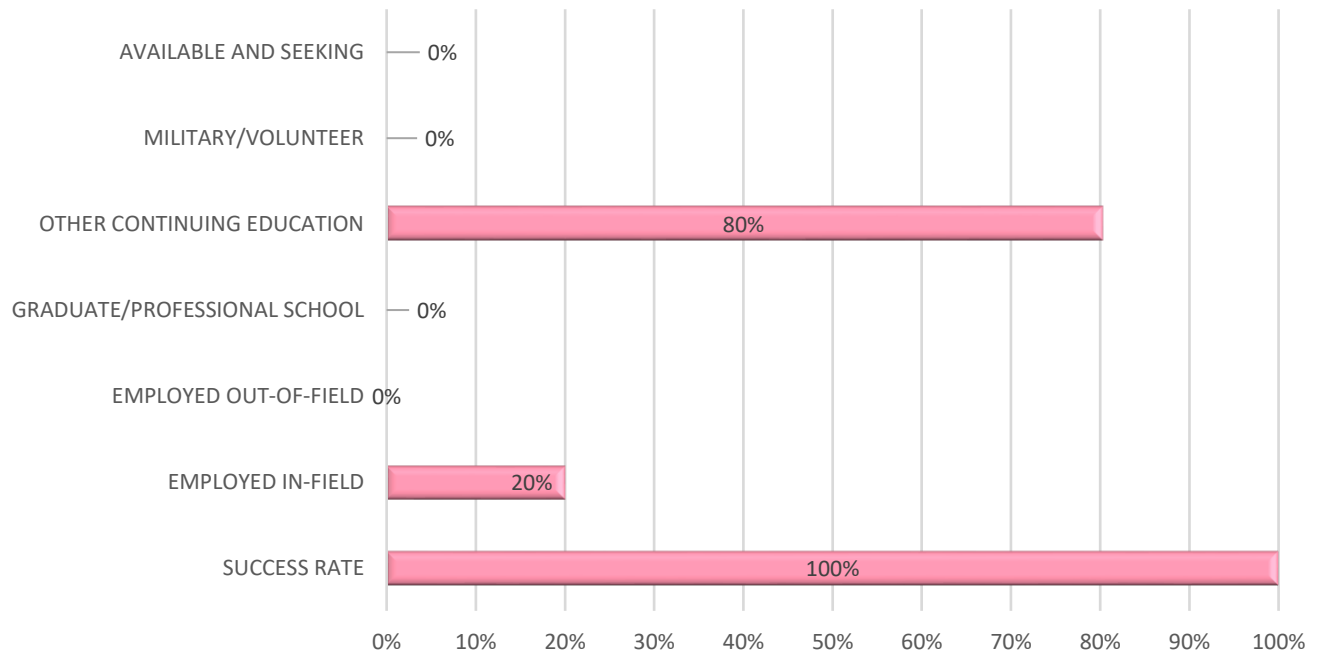
The following information shows the post-graduation outcomes for each of the three colleges and for the associate degree program.



2019 College of Nursing, Health and Human Behavior Based on 87% Knowledge Rate

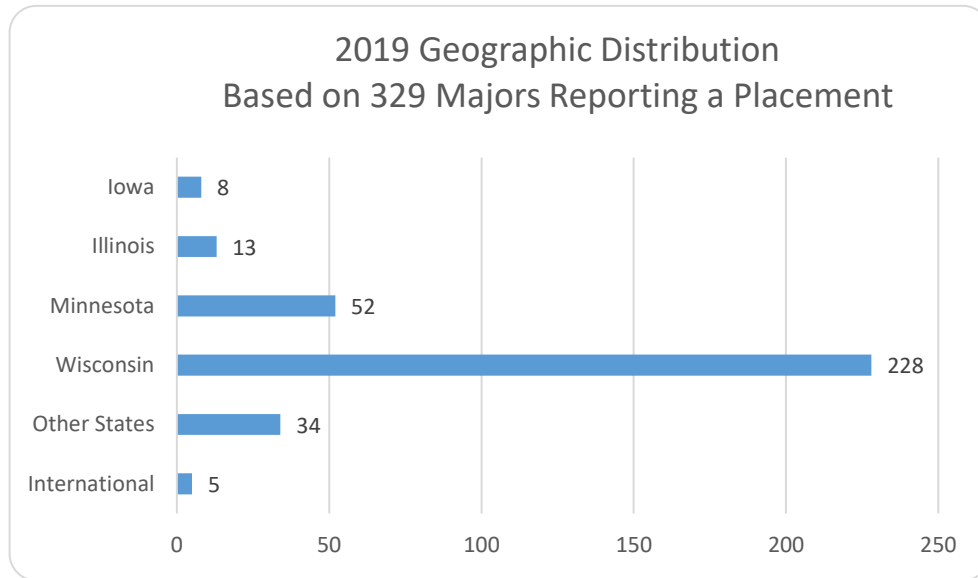


2019 Associate Degrees Based on 71% Knowledge Rate



GEOGRAPHIC DISTRIBUTION

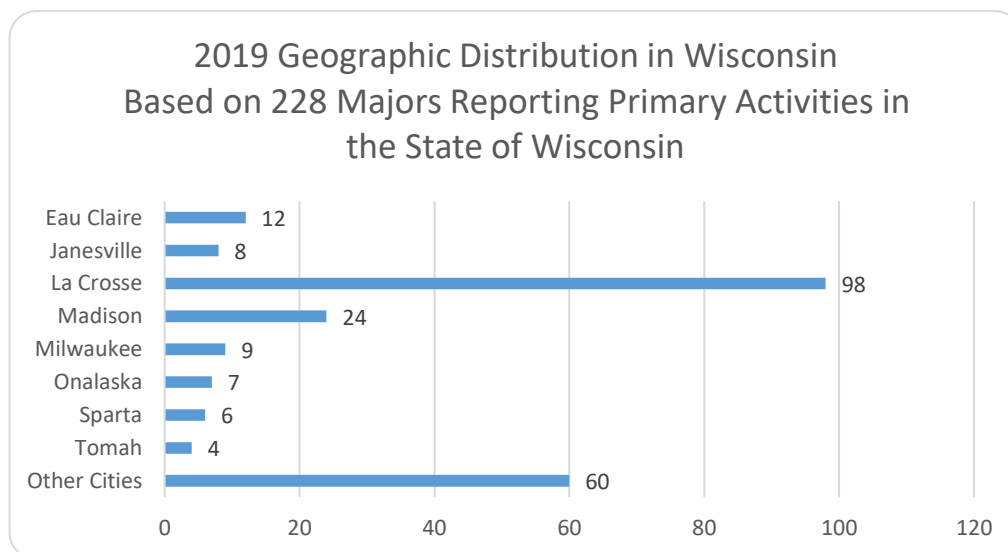
Out of the 330 majors reporting, 329 (99%) reported a geographic location for their post-graduation activities. Of the 329-reporting location, 228 (69%) reported primary placement in the State of Wisconsin. The following charts reflect the number of majors reporting specific geographic areas of post-graduation activities.



Out of the 228 majors reporting primary activities throughout the State of Wisconsin:

- **City of La Crosse: 98** (43% of the 228-reporting placement in Wisconsin, and 30% of the 329 that reported any location)
- **Coulee Region** (an area that includes the counties of La Crosse, Vernon, Trempealeau, Jackson, and Monroe): **218** (96% of the 228-reporting placement in Wisconsin, and 66% of the 329 that reported any location).

A list of communities identified by five or more majors as the primary site of post-graduation activities appears below, as well as the number of majors reporting activities in the community.



COMPARATIVE DATA: 2010-2019

Report Year →	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total # of majors	412	435	453	458	354	500	472	455	446	393
Knowledge rate: # of majors reporting	339 (82%)	389 (89%)	377 (83%)	393 (86%)	313 (88%)	440 (88%)	410 (84%)	377 (80%)	398 (89%)	330 (84%)
Success rate: Overall	96%	96%	97%	97%	97%	99%	99%	99%	100%	100%
Success rate: In field	87%	84%	88%	88%	86%	91%	93%	91%	93%	322 (98%)
Employed in field	75%	68%	74%	76%	72%	79%	80%	73%	80%	271 (82%)
Military	2%	1%	3%	2%	2%	1%	1%	1%	1%	3 (1%)
Volunteer services	1%	1%	1%	1%	1%	1%	2%	2%	1%	4 (1%)
Graduate/professional school & other continuing education	10%	14%	9%	10%	12%	9%	10%	15%	12%	44 (13%) Grad11% Other2%
Employed out of field	10%	12%	9%	9%	11%	9%	6%	5%	7%	8 (2%)
Available and seeking employment	4%	4%	3%	3%	3%	1%	1%	1%	0%	0
Placed in Wisconsin	65%	69%	73%	74%	75%	75%	72%	69%	67%	224 (68%)

See pages 3-4 for complete description of categories and calculation formulas

All Colleges

All Colleges	COBPAL	COEELS	CONHHB	Associate Degrees	TOTALS	Formulas
# of majors	135	39	212	7	393	
# reporting	104	36	185	5	330	
Knowledge rate	77%	92%	87%	71%	84%	Row 3/row 2
Not seeking	0	0	0	0	0	
Total # reporting/less not seeking	104	36	185	5	330	Row 3 minus row 5
Success rate: Overall	104 (100%)	36 (100%)	185 (100%)	5 (100%)	330 (100%)*	Row 9+10+19+20+21+22/row 6
Success rate: In field	99 (95)	33 (92%)	185 (100%)	5 (100%)	322 (98%)	Row 9,19,20,21,22/row 6
Employed in field	82 (79%)	25 (69%)	163 (88%)	1 (20%)	271 (82%)	Row 9/row 6
Employed out of field	5 (5%)	3 (8%)	0	0	8 (2%)	Row 10/row 6
Employed full time	84 (81%)	27 (75%)	163 (88%)	1 (20%)	275 (83%)	Row 11/row 6
Employed part time	3 (3%)	1 (3%)			4 (1%)	Row 12/row 6
Employed as entrepreneur					0	Row 13/row 6
Employed in temp/contract work					0	Row 14/row 6
Employed as freelancer					0	Row 15/row 6
Employed in post-grad Internship or fellowship					0	Row 16/row 6
Employed and seeking					0	Row 17/row 6
Employed in all other categories	87 (84%)	28 (78%)	163 (88%)	1 (20%)	279 (84%)	Row 18/row 6
Military			3 (1%)		3 (<1%)	Row 19/row 6
Volunteer service	1 (<1%)	1 (3%)	2 (<1%)		4 (1%)	Row 20/row 6
Graduate/ professional school	16 (15%)	5 (14%)	16 (8%)		37 (11%)	Row 21/row 6
Other continuing education	0	2 (6%)	1 (<1%)	4 (80%)	7 (2%)	Row 22/row 6
Available/seeking	0	0	0	0	0	Row 23/row 6
Primary placement in Wisconsin	70 (67%)	25 (69%)	124 (67%)	5 (100%)	228 (69%)	Row 24/row 6

*rounded to 100%

See pages 3-4 for complete description of categories and calculation formulas

College of Business, Performing Arts, and Leadership

COBPAL Majors	AADM	ACCT	ARTS	BUSA	CRMD	FINA	HCWM	HMG	INFO	MGTL	MKTG	MUPF	MUSC	MUTH	OMGT	PFST	SPRT	THTR	TOTALS	Formulas	
# of majors	2	16	3	19	1	4	6	11	4	6	10	4	2	10	22	5	5	5	5	135	
# reporting	2	11	3	16	1	4	3	9	3	4	9	4	1	6	16	5	4	3	3	104	
Knowledge rate	100%	69%	100%	84%	100%	100%	50%	82%	75%	67%	90%	100%	50%	60%	73%	100%	80%	60%	77%	Row 3/row 2	
Not seeking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total # reporting/less not seeking	2	11	3	16	1	4	3	9	3	4	9	4	1	6	16	5	4	3	3	104	Row 3 minus row 5
Success rate: Overall	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	Row 9,19,20,21,22/row 6
Success rate: in field	2 (100%)	11 (100%)	3 (100%)	16 (100%)	1 (100%)	4 (100%)	2 (67%)	9 (100%)	2 (67%)	4 (100%)	9 (100%)	4 (100%)	1 (100%)	6 (100%)	15 (94%)	4 (80%)	3 (75%)	3 (100%)	99 (95%)	Row 9,19,20,21,22/row 6	
Employed in field	1 (50%)	8 (73%)	3 (100%)	7 (44%)	1 (100%)	4 (100%)	2 (67%)	8 (89%)	2 (67%)	4 (100%)	9 (100%)	2 (50%)	0	6 (100%)	15 (94%)	4 (80%)	3 (75%)	3 (100%)	82 (79%)	Row 9/row 6	
Employed out of field							1 (33%)		1 (33%)						1 (6%)	1 (20%)	1 (25%)		5 (5%)	Row 10/row 6	
Employed full time	1 (50%)	8 (73%)	1 (33%)	7 (44%)	1 (100%)	4 (100%)	3 (100%)	8 (89%)	3 (100%)	4 (100%)	9 (100%)	2 (50%)	0	6 (100%)	16 (100%)	5 (100%)	3 (75%)	3 (100%)	84 (81%)	Row 11/row 6	
Employed part time			2 (67%)														1 (25%)		3 (3%)	Row 12/row 6	
Employed as entrepreneur																			0	Row 13/row 6	
Employed in temp/contract work																			0	Row 14/row 6	
Employed as freelancer																			0	Row 15/row 6	
Employed in post-grad Internship or fellowship																			0	Row 16/row 6	
Employed and seeking																			0	Row 17/row 6	
Employed in all other categories	1 (50%)	8 (73%)	3 (100%)	7 (44%)	1 (100%)	4 (100%)	3 (100%)	8 (89%)	3 (100%)	4 (100%)	9 (100%)	2 (50%)	0	6 (100%)	16 (100%)	5 (100%)	4 (100%)	3 (100%)	87 (84%)	Row 18/row 6	
Military																			0	Row 19/row 6	
Volunteer service	1 (50%)																		1 (<1%)	Row 20/row 6	
Graduate/ professional school		3 (27%)		9 (56%)				1 (11%)				2 (50%)	1 (100%)						16 (15%)	Row 21/row 6	
Other continuing education																			0	Row 22/row 6	
Available/seeking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Row 23/row 6
Primary placement in Wisconsin	1 (50%)	8 (73%)	1 (33%)	14 (87%)	1 (100%)	1 (25%)	1 (33%)	9 (100%)	3 (100%)	1 (25%)	4 (44%)	3 (75%)	0	1 (17%)	15 (94%)	5 (100%)	1 (25%)	1 (33%)	72 (69%)	Row 24/row 6	

See pages 3-4 for complete description of categories and calculation formulas

College of Education, Engineering, Letters, and Sciences

COEELS Majors	BFSS.ED	BIOC	BIOL	BIOP	CHMS	EBIO	ELEM	ENGL	HIST	LBST	MPHY	MUED	PHIL	SPAN	SPRT.SCI	TOTALS	Formulas
# of majors	1	2	11	1	1	3	7	1	1	2	2	1	4	1	1	39	
# reporting	1	2	11	1	1	3	7	1	1	2	1	0	3	1	1	36	
Knowledge rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	50%	0%	75%	100%	100%	92%	Row 3/row 2
Not seeking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total # reporting/less not seeking	1	2	11	1	1	3	7	1	1	2	1	0	3	1	1	36	Row 3 minus row 5
Success rate: Overall	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100%	100%	100%	100%	Row 9-10-19-20-21-22/row 6
Success rate: In field	1 (100%)	2 (100%)	10 (91%)	1 (100%)	1 (100%)	3 (100%)	7 (100%)	1 (100%)	1 (100%)	2 (100%)	0%		2 (67%)	1 (100%)	1 (100%)	33 (92%)	Row 9,19,20,21,22/row 6
Employed in field	1 (100%)	2 (100%)	6 (54%)		1 (100%)	2 (66%)	7 (100%)	1 (100%)		2 (100%)			1 (33%)	1 (100%)	1 (100%)	25 (69%)	Row 10/row 6
Employed out of field			1 (9%)								1 (100%)		1 (33%)			3 (8%)	Row 11/row 6
Employed full time	1 (100%)	2 (100%)	7 (64%)		1 (100%)	2 (66%)	7 (100%)	1 (100%)		1 (50%)	1 (100%)		2 (67%)	1 (100%)	1 (100%)	27 (75%)	Row 12/row 6
Employed part time										1 (50%)						1 (3%)	Row 13/row 6
Employed as entrepreneur																	Row 14/row 6
Employed in temp/contract work																	Row 15/row 6
Employed as freelancer																	Row 16/row 6
Employed in post-grad Internship or fellowship																	Row 17/row 6
Employed and seeking																	Row 18/row 6
Employed in all other categories	1 (100%)	2 (100%)	7 (64%)	0	1 (100%)	2 (66%)	7 (100%)	1 (100%)	0	2 (100%)	1 (100%)		2 (67%)	1 (100%)	1 (100%)	28 (78%)	Row 19/row 6
Military																	Row 20/row 6
Volunteer service			1 (9%)													1 (3%)	Row 21/row 6
Graduate/ professional school			1 (9%)	1 (100%)		1 (33%)			1 (100%)				1 (33%)			5 (14%)	Row 22/row 6
Other continuing education			2 (18%)													2 (5%)	Row 23/row 6
Available/seeking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Row 24/row 6
Primary placement in Wisconsin	1 (100%)	0	5 (45%)	1 (100%)	0	3 (100%)	7 (100%)	1 (100%)	0	2 (100%)	1 (100%)	0	2 (67%)	1 (100%)	1 (100%)	25 (69%)	Row 25/row 6

See pages 3-4 for complete description of categories and calculation formulas

College of Nursing, Health, and Human Behavior

CONHHB Majors	CJAD	CRMJ	DIET	NURN	NURS	PSYC	SOCL	SOWK	TOTALS	Formulas
# of majors	1	8	13	54	116	12	1	7	212	
# reporting	1	7	10	49	101	12	0	5	185	
Knowledge rate	100%	86%	77%	90%	86%	100%	0%	71%	87%	Row 3/row 2
Not seeking	0	0	0	0	0	0	0	0	0	
Total # reporting/less not seeking	1	7	10	49	101	12	0	5	185	Row 3 minus row 5
Success rate: Overall	1 (100%)	7 (100%)	10 (100%)	49 (100%)	101 (100%)	12 (100%)		5 (100%)	185 (100%)	Row 9+10+19+20+21+22/row 6
Success rate: In field	1 (100%)	7 (100%)	10 (100%)	49 (100%)	101 (100%)	12 (100%)		5 (100%)	185 (100%)	Row 9,19,20,21,22/row 6
Employed in field	1 (100%)	2 (28%)	7 (70%)	49 (100%)	97 (96%)	2 (17%)		5 (100%)	163 (88%)	Row 9/row 6
Employed out of field										Row 10/row 6
Employed full time	1 (100%)	2 (28%)	7 (70%)	49 (100%)	97 (96%)	2 (17%)		5 (100%)	163 (88%)	Row 11/row 6
Employed pt time										Row 12/row 6
Employed as entrepreneur										Row 13/row 6
Employed in temp/contract work										Row 14/row 6
Employed as freelancer										Row 15/row 6
Employed in post-grad Internship or fellowship										Row 16/row 6
Employed and seeking										Row 17/row 6
Employed in all other categories	1 (100%)	2 (28%)	7 (70%)	49 (100%)	97 (96%)	2 (17%)		5 (100%)	163 (88%)	Row 18/row 6
Military		1 (14%)			2 (2%)				3 (2%)	Row 19/row 6
Volunteer service					2 (2%)				2 (1%)	Row 20/row 6
Graduate/ professional school		3 (43%)	3 (30%)			10 (83%)			16 (8%)	Row 21/row 6
Other continuing education		1 (14%)							1 (<1%)	Row 22/row 6
Available/seeking	0	0			0	0		0	0	Row 23/row 6
Primary placement in Wisconsin	1 (100%)	4 (57%)	8 (80%)	39 (80%)	61 (60%)	7 (58%)		4 (80%)	126 (68%)	Row 24/row 6

See pages 3-4 for complete description of categories and calculation formulas

Associate Degree

Associate Degrees	Associate of Arts	Associate of Science	TOTALS	Formulas
# of degrees	3	4	7	
# reporting	2	3	5	
Knowledge rate	67%	75%	71%	Row 3/row 2
Not seeking	0	0	0	
Total # reporting/less not seeking	2	3	5	Row 3 minus row 5
Success rate: Overall	100%	100%	100%	Row 9+10+19+20+21+22/row 6
Success rate: In field	100%	100%	100%	Row 9,19,20,21,22/row 6
Employed in field	1 (50%)		1 (20%)	Row 9/row 6
Employed out of field			0	Row 10/row 6
Employed full time	1 (50%)		1 (20%)	Row 11/row 6
Employed part time				Row 12/row 6
Employed as entrepreneur				Row 13/row 6
Employed in temp/contract work				Row 14/row 6
Employed as freelancer				Row 15/row 6
Employed in post-grad Internship or fellowship				Row 16/row 6
Employed and seeking				Row 17/row 6
Employed in all other categories	1 (50%)		1 (20%)	Row 18/row 6
Military				Row 19/row 6
Volunteer service				Row 20/row 6
Graduate/ professional school				Row 21/row 6
Other continuing education	1 (50%)	3 (100%)	4 (80%)	Row 22/row 6
Available/seeking	0	0	0	Row 23/row 6
Primary placement in Wisconsin	2 (100%)	3 (100%)	5 (100%)	Row 24/row 6

See pages 3-4 for complete description of categories and calculation formulas

INDIVIDUAL PLACEMENTS BY MAJOR

School	Major	Activity
COBPAL	AADM	Mktg. & Dev., Coord., Musical Stage Company, Toronto, Ontario, Canada
COBPAL	AADM	Pantry Volunteer, Riverwest Food Pantry, Milwaukee, WI
COBPAL	ACCT	Accountant, Aramark, Minneapolis, MN
COBPAL	ACCT	Accountant, Mathy Construction, Onalaska, WI
COBPAL	ACCT	Accountant, Murphy, Coe & Smith, PLLC, Milwaukee, WI
COBPAL	ACCT	Fuel Pricing Coord., Kwik Trip, Inc., La Crosse, WI
COBPAL	ACCT	Master's Degree, Clark University, Worcester, MA
COBPAL	ACCT	MBA, Viterbo University
COBPAL	ACCT	MBA, Viterbo University
COBPAL	ACCT	No information
COBPAL	ACCT	No information
COBPAL	ACCT	No information
COBPAL	ACCT	No information
COBPAL	ACCT	No information
COBPAL	ACCT	Office Operations Assoc., WI REACT Center, Camp Douglas, WI
COBPAL	ACCT	Staff Accountant, Rottinghaus Co. DBA Subway, La Crosse, WI
COBPAL	ACCT	Staff Accountant, SVA/CPAs, Madison, WI
COBPAL	ACCT	Tax Preparer, Becker Tax & Bookkeeping, La Crosse, WI
COBPAL	ARTS	Attraction Hostess, Disney World, Orlando, FL
COBPAL	ARTS	Sales Associate, Michael's, Onalaska, WI
COBPAL	ARTS	Sales Associate, Wet Paint, St. Paul, MN
ASSOC	ASSC.AA	Bachelor's, Substance Abuse Counseling, Viterbo
ASSOC	ASSC.AA	System Analyst, Gundersen Health, Onalaska, WI
ASSOC	ASSC.AS	Bachelor of Business Administration, Viterbo University
ASSOC	ASSC.AS	Bachelor of Business Administration, Viterbo University
ASSOC	ASSC.AS	Bachelor's, Philosophy, Viterbo University
ASSOC	ASSC.AS	No information
ASSOC	ASSC.AA	No information
COEELS	BFSS.EDUC	Social Studies Teacher/Coach, Sparta High School, Sparta, WI
COEELS	BIOC	Clinical Lab Technologist, Mayo, Rochester, MN
COEELS	BIOC	Research Technologist, Mayo, Rochester, MN
COEELS	BIOL	Bachelor's, Nursing, Viterbo University
COEELS	BIOL	Clinical DNA Tech., Prevention Genetics, Marshfield, WI
COEELS	BIOL	Dental Assistant, East End Dental, Glenview, IL
COEELS	BIOL	Dental Assistant, Grand River Dental, La Crosse, WI
COEELS	BIOL	Master's Biology, University of the Pacific, San Francisco, CA
COEELS	BIOL	Post-Bac Teaching, Viterbo University
COEELS	BIOL	Prof. Volleyball Player, Gislaved Volleybollklubb, Stockholm, Sweden
COEELS	BIOL	Researcher, PPD Laboratories, WI
COEELS	BIOL	Sales Representative, Symmetry Business Group, Bloomington, MN
COEELS	BIOL	Science Teacher, Peace Corps, Dar es Salaam, Tanzania
COEELS	BIOL	Teacher, English First, China

COEELS	BIOP	Master's, Environmental Conservation, UW-Madison
COBPAL	BUSA	Accountant, Logistics Health, Inc., La Crosse, WI
COBPAL	BUSA	Analyst, EcoLab, St. Paul, MN
COBPAL	BUSA	Logistics Coordinator, La Crosse Technology, Ltd., La Crosse, WI
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	MBA, Viterbo University
COBPAL	BUSA	No information
COBPAL	BUSA	No information
COBPAL	BUSA	No information
COBPAL	BUSA	Office Assistant, Fowler & Hammer, Inc., La Crosse, WI
COBPAL	BUSA	Operations Manager, Marshfield Clinic, Eau Claire, WI
COBPAL	BUSA	Project Engineer, Webcor Builders, San Francisco, CA
COBPAL	BUSA	Service Center Tech., West Bend Mutual Insurance, West Bend, WI
COEELS	CHMS	Formulation Technician, Domo Data Solutions, Buford, GA
CONNHB	CJAD.BS	Clinical Dept. Man. Inco., BRF, WI
COBPAL	CRMD	Prepress Graphic Designer, Great Big Pictures, Madison, WI
CONNHB	CRMJ	Case Manager, Ho-Chunk Nation, La Crosse, WI
CONNHB	CRMJ	Master's, Environmental Conservation, UW-Madison
CONNHB	CRMJ	Master's, Psychology, California Polytechnic State, San Luis Obispo, CA
CONNHB	CRMJ	MBA, Viterbo University
CONNHB	CRMJ	No information
CONNHB	CRMJ	Police Academy Certificate, Western TC, La Crosse, WI
CONNHB	CRMJ	Police Officer, Black River, Falls, Police Dept., IA
CONNHB	CRMJ	Police Officer, Military, NC
CONNHB	DIET	Corporate Wellness Dietitian, American Tel-A-System, McFarland, WI
CONNHB	DIET	Doctorate, Nutritional Science, Purdue, West Lafayette, IN
CONNHB	DIET	Master's, Clinical Dietetics, UW-Madison
CONNHB	DIET	Master's, Nutrition & Dietetics, Viterbo
CONNHB	DIET	No information
CONNHB	DIET	No information
CONNHB	DIET	No information
CONNHB	DIET	Registered Dietitian, Children's Hospital, Neenah, WI
CONNHB	DIET	Registered Dietitian, Clark County Rehab, Owen, WI
CONNHB	DIET	Registered Dietitian, Hospital Sisters, Sheboygan, WI
CONNHB	DIET	Registered Dietitian, Lincare Holdings, Springfield, MO
CONNHB	DIET	Registered Dietitian, Rogers Behavioral Health, Oconomowoc, WI
CONNHB	DIET	Registered Dietitian, Tomah VA Medical Center, Tomah, WI
COEELS	EBIO	Chemist, City Brewery, La Crosse, WI

COEELS	EBIO	Field Crew Member, Conservation Corps, La Crosse, WI
COEELS	EBIO	Master's, Environmental Conservation, UW-Madison
COEELS	ELEM	Elementary School Teacher, Public Schools of Seneca, WI
COEELS	ELEM	Fifth Grade Teacher, Meadow View Intermediate, Sparta, WI
COEELS	ELEM	Junior High School Teacher, Area Schools of Sparta, WI
COEELS	ELEM	Middle School Special Education Teacher, Public School of Cashton, WI
COEELS	ELEM	Special Education Teacher, Lakewood Elementary, Twin Lakes, WI
COEELS	ELEM	Special Education Teacher, School District of Milwaukee, WI
COEELS	ELEM	Teacher, School District of La Crosse, WI
COEELS	ENGL	Client Services Supervisor, VARC, Inc., La Crosse, WI
COBPAL	FINA	Agricultural Loan Officer, CUSB Bank, Cresco, IA
COBPAL	FINA	Financial Analyst, Maslon LLP, Minneapolis, MN
COBPAL	FINA	Fuel Pricing Coordinator, Kwik Trip Inc, La Crosse, WI
COBPAL	FINA	Member Account Representative, Royal Credit Union, Minneapolis, MN
COBPAL	HCWM	Emergency Medical Services, Mayo Clinic, Rochester, MN
COBPAL	HCWM	Guest Services, Kwik Trip Inc, Tomah, WI
COBPAL	HCWM	Medical Administrative Assistant, Mayo Clinic, Rochester, MN
COBPAL	HCWM	No information
COBPAL	HCWM	No information
COBPAL	HCWM	No information
COEELS	HIST	Master of Education, Creighton Univ., Omaha, NE
COBPAL	HMG	Compliance Officer, Richland Hospital Inc, Richland Center, WI
COBPAL	HMG	Contracting Specialist, Logistics Health Incorporated, La Crosse, WI
COBPAL	HMG	Employee Benefits Specialist, Reyes Holdings, La Crosse, WI
COBPAL	HMG	General Manager, Apria Healthcare, Eau Claire, WI
COBPAL	HMG	MBA, Viterbo University
COBPAL	HMG	Member Share Specialist, Lakeland Care, Fond du Lac, WI
COBPAL	HMG	No information
COBPAL	HMG	No information
COBPAL	HMG	Quality Management, Gundersen Health System, La Crosse, WI
COBPAL	HMG	Supervisor, Mayo Clinic, La Crosse, WI
COBPAL	HMG	United Healthcare, Onalaska, WI
COBPAL	INFO	Certified Nursing Assistant, Bethany St Joseph Corporation, La Crosse, WI
COBPAL	INFO	IT Application Analyst, Mayo Clinic, La Crosse, WI
COBPAL	INFO	Media and Communications Coordinator, Sparta Area C of C, Sparta, WI
COBPAL	INFO	No information
COEELS	LBST	Data Entry Clerk, John Transport, La Crosse, WI
COEELS	LBST	Direct Support Professional, Chileda, La Crosse, WI
COBPAL	MGTL	Field Representative, Premier Roofing Company, Fort Collins, CO
COBPAL	MGTL	Freight Sales Account Exec., United Parcel Service, Minneapolis, MN
COBPAL	MGTL	Grocery Manager, Nilssen's Foods, Zumbrota, MN
COBPAL	MGTL	No information
COBPAL	MGTL	No information
COBPAL	MGTL	Supervisor of Data Entry, Logistics Health Incorporated, La Crosse, WI
COBPAL	MKTG	Director of Marketing/ Social Media, La Crosse Loggers, La Crosse, WI

COBPAL	MKTG	Graphic Designer, Fastenal, Winona, MN
COBPAL	MKTG	Marketing Associate, Becton Dickinson, Tempe, AZ
COBPAL	MKTG	Marketing Associate, Filament, Madison, WI
COBPAL	MKTG	Marketing Specialist, State Bank, La Crosse, WI
COBPAL	MKTG	Media Consultant, Forum Communications Co, Rochester, MN
COBPAL	MKTG	No information
COBPAL	MKTG	Onboarding Specialist, Defenders Inc, Indianapolis, IN
COBPAL	MKTG	Real Estate Agent, RE MAX, La Crosse, WI
COBPAL	MKTG	Subcontract Administrator, BAE Systems Inc, Minnetonka, MN
COEELS	MPHY	Bookkeeper, Sorens Ford, Brookfield, WI
COEELS	MPHY	No information
COEELS	MUED	No information
COBPAL	MUPF	Instructor, School of Rock Chicago, Chicago, IL
COBPAL	MUPF	Master's, Music, UW-Milwaukee
COBPAL	MUPF	Master's, UW-Madison
COBPAL	MUPF	Piano Instructor, Reed Music Studios, Onalaska, WI
COBPAL	MUSC	Master of Education, Creighton Univ., Omaha, NE
COBPAL	MUSC	No information
COBPAL	MUTH	Actor (Zuma the Water Dog), Nickelodeon's PAW Patrol Live, (touring)
COBPAL	MUTH	Actor, RWS Entertainment Group, Lancaster, PA
COBPAL	MUTH	Character Performer, Disney World, Orlando, FL
COBPAL	MUTH	Mktg & Dev. Coord., Musical Stage Company, Toronto, Ontario, Canada
COBPAL	MUTH	No information
COBPAL	MUTH	No information
COBPAL	MUTH	No information
COBPAL	MUTH	No information
COBPAL	MUTH	Stage Manager, Madison Children's Theatre, Madison, WI
COBPAL	MUTH	Vocalist / Dancer, Valley Fair, Shakopee, MN
CONNHB	NURN	Case Manager, Recover Health, Winona, MN
CONNHB	NURN	Director of Nursing Services, Good Samaritan Society, Waukon, IA
CONNHB	NURN	Emergency Dept. Dir., Black River Hosp., Black River Falls, WI
CONNHB	NURN	No information
CONNHB	NURN	No information
CONNHB	NURN	No information
CONNHB	NURN	No information
CONNHB	NURN	No information
CONNHB	NURN	Nurse Manager, Winona Health, Winona, MN
CONNHB	NURN	RN, Allina Health, Minneapolis, MN
CONNHB	NURN	RN, Aspirus, Inc., Wausau, WI
CONNHB	NURN	RN, Cedar Crest Long-Term Care, Janesville, WI
CONNHB	NURN	RN, Dane County Public Health, Madison, WI
CONNHB	NURN	RN, Divine Savior Healthcare, Portage, WI
CONNHB	NURN	RN, Elkader Care Center, Elkader, IA
CONNHB	NURN	RN, Grandview Care Center, Blair, WI
CONNHB	NURN	RN, Gundersen Health System, La Crosse, WI

CONNHB	NURN	RN, Gundersen Health System, La Crosse, WI
CONNHB	NURN	RN, Gundersen Health System, La Crosse, WI
CONNHB	NURN	RN, Gundersen Health System, La Crosse, WI
CONNHB	NURN	RN, Gundersen Health System, Waukon, IA
CONNHB	NURN	RN, Houston County, Caledonia, MN
CONNHB	NURN	RN, HSHS Sacred Heart Hospital, Eau Claire, WI
CONNHB	NURN	RN, Lafayette Manor, Darlington, WI
CONNHB	NURN	RN, Mayo Clinic, Eau Claire, WI
CONNHB	NURN	RN, Mayo Clinic Health System, La Crosse, WI
CONNHB	NURN	RN, Mayo Clinic Health System, Onalaska, WI
CONNHB	NURN	RN, Mayo Clinic Health System, Rochester, MN
CONNHB	NURN	RN, Mayo Clinic Health System, Eau Claire, WI
CONNHB	NURN	RN, Mayo Clinic Health System, Eau Claire, WI
CONNHB	NURN	RN, Mayo Clinic Health System, La Crosse, WI
CONNHB	NURN	RN, Mercy Medical Center, Janesville, WI
CONNHB	NURN	RN, Mercy Medical Center, Janesville, WI
CONNHB	NURN	RN, Mercy Medical Center, Janesville, WI
CONNHB	NURN	RN, Mercy Medical Center, Janesville, WI
CONNHB	NURN	RN, Monroe Clinic, Monroe, WI
CONNHB	NURN	RN, Monroe Clinic, Monroe, WI
CONNHB	NURN	RN, Reedsburg Area Medical Center, Reedsburg, WI
CONNHB	NURN	RN, Richland Hospital, Richland Center, WI
CONNHB	NURN	RN, Select Specialty, Hospital, Des Moines, IA
CONNHB	NURN	RN, Southwest Health, Platteville, WI
CONNHB	NURN	RN, St. Clare Meadows, Baraboo, WI
CONNHB	NURN	RN, St. Mary's, Janesville, WI
CONNHB	NURN	RN, State of Wisconsin, Madison, WI
CONNHB	NURN	RN, Stoughton Hospital, Stoughton, WI
CONNHB	NURN	RN, Unity Point at Home, Madison, WI
CONNHB	NURN	RN, Unity Point Health, Madison, WI
CONNHB	NURN	RN, UW Health, Madison, WI
CONNHB	NURN	RN, UW Health, Madison, WI
CONNHB	NURN	RN, VA Hospital, Madison, WI
CONNHB	NURN	RN, VA Hospital, Madison, WI
CONNHB	NURN	RN, VA Hospital, Madison, WI
CONNHB	NURN	RN, Winneshiek Medical Center, Decorah, IA
CONNHB	NURN	RN, Wisconsin Veteran's Home, Chippewa Falls, WI
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information
CONNHB	NURS	No information

CONNHB	NURS	RN, MercyOne, Ankeny, IA
CONNHB	NURS	RN, MercyOne, Des Moines, IA
CONNHB	NURS	RN, MercyOne, Dubuque, IA
CONNHB	NURS	RN, Mile Bluff Medical Center, Mauston, WI
CONNHB	NURS	RN, North Memorial Health, Robbinsdale, MN
CONNHB	NURS	RN, Sacred Heart, Eau Claire, WI
CONNHB	NURS	RN, St. Mary's Hospital, Mequon, WI
CONNHB	NURS	RN, St. Mary's Hospital, Madison, WI
CONNHB	NURS	RN, ThedaCare, Appleton, WI
CONNHB	NURS	RN, ThedaCare, Neenah, WI
CONNHB	NURS	RN, ThedaCare, Neenah, WI
CONNHB	NURS	RN, Tomah Memorial Hospital, Tomah, WI
CONNHB	NURS	RN, UnityPoint Health, Dubuque, IA
CONNHB	NURS	RN, UW Health, Madison, WI
CONNHB	NURS	RN, UW Health, Madison, WI
CONNHB	NURS	RN, VA Medical Center, Tomah, WI
CONNHB	NURS	RN, Winona Health, Winona, MN
CONNHB	NURS	RN, Winona Health, Winona, MN
COBPAL	OMGT	Business Analyst, Logistics Health Incorporated, La Crosse, WI
COBPAL	OMGT	Case Manager, The Salvation Army, La Crosse, WI
COBPAL	OMGT	Employee Benefits Specialist, Reyes Holdings, La Crosse, WI
COBPAL	OMGT	Human Resources Assistant, Gundersen Health System, La Crosse, WI
COBPAL	OMGT	Instructor- Medical Assistant Program, Western Technical College, La Crosse, WI
COBPAL	OMGT	Lead Abatement Worker, Uline, Pleasant Prairie, WI
COBPAL	OMGT	Library Media Aide, Blair Taylor School District, Black River Falls, WI
COBPAL	OMGT	Live Accounting Manager, Pilgrim's Pride, Arcadia, WI
COBPAL	OMGT	Maintenance Manager, Dairyland Power Cooperative, La Crosse, WI
COBPAL	OMGT	Medical Secretary, Mayo Clinic, Rochester, MN
COBPAL	OMGT	No information
COBPAL	OMGT	No information
COBPAL	OMGT	No information
COBPAL	OMGT	No information
COBPAL	OMGT	No information
COBPAL	OMGT	No information
COBPAL	OMGT	Operational Excellence Change Agent, Ingersoll Rand, La Crosse, WI
COBPAL	OMGT	Owner, Self Employed, La Crosse, WI
COBPAL	OMGT	Plant Manager, US Silica, Sparta, WI
COBPAL	OMGT	Real Estate Processor, Altra Federal Credit Union, Onalaska, WI
COBPAL	OMGT	RN, Aspirus Inc, Wausau, WI
COBPAL	OMGT	Trane a brand of Ingersoll Rand, Madison, WI
COBPAL	PFST	Credit Educator, Tranont, Madison, WI
COBPAL	PFST	Library Director, Ontario Public Library, Ontario, WI
COBPAL	PFST	Master of Arts in Servant Leadership, Viterbo
COBPAL	PFST	Special Education Paraprofessional, Viroqua Area Schools, Viroqua, WI
COBPAL	PFST	Victim Advocate, New Horizons, La Crosse, WI

COEELS	PHIL	Bookkeeper, Sorens Ford, Brookfield, WI
COEELS	PHIL	Master of Science in Mental Health Counseling, Viterbo
COEELS	PHIL	No information
COEELS	PHIL	Research Technologist, Mayo, Rochester, MN
CONNHB	PSYC	Chileda, La Crosse, WI
CONNHB	PSYC	Master in Mental Health Counseling, Viterbo
CONNHB	PSYC	Master of Mental Health Counseling, Viterbo
CONNHB	PSYC	Master of Science in Mental Health Counseling, Viterbo
CONNHB	PSYC	Master's, Clinical Psychology, Cardinal Stritch, Milwaukee, WI
CONNHB	PSYC	Master's, Counseling, CA State Univ., Fullerton, CA
CONNHB	PSYC	Master's, Forensic Psych., Marymount Univ., Washington, DC
CONNHB	PSYC	Master's, Professional Counseling, Mt. Mary Univ., Milwaukee, WI
CONNHB	PSYC	Master's, Psychology, California Polytechnic State University, San Luis Obispo, CA
CONNHB	PSYC	Master's, School Counseling, UW-Stout, Menomonie, WI
CONNHB	PSYC	PhD in School Psychology, University of KY, Lexington
CONNHB	PSYC	RN, Mayo Clinic, Rochester, MN
CONNHB	SOCL	No information
CONNHB	SOWK	Case Manager, CouleeCap, La Crosse, WI
CONNHB	SOWK	Legal Advocate, The Sojourner Project, Minnetonka, MN
CONNHB	SOWK	No information
CONNHB	SOWK	No information
CONNHB	SOWK	Recreation Therapy Manager, Bethel Home, Viroqua, WI
CONNHB	SOWK	Social Worker, Monroe Co. Human Services, Sparta, WI
CONNHB	SOWK	Social Worker, Vernon County, Viroqua, WI
COEELS	SPAN	Domestic Violence Advocate, Hope House, Baraboo, WI
COBPAL	SPRT.MGMT	Assistant General Manager, Altitude Trampoline Park, Appleton, WI
COBPAL	SPRT.MGMT	Bartender, American Legion, Mabel, MN
COBPAL	SPRT.MGMT	Collegiate and Retail Sales Representative, WinCraft Inc, Winona, MN
COBPAL	SPRT.MGMT	No information
COBPAL	SPRT.MGMT	Youth Activities Director, Itasca County Family YMCA, Grand Rapids, MN
COEELS	SPRT.SCIE	Group Fitness Instructor, Eupraxia, La Crosse, WI
COBPAL	THTR	Cast Member, Disney World, Orlando, FL
COBPAL	THTR	Costume Mistress, Capital City Theater, Madison, WI
COBPAL	THTR	No information
COBPAL	THTR	No information
COBPAL	THTR	Singing Waitress, Showplace Ice Cream Parlor, Beach Haven, NJ