



Career Outcomes Class of 2024

First Destination Report



LT Erika Ellison '23/'24

EXECUTIVE SUMMARY

Saint Francis University's overall employment/graduate school rate for the Class of 2024 remains competitive at 99.8% employed or attending graduate school within 9 months of graduation. This data includes undergraduate and graduate students who received degrees through the Shields School of Business, the School of Health Sciences and Education, the School of Science, Technology, Engineering, Arts, and Mathematics (STEAM), and the Division of Professional Studies.

Our graduates secured employment or entered graduate or professional school in high-demand occupational fields, including Health Sciences, Business, Information Technology, Engineering, Communications, Social Services, Athletics, Education, Science, and Research.

HIGHLIGHTS

- 100% of graduates indicated that their internship, field experience, clinical rotations, student teaching or other experiential education experience was instrumental in obtaining full-time employment.
- 90% of the Senior class graduates completed an internship, field experience, clinical rotation, or student teaching.
- 86% reported Saint Francis University was instrumental in developing their faith and/or values for life after college.
- The average annual salary range for the Class of 2024 was above \$73,000.
- Class of 2024 graduates are either employed or attending graduate school in 31 different states and 8 different countries.
- For those graduates employed or attending graduate school or further education, 99% are in a field related to their program of study at Saint Francis University.
- Of the Class of 2024 graduates who received a bachelor's degree and continued to graduate or professional school, 63% are studying at Saint Francis University.

Class of 2024 Snapshot

First Destination Report



100%

of '24 grads reported that experiential education made the difference in getting hired

average starting salary

ABOVE \$73,000

99%



of '24 grads had an SFU mentor who encouraged to pursue goals and dreams



99.8%

of respondents were employed or attending graduate school within 9 months

ON THE COVER

Meet Erika Ellison, a Saint Francis University grad who turned a lacrosse commitment into a five-year journey of growth, leadership, and service.

Erika earned her B.S. in Accounting in 2023 and her MBA with a Concentration in Leadership & Ethical Management in 2024. During her years at SFU, she served as a Student Government Senator, ROTC Company Commander, and standout student-athlete.

Today, she's a Lieutenant in the PA Army National Guard, training as a Medical Evacuation Officer, and preparing to launch her accounting career with a firm focused on federal contracts.

"SFU gave me the space to lead, serve, and find purpose," she says. Read her story: francis.edu/blog/category/success-stories

SURVEY OVERVIEW

Class of 2024 = 573 Total Students
Total Survey Respondents = 518
Survey Knowledge/Response Rate = 90%

Class Placement by the Numbers

518 Respondents/Total Class 573

Employed	380
Full-time* (370)	
Part-time (10)	
*includes military service	
Graduate School Only	135
Volunteer or service program	0
Still seeking employment	1
Not seeking due to personal reasons	2

The First Destination Report is published annually by the Office of Career Services. View the full report which includes data by major at francis.edu/career

Reported Salary Ranges (55 respondents)

(partial list)		
\$0 - \$19,000	0	0%
\$19,000 - \$24,999	2	4%
\$25,000 - \$29,999	0	0%
\$30,000 - \$39,999	4	8%
\$40,000 - \$49,000	6	11%
\$50,000 - \$59,000	6	11%
\$60,000 - \$69,999	9	17%
\$70,000 - \$79,000	9	17%
\$80,000 - \$89,000	3	6%
\$90,000 - \$99,000	5	9%
Over \$100,000	11	21%

Where Grads Located After SFU

locations where the most members of the Class of 2024 are employed (379 respondents)

Pennsylvania	260
North Carolina	13
Virginia	8
New York	9
Florida	9
Ohio	6
Washington D.C.	4
Outside the U.S.	6

First Jobs After Graduation

- **Audit Associate:** Kearney & Company, Alexandria, VA
- **Behavioral Health Technician:** CARE Hawaii Inc., Honolulu, HI
- **Biological Technician:** Great Basin Institution & AmeriCorps, Hamer, ID
- **Commercial Pilot:** Nulton Aviation, Pittsburgh, PA
- **Engineer Technician:** Keystone Surveying & Mapping, Inc., Wexford, PA
- **Field Engineer:** Workover Solutions, Imperial, PA
- **Finance Management Analyst:** Bank of America, Charlotte, NC
- **Financial Auditor:** Ardito & Company LLC, Easton, PA
- **High School Emotional Support Teacher:**
Penns Manor School District, Penn Run, PA
- **ICU Nurse:** Conemaugh Memorial Center, Johnstown, PA
- **Information Technology Manager:**
New Story University Partnerships, Portage, PA
- **Investment Operations Analyst:** National Life Group, Montpelier, VT
- **Managing Director of Marketing & Client Strategy:**
Q4 Impact Group, Carrollton, PA
- **Marketing Communications Specialist:** Colorcon Inc., Harleysville, PA
- **Math Teacher:** Altoona School District, Altoona, PA
- **Med/Surg Nurse:** University of Pennsylvania Health System, Philadelphia, PA
- **Operations Manager:** Pittsburgh Spice Company, Pittsburgh, PA
- **Physician Assistant:** UPMC, Pittsburgh, PA
- **Police Officer:** Virginia State Police, VA
- **Therapy Lead:** Nexgen Orthopedic Health & Wellness –
Transcend Surgery Center, NJ
- **Youth Service Worker:** Adelphoi USA, Latrobe, PA



Anfernee Stokes,
B.S. in Management '24
MBA Candidate/
Graduate Assistant
for the Daemen University
Men's Soccer Team

Graduate Schools Attended

63% of respondents heading to graduate school enrolled in an SFU Master's or Doctoral Program. (85 out of 135)

Partial list of other schools attended:

- | | |
|---|--|
| Carnegie Mellon University | Penn State Law (Pennsylvania State University) |
| Chatham University | Temple University |
| Duquesne University | University of Pittsburgh |
| Durham University (UK) | University of Rochester School of Medicine and Dentistry |
| George Washington University | University of Southern California (USC) |
| Lake Erie College of Osteopathic Medicine (LECOM) | University of Toronto (Canada) |
| | Villanova University |

Academic Support and Mentorship Questions

I had at least one professor at SFU who made me excited about learning.

91 Respondents

AGREE/STRONGLY AGREE: 91 (100%)
DISAGREE/STRONGLY DISAGREE: 0 (0%)

I had a mentor (professor, advisor, coach, staff member, etc.) who encouraged me to pursue my goals and dreams.

80 Respondents

AGREE/STRONGLY AGREE: 79 (99%)
DISAGREE/STRONGLY DISAGREE: 1 (1%)

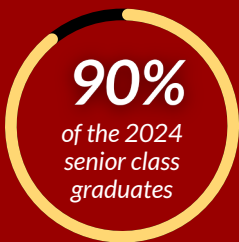
My professors at SFU cared about me as a person.

89 Respondents

AGREE/STRONGLY AGREE: 88 (99%)
DISAGREE/STRONGLY DISAGREE: 1 (1%)



Impact of Experiential Learning Opportunities:



completed an internship, field experience, clinical rotation, or student teaching experience. (268 of 299)

From: SFU Career Services Annual Report, 2023-24



Q. Do you believe your internship, field experience, clinical rotations, student teaching or other experiential education experience was instrumental in obtaining full-time employment? (260 Respondents)



FAITH and VALUES QUESTION (70 respondents)
'Saint Francis University was instrumental in developing my faith and/or values for life after college.'



86%

reported strengthened faith

found SFU instrumental in developing their faith and/or values for life after college.

"The university did well in introducing every student to the Franciscan values and the life of Saint Francis, while also exemplifying those values throughout academics, student culture, and athletics. SFU stands by their Franciscan/Catholic values."

Data by School

Shields School of Business

	Employed	Graduate School Only	Seeking Employment	Other
Undergraduate	75%	25%	0%	0%
Graduate	100%	0%	0%	0%
Total	87%	13%	0%	0%

School of Health Sciences and Education

	Employed	Graduate School Only	Seeking Employment	Other
Undergraduate	33%	65%	1%	1%
Graduate	99%	1%	0%	0%
Total	66%	32%	1%	1%

School of STEAM

	Employed	Graduate School Only	Seeking Employment	Other
Undergraduate	63%	37%	0%	0%

Division of Professional Studies

	Employed	Pursuing Next Degree Only	Seeking Employment	Other
Associate	100%	0%	0%	0%
Bachelor	93%	7%	0%	0%
Total	97%	3%	0%	0%

The full report (with data by major) can be found here:
francis.edu/first-destination-report

Historical Overview, Five Years

	2024	2023	2022	2021	2020
Number of Graduates	573	657	615	703	629
Knowledge/ Response Rate	518 (90%)	576 (88%)	528 (86%)	608 (86%)	518 (82%)
Total Employed	380 (73%)	440 (76%)	372 (70%)	463 (76%)	366 (71%)
Employed Full-time	370 (97%)	408 (93%)	366 (90%)	418 (90%)	344 (94%)
Employed Part-time	10 (3%)	11(2%)	8 (2%)	7 (2%)	6(2%)
Employed & Attending Graduate School	N/A	21 (5%)	28(8%)	38 (8%)	16 (4%)
Attending Graduate School Only	135 (26%)	133 (23%)	154 (29%)	141 (23%)	132 (25%)
Seeking Employment	1 (<1%)	1 (<1%)	2 (<1%)	1 (<1%)	19 (4%)
Other					
Not Seeking -Personal Reasons	2 (<1%)	1 (<1%)	0 (0%)	2 (<1%)	1 (<1%)
Volunteering or Service	0 (<1%)	1 (<1%)	0 (0%)	1 (<1%)	0 (<1%)

Survey Methodology

The Class of 2024 First Destination Survey was distributed by the Career Services Office to 573 undergraduate and graduate students who graduated from Saint Francis University in Summer 2023, December 2023, and May 2024. Each graduate received an email with a link to the survey and a paper copy of the survey by regular mail in October 2024. Two months later, in December 2023, each non-respondent was contacted again by email. Faculty, staff, advisors, and academic departments were then contacted to obtain any available post-graduation information for non-respondents. In addition to the mailings and faculty contact, follow-up emails were sent to non-respondents. Social media tools (LinkedIn, Facebook, and Instagram) and Google searches were also used to retrieve graduate information. The survey link was also accessible to alumni at www.francis.edu/career.

The First Destination Report (with data by major) includes a copy of the Class of 2024 First Destination Survey, the instrument used to capture the information contained in this report.

The First Destination Report is published annually by the Office of Career Services.
View the full report which includes data by major at francis.edu/career

Saint Francis University, inspired by its Franciscan and Catholic identity, values equality of opportunity, human dignity, racial, cultural, and ethnic diversity, both as an educational institution and as an employer.



Goals of Franciscan Higher Education

Franciscan
Character

Humble and
Generous Attitude
Towards Learning

Community of
Faith and Prayer

Respect for the
Uniqueness of
Individual Persons

Service to the
Poor and Needy

Solidarity and
Reconciliation

Reverence for
All Life and
Care of Creation

Spirit of
Simplicity and Joy



Nondiscrimination and No Harassment Policy: Saint Francis University does not discriminate on the basis of gender, gender identity, age, race, color, ethnicity, religion, sexual orientation, marital status, disability, pregnancy status, veteran status, predisposing genetic characteristic or any protected classification.

The following person has been designated to handle inquiries regarding the University's non-discrimination policy: Lynne Banks, Associate Dean of Students, Title IX Coordinator, 814.472.3352, lbanks@francis.edu.