

FIRST DESTINATION SURVEY REPORT

CLASS OF
2020-2021





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- Molly Ayers, Senior Director in the Center for Community Engagement, for providing data related to graduates in volunteer service.
- Molly Spilker, Office Assistant in CPD, who tirelessly called graduates throughout the year to obtain their first destination information.
- Administrators, academic deans, academic department chairs, faculty and staff for providing information related to the first destinations of our graduates.

The Gonzaga University Career & Professional Development Team

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Executive Summary

The First Destination Survey Report is prepared annually by Career & Professional Development (CPD) using the guidelines developed by the National Association of Colleges and Employers (NACE). The Outcomes Success Rate for students earning degrees between July 1, 2020 and June 30, 2021 is 96.2%. Data was collected on 1,141 of the 1,406 graduates in the class of 2020-2021 resulting in a Knowledge Rate of 81.2%. NACE suggests a 65% knowledge rate.

Outcomes

The **Outcomes Success Rate** is composed of the following outcomes categories: working, continuing education, volunteering, military, and not seeking. Still seeking is not included as a success outcome.

- 96.2% Success Rate for undergraduates and graduate students (1,098 of 1,141)
- 95.8% Success Rate for undergraduate students (913 of 953)
- 98.4% Success Rate for graduate students (185 of 188)

The **Employment Rate** is the percentage of graduates working in part-time or full-time positions.

- 71.8% Employment Rate for undergraduates and graduate students (819 of 1,141)
- 67.3% Employment Rate for undergraduate students (641 of 953)
- 94.7% Employment Rate for graduate students (178 of 188)

The **Continuing Education Rate** is the percentage of graduates enrolled in an additional educational experience after completing their degree at Gonzaga University.

- 19.7% Continuing Education Rate for undergraduates and graduate students (225 of 1,141)
- 23.2% Continuing Education Rate for undergraduate students (221 of 953)
- 2.1% Continuing Education Rate for graduate students (4 of 188)

The **Volunteering Rate** is the percentage of graduates accepted into a service-related organization such as AmeriCorps, Teach for America, Jesuit Volunteer Corps, etc.

- 2.8% Volunteering Rate for undergraduates and graduate students (32 of 1,141)
- 3.3% Volunteering Rate for undergraduate students (31 of 953)
- 0.5% Volunteering Rate for graduate students (1 of 188)



Executive Summary Continued

The **Military Rate** is the percentage of graduates who entered into the United States Armed Forces.

- 1.3% Military Rate for undergraduates and graduate students (15 of 1,141)
- 1.5% Military Rate for undergraduate students (14 of 953)
- 0.5% Military Rate for graduate students (1 of 188)

The **Not Seeking Rate** is the percentage of graduates not seeking employment or a continuing education program. Reasons can include taking time off, traveling, taking a gap year, etc.

- 0.6% Not Seeking Rate for undergraduates and graduate students (7 of 1,141)
- 0.6% Not Seeking Rate for undergraduate students (6 of 953)
- 0.5% Not Seeking Rate for graduate students (1 of 188)

The **Still Seeking Rate** is the percentage of graduates seeking employment or a acceptance into a continuing education program.

- 3.8% Still Seeking Rate for undergraduates and graduate students (43 of 1,141)
- 4.2% Still Seeking Rate for undergraduate students (40 of 953)
- 1.6% Still Seeking Rate for graduate students (3 of 188)

The **Total Number of Students included in this graduating class** include:

- 1,406 undergraduates and graduate students
- 1,195 undergraduate students
- 211 graduate students

Report Summary

- The Knowledge Rate of 81.2% exceeds the NACE suggested Knowledge Rate of 65% by 16.2% percentage points and was obtained through both graduating student survey responses and staff research.
- Data collection strategies included:
 - Surveying students in person at events, programs, and in classrooms,
 - Surveying students via an online survey tool,
 - Surveying students via telephone after graduation,
 - Employing the assistance of colleges, schools, departments, faculty, staff and administrators to obtain and/or verify first



Executive Summary Continued

destination data,

- Conducting online research on social media sites and organizational web pages, and,
- Obtaining graduate school attendance information from the National Student Clearinghouse (StudentTracker) database.
- The 96.2% Outcomes Success Rate was obtained by combining Employment (full and part-time), Continuing Education, Volunteer Service, Military Service, and Not Seeking (employment or continuing education) categories. This is the highest Outcomes Success Rate since CPD began administering the First Destination Survey Report according to the NACE standards. The outcomes success rate the previous year was 89.0% which was the lowest Outcomes Success Rate.
- 3.8% of graduating students were categorized as Still Seeking (employment or graduate school admission) on December 31, 2021. The Still Seeking rate for the previous year was 11.0%. This year's Still Seeking Rate is a strong indicator that the pandemic-era job market is making a recovery.
- Career & Professional Development strives to ensure that graduating students achieve an annual Still Seeking (Unemployment) Rate that is no more than three percentage points above the average national unemployment rate in December of the graduating class year. The national unemployment rate in December 2021 was 3.9% so the Gonzaga University Still Seeking Rate of 3.8% is 0.1% less than the national average.
- The Continuing Education Rate for 2020-2021 is 19.7% which is the highest Continuing Education Rate reported in recent years. This is a 7.0% increase from the 2019-2020 rate of 12.7%. Historically, the Continuing Education Rate increases during challenging economics times (graduates decide to go back to school in lieu securing employment) which may account for this change.
- The First Destination Survey Report includes employment information for some respondents that were employed in the same role prior to starting their education. This is particularly true for graduate students.
- Salary calculations are based on hourly and annual wage information converted into United States dollar values where applicable; monthly volunteer stipends are not included.
- Top cities are reported as "Metropolitan Statistical Areas," following standards set by the U.S. Census Bureau.
- In 2018-2019 and 2019-2020, Seattle displaced Spokane as the top first destination city. In 2020-2021, Spokane again topped the list as Gonzaga University's top First Destination city by margin of only 25.
- The top seven employers/organizations that hired Zags are Providence Health & Services/Swedish (32), Gonzaga University (24), United States Armed Forces (16), Deloitte / Seattle Children's Hospital / Spokane Public Schools (three-way tie of 11) and Jesuit Volunteer Corps (10).
- The average salary for the 2020-2021 graduating class (both undergraduates and graduates) is \$63,459. This is a decrease of \$2,706 from 2019-2020.



Executive Summary Continued

- For undergraduate degrees, the average salary is \$59,886 which is a \$3,167 increase from the previous year.
- For graduate degrees, the average salary is \$82,981 which is a \$7,773 decrease from the previous year.
- The following graphs and tables provide outcomes success data for undergraduate and graduates by college or school. When available, CPD has also provided information on top geographic locations (city and state), top employers/organizations, and average salaries. For any questions after reviewing this report, please contact Career & Professional Development at 509.313.4234 to speak with me.

O. Ray Angle, Assistant Vice President

Career & Professional Development

Gonzaga University



Top Employers

1. Providence Health & Services-Swedish — 32
2. Gonzaga University — 23
3. United States Armed Forces — 16
4. Deloitte / Seattle Children's Hospital / Spokane Public Schools (three-way tie) — 11
5. Jesuit Volunteer Corps / KPMG (two-way tie) — 10

Average Salary
\$63,459
Based on 181 respondents

Top Cities

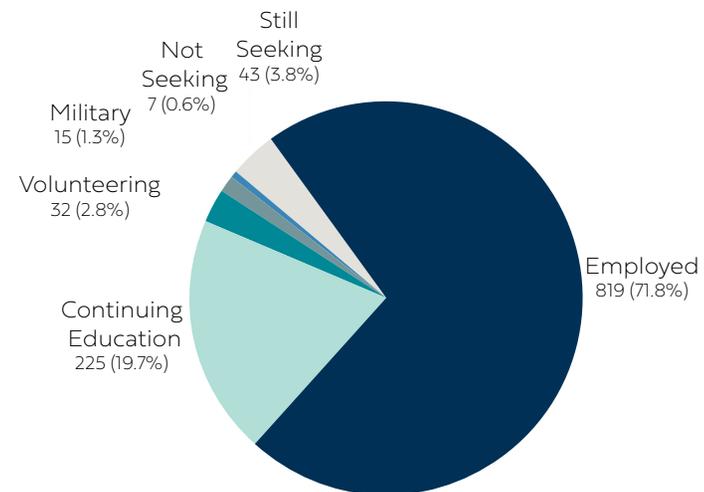
1. Spokane, WA — 292
2. Seattle, WA — 267
3. Portland, OR — 61
4. Los Angeles, CA — 38
5. Denver, CO / San Diego, CA / San Francisco, CA (three-way tie) — 33

Gonzaga University Class of 2020-2021

Undergraduates and
Graduates

Success Rate

96.2%
Based on 1,141 respondents





Gonzaga University Class of 2020-2021

Undergraduate and Graduate Outcomes by School or College

2020-2021 Undergraduate and Graduate Students	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Gonzaga University	1406	1141	81.2%	819	71.8%	225	19.7%	32	2.8%	15	1.3%	7	0.6%	43	3.8%	96.2%
College of Arts and Sciences	547	420	76.8%	246	58.6%	127	30.2%	28	6.7%	3	0.7%	3	0.7%	13	3.1%	96.9%
School of Business Administration	360	288	80.0%	220	76.4%	55	19.1%	1	0.3%	4	1.4%	0	–	8	2.8%	97.2%
School of Education	103	75	72.8%	59	78.7%	12	16.0%	1	1.3%	0	–	1	1.3%	2	2.7%	97.3%
School of Engineering & Applied Science	184	183	99.5%	135	73.8%	18	9.8%	2	1.1%	6	3.3%	3	1.6%	19	10.4%	89.6%
School of Leadership Studies	64	56	87.5%	56	100%	0	–	0	–	0	–	0	–	0	–	100%
School of Nursing & Human Physiology	148	119	80.4%	103	86.6%	13	10.9%	0	–	2	1.7%	0	–	1	0.8%	99.2%



Top Employers

1. Providence Health & Services-Swedish — 24
2. United States Armed Forces — 15
3. Seattle Children's Hospital — 11
4. Jesuit Volunteer Corps — 10
5. KPMG — 9

Average Salary
\$59,886

Based on 153 Respondents

Top Cities

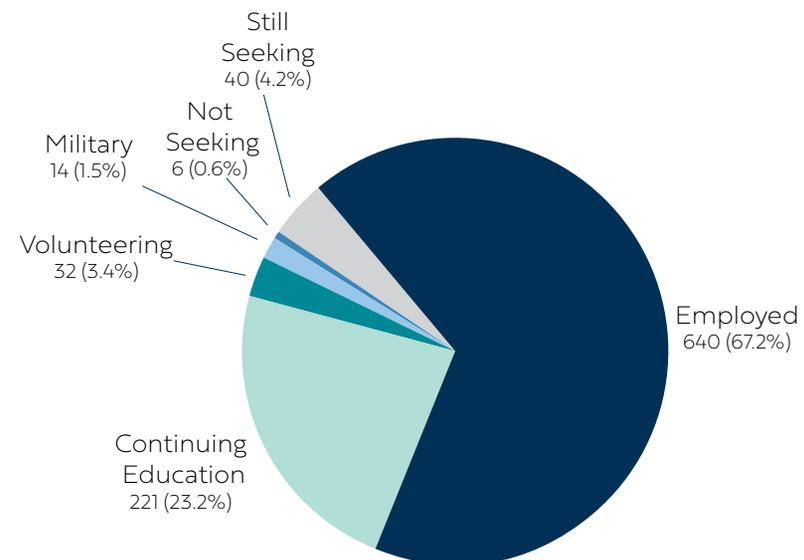
1. Spokane, WA — 226
2. Seattle, WA — 217
3. Portland, OR — 55
4. Los Angeles, CA — 32
5. Denver, CO — 31

Gonzaga University Undergraduate Class of 2020-2021

Success Rate

95.8%

Based on 953 Respondents





BEYOND GONZAGA
Bachelor of Science in Chemistry

ELIJAH

Analytical Lab Support

**ENVIRONMENTAL PROTECTION
AGENCY (EPA)**

I don't feel as if I have some grand purpose in life, like curing cancer or ending world hunger. Walking on the beach, going on a hike through the forest, curling up by the fire on a snowy winter day and reading a book, these are the things that we were born to do, that makes life worth living. To this end, Gonzaga does a good job of making sure their graduates are well rounded individuals.

I, as a chemistry major, took classes ranging from criminal justice, to history, to religion and philosophy. I was introduced to new ideas and different people that I would never have had the chance to experience if Gonzaga had said, "Ok, you're a chemistry major so just take your chemistry classes and we'll get you out of here in 3 years."

Despite not feeling as if I have one purpose in life, I do have goals, like getting my chemistry PhD and using it to learn new things and make the world a better place. Gonzaga was amazingly helpful with this. Because of the small class sizes I was able to make connections with my professors and gain research experience that will be invaluable during grad school and beyond.



Top Employers

1. Jesuit Volunteer Corps — 10
2. AmeriCorps / Fast Enterprises / ScribeAmerica (three-way tie) — 4
3. Gonzaga University / Seattle Children's Hospital / United States Armed Forces (three-way tie) — 3

Subsequent employers not reported to protect student anonymity

College of Arts & Sciences

Undergraduates

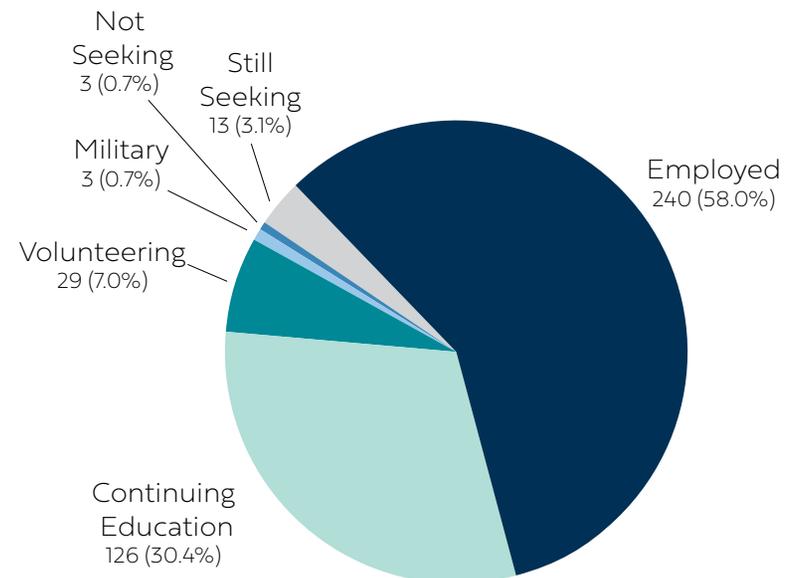
Average Salary \$48,844

Based on 49 Respondents

Success Rate

96.9%

Based on 414 Respondents



Top Cities

1. Spokane, WA — 91
2. Seattle, WA — 77
3. Los Angeles, CA / Portland, OR (two-way tie) — 18
4. San Francisco, CA — 14
5. Denver, CO — 13



BEYOND GONZAGA
Bachelor of Business Administration

MICHAEL

Special Education Teacher, Shelby County Schools

TEACH FOR AMERICA

Gonzaga University helped me move closer to my goals through the connections available within the University network.

Gonzaga provides access to a vast network of individuals across industries and professions. Since I am not sure what my goal is yet, it allows me to explore new ideas, values, careers, and work that might lead to that purpose. I have connected with people in banking, marketing, education, and so many other fields. I know that those within this community want the best for me, my peers, and others. I can call up my former peers, advisors, professors, and anyone else in this community, knowing they will steer me in the right direction.

Specifically, Career & Professional Development brought so many amazing non-profits, charities, small businesses, corporations, and individuals to campus who I had the opportunity to meet. They coordinated networking events, mock interviews, speakers, and so much more.

While I haven't defined my purpose yet. It is currently unfolding as I learn more about myself and what I am passionate about.



Top Employers

1. KPMG — 9
2. Deloitte — 5
3. PricewaterhouseCoopers (PwC) / United States Armed Forces (two-way tie) — 4

Subsequent employers not reported to protect student anonymity

Average Salary

\$59,828

Based on 38 Respondents

Top Cities

1. Spokane, WA — 72
2. Seattle, WA — 62
3. Portland, OR — 17
4. San Diego, CA / San Francisco, CA (two-way tie) — 8
5. Denver, CO / Los Angeles, CA (two-way tie) — 6

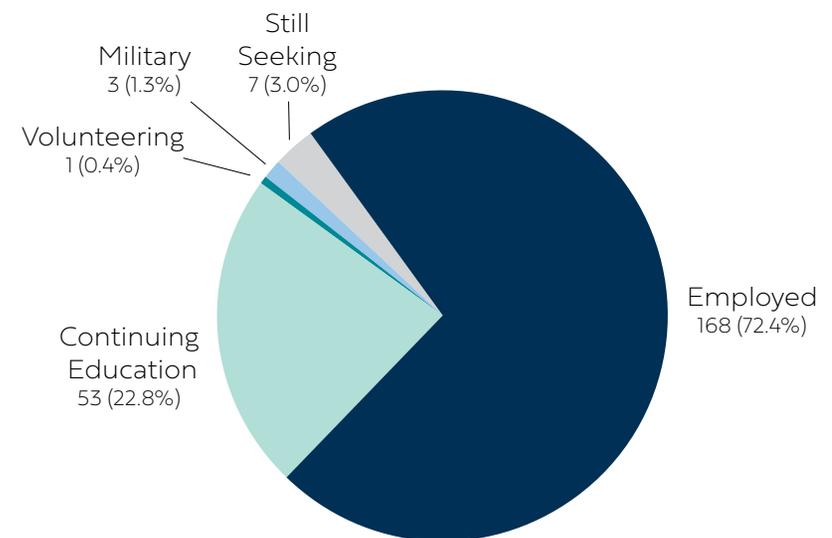
School of Business Administration

Undergraduates

Success Rate

97.0%

Based on 232 Respondents



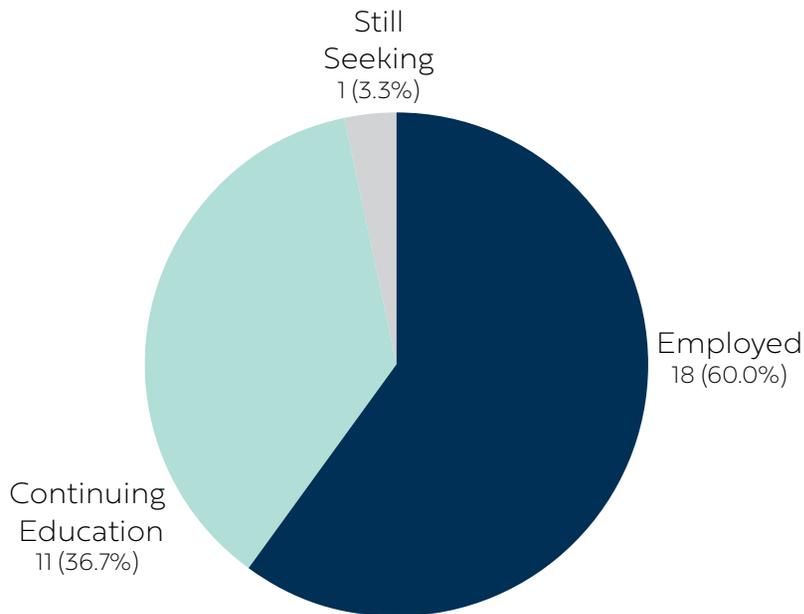


School of Education

Undergraduates

Success Rate

96.7%
Based on 30 Respondents



Top Employer

Spokane Public Schools — 2

Subsequent employers not reported to protect student anonymity

Average Salary
\$42,614

Based on 5 Respondents

Top Cities

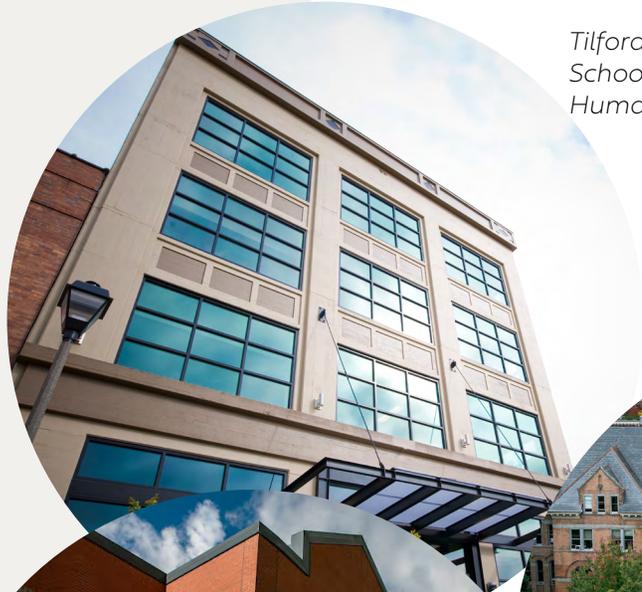
1. Spokane, WA — 11
2. San Diego, CA — 4
3. San Jose, CA / Seattle, WA (two-way tie) — 2

Subsequent cities not reported to protect student anonymity



Gonzaga University

Academic Campus Tour



*Tilford Center
School of Nursing &
Human Physiology*



*PACCAR
School of Engineering &
Applied Science*



*The John & Joan
Bollier Center
School of
Engineering &
Applied Science*



*Herak Center
School of Engineering &
Applied Science*



*College Hall
College of Arts & Sciences*



*Rosauer Center
School of Education*



*Jepson Center
School of Business Administration*



BEYOND GONZAGA

Bachelor of Science in Civil Engineering

ISHA

Pursuing Master of Science in Civil Engineering

UNIVERSITY OF WASHINGTON

When I started at GU, I knew that my purpose was to contribute to the human experience by finding a role within society that was the best combination between my “head” ability and my “heart” passion. I initially thought that meant pursuing an environmental engineering path, but after a tough time having neither a ‘head’ nor ‘heart’ interest in the basic chemistry course, it was clear that my path needed adjusting.

I took a class that ultimately showed me a concentration in geotechnical engineering was the path for me— the heart and head had become one, and I knew I wanted to work at the intersection of the natural and built environments for the betterment of society.

Throughout all my path pivots, professors and advisors supported me in any way they could— from always being available to explore technical and career questions, to suggesting academic next steps, and providing opportunities to further my technical knowledge and industry network.

Even when COVID disrupted the means by which we learn, I was still able to get the critical support I needed to apply to graduate school, gain industry exposure in my intended field of work, and construct a specialized independent study elective to explore topics relative to my future career and academic pursuits.



Top Employers

1. United States Armed Forces — 6
2. Boeing — 5
3. Expeditors — 3

Subsequent employers not reported to protect student anonymity

Average Salary

\$74,519

Based on 23 Respondents

Top Cities

1. Seattle, WA — 53
2. Spokane, WA — 28
3. Portland, OR — 10
4. Bellingham, WA / San Francisco (two-way tie) — 5
5. Denver, CO / Los Angeles, CA / San Diego, CA (three-way tie) — 4

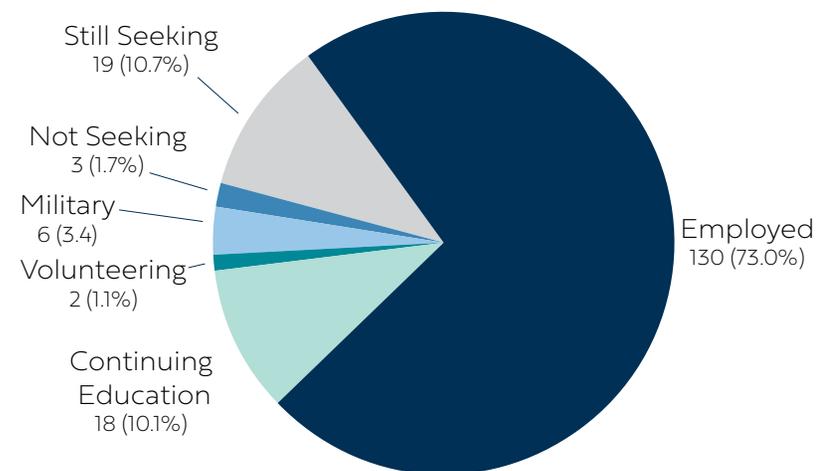
School of Engineering & Applied Science

Undergraduates

Success Rate

89.3%

Based on 178 Respondents





BEYOND GONZAGA

Bachelor of Science in Human Physiology

KELSIE

Pursuing Master of Science in Sports
and Exercise Biomechanics

ST. MARY'S UNIVERSITY

My life as a Zag was a journey of growth, learning, and friendship. Gonzaga presented me with ways that I was able to work on all aspects of who I am and who I wanted to become, especially through its inclusion of the mind, body, and spirit. When enrolling in Gonzaga, I didn't realize how important having classes in all these areas would be, but as I went through a change in my major, involved myself in extracurriculars, and studied abroad, I became more and more grateful for this education.

My passion for travel and exploring new places flourished and it pushed me to move to England for my postgraduate studies.

Gonzaga prepared me for the rigor of a master's program and gave me a passion for my future. I discovered my fascination with the human body and how it works as a machine in all the things that it does. I was able to find this not only through my professors and classmates, but in an uplifting environment that made me want to be part of this innovative and influential field. I am grateful for my time at Gonzaga and all the opportunities it led me towards.



Top Employers

1. Providence Health & Services-Swedish — 22
2. Seattle Children's Hospital — 8
3. University of Washington — 5
4. HealthOne — 3

Subsequent employers not reported to protect student anonymity

Average Salary
\$67,599
Based on 38 Respondents

Top Cities

1. Seattle, WA — 32
2. Spokane, WA — 15
3. Portland, OR — 9
4. Denver, CO — 7
5. Los Angeles, CA / San Diego, CA (two-way tie) — 3

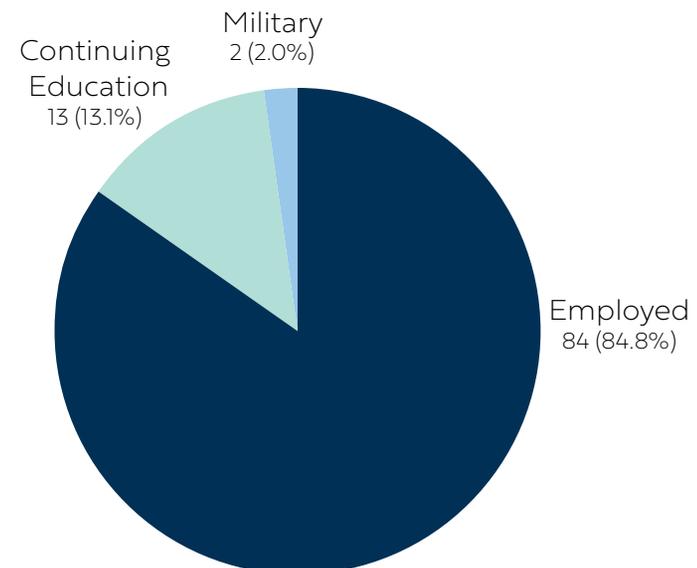
School of Nursing & Human Physiology

Undergraduates

Success Rate

100%

Based on 99 Respondents





Gonzaga University Class of 2020-2021

Undergraduates - Outcomes by School / College and Major

2020-2021 Undergraduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Gonzaga University	1195	953	79.7%	640	67.2%	221	23.2%	32	3.4%	14	1.5%	6	0.6%	40	4.2%	95.8%
College of Arts and Sciences	541	414	76.5%	240	58.0%	126	30.4%	29	7.0%	3	0.7%	3	0.7%	13	3.1%	96.9%
Applied Mathematics	7	5	71.4%	5	100%	0	-	0	-	0	-	0	-	0	-	100%
Art	4	4	100%	2	50.0%	1	25.0%	0	-	0	-	0	-	1	25.0%	75.0%
Biochemistry	17	16	94.1%	9	56.3%	5	31.3%	2	12.5%	0	-	0	-	0	-	100%
Biology	88	66	75.0%	36	54.5%	23	34.8%	4	6.1%	0	-	1	1.5%	2	3.0%	97.0%
Broadcast and Electronic Media	15	12	80.0%	7	58.3%	3	25.0%	1	8.3%	0	-	0	-	1	8.3%	91.7%
Chemistry	7	7	100%	2	28.6%	5	71.4%	0	-	0	-	0	-	0	-	100%
Classical Civilizations	2	1	50.0%	1	100%	0	-	0	-	0	-	0	-	0	-	100%
Communication Studies	39	31	79.5%	17	54.8%	9	29.0%	1	3.2%	0	-	0	-	4	12.9%	87.1%
Computer Science & Computational Thinking	17	12	70.6%	9	75.0%	1	8.3%	0	-	0	-	0	-	2	16.7%	83.3%
Criminal Justice	18	11	61.1%	5	45.5%	2	18.2%	2	18.2%	1	9.1%	0	-	1	9.1%	90.9%
Criminology	4	3	75.0%	0	-	2	66.7%	1	33.3%	0	-	0	-	0	-	100%



2020-2021 Undergraduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Dance	3	2	66.7%	2	100%	0	-	0	-	0	-	0	-	0	-	100%
Economics	32	25	78.1%	21	84.0%	3	12.0%	1	4.0%	0	-	0	-	0	-	100%
English	29	22	75.9%	14	63.6%	5	22.7%	2	9.1%	0	-	1	4.5%	0	-	100%
Environmental Studies	24	19	79.2%	14	73.7%	3	15.8%	2	10.5%	0	-	0	-	0	-	100%
French	2	2	100%	0	-	2	100%	0	-	0	-	0	-	0	-	100%
History	15	11	73.3%	2	18.2%	8	72.7%	0	-	0	-	0	-	1	9.1%	90.9%
International Studies - Asian Studies	1	1	100%	1	100%	0	-	0	-	0	-	0	-	0	-	100%
International Studies - International Relations	14	11	78.6%	8	72.7%	2	18.2%	1	9.1%	0	-	0	-	0	-	100%
Journalism	5	4	80.0%	2	50.0%	2	50.0%	0	-	0	-	0	-	0	-	100%
Math-Computer Science	2	2	100%	2	100%	0	-	0	-	0	-	0	-	0	-	100%
Mathematics	13	13	100%	8	61.5%	3	23.1%	0	-	1	7.7%	1	7.7%	0	-	100%
Music	4	3	75.0%	1	33.3%	2	66.7%	0	-	0	-	0	-	0	-	100%
Philosophy	3	2	66.7%	0	-	1	50.0%	0	-	1	50.0%	0	-	0	-	100%
Physics	3	2	66.7%	1	50.0%	1	50.0%	0	-	0	-	0	-	0	-	100%
Political Science	43	28	65.1%	17	60.7%	10	35.7%	1	3.6%	0	-	0	-	0	-	100%
Psychology	79	55	69.6%	28	50.9%	23	41.8%	3	5.5%	0	-	0	-	1	1.8%	98.2%



2020-2021 Undergraduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Public Relations	19	15	78.9%	11	73.3%	3	20.0%	1	6.7%	0	-	0	-	0	-	100%
Religious Studies	4	3	75.0%	1	33.3%	1	33.3%	1	33.3%	0	-	0	-	0	-	100%
Sociology	22	21	95.5%	10	47.6%	5	23.8%	6	28.6%	0	-	0	-	0	-	100%
Spanish	4	4	100.0%	3	75.0%	1	25.0%	0	-	0	-	0	-	0	-	100%
Theatre Arts	2	1	50.0%	1	100%	0	-	0	-	0	-	0	-	0	-	100%
School of Business Administration	297	232	78.1%	168	72.4%	53	22.8%	1	0.4%	3	1.3%	0	-	7	3.0%	97.0%
Accounting	65	58	89.2%	26	44.8%	32	55.2%	0	-	0	-	0	-	0	-	100%
Business Administration	232	174	75.0%	142	81.6%	21	12.1%	1	0.6%	3	1.7%	0	-	7	4.0%	96.0%
School of Education	51	30	58.8%	18	60.0%	11	36.7%	0	0.0%	0	-	0	-	1	3.3%	96.7%
Communication, Culture, & Language in Education	1	1	100%	1	100%	0	-	0	-	0	-	0	-	0	-	100%
Kinesiology and Physical Education	8	5	62.5%	2	40.0%	2	40.0%	0	-	0	-	0	-	1	20.0%	80.0%
Special Education	18	10	55.6%	6	60.0%	4	40.0%	0	-	0	-	0	-	0	-	100%
Sport Management	24	14	58.3%	9	64.3%	5	35.7%	0	-	0	-	0	-	0	-	100%
School of Engineering & Applied Science	179	178	99.4%	130	73.0%	18	10.1%	2	1.1%	6	3.4%	3	1.7%	19	10.7%	89.3%
Civil Engineering	38	38	100%	31	81.6%	4	10.5%	0	-	1	2.6%	1	2.6%	1	2.6%	97.4%
Computer Engineering	13	13	100%	10	76.9%	0	-	0	-	1	7.7%	0	-	2	15.4%	84.6%



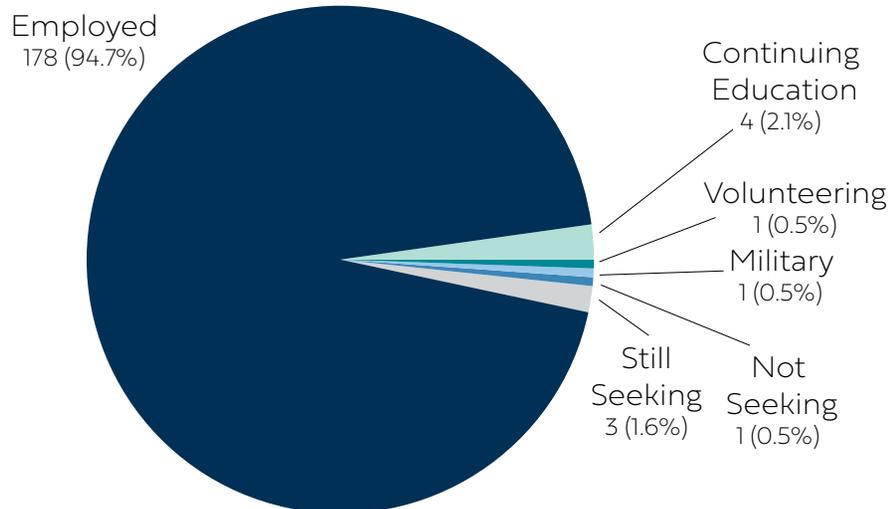
2020-2021 Undergraduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Computer Science	25	25	100%	20	80.0%	0	-	1	4.0%	1	4.0%	0	-	3	12.0%	88.0%
Electrical Engineering	9	9	100%	7	77.8%	2	22.2%	0	-	0	-	0	-	0	-	100%
Engineering Management	15	14	93.3%	9	64.3%	4	28.6%	0	-	0	-	0	-	1	7.1%	92.9%
Mechanical Engineering	79	79	100.0%	53	67.1%	8	10.1%	1	1.3%	3	3.8%	2	2.5%	12	15.2%	84.8%
School of Nursing & Human Physiology	126	99	78.6%	84	84.8%	13	13.1%	0	-	2	2.0%	0	-	0	-	100%
Human Physiology	44	32	72.7%	19	59.4%	13	40.6%	0	-	0	-	0	-	0	-	100%
Nursing	82	67	81.7%	65	97.0%	0	-	0	-	2	3.0%	0	-	0	-	100%



Gonzaga University Graduate Class of 2020-2021

Success Rate

98.4%
Based on 188 Respondents



Top Employers

1. Gonzaga University — 21
2. Providence Health & Services /
Spokane Public Schools (two-way tie)
— 8
3. Deloitte — 6
4. BDO USA LLP / Moss Adams (two-way
tie) — 4
5. PricewaterhouseCoopers (PwC) — 3

Average Salary
\$82,981

Based on 28 Respondents

Top Cities

1. Spokane, WA — 75
 2. Seattle, WA — 41
 3. Los Angeles, CA / Portland, OR (two-way
tie) — 6
 4. San Francisco, CA — 4
- Subsequent cities not reported to protect student
anonymity*



College of Arts & Sciences

Graduates



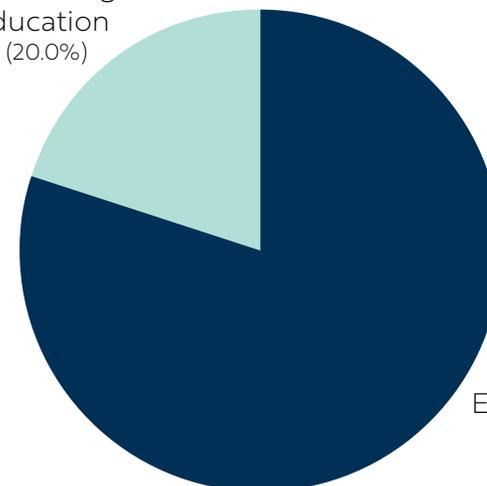
Due to small class size, top cities, organizations, and average salary are not reported to protect student anonymity.

Success Rate

100%

Based on 5 Respondents

Continuing
Education
1 (20.0%)



Employed
4 (80.0%)



BEYOND GONZAGA

Master of Arts in Organizational Leadership

JAMES

Economic Development Manager
SPOKANE TRIBE OF INDIANS

I feel that my purpose in life is to utilize my knowledge and abilities to create a better life for future generations to come. In particular, I strive to create more and better opportunities for anybody who lives across Indian Country to have access to basic infrastructure, healthcare, a quality education, prosperous economic opportunities, and an overall happier and healthier life.

Gonzaga helped me move closer to my purpose by providing me with a quality education, supportive staff and classmates, and a place to call home while I was away from my family and childhood friends. Gonzaga also helped me evolve into a person that I am proud to showcase to the world. Prior to becoming a Zag, I did not live my most authentic life. Now I am the happiest I have ever been and I am glad that the GU environment accepted me for me and allowed for me to grow into my true self.



Top Employers

1. Deloitte — 6
2. BDO USA, LLP / Gonzaga University / Moss Adams (three-way tie) — 4
3. PricewaterhouseCoopers (PwC) — 3
4. RSM US LLP / Ignitium (two-way tie) — 2

Subsequent employers not reported to protect student anonymity

Average Salary

\$73,333

Based on 6 Respondents

Top Cities

1. Seattle, WA — 23
2. Spokane, WA — 19
3. Denver, CO / Los Angeles, CA / Portland, OR / San Francisco, CA (four-way tie) — 2

Subsequent cities not reported to protect student anonymity

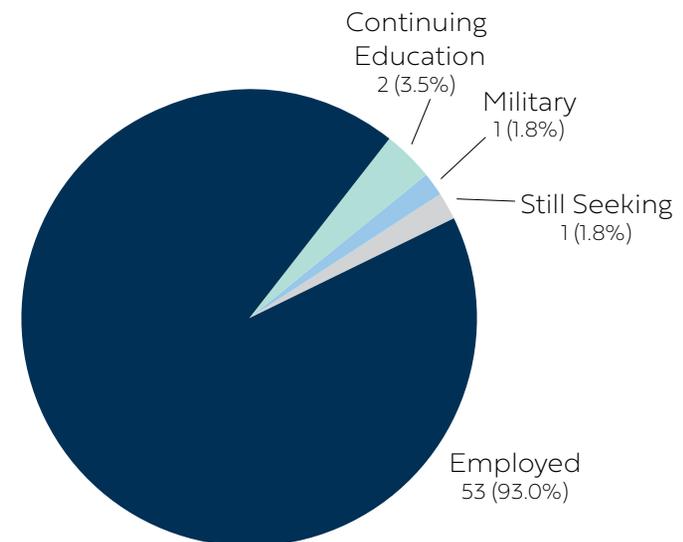
School of Business Administration

Graduates

Success Rate

98.2%

Based on 57 Respondents

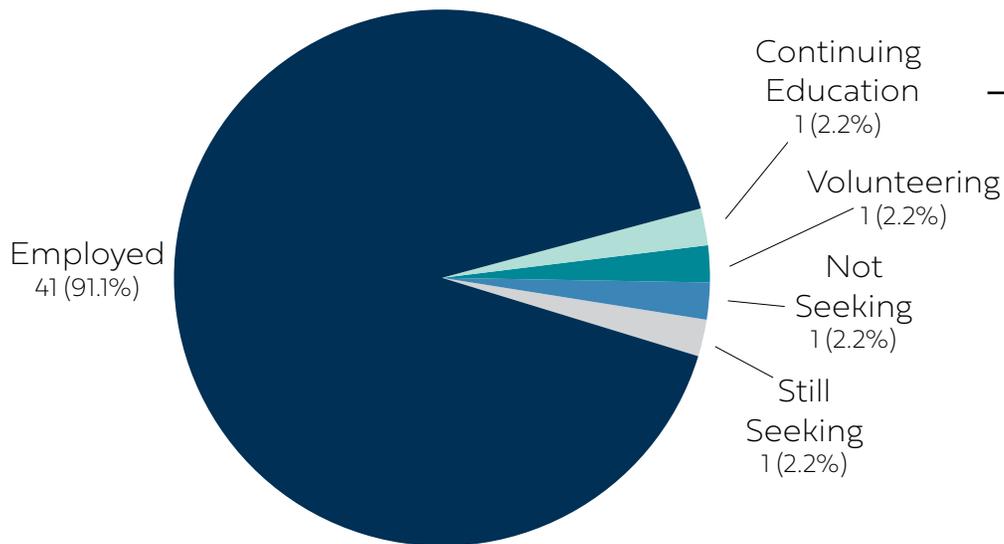




School of Education Graduates

Success Rate

97.8%
Based on 45 Respondents



Top Employers

1. Gonzaga University / Spokane Public Schools (two-way tie) — 6
2. Providence Health & Services / Lake Washington School District (two-way tie) — 2

Subsequent employers not reported to protect student anonymity

Average Salary

\$63,717

Based on 9 Respondents

Top Cities

1. Spokane, WA — 25
2. Seattle, WA — 7
3. Sacramento, CA — 2

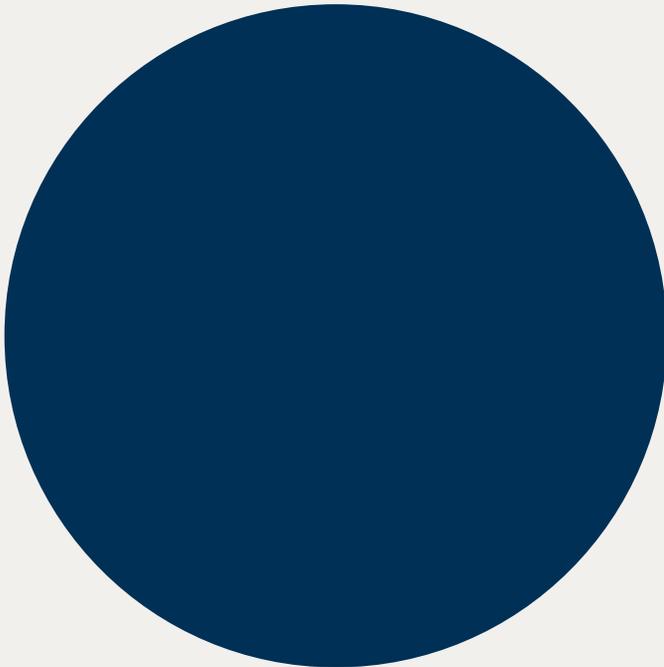
Subsequent cities not reported to protect student anonymity



School of Engineering & Applied Science Graduates

Success Rate
100%
*Based on 5
Respondents*

Employed
5 (100%)



Due to the small sample size, and to protect the anonymity of graduates, no employer, city, or salary information is disclosed for this population.



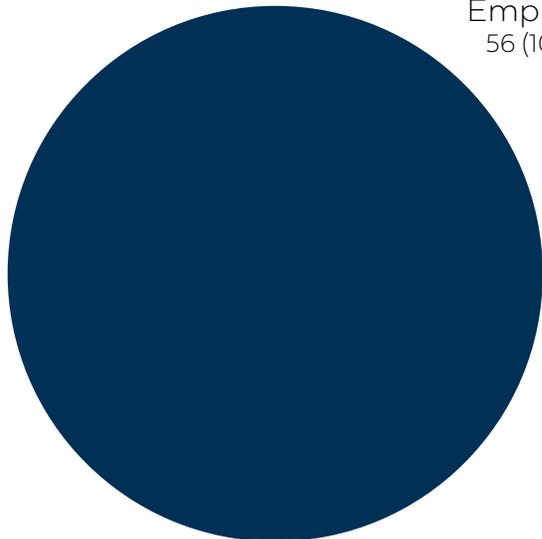
School of Leadership Studies

Graduates

Success Rate

100%
Based on 56 Respondents

Employed
56 (100%)



Top Employers

Gonzaga University — 10

Subsequent employers not reported to protect student anonymity

Average Salary
\$86,071

Based on 7 Respondents

Top Cities

1. Spokane, WA — 20
2. Seattle, WA — 9
3. Los Angeles, CA / Portland, OR (two-way tie) — 3
4. Bozeman, MT / San Diego, CA (two-way tie) — 2

Subsequent cities not reported to protect student anonymity



Top Employers

1. Providence Health & Services / Swedish — 6
2. Kootenai Health — 2

Subsequent employers not reported to protect student anonymity

School of Nursing & Human Physiology

Graduates

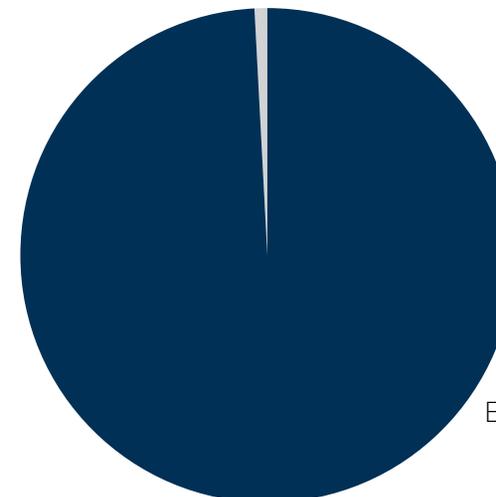
Average Salary
\$103,304

Based on 63 Respondents

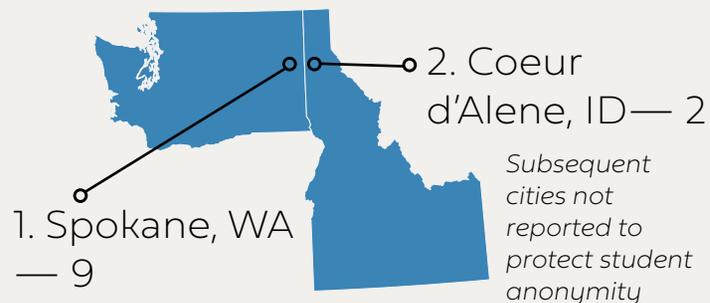
Success Rate
95.0%

Based on 20 Respondents

Still Seeking
1 (5.0%)



Top Cities





Gonzaga University Class of 2020-2021

Graduates - Outcomes by School / College and Major

AY 2020-2021 Graduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Gonzaga University	211	188	89.1%	178	94.7%	4	2.1%	1	0.5%	1	0.5%	1	0.5%	3	1.6%	98.4%
College of Arts and Sciences	5	5	100%	4	80.0%	1	20.0%	0	-	0	-	0	-	0	-	80.0%
Philosophy	1	1	100%	0	-	1	100%	0	-	0	-	0	-	0	-	100%
Theology and Leadership	4	4	100%	4	100%	0	-	0	-	0	-	0	-	0	-	100%
School of Business Administration	63	57	90.5%	53	93.0%	2	3.5%	0	-	1	1.8%	0	-	1	1.8%	98.2%
Accountancy	14	14	100%	13	92.9%	1	7.1%	0	-	0	-	0	-	0	-	100%
Business Administration	32	27	84.4%	24	88.9%	1	3.7%	0	-	1	3.7%	0	-	1	3.7%	96.3%
Taxation	17	16	94.1%	16	100.0%	0	-	0	-	0	-	0	-	0	-	100%
School of Education	52	45	86.5%	41	91.1%	1	2.2%	1	2.2%	0	-	1	2.2%	1	2.2%	97.8%
Clinical Mental Health Counseling	8	7	87.5%	6	85.7%	0	-	0	-	0	-	1	14.3%	0	-	100%
Counseling	1	1	100%	1	100%	0	-	0	-	0	-	0	-	0	-	100%
Educational Leadership	8	8	100%	8	100%	0	-	0	-	0	-	0	-	0	-	100%
Initial Teaching	9	8	88.9%	8	100%	0	-	0	-	0	-	0	-	0	-	100%



AY 2020-2021 Graduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Marriage and Family Counseling	6	5	83%	5	100%	0	-	0	-	0	-	0	-	0	-	100%
School Counseling	2	2	100%	1	50.0%	0	-	1	50.0%	0	-	0	-	0	-	100%
School Psychology	1	1	100%	1	100%	0	-	0	-	0	-	0	-	0	-	100%
Special Education	3	1	33.3%	0	-	1	100%	0	-	0	-	0	-	0	-	100%
Sport and Athletic Administration	11	10	90.9%	10	100%	0	-	0	-	0	-	0	-	0	-	100%
Teaching English as a Second Language	3	2	66.7%	1	50.0%	0	-	0	-	0	-	0	-	1	50.0%	50.0%
School of Engineering & Applied Science	5	5	100%	5	100%	0	-	0	-	0	-	0	-	0	-	100%
Transmission & Distribution	5	5	100%	5	100%	0	-	0	-	0	-	0	-	0	-	100%
School of Leadership Studies	64	56	87.5%	56	100%	0	-	0	-	0	-	0	-	0	-	100%
Communication and Leadership	14	13	92.9%	13	100%	0	-	0	-	0	-	0	-	0	-	100%
Leadership Studies	9	8	88.9%	8	100%	0	-	0	-	0	-	0	-	0	-	100%
Organizational Leadership	41	35	85.4%	35	100%	0	-	0	-	0	-	0	-	0	-	100%
School of Nursing & Human Physiology	22	20	90.9%	19	95.0%	0	-	0	-	0	-	0	-	1	5.0%	95.0%
Doctor of Nursing Practice	1	0	-	0	-	0	-	0	-	0	-	0	-	0	-	-
Nurse Anesthesia Practice	2	2	100%	2	100%	0	-	0	-	0	-	0	-	0	-	100%
Nursing	12	11	91.7%	10	90.9%	0	-	0	-	0	-	0	-	1	9.1%	90.9%



AY 2020-2021 Graduates	# of Graduates	# of Respondents	% Knowledge Rate	# Employed	% Employed	# Continuing Education	% Continuing Education	# Volunteering	% Volunteering	# Military	% Military	# Not Seeking	% Not Seeking	# Still Seeking	% Still Seeking	% Outcomes Success Rate
Nursing Practice	7	7	100%	7	100%	0	-	0	-	0	-	0	-	0	-	100%



2020-2021 Report Notes

The following pages provide aggregate reports to help understand the most reported locations (geographic and organizational). Please note the following:

- These reports include both undergraduate and graduate Gonzaga students from the 2020-2021 class.
- Locations (organizational and/or geographic) that tied with one or more additional locations are listed in alphabetical order, color coded as a group, and bracketed for ease of reading.
- Multi-year comparisons reports are generated using the NACE standards beginning with the 2015-2016 graduating class. While outcome information was generated without NACE standards in previous years, they are not comparable to the years using these and have been omitted.

Mel McNair-Davis, Budget & Research Specialist
Career & Professional Development
Gonzaga University



Top Employers and Organizations

1. Providence Health & Services-Swedish — 32
2. Gonzaga University — 24
3. United States Armed Forces — 16
4. Deloitte — 11
5. Seattle Children's Hospital — 11
6. Spokane Public Schools — 11
7. Jesuit Volunteer Corps — 10
8. KPMG — 10
9. Boeing — 9
10. PricewaterhouseCoopers (PwC) — 7
11. BDO USA, LLP — 6
12. Moss Adams — 6
13. University of Washington — 6
14. FAST Enterprises — 5
15. ScribeAmerica — 5
16. West Monroe Partners — 5
17. AmeriCorps — 4
18. Avista Utilities — 4
19. Expeditors — 4
20. Federal Government of the United States — 4
21. Washington State — 4
22. Aerotek — 3
23. Amazon — 3
24. DocuSign — 3
25. Expedia Group — 3
26. Federal Deposit Insurance Corporation — 3
27. HealthONE — 3
28. Ignitium — 3
29. Salesforce — 3
30. Second Harvest Inland Northwest — 3
31. Teach for America — 3
32. Whiting-Turner — 3

Organizations with the same reported number of Gonzaga graduates are sorted in alphabetical order, grouped by color, and highlighted with brackets.



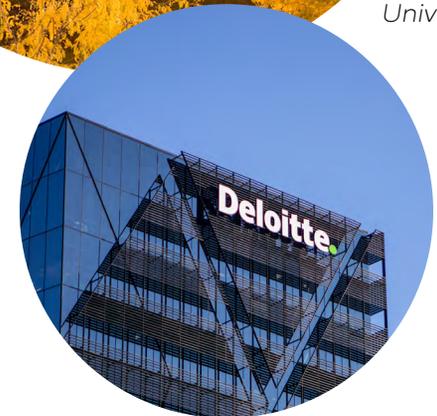
Top Internship Organizations

1. Gonzaga University — 58
2. Providence Health & Services / Swedish — 40
3. Deloitte — 20
4. Spokane Public Schools — 19
5. Boeing — 13
6. KPMG — 10
7. Moss Adams — 9
8. PricewaterhouseCoopers (PwC) — 9
9. Seattle Children's Hospital — 7
10. BDO USA LLP — 6
11. RSM USA LLP — 6
12. MultiCare — 5
13. Washington State Department of Social and Health Services — 5
14. Washington State Department of Transportation — 5
15. Second Harvest Inland Northwest — 4
16. Avalon Health Care — 4

*Sacred Heart Hospital, part
of Providence Health &
Services Health System*



*Gonzaga
University*



Deloitte



Top Continuing Education Institutions

1. Gonzaga University — 77
2. University of Washington — 10
3. Seattle University — 5
4. Arizona State University — 4
5. University of Michigan — 4
6. Boise State University — 3
7. Creighton University — 3
8. Eastern Washington University — 3
9. Georgetown University — 3
10. New York University — 3
11. Oregon Health & Science University — 3
12. Purdue University — 3
13. San Diego State University — 3
14. Santa Clara University — 3
15. Seattle Pacific University — 3
16. Seattle University — 3
17. University of California — 3
18. University of Colorado — 3
19. University of Nebraska — 3
20. University of Notre Dame — 3
21. University of Oregon — 3
22. University of Wisconsin — 3
23. Washington State University — 3
24. Whitworth University — 3

*Liberal Arts Quadrangle,
University of Washington*



College Hall, Gonzaga University

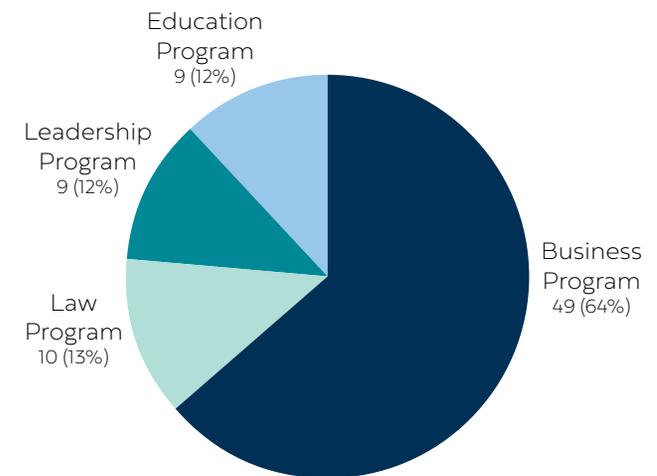


Why Gonzaga?

One of the recurring themes in our annual reporting is that Gonzaga University tops the charts for post-graduate institutions, internships, and employers. Why is that? There are a few factors that influence this outcome that are worth reviewing here.

Continuing Education

Gonzaga University's graduate programs, particularly those for business students, are natural next steps for many students who graduate with an undergraduate degree in Business Administration, Accounting, Psychology, and more. Of the students reporting Gonzaga University as their post-undergraduate destination, **64%** were pursuing an advanced degree in one of three business programs (Accountancy, Business Administration, or Taxation). The remaining breakdown included **12%** in an education program, **13%** in a law program, and **12%** in a leadership studies program.



Graduate Program Enrollment at Gonzaga University from the First Destination Class of 2021

Employment

Gonzaga University's high level of employment is partially due to the education opportunities provided to current Gonzaga University employees. Of the 25 students who reported Gonzaga University as their employer, 20 were current employees pursuing an additional degree.

Internships

We love providing students with experiential education! That's it. When it comes to helping develop the whole person, we know that having experiences outside of the classroom can be as important as the ones that happen inside the classroom. Therefore, it makes sense that Gonzaga University offices and departments are eager to have Gonzaga University students complete internships in their areas.



Top Cities

1. Spokane, WA — 292
2. Seattle, WA — 267
3. Portland, OR — 61
4. Los Angeles, CA — 38
5. Denver, CO — 33
6. San Diego, CA — 33
7. San Francisco, CA — 33
8. Phoenix, AZ — 17
9. Coeur d'Alene, ID — 15
10. New York City, NY — 15
11. San Jose, CA — 13
12. Washington, DC — 12
13. Boise, ID — 11
14. Salt Lake City, UT — 11
15. Boston, MA — 10

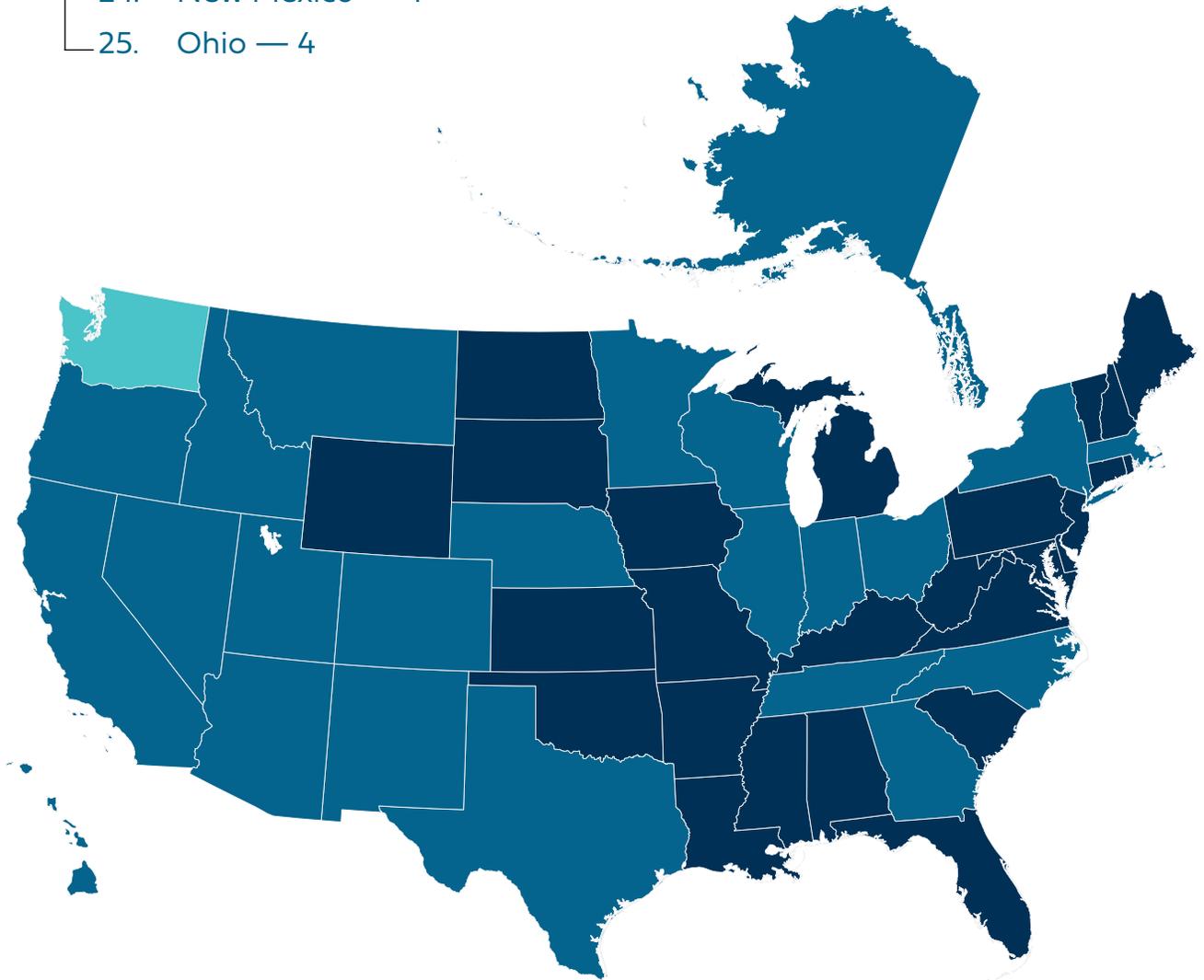




Top States

1. Washington — 602
2. California — 136
3. Oregon — 69
4. Colorado — 44
5. Idaho — 33
6. Arizona — 22
7. New York — 18
8. Texas — 17
9. Utah — 12
10. District of Columbia — 11
11. Massachusetts — 11
12. Montana — 11
13. Alaska — 10
14. Indiana — 6
15. Minnesota — 6
16. Tennessee — 6
17. Wisconsin — 6
18. Hawaii — 5
19. Illinois — 5
20. Nebraska — 5
21. Nevada — 5
22. North Carolina — 5

23. Georgia — 4
24. New Mexico — 4
25. Ohio — 4





Recruiting Organizations from 2021

320

- 2020 Companies
- ACE Teaching Fellows
- Active Relationships Center LLC
- Administrative Office of the Courts
- Agros International
- Aldrich CPAs and Advisors
- Alegria & Company, P.S.
- Alliance for Catholic Education at St. Joseph's University (ACESJU)
- alliantgroup
- AlphaSights
- Alternative Behavior Strategies
- Altman, Rogers & Co.
- Amate House
- Amazon
- American Civil Liberties Union (ACLU)
- AmeriCorps
- Amphenol Network Solutions
- Ampirical
- Anastasi, Moore & Martin, PLLC
- Andersen
- Anderson Peretti & Company
- Andritz
- ANR Group Inc
- Archdiocese of Portland
- Archdiocese of Seattle
- ARCO/Murray National Construction Company
- Armanino LLP
- Arthur J. Gallagher
- Artisans
- Asian Law Alliance
- Assisted Residential Services
- Associated Industries
- Augustinian Volunteers
- Avista Corporation
- Bader Martin, PS
- BCRA
- BDA
- BDO USA LLP
- Bellarmino Preparatory School
- Berntson Porter & Company PLLC
- Big 5 Sporting Goods
- Big Table
- Billiken Teacher Corps
- Blackwell Financial Services
- Boeing
- Bon Secours Volunteer Ministry
- Boston College School of Theology and Ministry (STM)
- Brennan Center for Justice at NYU School of Law
- Bright Horizons
- Cambia Health Solutions
- Camp Fire Inland Northwest Council
- CampusPoint
- Career Path Services
- Cascadia Consulting Group
- CellNetix Pathology
- Centers for Disease Control and Prevention (CDC)
- Centers for Medicare & Medicaid Services
- Charlotte Mecklenburg Schools
- CHAS Health
- Chinook Capital Advisors
- Christ House
- Christ the King Service Corps
- City of Agoura Hills
- City of Seattle Police Department
- City Year
- Clark Nuber
- CliftonLarsonAllen LLP
- Cogent Infotech
- Colorado Vincentian Volunteers
- Commellini Estate
- Commonwealth Associates, Inc.
- Consolidated Supply Co.
- Costco Wholesale
- Council on Foreign Relations



75. DaVita (ROPS)
76. DCI Engineers
77. De La Salle North Catholic High School
78. Deloitte
79. Department of Consumer and Business Services
80. Department of Energy (Washington, DC)
81. Dillon Area Love Inc (Love in the Name of Christ)
82. Dingus, Zarecor & Associates
83. DOWL
84. Downtown Emergency Service Center (DESC)
85. E. & J. Gallo Winery
86. EAI Technologies
87. Earthjustice
88. Eddie Bauer
89. Eide Bailly LLP
90. Eight Eleven Group - Parent Company of Brooksource, Medasource & Calculated Hire
91. Energy Northwest
92. ENGIE Impact
93. Enterprise Holdings
94. Epic
95. Excellence in Catholic Education & Leadership (ExCEL)
96. Excelsior Wellness Center
97. EZ Loader
98. Farm of the Child
99. Fast Enterprises, LLC
100. Fastenal Company
101. Federal Deposit Insurance Corporation (FDIC)
102. Ferguson Enterprises, LLC.
103. FIGPICKELS Inc
104. Franciscan Volunteer Ministry
105. FrancisCorps
106. Frank, Rimerman + Co. LLP
107. Free Rein Therapeutic Riding
108. Fruci & Associates
109. FUJIFILM Sonosite Inc.
110. Garmin
111. Gary Merlino Construction Co.
112. Generation Alive
113. Girl Scouts of Eastern WA and Northern ID
114. Goldsmith Engineering
115. Gonzaga Preparatory School
116. Good Shepherd Volunteers
117. Goosehead Insurance
118. Graham Group US Inc.
119. Grant Thornton
120. Great Hearts Academies (GREAT HEARTS AMERICA)
121. Greystar
122. H10 Capital
123. Habitat for Humanity Spokane
124. Hargis Engineers
125. HCL America, Inc.
126. HDR, Inc.
127. Heartland LLC
128. Heart's Home
129. Helping Hands Inc
130. Hi 5 Orthodontics
131. Highland School District #203
132. Hillsboro Hops Baseball Club
133. Hi-Rel Laboratories, Inc.
134. Holy Family Kirkland Parish School
135. Holy Rosary Academy
136. Hoover Law Group PLLC (Seattle and Portland)
137. Horizon Hospice
138. HP Inc.
139. Hunters Capital
140. Huntwood Cabinets
141. If You Could Save Just One
142. Inland Empire Media
143. Institute of Management Accountants
144. IntelliTect
145. Inventech Marine Solutions LLC DBA Life Proof Boats
146. Jackson Hewitt
147. James G. Pierson, Inc.
148. Japan Exchange & Teaching (JET) Program
149. Javelin Law
150. JEBCommerce
151. Jesuit Volunteer Corps
152. Jesuit Volunteer Corps Northwest
153. Journey Discovery Center
154. JPMorgan Chase & Co.
155. Justice in January
156. Kelly Right International, inc.
157. KeyTronic
158. KHQ/SWX
159. Kiewit
160. Kootenai Health
161. KPFF Special Projects
162. KPMG LLP



- | | | |
|--|---|---|
| 163. KXLY Broadcast Group | 191. New Mexico Law Offices of the Public Defender | Skills) |
| 164. Lallman, Felton, Peterson & Pierce, P.A. | 192. Nike, Inc. | 217. PayneWest Insurance |
| 165. Larson Gross | 193. NNSA Graduate Fellowship Program | 218. PBS Engineering and Environmental Inc. |
| 166. Lee & Hayes PC | 194. Nonprofit Professionals Advisory Group | 219. Pearson Packaging Systems |
| 167. Levitek LLC | 195. North Dakota State University | 220. Pend Oreille County |
| 168. Liberty Mutual | 196. North Idaho College | 221. PepsiCo |
| 169. Links Consulting, PS | 197. Northwest Farm Credit Services | 222. Perkins & Co |
| 170. Loretto Volunteer Program | 198. Northwest Immigrant Rights Project | 223. Persing Professional Group, LLC |
| 171. Lower Kuskokwim School District | 199. Northwest Indian Fisheries Commission | 224. Perteet, Inc. |
| 172. Lutheran Community Services Northwest | 200. Northwest Medical Physics Center | 225. Pexco Aerospace |
| 173. Maggie's Place | 201. Northwestern Mutual | 226. PLIRIS |
| 174. Magis Catholic Teacher Corps | 202. Nurocor, Inc. | 227. Power Engineers |
| 175. Make-A-Wish Alaska and Washington | 203. Office of the Washington State Auditor | 228. Precious Blood Volunteers |
| 176. Martel Wealth Advisors | 204. Omniscia Health | 229. PricewaterhouseCoopers (PwC) |
| 177. Maryknoll Lay Missioners | 205. Opportunity Council | 230. Prince William County VA Public Schools |
| 178. McDonald's Corporation | 206. Oracle | 231. Providence Health & Services / Swedish |
| 179. McKinstry | 207. Orange Water and Sewer Authority | 232. Puget Sound Kidney Center |
| 180. Mercy Volunteer Corps | 208. Oregon Department of Transportation | 233. Puget Sound Naval Shipyard and Intermediate Maintenance Facility |
| 181. Meridian Capital LLC | 209. Orgill | 234. QuEST |
| 182. Michael W. Grainey Consulting LLC | 210. Oroville School District #410 | 235. Red Cloud Indian School |
| 183. Michels Corporation | 211. Osborn Consulting, Inc. | 236. River City Youth Ops |
| 184. Mid-Minnesota Legal Aid (Minneapolis, MN) | 212. PACCAR | 237. RockAuto, LLC |
| 185. Moss Adams | 213. Pacific Alliance for Catholic Education (PACE) | 238. Rosalia School District #320 |
| 186. MultiGreen Properties, LLC | 214. Pacific Office Automation | 239. Rostro de Cristo |
| 187. N&K CPAs, Inc. | 215. Parametric | 240. RSM US LLP |
| 188. National Alliance on Mental Illness (NAMI) - Washington State | 216. PASS (Player Adaptive Soccer | 241. Ruby Hospitality |
| 189. National Color Graphics | | 242. RVK, Inc. |
| 190. National Institutes of Health, Department of Bioethics | | 243. Saint George's School |
| | | 244. Sanford Health |
| | | 245. SAP America, Inc. |



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| 246. Schweitzer Engineering Laboratories | 274. Sts. Peter and Paul School | 301. Verus Investments |
| 247. Science in Action! Program | 275. Teach For America | 302. Vincentian Mission Corps |
| 248. Seattle City Light | 276. Teach Kentucky | 303. Vincentian Volunteers of Cincinnati |
| 249. Second Harvest | 277. The Arc of Spokane | 304. Vorsight |
| 250. Second Order Effects | 278. The Borgen Project | 305. VPI Quality Windows (JELD-WEN) |
| 251. Seed Internships | 279. The Center for Effective Philanthropy | 306. Wagstaff, Inc. |
| 252. Servco Pacific Inc | 280. The Lands Council | 307. Washington Conservation Corps |
| 253. Shelton School District | 281. The Spur Group | 308. Washington Service Corps |
| 254. Shift Markets | 282. Therapeutic Associates Physical Therapy | 309. Washington Society of CPAs |
| 255. Slalom Consulting | 283. TitleOne | 310. Washington Trails Association |
| 256. Sodexo - Corporate and Management Recruiting | 284. T-Mobile | 311. Washington Trust Bank |
| 257. Sound Transit | 285. Tom James Company | 312. Wells Fargo |
| 258. Spark Central | 286. TOYOTA | 313. West Monroe Partners |
| 259. Spokane International Airport | 287. Transitions-Women's Hearth | 314. Western Integrated Technologies |
| 260. Spokane Lilac Festival | 288. Travelers | 315. Weyerhaeuser |
| 261. Spokane Regional Emergency Communications | 289. Treasury4 | 316. Whipple Consulting Engineers |
| 262. Spokane Regional Health District | 290. Tree Top | 317. Wiley |
| 263. Spokane Service Team- AmeriCorps | 291. Turner Construction Company | 318. Willis Towers Watson |
| 264. Spokane Tribe Casino | 292. U.S. Bankruptcy Court, Eastern District of Washington | 319. Yakima Valley Farm Workers Clinic |
| 265. Spokane Valley United Methodist Church | 293. U.S. Department of State | 320. YWCA of Spokane |
| 266. St. Joseph Worker Program | 294. U.S. Food and Drug Administration | |
| 267. St. Patrick Catholic School | 295. U.S. General Services Administration (GSA) | |
| 268. St. Thomas More School | 296. U.S. Marine Corps Officer Selection Team | |
| 269. Standish Management | 297. Uncommon Schools | |
| 270. State of Alaska Division of Legislative Audit | 298. United States Capitol Police | |
| 271. STCU | 299. United States Federal Probation and Pretrial Services | |
| 272. Steilacoom School District HR | 300. United Way of King County | |
| 273. Steris Corporation | | |



Longitudinal Comparison (2016-2021)

Overall	2016	2017	2018	2019	2020	2021
Success Rate	94%	95%	95%	95.5%	89.0%	96.2%
Working	76%	76%	76%	79.7%	77.1%	71.8%
Continuing Education	12%	14%	14%	10.8%	12.7%	19.7%
Volunteering	3%	3%	4%	3.2%	3.3%	2.8%
Military	2%	2%	1%	1.3%	0.8%	1.3%
Not Seeking	1%	1%	1%	0.5%	0.5%	0.6%
Still Seeking	6%	5%	5%	4.5%	11.0%	3.8%
Average Salary	48,119	59,710	61,520	63,853	66,166	63,459

Undergraduate	2016	2017	2018	2019	2020	2021
Success Rate	92%	93%	94%	94.3%	85.0%	95.8%
Working	65%	68%	68%	70.8%	60.4%	67.3%
Continuing Education	19%	19%	19%	16.6%	18.2%	23.2%
Volunteering	5%	4%	5%	4.6%	5.0%	3.3%
Military	2%	1%	1%	1.4%	0.9%	1.5%
Not Seeking	1%	1%	1%	<1%	0.6%	0.6%
Still Seeking	8%	7%	6%	5.7%	15.0%	4.2%
Average Salary	46,451	48,418	48,921	54,348	56,892	59,886

Graduate	2016	2017	2018	2019	2020	2021
Success Rate	98%	98%	97%	97.5%	96.6%	98.4%
Working	93%	92%	90%	93.4%	93.3%	94.7%
Continuing Education	2%	3%	5%	1.9%	2.3%	2.1%
Volunteering	<1%	<1%	1%	1%	0.2%	0.5%
Military	2%	3%	<1%	1%	0.6%	0.5%
Not Seeking	<1%	<1%	<1%	<1%	0.2%	0.5%
Still Seeking	2%	2%	3%	2.5%	3.1%	1.6%
Average Salary	62,709	78,046	84,367	81,223	90,754	82,981

2016-2019

Data for 2016-2019 suggest that graduates are well-equipped to enter the workforce and are successful in achieving their career and educational goals with a strong but gradual trend upward in the Outcomes Success Rates.

2020

In 2020, the global pandemic and subsequent disruptive actors had an adverse, negative impact on the overall Outcomes Success Rate with undergraduate students recognizing an almost 10% decrease in the Outcomes Success Rate. Graduate students, who are typically employed while earning their degrees, experienced only a slight 1% decrease to their Outcomes Success Rate.

2021

Starting with the 2015-2016 First Destination Survey Report, the Outcomes Success Rate for undergraduate and graduate students revealed positive, steady growth with small increases each year through 2018-2019. The class of 2019-2020 Outcomes Success Rate represented a significant decrease due to the global COVID-19 pandemic. Although the 2020-2021 graduating class continued to live in the shadow of the pandemic, the Outcome Success Rate made a full recovery and continued to make progress. This year's overall Outcomes Success Rate of 96.2% is the highest rate Gonzaga University has experienced to date.

Salary Trends

Increase in the average salary for both undergraduate and graduates students has remained stable with a slight upward trend.

