First Destination Survey Report

Class of 2020-2021
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Acknowledgments

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- Maxwell Kwenda, Director of Institutional Research, who assisted in securing graduate school information from the National Student Clearinghouse.
- Mel McNair-Davis, Budget & Research Specialist in CPD, who scrubbed data, kept the collection process on target for our December 31, 2021 deadline, and re-designed this report.
- 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

- O. Ray Angle, Assistant Vice President for Career & Professional Development
- Katherine Brackmann, Assistant Director, Graduate & Professional School Engagement
- Jonathan Byers, Director, Career Education
- Kareena Byrd, Recruitment Coordinator
- Karen Franks-Harding, Manager, School of Engineering & Applied Science
- Patty Hetu-Tkacik, Recruiter-in-Residence
- Vicki Hucke, Assistant Director, Employer Engagement
- Mel McNair-Davis, Budget & Research Specialist
- Devon Seward Howland, Manager, Career Education
- Erin Shields, Director, Alumni & Employer Engagement
- Molly Spilker, Office Assistant
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
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
Gonzaga University Class of 2020-2021
Undergraduates and Graduates

Success Rate
96.2%
Based on 1,141 respondents

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

Undergraduate and Graduate Outcomes by School or College

<table>
<thead>
<tr>
<th>School Name</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
<th>% Still Seeking</th>
<th># Outcomes Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gonzaga University</strong></td>
<td>1406</td>
<td>1141</td>
<td>81.2%</td>
<td>819</td>
<td>71.8%</td>
<td>225</td>
<td>19.7%</td>
<td>32</td>
<td>2.8%</td>
<td>15</td>
<td>1.3%</td>
<td>7</td>
<td>0.6%</td>
<td>43</td>
<td>3.8%</td>
<td>96.2%</td>
</tr>
<tr>
<td>College of Arts and Sciences</td>
<td>547</td>
<td>420</td>
<td>76.8%</td>
<td>246</td>
<td>58.6%</td>
<td>127</td>
<td>30.2%</td>
<td>28</td>
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<td>3</td>
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<td>96.9%</td>
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<td>80.0%</td>
<td>220</td>
<td>76.4%</td>
<td>55</td>
<td>19.1%</td>
<td>1</td>
<td>0.3%</td>
<td>4</td>
<td>1.4%</td>
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<td>–</td>
<td>8</td>
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<td>–</td>
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<td>97.3%</td>
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<td>183</td>
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<td>18</td>
<td>9.8%</td>
<td>2</td>
<td>1.1%</td>
<td>6</td>
<td>3.3%</td>
<td>3</td>
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<td>19</td>
<td>10.4%</td>
<td>89.6%</td>
</tr>
<tr>
<td>School of Leadership Studies</td>
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<td>–</td>
<td>100%</td>
</tr>
<tr>
<td>School of Nursing &amp; Human Physiology</td>
<td>148</td>
<td>119</td>
<td>80.4%</td>
<td>103</td>
<td>86.6%</td>
<td>13</td>
<td>10.9%</td>
<td>0</td>
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<td>2</td>
<td>1.7%</td>
<td>0</td>
<td>–</td>
<td>1</td>
<td>0.8%</td>
<td>99.2%</td>
</tr>
</tbody>
</table>
Gonzaga University Undergraduate Class of 2020-2021

Success Rate

95.8%

Based on 953 Respondents

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
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 (two-way tie) — 3

Subsequent employers not reported to protect student anonymity.

Average Salary
$48,844
Based on 49 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
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.
School of Business Administration
Undergraduates

Success Rate
97.0%
Based on 232 Respondents

Top Employers
1. KPMG — 9
2. Deloitte — 5
3. PricewaterhouseCoopers (PwC) / United States Armed Forces — 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 — 6

Employed 168 (72.4%)
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

- Employed: 18 (60.0%)
- Continuing Education: 11 (36.7%)
- Still Seeking: 1 (3.3%)
Gonzaga University
Academic Campus Tour
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.
School of Engineering & Applied Science
Undergraduates

Success Rate
89.3%
Based on 178 Respondents

Top Employers
1. United States Armed Forces — 6
2. Boeing — 5
3. Expeditors (two-way tie) — 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

Employed 130 (73.0%)
Still Seeking 19 (10.7%)
Not Seeking 3 (1.7%)
Military 6 (3.4%)
Volunteering 2 (1.1%)
Continuing Education 18 (10.1%)
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.
School of Nursing & Human Physiology
Undergraduates

Success Rate
100%
Based on 99 Respondents

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

Employed 84 (84.8%)
Continuing Education 13 (13.1%)
Military 2 (2.0%)
## Gonzaga University Class of 2020-2021
### Undergraduates - Outcomes by School / College and Major

<table>
<thead>
<tr>
<th>2020-2021 Undergraduates</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
<th>% Still Seeking</th>
<th>% Outcomes Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gonzaga University</td>
<td>1195</td>
<td>953</td>
<td>79.7%</td>
<td>640</td>
<td>67.2%</td>
<td>221</td>
<td>23.2%</td>
<td>32</td>
<td>3.4%</td>
<td>14</td>
<td>1.5%</td>
<td>6</td>
<td>0.6%</td>
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<td>4.2%</td>
<td>95.8%</td>
</tr>
<tr>
<td>College of Arts and Sciences</td>
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<td>414</td>
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<td>240</td>
<td>58.0%</td>
<td>126</td>
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<td>Biochemistry</td>
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<td>9</td>
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<td>Biology</td>
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<td>36</td>
<td>54.5%</td>
<td>23</td>
<td>34.8%</td>
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<td>1</td>
<td>1.5%</td>
<td>2</td>
<td>3.0%</td>
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<tr>
<td>Broadcast and Electronic Media</td>
<td>15</td>
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<td>80.0%</td>
<td>7</td>
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<td>3</td>
<td>25.0%</td>
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<td>8.3%</td>
<td>91.7%</td>
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<td>% Outcomes Success Rate</td>
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<td># Still Seeking</td>
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<td>% Outcomes</td>
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<td>% Success Rate</td>
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</table>
Gonzaga University Graduate Class of 2020-2021

Success Rate

98.4%

Based on 188 Respondents

- Employed: 178 (94.7%)
- Continuing Education: 4 (2.1%)
- Volunteering: 1 (0.5%)
- Military: 1 (0.5%)
- Still Seeking: 3 (1.6%)
- Not Seeking: 1 (0.5%)

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

Success Rate

100% Based on 5 Respondents

Employed 4 (80.0%)
Continuing Education 1 (20.0%)

Due to small class size, top cities, organizations, and average salary are not reported to protect student anonymity.
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.
School of Business Administration
Graduates

Success Rate
98.2%
Based on 57 Respondents

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

Employed 53 (93.0%)
Military 1 (1.8%)
Still Seeking 1 (1.8%)
Continuing Education 2 (3.5%)
School of Education Graduates

**Success Rate**

97.8%  
(91.1%) Employed  
(2.2%) Continuing Education  
(2.2%) Volunteering  
(2.2%) Not Seeking  
(2.2%) Still Seeking

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  
(9 Respondents)

**Top Cities**

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

Subsequent cities not reported to protect student anonymity
Success Rate

100%

Based on 5 Respondents

Employed

5 (100%)

School of Engineering & Applied Science

Graduates

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
School of Nursing & Human Physiology Graduates

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

Subsequent employers not reported to protect student anonymity

Success Rate
95.0%

Based on 20 Respondents

Average Salary
$103,304

Based on 63 Respondents

Top Cities
1. Spokane, WA — 9
2. Coeur d’Alene, ID — 2

Subsequent cities not reported to protect student anonymity

Employed 19 (95.0%)

Still Seeking 1 (5.0%)
## Gonzaga University Class of 2020-2021

Graduates - Outcomes by School / College and Major

<table>
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<tr>
<th>AY 2020-2021 Graduates</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># of Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
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<th>% Outcomes Success Rate</th>
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<td># Continuing Education</td>
<td>% Continuing Education</td>
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<td>% Still Seeking</td>
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<td># Continuing Education</td>
<td>% Continuing Education</td>
<td># Volunteering</td>
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<td># Military</td>
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<td># Not Seeking</td>
<td>% Not Seeking</td>
<td># Still Seeking</td>
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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
## 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
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.

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

1. 2020 Companies
2. ACE Teaching Fellows
3. Active Relationships Center LLC
4. Administrative Office of the Courts
5. Agros International
6. Aldrich CPAs and Advisors
7. Alegria & Company, P.S.
8. Alliance for Catholic Education at St. Joseph’s University (ACESJU)
9. alliantgroup
10. AlphaSights
11. Alternative Behavior Strategies
12. Altman, Rogers & Co.
13. Amate House
14. Amazon
15. American Civil Liberties Union (ACLU)
16. AmeriCorps
17. Amphenol Network Solutions
18. Ampirical
19. Anastasi, Moore & Martin, PLLC
20. Andersen
21. Anderson Peretti & Company
22. Andritz
23. ANR Group Inc
24. Archdiocese of Portland
25. Archdiocese of Seattle
26. ARCO/Murray National Construction Company
27. Armanino LLP
28. Arthur J. Gallagher
29. Artisans
30. Asian Law Alliance
31. Assisted Residential Services
32. Associated Industries
33. Augustinian Volunteers
34. Avista Corporation
35. Bader Martin, PS
36. BCRA
37. BDA
38. BDO USA LLP
39. Bellarmine Preparatory School
40. Berntson Porter & Company PLLC
41. Big 5 Sporting Goods
42. Big Table
43. Billiken Teacher Corps
44. Blackwell Financial Services
45. Boeing
46. Bon Secours Volunteer Ministry
47. Boston College School of Theology and Ministry (STM)
48. Brennan Center for Justice at NYU School of Law
49. Bright Horizons
50. Cambia Health Solutions
51. Camp Fire Inland Northwest Council
52. CampusPoint
53. Career Path Services
54. Cascadia Consulting Group
55. CellNetix Pathology
56. Centers for Disease Control and Prevention (CDC)
57. Centers for Medicare & Medicaid Services
58. Charlotte Mecklenburg Schools
59. CHAS Health
60. Chinook Capital Advisors
61. Christ House
62. Christ the King Service Corps
63. City of Agoura Hills
64. City of Seattle Police Department
65. City Year
66. Clark Nuber
67. CliftonLarsonAllen LLP
68. Cogent Infotech
69. Colorado Vincentian Volunteers
70. Commellini Estate
72. Consolidated Supply Co.
73. Costco Wholesale
74. Council on Foreign Relations
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<td>78</td>
<td>Deloitte</td>
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<td>Department of Consumer and Business Services</td>
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<td>Department of Energy (Washington, DC)</td>
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<td>Dingus, Zarecor &amp; Associates</td>
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<td>Excellence in Catholic Education &amp; Leadership (ExCEL)</td>
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<td>EZ Loader</td>
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<tr>
<td>98</td>
<td>Farm of the Child</td>
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<td>99</td>
<td>Fast Enterprises, LLC</td>
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<td>100</td>
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<td>101</td>
<td>Federal Deposit Insurance</td>
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<tr>
<td>102</td>
<td>Ferguson Enterprises, LLC.</td>
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<tr>
<td>103</td>
<td>FIGPICKELS Inc</td>
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<td>104</td>
<td>Franciscan Volunteer Ministry</td>
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<td>105</td>
<td>FrancisCorps</td>
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<td>106</td>
<td>Frank, Rimerman + Co. LLP</td>
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<td>107</td>
<td>Free Rein Therapeutic Riding</td>
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<td>108</td>
<td>Fruci &amp; Associates</td>
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<td>109</td>
<td>FUJIFILM Sonosite Inc.</td>
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<td>110</td>
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<td>111</td>
<td>Gary Merlino Construction Co.</td>
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<td>112</td>
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<td>113</td>
<td>Girl Scouts of Eastern WA and Northern ID</td>
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<td>114</td>
<td>Goldsmith Engineering</td>
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<td>115</td>
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<td>118</td>
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<td>119</td>
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<td>120</td>
<td>Great Hearts Academies (GREAT HEARTS AMERICA)</td>
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<tr>
<td>121</td>
<td>Greystar</td>
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<td>122</td>
<td>H10 Capital</td>
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<td>123</td>
<td>Habitat for Humanity Spokane</td>
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<td>124</td>
<td>Hargis Engineers</td>
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<td>125</td>
<td>HCL America, Inc.</td>
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<td>HDR, Inc.</td>
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<td>129</td>
<td>Helping Hands Inc</td>
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<td>Hi 5 Orthodontics</td>
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<td>Hillsboro Hops Baseball Club</td>
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<td>Hi-Rel Laboratories, Inc.</td>
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<td>Hoover Law Group PLLC (Seattle and Portland)</td>
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<td>If You Could Save Just One</td>
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<td>Jackson Hewitt</td>
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<td>147</td>
<td>James G. Pierson, Inc.</td>
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<td>148</td>
<td>Japan Exchange &amp; Teaching (JET) Program</td>
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<td>Jesuit Volunteer Corps Northwest</td>
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<td>153</td>
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<td>154</td>
<td>JPMorgan Chase &amp; Co.</td>
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<td>155</td>
<td>Justice in January</td>
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<td>156</td>
<td>Kelly Right International, inc.</td>
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<td>157</td>
<td>KeyTronic</td>
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<td>158</td>
<td>KHQ/SWX</td>
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<td>159</td>
<td>Kiewit</td>
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<td>160</td>
<td>Kootenai Health</td>
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<td>161</td>
<td>KPFF Special Projects</td>
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<tr>
<td>162</td>
<td>KPMG LLP</td>
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</tbody>
</table>
163. KXLY Broadcast Group
164. Lallman, Felton, Peterson & Pierce, P.A.
165. Larson Gross
166. Lee & Hayes PC
167. Levitek LLC
168. Liberty Mutual
169. Links Consulting, PS
170. Loretto Volunteer Program
171. Lower Kuskokwim School District
172. Lutheran Community Services Northwest
173. Maggie’s Place
174. Magis Catholic Teacher Corps
175. Make-A-Wish Alaska and Washington
176. Martel Wealth Advisors
177. Maryknoll Lay Missioners
178. McDonald’s Corporation
179. McKinstry
180. Mercy Volunteer Corps
181. Meridian Capital LLC
182. Michael W. Grainey Consulting LLC
183. Michels Corporation
184. Mid-Minnesota Legal Aid (Minneapolis, MN)
185. Moss Adams
186. MultiGreen Properties, LLC
187. N&K CPAs, Inc.
188. National Alliance on Mental Illness (NAMI) - Washington State
189. National Color Graphics
190. National Institutes of Health, Department of Bioethics
191. New Mexico Law Offices of the Public Defender
192. Nike, Inc.
193. NNSA Graduate Fellowship Program
194. Nonprofit Professionals Advisory Group
195. North Dakota State University
196. North Idaho College
197. Northwest Farm Credit Services
198. Northwest Immigrant Rights Project
199. Northwest Indian Fisheries Commission
200. Northwest Medical Physics Center
201. Northwestern Mutual
203. Office of the Washington State Auditor
204. Omniscia Health
205. Opportunity Council
206. Oracle
207. Orange Water and Sewer Authority
208. Oregon Department of Transportation
209. Orgill
210. Oroville School District #410
211. Osborn Consulting, Inc.
212. PACCAR
213. Pacific Alliance for Catholic Education (PACE)
214. Pacific Office Automation
215. Parametric
216. PASS (Player Adaptive Soccer Skills)
217. PayneWest Insurance
218. PBS Engineering and Environmental Inc.
219. Pearson Packaging Systems
220. Pend Oreille County
221. PepsiCo
222. Perkins & Co
223. Persing Professional Group, LLC
224. Perteet, Inc.
225. Pexco Aerospace
226. PLIRIS
227. Power Engineers
228. Precious Blood Volunteers
229. PricewaterhouseCoopers (PwC)
230. Prince William County VA Public Schools
231. Providence Health & Services / Swedish
232. Puget Sound Kidney Center
233. Puget Sound Naval Shipyard and Intermediate Maintenance Facility
234. QuEST
235. Red Cloud Indian School
236. River City Youth Ops
237. RockAuto, LLC
238. Rosalia School District #320
239. Rostro de Cristo
240. RSM US LLP
241. Ruby Hospitality
242. RVK, Inc.
243. Saint George’s School
244. Sanford Health
245. SAP America, Inc.
246. Schweitzer Engineering Laboratories
247. Science in Action! Program
248. Seattle City Light
249. Second Harvest
250. Second Order Effects
251. Seed Internships
252. Servco Pacific Inc
253. Shelton School District
254. Shift Markets
255. Slalom Consulting
256. Sodexo - Corporate and Management Recruiting
257. Sound Transit
258. Spark Central
259. Spokane International Airport
260. Spokane Lilac Festival
261. Spokane Regional Emergency Communications
262. Spokane Regional Health District
263. Spokane Service Team-AmeriCorps
264. Spokane Tribe Casino
265. Spokane Valley United Methodist Church
266. St. Joseph Worker Program
267. St. Patrick Catholic School
268. St. Thomas More School
269. Standish Management
270. State of Alaska Division of Legislative Audit
271. STCU
272. Steilacoom School District HR
273. Steris Corporation
274. Sts. Peter and Paul School
275. Teach For America
276. Teach Kentucky
277. The Arc of Spokane
278. The Borgen Project
279. The Center for Effective Philanthropy
280. The Lands Council
281. The Spur Group
282. Therapeutic Associates Physical Therapy
283. TitleOne
284. T-Mobile
285. Tom James Company
286. TOYOTA
287. Transitions-Women's Hearth
288. Travelers
289. Treasury4
290. Tree Top
291. Turner Construction Company
292. U.S. Bankruptcy Court, Eastern District of Washington
293. U.S. Department of State
294. U.S. Food and Drug Administration
295. U.S. General Services Administration (GSA)
296. U.S. Marine Corps Officer Selection Team
297. Uncommon Schools
298. United States Capitol Police
299. United States Federal Probation and Pretrial Services
300. United Way of King County
301. Verus Investments
302. Vincentian Mission Corps
303. Vincentian Volunteers of Cincinnati
304. Vorsight
305. VPI Quality Windows (JELD-WEN)
306. Wagstaff, Inc.
307. Washington Conservation Corps
308. Washington Service Corps
309. Washington Society of CPAs
310. Washington Trails Association
311. Washington Trust Bank
312. Wells Fargo
313. West Monroe Partners
314. Western Integrated Technologies
315. Weyerhaeuser
316. Whipple Consulting Engineers
317. Wiley
318. Willis Towers Watson
319. Yakima Valley Farm Workers Clinic
320. YWCA of Spokane
## Longitudinal Comparison (2016-2021)

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

**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.