

# FIRST DESTINATION SURVEY REPORT

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CLASS OF  
2021-2022





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- Molly Ayers, Assistant Dean, 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, 2021 and June 30, 2022 is 95.7%. Data was collected on 959 of the 1,221 graduates in the class of 2021-2022 resulting in a Knowledge Rate of 78.5%. 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.

- 95.7% Success Rate for undergraduates and graduate students (918 of 959)
- 95.1% Success Rate for undergraduate students (743 of 781)
- 98.3% Success Rate for graduate students (174 of 177)

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

- 79.4% Employment Rate for undergraduates and graduate students (761 of 959)
- 75.5% Employment Rate for undergraduate students (590 of 781)
- 96.0% Employment Rate for graduate students (170 of 177)

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

- 13.6% Continuing Education Rate for undergraduates and graduate students (130 of 959)
- 16.5% Continuing Education Rate for undergraduate students (129 of 781)
- 0.6% Continuing Education Rate for graduate students (1 of 177)

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

- 1.8% Volunteering Rate for undergraduates and graduate students (17 of 959)
- 2.0% Volunteering Rate for undergraduate students (16 of 781)
- 0.6% Volunteering Rate for graduate students (1 of 177)



## Executive Summary Continued

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

- 0.7% Military Rate for undergraduates and graduate students (7 of 959)
- 0.8% Military Rate for undergraduate students (6 of 781)
- 0.6% Military Rate for graduate students (1 of 177)

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.

- 0.3% Not Seeking Rate for undergraduates and graduate students (3 of 959)
- 0.3% Not Seeking Rate for undergraduate students (2 of 781)
- 0.6% Not Seeking Rate for graduate students (1 of 177)

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

- 4.3% Still Seeking Rate for undergraduates and graduate students (41 of 959)
- 4.9% Still Seeking Rate for undergraduate students (38 of 781)
- 1.7% Still Seeking Rate for graduate students (3 of 177)

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

- 1,221 undergraduates and graduate students
- 1,003 undergraduate students
- 218 graduate students

## Report Summary

- The Knowledge Rate of 78.5% exceeds the NACE suggested Knowledge Rate of 65% by 13.5 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,





## Executive Summary Continued

- 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 95.7% 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.
- 4.3% of graduating students were categorized as Still Seeking (employment or graduate school admission) on December 31, 2022. The Still Seeking rate for the previous year was 3.8%.
- 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 2022 was 3.5% so the Gonzaga University Still Seeking Rate of 4.3% is 0.8% more than the national average.
- The Continuing Education Rate for 2021-2022 is 13.6%. This is a 6.1% decrease from the 2020-2021 rate of 19.7%.
- 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. This year, Seattle once again reclaimed the top spot for the class of 2021-2022.
- The top seven employers/organizations that hired Zags are Gonzaga University (19), Providence Health & Services-Swedish (18), Deloitte (17), Boeing / UW Medicine (two-way tie of 14), and PwC / Spokane Public Schools (two-way tie, 10).
- The average salary for the 2021-2022 graduating class (both undergraduates and graduates) is \$67,911. This is an increase of \$4,452 from 2020-2021.
- For undergraduate degrees, the average salary is \$66,126 which is a \$6,240 increase from the previous year.



## Executive Summary Continued

- For graduate degrees, the average salary is \$76,542 which is a \$6,439 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

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## Top Employers

1. Gonzaga University — 19
2. Providence Health & Services - Swedish — 18
3. Deloitte — 17
4. Boeing / UW Medicine (two-way tie) — 14
5. PwC / Spokane Public Schools (two-way tie) — 8

Average Salary  
**\$67,911**

*Based on 216 respondents*

## Top Cities

1. Seattle, WA — 282
2. Spokane, WA — 228
3. Portland, OR — 41
4. San Francisco, CA — 35
5. Los Angeles, CA — 31

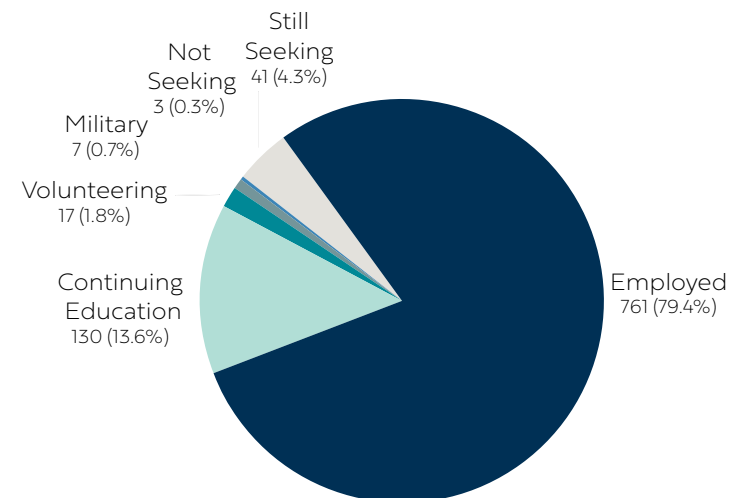
# Gonzaga University Class of 2021-2022

Undergraduates and  
Graduates

## Success Rate

**95.7%**

*Based on 959  
respondents*







# Gonzaga University Class of 2021-2022

## Undergraduate and Graduate Outcomes by School or College

| 2021-2022 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 |
|---|----------------|------------------|------------------|------------|--------------|------------------------|------------------------|----------------|----------------|------------|-------------|---------------|---------------|-----------------|-----------------|-------------------------|
| <b>Gonzaga University</b>                     | <b>1221</b>    | <b>959</b>       | <b>78.5%</b>     | <b>761</b> | <b>79.4%</b> | <b>130</b>             | <b>13.6%</b>           | <b>17</b>      | <b>1.8%</b>    | <b>7</b>   | <b>0.7%</b> | <b>3</b>      | <b>0.3%</b>   | <b>41</b>       | <b>4.3%</b>     | <b>95.7%</b>            |
| College of Arts and Sciences                  | 445            | 307              | 69.0%            | 195        | 63.5%        | 71                     | 23.1%                  | 14             | 4.6%           | 6          | 2.0%        | 0             | -             | 21              | 6.8%            | 93.2%                   |
| School of Business Administration             | 333            | 279              | 83.8%            | 232        | 83.2%        | 38                     | 13.6%                  | 2              | 0.7%           | 1          | 0.4%        | 1             | 0.4%          | 5               | 1.8%            | 98.2%                   |
| School of Education                           | 77             | 52               | 67.5%            | 45         | 86.5%        | 5                      | 9.6%                   | 0              | -              | 0          | -           | 1             | 1.9%          | 1               | 1.9%            | 98.1%                   |
| School of Engineering & Applied Science       | 159            | 155              | 97.5%            | 140        | 90.3%        | 11                     | 7.1%                   | 0              | -              | 0          | -           | 0             | -             | 4               | 2.6%            | 97.4%                   |
| School of Leadership Studies                  | 63             | 52               | 82.5%            | 47         | 90%          | 1                      | 1.9%                   | 1              | 1.9%           | 0          | -           | 1             | 1.9%          | 2               | 3.8%            | 96.2%                   |
| School of Nursing & Human Physiology          | 144            | 114              | 79.2%            | 102        | 89.5%        | 4                      | 3.5%                   | 0              | -              | 0          | -           | 0             | -             | 8               | 7.0%            | 93.0%                   |



## Top Employers

1. Providence Health & Services-Swedish — 16
2. UW Medicine — 14
3. Boeing — 12
4. United States Armed Forces — 6

Average Salary  
**\$66,126**

*Based on 179 Respondents*

## Top Cities

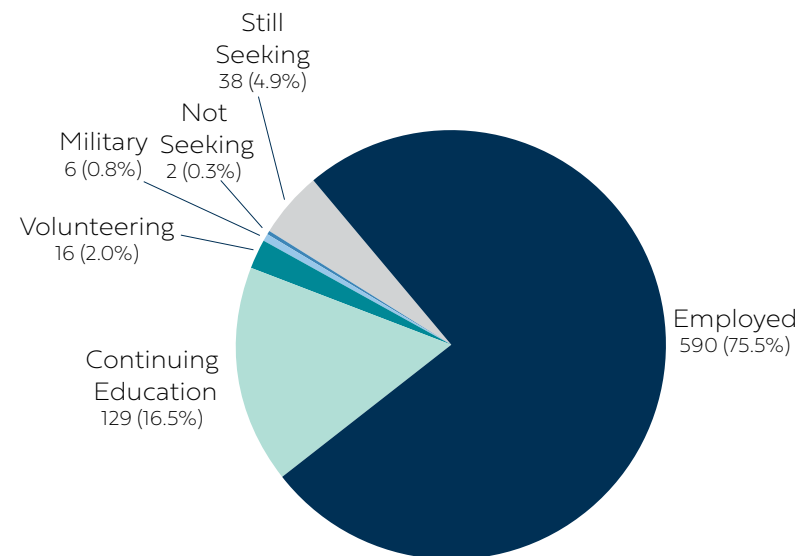
1. Seattle, WA — 229
2. Spokane, WA — 172
3. San Francisco, CA — 33
4. Portland, OR — 32
5. Los Angeles, CA — 26

# Gonzaga University Undergraduate Class of 2021-2022

## Success Rate

**95.1%**

*Based on 781  
Respondents*





**BEYOND GONZAGA**  
Bachelor of Science in Biology

# LUCAS

Fellow for Great Oaks Legacy  
Charter Schools  
**AMERICORPS**

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*I think my purpose in life is to help support others around me, and provide care, comfort, and safety for vulnerable populations. Personally, I think success is finding happiness with myself, with the people I surround myself with, and with my professional and personal path. I've noticed that I feel happiest when I'm uplifting the people around me. I know the pain and loneliness of feeling un-ordinary and like an outcast, and I want to be able to help people realize that they can heal from their past and live out an individualized future for themselves. Also, being a shoulder to lean on can change lives, so I want to be that person for others. Uniqueness should be celebrated, not shamed, and I'm going to make it a goal of mine to help people, and especially young people, see their differences as valuable.*



## Top Employers

1. United States Armed Forces — 6
2. AmeriCorps — 4
3. Gonzaga University /  
ScribeAmerica / UW Medicine  
(three-way tie) — 3

*Subsequent employers not reported to protect student anonymity*

## Average Salary

# \$49,907

*Based on 49 Respondents*

## Top Cities

1. Spokane, WA — 69
2. Seattle, WA — 55
3. San Francisco, CA — 20
4. Washington, DC — 13
5. Los Angeles, CA — 9

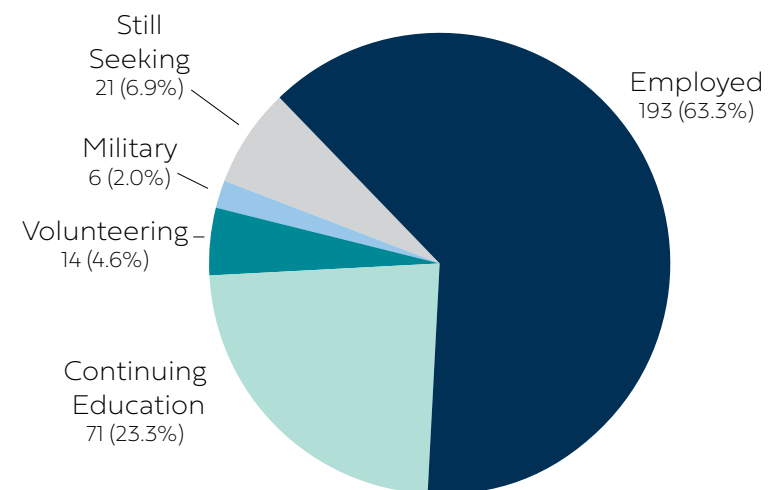
# College of Arts & Sciences

## Undergraduates

## Success Rate

# 93.1%

*Based on 305 Respondents*







## BEYOND GONZAGA

Bachelor of Business Administration

# GIFTY

Mergers & Acquisitions Consultant  
**WEST MONROE**

---

*During my time at Gonzaga University, I learned a lot about the true value of friendships. From the first day on campus to graduation day, I was surrounded by individuals who made me laugh, work hard, and become a better person. There was never a time during my undergraduate experience when I felt helpless—the community around me taught me how to persevere and grow.*

*I am now working as a consultant for West Monroe in Seattle. While being part of a technology consulting firm can be very fast-paced, I feel well-equipped to tackle any challenges and tasks that will arise. By being a good listener, I absorbed so much from my experiences at Gonzaga University. Attending various programming around Gonzaga and pairing it with the rich knowledge I gained in the classroom, I learned so much about what I want to do and who I want to surround myself with.*

*The way this school has shaped me is beyond words. I am greatly appreciative of my friends, faculty, and the countless other individuals who made this place such a loving and fruitful environment.*



## Top Employers

1. Deloitte — 5
2. Brighton Jones / Moss Adams / West Monroe (three-way tie) — 4
3. Amazon / EY / Grant Thornton LLP (three-way tie) — 3

*Subsequent employers not reported to protect student anonymity*

Average Salary  
**\$62,194**

*Based on 34 Respondents*

## Top Cities

1. Seattle, WA — 80
2. Spokane, WA — 62
3. Los Angeles, CA — 13
4. Denver, CO — 10
5. Portland, OR — 7

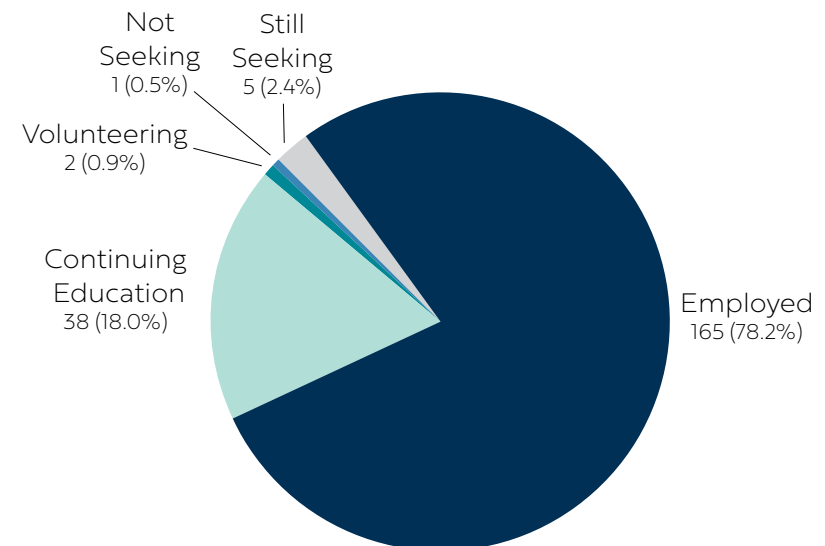
# School of Business Administration

## Undergraduates

## Success Rate

**97.6%**

*Based on 211 Respondents*





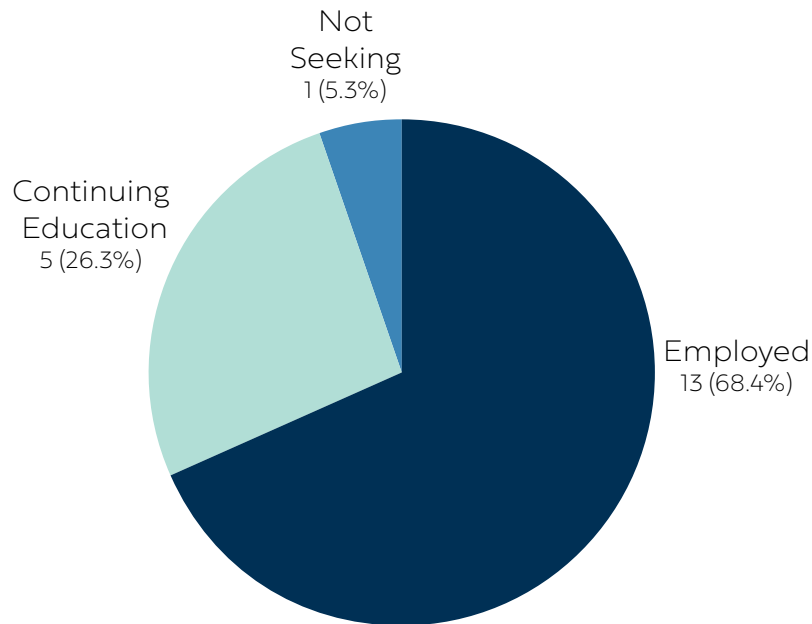


# School of Education

Undergraduates

Success Rate

**100%**  
Based on 19 Respondents



## Top Employer

Spokane Public Schools — 2

*Subsequent employers not reported to protect student anonymity*

Average Salary  
**\$57,010**

*Based on 4 Respondents*

## Top Cities

1. Spokane, WA — 8
2. Seattle, WA — 2

*Subsequent cities not reported to protect student anonymity*



# Gonzaga University

## Academic Campus Tour

*PACCAR  
School of Engineering &  
Applied Science*



*Tilford Center  
School of Nursing &  
Human Physiology,  
School of Leadership  
Studies*



*Herak Center  
School of Engineering &  
Applied Science*



*Bollier Center for  
Integrated Science &  
Engineering,  
School of  
Engineering &  
Applied Science*



*College Hall  
College of Arts & Sciences*

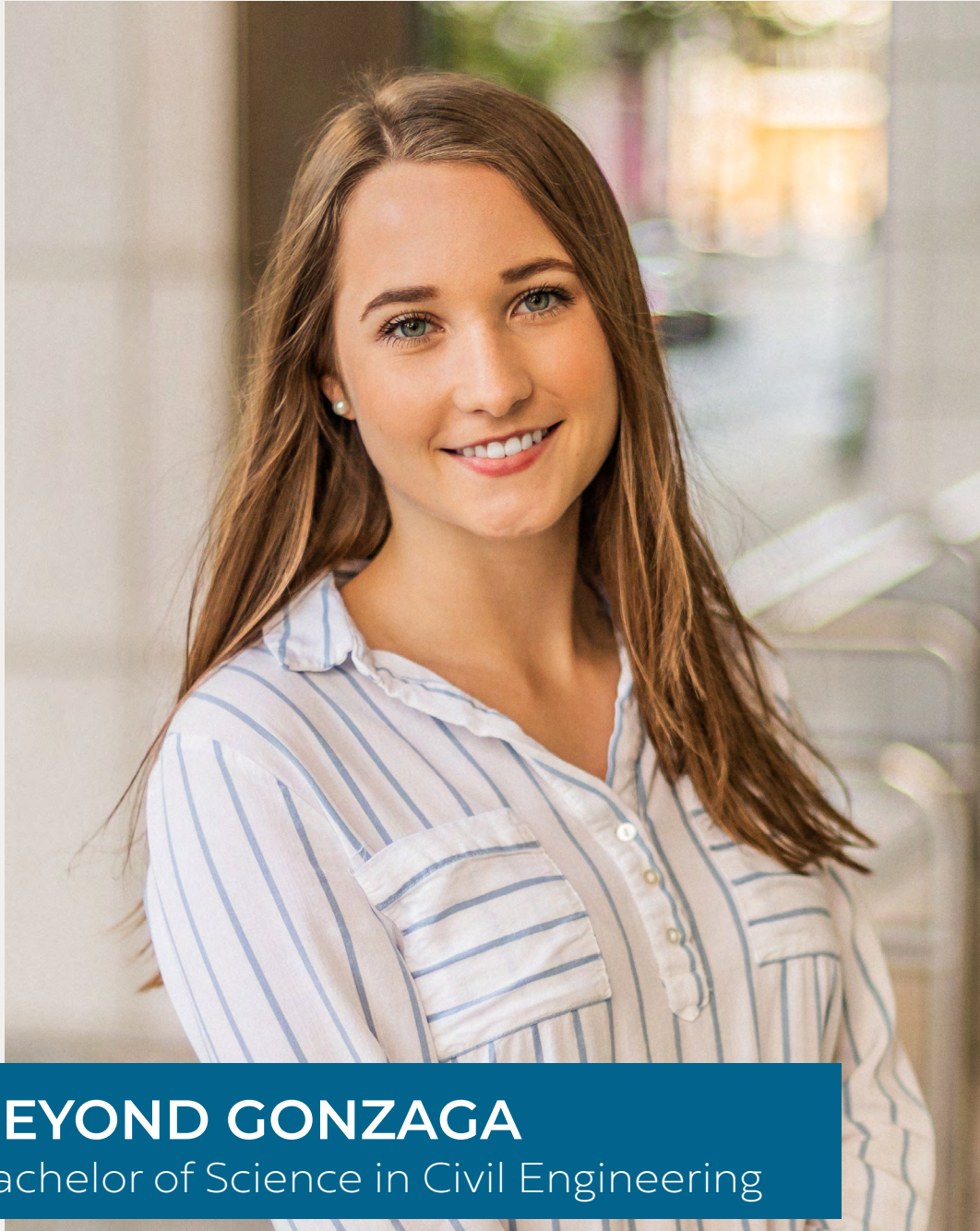


*Rosauer Center  
School of Education*



*Jepson Center  
School of Business Administration*





## BEYOND GONZAGA

Bachelor of Science in Civil Engineering

# KATRINA

Masters in Structural Engineering  
**STANFORD UNIVERSITY**

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*There I was stomping my feet on the bleachers in the student section lost in the frenzy of another Gonzaga home victory. 'Zag for Life,' I thought to myself. And then all of a sudden it was over.*

*Gonzaga University, with its emphasis on forming the whole person, not just the student, was a perfect fit for me. As I pursued and ultimately earned my Bachelors of Science degree in Civil Engineering, I was also presented with many opportunities to help others. Whether it was tutoring, volunteering at a day care for young mothers, or grading papers, there was never a shortage of ways to grow and serve.*

*So many professional doors opened. I did three consecutive summer internships at KPFF, an engineering design firm in Seattle. There I realized I wanted to pivot to Structural Engineering and that has led me to graduate school and a spot on the campus of Stanford University.*

*While my professional journey is really just about to begin, the building blocks have been laid and a solid foundation established. It's what every engineer strives for and I am blessed to be living it out.*



## Top Employers

1. Boeing — 11
2. Microsoft — 5
3. DCI Engineers /  
James Hardie — 3

*Subsequent employers not reported to protect student anonymity*

**Average Salary**  
**\$77,866**  
*Based on 53 Respondents*

## Top Cities

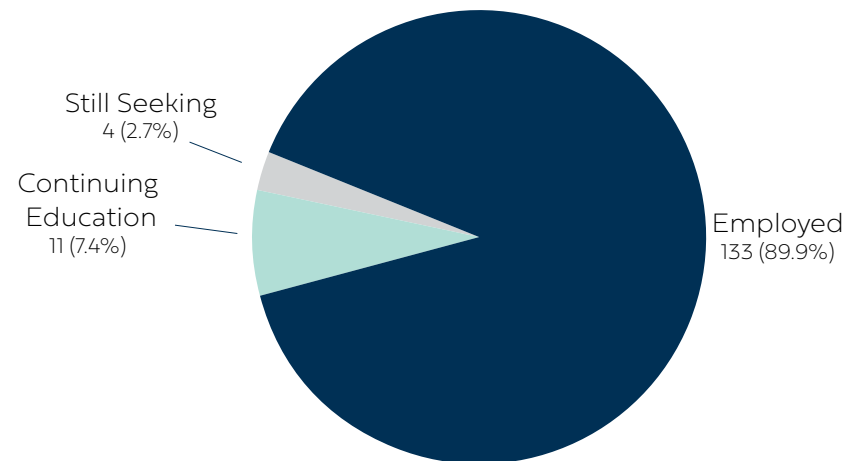
1. Seattle, WA — 53
2. Spokane, WA — 16
3. Portland, OR — 12
4. San Francisco, CA — 5

# School of Engineering & Applied Science

Undergraduates

## Success Rate

**97.3%**  
*Based on 148 Respondents*







## BEYOND GONZAGA

Bachelor of Science in Nursing

# SAMRIDHI

Pediatric Intensive Care Nurse  
**MULTICARE HEALTH SYSTEM**

---

*Gonzaga helped me reach my goals in so many ways. I was able to find out who I am and my life purpose here. I found my passion for leadership and mentoring other students through BRIDGE and being a Scholar Lead for the Washington State Opportunity Scholarship. Also, being an Act Six Scholar was an amazing leadership opportunity for me on campus. We worked very closely with Career and Professional Department where they would come speak to us every few weeks in our class to help us with our resumes and cover letters.*

*Gonzaga also helped me move closer to helping others through nursing by helping me figure out my passion and giving me a great networking system. Through Career and Professional Development, I was able to network at nursing specific career fairs and meet future employers.*

*Career and Professional Development was very supportive throughout my time at Gonzaga. I even was able to get a private room for my interview there. I am so appreciative of the staff there who helped me get to where I am today.*



## Top Employers

1. Providence Health & Services-Swedish — 15
2. UW Medicine — 11
3. MultiCare Health System / Seattle Children's Hospital (two-way tie) — 4
4. Oregon Health Sciences University — 3

*Subsequent employers not reported to protect student anonymity*

Average Salary  
**\$74,914**  
*Based on 39 Respondents*

## Top Cities

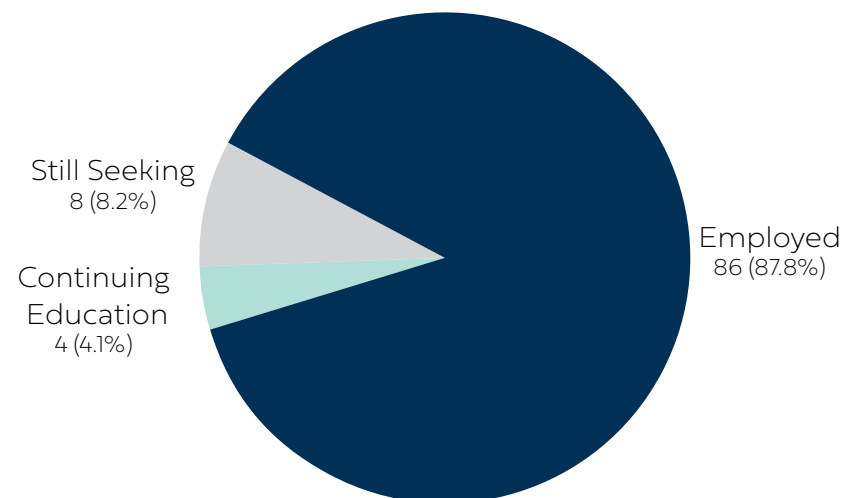
1. Seattle, WA — 39
2. Spokane, WA — 17
3. Portland, OR — 6
4. San Francisco, CA — 5
5. San Diego, CA — 4

# School of Nursing & Human Physiology

## Undergraduates

## Success Rate

**91.8%**  
*Based on 98 Respondents*







# Gonzaga University Class of 2021-2022

## Undergraduates - Outcomes by School / College and Major

| 2021-2022 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 |
|--------------------------------|----------------|------------------|------------------|------------|--------------|------------------------|------------------------|----------------|----------------|------------|-------------|---------------|---------------|-----------------|-----------------|-------------------------|
| <b>Gonzaga University</b>      | <b>1003</b>    | <b>781</b>       | <b>77.9%</b>     | <b>590</b> | <b>75.5%</b> | <b>129</b>             | <b>16.5%</b>           | <b>16</b>      | <b>2.0%</b>    | <b>6</b>   | <b>0.8%</b> | <b>2</b>      | <b>0.3%</b>   | <b>38</b>       | <b>4.9%</b>     | <b>95.1%</b>            |
| College of Arts and Sciences   | 443            | 305              | 68.8%            | 193        | 63.3%        | 71                     | 23.3%                  | 14             | 4.6%           | 6          | 2.0%        | 0             | -             | 21              | 6.9%            | 93.1%                   |
| Applied Mathematics            | 10             | 7                | 70.0%            | 4          | 57.1%        | 2                      | 28.6%                  | 1              | 14.3%          | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Art                            | 1              | 1                | 100%             | 1          | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Biochemistry                   | 21             | 16               | 76.2%            | 6          | 37.5%        | 8                      | 50.0%                  | 0              | -              | 1          | 6.3%        | 0             | -             | 1               | 6.3%            | 93.8%                   |
| Biology                        | 86             | 66               | 76.7%            | 40         | 60.6%        | 13                     | 19.7%                  | 4              | 6.1%           | 0          | -           | 0             | -             | 9               | 13.6%           | 86.4%                   |
| Broadcast and Electronic Media | 9              | 7                | 77.8%            | 6          | 85.7%        | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 1               | 14.3%           | 85.7%                   |
| Chemistry                      | 5              | 2                | 40.0%            | 1          | 50.0%        | 1                      | 50.0%                  | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Classical Civilizations        | 1              | 0                | -                | 0          | -            | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | N/A                     |
| Communication Studies          | 30             | 21               | 70.0%            | 18         | 85.7%        | 3                      | 14.3%                  | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Criminal Justice               | 2              | 0                | -                | 0          | -            | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | N/A                     |
| Criminology                    | 29             | 20               | 69.0%            | 10         | 50.0%        | 6                      | 30.0%                  | 2              | 10.0%          | 1          | 5.0%        | 0             | -             | 1               | 5.0%            | 95.0%                   |



| 2021-2022 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   | 2              | 2                | 100%             | 1          | 50.0%      | 1                      | 50.0%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Economics                                       | 21             | 17               | 81.0%            | 14         | 82.4%      | 1                      | 5.9%                   | 0              | -              | 0          | -          | 0             | -             | 2               | 11.8%           | 88.2%                   |
| English   | 12             | 8                | 66.7%            | 6          | 75.0%      | 1                      | 12.5%                  | 0              | -              | 0          | -          | 0             | -             | 1               | 12.5%           | 87.5%                   |
| Environmental Studies                           | 5              | 3                | 60.0%            | 2          | 66.7%      | 0                      | -                      | 1              | 33.3%          | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| History   | 20             | 15               | 75.0%            | 7          | 46.7%      | 5                      | 33.3%                  | 1              | 6.7%           | 1          | 6.7%       | 0             | -             | 1               | 6.7%            | 93.3%                   |
| International Studies                           | 3              | 3                | 100%             | 3          | 100%       | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| International Studies - International Relations | 11             | 9                | 81.8%            | 6          | 66.7%      | 1                      | 11.1%                  | 0              | -              | 2          | 22.2%      | 0             | -             | 0               | -               | 100%                    |
| Journalism                                      | 5              | 4                | 80.0%            | 3          | 75.0%      | 1                      | 25.0%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Mathematics                                     | 10             | 7                | 70.0%            | 1          | 14.3%      | 6                      | 85.7%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Music   | 4              | 2                | 50.0%            | 1          | 50.0%      | 1                      | 50.0%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Music Education                                 | 5              | 2                | 40.0%            | 0          | -          | 1                      | 50.0%                  | 0              | -              | 0          | -          | 0             | -             | 1               | 50.0%           | 50.0%                   |
| Philosophy                                      | 6              | 3                | 50.0%            | 3          | 100%       | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Physics   | 4              | 4                | 100%             | 2          | 50.0%      | 2                      | 50.0%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Political Science                               | 22             | 15               | 68.2%            | 10         | 66.7%      | 2                      | 13.3%                  | 1              | 6.7%           | 1          | 6.7%       | 0             | -             | 1               | 6.7%            | 93.3%                   |
| Psychology                                      | 71             | 42               | 59.2%            | 23         | 54.8%      | 15                     | 35.7%                  | 1              | 2.4%           | 0          | -          | 0             | -             | 3               | 7.1%            | 92.9%                   |



| 2021-2022 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                                   | 25             | 17               | 68.0%            | 16         | 94.1%        | 0                      | -                      | 1              | 5.9%           | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Religious Studies                                  | 2              | 1                | 50.0%            | 1          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Sociology  | 17             | 8                | 47.1%            | 6          | 75.0%        | 1                      | 12.5%                  | 1              | 12.5%          | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Spanish  | 3              | 2                | 66.7%            | 1          | 50.0%        | 0                      | -                      | 1              | 50.0%          | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Theatre Arts                                       | 1              | 1                | 100%             | 1          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| <b>School of Business Administration</b>           | <b>252</b>     | <b>211</b>       | <b>83.7%</b>     | <b>165</b> | <b>78.2%</b> | <b>38</b>              | <b>18.0%</b>           | <b>2</b>       | <b>0.9%</b>    | <b>0</b>   | <b>-</b>   | <b>1</b>      | <b>0.5%</b>   | <b>5</b>        | <b>2.4%</b>     | <b>97.6%</b>            |
| Accounting   | 53             | 48               | 90.6%            | 22         | 45.8%        | 26                     | 54.2%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Business Administration                            | 199            | 163              | 81.9%            | 143        | 87.7%        | 12                     | 7.4%                   | 2              | 1.2%           | 0          | -          | 1             | 0.6%          | 5               | 3.1%            | 96.3%                   |
| <b>School of Education</b>                         | <b>33</b>      | <b>19</b>        | <b>57.6%</b>     | <b>13</b>  | <b>68.4%</b> | <b>5</b>               | <b>26.3%</b>           | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>   | <b>1</b>      | <b>5.3%</b>   | <b>0</b>        | <b>-</b>        | <b>100%</b>             |
| Kinesiology and Physical Education                 | 6              | 4                | 66.7%            | 1          | 25.0%        | 2                      | 50.0%                  | 0              | -              | 0          | -          | 1             | 25.0%         | 0               | -               | 100%                    |
| Special Education                                  | 13             | 7                | 53.8%            | 5          | 71.4%        | 2                      | 28.6%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Sport Management                                   | 14             | 8                | 57.1%            | 7          | 87.5%        | 1                      | 12.5%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| <b>School of Engineering &amp; Applied Science</b> | <b>152</b>     | <b>148</b>       | <b>97.4%</b>     | <b>133</b> | <b>89.9%</b> | <b>11</b>              | <b>7.4%</b>            | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>   | <b>0</b>      | <b>-</b>      | <b>4</b>        | <b>2.7%</b>     | <b>97.3%</b>            |
| Civil Engineering                                  | 34             | 34               | 100%             | 32         | 94.1%        | 1                      | 2.9%                   | 0              | -              | 0          | -          | 0             | -             | 1               | 2.9%            | 97.1%                   |



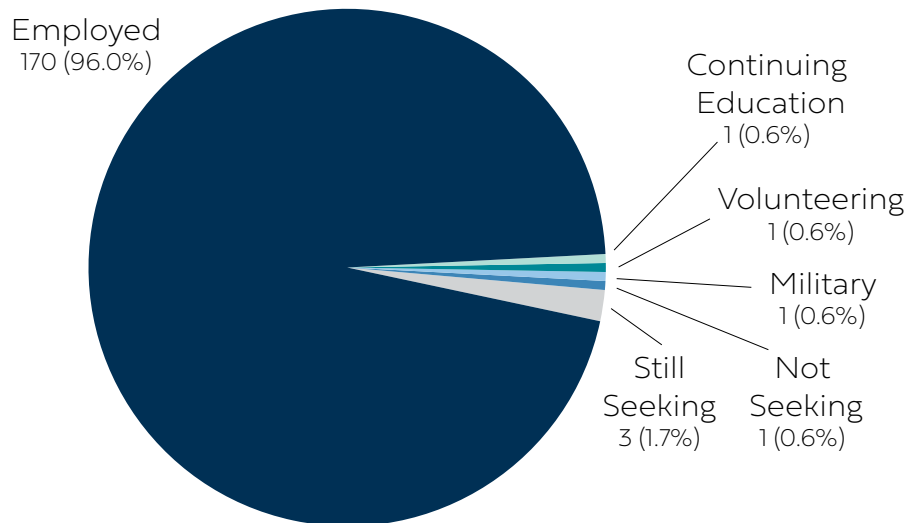
| 2021-2022 Undergraduates                        | # of Graduates | # of Respondents | % Knowledge Rate | # Employed | % Employed   | # Continuing Education | % Continuing Education | # Volunteering | % Volunteering | # Military | % Military | # Not Seeking | % Not Seeking | # Still Seeking | % Still Seeking | % Outcomes Success Rate |
|---|----------------|------------------|------------------|------------|--------------|------------------------|------------------------|----------------|----------------|------------|------------|---------------|---------------|-----------------|-----------------|-------------------------|
| Computer Engineering                            | 6              | 6                | 100%             | 6          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Computer Science                                | 25             | 23               | 92.0%            | 20         | 87.0%        | 2                      | 8.7%                   | 0              | -              | 0          | -          | 0             | -             | 1               | 4.3%            | 95.7%                   |
| Computer Science & Computational Thinking       | 14             | 13               | 92.9%            | 9          | 69.2%        | 3                      | 23.1%                  | 0              | -              | 0          | -          | 0             | -             | 1               | 7.7%            | 92.3%                   |
| Electrical Engineering                          | 13             | 13               | 100%             | 9          | 69.2%        | 3                      | 23.1%                  | 0              | -              | 0          | -          | 0             | -             | 1               | 7.7%            | 92.3%                   |
| Engineering Management                          | 9              | 9                | 100%             | 8          | 88.9%        | 1                      | 11.1%                  | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Mechanical Engineering                          | 51             | 50               | 98.0%            | 49         | 98.0%        | 1                      | 2.0%                   | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| <b>School of Nursing &amp; Human Physiology</b> | <b>123</b>     | <b>98</b>        | <b>79.7%</b>     | <b>86</b>  | <b>87.8%</b> | <b>4</b>               | <b>4.1%</b>            | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>   | <b>0</b>      | <b>-</b>      | <b>8</b>        | <b>8.2%</b>     | <b>91.8%</b>            |
| Human Physiology                                | 40             | 30               | 75.0%            | 21         | 70.0%        | 4                      | 13.3%                  | 0              | -              | 0          | -          | 0             | -             | 5               | 16.7%           | 83.3%                   |
| Nursing   | 83             | 68               | 81.9%            | 65         | 95.6%        | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 3               | 4.4%            | 95.6%                   |



# Gonzaga University Graduate Class of 2021-2022

## Success Rate

**98.3%**  
*Based on 177 Respondents*



## Top Employers

1. Gonzaga University — 14
2. Deloitte — 12
3. PwC — 6
4. Ignitium / Spokane Public Schools (two-way tie) — 4
5. BDO USA / KPMG — 3

Average Salary  
**\$76,542**  
*Based on 37 Respondents*

## Top Cities

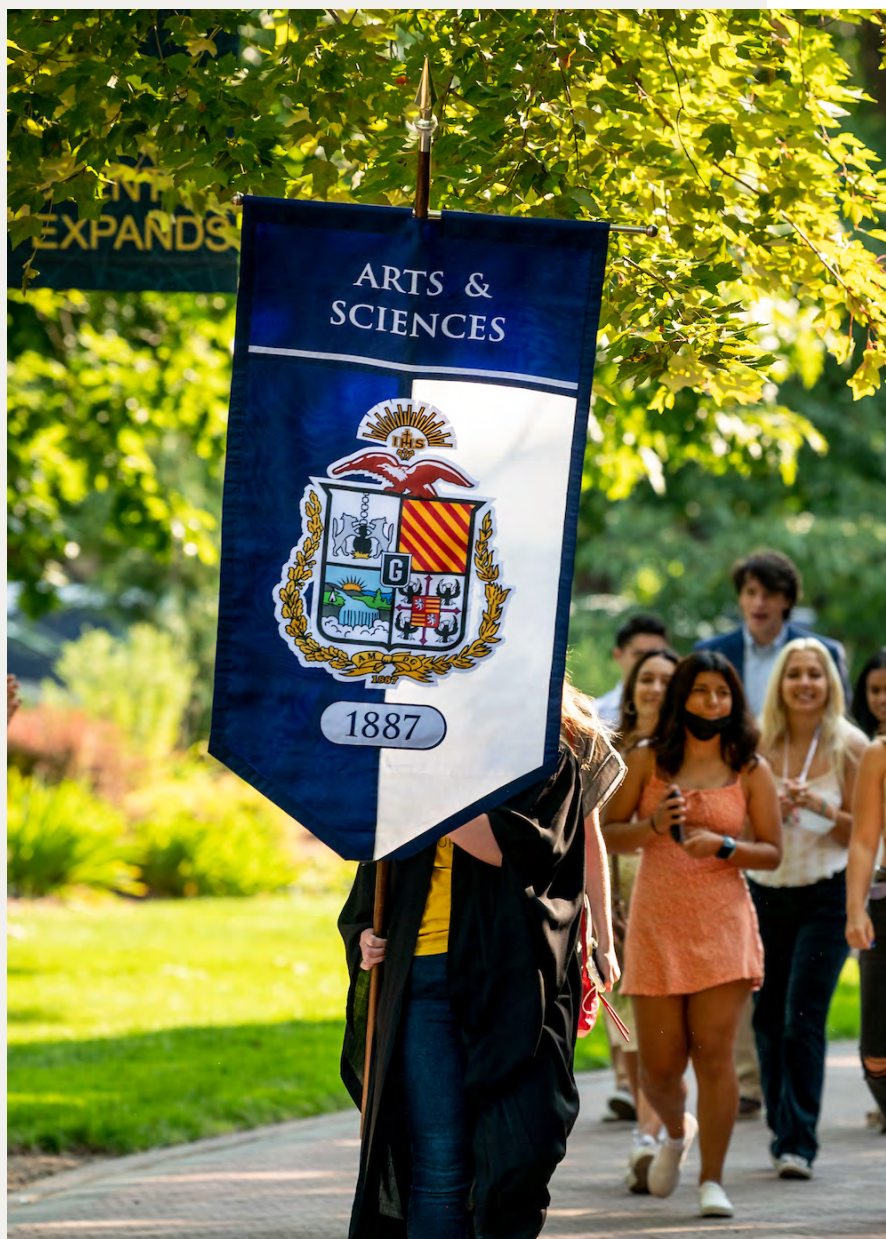
1. Spokane, WA — 56
2. Seattle, WA — 53
3. Portland, OR — 9
4. Los Angeles, CA / Phoenix, AZ (two-way tie) — 5

*Subsequent cities not reported to protect student anonymity*



# College of Arts & Sciences

Graduates

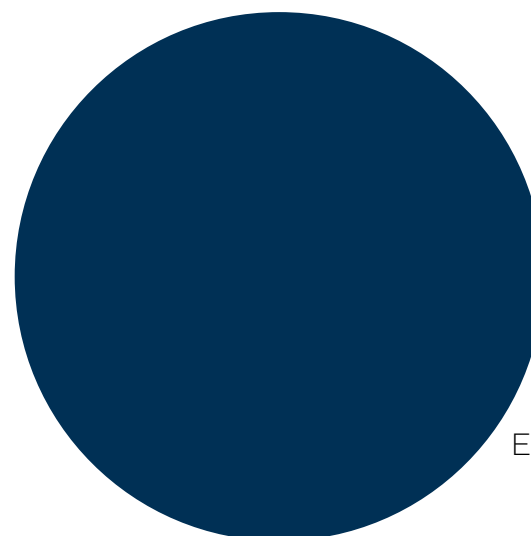


*Due to small class size, top cities, organizations, and average salary are not reported to protect student anonymity.*

## Success Rate

# 100%

*Based on 2 Respondents*



Employed  
2 (100%)





**BEYOND GONZAGA**  
Doctorate in Leadership Studies

# DANA

OWNER / FOUNDER  
**THRIVE GROUP**

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*While I intellectually enjoyed our mandatory philosophy and theology classes, I didn't realize until much later how powerful a backdrop these disciplines are to any professional endeavor. Basically, they are indispensable. I can always learn more technical skills. But if I don't have a central "why", I'm just making noise; the world does not need more noise.*

*My mother and grandparents taught me that service to others is a sacred and essential piece to my humanity. Gonzaga University emphasized the same and showed me how to center service as I organize work and life. Now, I can't even think about profit margins for too long without thinking about community engagement, and I wouldn't want to. My purpose in life is to be of service to God and my fellows. So, I adapt my activities as I'm led. I currently spend my days supporting clients in their change leadership work, running several business ventures, and homeschooling my four young children.*



## Top Employers

1. Deloitte — 12
2. PwC — 6
3. BDO USA / Gonzaga University / KPMG / Ignitium (four-way tie) — 3
4. RSM / Moss Adams (two-way tie) — 2

*Subsequent employers not reported to protect student anonymity*

## Average Salary

# \$75,751

*Based on 18 Respondents*

## Top Cities

1. Seattle, WA — 32
2. Spokane, WA — 17
3. Portland, OR — 2
4. Los Angeles, CA — 3
5. Denver, CO / Phoenix, AZ (two-way tie) — 2

*Subsequent cities not reported to protect student anonymity*

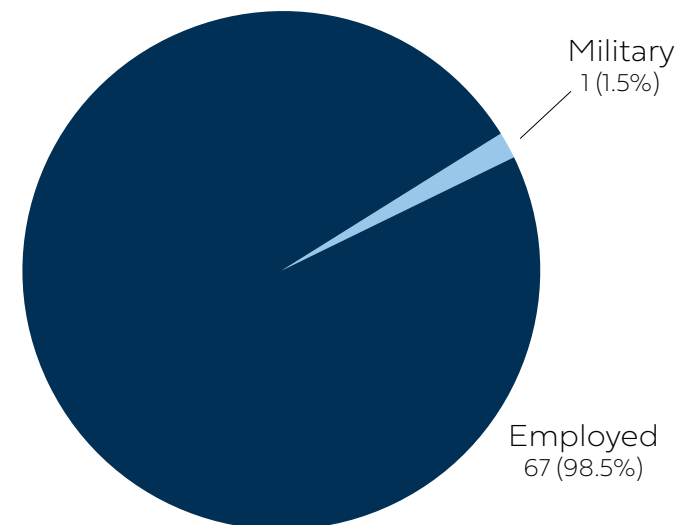
# School of Business Administration

## Graduates

## Success Rate

# 100%

*Based on 68 Respondents*

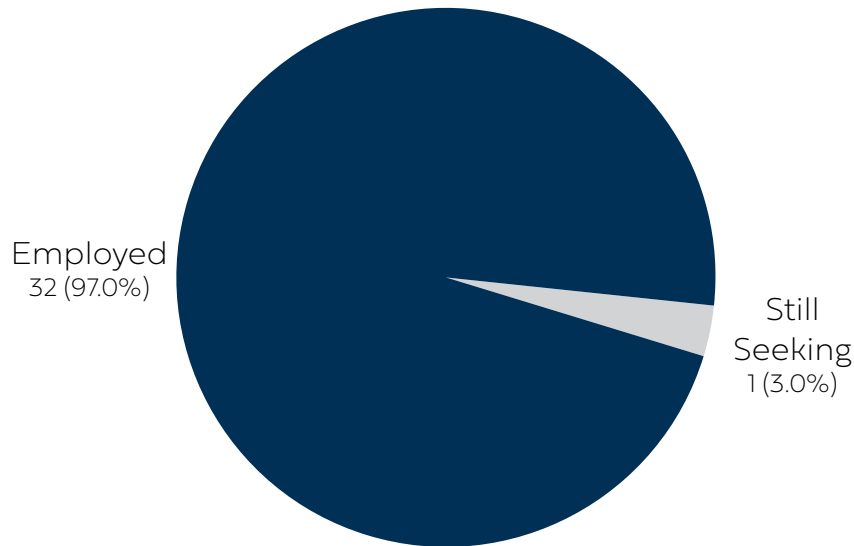




# School of Education Graduates

## Success Rate

**97.0%**  
*Based on 33 Respondents*



## Top Employers

1. Spokane Public Schools — 3
2. Deer Park School District / Gonzaga University (two-way tie) — 2

*Subsequent employers not reported to protect student anonymity*

## Average Salary

**\$60,175**

*Based on 8 Respondents*

## Top Cities

1. Spokane, WA — 16
2. Seattle, WA — 3
3. Portland, OR — 2

*Subsequent cities not reported to protect student anonymity*



# LANDON

CLINICAL MENTAL HEALTH COUNSELOR  
NEUROTHERAPY NORTHWEST

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*At 14 years old, I was attending a youth group career night when a mental health counselor gave a presentation on his job. I remember being absolutely enthralled by the aspects of his work and decided then and there that I wanted to do what he did; I wanted to become a counselor. In the years since then, I have come to realize that our relationships with ourselves, others, and God is what life is all about. These are the sources of light and hope in our lives. Personally, I consider my purpose in life to be uncovering that light and hope for as many people as I can.*

*My education at Gonzaga provided a strong foundation on which I am continuing to build on that purpose. My professors and peers opened my eyes to knowledge and perspectives that have helped me to uncover more of my own light, which I hope to use to bless the lives of others. It was a time of hard work, self-exploration, and perspective taking, all of which culminated in the confirmation that I am part of a wonderful community as well as exciting and important work. I plan to use the education I received to do what Gonzaga did for me: educate, advocate, and uplift.*



**BEYOND GONZAGA**

Masters in Clinical Mental Health Counseling



# School of Engineering & Applied Science

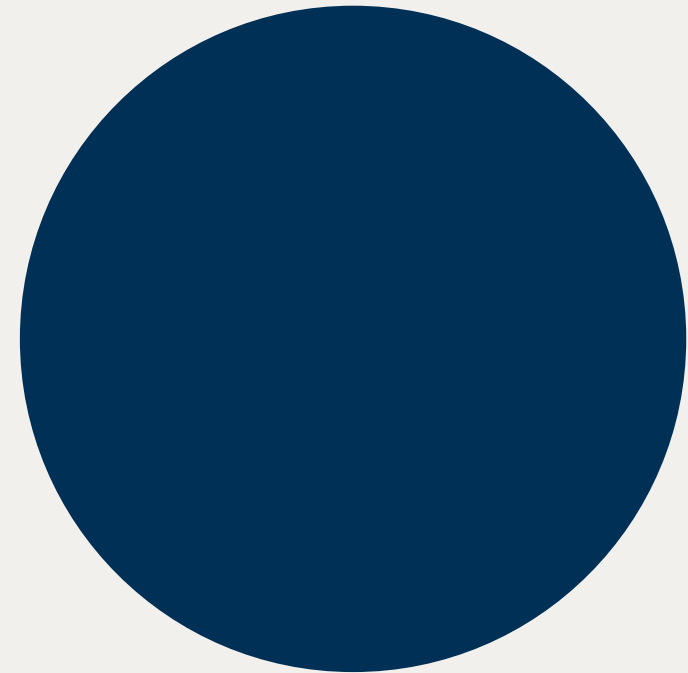
## Graduates



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

Success Rate  
**100%**  
*Based on 7  
Respondents*

Employed  
7 (100%)





## Top Employers

1. Gonzaga University — 10
2. Boeing — 2

*Subsequent employers not reported to protect student anonymity*

# School of Leadership Studies

Graduates

## Average Salary

# \$82,260

*Based on 9 Respondents*

## Success Rate

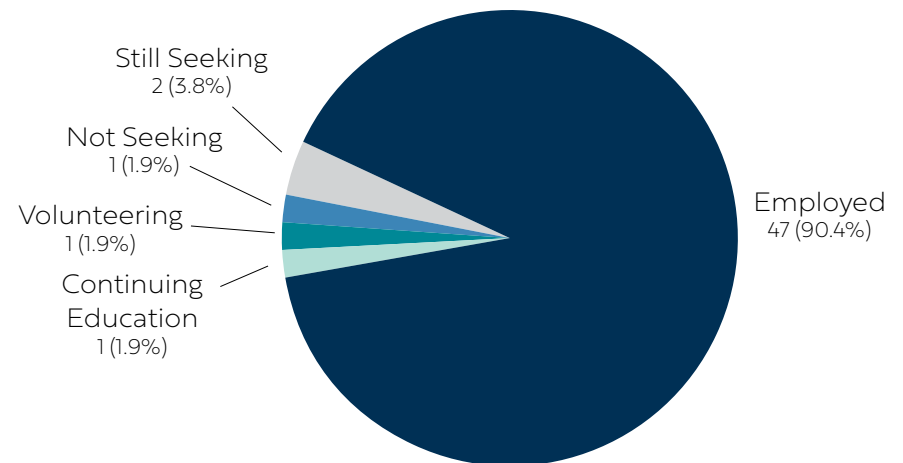
# 96.2%

*Based on 52 Respondents*

## Top Cities

1. Spokane, WA — 17
2. Seattle, WA — 13
3. Portland, OR — 3
4. Phoenix, AZ / Sacramento, CA (two-way tie) — 2

*Subsequent cities not reported to protect student anonymity*





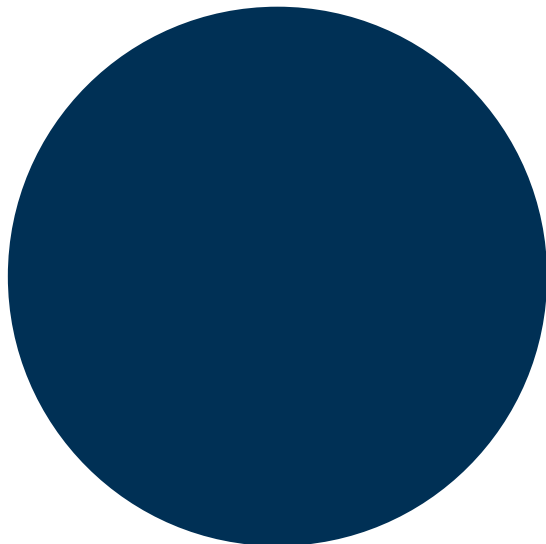


# School of Nursing & Human Physiology

Graduates

Success Rate  
**100%**  
*Based on 15 Respondents*

Employed  
15 (100%)



## Top Employers

MultiCare Health System — 2

*Subsequent employers not reported to protect student anonymity*

Average Salary  
**\$123,400**

*Based on 2 Respondents*

## Top Cities

1. Spokane, WA — 5
2. Seattle, WA — 4

*Subsequent cities not reported to protect student anonymity*



# Gonzaga University Class of 2021-2022

## Graduates - Outcomes by School / College and Major

| AY 2021-2022 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 |
|-------------------------------------|----------------|------------------|------------------|------------|--------------|------------------------|------------------------|----------------|----------------|------------|-------------|---------------|---------------|-----------------|-----------------|-------------------------|
| <b>Gonzaga University</b>           | <b>218</b>     | <b>177</b>       | <b>81.2%</b>     | <b>170</b> | <b>96.0%</b> | <b>1</b>               | <b>0.6%</b>            | <b>1</b>       | <b>0.6%</b>    | <b>1</b>   | <b>0.6%</b> | <b>1</b>      | <b>0.6%</b>   | <b>3</b>        | <b>1.7%</b>     | <b>98.3%</b>            |
| <b>College of Arts and Sciences</b> | <b>2</b>       | <b>2</b>         | <b>100%</b>      | <b>2</b>   | <b>100%</b>  | <b>0</b>               | <b>-</b>               | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>    | <b>0</b>      | <b>-</b>      | <b>0</b>        | <b>-</b>        | <b>100%</b>             |
| Theology and Leadership             | 2              | 2                | 100%             | 2          | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| <b>School of Business</b>           | <b>81</b>      | <b>68</b>        | <b>84.0%</b>     | <b>67</b>  | <b>98.5%</b> | <b>0</b>               | <b>-</b>               | <b>0</b>       | <b>-</b>       | <b>1</b>   | <b>1.5%</b> | <b>0</b>      | <b>-</b>      | <b>0</b>        | <b>-</b>        | <b>100%</b>             |
| Accountancy                         | 25             | 22               | 88.0%            | 21         | 95.5%        | 0                      | -                      | 0              | -              | 1          | 4.5%        | 0             | -             | 0               | -               | 100%                    |
| American Indian Entrepreneurship    | 4              | 1                | 25.0%            | 1          | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Business Administration             | 41             | 35               | 85.4%            | 35         | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Taxation                            | 11             | 10               | 90.9%            | 10         | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| <b>School of Education</b>          | <b>44</b>      | <b>33</b>        | <b>75.0%</b>     | <b>32</b>  | <b>97.0%</b> | <b>0</b>               | <b>-</b>               | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>    | <b>0</b>      | <b>-</b>      | <b>1</b>        | <b>3.0%</b>     | <b>97.0%</b>            |
| Clinical Mental Health Counseling   | 3              | 3                | 100%             | 3          | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Educational Leadership              | 5              | 5                | 100%             | 5          | 100%         | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 0               | -               | 100%                    |
| Initial Teaching                    | 16             | 10               | 62.5%            | 9          | 90.0%        | 0                      | -                      | 0              | -              | 0          | -           | 0             | -             | 1               | 10.0%           | 90.0%                   |



| AY 2021-2022 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                     | 4              | 4                | 100%             | 4          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| School Counseling                                  | 1              | 1                | 100%             | 1          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| School Psychology                                  | 5              | 4                | 80.0%            | 4          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Sport and Athletic Administration                  | 8              | 5                | 62.5%            | 5          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Teaching English as a Second Language              | 2              | 1                | 50.0%            | 1          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| <b>School of Engineering &amp; Applied Science</b> | <b>7</b>       | <b>7</b>         | <b>100%</b>      | <b>7</b>   | <b>100%</b>  | <b>0</b>               | <b>-</b>               | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>   | <b>0</b>      | <b>-</b>      | <b>0</b>        | <b>-</b>        | <b>100%</b>             |
| Transmission & Distribution                        | 7              | 7                | 100%             | 7          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| <b>School of Leadership Studies</b>                | <b>63</b>      | <b>52</b>        | <b>82.5%</b>     | <b>47</b>  | <b>90.4%</b> | <b>1</b>               | <b>1.9%</b>            | <b>1</b>       | <b>1.9%</b>    | <b>0</b>   | <b>-</b>   | <b>1</b>      | <b>1.9%</b>   | <b>2</b>        | <b>3.8%</b>     | <b>96.2%</b>            |
| Communication and Leadership                       | 22             | 20               | 90.9%            | 18         | 90.0%        | 1                      | 5.0%                   | 1              | 5.0%           | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| Leadership Studies                                 | 8              | 7                | 87.5%            | 6          | 85.7%        | 0                      | -                      | 0              | -              | 0          | -          | 1             | 14.3%         | 0               | -               | 100%                    |
| Organizational Leadership                          | 33             | 25               | 75.8%            | 23         | 92.0%        | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 2               | 8.0%            | 92.0%                   |
| <b>School of Nursing &amp; Human Physiology</b>    | <b>21</b>      | <b>15</b>        | <b>71.4%</b>     | <b>15</b>  | <b>100%</b>  | <b>0</b>               | <b>-</b>               | <b>0</b>       | <b>-</b>       | <b>0</b>   | <b>-</b>   | <b>0</b>      | <b>-</b>      | <b>0</b>        | <b>-</b>        | <b>100%</b>             |
| Nurse Anesthesia Practice                          | 1              | 0                | -                | 0          | -            | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | N/A                     |
| Nursing  | 9              | 5                | 55.6%            | 5          | 100%         | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |



| AY 2021-2022 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       | 10             | 10               | 100%             | 10         | 100%       | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |
| RN to MSN              | 1              | 1                | 100%             | 1          | 100%       | 0                      | -                      | 0              | -              | 0          | -          | 0             | -             | 0               | -               | 100%                    |



# 2021-2022 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 2021-2022 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. Gonzaga University — 19
2. Providence Health & Services - Swedish — 18
3. Deloitte — 17
4. Boeing — 14
5. UW Medicine — 14
6. PwC — 8
7. Spokane Public Schools — 8
8. MultiCare Health System — 7
9. United States Armed Forces — 7
10. Microsoft — 6
11. Moss Adams — 6
12. Amazon — 5
13. BDO USA — 5
14. KPMG — 5
15. ScribeAmerica — 5
16. Seattle Children's Hospital — 5
17. West Monroe Partners — 5
18. AmeriCorps — 4
19. Brighton Jones — 4
20. Grant Thornton LLP — 4
21. Ignitium — 4
22. Virginia Mason Franciscan Health — 4
23. DCI Engineers — 3
24. Expedia Group — 3
25. EY — 3
26. James Hardie — 3
27. Labcorp — 3
28. Oregon Health & Science University — 3
29. PepsiCo — 3
30. Spokane County — 3

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



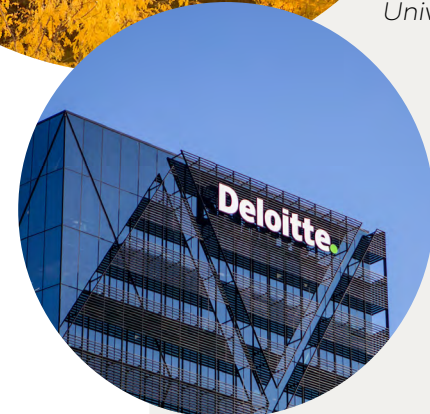
# Top Internship Organizations

1. Gonzaga University — 61
2. Providence Health & Services / Swedish — 32
3. Deloitte — 24
4. Spokane Public Schools — 16
5. PwC — 15
6. BDO USA — 9
7. KPMG — 9
8. U-District PT — 7
9. Boeing — 6
10. Grant Thornton LLP — 6
11. Moss Adams — 6
12. The Borgen Project — 5
13. RSM USA LLP — 5
14. Washington State Department of Transportation — 5
15. Northwestern Mutual — 5

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



*Gonzaga  
University*



*Deloitte*

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



# Top Continuing Education Institutions

1. Gonzaga University — 54
2. University of California — 5
3. Arizona State University — 3
4. Boston University — 3
5. University of Colorado — 3
6. Washington State University — 3
7. Georgetown University — 2
8. Pacific University — 2
9. Portland State University — 2
10. University of Washington — 2

*South Hall,  
University of California, Berkeley*



*Royce Hall,  
University of California,  
Los Angeles*



*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

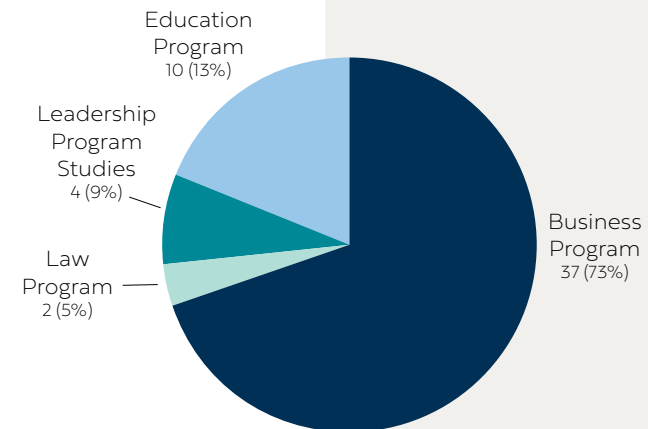
Gonzaga University's graduate programs are natural next steps for many students who graduate with an undergraduate degree in Business Administration, Accounting, Psychology, and more. Of the students reporting Gonzaga University as their post-undergraduate destination, **73%** were pursuing an advanced degree in one of three business programs (Accountancy, Business Administration, or Taxation). The remaining degree types included **13%** in an education program (Initial Teaching, School Counseling, Clinical Psychology, etc.), **9%** in a leadership studies program (Organizational Leadership, Communication and leadership Studies, Leadership Studies), and **5%** in a law program.

## Employment

Gonzaga University's high level of employment is partially due to the education opportunities provided to current Gonzaga University employees. Of the 19 students who reported Gonzaga University as their employer, 10 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.



Graduate Program Enrollment at Gonzaga University from the First Destination Class of 2022



# Top Cities

1. Seattle, WA — 282
2. Spokane, WA — 228
3. Portland, OR — 41
4. San Francisco, CA — 35
5. Los Angeles, CA — 31
6. Denver, CO — 23
7. Phoenix, AZ — 19
8. San Diego, CA — 18
9. Washington, DC — 14
10. Boston, MA — 13
11. New York City, NY — 12
12. San Jose, CA — 11
13. Coeur d'Alene, ID — 10
14. Austin, TX — 8
15. Bellingham, WA — 7
16. Salt Lake City, UT — 6
17. Chicago, IL — 5
18. Sacramento, CA — 5
19. Bozeman, MT — 5
20. Boulder, CO — 5
21. Tri-Cities, WA — 5
22. Dallas, TX — 5



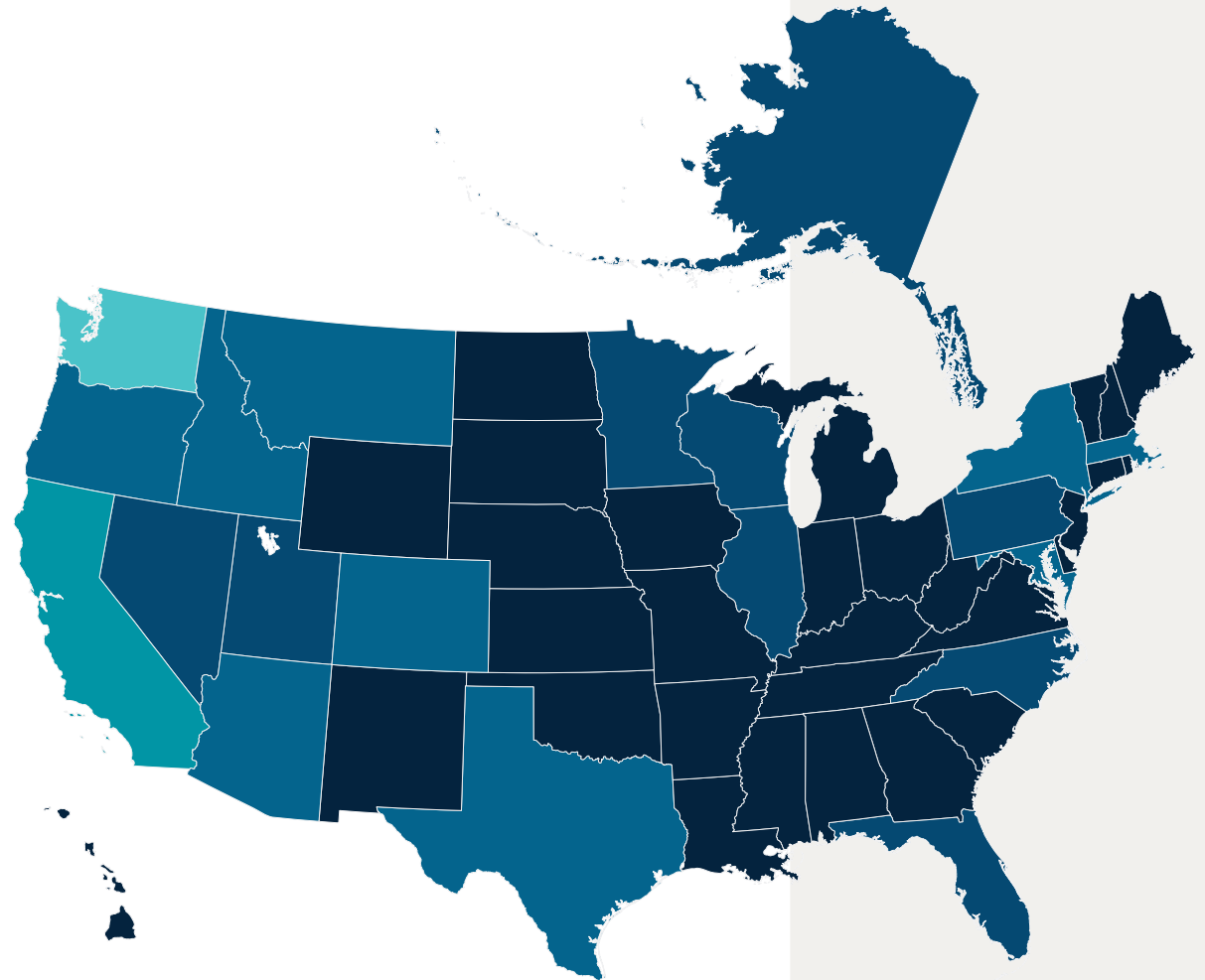
*Organizations with the same reported number of Gonzaga graduates are sorted in alphabetical order, grouped by color, and highlighted with brackets.*





# Top States

1. Washington — 547
2. California — 107
3. Oregon — 47
4. Colorado — 36
5. Arizona — 22
6. Texas — 16
7. Idaho — 14
8. Massachusetts — 13
9. New York — 12
10. District of Columbia — 11
11. Montana — 11
12. Florida — 7
13. Utah — 7
14. Illinois — 6
15. Minnesota — 5
16. North Carolina — 5
17. Pennsylvania — 5
18. Alaska — 4
19. Nevada — 4
20. Wisconsin — 4



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



# Recruiting Organizations from 21-22

484

1. 2nd Watch
2. ACCO Engineered Systems
3. Actalent Services
4. Active Relationships Center LLC
5. AHBL, Inc.
6. AIG Life & Retirement/Corebridge
7. AKS Engineering and Forestry
8. Alaska Airlines
9. Aldrich CPAs and Advisors
10. Alegria & Company, P.S.
11. Alliance for Catholic Education (ACE Teaching Fellows)
12. AlphaSights
13. Alternative Behavior Strategies
14. Amazon
15. American Civil Liberties Union (ACLU)
16. American Credit Acceptance
17. American Engineering Testing
18. American Oncology Network
19. Amica Insurance
20. Amigos de Jesus
21. Amplify Consulting Partners
22. Anastasi, Moore & Martin, PLLC
23. Andersen
24. Anthesis Co.
25. Apple
26. Archdiocese of Seattle: Office for Catholic Schools
27. ARCO National Construction - Northwest
28. Armanino LLP
29. Asian Law Alliance
30. Assure CPA
31. Avista Corporation
32. Axis Residential
33. Baker Tilly
34. Barghausen Consulting Engineers, Inc.
35. BASF Corporation
36. BCRA
37. BDO USA LLP
38. Beacon Hill Catering and Events
39. Bear Mountain Capital Inc.
40. Bellevue School District
41. Benefis Health System
42. Bessemer Trust
43. Bethel School District
44. Bill & Melinda Gates Foundation
45. Billings Clinic
46. BNBuilders
47. Boeing Company
48. Boy Scouts of America, Inland Northwest Council
49. Boys & Girls Club of Spokane County
50. Breakthrough Silicon Valley
51. Brennan Center for Justice at NYU School of Law
52. Brighton Jones
53. Buckeye International
54. Budinger & Associates, Inc.
55. Bureau of Reclamation
56. C Speed, LLC
57. Cambia Health Solutions
58. Camp Fire Inland Northwest Council
59. Cancer Care Northwest
60. Carta
61. Catholic Charities Spokane
62. Catholic Diocese of Spokane
63. CBIZ
64. CellNetix Pathology
65. Centers for Medicare & Medicaid Services
66. Century West Engineering
67. Cerium Networks
68. Cetera Advisors LLC / Ross Consulting
69. Charge
70. CHAS Health
71. Chelan County Public Utility District
72. Cheney Care Center
73. Cheney Public Schools



74. Chick-fil-A
75. Chinook Capital Advisors
76. City of Lacey
77. City of Seattle Police Department
78. City Of Williston
79. City Year
80. Clark Nuber
81. Clark's Fork Restaurant
82. Clearwater Paper Corporation
83. CliftonLarsonAllen LLP
84. CM Design Group, LLC
85. Coffman Engineers, Inc.
86. Cogent Infotech
87. College Place Public Schools
88. College Possible Washington
89. College Success Foundation
90. Colmac Coil Manufacturing, Inc.
91. Columbia Bank
92. Columbia Legal Services
93. Columbia Riverkeeper
94. Commellini Estate
95. Commerce Architects
96. Committee to Elect Ann Marie Danimus
97. Commonwealth Associates, Inc.
98. Communities In Schools of Spokane County
99. Community Colleges of Spokane
100. Community Link Consulting
101. Comprehensive Healthcare
102. Confluence Health
103. Connor Group
104. Con-solatio
105. Consolidated Electrical Distributors, Inc.
106. Cornerstone Earth Group, Inc.
107. Costco Wholesale
108. Coughlin Porter Lundeen
109. Council on Foreign Relations
110. Crux
111. Cultural Vistas
112. Davenport Hotels
113. David Evans and Associates, Inc.
114. Davido Consulting Group
115. DaVita
116. DCI Engineers
117. Delap
118. Deloitte
119. Department of Energy (Washington, DC)
120. Devco Engineering, Inc.
121. DHL
122. Dibble Engineers, Inc.
123. Dingus, Zarecor & Associates
124. DJ&A, P.C.
125. DMK Productions
126. DocuSign
127. Dodger Stadium
128. Dorian Studio
129. DOWL, LLC
130. Downtown Emergency Service Center (DESC)
131. Dyal Capital
132. E&J Gallo Winery
133. Earthjustice
134. East Valley School District 361
135. Eastern State Hospital
136. Echo Springs Transitional Studies Program
137. Echodyne Corp.
138. ECLIPSE ENGINEERING PC
139. Eide Bailly LLP
140. Eight Eleven Group - Parent Company of Brooksource, Medasource & Calculated Hire
141. Electrical Reliability Services
142. Elite Home Health and Hospice
143. Energy Northwest
144. ENGIE Impact
145. Enterprise Holdings
146. Epic
147. Esri
148. Event Rents
149. EvergreenHealth
150. Expeditors
151. Express Employment Professionals - Spokane
152. Fairwinds Spokane
153. Family Resource Home Care
154. Fast Enterprises, LLC
155. Fastenal Company
156. Fastkart Indoor Speedway
157. FBI
158. Federal Defender Services of Idaho
159. Fisher Construction Group
160. Fisher Investments
161. Fisher's Technology
162. Foot & Ankle Clinic of Spokane
163. Framatome Inc.
164. Franciscan Volunteer Ministry
165. FrancisCorps



- |   |   |   |
|---|---|---|
| 166. FRANK, RIMERMAN & CO., L.L.P.  | 195. HCL America, Inc.                          | 227. KeyTronic  |
| 167. Fred Hutchinson Cancer Research Center                                 | 196. Heartland LLC                              | 228. KHQ/SWX  |
| 168. Fresenius Medical Care North America                                   | 197. Heber Hatchets                             | 229. Kiewit   |
| 169. Frontier Behavioral Health   | 198. Hecla Mining Company                       | 230. Kimley-Horn  |
| 170. Fruci & Associates   | 199. Helping Hands Inc                          | 231. KiwiBot  |
| 171. Future AI  | 200. Heritage Health                            | 232. Knife River Corporation - NW                         |
| 172. Gallagher  | 201. Herzog Family Center                       | 233. Kootenai Health                                      |
| 173. Garmin   | 202. Hi 5 Orthodontics                          | 234. KPFF Special Projects                                |
| 174. Generation Alive   | 203. Holy Family Catholic School                | 235. KPMG LLP   |
| 175. Genesis Marketing  | 204. Horrocks Engineers                         | 236. Krista Colleagues Global Service Grant Program       |
| 176. Gensco   | 205. HP Inc                                     | 237. KXLY Broadcast Group                                 |
| 177. GeoEngineers Inc.  | 206. Huntwood Cabinets                          | 238. Labor and Industries, State of WA                    |
| 178. Global Neighborhood Thrift   | 207. Idaho State Police                         | 239. Lakeside Companies (Formerly Lakeside Capital Group) |
| 179. GMC Commissioning, Inc   | 208. Innovia Foundation                         | 240. Law Offices of Alesha Struthers                      |
| 180. Goldman Sachs  | 209. Insight Global                             | 241. Leadership Spokane                                   |
| 181. Gonzaga Preparatory School   | 210. Institute of International Education (IIE) | 242. Leffel, Otis & Warwick, P.S.                         |
| 182. Gonzaga University   | 211. Internal Revenue Service (IRS)             | 243. Lenovo   |
| 183. Google, Inc.   | 212. Interurban Development                     | 244. Liberty Mutual Insurance                             |
| 184. Graham Group US Inc.   | 213. Island Health                              | 245. Lite-Check   |
| 185. Grandinetti & Barton, P.S.   | 214. Issaquah School District                   | 246. Logan Health   |
| 186. Grant Thornton   | 215. Itron                                      | 247. Love In Home Senior Care                             |
| 187. Great West Engineering, Inc.   | 216. Jacobs Engineering                         | 248. Lutheran Community Services NW                       |
| 188. Greentech Renewables   | 217. James W. Fowler Co                         | 249. Lutherwood Camp and Retreat Center                   |
| 189. GSE Construction   | 218. Janicki Industries                         | 250. Maggie's Place                                       |
| 190. Guatemala Relief Assistance for Children's Education Services (GRACES) | 219. Janus Youth Programs                       | 251. Maids of Movher/Movher                               |
| 191. H/Advisor Abernathy (formerly Abernathy MacGregor)                     | 220. JEBCommerce                                | 252. Make-A-Wish Alaska and Washington                    |
| 192. Habitat for Humanity-Spokane   | 221. Jesuit Volunteer Corps                     | 253. MAQ Software   |
| 193. Hamilton Construction Co   | 222. Jesuit Volunteer Corps Northwest           | 254. Maryknoll Lay Missioners                             |
| 194. Harder Mechanical Contractors  | 223. JLL Capital Markets                        | 255. MassMutual Northwest                                 |
|   | 224. Journey Discovery Center                   |   |
|   | 225. Kaiser Aluminum                            |   |
|   | 226. Kaiser Permanente                          |   |



256. Mathnasium of Spokane South
257. Max J. Kunej Company
258. Maxim Healthcare - Spokane
259. McKinstry
260. McMillen Jacobs Associates
261. Michael W Grainej Consulting LLC
262. Michels Corporation
263. Microsoft
264. Morning Star Boys' Ranch
265. Morrison-Maierle, Inc.
266. Moss Adams
267. Mountain View Gymnastics
268. Mt. Spokane 2000
269. Mukogawa Fort Wright Institute
270. MultiCare Health System
271. MultiGreen Properties, LLC
272. MW Consulting Engineers
273. NAI Puget Sound Properties
274. NaphCare, Inc
275. National Labor Relations Board
276. National Women's Law Center (Washington, DC)
277. New Constructs
278. Newport Hospital & Health Services
279. Nicholas Knapton, P.S.
280. Nike
281. NIM Group
282. Nine Mile Falls School District
283. Nordstrom
284. Northeast Youth Center
285. Northrop Grumman Corporation
286. Northwest Center
287. Northwest Construction, Inc.
288. Northwest CPA Group
289. Northwest Indian Fisheries Commission
290. Northwest Mediation Center
291. Northwestern Mutual
292. Northwestern Mutual Inland Northwest
293. Numerica Credit Union
294. Octapharma Plasma, Inc.
295. Okanogan School District
296. Oki Golf
297. Olympic Medical Center
298. OpenEye/ Alarm.com
299. Orange Water and Sewer Authority
300. Oroville School District #410
301. PACCAR
302. Pacific Engineering & Design, PLLC
303. PAE Consulting Engineers
304. PANDA EXPRESS
305. Parametric
306. Parker Hannifin
307. Pasco School District
308. PayneWest Insurance
309. PBS Engineering and Environmental Inc.
310. PCC Structural
311. Pend Oreille County
312. Peninsula School District
313. PepsiCo
314. Perkins & Co
315. Perteet, Inc.
316. Pinegrove Public Relations
317. Pipl
318. Plug Power
319. PND Engineers, Inc.
320. Portland Police Bureau
321. POWER Engineers, Inc.
322. Precision Castparts, Structural Division
323. Prestige Care Inc
324. ProScribe
325. Providence Health Services - Swedish
326. Puget Sound Naval Shipyard and Intermediate Maintenance Facility
327. Pullman Regional Hospital
328. PwC
329. Quanta Subsurface
330. Quimbee
331. R&R Heating & Air Conditioning
332. Randall Danskin PS
333. Redhawk Group
334. RiverBank
335. Robin Healthcare
336. Rohealth
337. Ronald McDonald House Charities of the Inland Northwest
338. Rosalia School District #320
339. Rostro de Cristo
340. RS&H
341. RSM US LLP
342. RVK, Inc.
343. S2 Media
344. Saga Education





- |  |  |   |
|--|--|---|
| 345. Salem Health Hospitals & Clinics        | 377. Spokane County United Way                     | 408. The Bear Creek School                                    |
| 346. Sara Lee Frozen Bakery                  | 378. Spokane Public Schools                        | 409. The Borgen Project                                       |
| 347. SCAFCO                                  | 379. Spokane Regional Emergency Communications     | 410. The Center for Effective Philanthropy                    |
| 348. Schweitzer Engineering Laboratories Inc | 380. Spokane Regional Health District              | 411. The Country Store  |
| 349. SCJ Alliance                            | 381. Spokane Service Team                          | 412. The Extra Mile Academy                                   |
| 350. ScribeAmerica                           | 382. Spokane Sports Commission                     | 413. The Lee Company  |
| 351. Seattle Mariners                        | 383. Spokane Symphony                              | 414. The National Society of Leadership and Success           |
| 352. Seattle Seahawks                        | 384. Spokane Valley United Methodist Church        | 415. The Odom Corporation                                     |
| 353. Second Harvest                          | 385. SSA Marine                                    | 416. The Warehouse Athletic Facility                          |
| 354. SeekOut                                 | 386. St. Aloysius Gonzaga School                   | 417. The Whiting-Turner Contracting Co.                       |
| 355. Selkirk MS                              | 387. St. Joseph Worker Program                     | 418. Therapeutic Associates Physical Therapy                  |
| 356. Senior Helpers Spokane                  | 388. St. Thomas More School                        | 419. TicketsWest  |
| 357. Servco Pacific Inc                      | 389. Stacy and Witbeck, Inc.                       | 420. Timberlab  |
| 358. ServiceNow                              | 390. Standish Management                           | 421. T-O Engineers  |
| 359. SGA Engineering                         | 391. Starbucks Coffee Company                      | 422. TOYOTA   |
| 360. Sherwin-Williams Company                | 392. State of Alaska Division of Legislative Audit | 423. Toyota Motor North America - Portland Region             |
| 361. Shift Markets                           | 393. STCU  | 424. Trane Technologies                                       |
| 362. Silgan Unicep                           | 394. Steris Corporation                            | 425. Transitions-Women's Hearth                               |
| 363. Skils'kin                               | 395. Stoneway Electric Supply                      | 426. Travelers  |
| 364. Skyhawks Sports Academy                 | 396. STRATA, Inc.                                  | 427. Treasury4  |
| 365. slalom                                  | 397. Sunset Bay Wharf                              | 428. Truebeck Construction                                    |
| 366. Snohomish County                        | 398. Sweeney Conrad P.S.                           | 429. Turner Construction Company                              |
| 367. Snohomish School District               | 399. Swinerton Builders                            | 430. Uncommon Schools   |
| 368. SOAR Behavior Services                  | 400. Tacoma Police Department                      | 431. Underdog Sports Leagues                                  |
| 369. Société Générale                        | 401. Tamarack Tax & Consulting, LLC                | 432. Union Gospel Mission Youth Outreach                      |
| 370. Sound Transit                           | 402. Target Corporation                            | 433. Unitech Composites                                       |
| 371. Spartan Race                            | 403. TargetPath LLC                                | 434. United States Air Force                                  |
| 372. SPEAR Physical Therapy                  | 404. TDS Telecommunications                        | 435. United States Army Corps of Engineers - Seattle District |
| 373. Spokane Army Medical Recruiting Station | 405. Teach For America                             |   |
| 374. Spokane Club                            | 406. Techtronic Industries, NA (TTI)               |   |
| 375. Spokane County                          | 407. Texas Instruments (TI)                        |   |
| 376. Spokane County Sheriff's Office         |  |   |



436. United States Army Healthcare
437. United States Department of Agriculture
438. United States Department of State
439. United States Food and Drug Administration
440. United States General Services Administration
441. United States Marine Corps Officer Selection Team
442. US Army Corps of Engineers
443. US Army Corps of Engineers Walla Walla District
444. US NAVY
445. USG
446. Valleyfest
447. Verus Investments
448. Vincentian Mission Corps
449. Vine Dahlen
450. Virginia Mason Franciscan Health
451. Vizient, Inc.
452. Wagstaff, Inc.
453. Walgreens
454. Walker Sands
455. Walmart Supply Chain
456. Washington Department of Labor & Industries
457. Washington Small Business Development Center
458. Washington Society of CPAs
459. Washington State Auditor's Office
460. Washington State Department of Corrections -  
Tumwater
461. Washington State Department of Ecology
462. Washington State Department of Transportation
463. Washington State University
464. Washington State University Health Sciences | Spokane
465. Washington Trails Association
466. Washington Trust Bank
467. WDFW Police
468. Wells Fargo
469. West Monroe
470. Western Integrated Technologies
471. Weyerhaeuser
472. Whipple Consulting Engineers
473. White River School District
474. Whitman Hospital and Medical Clinics
475. Whittier Trust
476. Wilcox Farms
477. Wilderness Medical Staffing
478. Willamette View, Inc.
479. Williams County
480. Wipfli LLP
481. Yakima Valley Farm Workers Clinic
482. YMCA of the INLAND NORTHWEST
483. YWCA of Spokane
484. ZUP



# Longitudinal Comparison (2016-2022)



| Overall              | 2016   | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   |
|----------------------|--------|--------|--------|--------|--------|--------|--------|
| Success Rate         | 94%    | 95%    | 95%    | 95.5%  | 89.0%  | 96.2%  | 95.7%  |
| Working              | 76%    | 76%    | 76%    | 79.7%  | 77.1%  | 71.8%  | 79.4%  |
| Continuing Education | 12%    | 14%    | 14%    | 10.8%  | 12.7%  | 19.7%  | 13.6%  |
| Volunteering         | 3%     | 3%     | 4%     | 3.2%   | 3.3%   | 2.8%   | 1.8%   |
| Military             | 2%     | 2%     | 1%     | 1.3%   | 0.8%   | 1.3%   | 0.7%   |
| Not Seeking          | 1%     | 1%     | 1%     | 0.5%   | 0.5%   | 0.6%   | 0.3%   |
| Still Seeking        | 6%     | 5%     | 5%     | 4.5%   | 11.0%  | 3.8%   | 4.3%   |
| Average Salary       | 48,119 | 59,710 | 61,520 | 63,853 | 66,166 | 63,459 | 67,911 |

| Undergraduate        | 2016   | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   |
|----------------------|--------|--------|--------|--------|--------|--------|--------|
| Success Rate         | 92%    | 93%    | 94%    | 94.3%  | 85.0%  | 95.8%  | 95.1%  |
| Working              | 65%    | 68%    | 68%    | 70.8%  | 60.4%  | 67.3%  | 75.5%  |
| Continuing Education | 19%    | 19%    | 19%    | 16.6%  | 18.2%  | 23.2%  | 16.5%  |
| Volunteering         | 5%     | 4%     | 5%     | 4.6%   | 5.0%   | 3.3%   | 2.0%   |
| Military             | 2%     | 1%     | 1%     | 1.4%   | 0.9%   | 1.5%   | 0.8%   |
| Not Seeking          | 1%     | 1%     | 1%     | <1%    | 0.6%   | 0.6%   | 0.3%   |
| Still Seeking        | 8%     | 7%     | 6%     | 5.7%   | 15.0%  | 4.2%   | 4.9%   |
| Average Salary       | 46,451 | 48,418 | 48,921 | 54,348 | 56,892 | 59,886 | 66,126 |

| Graduate             | 2016   | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   |
|----------------------|--------|--------|--------|--------|--------|--------|--------|
| Success Rate         | 98%    | 98%    | 97%    | 97.5%  | 96.6%  | 98.4%  | 98.3%  |
| Working              | 93%    | 92%    | 90%    | 93.4%  | 93.3%  | 94.7%  | 96.0%  |
| Continuing Education | 2%     | 3%     | 5%     | 1.9%   | 2.3%   | 2.1%   | 0.6%   |
| Volunteering         | <1%    | <1%    | 1%     | 1%     | 0.2%   | 0.5%   | 0.6%   |
| Military             | 2%     | 3%     | <1%    | 1%     | 0.6%   | 0.5%   | 0.6%   |
| Not Seeking          | <1%    | <1%    | <1%    | <1%    | 0.2%   | 0.5%   | 0.6%   |
| Still Seeking        | 2%     | 2%     | 3%     | 2.5%   | 3.1%   | 1.6%   | 1.7%   |
| Average Salary       | 62,709 | 78,046 | 84,367 | 81,223 | 90,754 | 82,981 | 76,542 |



# Longitudinal Comparison (Continued)

## **2016-2019: A Era of Steady Growth**

Data from 2016-2019 suggest that Gonzaga University graduates are well-equipped to enter the workforce and are successful in achieving their career and educational goals. A strong but gradual trend upward in the Outcomes Success Rates serves as evidence of this fact.

## **2020: The Impact of COVID-19**

In 2020, the global pandemic and subsequent disruptive factors had an adverse, negative impact on the overall Outcomes Success Rate with undergraduate students recognizing an almost 10% decrease in the Outcomes Success Rate (89.0%). Graduate students at Gonzaga University, who are typically employed while earning their degrees, experienced only a slight 1% decrease to their Outcomes Success Rate.

## **2021-2022: Bouncing Back and Establishing Stability**

Pre-pandemic First Destination Survey Outcomes Success Rates for undergraduate and graduate students revealed positive, steady growth with small increases each year. The class of 2020 absorbed the full impact of the global pandemic which was reflected in one of the lowest Outcomes Success Rates Gonzaga University has experienced to date. In 2021, the Outcomes Success Rate bounced back, experienced a full recovery, and boasted the highest Outcomes Success Rate (96.2%) we have experienced since collecting and reporting this data in accordance with the NACE guidelines. This year's Outcomes Success Rate of 95.7% is a .5% decrease from the previous year but seems to send the clear message that the economic and subsequent workforce is striving to achieve and establish stability in the job market.

