First Destination Survey Report

Class of 2021-2022
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Acknowledgments

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- Maxwell Kwenda, University Registrar and 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, 2022 deadline, and re-designed this report.
- 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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- Sandra Vargas, Graduate Intern
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
Career & Professional Development
Gonzaga University
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(509) 313-4234
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

Employed 761 (79.4%)
Continuing Education 130 (13.6%)
Volunteering 17 (1.8%)
Military 7 (0.7%)
Not Seeking 3 (0.3%)
Still Seeking 41 (4.3%)
Gonzaga University Class of 2021-2022
Undergraduate and Graduate Outcomes by School or College

<table>
<thead>
<tr>
<th>2021-2022 Undergraduate and Graduate Students</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>
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<td>959</td>
<td>78.5%</td>
<td>761</td>
<td>79.4%</td>
<td>130</td>
<td>13.6%</td>
<td>17</td>
<td>1.8%</td>
<td>7</td>
<td>0.7%</td>
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<td>1.9%</td>
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<td>144</td>
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<td>8</td>
<td>7.0%</td>
<td>93.0%</td>
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</tbody>
</table>
Gonzaga University
Undergraduate Class of 2021-2022

Success Rate
95.1% Based on 781 Respondents

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
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.
College of Arts & Sciences
Undergraduates

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.

Success Rate
93.1%
Based on 305 Respondents

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

Employed
193 (63.3%)

Volunteering
14 (4.6%)

Military
6 (2.0%)

Still Seeking
21 (6.9%)

Continuing Education
71 (23.3%)
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.
School of Business Administration
Undergraduates

Success Rate
97.6%
Based on 211 Respondents

Employed 165 (78.2%)
Still Seeking 5 (2.4%)
Volunteering 2 (0.9%)
Not Seeking 1 (0.5%)
Continuing Education 38 (18.0%)

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 Education
Undergraduates

**Success Rate**
100%
Based on 19 Respondents

- Employed: 13 (68.4%)
- Not Seeking: 1 (5.3%)
- Continuing Education: 5 (26.3%)

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**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

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

- Herak Center
  School of Engineering & Applied Science

- Rosauer Center
  School of Education

- College Hall
  College of Arts & Sciences

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

- Jepson Center
  School of Business Administration

- PACCAR School of Engineering & Applied Science
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.
School of Engineering & Applied Science
Undergraduates

Success Rate
97.3%
Based on 148 Respondents

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

Employed 133 (89.9%)
Continuing Education 11 (7.4%)
Still Seeking 4 (2.7%)
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.
School of Nursing & Human Physiology
Undergraduates

Success Rate
91.8%
Based on 98 Respondents

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
# Gonzaga University Class of 2021-2022
## Undergraduates - Outcomes by School / College and Major

<table>
<thead>
<tr>
<th></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>
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<tr>
<td><strong>2021-2022 Undergraduates</strong></td>
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<td>Gonzaga University</td>
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<td>590</td>
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<td>0.3%</td>
<td>38</td>
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<td>95.1%</td>
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<tr>
<td>College of Arts and Sciences</td>
<td>443</td>
<td>305</td>
<td>68.8%</td>
<td>193</td>
<td>63.3%</td>
<td>71</td>
<td>23.3%</td>
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<td>9</td>
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Gonzaga University Graduate Class of 2021-2022

Success Rate

98.3% Based on 177 Respondents

- Employed 170 (96.0%)
- Continuing Education 1 (0.6%)
- Volunteering 1 (0.6%)
- Military 1 (0.6%)
- Still Seeking 3 (1.7%)
- Not Seeking 1 (0.6%)

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

Success Rate

100%

Based on 2 Respondents

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

---

**Military**

1 (1.5%)

---

**Employed**

67 (98.5%)
School of Education
Graduates

**Success Rate**
97.0%
Based on 33 Respondents

Employed 32 (97.0%)

Still Seeking 1 (3.0%)

**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
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.
School of Engineering & Applied Science Graduates

Success Rate 100% Based on 7 Respondents

Employed 7 (100%)

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

1. Gonzaga University — 10
2. Boeing — 2

Subsequent employers not reported to protect student anonymity

Average Salary

$82,260

Based on 9 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 Leadership Studies

Graduates

Success Rate

96.2%

Based on 52 Respondents

Employed 47 (90.4%)

Still Seeking 2 (3.8%)

Not Seeking 1 (1.9%)

Volunteering 1 (1.9%)

Continuing Education 1 (1.9%)
School of Nursing & Human Physiology

Success Rate

100%

Employed
15 (100%)

Top Employers

MultiCare Health System — 2

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

Subsequent employers not reported to protect student anonymity
## Gonzaga University Class of 2021-2022
Graduates - Outcomes by School / College and Major

<table>
<thead>
<tr>
<th>AY 2021-2022 Graduates</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>
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<td># of Respondents</td>
<td>% Knowledge Rate</td>
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<td>% Continuing Education</td>
<td># Volunteering</td>
<td>% Volunteering</td>
<td># Military</td>
<td>% Military</td>
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<td>% Not Seeking</td>
<td># Still Seeking</td>
<td>% Still Seeking</td>
<td>% Outcomes Success Rate</td>
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</tr>
</tbody>
</table>
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

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
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.
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
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
15. Minnesota — 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

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
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. Bessember 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
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
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<td>Committee to Elect Ann Marie Danimus</td>
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166.  FRANK, RIMERMAN & CO., L.L.P.  
167.  Fred Hutchinson Cancer Research Center  
168.  Fresenius Medical Care North America  
169.  Frontier Behavioral Health  
170.  Fruci & Associates  
171.  Future AI  
172.  Gallagher  
173.  Garmin  
174.  Generation Alive  
175.  Genesis Marketing  
176.  Gensco  
177.  GeoEngineers Inc.  
178.  Global Neighborhood Thrift  
179.  GMC Commissioning, Inc  
180.  Goldman Sachs  
181.  Gonzaga Preparatory School  
182.  Gonzaga University  
183.  Google, Inc.  
184.  Graham Group US Inc.  
185.  Grandinetti & Barton, P.S.  
186.  Grant Thornton  
187.  Great West Engineering, Inc.  
188.  Greentech Renewables  
189.  GSE Construction  
190.  Guatemala Relief Assistance for Children’s Education Services (GRACES)  
191.  H/Advisor Abernathy (formerly Abernathy MacGregor)  
192.  Habitat for Humanity-Spokane  
193.  Hamilton Construction Co  
194.  Harder Mechanical Contractors  
195.  HCL America, Inc.  
196.  Heartland LLC  
197.  Heber Hatchets  
198.  Hecla Mining Company  
199.  Helping Hands Inc  
200.  Heritage Health  
201.  Herzog Family Center  
202.  Hi 5 Orthodontics  
203.  Holy Family Catholic School  
204.  Horrocks Engineers  
205.  HP Inc  
206.  Huntwood Cabinets  
207.  Idaho State Police  
208.  Innovia Foundation  
209.  Insight Global  
210.  Institute of International Education (IIE)  
211.  Internal Revenue Service (IRS)  
212.  Interurban Development  
213.  Island Health  
214.  Issaquah School District  
215.  Itron  
216.  Jacobs Engineering  
217.  James W. Fowler Co  
218.  Janicki Industries  
219.  Janus Youth Programs  
220.  JEBCommerce  
221.  Jesuit Volunteer Corps  
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223.  JLL Capital Markets  
224.  Journey Discovery Center  
225.  Kaiser Aluminum  
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227.  KeyTronic  
228.  KHQ/SWX  
229.  Kiewit  
230.  Kimley-Horn  
231.  KiwiBot  
232.  Knife River Corporation - NW  
233.  Kootenai Health  
234.  KPFF Special Projects  
235.  KPMG LLP  
236.  Krista Colleagues Global Service Grant Program  
237.  KXLY Broadcast Group  
238.  Labor and Industries, State of WA  
239.  Lakeside Companies (Formerly Lakeside Capital Group)  
240.  Law Offices of Alesha Struthers  
241.  Leadership Spokane  
242.  Leffel, Otis & Warwick, P.S.  
243.  Lenovo  
244.  Liberty Mutual Insurance  
245.  Lite-Check  
246.  Logan Health  
247.  Love In Home Senior Care  
248.  Lutheran Community Services NW  
249.  Lutherwood Camp and Retreat Center  
250.  Maggie’s Place  
251.  Maids of Movher/Movher  
253.  MAQ Software  
254.  Maryknoll Lay Missioners  
255.  MassMutual Northwest
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<th>Number</th>
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<td>Mathnasium of Spokane South</td>
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<td>Max J. Kuney Company</td>
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<td>New Constructs</td>
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<td>331.</td>
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<td>Saga Education</td>
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345. Salem Health Hospitals & Clinics
346. Sara Lee Frozen Bakery
347. SCAFCO
348. Schweitzer Engineering Laboratories Inc
349. SCJ Alliance
350. ScribeAmerica
351. Seattle Mariners
352. Seattle Seahawks
353. Second Harvest
354. SeekOut
355. Selkirk MS
356. Senior Helpers Spokane
357. Servco Pacific Inc
358. ServiceNow
359. SGA Engineering
360. Sherwin-Williams Company
361. Shift Markets
362. Silgan Unicep
363. Skils’kin
364. Skyhawks Sports Academy
365. slalom
366. Snohomish County
367. Snohomish School District
368. SOAR Behavior Services
369. Société Générale
370. Sound Transit
371. Spartan Race
372. SPEAR Physical Therapy
373. Spokane Army Medical Recruiting Station
374. Spokane Club
375. Spokane County
376. Spokane County Sheriff’s Office
377. Spokane County United Way
378. Spokane Public Schools
379. Spokane Regional Emergency Communications
380. Spokane Regional Health District
381. Spokane Service Team
382. Spokane Sports Commission
383. Spokane Symphony
384. Spokane Valley United Methodist Church
385. SSA Marine
386. St. Aloysius Gonzaga School
387. St. Joseph Worker Program
388. St. Thomas More School
389. Stacy and Witbeck, Inc.
390. Standish Management
391. Starbucks Coffee Company
392. State of Alaska Division of Legislative Audit
393. STCU
394. Steris Corporation
395. Stoneway Electric Supply
396. STRATA, Inc.
397. Sunset Bay Wharf
398. Sweeney Conrad P.S.
399. Swinerton Builders
400. Tacoma Police Department
401. Tamarack Tax & Consulting, LLC
402. Target Corporation
403. TargetPath LLC
404. TDS Telecommunications
405. Teach For America
406. Techtronic Industries, NA (TTI)
407. Texas Instruments (TI)
408. The Bear Creek School
409. The Borgen Project
410. The Center for Effective Philanthropy
411. The Country Store
412. The Extra Mile Academy
413. The Lee Company
414. The National Society of Leadership and Success
415. The Odom Corporation
416. The Warehouse Athletic Facility
417. The Whiting-Turner Contracting Co.
418. Therapeutic Associates Physical Therapy
419. TicketsWest
420. Timberlab
421. T-O Engineers
422. TOYOTA
423. Toyota Motor North America - Portland Region
424. Trane Technologies
425. Transitions-Women’s Hearth
426. Travelers
427. Treasury4
428. Truebeck Construction
429. Turner Construction Company
430. Uncommon Schools
431. Underdog Sports Leagues
432. Union Gospel Mission Youth Outreach
433. Unitech Composites
434. United States Air Force
435. United States Army Corps of Engineers - Seattle District
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

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<tr>
<td>Overall</td>
<td>94%</td>
<td>95%</td>
<td>95%</td>
<td>95.5%</td>
<td>89.0%</td>
<td>96.2%</td>
<td>95.7%</td>
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<tr>
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<td>76%</td>
<td>76%</td>
<td>76%</td>
<td>79.7%</td>
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<td>71.8%</td>
<td>79.4%</td>
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<td>3%</td>
<td>4%</td>
<td>3.2%</td>
<td>3.3%</td>
<td>2.8%</td>
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<td>1.3%</td>
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</tr>
<tr>
<td>Not Seeking</td>
<td>1%</td>
<td>1%</td>
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<td>0.5%</td>
<td>0.5%</td>
<td>0.6%</td>
<td>0.3%</td>
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<tr>
<td>Still Seeking</td>
<td>6%</td>
<td>5%</td>
<td>5%</td>
<td>4.5%</td>
<td>11.0%</td>
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<td>4.3%</td>
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<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>
<td>67,911</td>
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#### Undergraduate

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<tbody>
<tr>
<td><strong>Success Rate</strong></td>
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</tr>
<tr>
<td>Overall</td>
<td>92%</td>
<td>93%</td>
<td>94%</td>
<td>94.3%</td>
<td>85.0%</td>
<td>95.8%</td>
<td>95.1%</td>
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<tr>
<td>Working</td>
<td>65%</td>
<td>68%</td>
<td>68%</td>
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<td>18.2%</td>
<td>23.2%</td>
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<td>5%</td>
<td>4.6%</td>
<td>5.0%</td>
<td>3.3%</td>
<td>2.0%</td>
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<tr>
<td>Military</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td>1.4%</td>
<td>0.9%</td>
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<tr>
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<td>1%</td>
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<td>&lt;1%</td>
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<tr>
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<td>8%</td>
<td>7%</td>
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<td>Average Salary</td>
<td>46,451</td>
<td>48,418</td>
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<td>56,892</td>
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<td>66,126</td>
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#### Graduate

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<tbody>
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<td><strong>Success Rate</strong></td>
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</tr>
<tr>
<td>Overall</td>
<td>98%</td>
<td>98%</td>
<td>97%</td>
<td>97.5%</td>
<td>96.6%</td>
<td>98.4%</td>
<td>98.3%</td>
</tr>
<tr>
<td>Working</td>
<td>93%</td>
<td>92%</td>
<td>90%</td>
<td>93.4%</td>
<td>93.3%</td>
<td>94.7%</td>
<td>96.0%</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>2%</td>
<td>3%</td>
<td>5%</td>
<td>1.9%</td>
<td>2.3%</td>
<td>2.1%</td>
<td>0.6%</td>
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<tr>
<td>Volunteering</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>1%</td>
<td>1%</td>
<td>0.2%</td>
<td>0.5%</td>
<td>0.6%</td>
</tr>
<tr>
<td>Military</td>
<td>2%</td>
<td>3%</td>
<td>&lt;1%</td>
<td>1%</td>
<td>0.6%</td>
<td>0.5%</td>
<td>0.6%</td>
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<tr>
<td>Not Seeking</td>
<td>&lt;1%</td>
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<td>&lt;1%</td>
<td>0.2%</td>
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<tr>
<td>Still Seeking</td>
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<td>2.5%</td>
<td>3.1%</td>
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<tr>
<td>Average Salary</td>
<td>62,709</td>
<td>78,046</td>
<td>84,367</td>
<td>81,223</td>
<td>90,754</td>
<td>82,981</td>
<td>76,542</td>
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</table>
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.