

## Career & Professional Development

### EXECUTIVE SUMMARY

The First Destination Survey (FDS) 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, 2022 and June 30, 2023 is 95.0%. Data was collected on 1,319 of the 1,911 graduates in the class of 2022-2023 resulting in a Knowledge Rate of 69.0%. NACE recommends a 65% Knowledge Rate, which we exceeded by 4%.

### NEW THIS YEAR: FIRST DESTINATION SURVEY INTERACTIVE TOOL

This is the first year the FDS data is available online to view as an interactive tool. Stakeholders can generate customized reports in seven categories: Summary (outcomes success data), Salaries, Cities & Employers, Completed Internships, Continuing Education, Volunteering, and Map (geographic locations).

### SUMMARY DATA

The Total number of students in this graduating class include:

- 1,911 undergraduate and graduate students.
- 1,177 undergraduate students.
- 736 graduate students.

### OUTCOMES SUCCESS RATE

The Outcomes Success Rate is composed of the following outcomes categories: working, continuing education, volunteering, military, and not seeking. The 95.0% Outcomes Success Rate was obtained by combining these categories.

- 95.0% Outcomes Success Rate for undergraduate and graduate students.
- 92.9% Outcomes Success Rate for undergraduate students.
- 98.4% Outcomes Success Rate for graduate students.

The 5.0% Still Seeking Rate accounts for those graduates not reporting a favorable outcome. Career & Professional Development strives to ensure that graduating students achieve an annual Still Seeking Rate that is no more than three percentage points above the average national unemployment rate in December of the graduating class year when we are required to stop collecting data. The national unemployment rate in December 2023 was 3.7% so the Gonzaga University Still Seeking Rate of 5.0% is 1.3% higher than the national unemployment rate.

### EMPLOYMENT RATE

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

- 76.8% Employment Rate for undergraduate and graduate students.
- 66.3% Employment Rate for undergraduate students.
- 94.0% Employment Rate for graduate students.

### CONTINUING EDUCATION RATE

The Continuing Education Rate is the percentage of graduates enrolled in an additional educational experience after completing their degree at Gonzaga University. The Continuing Education Rate for 2022-2023 is 15.8%. This is a 2.2% increase from the 2021-2022 rate of 13.6%.

- 15.8% Continuing Education Rate for undergraduate and graduate students.
- 23.7% Continuing Education Rate for undergraduate students.
- 3.2% Continuing Education Rate for graduate students.

## **VOLUNTEERING RATE**

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The Volunteering Rate is the percentage of graduates accepted into a service-related organization.

- 1.1% Volunteering Rate for undergraduate and graduate students.
- 1.7% Volunteering Rate for undergraduate students.
- 0.2% Volunteering Rate for graduate students.

## **MILITARY RATE**

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

- 0.9% Military Rate for undergraduate and graduate students.
- 0.6% Military Rate for undergraduate students.
- 1.4% Military Rate for graduate students.

## **NOT SEEKING RATE**

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

- 0.5% Not Seeking Rate for undergraduate and graduate students.
- 0.9% Not Seeking Rate for undergraduate students.
- 0.0% Not Seeking Rate for graduate students.

## **STILL SEEKING RATE**

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

- 5.0% Still Seeking Rate for undergraduate and graduate students.
- 7.1% Still Seeking Rate for undergraduate students.
- 1.6% Still Seeking Rate for graduate students.

## **GEOGRAPHIC INFORMATION**

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Top cities are reported as "Metropolitan Statistical Areas," using guidelines set by the U.S. Census Bureau.

- With 317 graduates naming Spokane as their First Destination city, Spokane earned the Top City designation.
- Seattle earned the #2 designation with 265 graduates.

## **SALARY INFORMATION**

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Salary calculations are based on hourly and annual wage information converted into United States dollar values where applicable; monthly volunteer stipends are not included.

- The average salary for the 2022-2023 graduating class (both undergraduate and graduate students) is \$71,832. This is an increase of \$3,921 from 2021-2022 which was \$67,911.
- The average salary for the undergraduate students is \$65,140. This is a slight decrease of \$986 from 2021-2022 which was \$66,126.
- The average salary for the graduate students is \$102,756. This is a significant increase of \$26,214 from 2021-2022 which was \$76,542. This is also the first time the average graduate student salary exceeded six figures.

## **TOP EMPLOYERS**

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The top 10 employers/organizations that hired Zags are:

- Providence Health & Services-Swedish (40)
- Gonzaga University (31)
- Deloitte (16)
- Multicare (12)
- Seattle Children's (11)
- Boeing (9)
- PwC (9)
- Moss Adams (8)
- Beth Isreal Lahey Health System (6)
- Ignitium (6)

## **DATA COLLECTION STRATEGIES**

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Career & Professional Development employed a variety of data collections methods to achieve the 69.0% Knowledge Rate for this year's report:

- Surveying students in person at events, programs, and in classrooms.
- Surveying students via an online survey tool.
- Surveying students via telephone after graduation.
- Employing the assistance of colleges, schools, departments, faculty, staff and administrators to obtain and/or verify first destination information.
- Conducting online research on social media sites and organizational web pages.
- Obtaining graduate school attendance information from the National Student Clearinghouse (StudentTracker) database.

## LONGITUDINAL COMPARISON (2016-2023)

Overall	2016	2017	2018	2019	2020	2021	2022	2023
Success Rate	94%	95%	95%	95.50%	89.00%	96.20%	95.70%	95.0%
Working	76%	76%	76%	79.70%	77.10%	71.80%	79.40%	76.8%
Continuing Education	12%	14%	14%	10.80%	12.70%	19.70%	13.60%	15.8%
Volunteering	3%	3%	4%	3.20%	3.30%	2.80%	1.80%	1.1%
Military	2%	2%	1%	1.30%	0.80%	1.30%	0.70%	0.9%
Not Seeking	1%	1%	1%	0.50%	0.50%	0.60%	0.30%	0.5%
Still Seeking	6%	5%	5%	4.50%	11.00%	3.80%	4.30%	5.0%
Average Salary	48,119	59,710	61,520	63,853	66,166	63,459	67,911	71,832

Undergraduate	2016	2017	2018	2019	2020	2021	2022	2023
Success	92%	93%	94%	94.30%	85.00%	95.80%	95.10%	92.9%
Working	65%	68%	68%	70.80%	60.40%	67.30%	75.50%	66.3%
Continuing Education	19%	19%	19%	16.60%	18.20%	23.20%	16.50%	23.7%
Volunteering	5%	4%	5%	4.60%	5.00%	3.30%	2.00%	1.7%
Military	2%	1%	1%	1.40%	0.90%	1.50%	0.80%	0.6%
Not Seeking	1%	1%	1%	<1%	0.60%	0.60%	0.30%	0.9%
Still Seeking	8%	7%	6%	5.70%	15.00%	4.20%	4.90%	7.1%
Average Salary	46,451	48,418	48,921	54,348	56,892	59,886	66,126	65,140

Graduate	2016	2017	2018	2019	2020	2021	2022	2023
Success	98%	98%	97%	97.50%	96.60%	98.40%	98.30%	98.4%
Working	93%	92%	90%	93.40%	93.30%	94.70%	96.00%	94.0%
Continuing Education	2%	3%	5%	1.90%	2.30%	2.10%	0.60%	3.2%
Volunteering	<1%	<1%	1%	1%	0.20%	0.50%	0.60%	0.2%
Military	2%	3%	<1%	1%	0.60%	0.50%	0.60%	1.4%
Not Seeking	<1%	<1%	<1%	<1%	0.20%	0.50%	0.60%	0.0%
Still Seeking	2%	2%	3%	2.50%	3.10%	1.60%	1.70%	1.6%
Average Salary	62,709	78,046	84,367	81,223	90,754	82,981	76,542	110,436

## EMPLOYER ENGAGEMENT

To obtain a list of more than 400 employers/organizations engaging with Career & Professional Development in 2022-2023, please access this downloadable document on the FDS interactive tool at the bottom of the page or on the FDS 2023 reporting website.

## ACKNOWLEDGEMENTS

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Career & Professional Development (CPD) would like to express sincere appreciation to all of our colleagues and stakeholders who helped collect and compile this information. Special thanks to:

- **Dr. Maxwell Kwenda**, University Registrar and Director of Institutional Research, and **Jenny Connelly**, Associate Director of Institutional Research who created the new online interactive First Destination Survey tool and secured graduate school information from the National Student Clearinghouse.
- **Dr. Molly Ayers**, Assistant Dean, Center for Community Engagement, for providing data related to graduates in volunteer service.
- 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
  - Myles Anders, Operations & Research Specialist
  - Katherine Brackmann, Associate Director, Academic Engagement
  - Jonathan Byers, Director, Career Education
  - Kareena Byrd, Career Services Manager, SEAS
  - Patty Hetu-Tkacik, Recruiter-in-Residence
  - Vicki Hucke, Assistant Director, Employer Engagement
  - Erin Shields, Director, Alumni & Employer Engagement
  - Molly Spilker, Office Assistant
  - Sandra Vargas, Career Development Facilitator

For any questions after reviewing this report or if you would like to learn about using the online interactive FDS tool, please contact me at [angle@gonzaga.edu](mailto:angle@gonzaga.edu) or 509-313-4234.

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