First Destination Survey Report
Class of 2018-2019
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Acknowledgments

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- Maxwell Kwenda, Associate 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, and kept the collection process on target for our December 31, 2019 deadline.
- Marnie Rorholm, Office Manager in the Military Science program, for verifying military First Destination Survey outcomes.
- Molly Ayers, Director in the Center for Community Engagement, for providing data related to graduates in volunteer service.
- Molly Spilker, Office Assistant in CPD, who tirelessly called graduates throughout the year to obtain their first destination information.
- Administrators, academic deans, academic department chairs, faculty and staff for providing information related to the first destinations of our graduates.

The Gonzaga University Career & Professional Development Team

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- Brittany Leland, Director, Career Education
- Mel McNair-Davis, Budget & Research Specialist
- Erin Shields, Director, Alumni & Employer Engagement
- Molly Spilker, Office Assistant
- Gabby Zink, Graduate Counseling Intern
- Caitlin Robertson, Graduate Counseling Intern
Executive Summary

Outcomes Success Rate is the combination of the following percentage categories: Employment Rate, Continuing Education Rate, Volunteering Rate, Military Rate and Not Seeking Rate. The Still Seeking Rate is not included.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>95.5%</td>
<td>Outcomes Success Rate</td>
<td>1,648 of 1,725</td>
</tr>
<tr>
<td>94.3%</td>
<td>Outcomes Success Rate</td>
<td>986 of 1,049</td>
</tr>
<tr>
<td>97.5%</td>
<td>Outcomes Success Rate</td>
<td>662 of 679</td>
</tr>
</tbody>
</table>

Employment Rate is the percentage of graduates who are working either full-time or part-time.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>79.7%</td>
<td>Employment Rate</td>
<td>1,375 of 1,725</td>
</tr>
<tr>
<td>70.8%</td>
<td>Employment Rate</td>
<td>741 of 1,046</td>
</tr>
<tr>
<td>93.4%</td>
<td>Employment Rate</td>
<td>634 of 679</td>
</tr>
</tbody>
</table>

Continuing Education Rate is the percentage of graduates who were enrolled in additional educational experiences after completing their Gonzaga University degrees.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.8%</td>
<td>Continuing Education Rate</td>
<td>187 of 1,725</td>
</tr>
<tr>
<td>16.6%</td>
<td>Continuing Education Rate</td>
<td>174 of 1,046</td>
</tr>
<tr>
<td>1.9%</td>
<td>Continuing Education Rate</td>
<td>13 of 679</td>
</tr>
</tbody>
</table>

Volunteering Rate is the percentage of graduates who were accepted into service-related volunteer organizations such as the Jesuit Volunteer Corps or AmeriCorps.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2%</td>
<td>Volunteering Rate</td>
<td>54 of 1,725</td>
</tr>
<tr>
<td>4.6%</td>
<td>Volunteering Rate</td>
<td>48 of 1,046</td>
</tr>
<tr>
<td>1%</td>
<td>Volunteering Rate</td>
<td>7 of 679</td>
</tr>
</tbody>
</table>

Military Rate is the percentage of graduates who entered into the United States armed services.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.3%</td>
<td>Military Rate</td>
<td>22 of 1,725</td>
</tr>
<tr>
<td>1.4%</td>
<td>Military Rate</td>
<td>15 of 1,046</td>
</tr>
<tr>
<td>1%</td>
<td>Military Rate</td>
<td>7 of 679</td>
</tr>
</tbody>
</table>

Not Seeking Rate is the percentage of graduates who are not seeking (employment or continuing education) for a variety of reasons including taking time off and traveling abroad.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1%</td>
<td>Not Seeking Rate</td>
<td>9 of 1,725</td>
</tr>
<tr>
<td>&lt;1%</td>
<td>Not Seeking Rate</td>
<td>8 of 1,046</td>
</tr>
<tr>
<td>&lt;1%</td>
<td>Not Seeking Rate</td>
<td>1 of 679</td>
</tr>
</tbody>
</table>

Still Seeking Rate is the percentage of graduates who are still seeking employment (unemployed) or continuing to seek acceptance into continuing educational programs.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
<th>Total Undergraduate and Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.5%</td>
<td>Still Seeking Rate</td>
<td>77 of 1,725</td>
</tr>
<tr>
<td>5.7%</td>
<td>Still Seeking Rate</td>
<td>60 of 1,046</td>
</tr>
<tr>
<td>2.5%</td>
<td>Still Seeking Rate</td>
<td>17 of 679</td>
</tr>
</tbody>
</table>

2,096 Total undergraduate and graduate students
1,287 Total undergraduate students
809 Total graduate students

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, 2018 and June 30, 2019 is 95.5%.

Data was collected on 1,725 of the 2,096 graduates in the class of 2018-2019 resulting in a Knowledge Rate of 82.3%.
The Knowledge Rate of 82.3% exceeds the NACE suggested Knowledge Rate of 65% by 17 percentage points and was obtained through both graduating student survey responses and staff research.

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

The 95.5% Outcomes Success Rate was obtained by combining employment (full and part-time), continuing education, volunteer service, and military service categories.

Students (0.5%) who were categorized as not seeking (employment or continuing education) were also included as outcomes successes.

4.5% of graduating students were categorized as still seeking (employment or graduate school admission) on December 31, 2019. On this day, the U.S. national unemployment rate was 3.5%. This puts Gonzaga University graduates 1 percentage point higher than the national unemployment rate at the close of the data collection period.

According to NACE, the Outcomes Success Rate for the undergraduate class of 2017-2018 was 85.7%.

Using the 2017-2018 Outcomes Success Rate of 85.7% as a baseline for the 2019 graduating class, Gonzaga University undergraduates achieved a 9.8% higher (95.5%) outcomes success rate than the national average.

The First Destination Survey Report includes employment information for some respondents that were employed in the same role prior to starting their education.

Salary calculations are based on hourly and annual wage information; monthly volunteer stipends are not included.

Top cities are reported as “Metropolitan Statistical Areas,” following standards set by the U.S. Census Bureau.

Seattle has displaced Spokane as the top first destination city, and Washington remains the top first destination state.

The top six employers/organizations that hired Zags are Providence Health & Services/Swedish, Boeing, Gonzaga University and Moss Adams (tied for second), Deloitte, and Seattle Children’s Hospital.

The average salary for the 2018-2019 graduating class (both undergraduates and graduates) is $63,853.

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.

If you have any questions after reviewing this report, please contact Career & Professional Development at 509.313.4234 to speak with me.

O. Ray Angle
Assistant Vice President, Career & Professional Development
Gonzaga University
Gonzaga University Class of 2018-2019 (Undergraduate & Graduate)

Top Employers
1. Providence Health & Services / Swedish (43)
2. Boeing (25)
3. Gonzaga University / Moss Adams (Tie - 23)
4. Deloitte (18)
5. Seattle Children’s Hospital (15)

Top Cities
1. Seattle, WA (408)
2. Spokane, WA (390)
3. Portland, OR (75)
4. San Francisco, CA (54)
5. Los Angeles, CA (50)

Average Salary
$63,853
Based on 328 Respondents

Success Rate
95.5%
Based on 1,725 Respondents

- Employed: 1,375 (79.7%)
- Not Seeking: 9 (0.5%)
- Still Seeking: 77 (4.5%)
- Continuing Education: 187 (10.8%)
- Military: 22 (1.3%)
- Volunteering: 55 (3.2%)
<table>
<thead>
<tr>
<th>College &amp; School</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
<th>% Still Seeking</th>
<th>% Outcomes Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gonzaga University</strong></td>
<td>2096</td>
<td>1725</td>
<td>82.3%</td>
<td>1375</td>
<td>79.7%</td>
<td>187</td>
<td>10.8%</td>
<td>55</td>
<td>3.2%</td>
<td>22</td>
<td>1.3%</td>
<td>9</td>
<td>0.5%</td>
<td>77</td>
<td>4.5%</td>
<td>95.5%</td>
</tr>
<tr>
<td>College of Arts and Sciences</td>
<td>560</td>
<td>416</td>
<td>74.3%</td>
<td>252</td>
<td>60.6%</td>
<td>82</td>
<td>19.7%</td>
<td>36</td>
<td>8.7%</td>
<td>9</td>
<td>2.2%</td>
<td>7</td>
<td>1.7%</td>
<td>30</td>
<td>7.2%</td>
<td>92.8%</td>
</tr>
<tr>
<td>School of Business Administration</td>
<td>519</td>
<td>468</td>
<td>90.2%</td>
<td>379</td>
<td>81.0%</td>
<td>67</td>
<td>14.3%</td>
<td>8</td>
<td>1.7%</td>
<td>0</td>
<td>0.0%</td>
<td>1</td>
<td>0.2%</td>
<td>13</td>
<td>2.8%</td>
<td>97.2%</td>
</tr>
<tr>
<td>School of Education</td>
<td>238</td>
<td>187</td>
<td>78.6%</td>
<td>160</td>
<td>85.6%</td>
<td>19</td>
<td>10.2%</td>
<td>4</td>
<td>2.1%</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
<td>4</td>
<td>2.1%</td>
<td>97.9%</td>
</tr>
<tr>
<td>School of Engineering &amp; Applied Science</td>
<td>221</td>
<td>191</td>
<td>86.4%</td>
<td>161</td>
<td>84.3%</td>
<td>11</td>
<td>5.8%</td>
<td>1</td>
<td>0.5%</td>
<td>4</td>
<td>2.1%</td>
<td>0</td>
<td>0.0%</td>
<td>14</td>
<td>7.3%</td>
<td>92.7%</td>
</tr>
<tr>
<td>School of Leadership Studies</td>
<td>227</td>
<td>187</td>
<td>82.4%</td>
<td>162</td>
<td>86.6%</td>
<td>5</td>
<td>2.7%</td>
<td>4</td>
<td>2.1%</td>
<td>6</td>
<td>3.2%</td>
<td>1</td>
<td>0.5%</td>
<td>9</td>
<td>4.8%</td>
<td>95.2%</td>
</tr>
<tr>
<td>School of Nursing &amp; Human Physiology</td>
<td>331</td>
<td>276</td>
<td>83.4%</td>
<td>261</td>
<td>94.6%</td>
<td>3</td>
<td>1.1%</td>
<td>2</td>
<td>0.7%</td>
<td>3</td>
<td>1.1%</td>
<td>0</td>
<td>0.0%</td>
<td>7</td>
<td>2.5%</td>
<td>97.5%</td>
</tr>
</tbody>
</table>
Top Employers
1. Providence Health & Services / Swedish (23)
2. Boeing (18)
3. Teach for America (13)
4. Seattle Children’s Hospital (12)
5. AmeriCorps / Deloitte / Gonzaga University (Tie - 9)

Top Cities
1. Seattle, WA (293)
2. Spokane, WA (252)
3. San Francisco, CA (48)
4. Portland, OR (41)
5. Los Angeles, CA (34)

Average Salary
$54,348
Based on 212 Respondents

Success Rate
94.3%
Based on 1,046 Respondents

- Employed: 741 (70.8%)
- Continuing Education: 174 (16.6%)
- Volunteering: 48 (4.6%)
- Military: 15 (1.4%)
- Not Seeking: 8 (0.8%)
- Still Seeking: 60 (5.7%)
College of Arts and Sciences (Undergraduate)

Top Employers
1. Teach for America (9)
2. AmeriCorps (7)
3. Gonzaga University / Jesuit Volunteer Corps (Tie - 6)
4. Amazon / Paw Print Genetics / Seattle Children’s Hospital / SOAR Behavioral Services (Tie- 3)

Top Cities
1. Spokane, WA (96)
2. Seattle, WA (86)
3. San Francisco, CA (21)
4. Los Angeles, CA (16)
5. San Jose, CA (14)

Average Salary
$41,866

Success Rate
92.6%

Based on 408 Respondents

- Employed 245 (60%)
- Continuing Education 81 (19.9%)
- Volunteering 36 (8.8%)
- Still Seeking 30 (7.4%)
- Not Seeking 7 (1.7%)
- Military 9 (2.2%)
School of Business Administration (Undergraduate)

Top Employers
1. Deloitte (8)
2. Boeing (7)
3. Moss Adams (6)
4. DocuSign (5)
5. Vanguard (4)

Top Cities
1. Spokane, WA (106)
2. Seattle, WA (101)
3. San Francisco, CA (13)
4. Portland, OR (11)
5. Los Angeles, CA (10)

Average Salary
$52,560
Based on 72 Respondents

Success Rate
96.7%
Based on 329 Respondents

- Employed 243 (73.9%)
- Continuing Education 66 (20.1%)
- Volunteering 8 (2.4%)
- Not Seeking 1 (0.3%)
- Still Seeking 11 (3.3%)
Agustina Perez Blua is currently working as a Commercial Emerging Leader Associate (ELA) at The Nielsen Company in New York City after interning with the organization during the summer of 2017. She enjoys and values the opportunities the ELA rotational program has provided. The program allowed her to switch roles every 6 months in order to get well-rounded insights into the business.

Additionally, the ELA program provides Agustina with multiple leadership trainings and development opportunities throughout her rotations. This was something of interest to her, especially after having participated in the Gonzaga Comprehensive Leadership Program program and graduating with a minor in Leadership Studies.

Her advice to GU students is to take the leap and not be afraid of change. Moving to NYC seemed scary for Agustina at first, but she has found herself thriving there and loves the New Yorker lifestyle.
School of Education (Undergraduate)

Top Employers
1. Mead School District (2)
2. Single graduates for all subsequent employers

Top Cities
1. Spokane, WA (10)
2. Seattle, WA (6)
3. Portland, OR (3)
4. San Francisco, CA (2)
5. Single graduate reports for all subsequent locations

Average Salary
$38,967
Based on 4 Respondents

Success Rate
97.2%
Based on 36 Respondents

- Employed 21 (58.3%)
- Continuing Education 13 (36.1%)
- Volunteering 1 (2.8%)
- Still Seeking 1 (2.8%)
Top Employers
1. Boeing (11)
2. F5 Networks / West Monroe Partners (Tie - 5)
3. Swinterton Builders (3)

Top Cities
1. Seattle, WA (66)
2. Spokane, WA (26)
3. San Francisco, CA (11)
4. Portland, OR (10)
5. Denver, CO (6)

Average Salary
$69,555
Based on 50 Respondents

Success Rate
92.4%
Based on 184 Respondents

- Employed: 154 (83.7%)
- Still Seeking: 14 (7.6%)
- Continuing Education: 11 (6%)
- Military: 4 (2.2%)
- Volunteering: 1 (0.5%)
Isabella Verdugo is currently working as a Mechanical Design Engineer for McKinstry. As the first engineer in her family, Verdugo wanted to have as much hands-on engineering experience as possible and started working in Gonzaga’s Manufacturing Technology Center. There, she was given several opportunities to help build and design baja cars for the Society of Automotive Engineers (SAE) and a tricycle for a child paralyzed from the chest down. Due to these experiences, she made connections that landed her a 2-year internship working in Research & Development.

During senior year, Isabella reflected on the impact of her work as an engineer and wanted to pursue a career that fostered a sustainable future. Today, Isabella designs the mechanical systems for zero carbon and net zero energy buildings. "When I heard McKinstry’s vision, (‘Together, building a thriving planet’) I knew that was the place for me.”

Isabella is very grateful for the numerous opportunities and mentorships she had through the Manufacturing Technology Center and feels blessed with a career that fosters her desire to promote a thriving, sustainable future.
School of Nursing & Human Physiology (Undergraduate)

Top Employers
1. Providence Health & Services / Swedish (20)
2. Seattle Children’s Hospital (9)
3. MultiCare Health / Virginia Mason Medical Center (Tie - 6)
4. University of Washington (4)
5. OHSU (2)

Top Cities
1. Seattle, WA (34)
2. Spokane, WA (14)
3. San Diego, CA (5)
4. Los Angeles, CA / Portland, OR (Tie - 4)
5. Denver, CO (3)

Average Salary
$67,037
Based on 20 Respondents

Success RATE
95.5%
Based on 89 Respondents

- Employed 78 (87.6%)
- Continuing Education 3 (3.4%)
- Military 2 (2.2%)
- Volunteering 2 (2.2%)
- Still Seeking 4 (4.5%)
<table>
<thead>
<tr>
<th>College of Arts and Sciences</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
<th>% Still Seeking</th>
<th>% Outcomes Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Communication Studies</td>
<td>1</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
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<td>0%</td>
<td>0%</td>
<td>0%</td>
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<td>Art</td>
<td>3</td>
<td>2</td>
<td>66.7%</td>
<td>2</td>
<td>100%</td>
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<td>0%</td>
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<td>0%</td>
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<td>Biochemistry</td>
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<td>60%</td>
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<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Biology (BA)</td>
<td>33</td>
<td>23</td>
<td>69.7%</td>
<td>12</td>
<td>52.2%</td>
<td>9</td>
<td>39.1%</td>
<td>0%</td>
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<td>0%</td>
<td>1</td>
<td>4.3%</td>
<td>1</td>
<td>4.3%</td>
<td>95.7%</td>
</tr>
<tr>
<td>Biology (BS)</td>
<td>49</td>
<td>37</td>
<td>75.5%</td>
<td>22</td>
<td>59.5%</td>
<td>10</td>
<td>27%</td>
<td>2%</td>
<td>5.4%</td>
<td>0%</td>
<td>0%</td>
<td>1</td>
<td>2.7%</td>
<td>2</td>
<td>5.4%</td>
<td>94.6%</td>
</tr>
<tr>
<td>Broadcast and Electronic Media</td>
<td>12</td>
<td>9</td>
<td>75%</td>
<td>8</td>
<td>88.9%</td>
<td>1</td>
<td>11.1%</td>
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<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Chemistry (BA)</td>
<td>5</td>
<td>4</td>
<td>80%</td>
<td>2</td>
<td>50%</td>
<td>0</td>
<td>0%</td>
<td>1%</td>
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*For majors where no responses were collected, a success rate of N/A has been reported since no information was gathered to provide an accurate reflection of outcome.
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*For majors where no responses were collected, a success rate of N/A has been reported since no information was gathered to provide an accurate reflection of outcome.
| School of Business Administration | 365 | 329 | 90.1% | 243 | 73.9% | 66 | 20.1% | 8 | 2.4% | 0 | 0% | 1 | 0.3% | 11 | 3.3% | 96.7% |
| Accounting | 81 | 76 | 93.8% | 35 | 46.1% | 39 | 51.3% | 1 | 1.3% | 0 | 0% | 0 | 0% | 1 | 1.3% | 98.7% |
| Business Administration | 284 | 253 | 89.1% | 208 | 82.2% | 27 | 10.7% | 7 | 2.8% | 0 | 0% | 1 | 0.4% | 10 | 4% | 96% |
| School of Education | 49 | 36 | 73.5% | 21 | 58.3% | 13 | 36.1% | 1 | 2.8% | 0 | 0% | 0 | 0% | 1 | 2.8% | 97.2% |
| Kinesiology & Physical Education | 13 | 9 | 69.2% | 3 | 33.3% | 5 | 55.6% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 11.1% | 88.9% |
| Special Education | 15 | 10 | 66.7% | 8 | 80% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 100% |
| Sport Management | 21 | 17 | 81% | 10 | 58.8% | 6 | 35.3% | 1 | 5.9% | 0 | 0% | 0 | 0% | 0 | 0% | 100% |
| School of Engineering & Applied Science | 214 | 184 | 86.0% | 154 | 83.7% | 11 | 6.0% | 1 | 0.5% | 4 | 2.2% | 0 | 0% | 14 | 7.6% | 92.4% |
| Civil Engineering | 45 | 38 | 84.4% | 33 | 86.8% | 2 | 5.3% | 0 | 0% | 1 | 2.6% | 0 | 0% | 2 | 5.3% | 94.7% |
| Computer Engineering | 12 | 11 | 91.7% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 100% |
| Computer Science | 43 | 41 | 95.3% | 33 | 80.5% | 2 | 4.9% | 0 | 0% | 1 | 2.4% | 0 | 0% | 5 | 12.2% | 87.8% |
| Electrical Engineering | 15 | 13 | 86.7% | 12 | 92.3% | 1 | 7.7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 100% |
| Engineering Management | 15 | 13 | 86.7% | 11 | 84.6% | 1 | 7.7% | 1 | 7.7% | 0 | 0% | 0 | 0% | 0 | 0% | 100% |
| Mechanical Engineering | 84 | 68 | 81% | 54 | 79.4% | 5 | 7.4% | 0 | 0% | 2 | 2.9% | 0 | 0% | 7 | 10.3% | 89.7% |
| School of Nursing & Human Physiology | 114 | 89 | 78.1% | 78 | 87.6% | 3 | 3.4% | 2 | 2.2% | 2 | 2.2% | 0 | 0% | 4 | 4.5% | 95.5% |
| Human Physiology | 35 | 19 | 54.3% | 13 | 68.4% | 3 | 15.8% | 2 | 10.5% | 0 | 0% | 0 | 0% | 1 | 5.3% | 94.7% |
| Nursing | 79 | 70 | 88.6% | 65 | 92.9% | 0 | 0% | 0 | 0% | 2 | 2.9% | 0 | 0% | 3 | 4.3% | 95.7% |

*For majors where no responses were collected, a success rate of N/A has been reported since no information was gathered to provide an accurate reflection of outcome.*
Top Employers
1. Providence Health & Services / Swedish (20)
2. Moss Adams (17)
3. Gonzaga University (14)
4. United States Department of Veterans Affairs (11)
5. Calgary Board of Education / KPMG (Tied - 10)

Top Cities
1. Spokane, WA (138)
2. Seattle, WA (115)
3. Portland, OR (35)
4. Coeur d’Alene, ID (21)
5. Calgary, AB (19)

Average Salary
$81,223
Based on 116 Respondents

Success Rate
97.5%
Based on 679 Respondents

- Employed 634 (93.4%)
- Volunteering 7 (1%)
- Continuing Education 13 (1.9%)
- Military 7 (1%)
- Still Seeking 17 (2.5%)
- Not Seeking 1 (0.1%)
Success Rate

100%

Based on 8 Respondents

Employed: 7 (87.5%)
Continuing Education: 1 (12.5%)

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

Top Employers
1. Moss Adams (17)
2. KPMG LLP (10)
3. Deloitte (9)
4. BDO USA LLP (7)
5. Grant Thornton / PwC (Tie - 5)

Top Cities
1. Seattle, WA (45)
2. Spokane, WA (40)
3. Coeur d’Alene, ID (9)
4. Portland, OR (7)
5. San Francisco, CA (3)

Average Salary
$62,959
Based on 32 Respondents

Success RATE
98.6%
Based on 139 Respondents

- Employed 136 (97.8%)
- Continuing Education 1 (0.7%)
- Still Seeking 2 (1.4%)
School of Education (Graduate)

Top Employers
1. Calgary Board of Education (10)
2. School District 57 - Prince George (8)
3. Spokane Public Schools (7)
4. Frontier Behavioral Health (5)
5. Medicine Hat Public Schools / School District 8 - Prairie Rose (Tie - 4)

Top Cities
1. Spokane, WA (40)
2. Calgary, AB (18)
3. Seattle, WA (17)
4. Prince George, AB (12)
5. Medicine Hat, AB (9)

Average Salary
$54,857
Based on 13 Respondents

Success RATE
98%
Based on 151 Respondents

Employed 139 (92.1%)
Continuing Education 6 (4%)
Still Seeking 3 (2%)
Volunteering 3 (2%)
Prior to attending Gonzaga, Antonio (“Toni”) Jimenez-Luque worked at the University of Barcelona. As an activist for social justice, Toni was drawn to the Doctorate in Leadership Studies program because it emphasized “issues of social justice from historical, sociological, and anthropological perspectives that really resonated with [his] academic and professional background.”

While pursuing his degree, Toni made connections with Career & Professional Development. “The process of transition between the end of your graduate program to the professional world can be very scary and stressful as a result of the uncertainties of the market. However,” he writes, “Career & Professional Development is there to show you what you need to do and prepare you to be successful when going into the market. I went there several times looking for advice and I am extremely grateful for all their help.”

In reflecting on his experiences at Gonzaga, Toni writes, “Without any doubt, the Ignatian pedagogy has been key for my process of development as a researcher and activist committed with issues of social justice.”
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. Boeing / Gonzaga University (Tie - 7)
2. Saint Alphonsus Health System / United States Department of Defense / Washington State University (Tie - 2)
3. Single reports for all subsequent employers

Top Cities
1. Spokane, WA (27)
2. Seattle, WA (23)
3. Los Angeles, CA (10)
4. San Diego, CA (6)
5. Portland, OR (5)

Average Salary
$82,257
Based on 52 Respondents

Success Rate
95.2%
Based on 187 Respondents

- Employed 162 (86.6%)
- Continuing Education 5 (2.7%)
- Volunteering 4 (2.1%)
- Military 6 (3.2%)
- Not Seeking 1 (0.5%)
- Still Seeking 9 (4.8%)
Valerie graduated from Gonzaga University with a Bachelor of Arts in Psychology and minors in Sociology and Criminal Justice. As a student, she was involved in programs with the Center for Community Engagement such as Gonzaga University Specialized Recreation (GUSR), SMILE, and The Walking School Bus. By participating in these programs, Valerie realized she wanted to help students receive an equal educational experience no matter their background or developmental history.

Valerie is currently a graduate student working towards an Educational Specialist Degree (Ed.S.) in School Psychology at Lewis & Clark College in Portland, Oregon. When she graduates in the spring of 2022, Valerie plans to work with students to ensure they receive the highest quality of learning that leads to their path of success—in and out of the classroom.

Valerie advises other Zags to “take every opportunity you can (big or small), and go outside your comfort zone. In doing so, you will be able to grow and maybe develop new friendships, passions, and memories.”
School of Nursing & Human Physiology (Graduate)

Top Employers
1. Providence Health & Services / Swedish (20)
2. United States Department of Veteran Affairs (10)
3. MultiCare Health System (5)
4. Catholic Health Institute / The Everett Clinic / Kaiser Permanente / Kootenai Health (Tie - 3)

Top Cities
1. Seattle, WA / Spokane, WA (Tie - 30)
2. Portland, OR (20)
3. Coeur d’Alene, ID (7)
4. Boise, ID / Salem, OR / Yakima, WA (Tie - 6)
5. Salt Lake City, UT (5)

Average Salary
$127,193
Based on 19 Respondents

Success RATE
98.4%
Based on 187 Respondents

Employed
183 (97.9%)
Still Seeking
3 (1.6%)
Military
1 (0.5%)
<table>
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<tr>
<th>College of Arts and Sciences</th>
<th>809 679 83.9% 634 93.4% 13 1.9% 7 1% 7 1% 1 0.1% 17 2.5% 97.5%</th>
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<td>Philosophy</td>
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<tr>
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<tr>
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<tr>
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*For majors where no responses were collected, a success rate of N/A has been reported since no information was gathered to provide an accurate reflection of outcome.
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<th># of Graduates</th>
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<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>
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<td>9</td>
<td>75%</td>
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<td>4</td>
<td>3.4%</td>
<td>1</td>
<td>1%</td>
<td>2</td>
<td>1.7%</td>
<td>98.3%</td>
</tr>
<tr>
<td>School of Nursing &amp; Human Physiology</td>
<td>217</td>
<td>187</td>
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<td>0%</td>
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<td>5.6%</td>
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<tr>
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<td>1</td>
<td>0.7%</td>
<td>99.3%</td>
</tr>
</tbody>
</table>

*For majors where no responses were collected, a success rate of N/A has been reported since no information was gathered to provide an accurate reflection of outcome.
2018-2019 Reports

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 2018-2019 class.
- For locations (organizational and/or geographic) that tied with one or more additional locations, they are listed in alphabetical order and color coded as a group.
- For multi-year comparisons, we pull from reports generated using NACE standards (i.e. from the 2015-2016 class year onward). While outcome information was generated without NACE standards in previous years, because of the different parameters they are not used for comparison purposes.

Mel McNair-Davis  
Budget & Research Specialist, Career & Professional Development  
Gonzaga University
Top Employers and Organizations

1. Providence Health & Services / Swedish (43)
2. Boeing (25)
3. Gonzaga University (23)
4. Moss Adams (23)
5. Deloitte (18)
6. Seattle Children’s Hospital (15)
7. Teach for America (14)
8. KPMG LLP (13)
9. MultiCare Health System (11)
10. Spokane Public Schools (11)
11. United States Department of Veteran Affairs (11)
12. Amazon (10)
13. AmeriCorps (10)
14. Calgary Board of Education (10)
15. University of Washington (9)
16. BDO USA LLP (8)
17. PwC (8)
18. School District 57 (8)
19. Virginia Mason Medical Center (8)
20. West Monroe Partners (8)
21. Jesuit Volunteer Corps (7)
22. Frontier Behavioral Health (6)
23. Grant Thornton LLP (6)
24. CHI (5)
25. DocuSign (5)
26. F5 Networks (5)
27. Washington State University (5)

Where organizations have the same reported number of Gonzaga grads, they are sorted in alphabetical order and grouped by color.
Top Internship Organizations

1. Gonzaga University (94)
2. Providence Health & Services (32)
3. Spokane Public Schools (22)
4. Boeing (17)
5. Moss Adams (16)
6. Deloitte (15)
7. KPMG (12)
8. Amazon (8)
9. etailz (8)
10. PwC (7)
11. Spokane Hoopfest Association (7)
12. Department of Health - Eastern State Hospital (6)
13. Grant Thornton LLP (6)
14. Costco (5)
15. Liberty Mutual (5)
16. Northwestern Mutual (5)
17. Peterson Sullivan LLP (5)
18. Seattle Children’s Hospital (5)
19. U-District PT (5)
20. Central Valley School District (4)
21. City of Spokane (4)
22. Community Colleges of Spokane (4)
23. Itron (4)
24. STRATA (4)
25. Touchmark (4)

Where organizations have the same reported number of Gonzaga grads, they are sorted in alphabetical order and grouped by color.
Top Continuing Education Institutions

1. Gonzaga University (87)
2. University of Washington (8)
3. Washington State University (6)
4. University of Notre Dame (4)
5. Eastern Washington University (3)
6. Seattle University (3)
7. University of San Diego (3)
8. Alliant International University (2)
9. George Fox University (2)
10. Nova Southeastern University (2)
11. Pacific University (2)
12. Regis University (2)
13. Santa Clara University (2)
14. University of Michigan (2)
15. University of San Francisco (2)
16. Whitworth University (2)

Where organizations have the same reported number of Gonzaga grads, they are sorted in alphabetical order and grouped by color.
Top Cities

1. Seattle, WA (408)
2. Spokane, WA (390)
3. Portland, OR (75)
4. San Francisco, CA (54)
5. Los Angeles, CA (50)
6. Denver, CO (27)
7. San Diego, CA (27)
8. Coeur d'Alene, ID (25)
9. San Jose, CA (23)
10. Boise, ID (21)
11. Phoenix, AZ (21)
12. Calgary, AB (19)
13. Salt Lake City, UT (15)
14. Prince George, BC (12)
15. Yakima, WA (11)
16. New York City, NY (10)
17. Anchorage, AK (9)
18. Medicine Hat, AB (9)
Top U.S. States & Canadian Provinces

1. Washington (853)
2. California (174)
3. Oregon (99)
4. Idaho (58)
5. Colorado (37)
6. Alberta (30)
7. Utah (28)
8. Arizona (24)
9. Montana (23)
10. Texas (18)
11. British Columbia (15)
12. New York (14)
13. Hawaii (13)
14. North Carolina (13)
15. Alaska (11)
16. Florida (11)
17. Indiana (11)
18. Nevada (11)
19. Virginia (11)
20. Minnesota (10)
Employers & Organizations Recruiting in 2018-2019

- Accenture
- ACCO Engineered Systems
- Adidas
- Adpearance
- AHBL
- Alaska Airlines
- Alaska General Seafoods
- Alliance for Catholic Education (ACE Teaching Fellows)
- ALLWEST Testing & Engineering
- Amazon
- Amica Mutual Insurance Company
- Anastasi, Moore & Martin, PLLC
- Andersen
- ANR Group
- Archdiocese of Seattle
- ARCO/Murray National Construction Company
- ArrowMark
- Astria Health
- Avalon Care Center at Northpointe
- Avista Corporation
- AXA Advisors LLC
- Bader Martin, PS
- Balboa Capital
- Banner Bank
- Bastyr University
- BCRA
- BDA
- BDO USA LLP
- BECU (Boeing Employees Credit Union)
- Bellevue School District
- Berntson Porter & Company PLLC
- BESThq, An Oregon Benefit Company
- Bethel School District
- Black Diamond Adventure Camps
- Boeing
- Boise Cascade Company
- BP
- Brain Corporation
- Brand Definition
- Brewster School District
- Bridgeport School District
- BSSP
- Buckeye International
- Cambia Healthcare Solutions
- Cammack Retirement Group
- Camp Fire Inland Northwest Council
- CampusPoint
- Cascadia Behavioral Healthcare
- Catholic Charities Serving Central Washington
- CBRE Group
- Central Intelligence Agency (CIA)
- Central Kitsap School District
- Central Valley School District (CVSD)
- CHAS Health
- Chief Architect Software
- Chief Leschi Schools
- Children’s Hospital
- City of Pullman
- City of Seattle Police Department
- City of Spokane
- City Year
- Clark Nuber PS
- Clear Home
- CliftonLarsonAllen LLP
- Clover Park School District
- Coffman Engineers
- Collabera
- College Place Public Schools
- College Possible
- Columbia Basin College
- Commerce Architects
- Commonwealth Associates
- Comprehensive Healthcare
- Cloudflyer
- Confluence Health
- Consolidated Electrical Distributors
- Consolidated Supply Co.
- Continuous Composites
- Core Financial Group
- Costco Wholesale
- Cowles Company
- Craft Brew Alliance
- Creighton University
- D.A. Davidson Companies
- Davido Consulting Group
- DaVita
- DCI Engineers
- Deloitte
- Drexel University
- E. & J. Gallo Winery
- East Valley School District 361
- Eastern Washington University
- Eaton Vance
- eBay
- Edelman
- Edward Jones Investments
- Eide Bailly LLP
- Eight Eleven Group
- Energy Northwest
- ENGIE Impact
- Enterprise Holdings
- Ethos Group
- Evergreen Public Schools
- Excelsior
- Exotic Metals Forming Company LLC
- Expeditors International of Washington
- F5 Networks
- Family Promise of Spokane
- Family Resource Home Care
- Fast Enterprises
- Federal Bureau of Investigation
- Federal Way Public Schools
- First Republic Bank
- FirstBank
- Fisher Construction Group
- Fisher Investments
- Framatome
- Gallagher
- Garco Construction
- Garmin
- GEICO
- Generation Alive
- Gensco
- GlaxoSmithKline
- Goldendale School District No. 404
- Gonzaga Preparatory School
- Google
- Granite Falls School District #332
- Grant Integrated Services
- Grant Thornton
- Gravis Law, PLLC.
- Great Floors
- Greater Spokane Incorporated
- Greystar
- Guardian
- Hargis Engineers
- HDR
- Heart’s Home
- Henningsen Cold Storage
- Heritage University
- Hewlett Packard Enterprise
- Highfive
- Howard S. Wright
- HP
- iD Tech
- Idaho College of Osteopathic Medicine
- Idaho Department of Lands
- Idaho State Police
- InfinIT Consulting
- Inland Imaging
- Inland Northwest Society of Human Resource Management (INSHRM)
- Insight
- Inspire Development Centers
• Terex
• The Capital Group
• The Hershey Company
• The Portland Timbers
• The Resort at Paws Up
• The Salvation Army-Spokane
• The Spur Group
• T-Mobile
• Total Tax
• Touro University Nevada
• Turner Construction Company
• United Parcel Service (UPS)
• United States Air Force
• United States Army
• United States Army Corps of Engineers
• United States Customs and Border Protection
• United States Department of the Interior, Bureau of Reclamation
• United States Embassy
• United States Navy
• United States Secret Service
• University of Colorado
• University of Houston
• University of Idaho
• University of Nevada, Las Vegas
• University of Oregon
• University of Oregon College of Design
• University of Portland PACE program
• University of San Francisco
• University of Washington
• University Place School District
• Vancouver Public Schools
• Vanguard
• Verint Systems
• Vertiv
• Virginia Mason
• Volunteers of America
• Wagstaff

• Walla Walla Public Schools
• Walla Walla University
• Wapato School District
• Washington Army National Guard
• Washington Department of Fish and Wildlife
• Washington River Protection Solutions
• Washington State Department of Financial Institutions
• Washington State Department of Transportation
• Washington State University
• Washington Trust
• Wells Fargo
• West Monroe Partners
• West Valley School District #363
• Western Specialty Contractors
• White River School District
• Whitworth University
• Willamette University
• Willamette View
• Willow Public School
• Wipfli
• WorkSource
• Xcel Energy
Four-Year Comparison (2016-2019)

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<th>2018</th>
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<td>1.3%</td>
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<tr>
<td>Still Seeking</td>
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<tr>
<td>Average Salary</td>
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<td>1.4%</td>
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<td>1%</td>
<td>1%</td>
<td>&lt;1%</td>
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<tr>
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<td>8%</td>
<td>7%</td>
<td>6%</td>
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<tr>
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<td>48,418</td>
<td>48,921</td>
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<th>2018</th>
<th>2019</th>
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<tbody>
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<td>98%</td>
<td>98%</td>
<td>97%</td>
<td>97.5%</td>
</tr>
<tr>
<td>Working</td>
<td>93%</td>
<td>92%</td>
<td>90%</td>
<td>93.4%</td>
</tr>
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<td>2%</td>
<td>3%</td>
<td>5%</td>
<td>1.9%</td>
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<tr>
<td>Volunteering</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
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<td>1%</td>
</tr>
<tr>
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<td>3%</td>
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<td>1%</td>
</tr>
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</tr>
<tr>
<td>Still Seeking</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Average Salary</td>
<td>62,709</td>
<td>78,046</td>
<td>84,367</td>
<td>81,223</td>
</tr>
</tbody>
</table>

A four-year comparative analysis of the success outcomes for Gonzaga University suggests that graduates are well-equipped to enter the workforce and are successful in achieving their career and educational goals.