



# FIRST DESTINATION SURVEY CLASS OF 2022

Office of Student Persistence Research &  
Nevada Career Studio



University of Nevada, Reno

## ABSTRACT

Formerly the Career Outcomes Survey, the First Destination Survey provides insight into students' outcomes within six months of graduating.

Prepared by: Jennifer  
Lowman, Ph.D. &  
Christopher Hebein,  
MA



For Questions Please Contact:

**Katia Albright, MA, GCDF, CCSP**

Director

Nevada Career Studio

Pennington Student Achievement Center 208

**phone:** (775) 682-7114

**email:** [kalbright@unr.edu](mailto:kalbright@unr.edu)

**Christopher Hebein, MA**

Coordinator

Office of Student Persistence Research

Cain Hall 0148

**email:** [chebein@unr.edu](mailto:chebein@unr.edu)

## Table of Contents

<b>Executive Summary</b> .....	iv
<b>Method</b> .....	iv
<b>Major Findings</b> .....	iv
<b>First Destination Survey Class of 2022</b> .....	1
<b>Introduction</b> .....	1
<b>Methods</b> .....	1
Brief history of the survey.....	1
<b>Participants</b> .....	2
<b>Sample</b> .....	2
<b>Knowledge Rate</b> .....	2
TABLE 1: Source for the overall Knowledge Rate by Degree Level.....	2
<b>Knowledge Rate by College, Gender, &amp; Race</b> .....	2
TABLE 2: Proportion of participants by source and All Graduates by college .....	3
TABLE 3: Proportion of participants by source and All Graduates by Gender.....	3
TABLE 4: Proportion of participants by source and All Graduates by Race .....	3
<b>Results for All Degree Levels</b> .....	4
<b>Post-Graduation Outcomes for All Degree Levels</b> .....	4
FIGURE 1.A: Primary post-graduation status .....	4
<b>Previous year comparisons</b> .....	5
FIGURE 1.B: Primary post-graduation status across survey waves .....	5
<b>Career Outcomes Rate for all Degree Levels</b> .....	5
TABLE 5: Career Outcomes Rate by degree level and class .....	6
<b>Employment Outcomes for all Degree Levels</b> .....	6
TABLE 6: Breakdown of primary work status by employment intensity (full-time & part-time) .....	6
<b>Full-Time Employment Outcomes for All Degree Levels</b> .....	6
TABLE 7: Timing of job search for full-time employment .....	7
TABLE 8: Salaries by degree level for full-time employment.....	7
TABLE 9: Percentage of full-time employment by industry.....	8
FIGURE 2: Proportion rating employment as related to career goals for graduates working full-time.....	9
FIGURE 3: Proportion satisfied with current employment for graduates working full-time.....	9
<b>Employment Location for all Degree Levels</b> .....	10

FIGURE 4: Survey participants reporting full-time work in Nevada and Greater Reno Area <sup>4</sup> .....	10
<b>Results for Bachelor's Degree Graduates</b> .....	11
<b>Post-Graduation Outcomes for Bachelor's Degree Compared to Other Graduates</b> .....	11
FIGURE 5: Primary status for all degree recipients .....	11
<b>Career Outcomes Rate for Bachelor's Degree Graduates</b> .....	12
FIGURE 6: Positive Career Outcomes Rates of bachelor's degree recipients by College .....	12
<b>Full-Time Employment Outcomes for Bachelor's Degree Graduates</b> .....	12
TABLE 10: Timing of job search for bachelor's degree recipients .....	13
<b>Average Salaries for Bachelor's Degree Graduates</b> .....	13
TABLE 11: Average salaries for full-time employed bachelor's degree recipients by college .....	13
<b>Industry Categories</b> .....	13
FIGURE 7: Percent of full-time employment by industry for bachelor's degrees .....	14
<b>Relatedness and Satisfaction of Employment</b> .....	15
FIGURE 8: Percent rating employment as related to career goals for bachelor's recipients .....	15
FIGURE 9: Percent satisfied with current full-time employment for bachelor's recipients .....	15
<b>Employment Location for Bachelor's Degree Graduates</b> .....	16
FIGURE 10: Employment location for bachelor's degree recipients working full-time by state of origin .....	16
<b>Employment Location of WUE Recipients</b> .....	17
FIGURE 11: Location of WUE Graduates who have full-time employment .....	17
<b>Continuing Education Outcomes for Bachelor's Degree Graduates</b> .....	18
FIGURE 12: Institution for continuing education for bachelor's degree recipients .....	18
FIGURE 13: Location for continuing education for bachelor's degree recipients by state origin .....	18
<b>Appendix</b> .....	20
<b>Definitions</b> .....	20

## Executive Summary

The Class of 2022 First Destination survey (formerly the Career Outcomes survey) captures information on University of Nevada, Reno (UNR) students' post-graduation outcomes. The Class of 2022 includes results from students graduating in August 2021, December 2021, and May 2022.

## Method

---

The First Destination survey complied with the National Association of Colleges and Employers' (NACE) Standards and Protocols for questions and timing, as well as with the National Standard for Career Outcomes Data Collection, defined by GradLeaders Research. Three cycles of the survey opened a month before each graduation (August 2021, December 2021, and May 2022) and remained open for six-months after graduation.

NACE Standards allow for the collection of career outcomes data from a variety of additional sources to the survey instrument, including institutional records, LinkedIn profiles, or information reported to the Nevada Career Studio outside of the survey instrument. Therefore, the knowledge rate comprises both self-report survey data and administrator entered data.

*Note: The graduate outcomes reported are not representative of all graduates. Self-selection to take the survey and administrative entries, which collect information on graduates that is available online (i.e. LinkedIn), do not represent a random sample of graduates. As such, trends and comparisons from year to year should be interpreted with caution as they are not generalizable to all graduates.*

## Major Findings

---

The knowledge rate for all three phases of the 2022 First Destination Survey was 55% (2,490 of 4,513 eligible graduates with bachelor's, master's, or doctoral/professional degrees). Approximately, 20% of graduates responded by survey and 35% were administrator entries.

- Primary Outcomes
  - 75% reported that they were working full- or part-time after graduation.
  - 11% indicated that they were continuing their education.
  - 87% reported a positive career outcome (employed, volunteering, military, or continuing education)
- Full-time Employment Outcomes
  - 95% of working graduates were working full-time
    - 62% of all graduates working full-time are working in Nevada
      - 53% are working in the Greater Reno Area
  - Of the 66% bachelor's degree recipients working full-time in Nevada
    - 76% are originally from Nevada and stayed in Nevada for work
    - 44% are originally from another state and stayed in Nevada for work
- Continuing Education Outcomes
  - 11% of all graduates are continuing their education
  - 11% of bachelor's degree participants are continuing their education
    - 49% bachelor's degree participants continuing their education stayed at the University of Nevada, Reno

# First Destination Survey Class of 2022

## Introduction

The Nevada Career Studio at the University of Nevada, Reno (UNR) conducted the First Destination Survey (formerly the Career Outcome Survey) of students who graduated within the 2021-2022 academic year at all degree levels. The purpose of this survey is to assess the impact of graduates' education at UNR on career trajectories. Use of a common platform and adherence to survey protocols set by National Association of Colleges and Employers' (NACE) allows some comparisons between UNR graduates' outcomes and those of similar institutions.

## Methods

---

The Integrated Postsecondary Education Data System (IPEDS) defines the Class of 2022 as extending from July 1, 2021 until June 30, 2022. Questions and timing of the survey are consistent with the NACE First-Destination Standards and Protocols. Three cycles of the survey open a month before each graduation (August 2021, December 2021, and May 2022) and remain open six-months post-graduation. Graduates receive survey reminders via email that encourage them to update their responses if their employment status changes. Many participants respond at the point of graduation and do not take the opportunity to update their responses.

NACE Standards allow for the collection of career outcomes data from a variety of additional sources, including institutional records for re-enrolled students, a student's update to a LinkedIn profile, or information that a student reported to the Nevada Career Studio outside of the survey instrument. Administrative-entries are conducted at the time of survey closing. Approximately, 35% of Class of 2022 responses were captured using administrator-entry methods.

The knowledge rate is a measure of direct survey responses combined with administrator-entered responses to certain questions divided by eligible graduates. The knowledge rate for the Class of 2022 was 55% (2,490 of 4,513 total eligible graduates).

*Note: The graduate outcomes reported are not representative of all graduates. Self-selection to take the survey and administrative entries, which collect information on graduates that is available online (i.e. LinkedIn), do not represent a random sample of graduates. As such, trends and comparisons from year to year should be interpreted with caution as they are not generalizable to all graduates.*

## Brief history of the survey

The Class of 2022 is the sixth year capturing post-graduation outcomes, and the third year using the streamlined version of the survey. The last four years, data were collected within a six-month timeframe instead of the year-long timeframe of previous iterations. This may result in slightly different findings for the Classes of 2019 to 2022 compared to the Classes of 2016 to 2018. The switch increased consistency with NACE standards, improving the validity of comparisons to NACE (our benchmark data).

## Participants

### Sample

---

A total of 4,513 eligible students graduated between August 2021 and May 2022<sup>1</sup>. Graduates with certificates or minors were excluded. Eligibility is based on unique students not degrees awarded, as such students who earn more than one degree during this time period are only counted once.

### Knowledge Rate

---

Known career outcomes are derived from both direct survey responses and administrator-entered responses to certain questions. Survey and administrator entries each make-up roughly 55% of the information available on graduates. Table 1 shows the knowledge rate for Class of 2022 by degree level. The survey response rate was 20%; with administrator-entered data (35%), the overall knowledge rate was 55% (2,490 of 4,513 total eligible graduates). This is higher than the rate in 2021, but more comparable to historical rates (Class of 2019's = 59%; Class of 2020's = 53%; Class of 2021 = 44%).

TABLE 1: Source for the overall Knowledge Rate by Degree Level

n = 2,490 (55% of eligible graduates)

<b>Degree Level</b>	<b>Survey Responses</b>	<b>Administrator Entry</b>	<b>Knowledge Rate</b>	<b>Total Graduates</b>	<b>Knowledge Rate</b>
Bachelor's	661	1169	1830	3324	<b>55%</b>
Master's		334	554	967	<b>57%</b>
Doctoral/Professional	41	65	106	222	<b>48%</b>
<b>Degree Total</b>	<b>922</b>	<b>1568</b>	<b>2490</b>	<b>4513</b>	<b>55%</b>

### Knowledge Rate by College, Gender, & Race

---

Proportionally, the Knowledge Rate by college, gender, and race averaged about 52% per group. Notably, the School of Journalism and College of Business each achieved over 70% Knowledge Rate (Table 2). The Knowledge Rate is essentially the same for women and men (Table 3). Likewise, the Knowledge Rate for each race and ethnic group averaged about 55%; the highest rate is observed for non-U.S. residents at 65% and the lowest for Black or African American and Native American or Alaskan Native students at 50% (Table 4).

---

<sup>1</sup> Counts may not align with institutional reporting as the University of Nevada, Reno officially reports number of degrees obtained and this report counts individual graduates eligible for survey participation.

TABLE 2: Proportion of participants by source and All Graduates by college  
n = 2,490 (55% of eligible graduates)

<b>College</b>	<b>Admin</b>	<b>Survey</b>	<b>Graduates</b>	<b>Knowledge Rate</b>
CABNR	53	82	243	56%
Business	512	125	869	73%
Public Health	221	70	430	68%
Education & Human Development	80	40	287	42%
Engineering	210	102	527	59%
Social Work	33	39	163	44%
Interdisciplinary/Provost	31	16	90	52%
Journalism	56	19	102	74%
Liberal Arts	178	110	643	45%
Science	135	237	677	55%
Nursing	46	28	201	37%
Medicine	8	31	170	23%
<b>Grand Total</b>	<b>1563</b>	<b>899</b>	<b>4402</b>	<b>55%</b>

TABLE 3: Proportion of participants by source and All Graduates by Gender  
n = 2,490 (55% of eligible graduates)

<b>Gender</b>	<b>Admin</b>	<b>Survey</b>	<b>Graduates</b>	<b>Knowledge Rate</b>
Women	808	606	2590	55%
Men	760	316	1923	56%
<b>Grand Total</b>	<b>1568</b>	<b>922</b>	<b>4513</b>	<b>55%</b>

TABLE 4: Proportion of participants by source and All Graduates by Race  
n = 2,490 (55% of eligible graduates)

<b>Race or Ethnicity</b>	<b>Admin</b>	<b>Survey</b>	<b>Graduates</b>	<b>Knowledge Rate</b>
American Indian or Alaskan Native	12	1	26	50%
Asian	130	104	385	61%
Black or African American	43	24	133	50%
Hispanic or Latinx	301	186	917	53%
Pacific Islander	4	5	16	56%
Multi-Ethnic	120	66	312	60%
White	870	497	2501	55%
Unknown	27	9	83	43%
Non-U.S. Resident	61	30	140	65%
<b>Grand Total</b>	<b>1568</b>	<b>922</b>	<b>4513</b>	<b>55%</b>



# Results for All Degree Levels

## Post-Graduation Outcomes for All Degree Levels

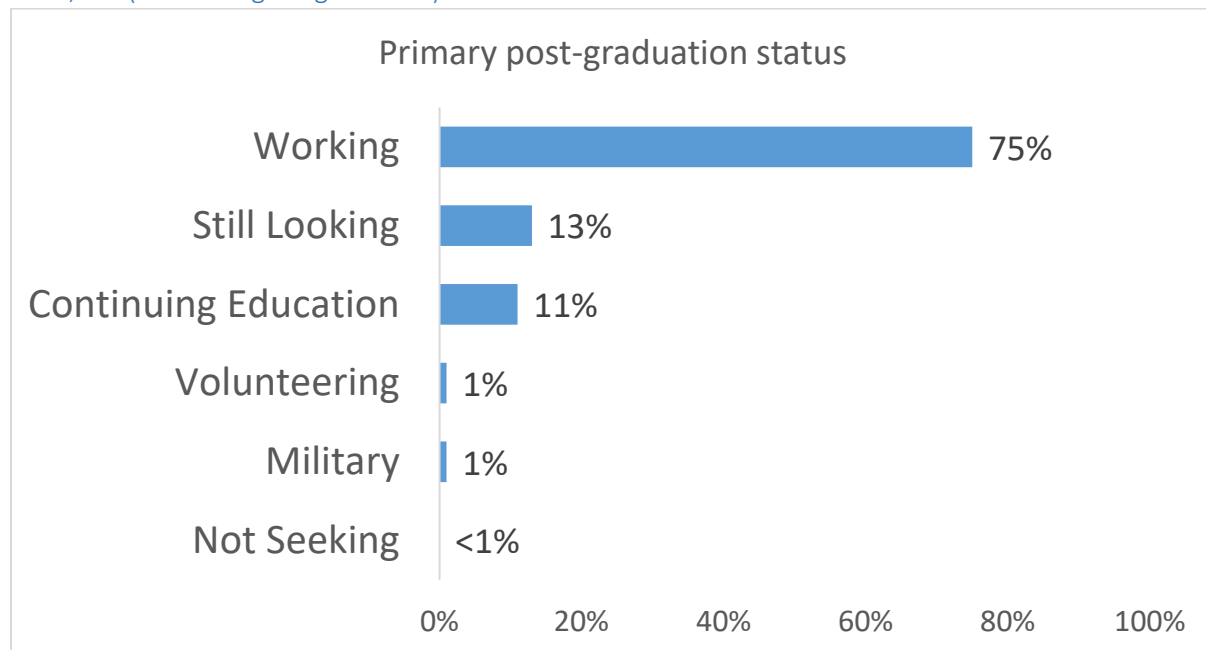
---

Results for all degree levels include those graduating with a bachelor's, master's, doctoral/professional degree (does not include those with certificates or minors).

Figure 1.A displays post-graduation outcomes for Class of 2022. Most participants are working as their primary status (75%), followed by still looking for employment or education (13%), and continuing their education (11%). See comparisons to previous years below for details about differences in this year's data.

FIGURE 1.A: Primary post-graduation status

n = 2,477 (55% of eligible graduates)

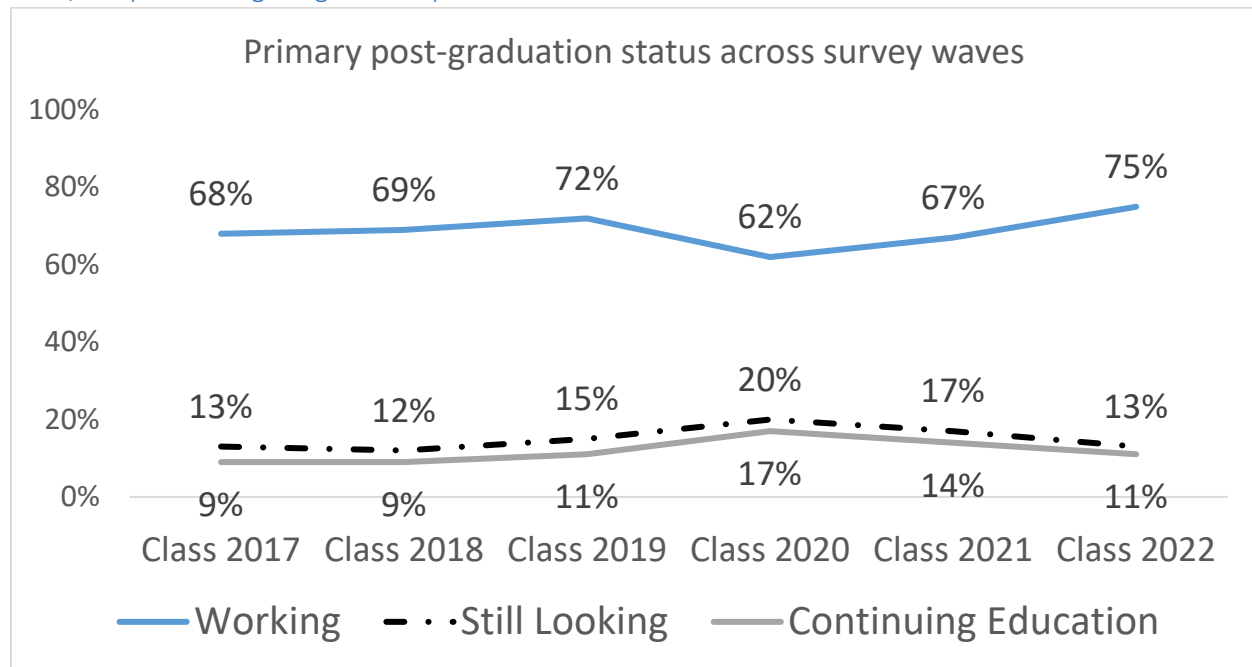


NOTE: For purposes of this report, “working” was set as the primary status over “continuing education” though it is possible for a graduate to be doing both; as such, continuing education may be slightly under-counted.

### Previous year comparisons

Figure 1.B displays and compares post-graduation outcomes since 2017. The Class of 2022 had a much-improved working outcome compared to 2021 (+8%). In contrast, there was a slight decrease in the percent of students continuing their education between 2021 and 2022 (-3%), as well as a decrease in the percent who reported they are still looking (-4%). Both of the latter continue downward trends since 2020.

FIGURE 1.B: Primary post-graduation status across survey waves  
n = 2,477 (55% of eligible graduates)



### Career Outcomes Rate for all Degree Levels

The Career Outcomes Rate was 87% overall. The Career Outcomes Rate is defined by NACE as the number of graduates who are working plus those engaged in volunteering or military, plus those accepted into an educational program divided by the total number of graduates for whom an outcome is known minus those not seeking an outcome.

Table 5 reports the Career Outcomes Rate by degree level. As the degree level increases, so does the Career Outcomes Rate, indicating a positive outcome.

TABLE 5: Career Outcomes Rate by degree level and class

n = 2,469 (55% of eligible graduates)

Career Outcomes Rate					
Degree Level	Class of 2018	Class of 2019	Class of 2020	Class of 2021	Class of 2022
Bachelor's	84%	85%	79%	82%	86%
Master's	88%	89%	86%	83%	89%
Doctoral/Professional	91%	93%	90%	91%	91%
<b>Overall</b>	<b>86%</b>	<b>86%</b>	<b>80%</b>	<b>82%</b>	<b>87%</b>

## Employment Outcomes for all Degree Levels

Table 6 displays employment intensity for graduates who are “working” as a primary status. Employment intensity was available for 100% of working graduates (n = 1844 or 41% of graduates). Intensity includes employment that is full-time (85% of those working) and part-time (15% of those working). It is crossed with employment type: in an organization, temporary/contract work/freelance, entrepreneur/self-employment, internships/fellowships, and military service. Most working participants are employed full-time by an organization.

TABLE 6: Breakdown of primary work status by employment intensity (full-time & part-time)

n = 1,844 (41% of eligible graduates)

Employment Intensity by employment type	Percent
<b>Full-Time n = 1,561</b>	
Employed by an Organization	95%
Internships/Fellowships/Post-doc	<1%
Temporary/Contract Work/Freelance	3%
Entrepreneur/Self-Employed	2%
Military	<1%
<b>Part-time n = 283</b>	
Employed by an Organization	92%
Internships/Fellowships/Post-doc	<1%
Temporary/Contract Work/Freelance	5%
Entrepreneur/Self-Employed	2%
Military	4%

### Full-Time Employment Outcomes for All Degree Levels

In the employment section of the survey, participants who were employed full-time were prompted to report on the timing of their job search, their salary, and other compensation. They also were prompted to report whether they continued to work in Reno or elsewhere, the relatedness of their occupation to future career goals, and their satisfaction with their position.

Of participants indicating full-time work, a majority (68%) started their employment search at least one month or more prior to graduation (Table 7).

TABLE 7: Timing of job search for full-time employment

n = 414 (9% of eligible graduates)

<b>Timing of Job Search</b>	<b>% Full-Time Employed</b>	<b># Full-Time Employed</b>
1 month or more prior to graduation	68%	283
At or around graduation	12%	50
1 month or more after graduation	20%	81
<b>Total</b>	<b>100%</b>	<b>414</b>

Table 8 displays the range of salaries reported by 467 graduates, as well as the average salaries for each degree level. As degree level increases, so does the average reported salary.

TABLE 8: Salaries by degree level for full-time employment

n = 1566 (35% of eligible graduates)

<b>Degree Level</b>	<b>Salary Range (Min to Max)</b>	<b>Average Salary</b>	<b>Count</b>
Bachelor's	\$12k - \$270k	\$54,406	1093
Master's	\$10k - \$500k	\$75,227	394
Doctoral/Professional	\$26k - \$250k	\$87,327	79
<b>Overall</b>	<b>\$10k - \$500k</b>	<b>\$61,655</b>	<b>1566</b>

Participants were asked to provide the name and industry of their employer if they indicated that they worked full-time. These industry categories were further collapsed into 10 broad industry categories. Business, Healthcare, Engineering or Manufacturing, and Education are the top industries employing the Class of 2022. These four industries employ half (70%) of the roughly 1,500 graduates for whom a full-time employer is known (Table 9).

TABLE 9: Percentage of full-time employment by industry  
n = 1,530 (34% of eligible graduates)

<b>Broad Industry</b>	<b>Percent of Graduates</b>	<b>Common Job Titles</b>	<b>Sample Full-Time Employers</b>
Business, Finance, Consulting & Retail	24%	Account Manager, Analyst, Advisor, Logistics Specialist, Operations Supervisor, Auditor, Social Media Manager	Bank of America, Bombora, Casey Neilon, Inc., Deloitte, Enterprise Rent-A-Car, Figure, IGT, ITS Logistics, Patagonia, Sierra Nevada Corporation
Healthcare & Healthcare Services	17%	Medical Scribe, Nurse Practitioner, Surgery Assistant, Health Coordinator, Patient Care Analyst	Carson Tahoe Health, Community Health Alliance, HCA Healthcare, Northern Nevada Medical Center, Renown Health, Saint Mary's, Sierra Medical Support
Engineering, Manufacturing, & Energy	15%	Engineer, Analyst, Sales, Technician Structural Designer, Supervisor	Hamilton Company, Jensen Precast, NV Energy, Panasonic, Sierra Nevada Corporation, Tesla
Education & Research	14%	Lead Teacher, Staff Instructor, Education Specialist, Science Writer, Project Manager, Communications Officer	Clark County School District, Lyon County School District, Truckee Meadows Community College, University of Nevada, Reno, Washoe County School District
Public Policy, Service, & International Affairs	9%	Analyst, Health Caseworker, Program Manager, Statistician, Safety and Emergency Coordinator	City of Reno, City of Sparks, High Sierra Industries, Nevada Department of Health & Human Services, Nevada Department of Transportation, State of Nevada, Washoe County
Hospitality, Athletics, Recreation, & Other	8%	Digital Editor, Customer Service, Sport Instructor, Service Industry Position, Videographer	Walt Disney Company, Eldorado Resorts Inc., Caesars Entertainment, Peppermill Resort Spa & Casino, MGM Resorts International, Tahoe Mountain Club, Harrah's, Vail Resorts
Computer & Information Sciences	7%	Software Developer, Product Analyst, Data Engineer, Software Engineer	ADM Associates, Inc., Bombora, Coupa Software, IGT, Microsoft, Phocas Software, Ridgeline, Scientific Games, Sierra Nevada Corporation
Science, Biotech, & Pharmaceuticals	4%	Behavior Analyst, Lab Technician, Environmental Scientist, Energy Advisor, Bioprocess Engineer	Charles River Laboratories, Injectimed, MedMen, Novogene Co., LTD, Phigenics LLC
Communications, Media, & Fine Arts	2%	Graphic Designer, Photographer, Reporter, Producer, Writer	Caesars Entertainment, Foundry Ideas, Jimmy Beans Wool, Kidder Mathews, OCG Creative, LLC., TechStyle Fashion Group
Agriculture, Mining, & Natural Resources	2%	Geologist, Ranch Manager, Engineer, Natural Resource Specialist, Researcher	Barrick Gold, Bureau of Land Management, Great Basin Institute, Nevada Gold Mines

Figure 2 displays ratings of relatedness of current employment to career goals for graduates who are working full-time. Most respondents to this question (81% of 386) rated their current employment as somewhat or very related to their career goals. This is higher than the Class of 2021 and Class of 2020 (71% and 76%, respectively); but not quite as high as was reported by the Class of 2019 at 86%.

FIGURE 2: Proportion rating employment as related to career goals for graduates working full-time

n = 386 (9% of eligible graduates)

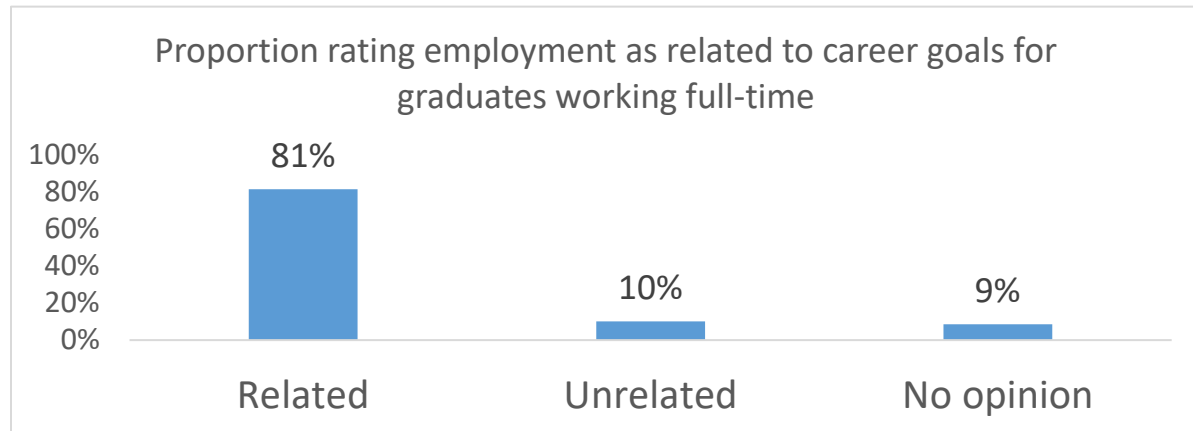
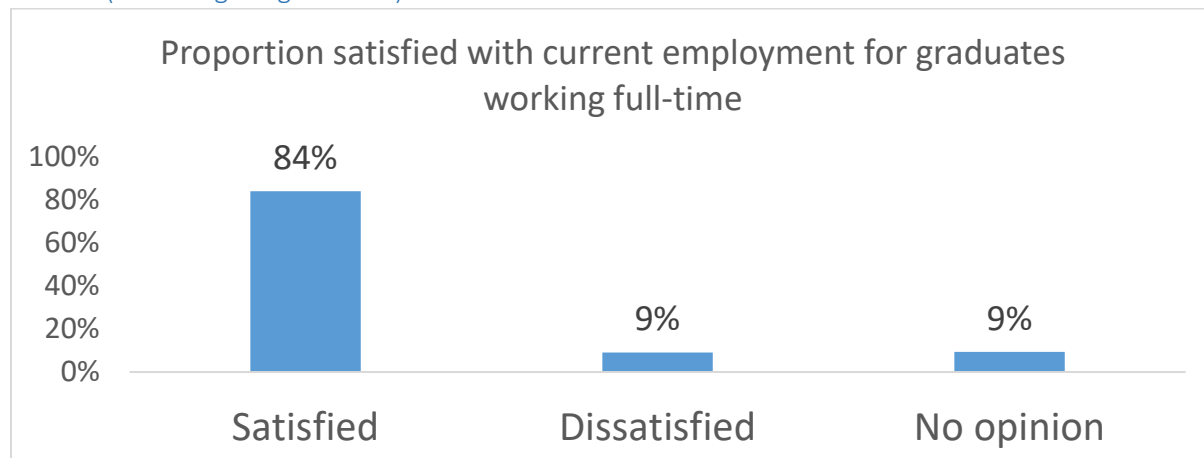


Figure 3 displays satisfaction with current employment for graduates who are working full-time. Most respondents to this question (84% of 385) reported being somewhat or very satisfied with their employment. This is much higher than findings from the Class of 2021 (59%) and the Class of 2020 (79%); and almost as high as reported by the Class of 2019 at 86%.

FIGURE 3: Proportion satisfied with current employment for graduates working full-time

n = 385 (9% of eligible graduates)

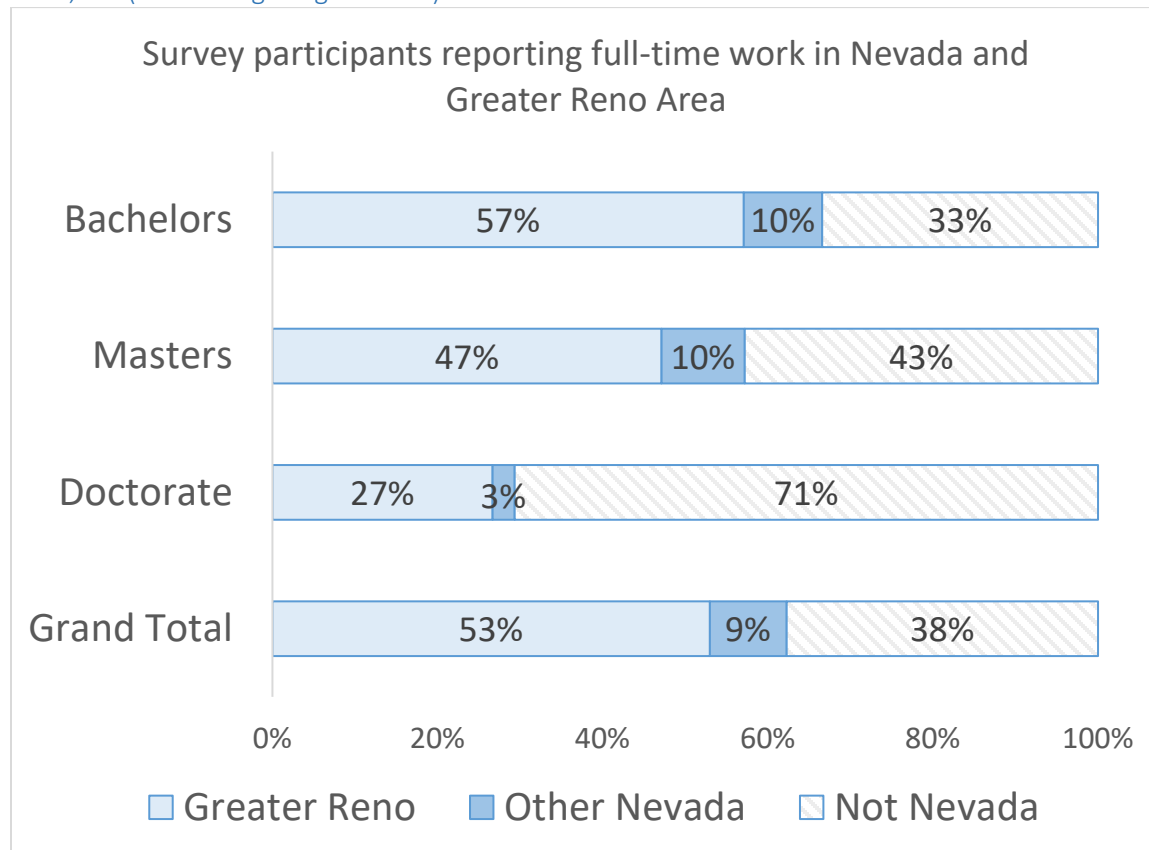


## Employment Location for all Degree Levels

Figure 4 displays the percentage of graduates working in Nevada, and in the Greater Reno Area<sup>2</sup>, specifically. Approximately, 62% of graduates from all degree levels are working in Nevada full-time; 53% are working in the Greater Reno Area.

The percentage of graduates staying in the greater Reno area for full-time work has decreased slightly over time. Specifically, the percentage of those remaining in the greater Reno area for full-time work was 59%, 64%, and 66% for the Classes of 2021, 2020, and 2019, respectively.

FIGURE 4: Survey participants reporting full-time work in Nevada and Greater Reno Area<sup>4</sup>  
n = 1,451 (32% of eligible graduates)



<sup>2</sup> The Greater Reno Area includes Carson City, Dayton, Fallon, Fernley, Incline Village, Reno, Spanish Springs, Sparks, Stead, and Verdi

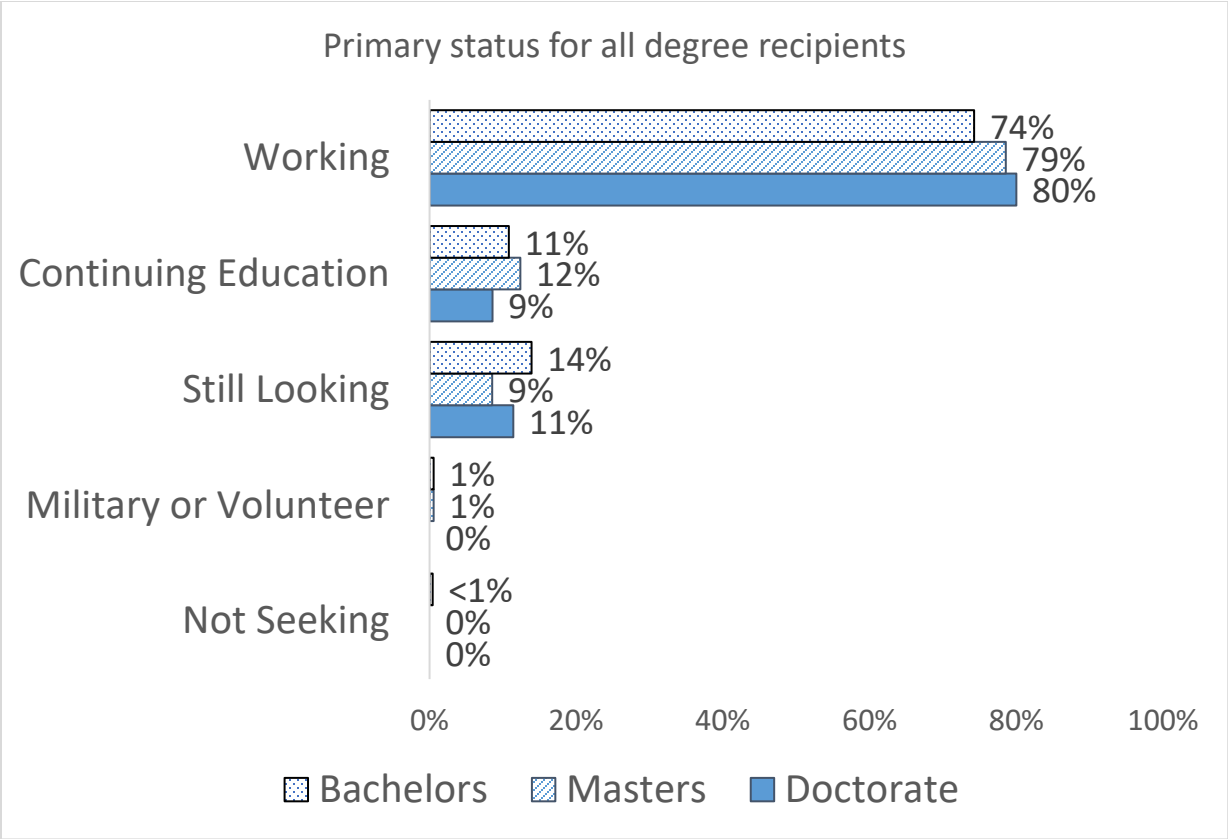
# Results for Bachelor's Degree Graduates

## Post-Graduation Outcomes for Bachelor’s Degree Compared to Other Graduates

Most participants (74%) completing bachelor’s degrees indicated they were working (full or part time) as their primary status, followed by 14% who indicated they were still looking for work. Approximately, 11% indicated they were continuing their education. Figure 5 displays primary outcomes for students graduating with bachelor’s degrees compared those graduating with master’s or doctoral/professional degrees. Students who earned a bachelor’s degree were slightly less likely to be working compared to students who earned master’s or doctoral degrees, though the majority across degree types reported working full-time.

Of bachelor’s degree participants indicating they work, 81% reported full-time work and nearly 19% reported part-time work. Master’s students indicated that they were most likely to continue their education (12%) and are looking for new opportunities the least (9%) when compared to bachelor and doctoral/professional degree holders.

FIGURE 5: Primary status for all degree recipients  
 n =2,465 (55% of eligible graduates)



### Comparisons to Previous Years

When comparing outcomes for bachelor’s degree recipients, the Class of 2022 had a greater percentage of bachelor’s degree recipients working (74%) than previously reported for the Classes of 2021, 2020, and 2019 (65%, 58%, & 70%, respectively).



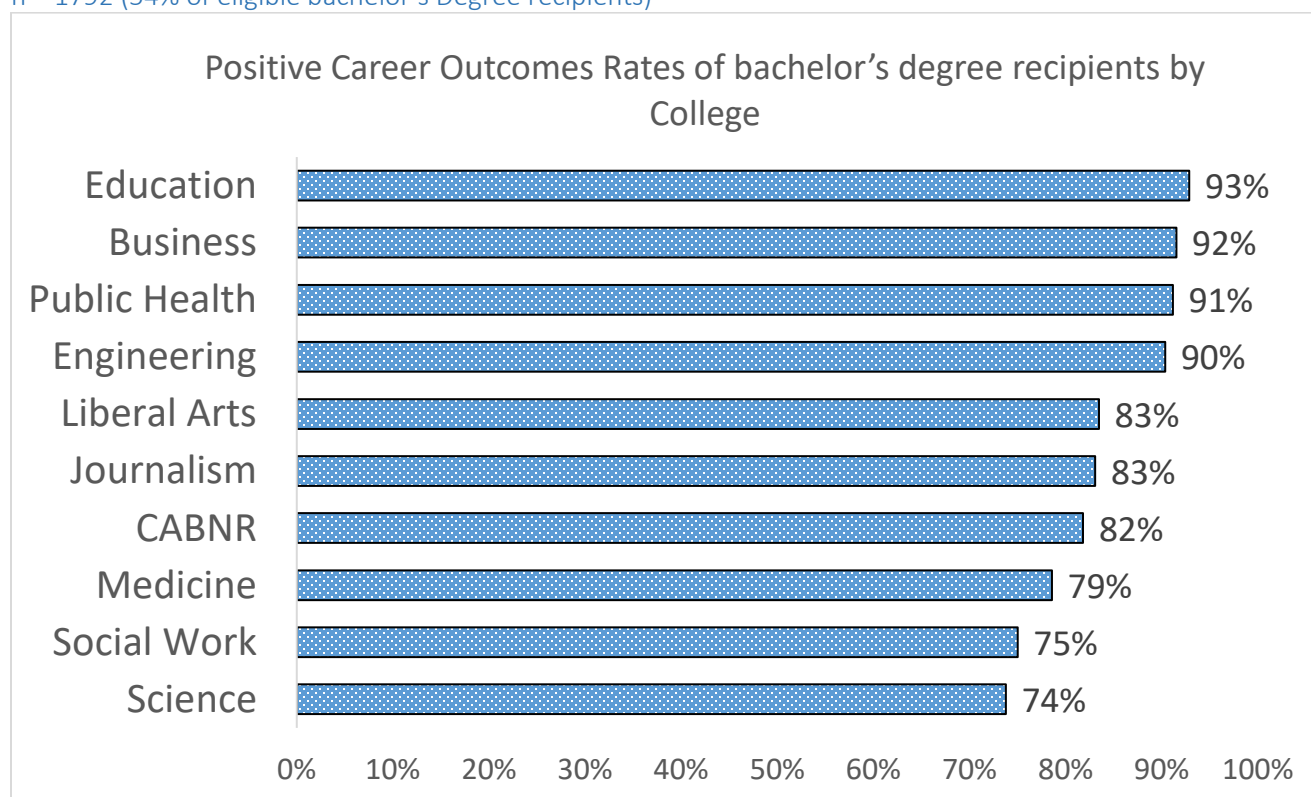
## Career Outcomes Rate for Bachelor's Degree Graduates

---

Class of 2022 bachelor's degree graduates had a Career Outcomes Rate of 86%.

Career Outcomes Rates for bachelor's degree recipients were further explored by college. Across all colleges, most bachelor's degree participants reported positive outcomes. Figure 6 displays the highest Career Outcomes Rates for the Class of 2022 occurred for graduates from the Education (93%), Business (92%), Public Health (91%) and Engineering (90%). Though still notably positive, the College of Science had the lowest Career Outcomes Rate at 74% for bachelor's degree recipients.

FIGURE 6: Positive Career Outcomes Rates of bachelor's degree recipients by College  
n = 1792 (54% of eligible bachelor's Degree recipients)



## Full-Time Employment Outcomes for Bachelor's Degree Graduates

---

Of those bachelor's degree participants indicating full-time work, the majority (65%) indicated they started their job search at least one month prior to graduation. Approximately, 13% indicated they started their employment search at or around graduation, and 22% indicated they started their employment search one month or more after graduation (Table 10).

TABLE 10: Timing of job search for bachelor’s degree recipients  
n = 269 (8% of eligible bachelor’s degree recipients)

<b>Timing of Job Search</b>	<b>% Full-Time Employed</b>	<b># Full-Time Employed</b>
One month or more prior to graduation	65%	176
At or around graduation	13%	34
One month or more after graduation	22%	59
<b>Total</b>	<b>100%</b>	<b>269</b>

### Average Salaries for Bachelor’s Degree Graduates

Table 11 displays average reported salaries for 314 full-time workers who earned a bachelor’s degree by college. Graduates of the School of Nursing and graduates of the College of Engineering reported the highest average salaries. These findings are very similar to the Classes of 2021 and 2020.

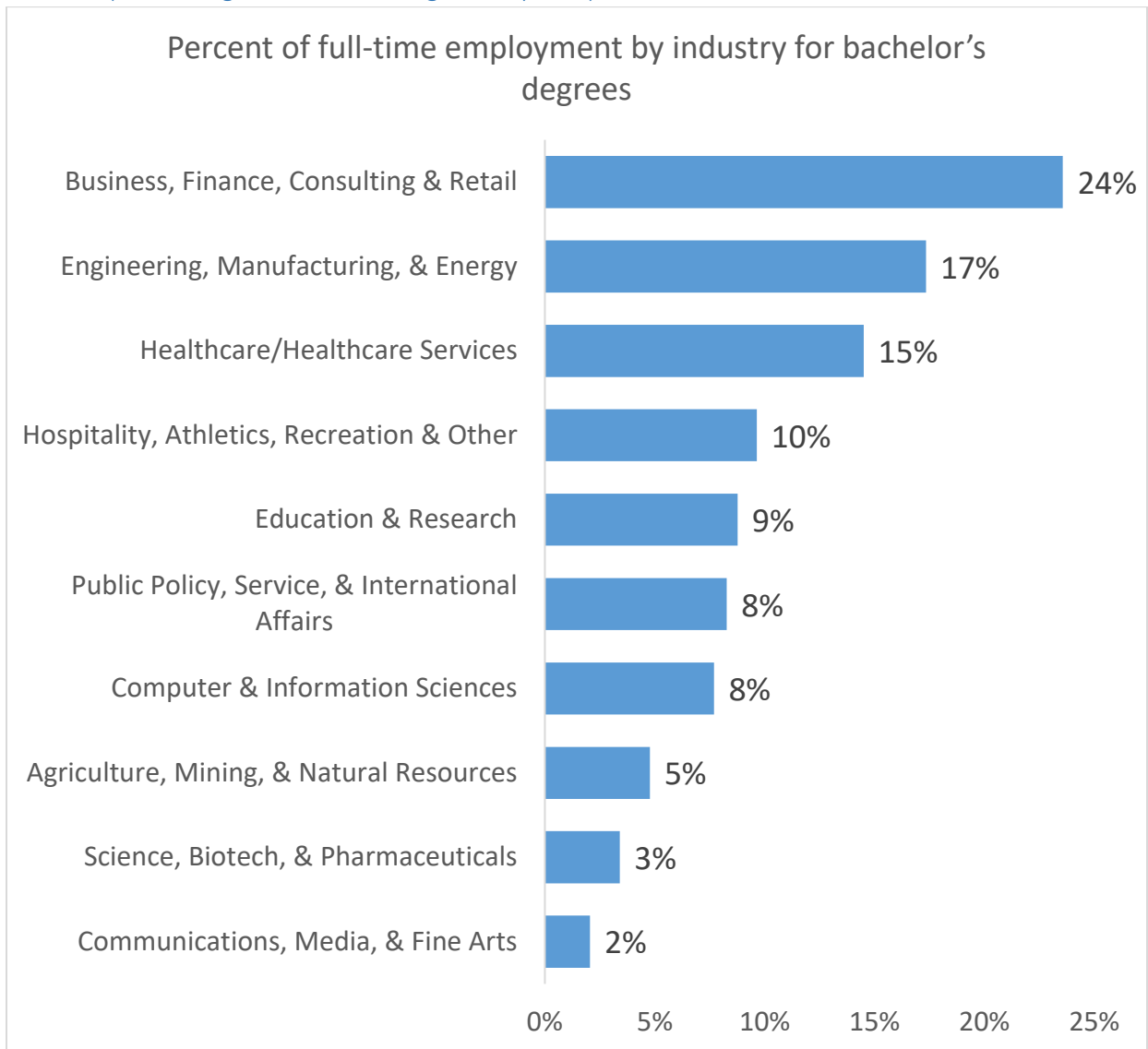
TABLE 11: Average salaries for full-time employed bachelor’s degree recipients by college  
n = 314 (9% of eligible bachelor’s degree recipients)

<b>College</b>	<b>Salary Range</b>	<b>Average Salary</b>	<b># Participants</b>
Business	\$21k-110k	\$ 55,196	66
CABNR	\$12k-65k	\$ 38,324	22
Public Health	\$24k-75k	\$ 46,252	14
Education	\$24k-78k	\$ 39,254	22
Engineering	\$29k-130k	\$ 70,730	73
Journalism	\$18k-70k	\$ 40,545	8
Liberal Arts	\$19k-104k	\$ 47,677	41
Nursing	\$60k-208k	\$ 81,885	11
Science	\$16-270k	\$ 47,472	56
<b>Overall</b>	<b>12k-270k</b>	<b>\$ 54,233</b>	<b>314</b>

### Industry Categories

The top three industry categories full-time employed bachelor’s degree participants indicated were Business, Finance, Consulting, & Retail (24%), followed Engineering, Manufacturing, & Energy (17%) and then by Healthcare/Healthcare Service (15%); Figure 7).

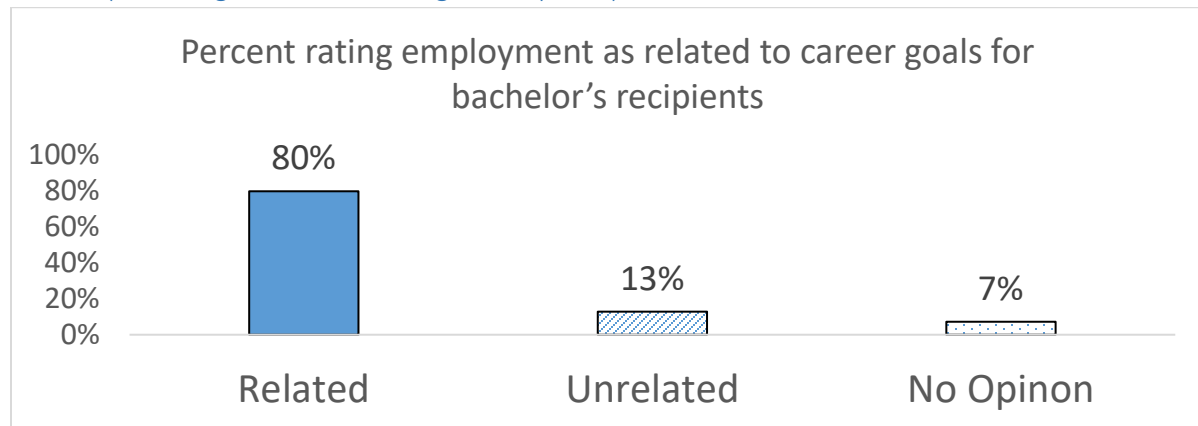
FIGURE 7: Percent of full-time employment by industry for bachelor's degrees  
n = 1027 (31% of eligible bachelor's degree recipients)



### Relatedness and Satisfaction of Employment

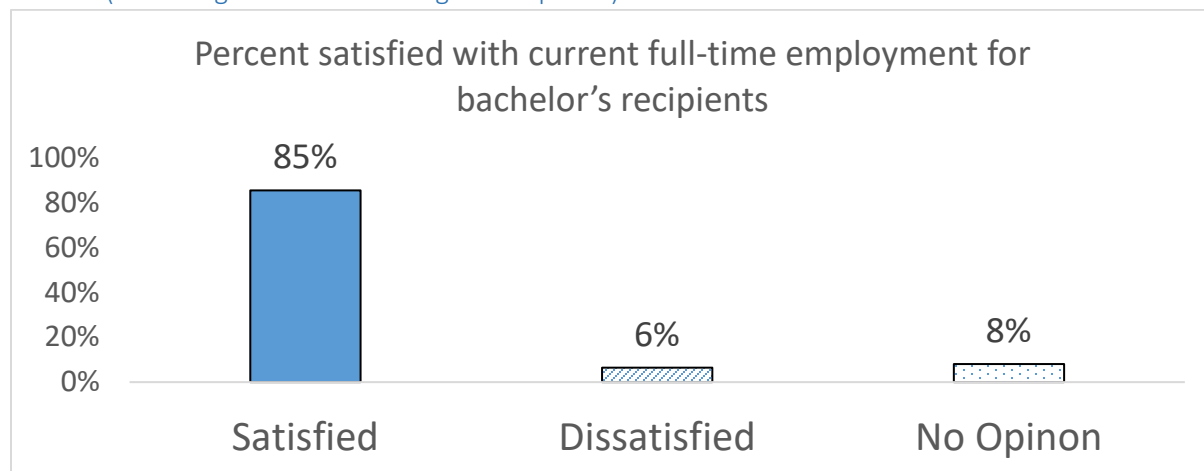
Bachelor's degree participants reporting they worked full-time were asked to rate the relatedness of their current employment to their overall career goals. Most participants (80%) rated their current employment as somewhat or very related to their career goals (Figure 8). This increased from 64% reported by the Class of 2021 and is similar to 2020 reports (84%).

FIGURE 8: Percent rating employment as related to career goals for bachelor's recipients  
n = 249 (7% of eligible bachelor's degree recipients)



Bachelor's degree participants indicating they worked full-time were asked to rate their level of satisfaction with their current employment. A strong majority of participants reported being somewhat or very satisfied (85%) (Figure 9). This is a similar return to 2020 levels where 90% of participants reported being satisfied with their current employment and is a departure from 2021 where 57% of participants reported being somewhat or very satisfied.

FIGURE 9: Percent satisfied with current full-time employment for bachelor's recipients  
n = 248 (7% of eligible bachelor's degree recipients)



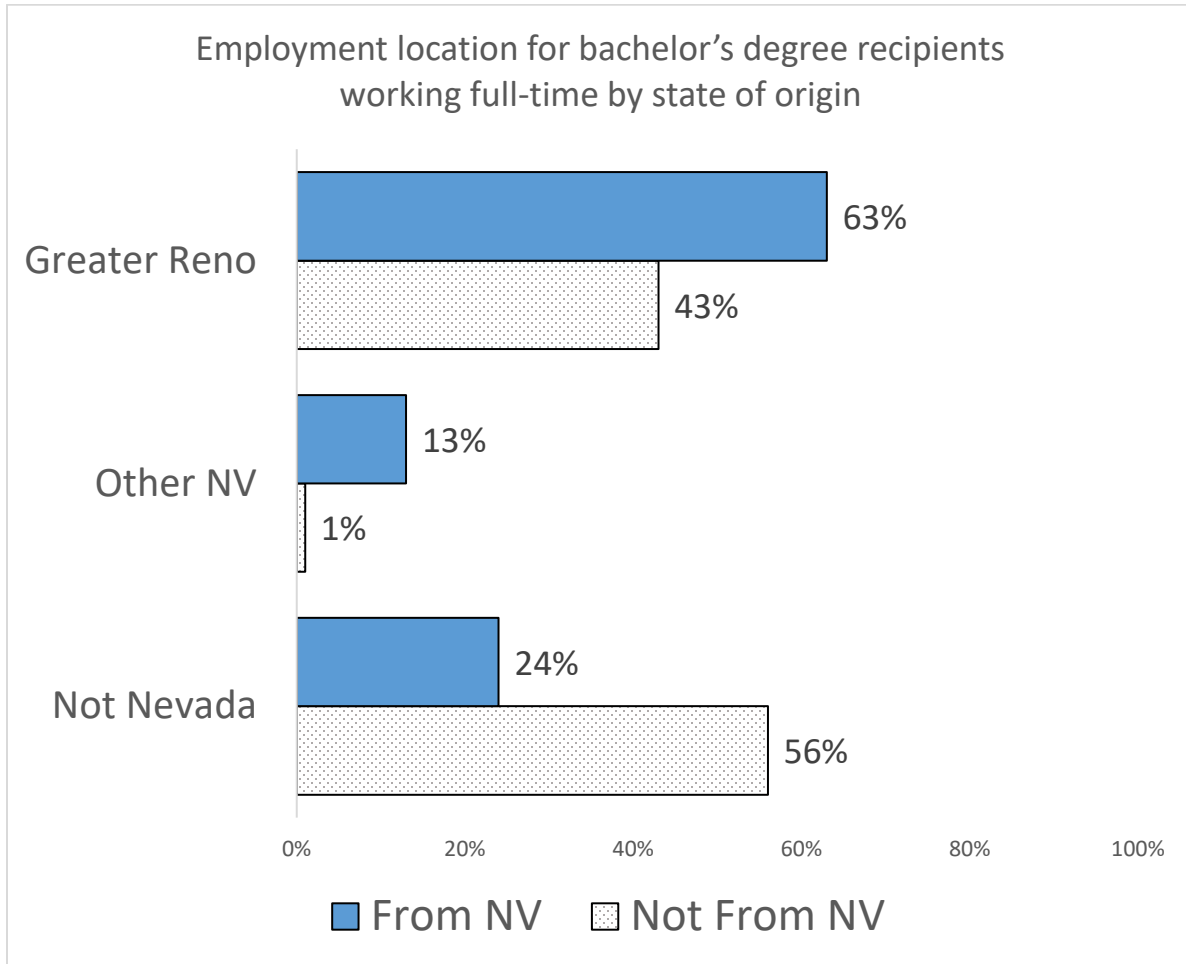
### Employment Location for Bachelor's Degree Graduates

Of participants, approximately, 76% of bachelor's degree recipients originally from Nevada stayed in Nevada to work full-time after graduation; 63% are working in the Greater Reno Area.

Approximately, 44% of bachelor's degree graduates originally from another state stayed in Nevada for full-time work after graduation; 56% have full time work outside of Nevada.

FIGURE 10: Employment location for bachelor's degree recipients working full-time by state of origin

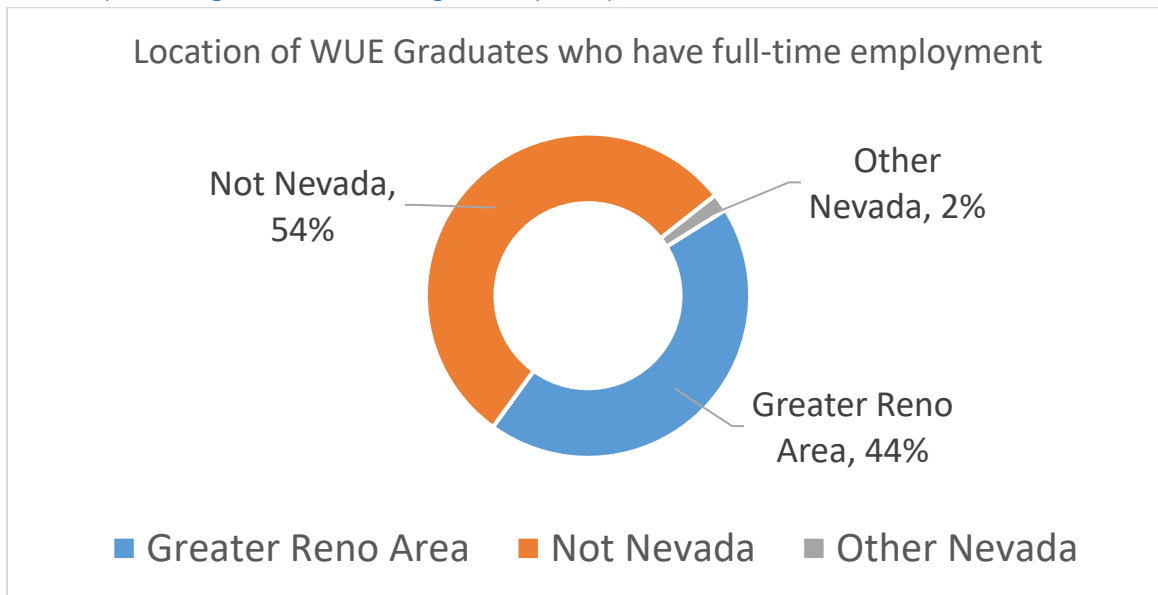
n = 1096 (33% of eligible bachelor's degree recipients)



### Employment Location of WUE Recipients

Employment locations for students originally from neighboring states who participated in the Western Undergraduate Exchange (WUE) was examined.<sup>3</sup> Approximately, 46% (n = 114) of WUE graduates reported working full-time in Nevada; 54% stayed in the Greater Reno Area. This is very similar to the Classes of 2020 and 2021.

FIGURE 11: Location of WUE Graduates who have full-time employment  
n = 114 (3% of eligible bachelor's degree recipients)



<sup>3</sup> The Western Undergraduate Exchange (WUE) is a tuition-reciprocity agreement coordinated by the Western Interstate Commission for Higher Education (WICHE). WUE enables students from WICHE states to enroll in more than 150 participating two- and four-year public institutions at 150 percent of the enrolling institution's resident tuition.

## Continuing Education Outcomes for Bachelor's Degree Graduates

---

Just under half (49%) of students enrolling in further education stayed in the state of Nevada. This is similar to the Class of 2021 wherein 52% stayed in Nevada, but dissimilar to the Class of 2020 for which 80% stayed in Nevada. Figure 12 displays the percentage by location of continuing education participants reporting they were accepted to an institution of higher education.

FIGURE 12: Institution for continuing education for bachelor's degree recipients  
n = 199 (6% of eligible bachelor's degree recipients)

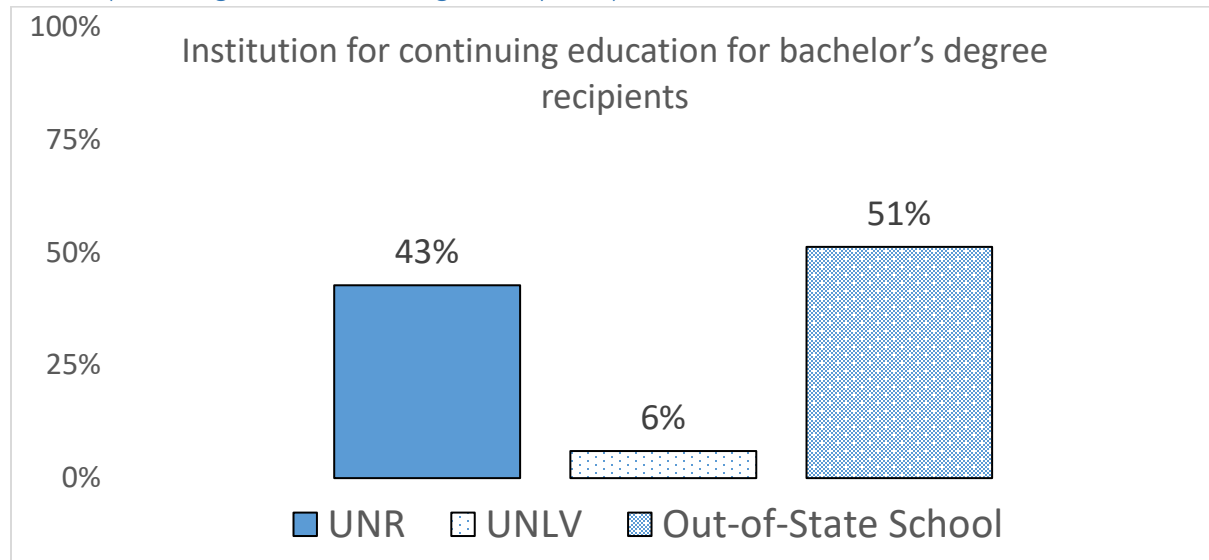
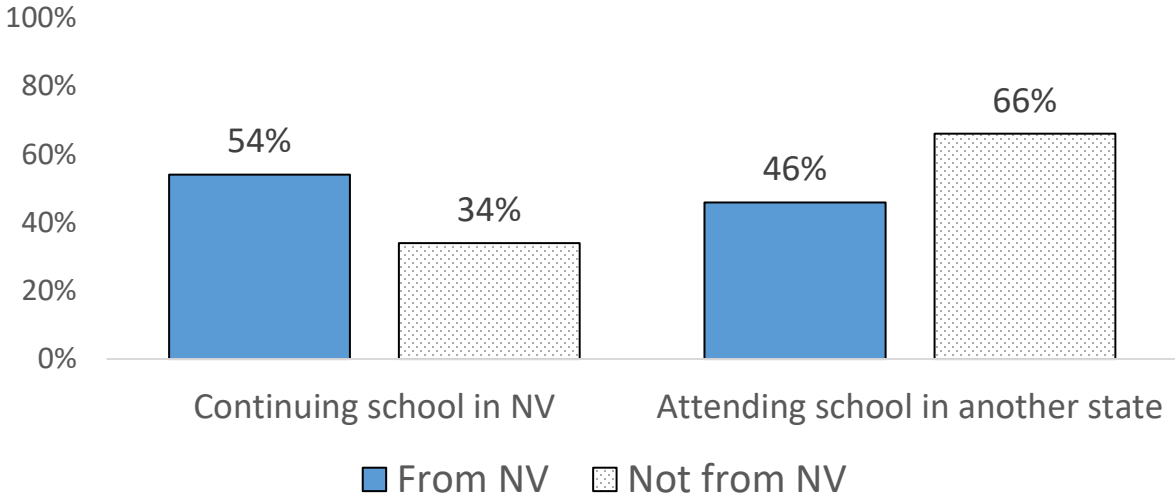


Figure 13 shows that bachelor's recipients originally from Nevada were more likely to report continuing their education in Nevada (54%) versus another state (46%). Participants originally from another state, in contrast, were more likely to report continuing their education in another state (66%).

FIGURE 13: Location for continuing education for bachelor's degree recipients by state origin  
n = 199 (6% of eligible bachelor's degree recipients)

Location for continuing education for bachelor's degree recipients by state origin





# Appendix

## Definitions

---

<i>Admin-Entered Data:</i>	NACE Standards allow for the collection of career outcomes data from various indirect sources, including students' updates to their LinkedIn profiles and information that students report to the Career Studio outside the survey instrument
<i>Career Outcomes Rate:</i>	According to NACE Standards, the number of graduates who are employed in any category (full-time work, part-time work, entrepreneurs, contract work, freelancing, or post-graduate fellowships or internships), plus those engaged in full-time service or military, plus those accepted into an educational program divided by the number of students for whom an outcome is known
<i>Class of 2022:</i>	Students who graduated between July 1, 2021 and June 30, 2022, as defined by the Integrated Postsecondary Education Data System (IPEDS)
<i>Full-Time Work:</i>	Traditional employment (a graduate works for one employer with a relatively steady schedule, a defined wage/salary, and benefits); entrepreneurship; contract/temporary work; freelance work; post-graduate fellowships or internships
<i>Greater Reno Area:</i>	Carson City, Incline Village, Reno, Spanish Springs, Sparks, Stead, and Sun Valley
<i>Institution Types:</i>	Defined by IPEDS 2018 Standards
<i>Far West:</i>	Nevada, California, Oregon, Washington, Alaska, and Hawaii
<i>Large:</i>	Total enrollment greater than or equal to 10,201
<i>Knowledge Rate:</i>	The percentage of the graduating class for whom an outcomes destination is known and were eligible to receive the survey
<i>NACE:</i>	National Association of Colleges and Employers
<i>NACE Standards:</i>	NACE Standards and Protocols for Undergraduate First-Destination Surveys and the NACE Standards and Protocols for the Collection and Dissemination of Graduating Student Initial Career Outcome Information for Advanced Degree Candidates
<i>Students:</i>	UNR students who graduated with a bachelors, masters, or doctorate in the Class of 2022
<i>Survey Participants:</i>	Students for whom a first-destination outcome is known, whether through a direct survey response or through admin-entered data