



**WILLIAM
& MARY**
CHARTERED 1693

**OFFICE OF CAREER DEVELOPMENT
& PROFESSIONAL ENGAGEMENT**

OUTCOMES REPORT

Undergraduate Arts & Sciences | Class of 2022



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Methodology

NACE STANDARDS

The Office of Career Development & Professional Engagement adheres to standards for first destination survey guidelines set by the National Association of Colleges and Employers (NACE). In addition to standard questions regarding post-graduation plans (e.g., employment data, graduate/professional school data), the survey collects applied learning data, next destination alignment with career goals, and primary university career influencers.

DATA COLLECTION

The online survey is distributed to William & Mary seniors graduating in August, January, or May of the current academic year. The survey is sent initially in February; then, it is sent monthly to non-respondents and re-sent to those who indicate their status as ‘job seeking’ or ‘applying to graduate/professional school.’

Other primary sources of data retrieval are the National Student Clearinghouse, initiatives with campus partners, and data mining via social media. Data collection closes each December following May graduation. All forms of data collection follow NACE protocols.

KNOWLEDGE RATE

Our knowledge rate is the percent of graduates for which the William & Mary Office of Career Development & Professional Engagement has reasonable and verifiable information concerning graduates’ post-graduation career outcomes. Information is retrieved directly from students/recent alumni, employers, campus partners, social media, and the National Student Clearinghouse. The Office of Career Development & Professional Engagement’s goal is the highest rate possible; the national average for Bachelor degrees is 57% according to NACE’s First Destinations Dashboard for the Class of 2022. Outcomes are reported on conferred graduates. Information is shared in aggregate and published annually in the *Next Destination Survey Report* and the *Career Success Report*.

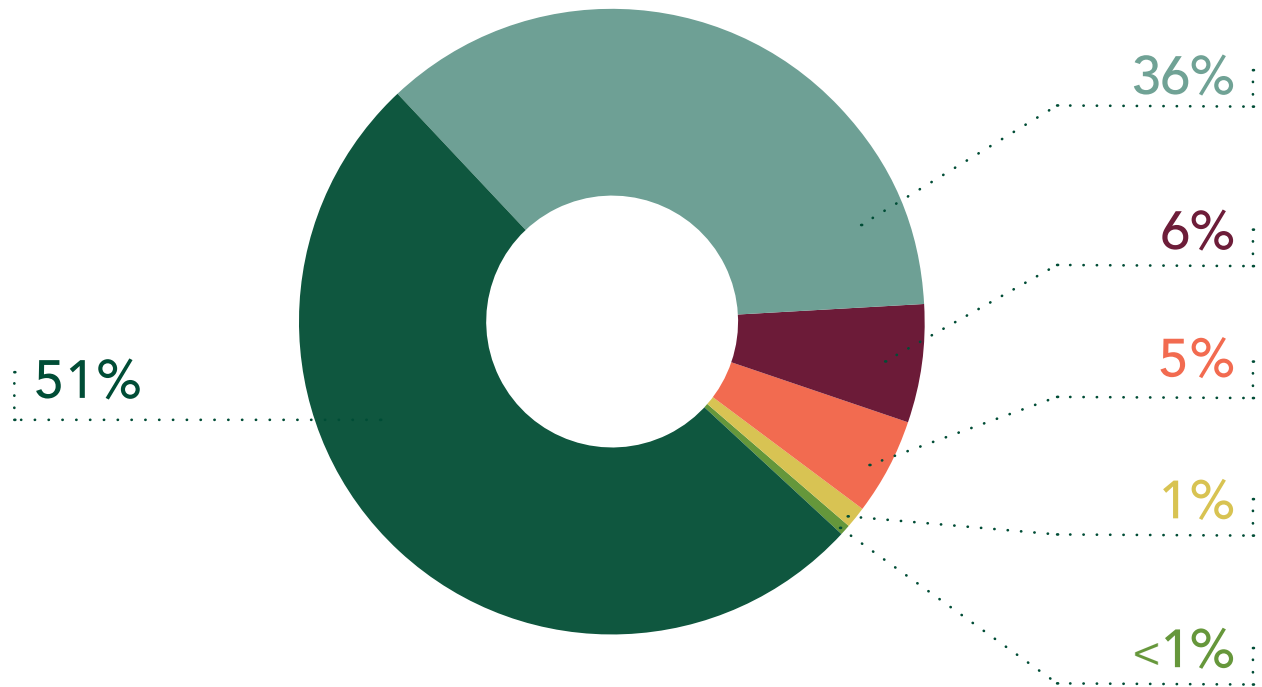
Results

Class of 2022 Major 1: A&S

Knowledge Rate: 81% (1102/1357)

Career Outcomes Rate: 92% (1018/1102) employed or attending graduate/professional school

Next Destination Status



559

Working 30 or more hours per week

399

Attending graduate/professional school

67

Job seeking

60

Working less than 30 hours per week

15

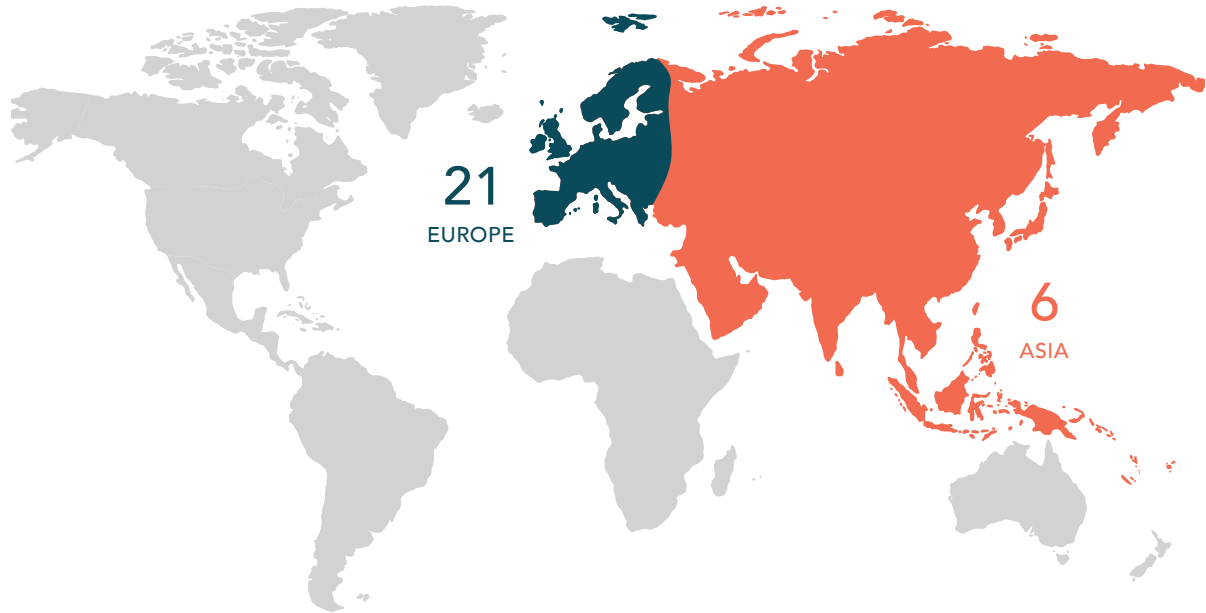
Applying to graduate/professional school

2

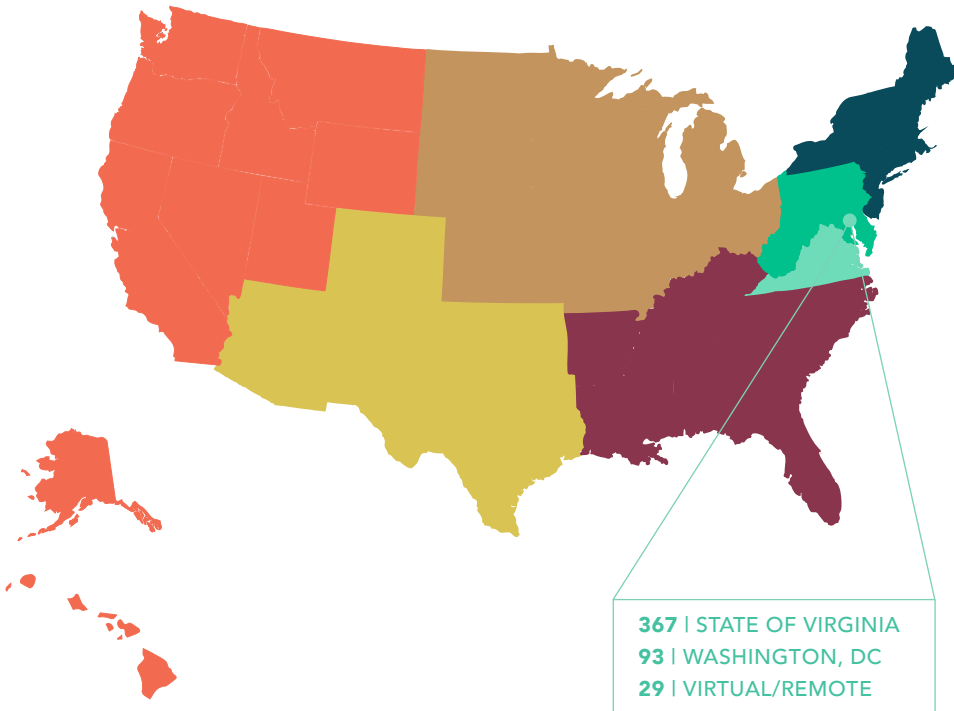
Other
* Neither job seeking, attending graduate/professional school, or employed

Geographic Distribution

85% (868/1018) knowledge rate for location of employer or graduate/professional institution



*Geographic Regions Outside of the US



515 | MID-ATLANTIC
(DE, MD, PA, WV)

50 | MIDWEST
(IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)

130 | NORTHEAST
(CT, MA, ME, NH, NJ, NY, RI, VT)

70 | SOUTHEAST
(AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)

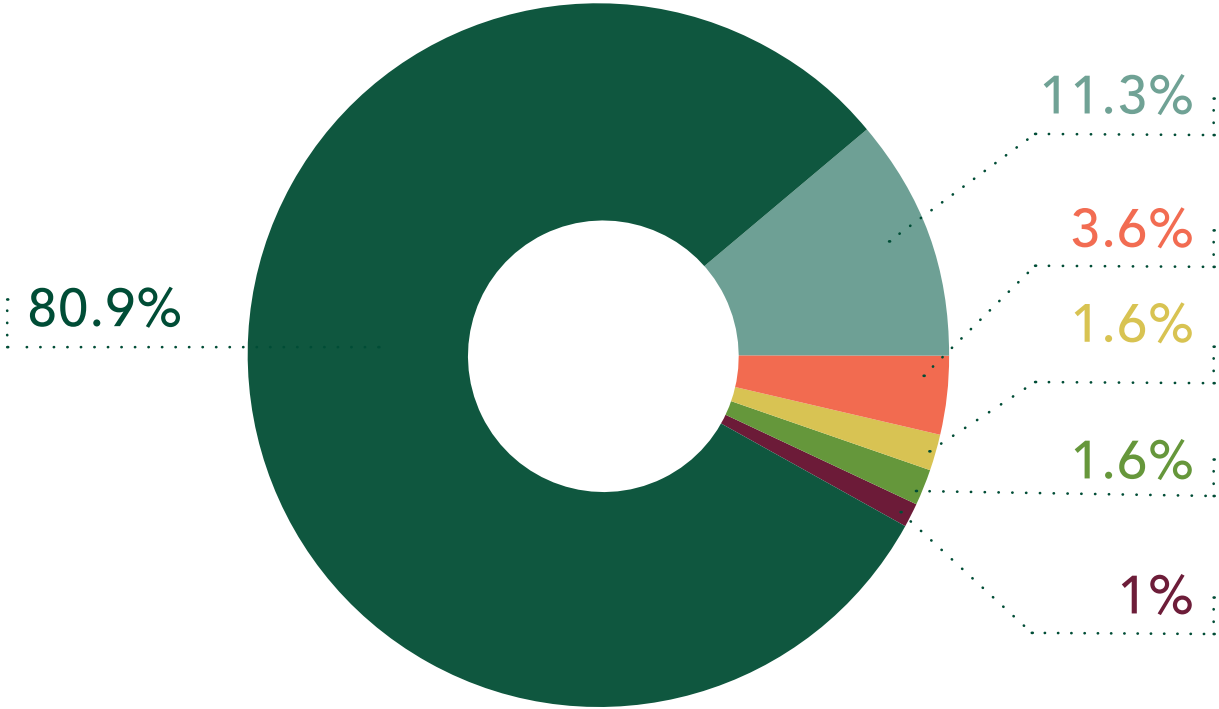
37 | SOUTHWEST
(AZ, CO, NM, OK, TX)

39 | WEST
(AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)

367 | STATE OF VIRGINIA
93 | WASHINGTON, DC
29 | VIRTUAL/REMOTE

Employment Type & Title

56% of the total respondents (617) reported an employment type



499
Standard
Job

70
Post-Bacc
Internship/
Fellowship/
Research

22
Contract/
Temporary
Work

10
Military
Service

10
Entrepreneurial/
Freelance

6
Volunteer

Employment: Title or Rank

Employment titles or rank occurring 2 or more times

Accelerated
Development Program
Associate

Account Coordinator

Admissions Counselor

Analyst

Associate

Associate Professional
Staff

Associate Project
Manager

Associate Software
Engineer

Audit Associate

Behavior Technician

Business Analyst

Business Development
Associate

Case Manager

Certified Nursing
Assistant

Client Services
Associate

Clinical Research
Assistant

Clinical Research
Coordinator

Consultant

Content Creator

Data Analyst

Data Scientist

Emergency Medical Technician

Executive Assistant

Fellow

Geologist

Government & Public Services Analyst

Instructor

Intern

Junior Program Manager

Laboratory Technician

Language & Cultural Assistant

Legal Assistant

Marine Scientist

Medical Assistant

Medical Scribe

Paralegal

Patent Examiner

Physical Therapy Technician

Post-Baccalaureate Research Fellow

Program Associate

Program Coordinator

Project Assistant

Public Sector Advisory
Associate

Research Analyst

Research Assistant

Research Associate

Research Laboratory Technician

Research Technician

Sales Associate

Second Lieutenant

Senior Associate

Software Developer

Software Development
Engineer

Software Engineer

Solutions Engineer

Solutions Engineering Analyst

Strategy & Consulting Analyst

Systems Engineer

Teacher

Teaching Assistant

Technical Solutions Engineer

Transfer Pricing Associate

Employment: Salary & Bonus

Salary and bonus information is based on 499 responses for those with a 'standard job' (not contract, post-Bacc internship, etc.)

43% (213/499) REPORTED SALARIES

median

\$60,000

\$63,752

mean

21% (106/499) REPORTED BONUSES

median

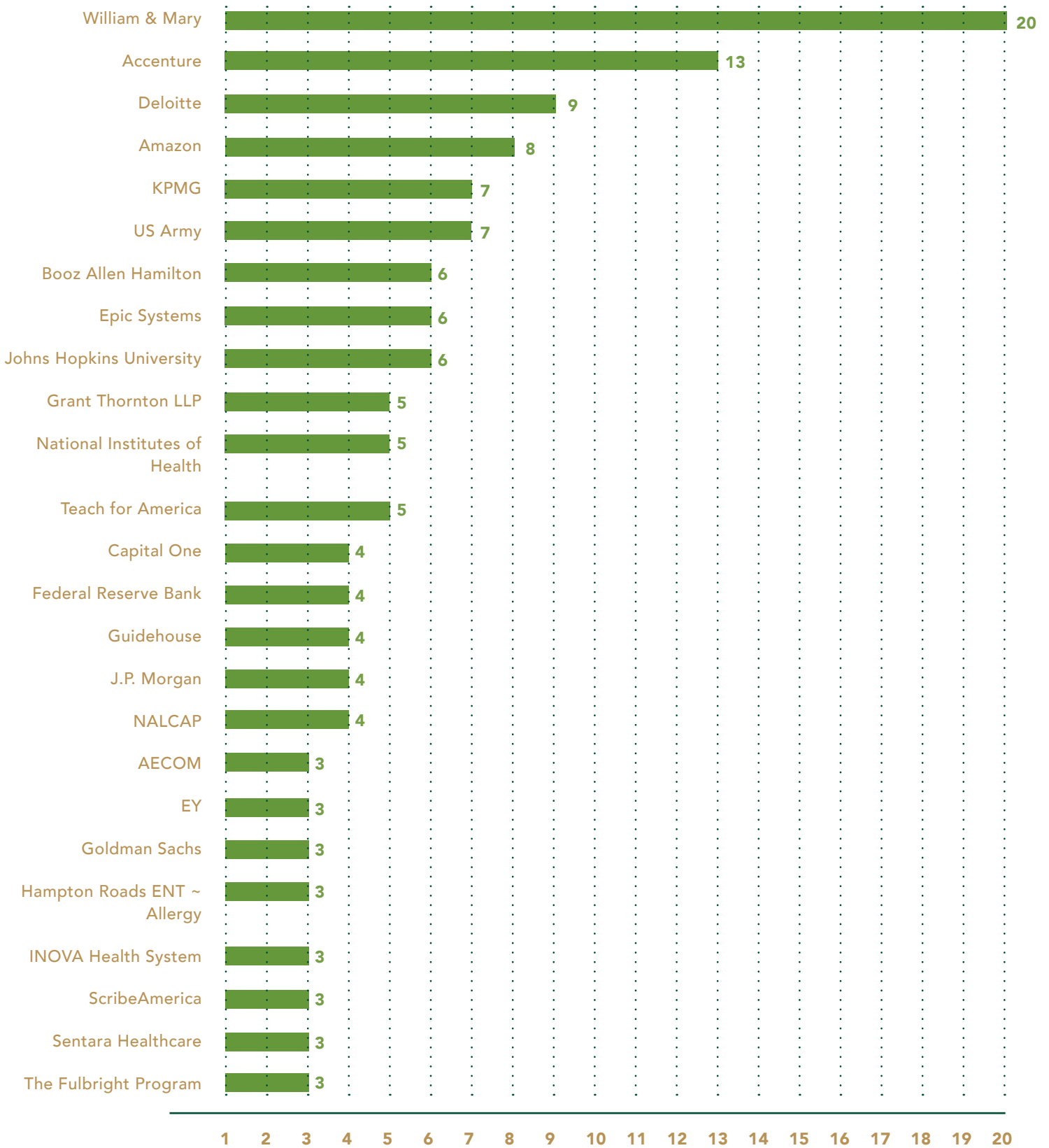
\$7,000

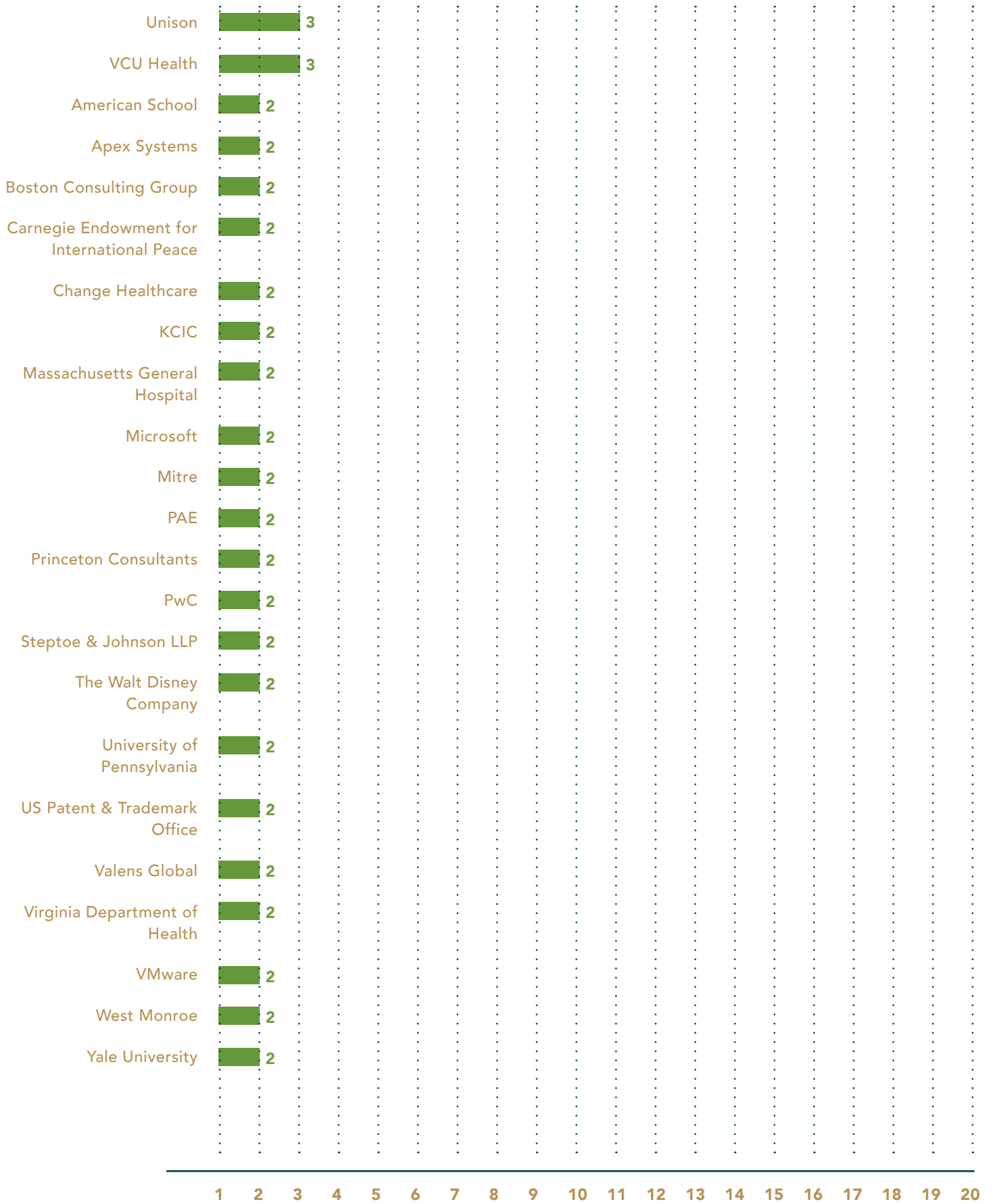
\$11,067

mean

Top Employers: Arts & Sciences

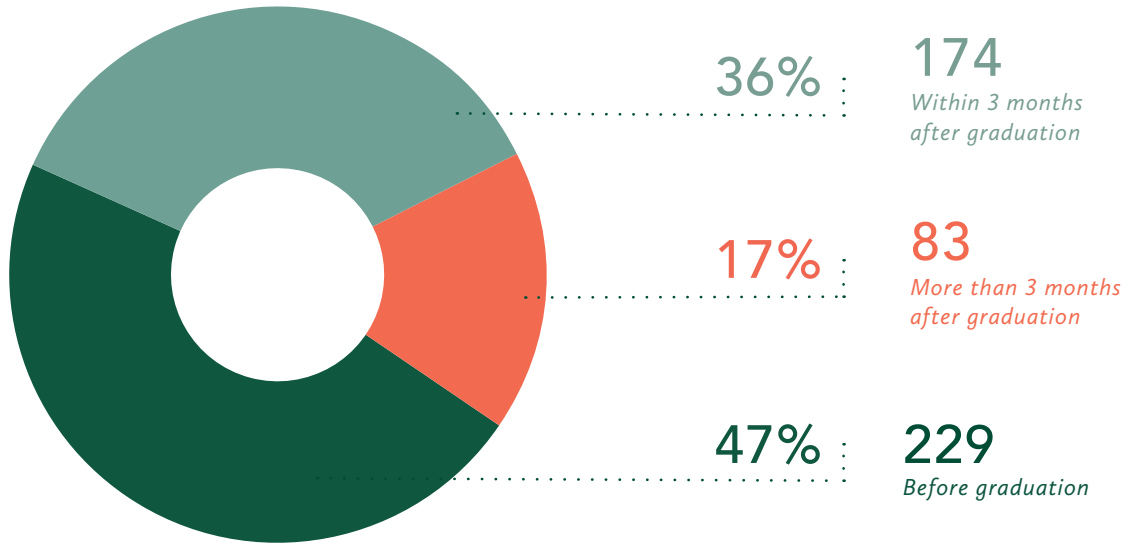
Hiring 2 or more undergraduates





Employment

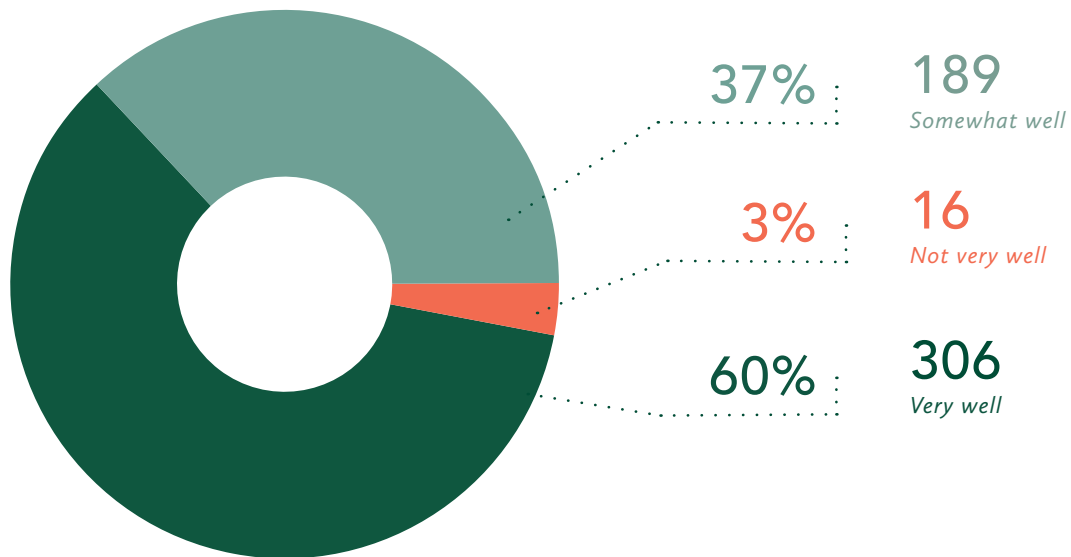
ACCEPTED EMPLOYMENT OFFER/START DATE



486 RESPONSES

ALIGNMENT WITH CAREER GOALS

97% (495/511) combined response for somewhat well and very well



511 RESPONSES

448 Unique Employers

48 Top Employers

12+	Alzheimer's Association	B&B Decorative Concrete	CarMax	Consumer Direct Care Network
2nd Order Solutions	Amazon	Bart & Associates, Inc.	Carnegie Endowment for International Peace	Cornerstone Research
AAAS	American Federation of School Administrators	Barton Associates	Cat Anthony	CoStar Group
Abich Financial Services	American School	Bloomberg Industry Group	Catholic Relief Services	Costco
Abrakadoodle, Inc.	Andrews & Cole, LLC	Blue Crew Productions	CDM Smith	Council on Energy, Environment, and Water
Abt Associates	Angerholzer Broz Consulting	Booz Allen Hamilton	Chancellor High School	CrossFit Stimulus
Académie de Nantes	Anne Arundel Dermatology	Boston Consulting Group	Change Healthcare	Crozet Animal Wellness Center
Accenture	Anzu Partners	Brandylane Publishers, Inc.	Charles River Associates	Cultivate
Acorn Health	APCO Worldwide	Bridge Investment Group	Charles Schwab	Curie Co. thru Qualified Staffing
Actively	Apex Systems	Brigham and Women's Hospital	Chartboost	D3: Designs, Data, Decisions
ADP	Appalachia Service Project	Britepaths	ChartJoy	Dabney Lancaster Community College
Advanced Surgical Partners of Virginia	Appian Corporation	BroderickHaight Consulting	Children's Hospital of the King's Daughters	DAI
AECOM	Apple TV+	Brown University Molecular Ecology Lab	Chipotle Mexican Grill	Data Driven Partners, LLC
Aging With Dignity	Archipelago Films	Cambridge Associates	Choate Rosemary Hall	Dayspring Farm
Airius Internet Solutions	Arizona Game & Fish Department	Camp Jekyll	Christie's	Defense Logistics Agency
Akin Gump Strauss Hauer & Feld LLP	Armed Services Arts Partnership	Cape Charles Distillery	Citi	Delegate Wendy Gooditis
Aldrich Capital Partners	Aspire Living & Learning	Capital One	City of Chelsea, Michigan	Dell Technologies
Allegheny Health Network	Aspire! Afterschool Learning	Capitol Compliance Associates	CivicSpark	Deloitte
Alliance of Bioversity International - CIAT	Associates in Dermatology	Carahsoft	Clean Harbors	Democracy International
AllPhases Dermatology, LLC	Atlantic Council	Care Crypto	Colonial Williamsburg Foundation	Democratic National Committee
AlphaSights	Avantus Federal		Comcast	
Altamira Technologies Corporation			Commonwealth of Virginia	

Denver Zoological Foundation	Executive Mosaic	Seiler & Adelman LLP	Hampton Roads ENT ~ Allergy	Internal Revenue Service
Dermatology Center of Williamsburg	Expedia Group	Friendship Place	Hampton Roads Otolaryngology and Associates	International Business Initiatives
Dick's Sporting Goods	EY	FTI Consulting	Hampton University	Ivy Rehab Physical Therapy Clinic
Dominion Energy	Factor	Gartner	Hanover County Public Schools	Ivymount
Dr. C.S. Michael, LLC	FactSet	Gastroenterology Associates of Fairfield P.C.	Hanzmon Wiebel LLP	J.P. Morgan
Drexel University	Fairfax Colon & Rectal Surgery	Geico	Harris Teeter	Jacksonville Jaguars
Duty First Consulting	Fairfax County Public Schools	GeistM	Harvard Vanguard Medical Associates	Jacobs
EAB	Falls Church City Public Schools	General Dynamics Mission System	HawkEye 360	Jennifer Carroll Foy for Governor
EarthRights International	Falls Church Volunteer Fire Department	Genospace	Health Unlimited Family Fitness and Aquatic Center	Jennifer Wexton for Congress
Eastern Research Group, Inc.	Family Focus, Inc	George Mason University	HealthFirst	Johns Hopkins University
ECO Americorps	Family Insight	Girl Scouts of Northern California	HELM Life	Jonathan Chang, DDS
Educe Group	Family Priority, LLC	Glasser and Glasser	Henderson Collegiate	Kathleen Murphy
Electrify America	FDA	Glenelg Country School	Heritage Human Services	KBR, Inc.
Embassy of Japan in the United States of America	Federal Deposit Insurance Corporation	Global Health Assurance Partnership	Hogan Law Associates	KCIC
Embassy of the United States of America in Cairo	Federal Reserve Bank	GMMB	Hogan Lovells	Kellogg Hansen
Emory University	FHI 360	Goldman Sachs	Hult International Business School	KPMG
Encompass Home Health & Hospice	Fierro and Kori, PLLC	Grant Thornton LLP	IBM	Krach Institute for Tech Diplomacy at Purdue
Enthalpy Analytical	Fiverr	Great Smoky Mountains National Park	Indeed	Kushner and Kushner, P.C.
Epic Research	Florida Panthers	GridPoint	INOVA Health System	Lackey Clinic
Epic Systems	Food for Thought	Guardian Premier Solutions	Instacart	Lafayette Group
EPIK	Foreign Service Institute	Guidehouse	Institute for Community Health	Law Offices of Dennis Angel
Equinox	Fort Ticonderoga	Guidepoint	Institute for Defense Analyses	Libreprime
Equitable	Freddie Mac	Gun Owners of America	Institute of International Education	Lifestance Health
Esri	Foundation for Individual Rights in Education			Lift Relations
Eviction Defense Collaborative, Inc.	Friedman Kaplan			

Like Dreams	Milken Institute	NERA Economic Consulting	Peraton	Sauceda Properties LLC
Linda Matney Gallery	Millennium Strategies	New York University	Perigean Technologies	Scholar
LinQuest	MissionWired	Newgrange Design	PharmaHealthLabs	ScienceLogic
Literacy First	Mitre	Next Tier Concepts	Piedmont Housing Alliance	SciPro
Lockheed Martin	MJH Life Sciences	NIRA, Inc.	Pine Gate Renewables	ScribeAmerica
Lockton Companies	Montana Legal Services Association	Niskanen Center	Planned Parenthood of the Rocky Mountains	Second Harvest Food Bank of Middle Tennessee
L'Oreal USA	Morning Consult	North Carolina Geological Survey	POWER Engineers	Sentara Healthcare
M.C. Dean	Nailbiter	Northrop Grumman	Prince William Chamber of Commerce	Seoul National University of Science and Technology
Mabloc	NALCAP	Northwestern University	Princeton Consultants	Seven Letter
Madison Valley Ranch	Nancy Aria, M.D.	NRC Globe	Probity Inc.	Shen Milsom & Wilke
Make A Play Foundation	Natalie Yanni	One More Page Books	PwC	Silvervine Software
Mary House	National Aeronautics and Space Administration	Oregon Department of Fish and Wildlife	Q2 Software	Simon & Schuster
Mary Washington Healthcare	National Bureau of Economic Research	OrthoVirginia	Raytheon Intelligence & Space	Simplifi
Maryland Coalition Against Sexual Assault	National Congress of American Indians	Otsego County Department of Health	RCS Behavior	Skin & Laser Surgery Center
Massachusetts General Hospital	National Democratic Institute	PAE	Retina Group of Washington	Smithsonian Institution
Mastercard	National Grid	Paladin Cyber	Revature	Solex Renewables
Mathnasium of Warrenton	National Institutes of Health	Palladium International	Riot Games	Sotheby's
Matthew Marks Gallery	National Park Service	Pangea Chat	Riverside Health System	Southern California Edison
McGuire Woods LLP	National Restaurant Association	Paradigm	RTI International	Springbrook NY, Inc
McKinsey & Company	Naval Acquisition Development Program	Parfums Christian Dior	RWJ Barnabas Health	SS&C Advent
McMaster-Carr	Naval Air Systems Command	Partnership for the Delaware Estuary	Saga Education	Stafford County Public Schools
MedStar Georgetown University Hospital	Naval Surface Warfare Center	Peblla	Samsung Austin Semiconductor	Steptoe & Johnson LLP
Memorial Sloan Kettering Cancer Center	NCI	Peleton Interactive	Sanisera Archaeology Institute for International Field Schools	Sterne, Kessler, Goldstein & Fox
Merchant & Gould, P.C.	Nelson Mullins, LLP	Peninsula Women's Care		STG Visions
Microsoft		PeopleScout		

Strategex	The Julliard School	Tuscany Strategy Consulting	USAID	Williamsburg-James City County Public Schools
Sustainable Inc.	The Lovepost	Twilio	USDA Rural Development	Winton & Chapman PLLC
Systems Planning and Analysis, Inc.	The National Academies of Sciences, Engineering, and Medicine	UBS	Valens Global	Wisconsin Department of Health Services
Targeted Victory	The New York Times	UCLA	Valley Health Clinic	World Learning
Teach for America	The Reis Group	Ujima, Inc	VCU Health	WRVA 1140
Texas Instruments	The Sage School	UL Solutions	Venesco LLC	Yale University
The Cape Cod Five Cents Savings Bank	The Standard	Unison	Virginia Beach OBGYN	YMCA of Greater Richmond
The Conference Board	The Vault Modern Smoke and Vapor	Unite Here	Virginia Beach Public Schools	
The Cultural Arts Center	The Vitamin Shoppe	University of Delaware	Virginia Department of Health	
The Dallas Morning News	The Walt Disney Company	University of Houston	Virginia Farm Bureau Insurance	
The Empowered Mind-Body Confident Project	The Washington Post	University of Pennsylvania	Virginia Repertory Theatre	
The Fulbright Program	The Washington Travel Clinic	University of Richmond	Virginia Women's Center	
The Goddard School of Ashland	The White House	University of Virginia	VMS Biomarketing	
The Hartford	The WICT Network	US Air Force	VMware	
The Health Management Academy	The Williamsburg Winery Limited	US Army	Vorbeck	
The Healthy Weigh Now, LLC	TheBookBundler	US Consumer Product Safety Commission	VTG	
The Henry M. Jackson Foundation for the Advancement of Military Medicine	Thesocialtalks	US Department of Defense	Wagner Macula & Retina Center	
The Hill	Third Bridge	US Department of Justice	Washington University in St. Louis	
The Intersect Group	Third Research Associate	US Geological Survey	Wayfair	
The John F. Kennedy Center for the Performing Arts	T-Lab	US Government Accountability Office	West Monroe	
	Trimark Associates	US House of Representatives	Whitehead Institute	
	Trombly & Singer PLLC	US Patent & Trademark Office	William & Mary	
	Tufts University	US Senate	Williamsburg Winery	
		US Soccer Federation		

Graduate/Professional Schools: Arts & Sciences

36% (399/1102) attending graduate/professional school
 93% (372/399) of graduate/professional program destinations are known

54 TOP GRADUATE/PROFESSIONAL SCHOOLS

2 or more undergraduates report attending

2	Boston College	5	New York University	3	University of Edinburgh
5	Boston University	2	North Carolina State University	2	University of Florida
2	Clemson University	3	Old Dominion University	5	University of Illinois
5	Columbia University	2	Purdue University	2	University of Maryland
3	Cornell University	2	Regent University	2	University of Michigan
8	Duke University	3	Rice University	11	University of North Carolina - Chapel Hill
9	Eastern Virginia Medical School	4	Rutgers University	2	University of Oklahoma
5	Emory University	2	Syracuse University	4	University of Pennsylvania
3	Fordham University	2	Texas A&M University	2	University of Pittsburgh
8	George Mason University	3	University of Arizona	2	University of Texas at Austin
10	George Washington University	3	University of California - Berkeley	15	University of Virginia
6	Georgetown University	2	University of California - Davis	3	University of Washington
2	Georgia Institute of Technology	2	University of California - Irvine	2	University of Wisconsin - Madison
2	Harvard University	2	University of California - Los Angeles	20	Virginia Commonwealth University
11	Johns Hopkins University	2	University of Cambridge	2	Virginia State University
2	Liberty University	2	University of Chicago	3	Virginia Tech
2	London School of Economics and Political Science	6	University of Colorado - Boulder	2	Washington University in St. Louis
2	National University of Singapore			85	William & Mary
				4	Yale University

118 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

American University	National University of Singapore	University of Connecticut
Boston College	New York University	University of Delaware
Boston University	North Carolina State University	University of the District of Columbia
Brooklyn Law School	Northwestern University	University of Edinburgh
Brown University	Notre Dame Law School	University of Florida
California Institute of Technology	Nova Southeastern University	University of Houston
Carnegie Mellon University	Ohio State University	University of Illinois
Clemson University	Old Dominion University	University of Kentucky
Columbia University	Pepperdine University	University of Lynchburg
Columbus Law School	Ponce Health Sciences University	University of Manchester
Concordia Seminary	Purdue University	University of Maryland
Cornell University	Regent University	University of Massachusetts
Courtauld Institute of Art	Relay Graduate School of Education	University of Memphis
Drexel University	Rice University	University of Miami
Duke University	Royal Veterinary College of London	University of Michigan
East Tennessee State University	Rutgers University	University of Minnesota - Twin Cities
Eastern Virginia Medical School	Southeastern Baptist Theological Seminary	University of North Carolina - Chapel Hill
Elon University	Southern Methodist University	University of Notre Dame
Emory University	Southern Utah University	University of Oklahoma
Fordham University	St. John's University	University of Oxford
George Mason University	Stanford University	University of Pennsylvania
George Washington University	Suffolk University	University of Pittsburgh
Georgetown University	Syracuse University	University of Rochester
Georgia Institute of Technology	Temple University	University of Tennessee - Knoxville
Harvard University	Texas A&M University	University of Texas - Austin
Howard University	Towson University	University of Utah
Jagiellonian University	Tufts University	University of Virginia
Johns Hopkins University	Tulane University	University of Washington
Lake Forest College	University at Buffalo	University of Wisconsin - Madison
Liberty University	University of Alabama	Vanderbilt University
Lincoln Memorial University	University of Arizona	Via College of Osteopathic Medicine
London School of Economics and Political Science	University of California - Berkeley	Virginia Commonwealth University
Longwood University	University of California - Davis	Virginia State University
Mary Baldwin University	University of California - Irvine	Virginia Tech
Massachusetts General Hospital Institute of Health Professions	University of California - Los Angeles	Wake Forest University
Mayo Clinic Alix School of Medicine	University of California - San Diego	Washington and Lee University
Medical University of South Carolina	University of Cambridge	Washington University in St. Louis
Michigan State University Law School	University of Chicago	William & Mary
Montana State University	University of Cincinnati	Yale University
	University of Colorado - Boulder	

Experiential Education: Applied Learning

Applied learning engages students beyond the classroom to apply knowledge and develop skills and values that enable them to connect their academic pursuits meaningfully with their personal and professional lives.

Applied learning happens in a range of settings across the university and across the globe. Modes of applied learning:

- Internship (for academic credit)
- Internship (not for academic credit)
- Clinical Experience / Placement
- Community / Civic Engagement
- Co-op
- Field Work
- Independent Study
- Micro-internship / Short-term Project
- Practicum
- Research
- Student Employment (part-time or summer job)
- Study Abroad / Global Learning
- Other

APPLIED LEARNING PARTICIPATION

926 Records

71%
Yes | 662

15%
Not Sure | 137

14%
No | 127



APPLIED LEARNING FREQUENCY

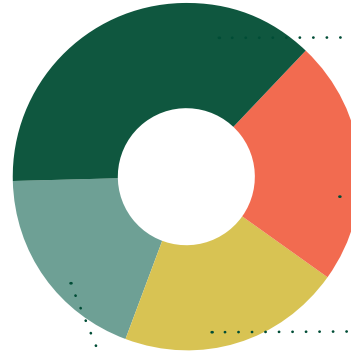
599 Individuals with One or More Applied Learning Experience

39%
Four or More Experiences | 236

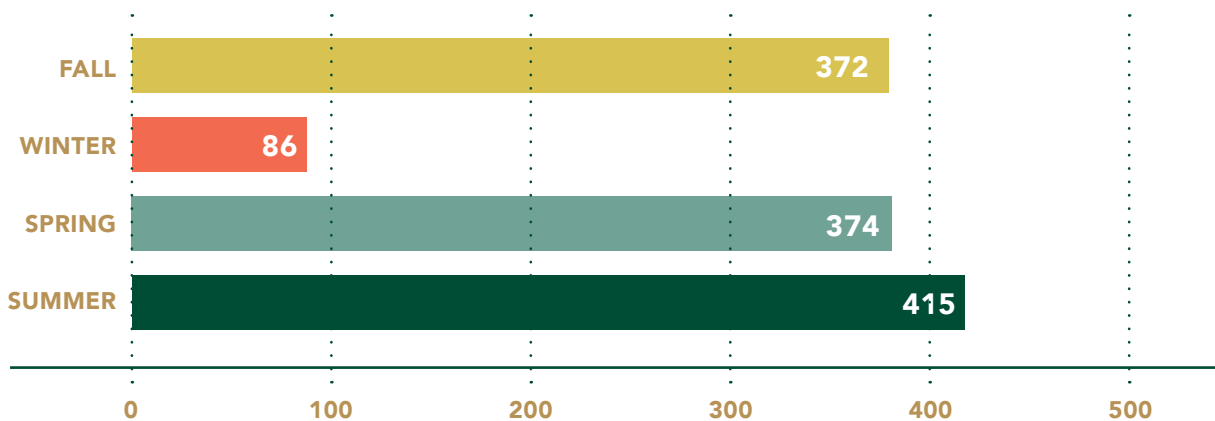
22%
Three Experiences | 134

18%
Two Experiences | 110

20%
One Experience | 119



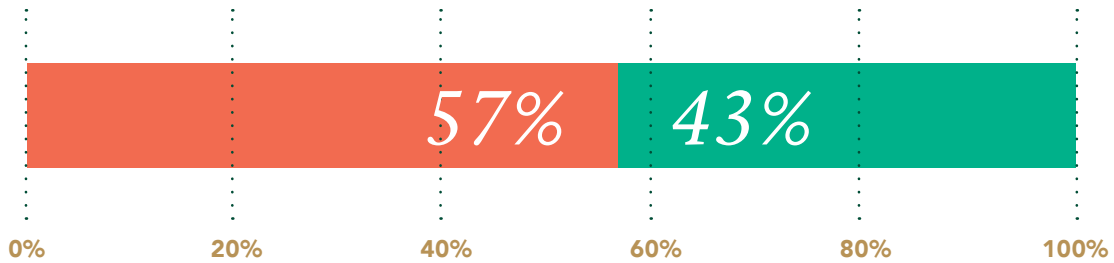
TOTAL SEMESTER EXPERIENCE FREQUENCY*



*Graduates were able to designate more than one semester in which they participated in applied learning experiences.

COMPENSATION

694 responses: 398 paid, 296 unpaid



TOP SITES FOR APPLIED LEARNING EXPERIENCES

Organizations hosting 2 or more members of the Class of 2022

404 William & Mary	2 Apptio	2 Office of Historic Alexandria
6 The Borgen Project	2 Armed Services Arts Partnership	2 Partnership for Public Service
5 The Colonial Williamsburg Foundation	2 Blue Stars Therapy	2 Qasim Rashid for VA-01
5 U.S. Department of State	2 Capital One	2 Senate Office of Mark Warner
4 Deloitte	2 DC Witness	2 Smithsonian Museum of American History
4 US Army	2 Dominion Energy	2 Terafuze Inc.
4 Virginia Tech	2 Federal Innovators Salon	2 The Valentine
3 Bacon Street Youth and Family Services	2 Hampton Roads ENT ~ Allergy	2 University of Virginia
3 Change Healthcare	2 iGEM	2 VCU
3 Greater City	2 Institute for Field Education	2 WCWM 90.9 FM Williamsburg
3 NASA	2 KPMG	2 Williamsburg Emergency Physicians, Inc.
3 National Park Service	2 Lackey Clinic	
3 NT Concepts	2 Mount Pleasant Baptist Church	
3 Sodexo	2 National Institutes of Health	
2 American Red Cross	2 National Security Archive	
2 Ampersand International Arts Festival	2 Next Tier Concepts	

