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Methodology

NACE STANDARDS
The Cohen Career Center adheres to standards set by the National Association of Colleges and Employers (NACE) first destination survey guidelines. In addition to standard questions, regarding post-graduation plans (e.g., employment data, graduate school data), the survey collects internship data, next destination alignment with personal 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 ‘pursuing graduate 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 William & Mary Cohen Career Center 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 Cohen Career Center’s goal is the highest rate possible; the national average is 65% according to NACE Standards and Protocols for the Collection and Dissemination of Graduating Student Initial Career Outcomes Information for Undergraduates, July 2019. 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 2019 BA, BS: A&S Major 1 / BBA: A&S Major 2
64% Knowledge rate n=952/1487
88% (834/952) reported working full-time or attending graduate school

Next Destination Status

<table>
<thead>
<tr>
<th>Mode</th>
<th>Percentage</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Working 30 or more hours per week</td>
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<td>490</td>
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<tr>
<td>Attending graduate/professional school</td>
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<td>315</td>
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<td>Job seeking</td>
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<tr>
<td>Working less than 30 hours per week</td>
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<td>29</td>
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<tr>
<td>Pursuing graduate/professional school</td>
<td></td>
<td>27</td>
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<tr>
<td>Other</td>
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<td>22</td>
</tr>
</tbody>
</table>
Geographic Distribution

98% (818/834) responded to location of employment or graduate/professional program

- **Asia**: 10
- **Europe**: 16
- **Australia**: 3
- **Other North America**: 2
- **South America**: 4
- **Africa**: 7
- **Unknown**: 16
- **Mid-Atlantic** (DE, MD, PA, WV): 68
- **Midwest** (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI): 33
- **Northeast** (CT, MA, ME, NH, NJ, NY, RI, VT): 89
- **South** (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN): 67
- **Southwest** (AZ, CO, NM, OK, TX): 45
- **West** (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY): 281
- **State of Virginia**: 27
- **New York, NY**: 137
- **Washington, DC**: 27
- **Unknown**: 16
Employment: Type & Title

99% response rate (514/519)

- 73% Standard Job
- 15% Post-Bacc Internship/ Fellowship/ Research
- 6% Contract Employment
- 4% Service (Volunteer, Military)
- 1% Entreprenurial/ Freelance
- 1% Unknown

379 Standard Job
80 Post-Bacc Internship/ Fellowship/ Research
30 Contract Employment
20 Service (Volunteer, Military)
5 Entreprenurial/ Freelance
5 Unknown
Job Title/Rank

Job titles listed occurred two or more times in a capture of outcomes

2nd Lieutenant
Administrative Assistant
Advisory Associate
Americorps Service Member
Analyst
Archaeology Technician
Assistant Editor
Assistant Teacher
Associate
Associate Consultant
Business Analyst
Business Systems Analyst
Care Coordinator
Consultant
Corps Member

Data Analyst
Education Apprentice
EMT
English Teaching Assistant
Executive Assistant Fellow
Field Organizer
Graphic Designer Intern
Investment Banking Analyst Junior Fellow
Lab Technician
Legal Assistant
Management Consultant
Management Consulting Analyst
Marketing Analyst
Medical Assistant
Medical Scribe Paralegal

Peace Corps Volunteer
Professional Services Associate
Project Assistant
Project Coordinator
Research Analyst
Research Assistant
Research Associate
Research Fellow
Research Intern Researcher
Sales Development Representative Scribe
Software Developer
Software Engineer Staff Assistant Teacher Teaching Assistant Trip Leader
Employment: Salary & Bonus

Salary and bonus information based on 379 responses for standard job (not contract, internship, etc.)

53% (201/379) REPORTED SALARIES

median

$55,000.00

mean

$55,935.00

17% (64/379) REPORTED BONUSES

median

$5,207.00

mean

$8,209.00
### Top Employers: Arts & Sciences

Hiring 2 or more undergraduates

<table>
<thead>
<tr>
<th>Company</th>
<th>Number of Majors Hired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accenture/Accenture Federal Services</td>
<td>9</td>
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<tr>
<td>AlixPartners</td>
<td>2</td>
</tr>
<tr>
<td>Amazon</td>
<td>4</td>
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<tr>
<td>Americorps</td>
<td>3</td>
</tr>
<tr>
<td>Apex Systems</td>
<td>2</td>
</tr>
<tr>
<td>Arizona State University</td>
<td>2</td>
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<tr>
<td>Avalere Health</td>
<td>2</td>
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<tr>
<td>Berkeley Research Group</td>
<td>2</td>
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<tr>
<td>Booz Allen Hamilton</td>
<td>6</td>
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<tr>
<td>CAIR Coalition</td>
<td>2</td>
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<tr>
<td>Capital One</td>
<td>7</td>
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<tr>
<td>CapTech</td>
<td>2</td>
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<tr>
<td>Censeo Consulting Group Inc.</td>
<td>2</td>
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<tr>
<td>CGI Inc.</td>
<td>8</td>
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<tr>
<td>City Year</td>
<td>2</td>
</tr>
<tr>
<td>Colonial Williamsburg Foundation</td>
<td>2</td>
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<tr>
<td>Columbia University in the City of New York</td>
<td>2</td>
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<tr>
<td>CVP</td>
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<tr>
<td>Deloitte Consulting</td>
<td>8</td>
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<tr>
<td>Duke University</td>
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<tr>
<td>Educe Group</td>
<td>3</td>
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<td>Epic Systems</td>
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<td>EY</td>
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<tr>
<td>Federal Reserve Board</td>
<td>5</td>
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<tr>
<td>Fors Marsh Group</td>
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<tr>
<td>Fulbright Program</td>
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<tr>
<td>George Mason University</td>
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<tr>
<td>George Washington University</td>
<td>5</td>
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<tr>
<td>Grant Thornton LLP</td>
<td>7</td>
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<tr>
<td>Huntington Ingalls Industries</td>
<td>2</td>
</tr>
</tbody>
</table>
Employment

ACCEPTED EMPLOYMENT OFFER/START DATE

Before graduation: 230 responses (33%)
Within 3 months after graduation: 163 responses (47%)
More than 3 months after graduation: 98 responses (20%)

ALIGNMENT WITH CAREER GOALS

92% (287/311) combined response for somewhat well and very well

Very well: 148 responses (45%)
Somewhat well: 139 responses (5%)
Not very well: 16 responses (2%)
I don’t know my career goals: 8 responses (48%)

311 RESPONSES
### 360 Unique Employers

**60 Top Employers**

<table>
<thead>
<tr>
<th>Employer</th>
<th>Location</th>
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<tbody>
<tr>
<td>9 Story Media Group</td>
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<td>A Startig Place</td>
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<td>AAAS</td>
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<td>Abbott Laboratories</td>
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<td>Abrigo</td>
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<td>Academie of Lille</td>
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<td>Accenture / Accenture Federal Services</td>
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<td>Active Family Wellness</td>
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<td>ADP</td>
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<td>AECOM</td>
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<td>Aerotek</td>
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<td>Agency</td>
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<td>AIS</td>
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<td>Akin Gump Strauss Hauer &amp; Field LLP</td>
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<tr>
<td>Alexandria City Public Schools</td>
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<td>AlixPartners</td>
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<td>Allianz Partners</td>
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<td>Amalgamated Transit Union</td>
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<td>Amazon</td>
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<td>Amazon Web Services</td>
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<td>AMC Networks - The Walking Dead: World Beyond</td>
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<td>American Conservation Experience</td>
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<td>American Enterprise Institute</td>
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<td>American Express</td>
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<td>American Red Cross Los Angeles</td>
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<td>Americorps</td>
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<td>AMR</td>
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<td>AnaVation LLC</td>
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<td>Ankura Consulting</td>
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<td>Anxiety Disorders Center at the Institute of Living, Hartford Hospital</td>
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<td>Apex Systems</td>
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<td>ASRC Federal</td>
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<td>Avalere Health</td>
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<td>Bank of America</td>
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<td>Merrill Lynch</td>
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<td>Berkeley Research Group</td>
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<td>Bespoke Sports &amp; Entertainment</td>
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<td>Bethlehem College &amp; Seminary</td>
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<td>Bloomberg</td>
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<td>Blue Plate Books</td>
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<td>Booz Allen Hamilton</td>
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<td>Boston Medical Center (BMC) Box</td>
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<td>Boyd Caton Group</td>
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<td>Business Insider</td>
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<td>CAIR Coalition</td>
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<td>California Native Plant Society</td>
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<td>Cambridge Associates</td>
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<td>Cardinal Education</td>
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<td>Carilion Clinic</td>
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<td>Center for Autism and Related Disorders</td>
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<td>Center for Strategic and International Studies</td>
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<td>Environment Virginia</td>
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<tr>
<td>Environmental Integrity Project</td>
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Epic Systems
Episcopal Service Corps
Expel
EY
Fall Hill Pediatrics
Fat Canary
FCB Health
Federal Reserve Board
Ferguson Enterprises
First Savings Mortgage Corporation
Fishbowl, Inc.
Fishing Vessel (F/V) Barbara Ann
Fishwick & Associates
Flatiron Health
Flexport
Fors Marsh Group
Fox News Channel
Freddie Mac
Freelance
Freethink
Friends for John Carney
Frontier Technology
Fulbright Program
Gellert Scali Busenkell & Brown LLC
Gentry Locke Attorneys
Genworth Financial
George Mason University
George Washington University
Georgetown University
Georgia Aquarium
Georgia Institute of Technology
GMMB
Goldbelt Inc
Google
Grant Thornton LLP
Grassroots Campaigns
Grayscale PR
Greenworks Lending
Hampton Lenzini Renwick, Inc.
Hanover Research
Harrisonburg City Public Schools
Harvard
HDAdvisors
Healthy Buildings by UL
Helmer for Virginia
HemoShear
Hilton
HomeWorks Trenton
Houlihan Lokey
Howard Hanna
Hudson Institute
Huntington Ingalls Industries
ICF
ILC Africa
ILM
Imagination Stage
Impact
IMPAQ International
Industrial Economics, Incorporated (IEc)
Infima
Inova Health System
Interfaith Partners for the Chesapeake
IQVIA
Itron, Inc.
JET Programme
Jobspring Partners
Johns Hopkins University
Johnson Lambert
Joint Global Change Research Institute
Journeys DDA
JPMorgan Chase
Juanita Jo Matkins for Delegate
Kamala Harris For The People Presidential Campaign
Katten Law Firm
Koch & Hoos
KPMG
La Puente Home, Inc.
Lana Jewelry
Latham & Watkins
Leading Systems Technologies
Le’Fant LLC
Lendlease
Lewin Group
Lewis Ginter Botanical Garden
Liberty University
School of Law
Library of Congress
Loeb Enterprises
Louisiana State University
Love Thy
neighborhood
Lwell
Macedon Technologies
Marin Restorative Communications
Mark Kelly for Senate
Markel Corporation
Marriott International
Martha’s Vineyard Museum
Massachusetts Audubon
Massachusetts Institute of Technology
Massmutual
Mathematica Policy Research
Matician
McAllister & Quinn
McGuireWoods LLP
McKinley Advisors
Mediacom
MedServe
Memorial Sloan Kettering Cancer Center
MicroStrategy
Middle East Institute
Midwest Retina Consultants
Mile High Youth Corps
Ministry of Education and Vocational Training
Ministry of National Education, Higher Education and Research
Mount Vernon
Nasdaq
National Academy of Public Administration
National Cancer Institute (NCI)
National Counseling Group
National Geospatial Intelligence Agency
National Institutes of Health
National Museum of African American History and Culture
Naval Sea Systems Command (NAVSEA)
Navigant Consulting
New England Center for Healthy Minds
New York City Children’s Theater
New York English Learning Center
New York University
NOAA Corps
North Carolina State University
Northeastern University
Northern Virginia Capital Defender Office
Northrop Grumman Mission Systems, Inc
Northwestern Mutual
Novastar Prep
O’Hagan Meyer
Optum
Ordergroove
Oregon Health & Science University
Orr Group
Graduate/Professional School

32% (310/969) reported ‘attending graduate school’

TOP GRADUATE/PROFESSIONAL SCHOOLS: W&M ARTS & SCIENCES
2 or more undergraduates report attending

4 | Arizona State University
6 | Boston University
6 | Columbia University
2 | Cornell University
8 | Duke University
3 | Eastern Virginia Medical School
2 | Emory University
4 | George Mason University
9 | George Washington University
6 | Georgetown University
2 | Georgia Institute of Technology
5 | Harvard University
5 | Johns Hopkins University
3 | Liberty University
2 | London School of Economics and Political Science
2 | Louisiana State University
5 | New York University
3 | North Carolina State University
2 | Northeastern University
3 | Northwestern University
2 | Philadelphia College of Osteopathic Medicine
2 | Rice University
2 | University of Arizona
2 | University of California - Berkeley
2 | University of California - Los Angeles
3 | University of California - San Diego
2 | University of California
4 | University of Chicago
2 | University of Denver
2 | University of Georgia
5 | University of Maryland - College Park
2 | University of Michigan
11 | University of North Carolina at Chapel Hill
3 | University of Pennsylvania
2 | University of South Carolina
2 | University of Texas at Austin
2 | University of Utah
9 | University of Virginia
2 | University of Wisconsin-Madison
5 | Vanderbilt University
14 | Virginia Commonwealth University
4 | Virginia Polytechnic Institute and State University
77 | William & Mary
2 | Yale University
63 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

Belmont University
Bethlehem College & Seminary
Bon Secours Memorial College of Nursing
Boston College
Brooklyn Law School
California Institute of the Arts
Campbell University School of Osteopathic Medicine
Carnegie Mellon University
Catholic University of America
Drexel University
Elon University
Fordham University
Gordon-Conwell Theological - Hamilton
Indiana University
James Madison University
Kent State University
Lehigh University
Liverpool School of Tropical Medicine
Longwood University
Marshall University
Mary Baldwin University
Marymount University
Marywood University
Massachusetts Institute of Technology
Medical College of Georgia
Michigan State University
Michigan Technological University
Naropa University
Oxford University
Pratt Institute
School of the Art Institute of Chicago
Seton Hall University
St. Mary’s University
Stanford University
State University of New York
Stetson University
Stony Brook University
The Chicago School of Professional Psychology
Tufts University
University at Albany
University College London
University of California - San Francisco
University of Cincinnati
University of Colorado at Boulder
University of Exeter
University of Florida
University of Kentucky
University of Lynchburg
University of Maryland Global Campus
University of Miami
University of New Hampshire
University of Richmond
University of Rochester
University of Scranton
University of Southern California
University of St. Andrews
University of Tennessee Health Science Center
University of Tokyo
University of Washington
Vermont Law School
Wake Forest University
West Virginia University
Xi’an Jiaotong-Liverpool University
Experiential Education: Most Meaningful

Experiential Education defined as internship, shadow, research, employment experience

EXPERIENCE FREQUENCY
566 Responses

- 24% Yes, four times | 138
- 22% Yes, twice | 122
- 19% Yes, three times | 110
- 16% No | 89
- 19% Yes, once | 107

SEMESTER FREQUENCY

- SUMMER: 329
- SPRING: 130
- WINTER: 75
- FALL: 113
420 total responses: 245 paid, 175 unpaid

**COMPENSATION**

58%  
42%

**TOP SITES FOR MOST MEANINGFUL EXPERIENCES**

2 | Avalon Center for Women and Children  
2 | Breakthrough Collaborative  
2 | Deloitte  
2 | Eastern Virginia Medical School  
2 | Federal Bureau of Investigation (FBI)  
2 | Genworth Financial  
2 | McGuireWoods Consulting  
2 | NASA  
2 | Navigant Consulting  
2 | Pivot Physical Therapy  
5 | Public Defender Service for the District of Columbia  
2 | The Nature Conservancy  
4 | US Department of Justice  
4 | US Department of State  
2 | US House of Representatives  
2 | William & Mary AidData  
6 | William & Mary Biology Department  
3 | William & Mary Branch Out Alternative Breaks  
2 | William & Mary Charles Center  
10 | William & Mary Chemistry Department  
2 | William & Mary First Year Experience  
2 | William & Mary Geology Department  
4 | William & Mary Global Research Institute  
3 | William & Mary International Genetically Engineered Machine Competition (iGEM)  
2 | William & Mary Kinesiology Department  
2 | William & Mary Mathematics Department  
2 | William & Mary Schroeder Center for Health Policy  
5 | William & Mary Swem Library  
8 | William & Mary Undergraduate Admission  
3 | William & Mary VIMS  
21 | William & Mary  
2 | Williamsburg Emergency Physicians, Inc

26% (103/397) reported William & Mary as the site for their most meaningful experience