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 65.6% according to NACE’s First Destination for the College Class of 2019: Findings and Analysis, published February 2021. 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 2020 BA, BS: A&S Major 1 / BBA: A&S Major 2
77% Knowledge Rate (1178/1528)
Positive outcomes: 84% (985/1178) reported employment or attending graduate/professional school

Next Destination Status

- 39.3% Working 30 or more hours per week
- 38.3% Attending graduate/professional school
- 11% Working less than 30 hours per week
- 6% Job seeking
- 4% Applying to graduate/professional school
- 1.4% Other

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

99% (973/985) knowledge rate for location of employment or graduate/professional program
Employment Type

Knowledge rate: 98% (527/534) responded with employment title

- Standard Job: 421 (79%)
- Post-Bacc Internship/Fellowship/Research: 57 (11%)
- Contract Employment: 21 (4%)
- Service (Volunteer, Military): 18 (3%)
- Entrepreneurial/Freelance: 10 (2%)
- Unknown: 7 (1%)
Employment Title or Rank

Employment titles listed occurred two or more times in the capture of outcomes

Acquisition Analyst
Actuarial Analyst
Americorps Member
Americorps Volunteer
Analyst
Area Manager
Assistant Manager
Associate
Associate Consultant
Associate Software Engineer
Associate Technologist
Audit Associate
Behavioral Health Technician
Business Analyst
Business Consultant
Business Systems Analyst
Communications Associate Consultant
Contact Interviewer
Corps Member
Director
Economic Research Assistant Fellow
Field Organizer
Intern
Junior Project Manager
Laboratory Technician
Legal Assistant
Management Analyst
Management Consulting Analyst
Medical Assistant
Medical Scribe
Paralegal
Program Assistant
Project Manager
Public Sector Advisory Associate
Quantitative Economic Analyst
Relationship Manager
Research Analyst
Research Assistant Server
Software Developer
Software Engineer
Surgical Technician
Teacher
Teaching Assistant
Technical Solutions Engineer
Tutor
Employment: Salary & Bonus

Salary and bonus information based on 421 responses for those with a ‘standard job’ (not contract, internship, etc.)

39% (165/421) REPORTED SALARIES

median

$66,000.00

$70,774.00

mean

10% (40/421) REPORTED BONUSES

median

$5,750.00

$16,098.00

mean
Top Employers: Arts & Sciences
Hiring 2 or more undergraduates

- William & Mary: 16
- Accenture: 13
- Booz Allen Hamilton: 9
- Deloitte: 9
- CGI Inc.: 8
- Capital One: 7
- Epic Systems: 6
- EY: 6
- City Year: 5
- Lafayette Group: 4
- Leidos: 4
- Sentara Healthcare: 4
- Amazon Web Services: 3
- AmeriCorps: 3
- Bank of America: 3
- CVP: 3
- Federal Reserve System: 3
- Grant Thornton International: 3
- Institute for Public Health Innovation: 3
- Morgan Stanley: 3
- The MITRE Corporation: 3
- AC Beverage: 2
- AlphaSights: 2
- BMO Capital Markets: 2
- Chesterfield County Public Schools: 2
- Cornerstone Research: 2
Top Employers: Arts & Sciences (continued)

Federal Deposit Insurance Corporation (FDIC) 2
Ferguson Enterprises 2
Google 2
Guidehouse 2
ICF 2
Integrity Risk International 2
James City County - Virginia 2
KCIC 2
Kekst CNC 2
KPMG 2
Microsoft Corporation 2
National Institutes of Health (NIH) 2
Newport News Public Schools 2
Riverside Health System 2
RTI International 2
The Borgen Project 2
Tiber Capital Group 2
US Air Force 2
US Navy 2
Employment: Acceptance & Alignment

**ACCEPTED EMPLOYMENT OFFER/START DATE**

- **159** Before graduation
- **37** Within 3 months after graduation
- **11** More than 3 months after graduation

**ALIGNMENT WITH CAREER GOALS**

94% (163/173) combined response for somewhat well and very well

- **101** Very well
- **62** Somewhat well
- **10** Not well/unsure
### 348 Unique Employers

#### 46 Top Employers

- American Executive Health System
- AmeriCorps
- Ann Taylor
- Anna's Brick Oven Pizza and Pasta
- Anne Arundel Dermatology
- Aon
- Appalachian Conservation Corps
- AppTad Inc
- Arizona Democratic Party
- ARS
- Audible, Inc.
- BAE Systems
- BallotBox Media
- Bank of America
- BDO USA LLP
- Beacon Hill Staffing Group
- BELFOR Franchise Group
- Ben & Jerry's
- Betterment
- Bloomberg LP
- BlueGriffin Partners
- BMO Capital Markets
- Bon Secours Volunteer Ministry
- BookTrails
- Booz Allen Hamilton
- BounceX, soon to be Wunderkind
- Brandeis University
- Bullhorn
- Capital One
- CapTech Ventures, Inc.
- CarMax
- Carnegie Endowment for International Peace
- Carnegie Melon University
- Casa de Esperanza
- Cathell & Associates, LLC
- CAYRIEL LLC
- Celerion
- Cengage
- CGI Inc.
- Charles Schwab
- Charles Stark Draper Laboratory, Inc.
- Cherry Bekäert
- Chesapeake Bay Diving Center
- Chesterfield County Public Schools
- Chick-fil-A Franchise
- China Alliance of Social Value Investment
- Chloe Reichert
- Chugach Government Solutions, LLC
- City Year
- Clearpath Global
- ClearSight Advisors
- Cleveland Indians
- Coast to Coast Produce
- Cohen Milstein Sellers & Toll PLLC
- College Possible
- Color
- Columbia University Irving Medical Center
- Commercial Metals Company
- Community Health Center
- Congressional Budget Office
- Cornerstone Research
- Corvid Technologies
- Cosmos Pharmaceuticals LLC
- Crozet Eye Care, Optometrists
- Curative
- CVP
- Dairy Godmother
- Danaher
- Dartmouth-Hitchcock
- Dayspring Farm
- Dell
- Deloitte
- DeVal Lifecycle Support
- Diligent Corporation
- Dinwiddie County Public Schools
- Diplomatic Courier
- Dive Chat
- Do Amore
- Double Canyon Vineyards
- Duolingo
- ECS Federal
- EDENS
- Edu Group
- Edu-Futuro
- Edward Jones
- Elite Editing
- Ellis County Democratic Party
- ENS Shenzhen Technology Co. Ltd
- Emergency Veterinary Services of Roanoke
- Empower
- Empowerhouse
- ENEGIS, LLC
- Enterprise Solutions Inc.
- Environment Virginia
- Envision Health
- Epic Systems
- ERpi
- Estes Express Lines
- Eurofins Scientific
- Eurofins Scientific Food Integrity and Innovations
- EY
Fairfax County Public Schools
Federal Deposit
Insurance Corporation (FDIC)
Federal Judiciary
Federal Reserve
System
Ferguson Enterprises
FINRA
Fitch Ratings
FluentU
Food for Thought
FOSUN RZ Capital
Foundation for
Government Accountability
Foxfire Museum and
Heritage Center
Fremont Group
Frontier Technology
US Fulbright Program
GEICO
Genworth
Glenstone Museum
GTM GAMES
Good Grief, Inc.
Google
Governor of Virginia
Graduate Hotels
Grant Thornton
International
Guidehouse
Guilford Technical
Community College
Haiti’s Children
Hampden-Sydney
College
Hampton Roads ENT
and Allergy
HCD Research
Historic Jamestowne
HKA
Holland & Knight
Honorable Henry E.
Hudson, United States
District Judge for the
Eastern District of
Virginia
House of Gharats
IAB Solutions LLC
IBM
ICF
ICYLON, LLC
dTech Camps
illycaffe North
America, Inc.
IMO
Impact Public Schools
IMPAQ International
INOVA Health
Inspirica, Inc.
Institute for Public
Health Innovation
Integrated
Dermatology of K
Street LLC
Integrity Risk
International
Intel Corporation
Intelligence Consulting
Enterprise Solutions, Inc. (ICES)
Jackson-Feild
Behavioral Health
Services
James City County -
Virginia
JET Programme
JFB Legal (The Law
Offices of John P.
Baughman)
JOANN
Johns Hopkins Medical
Institute
Johnson & Johnson
Johnson City Public
Library
JPMorgan Chase
Julie Fisher Cummings
Justice and
Sustainability
Associates, LLC
KCIC
Kekst CNC
Keller Williams Realty, Inc.
Kenrich Group, an
HKA Company
Kesem National
Kinsale Capital Group
Kirsten Fedewa &
Associates
Kitab-i-Aqdas Project
Knexus Research
Corporation
KPMG
Kyoto Japanese
Steakhouse
Kyrus Tech
Kyushu Railway
Company
L&L Immigration Law,
PLLC
L.L. Lee & Associates
Lafayette Group
Lake Anna State Park
LECOM Health -
Millcreek Community
Hospital
Le’Fant LLC
Legend Management
Group
Leidos
Literacy Lab
Lucky Brand
Mah & Associates, LLP
Marathon Consulting
Maryland Coastal Bays
Program
Master Center for
Addiction Medicine
Maxim
McAllister & Quinn
McLean Hospital
MDSave Inc.
Medix
MedServe
Morgan Stanley
Morris Nichols Arsht &
Tunnell
Nashville Classical
Charter School
National Geographic
National Institute of
Mental Health (NIMH)
National Institutes of
Health (NIH)
Natural Resources
Defense Council (NRDC)
Naval Air Warfare
Center Aircraft
Division (NAWCAD)
NEC Design/Build
North Eastern
Contracting
New Virginia Majority
New York City Law
Department
New York University
Newport News Public
Schools
NewtonX
NOAA
Northern VA Allergy
Associates
Northrop Grumman
Northwestern Mutual
NVR Inc.
NWSL
Oak Ridge Institute for
Science and Education
Offino
Old Navy
Oliver Wyman
Olswanger Literary
LLC
One Child Center for
Autism
OQ
Orchidia Fragrances
Oregon State
University
Pacific Ridge School
Palladium: Make It
Possible
Paper Edu
Parios Associates, Inc.
Parson Bruce Art Foundation
Pedersen Law
Pediatric Specialists of Virginia
PetSmart
Piper Sandler
PNC Bank
Pollard Environmental LLC
PRINCETON FUTURE INC
Private Family
Project Horseshoe Farm
Promontory Financial Group
ProScribe
Providence Classical School
PwC
Q2 Solutions
Quest Diagnostics
Quorum
Raphael House of Portland
Rappahannock Electric Cooperative
Raymond James
Reed Smith
Regal
Regally Refined LLC
Regeneron Pharmaceuticals, Inc.
Reiter, Hill & Johnson
Republican National Committee
Revature
Richmond Community Hospital
Riverside Health System
Robinson Bradshaw
Roxbury Prep Charter School
RRC Companies
RS21
RTI International
S2 Technologies
Sage Education
SAP
ScribeAmerica
Sentara Healthcare
Sidley Austin LLP
Signal Vine
Sikorsky Credit Union
Skelly and Loy, Inc.
Skin Cancer Surgery Center
Snow Companies
Sodexo
SoHo Press
SOS Children’s Villages
Southeast Arizona Conservation
Spark Talent Agency
Spotsylvania County Economic Development
Springfield Dental Solutions
Squirrel Hill Health Center
SSP America
Staples
Student PIRGs
Success Academies
Systematic Text Analysis for International Relations (STAIR)
Systems Planning and Analysis, Inc.
Talbots
TAPIF
Target
Tate Bywater Law
TE Connectivity
Teach For America
Ten20 Partners
Texas Coalition to Abolish the Death Penalty
The Aerospace Corporation
The Alexander Hamilton Society
The Borgen Project
The Counterterrorism Group
The Execu|Search Group
The Faison Center
The Hood Group
The Humane Society of the United States
The Lewin Group
The MITRE Corporation
The Nightstalker Saga: Origins
The University of Pennsylvania
The Vineyard Sound
Therapeutic Alliance
Thermo Fisher Scientific
ThompsonMcMullan PC
ThroughPuter, Inc.
Tiber Capital Group
Tidewater Kidney Specialists, Inc.
TPMG Clinical Research
Triage Logic
TriHome Logic
Tri-County Health Department
TruGenomix
Turning the Page
UBS Financial Services
UHY LLP, Certified Accountants
UNC Health
UNDP
Unionville Pediatric
United Nations Association of the National Capital Area
United Technologies
United Way
University of Georgia Press
Urology of Virginia
US Air Force
US Army
US Courts of Appeals
US Department of Homeland Security
US Navy
US State Department
UVA Biocomplexity Institute
Varsity Tutors
Vellum Mortgage
Verge Scientific Communications
VIMS
VIPKID
Virginia Army National Guard
Virginia Beach Department of Emergency
Virginia Regional Ballet
Virginia Slate
Virginia State Parks
W. L. Gore & Associates
Walt Disney World
Washington AIDS Partnership
Wavemaker
West Baltimore Flood Disaster Recovery Group
White Buffalo Farm
Willcox Savage
William & Mary
Williamsburg Emergency Physicians, Inc.
Wollmuth Maher & Deutsch
Woodward Capital, LLC
WR Systems
XSELL Technologies
Yes Norfolk Committee
Graduate/Professional Programs

38% (451/1178) attending graduate/professional school

Of the 451 students attending graduate/professional school, 436 destinations are known (97%)

55 TOP GRADUATE/PROFESSIONAL SCHOOLS: W&M ARTS & SCIENCES

2 or more undergraduates report attending

4 | American University
2 | Auburn University
2 | Brigham Young University
3 | California Institute of Technology
3 | Carnegie Mellon University
11 | Columbia University
2 | Drexel University
7 | Duke University
2 | East Carolina University
7 | Eastern Virginia Medical School
2 | Emory University
3 | Florida State University
7 | George Mason University
9 | George Washington University
13 | Georgetown University
6 | Harvard University
3 | Indiana University Bloomington
8 | Johns Hopkins University
2 | Loyola University
2 | Mary Baldwin University
2 | Marymount University
3 | Massachusetts Institute of Technology
2 | North Carolina State University
2 | Northeastern University
2 | Northwester University
4 | Old Dominion University
2 | Stanford University
2 | The London School of Economics and Poitical Science (LSE)
2 | Tufts University
2 | University of California-Davis
2 | University of Colorado Boulder
2 | University of Delaware
2 | University of Illinois @ Urbana
2 | University of Louisville
3 | University of Maryland-Baltimore
5 | University of Maryland-College Park
2 | University of Michigan
3 | University of Mississippi
2 | University of New England Non-Matric
7 | University of North Carolina-Chapel Hill
2 | University of North Carolina-Wilmington
7 | University of Pennsylvania
7 | University of Richmond
2 | University of South Carolina
2 | University of Tennessee
13 | University of Virginia
2 | University of Washington
2 | University of Wisconsin
2 | University of Wyoming
4 | Vanderbilt University
32 | Virginia Commonwealth University
7 | Virginia Polytech & State University
2 | Wake Forest University
115 | William & Mary
# 79 Unique Graduate/Professional Schools

<table>
<thead>
<tr>
<th>Albert Einstein College of Medicine</th>
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<tbody>
<tr>
<td>Barry University</td>
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<td>Boston University</td>
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<td>Brandeis University</td>
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<td>Brown University</td>
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<td>Bryn Mawr College</td>
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<td>California State University – Fullerton</td>
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<td>Cuny Bernard M. Baruch College</td>
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<td>Dartmouth College</td>
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<td>Edward Via College of Osteopathic Medicine – Virginia</td>
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<td>Fordham University</td>
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<td>Georgia State University</td>
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<td>Hofstra University</td>
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<td>Howard University</td>
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<td>Icahn School of Medicine at Mount Sinai</td>
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<td>Iowa State University</td>
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<td>James Madison University</td>
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<td>King’s College London</td>
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<td>Liberty University</td>
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<td>Longwood University</td>
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<td>Marine Institute – Memorial University of Newfoundland</td>
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<td>Marquette University</td>
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<td>Meharry Medical College</td>
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<td>MGH Institute of Health Professions</td>
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<td>Mississippi State University</td>
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<td>Notre Dame of Maryland University</td>
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<td>Nova Southeastern University</td>
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<td>Oklahoma State University – Stillwater/Tulsa</td>
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<td>Penn State – Hershey Park Med Ctr</td>
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<td>Philadelphia College of Osteopathic Medicine</td>
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<td>Purdue University – West Lafayette</td>
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<td>Rutgers – The State University of NJ – Biomedical</td>
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<td>The New School</td>
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<td>University of Texas at Austin</td>
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<td>University of Vermont &amp; State Agricultural College</td>
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<td>Villanova University</td>
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<td>Washington and Lee University</td>
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<td>West Virginia University</td>
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Experiential Learning: Most Meaningful

Experiential 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.

Experiential learning happens in a range of settings, across the university, including:
- Internships/Field Work
- Mentored Research
- Study Abroad/Study Away
- Service Learning
- Arts/Performance

**EXPERIENCE FREQUENCY**

358 Responses

- **25%**
  - Yes, four times | 90

- **20%**
  - Yes, three times | 70

- **16%**
  - Yes, twice | 59

- **17%**
  - Yes, once | 62

- **22%**
  - No | 77

**SEMESTER FREQUENCY**

- **SUMMER**
  - 180
- **SPRING**
  - 73
- **WINTER**
  - 48
- **FALL**
  - 66
COMPENSATION

234 total responses: 161 paid, 34 unpaid

TOP SITES FOR MOST MEANINGFUL EXPERIENCES

2 AC Beverage
2 Accenture
3 Bank of America
2 Capital One
2 Deloitte
2 EY
2 Ferguson
2 ION Lab
2 James City County
2 Johns Hopkins
3 KPMG
4 Morgan Stanley
2 School Health Initiative Program (SHIP)
19 United States Government

National Park Service
National Science Foundation
Smithsonian
The Federal Reserve System
US Geological Survey
US District Court for the Eastern District of Virginia
US Department of Treasury
US Office of Personnel Management
White House (2)

William & Mary

AidData (2)
Boehly Center Young Alumni Mentor Match Program
Campus Recreation (2)

Centers:
Alan B. Miller Entrepreneurship Center, Center for Student Diversity, Charles Center, Cohen Career Center, Schroeder Center for Health Policy, Writing Resources Center

Departments:
Anthropology, Archaeology, Biology (3), Classics, Economics, Film & Media Studies, Geology (2), Neuroscience, Psychology (2)

Institutes:
Global Research Institute (3), Omohundro Institute
Labs:
Autism Lab, Web Lab
Law School (2)
Lewis B. Puller, Jr. Veterans Benefits Clinic
Muscarelle Museum

Offices:
Undergraduate Admission, Advancement (2), First Year Experience, Information Technology, Sustainability
Tribe Athletic Performance
Tribe Innovation TutorZone VIMS (5) W&M Faculty (6) W&M Phonathon

22% reported William & Mary as their site for their most meaningful experience