



**WILLIAM  
& MARY**  
CHARTERED 1693

**OFFICE OF CAREER DEVELOPMENT  
& PROFESSIONAL ENGAGEMENT**

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# OUTCOMES REPORT

*Undergraduate Arts & Sciences | Class of 2023*

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## Methodology

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### 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 August; 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 56% according to NACE's First Destinations Dashboard for the Class of 2023. 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*.

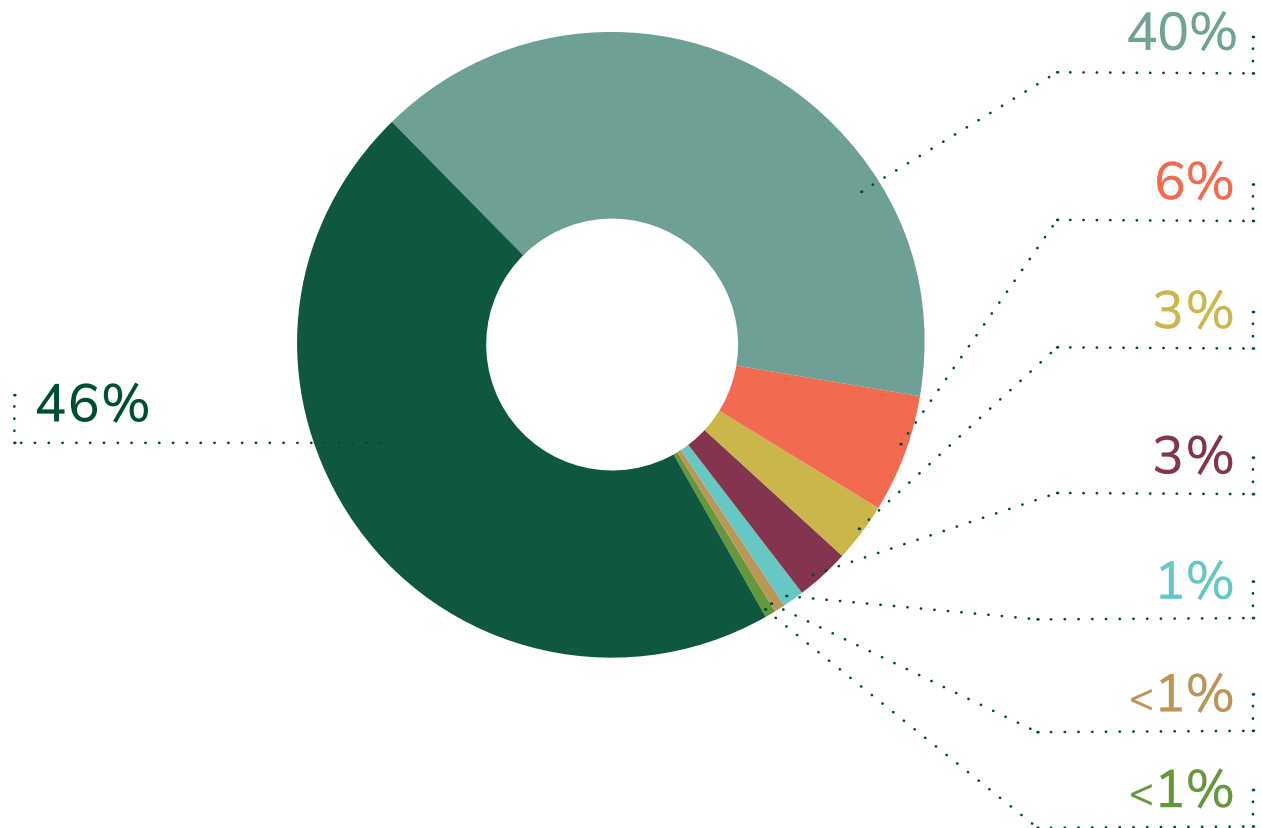
# Results

Class of 2023 Major 1: A&S

Knowledge Rate: 72% (1011/1402)

Career Outcomes Rate: 92% (931/1011) employed or attending graduate/professional school

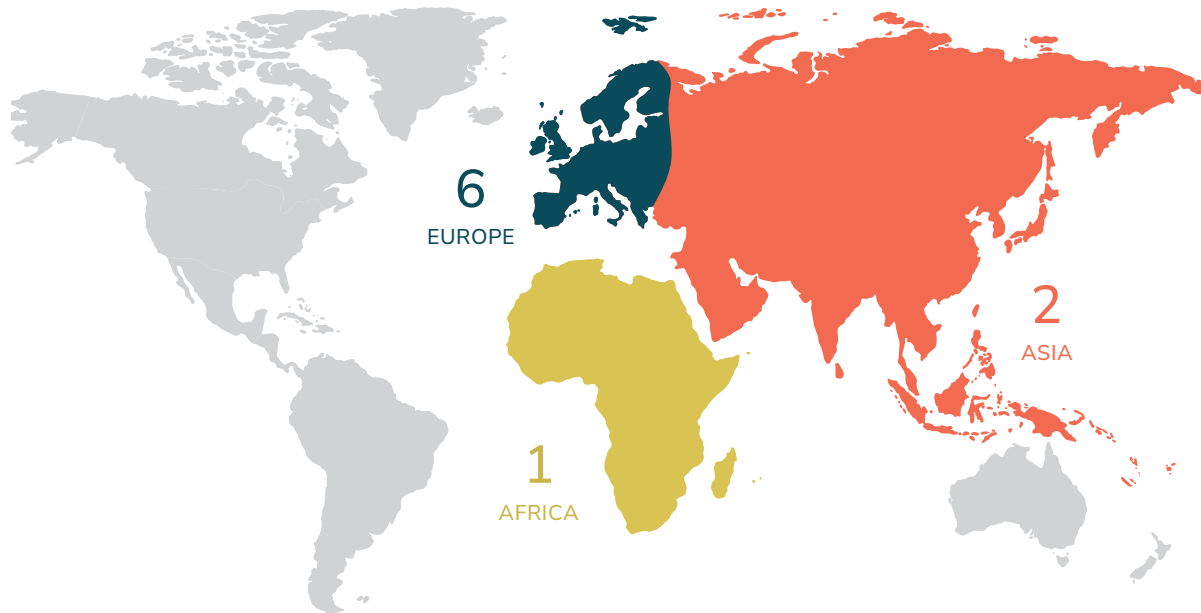
## Next Destination Status



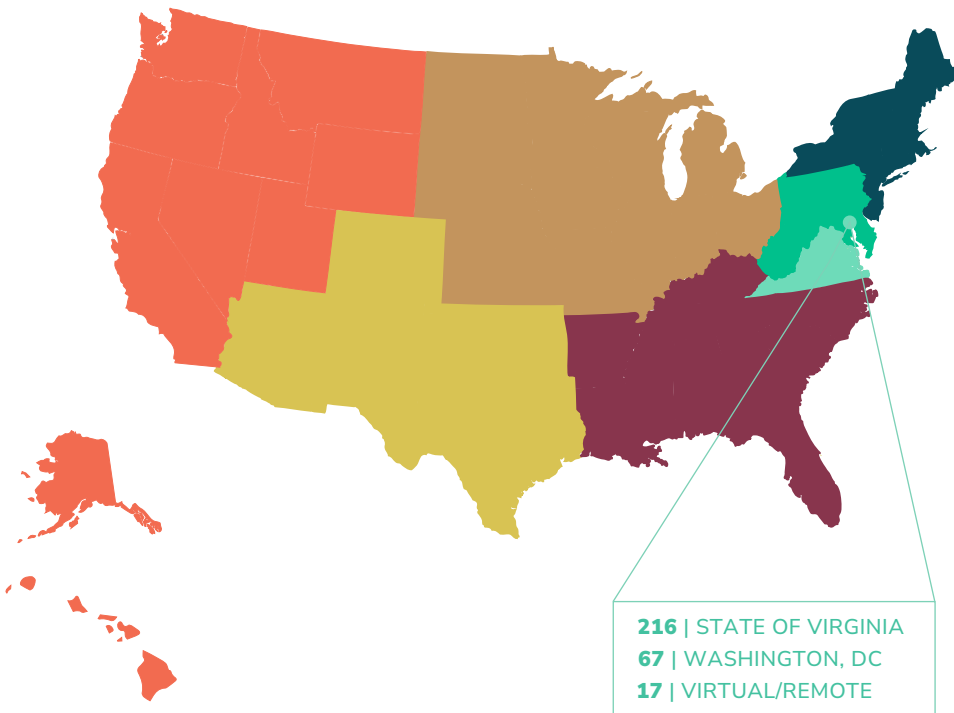
<b>468</b> <i>Working 30 or more hours per week</i>	<b>405</b> <i>Attending graduate/professional school</i>	<b>58</b> <i>Working less than 30 hours per week</i>	<b>29</b> <i>Applying to graduate/professional school</i>	<b>28</b> <i>Job seeking</i>	<b>13</b> <i>Volunteer or Service Program</i>	<b>5</b> <i>Military Service</i>	<b>5</b> <i>Other</i> <small>* Neither job seeking, attending graduate/professional school, or employed</small>
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## Geographic Distribution

48% ( 445/931) knowledge rate for location of employer or graduate/professional institution



\*Geographic Regions Outside of the US



**101** | MID-ATLANTIC  
(DE, MD, PA, WV)

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

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

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

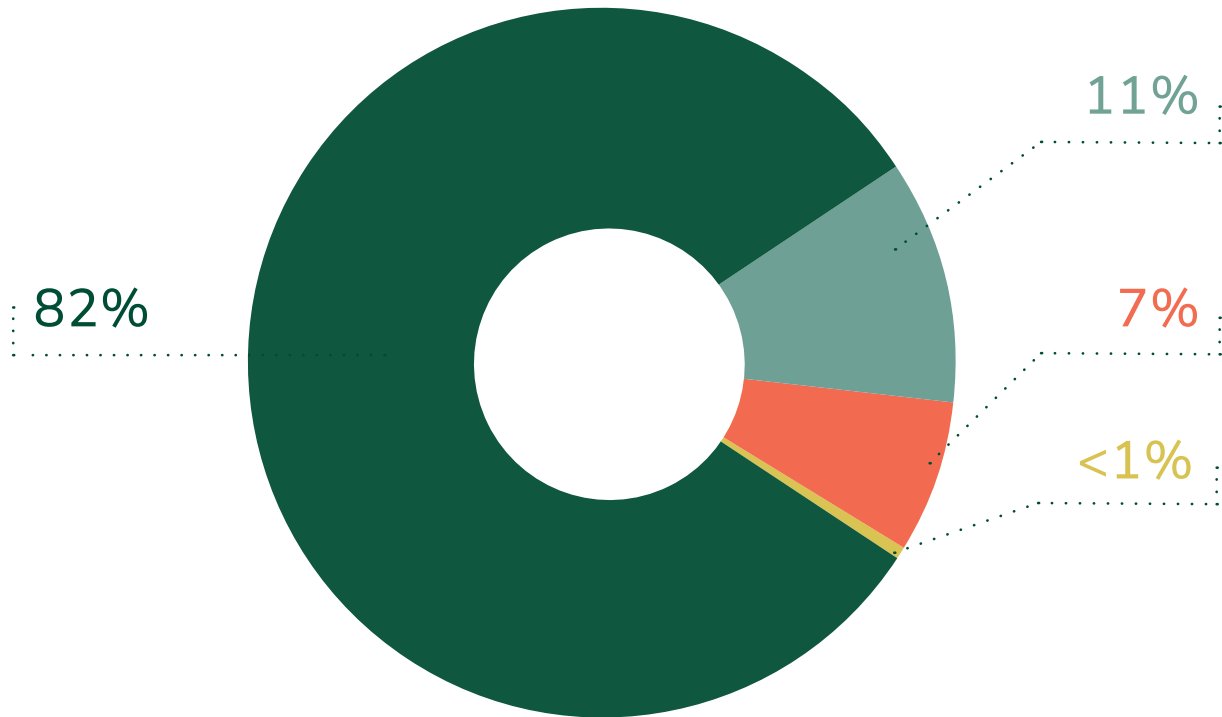
**3** | SOUTHWEST  
(AZ, CO, NM, OK, TX)

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

**216** | STATE OF VIRGINIA  
**67** | WASHINGTON, DC  
**17** | VIRTUAL/REMOTE

## Employment: Type & Title

52% of the total respondents (526) reported an employment type



432

Standard  
Job

56

Post-Bacc  
Internship/  
Fellowship/  
Research

35

Contract/  
Temporary  
Work

3

Entrepreneurial/  
Freelance

## *Employment: Title or Rank*

*Employment titles or rank occurring 2 or more times*

Account Coordinator	Editor	Registered Behavioral Technician
Account Executive	Fellow	Research Assistant
Account Manager	Intern	Research Intern
Actuarial Analyst	Investment Banking Analyst	Research Technician
Administrative Assistant	Junior Software Engineer	Software Developer
Advisory Associate	Legal Assistant	Software Development Engineer
Analyst	Marketing Coordinator	Software Engineer
Associate	Medical Assistant	Staff Assistant
Associate Consultant	Medical Scribe	Strategy & Consulting Analyst
Associate Software Engineer	Paralegal	Substitute Teacher
Associate Underwriter	Postbac IRTA	Teaching Assistant
Business Analyst	Production Assistant	Technical Consultant
Compliance Analyst	Program Assistant	Technical Solutions Engineer
Consultant	Program Associate	Volunteer
Data Analyst	Program Coordinator	
Data Scientist	Project Associate	

## Employment: Salary & Bonus

Salary and bonus information is based on 432 responses for those with a 'standard job' (not contract, post-Bacc internship, etc.)

22% (96/432) REPORTED SALARIES

*median*

\$75,000

\$74,521

*mean*

12% (51/432) REPORTED BONUSES

*median*

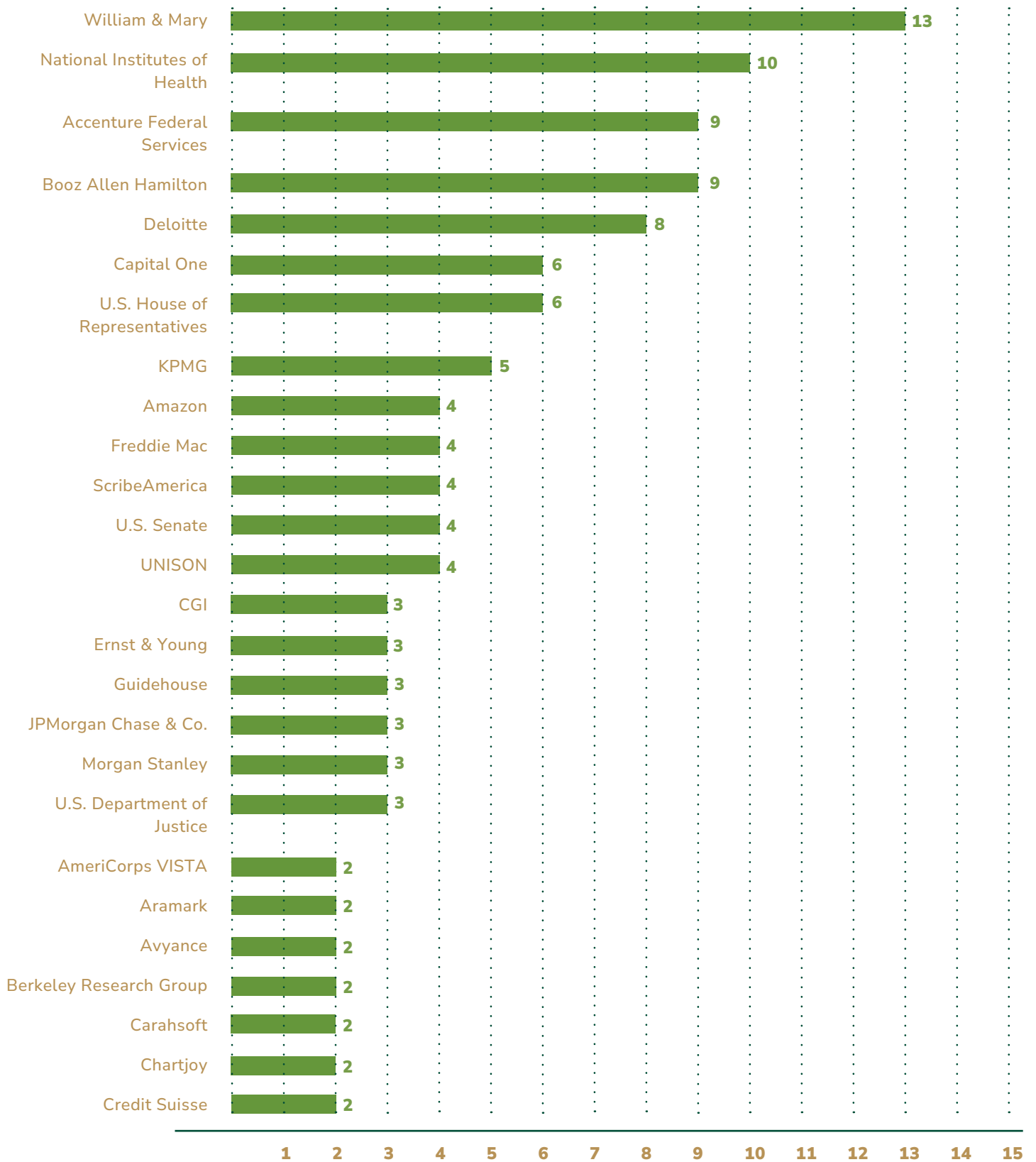
\$7,000

\$8,434

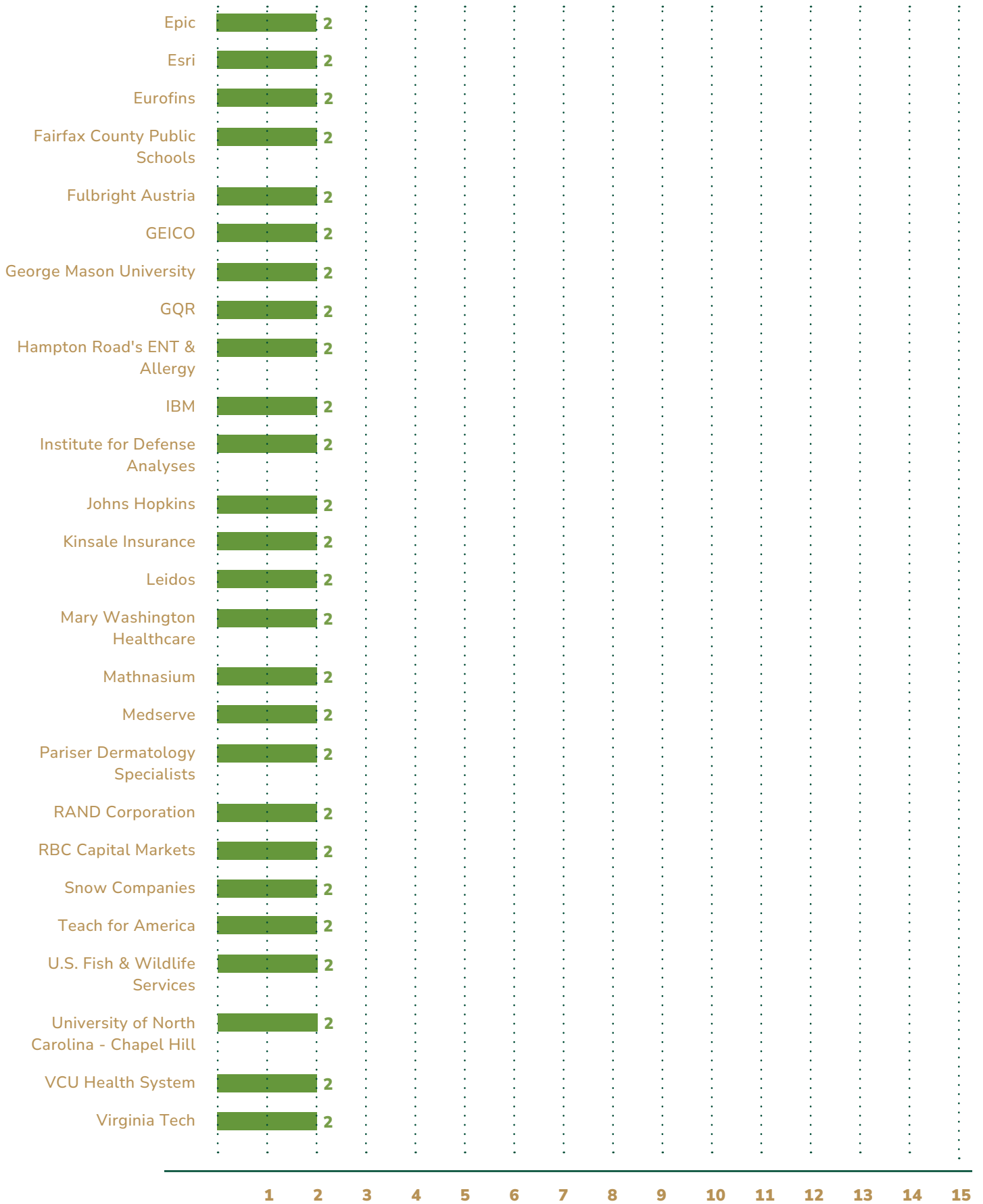
*mean*

## Top Employers: Arts & Sciences

Hiring 2 or more undergraduates

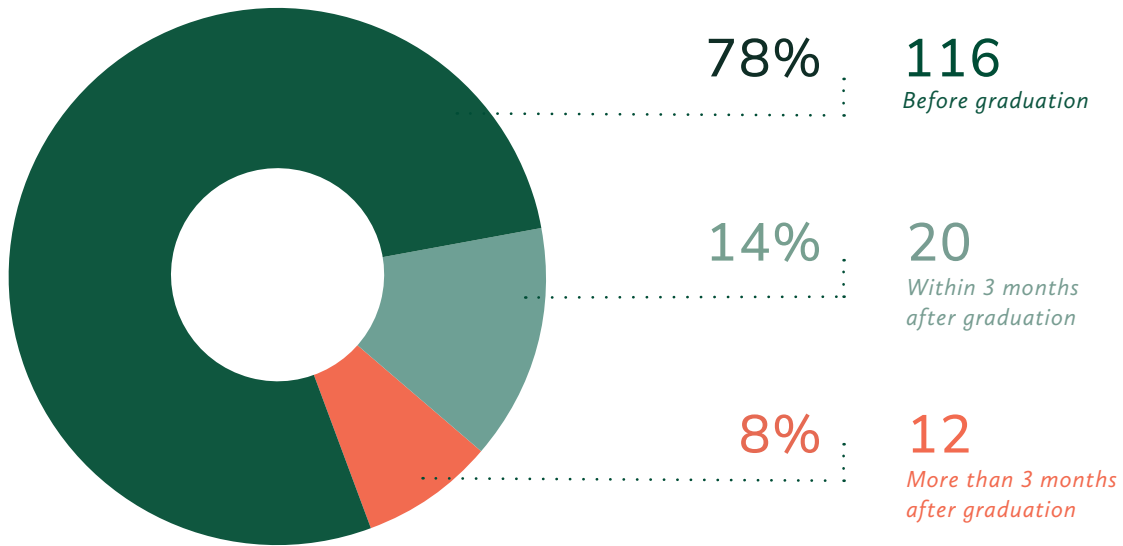


**OUTCOMES REPORT — UNDERGRADUATE ARTS & SCIENCES | CLASS OF 2023**



## Employment

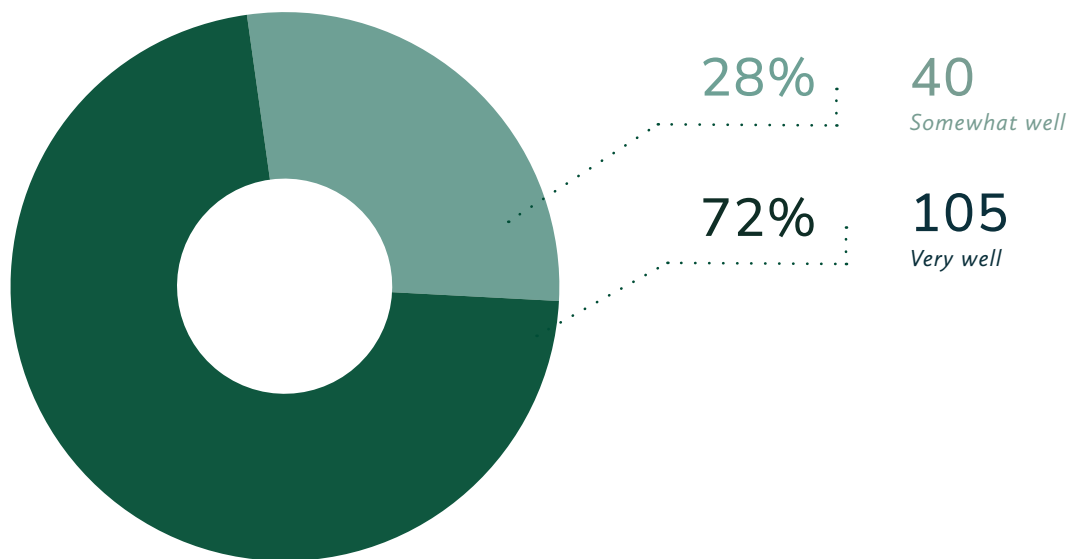
### ACCEPTED EMPLOYMENT OFFER/START DATE



148 RESPONSES

### ALIGNMENT WITH CAREER GOALS

100% (145/145) combined response for somewhat well and very well



145 RESPONSES

# 406 Unique Employers

## 52 Top Employers

2nd Order Solutions	AmeriCorps VISTA	AstraZeneca	Bucks County Orthopedic Specialists	Chexology
Accenture Federal Services	Amtrack	ATCC	Buddy Gene Foundation	Children's Hospital of Philadelphia
ACE Creatives	Andrew Gause's Martial Arts	Athlete Ally	Cafe Colline	Christie's
Acrisure	Anne Arundel Dermatology	Atlanta History Center	Calvert School	ChronoPhoto Corp.
AECOM	Anthropologie	Atlantic Council	Cape May Whale Watch & Research Center	Chrysalis Vineyards
Agudas Achim Congregation	Appalachian Conservation Corps	Atlas	Capital One	Cleary Gottlieb Steen & Hamilton LLP
AkzoNobel	Appian Corporation	Audley Travel	CapTech Ventures, Inc.	CN Internal Medicine
Alan Lescht & Associates, PC	Arab Center	Augur Consulting	Carahsoft	Colliers International
Allegheny General Hospital	Aramark	Avyance	Career Break	Colonial Farm Credit
Allen Institute	Arlington County Government	Axle Informatics	CarMax	Columbia University
Alliance Francaise de Washington	Arlington Partnership for Affordable Housing	Azure Summit Technology	Carnegie Endowment for International Peace	Compass
Allied Universal	Arthur's Jewelry	B Lab U.S. & Canada	Catalina Island Marine Institute	Compass Counseling Services of NOVA
Allstate Insurance Company	Artist Proof Collective	Barbizon Lighting Company	Center on Budget and Policy Priorities	Compass Group
Alpine Group Partners	Asian Pacific Islander Americans in Historic Preservation	Bergmann and Moore, LLC	CGI	Complexions Dermatology
Amazon	ASM Research	Berkeley Research Group	Chartjoy	Computer Packages Inc.
Amentum PAE	ASRC Federal	Bloomberg	Chemonics International	Computer Science and Engineering at the University of Michigan
American Conservation Experience	Associate Bioinformatician	Bode Technology	Chesapeake Bank	Continental Automotive
American Oversight	Aster Montessori School	Booz Allen Hamilton	Chesterfield County Public Schools	
American University		Brousseau & Lee, PLLC		

Cooper Ginsberg Gray PLLC	Esri	FTI Consulting	Harrisonburg City Public Schools	Professional Writers and Editors
CoStar Group	Ethiopian Community Support and Advocacy	Fulbright Austria	Harvard University	International Rescue Committee
Council of Foreign Relations	Eurofins	Gallup	Healthcare HRM	Invisible Technologies Inc
Credit Suisse	Ewers IP Law PLLC	Gamma Phi Beta International Sorority	Heath, Old & Verser, PLC	ION Group
Culmen International	Executive Office of the President	GEICO	Henrico County Public Schools	JAG Models
Custo Management Corporation	ExelARATION	General Dynamics Mission Systems	Highland School	Jamestown Rediscovery Foundation
Deloitte	Experience Rise Christian Academy	George Mason University	Hive	Japan Exchange & Teaching Program
Democratic National Committee	Express Homebuyers USA	Georgetown University	Home Care Delivered	Jefferson Lab
dentsu	Fairfax County Public Schools	Giant Food Pharmacy	Hopkins House	Johns Hopkins
Department of Energy	Federal Housing Finance Agency	Glass Half Full	HSBC	Johnson, Mirmiran & Thompson
Dermatology Center of Williamsburg	Federal Reserve Bank of Richmond	Glen Echo Group, LLC	Hughes	Joye Law Firm, LLP
Diggs for Senate	Federal Reserve Bank of St. Louis	GMMB	IBM	JPMorgan Chase & Co.
DMAero, LLC	Fidelity Investments	Google	ICF	Katz Banks Kumin LLP
Dr. Christina Michael	First-Gen Place	GQR	Ideal Option	KCIC
DTS	Food and Drug Administration	Grace Farms Foundation	Inova Health System	Kid's Morning Out
Du-Zel Consulting LLC	Forbes Law Firm	Greenway Health	Institute for Advanced Learning and Research	Kiewit
ECPI University	Foreign Service Institute	GSA	Institute for Defense Analyses	Kinsale Insurance
Edmund Burke School	Foundation for Individual Rights and Expression	Guidehouse	Institute for Strategic Dialogue	Kirkland & Ellis
Electro Magnetic Applications, Inc	France Education International	Gunston Hall Plantation	Intact Technology	KPMG
Elite Gynecology Center	Fred Hutch	Habitat for Humanity	Intermountain Healthcare - Mountain Family Health Clinic	Larsen Carnes PC
Epic	Freddie Mac	Hamkae Center	International Association of	Law Office of Michael Ephraim
Ernst & Young		Hampton Road's ENT & Allergy		Leadership Institute
		Harmelin Media		Leading Authorities, Inc.

Leidos	Mercer	Northern Virginia United Academy	Positive Development	RPM Services Group
LG CNS	Metropolis Technologies	Northrop Grumman	PPD	Salesforce
Lisa Schumaier	Michael Best & Friedrich LLP	Oak Ridge Institute for Science and Education	Prince William County Public Schools	San Francisco Compute Company
Little Leaves Behavioral Science	Michaels Stores	Oak Street Health	Project SEARCH	ScribeAmerica
Loevy & Loevy	Middleburg Life	ooPoll	Providence Animal Center	Scrofano Law
Loudoun County Public Schools	Migliaccio & Rathod LLP	Opera Lafayette	Pulitzer Center	Sentara Health
M.C. Dean, Inc.	Millennium Challenge Corporation	Orlin & Cohen Orthopedics	PwC	ServeOne America, Inc.
Maggie Hassan for Senate	MITRE	Oyster Point Family Practice	QuantCAD LLC	SHRM
Maine Conservation Corps	Mongolian Conservation Initiative	Palladium	RAND Corporation	Silverhand Meadery
Manhattan District Attorney's Office	Morgan Stanley	Pariser Dermatology Specialists	RBC Capital Markets	SimIS, Inc.
Marathon Consulting	NASA	Peace Corps	RCS Learning Center	Sky Road LLC
Markel	National Council for Preservation Education	Penguin Random House	ReEstablish Richmond	Snow Companies
Marker Learning	National Grid	Peraton	Reine Digital	South River Mortgage
MARKETview Education Partners	National Institutes of Health	PetSmart	Reingold, Inc	SpaceX
Mary Washington Healthcare	National Quality Forum	Pew Research Center	Reservoir Center for Water Solutions	Special Competitive Studies Project - SCSP
Mass General Hospital	National Society Daughters of the American Revolution	Phi Mu Fraternity	Revere Asset Management	Spectrus
Massachusetts Teachers' Retirement System	NBC Universal	Philmont Scout Ranch	Rheumatic Specialty Center	St. Basil the Great Parish
Mathnasium	New Hope Health	Physical Therapy Solutions	Richmond Professional Lab	St. Francis Hospital & Heart Center
Mayor of Cincinnati	New River Community College	Piper Sandler	River Rock Climbing LLC	Starbucks
Medserve	Norfolk Public Schools	Plante Moran	Riverside Partners in Women's Health Williamsburg	SteelMaster Buildings
MedStar Health		Plus Communications		SubCom
Memorial Sloan Kettering Cancer Center		PosAbilities ABA Clinic	Rook Coffee	Take2 Consulting, LLC

TAPIF	The Ohio State University	U.S. Department of Justice	Valens Global	Corporation Commission
Taylor Diaz & Soltis PLLC	The Spice & Tea Exchange	U.S. Department of the Interior	Valic	Virginia Tech
Teach for America	The University of Pennsylvania	U.S. Fish & Wildlife Services	Varsity Tutors, a Nerdy Company	Virgo Health
Team Excel	The Urban Writers	U.S. Food and Drug Administration	VCU Health System	Visa Inc.
Technology Service Corporation	The Virginia Aquarium and Marine Science Center	U.S. Government	Venture for America	VistaShare, LLC
Terracon	Third Bridge Group Limited	U.S. House of Representatives	Vermont Green Football Club	VT Group
Tesla	Trader Joe's	U.S. Postal Service	Vineyard Power Cooperative	Wagner Kapoor Institute
The Center for Election Innovation & Reseach	TRC	U.S. Senate	Virginia Beach General District Court	Washington University in St. Louis
The Center for Reproductive Rights	Tulane University	UNC Health	Virginia Commonwealth University	Weichert, Realtors
The Christian Science Monitor	U.S. Army	UNISON	Virginia Department of Emergency Management	Westat
The City of Williamsburg	U.S. Army Corps. of Engineers	Unisys	Virginia Department of Environmental Quality	William & Mary
The Colonial Williamsburg Foundation	U.S. Army Engineer Research and Development Center (ERDC)	United Nations Foundation	Virginia Department of Health	Willis Towers Watson
The Dispatch	U.S. Bankruptcy Court	Universal Title	Virginia Department of Transportation	Willow Run Farm
The Door	U.S. Dairy Export Council	University of Illinois Urbana-Champaign	Virginia Economic Development Partnership	Willow Valley Communities
The Inn at Poplar Springs	U.S. Department of Agriculture	University of Maryland	Virginia Governor's Office	World Learning
The Jackson Clinics	U.S. Department of Defense	University of North Carolina - Chapel Hill	Virginia Quarterly Review	WTW
The Jewish Federation of Greater Washington	U.S. Department of Energy Loan Programs Office	University of Virginia	Virginia State	Yellow House Consulting Group
The Library of Congress	U.S. Department of Homeland Security	University of Washington		Yleana Leadership Foundation
The Mayo Clinic		Utah State University		Yorktown Animal Hospital
The Nature Conservancy		UVA Health		zutBe.

## Graduate/Professional Schools: Arts & Sciences

44% (405/931) attending graduate/professional school  
 99.8% (404/405) of graduate/professional program destinations are known

### TOP GRADUATE/PROFESSIONAL SCHOOLS

*2 or more undergraduates report attending*

2	Arizona State University	6	Johns Hopkins University	2	University of Maryland - College Park
2	Boston College	2	Leiden University	4	University of Michigan
2	Boston University	3	Liberty University	2	University of Minnesota - Twin Cities
4	Brown University	4	New York University	4	University of North Carolina - Chapel Hill
3	Carnegie Mellon University	2	Northeastern University	2	University of Oxford
13	Columbia University	3	Northwestern University	11	University of Pennsylvania
2	Cornell University	4	Old Dominion University	2	University of Pittsburgh
7	Duke University	2	Pennsylvania State University	5	University of Richmond
4	Eastern Virginia Medical School	2	San Diego State University	2	University of St. Andrews
4	Emory University	2	Temple University	21	University of Virginia
2	Fordham University	2	Texas A&M University	3	University of Wisconsin - Madison
14	George Mason University	3	Tufts University	3	Vanderbilt University
14	George Washington University	2	University of California - Berkeley	17	Virginia Commonwealth University
7	Georgetown University	3	University of Cambridge	2	Wake Forest University
2	Georgia Institute of Technology	2	University of Chicago	94	William & Mary
6	Harvard University	2	University of Georgia	8	Yale University
2	James Madison University	3	University of Illinois Urbana-Champaign		

125 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

American University	Mississippi State University	University of Chicago
Arizona State University	Mount St. Mary's University	University of Colorado Denver
Belmont University	New York University	University of Delaware
Boston College	North Carolina State University	University of Florida
Boston University	Northeastern University	University of Georgia
Brown University	Northwestern University	University of Houston
California State University - Monterey Bay	Oakland University	University of Illinois Urbana-Champaign
Carnegie Mellon University	Old Dominion University	University of Kansas
Case Western Reserve University	Pennsylvania State University	University of Maine
Charleston Southern University	Perimeter Institute for Theoretical Physics	University of Maryland - Baltimore
Christopher Newport University	Pittsburgh University	University of Maryland - College Park
City, University of London	Providence College	University of Michigan
Clemson University	Purdue University	University of Minnesota - Twin Cities
College of Charleston	Queen's University Belfast	University of New Hampshire
Columbia University	Relay Graduate School of Education	University of North Carolina - Chapel Hill
Cornell University	Rutgers University - Camden	University of North Carolina - Wilmington
Duke University	Rutgers University - Newark	University of Oregon
Eastern Virginia Medical School	Saint Vladimir's Orthodox Theological Seminary	University of Oxford
ECPI University - Innsbrook	Salus University	University of Pavia
Emory & Henry	San Diego State University	University of Pennsylvania
Emory University	Sciences Po	University of Pittsburgh
Fairleigh Dickinson University - Madison	Southern Illinois University	University of Richmond
Florida State University	Southern New Hampshire University	University of Rochester
Fordham University	Stella Adler Studio of Acting	University of Salamanca
Geisinger Commonwealth School of Medicine	SUNY - Albany	University of San Francisco Law School
George Mason University	SUNY - ESF	University of South Carolina
George Washington University	Syracuse University	University of St. Andrews
Georgetown University	Tampere University	University of Tennessee
Georgia Institute of Technology	Temple University	University of Texas at Austin
Hampton University	Texas A&M University	University of Virginia
Harvard University	The Chicago School	University of Washington
Hopkins-Nanjing Center	The University of Toledo	University of Wisconsin - Madison
IE Business School	Tri-County Community College	University of Wisconsin - Milwaukee
Indiana University - Indianapolis	Tufts University	Vanderbilt University
James Madison University	Uniformed Services University	Virginia Commonwealth University
Johns Hopkins University	University of British Columbia - Vancouver	Virginia Tech
Kean University	University of California - Berkeley	Virginia-Maryland College of Veterinary Medicine
Leiden University	University of California - Davis	Wake Forest University
Liberty University	University of California - San Diego	Waseda University
London School of Economics and Political Science	University of California - Santa Cruz	William & Mary
Miami University	University of Cambridge	Yale University
Michigan State University	University of Canterbury	

## 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:

**253** members of the class of 2023 reported participation in Applied Learning Experiences

**846** Total number of experiences reported by the class of 2023

**3** Average number of experience types reported by alumni

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

### Applied Learning

