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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 65.6% 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
- 6% Working less than 30 hours per week
- 11% 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

Outcomes Report — Undergraduate Arts & Sciences of 2020

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

**Global Distribution Map**

- **9** in **Europe**
- **9** in **Asia**
- **3** in **Other North America**
- **1** in **South America**

**Regional Distribution**

- **634** in **Mid-Atlantic** (DC, DE, MD, PA, VA, WV)
- **38** in **Midwest** (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)
- **120** in **Northeast** (CT, MA, ME, NH, NJ, NY, RI, VT)
- **81** in **South** (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)
- **23** in **Southwest** (AZ, CO, NM, OK, TX)
- **42** in **West** (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)
- **457** in **State of Virginia**
- **36** in **New York, NY**
- **113** in **Washington, DC**
- **12** in **Unknown**

**Geographic Data**

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

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

- 79% Standard Job
- 421 Post-Bacc Internship/Fellowship/Research
- 21 Contract Employment
- 18 Service (Volunteer, Military)
- 10 Entrepreneurial/Freelance
- 7 Unknown

11% 4% 3% 2% 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)

<table>
<thead>
<tr>
<th>Employer</th>
<th>Rank</th>
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<tr>
<td>Federal Deposit Insurance Corporation (FDIC)</td>
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<td>Google</td>
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<td>Guidehouse</td>
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<tr>
<td>Integrity Risk International</td>
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<td>James City County - Virginia</td>
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<tr>
<td>KCIC</td>
<td>2</td>
</tr>
<tr>
<td>Kekst CNC</td>
<td>2</td>
</tr>
<tr>
<td>KPMG</td>
<td>2</td>
</tr>
<tr>
<td>Microsoft Corporation</td>
<td>2</td>
</tr>
<tr>
<td>National Institutes of Health (NIH)</td>
<td>2</td>
</tr>
<tr>
<td>Newport News Public Schools</td>
<td>2</td>
</tr>
<tr>
<td>Riverside Health System</td>
<td>2</td>
</tr>
<tr>
<td>RTI International</td>
<td>2</td>
</tr>
<tr>
<td>The Borgen Project</td>
<td>2</td>
</tr>
<tr>
<td>Tiber Capital Group</td>
<td>2</td>
</tr>
<tr>
<td>US Air Force</td>
<td>2</td>
</tr>
<tr>
<td>US Navy</td>
<td>2</td>
</tr>
</tbody>
</table>
Employment: Acceptance & Alignment

**Accepted Employment Offer/Start Date**

- 159 Before graduation (77%)
- 37 Within 3 months after graduation (18%)
- 11 More than 3 months after (5%)

207 Responses

**Alignment with Career Goals**

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

- 101 Very well (36%)
- 62 Somewhat well (6%)
- 10 Not well/unsure (58%)

173 Responses
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
ARServices
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 Mellon University
Casa de Esperanza
Cathell & Associates, LLC
CAYRIEL LLC
Celerion
Cengage
CGI Inc.
Charles Schwab
Charles Stark Draper Laboratory, Inc.
Cherry Bekárt
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
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
Educe Group
Edu-Futuro
Edward Jones
Elite Editing
Ellis County Democratic Party
ELS 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  
iD Tech 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  
Kness 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  
Nail St. Grill  
Minnesota Eye Consultants  
MOM’s Organic Market  
Naval Air Warfare Center Aircraft Division (NAWCAD)  
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  
Natural Resources Defense Council
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 Political 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

| Albert Einstein College of Medicine | Mississippi State University  |
| Barry University | Montgomery College  |
| Boston University | New Mexico Highlands University  |
| Brandeis University | New York University  |
| Brown University | North Carolina A&T State University  |
| Bryn Mawr College | Notre Dame of Maryland University  |
| California State University – Fullerton | Nova Southeastern University  |
| Clemson University | Oklahoma State University  |
| Cornell University | – Stillwater/Tulsa  |
| Cuny Bernard M. Baruch College | Penn State – Hershey Park Med Ctr  |
| Dartmouth College | Philadelphia College of Osteopathic Medicine  |
| Edward Via College of Osteopathic Medicine – Virginia | Purdue University  |
| Fordham University | – West Lafayette  |
| Georgia State University | Rutgers – The State University of NJ – Biomedical  |
| Hofstra University | Saint Leo University  |
| Howard University | Shenandoah University  |
| Icahn School of Medicine at Mount Sinai | Syracuse University  |
| Iowa State University | Temple University – Medical  |
| James Madison University | Texas A&M University  |
| King’s College London | The New School  |
| Liberty University | The Ohio State University  |
| Lipscomb University | Thomas Jefferson University Medical  |
| Longwood University | Tidewater Community College  |
| Marine Institute – Memorial University of Newfoundland | Tufts University School of Medicine  |
| Marquette University | U of New England – Dental  |
| Meharry Medical College | Universidad De Sevilla  |
| MGH Institute of Health Professions | University of Alaska  |
| University of Arizona | University of California – Berkeley  |
| University of California – Los Angeles | University of California – Santa Barbara  |
| University of Chicago | University of Cincinnati  |
| University of Connecticut | University of Florida  |
| University of Hartford | University of Houston  |
| University of Indianapolis | University of Kansas  |
| University of Louisiana Lafayette | University of Massachusetts Boston  |
| University of North Georgia | University of Oklahoma  |
| University of Oregon | University of Oxford  |
| University of San Diego | University of South Florida  |
| University of Southern California | University of St. Andrews  |
| University of Texas at Austin | University of Vermont & State Agricultural College  |
| Villanova University | Washington and Lee University  |
| West Virginia University |  |
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**

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<td>Spring</td>
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<tr>
<td>Winter</td>
<td>48</td>
</tr>
<tr>
<td>Fall</td>
<td>66</td>
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</tbody>
</table>
COMPENSATION

234 total responses: 161 paid, 34 unpaid

TOP SITES FOR MOST MEANINGFUL EXPERIENCES

2 AC Beverage
2 Accenture
3 Bank of America
3 Merrill Lynch
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)
52 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