Table of Contents

Methodology............................................................................................................................1
Results for Undergraduates of the Arts & Sciences ............................................................2
Employment: Type & Title ....................................................................................................4
Employment: Salary & Bonus ................................................................................................6
Top Employers .........................................................................................................................7
Employment: Acceptance & Alignment ...............................................................................9
Unique Employers ................................................................................................................10
Graduate/Professional Schools .............................................................................................13
Experiential Education .........................................................................................................15

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 Major2
64% Knowledge rate n=952/1487
88% (834/952) reported working full-time or attending graduate school

Next Destination Status

52%

33%

7%

3%

3%

2%

490
Working 30 or more hours per week

315
Attending graduate/ professional school

69
Job seeking

29
Working less than 30 hours per week

27
Pursuing graduate/ professional school

22
Other
Geographic Distribution

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

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

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

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

67 | SOUTH
(AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)

29 | 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
16 |UNKNOWN
Employment: Type & Title

99% response rate (514/519)

<table>
<thead>
<tr>
<th>Type &amp; Title</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Standard Job</td>
<td>73%</td>
</tr>
<tr>
<td>Post-Bacc Internship/Fellowship/Research</td>
<td>15%</td>
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<tr>
<td>Contract Employment</td>
<td>4%</td>
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<tr>
<td>Service (Volunteer, Military)</td>
<td>1%</td>
</tr>
<tr>
<td>Entreprenurial/ Freelance</td>
<td>1%</td>
</tr>
<tr>
<td>Unknown</td>
<td>6%</td>
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</tbody>
</table>

- **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*

<table>
<thead>
<tr>
<th>Job Title/Rank</th>
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</thead>
<tbody>
<tr>
<td>2nd Lieutenant</td>
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<tr>
<td>Administrative Assistant</td>
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<tr>
<td>Advisory Associate</td>
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<tr>
<td>Americorps Service Member</td>
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<tr>
<td>Analyst</td>
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<tr>
<td>Archaeology Technician</td>
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<tr>
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<td>Assistant Teacher</td>
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<tr>
<td>Associate Consultant</td>
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<tr>
<td>Business Analyst</td>
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<tr>
<td>Business Systems Analyst</td>
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<tr>
<td>Care Coordinator</td>
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<tr>
<td>Consultant</td>
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<tr>
<td>Corps Member</td>
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<tr>
<td>Data Analyst</td>
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<tr>
<td>Education Apprentice</td>
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<tr>
<td>EMT</td>
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<tr>
<td>English Teaching Assistant</td>
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<tr>
<td>Executive Assistant</td>
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<tr>
<td>Fellow</td>
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<td>Field Organizer</td>
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<tr>
<td>Graphic Designer</td>
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<tr>
<td>Intern</td>
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<td>Investment Banking Analyst</td>
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<tr>
<td>Junior Fellow</td>
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<td>Lab Technician</td>
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<tr>
<td>Legal Assistant</td>
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<td>Management Consultant</td>
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<td>Marketing Analyst</td>
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<td>Medical Assistant</td>
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<td>Medical Scribe</td>
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<tr>
<td>Paralegal</td>
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<tr>
<td>Peace Corps Volunteer</td>
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<tr>
<td>Professional Services Associate</td>
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<tr>
<td>Project Assistant</td>
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<td>Sales Development Representative</td>
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<td>Teacher</td>
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<tr>
<td>Teaching Assistant</td>
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<tr>
<td>Trip Leader</td>
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</tbody>
</table>
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

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

**Employment**

**ACCEPTED EMPLOYMENT OFFER/START DATE**

- **230** Before graduation
- **163** Within 3 months after graduation
- **98** More than 3 months after

**ALIGNMENT WITH CAREER GOALS**

- **148** Very well
- **139** Somewhat well
- **16** Not very well
- **8** I don’t know my career goals

**92% (287/311) combined response for somewhat well and very well**
360 Unique Employers

60 Top Employers

9 Story Media Group
A Starting Place
AAAS
Abbott Laboratories
Abrigio
Académie de Lille
Accenture / Accenture Federal Services
Active Family Wellness
ADP
AECOM
Aerotek
Agency
AIS
Akin Gump Strauss Hauer & Field LLP
Alexandria City Public Schools
AlixPartners
Allianz Partners
Amalgamated Transit Union
Amazon
Amazon Web Services
AMC Networks - The Walking Dead: World Beyond
American Conservation Experience
American Enterprise Institute
American Express
American Institutes for Research
American Red Cross Los Angeles
Americorps
AMR
AnaVation LLC
Ankura Consulting
Anxiety Disorders Center at the Institute of Living, Hartford Hospital
Apex Systems
Aramark
Arizona Republic
Arizona State University
Arlington Economic Development
Arnold & Porter Kaye Scholer LLP
ASRC Federal
Atlantic Bay Mortgage Group
Avalere Health
Avalon Center
AXA
BAE Systems
Balance Gym
Baltimore Orioles
Bank of America
Merrill Lynch
Barclays
Barrow Brian and Spine
Battelle
Battle Monument Partners
Berkeley Research Group
Bernie 2020
Bespoke Sports & Entertainment
Bethlehem College & Seminary
BioReliance
Black Box Studios
Bloomberg
Blue Plate Books
Booz Allen Hamilton
Boston Medical Center (BMC)
Box
Boyd Caton Group
Business Insider
CAIR Coalition
California Native Plant Society
Cambridge Associates
Capco
Capital One
CapTech
Carahsoft Technologies
Cardinal Education
Carilion Clinic
Catholic Charities
Cedar Hill Management
Censeo Consulting Group Inc.
Centauri
Center for Autism and Related Disorders
Center for Geospatial Analysis, William & Mary
Center for Strategic and International Studies
CEPA
CERN
CGI Inc.
Children’s Hospital Colorado
Chong + Koster
City of Charlottesville
City Year
CNBC
Coachella Valley Water District
Coffeeshop
Colegio Bennett
Colonial Williamsburg Foundation
Colonial Williamsburg Foundation
Colony Cleaning Company
Columbia
Columbia University in the City of New York
Commonwealth of Virginia - Office of the Governor
Community Empowerment Fund
Comprehensive Community Based Rehabilitation in Tanzania (CCBRT)
Congregation Olam Tikvah
Corn Warriors
Cornell University
Cornerstone Research
CoStar Group
Cravath, Swaine & More LLP
Cree
CTC
CVP
DC United
Defenders of Wildlife
Deloitte
Denison University
Duke University
EAB
Eaton Vance
Echinacea Project
Echo Hill Outdoor School
ECS Mid-Atlantic
Edelman
Educe Group
El Pomar Foundation
Ellumen, Inc.
Enterprise Holdings
Environment Virginia
Environmental Integrity Project
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
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
Our Lady of Good Counsel Catholic Church and School
Overland Summers
PAI
Parsons Corporation
Partner4Work Pittsburgh
Paycom
Payfactors
PBMares
Peace Corps
Philadelphia College of Osteopathic Medicine
POLIHIRE
Porter Novelli
PPD
PRA Group
Premier Orthopaedics
PrimeMPS
Princeton in Latin America
Privia Health
Procter & Gamble
Professional Golfer
Proctorae Law
Publicis Health Media, LLC
PwC
Qualtrics
Quinn Development Service
Radd Interactive
RadNet
Ramboll
ReliaQuest
Re-Member
Richmond Behavioral Health Authority
Riverside Health System
Rodale Institute
RTI International
Rutgers University
Sage Ridge School
Salamandra, LLC
San Diego Museum of Art
Sara Lawrence College
Sasha Bruce
Youthwork
ScribeAmerica
Scribekick
Sea Dragon Education
Self-Employed
Sentara Healthcare
Sequoia Farms
Stringrays
ServiceSource
Sexual Assault Resource Agency
SGS
Shorelight Education
Skyword
Smithsonian Institution, National Air and Space Museum
Soundview Medical Associates
Spark Foundry
Spatial Front, Inc
State of Virginia
Stephie & Johnson LLP
Stimson Center
Stone Mountain Memorial Association
Stryker Corporation
Student Conservation Association
Sunrise Movement
Susquehanna International Group
Taco Bell
Take the Majority 2019
TAPIF
Target
Teach For America
Teaching, Research & International Polity (TRIP) Project
TED Conferences
The Advisory Board Company
The Arc of Northern Virginia
The Brattle Group
The Coalition for Government Procurement
The Frost Group
The Home Ranch
The Kensington School
The Mayfair Group LLC
The Nature Conservancy
The Ohio State University
The Roosevelt Group
TheGuarantors
Thomas Jefferson University Hospital
Tony’s Salon
Total Quality Logistics
TransAmerica - World Financial Group
University of Chicago
University of Denver
University of Maryland
University of North Carolina at Chapel Hill
University of Pennsylvania
University of Southern California
University of St. Andrews - Mlitt International Security Studies
University of Tokyo
University of Utah
University of Virginia
University of Wisconsin-Madison
US Air Force
US Army
US Department of Homeland Security
US Department of Justice
US Department of State
US House of Representatives
US Navy
US Senate
USGS
ValidaTek, Inc
Vanderbilt University Law School
VCU Health
Verizon
Verizon Media
Viacom
Virginia Commonwealth University
Virginia Gazette
Virginia Institute of Marine Science
Virginia Natural Heritage Program
Virginia Tech Cooperative Extension
Vorsight
W.W. Norton & Company, Inc
Walmart E-commerce at Jet.com
Walt Disney World
Warren for President
Washington Redskins
Wellspring Health Services
WETA
William & Mary
William & Mary Global Research Institute
Williamsburg Health Foundation
Williamsburg-James City County Public Schools
Windermere Real Estate
WiserAdvisor.com
Xi’an Jiaotong-Liverpool University
Yale University
Year Up New York
Yelp
Graduate/Professional School

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

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

2 or more undergraduates report attending

<table>
<thead>
<tr>
<th>Rank</th>
<th>Institution</th>
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<tbody>
<tr>
<td>1</td>
<td>Virginia Commonwealth University</td>
</tr>
<tr>
<td>2</td>
<td>University of Texas at Austin</td>
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<tr>
<td>2</td>
<td>University of Utah</td>
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<td>University of Virginia</td>
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<td>University of Wisconsin-Madison</td>
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<tr>
<td>3</td>
<td>Vanderbilt University</td>
</tr>
<tr>
<td>4</td>
<td>Virginia Polytechnic Institute and State University</td>
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<tr>
<td>5</td>
<td>William &amp; Mary</td>
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<td>6</td>
<td>Yale University</td>
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<thead>
<tr>
<th>Rank</th>
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<tbody>
<tr>
<td>1</td>
<td>University of North Carolina at Chapel Hill</td>
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<td>University of Pennsylvania</td>
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<td>University of Pennsylvania</td>
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<td>University of Georgia</td>
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<td>University of Maryland - College Park</td>
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<tr>
<td>2</td>
<td>University of Michigan</td>
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<td>63 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS</td>
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<td>Michigan State University</td>
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<td>Michigan Technological University</td>
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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
COMPENSATION

420 total responses: 245 paid, 175 unpaid

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