



WILLIAM
& MARY
CHARTERED 1693

COHEN CAREER CENTER

OUTCOMES REPORT

Arts & Sciences | Undergraduates

CLASS OF 2019



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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*.

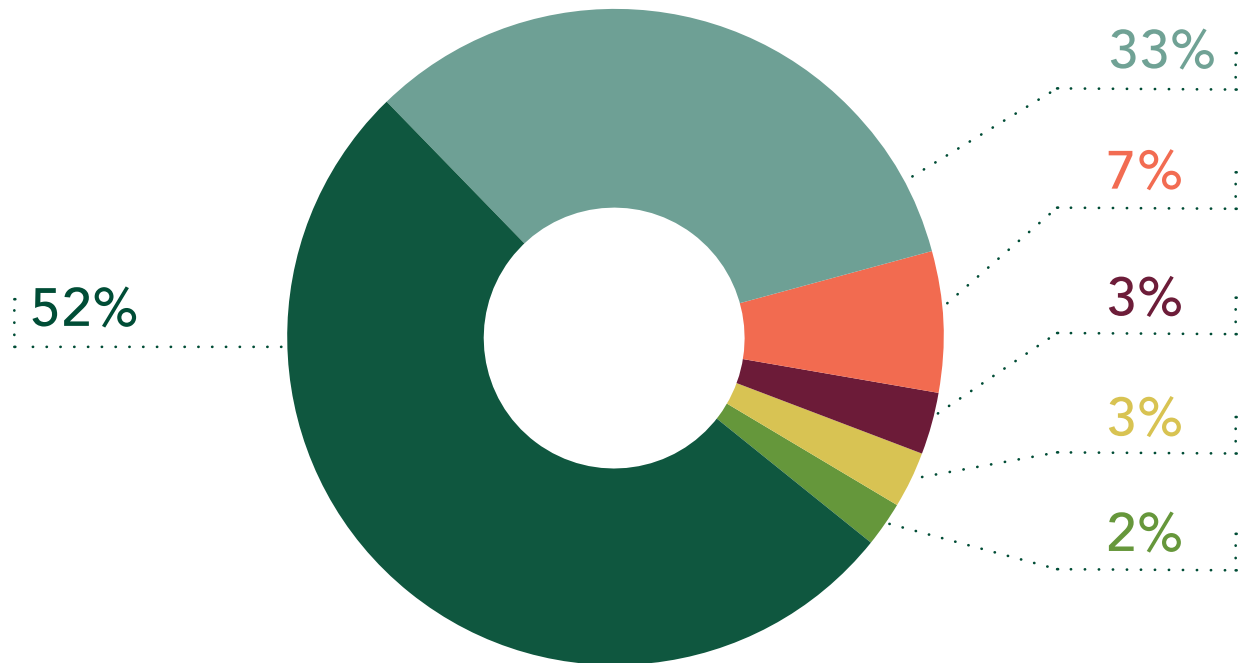
Results

Class of 2019 BA, BS: A&S Major 1 / BBA: A&S Major2

64% Knowledge rate n=952/1487

88% (834/952) reported working full-time or attending graduate school

Next Destination Status



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

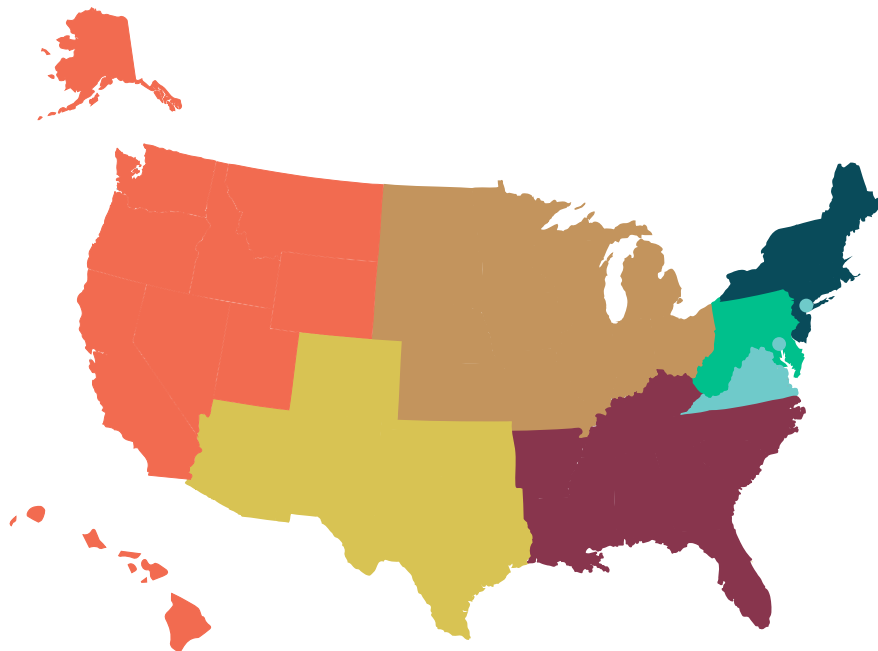
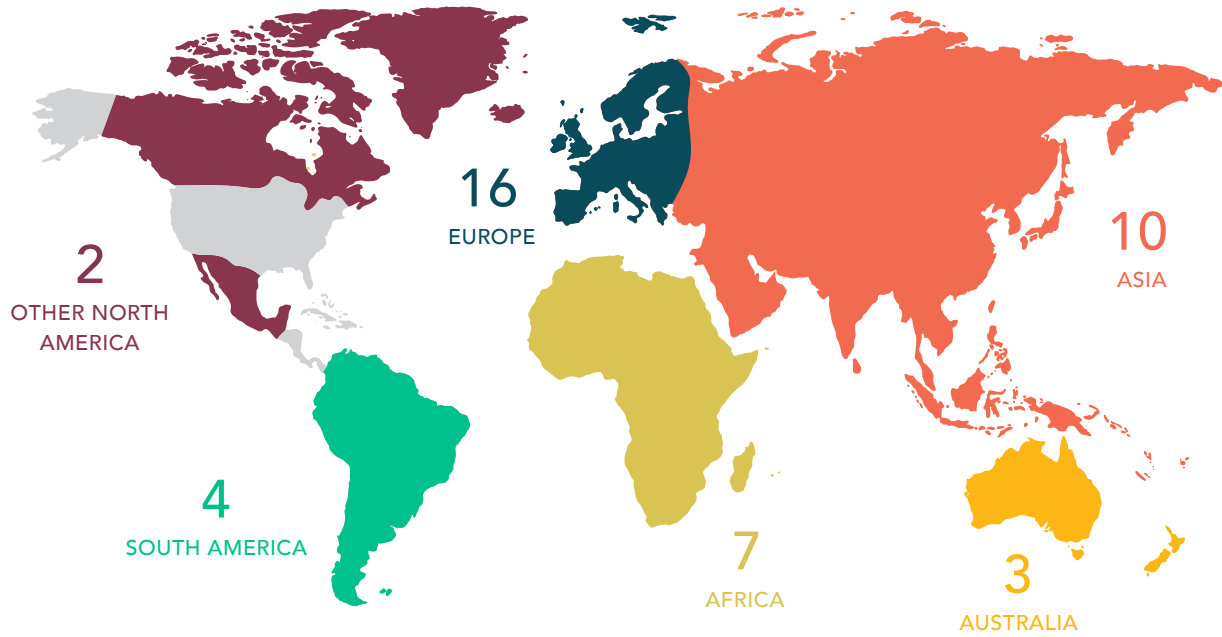
Pursuing graduate/professional school

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

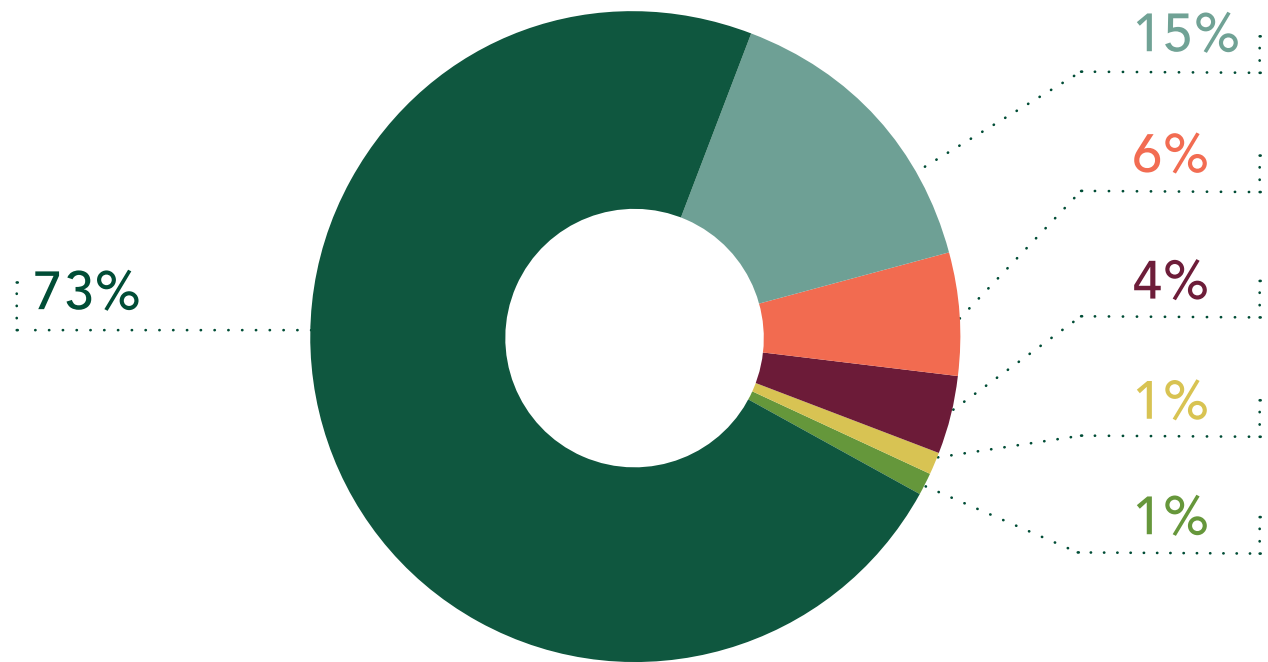
27 | NEW YORK, NY

137 | WASHINGTON, DC

16 | UNKNOWN

Employment: Type & Title

99% response rate (514/519)



379

Standard
Job

80

Post-Bacc
Internship/
Fellowship/
Research

30

Contract
Employment

20

Service
(Volunteer,
Military)

5

Entrepreneurial/
Freelance

5

Unknown

Job Title/Rank

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

2nd Lieutenant	Data Analyst	Peace Corps Volunteer
Administrative Assistant	Education Apprentice	Professional Services Associate
Advisory Associate	EMT	Project Assistant
Americorps Service Member	English Teaching Assistant	Project Coordinator
Analyst	Executive Assistant	Research Analyst
Archaeology Technician	Fellow	Research Assistant
Assistant Editor	Field Organizer	Research Associate
Assistant Teacher	Graphic Designer	Research Fellow
Associate	Intern	Research Intern
Associate Consultant	Investment Banking Analyst	Researcher
Business Analyst	Junior Fellow	Sales Development Representative
Business Systems Analyst	Lab Technician	Scribe
Care Coordinator	Legal Assistant	Software Developer
Consultant	Management Consultant	Software Engineer
Corps Member	Management Consulting Analyst	Staff Assistant
	Marketing Analyst	Teacher
	Medical Assistant	Teaching Assistant
	Medical Scribe	Trip Leader
	Paralegal	

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

\$55,935.00

mean

17% (64/379) REPORTED BONUSES

median

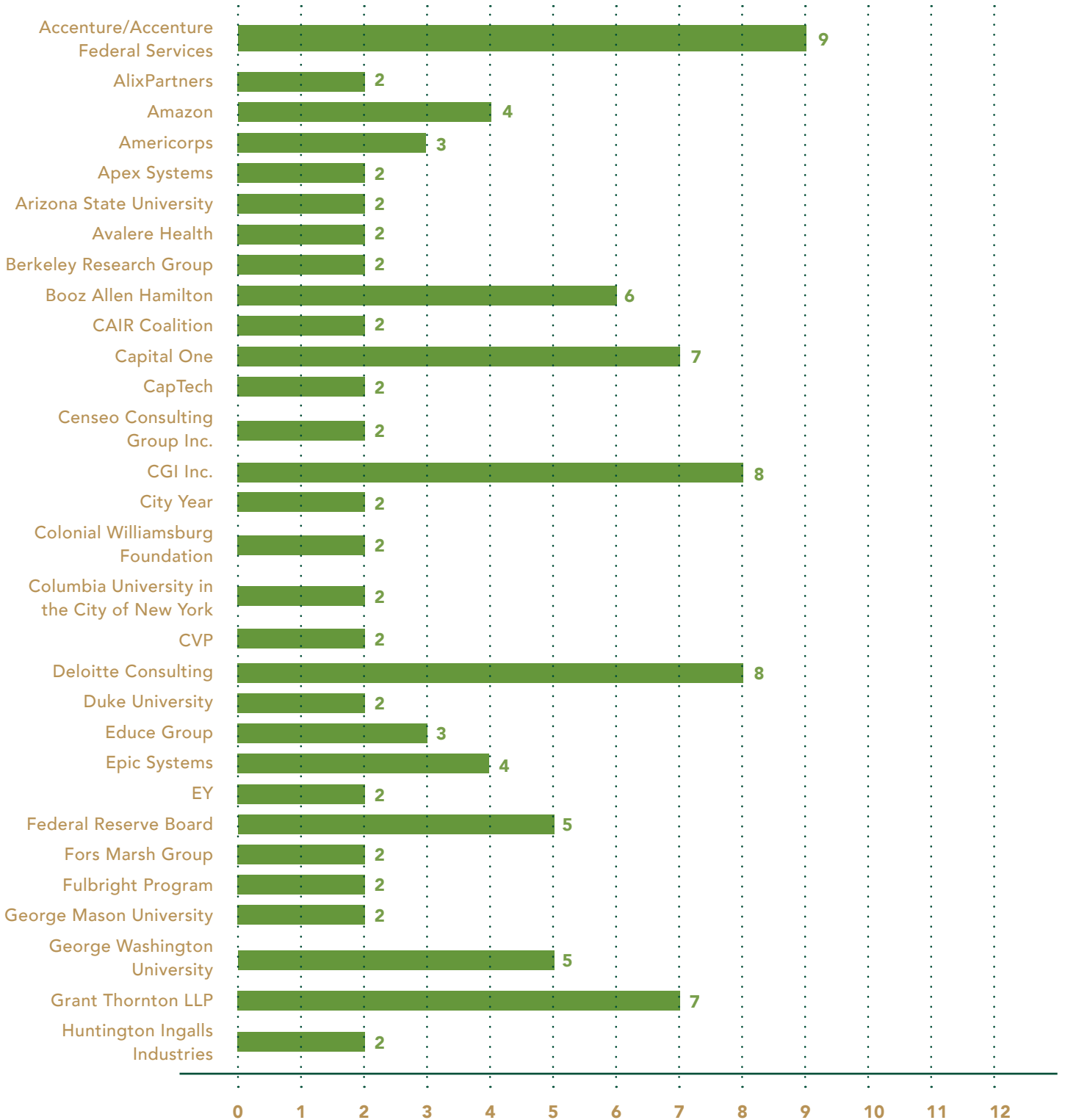
\$5,207.00

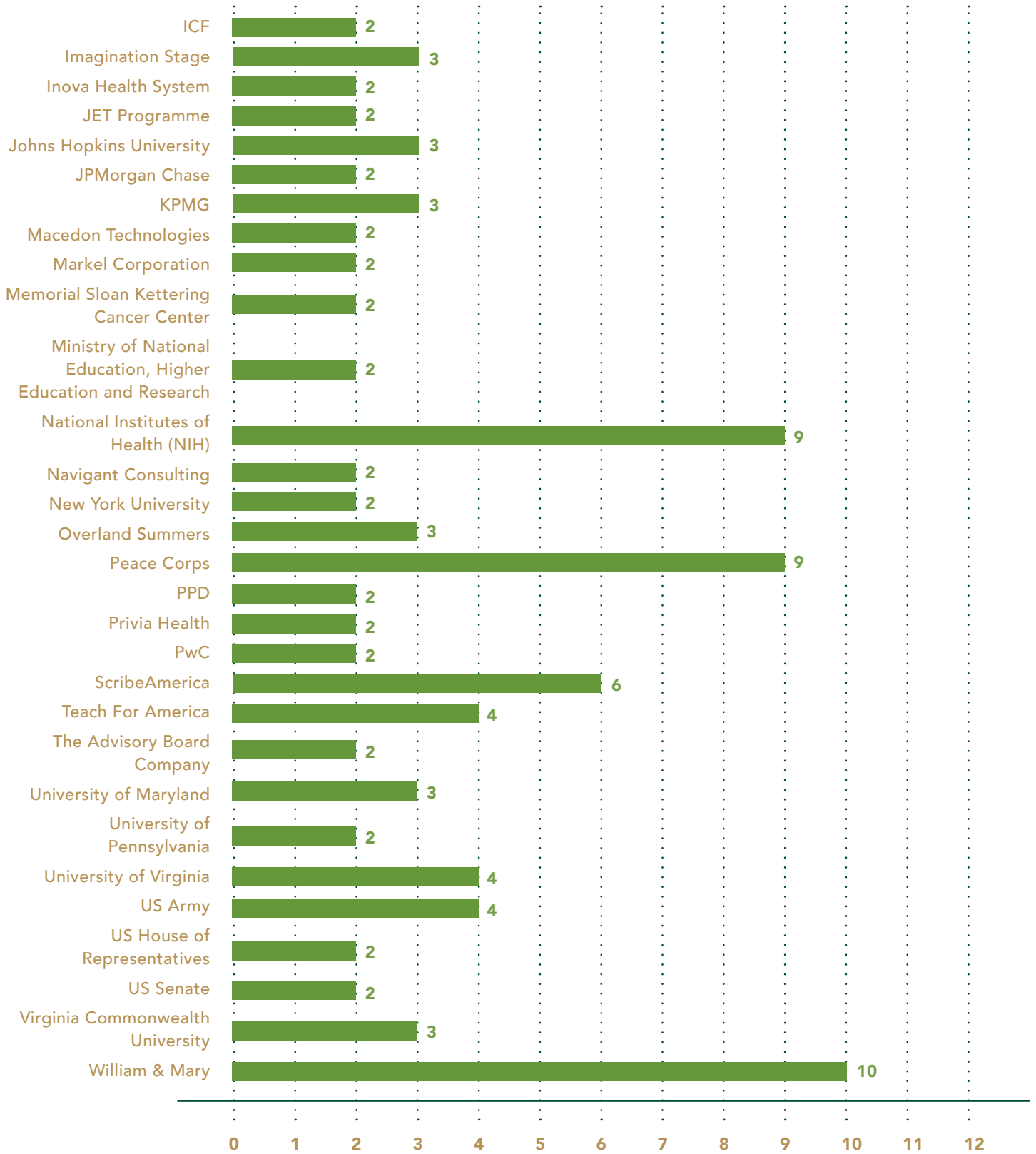
\$8,209.00

mean

Top Employers: Arts & Sciences

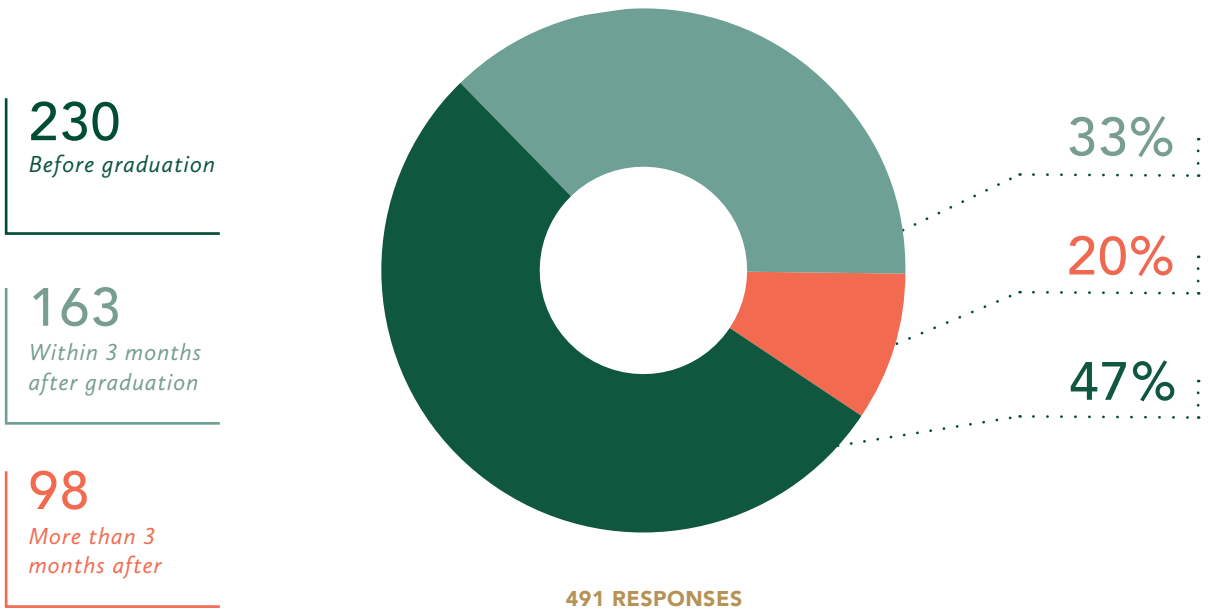
Hiring 2 or more undergraduates





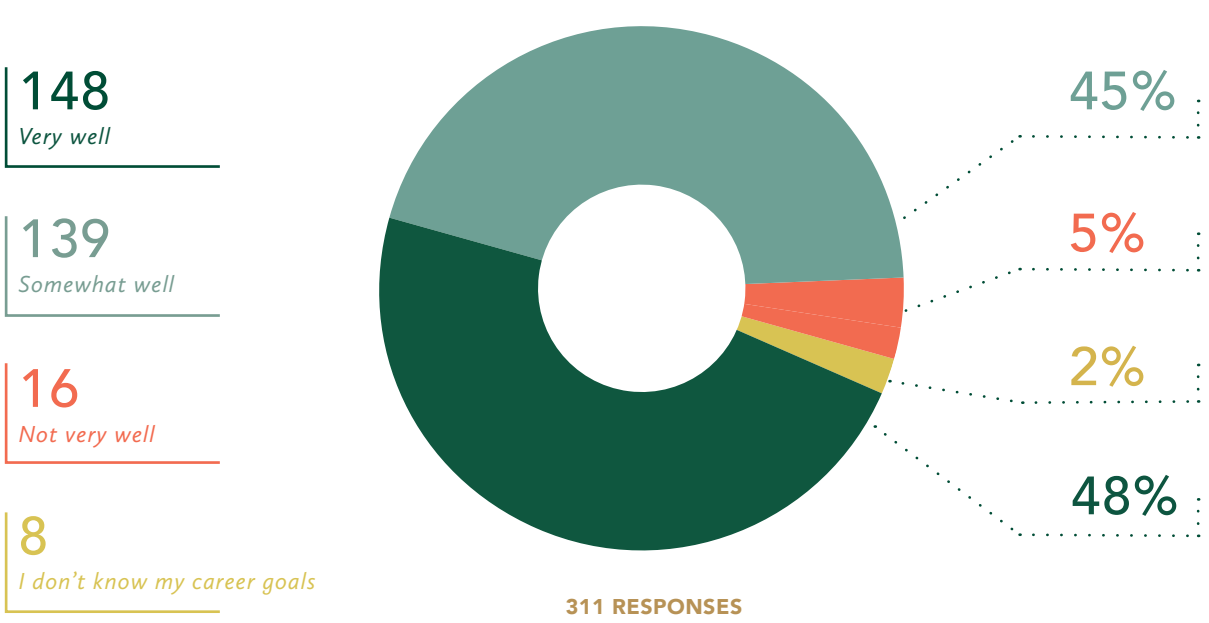
Employment

ACCEPTED EMPLOYMENT OFFER/START DATE



ALIGNMENT WITH CAREER GOALS

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



360 Unique Employers

60 Top Employers

9 Story Media Group	American Institutes for Research	Battelle	Censeo Consulting Group Inc.	Comprehensive Community Based Rehabilitation in Tanzania (CCBRT)
A Starting Place	American Red Cross Los Angeles	Battle Monument Partners	Centauri	Congregation Olam Tikvah
AAAS	Americorps	Berkeley Research Group	Center for Autism and Related Disorders	Corn Warriors
Abbott Laboratories	AMR	Bernie 2020	Center for Geospatial Analysis, William & Mary	Cornell University
Abrigo	AnaVation LLC	Bespoke Sports & Entertainment	Center for Strategic and International Studies	Cornerstone Research
Academie of Lille	Ankura Consulting	Bethlehem College & Seminary	CEPA	CoStar Group
Accenture / Accenture Federal Services	Anxiety Disorders Center at the Institute of Living, Hartford Hospital	BioReliance	CERN	Cravath, Swaine & More LLP
Active Family Wellness	Apex Systems	Black Box Studios	CGI Inc.	Cree
ADP	Aramark	Bloomberg	Children's Hospital Colorado	CTC
AECOM	Arizona Republic	Blue Plate Books	Chong + Koster	CVP
Aerotek	Arizona State University	Booz Allen Hamilton	City of Charlottesville	DC United
Agency	Arlington Economic Development	Boston Medical Center (BMC)	City Year	Defenders of Wildlife
AIS	Arnold & Porter Kaye Scholer LLP	Box	CNBC	Deloitte
Akin Gump Strauss Hauer & Field LLP	ASRC Federal	Boyd Caton Group	Coachella Valley Water District	Denison University
Alexandria City Public Schools	Atlantic Bay Mortgage Group	Business Insider	Coffeeshop	Duke University
AlixPartners	Avalere Health	CAIR Coalition	Colegio Bennett	EAB
Allianz Partners	Avalon Center	California Native Plant Society	Colonial Williamsburg Foundation	Eaton Vance
Amalgamated Transit Union	AXA	Cambridge Associates	Colony Cleaning Company	Echinacea Project
Amazon	BAE Systems	Capco	Columbia	Echo Hill Outdoor School
Amazon Web Services	Balance Gym	Capital One	Columbia University in the City of New York	ECS Mid-Atlantic
AMC Networks - The Walking Dead: World Beyond	Baltimore Orioles	CapTech	Commonwealth of Virginia - Office of the Governor	Edelman
American Conservation Experience	Bank of America Merrill Lynch	Carahsoft Technologies	Community Empowerment Fund	Educe Group
American Enterprise Institute	Barclays	Cardinal Education		El Pomar Foundation
American Express	Barrow Brian and Spine	Carilion Clinic		Ellumen, Inc.
		Catholic Charities		Enterprise Holdings
		Cedar Hill Management		Environment Virginia
				Environmental Integrity Project

Epic Systems	Georgia Aquarium	Inova Health System	Neighborhood	Nasdaq
Episcopal Service Corps	Georgia Institute of Technology	Interfaith Partners for the Chesapeake	Lwell	National Academy of Public Administration
Expel	GMMB	IQVIA	Macedon Technologies	National Cancer Institute (NCI)
EY	Goldbelt Inc	Itron, Inc.	Marin Restorative Communications	National Counseling Group
Fall Hill Pediatrics	Google	JET Programme	Mark Kelly for Senate	National Geospatial Intelligence Agency
Fat Canary	Grant Thornton LLP	Jobspring Partners	Markel Corporation	National Institutes of Health
FCB Health	Grassroots Campaigns	Johns Hopkins University	Marriott International	National Museum of African American History and Culture
Federal Reserve Board	Grayscale PR	Johnson Lambert	Martha's Vineyard Museum	Naval Sea Systems Command (NAVSEA)
Ferguson Enterprises	Greenworks Lending	Joint Global Change Research Institute	Massachusetts Audubon	Navigant Consulting
First Savings Mortgage Corporation	Hampton Lenzini Renwick, Inc.	Journeys DDA	Massachusetts Institute of Technology	New England Center for Healthy Minds
Fishbowl, Inc.	Hanover Research	JPMorgan Chase	Massmutual	New York City Children's Theater
Fishing Vessel (F/V) Barbara Ann	Harrisonburg City Public Schools	Juanita Jo Matkins for Delegate	Mathematica Policy Research	New York English Learning Center
Fishwick & Associates	Harvard	Kamala Harris For The People Presidential Campaign	Matician	New York University
Flatiron Health	HDAdvisors	Katten Law Firm	McAllister & Quinn	NOAA Corps
Flexport	Healthy Buildings by UL	Koch & Hoos	McGuireWoods LLP	North Carolina State University
Fors Marsh Group	Helmer for Virginia	KPMG	McKinley Advisors	Northeastern University
Fox News Channel	HemoShear	La Puente Home, Inc.	Mediacom	Northern Virginia Capital Defender Office
Freddie Mac	Hilton	Lana Jewelry	MedServe	Northrop Grumman Mission Systems, Inc
Freelance	HomeWorks Trenton	Latham & Watkins	Memorial Sloan Kettering Cancer Center	Northwestern Mutual
Freethink	Houlihan Lokey	Leading Systems Technologies	MicroStrategy	Novastar Prep
Friends for John Carney	Howard Hanna	Le'Fant LLC	Middle East Institute	O'Hagan Meyer
Frontier Technology	Hudson Institute	Lendlease	Midwest Retina Consultants	Optum
Fulbright Program	Huntington Ingalls Industries	Lewin Group	Mile High Youth Corps	Ordergroove
Gellert Scali Busenkell & Brown LLC	ICF	Lewis Ginter Botanical Garden	Ministry of Education and Vocational Training	Oregon Health & Science University
Gentry Locke Attorneys	ILC Africa	Liberty University School of Law	Ministry of National Education, Higher Education and Research	Orr Group
Genworth Financial	ILM	Library of Congress	Mount Vernon	
George Mason University	Imagination Stage	Loeb Enterprises		
George Washington University	Impact	Louisiana State University		
Georgetown University	IMPAQ International	Love Thy		
	Industrial Economics, Incorporated (IEC)			
	Infima			

Our Lady of Good Counsel Catholic Church and School	Richmond Behavioral Health Authority	Stone Mountain Memorial Association	TransAmerica - World Financial Group	Virginia Commonwealth University
Overland Summers	Riverside Health System	Stryker Corporation	University of Chicago	Virginia Gazette
PAI	Rodale Institute	Student Conservation Association	University of Denver	Virginia Institute of Marine Science
Parsons Corporation	RTI International	Sunrise Movement	University of Maryland	Virginia Natural Heritage Program
Partner4Work Pittsburgh	Rutgers University	Susquehanna International Group	University of North Carolina at Chapel Hill	Virginia Tech Cooperative Extension
Paycom	Sage Ridge School	Taco Bell	University of Pennsylvania	Vorsight
Payfactors	Salamandra, LLC	Take the Majority 2019	University of Southern California	W.W. Norton & Company, Inc
PBMares	San Diego Museum of Art	TAPIF	University of St. Andrews - Mlitt International Security Studies	Walmart E-commerce at Jet.com
Peace Corps	Sara Lawrence College	Target	University of Tokyo	Walt Disney World
Philadelphia College of Osteopathic Medicine	Sasha Bruce Youthwork	Teach For America	University of Utah	Warren for President
POLIHIRE	ScribeAmerica	Teaching, Research & International Polity (TRIP) Project	University of Virginia	Washington Redskins
Porter Novelli	Scribekick	TED Conferences	University of Wisconsin-Madison	Wellspring Health Services
PPD	Sea Dragon Education	The Advisory Board Company	US Air Force	WETA
PRA Group	Self-Employed	The Arc of Northern Virginia	US Army	William & Mary
Premier Orthopaedics	Sentara Healthcare	The Brattle Group	US Department of Homeland Security	William & Mary Global Research Institute
PrimeMPS	Sequoia Farms Stringrays	The Coalition for Government Procurement	US Department of Justice	Williamsburg Health Foundation
Princeton in Latin America	ServiceSource	The Frost Group	US Department of State	Williamsburg-James City County Public Schools
Privia Health	Sexual Assault Resource Agency	The Home Ranch	US House of Representatives	Windermere Real Estate
Procter & Gamble	SGS	The Kensington School	US Navy	WiserAdvisor.com
Professional Golfer	Shorelight Education	The Mayfair Group LLC	US Senate	Xi'an Jiaotong-Liverpool University
Protora Law	Skyword	The Nature Conservancy	USGS	Yale University
Publicis Health Media, LLC	Smithsonian Institution, National Air and Space Museum	The Ohio State University	ValidaTek, Inc	Year Up New York
PwC	Soundview Medical Associates	The Roosevelt Group	Vanderbilt University Law School	Yelp
Qualtrics	Spark Foundry	TheGuarantors	VCU Health	
Quinn Development Service	Spatial Front, Inc	Thomas Jefferson University Hospital	Verizon	
Radd Interactive	State of Virginia	Tony's Salon	Verizon Media	
RadNet	Steptoe & Johnson LLP	Total Quality Logistics	Viacom	
Ramboll	Stimson Center			
ReliaQuest				
Re-Member				

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

63 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

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

Experiential Education: Most Meaningful

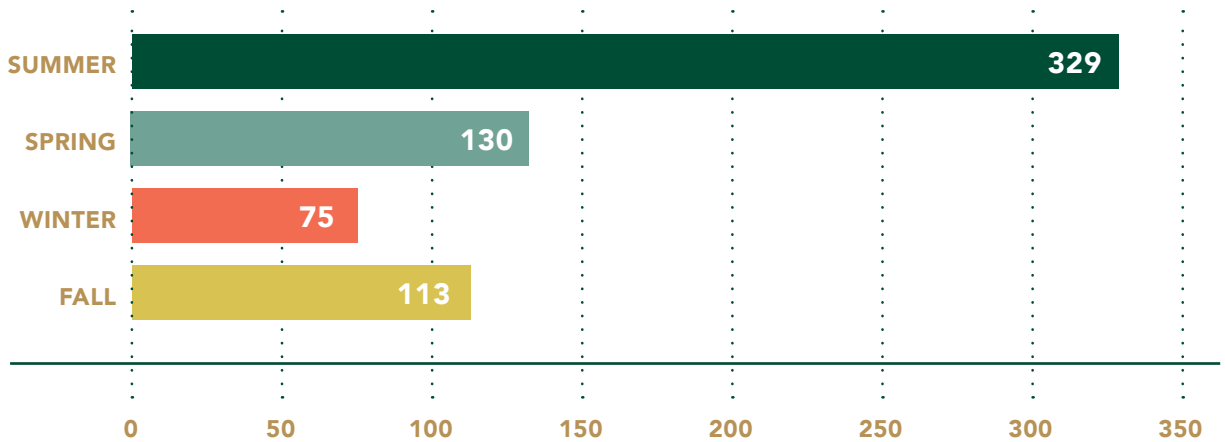
Experiential Education defined as internship, shadow, research, employment experience

EXPERIENCE FREQUENCY

566 Responses

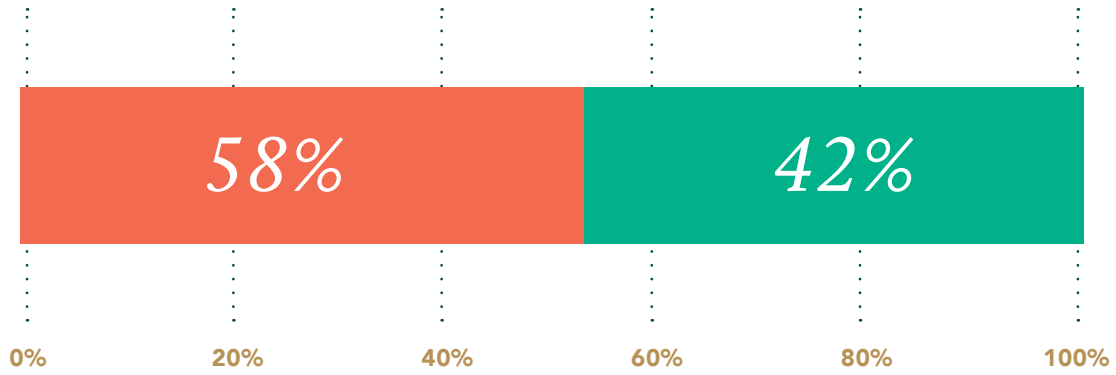


SEMESTER FREQUENCY



COMPENSATION

420 total responses: 245 paid, 175 unpaid



TOP SITES FOR MOST MEANINGFUL EXPERIENCES

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

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

