



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*.

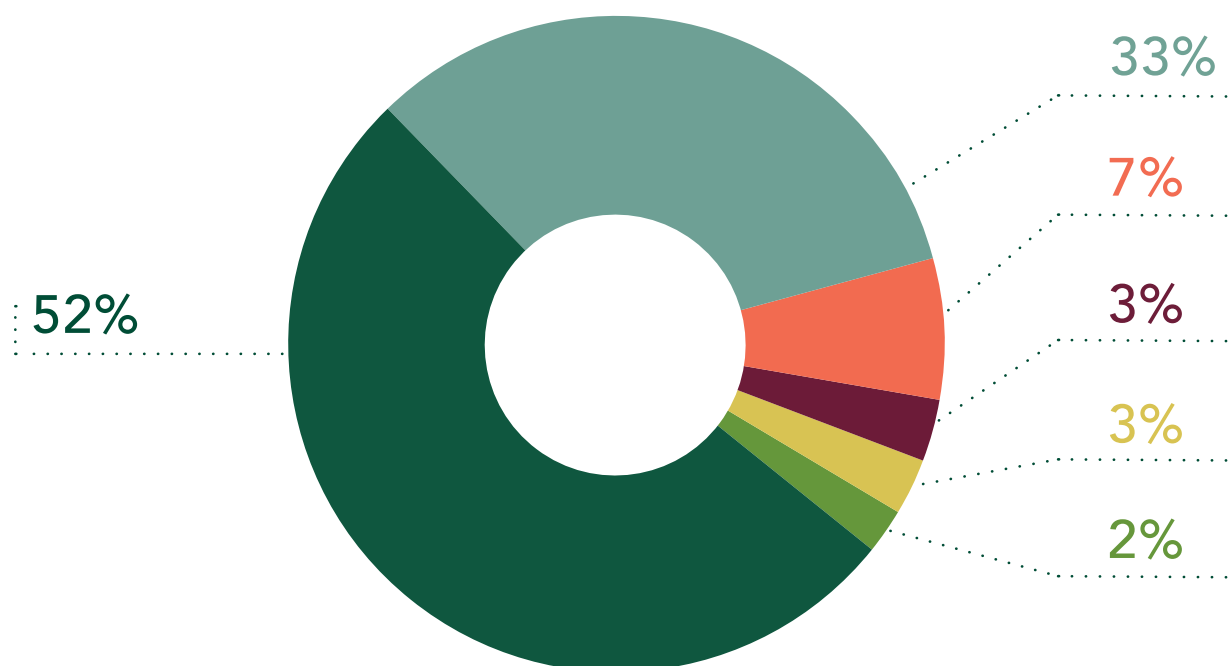
## Results

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

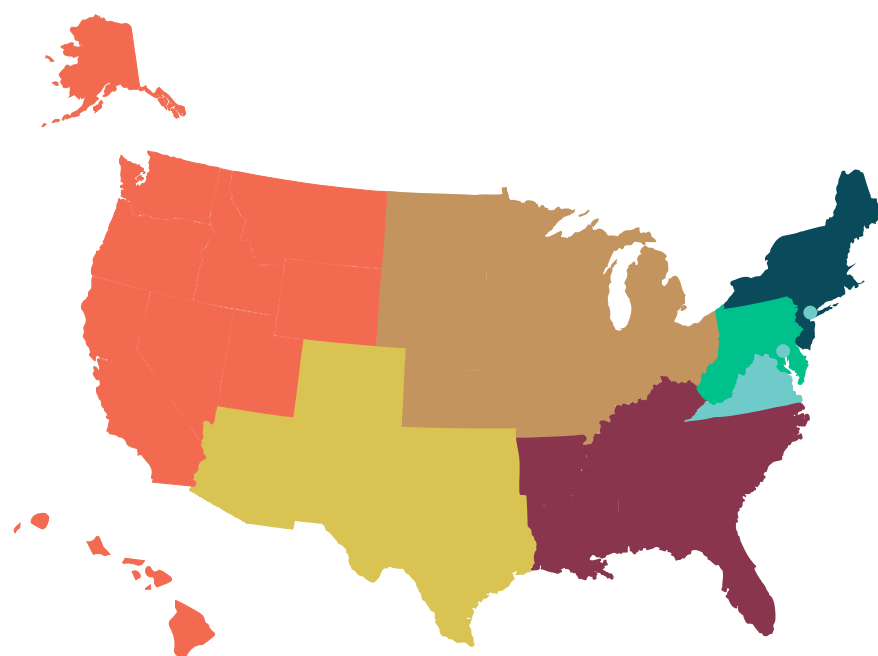
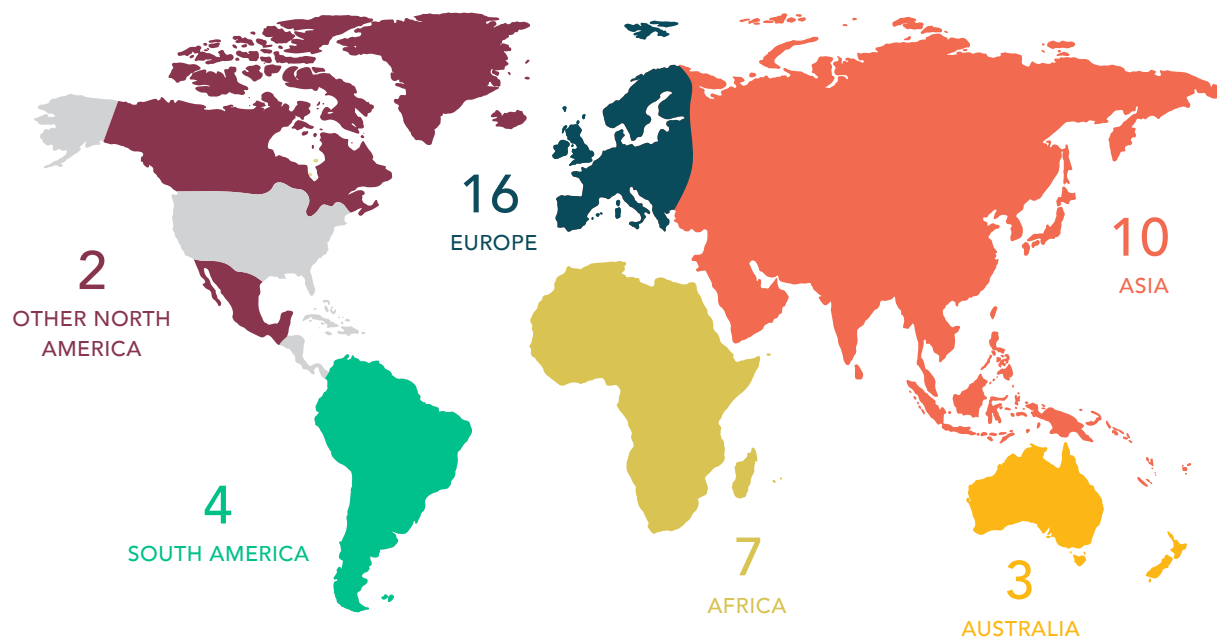
Pursuing  
graduate/  
professional  
school

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)

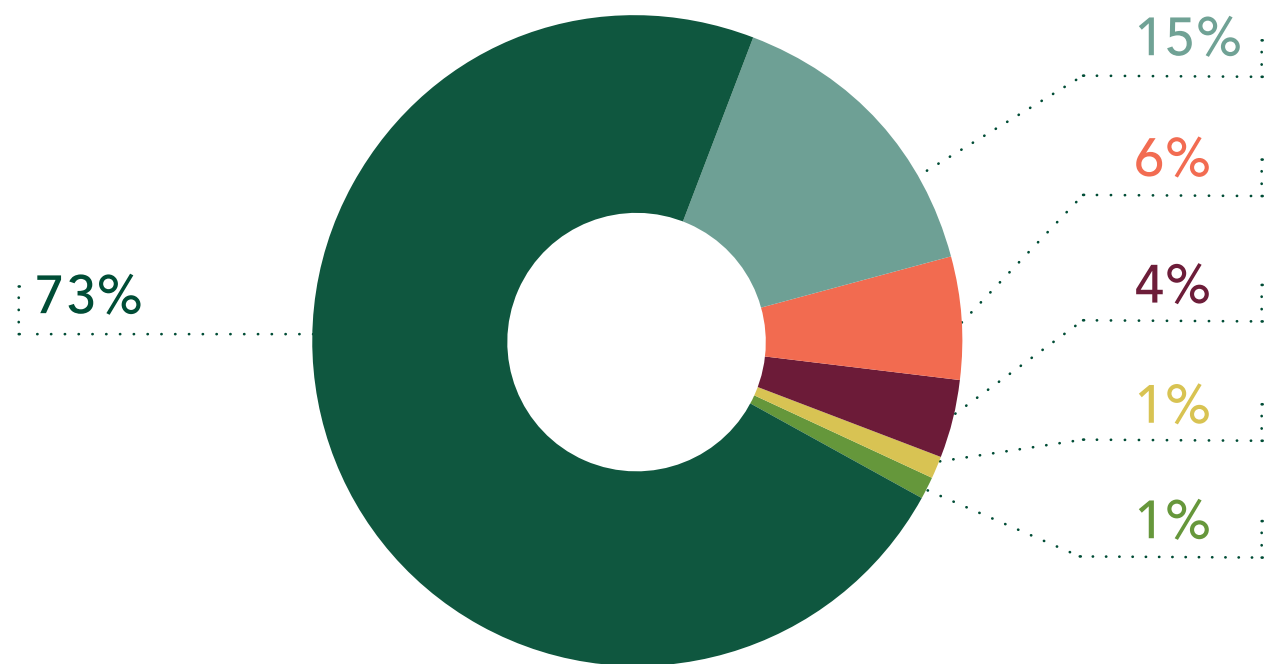
**29 | SOUTHWEST**  
(AZ, CO, NM, OK, TX)

**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.)

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### 53% (201/379) REPORTED SALARIES

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*median*

*\$55,000.00*

*\$55,935.00*

*mean*

---

### 17% (64/379) REPORTED BONUSES

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*median*

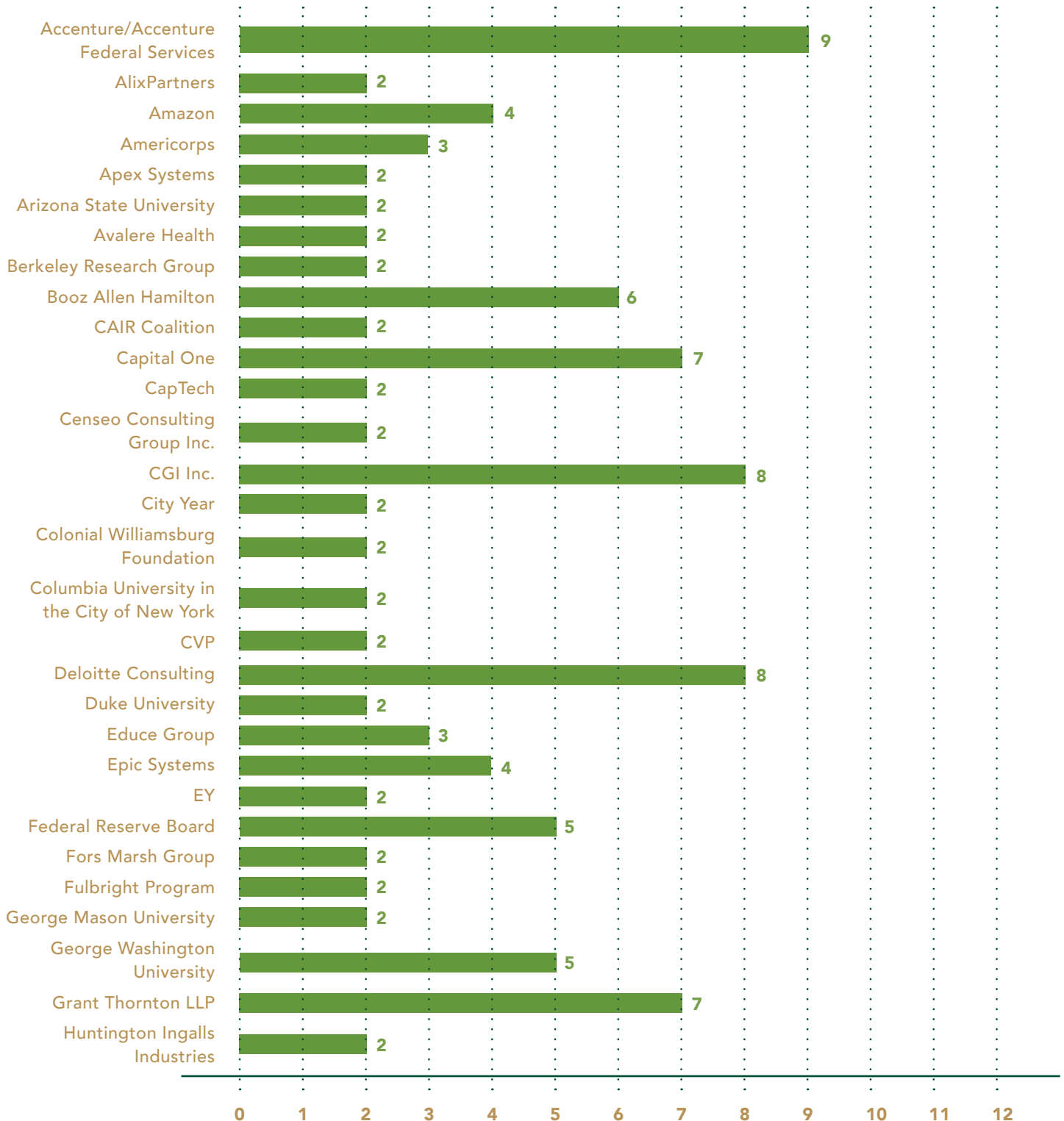
*\$5,207.00*

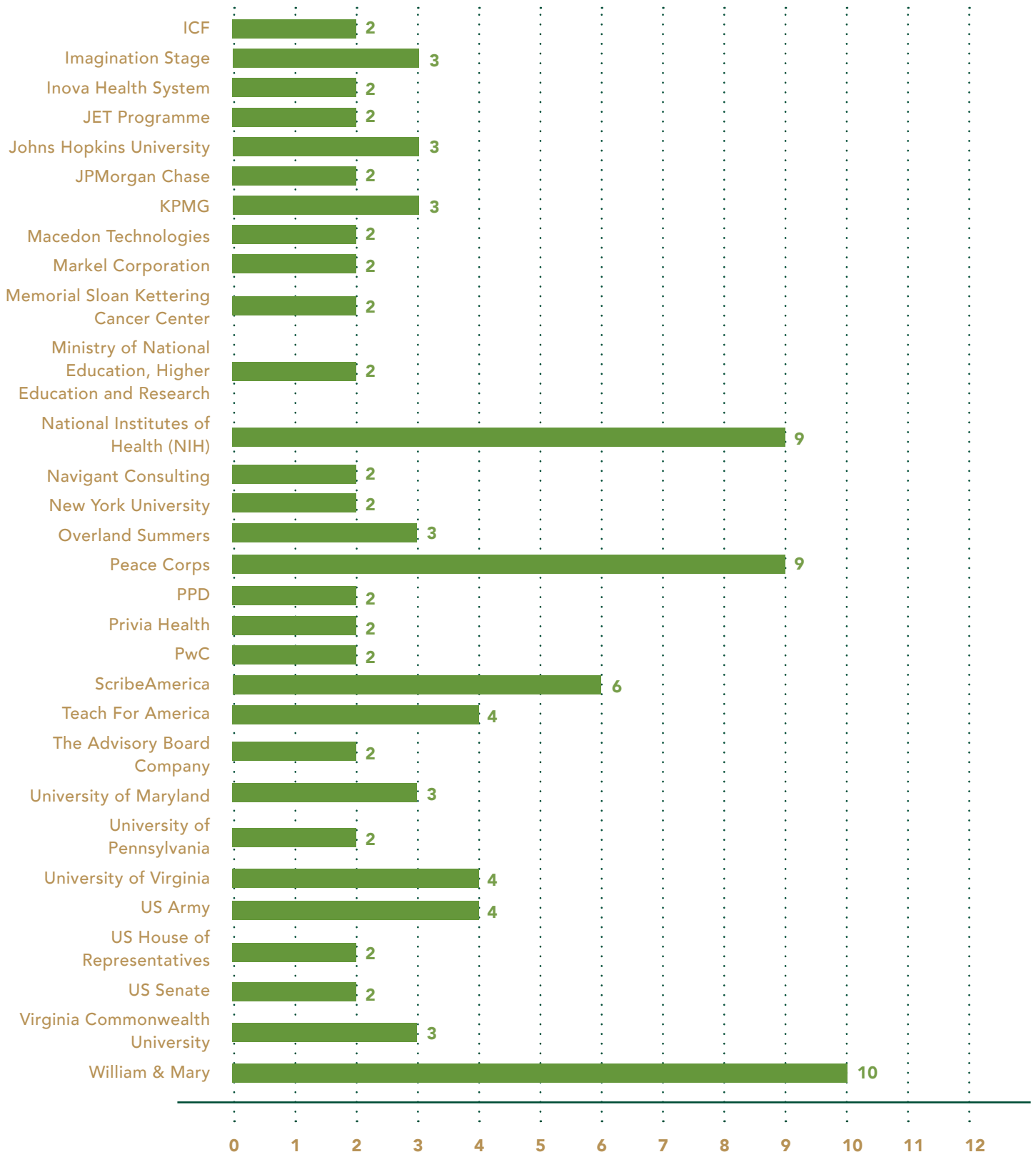
*\$8,209.00*

*mean*

## Top Employers: Arts & Sciences

Hiring 2 or more undergraduates





## Employment

### ACCEPTED EMPLOYMENT OFFER/START DATE

230

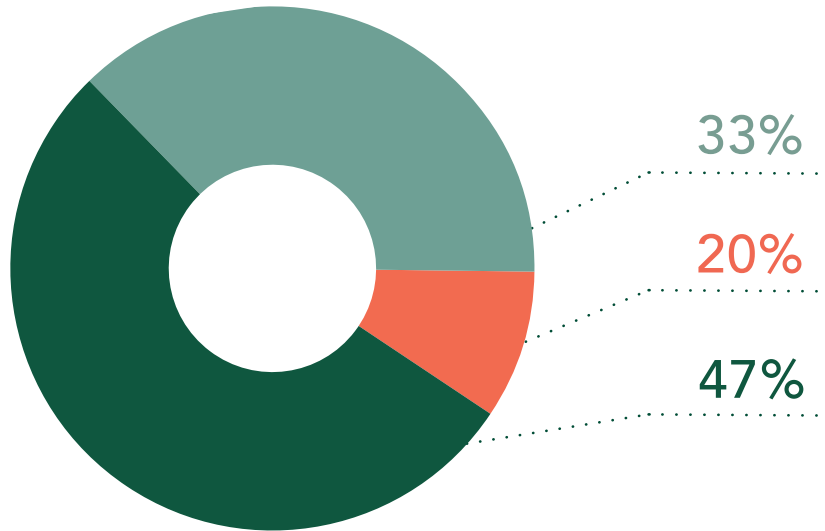
*Before graduation*

163

*Within 3 months  
after graduation*

98

*More than 3  
months after*



491 RESPONSES

### ALIGNMENT WITH CAREER GOALS

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

148

*Very well*

139

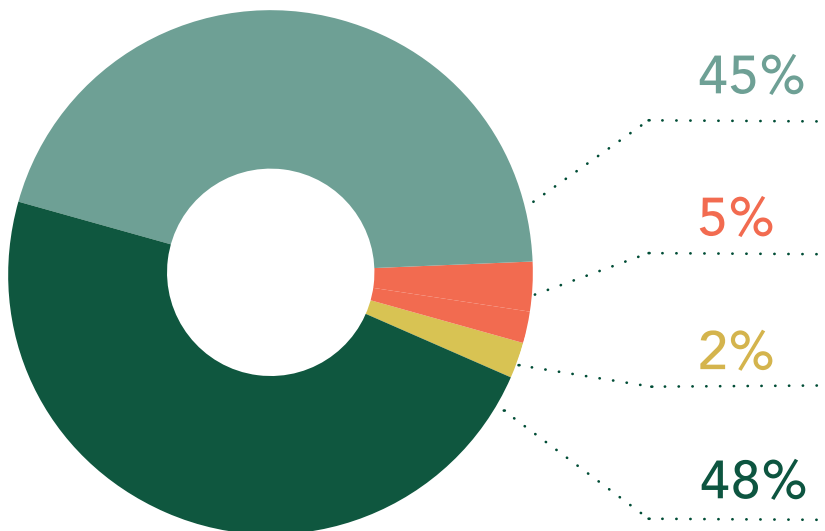
*Somewhat well*

16

*Not very well*

8

*I don't know my career goals*



311 RESPONSES

# 360 Unique Employers

## 60 Top Employers

|                                               |                                                                        |                                 |                                                    |                                                                  |
|-----------------------------------------------|------------------------------------------------------------------------|---------------------------------|----------------------------------------------------|------------------------------------------------------------------|
| 9 Story Media Group                           | American Institutes for Research                                       | Battelle                        | <b>Censeo Consulting Group Inc.</b>                | Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) |
| A Starting Place                              | American Red Cross Los Angeles                                         | Battle Monument Partners        | Centauri                                           | Congregation Olam Tikvah                                         |
| AAAS                                          | <b>Americorps</b>                                                      | <b>Berkeley Research Group</b>  | 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                                                     |
| <b>Accenture / Accenture Federal Services</b> | Anxiety Disorders Center at the Institute of Living, Hartford Hospital | BioReliance                     | CERN                                               | Cravath, Swaine & More LLP                                       |
| Active Family Wellness                        | <b>Apex Systems</b>                                                    | Black Box Studios               | <b>CGI Inc.</b>                                    | Cree                                                             |
| ADP                                           | Aramark                                                                | Bloomberg                       | Children's Hospital Colorado                       | CTC                                                              |
| AECOM                                         | Arizona Republic                                                       | Blue Plate Books                | Chong + Koster                                     | <b>CVP</b>                                                       |
| Aerotek                                       | <b>Arizona State University</b>                                        | <b>Booz Allen Hamilton</b>      | City of Charlottesville                            | DC United                                                        |
| Agency                                        | Arlington Economic Development                                         | Boston Medical Center (BMC)     | <b>City Year</b>                                   | Defenders of Wildlife                                            |
| AIS                                           | Arnold & Porter Kaye Scholer LLP                                       | Box                             | CNBC                                               | <b>Deloitte</b>                                                  |
| 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                                         | <b>Duke University</b>                                           |
| <b>AlixPartners</b>                           | <b>Avalere Health</b>                                                  | <b>CAIR Coalition</b>           | Colegio Bennett                                    | EAB                                                              |
| Allianz Partners                              | Avalon Center                                                          | California Native Plant Society | <b>Colonial Williamsburg Foundation</b>            | Eaton Vance                                                      |
| Amalgamated Transit Union                     | AXA                                                                    | Cambridge Associates            | Colony Cleaning Company                            | Echinacea Project                                                |
| <b>Amazon</b>                                 | BAE Systems                                                            | Capco                           | Columbia                                           | Echo Hill Outdoor School                                         |
| Amazon Web Services                           | Balance Gym                                                            | <b>Capital One</b>              | <b>Columbia University in the City of New York</b> | ECS Mid-Atlantic                                                 |
| AMC Networks - The Walking Dead: World Beyond | Baltimore Orioles                                                      | <b>CapTech</b>                  | Commonwealth of Virginia - Office of the Governor  | Edelman                                                          |
| American Conservation Experience              | Bank of America Merrill Lynch                                          | Carahsoft Technologies          | Community Empowerment Fund                         | <b>Educe Group</b>                                               |
| 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**

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**

Georgetown 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 | Richmond Behavioral Health Authority                   | Stone Mountain Memorial Association                      | TransAmerica - World Financial Group                             | <b>Virginia Commonwealth University</b>       |
| <b>Overland Summers</b>                             | 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                                         | <b>University of Maryland</b>                                    | 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                                                | <b>University of Pennsylvania</b>                                | 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                 |
| <b>Peace Corps</b>                                  | Sara Lawrence College                                  | Target                                                   | University of Tokyo                                              | Walt Disney World                             |
| Philadelphia College of Osteopathic Medicine        | Sasha Bruce Youthwork                                  | <b>Teach For America</b>                                 | University of Utah                                               | Warren for President                          |
| POLIHIRE                                            | <b>ScribeAmerica</b>                                   | Teaching, Research & International Polity (TRIP) Project | <b>University of Virginia</b>                                    | Washington Redskins                           |
| Porter Novelli                                      | Scribekick                                             | TED Conferences                                          | University of Wisconsin-Madison                                  | Wellspring Health Services                    |
| <b>PPD</b>                                          | Sea Dragon Education                                   | <b>The Advisory Board Company</b>                        | US Air Force                                                     | WETA                                          |
| PRA Group                                           | Self-Employed                                          | The Arc of Northern Virginia                             | <b>US Army</b>                                                   | <b>William &amp; Mary</b>                     |
| 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 |
| <b>Privia Health</b>                                | Sexual Assault Resource Agency                         | The Home Ranch                                           | <b>US House of Representatives</b>                               | Windermere Real Estate                        |
| Procter & Gamble                                    | SGS                                                    | The Kensington School                                    | US Navy                                                          | WiserAdvisor.com                              |
| Professional Golfer                                 | Shorelight Education                                   | The Mayfair Group LLC                                    | <b>US Senate</b>                                                 | 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                              |
| <b>PwC</b>                                          | 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

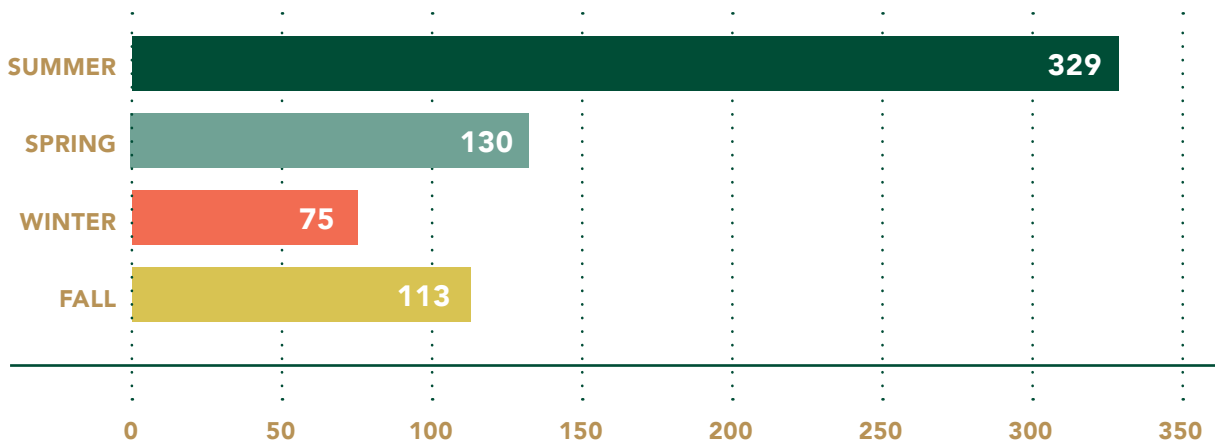
Experiential Education defined as internship, shadow, research, employment experience

### EXPERIENCE FREQUENCY

566 Responses

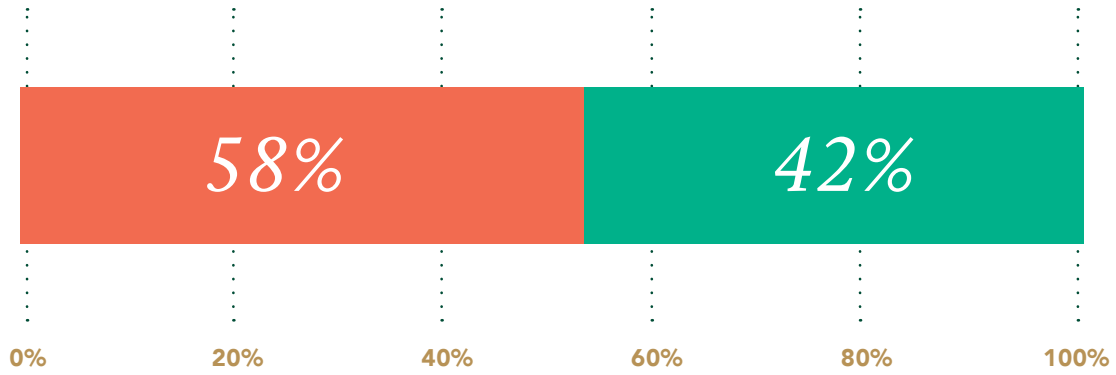


### SEMESTER FREQUENCY



## 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

