



WILLIAM
& MARY
CHARTERED 1693

COHEN CAREER CENTER

OUTCOMES REPORT

Arts & Sciences | Undergraduates

CLASS OF 2020



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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*.

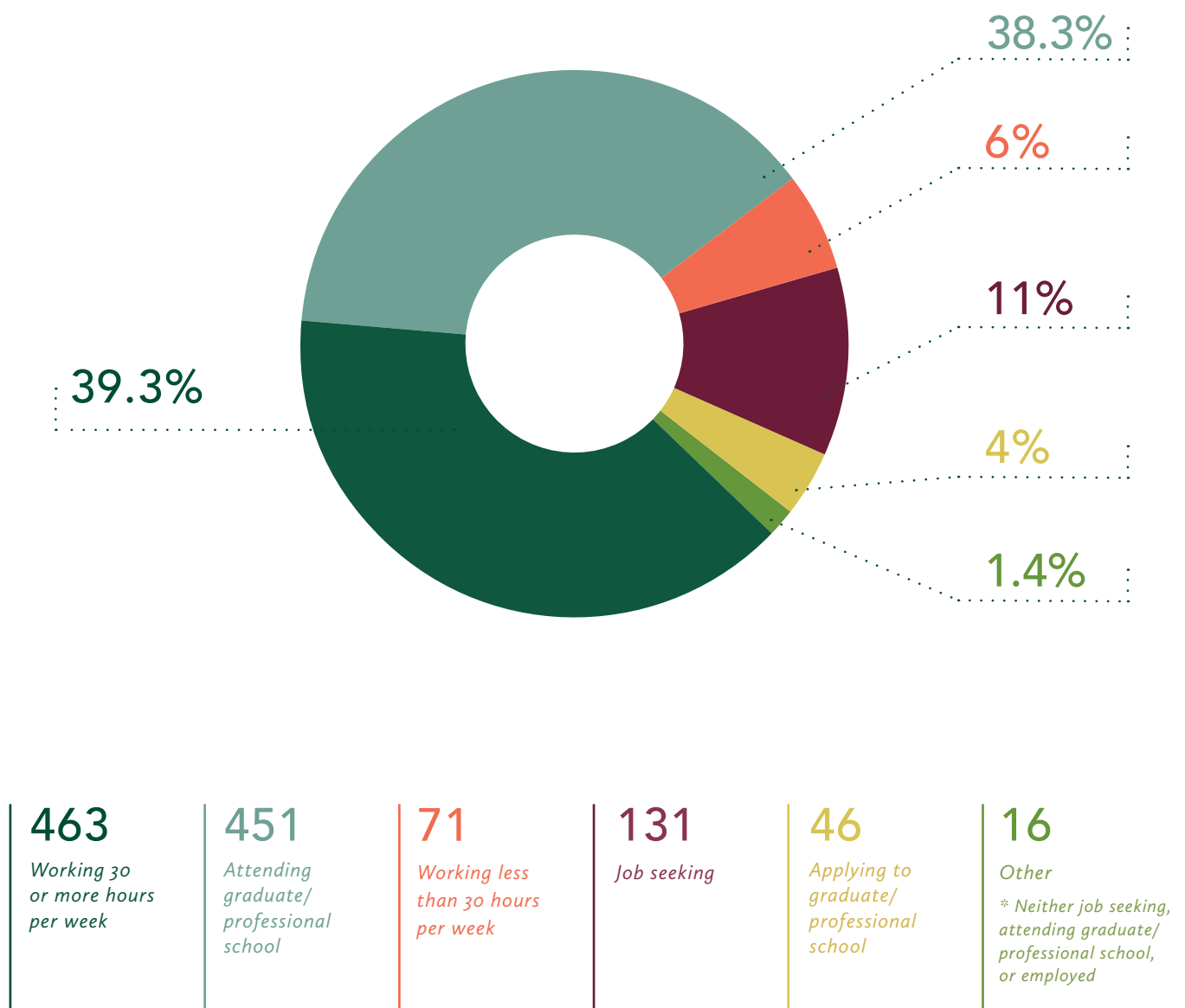
Results

Class of 2020 BA, BS: A&S Major 1 / BBA: A&S Major2

77% Knowledge Rate (1178/1528)

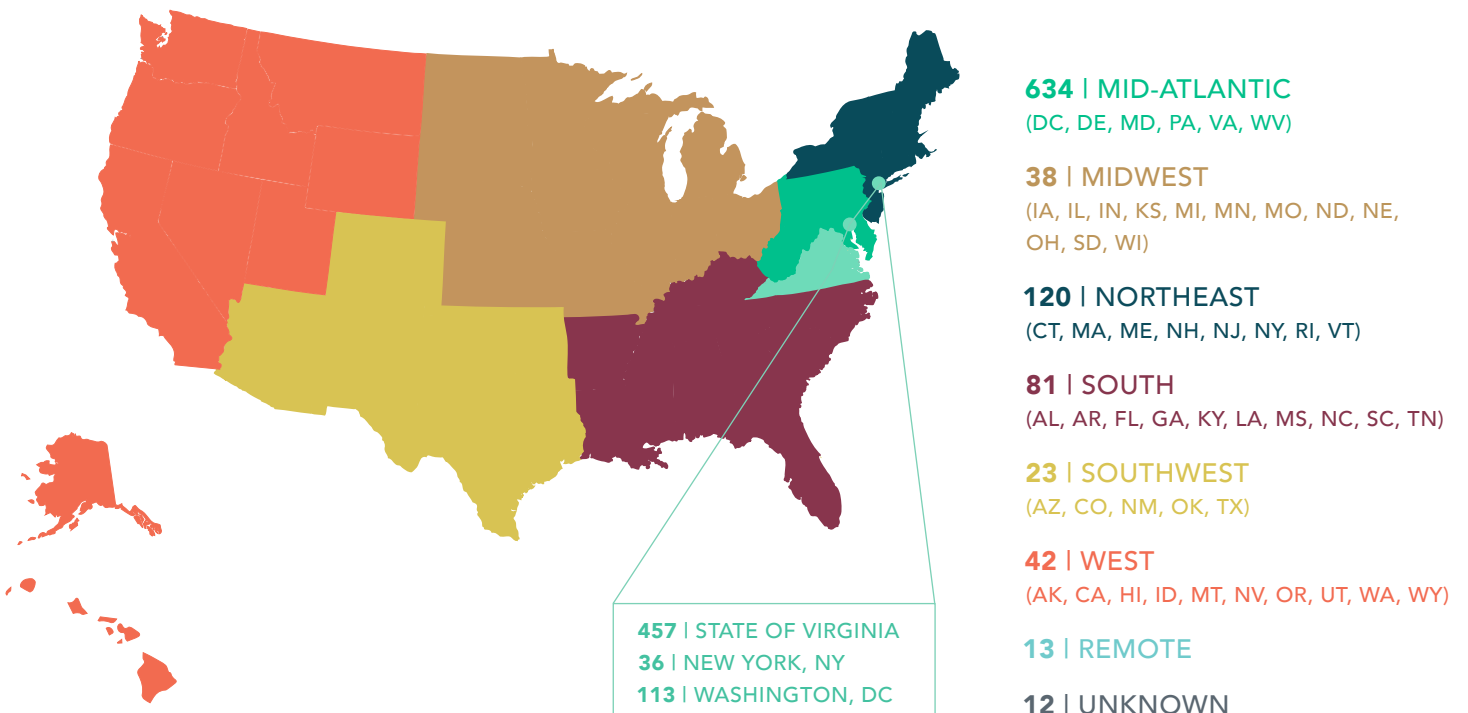
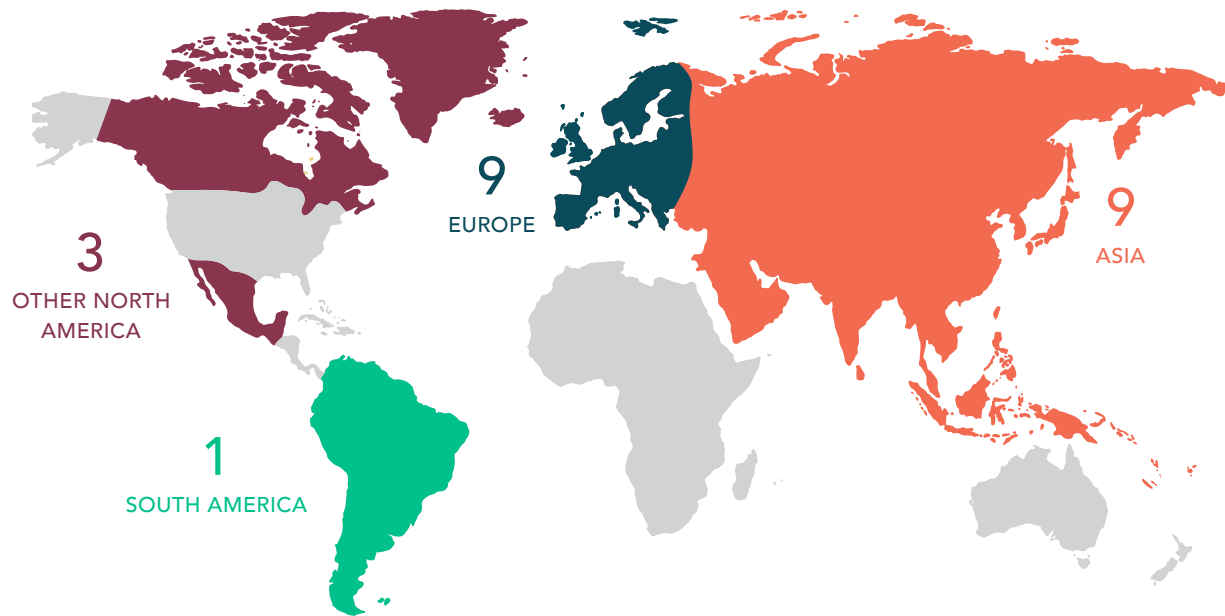
Positive outcomes: 84% (985/1178) reported employment or attending graduate/professional school

Next Destination Status



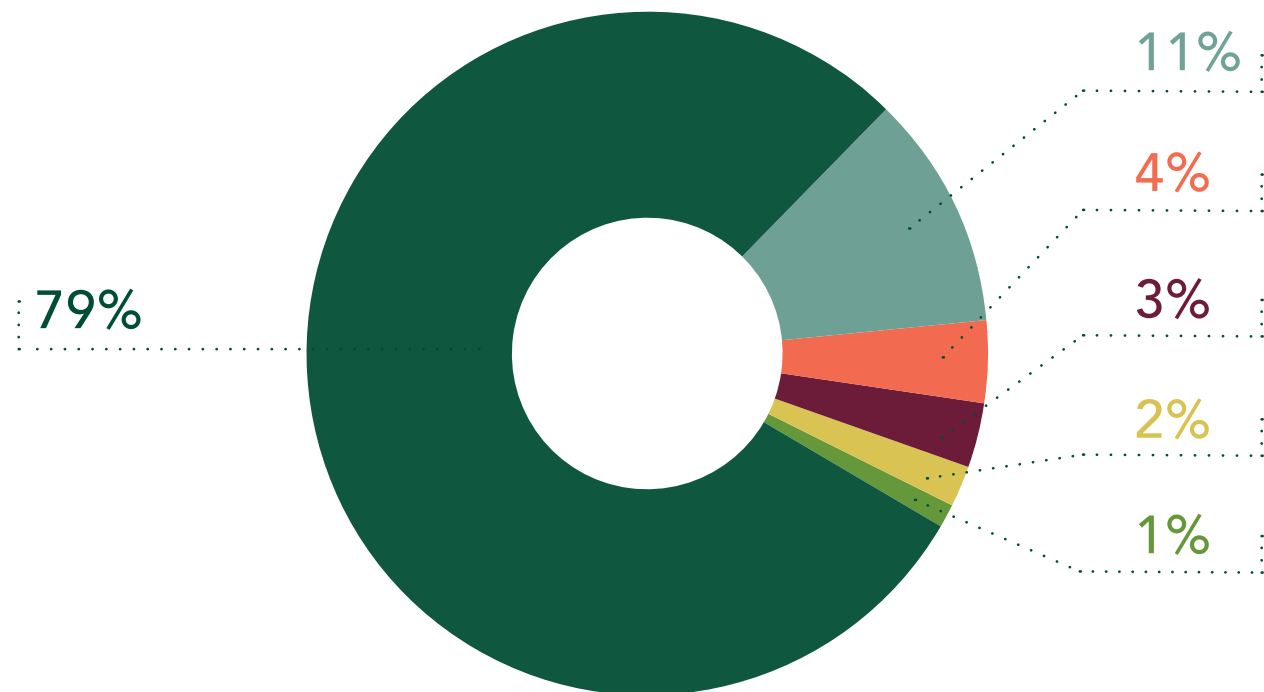
Geographic Distribution

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



Employment Type

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



421

Standard
Job

57

Post-Bacc
Internship/
Fellowship/
Research

21

Contract
Employment

18

Service
(Volunteer,
Military)

10

Entrepreneurial/
Freelance

7

Unknown

Employment Title or Rank

Employment titles listed occurred two or more times in the capture of outcomes

Acquisition Analyst	Business Consultant	Paralegal
Actuarial Analyst	Business Systems Analyst	Program Assistant
Americorps Member	Communications Associate	Project Manager
Americorps Volunteer	Consultant	Public Sector Advisory Associate
Analyst	Contact Interviewer	Quantitative Economic Analyst
Area Manager	Corps Member	Relationship Manager
Assistant Manager	Director	Research Analyst
Associate	Economic Research Assistant	Research Assistant
Associate Consultant	Fellow	Server
Associate Software Engineer	Field Organizer	Software Developer
Associate Technologist	Intern	Software Engineer
Audit Associate	Junior Project Manager	Surgical Technician
Behavioral Health Technician	Laboratory Technician	Teacher
Business Analyst	Legal Assistant	Teaching Assistant
	Management Analyst	Technical Solutions Engineer
	Management Consulting Analyst	Tutor
	Medical Assistant	
	Medical Scribe	

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

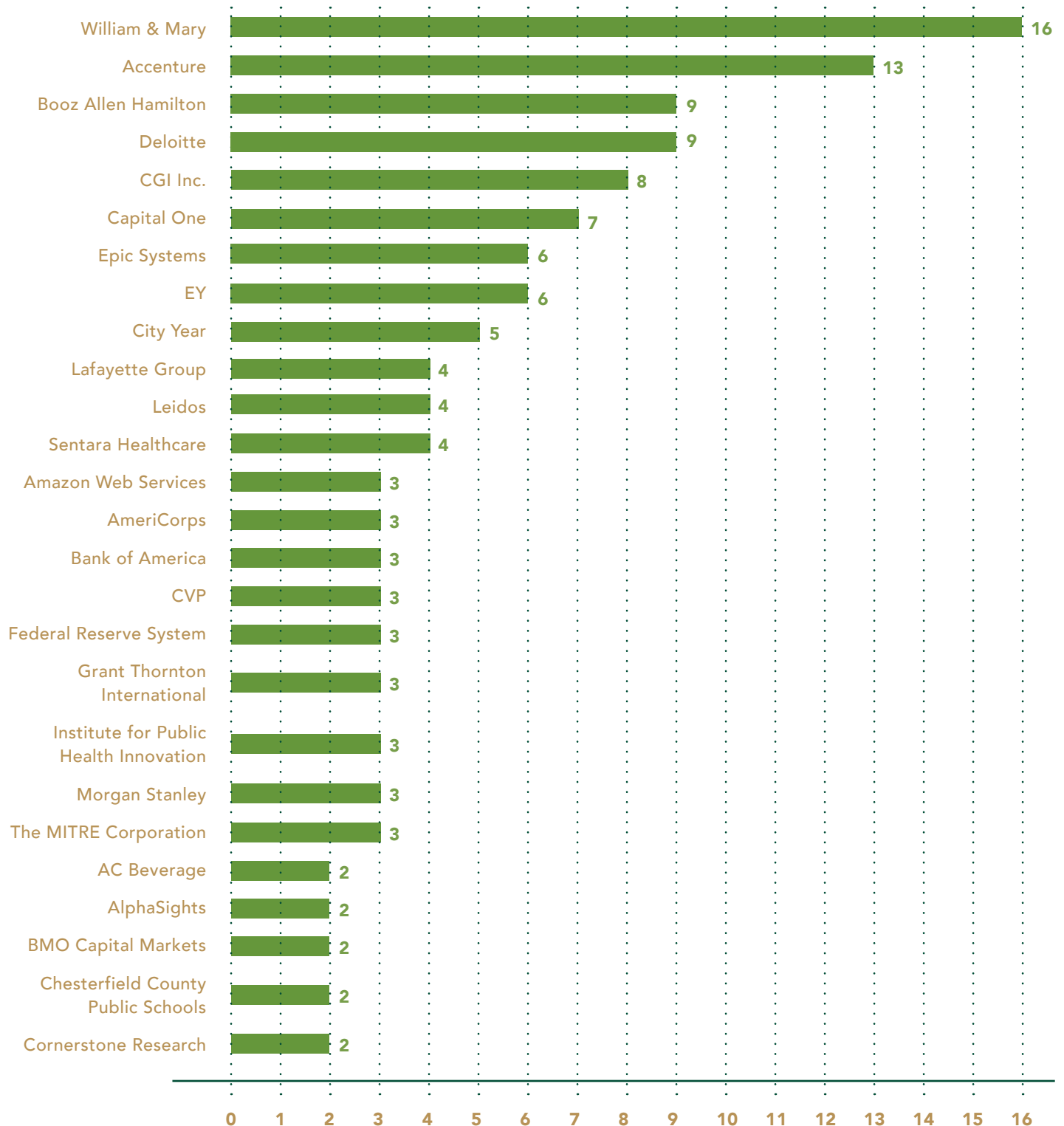
\$5,750.00

\$16,098.00

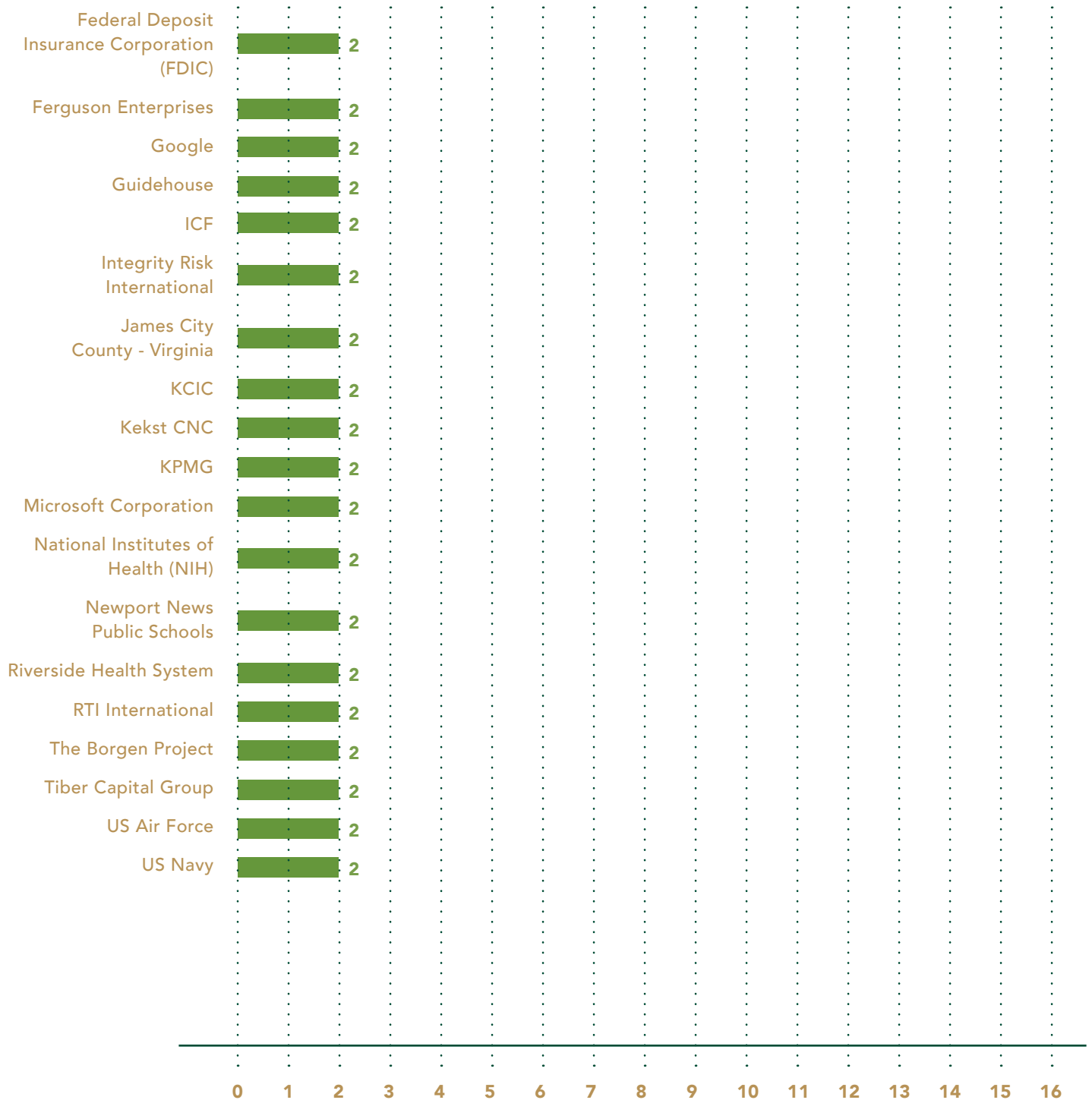
mean

Top Employers: Arts & Sciences

Hiring 2 or more undergraduates



Top Employers: Arts & Sciences (continued)



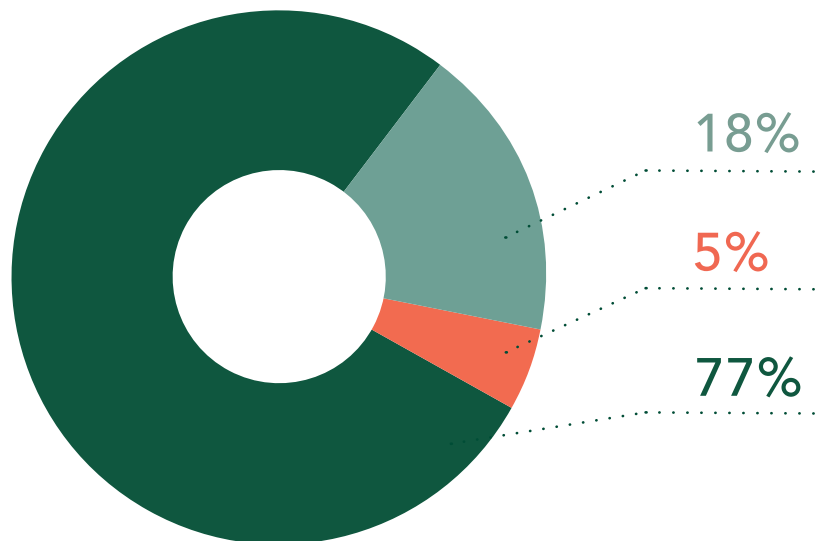
Employment: Acceptance & Alignment

ACCEPTED EMPLOYMENT OFFER/START DATE

159
Before graduation

37
*Within 3 months
after graduation*

11
*More than 3
months after*



207 RESPONSES

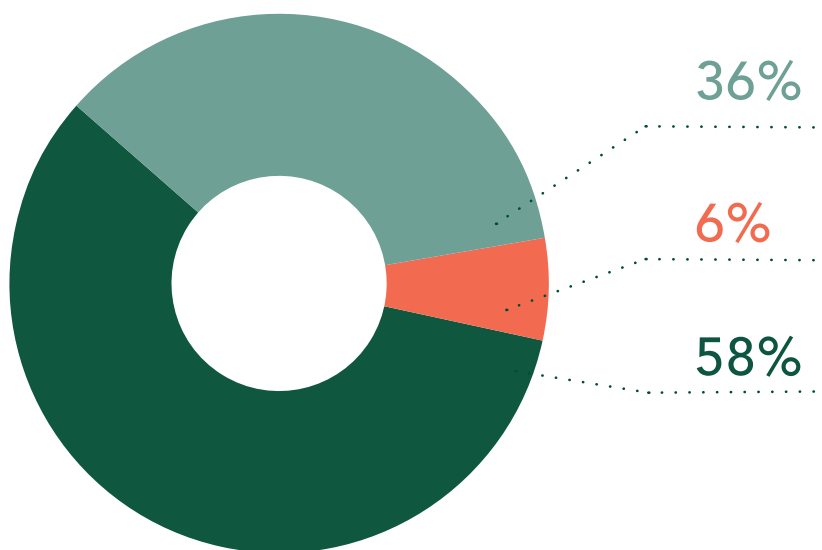
ALIGNMENT WITH CAREER GOALS

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

101
Very well

62
Somewhat well

10
Not well/unsure



173 RESPONSES

348 Unique Employers

46 Top Employers

3Q Digital	American Executive Health System	Wunderkind	Cleveland Indians	Diplomatic Courier
AC Beverage	AmeriCorps	Brandeis University	Coast to Coast Produce	Dive Chat
Acakid Tutoring	Ann Taylor	Bullhorn	Cohen Milstein Sellers & Toll PLLC	Do Amore
Accenture	Anna's Brick Oven Pizza and Pasta	Capital One	College Possible	Double Canyon Vineyards
Accenture Federal Services	Anne Arundel Dermatology	CapTech Ventures, Inc.	Color	Duolingo
Aceso Global	Aon	CarMax	Columbia University Irving Medical Center	ECS Federal
ADP	Appalachian Conservation Corps	Carnegie Endowment for International Peace	Commercial Metals Company	EDENS
Aerojet Rocketdyne	AppTad Inc	Carnegie Melon University	Community Health Center	Educe Group
Aerotek	Arizona Democratic Party	Casa de Esperanza	Congressional Budget Office	Edu-Futuro
AFFIX Network	ARServices	Cathell & Associates, LLC	Cornerstone Research	Edward Jones
AidData	Audible, Inc.	CAYRIEL LLC	Corvid Technologies	Elite Editing
Alcove	BAE Systems	Celerion	Cosmos Pharmaceuticals LLC	Ellis County Democratic Party
Alexandria Ocasio-Cortez for Congress	BallotBox Media	Cengage	Crozet Eye Care, Optometrists	ELS Shenzhen Technology Co. Ltd
Alexandria Soccer Association	Bank of America	CGI Inc.	Curative	Emergency Veterinary Services of Roanoke
Ali Sharif Zu'bi Advocates & Legal Consultants	BDO USA LLP	Charles Schwab	CVP	Empower
Allied Associates International	Beacon Hill Staffing Group	Charles Stark Draper Laboratory, Inc.	Dairy Godmother	Empowerhouse
Alpha Recon	BELFOR Franchise Group	Cherry Bekaert	Danaher	ENEGIS, LLC
AlphaSights	Ben & Jerry's	Chesterfield County Public Schools	Dartmouth-Hitchcock	Enterprise Solutions Inc.
Alverson Taylor & Sanders	Betterment	Chick-fil-A Franchise	Dayspring Farm	Environment Virginia
Amazon	Bloomberg LP	China Alliance of Social Value Investment	Dell	Envision Health
Amazon Web Services	BMO Capital Markets	Chloe Reichert	Deloitte	Epic Systems
Ambleside Schools International	Bon Secours Volunteer Ministry	Chugach Government Solutions, LLC	DeVal Lifecycle Support	ERPi
American Benefits Council	BookTrails	City Year	Diligent Corporation	Estes Express Lines
American Enterprise Institute	Booz Allen Hamilton	Clearpath Global	Dinwiddie County Public Schools	Eurofins Scientific
	BounceX, soon to be	Clearsight Advisors		Eurofins Scientific Food Integrity and Innovations
				EY

Fairfax County Public Schools	and Allergy	JFB Legal (The Law Offices of John F. Baughman)	Le'Fant LLC	Natural Resources Defense Council (NRDC)
Federal Deposit Insurance Corporation (FDIC)	HCD Research	JOANN	Legend Management Group	Naval Air Warfare Center Aircraft Division (NAWCAD)
Federal Judiciary	Historic Jamestowne	Johns Hopkins Medical Institute	Leidos	NEC Design/Build North Eastern Contracting
Federal Reserve System	HKA	Johnson & Johnson	Literacy Lab	New Virginia Majority
Ferguson Enterprises	Holland & Knight	Johnson City Public Library	Lucky Brand	New York City Law Department
FINRA	Honorable Henry E. Hudson, United States District Judge for the Eastern District of Virginia	JPMorgan Chase	Mah & Associates, LLP	New York University
Fitch Ratings	House of Gharats	Julie Fisher Cummings	Marathon Consulting	Newport News Public Schools
FluentU	IAB Solutions LLC	Justice and Sustainability Associates, LLC	Maryland Coastal Bays Program	NewtonX
Food for Thought	IBM	KCIC	Master Center for Addiction Medicine	NOAA
FOSUN RZ Capital	ICF	Kekst CNC	Maxim	Northern VA Allergy Associates
Foundation for Government Accountability	ICYLON, LLC	Keller Williams Realty, Inc.	McAllister & Quinn	Northrop Grumman
Foxfire Museum and Heritage Center	iD Tech Camps	Kenrich Group, an HKA Company	McLean Hospital	Northwestern Mutual
Fremont Group	illycaffè North America, Inc.	Kesem National	MDSave Inc.	NVR Inc.
Frontier Technology	IMO	Kinsale Capital Group	Medix	NWSL
US Fulbright Program	Impact Public Schools	Kirsten Fedewa & Associates	MedServe	Oak Ridge Institute for Science and Education
GEICO	IMPAQ International	Kitab-i-Aqdas Project	Mercer	Offino
Genworth	INOVA Health	Knexus Research Corporation	Microsoft Corporation	Old Navy
Glenstone Museum	Inspirica, Inc.	KPMG	Mill St. Grill	Oliver Wyman
GMT GAMES	Institute for Public Health Innovation	Kyoto Japanese Steakhouse	Minnesota Eye Consultants	Olswanger Literary LLC
Good Grief, Inc.	Integrated Dermatology of K Street LLC	Kyrus Tech	MOM's Organic Market	One Child Center for Autism
Google	Integrity Risk International	Kyushu Railway Company	Morgan Stanley	OQ
Governor of Virginia	Intel Corporation	L&L Immigration Law, PLLC	Morris Nichols Arsht & Tunnell	Orchidia Fragrances
Graduate Hotels	Intelligence Consulting Enterprise Solutions, Inc. (ICES)	L.L. Lee & Associates	Nashville Classical Charter School	Oregon State University
Grant Thornton International	Jackson-Feild Behavioral Health Services	Lafayette Group	National Geographic	Pacific Ridge School
Guidehouse	James City County - Virginia	Lake Anna State Park	National Institute of Mental Health (NIMH)	Palladium: Make It Possible
Guilford Technical Community College	JET Programme	LECOM Health - Millcreek Community Hospital	National Institutes of Health (NIH)	Paper Edu
Haiti's Children			National Mineral Information Center (NMIC)	
Hampden-Sydney College				
Hampton Roads ENT				

Parios Associates, Inc.	Richmond Community Hospital	Success Academies	ThompsonMcMullan PC	Verge Scientific Communications
Parson Bruce Art Foundation	Riverside Health System	Systematic Text Analysis for International Relations (STAIR)	ThroughPuter, Inc.	VIMS
Pedersen Law	Robinson Bradshaw	Systems Planning and Analysis, Inc.	Tiber Capital Group	VIPKID
Pediatric Specialists of Virginia	Roxbury Prep Charter School	Talbots	Tidewater Kidney Specialists, Inc.	Virginia Army National Guard
PetSmart	RRC Companies	TAPIF	TPMG Clinical Research	Virginia Beach Department of Emergency
Piper Sandler	RS21	Target	Triage Logic	Virginia Regional Ballet
PNC Bank	RTI International	Tate Bywater Law	Trichome Institute	Virginia Slate
Pollard Environmental LLC	S2 Technologies	TE Connectivity	Tri-County Health Department	Virginia State Parks
PRINCETON FUTURE INC	Saga Education	Teach For America	TruGenomix	W. L. Gore & Associates
Private Family	SAP	Ten20 Partners	Turning the Page	Walt Disney World
Project Horseshoe Farm	ScribeAmerica	Texas Coalition to Abolish the Death Penalty	UBS Financial Services	Washington AIDS Partnership
Promontory Financial Group	Sentara Healthcare	The Aerospace Corporation	UHY LLP, Certified Accountants	Wavemaker
ProScribe	Sidley Austin LLP	The Alexander Hamilton Society	UNC Health	West Baltimore Flood Disaster Recovery Group
Providence Classical School	Signal Vine	The Borgen Project	UNDP	White Buffalo Farm
PwC	Sikorsky Credit Union	The Counterterrorism Group	Unionville Pediatric	Willcox Savage
Q2 Solutions	Skelly and Loy, Inc.	The ExeculSearch Group	United Nations Association of the National Capital Area	William & Mary
Quest Diagnostics	Skin Cancer Surgery Center	The Faison Center	United Technologies	Williamsburg Emergency Physicians, Inc.
Quorum	Snow Companies	The Hood Group	United Way	Wollmuth Maher & Deutsch
Raphael House of Portland	Sodexo	The Humane Society of the United States	University of Georgia Press	Woodward Capital, LLC
Rappahannock Electric Cooperative	Soho Press	The Lewin Group	Urology of Virginia	WR Systems
Raymond James	SOS Children's Villages	The MITRE Corporation	US Air Force	XSELL Technologies
Reed Smith	Southeast Arizona Conservation	The Nightstalker Saga: Origins	US Army	Yes Norfolk Committee
Regal	Spark Talent Agency	The University of Pennsylvania	US Courts of Appeals	
Regally Refined LLC	Spotsylvania County Economic Development	The Vineyard Sound	US Department of Homeland Security	
Regeneron Pharmaceuticals, Inc.	Springfield Dental Solutions	Therapeutic Alliance	US Navy	
Reiter, Hill & Johnson	Squirrel Hill Health Center	Thermo Fisher Scientific	US State Department	
Republican National Committee	SSP America		UVA Biocomplexity Institute	
Revature	Staples		Varsity Tutors	
	Student PIRGs		Vellum Mortgage	

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 Marymount University	3 University of Mississippi
2 Auburn University	3 Massachusetts Institute of Technology	2 University of New England Non-Matric
2 Brigham Young University	2 North Carolina State University	7 University of North Carolina-Chapel Hill
3 California Institute of Technology	2 Northeastern University	2 University of North Carolina-Wilmington
3 Carnegie Mellon University	2 Northwestern University	7 University of Pennsylvania
11 Columbia University	4 Old Dominion University	7 University of Richmond
2 Drexel University	2 Stanford University	2 University of South Carolina
7 Duke University	2 The London School of Economics and Political Science (LSE)	2 University of Tennessee
2 East Carolina University	2 Tufts University	13 University of Virginia
7 Eastern Virginia Medical School	2 University of California-Davis	2 University of Washington
2 Emory University	2 University of Colorado Boulder	2 University of Wisconsin
3 Florida State University	2 University of Delaware	2 University of Wyoming
7 George Mason University	2 University of Illinois @ Urbana	4 Vanderbilt University
9 George Washington University	2 University of Louisville	32 Virginia Commonwealth University
13 Georgetown University	3 University of Maryland-Baltimore	7 Virginia Polytech & State University
6 Harvard University	5 University of Maryland-College Park	2 Wake Forest University
3 Indiana University Bloomington	2 University of Michigan	115 William & Mary
8 Johns Hopkins University		
2 Loyola University		
2 Mary Baldwin University		

79 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

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

Experiential Learning: Most Meaningful

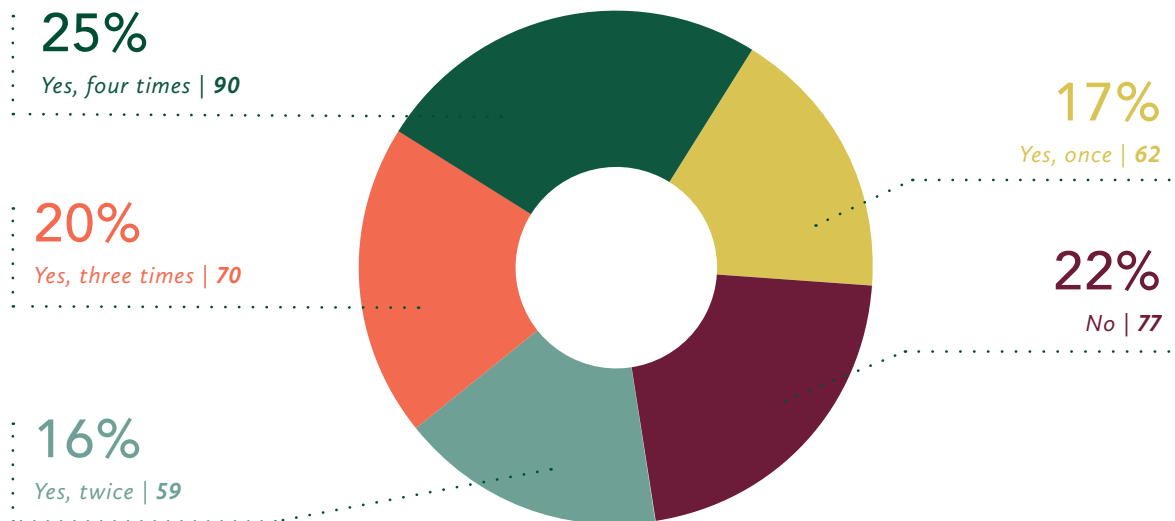
Experiential learning engages students beyond the classroom to apply knowledge and develop skills and values that enable them to connect their academic pursuits meaningfully with their personal and professional lives.

Experiential learning happens in a range of settings, across the university, including:

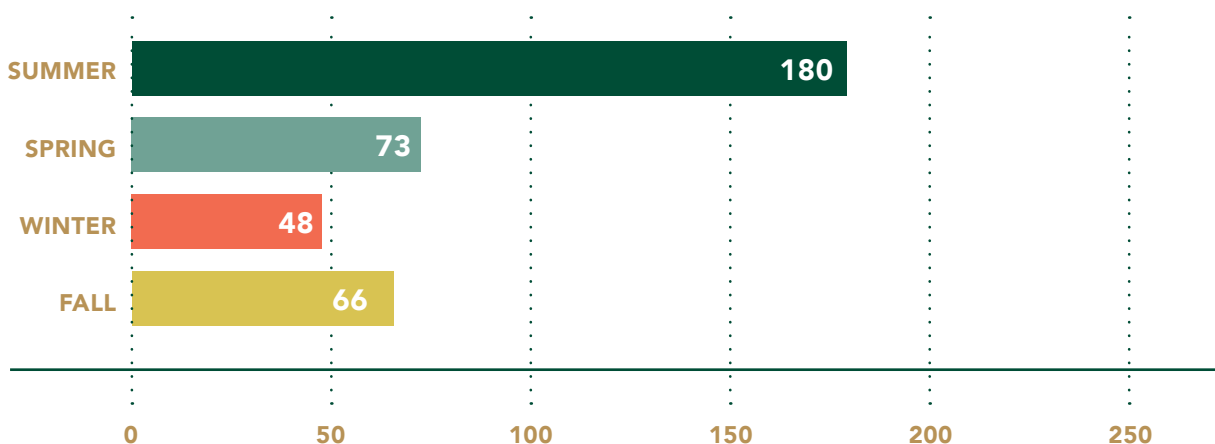
- Internships/Field Work
- Mentored Research
- Study Abroad/Study Away
- Service Learning
- Arts/Performance

EXPERIENCE FREQUENCY

358 Responses

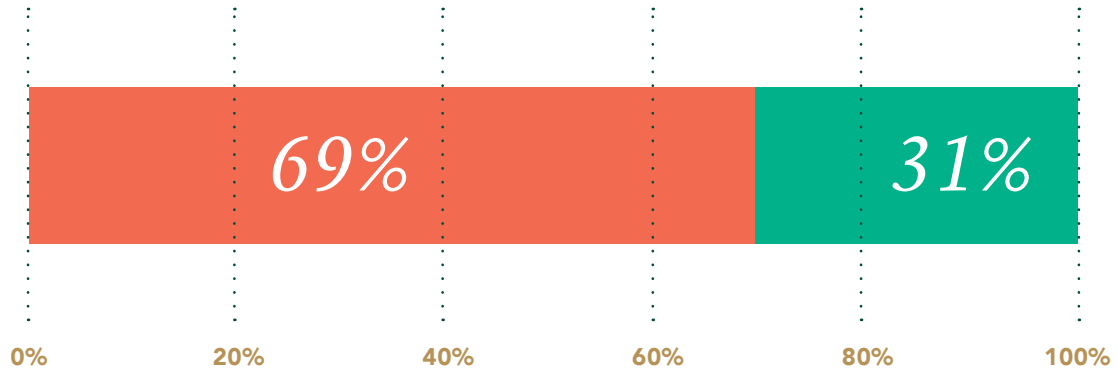


SEMESTER FREQUENCY



COMPENSATION

234 total responses: 161 paid, 34 unpaid



TOP SITES FOR MOST MEANINGFUL EXPERIENCES

2 AC Beverage	2 James City County	National Park Service	Institutes: Global Research Institute (3), Omohundro Institute
2 Accenture	2 Johns Hopkins	National Science Foundation	Labs: Autism Lab, Web Lab
3 Bank of America	3 KPMG	Smithsonian	Law School (2)
Merrill Lynch	4 Morgan Stanley	The Federal Reserve System	Lewis B. Puller, Jr. Veterans Benefits Clinic
2 Capital One	2 School Health Initiative Program (SHIP)	US Geological Survey	Muscarella Museum
2 Deloitte	19 United States Government	US District Court for the Eastern District of Virginia	Offices: Undergraduate Admission, Advancement (2), First Year Experience, Information Technology, Sustainability
2 EY	Defense Technical Information Center	US Department of Treasury	Tribe Athletic Performance
2 Ferguson	Department of Justice (2)	US Office of Personnel Management	Tribe Innovation
2 ION Lab	Department of State	White House (2)	TutorZone
	Federal Trade Commission	52 William & Mary	VIMS (5)
	International Trade Administration	AidData (2)	W&M Faculty (6)
	NASA (2)	Boehly Center Young Alumni Mentor Match Program	W&M Phonathon
	National Endowment for the Arts	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)	

22% reported William & Mary as their site for their most meaningful experience

