



WILLIAM
& MARY
CHARTERED 1693

OFFICE OF CAREER DEVELOPMENT
& PROFESSIONAL ENGAGEMENT

OUTCOMES REPORT

Arts & Sciences | Undergraduates

CLASS OF 2021



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Methodology

NACE STANDARDS

The Office of Career Development & Professional Engagement adheres to standards for first destination survey guidelines set by the National Association of Colleges and Employers (NACE). In addition to standard questions regarding post-graduation plans (e.g., employment data, graduate/professional school data), the survey collects applied learning data, next destination alignment with 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 'applying to graduate/professional 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 the William & Mary Office of Career Development & Professional Engagement 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 Office of Career Development & Professional Engagement's goal is the highest rate possible; the national average for Bachelor degrees is 58% according to NACE's First Destinations Dashboard for the Class of 2020, published in 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*.

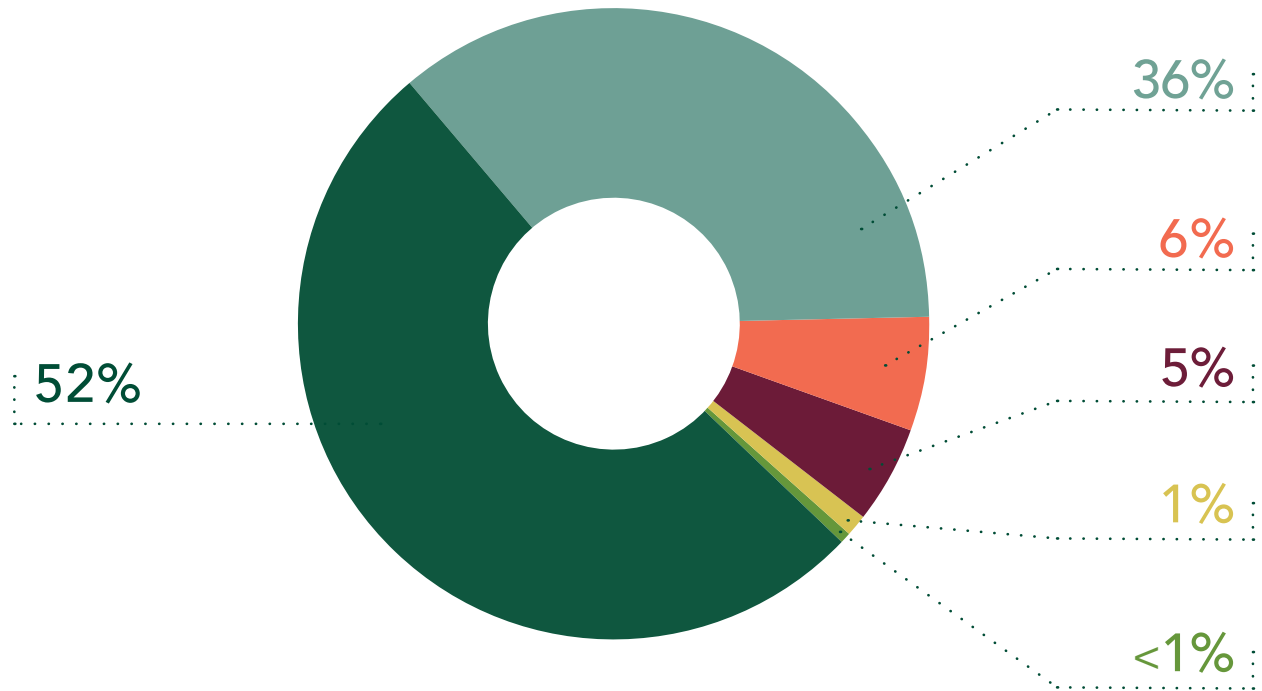
Results

Class of 2021 Major 1: A&S

Knowledge Rate: 88% (1230/1404)

Career Outcomes Rate: 93% (1145/1230) employed or attending graduate/professional school

Next Destination Status



634

Working 30 or more hours per week

437

Attending graduate/professional school

74

Working less than 30 hours per week

63

Job seeking

17

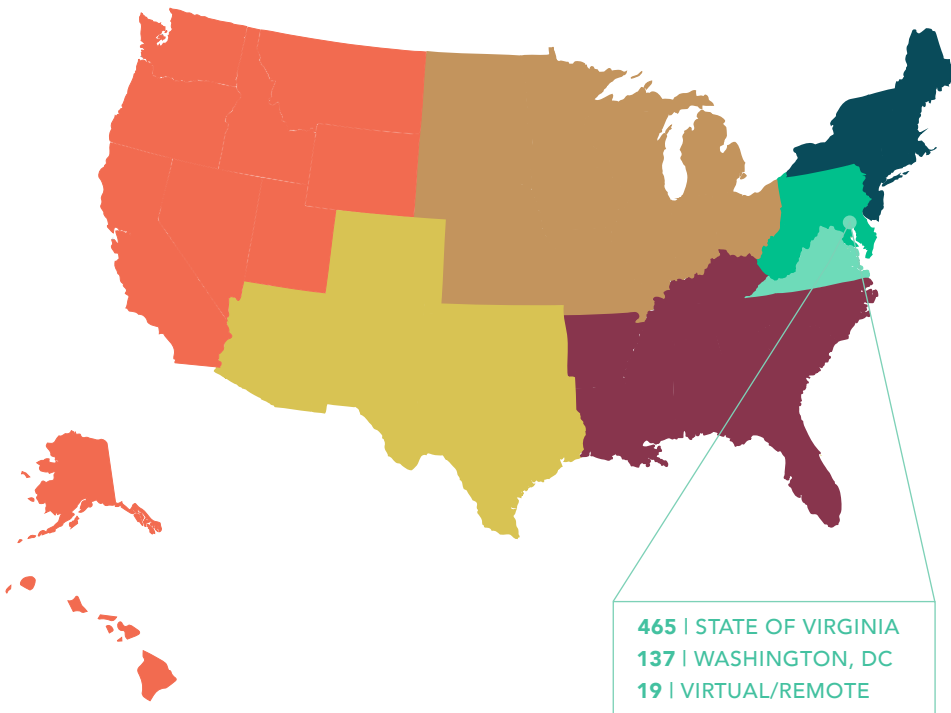
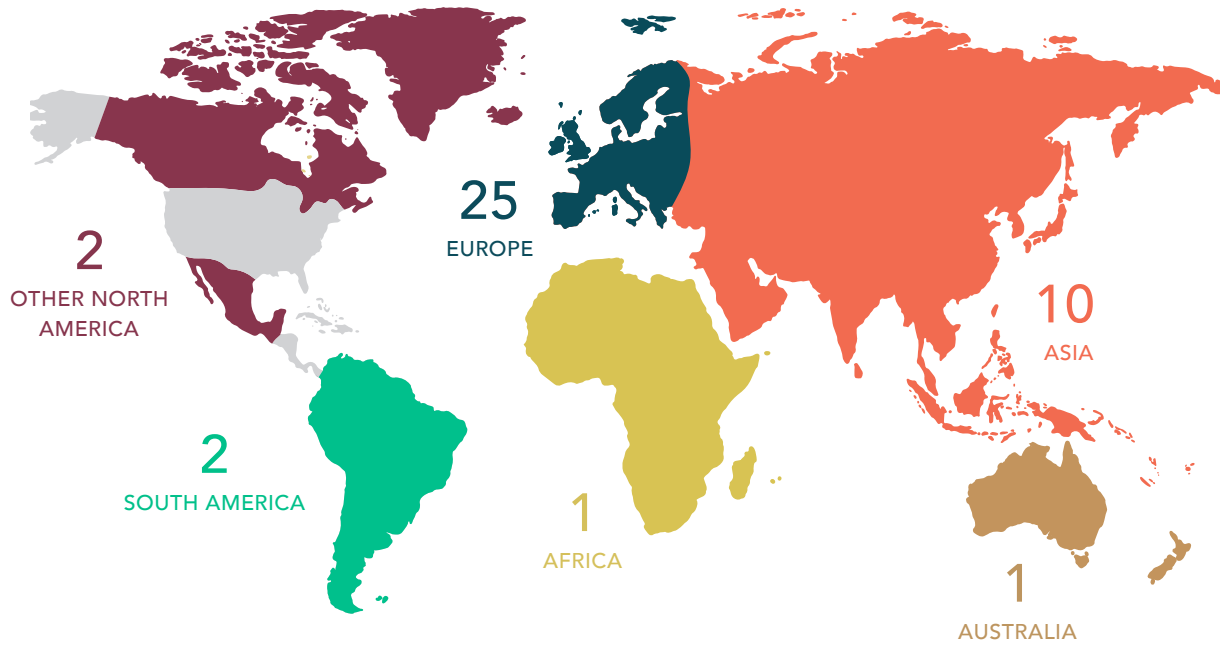
Applying to graduate/professional school

5

Other
* Neither job seeking, attending graduate/professional school, or employed

Geographic Distribution

99% (1129/1146) knowledge rate for location of employer or graduate/professional institution



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

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

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

83 | SOUTHEAST
(AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)

21 | SOUTHWEST
(AZ, CO, NM, OK, TX)

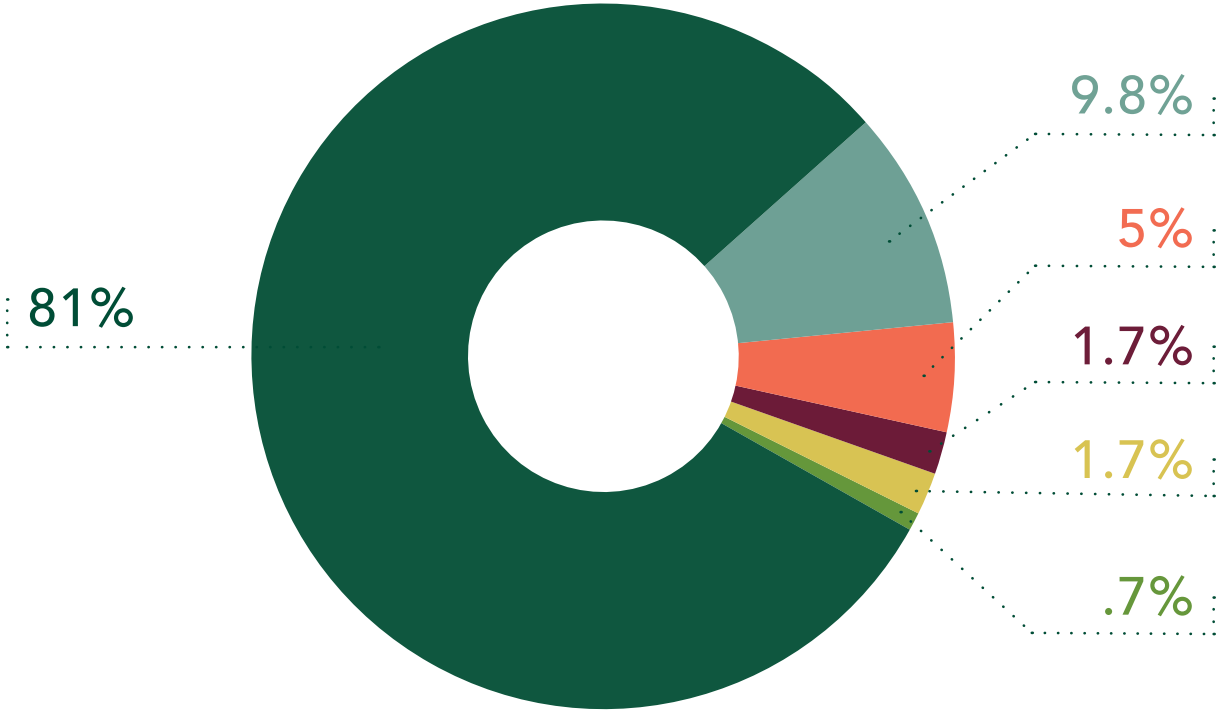
48 | WEST
(AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)

2 | US TERRITORIES
(American Samoa, Guam, Northern Mariana Island, Puerto Rico, US Virgin Islands)

465 | STATE OF VIRGINIA
137 | WASHINGTON, DC
19 | VIRTUAL/REMOTE

Employment Type & Title

56% of the total respondents (686) reported an employment type



558
Standard Job

67
*Post-Bacc Internship/
Fellowship/
Research*

32
*Contract/
Temporary Work*

12
Volunteer

12
*Entrepreneurial/
Freelance*

5
Military Service

Employment: Title or Rank

Employment titles or rank occurring 2 or more times

<p>2LT</p> <p>Account Associate</p> <p>Account Coordinator</p> <p>Administrative Assistant</p> <p>Analyst</p> <p>Analytics Analyst</p> <p>Assistant Scientist</p> <p>Associate</p> <p>Associate Consultant</p> <p>Associate Financial Analyst</p> <p>Associate Software Engineer</p> <p>Book Seller</p> <p>Business Analyst</p> <p>Business Development Associate</p> <p>Business Development Representative</p> <p>Business Systems Analyst</p> <p>Claims Reviewer</p> <p>Clinical Research Assistant</p> <p>Clinical Research Coordinator</p>	<p>Communications Assistant</p> <p>Consultant</p> <p>Corps Member</p> <p>Data Scientist</p> <p>Development Associate</p> <p>Discover Analyst</p> <p>Environmental Scientist</p> <p>Fellow</p> <p>Financial Analyst</p> <p>Governor’s Fellow</p> <p>Intelligence Analyst</p> <p>Intern</p> <p>Investigative Intern</p> <p>Investment Banking Analyst</p> <p>Junior Data Scientist</p> <p>Legal Assistant</p> <p>Management Consultant</p> <p>Management Consulting Analyst</p> <p>Marketing Associate</p> <p>Medical Assistant</p> <p>Medical Receptionist</p> <p>Medical Scribe</p>	<p>MedServe Fellow</p> <p>Physical Therapy Aide</p> <p>Post-Baccalaureate Research Fellow</p> <p>Production Assistant</p> <p>Program Assistant</p> <p>Program Coordinator</p> <p>Research Analyst</p> <p>Research Assistant</p> <p>Research Associate</p> <p>Sales Associate</p> <p>Securitization Associate</p> <p>Ski Instructor</p> <p>Software Developer</p> <p>Software Engineer</p> <p>Staff</p> <p>Staff Consultant</p> <p>Teacher</p> <p>Technology Analyst</p> <p>Trip Leader</p> <p>Veterinary Assistant</p>
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Employment: Salary & Bonus

Salary and bonus information is based on 558 responses for those with a 'standard job' (not contract, post-Bacc internship, etc.)

45% (249/558) REPORTED SALARIES

median

\$62,000

\$60,730

mean

21% (118/558) REPORTED BONUSES

median

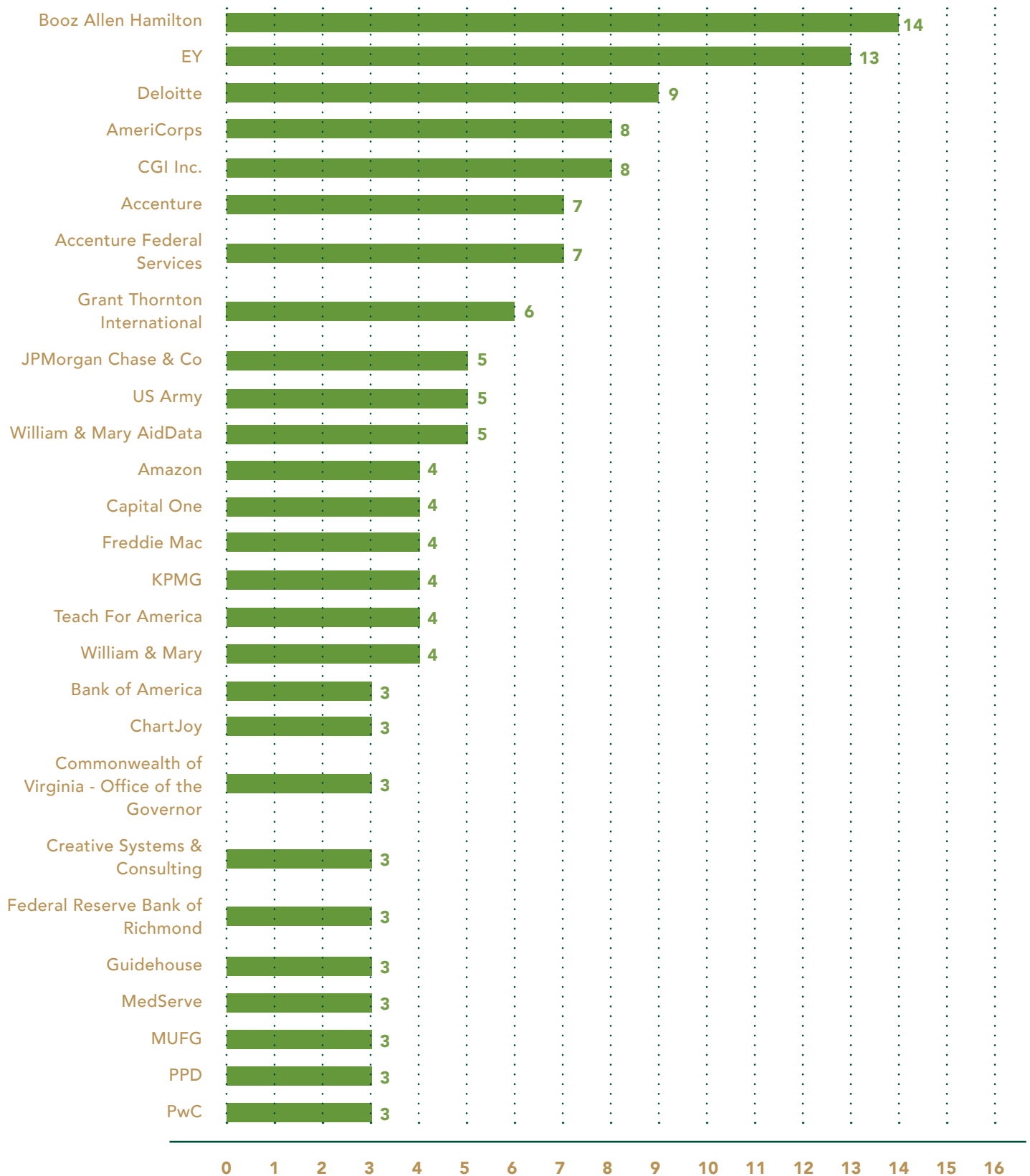
\$5,000

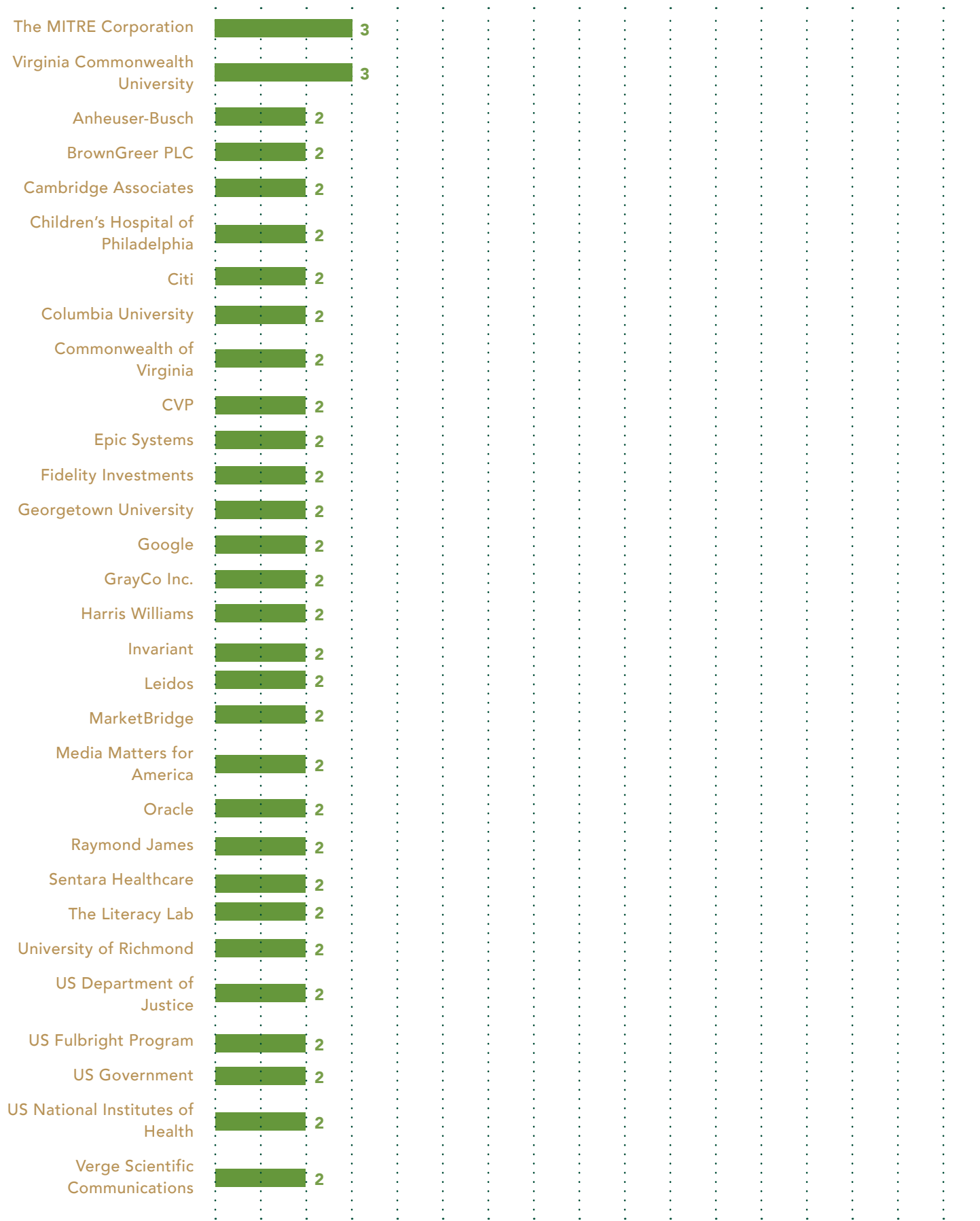
\$9,503

mean

Top Employers: Arts & Sciences

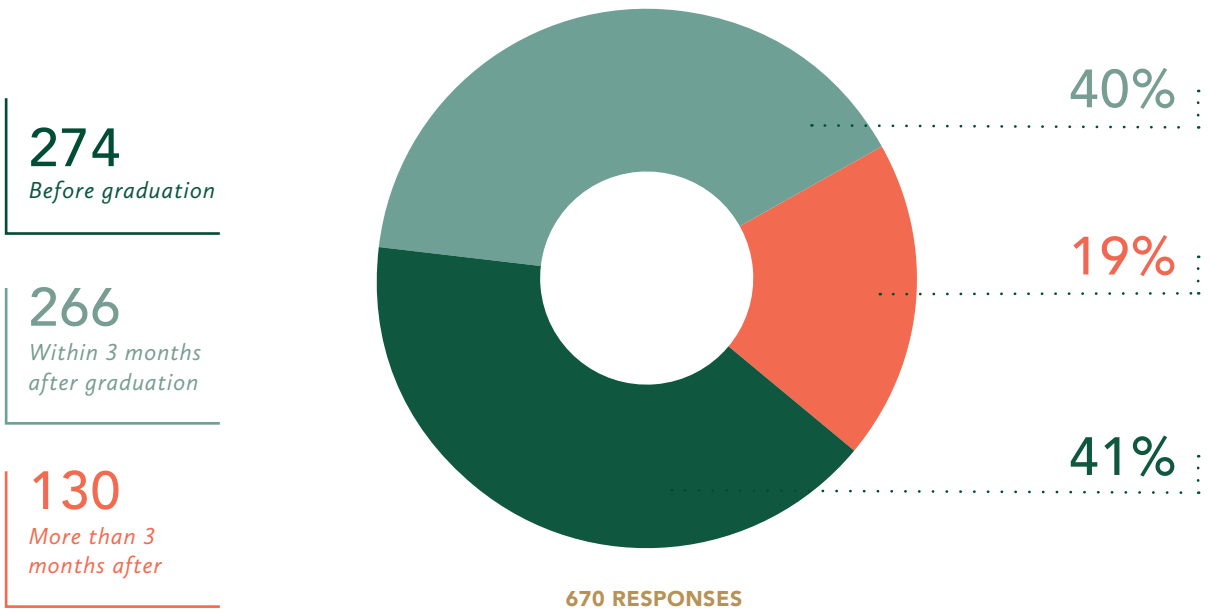
Hiring 2 or more undergraduates





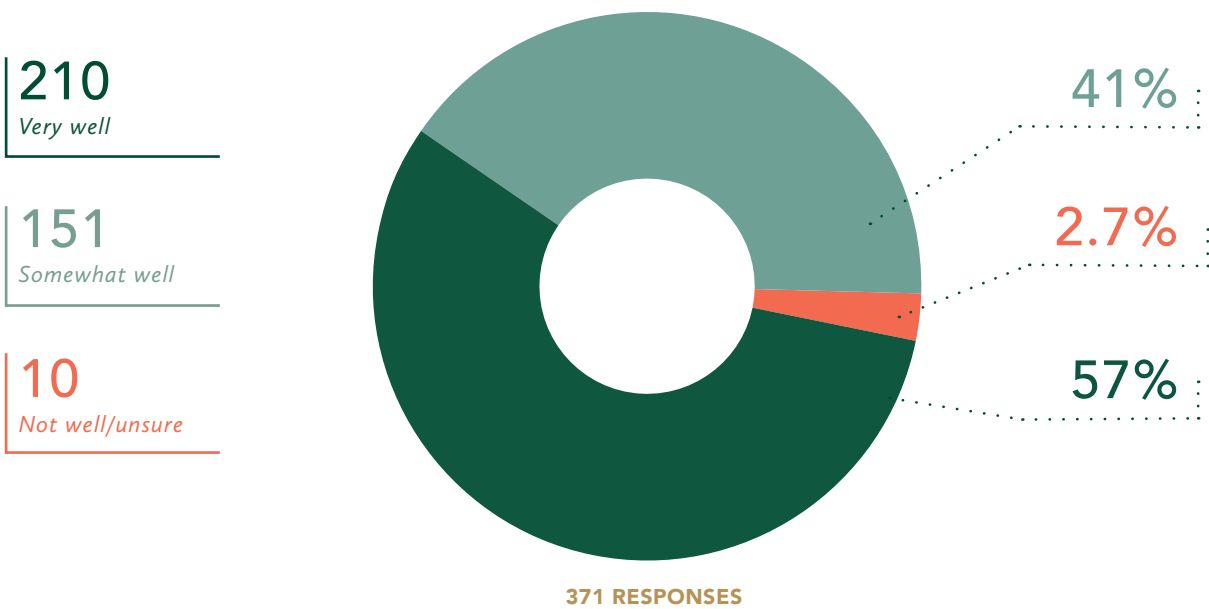
Employment

ACCEPTED EMPLOYMENT OFFER/START DATE



ALIGNMENT WITH CAREER GOALS

97% (361/371) combined response for somewhat well and very well



460 Unique Employers

57 Top Employers

21st Century Democrats	American Institutes for Research	Avalere Health	BTG Pactual	Chatmoss Country Club
3Q Digital	American University	Avantus Federal	Bully Pulpit Interactive	ChenMed
4H	AmeriCorps	Avid4 Adventure	Busch Gardens Williamsburg	Chesapeake Conservation Corps
Accenture	Analytic Services, Inc.	Axiom Strategies	Cambium Assessment	CHI Health
Accenture Federal Services	Andrews & Cole	Ayuda	Cambridge Associates	Chicago Botanic Garden
Acrisure LLC	Anheuser-Busch	Bacardi	Camp Alta Mons	Chick-fil-A Restaurants
Actalent	APEI	Banfield Pet Hospital	Campus Apartments	Children's Hospital of Philadelphia
ADP	API - American Petroleum Institute	Bank of America	CapCenter - Realty & Mortgage	Children's National Hospital
Advance Auto Parts	Appcast, Inc.	Barnes & Noble, Inc.	Capital One	CHKD
Advisory Board	Aquatrols	Bartlett & Spirn PLC	Cardinal Health	Christie's
AirIn Technologies, Inc.	Arcadia University	Bates White	Carilion Roanoke Memorial Hospital	Citi
AIS Observers	Arch Insurance Group	Battelle	CarMax	City of Norfolk
Alambique	Archway Classical Academy Veritas	Beach Pet Hospital	Carnegie Endowment for International Peace	ClearCompany
Alaska Court System	Arlington Public Schools	Bellars Harris Wealth Management	Carrabba's Italian Grill	Clearsight Advisors
Alexandria School of Highland Dance LLC	Arthritis & Sports Orthopaedics, Physical Therapy, and Wellness	Berkeley Research Group	Catalina Island Marine Institute	Code42
Allegheny Image Factory	Arts Laureate	Berry Appleman & Leiden LLP	CCAH	Coleman-Adams Construction, Inc.
Allergy Associates - Dr. Sally J Bailey	ASciS Solutions	Bizzabo	Center for International Private Enterprise	Colorado High School Charter GES
Alpha Square Group	Ashburn Pediatric Dental Center	BLHStudio	Centerview Partners	Columbia University
AlphaSights	Ashburn Sterling Internal Medicine	Blue Meridian Partners	Central Virginia Legal Aid Society	Comedy Central
Amazement Square	Asian American LEAD (AALEAD)	Body Balance Yoga & Fitness	CGI Inc.	Commonwealth of Virginia
Amazon	Atlantic Health System	BookTrails	Chapel Hill Pediatrics	Commonwealth of Virginia - Office of the Governor
American Chemistry Council	Audio Visual Systems Inc	Booz Allen Hamilton	Charlottesville Day School	Compass Counseling Services
American Conservation Experience	Austrian Federal Ministry of Education, Science and Research	Bozzuto	ChartJoy	Congressman Frank Pallone, Jr
American Enterprise Institute		Bramnick, Rodriguez, Grabas, Arnold & Mangan		
American Hip Institute		Brookfield		
		Brown Advisory		
		BrownGreer PLC		

Connelly Partners	OBGYN	Freddie Mac	Harris Williams	Invariant
Consumer Protection Safety Commission	DriveWealth	Freelance	Healthwatch Bromley	IPConfigure Inc.
Corvid Technologies	DSJ Global	Gallagher Affinity	Henderson Collegiate	IPS Productions LLC
Council on Strategic Risks	Dynamic Analytics & Test, Inc.	Gallup	Heritage Wealth Management Group	Jackson Hole Mountain Resort
Creative Systems & Consulting	E=M ² Communications	Garger Center for Endocrinology PC	Home Depot	James J. Burke & Associates, LLC
CrossCountry Consulting	EAB	Gastroenterology of NOVA	Horizon Media	Johns Hopkins University School of Medicine
CSC Global	Eaglebrook	General District Court	Howard Hughes Medical Institute - Janelia Research Campus	Johnson & Johnson
Cvent	EAUnderwood	Genworth	Huntington Ingalls Industries	Joint Strike Office
CVP	Economic Innovation Group	Georgetown University	IBM	Jordan Young Institute
Danielle Orland - Body Connection Physical Therapy	Educe Group	Georgetown University Law Criminal Defense & Prisoner Advocacy Clinic	ICF Next	JPMorgan Chase & Co
Dawson Careers	EF: Education First	Global Outreach Charter Academy	ID.me	Kansas City Public School District
Death Metal Band Troglorot	Enthalpy Analytical	Global Water Challenge	Identity Production Studios	Kantar
Decision	Epic Systems	Gloucester County	IKEA	Kaplan Hecker & Fink LLP
Delegate Betsy B. Carr	Epilepsy Foundation Eastern Pennsylvania	Goel & Anderson	In-Depth Engineering Corporation	Kempsville High School
Deloitte	Esri	Gold Medal Physical Therapy	Indiana University Bloomington	Kenny Roberts (American Petroleum Institute, Invariant)
Deltek	Evercore ISI Research	Goldman Sachs	Industrial Economics Incorporated	Kepler
DHInfrastructure	ExecOnline, Inc.	GoNOMAD.com	Infinite Solutions Behavioral Services LLC	Kepler's Books
Dick's Sporting Goods	EY	Google	ING Bank	kglobal
Direction Home of Eastern Ohio	Eye Physicians of Virginia	Government of Spain	Inova Health System	KinderCare
Dive Aqua Marine St. Thomas	Fairfax County Public Schools	Grand Canyon Council, Inc.	Institute of Women's Policy Research	Kinsale Insurance
DLC Management	Fairfax Radiology Centers	Grant Street Group	Integrity 9 Sports & Entertainment	KIPP DC
dlr marketing, inc.	Family Law Group	Grant Thornton International	Integrity Risk International	KippsDeSanto & Co
Dominican Fathers Province of Saint Joseph	FCPS	GrayCo Inc.	Intel Corporation	Kohl's
Dominion Energy	Federal Reserve Bank of Richmond	Guidehouse	Intercept Youth Services	Kotter
Dominion Hospital	Fidelity Investments	GymTek Academy LLC	International Center for Journalists	KPMG
Dr. C. S. Michael, LLC	First Majestic Silver Corp	Hampton City Schools	InterVarsity Christian Fellowship	Kumamoto City Board of Education
Dr. Fred Indig	Florida Blue	Hampton Inn by Hilton		Kun Tang, M.D.
Dr. Ketly Michel	Fluent, Inc.	Hampton Roads ENT & Allergy		L&L Immigration Law, PLLC
	ForKids			
	Fourth Presbyterian Church			

Labcorp	Mortgage Bankers Association	OrangeTheory Fitness	Public Defender Service for the District of Columbia	Science Systems and Application Inc.
Law Office of CBS	MUFG	Oregon State University	Public Financial Management	SciPro
Leidos	MyStudio	OrthoVirginia	PULSE	ScribeAmerica
Lexagle	Nakhleh Rothfeld LLP	Overland Summers	PwC	Scribe-X
Life Push LLC	National Academies of Sciences, Engineering, and Medicine	Oxford University Press	Rapid7	Senator Mark Warner
LMI	National Academy of Medicine	Pacific States Marine Fisheries Commission	RapidSOS	Sentara Healthcare
M&T Bank	National Cooperative Business Association	PAE	Rational 360	Serco Inc.
Manhattan Theatre Club	CLUSA International	Paoli Hospital	Raymond James	Shari Cirrito, Academy of Gymnastics
MAPCO	Navy Federal Credit Union	Paramount Surgery Center, Inc.	RBC Capital Markets	Signature Theatre
MarketBridge	NBC News	Pearle Vision	RE Tech Advisors	Sircle Media
Martin County Middle School	NERA Economic Consulting	Peer Collective	Reading Assist	Ski Butternut
Massachusetts General Hospital	Nestlé	Penguin Coding School	Red Ventures	Skin & Laser Surgery Center
Mastercard	New Profit	Penn State	Regal	Smithsonian Institution
Mathematica	New Rochelle YMCA	Performance Culture	REI	Solo Medical Consulting
McMaster-Carr	Newport News Public Schools	Petco	Reliant Business Valuation	Solomon Page
MCRA	NextEra Energy	Pipaya	Revature	South32
MD Anderson Cancer Center	Nili Lotan New York	Pivot Physical Therapy	Rhode Island Hospital/Brown University	Southwest Conservation Corps
Media Matters for America	Noblis	PlantPOP	Richmond Asbestos	Spectra Studios
MedServe	Northwestern Mutual	Playa Bowls	Richmond Behavioral Health	Spencer LLP
MedStar Georgetown University Hospital	Novavax	PLUS Communications	Richmond Physical Therapy	Spring Mountain
Meteor Strike Media LLC	NOX Media	PMA Health	Rick Havrilla, CollabraSpace	SRC
MidCap Financial	NPR	PNC	River Expeditions	Stand Steady
Middlebury Food Cooperative	NTT Data	POLITICO	RSM US LLP	State of Virginia
Millennium Management LLC	Occoneechee State Park	Port Solution Integrators	Rstudio PBC	State Street
Mindset DC	Office of Assemblyman Clinton Calabrese	Powell Law PLLC	RxLogix	Stellar Cyber
Ministerio de Educación, España	One Child Center for Autism	PPD	Saint Mark Catholic School	Stone Tower Winery
Mission Lane	One Rising	Praemia Law PLLC	SalubrisBio	StoryCorps
Montessori School of Northern Virginia	Oracle	PRECISIONadvisors	Sartorius	Strategic Investment Group
Morgan Stanley		Premier Dermatology & Cosmetic Surgery	Sawaya Partners	Strouf Law Firm, P.A.
		Preservation Virginia		Studio Snaidero DC Metro
		PSEG Long Island		Success Academy

Suntiva	The Walt Disney Company	US Department of Health and Human Services (HHS)	Verge Scientific Communications	William & Mary Earl Gregg Swem Library
Sylvan Learning	Therapeutic Alliance LLC	US Department of Justice	Virginia Alcoholic Beverage Control Authority	William & Mary Global Innovation Challenge
Syneos/Gelesis	Thomas Woods	US Department of State	Virginia Beach City Public Schools	Williamsburg James City County Public Schools
Tableau Software	Three Oaks Outdoor Science School	US Dermatology Partners	Virginia Commonwealth University	Williamsburg Urgent Care
Teach For America	TMAX	US Federal Trade Commission	Virginia Department of Planning and Budget	Winterthur Museum, Garden and Library
Tech-Marine Business, Inc.	TransRe	US Fulbright Program	Virginia Department of Social Services	Wisconsin Project on Nuclear Arms Control
Tephra Institute of Contemporary Art	Truist	US Government	Virginia Department of Transportation	Woodside Park Strategies
Tetra Tech	TScan Therapeutics	US House of Representatives	Virginia Department of Conservation Voters	World Affairs Council of Philadelphia
The Busy Bean	Tutor.com	US NASA Langley Research Center	Virginia Eye Consultant	World Justice Project
The Calverton School	Twin Dragons	US National Institute of Aging	Virginia League of Conservation Voters	WPS Health Solutions
The City of Newport News	Unison Global	US National Institute of Neurological Disorders and Stroke (NINDS)	Virginia National Guard	Zoo Atlanta
The Climate Reality Project	Unison Home Ownership Investors	US National Institutes of Health	Vitesco Technologies USA, LLC	ZoomInfo
The Heartstringz Foundation	United Jewish Appeals Federation	US National Park Service	VMLY&R	
The HOTH	University of Florida	US National Security Agency	VMware	
The Inn at Little Washington	The Whitney Laboratory for Marine Bioscience	US Naval Observatory	Voyageur Outward Bound	
The International Council on Clean Transportation	University of Iowa	US NOAA	W.R. Grace	
The Kenrich Group LLC, an HKA Company	University of Maryland	US Oak Ridge National Laboratory	Wegmans	
The Lawn Barbers	University of Richmond	US Senate	Wells Fargo	
The Literacy Lab	University of Rochester Medical Center	US Transportation Security Administration	West Monroe Partners	
The MITRE Corporation	University of Tennessee, Knoxville	Vail Resorts	West Recruitment	
The Morgan Library & Museum	Center for Forensic Anthropology	Vanda Pharmaceuticals	White's Nursery & Greenhouses, Inc.	
The Music Lodge at Sundance Film Festival	US Army	Vemo Education	Whitman, Requardt & Associates LLP	
The Neighborhood Harvest	US Bank	Verbal Beginnings	William & Mary	
The Neighborhood Harvest	US Consumer Product Safety Commission		William & Mary AidData	
The Tiny Tassel	US Defense Intelligence Agency			
The Virginia Foundation For Community College Education	US Department of Defense			

Graduate/Professional Schools

36% (438/1230) attending graduate/professional school
 99% (432/438) of graduate/professional program destinations are known

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

2 or more undergraduates report attending

7 American University	3 Michigan State University	2 University of Massachusetts
2 Boston University	2 Monmouth University	6 University of Michigan
3 Carnegie Mellon University	9 New York University	5 University of North Carolina-Chapel Hill
16 Columbia University	2 North Carolina State University	2 University of Notre Dame
8 Cornell University	3 Northwestern University	5 University of Pennsylvania
10 Duke University	5 Old Dominion University	2 University of Richmond
9 Eastern Virginia Medical School	2 Purdue University	3 University of South Carolina
2 Elon University	2 Radford University	2 University of St Andrews
2 Emerson College	3 Seton Hall University	23 University of Virginia
11 George Mason University	2 Shenandoah University	6 Vanderbilt University
8 George Washington University	2 Tufts University	18 Virginia Commonwealth University
6 Georgetown University	2 University of California - Berkeley	4 Virginia Polytechnic Institute & State University
3 Harvard University	2 University of California - Davis	3 Wake Forest University
2 Indiana University - Bloomington	2 University of Chicago	2 Washington University in St. Louis
4 James Madison University	3 University of Florida	95 William & Mary
11 Johns Hopkins University	3 University of Illinois at Urbana-Champaign	4 Yale University
3 Liberty University	6 University of Maryland	

89 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

Antioch University New England	Royal Veterinary College	University of Nebraska Medical Center
Appalachian State University	Rutgers University	College of Dentistry
Ball State University	Saint John's University	University of New England
Chapman University	San Diego State University	University of New Hampshire
Coastal Carolina University	Sentara College of Health Sciences	University of North Texas at Dallas
Cold Spring Harbor Laboratory	SIT Graduate Institute	University of Notre Dame
Copenhagen Business School	State University of New York	University of Oregon
East Tennessee State University	Temple University	University of Oxford
Emory University	Texas A&M University	University of Pittsburgh
Florida International University	The American University in Cairo	University of Rhode Island
George Mason Law School	The New School	University of Saint Joseph
Georgia Institute of Technology	The Ohio State University	University of Siena
Georgia State University	The University of Alabama Law School	University of South Florida
Hampton University	The University of Law in London	University of Southern California
La Universidad Carlos III de Madrid	Bloomsbury	University of St Andrews
London School of Economics and Political Science	The University of Tokyo	University of Texas at Austin
Longwood University	Universidad Complutense de Madrid	University of Toronto
Loyola University Chicago	Universiteit van Amsterdam	University of Vermont & State Agricultural College
Ludwig-Maximilians-Universität München	University College of Cork	University of Washington
Michigan Technological University	University of Arizona	University of Wisconsin
National University of La Plata	University of Baltimore	University of Wyoming
Northern Arizona University	University of British Columbia	Washington and Lee University
Nova Southeastern University	University of Cambridge	West Virginia School of Osteopathic Medicine
Palmer College of Chiropractic	University of Chicago	West Virginia University
Pepperdine University	University of Colorado	Western Michigan University
Princeton Theological Seminary	University of Delaware	Western Washington University
Providence College	University of Denver	William & Mary
Regent University	University of Georgia	William James College
Regis University	University of Louisville	Winthrop University
Rice University	University of Minnesota	
	University of Mississippi	
	University of Missouri	

Experiential Education: Applied Learning

Applied 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.

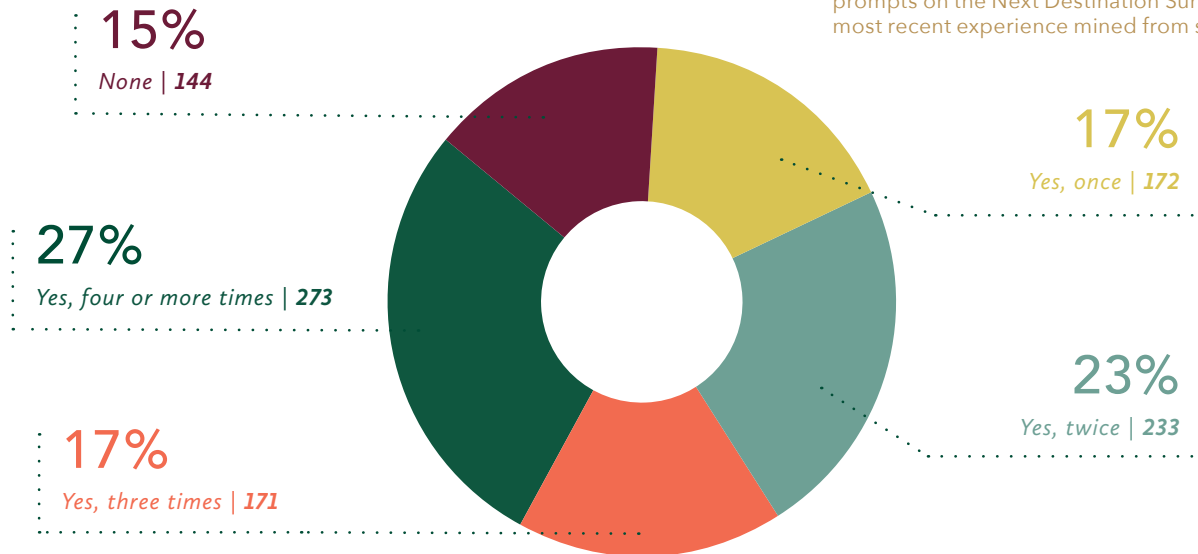
Applied learning happens in a range of settings across the university and across the globe. Modes of applied learning:

- Internship (for academic credit)
- Internship (not for academic credit)
- Clinical Experience / Placement
- Community / Civic Engagement
- Co-op
- Field Work
- Independent Study
- Micro-internship / Short-term Project
- Practicum
- Research
- Student Employment (part-time or summer job)
- Study Abroad / Global Learning
- Other

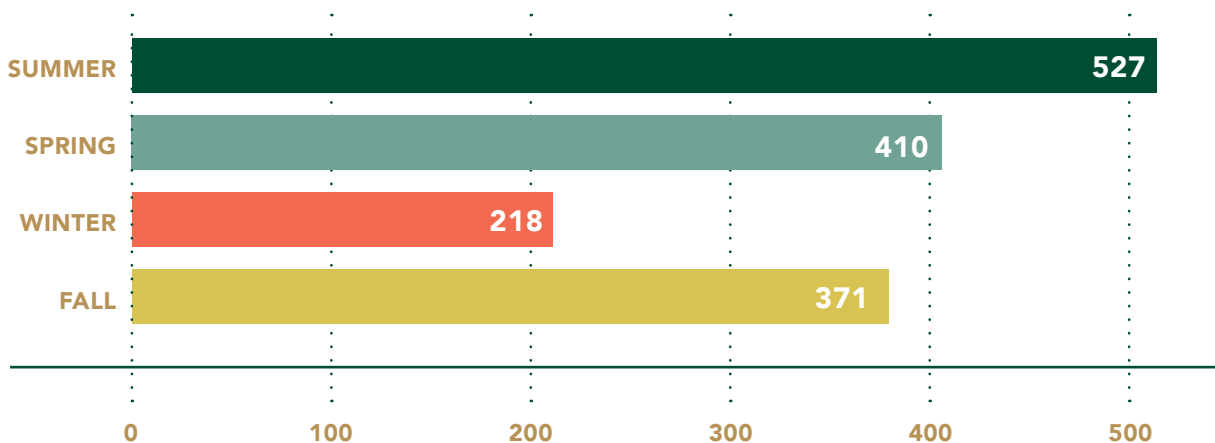
EXPERIENCE FREQUENCY

993 Records

Answers are from 'most meaningful experience' prompts on the Next Destination Survey and the most recent experience mined from social media.

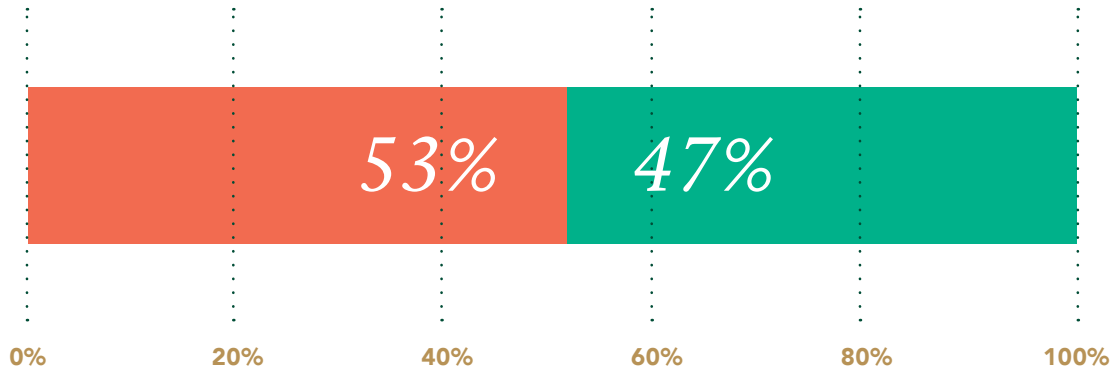


SEMESTER FREQUENCY



COMPENSATION

538 responses: 287 paid, 251 unpaid



TOP SITES FOR APPLIED LEARNING EXPERIENCES

Organizations hosting 2 or more members of the Class of 2021

2 AIFS	2 William & Mary Writing Resources Center	4 US Department of State
2 Allianz Partners	3 Capital One	4 US House of Representatives
2 Arcadia	3 Colonial Williamsburg Foundation	4 William & Mary Agency 1693
2 Center for Balance and Aging Studies	3 JP Morgan Chase & Co	4 William & Mary Bacon Street Youth & Family Services
2 Jamestown-Yorktown Foundation	3 PwC	4 William & Mary Department of Linguistics
2 KPMG	3 US Army TRADOC	4 William & Mary Honors Thesis
2 MUFG	3 William & Mary Campus Recreation	5 William & Mary Department of Chemistry
2 University of Pennsylvania	3 William & Mary Department of Kinesiology & Health Sciences	6 William & Mary Charles Center for Academic Excellence
2 US FDIC	3 William & Mary Department of Mathematics	6 William & Mary Department of Geology
2 US NASA Langley Research Center	3 William & Mary Department of Physics	7 William & Mary Department of Psychological Sciences
2 US National Institutes of Health	3 William & Mary Project on International Peace and Security	7 William & Mary GeoLab
2 US Senate	3 William & Mary Research Lab	9 William & Mary Department of Biology
2 William & Mary Athletics	3 William & Mary Reves Center	10 William & Mary Global Research Institute
2 William & Mary Branch Out Alternative Breaks	3 William & Mary Study Abroad	11 William & Mary VIMS
2 William & Mary Herbarium	3 Williamsburg Emergency Physicians, Inc.	16 William & Mary AidData
2 William & Mary iGEM	4 CGI Federal	55 William & Mary
2 William & Mary Office of Admissions	4 Dominion Energy	
2 William & Mary Rocket Magazine	4 EY	
2 William & Mary Tribe Adventure Program		

