

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.

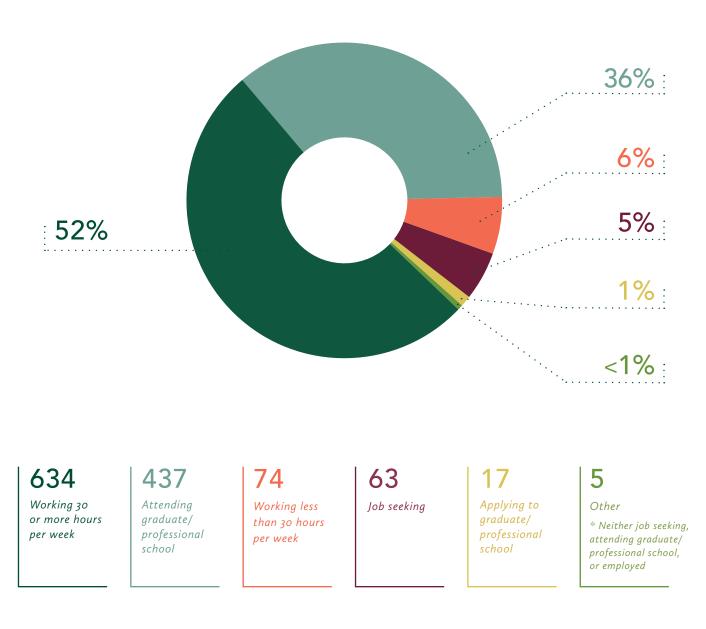
KNOWLEDGE RATE

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' postgraduation 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

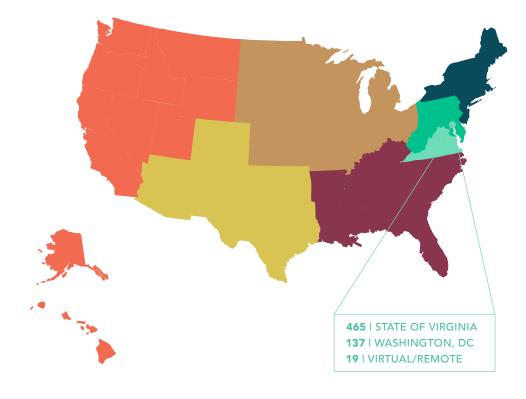
Next Destination Status



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)

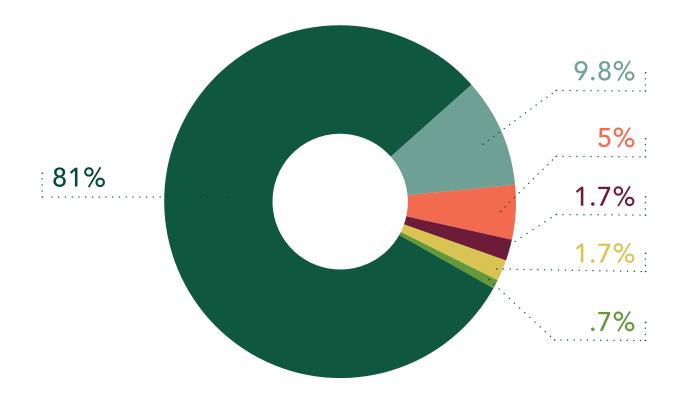
21 | SOUTHWEST (AZ, CO, NM, OK, TX)

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)

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 Entreprenurial/ Freelance 5 Milit

Military Service

Employement: Title or Rank Employment titles or rank occurring 2 or more times

Communications Assistant

2LT Account Associate Account Coordinator Administrative Assistant Analyst **Analytics Analyst Assistant Scientist** Associate Associate Consultant Associate Financial Analyst Associate Software Engineer **Book Seller Business Analyst Business Development** Associate **Business Development** Representative **Business Systems** Analyst **Claims Reviewer** Clinical Research Assistant Clinical Research Coordinator

Consultant **Corps Member** Data Scientist **Development Associate Discover Analyst Environmental Scientist** Fellow **Financial Analyst** Governor's Fellow **Intelligence Analyst** Intern **Investigative Intern Investment Banking Analyst** Junior Data Scientist Legal Assistant Management Consultant Management Consulting Analyst Marketing Associate **Medical Assistant Medical Receptionist Medical Scribe**

MedServe Fellow **Physical Therapy Aide** Post-Baccalaureate Research Fellow **Production Assistant** Program Assistant **Program Coordinator Research Analyst Research Assistant Research Associate** Sales Associate Securitization Associate Ski Instructor Software Developer Software Engineer Staff Staff Consultant Teacher Technology Analyst Trip Leader Veterinary Assistant

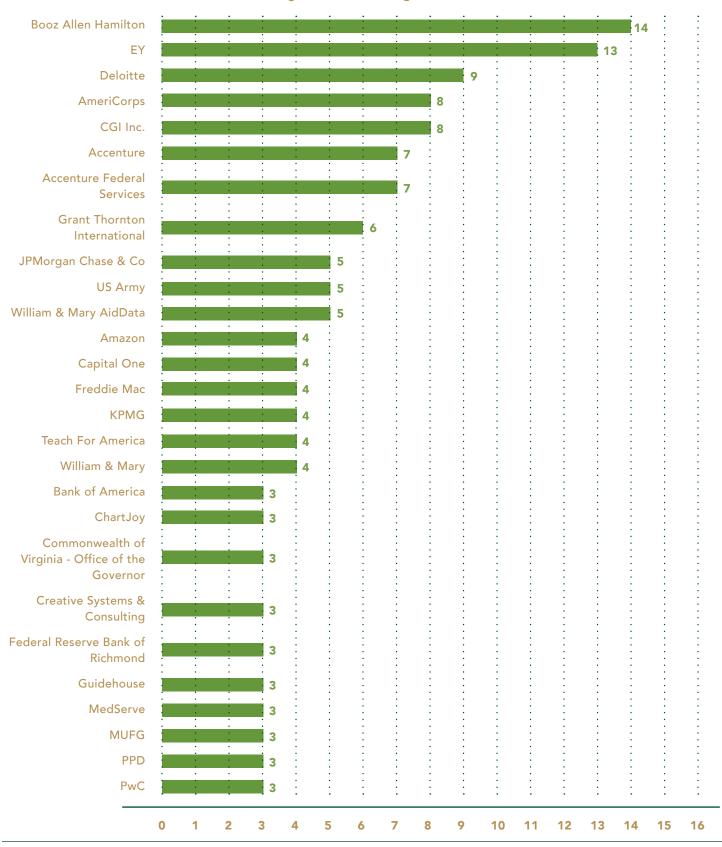
Employment: Salary & Bonus

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



Top Employers: Arts & Sciences

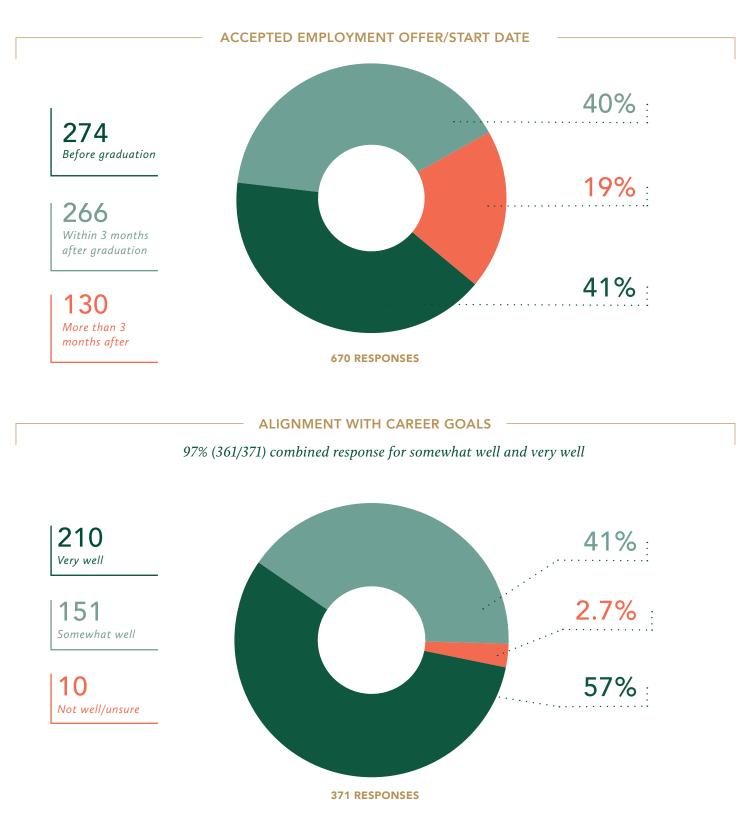
Hiring 2 or more undergraduates



OUTCOMES REPORT — UNDERGRADUATE ARTS & SCIENCES | CLASS OF 2021

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Employment



460 Unique Employers

57 Top Employers

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			BrownGreer PLC	ChartJoy		

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

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

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

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
- 2 | Boston University
- 3 | Carnegie Mellon University
- 16 | Columbia University
- 8 | Cornell University
- **10** | Duke University
- 9 | Eastern Virginia Medical School
- 2 | Elon University
- 2 | Emerson College
- **11** | George Mason University
- 8 | George Washington University
- 6 | Georgetown University
- 3 | Harvard University
- 2 | Indiana University -Bloomington
- 4 | James Madison University
- **11** | Johns Hopkins University
- 3 | Liberty University

- **3** | Michigan State University
- 2 | Monmouth University
- 9 | New York University
- 2 | North Carolina State University
- 3 | Northwestern University
- 5 | Old Dominion University
- 2 | Purdue University
- 2 | Radford University
- 3 | Seton Hall University
- 2 | Shenandoah University
- 2 | Tufts University
- 2 | University of California -Berkeley
- 2 | University of California -Davis
- 2 | University of Chicago
- **3** | University of Florida
- 3 University of Illinois at Urbana-Champaign
- 6 | University of Maryland

- 2 | University of Massachusetts
- **6** | University of Michigan
- 5 | University of North Carolina-Chapel Hill
- 2 | University of Notre Dame
- 5 | University of Pennsylvania
- 2 | University of Richmond
- **3** | University of South Carolina
- 2 | University of St Andrews
- **23** | University of Virginia
- **6** | Vanderbilt University
- **18** | Virginia Commonwealth University
- 4 | Virginia Polytechnic Institute & State University
- 3 | Wake Forest University
- 2 | Washington University in St. Louis
- 95 | William & Mary
- 4 | Yale University

89 UNIQUE GRADUATE/PROFESSIONAL SCHOOLS

Antioch University New England **Appalachian State University Ball State University Chapman University Coastal Carolina University** Cold Spring Harbor Laboratory Copenhagen Business School East Tennessee State University **Emory University** Florida International University George Mason Law School Georgia Institute of Technology Georgia State University Hampton University La Universidad Carlos III de Madrid London School of Economics and **Political Science** Longwood University Loyola University Chicago Ludwig-Maximilians-Universität München Michigan Technological University National University of La Plata Northern Arizona University Nova Southeastern University Palmer College of Chiropractic Pepperdine University **Princeton Theological Seminary Providence College Regent University Regis University Rice University**

Royal Veterinary College Rutgers University Saint John's University San Diego State University Sentara College of Health Sciences SIT Graduate Institute State University of New York **Temple University** Texas A&M University The American University in Cairo The New School The Ohio State University The University of Alabama Law School The University of Law in London Bloomsbury The University of Tokyo Universidad Complutense de Madrid Universiteit van Amsterdam University College of Cork University of Arizona University of Baltimore University of British Columbia University of Cambridge University of Chicago University of Colorado University of Delaware University of Denver University of Georgia University of Louisville University of Minnesota University of Mississippi University of Missouri

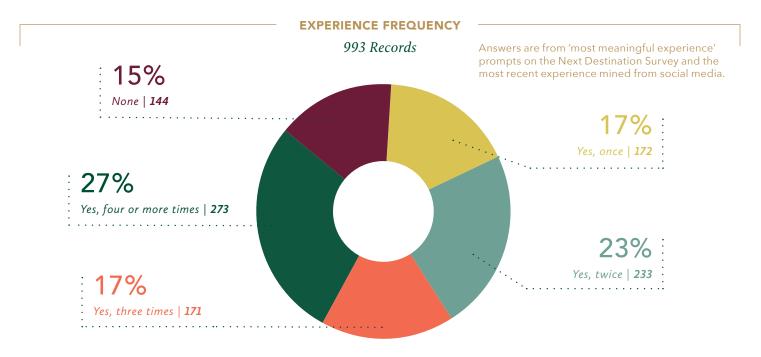
University of Nebraska Medical Center College of Dentistry University of New England University of New Hampshire University of North Texas at Dallas University of Notre Dame University of Oregon University of Oxford University of Pittsburgh University of Rhode Island University of Saint Joseph University of Siena University of South Florida University of Southern California University of St Andrews University of Texas at Austin University of Toronto University of Vermont & State Agricultural College University of Washington University of Wisconsin University of Wyoming Washington and Lee University West Virginia School of Osteopathic Medicine West Virginia University Western Michigan University Western Washington University William & Mary William James College Winthrop University

Experiential Education: Applied Learning

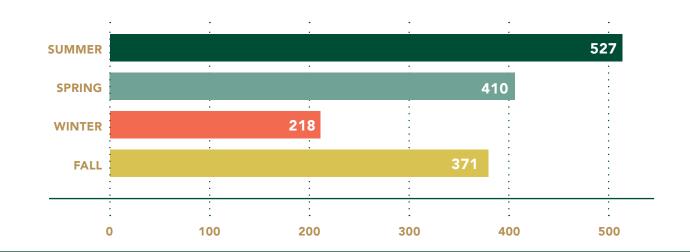
Applied learning engages students beyond the classroom to apply knowledge and develop skills and values that enable them to connect their academic pursuits meaningfully with their personal and professional lives. Applied learning happens in a range of settings across the university and across the globe. Modes of applied learning:

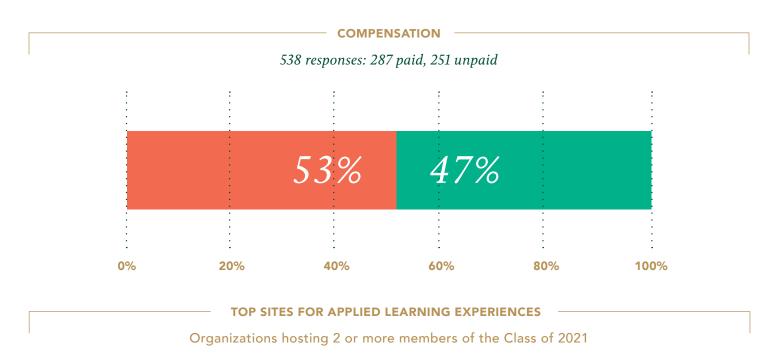
- Internship (for academic credit)
- Internship (not for academic credit)
- Clinical Experience / Placement
- Community / Civic Engagement
- Co-op
- Field Work
- Independent Study

- Micro-internship / Short-term Project
- Practicum
- Research
- Student Employment (part-time or summer job)
- Study Abroad / Global Learning
- Other









- 2 | AIFS
- 2 | Allianz Partners
- **2** | Arcadia
- 2 | Center for Balance and Aging Studies
- 2 | Jamestown-Yorktown Foundation
- 2 | KPMG
- 2 | MUFG
- **2** | University of Pennsylvania
- 2 | US FDIC
- 2 | US NASA Langley Research Center
- 2 | US National Institutes of Health
- 2 | US Senate
- 2 | William & Mary Athletics
- 2 | William & Mary Branch Out Alternative Breaks
- 2 | William & Mary Herbarium
- 2 | William & Mary iGEM
- 2 | William & Mary Office of Admissions
- 2 | William & Mary Rocket Magazine
- 2 | William & Mary Tribe Adventure Program

- 2 | William & Mary Writing Resources Center
- 3 | Capital One
- 3 | Colonial Williamsburg Foundation
- 3 | JP Morgan Chase & Co
- **3**| PwC
- 3 US Army TRADOC
- 3 | William & Mary Campus Recreation
- 3 | William & Mary Department of Kinesiology & Health Sciences
- 3 | William & Mary Department of Mathematics
- 3 | William & Mary Department of Physics
- 3 | William & Mary Project on International Peace and Security
- 3 | William & Mary Research Lab
- 3 | William & Mary Reves Center
- 3 | William & Mary Study Abroad
- 3 | Williamsburg Emergency Physicians, Inc.
- 4 | CGI Federal
- 4 | Dominion Energy
- 4| EY

- 4 | US Department of State
- 4 | US House of Representatives
- 4 | William & Mary Agency 1693
- 4 | William & Mary Bacon Street Youth & Family Services
- 4 | William & Mary Department of Linguistics
- 4 | William & Mary Honors Thesis
- 5 | William & Mary Department of Chemistry
- 6 | William & Mary Charles Center for Academic Excellence
- 6 | William & Mary Department of Geology
- 7 | William & Mary Department of Psychological Sciences
- 7 | William & Mary GeoLab
- 9 | William & Mary Department of Biology
- 10 | William & Mary Global Research Institute
- 11 | William & Mary VIMS
- 16 | William & Mary AidData
- 55 | William & Mary



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