

POST-GRADUATION ACTIVITIES REPORT

A review of the experiential activities and post-graduate destinations of members of the
CLASS OF 2021



Prepared by

Center for Careers, Life, and Service
1103 Park Street | Grinnell, IA 50112 | (641) 269-4940 | career@grinnell.edu

 **Grinnell College**
Center for Careers, Life, and Service

GRINNELL COLLEGE CLASS OF 2021 POST-GRADUATION ACTIVITIES REPORT

We are pleased to present the Post-Graduation Activities Report for members of the Grinnell College Class of 2021. On the following pages you will find evidence of both the remarkable abilities of Grinnell undergraduates and the value of a Grinnell education in enabling meaningful and purposeful first destinations for our alumni.



Sarah Barks, Ph.D.
Senior Director, STEM Career Community & Analytics
Center for Careers, Life, and Service



Mark R. Peltz, Ph.D.
Daniel and Patricia Jipp Finkelman Dean
Center for Careers, Life, and Service

CONTENTS

Introduction: Grinnell College Class of 2021 Post-Graduation Survey.....	1
First Destinations of Grinnell College Class of 2021 Graduates.....	2
Employment.....	2
Graduate and Professional School.....	4
Post-Graduate Service.....	5
Fellowships and Scholarships.....	5
Impact of the COVID-19 Pandemic.....	6

Appendix

A. Experiential Learning Profile.....	7
B. Locations of Graduates in Employment, Graduate School, or Post-Graduate Service.....	11
C. First Destinations and Experiential Activity by Major.....	12
D. Employment, Graduate School, and Post-Graduate Service Details by Major.....	14

TABLES

1. Representativeness of survey respondents by gender, race/ethnicity, disability status, and first-generation status.....	1
2. First destinations of the Class of 2021.....	2
3. Sample employers of responding graduates.....	2
4. Career fields of responding graduates.....	3
5. Extent to which graduates report that their position is related to their career goals.....	3
6. Distribution of graduate or professional school degree programs.....	4
7. Sample graduate and professional school destinations and programs.....	4
8. Sample post-graduate service programs, areas, and locations.....	5
9. Post-graduate service areas for responding graduates.....	5
10. Sample competitive fellowships and scholarships received by responding graduates.....	6
11. Impact of COVID-19 on graduates' preparation for next steps.....	6
A1. Sample domestic internship sites, areas, and locations.....	7
A2. Sample international internship sites, areas, and locations.....	9
A3. Sample off-campus research sites, foci, and locations.....	10
B1. Domestic locations of working or studying graduates.....	11
B2. International locations of working or studying graduates.....	11
C1. First-destination and experiential activity data by major.....	12

INTRODUCTION: GRINNELL COLLEGE CLASS OF 2021 POST-GRADUATION SURVEY

This report compiles data from 300 members of the Class of 2021 (total class size 357), for a knowledge rate—the percent of graduates for whom we have verifiable information concerning post-graduate plans—of 84.0%. A first-destination survey was administered to graduates by email in May 2021, with follow-up surveys emailed in August 2021, December 2021, and January 2022. In Spring 2022, Careers, Life, and Service staff completed data collection via email solicitation, web research, and input from faculty, staff, and employers.

Table 1 illustrates the extent to which the respondents are representative of the entire graduating class in terms of gender, race/ethnicity, disability status, and first-generation status.

Table 1. Representativeness of survey respondents by gender, race/ethnicity, disability status, and first-generation status

Characteristic	Class of 2021	
	Respondents (%)	Entire class (%)
Gender		
Female	58.5	57.1
Male	41.5	42.9
Race/ethnicity		
Asian	8.6	7.3
Black or African American	4.7	4.8
Hispanic (of any race)	9.6	9.5
Two or more races	4.0	3.4
White (not Hispanic)	48.5	51.5
International	21.6	20.2
Ethnicity and race unknown	3.0	3.4
Disability status		
Student self-reporting disability	27.2	28.6
First-generation status		
First-generation college student	13.0	12.6

This report begins with an overview of the first destinations of survey respondents—with details about their employment, graduate and professional school enrollment, full-time post-graduate service, and competitive post-graduate fellowships—followed by discussion of the impact of the COVID-19 pandemic on their plans. The first appendix describes these graduates' participation in experiential learning activities; the second highlights the geographical distribution of their first destinations. The remaining appendices provide details about the post-graduate destinations and experiential profiles of these graduates by academic major.

FIRST DESTINATIONS OF GRINNELL COLLEGE CLASS OF 2021 GRADUATES

Table 2 lists the first-destination groups into which the 300 responding members of the Class of 2021 were categorized: (1) employed either full- or part-time; (2) enrolled in graduate or professional school; (3) engaged in full-time post-graduate service; (4) undertaking a fellowship opportunity; (5) pursuing continuing education (i.e., post-baccalaureate credentials at the undergraduate level); and (6) other (i.e., engaged in a transitional activity—such as applying to graduate school or seeking employment—not captured by the other categories). Employment was the first destination for approximately 57% of the members of the Class of 2021. Graduate school was the second-most popular destination, accounting for about 30% of the class.

Table 2. First destinations of the Class of 2021

Category	Percent
employment	57.1
graduate school	30.2
post-graduate service	3.3
fellowships	4.0
continuing education	2.7
other	2.7

EMPLOYMENT

OVERVIEW

Table 3 provides a sample listing of some of the organizations (along with their locations) where the 57.1% of graduates who immediately entered the workforce accepted positions. Members of the Class of 2021 were hired at a wide variety of organizations, including consulting agencies, investment banking firms, government organizations, technology firms and start-ups, healthcare facilities, educational and other social service organizations, and scientific research facilities. Grinnell College attracts students with diverse interests and proclivities, and the organizations where graduates begin their careers reflect these myriad pursuits.

Table 3. Sample employers of responding graduates

Employer (location)	Employer (location)
BlackRock (Atlanta, GA)	Mayo Clinic (Jacksonville, FL)
Calif. Dept. of Fish & Wildlife (San Francisco, CA)	Microsoft (Redmond, WA)
Conservation Corps (Des Moines, IA)	Natl. Renewable Energy Lab. (Golden, CO)
Corteva Agriscience (Johnston, IA)	NERA Economic Consulting (Washington, DC)
Deloitte (Arlington, VA)	Refresh Records (Charlotte, NC)
Epic (Verona, WI)*	Solid Clouds (Reykjavik, Iceland)
Govt. Accountability Office (Washington, DC)	Teach for America (Boston, MA)
Hennessy & Roach, PC (Chicago, IL)	U.S. Department of State (Washington, DC)
Justice Resource Institute (Concord, MA)	Wisconsin Farmers Union (Madison, WI)

* Indicates more than one member of the Class of 2021 accepted employment with this organization.

Members of the Class of 2021 accepted domestic employment opportunities in 26 states (as well as the District of Columbia) and international employment opportunities in six countries; nine graduates' roles are remote.

SALARY DATA

Graduates who responded as employed full-time were given the opportunity to report their starting salaries; 34% of these graduates provided information. Note that salary information was not available

for graduates whose first-destination information was obtained through web research or other external sources.

The mean salary of reporting graduates employed full time was \$62,355; the median salary was \$53,000. The bottom quartile reported earning an average salary of \$32,149 per year; the top quartile, an average of \$101,233 per year. The top 10% are earning an average annual salary of \$121,025. Many Grinnellians accepted offers of employment with some form of bonus in addition to their base salary. The mean bonus reported by these graduates was \$23,108. Given the sensitive nature of sharing personal salary information, gathering data on this variable is quite difficult. Furthermore, several factors influence the salary distribution, including career field, geographic location, and relevant experience. Because of these factors and the small sample size, readers should exercise caution in drawing conclusions or making assumptions about these data.

EMPLOYMENT BY CAREER FIELD

Members of the Class of 2021 accepted positions in a variety of career fields spanning the nonprofit, for-profit, and government sectors. Table 4 provides an overview of the career fields in which graduates accepted employment. Details by major appear in Appendix D.

Table 4. Career fields of responding graduates

Career field	Percent	Career field	Percent
computing/technology	19.8	creative/performing arts	3.5
education	14.0	finance	3.5
research/science	13.4	food service/hospitality	3.5
healthcare	7.6	environment/sustainability	2.9
business admin./management	5.2	law/legal services	2.9
communications/media	5.2	social services	2.9
government/public policy	5.2	data science/analytics	2.3
sales/marketing	4.1	athletics	0.6
consulting	3.5		

RELATEDNESS TO CAREER GOALS

The College is interested in knowing the extent to which these first-destination positions are related to our graduates' overall career goals, measured by the career-relatedness index. For the Class of 2021, 98.6% of respondents indicated that their present employment position (including post-graduate service positions) is related to their career goals to some degree (Table 5), with most (about 50% of total) reporting that their present position is "moderately related" to their career interests.

Table 5. Extent to which graduates report that their position is related to their career goals

Response	Percent
Completely: This is exactly what I want to be doing	34.3
Moderately: This is a good stepping stone to my ideal job or career	50.7
Slightly: I am learning skills or making connections that will help me on my career path	13.7
Not at all	1.4

GRADUATE AND PROFESSIONAL SCHOOL

OVERVIEW

Grinnell College has a rich tradition of preparing its students for graduate study in a wide range of disciplines and degree programs. Grinnell's inquiry-based learning, individualized advising, and rigorous curriculum provide students with an exceptional academic foundation on which to build in graduate or professional school. For the Class of 2021, 30.2% of graduates enrolled as full-time degree-seeking students in the fall of 2021. Table 6 describes the types of degree programs in which these graduates enrolled.

Table 6. Distribution of graduate or professional school degree programs

Degree category	Percent	
PhD, science discipline	20.9	Approximately 37% of these respondents are enrolled in doctoral programs, either in academic fields (PhD), law (JD), or healthcare (DDS and MD). Members of the Class of 2021 are also pursuing academic master's degrees in diverse fields, multiple professional master's degrees (e.g., MArch, MDiv, MEd), and dual degrees (MD/PhD, MS/MBA). Of the respondents who did not enroll in a graduate or professional school degree program immediately following graduation, 73.5% indicated a plan to apply to graduate school within the next five years.
MS/MSc, science discipline	19.8	
other professional master's	15.4	
healthcare master's	11.0	
MA, humanities discipline	9.9	
JD, law	8.8	
dual degree	3.3	
healthcare doctorate	3.3	
MA, social science discipline	3.3	
PhD, humanities discipline	2.2	
PhD, social science discipline	2.2	

Table 7. Sample graduate and professional school destinations and programs

Institution (degree, field of study)	Institution (degree, field of study)
Boston College (MEd, secondary education)	University of Iowa (MPH, epidemiology)
Columbia University (PhD, astronomy)	University of Minnesota (JD, law)
Harvard University (MArch, architecture)	University of Notre Dame (MS, accounting)
MIT (PhD, chemistry)	Vanderbilt University (MDiv, divinity)
Princeton University (PhD, science policy)	Washington University in St. Louis (MA, classics)
University of California (PhD, English literature)	Yale University (PhD, sociology)

ACCEPTANCE RATES AND FUNDING

The survey also asked respondents who had applied to graduate or professional school to indicate their preferences in terms of institutions and programs (first choice, second choice, etc.) and whether they were accepted. Overall, 34.2% of the members of the Class of 2021 applied to at least one graduate or professional school degree program. Of those who applied, 86.3% were accepted to one or more programs. Of the applicants who were accepted to at least one degree program and reported their application preferences, 90.5% were accepted to either their first- or second-choice institution and program. Grinnell College refers to this percentage as the *competitive graduate school index*.

Many aspiring graduate students cite financial support as a criterion in their evaluation of prospective programs. For the members of the Class of 2021 who matriculated into graduate or professional school and reported their funding, 77.8% received assistantships, fellowships, and/or scholarships.

POST-GRADUATE SERVICE

Grinnell College students have a long history of accepting full-time positions with service organizations after graduation. Our students' commitment to serve others, their international focus, and their dedication to applying their liberal arts education to real-world challenges make them stellar volunteers. Full-time post-graduate service was the first destination of 3.3% of the responding members of the Class of 2021. The following table provides a sample list of some of the programs, service areas, and destinations where these graduates serve.

Table 8. Sample post-graduate service programs, areas, and locations

Post-grad service program	Service area(s)	Location(s)
AmeriCorps	education, healthcare, housing, law/legal services	Dallas, TX; Iowa City, IA; Philadelphia, PA; Rochester, MN
Avodah	social services	New York, NY
Loretto Volunteers	immigration	El Paso, TX

For many Grinnellians, a post-graduate service position connects to civic interests and provides early steps in finding the right blend between civic and career goals. The service areas undertaken by respondents from the Class of 2021, listed in Table 9, contribute strongly to the 98.6% career-relatedness index reported above.

Grinnell College encourages its graduates to view social justice and civic engagement broadly and holistically, as a practice embedded in all areas of life. Apart from these full-time service positions, 96.3% of survey respondents from the Class of 2021 reported that they are engaging in such activities in myriad ways: volunteering, giving philanthropically, investing in their local community, participating in political or community advocacy, and more. Grinnellians use their time, talents, and financial resources to demonstrate a continued rich civic engagement alongside their primary employment or continued education.

Table 9. Post-graduate service areas for responding graduates

Service area	Percent
social services	55.6
education	33.3
law/legal services	11.1

FELLOWSHIPS AND SCHOLARSHIPS

Grinnell College students apply for and receive national merit-based scholarships and fellowships at exceptionally high rates. For example, Grinnell is regularly named to the U.S. Department of State's list of top-producing institutions for Fulbright recipients, and over 80 Grinnellians have been named Thomas J. Watson Fellows. Table 10 provides a sample of the competitive fellowships and scholarships of survey respondents from the Class of 2021. Most programs listed below have durations of between 10 and 12 months.

Table 10. Sample competitive fellowships and scholarships received by responding graduates

Fellowship or scholarship name	Location(s)
Centers for Disease Control and Prevention ORISE Fellowship	Atlanta, GA
Coro Fellowship in Public Affairs	St. Louis, MO
Fulbright English Teaching Assistantship	Changhua, Taiwan
Fulbright Study/Research Fellowship	Jaipur, India
National Institutes of Health CRTA/IRTA (<i>multiple graduates</i>)	Bethesda, MD
National Science Foundation Graduate Research Fellowship	New York, NY

IMPACT OF THE COVID-19 PANDEMIC

Survey respondents were asked to reflect on the ways in which the COVID-19 pandemic affected their preparation and planning for their next steps after graduation (Table 11). Many graduates reported that they had not been able to complete planned internships, research, or other experiential learning activities in Summer 2020 or during the 2020–2021 academic year. Compared to pre-pandemic class years, 2021 graduates were slightly more likely to enroll in graduate or professional school.

Table 11. Impact of COVID-19 on graduates' preparation for next steps

Response	Percent
I was not able to complete activities (e.g., internship, research, etc.) to prepare for my next steps	54.9
There have been limited opportunities in my area of interest	33.1
I was able to pursue remote/virtual opportunities (e.g., work, research, professional conferences) that would not have been available to me in person	31.6
I have had less time to search for jobs or other opportunities	29.3
I have shifted my post-graduate plans or found new opportunities as a result of the pandemic	25.6
An organization to which I had applied, or had planned to apply, stopped their recruiting process	22.6
I have struggled to find a job that will cover my living expenses	15.0
I have lost employment or an offer of employment	10.5
Other challenges or changes	9.0
Limited access to internet or other resources has made it difficult to apply for jobs or other opportunities	3.0
I'm unsure if my offer of employment or admission to graduate/professional school will be honored	1.5
COVID-19 has not significantly impacted my post-Grinnell plans	10.5

APPENDIX A: EXPERIENTIAL LEARNING PROFILE

OVERVIEW

Experiential learning is a vital component of a well-rounded liberal arts education. Internships, research experiences outside the classroom, and co-curricular service activities help students acquire and integrate knowledge as well as sharpen interpersonal skills. Of the Class of 2021 survey respondents, 63.3% completed at least one internship during their undergraduate careers at Grinnell and 50.3% participated in at least one on- or off-campus research experience that was not part of a course required for their major. Twenty-four percent reported participating in the Grinnell College Externship program or in other job-shadowing activities, and 57.7% studied off campus for at least one semester. On campus, 59.0% held a leadership position during their time at Grinnell and 83.0% held at least one campus job.

Service and civic engagement undertaken by Grinnellians during their time on campus spans a wide array of activities. Overall, 73.7 of survey respondents report having participated in some type of service or social justice activity as students. These include structured service activities such as Service Learning Work Study, AltBreak, co-curricular engagement with community partners, social innovation projects, and volunteering. Respondents also report philanthropic giving, investment in the local community, voting, political and community advocacy, and using their academic and professional skills to serve their community.

Overall, 92.7% of survey respondents participated in at least one high-impact experiential learning activity (internship, research, or service).

INTERNSHIPS

Internships integrate classroom theory with work experience, helping students enhance classroom learning while exploring and clarifying their career goals. Grinnell students are encouraged to participate in internships in order to demonstrate concrete application of their liberal arts education and to become more competitive in a job market where employers value career-related work experience. Most students participate in internships—which Grinnell defines as 8 to 10-week, full-time work experiences that may be paid or unpaid and pursued with or without academic credit—during summers. To help defray transportation, housing, food, and other expenses, Grinnell College annually grants approximately \$500,000 to these students. Tables A1 and A2 provide a sample of some of the internships (including sponsoring organizations, career areas, and locations) completed by Class of 2021 survey respondents.

Table A1. Sample domestic internship sites, areas, and locations

Internship organization	Career area	Location
ACLU of Texas	government/public policy	<i>remote</i>
American Red Cross	healthcare	Oakland, CA
Anti-Eviction Mapping Project	communications/media	San Francisco, CA
Becoming Machinic Inc.	computing/technology	Minneapolis, MN
Benach Collopy LLP	law/legal services	Washington, DC
Blank Park Zoo	research/science	Des Moines, IA
Cambridge Women's Center	social services	Cambridge, MA
Cave Paper	creative/performing arts	Minneapolis, MN
Chipper Cash	computing/technology	San Francisco, CA
Cincinnati Children's Hospital	healthcare	Cincinnati, OH
City Year	education	San Jose, CA

Table A1 cont. Sample domestic internship sites, areas, and locations

Internship organization	Career area	Location
Conard Environmental Research Area	environment/sustainability	Kellogg, IA
Cow Tipping Press	communications/media	Minneapolis, MN
Datavant	computing/technology	San Francisco, CA
Denver Museum of Nature & Science	education	Denver, CO
Discovery BioMed	research/science	Birmingham, AL
Equal Employment Opportunity Comm.	law/legal services	Chicago, IL
Fight for \$15	government/public policy	Chicago, IL
Global Nomads Group	government/public policy	New York, NY
Hennessy & Roach, PC	law/legal services	Chicago, IL
Immigrant Allies of Marshalltown	social services	Marshalltown, IA
Lawrence Berkeley National Lab	computing/technology	Berkeley, CA
Mastercard	computing/technology	New York, NY
Mayo Clinic	healthcare	<i>remote</i>
Microsoft	computing/technology	Redmond, WA
Mom+Pop Music	creative/performing arts	New York, NY
mPulse Mobile	computing/technology	Los Angeles, CA
Mustard Seed Farm	environment/sustainability	Ames, IA
National Science Foundation	education	Hartford, CT
The Nature Conservancy	environment/sustainability	Des Moines, IA
Northwest Film Forum	creative/performing arts	Seattle, WA
PayPal	computing/technology	San Jose, CA
Pittsburgh Post-Gazette	communications/media	Pittsburgh, PA
San Francisco Board of Supervisors	government/public policy	San Francisco, CA
Spotify	business admin./management	Chicago, IL
Steppenwolf Theatre Company	creative/performing arts	<i>remote</i>
Turtle Island Restoration	environment/sustainability	Olema, CA
U.S. Department of Veterans Affairs	data science/analytics	Washington, DC
U.S. Fish and Wildlife Service	environment/sustainability	Bristol Bay Borough County, AK
Univ. of Iowa Stanley Museum of Art	creative/performing arts	Iowa City, IA
Voltage Pictures	creative/performing arts	Los Angeles, CA

Table A2. Sample international internship sites, areas, and locations

Internship organization	Career area	Location
Alliance for Social Dialogue	government/public policy	Kathmandu, Nepal
Ba Dinh District Union of Labor	government/public policy	Hanoi, Vietnam
BRCK	computing/technology	Nairobi, Kenya
Caribbean Sustainable Energy and Innovation Institute	environment/sustainability	Kingston, Jamaica
Challenging Heights	social services	Winneba, Ghana
Dash Arts	creative/performing arts	London, UK
El Proyecto Corazon	law/legal services	Matamoros, Mexico
Emera Caribbean Ltd.	environment/sustainability	Bridgetown, Barbados
Ensemble Scolaire Blanche de Castille	education	Nantes, France
House of Commons	government/public policy	London, UK
Justice Party of Korea	government/public policy	Seoul, Rep. of Korea
Kiira Motors Cooperation	computing/technology	Kampala, Uganda
Levan Samkharauli Nat'l Forensics Bur.	research/science	Tbilisi, Georgia
Ogilvy & Mather	sales/marketing	Mumbai, India
Ōtari Native Botanic Garden	environment/sustainability	Wellington, New Zealand
Ozti	finance	Nicosia, Cyprus
Santa Reparata Int'l School of Art	creative/performing arts	Florence, Italy
Stone	computing/technology	São Paulo, Brazil
USNOVA	government/public policy	Tokyo, Japan
Wit By Bit	computing/technology	Kolkata, India
Youth Initiative for Human Rights	social services	Pristina, Kosovo

UNDERGRADUATE RESEARCH

Research is another vital component of the undergraduate experience at Grinnell. On-campus research typically takes the form of Mentored Advanced Projects (MAPs), in which students work closely with faculty members on scholarly or creative works. MAPs serve to integrate the knowledge and skills gained by students' courses of studies; participants often produce results that merit dissemination to the wider scholarly world. Among respondents for the Class of 2021, 72.9% of those indicating research experience completed at least one MAP during their time at Grinnell with projects spanning all academic divisions of the college; 24.5% of these respondents participated in off-campus research, frequently through Research Experiences for Undergraduates sponsored by research universities. Table A3 provides sample research sites and foci for off-campus research undertaken by members of the Class of 2021.

Table A3. Sample off-campus research sites, foci, and locations

Research site or program	Research focus	Location
American University	LGBTQ Identity in Serbia	Washington, DC
Carnegie Mellon University	computational neuroscience	Pittsburgh, PA
Ctr. for Human-Environmental Research	sustainability	New Orleans, LA
Center for the Advanced Study of Hominid Paleobiology	<i>Homo erectus</i> stone tools	Koobi Fora, Kenya
Cornell University	applied mathematics	<i>remote</i>
Field Projects International	primate DNA sequencing	Madre de Dios, Peru
Harvard University	astronomy	Cambridge, MA
MIT	geometry processing	<i>remote</i>
NASA Marshall Space Flight Center	heliophysics	Huntsville, AL
National Institute of Drug Abuse	dopamine & oxycodone addiction	Baltimore, MD
National Renewable Energy Laboratory	geothermal energy	Golden, CO
Newberry Library	historical literature	Chicago, IL
Northeastern University	particle inhalation modeling	Boston, MA
Northwestern University	organ transplant medicine	Chicago, IL
Roosevelt Univ. Policy Research Collab.	criminal justice & housing policy	Chicago, IL
School for Field Studies	Himalayan society in transition	Paro, Bhutan
South Central Family Health Center	healthcare policy	Los Angeles, CA
South Dakota State University	perovskite solar cells	Brookings, SD
Tbilisi State Medical University	age-related inflammatory markers	Tbilisi, Georgia
Tokyo Gakugei University	bilingualism in Japanese children	Tokyo, Japan
Universidad de Granada	biotechnology	Granada, Spain
University of Cape Town	reef fish nesting behavior	Cape Town, South Africa
University of Delaware	spatial cognition in preschoolers	Newark, DE
University of Iowa	neural processing of music	Iowa City, IA
University of Maryland	childhood language exposure in low-income families	College Park, MD
University of Michigan	particle physics	Ann Arbor, MI
University of Missouri	corneal gene therapy	Columbia, MO
Yale University	comparative social cognition	New Haven, CT

APPENDIX B: LOCATIONS OF GRADUATES IN EMPLOYMENT, GRADUATE SCHOOL, OR POST-GRADUATE SERVICE

Tables B1 and B2 depict the geographic locations of employment, graduate school, and post-graduate service for the Class of 2021. The reach and value of Grinnell's name and education are mirrored by the impressive geographic scope of our graduates' first destinations. Of the 90.7% of respondents who are either employed, working with service organizations, or studying toward graduate or professional degrees, 94.9% are living in the United States (Table B1). The most popular first destinations for these graduates—accounting for almost half of these responses—are California, Illinois, Iowa, Massachusetts, and New York.

Table B1. Domestic locations of working or studying graduates

Location	Number	Location	Number	Location	Number
Arizona	3	Massachusetts	16	Pennsylvania	6
California	23	Michigan	2	Rhode Island	1
Colorado	7	Minnesota	11	Tennessee	5
Connecticut	2	Missouri	8	Texas	5
District of Columbia	12	North Carolina	6	Utah	4
Florida	3	Nebraska	1	Vermont	1
Georgia	3	New Hampshire	1	Virginia	5
Illinois	35	New Jersey	2	Washington	6
Indiana	5	Nevada	1	Wisconsin	13
Iowa	34	New York	16	Wyoming	1
Louisiana	2	Oklahoma	1	<i>remote</i>	9
Maryland	5	Oregon	3		

Table B2. International locations of working or studying graduates

Location	Number
Austria	1
Brazil	2
Canada	1
Chile	1
Germany	2
Iceland	1
Italy	1
Spain	2
United Kingdom	3

APPENDIX C: FIRST DESTINATIONS AND EXPERIENTIAL ACTIVITY BY MAJOR

Table C1 provides a detailed overview of the response rate, first-destination data, and experiential activity profile for respondents by academic major. Note that graduates whose first destination is identified as “continuing education” were pursuing post-baccalaureate credentials (either through courses or degree programs) at the undergraduate level, and graduates in the “other” category were engaged in activities (e.g., traveling, seeking employment) not captured by the other categories. Numbers reported in the experiential activity profile reflect the percentages of respondents who completed at least one internship, who participated in at least one undergraduate research experience beyond that required for coursework (supervised by a professor either on- or off-campus), who participated in at least one service activity, and who studied in at least one off-campus study program (domestic or international) during their time as undergraduates. Multiple experiences undertaken by individual students (e.g., internships after both the second and third years) do not inflate the percentages presented below. Students with double majors appear under both majors; therefore, the total number of students represented in the table (423) exceeds the total number of Class of 2021 graduates (357).

Table C1. First-destination and experiential activity data by major

Major	# in Major	# of Responses (%)	First Destination (percentages)						Experiential Activity Profile (percentages)			
			Employed	Graduate school	Post-grad service	Fellowship	Continuing education	Other	Internship	Research	Service	Off-campus study
Anthropology	16	12 (75%)	50.0	41.7	-	-	-	8.3	75.0	58.3	58.3	58.3
Art History	6	4 (67%)	75.0	25.0	-	-	-	-	100	25.0	75.0	50.0
Biological Chemistry	27	22 (81%)	31.8	63.6	-	4.5	-	-	36.4	81.8	72.7	40.9
Biology	38	35 (92%)	62.8	25.7	2.9	2.9	5.7	-	51.4	57.1	74.3	50.0
Chemistry	10	9 (90%)	22.2	55.6	-	22.2	-	-	33.3	100	55.6	33.3
Chinese	1	1 (100%)	-	-	-	100	-	-	100	-	-	100
Classics	10	8 (80%)	37.5	37.5	-	-	-	25.0	25.0	50.0	50.0	62.5
Computer Science	53	48 (91%)	66.7	29.2	-	-	-	4.2	66.7	56.3	100	50.0
Economics	41	36 (88%)	77.8	22.2	-	-	-	-	83.3	38.9	61.1	52.8
English	28	21 (75%)	52.4	23.8	4.8	9.5	4.8	4.8	61.9	33.3	61.9	60.0
French	13	12 (92%)	50.0	25.0	-	16.7	8.3	-	83.3	41.7	58.3	91.7

Major	# in Major	# of Responses (%)	First Destination (percentages)						Experiential Activity Profile (percentages)			
			Employed	Graduate school	Post-grad service	Fellowship	Continuing education	Other	Internship	Research	Service	Off-campus study
Gender, Women's & Sexuality Studies	11	9 (82%)	33.3	11.1	22.2	22.2	11.1	-	88.9	44.4	100	66.7
General Science	4	2 (50%)	100	-	-	-	-	-	100	50.0	100	50.0
German	4	3 (75%)	66.7	33.3	-	-	-	-	66.7	33.3	66.7	100
History	27	22 (81%)	68.2	22.7	-	4.5	4.5	-	54.5	45.5	72.7	54.5
Independent	6	6 (100%)	66.7	16.7	-	16.7	-	-	83.3	83.3	50.0	100
Mathematics	23	21 (91%)	47.6	42.9	-	-	-	9.5	47.6	57.1	71.4	38.1
Music	5	4 (80%)	25.0	50.0	25.0	-	-	-	50.0	75.0	75.0	25.0
Philosophy	6	4 (67%)	50.0	50.0	-	-	-	-	75.0	50.0	75.0	25.0
Physics	19	15 (79%)	40.0	60.0	-	-	-	-	53.3	66.7	73.3	46.7
Political Science	32	28 (88%)	50.0	35.7	7.1	3.6	-	3.6	85.7	32.1	64.3	67.9
Psychology	29	26 (90%)	73.1	15.4	-	3.8	3.8	3.8	65.4	61.5	73.1	61.5
Religious Studies	3	3 (100%)	66.7	33.3	-	-	-	-	100	66.7	66.7	66.7
Russian	5	4 (80%)	50.0	25.0	-	-	-	25.0	50.0	-	50.0	75.0
Sociology	29	27 (93%)	63.0	18.5	7.4	3.7	-	7.4	66.7	40.7	77.8	63.0
Spanish	26	24 (92%)	45.8	25.0	12.5	8.3	8.3	-	50.0	58.3	91.7	91.7
Studio Art	11	10 (91%)	70.0	30.0	-	-	-	-	60.0	60.0	70.0	60.0
Theatre & Dance	7	7 (100%)	57.1	14.3	-	28.6	-	-	85.7	71.4	71.4	100

APPENDIX D: EMPLOYMENT, GRADUATE SCHOOL, AND POST-GRADUATE SERVICE DETAILS BY MAJOR

This appendix provides, by major, known details on the responding graduates of the Class of 2021 who immediately entered the workforce after graduation (for either full- or part-time employment), matriculated into graduate or professional school (full-time enrollment only), or joined post-graduate service positions. Among the respondents to the survey were 123 Grinnellians who majored in two fields. Of that group, 109 are included here, listed under both majors and denoted by an asterisk (*). A dagger (†) indicates a first destination (employer, degree program, or service organization) common to two or more graduates within one major.

Anthropology

Employer	Career area	Location
*David Geffen School of Medicine	healthcare	Los Angeles, CA
Grinnell College	education	Grinnell, IA
Higher Education Consortium for Urban Affairs	education	St. Paul, MN
*Medical College of Wisconsin	healthcare	Milwaukee, WI
Text IQ	business admin./management	Santa Barbara, CA
Graduate school	Program & degree	Location
University College London	bioarchaeology & forensic anthropology, MSc	London, UK
*University of Chicago	social sciences, MA	Chicago, IL
University of Illinois	information management, MS	Urbana-Cham., IL
*University of Iowa	epidemiology, MPH	Iowa City, IA
University of Iowa	public health policy, MPH	Iowa City, IA

Art History

Employer	Career area	Location
*CDW	computing/technology	Chicago, IL
*Colorado College	creative/performing arts	Colorado Springs, CO
The James Theater	creative/performing arts	Iowa City, IA
Graduate school	Program & degree	Location
*Indiana University	medieval art, MA	Bloomington, IN

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Biological Chemistry

Employer	Career area	Location
*Certified Laboratories, Inc.	research/science	Aurora, IL
Mayo Clinic	research/science	Jacksonville, FL
*Medical College of Wisconsin	healthcare	Milwaukee, WI
*Nebraska Medical Center	healthcare	Omaha, NE
*Northwestern University	research/science	Chicago, IL
University of Minnesota	research/science	Minneapolis, MN
University of Wisconsin	research/science	Madison, WI
Graduate school	Program & degree	Location
†*Columbia University	biostatistics, MS	New York, NY
Johns Hopkins University	biomedical engineering, MS	Baltimore, MD
Michigan State University	molecular plant sciences, PhD	East Lansing, MI
New York University	epidemiology, MPH	New York, NY
*Northwestern University	biomedical science, MD/PhD	Evanston, IL
University of Göttingen/Max Planck Inst.	neuroscience, MSc	Göttingen, Germany
University of Illinois	chemistry, PhD	Urbana-Cham., IL
*University of Maryland	health equity, MPH	College Park, MD
*University of Missouri	dentistry, DDS	Kansas City, MO
University of Pittsburgh	chemistry, PhD	Pittsburgh, PA
University of Richmond	human resource mgmt., MHRM	Richmond, VA
*University of Utah	medicine, MD	Salt Lake City, UT
*West Chester University	secondary education, MA	Philadelphia, PA

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Biology

Employer	Career area	Location
*Arrive Logistics	sales/marketing	Chicago, IL
Ambulnz	healthcare	Fort Collins, CO
Broad Institute	research/science	Cambridge, MA
California Department of Fish & Wildlife	environment/sustainability	San Francisco, CA
Clarke	research/science	Roselle, IL
Columbia University	research/science	New York, NY
Corteva Agriscience	research/science	Johnston, IA
*David Geffen School of Medicine	healthcare	Los Angeles, CA
Iowa Hospital System	healthcare	Iowa City, IA
Lab. Alliance of Central New York, LLC	healthcare	Syracuse, NY
Luther College	education	Decorah, IA
Northwestern Lurie Cancer Center	research/science	Chicago, IL
Point Blue Conservation Science	environment/sustainability	Petaluma, CA
*ScribeAmerica	healthcare	Cave Creek, AZ
*Solid Clouds	communications/media	Reykjavik, Iceland
Somerville Public School	education	Somerville, MA
*U.S. Department of State	government/public policy	Washington, DC
University of Illinois Chicago	research/science	Chicago, IL
*University of Iowa	research/science	Iowa City, IA
*University of North Carolina	healthcare	Chapel Hill, NC
*University of Wisconsin	research/science	Madison, WI
University of Utah	research/science	Salt Lake City, UT
Graduate school	Program & degree	Location
Loyola University Chicago	biomedical sciences, PhD	Chicago, IL
Rosalind Franklin University	medicine, MD	Chicago, IL
*University of California	English literature, PhD	Davis, CA
University of Iowa	community & behav. health, MPH	Iowa City, IA
*University of Iowa	epidemiology, MPH	Iowa City, IA
*University of Vermont	biomedical engineering, PhD	Burlington, VT
*Vanderbilt University	biomedical science, PhD	Nashville, TN
*Washington University in St. Louis	epidemiology & biostatistics, MPH	St. Louis, MO
Yale University	chronic disease epidemiology, MPH	New Haven, CT
Post-graduate service organization	Service area	Location
North American Language and Culture Assistants Program	education	La Línea de la Concepción, Spain

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Chemistry

Employer	Career area	Location
CMC Materials	research/science	Aurora, IL
*YES Prep Public Schools	education	Houston, TX
Graduate school	Program & degree	Location
*Iowa State University	materials sci. & engineering, MS	Ames, IA
MIT	chemistry, PhD	Cambridge, MA
*Purdue University	organic chemistry, PhD	West Lafayette, IN
University of California	agricultural & environmental chemistry, PhD	Davis, CA
University of Minnesota	chemistry, PhD	Minneapolis, MN

Classics

Employer	Career area	Location
*Nebraska Medical Center	healthcare	Omaha, NE
*University of Maryland	research/science	College Park, MD
*World Affairs Council of St. Louis	communications/media	St. Louis, MO
Graduate school	Program & degree	Location
Johns Hopkins University	international teaching & global leadership, MSE	Baltimore, MD
*Vanderbilt University	biomedical science, PhD	Nashville, TN
Washington University in St. Louis	classics, MA	St. Louis, MO

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Computer Science

Employer	Career area	Location
*Amazon	computing/technology	Arlington, VA
*Amici	computing/technology	<i>remote</i>
*Anheuser-Busch InBev	business admin./management	São Paulo, Brazil
*Bank of New York Mellon	communications/media	<i>remote</i>
BIOFerm Energy Systems	business admin./management	Madison, WI
*BlackRock	computing/technology	Atlanta, GA
Capital One	computing/technology	Dubuque, IA
Caravan Health	computing/technology	Kirkland, WA
*Cigna	computing/technology	Philadelphia, PA
*Deloitte	consulting	Arlington, VA
†*Epic	computing/technology	Verona, WI
Fidelity	computing/technology	Durham, NC
*Grinnell College	education	Grinnell, IA
*Hexagram	computing/technology	New York, NY
IBM Germany Research & Dvmt. GmbH	computing/technology	Stuttgart, Germany
*Launch Math + Science Centers	education	New York, NY
Macy's	computing/technology	John's Creek, GA
*Meta	computing/technology	Menlo Park, CA
†Microsoft	computing/technology	Redmond, WA
Morningstar	computing/technology	Chicago, IL
PayPal	computing/technology	San Jose, CA
*Qualtrics	computing/technology	Seattle, WA
Slalom	consulting	Chicago, IL
ThoughtWorks, Inc	computing/technology	Chicago, IL
Uber Freight	computing/technology	<i>remote</i>
Unity Technologies	computing/technology	San Francisco, CA
†*Wellmark Blue Cross Blue Shield	computing/technology	Des Moines, IA
Youtech	computing/technology	Chicago, IL
Graduate school	Program & degree	Location
*Columbia University	biostatistics, MS	New York, NY
*Georgia Institute of Technology	computer science, PhD	Atlanta, GA
*Northeastern University	computer science, PhD	Boston, MA
*Northwestern University	biomedical science, MD/PhD	Evanston, IL
Purdue University	computer science, PhD	West Lafayette, IN
†*University of Iowa	computer science, MCS	Iowa City, IA
University of Massachusetts	computer science, MS	Amherst, MA
*University of Notre Dame	accounting, MS	South Bend, IN
*University of Southern California	computer science, MS	Los Angeles, CA
*University of Vermont	biomedical engineering, PhD	Burlington, VT

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Economics

Employer	Career area	Location
AECOM	data science/analytics	Chicago, IL
AlphaSights	business admin./management	San Francisco, CA
*Amazon	computing/technology	Arlington, VA
*Analysis Group	consulting	Boston, MA
*Arcadia Center for Sustainable Food and Agriculture	environment/sustainability	Washington, DC
*Arrive Logistics	sales/marketing	Chicago, IL
*Banner Health	business admin./management	Phoenix, AZ
Cboe Global Markets	finance	Chicago, IL
Charles River Associates	consulting	Chicago, IL
*Chipper Cash	computing/technology	San Francisco, CA
*Dell Technologies	data science/analytics	Austin, TX
*Epic	computing/technology	Verona, WI
*Hexagram	computing/technology	New York, NY
*International Business Initiatives (IBI)	social services	Arlington, VA
*isaac	education	São Paulo, Brazil
JPMorgan Chase	data science/analytics	Plano, TX
*Kansas City International Academy	education	Kansas City, MO
*NERA Economic Consulting	consulting	Washington, DC
PennyMac Loan Services	finance	Los Angeles, CA
PwC	consulting	New York, NY
*REI	sales/marketing	W. Des Moines, IA
*Solvvy	business admin./management	Davenport, IA
SOSH	computing/technology	San Francisco, CA
*Urban Institute	research/science	Washington, DC
*Valiant Capital Partners	finance	San Francisco, CA
William Blair	finance	Chicago, IL
Workday	sales/marketing	San Francisco, CA
*World Affairs Council of St. Louis	communications/media	St. Louis, MO
Graduate school	Program & degree	Location
†*Northeastern University	accounting & business management, MS/MBA	Boston, MA
*University of Iowa	law, JD	Iowa City, IA
University of Massachusetts	sport management, MS	Amherst, MA
*University of Notre Dame	accounting, MS	South Bend, IN
University of Sussex	development economics, MSc	Brighton, UK
*University of Wisconsin	law, JD	Madison, WI
*Yale University	sociology, PhD	New Haven, CT

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

English

Employer	Career area	Location
*Bank of New York Mellon	communications/media	<i>remote</i>
Chappaqua Friends Nursery School	education	New York, NY
*Corwin Press	communications/media	Minneapolis, MN
Epic	computing/technology	Verona, WI
*Hula Hula	food service/hospitality	Seattle, WA
*Iowa International Center	government/public policy	Des Moines, IA
Memory Lane Antiques	sales/marketing	Windsor, CO
Moraine Valley Community College	education	Palos Hills, IL
Newberry Library	education	Chicago, IL
*Solid Clouds	communications/media	Reykjavik, Iceland
U.S. Department of Justice	law/legal services	Washington, DC
Graduate school	Program & degree	Location
*College of New Jersey	English, MA	Ewing, NJ
*Florida State University	theatre/performance research, MA	Tallahassee, FL
*University of Memphis	philosophy, PhD	Memphis, TN
*University of St. Thomas	law, JD	Minneapolis, MN
*Wake Forest University	psychology, MA	Winston-Salem, NC
Post-graduate service organization	Service area	Location
AmeriCorps	education	Rochester, MN

French

Employer	Career area	Location
*Iowa International Center	government/public policy	Des Moines, IA
*National Renewable Energy Laboratory	research/science	Golden, CO
*Qualtrics	computing/technology	Seattle, WA
Refresh Records	creative/performing arts	Charlotte, NC
South Tama Community High School	education	Tama, IA
*University of North Carolina	healthcare	Chapel Hill, NC
Graduate school	Program & degree	Location
*Indiana University	medieval art, MA	Bloomington, IN
University of Missouri	law, JD	Columbia, MO
*Washington University in St. Louis	sociology, PhD	St. Louis, MO

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Gender, Women's & Sexuality Studies

Employer	Career area	Location
Epic	computing/technology	Verona, WI
Northeastern University	education	Dedham, MA
*YWCA Utah	social services	Salt Lake City, UT
Graduate school	Program & degree	Location
*University of California	English literature, PhD	Davis, CA
Post-graduate service organization	Service area	Location
National Nurse-Led Care Consortium/ AmeriCorps	social services	Philadelphia, PA
*North American Language and Culture Assistants Program	education	La Línea de la Concepción, Spain

General Science

Employer	Career area	Location
Health SOS	healthcare	New York, NY
Mérieux NutriSciences	research/science	Chicago, IL

German

Employer	Career area	Location
*Anheuser-Busch InBev	business admin./management	São Paulo, Brazil
*Starbucks	food service/hospitality	Metairie, LA
Graduate school	Program & degree	Location
*Wake Forest University	psychology, MA	Winston-Salem, NC

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

History

Employer	Career area	Location
*CDW	computing/technology	Chicago, IL
*Chipper Cash	computing/technology	San Francisco, CA
Committee on Housing and Executive Administration	government/public policy	Washington, DC
Expert Institute	law/legal services	Milwaukee, WI
*i3 Broadband	computing/technology	Jacksonville, IL
LA Plaza de Cultra y Artes	creative/performing arts	Los Angeles, CA
Moat	finance	<i>remote</i>
MPS	education	Minneapolis, MN
*Pontoval B&B	food service/hospitality	Valparaíso, Chile
*REI	sales/marketing	W. Des Moines, IA
*Starbucks	food service/hospitality	Metairie, LA
*Street Roots	communications/media	Portland, OR
*U.S. Department of State	government/public policy	Washington, DC
*University of Wisconsin	research/science	Madison, WI
Wyzant	education	<i>remote</i>
Graduate school	Program & degree	Location
Indiana University	law, JD	Huntertown, IN
University of Chicago	history, MA	Chicago, IL
*University of Iowa	law, JD	Iowa City, IA
University of Minnesota	law, JD	Minneapolis, MN
University of Oklahoma	history, MA	Norman, OK

Independent

Employer	Career area	Location
1Tribe Farm	environment/sustainability	Mt. Sidney, VA
DISCO Network	communications/media	Ann Arbor, MI
Flywheel Partners	communications/media	New York, NY
Nick Raphaelson Inking	creative/performing arts	<i>remote</i>
Graduate school	Program & degree	Location
Harvard University	architecture, MArch	Cambridge, MA

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Mathematics

Employer	Career area	Location
*Arkadia Traiskirchen Lions	athletics	Traiskirchen, Austria
*Ballast Research	research/science	Washington, DC
Codale	sales/marketing	Salt Lake City, UT
*Corwin Press	communications/media	Minneapolis, MN
*Epic	computing/technology	Verona, WI
Forkaia	computing/technology	<i>remote</i>
*Launch Math + Science Centers	education	New York, NY
*Meta	computing/technology	Menlo Park, CA
*Pontoval B&B	food service/hospitality	Valparaíso, Chile
*UPMC Western Psychiatric Hospital	research/science	Pittsburgh, PA
Graduate school	Program & degree	Location
Dartmouth College	mathematics, PhD	Hanover, NH
Duke University	statistical science, MS	Durham, NC
*Georgia Institute of Technology	computer science, PhD	Atlanta, GA
*Northeastern University	computer science, PhD	Boston, MA
Northwestern University	analytics, MS	Evanston, IL
University of Chicago	computer science, MS	Chicago, IL
†*University of Iowa	computer science, MCS	Iowa City, IA
*University of Southern California	computer science, MS	Los Angeles, CA

Music

Employer	Career area	Location
*Dev10	computing/technology	Portland, OR
Graduate school	Program & degree	Location
*University of Alberta	electrical/computer engineering, MS	Edmonton, Canada
*University of Iowa	science, MAT	Iowa City, IA
Post-graduate service organization	Service area	Location
U.S. Committee for Refugees and Immigrants/AmeriCorps	social services	Des Moines, IA

Philosophy

Employer	Career area	Location
*Colorado College	creative/performing arts	Colorado Springs, CO
*i3 Broadband	computing/technology	Jacksonville, IL
Graduate school	Program & degree	Location
University College London & Queen Mary University	history of political thought & intellectual history, MA	London, UK
*University of Memphis	philosophy, PhD	Memphis, TN

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Physics

Employer	Career area	Location
*Arkadia Traiskirchen Lions	athletics	Traiskirchen, Austria
Datavant	computing/technology	San Francisco, CA
*Dev10	computing/technology	Portland, OR
*Grinnell College	education	Grinnell, IA
*National Renewable Energy Laboratory	research/science	Golden, CO
*Valiant Capital Partners	finance	San Francisco, CA
Graduate school	Program & degree	Location
*Columbia University	astronomy, PhD	New York, NY
*Iowa State University	materials science & engineering, MS	Ames, IA
Princeton University	science, technology & environmental policy, PhD	Princeton, NJ
*University of Alberta	electrical/computer engineering, MS	Edmonton, Canada
*University of California	environmental health engineering, MEng	Berkeley, CA
University of California	physics, PhD	Davis, CA
University of Illinois	materials sci. & engineering, PhD	Urbana-Cham., IL
*University of Iowa	science, MAT	Iowa City, IA
University of St. Thomas	pre-theology, MDiv	St. Paul, MN

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Political Science

Employer	Career area	Location
Asian Human Services	social services	Chicago, IL
Ballast Research	government/public policy	Washington, DC
The Buffalo Bulletin	communications/media	Buffalo, WY
*Certified Laboratories, Inc.	research/science	Aurora, IL
*Dell Technologies	data science/analytics	Austin, TX
GMHC	business admin./management	New York, NY
*isaac	education	São Paulo, Brazil
*Kansas City International Academy	education	Kansas City, MO
*Minkowitz Pathology	business admin./management	New York, NY
*New York City Council	government/public policy	New York, NY
Touzi Capital	finance	Los Angeles, CA
*Wellmark Blue Cross Blue Shield	computing/technology	Des Moines, IA
Willenson Law, LLC	law/legal services	Chicago, IL
Wisconsin Farmers Union	government/public policy	Madison, WI
Graduate school	Program & degree	Location
Boston College	secondary education/ teaching, MEd	Boston, MA
Global Campus of Human Rights	human rights & democratization, MA	Venice, Italy
*Northeastern University	accounting & business management, MS/MBA	Boston, MA
*University of California	environmental health engineering, MEng	Berkeley, CA
†*University of Iowa	law, JD	Iowa City, IA
University of Nevada	law, JD	Las Vegas, NV
*University of St. Thomas	law, JD	Minneapolis, MN
*University of Wisconsin	law, JD	Madison, WI
*Washington University in St. Louis	epidemiology & biostatistics, MPH	St. Louis, MO
Post-graduate service organization	Service area	Location
Iowa Valley Habitat for Humanity/ AmeriCorps	social services	Iowa City, IA
*Las Americas Immigrant Advocacy Center/Loretto Volunteers	law/legal services	El Paso, TX

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Psychology

Employer	Career area	Location
*Amici	computing/technology	<i>remote</i>
*Analysis Group	consulting	Boston, MA
*Ballast Research	research/science	Washington, DC
Bradley Hasbro Children's Research Ctr.	research/science	Providence, RI
*Breckenridge Creative Arts	creative/performing arts	Breckenridge, CO
Concordia Language Villages	education	Moorhead, MN
Hennessy & Roach, PC	law/legal services	Chicago, IL
Justice Resource Institute	social services	Concord, MA
New Vision Wilderness Therapy	healthcare	Medford, WI
*Northwestern University	research/science	Chicago, IL
*Positive Behavior Supports Corp.	healthcare	W. Palm Beach, FL
*Seattle Children's	healthcare	Seattle, WA
Starbucks	food service/hospitality	Nashville, TN
Summit Expedited Logistics	business admin./management	Chicago, IL
*University of Maryland	research/science	College Park, MD
*UPMC Western Psychiatric Hospital	research/science	Pittsburgh, PA
Wellmark Blue Cross Blue Shield	data science/analytics	Des Moines, IA
*YES! Communities	sales/marketing	Denver, CO
Graduate school	Program & degree	Location
Arizona State University	medical nutrition, MS	Phoenix, AZ
*University of Chicago	social sciences, MA	Chicago, IL
University of Minnesota	developmental & child psych., PhD	Minneapolis, MN
Vanderbilt University	child studies, MEd	Nashville, TN

Religious Studies

Employer	Career area	Location
*Center for Black Educator Development	education	Philadelphia, PA
ScribeAmerica	healthcare	Burlingame, CA
Graduate school	Program & degree	Location
Vanderbilt University	divinity, MDiv	Nashville, TN

Russian

Employer	Career area	Location
*Banner Health	business admin./management	Phoenix, AZ
*Minkowitz Pathology	business admin./management	New York, NY
Graduate school	Program & degree	Location
Georgetown University	Eurasian Russian East European studies, MA	Washington, DC

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Sociology

Employer	Career area	Location
AcademyHealth	research/science	Washington, DC
*BlackRock	computing/technology	Atlanta, GA
Crowd Cow	sales/marketing	Chapel Hill, NC
*Deloitte	consulting	Arlington, VA
*Finsbury Glover Hering	government/public policy	Washington, DC
Government Accountability Office	government/public policy	Washington, DC
*Grinnell College	education	Grinnell, IA
*International Business Initiatives (IBI)	social services	Arlington, VA
Legal Aid Foundation of Los Angeles	law/legal services	Los Angeles, CA
*LINK	social services	Grinnell, IA
Maricé Morales for County Council	government/public policy	Rockville, MD
*McLean Hospital	education	Arlington, MA
Shanti Bhavan Children's Project	communications/media	<i>remote</i>
*Street Roots	communications/media	Portland, OR
Teach for America	education	Boston, MA
*University of Iowa	research/science	Iowa City, IA
*YWCA Utah	social services	Salt Lake City, UT
Graduate school	Program & degree	Location
Lewis & Clark College	environmental, natural resource & energy law, MSL	Portland, OR
*University of Illinois	management, MS	Urbana-Cham., IL
University of Iowa	epidemiology, MPH	Iowa City, IA
*Washington University in St. Louis	sociology, PhD	St. Louis, MO
*Yale University	sociology, PhD	New Haven, CT
Post-graduate service organization	Service area	Location
Avodah	social services	New York, NY
La Puente Home/AmeriCorps	education	Alamosa, CO

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Spanish

Employer	Career area	Location
The Bower/Rampart Treehouse	food service/hospitality	New Orleans, LA
*Center for Black Educator Development	education	Philadelphia, PA
*Conservation Corps	environment/sustainability	Des Moines, IA
Des Moines Area Community College	education	Ankeny, IA
*Finsbury Glover Hering	government/public policy	Washington, DC
*McLean Hospital	education	Arlington, MA
*NERA Economic Consulting	consulting	Washington, DC
*Positive Behavior Supports Corp.	healthcare	W. Palm Beach, FL
*ScribeAmerica	healthcare	Cave Creek, AZ
*Seattle Children's	healthcare	Seattle, WA
*Urban Institute	research/science	Washington, DC
Graduate school	Program & degree	Location
*University of Illinois	management, MS	Urbana-Cham., IL
*University of Maryland	health equity, MPH	College Park, MD
*University of Utah	medicine, MD	Salt Lake City, UT
Washington University in St. Louis	mental and behavioral health, MPH	St. Louis, MO
*West Chester University	secondary education, MA	Philadelphia, PA
*University of Missouri	dentistry, DDS	Kansas City, MO
Post-graduate service organization	Service area	Location
AmeriCorps NCCC FEMA Corps	social services	Dallas, TX
*Las Americas Immigrant Advocacy Center/Loretto Volunteers	law/legal services	El Paso, TX
*North American Language and Culture Assistants Program	education	La Línea de la Concepción, Spain

Studio Art

Employer	Career area	Location
*Arcadia Center for Sustainable Food and Agriculture	environment/sustainability	Washington, DC
*Breckenridge Creative Arts	creative/performing arts	Breckenridge, CO
*Conservation Corps	environment/sustainability	Des Moines, IA
*LINK	social services	Grinnell, IA
*Solvvy	business admin./management	Davenport, IA
*YES! Communities	sales/marketing	Denver, CO
*YES Prep Public Schools	education	Houston, TX
Graduate school	Program & degree	Location
*College of New Jersey	English, MA	Ewing, NJ
*Columbia University	astronomy, PhD	New York, NY
*Purdue University	organic chemistry, PhD	West Lafayette, IN

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major

Theatre & Dance

Employer	Career area	Location
*Cigna	computing/technology	Philadelphia, PA
*Grinnell College	education	Grinnell, IA
*Hula Hula	food service/hospitality	Seattle, WA
*New York City Council	government/public policy	New York, NY
Graduate school	Program & degree	Location
*Florida State University	theatre/performance research, MA	Tallahassee, FL

*First destination of a double-major graduate; listed under both majors

†First destination (employer, degree program, or service organization) of two or more graduates within major