



# GRINNELL COLLEGE

## POST-GRADUATION ACTIVITIES REPORT

*A review of the experiential activities and post-graduate destinations of members of the*

Class of 2016



*Prepared by*

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# Grinnell College Class of 2016 Post-Graduation Activities Report

I am pleased to present the Post-Graduation Activities Report for members of the Grinnell College Class of 2016. On the following pages you will find evidence of not only the remarkable abilities of Grinnell undergraduates but also the value of a Grinnell education in enabling meaningful and purposeful first destinations for our alumni.



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## Contents

Introduction: Grinnell College Class of 2016 Post-Graduation Survey .....	1
First Destinations of Grinnell College Class of 2016 Graduates .....	2
Employment .....	3
Graduate and Professional School .....	5
Post-Graduate Service .....	7
Fellowships and Scholarships .....	8
<i>Appendix</i>	
A. Experiential Learning Profile .....	9
B. First Destinations and Experiential Activity by Major .....	13
C. Locations of Class of 2016 Graduates in Employment, Post-Graduate Service, or Pursuing Post-Graduate Education .....	15
D. Employment, Graduate School, and Post-Graduate Service Details by Major .....	16

## Illustrations

### Table

1. Representativeness of Grinnell College Class of 2016 survey respondents by gender, race/ethnicity, and first-generation status .....	1
2. Sample employers (and locations) of responding graduates from the Class of 2016 .....	3
3. Career fields of responding graduates from the Class of 2016 .....	4
4. Sample graduate and professional school destinations and programs from the Class of 2016 .....	6
5. Sample post-graduate service programs, areas, and locations of responding graduates from the Class of 2016 .....	7
6. Post-graduate service areas for responding graduates from the Class of 2016 .....	7
7. Sample competitive fellowships and scholarships received by responding graduates from the Class of 2016 .....	8
A1. Sample domestic internship sites, fields, and locations for responding graduates, Class of 2016 .....	9
A2. Sample international internship sites, fields, and locations for responding graduates, Class of 2016 .....	10
A3. Sample off-campus research sites, foci, and locations for responding graduates, Class of 2016 .....	11
B1. First-destination and experiential activity data by major, Class of 2016 .....	13
C1. Locations of working or studying graduates from the Class of 2016 .....	15

### Figure

A. First destinations of the Class of 2016 .....	2
B. Extent to which 2016 graduates report that their position is related to their career interests .....	4
C. Distribution of graduate or professional school degree programs from the Class of 2016 .....	5

## Introduction: Grinnell College Class of 2016 Post-Graduation Survey

This report compiles data from 308 members of the Class of 2016 (total class size 371), for a knowledge rate—the percent of graduates for whom we have verifiable information concerning post-graduate plans—of 83.0%. A first-destination survey was administered to graduates by e-mail in June 2016, with follow-up surveys e-mailed in September, December, and January. In February and March 2017, Careers, Life, and Service staff completed data collection via telephone and e-mail 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, and first-generation status.

**Table 1. Representativeness of Grinnell College Class of 2016 survey respondents by gender, race/ethnicity, and first-generation status**

Characteristic	Class of 2016	
	Respondents (%)	Entire class (%)
<b>Gender</b>		
Male	40.9	43.7
Female	59.1	56.3
<b>Race/ethnicity</b>		
American Indian or Alaska Native	0.3	0.3
Asian	7.1	8.1
Black or African-American	3.6	3.8
Ethnicity and race unknown	3.6	3.5
Hispanic (of any race)	4.5	5.9
Non-resident alien	11.7	11.9
Two or more races	3.9	4.3
White (not Hispanic)	65.3	62.3
<b>First-generation status</b>		
First-generation college student	14.9	14.6

The first section of this report, **First Destinations of Grinnell College Class of 2016 Graduates**, provides an overview of the first destinations for survey respondents from the Class of 2016. The next section, **Employment**, provides a detailed overview of the employment pathways of this class of graduates, including a review of employers and locations, average starting salaries, and relatedness of positions to career goals. **Graduate and Professional School** details the plans of graduates who matriculated into graduate school in the fall of 2016, including a review of the class's overall acceptance rate to graduate and professional school. The institutions they are attending are highlighted, and their financial aid is profiled. **Post-Graduate Service** describes the destinations and service areas of graduates who committed to a year of full-time service after graduation, and **Fellowships and Scholarships** highlights the students who received competitive post-graduate fellowships or scholarships (e.g., Fulbright grants). The first appendix, **Experiential Learning Profile**, provides an overview of how many responding members of the Class of 2016 participated in internships, undergraduate research experiences, service activities, and/or off-campus study programs prior to graduation. The second appendix describes

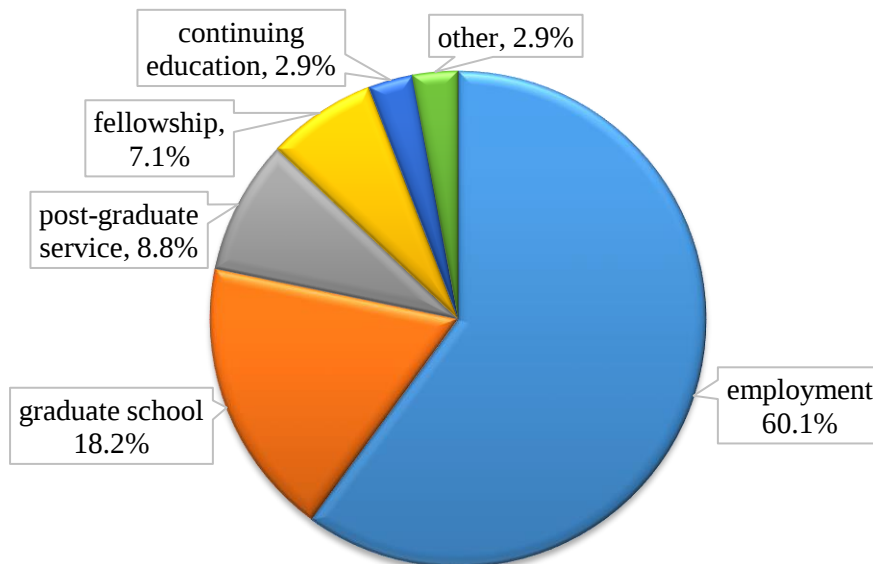
the geographic distribution of Class of 2016 graduates, while the final two appendices provide details about the post-graduate destinations and experiential profiles of these graduates by academic major.

## First Destinations of Grinnell College Class of 2016 Graduates

Figure A illustrates the six first-destination groups into which the 308 responding members of the Class of 2016 were categorized: (1) employment, (2) graduate school, (3) post-graduate service, (4) fellowship, (5) continuing education, and (6) other. Employment was the first destination for approximately 60% of the members of the Class of 2016. Graduate school was the second-most popular destination, accounting for 18.2% of the class.

Two categories warrant explanation. Graduates in the “continuing education” category were pursuing post-baccalaureate credentials—either through courses or degree programs—at the undergraduate level. Graduates in the “other” category were engaged in a transitional activity, such as applying to graduate school, traveling, or seeking employment, not captured by the other categories.

**Figure A. First destinations of the Class of 2016**



In addition to the full-class breakdown, the first destinations of the graduates in the Class of 2016 who were first-generation college students were identified separately. For this sub-group, first destinations largely reflect those of the class as a whole, with 58.7% employed either full- or part-time. Graduate school is the second-most popular destination, accounting for 19.6% of first-generation graduates, followed by fellowships (10.9%), post-graduate service (6.5%), and continuing education (4.3%).

Please note that the samples provided in the body of this report were purposefully selected to illustrate the rich diversity of experiences and post-graduate destinations of responding members of the Class of 2016. Appendices A through D provide specifics for all 308 survey respondents.

## Employment

### Overview

Of the 60.1% of graduates who immediately entered the workforce after graduation, 78.4% were employed full-time (i.e., working 35 or more hours per week) and 8.1% were employed part-time. (The remaining 13.5% did not report their level of employment.) Table 2 provides a sample listing of some of the organizations (along with their locations) where the graduates accepted positions. Members of the Class of 2016 accepted employment with a wide variety of organizations, including Fortune 500 companies, consulting agencies, investment banking firms, government organizations, technology firms, healthcare facilities, educational and other social service organizations, and scientific research facilities. As a college, Grinnell attracts students with wide-ranging interests and proclivities, and these myriad interests are reflected in the diverse organizations where graduates begin their careers.

**Table 2. Sample employers (and locations) of responding graduates from the Class of 2016**

Employer (location)	Employer (location)
Amazon* ( <i>multiple locations</i> )	Goldman Sachs (New York, NY)
Board of Directors of Federal Reserve (Washington, DC)	Google* (Mountain View, CA)
Center for Italian Modern Art (New York, NY)	IBM (Boston, MA)
City and County of San Francisco (San Francisco, CA)	Morningstar* (Chicago, IL)
Dana Farber Cancer Institute (Boston, MA)	National Alliance on Mental Health (Arlington, VA)
Department of Energy (Washington, DC)	Northwest Film Forum (Seattle, WA)
Deutsche Bank* (New York, NY)	ScribeAmerica* ( <i>multiple locations</i> )
Epic Systems* (Madison, WI)	TIAA (New York, NY)
Facebook (Dublin, Ireland)	U.S. Food and Drug Administration (Washington, DC)
FTI Consulting (Shanghai, China)	University of Minnesota Press (Minneapolis, MN)
Global Center for Advanced Studies (Maribor, Slovenia)	U.S. Geological Survey (Wall, SD)

\* Indicates more than one member of the Class of 2016 accepted employment with this organization.

Members of the Class of 2016 accepted domestic employment opportunities in 27 states (and the District of Columbia) and international employment opportunities in twelve countries.

### Salary Data

Given the sensitive nature of sharing personal salary information, gathering data on this variable is quite difficult. Individuals who responded as “employed” on the survey were given the opportunity to report their starting salaries. Of those employed full-time, 60% reported their salaries.

The average salary of those graduates who were employed full-time was \$47,600. The bottom quartile reported earning an average salary of \$22,190 per year; the top quartile, an average of \$82,295 per year. The top 10% are earning an average annual salary of \$97,500. 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 2016 accepted positions in a variety of career fields spanning the non-profit, for-profit, and government sectors. Table 3 provides an overview of the career fields in which graduates accepted employment. Details by major appear in Appendix D.

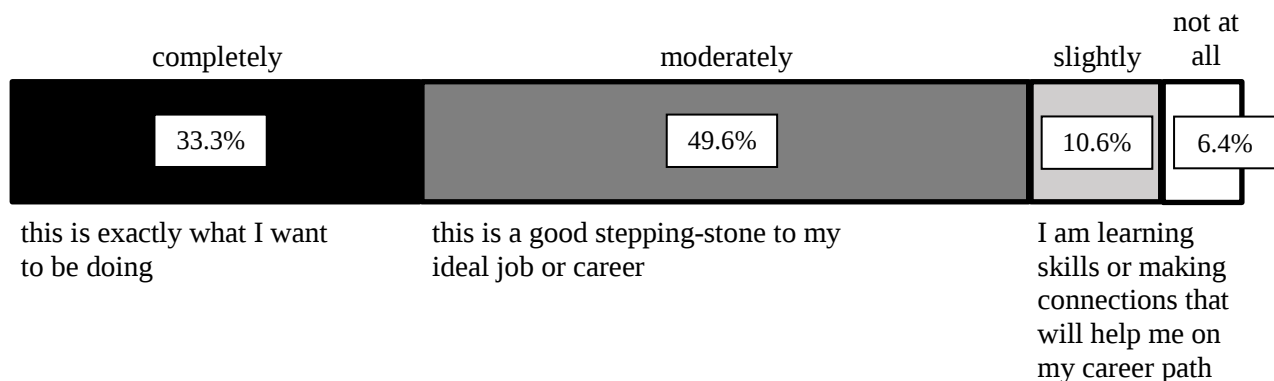
**Table 3. Career fields of responding graduates from the Class of 2016**

Career field	Percent	Career field	Percent
computing/information systems	16.2	creative/performing arts	4.9
education	13.0	communications	3.2
healthcare	13.0	consulting	3.2
finance	10.3	hospitality	3.2
research/development/science	8.6	law/legal services	3.2
government/public service	6.5	social services	3.2
business admin./management	5.4	athletics	0.5
sales/marketing	5.4		

### 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 2016, 93.6% of respondents indicated that their present employment position (including post-graduate service positions) is related to their career goals to some degree (see Figure B), with most (49.6% of total) reporting that their present position is "moderately related" to their career interests.

**Figure B. Extent to which 2016 graduates report that their position is related to their career interests**



Among first-generation graduates employed or pursuing post-graduate service responding to this question, 42% reported that their position is "completely related" to their long-term goals, 47.6% chose "moderately related" to long-term goals, and 4.8% chose "slightly related," yielding an overall career-relatedness index of 95.2% for first-generation graduates from the Class of 2016. Among first-generation graduates, 4.8% indicated that their first destination is "not at all related" to their long-term career interests.

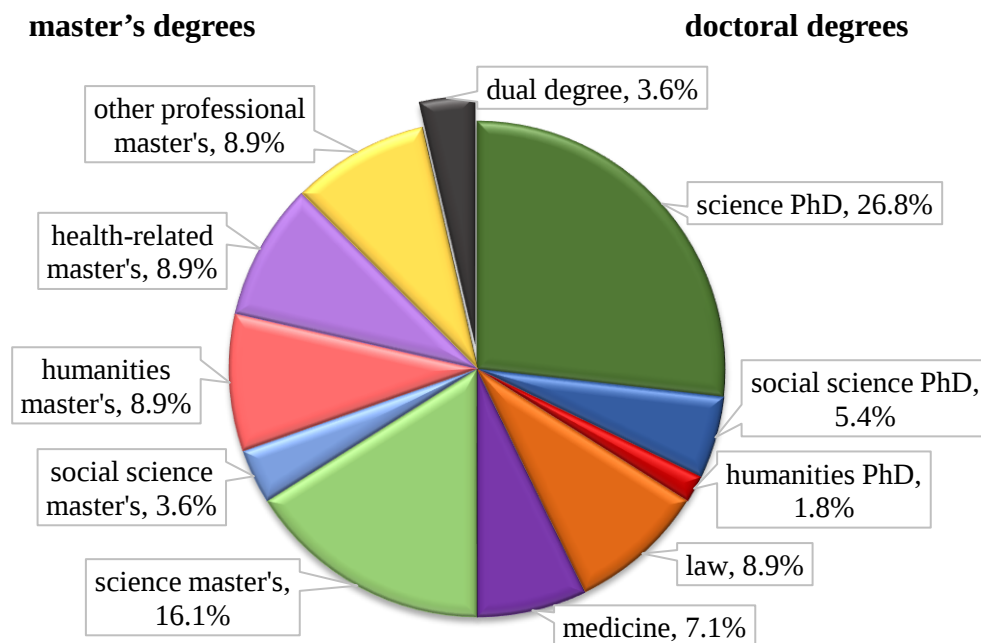
## Graduate and Professional School

### Overview

Grinnell College has a rich tradition of preparing its students for graduate study in a wide range of disciplines and degree programs. Inquiry-based learning, individualized advising, and the rigorous curriculum provide students with an exceptional academic foundation on which to build in graduate or professional school. For the Class of 2016, 18.2% enrolled as full-time degree-seeking students in the fall of 2016. Figure C illustrates the various degree programs in which these graduates enrolled.

Approximately half (51.8%) of these respondents are enrolled in doctoral programs, either in academic fields (PhD), law (JD), or medicine (MD or DO). Members of the Class of 2016 are also pursuing academic master's degrees in diverse fields and multiple professional master's degrees (e.g., MHA, MLIS, MPA, MPH, and MSW). Finally, two graduates are pursuing dual graduate and professional degrees (MD/PhD and MS/MPH). Of the respondents who did *not* enroll in a graduate or professional school degree program immediately following their 2016 graduation from Grinnell College, 54.0% indicated a plan to apply to graduate school within the next five years.

**Figure C. Distribution of graduate or professional school degree programs from the Class of 2016**



Of those enrolled in graduate or professional school, 35.7% are pursuing academic doctoral degrees (largely in the sciences; including one MD/PhD enrollee). This data point is a reminder of the College's historic production of alumni who ultimately earn PhDs. In fact, in the most recent (2014) National Science Foundation report on the baccalaureate origins of U.S.-trained science and engineering doctorate recipients, Grinnell College ranked seventh among all institutions for the proportion of alumni who earned a PhD in science and engineering fields between 2003 and 2012, ahead of Ivy League institutions and other research-intensive universities.

Table 4 provides a sample listing of institutions, degree programs, and fields of study where responding members of the Class of 2016 matriculated. Details by major appear in Appendix D.

**Table 4. Sample graduate and professional school destinations and programs from the Class of 2016**

Institution (degree, field of study)	Institution (degree, field of study)
Brown University (PhD, computer science)	University of Michigan (JD, law)
Columbia University (MPA, int'l political economy)	Univ. of Northern Colorado (PhD, counseling psych.)
Georgetown University (MA, art & museum studies)	University of Notre Dame (JD, law)
Iowa State University (MS, civil engineering)	University of Oregon (MS, polymer chemistry)
George Washington Univ. (MPH, maternal & child health)	Univ. of Utah (MCMP, city & metropolitan planning)
Universität Heidelberg (MSc, physics)	Vanderbilt University (PhD, philosophy)
University of Chicago (PhD, astrophysics)	Washington University (MD/PhD, neurobiology)
University of Iowa (MD, medicine)	Yale University (PhD, biological & biomedical sciences)

### **Acceptance Rates**

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, 21.1% of the members of the Class of 2016 applied to a graduate or professional school degree program. Of those who applied, 95.4% were accepted to one or more programs. Of the applicants who were accepted to at least one degree program and reported their application preferences, 84.1% were accepted to either their first- or second-choice institution and program. Grinnell College refers to this percentage as the *competitive graduate school index*.

Each year, many Grinnellians—both current graduates and recent alumni—seek admission to professional degree programs in law and medicine. In the Class of 2016, 100% of respondents who applied to law school were admitted to at least one program, and all law school applicants who reported preferences were admitted to their first- or second-choice program. Of respondents who applied to medical school (either allopathic or osteopathic), 83.3% were admitted to at least one program. All respondents who were admitted to at least one medical school were admitted to their first- or second-choice program.

### **Funding for Graduate and Professional School**

Students are advised and encouraged to evaluate institutions and their respective graduate programs using a range of criteria. The criteria for each prospective graduate student—including the perceived strength of the program, the course offerings, the size and expertise of the faculty, and the research support and opportunities—are influenced by their qualifications, goals, and aspirations. Funding and financial support is an additional criterion that is cited by many aspiring graduate students. For the members of the Class of 2016 who matriculated into graduate or professional school and reported on their financial support, 61.0% received assistantships, fellowships, and/or scholarships. In parsing the data by particular degree programs, it is important to note that a full 100% of those seeking doctoral degrees received at least one of these forms of aid.



## Post-Graduate Service

Grinnell College students have a long history of accepting positions with full-time 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. Engaging in a full-time post-graduate service endeavor was the first destination of 8.8% of the responding members of the Class of 2016. Respondents engaged in post-graduate service in a rich array of service fields, taking the talents and skills they developed at Grinnell to communities across the United States and beyond. The following table provides a sample list of some of the programs, service areas, and destinations where graduates from the Class of 2016 served as volunteers.

**Table 5. Sample post-graduate service programs, areas, and locations of responding graduates from the Class of 2016**

Post-grad service program	Service area(s)	Location(s)
AmeriCorps	education; healthcare; housing and community development	Bend, OR; Minneapolis, MN; New Orleans, LA; Prescott, AZ; Seattle, WA
City Year	education	Boston, MA; Los Angeles, CA
Grinnell Corps	education; housing and community development; research and technology support; social services	Grinnell, IA; New Orleans, LA; Walvis Bay, Namibia;
Lutheran Volunteer Corps	addiction recovery; childhood inequity; civil rights; education; healthcare; housing and community development; immigration	Minneapolis, MN; Omaha, NE; San Francisco, CA; Seattle, WA; Washington, DC
Madagascar Biodiversity Project	deforestation	Kianjavato, Madagascar
Peace Corps	education; food insecurity	South Africa; Togo

For many Grinnellians, a post-graduate service position connects not only to civic interests but also to early steps in finding the right blend between civic and career goals. The service areas undertaken by respondents from the Class of 2016, listed in Table 6, reflect the career fields in which their classmates report full-time employment and contribute strongly to the 93.6% career-relatedness index reported above.

**Table 6. Post-graduate service areas for responding graduates from the Class of 2016**

Service area	Percent
education	33.3
social services	25.9
research/development/science	14.8
healthcare	11.1
law/legal services	7.4
creative/performing arts	3.7
government/public service	3.7

Apart from full-time service positions, 22.7% of respondents from the Class of 2016 report that they are volunteering with organizations or causes that they care about. This volunteering includes work with animal shelters and rehabilitation centers; political campaigns and other political action and engagement; healthcare facilities (particularly organizations devoted to women’s and LGBT healthcare); tutoring, mentoring, coaching and other educational activities; housing and social services organizations; cultural and faith-based groups; creative arts activities; science outreach; and more. Grinnellians from the Class of 2016 are committing both their time and their financial resources to these organizations and activities, demonstrating a continued rich civic engagement alongside their primary employment or continued education.

## Fellowships and Scholarships

Grinnell College students apply for and receive national merit-based scholarships and fellowships at exceptionally high rates. For example, every year since the list was first issued in 2004, Grinnell has been named to the U.S. Department of State’s list of colleges and universities that have annually produced the most Fulbright recipients. Table 7 provides a sample of the competitive fellowships and scholarships—including domestic and international destinations—of survey respondents from the Class of 2016. Most programs listed below have durations between 10 and 12 months.

**Table 7. Sample competitive fellowships and scholarships received by responding graduates from the Class of 2016**

Fellowship or scholarship name	Location(s)
Fulbright English Teaching Assistantship ( <i>multiple graduates</i> )	Malaysia, Senegal, South Korea
Fulbright Study/Research Grant ( <i>multiple graduates</i> )	India, Mexico, Senegal, Spain, United Kingdom
HHMI Post-Baccalaureate Fellowship, Science Learning Center	Grinnell, IA, USA
Intramural Research Training Award Fellowship, National Institutes of Health ( <i>multiple graduates</i> )	Bethesda, MD, USA
Post-Baccalaureate Fellowship, Data Analysis and Social Inquiry Lab	Grinnell, IA, USA
Regional Research Fellowship, Princeton in Asia	Kathmandu, Nepal
Thomas J. Watson Fellowship ( <i>multiple graduates</i> )	China, Guam, Greenland, Greece, Japan, Micronesia; Australia, Greece, Ireland, Rwanda, South Africa

## 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 foster not only the acquisition and integration of knowledge but also growth in interpersonal skills. Of the Class of 2016 survey respondents, 196 (63.6%) completed at least one internship during their undergraduate careers at Grinnell; and 194 (63.0%) participated in at least one on- or off-campus research experience that was not part of a course required for their major. In the Class of 2016, 170 graduates (55.2% of the class) participated in at least one service or volunteer activity, including classes that partnered with community organizations. Fifty-three graduates (17.2%) reported participating in the Grinnell College Externship program or in other job-shadowing activities, and 171 (55.5%) studied off-campus for at least one semester.

### Internships

Internships enable the integration of classroom theory with career-related work experience, thus helping students enhance classroom learning and explore and clarify their career goals. Because employers prefer to hire applicants who have had prior career-related work experiences, all Grinnell students are encouraged to participate in one or more internships in order to demonstrate concrete application of their liberal arts education. Most students participate in internships—which Grinnell defines as 8–10-week, full-time work experiences that may be paid or unpaid and pursued with or without academic credit—during summers. To help relieve transportation, housing, food, and other expenses, Grinnell College annually grants approximately \$300,000 to students participating in internships. Tables A1 and A2 provide a sample of some of the internships (including sponsoring organizations, professional fields, and locations) completed by Class of 2016 survey respondents. Note that these respondents' internships transpired in not only a variety of professional fields but also across the globe (including sites in North America, South America, Europe, Asia, and Africa). While most students complete only one internship experience (59.7% of the respondents who completed an internship), many pursue multiple internship opportunities. Of this subset of the respondent pool, 27.0% completed two internships; 9.7% completed three; and 3.6% completed four internships during their time at Grinnell College.

**Table A1. Sample domestic internship sites, fields, and locations for responding graduates, Class of 2016**

Internship organization	Professional field	Location
ACLU of Nebraska	government/legal services/law	Lincoln, NE
Amazon	computing/information systems	Seattle, WA
Amorphic Robot Works	creative/performing arts	Brooklyn, NY
Bloomberg	finance	New York, NY
Breakthrough Collaborative	education	Boston, MA
Center for Companies that Care	business admin./management	Chicago, IL
Center for Constitutional Rights	law/legal services	New York, NY
Center for HIV Educational Studies & Training	healthcare	New York, NY
Center for International Policy	government/public service	Washington, DC
Central Africa Initiative	research/development/science	Madison, WI
Chandler Police Dept. Victims Service Unit	law/legal services	Chandler, AZ
Dancing Rabbit Ecovillage	research/development/science	Rutledge, MO
Epic Systems	computing/information systems	Madison, WI

**Table A1 (continued). Sample domestic internship sites, fields, and locations for responding graduates, Class of 2016**

<b>Intern organization</b>	<b>Professional field</b>	<b>Location</b>
Facebook	sales/marketing	New York, NY
Fred Hutchinson Cancer Research Center	research/development/science	Seattle, WA
Goldman Sachs	finance	Jersey City, NJ
Google	computing/information systems	Mountain View, CA
Greater Poweshiek Community Foundation	social services	Grinnell, IA
Grizzly and Wolf Discovery Center	research/development/science	West Yellowstone, MT
Kaibab National Forest	research/development/science	Williams, AZ
Korean American Coalition	government/public service	Los Angeles, CA
Law Office of Jillian Kong-Sivert	law/legal services	Phoenix, AZ
Los Angeles Superior Court	law/legal services	Los Angeles, CA
Los Angeles Times	communications	Los Angeles, CA
META Peace Team	government/public service	Lansing, MI
Monsanto	research/development/science	Ankeny, IA
Moody's Corporation	finance	New York, NY
Museum of Modern Art	creative/performing arts	New York, NY
New England Aquarium	education	Boston, MA
New Roots for Refugees	social services	Kansas City, KS
Prison Justice League	law/legal services	Austin, TX
Sierra Club	research/development/science	Seattle, WA
Smithsonian Museum Conservation Institute	research/development/science	Suitland, MD
TIAA	finance	New York, NY
Trans Women of Color Collective	social services	Washington, DC
United States Senate	government/public service	Washington, DC
The White House	government/public service	Washington, DC
William Morris Endeavor	creative/performing arts	Los Angeles, CA

**Table A2. Sample international internship sites, fields, and locations for responding graduates, Class of 2016**

<b>Intern organization</b>	<b>Professional field</b>	<b>Location</b>
Aarogoya Foundation	healthcare	Kathmandu, Nepal
Acme Pharmaceuticals	research/development/science	Dhaka, Bangladesh
Cadbury Kraft Mondeliz International	sales/marketing	Mumbai, India
China Center for International Economic Exchange	finance	Beijing, China
East London Out Project	social services	London, UK
Ernst & Young	consulting	Mumbai, India
European Parliament	government/public service	Brussels, Belgium
Femmes d'Ici et D'Ailleurs	government/public service	Marseille, France
Foundation for Sustainable Development	government/public service	Masaka, Uganda
International Bridges to Justice	law/legal services	Geneva, Switzerland
Itaú BBA	finance	London, UK
Meertens Instituut	research/development/science	Amsterdam, Netherlands

**Table A2 continued. Sample international internship sites, fields, and locations for responding graduates, Class of 2016**

<b>Intern organization</b>	<b>Professional field</b>	<b>Location</b>
MRC National Institute for Medical Research	research/development/science	London, UK
Réseau Africain pour le Développement Intégré	social services	Ngaye-Méckhé, Senegal
Romani National Council	government/public service	Belgrade, Serbia
Sonco Wasi	social services	Cusco, Peru
State Bank of Pakistan	finance	Karachi, Pakistan
Supe Secondary School	education	Hanoi, Vietnam
University Central Hospital of Kigali	healthcare	Kigali, Rwanda
U.S. Department of State	government/public service	Munich, Germany

***Undergraduate Research Experiences***

Research is another vital component of the undergraduate experience at Grinnell, with 63% of the Class of 2016 survey respondents participating in at least one on- or off-campus research experience (separate from requirements for the major). On-campus research typically takes the form of Mentored Advanced Projects (MAPs), where 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; an aim is to produce results that merit dissemination to the wider scholarly world. Among respondents for the Class of 2016, 152 (78.4% of those indicating research experience) completed at least one MAP during their time at Grinnell. Their projects spanned all academic divisions of the college. Sixty-two respondents (32.0% of those indicating research experiences) participated in off-campus research, frequently through Research Experiences for Undergraduates sponsored by research universities. Sample research sites and foci for off-campus research undertaken by members of the Class of 2016 are provided in Table A3.

**Table A3. Sample off-campus research sites, foci, and locations for responding graduates, Class of 2016**

<b>Research site or program</b>	<b>Research focus</b>	<b>Location</b>
American Bar Foundation	national constitutions	Chicago, IL
Brown University	genetics of drug resistance	Providence, RI
CERN	particle physics	Geneva, Switzerland
Columbia University	mitochondrial biogenesis	New York, NY
Cornell University	theoretical astrophysics	Ithaca, NY
Georgia Institute of Technology	seismology	Atlanta, GA
Hanoi National University of Education	gene coding	Hanoi, Vietnam
Jawaharlal Nehru University	ethnography & history	Delhi, India
Masaka Microfinance & Development Cooperative Trust	microfinance	Masaka, Uganda
Mayo Clinic	lupus genetics	Rochester, MN
Mote Marine Laboratory	ocean acidification & corals	Sarasota, FL
Newberry Library	Darwinism in 1860s London	Chicago, IL
Oak Ridge National Laboratory	computational sciences	Oak Ridge, TN
Southern Illinois University	electronic properties of two- dimensional solids	Carbondale, IL

**Table A3 (continued). Sample off-campus research sites, foci, and locations for responding graduates, Class of 2016**

<b>Research site or program</b>	<b>Research focus</b>	<b>Location</b>
Stanford University	materials science	Stanford, CA
University of Alaska	archaeology of Alaskan interior	Fairbanks, AK
University of Chicago	cancer biology	Chicago, IL
University of Copenhagen	synthetic organic chemistry	Copenhagen, Denmark
University of Iowa	neuropsychology	Iowa City, IA
University of Minnesota	visual & haptic perception	Minneapolis, MN
University of Missouri	social network analysis	Columbia, MO
University of Nebraska Medical Center	thermal bacteria protein expression	Omaha, NE
University of Oldenburg	distributed computing	Oldenburg, Germany
University of Pennsylvania	public policy	Philadelphia, PA
Woods Hole Oceanographic Institution	behavioral effects of phytoestrogen	Woods Hole, MA
Yale University	intergroup attitudes	New Haven, CT

## APPENDIX B: First Destinations and Experiential Activity by Major

Table B1 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 as part of the coursework for their majors* (supervised by a professor either on- or off-campus), 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—explaining why the total number of students represented in the table (413) exceeds the total number of Class of 2016 graduates (371). First-destination percentages may not total 100 due to rounding.

**Table B1. First-destination and experiential activity data by major, Class of 2016**

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	21	19 (90%)	52.6	31.6	5.3	5.3	–	5.3	73.7	57.9	78.9	63.2
Art History	6	6 (100%)	66.7	33.3	–	–	–	–	66.7	50.0	33.3	66.7
Biological Chemistry	29	22 (76%)	54.5	36.4	4.5	4.5	–	–	50.0	81.8	63.6	36.4
Biology	39	31 (79%)	51.6	29.0	6.5	12.9	–	–	51.6	80.6	45.2	64.5
Chemistry	12	11 (92%)	18.2	45.5	18.2	9.1	9.1	–	45.5	100.0	54.5	27.3
Chinese	6	5 (83%)	–	20.0	–	80.0	–	–	60.0	60.0	80.0	100.0
Classics	7	5 (71%)	40.0	20.0	–	20.0	20.0	–	60.0	–	40.0	80.0
Computer Science	37	33 (89%)	84.8	12.1	–	–	–	3.0	66.7	69.7	57.6	36.4
Economics	46	35 (76%)	77.1	8.6	5.7	5.7	–	2.8	82.9	37.1	48.6	34.3
English	32	27 (84%)	66.7	11.1	7.4	3.7	7.4	3.7	51.9	44.4	48.1	70.4

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
French	18	15 (83%)	60.0	26.7	–	13.3	–	–	40.0	60.0	60.0	80.0
Gender, Women's & Sexuality Studies	16	13 (81%)	46.2	7.7	38.5	–	7.7	–	92.3	52.8	84.6	53.8
General Science	5	3 (60%)	66.7	–	–	–	33.3	–	33.3	66.7	100.0	66.7
German	5	4 (80%)	25.0	75.0	–	–	–	–	75.0	75.0	75.0	50.0
History	24	23 (96%)	52.2	21.7	8.7	8.7	8.7	–	69.6	60.9	60.9	52.2
Independent	3	3 (100%)	66.7	–	33.3	–	–	–	33.3	100.0	–	100.0
Mathematics	34	30 (88%)	63.3	26.7	–	–	–	10.0	63.3	73.3	26.7	43.3
Music	1	1 (100%)	–	–	–	100.0	–	–	100.0	100.0	–	–
Philosophy	9	8 (89%)	62.5	12.5	–	–	–	25.0	62.5	75.0	25.0	37.5
Physics	19	17 (89%)	47.1	41.2	5.9	–	–	5.9	47.1	82.4	17.6	29.4
Political Science	31	31 (100%)	71.0	9.7	12.9	3.2	–	3.2	54.8	48.4	71.0	67.7
Psychology	28	21 (75%)	57.1	14.3	14.3	9.5	4.8	–	28.6	66.7	52.4	76.2
Religious Studies	5	5 (100%)	60.0	–	20.0	20.0	–	–	80.0	60.0	100.0	60.0
Russian	5	4 (80%)	75.0	–	–	25.0	–	–	25.0	100.0	50.0	100.0
Sociology	15	12 (80%)	50.0	16.7	33.3	–	–	–	100.0	33.3	66.7	58.3
Spanish	12	10 (83%)	30.0	–	50.0	–	10.0	10.0	80.0	70.0	80.0	90.0
Studio Art	14	12 (86%)	83.3	–	–	8.3	8.3	–	91.7	91.7	41.7	50.0
Theatre	8	7 (88%)	57.1	–	28.6	14.3	–	–	42.9	71.4	71.4	71.4



## APPENDIX C: Locations of Class of 2016 Graduates in Employment, Post-Graduate Service, or Pursuing Post-Graduate Education

Table C1 answers the question, “Where are the 308 responding members of the Class of 2016 working or living?”—for the 87% who are either employed (185 graduates), working in service positions (27 graduates), or studying toward graduate or professional degrees (56 graduates). The reach and value of Grinnell’s name and education are mirrored by the impressive geographic scope of our graduates’ first destinations. Of these 268 respondents, 243 (90.7%) are living domestically and 25 (9.3%) are abroad. The most popular first destinations for Class of 2016 graduates who are employed or seeking post-graduate education are California, the District of Columbia, Illinois, Iowa, and New York: These five destinations account for the known initial locations of 43.7% of these respondents.

**Table C1. Locations of working or studying graduates from the Class of 2016**

Location	Number	Location	Number	Location	Number
Australia	1	Japan	2	Spain	1
China	3	Madagascar	1	Tanzania	1
France	1	Myanmar	1	Togo	1
Germany	1	Namibia	2	United Arab Emirates	1
India	1	Rwanda	1	United Kingdom	3
Ireland	1	Slovenia	1		
Israel	1	South Africa	1		
Alabama	1	Maryland	8	Oregon	6
Arizona	4	Massachusetts	10	Pennsylvania	3
California	27	Michigan	4	Rhode Island	4
Colorado	7	Minnesota	13	South Dakota	1
Connecticut	3	Missouri	10	Tennessee	6
District of Columbia	17	Nebraska	2	Texas	5
Illinois	28	New Jersey	2	Utah	2
Iowa	28	New York	23	Virginia	5
Indiana	3	North Carolina	2	Washington	5
Louisiana	3	Ohio	3	Wisconsin	13

## APPENDIX D: Employment, Graduate School, and Post-Graduate Service Details by Major

This appendix provides, by major, known details on the 185 responding graduates of the Class of 2016 who immediately entered the workforce after graduation (for either full- or part-time employment), the 56 responding graduates who immediately matriculated into graduate or professional school (full-time enrollment only), and the 27 responding graduates who joined post-graduate service positions. For commentaries and aggregate details about those graduates entering the workforce or entering graduate or professional school, see the respective sections of the body of this report. Among the respondents to the survey were 105 Grinnellians who majored in two fields. Of that group, 95 are included in the lists below and are listed under both of their majors; asterisks (\*) on the left indicate entries reflecting these individuals. A dagger (†) on the left indicates a first destination (employer, degree program, or service organization) common to two or more graduates within one major.

### Anthropology

Employer	Career area	Location
*Aquila Recovery	healthcare	Washington, DC
Belcan	research/development/science	St. Louis, MO
Colvig Silver Camps	education	Durango, CO
*Human Relations Area Files	research/development/science	New Haven, CT
*Jacob's Pillow Dance Festival	creative/performing arts	Becket, MA
Morioka Board of Education	education	Morioka, Japan
San Francisco Department of Public Health	healthcare	San Francisco, CA
*Tri-State Coalition for Responsible Investment	finance	Montclair, NJ
*We Are Impact	government/public service	Portland, OR
<i>unspecified, teaching first grade</i>	education	Dar es Salaam, Tanzania

Graduate school	Program & degree	Location
*Georgetown University	art & museum studies, MA	Washington, DC
*North Carolina State University	linguistics, MA	Raleigh, NC
*University of Chicago	Latin American studies, MA	Chicago, IL
*University of Illinois	anthropology, PhD	Chicago, IL
*University of North Texas	anthropology & public health, MS/MPH	Denton/Fort Worth, TX
*University of Wisconsin	environmental chemistry, PhD	Madison, WI

Post-graduate service organization	Service area	Location
*BrainFood	education	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

## Art History

Employer	Career area	Location
*Animalz	sales/marketing	New York, NY
*Bridgeman Images	creative/performing arts	New York, NY
Center for Italian Modern Art	creative/performing arts	New York, NY
Teaching Assistant Program	education	Carpentras, France

Graduate school	Program & degree	Location
*Georgetown University	art & museum studies, MA	Washington, DC
*University of London	history of art & architecture	London, UK

## Biological Chemistry

Employer	Career area	Location
*Appco Pharmaceuticals LLC	research/development/science	Somerset, NJ
Boston Children's Hospital	research/development/science	Boston, MA
Clinical Scribes, LLC	healthcare	Minneapolis, MN
Goshen Community Schools	education	Goshen, IN
†ScribeAmerica	healthcare	Des Moines, IA; Hazel Crest, IL; Portland, OR
Tribe of Heart	communications	Ithaca, NY
U.S. Food & Drug Administration	research/development/science	College Park, MD
University of Chicago Department of Surgery	healthcare	Chicago, IL
*University of Iowa	research/development/science	Iowa City, IA
*Washington University in St. Louis	research/development/science	St. Louis, MO

Graduate school	Program & degree	Location
Kansas City University of Medicine & Biosciences	medicine, DO	Kansas City, MO
Oakland University William Beaumont School of Medicine	medicine, MD	Rochester, MI
*University of California	chemistry, MS	San Diego, CA
University of Iowa	epidemiology, MPH	Iowa City, IA
*University of Minnesota	healthcare administration, MHA	Minneapolis, MN
Washington University in St. Louis	medicine/neurobiology, MD/PhD	St. Louis, MO
Western Michigan University	medicine, MD	Kalamazoo, MI
*Yale University	biological/biomedical sciences, 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

Post-graduate service organization	Service area	Location
*City Year	education	Boston, MA

## Biology

Employer	Career area	Location
Brigham & Women's Hospital	healthcare	Boston, MA
*City & County of San Francisco	government/public service	San Francisco, CA
*Colgate University	healthcare	Hamilton, NY
Deibel Laboratories	research/development/science	Lincolnwood, IL
Johns Hopkins University Dept. of Surgery	healthcare	Baltimore, MD
*Epic Systems	computing/information systems	Madison, WI
*FedEx Services	computing/information systems	Memphis, TN
The George Washington University	research/development/science	Washington, DC
Hartley Nature Center	education	Duluth, MN
Kids Science Labs	education	Chicago, IL
River Lake Clinic	healthcare	Minneapolis, MN
ScribeAmerica	healthcare	Des Moines, IA
Sidwell Friends School	education	Washington, DC
*The Lewin Group	consulting	Falls Church, VA
U.S. Geological Survey	government/public service	Wall, SD
USCF Alliance Health Project	healthcare	San Francisco, CA

Graduate school	Program & degree	Location
The George Washington University	maternal & child health, MPH	Washington, DC
Iowa State University	microbiology, PhD	Ames, IA
Johns Hopkins University	health systems, MSPH	Baltimore, MD
King's College London	psychiatric research, MS	London, UK
Southern Illinois University	zoology, MS	Carbondale, IL
University of Iowa	medicine, MD	Iowa City, IA
*University of North Texas	anthropology & public health, MS/MPH	Denton/Fort Worth, TX
*University of Tennessee	ecology & evolutionary biology, PhD	Knoxville, TN
Vanderbilt University	chemistry, PhD	Nashville, TN

Post-graduate service organization	Service area	Location
Gobabeb Research & Training Center	education	Walvis Bay, Namibia
Gobabeb Research & Training Center	research/development/science	Walvis Bay, Namibia

\*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
Medpace PPD Laboratories	healthcare research/development/science	Dallas, TX Madison, WI

Graduate school	Program & degree	Location
*University of California	organic chemistry, PhD	Berkeley, CA
University of Oregon	polymer chemistry, MS	Eugene, OR
University of Pennsylvania	organic chemistry, PhD	Philadelphia, PA
*University of Wisconsin	environmental chemistry, PhD	Madison, WI
*Vanderbilt University	chemistry, PhD	Nashville, TN

Post-graduate service organization	Service area	Location
*Matt Talbot Center	healthcare	Seattle, WA
*Yavapai County Community Health Services	healthcare	Prescott, AZ

## Chinese

Graduate school	Program & degree	Location
*University of Utah	city & metropolitan planning, MCMP	Salt Lake City

## Classics

Employer	Career area	Location
Correct Care Solutions	healthcare	Nashville, TN
Dana Farber Cancer Institute	healthcare	Boston, MA

Graduate school	Program & degree	Location
*Georgetown University	art & museum studies	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

## Computer Science

Employer	Career area	Location
Alabama Interactive	computing/information systems	Montgomery, AL
*Amazon	computing/information systems	San Francisco, CA
Amazon	computing/information systems	Seattle, WA
†*Deutsche Bank	finance	New York, NY
Dint Digital	computing/information systems	San Jose, CA
†**Epic Systems	computing/information systems	Madison, WI
*FedEx Services	computing/information systems	Memphis, TN
†*GE Digital	computing/information systems	Sam Ramon, CA
*Goldman Sachs	computing/information systems	New York, NY
†*Google	computing/information systems	Mountain View, CA
IBM	computing/information systems	Boston, MA
*ISCS	computing/information systems	San Jose, CA
Mastercard	computing/information systems	O'Fallon, MO
*Mavin, Inc.	computing/information systems	Mountain View, CA
MojoTech	computing/information systems	Providence, RI
Protiviti	consulting	New York, NY
*Raise.me	computing/information systems	San Francisco, CA
*self-employed	computing/information systems	Chicago, IL
Texas Democratic Party	government/public service	Austin, TX
Uniphy	computing/information systems	Newark, NJ

Graduate school	Program & degree	Location
Indiana University	security informatics, MS	Bloomington, IN
Oregon State University	computer science, PhD	Corvallis, OR
*University of London	history of art & architecture, MA	London, UK
*University of Michigan	information, PhD	Ann Arbor, MI

\*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
*Amazon	business admin./management	Chicago, IL
*Board of Directors of the Federal Reserve	government/public service	Washington, DC
Capgemini	consulting	Chicago, IL
CVS Health	business admin./management	Woonsocket, RI
Facebook	sales/marketing	Dublin, Ireland
*Federal Reserve Bank of New York	finance	New York, NY
*GE Digital	computing/information systems	San Ramon, CA
Groupon	business admin./management	Chicago, IL
Hall Capital	finance	San Francisco, CA
*Infant & Child Lab, Temple University	research/development/science	Philadelphia, PA
*Investcorp	finance	New York, NY
Itaú BBA	finance	London, UK
*Kauffman Foundation	research/development/science	Kansas City, MO
KPMG	consulting	Dubai, UAE
LinkedIn	sales/marketing	San Francisco, CA
Momentum Worldwide	sales/marketing	St. Louis, MO
†*Morningstar	finance	Chicago, IL
*Principal Financial Group	finance	Des Moines, IA
*PwC	consulting	Guangzhou, China
Ryde Hawks Baseball Club	athletics	Sydney, Australia
*TIAA	finance	New York, NY
University of Chicago	research/development/science	Chicago, IL
*Urban Institute	research/development/science	Washington, DC
U.S. Committee for Refugees & Immigrants	government/public service	Arlington, VA
*Washington University in St. Louis	research/development/science	St. Louis, MO
Wintrust Financial	finance	Rosemont, IL

Graduate school	Program & degree	Location
*Columbia University	international political economy, MPA	New York, NY
University of Michigan	law, JD	Ann Arbor, MI
*University of Utah	city & metropolitan planning, MCMP	Salt Lake City

Post-graduate service organization	Service area	Location
Abdul Latif Jameel Poverty Action Lab	research/development/science	Ahmedabad, India
*Susan G. Komen Nebraska	healthcare	Omaha, NE

\*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
Artsy	business admin./management	New York, NY
*Brighter Minds SF	education	San Francisco, CA
Cilento Photography	business admin./management	Columbus, OH
*Crisis Intervention Services	social services	Oskaloosa, IA
Epic Systems	computing/information systems	Madison, WI
*Grinnell College	education	Grinnell, IA
Japan Exchange & Teaching (JET) Program	education	Sasebo-shi, Japan
*Kempster, Corcoran, Quiceno & Lenz-Calvo, Ltd.	law/legal services	Chicago, IL
The Marketing Store	sales/marketing	Chicago, IL
National Alliance on Mental Illness	healthcare	Arlington, VA
Northwest Film Forum	creative/performing arts	Seattle, WA
*Our Family Wizard	sales/marketing	Minneapolis, MN
PNC Bank	finance	Springfield, IL
Red Line Editorial	communications	Burnsville, MN
*Scholastic, Inc.	communications	New York, NY
Teach for America	education	Chicago, IL
*University of Iowa	research/development/science	Iowa City, IA
Wells Liquor	sales/marketing	Baltimore, MD

Graduate school	Program & degree	Location
University of Arizona	education, MA	Tucson, AZ
*University of Illinois	information & library sciences, MLIS	Champaign-Urbana, IL
University of Iowa	law, JD	Iowa City, IA

Post-graduate service organization	Service area	Location
*Lutheran Social Service of Minnesota	social services	Minneapolis, MN
Madagascar Biodiversity Project	research/development/science	Kianjavato, Madagascar

\*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



## French

Employer	Career area	Location
*Appco Pharmaceuticals LLC	research/development/science	Somerset, NJ
*Bridgeman Images	creative/performing arts	New York, NY
*City & County of San Francisco	government/public service	San Francisco, CA
Epic Systems	computing/information systems	Madison, WI
*Jacob's Pillow Dance Festival	creative/performing arts	Becket, MA
*Our Family Wizard	sales/marketing	Minneapolis, MN
*Scholastic, Inc.	communications	New York, NY
*Tri-State Coalition for Responsible Investment	finance	Montclair, NJ
*Universal Service Administrative Co.	government/public service	Washington, DC

Graduate school	Program & degree	Location
*Brown University	biostatistics, MS	Providence, RI
*North Carolina State University	linguistics, MA	Raleigh, NC
*University of California	organic chemistry, PhD	Berkeley, CA
*Vanderbilt University	chemistry, PhD	Nashville, TN

## Gender, Women's & Sexuality Studies

Employer	Career area	Location
*BRAVA Magazine	communications	Madison, WI
*The Cape Cod Five Cents Savings Bank	finance	Cape Cod, MA
*Colgate University	healthcare	Hamilton, NY
*TIAA	finance	New York, NY
†*Women's Business Enterprise National Council	government/public service	Washington, DC

Graduate school	Program & degree	Location
*University of Minnesota	healthcare administration, MHA	Minneapolis, MN

Post-graduate service organization	Service area	Location
*City Year	education	Los Angeles, CA
Jericho Road Housing Initiative	social services	New Orleans, LA
*Matt Talbot Center	healthcare	Seattle, WA
*Susan G. Komen Nebraska	healthcare	Omaha, NE
*Voices for Children	government/public service	Omaha, NE

\*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

## General Science

Employer	Career area	Location
American Medical Response	healthcare	Colorado Springs, CO
*Eurofins	research/development/science	Des Moines, IA

## German

Employer	Career area	Location
*Mavin, Inc.	computing/information systems	Mountain View, CA

Graduate school	Program & degree	Location
*Georgetown University	German & European studies, MA	Washington, DC
*University of California	chemistry, MS	San Diego, CA
*University of Chicago	astrophysics, PhD	Chicago, IL

## History

Employer	Career area	Location
*Animalz	sales/marketing	New York, NY
Barcodes, Inc.	business admin./management	Chicago, IL
Cleveland Heights Library	government/public service	Cleveland Heights, OH
Devlin Law Firm LLC	law/legal services	New York, NY
*Eze Software Group	computing/information systems	Boston, MA
Johns Hopkins University	education	Baltimore, MD
*Lauren Zuniga	creative/performing arts	Eugene, OR
Planned Parenthood	healthcare	New York, NY
*PwC	consulting	Guangzhou, China
Southern Glazer's Wine & Spirits	sales/marketing	Columbus, OH
Vicente Sederberg	law/legal services	Los Angeles, CA
Williams-Mystic Program for Maritime Studies	education	Mystic, CT

Graduate school	Program & degree	Location
*Georgetown University	art & museum studies, MA	Washington, DC
*University of Chicago	Latin American studies, MA	Chicago, IL
*University of Illinois	anthropology, PhD	Chicago, IL
University of Iowa	law, JD	Iowa City, IA
*University of Tennessee	ecology & evolutionary biology, PhD	Knoxville, 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

Post-graduate service organization	Service area	Location
Habitat for Humanity	social services	New Orleans, LA
Reading Partners	education	Minneapolis, MN

## Independent

Employer	Career area	Location
Bridge Creative Agency	creative/performing arts	Yangon, Myanmar
University of Minnesota Press	communications	Minneapolis, MN

Post-graduate service organization	Service area	Location
Peace Corps	education	South Africa

## Mathematics

Employer	Career area	Location
*Accountemps	finance	Des Moines, IA
*Amazon	computing/information systems	San Francisco, CA
*Aquila Recovery	healthcare	Washington, DC
BDO USA, LLP	finance	New York, NY
*Board of Directors of the Federal Reserve	government/public service	Washington, DC
†**Epic Systems	computing/information systems	Madison, WI
*Federal Reserve Bank of New York	finance	New York, NY
*Google	computing/information systems	Mountain View, CA
Hell's Kitchen	hospitality	Minneapolis, MN
*Investcorp	finance	New York, NY
*ISCS	computing/information systems	San Jose, CA
*Kauffman Foundation	research/development/science	Kansas City, MO
*Morningstar	finance	Chicago, IL
Norfolk Academy	education	Norfolk, VA
*Principal Financial Group	finance	Des Moines, IA
Sure Power Consulting	business admin./management	Los Angeles, CA
Venice Family Clinics	healthcare	Venice, CA
*Victory Gardens Theatre Company	sales/marketing	Chicago, IL

\*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

Graduate school	Program & degree	Location
*Brown University	biostatistics, MS	Providence, RI
Johns Hopkins University	biostatistics, MS	Baltimore, MD
*Missouri State University	physics, astronomy & materials science, MS	Springfield, MO
North Carolina State University	statistics, PhD	Raleigh, NC
*Universität Heidelberg	physics, MSc	Heidelberg, Germany
*University of Michigan	information, PhD	Ann Arbor, MI
University of Utah	applied mathematics, PhD	Salt Lake City, UT
*Yale University	biological/biomedical sciences, PhD	New Haven, CT

## Philosophy

Employer	Career area	Location
*Accountemps	finance	Des Moines, IA
Chicago Community Loan Fund	finance	Chicago, IL
*Fiver Children's Foundation	education	New York, NY
Prairie Canary	hospitality	Grinnell, IA
Wyzant	education	Phoenix, AZ

Graduate school	Program & degree	Location
Vanderbilt University	philosophy, PhD	Nashville, TN

## Physics

Employer	Career area	Location
*Brighter Minds SF	education	San Francisco, CA
*Deutsche Bank	finance	New York, NY
Epic Systems	computing/information systems	Madison, NY
Gleeson Asphalt Inc.	business admin./marketing	Belleville, IL
*Goldman Sachs	computing/information systems	New York, NY
Shadowcliff	hospitality	Grand Lake, CO
State of Maryland	education	Helfer County, MD
*Victory Gardens Theatre Company	sales/marketing	Chicago, IL

\*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

Graduate school	Program & degree	Location
Brown University	computer science, PhD	Providence, RI
Iowa State University	civil engineering, MS	Ames, IA
*Missouri State University	physics, astronomy & materials science, MS	Springfield, MO
*Universität Heidelberg	physics, MSc	Heidelberg, Germany
*University of Chicago	astrophysics, PhD	Chicago, IL
University of Colorado	physics, PhD	Boulder, CO
University of Texas	elec. & computer engineering, PhD	Austin, TX

Post-graduate service organization	Service area	Location
*Lawyers' Committee for Civil Rights	law/legal services	San Francisco, CA

## Political Science

Employer	Career area	Location
*Amazon	business admin./management	Chicago, IL
Department of Energy	government/public service	Washington, DC
Epic Systems	computing/information systems	Madison, NY
*Eze Software Group	computing/information systems	Boston, MA
FTI Consulting	consulting	Shanghai, China
*Global Center for Advanced Studies	research/development/science	Maribor, Slovenia
Iowa Legislature	government/public service	Des Moines, IA
*Kempster, Corcoran, Quiceno & Lenz-Calvo, Ltd.	law/legal services	Chicago, IL
*Kline & Associates	law/legal services	Boulder, CO
*Lauren Zuniga	creative/performing arts	Eugene, OR
The Legal Aid Society of NYC	law/legal services	New York, NY
Moon & Dorsett, PC	law/legal services	Los Angeles, CA
Morningstar	finance	Chicago, IL
*Pullman Bar & Diner	hospitality	Iowa City, IA
*Spanish Ministry of Education	education	Madrid, Spain
*Teach for America	education	New Orleans, LA
*Universal Service Administrative Co.	government/public service	Washington, DC
*Urban Institute	research/development/science	Washington, DC
Visage Payroll	sales/marketing	Dallas, TX
*Westminster Economic Development Initiative	social services	Buffalo, NY
*Women's Business Enterprise National Council	government/public service	Washington, DC
*The Wyss Foundation	government/public service	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

Graduate school	Program & degree	Location
*Columbia University	international political economy, MPA	New York, NY
*Georgetown University	German & European studies, MA	Washington, DC
University of Notre Dame	law, JD	South Bend, IN
Post-graduate service organization	Service area	Location
Homeless Advocacy Project	law/legal services	San Francisco, CA
Peace Corps	research/development/science	Togo
Saving Grace	social services	Bend, OR
*Voices for Children	government/public service	Omaha, NE

## Psychology

Employer	Career area	Location
Alternative Homes for Youth	social services	Greeley, CO
*The Cape Cod Five Cents Savings Bank	finance	Cape Cod, MA
Catholic Charities of St. Paul & Minneapolis	social services	Minneapolis, MN
*Crisis Intervention Services	social services	Oskaloosa, IA
*Data Recognition Corporation	education	Madison, WI
Grinnell College	communications	Grinnell, IA
*Infant & Child Lab, Temple University	research/development/science	Philadelphia, PA
*Kline & Associates	law/legal services	Boulder, CO
Leesa	finance	Virginia Beach, VA
MedPAC	healthcare	Washington, DC
Minnesota Brain Injury Alliance	healthcare	Roseville, MN
Quality of Life Medical Center	healthcare	Tucson, AZ
Graduate school	Program & degree	Location
Boston University	medical sciences, MMS	Boston, MA
University of Northern Colorado	counseling psychology, PhD	Greeley, CO
*University of Illinois	information & library sciences, MLIS	Champaign-Urbana, IL
Post-graduate service organization	Service area	Location
*City Year	education	Boston, MA
College Possible	education	Minneapolis, MN
Mid-Iowa Community Action	social services	Grinnell, IA

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## Religious Studies

Employer	Career area	Location
*Fiver Children's Foundation	education	New York, NY
Pathways to Housing DC	social services	Washington, DC
*The Wyss Foundation	government/public service	Washington, DC
Post-graduate service organization	Service area	Location
*Maase Olam	education	Tel Aviv, Israel

## Russian

Employer	Career area	Location
*Data Recognition Corporation	education	Madison, WI
*Eurofins	research/development/science	Des Moines, IA
*Westminster Economic Development Initiative	social services	Buffalo, NY

## Sociology

Employer	Career area	Location
Bright Pink	healthcare	Chicago, IL
Infuse	business admin./management	San Francisco, CA
*The Lewin Group	consulting	Falls Church, VA
Optimae	social services	Newton, IA
*Pullman Bar & Diner	hospitality	Iowa City, IA
Teach for America	education	Los Angeles, CA
Graduate school	Program & degree	Location
Drake University	law, JD	Des Moines, IA
Washington University in St. Louis	social work, MSW	St. Louis, MO
Post-graduate service organization	Service area	Location
*Lutheran Social Service of Minnesota	social services	Minneapolis, MN
Saint Francis of Assisi Kitchen	social services	Scranton, PA
Seattle Audubon	education	Seattle, WA

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## Spanish

Employer	Career area	Location
*Spanish Ministry of Education	education	Madrid, Spain
*Teach for America	education	New Orleans, LA
*We Are Impact	government/public service	Portland, OR
Post-graduate service organization	Service area	Location
*BrainFood	education	Washington, DC
*Imagination Stage	creative/performing arts	Bethesda, MD
*Lawyers' Committee for Civil Rights	law/legal services	San Francisco, CA
Northwest Immigrant Rights Project	social services	Seattle, WA
*Yavapai County Community Health Services	healthcare	Prescott, AZ

## Studio Art

Employer	Career area	Location
*BRAVA Magazine	communications	Madison, WI
Duck Duck Goat	hospitality	Chicago, IL
Fiver Children's Foundation	creative/performing arts	New York, NY
*Global Center for Advanced Studies	research/development/science	Maribor, Slovenia
Grinnell & Newton school districts	education	Grinnell, IA
*Human Relations Area Files	research/development/science	New Haven, CT
*Raise.me	computing/information systems	San Francisco, CA
*self-employed	computing/information systems	Chicago, IL
University of Global Health Equity	education	Kigali, Rwanda
World Learning Tree	creative/performing arts	Jilin, China

## Theatre

Employer	Career area	Location
*Epic Systems	computing/information systems	Madison, WI
The Fred	hospitality	Booneville, MO
*Grinnell College	education	Grinnell, IA
Jacob's Pillow Dance Festival	creative/performing arts	Becket, MA
Post-graduate service organization	Service area	Location
*Imagination Stage	creative/performing arts	Bethesda, MD
*Maase Olam	education	Tel Aviv, Israel

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