



GRINNELL COLLEGE

POST-GRADUATION ACTIVITIES REPORT

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

Class of 2014

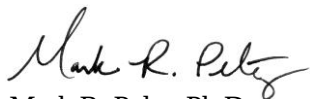


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Grinnell College Class of 2014 Post-Graduation Activities Report

I am pleased to present the Post-Graduation Activities Report for members of the Grinnell College Class of 2014. 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 2014 Post-Graduation Survey	1
First Destinations of Grinnell College Class of 2014 Graduates	2
Employment	2
Graduate and Professional School	4
Service	6
Fellowships and Scholarships	7
<i>Appendix</i>	
A. Experiential Learning Profile	8
B. First Destinations and Experiential Activity by Major	11
C. Locations of Class of 2014 Graduates in Employment or Pursuing Post-Graduate Education	13
D. Employment and Further-Education Details by Major	14

Illustrations

Table

1. Representativeness of Grinnell College Class of 2014 survey respondents by gender and race/ethnicity ...	1
2. Sample employers (and locations) for responding members of the Class of 2014	3
3. Career fields for responding graduates in the Class of 2014	3
4. Sample graduate and professional school destinations and programs, Class of 2014	5
5. Sample service programs, areas, and locations for responding members of the Class of 2014	6
6. Sample listing of competitive fellowships and scholarships received by responding members of the Class of 2014	7
A1. Sample domestic internship sites, fields, and locations for responding members, Class of 2014	8
A2. Sample international internship sites, fields, and locations for responding members, Class of 2014	9
A3. Sample off-campus research sites, foci, and locations for responding members, Class of 2014	10
B1. First-destination and experiential activity data by major, Class of 2014	11
C1. Locations of working or studying respondents from the Class of 2014	13

Figure

A. First destinations of the Class of 2014	2
B. Percentage of graduates employed in positions related to their career goals	4
C. Type of graduate or professional school degree program, Class of 2014 graduates	5

Introduction: Grinnell College Class of 2014 Post-Graduation Survey

The data contained in this report were gathered over a nine-month period, from May 2014 to February 2015. A first-destination survey was initially administered electronically to the 375 members of the Class of 2014 prior to spring commencement in May. Follow-up surveys were administered in November and again in December. In January and February 2015, all non-respondents were contacted by telephone. In total, data were gathered from 292 members of the Class of 2014, yielding a response rate of 77.9%.

Table 1 illustrates the extent to which the respondents are representative of the entire graduating class in terms of gender and race/ethnicity. (Totals may not equal 100% due to rounding.)

Table 1. Representativeness of Grinnell College Class of 2014 survey respondents by gender and race/ethnicity

Characteristic	Class of 2014	
	Respondents (%)	Entire Class (%)
Gender		
Male	42.8	44.5
Female	57.2	55.5
Race/Ethnicity		
American Indian or Alaska native	0.3	0.3
Asian	8.6	8.5
Black or African-American	3.8	4.5
Ethnicity and race unknown	2.4	4.0
Hispanic (of any race)	7.9	8.0
Non-resident alien	13.7	13.1
Two or more races	4.8	5.3
White	58.6	56.3

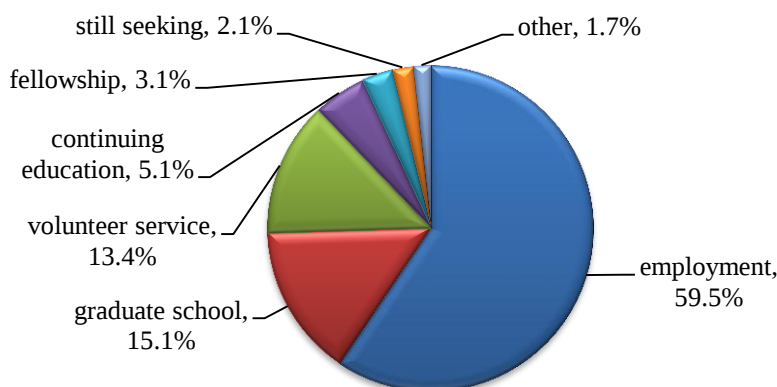
The remainder of this report includes five major sections plus four appendices. The first section, **First Destinations of Grinnell College Class of 2014 Graduates**, provides a general overview of the first destinations for survey respondents from the Class of 2014. The next section, **Employment**, provides a detailed overview of the employment pathways of this class of graduates, including a review of employers, geographic destinations, relatedness of positions to career goals, and average starting salaries. **Graduate and Professional School** provides a detailed breakdown of those graduates who matriculated into graduate school in the fall of 2014. A review of the class's overall acceptance rate to graduate and professional school is also provided. Also profiled are the degree programs they are pursuing, the financial aid they are receiving, and the institutions they are attending. **Service** highlights the destinations of those graduates who committed to a year of full-time service after graduation; and **Fellowships and Scholarships** highlights those students who received competitive post-graduate fellowships or scholarships (e.g., Fulbright grants). The first appendix, **Experiential Learning Profile**, provides an experiential activities profile for responding members of the Class of 2014. This profile includes an overview of how many individuals participated in internships, undergraduate research experiences, and/or off-campus study programs prior to graduation. The final three appendices provide details about the post-graduate destinations and experiential profiles of the Class of 2014 graduates from each academic major at Grinnell College.

First Destinations of Grinnell College Class of 2014 Graduates

Figure A illustrates the seven first-destination groups into which the 292 responding members of the Class of 2014 were categorized: (1) employment, (2) graduate school, (3) volunteer service, (4) continuing education, (5) fellowship, (6) other, and (7) still seeking. As the chart illustrates, employment was the first destination for more than half (59.5%) of the members of the Class of 2014. Graduate school was the second most popular destination, accounting for 15.1% of the class; and volunteer service accounted for an additional 13.4% 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 preparing for graduate school exams or traveling, not captured by the other categories.

Figure A. First destinations of the Class of 2014



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 2014. Appendices A through D provide specifics for all 292 survey respondents.

Employment

Overview

Of the 59.5% of graduates who immediately entered the workforce after graduation, 85.2% were employed full-time (as defined by working 35 or more hours per week) and 14.8% were employed part-time. Table 2 provides a sample listing of some of the organizations (along with their geographic locations) where the graduates accepted either full- or part-time positions. As the table illustrates, members of the Class of 2014 accepted employment with a wide variety of organizations, including Fortune 500 companies, consulting agencies, investment banking firms, government organizations, technology industries, healthcare facilities, educational and other social service organizations, and museums. 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) for responding members of the Class of 2014

Employer (Location)	Employer (Location)
Accenture (Minneapolis, MN)	Hanover Research (Washington, DC)
Alliance Bernstein (New York, NY)	Human Society & Forest Service (Juneau, AK)
Alliance Data Retail Services (Columbus, OH)*	Iowa Dept. of Public Health (Des Moines, IA)
Amazon.com (Seattle, WA)	JPMorgan (London, England)
Cambridge Associates (Washington, DC)	MasterCard (New York, NY)
Dershowitz Group (Washington, DC)	Meetup (New York, NY)
Dice (Des Moines, IA)	Morningstar (Chicago, IL)*
Edelman (New York, NY)	National Institutes of Health (Bethesda, MD)*
Epic Systems (Verona, WI)*	New Sector Alliance (Chicago, IL)
Ernst & Young (Rio de Janeiro, Brazil)	Nike (Waipahu, HI)
French Government (Grenoble, France)	Obsidian Analysis (Washington, DC)
Future Works Consulting (Delhi, India)	Paraclete Academy (Boston, MA)
Gilt.com (New York, NY)	Yahoo! (Sunnyvale, CA)*

* Indicates more than one member of the Class of 2014 accepted employment with this organization.

Geographically, members of the Class of 2014 accepted domestic employment opportunities in 26 states (and the District of Columbia) and international employment opportunities in 9 countries.

Employment by Career Field

Members of the Class of 2014 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 for responding graduates in the Class of 2014

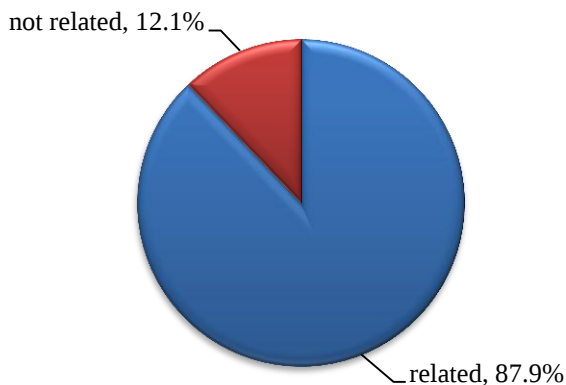
Career Field	Percent	Career Field	Percent
education/teaching K–12	13.8	finance	2.3
computing/information systems	11.5	government (elective)	2.3
research/development	9.2	government (non-elective)	2.3
business admin./management	8.0	life sciences	2.3
consulting	6.9	restaurant/catering	1.7
social services	5.8	labor/human resources	1.7
medicine/health	4.0	law	1.7
brokerage/securities/investment	3.4	publishing/journalism	1.7
education/teaching post-secondary	2.9	sports/recreation	1.7
arts–performing/creative	2.9	energy resources	1.2
sales/marketing	2.9	foreign services	1.2
education administration	2.3	other*	6.3

* Other includes: administrative support, counseling, engineering, foundation, library/museum, and radio/TV/film.

Relatedness to Career Goals

Although the College is interested in knowing where our graduates accept employment after graduation, the College is also interested in knowing the extent to which these positions are related to their overall career goals. The following figure illustrates that 87.9% of respondents indicated that their present employment position is related to their career goals.

Figure B. Percentage of graduates employed in positions related to their career goals



Salary Data

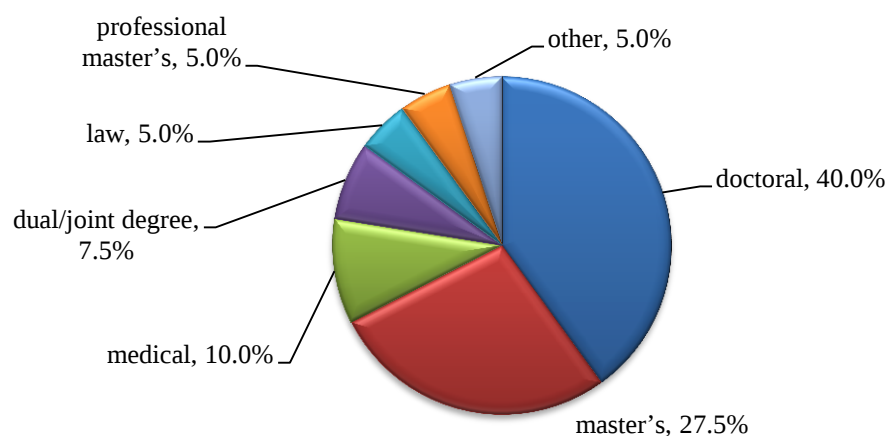
Given the sensitive nature of sharing personal salary information, gathering data on this variable is quite difficult. Individuals who responded as “employed” on the survey were given the opportunity to report their starting salaries. Of those employed full-time, 31.8% reported their salaries.

The average salary of those graduates who were employed full-time was \$42,743. The bottom quartile reported earning an average salary of \$21,947 per year; the top quartile, an average of \$72,268 per year. The top 10% earned an average annual salary greater than \$89,167. 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.

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 2014, 15.1% enrolled as full-time degree-seeking students in the fall of 2014. Figure C (on the next page) illustrates the various degree programs in which these graduates enrolled, including academic doctoral programs (PhD), academic master’s programs (e.g., MA, MS), professional master’s programs (e.g., MBA, MDiv, MFA, MPH), medical degree programs (e.g., MD, DO, DVM), law programs (JD), and other graduate programs (e.g., EdS, MD/PhD, other joint-degree programs, post-graduate certificates).

Figure C. Type of graduate or professional school degree program, Class of 2014 graduates

As noted in Figure C, 40.0% of those enrolled in graduate or professional school are pursuing doctoral degrees. This data point is a reminder of the College's historic production of alumni who ultimately earn PhDs. In fact, in the most recent (2013) 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 the PhD in science and engineering fields between 2002 and 2011, placing Grinnell ahead of Harvard, Princeton, and Yale.

The following table provides a sample listing of institutions, degree programs, and fields of study where responding members of the Class of 2014 matriculated. Details by major appear in Appendix D.

Table 4. Sample graduate and professional school destinations and programs, Class of 2014

Institution (Degree, Field of Study)	Institution (Degree, Field of Study)
Brown University (PhD, Computer Science)	Tufts University (DVM, Veterinary Medicine)
Columbia University (MBA, Sports Business)	University of Chicago (MDiv, Divinity)
Harvard University (MEd, Education)	University of Illinois at Chicago (MD/PhD)
Iowa State University (PhD, Psychology)	University of Iowa (MD, Medicine)
London School of Economics (MSc, Int'l. Pol. Econ.)	University of Michigan (JD, Law)
Northwestern Univ. (PhD, Mechanical Engineering)	Univ. of Minnesota (PhD, Aerospace Engineering)
Ohio State University (PhD, Astronomy)	Univ. of Rhode Island (PhD, Chemical Oceanography)
Pennsylvania State University (MD, Medicine)	University of Virginia (MS, Data Science)
Royal Academy of Music (MMus, Composition)	University of Wisconsin (PhD, School Psychology)

Acceptance Rates

In addition to tracking which members of the Class of 2014 matriculated into graduate or professional school programs immediately following their graduation from Grinnell, the survey also asked respondents to indicate their preferences in terms of institutions and programs (first choice, second choice, etc.) and whether or not they were accepted. Overall, 90.9% of the members of the Class of 2014 who applied were accepted to one or more graduate or professional school degree programs. Of those who ultimately matriculated into graduate school (15.1% of the class), 74.1% were accepted to either their first- or second-choice institution and program. Grinnell College refers to this percentage as the *competitive graduate school index*.

Funding for Graduate and Professional School

Students are advised and encouraged to evaluate institutions and their respective graduate programs using a range of criteria. From the perceived strength of the program to the course offerings to the size and expertise of the faculty to the research support and opportunities, the goodness criteria for each prospective graduate student is influenced by her or his 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 2014 who matriculated into graduate or professional school, 80.8% 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. Additionally, 100% of those seeking professional master's degrees and 60.0% of those seeking master's degrees received assistantships, fellowships, and/or scholarships.

Service

Grinnell College students have a long history of accepting positions with full-time voluntary 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 13.4% of the responding members of the Class of 2014. From Pittsburgh to New Orleans and from West Africa to Southeast Asia, graduates engaged in volunteer service throughout the United States and around the globe. The following table provides a sample list of some of the programs, service areas, and destinations where graduates from the Class of 2014 served as volunteers.

Table 5. Sample service programs, areas, and locations for responding members of the Class of 2014

Service Program	Service Areas	Locations
AmeriCorps	education; housing and community development; hunger; literacy; youth mentoring	Duluth, MN; Miami, FL; Minneapolis, MN; Mt. Vernon, IA; Pittsburgh, PA
City Year	education	Sacramento, CA
Grinnell Corps	housing and community development; research and technology support; social services; teaching English as a second language	Grinnell, IA; New Orleans, LA; Nanjing, China; Lesotho; Namibia; Chiang Mai, Thailand
Jesuit Volunteer Corps	—	Netanya, Israel
Lutheran Volunteer Corps	domestic violence; drug and alcohol addiction; environmental education; homelessness; housing and community development; mental illness; poverty; social justice	Baltimore, MD; Milwaukee, WI; Seattle, WA; Wilmington, DE
Peace Corps	agriculture; education	Cameroon; Paraguay; Uganda

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 6 provides a list of the competitive fellowships and scholarships—including domestic and international destinations—of survey respondents from the Class of 2014. Most programs listed below have durations between 10 and 12 months.

Table 6. Sample listing of competitive fellowships and scholarships received by responding members of the Class of 2014

Fellowship or Scholarship Name	Location(s)
Fulbright English Teaching Assistantship	Germany
Fulbright English Teaching Assistantship	Indonesia
Fulbright English Teaching Assistantship	South Africa
Fulbright English Teaching Assistantship	South Korea
Fulbright Study/Research Grant	China
Fulbright Study/Research Grant	Mexico
Post-Baccalaureate Data Analysis & Social Inquiry Fellowship	Grinnell, Iowa, USA
Post-Baccalaureate Ninth Semester Fellowship in Studio Art	Grinnell, Iowa, USA
Thomas J. Watson Fellowship	Ghana; India; New Zealand; South Africa

APPENDIX A: Experiential Learning Profile

Overview

Experiential learning is a vital component of a well-rounded liberal arts education. Internships, on- and off-campus undergraduate research experiences, and co-curricular service activities foster not only the acquisition and integration of knowledge but also growth in both interpersonal and intrapersonal competence and skills. Of the Class of 2014 survey respondents, 164 (56.2%) completed at least one internship during their undergraduate careers at Grinnell; and 148 (50.7%) participated in at least one on- or off-campus research experience that was not part of a course required for their major.

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 domestic or international work experiences that may be paid or unpaid and be pursued with or without academic credit—over the summers. To help relieve transportation, housing, food, and other internship-related expenses for students, Grinnell College annually grants over \$300,000 to students participating in internships. The following tables provide a sample list of some of the internships (including internship sites, fields, and locations) completed by Class of 2014 survey respondents. Note that these respondents' internships transpired across not only a variety of professional fields but also a wide swath of the globe (including sites in North America, South America, Europe, Asia, and Africa).

Table A1. Sample domestic internship sites, fields, and locations for responding members, Class of 2014

Intern Host	Professional Field	Location
ABA Commission on Immigration	social services	Washington, DC
Amazon.com	computing/information systems	Seattle, WA
Audre Lorde Project	social services	New York, NY
BASF	life sciences	Cary, NC
Center for Constitutional Rights	law	New York, NY
Clovest	finance/venture capital	Washington, DC
Columbia Business School	business admin./management	New York, NY
Cummins, Inc.	engineering	Minneapolis, MN
DuPont (Pioneer Hi-Bred)	computing/information systems	Des Moines, IA
Edelman	advertising/public relations	Chicago, IL
<i>Galena Gazette</i>	publishing/journalism	Galena, IL
Goldman Sachs	computing/information systems	Jersey City, NJ
Groundswell	economics	Washington, DC
Harlem United	medicine/health	New York, NY
Hyde Park School of Dance	arts—performing/creative	Chicago, IL
Immigration Department, Catholic Charities	social services	Reading, PA
Iowa Department of Public Health	medicine/health	Des Moines, IA
Iowa Department of Revenue	government (non-elective)	Des Moines, IA
Iowa Senate	government (elective)	Des Moines, IA
Kaibab National Forest	life sciences	Williams, AZ
Lillstreet Art Center	library/museum	Chicago, IL

Table A1. Continued

Intern Host	Professional Field	Location
Maya Angelou Academy	education/teaching K–12	Washington, DC
McCormick & Williams	publishing/journalism	New York, NY
Microsoft	computing/information systems	Redmond, WA
National Animal Disease Center	life sciences	Ames, IA
Pharmaceutical Education and Research Center	medicine/health	Fairfax, VA
<i>Pittsburgh Post-Gazette</i>	government (non-elective)	Washington, DC
United States Agency for International Development	government (non-elective)	Washington, DC
United States Holocaust Memorial Museum	library/museum	Washington, DC
United States Senate Committee on Finance	government (elective)	Washington, DC
University of Nebraska Medical Center	medicine/health	Omaha, NE
Urban Justice Center	social services	New York, NY
Verizon Government Relations	government (non-elective)	Washington, DC
Washburn Center for Children	social services	Minneapolis, MN
Zoo Atlanta	life sciences	Atlanta, GA

Table A2. Sample international internship sites, fields, and locations for responding members, Class of 2014

Intern Host	Professional Field	Location
Beijing 21st Century International School	education/teaching K–12	Beijing, China
Biruwa Ventures	consulting	Kathmandu, Nepal
British Agencies Afghanistan Group	foreign services	London, England
Cardboard Citizens	social services	London, England
Citizens Foundation	education administration	Karachi, Pakistan
Eurobank EFG	banking	Belgrade, Serbia
Galerie Alain Blondel	museum/library	Paris, France
German Aerospace Center	engineering	Braunschweig, Germany
Handel House Museum	museum/library	London, England
HSBC Global Banking	banking	Seoul, South Korea
Institute of Mesoamerican Permaculture	agriculture/ranching	San Lucas, Guatemala
International Telecommunication Union	computing/information systems	Bangkok, Thailand
JPMorgan	banking	London, England
Kallari Association	business admin./management	Tena, Ecuador
Little Angel Theatre	arts–performing/creative	London, England
Ministry of Justice of Georgia	government (non-elective)	Tbilisi, Georgia
Northeast Securities	finance/venture capital	Shanghai, China
Permaculture Center of El Salvador	agriculture/ranching	Suchitoto, El Salvador
Poongsan Corporation	military	Seoul, South Korea
Proximity Designs	finance/venture capital	Yangon, Myanmar
<i>Santiago Times</i>	publishing/journalism	Santiago, Chile
Scottish National Party	government (elective)	London, England
West Africa Aids Foundation	medicine/health	Accra, Ghana

Undergraduate Research Experiences

Research is another vital component of the undergraduate experience at Grinnell, with over half (50.3%) of the Class of 2014 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. For perspective, 247 students participated in 319 MAPs that took place (primarily on campus) between summer 2013 and spring 2014. Their projects spanned all academic divisions of the college. Forty-one respondents (27.9% of those indicating research experiences) participated in off-campus research, frequently through Research Experiences for Undergraduates sponsored by research universities. Sample research sites for off-campus research undertaken by members of the Class of 2014 are provided in Table A3.

Table A3. Sample off-campus research sites, foci, and locations for responding members, Class of 2014

Research Site (or Program)	Research Focus	Location
California Institute of Technology	medical engineering	Pasadena, CA
Carnegie Mellon University	computational linguistics	Pittsburgh, PA
Children's National Medical Center	immunology	Washington, DC
Clemson University	mathematics	Clemson, SC
College of Charleston, Grice Marine Lab	ecotoxicology of alligators	Charleston, SC
Duke University	cognitive neuroscience	Durham, NC
Egyptian Center for Women's Rights	sexual harassment	Cairo, Egypt
Iowa State University	cognitive neuroscience	Ames, IA
Johns Hopkins University	biological chemistry	Baltimore, MD
National Radio Astronomy Observatory	astronomy	Charlottesville, VA
Oak Ridge National Laboratory	artificial photosynthesis	Knoxville, TN
Scripps Institute of Oceanography	marine science microbiology	La Jolla, CA
University of California–Los Angeles	political science	Los Angeles, CA
University of Hong Kong	journalism	Pok Fu Lam, Hong Kong
University of Illinois at Urbana-Champaign	physics of baseball	Champaign, IL
University of Iowa	biological chemistry	Iowa City, IA
University of Kansas	axon outgrowth	Lawrence, KS
University of Oregon	carbon nanotube quantum dots	Eugene, OR
University of Michigan	biophysics	Ann Arbor, MI
University of Michigan	social psychology/education	Ann Arbor, MI
University of Minnesota	combinatorics	Minneapolis, MN
University of Missouri	biochemistry	Columbia, MO
University of Missouri	cellular biology	Columbia, MO
University of Nebraska-Lincoln	stem cell biology	Lincoln, NE
University of Washington Medical School	medical error disclosure	Seattle, WA
Washington University in St. Louis	computer science	St. Louis, MO
Woodrow Wilson International Center for Scholars	data science	Washington, DC

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, preparing for graduate school) 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 do not inflate the percentages presented below. Students with double majors show up under both majors—explaining why the total number of students represented in the table (445) exceeds the total number of Class of 2014 graduates (375). First-destination percentages may not total 100 due to rounding.

Table B1. First-destination and experiential activity data by major, Class of 2014

Major	# in Major	# of Responses (%)	First Destination (percentages)							Experiential Activity Profile (percentages)		
			Employed	Graduate School	Volunteer Service	Fellowship	Continuing Education	Other	Still Seeking	Internship	Research	Off-campus Study
Anthropology	30	22 (73%)	50.0	9.1	27.3	—	9.1	—	4.5	50.0	54.5	63.6
Art	13	9 (69%)	88.9	11.1	—	—	—	—	—	100.0	44.4	22.2
Biological Chemistry	30	22 (73%)	50.0	36.4	4.5	4.5	4.5	—	—	40.9	72.7	36.4
Biology	23	18 (78%)	50.0	5.5	22.2	5.5	5.5	11.1	—	38.9	61.1	38.9
Chemistry	18	17 (94%)	47.1	35.3	—	11.7	5.9	—	—	29.4	70.6	23.5
Chinese	3	3 (100%)	66.7	—	—	—	33.3	—	—	66.7	66.7	33.3
Classics	1	1 (100%)	—	—	100.0	—	—	—	—	100.0	—	—
Computer Science	15	11 (73%)	81.8	18.2	—	—	—	—	—	54.5	54.5	27.3
Economics	47	40 (85%)	80.0	7.5	5.0	—	7.5	—	—	75.0	30.0	20.0
English	27	23 (85%)	73.9	—	8.7	4.3	4.3	4.3	4.3	52.2	65.2	43.5

Table B1. *Continued*

Major	# in Major	# of Responses (%)	First Destination (percentages)							Experiential Activity Profile (percentages)		
			Employed	Graduate School	Volunteer Service	Fellowship	Continuing Education	Other	Still Seeking	Internship	Research	Off-campus Study
French	10	7 (70%)	42.9	14.3	28.6	14.3	—	—	—	42.9	42.9	85.7
Gender, Women's & Sexuality Studies	11	9 (82%)	55.6	22.2	22.2	—	—	—	—	33.3	33.3	33.3
General Science	5	3 (60%)	66.7	—	33.3	—	—	—	—	33.3	100.0	—
German	5	3 (60%)	66.7	—	—	33.3	—	—	—	66.7	33.3	66.7
History	25	18 (72%)	61.1	11.1	16.7	5.6	5.6	—	—	72.2	55.6	61.1
Independent	5	4 (80%)	75.0	—	—	25.0	—	—	—	100.0	75.0	50.0
Mathematics	21	17 (81%)	41.2	35.3	11.8	—	5.9	—	5.9	58.8	47.1	17.6
Music	5	3 (60%)	33.3	33.3	33.3	—	—	—	—	33.3	33.3	33.3
Philosophy	11	8 (73%)	50.0	25.0	25.0	—	—	—	—	75.0	25.0	12.5
Physics	12	12 (100%)	33.3	58.3	—	—	8.3	—	—	41.7	33.3	8.3
Political Science	37	31 (84%)	64.5	12.9	6.5	—	6.5	3.2	6.5	77.4	48.4	48.4
Psychology	37	30 (81%)	66.7	10.0	16.7	—	3.3	—	3.3	43.3	46.7	43.3
Religious Studies	6	4 (67%)	50.0	25.0	—	—	—	25.0	—	75.0	—	50.0
Russian	2	0 (0%)	—	—	—	—	—	—	—	—	—	—
Sociology	24	19 (79%)	57.9	10.5	21.1	5.3	5.3	—	—	63.2	31.6	42.1
Spanish	12	12 (100%)	58.3	—	33.3	—	8.3	—	—	91.7	25.0	50.0
Theatre	10	5 (50%)	80.0	—	—	20.0	—	—	—	60.0	100.0	60.0

APPENDIX C: Locations of Class of 2014 Graduates in Employment or Pursuing Post-Graduate Education

Table C1 answers the question “Where are the 291 responding members of the Class of 2014 working or living?”—for the 74.6% who are either employed (173 graduates) or studying toward graduate or professional degrees (44 graduates). The reach and value of Grinnell’s name and education are mirrored by the impressive geographic scope of our graduates’ first destinations. Of the 217 respondents (see Table C1 note), 187 (88.2%) are living domestically and 25 (11.8%) are abroad. As Table C1 indicates, the most popular first destinations for Class of 2014 graduates who are employed or seeking post-graduate education are Iowa; California; Illinois; Washington, DC; and New York: These five destinations account for the known initial locations of 51.4% of the responding members of the Class of 2014.

Table C1. Locations of working or studying respondents from the Class of 2014

Location	Number	Location	Number
Brazil	1	Malaysia	1
China	1	Myanmar	1
England	5	Pakistan	1
France	1	Russia	2
Greece	1	Scotland	1
India	1	South Korea	1
Ireland	1	Turkey	1
Japan	4	Vietnam	1
Laos	1		
Alaska	1	Nebraska	2
Arkansas	1	New Jersey	1
California	21	New Mexico	2
Colorado	7	New York	20
Connecticut	1	North Carolina	1
Florida	2	Ohio	3
Georgia	1	Oregon	2
Hawaii	3	Pennsylvania	3
Illinois	21	Rhode Island	3
Indiana	1	Tennessee	2
Iowa	32	Texas	4
Kansas	2	Utah	1
Maryland	3	Virginia	3
Massachusetts	7	Washington	2
Michigan	2	Washington, DC	15
Minnesota	6	Wisconsin	10
Missouri	2		

Note: Figures total 212, not 217, because not all respondents provided location details. The table reflects locations for 168 of 173 graduates entering the workforce and 44 of 44 entering graduate school; 168 + 44 = 212.

APPENDIX D: Employment and Further-Education Details by Major

This appendix provides, by major, known details on the 173 responding graduates of the Class of 2014 who immediately entered the workforce after graduation (for either full- or part-time employment) and the 44 responding graduates of the Class of 2014 who immediately matriculated into graduate or professional school (full-time enrollment only). 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 62 Grinnellians who majored in two fields. Of that group, 49 are included in the lists below and are listed under both of their majors; asterisks (*) on the left indicate entries reflecting these individuals.

Anthropology

Employer	Career Area	Location
4H Capital	education/teaching K–12	Austin, TX
*ANDEO International Homestays	education administration	Portland, OR
Environment America	government (non-elective)	Denver, CO
Epic Systems	computing/info. systems	Verona, WI
Grinnell College	education/teaching post-secondary	Grinnell, IA
*Humane Society & Forest Service	research/development	Juneau, AK
NAI Hunneman	support staff/secretarial	Boston, MA
Noah Valley Family YMCA	sports/recreation	North Hills, CA
*Princeton in Asia	foundation	Vientiane, Laos
*Seven Step RPO	labor/human resources	Longmont, CO
Seward Coop	restaurant/catering	Minneapolis, MN
Graduate School	Program & Degree	Location
*Pennsylvania State University	medicine, MD	Hershey, PA
*Trinity College	public history, master's	Dublin, Ireland

Art

Employer	Career Area	Location
*Child Trends	research/development	Minneapolis, MN
Edelman	labor/human resources	New York, NY
Gilt.com	computing/info. systems	New York, NY
Grinnell College	arts-performing/creative	Grinnell, IA
*Southeast Polk High School	education/teaching K–12	Altoona, IA
*Sustainability Accounting Standards Board	economics	San Francisco, CA
*Yahoo!	computing/info. systems	Sunnyvale, CA
Graduate School	Program & Degree	Location
Pratt Institute	communication design, master's	New York, NY

Biological Chemistry

Employer	Career Area	Location
*Epic Systems	consulting	Verona, WI
Eurofins	research/development	Des Moines, IA
Grinnell College	education/teaching post-secondary	Grinnell, IA
Home Health Care	medicine/health	Los Angeles, CA
Indiana University School of Medicine	research/development	Indianapolis, IN
La Jolla Institute of Allergy & Immunology	research/development	La Jolla, CA
National Institutes of Health	research/development	Washington, DC
RT Specialty	insurance	Chicago, IL
Teach for America	education/teaching K–12	Honolulu, HI
*Teach for America	education/teaching K–12	<i>Not Reported</i>

Graduate School	Program & Degree	Location
Brown University	molecular pharmacology, PhD	Providence, RI
Drexel University	performing arts, master's	Philadelphia, PA
Tufts University	veterinary medicine, DVM	Grafton, MA
University of Illinois at Chicago	Medical Scientist Training Program, MD/PhD	Chicago, IL
University of Iowa	medicine, MD	Iowa City, IA
University of Iowa	medicine, MD	Iowa City, IA
University of Kansas	biological Sciences, PhD	Lawrence, KS
University of Maryland	<i>not reported</i>	College Park, MD

Biology

Employer	Career Area	Location
Aquarium at Mote Marine Laboratory	life sciences	Sarasota, FL
*Humane Society & Forest Service	research/development	Juneau, AK
*JET Program	education/teaching K–12	Himeji, Japan
National Institutes of Health	life sciences	Bethesda, MD
Natural History Museum	library/museum	Washington, DC
Northwestern University	medicine/health	Chicago, IL
PhysAssist, Inc.	medicine/health	Milwaukee, WI
San Francisco Labor Program & Women's Coalition	social services	San Francisco, CA
University of Minnesota	life sciences	Minneapolis, MN
Graduate School	Program & Degree	Location
University of Northern Iowa	biology, master's	Cedar Falls, IA

Chemistry

Employer	Career Area	Location
Advantar Labs	research/development	San Diego, CA
Bayer	research/development	Pittsburgh, PA
Davenport North High School	education/teaching K–12	Davenport, IA
Great Expectations College Prep	education/teaching K–12	Los Angeles, CA
*Memorial Sloan Kettering Cancer Center	medicine/health	Lenox, MA
SOS Outreach	social services	Frisco, CO
*Steindler Orthopedic Clinic	medicine/health	Iowa City, IA
U.S. Department of Health and Human Services	medicine/health	Washington, DC
Graduate School	Program & Degree	Location
Iowa State University	mechanical engineering, master's	Ames, IA
Keiser University	physician assistant, master's	Fort Lauderdale, FL
*Pennsylvania State University	medicine, MD	Hershey, PA
University of Colorado	physical chemistry, PhD	Boulder, CO
University of Rhode Island	chemical oceanography, PhD	Kingston, RI
University of Tennessee	energy science/engineering, PhD	Knoxville, TN

Chinese

Employer	Career Area	Location
Paraclete Academy	education/teaching K–12	Boston, MA
*Taurus Education	consulting	Shanghai, China

Computer Science

Employer	Career Area	Location
Amazon.com	computing/information systems	Seattle, WA
Digium	computing/information systems	Encinitas, CA
Epic Systems	computing/information systems	Verona, WI
iTriage	computing/information systems	Denver, CO
ListenFirst Media	computing/information systems	New York, NY
*MasterCard	engineering	New York, NY
Monitise	computing/information systems	Istanbul, Turkey
*Yahoo!	computing/information systems	Sunnyvale, CA
Yahoo!	computing/information systems	Sunnyvale, CA
Graduate School	Program & Degree	Location
Brown University	computer science, PhD	Providence, RI
*Iowa State University	computer science, PhD	Ames, IA

Economics

Employer	Career Area	Location
Accenture	consulting	Minneapolis, MN
Alliance Bernstein	finance	New York, NY
*Alliance Data	business admin./management	Columbus, OH
*Alliance Data	business admin./management	Columbus, OH
Alliance Data	research/development	Columbus, OH
*Cardinal Laboratories	merchandising/sales/marketing	Baldwin Park, CA
*Clean Power Finance	energy resources	San Francisco, CA
*Dershowitz Group	foreign services	Washington, DC
Edward Jones	brokerage/securities/investment	Markham, IL
Epic Health Systems	business admin./management	<i>Not Reported</i>
*Epic Systems	consulting	Verona, WI
Explore Learning	education/teaching K–12	London, England
Grinnell College	education/teaching post-secondary	Grinnell, IA
*Hanover Research	research/development	Washington, DC
Health Care Info Services	business admin./management	Parkridge, IL
JET Program	education/teaching K–12	Karatsu City, Japan
*JPMorgan	brokerage/securities/investment	London, England
*MasterCard	engineering	New York, NY
Maximum Construction Services	business admin./management	Los Angeles, CA
Meetup	consulting	New York, NY
Morningstar	consulting	Chicago, IL
*Morningstar	consulting	Chicago, IL
Nike	merchandising/sales/marketing	Waipahu, HI
Principal Financial Group	finance	Des Moines, IA
Ready for Hillary	government (elective)	Des Moines, IA
Société Générale	brokerage/securities/investment	Seoul, South Korea
*Stifel Nicolaus & Co.	brokerage/securities/investment	St. Louis, MO
Stratigent	consulting	Chicago, IL
*Sustainability Accounting Standards Board	economics	San Francisco, CA
Wells Fargo	banking	Des Moines, IA
YES Prep	education/teaching K–12	Houston, TX
Yoma Strategic Holdings Limited	merchandising/sales/marketing	Myanmar
Graduate School	Program & Degree	Location
*Columbia University	finance, other	New York, NY
*Columbia University	operations research, other	New York, NY
*University of Virginia	data Science, master's	Charlottesville, VA

English

Employer	Career Area	Location
*6sense	computing/information systems	San Francisco, CA
*Civil War Trust	computing/information systems	Washington, DC
Denis' School	education/teaching post-secondary	St. Petersburg, Russia
Elevate	business admin./management	Washington, DC
Erasing Boundaries	radio/TV/film	Chicago, IL
GoBerry	business admin./management	North Hampton, MA
*Grinnell College	education/teaching post-secondary	Grinnell, IA
Iowa Democratic Party	government (non-elective)	Cedar Rapids, IA
JET Program	education/teaching K–12	Tokyo, Japan
New Sector Alliance	social services	Chicago, IL
Our Book Store	merchandising/sales/marketing	Omaha, NE
PilieroMazza	law	Washington, DC
*Summit Educational Services	education/teaching K–12	Hanoi, Vietnam
Teach for Pakistan	education/teaching K–12	Pakistan
Unstoppable Corp	social services	Reston, VA
*West Hills Montessori School	education/teaching K–12	Portland, OR

French

Employer	Career Area	Location
*ANDEO International Homestays	education administration	Portland, OR
*French Government	education/teaching K–12	Grenoble, France
*Teach for America	education/teaching K–12	<i>Not Reported</i>
Graduate School	Program & Degree	Location
*University of Chicago	divinity, master's	Chicago, IL

General Science

Employer	Career Area	Location
Maquoketa High School	sports/recreation	Maquoketa, IA
*Grinnell College	arts–performing/creative	Grinnell, IA

Gender, Women's & Sexuality Studies

Employer	Career Area	Location
*Dershowitz Group	foreign services	Washington, DC
Night Ministry	social services	Chicago, IL
*Seven Step RPO	labor/human resources	Longmont, CO
*Steindler Orthopedic Clinic	medicine/health	Iowa City, IA
*Subway	restaurant/catering	Johnston, IA
Graduate School	Program & Degree	Location
*King's College	film, <i>not reported</i>	London, England
*Trinity College	public history, master's	Dublin, Ireland

German

Employer	Career Area	Location
*Data Vortex Technologies	support staff/secretarial	Austin, TX
*New York Medical College	research/development	Tuckahoe, NY

History

Employer	Career Area	Location
Anatolia College	education/teaching K–12	Thessaloniki, Greece
Chicago Magazine	publishing/journalism	Chicago, IL
CITYarts	arts–performing/creative	New York, NY
*Civil War Trust	computing/information systems	Washington, DC
Epic Systems	computing/information systems	Verona, WI
For the Love of Children	social services	Washington, DC
*JET Program	education/teaching K–12	Himeji, Japan
Legal Aid Society Housing Help Project	law	Brooklyn, NY
*Morningstar	consulting	Chicago, IL
*Stifel Nicolaus & Co.	brokerage/securities/investment	St. Louis, MO
*Teach for America	education/teaching K–12	<i>Not Reported</i>
Graduate School	Program & Degree	Location
Columbia University	international and world history, PhD	New York, NY
*University of Chicago	divinity, master's	Chicago, IL

Independent

Employer	Career Area	Location
Epic Systems	labor/human resources	Verona, WI
Obsidian Analysis	consulting	Washington, DC
Prison Public Memory Project	social services	Hudson, NY

Mathematics

Employer	Career Area	Location
*6sense	computing/information systems	San Francisco, CA
*Alliance Data	business admin./management	Columbus, OH
Betaworks	computing/information systems	New York, NY
*Data Vortex Technologies	support staff/secretarial	Austin, TX
*Hanover Research	research/development	Washington, DC
*JPMorgan	brokerage/securities/investment	London, England
Mutually Human	computing/information systems	Grand Rapids, MI
Graduate School	Program & Degree	Location
*Columbia University	operations research, other	New York, NY
*Iowa State University	computer science, PhD	Ames, IA
New York University	sports business, MBA	New York, NY
*University of Iowa	physics, PhD	Iowa City, IA
*University of Minnesota–Twin Cities	aerospace engineering, PhD	Minneapolis, MN
*University of Virginia	data science, master's	Charlottesville, VA

Music

Employer	Career Area	Location
Friendship Public Charter School	education administration	Washington, DC
Graduate School	Program & Degree	Location
Royal Academy of Music	music, master's	London, England

Philosophy

Employer	Career Area	Location
Café	restaurant/catering	Iowa City, IA
California State University–Sacramento	education administration	Sacramento, CA
Dice	computing/information systems	Urbandale, IA
Yahoo!	computing/information systems	Sunnyvale, CA
Graduate School	Program & Degree	Location
Columbia University	philosophy, PhD	New York, NY
London School of Economics	international political economy, master's	London, England

Physics

Employer	Career Area	Location
Epic Systems	consulting	Verona, WI
Grinnell College	education administration	Grinnell, IA
Hertz	business admin./management	Berkeley, CA
*Southeast Polk High School	education/teaching K–12	Altoona, IA
Graduate School	Program & Degree	Location
*Columbia University	finance, other	New York, NY
Kyushu University	oil and energy, master's	Fukuoka, Japan
Northwestern University	mechanical engineering, PhD	Evanston, IL
Ohio State University	astronomy, PhD	Columbus, OH
*University of Iowa	physics, PhD	Iowa City, IA
*University of Minnesota–Twin Cities	aerospace engineering, PhD	Minneapolis, MN
Washington University in St. Louis	electrical engineering, <i>not reported</i>	St. Louis, MO

Political Science

Employer	Career Area	Location
Cambridge Associates	consulting	Washington, DC
Colorado Parks & Wildlife	life sciences	Denver, CO
Council on International Relations in Santa Fe	foreign services	Santa Fe, NM
Democratic Party of Wisconsin	government (elective)	Appleton, WI
Epic Health Services	business admin./management	Dallas, TX
*Ernst & Young	consulting	Rio de Janeiro, Brazil
FutureWorks Consulting	consulting	Delhi, India
Grinnell College	research/development	Grinnell, IA
Kinetic Lighting	business admin./management	Los Angeles, CA
Lowrey Parady	law	Denver, CO
Morningstar	brokerage/securities/investment	Chicago, IL
Morningstar	brokerage/securities/investment	Chicago, IL
National Association of Insurance Commissioners	business admin./management	Shawnee, KS
*Posse Foundation	education administration	Washington, DC
Tandemic	consulting	Selangor, Malaysia
*Taurus Education	consulting	Shanghai, China
Teach for America	education/teaching K–12	San Francisco, CA
West Side Summit Charter School	education/teaching K–12	Saint Paul, MN
Xaxis	computing/information systems	New York, NY
Graduate School	Program & Degree	Location
Boston University	international affairs, master's	Boston, MA
Emory University	law, JD	Atlanta, GA
Harvard University	higher education, master's	Cambridge, MA
University of Michigan–Ann Arbor	law, JD	Ann Arbor, MI

Psychology

Employer	Career Area	Location
*Child Trends	research/development	Minneapolis, MN
Custom Computer Specialists	business admin./management	New York, NY
Epic Systems	consulting	Verona, WI
Food and Drug Law Institute	government (non-elective)	Washington, DC
*French Government	education/teaching K–12	Grenoble, France
Great Oaks Charter School	education/teaching K–12	Bridgeport, CT
National Institutes of Health	medicine/health	Bethesda, MD
Northwestern Univ., Dept. of Preventative Medicine	research/development	Chicago, IL
Owens & Associates	social services	Lincoln, NE
Pavilion Behavioral Health System	social services	Champaign, IL
*Posse Foundation	education administration	Washington, DC
Skindustry	computing/information systems	San Francisco, CA
*Summit Education Services	education/teaching K–12	Hanoi, Vietnam
Teach for America	education/teaching K–12	Trenton, NJ
Torch Light Services	energy resources	Farmington, NM
University of North Carolina, School of Medicine	research/development	Chapel Hill, NC
Urban Institute	research/development	Washington, DC
Wells Fargo	banking	Des Moines, IA
YMCA	sports/recreation	Seattle, WA
Graduate School	Program & Degree	Location
Iowa State University	counseling psychology, PhD	Ames, IA
University of Iowa	neuroscience, PhD	Iowa City, IA
University of Wisconsin–Madison	school psychology, PhD	Madison, WI

Religious Studies

Employer	Career Area	Location
*Quality Flow Environmental	research/development	Northbrook, IL
*Queens Gazette	publishing/journalism	Queens, NY
Graduate School	Program & Degree	Location
Vanderbilt University	divinity, master's	Nashville, TN

Russian

Employer	Career Area	Location
Windsor School Tolyatti	education/teaching K–12	Tolyatti, Russia

Sociology

Employer	Career Area	Location
*Alliance Data	business admin./management	Columbus, OH
Coon Creek Telephone Company	business admin./management	Blairstown, IA
LISA Academy	education administration	Little Rock, AR
*New York Medical College	research/development	Tuckahoe, NY
Paula Ewanich Coaching	consulting	Sunnyvale, CA
*Quality Flow Environmental	research/development	Northbrook, IL
*Queens Gazette	publishing/journalism	Queens, NY
Skill Sprout	counseling	Springfield, IL
*Subway	restaurant/catering	Johnston, IA
Teach for America	education/teaching K–12	Honolulu, HI
*Teach for America	education/teaching K–12	<i>Not Reported</i>
Graduate School	Program & Degree	Location
*King's College	film, <i>not reported</i>	London, England
University of Edinburgh	sociology and global change, master's/JD	Edinburgh, Scotland

Spanish

Employer	Career Area	Location
*Cardinal Laboratories	merchandising/sales/marketing	Baldwin Park, CA
*Clean Power Finance	energy resources	San Francisco, CA
*Ernst & Young	consulting	Rio de Janeiro, Brazil
First Class	publishing/journalism	Salt Lake City, UT
*Grinnell College	education/teaching post-secondary	Grinnell, IA
*Memorial Sloan Kettering Cancer Center	medicine/health	Lenox, MA
*Princeton in Asia	foundation	Vientiane, Laos

Theatre

Employer	Career Area	Location
Bloomingdales	merchandising/sales/marketing	McLean, VA
*Grinnell College	arts–performing/creative	Grinnell, IA
TimeLine Theatre Company	arts–performing/creative	Chicago, IL
*West Hills Montessori	education/teaching K–12	Portland, OR