

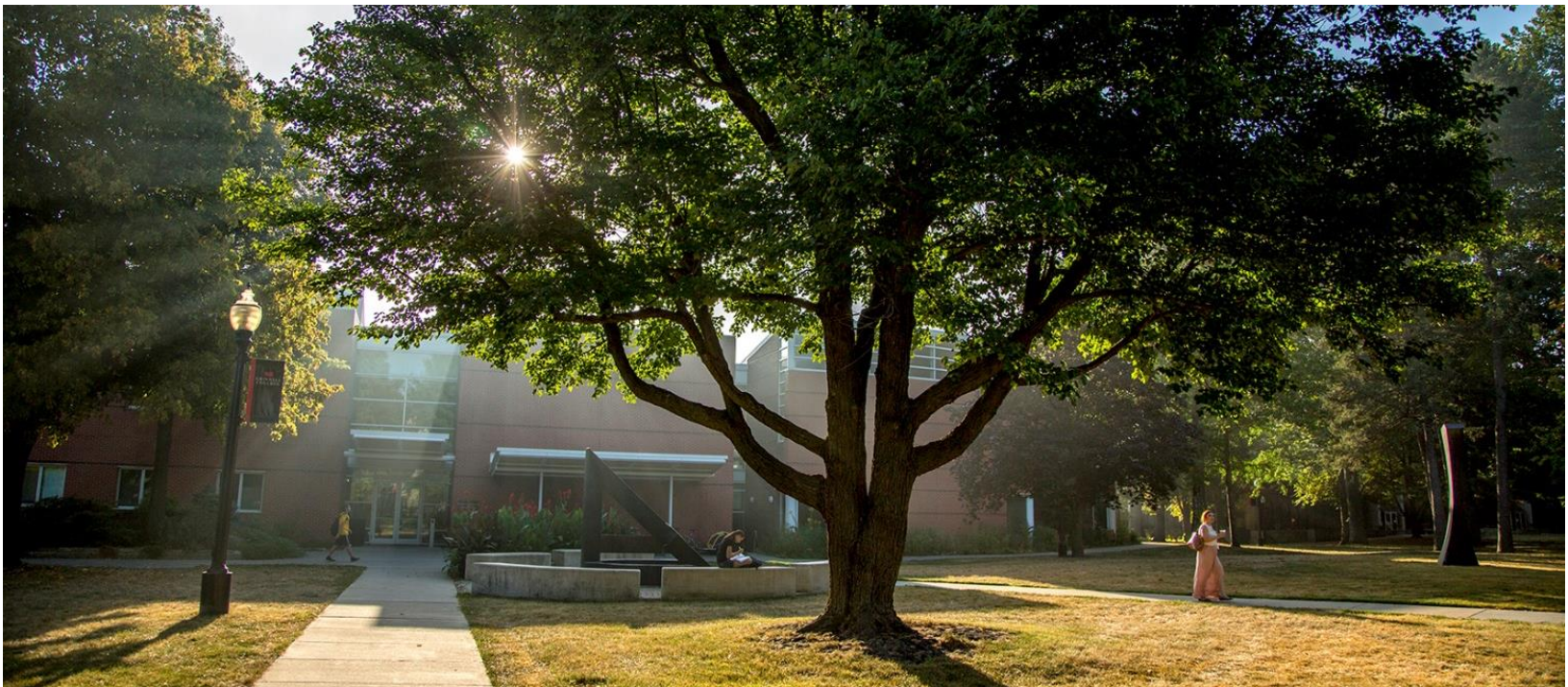


GRINNELL COLLEGE

POST-GRADUATION ACTIVITIES REPORT

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

Class of 2015



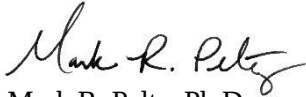
Prepared by

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Grinnell College Class of 2015 Post-Graduation Activities Report

I am pleased to present the Post-Graduation Activities Report for members of the Grinnell College Class of 2015. 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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Introduction: Grinnell College Class of 2015 Post-Graduation Survey

The data contained in this report were gathered over a nine-month period, from June 2015 to March 2016. A first-destination survey was initially administered electronically to the 395 members of the Class of 2015 following spring commencement. Follow-up surveys were administered in September, December, and January. In March 2016, non-respondents were contacted by telephone. In total, data were gathered from 323 members of the Class of 2015, yielding a response rate of 81.8%.

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 2015 survey respondents by gender, race/ethnicity, and first-generation status

Characteristic	Class of 2015	
	Respondents (%)	Entire class (%)
Gender		
Male	42.1	44.1
Female	57.9	55.9
Race/ethnicity		
Asian	6.8	7.1
Black or African-American	6.5	5.8
Ethnicity and race unknown	2.5	3.3
Hispanic (of any race)	6.8	7.8
Non-resident alien	9.6	9.4
Two or more races	3.4	4.3
White	64.4	62.3
First-generation status		
First-generation college student	16.4	18.7

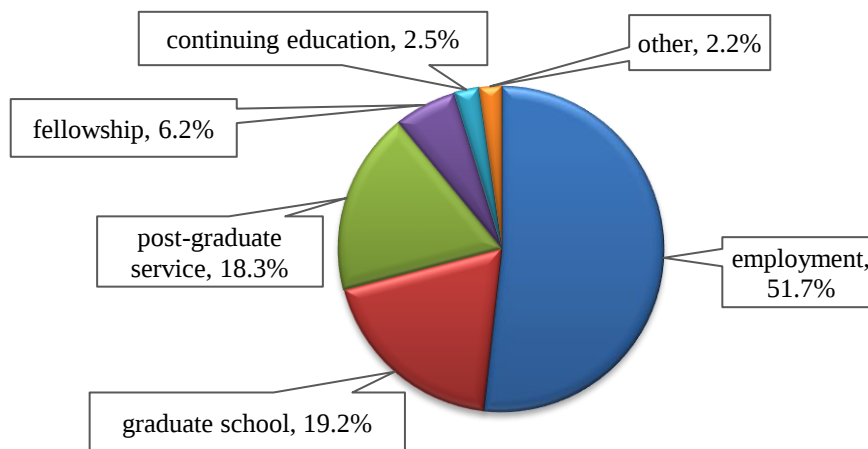
The remainder of this report includes five major sections plus four appendices. The first section, **First Destinations of Grinnell College Class of 2015 Graduates**, provides a general overview of the first destinations for survey respondents from the Class of 2015. The next section, **Employment**, provides a detailed overview of the employment pathways of this class of graduates, including a review of employers and geographic destinations, average starting salaries, and relatedness of positions to career goals. **Graduate and Professional School** provides a detailed breakdown by degree program of those graduates who matriculated into graduate school in the fall of 2015, 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 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 2015. This profile includes an overview of how many individuals participated in internships, undergraduate research experiences, service activities, 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 2015 graduates by academic major.

First Destinations of Grinnell College Class of 2015 Graduates

Figure A illustrates the six first-destination groups into which the 323 responding members of the Class of 2015 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 half (51.7%) of the members of the Class of 2015. Graduate school was the second-most popular destination, accounting for 19.2% of the class; and post-graduate service accounted for an additional 18.3% 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 performing research, traveling, or seeking employment, not captured by the other categories. (Totals equal 100.1% due to rounding.)

Figure A. First destinations of the Class of 2015



In addition to the full-class breakdown, the first destinations of the graduates in the Class of 2015 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 54.7% employed either full- or part-time. Post-graduate service is the second-most popular destination, accounting for 22.6% of first-generation graduates, followed by graduate or professional school (15.1%), continuing education (3.8%), and fellowships (1.9%) and other (1.9%).

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 2015. Appendices A through D provide specifics for all 323 survey respondents.

Employment

Overview

Of the 51.7% of graduates who immediately entered the workforce after graduation, 87.4% were employed full-time (as defined by working 35 or more hours per week) and 7.8% were employed part-time. (The remaining 4.8% 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 either full- or part-time positions. Members of the Class of 2015 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 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) for responding members of the Class of 2015

Employer (location)	Employer (location)
The Advisory Board (Washington, DC)	Hispanic Health Initiative of Texas (Austin, TX)
Artsy* (New York, NY)	Human Rights Campaign (Washington, DC)
Blue Canyon Partners (Chicago, IL)	Iowa City <i>Press-Citizen</i> (Iowa City, IA)
Board of Governors of the Federal Reserve (Washington, DC)	Los Angeles County Museum of Art (Los Angeles, CA)
Chicago Tribune Media Group (Chicago, IL)	Mote Marine Laboratory (Sarasota, FL)
Deutsche Bank (New York, NY)	National Oceanic & Atmospheric Admin. (Asheville, NC)
Epic* (Madison, WI)	Semler Brossy (Los Angeles, CA)
Goldman Sachs (Salt Lake City, UT)	TIAA (New York, NY)
Google (Mountain View, CA)	TripAdvisor (Boston, MA)

* Indicates more than one member of the Class of 2015 accepted employment with this organization.

Members of the Class of 2015 accepted domestic employment opportunities in 26 states (and the District of Columbia) and international employment opportunities in nine 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, 52.6% reported their salaries.

The average salary of those graduates who were employed full-time was \$41,032. The bottom quartile reported earning an average salary of \$21,029 per year; the top quartile, an average of \$70,194 per year. The top 10% earned an average annual salary greater than \$86,780. 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 2015 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. (Totals equal 100.2% due to rounding.)

Table 3. Career fields for responding graduates in the Class of 2015

Career field	Percent	Career field	Percent
education	13.8	creative/performing arts	5.4
healthcare	12.6	law/legal services	4.8
research/development/science	12.6	business admin./management	4.2
finance	10.2	hospitality	4.2
computing/information systems	7.8	government/public service	2.4
communications	7.2	consulting	1.8
social services	6.6	athletics	0.6
sales/marketing	6.0		

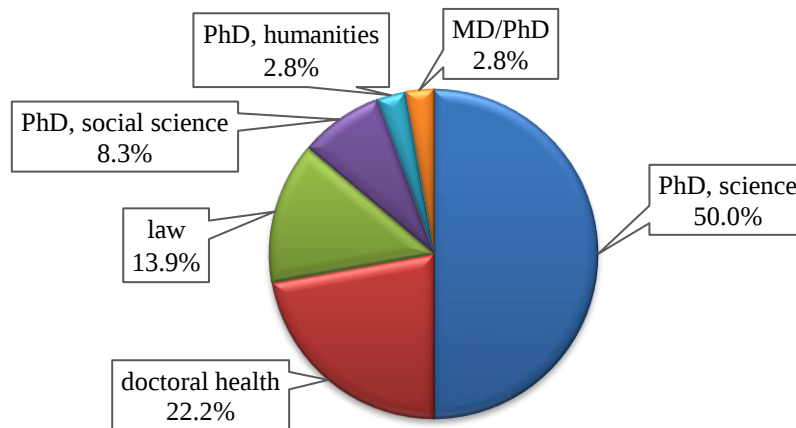
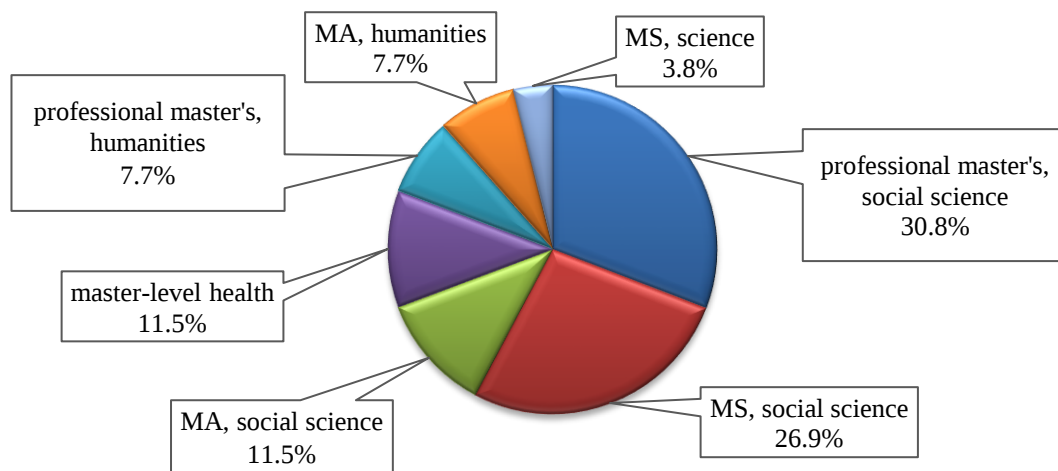
Relatedness to Career Goals

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 2015, 86.9% of respondents indicated that their present employment position (including post-graduate service positions) is related to their career goals. Among first-generation graduates employed or pursuing post-graduate service, the career-relatedness index was 90.1%.

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 2015, 19.2% enrolled as full-time degree-seeking students in the fall of 2015. Figures B and C (on the next page) illustrate the various degree programs in which these graduates enrolled, divided between those seeking doctoral-level degrees (58.1%) and those seeking master's-level degrees (41.9%). Several categories are described in these figures. Doctoral health degrees pursued by 2015 graduates include MD, DO, DDS, and DVM. Members of the Class of 2015 are also enrolled in health-related degree programs at the master's level, including physician assistant studies, speech-language pathology, and occupational therapy. The professional master's degree categories include a wide variety of degrees, including MFA (humanities) and MBA, MDiv, MLIS, and MSW (social sciences). (Master's degree totals equal 99.9% due to rounding.) Of the respondents who did *not* enroll in a graduate or professional school degree program immediately following their 2015 graduation from Grinnell College, 66.3% indicated a plan to apply to graduate school within the next five years.

Figure B. Distribution of doctoral-level graduate or professional school degree programs, Class of 2015**Figure C. Distribution of master's-level graduate or professional school degree programs, Class of 2015**

Of those enrolled in graduate or professional school, 35.5% are pursuing academic 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, ahead of Harvard, Princeton, and Yale.

Table 4 provides a sample listing of institutions, degree programs, and fields of study where responding members of the Class of 2015 matriculated. Details by major appear in Appendix D.

Table 4. Sample graduate and professional school destinations and programs, Class of 2015

Institution (degree, field of study)	Institution (degree, field of study)
California Institute of Technology (PhD, physics)	University of Arkansas (MFA, fiction)
Cornell University (PhD, plant pathology)	University of California (PhD, materials science)
Emory University (PhD, comparative literature)	University of Iowa (DDS, dental medicine)
Harvard University (MEd, international education policy)	University of Massachusetts (MD/PhD, biomedical sciences)
London School of Economics (MSc, economics)	University of Michigan (MS, biostatistics)
McGill University (LLB/BCL, law)	University of Minnesota (DVM, veterinary medicine)
New York University (MBA, business administration)	University of Virginia (JD, law)
Northwestern University (PhD, mechanical engineering)	Washington University (PhD, cellular & molecular biology)

Acceptance Rates

In addition to tracking which members of the Class of 2015 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 they were accepted. Overall, 22.9% of the members of the Class of 2015 applied to a graduate or professional school degree program. Of those who applied, 91.9% were accepted to one or more programs. Of the applicants who were accepted to at least one degree program, 96.2% 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 2015, 100% of respondents who applied to law school were admitted to at least one program; 85.7% of 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), 81.8% were admitted to at least one program and 75.0% 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 2015 who matriculated into graduate or professional school, 75.5% 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, 69.6% of those seeking professional degrees (including degrees in law and medicine and professional master's degrees such as MFA, MPA, and MDiv) received assistantships, fellowships, and/or scholarships.

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 18.3% of the responding members of the Class of 2015. From Alaska to Louisiana and from West Africa to Southeast Asia, respondents engaged in post-graduate service throughout the United States and around the globe. The following table provides of sample list of some of the programs, service areas, and destinations where graduates from the Class of 2015 served as volunteers.

Table 5. Sample post-graduate service programs, areas, and locations for responding members of the Class of 2015

Post-grad service program	Service areas	Locations
AmeriCorps	education; healthcare; housing and community development; hunger; literacy; youth mentoring	Anchorage, AK; Chicago, IL; Hartford, CT; Madison, WI; Minneapolis, MN; Tucson, AZ
Blue Engine	education	New York, NY
City Year	education	Boston, MA; Chicago, IL
Grinnell Corps	housing and community development; research and technology support; social services; education	Grinnell, IA; New Orleans, LA; Nanjing, China; Walvis Bay, Namibia; Chiang Mai, Thailand
Lutheran Volunteer Corps	communities for developmental disabilities; education; housing and community development; hunger; poverty	Chicago, IL; St. Paul, MN; Seattle, WA; Tacoma, WA; Washington, DC

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 2015, listed in Table 6, reflect the career fields in which their classmates report full-time employment and contribute strongly to the 86.9% career-relatedness index reported above.

Table 6. Post-graduate service areas for responding members of the Class of 2015

Service area	Percent
education	58.6
social services	27.6
healthcare	8.6
government/public service	3.4
research/development/science	1.7

Apart from full-time service positions, members of the Class of 2015 report that they are volunteering with organizations or causes that they care about. This volunteering includes work with animal shelters and rehabilitation centers; presidential and other political campaigns; healthcare facilities; tutoring, mentoring, coaching and

other educational activities; Habitat for Humanity and similar housing and social services organizations; faith-based groups; creative arts activities; science outreach; and more. Grinnellians from the Class of 2015 are committing a few hours a week or as many as 30 hours a week 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 list of the competitive fellowships and scholarships—including domestic and international destinations—of survey respondents from the Class of 2015. Most programs listed below have durations between 10 and 12 months.

Table 7. Sample of competitive fellowships and scholarships received by responding members of the Class of 2015

Fellowship or scholarship name	Location(s)
Fulbright English Teaching Assistantships (<i>multiple graduates</i>)	Brazil, Montenegro, and Russia
Fulbright Study/Research Grant	China
Global Academic Writing Fellowship	Abu Dhabi, UAE
HHMI Post-Baccalaureate Fellowship, Science Learning Center	Grinnell, IA, USA
Intramural Research Training Award Fellowship, National Institutes of Health	Bethesda, MD, USA
Post-Baccalaureate Ninth-Semester Fellowship in Studio Art	Grinnell, IA, USA
Research Fellowship, Yale Child Study Center	New Haven, CT, USA
Thomas J. Watson Fellowship	Brazil, Indonesia, Kenya, Rwanda, South Korea

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 2015 survey respondents, 196 (60.7%) completed at least one internship during their undergraduate careers at Grinnell; and 174 (53.9%) 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 2015, 181 graduates (56.0% of the class) participated in at least one service or volunteer activity, including classes that partnered with community organizations. Forty-two graduates (13.0%) reported participating in the Grinnell College Externship program or in other job-shadowing activities, and 140 (43.3%) 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 domestic or international work experiences that may be paid or unpaid and be pursued with or without academic credit—during summers. To help relieve transportation, housing, food, and other internship-related expenses for students, Grinnell College annually grants approximately \$300,000 to students participating in internships. The following tables provide a sample list of some of the internships (including internship organizations, professional fields, and locations) completed by Class of 2015 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). While most students complete only one internship experience (56.6% of the respondents who completed an internship), many pursue multiple internship opportunities. Of this subset of the respondent pool, 29.6% completed two internships; 10.2% 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 members, Class of 2015

Internship organization	Professional field	Location
ACLU of Nebraska	government/legal services/law	Lincoln, NE
Al Éxito	education/academia	Tama, IA
American Heart Association	healthcare	Davis, CA
Biosphere 2	science research	Tucson, AZ
Breakthrough Collaborative	education	Oakland, CA
Center for Law & Social Policy	government/legal services/law	Washington, DC
Citigroup	business/financial services	New York, NY
CPG Architects	design	Stamford, CT
Denver Art Museum	arts	Denver, CO
Eli Lilly Research Labs	science research	Indianapolis, IN
FDIC	business/financial services	Seattle, WA
Food & Water Watch	public service/policy	Chicago, IL
Freddie Mac	business/financial services	McLean, VA

Table A1 (continued). Sample domestic internship sites, fields, and locations for responding members, Class of 2015

Intern organization	Professional field	Location
Goldman Sachs	business/financial services	Salt Lake City, UT
Government Accountability Office	government/legal services/law	Washington, DC
Illinois State Senate	government/legal services/law	Springfield, IL
Iowa Center for Public Affairs Journalism	communications	Iowa City, IA
Kaibab National Forest	science research	Williams, AZ
Lambda Legal	public service/policy	Chicago, IL
LovePop Cards	sales/marketing	Boston, MA
McPhail Equine Performance Center	science research	East Lansing, MI
Michigan Clinical Outcomes Research and Reporting Program	healthcare	Ann Arbor, MI
Microsoft	computing/information systems	Redmond, WA
Minnesota Public Radio	communications	St. Paul, MN
Minnesota Zoo	science research	St. Paul, MN
Monsanto	science research	St. Louis, MO
Museum of Modern Art	arts	New York, NY
National Aeronautics & Space Administration	science research	Hampton, VA
National Oceanic & Atmospheric Admin.	science research	Seattle, WA
The Nature Conservancy	public service/policy	Arlington, VA
The Northwest Film Forum	arts	Seattle, WA
O Magazine	communications	New York, NY
OpenSky Wilderness Therapy	healthcare	Durango, CO
Prison Public Memory Project	public service/policy	Hudson, NY
RedBird Records & Touring	arts	New York, NY
Steep Theater	arts	Chicago, IL
TIAA	business/financial services	New York, NY
Upright Citizen's Brigade	arts	Chicago, IL
US Senate, Office of Sen. Tom Harkin	government/legal services/law	Washington, DC

Table A2. Sample international internship sites, fields, and locations for responding members, Class of 2015

Intern organization	Professional field	Location
Accenture	business/financial services	Shanghai, China
Akanksha Foundation	education/academia	Pune, India
China Construction Bank	business/financial services	Beijing, China
Challenging Heights	public service/policy	Winneba, Ghana
OpenHeart	healthcare	Copenhagen, Denmark
El Instituto Católico de Migrantes	government/legal services/law	Santiago, Chile
Endeavor	business/financial services	Cairo, Egypt
Food & Agricultural Organization, United Nations	government/legal services/law	Bishkek, Kyrgyzstan
Fundación Cecilia Rivadeneira	healthcare	Quito, Ecuador
Havel, Holasek & Partners	government/legal services/law	Prague, Czech Republic
Hearst Magazine	communications	Shanghai, China
Hope Institute	public service/policy	Seoul, Republic of Korea
House of Rainbow Bridge	education/academia	Phnom Penh, Cambodia

Table A2 continued. Sample international internship sites, fields, and locations for responding members, Class of 2015

Intern organization	Professional field	Location
Jamaicans for Justice	public service/policy	Kingston, Jamaica
Malaysian-American Commission on Educational Exchange	education/academia	Kuala Lumpur, Malaysia
Ministry of Foreign Affairs of Argentina	government/legal services/law	Buenos Aires, Argentina
Museum of Dionisy's Frescoes	arts	Ferapontavo Monastery, Russia
Paula Panke Women's Collective & Shelter	public service/policy	Berlin, Germany
Social Investment Business Ltd.	business/financial services	London, UK
South African Human Rights Commission	public service/policy	Cape Town, South Africa
State Key Laboratory of Natural & Biomimetic Drugs of Peking University	science research	Beijing, China
Universidad de Costa Rica	science research	San Pedro, Costa Rica
Womankind Worldwide	public service/policy	London, UK

Undergraduate Research Experiences

Research is another vital component of the undergraduate experience at Grinnell, with over half (53.9%) of the Class of 2015 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 2015, 137 (78.7% of those indicating research experience) completed at least one MAP during their time at Grinnell. Their projects spanned all academic divisions of the college. Fifty-nine respondents (28.2% 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 2015 are provided in Table A3.

Table A3. Sample off-campus research sites, foci, and locations for responding members, Class of 2015

Research site or program	Research focus	Location
ACM India	microfinance	Pune, India
Boston Children's Hospital	neurobiology	Boston, MA
Boyce Thompson Institute for Plant Science	plant defense responses	Ithaca, NY
California Institute of Technology	gravitational wave physics	Pasadena, CA
Columbia University	biogeochemistry	New York, NY
Council on International Educational Exchange	gendered violence in detention	Buenos Aires, Argentina
Dow Chemical Company	chemistry	Midland, MI
ETH Zurich	environmental chemistry	Zurich, Switzerland
Hampshire College	curatorial practices	Amherst, MA
Johns Hopkins Hospital	schizophrenia	Baltimore, MD
Mayo Clinic	hematology	Rochester, MN
Newberry Library	class identity	Chicago, IL

Table A3 (continued). Sample off-campus research sites, foci, and locations for responding members, Class of 2015

Research site or program	Research focus	Location
Organization for Tropical Studies	ecology & conservation	Kruger National Park, South Africa
Stanford University	economic choice & rationality	Stanford, CA
Université Pierre et Marie Curie	chemistry	Paris, France
University of Belgrade	nematology	Belgrade, Serbia
University of California	computer programming- interaction matrices	Los Angeles, CA
University of Illinois	autism spectrum disorder	Chicago, IL
University of Minnesota	small grains pathology	St. Paul, MN
University of Missouri	neurobiology	Columbia, MO
University of Nebraska Medical Center	acute myeloid leukemia	Omaha, NE
University of Notre Dame	computational nuclear physics	South Bend, IN
US Department of Agriculture	environmental science	Ames, IA
World Institute on Disability	sociology	Berkeley, CA

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 (412) exceeds the total number of Class of 2015 graduates (395). First-destination percentages may not total 100 due to rounding.

Table B1. First-destination and experiential activity data by major, Class of 2015

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	24	22 (92%)	63.6	13.6	18.2	–	4.5	–	68.2	59.1	59.1	59.1
Art History	5	4 (80%)	75.0	25.0	–	–	–	–	100	100	–	25.0
Biological Chemistry	41	39 (95%)	46.2	28.2	10.3	12.8	2.6	–	51.3	69.2	64.1	41.0
Biology	36	28 (78%)	71.4	14.3	7.1	3.6	–	3.6	46.5	67.9	64.3	50.0
Chemistry	19	16 (84%)	31.3	62.5	–	6.3	–	–	43.8	81.3	37.5	18.8
Chinese	6	4 (67%)	–	–	50.0	50.0	–	–	50.0	50.0	75.0	75.0
Classics	2	1 (50%)	100	–	–	–	–	–	100	–	100	100
Computer Science	12	10 (83%)	70.0	20.0	–	–	–	10.0	60.0	60.0	70.0	40.0
Economics	43	39 (91%)	61.5	17.9	10.3	7.7	–	2.6	76.9	30.8	41.0	41.0
English	36	24 (67%)	50.0	4.2	25.0	12.5	8.3	–	62.5	50.0	54.2	41.7

Major	# in Major	# of Responses (%)	First Destination (percentages)						Experiential Activity Profile (percentages)			
			Employed	Graduate school	Post-grad service	Fellowship	Continuing education	Other	Internship	Research	Service	Off-campus study
French	15	11 (73%)	27.3	27.3	45.5	–	–	–	54.5	45.5	81.8	72.7
Gender, Women's & Sexuality Studies	19	13 (68%)	53.8	15.4	23.1	7.7	–	–	53.8	46.2	69.2	30.8
German	8	7 (88%)	28.6	42.9	14.3	–	–	14.3	71.4	57.1	57.1	57.1
History	29	21 (72%)	38.1	19.0	19.0	4.8	19.0	–	61.9	61.9	47.6	38.1
Independent	11	11 (100%)	–	36.4	36.4	18.2	9.1	–	63.6	90.1	54.5	18.2
Mathematics	19	17 (89%)	58.8	23.5	5.9	5.9	–	5.9	47.1	52.9	41.2	35.3
Music	6	6 (100%)	66.7	16.7	–	16.7	–	–	50.0	16.7	50.0	50.0
Philosophy	7	5 (71%)	60.0	20.0	20.0	–	–	–	60.0	40.0	80.0	20.0
Physics	17	12 (71%)	41.7	25.0	16.7	8.3	–	8.3	33.3	75.0	41.7	25.0
Political Science	34	27 (79%)	51.9	14.8	22.2	–	–	11.1	77.8	37.0	44.4	48.1
Psychology	40	34 (85%)	50.0	11.8	32.4	5.9	–	–	58.8	52.9	70.6	35.3
Religious Studies	8	3 (38%)	100	–	–	–	–	–	100	33.3	100	66.7
Russian	5	4 (80%)	–	25.0	50.0	25.0	–	–	75.0	75.0	100	50.0
Sociology	21	20 (95%)	45.0	10.0	45.0	–	–	–	75.0	40.0	50.0	65.0
Spanish	20	18 (90%)	66.7	5.6	22.2	5.6	–	–	61.1	44.4	77.8	72.2
Studio Art	13	10 (77%)	50.0	10.0	20.0	10.0	–	10.0	30.0	50.0	40.0	30.0
Theatre	6	6 (100%)	33.3	33.3	16.7	16.7	–	–	66.7	66.7	66.7	66.7

APPENDIX C: Locations of Class of 2015 Graduates in Employment or Pursuing Post-Graduate Education

Table C1 answers the question, “Where are the 323 responding members of the Class of 2015 working or living?”—for the 89.2% who are employed (167 graduates), working in service positions (59 graduates), or studying toward graduate or professional degrees (62 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 285 respondents who provided geographic information (see Table C1 note), 254 (89.1%) are living domestically and 31 (10.9%) are abroad. The most popular first destinations for Class of 2015 graduates who are employed or seeking post-graduate education are Illinois, Iowa, Minnesota, California, and New York: These five destinations account for the known initial locations of 41.5% of the responding members of the Class of 2015.

Table C1. Locations of working or studying respondents from the Class of 2015

Location	Number	Location	Number	Location	Number
Bolivia	1	Georgia	1	Nepal	1
Canada	1	Germany	3	Netherlands	1
Chile	1	India	2	Republic of Korea	1
China	3	Japan	2	Spain	1
Egypt	1	Mexico	1	Thailand	3
France	1	Namibia	2	United Kingdom	5
Alaska	1	Iowa	28	North Carolina	4
Arkansas	1	Kentucky	1	Ohio	1
Arizona	5	Louisiana	3	Oregon	6
California	25	Maryland	3	Pennsylvania	2
Colorado	7	Massachusetts	12	South Dakota	1
Connecticut	4	Michigan	3	Tennessee	1
District of Columbia	16	Minnesota	28	Texas	4
Florida	3	Missouri	3	Utah	1
Georgia	1	Nebraska	1	Virginia	7
Hawaii	2	New Hampshire	1	Washington	6
Illinois	29	New Jersey	1	Wisconsin	14
Indiana	4	New York	24	Wyoming	1

Note: Not all respondents provided location details. One respondent serving with AmeriCorps did not provide an organization site, and one employed full-time did not specify a geographic location. One respondent, employed with the US Navy, does not have a single permanent location to report. The table thus reflects locations for 165 of 167 graduates entering the workforce, 58 of 59 in service positions, and 62 of 62 entering graduate school.

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

This appendix provides, by major, known details on the 167 responding graduates of the Class of 2015 who immediately entered the workforce after graduation (for either full- or part-time employment), the 62 responding graduates who immediately matriculated into graduate or professional school (full-time enrollment only), and the 59 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 89 Grinnellians who majored in two fields. Of that group, 77 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 graduates within one major.

Anthropology

Employer	Career area	Location
*1WorldOnline	sales/marketing	San Jose, CA
*Catholic Charities Community Services Unaccompanied Minors Program Crisis Intervention Services	social services	New York, NY
*Human Rights Campaign	social services	Oskaloosa, IA
Japan Exchange & Teaching (JET) Program	education	Washington, DC
*Los Angeles County Museum of Art	creative/performing arts	Takashima, Japan
*Kaiser Permanente	healthcare	Los Angeles, CA
Ramsey County Sheriff's Department	social services	Portland, OR
Rathod Mohamedbhai LLC	law/legal services	St. Paul, MN
*Seattle Children's Museum	education	Denver, CO
*Springer Science + Business Media	communications	Seattle, WA
TripAdvisor	sales/marketing	New York, NY
*Varsity Tutors	education	Boston, MA
<i>not specified</i>	computing/information systems	Philadelphia, PA
		Minneapolis, MN
Graduate school	Program & degree	Location
*University of Arizona	materials science, PhD	Tucson, AZ
*University of Iowa	anthropology, PhD	Iowa City, IA
University of San Francisco	education, MAT	San Francisco, CA
Post-graduate service organization	Service area	Location
*AmeriCorps	education	Grinnell, IA
College Possible	education	Boston, MA
Lutheran Volunteer Corps	social services	St. Paul, MN
Teach for Thailand	education	Bangkok, Thailand

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

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

Art History

Employer	Career area	Location
*Colorado College	communications	Colorado Springs, CO
Integrated Refugee & Immigration Services	law/legal services	New Haven, CT
*Los Angeles County Museum of Art	creative/performing arts	Los Angeles, CA
Graduate School	Program & degree	Location
*Simmons College	library and information science, MLIS	Boston, MA

Biological Chemistry

Employer	Career area	Location
Cargill Turkey & Cooked Meats	research/development/science	Albert Lea, MN
Carver College of Medicine	research/development/science	Iowa City, IA
Central Boys & Girls Club	social services	Kahului, HI
Crailsheim Merlins	athletics	Crailsheim, Germany
Epic	computing/information systems	Madison, WI
Indiana University Health	research/development/science	Indianapolis, IN
Integrated Dermatology 19th Street	healthcare	Washington, DC
*Kaiser Permanente	healthcare	Portland, OR
Ministerio de Educación de España	education	Madrid, Spain
*National Institute of Environmental Health Sciences	research/development/science	Research Triangle Park, NC
Premier Care Clinic Ltd.	healthcare	Des Moines, IA
StepStone Group	finance	San Diego, CA
Teach for America	education	Miami, FL
University of California	research/development/science	Merced, CA
*University of Michigan Health System	healthcare	Ann Arbor, MI
University of Rochester Medical Center	healthcare	Rochester, NY
*Washington University in St. Louis	research/development/science	St. Louis, MO
Womply	finance	San Francisco, CA
Graduate School	Program & degree	Location
Dartmouth College	biochemistry, PhD	Hanover, NH
†Des Moines University	medicine, DO	Des Moines, IA
University of Cincinnati	medicine, MD	Cincinnati, OH
*University of Iowa	dental medicine, DDS	Iowa City, IA
University of Massachusetts	Medical Scientist Training Program, MD/PhD	Worcester, MA
University of Minnesota	medicinal chemistry, PhD	Minneapolis, MN
University of Minnesota	veterinary medicine, DVM	Minneapolis, MN
University of South Dakota	medicine, MD	Vermillion, SD
University of Southern California	occupational therapy, MA	Pasadena, CA
*Washington University in St. Louis	cellular and molecular biology, PhD	St. Louis, MO

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

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

Post-graduate service organization	Service area	Location
AERO Special Education Cooperative	education	Burbank, IL
Bread of Healing Clinic	healthcare	Milwaukee, WI
*Jesuit Volunteer Corps	healthcare	Anchorage, AK

Biology

Employer	Career area	Location
Archipelago Books	communications	Brooklyn, NY
Chicago Tribune Media Group	communications	Chicago, IL
City of Austin	healthcare	Austin, TX
Comprehensive Options for Drug Abusers Inc.	healthcare	Portland, OR
*Grinnell College	research/development/science	Grinnell, IA
Iowa Department of Public Health	healthcare	Des Moines, IA
Lewin Group	healthcare	Falls Church, VA
*Lola's	hospitality	New Orleans, LA
*Mote Marine Laboratory	research/development/science	Sarasota, FL
National Oceanic & Atmospheric Administration	research/development/science	Asheville, NC
Northland Laboratories	research/development/science	Northbrook, IL
*Pontificia Universidad Católica de Chile	research/development/science	Santiago, Chile
Portland Golf Club	business admin./management	Portland, OR
Poulsbo Animal Clinic	healthcare	Seattle, WA
†Stanford University	research/development/science	Stanford, CA
University of Arizona College of Nursing	healthcare	Tucson, AZ
University of Illinois	research/development/science	Champaign, IL
Walking Mountains Science Center	research/development/science	Avon, CO
Western Infectious Disease Consultants	research/development/science	Denver, CO

Graduate School	Program & degree	Location
*Cornell University	plant pathology, PhD	Ithaca, NY
David Tvildiani Medical University	medicine, MD	Tbilisi, Georgia
University of Iowa	medicine, MD	Iowa City, IA
University of Iowa	physician assistant studies, MPAS	Iowa City, IA

Post-graduate service organization	Service area	Location
AIDS United	healthcare	Washington, DC
City Year	education	Chicago, IL

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

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

Chemistry

Employer	Career area	Location
Blackmore Partners Inc.	finance	Chicago, IL
*Colorado College	communications	Colorado Springs, CO
*FDIC	finance	Seattle, WA
Koch Industries	research/development/science	Iowa Falls, IA
Johns Hopkins Community Physicians	healthcare	Bethesda, MD
Graduate School	Program & degree	Location
Georgetown University	chemistry, PhD	Washington, DC
Northwestern University	chemistry, PhD	Evanston, IL
Purdue University	chemistry, PhD	West Lafayette, IN
Rockefeller University	biomedical sciences, PhD	New York, NY
*University of Arizona	materials science, PhD	Tucson, AZ
University of Arizona	organic chemistry, PhD	Tucson, AZ
*University of California	materials science, PhD	Santa Barbara, CA
University of Kentucky	chemistry, PhD	Lexington, KY
University of North Carolina	organic chemistry, PhD	Chapel Hill, NC
University of Wisconsin	environmental chemistry, PhD	Madison, WI

Chinese

Post-graduate service organization	Service area	Location
*AmeriCorps	education	Grinnell, IA
*Jesuit Volunteer Corps	healthcare	Anchorage, AK

Classics

Employer	Career area	Location
Stone Hill Middle School	education	Ashburn, VA

Computer Science

Employer	Career area	Location
American Family Insurance	computing/information systems	Madison, WI
Critical Ideas Inc.	computing/information systems	Newtonville, MA
Deutsche Bank	finance	New York, NY
*Goldman Sachs	finance	Salt Lake City, UT
*Google	computing/information systems	Mountain View, CA
Multivision Inc.	computing/information systems	Reston, VA
Rent the Runway	computing/information systems	New York, NY

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

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

Graduate School	Program & degree	Location
Erasmus University	business administration, MSc	Rotterdam, Netherlands
*University of Notre Dame	computer engineering, PhD	South Bend, IN

Economics

Employer	Career area	Location
The Advisory Board	computing/information systems	Washington, DC
*Amazon	sales/marketing	Brooklyn, NY
*appFigures	computing/information systems	New York, NY
Blue Marlin Arbitrage	finance	Chicago, IL
Board of Governors of the Federal Reserve	research/development/science	Washington, DC
Citi Bank Private	finance	New York, NY
The Davis Companies	finance	Boston, MA
*FDIC	finance	Seattle, WA
Greensill Capital	finance	London, UK
Inflection	business admin./management	San Francisco, CA
International Monetary Fund	finance	Washington, DC
League of Conservation Voters	government/public service	Des Moines, IA
*Martin O'Malley for President	government/public service	Grinnell, IA
*Morningstar	business admin./management	Chicago, IL
*Oxford International	consulting	Madison, WI
*Principal Financial Group	finance	Des Moines, IA
Semler Brossy	consulting	Los Angeles, CA
Solution Builders Inc.	sales/marketing	Bloomington, MN
*StepStone Group	finance	San Diego, CA
TIAA	finance	New York, NY
*Turner	communications	Seoul, Republic of Korea
US House of Representatives	government/public service	Washington, DC
*US Navy	government/public service	<i>not specified</i>
* <i>not specified</i>	finance	Cairo, Egypt

Graduate School	Program & degree	Location
California State University	accountancy, MS	East Bay, CA
Frankfurt School of Finance and Management	finance, MS	Frankfurt, Germany
Harvard University	international education, MEd	Cambridge, MA
Imperial College London	finance & accounting, MSc	London, UK
*London School of Economics	economics, MSc	London, UK
*University of Chicago	international relations, MA	Chicago, IL
*Washington University in St. Louis	cellular and molecular biology, PhD	St. Louis, MO

Post-graduate service organization	Service area	Location
Gobabeb Research and Training Centre	research/development/science	Walvis Bay, Namibia
*Lakeview Pantry	social services	Chicago, IL
Montana Conservation Corps	social services	Minneapolis, MN
*Teaching Assistant Program in France	education	Toulouse, France
Twin Cities RISE!	social services	Minneapolis, MN

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

English

Employer	Career area	Location
Eventmakers	sales/marketing	Toluca Lake, CA
The Des Moines Radio Group	communications	Des Moines, IA
Group SJR	communications	New York, NY
Hearst	communications	Greenwich, CT
Iowa City <i>Press-Citizen</i>	communications	Iowa City, IA
Kukai Ramen & Izakaya	hospitality	Portland, OR
*Lola's	hospitality	New Orleans, LA
*National Institute of Environmental Health Sciences	research/development/science	Research Triangle Park, NC
Spofford Home	social services	Kansas City, MO
Surge Institute	sales/marketing	Chicago, IL
TrustRadius	computing/information systems	Austin, TX
Womply	sales/marketing	San Francisco, CA

Graduate School	Program & degree	Location
University of Arkansas	fiction, MFA	Fayetteville, AR

Post-graduate service organization	Service area	Location
*Payap University	education	Chiang Mai, Thailand
Project Yes! NUSH	education	Chicago, IL
*Rebuilding Together Greater Milwaukee	social services	Milwaukee, WI
*ServeMinnesota	education	Minneapolis, MN
*Vista	education	Tucson, AZ
*Nanjing University	education	Nanjing, China

French

Employer	Career area	Location
Adam Turman LLC	law/legal services	Minneapolis, MN
*Morningstar	business admin./management	Chicago, IL
*University of Michigan Health System	healthcare	Ann Arbor, MI

Graduate School	Program & degree	Location
McGill University	law, LLB/BCL	Montreal, Canada
*University of Iowa	dental medicine, DDS	Iowa City, IA
*University of Memphis	speech-language pathology, MA	Memphis, TN

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

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

Post-graduate service organization	Service area	Location
*Great Oaks Charter School	education	Bridgeport, CT
Our Saviour's English Learning Center	education	Minneapolis, MN
Teens Run DC/Avodah	education	Washington, DC
*ServeMinnesota	education	Minneapolis, MN
*Teaching Assistant Program in France	education	Toulouse, France

Gender, Women's & Sexuality Studies

Employer	Career area	Location
*Artsy	creative/performing arts	New York, NY
Men Can Stop Rape	education	Washington, DC
*Oxford International	consulting	Madison, WI
Paulo Freire Social Justice Charter School	education	Holyoke, MA
Smith & Wollensky Restaurant Group	hospitality	Chicago, IL
Teach for America	education	Washington, DC
*Winston & Strawn LLP	law/legal services	Chicago, IL

Graduate School	Program & degree	Location
*The European Graduate School	philosophy, art & social thought, MA	Berlin, Germany
*University of Iowa	anthropology, PhD	Iowa City, IA

Post-graduate service organization	Service area	Location
*Check and Connect	social services	Minneapolis, MN
East Boston Neighborhood Health Center	healthcare	Boston, MA
*Reading Partners	education	Washington, DC

German

Employer	Career area	Location
*Chempetitive Group	communications	Chicago, IL
*MIT	research/development/science	Cambridge, MA

Graduate School	Program & degree	Location
*Emory University	comparative literature, PhD	Atlanta, GA
*Imperial College London	risk management & financial engineering, MSc	London, UK
*University of Virginia	law, JD	Charlottesville, VA

Post-graduate service organization	Service area	Location
*Rebuilding Together Greater Milwaukee	social services	Milwaukee, WI

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

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

History

Employer	Career area	Location
Blue Canyon Partners	consulting	Chicago, IL
Compass	sales/marketing	New York, NY
Douglas Ocker PLLC	law/legal services	Corpus Christi, TX
Epic	computing/information systems	Madison, WI
*Springer Science + Business Media	communications	New York, NY
Stanford University Office of Development	education	Stanford, CA
*Turner	communications	Seoul, Republic of Korea
*Wilderness Inquiry	social services	Minneapolis, MN

Graduate School	Program & degree	Location
*Simmons College	library and information science, MLIS	Boston, MA
*University of Arizona	public administration, MPA	Tucson, AZ
*University of Virginia	law, JD	Charlottesville, VA
University of Wisconsin	law, JD	Madison, WI

Post-graduate service organization	Service area	Location
*Check and Connect	social services	Minneapolis, MN
College Possible	education	Portland, OR
*Payap University	education	Chiang Mai, Thailand
*Vista	education	Tucson, AZ

Independent

Graduate School	Program & degree	Location
Columbia College Chicago	cinema directing, MFA	Chicago, IL
New York University	business administration, MBA	New York, NY
University of London	South Asian area studies, MA	London, UK
University of Michigan	biostatistics, MS	Ann Arbor, MI

Post-graduate service organization	Service area	Location
Gobabeb Research and Training Centre	education	Walvis Bay, Namibia
Jericho Road	social services	New Orleans, LA
Project Yes! NUSH	education	Chicago, IL
Social Cops	social services	Delhi, India

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

Mathematics

Employer	Career area	Location
*appFigures Belleds Technologies	computing/information systems finance	New York, NY Boston, MA
*Epic	computing/information systems	Madison, WI
*Goldman Sachs	finance	Salt Lake City, UT
*Google	computing/information systems	Mountain View, CA
*Johnson Health Tech North America Nationwide Private Client	computing/information systems finance	Cottage Grove, WI San Diego, CA
*Principal Financial Group	finance	Des Moines, IA
*Seattle Children's Museum	education	Seattle, WA
*Varsity Tutors	education	Philadelphia, PA

Graduate School	Program & degree	Location
*Imperial College London	risk management & financial engineering, MSc	London, UK
*London School of Economics	economics, MSc	London, UK
*University of Chicago	international relations, MA	Chicago, IL
*University of Notre Dame	computer engineering, PhD	South Bend, IN

Post-graduate service organization	Service area	Location
*Noel Community Arts School	Education	Denver, CO

Music

Employer	Career area	Location
Fortress Talent Management	creative/performing arts	Calabasas, CA
Grinnell United Church of Christ	business admin./management	Grinnell, IA
Jack Straw Productions	creative/performing arts	Seattle, WA
*Thorlabs	research/development/science	Newton, NJ

Graduate School	Program & degree	Location
University of Minnesota	musicology, MA	Minneapolis, MN

Philosophy

Employer	Career area	Location
L.W. Higgins High School	education	New Orleans, LA
Portland State University	hospitality	Portland, OR
Sea Salt	hospitality	Minneapolis, MN

Graduate School	Program & degree	Location
*Emory University	comparative literature, PhD	Atlanta, GA

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

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

Post-graduate service organization	Service area	Location
Lutheran Volunteer Corps	social services	Tacoma, WA

Physics

Employer	Career area	Location
*Epic Fitchburg Public Library	computing/information systems creative/performing arts	Madison, WI Fitchburg, WI
*Johnson Health Tech North America Mathnasium	computing/information systems education	Cottage Grove, WI Highland Park, IL
*Thorlabs	research/development/science	Newton, NJ

Graduate School	Program & degree	Location
California Institute of Technology	physics, PhD	Pasadena, CA
Northwestern University	mechanical engineering, PhD	Evanston, IL
*University of California	materials science, PhD	Santa Barbara, CA

Post-graduate service organization	Service area	Location
*City Year	education	Boston, MA
*Noel Community Arts School	education	Denver, CO

Political Science

Employer	Career area	Location
BEST Kids Mentoring Program	social services	Washington, DC
*Chempetitive Group	communications	Chicago, IL
ConnellyWorks Inc.	sales/marketing	Arlington, VA
Faegre Baker Daniels	law/legal services	Minneapolis, MN
*Hispanic Health Initiative of Texas	healthcare	Austin, TX
*Martin O'Malley for President	government/public service	Grinnell, IA
*MIT	research/development/science	Cambridge, MA
Morningstar	business admin./management	Chicago, IL
Nationwide Insurance	sales/marketing	Des Moines, IA
self-employed	business admin./management	Grinnell, IA
*Steptoe & Johnson LLP	law/legal services	<i>not specified</i>
Teach for America	education	Oakland, CA
*US Navy	government/public service	<i>not specified</i>
<i>not specified</i>	education	Shenyang, China

Graduate School	Program & degree	Location
Indiana University	law, JD	Bloomington, IN
*University of Arizona	public administration, MPA	Tucson, AZ
University of Colorado	political science, PhD	Boulder, CO
*University of Virginia	law, JD	Charlottesville, VA

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

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

Post-graduate service organization	Service area	Location
Blue Engine	education	New York, NY
*Great Oaks Charter School	education	Bridgeport, CT
Journey Home	social services	Hartford, CT
*Lutheran Volunteer Corps	social services	Chicago, IL
Schuler Scholar Program	education	Lake Forest, IL
Nanjing University	education	Nanjing, China

Psychology

Employer	Career area	Location
Alzheimer's Drug Discovery Foundation	healthcare	New York, NY
*Artsy	creative/performing arts	New York, NY
Brain Treatment Center	healthcare	Mexico City, Mexico
Chempetitive Group	communications	Chicago, IL
Cox, Castle & Nicholson LLP	law/legal services	San Francisco, CA
*Danish Institute for Study Abroad	education	Minneapolis, MN
Healthy Homes Family Services Inc.	social services	Grinnell, IA
IBI International	social services	Arlington, VA
*Maxim Healthcare Services	healthcare	Columbia, MD
Multidisciplinary Association for Psychedelic Studies	communications	Boulder, CO
SociAbility	business admin./management	Chicago, IL
Teach for America	education	Wai-anae, HI
University of Minnesota	research/development/science	Minneapolis, MN
Wells Fargo	finance	Des Moines, IA
*Wilderness Inquiry	social services	Minneapolis, MN
*Winston & Strawn LLP	law/legal services	Chicago, IL
<i>not specified</i>	healthcare	Milwaukee, WI

Graduate School	Program & degree	Location
Florida International University	cognitive neuroscience, PhD	Miami, FL
Iowa State University	education, MEd	Ames, IA
Northwestern University	management studies, MS	Evanston, IL
*University of Virginia	law, JD	Charlottesville, VA

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

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

Post-graduate service organization	Service area	Location
College Possible	education	St. Paul, MN
College Possible	education	Omaha, NE
*Lakeview Pantry	social services	Chicago, IL
*Lutheran Volunteer Corps	social services	Seattle, WA
Minnesota Alliance with Youth	education	St. Paul, MN
PASS AmeriCorps	social services	Madison, WI
*Payap University	education	Chiang Mai, Thailand
*Reading Partners	education	Washington, DC
Shanti Bhavan Children's Project	education	Bangalore, India
Splash	healthcare	Kathmandu, Nepal
Thompson Island Outward Bound	education	Boston, MA

Religious Studies

Employer	Career area	Location
Elevate	social services	Washington, DC
*Human Rights Campaign	social services	Washington, DC
*Steptoe & Johnson LLP	law/legal services	<i>not specified</i>

Russian

Graduate School	Program & degree	Location
*Cornell University	plant pathology, PhD	Ithaca, NY

Post-graduate service organization	Service area	Location
*Lutheran Volunteer Corps	social services	Seattle, WA
*Payap University	education	Chiang Mai, Thailand

Sociology

Employer	Career area	Location
Children's Health Fund	healthcare	New York, NY
*Danish Institute for Study Abroad	education	Minneapolis, MN
Grinnell College	education	Grinnell, IA
Hamilton College	education	Clinton, NY
HealthPartners	healthcare	Minneapolis, MN
*Hispanic Health Initiative of Texas	healthcare	Austin, TX
International Trade Education Programs	education	Carson, CA
Japan Exchange & Teaching (JET) Program	education	Tokyo, Japan
New York Code + Design Academy	computing/information systems	New York, NY

Graduate School	Program & degree	Location
Syracuse University	sociology, PhD	Syracuse, NY
Wake Forest University	divinity, MDiv	Winston-Salem, NC

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

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

Post-graduate service organization	Service area	Location
AmeriCorps	<i>not specified</i>	<i>not specified</i>
†College Possible	education	Minneapolis, MN
*Comunidades Latinas Unidas en Servicio	education	St. Paul, MN
*La Clinica del Pueblo	social services	Washington, DC
*Lutheran Volunteer Corps	social services	Chicago, IL
Lutheran Volunteer Corps	education	Washington, DC
Mid-Iowa Community Action	social services	Grinnell, IA
Operation Fresh Start	education	Madison, WI

Spanish

Employer	Career area	Location
*Amazon	sales/marketing	Brooklyn, NY
Casa de Corazón	education	Minneapolis, MN
*Catholic Charities Community Services Unaccompanied Minors Program	social services	New York, NY
Chatous	creative/performing arts	San Francisco, CA
MilkBoy the Studio	creative/performing arts	Philadelphia, PA
*Mote Marine Laboratory	research/development/science	Sarasota, FL
*Pontificia Universidad Católica de Chile	research/development/science	Santiago, Chile
Iowa Valley Community College	education	Marshalltown, IA
Venice Family Clinic	healthcare	Santa Monica, CA
*Washington University in St. Louis	research/development/science	St. Louis, MO
Xanterra	hospitality	Yellowstone National Park, WY
* <i>not specified</i>	finance	Cairo, Egypt

Graduate School	Program & degree	Location
University of Iowa	social work, MSW	Iowa City, IA

Post-graduate service organization	Service area	Location
*City Year	education	Boston, MA
*Comunidades Latinas Unidas en Servicio	education	St. Paul, MN
*La Clinica del Pueblo	social services	Washington, DC
*Lutheran Volunteer Corps	social services	Chicago, IL

Studio Art

Employer	Career area	Location
Carolyn Ray, Inc.	creative/performing arts	New York, NY
*Grinnell College	research/development/science	Grinnell, IA
Irving's Market & Deli	hospitality	Kalamazoo, MI
Joel Oppenheimer, Inc.	creative/performing arts	Chicago, IL
Minneapolis Public Schools	education	Minneapolis, MN

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

Graduate School	Program & degree	Location
Universidad Católica Boliviana	economics, MA	La Paz, Bolivia
Post-graduate service organization	Service area	Location
Camphill Village USA	social services	Copake, NY
*Lutheran Volunteer Corps	social services	Chicago, IL

Theatre

Employer	Career area	Location
*1WorldOnline	sales/marketing	San Jose, CA
*Maxim Healthcare Services	healthcare	Columbia, MD
Graduate School	Program & degree	Location
*The European Graduate School	philosophy, art & social thought, MA	Berlin, Germany
*University of Memphis	speech-language pathology, MA	Memphis, TN
Post-graduate service organization	Service area	Location
*Nanjing University	education	Nanjing, China

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