



# GRINNELL COLLEGE

## POST-GRADUATION ACTIVITIES REPORT

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

Class of 2012




*Prepared by*

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## Grinnell College Class of 2012 Post-Graduation Activities Report

I am pleased to present the Post-Graduation Activities Report for members of the Grinnell College Class of 2012. 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 2012 Post-Graduation Survey

The data contained in this report were gathered over a nine-month period, from May 2012 to January 2013. A first-destination survey was initially administered electronically to the 409 members of the Class of 2012 prior to spring commencement in May. Follow-up surveys were administered in November and again in December. In January 2013, all non-respondents were contacted by telephone. In total, data were gathered from 307 members of the Class of 2012, yielding a response rate of 75.1%.

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 percent due to rounding.)

**Table 1. Representativeness of Grinnell College Class of 2012 survey respondents by gender and race/ethnicity**

Characteristic	Class of 2012	
	Respondents (%)	Entire Class (%)
<b>Gender</b>		
Male	41.7	43.5
Female	58.3	56.5
<b>Race/Ethnicity</b>		
American Indian or Alaska Native	0.7	0.5
Asian	3.3	4.2
Black or African-American	3.6	3.4
Ethnicity and race unknown	2.6	3.2
Hispanic (of any race)	8.5	8.1
Non-resident alien	8.1	10.0
Two or more races	4.6	4.4
White	68.7	66.3

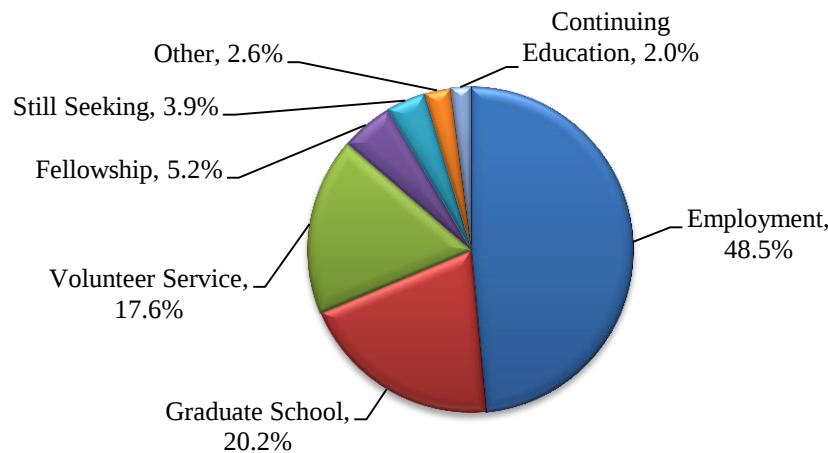
The remainder of this report includes five major sections plus two appendices. The first section, **First Destinations of Grinnell College Class of 2012 Graduates**, provides a general overview of the first destinations for survey respondents from the Class of 2012. The next section, **Employment**, 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 & Professional School** provides a detailed breakdown of those graduates who immediately matriculated into graduate school in the fall of 2012. A review of the class's overall acceptance rate to graduate and professional school is also provided. Additionally, the degree programs they are pursuing, the financial aid they are receiving, and the institutions they are attending are profiled. **Service** highlights the destinations of those graduates who committed to a year of full-time service after graduation; and **Fellowships & Scholarships** highlights those students who received competitive post-graduate fellowships or scholarships (e.g., Fulbright). The first appendix, **Experiential Learning Profile**, provides an experiential activities profile for responding members of the Class of 2012. 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 two appendices provide a detailed breakdown of the post-graduate destinations and experiential profile of the graduates from each academic major at Grinnell College.

## First Destinations of Grinnell College Class of 2012 Graduates

As Figure A illustrates, the 307 responding members of the Class of 2012 were categorized into one of seven categories: (1) employment, (2) graduate school, (3) volunteer service, (4) fellowship, (5) still seeking, (6) other, and (7) continuing education. As the chart illustrates, approximately half (48.5%) of the Class of 2012 entered the workforce immediately after graduation. Graduate school was the second most popular destination, accounting for 20.2% of the class. Volunteer service and post-graduate fellowships (e.g., Fulbright) accounted for an additional 17.6% and 5.2%, respectively.

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 an activity not captured by the other categories. Sample activities include preparing for graduate school exams or traveling.

**Figure A. First destinations of the Class of 2012**



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 2012.

## Employment

### Overview

Of the 48.5% of graduates who immediately entered the workforce after graduation, 77.9% were employed full-time (as defined by working 35 or more hours per week) and 22.1% 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 2012 accepted employment with a wide variety of organizations including start-ups (in Des Moines and Silicon Valley), investment banking firms, consulting firms, government organizations, health care facilities, biotechnology firms, social service organizations, and environmental agencies. 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 2012**

Employer (Location)	Employer (Location)
Application Developers Alliance (Washington, DC)	Morningstar, Inc. (Chicago, IL)*
Bitmethod (Des Moines, IA)	National Institute on Drug Abuse (Baltimore, MD)
Cambridge Institute (Burlington, MA)	National Park Service (Waterford, CT)
Epic Systems (Verona, WI)*	NERA Consulting (White Plains, NY)
Fair Labor Association (Washington, DC)	Nickelodeon (New York, NY)
Free Software Foundation (Boston, MA)	Northwestern University (Evanston, IL)*
Harris Associates (Chicago, IL)*	One America (Seattle, WA)
Integrated DNA Technologies (Coralville, IA)	Quantum Biopharma (Washington, DC)
Japan Exchange and Teaching Programme (Japan)	Robert W. Baird & Co. (Milwaukee, WI)
John F. Kennedy Center for the Performing Arts (DC)	Spanish Ministry of Education (various)*
Kauffman Foundation (Kansas City, MO)	Teach for America (various locations)*
Mayo Clinic (Rochester, MN)	TrialPay, Inc. (Palo Alto, CA)

\* Indicates more than one member of the Class of 2012 accepted employment with this organization.

Geographically, members of the Class of 2012 accepted employment opportunities in 30 different states domestically and 12 countries internationally.

### ***Employment by Career Field***

Members of the Class of 2012 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. (Total does not equal 100 percent due to rounding.) Details by major appear in Appendix C.

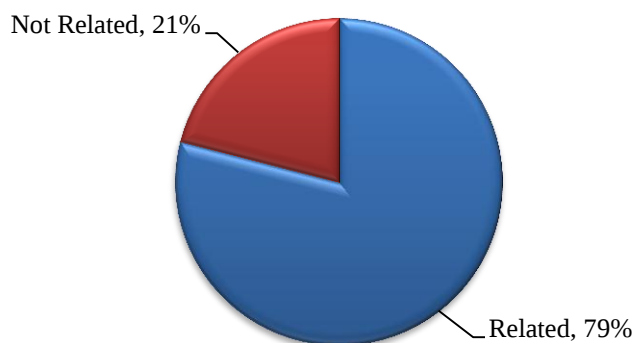
**Table 3. Career fields for responding graduates in the Class of 2012**

Career Field	Percent	Career Field	Percent
Education/Teaching K–12	22.8	Skilled Artisan/Technician	3.4
Research/Development	10.1	Consulting	2.7
Computing/Information Systems	6.7	Law	2.7
Restaurant/Catering	5.4	Childcare	2.0
Arts–Performing/Creative	4.7	Administrative Support	2.0
Merchandising/Sales/Marketing	4.7	Education Administration	1.3
Finance	4.0	Sports/Recreation	1.3
Medicine/Health	4.0	Writing/Publishing	1.3
Library/Museum	4.0	Advertising/Public Relations	0.7
Social Services	3.4	Construction/Contracting	0.7
Business Admin./Management	3.4	Energy Resources	0.7
Environmental/Life Sciences	3.4	Engineering	0.7
Government	3.4	Labor/Human Resources	0.7

### ***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 their positions are related to their overall career goals. The following figure illustrates the percentage of respondents who 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 was quite difficult. Individuals who responded as “employed” on the survey were given the opportunity to report their starting salaries. Of those employed full-time, 59.5% reported their salaries.

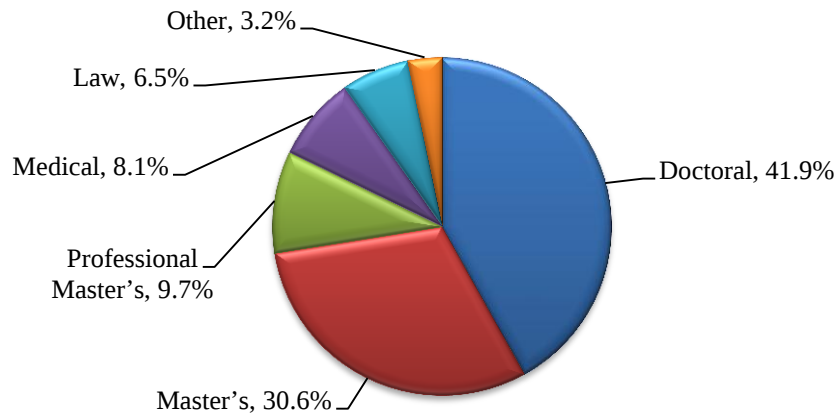
The average salary of those graduates who were employed full-time was \$31,649. The bottom quartile earned an average salary of \$20,000 per year; the top quartile earned an average of \$53,383 per year. The top 5 percent earned an average salary of \$69,643. Several factors influence the salary distribution, including career field, geographic location, and relevant experience. Because of these factors, and the relative small sample size, readers should exercise caution in drawing conclusions or making assumptions about these data.

## **Graduate & 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. The inquiry-based learning, individualized advising, and rigorous curricula provide students with an exceptional academic foundation on which to build in graduate or professional school. For the Class of 2012, 20.2% enrolled as full-time degree-seeking students in the fall of 2012. Figure C illustrates the various degree programs in which these graduates enrolled, including doctoral programs (e.g., PhD, EdD, DBA), master’s programs (e.g., MA, MS), professional master’s programs (e.g., MSW, MDiv, MFA), medical degree programs (e.g., MD, DO, DDS, DVM), law programs (e.g., JD), and other graduate programs (e.g., EdS, MD/PhD, other joint-degree programs).

**Figure C. Type of graduate or professional school degree program, Class of 2012 graduates**



As noted in Figure C, 41.9% of those enrolled in graduate or professional school are pursuing doctoral degrees. This particular data point is a reminder of the College’s historic production of alumni who ultimately earn PhDs. In fact, in the National Science Foundation’s most recent (2012) survey of earned doctorates, Grinnell College ranked seventh among all institutions for its number of alumni who ultimately earned the PhD between 2001 and 2010, placing it 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 2012 matriculated. Details by major appear in Appendix C.

**Table 4. Sample graduate and professional school destinations and programs, Class of 2012**

Institution (Degree, Field of Study)	Institution (Degree, Field of Study)
Dartmouth College (MD, Medicine)	Oxford University (MS, Neuroscience)
Emory University (MPH, Public Health)	Pennsylvania State University (PhD, Physics)
Georgetown University (MD, Medicine)	Stanford University (PhD, Chemistry)
Harvard University (PhD, Political Science)	University of Chicago (PhD, Sociology)
Johns Hopkins University (MD, Medicine)	University of Iowa (JD, Law)
Johns Hopkins University (PhD, Economics)	University of Michigan (MS, Civil Engineering)
Mayo Graduate School (PhD, Immunology)	University of Pittsburgh (PhD, Film Studies)
New York University (MA, Journalism)	University of Virginia (PhD, Theoretical Physics)
Northwestern University (PhD, Organic Synthesis)	University of Wisconsin–Madison (MPA, Public Admin.)

**Acceptance Rates**

In addition to tracking which members of the Class of 2012 matriculated into graduate or professional school programs immediately following their graduation from Grinnell, the survey also asked respondents to indicate their preferences in terms institutions and programs (first choice, second choice, etc.) and whether or not they were accepted. Overall, 93 individuals applied for advanced study, and 74 of them were accepted to at least one program, producing an overall acceptance rate of 79.6%. Of those who ultimately matriculated into graduate school (20.2% of the class), 75.6% were accepted to their first-choice institution and program. Of those not accepted to their first-choice program, approximately 10 percent were accepted to their second- or third-choice

institution. In total, of those who enrolled in graduate or professional school the term following their graduation from Grinnell, 85.4% were accepted to their first-, second-, or third-choice institution and 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. 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 2012 who matriculated into graduate or professional school, 69.4% 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, 83.3% of those seeking professional master's degrees and 42.1% of those seeking master's degrees received assistantships, fellowships, and/or scholarships.

## **Service**

Grinnell College students have a long history of accepting placements 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. In addition to entering the workforce or matriculating into graduate or professional school, then, engaging in a full-time post-graduate service endeavor was the first destination of 17.6% of the responding members of the Class of 2012. From Vermont to California and from India to Thailand, graduates engaged in volunteer 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 2012 served as volunteers.

**Table 5. Sample service programs, areas, and locations for responding members of the Class of 2012**

<b>Service Program</b>	<b>Service Areas</b>	<b>Locations</b>
AmeriCorps	Education; Literacy; Public Health; Urban Education; Youth Mentoring	Chelsea, MA; Minneapolis, MN; Chicago, IL, St. Louis, MO; New Orleans, LA
City Year	Education, Youth Mentoring	San Antonio, TX
Grinnell Corps	Teaching English as Second Language; Housing and Community Development; Social Services; Research and Technology Support	Grinnell, IA; New Orleans, LA; Nanjing, China; Lesotho; Namibia; Thailand
Lutheran Volunteer Corps	Community Development; Domestic Violence; Food and Hunger; Homelessness; Disability Support and Services; Senior Housing; Social Justice; Education; Women's Rights	Atlanta, GA; Berkeley, CA; Chicago, IL; Milwaukee, WI; Minneapolis, MN; Seattle, WA; Tacoma, WA; Washington, DC
Medical Reserve Corps	Public Health	Prince William County, VA
Peace Corps	Business Advising; Math Education	Namibia
World Teach	Education	Tamil Nadu, India



## Fellowships & Scholarships

Grinnell College students apply for and win national, merit-based scholarships and fellowships at exceptionally high rates. Table 6 provides a sample list of some of the competitive fellowships and scholarships—including domestic and international destinations—of survey respondents from the Class of 2012. Most programs listed below have durations between 10 and 12 months.

**Table 6. Sample listing of competitive fellowships and scholarships won by responding members of the Class of 2012**

Fellowship or Scholarship Name	Location(s)
AUC Presidential Scholars Program	Cairo, Egypt
Coro Fellowship in Public Affairs	Los Angeles, California, USA
Fulbright English Teaching Assistantship	Tyumen, Russia
Fulbright Study/Research Grant	Cairo, Egypt
Fulbright Study/Research Grant	Xi'an, China
IDEX Fellowship in Social Enterprise	Bangalore, India
IDEX Fellowship in Social Enterprise	Hyderabad, India
Kopila Fellowship	Surkhet, Nepal
John Mohan Russian Language Study Award	St. Petersburg, Russia
Thomas J. Watson Fellowship	Cambodia; Czech Republic; Ghana; Tunisia

A record number of members of the Grinnell College Class of 2012—eleven—were awarded Fulbright fellowships, including study/research grants and English teaching assistantships. In 2012, Grinnell, in fact, tied for fifth in production of US Fulbright scholars (totaling 13) among bachelor's-granting institutions, exceeding the numbers of recipients at Cornell University (11), Princeton University (11), Johns Hopkins University (10), Williams College (10), Swarthmore College (10), and Amherst College (8). Those not included in the table above accepted positions in the Czech Republic, Macedonia, Malaysia, Nepal, Russia (2), South Korea, and Turkey. Also not indicated on the above table from the Class of 2012 are Grinnell's Beinecke Scholar, Goldwater Scholar, and Truman Scholar.

## 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 2012 survey respondents, 161 (52.4%) completed at least one internship during their undergraduate careers at Grinnell; and 176 (57.3%) participated in at least one on- or off-campus research experience.

### 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 \$250,000 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 2012 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 2012**

Intern Host	Professional Field	Location
American Psychological Association	Research	Fairfax, VA
Asher, Gittler & D'Alba	Law	Chicago, IL
BuildaBridge International	Arts–Performing/Creative	Philadelphia, PA
Chicago Metropolitan Battered Women's Network	Social Services	Chicago, IL
Chronicle of Higher Education	Writing/Publishing	Washington, DC
CityLights St. Louis Urban Projects	Social Services	St. Louis, MO
Cleantech Open	Energy Resources	Redwood City, CA
Crane & Co.	Advertising/Public Relations	New York, NY
Dictionary Project	Computing/Info. Systems	Charleston, SC
Educational Testing Services	Research	Washington, DC
El Rio Community Health Clinic	Social Services	Tucson, AZ
Encyclopædia Britannica	Writing/Publishing	Chicago, IL
Export-Import Bank of the United States	Finance	Washington, DC
Fotress Investment Group	Finance	San Francisco, CA
Global Health Nexus	Medicine/Health	Seattle, WA
Grinnell Area Local Foods Alliance	Agriculture	Grinnell, IA
Harvard University Berkman Center for Internet and Society	Law	Cambridge, MA
Hennepin Co. Medical Center Research Associate Program	Medicine/Health	Minneapolis, MN
Iowa State University	Education Administration	Ames, IA
Kansas City Sports Commission	Sports/Recreation	Kansas City, MO
Lakeshore Latino Outreach Center	Social Services	Holland, MI

**Table A1. Continued**

<b>Intern Host</b>	<b>Professional Field</b>	<b>Location</b>
Library of Congress	Library/Museum	Washington, DC
Mayo Clinic	Medicine/Health	Rochester, MN
Murad Skincare	Advertising/Public Relations	El Segundo, CA
National Museum of Natural History	Library/Museum	Washington, DC
Northwestern University Press	Writing/Publishing	Evanston, IL
Office of U.S. Senator Amy Klobuchar (D–MN)	Government	Washington, DC
Organizing for America	Government	Iowa City, IA
ProBuild Holdings, LLC	Construction/Contracting	Denver, CO
Sideluck Potshow	Arts–Performing/Creative	New York, NY
Southeast Alaska Conservation Council	Energy Resources	Juneau, AK
Target Corporation	Business Admin./Management	Minneapolis, MN
TIAA-CREF	Finance	Washington, DC
Vermont Folklife Center	Library/Museum	Middlebury, VT
White House	Government	Washington, DC

**Table A2. Sample international internship sites, fields, and locations for responding members, Class of 2012**

<b>Intern Host</b>	<b>Professional Field</b>	<b>Location</b>
al-Adala	Foundation	Rabat, Morocco
Aprendiendo a Volar Women’s Center & Preschool	Social Services	Cordoba, Argentina
Cambodia Family Organization	Education Administration	Phnom Penh, Cambodia
Casa del Niño	Social Services	San Ramon, Nicaragua
Clinical Hospital Mostar	Medicine/Health	Mostar, Bosnia and Herzegovina
European Parliament	Government	Brussels, Belgium
Grameen Bank	Foundation	Dhaka, Bangladesh
Guagua Quinde	Social Services	Quito, Ecuador
Irkutsk Waldorf School	Education/Teaching K–12	Irkutsk, Russia
Kpangmage Development Aid	Economics	Tamale, Ghana
Manthan Kotri	Education Administration	Kotri, India
MSID Senegal	Education/Teaching K–12	Mbam, Senegal
Point Carbon	Energy Resources	Copenhagen, Denmark
PW Productions	Arts–Performing/Creative	London, England
St. Petersburg NGO Development Centre	Management	St. Petersburg, Russia
SOS Children’s Villages	Social Services	Gaborone, Botswana
UCL Epidemiology and Biostatistics Centre	Medicine/Health	London, England
Unión Iberoamericana de Municipalistas	Government	Granada, Spain
United Kingdom Parliament	Government	London, England
Universidad Diego Portales	Medicine/Health	Santiago, Chile
Univia Plus	Sports/Recreation	Paris, France
Wells for India	Social Services	Udaipur, India

### *Undergraduate Research Experiences*

Research is another vital component of the undergraduate experience at Grinnell, with over half (57.3%) of the Class of 2012 survey respondents participating in at least one on- or off-campus research experience. 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, 304 students participated in MAPs that took place (primarily on campus) between summer 2011 and spring 2012. Their projects spanned all academic divisions of the college. Fifty-five respondents (31.3% of those indicating research experiences) participated in off-campus research, frequently through Research Experiences for Undergraduates sponsored (and funded) by research universities. Sample research sites for off-campus research undertaken by members of the Class of 2012 are provided in Table A3.

**Table A3. Sample off-campus research sites, foci, and locations for responding members, Class of 2012**

<b>Research Site (or Program)</b>	<b>Research Focus</b>	<b>Location</b>
Case Western Reserve University	Pharmacology	Cleveland, OH
Colorado College	American history	Colorado Springs, CO
Colorado State University	Physical chemistry	Fort Collins, CO
Duke University	Neurobiology	Durham, NC
Foundation for Glacial & Environmental Research	Glaciology	Juneau, AK
Harvard Medical School	Genetics	Boston, MA
Johns Hopkins University	Biology	Baltimore, MD
Kansas State University	Mathematics	Manhattan, KS
Mayo Clinic	Immunology	Rochester, MN
Minnesota State Historical Society	Primary-document research	Minneapolis, MN
Newberry Library	Humanities	Chicago, IL
Northwestern University Family Institute	Clinical family therapy	Evanston, IL
Ohio State University	Enzyme structure	Columbus, OH
South Dakota School of Mines & Technology	Solar cells	Rapid City, SD
Summer Research Training Program	Pharmacology	San Francisco, CA
Total Joint Replacement	Orthopedics	Chicago, IL
University of Alaska	Climate change	Fairbanks, AK
University of California–Los Angeles	Astronomical modeling	Los Angeles, CA
University of California–Los Angeles	Film studies	Los Angeles, CA
University of California–San Francisco	Genetics of metabolism	San Francisco, CA
University of Colorado	Ecology, evolution & behavior	Boulder, CO
University of Iowa	Biochemistry	Iowa City, IA
University of Iowa	Comparative molecular genomics	Iowa City, IA
University of Iowa	Developmental biology	Iowa City, IA
University of Iowa	Mathematics	Iowa City, IA
University of Missouri	Plant genetics	Columbia, MO
University of Notre Dame	Biology	South Bend, IN
University of Toledo	Cardiac pharmacology	Toledo, OH

## APPENDIX B: First Destinations & 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. In the experiential learning profile, please keep in mind that these numbers reflect the percentages of students who completed at least one internship, participated in at least one undergraduate research experience (that was not part of a course, and was supervised by a professor either on- or off-campus), and studied in at least one off-campus study program (domestic or international). Multiple experiences undertaken by individual students do not inflate the percentages presented below; but students with double majors show up under both majors—explaining why the total number of students represented in the table (505) exceeds the total number of Class of 2012 graduates (409). (The one major in General Science – Math did not respond to the survey, so a row for that major has not been included in the table.)

**Table B1. First-destination and experiential activity data by major, Class of 2012**

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	34	26 (76%)	50.0	15.4	19.2	7.7	–	–	7.7	53.8	57.7	76.9
Art	17	10 (59%)	70.0	10.0	10.0	10.0	–	–	–	30.0	70.0	50.0
Biological Chemistry	21	16 (76%)	31.3	50.0	18.8	–	–	–	–	56.3	81.3	50.0
Biology	33	31 (94%)	51.6	19.4	19.4	–	–	3.2	6.5	29.0	77.4	41.9
Chemistry	20	13 (65%)	30.8	38.5	7.7	–	–	15.4	7.7	15.4	100.0	30.8
Chinese & Japanese	8	5 (63%)	60.0	–	20.0	20.0	–	–	–	60.0	60.0	40.0
Classics	4	3 (75%)	33.3	33.3	33.3	–	–	–	–	33.3	33.3	66.7
Computer Science	9	6 (67%)	83.3	16.7	–	–	–	–	–	50.0	83.3	33.3
Economics	37	26 (70%)	57.7	15.4	11.5	11.5	–	–	3.8	76.9	30.8	50.0
English	33	26 (79%)	50.0	19.2	7.7	3.8	7.7	–	11.5	57.7	23.1	53.8
French & Arabic	14	7 (50%)	42.9	–	–	14.3	14.3	14.3	14.3	42.9	57.1	100.0

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
Gender, Women's & Sexuality Studies	17	15 (88%)	46.7	13.3	33.3	–	–	–	6.7	66.7	66.7	73.3
General Science – Biology	1	1 (100%)	–	100.0	–	–	–	–	–	–	100.0	100.0
German	8	4 (50%)	25.0	25.0	25.0	25.0	–	–	–	50.0	50.0	50.0
History	23	20 (87%)	45.0	25.0	15.0	5.0	–	–	10.0	55.0	50.0	65.0
Independent	11	10 (91%)	10.0	–	40.0	20.0	–	10.0	20.0	90.0	100.0	90.0
Mathematics & Statistics	26	16 (62%)	43.8	37.5	0%	6.3	6.3	6.3	–	25.0	75.0	37.5
Music	10	8 (80%)	50.0	–	25.0	–	12.5	12.5	–	62.5	87.5	50.0
Philosophy	17	13 (76%)	69.2	7.7	7.7	7.7	–	7.7	–	38.5	76.9	38.5
Physics	24	14 (58%)	7.1	71.4	7.1	–	7.1	7.1	–	28.6	71.4	21.4
Political Science	39	30 (77%)	53.3	13.3	23.3	3.3	3.3	3.3	–	80.0	53.3	73.3
Psychology	29	19 (66%)	57.9	21.1	5.3	10.5	–	5.3	–	57.9	57.9	47.4
Religious Studies	3	1 (33%)	100.0	–	–	–	–	–	–	–	–	100.0
Russian	6	6 (100%)	66.7	–	–	33.3	–	–	–	33.3	100.0	83.3
Sociology	31	25 (81%)	44.0	12.0	44.0	–	–	–	–	80.0	36.0	60.0
Spanish	23	20 (87%)	65.0	25.0	10.0	–	–	–	–	70.0	35.0	70.0
Theatre & Dance	7	5 (71%)	60.0	–	20.0	–	20.0	–	–	80.0	60.0	100.0

## APPENDIX C: Locations of Class of 2012 Graduates in Employment or Pursuing Post-Graduate Education

Table C1 answers the question “Where are the 307 responding members of the Class of 2012 working or living?”—for the nearly 69 percent who are employed (149 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 203 respondents (see Table C1 note), 175 (86.2%) are living domestically and 28 (13.8%) are abroad. As Table C1 indicates, the most popular locations for Class of 2012 graduates who are employed or seeking post-graduate education are Illinois, Iowa, California, New York, and Washington, DC—but, again reflecting the international reach of Grinnell, as many responding members of the Class of 2012 found themselves abroad as began their first-destination engagement in Illinois.

**Table C1. Locations of working or studying respondents from the Class of 2012**

Location	Number	Location	Number
China	1	Malaysia	1
Croatia	1	Mexico	1
Czech Republic	1	Russia	2
France	2	South Korea (Republic of Korea)	3
India	2	Spain	7
Jamaica	1	Turkey	1
Japan	1	United Kingdom	4
American Samoa	1	Missouri	5
Arizona	2	Nebraska	1
California	19	New Hampshire	1
Colorado	4	New Jersey	1
Connecticut	1	New Mexico	1
Delaware	1	New York	14
Florida	3	North Carolina	3
Georgia	4	Oregon	4
Illinois	28	Pennsylvania	3
Iowa	22	South Carolina	1
Kansas	2	Tennessee	1
Kentucky	1	Texas	2
Maine	1	Utah	1
Maryland	4	Virginia	2
Massachusetts	9	Washington	2
Michigan	4	Washington, DC	11
Minnesota	7	Wisconsin	9

*Note:* Figures total 203, not 211; only 141 of the 149 provided location details for their employment.

## APPENDIX D: Employment and Further-Education Details by Major

This appendix provides, by major, details on the 149 responding graduates of the Class of 2012 who immediately entered the workforce after graduation (for either full- or part-time employment) and the 62 responding graduates of the Class of 2012 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. Note that the 70 students with double majors are listed under both of their majors.

### Anthropology

Employer	Career Area	Location
Athletico	Administrative Support	Chicago, IL
Denver Museum of Nature & Science	Library/Museum	Denver, CO
Horizon Istanbul	Consulting	Istanbul, Turkey
National Park Service	Environmental/Life Sciences	Flagstaff, AZ
One America	Social Services	Seattle, WA
Quantum Biopharma	Research/Development	Washington, DC
Relish	Restaurant/Catering	Grinnell, IA
Schuler Scholar Foundation	Education/Teaching K–12	Gurnee, IL
Second Nature Wilderness Exploration Center	Environmental/Life Sciences	St. George, UT
Smithsonian National Postal Museum	Library/Museum	Washington, DC
Subway	Restaurant/Catering	–
Teach for America	Education/Teaching K–12	Miami, FL
University of New Mexico	Research/Development	Albuquerque, NM

Graduate School	Program & Degree	Location
Boston University	Public Health, master's	Boston, MA
Brandeis University	Philosophy, master's	Waltham, MA
Dartmouth College	Medicine, MD	Hanover, NH
Emory University	Public Health, master's	Atlanta, GA

### Art

Employer	Career Area	Location
Children's Research Triangle	Research/Development	Chicago, IL
Museum of the Grand Prairie	Library/Museum	Mahomet, IL
Nickelodeon	Skilled Artisan/Technician	New York, NY
Rare Book & Manuscript Library, Univ. of Illinois	Library/Museum	Urbana, IL
Self-Employed	Skilled Artisan/Technician	Grinnell, IA
Soap Factory Gallery	Library/Museum	Minneapolis, MN
Wassaic Project	Arts–Performing/Creative	Wassaic, NY

Graduate School	Program & Degree	Location
University of Oregon	Physics, master's	Eugene, OR



## Biological Chemistry

Employer	Career Area	Location
Kansas School of Medicine	Research/Development	Wichita, KS
Northwestern University	Environmental/Life Sciences	Evanston, IL
San Francisco School District	Education/Teaching K–12	San Francisco, CA
SIELC Technologies	Research/Development	Prospect Heights, IL
University of Rochester	Environmental/Life Sciences	Rochester, NY
Graduate School	Program & Degree	Location
Georgetown University	Medicine, MD	Washington, DC
Johns Hopkins University	Medicine, MD	Baltimore, MD
University of California–San Francisco	Global Health Sciences, master's	San Francisco, CA
University of California–San Francisco	Stem Cell, Developmental, Regenerative Medicine, PhD	San Francisco, CA
University of Cambridge	Biochemistry, master's*	Cambridge, England
University of Florida	Medicine, MD	Gainesville, FL
University of Iowa	Medicine & Biochemistry, MD/PhD	Iowa City, IA
University of Iowa	Molecular Biology, PhD	Iowa City, IA

\* Followed by a PhD in the same field at the California Institute of Technology, Pasadena, CA

## Biology

Employer	Career Area	Location
Asher, Gittler & D'Alba	Law	Chicago, IL
Cecile & Richard Hullin	Childcare	Le Pecq, France
Chicago Public Schools	Education/Teaching K–12	Chicago, IL
Citizen Schools	Education/Teaching K–12	Oakland, CA
Epic Systems Corporation	Computing/Information Systems	Verona, WI
Integrated DNA Technology	Research/Development	Coralville, IA
Iowa State University	Research/Development	Ames, IA
Lane Swim Club	Sports/Recreation	Wilmington, DE
Mayo Clinic	Medicine/Health	Rochester, MN
Mediterranean Institute for Life Science	Environmental/Life Sciences	Croatia
Northwestern University Feinberg School of Medicine	Medicine/Health	Chicago, IL
Spanish Government	Education/Teaching K–12	Madrid, Spain
TrialPay, Inc.	Business Admin./Management	Palo Alto, CA
Trinity University	Skilled Artisan/Technician	San Antonio, TX
University of Iowa Hospitals and Clinics	Research/Development	Iowa City, IA
University of Wisconsin–Madison	Research/Development	Madison, WI
Graduate School	Program & Degree	Location
Emory University	Public Health, master's	Atlanta, GA
Mayo Graduate School	Immunology, PhD	Rochester, MN
Universidad Autónoma de Guadalajara	Medicine, MD	Zapopan, Mexico
University of Iowa	Genetics, PhD	Iowa City, IA
University of Missouri–Columbia	Plant, Insect & Microbial Sciences, PhD	Columbia, MO
Washington University	Molecular Biosciences, PhD	St. Louis, MO

## Chemistry

Employer	Career Area	Location
Alpha Med Press	Merchandising/Sales/Marketing	Durham, NC
Spanish Ministry of Education	Education/Teaching K–12	Madrid, Spain
Teach for America	Education/Teaching K–12	–
University of Colorado	Research/Development	Boulder, CO
Graduate School	Program & Degree	Location
Northwestern University	Organic Synthesis, PhD	Evanston, IL
Stanford University	Chemistry, PhD	Stanford, CA
University of California–Berkeley	Organic Chemistry, PhD	Berkeley, CA
University of Kansas	Medicinal Chemistry, PhD	Lawrence, KS
University of Wisconsin–Madison	Chemistry, PhD	Madison, WI

## Chinese & Japanese

Employer	Career Area	Location
Cambridge Institute	Consulting	Burlington, MA
Self-Employed	Skilled Artisan/Technician	Grinnell, IA
University of Chicago Laboratory School	Education/Teaching K–12	Chicago, IL

## Classics

Employer	Career Area	Location
Rare Book & Manuscript Library, Univ. of Illinois	Library/Museum	Urbana, IL
Graduate School	Program & Degree	Location
University of Georgia	Classics, master's	Athens, GA

## Computer Science

Employer	Career Area	Location
Epic Systems Corporation	Computing/Information Systems	Verona, WI
Free Software Foundation	Computing/Information Systems	Boston, MA
Salem Health	Computing/Information Systems	Salem, OR
Slate	Computing/Information Systems	–
Zook	Computing/Information Systems	San Francisco, CA
Graduate School	Program & Degree	Location
University of Minnesota	Computer Science, master's	Minneapolis, MN

## Economics

Employer	Career Area	Location
Epic Systems Corporation	Computing/Information Systems	Verona, WI
Epic Systems Corporation	Computing/Information Systems	Verona, WI
Harris Associates	Finance	Chicago, IL
Harris Associates	Finance	Chicago, IL
International Monetary Fund	Research/Development	Washington, DC
Kaufmann Foundation	Research/Development	Kansas City, MO
Kurt Salmon	Consulting	Atlanta, GA
Morningstar, Inc.	Finance	Chicago, IL
Morningstar, Inc.	Finance	Chicago, IL
NERA Economic Consulting	Consulting	White Plains, NY
Reef	Marketing	San Diego, CA
Robert W. Baird & Co.	Finance	Milwaukee, WI
Walt Disney Company	Arts–Performing/Creative	Orlando, FL
White House	Government	Washington, DC
Women’s Resource and Outreach Centre	Social Services	Kingston, Jamaica

Graduate School	Program & Degree	Location
Government Law College	Law, LLB	Mumbai, India
Johns Hopkins University	Economics, PhD	Baltimore, MD
University of California–San Diego	Statistics, master’s	San Diego, CA
University of Michigan	Civil Engineering, master’s	Ann Arbor, MI

## English

Employer	Career Area	Location
Bitmethod	Business Admin./Management	Des Moines, IA
Blue Engine	Education/Teaching K–12	New York, NY
Bread Garden	Restaurant/Catering	Iowa City, IA
Broder’s Pasta Bar	Restaurant/Catering	Minneapolis, MN
Eat Your Hearts Out	Restaurant/Catering	Chicago, IL
Egypt Elementary School	Education/Teaching K–12	Memphis, TN
ENI School	Education/Teaching K–12	Anyang, South Korea
Kauffman Foundation	Research/Development	Kansas City, MO
Maricopa County Court System	Government	Phoenix, AZ
New York University Press	Writing/Publishing	New York, NY
Northwestern University	Environmental/Life Sciences	Evanston, IL
Spanish Ministry of Education	Education/Teaching K–12	Zaragoza, Spain
Starbucks	Restaurant/Catering	Chicago, IL

Graduate School	Program & Degree	Location
Emerson College	Publishing, master’s	Boston, MA
Simmons College	Library Science, master’s	Boston, MA
University of Southern Maine	Creative Writing, master’s	Portland, ME
University of Michigan	Public Health, master’s	Ann Arbor, MI
University of North Carolina	Geological Sciences, PhD	Chapel Hill, NC

## French & Arabic

Employer	Career Area	Location
French Ministry of Education	Education/Teaching K–12	La Roche-sur-Yon, France
Blue Engine	Education/Teaching K–12	New York, NY
International Monetary Fund	Research/Development	Washington, DC

## Gender, Women's & Sexuality Studies

Employer	Career Area	Location
Delphi Ventures	Administrative Support	Menlo Park, CA
Fair Labor Association	Writing/Publishing	Washington, DC
Grinnell College Department of Theatre	Skilled Artisan/Technician	Grinnell, IA
Japan Exchange and Teaching Programme	Education/Teaching K–12	Gosen, Japan
John F. Kennedy Center for the Performing Arts	Arts–Performing/Creative	Washington, DC
National Theater Institute	Arts–Performing/Creative	Waterford, CT
Oregon State University	Education Administration	Corvallis, OR

Graduate School	Program & Degree	Location
Rutgers University	American Politics, PhD	New Brunswick, NJ
University of Pittsburgh	Film Studies, PhD	Pittsburgh, PA

## General Science – Biology

Graduate School	Program & Degree	Location
Emory University	Public Health, master's	Atlanta, GA

## German

Employer	Career Area	Location
Windsor Linguistic Institute	Education/Teaching K–12	Tolyatti, Russia

Graduate School	Program & Degree	Location
University of Iowa	Genetics, PhD	Iowa City, IA

## History

Employer	Career Area	Location
Best Learning	Education/Teaching K–12	Shenyang, China
Chicago School District	Education/Teaching K–12	Chicago, IL
Debevoise & Plimpton	Merchandising/Sales/Marketing	New York, NY
First Alliance Volleyball Club	Sports/Recreation	Chicago, IL
Iowa Public Interest Research Group	Government	Des Moines, IA
NCSA Athletic Recruiting	Merchandising/Sales/Marketing	Chicago, IL
Omaha Ambulance	Medicine/Health	Omaha, NE
Relish	Restaurant/Catering	Grinnell, IA
Teach for America	Education/Teaching K–12	–

Graduate School	Program & Degree	Location
Harvard University	Political Science, PhD	Cambridge, MA
London School of Economics and Political Science	Accounting & Finance, master's	London, England
New York University	Business Journalism, master's	New York, NY
Thomas Jefferson School of Law	Law, JD	San Diego, CA
University of Cambridge	History, master's	Cambridge, England

## Independent Major

Employer	Career Area	Location
Get-Kinetic Production Studio	Skilled Artisan/Technician	Philadelphia, PA

## Mathematics & Statistics

Employer	Career Area	Location
English Program in Korea (EPIK)	Education/Teaching K–12	Seoul, South Korea
Foley Middle School	Education/Teaching K–12	Berea, KY
Inkling Systems	Engineering	San Francisco, CA
Selective Prep	Education/Teaching K–12	Chicago, IL
Soap Factory Gallery	Library/Museum	Minneapolis, MN
South India Term Abroad	Education Administration	Madurai, India
University of Chicago Laboratory School	Education/Teaching K–12	Chicago, IL

Graduate School	Program & Degree	Location
Oregon State University	Mathematics, PhD	Corvallis, OR
University of California–Santa Barbara	Mathematics, PhD	Santa Barbara, CA
University of Iowa	Mathematics, PhD	Iowa City, IA
University of Michigan	Biophysics, PhD	Ann Arbor, MI

## Music

Employer	Career Area	Location
Grinnell College Office of the President	Administrative Support	Grinnell, IA
Relish	Restaurant/Catering	Grinnell, IA
Second Nature Wilderness Exploration Center	Environment/Life Sciences	St. George, UT
Trinity University	Skilled Artisan/Technician	San Antonio, TX

## Philosophy

Employer	Career Area	Location
Clockwork Apple	Business Admin./Management	Brooklyn, NY
Inkling Systems	Engineering	San Francisco, CA
Metropolitan Water District	Business Admin./Management	Los Angeles, CA
New York University Press	Writing/Publishing	New York, NY
Payless Shoes	Merchandising/Sales/Marketing	New York, NY
St. Louis Art Museum	Library/Museum	St. Louis, MO
Sizemore	Law	El Segundo, CA
Trader Joe's	Merchandising/Sales/Marketing	Madison, WI
Wachtell, Lipton, Rosen & Katz	Law	New York, NY

Graduate School	Program & Degree	Location
Brandeis University	Philosophy, master's	Waltham, MA

## Physics

Employer	Career Area	Location
Seven Degrees	Computing/Information Systems	Chicago, IL

Graduate School	Program & Degree	Location
Iowa State University	Physics, PhD	Ames, IA
Pennsylvania State University	Physics, PhD	State Park, PA
University of Iowa	Astrophysics, PhD	Iowa City, IA
University of Iowa	Mathematics, PhD	Iowa City, IA
University of Michigan	Civil Engineering, master's	Ann Arbor, MI
University of Michigan	Biophysics, PhD	Ann Arbor, MI
University of North Carolina	Geological Sciences, PhD	Chapel Hill, NC
University of Oregon	Physics, master's	Eugene, OR
University of Virginia	Theoretical Physics, PhD	Charlottesville, VA
Washington University	Mechanical Engineering, master's	St. Louis, MO

## Political Science

Employer	Career Area	Location
American Samoa Department of Education	Education/Teaching K–12	Pago Pago, AS
Application Developers Alliance	Social Services	Washington, DC
Asher, Gitler & D’Abla	Law	Chicago, IL
Bitmethod	Business Admin./Management	Des Moines, IA
Colorado Department of Education	Education/Teaching K–12	Colorado Springs, CO
Delphi Ventures	Administrative Support	Menlo Park, CA
Frontier Group	Research/Development	Boston, MA
Goodsmiths	Computing/Information Systems	Des Moines, IA
Mainstream Renewable Power	Energy Resources	Chicago, IL
Office of U.S. Senator Tom Harkin (D–IA)	Government	Washington, DC
Russian American Foundation	Arts–Performing/Creative	New York, NY
Teach for America	Education/Teaching K–12	Florence, SC
U.S. House of Representatives	Government	Washington, DC
White House	Government	Washington, DC
Windsor Linguistic Institute	Education/Teaching K–12	Tolyatti, Russia
Xunta de Galicia (Government of Galicia)	Education/Teaching K–12	San Cristovo de Cea, Spain

Graduate School	Program & Degree	Location
Harvard University	Political Science, PhD	Cambridge, MA
Rutgers University	American Politics, PhD	New Brunswick, NJ
University of Iowa	Law, JD	Iowa City, IA
University of Wisconsin	Public Administration, master’s	Madison, WI

## Psychology

Employer	Career Area	Location
Children’s Research Triangle	Research/Development	Chicago, IL
Duke University	Research/Development	Durham, NC
LaunchSquad	Advertising/Public Relations	San Francisco, CA
Merrill Lynch	Finance	Bloomfield Hills, MI
National Institute on Drug Abuse	Medicine/Health	Baltimore, MD
NorthShore Day Camp	Childcare	Glen Cove, NY
Options for Youth	Social Services	Chicago, IL
Real Estate Service Group	Construction/Contracting	Ames, IA
Spanish Government	Education/Teaching K–12	Ourense, Spain
University of Chicago Social Neuroscience Laboratory	Research/Development	Chicago, IL
University of Iowa Hospitals and Clinics	Medicine/Health	Iowa City, IA

Graduate School	Program & Degree	Location
New York University	Psychology, master’s	New York, NY
Oxford University	Neuroscience, master’s	Oxford, England
Rosalind Franklin University	Counseling, master’s	Chicago, IL
University of Wisconsin–Stout	Psychology, master’s	Menomonie, WI

## Religious Studies

Employer	Career Area	Location
Sheridan School	Computing/Information Systems	Washington, DC

## Russian

Employer	Career Area	Location
Foley Middle School	Education/Teaching K–12	Berea, KY
Havel, Holasek & Partners, Attorneys at Law	Law	Prague, Czech Republic
Russian American Foundation	Arts–Performing/Creative	New York, NY
–	Restaurant/Catering	Chicago, IL

## Sociology

Employer	Career Area	Location
Am. Federation of State, County & Municipal Employees	Labor/Human Resources	Baltimore, MD
College Possible	Education/Teaching K–12	Minneapolis, MN
Come Join the Band Program	Arts–Performing/Creative	New York, NY
Dwolla	Business Admin./Management	Des Moines, IA
INOVA Hospital Systems	Medicine/Health	Fairfax, VA
Iowa City School System	Education/Teaching K–12	Iowa City, IA
Manhattan-Ogden School District	Education/Teaching K–12	Manhattan, KS
Pagliai's	Merchandising/Sales/Marketing	Grinnell, IA
Self-Employed	Childcare	–
Social Enterprise Alliance	Social Services	Petaling Jaya, Malaysia
Telluride Film Festival	Arts–Performing/Creative	Telluride, CO

Graduate School	Program & Degree	Location
Harvard University	Education, master's	Cambridge, MA
Southwestern University School of Law	Law, JD	Los Angeles, CA
University of Chicago	Sociology, PhD	Chicago, IL



## Spanish

Employer	Career Area	Location
Cambridge Institute	Consulting	Burlington, MA
English Program in Korea (EPIK)	Education/Teaching K–12	Seoul, South Korea
INOVA Hospital Systems	Medicine/Health	Fairfax, VA
Ministerio de Educación, Cultura y Deporte	Education/Teaching K–12	Madrid, Spain
Morningstar, Inc.	Finance	Chicago, IL
Spanish Government	Education/Teaching K–12	Madrid, Spain
Spanish Government	Education/Teaching K–12	Ourense, Spain
Spanish Ministry of Education	Education/Teaching K–12	Madrid, Spain
Spanish Ministry of Education	Education/Teaching K–12	Zaragoza, Spain
Teach for America	Education/Teaching K–12	–
Windsor School	Education/Teaching K–12	Tolyatti, Russia
Women’s Resource and Outreach Centre	Social Services	Kingston, Jamaica
Xunta de Galicia (Government of Galicia)	Education/Teaching K–12	San Cristovo de Cea, Spain

Graduate School	Program & Degree	Location
Southwestern University School of Law	Law, JD	Los Angeles, CA
University of Barcelona	Journalism, master’s	Barcelona, Spain
University of Florida	Medicine, MD	Gainesville, FL
University of Southern Maine	Creative Writing, master’s	Portland, ME
University of Wisconsin–Stout	Psychology, master’s	Menomonie, WI

## Theatre & Dance

Employer	Career Area	Location
National Theater Institute	Arts–Performing/Creative	Waterford, CT
Teach for America	Education/Teaching K–12	Houston, TX
Walt Disney Company	Arts–Performing/Creative	Orlando, FL