

James Madison University
Class of 2021

**First Destination
Career Outcomes Report**



Executive Summary

Guided by National Association of Colleges and Employers (NACE) standards¹, the University Career Center (UCC) compiles data on the post-graduation pursuits of JMU graduates. For the Class of 2021, the UCC collected data on 73.8% of undergraduates and 72.3% of graduate students. Survey methodology is on slide 35.

For bachelor's degree recipients in the class of 2021, 95.6% of undergraduates achieved a career outcome. Of these, 72.9% went to work full time or part time, 22.9% continued their education. For those without an outcome, 4.0% were still seeking employment or education, and the remaining 0.2% were not engaged or not seeking. The most popular areas for undergraduates working included Virginia, Washington D.C., Maryland, and New York. For those undergraduates working in Virginia, 48.4% were working in Northern Virginia, 22.2% were in Central Virginia, and 17.6% were working in the Shenandoah Valley. Education, business, and occupational/physical therapy were the most popular continuing education programs pursued.

For advanced degree recipients in the class of 2021, 98.1% achieved a career outcome. Of these, 93.5% were working full time or part time and 4.6% pursued additional education. For the 1.9% without a career outcome, they were still seeking. Virginia, Washington D.C., and Maryland were the most popular areas for advanced degree candidates to work. Of those working in Virginia, 32.2% worked in the in Northern Virginia, 31.0% worked in the Shenandoah Valley and 23.3% worked in Central Virginia.

¹: www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols



Bachelor's and Advanced Degree Recipients

Class of 2021 Career Outcomes Overview

95.9% of Bachelor and Advanced Degree Recipients Have a Career Outcome

Primary Activity	Bachelors	Advanced Degree	All Graduates
Working	71.4%	93.5%	74.2%
Continuing Education	22.9%	4.6%	20.4%
Military	1.5%	0.0%	1.3%
<i>Total with a Career Outcome</i>	<i>95.8%</i>	<i>98.1%</i>	<i>95.9%</i>
Still Seeking (employment or education)	4.0%	1.9%	3.7%
Not Seeking (due to life events, travel, etc.)	0.2%	0.0%	0.4%
<i>Total Without a Career Outcome</i>	<i>4.2%</i>	<i>1.9%</i>	<i>4.1%</i>

The data reflects knowledge of 3,532 bachelor's degree recipients and 539 advanced degree recipients, for a knowledge rate of 73.6%. Information on bachelor's degree recipients begins on slide/page 6 and slide/page 20 for advanced degree recipients.

Class of 2021

Bachelor's Degree Recipients

First Destination Career Outcomes

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JMU University
Career Center

Bachelor's Degree Recipients Career Outcomes Overview

95.6% of Bachelor's Degree Recipients Have a Career Outcome

The UCC collected information on 3,532 of 4,790 bachelor's degree recipients for a 73.8% knowledge rate.

Primary Activity

WORKING

Full Time Employed (30 hours+ per week)
Part Time Employed (Less than 30 hours per week)
Participating in a Volunteer Organization
(AmeriCorps, Teach for America, etc.)

CONTINUING EDUCATION

Enrolled in a doctoral program, graduate school,
certificate program ect.

MILITARY

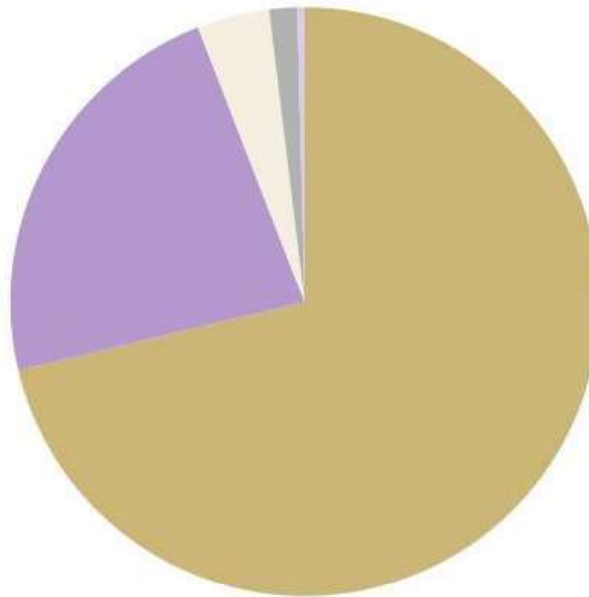
Serving in the United States Military

STILL SEEKING

Still seeking employment or education

NOT SEEKING

Not seeking education or employment due to life
events, health concerns, family responsibilities, travel,
etc.



Breakdown by Primary Activity

WORKING

71.4%

Full Time Employed: **66.5%**
Part Time Employed: **4.5%**
Volunteer Organization: **0.4%**

CONTINUING EDUCATION

22.9%

MILITARY

1.5%

STILL SEEKING

4.0%

NOT SEEKING

0.2%

Bachelor's Degree Recipients

Career Outcomes By College

College ¹ of Graduate's Primary Major	# in College ²	Knowledge Rate	Working	Continuing Education	Military	Still Seeking (Employment/Education)	Not Seeking (Employment/Education)
Arts and Letters	1,005	74.9%	75.4%	18.2%	2.1%	3.6%	0.7%
Business	1,097	84.0%	82.3%	10.8%	1.1%	5.4%	0.4%
Education	267	83.9%	25.0%	72.8%	0.9%	1.3%	0.0%
Health and Behavioral Studies	1,394	64.9%	62.5%	32.8%	1.6%	2.9%	0.2%
Integrated Science and Engineering	418	78.0%	87.4%	4.3%	3.7%	4.6%	0.0%
Science and Math	358	67.3%	65.6%	29.1%	0.0%	4.1%	1.2%
Visual and Performing Arts	251	65.3%	79.3%	15.8%	0.0%	4.9%	0.0%
JMU Bachelor's Overall	4790	73.8%	71.4%	22.9%	1.5%	4.0%	0.2%

¹The above data does not include certificate recipients. Students in Independent Scholars are included in the Education numbers.

²For students who completed multiple majors, data in the above chart reflects only student's first major.

N=3,535 (Number of Bachelor's Degree Recipients with a Career Outcome)



Bachelor's Degree Recipients

Top Employers



JMU bachelor's graduates are employed with 1,631 unique employers

25+ Hires
Inova Health System
Carahsoft
U.S. Army
James Madison University ¹
Deloitte
Accenture Federal Services
Sentara Health Systems

15-25 Hires
Merck
memoryBlue
U.S. Air Force
NewDay USA
KPMG
Booz Allen Hamilton
Amazon

¹Graduates employed at James Madison University included in the JMU employed data include coordinator level positions in various offices across campus as well as teaching assistants and adjunct professor positions.

N= 2,521 (Number of employed graduates indicated their employer's name)

6-14 Hires	
University of Virginia Health System	NTT Data
Fannie Mae	Insight Global
TEKsystems	Addison Group
Virginia Commonwealth University Health	Virginia Hospital Center
CGI Federal	PwC
IBM	Massanutten Resort
Valley Health	Grant Thornton
MedStar Health	CoStar Group
Fairfax County Public Schools	Children's Hospital of the King's Daughter
Ernest and Young (EY)	B3 Group Inc.
Enterprise Holdings	ALKU
Duke University Health System	General Dynamics Information Technology
Bon Secours Health System	Freddie Mac
Leidos	CACI International Inc.
Cvent	Aramark
Americorps	Apex Systems
U.S. Department of Defense	Aerotek
RSM	U.S. Navy

Bachelor's Degree Recipients

Post Graduation Internships



49 unique employers are hosting graduates in post-graduation internships

Internship Organization			
American Property Casualty Insurance Association	Federal Deposit Insurance Corporation (FDIC)	National Governor's Association	Sure Secure Solutions
BarTrack Inc.	FleishmanHillard	National Restaurant Association	Third Party Risk Association
Breast Cancer Foundation	Foster Beauty	Pediatric Partners of Virginia	UNKNWN: The Sport of Fashion
Broad Institute of MIT and Harvard	Foundation for Human Rights Initiative	Penny Path Cafe	Urban Justice Center
Carlyn Davis Casting Agency	Fulbright Foundation for Scholarly Exchange	PepsiCo	UVA Health System
CDX Records	Hershey Entertainment & Resorts Company	Rappahannock Electric Cooperative	Vanderbilt University Medical Center
Charlotte Football Club	Huntington Ingalls	Reingold, Inc.	Virginia Commonwealth University
Code and Theory	Imagination Stage	Rellify, Inc.	Walt Disney Company
Commonwealth Energy Partners	Impact Center	REQ	Wasserman
Dance Place	Jam Sports & Entertainment	Madison Automotive Apprentices	Wilson Center Mexico Institute
Danville Museum of Fine Arts and History	James Madison University	SharkNinja	
Deloitte	Madison Automotive Apprentices	Sultan Room	
Edge 360	Move Better Physical Therapy	SUNation Energy	

N=58 (number of bachelor degree recipients who indicated employment type as an internship)

Bachelor's Degree Recipients

Class of 2021: Salary Distribution

Average Salary	Median Salary	Upper 75% Average	Lower 25 % Average
\$51,900	\$50,000	\$75,000	\$30,000

N= 733 (Number of full-time employed Bachelor's Degree recipients who indicated their salary 6 months out from graduation)

Average Bonus	Median Bonus
\$9,050	\$5,000

N= 99 (Number of employed Bachelor's Degree recipients who indicated a monetary bonus 6 months out from graduation)

Percent of graduates employed full-time who provided salary data:
28.7%

Bachelor's Degree Recipients

Class of 2021 Salary Distribution By Academic College

College ¹ of Graduate's Primary Major	# of Salaries Collected ²	# of Students Employed Full-Time	Average Salary	Median Salary	# Reporting Bonuses	Average Bonus Amount
Arts and Letters	177	523	\$48,760	\$45,000	10	\$4,750
Business	193	740	\$56,700	\$55,000	33	\$4,500
Education	17	48	\$53,000	49,200	0	\$0
Health and Behavioral Studies	164	515	\$47,850	\$45,000	17	\$3,510
Integrated Science & Engineering	90	270	\$68,200	\$68,500	31	\$17,800
Science and Math	49	141	\$47,000	\$45,000	4	\$4,500
Visual and Performing Arts	43	109	\$45,000	\$46,000	4	\$2,500

Average Salary	Median Salary
\$51,900	\$50,000

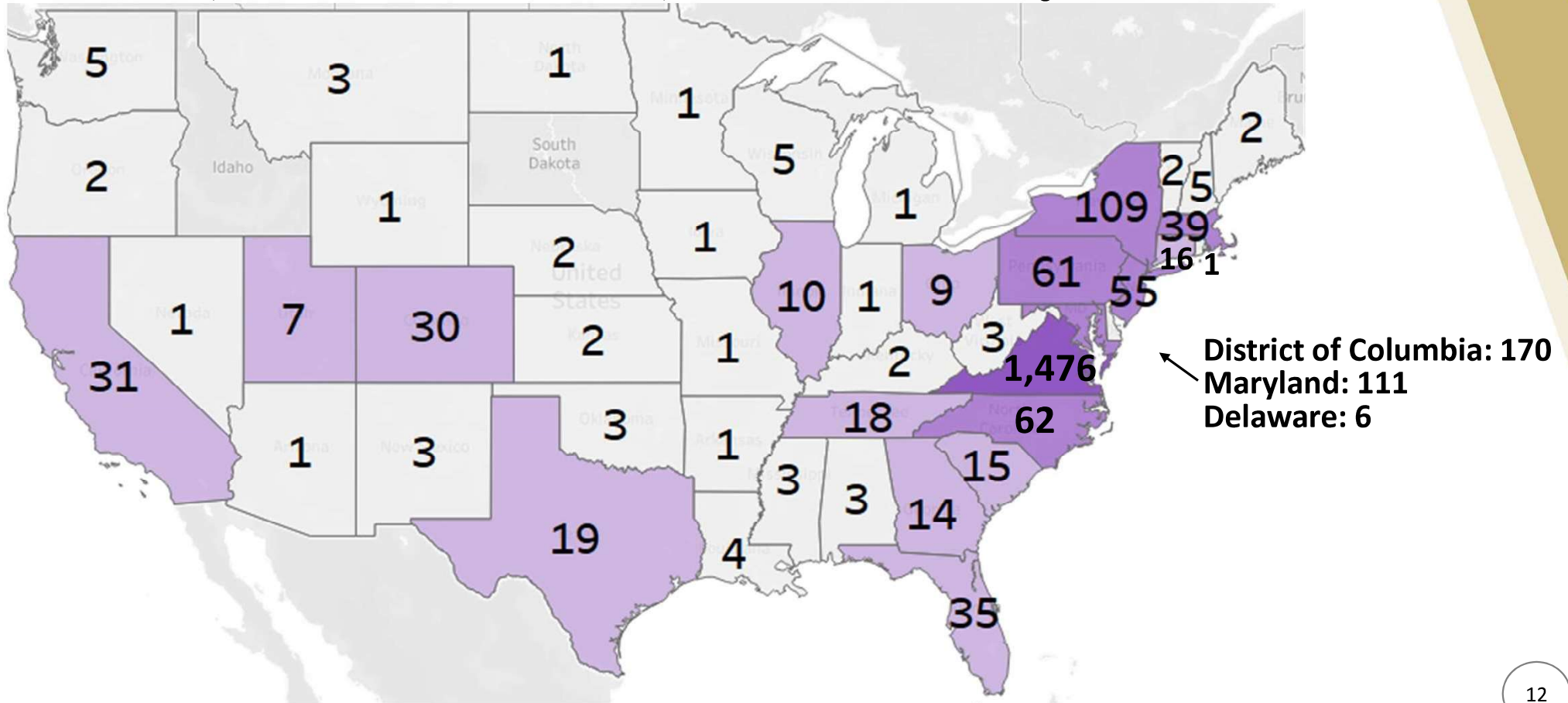
¹For students who completed multiple majors, data in the above chart reflects only student's first major.

²N=733 (Number of Bachelor's Degree recipients employed full-time who provided salary data)

Bachelor's Degree Recipients

Locations of Employed Graduates in the U.S.

The Class of 2021, for whom we have location information, reside in 48 U.S. States & Washington D.C.



N=2,357 (This represents the number of graduates who indicated an employment location within the U.S.)

Bachelor's Degree Recipients

Locations of Working Graduates Top U.S. States and Territories



Top States and Territories	# of Graduates Employed	% of Graduates Employed
Virginia	1,476	60.4%
Washington D.C.	170	7.0%
Maryland	111	4.5%
New York	109	4.5%
Remotely Working	87	3.6%
North Carolina	62	2.5%
Pennsylvania	61	2.5%
New Jersey	55	2.3%
Massachusetts	39	1.6%
Florida	35	1.4%
California	31	1.3%
Colorado	30	1.2%

Graduates are
working in 49 U.S.
States, Washington
D.C. and 14
Countries Abroad

N= 2,444 (This represents the number of graduates who indicated an employment location within the U.S. or work remotely)



Bachelor's Degree Recipients Locations of Working Graduates by U.S. Region

U.S. Region ¹	# of Employed Graduates	% of Employed Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	1,891	80.3%
Northeast: Middle Atlantic (NJ, NY, PA)	225	9.6%
Northeast: New England (CT, ME, MA, NH, RI, VT)	65	2.8%
West: Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)	46	1.9%
West: Pacific (AK, CA, HI, OR, WA)	42	1.8%
South: West Central (AR, LA, OK, TX)	27	1.1%
South: East Central (AL, KY, MS, TN)	26	1.1%
Midwest: East North Central (IN, IL, MI, OH, WI)	26	1.1%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	8	0.3%

N=2,356 (This represents the number of graduates who indicated an employment location within the U.S.)

¹Source: www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf

Bachelor's Degree Recipients

Locations of Working Graduates in Virginia

40% of 2021 Bachelor's Degree recipients are employed in Northern Virginia, Washington D.C. or Maryland.

Regions of Virginia ¹	# of Graduates Per Area	% of Graduates Per Area
Northern Virginia	702	48.4%
Central Virginia	322	22.2%
Shenandoah Valley	256	17.6%
Hampton Roads	80	5.5%
Chesapeake Bay	49	3.4%
Virginia Mountains	28	1.9%
Southwest Virginia	8	0.6%
Southern Virginia	5	0.3%
Eastern Shore	2	0.1%

¹Source: <https://www.virginia.org/places-to-visit/regions>

N= 1,452 (Graduates who indicated they lived in Virginia)

Bachelor's Degree Recipients

Top Graduate Fields



Top 10 Graduate Program Fields of Study ¹	# of Graduates Studying	% of Graduates Studying
Education ²	245	34.7%
Business, Management, Finance & Accounting	77	10.8%
Occupational Therapy and Physical Therapy	54	6.7%
Speech Pathology and Audiology	45	6.0%
Psychology, Counseling and Behavioral Sciences	37	4.8%
Law and Paralegal Studies	31	4.3%
Nursing	26	3.5%
Medicine, Physician's Assistant School & Pharmacy	23	3.3%
Public Administration and Social Sciences (Social Work)	25	3.3%
Medicine (Pre-Med, Physician's Assistant, Pharmacy)	25	2.4%
All Other Programs/Fields of Study	144	20.2%

N=733 (Number of students who indicated a major or field of study for their continuing education)

¹Fields of study reported by students have been coded utilizing the State Council of Higher Education in Virginia (SCHEV) IP Coding System in order to identify and categorize similar and related majors among the plethora of majors that students report studying. <https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=56>

²227 of the 245 (92.7%) 2021 graduates continuing study in education field are returning to JMU to earn their degree, certificate or licensure.

Bachelor's Degree Recipients

Top Institutions for Continuing Education

JMU graduates are pursuing continuing education at 230 Unique Institutions

20-30 Attending	10-19 Attending
Virginia Commonwealth University	George Mason University
University of Virginia	Radford University - Carilion
The George Washington University	Old Dominion University
5-9 Attending	
Virginia Tech	Radford University
Shenandoah University	University of North Carolina – Chapel Hill
Longwood University	Ohio University
West Virginia University	New York University
Temple University	Marymount University
Northern Virginia Community College	Eastern Mennonite University
Liberty University	Blue Ridge Community College

362 Attending

James Madison University



45.7% of students continuing education are returning to JMU for their studies

N=792 (Graduates for whom we have the name of the continuing education institution)



Bachelor's Degree Recipients

Locations of Graduates Continuing Education Top U.S. States and Territories

Top 10 States for Graduate Continuing Education	# of Graduates Studying	% of Graduates Studying
Virginia ¹	543	65.3%
New York	37	4.5%
Washington D.C.	34	4.1%
Pennsylvania	29	3.5%
North Carolina	23	2.8%
Texas	17	2.1%
New Jersey	15	1.8%
Maryland	14	1.7%
Florida	14	1.7%
Massachusetts	11	1.3%

Graduates are studying in 31 U.S. States, Washington D.C. & 7 Countries Abroad

¹: 223/543 of graduates pursuing continuing education in Virginia are enrolled at JMU.
N=831 (Number of graduates in a program of continuing education who indicated their location)

Class of 2021

Advanced Degree Recipients

First Destination Career Outcomes

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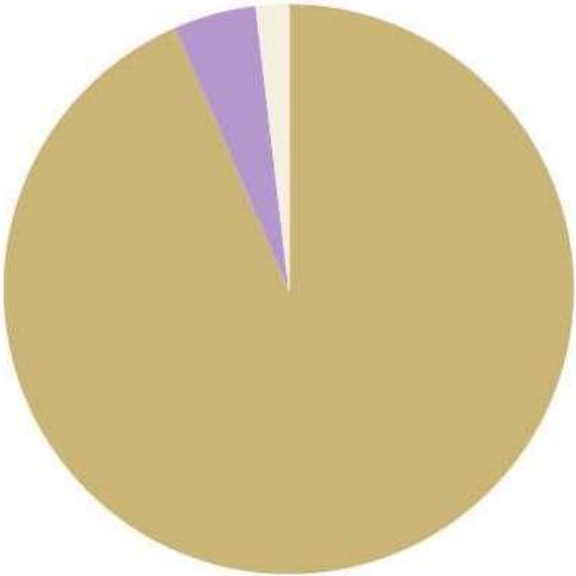
Graduate and Advanced Degree Recipients

Career Outcomes Overview

98.1 % of Advanced Degree Recipients Have a Career Outcome.

The UCC collected information on 539 of 746 advanced degree graduates for a knowledge rate of: 72.3%

Primary Activity



Breakdown by Primary Activity



Graduate and Advanced Degree Recipients

Career Outcomes By College

Advanced Degree Graduates' College	# in College	Knowledge Rate	Working	Continuing Education	Military	Still Seeking (Employment/Education)	Not Seeking (Employment/Education)
Arts and Letters	58	75.9%	86.4%	9.1%	0.0%	4.5%	0.0%
Health and Behavioral Studies	216	74.1%	88.7%	9.4%	0.0%	1.9%	0.0%
Integrated Science and Engineering	11	72.7%	100%	0.0%	0.0%	0.0%	0.0%
Business	113	91.2%	95.2%	1.9%	0.0%	2.9%	0.0%
Education	323	65.3%	98.1%	1.4%	0.0%	0.5%	0.0%
Science and Math	8	62.5%	60.0%	20.0%	0.0%	20.0%	0.0%
Visual and Performing Arts	17	47.1%	100%	0.0%	0.0%	0.0%	0.0%
JMU Advanced Degree Overall	746	72.3%	93.5%	4.6%	0.0%	1.9%	0.0%

N= 539 (Number of Advanced Degree Recipients with an Academic College associated with their major field of study)

Graduate and Advanced Degree Recipients

Top Employers



JMU advanced graduates are employed with 280 unique employers

31 Hired
James Madison University

20-30 Hired
Loudoun County Public Schools
Fairfax County Public Schools

10-19 Hired
KMPG
Rockingham County Public Schools
Prince William County Public Schools

4-9 Hired	
Sentara Health System	Virginia Commonwealth University
RSM	University of Virginia
Waynesboro Public Schools	Spotsylvania County Public Schools
Virginia Beach City Public Schools	Shenandoah County Public Schools
Chesterfield County Public Schools	Powhatan County Public Schools
Ernst & Young (EY)	Henrico County Public Schools
Hanover County Public Schools	Chesapeake County Public Schools
Stafford County Public Schools	Charlottesville City Public Schools
Roanoke County Public Schools	Augusta County Public Schools
Harrisonburg City Public Schools	Albermarle County Public Schools
Deloitte	PwC

N= 502 (Number of employed graduates who indicated their employer name)

Advanced Degree Recipients

Class of 2021 Salary Distribution

Average Salary	Median Salary	Upper 75% Average	Lower 25 % Average
\$63,200	\$56,100	\$82,000	\$42,000

N= 164 (Number of employed Advanced Degree recipients who indicated their salary 6 month out from graduation)

Average Bonus	Median Bonus
\$6,800	\$4,100

N= 21 (Number of employed Advanced Degree recipients who indicated a monetary bonus 6 month out from graduation)

Percent of graduates employed full-time
who provided salary data:
33.6%

Advanced Degree Recipients

Class of 2021 Salary Data By Academic College

College of Graduate's Primary Major	# of Salaries Collected ²	# of Students Employed Full-Time	Average Salary	Median Salary	# Receiving Bonuses	Average Bonus Amount
Arts and Letters	18	34	\$47,300	\$50,000	0	x
Business	24	97	\$73,833	\$63,250	8	\$4,125
Education	61	206	\$54,400	\$52,000	1	\$3,200
Health and Behavioral Studies	57	133	\$73,200	\$70,000	12	\$8,925
Integrated Science & Engineering	2	8	\$60,100	\$60,100	0	x
Science and Math	0	8	x	x	0	x
Visual and Performing Arts	2	7	\$51,500	\$51,500	0	x

N=164 (Number of Advanced Degree recipients employed full-time who provided salary data)

Graduate and Advanced Degree Recipients

Locations of Working Graduates

Top U.S. States and Territories

N= 489 (Number of advanced graduates who indicated employment location within the U.S.)

Top States for Graduates Located in the U.S.	# of Graduates Located in the U.S.	% of Graduates Located in the U.S.
Virginia	364	73.1%
Washington D.C.	17	3.4%
Maryland	16	3.2%
New York	12	2.4%
North Carolina	11	2.2%
Pennsylvania	9	1.8%
Remotely Working	9	1.8%
California	7	1.4%
Texas	6	1.2%
Florida	5	1.0%
Massachusetts	5	1.0%
New Jersey	5	1.0%



Graduates Located
in 28 U.S. States,
Washington D.C. &
2 Countries Abroad

Graduate and Advanced Degree Recipients

Location of Graduates By U.S. Regions

N= 489 (Number of advanced graduates who indicated living in the U.S. post-graduation)

U.S. Region ¹	# of Graduates	% of Graduates
South: Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	419	85.7%
Northeast: Middle Atlantic (NJ, NY, PA)	26	5.3%
Northeast: New England (CT, ME, MA, NH, RI, VT)	10	2.0%
West: Pacific (AK, CA, HI, OR, WA)	9	1.9%
South: West Central (AR, LA, OK, TX)	8	1.7%
Midwest: East North Central (IN, IL, MI, OH, WI)	7	1.4%
West: Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)	4	0.8%
South: East Central (AL, KY, MS, TN)	3	0.6%
Midwest: West North Central (IA, KS, MN, MO, NE, ND, SD)	3	0.6%

¹Source: https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf

Graduate and Advanced Degree Recipients

Locations of Graduates in Virginia

N= 361 (Graduates who indicated they lived in Virginia)

Regions of Virginia ¹	# of Graduates Per Area	% of Graduates Per Area
Northern Virginia	116	32.2%
Shenandoah Valley	112	31.0%
Central Virginia	84	23.3%
Chesapeake Bay	17	4.7%
Hampton Roads	13	3.6%
Virginia Mountains	9	2.5%
Southern Virginia	6	1.7%
Southwest Virginia	2	0.5%
Eastern Shore	2	0.5%

¹Source: <https://www.virginia.org/places-to-visit/regions>

Class of 2021

Appendix

First Destination Career Outcomes

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University
Career Center

JMU Career Outcomes Data Online

If you'd like to explore career outcomes data beyond what's covered in this report, we recommend using the University Career Center website.

Visit the **JMU Career Outcomes dashboard** (www.jmu.edu/career/careeroutcomes) to:

- search career outcomes data by major or graduate program
- review previous career outcomes annual reports
- view longitudinal (15 years out) data on career pursuits by industry and salary ranges

Visit the **Career Guide to JMU Majors website** (www.jmu.edu/career/careerguide) to:

- see patterns of career outcomes for every major, suggesting common career paths
- explore possible industries for employment, based on major

Methodology and Quick Facts

Methodology

The University Career Center annually surveys each graduating class regarding their post-graduation destination. Data collection begins the semester before each graduating class will receive their degrees. Additional follow-up is conducted for six months after graduation for those who reported they were still seeking employment or graduate school upon graduation, as well as those who did not respond to the survey. Methods of data collection include: Direct survey responses from students (30%), Phone Calls Made to Students (11%), Information from the JMU Registrar (27%), LinkedIn or other Online Searches (29%), National ClearingHouse Data (2%) and data retrieved from JMU Faculty or Staff (1%).

Class of 2021 Graduate Quick Facts:

- The Class of 2021 includes those who graduated in August 2020, December 2020, and May 2021
- There were 5,536 degree recipients for the Class of 2021, including:
 - 4,790 Bachelor's degree recipients
 - 746 Advanced degree (Master's, PhD, etc.) recipients
- The total count of students per academic program may vary slightly from other sources of this information because of students with double majors. Any graduate with two majors will be counted just once, and included in the statistics for their primary major.
- This report highlights the post-graduation pursuits of 4,073 graduates (73.6% of the total 5,607 degree recipients for the Class of 2021.). Thus our “knowledge rate” of the “first destination outcomes” for the Class of 2021 cohort is 73.6%.



Source: www.nacweb.org/job-market/graduate-outcomes/first-destination/standards-and-protocols

Definitions

- **Knowledge Rate:** a term used to describe the percentage of graduates for which the university has reasonable and verifiable information. This includes graduates who responded to a survey or who the Career Center was able to find, using reputable sources. Sources include JMU faculty and graduate program representatives, employers, the National Clearinghouse dataset of continuing education, LinkedIn, etc.
- **Career Outcome:** Graduates are considered to have a career outcome if their primary activity is one of the following: employment (full or part-time), military, continuing education, or full-time service/volunteering.
- **First Destination Outcomes:** Activities of graduates occurring within 6 months of graduation.
- **Employment:** Includes working full-time or part-time in an organization, fellowship, internship, volunteering, self-employed or freelance
- **Military:** Actively serving within a branch of the U.S. Military
- **Continuing Education:** pursuing additional education with an institution of higher education
- **Still Seeking:** Students who indicated they are actively searching for employment or a graduate school program
- **Not Seeking:** Students who indicated they were not interested in seeking employment or education (because they were taking a gap year, traveling, etc.)

Any questions or requests for additional information from the First Destination report can be directed to:

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