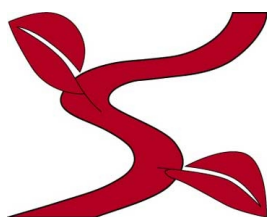


Career Services Annual Report

2015-2016



Swarthmore College
CAREER SERVICES

www.swarthmore.edu/careerservices.xml



Contact Career Services:

Join us on social media:



Swarthmore College
500 College Avenue
135 Parrish Hall
Swarthmore, PA 19081

Phone: (610) 328-8352
Fax: (610) 328-8549
Email: 1 career@swarthmore.edu

<http://www.swarthmore.edu/career-services>

Annual Report, 2015-16

Highlights from 2015-16

Our Mission

Career Services counsels students and alumni as they explore career directions. Since career development is preparation for life, our mission is to help students gain self-understanding and connect their interests, values and skills with knowledge about careers and life beyond Swarthmore College. In support of that mission, we build relationships with faculty, colleagues at the College, alumni and families of our students and serve as a resource for employers and graduate schools who offer opportunities.

Section One: Senior Plans

The job market for graduating seniors continues to be strong, as **72% of seniors seeking employment had secured positions by graduation.**

246 of 360 seniors completed our senior survey (68%):

- 169 (69%) indicated employment as their primary postgrad plan. 122 of these 169 seniors (72%) reported they had secured positions by graduation.
- 42 (17%) are attending graduate or professional school, consistent with last year.
- Among the remaining responses, 12 indicate their plans are unknown, 12 indicate "other" plans including a combination of fellowship and volunteer experiences, 8 plan to travel after graduation and 3 will pursue further undergraduate education.

Section Two: Student Engagement

- Career Services successfully and consistently engages the majority of Swarthmore students (71% in 2015-16). This year we have seen a tremendous increase in counseling appointments: in 2014-15, we had 1,008 counseling appointments and this year we had 1,616 – a **60% increase in only one year**. From a longer term perspective, **our counseling appointments have increased by 112% over the past three years.**

Section Three: Career Education

- Assistant Director Pattie Kim-Keefer leads the Career Services partnership with the First Year Dean Karen Henry '87 in offering a series of *First in Family* programs and initiatives for first generation college students, including a *First in Family* lunch featuring first gen students, faculty and staff; a first generation faculty program where faculty tell students about their experiences as first gen students; a resume writing workshop; and an open house specifically for this population.
- Additional programming in collaboration with our Dean's Staff colleagues included:
 - *Chocolates, Chai and Choosing* (a major) for sophomores with Assistant Dean for Academic Affairs and Sophomore Class Dean, Liz Derickson '01
 - *Swat Tank* student innovation competition and *Decision Making Workshop* with Coordinator of the Center for Innovation and Leadership, Katie Clark
 - Off-Campus Study pre-departure and return sessions for students studying abroad, as well as a *Marketing Your Abroad Experience* workshop, with Pat Martin, the Director of Off-Campus Study
 - *Social Identity at Work: LGBTQ* with Assistant Director of the Intercultural Center, Mo Lotiff
 - *Juniors & Java* with Dion Lewis, Dean of the Junior Class and Director of the Black Cultural Center (BCC) and Melissa Mandos, Fellowships & Prizes Advisor
 - *Black Cultural Center and Intercultural Center Leadership Retreat* with Dion Lewis, Dean of the Junior Class and Director of the Black Cultural Center
 - *Balancing Act* session with Student Wellness Program Manager Noemí Fernández and Fellowships & Prizes Advisor Melissa Mandos
 - Re-envisioned *Orientation* programming with all members of the Dean's Staff
- Career programming in collaboration with faculty and other colleagues included:
 - *Lax Conference on Entrepreneurship*, a collaboration with the Center for Innovation and Leadership, Development, Alumni Relations, and the Lang Center for Civic and Social Responsibility
 - *Life Beyond Swarthmore* and the *Alumni Student Networking Dinner*, with Alumni Council
 - Alumni panels *Diverse Careers for Economics Students* with Professor Ellen Magenheimer and *Chaotic Careers* with Professor and Biology Department Chair Amy Cheng Vollmer
 - *Summer Opportunities Fair* with all campus departments offering summer funding and/or summer internships/research
 - Presentations for engineering, physics, English, education and philosophy students and faculty
 - Participation in *Swat Light* and *Swat Struck* programs for admitted students with Admissions
- Additional educational programming included:
 - SEEKERS, our career development course, and our new *Self Awareness Intensive* program, guiding students in a conversation about their interests, skills, personality and values in relation to career decision-making
 - *Dapper Dining*, a professional etiquette and networking dinner
 - *A Journey of Life on Purpose* with Avril Somerville '93
 - *Careers on Capitol Hill* with Mark Harkins '87
 - *Networking for Swatties* with Gail Alofsin P'18
 - *Wall Street Prep* on-site and online programs
 - *Graduate School Admission* with Don Asher and *Graduate Programs in International Affairs* with APSIA admissions representatives

Section Four: Networking and Alumni Mentoring

- Diverse career networking events included:
 - *Nonprofit Networking Night* featuring 8 alumni
 - *International Students and Alumni Networking Dinner* with Director of International Student Services Jennifer Marks-Gold
 - *Women in Policy* with **Mego Lien '06** and **Lisa Haugaard '79**
 - *Leadership, Diversity and Finding Mentors in the Workplace* with **Dan Levine '80**
 - *New Tech Careers* webinar with alumni in the Bay Area
- Business networking events included:
 - *Case Interviewing and Consulting Careers Explained* sessions with Swarthmore Board member and former BCG Managing Director, **Koof Kalkstein '78**
 - *Investment Banking Explained* with **Tomo Kodama '87**, Managing Director at Bank of America Merrill Lynch
 - *Jumpstart Your Job Search in Finance and Consulting* with 11 alumni
 - *Advertising Careers and Actuary Careers* featuring alumni speakers
 - *Sales & Trading Teach-in* led by two recent graduates
 - *Finance Interview & Networking workshop* featuring 3 seniors working in investment banking and *How to Prep for the Recruitment Season in Finance and Consulting* featuring 22 juniors and seniors with positions at major consulting firms and investment banks
 - *Wall Street Reception*, attended by 51 alumni and 50 students
 - *Exploring Federal Consulting* with two alumni and a senior from Deloitte Consulting and Booz Allen Hamilton

Section Five: Externships and Internships

- The *Extern Program*, our strongest career mentoring program for alumni and students, has had a banner year with the largest number of alumni volunteers (329) and students matched with opportunities (261) in the 30+ years of the program's history.
- We offered funded internships to 12 students with eight local startups through the *Swarthmore Future Entrepreneurs* program.
- We have offered funding to 11 students through *Experiential Summer Fellowships* sponsored by alumni.
- The fifth annual *Summer Opportunities Fair* featured eleven campus departments and garnered interest among nearly 200 students seeking to plan productive summers.
- We continued our collaboration with peer institutions to broaden internship access for students through the UCAN and engIN internship consortia.

Section Six: Employment and Recruiting

- We expanded our TriCollege on campus recruiting partnership with Haverford and Bryn Mawr Colleges, offering students access to diverse employment options.
- We partnered with Haverford and Bryn Mawr Colleges on a new Philadelphia STEM career fair and interview day, targeting employers offering internships and employment to our science, technology, engineering and mathematics students.
- For the second year, we partnered with Haverford and Bryn Mawr Colleges to co-sponsor the Philadelphia Career Connection interview day and career fair.

- We continued our partnership with the ETCIC consortium of colleges and universities to offer the *Engineering and Technical Career and Internship Connection (ETCIC)* interview day in NYC.
- We continued our collaboration with peer institutions to co-sponsor the annual *Fall Recruiting Consortium* interview day in NYC and *MetroLink DC* in Washington, DC.
- Through our two consortium-based nonprofit career fairs in Philadelphia and our *Government and Nonprofit EXPO* in DC, we offered students access to employment and internship opportunities in public service.
- We developed a new partnership with Koru to offer our students jobs and internships with innovative, rapidly growing companies in Seattle, San Francisco and Boston.
- We launched an alumni and parents jobs campaign each semester, resulting in over 50 new internships and employment opportunities for students.

Section Seven: Social Media and Technology

- Career Services has been very active in social media, with over 800 Facebook fans, over 200 followers on Twitter (*#SwatCareers*), over 250 followers on Instagram (*@SwatCareers*) and a LinkedIn mentoring group (*Swatties Helping Swatties*) with 1197 student and alumni members.
- We continue to offer our social media job search workshop *What Your Parents Can't Teach You About Finding a Job* each semester to educate students in how to professionally network and use social media in their job searches.
- Our website is one of the top five most heavily accessed sites at Swarthmore, receiving over 53,000 page views each year. This year we initiated a major redesign of our website to reduce text, incorporate more graphics and make even more user-friendly.

Prepared by the Career Services Team:

Nancy Burkett, Director



Provide leadership and direction for a comprehensive career services department whose mission is to help students gain self-understanding and connect their interests, values and skills with knowledge about careers and life beyond Swarthmore College. In support of that mission, manage efforts to build relationships with faculty, colleagues at the College, alumni and families of our students and serve as a resource for employers and graduate schools who offer opportunities. Responsibilities include: overall

management of the programs and services offered by the department; serving as an advocate on behalf of the department; building and maintaining close relationships with internal and external constituents; developing collaborative efforts with colleagues throughout the College and with other colleges and universities; preparing and managing the department's budget, senior exit survey and annual report; providing career counseling to students and alumni; serving on a variety of College committees; and managing a Career Services team of 6 individuals (5.0 FTE).

Erin Massey, Associate Director

Manage the employer relations team, including supervising the Program Assistant, and work collaboratively to develop a comprehensive employer relations program. Manage all on-campus recruiting interviews and information sessions, Tri-College recruiting with Bryn Mawr and Haverford Colleges and consortium recruiting events with other colleges, including publicizing these opportunities to employers and students. Manage the Symplicity SwatCareers system, our campus recruitment and job/internship posting system, including efforts to ensure the accuracy of the data within the system, data management and assisting users in accessing the system. Manage the office in absence of Director and have signing authority on office budget accounts. Provide career counseling to students and alumni. Programs include:



- Philadelphia Career Connection (PCC) interview day and career fair with Bryn Mawr and Haverford Colleges
- Philadelphia STEM recruiting event with Bryn Mawr and Haverford Colleges
- Fall Recruiting Consortium (FRC) interview day in NYC with Bard College, Connecticut College, Sarah Lawrence College, Vassar College, Wesleyan University and The College of William & Mary
- Engineering and Technical Career and Internship Connection (ETCIC) interview day in NYC with Boston University, Bucknell University, Case Western Reserve University, Carnegie Mellon University, Clarkson University, Johns Hopkins University, Syracuse University, Tufts University, Union College, University of Rochester and Washington University in St. Louis
- MetroLink DC interview day in Washington, DC with the University of Virginia, the College of William & Mary and Yale University

Kristie Beucler and Jen Barrington, Assistant Directors, Career Education



Kristie Beucler



Jennifer Barrington

These two job share members (each are .5 FTE) develop a vision for and manage a comprehensive set of programs and initiatives to educate students about careers and possibilities for professional development outside the classroom. Manage the College's Extern Program, coordinating mentoring and career exploration opportunities for 200+ students and over 300 alumni/parent workplace sponsors and homestay hosts. Manage the Summer Experiential Fellows Program, offering funded internships to students who return to work with their extern sponsors during the summer. Provide career counseling to students and alumni. Design and implement career development educational workshops and presentations for groups of students and student organizations. Engage guest speakers, including alumni and parents, as appropriate for educational programming and publicize these programs to students. Programs include:

- Alumni Student Networking Dinner and Life after Swarthmore with Alumni Council
- Dapper Dining professional etiquette dinner
- DC Government & Nonprofit Career EXPO and two Philadelphia nonprofit/government career fairs
- Swat Tank innovation competition and Lax Conference on Entrepreneurship
- SEEKERS non-credit career development course and one day self-awareness "intensive"

Pattie Kim-Keefer, Assistant Director, Internships and Technology

Manage Career Services initiatives, services and programming with a special emphasis on internships, technology and social media. Develop and publicize internship opportunities for students and collaborate with colleagues in Development and Advancement to develop alumni and parent sponsored internships. Develop the Career Services website, social media outlets, Garnet Connection internship blog and other technology initiatives to publicize our programs/events and educate students about career options; supervise two student interns to help support these efforts. Collaborate with the First Year Dean on *First in Family* initiatives for first generation college students. Conduct outreach and programming for Rubin, Evans and Quest Scholars. Coordinate the annual *Summer Opportunities Fair*. Manage the Swarthmore Future Entrepreneurs summer internship program with local startup companies. Represent Career Services at *Chocolates*, *Chai* and *Choosing* for sophomores declaring majors. Liaison to UCAN (University Career Action Network) and engIN internship consortia in the ongoing management of our shared internship databases and development of new consortium initiatives. Provide career counseling to students and alumni.



Lisa Maginnis, Administrative Assistant



Manage the front office and provide assistance to students, employers, alumni, parents, faculty and staff with questions about Career Services. Assist the Director and department staff in tasks, projects and events including the DC EXPO career fair. Position involves significant student and client interaction; data management, including assisting users in accessing online resources; data collection and analysis for the annual report; maintenance of the Career Library; budget coordination; managing the Career Services email account; scheduling and coordination of appointments for 6 counselors; management of credential files; oversight of the Career Closet; and supervision of 3 office assistants and 10 career peer advisors.

Jarett Haley, Career Counselor

Initiate contact and coordinate marketing efforts with students, alumni, faculty, staff, parents, employers, and all members of the campus community, to share information regarding Career Services and to effectively engage our clients in the services and programs offered by our office. Identify ways to collaborate with colleagues among the Dean's Staff including joint programming with the Black Cultural Center and Intercultural Center. Provide career counseling to students and alumni. Report to the Associate Director and as a member of the employer relations team, support the following programs:



- Philadelphia Career Connection (PCC)
- STEM recruiting event in Philadelphia
- Fall Recruiting Consortium (FRC) in NYC
- Engineering and Technical Career and Internship Connection (ETCIC) in NYC
- MetroLink DC in Washington, DC

Section One: Senior Plans



2016 Senior Survey

Based upon survey responses before graduation from 246 or 68% of 360 graduating students

PRINCIPAL PLANS FOR YEAR AFTER GRADUATION (What are your principal plans for next year?)

| | Employment | Graduate or Professional School | More Undergraduate Study | Travel or vacation | Do not Know | Other |
|--------------------------|-------------------|--|---------------------------------|---------------------------|--------------------|--------------|
| No. of Respondents (246) | 169 | 42 | 3 | 8 | 12 | 12 |
| % of Respondents (100%) | 69% | 17% | 1% | 3% | 5% | 5% |

PRINCIPAL PLANS FOR POST-GRADUATE STUDY (Do you think that you will enroll in graduate or professional school at some point after graduation from Swarthmore?)

| | Yes, next year | Yes, next 2-5 years | Yes, after 5 years | No, probably not | Don't know |
|--------------------------|-----------------------|----------------------------|---------------------------|-------------------------|-------------------|
| No. of Respondents (241) | 44 | 148 | 5 | 13 | 31 |
| % of Respondents (100%) | 18% | 62% | 2% | 5% | 13% |

SWARTHMORE COLLEGE
Class of 2016
Future Plans by Major

| |
|--|
| Art |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Research Assistant, Columbia University, New York, NY |
| Art & Educ Studies |
| <i>Further Undergraduate Study</i> |
| <ul style="list-style-type: none"> Maryland Institute College of Art, MD |
| Art History |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> PhD, Art History, University of Michigan, Ann Arbor, MI |
| <i>Travel</i> |
| <ul style="list-style-type: none"> Vienna, Austria on a Fulbright |
| Asian Studies |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Conservation Fellow, Green Peace, San Francisco, CA |
| Astrophysics |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Emerson Hunger Fellow, Congressional Hunger Center, Washington, DC Production Intern, Swarthmore College Theater Department, Swarthmore, PA |
| Biochemistry |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> PhD, Chemistry and Chemical Biology, Harvard University, MA |
| Biology |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Fellowship, NRDC/ RAY Marine Conservation Society, New York, NY Outdoor Display Intern, Longwood Gardens, Kennett Square, PA Research Technician, Columbia University Medical Center, New York, NY Science Teacher, KIPP DC, Washington, DC Office of Sustainability, Swarthmore College, Swarthmore, PA Post-baccalaureate Research Fellow (IRTA), National Institutes of Health, Bethesda, MD Primary Investigator, Dana Farber Cancer Institute, Boston, MA Research Technician Assistant, Caltech, Pasadena, CA Research Assistant, Princeton University, Princeton, NJ Business Analyst, Abviro LLC, Bethesda, MD Lab Manager, Harvard Medical School, Boston, MA |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> DVM, School of Veterinary Medicine, University of Pennsylvania, PA Doctor of Osteopathic Medicine, Philadelphia College of Osteopathic Medicine, PA MD, University of Vermont College of Medicine, VT JD, UT Austin, TX PhD, Watson School of Biological Sciences, Cold Spring Harbor Laboratory, NY MD, University of Rochester Medical Center, NY MD, Sidney Kimmel Medical College, PA |
| <i>Other</i> |
| <ul style="list-style-type: none"> Internship Coding bootcamp |
| Biology & Educ Studies |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Peace Corps Volunteer, Peace Corps |
| Biophysics |

| |
|---|
| <i>Employment</i> |
| <ul style="list-style-type: none"> Junior Specialist, University of California at Berkeley, Berkeley, CA |
| Chemistry |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Post-baccalaureate Research Fellow (IRTA), National Institutes of Health, Frederick, MD |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> PhD, Biochemistry program within Biosciences, Stanford University, CA PhD, Chemistry, University of Illinois Urbana Champaign, IL |
| Classical Studies |
| <i>Other</i> |
| <ul style="list-style-type: none"> Volunteering, Travel, Employment, More Travel |
| Computer Science |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Marketing Analyst, Indeed, Austin, TX Software Engineer, Google, New York, NY Computer Science Teacher, Pierrepont School, Westport, CT Preferred Non-Publication, Washington, DC Software Engineer, Capital One, McLean, VA Software Engineering Intern, Fetch Robotics, San Jose, CA Integration Engineer, Epic Systems, Madison, WI Software Engineer, Google, Mountain View, CA Software Engineer, Customer Solutions, Syapse, Wayne, PA Software Developer, Amazon, Seattle, WA Algorithmic trading developer, Summit Securities Group, New York, NY Full-stack Software Engineer, Yelp Inc., Hamburg, DEU |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> PhD, School of Computing (computer science), University of Utah, UT |
| Dance Anthropology |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Equity + Inclusion Coordinator, dance/NYC, New York, NY |
| Economics |
| <i>Employment</i> |
| <ul style="list-style-type: none"> New Graduate Development Program, Visa Inc., Foster City, CA Investment Banking Analyst, William Blair & Co., Boston, MA Investment Associate Intern, Bridgewater Associates, Westport, CT Business Analyst, A.T. Kearney, New York, NY Quantitative Data Analyst, NuFit Media, Cambridge, MA Corps Member, Teach for America, Oklahoma City, OK Account Specialist, Aon Risk Solutions, Cleveland, OH Business Analyst, A.T. Kearney, New York, NY Research Assistant, The Urban Institute, Washington, DC Investment Banking Analyst, Bank of America Merrill Lynch, New York, NY Research Associate, NERA, New York, NY Teacher, Chung dahm learning, Seoul, KOR Research Assistant, Children's Hospital of Philadelphia, Philadelphia, PA Account Executive, Keystone Risk Partners, Media, PA Renewal Manager, Ashoka: Innovators for the Public Good, Washington, DC Analyst, Hamilton Lane, Bala Cynwyd, PA Teaching Assistant Program in France (TAPIF), English Teaching Assistant, Versailles, FRA Federal Business Analyst, Deloitte Consulting, Rosslyn, VA Analyst, J.P. Morgan, New York, NY Associate, PricewaterhouseCoopers Consulting, New York, NY Equity Investment Research Analyst, First State Investment, Hong Kong, HK Analyst, Schroder Investment Management, Tokyo, JPN Associate Financial Analyst, Johnson & Johnson, New Brunswick, NJ |

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| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> • MPhil in Computer Science, Oxford University, GBR • JD • MM, Music Composition, SUNY Binghamton, NY |
| <i>Other</i> |
| <ul style="list-style-type: none"> • Fulbright Grant in South Korea |
| Economics & Educ Studies |
| <i>Employment</i> |
| <ul style="list-style-type: none"> • Business Analyst, Deloitte Consulting, New York, NY |
| Engineering |
| <i>Employment</i> |
| <ul style="list-style-type: none"> • Operations Engineering Intern, FEI Company, Portland, OR • Rotational Associate, Optoro, Washington, DC • Software Engineer, AppNexus, New York, NY • Sales Engineer, InterSystems, Cambridge, MA • Research Technician, Columbia University, New York, NY • Engineer I, EA Engineering, Science and Technology, Seattle, WA |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> • MS, Biomedical Engineering, Cornell University, NY • PhD, Electrical Engineering, Columbia University, NY • PhD, Electrical & Computer Engineering, Cornell University, NY • PhD, Aerospace Engineering Sciences, University of Colorado Boulder, CO |
| <i>Travel</i> |
| <ul style="list-style-type: none"> • Watson Fellowship in 5 countries |
| English Literature & Educ Studies |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> • MA, English as a Second Language, University of Arizona, AZ |
| English Literature |
| <i>Employment</i> |
| <ul style="list-style-type: none"> • Teaching Fellow, Deerfield Academy, Deerfield, MA • Associate, PricewaterhouseCoopers Consulting, Boston, MA • Teacher, Teach Kentucky, Louisville, KY • Medical Scribe, NeuroSpine Institute, Eugene, OR • Corps Member, City Year, Philadelphia, PA • Post-baccalaureate Research Fellow (IRTA), National Institutes of Health, Baltimore, MD • Fellow, Philly Fellows, Philadelphia, PA |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> • JD, University of Chicago Law School, IL |
| <i>Other</i> |
| <ul style="list-style-type: none"> • Volunteer as a Christian Missionary |
| Film & Media Studies |
| <i>Other</i> |
| <ul style="list-style-type: none"> • Internship |
| French and Francophone Studies |
| <i>Other</i> |
| <ul style="list-style-type: none"> • Center for Arabic Study Abroad - yearlong fellowship |
| Gender & Digital Culture |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> • MSc, Comparative Media Studies, Massachusetts Institute of Technology, MA |
| Gender, Global Health, Development |
| <i>Travel</i> |
| <ul style="list-style-type: none"> • Burma, France |
| History |

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| Employment |
| <ul style="list-style-type: none"> Paralegal, Proskauer-Rose, New York, NY Marketing and Communications Manager, The Chester Fund, Chester, PA Reader and Research Assistant--Judge David Tatel, Court of Appeals of DC, Washington, DC Clinical Research Assistant, Johns Hopkins Hospital, Baltimore, MD |
| Other |
| <ul style="list-style-type: none"> Internship |
| Travel |
| <ul style="list-style-type: none"> South East Asia |
| Linguistics |
| Employment |
| <ul style="list-style-type: none"> Research Assistant, University of Chicago, Chicago, IL Communications Specialist, Eastern Research Group, Inc., Lexington, MA College Community Partner, College Possible, Philadelphia, PA Dr. Gabriela Perez-Baez, Smithsonian Institute, Washington, DC Post-baccalaureate Research Fellow (IRTA), National Institutes of Health, Bethesda, MD |
| Graduate/Professional School |
| <ul style="list-style-type: none"> PhD, Linguistics, Yale University, CT |
| Linguistics & Educ Studies |
| Employment |
| <ul style="list-style-type: none"> Tutoring Fellow, SAGA Innovations, Chicago, IL |
| Linguistics/Languages |
| Employment |
| <ul style="list-style-type: none"> Teaching Fellow, Princeton in Asia, Shanghai, CHN |
| Graduate/Professional School |
| <ul style="list-style-type: none"> PhD, Indo-European Studies, University of California - Los Angeles, CA |
| Math & Educ Studies |
| Employment |
| <ul style="list-style-type: none"> Teach For America, Teaching Fellow, Dallas, TX |
| Graduate/Professional School |
| <ul style="list-style-type: none"> MA in Teaching, Stanford Teacher Education Program, Stanford University, CA |
| Mathematics |
| Employment |
| <ul style="list-style-type: none"> Global Markets Analyst, Bank of America Merrill Lynch, New York, NY Machine Learning Specialist Intern, Uber ATC, Pittsburgh, PA Research Associate, The Witherspoon Institute, Princeton, NJ Associate Economist I, Moody's Analytics, West Chester, PA Education Officer, Ministry of Education, Singapore, SGP Analyst, Public Financial Management Group, Philadelphia, PA Software Developer, Epic Systems, Verona, WI AmeriCorps STEM Scholar Coach, Schuler Scholar Program, Park Ridge, IL Credit Analyst, Standard & Poor's, New York, NY |
| Graduate/Professional School |
| <ul style="list-style-type: none"> Master of Mathematics, Computer Science, University of Waterloo, ON, CAN PhD, Astrophysics, Princeton University, NJ |
| Native Education |
| Graduate/Professional School |
| <ul style="list-style-type: none"> Preferred Non-Publication |
| Neuroscience |
| Employment |
| <ul style="list-style-type: none"> Associate, Close Concerns, San Francisco, CA Post-Bac Research Assistant, Children's Hospital (CHOP), Philadelphia, PA Corporate Communications Associate, Trevena, Inc., King of Prussia, PA |
| Further Undergraduate Study |
| <ul style="list-style-type: none"> Hunter College, NY |

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| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> MS, Biostatistics, University of North Carolina Chapel Hill, NC MD, University of Virginia, VA |
| <i>Other</i> |
| <ul style="list-style-type: none"> Taking some time off to think |
| Peace & Conflict Studies |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Paralegal, Bell & Bell LLP, Philadelphia, PA |
| Philosophy |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Philly Fellow, Philly Fellows, Philadelphia, PA |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> JD, Temple University, Philadelphia, PA JD, University of Pennsylvania, Philadelphia, PA |
| <i>Travel</i> |
| <ul style="list-style-type: none"> Backpacking in the Sierras |
| Physics |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> PhD, Physics, University of Wisconsin - Madison, WI |
| Poetry & Translation |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> MFA, Poetry, Syracuse University, NY |
| Poli Sci & Educ Studies |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> PhD, International Education Policy, University of Maryland College Park, MD |
| Political Science |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Paralegal, Sanford Heisler Kimpel LLP, San Francisco, CA Paralegal, US Department of Justice, Washington, DC Product Development Manager, Armour Technologies, Media, PA Legal Assistant, White & Case, New York, NY Associate Consultant, Bain & Company, Chicago, IL Legal Assistant, Sullivan & Cromwell LLP, Washington, DC Product Specialist (VFA Fellow), Azavea (Venture for America), Philadelphia, PA Community Manager, TechChange, Washington, DC Paralegal, Cohen Milstein Sellers & Toll LLP, Washington, DC Analyst, The Analysis Group, Washington, DC Management Associate, KeyBank, Portland, OR Litigation Assistant, Sullivan & Cromwell LLP, New York, NY Marketing Data Analyst, Crossix, New York, NY Education Policy Research Assistant, American Enterprise Institute, Washington, DC |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> Master's in Public Policy, Public Administration, University of Georgia, GA PhD, Department of Politics, Princeton University, NJ JD, UCLA, CA MA, Communications Management, Temple University, Philadelphia, PA |
| <i>Travel</i> |
| <ul style="list-style-type: none"> Watson Fellowship, traveling to 4 countries |
| Psychology |
| <i>Employment</i> |
| <ul style="list-style-type: none"> Associate, ideas42, Washington, DC Associate Writer/Researcher, vivovii, Philadelphia, PA |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> DPM, Podiatry School, Temple University School of Podiatric Medicine, Philadelphia, PA |

| |
|--|
| <i>Other</i> |
| <ul style="list-style-type: none"> ● Research Assistant at Case Western Reserve |
| Psychology & Educ Studies |
| <i>Employment</i> |
| <ul style="list-style-type: none"> ● Behavior Therapist, Minnesota Autism Center, Woodbury, MN ● Dean's Fellow, Yale-NUS College, Singapore, SGP |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> ● MEd, Reading Specialist, Columbia University - Teacher's College, New York, NY |
| Soc-Anth & Educ Studies |
| <i>Travel</i> |
| <ul style="list-style-type: none"> ● Buenos Aires, Argentina |
| Sociology & Anthropology |
| <i>Employment</i> |
| <ul style="list-style-type: none"> ● Paralegal / Legal Assistant, Sanford Heisler Kimpel LLP, San Diego, CA |
| Spanish |
| <i>Graduate/Professional School</i> |
| <ul style="list-style-type: none"> ● MSc-GH, Master of Science in Global Health, Duke Global Health Institute, NC |
| Theater |
| <i>Employment</i> |
| <ul style="list-style-type: none"> ● Teaching Artist Apprenticeship, Philadelphia Young Playwrights, Philadelphia, PA |
| Urban History & Policy |
| <i>Other</i> |
| <ul style="list-style-type: none"> ● Philly Fellows (AmeriCorps VISTA) |

Class of 2016 Employment with Salary by Major

| | | | | |
|--------------------------------|---|---------------------------------------|--------------------|-----------------------|
| Major: Art | | | | |
| Student 1 | Columbia University | Research Assistant | New York, NY | \$30,000-\$34,999 |
| Major: Asian Studies | | | | |
| Student 2 | Green Peace | Conservation Fellow | San Francisco, CA | \$30,000-\$34,999 |
| Major: Biology | | | | |
| Student 3 | Longwood Gardens | Outdoor Display Intern | Kennett Square, PA | <\$20,000 |
| Student 4 | National Institutes of Health | Postbac IRTA research fellow | Bethesda, MD | \$25,000-\$29,999 |
| Student 5 | Caltech | Research Technician Assistant | Pasadena, CA | \$30,000-\$34,999 |
| Student 6 | Swarthmore College | Office of Sustainability | Swarthmore, PA | |
| Student 7 | Princeton University | Research Assistant | Princeton, NJ | \$35,000-\$39,999 |
| Student 8 | Harvard Medical School | Lab Manager | Boston, MA | \$40,000-\$44,999 |
| Student 9 | KIPP DC | Science Teacher | Washington, DC | \$55,000-\$59,999 |
| Major: Chemistry | | | | |
| Student 10 | National Institutes of Health | Postbac IRTA research fellow | Frederick, MD | \$25,000-\$29,999 |
| Major: Computer Science | | | | |
| Student 11 | Fetch Robotics | Software Engineering Intern | San Jose, CA | <\$20,000 |
| Student 12 | Pierrepont School | Computer Science Teacher | Westport, CT | \$40,000-\$44,999 |
| Student 13 | Yelp Inc. | Full-stack Software Engineer | Hamburg | DEU \$50,000-\$54,999 |
| Student 14 | Epic Systems | Integration Engineer | Madison, WI | \$70,000-\$74,999 |
| Student 15 | Syapse | Software Engineer, Customer Solutions | Wayne, PA | \$70,000-\$74,999 |
| Student 16 | | preferred non- publication | Washington, DC | \$70,000-\$74,999 |
| Student 17 | Summit Securities Group | Algorithmic trading developer | New York, NY | \$100,000-\$104,999 |
| Student 18 | Indeed | Marketing Analyst | Austin, TX | \$85,000-\$89,999 |
| Student 19 | Amazon | Software Developer | Seattle, WA | \$95,000-\$99,999 |
| Student 20 | Capital One | Software Engineer | McLean, VA | \$85,000-\$89,999 |
| Student 21 | Google | Software Engineer | Mountain View, CA | \$110,000-\$114,999 |
| Student 22 | Google | Software Engineer | New York, NY | \$110,000-\$114,999 |
| Major: Economics | | | | |
| Student 23 | Teaching Asst Program in France (TAPIF) | English Teaching Assistant | Versailles | FRA <\$20,000 |
| Student 24 | Chung dahm learning | Teacher | Seoul | KOR \$20,000-\$24,999 |
| Student 25 | Teach for America | Corps Member | Oklahoma City, OK | \$30,000-\$34,999 |
| Student 26 | Children's Hospital of Philadelphia | Research Assistant | Philadelphia, PA | \$35,000-\$39,999 |
| Student 27 | The Urban Institute | Research Assistant | Washington, DC | \$40,000-\$44,999 |
| Student 28 | Marks Baughman Securities, LLC | | Conshohocken, PA | \$50,000-\$54,999 |
| Student 29 | Keystone Risk Partners | Account Executive | Media, PA | \$55,000-\$59,999 |
| Student 30 | Aon Risk Solutions | Account Specialist | Cleveland, OH | \$55,000-\$59,999 |
| Student 31 | Hamilton Lane | Analyst | Bala Cynwyd, PA | \$55,000-\$59,999 |
| Student 32 | Johnson & Johnson | Associate Financial Analyst | New Brunswick, NJ | \$55,000-\$59,999 |
| Student 33 | NuFit Media | Quantitative Data Analyst | Cambridge, MA | \$60,000-\$64,999 |
| Student 34 | PricewaterhouseCoopers | Associate | New York, NY | \$65,000-\$69,999 |
| Student 35 | Deloitte | Federal Business Analyst | Rosslyn, VA | \$65,000-\$69,999 |
| Student 36 | Schroder Investment Management | Analyst | Tokyo | JPN \$70,000-\$74,999 |
| Student 37 | A.T. Kearney | Business Analyst | New York, NY | \$70,000-\$74,999 |
| Student 38 | NERA | Research Associate | New York, NY | \$70,000-\$74,999 |
| Student 39 | J.P. Morgan | Analyst | New York, NY | \$85,000-\$89,999 |
| Student 40 | A.T. Kearney | Business Analyst | New York, NY | \$80,000-\$84,999 |
| Student 41 | Bridgewater Associates | Investment Associate Intern | Westport, CT | >\$115,000 |
| Student 42 | Bank of America Merrill Lynch | Investment Banking Analyst | New York, NY | \$85,000-\$89,999 |

| | | | | |
|----------------------------------|-----------------------------------|--------------------------------------|------------------|-----------------------|
| Student 43 | William Blair & Co. | Investment Banking Analyst | Boston, MA | >\$115,000 |
| Major: Engineering | | | | |
| Student 44 | FEI Company | Operations Engineering Intern | Portland, OR | \$35,000-\$39,999 |
| Student 45 | Columbia University | Research Technician | New York, NY | \$40,000-\$44,999 |
| Student 46 | EA Engineering | Engineer I | Seattle, WA | \$50,000-\$54,999 |
| Student 47 | Optoro | Rotational Associate | Washington, DC | \$50,000-\$54,999 |
| Student 48 | InterSystems | Sales Engineer | Cambridge, MA | \$95,000-\$99,999 |
| Student 49 | AppNexus | Software Engineer | New York, NY | >\$115,000 |
| Major: English Literature | | | | |
| Student 50 | City Year | Corps Member | Philadelphia, PA | <\$20,000 |
| Student 51 | Philly Fellows | Fellow | Philadelphia, PA | <\$20,000 |
| Student 52 | Deerfield Academy | Teaching Fellow | Deerfield, MA | \$20,000-\$24,999 |
| Student 53 | National Institutes of Health | Postbac IRTA research fellow | Baltimore, MD | \$25,000-\$29,999 |
| Student 54 | NeuroSpine Institute | Medical Scribe | Eugene, OR | \$35,000-\$39,999 |
| Student 55 | Teach Kentucky | Teacher | Louisville, KY | \$40,000-\$44,999 |
| Student 56 | PricewaterhouseCoopers | Associate | Boston, MA | \$80,000-\$84,999 |
| Major: History | | | | |
| Student 57 | Johns Hopkins Hospital | Clinical Research Assistant | Baltimore, MD | \$25,000-\$29,999 |
| Student 58 | The Chester Fund | Marketing and Communications Manager | Chester, PA | \$40,000-\$44,999 |
| Student 59 | Court of Appeals of DC | Reader and Research Assistant--Judge | Washington, DC | \$40,000-\$44,999 |
| Student 60 | Proskauer-Rose | Paralegal | New York, NY | \$45,000-\$49,999 |
| Major: Linguistics | | | | |
| Student 61 | College Possible | College Community Partner | Philadelphia, PA | <\$20,000 |
| Student 62 | Smithsonian Institute | Dr. Gabriela Perez-Baez | Washington, DC | <\$20,000 |
| Student 63 | University of Chicago | Research Assistant | Chicago, IL | <\$20,000 |
| Student 64 | National Institutes of Health | Postbac IRTA research fellow | Bethesda, MD | \$25,000-\$29,999 |
| Student 65 | Eastern Research Group, Inc. | Communications Specialist | Lexington, MA | \$40,000-\$44,999 |
| Major: Mathematics | | | | |
| Student 66 | Schuler Scholar Program | AmeriCorps STEM Scholar Coach | Park Ridge, IL | <\$20,000 |
| Student 67 | Philly Fellows | | Philadelphia, PA | <\$20,000 |
| Student 68 | Ministry of Education | Education Officer | Singapore | SGP \$35,000-\$39,999 |
| Student 69 | The Witherspoon Institute | Research Associate | Princeton, NJ | \$40,000-\$44,999 |
| Student 70 | Public Financial Management Group | Analyst | Philadelphia, PA | \$45,000-\$49,999 |
| Student 71 | Moody's Analytics | Associate Economist 1 | West Chester, PA | \$55,000-\$59,999 |
| Student 72 | Uber ATC | Machine Learning Specialist Intern | Pittsburgh, PA | \$70,000-\$74,999 |
| Student 73 | Standard & Poor's | Credit Analyst | New York, NY | \$75,000-\$79,999 |
| Student 74 | Bank of America Merrill Lynch | Global Markets Analyst | New York, NY | \$85,000-\$89,999 |
| Student 75 | Epic Systems | Software Developer | Verona, WI | \$95,000-\$99,999 |
| Major: Philosophy | | | | |
| Student 76 | Philly Fellows | Philly Fellow | Philadelphia, PA | <\$20,000 |
| Major: Political Science | | | | |
| Student 77 | American Enterprise Institute | Education Policy Research Assistant | Washington, DC | \$35,000-\$39,999 |
| Student 78 | Azavea (Venture for America) | Product Specialist (VFA Fellow) | Philadelphia, PA | \$35,000-\$39,999 |
| Student 79 | Benevolous | | Philadelphia, PA | \$35,000-\$39,999 |
| Student 80 | Cohen Milstein Sellers & Toll | Paralegal | Washington, DC | \$40,000-\$44,999 |
| Student 81 | TechChange | Community Manager | Washington, DC | \$40,000-\$44,999 |
| Student 82 | Sullivan & Cromwell LLP | Legal Assistant | Washington, DC | \$40,000-\$44,999 |
| Student 83 | Department of Justice | Paralegal | Washington, DC | \$40,000-\$44,999 |
| Student 84 | Sullivan & Cromwell | Litigation Assistant | New York, NY | \$50,000-\$54,999 |
| Student 85 | KeyBank | Management Associate | Portland, OR | \$50,000-\$54,999 |

| | | | | |
|---|--------------------------------------|------------------------------------|---------------------|-------------------|
| Student 86 | Sanford Heisler Kimpel, LLP | Paralegal | San Francisco, CA | \$50,000-\$54,999 |
| Student 87 | Crossix | Marketing Data Analyst | New York, NY | \$55,000-\$59,999 |
| Student 88 | White & Case | Legal Assistant | New York, NY | \$80,000-\$84,999 |
| Student 89 | Amour Technologies | Product Development Manager | Media, PA | \$80,000-\$84,999 |
| Student 90 | Bain & Company | Associate Consultant | Chicago, IL | \$80,000-\$84,999 |
| Major: Psychology | | | | |
| Student 91 | vivovii | Associate Writer/Researcher | Philadelphia, PA | \$45,000-\$49,999 |
| Student 92 | ideas42 | Associate | Washington, DC | \$50,000-\$54,999 |
| Major: Sociology & Anthropology | | | | |
| Student 93 | Sanford Heisler Kimpel, LLP | Paralegal / Legal Assistant | San Diego, CA | \$40,000-\$44,999 |
| Major: Sp Maj: Astrophysics | | | | |
| Student 94 | Congressional Hunger Center | Emerson Hunger Fellow | Washington, DC | \$30,000-\$34,999 |
| Major: Sp Maj: Biology & Educ Studies | | | | |
| Student 95 | Peace Corps | Peace Corps Volunteer | | NIC <\$20,000 |
| Student 96 | Quest Fellowship | | Seattle, WA | <\$20,000 |
| Major: Sp Maj: Biophysics | | | | |
| Student 97 | University of California at Berkeley | Junior Specialist | Berkeley, CA | \$35,000-\$39,999 |
| Major: Sp Maj: Dance Anthropology | | | | |
| Student 98 | dance/NYC | Equity + Inclusion Coordinator | New York, NY | <\$20,000 |
| Major: Sp Maj: Economics & Educ Studies | | | | |
| Student 99 | Deloitte Consulting | Business Analyst | New York, NY | \$70,000-\$74,999 |
| Major: Sp Maj: Linguistics/Lang | | | | |
| Student 100 | Princeton in Asia | Teaching Fellow | Shanghai | CHN <\$20,000 |
| Major: Sp Maj: Math & Educ Studies | | | | |
| Student 101 | Teach For America | Teaching Fellow | Dallas, TX | \$45,000-\$49,999 |
| Major: Sp Maj: Neuroscience | | | | |
| Student 102 | Children's Hospital (CHOP) | Post-Bac Research Assistant | Philadelphia, PA | \$30,000-\$34,999 |
| Student 103 | Close Concerns | Associate | San Francisco, CA | \$40,000-\$44,999 |
| Student 104 | Trevena, Inc. | Corporate Communications Associate | King of Prussia, PA | \$55,000-\$59,999 |
| Major: Sp Maj: Peace & Conflict Studies | | | | |
| Student 105 | Bell & Bell LLP | Paralegal | Philadelphia, PA | \$45,000-\$49,999 |
| Major: Sp Maj: Psychology & Educ Studies | | | | |
| Student 106 | Minnesota Autism Center | Behavior Therapist | Woodbury, MN | \$30,000-\$34,999 |
| Major: Sp Maj:Linguistics & Educ Studies | | | | |
| Student 107 | SAGA Innovations | Tutoring Fellow | Chicago, IL | <\$20,000 |
| Major: Theater | | | | |
| Student 108 | Philadelphia Young Playwrights | Teaching Artist Apprenticeship | Philadelphia, PA | <\$20,000 |

Section Two: Student Engagement

Career Counseling

Through individual counseling appointments, drop-in advising sessions, workshops, recruiting events and other programs **we had a total of 4,752 student interactions in 2015-16, 23% higher than the 3,867 interactions we had in 2014-15**. We are very pleased to have connected with 1,120 individual students. We engaged with 69% of the total student body in 2015-16: 70% of seniors, 63% of juniors, 70% of sophomores and 71% of first years.

Examining individual counseling appointments we notice that 35% of our counseling appointments are with Seniors, 15% Juniors, 18% Sophomores, 12% First Years, and 21% alumni. Counseling appointments focused on the following areas: Job Search (23% of all appointments); Internship/Externship Search (18%); Career Exploration (18%); Interview Preparation (18%); Resume/Cover Letter Review (12%); Graduate School Advising (6%); and Self-Awareness (5%).

We are also able to examine our usage patterns from vantage points including race and ethnicity, helping us identify any students who would benefit from targeted outreach to make them aware of our resources and services:

| ENGAGEMENT by RACE and ETHNICITY | | | |
|----------------------------------|--------------|----------------------|----------------------|
| | # ENGAGED | 2015-16 % ENGAGED | 2014-15 % ENGAGED |
| Asian | 306 | 77% | 76% |
| Black | 80 | 80% | 73% |
| Latino/a/Hispanic | 54 | 68% | 70% |
| Multi | 9 | 64% | 53% |
| Multi/Asian | 38 | 59% | 68% |
| Multi/Black | 18 | 72% | 55% |
| Multi/Latino/a | 93 | 68% | 58% |
| Not indicated | 43 | 75% | 74% |
| White | 464 | 67% | 65% |

Career Peer Advisors (CPAs)

CPAs are a vital link from our office to the campus community. As such, we want them to be confident campus leaders and so we are committed to developing their leadership skills. We begin their training in August, providing instruction on our online systems and web resources, resume/cover letter/personal statement writing, networking, interviewing, and other topics they need to know to be effective advisors to their fellow students. During training in August, we worked with them to develop learning goals and action steps to help them become campus role models for professionalism and career development. We had them reflect on what strengths they have to achieve these goals, think about what areas they could improve and had them list steps they would take to reach the goals. Throughout

the year we met regularly with them to review their progress and how we might help them reach the goals. At the end of spring semester we have them reflect and share with us their growth towards meeting these goals. The CPAs report this is a helpful way to envision their roles in our community.

We also worked with CPAs to develop their understanding of career counseling. They each met with a counselor and took career inventories. Our goal was to have them be able to personally share their insights with fellow students and thus encourage others to meet with career counselors. We believe that students benefit greatly from understanding career development.

CPAs were key partners in several of our programs this year. They were part of a panel discussion for the mandatory orientation of students participating in the Extern Program; they were instrumental in helping orient students to the Alumni Student Networking Dinner; they staffed our Open Houses at the beginning of each semester as well as Garnet Weekend; they participated in the Keys to Internship Success workshop; and they hosted employer information sessions and Alumni Career Conversations.

CPAs also developed their own programs for students and were more active in this area than ever before, hosting programs in the residence halls, workshops and study breaks. They offered over 10 programs in the fall, including internship reflection workshops at the beginning of the semester, a resume and LinkedIn program for students in the Black Cultural Center (BCC), workshops providing an overview of Career Services and resume writing, a program for the Women in Computer Science student group, resume and job search for the Ninjas (computer science tutors), resume and job search with Kappa Alpha Theta sorority and a *Five Career Moves During Winter Break* study break the last day of classes in the fall, attended by 40 students.

CPA drop-in assistance is provided every weekday afternoon from 1:00-4:30pm. **In 2015-16, 402 students took advantage of these hours resulting in 735 drop in visits, a 26% increase from 2014-15.** 17% of drop-ins were with Seniors, 12% Juniors, 28% Sophomores and 42% First Years. We're particularly pleased to see the increasing engagement of first years, as this represents their initial introduction to our services. These drop in hours are an excellent opportunity for students to get help with writing their first professional resume and/or cover letter, polishing existing documents to be sure they are in line with their current pursuits, navigating our job and internship databases, exploring externship opportunities, and preparing for an interview. Many students use the drop in hours as a starting point for their engagement with our office, meeting with a Career Peer Advisor for their initial materials review and immediate assistance, then scheduling a subsequent appointment with a counselor for career counseling and exploration, developing search and grad school admission strategies, networking assistance and mock interviews.

Section Three: Career Education

Self Awareness

Orientation Programming

When the Orientation Tours were cancelled this year, we thought creatively about how to connect with incoming students so they would be aware of our services. As a result, we developed the following two new programs while also participating in additional programming for RAs and international students:

Here's the Scoop: We joined First Year Dean Karen Henry '87, Registrar Martin Warner, Associate Dean Diane Anderson and library colleagues at this program attended by all first year students. After an introduction to the academic advising and course registration process, we provided our overview of the ways we assist first year students in their career development, offering narratives for how we have worked with individual students in their first year at Swarthmore.

Scavenger Hunt: We developed a fun, interactive and informative Myers-Briggs Type Indicator (MBTI) exercise for first year students visiting our office, asking them to self-identify their type by answering a few questions and providing them with the MBTI magnet below. A few weeks into the semester we followed up with the 65 first years who participated in the exercise to suggest they schedule an appointment with a career counselor to take the MBTI and discuss their future plans.

my perceived mbti type:

| | | | |
|---|--|---|---|
| ISTJ Responsible Executors | ISFJ Dedicated Stewards | INFJ Insightful Motivators | INTJ Visionary Strategists |
| ISTP Nimble Pragmatics | ISFP Practical Custodians | INFP Inspired Crusaders | INTP Expansive Analyzers |
| ESTP Dynamic Mavericks | ESFP Enthusiastic Improvisors | ENFP Impassioned Catalysts | ENTP Innovative Explorers |
| ESTJ Efficient Drivers | ESFJ Committed Builders | ENFJ Engaged Mobilizers | ENTJ Strategic Directors |

Meet with a Career Counselor to learn how your type relates to major and career choices.

RA Resource Fair: Program Assistant Jarett Haley represented our office at this event for Resident Assistants, meeting with over 60 RAs to provide an overview of our services for their residents.

International Student Orientation: Assistant Director Kristie Beucler participated in roundtable discussions with incoming international students during their orientation to Swarthmore.

First in Family: First Generation/Low Income Student Programming

For the third year, Career Services has partnered with the Dean of First Year Students to develop a variety of initiatives to support students and student groups including SOLIS (Swarthmore Organization of Low Income Students), Quest Scholars, Evans Scholars, and the Rubin Scholars.

First in Family Community Panel

On Friday, September 11, about 30 first generation students, staff, and faculty members gathered to have lunch. A panel of a first gen professor (Alex Baugh, Biology), staff member (Karina Beras, Residential Community Coordinator in the Office of Student Engagement), and student (Uriel Medina-Espino '16) talked about their experiences being first gen students. One of the main objectives of this gathering was to help students identify other members of the community who are first generation, so that they can be viewed as resources for support. They also addressed common issues that first generation students face on a college campus—everything from academics to navigating the social scene. The panelists shared their own stories and gave words of advice to our students.

First in Family Student/Faculty Lunch

On Friday, February 5, Career Services and the Dean's Office hosted another gathering; the focus of this luncheon was to bring faculty and students together. Professors Nanci Buiza (Modern Languages), Ralph Gomez (Math/Statistics), and Krista Thomason (Philosophy) held round table discussions with about 8 students. Students asked questions primarily about the road to becoming a faculty member and the challenges associated with being a first generation college student.

Programming for Quest, Evans and Rubin Scholars

Assistant Director Pattie Kim-Keefer collaborated with Associate Dean Nate Miller and Dean of First Year Students Karen Henry '87, meeting with the Quest Scholars, Rubin Scholars and Evans Scholars during fall semester to provide them an overview of our services with special emphasis on resources to support them in their summer internship search. We also held an Open House at the beginning of spring semester to introduce all three groups of students to our services and resources.

Support for Student Groups

- Program Assistant Jarett Haley collaborated with Dean of the Junior Class and Director of the Black Cultural Center (BCC) Dion Lewis to co-facilitate a Leadership Retreat for members of the BCC and Intercultural Center (IC).

- Assistant Director Pattie Kim-Keefer participated in the Leadership Retreat for student leaders organized by Katie Clark in the Center for Innovation and Leadership.
- With the support of a donor, we offered a \$1,500 scholarship to the Clarus student investment group to sponsor membership for a student.
- We co-sponsored a seminar on *How to Prepare for Consulting and Finance Recruiting* with 180 Degrees Consulting, Clarus Capital Investments LLC and Redefine Her Street.
- We co-sponsored *Federal Consulting Careers* with 180 Degrees Consulting.
- We offered resume and job search workshops to Women in Computer Science and Kappa Alpha Theta sorority.
- We collaborated with Clarus Capital Investments LLC and Redefine Her Street on their new *Economic & Finance Forum*.

Balancing Act

On September 18 we offered a new program for students, in collaboration with Student Wellness Program Manager Noemi Fernandez and Student Academic Mentor Coordinator Melissa Mandos. The goal of the program was to help students learn ways to manage their time with coursework, self-care, and career development. Noemi shared facts about the need for healthy life habits. Career Peer Advisors and Student Academic Mentors shared tips on ways to fit networking, job search and career decision making into a busy academic schedule.

LINK Workshop: Decision Making

On Monday, November 9 we offered a new program for students, in collaboration with Katie Clark in the Center for Innovation and Leadership. Through discussion and an interactive activity, students shared their values and reflected on their decision making processes.

Seekers

Our six week non-credit career development course, SEEKERS, is always rewarding for the students and Assistant Director Jennifer Barrington, who teaches the course. We had a strong core group of 10-12 students who were committed to learning each step of the career development process including many first year students excited to learn about all stages of career development. We also had a few juniors who were pleasantly surprised about how much they could learn even when they are more experienced. Several members of the group were able to give valuable feedback to fellow students regarding interviewing and professional communication. This is one of the many strong points of this course that students enjoy: learning and sharing with each other as they work towards a common goal. We find this program a particularly beneficial way to help our liberal arts students link what they are learning in the classroom to meaningful ways to make a difference in their careers.

Self-Awareness Intensive

During fall break, on Monday, October 12, Assistant Director Kristie Beucler offered this new opportunity for students to learn the framework for career decision making. Students were guided in creating a Wandering Map and conducting a Values Card Sort. Interactive group activities included a Work Values Auction, a Myers Briggs Type Indicator personality assessment, and conversation about school, personal and work interests. These individual and group activities helped students see themes in their Wandering Maps and positioned them well for career exploration.

A Journey of Life on Purpose

On February 23, **Avril Somerville '93** shared her experience as a first generation college student at Swarthmore, originally from the island of Dominica in the Caribbean, who immigrated to New York and began her career in the advertising and pharmaceutical industries, only to later realize career satisfaction as a poet and writer. Today Avril is a writer, poet, and speaker and the author of *A Journey Of Life On Purpose: Creativity, Love, Womanhood, Community, Race, and Identity*, a memoir of personal essays and poems, which she signed and gave to students attending the event.

Addressing Social Identity in the Workplace

On March 23, in collaboration with the Intercultural Center, Program Assistant Jarett Haley conducted a workshop designed to inform students who identify as LGBTQ of the potential work place discrimination that they can face, and to provide advice regarding how they should approach the world of work with this knowledge.

Career Exploration

Collaboration with Academic Departments

Each career counselor is a liaison to 4-5 academic departments, regularly communicating with faculty about resources and opportunities for their students and partnering with departments on shared initiatives, including the following:

Engineering Student Presentations: We provided an overview of Career Services, job search and graduate school admission resources for 20 seniors enrolled in Professor Carr Everbach's E90 course. We also provided an introduction to career development, internships and externships for the 40+ students enrolled in Professor Erik Cheever's E005 Introduction to Engineering course.

Career Services for Philosophy Students: Partnering with Professor Richard Eldridge, we provided an overview of resources, internships and employment for philosophy majors.

Physics Student Presentation: At the invitation of Professor Michael "Doc" Brown, we met with students who are physics majors or minors to share our resources. We reviewed SwatCareers and engIN to show students how to find opportunities of interest. We also explored networking and highlighted LinkedIn and the Alumni Career Profiles.

Diverse Careers for Economics Students: Co-sponsored with Professor Ellen Magenheimer and the Department of Economics, this interactive session on September 17 featured eight alumni who shared how they've used economics in their careers.

Conversation with the English Department: On November 5 we met with faculty in the Department of English to provide an overview of our services and resources for their majors. We brainstormed possibilities and look forward to future collaboration with the department.

Resume Workshop for Education Students: Partnering with the faculty member teaching students engaged in their student teaching semester, we offered a resume writing workshop to help prepare them for their future job search in this field.

Chaotic Careers: Partnering with Professor and Biology Department Chair Amy Cheng Vollmer, we co-sponsored an alumni panel with the theme of nonlinear career development.

Off-Campus Study sessions

Assistant Directors Pattie Kim-Keefer and Kristie Beucler partner with the Off-Campus Study Office each semester as guest speakers for their Pre-departure and Welcome Back gatherings, sharing with students ideas on how to stay engaged in the career development process while abroad and ways to effectively present their off-campus experiences in resumes, cover letter and interviews. Pattie also offers *Marketing Your Abroad Experience* workshops each semester for students who have studied abroad.

Gaining Experience

SwatTank

Swat Tank is Swarthmore's innovation competition, an educational opportunity for students to learn about ideation, business plan development, project management, pitching and financing a startup. Led by Jen Barrington from Career Services and Katie Clark from the Center for Innovation and Leadership (CIL), in Swat Tank's fourth year the focus has shifted from a business plan competition to an innovation incubator, a better fit for the interests of our students, many of whom are strongly committed to social justice and social entrepreneurship. Visiting Lang Center Professor and social entrepreneurship expert Denise Crossan led the students through the innovation incubation process fall semester, then the seven teams of students were matched with alumni mentors to develop their ideas further during the spring. The three teams of finalists presented their pitches at the Lax Conference for Entrepreneurship on April 2, 2016.

Networking For Swatties

Swatties often shy away from networking because they don't want to come across as awkward, uncomfortable or insincere. This April 1 seminar was designed specifically for liberal arts students who wanted to develop their networking skills in an authentic way and was led by networking expert **Gail Alofsin P'18**, Director of Corporate Partnerships & Community Relations at Newport Harbor Corporation. Gail, President of Authentic Measurable Performance (AMP!), is an internationally recognized speaker, author, seminar leader and university professor. She leads workshops and speaks at national and international conferences on topics including Work/Life Balance, Time Management, Leadership, Teamwork, and Communication Skills. She is also the author of *Your Someday is Now*.

Networking Workshops for the Wall Street Reception and Alumni Student Networking Dinner

On October 21 and November 6, Assistant Director Kristie Beucler and Program Assistant Jarett Haley held workshops preparing students for two of our most popular networking

events of the year: the Wall Street Reception and Alumni Student Networking Dinner. Both workshops were well attended with close to 30 students learning about topics such as developing an “elevator pitch” and keeping in contact with alumni.

Dapper Dining

On Friday, April 8, over 50 students participated in our annual professional etiquette dinner featuring speaker Robert Shutt who educated students about dining and networking etiquette over a delicious 3-course meal. In 2016 we continued to incorporate more interaction between the speaker and the audience as Robert used conversation and an index card activity to help students learn how to network effectively.

Wall Street Prep

Through funding provided by a donor, we were able to launch two programs to introduce students to business careers, concepts and terminology while also preparing them for finance interviews. In the summer of 2015 we piloted online instruction through Wall Street Prep’s **Student Passport Program** for the 14 members of the student group Clarus Capital Investments, LLC. Instruction is offered in the following topics:

- Accounting and Financial Statement Analysis
- Excel
- Navigating Financial Reports
- PowerPoint for Finance and Business
- Corporate Finance
- Financial Statement Modeling
- Discounted Cash Flow (DCF) Modeling
- Leveraged Buyout (LBO) Modeling
- Mergers and Acquisitions Modeling
- Trading and Transaction Comps Modeling
- Acing the Technical Finance Interview
- Acing the Behavioral Finance Interview

Clarus members completed a comprehensive assessment of the program and based on this feedback, we extended the Wall Street Prep online training to an additional 30 students during the 2015-16 academic year.

The Wall Street Prep courses fill a learning gap that I feel can sometimes appear at Swarthmore. For those who are genuinely interested in the content of finance and the associated careers, the resource can quickly help even the playing field with peers at colleges that offer courses structured to prepare students for careers on Wall Street. The material allows us to show up to interviews equipped with the required technical knowledge; the critical thinking we develop during our time at Swarthmore gives us, I believe, a competitive advantage.

*Arjun Raghuraman’16
Analyst, Technology Investment Banking
William Blair & Co.*

We also brought Wall Street Prep to campus on October 10 as a TriCollege initiative with Bryn Mawr and Haverford Colleges for their **Business Fundamentals** one-day workshop

for 75 students. The curriculum for this workshop is less intensely finance-focused and consists of the following topics:

Introduction to corporate structures

- Overview of corporations (non-profit versus profit; public versus non-public) and their structures
- Overview of stocks versus bonds
- Overview of various stock exchanges around the world and how they work

Business reading 101

- Reading financial reports and the Wall Street Journal

Welcome to accounting

- Overview of the three financial statements

Corporate finance basics

- Time value of money explained
- Cost of capital basic concepts
- Different approaches to ranking capital projects

Getting ready for interviews

- Know the firm/position; know yourself and your resume; know interview questions

Before the interview – getting noticed

- Resume overview
- Leveraging social networking and your alumni network

Student feedback included the following comments:

I benefited greatly from the Wall Street Prep workshop. I think it is extremely important to have sessions like these specifically for finance since there are not many finance based courses offered at Swarthmore. It was a good introduction for a person like me who didn't know where to start and after the seminar I knew where to start looking for more information. Although we have info sessions here for financial institutions of various sizes, this seminar provided a broad base of knowledge in a compact amount of time which I feel will be instrumental in attracting those interested in a finance career at Swarthmore and across the Tri-Co schools.
- Taylor Wilson '19

I thought the Wall Street Prep Business Fundamentals program was really helpful. The presenter covered a wide range of content that is extremely useful for getting to know the finance industry and preparing for interviews in the field. The material is very relevant and up-to-date, and having the presenter giving a step-by-step explanation, offering his personal experiences and answering questions from students makes the information a lot easier to understand. On the other hand, I feel that because it was a one-day program and there were many topics to cover, we only had time to talk about the basics of each one. Hence it might have been more helpful to freshmen and sophomores, compared to the upperclassmen who might have learned some of these on their own.
- Peiwen Zhang '18

Launch My Career Path

Leadership, Diversity and Finding Mentors in the Workplace

On January 28 **Dan Levine '80**, Vice President of Tax and Chief Diversity Officer at Panda Restaurant Group, Inc., spoke with students about how developing leadership skills, embracing diversity, and finding mentors in the workplace are important aspects to successful career development.

Interview Preparation

Recognizing the importance of developing effective interview skills to successfully secure jobs and internships, we continued to educate students on how to interview effectively. Overall our Career Counselors conducted over 200 mock interviews with students in 2014-15. We offered new access to Wall Street Prep's **Student Passport Program**, providing preparation for technical and behavioral finance interviews, and continued access to **Case Questions Interactive** for students preparing for consulting case interviews. We expanded our roster to 11 alumni in consulting who have volunteered to conduct mock case interviews, including:

- **Aldo Frosinini '15**, Consultant, Booz Allen
- **Michael May '11**, Consultant, McKinsey
- **Michelle Kim '07**, HR Business Analyst & Program Manager, Amazon
- **Matt Bertuch '14**, Senior Analyst, Treacy & Company
- **Emily Anne Nolte '07**, Senior Associate, PwC
- **Marjan Chittae '05**, Consultant, PwC
- **Dominic Hum '07**, VP Corporate Strategy Goldman Sachs (former consultant with E&Y)
- **Kevin Friedenbergr '10**, former Senior Associate at Treacy & Company, currently enrolled in the MBA program at the Tuck School of Business at Dartmouth
- **Connor Morrison '11**, McKinsey alumnus, currently at an impact investing firm
- **Preston Poon '14**, Charles River Associates, Associate
- **Vasya Dostoinov '01**, Associate Director, Gartner management consulting
- **Christine Nay '02**, Deloitte Consulting

Dress for Success

In 2015-16, students borrowed suits 177 times from our ever-popular Career Closet, an increase from 120 suit loans in 2014-15, ensuring students look professional for interviews and career events.

What Your Parents Can't Teach You about Finding a Job

Offered each semester, this highly interactive workshop educates students about the appropriate and effective use of social media for their internship and job search. The goals of the workshop are to show how to use social networking for a professional function, explain why social networking is effective and how to maximize the networking experience. A photo booth is available at each session, offering students the opportunity to walk away with a professional image for their LinkedIn profiles.

Juniors & Java

On Thursday, March 24, Career Services, Fellowships & Prizes and the Dean of the Junior Class offered juniors a workshop to learn about internship resources, obtain graduate school information, explore fellowships & prizes and prepare for a successful senior year.

Graduate Programs in International Affairs

On November 2, admissions representatives from the prestigious APSIA graduate programs in international affairs at the Woodrow Wilson School of International and Public Affairs at Princeton, Fletcher School of Law and Diplomacy at Tufts, Columbia School of International & Public Affairs, Johns Hopkins School of Advanced International Studies, and the School of Foreign Service at Georgetown met with 17 students to discuss how best to prepare for graduate school admission and the types of experiences admissions representatives seek in competitive candidates.

Don Asher, Graduate School Admission

Don Asher, national speaker and author of Graduate School Admission Essays, presented his workshop on October 7 to a very engaged audience of over 40 students. Each year, Don facilitates a discussion with Swarthmore students rather than just presenting the best methods for getting into graduate school. He says he finds Swarthmore students incredibly knowledgeable about graduate school and thus finds a discussion is much more beneficial than a lecture. Some of our students are looking to very specific program areas where others are learning how to fund their study. This program is always very lively with participants learning from each other as well as the presenter.

Marketing Your Athletic Experience

We partnered with student leaders of Student Athlete Advisory Committee and Nnenna Akotaobi, Associate Athletics Director, to offer "Marketing Your Athletics Experience" to intercollegiate student athletes during Division III week. Students engaged in self-reflection to discover their transferable skills learned in their athletic experiences and then practiced relating those skills on resumes and in interviews.

Senior Week Zero Reunion

We addressed the bridge between being a student and being an alumnus as we participated in Alumni Relations' Resource Fair for graduating seniors. We offered information about Career Services' resources they may continue to use after graduation and opportunities for recent alums to help current students' career development.



CAREER SERVICES

FALL 2015 – Workshops, Events and Office Programs

SELF AWARENESS - Where do I start and What can I do?

| | | | |
|--|-----------------------|---------------------|---------------------|
| Open House | Friday, 9/4 | 1-4pm | Parrish 135 |
| <ul style="list-style-type: none"> ≥ Come in and meet the Career Services team – learn some of the ways we can help you during your time at Swarthmore. ≥ Photo booth will be available for professional photo for use on your social media sites. | | | |
| Marketing Your Abroad Experience | Thursday, 9/17 | 12:40-1:10pm | Parrish 135 |
| <ul style="list-style-type: none"> ≥ Learn how to highlight your international experience when applying for jobs and internships. | | | |
| Diverse Careers for Economics Students | Thursday, 9/17 | 4:30-6pm | Upper Tarble |
| <ul style="list-style-type: none"> ≥ Considering majoring in economics or wondering what direction your major can take you? Econ alumni share their paths. | | | |
| Balancing Act: Academics, Career Decisions & Living Well | Friday, 9/18 | 2-4pm | Matchbox |
| <ul style="list-style-type: none"> ≥ Keep calm and carry on while planning for your future, flourishing in the classroom, and taking care of yourself. | | | |
| Self-Awareness Intensive ** | Monday, 10/12 | 10am-2pm | Parrish 159 |
| <ul style="list-style-type: none"> ≥ Explore your values, interests and personality; then learn about ways to use this self-knowledge to make career decisions. | | | |

CAREER EXPLORATION - Would I like this job? Would I be good at it?

| | | | |
|--|------------------------|-----------------|----------------------|
| Extern Program ** Alumni job shadowing for one week during winter break, January 11-15, 2016 | | | |
| ⊃ Orientation - 10/5-10/9 1-4:30pm Online Registration – T-W, 10/20-10/21 (registration closes at 4:30pm on 10/21) | | | |
| Jumpstart Your Career: Consulting & Finance ** | Saturday, 9/12 | 10am-2pm | Sci.Ctr. 101 |
| ⊃ Signup to attend this interactive session with alumni who will help you decide if consulting or finance is right for you. | | | |
| ⊃ Join us for our Jumpstart Your Nonprofit Career session in the spring! | | | |
| Foreign Service Careers | Sunday, 9/27 | 5pm | Sharples Rm 4 |
| ⊃ Ken Moskowitz '76 from the State Dept. will discuss int'l relations, cross cultural communication and diplomacy. | | | |
| Careers in Marketing and Advertising | Wednesday, 9/30 | 12:30pm | Kohl 115 |
| ⊃ Mamie Duff '83 will share her experience in marketing, including the creativity, the strategy and the fun. | | | |
| Wall Street Student/Alumni Reception ** | Friday, 10/23 | 6-8pm | NYC |
| ⊃ Network with 70+ Wall Street alumni. Bus transportation available, stop in to sign up on or before Monday, 10/19. | | | |
| ⊃ <i>Workshop to polish your networking skills in preparation for the Reception</i> Wednesday, 10/21: 12:30-1:10pm Parrish 159 | | | |
| Graduate Programs in International Affairs | Monday, 11/2 | 12:30pm | Bond |
| ⊃ Meet with Columbia, Johns Hopkins, Georgetown, Princeton and Tufts admissions reps to explore study in intl. affairs. | | | |
| Women in Policy | Monday, 11/2 | 4-5pm | Parrish 159 |
| ⊃ Meet successful women who work in various areas of international policy. | | | |
| Alumni Student Networking Dinner ** | Saturday, 11/7 | 6-8pm | Upper Tarble |
| ⊃ Dine with 40+ alumni from Alumni Council who represent a wide variety of career fields; discuss career options of interest. | | | |
| ⊃ <i>Workshop to polish your networking skills in preparation for the Networking Dinner</i> Friday, 11/6 12:30 Upper Tarble | | | |
| Careers on Capitol Hill | TBD | | |
| ⊃ Mark Harkins '87 speaks from his experience about the inside culture, nuances and paths to finding success on Capitol Hill. | | | |

GAINING EXPERIENCE - Trying out careers and building skills.

| | | | |
|---|-----------------------------|----------------------|---------------------|
| Keys to Internship Success Seminar | Friday, 10/2 | 12:30- 1:10pm | Sci.Ctr. 101 |
| ➤ Fall break is a great time to apply for summer internships. Learn about deadlines, resources & creating strong applications. | | | |
| Business Fundamentals** | Saturday, 10/10 | 8am-5pm | Sci.Ctr. 199 |
| ➤ Intensive overview of Excel, accounting, finance and interview prep for business careers. | | | |
| Campus Philly Online Internship Fair | Mon-Fri, 10/26-10/30 | | |
| ➤ Hundreds of internship opportunities are waiting to be discovered; all you need to do is log on and apply at campusphilly.org/careers . | | | |

- Summer Experiences Fair** *Friday, 10/30* *12-2 pm* *Scheuer*
 ≥ Drop in and learn how to find a fantastic summer internship, research, service or other opportunity. Learn about deadlines and funding.
- LINK Workshop: Decision Making Skills** *Monday, 11/9* *4 pm* *Scheuer*
 ≥ Through interactive activities and self-reflection, learn about how much your personal values shape every decision you make.

LAUNCH MY CAREER PATH - Starting the search and applications.

- Engineering & Technical Career/Internship Connection (ETCIC)**** NYC Interview day for Technical Jobs & Internships
 ≥ **Application Deadline – 9/14** Resume Blitz – 9/14 1:30-4 Sci.Ctr. Coffee Bar NYC Interviews - 10/9
- What Your Parents Can't Teach You About Finding a Job** *Wednesday, 9/16* *12:30-1:10pm* *Parrish 159*
 ≥ Using LinkedIn, Twitter, etc. for your career search. Photo booth available for a professional image for all who attend.
- Consulting Careers / Case Interviewing** *Thursday, 9/17* *3:00pm* *Kohlberg 228*
 ≥ Application process and case interview prep by Swat Board member Koof Kalkstein '78, former Mng Director of BCG.
- Fall Recruiting Consortium (FRC) **** Interview day for Jobs & Internships in NYC
 ≥ **Application Deadline – 9/28** Resume Blitz – 9/28 1-4pm Mock Interviews – 10/20&10/21** NYC Interviews - 10/23
- GOOGLE: Technical Interviewing Prep **** *Thursday, 10/1* *6:30pm* *Sci.Ctr. 199*
 ≥ Google engineers give an overview of technical interviewing followed by group mock interviews for students.
- Getting Into Grad School** *Wednesday, 10/7* *4:30pm* *Sci.Ctr. 199*
 ≥ Don Asher- Guide to Grad School Admissions author describes strategies for getting into top grad programs.
- Philadelphia Career Connection (TriCo)** Interview day for jobs and internships with Greater Philadelphia area employers.
 ≥ **Application Deadline – 1/11** Event date: 1/26 Location: Haverford College

**** Pre-registration required**

Find full event details at <http://www.swarthmore.edu/career-services>



CAREER SERVICES

SPRING 2016 – Workshops, Events and Office Programs

SELF AWARENESS - Where do I start and What can I do?

- OPEN HOUSE** - Drop in and learn how we can help you. *Fri Jan. 22 1-4pm* *Parrish 135*
 ≥ Kick start your Spring semester by exploring how Career Services can assist you. Drop by and meet our Counseling Staff and our Career Peer Advisors. Perhaps schedule an individual counseling appointment and gain access to our databases.
- Marketing Your Abroad Experience** *Thu Jan. 28 12:40-1pm* *Kohl. 330*
 ≥ How to present your abroad experience to employers.
- First in Family Faculty Panel and Lunch** *Fri Feb. 5 12-2pm* *Scheuer*
 ≥ Come meet and have lunch with first gen professors who are eager to connect with first gen students.
- International Student and Alumni Dinner** *Sat Feb. 6 6-8pm* *Scheuer*
 ≥ Learn from alums who've done job searches and career prep with a non-immigrant visa. Sign up with Jennifer Marks-Gold.
- Career SEEKERS Club** *Thu(s) Jan.28-Mar.3 12:35 -1:10pm* (Sign up in CS)
 ≥ SEEKERS meet weekly to discuss career exploration, networking, job/int'p searching and much more. Lunch provided.

CAREER EXPLORATION - Would I like this job? Would I be good at it?

- Leadership, Diversity and Mentors in the Workplace** *Thu Jan. 28 4:30pm* *Parrish 159*
 ≥ Dan Levine '80, VP at Panda Restaurant Group speaks about developing leadership skills, diversity and finding mentors.
- Careers in the Actuarial Field** *Sun Feb. 21 noon* *Sharples*
 ≥ Becky Sielman '85 will share information about the various paths within the field, skills needed, and advice on internships
- A Journey of Life on Purpose** *Tue Feb. 23 4:30pm* *Scheuer*
 ≥ Author Avril Somerville '93 will discuss her book on creativity, community, race and identity.
- Embracing Chaotic Career Paths** *Thu. Mar. 3 4:30pm* *Sci. Ctr. 101*
 ≥ Hear from alums as they discuss how Life's Happenstance led them to career happiness.

- Life Beyond Swat: Explained** (co-hosted by Alumni Council) Fri Mar. 18 3-5pm Danawell Lounge
 ≥ Tips from Alumni Council on making a great impression during internships and first jobs, benefits and beyond.
- Jonathan R Lax '71 Conference on Entrepreneurship** Sat Apr. 2 9-5:30pm Sci. Ctr
 ≥ Swat Tank Concept Competition, lectures and discussions with over 150 alums around entrepreneurship.

GAINING EXPERIENCE - Trying out careers and building skills.

- Jumpstart Your Non Profit Career** Wed Jan. 27 4-6pm Bond
 ≥ Non Profit Networking night - translate your passion and skills into rewarding careers. *Bring your resume for feedback.*
- Keys to Internship Success Seminar** Wed, Feb 3 12:30-1:10pm Sci.Ctr. 101
 ≥ Now is a great time to apply for summer internships. Learn about deadlines, resources & make your applications stand out.
- Consulting Careers Explained** Wed Mar.16 12:30-1:10pm Parrish 159
 ≥ Koof Kalkstein '78, former Managing Director at BCG provides an overview of consulting careers.
- Networking for Swatties** Fri April 1 12:30-1:10pm Sci. Ctr. 199
 ≥ Learn from networking expert Gail Alofsin P'18 how to network without being uncomfortable, fake or insincere.
- Dapper Dining - Professional Etiquette at the Table** Fri April 8 5-8pm Scheuer
 ≥ Polish dining etiquette and networking skills through this interactive 3-course dinner. (Sign up before 3/25)

LAUNCH MY CAREER PATH - Starting the search and applications.

- Philadelphia Career Connection** (Career fair and Interview day) Fri Jan. 29 9:30-5:30 Haverford Col.
 ≥ Come meet 30+ employers from various sectors Career Fair 9:30-Noon Open to all class years
 ≥ Lunchtime prep workshop Wed. 1/27 @ 12:30, Parrish 159; Stay for a resume review and earn a free portfolio
- MetroLink DC** (Application Deadline) Mon Feb. 1 11:59pm
 ≥ Apply for opportunities in the DC area. Interviews in DC for preselected students held on 2/19. Resumania 1-4pm 2/1
- STEM event** (Career fair with Industry employers and grad schools) Fri Feb. 5 Haverford Col.
 ≥ Day will consist of a fair plus both pre-select and open interviews. Career Fair 11-2pm Open to all class years
- What Your Parents Can't Teach You About Finding a Job** Wed Feb 10 12:30-1:10pm Parrish 159
 ≥ Using LinkedIn, Twitter, etc. for your career search. Photo booth available for a professional image for all who attend.
- DC Government and Non-Profit EXPO** Fri Feb. 19 Georgetown
 ≥ Career fair featuring non-profit and govt. employers in DC. (To ride bus, sign up by 2/16)
 ≥ Lunchtime prep workshop Wed. 2/17 @ 12:30, Parrish 159; Stay for a resume review and earn a free portfolio
- Not-For-Profit Philadelphia Career Fair** Fri Feb. 26 1-4pm Bryn Mawr
 ≥ Meet local organizations offering jobs & internships in the non-profit and government sectors.
- Campus Philly Online Summer Internship Fair** Mar. 21-25
 ≥ Hundreds of internships, just waiting for you to log on and apply. <http://campusphilly.org/CAREERS/>
- Nonprofit & Government Career Fair, Philadelphia** Thu Mar. 31 11-2pm St. Joseph's
 ≥ Meet organizations offering public service jobs, internships and grad programs.
- Greater Philadelphia Teacher Job Fair** Wed Apr. 6 10-3pm GrPhilaExpo
 ≥ Public, private and charter schools throughout the country (both certified and non-certified). www.dvec.net/

Section Four: Networking and Alumni Mentoring

We actively engage alumni in providing career support to students, from recruitment to career education and mentoring:

Alumni Engagement: Recruitment/Providing Opportunities for Students

- **On Campus Recruiting** – alumni represent their organizations by interviewing on campus
- **Off Campus Interview Days** – alumni help us recruit their organizations as participants in recruiting consortium events including the Fall Recruiting Consortium, Engineering Recruiting Consortium, MetroLink DC, Philadelphia Career Connection and TriCo STEM recruiting event
- **Alumni Advocates** – alumni have self-identified as points of contact within their organizations for students and alumni curious about hiring opportunities
- **Job and Internship Postings** – alumni send us employment opportunities for students and alumni on a regular basis and in response to our job campaigns in the fall and spring
- **Mock Interviews and Resume Critiques** – alumni offer mock interviews and resume critiques
- **Summer Housing** – alumni provide free or inexpensive housing to summer interns

Alumni Engagement: Career Education and Mentoring

- **Extern Program** – alumni participate as workplace mentors and homestay hosts of students exploring careers
- **Alumni Student Networking Dinner** – we collaborate with Alumni Council members to offer this event each fall
- **Life after Swarthmore** – we collaborate with Alumni Council to offer roundtables each spring
- **Summer Fellowships** – alumni agree to mentor summer interns, student stipends provided by Career Services
- **Swarthmore Future Entrepreneurs** – an alumnus helps us identify summer internships with local startups, student stipends provided by Career Services
- **Alumni Career Panels** – often coordinated with academic departments, we bring alumni to campus to talk about careers for certain majors (e.g. Careers for Chemistry Majors), careers within specific fields (e.g. International Development Careers) and career topics (e.g. Networking)
- **Alumni Career Speakers** – we invite alumni to campus as guest speakers to talk with students and faculty about trends within their industries (e.g. The Future of Publishing), their career paths or to provide an overview of career options within their fields
- **Alumni Career Profiles** – alumni members are student mentors, often also offering externships and internships
- **Facebook Fan Group** – alumni are members of our Facebook group
- **LinkedIn Swatties Helping Swatties and the Mock Interview subgroup** – alumni have agreed to mentor student members and a subgroup also conducts mock interviews with students
- **#SwatCareers and @SwatCareers** – alumni follow and post to our Instagram and Twitter accounts
- **Online Alumni Community** – managed by Alumni Relations, we promote usage of the site
- **Wall Street Networking Reception** – we host an annual NYC networking reception for students and alumni
- **Employer Site Visits** – we have taken groups of students to meet with alumni in their workplaces
- **Jumpstart Your Career** – we invite alumni to campus to provide field-specific job search advice and mock interviews for students (fall semester: consulting & finance; spring semester: nonprofit)
- **Lax Conference on Entrepreneurship** – we collaborate with Alumni Relations, Development and the Center for Innovation and Leadership for this annual conference
- **SwatTank** – we collaborate with the Center for Innovation and Leadership to offer an innovation incubator for students, collaborating with Development to match them with alumni mentors

Events offered in 2015-2016 included the following:

Alumni Council Initiatives

Alumni Student Networking Dinner with Alumni Council

This annual dinner is well-liked and very well-attended by students and Alumni Council members, with approximately 80 students and 40 alumni participants. Alumni are seated in groupings according to self-selected career field and students self-select a table of interest. Midway through dinner we encourage students to shift to other tables of interest if they want the opportunity to connect with additional alumni. This event is designed to help students learn how to network in addition to exploring potential career fields, and prior to the event Assistant Director Kristie Beucler and Program Assistant Jarett Haley coordinated a well-attended networking workshop so students could come to the event confident and prepared to interact with the alumni successfully. Student Support Working Group Co-Chairs **Emily Anne Nolte '07** and **Kwaku Sefa-Dedeh '02** were the Alumni Council liaisons for the event and the evaluations they received from students and alumni were very positive.

Life Beyond Swarthmore Explained with Alumni Council

This program is hosted in partnership with Alumni Council and is designed to introduce students to topics and issues they will want to consider as they plan a successful transition into their first jobs or internship experiences. Eight Alumni Council members engaged in roundtable discussions with students during the two hour program and students rotated among the tables with planned topics: workplace culture, workplace communication, making connections, professional decisions, and promoting oneself. Alumni volunteers were **Alison Campbell '87, Charles "Kip" Davis '75, Jeff Gordon '81, Brian Heaney '83, Martha Marrazza '09, Charlie Mayer '98, Bob Mueller '68** and **Anne Richards '97** (their biographies are below). This year the event included a clothing drive organized by Alumni Council, who provided free casual, business casual and professional attire for students, with special outreach to members of Swarthmore Organization for Low Income Students (SOLIS) and international students.

Alison Campbell '87

Alison double majored in mathematics and history and subsequently received a California state teaching credential in mathematics. She recognized the transition from Swarthmore to the "real world" as very challenging, particularly outside of the workplace. She has spent most of her career working in national parks. For the past eighteen years, she has been in her current position of Retail Manager with the Golden Gate National Parks Conservancy at Muir Woods National Monument. In that capacity as well as in previous positions she has interviewed, hired, trained, and worked with many college students and recent graduates whose preparedness for the workplace varies greatly.

Charles "Kip" Davis '75

Kip has worked in various capacities in the market research industry in New York for over 30 years. He currently works for Ipsos, an international publicly-held firm based in Paris. In his current position as Senior Sales Support Manager for the Audience Measurement Group within Ipsos Connect USA, Kip manages operations, client contact, and communications for the Ipsos Affluent Survey USA and various custom projects within the group. Among Kip's ventures outside of market research, he was a co-creator of the opera "X, The Life and Times of Malcolm X" which had its premiere in 1986 at New York City Opera, and has spent many years in leadership roles for neighborhood, educational and youth sports organizations including block associations, the Hunter College Campus Schools, the Manhattan Soccer Club and the Harlem Little League. Kip is also Board Chairman of Replications, an educational non-profit dedicated to improving education in under-served communities throughout the Northeast.

Jeff Gordon '81

Jeff Gordon is a Managing Director with 30 years' experience (all at Duff & Phelps, a 2500-person global corporate finance and valuation advisory firm) advising boards of directors, corporate attorneys and C-level executives on transactions, strategy and business valuations. Clients include publicly traded and privately owned companies, family-owned businesses, private equity firms and family offices in a vast variety of industries, with a specialty in real estate. Extracurricular interests include human and civil rights, as well as Israel advocacy (board memberships include the American Jewish Committee, the Simon Wiesenthal Center and the Jewish-Black Business Alliance). Jeff is married, with three adult children, and lives in a northern suburb of Chicago.

Brian Heaney '83

Brian is the CEO of InnerOptic Technology, a startup developing navigation systems to make minimally-invasive surgery easier and safer to perform. Prior to joining InnerOptic, he spent 5 years as vice president of Engineering for Bytemobile, a provider of wireless Internet products. In 1996 Brian joined Navio Communications, leading the development of an advanced interactive TV platform. As Vice President of Engineering, he participated in the acquisition by Liberate technologies in 1998 and Liberate's subsequent IPO in 2000. Brian worked at Apple Computer as Director of Macintosh CPU Software. He began his career at GE Medical, where he performed R&D on medical visualization, graphics acceleration and real-time visual simulations. He holds an MS in Electrical Engineering from Duke University and was a double major in Engineering and Economics at Swarthmore.

Martha Marrazza '09

Martha is a Foreign Affairs Officer at the State Department, where she works on human rights and humanitarian policy. Previously, she worked in Nairobi, Kenya, where she interviewed refugees for resettlement to the U.S. and for an international NGO that campaigns for the protection of civilians in conflict. After graduating Swarthmore, she worked as a staffer for Congressman Chris Van Hollen '83. Martha holds an MS in Refugee and Forced Migration Studies.

Charlie Mayer '98

Charlie Mayer is Director of Operations and Investor Relations at Opower (NYSE: OPWR). Opower's mission is to help utilities build a clean energy future. Charlie supports that mission by leading the team that builds and maintains Opower offices and IT infrastructure around the world. Following Opower's initial public offering in the spring of 2014, Charlie added investor relations to his eclectic portfolio. Charlie joined Opower in June 2013 after working for 15 years in public broadcasting. Charlie was a History major and holds an MBA from Georgetown University. He spent a year in Mongolia as a Henry Luce Scholar. He also fought fires with the Harare Fire Brigade in Zimbabwe. Charlie has finally settled down in Washington, DC where he lives with his wife and two daughters. He keeps it interesting by flying small planes on the weekend.

Bob Mueller '68

Bob is the Chief Financial Officer of Delaware Valley Friend School. Bob spent six years as a child care worker and activities director at the Carson Valley School in Flourtown, PA, and ran his own construction company for fifteen years. Bob is Chair of the Philadelphia Area Business Officers Association and Secretary of the National Business Officers Association. He has work experience in learning differences, strategic planning and technology. Bob continues to study at Swarthmore in the Lifelong Learning programs where he has enjoyed Chaos and Self-Organized Criticality, Faulkner and Morrison, Mozart, Tolstoy and Dostoevsky, and more. He was a biology major here at Swarthmore.

Anne Richards '97

After Swarthmore, Anne attended the Cornell University College of Veterinary Medicine. She works as a veterinarian in a small private practice and occasionally volunteers at spay-neuter clinics for

feral cats. She has to communicate with a wide range of personality types with her clients, while trying to convince them to let her do what she believes is best for their pets and coaching them on how to successfully follow through with recommendations at home. She also enjoys many activities away from her job, including watching and playing ice hockey (it all started with Motherpuckers!), gardening, fitness activities, and canoe camping.

Business and Entrepreneurship Initiatives

Jumpstart Your Job Search: Consulting and Finance

Held this year for the second time, this program is designed to introduce underclassmen who are beginning their career exploration to careers in consulting and finance, provide students of all class years with networking opportunities, and prepare upperclassmen (primarily juniors and seniors) for the rigorous application and interview process required by the major investment banks and management consulting firms. 90 students registered for the event and those scheduled for mock interviews were required to submit their resumes for review and critique by our Career Peer Advisors and career counselors prior to the event. We invited 11 alumni finance and consulting mentors to campus to lead this program and our agenda included:

Jumpstart Your Career: Consulting & Finance Saturday, September 12, 2015, 10:00am-4:00pm

FINANCE ALUMNI PANEL:

Robert Ottenstein '82, Senior Managing Director, Evercore ISI

Justin Kane '02, Head of Research/Partner, Gilead Capital

Goreleigh Willis '03, Associate, Lazard

Jordan Martinez '13, Associate, Clayton Dubilier & Rice

Wen Huang '14, Analyst, JPMorgan

Caroline Murphy '14, Analyst, Credit Suisse

Michelle Yang '15, Analyst, Goldman Sachs

McKINSEY CONSULTING INFORMATION SESSION

CONSULTING ALUMNI PANEL:

Rob Ruffin '92, Principal, Bain

Anne-Marie Frassica '09, Associate, McKinsey & Company

Michael May '11, Consultant, McKinsey & Company

Aldo Frosinini '15, Management Consultant, Booz Allen Hamilton

NETWORKING LUNCH

Alumni were assigned separate classrooms and students were able to rotate from room to room for brief small group networking conversations.

CASE INTERVIEW AND FINANCE INTERVIEW GROUP SESSIONS

Rob Ruffin '92 of Bain Consulting led a lively and interactive case interview with a group of 50 students while 40 students participated in an interactive Q&A session focused on technical finance interview questions.

INDIVIDUAL MOCK INTERVIEWS WITH ALUMNI

Upperclassmen and a few first years and sophomores were able to have 20-minute one-on-one mock interviews with the finance and consulting alumni.

Feedback from alumni and students continues to be extremely positive for this program so we have decided to continue offering it on an annual basis, with financial support from an alumnus donor.

Diverse Careers for Economics Students

For the fourth year, we partnered with the economics department and Professor Ellen Magenheim to offer this informational panel and networking session, attended by 60+ students and 8 alumni panelists:

Board member **Koof Kalkstein '78**, former BCG managing director

Don Easley '94, portfolio manager at T. Rowe Price

Sampriti Ganguli '95, Chief Executive Advisor of Arabella Advisors, a certified benefit corporation (B-Corp) boutique philanthropic advisory services firm

Brian Bell '99, senior manager at Church & Dwight, a \$3.5B consumer goods company, and his spouse **Desiree Peterkin-Bell '00**, Director of Communications for Philadelphia Mayor Nutter

Vale Jokisch '01, Director of Services at B-Lab

Eleanor Joseph '07, Founder & CEO of Ubuntu Capital

Linus Waelti '07, Director and Actuary at New York Life

Advertising Careers

On September 30 **Mamie Duff '83** shared her experiences working in marketing and advertising. She talked with students about her early career in corporate settings, branching out into consulting and starting her own business.

Sales & Trading Teach-in with Goldman Sachs and Credit Suisse Alumni

On Saturday, October 24 we hosted an informational teach-in on Sales & Trading featuring recent grads **Caroline Murphy '14** of Credit Suisse and **Michelle Yang '15** of Goldman Sachs. They gave a brief overview of the financial industry and how investment banks, hedge funds, investment funds, and corporates work together. The session also focused on different functions and divisions within Sales & Trading and the typical responsibilities of a Sales & Trading analyst.

Investment Banking Explained

For the fifth time in recent years, **Tomo Kodama '87**, Managing Director, Global Markets at the Bank of America Merrill Lynch visited campus on Friday, December 4 to offer this highly educational and interactive five-hour session for a group of 40 students and 2 faculty members. Tomo's overview included:

- What do investment banks do? Hedge funds? Insurance companies?
- What do traders, salespeople, or bankers do?
- What skill sets are needed to understand issuers, derivatives, bonds, and stocks?
- Where is the industry going? What are people in the industry like?
- How do liberal arts graduates fit in? How can math and science skills be applied in finance?

Finance Interview and Networking Workshop

On Monday, October 5, three Swarthmore seniors who successfully navigated the highly selective finance/investment banking application and interview process shared their advice on preparing for first round interviews, what types of interview questions to expect and how to navigate a super day: **Jiho Jang '16** (Bank of America Merrill Lynch); **Arjun Raghuraman '16** (William Blair); and **Shen Huang '16** (J.P. Morgan).

How to Prep for the Recruitment Season in Finance and Consulting

On Friday, March 25, we co-sponsored this event with the student groups *180 Degrees Consulting*, *Clarus Capital Investments, LLC*, and *Redefine Her Street*. This session was focused on ways first year students, sophomores and juniors could begin preparing now (and during the summer) to be competitive candidates in consulting and finance. Our speakers included:

Eliana Cohen '17

Eliana is a junior pursuing a special major in organizational behavior. She will be interning at **BlackRock**, the world's largest asset management firm, on their US Wealth Advisory team. She is excited about helping Swatties apply their liberal arts educations to the finance recruitment process. She is also happy to provide advice to students who do not come out of technical backgrounds or do not have traditional finance-oriented experiences, particularly if they are interested in pursuing client-facing careers in the future.

Spencer Friske '16

Spencer will be working at **Bain & Company** as an Associate Consultant. Last summer, he worked for Bank of America Merrill Lynch as a Public Finance Investment Banking intern with rotations in both the healthcare and transportation groups. At BAML, his primary responsibilities included implementing debt service models and developing investor presentations.

Ascanio Guarini '16

Ascanio will be working at **Bridgewater Associates** in the Investment Associate program. Bridgewater Associates is the world's largest hedge fund, with over \$150B in assets under management, and focuses on macroeconomic investment strategies. Last summer he interned at Credit Suisse as an Equity Research Summer Analyst, where he worked on the Medical Device and Biotechnology coverage teams. While there, Ascanio conducted a variety of projects, including pre-IPO research and sales pitches, pipeline valuation, market modeling, and M&A stock impact assessments. He has gone through the recruitment process across the spectrum, including Investment Banking, Management Consulting, Sell-side Markets-focused Banking, and buy-side positions (both PF and HF), and is happy to speak on his experiences.

Shen Huang '16

Shen Huang worked at **J.P. Morgan** Private Bank in New York this past summer, supporting the Portfolio Management Group on the Solutions side of the bank. His team was responsible for managing, rebalancing, and implementing all tactical calls on macro traded portfolios on the Private Bank's platform. He will be returning to J.P. Morgan full time and join the Global Investment Opportunities group. This team seeks to provide sophisticated ultra high net worth individuals with opportunistic, absolute return investment ideas by facilitating institutional level of execution across asset classes globally.

Jiho Jang '16

Jiho Jang will be joining **Bank of America Merrill Lynch** as a full-time investment banking analyst this summer; last summer he worked at the Energy & Power Investment Banking Group and focused on M&A and IPO transactions. He's also interested in economic development and poverty alleviation.

Stephanie Kestelman '16

Stephanie is a senior, majoring in economics and statistics. She will be joining PwC (**PricewaterhouseCoopers**) this coming August, as a Management Consultant in their Financial Services sector. She interned at PwC during the summer of 2015. She worked for a major credit card processor, reviewing their merchant portfolio and helping the client manage its exposure to risk. Stephanie has also worked as a research assistant and intern with the Philadelphia City Planning Commission.

Christine Kim '17

Christine is currently a junior, majoring in Political Science and minoring in Music. Her most recent experiences include being invited as a finalist for three investment banking training programs from bulge bracket firms (J.P Morgan Chase, Barclays, and UBS). She accepted an offer from **Bank of America Merrill Lynch** to join its Investment Banking 2016 Summer Analyst program. Christine is currently Student Body President, a Richard Rubin Scholar and Swarthmore Foundation Grant recipient. She was honored in June 2015 as a National Association for Asian American Professionals Philadelphia Chapter Scholarship recipient, and she was honored in February 2016 as a Scholarship of Distinction recipient from Bank of America Merrill Lynch.

Phyllis Lee '17

Phyllis is a junior economics major at Swarthmore College, who will be joining **JPMorgan** Chase & Co as a summer analyst. She is active on campus as the founder of the Swarthmore College branch of 180 Degrees Consulting and the Swarthmore Consulting Group, and she is also a Career Peer Advisor. During the summer internship recruitment season, she got offers in both finance and consulting.

Nikhita Luthra '17

Nikhita is an honors economics major and statistics minor who will be interning both in London at **Lombard Street Research**, a leading macroeconomic research and advisory firm, as well as in New York City at **PricewaterhouseCoopers'** Advisory division, specifically in Analytics. She can also answer questions about the recruiting process for an economic consulting firm based in Washington D.C., Analysis Group. Last year, she worked at a consulting start up for data analytics and technology that was founded by key members of the 2012 Obama campaign team, BlueLabs, in Washington D.C. She is happy to help share tips about the recruiting process and networking for the range of the kinds of internships she has applied for.

Constance Mietkowski '16

Constance is an Economics major and Art History minor. She will be working at **A.T. Kearney** next year as a Business Analyst. Last summer, she interned at HT Capital Advisors as a Mergers and Acquisitions Analyst. As an analyst, Constance worked on multiple buy-side and sell-side transactions in the Industrials and Food & Beverage practices. She previously worked at corporate law firm White & Case in their M&A practice.

Arjun Raghuraman '16

Arjun Raghuraman is an Honors Economics Major with a Minor in Statistics. This past summer, he worked in the Investment Banking Division of **William Blair**, working on live M&A deals and IPOs for software companies. He has also interned at Soros Fund Management and TIAA-CREF, in their risk and asset management divisions respectively.

Erik Rauterkus '17

Erik is a junior majoring in Economics and Political Science and will be interning at **Strategy&** this summer with their Deals Strategy group which focuses on creating strategies for inorganic growth. In the past he has interned with various firms in different industries including the White House and the Glenmede Trust Company.

Kathy Sun '16

Kathy will be working at **Deloitte Consulting** next year as a Strategy and Operations Business Analyst. Last summer, though, she interned at Deutsche Bank as a Markets Analyst Intern (aka Sales and Trading intern) and had rotations through the interest rate derivatives sales desk and the asset structuring desk. Throughout the summer, she conducted several research and analytical projects for each of her teams and shadowed numerous traders and salespeople across the trading floors.

Sean Thaxter '16

Sean is an incoming consultant at **Deloitte Consulting's** Federal practice in the Washington, D.C. area. As a student, he has been involved with the Swarthmore Consulting Club and the implementation of Swarthmore's 180 Degrees Consulting branch. He is a double major in Economics and Political Science, with a focus on International Relations and Development, which he hopes to continue working on at Deloitte.

Jigme Tobgyel '17

Jigme is an international student from Bhutan majoring in Economics and Mathematics. He will be working at **Analysis Group** as an Analyst Intern for the summer of 2016. Last year he worked in the Economics department at Swarthmore College where he conducted research on labor productivity and behavioral interventions for healthy eating.

Annie Tvetenstrand '16

Annie will be working at **PricewaterhouseCoopers** next year as a Financial Services Management Consulting Associate. She interned at PwC last summer in the same line of service. Over the summer, she worked on a project at a premier global financial services institution, where she developed skills in project management through spreadsheet modeling.

Thomas Vernier '17

Thomas is an Honors Economics Major with an Honors Minor in Japanese. This summer, he will be working at **PJT Partners**, an advisory focused investment bank, formerly the advisory branch of Blackstone. Last summer, he worked at Sartomer, a chemical engineering company and as a teacher at the American School in Japan in Tokyo. He is also interested in public finance, public policy and international relations.

Arjun Vishwanath '16

Arjun will be working as an associate consultant at **Bain & Company** next year, and is happy to answer questions students might have about applying for management consulting jobs (he also did a lot of recruiting for econ consulting groups like CRA, Cornerstone, AG).

Htet Win '16

Htet majors in Economics and Political Science at Swarthmore. After graduation, she will be working at **A.T. Kearney** in their New York City office. Previously, she has done internships at The World Bank Office in Myanmar and The Asia Foundation. She has also worked at a tech start-up in Philly through the Swarthmore Future Entrepreneurs Program.

Helen Wang '17

Helen will be working this upcoming summer as an intern in the Energy sector with **NERA Consulting**, an economic consulting firm in New York City. She will focus on designing price auctions to regulate energy and telecommunication companies. Last summer, she interned at the Board of Governors of the Federal Reserve in Washington, D.C, in the Monetary Affairs section where she researched the effect of corporate press releases on bond performance.

Fangling Wu '17

Fangling is a junior with double majors in economics and statistics. She will be interning at **Perella Weinberg Partners** (PWP), one of the top global boutique investment banks, as a summer analyst in New York. She received an early offer from the firm's accelerated process, and could offer valuable insights on how to prepare for the recruitment in the financial services sector (investment banking in particular).

Yang Yi '17

Yang Yi is a junior majoring in economics and computer science with experience navigating both the consulting and trading recruiting process. This upcoming summer, Yang will be interning as quantitative trader at **Susquehanna International Group (SIG)**, a global quantitative trading firm with expertise in a variety of fields, such as market making, equity options, and high frequency trading. The previous summer, he worked as a consulting intern at Kantar, specializing in business analytics. While he has some experience with the sell side trading recruiting process (sales and trading at investment banks), he is much more knowledgeable about the buy-side, having interviewed at companies such as Jane Street, SIG, and Optiver.

Wall Street Reception

On October 23, 2015 we hosted the tenth annual Wall Street reception for 51 alumni and 50 students at the Penn Club in New York; we also offered a well-attended networking workshop prior to the event. The following alumni participated in the Wall Street reception:

| Name and Class Year | Title | Employer |
|--------------------------|---|----------------------------------|
| Al Weller '68 | Consulting Actuary | Weller Associates |
| Amanda Beebe '15 | Private Wealth Associate | AllianceBernstein |
| Andrew Preiser '15 | Sales and Trading Analyst | Citibank |
| Anu Murgai '90 | General Partner and Portfolio Manager | Suranya Capital Partners |
| Caroline Murphy '14 | Analyst | Credit Suisse |
| Charlie Sussman '05 | Director, Commodities Trading | Bank of America Merrill Lynch |
| Chun Hei Wong '15 | Analyst | Credit Suisse |
| Daniel Chamberlain '04 | Head of Software Development | Fir Tree Partners |
| David Robbins '83 | Mgr Dir-Worldwide Opp & Mgr Emerg Market Fixed Income Strat | TCW |
| Frank Song '15 | Equity Research Analyst | Suffolk Capital Management |
| Gabe Turzo '01 | Vice President | Credit Suisse |
| Goreleigh Willis '03 | Investment Banking Associate | Lazard Freres |
| Jaky Joseph '06 | Vice-President | Bank of America Merrill Lynch |
| James Parchment '90 | Senior Manager | Standard & Poor's |
| Jason Thrope '09 | Associate | Starwood Capital Group |
| Jeff Levine '00 | Senior Financial Analyst | Federal Reserve Bank of New York |
| Jo-Anne Suriel '00 | Manager, Fund Operations | Corinthian Capital Group, LLC |
| Joe Corso '02 | Director, Investment Banking | Stifel Nicolaus Weisel |
| John Oh '13 | Corporate Analyst | JP Morgan Chase & Co |
| Jonathan Harris '08 | Senior Healthcare Consultant | Encore |
| Josh Berney '05 | Executive Director | JPMorgan |
| Julian Harper '08 | Research Analyst | Franklin Templeton Investments |
| Justin Durand '05 | Analyst | SRS Investment Management |
| Justin Shaffer '08 | Seritage Growth Properties | Seritage Growth Properties |
| Kevin Timothy Radell '77 | CEO | The Predmore Group |
| Linus Waelti '07 | Corporate Vice President & Actuary | New York Life Insurance |
| Luigi Mercone '86 | Managing Director | BNY Mellon |
| Maher Shaban '13 | MS of Finance Candidate | MIT Sloan School of Management |
| Margarita Stofan '00 | Relationship Manager | Barclays |
| Marla Backer '80 | Managing Director | Hudson Square Research |
| Mary Klap '11 | Relationship Manager | JPMorgan |
| Michael May '11 | Consultant | McKinsey |
| Nachiketa Rao '09 | co-founder | Breakbox |
| Naveen Nirgudkar '99 | Trader | AQR Capital Management LLC |
| Oswald Espinoza '06 | Associate | Credit Suisse |
| Patricia Carrera '84 | Divisional Vice President | AXA Advisors |
| Paul Patton '85 | Associate General Counsel | Citibank |

| | | |
|------------------------|--|-------------------------------|
| Philip Lee '08 | Legal Counsel | ITG |
| Rich Brode '11 | Private Equity Associate | Kohlberg & Company |
| Rich Mui '08 | Vice President | Barclays Capital |
| Ryan Kuker '06 | | Moore Capital Management, LP |
| Samantha Bartner '04 | Director of Recruiting and Human Resources | Tower Research Capital |
| Spencer Topf '14 | Analyst | Stephens Inc. |
| Stephanie L. Beebe '12 | Investment banking Analyst | Bank of America Merrill Lynch |
| Tony Farias '13 | Technology Associate | Morgan Stanley |
| Waiwai Kim '13 | Treasury Analyst | M&T Bank |
| Xian Siew Hew Sam '14 | Associate | AllianceBernstein |
| Yi-Wei Liu '15 | Associate Equity Analyst | Rockefeller & Co. |
| Zach Schaffer '14 | Sales and Trading Analyst | Citigroup |
| Robert Ottenstein '82 | Senior Managing Director | Evercore ISI |

Case Interviewing and Consulting Workshops with Koof Kalkstein '78

On September 17 and March 16, Board member **Koof Kalkstein '78**, a retired Managing Director from the Boston Consulting Group, visited campus to conduct workshops to help students master the unique interviewing technique, along with an overview of consulting. Koof provides students with invaluable insight and also mentors students who are interested in the field.

Exploring Federal Consulting

On Sunday, March 20, we co-sponsored this event with the student group *180 Degrees Consulting* to provide students with an introduction to federal consulting careers. Our topics included:

- What differences do you find between federal consulting and management consulting firms?
- How true is it that liberal arts majors are ideally suited for consulting?
- What skills are needed for this industry?
- How will my Swarthmore education prepare me for this field?
- How do I access firms that don't recruit on campus?
- Can you describe the recruiting cycle for this industry?
- What should I be doing now as a (freshman, sophomore, junior) to prepare for this field?
- Do you have any specific advice for international students?
- If I can't obtain an internship in consulting this summer, what other types of internships are the best preparation for this field?
- What are some differences in work culture between the firms?

Our speakers included:

Christine Nay '02

Ms. Nay has worked in the Consulting industry for eight years. She is a Manager for Deloitte's Federal Consulting practice. Ms. Nay provides acquisition and supply chain management support for Federal Government Information Technology programs. Her core clients include the Department of Veterans Affairs, Military Health Systems, and Department of Defense. Ms. Nay holds certifications as a Project Management Professional (PMP) and Certified ScrumMaster (CSM). Prior to joining the Consulting industry, Ms. Nay served as a Naval Officer for five years; she also has three children and resides with them and her husband in Oakton, VA.

Aldo Frosinini '15

Aldo is a consultant with the energy group at Booz Allen Hamilton. Most recently he served as task manager and lead writer for the cost benefit analysis component of 17 microgrid feasibility studies being conducted under the New York State Energy Research and Development Authority's (NYSERDA) New York Prize energy resiliency program. While at Swarthmore, he organized the College's first business plan competition (SwatTank), and led the Entrepreneurship Club. Academically, he focused on public policy leading to a thesis discussing federal regulation of hydraulic fracturing in the US.

Sean Thaxter '16

Sean is an incoming consultant at Deloitte's Federal practice in the Washington, D.C. area. As a student, he has been involved with the Swarthmore Consulting Club and the implementation of Swarthmore's 180 Degrees Consulting branch. He is a double major in Economics and Political Science, with a focus on International Relations and Development, which he hopes to continue working on at Deloitte.

Actuary Careers

As an actuary and an alumna, **Becky Sielman '85** from Milliman, Inc. visited campus on February 21 to provide insight into the actuarial field and talked to students about how all liberal arts majors, not solely mathematics, provide the ideal background for the intellectual rigors of actuary work.

The 17th Annual Jonathan R. Lax '71 Conference on Entrepreneurship

Held on Saturday, April 2, this year's conference theme was *The Reinvention of Capitalism: Is Porter & Kramer's Shared Value the new way of doing 'good business'?* International experts, alumni and student entrepreneurs attended the conference to network and explore the concept of *shared value*, which proposes a set of core principles that can help companies achieve greater profitability and sustainability while simultaneously creating social value.

Highlights included:

- *The Reinvention of Capitalism* panel discussion featuring internationally recognized experts
- Discussion sessions covering a wide range of entrepreneurial experiences
- Fourth annual *SwatTank* Student Innovation Contest
- Networking reception

Conference Speakers were:

- President Juan José Ibarretxe, Former President of Spain's Basque Autonomous Community
- Baroness Glenyd Thorton, Chief Executive of The Young Foundation and member of the House of Lords, United Kingdom
- Gorka Espiau, Director of Innovation for Cities and Regions at The Young Foundation
- Ibon Zugasti, Director of Social Innovation Research and Development at Mondragon
- Pat Colgan, Former Chief Executive of the Special EU Programmes Body
- Jude M.D. O'Reilley '94, Senior Director for Social Entrepreneurship, Skoll Foundation

Diverse Career Initiatives

Women in Policy

On November 2, 28 students attended the third program of our *Women in...* series, following previous alumni panels on *Women in Science* and *Women in Leadership*. **Mego Lien '06**, Associate Director of Southeast Asia Programs for the World Lung Foundation (WLF) spoke about her management of communication programs supporting policy and behavior change across Southeast Asia. In Vietnam and Indonesia, Ms. Lien was instrumental in the development, implementation and evaluation of the countries' first national tobacco control campaigns. **Lisa Haugaard '79**, Executive Director of The Latin America

Working Group, has spearheaded advocacy on human rights and peace issues in Latin America for two decades. She directs advocacy and coordinates coalition campaigns with U.S. and Latin American partners.

Embracing Chaotic Career Paths

On March 3, we co-sponsored an alumni panel with Professor and Biology Department Chair Amy Cheng Vollmer featuring five alumni who spoke with students about how life's happenstance led them to career fulfillment. They emphasized the fact that career paths are not linear and spoke with students about the importance of self-awareness, good decision making, and career exploration. The alumni panelists included:

Deb Felix '83, biology major to International Education Consultant

Juan Martinez '91, philosophy major to State Department

Doug Sloane '94, biology major to OCP Financial Capital

Chris Woodrell '01, biochemistry major to Mt. Sinai Medical Center

Suzanne Winter '10, comparative literature and biology major to Robert Louis Stevenson School

Careers on Capitol Hill

On November 5, Mark Harkins '87, Senior Fellow at the Government Affairs Institute at Georgetown, spoke to a packed house of students eager to learn about meaningful ways to make a difference through careers in the public sector as well as how to network successfully to identify opportunities on the Hill.

International Student and Alumni Dinner

Assistant Director Kristie Beucler partners annually with Jennifer Marks-Gold, the Director of International Student Services, to educate international students about career development and the job search. Kristie discusses topics such as career decision making, resume and cover letter preparation, interviewing, traits which are unique to international students seeking employment in the US, advice for international students seeking employment in the US and items to consider when deciding where to seek employment. Jennifer talks with students about Optional Practical Training and work visa applications. This program includes alumni who were international students and current students learn a great deal from their experiences. This year's alumni participants at the program on February 6 were: **Sa'ed Atshan '06**, **Frank Song '15**, **Amie Chou '15**, **Simbai Mudzamba '97**, and **Joseph Armah '98**. Additional alumni who weren't able to attend, but provided written perspectives and are willing to be a resource to international students were: **Papa Kojo Botsio '15**, **Minh Vo '15**, **Yeayeun Park '14**, **Saleha Jilani '87**, and **Xingda Zhai '13**.

New Tech Careers in the San Francisco Bay Area

On February 11, alumni from Salesforce.com, Google, Sofi.org, Tesla and other Bay Area tech companies met at Google's Mountain View, CA campus and connected with the Swarthmore campus via a video link-up to share their experience and views on the emerging opportunities and options in the tech world. Alumni included **Sohail Bengali '79** (moderator), **Sarah Luger '97**, **Rob Dull '97**, **John Jamison '88**, **Elliot Reed '03**, **Adrian Wan '15**, and **Autumn Quinn '04**.

Jumpstart Your Career: Nonprofit Networking Night

On January 27, eight alumni visited campus to offer their advice, wisdom, encouragement and support to students seeking ways to make a difference through nonprofit, public service and government careers. Our alumni speakers were:

Amber Adamson '01, Director of Advancement, Delaware County SPCA

Jake Baskin '10, former high school computer science teacher

Ruby Bhattacharya '11, Assistant Dean of Admissions, Swarthmore College

Gayle Green '77, Regional Counsel, U.S. Department of Labor

Judy Ha '02, Training and Development Manager, Foundations, Inc.
Karen Ohland '83, Associate Director for Finance/Operations, Princeton University Art Museum
Nan Schanbacher '72, VP/Chair of the Board, The Waksman Foundation for Microbiology
Alix Webb '92, Executive Director, Asian Americans United

Section Five: Externships and Internships

Extern Program 2016

The Extern Program offers students many opportunities to learn about potential career paths thanks in large part to the gracious volunteerism of alumni, parents and friends of the College. In the 2016 Senior Survey, **46% of seniors reported having completed at least one externship prior to graduation.**

For the 2016 Extern Week (January 11-15), **369 students registered.** Their class years were: 48 Seniors, 66 Juniors, 130 Sophomores, 125 First Year Students. **329 alumni, parents and friends of the College registered to be workplace sponsors and/or homestay hosts,** resulting in **321 externships available for students.** These opportunities were offered primarily in Boston, Chicago, Washington DC, Los Angeles, New York, Philadelphia, San Francisco and Seattle. In each of these cities there is an alumni volunteer homestay coordinator who, based on their local knowledge of public transit and commuting, matches student externs who requested a homestay with a homestay host. Locations beyond the aforementioned eight cities vary from year to year and alumni offering externships outside of cities where housing is coordinated are encouraged to provide housing to their externs.

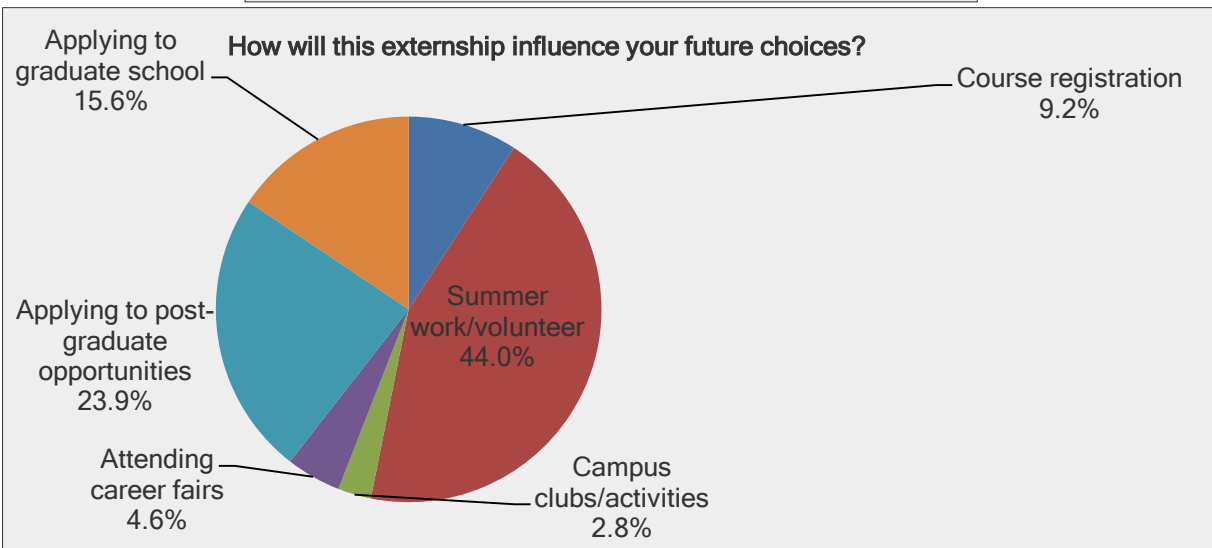
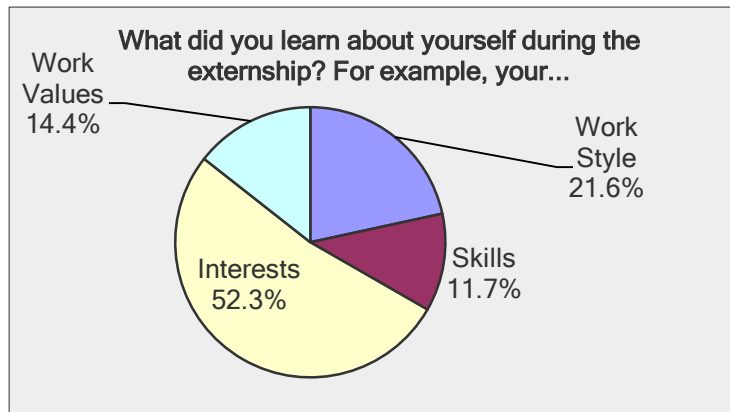
The extern matching process occurs in three rounds:

Round I: The first round requires students to register online via mySwarthmore and indicate up to four externships of interest. 369 students registered this year and 219 were matched through the computerized lottery.

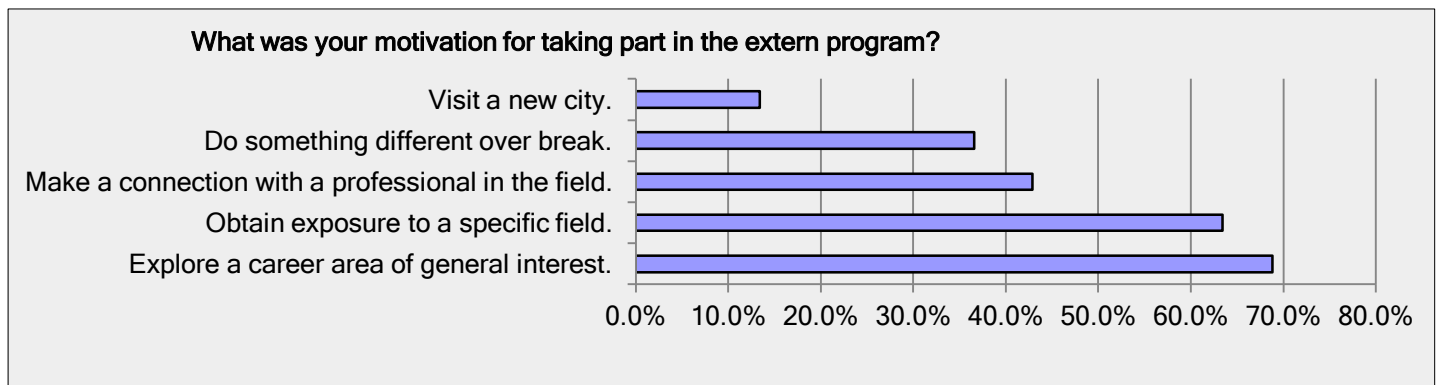
Round II: In the second round of matching, any unmatched students can choose from the remaining externships on a first-come, first-served basis. An additional 22 students were matched with externships in Round II.

Round III: In the final round of extern matching all remaining externships are open to students who did not initially register; this year 20 additional students were matched during Round III totaling **261 students matched with an externship.** Between the end of matching in November and Extern Week in January, there is typically some attrition due to changes in alumni work circumstances, family emergencies, student conduct status, travel availability or illness, for example. During the January 2016 Extern Week, **241 students participated in an externship.**

Student feedback from a survey completed by 124 externs following Extern Week showed that students gained self-awareness and career insight during their externship. 68% of the survey respondents were first-time externs; when asked *What did you learn about yourself during the externship?* 50% selected *interests*, 22% selected *work style*, 12% selected *skills*, and 14% selected *work values*. When asked how the externship will influence their future choices, 44% of students indicated the externship will help them make decisions about summer opportunities, 24% noted the externship will influence applying to post-graduate opportunities, 15% said the externship would influence applying to graduate school and 9% said it would influence course registration.



The majority of survey respondents stated that they haven't yet declared a major, but 45% claim that they know what they will declare. 38% noted that the externship confirmed the direction they had in mind for their career path, while 17% noted that it changed the direction they had in mind. When asked about their motivation for taking part in the Extern Program, the largest motivating factor was to "explore a career area of interest" (69%) followed by "obtain exposure to a specific field" (63%) and "make a connection with a professional in the field" (43%). The less frequent motivators were "do something different over break" (37%) and "visit a new city" (13%). A similar survey of students who registered, but did not get matched, showed the same trends in motivating factors and major declaration.



Students were asked the ways in which financial considerations played a role in their participation. "None, money was not an issue" had the largest number of responses at 44%. "Some, paying commuting costs was a hardship" had 26% of the responses. "A lot, I couldn't have done it without free housing" had 21% of the responses. 20% of the respondents noted "Very much, I chose the location based on cost of travel, etc." It should be noted that in each location there were a variety of externships available and that for Philadelphia externships, students are able to stay in their dorm room for the week. Philadelphia has the highest number of opportunities, after NYC.

Externs are required to attend a pre-externship professional etiquette meeting including a panel of former extern Career Peer Advisors (CPAs) who share tips and suggestions about making a good impression, being polite and professional, and learning as much as possible while externing. Students are told ways they should prepare for the externship, questions they should explore while externing and how to show their appreciation for the sponsor/host's time and expertise, among other details.

Following Extern Week, students have the opportunity to apply through Career Services for a Summer Experiential Fellowship grant to extend their externship into a paid summer internship with their extern sponsor. This year eleven students have applied for the \$4,350 fellowship and we were able to provide awards to all eleven.

Some student survey comments:

I liked the opportunity that this externship provided to explore the work field. I also enjoyed getting advice from a Swat alum. It was very helpful in determining what I was fit for and what I enjoyed doing.

I liked that the place that I worked seemed to know exactly what to do with externs for a week because they have been sponsoring externs every year for some time now. This externship allowed us to actually write an article to be published with our byline in the newspaper and I was thoroughly satisfied by the work I was able to do for them in a week. I highly recommend keeping this opportunity on the list of externships for future Swarthmore students who may be interested in journalism, as they have a number of experienced editors and journalists who are happy to help and mentor future externs.

Both my experiences with externships (this year and my freshman year) have been fantastic, far exceeding my expectations. Everyone at my workplace, not just the Swat alum, was overwhelmingly welcoming and supportive. It's a wonderful opportunity and one of the best programs at Swarthmore and I hope it continues to expand. Thank you!

What I liked best was that my sponsor made a conscious effort to connect us with tons of people in their company, and I learned so much more about networking actually doing it than I ever could simply hearing about it. I also had the best time completing my project for the company, and they did a great job explaining the value of my work being not busywork.

My experience communicating with Career Services and my host was great. After connecting with my sponsor communication went well and I learned very much from the opportunities to sit in on interviews and meet and speak with state delegates and a state senator.

I liked the variety of externships and that there was the chance to have a homestay if need be. I would do this program again to make further connections with which to hopefully intern at in the future.

I liked the opportunity the externship gave me to explore a particular career field I had not considered before.

I liked the chance to get a feel for a new profession.

I enjoyed the whole professional experience for a week. It was a way to break away from the Swat bubble and have a taste of professional life before graduating and entering the workforce.

This was an excellent program overall, and I am very glad I participated. Both my extern and home stay hosts were wonderful people, and made sure that my week was as good an experience as can be. Career Services also made a perfect match so that my home stay and work place were only a station away by train. A week is a good length, just enough to experience and observe the workplace without the pressure of actually working on something significant. I would definitely do this again.

I appreciated how diligently my extern host worked to ensure that the other extern and I had a worthwhile experience. From the start, we were given access to all of the hosts' colleagues and the programming they supervised in support of children and families. This allowed the externship experience to be highly customizable and reflective of my academic and professional interests.

My mentor did a great job in keeping me involved and making sure that I was never unoccupied.

Best--getting to know a professional in a field of interest.

The extern sponsor was kind, and took time to be a proper mentor. She even helped me make connections with people not from her field of work.

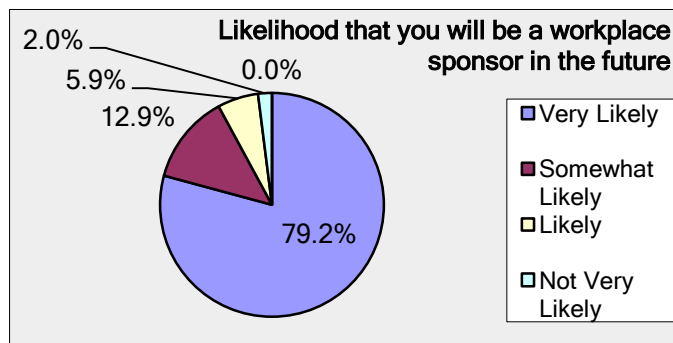
I love the alums who choose to be a part of this program--in two tries, I've found both to be receptive and nurturing people.

I believe, as most people may say, the best thing about the externship is just the experience. And that's true. There's nothing more exciting than actually getting a glimpse into the working world, the real world.

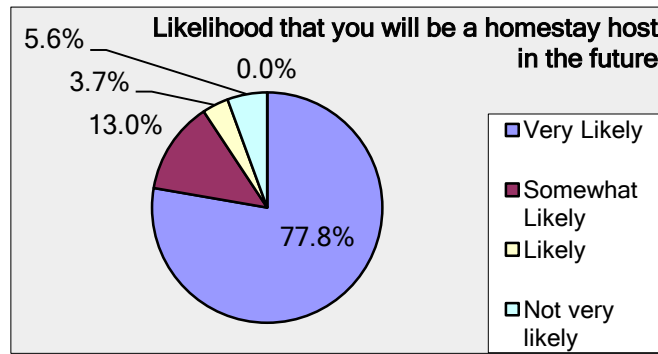
Overall, my externship was a terrific experience. Thanks to career services for coordinating this valuable program.

I liked how welcoming people were in introducing us and allowing us to ask them questions. I also think it was an experience most undergraduates at other schools do not have.

Workplace Sponsor and Homestay Host feedback on surveys was equally positive. The majority of the Workplace Sponsor survey respondents were prior participants (57%), although 10% of respondents had registered in a prior year and weren't matched then. For 33%, this was their first year participating. 49% of Homestay Host survey respondents had hosted in a prior year. 9% had registered, but weren't matched and for 42% this was their first time registering. Each year there are many new sponsors and hosts, thus Career Services sends all volunteers guidelines to make the experience rewarding for all. We are also available by phone and email and frequently help alumni think through options in conversations.

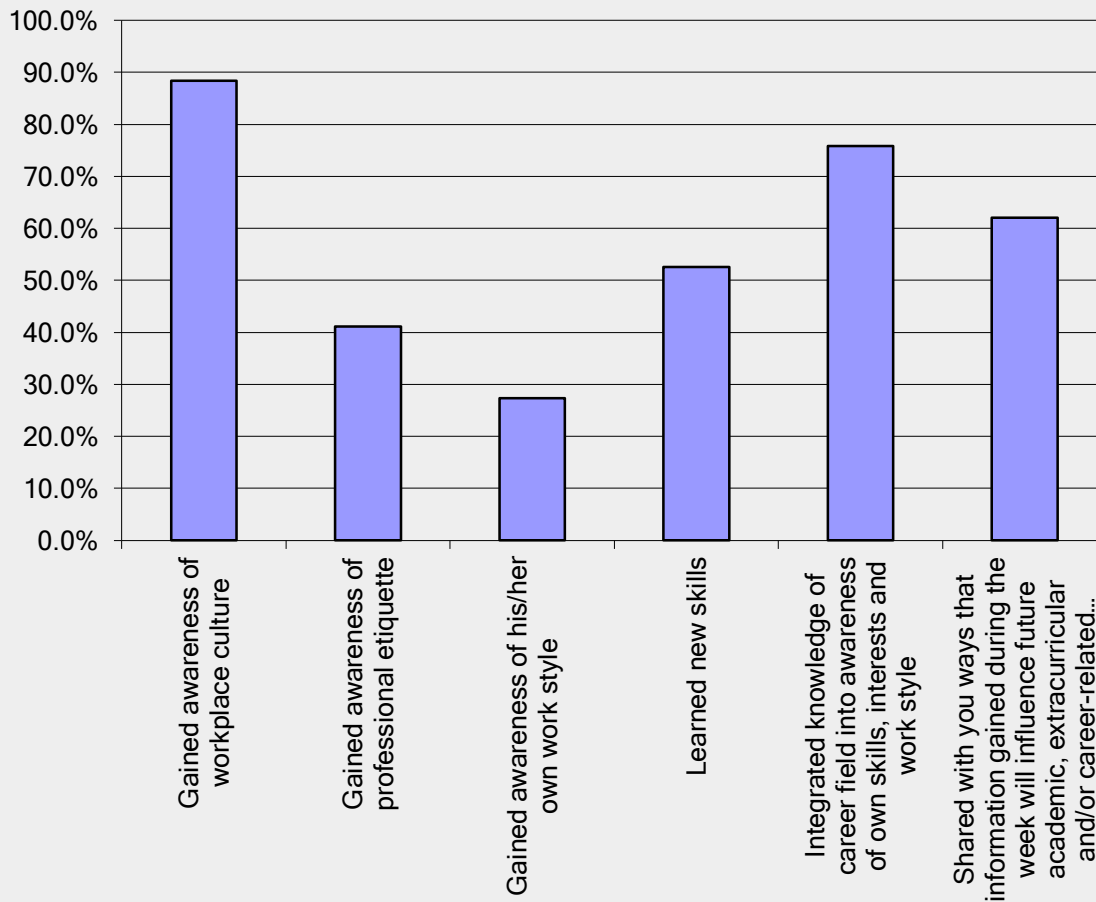


98% of Workplace Sponsors survey respondents are likely to sponsor a student in the future, with 79% being very likely. 90% said that ease of connecting with student was excellent or very good. 90% also said that the experience of sponsoring a student was excellent or very good.



94% of Homestay Host survey respondents are likely to host a student in the future, with 78% being *very likely*. 93% said that the *experience of hosting a student* was excellent or very good. Workplace Sponsors were asked: *In what ways did you see your extern(s) progress in career development during the week?* The most common answers were: gained an awareness of workplace culture; integrated knowledge of career field into awareness of own skills, interests and work style; and shared with you ways that information gained during the week will influence future academic, extracurricular and/or career-related choices.

In what ways did you see your extern(s) progress in career development during the week?



Some comments from Workplace Sponsors:

Please share with us what went well this year.

My extern was clearly interested in what I did and readily accepted any task I gave her. She posed lots of interesting questions and I felt like it actually helped her learn something about potential careers.

I think the student was exposed to a lot of information that was very different than she'd been exposed to before. I think the experience was positive for her.

I think that she was a very bright extern who showed much excitement and engagement during her time here.

Great externs who had a lot of energy. I think I was more prepared hosting for a second year.

Student was engaged, willing to work, and open to learn.

Student was very respectful and interesting. Asked lots of relevant questions. Displayed enthusiasm for my work. Was grateful for the extern experience. I am eager to continue the relationship with my extern and would love to find a way to have her work here in the future.

Student clearly communicated her interests, and that helped me in setting up workplace activities for her that I hoped would be most worthwhile for her.

The students were enthusiastic, appreciative, were able to contribute more than I expected to a small project, fit in well with my lab; an excellent experience.

Thoroughly enjoyable; nice interested extern and I had fun showing off my field of interest.

I was concerned that it was not a perfect match because [...] is a science major interested in consulting and we are a very subject matter driven firm in social sciences. We worked to focus on "what a consultant does" and he left thinking it was a good experience.

[...] is bright, a quick learner, and quick to put a large amount of new information into perspective so that he can ask perceptive questions.

Students were thoughtful and engaged. Definitely eager to soak up new experiences. They seemed to most enjoy the meetings I included them in, which wasn't what I expected!

My extern was thoughtful, engaged, and very professional. It was a pleasure to host her, and I look forward to continuing to host externs in the future!

I put in more variety into the student's schedule, which I think went well. So instead of just shadowing me in the clinic, he had a number of different experiences.

My extern was engaged throughout the week and was professional with patients, families and my team.

My extern asked thoughtful questions and read articles that I suggested for his review. I enjoyed our discussions about my practice and career.

We were able to meet with judges and law clerks in court and chambers as well as for dinner meetings. Researched possible article re US Supreme Court case. Read and discussed cases and briefs, including an article I wrote and arbitration jurisdiction.

The match was made early, the extern reached out early and we were able to communicate information about logistics so that her arrival was well anticipated and went smoothly.

The student showed exceptional initiative and dove into projects. She was also very personable and accommodated my extended hours.

What would help you in your service as an extern workplace sponsor in the future?

It may help to know more specific details about what the student is hoping to gain from the experience so that I can try to craft those opportunities.

Being able to have more than one extern. Team learning and multiple externs would be easier to justify with the costs of creating a quality week long experience.

My field is somewhat esoteric. The extern had little idea what it involves. It would be helpful next time for the extern to do a little background research before starting the externship. I'd be happy to provide some useful on-line resources.

What makes it feasible for you to offer an externship in your career field/workplace? Do you have any advice for others in your field?

Don't consider yourself to be the only mentor for the week. Combine value to the extern with a project that can advance with low risk during one week.

Make sure to let the legal & HR departments know as far in advance as possible. Know going into it that the extern is going to get far more value out of the experience than you/your company. A week is a good amount of time for somebody to learn about an organization, but not nearly enough to do any impactful work.

There are many projects to take on at any given moment in time. I would suggest that others in my field ask externs to brainstorm new solutions for workplace challenges. It's always great to hear the perspective of someone from the outside.

The hardest part is finding good, bite sized projects of interest. Spreading this responsibility out helps a lot. Many people's small, repetitive tasks make for a learning experience for an extern, and require little planning or prep.

I am founder / owner of a company so I can make that decision. My main piece of advice is to be organized and not wing it...have tasks / experiences set up ahead of time so the week flows well.

We have interesting work in an interesting profession. We have an office of about 35 people, many of them recent graduates, and there is a kind of mutual curiosity that goes on when an extern arrives.

I can spare the time since I am semi-retired (but in the office full time). Several of my colleagues do interesting work and are willing to talk to externs about it.

It was nice this year that I had an extern and another of my colleagues did as well. It meant we could brainstorm the best uses of their time and the most interesting experiences.

Reach out to colleagues at work to help give broader exposure.

I am at a level where I facilitate or participate in many large meetings that can absorb an observer, and where we also have plenty of entry-level tasks. It would be much harder for someone for whom most of their work was individual or with just one other person, for example. It was an extremely busy time, though, so I did need to be careful not to let it burden others.

I am a partner in the law firm, which gives me a lot of autonomy. I had been concerned about whether a student would get bored since there are times that I spend hours on the phone. However, I fortunately had a number of tasks that I could assign to her that she found interesting.

There's always extra work to do when you're a teacher! :) Advice: tell the extern ahead of time what you will be doing that week in class so s/he can prepare and be more useful.

Some comments from Homestay Hosts:

Please share with us what you enjoyed about hosting a student this year.

Was great to hang out with someone who is at a stage in their life that I was at 10 years ago. Interesting to be reminded of their perspectives during that time.

[...] was kind, thoughtful, and considerate. She was a little less sure about her career path than other externs whom I've hosted, so we got to have some fun conversations about the many paths that she could take.

*It was great to connect with a wonderfully interesting, bright and courteous current student and hear her perspectives on College life. My extern came from a different culture, and that was especially interesting to my elementary-school-aged children. Thank you for organizing this terrific program!
We enjoyed the conversations during our nightly dinners with our Swarthmore student. She was exceptionally polite and an excellent houseguest.*

We thought creatively about food this year, making vegetarian sushi, pizza, pasta, and eating out two nights at Indian and Chinese restaurants. The extern and my high schooler got along well, they shared many cultural interests.

Getting to know a bright young woman whose interests and background are completely different from mine.

Once again, they were lovely young ladies. They sometimes ate dinner with us and sometimes enjoyed the little restaurants all over the neighborhood.

Being able to hear her enthusiasm for her extern experience and sharing time with a great young person. I enjoyed hearing about life on the Swarthmore campus, which sounds very different than it was during my era (1969-73).

I enjoyed getting to know a Swattie who is currently on campus and sharing our experiences.

What would help you in your service as an extern homestay host in the future?

Nothing in particular. BUT, I think it would be nice for all the DC externs if you asked an alum to set up a Capitol tour, or expert tour of a Smithsonian Museum or something else in DC. Based on the two students I interacted with the most, and those I spoke with at the reception (which was as always, very nice!), they didn't necessarily have much experience seeing the sites of DC, nor time to do it outside of work. By the time I thought of it, it would have been too late to do something like that.

I was given all of the info and support necessary.

A continued area of growth is variety of workplace opportunities in all locations. There is currently a good variety, however as student interests and location accessibility are ever changing, we'd like to have as many options as possible. With 369 students registering for the program and 261 students receiving matches, there remains a consistent gap each year. To remedy this we conduct *Finding Your Own Externship* group and individual sessions with students and as a result, growing numbers of students are able to develop their own externships during this period and other times of year. Additionally, we are always looking at new ways to make the pre-externship professional etiquette meeting more meaningful to students.

Special thanks to our colleagues in Development and our point person, Dierdre Konar, all of whom educate alumni and parents about the Extern Program during their visits throughout the year and make targeted phone calls during alumni registration and homestay matching. Thank you also to Alumni Relations for hosting extern receptions during the week. In addition to deep gratitude for each and every alumnus/a, parent or friend who offers a week of their lives to spend with a student, much gratitude is extended to the following:

Our alumni Homestay Coordinators who arrange housing matches for students in key cities: **Demetrios Karis '74, Joan Rogers Leopold '76, Charlotte McDowell '01, Wendy Krieger '86, Linus Waelti '07, Bill Belanger '66, Andrea Barr Goldman '87, and Miranda Cantine '93.**

Board members including **Janet Erlick '88, Leslie Jewett '77, Danielle Moss '90, Davia Temin '74 and Cathy Polinsky '99**, who drafted ten other alumni in San Francisco to host a group of externs and arranged visits with alumni at the following 10 tech companies: **Steve Podell '81** – FinancialForce; **Tiffany Fenster '02** – Stripe; **Nori Heikkinen '03** – Google; **Sean Finney '03** – Google; **Jeremy Schifeling '03** – Break into Tech; **Evan Moses '04** – Salesforce; **Colin Schimmelfing '10** – Clever; **Samuel Lacy '11** – Shyp; **Justin Cosentino '15** – Salesforce; **Gabe Benjamin '15** – Zenefits; and **Antony Kaguara '15** – Juvo.

Dr. Joe Becker '66, who even after his retirement has continued to arrange externships for ten pre-med students each winter and spring break at Cooper Hospital; hundreds of students have participated in these externships and have had a meaningful introduction to their future careers in medicine through Dr. Becker's efforts.

Internships

We continue to see an increasing trend in the percentage of students completing internships prior to graduation. **70% of the class of 2016 completed at least one internship prior to graduation**; the breakdown by sector was: **45% nonprofit; 42% for-profit and 13% government.**

Our career counseling team provides assistance to students in identifying and applying for internships, developing internship search strategies, interviewing for opportunities and evaluating offers. Additionally, our Career Peer Advisors provide internship-focused programming in the residence halls and assist many students with their internship searches during daily drop in advising sessions. Since employers consistently rank internship experience in the top criteria that they seek in entry-level candidates, we want to ensure we are graduating competitive applicants from Swarthmore into the workforce. We see internships as a way to complement our strong liberal arts curriculum by creating valuable learning experiences outside the classroom. Internships help students learn about themselves, the world of work and provide students with experience often required for entry-level positions upon graduation. We have developed the following two internship programs to facilitate students' career and skills development:

Experiential Summer Fellowships

The Experiential Summer Fellowship program provides funding for students who have completed an externship with an alumnus/a and return to that workplace for a summer internship, mentored by the alumnus/a. Eleven students were awarded grants in Summer 2016:

| Student | Sponsor | Work Place |
|------------------------|---------------------|--|
| Taylor Chiang '18 | James Chen '98 | Advanced Orthopedics & Sports Medicine |
| Thomas Fitch '18 | Krysia Kubiak '94 | Duquesne Light Company |
| Rebekah Katz '19 | Elaine Meyer-Lee | Agnes Scott College |
| Michelle McEwen '19 | Mariela Puentes '12 | Harlem Educational Activities Fund, Inc. |
| Andrew Powell '19 | George Thoma '65 | National Library of Medicine |
| Sam Wallach-Hanson '18 | Lynn Stein '83 | E-Source |

Allison Wong '17
Xiaojing Zeng '19
Robert Zipp '18
Khan B Shairani '18
Cayla Barry '18

Davia Temin '74
Cynthia Terrell '86
Mariela Puentes '12
Michael Barasch '77
Michael Barasch '77

Temin and Company
FairVote
Harlem Educational Activities Fund, Inc.
Barasch McGarry Salzman & Penson
Barasch McGarry Salzman & Penson

Comments from students who participated in the program during Summer 2015 include the following:

The most valuable things that I learned from this summer were what flexibility, responsibility, and teamwork look like in a workplace setting. The fast-paced and interdisciplinary nature of the Partnership meant that we had to think on our feet, make hard decisions, deal with difficult people, and be willing to make mistakes. While I was mostly an observer in the slew of decisions and planning that went by each week, I got the chance to see firsthand the reasons for those decisions, and the effects that they had. I had to find the right balance between communication and independence, and figure out how to fix my mistakes. In an organization this small, I could really see the impact when I did my job well.

- Aaron Wagener '17

This summer was one of the most intense and rewarding experiences I have had in a professional workplace so far. RStudio and coding were foreign to me before gaining exposure in a cutting edge field (predictive medical analytics) and I now have a very firm handle on the concepts and basic actions. I have also made a strong connection with my alumni host, and have been talking with him about returning to the lab or pursuing similar interests in future summers.

- Nikhil Chopra '18

I learned many strategies of how to talk to clients about issues relevant to their case, which will translate not only into being beneficial for law but also in any career in which I have to talk to other people about difficult or upsetting topics. I also learned the importance of doing monotonous and seemingly insignificant work correctly and well as this often leads to greater responsibility down the road. The main insight I gained from this experience is that working hard and getting a great education will only benefit you in the future. Mundane tasks go with any job description, but with a better education and more complete resume the work will be rewarding and even more informative and technical, which is a level I seek to attain in any field I enter.

- Sara Planthaber '17

Swarthmore Future Entrepreneurs

For the sixth year we are providing students this opportunity to gain experience in and exposure to entrepreneurship, partnering with Ben Franklin Technology Partnership (BFTP) through alumnus Terry Hicks '73, Vice President of the BFTP Investment Group, to make funded internships available to students at Philadelphia startups. BFTP is one of the nation's longest-running technology-based economic development programs and within their portfolio are 120 technology startups in metropolitan Philadelphia.

SFEP allows students to spend the summer within an early or mid-stage startup while receiving mentorship by either alumni or friends of the College. For Summer 2016, Career Services funded 12 stipends for students who were selected to partake in an internship for the summer – each in the amount of \$4,350:

Classic Engineering – Julie Harris '17
Ristcall – Jacky Ye '19, Kyle Campbell '19
RealTime Tomography – Lesia Liao '18, Won Chung '18, David Wurtele '17
Ecliptic Industries – Rohit Nair '19
TowerView Health – David Zuckerman '18

Dynamic Energy - William Li '17

Silver Fork - Lan Ngo '19

Trumpet - James Chen '17, Jake Moon '17

Comments from students who participated in the program during Summer 2015 include the following:

Despite having two fairly concrete majors, Computer Science and Economics, I have had trouble deciding on an exciting career path for myself. I wanted to spend my summer thinking about what kind of a career I'd be interested in, and spending my time with everyone at Yorn has given me some perspective. It might even have ignited an entrepreneurial spirit in me. I spent much of my time at Yorn learning from some wonderful mentors who let me pick their brains and who put a lot of effort into finding interesting projects for me. Overall, Yorn was great for self-development, finding some ground on the career path and figuring out how startups work. It helped me realize that branching out on your own is not impossible if you are motivated.

- Mahnoor Malik '16

I had an incredible amount of fun learning about what goes into building a startup and all that needs to be done to reach out to the public. It was fantastic to be able to see all the different corners of the company; from business development to the steps they are taking to get product development under way. As a computer science and math major I never expected to get any experience in marketing, and I am so happy that I did. I am glad to have the basics of such a powerful skill under my belt.

- Diana Martschenko '18

As a special major in organizational behavior, a major combining courses from the psychology, economics, and sociology departments, I was so excited to have the opportunity to work as a business development intern at InvisAlert Solutions, a tech startup in the healthcare industry, and to apply what I had learned in my courses in the context of my projects. I plan on pursuing a career in business analytics, and my experience this summer has been instrumental in confirming this career path as my desired choice.

- Eliana Cohen '17

Parents Council and President's Council

On Saturday, October 24 and Friday, April 15 we were invited to present an overview of our internship resources to members of Parents Council and President's Council, with a special focus on the two internship programs funded through Career Services. Four students who had participated in the Summer Experiential Fellowship Program and Swarthmore Future Entrepreneurs spoke with each group about the meaningful learning opportunity these programs provide.

In addition to the two internship programs managed and funded through our office, we have joined two internship consortia and offer students access to three Swarthmore-sponsored internship databases to facilitate their search. Specifically, many Swarthmore students learn of internships from the following resources:

University Career Action Network

Swarthmore continues to play an active role in UCAN, a consortium of 20 colleges and universities across the country. By partnering with our peer institutions in varied geographic locations, we are able to provide students with access to a significant volume of widely diverse internships. The mission of UCAN is to connect employers with talented students who are seeking career building experiences through internships. The UCAN Internship Exchange, founded in 1996, was one of the first internship consortia and we manage one of the most comprehensive online internship databases in the country. During the 2015-16 academic year, students had roughly 10,000 internships accessible to them through UCAN. For more information on UCAN visit www.ucanintern.com; the UCAN partners include:

- Boston College
- Brown University
- College of William and Mary
- Duke University
- Emory University
- Harvard University
- Hofstra University
- Pepperdine University
- Princeton University
- Swarthmore College
- Tulane University
- University of Chicago
- University of Denver
- University of Miami
- University of Notre Dame
- University of San Francisco
- Vanderbilt University
- Wake Forest University
- Washington University in St. Louis
- Williams College

engIN

This aptly named internship consortium (generating potential in engineering and science) helps connect our engineering and science students with internships in technical fields. This consortium of 7 colleges and universities with top-notch engineering, computer science and science programs connects technical employers with a diverse group of engineering, science, and computer science students seeking internships. Our engIN partners are Dartmouth College, Lafayette College, Olin College, Smith College, Tufts University and Union College. Our engIN database annually has over 500 internship postings.

SwatCareers

Our SwatCareers database, accessible only to Swarthmore students and alumni, annually provides students with approximately 650 additional internships from which to choose. Roughly 65 percent of these internships are paid opportunities.

Summer 2016 Opportunities Fair

On Friday, October 30, over 200 students attended this collaborative event, managed by Assistant Director Pattie Kim-Keefer, highlighting the range of summer opportunities open to Swarthmore students. From internships and research opportunities to summer study abroad and summer service, Swarthmore staff and faculty shared the exciting possibilities for Summer of 2016. The event was held in a fair format allowing students to learn about opportunities based upon their interests. In addition to Career Services, campus partners included Off-Campus Study, The Lang Center for Civic and Social Responsibility, Humanities and Social Sciences Division, Science and Engineering Division, Cornell Library of Science & Engineering, ITS, the Friends Historical Library, the Office of Fellowships and Prizes, and Admissions.

K.I.S.S./Keys to Internship Success Seminar

These October 2 and February 3 sessions highlighted resources and methods for students seeking internships and strategies for making successful internship applications; over 90 students attended the fall session, our strongest attendance to date. Student speakers included **Phyllis Lee '17**, **Anita Desai '16** and **Lydia Bailey '16**.

Campus Philly's Online Internship Fairs

Employers from all industries posted internships and recruited candidates for summer internships through a virtual career fair model in both the fall and spring. Each semester we average 50-60 students applying for positions through these events.

Garnet Connection

This database features over 500 summer opportunities that were engaged in by Swarthmore students, as students respond to a survey we administer when they return to campus fall semester to share their summer internship experiences with their peers. Garnet Connection allows students to network with each other and learn about opportunities that might not be broadly advertised through traditional databases.

Section Six: Employment and Recruiting

Many organizations choose to post opportunities for Swarthmore students through our **SwatCareers** online recruitment management system (powered by Symplicity). The job postings we received this year are included in the appendix.

On Campus Recruiting

We also have a diverse group of employers who visit Swarthmore to recruit students through interview days and information sessions. Additionally, we are able to collaborate with Haverford and Bryn Mawr Colleges through a Tri-College recruiting initiative that allows employers to recruit from all three campuses in one campus visit.

These employers participated in on-campus recruiting this fall:

- Aberdeen Asset Management
- AllianceBernstein
- Analysis Group
- Burson-Marsteller
- Central Intelligence Agency (CIA)
- Charles River Associates
- Chatham Financial Corporation
- Christie's (Philadelphia Regional Office)
- Cigna
- Compass Lexecon
- Crossix
- Dalberg
- Epic
- Exelon
- Goldman Sachs
- Google
- Greenspring Associates
- Harvard 2+2 Program
- J.P. Morgan Chase
- Janney Montgomery Scott LLC
- Kantar Retail
- M&T Bank Corporation
- McKinsey & Co.
- Moody's Analytics
- NERA Economic Consulting
- Odessa Technologies, Inc.
- Office of the Comptroller of the Currency
- Starwood Capital
- Peace Corps
- Philly Fellows
- Prudential Financial
- S&P Ratings Services/McGraw Hill Financial
- Scholar Scholar Program
- Southern Teachers Agency
- Sunoco, Inc.
- T.Rowe Price
- Teach for America
- The Brattle Group
- Vanguard
- Veritable LP
- Yale-NUS College

As a complement to our on-campus recruiting activity, we participate in many off-campus recruiting consortia that allow Swarthmore students to have access to additional opportunities.

The ***Fall Recruiting Consortium (FRC)***, which takes place in October in New York, is a collaborative event with the College of William and Mary, Wesleyan, Bard and Connecticut Colleges. The following employers recruited this fall through the FRC:

- AllianceBernstein
- Albert Einstein College of Medicine
- CamberView Partners
- Carney Sandoe & Associates
- FactSet
- Great Oaks Charter Schools
- Hachette Book Group
- Kantar Retail
- KeyBank
- Lutron Electronics
- MATCH Education
- The Rockefeller University
- TransPerfect Translations
- Weill Medical College of Cornell University

Engineering and Technical Career and Internship Connection (ETCIC) – ETCIC is an interview day and career fair for students in the engineering and technical fields. Swarthmore partners with Bucknell University, Case Western Reserve University, Carnegie Mellon University, Clarkson University, Haverford College, Johns Hopkins University, Syracuse University, Tufts University, Union College, and the University of Rochester to offer this event each October in New York. This fall the following employers participated:

- ABAL Technologies
- Saab Sensis
- Agathus Technologies
- Cloudeeva
- Domainite.com
- DwLabs.Inc
- Lockatong Engineering
- Perka
- Rang Technologies Inc.
- Softnice INC
- SummitWorks Technologies Inc.
- Yext
- Eze Software Group
- NJ Transit
- SiteCompli
- Clairvoyant TechnoSolutions Inc
- K2-sys, Inc.
- Calspan
- Schindler Elevator Corporation

Philadelphia Career Connection (PCC) – For the second year we co-sponsored this career fair and interview day, held on January 29, with our colleagues at Haverford and Bryn Mawr Colleges; registered employers included:

- B Lab
- Chatham Financial
- College Possible
- Committee of Seventy
- CoreOS
- Devereux
- Exelon
- Federal Deposit Insurance Corporation
- Franklin Square Capital Partners
- Greensill Capital
- LeadID
- Lutron Electronics Co., Inc.
- Mastery Charter Schools
- Match Education
- Moody's Analytics
- NephCure Kidney International
- New York Life
- Peace Corps
- PennEnvironment
- PHENND
- Repair the World
- SEI
- Teach For America
- TFS Capital
- The Advisory Board Company
- The Dolben Company
- The J.G. Wentworth Company
- The New England Center for Children
- Tortoise Investment Management
- Unbound Medicine
- Urban Teachers
- Vanguard

Philadelphia STEM event – This is a new event offered for the first time this year as a collaboration with Haverford and Bryn Mawr Colleges for science, technology, engineering and mathematics (STEM) majors seeking jobs and summer internships. STEM recruiters and alumni participated in this hybrid event on February 5 featuring a career fair, interviews and a faculty reception:

- Albert Einstein College of Medicine- Graduate Division of Biomed
- Crossix Solutions Inc.
- IonField Systems
- National Institutes of Health (NIH)
- NVIDIA
- NYU Langone Medical Center
- Perelman School of Medicine at the University of Pennsylvania
- Vanguard Inc.
- The School of Engineering and Applied Science at the University of Pennsylvania

MetroLink DC – MetroLink DC, held February 19, provides an opportunity for employers from the metropolitan Washington area to hire students in entry-level positions and internships. MetroLink focuses primarily on public policy employers, think tanks, nonprofit organizations, finance and media. For this event, Swarthmore collaborates with Yale University, the College of William and Mary, and the University of Virginia. Employers included:

- Urban Institute
- TechChange
- Federal Bureau of Investigation (FBI)
- Laserfiche
- rand* construction
- U. S. Department of Justice
- American Enterprise Institute
- The Lewin Group
- Woodrow Wilson International Center for Scholars
- Atlantic Media Company
- The Advisory Board Company
- Cleary Gottlieb Steen & Hamilton LLP
- Environment America

DC Government and Non-profit EXPO – Held at Georgetown University on the same day as the MetroLink DC interview day above (February 19), this event attracts hundreds of students and alumni from Swarthmore, Georgetown, the University of Virginia, the University of Richmond, New York University, the College of William and Mary, and Yale University to meet employers in the nonprofit, government and socially responsible business sectors. 22 students travelled on the College provided bus to this event. Participating employers can be seen at: <https://georgetown-csm.symplicity.com/events/students.php?cf=EXPO2016>

Not-For-Profit Networking Fair: Philadelphia – Held on February 26 at Bryn Mawr College, this event focuses on non-profit organizations recruiting for jobs and internships. Students and alumni from Swarthmore, Bryn Mawr College, Haverford College, and the University of Pennsylvania are welcomed to participate. 14 students attended this event.

Philadelphia Nonprofit & Government Career Fair – Alternating each year between Villanova and St. Joseph's Universities, this event (held on March 31) provides another opportunity for Swarthmore students to meet with representatives from local government agencies and non-profit organizations representing issues ranging from the arts to human services/education to environmental concerns.

Greater Philadelphia Teacher Job Fair – Our students attend this event on April 6 to meet with hiring representatives from public, private and charter schools throughout the country.

Koru Job Marketplace

This year we partnered with startup Koru to offer students access to a wide range of opportunities with high-growth companies in Seattle, San Francisco and Boston. Typical jobs available to students included:

Business Analyst, McKinsey
 Brand Specialist, Amazon
 Assistant Buyer, Zulily
 HR Intern, LinkedIn
 Technology Consulting Intern, PwC
 Specialist, Community Operations, Facebook
 Account Executive, Yelp
 Leadership Rotational Program, Hubspot
 Mobilization Program Coordinator, Airbnb
 Rotation Program, Dropbox
 Assistant Buyer, Nordstrom
 Social Media Specialist, REI
 University Relations Campus Specialist, Apple

Swarthmore Alumni and Parent Jobs Campaign

Each semester we contact parents and alumni to share internship and job opportunities with us from their personal and professional networks and we have found that this effort is a very valuable way to help our students connect with new opportunities. Our outreach resulted in over 50 new positions being added to our *SwatCareers* database this year. To announce these opportunities to students, we published a special edition of our regular *Weekly Updates*, an email to students (full time positions for seniors formatted for inclusion, shown below) compiling jobs and internships that have upcoming deadlines.

Alumni Advocate Positions

Good things come to those who wait – we’ve rounded up over 50 jobs and internships offered by Swatties, for Swatties. Take a look at the list below for a quick comprehensive tour of the opportunities.

JOBS

Title: AmeriCorps Scholar Coach and AmeriCorps Math Scholar Coach

Company: Schuler Scholar Program
 Location: Chicago, IL
 Offered By: Andrea Pien '08

Title: Entry Level Engineering or Scientist (Both Job and Intern)

Company: LT Environmental, Inc.
 Location: Denver, CO

Title: Software Design Engineers

Company: Amazon.com
 Location: Seattle, WA
 Offered By: Chuck Groom '00

Title: Civil Rights Paralegal

Company: Relman, Dane & Colfax
 Location: Washington, D.C.
 Offered By: Debbie Adoline '13

Title: Summer Teaching Opportunities

Company: Institute of Reading Development

Title: Environment America Fellow

Company: PennEnvironment / Environment America
 Location: Nationwide

Title: Product Development Associate

Company: Upward Mobility
 Location: Boston, MA
 Offered By: Ted Chan '02

Title: Paralegal

Company: Linklaters
 Location: Washington, D.C.
 Offered By: Michelle Lo '04

Title: Research Associate

Company: SEIU
 Location: Washington, D.C.

Title: Elementary Teachers

Company: DC Prep
 Location: Washington, D.C.
 Offered By: Katie Rouse '05

Title: Quantitative Data Analyst

Company: NuFit Media
 Location: Cambridge, MA
 Offered By: Ted Chan '02

Title: Business Analyst

Company: Amazon.com
 Location: Seattle, WA
 Offered By: Chuck Groom '00

Title: Development Officer and Assistant Director, Alumni Relations

Company: Ethical Culture Fieldston School
 Location: New York, NY
 Offered By: Meredith Halpern '83

Title: Clinical Training Coordinator

Company: American School of Professional Psychology
 Location: Arlington, VA
 Offered By: David Sacks '72

Title: Associate

Company: Heidrick & Struggles
 Location: Philadelphia, PA

Title: Financial Analyst

Company: Thomas Jefferson University
 Location: Philadelphia, PA
 Offered By: Nina Paynter, '97

Title: Special Assistant to the CEO/Financial Analyst

Company: Food Corps
 Location: New York, NY
 Offered By: Jerusha Klemperer '96

Title: AmeriCorps VISTA IT/Social Media Coordinator

Company: Rappahannock Legal Services, Inc

Title: Research Assistant

Company: University of Chicago – Booth School of Business
 Location: Chicago, IL
 Offered By: Eric Zwick '07

Title: IT & Office Administrator

Company: Juma Venures
 Location: San Francisco, CA

Offered By: Jared Liederman '05

Title: Associate, Advisory Services

Company: BSR (Business for Social Responsibility)
Location: Denmark
Offered By: Ana Chiu '06

Title: Legal Assistant or Document Management Analyst (2 positions)

Company: CACI
Location: Boston, MA
Offered By: Sara Bloom

Title: Digital Forensic Associate

Company: Stroz Friedberg
Location: New York, NY
Offered By: Will Campbell '12

Title: Research Assistant

Company: RAND Corporation
Location: Various
Offered By: Mark Friedberg '98

Title: Software Developer

Company: Mochila Fulfillment
Location: Glassboro, New Jersey
Offered By: James Tracy '97

Title: Program Assistant
Company: Inter-American Dialogue
Location: Washington DC
Offered By: Paul Shortell '13

Title: Minnesota Green Corps

Company: Minnesota Pollution Agency
Location: St Paul Minnesota
Offered By: Paul Moss '78

Title: Elementary School Teacher

Company: Capitol City Public Charter School
Location: Washington DC

Offered By: Rachel Henighan '97

Title: Rep, Human Rights for Refugees (Quaker UN Office)

Company: Geneva NGO Service
Location: Geneva, Switzerland
Offered By: Helen Lom '69

Title: Procurement Consulting Opportunities

Company: AT&T
Location: Atlanta GA
Offered By: John Rufus Frazer '99

Section Seven: Social Media and Technology

Social Media

Career Services' social media strategy complements our existing communications and publications. Our social media platforms enhance our outreach to our primary audience of undergraduate students as well as to our secondary audience of alumni, employers, faculty, staff, parents and friends of the College. We use social media to share career related information and to engage our various constituencies through technology. *Social Media Handle: SwatCareers*

This year we developed a stronger social media presence through the following:

- Instagram: After assessing the social media landscape of Swarthmore students, we decided that we needed to invest more resources into our Instagram account as it is the most widely used social media outlet (with Facebook as a close second). We also wanted to incorporate sustainable social media practices, so we strategized what content would live on Instagram. Our primary focus became connecting students and alumni through social media through our *Throwback Thursday* campaigns. Alumni who came back to recruit or give talks to students were our main targets in this campaign to augment our current marketing efforts. Since launching in September 2015, we have had 16 alums featured—with more in the pipeline. Each week, we would showcase one or two alums. Our Instagram following has nearly doubled (from 140 to 270 followers). <https://www.instagram.com/swatcareers/>
- Facebook: The Career Services Facebook fan page grew from 806 fans this year to over 860 fans. We use this social media platform to promote upcoming career events including alumni speakers, career fairs, and information sessions as well as share pictures from past events and interesting articles. <https://www.facebook.com/SwatCareers/>
- Twitter: We share information for alumni on Twitter. Because Alumni Relations primarily uses Twitter, we decided that we would post alumni-driven or related content on Twitter. We currently have 226 followers. <https://twitter.com/SwatCareers>
- *LinkedIn* group Swatties Helping Swatties: This Career Services' moderated group allows for students and alumni to connect. To date, we have 1197 group members. <https://www.linkedin.com/groups/4339977/profile>

Website

With nearly 53,000 page views this academic year, our website continues to be one of the most widely used of the College. Our pages offer a comprehensive look into career development topics, provide information about majors and careers, post-graduate outcomes, job and internship databases and more. Our homepage offers story slides that contextualize the career development process and services for Swarthmore students and alumni. Some examples include a "Day in the Life of Career Services," "Women in the Sciences" and "Dapper Dining." Visit us online at: <http://www.swarthmore.edu/career-services.xml>

Website Redesign: After assessing the current state and primary use of our site, we looked into ways to make it more user-friendly. Our primary objectives of the redesign were to: cut down on text and replace with links or graphics, reduce the number of pages and subheadings, and integrate it with social media platforms.