

Swarthmore College
Career Services

2016-17 Annual Report



WELCOME

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.



Meet the Staff:



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2017 SENIOR PLANS

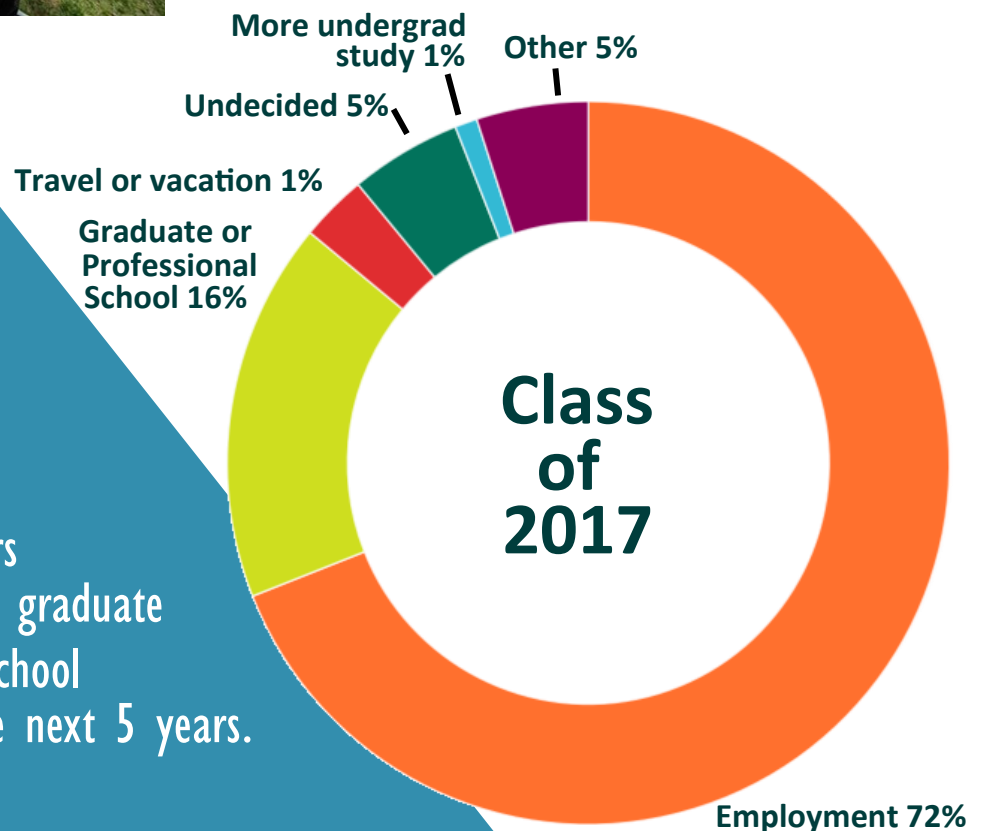


Based upon survey responses before graduation from **278 of 379** seniors, or **73%** of the graduating class.

Plans after Graduation

59% of seniors seeking employment had secured positions by graduation.

80% of seniors plan to enroll in graduate or professional school within the next 5 years.



CARNEGIE
ENDOWMENT FOR
INTERNATIONAL PEACE



Deloitte.



Merrill Lynch



J.P.Morgan



Top Geographic Locations

The top geographic locations where graduating students have begun their careers.

New York City

22%



Philadelphia

16%



Washington, D.C.

12%



International

12%



Boston

6%



San Francisco/N. California

5%



Top Attended Grad Schools

1. University of Pennsylvania
2. Harvard University
3. Yale University
4. Cornell University
5. Columbia University
6. MIT
7. University of Chicago

Industry Destinations



Research (Medical, Policy, Other)

29%

n = 34

Average Salary: \$36,583

Median Salary: \$32,500



Financial Services / Business / Consulting

22%

n = 26

Average Salary: \$76,071

Median Salary: \$72,500



Technology / Engineering

16%

n = 19

Average Salary: \$88,438

Median Salary: \$97,500



Education / Teaching

14%

n = 16

Average Salary: \$32,857

Median Salary: \$32,500



Nonprofit / Public Service

10%

n = 11

Average Salary: \$29,318

Median Salary: \$27,500



Law

3%

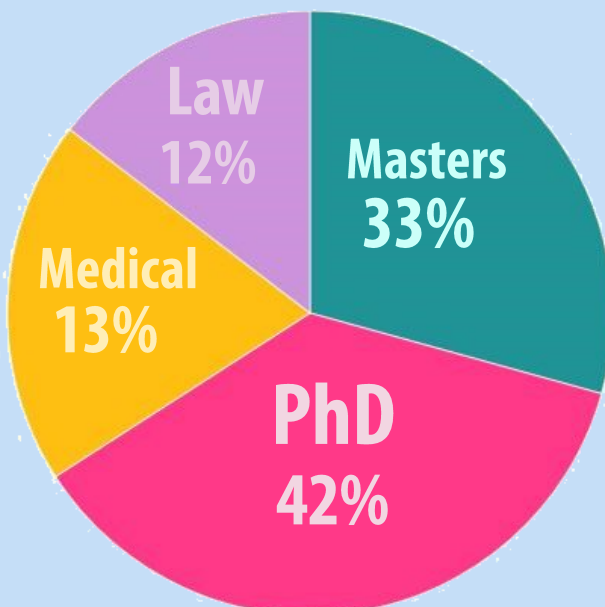
n = 4

Average Salary: \$40,833

Median Salary: \$37,500

Post-Graduate Academic Programs

Of the seniors who enter graduate school immediately upon graduation.



CLASS OF 2017 REFLECTIONS



Feng Lin

Junior Fellow at Carnegie Endowment for International Peace

What are you most looking forward to?

“ Learning more about my field of interest in the coming year in a uniquely direct way. ”

Feng's Advice:

“ **Please use Career Services well.**

Talking with counselors was an extremely beneficial experience for me because it helped me reflect on myself and reconfirm what I want to do in the future. ”

June Lee

Dental Assistant at University Square Dental Associates

What are you most looking forward to?

“ Graduating and applying what Swarthmore has taught me in the real world. ”



June's Advice:

“ **Take initiative** and don't be restricted by only applying to job postings; nearly all of the employment opportunities/internships I have landed have come as a result of me reaching out and emailing people I think are interesting in my field. ”



Phyllis Lee

Consultant at Ernst & Young

What are you most looking forward to?

“ I am looking forward to using all the lessons I've learned from past internships and 180 Degrees Consulting to help large companies solve their complex business problems. I'm also excited about working with many industries! ”

Phyllis' Advice:

“ **Always be proactive.**

It is never too late to start networking. It is normal to be curious or unsure about which career may be right for you. Talking to as many people as possible and learning about their experiences will be very helpful. ”

CLASS OF 2017 REFLECTIONS



Christine Y. Kim

Leveraged Finance Investment Banking Analyst
at Bank of America Merrill Lynch

What are you most looking forward to?

“ I am looking forward to diving deep into the financial services industry and learning to apply the lessons learned at Swarthmore into progressing my career. ”

Christine's Advice:

“ **Be resilient. Be adaptive. Be enthusiastic.**

When there is a will, there is a way. If you need support and help, do not be afraid to reach out to the resources available at Swarthmore College. Don't forget, there is an entire network of alums behind you, willing to help and provide advice. You are not alone in the search process! ”



Amelia Erskine

Senior Consultant at EIC

What are you most looking forward to?

“ I'm excited to be working for a company that values holistically supporting students and preparing them for lifelong success, as well as the opportunity to move to Beijing! ”

Amelia's Advice:

“ I think it can be easy to underestimate yourself. Apply for jobs that you are excited about and don't be afraid to take risks; even if you don't get an offer, the experience will always add to your skills and boost your confidence for the next interview. Also, start your resumé and cover letter early! ”



Gurrein Madan

PhD in Neuroscience at MIT

What are you most looking forward to?

“ Doing some great science, and becoming part of the neuroscience community. ”

Gurrein's Advice:

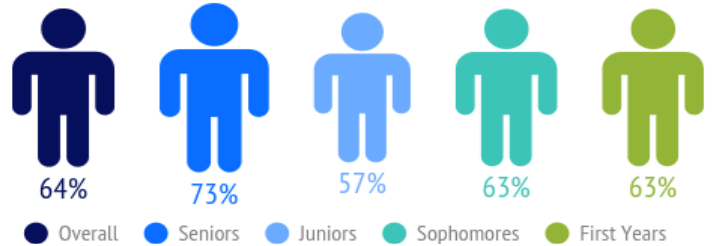
“ **Always have a Plan B, and perhaps a Plan C.**

At the very least, back-up plans that you're comfortable with reduce anxiety and keep you confident. ”

STUDENT ENGAGEMENT

In 2016-17, Career Services engaged **64%** of the total student body.

Engagement by Class Year



STUDENT INTERACTIONS



Student Interactions include individual counseling appointments, drop-in advising sessions, workshops, recruiting events, and other programs.

2016-17
4,207
student
interactions



ENGAGEMENT BY RACE AND ETHNICITY

By examining our usage patterns from vantage points including race and ethnicity, we can better identify any students who would benefit from targeted outreach to make them aware of our resources and services:

74% Asian

65% Black

60% Latinx/Hispanic

73% Multi

66% Multi/Asian

65% Multi/Black

57% Multi/Latinx

70% Not Indicated

59% White

CAREER PEER ADVISORS

What do our CPAs do?

- Walk you through our job/internship databases to try to target opportunities fit for you.
- Provide helpful advice on how to identify and reach out to alumni from your academic major or career field of interest.
- Help you brainstorm your previous experiences to build a resume, CV, and cover letter.
- Help you perfect your existing resume and tweak it to suit an opportunity when you are ready to apply.

Help you prepare for an interview!

*Drop-In Hours every weekday
afternoon from 1:00-4:30pm.*

CPA Assistance BY THE NUMBERS

450
students helped
by our CPAs

790
drop-in
visits

12%
increase from
2015-16

SOCIAL MEDIA

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



INSTAGRAM: Our most popular posts include information about our students such as the "Student Success Story" campaign, which highlights students who have successfully navigated the job/internship search process. Another popular post is our "ThrowbackThursday" campaign, which gives some background information on alumni who are visiting campus to share their career paths with students.

Our Instagram following has increased 10% since last year from 300 to 338.



FACEBOOK: Although the Facebook page has been our long-standing "go-to" for promoting our events and sharing resources with the community, we found that it is the social media outlet that students universally use the most. <https://www.facebook.com/SwatCareers/>

Our Facebook fan page has increased from 870 to 919 fans.



TWITTER: Twitter's audience is primarily alumni. However, Career Services uses this platform to share events that other offices are holding or resources that would be more appropriate for this group.

Our Twitter page has grown from 250 to 281 followers this year.



LINKEDIN: We moderate the LinkedIn group Swatties Helping Swatties. This group facilitates mentoring between students and alumni. <https://www.linkedin.com/groups/4339977/profile>

To date, our *LinkedIn* group Swatties Helping Swatties has 1500+ members.

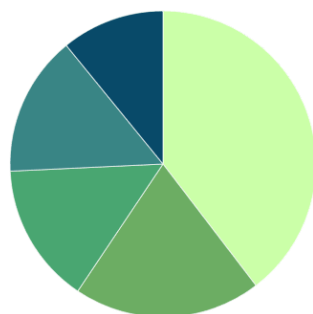
The Career Services website was completely re-designed during Summer 2016. The objectives of the re-design were to create a more user-friendly navigation experience with click-able links and graphics as opposed to text-laden pages. There was also considerable work done to create screen-reader friendly pages. Our website still offers a comprehensive look into career development topics, provides information about majors and careers, post-graduate outcomes, job and internship databases and more. Visit us at: <http://www.swarthmore.edu/career-services.xml>

WEBSITE

COUNSELING APPOINTMENTS

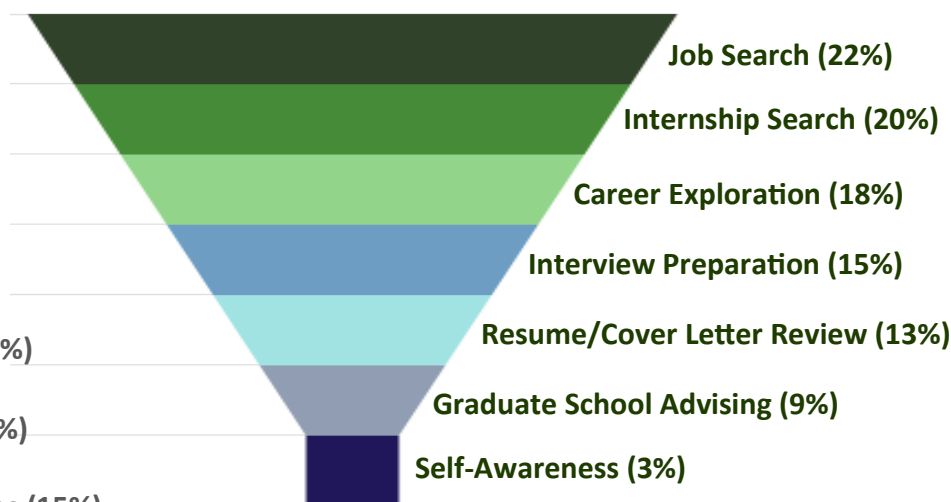
2016-17
1,212
counseling
appointments

DEMOGRAPHICS OF COUNSELING APPOINTMENTS



- Seniors (40%)
- Juniors (20%)
- Sophomores (15%)
- First Years (15%)
- Alumni (11%)

FOCUS OF COUNSELING APPOINTMENTS



CAREER EDUCATION



Our Career Peer Advisor Team



What *is* career education? Developing one's knowledge of self—interests, skills, values, commitments, personality type—is critical to students' career development. We believe career development is preparation for life and our mission is to complement students' academic preparation with education about careers and life beyond Swarthmore. Career Services counsels students through the process of self discovery and provides programs and services to educate students about career possibilities and promote their professional skills development.

Orientation Programming

Here's the Scoop: In collaboration with the Dean's office and the Registrar's office, this event was our first chance to meet the Class of 2020. We provided an overview of the ways we assist students in their career development, offering narratives for how we counsel individual students in their first year at Swarthmore.

Orientation Tours: By meeting with small groups of students visiting our office in 135 Parrish, we were able to highlight services and programs for first years.



Zing presenting @ SwatTank 2017

Self-Awareness

Counselors work individually with students and often provide online access to the **Myers-Briggs Type Indicator (MBTI)** personality assessment, **Campbell Interest and Skill Survey**, and **PurposeMatch** to help students identify how their interests, values, skills, and preferences relate to majors and careers. We also offer a self-awareness intensive session during fall break to explore these concepts in an interactive small group setting.

SwatTank (Innovation Incubator)

SwatTank 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 fifth year the focus has shifted 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 ten teams of students were matched with alumni mentors to develop their ideas further during the spring. The four teams of finalists presented their pitches at the SwatTank Innovation Competition and Lax Networking Reception on April 7, 2017.

Collaboration with Faculty & Alumni

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. This year we visited each academic department to share our new majors factsheets, improved annual report and calendar of events. Shared initiatives include:

Chaotic Careers: Music & Dance

We partnered with the Departments of Music and Dance for the second event in our Chaotic Careers series, demonstrating the nonlinear and evolving nature of career paths.

Diverse Careers for Economics Students

This event was co-sponsored with Professor Ellen Magenheimer and the Economics Department, including a panel and roundtable discussions between 25 student attendees and 6 alumni.

Educating Outside the Classroom

We collaborated with Professor Ann Renninger, Chair in Educational Studies, inviting alumni to reflect on how Swarthmore shaped their lives and their work as leaders in education, community-school partnerships, LGBTQ youth programs, school librarianship and research.

Health and Societies

Organized by the Sociology/Anthropology department with support from Career Services, this panel featured humanities and social sciences alumni working in diverse sectors of healthcare.

Actuarial Careers with Becky Seilman '85

Becky Sielman '85, Principal and Consulting Actuary at Milliman, spoke to students about the varied options for actuaries, the skills needed and ways to explore the field.

Finance Careers with Sarang Rajan Gadkari '94

The Managing Director/Head of US Leveraged Finance at the Bank of America Merrill Lynch visited campus for an event co-hosted with the student group Redefine Her Street.

Impact & Change: Careers on Capitol Hill with Mark Harkins '87

Mark spent over 17 years on Capitol Hill and six in government relations. He currently teaches Congressional Operations at the Government Affairs Institute at Georgetown University and in this session he shared ways students can pursue careers in public service.

Economic Development with Jorge Muñoz '84

Jorge has spent his career focusing on rural poverty and land reform issues in Africa and Latin America. In this session, he talked to students about his experience in developmental economics as a researcher, land policy advisor, and professor.

Consulting Careers with Koof Kalkstein '78

Former BCG Managing Director and Swarthmore Board member Koof Kalkstein '78 provided an overview of consulting careers, including the varied work cultures of consulting firms.



Chaotic Careers: Music & Dance



Exploring Finance & Consulting Careers

Career Development Course

SEEKERS is our six week career development course, covering topics such as self-assessment, career search, interviewing and professional communication, allowing students to learn and share with one another as they work towards a common goal. We find that this program is 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.

Diverse Careers in Economics



Dress for Success

The Career Closet continues to be a very helpful resource for our students. This year we loaned 77 suits to 50+ students who would otherwise have struggled to put together professional attire for interviewing and for networking opportunities.



Students at the Dapper Dining event.

Dapper Dining

Our **Dapper Dining** professional etiquette dinner was attended by over 60 students who developed their networking skills in a pre-dinner reception followed by a professional etiquette overview during a three-course meal.

Career Capital

In collaboration with the Intercultural Center, we launched a workshop series introducing first years, first-generation college students and students self-identifying as low-income to the concepts of career and social capital: the knowledge, skills and networks students will develop at Swarthmore to launch careers with meaning and impact.

Navigating Employee Benefits

We partnered with our colleague John Cline, Swarthmore's Human Resources Manager for Compensation and Benefits, for a new session on **Navigating Employee Benefits**, providing students with useful tools for selecting the most appropriate benefits plans for their needs.

Interview Preparation

Overall our Career Counselors conducted over **200 mock interviews** with students in 2016-17. We have developed 105 different interview scenarios for jobs as diverse as the Peace Corps and investment banking. We collaborate with Fellowships & Prizes Advisor Melissa Mandos by offering fellowship mock interviews and conduct mock interviews for student leadership positions including WA, SAM, and RA roles. This year our Human Resources colleagues Zenobia Hargust and Amanda Puchon also conducted mock interviews for our students attending our Fall Recruiting Consortium interview day in NY.

We also have a large roster of alumni mock interviewers. Some visit campus for specific programs, including the Jumpstart event we hosted in the fall, featuring 12 alumni who conducted a total of 69 finance and consulting mock interviews in one day. Since management consulting case interviews are so specialized, each career counselor has at least one case prepared for students and we also have a roster of 9 consulting alumni willing to conduct case interviews. Our computer science majors require highly specialized technical interview preparation; to assist, we invite Google and Facebook recruiters to lead technical interview prep sessions on campus and we refer students to alumni mock interviewers with technical backgrounds. Our **Swatties Helping Swatties** LinkedIn group consists of 117 alumni mock interviewers in a wide range of career fields. Student use of our interview rooms, active for phone and Skype interviews, has prompted a new redesign of that space.

Our Interview Resources:

Big Interview: An online platform allowing for comprehensive and customized video interview scenarios. Students can respond to, record and share video interviews.

Interviews Unraveled: This year our CPAs organized a study break in the fall, preparing students to answer questions that articulate their strengths for varied industries.

Wall Street Prep Student Passport Program: WSP provides finance technical and behavioral interview preparation as well as financial modeling.

PrepLounge Case Interviews: Through PrepLounge, students can review cases and have mock interviews with consulting professionals.

Graduate School Admission

Counselors support students in preparing for graduate school admission and bring presenters to campus including Don Asher, national speaker and author of [Graduate Admission Essays](#), who annually presents an interactive overview of admission strategies and - new this year - an Essay Writing Workshop where he reviews students' personal statements and essays.

EXPERIENTIAL LEARNING

Extern Program 2017

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 2017 Senior Survey, **over half our seniors reported having completed at least one externship prior to graduation (51%).**

471

students
registered

306

workplace and/or
homestay mentors

280

externships
available

281

students
participated
in externships

Major Extern Locations:

- Boston
- Chicago
- Washington DC
- Los Angeles
- New York
- Philadelphia
- San Francisco
- Seattle

Student registration increased by 28% since 2015-16

REGISTRATION BY CLASS YEAR

68

Seniors—14% of registrants

103

Juniors—22% of registrants

171

Sophomores—36% of registrants

129

First Years—27% of registrants

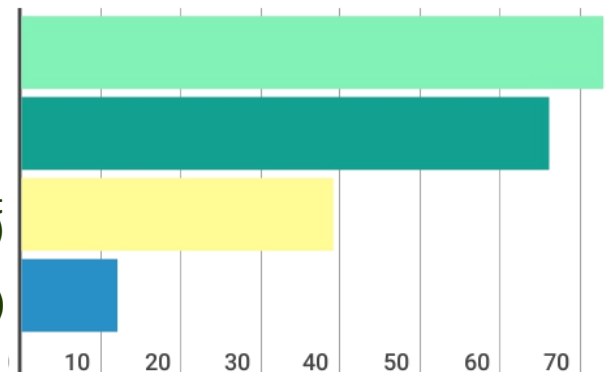
WHAT WAS YOUR MOTIVATION FOR TAKING PART IN THE EXTERN PROGRAM?

Explore a career area
of interest (69%)

Obtain exposure to
a specific field (63%)

Do something different
over break (39%)

Visit a new city (12%)



Nemours Alfred I. duPont
Hospital for Children

Mount
Sinai

THE WORLD BANK

FairVote
FOR A MORE PERFECT UNION



verizon



WHYY

Duquesne Light
Our Energy...Your Power



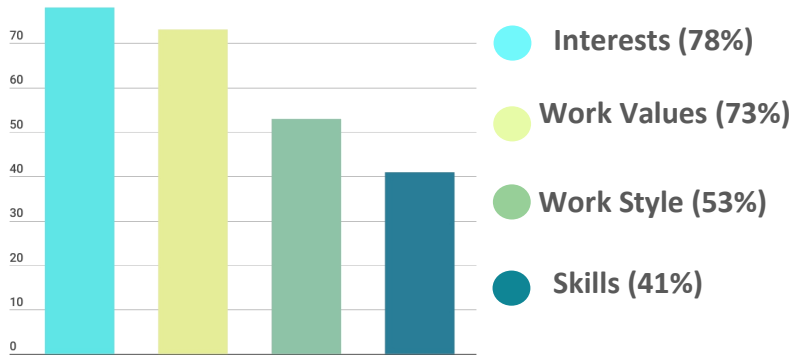
Cooper
University Health Care

E Source



STUDENT REFLECTIONS

WHAT DID YOU LEARN ABOUT YOURSELF DURING YOUR EXTERNSHIP?



"Other than clinical skills, I gained valuable insight by working with other medical assistants who were just out of undergraduate college and/or applying to medical school; talking and working with them allowed me to hear first hand experiences in how they were navigating medical schools, working as a medical assistant, and how they feel about patient interactions. From my time in the clinic all my learning goals were achieved and overall I think this experience has helped me to solidify my decision to apply to medical school in a field that interacts with patients on a first hand basis."

- Taylor Chiang '18, Experiential Summer Fellow 2016 with James Chen '98 at Advanced Orthopedics & Sports Medicine

"I realized that one of the most important skills as a teacher is learning the art of asking the right questions, listening intently, and summarizing correctly the responses of students to flesh out their thoughts into clear ideas in a classroom discussion; as teacher in the class, I myself was a student of how to learn that skill. Through leading activities, I learned new ways to engage students, as well as practical insights such as the fact that too many transitions into different activities cause classroom chaos."

- Michelle McEwen '19, Experiential Summer Fellow 2016 with Mariela Puentes '12 at Harlem Educational Activities Fund

HOW MIGHT THIS EXTERNSHIP HELP WITH FUTURE CAREER CHOICES?

Workplace culture awareness (83%)

Improved self awareness (80%)

Learned new skills (40%)

Practiced professional etiquette (31%)

Discovered my work style (20%)

EXTERN SPONSORS

30% registered for the first time

42% of workplace mentors sponsored multiple students

98% of Workplace Mentors are likely to sponsor a student in the future

99% said that the experience of mentoring a student was excellent or very good

92% of Homestay Mentors are likely to host a student in the future

STUDENT REFLECTIONS

"The feedback and advice I received was invaluable, but perhaps the most crucial takeaway I got from this experience was how to manage multiple projects while still maintaining clear and constant communication. Since I essentially worked under three different sectors of the office, I often had five or more projects going on at any given time. I had to learn very quickly how to manage myself, my projects, and my correspondence. I discovered the beauty that is making checklists and planning each and every night what exactly I had to accomplish the next day."

Overall I do not believe that my experience could have been any better; I learned an incredible amount about the work and about myself, I enjoyed the work I did, and I made connections with people that will last a lifetime."

- Rebekah Katz '19, Experiential Summer Fellow 2016
with Elaine Meyer-Lee '00 at Agnes Scott College

MENTOR REFLECTIONS

"Both externs were engaged and interested in understanding the various aspects of our business."

"What a lovely experience! It was a pleasure to be an extern host— and a great chance for me to reconnect with Swarthmore. Thanks very much!"

"My extern was helpful in advancing an important project; she was easy to work with and interested in learning about a new type of work environment."

"Extern was able to experience new dimensions of a career they had long considered."

"It was rewarding sharing about art therapy with another, which is something difficult to do unless experiencing first hand."



Gary Winzelburg '90 and his family hosted Rebecca Mayeda '17.

EXPERIENTIAL SUMMER FELLOWS

The Experiential Summer Fellowship program provides funding for students who have participated in the Extern Program during winter break and return to that workplace for a summer internship, mentored by their extern sponsor.

Thirteen students were awarded grants in Summer 2017:

Anna Scheibmeir '18
Emma Giordano '18
Kaitlin Gelber '20
Katherine Dunbar '18
Ke Wang '19
Lily Wushanley '18
Liv Elmore '20
Meghan Kelly '18
Rachel Bronkema '18
Rebecca Rosenthal '20
Tobiah Cavalier '19
Tom Jensen '20
Tyler Huntington '18

Cynthia Terrell '74
Youngmoo Kim '93
Lynn Stein '83
Frances Halsband '65
George Thoma '65
Abigail Dove '16
Mark Forest Kimball '94
Heather Hill '92
Michael Barasch '77
Saralinda Lichtblau '72
Kate Derosier '14
Michael Barasch '77
Peter Matlock '77

FairVote: Representation 2020
ExCite Center, Drexel University
ESource
Kliment Halsband Associates
National Library of Medicine
Close Concerns
Essex Farm
Harvard Graduate School of Education
Barasch McGarry Salzman & Penson
Hudson River Museum
UCSF Neuroscience
Barasch McGarry Salzman & Penson
Joint Bioenergy Institute

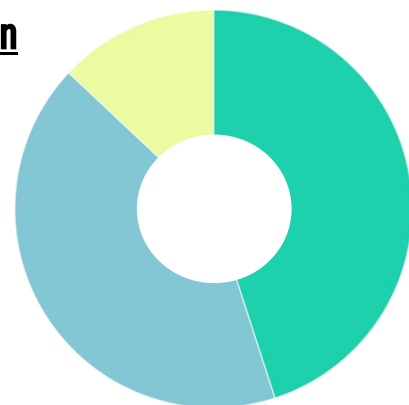
INTERNSHIPS

Since employers consistently rank internship experience in the top criteria they seek in entry-level candidates, we want to ensure that we are graduating competitive applicants into the workforce. 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.

72% of the class of 2017
completed at least one internship
prior to graduation.

Internship Sector Breakdown

- Nonprofit (49%)
- For-profit (39%)
- Government (12%)



SWARTHMORE FUTURE ENTREPRENEURS

For the seventh year we are providing students this opportunity to gain experience in and exposure to entrepreneurship, partnering with Ben Franklin Technology Partnership (BFTP) through alumnus **Omar Mencin '97**, Director of Investments, Information Technology, to make funded internships available to students. 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. This year 83 students submitted 207 applications for nine opportunities. For Summer 2017, Career Services was able to fund 15 stipends of \$4,500 each for students who were selected as interns.

I can without reserve say that our Swarthmore intern performed superbly in all tasks assigned to him during his internship. He had an excellent attitude, worked well with teams, and showed an incredible ability to adapt to the continuing challenges of a high paced and high pressure work environment. I was in great need of additional assistance in performing due diligence on investment opportunities, performing market research, and drafting investment committee memos. Normally, these would be tasks that I would assign to a college graduate with three to five years work experience, but after seeing early on our intern's ability to grasp the nuances of investment due diligence and the process of sourcing and evaluation of investment opportunities, I knew I could utilize the intern to help me with this business critical work. I want to thank you for making him available to us through the sponsored internship program offered by Swarthmore College, which continues to be, in my humble opinion, the finest liberal arts college in the world.

- Omar G. Mencin '97, DBA, Director of Investments, Information Technology
Investment Group, Ben Franklin Technology Partners

INTERNSHIP DATABASES

University Career Action Network

UCAN is 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. During the 2016-17 academic year students had access to roughly 6,200 internships.

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 institutions connects technical employers with a diverse group of engineering, science, and computer science students seeking internships. Our engIN database annually has over 500 internship postings.

SwatCareers

Our SwatCareers database, accessible to only Swarthmore students and alumni, annually provides students with approximately 500 additional internship opportunities. Roughly 65 percent of these internships are paid opportunities.

Garnet Connection

This database allows Swarthmore students to share their past summer internship experiences with their peers; allowing students to network with each other while accessing over 800 summer opportunities.

NETWORKING & MENTORING

Jumpstart Your Career in Consulting and Finance

This program introduces underclassmen to careers in consulting and finance, provides students of all class years with networking opportunities, and prepares upperclassmen for the rigorous application and interview process required by the major investment banks and management consulting firms. 94 students attended and 12 alumni mentors led the program:

- Martin Juhn '89 Consultant | Egon Zehnder
- Rob Ruffin '92 Principal | Bain & Company
- Michael Costonis '92 Senior Managing Director | Accenture
- Marjan Chittae '05 Director of People Strategy and Professional Development | G100 Companies
- Chris McKittrick '09 Associate | McKinsey & Company
- Satyajit "Saty" Rao '15 Business Analyst | A.T. Kearney
- Aldo Frosinini '15 Senior Consultant, Energy | Booz Allen Hamilton
- Charlie Sussman '05 Director, Co-Head Oil Derivatives Trading | Bank of America Merrill Lynch
- Stephanie Beebe '12 Investment Banking Associate | Bank of America Merrill Lynch
- Caroline Murphy '14 Analyst | Credit Suisse
- Arjun Raghuraman '16 Investment Banking Analyst | William Blair
- Shenstone Huang '16 Analyst, Global Investment Opportunities | JPMorgan

We concluded the day with a **Bain & Company** information session led by **Rob Ruffin '92** and **How to Prep for Recruiting in Finance & Consulting**, featuring 14 seniors with offers in these competitive fields preparing underclassmen for the recruitment process.

In 2017, over 100 alumni returned to campus to provide career advice and mentoring to our students.

Social Impact Career Starter

Patrick Christmas '08 (Committee of Seventy), **Jonah Eaton '02** (Nationalities Service Center, Philadelphia Partnership for Resilience) and **Ariel Finegold '13** (William Penn Foundation) shared their perspectives on career options with social impact, contributing to the common good and the well-being of communities. Students learned how to identify organizational missions and values and connect them with their own values during the internship and job search process.

Wall Street Reception

56 students networked with 59 alumni from organizations including Bank of America Merrill Lynch, Barclays, Citi, Credit Suisse, Goldman Sachs, JPMorgan, McKinsey and Morgan Stanley at our 11th annual Wall Street student and alumni networking reception in New York.



Rob Ruffin '92 leading an interactive group case interview at Jumpstart



Aldo Frosinini '15 conducting a mock interview at Jumpstart



Wall Street Reception 2016





Social Impact Career Starter



Alumni Student Networking Dinner

We partner with the Office of Alumni & Parent Engagement and 40+ Alumni Council members to offer this meaningful networking opportunity to over 100 students annually.



International Student & Alumni Dinner

We joined colleague Jennifer Marks-Gold in hosting the annual International Student and Alumni Dinner, featuring five international alumni who returned to campus to network with students and offer their perspective on navigating the employment process as an international student.

Exploring Finance & Consulting Careers



Twelve alumni visited campus this spring for a program attended by over 40 students, primarily first years and sophomores, interested in learning about consulting and finance to determine future career paths. The evening began with a consulting alumni panel, moderated by Board member **Koof Kalkstein '78** and including **Reece Liang '13** (Analysis Group), **Rachel Scott '05** (BCG), **Christine Nay '02** (Deloitte) and **Michael Brochu** (BCG). Next was a finance alumni panel, moderated by **Charlie Sussman '05** (BAML) and including Board member **Jaky Joseph '06** (BAML), **Chris Murphy '04** (Susquehanna International Group), **Stephanie Beebe '12** (BAML), **Chelsea Hicks '14** (Swarthmore), **Chun Hei Wong '15** (Credit Suisse) and **Jay Jang '16** (BAML). The evening concluded with networking roundtables, led by alumni and experienced students who shared their advice and insight about the internship search.



AlumniQ Directory

During the past two years we met with software developers and our colleagues in the Office of Alumni & Parent Engagement to consult with them on the launch of a new alumni directory, providing input in how this resource could be used to facilitate networking and mentoring connections between students and alumni. We launched the new alumni directory to students this fall; it provides alumni the option of indicating their willingness to mentor students, as well as sponsor externs and interns, and we have received positive student feedback about this new resource.

RECRUITING



After much thought and exploration, Career Services decided to change candidate management systems and move to *Handshake*. With this change, effective July 2017, students will have access to a broader range of employers interested in recruiting. Additionally, early testing indicates the system is very user friendly and allows for effective outreach for programming and events.



ANALYSIS GROUP
ECONOMIC, FINANCIAL and STRATEGY CONSULTANTS

"We have a strong legacy of Swarthmore graduates who have been incredibly successful at Analysis Group, at all levels of the firm. The particularly diverse academic and extracurricular background that Swarthmore students typically possess prepares them well for the range of cases and other challenges that await them here."

Robert Vigil, Analysis Group Principal, Washington, D.C.

"Swarthmore's engineering students are exactly the kind of people companies like Google search for: whip-smart, kind, collaborative, and delightfully quirky. The CS department in particular produces students of a caliber matched only by world-class research institutions like MIT and Carnegie Mellon. The humility and genuine passion for making their world a better place that Swatties have make them incredibly desirable. With Swarthmore, not only are we hiring great engineers, we're hiring great coworkers and new friends."

- Brendan Collins, University Programs Expansion Specialist, Google

"We love recruiting at Swarthmore as it is very clear that the student body reflects a diverse pool of strong leadership with a deep moral compass. Given the intimate setting of campus, there are plenty of strong leadership experiences to go around which enable students to develop perseverance and grit organically. We've all been at schools where finding top talent can be challenging— for Swarthmore, all it takes is setting foot on campus."

*Ladimir Geake,
Recruitment Manager, Teach for America*

"CRA has recruited at Swarthmore for over twenty years because we find the students to be analytically rigorous as well as exceptionally prepared and enthusiastic to tackle complicated questions that involve business strategy and economics. And just as important, Swarthmore students are a very friendly bunch who work well with others."

— Steve Kletter, Principal, Antitrust

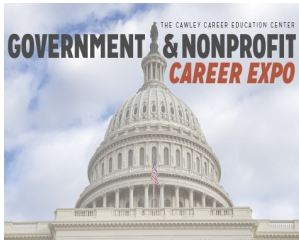
RECRUITING

FALL RECRUITING CONSORTIUM (FRC) is a collaborative interview day sponsored by Swarthmore, William & Mary, Wesleyan, Bard and Connecticut Colleges, in New York. Employers included:



AB	FactSet	Madeo	Transperfect
Advisory Board	FDIC	Match Education	Translations
AlphaSights	International Quality & Productivity Center	Memorial Sloan-Kettering	Weill Cornell Medical College
CamberView Partners	KeyBank	Planned Parenthood	
Camey Sandoe	Lavelle LLP	Rockefeller University	
D.E. Shaw		Success Academy	

DC CAREER EXPO



We provided bus transportation to this DC recruiting event where 20 students connected with 100+ think tanks, government agencies and nonprofits including:

Aspen Institute	CIA	Johns Hopkins	US Dept of Justice
Carter Center	CBO	NIH	US Dept of State
Council on Foreign Relations	Ctr for Strategic & Int'l Security	Peace Corps	USAID
		SEC	

METROLINK DC



Swarthmore, Duke, William & Mary, Yale, and UVA students interviewed with the following employers at our annual DC event:

Abt Associates	Democracy Prep	The Study of Terrorism and Responses to Terrorism	Headfirst Companies
American Enterprise Inst.	Environment America	Nat'l Human Genome Research Institute	US Dept of Justice
Bulletin Intelligence	Int'l Christian Concern	Optoro	Urban Institute
City Year	Laserfiche	The Advisory Board Co.	Urban Teachers
CAN	Metron		Woodrow Wilson Int'l Center
DC Int'l School	Nat'l Consortium for		

ENGINEERING AND TECHNICAL CAREER AND INTERNSHIP CONNECTION (ETCIC)



STEM students conducted virtual interviews for jobs and internships with a wide range of employers including:

Advance Testing Co.	Exelon	Medtronic	Norfolk Southern
Beech-Nut	HPR	Monotype	Olympus
Control Tech.	Klepper	New Hudson Facades	Parker Hannifin
ERCOT	Hahn and Hyatt	Newtex Industries	Urban Teachers

RECRUITING

TRI-COLLEGE RECRUITING CONSORTIUM

HAVERFORD

BRYN MAWR

SWARTHMORE

Swarthmore collaborates with Bryn Mawr and Haverford Colleges on recruiting initiatives including on campus interviewing and recruiting events.

TRI-COLLEGE ON CAMPUS RECRUITING ORGANIZATIONS

Aksia	Compass Lexecon	MAXIMUS	Sullivan & Cromwell LLP
Analysis Group	Crossix Solutions, Inc.	McMaster Carr	The Brattle Group
Apogee Adventures	Elite Scholars of China	Morningside Translations	Wells Fargo
Boston Consulting Group	Forester Capital	NERA Economic Consulting	William Penn Foundation
Charles Rives Assoc.	Greenspring Assoc.	Novantas	
Chatham Financial	Janney Montgomery Scott	Odessa Technologies, Inc.	
CIA	M&T Bank	Southern Teachers Agency	

PHILADELPHIA CAREER CONNECTION (PCC)

Swarthmore students submitted over 150 applications to employers at our Tri-College interview day and career fair.

Philadelphia Career Connection
Tri-College Recruiting Day



PHILADELPHIA STEM EVENT

Swarthmore students interviewed for jobs and internships with science, engineering and technology employers.



SAMPLE EMPLOYERS PARTICIPATING IN OUR PCC AND STEM RECRUITING EVENTS

Albert Einstein	Federal Deposit Ins.	Munich Reinsurance America	Lavelle LLP
Benefits Data Trust	Federal Reserve Bank	Northeastern University	Tortoise Investment
Bentley Systems	FS Investments	Notch Partners	Tuck School of Business
Bright Horizons	Fund for Public Interest	NVIDIA	Urban Teachers
Chatham Financial	Haverford House	Phila Higher Ed. Network	Vanguard
College Possible	Iofield Systems	Quaker Voluntary Service	Wells Fargo
Committee of Seventy	Keystone Human Svs	Saga Innovations	WHYY
Crossix Solutions	Match Education	Scheie Eye Institute	
Epic	Moody's Analytics	Southern Teachers	

