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.

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2016 SENIOR PLANS

Based upon survey responses before graduation from 246 of 360 seniors, or 68% of the graduating class.

**Plans after Graduation**

- **Employment**: 69%
- **Graduate or Professional School**: 17%
- **Travel or vacation**: 3%
- **Undecided**: 5%
- **More undergrad study**: 1%
- **Other**: 5%

- **72%** 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.
Top Geographic Locations
The top geographic locations where graduating students have begun their careers.

New York City 18%
Philadelphia 16%
Washington, D.C. 15%
International 7%
San Francisco/NorCal 6%

Top Attended Grad Schools
1. University of Pennsylvania
2. Stanford University
3. Columbia University
4. Princeton University
5. Cornell University
6. Temple University
7. UCLA

Industry Destinations

Financial Services / Business / Consulting
n = 29
Average Salary: $68,879
Median Salary: $67,500

Research (Medical, Policy, Other)
n = 24
Average Salary: $36,667
Median Salary: $37,500

Technology / Engineering
n = 18
Average Salary: $75,278
Median Salary: $72,500

Education / Teaching
n = 14
Average Salary: $30,357
Median Salary: $22,500

Law
n = 10
Average Salary: $47,500
Median Salary: $45,000

Nonprofit / Public Service
n = 8
Average Salary: $30,937
Median Salary: $20,000

Post-Graduate Academic Programs
Of the seniors who enter graduate school immediately upon graduation.
**Jimmy Gastner**  
*Research Assistant at The Urban Institute Policy Advisory Group*

“I am most looking forward to the work environment at the Urban Institute. I previously interned at a similar think-tank, the Center on Budget and Policy Priorities, and the collegial atmosphere at these type of organizations is something that I really value.”

**Jimmy’s Advice:**

“Network, network, network.

During the interview process, many individuals whom I worked with during my previous internships sent emails to the Urban Institute on my behalf. In fact, former colleagues happened to know 2 out of 3 members of the hiring committee within The Policy Advisory Group and reached out to them, recommending me as an applicant. Even if you talk to someone at a firm that may not be hiring, the networking contact will most likely know at least one person at an organization which is hiring.”

**Sophia Frantz**  
*Evolutionary Biology & Genetics Research Assistant at Princeton University*

“I’m looking forward to the chance to continue to immerse myself in biology topics I am interested in! I am so happy I will get to continue learning after graduation but in a different setting.”

**Sophia’s Advice:**

“Don’t be afraid of rejection.

If it interests you and you might be vaguely qualified, apply. I applied for so many jobs I didn’t think I’d have a chance of getting, including the job I now have. I got interviews for many positions I didn’t think would be interested in me. And I got rejected a lot. It was hard at first to keep applying after getting rejected so much, but eventually I learned to not take it so personally. Applying for many positions and interviewing for the ones that rejected me gave me great practice until I eventually got the job I have now.”
CLASS OF 2016 REFLECTIONS

Stephanie Kestelman
Associate at PricewaterhouseCoopers

“I am really looking forward to learning about how businesses think and make decisions. In Economics, we learn firm theory, and working as a consultant will give me the chance to see the theory in practice (or not!).”

Stephanie’s Advice:
“Don’t compare your process to your peers’.
Everyone has different strengths and weaknesses, as well as different long term goals. Also, look at networking not as collecting business cards, but as establishing relationships with people, whether they are alums or not.”

Cara Ehlenfeldt
Communications Specialist at Eastern Research Group, Inc

“I’m excited about the fact that I’ll be exposed to a wide variety of work in which I’ll constantly be learning new things, whether it’s the factual material that I’m working with or the type of project I’m working on.”

Cara’s Advice:
“I found that there was a lot of power in cultivating a personal connection to the type of work I was applying for, which in my case was writing and spreading environmental awareness. Not only did this kind of connection support my candidacy, but it helped keep me motivated and enthusiastic during the application process.”

Ascanio Guarini
Investment Associate Intern at Bridgewater Associates (Summer 2016)
Research Fellow at Stanford Law School (2016-17)

“I’m most looking forward to learning about how big questions about important global systems are addressed in practice and learning what my actual strengths and weaknesses are, beyond what I have thought thus far.”

Ascanio’s Advice:
“Work hard in school, network (but not too aggressively), and apply to everything that looks interesting. You never know what will stick.”
In 2015-16, Career Services engaged 71% of the total student body.

**Engagement by Class Year**

- Overall: 71%
- Seniors: 70%
- Juniors: 65%
- Sophomores: 70%
- First Years: 71%

**Student Interactions**

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

2015-16

**4,752 student interactions**

2014-15

**3,867 student interactions**

23% increase

**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:

- 77% Asian
- 80% Black
- 68% Latinx/Hispanic
- 64% Multi
- 59% Multi/Asian
- 72% Multi/Black
- 68% Multi/Latinx
- 75% Not Indicated
- 67% 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!

**CPA Assistance by the Numbers**

- 402 students helped by our CPAs
- 735 drop-in visits

Drop-In Hours every weekday afternoon from 1:00-4:30pm.
This year we developed a stronger social media presence through the following:

**INSTAGRAM:** 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). Our primary focus became connecting students and alumni through social media using 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. Each week, we would showcase one or two alums.

*Our Instagram following [@SwatCareers](https://www.instagram.com/SwatCareers/) has doubled from 140 to 300+ followers.*

**FACEBOOK:** We use the Career Services Facebook fan page 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/](https://www.facebook.com/SwatCareers/)

*The Career Services Facebook fan page grew from 806 fans this year to over 870 fans.*

**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 250 followers.

*Follow our Twitter [@SwatCareers](https://twitter.com/SwatCareers) to get updates on our events, students, and alumni!*

**LINKEDIN:** We moderate the LinkedIn group *Swatties Helping Swatties*. This group facilitates mentoring between students and alumni. [https://www.linkedin.com/groups/4339977/profile](https://www.linkedin.com/groups/4339777/profile)

*To date, our LinkedIn group *Swatties Helping Swatties* has 1,300+ members.*

With nearly 53,000 page views this academic year, our website offers a comprehensive look into career development topics, provides 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. Visit us online at: [http://www.swarthmore.edu/career-services.xml](http://www.swarthmore.edu/career-services.xml)

**COUNSELING APPOINTMENTS**

<table>
<thead>
<tr>
<th>2015-16</th>
<th>2014-15</th>
<th>60% increase</th>
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<tbody>
<tr>
<td>1,616</td>
<td>1,008</td>
<td></td>
</tr>
<tr>
<td>counseling appointments</td>
<td>counseling appointments</td>
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**DEMOGRAPHICS OF COUNSELING APPOINTMENTS**

- Seniors (35%)
- Juniors (15%)
- Sophomores (18%)
- First Years (12%)
- Alumni (20%)

**FOCUS OF COUNSELING APPOINTMENTS**

- Job Search (23%)
- Internship Search (18%)
- Career Exploration (18%)
- Interview Preparation (18%)
- Resume/Cover Letter Review (12%)
- Graduate School Advising (6%)
- Self-Awareness (5%)
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 program was our first chance to meet the Class of 2019. This program, attended by all first year students, provided an overview of the ways we assist 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 the first year students visiting our office. Guided by a few questions, the students were asked to self-identify their type. A few weeks into the semester, we followed up with the 65 first years who participated to suggest they schedule an appointment with a career counselor to take the MBTI and discuss their future plans.

First in Family

In collaboration with the Dean of First Year Students, we have developed a variety of initiatives to support first generation/low income students. This initiative works with student groups including SOLIS (Swarthmore Organization of Low Income Students), Quest Scholars, Evans Scholars, and the Rubin Scholars.

First in Family Community Panel:

First generation students, staff, and faculty members gathered to hear a panel of a professor (Alex Baugh, Biology), staff member (Karina Beras, Residential Community Coordinator), and student (Uriel Medina-Espino ‘16) talk 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 gen students face on a college campus—everything from academics to navigating the social scene.

First in Family Student/Faculty Lunch:

The focus of this gathering was to bring faculty and students together. Professors Nanci Buiza (Modern Languages), Ralph Gomez (Math/Stats), and Krista Thomason (Philosophy) held round table discussions where students asked 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, and met 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 student groups to our services and resources.
Academic Major Alumni Panels

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:

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. In addition to reviewing SwatCareers and engIN, we also explored networking and highlighted LinkedIn and the Alumni Career Profiles.

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.

Diverse Careers for Economics Students
Co-sponsored with Professor Ellen Magenheim and the Economics Department, this interactive session featured eight alumni who shared how they’ve used economics in their careers.

SwatTank (Innovation Incubator)

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.
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.

Social Identity in the Workplace

On March 23, in collaboration with the Intercultural Center, Career Counselor Jarett Haley conducted a workshop designed to inform students who identify as LGBTQ of their rights in the workplace and to provide advice regarding how they should approach the world of work with this knowledge.

Dapper Dining

On Friday, April 8th, 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. One of these programs was Wall Street Prep’s Student Passport Program where 44 students were able to receive online instruction during the 2015-16 academic year. This online training covered topics ranging from navigating financial modeling to acing technical and behavioral finance interviews.

Here is feedback from one of the 44 students:

“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.

The second program was a TriCollege initiative with Bryn Mawr and Haverford Colleges called Business Fundamentals, a one-day workshop attended by 75 students. 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

Interview Preparation

Overall our Career Counselors conducted over 200 mock interviews with students in 2015-16. 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.

Graduate School Admission

Counselors support students in preparing for graduate school admission and offer programs including a workshop featuring Don Asher, national speaker and author of Graduate School Admission Essays and a panel of admissions representatives from graduate programs in international affairs.
EXPERIENTIAL LEARNING

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, **nearly half our seniors reported having completed at least one externship prior to graduation (46%)**.

- **369** students registered
- **329** workplace and/or homestay mentors
- **321** externships available
- **241** students participated in externships

Note: While many externships are available, they don’t always correspond to students’ career interests, therefore some students will contact alumni and parents directly to arrange their own externships. These numbers are not reflected above.

**Major Extern Locations:**
- Boston
- Chicago
- Washington DC
- Los Angeles
- New York
- Philadelphia
- San Francisco
- Seattle

**PARTICIPATION BY CLASS YEAR**

- **48** Seniors—13% of externs
- **66** Juniors—18% of externs
- **130** Sophomores—35% of externs
- **125** First Years—34% of externs

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

- Visit a new city (13%)
- Do something different over break (37%)
- Make a connection with a professional in the field (43%)
- Obtain exposure to a specific field (63%)
- Explore a career area of interest (69%)
“This was an excellent program overall, and I am very glad I participated. Both my extern and homestay 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.”

“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.”

“I liked the opportunity the externship gave me to explore a particular career field I had not considered before. It was very helpful in determining what I was a fit for and what I enjoyed doing.”

“There’s nothing more exciting than actually getting a glimpse into the working world, the real world.”

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

93% said that the experience of mentoring a student was excellent or very good

94% of Homestay Mentors are likely to host a student in the future

42% registered for the first time

33% are first year participants
MENTOR REFLECTIONS

“I think the student was exposed to a lot of information that was very different than she’d been exposed to before.”

“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.”

“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!”

“Don’t consider yourself to be the only mentor for the week. Several of my colleagues do interesting work and are willing to talk to externs about it.”

“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.”

“...we got to have fun conversations about the many paths that she could take.”

ACKNOWLEDGEMENTS

In addition to deep gratitude for each and every alumnus/a, parent or friend who mentors a student, much gratitude is extended to the following:

Board members including Janet Erlick ’88, Leslie Jewett ’77, Danielle Moss ‘90, Davia Temin ‘74 and Cathy Polinsky ’99.

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 had meaningful introductions to their future careers in medicine through Dr. Becker’s efforts.

Our city housing coordinators:

Taylor Chiang ‘18
Thomas Fitch ‘18
Rebekah Katz ‘19
Michelle McEwen ‘19
Andrew Powell ‘19
Sam Wallach-Hanson ‘18
Allison Wong ‘17
Xiaojing Zeng ‘19
Robert Zipp ‘18
Khan B Shairani ‘18
Cayla Barry ‘18

James Chen ’98
Krysia Kubik ’94
Elaine Meyer-Lee
Mariela Puentes ’12
Georgia Thoma ’65
Lynn Stein ’83
Davia Temin ’74
Cynthia Terrell ’74
Mariela Puentes ’12
Michael Barasch ’77
Michael Barasch ’77

EXPERIENTIAL SUMMER FELLOWS

The Experiential Summer Fellowship program provides funding for students who have completed an externship to return to that workplace for a summer internship, mentored by their extern sponsor. Eleven students were awarded grants.

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, Experiential Summer Fellow 2015
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.

**70% of the class of 2016 completed at least one internship prior to graduation.**

**Internship Sector Breakdown**

- Nonprofit (45%)
- For-profit (42%)
- Government (13%)

**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. 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.

“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

**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 2015-16 academic year students had access to roughly 10,000 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 650 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 being exposed to over 500 summer opportunities.
Alumni Student Networking Dinner
This annual dinner is attended by approximately 80 students and 40 alumni participants. This event is designed to help students learn how to network in addition to exploring potential career fields. Student Support Working Group Co-Chairs Emily Anne Nolte ’07 and Kwaku Sefa-Dedeh ’02 were the Alumni Council liaisons for the event.

Life Beyond Swarthmore Explained
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. The event included a clothing drive that provided free business casual and professional attire for students.

In 2016, over 100 alumni returned to campus to provide career advice to our students.

Jumpstart Your Job Search: Consulting and Finance
This program is designed to introduce underclassmen to careers in consulting and finance, provide students of all class years with networking opportunities, and prepare upperclassmen 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. This initiative offered the following events:
- McKinsey Consulting Information Session
- Case Interview and Finance Interview Group Sessions
- Individual Mock Interviews with Alumni
- Finance Alumni Panel
- Networking Lunch
- Consulting Alumni Panel

Case Interviewing & Consulting Workshops
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 case interviewing technique, along with an overview of consulting. Koof provides students with invaluable insight and also mentors students who are interested in the field.

Jumpstart Your Career: Nonprofit Networking Night
On January 27, eight alumni visited campus to offer their advice and encouragement to students seeking ways to make a difference through nonprofit, public service and government careers.
Embracing Chaotic Career Paths

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.

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 students 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, Sarah Luger ’97, Rob Dull ’97, John Jamison ’88, Elliot Reed ’03, Adrian Wan ’15, and Autumn Quinn ’04.

How to Prep for Recruitment in Finance & Consulting

On March 25, twenty Swarthmore juniors and seniors who successfully navigated the highly selective finance/consulting 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. This event was co-sponsored with student groups 180 Degrees Consulting, Clarus Capital Investments LLC, and Redefine Her Street.

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.

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.

Jonathan R. Lax ’71 Conference on Entrepreneurship

Held on Saturday, April 2nd, 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

2016 SwatTank First Place: YenAra Bolutife Fakoya ’17 & Sedinam Worlanyo ’17
RECRUITING

ON CAMPUS RECRUITING
We 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. This year over 60 employers have participated in on-campus recruiting, including:

- Analysis Group
- Central Intelligence Agency (CIA)
- Christie’s (Philadelphia Regional Office)
- Epic
- Goldman Sachs
- Google
- Harvard 2+2 Program
- J.P. Morgan Chase
- McKinsey & Co
- Moody’s Analytics
- NERA Economic Consulting
- Peace Corps
- Philly Fellows
- Schular Scholar Program
- Teach for America

FALL RECRUITING CONSORTIUM (FRC)
The Fall Recruiting Consortium, which takes place in October in New York, is a collaborative interview day with the College of William and Mary, Wesleyan, Bard, and Connecticut Colleges, featuring over 20 employers.

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.

NONPROFIT & GOVERNMENT CAREER FAIRS
This year we co-sponsored three annual career fairs—one in DC and two in Philadelphia—offering students and alumni the opportunity to connect with over 200 employers in the public sector.

METROLINK DC
MetroLink DC 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. This is a collaborative effort with Yale University, the College of William and Mary, and the University of Virginia. Employers include:

- Urban Institute
- Federal Bureau of Investigation (FBI)
- American Enterprise Institute
- The Lewin Group
- U.S. Department of Justice
- The Advisory Board Company

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.

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 ten other colleges including Tufts, Johns Hopkins, Carnegie Mellon, and Syracuse Universities to offer this event each October in New York.