2013-2014
Annual Report

Bates Career Development Center
# Bates Career Development Center
## Annual Report 2013-2014

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Letter from the Director

Welcome to the annual report for the Bates Career Development Center (BCDC). I hope you enjoy reading about the career development activities that have helped to prepare our students successfully for rewarding internships, employment, fellowship, and graduate school opportunities.

One of our primary goals over the past few years has been to reach Bates students early in their academic careers to engage them in an ongoing process of exploration around career discovery. Our statistics show that we continue to increase the number of students engaged with our office through individual appointments, as well as attendance at BCDC workshops and events. This past year we saw a 22% increase in student engagement through appointments, walk-ins, and workshop attendees for a total of 4,325 interactions. These interactions have resulted in improved internship and postgraduate outcomes, with an impressive array of employers, fellowships, and graduate school options secured by students.

In addition to engaging and preparing students, BCDC has worked hard to increase the number of opportunities available to students through our on and off campus employer events, and postings for jobs and internships to JobCat. This year we increased the overall number of postings by 21%, with more than 2,400 jobs and internships posted, nearly 800 of which were internships. Of the job and internship postings, nearly 400 came to us through Bates alumni and parents.

The Career Center has been heavily involved in the planning process for Purposeful Work which is one of three strategic priorities for the college. There are a number of key initiatives that have emerged from the planning process, most notably: 1) A highly-structured Bates-specific network of internships, with the hope to guarantee every student a paid internship that is either employer or Bates sponsored 2) Practitioner taught coursework that will focus on the development of specific skills to help prepare students for future work, and 3) A co-curricular program with an emphasis on exploration, reflection, and skill-building. The first two initiatives are well underway with the hiring of an Associate Director for Internship Program Design (February 2014) and a pilot set of ultimately very successful short term courses. The third initiative will be rolled out during 2014/15 to help better prepare all students for success.

The academic year ended with a move to 146 Wood Street in early July 2014. Our new home (formerly Canham House) has been renovated, walls were knocked down to create a more open environment, every space was repainted with bright fresh colors and the exterior enhanced with new plantings and cosmetic building work. If you are on campus feel free to drop in to see us in our new space.

Thanks to all of the alumni and parents who have provided job shadow, informational interviews, career advice and internship and job opportunities for our students. We always welcome new opportunities at bcde@bates.edu and feel free to check out our newly designed website http://www.bates.edu/career/ with detailed information on our outcomes and programs.

Sincerely,

David P McDonough
Director
Executive Summary

Counseling and Workshops (July 2013-June 2014)
- 4,325 attendees through Appointments, Walk-ins & Workshops
- 1,641 attendees at 103 Career Development workshops
- 1,021 Walk-in appointments
- 165 students attended the Graduate and Professional Fair (10/29/13)

Recruiting and Programs (July 2013-June 2014)
- 239 on campus interviews conducted for 36 jobs and 22 internships
- 35 employers interviewed on campus
- 53 employer events/information sessions drew 442 attendees from all class years
- 2,422 job and internship postings in JobCat with 2,287 applications
- 188 Career Discovery in Practice (CDIP) Sponsors
- 3 Roadshows (Boston, NYC, DC)
- 2 Summer networking receptions in July & August 2013: DC and Boston
- Most popular employer info sessions by number of attendees: Analysis Group (47), U.S. Department of State (35), Peace Corps (29), Oracle (21), Prudential (17), Cambridge Associates (16), Overland (14), Seyfarth Shaw (12)

Outcomes (Class of 2013)
Six months after graduation the Class of 2013 was 99% settled into employment or graduate school:
- 69.9% graduates had accepted an offer of employment
- 9.7% were attending graduate school
- 5.5% were engaged in fellowships
- 9.2% graduates had accepted an offer for an internship
- 1% were still seeking employment

Medical, Dental, and Veterinary School Acceptances (applicants matriculating Fall 2013):
- 81% of all Bates applicants have been accepted to medical school
- 100% of Bates applicants with GPAs of 3.5 and MCAT's above 30 were accepted to medical school
- 100% of Bates dental and veterinary school applicants were accepted

Law School Acceptances for the 2012-2013 admission cycle:
- 83% overall admission rate for law school applicants
- 35 Bates students and alumni applied to law schools: 29 were accepted and 26 enrolled
- 80% of seniors (4/5), 88% of alumni who graduated 1-3 years ago (15/17), and 76.9% (10/13) of alumni who graduated more than 3 years ago were accepted to at least one law school
Preparing Students

Counseling and Programs

BCDC has seen a 22% increase in student and alumni engagement through appointments, walk-ins, and workshop attendance during this past year. Walk-ins with Career Development Fellows increased by 66% over the previous year. During the academic year, the BCDC interacts with roughly 135 students a week for appointments, walk-ins and workshop attendance.

To learn more about the staff at BCDC please review the About the BCDC page on our website.
53% of current Bates students interacted with BCDC via appointments, walk ins or workshops

68% of the Class of 2014

56% of the Class of 2015

47% of the Class of 2016

40% of the Class of 2017

Walk-Ins

![Bar chart showing walk-ins for different years and months]
Workshops and Events

During the 2013-2014 academic year BCDC conducted 103 workshops and events with 1,644 attendees. We collaborated with Academic Departments, Dean of Students, Office of Intercultural Education, Purposeful Work, Athletics, Residence Life and others to bring a robust set of workshops that were often targeted to particular class years, interests, majors or groups of students.

Most popular workshops by number of attendees: Graduate and Professional School Fair (169 students and faculty), May Day! (58), CDIP Student Orientation (51 and 44), First Year Pre-Health Meeting (51), Why Employers need Social Scientists to Thrive in the New Economy – Tony Salvador, Intel (43), Landing a Job in Clinical and Bench Research (42), Interested in Working or Interning in San Francisco (32), Road to Wall Street: Finance Boot Camp (32), Analysis Group Consulting 101 (24).

Other workshops included: Grad School 101 & Fellowships, Bates in L/A at Baxter Brewing, Healthcare at the Tipping Point – The Changing Culture of Care, Careers in Accounting with Deloitte Boston Partner Jim Pickette ’89, Augusta Policy Road Show, Inside the Mind of an HR Professional, and many others. Additional events are described in the recruiting and employer events section.

Career Development Fellows (CDFs)

The CDFs continue to increase student engagement with the BCDC by developing and delivering workshops/events, marketing support, project management, and representing the BCDC in leadership roles across campus. This year the fellows covered 871 walk ins (66% increase over last year) at the BCDC, OIE, library, and through individual requests from students outside of office hours. Though the CDFs primarily focus on increasing BCDC engagement among first year students and sophomores through customized programming and targeted communications, the numbers reveal that students from all four class years are working with them.

Eight new CDFs were chosen from a highly competitive pool of 37 applicants (37% increase in applications from last year), and this fall they will join one returning CDF. The team represents a diverse range of work experience, academic interests, and individual backgrounds.

“Working with staff and students on a daily basis, both in person and through email, has greatly improved my verbal and written communication as well as leadership ability and project management. I have also gained a lot of insight in the specifics of resumes, cover letters, networking and aspects of different industries.”

-Caroline Richards ’14, CDF
Connecting Students

Career Discovery in Practice (CDIP)

This year’s CDIP job shadow program involved a partnership with the BCDC, alumni, parents, staff, faculty and local employers to offer students the opportunity to explore a diverse range of industries in 27 states. Students from all four class years submitted 385 applications.

Key shifts for the CDIP program this year included the following:

- Recruited 40+ local employers (including Bates colleagues and non-alumni) to sponsor CDIPs
- Expanded invitation list to include recent graduates
- Developed and delivered pre-CDIP orientation sessions that drew nearly 100 students
- Evaluated and revised the CDIP website, collateral, registration, and supporting resources

Efforts to engage more underclass students in the program yielded a 512% increase over last year’s applications from first year students, and a 57% increase from sophomores. The BCDC staff will employ strategies in the coming year to engage even more underclass students through targeted programming, marketing, and exposure to CDIP. We will continue to expand the local employer base in an effort to bring even more first years and sophomores into the career development fold at an early stage, to facilitate ease of access, and to minimize travel expenses for students from all four class years.

For additional information please see Appendix C.
Purposeful Work: Voices in Entrepreneurship Speaker Series

The semester-long *Purposeful Work: Voices in Entrepreneurship* speaker series was piloted as part of the Purposeful Work initiative. The BCDC collaborated closely with an Entrepreneurship Project Steering Committee comprised of alumni, staff, and faculty to develop and launch five keynote events:

- Daniel Vannoni ’05, *The Non-Technical Tech Entrepreneur: An Oxymoron Career of Possibility*
- Bruce Stangle ’70, P’96, *Best In Class: Investing in People and Culture At a Top Consulting Firm*
- Joshua Macht ’91, *Old Company, New Tricks: Big Businesses Need Entrepreneurs Too*
- David Shaw P’00 and Ben Shaw ’00, *Adventures in Business and Social Entrepreneurship*

Templates for planning and execution were created for future replication as the speaker series is scaled up to expand into other industries and topics. A total of 181 students, staff, and faculty members attended the events.

Tour for Diversity

The Tour for Diversity is a program to encourage underrepresented students who are interested in the health professions. Karen Daigler took five students to Hartford, CT in the Fall of 2013. The students, Stephanie Jefferson ’14, Angeleque Hartt ’14, Gabrielle Concepcion ’15, Nicole Kanu ’15 and Annakay Wright ’17, traveled with two van loads of students from Bowdoin and their pre-health advisor Seth Ramus. The students provided glowing feedback on the day's events. The speakers were motivational, inspirational and real.

Their stories hit home -- doctors, an MD/PhD, a podiatrist in the navy, a dentist, etc.-- none seemed to have had it particularly easy but they all have made it.

“This day-long event not only connected me with professionals that look like me but also presented the countless possibilities of opportunity one can have or explore with an MPH degree.” - Nicole Kanu ’15

“The ‘Tour 4 Diversity’ was an experience that I greatly appreciated. It was truly inspirational to see that individuals from underrepresented and/or disadvantaged backgrounds have achieved their goal of becoming a physician. T4D strengthened my desire to ‘pay it forward’ and help underrepresented pre-medical students once I achieve my goal of becoming a doctor.” - Gabrielle Concepcion ’15
Internships

BCDC increased the number of internships available to students by 34% over last year. Following are some specific internship programs that leverage Bates resources and relationships.

Ladd Internships
The Ladd Internship Program was started in 1978 and funded in part by George E. Ladd, Jr., a benefactor of Bates College. Mr. Ladd was interested in exposing liberal arts students to the working world and the program provides a stipend for summer employment with pre-selected organizations and companies. The Ladd program is sponsored by the Bates Career Development Center and made possible by a gift from the George and Helen Ladd Charitable Corporation.

For additional information please see Appendix D.

Purposeful Work Funded Internships
In March 2014, gifts from alumni and parents allowed BCDC to award Bates students funding towards unpaid or low paid summer internships.

As part of the effort to move forward with enhancing funding for internships through Purposeful Work, BCDC surveyed the policies and practices of all the NESCAC schools and several other colleges with well-regarded funded internship programs. With that input and advice from Kerry O’Brien of the Dean of Faculty’s office and Shirley Govindasamy of Payroll, BCDC designed the policies and procedures, created the application, marketed and promoted the opportunity and managed the application process. The funding applications were posted on JobCat. Fourteen students applied for the $15,000 in funding, despite a “soft launch” of the effort with limited publicity. A number of students came to BCDC seeking funding before the program was announced. The following five students received funding for Summer 2014 internships they secured based on the quality of their application and financial need.

- Phillip Dube ’16 – ICLEI - Local Governments for Sustainability Africa, Cape Town, South Africa. $3,000 grant.
- Tyler Jones ’15 – U.S. Department of State, Oslo, Norway. $4,000 grant.
- Maxwell Kraus ’15 – MWE China Law Offices, Shanghai, China. $3,000 grant.
- Mikka Kei Macdonald ’16 – Back on my Feet, Washington, DC. $2,500 grant.
- Ian Ramsay ’15 – North Shore University Hospital Urology Research, New Hyde Park, NY. $2,500 grant.

Heathfield School/Tacchi Morris Performing Arts Center
This paid internship program, offered only to Bates students, was initiated by a Bates parent, Michael Bettles P'13, working with BCDC. Begun as an internship for students interested in teaching and the performing arts (theatre, dance, music), it has grown to include a second internship opportunity to teach academics in the classroom setting at Heathfield Community School. Both internship programs provide weekly feedback and mentoring sessions as well as lessons in pedagogy development. The employer pays the interns and provides living accommodations, as well as fees for the necessary visa to work legally in the UK. This year, each of the two internship tracks (education and performing arts) received five applications. Three juniors and two seniors applied for the education internship and five sophomores applied for the performing arts internship.

The following students participated in the program during the summer of 2014:
Internships for Credit/Transcript Notation Summer 2013

Twenty students applied for and received credit for an internship pursuant to Bates Internship for Credit policy. All had internships with employers who required that credit be received as a condition of employment. Students interned at companies such as CBS Radio in CT, Sony Music in NY, Mandalay Pictures in CA, Fendi in NY, Christie’s in NY, Kraft Sports Group in MA, and Tree Street Youth in ME. All of these internships were in the arts, fashion, sports, media and entertainment fields.

Bates in Asia Internship Program

The BCDC collaborated closely with Bates trustees and colleagues, as well as employers in Asia, to bring more diversity to industries and roles that align with student interests. Nearly 70 students with a diverse range of academic majors and career interests responded to a survey question with details about preferred industries and employers in Asia.

Three students accepted positions for this summer at Larkin Trade International in Beijing, China and at the American Medical Center in Shanghai, China.

Trustees Paul Marks ’83 and P’17, Jim McNulty P’11 and Carol Rattray P’11 have continued to generously support the Bates in Asia program. A significant increase in contributions may potentially fund as many as nine students for summer 2015. Several new employer leads have already been established for next year’s roster.

Daniel Hanley Center for Health Leadership Statewide Undergraduate Healthcare Summer Internship Program for Summer of 2014

The Hanley Center’s unique summer internship program has been designed to connect undergraduates with paid summer internship opportunities in health and healthcare sites across Maine. Karen Daigler has worked closely in the design of this program and has served as a member of the Intern Selection Committee since its inception three years ago. This summer, Matthew Silverman ’15 is interning at The Daniel Hanley Center for Health Leadership office in Portland and Jenny Snyder ’14 is interning at Maine Orthopedic in Portland.

Koru
Bates became a founding partner with the Seattle-based firm Koru and 13 other colleges. Koru’s programming provides hands on experience with high growth innovative employers to develop confidence, skills and networks. This summer 10 Bates students participated in Koru’s June and July programs.

Pictured are Bates students with Koru founder Kristen Hamilton.

**Other internships secured by Bates student for Summer 2014**

In addition to these formal programs, Bates students worked with BCDC and individually to pursue internships with an impressive array of domestic and international organizations, including (abbreviated list): 360 Public Relations, American Medical Center*, Amigos de las Americas, Apogee Adventures*, Bangladesh Centre for Advanced Studies, Barclays*, Beth Israel Deaconess Medical Center*, Camp Olson YMCA, Chevron*, Christie’s*, DonorsChoose.org, Embassy of the United States*, Google BOLD, Lewiston Police Department*, Merrill Lynch, New York State Division of Homeland Security and Emergency Services, Office of Counter Terrorism, Social Kids Lab, The Infant Cognition Center at Yale University, U.S. National Park Service*, Zane/Pillsbury

*Organizations that posted internships and/or jobs with Bates this year.
BCDC works to provide access for Bates students to job and internship opportunities in a variety of industries through on and off campus employer events and interviews, as well as a rich offering of opportunities posted on JobCat. In 2013-14, BCDC placed a particular emphasis on developing internships. As a result, we saw a 34% growth in internship postings on JobCat, with nearly 800 opportunities available in fields ranging from health care, clinical research, education, finance, consulting, marketing, arts administration, and more. In all, nearly 2,500 opportunities were posted to JobCat, with 33% of those postings being internships.

**On Campus Recruiting**
Sixty employers from diverse industries, including education, health care, technology, and finance visited Bates to recruit students, including hosting information sessions, participating in events, and conducting interviews.

**Employer On Campus Events**
442 Student Attendees at 53 Employer Events

- 41 First Years
- 79 Sophomores
- 107 Juniors
- 215 Seniors

**Employer On Campus Interviews**
- 35 Employers
- 67 Interview Schedules
- 239 Student Interviews

**Job Postings**
In 2013-14, we increased internship postings by 34% over last year, with more than 200 internship postings coming from alumni and parents – far exceeding the goal of 100. We continued to refine our screening processes to improve the quality of the postings and help students better identify opportunities that were submitted to Bates by alumni or parents. In addition to JobCat, students had access to more than 11,000 additional opportunities through the Liberal Arts Career Network (LACN), a group of 37 highly selective liberal arts colleges that share internship and entry level job postings from across the country.

### Job and Internship Postings

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
<th>%Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internships</td>
<td>792</td>
<td>593</td>
<td>34%</td>
</tr>
<tr>
<td>Jobs</td>
<td>1,630</td>
<td>1,411</td>
<td>16%</td>
</tr>
<tr>
<td>Total</td>
<td>2,422</td>
<td>2,004</td>
<td>21%</td>
</tr>
</tbody>
</table>

33% of 2014 postings were internships

### Applications via JobCat

- **Internships**: 1,095
- **Jobs**: 959
- **Other**: 233

2,287 applications

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**“Thanks so much for sending him our way. He has been superb in every respect! He also is a tremendous advertisement for the high caliber student you are producing at Bates!”**

-Jim Harnar, Executive Director of the Daniel Hanley Center

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On and off campus networking events
The Bates alumni network is a key career resource for Bates students, and BCDC partners closely with Alumni Engagement to promote Bates Network events to students. The BCDC plans and executes events both on and off campus designed to connect students to alumni and parents in a variety of careers. This year, Bates hosted the following events on campus and in Boston, New York and Washington, D.C.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Total Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/16/2013</td>
<td>Washington, D.C. Summer Networking Event</td>
<td>88</td>
</tr>
<tr>
<td>8/12/2013</td>
<td>New York City Summer Networking Event</td>
<td>49</td>
</tr>
<tr>
<td>9/20/2013</td>
<td>Dinner with Credit Suisse</td>
<td>12</td>
</tr>
<tr>
<td>9/21/2013</td>
<td>Road to Wall Street: Finance Boot Camp with Credit Suisse</td>
<td>32</td>
</tr>
<tr>
<td>9/24/2013</td>
<td>Careers in Accounting with Deloitte Boston Partner, Jim Pickette ’89</td>
<td>15</td>
</tr>
<tr>
<td>10/17/2013</td>
<td>Boston Finance Roadshow</td>
<td>16</td>
</tr>
<tr>
<td>10/17/2013</td>
<td>Boston Networking Reception</td>
<td>29</td>
</tr>
<tr>
<td>10/25/2013</td>
<td>Interested in working or interning in San Francisco? (Alumni panel on campus)</td>
<td>32</td>
</tr>
<tr>
<td>10/30/2013</td>
<td>Bates in L/A at Baxter Brewing</td>
<td>19</td>
</tr>
<tr>
<td>11/11/2013</td>
<td>Victor Babatunde ’11 and his First Year at Harvard Medical School</td>
<td>11</td>
</tr>
<tr>
<td>11/12/2013</td>
<td>Healthcare at the Tipping Point – The Changing Culture of Care with Win Brown ’89</td>
<td>17</td>
</tr>
<tr>
<td>11/13/2013</td>
<td>Med School, OB/GYN, HIV+ and pregnancy-a conversation with Katie Malloy ’04</td>
<td>13</td>
</tr>
<tr>
<td>11/14/2013</td>
<td>A discussion with Benjamin Robinson ’86 and Bob O’Donnell P’17 about Internships and Jobs with Prudential Financial</td>
<td>17</td>
</tr>
<tr>
<td>11/14/2013</td>
<td>Careers in Life Science at MIT</td>
<td>8</td>
</tr>
<tr>
<td>1/13/2014</td>
<td>Ben Levin ’09, Tufts Med School Maine Track Program and his Masters in Biomedical Sciences from Tufts</td>
<td>9</td>
</tr>
<tr>
<td>2/6/2014</td>
<td>Landing a Job in Clinical and Bench Research (Alumni panel on campus)</td>
<td>42</td>
</tr>
<tr>
<td>2/26/2014</td>
<td>Careers in Cardiology and Surgery (Alumni panel on campus)</td>
<td>30</td>
</tr>
<tr>
<td>3/10/2014</td>
<td>Consulting 101 (with Analysis Group)</td>
<td>24</td>
</tr>
<tr>
<td>3/25/2014</td>
<td>Deb Blog, MD, MPH P’16 Communicable diseases at the New York State Department of Health</td>
<td>12</td>
</tr>
<tr>
<td>4/25/2014</td>
<td>International Health and Volunteering Abroad with Alumna Maria Joachim ’03</td>
<td>8</td>
</tr>
<tr>
<td>5/1/2014</td>
<td>MayDay! For Seniors (mini resource/job fair)</td>
<td>58</td>
</tr>
<tr>
<td>5/14/2014</td>
<td>Why Employers need Social Scientists to Thrive in the New Economy- Tony Salvador P’16</td>
<td>43</td>
</tr>
</tbody>
</table>

**Passionate Alumni Working for the Greater Good Project**

This year, BCDC developed series of brief audio profiles of Bates alumni working in “common good” careers. The profiles, featured on the Bates Career Development Center website, provide students and other members of the Bates community with a greater understanding of the career opportunities in “common good” fields. Karen Daigler initiated and managed the project. The interviewer was Rosie Hale ’14. Rosie interviewed five alumni who are currently working in international development, global public health, urban education, nutrition/anti hunger and a policy analyst.
BCDC Website

The BCDC website bates.edu/career was completely overhauled this year to better demonstrate the value of a liberal arts education, showcase success stories and outcomes, and provide better access to resources. The flow of the new layout will make it easier for students and alumni to find what they need and help guide them through the various opportunities and programs BCDC has available. This year we added new content on internships tying into the Purposeful Work Internship Program and “What Can I do with a Major in…” where prospective and current students will get a better understanding of where previous graduates in that major have interned, secured employment, graduate school and fellowship opportunities.

“The BCDC website looks fantastic, by the way! You guys are doing great work!”

-Teague Morris, Director of Constituent Services, Senator Angus S. King, Jr., Maine
Looking Ahead

Commencing this academic year BCDC is creating a more structured career development process with a set of required and highly recommended steps in order to better prepare our students for internships and post graduate employment. Students will be required to register with the Career Development Center, complete a self-assessment, create a resume and cover letter (and have them reviewed by BCDC staff) and participate in a mock interview prior to applying to specific internships or for Bates funding. A set of other steps will be highly recommended including participation in a job shadow, informational interviews, LinkedIn training, professional etiquette training and other items.

There are a number of areas we will be most focused on this year, most notably:

- **Increasing student engagement with their career planning by:**
  - Developing professional skill building, networking and career development programming
  - Participation in group events/workshops and individual sessions
  - Analysis of and outreach to students not utilizing BCDC
  - Partnering with relevant and engaging career related websites and software

- **Continue to enhance opportunities for students to engage with alumni and employers**
  - Developing robust programming for on and off campus events based on student interest
  - Expanding job shadows, with an emphasis on first-year and sophomore participation
  - Focus on expanding student access to internships locally and nationally

- **Collaborate closely with the Purposeful Work team to implement year one plan focused on:**
  - Designing and implementing the Purposeful Work Internship Program
  - Conceptualizing and implementing a robust speaker series and other campus events
  - Providing input and ideas for Short-term Practitioner Taught Courses
  - Pursuing faculty and staff partnerships to enhance idea-sharing and student engagement

We are looking forward to an exciting year of growth and change, as we continue to work with the Purposeful Work group and many others across campus.
Appendices

Appendix A: Medical Studies Committee

INFORMATION REPORT TO THE FACULTY – January 2014

During the Spring of 2013 the Committee interviewed 20 students/alumni applying for admission to professional school for the Fall of 2014. The results from this group will be presented in next year’s report.

The results of last year’s applicants who worked with the Medical Studies Committee or sought advice from our premed advisors are as follows:

<table>
<thead>
<tr>
<th>Entering Fall Class of 2013</th>
<th>Students/Alumni</th>
<th>Acceptance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applying</td>
<td>Accepted</td>
</tr>
<tr>
<td>Allopathic &amp; Osteopathic</td>
<td>32</td>
<td>26</td>
</tr>
<tr>
<td>Dental</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Nursing</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Physical Therapy</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Public Health</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>PhD</td>
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<td>1</td>
</tr>
<tr>
<td>Veterinarian</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>50</strong></td>
<td><strong>44</strong></td>
</tr>
</tbody>
</table>

An additional 1 allopathic medical, 2 dental, 1 physician assistant, and 1 physical therapy applicants applied without the assistance of the medical studies committee. None were accepted.

The average GPAs for Fall 2013 Bates students/alumni applying to:

- **Allopathic Medical Schools**
  - Applying: 3.54, Accepted – 3.63
  - National Average: Applying – 3.54, Accepted – 3.69

- **Osteopathic Medical Schools**
  - Applying: 3.25, Accepted – 3.18
  - National Average: Applying – 3.41, Accepted – 3.50

**MCAT scores** are a major factor in gaining acceptance to medical school for allopathic and osteopathic applicants. The Verbal Reasoning, Physical Sciences and Biological Sciences scores fall in a range of 1 to 15 for a possible maximum total score of 45.

- **Allopathic Medical Schools**
  - Applying: 30, Accepted – 31
  - National Average: Applying – 27, Accepted – 30

- **Osteopathic Medical Schools**
  - Applying: 29, Accepted – 29
  - National Average: Applying – 26, Accepted – 27
### Matriculating and Accepting Schools

#### Medical/Osteopathic
- Albany Medical College
- Albert Einstein College of Medicine
- Cooper Medical School
- Drexel University College of Medicine
- Eastern Virginia Medical School
- Emory School of Medicine
- Feinberg School of Medicine at Northwestern
- Geisel School of Medicine at Dartmouth
- Harvard Medical School
- Icahn School of Medicine at Mount Sinai – Early Assurance
- Jefferson Medical College
- Lake Erie College of Osteopathic Medicine
- New York Medical College
- New York University
- Penn State College of Medicine
- Penn State Hershey College of Medicine
- Rush University
- Southern California
- St. George's University Caribbean Medical Schools
- State University New York - Brooklyn
- State University of New York - Syracuse
- Temple University School of Medicine
- The University of Minnesota Medical School
- The University of Vermont College of Medicine
- The University of Wisconsin School of Medicine and Public Health
- The Warren Alpert Medical School of Brown University
- Tufts University of Medicine
- Tufts University School of Medicine
- Tufts University School of Medicine – Early Assurance
- Tufts University School of Medicine – Maine Track
- Tulane University Medical Center
- Uniformed Services
- University of Colorado – School of Medicine
- University of Massachusetts Medical School
- University of Southern California – Keck School of Medicine
- University of Virginia
- Virginia Commonwealth University School of Medicine
- West Virginia School of Osteopathic Medicine

#### Dental
- Tufts University School of Dental Medicine (TUF)
- University of New England
- University of Pennsylvania – School of Dental Medicine
- University of Pittsburgh School of Dental Medicine

#### Veterinarian
- Cummings School of Veterinary Medicine at Tufts University
- University of Pennsylvania – School of Veterinary Medicine
- University of Wisconsin-Madison

#### Physical Therapy
- University of Southern California

#### Nursing
- Columbia University School of Nursing
- School of Nursing at Johns Hopkins
- Massachusetts General Hospital
- University of Pennsylvania School of Nursing
- UMass Amherst School of Nursing
- Vanderbilt University School of Nursing
- Yale School of Nursing

#### Public Health
- Johns Hopkins Bloomberg School of Public Health
Appendix B: Law School Admissions

Pre Law Advising Report to the Faculty–July 2014

In 2013–2014, Bates College Pre-Law Advisor Nancy Gibson conducted 60 law school-related individual counseling appointments with students and alumni. She also met with admissions staff from various schools and presented workshops including: Law School Application Boot Camp, Is Law School in Your Future? and an introduction to law school for first years. In addition, she promoted various legal employment opportunities posted on JobCat and conducted mock interviews and reviewed resumes of some applicants. She also publicized summer law school preparation programs for first years and sophomores from underrepresented populations.

Twenty eight law schools sent admissions representatives to campus as part of the annual Bates, Bowdoin, Colby Graduate and Professional School Fair in October 2013. Three law school admissions officers presented a mock law school admission committee meeting that was well attended. In collaboration with Bowdoin and Colby two joint programs were offered this year. In the fall, a group of students from the 3 schools visited the University of Maine School of Law for a tour, environmental law class preview, panel discussion on admissions with representatives from University of Maine and Boston College and a reception with alumni from the 3 colleges. In February, students traveled to the Maine State House in Augusta for an afternoon of panel discussions and networking with alumni who are legislators, agency heads, and lobbyists. The Harward Center’s Peggy Rotundo a Maine state legislator, hosted the program. In addition, Nancy attended the Northeast Association of Prelaw Advisors Conference in Baltimore, MD where she facilitated and participated in a panel discussion on Demystifying Personal Statements for admissions officers and prelaw advisors from around the country and visited the University of Baltimore and University of Maryland law schools. The Bates prelaw website can be found here.

The law school admissions data in this report is from the 2012-2013 academic year and was released by the Law School Admission Council ("LSAC") in spring 2014. LSAC is the centralized service which coordinates and facilitates the components of the law school application process. Final admissions data for Bates graduates for the 2013-14 Bates academic year will not be released until spring 2015. Therefore, statistics are presented for the following four groups of Bates graduates who applied to law school during the 2012-2013 admission cycle:

- The total number of applicants listing Bates as their undergraduate institution
- Applicants who were seniors (Class of 2013) at the time of application
- Applicants who were alumni at the time of application
- All applicants who are “covered in action reports” meaning those applicants who authorized the release of their personally identifiable information to the Bates pre-law advisor and who applied to at least one participating law school.

Law School enrollment for fall 2013 (2012-13 application cycle) was down 24% nationally from 2010 and down 11% from Fall 2012. The still weak post-recession employment environment for law school graduates is the primary reason for this decline. In the 2012-2013 admission cycle:

- 35 Bates students and alumni applied to law schools and 29 were accepted. Not all 35 applicants made use of Bates prelaw advising services. 26 of the 29 accepted registered at a law school.
- Bates graduates were accepted at almost all of the nation’s most selective law schools this year.
- 80% of seniors (4/5), 88% of alumni who graduated 1-3 years ago (15/17), and 76.9% (10/13) of alumni who graduated more than 3 years ago were accepted to at least one law school.
- Nationally, many applicants take the Law School Admission Test ("LSAT") more than once. Possible scores range from 120-180. The average of Bates applicants’ highest LSAT score was 160.1. The national average applicants’ highest LSAT score was 153.1.
- The average GPA for Bates law school applicants was 3.44. Nationally, the average GPA was 3.26.
- The average number of applications per Bates applicant was 9.97. The national average was 6.5.
- The average number of law school admissions per Bates applicant was 3.74. Nationally, the average was 2.82.
Bates Seniors and Alumni
Applying to Law School 2012-2013

<table>
<thead>
<tr>
<th></th>
<th>ALL</th>
<th>SENIORS</th>
<th>ALUMNI</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1-3</td>
<td>&gt;3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Total Number of Applicants</td>
<td>35</td>
<td>5</td>
<td>17</td>
</tr>
<tr>
<td>Avg High Score LSAT</td>
<td>160.1</td>
<td>155.4</td>
<td>160.7</td>
</tr>
<tr>
<td>Average GPA</td>
<td>3.44</td>
<td>3.34</td>
<td>3.67</td>
</tr>
<tr>
<td>Total Number of Applications</td>
<td>349</td>
<td>63</td>
<td>192</td>
</tr>
<tr>
<td>Average Number Per Applicant</td>
<td>9.97</td>
<td>12.6</td>
<td>11.0</td>
</tr>
<tr>
<td>Number Accepted to One or More Schools</td>
<td>29</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>Total # of Applications Accepted</td>
<td>131</td>
<td>15</td>
<td>73</td>
</tr>
<tr>
<td>Avg. # of Admissions Per Applicant</td>
<td>3.74</td>
<td>3.00</td>
<td>4.29</td>
</tr>
<tr>
<td>Number Registered at Law School</td>
<td>26</td>
<td>3</td>
<td>15</td>
</tr>
</tbody>
</table>

1 Total number of applicants in 2012-2013 listing Bates College as their undergraduate institution. **Note:** Not all 35 applicants made use of Bates prelaw advising services.

2 All applicants who authorized the release of their personally identifiable information to Bates and who applied to at least one participating law school.

3 Applicants sometimes withdraw pending applications without a decision, once they have been admitted to their school of choice.
Law Schools Admitting and Matriculating Bates applicants in Fall 2013 (2012-13 admission cycle). Schools where applicants matriculated are in bold.

<table>
<thead>
<tr>
<th>Law Schools</th>
<th>Law Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>American University Washington College of Law</td>
<td>University of Maryland Francis King Carey School of Law</td>
</tr>
<tr>
<td>University of Baltimore School of Law</td>
<td>The University of Michigan Law School</td>
</tr>
<tr>
<td>Boston College Law School</td>
<td>University of Minnesota Law School</td>
</tr>
<tr>
<td>Boston University School of Law</td>
<td>New England Law - Boston</td>
</tr>
<tr>
<td>Brooklyn Law School</td>
<td>New York Law School</td>
</tr>
<tr>
<td>University of California, Berkeley, School of Law</td>
<td>New York University School of Law</td>
</tr>
<tr>
<td>University of California, Davis, School of Law</td>
<td>Northwestern University School of Law</td>
</tr>
<tr>
<td>University of California, The Hastings College of Law</td>
<td>Notre Dame Law School</td>
</tr>
<tr>
<td>University of California at Los Angeles School of Law</td>
<td>University of Oregon School of Law</td>
</tr>
<tr>
<td>Benjamin Cardozo School of Law, Yeshiva University</td>
<td>University of Pennsylvania Law School</td>
</tr>
<tr>
<td>The Catholic University of America</td>
<td>Roger Williams University School of Law</td>
</tr>
<tr>
<td>City University of New York School of Law</td>
<td>Rutgers-The State University of New Jersey</td>
</tr>
<tr>
<td>University of Colorado Law School</td>
<td>Rutgers University School of Law-Newark</td>
</tr>
<tr>
<td>Columbia University School of Law</td>
<td>University of San Diego School of Law</td>
</tr>
<tr>
<td>Cornell Law School</td>
<td>University of San Francisco</td>
</tr>
<tr>
<td>Duke University School of Law</td>
<td>Southwestern Law School</td>
</tr>
<tr>
<td>Emory University School of Law</td>
<td>Stanford University Law School</td>
</tr>
<tr>
<td>Fordham University School of Law</td>
<td>Suffolk University Law School</td>
</tr>
<tr>
<td>The George Washington University Law School</td>
<td>SUNY Buffalo Law School</td>
</tr>
<tr>
<td>Georgetown University Law Center</td>
<td>Syracuse University College of Law</td>
</tr>
<tr>
<td>Harvard Law School</td>
<td>Temple University-James E. Beasley School of Law</td>
</tr>
<tr>
<td>University of Illinois College of Law</td>
<td>The University of Texas School of Law</td>
</tr>
<tr>
<td>The University of Iowa College of Law</td>
<td>Tulane University Law School</td>
</tr>
<tr>
<td>The John Marshall Law School</td>
<td>Vanderbilt Law School</td>
</tr>
<tr>
<td>Loyola University Chicago School of Law</td>
<td>Vermont Law School</td>
</tr>
<tr>
<td>University of Maine School of Law</td>
<td>University of Virginia School of Law</td>
</tr>
<tr>
<td></td>
<td>University of Washington School of Law</td>
</tr>
<tr>
<td></td>
<td>Washington University School of Law</td>
</tr>
<tr>
<td></td>
<td>Wayne State University Law School</td>
</tr>
<tr>
<td></td>
<td>William and Mary Law School</td>
</tr>
<tr>
<td></td>
<td>University of Wisconsin Law School</td>
</tr>
</tbody>
</table>
Career Discovery in Practice 2013-14

Bates Career Development Center partnered with alumni, parents, and local employers to give students opportunities to explore potential career paths through one to two day job shadows.

This year we offered more than 40 local opportunities, provided a student job shadow orientation, and invited recent alumni to the program.

Next year we will continue to increase first year and sophomore participation, expand diversity of industries, and secure even more local opportunities.

Massachusetts General Hospital Neurology Clinical Trials Unit Charlestown, MA
Sponsor: Angela Knox '05
Student: Kathryn Meade '14

Diversified Communications Portland, ME
Sponsor: Tanya Fowler
Student: Milly Aroko '14

Maine Today Media Portland, ME
Sponsor: Colleen Ippolito '98
Student: Kristen Doerer '14

Drew School San Francisco, CA
Sponsor: Sam Cuddeback P’15
Student: Charles Kenyon ’16

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Analytics

# of Sponsors.........................188
# of Opportunities....................288
# of Applications......................385
# of Matches Made....................171
# of States Represented................27

# of Applications by Class Year

<table>
<thead>
<tr>
<th>Class Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior</td>
<td>100</td>
</tr>
<tr>
<td>Junior</td>
<td>117</td>
</tr>
<tr>
<td>Sophomore</td>
<td>67</td>
</tr>
<tr>
<td>First Year</td>
<td>55</td>
</tr>
</tbody>
</table>

Industries

- Arts: 25%
- Business: 13%
- Education: 21%
- Financial: 19%
- Government: 4%
- Healthcare: 3%
- International: 7%
- Legal: 1%
- Non Profit: 4%
- Other: 4%

# of Sponsors

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>55</td>
</tr>
<tr>
<td>2010-11</td>
<td>67</td>
</tr>
<tr>
<td>2011-12</td>
<td>117</td>
</tr>
<tr>
<td>2012-13</td>
<td>176</td>
</tr>
<tr>
<td>2013-14</td>
<td>188</td>
</tr>
</tbody>
</table>
2014 Ladd Internship Program Annual Report

47 Sophomore Applications
169 Junior Applications

18 Opportunities
216 Applications

Cubist Pharmaceuticals, Inc.
Mike Bonney '80, P'15, P'12, P'09
Alfred Russo '15 (Sales Training Intern)

DuPont Industrial Biosciences
Carol Palmiotto P'11
Caleb Buck '15 (Product Stewardship & Regulatory Intern)

Eze Software Group
Josephine Davis '15 (Quality Assurance Intern)

Eze Software Group
Nate Tower '15 (Connectivity Intern)

Lee Munder Capital Group
Ken Swan '82
Daniela Rossi de Camargo '15 (Asset Management Intern)

Lex Mundi
Carrie Garber Siegrist '05
Amelia Oliver '15 (Impact Assessment Intern)

NOAA
Kelly Simonson '15 (Cod Passive Acoustics)

Ocean Spray Cranberries Inc.
Peter J. Wyman '86
Kelsey Mehegan '15 (Global Food Marketing Intern)
The Ladd internship program offers paid internships with pre-selected employers who agree to hire Bates students. Juniors, and in some cases sophomores, are eligible to apply for an 8-12 week internship in a variety of career fields. This program is made possible by the generous donation of the George and Helen Ladd Charitable Corporation. Interns at non-profits receive a $4,000 stipend from the college. For-profit organizations agree to pay their interns at least $4,000. For-profits are eligible to be reimbursed up to $1500 for the amount they spend on stipends. In order to leverage the funding available, BCDC in some cases was able to secure internships where the employer agreed to hire a Bates student without seeking reimbursement for the stipend.

2012-2014
# of Applicants and Opportunities

- **Memorial Sloan Kettering Cancer Center**
  - Gabrielle Concepcion ’15 (Clinical Research Intern)
  - Jenna Armstrong ’15 (Clinical Research Intern)

- **Open the Door, Inc.**
  - Christina Pappas ’82
  - Katie Williams ’15 (Marketing, Public Relations and Sales Intern)

- **5-2-1-0 Let’s Go!**
  - A program of the Barbara Bush Children’s Hospital at Maine Medical Center
  - Emma Lutz ’15 (Research and Evaluation Assistant)

- **Legacy for Health**
  - Jessica Jacobson ’15 (Research and Evaluation Intern)

- **Ora, Inc.**
  - Stu Abelson ’97
  - Zachary Shabman ’16 (Business Development Intern)

- **Gulf of Maine Research Institute**
  - John Stansel ’15 (Fishery Resource Economics)

**New for 2014**
- All Ladd interns will present a poster explaining what they learned during their internship at a session to be held during Parents and Family Weekend in October.
- All applicants’ resumes and cover letters were reviewed by BCDC before submission to the employers.
- 72 on campus, phone, or Skype interview schedules were arranged by BCDC for Ladd Sponsors.
The Bates Career Development Center (BCDC) surveyed the Class of 2013 at graduation and again in December 2013 to determine the students’ postgraduation plans. Data were collected through email, social media, and a pen-and-paper survey administered when seniors collected their caps and gowns just prior to graduation. Six primary categories were established to identify students’ plans after graduation:

- Employed
- In Graduate/Professional School
- Received a Fellowship
- In an Internship
- Other (includes further study, volunteer and travel)
- Still Seeking Employment

### Summary of Bates graduates’ plans by category:

<table>
<thead>
<tr>
<th>Class of 2013</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Graduating Class</td>
<td>436</td>
<td>100%</td>
</tr>
<tr>
<td>Total Respondents</td>
<td>382</td>
<td>87.6%</td>
</tr>
<tr>
<td>Total Settled</td>
<td>378</td>
<td>99%</td>
</tr>
<tr>
<td>Employed</td>
<td>267</td>
<td>69.9%</td>
</tr>
<tr>
<td>In Graduate/Professional School</td>
<td>37</td>
<td>9.7%</td>
</tr>
<tr>
<td>Received a Fellowship</td>
<td>21</td>
<td>5.5%</td>
</tr>
<tr>
<td>In an Internship</td>
<td>35</td>
<td>9.2%</td>
</tr>
<tr>
<td>Other (includes further study, volunteer and travel)</td>
<td>18</td>
<td>4.7%</td>
</tr>
<tr>
<td>Still Seeking Employment</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>Total (Settled + Still Seeking)</td>
<td>382</td>
<td>100%</td>
</tr>
</tbody>
</table>
I wanted to thank you for all your help throughout the process with resumes and cover letters and for all of your support.

— Michael Burton ’13, Biology

I’d like to personally thank you and the BCDC team for preparing me for this endeavor, especially in regards to how my current resume looks. You guys do a lot of great things for Bates students that do not go unnoticed.

— Matthew Ross ’13, Chinese

### Class of 2013 Top Industries and Job Functions

<table>
<thead>
<tr>
<th>Industries</th>
<th>Count*</th>
<th>Percentage*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>77</td>
<td>23.8%</td>
</tr>
<tr>
<td>Health Care</td>
<td>34</td>
<td>10.5%</td>
</tr>
<tr>
<td>Finance/Banking</td>
<td>33</td>
<td>10.2%</td>
</tr>
<tr>
<td>Technology</td>
<td>22</td>
<td>6.8%</td>
</tr>
<tr>
<td>Nonprofit Organization</td>
<td>18</td>
<td>5.6%</td>
</tr>
<tr>
<td>Consulting</td>
<td>17</td>
<td>5.3%</td>
</tr>
<tr>
<td>Scientific R&amp;D in Physical, Engineering and Life Sciences</td>
<td>13</td>
<td>4.0%</td>
</tr>
<tr>
<td>Sports and Recreation</td>
<td>11</td>
<td>3.4%</td>
</tr>
<tr>
<td>Communications/Media</td>
<td>9</td>
<td>2.8%</td>
</tr>
<tr>
<td>Food and Beverage</td>
<td>8</td>
<td>2.5%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>8</td>
<td>2.5%</td>
</tr>
<tr>
<td>Insurance</td>
<td>7</td>
<td>2.2%</td>
</tr>
<tr>
<td>Marketing</td>
<td>7</td>
<td>2.2%</td>
</tr>
<tr>
<td>Retail/Merchandising</td>
<td>5</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job Functions</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Education/Teaching</td>
<td>57</td>
<td>176%</td>
</tr>
<tr>
<td>Research</td>
<td>39</td>
<td>121%</td>
</tr>
<tr>
<td>Analyst</td>
<td>32</td>
<td>9.9%</td>
</tr>
<tr>
<td>Marketing/PR/Advertising</td>
<td>24</td>
<td>7.4%</td>
</tr>
<tr>
<td>Financial</td>
<td>21</td>
<td>6.5%</td>
</tr>
<tr>
<td>Sales</td>
<td>21</td>
<td>6.5%</td>
</tr>
<tr>
<td>Sports</td>
<td>18</td>
<td>5.6%</td>
</tr>
<tr>
<td>Operations</td>
<td>12</td>
<td>3.7%</td>
</tr>
<tr>
<td>Consultant (economic, health, IT etc.)</td>
<td>11</td>
<td>3.4%</td>
</tr>
<tr>
<td>Education/Administration/Other</td>
<td>11</td>
<td>3.4%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>7</td>
<td>2.2%</td>
</tr>
<tr>
<td>Project Management</td>
<td>6</td>
<td>1.9%</td>
</tr>
<tr>
<td>Publishing</td>
<td>5</td>
<td>1.5%</td>
</tr>
<tr>
<td>Web and Social Media</td>
<td>5</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

* Data based on employed graduates and those participating in internships and fellowships.
Select employers who hired Class of 2013 graduates

1% for the Planet
African Leadership Academy
Apogee Adventures **
Barclays +*
Bates College
Bleacher Report
Boston Biomedical Consultants +
Boston Consulting Group
Boston Symphony Orchestra
Brand Planning Network
Brigham and Women’s Hospital
Cambridge Associates +
Chatham Partners +
City Year +
Concentra +
Center for Cancer Genome Discovery, Dana-Farber Cancer Institute
Dartmouth College
Dickinson College
Dunkiel Saunders
Eze Software Group +*
FactSet +*
Goldman Sachs *
Gould Academy
High Mountain Institute
International Monetary Fund
Joslin Diabetes Center +
L.L.Bean
Leader Bank
Lee Munder Capital Group +*
Massachusetts General Hospital *
Match Education
Microsoft
MIT Computer Science and Artificial Intelligence Laboratory
New York Life Insurance Company
NOAA Corps
Open the Door +*
Ora [Ophthalmic Research Associates] +
Oracle +
Ovuline
Peace Corps
Royal Promotion Group
Seyfarth Shaw LLP +
Sony Music Entertainment
Spinney Creek Shellfish, Inc.
State Street Global Advisors +*
StreetSquash
SweeneyVesty
Teach for America +*
The Metropolitan Museum of Art
Trapeze School New York
Tree Street Youth
Triumvirate Environmental *
Win from Within

* Employers recruited on campus
* Employers participated in other BCDC programs (road shows, job shadows, internships)

Thank you for your continued support and promotion of City Year. Five Bates students will be serving our nation’s most underserved youth with us next year. That’s something to feel really great about!

— City Year Headquarters

Continuing Studies
Thirty-seven seniors indicated they will continue their studies in graduate school, including:

<table>
<thead>
<tr>
<th>Graduate/Professional School</th>
<th>Program of Study or Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston University</td>
<td>Master’s in Electrical Engineering</td>
</tr>
<tr>
<td>Brown</td>
<td>Master of Arts in Teaching</td>
</tr>
<tr>
<td>Columbia University Law School</td>
<td>Juris Doctor</td>
</tr>
<tr>
<td>Courtauld Institute of Art</td>
<td>Master’s of History of Art</td>
</tr>
<tr>
<td>Dartmouth College</td>
<td>Master of Public Health</td>
</tr>
<tr>
<td>Harvard University</td>
<td>Ph.D in Biophysics</td>
</tr>
<tr>
<td>Northeastern University</td>
<td>Master’s in Accounting</td>
</tr>
<tr>
<td>NYU Steinhardt</td>
<td>Master of Music Technology</td>
</tr>
<tr>
<td>Tufts School of Medicine</td>
<td>Medical Doctor</td>
</tr>
<tr>
<td>University of Maine</td>
<td>Master’s in Geology</td>
</tr>
<tr>
<td>Yale School of Nursing</td>
<td>Nurse Practitioner Program</td>
</tr>
</tbody>
</table>
Fellowships
Twenty-one graduates will pursue fellowships including the following:

<table>
<thead>
<tr>
<th>Fulbright Fellowship (1 Research, 11 Teaching)</th>
<th>Idex Fellowship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathryn Davis Fellowships for Peace</td>
<td>Hubbard Conservation Fellowship</td>
</tr>
</tbody>
</table>

Bates is a top producer of students receiving prestigious Fulbright U.S. Student Grants. In 2013, 12 Bates graduates received Fulbright U.S. Student Grants – a record number for the college.

Internships
Thirty-five graduates will complete internships at organizations including:

<table>
<thead>
<tr>
<th>America’s Growth Capital</th>
<th>International Association of Golf Administrators</th>
<th>Salesforce.com</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audubon Center of the North Woods</td>
<td>Love Funding</td>
<td>SeaPlan</td>
</tr>
<tr>
<td>Chevron +</td>
<td>Massachusetts State Senate</td>
<td>The Woolman Semester School</td>
</tr>
<tr>
<td>Complex</td>
<td>Quidley &amp; Company</td>
<td>United States Olympic Committee</td>
</tr>
<tr>
<td>Edelman</td>
<td>Rani Engineering</td>
<td>Valeocon Management Consulting</td>
</tr>
<tr>
<td>Grand Rounds</td>
<td>Razorfish</td>
<td>Wediko Children’s Services</td>
</tr>
<tr>
<td>Grassroot Soccer</td>
<td></td>
<td>Wine &amp; Dine Digest</td>
</tr>
</tbody>
</table>

+ Employers recruited on campus