# Bates Career Development Center
## Annual Report 2015-2016

### Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from the Director</td>
<td>2</td>
</tr>
<tr>
<td>Preparing Students</td>
<td>3</td>
</tr>
<tr>
<td>Workshops and Events</td>
<td>4</td>
</tr>
<tr>
<td>Skills</td>
<td>5</td>
</tr>
<tr>
<td>Technology</td>
<td>6</td>
</tr>
<tr>
<td>Career Development Fellows (CDFs)</td>
<td>8</td>
</tr>
<tr>
<td>Internships</td>
<td>9</td>
</tr>
<tr>
<td>Recruiting and Employer Relations</td>
<td>11</td>
</tr>
<tr>
<td>Appendix A: Medical Studies Committee</td>
<td>16</td>
</tr>
<tr>
<td>Appendix B: Law School Admissions</td>
<td>18</td>
</tr>
<tr>
<td>Appendix C: Career Discovery in Practice (CDIP)</td>
<td>20</td>
</tr>
<tr>
<td>Appendix D: College Key Report</td>
<td>21</td>
</tr>
<tr>
<td>Appendix E: Class of 2015 Postgraduation Outcomes</td>
<td>28</td>
</tr>
<tr>
<td>Appendix F: Liberal Arts Career NetWORK and Bates</td>
<td>29</td>
</tr>
</tbody>
</table>
Letter from the Director

Welcome to the annual report for the Bates Career Development Center (BCDC) for the 2015/16 academic year. 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.

Some of the key highlights for 2015/16 include:

- Strong engagement with the student body resulting in 4,434 individual student appointments, walk-ins, workshop and info session attendees.

- Increased postings for internships (1,774) and job opportunities (4,926) through the new recruiting platform Handshake – a 154% increase in opportunities from 2014/15. Eighty-six percent of the student body logged into Handshake this past year.

- Growth in Career Discovery in Practice (CDIP) job shadows with 448 opportunities from 277 alumni and parent sponsors.

- Strong postgraduate outcomes with a broad range of employers: Amazon, Americorps, Analysis Group, Beacon Group, Blackrock, CBS, Dana Farber, Google, Hubspot, JP Morgan, McLean Hospital, Peace Corps, Urban Teachers, Wayfair, Wildlife Conservation Society and many others. Graduate schools include Brown, Columbia, Cornell, Duke, Georgetown, Harvard, Tufts, Yale.

- New initiatives this year include: 1) Curricular Practical Training (CPT), helping our international students to gain work authorization for internships 2) Short term and summer housing allowing Bates students to stay on campus while completing a local internship 3) Introduction of SkillScan to help students understand and articulate their skills. Five hundred ninety three students completed SkillScan this year.

In 2016/17 BCDC looks forward to continued collaboration with the Purposeful Work initiative and many other partners on campus in addition to alumni and parents who provide job shadows, advice, and opportunities that help students launch their career.

I hope you will enjoy the further details in this report and on our newly redesigned website at bates.edu/career/.

Sincerely,

David P McDonough
Director, Bates Career Development Center

Thanks to the following staff members for their contributions to this report: Sheila Anderson, Colleen Coxe, Karen Daigler, Nancy Gibson, Amy Jaffe, Karina Lemay, Karen Ouellette and Christina Patrick.
Preparing Students
Counseling and Programs

“The most surprising thing is that you think that there’s only one way to do it, and then you see all these different cover letters and resumes and you see that everyone’s doing it really, really differently. There are different ways of succeeding.” Thuy My Do ‘16, career development fellow
Workshops and Events

During the 2015-2016 academic year, BCDC conducted **76 workshops and events with 1,256 attendees**. BCDC collaborated with Academic Departments, Dean of Students, Office of Interultural 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.

**Events with Highest Number of Attendees**
- Graduate & Professional School Fair (177 students & faculty)
- CDIP Orientation (106)
- First-Year Pre-Health Meeting (86)
- MayDay (70)
- Careers in Healthcare! (58)
- Purposeful Work Internship Program Workshop (44)
- Analysis Group Information Session (32)
- Barclays Information Session (29)

**Other Events**
- Interested in Women’s health? Midwifery?
- Legal Careers: Criminal Prosecution
- Master’s Program for STEM students interested in Entrepreneurship
- Why Pursue a Master’s Degree in Social Work?
- Sean Gemunden ’14 and jobs at Brigham and Women’s
- Career Chats in Game Design, Finance and Banking, Public Relations & Communications and Legal Careers
Classroom Presentations & Collaborative Programming

BCDC worked in collaboration with a wide variety of academic departments and offices to present on relevant career topics (assessments, skills, internships, networking, and values). Classes included (often with multiple visits) Neuroscience Capstone; Stealth Infections; Psycho Endocrinology; Life Architecture; Perspectives on Education; Identity: Self and Community and a Seminar in Education Studies. Group presentations included audiences of Science Scholars; OIE; Bobcats First; RC/JA’s; Residence Life and a variety of Admissions presentations.

Skills

Skills Development

This year, BCDC launched Skills Development programming to introduce students to the top skills employers seek in entry-level employees. Each of the eleven skills listed included examples of Bates activities, courses, and organizations in which students could participate in to develop these skills while at Bates.

In addition, BCDC staff were part of the college’s launch team that introduced Lynda.com to Bates. We partnered with ILS to create a student user-friendly landing page, promoted the site to students and developed and presented a how-to-use Lynda.com workshop.

SkillScan Express

In 2015-16, 593 students took SkillScan Express. SkillScan was adopted by BCDC as the self-assessment of choice for administration to first year and sophomore students. Beginning in 2015-16, any student at Bates had the option of taking the online assessment, and it was required for all students applying to the Purposeful Work internship program in 2015-16. SkillScan Express is an online, interactive tool for those with less than two years of work experience. This self-assessment allows users to identify their transferable skills and preferences and see how they link to careers. Materials are provided to integrate these results with interests, values and personality inventories to provide a holistic picture of career patterns.
Partnerships with HBX and Koru

Bates continued with the collaborative agreement (from July 2015) with HBX CORE, an online program designed by Harvard Business School to teach undergraduates the fundamentals of business. HBX and Bates have partnered to offer financial aid to ensure that all interested students are able to participate. Student feedback has been very positive.

“Whether running a local cafeteria or a large corporation, the fundamentals of business are the same. HBX served to me as a great introduction to the basic principles of how to run a successful business. I strongly encourage Bates students to take it!”

Mathematics and Chemistry major, Class of 2016

“As a Bates student, HBX showed my drive to learn more and to complement the critical and analytical thinking skills I’ve learned at Bates in a way that will be valuable to my future employer.”

History and French major, Class of 2016

Bates entered into the third year of a partnership with Koru. Koru’s programming provides hands-on experience with high growth innovative employers to develop in-demand skills and access to the Koru employer network. This past year Koru added New York-based programs in addition to the Seattle program and San Francisco, but struggled to fill spaces. In the summer of 2016, Koru announced their business model will be changing. They will no longer offer the four-week program and will focus on helping employers identify “best fit” applicants.

Technology

Handshake

In July 2015 the BCDC launched Handshake, a new recruiting platform to replace the previous JobCat/Symplicity system. We collaborated with the offices of Student Employment and the Harvard Center to have all on and off campus volunteer and work study positions posted and available for application through Handshake. This partnership helped drive students into Handshake as early as August 2015, before they returned to campus. As a result, 81% of the current student body logged into and accessed their account in Handshake.

Handshake Logins by Class Year

Class of 2019 77%
Class of 2018 88%
Class of 2017 84%
Class of 2016 94%
Other Subscription Resources

The BCDC also offers an array of career resources and tools for students and alumni, including:

- **LCON** is a consortium of 39 highly selective liberal arts colleges of which Bates is a member. We contributed 270 jobs and internships to the database that is shared with students across the consortium. Please see Appendix F.

- **Spotlight on Careers** is a career exploration tool maintained by LACN members that allows students to explore 40 career paths and industry insights related to liberal arts. As part of our LACN membership, we contribute content to the site, including profiles of Bates alumni working in various fields. Please see Appendix F.

- **SkillScanExpress** helps students identify and understand the skills they have developed through their varied experiences. Nearly 600 assessments were completed during FY16.

- **INTERVIEW STREAM** allows students to conduct practice interviews anytime and anywhere. More than 300 practice interviews were conducted during FY16.

- **CareerSpots** videos are a great way to learn about the internship/job search. Students viewed more than 1,500 videos during FY16, with the most popular videos being “Make Your Resume POP” and “Advice from Graduates.”

- **Vault** provides in-depth industry and company guides for a variety of highly competitive, high profile career fields. The most viewed guides were for Commercial & Investment Banking, Finance Interviews, and Case Interviews. Bates students used the guides to explore consulting, commercial banking, investment management, and real estate.
Career Development Fellows (CDFs)

The Career Development Fellows — 11 juniors and seniors selected on the basis of their career development experience, campus leadership, extracurricular involvement and interpersonal skills — played an integral role in BCDC outreach and service. Fellows focus on increasing student engagement with the BCDC by assisting students with their initial resumes and cover letters and connecting them to career resources. This year, Fellows developed and delivered 17 presentations to more than 250 students in workshops and Res Life programs (an almost 25% increase from last year). They also presented Purposeful Work infusions in two science classes and provided marketing support and project management for BCDC staff. This year the fellows covered walk-ins at the BCDC, OIE, library, and through individual requests from students outside of office hours.

CDF Workshop Examples

- Taking the First Step: How to Apply for a CDIP Job Shadow
- Unlocking the Secrets of LinkedIn
- Leverage your Athletic Experience for your Career Development
- Wall Street Mentoring Panel Discussion
- Internship & Job Search: First Steps to Launching your Career
- Selling Your Story: Interviewing Secrets
- Succeeding in your Summer Internship
- An Across the Board Guide to Effective Communication
Internships

Purposeful Work Internships

The Purposeful Work Internship Program expanded in its second year – growing from a cohort of 96 students in summer 2015 to 119 students in summer 2016. The 2016 cohort is comprised of:

- 54% juniors, 36% sophomores, and 10% first years
- 16% under-represented minorities
- 12% first generation students

Purposeful Work interns access application preparation, goal-setting, and reflection resources from the BCDC and Purposeful Work initiative. In 2015-16, 398 students became eligible for the program by completing SkillScan Express, accessing Handshake, visiting the BCDC for resume and cover letter feedback, and using InterviewStream - compared to 197 eligible students in the program’s first year (2014-15). By becoming eligible for the program, students gain access to paid Bates-specific internships with a network of 68 core employers in diverse industries around the country and world. Half of the students in the 2016 cohort are interning with core employers.

Students who secure summer internships outside of this core employer network have the chance to apply for Purposeful Work internship funding for unpaid or low-paying internships. Student interest remains high; 43% of students who applied for this competitive funding received awards for summer 2016.

“Being surrounded by such driven and brilliant people at the Center for Strategic Studies makes me believe that, even if only one life is affected, I have created enough change for the world. I feel just like that child, [the child in the mural] so innocent and so willing to help nourish that sprout.”

– Zaynab Tawil ’17, English & Psychology double major

Purposeful Work Employers

Partial List:

| Analysis Group | One Voice Scholars Program |
| L/A Arts | Global Rights for Women |
| Yale Chile Study Center | Lewiston Public Schools |
| Nezinscot Farm | Moon Pie Press |
| Advanced Therapeutic Solutions | Denmark Arts Center |
| The Brookings Institution | Transparency Maldives |
Bates in Asia Internships

Bates in Asia internships support a cohort of Bates students and alumni who are deeply engaged with understanding and experiencing Asia’s dynamic economy, diverse culture, and global impact. As participants in the Purposeful Work Internship Program, Bates in Asia interns work with the BCDC to strengthen their application materials and maximize their learning. In summer 2016, six students held Bates in Asia internships with: Bunun Cultural and Educational Foundation (Taiwan); Dezan Shira and Associates (Vietnam); Institutional Investor Forums (Hong Kong); Larkin Trade International (Beijing), and WorldLink Communications (Nepal).

Trustees Paul Marks ’83, P’17, Jim McNulty P’11 and Carol Rattray P’11 have continued to generously support the Bates in Asia internships.

Other Internship Employers

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, (see abbreviated list in box).

Bates students with unknown summer plans will be surveyed (late summer/fall 2016) to develop a more comprehensive list of summer experiences. Information will be shared with current students to enable peer to peer networking and the exploration of summer 2017 opportunities.

Short Term and Summer Housing for Internships

In 2014/15 an agreement between Residential Life, Dining Services and BCDC meant that students securing legitimate internships during short term and summer would qualify for Bates Housing. Students could already stay if they were participating in community work funded by the Harward Center or undertaking research with a faculty or staff member. The director of the career center met individually with students to evaluate the internship and ultimately 10 students completed short term internships and 10 students are completing summer internships and are staying in Bates housing. This allowed students to work in the local business community who ordinarily may not have been able to without the support of Bates and the housing option available. Internship employers include St Mary’s Health System, Lewiston District Court, Geiger, Center
Street Dental, Weather Build, Police Activities League, Wayfinder Schools, L/A Artwalk, College for ME, Educate Maine, Vaughan Woods Historical Homestead, Unum, and the Maine Migrant Health Program.

**Curricular Practical Training and Internships**

In the fall of 2015, a group led by Dean Joshua McIntosh and comprising Shirley Govindisamy (Designated School Official), David McDonough (Director, BCDC), James Reese (Associate Dean for International Students), Steven Sawyer (Associate Dean for Off-Campus Study); Kathy Low (Associate Dean of the Faculty) and Christina Patrick (Associate Director, Purposeful Work) met regularly to discuss and implement a process in which international students could secure Curricular Practical Training (CPT). This would allow students to make more timely applications for internships and internship visa requirements by submitting applications through Bates and not have to pay the $385 fee to Homeland Security and wait 90 days to receive approval. After consultation with the Dean of Faculty, Registrar, lawyers and others an application process was completed and an event held for international students to let them know about the new Bates policy for CPT. International students have been very pleased with this new policy and in the first summer 13 students qualified for CPT. Summer internships are at organizations that include Spherical Communications, Supportive Living Inc., Educate Maine, Bearnstow, Looking Glass Investments, Owl Cybersecurity, Listen Current, CreditSights, Swiss Re and Barclays.

**Recruiting and Employer Relations**

This year saw continued growth in student engagement in recruiting opportunities, as well as increased employer engagement, with particular growth in job and internship postings. While the number of on campus employer events stayed relatively flat, the number of students attending those events increased by 9%. BCDC hosted nearly 400 student interviews with employers, and 506 students participated in on campus recruiting events.
Job Postings

Job and internship postings jumped by 154%, in a large part due to the transition to Handshake, which gave Bates students access to postings representing many employers new to Bates, as well as greater geographic diversity. In a continued effort to focus on internship opportunities, this year there was a 142% increase in internship postings, and a 29% increase in internship applications through Handshake compared to last year. We continue to curate the postings offered through Handshake in an effort to make them relevant to student interests, and highlight postings that come to us through alumni and parents. This year, alumni and parents provided 475 postings, a 51% increase over last year. Applications for full-time jobs were down slightly from last year, which could be explained by new employers posting to our system without requiring that students apply through Handshake. (It is not possible to capture applications when students are redirected to a company’s website to apply.)
**Bates Alumni and Parents: Job and Internship Postings**

*including Purposeful Work

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### Postings and Applications

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<th>Postings</th>
<th>% Change</th>
<th>Applications</th>
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<tr>
<td></td>
<td>4,926</td>
<td>1,624</td>
<td>1,403</td>
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<tr>
<td></td>
<td>203%</td>
<td></td>
<td></td>
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<tr>
<td><strong>Internships</strong></td>
<td>1,774</td>
<td>733</td>
<td>1,905</td>
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<tr>
<td></td>
<td>142%</td>
<td></td>
<td></td>
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<tr>
<td><strong>Other**</strong></td>
<td>561</td>
<td>500</td>
<td>508</td>
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<td></td>
<td>12%</td>
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<td><strong>TOTAL</strong></td>
<td>7,261</td>
<td>2,857</td>
<td>3,816</td>
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<td></td>
<td>154%</td>
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*Does not include on campus student employment, new in 2016: 450 postings; 1,221 applications.

*Includes experiential learning (503); fellowship (165); volunteer (78); grad school (8); cooperative education (7).
Job and internship postings available this past academic year in Handshake were tabulated based on the most common industry, job function, and geography. The following charts show the top 20 in each of these categories.
Between July 2015 and June 2016, Karen Daigler had approximately 606 advising sessions with students and alumni. Lee Abrahamsen had approximately 199 sessions with students and alumni.

### Bates Medical Studies Committee and Pre-Health Program 2015 – 2016

- **90%** of the applicants who worked with the Medical Studies Committee in 2014 matriculated Fall 2015.
- **83%** accepted to medical school
- **100%** accepted to dental school
- **100%** accepted to veterinary school

**# of applicants applying to medical, dental, or veterinarian school**

- 2015: 24 applicants*
- 2016: 21 applicants*

*It takes approximately 25 hours of pre-health advisor/staff time to prepare each application. This includes an interview with the Committee.

### Pre-Health Advising Sessions

- **14 Workshops/Events**
- 281 Students Attended

- **Healthwork ListServ**
  - 288 emails sent regarding jobs, internships, programs, articles, and events on campus and off.

### Pomeroy Scholarship

- 4 Awards, 22 Applications

**Canice Ahearn ’13** Harvard TH Chen School of Public Health
**Joanna Mangar ’11** University of Pennsylvania School of Dental Medicine
**Alida Ovrutsky ’08** University of Colorado School of Medicine
**Alexandra Steverson ’11** Northwestern, Feinberg School of Medicine

### Local Health Professions Opportunities

Available to pre-health students only.

- **82 Job Shadows**
- **45 Internships**
2015-2016 List of Workshops & Events

- First Year Pre-Health Meeting
- Junior/Senior Pre-Health Meeting
- Sophomore Pre-Health Meeting
- Careers in Mental Health/PH: Nazsa Baker ‘12
- Career in Women’s Health and Midwifery: Tiffany Carter Skillings ’03
- Personal Statement Workshops with Louise Brogan/Writing at Bates
- US Army Health Progressions Scholarship Program
- Clinical Research at Brigham & Women’s with Sean Gemunden ‘14
- Careers in Healthcare Panel: Six Alums from Classes of ’02, ’13, ’14, ’15
- Career Chat: Nurse Practitioner: Carolyn McNamara ‘08
- Public Health Research and Consulting: Natalie Truesdell ‘02 and Erin Kelley ‘14 from John Snow, Inc.

2015-2016 Club Med Events

Club Med works closely with the Pre-Health Advisors planning events, speakers, etc.

- Careers in Veterinarian Medicine: Casey Dropkin ’12
- Panel on Research and Graduate School in the Health Sciences after Bates! - Six students from Class of 2016
- Global Health and PreMed Discussion: Pat Tolosky ’15
- New York Chiropractic College Information Session
- Dr. Quinones, Neurosurgeon at Johns Hopkins TV Episode
- Pre-Health Movie Nights
- Unite for Site Global Health Conference (PHI)
- National Geographic Vet School Documentary
- Family Medicine Night at Maine Medical Center
Bates students and alumni participated in 67 individual prelaw advising appointments and attended Bates-sponsored pre-law events and workshops. In addition, prelaw information was provided via the Bates prelaw listserv and the prelaw website which can be found at www.bates.edu/career/law. The number of students and alumni taking the Law School Admission Test (LSAT) and enrolling in law school continues to shrink nationally, a trend reflected in Bates’ prelaw numbers. The primary reason for this decline is the shrinking legal job market. Part of the reason for the drop in hiring is the post-recession economy. In addition, the nature of legal practice is changing with many jobs once done by lawyers, such as document review, now automated. The prevalence of do-it-yourself legal services and outsourcing of work are other reasons for the shrinking job market.

Pre-Law Events sponsored by BCDC

- Bates, Bowdoin, Colby jointly collaborated on their third annual visit to the University of Maine School of Law featuring presentations by admissions officers from Boston University, Northeastern University and University of Maine law schools. Students also experienced a mock law school class, heard from a panel of current students, and attended a reception with alumni from their schools, and law school faculty and staff.

- Law School Mock Admissions Panel – Admissions Officers from Seton Hall and Tulane University law schools shared insights into the admissions process with current Bates students.

- Graduate and Professional School Fair—law schools attending included: American University, Boston College, Boston University, Brooklyn Law School, University of California-Irvine, University of California-Los Angeles, Columbia University, Cornell University, Fordham University, Hofstra University, University of Michigan, University of New Hampshire, Northeastern University, University of Pennsylvania, Seton Hall University, Suffolk University, Tulane University, Vermont Law School

- Law School Application Boot Camp—designed for seniors, this provides a comprehensive, hands-on tutorial for navigating the online admission portal, and a discussion of admission requirements and procedures.

- Law & Order and Real Life: Lisa Marchese, Chief, Criminal Division, Maine Attorney General's Office spoke about her experience prosecuting murders, and preventing human trafficking crimes.

- Thinking about Law School? A general meeting for students from all class years who are thinking about law school.

- Junior Law School Meeting—for those planning to take the LSAT and apply in the coming year or two.

- Career Chat: Legal Careers: Peter Brann ‘78, Jennifer Googins Huston ‘01, Allaina Murphy ‘15

- Oakes Fellowship Awarded to: Allen Sumrall ‘16
In 2015-16, the pre-law advisor visited the following law schools and met with admissions staff at: University of Chicago Law School, Columbia University Law School, DePaul University College of Law, Fordham University Law School, IIT Chicago-Kent College of Law, The John Marshall Law School, Loyola University Chicago School of Law, University of Maine School of Law, Northwestern University School of Law; Suffolk University Law School

**Professional Development and Service**

**Pre Law Advisor National Council** – quadrennial meeting in Chicago, IL. *Program Committee Member* – 2015-16.

**Northeast Association of Pre Law Advisors (NAPLA), Executive Board & Secretary** 2016-18

*Board of Directors* – 2015-16

**Boston Connect** March meeting of New England area prelaw advisors –Boston, MA; moderated panel of bar admission experts and law school dean regarding character and fitness issues in admission to the bar

**Maine Center for Graduate & Professional Studies Initiative** *Advisory Board member*

**Law School Admissions Data 2014-15 Academic Year**

The following information is for the 2014-15 academic year, for applicants who matriculated at law school in Fall 2015. Nationally, law school enrollment for the Fall 2015 term was down 29% since enrollment peaked in 2010. In 2014-15, 30 Bates students and alumni applied to law schools and 25 were accepted. Not all 25 made use of Bates prelaw advising services. Twenty of the 25 accepted applicants registered at a law school for Fall 2015. The data shows:

- 86% of seniors and 82% of alumni who applied were accepted.
- LSAT scores range from 120-180.
- Average Bates applicant’s highest LSAT score was 156.8.
- National Average Applicant’s highest LSAT score was 152.9.

**Law Schools where 2014-15 applicants matriculated in Fall 2015:**

<table>
<thead>
<tr>
<th>Boston College Law School</th>
<th>University of Maine School of Law</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of California – Hastings College of Law</td>
<td>New England Law School – Boston</td>
</tr>
<tr>
<td>The University of Chicago Law School</td>
<td>Pace University School of Law</td>
</tr>
<tr>
<td>University of Colorado Law School</td>
<td>Rutgers-The State University of New Jersey</td>
</tr>
<tr>
<td>Columbia University Law School</td>
<td>University of San Francisco</td>
</tr>
<tr>
<td>Cornell Law School</td>
<td>Suffolk University Law School</td>
</tr>
<tr>
<td>University of Denver Sturm College of Law</td>
<td>Washington &amp; Lee University</td>
</tr>
<tr>
<td>Duke University School of Law</td>
<td>William and Mary Law School</td>
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</tbody>
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1 This is a summary of the previous (2014-15) year’s admission experience. The Law School Admission Council releases this data in the spring of the year following an admission cycle. 2014-15 admission information was released in spring 2016. Admission data for 2015-16 will not be available until spring 2017.

**Job Shadow Program**

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.

**Total Sponsors by Year**

- 2010-11: 67 sponsors
- 2011-12: 117 sponsors
- 2012-13: 176 sponsors
- 2013-14: 188 sponsors
- 2014-15: 173 sponsors
- 2015-16: 277 sponsors

**Sponsor Analytics**

- 277 Sponsors
- 448 Opportunities
- 29 States Represented
- 78 Local Opportunities

**Student Analytics**

- 441 Student Applications
- 270 Student Matches Made
- 197 Unique Students Matched
  - (18% URM, 13% First Gen, 11% International)
- 223 Job Shadow Experiences
2015-16 College Key Travel Reimbursement Fund Report

Thirty-eight students were awarded a total of $9,077 to pursue 48 different career development opportunities during the 2015-16 academic year. The bulk of the funding went to support student travel to Career Discovery in Practice (CDIP) job shadows with Bates alumni and parents of current students around the country. Funding also supported travel to a fellowship interview and attendance at professional conferences and career events.

Sophomore Biology major from New Hampshire
An intention to practice dentistry with a focus on providing care to underserved populations motivated this student to participate in a CDIP job shadow with Dental Aid in Colorado. The sponsor is a dentist with the private non-profit organization, providing care to mainly Medicaid recipients and uninsured patients. The student was also able to shadow with an oral surgeon affiliated with the organization. The fact that the sponsor was a Bates alum made this a much more informative and productive experience than previous non-Bates job shadow experiences, according to the student. He says: “This experience just reaffirmed my desire to be a dentist. I did this to make sure I could see myself doing this the rest of my life and I can.”

Senior Politics major from Viet Nam
This senior traveled to Washington DC to shadow an attorney with the District of Columbia Office of the Attorney General. The highlight of the shadow was attending a murder trial. She believes the knowledge she gained of the legal system and her conversations with lawyers helped her to prepare to interview with and obtain a job offer as a paralegal with a Wall Street firm.

Senior Neuroscience major from North Carolina
The Executive Director of Medical Policy & Quality Research for Merck in Washington, DC offered this student a job shadow. Knowing that the student wanted to go into research and possibly become a doctor one day, she arranged for him to meet with several of the company’s scientists and tour their lab in Boston. The alum works in DC and generously met with him in the company’s Boston headquarters where he would have the most valuable experience.

Senior Environmental Studies major from Zimbabwe
College Key provided funding for two CDIPs: one with an environmental management company in Boston which led to a job interview, and another at The Commonwealth Fund in New York City, a private healthcare philanthropy organization. The sponsor from the latter CDIP recommended that the student look into the State of California fellowship program, given his interest in water resources, urban planning and sustainability. The student ended up applying for and receiving the fellowship and will begin work there in the fall. College Key also helped fund the student’s trip to Sacramento for his final round of interviews.
Sophomore Biology major from New York
The student is interested in marine science and biological research and had the opportunity to travel to the NOAA Fisheries in Seattle. She shadowed a research biologist at the Northwest Fisheries Science Center. She described it as the “the ideal, holistic job shadow where I was able to view what the environment of working in a government run research program is like, as well as meet the people behind very relevant, important, and practical research.”

Senior Anthropology, Politics and Women & Gender Studies major from Swaziland
This student shadowed the Deputy Director of Policy & Advocacy for Mercy Corps in Washington, DC, a global humanitarian organization. The student has an interest in international development, activism and policy and was excited to be able to meet with professionals working in the international development/humanitarian assistance sector. The student gained a “…hands on, real life view of what working in a non-profit that does advocacy work entails. From the policy aspects to general day to day running of it.”

Sophomore Biochemistry and Sociology major from Virginia
He traveled to Palo Alto, CA to shadow a professor at Stanford University and met with the group members of the professor’s lab including several graduate students and postdoctoral fellows. The student was “able learn about the groundbreaking research that is currently taking place in the efforts to combat and image a variety of cancers and parasitic diseases.” As a result he says “I will consider pursuing vital research opportunities in molecular imaging and drug development after my graduation from Bates.”

Senior Politics major from Connecticut
This CDIP was with Chicago Public Schools’ English Language Network Specialist who works with a group of 50 schools. The student has led conversation groups and taught English classes to immigrant communities in Lewiston and was eager to learn about ways she can participate in this career field other than as an instructor. She stated that it was fascinating to learn about the types of jobs in education that exist other than teaching.

First year students from New York and Cleveland
Vetcor-Falmouth Animal Hospital in Falmouth, MA hosted two first year students at a doctor-owned small animal general practice. Both students are considering veterinary careers so this opportunity was very helpful to their career development and exploration.

Sophomore Chemistry major from Nepal
The student is an aspiring chemist and shadowed the Executive Director of Chemistry and Biochemistry at ImmunoGen in Massachusetts. The biotechnology company focuses on targeted cancer therapy. The sponsor found the student to be “…the perfect student during the job shadow. He was extremely attentive while observing lab work, asking inquisitive questions that displayed his understanding of the topics we were discussing. His eagerness to learn about
our projects was very refreshing. Every staff member that interacted with [him] agreed that he was very respectful, enthusiastic and a joy to be around. He will make a wonderful scientist.”

**Sophomore Environmental Studies major from Chicago**
A Research Associate for the BioMass Power Association in Washington, DC hosted this student’s CDIP. The student explained, “I got see everyday policy work being done on the Hill, and how policy changes get passed on the federal level.” The sponsor described his student as a “[g]reat participant, willing to step out of her comfort zone. Strong intellect and quick to understand our legislative agenda.” The student also completed two job shadows in New England. One with the Maine Attorney General’s Office and the other with The Jordan Institute, a non-profit in Concord New Hampshire focused on making commercial buildings more energy efficient.

**Senior Math major from Maine**
She shadowed a math coach in the Berlin, NH public schools system. The sponsor commented: “What an absolute delight to have [her] job shadow me! She was … genuinely interested in my job and learning more about how we are teaching math to children now. She was wonderful with the students. I hope that she decides to pursue education as a career. We need more people like her to help provide the educational foundation for our children!”

**Sophomore Psychology and French major from Florida**
This student shadowed an OB/GYN Research Assistant at Boston Medical Center. In the course of her job shadow, she learned about the opioid epidemic and how to care for a population of pregnant women with opioid addiction.

**First Year from Rwanda**
A physician in internal medicine at Martin’s Point Healthcare in Portland provided a job shadow to this student. This opportunity allowed the student, who plans to pursue a career in medicine or healthcare, to explore several career options.

**Senior Geology major from Connecticut**
A student considering engineering graduate school did a job shadow at NASA headquarters in Washington, DC with the Construction of Facilities Program Manager. The student learned about construction project prioritization, program management, sustainability and greenhouse gas reduction requirements in federal building construction.

**Sophomore Biology major from Greece**
An interest in biotechnology led this student to shadow the Global Head of Commercial Quality Biologics at Genentech in San Francisco. The emphasis of the shadow was on how to address critical quality issues and long term strategy for 19 commercial biologics products.

**Senior Psychology major from Maine**
A student with an interest in cross cultural psychology had the opportunity to explore some possible career paths by shadowing a Protocol Officer at the US State Department in
Washington, DC. This job shadow, in the Ceremonials Division, provided her the opportunity to do project work and attend meetings regarding events and protocol.

**Sophomore Psychology major from Michigan**
This student shadowed at Sewickley Academy in Pittsburgh. Her sponsor, the school’s counselor, taught a class about the college application process that the student attended. She also participated in a student dinner and met with students in the *cum laude* society.

**Sophomore Economics, Math, and Physics major from China**
The student plans a future career in investment banking or the financial markets. He spent time on the trading desk at Investment Technology Group in New York where he shadowed an equities trader.

**Sophomore Economics and Dance major from Rwanda**
Shadowing a Senior Economist at Decision Economics in New York City was a great fit for this student. She was enthusiastic about learning how macroeconomic theory and econometrics are used by economists to forecast trends in U.S. and global economies and what that means for financial markets.

**Senior Biochemistry and Math major from Korea**
Career interests in the graphic design and entertainment industries led this student to pursue two CDIPS. First he shadowed at a graphic design firm specializing in brand development and event collateral in Ohio. Then he traveled to New York City to spend the day with the Senior Vice President for Digital Media at A+E Networks.

**Sophomore Chemistry and Biological Chemistry major from Kenya**
This student had an excellent experience at the Stony Brook Medical Center. The sponsor, the Vice Chair for Clinical Affairs, was able to have her observe the training medical students receive. He said the student “... was eager to learn about all aspects of medicine including clinical, administrative and financial considerations. She asked important questions regarding the clinical care patients were receiving. She is well on her way towards a career in either medicine or public health. It was a pleasure to host her for the CDIP program.”

**First year Women & Gender Studies and Economics major from California**
A white-collar criminal prosecutor at the U.S. Attorney’s Office in Detroit hosted this student for a job shadow. The student anticipates a career in law and has done several informational interviews with attorneys in her home state. This opportunity was a chance to gain exposure to a different type of law and work environment than she had previously experienced.

**Senior Biochemistry major from Florida**
This senior participated in two CDIPS. The first was with an anesthesiologist at the Portsmouth Regional Hospital’s day surgery center. Her sponsor found her to be “[v]ery professional. She is an excellent communicator and very inquisitive. She asked excellent questions about anesthesiology and showed a real willingness to explore and learn. She comes across as
passionate about medicine and world health issues. I believe that she will do very well in medical school. She is highly motivated and has had some incredible experiences around the world already.” The student also shadowed an oncologist at The Stony Brook University School of Medicine / The Sylvester Cancer Society. The student found this shadow to be very informative and enjoyed the opportunity to speak Spanish with many patients. In addition to seeing patients with the doctor, she participated in a Continuing Medical Education committee meeting. These opportunities helped her solidify her thoughts and feelings about becoming a doctor and now knows more than ever that this is a path for her.

**Senior Economics major from Bangladesh**
College Key funding allowed this student to shadow a Marketing Manager with UPS Information Services in Atlanta. The sponsor evaluates new product ideas for UPS to bring to market. The student was particularly interested in learning about the way data is employed to analyze market conditions.

**First year from North Carolina**
A job shadow with a Regional Director for a New York State Senator in New York City was offered to this student. Her previous experience working with a non-partisan citizens’ group and a social service agency motivated her to apply for this experience. She was interested in learning how to effectively deal and communicate with constituents and their concerns, how to campaign and work as a legislator simultaneously, and see firsthand how policy is developed.

**First year Biological Chemistry major from China**
The chance to shadow at one of the top pediatric research hospitals in the country was an important opportunity for this pre-med student. His CDIP was with a clinical research specialist at Boston Children’s Hospital. He stated that he was able to shadow not only with the sponsor but with other doctors as well. He found the experience very interesting.

**First year from Georgia**
This student shadowed with the Finance & Operations Manager at Agora Partnerships in Washington, DC. The small-non-profit helps entrepreneurs who will develop sustainable purpose-driven companies to create social and environmental impact throughout Latin America. The job shadow was in the areas of finance, operations, and IT.

**First year from Maine**
A physician and medical professor at the Oregon Health & Science University offered this student a job shadow. An aspiring surgeon, the student was thrilled to be able to observe surgeries and speak with medical students. Since this was a teaching hospital she met with a variety of doctors in different specialties and received important advice about her future career path.
Sophomore from Economics and Rhetoric major from China
This student’s job shadow was with a Managing Director at Oppenheimer & Company. The student was interested in exploring the role of an investment banking analyst as she hopes to pursue this career path.

Senior Economics & History major from Singapore
This student shadowed with the Congressional Research Service in Washington, DC. Her interests in research, energy and the environment led her to apply for this job shadow with a Specialist in these fields. This was a valuable opportunity to understand what research the group does and how it operates.

Sophomore Chemistry and Biological Chemistry major from Kenya
Sophomore Political Science major from Swaziland
College Key provided funding for two students to travel to the Clinton Global Initiative Conference in San Francisco. The Political Science major intends to work in community development and attended to learn more about using social entrepreneurship to develop communities. She was offered the chance to pitch a social venture idea to a group of donors and investors at the conference. As a finalist, she received $3,000 in seed money. The venture aims to prevent food shortages as a result of prolonged droughts in rural Swaziland by equipping farmers with the skills and tools they need to incorporate climate resilient farming practices when growing crops. The student will be implementing the first phase of her project this summer, alongside the Ministry of Agriculture and local community leaders. The second student funded by College Key hopes to work in the public health field and attended sessions on public health and education. Her career plans are to work in an NGO or multinational organization in the field of public health.

Senior Psychology major from Washington, Senior Politics major from Maryland, Sophomore Sociology & Biological Chemistry major from Virginia
Three students were able to attend the Global Health and Innovation Conference in New Haven, Connecticut, sponsored by Unite for Sight, thanks to funding from College Key. The conference focused on global health, international development and social entrepreneurship. The fact that two of the students are the current and incoming President of the Bates Public Health Initiative will benefit the health communities at Bates College. In addition to fostering their own career development, the students learned about career and internship opportunities to share with students in their club, and participants in the Public Health GEC.

Senior Philosophy and Economics major from Florida
This student intends to work at the intersection of technology and media. She received funding to attend the Facebook Developer’s Conference in San Francisco. She had the opportunity to learn about new releases and improvements planned by Facebook, and to network with a number of people in the industry.
Sophomore Politics major from Rwanda
A politics major had the opportunity to travel to Washington, DC to attend a national conference which brought together legislators, policy experts and others. She is interested in pursuing a career in international relations and had the opportunity to learn how policy is developed and legislation influenced on a national level regarding international issues.

Junior Philosophy and Economics major from Pittsburgh, Senior Economics major from Bangladesh, and a Sophomore Economics and Rhetoric major from China
Three students received funding to attend the Boston Finance Road Show in October 2015. This two-day BCDC event in Boston featured presentations by alumni from TM Capital, Oppenheimer Capital, Wellington Management, Symmetric Capital, State Street and Eaton Vance.
At Bates, enabling students to lead lives of meaningful work is at the heart of our liberal arts mission.

In collaboration with the communications office, the postgraduation outcomes report was redesigned with a modern, visually appealing print and online format this year. Below is a brief overview of the Class of 2015 statistics collected at graduation and six months out (December 2015).

To see the complete report please visit http://www.bates.edu/career/class-outcomes/

99% of 2015 graduates who responded to the survey report being settled

- (79%) Employed
- (12%) Graduate/Professional School
- (5%) Fellowship
- (3%) Internship
- (1%) Still seeking employment, volunteer, travel, or further study
“Again (as it was last year), LACN provided us with an excellent set of resumes, and our ultimate hire came through your network. Thank you!”

— Ki, Shems Dunkiel Raubvogel & Saunders PLLC
Member Schools

39 member schools 2016-2017

Vendor Discounts:
Member savings are determined by school size and the number of participating schools. For more information, refer to the Vendor Pricing Agreement.

Member Savings

Cost of membership: $600
- participation on 1 committee
- 200 postings

Spotlight on Careers

41 topics. 9,678 total logins. 121 Bates College logins.

Vendor Demos 2015-2016
Windrush • CareerPath Mobile
Vmook SMART Résumé • CareerShift

Benchmarking Data 2015-2016
- Alumni and Parent Engagement
- Internships

* Stats from 9/1/15 - 2/1/16